

# Ready to join?

An invitation to positively change  
the textile and nonwovens industry

Annual Financial Report 2023  
of the Lenzing Group

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# Management Report

## 2023

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# General Market Environment

## Global economy<sup>1</sup>

The global economy grew by 3.1 percent in 2023, according to the latest calculations by the International Monetary Fund. With the exception of the pandemic, this represents the lowest annual growth rate since the global financial crisis. While the direct effects of the pandemic receded into the background, the past year was characterized by many other challenges: the war in Ukraine and the escalation in the Gaza Strip determined the geopolitical environment. Tensions over Taiwan intensified and supply chains were disrupted by rebel attacks in the Red Sea. Economic growth was slowed by high inflation and a rise in key interest rates, and many consumers found it difficult to cover the higher costs with their income. Consumer confidence recovered slightly compared to the previous year, but remained below the long-term average. China, in particular, one of the largest textile markets, was expected to experience a more pronounced recovery following the end of the Covid restrictions. However, the economic situation in Europe also proved to be challenging and some countries slipped into recession. For 2024, as well, the IMF is forecasting growth of 3.1 percent.

The long-awaited recovery in demand and prices in the textile and clothing industry also largely failed to materialize. According to a global survey conducted by the International Textile Manufacturers Federation,<sup>2</sup> satisfaction with the business situation continued to decrease in the second half of 2023, contrary to expectations, and touched a new low in November 2023. A slight improvement in the business situation was evident in January 2024.

## Global fiber market<sup>3</sup>

### Fiber production up slightly

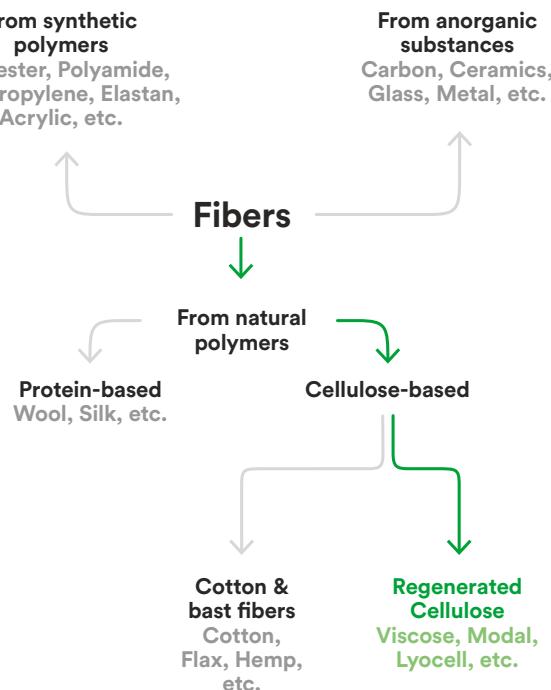
Global retail sales of clothing in 2023 – adjusted for price effects – were up to 5 percent higher than in the previous year, according to preliminary calculations. While sales in the USA and Europe largely stagnated, China made a strong contribution to global sales growth with an increase of 12 percent, driven by domestic demand (and due to the very low prior-year figure reflecting strict Covid measures).

Stock levels at clothing retailers were reduced in part by sales promotion measures, particularly over the Christmas period, but still remained at a high level compared to many years ago. Retailers were reluctant to place orders despite lower stock levels. Stocks at upstream production stages also decreased for the most part.

Demand for home textiles continued to suffer in 2023 due to investments that had been brought forward during the Covid pandemic; private households had invested heavily in furnishing their own living areas during the lockdowns.

Retail sales of hygiene products in the nonwovens industry, which usually prove more resistant to crises, were also under pressure. Volume sales of major brands decreased in some cases, while demand for lower-priced private labels increased.

### Fibers on the world market



Global fiber production rose slightly by 1 percent to 120 mn tonnes in 2023, according to initial estimates. Cotton production decreased by 2 percent to 24.8 mn tonnes in 2022/2023, according to preliminary estimates. This is mainly due to a reduction in acreage at the expense of food crops. Demand was down by 8 percent to 23.7 mn tonnes. As a consequence, cotton stocks rose to 21.2 mn tonnes, their highest absolute level since the 2014/2015 season and also above the long-term average in comparison to consumption (stocks-to-use ratio).

The production of regenerated cellulosic fibers such as lyocell, modal, and viscose fibers rose by 3 percent to 7.5 mn tonnes, according to initial estimates. This growth was almost exclusively attributable to the sharp rise in global production of lyocell fibers.

The production volume of synthetic polymer fibers amounted to around 81 mn tonnes, up 1 percent on the previous year, according to initial estimates.

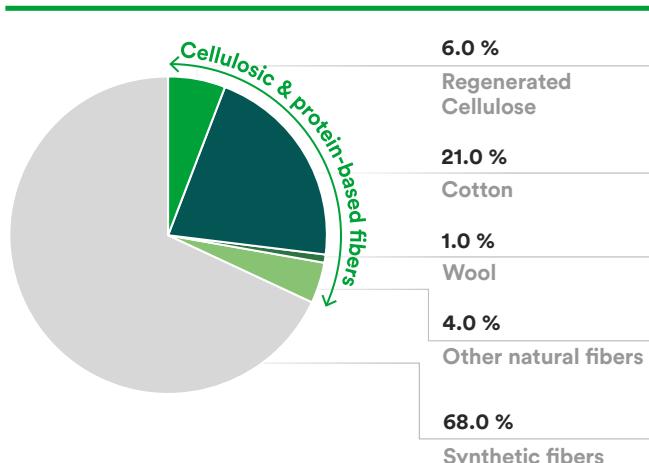
<sup>1</sup> Source: IMF, World Economic Outlook, January 2024

<sup>2</sup> Source: ITMF, 24th Global Textile Industry Survey, January 2024

<sup>3</sup> All production-related figures in this section were updated from the initial estimates published in the Annual Report 2022.

Sources: The Fiber Year, ICAC, Cotton Outlook, CCFG, FAO

## Global fiber production 2023<sup>1</sup> by type of fiber in percent (basis = 120 mn tons)



### Staple fiber prices remain under pressure

Price trends on staple fiber markets proved to be far less volatile in 2023 than in the previous year. Prices ranged within a much narrower band overall, but remained under pressure.

Cotton prices were far less volatile over the course of the year than in 2022. The Cotlook A index reached its high for the year of 102 US cents per pound at the end of January, driven by high market expectations following the reopening in China. The 2022/2023 cotton season ended with stocks slightly higher, which had a negative impact on price trends. For the year, cotton prices slipped 8 percent to 91 US cents per pound.

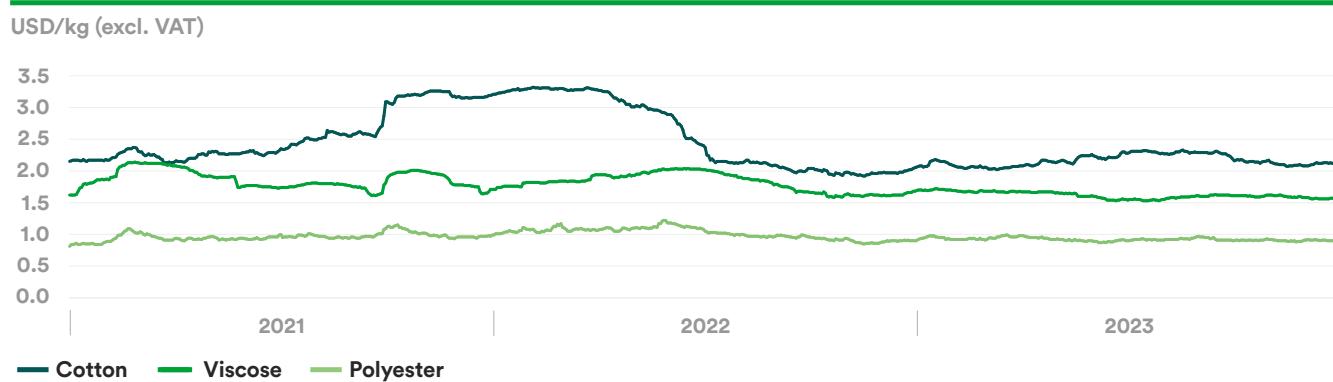
The price of polyester staple fibers in China rose by 2 percent to RMB 7,325 per tonne over the course of the year. During the year, it reached a high of RMB 7,970 per tonne in mid-September. The price increase was primarily driven by higher costs for the intermediate products PTA (terephthalic acid) and MEG (monoethylene glycol).

Viscose prices in China also remained within a comparatively narrow range in 2023. Over the course of the year, prices were down by 2 percent to RMB 12,600 per tonne. They peaked at RMB 13,400 at the end of September due to higher chemical costs and seasonally slightly higher demand.

Prices for wood-based specialty fibers decreased slightly due to weaker demand, particularly from brands and retailers, and additional capacity on the market. The price premium commanded by the TENCEL™, LENZING™ ECOVERO™, and VEOCEL™ brands proved to be comparatively resilient.

The Chinese import price for dissolving wood pulp, the key raw material for the production of regenerated cellulosic fibers, was 2 percent below the previous year's level at USD 880 per tonne as of the end of December. Chinese prices for paper pulp decreased sharply from USD 810 per tonne at the beginning of the year to USD 475 per tonne in mid-May. However, dissolving wood pulp was hardly affected by this decrease, as limited supply due to production downtime encountered slightly higher demand. As the year progressed, however, prices converged again and paper pulp closed the year at USD 653 per tonne.

### Staple fiber prices – Development in China<sup>2</sup>



<sup>1</sup> Sources: ICAC, TFY, Lenzing estimates

<sup>2</sup> Sources: CCFG, CCA

# The Development of Business in the Lenzing Group

The expected recovery in markets relevant for Lenzing has failed to materialize to date. The continued increase in raw material and energy costs on the one hand and very subdued demand on the other had a negative impact on the Lenzing Group's business trends in 2023, as well as on the overall sector.

As early as the end of 2022, Lenzing successfully implemented a reorganization and cost reduction program with a volume in excess of EUR 70 mn. At the same time, the balance sheet and liquidity positions were significantly strengthened through the successful capital increase in a volume of around EUR 400 mn and the extension of debt terms in a volume of around EUR 250 mn in the reporting year.

Building on this, the Managing Board is currently implementing a comprehensive performance program with the overriding objective of achieving significantly enhanced long-term resilience to crises and greater agility in the face of market changes. The program initiatives are aimed primarily at an improvement in EBITDA and free cash flow generation through stronger revenue and margin growth, and sustainable cost excellence. In addition to the significantly positive revenue effects, the Managing Board expects annual cost savings of more than EUR 100 mn, of which around 50 percent will be effective from the current financial year onwards.

Revenue in 2023 decreased by 1.7 percent year-on-year to EUR 2.52 bn. This reduction was primarily due to lower fiber revenues, while pulp revenues were up.

The operating earnings trend was mainly influenced by the market environment. Earnings before interest, tax, depreciation and amortization (EBITDA) rose by 25.4 percent year-on-year to EUR 303.3 mn in the reporting year. The EBITDA margin increased from 9.4 percent to 12 percent.

The operating result (EBIT) amounted to minus EUR 476.4 mn (compared with EUR 16.5 mn in 2022) due to EUR 464.9 mn of impairment losses, and the EBIT margin stood at minus 18.9 percent (compared with 0.6 percent in 2022). Accordingly, the result before tax (EBT) amounted to minus EUR 585.6 mn (compared with minus EUR 10.1 mn in 2022).

The recognition of impairment losses arises from the ongoing uncertainties in the economic environment, continued higher raw material and energy costs, as well as higher discount rates due to the change in the interest rate environment. The impairment losses were not cash-effective, but had an impact on EBIT and EBT in 2023.

The income tax expense of EUR 7.3 mn (compared to EUR 27.2 mn in 2022) mainly reflects the impairment of tax assets of individual

Group companies and currency effects due to the translation of tax items from local to functional currency.

Cash flow from operating activities amounted to EUR 160.3 mn in 2023 (compared with minus EUR 43.2 mn in 2022). Free cash flow amounted to minus EUR 122.8 mn, primarily due to the trend in results as well as the completion of strategic investment projects. However, this level of free cash flow was already significantly higher than the previous year's level of minus EUR 740.7 mn, largely due to the implementation on schedule of the performance program.

In the third and fourth quarters of 2023, Lenzing generated positive free cash flow of EUR 27.3 mn and EUR 15.4 mn respectively (compared with minus EUR 132.3 mn in the first quarter and minus EUR 33.1 mn in the second quarter of 2023), thereby confirming that the measures to strengthen free cash flow are working.

Capital expenditures for intangible assets, property, plant and equipment, and biological assets (CAPEX) amounted to EUR 283.6 mn in the reporting year (down from EUR 698.9 mn in 2022) including due to the investment projects in China and Indonesia. Compared to December 31, 2022, the liquidity position increased by 61.3 percent to EUR 731 mn as of December 31, 2023, due to the capital increase.

Total assets decreased by 5.6 percent compared with December 31, 2022, to EUR 5.21 bn as of December 31, 2023. Adjusted equity decreased by 13.4 percent to EUR 1.81 bn. The adjusted equity ratio stood at 34.7 percent as at December 31, 2023 (compared with 37.8 percent as at December 31, 2022). Net financial debt amounted to EUR 1.56 bn as of the balance sheet date (compared with EUR 1.8 bn as of December 31, 2022).<sup>1</sup> Net gearing increased to 86.4 percent (compared with 86.2 percent as of December 31, 2022).<sup>1</sup> Trading working capital reduced by 3.4 percent to EUR 551.1 mn, mainly reflecting a decrease in inventories of EUR 159.6 mn as a result of accelerated inventory reduction and an offsetting negative effect from the significantly lower level of trade payables compared to December 31, 2022.

The details of the revenue and earnings trends in the year under review are as follows:

<sup>1</sup> Since the second quarter of the 2023 financial year, net financial debt is presented excluding lease liabilities (see the supplement to the management report "Notes on the Financial Performance Indicators of the Lenzing Group").

**Condensed consolidated income statement<sup>1</sup>** EUR mn

	Change			
	2023	2022	Absolute	Relative
Revenue	2,521.2	2,565.7	(44.5)	(1.7)%
Cost of sales	(2,597.6)	(2,162.6)	(435.1)	20.1%
Gross profit	(76.5)	403.1	(479.6)	n/a
Other operating income	108.7	73.1	35.6	48.6%
Selling expenses	(274.9)	(286.7)	11.9	(4.1)%
Administrative expenses	(144.7)	(137.2)	(7.5)	5.5%
Research and development expenses	(69.1)	(29.2)	(39.9)	136.4%
Other operating expenses	(20.0)	(6.6)	(13.3)	200.5%
EBIT	(476.4)	16.5	(492.9)	n/a
Financial result	(109.2)	(26.5)	(82.7)	311.9%
EBT	(585.6)	(10.1)	(575.6)	5,722.0%
Income tax expense	(7.3)	(27.2)	19.9	(73.1)%
<b>Net profit/loss after tax</b>	<b>(593.0)</b>	<b>(37.2)</b>	<b>(555.7)</b>	<b>1,492.2%</b>

1) The complete consolidated income statement is presented in the consolidated financial statements.

# The Development of Business in the Divisions

The management of the Lenzing Group's business is divided into the two divisions "Fiber" and "Pulp".

In 2023, the implementation of the "Better Growth" corporate strategy was driven forward. The strategy is aimed at better serving structural demand growth for environmentally responsible and high-quality specialty fibers of the TENCEL™, LENZING™ ECOVERO™, and VEOCEL™ brands, among other objectives. In line with its strategy, Lenzing will pursue a profitable growth path following the successful implementation of its key projects, sharpen its focus on sustainable and high-quality premium fibers for textiles and nonwovens and, in parallel, continue to push ahead with the transition to a circular economy model.

Lenzing also announced personnel changes on its Managing Board in 2023. Robert van de Kerkhof, Chief Commercial Officer Fiber and a Managing Board member since 2014, informed the Supervisory Board that he would not be available for a further extension of his contract, which runs until December 31, 2023. The Lenzing Managing Board was thereby reduced from four to three members as of January 1, 2024.

## Fiber Division

The Fiber Division comprises all Lenzing Group business activities with cellulosic fibers, especially those in the textiles and nonwovens areas.

Lenzing stands worldwide for the ecologically responsible production of specialty fibers based on cellulose and recycled materials. With the lyocell plant opened in Thailand in 2022 and the successful investments in existing production sites in Asia, Lenzing is able to generate 100 percent of fiber revenues from the specialty fiber business under the TENCEL™, LENZING™ ECOVERO™, and VEOCEL™ brands.

Since 2021, Lenzing has invested more than EUR 200 mn in production sites in China and Indonesia to convert existing capacity for generic viscose into capacity for specialty fibers in order to better serve structurally growing demand for environmentally responsible cellulosic fibers.

At Purwakarta (Indonesia), Lenzing successfully completed reconstruction and modernization measures to convert to specialty viscose and significantly reduce specific emissions. Viscose fibers produced at the site under the LENZING™ ECOVERO™ and VEOCEL™ brands are marked with the EU Ecolabel.<sup>1</sup>

<sup>1</sup> The EU Ecolabel is recognized by all member states of the European Union as well as Norway, Liechtenstein and Iceland. Introduced in 1992 by an EU regulation (Regulation (EEC) No. 880/92), the voluntary label has gradually become a reference for consumers who wish to contribute to a lower environmental impact by purchasing more environmentally responsible products and services.

<sup>2</sup> <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0284681>

OCEL™ brands are marked with the EU Ecolabel,<sup>1</sup> an internationally recognized eco label for environmentally responsible products and services.

In Nanjing (China), the conversion of a production line to TENCEL™ modal fibers for textiles and apparel was successfully completed in the first quarter of 2023. For the first time, Lenzing can now also offer its Chinese customers the highly sought-after TENCEL™ fibers that are now produced locally. As a consequence of the conversion, the production site's fiber portfolio now consists exclusively of specialty fibers.

The investment projects at the existing sites are in line with the Lenzing Group's scientifically recognized and confirmed net zero target (see also the "Climate change" section in the non-financial statement).

A study published in May 2023 by the Scripps Institution of Oceanography (SIO) at the University of California, San Diego,<sup>2</sup> confirmed that cellulosic-based fibers such as LENZING™ lyocell fibers, LENZING™ viscose fibers, and LENZING™ modal fibers are also biodegradable on the seabed. As early as 2021, studies by the renowned, academic research institute showed that LENZING™ lyocell fibers can be completely degraded at the ocean surface within a very short time.<sup>3</sup>

With its biodegradable LENZING™ fibers in geotextiles, Lenzing is also able to make a significant contribution to the sustainable protection of glaciers, which are severely threatened by global earth warming. This has been confirmed by the Institute of Ecology at the University of Innsbruck in cooperation with Austrian glacier railway operators. The promising project was ranked first in the prestigious Swiss BIO TOP Awards for wood and material innovations.

Lenzing also took further steps to enhance transparency and efficiency along the global supply chain during the reporting period: together with a digital supply chain solutions provider, Lenzing introduced a pioneering process for real-time delivery tracking of containers. Combined with advanced artificial intelligence, GPS sensors, and machine learning technologies, Lenzing can provide accurate, real-time information on fiber orders – from delivery status and container location through to tracking ship routes and estimated arrival times. In line with the sustainability targets, the tracking system also gives supply chain partners a better overview of carbon emissions. Lenzing is thereby setting new standards in the area of supply chain transparency, which will subsequently also help brands and retailers to achieve their sustainability objectives.

<sup>3</sup> LENZING™ fibers that are TÜV certified biodegradable (soil, fresh water & marine) and compostable (home & industrial) include the following products: LENZING™ Viscose Standard textile/nonwovens, LENZING™ Lyocell Standard textile/nonwovens, LENZING™ Modal Standard textile, LENZING™ Lyocell Filament, LENZING™ Lyocell Dry and LENZING™ Web Technology. An exception in certification exists in relation to the fibers LENZING™ Lyocell Filament and LENZING™ Lyocell Dry, for which the necessary tests to confirm biodegradability within a marine environment have not yet been conducted or finalized.

Lenzing was also awarded Platinum status in the EcoVadis CSR rating for the third consecutive time. This award once again positions Lenzing in the top one percent of companies evaluated by EcoVadis worldwide. The assessment comprehensively covers the four main Corporate Social Responsibility practices: the environment, fair working conditions and human rights, as well as ethics and sustainable procurement.

Lenzing was also once again recognized by the global non-profit environmental organization CDP for its transparent reporting and performance in the areas of climate change, forests, and water security. Lenzing was ranked in all categories in the annual “A list” for the third consecutive year. Based on data from the CDP 2023 questionnaires on climate change, forests, and water security, Lenzing is one of only ten companies to receive a triple “A” – out of over 21,000 companies assessed.

With the positioning of its product brands, the Lenzing Group has been sending a strong message to consumers since 2018. With TENCEL™ and LENZING™ ECOVERO™ as overarching brands for all specialty products in the textile segment, VEOCEL™ as the overarching brand for all specialty nonwoven products, and LENZING™ for all industrial applications, the company showcases its strengths in a targeted manner. Lenzing also enhanced its brands’ visibility in 2023 through targeted communication measures. The TENCEL™ brand again achieved a strong leadership position among the ingredient brands of the textile and apparel industry in the global awareness ranking.

The Fiber Division’s external revenue reached a level of EUR 1.84 bn in 2023, 65.1 percent of which was attributable to textile fibers and 34.9 percent to nonwoven fibers. Fiber sales volumes grew to approximately 840,000 tonnes (from approximately 810,000 tonnes in 2022). The share of specialty fibers in fiber revenue increased to 78.9 percent (compared to 73.7 percent in 2022). The division’s earnings (EBITDA) amounted to minus EUR 98.7 mn, while the operating result (EBIT) amounted to minus EUR 683.8 mn.

## Textile fibers

A difficult market environment for textile fibers characterized 2023. Following the deterioration in the market environment in the second half of 2022, demand remained subdued throughout last year.

A high level of general uncertainty and low consumer confidence led to orders along the value chain standing for the larger part at a very low level. At the same time, inventories were significantly reduced in order to sufficiently optimize net working capital in the light of high interest rates. The trend towards short-term orders also made it more difficult for many customers and partners to plan their requirements.

Although the recovery is proving to be slower than expected, the TENCEL™, TENCEL™ LUXE, and LENZING™ ECOVERO™ textile fiber brands continued to perform well. Lenzing again succeeded in differentiating itself from its competitors in the reporting year thanks to continuous innovation in the areas of sustainability and the circular economy as well as targeted measures in the area of ingredient branding.

Lenzing and Södra received the ITMF Award for their pioneering partnership in textile recycling. The two companies have been

partnered since 2021, making a crucial contribution to promoting the circular economy in the fashion industry.

To further expand awareness of the benefits of regenerated cellulosic fibers such as those from the Lenzing Group, the TENCEL™ 2023 brand collaborated with value chain partners. This includes the flagship partnership with Natural Fiber Welding Inc. to provide sustainable leather alternatives for the fashion industry that are completely plastic-free. The partnership of TENCEL™ with fabric and denim manufacturer Kaihara Denim demonstrated the versatile application of TENCEL™ fibers, pushing innovation boundaries in the premium denim sector.

As part of the successful modernization of the production site in Indonesia, Lenzing expanded its range of responsibly produced specialty viscose under the LENZING™ ECOVERO™ and LENZING™ ECOVERO™ Black brands. Lenzing also launched LENZING™ ECOVERO™ fibers with REFIBRATM technology in the reporting year, thereby boosting the post-consumer recycling share of its production. The proportion of waste was rapidly raised from 10 percent to 20 percent by the time of launch. The addition of the digital hangtag offering to the LENZING™ ECOVERO™ brand supports customers seeking responsibly produced fashion, and contributes to creating a more sustainable industry.

In a further step to enhance traceability and transparency along the textile value chain, Lenzing has introduced the Lenzing Fiber Identification System for LENZING™ FR fibers. The system, with which LENZING™ FR fibers can be identified at every production stage, ensures unparalleled traceability and quality assurance.

Business with TENCEL™ LUXE filaments performed well in 2023. Market interest has continued to grow in all application areas and segments (athleisure, women’s clothing, traditional clothing, etc.). This led to rising revenue throughout the reporting year and to higher production levels in order to meet additional demand. Clothes made from TENCEL™ LUXE filaments were once again in the spotlight in 2023. Highlights include the bespoke dresses designed by Zac Posen and Monique Lhuillier in collaboration with RCGD Global for actresses Bailey Bass and Chloe East for the 95th Academy Awards, the dress by Wiederhoeft worn by actress Nicola Coughlan at the premiere of the film “Barbie” in London, and the bespoke dress by Patrick McDowell worn by Nicole Scherzinger at the British Fashion Awards.

Lenzing also enhanced the visibility and awareness of its TENCEL™ and LENZING™ ECOVERO™ brands with a series of global campaigns and initiatives that generated more than 23.6 bn impressions in online media and 35.7 mn interactions, including video views, on social media.

The success of the TENCEL™ and LENZING™ ECOVERO™ brands in the 2023 financial year is also reflected in the collaboration with around 560 brand partners worldwide, including international and up-and-coming brands such as Aimer, ANTA, Camper, Country Road, Cotton On, FILA, Fruit of the Loom, Jockey, Kraus Jeans, Marco O’Polo, Mother of Pearl, MPG Sports, Reformation, TwoThirds, The Paradise, Pepe Jeans, Patrick McDowell, Peacebird, VOGUE, and Wacoal.

During the reporting year, Lenzing also launched targeted programs to further strengthen the protection of intellectual property

and trademarks. The global initiative, which was first launched in China, involved cooperation with trade fair organizers, partners along the value chain, and government authorities. The TENCEL™ brand achieved more than 3.76 mn views on LinkedIn with its awareness campaign within the first activation period.

## Nonwoven fibers

Nonwoven fibers are an important strategic pillar of the Lenzing Group. Lenzing sells the majority of its products in this area under the VEOCEL™ brand, serving the wipes and hygiene segments in particular. Despite the general market dynamics, these areas were relatively stable in the reporting year and recorded growing consumer interest in wood-based and biodegradable solutions.

With the nonwovens strategy developed in 2023, which builds on the Better Growth corporate strategy, Lenzing aims to strengthen its market position and create the conditions for sustainable and profitable growth through targeted product and application solutions with a view to market requirements. The transformation of the nonwovens industry towards the use of sustainable cellulosic fibers remains a key component of this strategy. The Nonwoven Fibers area is aiming to further diversify its sales markets by focusing specifically on the absorbent hygiene products (AHP) segment as a further strategic growth pillar alongside wet wipes, and by forming a new business development team that is geared towards developing new and existing premium technical segments such as battery, filtration, carbonization, and healthcare applications. In order to improve the offering for customers and partners along the value chain and accelerate time to market, innovation activities were also linked more closely with sales. Examples include the development and introduction of hydrophobic lyocell fibers (LENZING™ Lyocell Dry) at the Hygienix trade fair. Thanks to their innovative ability to pass liquids over their surface, the fibers offer completely new product solutions for hygiene products that could previously only be achieved by using plastic fibers. The new Lenzing fiber is not classified as "plastic" under the EU Single-Use Plastics Directive and offers a very soft and environmentally responsible cellulose-based alternative for brands and manufacturers looking to develop plastic-free feminine and personal care products.

Lenzing continued to work closely with its customers and partners in the nonwoven fibers area in 2023 to develop sustainable solutions for the market, including a fully compostable diaper. Launched in early 2023, the optimized LENZING™ Lyocell Shortcut fiber enables rolled goods manufacturers using wet laid nonwoven technology to achieve better and more uniform processability of the fibers in combination with pulp, enabling the production of high-quality nonwovens, such as for use in flushable moist toilet tissues.

The number of VEOCEL™ co-branding programs was also further increased in the 2023 reporting year, as exemplified by the successful partnership with Neutrogena.

Following the successful conversion and modernization of the Indonesian site in the second half of 2023, Lenzing will be able to offer its customers EU Ecolabel certified fibers as a new standard. The launch of the first completely chlorine-free VEOCEL™ lyocell fibers on the market, which address the growing sustainability and

health awareness of consumers worldwide, represents a further world first.

Furthermore, the LENZING™ Nonwoven Technology (LNT) was presented at the INDEX trade fair in Geneva and at the Go Wipes trade fair in Berlin. This technology has the potential to become a key strategic platform for the cellulosic nonwovens sector by opening up new opportunities for differentiation and diversification. This area is turning its attention from technology development to product development and to preparation for commercialization.

## Co-products of fiber production

At all locations where the Lenzing Group produces viscose or modal fibers, manufactured co-products include LENZING™ sodium sulfate. This is used in the detergent and glass industries and for the production of food and animal feed. In the 2023 reporting year, sales volumes decreased in line with fiber production, while revenue grew in line with the market situation.

## Pulp Division

The Pulp Division comprises all Lenzing Group business activities from wood procurement through to the production and sale of dissolving wood pulp and biorefinery products. The new pulp mill in Indianópolis (Brazil) is already successfully producing excellent quality pulp at a nameplate capacity of around 500,000 tonnes per year, making it one of the largest and most productive mills in the world. Surplus electricity is fed into the public grid as renewable energy. These new production volumes contribute significantly to strengthening Lenzing's self-sufficiency in dissolving wood pulp and support premiumization in line with the corporate strategy. Lenzing holds a 51 percent interest in the joint venture LD Celulose, which was established for the construction of the plant.

The new pulp plant enables Lenzing to strengthen its own supply of dissolving wood pulp and thereby largely reduce its dependence on external pulp suppliers. To provide the biomass, LD Celulose secured over 44,000 hectares of FSC®-certified commercial forest, and leased additional land, in order to have approximately 70,000 hectares of FSC®-certified forest area when completed.<sup>1</sup> These plantations operate in full accordance with the Lenzing's guidelines and high standards for wood and pulp sourcing.

In line with its "Better Growth" strategy, Lenzing is stepping up its recycling activities in order to accelerate the transformation of the textile and nonwovens industries from a linear to a circular economy model. Lenzing has been proactively developing and promoting innovations in the area for years in order to provide economically viable and scalable solutions to the global textile waste problem. Since 2021, Lenzing has been working with Swedish pulp producer Södra to jointly develop new processes for recycling used textiles on an industrial scale. In the reporting period, the project<sup>2</sup> was supported by an EU grant of EUR 10 mn under the LIFE 2022 program.<sup>3</sup>

The Pulp Division's external revenue reached a level of EUR 676.1 mn in 2023. Divisional earnings (EBITDA) amounted to

<sup>1</sup> FSC license code: FSC-C175509, FSC-C165948

<sup>2</sup> Project 10113614 — LIFE22-ENV-SE-TREATS

<sup>3</sup> [https://cinea.ec.europa.eu/programmes/life\\_en](https://cinea.ec.europa.eu/programmes/life_en)

EUR 462.1 mn, and operating earnings (EBIT) stood at EUR 284.6 mn.

## Wood

The situation on the timber markets has largely stabilized after the dislocations in the previous year, and the extreme price fluctuations have in part receded.

The Lenzing Group's procurement strategy entailing long-term master agreements achieved a good stabilizing effect on volumes and prices. As a consequence, Lenzing was able to supply its pulp sites in Lenzing (Austria) and Paskov (Czech Republic) with sufficient wood during the reporting year.

In 2023, audits in accordance with the Forest Stewardship Council® (FSC®) and Programme for the Endorsement of Forest Certification (PEFC) forest certification systems confirmed again for both sites that, in addition to stringent forestry laws in the supplier countries, all wood used derives from PEFC and FSC® certified or controlled sources.<sup>1</sup>

## Biorefinery

### Pulp

The Pulp Division supplies the Lenzing Group's fiber production sites with high-quality dissolving wood pulp and operates its own fiber pulp plants at the Lenzing, Paskov, and Indianópolis (Brazil) sites. This increased the level of self-sufficiency to significantly more than 75 percent targeted by the corporate strategy. Lenzing also established itself as a structural supplier in the global pulp market. Most of the dissolving wood pulp sourced externally is purchased on the basis of long-term contracts. A total of approximately 1,068,000 tonnes of dissolving wood pulp was produced at Lenzing's pulp plants in 2023.

### Biorefinery products

In addition to dissolving wood pulp, the Lenzing Group's biorefineries also produce and market biorefinery products so that further components of the valuable raw material wood are utilized. Renowned customers from the food, animal feed, pharmaceutical and chemical industries rely on biobased products from Lenzing.

Lenzing continued to benefit from the trend towards greater sustainability and regional supply chains in 2023. A lifecycle analysis performed by the research institute Quantis confirmed that the carbon footprint of LENZING™ Acetic Acid Biobased is more than 85 percent smaller than that of comparable products based on fossil resources.

Following strong revenue growth in the previous year and a further increase in revenue in the first half of 2023, the biorefinery products LENZING™ Acetic Acid Biobased and LENZING™ Furfural Biobased posted lower revenue in the second half of the year, in line with the general price trend in the chemicals market. In May of the reporting year, Lenzing celebrated the 40th anniversary of its biorefinery concept and looked back on a long and successful development of this business sector.

## Divisional supplies of energy and other raw materials

In the Fiber and Pulp divisions, energy and other raw materials are significant factors influencing the Lenzing Group's financial position and performance.

### Energy

With its biorefinery concept at its Lenzing, Paskov and Indianópolis sites, Lenzing is one of the pioneers of fiber and pulp production that is as self-sufficient in energy as possible, and is continuously working to enhance energy efficiency at its other production sites.

The energy reserves at the Lenzing Group's European sites remain very well filled in light of the geopolitical situation and associated uncertainties.

Energy prices were down significantly again in 2023 following the record rise in the previous year. The marked reduction in gas consumption in Europe due to warm temperatures and continuous substitution, and, as a consequence, a lower level of industrial demand, played a major role in this context. Spot market prices were down by 66 percent in the reporting year. The price of electricity decreased by 61 percent. Coal prices also posted a similarly negative trend, reducing by 55 percent. The oil price decreased by 17 percent in the reporting year. Only the carbon dioxide price recorded an average increase of 3 percent, although the price was down significantly towards the end of the year.

The Lenzing Group partially restructured its energy price hedging in the first quarter of 2023 in the wake of the supply crisis and thereby reduced its exposure to the risk of price changes. Natural gas and electricity are now procured in accordance with a defined purchasing strategy, under which part of the energy required is procured via fixed supply contracts with fixed prices on the forward market. For this reason, spot market trends have only a weakened impact on the company's energy costs.

In November, Lenzing signed a supply contract with Austrian electricity producer WLK energy for the purchase of around 13 megawatts of wind power. Lenzing is thereby not only underlining its commitment to climate protection and the energy transition, but is also investing in long-term electricity supplies that are diversified and offer stable prices. The contract has a term of fifteen years and provides for supplies from the new wind farm in Engelhartstetten from the first quarter of 2025 onwards. All of this electricity is utilized at the production site in Lenzing.

Moreover, since November 2023, the Lenzing production site has been supplied exclusively with green electrical energy from a 5.5 MWpeak PV system constructed in the district of Deutschlandsberg (Styria). Several photovoltaic systems were already installed at the Lenzing site in 2022. These include the largest open-space system in the state of Upper Austria, which was fully commissioned in the first quarter of 2023.

The energy plants at the Lenzing site operated mainly in normal mode during the reporting period with very low downtimes. A

<sup>1</sup> License code: FSC-C041246 and PEFC/06-33-92

number of energy efficiency projects were launched in the reporting year and will be implemented continuously over the coming months.

In April, Lenzing signed a contract for the acquisition of the 43 MW biomass power plant of ENERGIE 42 Beteiligungs GmbH located in the Heiligenkreuz Business Park in Austria's Burgenland region. This strategic investment enables Lenzing to secure long-term energy supplies for the Heiligenkreuz site and increased its competitiveness significantly.

With the continuous expansion of renewable energies, Lenzing is making itself less dependent on global energy markets and is continuing to reduce its carbon emissions in line with its strategic targets.

The power plants in Paskov operated normally during the reporting period. Surplus energy was fed into the public power grid.

Natural gas prices in North America recovered in line with the international trend. Prices at the Mobile site (USA) dropped sharply. By contrast, the electricity price was higher year-on-year.

The plants in Purwakarta (Indonesia) were operated with a high level of availability and were further optimized. Prices for coal and electricity decreased compared to the previous year. Lenzing has been sourcing green electricity from renewable sources at its Indonesian site since the third quarter of last year.

Steam prices at the Nanjing site in China are recovering at a slower pace compared to coal prices and in 2023 were slightly lower year-on-year. The grid electricity price was also down. The changeover in energy production from coal to natural gas, which is intended to reduce carbon emissions, was continued in the reporting year.

In the first half of 2022, the lyocell plant at the Prachinburi site (Thailand) was commissioned. The price of steam decreased slightly in 2023 compared to 2022, while the price of electricity rose.

## Other raw materials

The sharp rise in energy prices due the pandemic and the Ukraine war also led to supply shortages and significant price increases on global commodity markets. In the 2023 reporting year, most commodities recorded a significant recovery, although prices remained at elevated levels.

### Caustic soda

Caustic soda is used in the production of dissolving wood pulp and is also an important primary product for the production of viscose and modal fibers. It arises as a byproduct from chlorine production. Prices for caustic soda fell significantly at the beginning of the year but remained at an elevated level over the rest of the year. This is due to relatively stable demand coupled with a shortage of supply due to diminishing demand for chlorine.

### Sulfur

Sulfur is an important starting material for the production of carbon disulfide and sulfuric acid. In turn, both raw materials are used in the viscose process. Sulfur prices remained stable in the reporting year, at a slightly higher, pre-crisis level.

## Others

The "Others" area mainly comprises central headquarters functions and overarching activities as well as R&D activities and the activities of BZL-Bildungszentrum Lenzing GmbH (training and personnel development). The allocation of costs to the "Fiber" and "Pulp" divisions in accordance with the principle of causation led to a reduction in costs for Others in 2023, among other effects. Revenue in the "Others" area reached EUR 4 mn in 2023. The result (EBITDA) amounted to minus EUR 65.7 mn, while the operating result (EBIT) stood at minus EUR 82.9 mn.

## The Lenzing share

In the reporting year, the Managing Board of Lenzing Aktiengesellschaft decided, with the approval of the Supervisory Board, to carry out a fully guaranteed cash capital increase with subscription rights for existing shareholders. As of July 10, 2023, this led to the issuance of 12,068,180 new no-par-value bearer shares with dividend entitlement from January 1, 2023 onwards. The related issuance of subscription rights has led to a technical adjustment of the share price of Lenzing AG, as the shares were traded "ex subscription right" as of June 19, 2023.

The Lenzing share started the 2023 trading year at a price of EUR 48.38 (opening price on January 2, 2023, taking into account the technical adjustment in connection with the capital increase) and reached its high for the year of EUR 67.37 on March 8, 2023. The low for the year of EUR 33.10 was recorded on December 11. At the end of the reporting year, the Lenzing share was trading at a level of EUR 35.55. This corresponds to a decrease in the share price of 26.5 percent compared with the start of the year. Vienna's benchmark ATX index ended the year 9.9 percent up compared with the start of the year. No dividend was distributed in the reporting year for the 2022 financial year.

# Research and Development

The Lenzing Group reorganized its innovation activities in 2023. The product development and product applications area has been divided into the areas of textile fibers and nonwoven fibers, while basic research activities and process developments are combined within a central area. This enables the company to respond to different market requirements to an even greater degree.

For this reason, key innovation indicators can only be compared with previous years to a limited extent. A total of 222 people were employed in the Group's various research and development areas as of the end of 2023 (compared to 218 employees as of the end of 2022). Research and development expenditures calculated according to the Frascati method (after the deduction of grants) amounted to EUR 31.6 mn (compared with EUR 34.8 mn in 2022). The Lenzing Group's products and technologies were protected by 1,351 patents and patent applications (from 163 patent families) in 50 countries as of the end of 2023.

## Focus areas in 2023

In addition to the clear focus on customers and consumers, sustainability is a key guiding principle for all of the Lenzing Group's innovation activities, including process and product development, with a particular focus on recycling and the circular economy. Almost all of the development projects reflect key aspects of environmental sustainability and support the ambitious target of net zero by 2050. These especially include projects to close production cycles and reduce wastewater emissions, as well as to enhance energy efficiency and reduce carbon emissions.

Textile recycling formed a further focus of the Lenzing Group's research and development activities in 2023. The transformation of the textile business model from a linear to a circular economy model requires cooperative approaches along the entire value chain. Lenzing also works with partners outside the traditional textile value chain, such as sorting and recycling companies. The partnership with Swedish pulp producer Södra, which is focusing intensively on developing the recycling of used textile and the construction of a pilot plant, features as a flagship project in the textile recycling area. The European Union is supporting the project with funding of EUR 10 mn as part of its LIFE program.<sup>1</sup> Lenzing and Södra were awarded this funding in 2023 for the LIFE TREATS project.<sup>2</sup>

Lenzing was also increasingly active at the European level in the reporting year in fostering further cooperation in the context of funded projects. For example, Lenzing is a partner in the Horizon Europe CISUTAC (Circular and Sustainable Textiles and Clothing) project, which was launched last year, and in the ESCIB project, which was approved in 2023 and launched in January 2024. This entails the development of methods to assess the ecological sustainability and recyclability of industrial biobased systems, to which Lenzing is contributing a case study.

Lenzing was also involved as a leading partner in a submission for the further development and application development of TENCEL™ LUXE filaments in 2023.

With the expansion of its REFIBRA™ technology to include LENZING™ ECOVERO™ fibers, Lenzing also set new standards in the textile industry in terms of product development during the reporting year. The new viscose fibers embodying REFIBRA™ technology contain up to 20 percent post-consumer textile waste, which derives from cellulose-rich materials or polyester-cotton blends. With the successful development and scaling of production, LENZING™ ECOVERO™ fibers with REFIBRA™ technology are now available to customers worldwide.

Moreover, Lenzing presented a new product solution for hygiene products with its LENZING™ Lyocell Dry fibers, which until now could only be achieved by using synthetic fibers. The hydrophobic cellulose fibers feature the innovative property of conducting liquids on their surface. They are not classified as "plastic" under the EU Single-Use Plastics Directive and offer a very soft and environmentally responsible cellulose-based alternative for brands and manufacturers looking to develop plastic-free feminine and personal care products.

Further highlights from Lenzing's product development in the reporting year include the new resource-efficient dyeing approach for TENCEL™ lyocell fibers and an industry-first innovation that reduces the discoloration of cellulose-based garments during thermoplastic molding processes. Further information and key figures about "Sustainable innovations" can be found in the non-financial statement of the Annual and Sustainability Report.

<sup>1</sup> [https://cinea.ec.europa.eu/programmes/life\\_en](https://cinea.ec.europa.eu/programmes/life_en)

<sup>2</sup> Project 101113614 — LIFE22-ENV-SE-TREATS

# Investments

Capital expenditures for intangible assets, property, plant and equipment, and biological assets (CAPEX) amounted to EUR 283.6 mn in the reporting year (down from EUR 698.9 mn in 2022) including due to the investment projects in China and Indonesia.

Since 2021, Lenzing has invested more than EUR 200 mn in production sites in China and Indonesia to convert existing capacity for generic viscose into capacity for specialty fibers in order to better serve structurally growing demand for environmentally responsible cellulosic fibers.

At Purwakarta (Indonesia), Lenzing successfully implemented reconstruction and modernization measures to convert to specialty viscose and significantly reduce specific emissions. Viscose fibers produced at the site under the LENZING™ ECOVERO™ and VE-OCEL™ brands are marked with the EU Ecolabel,<sup>1</sup> an internationally recognized eco label for environmentally responsible products and services.

In Nanjing (China), the conversion of a production line to TENCEL™ modal fibers for textiles and apparel was successfully completed in the first quarter of 2023. Lenzing is thereby able to offer locally produced TENCEL™ fibers to its Chinese customers for the first time. As a consequence of the conversion, the production site's fiber portfolio now consists exclusively of specialty fibers. Moreover, Lenzing is working consistently on the gradual conversion of the Chinese site to green energy in order to further reduce carbon emissions.

The investment projects at the existing sites are in line with the Lenzing Group's scientifically recognized and confirmed net zero target (see also the "Climate change" section in the non-financial statement).

In order to further reduce greenhouse gas emissions and at the same time become less dependent on external fossil fuels, Lenzing concluded a contract in 2023 to purchase a biomass power plant to supply the Heiligenkreuz site, as well as a supply contract for the purchase of wind energy for power supplies to the Lenzing site that are diversified and that offer stable prices.

<sup>1</sup> The EU Ecolabel is recognized by all member states of the European Union as well as Norway, Liechtenstein and Iceland. Introduced in 1992 by an EU regulation (Regulation

(EEC) No. 880/92), the voluntary label has gradually become a reference for consumers who wish to contribute to a lower environmental impact by purchasing more environmentally responsible products and services.

# Risk Report

## Current risk environment

Climate change, digitalization, and geopolitical tensions are shaping social and economic reality more than ever. Extreme weather conditions, ransomware attacks, and regional conflicts are putting the resilience of supply chains and business models to the test.

The ongoing war in Ukraine, the Israel-Gaza war, and military conflict in the Red Sea are influencing the risk environment, particularly in Europe.

The uncertain global economic outlook, an increase in insolvency rates, and persistently high interest rates contrast with a potential recovery of the global economy following the Covid shock and subsequent energy crisis in Europe.

Demographic change poses the risk of a shortage of qualified workers in many economic sectors worldwide. The extent of the expected transformative impact of artificial intelligence on individual economic sectors is also unclear at present.

Events along the supply chain, which can lead to effects in other areas as well as greater regulatory requirements from legislators, complete the risk environment.

The International Monetary Fund forecasts growth in global gross domestic product of 3.1 percent for 2023.

A detailed analysis of the trends in the global fiber market during the reporting year and the related risks for the Lenzing Group is presented in the “General Market Environment” section.

## Lenzing risk outlook for 2024

The volatility prevailing in many areas manifests the risk of polycrises worldwide and continues to affect the Lenzing Group to varying degrees.

For 2024, the IMF forecasts global economic growth of 3.1 percent. Global inflation is expected to decrease to 5.8 percent in 2024, and to 4.4 percent in 2025, according to the IMF.

The high number of elections in different countries around the world in 2024, especially in the USA, EU, India, and Indonesia, harbors the risk of further turbulence for both politics and the economy, and the associated risk of a greater level of protectionism.

Risks to the operating result arise in particular from a potential continuation of weak demand on the world fiber market and associated low fiber prices, as well as from price fluctuations for important raw materials and energy.

The liquidity risk for 2024 is classified as moderate thanks to the cash position and undrawn credit lines with banks. Lenzing has significantly strengthened its balance sheet and liquidity position with

the approximately EUR 400 mn capital increase and the extension of credit terms during the reporting period. A persistently elevated interest rate level or even rising interest rates would have a negative impact on earnings.

With its Better Growth strategy and focus on sustainable growth with premium fibers, the company believes it remains very well positioned.

The Group's own supplies of dissolving wood pulp are secured in the long term thanks to the successful commissioning of the pulp mill in Brazil in 2022, and sufficient market supply.

Markets for energy, raw materials, and logistics must continue to be assessed as highly volatile.

As far as currencies are concerned, the US dollar fluctuated against the euro within a range of around 8 percent, while the Chinese yuan fluctuated against the euro in a range of around 12 percent. A depreciation of the two currencies would have a negative impact on Lenzing's open currency volumes.

No significant loss events arising from operational, environmental or product liability risks occurred in the reporting year.

Non-operational risks such as cyber and compliance risks and the associated potential reputational damage are of increasing relevance for Lenzing. Risks due to “green claims” as well as challenges in sustainable recruitment, not least due to demographic change, are also playing an increasingly important role in this context. Lenzing continuously counteracts these risks with Group-wide standards and training as well as its global organizational structure.

## Risk management

The main purpose of risk management in the Lenzing Group is to safeguard and strengthen the company through an adequate, objective and transparent assessment of financial, operational and strategic risks, including those related to ESG issues. The Lenzing Group's Managing Board, together with the heads of the reporting departments, conducts extensive coordinating and controlling operations as part of a comprehensive integrated internal control system that covers all locations. The timely identification, evaluation and response to strategic and operational risks form essential components of these management activities and make a significant contribution to the company's value. This approach is based on a standardized, Group-wide monthly reporting system and the ongoing monitoring of strategic and operational plans.

Lenzing uses an established, company-wide risk management process that ensures the central coordination of risks and their monitoring in a comprehensive risk management system for the entire Group. Together with the operating units, significant risks are identified and assessed and then communicated and transparently presented to the Managing Board and to other managers. Proactive

analysis of potential risks is just as much the aim of risk management as the task of actively controlling risks and evaluating appropriate measures with the business units concerned. In connection with climate change, climate-related risks and opportunities and their short-, medium- and long-term effects on the Lenzing Group are identified and evaluated as part of risk management, and appropriate risk mitigation measures are derived. This takes into account the requirements of the TCFD (Task Force on Climate-Related Financial Disclosures) as well as the EU Taxonomy and associated future obligations to report climate-related opportunities and risks.

## Risk management strategy

The Lenzing Group pursues a multi-step approach to risk management:

### Risk appetite

The general stance in relation to taking risks and realizing opportunities within the Lenzing Group is defined by risk appetite at various levels.

### Risk analysis (based on the COSO<sup>®1</sup> Framework)

The Central Risk Management Department conducts semiannual risk discussions with a five-year time horizon with all production locations and functional units. Long-term opportunities and risks are also analyzed in connection with ESG issues. The main risks, as well as an increasing number of opportunities, are recorded and quantitatively assessed in accordance with international COSO<sup>®</sup> standards. All risks are presented outside the consolidated statement of financial position and the consolidated income statement. The financial impact of a potential loss on Group EBITDA or on cash and cash equivalents is taken into consideration. The risks are simulated against planned EBITDA, and the range of potential deviations from the respective budget is determined. Lenzing uses simulation software for this purpose, which also calculates other KPIs such as Value at Risk and a risk-adjusted ROCE. Risks that cannot be measured in monetary terms are recorded qualitatively.

### Risk reduction

Depending on the impact on the company, efforts are made to avoid, minimize or transfer risks through appropriate measures or, in certain cases and if necessary and reasonable, to intentionally assume them.

### Responsibility

Risks are allocated in accordance with the existing company organization, with each risk being assigned a so-called “risk owner”.

### Risk monitoring/control

The effectiveness of the risk management system used by the Lenzing Group was evaluated and confirmed by KPMG Austria GmbH pursuant to Rule 83 of the Austrian Corporate Governance Code (ACGC) as part of a special audit with limited assurance in the reporting year.

## Reporting

The main risks are presented in detail in a report and discussed with the Managing Board and the Audit Committee. The risk report is also submitted to the Supervisory Board.

## Market environment risks

### Market risk

As an international corporation, the Lenzing Group is exposed to a variety of risks. The trend in prices and volumes for textile fibers and, to a lesser extent, also for nonwoven fibers, is cyclical as it is dependent on global and regional economic conditions. Lenzing fibers compete with cotton and synthetic fibers in many submarkets. Consequently, price trends for these products also have an influence on Lenzing fibers’ revenue and sales volumes trends.

The Lenzing Group counteracts this risk through the continuous premiumization of its global product portfolio, and a consistent sustainability and innovation strategy. In addition to developing premium products and services, the aim is to further expand the company’s role as a leader in terms of sustainability and the circular economy in the fiber sector.

The Lenzing Group relies on a strong international market presence, especially in Asia, combined with a first-class regional support network for customers, as well as a high level of customer-oriented product diversification.

### Sales risk

The Lenzing Group generates around 40 percent of its fiber revenues with a mid-double-digit number of customers. Customer concentration in the pulp sector is comparatively higher than in the fiber sector. A decrease in sales to these major customers, or the loss of one or more major customers without an immediate replacement, poses a certain risk. The company counteracts such risk with its global presence and the continuous broadening of its client base and sales segments. Potential default on trade receivables is covered by clear receivables management and global credit insurance.

### Competitive and innovation risks

The Lenzing Group is exposed to the risk of losing its position on the fiber market due to greater competition or new technologies developed by competitors. In particular, the Lenzing Group could relinquish its market position if it were no longer able to offer its products at competitive prices, if its products were to fail to comply with customer specifications and quality standards, or if its customer service were to fail to meet customer expectations. Lenzing counteracts this risk with research and development activities that exceed the average for the sector, and by a high level of product innovation and steady cost optimization. The Lenzing Group – similar to other producers – is exposed to the risk that acceptable or superior alternative products may become available and at more favorable prices than reclaimed cellulose fibers.

### Laws and regulations

The Lenzing Group is confronted with different legal systems and regulations in its global markets. A change in laws or other regula-

<sup>1</sup> Committee of Sponsoring Organizations of the Treadway Commission

tions (e.g. import duties, product classifications, environmental requirements etc.), as well as a more stringent interpretation of existing regulations and laws, could lead to significant additional costs or competitive disadvantages. The Lenzing Group maintains certified management systems for quality management according to ISO 9001, for environmental management according to ISO 14001, and for safety management according to ISO 45001. Legal compliance in connection with these management systems is regularly audited both internally and externally.

With its own, in-house legal and compliance experts, the Lenzing Group has a corporate area that performs corresponding consulting services and risk assessments.

Due to the progressive effects of global warming on society and ecosystems, more stringent legislation and regulations on the part of governments and other stakeholders are to be expected in the medium term/future. For example, in addition to reducing carbon credits issued in the EU, new taxes on carbon dioxide emissions could be introduced, among other measures. Other regions and countries are currently also planning to implement similar steps. The implementation of regionally differing measures could have a negative impact on the Lenzing Group's performance and success. The Lenzing Group is implementing a number of measures to reduce climate-related transition risks, and to further enhance resilience in this area.

### **Intellectual property risks**

A risk exists that Lenzing's intellectual property may be infringed or incompletely protected. The Lenzing Group counters such risks by means of a dedicated intellectual property protection department.

### **Climate change and marine pollution**

Increasing awareness of problems caused by climate change, such as rising sea levels, the frequency and severity of natural disasters, and a growing risk from pollution of the world's oceans by plastic waste and microplastics, are creating major risks for the entire fiber industry. By producing biodegradable fibers, Lenzing regards this development as an opportunity for its business model.<sup>1</sup>

The Lenzing Group has recognized the far-reaching effects of climate change on society and ecosystems and offers a sustainable alternative with its innovative and biodegradable products. Lenzing is constantly working to set clear sustainability targets and is continuously seeking ways to enhance its energy efficiency as well as opportunities to utilize renewable energy sources or those with lower carbon dioxide emissions. As early as 2019, Lenzing became the first fiber manufacturer to commit to carbon neutrality by 2050.

### **Opportunities and risks relating to ESG (Environment, Social and Governance)**

As part of a materiality analysis, Lenzing surveyed material issues in relation to its sustainably oriented business model in 2021 using a multi-stage and holistic approach. Relevant opportunities and risks are assigned to each ESG topic area, which are integrated in

the Enterprise Risk Management System and successively taken into account in Lenzing's long-term strategic business planning.

In the environmental responsibility area (Environment), the main focus topics in the risk matrix comprise climate-related issues in connection with global warming (carbon dioxide reduction) as well as sustainable raw material procurement (wood, chemicals) and the growing water shortage in certain regions. Increasing regulation, particularly in relation to the taxation of greenhouse gases and the pricing of carbon, represents a significant risk for Lenzing. Regulations concerning greenhouse gas emissions have already been introduced in countries where Lenzing operates carbon-intensive processes. Lenzing is consistently working on the implementation of energy efficiency measures and the reduction of carbon emissions in order to take account of environmental protection and reduce exposure through eco taxes.

For Lenzing, wood is the most important natural resource for the production of its biodegradable cellulose fibers. Despite sustainable sourcing policies and backward-integrated production, a risk exists that wood prices will rise further due to climate change, increasing global demand for biomass, and alternative land use.

The global textile industry, especially the fashion industry in which Lenzing's products are frequently deployed, is regarded in a critical light due to its sometimes resource-intensive consumption of raw materials and its production processes. Lenzing identifies significant business opportunities through access to new and emerging markets with innovative new products and technologies. Innovation, sustainability and the circular economy lie at the core of Lenzing's corporate strategy.

The production of pulp and fibers is associated with high levels of water consumption and emissions. Lenzing operates a careful global water management system that ensures compliance with both local laws and global standards. Lenzing is counteracting the increasing scarcity of water by continuously improving resource utilization and by optimizing the selection of sites for the expansion of production capacities.

In the area of social responsibility, the main risks in the area of both physical and mental long-term health and safety of employees at our own sites and along the value chain as well as in society should be highlighted, which Lenzing is increasingly countering with targeted surveys and focus programs.

In the area of corporate governance (Governance), risks such as cyberattacks (see "IT risks") as well as poor compliance with corporate governance and resulting risks are material. Lenzing is continuously tightening its internal rules and expanding its compliance organization accordingly.

<sup>1</sup> LENZING™ fibers that are TÜV certified biodegradable (soil, fresh water & marine) and compostable (home & industrial) include the following products: LENZING™ Viscose Standard textile/nonwovens, LENZING™ Lyocell Standard textile/nonwovens, LENZING™ Modal Standard textile, LENZING™ Lyocell Filament, LENZING™ Lyocell Dry and LENZING™ Web Technology. An exception in certification exists in relation to

the fibers LENZING™ Lyocell Filament and LENZING™ Lyocell Dry, for which the necessary tests to confirm biodegradability within a marine environment have not yet been conducted or finalized.

# Operational risks

## Procurement risk (including pulp supplies)

The Lenzing Group purchases large volumes of raw materials (wood, pulp, chemicals) and energy for the manufacture of its cellulosic fibers. Fiber production and related margins are exposed to risks arising from the availability and prices of these raw materials, which can fluctuate to the Lenzing Group's disadvantage and may increase as a consequence of climate change. Such risks are countered through the careful selection of suppliers based on price, reliability and quality criteria, EcoVadis-based sustainability assessments, as well as the establishment of long-standing, stable supplier-customer partnerships, in some cases with multi-year or long-term supply agreements. In addition, all suppliers must comply with Lenzing's Global Code of Conduct for Suppliers. Nevertheless, a risk exists of violations of this code, which may have a negative impact on the Lenzing Group and its stakeholders along the value chain. Supply chain risks may also result from disruptions caused by natural disasters.

Lenzing has also entered into long-term contractual relationships with selected raw material suppliers and service partners. These agreements require Lenzing to purchase specified quantities of raw materials on standardized terms and conditions, which may also include price adjustment clauses. Lenzing may consequently not be able to adjust prices, purchase volumes or other contract conditions over the short term in order to respond to market changes.

## Operating risks, environmental risks and risks relating to climate change

The production of regenerated cellulosic fibers involves complex chemical and physical processes that cause certain environmental risks. These risks are very well controlled thanks to proactive and sustainable environmental management, closed production cycles, ongoing emissions monitoring, state-of-the-art production techniques, and the monitoring of production processes by qualified personnel. Lenzing continuously works on increasing safety and environmental standards through voluntary references such as the EU Ecolabel. As the Lenzing Group has operated production facilities at several locations for several decades, risks arising from environmental damage in earlier periods cannot be ruled out entirely.

Although the Lenzing Group has set very high technological and safety standards for the construction, operation and maintenance of its production sites, the risk of breakdowns, disruptions and accidents cannot be completely excluded. These types of disruptions can also be caused by external factors over which Lenzing has no control. It is impossible to provide direct protection against certain natural hazards, such as cyclones, earthquakes, and floods. Moreover, a risk exists that personal injury, material and environmental damage, both within and outside the production facilities, could result in substantial claims for damages and even criminal liability.

The Lenzing Group's production activities are concentrated at a small number of locations. Any disruption at one of these facilities has a negative impact on the Group's business operations and its goals.

## Plant risk

Lenzing is a capital-intensive company that is exposed to the risk of obsolescence of plants or plant components. Ongoing investments are required to keep these plants or plant components at the leading edge of technology. Lenzing continuously takes measures to counter such risk by investing in plant renewals and by improving productivity.

## Product liability risk

The Lenzing Group markets and sells its products and services to customers worldwide. These business activities can lead to damage to customers, or along the value chain, through the delivery of a defective product by Lenzing or one of its subsidiaries. Moreover, product safety can be jeopardized by pollution, which may cause problems in the value chain, such as potential health implications for employees and customers. Lenzing is also subject to local laws in the countries where its products are delivered. Especially in the USA, the potential implications are considered to be severe. Such risk is countered by a special department that focuses exclusively on customers' potential problems in processing Lenzing products and on handling complaints. Appropriate precautions in the production process and regular quality inspections have been implemented. Third party damages caused by Lenzing are covered by a global liability insurance program.

# Financial risks

For a detailed description of financial risks refer to notes 34 to 37 to the consolidated financial statements.

## Tax risk

The Lenzing Group's production sites are subject to local tax regulations in their respective countries and are required to pay corporation tax as well as other taxes. Changes in tax legislation or different interpretations of prevailing regulations could lead to subsequent tax liabilities.

## Compliance

Increasingly stringent international codes of conduct and legal regulations are placing additional demands on Lenzing in terms of compliance and monitoring. Inadequate controls in business processes or a lack of documentation can lead to the violation of applicable laws or regulations, and significantly jeopardize reputation and commercial success. Lenzing addresses this risk by, among other measures, continuously developing its Group-wide compliance organization, the corporate code of conduct that is valid throughout the Group, as well as directives addressing the areas of bribery and corruption, money laundering and antitrust practices. Further information on compliance is provided in the Corporate Governance Report.

## IT risks

Lenzing depends on highly developed information technology (IT) systems for its daily operations. IT systems are vulnerable to a range of problems, including software and hardware malfunctions, malicious hacking and cyberattacks, physical damage to key IT centers, and computer virus infections. Consequently, any major damage, disruption and/or circumvention of its existing IT systems may hamper business operations. These risks are addressed through comprehensive technical and organizational measures as well as additional cyber insurance.

## **Personnel risks**

Personnel risks may arise through the turnover of key staff as well as the recruiting of new staff at all global sites. The Lenzing Group has established a Human Resources Department which operates internationally and coordinates personnel planning with the respective sites, and centrally manages and controls all personnel issues. These include global management and training programs for potential managers, which are organized by the Human Resources Department.

At the production facilities, Lenzing Group employees as well as external contractors' workers and employees are potentially exposed to a risk of injury. Lenzing's "Heartbeat for Health & Safety" program takes such risk into consideration and includes a strategic approach to risk reduction, precautionary measures, and extensive training. For more information, see the non-financial statement of the Lenzing Group's Annual and Sustainability Report.

## **Risks relating to major projects**

The Lenzing Group is continuously expanding its capacities in numerous projects. Major projects entail the inherent risk of cost and time overruns, which Lenzing counters with a standardized planning process, consistent project management, ongoing cost controls as well as insurance solutions and risk transfer. In addition to the ongoing risk management process, Monte Carlo simulations are used for projects of this size to model the sensitivity of the key financial indicators.

## **Risks from an external perspective and for other stakeholders**

As a globally operating company, the Lenzing Group is aware of its social responsibility. The risks described in the risk report refer primarily to the effect on the Lenzing Group's assets and earnings. As one of the sustainability leaders in its sector, the Lenzing Group seeks a balance between the needs of society, the environment and the economy. The company assumes such responsibility, particularly also with respect to potential effects of its operations on neighbors of the production sites as well as in relation to society as a whole. Active stakeholder work to mitigate risks (partnerships for systemic change) and to create additional benefits for people and the environment is a clear goal of the Lenzing Group's innovation and operating activities. The Lenzing Group was once again awarded platinum status in EcoVadis's CSR rating in the reporting year. This evaluation covers the most important practices in the Corporate Social Responsibility (CSR) area. In cooperation with its partners, the Lenzing Group is working on understanding the risks for stakeholders and on finding solutions to mitigate such risks. This work is based on open communication and transparency as well as continuous improvement of technologies and sustainable practices.

# **Report on the Key Elements of the Internal Control System (Section 243a Para. 2 of the Austrian Commercial Code)**

The Lenzing Group's internal control system is designed to safeguard the reliability of financial reporting, ensure compliance with legal regulations and corporate guidelines, and present the risks not reported on the consolidated statement of financial position or in the consolidated income statement. The Managing Board is responsible for establishing and implementing the Lenzing Group's internal control system.

The Lenzing Group's organizational structure and processes form the main basis for the control environment and the internal control system within the company. In the area of organizational structure, competencies and responsibilities are clearly assigned at the Group's various management and hierarchical levels. In addition to the Austrian sites, this includes all international subsidiaries. The Lenzing Group's global presence and as a consequence its decentralized corporate and site structures are taken into consideration by centralizing key corporate functions within corporate centers. The respective management teams are responsible for coordinating and monitoring business operations at national level.

The company's process organization is characterized by a highly developed and extensive set of rules. This creates an adequate basis for a strong control environment and control system. The main areas in terms of approvals and competencies for the Group as a whole are regulated by the "Lenzing Group Mandates". The respective management teams are responsible for monitoring compliance with regulations and controls.

## **Financial reporting**

The Corporate Accounting & Tax Department has central responsibility for financial reporting, the accounting-related internal control system, and tax issues within the Group.

The goal of the accounting-related internal control system is to uniformly implement the legal standards, the generally accepted accounting principles, and the accounting regulations of the Austrian Commercial Code (UGB) and, for the purposes of Group accounting, the accounting regulations of the International Financial Reporting Standards (IFRS) as well as the internal accounting guidelines, in particular the Group-wide accounting manual and schedules. The accounting-related internal control system is designed to safeguard the timely, uniform and accurate recording of all business processes and transactions. It thereby supports the preparation of reliable data and reports on the Lenzing Group's financial position and financial performance. The subsidiaries included in the consolidated financial statements prepare financial statements at company level in accordance with local law and IFRS in a timely manner and are responsible for ensuring that the central rules are implemented at individual company level. They are supported and monitored in these activities by the Corporate Accounting & Tax function. The Supervisory Board's Audit Committee is integrated in the accounting-related control system. In addition, the annual fi-

nancial statements are audited by external certified public accountants and the half-year financial statements are reviewed on a voluntary basis.

The Corporate Treasury Department, and above all the payments unit, is classified as a highly sensitive area due to its direct access to the company's assets. The accompanying increased need for security is reflected in comprehensive regulations and instructions for all relevant processes. The entire process, from procurement through to payment, is subject to stringent corporate guidelines. These guidelines are largely supported by a Group-wide IT system and require stringent functional separation, a clear authorization concept to prevent authorization conflicts as well as a stringent dual control principle for transaction settlement, in particular for payments, as well as regular reporting, among other measures.

The Internal Audit Department is responsible for monitoring the application of, and compliance with, controls in business operations.

## **Compliance with legal regulations and internal guidelines**

The Lenzing Group's Legal, Intellectual Property & Compliance Department is responsible for legal management. This centralized function handles certain legal matters within the Lenzing Group and is also responsible for the Compliance Management System (CMS). Together with the Managing Board, it oversees Group-wide compliance with certain legal regulations and internal guidelines as well as the prevention of related violations. The Legal, Intellectual Property & Compliance Department reports directly to the Lenzing Group CEO. The CMS evaluates compliance-relevant risks in the narrower sense, analyzes deviations from standards and, if necessary, takes measures to reduce them ("prevent, detect, respond"). In addition, the Compliance Department draws up guidelines relevant to compliance (such as anti-bribery and anti-corruption directives as well as antitrust directives) and organizes worldwide training for employees on these matters. The department also supports specialist departments responsible for compliance with other legal and internal company regulations. The Managing Board and the Supervisory Board (or the Audit Committee) receive regular reports on compliance measures.

The Lenzing Group complies with the rules defined by the Austrian Corporate Governance Code (ACGC) and prepares a Corporate Governance Report which is published as part of the Annual Report. The Corporate Governance Report requires the participation of the Supervisory Board, which delegates the responsibility for monitoring compliance with the related obligations to the Audit Committee.

# Shareholder structure and information on capital

## Share capital and shareholder structure

The share capital of Lenzing AG amounted to a total of EUR 40,107,738.37 as at the balance sheet date and is divided into 38,618,180 no-par-value shares. B&C Group is the majority shareholder with an interest in the voting rights of 52.25 percent. Goldman Sachs Group, Inc. holds 6.97 percent of the shares. The free float amounts to approximately 41 percent. This is divided between Austrian and international investors. The Lenzing Group holds no treasury shares.

## Position of shareholders

Each no-par-value share grants the shareholder one vote at the Shareholders' General Meeting of Lenzing AG. Unless provided otherwise by mandatory provisions of the Austrian Stock Corporation Act (AktG), the Shareholders' General Meeting passes resolutions by a simple majority of the votes cast and – if a majority of the share capital is required – by a simple majority of the share capital represented at the Shareholders' General Meeting.

Lenzing AG has no shares with special control rights. A resolution passed by the Annual General Meeting on April 26, 2022 authorized the Managing Board, subject to the consent of the Supervisory Board, to purchase treasury shares in the company for a period of 30 months starting on the date of the resolution pursuant to Section 65 Paras. 1 nos. 4 and 8 and Paras. 1a and 1b AktG. The treasury shares acquired by the company may not exceed 10 percent of the company's share capital. The consideration to be paid for the repurchase must lie within a range of plus/minus 25 percent of the weighted average closing price on the last 20 stock exchange days preceding the start of the corresponding repurchasing program of the Lenzing share.

The Managing Board was also authorized, subject to the consent of the Supervisory Board, to withdraw repurchased treasury shares without any further resolution by the Shareholders' General Meeting (including the authorization of the Supervisory Board to adopt changes to the articles of association resulting from withdrawing the shares), or to resell them and to determine the conditions of sale. This authorization can be exercised in full, in several parts and in pursuit of one or several objectives by the company, by a subsidiary (Section 189a no. 7 of the Austrian Commercial Code [UGB]) or by third parties for the company's account.

In addition, the Managing Board was authorized for a period of five years from the date of the resolution to approve the sale of treasury shares, subject to the consent of the Supervisory Board, in any manner permitted by law other than through the stock exchange or public offer, and also to exclude shareholders' repurchasing rights (subscription rights), and to determine the conditions of sale.

A resolution passed by the Annual General Meeting on April 19, 2023 authorized the Managing Board, subject to the consent of the Supervisory Board, to increase the share capital by up to EUR 13,787,034.68 through the issue of up to 13,274,999 no-par-value bearer shares – including in tranches – in exchange for cash and/or non-cash capital contributions, within five years from the entry of the changes in the articles of association in the commercial register and to determine the issue price and the further issue conditions ("authorized capital"). This authorized capital was recorded in the commercial register on May 26, 2023. The statutory subscription right may be granted to shareholders in such a manner that the convertible bonds be assumed by a bank or a syndicate of banks with the obligation to offer them to the shareholders in accordance with their subscription right (indirect subscription right).

The Managing Board was also authorized, subject to the consent of the Supervisory Board, to exclude shareholders' subscription rights in the event of a capital increase from the authorized capital in whole or in part (i) if the capital increase in exchange for non-cash capital contributions is realized for the purpose of acquiring companies, parts of companies, operations, parts of operations, participating interests in companies or other assets connected with an acquisition project, (ii) to satisfy an over-allotment option (greenshoe) or (iii) to compensate for fractional amounts.

With the implementation of the cash capital increase with subscription rights for existing shareholders in the reporting year, 12,068,180 new no-par-value bearer shares were issued.

In addition, the Managing Board was authorized by a resolution of the Annual General Meeting on April 19, 2023 to issue, subject to the consent of the Supervisory Board, convertible bonds in one or several tranches that grant or provide for the subscription or conversion right or a subscription or conversion obligation for up to 13,274,999 shares in the company. These can be serviced through conditional capital to be approved and/or treasury shares. The issue price and issue conditions are to be determined by the Managing Board, subject to the consent of the Supervisory Board; the issue amount and the exchange ratio are to be determined in accordance with recognized methods of financial mathematics and the price of the company's shares in a recognized pricing procedure. This authorization is valid until April 19, 2028.

The statutory subscription right may be granted to shareholders in such a manner that the convertible bonds be assumed by a bank or a syndicate of banks with the obligation to offer them to the shareholders in accordance with their subscription right (indirect subscription right).

# Outlook

Although the IMF has upgraded its growth forecast for 2024 from 2.9 percent to 3.1 percent, a number of risks for the global economy continue to exist: potential geopolitical shocks, persistently higher inflation and higher key interest rates, as well as market risks emanating from the Chinese real estate market are currently considered to be the most relevant.

Many consumers are continuing to suffer from general inflation and diminishing incomes in real terms, which is having a negative impact on consumer sentiment. A recovery in the consumer clothing market, which is important for Lenzing, will also depend on a further normalization of stock levels.

The currency environment is expected to remain volatile in the regions relevant to Lenzing.

In the trend-setting market for cotton, the current 2023/2024 crop season is signaling a further 0.8 mn tonnes of stock build-up, according to preliminary estimates, following 1.3 mn tonnes of stock build-up in the previous season.

Earnings visibility remains limited overall.

Lenzing is currently ahead of schedule with the implementation of its performance program focused on positive free cash flow, strengthened revenue and margin growth, as well as sustainable cost excellence. The overarching goal is to position Lenzing on an even stronger foundation, and to further enhance its crisis resilience.

Structurally, Lenzing continues to anticipate growth in demand for environmentally responsible fibers for the textile and clothing industry as well as for the hygiene and medical sectors. As a consequence, Lenzing is very well positioned with its "Better Growth" strategy and plans to continue driving growth with specialty fibers as well as its sustainability goals, including the transformation from a linear to a circular economy model.

Taking the aforementioned factors into account, the Lenzing Group expects EBITDA for the 2024 financial year to be higher than in the previous year.

# Appendix: Notes on the Financial Performance Indicators of the Lenzing Group

The key financial indicators for the Lenzing Group are described in detail in the following section. These indicators are derived primarily from the IFRS consolidated financial statements of the Lenzing Group and are found in this annual report, above all, in the sections “Selected indicators of the Lenzing Group” and “Lenzing Group Five-Year Overview”. The definitions of the indicators are summarized in the glossary to the annual report. The Managing Board believes these financial indicators provide useful information on the financial position of the Lenzing Group because they are used internally and are also considered important by external stakeholders (in particular investors, banks and analysts).

## EBITDA, EBITDA margin, EBIT and EBIT margin

EBITDA and EBIT are viewed by the Lenzing Group as the benchmarks for the strength of operating earnings and profitability (performance) before and after depreciation and amortization. Due to their significance – also for external stakeholders – the EBIT is presented on the consolidated income statement and EBITDA is presented in the Financial Performance Indicators and, in order to provide a comparison of margins, in relation to group revenue (as the EBITDA margin and EBIT margin).

EUR mn	2023	2022	2021	2020	2019
Earnings before interest and tax (EBIT)	(476.4)	16.5	200.6	33.9 <sup>1</sup>	165.3 <sup>1</sup>
Amortization of intangible assets, depreciation of property, plant + equipment and right-of-use assets and depletion of biological assets	781.8	227.6	164.3	160.4	167.0
- Income from the release of investment grants	(2.0)	(2.1)	(1.9)	(2.0)	(2.4)
<b>Earnings before interest, tax, depreciation and amortization (EBITDA)</b>	<b>303.3</b>	<b>241.9</b>	<b>362.9</b>	<b>192.3<sup>1</sup></b>	<b>329.9<sup>1</sup></b>

EUR mn	2023	2022	2021	2020	2019
Earnings before interest, tax, depreciation and amortization (EBITDA)	303.3	241.9	362.9	192.3 <sup>1</sup>	329.9 <sup>1</sup>
/ Revenue	2,521.2	2,565.7	2,194.6	1,632.6	2,105.2
<b>EBITDA margin</b>	<b>12.0%</b>	<b>9.4%</b>	<b>16.5%</b>	<b>11.8%<sup>1</sup></b>	<b>15.7%<sup>1</sup></b>

EUR mn	2023	2022	2021	2020	2019
Earnings before interest and tax (EBIT)	(476.4)	16.5	200.6	33.9 <sup>1</sup>	165.3 <sup>1</sup>
/ Revenue	2,521.2	2,565.7	2,194.6	1,632.6	2,105.2
<b>EBIT margin</b>	<b>(18.9)%</b>	<b>0.6%</b>	<b>9.1%</b>	<b>2.1%<sup>1</sup></b>	<b>7.9%<sup>1</sup></b>

<sup>1)</sup> Reclassification of capitalized borrowing costs, net interest from defined benefit plans and commitment fees from EBIT/EBITDA to the financial result (see note 2 of the consolidated financial statements as at December 31, 2022).

## EBT

EBT measures the pre-tax earnings strength of the Lenzing Group and is shown on the consolidated income statement.

## Gross cash flow

In the Lenzing Group, gross cash flow serves as the benchmark for the company's ability to convert gains/losses from operating activities (before changes in working capital) into cash and cash equivalents. This indicator is presented in the consolidated statement of cash flows.

## Free cash flow

The free cash flow generated by the Lenzing Group shows the cash flow generated by operating activities – after the deduction of investments – which is available to service the providers of debt and equity. This indicator is also important for external stakeholders.

EUR mn	2023	2022	2021	2020	2019
Cash flow from operating activities	160.3	(43.2)	394.0	48.9	244.6
- Cash flow from investing activities	(291.5)	(687.4)	(841.3)	(666.2)	(254.7)
+ Acquisition/Disbursement of financial assets and investments accounted for using the equity method	14.2	0.3	7.3	4.1	15.6
- Proceeds from the sale/repayment of financial assets	(5.8)	(10.4)	(5.6)	(1.5)	(4.7)
<b>Free cash flow</b>	<b>(122.8)</b>	<b>(740.7)</b>	<b>(445.5)</b>	<b>(614.8)</b>	<b>0.8</b>

## CAPEX

CAPEX is used in the Lenzing Group as a measure for the volume of investments in intangible assets, property, plant and equipment, and biological assets. This indicator is presented in the consolidated statement of cash flows. In the 2023 financial year, as part of a

corporate acquisition, mainly property, plant and equipment were acquired and consequently allocated to CAPEX (see note 3 in the consolidated financial statements as of December 31, 2023).

EUR mn	2023	2022	2021	2020	2019
Acquisition of intangible assets, property, plant and equipment and biological assets	267.8	698.9	844.3	668.8	244.0
+ Acquisition of corporate units	15.7	0.0	0.0	0.0	0.0
<b>CAPEX</b>	<b>283.6</b>	<b>698.9</b>	<b>844.3</b>	<b>668.8</b>	<b>244.0</b>

## Liquid assets

Liquid assets show the Lenzing Group's ability to meet due payment obligations immediately with available funds. This indicator is also used to calculate other financial ratios (e.g. net financial debt; see below).

EUR mn as at 31/12	2023	2022	2021	2020	2019
Cash and cash equivalents	725.6	446.9	1,113.3	1,070.0	571.5
+ Liquid bills of exchange (in trade receivables)	5.4	6.4	10.8	11.1	9.5
<b>Liquid assets</b>	<b>731.0</b>	<b>453.3</b>	<b>1,124.1</b>	<b>1,081.1</b>	<b>581.0</b>

## Trading working capital and trading working capital to annualized group revenue

Trading working capital in the Lenzing Group is a measure for potential liquidity and capital efficiency. It is used to compare capital turnover by relating it to group revenue.

EUR mn as at 31/12	2023	2022	2021	2020	2019
Inventories	552.9	712.5	477.0	329.4	395.7
+ Trade receivables	294.5	293.6	325.2	249.7	251.4
- Trade payables	(296.3)	(435.4)	(414.8)	(195.2)	(243.6)
<b>Trading working capital</b>	<b>551.1</b>	<b>570.7</b>	<b>387.4</b>	<b>383.8</b>	<b>403.5</b>

EUR mn	2023	2022	2021	2020	2019
Latest reported quarterly group revenue (= 4th quarter respectively)	655.4	595.5	606.1	437.7	487.3
x 4 (= annualized group revenue)	2,621.6	2,382.2	2,424.5	1,750.9	1,949.3
<b>Trading working capital to annualized group revenue</b>	<b>21.0%</b>	<b>24.0%</b>	<b>16.0%</b>	<b>21.9%</b>	<b>20.7%</b>

## Adjusted equity and adjusted equity ratio

Adjusted equity shows the Lenzing Group's independence from the providers of debt and its ability to raise new capital (financial strength). This figure includes equity as defined by IFRS as well as

government grants less the proportional share of deferred taxes. Adjusted equity is used to compare equity and debt with total assets. This (and/or a similar indicator) is occasionally used as a financial covenant by lenders.

EUR mn as at 31/12	2023	2022	2021	2020	2019
Equity	1,742.2	2,025.9	2,072.1	1,881.4	1,537.9
+ Non-current government grants	14.1	15.0	13.7	14.2	15.4
+ Current government grants	72.1	67.7	44.2	19.9	13.1
- Proportional share of deferred taxes on government grants	(19.3)	(20.0)	(14.2)	(8.5)	(7.1)
<b>Adjusted equity</b>	<b>1,809.1</b>	<b>2,088.6</b>	<b>2,115.7</b>	<b>1,907.0</b>	<b>1,559.3</b>
/ Total assets	5,214.6	5,525.0	5,322.8	4,163.0	3,121.1
<b>Adjusted equity ratio</b>	<b>34.7%</b>	<b>37.8%</b>	<b>39.7%</b>	<b>45.8%</b>	<b>50.0%</b>

## Net financial debt, net financial debt/EBITDA, net gearing and net debt

Net financial debt is used by the Lenzing Group as the benchmark for its financial indebtedness and capital structure. It is also an important indicator for external stakeholders. The ratio of net financial debt to adjusted equity (net gearing) illustrates the relation of net debt to adjusted equity. This (and/or a similar indicator) is occasionally used as a financial covenant by lenders. Net debt in the Lenzing Group measures the level of financial indebtedness, including the

provisions for severance payments and pensions. Since the second quarter of the 2023 financial year, net financial debt is presented excluding lease liabilities (see note 35, table "Carrying amounts, category, fair value and fair value hierarchy of financial instruments"). In previous financial years, lease liabilities were included in net financial debt. The change in the calculation was made because the key stakeholders of the Lenzing Group also monitor net financial debt excluding lease liabilities.

EUR mn as at 31/12	2023	2022	2021	2020	2019
Current financial liabilities	529.0	250.3	120.1	105.6	129.6
+ Non-current financial liabilities	1,906.7	2,071.9	1,981.0	1,446.9	852.0
- Liquid assets	(731.0)	(453.3)	(1,124.1)	(1,081.1)	(581.0)
<b>Net financial debt incl. lease liabilities</b>	<b>1,704.7</b>	<b>1,869.0</b>	<b>977.0</b>	<b>471.4</b>	<b>400.6</b>
- Current lease liabilities	(9.8)	(6.2)	(6.2)	(7.9)	(8.1)
- Non-current lease liabilities	(132.3)	(63.3)	(57.3)	(53.0)	(28.3)
<b>Net financial debt</b>	<b>1,562.6</b>	<b>1,799.4<sup>1</sup></b>	<b>913.6<sup>1</sup></b>	<b>410.5<sup>1</sup></b>	<b>364.3<sup>1</sup></b>
Earnings before interest, tax, depreciation and amortization / (EBITDA)	303.3	241.9	362.9 <sup>1</sup>	192.3 <sup>2</sup>	329.9 <sup>2</sup>
<b>Net financial debt / EBITDA</b>	<b>5.2</b>	<b>7.4<sup>1</sup></b>	<b>2.5<sup>1</sup></b>	<b>2.1<sup>1, 2</sup></b>	<b>1.1<sup>1, 2</sup></b>

<sup>1</sup>) Since the second quarter of the 2023 financial year, net financial debt is presented excluding lease liabilities.

<sup>1</sup>) Reclassification of capitalized borrowing costs, net interest from defined benefit plans and commitment fees from EBIT/EBITDA to the financial result (see note 2 of the consolidated financial statements as at December 31, 2022).

EUR mn as at 31/12	2023	2022	2021	2020	2019
Net financial debt	1,562.6	1,799.4 <sup>1</sup>	913.6 <sup>1</sup>	410.5 <sup>1</sup>	364.3 <sup>1</sup>
/ Adjusted equity	1,809.1	2,088.6	2,115.7	1,907.0	1,559.3
<b>Net gearing</b>	<b>86.4%</b>	<b>86.2%<sup>1</sup></b>	<b>43.2%<sup>1</sup></b>	<b>21.5%<sup>1</sup></b>	<b>23.4%<sup>1</sup></b>

EUR mn as at 31/12	2023	2022	2021	2020	2019
Net financial debt	1,562.6	1,799.4 <sup>1</sup>	913.6 <sup>1</sup>	410.5 <sup>1</sup>	364.3 <sup>1</sup>
+ Current lease liabilities	9.8	6.2	6.2	7.9	8.1
+ Non-current lease liabilities	132.3	63.3	57.3	53.0	28.3
+ Provisions for severance payments and pensions	74.8	77.6	102.2	103.7	110.8
<b>Net debt</b>	<b>1,779.5</b>	<b>1,946.6</b>	<b>1,079.3</b>	<b>575.0</b>	<b>511.4</b>

1) Since the second quarter of the 2023 financial year, net financial debt is presented excluding lease liabilities.

## Return on capital (ROE, ROI and ROCE)

Return on capital employed (ROCE) is the Lenzing Group's benchmark for the yield (return) on the capital employed in the operating business. It is also an important indicator for external stakeholders.

Return on capital (ROE) and return on investment (ROI) are profitability indicators which measure the earnings strength of the Lenzing Group.

EUR mn	2023	2022	2021	2020	2019
Earnings before interest and tax (EBIT)	(476.4)	16.5	200.6	33.9 <sup>1</sup>	165.3 <sup>1</sup>
- Proportional share of current income tax expense (on EBIT)	(56.5)	54.8	(52.0)	(45.1) <sup>1</sup>	(60.7)
<b>Earnings before interest and tax (EBIT) less proportional share of current income tax expense (NOPAT)</b>	<b>(532.9)</b>	<b>71.2</b>	<b>148.6</b>	<b>(11.2)<sup>1</sup></b>	<b>104.7<sup>1</sup></b>
/ Average capital employed	3,748.5	3,541.8	2,766.5	2,216.2	1,922.7
<b>ROCE (return on capital employed)</b>	<b>(14.2)%</b>	<b>2.0%</b>	<b>5.4%</b>	<b>(0.5) %<sup>1</sup></b>	<b>5.4%<sup>1</sup></b>
Proportional share of current income tax expense (on EBIT)	(56.5)	54.8	(52.0)	(45.1) <sup>1</sup>	(60.7)
Proportional share of other current tax expense	(13.7)	(87.6)	3.7	23.0 <sup>1</sup>	0.0
<b>Current income tax expense</b>	<b>(70.2)</b>	<b>(32.8)</b>	<b>(48.4)</b>	<b>(22.1)</b>	<b>(60.7)</b>

EUR mn as at 31/12	2023	2022	2021	2020	2019
Total assets	5,214.6	5,525.0	5,322.8	4,163.0	3,121.1
- Trade payables	(296.3)	(435.4)	(414.8)	(195.2)	(243.6)
- Non-current puttable non-controlling interests	(249.4)	(266.1)	(234.4)	(140.3)	0.0
- Other non-current liabilities	(13.6)	(3.6)	(6.7)	(26.9)	(5.5)
- Other current liabilities	(129.2)	(133.0)	(180.4)	(141.8)	(118.8)
- Non-current tax liabilities	(48.0)	0.0	0.0	0.0	0.0
- Current tax liabilities	(32.1)	(27.9)	(38.3)	(2.4)	(20.7)
- Deferred tax liabilities	(40.1)	(70.2)	(59.8)	(42.4)	(41.9)
- Proportional share of deferred taxes on government grants	(19.3)	(20.0)	(14.2)	(8.5)	(7.1)
- Current provisions	(52.6)	(66.3)	(39.1)	(25.7)	(14.4)
- Non-current provisions	(89.1)	(91.5)	(118.2)	(120.4)	(128.3)
+ Provisions for severance payments and pensions	74.8	77.6	102.2	103.7	110.8
- Cash and cash equivalents	(725.6)	(446.9)	(1,113.3)	(1,070.0)	(571.5)
- Investments accounted for using the equity method	(31.0)	(26.5)	(24.8)	(29.1)	(29.2)
- Financial assets	(39.8)	(41.4)	(71.1)	(40.9)	(41.8)
<b>As at 31/12</b>	<b>3,523.2</b>	<b>3,973.8</b>	<b>3,109.9</b>	<b>2,423.2</b>	<b>2,009.1</b>
<b>As at 01/01</b>	<b>3,973.8</b>	<b>3,109.9</b>	<b>2,423.2</b>	<b>2,009.1</b>	<b>1,836.3</b>
<b>Average capital employed</b>	<b>3,748.5</b>	<b>3,541.8</b>	<b>2,766.5</b>	<b>2,216.2</b>	<b>1,922.7</b>

1) Reclassification of capitalized borrowing costs, net interest from defined benefit plans and commitment fees from EBIT/EBITDA to the financial result (see note 2 of the consolidated financial statements as at December 31, 2022).

EUR mn as at 31/12	2023	2022	2021	2020	2019
Adjusted equity 31/12	1,809.1	2,088.6	2,115.7	1,907.0	1,559.3
Adjusted equity 01/01	2,088.6	2,115.7	1,907.0	1,559.3	1,553.0
<b>Average adjusted equity</b>	<b>1,948.8</b>	<b>2,102.2</b>	<b>2,011.4</b>	<b>1,733.2</b>	<b>1,556.1</b>

EUR mn	2023	2022	2021	2020	2019
Earnings before tax (EBT)	(585.6)	(10.1)	182.9	22.3	163.8
/ Average adjusted equity	1,948.8	2,102.2	2,011.4	1,733.2	1,556.1
<b>ROE (return on equity)</b>	<b>(30.1)%</b>	<b>(0.5)%</b>	<b>9.1%</b>	<b>1.3%</b>	<b>10.5%</b>

EUR mn as at 31/12	2023	2022	2021	2020	2019
Total assets 31/12	5,214.6	5,525.0	5,322.8	4,163.0	3,121.1
Total assets 01/01	5,525.0	5,322.8	4,163.0	3,121.1	2,630.9
<b>Average total assets</b>	<b>5,369.8</b>	<b>5,423.9</b>	<b>4,742.9</b>	<b>3,642.0</b>	<b>2,876.0</b>

EUR mn	2023	2022	2021	2020	2019
Earnings before interest and tax (EBIT)	(476.4)	16.5	200.6	33.9 <sup>1</sup>	165.3 <sup>1</sup>
/ Average total assets	5,369.8	5,423.9	4,742.9	3,642.0	2,876.0
<b>ROI (return on investment)</b>	<b>(8.9)%</b>	<b>0.3%</b>	<b>4.2%</b>	<b>0.9%<sup>1</sup></b>	<b>5.7%<sup>1</sup></b>

1) Reclassification of capitalized borrowing costs, net interest from defined benefit plans and commitment fees from EBIT/EBITDA to the financial result (see note 2 of the consolidated financial statements as at December 31, 2022).

# Management Report

## Consolidated non-financial statement/ Sustainability report

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# Sustainability key performance indicators

**Lenzing Group: Sustainability key performance indicators**

**Table 01**

	2021	2022	2023
<b>Raw material security</b>			
Proportion of wood source certified or controlled by forest certification	>99 %	>99 %	100 %
<b>Sustainable innovations</b>			
R&D expenditure, calculated according to the Frascati method (EUR)	EUR 31.6 mn	EUR 34.8 mn	EUR 31.6 mn
Specialties share based on fiber revenue <sup>a</sup>	72.3 %	70.9 %	79.0 %
Specific <sup>b</sup> sulfur emissions to air (kg/t, 2014 = 100 %)	74 %	67 %	42 %
Specific <sup>b</sup> water intake (index in percentage based on m <sup>3</sup> /t, 2014 = 100 %)	90 %	94 %	79 %
Specific <sup>b</sup> water emissions after wastewater treatment COD (Index in percentage based on kg/t, 2014 = 100 %)	92 %	90 %	79 %
<b>Decarbonization</b>			
Specific <sup>b</sup> primary energy consumption (GJ/t, 2014 = 100 %)	97 %	98 %	110 %
Specific <sup>b</sup> GHG emissions index scope 1, 2 & 3 <sup>c</sup> (index in percentage based on t CO <sub>2</sub> eq./t, 2017 = 100 %)	91 %	82 %	55 %
<b>Employees</b>			
Number of employees <sup>d</sup>	7,958	8,301	8,340
<b>Health &amp; safety</b>			
Rate of recordable work-related injuries (TRIFR) <sup>d</sup>	0.76	0.6	0.7
<b>Partnering for systemic change</b>			
Suppliers representing 80 percent spend with audit/internal assessment <sup>e</sup> (% spend)			40 %

a) Lenzing's specialty fibers are net-benefit products that offer positive impacts and benefits to society, the environment, and value chain partners.

b) Specific indicators are reported per unit of production by the Lenzing Group (i.e. pulp and fiber production volumes). This applies to all specific indicators in this report, except for specific GHG emissions (reported per ton of pulp and fiber sold).

c) Recalculation of scope 3 emissions from 2017 to 2021 based on updated data from market pulp suppliers. 2022 exclusion of scope 1, 2 & 3 CO<sub>2</sub> numbers for Thailand and Brazil as these plants are in the start-up phase.

d) Employees (incl. apprentices, excluding supervised workers) in Austria, the Czech Republic, United Kingdom, USA, China, Indonesia, India, Taiwan, Thailand, Türkiye, Korea, Singapore, Brazil, Germany and Italy.

e) 95 percent of its top suppliers representing 80 percent of spend via EcoVadis, the Together for Sustainability Audit or an internal assessment/audit by 2025.

# Highlights of the year

## Strategic milestones

- Lenzing successfully converted a production line in Nanjing (China) to TENCEL™ branded modal fibers, with an annual capacity of up to 35,000 tonnes, marking the first production of TENCEL™ fibers for textiles and clothing in China
- Lenzing has successfully converted its site Purwakarta (Indonesia) through significant technical improvements, the site is now producing LENZING™ ECOVERO™ branded viscose fibers and VEOCEL™ branded viscose fibers
- The Indonesian site Purwakarta also received the EU Ecolabel for its fibers
- LENZING™ ECOVERO™ with REFIBRA™ technology was launched to customers worldwide
- Lenzing's joint venture LD Celulose successfully shipped 500,000 tons of pulp efficiently by rail wagon and break bulk vessel, further reducing GHG emissions compared to classical truck and container ship mode
- Lenzing, ARA, Salesianer Miettex, Caritas and Södra join forces to launch Austria's largest textile pilot project for recycling post-consumer textile waste
- Lenzing expands responsible viscose fiber portfolio with the new global offering of its newest product low-carbon VEOCEL™ branded viscose fibers

## Achievements

- Seven Lenzing production sites assessed by third party Higg Facility Environmental Module (FEM), scoring exceptional results
- Five Lenzing production sites successfully assessed by third party Social Labor Convergence Program (SLCP)

## Ratings and Awards

- CDP: Lenzing is one of only 10 companies worldwide to be recognized with an outstanding triple "A" for environmental leadership and disclosure in climate change, water security and forests
- MSCI ESG: Lenzing receives rating of "AA" again
- Canopy: ranked 2<sup>nd</sup> place in the Hot Button Ranking, earning a "Dark Green" shirt
- EcoVadis CSR rating: "Platinum" status for the third time in succession
- Lenzing and Södra receive ITMF Award 2023 in "International Cooperation", for joint achievements in textile recycling and circular economy
- Lenzing receives Swiss BIO TOP award (recognizing wood and material innovations) for field tests: the use of geotextiles made of cellulosic LENZING™ fibers to protect glacier masses
- Austrian Sustainability Reporting Award (ASRA) in "prime market": Lenzing won first place for the last year's report, a second time in a row
- Lenzing receives first place at Vienna Stock Exchange VÖNIX Sustainability Award in "Industrials" category



# About the sustainability statement

[ESRS 2 BP-1; GRI 2-1, 2-2, 2-3]<sup>1</sup>

This report is the combined, consolidated, non-financial report for the Lenzing Group<sup>2</sup> (in accordance with Section 267a of the Austrian Business Code (UGB)) and for Lenzing Aktiengesellschaft (in accordance with Section to 243b UGB).

As a pioneer, Lenzing AG already started implementing core elements of the new European Sustainability Reporting Standards (ESRS) into the Sustainability Reports of 2022 and of 2023 in a progressive manner. Lenzing is continuously working on optimizing the inclusion of ESRS in the report. ESRS references in the text do not imply that the entire ESRS is fully adopted, but are intended to reflect the structure of ESRS wherever possible, as well as the associated GRLs.

Since Lenzing operates at a global level with Group-wide approaches in various operating areas, all descriptions of management approaches and concepts concerning the material topics identified apply to both the Lenzing Group and Lenzing Aktiengesellschaft. For indicators for which meaningful figures can be provided, separate data for Lenzing Aktiengesellschaft can be found in the annex. This report covers all the fully consolidated legal entities of the Lenzing Group, detailed information can be found in the Lenzing Group's Annual Report (note 3 and note 41). In accordance with the legal requirements, the reporting cycle for Lenzing's sustainability performance is annual.

Lenzing has omitted information regarding precise figures about material inflow, corresponding to GRI 303-1 and 301-2.

[ESRS 2 BP-2; GRI 2-3, 2-4]

## Value chain estimations

When metrics include upstream and/or downstream value chain data, these values are estimated using indirect sources, then information about the assumptions are provided at the bottom of the corresponding table in the sustainability statement.

## Changes in preparation or presentation of sustainability information

The explanation about revised comparative figures are provided at the bottom of affected tables in the sustainability statement.

The materiality analysis of the Lenzing Group was conducted in 2021. This resulted in changes to the material topics. Detailed information, as the allocation of material topics to chapters, can be found in the section "Double Materiality Analysis" and in the

"Materiality Analysis" focus paper. This report does not claim to be compliant with ESRS. Due to further adaption of the ESRS structure this year, Lenzing's chapters were, where applicable, renamed according to ESRS, e.g. "Climate & energy" was renamed to "Climate change".

## Reporting errors in prior periods

A recalculation of scope 3 emissions from 2017 to 2021 was necessary due to updated market pulp supplier data (tables 01 and 16).

## Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements

This report has been prepared in accordance with the Global Reporting Initiative (GRI) standards for the period 01.01.2023–31.12.2023. A detailed GRI content index can be found on the website of the Annual and Sustainability Report 2023 of the Lenzing Group.

For indicators for which meaningful figures can be provided, separate data for Lenzing Aktiengesellschaft can be found in the annex (in accordance with the legal requirements stipulated by the Austrian Sustainability and Diversity Improvement Act (NaDiVeG<sup>3</sup>) and the AFRAC recommendation.)

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All focus papers mentioned in this report can be found here:  
<https://www.lenzing.com/investors/publications>

## Incorporation by reference

The following table 02 shows which disclosure requirements of the sustainability statement are incorporated by reference.

<sup>1</sup> In addition to the GRI disclosure, the corresponding ESRS section is noted. There is no claim to fulfilment of the ESRS in this and the following chapters.

<sup>2</sup> "The Group" (for better readability occasionally referred to as "Lenzing") comprises Lenzing Aktiengesellschaft and its subsidiaries.

<sup>3</sup> Nachhaltigkeits- und Diversitätsverbesserungsgesetz (Section 243b, Section 267a UGB)

**Table 02****Incorporation by reference**

ESRS 2 GOV-1 paragraphs 20, 21, 22 The role of the administrative, management and supervisory bodies (GRI 2-9, 2-12)	Annual report: Group Corporate Governance Report
ESRS 2 GOV-1 paragraph 22c (GRI 2-18)	Annual report: Group Corporate Governance Report
ESRS 2 GOV-5 Risk management and internal controls over sustainability reporting (GRI 2-12, 2-18)	Annual report: Group Corporate Governance Report; Annual report: Risk report
ESRS 2 SBM 3 paragraph 46, 47, 48, 49 (GRI 2-22)	Annual report: Letter from the CEO
GRI 2-1	Annual report: Lenzing Group locations; Share capital and shareholder structure
GRI 2-9, 2-10, 2-11, 2-15	Annual report: Group Corporate Governance Report
GRI 2-19	<u>Remuneration report</u> (available from 21.03.2024)
GRI 2-20	<u>Remuneration Policy</u>

# Governance structure for sustainability

[ESRS 2 GOV-1; GRI 2-12, 2-13, 2-17]

Corporate Sustainability reports directly to the Managing Board. In addition, an internal management board level ESG committee has been established to accelerate the sustainability agenda in the company, with meetings held on a quarterly basis. Regular alignments on various topics take place with different functions to drive

the integration of environmental, social and governance concerns into the company's business strategy and operations. General information on corporate Governance can be found in the Lenzing Group's Annual Report 2023 (Corporate Governance Report).

Sustainability organization

Figure 01



\* ESG Committee is an internal committee to accelerate sustainability agenda. Members are Managing Board, Global Strategy and M&A, Corporate Sustainability, Global Wood & Pulp, Corporate Audit & Risk, Investor Relations, Global QESH, Corporate HR, Corporate Controlling, Global Procurement, Global Textile Business, Global Nonwoven Business, Corporate Communications, Research & Development, Wood/Pulp commercial, Operations (representative), Works council (representative).

## ESG committees

[ESRS 2 GOV-2; GRI 2-12, 2-14, 2-16, 2-18]

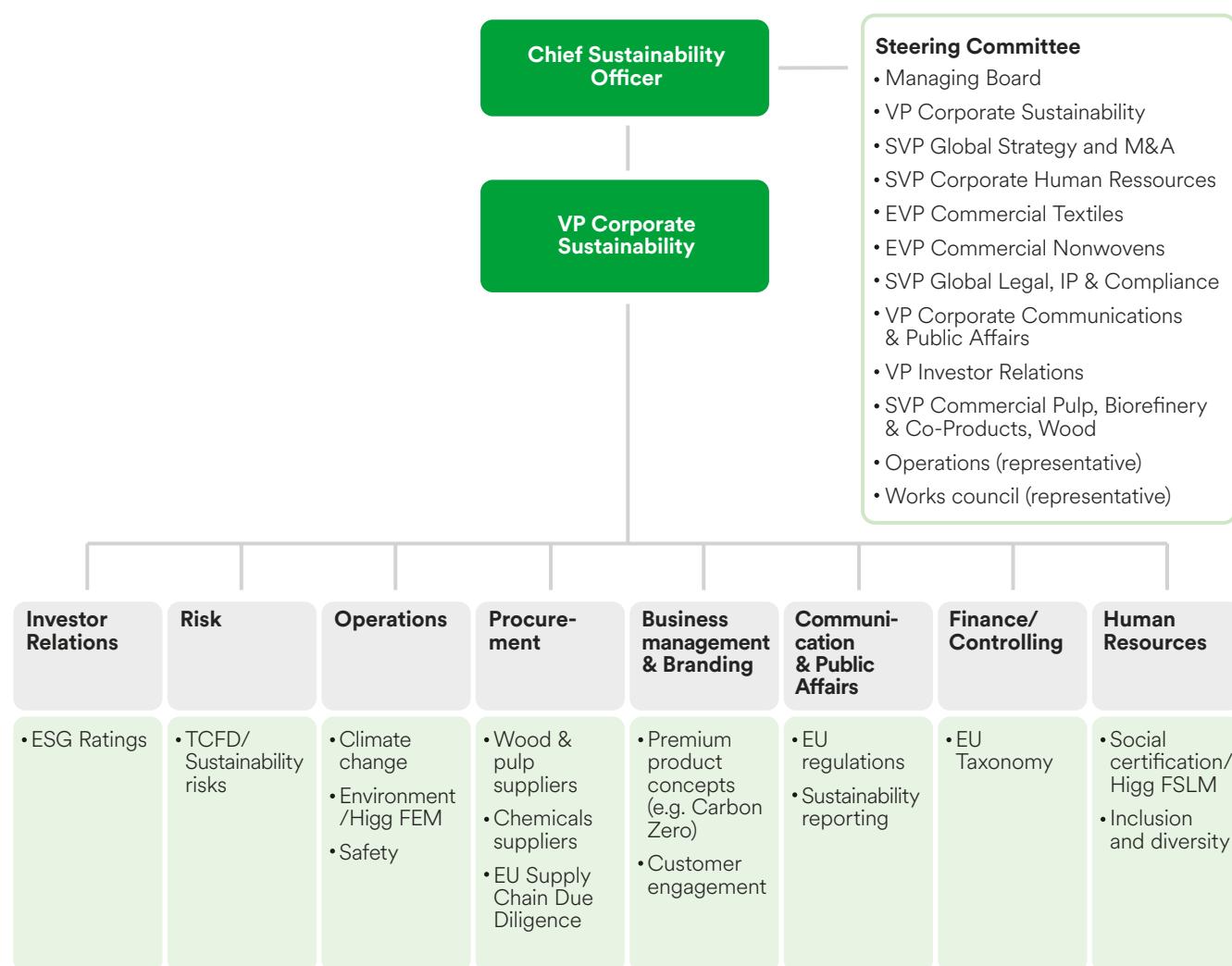
Sustainability is a value, business and innovation driver in the Lenzing Group. The company is increasingly leveraging its sustainability work by positioning itself using net-benefit products (e.g. LENZING™ ECOVERO™), key ratings (for investors) and benchmarking tools at the wider industry level. To support these efforts, a management board level ESG committee has been installed to accelerate the sustainability agenda implementation by aligning across functions. This committee meets once a quarter. The key objectives are to formulate and execute the company's sustainability vision, strategy and ESG benchmarks and tools. The ESG committee (figure 02) consists of the Managing Board and heads of different functions, who review the progress of the sustainability targets, evaluate the effectiveness of Lenzing's approach to managing all aspects of sustainability, including risks and opportunities,

and make long-term strategic decisions. The corporate sustainability department is an integral part of the committee and works closely with several functions to ensure the integration of sustainability aspects in various business processes and to respond to stakeholder needs and expectations and prepares the organization to be future-fit. In addition, ESG meetings are seen as a way of advancing the collective knowledge, skills, and experience of its Managing Board on sustainable development.

In 2023, the Supervisory Board established an ESG Committee in order to be able to meet the increasing relevance that ESG topics have in terms of strategy, sustainable business success and transformation. This committee is intended to support the Executive Board, the full Supervisory Board, the Audit Committee and the Strategy, Growth and Innovation Committee on issues relating to non-financial reporting and strategic ESG topics. The first committee meeting took place in November of the reporting year and is intended to take place a minimum of two times a year.

**ESG Committee structure**

**Figure 02**



For information on the Lenzing Group's governance structure, please refer to the Lenzing Group's Annual Report (Corporate Governance Report).

## **Board remuneration linked to sustainability performance**

[ESRS 2 GOV-3]

The Remuneration Policy of Lenzing AG for the performance-based remuneration of the Managing Board is linked to both financial performance and non-financial sustainability criteria (ESG), which further promote the sustainability integration in the business strategy. Therefore, in addition to the existing criteria, the long-term incentive (LTI), which is a variable performance bonus, has been expanded to include sustainability targets for Managing Board members. Further information can be found in the remuneration report (available from 21.03.2024).

Specific targets which are connected with the board's remuneration are the following:

- Sub-target of "Textile recycling" target: "The Lenzing and Södra collaboration will recycle 25,000 t of textile waste per year at Södra's Mörrum site."
- "ZDHC lyocell" target: "To achieve 'aspirational' MMCF level for ZDHC wastewater and responsible production guidelines at Lenzing lyocell facilities by 2028"
- "Waste water" target: "To improve Lenzing Group's specific wastewater emissions (COD) by 20 percent by 2024 (baseline 2014)"
- Sub-target of the "near-term SBT target": "Lenzing reduces 40 percent of specific GHG emissions per ton of pulp and fiber sold by 2030."
- Sub target of "Equity, Diversity and Inclusion" target: "Lenzing increases its proportion of women to 22.5 percent in all positions graded 5a and above by 2025"

# Strategy

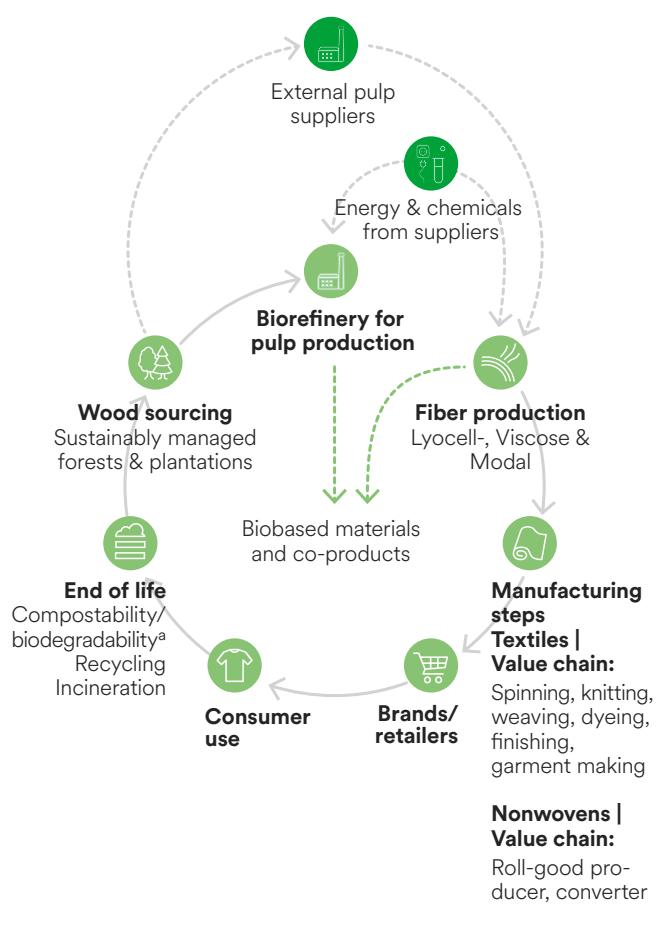
[ESRS 2 SBM-1; GRI 2-6, 2-22, 201-1]

## Value creation at the Lenzing Group

The Lenzing Group is committed to the ecologically responsible production of fibers made from the renewable raw material of wood grown in sustainably managed forests and plantations. As an innovation leader, Lenzing partners with global textile and nonwoven manufacturers and drives many new technological developments.

Value chain

Figure 03



a) Applies to TÜV certified biodegradable and compostable LENZING™ fibers. The compostability and biodegradability of final consumer textile and nonwoven products depend on the material composition (fiber blend) and processing in the value chain steps.

The Lenzing Group is part of the chemical industry and its fibers are mostly used in the textile and apparel industry. Lenzing's product portfolio ranges from dissolving wood pulp as the basic raw material to generic fibers and innovative specialty fibers as well as energy, biobased biorefinery products, and co-products. Lenzing's own pulp production at its sites in Lenzing (Austria), Paskov (Czech Republic) and Indianópolis (Brazil) is based on a biorefinery concept, completely utilizing the raw material wood.

Lenzing combines comprehensive expertise in operating pulp and biorefinery processes with decades of experience in three major fiber process technologies:

- Viscose (rayon)
- Modal
- Lyocell

Further developments and technologies have resulted from the above-mentioned processes. For more information, please see the "Net-benefit concept" section or the [Lenzing website](#).

The Lenzing Group's high-quality fibers form the basis for a variety of nonwoven and textile applications ranging from elegant clothing and versatile denims to high-performance sports apparel, luxurious bed linen, and sustainable footwear. Due to their consistently high quality Lenzing fibers are also highly suitable for hygiene and personal care products as well as technical applications.

### Supply and sourcing

The principal raw materials for producing Lenzing's fibers are wood and process chemicals. The company uses dissolving wood pulp from its own production operations and from external suppliers.

### Dissolving wood pulp and cellulosic fiber production

Production takes place in two stages: first, the production of dissolving wood pulp, and second, the production of fibers based on dissolving wood pulp. Lenzing's own dissolving wood pulp is produced in three biorefineries at sites in Lenzing (Austria), Paskov (Czech Republic) and Indianópolis (Brazil). Lenzing aims to use state-of-the-art sustainable production technology.

This entails high resource efficiency, high chemical recovery rates and, where possible, closed loops for process chemicals and water.

Bioenergy and biorefinery products are generated as well. Lenzing combines its comprehensive expertise in pulp and biorefinery technologies with decades of experience in cellulosic fiber production.

## Down-stream manufacturing

As shown in figure 03 under “Manufacturing steps”, the customers in Lenzing’s downstream value chain use the fibers to manufacture textile, nonwoven, or industrial products.

Lenzing works closely with value chain partners from direct customers to the retail level in the textile and nonwovens sector and for industrial applications - to provide expertise in processing as well as in developing innovative applications.

## Distribution and use phase

Finished products are distributed after manufacturing and enter the consumer use phase.

## End of life

TÜV certified biodegradable and compostable LENZING™<sup>4</sup> fibers are as the name suggests compostable and biodegradable. However, the compostability and biodegradability of final consumer textile and nonwoven products depend on the material composition (e.g. fiber blend) of the product and processing in the value chain.

**Lenzing Group: Distribution of value creation**

**Table 03**

	2021	2022	2023
<b>Value creation</b>	<b>EUR 685.4 mn</b>	<b>EUR 527.6 mn</b>	<b>EUR 26.3 mn</b>
<b>Economic value creation<sup>a</sup></b>			
Employees <sup>b,c</sup>	EUR 446.4 mn	EUR 449.5 mn	EUR 464.4 mn
Retained earnings	EUR 12.2 mn	EUR -37.2 mn	EUR -593.0 mn
Public sector <sup>d</sup>	EUR 67.6 mn	EUR 42.6 mn	EUR 23.0 mn
Shareholders (dividends) <sup>e</sup>	EUR 115.5 mn	EUR 0.0 mn	EUR 0.0 mn
Lenders <sup>b,f</sup>	EUR 43.6 mn	EUR 72.7 mn	EUR 131.9 mn
ROCE (return on capital employed) <sup>b,g</sup>	5.4%	2.0%	-14.2%
Adjusted equity ratio <sup>g</sup>	39.7%	37.8%	34.7%
Revenue	EUR 2,194.6 mn	EUR 2,565.7 mn	EUR 2,521.2 mn
EBITDA (earnings before interest, tax, depreciation and amortization) <sup>b</sup>	EUR 362.9 mn	EUR 241.9 mn	EUR 303.3 mn
Sales volume fibers	909,000 t	814,430 t	841,000 t

a) Value creation within the Lenzing Group is calculated as the company's business performance minus the cost of materials, other expenses, depreciation and amortization. The distribution of value creation shows the extent to which it is distributed among stakeholders such as employees, the public sector, and lenders.

b) Reclassification of capitalized borrowing costs, net interest from defined benefit plans and commitment fees from EBIT/EBITDA to the financial result (see note 2 of the Lenzing Group consolidated financial statements 2023).

c) Personnel expenses less municipal taxes.

d) Income tax expenses plus asset taxes and similar taxes plus municipal taxes.

e) Based on the proposed distribution of profits.

f) Financing costs less net foreign currency gain/losses from financial liabilities.

g) The above mentioned financial indicators are derived primarily from the IFRS consolidated financial statements of the Lenzing Group. Additional details are provided in the section “Notes on the financial performance indicators of the Lenzing Group”, in the glossary to the Annual Report and in the consolidated financial statements of the Lenzing Group.

<sup>4</sup> LENZING™ fibers which are TÜV certified biodegradable (soil, fresh water & marine) and compostable (home & industrial) include the following products: LENZING™ Viscose Standard textile/ nonwovens, LENZING™ Lyocell Standard textile/nonwovens, LENZING™ Modal Standard textile, LENZING™ Lyocell

Filament, LENZING™ Lyocell Dry and LENZING™ Web Technology. There is an exception for the TÜV certified biodegradable & compostable fibers LENZING™ Lyocell Filament and LENZING™ Lyocell Dry, they fulfil the above mentioned conditions except biodegradability in marine environments.

# “Naturally Positive” sustainability strategy

## OUR SUSTAINABILITY VISION

Our passion is to provide truly sustainable solutions for a growing world. We create a positive impact for the people we work with, the consumers we serve, and the society and environment in which we operate. In doing so, we are commercially successful.

## OUR SUSTAINABILITY MISSION

We are change agents and collaborate with our suppliers and value chain partners to catalyze change for the better. We actively contribute towards improving environmental performance throughout the value chain and, consequently, in final products. We promote social wellbeing. Creation of more positive impacts and benefits is the guiding light for our innovation and business practices.

Lenzing's defined sustainability mission and vision act as guide to making better choices in everything it does – from the small decisions of everyday business to strategic and long-term decisions.

“Naturally Positive”, the Lenzing Group’s sustainability strategy, was created from the results of the materiality analysis and is firmly rooted in the Lenzing Group’s new “Better Growth” strategy which was developed in 2022. Within the four strategic drivers (sustainability, innovation, premiumization and excellence), the corporate strategy defines the sustainability areas in which Lenzing can do most to create a more sustainable world. At the same time, this approach enables Lenzing to adequately consider and contribute to those United Nations’ Sustainable Development Goals (SDGs) on which the company’s activities have the greatest impact.

For further information, please see the “Sustainability Strategy” focus paper and the “SDG” focus paper.

Strategic focus areas of sustainability and the corresponding SDGs

Figure 04



## Three strategic principles

Lenzing's sustainability strategy builds on three strategic principles. Within those principles, seven focus areas were identified in which the Lenzing Group substantially contributes to creating positive impacts and benefits.

### 1. Driving systemic change

Complex global challenges call for a collaborative approach to designing systemic solutions that involve many stakeholder groups. As a leader in regenerated cellulosic fibers, Lenzing has a particular responsibility and an ambition to help raise the bar for sustainability in the textile and nonwovens industries. Transparency and traceability are a prerequisite for fostering trust and building long-term relationships. With its contributions to developing industry-wide methods, tools, and approaches, Lenzing is helping the industry to progress on its sustainability roadmap by overcoming critical challenges. Industry benchmarking tools such as ZDHC (Zero Discharge of Hazardous Chemicals) and FSLM (Facility Social Labor Module), concrete sustainability targets, supplier engagement, and physical and digital traceability tools contribute to this change.

### 2. Advancing circularity

According to Lenzing's circular economy vision, "We give waste a new life. Every day", Lenzing drives the industry towards a fully-fledged circular economy by striving to give waste a new life in all aspects of its core business and by co-developing circular solutions with potential partners in and outside the current value chain to close loops wherever possible. This vision is based on Lenzing's determination to create value using as few virgin resources as possible and reduce the use of fossil carbon in the company and the value chain while improving sustainability performance.

The company unites the cellulosic fiber cycle of its wood-based products (biological cycle) with its innovative technologies that focus on closing loops in the production and recovery of raw materials and chemicals (technical cycle).

Dedicated targets for the development of recycled content-based fibers and circular business models with value chain partners contribute to this principle. For more information please see the "Resource use and circular economy" chapter.

### 3. Greening the value chain

Lenzing's responsible practices and innovative products enable its customers and value chain partners to improve their environmental and social performance and achieve their sustainability targets and commitments. Responsible sourcing practices, water stewardship, decarbonization, and sustainable innovations form the basis of Lenzing's efforts in greening the value chain. The sustainability targets for air emissions, water emissions, pollution, and climate protection are the cornerstones of Lenzing's responsible entrepreneurship and act as innovation drivers.

For further information on Lenzing's sustainability strategy, strategic principles, and focus areas, please see the "[Sustainability strategy](#)" focus paper.

## Sustainability policy

Lenzing aims to embody best sustainability practices, lifecycle and long-term thinking, transparent and respectful collaboration and partnerships with its stakeholders in all activities and business decisions to meet society's long-term goals. Lenzing's approach is creating more positive impacts and benefits thanks to its business practices and products to make the world a better place. This covers the three dimensions of PEOPLE, PLANET and PROFIT, balancing the needs of society, the environment and shareholders and partners.

# Sustainability targets, measures and progress

[GRI 3-3f]

Lenzing has set Group sustainability targets for the most important challenges in each of its strategic focus areas. To increase transparency, the corresponding implementation measures and target progress made during the reporting year are described below. There could be potential conflicts that can arise between different material topics and their respective targets in a company. For example, raw material security and biodiversity and ecosystems can be competing as the sourcing of wood from critical (ancient and endangered) forests could lead to potential loss in biodiversity. As

a responsible company, Lenzing is committed to procuring wood and dissolving wood pulp exclusively from sustainably managed forests and plantations. Furthermore, Lenzing strives to create positive impact on biodiversity in different regions of the world through conservation projects. Another example is the conflicting targets of water stewardship and climate, as the recycling of water is energy intensive. To counteract this conflict Lenzing is currently working on setting a water target in regions where water is scarce. This means, the company takes a context-based approach to target setting in order to address and prioritize most relevant topics for a specific region.

Color code status	On track
	Achieved
	Delayed
	New target
	Measures implemented

## Sustainability targets, measures and progress

Table 04

		Target year	SDG
<b>Sustainable innovations</b>			
<b>Air emissions</b>	<b>To improve the Lenzing Group's specific sulfur emissions by 50 percent by 2023 (baseline 2014)<sup>a</sup></b>	<b>Measures implemented</b>	<b>12</b>
Measure(s)	Lenzing implements a carbon disulfide adsorption plant (CAP) upgrade at the Purwakarta plant (Indonesia)	2023	
Progress made in 2023	The carbon disulfide adsorption plant (CAP) in the Purwakarta plant (Indonesia) was successfully implemented and started operating in July 2023. Viscose fibers from this plant are now EU Ecolabel certified. All measures have been implemented for this target, however to achieve the target, the measures need to operate for a whole year.		
<b>Textile recycling</b>	<b>To offer viscose, modal and lyocell staple fibers with up to 50 percent post-consumer recycled content on a commercial scale by 2025</b>	<b>2025</b>	<b>9, 12, 17</b>
Measure(s)	All fibers with recycled content offered by Lenzing contain a share of post-consumer waste	2022	
	Lenzing increases the recycled content from 30 to 40 percent for fibers produced with REFIBRA™ technology for textiles	2023	
	Lenzing introduces its viscose and modal fibers with REFIBRA™ with a minimum of 30 percent recycled content	2023	
	Lenzing and Södra collaboration will recycle 25,000 t of textile waste per year at Södra's Mörrum site <sup>b</sup>	2025	
Progress made in 2023	The joint efforts with Södra to develop a recycled pulp with a share of post-consumer waste on an industrial scale were again successfully continued and also honored by the ITMF-Award. Project plans have been updated to increase the intended volume of the new production line from 25 kt/a to 50 kt/a feedstock and start-up of this plant is forecasted for 2027. Overall, Lenzing continued with product and process development towards reaching the key target for 2025. One key milestone was the introduction of a viscose fiber with REFIBRA™ technology with 20 percent recycled pulp from post-consumer cotton textile waste, with the goal of further increasing this percentage in the near future. The biggest challenges remain to adapt the characteristic of recycled pulp for industrial fiber production and also to seek solutions to make recycled pulp processable on industrial scale.		
<b>Circular Business Model</b>	<b>To innovate a new circular business model by closing the loops for post-consumer materials and partner with 25 key supply chain companies by 2025</b>	<b>2025</b>	<b>9, 12, 17</b>
Progress made in 2023	Some highlights in 2023 were: the launch of a recycling project with ARA and other partners, participation in international projects to improve sorting and traceability of fibers and the cooperation with Södra has been granted a LIFE funding and has been awarded with the ITMF award for International Cooperations. For more information please see the "Resource use and circular economy" chapter.		

<b>ZDHC viscose</b>	<b>To achieve 'aspirational' MMCF level for ZDHC wastewater and air emission guidelines at Lenzing viscose facilities by 2024</b>	<b>2026</b>	<b>6, 12</b>
Progress made in 2023	Lenzing viscose sites have continuously implemented the ZDHC MMCF guideline in its revised version 2.2. The implementation of the waste water guideline continued in 2023. The implementation of the air emission guideline progressed according to planning, however, due to the delay of the official launch of the ZDHC Supplier Platform for man-made cellulosic fibers (MMCF), the reporting on the Platform will start in the first half of 2024. The target to achieve 'aspirational' level is now reassessed to 2026 due to supply chain disruptions stemmed from global issues and technical challenges.		
<b>ZDHC lyocell</b>	<b>To achieve 'aspirational' MMCF level for ZDHC wastewater and responsible production guidelines at Lenzing lyocell facilities by 2028<sup>b</sup></b>	<b>2028</b>	<b>6, 12</b>
Measure(s)	First ZDHC Gateway reporting of MMCF waste water guideline v2 at all lyocell sites <sup>c</sup> in 2023	<b>2023</b>	
	First supplier platform implementation and reporting of MMCF Guideline v2 - Responsible fiber production at all lyocell sites <sup>c</sup> in 2023	<b>2023</b>	
	Lenzing lyocell sites <sup>c</sup> achieves 'aspirational' level for wastewater and responsible production	<b>2025</b>	
	Lenzing site in Grimsby (UK) achieves 'foundational' level for wastewater and responsible production	<b>2025</b>	
	Lenzing site in Grimsby (UK) achieves 'aspirational' level for wastewater and responsible production	<b>2028</b>	
Progress made in 2023	The implementation is on track with all lyocell sites registered for reporting in 2023. However, due to the absence of ZDHC certified lab in USA and UK, the waste water testing at these two sites could not be completed. The sites completed the reporting on the ZDHC gateway have all achieved aspirational level. Requirements according to the responsible fiber production guideline will be reported from 2024 onwards after the publication of the ZDHC supplier platform for MMCF in beginning of November 2023.		
<b>Water stewardship</b>			
<b>Waste water</b>	<b>To improve Lenzing Group's specific wastewater emissions (chemical oxygen demand (COD)) by 20 percent by 2024 (baseline 2014)<sup>a,b</sup></b>	<b>2024</b>	<b>6, 12</b>
Measure(s)	Lenzing implements a wastewater treatment plant upgrade at Purwakarta site (Indonesia)	<b>2023</b>	
	Lenzing implements a new wastewater treatment plant at Grimsby (UK) site	<b>2024</b>	
Progress made in 2023	The building of the wastewater treatment in Purwakarta (Indonesia) took place in 2023, the start-up is planned for the beginning of 2024. The wastewater treatment plant project in Grimsby (United Kingdom) is on track and will come into operation in 2024.		
<b>Raw material security and biodiversity</b>			
<b>Conservation project Albania</b>	<b>To implement a conservation solution of 20 ha in Albania in combination with a social impact project by 2024</b>	<b>2024</b>	<b>1, 15</b>
Measure(s)	Lenzing reforests 20 ha of degraded land in Albania	<b>2024</b>	
	Lenzing establishes a training center for local communities in Albania	<b>2024</b>	
	Lenzing supports interdisciplinary vocational trainings and school partnerships in Albania	<b>Yearly</b>	
Progress made in 2023	The scope of the project has been significantly expanded to other countries in Western Balkan to include the Kosovo, North Macedonia and Montenegro. This expansion was funded by Austrian Development Agency (ADA) and Lenzing, and is coordinated by Inspiring Cooperation Empowering People (ICEP). In 2023 10,778 trees were planted, which culminates in additional 5 ha of afforested area. For more information on this project please see the chapter "Biodiversity and ecosystems".		
<b>Conservation area Brazil</b>	<b>To implement conservation solutions on 15,000 ha at the new pulp mill in Indianópolis (Brazil) by 2030</b>	<b>2030</b>	<b>15</b>
Measure(s)	Lenzing increases the protected area at the site in Indianópolis (Brazil) from 13,000 ha to 15,000 ha	<b>2030</b>	
Progress made in 2023	Lenzing achieved this goal in 2022 and increased the total conservation area in Brazil even further than the target, to more than 19,000 ha in 2023.		
<b>Conservation projects</b>	<b>To engage in further conservation, biodiversity protection and restoration activities in regions where forests are at risk or should be improved by 2025</b>	<b>2025</b>	<b>15</b>
Progress made in 2023	Lenzing supported several projects outside of its value chain in 2023 for example a project in Austria for protection of wild bees, for a detailed description of all projects please see "Biodiversity and ecosystems" chapter.		
<b>Partnering for systemic change</b>			
<b>Supplier engagement</b>	<b>To engage suppliers, covering more than 80 percent of spend, to improve sustainability performance</b>	<b>Continuous</b>	<b>12, 17</b>
Measure(s)	Lenzing assesses 95 percent of its top suppliers representing 80 percent of spend via EcoVadis, the Together for Sustainability Audit or an internal assessment/audit by 2025.	<b>2025</b>	
	Lenzing considers climate, water and chemical aspects in the procurement contractual process of its top chemicals suppliers	<b>Continuous</b>	
Progress made in 2023	Around 600 of Lenzing's key suppliers were assessed by EcoVadis. Eight suppliers were audited by Lenzing through the Together for Sustainability audit program. 40 percent spend was covered by these assessments. Supply agreements signed with the top chemical suppliers include sustainability clauses.		
<b>FEM</b>	<b>To implement and annually update the Facility Environmental Module (FEM) in all pulp and fiber production facilities and share verified modules with customers from 2024<sup>d</sup></b>	<b>2024</b>	<b>12, 17</b>
Measure(s)	Lenzing conducts self-assessments in existing sites in 2022 and first external verification by 2023	<b>2023</b>	

	Lenzing conducts self-assessments and trainings for new legal entities (Prachinburi (Thailand) and Indianópolis (Brazil)) in 2023 and first external verification by 2024	<b>2024</b>	
Progress made in 2023	Seven sites have implemented FEM, verification finished for four sites with excellent scores of 90 to 95, and scores of 3 sites between 70 to 89. Self-assessments and training have been conducted for the sites in Indianópolis (Brazil) and Prachinburi (Thailand). Both sites are in preparation for verification in 2024.		
<b>Decarbonization</b>			
<b>Near-term science-based target</b>	<b>New target: To reduce scope 1 and 2 absolute greenhouse gas (GHG) emissions by 42 percent and scope 3 absolute GHG emissions by 25 percent until 2030 (baseline 2021)<sup>f,g</sup></b>	<b>2030</b>	7, 13
	<b>Previous target: To reduce scope 1, 2 and 3 (purchased goods and services, upstream and downstream transport, and fuel and energy-related activities) GHG emissions by 50 percent per ton of fiber and pulp sold by 2030 (baseline 2017)</b>	<b>2030</b>	
<b>Measure(s)</b>	Lenzing reduces 40 percent of specific GHG emissions per ton of pulp and fiber sold (baseline 2017) <sup>b,e</sup>	<b>2024</b>	
	Lenzing reduces 50 percent of specific GHG emissions per ton of pulp and fiber produced (baseline 2017) <sup>e</sup>	<b>2027</b>	
Progress made in 2023	Lenzing maintained its approach towards mitigating climate change by reducing its GHG emissions compared to baseline 2017. In 2023 Lenzing set up a new science-based target, which aligns with a 1.5°C scenario. This target has been approved by the Science Based Target initiative. The measure referring to a 40 percent reduction of specific emissions was successfully achieved in 2023. For more information on this and detailed information on achievements please see the "Climate change" chapter.		
<b>Long-term science-based net-zero target</b>	<b>To achieve at least a 90 percent reduction in absolute GHG emissions (scopes 1,2 and 3) (baseline 2021)<sup>f,g</sup></b>	<b>2050</b>	7, 13
<b>Measure(s)</b>	Lenzing achieves 100 percent green electricity for four sites	<b>2024</b>	
	Lenzing phases out coal in its Nanjing (China) operations	<b>2022</b>	
	Lenzing installs on-site photovoltaic power generation at the Lenzing plant	<b>2022</b>	
	Lenzing increases the share of renewable energy consumed by the Lenzing Group and supplies excess bioenergy from the pulp production facility in Indianópolis (Brazil)	<b>2023</b>	
	Lenzing achieves scope 1 and 2 carbon neutrality at its new lyocell fiber production site in Prachinburi (Thailand) by using 100 percent bioenergy <sup>h</sup>	<b>2023</b>	
	Lenzing engages 20 key suppliers, by spend and CO <sub>2</sub> impact, in order to reduce Lenzing's scope 3 emissions and incentivize the suppliers that help Lenzing offer more low carbon footprint fibers	<b>Continuous</b>	
	Lenzing engages and enables 50 percent of 'customers with approved SBT and commitment' (textile and nonwoven brands/retailers as well as manufacturers working with LENZING™ fibers) to fulfill their ambition by providing information on low carbon footprint specialty products such as TENCEL™, LENZING™ ECOVERO™ and VEOCEL™ branded fibers	<b>Continuous</b>	
	Lenzing runs a campaign to reach 50 percent of TENCEL™ and VEOCEL™ customers (textile and nonwoven brands/retailers as well as manufacturers using the TENCEL™ and VEOCEL™ brands) to promote the use of innovative lenzing fibers with environmental benefits such as low carbon intensity and to reduce reliance on fossil based materials wherever possible.	<b>Continuous</b>	
Progress made in 2023	Six production facilities procured 100% renewable electricity. Gas pipe connections and constructions in Nanjing (China) are ongoing. The product carbon footprint platform of TfS was adopted internally as well as external trainings are taking place. Lenzing is in continuous discussions with top suppliers and also shares its expertise for obtaining low-impact chemicals (e.g. green electricity and LCA). The site in Prachinburi (Thailand) has been facing some challenges to consistently receive 100 percent biomass energy due to the reliability of biomass co-generation plant of supply partner, however the site has achieved 100 percent of biomass energy for October and November. Therefore both parties have agreed to work out short term and long term technical solutions. The discussion and negotiation on securing biogenic energy to reach 100 percent consistently in the future is ongoing. Additionally, given current global economic situation, many businesses and end customers have been deprioritizing sustainability in favor of low cost sourcing and therefore have less willingness to pay for low-carbon products. Customer engagement has been taking place to position fiber products with low carbon footprint for supporting scope 3 emissions reduction of customers.		
<b>Empowering people</b>			
<b>Social standard</b>	<b>To have a continuously valid third-party audited accredited social certificate for every Lenzing Group production (fiber or dissolving wood pulp) site by 2024<sup>d</sup></b>	<b>2024</b>	8, 12
<b>Measure(s)</b>	Lenzing implements and annually updates the Facility Social Labor Module (FSLM) at all pulp and fiber production facilities and shares verified modules with customers from 2024 onwards	<b>2024</b>	
Progress made in 2023	For FSLM, on-site audits for the facilities in Mobile (United States), Grimsby (United Kingdom), Nanjing (China), Purwakarta (Indonesia) and Paskov (Czech Republic) were completed successfully. Currently it is not possible to receive a third-party FSLM verification in Austria, due to lack of authorized auditors.		
<b>Equity, Diversity and Inclusion</b>	<b>To create an empowering work environment by respecting human rights, employee wellbeing and diversity</b>	<b>Continuous</b>	3, 5, 10
<b>Measure(s)</b>	Lenzing implements training courses for 75 percent of the workforce on diversity, discrimination, the non-discrimination policy, and human rights	<b>2025</b>	
	Lenzing increases its proportion of women to 22.5 percent in all positions graded 5a and above by 2025 <sup>b</sup>	<b>2025</b>	
	Lenzing achieves an inclusion Index score of 75 percent in the global Health Climate Survey by 2026	<b>2026</b>	
	Lenzing establishes a working condition policy	<b>2021</b>	

Progress made in 2023	A Global Equity, Diversity and Inclusion (EDI) policy was published with a training video for all employees in multiple languages. A child labor remediation procedure was also established. Two employee resource groups (ERGs) were initiated. The first to further improve gender equality within Lenzing, and the second to promote multiculturalism. Team Leader Academy containing Inclusive Leadership modules was piloted in Grimsby (United Kingdom). Lenzing published one summary document containing all global policies influencing working conditions of its employees.
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<b>Community engagement</b>	<b>To continuously support the development of local communities near Lenzing production sites and support social welfare programs to 2025 and beyond</b>	<b>Continuous</b>	<b>1, 3, 11</b>
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Progress made in 2023	Lenzing supported numerous social projects for local communities near Lenzing sites. For more information please see the chapter "Affected communities" and the " <a href="#">Community engagement</a> " focus paper.
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- a) The target has the same production volumes and scope of facilities as the 2014 baseline (i.e. excluding the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil)).  
 b) Relevant for the Managing Board long-term incentive (LTI) bonus targets  
 c) Lenzing (Austria), Heiligenkreuz (Austria), Mobile (USA), Prachinburi (Thailand)  
 d) The scope includes all Lenzing facilities, also the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil).  
 e) These intermediate targets are part of the Lenzing corporate strategy on the way to reach science-based target by 2030.  
 f) Scope 3 emissions include those from the harvesting of raw material wood, the production of purchased materials (chemicals & pulp), the production of fuels, the transportation of purchased raw materials & fuels, and the transportation of fibers to customers  
 g) The target has been updated and approved by SBTi at the end of 2023. According to SBTi for net-zero target the remaining 10 percent of emissions can be carbon removals.  
 h) This measure was marked as achieved in the report of 2022, however due to reliability issues of the supplier biomass boiler, this measure could not be achieved consistently throughout the year 2023.

A slight change has been implemented by substituting the numbers for sustainability targets with specific target names.

<b>Achieved Targets</b>		<b>SDG</b>	
<b>Target 10</b>	<b>To improve transparency by implementing the Higg Facility Environmental Module (FEM 3.0) at all sites by 2019</b>	<b>Achieved</b>	<b>12, 17</b>
<b>Target 12</b>	<b>To achieve digital fiber traceability by having 500 value chain partners with blockchain technology by 2021</b>	<b>Achieved</b>	<b>9, 12, 17</b>
<b>Target 13</b>	<b>To increase physical traceability from TENCEL™ x REFIBRA™ and LENZING™ ECOVERO™ to 100 percent of Lenzing's textile special fibers by 2021</b>	<b>Achieved</b>	<b>12</b>

Targets that have been achieved before the reporting year

# Partnering for systemic change

[ESRS 2 SBM-2; GRI 2-16, 2-29]

The world is more interconnected today than ever before. Improving access to technology and knowledge is an important way to share ideas and foster innovation. The complex global sustainability challenges society is facing, call for a collaborative approach to designing systemic solutions.

Engaging in a dialog means respecting stakeholders, contributing Lenzing's expertise and knowledge, and taking the opportunity to learn from partners' perspectives. Transparency is a prerequisite for fostering trust and long-term relationships. Each dialog starts with providing transparent information, supporting stakeholders to form an educated opinion and assess risks, and avoiding misunderstandings by building trust. Furthermore, stakeholder relationships built on mutual respect and openness help solve existing tensions and avoid potential conflicts.

For more information on our main stakeholder, please see the [“Stakeholder engagement” focus paper](#).

Various business functions are involved in reaching out to individual stakeholders. In addition to the Lenzing Sustainability team, the Managing Board and managers of the different business functions are all important players who drive the company's proactive approach towards an ongoing stakeholder dialog.

**Key stakeholder groups**

**Figure 05**



## Key stakeholders in 2023

The Lenzing Group's key stakeholders are the people and entities who are potentially affected by its operations, business conduct, and strategic targets or who could enable Lenzing in reaching these targets. Lenzing regards them as strategic partners who have a significant interest in and impact on areas that matter the most to Lenzing. The most important stakeholder group is Lenzing's staff. Their achievements and transparency and collaboration make them a clear testimony to the Lenzing Group's credible sustainability performance. The main topics discussed in 2023:

- Energy security and reducing reliance on fossil fuels
- Climate change, GHG (greenhouse gas) emission targets, science-based target (SBT)
- Equity, Diversity and inclusion
- Responsible sourcing, in particular Supply Chain Due Diligence and (verification of) scope 3 emissions
- EU policies (e.g. EU Taxonomy, Empowering Consumers Directive, Corporate Sustainability Reporting Directive (CSRD))
- ESG risks
- Governance and business conduct
- Net-benefit concept
- Biogenic emissions, land use change
- Circular economy, recycling technologies and innovative business models
- Waste, emissions and water management
- Transparency and traceability of supply chains
- Environmental assessment and communication of products
- Biodiversity and conservation of ecosystems
- Benchmarking tools (Textile Exchange Preferred Fiber and Material Matrix)

For more information on the stakeholder dialog in 2023, please see the “Stakeholder engagement” in each topical standard.

# Double materiality analysis

[ESRS 2 IRO-1; GRI 3-1]

## Materiality analysis

Figure 06



\* LCA = Life cycle assessment

In 2021, a so-called double materiality analysis was carried out. This means that both the influence of the environment on the company and the influence of the company on the environment were examined and supplemented by the financial consideration of these influences. Lenzing is continuously engaging with stakeholders to

understand the relevance and update the materiality analysis if required. In the reporting year, Lenzing had conversations with several stakeholders (e.g. Canopy) and no new topics were identified. For further information on the updated materiality analysis, please see the "[Materiality analysis](#)" focus paper.

[ESRS 2 IRO-2; GRI 3-2]

## Materiality analysis – allocation of topics

Table 05

Material aspects and chapter	Strategic focus area	NaDiVeG	ESRS	SDG
Circularity & resources	Partnering for systemic change, Sustainable innovations	Environmental matters	E5 Resource use and circular economy 9, 11, 12, 17	
Climate & energy	Decarbonization	Environmental matters	E1 Climate change 7, 13, 17	
Responsible wood sourcing	Raw material security	Environmental matters	E5 Resource use and circular economy, G1 Business conduct 15	
Biodiversity & ecosystems	Raw material security	Environmental matters	E4 Biodiversity and ecosystems 15	
Sustainable innovation & products	Sustainable innovations	Environmental matters	E2 Pollution, E3 Water and marine resources, S4 Consumers and end-users 9, 12, 17	
Health & safety	Empowering people	Employee-related matters	S1 Own workforce 3	
Human rights & fair labor practices	Empowering people	Employee-related matters, Respect for human rights	S1 Own workforce, S2 Workers in the value chain, S3 Affected communities 5, 8, 10	
Business ethics	Empowering people	All non-financial matters	G1 Business conduct 16	
Digitalization & cyber security	Sustainable innovations	All non-financial matters	– 9, 8, 16	

#### **Further sustainability aspects**

Supply chain sustainability	Raw material security, Partnering for systemic change	Environmental matters, Respect for human rights		8, 12, 17
Water stewardship	Sustainable innovations	Environmental matters	E3 Water and marine resources	6
Community wellbeing	Enhancing community wellbeing	Social matters	S3 Affected communities	1, 3, 11
Diversity, inclusion & equal opportunity	Empowering people	Employee-related matters, Respect for human rights	S1 Own workforce	5, 10
Employee empowerment & development	Empowering people	Employee-related matters, Respect for human rights	S1 Own workforce	5, 10

# Information on environmentally sustainable economic activities according to the EU-Taxonomy Regulation

According to the Regulations (EU) 2020/852 of the European Commission as of June 18, 2020, (EU) 2021/2139 of the European Commission as of June 4, 2021, (EU) 2021/2178 of the European Commission as of July 6, 2021, (EU) 2022/1214 of the European Commission as of March 9, 2022 and the adaption of the Environmental Delegated Act (EU) 2023/2485 and 2023/2486 as of June 27, 2023, the Lenzing Group is required to disclose three key performance indicators, turnover, CapEx and OpEx. For the 2023 financial year, the taxonomy-eligibility and taxonomy-alignment of the Lenzing Group's economic activities must be disclosed for the environmental objectives 1-2. For the environmental objectives 3-6, only taxonomy compliance. The Lenzing Group designed an EU-Taxonomy accounting guideline for describing the methodology for reporting the three KPIs by following the time sequence and requirements as outlined in the Delegated Act dated January 1, 2023.

To determine the Taxonomy-eligible activities, the Lenzing Group assessed all economic activities listed in the EU-Taxonomy for all consolidated group companies. The taxonomy-eligibility was determined on the basis of the description of the economic activities. Due to the current state of EU legislation, not all economic activities and industries are covered by the six currently applicable environmental objectives. In 2022, the first two environmental targets were reported, which did **not include Lenzing Group's core business activities** (wood-based fiber production, dissolving wood pulp production and supporting activities). The publication of the four additional environmental objectives and the adaptation of the existing goals has not changed this situation. Thus, the information on Taxonomy-eligible economic activities for 2023 covers only a very small portion of activities within the Lenzing Group.

The following activities are identified as Taxonomy-eligible: Manufacture of soda ash (CCM 3.12.), Transmission and distribution of electricity (CCM 4.9.), Cogeneration of heat/cool and power from renewable non-fossil gaseous and liquid fuels (CCM 4.19.), cogeneration of heat/cool and power from bioenergy (CCM 4.20.). Future developments in legislation may change the scope of the Taxonomy-eligible activities.

## Forest management (CCM 1.3.)

The forest industry is not at the core of the current EU Taxonomy legislation. Tree plantations in South America are not included in the activity Forest management (CCM 1.3.). The output of the activity, the grown wood, is used mostly internally in Lenzing's own operations. In this report, the term 'forests' has been used in a general sense and the definition changes from country to country based on domestic laws. For example, some countries do not consider 'tree plantations' as forests whereas some do consider them as forests.

## Cogeneration of heat/cool and power from renewable non-fossil gaseous and liquid fuels (CCM 4.19.)

The operation of the Cogeneration of heat/cool and power is conducted for the most part from renewable non-fossil gaseous and liquid fuels, e.g. (e.g. thick liquor, beech bark). Due to lack of relatability of the respective fuel to the sold Energy, the calculation of eligibility is conducted based on key for mostly used fuels.

Following economic activities supporting the Core Business are physically tightly integrated and therefore cannot be assessed separately with reasonable efforts and are as such considered not eligible: High-efficiency co-generation of heat/cool and power from fossil gaseous fuels (CCM 4.30.), Freight rail transport (CCM 6.2.), Construction, extension and operation of waste water collection and treatment (CCM 5.3.) and Data processing, hosting and related activities (CCM 8.1.)

Capital expenditure from the taxonomy-eligible output in category "C" was measured and reported accordingly (e.g. Acquisition and ownership of buildings CCM 7.7.).

Taxonomy-conformity refers to economic activities that are defined as such in the Taxonomy Regulation. Taxonomy-alignment goes beyond eligibility and implies a positive assessment of the applicable technical screening criteria. This includes a substantial contribution to at least one of the 6 Taxonomy's environmental objectives, no significant harm to any other objectives and compliance with the minimum safeguards.

For the identified eligible economic activities, an assessment for Taxonomy-alignment was performed. The Lenzing Group began the alignment assessment by screening the technical criteria, including the substantial contribution, the Minimum Safeguards and DNSH (Does Not Significantly Harm) criteria. During the screening, the Lenzing Group came to the conclusion that the requirements of Annex A (climate risk and vulnerability assessment) as well as other elements cannot yet be fulfilled. As a consequence of this assessment, further in-depth DNSH assessment was deemed unnecessary for the reporting year. All identified economic activities are reported as Taxonomy-eligible, but not Taxonomy-aligned.

The Lenzing Group avoids any double counting by evaluating the data for each key performance indicator independently. All identified economic activities only count once for the environmental objective of "Climate Change Mitigation". The Lenzing Group calculates the 3 KPIs (turnover, CapEx and OpEx) according to the definition of the Delegated Regulation (EU) 2021/2178.

**Proportion of turnover from products or services associated with  
Taxonomy-aligned economic activities – disclosure covering year 2023**

Table 06

Financial year 2023	Year			Substantial contribution criteria						DNSH criteria ("Does Not Significantly Harm")			Category enabling activity (19)			Category transitional activity (20)		
				Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or -eligible (A.2.) turnover, year 2022 (18) EUR mn	
Economic Activities (1)	Code (2)	Turnover (3) EUR mn	Proportion of Turnover, year 2023 (4)	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
Text		Currency	%															

**A. TAXONOMY-ELIGIBLE ACTIVITIES**

**A.1 Environmentally sustainable activities (Taxonomy-aligned)**

Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)	0	0%																
Of which enabling	0	0%																
Of which transitional	0	0%																

**A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)**

				EL; N/EL														
Manufacture of soda ash	CCM 3.12.	4.8	0.2%	N	N/EL	N/EL	N/EL	N/EL	N/EL								N/A	
Transmission and distribution of electricity	CCM 4.9.	1.3	0.1%	N	N/EL	N/EL	N/EL	N/EL	N/EL								0.1%	
Cogeneration of heat/cool and power from renewable non-fossil gaseous and liquid fuels	CCM 4.19.	18.6	0.7%	N	N/EL	N/EL	N/EL	N/EL	N/EL								1.2%	
Cogeneration of heat/cool and power from bioenergy	CCM 4.20.	14.9	0.6%	N	N/EL	N/EL	N/EL	N/EL	N/EL								0.6%	
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		39,5	1.6%															
A. Turnover of Taxonomy-eligible activities (A.1+A.2)		39,5	1.6%															

**B. TAXONOMY-NON-ELIGIBLE ACTIVITIES**

Turnover of Taxonomy-non-eligible activities	2481.6	98.4%
<b>Total</b>	<b>2521.2</b>	<b>100%</b>

	Proportion of turnover / Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	1.6%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

Compared to 2022 the revenue for cogeneration of heat/cool and power from renewable non-fossil gaseous and liquid fuels (CCM 4.19.) decreased due to changed energy prices.

**Proportion of CapEx from products or services associated with  
Taxonomy-aligned economic activities – disclosure covering year 2023**

Table 07

Financial year 2023	Year		Substantial contribution criteria								DNSH criteria (“Does Not Significantly Harm”)				Category enabling activity (19)			Category transitional activity (20)	
			Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)				
Economic Activities (1)	Code (2)	CapEx (3) EUR mn	Proportion of CapEx, year 2023 (4)													Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx, year 2022 (18) EUR mn	Category enabling activity (19)	Category transitional activity (20)	
Text		Currency	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T		

**A. TAXONOMY-ELIGIBLE ACTIVITIES**

**A.1 Environmentally sustainable activities (Taxonomy-aligned)**

CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)	0	0%																	
Of which enabling	0	0%																	
Of which transitional	0	0%																	

**A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)**

				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL									
Manufacture of soda ash	CCM 3.12 .	0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL								N/A	
Transmission and distribution of electricity	CCM 4.9.	0.6	0.2%	N	N/EL	N/EL	N/EL	N/EL	N/EL								0.1%	
Cogeneration of heat/cool and power from renewable non-fossil gaseous and liquid fuels	CCM 4.19 .	1.5	0.4%	N	N/EL	N/EL	N/EL	N/EL	N/EL								0.5%	
Cogeneration of heat/cool and power from bioenergy	CCM 4.20 .	18.3	5.6%	N	N/EL	N/EL	N/EL	N/EL	N/EL								0.0%	
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5.	3.0	0.9%	N	N/EL	N/EL	N/EL	N/EL	N/EL								N/A	
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4.	0.0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL								N/A	
Installation, maintenance and repair of renewable energy technologies	CCM 7.6.	0.2	0.1%	N	N/EL	N/EL	N/EL	N/EL	N/EL								N/A	
Acquisition and ownership of buildings	CCM 7.7.	26.5	8.1%	N	N/EL	N/EL	N/EL	N/EL	N/EL								N/A	
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		50.1	15.3%															
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		50.1	15.3%															

#### B. TAXONOMY-NON-ELIGIBLE ACTIVITIES

CapEx of Taxonomy-non-eligible activities	277.6	84.7 %
<b>Total</b>	<b>326.3</b>	<b>100%</b>

Proportion of CapEx / Total CapEx		
	Taxonomy - aligned per objective	Taxonomy-eligible per objective
CCM	0%	15.3%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

In 2023 a new biomass power plant was acquired at site Heiligenkreuz with CapEx investments under cogeneration of heat/cool and power from bioenergy (CCM 4.20.). Capital expenditure from taxonomy-eligible output in category "C" was measured and reported accordingly (e.g. Acquisition and ownership of buildings CCM 7.7.).

**Proportion of OpEx from products or services associated with  
Taxonomy-aligned economic activities – disclosure covering year 2023**

Table 08

Financial year 2023		Year		Substantial contribution criteria						DNSH criteria (“Does Not Significantly Harm”)									
Economic Activities (1)	Code (2)	OpEx (3) EUR mn	Proportion of OpEx, year 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx, year 2022 (18) EUR mn	Category enabling activity (19)	Category transitional activity (20)
Text		Currency	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	

**A. TAXONOMY-ELIGIBLE ACTIVITIES**

**A.1 Environmentally sustainable activities (Taxonomy-aligned)**

OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)	0	0 %																	
Of which enabling	0	0 %																	
Of which transitional	0	0 %																	

**A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)**

Manufacture of soda ash	CCM 3.12.	0.5	0.2%	N	N/EL	N/EL	N/EL	N/EL	N/EL								N/A		
Transmission and distribution of electricity	CCM 4.9.	0.4	0.2%	N	N/EL	N/EL	N/EL	N/EL	N/EL								0.1%		
Cogeneration of heat/cool and power from renewable non-fossil gaseous and liquid fuels	CCM 4.19.	5.4	2.7%	N	N/EL	N/EL	N/EL	N/EL	N/EL								2.8%		
Cogeneration of heat/cool and power from bioenergy	CCM 4.20.	2.8	1.4%	N	N/EL	N/EL	N/EL	N/EL	N/EL								2.7%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		9.1	4.5%																
A. OpEx of Taxonomy-eligible activities (A.1+A.2)		9.1	4.5%																

**B. TAXONOMY-NON-ELIGIBLE ACTIVITIES**

OpEx of Taxonomy-non-eligible activities	192.8	95.5%	
<b>Total</b>	<b>201.9</b>	<b>100%</b>	

	Proportion of OpEx / Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	4.5%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

No major changes in the OpEx for 2023 in comparison to 2022.

The total turnover covers the revenue recognized pursuant to International Accounting Standard (IAS) 1.82 (a), as adopted by Commission Regulation (EC) 1126/2008 and is reported in the consolidated financial statements 2023 (see consolidated income statement position “revenue”). The turnover derived from products or services, including intangibles, associated with Taxonomy-eligible and -aligned economic activities, is presented in relation to the total turnover.

The total CapEx covers book (not cash-effective) additions to property, plant and equipment, intangible assets, biological assets and right of use assets. The CapEx related to assets or processes associated with Taxonomy-eligible and -aligned economic activities, is presented in relation to the total CapEx. In the 2023 reporting year, the only capital expenditure related to acquisitions through business combinations was made for the biomass power plant at the Heiligenkreuz site amounting to EUR 18.3 million (%).

**EU Taxonomy CapEx**

**Table 09**

	EUR mn 1-12/2022	EUR mn 1-12/2023
Additions to intangible assets (see note 17 of consolidated financial statements 2023)	10.9	8.7
Additions to property, plant and equipment excluding down payments	778.6	239.1
Additions to land and buildings (see note 18 of consolidated financial statements 2023)	131.5	27.4
Additions to technical equipment and machinery, factory and office equipment (see note 18 of consolidated financial statements 2023)	455.4	106.5
Additions to down payments and assets under constructions (see note 18 of consolidated financial statements 2023)	46.3	97.4
Reclassification of down payments (see note 18 of consolidated financial statements 2023)	145.5 <sup>a</sup>	7.8 <sup>a</sup>
Additions to biological assets (see note 19 of consolidated financial statements 2023)	4.6	0.0
Additions to right of use assets (see note 20 of consolidated financial statements 2023)	14.2	78.5
<b>Total</b>	<b>808.2</b>	<b>326.3</b>

a) Additions include prepayments amounting to EUR 6.5 mn (2022: EUR 141 mn), which were capitalized in the financial year. The decrease in advance payments made compared to the previous period amounts to EUR 1.3 mn (2022: EUR 4.3 mn).

The total OpEx covers direct non-capitalized operating expenses that relate to research and development, building renovation measures, short-term leasing, maintenance and repair. Maintenance and repair expenses relate to the day-to-day servicing of property, plant and equipment assets (including maintenance ma-

terial). Operating expenses associated with taxonomy-eligible economic activities are presented in relation to total operating expenses.

**EU Taxonomy OpEx**

**Table 10**

	EUR mn 1-12/2022	EUR mn 1-12/2023
Maintenance and repairs including maintenance material (see note 6 of consolidated financial statements 2023)	158.7	177.1
Rental and leasing expenses (see note 20 of consolidated financial statements 2023)	10.9	9.2
Research and development expenses (see consolidated financial income statement 2023)	29.2	69.1
Less amortization and depreciation included in research and development expenses (see note 6 of consolidated financial statements 2023)	-4.0	-53.5
<b>Total</b>	<b>194.8</b>	<b>201.9</b>

Table 11

**Nuclear and fossil gas related activities**

<b>Row</b>	<b>Nuclear energy related activities</b>	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available techniques.	NO
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
<b>Fossil gas related activities</b>		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

# Climate change

## MANAGEMENT APPROACH

### Material topic: Climate change

[GRI 3-3]

Dissolving wood pulp and fiber production are energy-intensive processes that present a challenge for Lenzing. Where possible, the company has eliminated fossil-based energy or replaced it with renewable sources. Investments in state-of-the-art technologies and low-carbon production processes at all Lenzing sites have helped to increase energy efficiency and positively influence the company's carbon emissions. Climate risks present opportunities for innovation and investment that make Lenzing more resilient to the changing regulatory landscape. The company demonstrates industry leadership as recognized in 2023 by the environmental non-profit organization CDP, which awarded Lenzing a triple "A" rating for Climate Change, Water Security and Forests for the third time. Lenzing is one of only 10 companies worldwide to achieve this rating. This sustained environmental effort has kept the company on track to meet its GHG emissions reduction targets of 42 percent in scopes 1 and 2 by 2030 and 25 percent in scope 3 (baseline 2021), which also support the bigger goal of achieving a net-zero future by 2050 in line with the Paris Agreement.

### Actual and potential negative and positive impacts, risks and opportunities

#### Positive

- Driving the transition to fossil-free production through a circular business model and innovation along the whole value chain
- Offering end consumers a truly sustainable option: textiles and nonwovens made from regenerated cellulosic fibers
- Future-proofing Lenzing's growth with the implementation of carbon-neutral technologies and low-carbon products
- Becoming more resilient to the changing regulatory (e.g. tax) and business environment
- Strengthening credible sustainability leadership among all stakeholders, securing product differentiation and price premiums
- Collaborating with stakeholders and supply chain partners
- Attracting new and long-term impact investors

#### Negative

##### Own activities:

- Lenzing cannot contribute to its customers' GHG targets if products no longer meet customers' definition of sustainable raw materials
- Any climate-related disruption in one of the production sites (e.g. severe weather events, supply chain disruptions)
- Not meeting new regulations, technological problems with regard to transition to renewable energy sources (e.g. green hydrogen)
- Fossil-based energy and energy-intensive technologies carry potential regulatory, technology, market and corporate reputation risks
- Inefficient energy conversion technologies have a potential impact on CO<sub>2</sub> emissions

##### Business relationships:

- Risks of wood unavailability due to forest degradation (diseases, pests, etc.) as a direct consequence of higher average temperatures
- Potential regulatory, technology, market and corporate reputational risks
- Any climate-related disruption at one of the production sites would impact the business model and its success
- Implementation of regional and national emissions trading schemes
- Energy shortage could compromise Lenzing's operations
- Financial impacts of potential cost increases in energy prices

- Group Environmental Standard
- Bioenergy Policy
- Policy for Safety, Health and Environment (SHE) Policy

#### Actions taken

- Update and validation of science-based targets (SBTs)
- Update of roadmaps for group-level and site-level targets
- Governance and steering committee in place
- Inclusion of products made at Lenzing's Prachinburi (Thailand) site in low-carbon portfolio
- Two additional production sites in the Lenzing Group use 100 percent renewable electricity from the grid, upping the number of sites relying solely on renewable electricity to six
- Purchase of a biomass power plant
- Power purchase agreements (PPA) with providers of renewable energy
- Continuous improvement of energy consumption
- CDP Climate Change "A" rating
- Environmental management system in accordance with ISO 14001:2015 (including risk assessment and internal audits to ensure the effectiveness of the measures implemented)

#### Sustainability targets, measures and progress

- "Near-term science-based target"
- "Long-term science-based net-zero target"

#### Stakeholders

- UN Fashion Charter
- Roadmap to Zero
- Renewable Carbon Initiative (RCI)
- GHG Protocol and CEPI
- Customers
- Suppliers

#### Responsible

- Board member: CPO/CTO
- VP Corporate Sustainability
- Senior Manager Carbon Strategy

#### Supporting

- Corporate Communications & Public Affairs

## Policies and commitments

- “Naturally Positive” sustainability strategy with “Decarbonization” and “Partnering for systemic change” as focus areas
- Implementation of science-based targets (SBTs)
- Commitment to UN Fashion Industry Charter for Climate Action
- ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 system certifications for the Lenzing Group

- Global Controlling
- Global Supply Chain/Purchasing
- Corporate Audit & Risk
- Global QESH
- Global Strategy and M&A
- Performance.Improvement.Technology
- Site managers

## HIGHLIGHTS IN 2023

1. Update of the near-term science-based target (SBT) for scope 1, 2 & 3 GHG emissions reductions until 2030 (1.5°C target ambition in scope 1 & 2).
2. Validation of 2050 net-zero scope 1, 2 & 3 GHG emissions target by SBTi and setting of a long-term SBT for 2050 (at least 90 percent emission reduction)
3. Purchase of a 43 megawatt biomass power plant at Heiligenkreuz (Austria) site.
4. Supplier engagement continued with key chemicals suppliers – Initiated process to purchase low-carbon caustic soda
5. Lyocell fiber produced at Prachinburi (Thailand) integrated within the low-carbon portfolio
6. In 2023, 100 percent renewable grid electricity purchase for Nanjing (China) and Purwakarta (Indonesia) sites
7. Starting Q4/2023, renewable power supply to Lenzing site from 5.5 megawatt PV-plant in Styria (power purchase agreement between Lenzing, Energie Steiermark and Enery)
8. Sign off of a 12.6 megawatt wind power purchase agreement with WindLandKraft. The wind park is located in Engelhartstetten (Austria) and will supply power to Lenzing from Q1/2025.
9. CDP Climate Change “A” rating
10. Lenzing has updated its Climate Action Plan according to the updated SBTs

## Strategy

[ESRS E1-1; GRI 3-3e]

## Transition plan for climate change mitigation

In line with the Paris Agreement (1.5°C target) and the UN SDG 13, the Lenzing Group set ambitious science-based targets (SBTs) for reducing absolute GHG emissions in scope 1 and 2 by 42 percent and in scope 3 by 25 percent until 2030 (baseline 2021) and aims to achieve net-zero GHG emissions by 2050.

A cross-functional project team was set up under the leadership of the CPO/CTO. The project management team includes a steering committee to enable alignment across all decision-makers and functions, expedite decisions and ensure the involvement of different owners of capital projects, sites and functions.

A dedicated global project manager is operationally responsible for facilitating the roadmap preparation and bringing best practice examples to implement climate targets at facility and group level. Additionally, the manager is supporting the functions in integrating climate in business decisions.

To ensure engagement and empowerment, production sites and functions are responsible for developing and implementing roadmaps, so that they can effectively manage their portfolios and specific agendas in the medium- and long-term.

## Strategy, targets and roadmaps

Lenzing’s corporate strategy, “Better Growth”, includes the climate change targets, which ensures that climate change is incorporated into the business strategy and decision-making.

To effectively achieve the SBTs, the global project manager has developed a high-level SBT roadmap for the Lenzing Group with potential site-level targets. These scenarios and site targets were aligned with the CPO, steering committee and other decision-makers of key functions and regions. This has provided guidance and direction and facilitated the development of roadmaps by each production site and function.

## Governance

[ESRS E1 ESRS 2 GOV-3]<sup>5</sup>

The Remuneration Policy of Lenzing AG for the performance-based remuneration of the Managing Board is linked not only to financial performance criteria but also to non-financial sustainability (ESG) criteria. For more details, please see “General information” chapter.

<sup>5</sup> In addition to the GRI disclosure, the corresponding ESRS section is noted. There is no claim to fulfillment of the ESRS in this and the following chapters.

## Integration in functions and projects

**Operations:** Each one of the nine sites is engaged to develop their targets and roadmaps. Some emission reduction projects implemented globally during the reporting period include:

- Since Q4/2022, the site in Nanjing (China) has purchased 100 percent renewable grid electricity.
- Renewable power supply to the Lenzing site from a 5.5 megawatt photovoltaic power station in Styria (Austria) started in Q4/2023 (PPA between Lenzing, Energie Steiermark and Enery)
- Purchase of a 43 megawatt biomass powerplant in Heiligenkreuz (Austria) in Q2/2023.

**Business management and sales:** Lenzing places great importance in communicating the climate impacts of its products to customers and business partners. Results from product life cycle assessments are useful in conveying the climate benefits of Lenzing's low-carbon fiber portfolio during sales processes (see "Sustainable innovations" chapter).

**Procurement and supplier engagement:** Lenzing engages and partners with key chemicals and pulp suppliers to reduce its scope 3 emissions. The intention is to develop raw materials with lower GHG emissions and other impacts. Lenzing focuses on maintaining long-term relationships, helping suppliers achieve improvements and being part of their transitional journey by using their green products.

**Strategy, mergers and acquisitions:** Every capital project, whether brownfield or greenfield, has to align with the climate change strategy and targets. In this regard, some projects have been assessed for their benefits and contribution to climate change impact as part of the Managing Board's decision-making process. Internal carbon pricing for key projects is used to support this process.

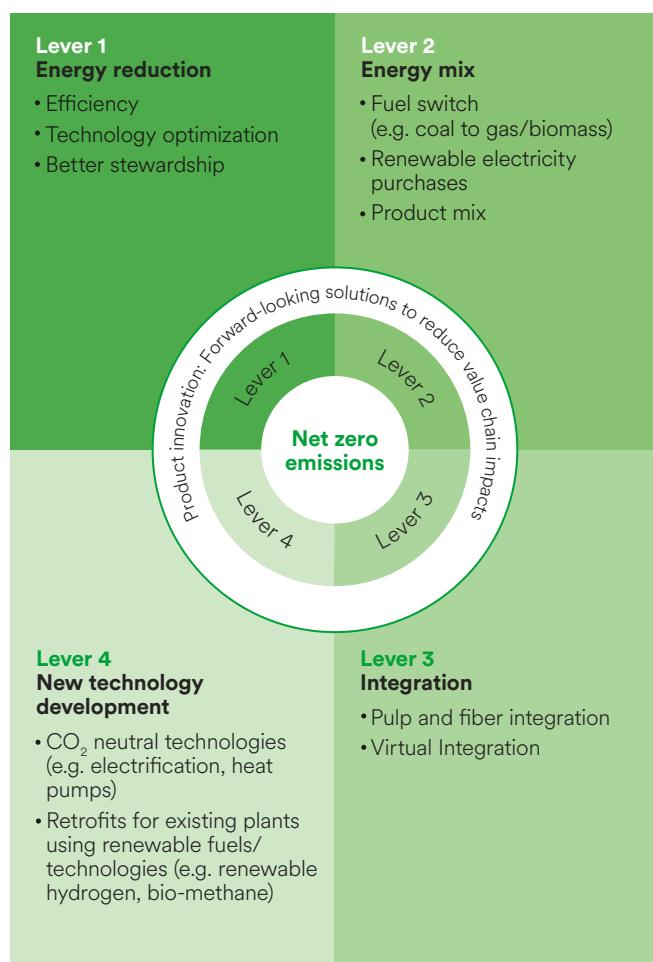
**Finance and controlling:** In the yearly medium-term plan (MTP) budgeting process, projects were assessed for their relevance to the climate transition plan as well as their GHG impacts. The results were implemented as additional decision criteria.

## Levers to meet science-based targets

Based on technical feasibility, Lenzing deploys different levers to reduce scope 1 and 2 emissions. They can be broadly grouped in four categories as seen in figure 07.

## Levers to meet science-based targets

Figure 07



## Impact, risk and opportunity management

[ESRS E1 ESRS 2 SBM-3; GRI 3-3ab, 201-1, 201-2]

Relevant risks and opportunities for Lenzing were qualitatively evaluated by using scenario analyses for short-term (1–2 years), mid-term (2–5 years) and long-term (5–30 years) consequences in order to estimate their potential financial impact and probability of occurrence. Lenzing then derived a KPI scorecard with indicators and targets on the key climate-related risks and opportunities based on the TCFD recommendation for metrics and targets.

The following table describes key climate risks and opportunities and provides details of Lenzing's response and mitigation measures. A TCFD index in the Annex of this report shows the link between the TCFD recommendations, the contents of this report and other external publications such as the CDP Climate Change.

Table 12

Characterization	Risk/opportunity description	Lenzing's response
<b>Transition risks</b>		
	<b>Emerging regulations on carbon pricing</b>	
	<p>Increasing regulation, especially on green taxation and carbon pricing, constitutes a relevant risk for Lenzing. In the countries where Lenzing has carbon intensive processes, regulations on greenhouse gas (GHG) emissions have already been implemented (energy efficiency improvements, regulated emission allowances) and stricter regulations that could increase the costs of GHG emissions are under development.</p>	<p>Lenzing is implementing stringent energy efficiency measures in order to reduce its potential exposure to green taxation. In 2023, Lenzing updated its science-based targets to 1.5°C aligned to reduce its total GHG emissions in scope 1 &amp; 2 by 42 percent and in scope 3 by 25 percent by 2030 (compared to a 2021 baseline). Lenzing is therefore mitigating the risks from emerging carbon pricing regulations. Lenzing also set a SBTi validated 2050 long-term net-zero target with 90 percent absolute reduction of scope 1, 2 &amp; 3 emissions until 2050 (baseline 2021).</p>
	<b>Increased biomass costs</b>	
	<p>Wood is the Group's most important natural resource for manufacturing regenerated cellulosic fibers. Despite its sustainable sourcing policy and backward-integrated production, wood prices are at risk of increasing due to climate change, growing global biomass demand and alternative land use. Growing competition for land use and natural resources is affecting long-term structural biomass prices.</p>	<p>In order to mitigate the risk of increasing biomass costs and improve supply chain security, Lenzing started-up a modern dissolving wood pulp plant in 2022 with integrated plantation and forest operations in Brazil. The new pulp mill improves Lenzing's cost position, as it secures the Group's own supply of dissolving wood pulp and represents a milestone in Lenzing's strategy to achieve carbon neutrality.</p>
	<b>Reputational risk in the textile sector</b>	
	<p>The textile industry, where Lenzing's products are commonly used, is being scrutinized for its sometimes unsustainable and resource-intensive raw material consumption and production processes. This could lead to negative media coverage and further stigmatize the sector, which could, in turn, influence the Group's revenue.</p>	<p>Lenzing responds to potential negative media coverage of the fashion and textile industry by proactively disclosing information on its business practices and environmental footprint. Through its communication channels, Lenzing underlines its contributions to a low-carbon economy and the net benefits created by its speciality products compared to generic products in the market.</p>
<b>Physical risks</b>		
	<b>Chronic physical climate risks</b>	
	<p>Climate models indicate that rising global mean temperatures will lead to an increase in chronic physical climate hazards. The Lenzing Group's operations and supply chain could be increasingly affected by extreme weather events, water scarcity and other physical hazards of varying severity. For example, climate change related impacts such as heavy rainfall or forest fires could affect Lenzing's key pulp supplies from South Africa and the new pulp plant in Brazil, resulting in a shortage of high-quality pulp and bottlenecks in fiber production. In addition, climate change-induced disruptions such as heat stress could lead to more frequent pest outbreaks, droughts and rising winter temperatures, which could disrupt wood suppliers' planned harvest schedules and thus pose a risk to Lenzing's wood supply, especially in the European pulp mills. Water scarcity could also mean, for example, that less water can be drawn from the Ager river at the Lenzing site during longer dry periods, especially in the summer months, which in turn would lead to a reduced production.</p>	<p>All identified risks arising from a disruption in the supply chain for the various raw materials, chemicals and energy required for pulp and fiber production are managed by Lenzing through comprehensive supplier diversification and holistic inventory and resource management. In addition, Lenzing has initiated the "Safe Supply" project, comprising around 300 initiatives for alternative suppliers and supply routes for important raw materials and chemicals. The effects of climate change-related heavy rainfalls and the associated potential flooding at affected locations are mitigated by appropriate flood protection and evacuation plans based on flood risk assessments. Possible water shortages due to prolonged dry periods at affected production sites are counteracted by targeted measures in the areas of water efficiency, water reuse, water recycling and water conservation.</p>
<b>Transition opportunities</b>		
	<b>Increased demand for low-emission products and product innovation</b>	
	<p>As consumer needs and preferences shift toward low-emission products, the development and expansion of low-emission goods and services is expected to have substantial growth potential. Lenzing applies life-cycle thinking, sustainable sourcing, efficient use of biomass and partnerships with stakeholders along the value chain in order to contribute to more sustainable consumption and production patterns. All these factors mean that Lenzing's products offer net benefits.</p>	<p>Lenzing has embarked on an ambitious growth strategy to benefit from expected higher demand for responsibly sourced and low-emission products. Lenzing invested more than EUR 1 billion in a new lyocell fiber production facility in Prachinburi (Thailand) and a new wood pulp facility in Indianópolis (Brazil) that started operating in 2022. Major achievements in 2023 were the implementation of the technical concept and the production startup of LENZING™ ECOVERO™ branded viscose fibers at Lenzing's site in Purwakarta (Indonesia) and switching one line from viscose to modal fiber production at the Nanjing (China) site. These investments significantly contribute to reducing Lenzing's GHG emissions and strengthen the security of the Group's raw material supply.</p>
	<b>Decarbonization strategy de-risks operations</b>	
	<p>The Lenzing Group considers rapid decarbonization to be a major business opportunity to de-risk its operations, build resilience, launch products with less climate impact and harvest energy efficiency gains. Lenzing will substantially reduce its GHG emissions in the coming years through a number of corresponding measures (decarbonization strategy) and science-based targets. Furthermore, Lenzing aims to reach net-zero greenhouse gas emissions by 2050.</p>	<p>Lenzing's science-based targets are approved by the Science Based Target initiative, making Lenzing the first regenerated cellulosic fiber producer to have approved science-based targets. Lenzing's decarbonization strategy is based on reducing its emissions, not offsetting them. To reach the targets, Lenzing set up a cross-functional steering committee to make necessary decisions under the leadership of the managing board. Lenzing's GHG abatement activities will involve a series of measures to reduce carbon emissions both within its operational boundaries and along its supply chain.</p>

The group-wide TCFD assessment process implemented in 2020 was further developed with the goal of identifying, prioritizing, quantifying and mitigating climate change risks and seizing opportunities in Lenzing's operations and in its supply chain.

## Policies

Lenzing's policies address climate change mitigation and adaptation. They act as a set or framework of general objectives and management principles that are used for decision-making. In Lenzing's 2019 Sustainability Policy, the Executive Committee promoted the line to continuously improve the sustainability performance and resource efficiency and decarbonisation along the entire value chain. In the Policy for Safety, Health and Environment (SHE, see "Pollution" chapter), Lenzing commits to protecting the environment it operates in by minimizing emissions and waste and reiterates the need for improved resource efficiency. The policies are implemented through Lenzing's transition plan for climate change mitigation and the actions detailed below.

Switching to renewable energy is a crucial step for Lenzing and the Group already relies on a mix of renewables including hydro, solar and wind energy. In the reporting year, bioenergy was an additional focus of policymaking because of the recent start-up of Lenzing's biorefinery in Brazil and investments in biomass utilization (see "Actions" below).

### Bioenergy Policy

In 2023, the Bioenergy Policy was approved by the Chief Pulp Officer and the Chief Sustainability Officer (CSO). It gives guidance for sourcing biomass for Lenzing's energy production as well as for biomass sourcing of third parties delivering bioenergy to the members of the Lenzing Group. Lenzing strives to source biomass for energy exclusively from non-controversial sources as laid out in the Wood and Pulp Policy (see "Resource use and circular economy" chapter). For woody by-products and agricultural residues Lenzing requires transparency about the sourcing region and demands that the biomass is at least legally harvested and connected to a low risk of deforestation. Lenzing generally avoids biomass from agricultural commodities with a high risk of deforestation (defined by Annex 1 of the EU Deforestation Regulation), in particular, residues from palm oil production. If such products are considered for a supply, the compliance with Lenzing's policy has to be assured by credible third-party certification, regular risk-assessments specific for the sourcing regions, audits and on-site visits as well as independent third-party certification of the biomass for energy programs (like the ones endorsed by the EU Renewable Energy Directive RED II). These help to ensure compliance to this policy and Lenzing's commitment to no deforestation. Lenzing's production sites are responsible for the assessment of the biomass being used. If it is discovered that Lenzing sources biomass from controversial sources, suppliers are engaged to encourage consistent practices with our policy. If the response is unsatisfactory, the supplier is eliminated from Lenzing's supply chain with a reasonable lead time.

## Actions

A summary of the "Actions taken" can be found in the management approach at the beginning of this chapter.

Lenzing is committed to reducing emissions in its own operation and along the entire value chain. Table 13 gives an overview of how Lenzing's forests and wood products are contributing to climate change mitigation.

The most important actions Lenzing took during the reporting year are linked to the beforementioned levers and detailed below.

### Energy reduction

Lenzing's Innovation Platform is frequently used by employees from various departments to propose energy reduction measures or other innovative ideas. In the reporting year such proposals included a range of topics, from reminding colleagues to put computing hardware to sleep during longer breaks to installing a larger heat exchanger in a refining process at one of the production sites.

Significant projects to increase energy efficiency were recently completed in viscose/modal production at the Lenzing site. With their ideas and expertise, production employees played a key role in this. The projects improve the ventilation systems of the fiber production lines, the waste gas treatment and the regulation of steam for high-vacuum systems. The ingenuity of employees and the professional handling of the three projects helped to make viscose/modal production at the Lenzing site even more efficient. Overall, this will result in total energy savings of around 26,500 GJ per year. This is equivalent to the annual energy consumption of roughly 1,470 single-family homes.

### Energy mix

In the reporting year Lenzing took a range of actions to further improve its energy mix and to facilitate the switch to renewables.

A 43 megawatt biomass power plant in Heiligenkreuz (Austria) was purchased. After obtaining the official approvals and fulfilling the other closing conditions, the biomass power plant was taken over by the Heiligenkreuz site in Q2/2023. This strategic investment significantly reduces the dependence on fossil fuels at the site. Around 50 percent of the natural gas previously used can be replaced by the bioenergy.

Two additional production sites in the Lenzing Group (Purwakarta, Indonesia and Nanjing, China) use 100 percent renewable electricity from the grid, upping the number of sites relying solely on renewable electricity to six.

Since November 2023, the green energy producers Enery and Energie Steiermark supply the fiber and pulp plant at the Lenzing site with photovoltaic energy from a power station with a peak output of 5,500 kW located in Styria (Austria).

The Lenzing site will be supplied with green energy from the Engelhartstetten wind farm in Marchfeld (Lower Austria) from Q1/2025. The Engelhartstetten wind farm is a joint project involving several partners including WindLandKraft which acts as the operator and supplier of the wind power. The Lenzing Group has signed a long-term supply contract with a term of 15 years.

## Integration

Pulp mills can generate bioenergy which can be used for fiber production. This is the advantage of facilities that integrate pulp and fiber production at the same site over stand-alone fiber production units. In some cases, a pulp producer in close proximity to a fiber producer can also provide bioenergy. In both cases, procurement of wood or biomass from sustainable sources is a pre-requisite.

## New technology development

In 2023, Linde Green air gases were integrated in production processes to reduce GHG emissions in relation to conventional production processes. By sourcing renewable industrial gases from Linde, which are produced from 100 percent renewable energy, Lenzing contributes to significantly reduced emissions by saving more than 1,700 tons of GHG emissions annually.

## How forests and wood products work for climate change mitigation

Table 13

Topic relevant to climate change	Details	Lenzing Group contribution
CO <sub>2</sub> sequestration in sustainably managed forests	Sustainably managed semi-natural forests and forest plantations absorb more carbon in trees and harvested wood products, therefore acting as a net sink over the long term. Forest areas and carbon stocks are increasing in Europe	Wood sourcing from sustainably managed forests, managing own forest plantations, active engagement with pulp suppliers for improvements and other stakeholder activities (e.g. research at WOOD K plus)
Substitution of raw materials that have large climate impacts	Fibers with lower carbon footprints in their manufacturing process and life cycle	Offering choices for fibers with lower carbon footprints
Adaptation of forests to climate change	Share of beech in Europe is increasing, but its uses are limited. Active forest management achieves faster increases in species diversity (and therefore climate resilience) compared to the natural development of forests	Economic valorization of beech wood for dissolving wood pulp production at Lenzing (higher value added than fuel wood use) thereby providing forest owners with the income they need for climate adaptation actions.
CO <sub>2</sub> emissions from deforestation of forests	Ensure that no deforestation occurs in the supply chain	Lenzing's wood and pulp policy, forest certificates (FSC®, PEFC), transparency through CDP Forests and implementing the Canopy pathway are ranked top with dark green shirt in the CanopyStyle initiative

## Metrics and targets

[ESRS E1-4; GRI 3-3e, 302-4]

See “targets” in the management approach at the beginning of this chapter. All of Lenzing’s sustainability targets can be found in the “General information” chapter.

Near-term science-based target	New target: To reduce scope 1 and 2 absolute greenhouse gas (GHG) emissions by 42 percent and scope 3 absolute GHG emissions by 25 percent until 2030 (baseline 2021) <sup>f,g</sup>	2030 New
	Previous target: To reduce scope 1, 2 and 3 (purchased goods and services, upstream and downstream transport, and fuel and energy-related activities) GHG emissions by 50 percent per ton of fiber and pulp sold by 2030 (baseline 2017)	2030 On track
Measure(s)	Lenzing reduces 40 percent of specific GHG emissions per ton of pulp and fiber sold (baseline 2017) <sup>b,e</sup>	2024 On track
	Lenzing reduces 50 percent of specific GHG emissions per ton of pulp and fiber produced (baseline 2017) <sup>e</sup>	2027 On track

Progress made in Science Based Target initiative. The measure referring to a 40 percent reduction of specific emissions was successfully achieved in 2023.

b) Relevant for the Managing Board long-term incentive (LTI) bonus target

e) These intermediate targets are part of the Lenzing corporate strategy on the way to reach science-based target by 2030.

f) Scope 3 emissions include those from the harvesting of raw material wood, the production of purchased materials (chemicals & pulp), the production of fuels, the transportation of purchased raw materials & fuels, and the transportation of fibers to customers

g) The target has been updated and approved by SBTi at the end of 2023. According to SBTi for net-zero target the remaining 10 percent of emissions can be carbon removals.

Long-term science-based net-zero target		To achieve at least a 90 percent reduction in absolute GHG emissions (scopes 1, 2 and 3) (baseline 2021) <sup>f,g</sup>	2050 New
Measure(s)	Lenzing achieves 100 percent green electricity for four sites		2024 Achieved
	Lenzing phases out coal in its Nanjing (China) operations		2022 Delayed
	Lenzing installs on-site photovoltaic power generation at the Lenzing plant		2022 Achieved
	Lenzing increases the share of renewable energy consumed by the Lenzing Group and supplies excess bioenergy from the pulp production facility in Indianópolis (Brazil)		2023 Achieved
	Lenzing achieves scope 1 and 2 carbon neutrality at its new lyocell fiber production site in Prachinburi (Thailand) by using 100 percent bioenergy <sup>h</sup>		2023 Delayed
	Lenzing engages 20 key suppliers, by spend and CO <sub>2</sub> impact, in order to reduce Lenzing's scope 3 emissions and incentivize the suppliers that help Lenzing offer more low carbon footprint fibers		Continuous On track
	Lenzing engages and enables 50 percent of 'customers with approved SBT and commitment' (textile and nonwoven brands/retailers as well as manufacturers working with LENZING™ fibers) to fulfill their ambition by providing information on low GHG-footprint specialty products such as TENCEL™, LENZING™ ECOVERO™ and VEOCEL™branded fibers		Continuous On track
	Lenzing runs a campaign to reach 50 percent of TENCEL™and VEOCEL™ customers (textile and nonwoven brands/retailers as well as manufacturers using the TENCEL™ and VEOCEL™brands) to promote the use of innovative lenzing fibers with environmental benefits such as low carbon intensity and to reduce reliance on fossil based materials wherever possible.		Continuous On track

Progress made in 2023  
Six production facilities procured 100% renewable electricity. Gas pipe connections and constructions in Nanjing (China) are ongoing. The product carbon footprint platform of TfS was adopted internally as well as external trainings are taking place. Lenzing is in continuous discussions with top suppliers and also shares its expertise for obtaining low-impact chemicals (e.g. green electricity and LCA). The site in Prachinburi (Thailand) has been facing some challenges to consistently receive 100 percent biomass energy due to the reliability of biomass co-generation plant of supply partner, however the site has achieved 100 percent of biomass energy for October and November. Therefore both parties have agreed to work out short term and long term technical solutions. The discussion and negotiation on securing biogenic energy to reach 100 percent consistently in the future is ongoing. Additionally, given current global economic situation, many businesses and end customers have been deprioritizing sustainability in favor of low cost sourcing and therefore have less willingness to pay for low-carbon products. Customer engagement has been taking place to position fiber products with low carbon footprint for supporting scope 3 emissions reduction of customers.

f) Scope 3 emissions include those from the harvesting of raw material wood, the production of purchased materials (chemicals & pulp), the production of fuels, the transportation of purchased raw materials & fuels, and the transportation of fibers to customers

g) The target has been updated and approved by SBTi at the end of 2023. According to SBTi for net-zero target the remaining 10 percent of emissions can be carbon removals.

h) This measure was marked as achieved in the report of 2022, however due to reliability issues of the supplier biomass boiler, this measure could not be achieved consistently throughout the year 2023.

## Lenzing's responsibility and science-based targets

Lenzing first set science-based targets (SBTs) in 2019. In 2023, Lenzing's SBTs were updated to align with the most recent climate science. The previous targets were 2°C aligned and expressed as GHG intensity reductions (GHG emissions reductions per ton of pulp and fiber sold). The new targets are expressed as absolute GHG reductions aligned with the 1.5°C scenario, making them even more ambitious.

### SCIENCE BASED TARGET INITIATIVE (SBTI)

The Paris Agreement was adopted by consensus at the 21st United Nations Climate Change Conference (COP21) in 2015. The agreement's aim is to combat climate change by keeping the increase in global temperatures compared to pre-industrial levels well below 1.5 degrees Celsius this century.

The Intergovernmental Panel on Climate Change (IPCC) published its Report in 2022 giving more clarity on the carbon reductions required to keep the increase to 1.5 degrees Celsius. According to this report, global net-zero CO<sub>2</sub> emissions will be reached in the early 2050s in pathways that limit warming to 1.5 degrees Celsius and in the early 2070s in pathways that limit warming to 2 degrees Celsius.

The Science Based Target initiative (SBTi) is a collaboration between the Carbon Disclosure Project (CDP), the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The initiative defines and promotes best practices in science-based target setting. It independently assesses companies' targets for consistency with the level of decarbonization required according to the latest science, in order to keep global temperatures from increasing more than 2 degrees Celsius above pre-industrial temperatures.

See the "Strategy" section for the levers to meet the science-based targets.

## Energy and fuels

[ESRS E1-5; GRI 302-1, 302-2, 302-3]

The production volume of pulp and cellulosic fibers is directly linked to the amount of consumed energy and, hence, emissions related to energy use. In 2023, absolute primary energy consumption has significantly increased due to the inclusion Lenzing's two new production sites in Indianópolis (Brazil) and Prachinburi (Thailand). Nevertheless, absolute fossil primary energy consumption did only increase slightly because of the high share of renewable energy (see table 15 and figure 08).

The specific primary energy consumption has increased compared to previous years (see table 15). This is mainly because of the higher specific primary energy consumption for pulp production in Indianópolis (Brazil) which is conditioned by the pulp production technology.

**Primary energy consumption  
of the Lenzing Group**

**Table 15**

Million GJ	2014	2021	2022	2023
Primary energy consumption <sup>a</sup>	43.10	42.45	38.62	60.89
Fossil primary energy	23.39	21.78	18.51	19.64
Renewable primary energy	19.71	20.67	20.11	41.26
Specific primary energy consumption <sup>b</sup> (index in percentage based on GJ/t, 2014 = 100 %)	100 %	97.40 %	97.60 %	110.16 %

a) Lenzing discloses both direct and indirect energy consumption. According to the Greenhouse Gas Protocol, scope 1 relates to energy consumed directly by the Lenzing Group and scope 2 concerns energy purchased from energy suppliers and from the public grid. Primary energy here includes all forms of energy such as electricity and steam. All energy sources such as fossil (coal, oil, natural gas) and renewable (biomass, waste fuels, hydro, wind, etc.) were included.

b) Specific indicators are reported per unit of production. This applies to all specific indicators in this report, except for GHG emissions.

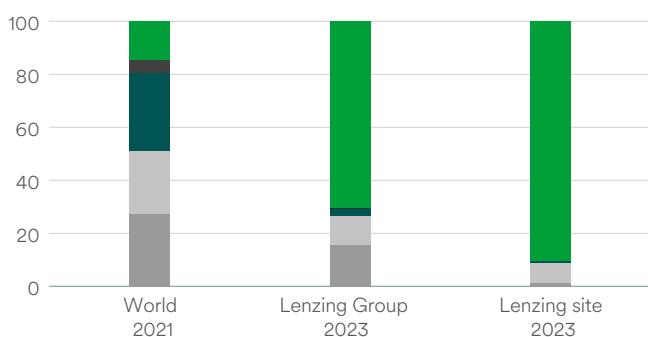
## Fuel sources used in the Lenzing Group

**Table 14**

Lenzing, Austria	Biomass, waste, natural gas and coal
Heiligenkreuz, Austria	Biomass, biogas and natural gas
Paskov, Czech Republic	Biomass, biogas and natural gas
Grimsby, UK	Natural gas
Mobile, USA	Natural gas
Nanjing, China	Coal and natural gas
Purwakarta, Indonesia	Coal and natural gas
Prachinburi, Thailand	Biomass and coal
Indianópolis, Brazil	Biomass and oil

**Energy sources**

**Figure 08**



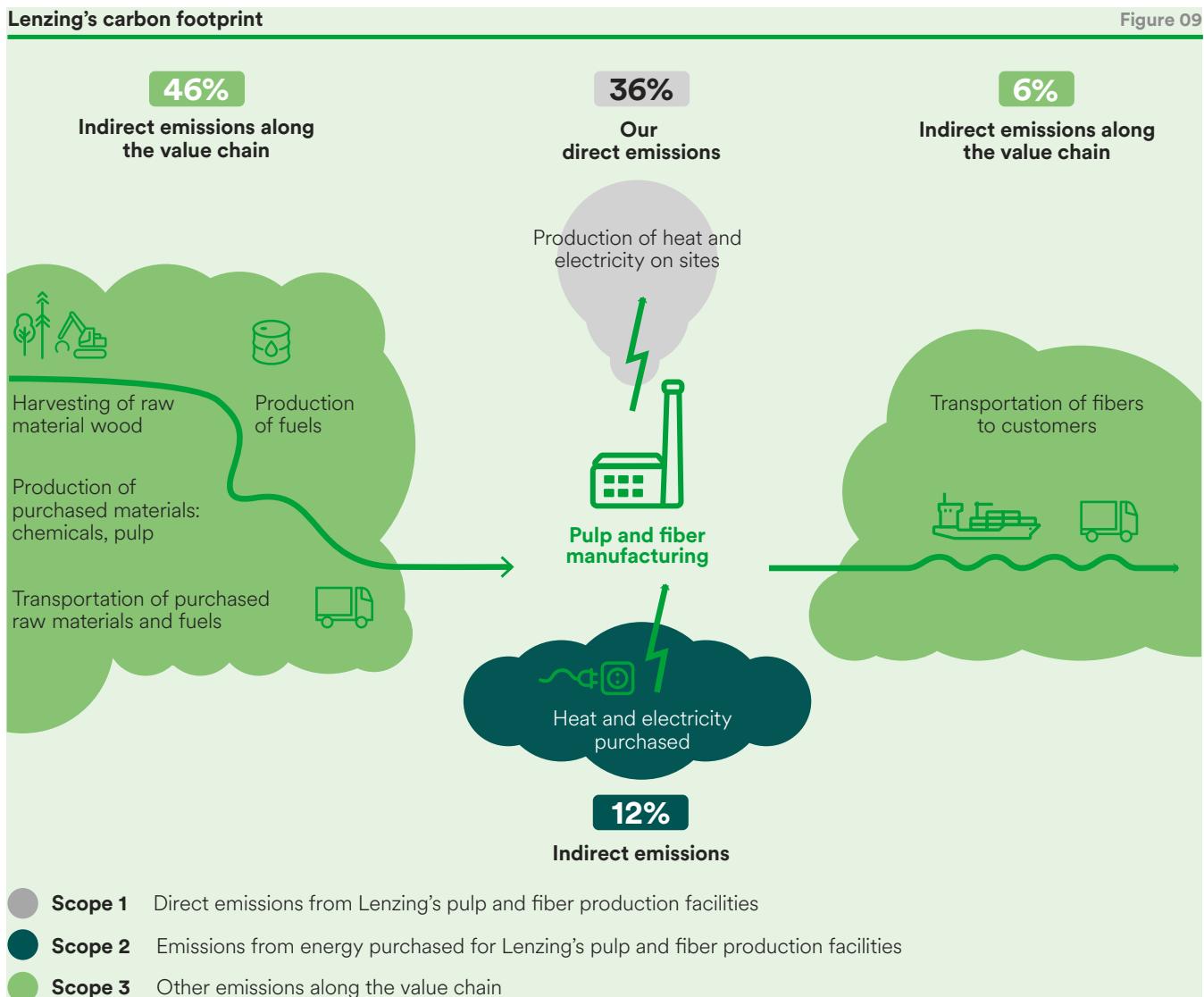
- Renewables  
(biomass, wind, solar, hydro, waste, etc.)
- Nuclear
- Crude oil
- Natural gas
- Coal

Sources: IEA Energy Statistics Data Browser "World 2021", Lenzing AG. Includes own energy consumption and energy from providers, excluding grid power, which is a minor fraction of total scope 1 and 2 energy consumption in the Lenzing Group. The production sites in Paskov, Grimsby, Mobile, and Heiligenkreuz do not use coal as a fuel source in their own operations, whereas the Asian sites, i.e. Nanjing and Purwakarta, predominantly use coal.

# Lenzing's greenhouse gas emissions

[ESRS E1-6; GRI 305-1, 305-2, 305-3, 305-4]

Figure 09



Despite the significantly higher production volumes, absolute scope 1 GHG emissions in 2023 increased only slightly compared to 2022 and absolute scope 2 GHG emissions stayed on the same level. This is because of the high share of renewable energy and the implementation of various improvements (see the "Highlights in 2023" section in this chapter). Combined absolute scope 1 and 2 GHG emissions increased slightly compared to 2022 but decreased significantly compared to 2021.

Absolute scope 3 GHG emissions remained on the 2022 level but decreased strongly compared to 2021. The main reason for that is a higher share of low-carbon pulp input in the fiber production.

Likewise, absolute scope 1, 2 and 3 GHG emissions are nearly unchanged compared to 2022 but strongly decreased compared to 2021.

Biogenic CO<sub>2</sub> emissions in scope 1 increased significantly because the new production site in Indianópolis (Brazil) has a high share of renewable bio-based energy.

Scope 1, 2 and 3 GHG emissions intensity (per ton of fiber and pulp sold) decreased significantly, nearly reaching the previous near-term science-based target for 2023.

**Absolute greenhouse gas emissions of the Lenzing Group<sup>a</sup>****Table 16**

Absolute emissions (million tons CO <sub>2</sub> eq.)	2017	2021 (base year)	2022	2023	Near-term SBT 2030 index <sup>d</sup>	Long-term SBT 2050 index <sup>d</sup>
Direct emissions, scope 1	1.16	1.08	0.92	1.00		
Indirect emissions, scope 2	0.63	0.53	0.35	0.34		
<b>Total scope 1 &amp; 2 GHG emissions<sup>b</sup></b>	<b>1.78</b>	<b>1.61</b>	<b>1.27</b>	<b>1.34</b>		
Indirect emissions, scope 3 <sup>c</sup>	1.89	1.82	1.45	1.43		
<b>Total scope 1, 2 &amp; 3 GHG emissions</b>	<b>3.67</b>	<b>3.43</b>	<b>2.72</b>	<b>2.77</b>		
Total biogenic CO <sub>2</sub> , scope 1		1.90	1.83	3.28		
<b>Absolute emissions index (new SBT, 2021=100 %)</b>	<b>2017</b>	<b>2021 (base year)</b>	<b>2022</b>	<b>2023</b>		
Scope 1 & 2	111%	100%	79%	83%	58%	
Scope 3	104%	100%	80%	78%	75%	
Scope 1, 2 & 3	107%	100%	79%	81%		10%

a) GHG accounting regarding GHG protocol using GWP potential for greenhouse-gases from IPCC Fifth Assessment Report (AR5 – 100 year). Scope 1 emissions factor source: measurements and Ecoinvent values. Scope 2 emissions factor source: suppliers. Scope 3 emission factor source: Ecoinvent, Ecotransit and supplier data.

b) Includes both scope 1 and 2 emissions of all greenhouse gases (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>), expressed as CO<sub>2</sub> equivalents. Scope 1 emissions are calculated based on emission factors from the EU Emission Trading System and scope 2 emissions are calculated according to a market-based method. Scope 2 emissions according to the location-based approach are 0.64 mn tons CO<sub>2</sub> equivalents in 2023.

c) Includes categories 1, 3, 4 & 9 and covers 96.2 percent of emissions in Lenzing's relevant scope 3 categories.

d) SBT target values according to required reduction of absolute GHG emissions, i.e. 42 percent in scope 1 & 2, 25 percent in scope 3 for the near-term SBT as well as 90 percent in scope 1, 2 & 3 for the long-term SBT.

**Specific greenhouse gas emissions<sup>a</sup>****Table 17**

Specific emissions (tons CO <sub>2</sub> eq. per ton fiber & pulp sold) and index <sup>b</sup>	2017 <sup>c</sup> (base year)	2021	2022	2023
Specific scope 1, 2 & 3 emissions	3.45	3.14	2.84	1.88
Specific scope 1, 2 & 3 emissions index (2017 = 100 %)	100%	91%	82%	55%
Specific emissions (tons CO <sub>2</sub> eq. per ton fiber & pulp produced) and index	2017 <sup>c</sup> (base year)	2021	2022	2023
Specific scope 1, 2 & 3 emissions	2.47	2.28	1.99	1.45
Specific scope 1, 2 & 3 emissions index (2017 = 100 %)	100%	92%	81%	59%

a) The GHG accounting methodology is equivalent to table 16.

b) This KPI is relevant to the Managing Board long-term incentive (LTI) bonus targets.

c) The previous SBT was developed in 2018, hence 2017 has been chosen as baseline year.

[ESRS E1-7; GRI 305-5]

The implementation of various GHG emissions reduction projects helped to mitigate emissions, please see “Highlights of the year” for the 2023 projects and their reductions.

### Internal carbon price

[ESRS E1-8]

In 2021, an internal carbon price (ICP) of EUR 75 per ton of CO<sub>2</sub> eq. was implemented. The ICP comes on top of regulatory carbon pricing at different Lenzing locations (e.g. EU ETS). It was applied in the 2023 strategic investment planning process for CAPEX projects of over EUR 2 million. The purpose of the ICP is to mitigate future carbon risks, to encourage a preference of renewable fuels over fossils and to induce energy efficiency projects.



### Climate change stakeholder engagement

[GRI 3-3f]

#### Stakeholder engagement and policy interventions

Lenzing strongly believes that its own efforts should be complemented by engaging with industry stakeholders and civil society, as collaboration is required to bring about systemic change in addressing the climate crisis. Lenzing signed the UN Fashion Charter for Climate Action in 2018 and is an active member of its working groups to develop solutions to industry challenges. Lenzing has also supported World Resource Institute (WRI) and Apparel Impact Institute (AII) efforts to develop a high-level roadmap for the apparel and footwear industry.

A supportive policy framework and incentives are needed to realize measures such as fuel switching to low-carbon sources. Natural

gas is currently more expensive than coal in many parts of the world. Sustainable biomass fuels are not sufficiently available in the required amounts. Similarly, renewable grid-based electricity is not widely and economically available in many parts of Asia. To advance low-carbon solutions, a level playing field is required, such as global carbon pricing and the elimination of fossil fuel subsidies. Industry and local governments should ramp up efforts to generate more renewable electricity in order to supply current facilities and cater for future growth.

### **UN Fashion Charter**

The Fashion Industry Charter for Climate Action under the auspices of UN Framework Convention on Climate Change (UNFCCC) is a broad stakeholder movement in the textiles, clothing and fashion industry aimed at achieving a holistic commitment to climate action. Signatories commit to climate targets and ultimately to fully decarbonizing the fashion industry value chain in alignment with the Science-Based Targets initiative.

The original targets of the UN Fashion Industry Charter were to achieve net-zero greenhouse gas emissions no later than 2050 and reduce emissions by 30 percent by 2030. The Fashion Charter signatories updated these targets in November 2021 to limit the increase in the global average temperature to 1.5 degrees Celsius above pre-industrial levels, as recommended by the Intergovernmental Panel on Climate Change (IPCC) and in line with the Science Based Targets initiative. An initial report, the "Climate Action Playbook" published in 2020, highlights major greenhouse gas reduction opportunities in fiber production, which is the fashion industry's main raw material.

Lenzing is a founding member of the initiative and actively contributes to the working group on raw materials, sharing its longstanding experience in the production of sustainable cellulose-based fibers and assessment of environmental impacts through life-cycle analyses (LCA). In 2021, the working group published a report entitled "Identifying Low-Carbon Sources of Cotton and Polyester". The report contains an overview of existing LCA studies and identifies opportunities for improvement, by switching energy sources, changing technology and innovating. Since 2021, Lenzing contributed to the associated report on "Man-Made Cellulosic Fibers". It was published in 2023 and is based on contributions from a range of stakeholders including other producers of regenerated cellulosic fibers, brands, NGOs and sustainability service providers.

Lenzing also contributed to the report "Aggregate report of the transition plans" with its Climate Transition Plan. In it, 42 signatories report their plans with 80 percent having approved SBTs.

### **Taking stock of Roadmap to Zero**

Lenzing contributed to the development of the "Roadmap to Zero" publication in 2021, which aims to catalyze industry action against climate change with proven approaches and measures. This document was prepared by the World Resources Institute (WRI) together with the Apparel Impact Institute (All), a spin-off Cascale (formerly SAC), which identifies, funds, scales and measures the apparel and footwear industry's proven environmental impact solutions. In 2023, All has published a sequel to this report to take stock and progress made by industry towards net-zero goal. Lenzing has contributed to this report with best practice examples in different areas such as innovative materials, eliminating coal, switching to 100 percent renewable grid electricity.

### **Renewable Carbon Initiative (RCI)**

Lenzing was one of the eleven leading companies from six countries that founded the Renewable Carbon Initiative (RCI) in September 2020 under the leadership of nova-Institute (Germany). The aim of the initiative is to support and speed up the transition from fossil carbon to renewable carbon for all organic chemicals and materials. The number of members increased to over 65 and now includes companies such as Beiersdorf (Germany), BASF (Germany), Cosun Beet Company (The Netherlands), Givaudan (Switzerland), Henkel (Germany), IFF (USA), LanzaTech (USA), NESTE (Finland), Unilever (UK), Uniper (Germany) and UPM (Finland). The Renewable Carbon Initiative aims to herald the end of the fossil age for all organic chemicals and materials by 2050. The concept of renewable carbon, which is essential for materials, is gaining more attention and traction – including on the political side (e.g. the Sustainable Carbon Cycles communication paper from the European Commission). In 2023, the RCI published several reports including a comprehensive understanding of today's carbon flows or the contribution of renewable-carbon-based materials to lower carbon footprints. The second report also contains a case study of Lenzing fibers. Lenzing will continue to be an active member of the RCI, with a particular focus on further greening up the textile and nonwoven businesses.

### **GHG Protocol and CEPI contributions**

Lenzing's GHG emissions are calculated according to the GHG Protocol. Lenzing also participates in the further development of associated standards and guidance through the industry association CEPI (please see the "Raw material security" chapter for more information).

# Pollution

## MANAGEMENT APPROACH

### Material topic: Pollution

[GRI 3-3]

Lenzing acknowledges the critical importance of pollution prevention. The company actively monitors and manages the environmental impact of its operations, focusing on mitigating pollution risks throughout pulp and fiber production. Efforts extend beyond compliance, with Lenzing adopting stringent measures to minimize emissions, effluents, and waste generation. The implementation of advanced technologies ensures that pollution prevention is integrated into every step of the manufacturing processes. By proactively addressing pollution challenges, Lenzing aims to contribute to a cleaner and healthier environment, aligning with its broader commitment to sustainable development and responsible corporate citizenship.

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- Further improvement and development of closed-loop processes and recovery technologies
- Development of industry benchmarks and contribution to multi-stakeholder initiatives such as Zero Discharge of Hazardous Chemicals (ZDHC)
- Showing leadership in pulp and fiber production with low environmental and social impacts

##### Negative

###### Own activities:

- Pollution carries potential regulatory, technology, market and corporate reputational risks
- Pollution can affect the health of employees and community residents as well as the surrounding environment

###### Business relationships:

- Pollution can affect the health of employees and community residents as well as the surrounding environment

#### Policies and commitments

- Sustainability targets for the Lenzing Group
- “Naturally Positive” sustainability strategy
- Lenzing Group ISO 14001:2015 certification
- Group Policy for Safety, Health and Environment (SHE)
- Water Policy
- Group Environmental Standard
- Global Code of Business Conduct
- Global Supplier Code of Conduct
- Higg FEM

#### Actions taken

- Integration of pollution-related assessment tools into risk management
- Further development of Environmental Key Data (EKD) reporting to comply with updated GRI indicator and ESRS disclosure requirements
- Prachinburi (Thailand) and Heiligenkreuz (Austria) sites meet 'aspirational' level for MMCF ZDHC wastewater parameters

- Internal preparation started for implementing MMCF supplier reporting under the newly launched ZDHC Supplier to Zero Platform
- First ZDHC Gateway reporting of MMCF wastewater guideline v2 at all lyocell sites
- Environmental management system based on ISO 14001:2015 (including risk assessment and internal audits to ensure effectiveness of the measures implemented)
- Continuous development of Group Environmental Standard
- EUR 100 million site modernization in Purwakarta (Indonesia)
  - New carbon disulfide adsorption plant (CAP) operational - significantly reduced sulfur emissions to air
  - Completed construction of wastewater treatment plant upgrade
- Received EU Ecolabel for highest environmental standards at the Purwakarta (Indonesia) site
- Started construction of a new wastewater treatment plant at Grimsby (UK) site
- Completed construction of wastewater treatment plant upgrade at Mobile (USA) site
- Regular Global Quality, Environment, Safety & Health (QESH) meetings with management review

#### Sustainability targets, measures and progress

- “Air emissions” target
- “ZDHC viscose” target
- “ZDHC lyocell” target
- “Waste water” target
- “FEM” target

#### Stakeholders

- Zero Discharge of Hazardous Chemicals (ZDHC)
- Local communities
- Enforcing authorities
- Certification bodies
- Customers

#### Responsible

- CEO
- Site managers

#### Supporting

- Global QESH
- Performance.Improvement.Technology

## Material topic: Chemicals & toxicity

[GRI 3-3]

### Actual and potential negative and positive impacts, risks and opportunities

#### Positive

- Compliance with stakeholder expectations
- Helping to reduce downstream chemicals consumption through innovative technologies

#### Negative

##### Own activities:

- Potential negative health and environmental impacts in case of accidents or leakages
- Negative environmental and social impacts can lead to reputational damage

##### Business relationships:

- Regulatory changes and changing classification of chemicals
- Potential negative health and environmental impacts due to mismanagement of the supply chain

### Policies and commitments

- Heartbeat for Safety and Health initiative
- SHE Policy
- Higg FEM 3.0
- Group Environmental Standard
- Chemical Management Group Standard
- Water Policy

### Actions taken

- Safety & Health KPIs
- Emission KPIs

- Lenzing contributing to leading multi-stakeholder initiatives (ZDHC, Cascale (formerly SAC), EU-BAT)
- EcoVadis supplier assessment
- Overall EcoVadis score of Lenzing Group suppliers higher than the average EcoVadis score
- Supplier engagement to purchase caustic soda produced with renewable energy
- Environmental management system in accordance with ISO 14001:2015 (including risk assessment and internal audits to ensure the effectiveness of the measures implemented)
- Regular Global SHE meetings with management review
- Integral part of internal communication (SHE-topics prioritized)
- Group wide implementation of chemical management standard and roadmap

### Sustainability targets, measures and progress

- “Air emissions” target
- “ZDHC viscose” target
- “ZDHC lyocell” target
- “Waste water” target
- “FEM” target

### Stakeholders

- Zero Discharge of Hazardous Chemicals (ZDHC)
- Local communities
- Enforcing authorities
- Certification bodies
- Customers

### Responsible

- Global Supply Chain/Purchasing
- Global QESH
- Site managers

The ambitious framework aims for continuous improvement of pollution parameters.

## Impact, risk and opportunity management

Lenzing successfully manages its pollution related impacts and risks. No major reportable infringements of permit regulation occurred during the reporting year.

## Policies

[ESRS E2-1; GRI 3-3c]<sup>6</sup>

### Group Environmental Standard

This internal standard is designed to reflect the benchmarks and emission thresholds of the best available techniques for industrial pulp and fiber production (see EU BAT below). In addition, Lenzing adopted the Zero Discharge of Hazardous Chemicals (ZDHC) Guidelines dedicated to enabling safer choices of fiber products.

- Protect the environment operated in by minimizing emissions, waste and pollution and by improving resource efficiency. For this, objectives and targets are set and controlled.
- Develop and maintain safety culture, standards and systems in order to continuously improve SHE performance.
- Comply with all applicable legislation and regulations in the countries operated in and go beyond compliance to relevant industry standards.
- Train and involve all employees in hazard identification, risk assessment and control.

<sup>6</sup> In addition to the GRI disclosure, the corresponding ESRS section is noted. There is no claim to fulfilment of the ESRS in this and the following chapters.

- Consult employees' representatives and encourage them to participate in the decision-making processes for occupational health and safety management.
- Empower all employees to stop any task or activity if it cannot be carried out in a safe manner.

### **EU Best Available Techniques (BAT)**

All Lenzing sites in the EU, including one viscose plant, two lyocell plants, and two pulp plants, continuously met the applicable EU BAT performance in 2023, which is set out in several EU Best Available Techniques Reference Documents (BREFs). Compliance with EU BATs is the basis for the issuance and review of environmental and operating permits for the plants in EU and is continuously monitored by the competent authorities of Member States. Compliance monitoring, as well as requirements relating to management, monitoring program, reporting, etc. are also carried out in accordance with the EU BATs.

The EU BAT are applicable exclusively within the EU and do not have jurisdiction outside the EU. All fiber products manufactured at Lenzing sites outside the EU, therefore, carry the EU Ecolabel for best-in-class performance. In 2023, the Lenzing production site in Purwakarta (Indonesia) was successfully awarded the EU Ecolabel and became the latest facility in the Group to produce fibers with the label.

### **Chemical management**

A group-wide chemical management standard was rolled out in 2023. It features comprehensive chemical inventories, approval processes, etc. with customization provided by an external IT consultant. It includes a hazard and exposure assessment for each chemical in order to demonstrate its safe use for workers, the environment, and the use of the products. The chemical management transition process was established in 2020 and has been rolled out to all the sites in stages to ensure all Group sites follow the same approach.

## Actions

[ESRS E2-2; GRI 3-3d, 303-2, 306-2]

A summary of the “Actions taken” can be found in the management approach at the beginning of this chapter.

Lenzing is fully committed to the Supplier to Zero roadmap of the multi-stakeholder Zero Discharge of Hazardous Chemicals (ZDHC) initiative. In 2023 wastewater tests, both the Prachinburi (Thailand) and the Heiligenkreuz (Austria) site met the ‘aspirational’ level for MMCF ZDHC wastewater parameters.

Effluents are discharged in a controlled manner, therefore avoiding groundwater contamination. Process water is treated by biological wastewater treatment plants (WWTPs). The Lenzing Group has wastewater treatment plants at all its sites except Grimsby (United Kingdom). While Grimsby complies with all local laws and regulations on wastewater as well as the EU Water Framework Directive, in order to meet the even more ambitious Lenzing Environmental Group Standards Lenzing is investing in a new WWTP. Site preparation has finished and as of 2023, construction is underway. The construction also entails a cooperation with the local government to apply new technology from an ongoing R&D project.

Organic chemicals from pulp production waste streams are extracted early on in the biorefinery process at the Lenzing (Austria), Paskov (Czech Republic) and Indianópolis (Brazil) sites which significantly reduces the chemical oxygen demand (COD) of effluent water. This is one example of best practices where potential waste streams are converted into useful products, thereby avoiding pollution and reducing the amount of wastewater to be treated at WWTPs.

Lenzing’s plant in Purwakarta (Indonesia) has made great progress in improving its environmental performance. The completed

EUR 100 million plant upgrade includes two major components. The first, a new carbon disulfide adsorption plant (CAP), was successfully commissioned and is fully operational. The second component is an upgraded WWTP. Its construction concluded in 2023 and once it is fully operational, it will reduce wastewater emissions significantly.

In 2021, another WWTP upgrade project was approved for the site at Mobile, USA. The lyocell plant was one of the first of its kind and will undergo a modernization of the existing WWTP in order to meet the Group’s sustainability strategy and target for COD emissions. This investment will not only help to fulfill future ZDHC requirements for lyocell production but will also allow potential enlargement of fiber production capacity. The project includes the refurbishment of existing structures and new modular elements for the most up-to-date waste water treatment. The investment thereby extends the life cycle of the WWTP. Construction was completed in December 2023. Commissioning of the new systems has started and the operational transition is expected to take place during Q1/2024.

## Metrics and targets

[ESRS E2-3; GRI 3-3e]

See “targets” in the management approach at the beginning of this chapter. All of Lenzing’s sustainability targets can be found in the “General information” chapter.

Air emissions To improve the Lenzing Group’s specific sulfur emissions by 50 percent by 2023 (baseline 2014) <sup>a</sup>		Measures implemented
Measure(s)	Lenzing implements a carbon disulfide adsorption plant (CAP) upgrade at the Purwakarta plant (Indonesia)	2023
Progress made in 2023	The carbon disulfide adsorption plant (CAP) in the Purwakarta plant (Indonesia) was successfully implemented and started operating in July 2023. Viscose fibers from this plant are now EU Ecolabel certified. All measures have been implemented for this target, however to achieve the target, the measures need to operate for a whole year.	
a) The target has the same production volumes and scope of facilities as the 2014 baseline (i.e. excluding the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil)).		
ZDHC viscose	To achieve ‘aspirational’ MMCF level for ZDHC wastewater and air emission guidelines at Lenzing viscose facilities by 2024	2026 On track
Progress made in 2023	Lenzing viscose sites have continuously implemented the ZDHC MMCF guideline in its revised version 2.2. The implementation of the waste water guideline continued in 2023. The implementation of the air emission guideline progressed according to planning, however, due to the delay of the official launch of the ZDHC Supplier Platform for man-made cellulosic fibers (MMCF), the reporting on the Platform will start in the first half of 2024. The target to achieve ‘aspirational’ level is now reassessed to 2026 due to supply chain disruptions stemmed from global issues and technical challenges.	

ZDHC lyocell	<b>To achieve 'aspirational' MMCF level for ZDHC wastewater and responsible production guidelines at Lenzing lyocell facilities by 2028<sup>b</sup></b>	2028 On track
Measure(s)	First ZDHC Gateway reporting of MMCF waste water guideline v2 at all lyocell sites <sup>c</sup> in 2023	2023 On track
	First supplier platform implementation and reporting of MMCF Guideline v2 - Responsible fiber production at all lyocell sites <sup>c</sup> in 2023	2023 Delayed
	Lenzing lyocell sites <sup>c</sup> achieves 'aspirational' level for wastewater and responsible production	2025 On track
	Lenzing site in Grimsby (UK) achieves 'foundational' level for wastewater and responsible production	2025 On track
	Lenzing site in Grimsby (UK) achieves 'aspirational' level for wastewater and responsible production	2028 On track

The implementation is on track with all lyocell sites registered for reporting in 2023. However, due to the absence of ZDHC certified lab in USA and UK, the waste water testing at these two sites could not be completed.

Progress made in responsible fiber production guideline will be reported from 2024 onwards after the publication of the ZDHC supplier platform for MMCF in beginning of November 2023.

- b) Relevant for the Managing Board long-term incentive (LTI) bonus targets
- c) Lenzing (Austria), Heiligenkreuz (Austria), Mobile (USA), Prachinburi (Thailand)

Waste water	<b>To improve Lenzing Group's specific wastewater emissions (chemical oxygen demand (COD)) by 20 percent by 2024 (baseline 2014)<sup>a,b</sup></b>	2024 On track
Measure(s)	Lenzing implements a wastewater treatment plant upgrade at Purwakarta site (Indonesia)	2023 Achieved
	Lenzing implements a new wastewater treatment plant at Grimsby (UK) site	2024 On track

Progress made in 2023 The building of the wastewater treatment in Purwakarta (Indonesia) took place in 2023, the start-up is planned for the beginning of 2024. The wastewater treatment plant project in Grimsby (United Kingdom) is on track and will come into operation in 2024.

- a) The target has the same production volumes and scope of facilities as the 2014 baseline (i.e. excluding the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil)).
- b) Relevant for the Managing Board long-term incentive (LTI) bonus targets

FEM	<b>To implement and annually update the Facility Environmental Module (FEM) in all pulp and fiber production facilities and share verified modules with customers from 2024<sup>d</sup></b>	2024 On track
Measure(s)	Lenzing conducts self-assessments in existing sites in 2022 and first external verification by 2023	2023 Achieved
	Lenzing conducts self-assessments and trainings for new legal entities (Prachinburi (Thailand) and Indianópolis (Brazil)) in 2023 and first external verification by 2024	2024 On track

Progress made in 2023 Seven sites have implemented FEM, verification finished for four sites with excellent scores of 90 to 95, and scores of 3 sites between 70 to 89. Self-assessments and training have been conducted for the sites in Indianópolis (Brazil) and Prachinburi (Thailand). Both sites are in preparation for verification in 2024.

d) The scope includes all Lenzing facilities, also the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil).

Sustainable pulp and fiber production comes with strict criteria (such as emissions thresholds) not only for air emissions but also for water effluents and wastewater treatment. National or regional legislation as well as several industry standards and certification schemes – such as EU BAT, EU Ecolabel, and ZDHC – identify priority substances of concern and give guidance for reducing emissions, therefore avoiding harmful impacts on water bodies. Lenzing has decades of experience in the safe handling and treatment of process chemicals used during manufacturing, including water-related issues. Lenzing has been leveraging this extensive knowledge to develop and shape today's industry standards through multi-stakeholder initiatives such as ZDHC. Discharge limits are included in the environmental permits issued for all sites by relevant authorities based on national legislation. Additional intragroup discharge limits that reflect best practices may apply under internal environment standards.

Sulfate emissions mainly originate from the viscose process. COD emissions originate from pulp and all fiber production processes and their reduction is part of the Lenzing Group's "Waste water" target. Total emissions of COD and sulfate have increased due to two additional production sites in Indianópolis (Brazil) and Prachinburi (Thailand) compared to last year. COD emissions without the two new production plants are still relevant for the "Waste water" target and hence additionally reported (see tables 18 and 19). The pulp facility in Paskov (Czech Republic) had significantly higher COD emissions in 2023. On the group-level, this resulted in specific COD emissions in the range of the baseline year. With the new scope including two new production facilities, specific emissions to water generally decreased compared to 2022. Lower production at the Grimsby (UK) site resulted in less total amine emissions to water compared to the previous year (tables 18 and 19). This site is expected to remain the main contributor of amine emissions in the Group until the new wastewater treatment plant is operational.

## Pollution of air, water and soil

[ESRS E2-4; GRI 305-7]

### Absolute emissions to water after wastewater treatment plant

Table 18

(Tons)	2014	2021	2022	2023
COD <sup>a</sup>	6,110	5,666	5,056	5,527
COD <sup>b</sup>				6,165
SO <sub>4</sub> <sup>b</sup>	173,648	182,576	143,528	169,661
Amines <sup>b</sup>	198	247	250	206

a) Excluding the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil). This KPI corresponds to the scope of the "Waste water" target, which was formulated before these new legal entities were conceptualized.

b) Including the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil).

### Specific emissions to water after wastewater treatment plant Table 19

(Index based on kg/t, 2014 = 100 %)

	2014	2021	2022	2023
COD <sup>a</sup>	100%	91.7%	90.1%	101.0%
COD <sup>b</sup>				78.7%
SO <sub>4</sub> <sup>b</sup>	100%	104.0%	90.0%	76.2%
Amines <sup>b</sup>	100%	123.3%	137.7%	81.3%

a) Excluding the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil). This KPI corresponds to the scope of the "Waste water" target, which was formulated before these new legal entities were conceptualized.

b) Including the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil).

### Reduction of sulfur emissions

Sulfur and sulfur compounds are indispensable for the standard viscose fiber manufacturing process. Lenzing has dramatically reduced sulfur emissions over the decades by increasing recycle and recovery systems. Although all of the Lenzing Group's viscose fiber production sites (Lenzing, Austria; Nanjing, China and Purwakarta, Indonesia) are equipped with waste gas purification and recovery technologies, some carbon disulfide (CS<sub>2</sub>), hydrogen sulfide (H<sub>2</sub>S), and sulfur dioxide (SO<sub>2</sub>) is emitted from the waste gas recovery systems and from on-site energy production. The finalization of the second CAP at the Purwakarta (Indonesia) site has advanced the further reduction of absolute and specific sulfur to air emissions. As the project was finished only during the reporting year, the impact of the additional recovery plant still needs to fully unfold in order to achieve 50 percent reduction ("Air emissions" target). Sulfur emissions without the two new production plants are still relevant for the target and hence additionally reported (see table 21).

On a group-wide level, including two new production facilities, absolute emissions of nitrogen oxides increased from additional operations in pulp production and energy generation, while specific emissions decreased significantly compared to 2022 (tables 20 and 21).

Lyocell fiber production generates only trace emissions as NMMO, an organic solvent, remains in the water/solvent cycle throughout the entire process and is recovered at a rate of more than 99.8 percent.

### Absolute emissions to air<sup>a</sup>

Table 20

(Tons)	2014	2021	2022	2023
Sulfur (CS <sub>2</sub> and H <sub>2</sub> S emissions expressed as sulfur)	34,787	25,969	21,449	18,798
SO <sub>2</sub>	3,908	2,603	2,419	2,220
NO <sub>x</sub> <sup>b</sup>	1,321	946	2,707	

a) Includes all legal entities. Sulfur emissions were calculated using mass balance, and SO<sub>2</sub> emissions are based on measurements.

b) NO<sub>x</sub> data is only available on Group level from 2019 onwards respectively for the Indonesian production facility since 2021.

### Specific emissions to air

Table 21

(Index based on kg/t, 2014 = 100 %)

	2014	2021	2022	2023
Sulfur (CS <sub>2</sub> and H <sub>2</sub> S emissions expressed as sulfur) <sup>a</sup>	100.0%	73.8%	67.1%	60.3%
Sulfur (CS <sub>2</sub> and H <sub>2</sub> S emissions expressed as sulfur) <sup>b</sup>				42.1%
SO <sub>2</sub> <sup>b</sup>	100.0%	65.9%	67.4%	44.3%

a) Excluding the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil).

This KPI corresponds to the scope of the "Air emissions" target, which was formulated before these new legal entities were conceptualized.

b) Including the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil).

For more information about other waste streams besides waste water and air emissions, please see the "Resource use and circular economy" chapter.



## Pollution stakeholder engagement

[GRI 3-3f]

### Zero Discharge of Hazardous Chemicals (ZDHC)

The Zero Discharge of Hazardous Chemicals (ZDHC) multi-stakeholder collaboration initiated a special focus and task teams for wastewater, sludge, solid waste and air emissions in the textile industry. Lenzing has been part of the Man-Made Cellulosic Fibers (MMCF) task team on wastewater, sludge, solid waste and air emissions since 2018. In 2020, Lenzing adopted the published ZDHC guidelines on wastewater, air emissions and responsible fiber production for MMCF manufacturers. In 2021, Lenzing started the ZDHC Gateway reporting in accordance with the wastewater guideline in its viscose operations in Purwakarta (Indonesia), Nanjing (China) and Lenzing (Austria). In 2023 the revised and extended MMCF guideline which includes other fibers such as lyocell was published. Lenzing is implementing that guideline and the first reporting for the lyocell sites started in October 2023.

# Water and marine resources

## MANAGEMENT APPROACH

### Material topic: Water and marine resources

[GRI 3-3]

Lenzing aims to improve its product water footprint by increasing the proportion of Lenzing pulp and expanding specialty product manufacturing. The company bases its communication strategy on results from Life Cycle Assessment (LCA), providing partners with information on water footprints to assist them in achieving their water targets. Lenzing's dedication to sustainable water management fosters its position as a global leader in environmentally responsible fiber production. For disclosures concerning emissions to water see "Pollution" chapter.

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- Better product water footprint through higher proportion of Lenzing pulp and expansion of specialty product manufacturing
- LCA-based communication of Lenzing's products with improved water footprint helps value chain partners fulfill their water targets

##### Negative

###### Own activities:

- Physical risk of water scarcity could affect operations
- Water withdrawal can have negative impacts on local communities or ecosystems

#### Policies and commitments

- Water Policy
- "Naturally Positive" sustainability strategy with "Water stewardship" focus area
- Lenzing Group sustainability targets
- Lenzing Group ISO 14001:2015 certification
- Group Policy for Safety, Health and Environment
- Group Environmental Standard
- Global Code of Business Conduct
- Global Supplier Code of Conduct
- Wood and Pulp Policy
- Higg FEM

#### Actions taken

- Further development of Environmental Key Data (EKD) reporting to comply with updated GRI indicator and ESRS disclosure requirements
- CDP Water Security reporting
- Environmental management system based on ISO 14001:2015 (including risk assessment and internal audits to ensure effectiveness of the measures implemented)
- Continuous development of Lenzing the Group Environmental Standard
- Regular Global QESH meetings with management review
- Integration of global water-related assessment tools into risk management

#### Sustainability targets, measures and progress

- "FEM" target

#### Stakeholders

- Local communities
- Enforcing authorities
- Customers

#### Responsible

- CEO
- Site managers

#### Supporting

- Global QESH
- Performance.Improvement.Technology

## Impact, risk and opportunity management

### Water stewardship

[GRI 303-2]

The Lenzing Group considers water-related issues in the upstream and downstream value chain of its products. The Life Cycle Assessment (LCA) methodology is useful for identifying hot spots and

supports strategic decision-making. Lenzing aims to contribute to the sustainable use of water wherever it can exert a direct or indirect influence. This includes the withdrawal and consumption of fresh water, which are the subject of Lenzing's Group Environmental Standard and the Water Policy. These presuppose continuous monitoring and reporting according to the Environmental Management System, GRI, ESRS, CDP and other water-related standards and guidelines. Figure 10 illustrates Lenzing's contribution in this context at different stages of the value chain.

# Policies

[ESRS E3-1; GRI 3-3c]<sup>7</sup>

## Water Policy

The latest Water Policy was approved by the managing board in 2022. In it, five key commitments are made:

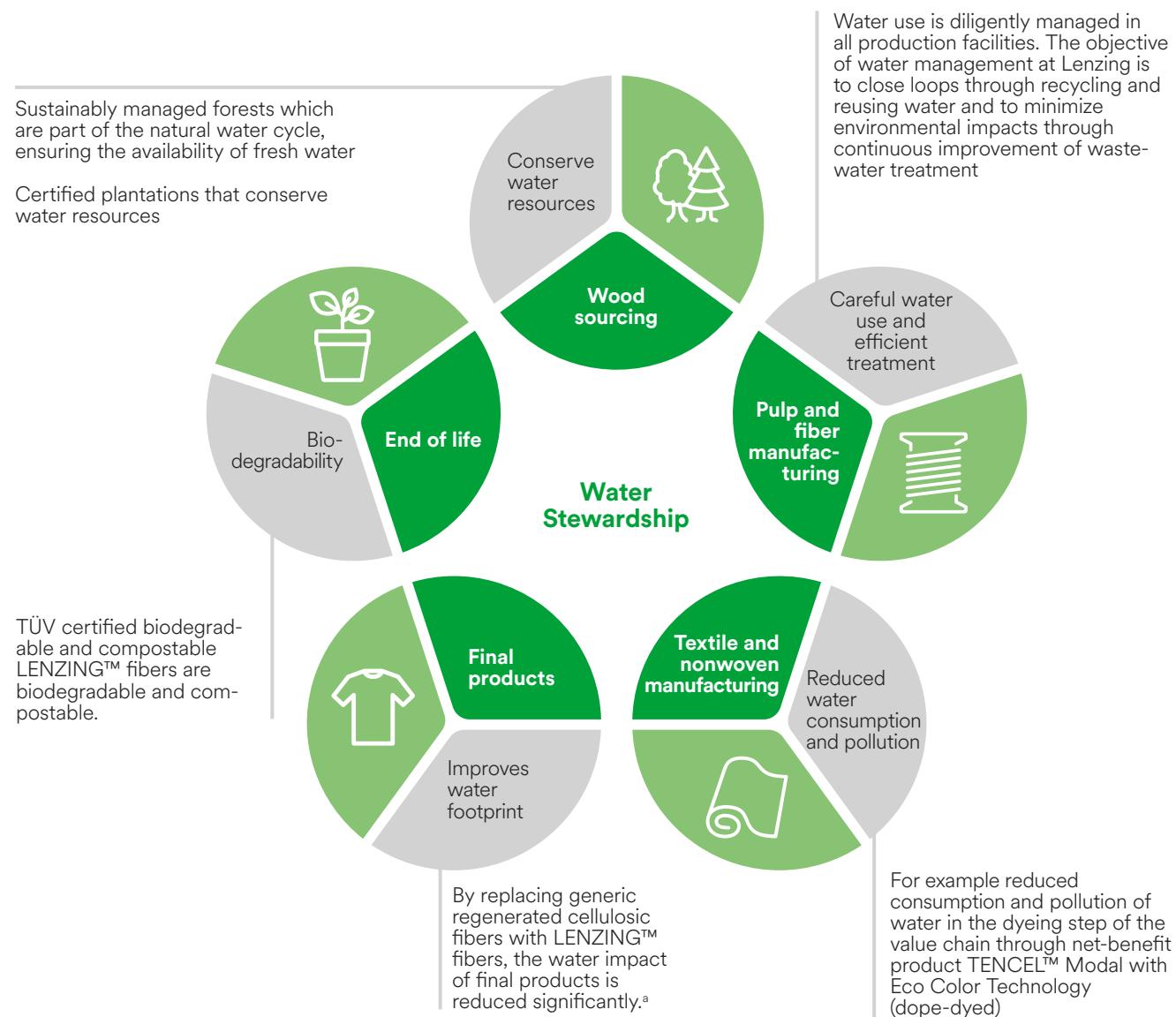
- Lenzing recognizes and aligns its efforts to leading practices such as ensuring availability and sustainable water management of water and sanitation for all (SDG 6) as well as the conservation and sustainable utilization of the world's oceans, seas and marine resources for sustainable development (SDG 14).
- Lenzing engages value chain partners and other key stakeholders by fostering wider water stewardship and programmes

based on sustainability principles in order to reduce water-related impacts and to benefit all members of communities.

- Lenzing commits itself to comprehensively monitor, control and report direct and indirect interactions with water resources. Lenzing continuously assesses the risks and opportunities due to climate change and other global environmental issues and addresses them in its business strategy.
- Lenzing optimizes and improves its performance in water use and product water footprint through alignment with industry best practice and continuous efforts in terms of technology and management innovations.
- Lenzing aims to continuously reduce water consumption and water related emissions above and beyond legal requirements in order to ensure water quality and availability where Lenzing operates, and thereby to meet its stakeholders' expectations.

## Water stewardship

Figure 10



a) Based on Higg MSI database v3.5 (Dec 2022)

<sup>7</sup> In addition to the GRI disclosure, the corresponding ESRS section is noted. There is no claim to fulfilment of the ESRS in this and the following chapters.

## Actions

[ESRS E3-2; GRI 3-3d, 303-1]

A summary of the “Actions taken” can be found in the management approach at the beginning of this chapter.

### Integration of global water-related assessment tools into risk management

Especially at the product level, LCA is the primary tool being used for assessing cradle-to-gate impacts and identifying areas for improvement within direct and indirect operations, e.g. pulp and fiber production or upstream supply chain. The procedure is supported by the environmental data collection process from in-house operations, including water use, effluents, and discharge of priority substances of concern, as well as gathering a growing volume of primary data on water use from suppliers. This approach is complemented by corporate water risk assessment, contextualizing qualitative and quantitative information of the supply chain and own production with WRI Aqueduct Water Risk Atlas and WWF Water Risk Filter. They not only support the evaluation of current water situation at specific locations but also provide insight into future scenarios based on the effects of climate change on water availability and quality.

### Water stewardship actions

Lenzing considers water to be an extremely valuable resource, enabling the production of dissolving wood pulp and cellulosic fiber products. Water stewardship is therefore key to carefully interacting with this natural resource. Since water is a precious resource, the increasing water scarcity in many parts of the world poses a threat to people, the environment, and sustainable economic development. For example, poorly managed wood plantations can

put pressure on the regional water balance. Lenzing procures certified wood from sustainably managed forests and therefore mitigates the potential impacts of water stress. On the other hand, some materials used in textile supply chains create high water impacts through water consumption and water pollution. Key issues in water stewardship are the efficient use of water in production and the use of state-of-the-art wastewater treatment technologies.

Lenzing provides fibers with a lower water impact than other cellulosic fibers in order to satisfy the growing future demand for sustainable fibers and innovates products that omit downstream value chain steps. This substantially reduces water use and impacts.

The spinning bath in the lyocell process contains water and the solvent NMMO to dissolve the cellulose polymer prior to spinning. The viscose process uses a mix of process chemicals and water. In both production technologies water is recycled by separating it from process chemicals and/or solvents with very high efficiency. This is the state-of-the-art technology at all Lenzing facilities. It enables water to be saved, provides optimal pre-treatment for water discharge, and optimizes fiber properties and quality. With the help of the recovery systems, Lenzing gains marketable co-products and reusable process chemicals. A final wastewater treatment stage reduces effluent charge, aiming to avoid potential harms to receiving water bodies by exceeding local quality requirements.

## Metrics and targets

[ESRS E3-3; GRI 3-3e, 303-1]

See “targets” in the management approach at the beginning of this chapter. All of Lenzing’s sustainability targets can be found in the “General information” chapter.

FEM	To implement and annually update the Facility Environmental Module (FEM) in all pulp and fiber production facilities and share verified modules with customers from 2024 <sup>d</sup>	2024 On track	2023 Achieved
Measure(s)	Lenzing conducts self-assessments in existing sites in 2022 and first external verification by 2023  Lenzing conducts self-assessments and trainings for new legal entities (Prachinburi (Thailand) and Indianópolis (Brazil)) in 2023 and first external verification by 2024		2024 On track
Progress made in 2023	Seven sites have implemented FEM, verification finished for four sites with excellent scores of 90 to 95, and scores of 3 sites between 70 to 89. Self-assessments and training have been conducted for the sites in Indianópolis (Brazil) and Prachinburi (Thailand). Both sites are in preparation for verification in 2024.		

d) The scope includes all Lenzing facilities, also the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil).

In order to ensure water quality and availability at Lenzing’s sites, Lenzing aims to continuously reduce water consumption and water-related emissions. Various elements are considered within the target-setting process, which acknowledges that the water scarcity situation is changing in many regions due to climate change. In this respect, target setting will therefore also consider the future situation of water resource aspects.

Republic) has a closed-loop cooling water system and therefore requires little make-up water to compensate for losses. Furthermore, integrated pulp and fiber production at the Lenzing site (Austria) saves water by skipping the process of drying and re-moistening market pulp. Pulp and fiber production facilities obtain water from adjacent water bodies (mainly rivers and groundwater) and municipal local suppliers. Substantial amounts of water are consumed by the inherent moisture uptake of cellulosic fibers and evaporation in the cooling process, as water serves as a cooling and process agent during manufacturing.

## Water consumption

[ESRS E3-4; GRI 303-3, 303-4, 303-5]

The objective of water management at Lenzing is to recycle and reuse as much water as possible. The pulp mill at Paskov (Czech

## Water withdrawal<sup>a</sup>

Table 22

(Megaliters)	2014	2021	2022	2023
<b>All areas</b>				
Surface water	103,000	87,029	80,851	97,085
freshwater	0	87,029	80,851	97,085
Groundwater	14,000	12,980	14,335	12,747
freshwater	0	12,980	14,335	12,747
Seawater	0	0	0	0
Produced water	0	0	0	0
Third-party water	0	6,726	5,701	8,961
freshwater	0	6,726	5,701	8,961
of which in areas of water stress	0	0	0	1,837
<b>Total water withdrawal</b>	<b>117,000</b>	<b>106,735</b>	<b>100,887</b>	<b>118,793</b>
of which in areas of water stress	0	0	0	1,837

a) From freshwater ( $\leq 1,000 \text{ mg/L}$  Total Dissolved Solids), no withdrawal from other water ( $>1,000 \text{ mg/L}$  Total Dissolved Solids)

## Specific<sup>a</sup> water use

Table 23

(Index based on $\text{m}^3/\text{t}$ , 2014 = 100 %)	2014	2021	2022	2023
Specific water intake/extracted	100.0%	90.2%	93.9%	79.2%

a) Specific indicators are reported per unit of production by the Lenzing Group (i.e. pulp and fiber production volumes).

The extended reporting scope including two new production facilities in Indianópolis (Brazil) and Prachinburi (Thailand) expectedly resulted in higher total water withdrawal and discharge (see tables 22 and 25). The start-up of the additional sites as well as switching one line from viscose to modal fiber production at the Nanjing (China) site negatively influenced total water consumption in the

Group (see table 24). Still, the effects of Lenzing's realized expansion in water-efficient pulp and lyocell fiber production makes for a significant reduction of specific water use (see table 23).

## Water consumption

Table 24

(Megaliters)	2014	2021	2022	2023
<b>Total water consumption</b>	<b>9,000</b>	<b>8,741</b>	<b>8,087</b>	<b>12,173</b>
of which in areas of water stress	0	0	0	867

## Water discharge

Table 25

(Megaliters)	2014	2021	2022	2023
--------------	------	------	------	------

### Water discharged by destination

Surface water	40,860	35,166	50,293	
Groundwater	0	0	0	
Seawater	0	0	0	
Third-party water	57,133	57,633	56,326	
of which in areas of water stress	0	0	970	
of this amount third-party water sent for use to other organizations	0	0	0	

### Water discharged by water quality

Freshwater ( $\leq 1,000 \text{ mg/L}$ Total Dissolved Solids)	69,772	66,496	65,957	
of which in areas of water stress	0	0	970	
Other water ( $>1,000 \text{ mg/L}$ Total Dissolved Solids)	28,222	26,304	40,662	
<b>Total water discharged</b>	<b>108,000</b>	<b>97,993</b>	<b>92,799</b>	<b>106,619</b>
of which in areas of water stress	0	0	0	970

Lenzing addresses water related challenges with a focus on its new facility in Prachinburi (Thailand), the Group's only site located in an area of high-water stress. The choice was made to completely rely on the lyocell technology in Thailand, which consumes only about one-third of the process water required in viscose technology. This completely aligns with Lenzing's commitment to water stewardship and results in the low share of water withdrawal, consumption and discharge in areas of water stress (see tables above).



## Water and marine resources stakeholder engagement

[GRI 3-3f]

For more information see the "[Stakeholder Engagement](#)" focus paper.

# Biodiversity and ecosystems

## MANAGEMENT APPROACH

### Material topic: Biodiversity and ecosystems

[GRI 3-3]

The World Economic Forum<sup>8</sup> identifies the loss of biodiversity and ecosystem collapse as one of the top three global risks to people and the planet, alongside climate change. Investment in the protection of biodiversity is also critical to the success of Lenzing's business, as wood is the most important raw material for Lenzing. The main source of potential impact from the Lenzing Group's operations and supply chain is therefore connected to land use by forestry. Negative effects on biodiversity can arise from intensified utilization of forests. On the other hand, the positive effects of sustainable forest management on biodiversity and ecosystems are well known<sup>9</sup> and can be further explored and implemented. The company therefore continues to innovate in the fields of responsible systems, processes and products that mitigate risks to the natural environment. Lenzing's innovation in fiber production also provides end-of-life solutions for textile and nonwoven products. In 2023, the company received reconfirmation from Scripps Institution of Oceanography at the University of California, San Diego that LENZING™ generic fibers (LENZING™ Viscose Standard, LENZING™ Lyocell Standard and LENZING™ Modal Standard) are biodegradable in marine environments<sup>10</sup>. Lenzing is part of the Textile Exchange's Advisory Group for the Biodiversity Benchmark, which supports companies in understanding and mitigating their impact on nature.

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- The protection of biodiversity and ecosystems plays a crucial role in climate change mitigation
- Maintaining and improving the function of forests in their ecosystems while ensuring the long-term availability of wood as a raw material
- Cellulosic materials offer a biodegradable alternative to plastics, helping to reduce the impact of lost materials on ecosystems, water and soil compared to plastics, which have not been disposed correctly

##### Negative

###### Business relationships:

- Loss of biodiversity in poorly managed forest ecosystems
- The loss of biodiversity could also lead to a significant change in available wood species for fiber production
- Worst case scenarios consider potential breakdowns of entire forest ecosystems at the regional level and correspondingly high volatility in wood prices

##### Policies and commitments

- Strict Wood and Pulp Policy
- Bioenergy Policy
- Centrally managed wood and pulp procurement
- CanopyStyle Initiative
- Global Lenzing Supplier Code of Conduct
- Global Code of Business Conduct
- Group Environmental Standard
- Sustainability strategy "Naturally Positive"
- Lenzing Group Sustainability targets

##### Actions taken

- The Lenzing Group is part of the Advisory Group of Textile Exchange Biodiversity Benchmark
- Lenzing proactively participates in conservation projects to protect the world's ecosystems

- Lenzing addresses biodiversity preservation through one of two approaches, depending on the global region:
  - Sustainably managed forests in the Northern hemisphere by Lenzing's wood and pulp suppliers in Europe and North America
  - Plantation forestry is conducted mainly in the Southern hemisphere by Lenzing's pulp supplier in South Africa and by the new pulp plant in Brazil
  - Using wood from sustainably managed semi-natural forests supports biodiversity
  - When sourcing from plantations, considerable efforts are made to set aside conservation areas to protect and maintain biodiversity
- By implementing circular thinking (e.g. closedloop, recovery) and high environmental standards (Group Environmental standards based on EU BAT and EU ecolabel certifications) in Lenzing's operations, procurement and innovations, the company minimizes the impact on ecosystems
- Lenzing has been working for many years with NGOs, customers and partners along the downstream value chain to raise public awareness of biodiversity and take conservation measures to preserve it

#### Sustainability targets, measures and progress

- "Conservation project Albania" target
- "Conservation area Brazil" target
- "Conservation projects" target

#### Stakeholders

- Wood suppliers
- NGOs
- Textile Exchange (TE) Biodiversity Benchmark
- Forest certificate holders
- Policymakers
- CDP Forests
- Wood K plus
- Brand and retailers
- Investors
- Insurances
- Austrian Federal Forests (Österreichische Bundesforste, Öbf)
- Inspiring Cooperation Empowering People (ICEP)

<sup>8</sup> WEF Global Risk Report 2024, long-term risks (10 years)

<sup>9</sup> Kunz 2007: Artenschutz durch Habitatmanagement. Chapter 6.2 Wiley-VCH

<sup>10</sup> Royer S-J, Greco F, Kogler M, Deheyn DD (2023) Not so biodegradable: Polylactic acid and cellulose/plastic blend textiles lack fast biodegradation in marine waters. PLoS ONE 18(5): e0284681. <https://doi.org/10.1371/journal.pone.0284681>

- Lenzing signed up to the Science Based Targets for Nature (SBTN) Corporate Engagement Group, and European Business Nature commitment
- CDP Forests, Climate Change, and Water Security: triple “A” rating, which is the best achievable outcome
- Lenzing achieves the highest Hot Button category by the Canopy Style initiative, the dark green shirt, for the fourth time
- Lenzing participates in the Circular Fashion Partnership
- Biodegradability of LENZING™ generic fibers (LENZING™ Viscose Standard, LENZING™ Lyocell Standard and LENZING™ Modal Standard) reconfirmed in 2023 by renowned marine research institute at the University of California, San Diego – effective alternative against environmental pollution from plastic waste

## Responsible

- Member of the Managing Board (Pulp)
- Senior Director Purchasing Wood
- SVP Commercial Affairs Pulp

## Supporting

- Pulp Trading (PTG)
- Corporate Sustainability

## Strategy

[ESRS E4 ESRS 2 SBM-3; GRI 3-3ab]<sup>11</sup>

See “Actual and potential negative and positive impacts, risks and opportunities” in the management approach at the beginning of the chapter.

According to the IPBES, pressures on nature leading to loss of biodiversity and ecosystem functions are categorized into five groups (IPBES 2019<sup>12</sup> as cited by Science Based Targets for Nature (SBTN)<sup>13</sup>):

1. Land/ water/ sea use change
2. Resource exploitation
3. Climate change
4. Pollution
5. Invasive species

In the context of global biodiversity loss, the textile and apparel industry has recently become more aware of its contribution to this problem<sup>14</sup> <sup>15</sup>. The focus is currently on the agricultural production of natural fibers (mainly cotton, and animal fibers like wool)<sup>16</sup>, as agricultural land use is seen a main driver of biodiversity loss, although wood sourcing from forests is also seen as a potential cause. Pollution issues related to fiber production and textile processing, potentially occurring from all materials including synthetics, are currently considered up to a lesser extent in a biodiversity context<sup>16</sup>. Textile and nonwovens products have potential negative impacts at the end of their life due to littering in land and water ecosystems, especially via non-biodegradable materials that are leaked into the environment. Lenzing as a leading cellulose fiber manufacturer is focusing on three areas: its wood and pulp sourcing, its fiber production processes and products’ end of use, in order to address biodiversity loss by minimizing the impact of biodiversity drivers.

To pursue the development of its biodiversity strategy, Lenzing has joined the European Business Nature Commitment (EBNC), and the Science Based Targets for Nature (SBTN) Corporate Engagement Program in 2023. Both organizations are focusing on business

action to halt and reverse nature loss by 2030. They provide guidance for high level action, in steps like “assess – commit-transform- disclose” of EBNC, collaboration in developing and selecting suitable frameworks and tools for assessing impacts and dependencies, and guidance for setting targets.

## Impact, risk and opportunity management

[ESRS E4 ESRS 2 IRO-1; GRI 304-1, 304-2, 304-3]

### Assessment: State of Lenzing’s influence and dependencies on biodiversity and ecosystems

The Lenzing Group uses two different types of forestry for its wood sourcing, depending on the global region: sustainable and multi-functional forest management is applied in the Northern hemisphere by Lenzing’s wood and pulp suppliers in Europe and North America. Plantation forestry with high sustainability standards is conducted mainly in the Southern hemisphere by Lenzing’s pulp supplier in South Africa and by the new pulp plant in Brazil. In Lenzing’s joint venture project, LD Celulose, with Dexco (formerly Duratex) in Brazil, wood is sourced from FSC®-certified plantations of currently more than 90,000 hectares. Plantation forestry can reduce deforestation pressure on natural (primary) forest areas by providing wood at very high yields per unit area as an alternative to sourcing it from natural forests. FSC® certification entails management criteria to protect biodiversity<sup>17</sup>, as determined in detail in the national standards.

### Lenzing’s impacts and dependencies

Wood is the most important raw material for Lenzing. The main source of potential impact from the Lenzing Group’s operations and supply chain is therefore connected to land use by forestry. Lenzing also mainly depends on biodiversity and the proper functioning of healthy forest ecosystems that provide the raw material of wood. Negative effects on biodiversity can arise from over-in-

<sup>11</sup> In addition to the GRI disclosure, the corresponding ESRS section is noted. There is no claim to fulfilment of the ESRS in this and the following chapters.

<sup>12</sup> IPBES 2019: Global assessment report on biodiversity and ecosystem services of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services. E. S. Brondizio, J. Settele, S. Diaz, and H. T. Ngo (editors). IPBES secretariat, Bonn, Germany. <https://ipbes.net/global-assessment>

<sup>13</sup> Science-based targets for nature. Initial guidance for businesses. 2020.

<sup>14</sup> Textile Exchange, Biodiversity Insights Report 2021. <https://mci.textileexchange.org/biodiversity/insights/>

<sup>15</sup> Global Fashion Pact, <https://www.thefashionpact.org/our-work/#Tools-and-resources>

<sup>16</sup> Textile Exchange (2023), Biodiversity Landscape Analysis for the Fashion, Apparel, Textile, and Footwear Industry. <https://textileexchange.org/knowledge-center/reports/biodiversity-landscape-analysis/>

<sup>17</sup> FSC Global Development GmbH (2014). FSC® and Plantations. FSC’s position on plantations. Available at: <https://ic.fsc.org/download.fscs-engagement-with-plantations-a-1296.pdf> [Accessed 6 February 2024]

tensified utilization of forests. On the other hand, the positive effects of sustainable forest management on biodiversity and ecosystems are well known<sup>18</sup> and can be further explored and implemented.

Semi-natural forests do not require irrigation. Plantations of LD Celulose and those of Lenzing's suppliers are situated in areas with sufficient rainfall, this is a legal requirement for establishing plantations in the respective countries. Therefore, it can be assumed that groundwater levels are not significantly affected and salinity levels in soils are not increased due to wood sourcing in Lenzing's sphere of influence.

In the case of semi-natural forests, it can be assumed that impacts on native species and on biodiversity will be long lasting, since many areas have been managed in this way for several forest generations. An internal case study from 2022 commissioned by Lenzing on Austrian forests in conjunction with the Austrian environmental NGOs umbrella organization Umweltdachverband has pointed out that there are numerous species living in managed beech forests in Austria, among them also red-list species, which have adapted to the management practices. The study concluded that reversing these semi-natural forests to completely natural forests (stopping all management) could potentially harm these species. For a summary of the findings, see the "Biodiversity and ecosystems" focus paper.

Additional potential impacts on water, soil, and air can arise from production facility emissions or from transportation. For more information, please see the chapters "Pollution", "Water and marine resources" and "Raw material security".

At the end of the value chain of textile and nonwoven products, biodiversity impacts can arise from non-degradable materials entering the environment, if those products are not correctly disposed of. For more information on biodegradability of Lenzing's fibers, please see the "Resource use and circular economy" chapter.

## Monitoring

Biodiversity and ecosystem status monitoring in the Lenzing Group is performed in the global regions via two different approaches. These approaches are explained below. Pulp suppliers apply their own monitoring schemes.

In Europe, biodiversity is monitored at a national level according to the Forest Europe Criteria. Results are published regularly in the European overview<sup>19 20</sup>.

The pulp mill in Brazil is supplied with wood from plantations owned and maintained by LD Celulose, which is also responsible for monitoring. To ensure that the plantation management maintains compliance with the requirements of the Brazilian Forest Code, LD Celulose has a framework of internal and external processes. There are ongoing biodiversity monitoring projects in

which data on local biodiversity and the potential expansion of invasive species is monitored. The internal GIS (Geographic Information System) team collects satellite imagery on an annual basis and evaluates the location, size and status of the Legal Reserve areas (LRs) and Permanent Preservation Areas (APPs) on the managed land. The data is also provided to the field teams in the form of maps. Furthermore, periodic field audits by internal environmental specialists ensure that the quality of LRs and APPs is maintained.

Dexco started its biodiversity research projects in its managed areas in the 1970s. LD Celulose has continued to monitor flora and fauna in the areas that have remained under its management and those directly influenced by the mill site through partnerships with universities<sup>21</sup>, in addition to internal programs. These programs are carried out annually in the dry and rainy seasons and aim to monitor possible impacts on local biodiversity. The programs are also required by the Brazilian environmental agency.

Attempts to quantify impacts from land use on biodiversity usually consist of two components: the quantity of land (forest) area used and the intensity of use. The land area of plantations managed by LD Celulose in Brazil is known exactly (table 29). The estimation of the other lands' area used for Lenzing's wood sourcing is part of the initiated "Biodiversity concept" project. Variations in data availability and data quality can arise depending on the forest type, the land ownership, the sourcing area and the supply chain position (wood or pulp sourcing to Lenzing) (table 26). In 2023, first attempts to estimate forest area use in the direct wood supply to Lenzing's European pulp mills were started. The work is still ongoing so no results can currently be shared.

<sup>18</sup> Kunz 2007: Artenschutz durch Habitatmanagement. chapter 6.2 Wiley-VCH

<sup>19</sup> Forest Europe 2015, and 2020: State of Europe's Forest 2015. Ministerial Conference on the Protection of Forests in Europe, June 2016., and 2020, State of Europe's Forest 2020. <https://foresteurope.org/publications/>

<sup>20</sup> Indicators of sustainable forest management in Austria reports from 2017 and 2020. <https://info.bmlrt.gv.at/themen/wald/walddialog/dokumente.html>, Czech Republic and Slovakia forest reports: Ministry of Agriculture of the Czech Republic,

Information on Forests and Forestry in the Czech Republic by 2017 (English), Zpráva o stavu lesa a lesního hospodářství České republiky v roce 2020 (Czech). Ministry of Agriculture and Rural Development of the Slovak Republic, Report on the Forest Sector of the Slovak Republic 2020.

<sup>21</sup> Duratex Annual Report 2018. Available at: <https://www.dex.co/noticias/duratex-divulga-relatorio-anual-2018/> [Accessed 15 February 2021]

## Quantity of forest area used for Lenzing's wood and pulp sourcing:

### Data availability and quality

Table 26

Lenzing sources	Forest type	Land use intensity	Data/estimates	(Expected) data quality
Wood	Plantation	High	Known (see "Quantitative description of area managed and influenced by LD Celulose")	high
Wood	Semi-natural	Low to medium	Estimates needed based on regional statistical data	medium
Pulp (pulp supplier sources wood)	Plantation	High	Estimates possible	medium
Pulp (pulp supplier sources wood)	Semi-natural	Low to medium	Rough estimates	low

### Conservation within LD Celulose's plantations

The plantation managed by LD Celulose contains a proportion of conservation area dedicated to biodiversity protection in accordance with legal requirements and FSC® standards, known as a High Conservation Value Area (HCVA). LD Celulose's forestry unit is supervised by ecology and environmental specialists who were also responsible for identifying the HCVA. The area contains *Pseudopaludicola facureae*, a species of frog found only in this region of Minas Gerais. This means that a higher level of monitoring is necessary as well as extra precautions for fire protection. It is a KPI (key performance indicator) for LD Celulose to protect endemic species and their habitat. The forestry unit constantly works to identify any areas that need to be classified as HCVA to ensure the protection of animal and plant species. For more information, please see the "[Biodiversity and ecosystems](#)" focus paper.

Brazilian environmental law determines the maintenance of Permanent Preservation Areas (APPs) and Legal Reserve (LR) areas. APPs are specific areas of vegetation, such as ciliary forests, areas of vegetation adjacent to water courses and areas of vegetation on slopes. Legal Reserve areas meet the obligation to preserve at least 20 percent of a property in a rural area. At the moment, 19,884 hectares of LD Celulose are protected areas (table 29).

In terms of conservation units that are outside the managed areas but close to the LD Celulose planting area, Parque Estadual do Páu Furado is located some 30 kilometers from the plantation. At this distance, the conservation unit is not impacted by LD Celulose's activities. The plantation is roughly 800 kilometers away from the Amazonas.

The main direct land use areas of the Lenzing Group are the plantations in Brazil, currently covering a total of 90,200 hectares (902 km<sup>2</sup>). These areas were converted to agricultural land several decades ago. Large areas nearby are generally used for planting soy and coffee or grazing livestock. The trees within the plantation are eucalyptus species. A breeding and cloning selections program is continuing to improve the yield and robustness of the trees. LD Celulose does not use genetically modified organisms (GMOs).

Approximately 200 species of flora and 450 species of fauna were identified in the forest management units of LD Celulose. Among these species, the presence of animals such as the maned wolf and the giant anteater, which are characteristic of the region, is particularly noteworthy. No significant reduction in species has been registered in LD Celulose's plantation since the beginning of monitoring efforts.

### Policies

[ESRS E4-2; GRI 3-3c]

#### Lenzing Group's Wood and Pulp Policy

In its [Wood and Pulp Policy](#), Lenzing is committed to procuring wood and dissolving wood pulp exclusively from non-controversial sources.

In order to protect the world's remaining ancient and endangered forests as well as the biodiversity and ecosystems' integrity within these forests, Lenzing is committed to avoiding the use of wood and pulp containing wood sourced from regions such as the Canadian and Russian Boreal Forests, Coastal Temperate Rainforests, tropical forests and peatlands of Indonesia, the Amazon and West Africa. Lenzing states in its Wood and Pulp Policy that it is not procuring wood from plantations established after 1994 through the significant conversion of natural forests.

Regular risk assessments, audits, on-site visits, and independent third-party certification of sustainable forest management programs ensure compliance with the policy and Lenzing's commitment to no-deforestation. For more information, please see the "[Wood and pulp](#)" focus paper.

Additionally, Lenzing implemented a bioenergy policy in 2023 as an extension to its wood and pulp policy. This policy further ensures that no biomass connected to deforestation is used for energy use in the Lenzing Group.

### Lenzing's actions

[ESRS E4-3; GRI 3-3d]

A summary of the "Actions taken" can be found in the management approach at the beginning of this chapter.

In the presentation of Lenzing's biodiversity and ecosystem related actions, the AR<sup>3</sup>T framework (**Avoid, Reduce, Restore, Regenerate, Transform**) is considered a useful sorting scheme. In the following it can be seen how Lenzing implements this framework within its own sphere of influence. While Lenzing supports several restoration and regeneration projects across the world, within and outside of its value chain, it does not make use of biodiversity offsetting.

#### Avoid: Biodiversity due diligence via sustainable sourcing

Wood and dissolving wood pulp are Lenzing's most important raw materials. The Lenzing Group assumes responsibility by focusing

on sustainable sourcing. Lenzing only sources wood and dissolving wood pulp from semi-natural forests and plantations (as defined by the Food and Agriculture Organization of the United Nations<sup>22</sup>). Moreover, it does not source materials from natural or ancient and endangered forests.

### Forest certificates

Lenzing's wood procurement management system ensures that all wood is sourced from legal and sustainably managed sources. Lenzing demonstrates that wood sourcing complies with its high standards through verification based on FSC® and PEFC certification systems. All wood and dissolving wood pulp used by the Lenzing Group is either certified by FSC® and PEFC or controlled in line with these standards (see figures 19, 20 and 21 in the "Business conduct" chapter).

The forest certificates held by the Lenzing Group cover general criteria for biodiversity and forest ecosystem protection according to international standards. Additional criteria can be found in the national standards, which vary between countries. For example, the percentage of area set aside for conservation varies between countries and even regions within countries. For details on wood and pulp certification, see the "Business conduct" chapter.

### Reduce: Via circular economy approaches and climate targets

The aim is to use fewer inputs from natural resources, and to minimize the impact of greenhouse gas (GHG) emissions and pollution.

### Pollution prevention

In accordance with the strategic focus area of "Greening the value chain", the Lenzing Group has targets and programs in place to reduce emissions (including GHG emissions) affecting water and air. This is achieved by investing in cleaner energy or creating closed loop cycles e.g. for chemicals. For more information please see the "Climate change" and the "Pollution" chapter.

### Resource use

Lenzing is committed to the cascading use of wood. This means that different qualities of wood are utilized for different applications in a hierarchy of their value. Lenzing uses timber generated from small trees through thinning, and from parts of large trees, that are

unsuitable for high-grade products, such as furniture or construction. Furthermore, wood chips that are a by-product of saw mills are also used.

Lenzing's biorefineries produce dissolving pulp as the main product, as well as several biorefinery products and renewable energy. This results in 100 percent utilization of the wood. For details, please see the "[Responsible production](#)" focus paper and the "Resource use and circular economy" chapter.

## Metrics and targets

[ESRS E4-4; GRI 3-3e]

### AR³T Framework of actions for nature, from SBTN (2020)<sup>a</sup>

**Table 27**

Avoid	Prevent impact from happening in the first place: prevent the impact entirely
Reduce	Minimize impacts, but without necessarily eliminating them
Restore	Initiate or accelerate the recovery of an ecosystem with respect to its health, integrity, and sustainability, with a focus on permanent changes in its state
Regenerate	Take measures designed to increase the biophysical function and/or ecological productivity of an ecosystem or its components within existing land uses, often with a focus on a few of nature's specific contributions to people (e.g. regenerative agriculture often focuses on carbon sequestration, food production, and nitrogen and phosphorus retention)
Transform	Take measures contributing to system-wide change, notably to alter the drivers of nature loss, e.g. through technological, economic, institutional, and social factors and changes in underlying values and behaviors

a) Science-based targets for nature. Initial guidance for businesses. 2020

## Lenzing's biodiversity targets

See "targets" in the management approach at the beginning of this chapter. All of Lenzing's sustainability targets can be found in the "General information" chapter.

Conservation project Albania	To implement a conservation solution of 20 ha in Albania in combination with a social impact project by 2024	2024 On track
Measure(s)	Lenzing reforests 20 ha of degraded land in Albania	2024 On track
	Lenzing establishes a training center for local communities in Albania	2024 On track
	Lenzing supports interdisciplinary vocational trainings and school partnerships in Albania	2024 On track
Progress made in 2023	The scope of the project has been significantly expanded to other countries in Western Balkan to include the Kosovo, North Macedonia and Montenegro. This expansion was funded by Austrian Development Agency (ADA) and Lenzing, and is coordinated by Inspiring Cooperation Empowering People (ICEP). In 2023 10,778 trees were planted, which culminates in additional 5 ha of afforested area.	Yearly On track

<sup>22</sup> Carle, J., and Holmgren, P. (2003). Working paper 79. Definitions Related to Planted Forests. In: Food and Agriculture Organization of the United Nations (2003). Forest Resources Assessment Program Working paper series. Available at:

<http://www.fao.org/forestry/25853-0d4f50dd8626f4bd6248009fc68f892fb.pdf>  
[Accessed February 15, 2021]

<b>Conservation area Brazil</b>	<b>To implement conservation solutions on 15,000 ha at the new pulp mill in Indianópolis (Brazil) by 2030</b>	<b>2030 Achieved</b>
Measure(s)	Lenzing increases the protected area at the site in Indianópolis (Brazil) from 13,000 ha to 15,000 ha	<b>2030 Achieved</b>
Progress made in 2023	Lenzing achieved this goal in 2022 and increased the total conservation area in Brazil even further than the target, to more than 19,000 ha in 2023.	

<b>Conservation projects</b>	<b>To engage in further conservation, biodiversity protection and restoration activities in regions where forests are at risk or should be improved by 2025</b>	<b>2025 On track</b>
Progress made in 2023	Lenzing supported several projects outside of its value chain in 2023 for example a project in Austria for protection of wild bees, for a detailed description of all projects please see the "Restoration and reforestation" of this chapter.	

As described, Lenzing uses the AR<sup>3</sup>T framework as a reference for its approach. That said, the development of a comprehensive and systematic approach to biodiversity and ecosystems is planned for the Lenzing Group, also in line with the "Conservations projects" sustainability target (table 28).

Several targets have been derived from the Lenzing sustainability strategy and the corporate "Better Growth" strategy, containing elements that positively influence biodiversity and ecosystem services or nature's contributions to people.

#### SBTN's framework for action and Lenzing's approach

Table 28

Category of action	Reference	Lenzing's approach
Avoid	Wood and Pulp Policy	Lenzing explicitly commits to avoiding deforestation in the procurement criteria of the Wood and Pulp Policy
Reduce	"Textile recycling" target	To offer viscose, modal and lyocell staple fibers with up to 50 percent post-consumer recycled content on a commercial scale by 2025
Restore	"Conservation project Albania" target	To implement a conservation solution of 20 ha in Albania in combination with a social impact project by 2024
	"Conservation area Brazil" target	To implement conservation solutions on 15,000 ha at the new pulp mill in Indianópolis (Brazil) by 2030
Regenerate & Transform	"Conservation projects" target	To engage in further conservation, biodiversity protection and restoration activities in regions where forests are at risk or should be improved by 2025

## Measures for biodiversity and ecosystem enhancement within LD Celulose's plantations

[ESRS E4-5; GRI 304-1, 304-2, 304-3]

#### Quantitative description of areas managed and influenced by LD Celulose

Table 29

	2021		2022		2023	
	ha	%	ha	%	ha	%
Total area	71,631	100	78,640	100	90,200	100
Forest/plantation area	54,081	75	58,194	74	63,757	71
Owned	-	-	-	-	-	-
Leased/managed	54,081	75	58,194	74	63,757	71
Protected	14,623	20	17,065	22	19,884	22
FSC® area	43,835	61	47,608	60	47,608	53
Infrastructure	2,927		3,380	4	6,559	7

The plantations managed by LD Celulose operate fully in accordance with the guidelines and high standards of Lenzing for sourcing

wood and pulp. During the planning, the intense utilization of wood resources and the potential negative effects on biodiversity were

part of the risk analysis. In order to avoid these potential risks, LD Celulose works with conservation programs and also follows the FSC® standards.

In the responsible management practiced by LD Celulose, techniques are employed that aim to protect biodiversity as well as soil and water quality. Examples of these measures are:

- **Minimum cultivation:** For soil conservation, LD Celulose uses the minimum cultivation technique, which consists of keeping the remaining plant material at the harvest site to form layers of soil protection and ensure the cycling of nutrients.
- **Nutritional recommendation:** LD Celulose performs soil analyses to determine the requisite fertilizer recommendation for maintaining soil fertility.
- **Habitat connectivity:** To improve the connectivity of the Permanent Preservation Areas and Legal Reserves, LD Celulose carries out mosaic planting, establishing ecological corridors that aim to connect fragments of native forest. This connectivity allows animals and plants to migrate between different conservation areas, so that different populations can mate and preserve the genetic diversity. This measure is a voluntary activity beyond the legal and certification-related requirements.
- **Preservation and monitoring of riparian forests:** These forest areas along waterways contribute to the maintenance of water quality and the quantity of water available. They retain sediments and nutrients carried by the rain, preventing water pollution and silting in bodies of water. In the Brazilian legislation, riparian forests are protected as they are considered Permanent Preservation Areas. LD Celulose defines all Permanent Preservation Areas in its forest management units and monitors these riparian forests.

## Restoration and reforestation

[GRI 304-3]

Lenzing supports conservation solutions in other regions not related to its own supply chain, such as afforestation in Albania, DR Congo and the USA. Additionally, Lenzing is committed to addressing the protection of ancient and endangered forests in Canada (Broadback Forest Quebec, Vancouver Island) and Indonesia (Leuser Ecosystem) at the political level. In 2023, Lenzing signed the letter “World’s MMCF Producers Call on the Convention of Biological Diversity to support conserving at least 30 percent of the world’s forests by 2030” prepared for the COP 15 conference in the Convention of Biological Diversity (Montreal).

Lenzing has set itself the target of engaging in further conservation, biodiversity and restoration activities in regions where forests are at risk (“Conservation projects” target). To make further progress in meeting this target Lenzing in 2022 defined ways of identifying projects, to which it aims to contribute.

- Identify requirements to follow from CDP and Canopy
- Identify potential partners in the market with experience and a broad network for a successful partnership
- Identify how other players in the market are tackling the biodiversity issue

In 2023, Lenzing aligned the projects, identified, with CDP (Carbon Disclosure Project), Canopy and ÖBf (Österreichische Bundesforste/Austrian federal forests).

## 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 in the Democratic Republic of Congo, Luizi Region, combines both social and environmental components in a holistic approach to sustainably protect the environment, reduce CO<sub>2</sub> emissions and sustainably improve the lives of vulnerable children and families in one of the poorest countries in the world. In this research project, CO<sub>2</sub> 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, income-generating activities will provide alternatives for small-scale farmers so that they no longer must 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.

## Maintenance and support of ecosystem services in Austria

In 2023, Lenzing actively engaged in the maintenance and support of ecosystem services that are provided by forests of its wood suppliers. This was achieved through a collaboration with Österreichische Bundesforste AG (ÖBf, Austrian Federal Forests). The primary aim of the collaboration is to support the protection of moorland and peat bogs in the state of Upper Austria. Besides the peat bog restoration, the project also supports additional activities, which improve or maintain the ecosystem services provided by forests. For example, in 2023 Lenzing supported the planting of 200 bee and pollinator friendly shrubs along an approximately one kilometer long forest trail. This activity counteracts the decline of pollinators by restoring their habitats which are increasingly affected by intensive agriculture and pesticide use.

During 2023, Lenzing and ÖBf jointly outlined and prepared an action plan for the engagement on peat bog protection in the coming year.

## Biodiversity around the production site in Lenzing (Austria)

Lenzing has built a photovoltaic plant on a former landfill site in the immediate vicinity of the Lenzing (Austria) site, which was finished in 2022. Currently, Lenzing is creating a biodiversity island at this site by planting a lean meadow between the photovoltaic modules. This will ensure that the area can become a habitat for local insects, birds and other animals, while at the same time delivering renewable energy to the site. Seeds for local plants were carefully selected to ensure a high diversity of wild plants for the local animal population. At the edges of the rough pastures, maintenance measures are deliberately avoided in order to create natural habitats for microorganisms and insects through dead wood, stone accumulations and foliage.

Lenzing manages a forest association of around 40 hectares around the main plant in Lenzing. The forest serves as a “green belt”, a natural barrier for site specific emissions around the Lenzing site, and offers several ecosystem services, including recreational ones

for the local community. The forest area, especially in the 80-year-old stand, is a habitat for wildlife and insects. Lenzing follows a sustainable management concept that avoids clear-cutting. It favors the selective removal of individual trees and uses this local wood for its fiber production. It also disposes of the rootstocks and other waste parts through the local district heating generator. This way, Lenzing reduces emissions and keeps the raw material in the region. When reforesting, emphasis is also placed on native and diverse tree species to mitigate future challenges of climate change. Lenzing works with local partners to keep the added value in the region.

### Bee protection project in Brazil

For many years, LD Celulose has been involved in an initiative to support beekeepers. The company maintains a partnership with associations of honey producers in the Triangulo Mineiro region and in rural São Paulo. LD Celulose makes part of its forests available so that beekeepers can set up their bee boxes there. The 4,000 boxes currently installed produce about 50 tons of honey per year. This partnership benefits both the environment and the local communities, as it leads to increased protection and monitoring of the forests, an increase in bee populations and higher income for the beekeepers. A new phase of the project is the implementation of a training programme for young people on how to produce honey, together with the partner associations of honey producers.

### Albania

The Lenzing Group started a forest conservation project in Albania in 2019. The project will continue until the end of 2024 as planned. Additionally, the scope of the project has been significantly expanded to include neighboring countries, this expanded project will continue after 2024. It is managed by the Austrian Development NGO ICEP and is funded by ADA (Austrian Development Agency) and the Lenzing Group. The original aim was 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 of the original scope was to implement conservation solutions covering 20 hectares in this area. The extended scope now aims to afforest 45 ha of degraded land and restore additional 75 ha in the area. To achieve this 110,000 trees will be planted.

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 increased illegal logging activities and consequences of climate change like drought and forest fires.

The long-term impact of the project is to contribute to climate change mitigation and sustainable development along the Drin River through strengthened integrated forest management (IFM). Through the set measures, the living conditions of rural communities in the target areas will be improved. The overall outcome of the project is to increase 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.

### 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.

### Fiber brand-related climate protection, forest protection and afforestation projects 2023

Lenzing launched additional low-carbon TENCEL™ and VEOCEL™ branded lyocell and TENCEL™ branded modal fibers for applications in the textile and nonwoven industry. Based on the concept of reduce-engage-offset, Lenzing has focused on low carbon emissions through various reduction actions and has balanced the yet remaining carbon emissions of these fibers through carbon compensation projects. The new fibers are certified by ClimatePartner in accordance with the Greenhouse Gas Protocol, the leading global framework for measuring carbon emissions. All selected and supported climate and forest protection and afforestation projects are certified according to Gold Standard VER or Verified Carbon Standard.

For projects supported by Lenzing in 2022 - 2024 and their details see the following ClimatePartner ID Tracking pages:

- [ClimatePartner projects/TENCEL™ branded fibers](#)
- [ClimatePartner projects/VEOCEL™ branded fibers](#)

For 2023/24, Lenzing will continue to support and use Offset credits from a broad mix of projects such as:

1. Wind energy in Thailand/West Huaybong
2. Geothermal energy in China/Changdao
3. Solar energy in India/UP, Karnataka & Maharashtra
4. Bio gas in India/Punjab
5. Afforestation in China/Anlong
6. Forest protection in Brazil/Labrea

The acquired credits will be retired according to the consumptions in each year.



### Biodiversity and ecosystems stakeholder engagement

[GRI 3-3f]

#### Austrian Federal Forests (Österreichische Bundesforste, ÖBf)

One important wood supplier to the Lenzing site (Austria) is the state company Österreichische Bundesforste (ÖBf AG, Austrian Federal Forests). Managing 10 percent of the national territory and 15 percent of Austria's woodland, ÖBf is the largest ecosystem manager, forest managing company and owner of hunting and fishing licenses. Sustainability forms the guiding principle for all ÖBf activities. The Lenzing site pulp mill obtains more than 35 percent of its wood from Austrian forests and the state of these forests is especially important for its sourcing. In Austria, forest biodiversity

is monitored regularly according to a Biodiversity Index<sup>23</sup>. Recent outcomes are reported in the “Indicators of sustainable forest management 2020”<sup>24</sup> from the multi-stakeholder organization “Walddialog”, as a contribution to the Forest Europe indicators and targets process. The ÖBf team for ecological landscape management is developing individual nature conservation plans for each of the 120 ÖBf-forest units, in addition to the existing forest management plans<sup>25</sup>.

## BIMUWA

A publicly funded research project “Biodiversity and multifunctional forest management” (BIMUWA<sup>26</sup>) developed specific measures to protect endangered species (red-list species) and increase biodiversity under local conditions of the PEFC region 6 (located in Austrian provinces Styria and Carinthia), which are integrated into daily forest management work. ÖBf is cooperating with the NGO umbrella organization Umweltdachverband on this. As the measures are very concrete and easy to implement, positive effects can be scaled to large forest areas. In 2023, Lenzing supported the roll-out of the results to the interested private forest owners by presenting its view during the information events in the region.

## Textile Exchange (TE) Biodiversity Benchmark

The Textile Exchange Biodiversity Benchmark was launched on December 2, 2020. The benchmark is part of the TE Corporate Fiber and Materials Benchmark (CFMB) Program and is connected to TE’s “Climate+” strategy. The role of the benchmark is to address biodiversity loss and support improvements in the industry’s sphere of influence through knowledge-sharing. The methodology for companies to set targets for nature is being developed through the Science Based Targets Network (SBTN).

In 2021, Lenzing contributed as a member of the advisory group, providing input to the tool development and its own input to the benchmark. The “Biodiversity Insights Report 2021” provides “a first global baseline for the apparel and textile industry” regarding the awareness of its impacts on biodiversity. It describes approaches to actions in business integration, transparency, materiality, implementation, monitoring and evaluation, as well as corporate reporting. In 2022, the findings of the Insights Report were integrated as a new chapter of questions into the CFMB program. In 2023, the

“Biodiversity Landscape Analysis” report was published, with a focus on natural fibers from plants (cotton) and animal hair (wool), and not much on regenerated cellulosic fibers.

## Inspiring Cooperation Empowering People (ICEP)

Inspiring Cooperation Empowering People (ICEP) is an independent Austrian non-governmental organization (NGO) with a business-oriented focus. ICEP works with partner organizations in emerging markets and with Austrian companies and implements projects worldwide with the aim of getting more people actively involved in economic life. ICEP supports Lenzing since 2018 in the implementation of an ADA co-financed afforestation and conservation project in Albania. In 2023, a feasibility study for engagement in biodiversity improvement and social impact actions around the LD Celulose site in Indianópolis (Brazil) has been agreed, which will start in 2024.

## Wood K plus

Many Austrian companies, including Lenzing, and scientific bodies have joined forces in the “Kompetenzzentrum Holz”. It is a leading research institute in wood and wood-related renewable resources in Europe. Recent topics addressed by the competence center include advanced biomass utilization (e.g. via closing loops in pulp production), lignin and hemicellulose utilization, or the use of enzymes in the production process. One work stream of Wood K plus for Lenzing is sustainability in wood sourcing. In 2021, the focus shifted to biodiversity, including support for the work for the Textile Exchange Biodiversity Benchmark. In 2023 a doctoral study has been started on the topic of biodiversity metrics for the assessment of corporate impacts and dependencies. This work is supporting the development of Lenzing’s biodiversity strategy.

## WWF Austria

Lenzing has been invited to present at an event of the WWF Climate Group Talks<sup>27</sup> on “How to integrate biodiversity in your core business.” Additionally, Lenzing contributed to a study by WWF and Ernst & Young “Management in the biodiversity crisis – How Austrian companies minimize risks and seize opportunities”<sup>28</sup> (translated title, study is in German language) with general insights and a case study.

<sup>23</sup> Geburek, T., Büchsenmeister, R., Englisch, M., Frank, G., Hauk, E., Konrad, H., Liebmamn, S., Neumann, M., Starlinger, F. and Steiner, H. (2015). Biodiversitätsindex Wald – Einer für alle! In: Biodiversität im Wald. BFW Praxisinformation 37, pp. 6-8

<sup>24</sup> <https://info.bmrlt.gv.at/themen/wald/walddialog/dokumente/indikatorenbericht-2020.html>

<sup>25</sup> <https://www.bundesforste.at/leistungen/naturraum-management.html>

<sup>26</sup> BIMUWA website: <https://www.bundesforste.at/leistungen/naturraum-management/foerderprojekte/biodiversitaet-und-mulfunktionale-bewirtschaftung-im-wald.html>

<sup>27</sup> <https://www.wwf.at/artikel/einladung-climate-group-talks/>

<sup>28</sup> [https://www.wwf.at/wp-content/uploads/2024/01/WWF\\_Studie\\_Biodiversitaets-Management-Unternehmen\\_2024.pdf](https://www.wwf.at/wp-content/uploads/2024/01/WWF_Studie_Biodiversitaets-Management-Unternehmen_2024.pdf)

# Resource use and circular economy

## MANAGEMENT APPROACH

### Material topic: Resource use and circular economy

[GRI 3-3]

Lenzing already has successfully implemented circular economy practices as central parts of its business model for a long time by achieving greater efficiency in the use and reuse of resources. Such practices comprise closing loops in production processes and producing fibers that are biodegradable (applying to TÜV certified biodegradable and compostable LENZING™ fibers<sup>29</sup>) at the end of their life. Such measures also ensure that Lenzing remains financially competitive and compliant with environmental legislation. As Lenzing continues to drive circular solutions across both the business and the industry, the complex transition from a linear to a circular system requires a collaborative approach. For instance, the company has partnered with Swedish pulp producer Södra to generate more opportunities for recycling textile waste, creating circularity practices and promoting systematic change. The company strives to create as much value as possible through improved sustainability performance that impacts the entire value chain.

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- Creating new product offerings and business models to help the industry to change
- Optimizing the eco-footprint of Lenzing products
- Optimizing the value Lenzing generates via the environmentally responsible products it supplies
- Lowering emissions by closing energy and material loops
- Replacing products that cause end-of-life pollution (e.g. microplastics contamination) with biodegradable alternatives
- Valorizing biorefinery products
- Cutting the use of virgin raw materials
- Driving innovation on recycling and optimizing closed loop processes
- Joining forces and sharing know-how within partnerships for systemic change

##### Negative

###### Own activities:

- Potentially Lenzing products may have higher carbon footprint and emissions due to inefficient recycling systems and processes of the industry
- Falling behind competition in terms of offering products with recycled content

###### Business relationships:

- Transitional risks due to changing legislation and stakeholder expectations (NGOs, customers)

##### Policies and commitments

- “Better Growth” strategy
- “Naturally Positive” sustainability strategy
- Group Environmental Standard
- Group Waste Management Guideline
- Wood and Pulp Policy
- Bioenergy Policy

- Targets for textile recycling on track
- Lenzing intensified its collaboration with leading stakeholders and initiatives
- Lenzing launched a pilot project together with Södra with ARA and Salesianer on recycling their post-consumer textile waste
- Partner in Christian Doppler Laboratory for a recycling-based circular economy
- Contribution to supply chain transparency to facilitate circular economy projects
- Environmental management system based on ISO14001:2015 (including risk assessment and internal audits to ensure the effectiveness of the measures implemented)
- Member of the Circular and Sustainable Textile Clothing project (CISUTAC)
- Co-founded the Alliance of Chemical Textiles Recyclers (ACTR)

##### Sustainability targets, measures and progress

- “Textile recycling” target
- “Circular business model” target

##### Stakeholders

- ACTR
- Policy Hub
- CISUTAC
- European Apparel and Textile Confederation (EURATEX)
- Accelerating Circularity Project (ACP)
- Textiles 2030
- Södra
- Renewcell
- Forum for the Future

##### Responsible

- Members of the Managing Board (Pulp and commercial)
- VP Recycling Pulp

##### Supporting

- Corporate Sustainability
- Division Textile

<sup>29</sup> LENZING™ fibers which are TÜV certified biodegradable (soil, fresh water & marine) and compostable (home & industrial) include the following products: LENZING™ Viscose Standard textile/ nonwovens, LENZING™ Lyocell Standard textile/nonwovens, LENZING™ Modal Standard textile, LENZING™ Lyocell Filament, LENZING™ Lyocell Dry and LENZING™ Web Technology. An exception in certification applies for the fibers LENZING™ Lyocell Filament and LENZING™ Lyocell Dry, for which the necessary tests for confirming biodegradability in marine environment were not yet done or finalized.

### **Actions taken**

- Collaboration signed with Södra to jointly install a process for post-consumer cellulosic recycling in 2022
- Lenzing signed a five-year agreement for the sale of Renewcell's recycled dissolving pulp at the end of 2022

- Division Nonwoven
- Division Pulp
- Global Quality, Environment, Safety & Health (QESH)
- Research
- Site managers

## **Lenzing's circular economy vision**

### **We give waste a new life. Every day**

Lenzing strives to drive the industry towards a fully-fledged circular economy by giving waste a new life across all aspects of Lenzing's core business and by co-developing circular solutions with potential partners within and outside the current value chain to close loops wherever possible. Lenzing's vision is built on the following three pillars.

### **We use regenerative and recycled raw materials to help to protect the planet**

Wood, a renewable raw material, is a key element of Lenzing's circular economy vision, being entirely converted into high-value products and bioenergy. Furthermore, an increasing amount of alternative cellulose feedstock is used from textile waste, as a raw material, and advanced by Lenzing's innovative technologies.

### **We think circular to design out waste and innovate processes**

Lenzing develops and advances its sustainable practices continuously. This strategy minimizes environmental and social impacts not only within the company but across the entire value chain. Lenzing strives to lead in closing technological loops and optimizing the use of every resource with maximum economic value. Digital processes enhance transparency and support the shift from a linear to a circular supply chain.

### **We are not alone in this – Partnering for systemic change**

To achieve a global shift towards a circular economy, collaboration is essential. Lenzing, as a fiber producer, is just one part of the textile and nonwoven value chain. Recycling textiles efficiently requires cooperation among designers, manufacturers, consumers, recyclers and policy makers. Establishing effective post-consumer textile sorting and collection infrastructure is vital for expanding textile recycling. Lenzing is actively engaging in partnerships both within and outside the value chain. For more information, please see the "Stakeholder engagement" section in this chapter.

## **Impact, risk and opportunity management**

[ESRS E5 ESRS 2 IRO-1; GRI 306-2]<sup>30</sup>

See "Actual and potential negative and positive impacts, risks and opportunities" in the management approach at the beginning of the chapter.

Similar to other environmental issues, Lenzing identifies the generation of waste from a life cycle perspective and extends the assessment of impacts up and down the value chain. In 2021, Lenzing standardized its approach to environmental aspects and impact assessment in accordance with ISO 14001. This standardized approach was aligned across all sites in 2022 and has been fully implemented by 2023.

## **Policies**

[ESRS E5-1; GRI 2-24, 3-3c, 306-2]

### **Lenzing Group's Wood and Pulp Policy**

In its [Wood and Pulp Policy](#), Lenzing is committed to procuring wood and dissolving wood pulp exclusively from non-controversial sources. Suppliers participate in credible forest certification programs, in particular the Forest Stewardship Council® (FSC®) and Programme for the Endorsement of Forest Certification (PEFC). The supply of wood and pulp of a specified quality and quantity to all of the Group's pulp and fiber production sites is an important part of the Lenzing Group's core business. For more information, please see the "Raw material security" chapter.

As an extension to its Wood and Pulp policy, Lenzing established a Bioenergy Policy in 2023. This policy ensures that biomass for energy use is not sourced from controversial sources, such as deforestation. For more information on this policy, please see the "Climate change" chapter.

### **Group Waste Management Guideline**

Within Lenzing, waste management is set out in its internal Waste Management Guideline, which was launched in 2018. The guideline was further developed in 2021 and updated in 2022, which resulted in a full consolidation of Group waste data. It is an integral part of Lenzing's environmental management system. Activities relating to waste management – e.g. the collection, separation, storage, transportation, and treatment of waste – are planned and implemented based on possible utilization as well as understanding of associated environmental impact and risks. Further details on

<sup>30</sup> In addition to the GRI disclosure, the corresponding ESRS section is noted. There is no claim to fulfilment of the ESRS in this and the following chapters.

waste management are set out in each sites' waste management systems, which also concern external service providers.

### Group Environmental Standard

All Lenzing production sites fulfil the national legislative requirements and are ISO 14001 certified. The Environmental Standard is an important component of the Group's Environmental Management System. It is the basis for developing Lenzing's environmental program and the medium- and long-term environmental targets.

Lenzing's Environmental Standard has been developed with the consideration of industry and market standards as well as the expectations of relevant stakeholders. The Standard and the key environmental limit values in the Standard are based on the relevant Best Available Techniques (BATs) under the EU Industrial Emission Directive (IED) as well as the better market performances defined by the EU Ecolabel.

## Lenzing's circular economy practices

[ESRS E5-2; GRI 3-3d, 306-2]

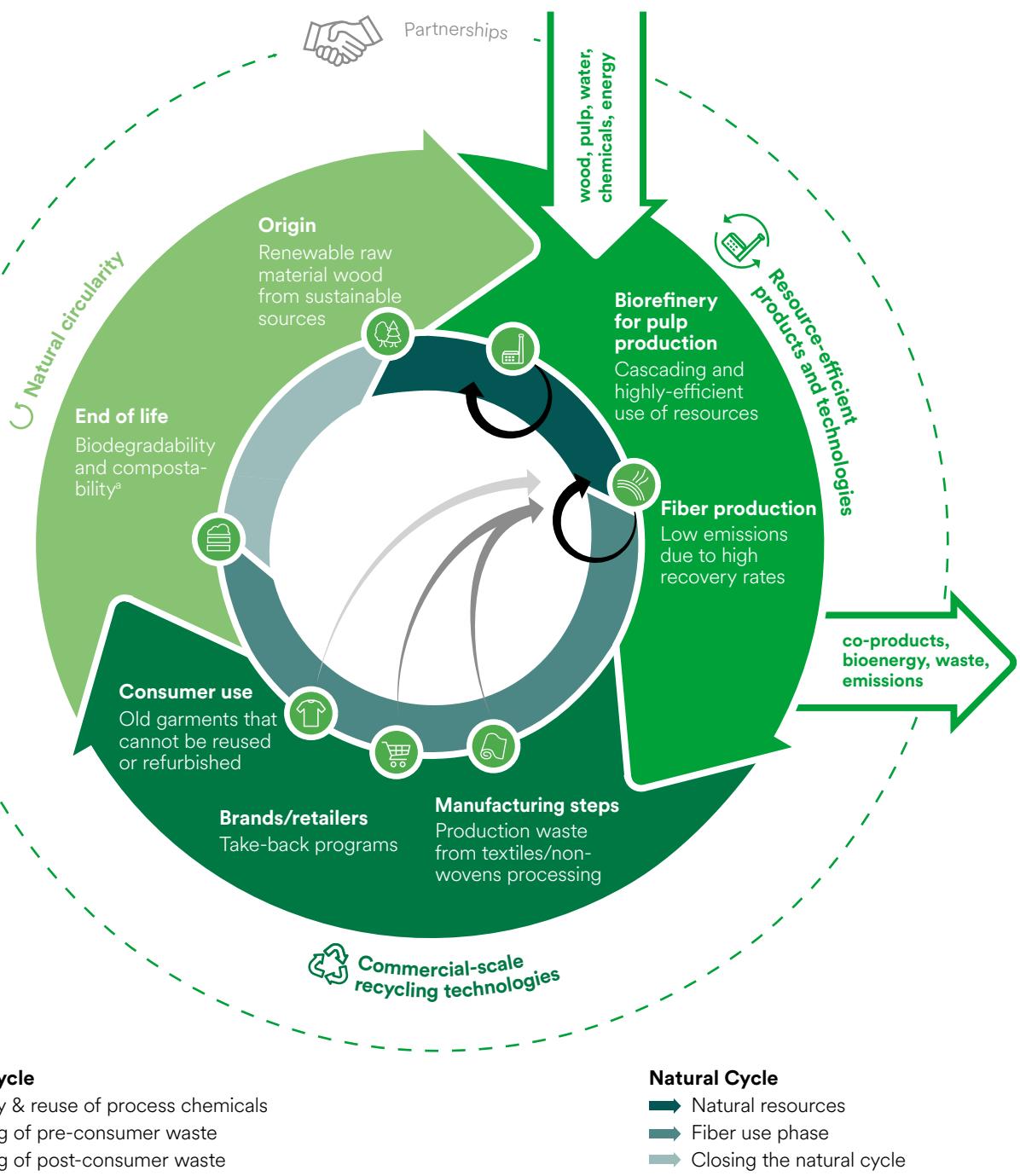
A summary of the "Actions taken" can be found in the management approach at the beginning of this chapter.

Lenzing pursues its vision by following three key practices that incorporate various elements of the circular economy into its circular business model. These practices are outlined in figure 11 and described below:

- Natural circularity
- Resource-efficient products and technologies
- Developing commercial-scale recycling technologies

**Circular economy model**

Figure 11



a) Applies to TÜV certified biodegradable and compostable LENZING™ fibers



## Natural circularity

### Origin

Lenzing's fibers consist of cellulose, a naturally renewable polymer that is biodegradable and obtained from the renewable raw material wood. The wood is sourced from sustainably managed forests and plantations (as described in the "Raw material security" chapter).

LENZING™ Lyocell, Modal and Viscose Standard fibers are certified by TÜV Austria as biodegradable and compostable<sup>31</sup>. The safe disposal of those fibers into the natural environment enables the cellulose material loop to close in alignment with the biological cycle. Natural circularity covers this biological cycle and also focuses on different end-of-life solutions.

When referring to a "circular product" of nonwovens, Lenzing is focusing less on just a "fiber solution", but more on a circular value chain model, as requirements and usage of the end products differ between the various nonwoven end products. This means that the impact of Lenzing's fibers needs to be considered with regard to raw material, performance, waste and end-of-life, delivering the highest value and causing the least impact on the environment. Lenzing is therefore following a structured approach for its new products to answer the market needs for most sustainable solutions.

### GLACIER PROTECTION FLEECE

The melting of glaciers is symbolic of the repercussions of global warming. As a company committed to science-based targets to limit the rise of the global temperature, Lenzing also seeks new product solutions that can contribute to this topic. One key example and highlight in 2023 has been the development of a glacier protection fleece made 100% from Lenzing's cellulosic fibers.

Traditional glacier protection fleeces use synthetic fiber-based geotextiles, which can contribute to micro plastic pollution. If the fibers are degrading through the impact of sun, water and wind, small particles of plastic are released in the sensitive alpine environment.

Lenzing, in collaboration with the University of Innsbruck's Institute of Ecology, Austrian glacier tourism, and the Chamber of Commerce (WKO Tirol), used a new approach, utilizing cellulosic LENZING™ fiber-based geotextiles. This award winning innovation (winner of the Swiss BIO TOP Award 2023) helps to protect glaciers without contributing to the microplastic pollution.

### End of life

By applying a more application-specific approach, Lenzing drives to look at various end-of-life solutions, such as biodegradability, recycling, or reuse, depending on the fiber, end-product and mar-

kets. Lenzing is therefore strategically involved in policy discussions as well as engaged in circular initiatives to further develop and advance the world's change to a more holistic economy.



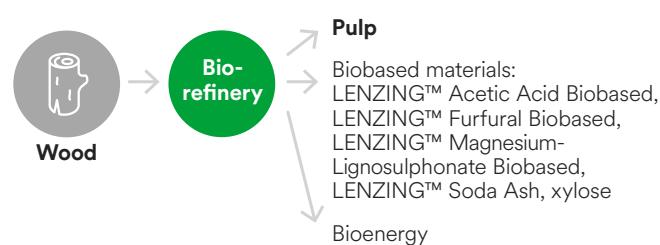
## Resource-efficient products and technologies

### Biorefinery for pulp production

In pulp production wood is turned into dissolving wood pulp for further fiber production. At Lenzing's pulp sites, this is an energy self-sufficient process. Lenzing uses all raw materials efficiently, has high recovery rates for solvents and chemicals, and minimizes waste production. The Lenzing Group operates three biorefineries, in Lenzing (Austria), Paskov (Czech Republic) and Indianópolis (Brazil). As depicted in figure 12, Lenzing's biorefinery technology converts wood into pulp, co-products and bioenergy. Lenzing sells the valuable biorefinery products to other industries, thereby making a major contribution to the maximum utilization of wood and process chemicals. For more detailed information, please see the "Resource outflows" section below.

**Highly efficient use of the raw material wood**

Figure 12



Surplus energy from pulp production is supplied as renewable energy in the form of steam and electricity. At the Lenzing (Austria) site surplus energy is directly powering fiber production lines. In Paskov (Czech Republic) and Indianópolis (Brazil) surplus energy is exported to the electricity grid and thereby supports the shift to renewable energy in these regions. This is a prime example of the cascading use of biomass and 100 percent utilization of wood without generating any waste.

### Fiber production

Lenzing produces specialty fibers and innovates cellulosic fiber technologies. The high-quality fibers, viscose (rayon), modal, and lyocell, are supplied to the textile and nonwoven industry, as well as being used in industrial applications, and are valued for their special properties.

Furthermore, Lenzing's lyocell process is a closed-loop solvent-based technology that allows the manufacturing of cellulosic fibers without chemical modification of the cellulose. The process follows a basic dissolution concept and allows 99.8 percent of the solvent to be recovered and fed back into the loop. This avoids waste and ensures high resource utilization, while reducing water

<sup>31</sup>LENZING™ fibers which are TÜV certified biodegradable (soil, fresh water & marine) and compostable (home & industrial) include the following products: LENZING™ Viscose Standard textile/ nonwovens, LENZING™ Lyocell Standard textile/nonwovens, LENZING™ Modal Standard textile, LENZING™ Lyocell

Filament, LENZING™ Lyocell Dry and LENZING™ Web Technology. An exception in certification applies for the fibers LENZING™ Lyocell Filament and LENZING™ Lyocell Dry, for which the necessary tests for confirming biodegradability in marine environment were not yet done or finalized.

consumption and emissions. Compared to conventional production, recovering solvents and chemicals avoids or reduces environmental impacts, such as GHG emissions – thereby supporting the mitigation of climate change. For additional information, please see the “Responsible production” focus paper.

### Manufacturing steps in the textile industry

To address textile industry waste challenges, Lenzing has developed an innovative recycling technology, REFIBRA™. This technology utilizes pre- and post-consumer textile waste and turns them, together with virgin pulp, into new fibers.

#### WE GIVE WASTE A NEW LIFE. EVERY DAY

In line with its vision, “We give waste a new life. Every day”, Lenzing is striving to make textile waste recycling a common standard process similar to paper recycling. Lenzing has set a target and taken measures to make this vision a reality: it plans to offer viscose, modal and lyocell staple fibers with post-consumer recycled content on a commercial scale. For more information, please see the “Sustainability targets, measures and progress” section of “General information” chapter.

### Management of production waste

There are several contexts in which waste is generated in Lenzing’s facilities, such as within production processes, the packaging of procured goods and of sole fiber bales. Lenzing follows a waste hierarchy and avoids waste wherever possible. For more information, please see the “Waste management” section in this chapter.

To advance its circular economy, Lenzing uses recycled or reused materials whenever possible, instead of extracting virgin resources from nature. However, it should be considered that recycling processes can require a high amount of energy due to fiber blends and chemicals used in the value chain and therefore a holistic approach is needed (e.g. design for circularity, use of renewable energy and “low-impact” chemicals in the value chain) to truly mitigate climate change.



### Commercial-scale recycling technologies

Lenzing is using two types of recycling, chemical and mechanical. Firstly, pulp from chemically recycled cotton textile waste is used to produce new fibers together with virgin wood pulp. Lenzing’s fiber technology REFIBRA™ utilizes a proportion of cotton waste as well as dissolving wood pulp as raw materials.

Lenzing continued to offer TENCEL™ x REFIBRA™ branded lyocell fibers with a minimum of 30 percent recycled content in 2023. While this creates a significant environmental improvement, it creates high-quality fibers with the same properties as fibers from virgin dissolving wood pulp. The fiber is available under the Recycled Claim Standard (RCS), certifying that all production processes in the entire supply chain have undergone the relevant steps to ensure the integrity of the final product.

#### EXPANSION TO LENZING™ ECOVERO™

In 2023, the eco-efficient REFIBRA™ technology was expanded from TENCEL™ branded lyocell to LENZING™ ECOVERO™ branded viscose fibers. Now available worldwide, LENZING™ ECOVERO™ with REFIBRA™ technology features a minimum of 20 percent of this recycled content from cotton textile waste.

Secondly, textile materials (pre-consumer/post-industrial, post-consumer) are also recycled mechanically by Lenzing. These textile fabrics are shredded down to the individual fiber level as far as possible. Because of the necessary and severe shortening of the fiber length in the recycling process the fibers lose some of their performance (e.g. strength), these mechanically recycled fibers therefore require carrier fibers to become spinnable. For more information, please see “Sustainable innovations” chapter.

### Brands/retailers

Brands and retailers have the influence to offer products with recycled content to customers, but also to make sure that their products are designed in a way that facilitate circularity in terms of durability, recyclability and biodegradability. Lenzing runs an active research and development project to further improve the utilization of pre-consumer textile waste for the production of fully biobased and biodegradable fibers.

### Consumer use

Lenzing strives to offer the best possible materials for products used by consumers and end-users, so that they can purchase products that satisfy their needs for performance and sustainability.

So, one of Lenzing’s goals is to recycle post-consumer textile waste more efficiently. Given the complexity of global value chains, Lenzing collaborates with various stakeholders with the clear goal to drive systemic change in the textile and nonwovens industry.



### Partnerships

Transparency makes partnerships easier and provides a foundation for credible sustainability performance, especially the circular economy that will be part of the upcoming EU legislations. Gaining a deeper understanding of Lenzing’s suppliers and downstream customers is critical to minimizing the Lenzing Group’s overall environmental as well as social impact and putting it on the right track to achieve circular and net-zero GHG emissions by 2050 (“Long-term science-based net-zero target”). More information on transparency through digitalization is provided in the “Digitalization & cyber security” chapter.

Partnering for systemic change is one of the basic principles of Lenzing’s “Naturally Positive” sustainability strategy for jointly achieving targets with Lenzing’s major stakeholders. For example, to make it possible to acquire low carbon footprint chemicals such as “low-impact” caustic soda produced (by using renewable energy sources), Lenzing is actively engaging with its suppliers. Only with this supply chain wide engagement it is possible to lower the carbon footprint of Lenzing’s products.

Collaboration is therefore essential. Lenzing is part of several initiatives that strive to foster the circular economy in the fashion industry. More information can be found in the “Stakeholder engagement” section of this chapter.

### **Lenzing and partners launch Austria's largest textile recycling project**

In a collaborative effort to advance the transition to a circular economy, Lenzing partnered up in 2023: with logistics and sorting partner ARA (Altstoff Recycling Austria AG), the textile service provider Salesianer Miettex, the NGO Caritas, and the Swedish pulp producer Södra. Together, they are working to collect used household and clothing textiles for producing recycled pulp, ultimately leading to the production of new lyocell and viscose fibers.

### **MUNDAO**

In 2023, Lenzing intensified its cooperation and development with Mundao, a French eco-conscious start-up company, which has developed an industrial compostable diaper. Lenzing has supported the French company with its expertise in biodegradable materials and use of cellulosic fibers. As a result, the revolutionary diapers, marketed under the brand Popotine, include a range of VEOCEL™ fibers in different components of the diapers.

“Popotine” compostable diapers, the first of its kind in the European diaper market, are currently commercialized to child daycare facilities, collected after use by city-bike associations, and repurposed in industrial composting. This end-of-life concept offers a sustainable solution for disposable diapers as feedstock for agricultural compost and for biomass industrial plants.

## **Metrics and targets**

[ESRS E5-3; GRI 3-3e]

See “targets” in the management approach at the beginning of this chapter. All of Lenzing's sustainability targets can be found in the “General information” chapter.

<b>Textile recycling</b>	<b>To offer viscose, modal and lyocell staple fibers with up to 50 percent post-consumer recycled content on a commercial scale by 2025</b>	<b>2025</b> <b>On track</b>
Measure(s)	All fibers with recycled content offered by Lenzing contain a share of post-consumer waste	<b>2022</b> <b>Delayed</b>
	Lenzing increases the recycled content from 30 to 40 percent for fibers produced with REFIBRA™ technology for textiles	<b>2023</b> <b>Delayed</b>
	Lenzing introduces its viscose and modal fibers with REFIBRA™ with a minimum of 30 percent recycled content	<b>2023</b> <b>Delayed</b>
	Lenzing and Södra collaboration will recycle 25,000 t of textile waste per year at Södra's Mörrum site <sup>b</sup>	<b>2025</b> <b>Delayed</b>
Progress made in 2023	The joint efforts with Södra to develop a recycled pulp with a share of post-consumer waste on an industrial scale were again successfully continued and also honored by the ITMF-Award. Project plans have been updated to increase the intended volume of the new production line from 25 kt/a to 50 kt/a feedstock and start-up of this plant is forecasted for 2027. Overall, Lenzing continued with product and process development towards reaching the key target for 2025. One key milestone was the introduction of a viscose fiber with REFIBRA™ technology with 20 percent recycled pulp from post-consumer cotton textile waste, with the goal of further increasing this percentage in the near future. The biggest challenges remain to adapt the characteristic of recycled pulp for industrial fiber production and also to seek solutions to make recycled pulp processable on industrial scale.	

b) Relevant for the Managing Board long-term incentive (LTI) bonus targets

<b>Circular Business Model</b>	<b>To innovate a new circular business model by closing the loops for post-consumer materials and partner with 25 key supply chain companies by 2025</b>	<b>2025</b> <b>On track</b>
Progress made in 2023	Some highlights in 2023 were: the launch of a recycling project with ARA and other partners, participation in international projects to improve sorting and traceability of fibers and the cooperation with Södra has been granted a LIFE funding and has been awarded with the ITMF award for International Cooperations. For more information please see the “Resource use and circular economy” chapter.	

## **Resource inflows**

[ESRS E5-4; GRI 301-1, 301-2]

Lenzing's main resource inflows are wood, dissolving wood pulp, chemicals, fuels and water. Please note that precise figures on the absolute weight or volumes of materials used by the Lenzing Group are omitted due to confidentiality reasons.

### **Wood and dissolving wood pulp**

100 percent of Lenzing's wood and pulp suppliers are regularly assessed and certificated according to FSC® and PEFC standards. For additional information on this topic, please refer to “Raw material security” and “Business conduct” chapters.

As Lenzing further advances its commitment to circularity in its core business, Lenzing targets to produce fibers, including lyocell,

viscose and modal, which contain up to 50 percent of recycled fibers (“Textile recycling” target).

Lenzing’s most important chemicals that account for about 85 percent of the total volume purchased include caustic soda ( $\text{NaOH}$ ), carbon disulfide ( $\text{CS}_2$ ), sulfuric acid ( $\text{H}_2\text{SO}_4$ ), sulfur (S), sulfur dioxide ( $\text{SO}_2$ ), softening agents, flame retardants, N-methylmorpholine N-oxide (NMMO), titanium dioxide ( $\text{TiO}_2$ ), and zinc sulfate ( $\text{ZnSO}_4$ ). Lenzing tries to source as many of its chemicals as possible regionally. For Lenzing regionally sourced means from the same or the neighbouring country as the production facility. For more information, please see “Business conduct” chapter.

Lenzing engaged in comprehensive dialogues with its suppliers to explore the possibilities of procuring caustic soda with reduced GHG emissions.

In Lenzing’s lyocell manufacturing process, it is possible to recover 99.8 percent of NMMO, enabling the reduction of resources. The recovery of carbon disulfide and hydrogen sulfide from the production process of viscose and modal fibers enhances circularity standards, as both are converted and returned to the process as raw materials. For more detailed information, refer to the “Pollution” chapter.

## Fuels

Fiber production is an energy intensive process and Lenzing is trying to use renewable fuels wherever possible. For more information on this topic, please see the “Climate change” chapter. Upholding its objectives, Lenzing was the first cellulosic fiber producer to set concrete science-based target approved by the Science Based Targets initiative aiming for a reduction of GHG emissions.

## Water

Water is a valuable limited resource, which is necessary for Lenzing’s manufacturing processes; further details on water and its recycling are provided in the “Water and marine resources” chapter.

## Packaging

Chemicals are delivered in different forms of packaging such as containers and big bags. Lenzing has implemented take-back systems with its suppliers in order to reduce packaging waste. These systems not only ensure proper disposal but also facilitate the reuse of packaging material.

The dissolving wood pulp is transported in freight cars and trucks while fiber bales are shipped in plastic films. This is necessary for product protection and transportation. The recycling of packaging for fiber bales lies outside of Lenzing’s operational system boundary due to lack of control and influence at the downstream customer. Nonetheless, the company is currently evaluating potential for reducing packaging waste from sold goods.

Management of packaging waste is a shared responsibility of Lenzing and its business partners. Proper disposal and participation in recycling programs as well as take-back systems can significantly contribute to reducing packaging waste.

<sup>32</sup> The EU Ecolabel is recognized in all member states of the European Union, as well as Norway, Liechtenstein and Iceland. The voluntary label, introduced by an EU regulation (Regulation EEC 880/92) in 1992, has gradually become a reference point for consumers who want to help reduce pollution by purchasing more environmentally-friendly products and services.

EU Ecolabel for textile products (license no. AT/016/001)

# Resource outflows

[ESRS E5-5; GRI 306-1, 306-2, 306-3, 306-4, 306-5]

## Products

Lenzing’s main products are its fibers. Co-products from the bio-refineries are sold to other industries. LENZING™ fibers are primarily used for clothing, home textiles, hygiene and other products. Its fiber portfolio includes three types of fibers: lyocell, modal, and viscose (rayon).

### Products with a benefit

Lenzing offers net-benefit products which deliver environmental and societal advantages as well as benefits for value chain partners, surpassing many competing alternatives. These products take into account the entire life cycle, encompassing both upstream and downstream value chain processes.

#### INDIGO COLOR TECHNOLOGY

Requiring multiple dye baths, conventional dyeing is a water- and energy-intensive process. With Indigo Color technology, Indigo pigment is incorporated (dope-dyed) into TENCEL™ Modal fibers during their production. This saves an additional dyeing process and brings significant reductions in water (>99 percent), chemicals (>80 percent) and electricity usage (>99 percent) compared to three conventional denim dyeing methods.

Moreover, TENCEL™ Lyocell and Modal and LENZING™ ECOVERO™ fibers are certified with the widely recognized EU Ecolabel<sup>32</sup>. This label is awarded to products meeting high environmental standards throughout their entire life cycle.

In 2023, the product portfolio expanded further with LENZING™ ECOVERO™ branded fibers (textiles) and VEOCEL™ branded fibers (nonwovens) being certified with the EU Ecolabel at the site in Purwakarta (Indonesia). For more information on products and technologies, please refer to the [Lenzing website](#) or the “Sustainable innovations” chapter.

#### BIODEGRADABILITY STUDY BY SCRIPPS

A study conducted by Scripps Institution of Oceanography (SIO) offers scientific evidence that LENZING™ Lyocell Standard fibers, LENZING™ Viscose Standard fibers, and LENZING™ Modal Standard fibers biodegrade in both sea-surface and deep-sea conditions.<sup>33</sup> This research confirms that these fibers can return to the ecosystem at the end of their life cycle.<sup>34</sup> Scientists at SIO at the University of California, San Diego had previously established in 2021 that LENZING™ Lyocell Standard fibers completely and rapidly biodegrade in sea-surface conditions.

<sup>33</sup> S.-J. Royer et al., Not so biodegradable: Polylactic acid and cellulose/plastic blend textiles lack fast biodegradation in marine waters | PLOS ONE, 2023

<sup>34</sup> LENZING™ fibers which are TÜV certified biodegradable (soil, fresh water & marine) and compostable (home & industrial) include the following products: LENZING™ Viscose Standard textile/ nonwovens, LENZING™ Lyocell Standard

## Co-Products

Lenzing puts its biorefinery and co-products to new uses in other industries, such as LENZING™ Acetic Acid Biobased, LENZING™ Furfural Biobased, xylose (wood sugar)<sup>35</sup>, LENZING™ Soda Ash or LENZING™ Magnesium-Lignosulfonate Biobased.

### LENZING™ ACETIC ACID BIOBASED

LENZING™ Acetic Acid Biobased, derived from sustainably sourced beech wood pulp, is purified in several steps, processed into a high-quality product and used in various industries such as food, pharmaceutical and cosmetics, chemical, and textile. To further advance circularity and the visibility of LENZING™ Acetic Acid, a notable partnership has been formed with the Italian company C.P.L. Prodotti Chimici srl, which became the first licensing partner of LENZING™ Acetic Acid Biobased in August this year.

when an external party, such as an authorized waste management company, determines the management option of a waste stream. All these factors may result in significant fluctuations in waste reporting from year to year. The company's approach to waste management uses a management hierarchy as its guiding principle. This means that Lenzing plans and prioritizes waste management as follows:

1. Prevention and reduction
2. Reuse and recycling
3. Energy recovery
4. Landfill

Wherever possible, waste is avoided or reduced, e.g. by modifying processes to increase material efficiency or by adopting good housekeeping and operational practices. Recyclable components of waste are separated. Unrecyclable components are disposed of in accordance with local legislation. Wherever possible Lenzing recovers energy from unrecyclable components in facilities such as incinerators. Landfilling of waste is subject to strict national regulations. Hazardous waste is either treated or disposed of in accordance with the applicable regulations.

## Waste management

Lenzing uses licensed contractors to dispose of waste. Audits of these service providers are conducted in periodic intervals. Any contractor found to be non-compliant has its contract terminated. There were no such cases in 2023.

Waste is categorized in line with national legislation. There may also be long delays in obtaining the related data and information

The total amount of waste has increased due to the addition of two production sites in comparison to the previous years. There is a significant shift in the proportion of hazardous and non-hazardous waste due to the changes in waste classification under the Indonesian regulation, e.g. boiler ash is reclassified as non-hazardous waste. Furthermore, cooperation with waste management company at the site in Purwakarta (Indonesia) resulted in substantial reduction of waste to landfill and increase in material recycling.

**Waste by type and disposal method**

**Table 30**

(Tons)	2021	2022	2023	2021	2022	2023
	Hazardous waste			Non-hazardous waste		
Preparation for reuse						
Recycling (offsite)	450.14	123.23	33,822.40	50,829.81	48,349.42	118,256.15
Other recovery operations						
Incineration with energy recovery (onsite) <sup>a</sup>						
Incineration with energy recovery (offsite)	36,132.26	46,048.20	2,430.67	35,126.01	21,545.81	23,723.56
Incineration without energy recovery						
Landfill (offsite)	36,678.98	21,375.78	110.08	13,535.16	11,182.99	6,057.61
Other (to be specified by Lenzing) (offsite)	0.22	1,153.44	951.70	828.13	923.63	2,419.73
<b>Total waste generated</b>	<b>73,261.60</b>	<b>68,700.64</b>	<b>37,314.85</b>	<b>100,319.11</b>	<b>82,001.85</b>	<b>150,457.06</b>
landfill (onsite) <sup>b</sup>				490.9	1139.6	1112.2

a) The data for Incineration with energy recovery onsite cannot be reported as the data is not available.

b) In Lenzing's waste reporting Lenzing does not report on site treatment measures therefore onsite landfill is not included in the total amount of waste

**Total of non-recycled waste**

**Table 31**

	2021	2022	2023
<b>Total amount of non-recycled waste (tons)</b>	<b>122,300.76</b>	<b>103,369.45</b>	<b>35,693.36</b>
<b>Total percentage of non-recycled waste</b>	<b>70.5%</b>	<b>68.1%</b>	<b>19.0%</b>

textile/nonwovens, LENZING™ Modal Standard textile, LENZING™ Lyocell Filament, LENZING™ Lyocell Dry and LENZING™ Web Technology. An exception in certification applies for the fibers LENZING™ Lyocell Filament and LENZING™

Lyocell Dry, for which the necessary tests for confirming biodegradability in marine environment were not yet done or finalized.

<sup>35</sup> Purified/marketed by partner company

## Total waste generated

Table 32

(Total weight of waste generated in tons, and a breakdown of this total by composition of the waste)	2021	2022	2023
Hazardous waste	73,261.60	68,700.64	37,314.85
Non-hazardous waste	100,319.11	82,001.85	150,457.06
<b>Total waste</b>	<b>173,580.71</b>	<b>150,702.49</b>	<b>187,771.91</b>



## Resource use and circular economy stakeholder engagement

[GRI 3-3f]

Lenzing's most important stakeholders in circularity are described below.

### Policy Hub

In 2019, Lenzing became a member of the [Policy Hub](#) in the circular economy for the apparel and footwear industry, which it has also co-chaired since May 2020. In 2022, the company actively contributed to the industry's understanding of barriers and challenges facing the circular economy in areas such as waste and recycling technologies, transparency, and sustainable product initiatives. Lenzing has also actively engaged with the public and EU policy makers in exchanging information on barriers and possible solutions for advancing circularity.

### Circular and Sustainable Textile Clothing (CISUTAC)

Since October 2022, Lenzing became a partner in the [CISUTAC](#) project that is co-funded by the EU. The consortium was established to support the transition to a circular and sustainable textile sector. Besides Lenzing, the 24 partners of the consortium include the industry association EURATEX, Södra, Decathlon and the NGO Oxfam. The aim of this initiative is to prevent, identify and eliminate barriers to the circularity of the clothing chain. For its part, Lenzing is focusing on the development of recycling processes for cellulose fibers in line with its own corporate strategy.

### European Apparel and Textile Confederation (EURATEX)

[EURATEX](#) is the European Apparel and Textile Confederation, representing the interests of the European textile and clothing industry at the EU institutional level. Lenzing has contributed to EURATEX, and its latest project ReHubs to further promote circularity in the textile industry.

The goal of ReHubs is to set up an integrated system based on recycling hubs in Europe to recycle textile waste and industrially scale up the collection, sorting, processing and recycling of pre- and post-consumer materials. Lenzing plays an active role in the "Transform textile waste into feedstock" project within the EURATEX ReHubs initiative led by Texaid.

By the end of 2024, Europe will face the challenge of organizing a separate collection of textile waste and ensuring proposal disposal option of the collected waste. At present, there is no large-scale plan across Europe to reuse and recycle the current 7.5 million tons of textile waste.

### Accelerating Circularity Project (ACP)

ACP's mission is to design and implement systems in which textile waste is repurposed as a raw material and is no longer incinerated or sent to landfill. With this model, materials will be constantly reused or recycled, and textile waste will itself become a valuable resource. With collaborative work along the entire supply chain, the organization managed to run trials that have been successful in creating fabrics with recycled content. Lenzing has contributed to the trials with its TENCEL™ REFIBRA™ technology. The collected information is designed to help the entire industry to learn from this approach and identifies the potential for commercial products based on a cost-effective circular textile supply chain. Lenzing welcomed the opportunity to be a Board representative of this organization that envisions a textile world that is restorative and regenerative by design. As well as being a founding partner of the project in the US in 2019, Lenzing became a project partner in Europe in 2021. It was still a project partner in 2023.

### Accelerating Circularities Alliance of Chemical Textiles Recyclers (ACTR)

Lenzing is a founding member of [ACTR](#) alongside industry players like Eastman or Lycra. The working group began in 2023 in response to requests from Lenzing's partners to help educate the industry about chemical recycling. As a first step, ACTR is introducing a dictionary of basic terms developed to provide the industry with a better understanding of chemical textile recycling. Through ACTR, it will also be possible to meet and address the textile industry with a common voice.

### Textiles 2030

In August 2021, Lenzing was one of the pioneering signatories of the voluntary [Textiles 2030](#) agreement. Textiles 2030 is Waste & Resources Action Programme (WRAP)'s expert-led initiative in the UK designed to limit the impact of clothes and home textiles on climate change. It represents a voluntary agreement that is funded by its signatories and the government. Signatories will collaborate on carbon, water and circular textile targets, as well as contribute to national policy discussions. With its manufacturing facilities in Grimsby in the United Kingdom, Lenzing is honored to take part in this initiative for proactively fostering circularity and systemic change in the textiles industry.

### Renewcell

In December 2022, Lenzing and Renewcell, a Swedish textile-to-textile recycling pioneer, signed a multi-year supply agreement to accelerate the transition of the textile industry from a linear to a circular business model. The agreement contains the sale of up to 100,000 tons of Renewcell's 100 percent recycled textile Circulose® dissolving pulp to Lenzing over a five-year period, for use in the production of cellulosic fibers for fashion and other textile applications.

## Södra

To further speed up the technological development of textile recycling followed by an expansion of capacity for generating pulp from post-consumer waste, Lenzing began collaborating with Södra, another leading global pulp producer, in 2021. The goal is to recycle and process 50,000 tons of textile waste per year at Södra's Mörorum site by 2027. This project, named "Textile Recycling in Europe AT Scale"<sup>36</sup> ([LIFE TREATS](#)), is supported by an EU subsidy of EUR 10 million as part of the LIFE 2022 program<sup>37</sup>, to further develop the innovative OnceMore® recycling process. Starting in the second quarter of 2023 and over the next four and a half years, the next step will involve the construction and management of a facility for joint process development and the extension of the OnceMore® process.

In November 2023, their long-lasting and effective partnership was awarded the ITMF Award 2023 in the "International Cooperation" category for their collaborative efforts in textile recycling and circular economy.

## Forum for the Future

Lenzing is a participating member of the project Enabling Systemic Circularity in Fashion (ESCF) by Forum for the Future. It is an action inquiry that investigates the enabling conditions for innovations to achieve their potential in supporting the vision of a circular, regenerative, responsible and resilient fashion value chain, as well as the systemic barriers that are currently preventing this. The project's approach is to take a systemic lens to the enabling conditions and barriers encountered. This is explored through the participation of a mix of unique suppliers and brands which cover different perspectives, helps to learn best practices from each other and understand current status of industry to envision a circular future for the industry. There are several working groups such as business models, innovative materials and waste processing. In 2023, Lenzing was involved in the project and participating in workshops and working groups to contribute with its know-how as well as make progress for its circularity strategy and ambitions.

<sup>36</sup> Disclaimer LIFE22-ENV-SE-TREATS – 101113614 is co-funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or CINEA. Neither the European Union nor the granting authority can be held responsible for them.

<sup>37</sup> [LIFE \(europa.eu\)](#)

# Raw material security

## MANAGEMENT APPROACH

### Material topic: Raw material security

[GRI 3-3]

Wood and dissolving wood pulp are the most important raw materials for Lenzing. There are potential risks associated with their sourcing, such as deforestation, climate changes and biodiversity loss. This is why Lenzing minimizes the environmental risk of procuring wood through responsible sourcing from sustainably managed forests. 100 percent of the company's wood and pulp sourcing is certified or controlled by globally recognized standards, such as the Forest Stewardship Council (FSC®) and the Programme for the Endorsement of Forest Certification (PEFC). Lenzing is constantly engaging with different stakeholders (NGOs, customers, investors etc.) in order to meet their expectations and meet upcoming regulation requirements (e.g. EU Green Deal, EU Timber Regulation, supply chain due diligence).

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- Wood as a natural and renewable raw material offers expanded business perspectives
- Replacement for fossil-based products
- Due to its contribution to climate change mitigation through carbon sinks in forests and wood products, and substitution of fossil-based product
- Wood is an alternative to agricultural products (e.g. cotton)
- Using wood from sustainably managed forests supports biodiversity

##### Negative

###### Own activities:

- Potential reputation loss due to link to deforestation or contribution to biodiversity loss

###### Business relationships:

- Sourcing of environmentally and socially controversial wood and pulp
- Loss of biodiversity in poorly managed forest ecosystems
- Sourcing can be impacted by climate change
- Climate and market impact on wood and pulp availability, price and quality

##### Policies and commitments

- Centrally managed wood and pulp procurement
- Wood and Pulp Policy
- Bioenergy Policy
- CanopyStyle Initiative
- Global Supplier Code of Conduct
- Preference for long-term contracts and direct contacts

##### Actions taken

- 100 percent of wood-for-pulp-production suppliers assessed according to the FSC® Controlled Wood criteria
- New bioenergy policy
- Preparations for upcoming EU Deforestation Regulation
- Ramp up of pulp mill in Brazil and site in Thailand after start up in 2022

- PEFC Chain of Custody certificate for fiber production sites in Purwakarta (Indonesia), Nanjing (China) and Mobile (USA)
- Sustainability performance of pulp suppliers was surveyed in a comprehensive questionnaire
- Integration of plantations managed by LD Celulose (Brazil) into the Lenzing Group
- Transportation of some inbound materials changed from road to rail to improve carbon footprint
- Regular audits on forest certification standards (FSC®, PEFC)<sup>38</sup>
- Internal audit management system
- Wood and Pulp certification according to FSC® and PEFC standards
- Additional third-party verification of Lenzing's wood and pulp supply as part of the CanopyStyle Initiative and through internal supplier audits
- Lenzing was awarded with a "dark green shirt" in Canopy's Hot Button Ranking
- CDP Forests "A" rating

#### Sustainability targets, measures and progress

All of Lenzing's sustainability targets can be found in the "General information" chapter.

##### Stakeholders

- Suppliers
- CDP
- Canopy
- Forest Europe, European and national forest strategies
- The Austrian Bioeconomy Strategy
- EU Deforestation Regulation (EUDR)

##### Responsible

- Member of the Managing Board (Pulp)
- Senior Director Purchasing Wood
- SVP Comm. Affairs Pulp
- SVP Global Purchasing

##### Supporting

- Corporate Sustainability
- Global QESH

<sup>38</sup> FSC® (FSC-C041246), PEFC (PEFC/06-33-92)

## Sustainable sourcing of wood and dissolving wood pulp

[GRI 308-2]

Wood and dissolving wood pulp are Lenzing's most important raw materials. The Lenzing Group takes responsibility by focusing on sustainable sourcing covered by certifications, responsible consumption, and the highly efficient use of these valuable resources. Lenzing sources wood and dissolving wood pulp from semi-natural forests (as defined by the Food and Agriculture Organization of the United Nations<sup>39</sup> (FAO), which include naturally regenerating and planted forests of similar species composition as the natural forests in the area) and plantations, as all defined by FAO<sup>40</sup>, which are not from primary, natural or ancient and endangered forests.

Assuming a dissolving wood pulp yield from wood of 40 percent, a rough estimate for the total yearly wood input of Lenzing would be 2.5 million tons (dry matter), spread between Lenzing's own production and the dissolving wood pulp purchased.

For more information on chemical supplier management please see the "Business conduct" chapter.

### HOT BUTTON REPORT 2023

In 2023 Lenzing was awarded 32 points and a dark green shirt in the "Hot Button Ranking" from CanopyStyle, a ranking of the world's 35 largest producers of cellulosic fibers in terms of sustainable wood and pulp sourcing. This report confirmed a low risk of sourcing from ancient and endangered forests for Lenzing, which is the best possible category. However, Lenzing has added new suppliers, which might increase the potential risk. Lenzing is in constant communication with suppliers to keep this risk as minimal as possible. Since Lenzing's woods sourcing in Brazil exclusively originates from plantations owned and managed by LD Celulose, there is no risk of illegal logging. Prior to the establishment of the pulp mill in Brazil an environmental impact assessment confirmed that no indigenous settlements are in the vicinity of the plant.

## Dissolving wood pulp in the Lenzing Group

Processing wood into fibers requires a special quality of pulp called dissolving wood pulp. The Lenzing Group's current dissolving wood pulp nominal capacities are 320,000 tons at the Lenzing site (Austria), 285,000 tons at the Paskov site (Czech Republic) and 500,000 tons at the Indianópolis site (Brazil). For the locations of Lenzing's own pulp supplying factories, please see the "Lenzing Group locations" chapter.

In addition to its own dissolving wood pulp production, Lenzing maintains procurement of dissolving wood pulp in the global market, mostly under long-term supply contracts. On the other hand, a share of the own pulp production is traded on the global dissolving

pulp market. In 2023, the Lenzing Group procured pulp from the following suppliers (in alphabetical order):

### Countries of Lenzing Group's pulp suppliers (in 2023)

Table 33

Supplier	Country
AustroCel Hallein GmbH	Austria
Georgia-Pacific LLC	USA
International Paper	USA
Lenzing AG	Austria
Lenzing Biocel Paskov a.s.	Czech Republic
LD Celulose (Lenzing Group)	Brazil
Rayonier Advanced Materials	USA, Canada
Sappi Ltd.	South Africa, USA
Södra Skogsägarna ekonomisk förening	Sweden
ReNewCel AB	Sweden

Eucalyptus, pine and spruce represent the predominant wood species used by Lenzing's partners. However, beech, birch, ash, maple as well as other hardwoods and softwoods are also processed. The actual tree species vary depending on the region and quality conditions. Regardless of the species, all of the wood originates from sustainably managed forest operations that are certified or controlled according to the leading forest certification schemes. An overview of the most important tree species per region can be found in the Annex. Lenzing ensures that the bleaching process of all purchased pulp is totally chlorine-free (TCF) or elemental chlorine-free (ECF).

### Lenzing Group's Wood and Pulp Policy

In its Wood and Pulp Policy, Lenzing is committed to procuring wood and dissolving wood pulp exclusively from non-controversial sources. The supply of wood and pulp of a specified quality and quantity to all of the Group's pulp and fiber production sites is an important part of the Lenzing Group's core business. Lenzing strives to source wood and pulp exclusively from non-controversial sources, preferring suppliers participating in credible forest certification programs, in particular the Forest Stewardship Council® (FSC®) and Programme for the Endorsement of Forest Certification (PEFC).

Controversial sources include wood derived from:

- illegal logging or the trade in illegal wood or forest products
- the destruction of high conservation values in forestry operations, including ancient and endangered forests, and endangered species habitats
- plantations established after 1994 through significant conversion of natural forests or conversions to non-forest use
- the introduction of genetically modified organisms in forestry operations
- the violation of traditional, community and/or human rights
- any violation of the ILO Core Conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work

<sup>39</sup> Carle, J., and Holmgren, P. (2003). Working paper 79. Definitions Related to Planted Forests. In: Food and Agriculture Organization of the United Nations (2003). Forest Resources Assessment Program Working paper series. Available at <http://www.fao.org/forestry/25853-0d4f50dd8626f4bd6248009fc68f892fb.pdf> [Accessed 15 February 2021]

<sup>40</sup> <https://www.fao.org/forestry/10051/en/>

Regular risk assessments, audits, on-site visits, and independent third-party certification of sustainable forest management programs ensure compliance with the policy and Lenzing's commitment to no deforestation.

If Lenzing discovers that it has sourced wood or dissolving wood pulp from controversial sources, it will first engage with the supplier to encourage practices consistent with Lenzing's Wood and Pulp Policy. If the response is unsatisfactory, the supplier will be delisted with a reasonable lead time. Very few such cases have occurred in recent years. There were three in 2020, one in 2021 and none in 2022 and 2023.

For more information on responsible wood and pulp sourcing, please see the "Wood and dissolving wood pulp certifications" subchapter in the chapter "Business conduct", and the "Wood and Pulp" focus paper.

As an extension to its Wood and Pulp policy Lenzing established a Bioenergy Policy in 2023. This policy ensures that biomass for energy use is not sourced from controversial sources, such as deforestation. For more information on this policy, please see the "Climate change" chapter.

### Societal aspects

Lenzing's Wood and Pulp Policy also refers to societal aspects, especially human rights, in wood sourcing covered by the wood certification systems used by Lenzing, FSC® and PEFC. Together with national laws and the Lenzing Code of Business Conduct, they ensure that traditional, community, and civil rights are observed, and that labor conditions meet ILO Core Convention<sup>41</sup>.

## Transport and logistics

As Lenzing implemented its decarbonization strategy, the company shifted the transportation of some inbound materials from road to rail transport and shipping to improve its CO<sub>2</sub> footprint. This means, for example, that the transportation of sulfur purchased from one supplier was switched from road to rail.

### Reducing GHG emissions in shipping

In 2022, Lenzing established a sustainable logistics transportation system involving break bulk mode transportation, thereby reducing GHG emissions by at least 15 percent versus container mode of transport, making the transport of dissolving wood pulp from Brazil to China more efficient. By the end of the third quarter 2023 around 90 percent of pulp was transported by break bulk and around 10 percent by container (data for the fourth quarter is not yet available).

### Pentatrains

For the efficient transport of wood from the plantation to the pulp mill, the use of pentatrains, which have five cargo boxes instead of the conventional three, represents a productivity increase of more than 50 percent compared to tritrains. This can potentially lead to a reduction of 5,600 trips on highways and savings of up to 220,000 liters of diesel annually. This has already been implemented in the plantation in Brazil and LD Celulose has a fleet of 15 pentatrains to transport wood from its plantations. However, since

the use of these trains is not allowed on public roads, conventional trucks are still partly used.

### New software for wood purchasing ensures greater transparency and facilitates the logistics process

The Lenzing site (Austria) has a complex wood supply process involving numerous steps from tree felling to wood delivery, requiring precise logistics. To simplify operations, a specialized software has been adopted, achieving key milestones in 2019 with electronic billing and with contract management in 2022, and necessary updates in 2023 for the daily use of the software. In the third quarter of 2024 a Supplier and Client Portal is planned to be launched to facilitate data transferring for electronic transport documents, delivery notes and invoices and certification related information. These improvements enhance transparency, reduce the workload and will move the wood purchasing department closer to a paperless office along the way.

## Procurement management

Wood, pulp and chemicals purchasing are handled by three different teams within the Lenzing Group. Lenzing aims to minimize purchasing risks, such as major price fluctuations and supply bottlenecks through reliable, long-term supply relationships and active supplier management.

Supplier selection and evaluation are based on economic, quality as well as environmental, social and governance (ESG) criteria. For its suppliers (outside of wood and pulp suppliers) Lenzing has a Supplier Code of Conduct to ensure that these criteria are adhered to by the suppliers. For more information, please see the "Business conduct" chapter.

The most important materials procured are (in order of annual procurement volume): wood, dissolving wood pulp, caustic soda, sulfuric acid, sulfur, carbon disulfide, sulfur dioxide and magnesium oxide.

### TRAINING OF BUYERS

In order to fulfil Lenzing's ambitions for supply chain due diligence and to increase supplier engagement, the global purchasing team is being continuously trained for EcoVadis either by EcoVadis platform training sessions or internally (using EcoVadis website information source). Purchasers affected have access to the EcoVadis platform and an internal library, so that they can further develop their knowledge in sustainability areas via the EcoVadis academy.

A webinar for the procurement team was held in October with the focus on corrective action plans for suppliers and how to incorporate sustainability topics into the daily business.

<sup>41</sup>[https://www.ilo.org/asia/decentwork/dwcp/WCMS\\_143046/lang--en/index.htm](https://www.ilo.org/asia/decentwork/dwcp/WCMS_143046/lang--en/index.htm)  
[Accessed 15 February 2021]



## Raw material security stakeholder engagement

[GRI 3-3f]

### Canopy

Lenzing cooperates with the NGO Canopy and maintains a continuous dialog with members of the CanopyStyle initiative to ensure responsible wood sourcing and protect the world's ancient and endangered forests from ending up in textiles and fibers.

Canopy publishes the Hot Button Report<sup>42</sup>, an annual ranking of all derived raw material wood cellulosic fiber manufacturers based on their wood and pulp sourcing performance, transparency and innovation. Today, more than 550 global brands with combined annual revenues of over USD 1 trillion are looking to source from "green shirt" producers. In recent years, Lenzing has shown continuous improvement in all of these criteria: Lenzing's Wood and Pulp Policy has been aligned with the CanopyStyle initiative for years. Furthermore, since 2020, the geographical locations of pulp suppliers have been publicly disclosed in more detail. In Canopy's latest Hot Button Report, published in November 2023 Lenzing received a dark green shirt for the fourth time.

### Greenhouse Gas Protocol Land Sector and Removals Guidance

The Greenhouse Gas Protocol has launched a process to develop new standards or guidance on how companies should account for the following activities in their greenhouse gas inventories: carbon removal and sequestration, land use, land use change and bioenergy. One starting point for the initiative is the criticism of carbon neutrality for bioenergy and emissions from biogenic sources.

The outcome of these ongoing considerations, expected during 2024, will have a decisive impact not only on the cellulose-based fiber industry, but on the entire cellulose-based bioeconomy.

In Lenzing's view, sustainably managed forests and plantations are key elements for climate change mitigation through carbon sequestration in the forest, harvested wood products, and the replacement of fossil-based materials that have high carbon footprints. Moreover, sustainably managed semi-natural forests constitute the most successful way of protecting biodiversity and enabling people to enjoy the benefits of forests in the form of recreation or micro-climate benefits (ecosystem services), for example.

Therefore, Lenzing gave inputs to the process through its industry association CEPI<sup>43</sup>, participated in the review group to comment on the draft guidance in 2022, and pilot tested the draft guidance until March 2023. In the course of the revision after the pilot test, Lenzing joined the extended Technical Working Group ("TWG+").

### Forest Europe, European and national forest strategies

The Forest Europe political process was initiated in 1990 by the Ministerial Conference on the Protection of Forests in Europe, which comprises 46 states, to promote sustainable forest management in Europe. A set of indicators grouped into six different criteria was developed to measure the sustainability performance of European forests and set targets for improvement<sup>44</sup>. Current efforts focus on climate change adaption<sup>45</sup>, water protection, and biodiversity<sup>46</sup>. As a major buyer of wood in Europe, the Lenzing Group supports these targets, which aim to ensure the continued and improved function of forests in their ecosystems while maintaining the long-term availability of wood as a raw material.

### The Austrian Bioeconomy Strategy

The Austrian Bioeconomy Strategy was published in 2019<sup>47</sup>. The current phase calls for the development of an action plan. Lenzing is represented in the bioeconomy platform and provided input on the strategy and the development of the action plan from 2019 to 2021 through workshops and an online consultation. The action plan aims to balance the need for mobilizing timber as a raw material for the bioeconomy with assuring and improving the vitality and resilience of forests through adequate forest management. The strategy is prominently placed in the government working program and its implementation is assured.

The underlying studies have shown a gap between increasing demand for renewable resources for materials and energy on the one hand, and the possible supply on the other, which is mainly limited by the available land area. Therefore, one area of the action plan that is particularly relevant to Lenzing, is the continued development of the biobased circular economy involving the recycling of biobased materials, to which Lenzing will contribute accordingly.

Lenzing activities in 2023 focused on networking activities, such as participation in workshops or discussions with other stakeholders. One important network in this context is Bioeconomy Austria as it has a strong focus on wood usage (in various areas) and links existing activities.

### EU Deforestation Regulation (EUDR)

All relevant EU institutions adopted the EU Deforestation Regulation (EUDR 2023/1115) which was published in June 2023. The requirements of the regulation will be binding from December 30, 2024 onwards. Lenzing is already preparing for the implementation of this regulation. Internal processes were started and Lenzing is in continuous exchange with supply chain partners and relevant stakeholders, such as industry associations and certification schemes to fulfil the requirements. The current focus is on the interpretation of text and operational implementation. EUDR will increase the administrative workload which require additional resources to ensure full compliance by the end of 2024.

<sup>42</sup> Lenzing - Hot Button Report ([canopyplanet.org](http://canopyplanet.org))

<sup>43</sup> European Pulp and Paper Industry Association

<sup>44</sup> Madrid Ministerial Declaration. 25 years together promoting Sustainable Forest Management in Europe, 7th Forest Europe Ministerial Conference, Madrid 2015. Available at: [https://foresteurope.org/wp-content/uploads/2016/11/III.-ELM\\_7MC\\_2\\_2015\\_MinisterialDeclaration\\_adopted-2.pdf](https://foresteurope.org/wp-content/uploads/2016/11/III.-ELM_7MC_2_2015_MinisterialDeclaration_adopted-2.pdf) [Accessed February 15, 2021]

<sup>45</sup> FOREST EUROPE 2020. Adaptation to Climate Change in Sustainable Forest Management in Europe, Liaison Unit Bratislava, Zvolen, 2020

<sup>46</sup> <https://forestbiodiversity.eu/> [Accessed February 15, 2021]

<sup>47</sup> [https://www.bmkk.gv.at/themen/klima\\_umwelt/klimaschutz/bioökonomie/strategie.html](https://www.bmkk.gv.at/themen/klima_umwelt/klimaschutz/bioökonomie/strategie.html) [Accessed 15 February 2021]

# Sustainable innovations

## MANAGEMENT APPROACH

### Material topic: Sustainable innovations & products

[GRI 3-3]

Sustainability acts as a guiding principle for Lenzing's innovation and product development, which is driving systematic change across the textile and nonwoven industries. The continual improvement of existing products and production technologies builds business resilience and reputation, as well as facilitating the supply of products to value chain partners that contribute to the eco-credentials of their own portfolios. Moving from linear to circular ways of working presents many opportunities for Lenzing to provide customers with a variety of environmental-friendlier solutions, such as biodegradable fibers for the manufacturing of agricultural and hygiene products.

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- Meeting market and stakeholder expectations
- Differentiating factor
- Being prepared for new challenges
- Being a pioneering company
- Building new cooperation and networks
- Challenging the status quo

##### Negative

###### Own activities:

- Loss of leadership in innovation carries potential regulatory, financial, market and corporate reputational risks

#### Policies and commitments

- "Better Growth" strategy
- "Naturally Positive" sustainability strategy with the "Sustainable innovations" strategic focus area
- Life cycle thinking
- Net-benefit concept
- Zero Discharge of Hazardous Chemicals (ZDHC)
- PRO<sup>2</sup> project management system (product & application innovation and process & technology innovation) as part of Lenzing's business processes
- Management review (ISO 9001:2015)

#### Actions taken

- Every idea is evaluated regarding its sustainability impact such as GHG emissions – R&D projects will proceed only if predefined sustainability criteria are met
- Adaption of processes and interfaces between innovation teams and other departments according to the new organizational structure, to ensure continuation of close and efficient cooperation
- Numerous R&D partnerships with customers, companies, universities, and institutes (national and international)
- Development of a digital global production overview system to optimize resources and energy use for the production of pulp and fibers
- Cooperation between Södra and Lenzing in the field of textile recycling
- Lenzing and Renewcell signed a large-scale supply agreement further closing the loop in fashion (chemical textile recycling)

- Through CISUTAC, Lenzing participates in ECOSYSTEK, a community of 26 EU-funded projects focusing on textile sustainability that aims at ensuring collaboration across project consortia
- FFG-funded Reducing Energy and Waste using AI (REWA) project together with Pro<sup>2</sup>Future, University of Linz and Graz University of Technology
- Advancing the renewable carbon concept as a member of the [Renewable Carbon Initiative \(RCI\)](#)
- 1,351 patents and patent applications filed across 163 patent families and in 50 countries

#### Sustainability targets, measures and progress

All of Lenzing's sustainability targets can be found in the "General information" chapter.

#### Stakeholders

- Customers
- Regulatory bodies (national, European, international)
- NGOs, active in the field of (textile) sustainability, such as Canopy
- Associations and networks such as RCI, European Polysaccharide Network of Excellence (EPNOE) and the European Platform for the Future of Textiles and Clothing (Textile ETP)
- Technical and standardization committees
- Funding authorities (e.g. annual talk with FFG)
- Framework of the PRO<sup>2</sup> process for project management system
- Södra
- Wood K Plus
- Christian Doppler Laboratory
- Reducing Energy and Waste using AI (REWA)
- Circular and Sustainable Textiles and Clothing (CISUTAC)
- Bilateral research
- Industry associations and initiatives

#### Responsible

- CPO/CTO
- VP Innovation & Excellence

#### Supporting

- Commercial Nonwovens and Textiles
- Global Strategy and M&A
- Global Engineering
- Operations
- Corporate Sustainability

- Lenzing is a partner in the Horizon Europe Circular and Sustainable Textiles and Clothing (CISUTAC) project

Sustainable innovations represent one of the strategic focus areas of Lenzing's "Naturally Positive" sustainability strategy. Lenzing is committed to bringing cellulose based solutions to the market that offer consumers more sustainable alternatives without compromising on quality and performance. Sustainable innovations include substantial efficiency improvements in existing technologies and technological breakthroughs that lead to net-benefit products. Lenzing innovation also includes driving systemic change through forward-looking solutions, future-proof business models and a multitude of collaborative activities. Another growth activity is the implementation of digital tools and solutions to achieve even more transparent processes and products. For more information, please see the "Digitalization & cyber security" chapter.

The Lenzing Group introduced a new organizational structure in innovations in 2023. Application and product development is now part of the business units Textile and Nonwovens, both with dedicated innovations groups. This brings new developments and innovations closer to the customers. Technology development and more basic research (Global Research) is part of the Innovation and Excellence department – together with Global Technology. There is strong interaction and exchange between all innovation-related groups as well as with other departments.

Due to the reorganization, a straight comparison of the R&D expenditure with former years is not completely feasible. In 2023, R&D expenditure, calculated according to the Frascati method (minus funding received), accounted for EUR 31.6 mn (2022: EUR 34.8 mn, 2021: EUR 31.6 mn). The 1,351 patents and patent applications (in 163 patent families) that Lenzing holds in 50 countries

worldwide are another indication of the Lenzing Group's innovativeness.

## Funding for sustainable developments

Sustainability criteria are becoming more and more important as guidelines and requirements for R&D funding, both on a national and European level. Lenzing, which has been active in this field for a long time, uses this opportunity to boost in-house developments. It is also active in cooperative research projects.

Lenzing was one of the few companies to receive the highly coveted "Green Frontrunner" funding for a project in the first call in 2021. In 2023, Lenzing intensified its activities in the field of EU-funded projects, which are also useful for networking and building new cooperations. Lenzing now is a partner in CISUTAC, LIFE-TREATS (Textile Recycling in Europe at Scale) and ESCIB (Developing environmental sustainability & circularity assessment methodologies for industrial bio-based systems). Several other proposals are pending. For more information, please see the "Research collaborations" section below.

Resource- and energy-efficient production processes (and the R&D infrastructure) are the foundation for the development of new fibers that offer both sustainability and performance. These fibers serve as raw materials for the textile and nonwoven industries, and are often developed together with value chain partners or other stakeholders. As new fibers are mainly tailored to special application fields, this goes hand in hand with the development of the respective applications.

### MANAGEMENT APPROACH

## Material topic: Sustainable materials & life cycle assessment (LCA)

[GRI 3-3]

### Actual and potential negative and positive impacts, risks and opportunities

#### Positive

- Strengthening market position in sustainable net-benefit products and specialty fibers
- Communicating sustainability benefits of Lenzing's products
- Involvement in creating future standards for environmental communication (product environmental footprint, product category rules, etc.)
- Gaining expertise in life-cycle thinking to proactively demonstrate sustainable development
- Supporting current and future customers in achieving their sustainability targets

#### Negative

##### Own activities:

#### Actions taken

- Further extension of LCA studies for standard and specialty fiber portfolio
- Further extension of low-carbon fiber products with corresponding offsets of remaining emissions
- Start-up of strategic growth projects in Brazil and Thailand
- Lenzing's fibers listed as "preferred fibers" in Textile Exchange's Preferred Fiber Report
- Lenzing contributed to the Textile Exchange's Corporate Fibers and Materials Benchmark Program (CFMB) including the Biodiversity Benchmark
- Yearly update of Textile Exchange's MMCF Producer Transparency Questionnaire to provide information about the sustainability performance at the group and production site levels
- Lenzing contributing to leading multi-stakeholder initiatives
- Broad range of third-party certifications
- LCA updates involving independent third-party
- Continuation of cooperation with Cascale (formerly SAC) and its' Material Sustainability Index (MSI)

- “Greenhushing” – producing sustainable materials/products but not being able to communicate
- Loss of reputation from not being transparent
- Potential regulatory, technology and market risks

#### Policies and commitments

- “Better Growth” strategy
- Partnering for systemic change as part of the “Naturally Positive” sustainability strategy
- Sustainability Policy
- Group Policy for Safety, Health and Environment
- Group Environmental Standard
- Wood and Pulp Policy
- Branding Strategy
- Higg MSI

#### Sustainability targets, measures and progress

All of Lenzing's sustainability targets can be found in the “General information” chapter.

#### Responsible

- VP Corporate Sustainability
- EVP Commercial Nonwoven
- EVP Commercial Textile
- SVP Global Supply Chain/Purchasing

#### Supporting

- Global QESH
- Research & Development

## Sustainability drives innovation

Sustainability acts as a guiding principle for innovation and product development. Every process, product or application innovation is evaluated for sustainability from the very beginning. Key considerations include the life cycle perspective and the net-benefit principle over the entire value chain, which are implemented in the project management processes used by the company.

Lenzing's innovation portfolio addresses key topics for the future. Sustainable innovations and proactive partnerships form the basis for Lenzing's strategic efforts to green the value chain. Sustainability targets for air emissions, water emissions, pollution, climate protection and the circular economy are the cornerstones of Lenzing's responsible entrepreneurship, and act as innovation drivers.

#### LENZING™ ECOVERO™ with REFIBRA™ technology

Through Lenzing's successful development and scaled production, LENZING™ ECOVERO™ with REFIBRA™ technology is now available to customers worldwide. Maintaining the eco-responsible benefits of the original LENZING™ ECOVERO™, the new viscose fiber with REFIBRA™ technology comprises a minimum of 20 percent of post-consumer textile waste, which is sourced from cellulose-rich materials or polyester-cotton blends. The waste is collected and sorted in collaboration with key industry and innovation leaders who champion post-consumer textile recycling programs.

The expansion of the REFIBRA™ technology to LENZING™ ECOVERO™ will help Lenzing to increase the overall post-consumer content in its products. This expansion further highlights Lenzing's ongoing stride towards the transition to a circular economy in textile and fashion with its innovative, future-proof solutions.

#### New resource-efficient dyeing approach for TENCEL™ Lyocell fibers

A new approach has been introduced that covers yarn pre-treatment and knitting technique to achieve aesthetics that resemble the wash-down effects of traditional dyeing in ready-to-wear and knit garments. To address the pollution caused by dyeing and finishing in the textile industry, the new approach will significantly reduce environmental impact and is ideal for use on pre-treated fabrics and yarns made with TENCEL™ Lyocell fibers. It also complements the wet-processing and production facilities of fabric mills, bringing added benefits for value chain partners.

The new approach reduces water and energy usage, by creating similar wash-down aesthetics, previously only achievable through a resource-intensive denim dyeing and bleaching process.

Ideal for use in yarns and fabrics made of TENCEL™ Lyocell fiber or TENCEL™ Lyocell fiber with REFIBRA™ technology, the approach helps elevate the versatility of fabrics and unleashes design possibilities in ready-to-wear and knit apparel, and it is easily compatible with existing machinery in fabric mills.

#### Industry's first innovation to mitigate discoloration of cellulosic-based garments during heat molding

Lenzing has introduced a new processing solution that mitigates the yellowing of garments and fabrics made with regenerated cellulosic fibers during high-temperature production processes. With an initial rollout that targets innerwear and subsequently outerwear and ready-to-wear garments, the solution is the first in the industry to address the technical challenge during the garment molding process.

Discoloring and yellowing issues caused by high-temperature molding have traditionally been inevitable during the garment production process. While chemicals could be used to minimize discoloring issues in synthetic fibers, this method does not work as effectively as it does in regenerated cellulosic fibers. With Lenzing's proprietary solution, this challenge is mitigated, eliminating the bottleneck fabric mills experienced during the production and dyeing of light-colored garments made of regenerated cellulosic fibers.

It also speaks to Lenzing's efforts to improve and widen the application of cellulosic fibers, such as TENCEL™ Lyocell and Modal fibers, which are derived from sustainable wood sources and produced using environmentally responsible processes.

#### Hydrophobic cellulose fibers for sustainable nonwovens

The development of a hydrophobic lyocell fiber widens Lenzing's fiber portfolio and allows the replacement of synthetic fibers with a cellulosic fiber, which is compostable under home and industrial conditions and biodegradable in soil, therefore offering an alternative to conventional synthetic fibers. In addition, the cellulosic fibers show increased softness and therefore are beneficial for future product developments in applications touching the skin, such as hygiene products or wipes. Furthermore, the hydrophobic behavior of the cellulosic fibers leads to a different behavior towards

lotions, allowing lotion amounts and formulations to be adjusted, therefore widening the options of nonwovens producers, especially when looking into 100 percent cellulosic options.

## 100 percent cellulosics

The development approach to offer alternatives to synthetic fibers or products offering similar performance as existing products has been pursued further and the range of applications extended further. Firstly, the lyocell fiber portfolio was expanded to include a coarse titer (6.3 dtex), as internal developments and customer feedback show that the bulk of wipes, especially in the wet state, can be increased by blending this new fiber type with already existing fiber types.

In many hygiene applications, hydrophobicity is required to move the liquid to the specified areas. The hydrophobic fiber Lyocell Dry is a perfect fit for a wide range of applications, and more and more customers have started product development using this fiber for topsheets, leg cuffs and also (wet) wipes. This highlights the clear need for replacing fossil-based fibers with sustainable alternatives in the nonwovens industry. The biodegradable diaper jointly developed by Mundao and Lenzing exemplifies the potential for substituting oil-based fibers with sustainable alternatives.

## Sustainable protection for glaciers

An innovative and sustainable solution for the protection of snow and ice is now possible with the help of nonwovens made of cellulosic LENZING™ fibers. So far, the nonwovens used to protect glaciers are usually made from fossil-based synthetic fibers and might have negative environmental consequences, such as microplastics on glaciers. In contrast, nonwovens made from LENZING™ fibers are biodegradable and the small fragments released into the environment break down, returning to nature. In a field trial on the Stubai Glacier in Austria, the covering of a small area with the new material containing cellulosic LENZING™ fibers was tested for the first time. The result was convincing, with four meters of ice mass saved from melting. Due to this success, the project is now being expanded. In 2023, field tests started on all Austrian glaciers that are used for tourism. These geotextiles can be recycled and ultimately used to make yarn for textile products.

## Total chlorine free fiber production

Viscose has been produced for years now at the Lenzing site (Austria) using totally chlorine free (TCF) bleached pulp and a production process without the use of chlorine chemistry, therefore qualifying the viscose fibers as TCF fibers. The required TCF pulp is produced at the Lenzing site. Pulp production at Indianópolis (Brazil) plays a pivotal role in extending the TCF fiber production to other plants/production sites. Successful TCF lyocell fiber trials have been performed in the viscose plant in Purwakarta (Indonesia) to produce TCF fibers and TCF viscose fibers will subsequently be available at this site. The TCF fiber portfolio was further expanded by offering the first TCF lyocell fiber worldwide.

This allows Lenzing to offer more TCF fibers, therefore supporting customers to offer more totally chlorine free products to the market and reducing the usage of an aggressive chemical even further.

## Net-benefit concept

Lenzing's net-benefit products offer positive impacts and benefits to the environment, society and value chain partners to a greater extent than most competing alternatives in the market. Net-benefit products take a life cycle perspective and therefore include both upstream and downstream value chain processes. Customers can replace resource-intensive products with Lenzing's alternatives, thereby improving their product footprint and reducing supply chain risks.

The three strategic principles of the "Naturally Positive" sustainability strategy and the underlying focus areas are combined in the net-benefit concept.

## Products and technologies with a net-benefit

### LENZING™ ECOVERO™ viscose fibers and VEOCEL™ viscose fiber

LENZING™ ECOVERO™ branded viscose (for textiles) and VEOCEL™ viscose fiber (for nonwovens) show a 50 percent reduction in greenhouse gas emissions and water impact compared to generic viscose (according to Higg-MSI<sup>48</sup>).

### TENCEL™ Modal with Eco Color technology and TENCEL™ Modal with Indigo Color technology

Fibers with these technologies incorporate pigments during fiber production and therefore help avoid downstream and energy-intensive conventional dyeing processes. A fabric made from these fibers causes 60 percent lower greenhouse gas emissions than conventionally dyed fabrics<sup>49</sup>.

First launched in 2021, TENCEL™ Modal with Eco Color technology has been established as the solution to address the demand for eco-responsible fiber alternatives among denim brands and retailers. In 2022, TENCEL™ Modal fiber with Indigo Color technology won the International Textile Manufacturers Federation (ITMF) Award for Sustainability and Innovation.

### Enhancing mechanical textile recycling

Besides having a strong focus on chemical recycling, Lenzing together with partners is also active in mechanical recycling. In this process, textiles are broken down to the individual fibers as far as possible. However, the fiber quality usually suffers, the fibers are severely shortened and also lose performance, e.g. strength, depending on the waste stream (pre-consumer, post-consumer, post-industrial). These are reasons why, according to the current state of the art, mechanically recycled fibers require carrier fibers to become spinnable.

In one project, mechanically recycled cotton from post-consumer denim products was blended, spun and knitted with LENZING™ Modal Indigo, a spun-dyed LENZING™ Modal fiber. Several benefits were found, like no perceptible yellowing of the indigo dyed cotton or very good abrasion resistance, an indication of durability.

<sup>48</sup> Based on Higg MSI database v3.5 (Dec 2022).

<sup>49</sup> Terinte, N., Manda, B.M.K., Taylor, J., Schuster, K.C. and Patel, M. (2014). Environmental assessment of coloured fabrics and opportunities for value creation: spin-dyeing versus conventional dyeing. In: Journal of Cleaner Production 72, pp. 127–138

## Lenzing fibers with recycled content – REFIBRA™

In line with Lenzing's circular economy vision, "We give waste a new life. Every day", the current generation of innovative fibers that are manufactured on a large commercial scale use pre-consumer cotton scraps, post-consumer garments and wood from sustainably managed forests as a raw material. The cotton material is recycled into pulp, which is blended with dissolving wood pulp at a ratio of a minimum of 30:70 percent to produce high-quality lyocell fibers for textile and nonwovens applications. This technology diverts tons of cotton scraps and post-consumer garments from entering landfills or incineration. The fibers are subsequently produced with high levels of resource efficiency in a closed-loop production process.

## TENCEL™ Luxe filaments

The TENCEL™ Luxe branded lyocell filament aims to become a key milestone for eco-couture fabrics in the premium and luxury markets. The closed-loop lyocell production process ensures a low environmental impact compared to the viscose and modal processes. This is due to low process water and energy use and raw materials consumption, and state of the art recovery systems. TENCEL™ Luxe branded filaments produced with the Eco Filament technology avoid conventional yarn spinning, which is energy-intensive and predominantly based in regions that rely heavily on fossil-based electricity. For example, at the industry level, yarn spinning processes contribute to about 30 percent of total GHG emissions of the textile value chain (excluding use phase).

## LENZING™ Web Technology

The LENZING™ Web Technology is an innovative R&D development technology platform that allows a wide range of novel sustainable nonwoven materials to be produced from the raw material wood. The patented nonwoven web formation process – Lenzing holds more than 25 patent applications – starts by dissolving wood pulp and subsequently produces a directly formed cellulosic nonwoven fabric made of 100 percent continuous lyocell filament. This technology enables one-step fiber and nonwoven production and sets new standards for the efficiency, circularity and ecological sustainability of cellulose nonwoven fabrics. The flexibility of this technology and possible integration with other nonwoven technologies will enable the development of a wider range of new cellulosic materials and composite structures for highly engineered end use applications.

## Pulp

Dissolving wood pulp is the raw material for Lenzing's fibers and is predominantly produced in the company's own biorefineries<sup>50</sup>. Lenzing's biorefinery processes ensure that 100 percent of the wood is used to produce dissolving wood pulp for fiber production, biorefinery products and bioenergy. All the pulp produced at Lenzing pulp production sites is totally chlorine free. For more information, please see the "Raw material security" chapter.

## Lyocell

Lyocell fibers from Lenzing are derived from the renewable raw material wood and produced in a closed-loop process, which transforms wood pulp into cellulosic fibers with high resource efficiency and low ecological impact. This solvent-spinning process recycles process water and reuses the solvent at a recovery rate of more than 99.8 percent. Lenzing's lyocell fibers show around 50

percent lower greenhouse gas emissions than generic lyocell (according to Higg-MSI<sup>51</sup>).

## ISPO AWARD WINNER 2023

The Merino 200 Realfleece™ Descender LS Zip Hoodie from icebreaker is an ultra-light hoodie made from 40 percent fine Merino wool and 60 percent TENCEL™ Lyocell. At 156 g/m<sup>2</sup> (wool micron 18.9), it is extremely light and, despite the hood, long sleeves and zipper, no heavier than a short-sleeved T-shirt. The brushed, airy striped construction provides warmth and protection, while air channels allow the knit to release excess heat and moisture. This construction, along with the blend of TENCEL™ Lyocell cellulosic fiber, makes the hoodie highly breathable.

*"This thin, lightweight material is fascinating and feels extremely good against the skin. The special knitted construction retains heat without weighing you down. So it fits under any jacket without getting in the way."* ISPO Award Jury

## Modal

At the Lenzing (Austria) site, modal fibers are produced using an integrated production process in which the raw material pulp is manufactured at the same site as the fiber itself. Pulp production is energetically self-sufficient while supplying a significant amount of bioenergy for the entire fiber production process at the production site. Lenzing's modal fibers therefore cause around 80 percent less GHG emissions in production than generic modal fibers (according to Higg-MSI<sup>52</sup>).

## LENZING™ Acetic Acid Biobased

Lenzing's biorefinery technology converts wood into pulp, energy, and biobased biorefinery products. One of the biobased biorefinery products is LENZING™ Acetic Acid Biobased, which is also available as low-carbon alternative to conventional fossil-based acetic acid, substantiated by a study conducted by an independent LCA consultant.

## Process innovations drive efficiency and sustainability

Process innovations focus on improvements to pulp and fiber production processes. Lenzing is constantly working on resource efficiency, occupational safety, process stability and quality. Ongoing developments in pulp production aim to enhance the biorefinery concept, thereby optimizing wood consumption. Another issue is the reduction of sulfur emissions through technological improvements and aftertreatment systems. These measures allow effective cleaning of the exhaust gases and compliance with (and surpassing) the emission regulations.

The foundation for sustainable innovations is the use of highly sophisticated production processes for pulp (including biorefinery products) and fibers (viscose, modal and lyocell). The lyocell technology platform has already been expanded to include the production of additional materials, namely filament and direct-spun web. A number of new innovations have been developed in recent years that have not only significantly improved the lyocell process in terms of efficiency and quality but also reduce energy and process chemical consumption, thereby improving the already sustainable lyocell process overall.

<sup>50</sup> In addition to its own dissolving wood pulp production, Lenzing procures dissolving wood pulp in the global market.

<sup>51</sup> Based on Higg MSI database v3.5 (Dec. 2022)

<sup>52</sup> Based on Higg MSI database v3.5 (Dec. 2022)

## CLEAN TECHNOLOGY INVESTMENTS IN THE LENZING GROUP

### EUR 100 million plant modernization in Indonesia

Lenzing products made in Purwakarta were awarded the EU Ecolabel for the first time in 2023. The site has been the focus of a major modernization campaign. During the reporting year, construction was finished on two important upgrades at the site.

A new carbon disulfide adsorption plant is a big step towards reaching the Group's "Air emissions" target. The plant is fully operational and successfully lowered sulfur emissions to air. Data of the first months of operation even show a strong positive impact on the wider specific air emissions parameter on a Group level.

The upgraded wastewater treatment plant is commissioning at the end of this reporting year and is expected to reduce site COD emissions substantially and to be an important lever to improve the overall performance of the Lenzing Group once operational in early 2024.

Although Lenzing's headquarter is situated in Central Europe, the group operates multiple production sites all over the world. Driven by European legislation on one hand and by customer demand for higher standards related to environmental impact and product sustainability on the other, Lenzing continued its efforts in 2023 to meet European standards, not only at its European production sites but also at overseas locations.

Indeed, a major achievement in 2023 was the implementation of the technical concept and the production startup of LENZING™ ECOVERO™ branded viscose fibers at Lenzing's site in Purwakarta (Indonesia). While the site previously complied with local Indonesian regulations, it now additionally applies the state-of-the-art European environmental standards for waste gas treatment technology and the release of sulfur emissions into the air. Referencing to the EU BAT document, the LENZING™ ECOVERO™ fibers produced at the site received the EU Ecolabel certification. Instead of producing standard viscose fibers only, the site is now capable of producing specialty LENZING™ ECOVERO™ branded viscose fibers, which is Lenzing's promise to the customers for a strongly reduced environmental product footprint and improved product properties.

At the core of the project on site was the combination of a waste gas system improvement program, which lead to optimized utilization of the existing waste gas treatment facilities as well as the installation of a new carbon disulfide adsorption plant for sulfur recovery, in order to dramatically increase the on-site waste gas treatment capacities. Using state of the art technology, the on-site recovery concept is now capable of treating all the waste gases emerging from the fiber production plant, before releasing them into the environment.

Other technological developments and improvements include a smell testing procedure (incl. new testing methods), which was developed based on root cause analysis, was implemented to support the product development initiative "No smell fiber".

On the more basic development side, Lenzing is currently focused on technologies to remove water from different process streams more efficiently than the standard evaporation technologies, which

are very energy-intensive. These technologies may again significantly help to further reduce energy consumption and therefore the carbon footprint of fibers.

In addition, projects are ongoing to further reduce water and process chemical consumption. These activities are accompanied and supported by simulation and modeling. In the near future, Lenzing will significantly enhance its textile recycling activities - a very challenging task that not only includes the production of recycling pulp but also has to deal with the processability of recycling pulp in different fiber production processes. Success requires a holistic approach from pulp to fiber production to final applications in the textile and nonwovens.

A current focus is boosting biorefinery integration at Lenzing's pulp sites and therefore on increasing the usage of the raw material wood. Several projects related to pulp production deal with the closure of loops (e.g. selective sulfur dioxide adsorption, increased caustic soda recovery) and the reduction of wastewater (e.g. sulfate in pulp and viscose fiber production). Increasing energy efficiency and reducing carbon emissions are other topics of growing importance.

## Alternative sources of raw materials for fiber production

Any plant-based material can potentially serve as a source of cellulose and hence as dissolving pulp for fiber production. Lenzing has undertaken extensive research into many different alternative non-wood cellulose sources. In its research, Lenzing identifies promising new cellulose sources and carefully considers their availability, technical feasibility and economic scalability, as well as the overall ecological impact with respect to Lenzing's climate targets and circularity approach.

Studies have been conducted on sources, such as annual plants like hemp, straw and bamboo. In general, annual plants have a higher growth rate per hectare than trees. Additionally, certain species have a higher cellulose content. Some of them are already available in large quantities, especially in the form of agricultural waste. This allows an attractive cellulose yield per hectare to be achieved; however, the feasibility of any alternative raw material needs to be assessed on a case-by-case basis.

Based on current data, large-scale and sustainable production of cellulose is still best conducted using wood from well-managed forests instead of the alternatives mentioned above. The process for isolating cellulose from wood is well implemented and optimized regarding energy, chemicals and process steps. By-products can be extracted during pulp production and excess material is burned for heat and energy production. At the moment, the most promising alternative raw materials to wood are residuals from textile production and used clothing. For more information about the activities of Lenzing in this field, please see the "Resource use and circular economy" chapter.

At the same time, Lenzing as an innovation company aspires to find new solutions, looking beyond the horizon. Limited edition fibers with alternative pulp like orange residues or hemp have been successfully produced in the past. Within the framework of the INGRAIN innovation alliance, the first development project was

started together with RWTH Aachen and other partners. Furthermore, Lenzing is in exchange with manufacturers of pulp from alternative cellulose sources (like straw) and is evaluating the suitability of these pulps.

The development of further new sources of non-wood-based cellulose in the future will require targeted research into the ecological and economic aspects of industrial production as well as increased cooperation. A number of challenges need to be addressed and are described in more detail below.

## Availability

Alternatives such as bamboo, straw, and various annual plants do not yet meet large-scale industry needs in terms of availability in the required quality and quantity. Many sources from annual plants are only available in the harvesting season and are difficult to store for year-round use. Despite specific benefits and high annual growth per hectare, the material is very bulky and more costly to transport.

## Environmental sustainability

The conversion of forest to agricultural land for annual plants is a worldwide phenomenon that increases pressure on all kinds of forests.

Another important factor in the performance of annual plants is the management of the agricultural areas. Highly productive sites need far more fertilizers and pesticides than forests, causing other environmental issues. For example, the overall environmental profile of large-scale bamboo plantations is known to be unsatisfactory.

When considering processing, important factors that affect the environmental impact include energy consumption and the use of process chemicals in pulp production. They depend heavily on the actual process and vary significantly from one annual plant to the next.

## Technical feasibility

The biorefinery process is optimized for certain wood species as raw material. This keeps quality and efficiency high and yields bio-energy as a co-product. With non-wood feedstocks, less bio-energy may be generated as a co-product, requiring additional energy sources for processing the feedstock into dissolving pulp, resulting in a potentially negative environmental impact.

Annual plants contain more mineral components and organic substances that have to be removed to produce high-quality dissolving pulp. This purification process typically requires the use of aggressive chemicals and causes waste issues. It is a big challenge to develop new sustainable technologies for these materials while maintaining product quality and ecological safety. On the other hand, in woody plants like trees, these components are mainly concentrated in the bark, which is easily removed in the first stage of the process. For more information, please see the "Wood & pulp" focus paper.



## Research collaborations

[GRI 3-3f]

### Wood K Plus

For more information about Wood K Plus, please see the "Biodiversity and ecosystems" chapter above.

### Christian Doppler Laboratory

Lenzing is also a partner in two Christian Doppler Laboratories. One, led by the Vienna University of Technology, investigates efficient, recycling-based circular economy and aims to provide the scientific knowledge base for efficiently recovering secondary raw materials from different municipal solid waste streams. A second Christian Doppler Laboratory, which was launched just in 2023, is situated at the University of Natural Resources and Life Sciences (BOKU) at Tulln (Austria). It deals with the sustainable production of high-tech materials from cellulose.

### Reducing Energy and Waste using AI (REWA)

This national funded project (within the program AI4Green) aims to reduce the carbon and material footprint of the textile industry by reducing energy and material consumption. Together with partners Pro<sup>2</sup>Future, University of Linz and Graz University of Technology reliable, trustworthy and energy-efficient AI solutions for industrial processes analysis are developed. These will be capable of forecasting and anomaly-spotting, and will empower human operators to make informed and more timely decision on near real-time data from continuous processes.

### Circular and Sustainable Textiles and Clothing (CISUTAC)

For more information about CISUTAC, please see the "Resource use and circular economy" chapter.

### Bilateral research

Bilateral research is also important to Lenzing's approach to scientific collaboration. Noteworthy examples include its collaboration with the Scripps Institution of Oceanography, University of California San Diego (USA) on the biodegradability of cellulose-based materials in the maritime environment (for more information, please see the "End of product use" focus paper).

### European Polysaccharide Network of Excellence (EPNOE)

Lenzing is also active in scientific networks such as the EPNOE and in supporting research projects, by providing input and engaging in discussions. Lenzing's R&D experts also participate in relevant conferences and have given several talks or have been part of panel discussions with a focus on sustainability, biodiversity and recycling.

### Industry associations and initiatives

Industry associations and initiatives are also an important cornerstone to deepen cooperations and develop new networks – again with a very strong focus on sustainability. The European Technology Platform for the Future of Textiles and Clothing (Textile ETP), of which Lenzing is a member, is a very active player in this field.

# Own workforce

## MANAGEMENT APPROACH

### Material topic: Human rights & fair labor practices

[GRI 3-3]

Diversity, inclusion and respect are core pillars of a talent strategy designed to attract and develop people from all backgrounds. A committed and empowered workforce is critical to business success, and Lenzing acts to provide equal opportunities for employment, learning and development. The company seeks to create an open-minded and inclusive environment by proactively fostering ethical ways of working in compliance with high internal standards, as well as principles outlined by international regulatory bodies. Lenzing continues to adhere to and uphold human rights and fair labor practices in all aspects of the global working environment.

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- Good labor practices promote staff safety and wellbeing and ensure healthy and satisfied employees
- Launch of a clear and appealing purpose with people focus at its core to deliver the “Better Growth” strategy
- Enabling personal success and contributing to the growth and success of the company
- Diversity promotes the quality of business decisions and contributes to the company’s resilience
- Competitive advantage through a committed workforce
- Development of a corporate culture that is characterized by openness and mindful interactions
- Definition of related targets of social sustainability
- Global goal and talent management processes in place
- Global Skill Matrix and Functional Competency Frameworks in order to offer the right learning and development opportunities to employees
- Comprehensive set of business policies that set clear standards and processes regarding the behavior of leaders and employees

##### Negative

###### Own activities:

- Risk of losing employees with high potential
- Risk of reducing the engagement and productivity of employees
- Risk of negatively impacting on the mental health of leaders and employees
- Risk of not being able to hire and train a successor in time

###### Business relationships:

- Risk of discrimination and other possible negative impacts on human rights
- Potential regulatory and corporate reputational risks
- Risk of failing to attract future talent or losing employees due to a lack of initiatives on diversity, equity and inclusion
- Risk of not meeting regulatory requirements with regard to the share of different genders in executive management
- Risk of losing know-how through demographic change

##### Policies and commitments

- Local Labor laws

- Global Job Evaluation Guideline
- Lenzing Group Short Term Incentive Plan
- Global Salary Administration Guidelines
- Global Learning & Development Guideline
- Global Performance Management Guideline
- Global Guideline for Creating a Job Description
- Modern Slavery Act Transparency Statement (UK only)

##### Actions taken

- Launch of the Equity, Diversity and Inclusion (EDI) Policy supported by explainer videos in all languages
- 3<sup>rd</sup> party audits on social sustainability topics conducted for several sites
- Launch of Employee Resource Groups (ERGs) Women@Lenzing and Multicultural@Lenzing
- Provide insightful talent data to support employee development and build effective career paths
- Roll-out of skill matrix concept and IT tool at Lenzing site started; development of skills on multiple sites globally ongoing
- Eye-to-eye partner for local unions, works councils, and other workforce representatives
- Consolidation of the performance and talent management processes for all white-collar employees
- Establish structured performance management processes with regular employee feedback
- Focus on digital learning through a globally available catalog of over 165 optional eLearning courses in German, English, Portuguese and Chinese over 60 optional classroom training courses (virtual and face-to-face) covering a range of topics from business to personal development and wellbeing
- Regional social projects
- Compensation & benefit benchmarks and grading systems
- Application of 4-eye principle
- Whistleblower system and investigation directive

##### Sustainability targets, measures and progress

- No cases of discrimination or human right abuses, based on Discrimination ILO 111 Article 1, were reported.
- No strikes at any Lenzing production facility
- “Social standard” target
- “Equity, Diversity and Inclusion” target

##### Stakeholders

- Employees
- Customers

- Local Employee Terms and Conditions
- 17 UN Sustainable Development Goals
- [10 principles of the UN Global Compact](#)
- Women's Empowerment Principles
- Lenzing's Purpose, Culture & Strategy
- Policy on Human Rights and Labor Standards
- Policy on Equity, Diversity & Inclusion
- Lenzing Group Reward Guideline
- [Global Code of Business Conduct](#)
- [Policy for Safety, Health and Environment](#)
- [Sustainability Policy](#)
- [Lenzing Sustainability Targets](#)
- HR Strategy
- Global Anti-Bribery and Corruption Directive
- Global Whistleblower Directive
- Global Compliance Investigation Directive
- Anti Money Laundering Group Directive
- Global Recruitment Guideline
- Local communities
- Rating agencies
- Brands & retailers
- Certification bodies
- Suppliers

### **Responsible**

- CEO
- SVP Corporate Human Resources

### **Supporting**

- Corporate Communications & Public Affairs
- Social Sustainability

## MANAGEMENT APPROACH

# Material topic: Health & safety

[GRI 3-3]

A safe working environment with supportive health systems for Lenzing's employees are as critical to business success as eco-responsible products and production processes. The Lenzing Group strives to ensure that no direct or indirect employees, contractors or visitors come to harm at Lenzing's sites or while working at external locations. This ethos extends to the impact on the communities in which Lenzing operates. In keeping with the principle that all injuries and occupational illnesses can be avoided, workplace programs have been implemented that promote health-conscious behaviour.

### **Actual and potential negative and positive impacts, risks and opportunities**

#### **Positive**

- A safe work environment, and supportive health measures for employees fosters an engaged and productive workforce
- Upcoming generations of talent are likely to value purpose, fulfillment and social responsibility more highly than ever before
- Educating, training and motivating employees to behave safely and to care for each other
- Providing occupational medical services to ensure that employees are fit and well, offering health surveillance to support workplace risk management and employee health screening to support health and wellbeing
- Protecting people based on the belief that every adverse event, injury and occupational illness is preventable

- "ZUKUNFT SICHERn" (Safe Future) safety project at the Lenzing site
- COVID-19 care measures: offering vaccinations, tests
- Regularly held safety webinars
- Safety, Health & Environment Action Reporting System
- Management of risk processes
- Regular Global QESH meetings with management review
- Regular meetings of health and safety committees at every production site
- Heartbeat for Safety Program
- Safety Walks and Talks
- Provision of health services
- eMotion program with "Moveeffect" app

### **Sustainability targets, measures and progress**

Lenzing Group target: To reduce the Total Recordable Injury Frequency Rate (TRIFR<sup>53</sup>) to 0.3 by 2025.

#### **Negative**

##### **Own activities:**

- The nature of Lenzing's business is such that Lenzing's workforce can be exposed to risks that impact their safety and wellbeing
- Recognising that Lenzing's working environments can impact and potentially expose its workforce at operated assets to potential health and wellbeing impacts

#### **Stakeholders**

- Customers
- Employees
- Contractors
- Local communities
- Enforcing authorities
- Certification bodies

#### **Policies and commitments**

- "Better Growth" strategy
- HR Strategy

#### **Responsible**

- Managing Board

<sup>53</sup> TRIFR refers to the number of total recordable injuries occurring in a workplace per 200,000 working hours.

- Policy for Safety, Health and Environment (SHE)
- ISO 45001:2018 certification
- Global Code of Business Conduct
- Global Supplier Code of Conduct
- Health guiding principle (“House of Health”)
- Life-Saving Rules Group Guideline
- Clean & Hygiene Guideline

- VP Global QESH
- SVP Corporate Human Resources
- Senior leadership roles
- Health & safety is a shared responsibility through all layers of the organization

#### **Actions taken**

- Health Climate Index survey for employees to develop a work climate where everybody feels comfortable

#### **Supporting**

- Corporate Communications & Public Affairs

## **Strategy**

[ESRS S1 ESRS 2 SBM-2]<sup>54</sup>

### **Managing social sustainability**

In its “Better Choices” corporate culture, the Lenzing Group places a high priority on people as a strategic focus, as an integral part of its holistic sustainability approach. It is increasingly being seen as a compliance topic within the industry, which led to the establishment of the Social Sustainability department (within Human Resources – Corporate People Development) in 2022 to manage these objectives effectively.

Labor rights are subject to national laws. Employees at all Lenzing sites receive fair wages thanks to a highly regarded internal global grading system, collective bargaining, the activities of union representatives, and national protections for human rights. The Lenzing Group’s own labor practices are also evaluated through the yearly assessment which is conducted by EcoVadis.

The Lenzing Group’s corporate culture is characterized by long-term partnerships, close collaboration, and mutual respect based on open dialog and transparency. Social sustainability is regarded as a corporate value and has consequently been integrated into Lenzing’s global human resources (HR) strategy, HR policy, and HR processes.

### **Impacts, risks and opportunities management**

[ESRS S1 ESRS 2 SBM-3]

A company directly or indirectly impacts its employees, but also the workers in the value chain, its customers, and the local communities around its sites. Social sustainability is about identifying and managing the positive and negative impacts of the company on people. Social sustainability is therefore one of the three pillars of the holistic sustainability approach (Environment-Social-Governance). The Lenzing Group is committed to conducting business in a manner that respects the rights and dignity of all people. Lenzing respects internationally recognized human and labor rights for all employees and business partners.

## **Policies**

[ESRS S1-1; GRI 2-23, 2-25, 3-3c]

The policies and guidelines listed in the Management Approach “Human rights and fair labor practices” apply to the entire Lenzing Group. The policies and guidelines are accessible to all employees via the intranet and are also sent by e-mail.

The policies that explicitly come from Human Resources are described in more detail below.

The others are described in different chapters: For more information on the Policy for Safety, Health and Environment, please see the “Pollution” chapter. For the Global Code of Business Conduct and for the Global Supplier Code of Conduct, please refer to the “Business conduct” chapter. The Clean & Hygiene Guideline can be found in the “Consumers and end-users” chapter.

#### **Policy on Human Rights and Labor Standards**

This policy confirms the company’s commitment towards fulfilling, and wherever possible, exceeding all applicable social and ethical obligations. Lenzing fully supports all internationally recognized human rights and the principles proclaimed in the Universal Declaration of Human Rights (UDHR), United Nations Global Compact (UNG), OECD Guidelines, and the Rights at Work of the International Labour Organization (ILO). Lenzing believes in employee satisfaction and wellbeing as well as fostering compliance with standards. The Vice President Corporate Human Resources is responsible for the implementation of this policy.

#### **Global Recruitment Guideline**

This guideline clarifies the position approval process as well as key rules and roles for the collaboration required to recruit or transfer talent using sound hiring decisions through a fair and unbiased process including for full-time, part-time and temporary roles as well as apprentices and for special projects. The guideline covers approval to recruit, sourcing, selection, decision, documentation standards, offer and onboarding stages and clarifies the responsibilities of local HR, the Line Manager, Corporate HR, HR Directors and HR Business Partners. The Director Corporate Recruitment/HR Employee Branding is responsible for the implementation of this guideline.

#### **Lenzing Group Reward Guideline**

This guideline sets out the guiding principles and reward philosophies of the Lenzing Group with the aim of attracting and retaining

<sup>54</sup> In addition to the GRI disclosure, the corresponding ESRS section is noted. There is no claim to fulfilment of the ESRS in this and the following chapters.

staff, be the employer of choice, while also maintaining internal and external equity for its employees. This is based on a Hay job evaluation approach. The guideline covers base salary, local elements, short term variable pay, benefits, annual salary reviews, off-cycle increases and short term variable pay. All Group business units and legal entities are required to structure reward in accordance with this guideline. The Lenzing Group Reward Guideline has been designed to:

- Support and drive the business strategy
- Attract, retain and motivate the best people by providing competitive pay within local markets
- Recognize and reward individual performance
- Link variable pay to business performance
- Link shareholder, management and employee interests

The Senior Director Corporate Compensation & Benefits is responsible for the implementation of this guideline.

### **Global Guideline for Creating a Job Description**

This guideline provides a global process for creating a job description to ensure standardization and comparability of jobs and is intended to prevent duplication of responsibilities and competencies as well as ensuring that the job and its functionality are described and not the job holder. The Senior Director Corporate Compensation & Benefits is responsible for the implementation of this guideline.

### **Global Job Evaluation Guideline**

This guideline has been created to ensure a globally consistent approach is taken towards job evaluation using the Korn Ferry Hay grading methodology. It covers those involved, the approval levels, a summary of the process as well as an appeal stage.

The Senior Director Corporate Compensation & Benefits is responsible for the implementation of this guideline.

### **Lenzing Group Short-Term Incentive Plan**

This plan confirms the structure and targets of the annual bonus set by the Board. It covers eligibility, the short term incentive plan, the targets, the payment levels, the payment date, eligibility for payment and exceptions.

The Vice President Corporate Human Resources is responsible for the implementation of this plan.

### **Global Salary Administration Guidelines**

These guidelines have been compiled to define the administrative standards required to ensure that an individual employee's base salary is set at a level that is market-competitive, internally equitable, and performance driven. These procedures apply to all graded jobs globally for as far as this is compliant with local labor laws and regulations. The guideline includes aspects such as equity analysis, compensation administration principles, salary increase types, a decision tree, promotion, transfer and demotion.

The Senior Director Corporate Compensation & Benefits is responsible for the implementation of this guideline.

### **Global Learning & Development Guideline**

This guideline provides an overview of learning and development processes to ensure the Lenzing Group is prepared for further growth by having key employee competencies and skills developed. The guideline describes Lenzing's People Development Approach as being the way it identifies the knowledge that is core to

the business's sustainable competitiveness and defines how competencies are built and developed in defined areas of strategic relevance. This approach is targeted towards all Lenzing employees. The guideline includes topics such as performance and development talks, competency framework, competency assessment, individual development plan and the training budget process.

The Senior Director Corporate People Development is responsible for the implementation of this guideline.

### **Global Performance Management Guideline**

This guideline is part of the People Development Approach and provides an overview of how talent management processes operate to enable its employees to support the growth plans of Lenzing. It includes the definition of performance, the performance management process, Lenzing's corporate values and behaviors, how goals are defined and describes how to conduct performance and development talks.

The Senior Director Corporate People Development is responsible for the implementation of this guideline.

### **Modern Slavery Act Transparency Statement (UK only)**

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 and provides an annual update on the actions taken by the business in combating modern slavery. It refers to a number of internal Lenzing documents, including the Policy on Human Rights and Labor Standards, the Global Supplier Code of Conduct and the Global Code of Business Conduct. The statement confirms support for the principles proclaimed in the Universal Declaration of Human Rights (UDHR), the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the fundamental labor principles that protect workers' rights as defined by the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO) including:

- The prohibition of child labor
- The prohibition of forced labor
- Freedom of association and the right to collective bargaining
- Fair compensation and working hours
- Safe and healthy workplaces
- Protection from discrimination, harassment and inhumane treatment

The statement describes both risk assessment and due diligence processes and confirms the use of the EcoVadis methodology that uses a CSR analysis criteria for assessing its suppliers and which has the following themes:

- Environment
- Labor & Human Rights
- Ethics
- Sustainable Procurement

The UK Human Resources Manager is responsible for updating this statement.

### **Global Equity, Diversity and Inclusion Policy**

This policy confirms Lenzing's desire to strive to inspire, empower, engage and develop its employees to enable them to participate in maintaining Lenzing's competitive advantage. Lenzing aims to provide equal opportunities for all, regardless of gender, marital status, ethnicity, skin color, nationality, national origin, disability, sexual orientation, religion or belief, age or other characteristics. Lenzing

strives to build a diverse and inclusive work environment where differences are respected and valued. So everyone feels appreciated, included and so they can be their true self and feel able to give their best contribution. The Lenzing Group aims to:

- Facilitate equity, fairness and respect for all existing employees and those applying to join the business
- Ensure an environment free from unlawful discrimination
- Oppose and prevent all forms of unlawful discrimination

Lenzing supports the UN Global Compact, endorses its principles and is committed to advancing a number of the UN Sustainable Development Goals by encouraging equity, diversity and inclusion among its workforce. Employees are encouraged to report breaches of this policy and a variety of options for doing so are provided, including the use of a confidential whistleblowing system. The Vice President Corporate Human Resources is responsible for the implementation of this policy.

### **Global Child Labor Remediation Procedure**

This procedure provides guidance for any instance of child labor found within Lenzing and includes remediation steps that can be followed by managers to ensure that child safety and rights are upheld, and the best interests of children are always served. Lenzing's expectation is that child labor is not to be used in the production of its products. This procedure aims to ensure compliance with the United Nations International Labor Organization's (ILO's) Conventions on child labor. The procedure relates to permanent, temporary, informal and contract labor, whether directly, or indirectly employed by Lenzing as well as children who have been trafficked or sold into work. Lenzing requires all internal recruitment procedures to ensure that child labor is not used. Lenzing is also committed to protecting the rights of young workers. Lenzing facilities are expected to have effective procedures in place for age verification purposes and retain related records for all employees. This global procedure applies to all applicants, employees and interns associated with any Lenzing facilities worldwide. The application of this procedure will take into consideration relevant local and national laws. The procedure includes:

- Removing the child from the workplace
- Confirming the identity of the child's parent(s)/guardian(s)
- Consulting the parent(s)/guardian(s)
- Advising relevant child-focused organizations/authorities
- Making a record of the incident
- Communication with relevant people
- Determining a resolution proposal
- Conducting a root cause analysis to ensure future avoidance
- Reporting the incident

### **Human rights**

The Lenzing Group fosters a safety culture and a sustainable working environment for the benefit of all employees, all local communities in which the company operates and all business partners. It is imperative that the entire global network of the Lenzing Group fulfills, and wherever possible, exceeds all applicable social and ethical obligations. Suppliers are held to the same high standards.

The United Nations Global Compact (UNGC) is one of the world's most important initiatives for responsible corporate governance. As a member, Lenzing is committed to upholding human rights, re-

specting the rights of employees and their representatives, protecting the environment, enabling fair competition and combating corruption. As part of the six-month UN Global Compact Business & Human Rights Accelerator Program, the company took a closer look at the topic of human rights in the reporting year and defined the human rights relevant to the company by means of an internal survey with around 30 people. The resulting heat map forms the basis for developing plans and actions for salient human rights in a next step. To fulfill the requirements of corporate due diligence, Lenzing monitors adherence to laws, human rights principles and applicable environmental standards not only internally, but also at its suppliers and within its supply chains. Compliance with human rights is essential and non-negotiable for the Lenzing Group. The company follows internationally accepted foundational principles and rights when it comes to work as per the International Labor Organization (ILO).

## **Communication**

[ESRS S1-2; GRI 2-29, 403-4]

### **Works council**

The Lenzing Group's management is committed to a transparent information policy with the employees' official representatives. Local works councils exist at both sites in Austria. Those at the Lenzing site have a seat and vote on the Supervisory Board of Lenzing AG in accordance with the Austrian Labor Constitution Act. They represent the interests of the employees in Lenzing and Heiligenkreuz (Austria). With the exception of the site Prachinburi (Thailand), trade union representatives from various fractions and/or employee interest groups represent the interests of the employees at all other sites.

Regular and varied communication with employees and their representatives ensures a clear understanding of the business strategy, goals, market conditions, financial situation and policies, including contractual terms, conditions, and benefits. Information is disseminated through channels like onboarding events, notice boards, internal mail, and internal news, etc.

### **Health and safety committees**

Where occupational health and safety committees are a regulatory requirement, formal agreements with worker representatives are in place and all employees of Lenzing are represented by such committees, which operate at a site level. Each individual site is responsible for arranging and maintaining such committees. Specific details on how often the committees meet, agenda items and the make-up of representatives are in the responsibility of the site SHE managers and subject to agreement with union representatives.

### **Channels to raise concerns**

[ESRS S1-3; GRI 2-16, 2-25]

The following processes are in place for addressing and remediating negative impacts on Lenzing's workforce.

- Whistleblower system (described in the "Business conduct" chapter)
- Work council at the Lenzing and Heiligenkreuz sites, both situated in Austria
- Trade unions/employee interest groups (except Prachinburi (Thailand) site)

- Global child labor remediation procedure (described in the section “Policies”)

## Lenzing's actions

[ESRS S1-4; GRI 3-3d, 403-2, 403-8, 404-2]

A summary of the “Actions taken” can be found in the management approach at the beginning of this chapter.

### Actions learning and development

The learning and development offer was expanded and refined in 2023. The Global Performance and Talent Management continued. For more details, please see the section “Learning and development” in this chapter.

### Actions Equity, Diversity & Inclusion

Lenzing launched two Employee Resource Groups (ERGs), one focusing on women and one on different nationalities. The Women’s Empowerment Principles were signed by Lenzing’s CEO. For more details, please see the section “Equity, Diversity & Inclusion” in this chapter.

### Social audits

In the reporting year, Lenzing continued to work on implementing the standardized Social Labor Convergence Program (SLCP). A comprehensive self-assessment and an on-site audit based on this help the company to identify potential opportunities for improvement. The results can be shared with partners along the value chain via the Higg FSLM assessment tool, for example. In addition, customer audits were conducted at various Lenzing sites, focusing on labor standards and fair labor practices. Customer questionnaires on relevant topics were also completed during the year.

### Health and safety management

All manufacturing sites are certified to ISO 45001. This Occupational Health and Safety Management Certification, covering employees and contractors, provides the framework to identify, control and decrease risks associated with workplace health and safety. This system prioritizes health and safety and is based on the plan-do-check-act continuous improvement model. Furthermore, it helps to identify and assess hazards and risks in product development, manufacturing, distribution, and other operations. Lenzing

then establishes goals and objectives to address significant hazards and risks, taking into account feedback from employees, contractors, communities, customers, suppliers, and other stakeholders.

Risk assessment at Lenzing’s production sites involves reviewing site specific activities in teams. This includes identifying potential harm, assessing the likelihood and severity of hazards, determining preventive measures, and seeking improvement opportunities. Regular reviews and monitoring ensure control effectiveness. Assessments are updated after workplace changes, e.g. changes to staff or a process, or after adverse events.

All employees and contractors must adhere to Lenzing’s Life Saving Rules and are empowered to stop work if they think it is unsafe. The relevant information is provided during induction processes in all group languages and in pictorial display.

Lenzing maintains a process for reporting and investigation adverse events. Employees, contractors, and visitors are required to report work-related symptoms, injuries, or illnesses to enable a timely response. The group-wide reporting database facilitates communication on adverse events, enhancing risk management. The Lenzing incident investigation (also called accident investigation) is structured and systematic, allowing for reporting, tracking, and root cause analysis to prevent the recurrence of incidents. This proactive, approach equips Lenzing to effectively manage and respond to future incidents.

To learn more about Lenzing’s actions for its own workforce regarding health and safety, more specific, about internal and external audits, health care, safety training and health promotion in 2023, please have a look at the “Health and safety in Lenzing” section of this chapter.

## Metrics and targets

[ESRS S1-5; GRI 3-3e]

See “targets” in the management approach at the beginning of this chapter. All of Lenzing’s sustainability targets can be found in the “General information” chapter.

Social standard	To have a continuously valid third-party audited accredited social certificate for every Lenzing Group production (fiber or dissolving wood pulp) site by 2024 <sup>d</sup>	2024 On track
Measure(s)	Lenzing implements and annually updates the Facility Social Labor Module (FSLM) at all pulp and fiber production facilities and shares verified modules with customers from 2024 onwards	2024 On track
Progress made in 2023	For FSLM, on-site audits for the facilities in Mobile (United States), Grimsby (United Kingdom), Nanjing (China), Purwakarta (Indonesia) and Paskov (Czech Republic) were completed successfully. Currently it is not possible to receive a third-party FSLM verification in Austria, due to lack of authorized auditors.	

d) The scope includes all Lenzing facilities, also the new legal entities in Prachinburi (Thailand) and Indianópolis (Brazil).

<b>Equity, Diversity and Inclusion</b>	To create an empowering work environment by respecting human rights, employee wellbeing and diversity	<b>Continuous</b> <b>On track</b>
Measure(s)	Lenzing implements training courses for 75 percent of the workforce on diversity, discrimination, the non-discrimination policy, and human rights	<b>2025</b> <b>On track</b>
	Lenzing increases its proportion of women to 22.5 percent in all positions graded 5a and above by 2025 <sup>b</sup>	<b>2025</b> <b>On track</b>
	Lenzing achieves an inclusion Index score of 75 percent in the global Health Climate Survey by 2026	<b>2026</b> <b>New</b>
	Lenzing establishes a working condition policy	<b>2021</b> <b>Achieved</b>

Progress made in Leadership modules was piloted in Grimsby (United Kingdom). Lenzing published one summary document containing all global policies influencing working conditions of its employees.

b) Relevant for the Managing Board long-term incentive (LTI) bonus targets

### Health targets

Lenzing has set a target at Group level to reduce the Total Recordable Injury Frequency Rate (TRIFR) to 0.3 by 2025. Additionally, site targets were developed based on the Group target and actual performance, taking into consideration the size of a site. Building on the TRIFR targets, sites set goals for leading indicators, breaking them down to the departmental level and develop site-specific safety programs that they coordinate with Global Occupational Health and Safety (OHS).

### Employment contracts

Most Lenzing Group employees are employed in a permanent employment/service relationship. It is currently customary to work the first six months under a fixed-term contract followed by an automatic transition to a permanent employment/service relationship. Only around 2.8 percent of the workforce (including external personnel) have a genuine fixed-term employment/service contract that goes beyond the usual six-month fixed-term period. For this reason, there is no further separate breakdown into permanent/fixed-term employment contracts.

## Employees in numbers

[ESRS S1-6; GRI 2-7, 401-1]

The numbers reported are in head count and as of December 31, 2023.

### Employees 2023

Table 34

General information required	2021	2022	2023
<b>Total number of employees</b>	<b>7,958</b>	<b>8,301</b>	<b>8,340</b>
Female	1,244	1,394	1,408
Male	6,714	6,907	6,932
thereof in Austria	3,575	3,675	3,541
thereof in Indonesia	1,633	1,523	1,474
thereof in Czech Republic	451	491	525
thereof in China	873	867	818
thereof in USA	221	222	217
thereof in UK	218	225	234
Others (India, Thailand, Türkiye, Korea, Singapore, Taiwan, Brazil, Germany and Italy)	987	1,298	1,531
<b>Total number of employees – full time</b>	<b>7,500</b>	<b>7,823</b>	<b>7,748</b>
Female	933	1,075	1,087
Male	6,567	6,748	6,661
<b>Total number of employees – part time</b>	<b>458</b>	<b>478</b>	<b>592</b>
Female	311	319	321
Male	147	159	271
<b>Number of apprentices</b>	<b>184</b>	<b>188</b>	<b>236</b>
Female	20	31	48
Male	164	157	188

**Employees 2023**

Table 35

<b>Employee turnover</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Number of employees that left the company, total</b>	<b>598</b>	<b>898</b>	<b>932</b>
Female	125	153	222
Male	473	745	710
Up to 29	135	184	205
Between 30 and 50	262	448	446
Over 50	201	266	281
Austria	222	278	347
Indonesia	86	206	78
China	98	99	74
Czech Republic	22	27	47
USA	20	41	45
United Kingdom	17	24	24
Others (India, Thailand, Türkiye, Korea, Singapore, Taiwan, Brazil, Germany and Italy)	133	223	317
<b>Percentage of employees that left the company (turnover rate), total</b>	<b>7.5%</b>	<b>10.8%</b>	<b>11.2%</b>
Female	21%	17%	24%
Male	79%	83%	76%
Up to 29	23%	20%	22%
Between 30 and 50	44%	50%	48%
Over 50	34%	30%	30%
Austria	37%	31%	37%
Indonesia	14%	23%	8%
China	16%	11%	8%
Czech Republic	4%	3%	5%
USA	3%	5%	5%
United Kingdom	3%	3%	3%
Others (India, Thailand, Türkiye, Korea, Singapore, Taiwan, Brazil, Germany and Italy)	22%	25%	34%

**Employees 2023**

Table 36

<b>Newly hired employees</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Number of newly hired employees, total</b>	<b>1,198</b>	<b>1,241</b>	<b>971</b>
Female	279	303	236
Male	919	938	735
Up to 29	285	275	195
Between 30 and 50	644	705	523
Over 50	269	261	253
Austria	315	378	213
Indonesia	105	96	29
China	132	93	25
Czech Republic	63	67	81
USA	31	42	40
United Kingdom	32	31	33
Others (India, Thailand, Türkiye, Korea, Singapore, Taiwan, Brazil, Germany and Italy)	520	534	550
<b>Percentage of newly hired employees, total</b>	<b>15.1%</b>	<b>15.0%</b>	<b>12%</b>
Female	23%	24%	24%
Male	77%	76%	76%
Up to 29	24%	22%	20%
Between 30 and 50	54%	57%	54%
Over 50	22%	21%	26%
Austria	26%	30%	22%
Indonesia	9%	8%	3%
China	11%	8%	3%
Czech Republic	5%	5%	8%
USA	3%	3%	4%
United Kingdom	3%	2%	3%
Others (India, Thailand, Türkiye, Korea, Singapore, Taiwan, Brazil, Germany and Italy)	43%	43%	57%

[ESRS S1-7; GRI 2-8]

**Employees 2023**

Table 37

General information required	2021	2022	2023
<b>Total number of supervised workers</b>	<b>444</b>	<b>261</b>	<b>156</b>

The numbers reported are in head count and as of December 31, 2023. The largest group of workers other than Lenzing's employees are supervised workers which are engaged indirectly via an employment agency. They are treated the same way as Lenzing's employees. The majority of supervised workers are employed in the production area (shift work, etc.).

## Collective bargaining agreements

[ESRS S1-8; GRI 2-30]

Lenzing complies with the local labor standards in all countries where it operates. Collective agreements cover 83.0 percent

(2022: 82.4 percent, 2021: 80.2 percent) of the Lenzing Group's global workforce. 99.6 percent (2022: 99.5 percent, 2021: 95.0 percent) of employees are subject to notice periods governed by labor law or collective agreements.

## Diversity metrics

[ESRS S1-9, GRI 405-1]

### Employees 2023

Table 38

Individuals within the organization's governance body (Managing and Supervisory Board) <sup>a</sup>	2021	2022	2023
<b>Number of individuals, total</b>	<b>14</b>	<b>12</b>	<b>14</b>
Up to 29	0	0	0
Between 30 and 50	4	4	4
Over 50	10	8	10
Female	2	2	3
Male	12	10	11
<b>Percentage of individuals</b>			
Up to 29	0%	0%	0%
Between 30 and 50	29%	33%	29%
Over 50	71%	67%	71%
Female	14%	17%	21%
Male	86%	83%	79%

a) Excluding Supervisory Board members appointed by works council, members of Supervisory Board are not included in any other headcount figure/table, apart from this one.  
b) The three managing board members in 2022 were erroneously not included.

### Employees 2023

Table 39

Individuals outside the organization's governance body <sup>a</sup>	2021	2022	2023
<b>Number of individuals, total</b>	<b>7,953</b>	<b>8,298</b>	<b>8,336</b>
Up to 29	1,487	1,578	1,568
Between 30 and 50	4,722	4,980	5,057
Over 50	1,744	1,740	1,711
Female	1,244	1,394	1,408
Male	6,709	6,904	6,928
<b>Percentage of individuals</b>			
Up to 29	19%	19%	19%
Between 30 and 50	59%	60%	61%
Over 50	22%	21%	21%
Female	16%	17%	17%
Male	84%	83%	83%

a) Including Supervisory Board members appointed by works council

Category 1	white collar manager
Category 2	blue collar manager
Category 3	supervised worker - manager

### Employees 2023

Table 40

<b>Individuals within managing role – overall (at least one direct)</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Number of individuals, total</b>	<b>941</b>	<b>932</b>	<b>915</b>
Up to 30	34	40	40
Between 31 and 50	586	587	577
Over 50	321	305	298
Female	155	171	160
Male	786	761	755
<b>Percentage of individuals</b>			
Up to 30	4%	4%	4%
Between 31 and 50	62%	63%	63%
Over 50	34%	33%	33%
Female	16%	18%	17%
Male	84%	82%	83%
<b>Number of employee category 1, total</b>	<b>748</b>	<b>738</b>	<b>730</b>
Up to 30	17	21	17
Between 31 and 50	466	460	459
Over 50	265	257	254
Female	138	153	144
Male	610	585	586
<b>Percentage of employee category 1</b>			
Up to 30	2%	3%	2%
Between 31 and 50	62%	62%	63%
Over 50	35%	35%	35%
Female	18%	21%	20%
Male	82%	79%	80%
<b>Number of employee category 2, total</b>	<b>171</b>	<b>185</b>	<b>180</b>
Up to 30	16	19	23
Between 31 and 50	109	122	116
Over 50	46	44	41
Female	13	14	13
Male	158	171	167
<b>Percentage of employee category 2</b>			
Up to 30	9%	10%	13%
Between 31 and 50	64%	66%	64%
Over 50	27%	24%	23%
Female	8%	8%	7%
Male	92%	92%	93%
<b>Number of employee category 3, total</b>	<b>22</b>	<b>9</b>	<b>5</b>
Up to 30	1	0	0
Between 31 and 50	11	5	2
Over 50	10	4	3
Female	4	4	3
Male	18	5	2
<b>Percentage of employee category 3</b>			
Up to 30	5%	0%	0%
Between 31 and 50	50%	56%	40%
Over 50	45%	44%	60%
Female	18%	44%	60%
Male	82%	56%	40%

## Equity, Diversity & Inclusion

### A collective responsibility

Lenzing is committed to creating a diverse and inclusive environment where everyone can thrive, regardless of characteristics such as gender, age, ethnicity, cultural background, or language.

Promoting equity, diversity and inclusion (EDI) is a collective responsibility of all employees. In the reporting year, a new EDI policy was therefore introduced to foster a common understanding and provide guidance. It contributes to creating a working environment in which every employee feels accepted and supported as a person and can develop successfully, and as a consequence so does Lenzing. This policy is available in all seven languages of the sites, along with a corresponding explanatory video for employee training.

The Women's Empowerment Principles, which emerged from the UN Global Compact, were officially signed by Lenzing's CEO on behalf of the Board of Management in March 2023.

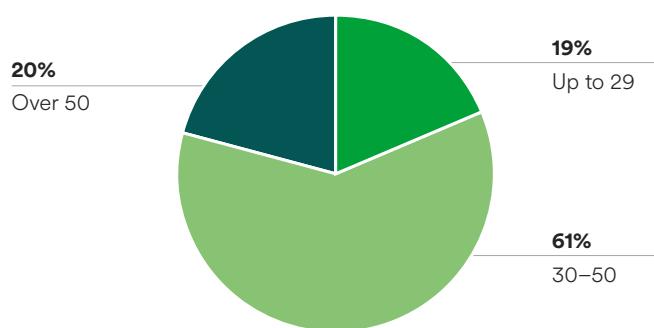
The company also launched its first global Employee Resource Group (ERG) "Women@Lenzing" to promote a respectful, appreciative work environment and strengthen Lenzing's culture. As an internationally active company, a wide variety of cultures come together in day-to-day working life. In order to address this issue more closely and identify potential areas for improvement, another ERG ("Multicultural@Lenzing") was established in the fourth quarter of the reporting year.

## International workforce

Despite the company's firm roots in Europe, an international corporate culture has evolved based on strong collaboration among its Asian, European, and American sites. The management team actively supports the internationalization of the workforce at all levels. For details on the different nationalities working in the Lenzing Group, please see the table in the annex.

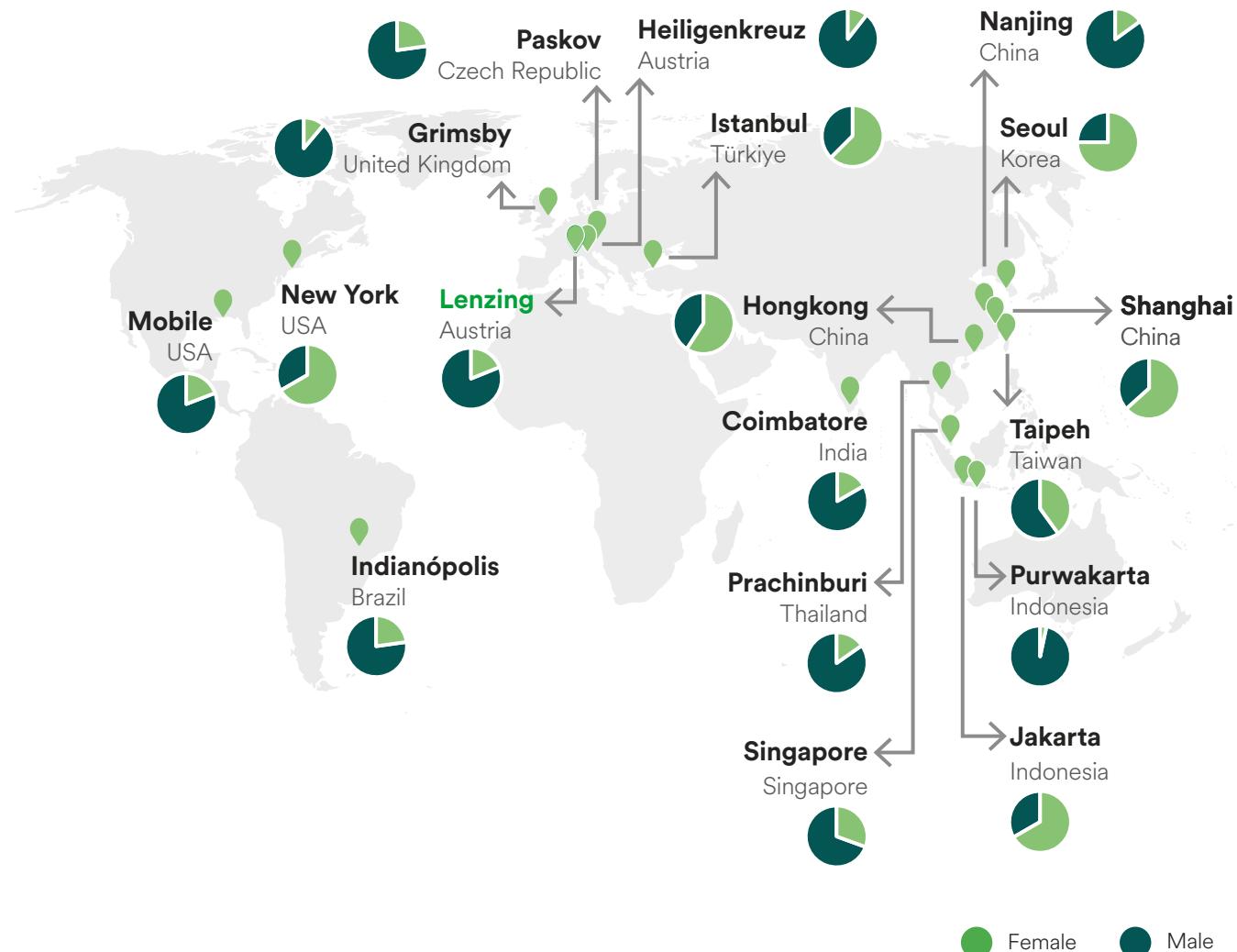
Diversity per age (all employees)

Figure 13



Diversity per Site

Figure 14



In the Lenzing Group's Policy on Human Rights and Labor Standards, Lenzing commits to upholding fundamental labor rights and principles such as protection from discrimination, harassment, and

inhumane treatment. This encompasses protection against employment decisions based on personal characteristics or beliefs that are not related to one's job performance, including gender,

age, color, national origin, ethnicity, social background, sexual orientation, family responsibility (including pregnancy), disabilities, political opinion, sensitive medical conditions, marital status, and any other discrimination in working conditions. These topics are also reflected in the Lenzing Global Code of Business Conduct, which all employees are required to follow.

[ESRS S1-12; GRI 405-1]

## Employees 2023

Table 41

Employees with disabilities <sup>a</sup>	2021	2022	2023
Lenzing Group	90	82	83
Austria	69	61	51
Czech Republic	8	8	9
USA	2	4	2
Indonesia	2	2	2
China	–	–	–
Brazil	9	7	19

a) No formal recording of numbers of employees with disabilities is conducted at the site in Grimsby (United Kingdom) since there is no definition provided by local legislation.

## Learning and development

[ESRS S1-13; GRI 404-1, 404-3]

Around 67,168 times courses from Learn@Lenzing were completed in the reporting year. This results in a total training time of 45,707 hours and therefore an average training time of 5.5 hours per employee. Total expenditure on lifelong learning and personnel development decreased to EUR 5.76 million in 2023, after increases from EUR 6.19 million in 2021 to EUR 6.75 million in 2022. The numbers include group-wide expenses by Bildungszentrum Lenzing (BZL). Therefore, the group-wide consolidated expenses for training courses in 2023 were EUR 2.25 million (2022: EUR 2.48 million, 2021: EUR 2.46 million).

### Individual learning path offerings

To enable the continuous and individual development of its employees, Lenzing has developed a global Learning & Development (L&D) catalog. The catalog is part of the Lenzing internal learning management system Learn@Lenzing and allows employees to individually browse through development opportunities.

It includes eLearning, blended learning as well as face-to-face training opportunities.

- In Lenzing's global L&D catalog, more than 200 training courses (face-to-face, eLearning and blended learning) are available. Over 120 eLearning courses are available worldwide and cover a range of topics from business to personal development and wellbeing. Employees can book courses based on their individual needs. A total of 3,942 courses were completed. Employees spent 2,054 hours using the content.
- A digital train-the-trainer program has been launched 2022 globally to promote internal knowledge transfer and ensure that employees who already have advanced functional competencies are equipped with the necessary skills to train their colleagues.
- In 2023, digital blended learning paths have been developed for blue-collar workers, which are linked to a skills matrix and are intended to standardize technical onboarding.

- In 2023, a global automated reminder process has been implemented in the Learning Management System (LMS), reminding both employees and managers to complete their mandatory training.
- In 2023, the most recent location to be integrated into the global LMS was Heiligenkreuz (Austria). More than 100 training courses were updated and transferred and all employees at the site were trained.
- In 2023, the roll out of the global skill matrix concept and IT tool has been started in Austria, Thailand, UK, US, Brazil and Indonesia, to document the required and current qualification level of blue collar workers.
- 1,416 external training and safety instruction training completions have been documented in the skill matrix IT tool during 2023.

## Global Performance and Talent Management

Effective Talent and Performance management are pivotal to Lenzing's overall success and the growth of its workforce. These processes are essential in shaping employee development by clearly determining and tracking performance goals according to role and functions and identifying Lenzing's talent mix. Therefore, Lenzing has continued its effort in 2023 to consolidate these important people processes.

The processes have been rolled out in 2023 as strongly recommended, but not mandatory, to support the business. 79.8 percent of the white-collar employees have defined their goals and 352 of all managers have evaluated their team members in the talent grid. This shows that the processes are already well rooted in the organization. The insights will support in leading the professional development of Lenzing's employees.

The results of 2023 include talent data for 61.1 percent of the white-collar workforce and 1,077 out of 2,544 (42.3 percent) positions having at least one successor in place.

### Talent Management

Figure 15



### Milestones 2023

- 2,030 white-collar employees have set their performance goals in SuccessFactors in 2023.

- **1,736** employees successfully completed a performance review of their performance goals for 2022.
- **1,835** employees have filled in their talent cards and shared their backgrounds and ambitions.
- **1,554** employees have data on potential, performance, retention risk, and recommended development approach.
- **1,077** succession plans for key positions are in place that provide the next possible career step for employees.

## Health and Safety at Lenzing

[ESRS S1-14; GRI 403-1, 403-8, 403-9, 403-10]

Employee wellbeing is crucial for Lenzing's long-term business success and growth. Lenzing is ethically, legally, and morally responsible for occupational health and safety to ensure the wellbeing of its employees, contractors, and visitors, including customers.

The Lenzing Group's health management system ("House of Health") is based on the salutogenesis concept, which is tailored to the individual social and health care systems of the countries where Lenzing operates. It provides a conceptual framework for targeted investments in the health of Lenzing's employees. Global Health Care Management works closely with the regional employees responsible for health issues as well as the department of Quality, Environment, Safety and Health (QESH).

The Safety Management System, founded on standards by the International Organization for Standardization (ISO), guides the company in mitigating health, safety and environmental risks. The company remains strongly focused on enhancing occupational health and safety performance as well as monitoring leading and lagging indicators. Safety dashboards provide to the teams daily access to essential safety metrics as part of their management dashboards.

100 percent of Lenzing's employees and contracted staff working on company property are protected by the Occupational Health and Safety (OHS) Management system. All manufacturing sites are certified to ISO 45001. Lenzing conducts regular internal and external audits on many key activities, including safety, health, environmental performance and compliance with the Lenzing Code of Business Conduct. External audits are also conducted to review this data as part of the process to certify that Lenzing's OHS management systems operate in conformance with ISO 45001.

The internal management system audits assess Lenzing's OHS program for compliance with ISO 45001, company policies, contracts, and regulatory requirements on site level. Another internal audit process is led by Lenzing's corporate QESH organization. Audits are scheduled on different sites on a rotating basis according to their relative risk. All sites are obligated to conduct periodic internal audits in accordance with corporate policy. Additionally, each site or business is subject to formal external OHS management system audits linked to OHS-related commitments or certifications, such

as ISO 45001 and ISO 14001. Regular documented OHS management review meetings at all sites inform decisions and actions related to possible management system changes, which are recorded on the appropriate database system and communicated to employees.

### Key figures: occupational accidents and work-related injuries

#### Current performance compared to previous years

Lenzing continues to perform well from a safety perspective as it continues to adapt to a changing workplace and business environment. Numbers of incidents decrease and Lenzing continues to add new commitments to improve its performances. In 2023, zero fatal accidents were recorded and Lenzing's Total Recordable Injury Frequency Rate (TRIFR)<sup>55</sup> for employees rose slightly from 0.6 (2022) to 0.7. In addition, the TRIFR for contractors increased slightly in 2023 to 0.5 from 0.4 in 2022. The employee rate for all work-related injuries rose from 3.3 in 2022 to 3.6 in 2023, while the rate for contractors increased from 1.1 in 2022 to 2.1 in 2023. (Note: In 2023, the Lenzing Group saw a reduction in worked contractor hours of 37 percent, while at the same time the number of work-related injuries reported increased, leading to a higher rate).

#### High-consequence work-related injury

In terms of broader personnel safety performance, high-consequence work-related injury events have remained at zero since 2019. A high-consequence injury is either a fatality/injury from which the worker cannot recover (e.g. amputation of a limb) or is not expected to recover fully to pre-injury health status within six months (e.g. fracture with complications).

Work-related hazards are identified and assessed at a site-specific level and fall into six core hazard types - safety, biological, physical, ergonomic, chemical and workload (psychosocial). The hazards are determined through various channels, including:

- Carrying out an internal risk assessment
- Analysis of adverse events to discover frequency, severity, and type of incidents or accidents.
- Analyzing data for causal relationships, such as the correlation between human factors, environmental conditions, equipment performance, and incident or accident outcomes.
- Reviewing safety information about products at workplaces
- Information from inspection and injury reports
- Setting up formal processes for employees to report hazards they see
- Conducting regular inspections of the workplace
- Collecting information published by relevant government agencies
- Consulting other outside groups that might have relevant information

### Work-related injuries for all employees

Table 42

<sup>55</sup> TRIFR refers to the number of total recordable cases occurring in a workplace per 200,000 working hours.

	2021	2022	2023
<b>Total hours worked (productive working hours)</b>	<b>13,661,177 [15,440,743]</b>	<b>16,510,667</b>	<b>15,968,871</b>
i) Number of fatal injuries	0 [0]	0	0
ii) Rate of fatal injuries	0 [0]	0	0
iii) Number of high-consequence work-related injuries	0 [0]	0	0
iv) Rate of high-consequence work-related injuries	0 [0]	0	0
iii) Number of recordable work-related injuries	55 [59]	52	59
iii) Rate of recordable work-related injuries	0.81 [0.76]	0.6	0.7
iv) Number of work-related injuries or ill health	205 [220]	272	291
iv) Rate of work-related injuries	3.01 [2.85]	3.3	3.6

Bracketed data includes major projects in 2021

#### Work-related injuries for other workers

Table 43

	2021	2022	2023
<b>Total hours worked (productive working hours)</b>	<b>5,917,437 [30,706,268]</b>	<b>16,500,795</b>	<b>10,446,125</b>
i) Number of fatal injuries	0 [0]	0	0
ii) Rate of fatal injuries	0 [0]	0	0
iii) Number of high-consequence work-related injuries	0 [0]	0	0
iv) Rate of high-consequence work-related injuries	0 [0]	0	0
iii) Number of recordable work-related injuries	23 [42]	30	25
iii) Rate of recordable work-related injuries	0.78 [0.27]	0.4	0.5
iv) Number of work-related injuries or ill health	47 [232]	92	109
iv) Rate of work-related injuries	1.59 [1.51]	1.1	2.1

Bracketed data includes major projects in 2021

#### Top five work-related injuries

Table 44

	2021 <sup>a</sup>		2022	2023
For employees	Cuts & lacerations	19	Cuts & lacerations	64
	Fractures	11	Bruises	33
	Strains	6	Abrasions	32
	Hot burns	5	Chemical burns	32
	Sprains	5	Strains	23
For contractors	Cuts & lacerations	11	Cuts & lacerations	20
	Fractures	5	Foreign bodies	13
	Bruises	5	Chemical burns	10
	Sprains	5	Abrasions	8
	Condition due to substances	4	Fractures	8
			Puncture wounds	9

a) 2021 data analysis is for total recordable injuries only

Within Lenzing, work related hazards that pose a risk to ill health generally include chemical hazards (solvents, adhesives, dusts, etc.), physical hazards (noise, radiation, heat, etc.), biological hazards (infectious diseases), and ergonomic risk factors (heavy lifting, repetitive motions, vibration).

#### Work-related ill health for all employees

Table 45

	2023
The number of fatalities as a result of work-related ill health	0
The number of cases of recordable work-related ill health	0
The main types of work-related ill health	-

#### Work-related ill health for other workers

Table 46

	2023
The number of fatalities as a result of work-related ill health	0
The number of cases of recordable work-related ill health	0
The main types of work-related ill health	-

## Health care at Lenzing's production facilities

[GRI 403-3]

At all production sites, Lenzing gives employees access to an in-house primary care system, complementing the existing health systems of the individual countries. This also applies to Lenzing's new plants in Brazil and Thailand. The sites and their health care facilities are visited by an occupational physician from the Lenzing Health Care & Wellbeing department periodically to ensure the quality of those services.

Lenzing draws on the services of medical partners in the regions around the sites to offer its employees a diagnosis and therapy service tailored to local needs. The range of medical services extends from several medical examinations and therapy sessions per week at the sites in Mobile (USA) and Grimsby (United Kingdom) through to health care services for family members at a clinic in the vicinity of the production site in Purwakarta (Indonesia).

The large production plants in Lenzing (Austria) and Purwakarta (Indonesia) also have their own outpatient clinics with qualified medical staff for quick, competent outpatient treatment of acute conditions and injuries as well as their own ambulances to ensure prompt follow-up treatment at special medical facilities. Lenzing facilities have first aiders trained in certified basic and regular first aid refresher courses.

### Occupational medical care

In 2023, Lenzing Corporate Health Care & Wellbeing together with Global QESH continued to coordinate and give guidance on general company issues regarding occupational medical care at the different locations in order to exceed the minimum standards required by the individual countries. By enhancing competence in the occupational medical care of Lenzing's regional partners, Lenzing will ensure that employees and managers have the best resources available to protect themselves from and deal with risks in the workplace.

Leadership is critical to behavior, and this is the central theme of Lenzing's safety webinars, which were developed specifically for the company's leaders. Six webinars outlining the human factors known as the "dirty dozen" took place in 2023. These will continue in 2024. The aim is to understand how human factors play a role in adverse events, raise awareness and in the long-term, develop controls and procedures.

Lenzing also ensures that all employees receive adequate training on occupational health & safety topics, which is determined in line with the specific hazards to which employees are exposed while carrying out their tasks. Training schedules are prepared annually alongside refresher schedules in accordance with regulatory and compliance requirements. Additionally, induction training is given to both contractors and visitors to the various sites.

## Health promotion

[GRI 403-6]

At the end of 2022, Lenzing started a formal corporate health improvement program, which continued in 2023. It provides a clear framework showing how local health promotion activities can be sponsored by a dedicated corporate health improvement budget. Sites can choose all local available health promotion activities, which are aligned with health topics chosen by Corporate Health Care. After approval by the Corporate Health Care & Wellbeing Manager they can perform the activity and have the related expenses reimbursed afterwards. A limit is imposed on the maximum expenses per head covered by this program.

Since 2019, the Lenzing Group has been focusing on promoting employee fitness as part of their regular activities. These programs aim to encourage and support employees in adopting a healthy lifestyle both at work and during their leisure time. To aid this effort, a healthy living app (Moveeffect®) designed for corporate use to accommodate the needs of Lenzing's employees at the various sites was adopted and distributed to all employees for voluntary use. The app's purpose is to motivate employees to become more active. 2,800 employees are currently registered in the app.

## Safety training

[GRI 403-5]

The vision of Lenzing is to "leave home healthy, come home healthy". The aim is to provide a working environment and culture where people actively engage and drive health and safety excellence. It is recognized that all employees can influence health and safety performance and, through individual ownership and engagement, employees can contribute to a safer workplace.

#### **HEALTH CLIMATE INDEX (HCI) EVOLVED TO LENZING CLIMATE SURVEY**

Since 2021, all employees have been surveyed twice a year about their psychosocial working conditions. The new Lenzing Climate survey now provides a comprehensive overview of the general working climate at Lenzing. It includes new KPI's on employees engagement, performance enablement and inclusion. In addition to topics that have already been evaluated in HCI. The first round in 2023 took place in September, with a participation rate of more than 76 percent (more than 6,300 employees). Survey results are anonymous because of evaluation and reporting purposes. A summary of the results and the trends at the individual sites are discussed at Group management level. Based on these discussions and the local/department results the site management teams determine actions to improve the internal working climate. The aim is to create the most positive and attractive working environment possible for all employees in the Lenzing Group.

## **Workers who are not employees**

[GRI 403-7]

A large number of workers who are not directly employed by the Lenzing Group work at Lenzing operating sites and premises. As a result, contractors are carefully selected, with due consideration given to the strict occupational safety criteria Lenzing sets for its own employees.

Most have certified management systems for occupational health & safety. Where this is not possible, the company expects its contractors to be part of the regional contractor competency schemes or to implement additional controls to monitor occupational health and safety when this is not possible. Lenzing also has a nominated person as a direct contact for these contractors working under its control. When it comes to landlord and tenant health & safety, responsibility is shared and managed appropriately.

## **Work life-balance and compensation**

### **Parental leave**

[ESRS S1-15; GRI 401-3]

The length of parental leave depends on the country-specific definitions in the respective labor laws and can range from a few days to several months. In the reporting year, precise data on parental leave was collected for the first time. According to this, 130 men and 43 women were on parental leave, of which 124 men and 37 women returned in 2023. 121 men and 39 women are still employed by the company 12 months after their return.

### **Benefits provided**

[GRI 401-2]

Employees at all Lenzing sites have the option of parental leave. Depending on national regulations, the company offers its employees life insurance, health care, retirement provision, disability and invalidity coverage as well as group bonuses at almost all production sites. Flexible working hours, part-time work and working from home are also offered at the majority of sites. Offers that apply to full-time employees also apply in most cases to part-time employees and in many cases also to temporary employees.

### **Annual total compensation ratio**

[ESRS S1-16, GRI 2-21]

The annual total compensation ratio can be found in table 47. For further information regarding remuneration, please see the [Remuneration Report](#) (available from 21.03.2024).

### **Annual total compensation ratio 2023**

**Table 47**

Employee category	Compensation category	Compensation <sup>a</sup>	Ratio	Percentage
Highest paid individual	Annual compensation (rounded to thousands)	€ 638,000	22.00	2,200%
All employees (excluding highest paid individual)	Median annual total compensation (rounded to thousands)	€ 29,000	1.00	100%

a) Before taxes and with bonus payments

## **Human rights impacts**

[ESRS S1-17; GRI 406-1]

No cases of discrimination or human right abuses, based on Discrimination ILO 111 Article 1, within Lenzing's own workforce were reported.



## Own workforce stakeholder engagement

[GRI 3-3f]

### Employees

One very special stakeholder group is Lenzing's staff. Communication with employees and employee representatives is regular and varied to ensure a good understanding of the business strategy, goals, performance, market conditions, financial situation and policies as well as any matters relating to contractual terms, conditions and benefits. Information is shared through different channels such as onboarding events, notice boards, internal mail and internal news, etc.

### *Health & safety*

To achieve Lenzing's vision - "LEAVE HOME HEALTHY, COME HOME HEALTHY" - different activities and initiatives are conducted for Lenzing's employees, such as specific training sessions and monthly safety webinars. Safety dashboards ensure employees have access to daily reports on key safety performance metrics in order to take appropriate measures when needed.

### Customers

Lenzing was in exchange with customers. Customer audits were conducted at various Lenzing sites, focusing on labor standards and fair labor practices. Customer questionnaires on relevant topics were also completed during the year.

# Workers in the value chain

## MANAGEMENT APPROACH

### Material topic: Workers in the value chain

[GRI 3-3]

Lenzing's business activities are linked to the textile and nonwovens industry as well as the chemical and forestry industry. The company understands the importance of an empowered workforce in the value chain and recognizes its responsibility to contribute to a positive impact wherever possible. 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.

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- Opportunity as a role model for industry regarding human and labor rights

##### Negative

###### Own activities:

- Risk of sourcing from suppliers who violate human and labor rights

###### Business relationships:

- The textile industry, which is part of Lenzing's value chain, is widely known to have ongoing issues with human and labor rights such as: adequate wages, health & safety, collective bargaining and child labor

#### Policies and commitments

- 17 Sustainable Development Goals of UN
- [10 principles of the UN Global Compact](#)
- "Better Growth" strategy
- Policy on Human Rights and Labor Standards
- Global Supplier Code of Conduct
- Wood and Pulp Policy
- Sustainability Policy
- Global Whistleblower Directive
- Modern Slavery Act Transparency Statement (UK only)

#### Actions taken

- Supplier screening and engagement (EcoVadis) to avoid cases of human and labor rights violations in upstream value chain
- Wood & Pulp Policy, FSC® and PEFC certification also include labor rights
- Suppliers are required to sign the Lenzing Supplier Code of Conduct

- Lenzing conducted 8 audits through the Together for Sustainability (TfS) network in 2023
- 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
- Quarterly Supply Chain Sustainability Risk Management was established

#### Sustainability targets, measures and progress

- "Supplier engagement" target: To engage suppliers, covering more than 80 percent of spend, to improve sustainability performance
- Progress: Around 600 of Lenzing's key suppliers are rated by EcoVadis
- The increasing importance of social topics led to the implementation of a dedicated Social Sustainability unit within the Corporate People Development department

#### Stakeholders

- Suppliers
- EcoVadis
- Together for Sustainability (TfS)
- Direct customers

#### Responsible

- CEO
- SVP Corporate Human Resources (Social Sustainability Team)
- SVP Global Supply Chain/Purchasing
- SVP Commercial Pulp, Biorefinery & Co-Products, Wood

#### Supporting

- Corporate Communications & Public Affairs
- Corporate Sustainability

## Strategy

[ESRS S2 ESRS 2 SBM-2]<sup>56</sup>

Lenzing's direct impact on the interests, views and rights of workers in the value chain is mainly limited to its suppliers and partially to its direct customers. Lenzing's impact consists of checking the working conditions by conducting audits and relying on rating and standards, for example the EcoVadis rating.

[ESRS S2 ESRS 2 SBM-3]

The Lenzing Group strongly supports globally recognized human rights, and vehemently opposes any form of violations. The commitment extends to safeguarding the rights of all workers within its sphere of influence, aligning with the Universal Declaration of Human Rights, UN Global Compact, OECD Guidelines for Multinational Enterprises and International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. These principles, which protect employees and workers as far as possible throughout the value chain, are fully respected and followed by the Lenzing Group. Success within the organization is considered to depend on the satisfaction and well-being of its employees and workers of the value chain. Lenzing actively promotes compliance with high internal standards and ongoing adherence to external requirements through comprehensive training programs and risk-based auditing procedures for suppliers.

Lenzing's Global Code of Conduct serves as a guideline for its own business activities. Suppliers must agree to and confirm compliance with the Supplier Code of Conduct. Both guidelines were created according to the recommendations of the UN Global Compact, of which Lenzing is a member. 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.

Besides FSC® and PEFC for Lenzing's wood and dissolving wood pulp supply, Lenzing also relies on EcoVadis addressing and assessing topics in the supply chain regarding sustainability issues which are based on international sustainability standards, such as the Ten Principles of the UN Global Compact, the ILO convention, the Global Reporting Initiative's (GRI) standards, the ISO 26000 standard, the CERES Roadmap and the UN Guiding Principles on Business and Human Rights. For more information, please see "Business conduct" chapter.

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<sup>56</sup> In addition to the GRI disclosure, the corresponding ESRS section is noted. There is no claim to fulfilment of the ESRS in this and the following chapters.

# Impact, risk and opportunity management

## Policies

[ESRS S2-1; GRI 2-23, 2-25, 3-3c, 414-2]

Lenzing has a strict Wood and Pulp Policy, in which it commits not to source from controversial sources. If it is discovered that a supplier has sourced wood or pulp from controversial sources or has violated human or labor rights, the company will first engage with this particular suppliers to encourage consistent practices with Lenzing's Wood and Pulp Policy. If the response is unsatisfactory, Lenzing will no longer engage with the supplier if the violations are not addressed in a timely manner. For more information on its Wood and Pulp Policy, please see the "Raw material security" chapter.

For further information on Lenzing's Global Supplier Code of Conduct and the Global Whistleblower Directive, please see the "Business conduct" chapter. For detailed information on Lenzing's Sustainability Policy, see the "Climate change" chapter. For more information about Modern Slavery Act Transparency Statement (UK only), please see the "Own workforce" chapter.

### Channels to raise concerns

[ESRS S2-3; GRI 2-25]

In 2017, Lenzing introduced an online-based whistleblower system designed to empower not only its employees but also customers, suppliers, and other third parties around the world to 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. The BKMS® whistleblower system, or "Tell us", is accessible on the Lenzing's website, ensuring that anyone can express their concerns anonymously. 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 worldwide can share their concerns without the fear of retaliation. For further details, please refer to the "Business conduct" chapter.

## Actions

[ESRS S2-4; GRI 3-3d]

A summary of the "Actions taken" can be found in the management approach at the beginning of this chapter.

Lenzing's suppliers have to declare that they have read and understood the Lenzing's Suppliers Code of Conduct and that they will comply with it. Lenzing has begun to include sustainability clauses in the contractual conditions for its key chemical suppliers in 2022. These conditions include setting greenhouse gas (GHG) reduction targets approved by the Science Based Target initiative, to provide information about the product carbon footprint and water scarcity at facilities where Lenzing sources products.

EcoVadis is a provider of business sustainability ratings that has rated more than 100,000 companies in more than 175 countries

worldwide. The topics cover environment, human & labor rights, business ethics and sustainable procurement, depending on the industry and the size of the rated company. Within the human & labor rights section of the question, the company is rated with regard to social aspect in following areas: employee health & safety, working conditions, social dialogue, career management, child labor incidents and more. In the overall ranking, companies can achieve a score between 0 to 100.

Lenzing aims to encourage more and more of its suppliers to be rated by EcoVadis. The average score of all of Lenzing's in 2023 suppliers was 54.2 (8.2 points higher in comparison to the average EcoVadis score of 46). The overall performance also increased by 1.9 points compared to 2022 (52.3). This clearly shows that suppliers in Lenzing's supply chain perform continuously and significantly above the average of suppliers assessed by EcoVadis.

Supplier performance is monitored in the EcoVadis dashboard, which uses various sources to monitor suppliers in its 360° watch. An AI (artificial intelligence) is used to find news across the world about a company, these findings are then evaluated as positive, neutral or negative. Major negative findings can impact the overall score of a company. The dialogue on findings of the supplier monitoring and the corresponding actions are part of the regular review by Lenzing's buyers and the request for corrective actions as well as part of the management discussion.

In 2023, it was decided to only engage with suppliers that have a minimum score of 45 points in EcoVadis. If a supplier falls below this score, Lenzing will engage with this supplier to start a corrective action plan in order to be able to maintain the relationship. These measures will be reviewed after giving an adequate amount of time. If no corrective action plan has been started Lenzing feels compelled to end the relationship with that supplier. No such cases occurred in 2023.

Furthermore, Lenzing established a quarterly Supply Chain Sustainability Risk Management. These meetings consist of purchasing managers and supply chain and sustainability experts, who discuss and manage risks and opportunities, both internally and externally. Risk assessment on Lenzing's lowest performing suppliers is also part of these meetings, also including considerations related to human rights. Another aim is to raise awareness of the need for sustainability risk management in Lenzing's purchasing community and on the supplier side.

Audits conducted through the TfS network also assess some of Lenzing's suppliers' performance regarding human rights, ensuring compliance with all applicable laws, such as UN Convention on the Rights of Child, ILO convention and more. For additional information on TfS, please refer to the "Stakeholder engagement" section of this chapter. Lenzing conducted eight audits through this network in 2023, and additionally is able to use the results of audits done by other members of TfS.

## Metrics and targets

[ESRS S2-5; GRI 3-3e, GRI 407-1, 408-1, 409-1]

See "targets" in the management approach at the beginning of this chapter. All of Lenzing's sustainability targets can be found in the "General information" chapter.

<b>Supplier engagement</b> To engage suppliers, covering more than 80 percent of spend, to improve sustainability performance		<b>Continuous</b> <b>On track</b>
Measure(s)	Lenzing assesses 95 percent of its top suppliers representing 80 percent of spend via EcoVadis, the Together for Sustainability Audit or an internal assessment/audit by 2025.	<b>2025</b> <b>On track</b>
	Lenzing considers climate, water and chemical aspects in the procurement contractual process of its top chemicals suppliers	<b>Continuous</b> <b>On track</b>
Progress made in 2023	Around 600 of Lenzing's key suppliers were assessed by EcoVadis. Eight suppliers were audited by Lenzing through the Together for Sustainability audit program. 40 percent spend was covered by these assessments. Supply agreements signed with the top chemical suppliers include sustainability clauses.	

Lenzing ensures social aspects of its pulp supply through FSC® certification, aligning with ILO requirements. Its chemical supply chain is monitored via EcoVadis assessments, occasionally added by TfS audits and Lenzing's own visits. In 2023, no significant risks for incidents of child labor, forced or compulsory labor, and potential threats to the right of freedom of association and collective bargaining among suppliers were currently known. For more information, please refer to the "Business conduct" chapter.

## EcoVadis

To align with Lenzing's commitment to supply chain due diligence and enhance supplier engagement, the global purchasing team undergoes ongoing training facilitated by EcoVadis. This training occurs through EcoVadis platform sessions or internal training sessions utilizing information from the EcoVadis website. Purchasers who participate in these initiatives gain access to the EcoVadis platform, empowering them to deepen their understanding of sustainability through the available EcoVadis academy.

## Together for Sustainability (TfS)

Lenzing joined the Together for Sustainability (TfS) initiative in 2022, led by chemical procurement specialists. TfS members, including Lenzing, gain access to a global network of assessed and audited suppliers, fostering sustainable procurement efficiencies. Sharing performance progress based on common principles within the TfS community enhances transparency and unity, benefiting both chemical companies and their suppliers.



## Workers in the value chain stakeholder engagement

[GRI 3-3f]

## Suppliers

The Lenzing Group maintains continuous engagement and dialogue with its suppliers and strives for establishing and maintaining long-term partnerships. All Lenzing Group suppliers must adhere to the Lenzing Global Supplier Code of Conduct. Wood and pulp suppliers also have to follow the Wood and Pulp Policy which prioritizes purchasing from wood and pulp suppliers compliant with FSC® or PEFC standards. Suppliers are required to allow Lenzing or its representatives access to their facilities and relevant records upon advance notice. Lenzing is allowed to carry out assessments to ensure compliance.

## Direct customers

Lenzing collaborates closely with partners that utilize Lenzing's fibers to produce textiles, nonwovens, and industrial products, extending from direct customers to the retail level in the textile and nonwovens sectors.

Meeting the growing demands for transparency and sustainability, Lenzing has also introduced TextileGenesis™, a blockchain-enabled supply chain traceability platform. Different textile value chain companies have joined the platform since 2022. For more detailed information, please see the "Digitalization & cyber security" chapter.

# Affected communities

## MANAGEMENT APPROACH

### Material topic: Affected communities

[GRI 3-3]

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.

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- (Stable) job opportunities for communities around production sites

##### Negative

###### Own activities:

- Communities around production sites could be disturbed by pollution, noise and odor
- Potential impacts on water scarcity affecting communities around production sites in water scarce areas
- Potential impacts on living conditions such as food resources and water and sanitation of communities around production sites
- Risk of sourcing from suppliers which are involved in displacement or suppression of freedom of speech of affected communities or in the violations of rights of indigenous people

###### Business relationships:

- Potential impacts on living conditions such as food resources and water and sanitation of communities around production sites

#### Policies and commitments

- Global Whistleblower Directive
- Lenzing's sustainability targets

#### Actions taken

- Wood & Pulp Policy, FSC® and PEFC certification to avoid sourcing of wood and pulp which stems from violations of indigenous economic, social and cultural rights or displacement

- Constant communication with communities around production sites
- Whistleblower/complaint system
- Environmental assessment before new production site is planned/built
- Definition of dedicated employees to support topic at each site
- Social and environmental activities at sites

#### Sustainability targets, measures and progress

- Complaints of community members around sites: 49
- "Community engagement" target: To continuously support the development of local communities near Lenzing production sites and support social welfare programs to 2025 and beyond

#### Stakeholders

- Local communities

#### Responsible

- Site managers

#### Supporting

- Global QESH
- Social Sustainability

# Strategy

[ESRS S3 ESRS 2 SBM-2]<sup>57</sup>

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

<sup>57</sup> In addition to the GRI disclosure, the corresponding ESRS section is noted. There is no claim to fulfilment of the ESRS in this and the following chapters.

fundamental element of Lenzing's "Naturally Positive" sustainability strategy. For more information on this strategy, please see the "General information" chapter.

### **Communities affected by Lenzing's value chain**

The Lenzing Group takes its responsibility as a large industrial company and reliable corporate citizen seriously, even outside its direct business operations. 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.

ing 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 sites have established structures with regard to corporate citizenship to provide support to social and environmental protection projects as well as local activities with regards to education and health care.

In the year under review, the Lenzing employees responsible for community relations were defined for the individual sites in order to subsequently be able to establish better Group-wide networking and a corresponding exchange. This more structured approach is planned for the coming years. It is also planned to prepare an impact assessment and an implementation plan.

For more information, please see the "Community engagement" focus paper. Details on Lenzing's handling of complaints can be found in the "Business conduct" chapter.

## **Impact, risk and opportunity management**

### **Policies**

[ESRS S3-1; GRI 2-23, 2-25, 3-3c]

For a more detailed information on Lenzing's Global Whistleblower Directive, please see the "Business conduct" chapter.

Although the Lenzing Group has set very high technological and safety standards for the construction, operation and maintenance of its production facilities, the risk of malfunctions, disruptions and accidents with the potential to also affect surrounding communities cannot be entirely dismissed.

### **Channels for raising concerns**

[ESRS S3-3; GRI 2-25]

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. For further details, please refer to the "Business conduct" chapter.

### **Corporate citizenship**

Lenzing contributes to strengthen the economy in the regions where it operates. This is confirmed yet again by a study of the socio-economic and regional economic importance of the Lenzing Group, conducted by the Gesellschaft für Angewandte Wirtschaftsforschung KG (Innsbruck, Austria) for the year 2023. The study will be available from the beginning of April in the "Community engagement" focus paper.

### **Conservation and reforestation of forests**

The wellbeing of community members is also influenced by their environmental surroundings.

For example, Lenzing manages a 40-hectare forest around its main plant in Lenzing (Austria). The forest is managed to meet various social and natural requirements. It serves as a "green belt", acting as a natural barrier for site-specific emissions and contributing to a livable environment in the vicinity of the main Lenzing plant. It is a recreational area for the public and therefore of great importance for the company. The forest area, especially in its 80-year-old stand, is a habitat for wildlife and insects. Lenzing follows a sustainable management concept that uses this local wood for its fiber production. This way, Lenzing reduces emissions and keeps the raw material in the region. When reforesting, emphasis is also placed on native and diverse tree species to mitigate future challenges of climate change. Lenzing works with local partners to keep the added value in the region.

Lenzing supports biodiversity projects. To find out more about the current projects please have a look at the "Community engagement" focus paper. For more information about biodiversity, please refer to the "Biodiversity and ecosystems" chapter.

### **Actions**

[ESRS S3-4; GRI 3-3d, 413-1, 413-2]

A summary of the "Actions taken" can be found in the management approach at the beginning of this chapter.

### **Enhancing community wellbeing**

A map of the Lenzing Group showing its locations can be found in the "Lenzing Group locations" chapter. Promoting societal wellbe-

### **Metrics and targets**

[ESRS S3-5; GRI 3-3e, GRI 2-25, GRI 2-27]

See "targets" in the management approach at the beginning of this chapter. All of Lenzing's sustainability targets can be found in the "General information" chapter.

<b>Community engagement</b>	<b>To continuously support the development of local communities near Lenzing production sites and support social welfare programs to 2025 and beyond</b>	<b>Continuous On track</b>
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Progress made in 2023 Lenzing supported numerous social projects for local communities near Lenzing sites. For more information please see the chapter "Affected communities" and the "[Community engagement](#)" focus paper.

### Social and environmental compliance

Conflicts of interest and production-related circumstances, such as noise, unpleasant odors, and environmental pollution, can result in disputes with local residents. Procedures are in place at all sites to ensure that complaints are handled fairly and impartially. All complaints are reviewed monthly and reported directly to the Lenzing Group's senior management teams. In 2023, 49 of such complaints were registered at various sites, and appropriate remedial measures were taken following the investigation and review process. In Nanjing (China), a NaHS leak into the ground was observed during an environmental inspection and resulted in a fine of 52,500 yuan (approximately EUR 6,733). Due to a violation of the dangerous goods transportation act from an incident that happened in September 2020, Lenzing (Austria) was fined EUR 3,000 in the final jurisdiction 2023.



## Affected communities stakeholder engagement

[GRI 2-29, 3-3f]

### Local communities

The Lenzing Group takes its social responsibility as a corporate citizen seriously both locally and internationally. The company therefore maintains continuous and consistent communication to inform local communities and listen to their concerns and ideas, with the goal of creating healthy community relationships. Community activities can be found in the "[Community engagement](#)" focus paper.

# Consumers and end-users

## MANAGEMENT APPROACH

### Material topic: Consumers and end-users

[GRI 3-3]

Environmental concerns are becoming more important for consumers and end-users in their choices to purchase garments and nonwoven products. The Lenzing Group's "Better Growth" strategy emphasizes its eco-friendly fibers (TENCEL™, LENZING™ ECOVERO™, and VEOCEL™) to meet this growing demand. The strategy is guided by sustainability, innovation, excellence, and premiumisation, driven by the climate crisis and sustainable living awareness. Developing premium products and services enables Lenzing to effectively meet both customer needs and market requirements at the highest level.

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- Leading the market in terms of product safety, product consistency, application performance, and service
- Achieving business and sustainability targets by monitoring and improving manufacturing processes

##### Negative

###### Own activities:

- Non-compliance can impact the health and safety of users and lead to law suit, monetary loss and reputation loss

###### Business relationships:

- Losing market position due to increasing competition or new product (regulatory) requirements

#### Policies and commitments

- ["Better Growth" strategy](#)
- [Quality Policy](#)
- [Policy for Safety, Health and Environment](#)
- Product Safety Policy
- Lenzing Group's ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 certifications
- [Global Code of Business Conduct](#)
- [Global Supplier Code of Conduct](#)
- Clean & Hygiene Guideline
- [Wood and Pulp Policy](#)

#### Actions taken

- Collaboration across the entire value chain to support customers and brands
- Continued roll-out of automated quality performance reports and visualizations providing real-time information to the Lenzing community
- Optimization of customer service processes to improve the customer experience
- QESH process management including risk assessments and internal audits to ensure the effectiveness of the measures and standards implemented

- Continuation of Chemical Management Group Standard roll-out
- Overview and monitoring of product safety & regulatory relevant legislation and regulations
- Evaluate new legislations or changes in directives, regulations and standards according their impact on Lenzing products and their intended uses
- Uphold an extensive third-party certification portfolio to demonstrate the safety of the products in the appropriate area of use
- Regular tests of products against stringent external third-party standards, norms and regulations for product safety and compliance in the respective areas of use
- Maintain a database of intentional product ingredients and perform risk assessments
- Implementation of a holistic Management of Change (MoC) process

#### Sustainability targets, measures and progress

- Establish the Chemical Management Standard at all sites
- Risk assessments carried out for new intentional ingredients
- Maintain and achieve third-party certifications according to the existing fiber portfolio and assess new certifications requests from various stakeholders based on the new certification request (NCR) process

#### Stakeholders

- Consumers and end-users
- (Direct) customers

#### Responsible

- Global QESH

#### Supporting

- Global Business Management (Textiles and Nonwovens)
- Global Business Management (Pulp and Wood)
- Performance.Improvement.Technology
- Global Technical Marketing Development
- Research
- Customer Service

## Strategy

[ESRS S4 ESRS 2 SBM-2]<sup>58</sup>

Consumers are becoming increasingly more conscious when making purchase decisions, requiring more transparency on products' environmental and social impact, functional performance, safety classification and production traceability throughout the value chain. This trend is supported by governmental authorities, non-governmental organizations (NGOs) and industry/consumer associations via regulations, and mandatory and/or voluntary certification schemes.

Lenzing has an extensive product and services portfolio and operates in several market segments. Its products can be a supportive component in industrial applications (e.g. filtration systems, insulation material and food packaging applications), and (key) component in consumer goods (e.g. textiles, wipes, and hygienic products). This results in a complex landscape of functional and regulatory requirements, requiring a holistic approach.

This holistic approach is based on Lenzing's "Better Growth" strategy of focusing on sustainability, innovation, excellence, and premiumisation. More specifically, Lenzing holistically addresses consumers', authorities' and associations' expectations by providing public commitments (e.g., policies, white papers, Lenzing's Global Code of Business Conduct and Lenzing's Global Supplier Code of Conduct) in its efforts to continuously improve its offering, proactively complying with the latest and forthcoming requirements, and providing adequate transparency on its activities.

For further information on how Lenzing interacts with its customers, and therefore indirectly with consumers and end-users, please see the "Stakeholder engagement" section in this chapter.

## Product assurance for (in)direct customers

[ESRS S4 ESRS 2 SBM-3]

Lenzing's strategy is actively described in its Quality Policy. To uphold the quality standards and fulfill Lenzing's commitment, Lenzing invests in people and innovation and engages actively with raw material suppliers to establish long-lasting relationships. Constant customer feedback and competitor benchmarking ensures continuous improvement in Lenzing's operations, services and products and delivers added value to Lenzing and its customers. For more information, see the "Actions" section of this chapter.

## Product safety for consumers and end-users

It is imperative that Lenzing's products meet and, whenever possible, exceed applicable safety standards and legislation. In the Lenzing Product Safety Policy, Lenzing pledges to drive compliance with this policy and high internal standards on a continuing basis through appropriate reviews and evaluations.

The purpose of the Product Safety & Regulatory Affairs (PSRA) department is to take all the necessary steps and measures that the cellulosic products sold by the Lenzing Group (regenerated cellulosic fibers and webs, filaments and cellulosic powders) comply

with the laws, regulations and standards pertaining the nonwoven and textile fiber businesses and are safe for the intended uses.

Although LENZING™ fiber products undergo product safety testing, ultimate responsibility for consumer health is borne by the companies that manufacture finished products from Lenzing fibers.

## Impact, risk and opportunity management

[ESRS S4-1; GRI 2-23, 2-25, 3-3c, 416-1, 416-2, 417-2]

## Policies

For further information on the Lenzing Global Code of Business Conduct and Lenzing Global Supplier Code of Conduct, please see the "Business conduct" chapter. For a more detailed information on the Group Policy for Safety, Health and Environment (SHE), see the "Pollution" chapter.

Established policies at Lenzing not only form part of its strategy for product assurance and safety, but also structure the effort to produce high-quality products.

### Quality Policy

Lenzing emphasizes innovation and technology for high-quality products, collaborating closely with its key suppliers for consistency. The company adopts a customer-centric approach, involving all employees in standards enhancement. To provide immediate technical support, global centers of excellence are established. Continuous improvement is driven by customer feedback and benchmarking against competitors. Lenzing sets challenging annual targets, monitors compliance with regulations, and employs third-party certifications for standards and products.

### Product Safety Policy

With this policy, Lenzing is committed to high quality, environmental and working safety standards that are followed in the product manufacturing process. In addition, Lenzing is committed to the maintenance of the internal database of intentional product ingredients, with safety, health and environmental data. Also, a rigorous product testing and labeling plan according to the applicable international standards, certifications, norms and legislation that ensure product safety. Furthermore, Lenzing avoids animal tests<sup>59</sup> of the products or ingredients, unless they are required by law or there is no alternative. If testing on animals is unavoidable, it is kept to a minimum following the principles of animal welfare as defined by the 3Rs (Replacement, Reduction and Refinement).

### Clean & Hygiene Guideline

Lenzing's Clean & Hygiene guideline establishes rules for the manufacturing sites with the purpose of prevention and avoidance of any kind of contamination of the products created, as well as definition of design and maintenance principles for a clean working environment.

<sup>58</sup> In addition to the GRI disclosure, the corresponding ESRS section is noted. There is no claim to fulfilment of the ESRS in this and the following chapters.

<sup>59</sup> "as per definition of directive 2010/63/EU"

## **Channels to raise concerns**

[ESRS S4-3; GRI 2-25]

An online-based whistleblower system was introduced in 2017 and is designed so that employees, customers, suppliers, 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. For further details, please refer to the “Business conduct” chapter.

## **Actions**

[ESRS S4-4; GRI 2-25, 3-3d]

A summary of the “Actions taken” can be found in the management approach at the beginning of this chapter.

### **Product assurance for (in)direct customers**

Independent third-party certifications are in place to certify standards, products, and management systems to ensure compliance with customer and regulatory requirements and to assess strategic fit with Lenzing’s corporate strategy.

In this respect, Lenzing operates a quality management system based on ISO 9001:2015. Additional quality management systems such as FAMI-QS and Hazard Analysis Critical Control Points (HACCP), are in place for specific business segments. All form the basis for the relevant work processes and reinforce efforts to achieve complete customer satisfaction.

The PSRA department manages a variety of external third-party certifications on a global level in relation to product safety for different applications (e.g., food contact, skin contact compliance) and sustainability (e.g. biodegradability) and assesses new certification requests. These certificates serve to ensure transparency and demonstrate the safety and compliance of Lenzing fibers as well as their compatibility in their application fields. The information on all the Lenzing Group’s product certifications is available on [this website](#).

### **Product safety for consumers and end-users**

As mentioned above, the PSRA department is globally responsible for the safety of Lenzing fibers in their intended uses and for compliance with the laws, regulations, and standards that apply to the fiber businesses.

Therefore, in addition to the external third-party certifications, risk assessments for intentional ingredients are carried out and the impact of business-specific regulations, standards, and requirements is continuously monitored and assessed. PSRA prepares appropriate declarations/confirmations for customer enquiries on relevant topics and is either personally in contact with industrial associations or informed by Lenzing representatives on new topics and developments having an impact on business and product safety.

## **Impact and risk assessment**

### **on product quality and safety**

Lenzing’s strategic direction for product quality and safety demonstrates its commitment to sustain a leading position in the market by providing a positive impact in the terms of product consistency, functional performance, customer centric service, product transparency and product safety confidence. In addition, Lenzing supports the fulfillment of its business and sustainability targets by continuously improving manufacturing processes and proactively monitoring future regulatory requirements. This focus allows Lenzing to sustain a premium product portfolio in a competitive landscape where several fiber producers launch alternative offerings. These activities have resulted in an additional positive impact in brand reputation and general acknowledgment by major customers of Lenzing’s high standards. In addition, Lenzing’s product portfolio due to its environmentally friendly production processes ensures to be well positioned against future legislations related to the plastic usage reduction, product circularity and the increasing use of recyclable raw materials.

The versatility of Lenzing’s product portfolio application enables its entry as an alternative component in fields predominantly covered by natural and/or synthetic fibers. Although, Lenzing’s share in such applications is constantly growing, the regulatory and performance requirements landscape is mostly directed by the traditional components and their characteristics. Stricter regulations considering the traditional components may have a negative impact by creating unnecessary challenges to the respective applications in the usage of Lenzing’s products. This risk is managed by Lenzing’s proactive participation in the relevant associations.

### **Opportunity management: Product quality and safety activities**

The new production sites in Prachinburi (Thailand) and Indianópolis (Brazil) have demonstrated a steady improvement of their quality metrics in line with their ramp-up plans. Fiber production sites in Nanjing (China) and Purwakarta (Indonesia) successfully commissioned modal fibers and viscose fibers line products to satisfy regional customer needs as well offering more environmentally friendly products. The global quality continuous improvement program, which consists of site-relevant quality improvement projects, continued throughout the year, delivering additional benefits for Lenzing products at all manufacturing sites.

In 2023, several of the remaining Fiber Quality strategic initiative projects were completed (e.g. customer segmentation) while new strategic initiatives have started rolling out existing processes to pulp and biorefinery and co-product sites (e.g. non-conformity management, complaint management). This year was marked by changes in Lenzing’s Integrated Management system with the transition under a new ISO certification body, and introduction of new management systems to obtain the SURE and Bureau of Indian standards certifications.

Risk analyses and assessments for new intentional and non-intentional ingredients are carried out by performing formal compliance reviews. In addition, a broader and systematic testing for the confirmation of low concentration or absence of substances, as defined by external associations has been introduced and is an ongoing measure. Business-specific regulations, standards and requirements are continuously monitored, assessed and documented. In the reporting year, these assessments did not trigger any additional

measures in order to be compliant with the high internal standards. As a consequence Lenzing's products did not require any improvement in relation to health and safety impact.

To support Lenzing's commitment to transparency and customer/consumer communication, an improvement of the internal processes related to value chain security and due diligence in raw material sourcing was established to improve communication speed and clarity towards customers.

## Metrics and targets

[ESRS S4-5; GRI 3-3e, 416-1, 416-2, 417-2]

See "targets" in the management approach at the beginning of this chapter. All of Lenzing's sustainability targets can be found in the "General information" chapter.

Despite energy prices, global political developments and volatile market demands, which influence operational activities impacting product quality, deviations in quality were further reduced. Improvement in key defect categories continued in most of Lenzing's lyocell and viscose factories. Performance is further improved versus 2022, which is reflected in the quality-related KPIs for the entire Group (e.g. reduction of poor-quality share, increase first-time-right share). In 2023, the number of justified product and logistics complaints for the fiber business were further reduced versus 2022. The current performance indicates the effectiveness of the quality improvements implemented in both product and service quality areas. Lenzing is confident that all of its products perform well in their respective applications.

As in previous years, there were no complaints or incidents of regulatory non-compliance raised by (in)direct customers or authorities concerning product and service information, labeling and the health and safety impact of Lenzing's products. A single customer complaint related to product certification compliance was received (e.g. FSC® customer complaint regarding a Certificate of Analysis stating the wrong certificate code) which was addressed and closed in collaboration with the certification body.

In 2023, the PSRA department executed nine risk assessments for new production chemicals according to plan, which did not result in additional health and safety impact improvement activities. In addition, no changes in relevant regulations have been identified triggering any additional risk assessment exercises.

The complexity of customer inquiries related to the company's compliance status regarding its management systems, operational practices, product certificates, regulatory compliance, and raw material traceability has increased. All requests received were reviewed, categorized based on their topic, assigned to the appropriate team or individual for handling and answered according to internally defined KPIs.



## Consumers and end-users stakeholder engagement

[GRI 2-29, 3-3f]

### Consumers and end-users

Lenzing interacts directly with its customer base through its customer facing organization and indirectly with consumers and end-users by participating in international associations, conferences, forums, discussion groups and industry interest groups that focus on product safety and regulatory aspects and voice customer expectations.

### (Direct) customers

Spinners, weavers, mills, dye workers and converters, as well as fashion brands and retailers, are all part of Lenzing's business partners. The Lenzing PSRA department engages with its customers by answering customer requests and working on new customer certification requests and requirements.

# Business conduct

## MANAGEMENT APPROACH

### Material topic: Business conduct

[GRI 3-3]

Lenzing and its people are expected to act with honesty and transparency in line with the Group's Global Code of Business Conduct and corporate governance policies. These expectations of compliance reach beyond legal requirements and regulatory standards, as the company strives for exemplary quality in all products, processes and dealings with customers, partners and shareholders. It is the responsibility of all employees and contractors to uphold these standards and to help create a culture of tolerance and integrity. Lenzing continues to develop its Compliance Management System to ensure the company acts to prevent misconduct, mitigate compliance risks and effectively safeguard its people. Training in business conduct ensures that all employees understand the behavior expected of them and contributes to an environment where the people feel comfortable raising concerns or reporting misconduct. Suppliers are also expected to adhere to the highest professional and ethical standards in the industry, as business conduct does not only apply to Lenzing's own operations but also to responsible sourcing and supplier relationships.

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- Compliance through a shared culture of values
- Preventive measures via whistleblowing
- Prevent retaliation against those who raise a concern
- Promote trust and confidence in business dealings
- Maintain corporate reputation
- Avoid conflicts of interest, misrepresentation, bias and negligence
- Prevent and report bribery and other forms of corruption

##### Negative

###### Own activities:

- Violation of fair and compliant business practices leading to reputational damage and resultant loss of public trust
- Loss of clients and business partners
- Value depreciation in the capital market

###### Business relationships:

- Non-compliance with laws, regulations and obligations due to constantly changing internal and external business environment

#### Policies and commitments

- Lenzing Global Code of Business Conduct
- Lenzing Global Supplier Code of Conduct
- Policy on Human Rights and Labor Standards
- Modern Slavery Act Transparency Statement
- Sustainability Policy
- Quality Policy
- Product Safety Policy
- Policy for Wood and Pulp
- Policy for Safety, Health and Environment (SHE)
- Bioenergy policy
- Equity, Diversity and Inclusion (EDI) Policy
- Anti-Bribery and Corruption Directive (ABC Directive)
- Austrian Local Guidance Document for the ABC Directive (e.g. registration system for gifts/hospitality, local limits for gifts and hospitalities)
- Antitrust Directive

- Nomination of two Co-Heads of Compliance - one for Asia and one for Europe and Americas
- Implementation of local standards/limits for gifts and hospitality in addition to global ABC directive
- Anonymous management survey on compliance risks at Lenzing
- Groupwide anonymous survey to all employees (Integrity Scan)
- Awareness campaign on whistleblowing
- Implementation of a Group-wide compliance eLearning for Code of Conduct
- Working on concept of ongoing Compliance Risk Assessment
- Reporting incidents via BKMS® (Business Keeper Monitoring System) whistleblower system ("Tell us")
- Following up procedure for reported incidents
- Transparent reporting within Lenzing's Corporate Governance Report
- Compliance training for employees
- Compliance Register Tool (e.g. gifts and hospitality)
- Development of Conflicts of Interest Directive and self-registration tool

#### Sustainability targets, measures and progress

- "Supplier engagement" target
- No corruption incidents

#### Stakeholders

- Employees
- Suppliers
- Governments
- Customers
- Membership associations
- Austrian Code of Corporate Governance
- Together for Sustainability (TfS)
- EcoVadis

#### Responsible

- Managing Board
- SVP Global Legal, IP & Compliance
- Local Compliance Manager
- SVP Global Supply Chain/Purchasing
- VP Wood & Pulp Procurement
- SVP Corporate HR

- Whistleblower Directive
- Investigation Directive
- Issuer Compliance Directive
- Anti Money Laundering Directive (AML Directive)
- Know-How Protection Directive

- VP Global QESH
- VP Corporate Sustainability

#### **Actions taken**

- Update of Global Code of Business Conduct and roll out of corresponding training
- Update of the Anti Money Laundering Directive

#### **Supporting**

- Corporate Communications & Public Affairs
- Corporate HR
- Corporate Audit & Risk
- Corporate Sustainability
- Global Process Information Technology
- Site managers

## **Governance**

[ESRS G1 ESRS 2 GOV-1; GRI 2-25]<sup>60</sup>

## **To Lenzing, compliance is teamwork**

### **Lenzing's mission of compliance**

Lenzing is a global company and naturally acts in a compliant manner. The Compliance Management System is an integral part of the Lenzing Group's reporting system. The compliance function aims to advise and support all Lenzing employees, executives and managers through preventive risk-oriented measures and consistent detection and response processes, ultimately protecting them from the negative consequences of violations of laws and values.

### **Compliance goes beyond adhering to legal requirements**

Lenzing strives to achieve exemplary quality in products and processes, as well as integrity and honesty in dealing with business partners and shareholders. Compliance at the Lenzing Group not only stands for compliance with legal regulations and regulatory standards. Compliance for Lenzing is a question of attitude that also reflects a culture of tolerance and integrity when dealing with one another. The subject of compliance is therefore firmly anchored within the entire Group, via the active responsibility of all employees and executives, as well as a shared culture of values. Lenzing ensures that any reported cases of suspected non-compliance are investigated thoroughly and does not tolerate any form of compliance breaches if any are discovered.

Lenzing's compliance organization is transnational and composed of international experts led by the Group Compliance Officer, who reports directly to the Managing Board and the Supervisory Board. The executives of the Lenzing Group have the task of ensuring that the rules are known, understood and adhered to by all employees. For more information on the role of the highest governance body in overseeing the management of impacts, please see the Corporate Governance Report. Lenzing expects its employees to comply with its rules of conduct. They are also asked to be alert, examine carefully and report anything that can be improved or any violation of rules and values that is detected.

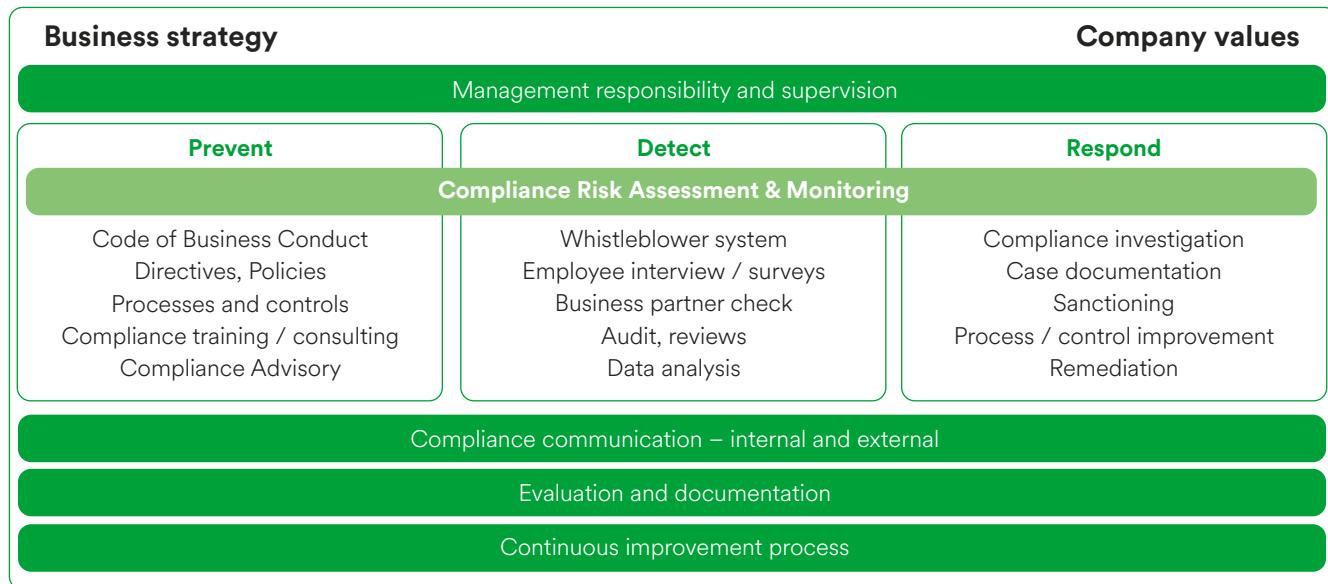
## **Impact, risk and opportunity management**

[ESRS G1 ESRS 2 IRO-1]

## **Compliance Management System**

The objective in setting up and continuously developing the Compliance Management System is to prevent, detect and respond to compliance violations against the interests of the company, to avoid liability risks and damage to the company's reputation. Furthermore, to advise and safeguard the company's management, executives and employees, and to increase efficiency by coordinating existing compliance activities. The Compliance Management System corresponds to the following structure (figure 16):

<sup>60</sup> In addition to the GRI disclosure, the corresponding ESRS section is noted. There is no claim to fulfilment of the ESRS in this and the following chapters.



Compliance is based on the corporate values of the Lenzing Group and the measures it takes to promote integrity within the company. Formal structures, such as the assignment of responsibilities, ongoing monitoring and structures for communication, evaluation and documentation are essential components of the Compliance Management System.

The ongoing compliance program is based on the following pillars:

- Measures to prevent misconduct
- Measures to detect compliance risks and weaknesses
- Measures to respond to misconduct and identified weaknesses in order to avoid them in future.

At the meetings of the Supervisory Board's Audit Committee on March 1, 2023, September 6, 2023, and November 14, 2023, the Compliance Officer reported on the content, objectives and status of the compliance organization, the structure of the Compliance Management System, training, internal and external investigations and various compliance measures (communication, surveys) in a separate agenda item.

## Lenzing Global Code of Business Conduct

[ESRS G1-1; GRI 3-3c, 2-23, 2-24]

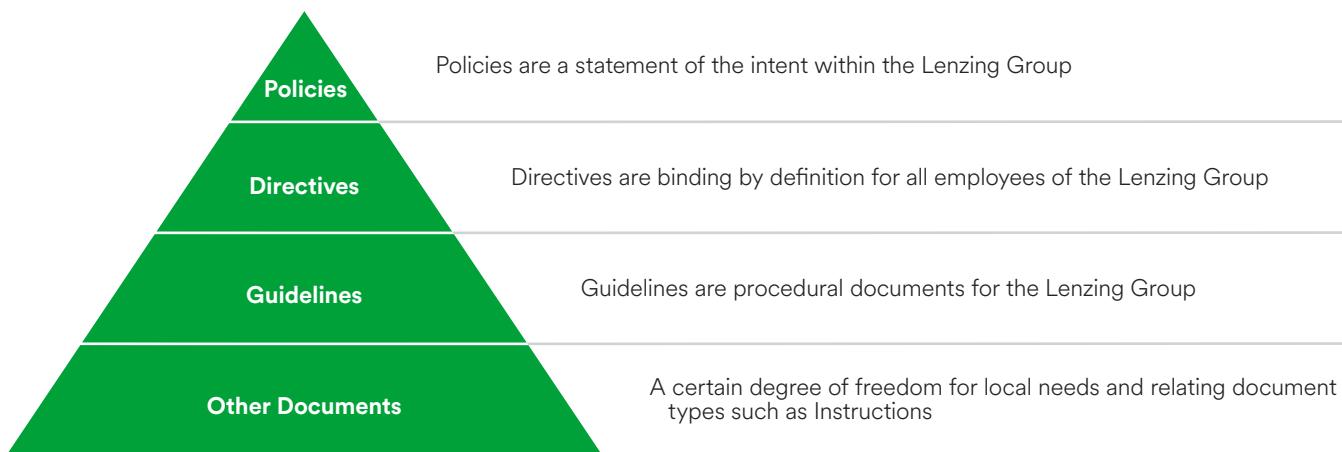
Compliance measures and business ethics are crucial for Lenzing to comply with a multitude of legal regulations and standards at various sites and countries around the world. Lenzing attaches great value to the integrity and legally compliant behavior of all employees and business partners. Therefore, Lenzing has anchored its principles for compliant behavior in the Lenzing Global Code of Business Conduct, which was updated in 2023. It serves as a guideline, orientation aid and advisor at the same time, so that all employees know how to react appropriately and in compliance with the rules in every situation. At the same time, it points out to Lenzing employees that violations of the Global Code of Business Conduct have serious consequences (civil, criminal, administrative criminal and/or disciplinary consequences, up to and including termination of employment). The Lenzing Global Code of Business

Conduct is available to all employees in the Group languages in the intranet ("Lenzing Connect") and is also accessible to external stakeholders on the company website. It is supplemented by the Global Supplier Code of Conduct, which outlines Lenzing's expectations for supplier conduct with respect to safety and health at work, labor and human rights, environmental protection, ethics and management practices. An overview of other publicly available policies to which Lenzing has committed can be found [here](#).

## Policies

All publicly available policies of the Lenzing Group are available under the following link: [Compliance – Lenzing – innovative by nature](#). For international regulatory references in the Group's policies, please see the "Intergovernmental regulation references in policies" table in the annex. To ensure that no human rights violations occur within the sphere of Lenzing's influence, Lenzing has a Policy on Human Rights and Labor Standards, which refers to the Organisation for Economic Co-operation and Development (OECD), International Labour Organization (ILO) and the Universal Declaration of Human rights (UDHR). For more information on policies stipulating respecting human rights, please see the "Own workforce" chapter. Each of the policy commitments was approved by the Managing Board of the Lenzing Group, the former Executive Committee or the Management Directors of Lenzing Fibers Grimsby Ltd. (Modern Slavery Act of Lenzing Fibers Grimsby Ltd.). Policies and Directives are available to all employees in Lenzing's intranet. They exist in the following languages: German, English, Czech, Chinese, Bahasa, Portuguese and Thai.

The document manager ("caretaker") in Compliance is the Group Compliance Officer, who therefore has the responsibility to disseminate a document to relevant business units. Compliance guides and materials are stored in Lenzing's intranet and made available to compliance stakeholders. The resources are managed, updated and supplemented by Lenzing Global Compliance.



### **Lenzing's internal rules and principles**

Besides the Lenzing Global Code of Business Conduct, there are additional internal rules and principles of conduct (known as directives) that help to ensure that daily actions are in line with the applicable legal frameworks and Lenzing's demand for integrity from each individual employee. Directives define rules of conduct that are binding for all employees of the Lenzing Group. Classifying a document as a directive always implicates the decision that non-conformance with the content of the directive may incur penalties and, in the worst case, termination of employment. Important directives include, amongst others, the Anti-Bribery and Corruption Directive, the Antitrust Directive, the Whistleblower Directive, the Issuer Compliance Directive, the Anti Money Laundering Directive and the Know-How Protection Directive.

### **Lenzing Global Supplier Code of Conduct**

All of the Lenzing Group's suppliers must comply with the [Lenzing Global Supplier Code of Conduct](#). Wood and pulp suppliers additionally comply with its [Wood and Pulp Policy](#). In this policy Lenzing gives preference to suppliers compliant with FSC® or PEFC standards. Lenzing expects its suppliers to conduct all operations with respect to health and safety at work, labor and human rights, environmental protection, ethics and management practices. To ensure compliance with this Code, suppliers are required to allow Lenzing and/or any of its representatives to have access to all their facilities and to all relevant records upon advance notice, and to carry out assessments through supplier assessment tools.

## **Directives**

### **Anti Money Laundering Directive (AML Directive)**

The Lenzing Group is committed to the highest standards of ethical business principles and commits to fight money laundering and terrorist financing (ML&TF). Money launderers aim to introduce money from illegal transactions into legal circulation. Terrorists aim to obtain money from illegal and also legal transactions for terrorist activities. Lenzing avoids business with criminals and uses a series of preventative measures to ensure that money laundering and terrorist financing are not unwittingly aided and abetted. The AML Directive describes the processes and control mechanisms implemented at Lenzing. The directive was introduced in 2020. In 2022

tools for the KYC (Know Your Counterpart) process were introduced to identify Lenzing counterparties and verify their identities. Furthermore, counterparties can be checked for adverse media, politically exposed persons (PEP) and sanctions to mitigate the risk of business relationships with illegitimate business activities.

### **Antitrust Directive**

Lenzing does not tolerate or participate in any business conduct, transaction or activity that violate the antitrust and competition laws applicable to it. The company respects applicable trade laws and restrictions as imposed by the United Nations or other national or supranational bodies or governments. To ensure that all relevant antitrust regulations are known and adhered to within the Lenzing Group, Lenzing's internal Antitrust Directive serves as a supplement to the Lenzing Global Code of Business Conduct. It applies to all business activities and operations in accordance with applicable competition law. It informs all employees how to behave correctly when dealing with business partners and shows which activities may pose an increased risk of antitrust violations. Furthermore, this directive helps to promote trust in business dealings, preserve Lenzing's reputation and avoid or reduce costs, risks and damages resulting from a violation of antitrust law.

### **Anti-Bribery and Corruption Directive (ABC Directive)**

The Anti-Bribery and Corruption Directive (ABC Directive) supplements Lenzing's Global Code of Business Conduct by providing global minimum standards to ensure that Lenzing's activities are conducted ethically and with integrity. The goal of this Directive is to ensure that all relevant anti-bribery and corruption regulations are known and observed across the Lenzing Group. The Directive applies to all operations and activities in compliance with all applicable anti-corruption laws, including the Austrian Criminal Code, the United Kingdom Bribery Act 2010 and the US Foreign Corrupt Practices Act. The directive clearly defines what bribery, corruption and acceleration payments mean, and provides guidelines on what is considered acceptable behavior. Receiving and giving gifts, as well as accepting and giving hospitality or invitations, require – depending on the monetary value – specific approval within the Registration Tool for Gifts and Hospitalities. Country-specific limits have been defined for all legal entities.

### **Know-How Protection Directive**

Specialization and innovative strength are key factors for the worldwide success of Lenzing. In today's economy, information and

know-how as a result of R&D investments, creativity and business initiatives have become the most important factors for developing and maintaining competitive advantages. Lenzing's know-how is a central asset that must be preserved and protected using all the protective measures at Lenzing's disposal. The protection of know-how relates not only to Lenzing's leadership in technology, but also extends to its many different activities worldwide, including business secrets. Every employee is a key factor in Lenzing's future know-how protection program and is directly affected by the know-how protection process described in this directive.

### **Investigation Directive**

The purpose of this Compliance Investigation Directive is to set out a framework for the investigation of material and substantiated violations of laws, Lenzing's Code of Business Conduct or internal Policies and Directives as set forth in the intranet.

## **Sourcing**

[ESRS G1-2; GRI 2-16, 204-1, 308-1, 414-1]

All of the directives and polices come into action in the daily contact with suppliers. In this Lenzing can lead as a role model in business conduct within the industry, but also expects the same standards for its business partners.

### **Sustainable chemicals sourcing**

The most important chemicals used in the Lenzing Group – amounting to approximately 85 percent of the overall purchase volume – are caustic soda (NaOH), carbon disulfide (CS<sub>2</sub>), sulfuric acid (H<sub>2</sub>SO<sub>4</sub>), sulfur (S), sulfur dioxide (SO<sub>2</sub>), softening agents, flame retardants, modifiers, N-methylmorpholine N-oxide (NMMO), titanium dioxide (TiO<sub>2</sub>), and zinc sulfate (ZnSO<sub>4</sub>). Figures for chemical sourcing are not provided for confidentiality reasons.

The target of assessing 80 percent of the most important suppliers (by purchasing value) was reached in 2019. Additional suppliers continue to be assessed (table 49). Due to changing market environment, the supplier base can change. Hence, the new goal set in 2022 was to continuously engage suppliers, which cover more than 80 percent of budget spend on procurement, to improve their sustainability performance ("Supplier engagement" target). This target has also expanded to include assessment possibilities other than EcoVadis. As a measure for this target, Lenzing has begun to include sustainability clauses in the contractual conditions for its key chemical suppliers from 2022. Some of these conditions include setting GHG reduction targets approved by the Science Based Target initiative, to provide information about the product carbon footprint and water scarcity at facilities where Lenzing sources products.

### **EcoVadis Score of Lenzing's suppliers**

The overall EcoVadis Score achieved by the Lenzing Group's suppliers in 2023 (54.2) is 8.2 points higher in comparison to the average EcoVadis Score (46). The overall performance of Lenzing's suppliers is also 1.9 points better compared to year 2022 with the overall score (52.3). This clearly indicates that suppliers belonging to Lenzing's supply chain continuously perform an above the average score of suppliers assessed by EcoVadis. The improvement of

the overall score from last year until now shows how important sustainability is becoming in organizations as well as the effort of the purchasing community to strive for sustainable supply partners.

### **Supplier management**

Active negotiations with suppliers regarding their engagement for sustainability assessment are in progress. Currently more than 600 suppliers were assessed on the basis of social and environmental criteria through the EcoVadis tool.

### **Number of suppliers responding to EcoVadis questionnaire since the introduction of the assessment**

**in 2017**

**Table 49**

2017	82
2018	93
2019	102
2020	152
2021	163
2022	387
2023	608

### **Regionality<sup>a</sup> of purchased chemicals**

**Table 50**

	<b>Regionally purchased</b>	<b>Not regionally purchased</b>
2021	94%	6%
2022	73%	27%
2023	88%	12%

a) Regionally is defined as the same country and neighboring countries as significant sites of operation. Significant sites of operation include all production sites of the Lenzing Group.

80 percent of all purchased liquid metric tons of chemicals were delivered by 30 suppliers in 2023. Relationships with these suppliers are highly stable. In 2022 due to non-availability of caustic soda in European market a higher volume of such was imported from other regions. During 2023 availability of caustic soda continuously stabilized, which led to a higher proportion of regionally purchased chemicals compared to 2022 (table 50). Regional in this case refers to all deliveries from the same country or a neighboring country as the destination site.

### **Regional wood supply in Europe**

Regional wood supply is important to Lenzing, as this is one measure to reduce GHG emissions stemming from transport. Lenzing operates three pulp mills in which wood is turned into dissolving wood pulp. The Lenzing site (Austria) mainly uses beech wood plus small amounts of other hardwoods and spruce, whereas the Paskov plant (Czech Republic) mainly uses spruce. The plant in Indianópolis (Brazil) exclusively uses eucalyptus from a plantation under own operation. Lenzing is committed to source the wood for its pulp mills in Europe as locally as possible.

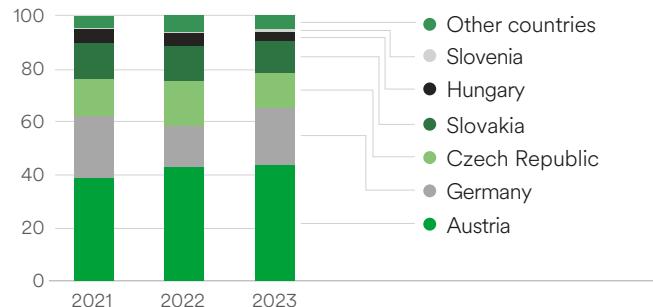
## Wood sourcing for the Lenzing Group's own pulp mills in Lenzing (Austria) and Paskov (Czech Republic)

Beech and spruce by country, 2021–2023.

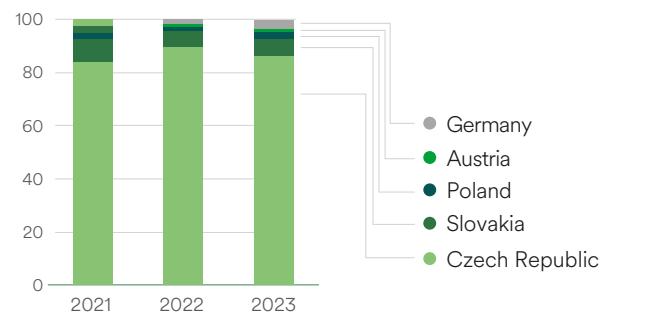
“Other countries” for Lenzing sites are France, Switzerland, and Poland.

Figure 18

### Lenzing Pulp Mill



### Paskov Pulp Mill



Regional wood supply originates from the country where the pulp mill is situated and from neighboring countries from which wood can be transported directly without crossing a third country.

In order to ensure short transportation distances and short delivery times, almost all the wood required originates regionally. For the Lenzing site (Austria) regional<sup>61</sup> wood accounted for 95.2 percent in 2021, 93.8 percent in 2022 and 96.5 percent in 2023. For the Paskov site (Czech Republic), the regional supply rate has been constant at 100 percent since 2019. For the underlying figures, please see the Annex.

### Local wood supply in Brazil

Lenzing constructed a new pulp mill in Brazil in a joined venture called LD Celulose together with Decxo. It started operation in 2022. Currently around 90,200 hectares of plantation are managed, including around 19,884 hectares (table 29 in the “Biodiversity and ecosystems” chapter) of protected area which are not used for wood sourcing but ensure the protection of flora and fauna. These plantations operate completely in accordance with the guidelines and high standards of the Lenzing Group for sourcing wood and pulp as well as the requirements of the leading certification schemes.

The forest unit responsible for supplying LD Celulose’s wood is in Triângulo Mineiro in the State of Minas Gerais. The area that was transformed into the LD Celulose plantation unit has been used for cattle raising, intensive agricultural activities and eucalyptus forestry since the 1970s. No native (primary) forest was converted for establishing the LD Celulose plantation. The plantations are more

than 800 kilometers from the region that comprises the Amazon rainforest.

### Supplier evaluation

All suppliers are evaluated for sustainability in the production chain. Lenzing conducts regular audits, as well as specific evaluations of both new and established suppliers for sustainability, including compliance with environmental and safety standards. Suppliers are interviewed regularly and evaluated under environmental and safety aspects with the support of external experts. A final assessment is then conducted. It affects the overall supplier assessment and constitutes a major criterion for long-term cooperation with suppliers. In 2023, when screening for risk suppliers, no Lenzing suppliers were identified as having significant actual and potential negative environmental impacts.

Lenzing’s most relevant suppliers are those that have an increased risk due to their size and volume. The EcoVadis online tool is used to evaluate these non-wood suppliers. Evaluations of the non-wood suppliers found no violations of environmental, social or ethical standards that could have led to the termination of existing supply contracts in the reporting year. Pulpwood suppliers are evaluated using a due diligence system based on FSC® Controlled Wood criteria.

The sustainability performance of pulp suppliers is annually investigated using a comprehensive questionnaire covering aspects such as procurement standards, supply areas, supply chain traceability, and GHG emissions. The results of the survey are used to identify the key sustainability issues and guide Lenzing’s future supplier engagement activities.

All wood suppliers – totaling more than 600 in 2023, half of which are private owners – in all sourcing countries are assessed once a year against FSC® Controlled Wood and PEFC Controlled Sources criteria. All of the pulp suppliers are certified by the leading forest certification schemes and supply Lenzing with certified or controlled pulp.

### Pulpwood and dissolving wood pulp certifications

Lenzing’s wood procurement management system ensures that all wood destined for the production of pulp is sourced from legal and sustainably managed sources. Lenzing demonstrates that the wood sourcing complies with its high standards through verification based on FSC® and PEFC certification systems (figure 19). 100 percent of wood and dissolving wood pulp used by the Lenzing Group is either certified by FSC® and PEFC or controlled and inspected in line with these standards (figure 20). Wood and pulp procurement faces annual surveillance/recertification audits of the FSC® and PEFC systems.

The following figures show the certification status of all wood or pulp input into Lenzing’s fiber production, whether obtained directly through its own procurement for in-house dissolving wood pulp mills or indirectly through dissolving wood pulp suppliers. All Lenzing Group production sites are FSC® CoC (Chain of Custody)

<sup>61</sup>Regional wood supply originates from the country where the pulp mill is situated and from neighboring countries from which wood can be transported directly without crossing a third country.

certified. The group certification for PEFC CoC currently covers five sites (table 51).

#### Certification status of Lenzing operations – Chain of Custody

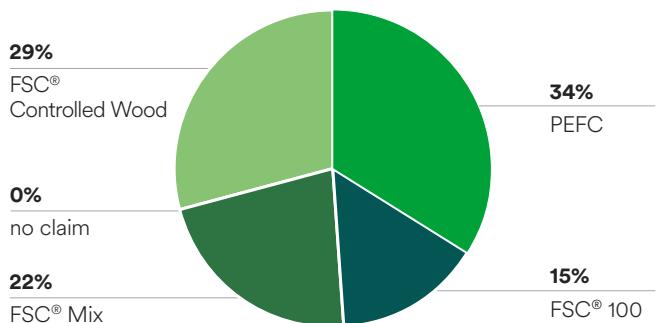
Table 51

Site	Country	Main products	FSC® CoC	PEFC CoC
Lenzing	Austria	Viscose, modal, lyocell, dissolving pulp	•	•
Paskov	Czech Republic	Dissolving pulp	•	•
Purwakarta	Indonesia	Viscose	•	•
Nanjing	China	Viscose, modal	•	•
Heiligenkreuz	Austria	Lyocell	•	n. a.
Grimsby	United Kingdom	Lyocell	•	n. a.
Mobile	USA	Lyocell	•	•
Prachinburi	Thailand	Lyocell	•	n. a.
Indianópolis	Brazil	Dissolving pulp	•	n. a.

PEFC is mainly used for wood sourced from Central Europe. FSC® certification of forests is not widespread in this region. Therefore, most wood sourced is procured with a PEFC certificate and receives FSC® Controlled Wood status at Lenzing sites after a due diligence process. The Lenzing site has held the PEFC Chain of Custody certification as its main certificate for more than two decades. Since 2016, this has been complemented by a FSC® CoC (Chain of Custody) certificate that covers all Lenzing production sites. All wood input to the Lenzing Group is either certified or controlled by the FSC® certification system (figure 21).

Certification status

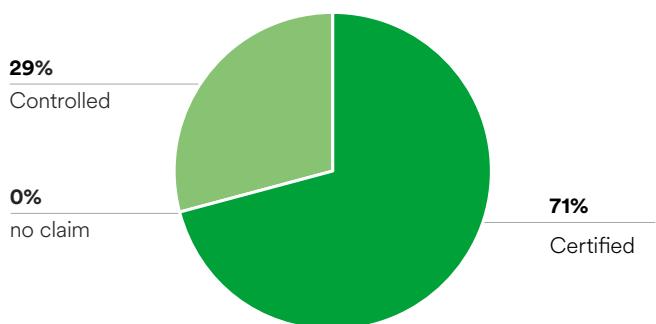
Figure 19



Certification status of total wood input at Lenzing fiber production sites via own and purchased dissolving wood pulp. Basis: dissolving wood pulp by weight.

Certification status – overall certified and controlled wood

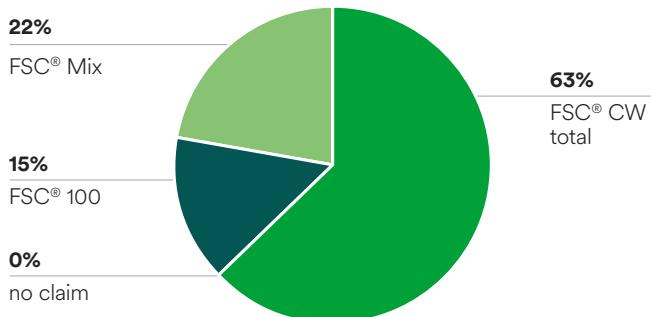
Figure 20



"Certified" is the sum of "FSC® Mix", "FSC® 100%" and "PEFC" and represents the amount of pulp available to make fibers with the corresponding Chain of Custody certificate.

Certification status – FSC® Mix and FSC® controlled wood

Figure 21



"FSC® CW Total" is all controlled wood, FSC® Controlled Wood, plus PEFC certified wood that has been accepted as FSC® Controlled after the Lenzing due diligence process. The share of FSC® Mix represents the amount of pulp supplied with an FSC® Mix Chain of Custody certificate.

Pulp suppliers can hold more than one forest-related certificate. Most of the pulp suppliers located in North America also carry certification from the Sustainable Forest Initiative (SFI), which is also a national member of and fully endorsed by the global PEFC certification scheme.

For detailed explanations of the certificates, controlled wood, and the internal due diligence system, please see the ["Wood and pulp"](#) focus paper.

Since forestry operations in Central Europe are generally small-scale, many small forest owners harvest wood for additional income and do not participate in a certification process. Therefore, Lenzing needs to procure reliable but limited quantities of such wood other than that is FSC® or PEFC certified from time to time. This category of wood is inspected in line with these standards. Strict forestry laws and enforcement in Central Europe also require all forest owners to pursue sustainable management. The Lenzing [Wood and Pulp Policy](#) and Supplier Code of Conduct are part of all wood purchasing activities and are presented to potential suppliers before the start of a business relationship. Deliveries can only be made to Lenzing if these conditions are accepted.

The Lenzing due diligence system for wood and pulp procurement includes regular formal audits. However, ongoing, day-to-day, informal, personal contact between Lenzing's procurement team and suppliers is even more important. Supplier contracts can be terminated in response to severe sustainability findings. This has happened occasionally in the past when suppliers failed to remedy certain issues. In 2023, no such cases occurred.

## Actions

[ESRS G1-3; GRI 2-26, 3-3d, 205-2]

A summary of the "Actions taken" can be found in the management approach at the beginning of this chapter.

## Detective measures

Lenzing takes complaints seriously and takes immediate action once it becomes aware of potential negative impacts. Lenzing has established grievance mechanisms. There are various internal reporting channels for employees. Externally, there is the possibility to submit indications via an [online tool](#), which is not only available to all employees of the Lenzing Group but also to customers, suppliers and other third parties throughout the world. The online tool is also accessible through the Lenzing webpage: [Compliance - Lenzing - innovative by nature](#).

## Whistleblower directive

The purpose of Lenzing's Whistleblower Directive is to encourage all employees to speak up in good faith against potential violations of laws, the Global Code of Business Conduct or Lenzing's internal rules and principles. The directive aims to provide all employees with more concrete guidance and information on how to report compliance concerns about actual or potential rule violations. It emphasizes that for reports which were made in good faith (i.e. with a reasonable suspicion that a potential violation has occurred, is occurring, or is likely to occur), the parties involved are protected from subsequent punishment, discrimination, retaliation, disadvantage, harassment or termination for making reports. Lenzing takes all concerns raised under the Whistleblower Directive seriously and defines clear processes in this Directive on how reports are handled internally, who is involved in any necessary investigations, and what the consequences are for identified violations.

## Whistleblower system

In order to enable all employees and other stakeholders to report concerns in connection with topics such as corruption, bribery, conflicts of interest, antitrust laws and capital market law, an online-based whistleblower system was established in 2017. Grievances can be reported in-house in person, by phone or email, e.g. to supervisors, the works council or the Group Compliance Officer. In addition, the BKMS® whistleblower system ("Tell us") is freely accessible for everyone on the [Lenzing webpage](#) to express any concerns anonymously (available in all languages relevant to production sites: English, German, Czech, Chinese, Bahasa, Thai and Portuguese). Reporting an incident not only relates to Lenzing's employees, but also to customers, suppliers, and other third parties around the world. Reported incidents are assessed by lawyers (if necessary, in cooperation with local partners) and forwarded to the

Group Compliance Officer or to the Local Compliance Officer. Recommendations as to whether the investigation should be deepened or terminated are provided. Concerns can be reported anonymously and without fear of retaliation worldwide thanks to this system. The professional handling of the information protects both the whistleblower and the person affected. Reports are processed in a targeted manner in accordance with the internal Investigation Directive. The Audit Committee is informed about the reported incidents once a year.

## Communication of critical concerns to the highest governance body

To remain compliant with all policies and react swiftly to any violations, the communication of critical concerns to the highest governance body are important. For more information on this, please see the Lenzing Group's Annual Report (Corporate Governance Report).

### RISK ASSESSMENT

In June 2022, Group Compliance initiated a risk survey to the management of all legal entities aiming to identify possible risks and improvement options. This survey of global management is planned to be repeated in 2024.

## Compliance training

Understanding rules and regulations is a fundamental requirement for "correct" behavior. Hence the eLearning was continuously expanded during the reporting year to efficiently convey the most important content of the compliance directives to the relevant target groups. New employees receive welcome folders containing the Lenzing Code of Business Conduct. In addition, employees with IT access (approx. 6,000 employees) are assigned eLearning courses on the Global Code of Business Conduct and on whistleblowing and know-how protection. While other employees might be trained in these issues face-to-face, more than 95 percent of employees assigned to these e-Learning trainings completed them in 2023 (approx. 5,500 employees). All white-collar employees (3,376 employees) were assigned the ABC Directive training. More than 97 percent (3,305 employees) of all assigned persons fulfilled the training. A specific target group (268 employees) was assigned the Antitrust training. More than 97 percent (261 employees) fulfilled the training in 2023. A specific Code of Business Conduct training has been assigned to managers (342 employees) and has been completed by 100 percent.

## Metrics and targets

[ESRS G1-4; GRI 205-3, 206-1]

See "targets" in the management approach at the beginning of this chapter. All of Lenzing's sustainability targets can be found in the "General information" chapter.

Supplier engagement	To engage suppliers, covering more than 80 percent of spend, to improve sustainability performance	Continuous On track
Measure(s)	Lenzing assesses 95 percent of its top suppliers representing 80 percent of spend via EcoVadis, the Together for Sustainability Audit or an internal assessment/audit by 2025.	2025 On track
	Lenzing considers climate, water and chemical aspects in the procurement contractual process of its top chemicals suppliers	Continuous On track
Progress made in 2023	Around 600 of Lenzing's key suppliers were assessed by EcoVadis. Eight suppliers were audited by Lenzing through the Together for Sustainability audit program. 40 percent spend was covered by these assessments. Supply agreements signed with the top chemical suppliers include sustainability clauses.	

### Compliance violations

Compliance violations via the whistleblower system are collected in the Legal, IP and Compliance department. There were no public complaints in connection with corruption brought against the company or its employees during the reporting period. Furthermore, there were no significant legal actions for anti-competitive behavior, anti-trust, and monopoly practices in 2023.

### Austrian Code of Corporate Governance

In order to meet the demands of Lenzing's shareholders and business partners, it is essential for Lenzing to comply with the Austrian Code of Corporate Governance (ÖCGK). Customers in particular demand that their service providers and service suppliers adhere to their compliance standards. The Austrian Corporate Governance Code defines specific duties for the Managing Board, Supervisory Board and auditors. The overall responsibility for compliance lies with the Managing Board – it must ensure compliance with legal provisions and work towards their observance within the company (§ 15 ÖCGK). In addition, it must inform the Supervisory Board regularly, comprehensively and promptly about all issues relevant to the company and report at least once a year on precautions taken to combat corruption (§ 18a ÖCGK).



## Business conduct stakeholder engagement

[ESRS G1-5; GRI 2-28, 3-3f]

### Membership associations

For Lenzing's membership associations, please see the ["Stakeholder engagement"](#) focus paper.

### Employees

Employees are expected to follow the Global Code of Business Conduct. They are also a viable asset in the timely notification of unlawful conduct within the company. Every employee is informed and trained with regards to Lenzing's policies and directives.

### Together for Sustainability (TfS)

Together for Sustainability (TfS) is an initiative consisting of and driven by chemical procurement specialists, which has the goal of collectively building more sustainable chemical supply chains. Lenzing has been a member of this initiative since 2022. All TfS members have full access to a global network of assessed and audited suppliers, which will result in higher efficiencies in sustainable procurement through this shared database. Performance progress based on common principles is shared throughout the TfS community and brings more transparency and unity. This will benefit chemical companies as well as their suppliers.

### Suppliers

Suppliers are expected to follow the Supplier Code of Conduct as well as respect human rights and labor laws within their own operations. Lenzing is obliged by the EU Supply Chain Act to carry out a thorough audit of its suppliers.

# Digitalization & cyber security

## MANAGEMENT APPROACH

### Material topic: Digitalization & cyber security

[GRI 3-3]

As new digital technologies dramatically reshape industries, Lenzing pursues efforts to leverage the benefits of these technologies to optimize its operation and to enable transparency and traceability along the value chain. Lenzing promotes a risk-based approach to achieve global compliance with information security and data protection. Lenzing does this while balancing the rights and needs of the company, society and individuals. In response to risks from cybercrime, Lenzing performs periodical penetration tests to assess security measures. Regular background checks are performed to search for potential threats, disclosures in the dark web or hacked accounts. All findings revealed by such assessments, tests and by reported incidents result in a security review, risk assessment and subsequent corrective action.

#### Actual and potential negative and positive impacts, risks and opportunities

##### Positive

- Increased transparency and traceability of supply chains and therefore supply chain security
- Protection of Lenzing's business processes and data
- Increased trust of employees, customers and partners through responsible data handling
- Optimization towards "lean" and digitally supported business processes, saving time, energy and reducing raw material usage
- More flexible digital working environments to retain talent, attract future talent and allow for a new way of working
- Digitalization helps to anticipate the needs of customers and improves the customer experience

##### Negative

###### Own activities:

- Successful cyber-attacks could stall business processes or even impact operations
- Potential disclosure of information could incur high regulatory penalties or claims
- Potential compliance issues could reduce Lenzing's credibility in the values it champions

###### Business relationships:

- Successful cyber-attacks could stall business processes or even impact the operations of business partners

#### Policies and commitments

- Information Security Policy approved by the Board of Management
- Data protection & information security by design & default
- Protective measures appropriate to the related risks
- Applicable legal regulations and a set of internal policies, directives and guidelines

#### Actions taken

- Cyber-attacks have been averted successfully by technical means (e.g. via the rapid mitigation of several zero-day incidents and regular vulnerability management), but also because of aware and empowered employees
- Cybersecurity measures aligned to business needs
- Continuous improvement of Lenzing's cybersecurity measures

- Regular internal/external penetration testing
- Regular risk assessments with enterprise risk management and cyber insurance companies
- Close identified gaps through immediate actions and by the creation and execution of appropriate Service Improvement Plans
- Running information security due diligence programs on third parties
- Notification mailbox to report any suspicious, probably fraudulent emails and personal feedback given to the sender(s)
- Digital Innovation function is responsible for capitalizing on new digital technologies
- Up-skilling of work-force guarantees enhanced and more efficient utilization of IT applications and facilitates digital transformation
- Further digitalization with company seals used for E-Branding Service, invoice signing and approval workflows
- In 2023, Lenzing expanded its portfolio of fibers with the fiber identification technology to the spun-dyed LENZING™ ECOVERO™ branded viscose in black color and to LENZING™ ECOVERO™ x REFLIBRA™, a newly produced viscose fiber with recycled content.
- As part of the Operations Digital Innovation roadmap Lenzing focussed on four major digital initiatives in 2023: data-driven quality control, digital twin technologies, mobile maintenance and augmented reality for training.

#### Sustainability targets, measures and progress

All of Lenzing's sustainability targets can be found in the "General information" chapter.

#### Stakeholders

- Customers
- Consumers
- Providers of digital solutions
- Employees
- Lenzing shareholders
- Competent authorities and auditors of various labels
- Cyber security experts

#### Responsible

- CFO
- VP Global IT/Digital Innovation
- Chief Information Security Officer
- Senior Director Digital Innovation

- Continuing the Lenzing Security Program, which was derived from the Cyber Security Framework Gap Analysis
- Maintaining appropriate technical and organizational measures for the processing of personal data
- Further development and management of the information security & data protection management system
- Regular information security assessments and audits by external and internal parties

## Supporting

- Business Process Organization
- Global IT/Digital Innovation, IT Backoffice Team, Business Process Leaders
- Department/team leaders, local coordinators
- Digital Product Owners
- Lenzing employees during their daily work

## Information Security Policy

Lenzing is fully committed to upholding the protection of human rights, including data privacy. Protecting information is an ongoing endeavor for each and every employee, contractor or business partner associated with a company within the Lenzing Group in order to proactively maintain and improve an appropriate level of security for all kinds of information processes. The Information Security Policy promotes a risk-based approach to achieve global compliance with information security and data protection. Lenzing does this while balancing the rights and needs of the company, society and individuals.

This policy and applicable legal regulations constitute a framework for multiple directives/guidelines that are regularly reviewed and reworked, including:

- Lenzing Global Code of Conduct
- IT User Directive (secure use of the IT systems and the basic principles of information security measures)
- Smartphone Directive (mobile devices)
- Terms of Use for Private Mobile Devices
- Know-How Protection Directive (including classification of data and its processing)
- Secure storage of personal identifiable information
- Cyber Defense Operation Handbook

## Digitalization

Today, digital technologies are evolving at a faster pace than ever, becoming increasingly complex and affecting more and more people. As new digital technologies dramatically reshape industries, Lenzing pursues efforts to leverage their benefits to optimize its operations, enable transparency and traceability along the value chain and to provide additional value to its customers.

### Digital solutions leading to a new way of work

Remote working is particularly likely to appeal to a younger generation of employees because it allows a better balance between work and private life. Besides this social aspect, moving to a more digital working environment can also help to improve the environmental footprint. For example, the digitalization of paper-based processes eliminates the need for printing and therefore conserves valuable resources. Since the start of the pandemic, significantly more meetings have also taken place online. Overall, remote working and more digital events have reduced commuting and business travel, which will likely lower related GHG emissions.

### Digital collaboration as key enabler

Lenzing constantly continues its journey to improve the digital collaboration by leveraging the opportunities provided by mature

products available on the market. Providing the opportunity for employees to work with a good user-experience from almost everywhere in a mobile, secure, stable and fast way is an important task for Lenzing's IT-teams.

### Extend reach to empower workforce

Better information allows better collaboration and better decisions. Following Lenzing's purpose "Advancing our world with better choices", Lenzing empowers its employees across all levels by providing digital company information, e-learning and training contents wherever they are needed. They are essential tools as they promote team-member and work-related exchange among Lenzing's blue-collar workers right through management.

### Digital Academy

The well-established Digital Academy provides a comprehensive training program for relevant IT applications and topics. Its medium-term focus is on SAP, digital workplace applications, IT security and data protection.

Content is provided in training formats (classroom training, virtual training, videos, printed material, etc.) that reflect the needs of the target groups. A modular structure enables training up to the level of application experts (e.g. key users or IT consultants). Based on our system landscape, an internal website has been established available to all application users, providing a clear overview and guaranteeing easy access to all contents. In 2023, there were 61 training courses on SAP and digital workplace that reached 674 participants.

New technologies and new products being used at Lenzing are constantly added to the training portfolio and to existing applications.

### Digital solutions for transparency and traceability across entire supply chains

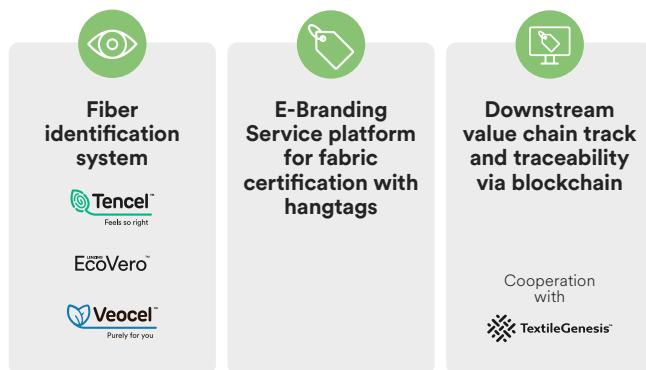
Beyond ongoing digitalization processes in its own operations, Lenzing is committed to driving digital solutions throughout the supply chain. Lenzing therefore aims to improve transparency and traceability in the textile and nonwovens industry. Transparency means openness towards the people who come into contact with Lenzing fibers. This is crucial as only an honest discussion with the industry can ensure traceability, verifying the origin of Lenzing fibers throughout the supply chain up to the finished garment.

Lenzing's fiber identification system and E-Branding Service form the basis of its overall approach to transparency, while the TextileGenesis™ blockchain project uses the data for further optimized traceability. Cooperation with the Global Textile Scheme contributes to efficient fiber data exchange for the Digital Product Passport in the textiles sector. Additionally, the real-time ocean shipment tracker drives digitalization and transparency in the global fiber supply chain.

Lenzing follows a three-pillar approach to a more sustainable and transparent supply chain:

### Building blocks of transparency

Figure 22



#### Fiber identification system

Lenzing uses a technology for fiber identification. The system was successfully implemented for LENZING™ ECOVERO™ branded viscose fibers, TENCEL™ branded modal and lyocell fibers, TENCEL™ x REFIBRA™ branded lyocell fibers and the LENZING™ FR portfolio. Furthermore, Lenzing has incorporated this patented technology into its range of specialty fibers LENZING™ Lyocell Skin, designed for beauty applications and marketed under the brand name VEOCEL™. To demonstrate their safety in skin-contact applications, these fibers have undergone evaluation by Asthma-Allergy Denmark, which has confirmed their low risk of causing skin allergies. In 2023, Lenzing expanded its portfolio of fibers with the fiber identification technology to the spun-dyed LENZING™ ECOVERO™ branded viscose in black color and to LENZING™ ECOVERO™ x REFIBRA™, a newly produced viscose fiber with recycled content.

#### E-Branding Service

The Lenzing E-Branding Service is an online platform that provides customers along the value chain with access to Lenzing's certification and licensing options. It therefore protects the brands and retailers by providing assurance that their products do not contain fibers made from wood from controversial sources. Furthermore, it guarantees that the fibers are produced in state-of-the-art-production facilities that meet high standards for resource efficiency and environmental and social responsibility.

#### E-BRANDING-SERVICE

Since the launch of the E-Branding Service in 2018, the number of applications for licenses and swing tickets processed by the E-Branding Service Team has grown at a compounded growth rate of more than 30 percent every year. Despite the challenging economic conditions following the peak of the pandemic in 2021, the TENCEL™ and LENZING™ ECOVERO™ brands managed to grow their licensed product base at a compounded growth rate of more than 15 percent every year.

Registered Lenzing textile partners can apply for fabric certifications, license agreements or Lenzing hangtags. Lenzing nonwoven partners can also register and apply for combined certification and license agreements. In addition to the supply chain disclosure, certification also includes fabric testing by Lenzing for fabrics that really meet the defined standards.

The fiber identification technology relies on the physical identification of fiber origin at different stages of production such as the fabric and garment stage. This enables full fiber origin traceability and counterfeiting protection. It therefore protects the brands and retailers by providing assurance that their products do not contain fibers made from wood from controversial sources. This guarantees that the fibers are produced in state-of-the-art-production facilities that meet high standards for resource efficiency and environmental and social responsibility.

Target groups for the Lenzing E-Branding Service are all partners along the value chain, starting with direct customers (e.g. those who buy Lenzing fibers) to fabric/roll-good manufacturers/converters and manufacturers of the end products all the way to retailers who ultimately position the goods at the point of sales, including online stores.

#### Ingredient branding to communicate raw material sustainability

Lenzing has adopted an ingredient branding approach in which it collaborates with brand partners in the value chain who convey the valuable properties of the fiber to the end consumers. Retailers, in turn, need supply chain partners who can positively support them in communicating a transparent and consistent sustainability story. Lenzing has seized this opportunity with its branding platform.

#### FOR ALL PARTNERS ALONG THE VALUE CHAIN

- Informed decisions for consumers
- Service for the supply chain partners
- Transparent communication in complex environments
- Minimized risk of brand counterfeiting

#### Downstream value chain track and traceability via blockchain technology

Building on several successful pilot projects in 2019 with the innovative start-up TextileGenesis™, Lenzing introduced a digital platform for textile supply chain traceability in 2020 – a milestone for the Lenzing Group. The digital platform was launched in November 2020 for TENCEL™ and LENZING™ ECOVERO™ branded fibers.

#### TEXTILE GENESIS™

TextileGenesis™ is a pioneering supply chain traceability platform for the fashion and textile industry that is enabled by blockchain technology. Fibercoin™ traceability technology creates real-time digital accounting of sustainably produced fibers along the entire supply chain from fiber to retail, creating an entirely new level of traceability for brands and retailers. The platform is custom-built for all sustainably produced fibers, such as regenerated cellulosic fibers, wool, recycled polyester and organic cotton.

The platform provides customers, partners and consumers with an overview of the entire textile supply chain. Supply chain traceability has become a top priority for apparel and home textile brands.

Lenzing's new blockchain-enabled supply chain traceability platform supports the entire supply chain in meeting increasing demands for transparency and sustainability.

More than 4530 different textile value chain companies (spinners, fabric mills, garment makers etc.) have joined the platform. Several large fashion brands such as H&M and Bestseller have started rolling out TextileGenesis™ for all regenerated cellulosic fibers. Lenzing has experienced an increasing demand for fibers with blockchain traceability. The number of Fibercoins™ issued every month is rising steadily.

### **TextileGenesis™ platform: Fibercoin™ technology to ensure traceability along the supply chain**

By using innovative Fibercoin™ technology in the TextileGenesis™ platform, Lenzing and other brand partners can now issue digital tokens (blockchain assets) in direct proportion to the physical shipments of TENCEL™ and LENZING™ ECOVERO™ branded fibers. These digital tokens provide a unique "fingerprint" and authentication mechanism, preventing adulteration, providing a more secure and trustworthy, digital chain of custody across the entire textile supply chain, and, most importantly, ensuring the materials are sustainably produced.

### **Digital Product Passport**

Textiles are the priority product group for regulation under the Ecodesign for Sustainable Products Regulation (ESPR), within the umbrella of the EU Green Deal. ESPR will also establish information requirements for the Digital Product Passport (DPP), enhancing transparency and data granularity to promote circularity and sustainability in textiles. The European Commission is working on standards and IT solutions for the DPP. These are expected to become mandatory for textiles around 2026, as manual data generation will not be feasible until then due to the enormous quantity of data required.

In 2023, Lenzing contributed support for the product class of regenerated cellulosic fibers to the Global Textile Scheme (GTS), which serves as a unified industry standard for all textile value chains. GTS provides a straightforward and cost-effective framework for efficient data exchange, spanning from fiber production to recycling. GTS collaborates with reputable IT providers and textile experts from companies across the textile value chain. The GTS standard facilitates the conversion of existing data into a standardized format, allowing users to customize it to their own preferences. This streamlines the process, eliminating the need for labor-intensive data harmonization and extensive bilateral translation efforts.

### **Combining real-time shipment and carbon visibility**

A real-time ocean shipment visibility tool has been available to Lenzing customers worldwide since September 2023, driving digitalization and transparency in the global fiber supply chain.

Lenzing has launched the real-time ocean shipment visibility tool in collaboration with project44, a digital supply chain solutions company. To address supply chain complexities, Lenzing has integrated a real-time application programming interface (API) connecting its ERP (enterprise resource planning) system with project44's platform "Movement". This combines AI, GPS sensors and machine learning to provide customers with real-time data on fiber orders, including shipment status, container location, vessel route tracking and estimated arrival times.

## **Continuous digitalization investments in operations**

As part of the Operations Digital Innovation roadmap, Lenzing focussed on four major digital initiatives in 2023:

### **Data-driven quality control**

Lenzing uses data to strengthen production processes and workflows, in order to produce top quality and send every single fiber bale directly to the customer. Several successful Data Science pilot applications demonstrated the multidimensional value of data use in the viscose modal production environment at the Lenzing site (Austria) in 2023.

### **Mobile maintenance**

Mobile maintenance offers a convenient and user-friendly solution for employees. It replaces the bureaucratic work and guarantees "state of the art" maintenance. The team at the Heiligenkreuz site (Austria) installed a cloud based pilot application for mobile order management and multi resource scheduling in 2023.

### **Augmented reality (AR) for training**

For standard operating procedures, AR creates up-to-date training opportunities to assist existing and new employees in production and maintenance. In 2023, the Viscose/Modal division at the Lenzing site (Austria) tested the feasibility of an AR tool to create an instruction manual for production employees. As a next step, a pilot project to cover the most important use cases is planned to be executed in 2024.

### **Digital twin technologies**

Digital twin technologies combine several aspects throughout the lifecycle of a plant, providing the combination of data and information of existing systems with new tools. They enable the simulation of different scenarios independent of the physical infrastructure on a global level. The global Engineering Team evaluated tools and the implementation within the existing system landscape and will further provide valuable implementation models in 2024.

These initiatives and measures lead to OEE (Overall Equipment Efficiency), occupational safety and environmental impact improvements.

## **Cyber security**

Information security is the practice of protecting information by mitigating information risks. Cybersecurity is the practice of protecting critical systems and sensitive information from digital attacks. Cyber resilience is the ability to anticipate, withstand, recover from and adapt to adverse conditions, stresses, attacks or compromises on systems that use or are enabled by cyber resources. These are the dimensions companies are permanently working on to reach an adequate level of protection.

### **Current state**

As companies rely on digital technologies, the importance of protecting information systems and confidential information from cyberattacks cannot be overstated. Hence, most business organizations have incorporated information security into their daily work. Cybersecurity and cybercrime have become one of the top ten

risks for businesses worldwide in recent years<sup>62</sup>. Attacks against companies are soaring in number, quality and scale. For Lenzing, cybersecurity is not just about risk management – it's about ensuring the long-term resilience of the company.

The tense geopolitical security situation stemming from military conflicts has had significant repercussions on economies, global trade and cybersecurity. Owing to Austria's geopolitical location and Lenzing's absence from the affected regions, there has been no discernible rise in cyberattacks or offenses.

Ransomware has long been a lucrative source of income for highly skilled hackers, whether they belong to criminal organizations or state-sponsored teams pursuing financial gain or sensitive information. These adversaries operate with exceptional organization and manpower, armed with state-of-the-art tools and an unrelenting, strategic approach. They employ various tactics, including blackmail, to compel victims to meet their ransom demands. It's no surprise that this criminal economy is believed to yield an annual revenue of approximately EUR 1.5 trillion, a sum comparable to Spain's GDP<sup>63</sup>.

Because Lenzing, a global player in the textile business, is interconnected with numerous business partners, authorities, customers and consumers at various sites of (physical and digital) operation, it is at high risk to falling victim of one of these hackers. Last year, several companies in Lenzing's orbit were affected by cyberattacks that disrupted services and commerce, involved encrypting, stealing and leaking confidential data (data breaches) and even the closure of production sites in some cases.

The Lenzing Group has therefore invested heavily in improving cyber resilience and information security. Existing security concepts have been and are constantly challenged and adapted to the new normal. However, Lenzing not only relies on technical protection measures, but also strongly focuses on the awareness of its employees. Cybersecurity is not a project, but a permanent endeavor for the entire organization.

## Activities to fight cybercrime

As a consequence of an assessment of Lenzing's capabilities along the Cyber Security Framework, several short- to medium-term activities were started in order to improve cyber resilience within Lenzing's security program.

Examples of some of the activities that can be shared publicly are listed below.

### Human factor: the best firewall

As outlined above, technical measures are important but cannot provide full protection in all situations. This is why empowered and security-conscious employees are essential as the first line of defense. Lenzing carries out several activities to promote these skills, including:

- Regular awareness initiatives through news articles on the intranet
- Regular information via group mails, info-screens and departmental or town hall meetings

- Ad-hoc information in the event of relevant observations in the neighborhood
- Tailored face-to-face trainings for IT employees, HR teams, finance and accounting
- Keynotes on (virtual) corporate department summits
- Line for reporting any security concerns, questions or potential fraudulent activities (including giving feedback and advice on topics raised)
- Information security e-learning for each and every IT user
- Privacy e-learning for each and every IT user

The consciousness and awareness of Lenzing's IT users has led to more than 400 reports on potential spam, phishing/malware and fraudulent mails/calls/contacts worldwide in the reporting year.

## Continuous improvement: paradigm for all activities

Targeted technical and organizational measures have been in place for several years to ensure data protection and combat data theft, the manipulation of business processes, and other forms of internet crimes. As technology evolves and the number and sophistication of attacks constantly increases, Lenzing is employing its best efforts by regularly checking and improving the appropriate measures at a similar pace.

## Achievements of the year

Lenzing performs annual penetration tests to assess security measures. These tests, performed by highly skilled external partners, result in service improvement plans (SIPs). In addition, external security scorecards systems are frequently used to gain feedback from outside the company. Regular background checks are performed to search for potential threats, disclosures in the dark web or hacked accounts. All findings revealed by such assessments, tests and by reported incidents result in a security review, risk assessment and subsequent corrective action.

Lenzing has performed an assessment regarding technical and organizational cybersecurity measures. Based on the results, the Lenzing Security Program will be updated to align the cybersecurity measures with the current threat situation

Ransomware and nation-state hackers use the disclosure and exploitation of vulnerabilities in enterprise resource planning (ERP), mails, collaboration and knowledge-sharing-tools as means to harvest data and account information. To counter this, Lenzing emphasized the fast rollout of client and server patches to compete with the dramatically lowered times to exploit (and attack). Several campaigns included mobile device update cycles as well.

Since almost two thirds of ransomware attacks are orchestrated by phishing mails, Lenzing provides specific awareness information and e-learnings about phishing to its employees and subsequently tested the results in a phishing simulation. Lenzing also intensified its technical endeavors in this area. The IT infrastructure teams implemented additional security measures on Lenzing's IT assets during the year to improve security hygiene and to reduce the risk to everyday operations.

<sup>62</sup> World Economic Forum – The Global Risks Report 2023, [https://www3.weforum.org/docs/WEF\\_Global\\_Risks\\_Report\\_2023.pdf](https://www3.weforum.org/docs/WEF_Global_Risks_Report_2023.pdf)

<sup>63</sup> <https://www.techrepublic.com/article/cybercriminals-raking-in-1-5-trillion-every-year/>

The vulnerability management process is continuously improved, further increasing the pace with which the IT team closed open vulnerabilities as well as the visibility of the IT team. The still high number of newly revealed vulnerabilities as well as revoked or re-issued patches kept the teams incredibly busy. However, the hard work enabled Lenzing to achieve key milestones towards improved threat detection and response capabilities. This quantum leap will help to detect and respond to attacks faster.



## Digitalization & cyber security stakeholder engagement

[GRI 3-3f]

### Customers and consumers

Supply chain traceability has become a top priority for apparel and home textile brands. Lenzing's blockchain-enabled supply chain traceability platform TextileGenesis™ supports the entire supply

chain in meeting increasing demands for transparency and sustainability. More than 4530 different textile value chain companies (spinners, fabric mills, garment makers etc.) have now joined the platform.

### Employees

Technical measures are important but cannot provide protection in all situations. This is why empowered and security-conscious employees are essential in the front line of defense. To promote these skills, Lenzing carries out several activities, such as regular awareness initiatives via news articles on the intranet and other communication channels, or information security eLearning for each and every IT user.

### Cyber security experts

Lenzing's cybersecurity experts regularly connect and exchange knowledge with other cybersecurity experts from various organizations and cybersecurity stakeholders. This way, Lenzing can learn from others and stay updated on the latest trends and threats in the field of cybersecurity. Lenzing believes that collaboration and communication is essential for enhancing our cybersecurity posture and resilience.

# Supplementary information pursuant to § 243b UGB

The figures and information in this chapter relate to Lenzing AG pursuant to § 243b UGB and therefore only to the Lenzing site (Austria).

## Lenzing Aktiengesellschaft – Safety

### Work-related injuries for all employees – Lenzing AG

Table 52

	2021	2022	2023
<b>Total hours worked (productive working hours)</b>	<b>4,830,780</b>	<b>5,406,705</b>	<b>6,106,706</b>
i) Number of fatal injuries	0	0	0
i) Rate of fatal injuries	0	0	0
ii) Number of high-consequence work-related injuries	0	0	0
ii) Rate of high-consequence work-related injuries	0	0	0
iii) Number of recordable work-related injuries	34	28	29
iii) Rate of recordable work-related injuries	1.41	1.04	0.95
iv) Total number of work-related injuries or ill health	87	107	88
iv) Rate of work-related injuries	3.6	3.96	2.9

### Work-related injuries for other workers (workers who are not employees but whose work and/or workplace is controlled by the organization)

2021      2022      2023

	2021	2022	2023
<b>Total hours worked (productive working hours)</b>	<b>853,099</b>	<b>846,478</b>	<b>796,771</b>
i) Number of fatal injuries	0	0	0
i) Rate of fatal injuries	0	0	0
ii) Number of high-consequence work-related injuries	0	0	0
ii) Rate of high-consequence work-related injuries	0	0	0
iii) Number of recordable work-related injuries	5	7	6
iii) Rate of recordable work-related injuries	1.17	1.65	1.5
iv) Total number of work-related injuries or ill health	10	13	15
iv) Rate of work-related injuries	2.34	3.07	3.8

a) With the exception of the major projects in Brazil and Thailand for data consistency reasons. The data analysis for 2021 refers only to the total number of reportable violations.

## Work-related fatalities

No work-related fatalities were reported at Lenzing AG in the 2023 financial year.

## Top five injury types

### Top five injury types – Lenzing AG

Table 53

	2021 <sup>a</sup>		2022		2023
For employees	Cuts & lacerations	11	Cuts & lacerations	27	Cuts & lacerations 22
	Bruises	6	Chemical burns	20	Bruises 17
	Fractures	5	Abrasions	15	Hot burns 10
	Sprains	5	Bruises	12	Chemical burns 8
	Condition due to substances	2	Not assigned	12	Abrasions 7
For contractors	Bruises	2	Abrasions	2	Cuts & lacerations 5
	Chemical burns	1	Fractures	2	Bruises 3
	Condition due to substances	1	Sprains	2	Abrasions 2
	Cuts & lacerations	1	Not assigned	2	Foreign bodies 2
	-	-	Cuts & lacerations	2	Chemical burns, Fractures, Hot burns, Strains 1

a) The list of injury types for the Lenzing site was newly introduced with 2021.

# Lenzing Aktiengesellschaft – Workforce

## Employees 2023

Lenzing Aktiengesellschaft: Number of employees as of December 31; employees only (including apprentices, excluding temporary workers)

**Employees 2023 – Lenzing AG**

**Table 54**

Lenzing AG Lenzing Aktiengesellschaft: Number of employees as of December 31; employees only (including apprentices, excluding temporary workers)	2021	2022	2023
<b>Total headcounts as of 31.12.</b>	<b>3,201</b>	<b>3,278</b>	<b>3,158</b>
Proportion of women	18.60%	19.00%	18.70%
Proportion of age >50	24.90%	24.00%	23.00%
Proportion of non-Austrians	6.80%	7.90%	8.70%
Apprentices	144	144	145
Contractors	167	128	108
Proportion of employees with full-time contract	87.20%	87.00%	83.06%
Thereof female	11.60%	12.00%	11.60%
Thereof male	88.40%	88.00%	88.40%
Proportion of employees with part-time contract	12.80%	13.03%	16.94%
Thereof female	65.90%	65.80%	53.60%
Thereof male	34.10%	34.20%	46.40%
Proportion of employees for whom collective bargaining agreements exist	100%	100%	100%
Employees with disabilities	68	59	51
Turnover rate	6.10%	7.70%	9.60%

As regards potential corruption offenses or breaches of antitrust law, no official measures were undertaken or legal claims made against Lenzing Aktiengesellschaft in 2023.

Figures concerning environmental matters will not be reported separately for competitive reasons and because these matters are managed and measured on a group-wide basis. The omission of this information does not prevent a fair and balanced understanding of its development, performance, position, and impact of these activities.

# Additional information on chapters

## Wood and pulp procurement

### Wood procurement for the company's own fiber pulp plants in Lenzing (Austria) and Paskov (Czech Republic)

Beech and spruce, by country, 2021 to 2023.

Regional – own country and neighbouring countries

**Wood procurement for  
Lenzing (Austria)**

Table 55

Country	2021	2022	2023
Austria	38.60%	42.86%	43.68%
Germany	23.40%	15.41%	21.51%
Czech Republic	14.00%	17.02%	13.08%
Slovakia	13.50%	13.31%	12.25%
Hungary	5.30%	4.70%	3.04%
Slovenia	0.40%	0.46%	1.45%
<b>Total regional</b>	<b>95.20 %</b>	<b>93.76 %</b>	<b>95.00 %</b>
Poland	2.00%	1.86%	1.55%
France	2.10%	2.22%	1.92%
Switzerland	0.70%	2.16%	1.46%
Croatia		0.01%	0.07%
<b>Other countries</b>	<b>4.70 %</b>	<b>6.25 %</b>	<b>5.00 %</b>
<b>Total</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.0 %</b>

**Wood procurement for Paskov (Czech Republic)**

Table 56

Country	2021	2022	2023
Czech Republic	84.00%	89.67%	86.35%
Slovakia	8.70%	5.80%	6.04%
Poland	2.10%	1.78%	2.73%
Austria	2.90%	0.78%	1.23%
Germany	2.30%	1.97%	3.65%
<b>Total regional</b>	<b>100.0 %</b>	<b>100.0 %</b>	<b>100.00 %</b>

## Certification status in the Lenzing Group, 2021–2023

Certification status of total wood input at Lenzing fiber production sites of its own and purchased dissolving wood pulp. Basis: dissolving wood pulp by weight. All PEFC certified or controlled sources are also FSC® controlled.

**Certification status in the Lenzing Group, 2021–2023**

Table 57

	2021	2022	2023
PEFC	27.40%	24.20%	34.00%
FSC® 100 %	0.00%	3.50%	15.00%
FSC® Mix	35.90%	37.40%	22.00%
FSC® Controlled Wood	36.70%	34.10%	29.00%
No claim	0.00%	0.8% <sup>a</sup>	0.00%

a) Part of this is due to the formal process of certifying the new site. A small amount of non-certified wood was used for R&D purposes and was submitted to a due-diligence process according to Lenzing's Wood and Pulp Policy.

## Lenzing's most important wood species in 2023

**Lenzing's most important wood species**

Table 58

Wood sourcing Region	Europe	South Africa	North America	South America
Wood species (most important)	beech, spruce, ash, birch, poplar	eucalyptus	pine, ash, aspen, maple, fir, hemlock	eucalyptus

## Own workforce

Different nationalities within the Lenzing Group 2023

Table 59

Nationality	Female	Male	Total
Afghanistan		3	3
Albania	1		1
Argentina	1		1
Australia		1	1
Austria	575	2670	3245
Belgium		3	3
Bolivia	1		1
Bosnia Herzeg.	3	31	34
Brazil	273	926	1199
Bulgaria	1		1
Canada		1	1
China	169	649	818
Columbia	1	1	2
Croatia	5	16	21
Czech Republic	118	401	519
Dutch Antilles		1	1
Egypt		1	1
France	2	2	4
Germany	28	69	97
Hong Kong	1	2	3
Hungary	1	12	13
India	4	30	34
Indonesia	63	1400	1463
Israel		1	1
Italy		8	8
Kosovo	1	8	9
Malaysia		1	5
Mazedonia	2	4	6
Mexico		1	1
Montenegro		1	1
Netherlands	3	7	10
Nigeria		1	1
Pakistan	1	2	3
Poland	2	4	6
Portugal		3	3
Romania	1	17	18
Russian Fed.	3	2	5
Serbia	1	3	4
Singapore	3	5	8
Slovenia	1	4	5
Slovakia	4	5	9
Somalia		1	1
South Africa		2	2
South Korea	3	1	4
Spain	1	2	3
Switzerland		2	2
Syria		5	5
Tajikistan		1	1
Taiwan	2	3	5
Thailand	41	222	263
Türkiye	13	10	23
Uganda		2	2
Ukraine	4		4
United Kingdom	27	210	237
USA	45	171	216
Vietnam	1	1	2

## References in policies

**Lenzing Policies and their Intergovernmental Regulation Reference**

**Table 60**

Global Code of Business Conduct	International Labor Organization's Declaration on Fundamental Principles International Bill of Human Rights
Sustainability Policy	Paris Climate Agreement United Nations Framework Convention on Climate Change
Supplier Code of Conduct	None
Wood and Pulp Policy	Forest Stewardship Council® (FSC®) certification Programme for the Endorsement of Forest Certification (PEFC) Declaration on Fundamental Principles and Rights at Work of the International Labor Organisation (ILO) – Core conventions
Policy for Safety, Health and Environment	None
Performance Management	None
Anti-Bribery and Corruption Directive	Reference made to United Nations, WHO
Investigation Directive	None
Anti-Money Laundering Directive	Basel AML Index (published by the Basel Institute) Reference made to Financial Action Task Force (FATF), Transparency International, the World Bank, the World Economic Forum UN sanction list Debarred firms World Bank list IDB Group List of Sanctioned Firms and Individuals
Whistleblower Directive	None
Water Policy	EU Best Available Techniques Reference Documents (BREFs) EU Discharge of Hazardous Chemicals (ZDHC)
Group Financial Reporting Directive	International Financial Reporting Standards (IFRS) IFRS Group Accounting Guideline Committee of Sponsoring Organisations of the Treadway Commission (COSO)
Modern Slavery Act Transparency Statement (UK)	Modern Slavery Act 2015 Universal Declaration of Human Rights UN Global Compact OECD Guidelines for Multinational Enterprises Declaration on Fundamental Principles and Rights at Work of the International Labor Organisation (ILO) ISO 26000
Policy on Human Rights and Labour Standards	Universal Declaration of Human Rights UN Global Compact OECD Guidelines for Multinational Enterprises Declaration on Fundamental Principles and Rights at Work of the International Labor Organisation (ILO)
Global Equity, Diversion and Inclusion Policy	UN Global Compact UN Sustainable Development Goals
Global Recruitment Guideline	None
Global Job Evaluation Guidelines	None
Global Learning & Development Guideline	None
Group Expatriate Guideline for Long Term International Assignments	None
Group Expatriate Guideline for Short Term International Assignments	None
Group Reward Guideline	None
Group Salary Guideline	None
Group Guideline for Creating a Job Description	None
Group Short Term Incentive Plan Grade 6A and above	None
Group Short Term Incentive Plan up to Grade 6A	None
Bioenergy Policy	Forest Stewardship Council® (FSC®) certification Programme for the Endorsement of Forest Certification (PEFC) Declaration on Fundamental Principles and Rights at Work of the International Labor Organisation (ILO) – Core conventions
Global Child Labor Remediation Procedure	Declaration on Fundamental Principles and Rights at Work of the International Labor Organisation (ILO)

## **NaDiVeG compliance table**

You can find this table here:

<https://reports.lenzing.com/annual-and-sustainability-report/2023/en/sustainability/annex/nadiveg>

## **GRI content index**

You can find this table here:

<https://reports.lenzing.com/annual-and-sustainability-report/2023/en/sustainability/annex/gri>

## **TCFD index**

You can find this table here:

<https://reports.lenzing.com/annual-and-sustainability-report/2023/en/sustainability/annex/tcf>

**The Managing Board**

**Stephan Sielaff**  
Chief Executive Officer

**Nico Reiner**  
Chief Financial Officer

**Christian Skilich**  
Chief Pulp Officer & Chief Technology Officer

# Consolidated Financial Statements

2023

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# Consolidated Income Statement

for the period from January 1 to December 31, 2023

		EUR '000	
	Note	2023	2022
Revenue	(5)	2,521,167	2,565,692
Cost of sales	(6)	(2,597,638)	(2,162,561)
<b>Gross profit</b>		<b>(76,471)</b>	<b>403,131</b>
Other operating income	(7)	108,653	73,096
Selling expenses	(6)	(274,874)	(286,747)
Administrative expenses	(6)	(144,678)	(137,164)
Research and development expenses	(6)	(69,076)	(29,214)
Other operating expenses	(7)	(19,982)	(6,649)
<b>Earnings before interest and tax (EBIT)<sup>1)</sup></b>		<b>(476,428)</b>	<b>16,453</b>
Income from investments accounted for using the equity method	(12)	6,728	(222)
Income from non-current and current financial assets and liabilities	(13)	(7,498)	10,208
Financing costs	(14)	(108,432)	(36,498)
<b>Financial result</b>		<b>(109,202)</b>	<b>(26,512)</b>
<b>Earnings before tax (EBT)</b>		<b>(585,630)</b>	<b>(10,059)</b>
Income tax expense	(15)	(7,322)	(27,182)
<b>Net profit/loss after tax</b>		<b>(592,953)</b>	<b>(37,241)</b>
<b>Attributable to:</b>			
Shareholders of Lenzing AG		(649,445)	(73,086)
Non-controlling interests		27,742	7,095
Share planned for hybrid capital owners	(16)	28,750	28,750
<b>Earnings per share</b>		<b>EUR</b>	<b>EUR</b>
Diluted = basic	(16)	(20.02)	(2.75)

1) EBIT: Operating result, resp. earnings before interest and tax.

# Consolidated Statement of Comprehensive Income

for the period from January 1 to December 31, 2023

		EUR '000	
	Note	2023	2022
Net profit/loss after tax		(592,953)	(37,241)
<b>Items that will not be reclassified subsequently to profit or loss</b>			
Remeasurement of defined benefit liability	(30)	(4,384)	11,655
Financial assets measured at fair value through other comprehensive income (equity instruments) – net fair value gain/loss on remeasurement recognized during the period	(26)	(3,412)	(16,830)
Income tax relating to these components of other comprehensive income	(26)	1,770	937
Investments accounted for using the equity method - share of other comprehensive income (net of tax)	(21)	27	641
		(6,000)	(3,597)
<b>Items that may be reclassified to profit or loss</b>			
Foreign operations – foreign currency translation differences arising during the period	(26)	(44,988)	62,412
Foreign operations – reclassification of foreign currency translation differences due to loss of control		154	0
Cash flow hedges – effective portion of changes in fair value recognized during the period and non-designated components	(35)	(516)	41,260
Cash flow hedges – reclassification to profit or loss	(35)	(24,142)	21,453
Income tax relating to these components of other comprehensive income	(26)	8,476	(21,535)
Investments accounted for using the equity method – share of other comprehensive income (net of tax)	(26)	488	2,064
		(60,528)	105,654
Other comprehensive income (net of tax)		(66,527)	102,057
Total comprehensive income		(659,480)	64,817
<b>Attributable to:</b>			
Shareholders of Lenzing AG		(704,620)	4,385
Non-controlling interests		16,389	31,682
Share planned for hybrid capital owners		28,750	28,750

# Consolidated Statement of Financial Position

as at December 31, 2023

		EUR '000	
	Note	31/12/2023	31/12/2022
<b>Assets</b>			
Intangible assets	(17)	26,728	43,825
Property, plant and equipment	(18)	2,865,713	3,413,106
Biological assets	(19)	194,759	127,735
Right-of-use assets	(20)	134,547	72,761
Investments accounted for using the equity method	(21)	31,045	26,483
Financial assets	(22)	21,037	28,969
Deferred tax assets	(29)	48,559	1,716
Current tax assets	(29)	16,181	15,904
Other assets	(25)	75,477	123,135
<b>Non-current assets</b>		<b>3,414,046</b>	<b>3,853,634</b>
Inventories	(23)	552,940	712,522
Trade receivables	(24)	294,480	293,611
Current tax assets	(29)	5,668	5,210
Other assets	(25)	203,069	200,758
Financial assets	(22)	18,721	12,395
Cash and cash equivalents	(33)	725,639	446,873
<b>Current assets</b>		<b>1,800,516</b>	<b>1,671,368</b>
<b>Total assets</b>		<b>5,214,563</b>	<b>5,525,002</b>
<b>Equity and liabilities</b>		<b>Note</b>	<b>31/12/2023</b>
Share capital		40,108	27,574
Capital reserves		513,455	133,919
Hybrid capital		496,582	496,582
Other reserves		29,961	90,161
Retained earnings		360,281	991,702
<b>Equity attributable to shareholders of Lenzing AG</b>		<b>1,440,386</b>	<b>1,739,938</b>
Non-controlling interests		301,779	285,957
<b>Equity</b>	(26)	<b>1,742,165</b>	<b>2,025,895</b>
Financial liabilities	(28)	1,906,702	2,071,948
Government grants	(27)	14,117	15,034
Current tax liabilities		48,001	0
Deferred tax liabilities	(29)	40,098	70,240
Provisions	(30)	89,091	91,547
Puttable non-controlling interests	(35)	249,418	266,085
Other liabilities	(32)	13,559	3,615
<b>Non-current liabilities</b>		<b>2,360,988</b>	<b>2,518,469</b>
Financial liabilities	(28)	528,992	250,282
Trade payables	(31)	296,322	435,433
Government grants	(27)	72,127	67,741
Current tax liabilities		32,125	27,883
Provisions	(30)	52,599	66,295
Other liabilities	(32)	129,244	133,005
<b>Current liabilities</b>		<b>1,111,409</b>	<b>980,638</b>
<b>Total equity and liabilities</b>		<b>5,214,563</b>	<b>5,525,002</b>

# Consolidated Statement of Changes in Equity

for the period from January 1 to December 31, 2023

	Note	Share capital	Capital reserves	Hybrid capital	
					Foreign currency translation reserve
<b>As at 01/01/2022</b>		27,574	133,919	496,582	48,452
Net profit/loss after tax as per consolidated income statement		0	0	0	0
Other comprehensive income (net of tax)		0	0	0	49,064
<b>Total comprehensive income</b>		0	0	0	<b>49,064</b>
Hedging gains and losses and cost of hedging transferred to the cost of non-current assets and cost of inventory		0	0	0	0
Transfer of gain on disposal of equity investments at fair value through other comprehensive income to retained earnings	(35)	0	0	0	0
Increase in capital	(26)	0	0	0	0
Measurement of puttable non-controlling interest recognized directly in equity	(35)	0	0	0	0
Dividends paid (including hybrid coupon)	(26)	0	0	0	0
<b>Transactions with equity holders</b>		0	0	0	0
<b>As at 31/12/2022 = 01/01/2023</b>		27,574	133,919	496,582	97,517
Net profit/loss after tax as per consolidated income statement		0	0	0	0
Other comprehensive income (net of tax)		0	0	0	(31,783)
<b>Total comprehensive income</b>		0	0	0	<b>(31,783)</b>
Hedging gains and losses and cost of hedging transferred to the cost of non-current assets and cost of inventory		0	0	0	0
Transfer of gain on disposal of equity investments at fair value through other comprehensive income to retained earnings	(35)	0	0	0	0
Increase in capital	(26)	12,534	379,536	0	0
Acquisition/disposal of non-controlling interests and other changes	(3,26)	0	0	0	0
Measurement of puttable non-controlling interest recognized directly in equity	(35)	0	0	0	0
Dividends paid (including hybrid coupon)	(26)	0	0	0	0
<b>Transactions with equity holders</b>		12,534	379,536	0	0
<b>As at 31/12/2023</b>	(26)	40,108	513,455	496,582	65,733

EUR '000

			Retained earnings	Equity attributable to shareholders of Lenzing AG and to hybrid capital owners	Non-controlling interests	Equity
Other reserves	Hedging reserve and through other comprehensive income	non-designated components	Actuarial gains/losses			
Financial assets measured at fair value through other comprehensive income						
33,448	(18,794)	(47,973)	1,206,359	1,879,568	192,517	2,072,085
0	0	0	(44,336)	(44,336)	7,095	(37,241)
(12,216)	32,113	8,509	0	77,471	24,587	102,057
(12,216)	32,113	8,509	(44,336)	33,135	31,682	64,817
0	3,153	0	0	3,153	4,476	7,629
(5,597)	0	0	5,597	0	0	0
0	0	0	0	0	57,432	57,432
0	0	0	(31,676)	(31,676)	0	(31,676)
0	0	0	(144,243)	(144,243)	(150)	(144,393)
0	0	0	(175,918)	(175,918)	57,282	(118,636)
15,635	16,473	(39,463)	991,702	1,739,938	285,957	2,025,895
0	0	0	(620,695)	(620,695)	27,742	(592,953)
(2,662)	(17,415)	(3,315)	0	(55,175)	(11,353)	(66,527)
(2,662)	(17,415)	(3,315)	(620,695)	(675,870)	16,389	(659,480)
0	(2,420)	0	0	(2,420)	(1,597)	(4,017)
(2,605)	0	0	2,605	0	0	0
0	0	0	0	392,069	0	392,069
0	0	0	(1,248)	(1,248)	1,280	31
0	0	0	16,667	16,667	0	16,667
0	0	0	(28,750)	(28,750)	(250)	(29,000)
0	0	0	(13,331)	378,738	1,030	379,768
10,368	(3,362)	(42,779)	360,281	1,440,386	301,779	1,742,165

# Consolidated Statement of Cash Flows

for the period from January 1 to December 31, 2023

		EUR '000	
	Note	2023	2022
<b>Net profit/loss after tax</b>		<b>(592,953)</b>	<b>(37,241)</b>
+ Amortization of intangible assets, depreciation of property, plant and equipment and right-of-use assets and depletion of biological assets	(10)	781,771	227,589
+/- Change in the fair value of biological assets	(19)	(80,102)	(17,009)
- Income from the release of investment grants		(2,025)	(2,126)
+/- Change in non-current provisions		(2,050)	(13,162)
-/+ Income / expense from deferred taxes		(62,895)	(5,579)
+/- Change in current tax assets and liabilities		50,236	(15,495)
+/- Income from investments accounted for using the equity method		(4,048)	1,062
-/+ Other non-cash income / expenses	(33)	553	106,743
<b>Gross cash flow</b>		<b>88,488</b>	<b>244,783</b>
+/- Change in inventories		178,245	(295,952)
+/- Change in receivables		34,751	10,581
+/- Change in liabilities		(141,160)	(2,657)
<b>Change in working capital</b>		<b>71,836</b>	<b>(288,028)</b>
<b>Cash flow from operating activities</b>		<b>160,323</b>	<b>(43,246)</b>
- Acquisition of intangible assets, property, plant and equipment and biological assets		(267,834)	(698,894)
- Acquisition of corporate units	(3)	(15,731)	0
- Acquisition/Disbursement of financial assets and investments accounted for using the equity method		(14,225)	(303)
+ Proceeds from the sale of intangible assets, property, plant and equipment and biological assets		436	1,443
+ Proceeds from the sale/repayment of financial assets and the sale of investments accounted for using the equity method		5,846	10,368
<b>Cash flow from investing activities</b>		<b>(291,509)</b>	<b>(687,387)</b>
+ Cash proceeds from issuing shares	(26)	392,069	0
+ Capital injections to consolidated companies by non-controlling interests		0	56,673
- Dividends paid (including hybrid coupon)	(26)	(29,000)	(144,393)
+ Investment grants		1,616	1,469
+ Increase in other financial liabilities	(33)	226,640	258,907
- Repayment of bonds and private placements	(33)	0	(72,000)
- Repayment of other financial liabilities	(33)	(170,232)	(46,601)
<b>Cash flow from financing activities</b>		<b>421,094</b>	<b>54,056</b>
<b>Total change in liquid funds</b>		<b>289,908</b>	<b>(676,576)</b>
Liquid funds at the beginning of the year		446,873	1,113,279
Currency translation adjustment relating to liquid funds		(11,142)	10,170
<b>Liquid funds at the end of the year</b>		<b>725,639</b>	<b>446,873</b>
<b>Additional information on payments in the cash flow from operating activities:</b>			
Interest payments received		15,262	10,756
Interest payments made		120,409	74,631
Income taxes paid		15,770	48,474
Distributions received from investments accounted for using the equity method		2,680	840

# Notes to the Consolidated Financial Statements

as at December 31, 2023

## General information

### Note 1. Basic information

#### Description of the company and its business activities

Lenzing Aktiengesellschaft (Lenzing AG), which maintains its registered headquarters in 4860 Lenzing, Werkstrasse 2, Austria, is the parent company of the Lenzing Group (the “Group”). The shares of Lenzing AG are listed in the Prime Market Segment (since April 18, 2011) and in the ATX benchmark index (since September 19, 2011) of the Vienna Stock Exchange in Vienna, Austria.

The core shareholder of Lenzing AG as at December 31, 2023 is the B&C Group, which directly and indirectly holds an investment of around 52.25 percent (December 31, 2022: around 52.25 percent) in the share capital of Lenzing AG. The direct majority shareholder of Lenzing AG is B&C KB Holding GmbH, Vienna. The indirect majority shareholder of Lenzing AG, which prepares and publishes consolidated financial statements that include the Lenzing Group, is B&C Holding Österreich GmbH, Vienna. The ultimate parent company of the B&C Group, and therefore also of Lenzing AG, is B&C Privatstiftung, Vienna.

The core business of the Lenzing Group is the production and marketing of wood-based cellulosic fibers. The pulp required for production is manufactured for the most part in the Group's own plants and is supplemented by external purchases.

#### Basis of Reporting

The consolidated financial statements for the period from January 1 to December 31, 2023 were prepared in accordance with the International Financial Reporting Standards (IFRSs) and interpretations which were endorsed in the EU and required mandatory application as of the reporting date. The additional requirements of Section 245a Para. 1 of the Austrian Commercial Code (“Unternehmensgesetzbuch”) were also met.

The reporting currency is the euro (EUR), which is also the functional currency of Lenzing AG. The functional currency of the majority of the subsidiaries is the euro (EUR) or US-Dollar (USD). The figures shown in these consolidated financial statements and notes were rounded to the next thousand, unless indicated otherwise (“EUR '000”). The use of automatic data processing tools can lead to rounding differences in the addition of rounded amounts and percentage rates.

#### Measurement

Assets and liabilities are principally measured at amortized or depreciated cost. In contrast, other measurement methods are used for the following material positions:

- Biological assets are measured at their fair value.
- Provisions are measured at the present value of the expected settlement amount.
- Deferred tax assets and deferred tax liabilities are recognized at their nominal value. They are measured on the basis of the temporary differences existing as at the reporting date and the effective tax rate expected when the differences are realized.
- Derivative financial instruments and financial assets measured at fair value through profit or loss and at fair value through other comprehensive income are measured at their fair value.
- Puttable non-controlling interests are measured at fair value directly through retained earnings.

#### Estimation uncertainty and judgments

The Managing Board of Lenzing AG uses estimates, assumptions and judgments in preparing the IFRS consolidated financial statements. These estimates, assumptions and judgments are based on the circumstances as at the reporting date and have to some extent a significant effect on the presentation of the Group's financial position and financial performance. They involve the recognition and measurement of assets and liabilities, contingent receivables and liabilities, the reporting of cash flows and income and expenses (including other comprehensive income) as well as the presentation of disclosures in the notes.

## **Assumptions and estimates**

The following forward-looking assumptions and other major sources of estimation uncertainty as of the reporting date have a significant effect on these consolidated financial statements of the Lenzing Group:

- Intangible assets, property, plant and equipment and right-of-use assets (see note 10): determination of the recoverable amount in connection with impairment testing as defined in IAS 36 (impairment).
- Biological assets (see note 19): determination of fair value less costs to sell.
- Financial instruments (see note 35 and note 37): determination of fair values and expected credit losses.
- Provisions (see note 30): determination of the expected settlement amount and the net liability of the defined benefit pension and severance payment plans.
- Puttable non-controlling interests (see note 35): determination of fair value less costs to sell.
- Deferred taxes and receivables from current taxes (see note 29): assessment of the extent to which deferred tax assets (in particular, from loss carryforwards) can be utilized and assessment of the recoverability of receivables from current taxes.
- Research and development expenses (see note 17): assessment of eligibility for capitalization and impairment of development expenses.

Assumptions and estimates are based on experience and other factors that are considered relevant by the Managing Board. However, the amounts actually realized can deviate from these assumptions and estimates if general conditions develop in a different way than the expectations as at the reporting date.

## **Judgments when applying accounting policies**

The application of accounting policies by the Lenzing Group included the following major judgments that have a material effect on these consolidated financial statements:

- Receivables under factoring agreements (see note 35, section "Transfer of financial assets (sale of receivables/factoring)": assessment of the requirements for derecognition as defined in IFRS 9).
- Liabilities under reverse factoring agreements (see note 31): assessment of the requirements for derecognition as defined in IFRS 9 (financial instruments).
- Full consolidation and equity method (see note 3, note 35 and note 41): assessment of the existence of control over subsidiaries and assessment of the existence of joint control or significant influence. Application of the present access method to puttable non-controlling interests.
- Receivables from the sale of and measurement of investments accounted for using the equity method (see note 21): Assessment of the recoverability of the receivables from the partial disposal and the interest in EQUI-Fibres Beteiligungsgesellschaft mbH (EFB), Kelheim, Germany.
- Evidence of impairment (see note 10): evaluation of indications of impairment resp. for impaired cash-generating units evaluation of the occurrence of material changes in comparison with the previous year.

## **Impact of climate change on estimation uncertainties and judgments**

The Lenzing Group is committed to the ecologically responsible production of fibers from the renewable raw material wood. Innovation, sustainability and the circular economy lie at the core of Lenzing's corporate strategy. The implementation of climate targets in line with the corporate strategy was one of the focus areas of the Lenzing Group's investment activities in the 2023 financial year. In this context, the Lenzing Group is continuously working on utilizing raw materials more efficiently, improving production processes and making recycled used textiles usable for fiber production. Current developments and measures relating to climate change and sustainability do not lead to fundamental changes to assumptions and estimates in terms of financial accounting. The Managing Board estimates the potential impact of climate-related opportunities and risks on the IFRS consolidated financial statements as follows:

- Useful lives of assets (see note 18): The Lenzing Group has evaluated the extent to which the useful lives of property, plant and equipment could be affected by climate-related risks. In particular, an assessment was made as to whether, on the basis of existing and announced legal and regulatory requirements, the potential pollution from individual industrial plants (for example, by exceeding emission limits) poses a risk for the granting of operating permits. No influence of external or internal obligations on useful lives was derived.
- Impairment of assets (see note 10, section "Impairment tests of intangible assets, property, plant and equipment, right-of-use assets and cash-generating units (CGUs)": The short- and medium-term financial planning and consequently the impairment tests are based on the Lenzing Group's sustainable strategy and the sustainable business model. The short- and medium-term financial plans of the individual CGUs take appropriate account of assumptions regarding climate-related factors in capital expenditure programs (CAPEX), technologies and production processes for achieving the Group's internal climate targets, and the ecologically sustainable product mix based upon these.
- Provisions and contingent liabilities (see note 30 und note 40): In the 2023 financial year, no new obligations arose in the Lenzing Group from climate protection laws and/or climate regulations that would have required the formation of a provision or the disclosure of a contingent liability. No obligations exist to recultivate existing properties.
- Biological assets (see note 19): The measurement of the biological asset requires assumptions relating to the growth rates of mature timber. The growth rates are in turn dependent on the climatic conditions in the Minas Gerais region of Brazil. Climate change may lead to changes in the growth behavior of mature timber (e.g. accelerated or slowed growth), and thereby to the adjustment of growth assumptions in the valuation of the biological asset.

## Note 2. Changes in accounting policies

The accounting policies applied by the Lenzing Group in 2023 remained unchanged in comparison with the previous financial year, with the exception of the changes described in this section.

### Mandatory changes in accounting policies

The following new and amended standards and interpretations were adopted into EU law and required mandatory application by the Lenzing Group beginning with the 2023 financial year:

Standards/interpretations	Publication by the IASB	Mandatory application according to IASB for financial years from		Adopted by the EU as at 31/12/2023
		18/05/2017	01/01/2023	
IFRS 17 Insurance Contracts	18/05/2017	01/01/2023	yes	
IFRS 17 Initial Application of IFRS 17 and IFRS 9 – Comparative Information	09/12/2021	01/01/2023	yes	
IAS 1 Disclosure of Accounting Policies	12/02/2021	01/01/2023	yes	
IAS 8 Definition of Accounting Estimates	12/02/2021	01/01/2023	yes	
IAS 12 Deferred Tax related to Assets and Liabilities arising from a Single Transaction	07/05/2021	01/01/2023	yes	
IAS 12 International Tax Reform – Pillar Two Model Rules	23/05/2023	01/01/2023	yes	

The new or amended standards and interpretations applicable as of January 1, 2023 did not result in any significant changes to the consolidated financial statements of the Lenzing Group.

The following new or amended standards and interpretations had been published by the IASB prior to the preparation of these consolidated financial statements, but did not require mandatory application by the Lenzing Group for financial years beginning on or before January 1, 2023:

Standards/interpretations	Publication by the IASB	Mandatory application according to IASB for financial years from	Adopted by the EU as at 31/12/2023
IFRS 10, IAS 28 Sale or contribution of assets between an investor and its associate or joint venture	11/09/2014	unknown <sup>1</sup>	no
IFRS 14 Regulatory Deferral Accounts	30/01/2014	01/01/2016	no <sup>2</sup>
IFRS 16 Lease Liability in a Sale and Leaseback	22/09/2022	01/01/2024	yes
IAS 1 Classification of liabilities as current or non-current	23/01/2020	01/01/2024	yes
IAS 1 Classification of debt with covenants as current or non-current	31/10/2022	01/01/2024	yes
IAS 7, IFRS 7 Disclosures on Supplier Finance Arrangements	25/05/2023	01/01/2024	no
IAS 21 The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability	15/08/2023	01/01/2025	no

<sup>1</sup> The IASB has deferred the effective date of this standard indefinitely.

<sup>2</sup> The European Commission does not recommend the adoption of interim standard IFRS 14 into EU law at the present time.

The other aforementioned new or amended standards and interpretations were not adopted early by the Lenzing Group. They are either not relevant for the Group or do not have a material impact on the earnings, assets, liabilities and cash flows, as well as the presentation of disclosures in the notes to the consolidated financial statements of the Lenzing Group. The amendments to IAS 7, IFRS 7 (Disclosure of Supplier Finance Arrangements) supplement the existing disclosures in the notes to the financial statements by requiring companies to provide additional qualitative and quantitative information about financing arrangements with suppliers.

The application of these standards and interpretations is generally planned following their endorsement by the EU.

### Voluntary changes in accounting policies

No voluntary changes to accounting policies were applied in the 2023 and 2022 financial years.

## Note 3. Consolidation

### Scope of consolidation

The consolidated financial statements of the Lenzing Group include Lenzing AG, as the parent company, and its subsidiaries, all on the basis of financial statements as at December 31, 2023.

The number of companies included in the scope of consolidation developed as follows:

#### Development of the number of consolidated companies (incl. parent company)

	2023		2022	
	Full- consolidation	Equity	Full- consolidation	Equity
As at 01/01	27	7	28	7
Included in consolidation for the first time during the year	2	0	0	0
Merged during the year	0	0	(1)	0
Deconsolidated during the year	(1)	0	0	0
As at 31/12	28	7	27	7
Thereof in Austria	7	3	7	3
Thereof abroad	21	4	20	4

A list of the group companies as at December 31, 2023 is provided in note 41. The most important group companies produce and market wood-based cellulosic fibers (Segment Division Fiber) and, in some cases, pulp (Segment Division Pulp).

The previously fully consolidated subsidiary Lenzing E-commerce (Shanghai) Co, Ltd, Shanghai, China, was liquidated and deconsolidated in March 2023.

With effect as at June 1, 2023, the Lenzing Group acquired a biomass power plant to supply the Heiligenkreuz production site. This strategic investment reduces dependence on fossil fuels and strengthens the Heiligenkreuz site as an industrial location. With the acquisition of this biomass power plant, the Lenzing Group is accelerating its transition to renewable energies and thereby also speeds up the achievement of its climate targets in accordance with its sustainability strategy.

Fair value of the assets and liabilities at the acquisition date	EUR '000
Intangible assets, property, plant and equipment, right-of-use assets	18,053
Inventories	1,130
Liabilities	(1,453)
<b>Identifiable assets less liabilities (net assets)</b>	<b>17,731</b>

The goodwill of EUR 719 thousand arising from the transaction reflects the expected strategic benefits from energy independence at the Heiligenkreuz production site and its contribution to carbon reduction, as anchored within the corporate strategy.

The output of the biomass power plant is harnessed internally and consequently does not generate any additional revenue for the Lenzing Group. In addition, the biomass power plant is fully integrated with the operational production site in Heiligenkreuz. As a consequence, it does not generate separate earnings.

The consideration transferred comprises the purchase price of EUR 17,731 thousand and a contingent consideration whose fair value on the acquisition date amounted to EUR 934 thousand. Of the purchase price in the amount of EUR 17,731 thousand, EUR 15,731 thousand was paid in cash in 2023. The remaining amount of EUR 2,000 thousand is due in more than one year.

Under the contingent consideration agreement, the Lenzing Group is obligated to pay a capped amount to the former owner of the biomass power plant until 2026, depending on the future trend in the average gas price (TTF ICE). A minimum amount was not set, although the maximum amount was fixed at EUR 12,500 thousand. The fair value of the contingent consideration was estimated by means of option valuation using an arbitrage-free Monte Carlo model approach. The calculated fair value would increase (decrease) particularly if the gas price (TTF ICE) increases (decreases).

As of December 31, 2023, a reduction in the contingent consideration of EUR 57 thousand was recognized in profit and loss under income from non-current and current financial assets and liabilities, as the fair value of the contingent consideration decreased by this amount (see note 13). The contingent consideration is recognized on the consolidated balance sheet under other liabilities.

In June 2023, the subsidiary Lenzing Germany GmbH, Münchberg, Germany, was founded and included in the scope of consolidation.

In July 2023, the subsidiary Lenzing Italy S.r.l., Rome, Italy, was founded and included in the scope of consolidation.

In January 2022, the subsidiary Reality Paskov s.r.o., Paskov, Czech Republic, was merged with Lenzing Biocel Paskov a.s., Paskov, Czech Republic.

### Basis of consolidation

Subsidiaries are companies controlled by the parent company. The Lenzing Group decides individually for each acquisition whether the non-controlling interests in the acquired subsidiary will be recognized at fair value or based on the proportional share of the acquired net assets. On acquisition, non-controlling interests are measured at fair value or the corresponding share of recognized net assets and are reported under equity and comprehensive income as "non-controlling interests".

Lenzing AG holds a majority interest of 51 percent and thereby controls LD Celulose S.A., Indianópolis, Brazil. The Dexco Group holds a 49 percent interest in LD Celulose S.A. and a put option to sell its shares (puttable non-controlling interests). Lenzing AG applies the present access method for the accounting of the liability deriving from puttable non-controlling interests. Accordingly, the Dexco Group's non-controlling interest in LD Celulose S.A. continues to be recognized in equity, and additionally a financial liability for puttable non-controlling interests is recognized (see note 35). The liability is subsequently measured at fair value directly in retained earnings.

The investments in associates and joint ventures are accounted for by applying the equity method.

The Lenzing Group wholly owns an insurance cell of White Rock Insurance (Europe) Protected Cell Company Limited, La Valletta, Malta. This company has an insurance concession and enables the Lenzing Group to administer its operationally necessary insurance policies more effectively. The insurance cell essentially holds cash and cash equivalents. It is classified as a structured entity, and fully consolidated.

Structured entities include those assets and liabilities that are held by the Lenzing Group

The reporting currency of Lenzing AG and the Lenzing Group is the euro. The subsidiaries prepare the annual financial statements in their functional currency. The functional currency is the currency of the primary economic environment in which the respective company operates. With the exception of the subsidiaries mentioned below, the functional currency is the currency of the country or region where the subsidiary is located. The US dollar is the functional currency for LD Celulose S.A., Indianópolis, Brazil, Lenzing (Thailand) Co., Ltd, Prachinburi, Thailand, Lenzing Singapore Pte. Ltd, Singapore, Republic of Singapore, and PT. South Pacific Viscose, Purwakarta, Indonesia.

The following key exchange rates were used for translation into the reporting currency euro:

#### Exchange rates for key currencies

Unit	Currency	2023		2022	
		End of the year	Average	End of the year	Average
1 EUR	USD US Dollar	1.1050	1.0816	1.0666	1.0539
1 EUR	British Pound	0.8691	0.8699	0.8869	0.8526
1 EUR	Czech Koruna	24.7240	24.0006	24.1160	24.5602
1 EUR	Renminbi Yuan	7.8509	7.6591	7.3582	7.0801
1 EUR	Brazilian Real	5.3618	5.4016	5.6386	5.4432

For the sales company Lenzing Elyaf Anonim Şirketi, Istanbul, Turkey, hyperinflation accounting in accordance with IAS 29 was applied for the first time for the 2023 financial year. The first-time adjustment of the carrying amounts of non-monetary assets and liabilities based on a general price index was recognized directly in retained earnings and amounts to EUR 31 thousand. Gains and losses deriving from ongoing hyperinflation effects on non-monetary assets and liabilities as well as equity are recognized in other operating income or expenses in the income statement. The financial statements are based on the historical cost concept. The price index in Turkey as at December 31, 2023, amounted to 2,915.02 (December 31, 2022: 2,021.19).

## Note 4. Segment report

The reportable segments are the “Division Fiber”, “Division Pulp” and “Others”. The Lenzing Group classifies its segments based on the differences between their products, which require individual technologies and market strategies.

The Division Fiber produces all three generations of wood-based cellulosic fibers and markets them under the product brands TENCEL™, VEOCEL™, LENZING™ ECOVERO™ and LENZING™. The products made from lyocell, modal and viscose fibres are used for the production of textiles as well as nonwovens and special applications.

The Division Pulp produces and procures dissolving pulp, which is the necessary primary and intermediate product for fiber production. The pulp is used for the company's own cellulosic fiber production and marketed externally. The fiber and pulp production systems are used and managed independently of each other.

“Others” mainly includes central headquarters functions, overarching activities and the business activities of BZL – Bildungszentrum Lenzing GmbH, Lenzing (training and personnel development).

## Information on business segments

EUR '000

2023	Division Fiber	Division Pulp	Others	Segment total	Recon- ciliation	Group
Revenue from external customers	1,841,007	676,132	4,028	2,521,167	0	<b>2,521,167</b>
Inter-segment revenue	9,624	371,308	0	380,932	(380,932)	<b>0</b>
Total revenue	<b>1,850,630</b>	<b>1,047,440</b>	<b>4,028</b>	<b>2,902,099</b>	<b>(380,932)</b>	<b>2,521,167</b>
EBITDA (segment result)	(98,701)	462,097	(65,677)	297,719	5,599	<b>303,318</b>
EBIT	(683,765)	284,630	(82,894)	(482,029)	5,601	<b>(476,428)</b>
Amortization of intangible assets, depreciation of property, plant and equipment and right-of-use assets and depletion of biological assets	586,571	177,691	17,512	781,773	(2)	<b>781,771</b>
Thereof impairment	464,906	0	0	464,906	0	<b>464,906</b>
Income from investments accounted for using the equity method	(4,258)	2,803	8,183	6,728	0	<b>6,728</b>
Other material non-cash income and expenses	(37,742)	(72,691)	24,521	(85,912)	0	<b>(85,912)</b>
CAPEX	181,138	84,405	5,924	271,466	12,099	<b>283,565</b>
EBITDA margin <sup>1</sup>	(5..3)%	44.1 %	n/a	10.3 %	-	<b>12.0 %</b>
EBIT margin <sup>2</sup>	(36.9)%	27.2 %	n/a	(16.6)%	-	<b>(18.9)%</b>

1) EBITDA margin = EBITDA (operating result before depreciation and amortization) in relation to total revenue (here: according to segment reporting).

2) EBIT margin = EBIT (operating result) in relation to total revenue (here: according to segment reporting).

## Information on business segments (previous year)

EUR '000

2022	Division Fiber	Division Pulp	Others	Segment total	Recon- ciliation	Group
Revenue from external customers	2,093,762	466,900	5,029	2,565,692	0	<b>2,565,692</b>
Inter-segment revenue	11,017	485,134	0	496,151	(496,151)	<b>0</b>
Total revenue	<b>2,104,779</b>	<b>952,035</b>	<b>5,029</b>	<b>3,061,843</b>	<b>(496,151)</b>	<b>2,565,692</b>
EBITDA (segment result)	32,923	309,968	(100,305)	242,587	(671)	<b>241,916</b>
EBIT	(92,752)	221,134	(111,241)	17,142	(689)	<b>16,453</b>
Amortization of intangible assets, depreciation of property, plant and equipment and right-of-use assets and depletion of biological assets	127,209	89,237	11,125	227,571	18	<b>227,589</b>
Income from investments accounted for using the equity method	(1,198)	(4,126)	5,102	(222)	0	<b>(222)</b>
Other material non-cash income and expenses	62,602	(18,605)	17,859	61,857	0	<b>61,857</b>
CAPEX	246,188	437,182	7,061	690,432	8,462	<b>698,894</b>
EBITDA margin <sup>1</sup>	1.6 %	32.6 %	n/a	7.9 %	-	<b>9.4 %</b>
EBIT margin <sup>2</sup>	(4.4)%	23.2 %	n/a	0.6 %	-	<b>0.6 %</b>

1) EBITDA margin = EBITDA (operating result before depreciation and amortization) in relation to total revenue (here: according to segment reporting).

2) EBIT margin = EBIT (operating result) in relation to total revenue (here: according to segment reporting).

The other significant non-cash operating expenses and income relate to non-cash measurement effects from biological assets, receivables, inventories and provisions.

The performance of the segments and the Group is measured by EBITDA (earnings before interest, tax, amortization of intangible assets, depreciation on property, plant and equipment and right-of-use assets and depletion of biological assets and before income from the release of investment grants).

The following table shows the reconciliation of earnings before interest and tax (EBIT) to the earnings before interest, tax, depreciation and amortization (EBITDA) and to the earnings before tax (EBT):

<b>Reconciliation of earnings before interest and tax (EBIT) to the earnings before interest, tax, depreciation and amortization (EBITDA) and to the earnings before tax (EBT)</b>		<b>EUR '000</b>
	<b>2023</b>	<b>2022</b>
Earnings before interest and tax (EBIT)	(476,428)	16,453
Amortization of intangible assets, depreciation of property, plant and equipment and right-of-use assets and depletion of biological assets	781,771	227,589
Income from the release of investment grants	(2,025)	(2,126)
Earnings before interest, tax, depreciation and amortization (EBITDA)	303,318	241,916
Segment amortization and depreciation	(781,773)	(227,571)
Consolidation	2	(18)
Income from the release of investment grants	2,025	2,126
Earnings before interest and tax (EBIT)	(476,428)	16,453
Financial result	(109,202)	(26,512)
<b>Earnings before tax (EBT)</b>	<b>(585,630)</b>	<b>(10,059)</b>

The carrying amounts for segment reporting are based on the same accounting policies applied to the IFRS consolidated financial statements.

## Information on products and services

Revenue from external customers can be classified by products and services as follows:

<b>Revenue from external customers by products and services</b>		<b>EUR '000</b>
	<b>2023</b>	<b>2022</b>
Wood-based cellulosic fibers	1,753,472	2,013,761
Co-products of fiber production	61,134	55,917
Mechanical and plant engineering, engineering services and others	26,401	24,084
Division Fiber	1,841,007	2,093,762
Pulp	529,458	272,065
Biorefinery-products and energy	110,209	160,323
Wood and other	36,465	34,512
Division Pulp	676,132	466,900
Others	4,028	5,029
<b>Revenue as per consolidated income statement</b>	<b>2,521,167</b>	<b>2,565,692</b>

No single external customer is responsible for more than 10 percent of external revenue.

## Information on geographic regions

The following table provides a classification of revenue from external customers by sales market by geographic area.

<b>Revenue from external customers by geographic regions</b>	<b>EUR '000</b>	
	<b>2023</b>	<b>2022</b>
Austria	94,179	132,345
Europe (excl. Austria, incl. Turkey)	625,909	744,880
Asia	1,563,430	1,433,169
America (North, Central and South America)	223,264	239,718
Rest of the world	14,386	15,580
<b>Revenue as per consolidated income statement</b>	<b>2,521,167</b>	<b>2,565,692</b>

Revenue is allocated according to the geographic region of the customer.

The following table shows non-current assets (excluding financial instruments and tax assets; reconciled to the consolidated figures for total non-current assets), total assets and acquisition of intangible assets, property, plant and equipment and biological assets and acquisition of corporate units (CAPEX) by geographic region:

	Information on non-current assets, total assets and CAPEX by geographic regions			EUR '000	
	Non-current assets		Total assets		CAPEX
	31/12/2023	31/12/2022	31/12/2023	31/12/2022	31/12/2023
Austria	816,178	983,437	1,347,287	1,614,939	98,821
Europe (excl. Austria, incl. Turkey)	204,431	195,879	309,833	345,322	36,151
Asia	665,551	954,894	923,699	1,244,721	97,100
America (North, Central and South America)	1,642,109	1,672,835	1,797,937	1,808,954	51,493
<b>Subtotal</b>	<b>3,328,269</b>	<b>3,807,045</b>	<b>4,378,757</b>	<b>5,013,937</b>	<b>283,565</b>
Reconciliation to consolidated figures	85,778	46,589	835,806	511,065	0
<b>Consolidated total</b>	<b>3,414,046</b>	<b>3,853,634</b>	<b>5,214,563</b>	<b>5,525,002</b>	<b>283,565</b>
					<b>698,894</b>

The above amounts cover all segments of the Lenzing Group. Additional information on the segments is provided in the management report of the Lenzing Group as at December 31, 2023.

# Notes on the Consolidated Income Statement

## Note 5. Revenue

The breakdown of revenue is shown in the segment report (see note 4, in particular information on products and services as well as geographic regions).

Revenue results exclusively from contracts with customers in accordance with IFRS 15 (Revenue from Contracts with Customers). Revenue comprises all income generated by the typical business activities of the Lenzing Group.

Income is recognized at a point in time, and thus when ownership of the product has been transferred to the customer (i.e. with the transfer of risks), the amount of income and the related costs can be reliably determined and the economic benefits from the transaction will probably flow to the Group.

Since all performance obligations in the Lenzing Group have a term of a maximum of one year, the remaining performance obligations are not disclosed.

Contract liabilities are presented under other liabilities and consist of down payments received of EUR 12,198 thousand (December 31, 2022: EUR 12,298 thousand) and accruals for discounts and rebates of EUR 4,525 thousand (December 31, 2022: EUR 2,976 thousand) (see note 32). The amount of EUR 12,113 thousand included in contract liabilities as at December 31, 2022 has been recognized as revenue in 2023 (2022: EUR 16,330 thousand).

## Note 6. Functional costs

### Cost of sales

The cost of sales mainly relates to the cost of materials and other purchased manufacturing services, gains and losses from changes in the fair value of biological assets, personnel expenses, depreciation and amortization and other operating expenses, in particular expenses for maintenance and repair, other third-party services and expenses for waste disposal. The expenses for maintenance and repair amount to EUR 63,187 thousand (2022: EUR 52,894 thousand) and for maintenance material and cleaning to EUR 113,942 thousand (2022: EUR 105,855 thousand).

### Selling expenses

Selling expenses mainly relate to personnel expenses and other operating expenses, particularly expenses for outbound freight as well as rental and leasing expenses.

### Administrative expenses

Administrative expenses mainly relate to personnel expenses and other operating expenses, in particular legal, audit and consulting expenses.

### Research and development expenses

Research and development expenses mainly relate to personnel expenses and other operating expenses, in particular filing and defense costs for patents and trademarks. Research and development expenses include amortization of intangible assets, depreciation of property, plant and equipment and right-of-use assets, and depletion of biological assets amounting to EUR 53,482 thousand (2022: EUR 4,206 thousand) and income from the release of investment grants amounting to EUR 140 thousand (2022: EUR 177 thousand). In the 2023 financial year, research and development expenses in the Lenzing Group according to the Frascati scheme of computation in the amount of EUR 31,634 thousand (2022: EUR 34,817 thousand) were incurred.

## Note 7. Other operating income and expenses

Other operating income consists of the following:

Other operating income	EUR '000	
	2023	2022
Income from green energy bonus	919	13,623
Income from recharging of services and other products	20,448	15,042
Income from the release of deferred income for emission certificates and from subsidies and the sale of emission certificates	79,115	23,406
Rental income	5,901	5,645
Foreign currency gains	0	4,922
Sundry	2,270	10,457
<b>Total</b>	<b>108,653</b>	<b>73,096</b>

EU emission certificates were sold in the 2023 financial year (see note 27).

The other operating expenses amount to EUR 19,982 thousand (2022: EUR 6,649 thousand) and mainly relate to foreign currency losses of EUR 17,186 thousand (2022: EUR 0 thousand).

## Note 8. Cost of material and other purchased services

The cost of material and other purchased services comprises the following:

Cost of material and other purchased services	EUR '000	
	2023	2022
Material	1,190,680	1,434,476
Other purchased services	225,542	305,207
<b>Total</b>	<b>1,416,222</b>	<b>1,739,683</b>

The cost of material comprises primarily the input factors consumed, i.e. pulp (and wood for the internal production of pulp), key chemicals (particularly caustic soda, carbon disulfide, and sulphuric acid) and merchandise. The cost of purchased services is related mainly to the consumption of energy.

The cost of the raw material and supplies consumed during the year is based on the weighted average cost method.

## Note 9. Personnel expenses

The following table shows the composition of personnel expenses:

Personnel expenses	EUR '000	
	2023	2022
Wages and salaries	354,310	332,366
Expenses for severance payments and gratuity	7,502	21,145
Retirement benefit expenses	9,716	8,759
Statutory social security expenses	89,829	85,104
Other employee-related costs	9,891	9,700
<b>Total</b>	<b>471,248</b>	<b>457,074</b>

In the 2023 financial year, government grants of EUR 1,087 thousand (2022: EUR 975 thousand) in connection with short-term work assistance of Austria were offset against personnel expenses and recognized in profit or loss. The main condition for short-time working assistance is the temporary reduction of working hours of certain employees. In the 2023 financial year, the Lenzing Group utilized such grants from January to June (2022: October to December).

Severance payment expense chiefly includes expenses for the statutory obligations of Lenzing AG subsidiaries towards their employees, as well as voluntary severance payments and indemnities in the course of restructuring (see note 30).

The number of employees in the Lenzing Group is as follows:

### Number of employees (Full-time equivalents)<sup>1</sup>

	2023	2022
Average	7,751	7,833
As at 31/12	7,917	7,931

<sup>1)</sup> The number of employees has been reported on the basis of full-time equivalents since the third quarter of the 2023 financial year. Until the third quarter of the 2023 financial year, the figures were based on the number of individuals.

The following table shows the number of employees in Lenzing AG and the Austrian subsidiaries of the Lenzing Group:

### Average number of employees in Austria (Full-time equivalents)<sup>1</sup>

	2023	2022
Hourly workers	1,757	1,783
Salaried employees	1,411	1,456
<b>Total</b>	<b>3,168</b>	<b>3,239</b>

<sup>1)</sup> The number of employees has been reported on the basis of full-time equivalents since the third quarter of the 2023 financial year. Until the third quarter of the 2023 financial year, the figures were based on the number of individuals.

## Note 10. Amortization of intangible assets, depreciation of property, plant and equipment and right-of-use assets and depletion of biological assets

Amortization of intangible assets and depreciation of property, plant and equipment, right-of-use assets and depletion of biological assets include the following:

Amortization of intangible assets, depreciation of property, plant and equipment and right-of-use assets and depletion of biological assets	EUR '000	
	2023	2022
Amortization and depreciation	265,589	205,882
Depletion	51,276	21,707
Impairment	464,906	0
<b>Total</b>	<b>781,771</b>	<b>227,589</b>

Of the impairment losses of EUR 464,906 thousand, EUR 413,583 thousand are recognized in the cost of sales, EUR 2,847 thousand in selling expenses, EUR 641 thousand in administrative expenses and EUR 47,835 thousand in research and development expenses.

## **Impairment tests of intangible assets, property, plant and equipment, right-of-use assets and cash-generating units (CGUs)**

If there is an indication of impairment in accordance with IAS 36, intangible assets, property, plant and equipment and right-of-use assets as well as cash-generating units (CGUs) are tested for impairment. A qualitative and quantitative analysis is performed at the reporting dates for all consolidated financial statements and interim consolidated financial statements to determine whether there are any indications of impairment or any material year-on-year changes in impaired CGUs. This analysis is based on criteria defined by the management of Lenzing AG. Intangible assets, property, plant and equipment and right-of-use assets allocated to a CGU that includes goodwill are tested during the annual impairment testing of goodwill. The CGUs in the Lenzing Group represent, above all, the individual production sites.

The Lenzing Group initially determines the recoverable amount based on the applicable fair value less costs of disposal. The budget is approved by the Management Board and the Supervisory Board. The medium-term plans for the subsequent four years are approved by the Management Board and acknowledged by the Supervisory Board. These plans are the starting point for the cash flow projections on a post-tax basis to determine the fair value less costs of disposal. As a matter of principle, the management prepares planning accounts over a detailed planning period of five years. If the steady state is not already achieved at the end of the five-year detailed planning period, this period will be extended until a steady state of cash flows can be assumed. Subsequently, a perpetuity growth rate reflecting a sustainable long-term growth rate is applied after the detailed planning period. The estimate for the sustainable long-term growth rate generally equals half of the inflation rate expected in the relevant country during the next few years, as projected by an international economic research agency. This value usually tends to offset general inflation. A growth-related retention of financial surpluses in the perpetual annuity is taken into consideration in the planning calculations. The planned/projected cash flows are discounted to their present value with a discounted cash flow method. Fair value measurement is classified in full as level 3 of the fair value hierarchy because key input factors (in particular, cash flows) cannot be observed on the market. The applied discount rate is calculated on an individual basis using the capital asset pricing model (CAPM) and represents a composite figure (weighted average cost of capital – WACC) that combines the average interest rate for debt and the anticipated return on equity employed. After-tax WACCs ranging from 8.8 percent to 9.8 percent were used in 2023 (2022: 7.6 percent to 9.4 percent).

The WACCs were, for the most part, determined on the basis of externally available capital market data for comparable companies (in particular, to determine the risk premium). The planning and forecasts of free cash flows are based, above all, on internal and external assumptions for the expected development of selling prices and volumes (especially for fibers and cellulose) and the related costs (in particular, raw materials like cellulose, wood and energy plus labor and taxes), including the expected market environment and market positioning. Other input factors include anticipated investments and the changes in working capital. These internal assumptions are based on past experience, current operating results and the assessment of future developments. They are supplemented by external market assumptions such as sector-specific market studies and economic outlooks.

Due to capital markets trends, the fair value of the equity reduced to below its carrying amount in the fourth quarter of 2023 as well as in the previous year, triggering an indication of impairment for all cash-generating units.

In the financial year under review, a total of EUR 464,906 of impairment losses in accordance with IAS 36 were recognized for individual CGUs. No impairments of CGUs in accordance with IAS 36 were recognized in the 2022 financial year.

## **Impairment test of the CGU Fiber Site China**

CGU Fiber Site China produces viscose and modal fibers in Nanjing, China. The carrying amounts of the intangible assets, property, plant and equipment and right-of-use assets of the CGU Fiber Site China impaired in previous years totaled EUR 147,691 thousand at December 31, 2023 (December 31, 2022: EUR 59,159 thousand). This amount includes accumulated impairment losses of EUR 6,212 thousand (December 31, 2022: EUR 9,386 thousand) from the previous impairment tests.

The deterioration of the market environment has led to substantial losses for the Fiber Site China CGU. The recoverable amount (EUR 129,021 thousand) resulted in an impairment requirement of EUR 22,605 thousand for the CGU. Land and buildings of EUR 8,353 thousand and technical equipment, machinery, operating and office equipment of EUR 14,252 thousand were impaired. All assets are allocated to the Fiber Division segment.

The carrying amounts would increase/decrease in particular if planned EBITDA or the weighted average cost of capital (WACC) decreases (increases). A discount rate (WACC) of 9.2 percent (2022: 8.9 percent) is applied in order to calculate fair value less costs of disposal. In the event of an increase (decrease) in planned EBITDA by 1 percent, the calculated recoverable amount would increase (decrease) by EUR 3,444 thousand. If the weighted average cost of capital (WACC) decreases (increases) by 0.25 percentage points, the recoverable amount will increase by EUR 5,481 thousand or decrease by EUR 5,190 thousand.

## **Impairment test of the CGU Fiber Site Indonesia**

CGU Fiber Site Indonesia produces viscose fibers in Purwakarta, Indonesia. The deterioration of the market environment has led to substantial losses for the Fiber Site Indonesia CGU. The recoverable amount (EUR 149,480 thousand) resulted in an impairment requirement of EUR 209,591 thousand for the CGU. Land and buildings of EUR 64,708 thousand and technical equipment, machinery, operating and office equipment of EUR 144,885 thousand were impaired. All assets are allocated to the Fiber Division segment.

The carrying amounts would increase/decrease in particular if planned EBITDA or the weighted average cost of capital (WACC) decreases (increases). A discount rate (WACC) of 10.4 percent (2022: 10.2 percent) is applied in order to calculate fair value less costs of disposal. In the event of an increase (decrease) in planned EBITDA by 1 percent, the calculated recoverable amount would increase (decrease) by EUR 5,309 thousand. If the weighted average cost of capital (WACC) decreases (increases) by 0.25 percentage points, the recoverable amount will increase by EUR 6,768 thousand or decrease by EUR 6,422 thousand.

## **Impairment test of the CGU Fiber Site Lenzing**

The CGU Fiber Site Lenzing produces viscose, modal, and lyocell fibers in Lenzing, Austria. The deterioration of the market environment has led to substantial losses for the Fiber Site Lenzing CGU. The recoverable amount (EUR 845,315 thousand) resulted in an impairment requirement of EUR 70,883 thousand for the CGU.

The carrying amounts would increase/decrease in particular if planned EBITDA or the weighted average cost of capital (WACC) decreases (increases). A discount rate (WACC) of 8.8 percent (2022: 8.3 percent) is applied in order to calculate fair value less costs of disposal. In the event of an increase (decrease) in planned EBITDA by 1 percent, the calculated recoverable amount would increase (decrease) by EUR 17,569 thousand. If the weighted average cost of capital (WACC) decreases (increases) by 0.25 percentage points, the recoverable amount will increase by EUR 37,164 thousand or decrease by EUR 35,045 thousand.

As the further development of additional lyocell fiber applications is no longer considered highly probable in the near future, an additional impairment requirement was identified for the internally generated intangible assets and property, plant and equipment recognized in this context. This is also the key assumption when determining the recoverable amount. As both the fair value less costs of disposal and the value in use are estimated at EUR 0 thousand for these assets, an impairment loss of EUR 95,469 thousand was recognized.

In total, at the CGU Fiber Site Lenzing, internally generated intangible assets of EUR 21,204 thousand, concessions and rights of EUR 116 thousand, land and buildings of EUR 1,578 thousand, technical equipment, machinery, operating, and office equipment of EUR 126,438 thousand, and advance payments and assets under construction of EUR 17,016 thousand, were impaired. All assets are allocated to the Fiber Division segment.

## **Impairment test of the CGU Fiber Site Thailand**

CGU Fiber Site Thailand produces lyocell fibers in Prachinburi, Thailand. The deterioration of the market environment has led to substantial losses for the Fiber Site Thailand CGU. Furthermore, the expansion of additional lyocell fiber capacities in the near future was no longer considered highly probable. The recoverable amount (EUR 398,516 thousand) led to a shortfall of EUR 25,916 thousand in relation to carrying amounts.

The carrying amounts would increase/decrease in particular if planned EBITDA or the weighted average cost of capital (WACC) decreases (increases). A discount rate (WACC) of 9.2 percent (2022: 8.9 percent) is applied in order to calculate fair value less costs of disposal. In the event of an increase (decrease) in planned EBITDA by 1 percent, the calculated recoverable amount would increase (decrease) by EUR 5,429 thousand. If the weighted average cost of capital (WACC) decreases (increases) by 0.25 percentage points, the recoverable amount will increase by EUR 9,548 thousand or decrease by EUR 9,114 thousand.

Moreover, an impairment requirement was identified in relation to down payments rendered and assets under construction, which were intended for the expansion of additional lyocell fiber capacities, which is however no longer considered highly probable in the near future. This is also the key assumption when determining the recoverable amount. As both the fair value less costs of disposal and the value in use are estimated at EUR 0 thousand for these assets, an impairment loss of EUR 19,927 thousand was recognized.

In total, land and buildings of EUR 19,489 thousand, technical equipment, machinery, operating, and office equipment of EUR 6,426 thousand, and advance payments and assets under construction of EUR 19,927 thousand were impaired. All assets are allocated to the Fiber Division segment.

## **Impairment test of the CGU Fiber Site USA**

Since the temporary halt to the construction of additional lyocell capacities in Mobile, Alabama, USA, in the 2018 financial year, the Managing Board has regularly evaluated whether any uncertainties exist regarding the future usability of the assets when the project is resumed. As the expansion of additional lyocell fiber capacities is no longer considered highly probable in the near future, an impairment requirement was identified in relation to the assets under construction of the CGU Fiber Site USA, which were intended for this expansion. This is also the key assumption when determining the recoverable amount. As both the fair value less costs of disposal and the value in use are estimated at EUR 0 thousand for these assets, an impairment loss of EUR 20,516 thousand was recognized. All assets are allocated to the Fiber Division segment.

## Impairment test of CGUs to which goodwill is allocated

Goodwill was allocated to the following segments/cash-generating units (CGUs) as at the reporting date:

Goodwill by segment/CGU	EUR '000	
	31/12/2023	31/12/2022
Segment Division Pulp		
CGU Pulp Site Czech Republic	10,682	10,951
Segment Division Fiber		
Other CGUs	4,208	3,499
<b>Total</b>	<b>14,889</b>	<b>14,450</b>

The recoverable amount of the largest CGU with goodwill in 2023 – the CGU Pulp Site Czech Republic – was determined on the basis of fair value less costs of disposal. The measurement of fair value is classified in full under level 3 of the fair value hierarchy. The following individual assumptions from the most recent impairment tests were used for annual testing:

## Assumptions for impairment testing of the largest CGU to which goodwill was allocated

	2023	2022
CGU Pulp Site Czech Republic		
Average annual operating margin in planning period	8.6 %	11.8 %
Long-term growth rate of perpetual yield	1.3 %	2.0 %
After-tax discount rate (WACC)	9.8 %	9.4 %

The average revenue growth of the Pulp Site Czech Republic during the detailed planning period equals 2.3 percent per year (2022: 2.2 percent per year).

The estimated fair value less costs of disposal of the CGU Pulp Site Czech Republic exceeds the carrying amount by EUR 112,504 thousand (2022: EUR 33,504 thousand). The following table shows a sensitivity analysis with hypothetical scenarios for the key assumptions as well as the possible changes in value as at the reporting date which, if they occurred, would result in the recoverable amount equaling the carrying amount of the CGU plus goodwill.

A long-term growth rate of 1.0 percent to 1.2 percent (2022: of 1.2 percent to 1.8 percent) was taken into account as perpetual yield for the other CGUs with goodwill.

## Sensitivity analysis of assumptions for impairment testing

	Values relating to key assumptions	Change in values relating to key assumptions for which the recoverable amount would equal the carrying amount
CGU Pulp Site Czech Republic		
Operating margin	8.6 %	minus 4.0 percentage points
After-tax discount rate (WACC)	9.8 %	plus 5.0 percentage points

## Sensitivity analysis of assumptions for impairment testing (previous year)

	Values relating to key assumptions	Change in values relating to key assumptions for which the recoverable amount would equal the carrying amount
CGU Pulp Site Czech Republic		
Operating margin	11.8 %	minus 0.9 percentage points
After-tax discount rate (WACC)	9.4 %	plus 0.7 percentage points

## Note 11. Auditors' fees

The fees expensed for services provided by KPMG Austria GmbH, Linz, comprise the following:

### Auditors' fees expensed EUR '000

2023	Lenzing AG	Subsidiaries	Total
Audit of the annual financial statements (incl. consolidated financial statements)	483	209	691
Other assurance services	419	0	419
Other services	1,713	0	1,713
<b>Total</b>	<b>2,615</b>	<b>209</b>	<b>2,824</b>

### Auditors' fees expensed (previous year) EUR '000

2022	Lenzing AG	Subsidiaries	Total
Audit of the annual financial statements (incl. consolidated financial statements)	385	140	525
Other assurance services	199	0	199
Other services	162	0	162
<b>Total</b>	<b>747</b>	<b>140</b>	<b>886</b>

The fees for other assurance services consist chiefly of fees for the auditor's review of the consolidated interim financial statements as at March 31, 2023, and of the consolidated half-year financial statements. The fees for other services mainly relate to fees for services in connection with the capital increase.

## Note 12. Income from investments accounted for using the equity method

The result of EUR 6,728 thousand (2022: EUR minus 222 thousand) arises from the Group's share of the current result as well as the measurement of associated companies and joint ventures. In the 2023 financial year, an impairment of EQUI-Fibres Beteiligungs-gesellschaft mbH (EFB) in the amount of EUR minus 2,000 (2022: EUR minus 913 thousand) and a reversal of impairment of Lenzing Papier GmbH (LPP) in the amount of EUR 4,192 (2022: EUR 0 thousand) are included (see note 21).

## Note 13. Income from non-current and current financial assets and liabilities

The income from non-current and current financial assets and liabilities consists of the following items:

Income from non-current and current financial assets and liabilities	EUR '000	
	2023	2022
<b>Income from non-current and current financial assets</b>		
Interest income from bank balances, originated loans and receivables	16,334	10,907
Income from dividends for equity instruments measured at fair value through other comprehensive income	203	140
Measurement of financial assets at fair value through profit or loss	1,628	600
Net foreign currency gains from financial assets	0	3,567
	<b>18,165</b>	<b>15,215</b>
<b>Expenses from non-current and current financial assets</b>		
Measurement and loss from the disposal of financial assets at amortized cost	(8,209)	(3,605)
Measurement and loss from the disposal of financial assets at fair value through profit or loss	(4,087)	(1,401)
Net foreign currency losses from financial assets	(13,424)	0
	<b>(25,720)</b>	<b>(5,007)</b>
<b>Income and expenses from non-current financial liabilities</b>		
Change in the fair value of contingent considerations	57	0
	<b>57</b>	<b>0</b>
<b>Total</b>	<b>(7,498)</b>	<b>10,208</b>

## Note 14. Financing costs

Financing costs comprise the following:

Financing costs	EUR '000	
	2023	2022
<b>Net foreign currency gains/losses from financial liabilities</b>		
Net foreign currency gains/losses from financial liabilities	1,982	(3,341)
Interest expense for private placements	(18,017)	(9,189)
Interest expense for bank loans, other interest and similar expenses	(113,891)	(63,530)
Capitalized borrowing costs for property, plant and equipment and biological assets	21,494	39,562
<b>Total</b>	<b>(108,432)</b>	<b>(36,498)</b>

## Note 15. Income tax expense

This item includes current income tax expense as well as income/expense from deferred taxes (changes in deferred tax assets and deferred tax liabilities) and comprises the following:

Income tax expense by source	EUR '000	
	2023	2022
<b>Current income tax expense</b>		
Austria	34,659	14,847
Abroad	35,558	17,914
	<b>70,217</b>	<b>32,761</b>
<b>Income/expense from deferred taxes</b>	<b>(62,895)</b>	<b>(5,579)</b>
<b>Total</b>	<b>7,322</b>	<b>27,182</b>

Income tax expense by cause	EUR '000	
	2023	2022
<b>Current income tax expense</b>		
Tax expense for current year	58,081	44,464
Reduction due to the use of tax losses	(3,218)	(6,647)
Reduction due to the use of tax credits	(282)	0
Adjustment for prior-period income tax	15,637	(5,056)
	<b>70,217</b>	<b>32,761</b>
<b>Income/expense from deferred taxes</b>		
Recognition and reversal of temporary differences	(77,704)	1,939
Effects of changes in tax rates	4,168	(2,598)
Change in capitalized loss carryforwards	(46,312)	(5,778)
Effects of previously unrecognized temporary differences from prior periods	(858)	102
Changes in valuation adjustment to deferred tax assets (excl. loss carryforwards)	57,811	756
	<b>(62,895)</b>	<b>(5,579)</b>
<b>Total</b>	<b>7,322</b>	<b>27,182</b>

The item "Change in capitalized loss carryforwards" relates to the utilization of loss carryforwards in the amount of EUR 2,439 thousand (2022: EUR 566 thousand) and an adjustment to deferred tax assets for loss carryforwards not yet utilized amounting to EUR minus 48,752 thousand (2022: EUR minus 6,344 thousand).

The reconciliation of calculated income tax expense based on the Austrian corporate tax rate of 24 percent (December 31, 2022: 25 percent) to effective income tax expense is shown in the following table:

Tax reconciliation	EUR '000	
	2023	2022
Earnings before tax (EBT)	(585,630)	(10,059)
Calculated tax expense (24 % of earnings before tax; previous year: 25 % of earnings before tax)	(140,551)	(2,515)
Deductible distribution of hybrid coupon	(6,900)	(7,188)
Tax-free income and tax allowances (particularly research allowance)	(1,710)	(2,086)
Non-deductible expenses and similar permanent differences	3,628	3,321
Non-deductible withholding taxes	8,303	5,401
Income from investments accounted for using the equity method	(1,615)	56
Effect of different tax rates	21,952	5,847
Changes in tax rates	4,121	(5,111)
Taxes from prior periods	14,779	(4,954)
Exchange rate differences resulting from the translation of tax items from local into functional currency	(15,431)	(1,282)
Change in unrecognized deferred tax assets from loss carryforwards, tax credits and other temporary differences	119,691	34,345
Other	1,055	1,347
<b>Effective tax expense</b>	<b>7,322</b>	<b>27,182</b>

As in the previous year, the ratio of effective income tax expense to earnings before tax is disproportionate in the 2023 financial year. The Group reports a high level of reconciliation items arising from write-downs on tax assets (in particular from non-capitalized loss carryforwards) (in particular tax group Austria, Indonesia, China, and Thailand). In addition, as in the 2022 financial year, a distribution to hybrid capital holders was realized that is tax deductible. Taxes from previous periods include a provision for uncertain tax items of EUR 13,201 thousand (December 31, 2022: EUR 0 thousand) in connection with regular tax audit procedures.

The "Changes in tax rates" item in the 2023 financial year, as in the 2022 financial year, mainly comprises the statutory tax rate reduction in Austria and the tax rate increase in the Czech Republic. The income tax rate in Austria was gradually reduced from 25 percent to 24 percent with effect from January 1, 2023 and will be reduced from 24 percent to 23 percent with effect from January 1, 2024. This resulted in tax expense of EUR 3,102 thousand in the 2023 financial year (2022: income of EUR 5,224 thousand) from the measurement of the Austrian group companies' deferred tax assets and deferred tax liabilities. The corporate income tax rate in the Czech Republic will be raised from 19 percent to 21 percent from January 1, 2024. This resulted in tax expense of EUR 1,221 thousand in the 2023 financial year from the measurement of deferred tax assets and deferred tax liabilities.

The “Taxes from prior periods” item includes an additional tax claim of EUR 4,490 (2022: tax credit of EUR 2,660 thousand) from the tax group with the B&C Group (see also note 38).

Lenzing AG and the Austrian subsidiaries of the Lenzing Group are subject to an income tax rate of 24 percent (December 31, 2022: 25 percent). The income tax rates for foreign companies range from 9.9 percent to 34 percent (December 31, 2022: from 11 percent to 34 percent).

The OECD model rules for a global minimum taxation system (Pillar 2) were published in December 2021. The minimum taxation regime is intended to ensure that corporate groups with worldwide revenue of at least EUR 750,000 thousand are subject to an effective tax burden of at least 15 percent in those countries where they operate. In December 2022, Council Directive (EU) 2022/2523 was adopted to ensure an overall minimum level of taxation for multinational enterprise groups and large domestic groups within the EU, which was transposed into national law in Austria with the Minimum Tax Reform Act of December 30, 2023 and is to be applied by taxpayers from January 1, 2024. Numerous jurisdictions relevant to the Lenzing Group are currently introducing corresponding minimum tax regulations. As the new tax laws have not entered into force as at December 31, 2023, neither in Austria nor in any other jurisdiction relevant to the Lenzing Group, no impact arises in relation to the actual tax expense for the 2023 financial year.

B&C Privatstiftung, Vienna, is the ultimate parent company of Lenzing AG and its subsidiaries for the purposes of the minimum taxation rules. In accordance with minimum taxation rules, Lenzing AG is a partially owned parent company.

An evaluation of the effects of the new minimum taxation rules for the Lenzing Group as a subgroup of the B&C Group was conducted. From today's perspective, the temporary safe harbor regulations and the minimum tax calculation do not have a material impact on the recognition and measurement of tax assets and liabilities in a stand-alone analysis of the Lenzing Group subgroup for either 2023 or 2024.

The Lenzing Group applies the temporary, mandatory exemption with regard to the recognition of deferred taxes arising from the introduction of global minimum taxation and recognizes these as current tax expense/income when they arise. The mandatory exception must be applied retrospectively. However, as no new legislation introducing global minimum taxation was in force as at December 31, 2022, in any of the countries where the Lenzing Group is active, and no related deferred taxes were recognized as at that date, the retrospective application has no impact on the consolidated financial statements.

## Note 16. Earnings per share

Earnings per share are calculated as follows:

Earnings per share	EUR '000	
	2023	2022
Net profit/loss after tax attributable to shareholders of Lenzing AG used in the calculation of earnings per share	(649,445)	(73,086)
Weighted average number of shares	32,435,304	26,550,000
	EUR	EUR
Diluted = basic	(20.02)	(2.75)

Earnings per share are calculated by dividing the share of net (after tax) income/loss for the year attributable to shareholders of Lenzing AG, reduced by the share of hybrid capital holders amounting to EUR 28,750 thousand (2022: EUR 28,750 thousand), by the weighted average number of shares outstanding during the year.

# Notes to the Consolidated Statement of Financial Position, the Consolidated Statement of Comprehensive Income and the Consolidated Statement of Changes in Equity

## Note 17. Intangible assets

### Development

Intangible assets developed as follows:

Development of intangible assets		EUR '000		
2023		Goodwill	Concessions, industrial property rights, licenses and similar rights	Internally generated intangible assets
				Total
Cost				
As at 01/01/2023		98,356	29,959	36,564
Currency translation adjustment		(3,196)	(242)	0
Addition		719	372	8,341
Disposals		0	(44)	0
As at 31/12/2023		95,879	30,044	44,906
Accumulated amortization				
As at 01/01/2023		(83,906)	(22,203)	(14,945)
Currency translation adjustment		2,916	127	0
Amortization		0	(2,369)	(2,446)
Impairment		0	(116)	(21,204)
Disposals		0	44	0
As at 31/12/2023		(80,990)	(24,517)	(38,595)
Carrying amount as at 01/01/2023		14,450	7,756	21,619
<b>Carrying amount as at 31/12/2023</b>		<b>14,889</b>	<b>5,528</b>	<b>6,311</b>
				<b>26,728</b>

Development of intangible assets (previous year)				EUR '000
2022	Goodwill	Concessions, industrial property rights, licenses and similar rights	Internally generated intangible assets	Total
<b>Cost</b>				
As at 01/01/2022	93,085	27,215	29,310	149,610
Currency translation adjustment	5,271	100	0	5,371
Addition	0	3,506	7,351	10,857
Disposals	0	(863)	(97)	(960)
<b>As at 31/12/2022</b>	<b>98,356</b>	<b>29,959</b>	<b>36,564</b>	<b>164,879</b>
<b>Accumulated amortization</b>				
As at 01/01/2022	(78,960)	(20,552)	(14,049)	(113,561)
Currency translation adjustment	(4,945)	(39)	0	(4,984)
Amortization	0	(2,472)	(912)	(3,385)
Impairment	0	0	0	0
Disposals	0	860	16	876
<b>As at 31/12/2022</b>	<b>(83,906)</b>	<b>(22,203)</b>	<b>(14,945)</b>	<b>(121,054)</b>
Carrying amount as at 01/01/2022	14,124	6,663	15,261	36,049
<b>Carrying amount as at 31/12/2022</b>	<b>14,450</b>	<b>7,756</b>	<b>21,619</b>	<b>43,825</b>

Of the additions in the 2023 financial year, EUR 372 thousand (2022: EUR 3,506 thousand) relate to purchased intangible assets, EUR 719 thousand (2022: EUR 0 thousand) relate to goodwill (see note 3), and EUR 8,341 thousand (2022: EUR 7,351 thousand) relate to internally generated intangible assets (mainly process and product developments). Development costs are recognized as intangible assets if the specific requirements pursuant to IAS 38 are met, in particular, as to whether future economic benefits can be generated.

The revaluation option was not exercised. Amortization is calculated according to the straight-line method based on the estimated useful lives. The estimated useful lives of the major asset classes are as follows:

All items of intangible assets are tested for impairment in accordance with IAS 36 if there are any indications that these assets may be impaired (see note 10).

The amortization of concessions, industrial property rights, licenses, similar rights and internally generated intangible assets is presented in the cost of sales, selling expenses, administrative expenses as well as research and development expenses.

#### Useful lives for intangible assets

	Years
Software/computer programs	4 to 7
Licenses and other intangible assets	
Purchased	4 to 25
Internally generated	7 to 15

## Note 18. Property, plant and equipment

### Development

Property, plant and equipment developed as follows:

Development of property, plant and equipment				EUR '000
2023	Land and buildings	Technical equipment and machinery, factory and office equipment	Down payments and assets under construction	Total
<b>Cost</b>				
As at 01/01/2023	1,147,829	4,551,155	411,633	6,110,618
Currency translation adjustment	(27,331)	(84,657)	(14,349)	(126,337)
Addition	27,438	106,473	97,392	231,302
Disposals	(18)	(10,780)	(57,595)	(68,392)
Reclassifications	47,591	195,958	(243,549)	0
As at 31/12/2023	1,195,510	4,758,149	193,533 <sup>1</sup>	6,147,191
<b>Accumulated depreciation</b>				
As at 01/01/2023	(372,433)	(2,299,382)	(25,697)	(2,697,512)
Currency translation adjustment	7,280	32,506	911	40,697
Depreciation	(38,100)	(210,308)	0	(248,408)
Impairment	(94,127)	(292,000)	(57,458)	(443,586)
Disposals	0	9,871	57,458	67,329
As at 31/12/2023	(497,379)	(2,759,313)	(24,786)	(3,281,478)
Carrying amount as at 01/01/2023	775,396	2,251,773	385,936	3,413,106
<b>Carrying amount as at 31/12/2023</b>	<b>698,131</b>	<b>1,998,835</b>	<b>168,747</b>	<b>2,865,713</b>

1) The down payments rendered amounted to EUR 6,146 thousand as at December 31, 2023. The decrease in down payments of EUR 7,969 thousand compared to December 31, 2022, arises from reclassifications of EUR minus 6,493 thousand, currency translation differences of EUR minus 130 thousand and reductions in down payments of EUR minus 1,347 thousand.

Development of property, plant and equipment (previous year)				EUR '000
2022	Land and buildings	Technical equipment and machinery, factory and office equipment	Down payments and assets under construction	Total
<b>Cost</b>				
As at 01/01/2022	721,290	3,157,287	1,520,285	5,398,862
Currency translation adjustment	17,246	22,553	87,255	127,054
Addition	131,460	455,365	46,259	633,083
Disposals	(1,620)	(44,317)	(2,444)	(48,381)
Reclassifications	279,453	960,267	(1,239,721)	0
As at 31/12/2022	1,147,829	4,551,155	411,633 <sup>1)</sup>	6,110,618
<b>Accumulated depreciation</b>				
As at 01/01/2022	(341,457)	(2,155,288)	(24,511)	(2,521,255)
Currency translation adjustment	(2,653)	(22,590)	(1,186)	(26,429)
Depreciation	(29,735)	(163,289)	0	(193,024)
Impairment	0	0	0	0
Disposals	1,413	41,785	0	43,197
As at 31/12/2022	(372,433)	(2,299,382)	(25,697)	(2,697,512)
Carrying amount as at 01/01/2022	379,833	1,001,999	1,495,774	2,877,606
<b>Carrying amount as at 31/12/2022</b>	<b>775,396</b>	<b>2,251,773</b>	<b>385,936</b>	<b>3,413,106</b>

1) The down payments amounted to EUR 14,115 thousand as at December 31, 2022. The decrease in down payments by EUR 125,827 thousand compared to December 31, 2021, arises from reclassifications of EUR minus 141,218 thousand, currency translation differences of EUR 19,675 thousand, and reductions in down payments rendered of EUR minus 4,283 thousand.

Property, plant and equipment are measured at cost, including capitalized borrowing costs, less accumulated depreciation and accumulated impairment losses.

Depreciation is calculated according to the straight-line method based on the estimated useful lives. The estimated useful lives of the major asset classes are as follows:

#### Useful lives for property, plant and equipment

	Years
Land use rights	30 to 50
Buildings	10 to 50
Fiber and pulp production lines	5 to 15
Energy production plants	4 to 25
Other machinery	4 to 20
Vehicles	4 to 20
Office equipment and other fixtures and fittings	2 to 10
IT hardware	2 to 7

All items of property, plant and equipment are tested for impairment in accordance with IAS 36 if there are any indications that these assets may be impaired (see note 10).

#### Operating leases as a lessor

Operating leases are in place for land and buildings with acquisition cost of EUR 37,164 thousand as at December 31, 2023 (December 31, 2022: EUR 38,350 thousand). The carrying amount of this land and buildings is EUR 7,177 thousand as at December 31, 2023 (December 31, 2022: EUR 7,819 thousand). Depreciation of EUR 686 thousand was recognized on these assets in the 2023 financial year (2022: EUR 694 thousand). For further details on rental income from operating leases see note 20.

#### Capitalization of borrowing costs

Borrowing costs of EUR 5,928 thousand for property, plant and equipment were capitalized in 2023 (2022: EUR 33,316 thousand). The weighted average interest rate equaled 2.97 percent (2022: 3.14 percent)

The Lenzing Group defines qualifying assets as construction projects or other assets that require at least twelve months to be ready for their intended use or sale. The capitalization entries are recorded under "financing costs" and the respective asset account. All other borrowing costs are expenses in the period incurred and reported under financial result.

## Note 19. Biological assets

Biological assets comprise standing trees of a plantation in Minas Gerais, Brazil, which are used as a raw material for pulp production. In accordance with IAS 41 (Agriculture), biological assets are presented at fair value in the consolidated statement of financial position. The plantation is recognized at level 3 of the fair value less estimated costs to sell at the harvest. It is assumed that fair values can be measured. The measurement of biological assets is monitored and reviewed by the Lenzing Group. The necessary market data are validated on the basis of the dual control principle.

The measurement is based on a discounted cash flow model on the basis of sustainable forest management plans, industry benchmarks for wood prices and delivery costs and taking into account the growth potential. A wood price based on a multi-year average of industry benchmarks is used for the valuation. The annual harvest from the projected tree growth is multiplied by wood prices, and the forestry and harvesting costs are deducted. The fair value of the plantation is measured as the present value of the harvest from one growth cycle on the basis of the productive forest area, taking into account environmental restrictions and other reservations. In particular, the calculated fair value would increase (decrease) if both the timber price and the timber volume were to increase (decrease). The calculated fair value would decrease (increase) if the discount rate were to increase (decrease).

Young standing timber less than one year old is considered an immature asset and is recognized at cost. When harvested, biological assets are transferred to the item inventories of the consolidated statement of financial position. Changes in the fair value of hedging instruments in relation to the foreign exchange risk are recognized in the income statement under cost of sales.

As at December 31, 2023, the plantation comprised approximately 41,204 hectares of eucalypt wood (December 31, 2022: 40,669 hectares) and 714 hectares of pine wood (December 31, 2022: 899 hectares). The wood is up to 15 years (December 31, 2022: 14 years) old. Wood amounting to EUR 9,893 thousand (December 31, 2022: EUR 5,540 thousand) is less than one year old and therefore considered an immature asset.

Biological assets developed as follows:

Development of biological assets		EUR '000	
	2023	2022	
As at 01/01	127,735	95,767	
Acquisition	0	4,602	
Capitalized production costs	38,360	21,902	
Depletion	(51,276)	(21,707)	
Change in the fair value	85,997	20,268	
Currency translation adjustment	(6,058)	6,904	
<b>As at 31/12</b>	<b>194,759</b>	<b>127,735</b>	

The capitalized production costs include capitalized borrowing costs of EUR 15,566 thousand (2022: EUR 6,246 thousand), the financing cost rate of which is 14.1 percent (2022: 14.1 percent). The depletion-based depreciation relates to reductions in biological assets as a result of the harvest. The gains and losses from the change in the fair value of biological assets in the amount of EUR 80,102 thousand (2022: EUR 17,009 thousand) consist of the regular remeasurement of EUR 85,997 thousand (2022: EUR 20,268 thousand) and foreign currency losses of EUR minus 5,895 thousand (2022: EUR minus 3,259 thousand). These are included in the cost of sales.

The following assumptions were made:

### Assumptions of level 3 input factors for biological assets

	31/12/2023	31/12/2022
Market price EUR/m <sup>3</sup>	18.84	11.94
Discount rate	7.63 %	7.96 %
Wood volume m <sup>3</sup>	10,368,336	11,821,960

A change in key input factors which cannot be observed on the market would have the following effects on the measurement of biological assets:

### Sensitivity analysis of level 3 input factors for biological assets as at 31/12/2023 EUR '000

	Increase	Decrease
Change in the market price (+/- 10 %)	20,349	(20,349)
Discount rate (+/- 1 %)	(1,317)	1,404
Wood volume (+/- 5 %)	10,175	(10,175)

### Sensitivity analysis of level 3 input factors for biological assets as at 31/12/2022 (previous year) EUR '000

	Increase	Decrease
Change in the market price (+/- 10 %)	13,752	(13,752)
Discount rate (+/- 1 %)	(368)	390
Wood volume (+/- 5 %)	6,880	(6,880)

## Note 20. Right-of-use assets

### The Lenzing Group as the lessee

The Lenzing Group has obligations from rental and lease agreements for property, plant and equipment, which are recognized as right-of-use-assets in the consolidated statement of financial position. The corresponding lease liabilities are reported as part of financial liabilities (see note 28).

The following table shows the development of right-of-use assets classified by type of asset:

Development of right-of-use assets		EUR '000	
2023	Land and buildings	Technical equipment and machinery, factory and office equipment	Total
Carrying amount as at 01/01	58,598	14,163	<b>72,761</b>
Addition	71,978	6,488	<b>78,466</b>
Disposals	(1,088)	(647)	<b>(1,735)</b>
Depreciation fiscal year	(6,832)	(5,536)	<b>(12,367)</b>
Currency translation adjustment	(2,640)	63	<b>(2,577)</b>
<b>Carrying amount as at 31/12</b>	<b>120,017</b>	<b>14,531</b>	<b>134,547</b>

Development of right-of-use assets (previous year)		EUR '000	
2022	Land and buildings	Technical equipment and machinery, factory and office equipment	Total
Carrying amount as at 01/01	58,568	11,562	<b>70,129</b>
Addition	5,540	8,649	<b>14,189</b>
Disposals	(3,844)	(1,343)	<b>(5,187)</b>
Depreciation fiscal year	(4,743)	(4,730)	<b>(9,473)</b>
Currency translation adjustment	3,077	25	<b>3,103</b>
<b>Carrying amount as at 31/12</b>	<b>58,598</b>	<b>14,163</b>	<b>72,761</b>

In the 2023 financial year, the main items included EUR 68,015 thousand of right-of-use assets recognized for the index increase for land use rights, EUR 3,051 thousand recognized for wagons, EUR 2,392 thousand for buildings, and EUR 1,941 thousand for machinery. The disposals mainly relate to right-of-use assets of EUR 1,057 thousand for office premises and EUR 644 thousand for technical equipment.

In the 2022 financial year, right-of-use assets amounting to EUR 4,861 thousand from the index increase for land use rights, EUR 4,213 thousand for machinery, EUR 3,894 thousand for forklifts, cars and other vehicles, and EUR 434 thousand for rail cars were recognized. The disposals mainly relate to right-of-use assets amounting to EUR 3,788 thousand for warehouse premises and EUR 1,269 thousand for rail cars.

The terms and conditions of the main leases can be summarized as follows:

- **Land use rights:** The biological assets (see note 19) are located on land which is not owned by the Lenzing Group. Land use rights are in place for this land. The lease has a term of 30 years, with an option to extend the lease by 19 years after 30 years. This extension option was not taken into account in estimating the expected term of the lease because the use of

the biological assets in 30 years is not sufficiently certain from today's perspective. Price adjustment clauses exist.

- **Office and storage premises:** The leases have a term of up to five years and some contracts have an indefinite term. Ordinary useful lives were applied to office and storage premises with indefinite useful lives where economic exit barriers exist. These leases do not include an option to purchase the office and storage premises at the end of the contract term. Some of the leases include extension options and price adjustment clauses.
- **Wagons:** The leases have a term of up to 15 years. The option exists to terminate the contracts after a minimum term. Some of the leases have price adjustment clauses.
- **Wastewater treatment plant:** The Lenzing Group has concluded finance leases for an industrial primary clarifier and related expansion investments. The ownership of the plant, including the land, can be transferred to Lenzing AG after the agreements expire in exchange for the payment of a transfer fee. This lease has a term of up to 16 years.

Termination and extension options are taken into account when estimating the expected term of the leases if it is sufficiently certain that they will or will not be exercised. The Lenzing Group estimates that possible future cash outflows from extension options which were not taken into account in the measurement of the lease liability could result in an increase in the lease liability and the related future cash outflows by EUR 3,481 thousand (December 31, 2022: EUR 1,189 thousand).

The following expenses relating to leases were recognized in the consolidated income statement in the 2023 financial year.

Expenses from leases	EUR '000	
	2023	2022
Expenses relating to short-term leases	9,216	10,853
Expenses relating to variable leases	12,995	10,796
Expenses relating to leases of low-value assets	1,351	690
Non-lease components	914	793
<b>Rental and leasing expenses</b>	<b>24,476</b>	<b>23,132</b>
<b>Interest on lease liabilities = Financing costs</b>	<b>17,914</b>	<b>6,766</b>

Short-term leases are leases with a term of less than one year. Where contracts have no term, leases are considered short-term leases if both parties have a right to terminate the contract, which can be exercised without the consent of the counterparty and no termination penalties or economic barriers exist. Leases for which only variable lease payments that are not coupled to an index or (interest) rate have been agreed are not capitalized as right-of-use assets.

Expenses relating to variable leases mainly include variable rental payments for warehouses based on monthly storage quantities.

The Lenzing Group has concluded several long-term power purchase agreements for electricity generated from renewable energy sources in order to achieve its climate targets and hedge against fluctuating prices (see note 37 "Commodity risk"). Some of the electricity purchase agreements are leases where the payments are entirely variable and are therefore included in the variable lease payments.

In the 2023 financial year, cash outflows for leases total EUR 47,541 thousand (2022: EUR 36,983 thousand). They include expenses relating to short-term and variable leases and to leases of low-value assets.

The rental and leasing expenses are fully cash-effective and included in cash flow from operating activities. The cash flows incurred in connection with the repayment of lease liabilities are explained in note 33.

All right-of-use assets are tested for impairment in accordance with IAS 36 if there are any indications that these assets may be impaired (see note 10).

### **The Lenzing Group as the lessor**

The future undiscounted minimum lease payments during the non-cancellable term of the leases relate primarily to land and buildings and are as follows, classified by year:

<b>Undiscounted annual minimum lease payments as lessor</b>	<b>EUR '000</b>	
	<b>31/12/2023</b>	<b>31/12/2022</b>
In the following year	3,972	3,730
In the following 1 to 2 years	3,637	3,380
In the following 2 to 3 years	3,637	3,380
In the following 3 to 4 years	3,637	3,380
In the following 4 to 5 years	3,637	3,380
Thereafter	1,325	2,442
<b>Total</b>	<b>19,844</b>	<b>19,692</b>

The most important lease involves land on which a recycling plant is operated. The lease payments are indexed. The lease was concluded for an indefinite term and can be canceled at the earliest as at December 31, 2029, subject to a six-year notice period.

Rental income for the 2023 financial year is shown in note 7.

The Lenzing Group classifies these leases as operating leases since the main risks and opportunities associated with ownership are retained.

## **Note 21. Investments accounted for using the equity method**

Investments accounted for using the equity method comprise the following:

<b>Carrying amounts of investments accounted for using the equity method</b>	<b>EUR '000</b>	
	<b>31/12/2023</b>	<b>31/12/2022</b>
EQUI-Fibres Beteiligungsgesellschaft mbH (EFB)	0	4,193
Lenzing Papier GmbH (LPP)	9,651	4,270
Other associates	4,836	4,813
LD Florestal S.A. (LDF)	16,425	13,079
Other joint ventures	134	127
<b>Total</b>	<b>31,045</b>	<b>26,483</b>

The main investments accounted for using the equity method include, in particular, the interest in Lenzing Papier GmbH (LPP), Lenzing, which is allocated to the "Others" segment, and LD Florestal S.A. (LDF), Indianópolis, Brazil, which is allocated to the Pulp Division segment. For the strategic importance of the other investments accounted for using the equity method and their relationship with the Lenzing Group, please see note 38.

Investments accounted for using the equity method developed as follows:

Development of the carrying amounts of investments accounted for using the equity method						EUR '000
2023	EFB	LPP	Other associates	LDF	Other joint ventures	Total
As at 01/01	4,193	4,270	4,813	13,079	127	26,483
Result from remeasurement of investments accounted for using the equity method	(2,000)	4,192	0	0	0	2,191
Share in profit or loss of investments accounted for using the equity method	(2,342)	3,951	124	2,796	9	4,537
Other comprehensive income – remeasurement of defined benefit liability	149	(122)	0	0	0	27
Other comprehensive income – foreign currency translation differences arising during the year and other	0	0	(61)	550	(2)	488
Distributions	0	(2,640)	(40)	0	0	(2,680)
<b>As at 31/12</b>	<b>0</b>	<b>9,651</b>	<b>4,836</b>	<b>16,425</b>	<b>134</b>	<b>31,045</b>

Development of the carrying amounts of investments accounted for using the equity method (previous year)						EUR '000
2022	EFB	LPP	Other associates	LDF	Other joint ventures	Total
As at 01/01	4,777	0	4,853	15,092	117	24,840
Result from remeasurement of investments accounted for using the equity method	(913)	0	0	0	0	(913)
Share in profit or loss of investments accounted for using the equity method	(286)	5,062	40	(4,134)	8	691
Other comprehensive income – remeasurement of defined benefit liability	633	8	0	0	0	641
Other comprehensive income – foreign currency translation differences arising during the year and other	(18)	0	(40)	2,120	2	2,064
Distributions	0	(800)	(40)	0	0	(840)
<b>As at 31/12</b>	<b>4,193</b>	<b>4,270</b>	<b>4,813</b>	<b>13,079</b>	<b>127</b>	<b>26,483</b>

The Lenzing Group recognizes both, measurement effects and the results from investments accounted for using the equity method, together in income from investments accounted for using the equity method.

In the 2023 financial year, an impairment of EUR 7,564 thousand (2022: EUR 3,114 thousand) was recognized on the outstanding purchase price receivables and non-current loans due from the buyer of EFB (and its subsidiaries) (see note 37, credit risk). The carrying amounts of the outstanding purchase price receivables and non-current loans due from the buyer of EFB (and its subsidiaries) total EUR 0 thousand as at December 31, 2023 (December 31, 2022: EUR 7,564 thousand and are reported under financial assets. They carry standard bank interest rates.

The Lenzing Group holds a lien on the remaining shares of EFB. In addition, a long-term performance-related purchase price component exists, which depends on the company's future profitability and is recognized as at December 31, 2023, in the amount of EUR 0 thousand (December 31, 2022: EUR 4,087 thousand) as a discounted present value and was reported under other non-current assets as at December 31, 2022. In addition, the buyer was granted a credit line of up to EUR 1,376 thousand (December 31, 2022: EUR 3,091 thousand), which can be utilized in the event of predefined adverse changes in EFB's general conditions on the sales market until December 31, 2025, at the latest. As of December 31, 2023, and in the previous year as at December 31, 2022 this credit line had not been utilized.

The Lenzing Group held 20 percent of capital and voting rights as at December 31, 2023 (December 31, 2022: 20 percent). The core business of EFB, which is not publicly listed, is the production and marketing of wood-based cellulosic fibers. The relations between the Lenzing Group and this company are described in note 38.

The following table provides summarized financial information on EFB in accordance with IFRS (100 percent):

<b>Summarized financial information on EFB</b>		EUR '000	
	31/12/2023	31/12/2022	
Non-current assets	145,070	143,479	
Current assets	58,968	88,324	
Equity	52,016	62,981	
Non-current liabilities	58,827	59,294	
Current liabilities	93,195	109,529	
	2023	2022	
Revenue	173,633	193,240	
Earnings before tax (EBT)	(15,788)	(383)	
Total comprehensive income	(10,964)	1,644	
Thereof net profit/loss after tax	(11,710)	(1,431)	
Thereof other comprehensive income	745	3,075	

The reconciliation of equity to the carrying amount of the investment in EFB is as follows:

<b>Reconciliation of equity to carrying amount of the investment in EFB</b>		EUR '000	
	31/12/2023	31/12/2022	
Equity	52,016	62,981	
Thereof:			
Group's interest (20 %; previous year: 20 %)	10,403	12,596	
Consolidation and other effects	(63)	(63)	
Impairment	(10,340)	(8,340)	
<b>Carrying amount</b>	<b>0</b>	<b>4,193</b>	

The Lenzing Group held 40 percent of capital and voting rights in LPP as at December 31, 2023 (December 31, 2022: 40 percent). The core business of LPP, which is not publicly listed, is the production of cellulose-based products, in particular paper. The relations between the Lenzing Group and this company are described in note 38.

The following table provides summarized financial information on LPP in accordance with IFRS (100 percent):

<b>Summarized financial information on LPP</b>		EUR '000	
	31/12/2023	31/12/2022	
Non-current assets	10,392	10,103	
Current assets	30,779	34,103	
Equity	24,406	21,206	
Non-current liabilities	4,361	5,601	
Current liabilities	12,403	17,399	
	2023	2022	
Revenue	102,064	126,864	
Earnings before tax (EBT)	12,953	16,916	
Total comprehensive income	9,956	12,676	
Thereof net profit/loss after tax	9,878	12,655	
Thereof other comprehensive income	78	21	

The reconciliation of equity to the carrying amount of the investment in LPP is as follows:

<b>Reconciliation of equity to carrying amount of the investment in LPP</b>		EUR '000	
	31/12/2023	31/12/2022	
Equity	24,406	21,206	
Thereof:			
Group's interest (40 %; previous year: 40 %)	9,763	8,482	
Consolidation and other effects	(112)	(112)	
Impairment	0	(4,100)	
<b>Carrying amount</b>	<b>9,651</b>	<b>4,270</b>	

The Lenzing Group held 50 percent of the capital and voting rights in LDF as at December 31, 2023 (December 31, 2022: 50 percent). The core business of LDF, which is not publicly listed, is granting rights of use. The relations between the Lenzing Group and this company are described in note 38.

The following table provides summarized financial information on LDF in accordance with IFRS (100 percent):

<b>Summarized financial information on LDF</b>		EUR '000	
	31/12/2023	31/12/2022	
Non-current assets	207,991	92,275	
Current assets	921	2,712	
Thereof cash and cash equivalents	550	131	
Equity	32,849	26,157	
Non-current liabilities	170,298	66,999	
Thereof financial liabilities (excluding trade payables, other liabilities and provisions)	170,298	66,999	
Current liabilities	5,765	1,830	
Thereof financial liabilities (excluding trade payables, other liabilities and provisions)	1,030	748	
	2023	2022	
Revenue <sup>1)</sup>	16,113	6,466	
Amortization and depreciation	(136)	(132)	
Interest income	14,367	7,293	
Interest expense	(14,917)	(6,068)	
Income tax expense	(3)	(174)	
Earnings before tax (EBT)	2,983	(8,126)	
Total comprehensive income	6,692	(4,028)	
Thereof net profit/loss after tax	5,591	(8,267)	
Thereof other comprehensive income	1,101	4,240	

1) LDF's revenue consists of rental income in particular.

The reconciliation of equity to the carrying amount of the investment in LDF is as follows:

<b>Reconciliation of equity to carrying amount of the investment in LDF</b>		<b>EUR '000</b>
	<b>31/12/2023</b>	<b>31/12/2022</b>
Equity	32,849	26,157
Thereof:		
Group's interest (50 %; previous year: 50 %)	16,425	13,079
<b>Carrying amount</b>	<b>16,425</b>	<b>13,079</b>

The investments in associates represent shares in companies in which the Lenzing Group can exert significant influence over financial and operating policies. Joint ventures are joint arrangements managed by the Lenzing Group together with one or more partners, whereby the Lenzing Group has rights to the net assets of the arrangement.

## Note 22. Financial assets

Non-current financial assets comprise the following:

<b>Non-current financial assets</b>		<b>EUR '000</b>
	<b>31/12/2023</b>	<b>31/12/2022</b>
Non-current securities	6,464	20,554
Other equity investments	12	12
Originated loans	14,561	8,403
<b>Total</b>	<b>21,037</b>	<b>28,969</b>

The Lenzing Group has designated equity instruments of a fair value of EUR 12 thousand as measured at "fair value through other comprehensive income" as at December 31, 2023 (December 31, 2022: EUR 14,369 thousand). Non-current securities measured at fair value through other comprehensive income and other equity investments include shares in companies in which a share of less than 20 percent is held. The option to recognize these equity instruments at fair value through other comprehensive income was exercised based on the intent to hold these instruments in the long term.

As of December 31, 2022, non-current securities mainly comprised Oberbank ordinary shares of EUR 14,356 thousand, which were reclassified to current securities in the 2023 financial year. In the 2023 financial year, Oberbank ordinary shares paid dividends of EUR 203 thousand (2022: EUR 140 thousand).

Details about the loans can be found in note 37 and note 38.

Current financial assets include shares in the company Spinnova OY, Jyväskylä, Finland, in the amount of EUR 3,869 thousand (December 31, 2022: EUR 12,395 thousand) and Oberbank ordinary shares in the amount of EUR 14,852 thousand (December 31, 2022: EUR 0 thousand). In the 2022 and 2023 financial years, a partial disposal of the interest in Spinnova OY, Jyväskylä, Finland, was realized at fair value of EUR 1,615 thousand (2022: EUR 837 thousand). The realized gain of EUR 1,479 thousand (2022: EUR 812 thousand) was already included in other comprehensive income and was reclassified to retained earnings net of taxes of

EUR 355 thousand (2022: EUR 203 thousand). In addition, some of the Oberbank ordinary shares were sold in the 2023 financial year at a fair value of EUR 3,000 thousand). The realized gain of EUR 1,949 thousand was already included in other comprehensive income and was reclassified to retained earnings net of taxes of EUR 468 thousand.

## Note 23. Inventories

Inventories include the following components:

<b>Inventories</b>		<b>EUR '000</b>
	<b>31/12/2023</b>	<b>31/12/2022</b>
Raw materials and supplies	285,329	373,272
Work in progress	9,184	22,542
Finished goods and merchandise	254,425	312,493
Advance payments made	4,002	4,215
<b>Total</b>	<b>552,940</b>	<b>712,522</b>

Raw materials and supplies consist primarily of wood for pulp production, pulp and chemicals for cellulosic fiber production and various incidentals. The cost of raw materials and supplies is calculated using the weighted average cost method. Finished goods and work in progress include cellulosic fibers, co-products of fiber production, pulp and biorefinery-products.

In the financial year under review, write-downs to reflect the net realizable value of inventories decreased by EUR 36,358 thousand (2022: increased by EUR 67,081 thousand). The carrying amount of inventories measured at their net realizable value equaled EUR 271,383 thousand (December 31, 2022: EUR 320,235 thousand). Expenses for inventories, which are included in the cost of material totaled EUR 1,190,680 thousand (2022: EUR 1,434,476 thousand).

## Note 24. Trade receivables

Trade receivables comprise the following:

<b>Trade receivables</b>		<b>EUR '000</b>
	<b>31/12/2023</b>	<b>31/12/2022</b>
Trade receivables (gross)	300,354	301,543
Bad debt provisions	(5,874)	(7,932)
<b>Total</b>	<b>294,480</b>	<b>293,611</b>

All trade receivables are classified as current assets. For further information on trade receivables, please refer to note 35 (section "Transfer of financial assets (sale of receivables/factoring)") and note 37 (section "Credit risk").

## Note 25. Other assets

Other non-current assets comprise the following:

Other non-current assets	EUR '000	
	31/12/2023	31/12/2022
Other non-current financial assets (particularly from derivatives and other financial receivables)	26,580	47,992
Other non-current non-financial assets (particularly from other taxes)	48,897	75,143
<b>Total</b>	<b>75,477</b>	<b>123,135</b>

Other current assets comprise the following:

Other current assets	EUR '000	
	31/12/2023	31/12/2022
<b>Other current financial assets</b>		
Derivatives not yet settled (open positions)	12,180	14,090
Recharging of maintenance services	9,991	10,354
Unadvanced amount from factoring agreements	7,740	5,689
Receivables from grant commitments	0	673
Sundry	5,537	14,736
	<b>35,448</b>	<b>45,542</b>
<b>Other current non-financial assets</b>		
Receivables from other taxes and duties	72,428	63,091
Emission certificates	83,047	78,219
Advance payments made	3,865	4,391
Prepaid expenses	8,017	9,205
Sundry	263	311
	<b>167,621</b>	<b>155,216</b>
<b>Total</b>	<b>203,069</b>	<b>200,758</b>

## Note 26. Equity

### Share capital and capital reserves

The share capital of Lenzing AG totaled EUR 40,107,738.37 as at December 31, 2023 (December 31, 2022: EUR 27,574,071.43) and is divided into 38,618,180 zero par value shares (December 31, 2022: 26,550,000 shares). The proportion of share capital attributable to one share equals roughly EUR 1.04. Each ordinary share represents an equal interest in capital and conveys the same rights and obligations, above all the right to a resolved dividend and the right to vote at the Annual General Meeting. The issue price of the shares is fully paid in. No other classes of shares have been issued.

The Annual General Meeting on April 19, 2023 authorized the Managing Board – while at the same time canceling the resolutions regarding this matter of the Annual General Meeting of April 12, 2018 – subject to the approval of the Supervisory Board, to increase share capital by up to EUR 13,787,034.68 through the issue of up to 13,274,999 zero par value shares (“authorized capital”) – also in tranches – in exchange for cash and/or contributions in kind, within five years from entry in the commercial register. The proportion of authorized capital attributable to one share equals roughly EUR 1.04. This authorized capital was recorded in the commercial register on May 26, 2023.

With effect from July 2023, Lenzing AG carried out a capital increase that had been approved by the Annual General Meeting on April 19, 2023. A total of 12,068,180 new shares were issued. The share capital was fully paid in. The change in share capital and capital reserves is attributable to this capital increase.

In addition, a resolution of the Annual General Meeting on April 19, 2023 authorized the Managing Board – while at the same time canceling the resolutions regarding this matter of the Annual General Meeting of April 12, 2018 – to issue, subject to the approval of the Supervisory Board, convertible bonds by April 19, 2028 in one or several tranches that grant or provide for the subscription or conversion right or a subscription or conversion obligation for up to 13,274,999 shares of the company (“contingent capital”). They can be serviced through the contingent capital and/or treasury shares.

The Annual General Meeting on April 26, 2022 authorized the Managing Board – while at the same time canceling the resolutions regarding this matter of the Annual General Meeting of June 18, 2020 and subject to the approval of the Supervisory Board – to purchase treasury shares of the company for a period of 30 months starting on the day of the resolution. The treasury shares acquired by the company may not exceed 10 percent of the company's share capital. The equivalent to be paid for the repurchase must be within a range of +/- 25 percent of the weighted average closing price of the last 20 stock exchange days prior to the start of the corresponding repurchasing program of the Lenzing share. The Managing Board was also authorized to withdraw repurchased treasury shares without any further resolution by the Annual General Meeting subject to the approval of the Supervisory Board (including the authorization of the Supervisory Board to adopt changes to the articles of association resulting from withdrawing the shares), or to resell them and to determine the conditions of sale. This authorization can be exercised in full, in part and in pursuit of one or several objectives by the company, by a subsidiary (Section 189a no. 7 of

the Austrian Commercial Code) or by third parties for the company's account. In addition, the Management was authorized for a period of five years from the date of the resolution to adopt the sale of treasury shares, with the consent of the Supervisory Board, in any manner permitted by law other than through the stock exchange or public offer, also excluding shareholders' repurchasing rights (subscription rights), and to determine the conditions of sale.

The Managing Board did not utilize the authorizations existing on or before December 31, 2023, to issue convertible bonds and buy back treasury shares in the reporting period.

The capital reserves represent appropriated reserves of Lenzing AG that may only be used to offset an accumulated loss by Lenzing AG. These reserves were created from the inflow of funds received by Lenzing AG from shareholders in excess of share capital.

### Other reserves

Other reserves include all accumulated other comprehensive income and consist of the foreign currency translation reserve, the reserve for financial assets measured at fair value through other comprehensive income, the hedging reserve and actuarial gains/losses.

The amounts attributable to the components of other comprehensive income in 2023 and 2022 include the following:

#### Other comprehensive income

EUR '000

	2023			2022		
	Before tax	Tax effect	After tax	Before tax	Tax effect	After tax
Consolidated subsidiaries	(44,834)	2,061	(42,773)	62,412	(3,423)	58,988
Investments accounted for using the equity method	488	0	488	2,082	0	2,082
Foreign currency translation reserve	(44,346)	2,061	(42,285)	64,494	(3,423)	61,070
Financial assets measured at fair value through other comprehensive income	(3,412)	751	(2,662)	(16,830)	4,614	(12,216)
Consolidated subsidiaries	(24,658)	6,415	(18,243)	62,713	(18,112)	44,602
Investments accounted for using the equity method	0	0	0	(18)	0	(18)
Hedging reserve	(24,658)	6,415	(18,243)	62,696	(18,112)	44,584
Consolidated subsidiaries	(4,384)	1,020	(3,365)	11,655	(3,677)	7,978
Investments accounted for using the equity method	27	0	27	641	0	641
Actuarial gains/losses	(4,358)	1,020	(3,338)	12,296	(3,677)	8,619
<b>Total</b>	<b>(76,774)</b>	<b>10,246</b>	<b>(66,527)</b>	<b>122,655</b>	<b>(20,598)</b>	<b>102,057</b>

The hedging reserve developed as follows:

<b>Changes in the hedging reserve</b>	<b>EUR '000</b>	
	<b>2023</b>	<b>2022</b>
Gains/losses recognized in the reporting period from the valuation of cash flow hedges		
From gas swaps	(18,268)	823
From forward foreign exchange contracts	13,911	(6,150)
From interest rate- and currency-interest rate swaps	3,841	46,569
	<b>(516)</b>	<b>41,242</b>
Reclassification to profit or loss of amounts relating to cash flow hedges		
From gas swaps	16,500	(6,332)
From forward foreign exchange contracts	(19,607)	27,217
From interest rate- and currency-interest rate swaps	(21,035)	568
	<b>(24,142)</b>	<b>21,453</b>
<b>Total</b>	<b>(24,658)</b>	<b>62,696</b>

The fair value changes from cash flow hedges recognized in the reporting period relate to hedging against currency risks from the operating business, hedging against interest rate/currency risks from taking out loans, and hedging against gas price risks (see note 35, section "Derivative financial instruments and hedges").

The above amounts from the reclassification to profit or loss of cash flow hedges from gas swaps and forward foreign exchange contracts are reported primarily under revenue and cost of sales as part of earnings before interest and tax (EBIT). The above amounts from the reclassification to profit or loss of cash flow hedges from interest rate- and currency-interest rate swaps are reported under financial result.

## Retained earnings

Retained earnings comprise the following:

<b>Retained earnings</b>	<b>EUR '000</b>	
	<b>31/12/2023</b>	<b>31/12/2022</b>
Unappropriated revenue reserves of Lenzing AG under Austrian law (Austrian Commercial Code – öUGB)	284,900	845,822
Accumulated profits of Lenzing AG under Austrian law (Austrian Commercial Code – öUGB)	0	0
Earnings attributable to subsidiaries, including the effect of adjusting the financial statements of Lenzing AG and its subsidiaries from local regulations to IFRS	75,381	145,879
<b>Total (excl. other reserves)</b>	<b>360,281</b>	<b>991,702</b>

The unappropriated revenue reserves of Lenzing AG can be released at any time and distributed to shareholders as part of accumulated profits. Austrian law only permits the distribution of dividends from accumulated profits as stated in the approved annual financial statements of the parent company prepared in accordance with the Austrian Commercial Code.

The following dividends were approved by the Annual General Meeting and paid to the shareholders of Lenzing AG:

## Dividends of Lenzing AG resolved and paid

	<b>Total</b>	<b>Number of shares</b>	<b>Dividend per share</b>
	<b>EUR '000</b>		<b>EUR</b>
Dividend for the financial year 2022 resolved at the Annual General Meeting on April 19, 2023	0	26,550,000	0.00
Dividend for the financial year 2021 resolved at the Annual General Meeting on April 26, 2022 (payment as of May 3, 2022)	115,493	26,550,000	4.35

The loss for the year according to the Austrian Commercial Code (öUGB) for the 2023 financial year of Lenzing AG is to be appropriated as follows:

## Appropriation of the 2023 net loss

	<b>EUR '000</b>
Lenzing AG closed the 2023 financial year with loss under Austrian law (öUGB) of	(560,915)
after the reversal of (distributable) revenue reserves	560,915
<b>remains an accumulated profit of</b>	<b>0</b>

## Hybrid capital

In December 2020, a subordinated perpetual bond (hybrid capital) with a total volume of EUR 500,000 thousand and a coupon of 5.75 percent was issued. The hybrid capital has a perpetual tenor and can be called or re-deemed by Lenzing AG on December 7, 2025 at the earliest. Investors have no call rights. If the hybrid capital is not called, the hybrid capital will carry a changed interest rate from December 8, 2025 (then applicable 5-year swap rate plus a margin of 11.208 percent).

Interest will be due and payable in arrears on December 7 of each year unless Lenzing AG decides to defer such interest payment. Outstanding deferred interest must be paid under certain circumstances, in particular when the Annual General Meeting of Lenzing AG resolves to pay a dividend.

The bond meets the criteria for equity pursuant to IAS 32 (Financial Instruments: Presentation). Accordingly, coupons are presented as part of appropriation of profits in the consolidated income statement.

## Non-controlling interests

Non-controlling interests represent the investments held by third parties in consolidated group companies. The Group companies with non-controlling interests are listed in note 41 under "Consolidated companies". These are companies in which the Lenzing Group holds an interest of less than 100 percent.

Of the non-controlling interests as at December 31, 2023, EUR 308,186 thousand (December 31, 2022: EUR 274,985 thousand) related to LD Celulose S.A. (LDC), Indianópolis, Brazil, which is allocated to the Pulp Division segment. As of December 31, the non-controlling shareholders held 2023 49.0 percent (December 31, 2022: 49.0 percent) of the capital and voting rights of the non-listed LDC, and have a put option to sell their shares (see note 3 and note 35). LDC's core business consists of the production and sale of pulp.

The following table provides summarized financial information on LDC in accordance with IFRS (100 percent):

**Summarized financial information on LDC EUR '000**

	31/12/2023	31/12/2022
Non-current assets	1,606,247	1,607,380
Current assets	221,524	131,267
Equity	628,951	561,194
Thereof equity attributable to shareholders of Lenzing AG	320,765	286,209
Thereof equity attributable to non-controlling interests	308,186	274,985
Non-current liabilities	929,861	1,029,994
Current liabilities	268,960	147,459
	2023	2022
Revenue	449,270	164,269
Earnings before tax (EBT)	117,452	39,964
Total comprehensive income	71,016	78,395
Thereof net profit/loss after tax	94,093	30,857
Net profit/loss after tax attributable to shareholders of Lenzing AG	47,987	15,737
Net profit/loss after tax attributable to non-controlling interests	46,105	15,120
Thereof other comprehensive income	(23,076)	47,538
Other comprehensive income attributable to shareholders of Lenzing AG	(11,769)	24,244
Other comprehensive income attributable to non-controlling interests	(11,307)	23,294
Cash flow from operating activities	102,438	(27,007)
Cash flow from investing activities	(57,815)	(337,928)
Cash flow from financing activities	(12,401)	324,319
Change in cash and cash equivalents	32,221	(40,616)
Dividends paid to non-controlling interests	0	0

Non-controlling interests in equity include PT. South Pacific Viscose (SPV), Purwakarta, Indonesia, which is assigned to the Segment Division Fiber. The non-controlling interests in SPV totaled EUR minus 6,987 thousand as at December 31, 2023 (December 31, 2022: EUR 10,329 thousand). As at December 31, 2023, non-controlling shareholders held 5.78 percent (December 31, 2022: 8.13 percent) of the capital and voting rights in SPV, which is not publicly listed. The core business of SPV is the production and sale of wood-based cellulosic fibers.

The following table provides summarized financial information on SPV in accordance with IFRS (100 percent):

	31/12/2023	31/12/2022	EUR '000
Non-current assets	126,947	312,391	
Current assets	127,045	126,365	
Equity	(120,876)	127,043	
Thereof equity attributable to shareholders of Lenzing AG	(113,889)	116,714	
Thereof equity attributable to non-controlling interests	(6,987)	10,329	
Non-current liabilities	246,149	121,872	
Current liabilities	128,719	189,841	
	2023	2022	
Revenue	321,973	436,995	
Earnings before tax (EBT)	(302,114)	(102,121)	
Total comprehensive income	(301,577)	(85,591)	
Thereof net profit/loss after tax	(301,979) <sup>1</sup>	(101,481)	
Net profit/loss after tax attributable to shareholders of Lenzing AG	(283,417)	(93,230)	
Net profit/loss after tax attributable to non-controlling interests	(18,563)	(8,250)	
Thereof other comprehensive income	403	15,889	
Other comprehensive income attributable to shareholders of Lenzing AG	434	14,598	
Other comprehensive income attributable to non-controlling interests	(31)	1,292	
Cash flow from operating activities	(149,200)	(12,757)	
Cash flow from investing activities	(47,376)	(98,821)	
Cash flow from financing activities	186,195	123,791	
Change in cash and cash equivalents	(10,382)	12,212	
Dividends paid to non-controlling interests	0	0	

<sup>1</sup>) SPV's after-tax result includes impairments in accordance with IAS 36 (see note 10).

The following shares of other comprehensive income are attributable to non-controlling interests in the subsidiaries of Lenzing AG:

<b>Other comprehensive income attributable to non-controlling interests</b>	<b>EUR '000</b>	
	<b>2023</b>	<b>2022</b>
<b>Items that will not be reclassified subsequently to profit or loss</b>		
Remeasurement of defined benefit liability	(29)	142
Income tax relating to these components of other comprehensive income	6	(32)
<b>Items that may be reclassified to profit or loss</b>		
Foreign operations – foreign currency translation differences arising during the year	(10,502)	12,006
Cash flow hedges – effective portion of changes in fair value recognized during the year and non-designated components	(1,620)	18,793
Income tax relating to these components of other comprehensive income	792	(6,322)
<b>Other comprehensive income (net of tax)</b>	<b>(11,353)</b>	<b>24,587</b>

the provision is based on the recognized asset value of the certificates if they are covered by certificates held by the company at this reporting date. If the certificates used exceed the certificates held, the provision is based on the fair value of the certificates (to be purchased subsequently) as at the relevant reporting date. Future laws and commitments on emissions, especially in the countries of the Lenzing Group's production sites, could lead to further precautionary measures in the future.

In the 2023 financial year, 500,000 EU emission certificates were sold (2022: 0 EU emission certificates), which had been allocated to the Lenzing Group free of charge. The income from the sale amounted to EUR 40,653 thousand (2022: EUR 0 thousand) and is included in other operating income (see note 7).

In the 2023 financial year expenses for emission certificates amounted to EUR 17,995 thousand (2022: EUR 14,999 thousand).

## Note 27. Government grants

The amount accrued under this item resulted primarily from grants for investments in environmental protection and for general investment support.

Investment grants are reported as liabilities and recognized in profit or loss on a straight-line basis over the useful life of the subsidized investments as "Income from the release of investment grants".

Government grants for cost reimbursements are recognized as other income in the period in which the related costs are incurred, unless the receipt of the grant is contingent on conditions that are not yet sufficiently likely to occur. Receivables from funding commitments are reported under other assets on the consolidated statement of financial position (see note 25).

Government grants of EUR 23,414 thousand were recognized in profit or loss in the reporting period (2022: EUR 16,445 thousand), resulting predominantly from promotion of research activities and energy topics. Any conditions attached to the grants were fulfilled and repayment, in full or in part, is therefore considered unlikely.

Government grants also included EUR 70,501 thousand of emission certificates as at December 31, 2023 (December 31, 2022: EUR 65,893 thousand). In accordance with Directive 2003/87/EC of the European Parliament and the European Council on a system for trading greenhouse gas emission certificates, a total of 374,539 EU-emission certificates and 23,167 UK-emission certificates were allocated free of charge to the relevant companies in the Lenzing Group for 2023 through national allocation plans (2022: 375,634 EU-emission certificates and 23,794 UK-emission certificates).

Emission certificates are capitalized at fair value at the time of allocation and reported under other current assets (see note 25). The difference between the fair value and the purchase price paid by the company for the emission certificates is recorded under government grants. At the end of each reporting period, a provision is recognized for the certificates used up to that date. The amount of

## Note 28. Financial liabilities

The following table shows the composition of financial liabilities as at December 31:

Financial liabilities	31/12/2023				31/12/2022				EUR '000
	Currency	Nominal value	Carrying amount	Average effective interest in %	Currency	Nominal value	Carrying amount	Average effective interest in %	
<b>Private placements</b>									
Fixed interest	EUR	290,500	290,229	1.5	EUR	290,500	290,110	1.5	
Floating rate interest	EUR	219,000	218,753	4.2	EUR	219,000	218,640	1.2	
Floating rate interest <sup>1</sup>	USD	65,000	58,824	1.9	USD	65,000	60,941	0.8	
			567,805					569,691	
<b>Bank loans</b>									
Loans:									
Fixed interest	EUR	474,775	353,345	1.5	EUR	428,809	428,809	1.1	
Fixed interest	USD	147,200	108,439	3.3	USD	140,602	111,972	3.0	
Fixed interest	CNY	117,015	14,905	4.1	CNY	0	0	n/a	
Floating rate interest	EUR	311,813	256,426	2.1	EUR	140,412	139,586	0.8	
Floating rate interest <sup>1</sup>	USD	1,000,000	816,483	6.9	USD	1,000,000	911,729	4.1	
Operating loans <sup>2</sup> :									
Floating rate interest	IDR	0	0	n/a	IDR	156,333,686	9,463	9.8	
Floating rate interest	CNY	390,000	49,676	3.4	CNY	250,000	33,976	3.7	
Floating rate interest	USD	98,254	88,619	8.1	USD	4,876	4,572	7.2	
			1,687,892					1,640,106	
<b>Lease liabilities</b>									
Fixed interest	EUR	142,107	142,107	16.9	EUR	69,590	69,590	10.2	
			142,107					69,590	
<b>Loans from other lenders</b>									
Fixed interest	EUR	9,926	9,790	0.7	EUR	10,603	10,603	0.7	
Fixed and floating rate interest	EUR	28,100	28,100	0.6	EUR	30,005	30,005	0.6	
Floating rate interest	BRL	0	0	n/a	BRL	12,445	2,236	10.4	
			37,890					42,843	
<b>Total</b>			<b>2,435,694</b>					<b>2,322,230</b>	
Thereof current			528,992					250,282	
Thereof non-current			1,906,702					2,071,948	

1) As of December 31, 2022, the underlying contracts were linked to the USD LIBOR reference interest rate, and were switched to the alternative Secured Overnight Financing Rate (SOFR) reference interest rate in the 2023 financial year.

2) Revolving credit agreements and overdrafts

In the 2015 financial year, the Lenzing Group issued fixed and variable rate private placements of EUR 150,000 thousand, which have an average term of seven years, as part of the refinancing and volume expansion. In the 2022 financial year, an amount of EUR 72,000 thousand was repaid.

In the 2019 financial year, the Lenzing Group issued further private placements with an issue volume of EUR 375,000 thousand and USD 45,000 thousand. A term of 5 to 15 years with fixed and floating interest rates was agreed.

In the 2020 financial year, the Lenzing Group issued further private placements with an issue volume of EUR 114,000 thousand and USD 20,000 thousand. Terms of 5 to 7 years with fixed and floating interest rates were agreed.

In 2023, a loan of EUR 100,000 thousand was arranged with the participation of Oesterreichische Kontrollbank. A term of six years with fixed and floating interest rates was agreed.

In the 2018, 2019, 2020 and 2021 financial years, financing totaling EUR 501,500 thousand was raised from Oesterreichische Kontrollbank AG. A term of two to seven years with fixed and floating interest rates was agreed. In the 2023 financial year, this financing was extended by two years.

As of December 31, 2023, liabilities to banks for the financing of the pulp mill in Brazil amounted to EUR 924,922 thousand (December 31, 2022: EUR 1,023,700 thousand). Of these, EUR 758,869 thousand (December 31, 2022: EUR 34,922 thousand) are collateralized by pledged property, plant and equipment and EUR 204,856 thousand (December 31, 2022: EUR 127,735 thousand) are collateralized by biological assets. In addition, the shares in LD Celulose S.A., Indianópolis, Brazil, were pledged for the financing of the pulp mill. Details of this financing can be found in note 35.

Furthermore, of the reported financial liabilities, EUR 53,259 thousand (December 31, 2022: EUR 37,853 thousand) are secured by receivables.

The next interest rate adjustment for the floating rate loans and partially fixed rate loans will take place within the next six months, depending on the loan agreement. The conditions for loans that can be utilized multiple times (revolving loans) are fixed for a certain period and generally carry floating interest rates.

Other loans primarily involve obligations to the Austrian fund for the promotion of research in industry ("Forschungsförderungsfonds der gewerblichen Wirtschaft") and the ERP fund as well as loans from non-controlling shareholders.

## Note 29. Deferred taxes (deferred tax assets and liabilities) and current taxes

Deferred tax assets and liabilities relate to the following items on the statement of financial position:

Deferred tax assets	EUR '000	
	31/12/2023	31/12/2022
Intangible assets and property, plant and equipment	74,628	1,936
Financial assets	965	2,664
Inventories	12,149	17,010
Other assets	1,943	1,254
Provisions	17,217	13,331
Investment grants	121	135
Lease liabilities	45,030	20,007
Other liabilities	10,526	14,835
Loss carryforwards	180,427	73,941
<b>Gross deferred tax assets – before valuation adjustment</b>	<b>343,005</b>	<b>145,114</b>
Valuation adjustment to deferred tax assets	(197,441)	(78,512)
Thereof relating to tax loss carryforwards	(125,418)	(62,989)
<b>Gross deferred tax assets</b>	<b>145,564</b>	<b>66,602</b>
Offsettable against deferred tax liabilities	(97,005)	(64,887)
<b>Net deferred tax assets</b>	<b>48,559</b>	<b>1,716</b>

Deferred tax liabilities	EUR '000	
	31/12/2023	31/12/2022
Intangible assets and property, plant and equipment	25,799	76,354
Right-of-use assets	42,834	21,407
Biological assets	23,324	6,229
Financial assets	9,579	12,278
Inventories	603	109
Other assets	8,700	16,144
Investment grants	253	265
Other liabilities	26,011	2,340
<b>Gross deferred tax liabilities</b>	<b>137,103</b>	<b>135,127</b>
Offsettable against deferred tax assets	(97,005)	(64,887)
<b>Net deferred tax liabilities</b>	<b>40,098</b>	<b>70,240</b>

Of the total gross deferred tax assets, EUR 25,202 thousand (December 31, 2022: EUR 34,254 thousand) are due within one year. Of the total gross deferred tax liabilities, EUR 4,229 thousand (December 31, 2022: EUR 4,937 thousand) are due within one year. The remaining amounts are due in more than one year.

Deferred taxes developed as follows:

<b>Development of deferred taxes</b>	<b>EUR '000</b>	
	<b>2023</b>	<b>2022</b>
As at 01/01	(68,525)	(56,226)
Recognized in profit or loss	62,895	5,579
Recognized in other comprehensive income	12,748	(18,347)
Acquisition of business units	215	0
Currency translation adjustment	1,129	469
<b>As at 31/12</b>	<b>8,461</b>	<b>(68,525)</b>

The Group held tax loss carryforwards of EUR 808,080 thousand as at December 31, 2023 (December 31, 2022: EUR 333,554 thousand). The existing tax loss carryforwards can be utilized as follows:

<b>Loss carryforwards (assessment basis)</b>	<b>EUR '000</b>	
	<b>31/12/2023</b>	<b>31/12/2022</b>
<b>Total</b>	<b>808,080</b>	<b>333,554</b>
Thereof capitalized loss carryforwards	239,169	46,644
Thereof non-capitalized loss carryforwards	568,911	286,910
<b>Possible expiration of non-capitalized loss carryforwards</b>		
Within 1 year	51,485	572
Within 2 years	78,168	26,820
Within 3 years	40,565	80,394
Within 4 years	140,430	43,195
Within 5 years or longer	181,428	135,913
Unlimited carryforward	76,835	16

As of December 31 2023, deferred tax assets totaling EUR 48,559 thousand (December 31, 2022: EUR 1,716) were capitalized. Of this amount, EUR 46,786 (December 31, 2022: EUR 0 thousand) are attributable to deferred tax assets relating to Group units that generated losses in either the past or previous year. If there is no substantial evidence for recoverability, deferred tax assets are recognized to the extent that sufficient taxable temporary differences exist.

The increase in loss carryforwards in the 2023 financial year also includes losses of foreign Group members in Austria, which are offset in addition to the current tax loss of the Austrian Group members. A provision for recapture taxation on foreign losses was formed.

The valuation adjustment to deferred tax assets relates mainly to companies based in Austria in the amount of EUR 16,519 thousand (December 31, 2022: EUR 4 thousand), in China in the amount of EUR 34,120 thousand (December 31, 2022: EUR 24,742 thousand), in Indonesia in the amount of EUR 104,881 thousand (December 31, 2022: EUR 37,826 thousand), in the USA in the amount of EUR 6,545 thousand (December 31, 2022: EUR 41 thousand) and in Thailand in the amount of EUR 35,428 thousand (December 31, 2022: EUR 16,381 thousand). Certain loss carryforwards were not capitalized because their usability is restricted. If all tax loss carryforwards could be utilized in full, the deferred tax assets on loss carryforwards would total EUR 180,427 thousand (December 31, 2022: EUR 73,941 thousand) instead of EUR 55,009 thousand (December 31, 2022: EUR 10,952 thousand).

The financial assets and other assets shown under deferred tax assets in the above table include amounts for outstanding partial write-downs to investments in accordance with Section 12 Para. 3 no. 2 of the Austrian Corporation Tax Act ("Siebentelabschreibung"), the partial write-downs of investments over a period of seven years for tax purposes corresponding to a measurement base of EUR 7,335 thousand (December 31, 2022: EUR 11,090 thousand). Partial write-downs of EUR 3,755 thousand were utilized for tax purposes in 2023 (2022: EUR 3,905 thousand).

The recoverability of deferred tax assets is generally based on the positive taxable results expected in the future – after the deduction of taxable temporary differences – in line with the forecasts approved by the Managing Board. These forecasts are also used for impairment testing (see note 10). The assessment of unused tax loss carryforwards and tax credits also involves the consideration of utilization requirements.

Deferred tax liabilities were not recognized for temporary differences with a measurement base of EUR 542,772 thousand (December 31, 2022: EUR 507,985 thousand) in connection with investments in subsidiaries, joint ventures and associates and the related proportional share of net assets held by group companies because the Lenzing Group is able to control the timing of the reversal of the temporary difference and these differences are not expected to reverse in the foreseeable future.

The receivables from current taxes include prepayments made to foreign taxation authorities. These amounts are recognized when the recoverability is probable, while valuation adjustments are made in all other cases. The gross carrying amount of non-current receivables from current taxes as at December 31, 2023 amounts to EUR 21,068 thousand (December 31, 2022: EUR 21,155 thousand). Payments are sometimes uncertain, especially the timing of payments due to the sometimes long duration of proceedings. For this reason, as at December 31, 2023, write-downs of EUR 4,887 thousand were recognized (December 31, 2022: EUR 5,250 thousand).

Current liabilities for current taxes include a provision for uncertain tax items of EUR 12,992 thousand (December 31, 2022: EUR 0 thousand) in connection with regular tax audit procedures.

Lenzing AG and the subsidiaries included in the group tax agreement are members of the tax group between B&C Holding Österreich GmbH, as the head of the group, and Lenzing AG and other subsidiaries of Lenzing AG, as group members, in accordance with Section 9 of the Austrian Corporation Tax Act.

Group taxation includes the offset of taxable profits and losses between the group members. The deferred tax assets and deferred tax liabilities of the group members are also offset based on their joint tax assessment. Future tax liabilities from the offsetting of losses of foreign subsidiaries are recognized in the consolidated financial statements without discounting and are reported under non-current liabilities for current taxes. The group and tax equalization agreement requires Lenzing AG to pay a tax allocation equal to the corporate income tax attributable to the taxable profit of the company and the subsidiaries included in the tax group. The tax allocation payable by Lenzing AG is reduced by any domestic and foreign withholding taxes deductible from the overall group result

by the group parent and by any transferred minimum corporate income taxes.

The tax allocation to be paid by Lenzing AG is also reduced by any current losses/loss carryforwards caused by the group parent that can be offset against positive earnings of Lenzing AG's tax group in the assessment year. The tax allocation is reduced by 25 percent (2022: 25 percent) of the corporate tax rate (i.e. currently 6 percent; 2022: 6.25 percent) applicable to the current losses/loss carryforwards recorded by the head of the tax group that are offset against positive earnings in an assessment year for the head of the tax group. Tax losses recorded by Lenzing AG and the participating subsidiaries are kept on record and offset against future tax gains. An equalization payment is made as compensation for any losses that are not offset when the contract is terminated.

The Lenzing Group includes the effects of uncertain tax positions in the calculation of current and deferred taxes. Tax claims are recognized at the expected reimbursement amount in cases where the claim is sufficiently certain. The tax returns of the Lenzing Group's subsidiaries are reviewed regularly by the taxation authorities. Appropriate provisions have been recognized for possible future tax obligations based on a number of factors which include interpretations, commentaries and legal decisions relating to the respective tax jurisdiction and past experience. In addition, uncertain tax positions are evaluated on the basis of estimates and assumptions for future events. New information can become available in the future that leads the Group to change its assumptions regarding the appropriateness of tax positions. Any such changes will affect tax expense in the period in which they are identified.

## Note 30. Provisions

The Lenzing Group's provisions are classified as follows:

Provisions	EUR '000					
	Total		Thereof current		Thereof non-current	
	31/12/2023	31/12/2022	31/12/2023	31/12/2022	31/12/2023	31/12/2022
<b>Provisions for pensions and similar obligations</b>						
Pensions and severance payments	74,842	77,646	6,149	7,149	68,693	70,497
Jubilee benefits	14,766	14,899	929	936	13,837	13,963
	<b>89,608</b>	<b>92,544</b>	<b>7,078</b>	<b>8,084</b>	<b>82,530</b>	<b>84,460</b>
<b>Other provisions</b>						
Restructuring measures	24,087	21,125	24,087	21,125	0	0
Anticipated losses and other risks	10,806	23,545	10,806	23,545	0	0
Emission certificates	9,972	12,493	9,972	12,493	0	0
Sundry	7,218	8,134	656	1,047	6,562	7,087
	<b>52,082</b>	<b>65,297</b>	<b>45,521</b>	<b>58,210</b>	<b>6,562</b>	<b>7,087</b>
<b>Total</b>	<b>141,690</b>	<b>157,841</b>	<b>52,599</b>	<b>66,295</b>	<b>89,091</b>	<b>91,547</b>

### Provisions for pensions and similar obligations

#### Pensions and severance payments

The Lenzing Group has entered into obligations for pensions and severance payments from defined benefit plans, which are reported under provisions for pensions and severance payments, and from defined contribution plans.

#### Defined benefit plans (for pensions and severance payments)

The benefits resulting from the defined benefit plans for pensions and severance payments are dependent on the final salary or wage and the length of service. They do not require any contributions by employees.

The defined benefit pension plans are based on contractual obligations. The Lenzing Group's most important defined benefit pension plan is located in Austria. It applies to employees who joined the Group before January 1, 2000 and decided to remain in the plan. The claims generally arose after a vesting period of at least 10 or 15 service years. A retirement age of 58 to 63 years is assumed for the beneficiaries, depending on their gender. At present, the plan primarily covers employees who have already retired. Qualifying insurance policies were recognized as plan assets in some cases, while coverage for these obligations is also provided by securities that do not qualify as plan assets.

The defined benefit severance plans are based on statutory obligations and obligations under collective agreements. The Lenzing Group's most important defined benefit severance plan is located in Austria. This plan entitles employees whose employment relationship is governed by Austrian law and started before January 1, 2003 to a severance payment in specific cases, in particular when they reach the statutory retirement age and in the event of termination by the employer ("old severance payment system"). The amount of the severance payment depends on the employee's salary or wage at the termination of employment and on the length of the employment relationship. There are similar major defined benefit severance plans in Indonesia and the Czech Republic, which apply to all employees irrespective of when they joined the respective company. The defined benefit severance plans are not covered by assets but are financed entirely through provisions.

In the 2023 and 2022 financial years, parts of provisions for accrued defined benefit severance plans were reclassified to other provisions for restructuring measures (see the section "Other provisions").

The defined benefit pension and severance plans are principally connected with the following risks that influence the amount of the obligations to be recognized:

- **Investment risk:** A decline in the income from plan assets below the discount rate will result in a plan deficit and an increase in the obligations.
- **Interest rate risk:** A decrease in the discount rate due to lower bond interest rates on the capital market will result in an increase in the obligations.
- **Salary and pension trend:** An increase in the actual salary and pension trends over the expected future levels will result in an increase in the obligations.
- **Personnel turnover and departure risk:** A decline in the expected personnel turnover rates will result in an increase in the obligations.
- **Longevity risk:** An increase in the life expectancy of the beneficiaries will result in an increase in the obligations.

The Lenzing Group is also exposed to currency risks in connection with these plans.

The Lenzing Group takes various steps to reduce the risks from defined benefit plans. The related measures include, in particular, the external financing of defined benefit plans with plan assets or the coverage of obligations with securities that do not qualify as plan assets and the settlement of existing defined benefit plans with lump sum payments. In addition, pension and similar commitments are now only concluded as defined contribution commitments where possible and legally permissible.

The objectives of the investment policy are to create an optimal composition of plan assets and to ensure sufficient coverage for the existing claims of participating employees. The investment strategies (asset allocations) for the plan assets are contractually regulated. A reinsurance policy was concluded for part of the claims from the Austrian pension plan. It is reported as plan asset in the amount of EUR 2,344 thousand (December 31, 2022: EUR 2,469 thousand). This policy is a conventional life insurance policy which invests primarily in debt instruments that reflect the maturity profile of the underlying claims and are intended to maintain a high degree of investment security. The Lenzing Group makes no further contributions to this insurance policy.

The fair value of the insurance policy is not determined on an active market, but corresponds to the reported policy reserve. The plan assets do not include any financial instruments issued by or assets used by the Lenzing Group. The actual return on plan assets totaled EUR 158 thousand in 2023 (2022: EUR 155 thousand). The net interest expense from the defined benefit plans (expenses from the accrued interest on the obligations and the return on plan assets) is reported under financing costs.

The most important actuarial parameters applied to the defined benefit pension and severance plans are as follows:

#### **Actuarial assumptions for defined benefit pension and severance plans p. a. in %**

31/12/2023	Discount rate	Salary increase	Pension increase	Staff turnover deductions
Austria – pensions	3.4	3.0	0.0-3.0	0.0
Austria – severance payments	3.4	3.0	N/A	0.0
Indonesia	6.5	7.5	N/A	1.0-5.0
Czech Republic	3.9	4.5	N/A	1.6

31/12/2022	Discount rate	Salary increase	Pension increase	Staff turnover deductions
Austria – pensions	4.1	3.0	0.0-3.0	0.0
Austria – severance payments	4.1	3.0	N/A	0.0
Indonesia	7.0	7.5	N/A	1.0-5.0
Czech Republic	3.5	4.2	N/A	1.6

The major obligations from the defined benefit plans are the obligations for pensions and severance payments in the Lenzing Group's Austrian companies. The discount rate for these obligations was derived from high-quality fixed-income corporate bonds with at least an AA rating based on an international actuary's standards. Bonds with significantly higher or lower interest rates than the other bonds in their risk class ("statistical outliers") were not included in the calculation. The currency and terms of the bonds used to derive the discount rate are based on the currency and expected terms of the obligations to be settled. The estimated salary and pension increases, which are also considered realistic for the future, were derived from the averages of recent years. Separate employee turnover rates were applied for each company depending on the composition of the workforce and the employees' length of service. The retirement age used for the calculation is based on the applicable legal regulations. Individual, country-specific assumptions were made for each of the other countries to determine the discount rate, salary increases, employee turnover rates and retirement age.

The parameters used to calculate the defined benefit pension plans in Austria included the biometric data from AVÖ 2018 P – the calculation base for pension insurance for salaried employees

The following biometric data and assumptions are used in other countries:

- Indonesia: Tabel Mortalita Indonesia (TMI 2019)
- Czech Republic: AVÖ 2018-P
- Other: No biometric assumptions were made because of the low number of beneficiaries.

The obligations (carrying amounts) from defined benefit pension and severance plans reported in the consolidated statement of financial position comprise the following:

#### Development of defined benefit plans

EUR '000

	Present value of pension and severance payment obligation (DBO)		Fair value of plan assets		Carrying amounts of defined benefit pension and severance plans	
	2023	2022	2023	2022	2023	2022
<b>As at 01/01</b>	<b>85,847</b>	<b>104,818</b>	<b>2,469</b>	<b>2,598</b>	<b>83,377</b>	<b>102,220</b>
Service cost						
Current service cost	3,635	2,694	0	0	3,635	2,694
Gain/loss on curtailments of plan	0	671	0	0	0	671
Net interest	3,769	1,957	95	22	3,674	1,935
Income and expenses from defined benefit plans recognized on the income statement	7,404	5,322	95	22	7,309	5,300
Remeasurement during the reporting period						
On the basis of demographic assumptions	(119)	(35)	0	0	(119)	(35)
On the basis of financial assumptions	3,673	(19,177)	0	0	3,673	(19,177)
On the basis of experience adjustments	893	7,690	0	0	893	7,690
On the basis of income from plan assets, excl. amounts included in interest income	0	0	62	133	(62)	(133)
Remeasurement of defined benefit plans included in other comprehensive income	4,447	(11,522)	62	133	4,384	(11,655)
Cash flows						
Payments made from the plan	(283)	(283)	(283)	(283)	0	0
Direct payments and contributions by the employer	(15,750)	(12,238)	0	0	(15,750)	(12,238)
Currency translation adjustment	(683)	(250)	0	0	(683)	(250)
Other reconciliation items	(16,716)	(12,771)	(283)	(283)	(16,433)	(12,488)
<b>As at 31/12</b>	<b>80,982</b>	<b>85,847</b>	<b>2,344</b>	<b>2,469</b>	<b>78,638</b>	<b>83,377</b>
Thereof pensions in Austria	19,243	18,214	2,344	2,469	16,899	15,744
Thereof severance payments in Austria	38,069	42,636	0	0	38,069	42,636
Thereof pensions and severance payments in other countries	19,874	19,265	0	0	19,874	19,265
Thereof restructuring measures	3,796	5,732	0	0	3,796	5,732

Sensitivity analyses are performed to evaluate the risk of changes in the actuarial parameters used to measure the present value of the obligations from defined benefit plans. These sensitivity analyses show the effects on the present value of the obligations from hypothetical changes in key parameters that could have reasonably changed as at the reporting date. One parameter was changed for each analysis, while all other parameters were kept

constant. The sensitivity analyses are based on the present values of the obligations as at the reporting date before the deduction of plan assets (gross obligation/DBO) and before reclassification to other provisions for restructuring measures.

The sensitivities of the parameters as at the reporting dates are as follows:

#### Sensitivity analysis of the defined benefit pension and severance payment obligations

31/12/2023	Change in parameters (percentage points)	Decrease in parameter/ change in present value of obligation in EUR '000	Increase in parameter/ change in present value of obligation in EUR '000
Discount rate	1.0	6,368	(5,587)
Salary increase	1.0	(4,431)	4,960
Pension increase	1.0	(1,144)	1,271

#### Sensitivity analysis of the defined benefit pension and severance payment obligations (previous year)

31/12/2022	Change in parameters (percentage points)	Decrease in parameter/ change in present value of obligation in EUR '000	Increase in parameter/ change in present value of obligation in EUR '000
Discount rate	1.0	6,542	(5,760)
Salary increase	1.0	(4,714)	5,263
Pension increase	1.0	(1,084)	1,203

The above sensitivity analyses represent hypothetical changes based on assumptions. Actual deviations from these assumptions will result in other effects. In particular, the parameters changed individually for the analysis may actually correlate with each other. The deduction of plan assets and of the amount reclassified to other provisions for restructuring will lead to a further reduction of the effects.

The weighted average terms (durations) of the defined benefit pension and severance payment obligations in years are as follows:

#### Weighted average durations of the defined benefit pension and severance payment obligations

Years

	31/12/2023	31/12/2022
Austria – pensions	7	7
Austria – severance payments	8-21	7-11
Indonesia	7	7
Czech Republic	8	8

#### Defined contribution plans (for pensions and severance payments)

The Lenzing Group makes payments to pension funds and similar external funds for defined contribution pension and severance plans. The most significant defined contribution pension and severance plans for the Lenzing Group are located in Austria ("new severance payment system" and individual contractual commitments).

The expenses for defined contribution plans are as follows:

Expenses for defined contribution plans	EUR '000	
	2023	2022
Austria – pensions	2,227	2,098
Austria – severance payments	2,861	2,927
Other countries	6,335	5,557
<b>Total</b>	<b>11,423</b>	<b>10,581</b>

#### Provisions for jubilee benefits

Collective agreements require Lenzing AG and certain subsidiaries, particularly in Austria and the Czech Republic, to pay jubilee benefits to employees who have been with the company for a certain length of time. In the Austrian companies employees have the option to convert the jubilee benefits into time credits. No assets were segregated from the company and no contributions were made to a pension fund or any other external fund to cover these obligations. The jubilee benefits do not require any contributions by employees.

The obligations from jubilee benefits for employees (long-service bonuses) are considered other long-term employee benefits under IFRS. The net interest expense from jubilee benefits (expenses from the accrued interest on the obligations) is recorded under financing costs. The discount rate applied to the Austrian obligations is similar to the discount rate used for the other defined benefit plans. Employee turnover rates were determined separately for each company depending on the composition of the workforce and employees' length of service. Individual, country-specific assumptions were made for the discount rate, employee turnover rates and salary increases in the other countries.

The main actuarial parameters applied to the obligations for jubilee benefits are as follows:

**Actuarial assumptions for the jubilee benefit obligations p. a. in %**

31/12/2023	Discount rate	Salary increase	Staff turnover deductions
Austria	3.5	3.0	0.0-8.9
Czech Republic	3.9	4.5	1.6
<b>31/12/2022</b>			
Austria	4.2	3.0	0.0-7.7
Czech Republic	3.4	4.2	1.6

The following table shows the development of the obligation (provision) for jubilee benefits:

Development of the jubilee benefit obligation (provision)	EUR '000	
	2023	2022
As at 01/01	14,899	18,812
Service cost		
Current service cost	875	1,234
Net interest	608	201
Remeasurement during the reporting period		
On the basis of demographic assumptions	(1,017)	2
On the basis of financial assumptions	1,131	(5,078)
On the basis of experience adjustments	(482)	1,235
Income and expenses from jubilee benefit obligations recognized on the income statement	1,115	(2,406)
Cash flows		
Direct payments by employer	(1,247)	(1,508)
Currency translation adjustment	(1)	1
Other reconciliation items	(1,248)	(1,507)
<b>As at 31/12</b>	<b>14,766</b>	<b>14,899</b>

## Other provisions

Other provisions developed as follows:

### Development of other provisions

									EUR '000
2023	As at 01/01	Currency translation adjustment	Reclassification	Utilization	Reversal	Addition	As at 31/12	Thereof current	Thereof non-current
Restructuring measures	21,125	0	(1,936)	(11,293)	(4,100)	20,291	24,087	24,087	0
Anticipated losses and other risks	23,545	(124)	0	(20)	(14,757)	2,163	10,806	10,806	0
Emission certificates	12,493	(4)	0	(10,813)	0	8,295	9,972	9,972	0
Sundry	8,134	(82)	0	(1,080)	(420)	666	7,218	656	6,562
<b>Total</b>	<b>65,297</b>	<b>(210)</b>	<b>(1,936)</b>	<b>(23,206)</b>	<b>(19,277)</b>	<b>31,415</b>	<b>52,082</b>	<b>45,521</b>	<b>6,562</b>

### Development of other provisions (previous year)

									EUR '000
2022	As at 01/01	Currency translation adjustment	Reclassification	Utilization	Reversal	Addition	As at 31/12	Thereof current	Thereof non-current
Restructuring measures	0	0	5,732	0	0	15,394	21,125	21,125	0
Anticipated losses and other risks	25,978	0	0	0	(7,977)	5,544	23,545	23,545	0
Emission certificates	6,508	14	0	(10,742)	0	16,713	12,493	12,493	0
Sundry	3,750	102	0	(370)	(39)	4,691	8,134	1,047	7,087
<b>Total</b>	<b>36,236</b>	<b>116</b>	<b>5,732</b>	<b>(11,112)</b>	<b>(8,016)</b>	<b>42,342</b>	<b>65,297</b>	<b>58,210</b>	<b>7,087</b>

The measurement of provisions is based on past experience, current cost and price information and estimates/appraisals by internal and external experts. The assumptions underlying the provisions are reviewed regularly. The actual values may differ from these assumptions if general conditions develop in contrast to expectations as at the reporting date. Changes are recognized in profit or loss when better information is available and the premises are adjusted accordingly.

As in the previous year, other provisions for restructuring measures in the 2023 financial year relate particularly to provisions due to staff reductions as part of reorganization and cost-cutting programs. The provisions were formed particularly for resultant severance payments and termination benefits. As of December 31, 2023, provisions of EUR 3,796 thousand (December 31, 2022: EUR 5,732 thousand) arising from previously formed provisions (in particular from the statutory provision for severance payments; see the section "Defined benefit plans (for pensions and severance payments)") were reported under provisions for restructuring measures. The remaining amount of the necessary provisions of EUR 20,291 thousand (2022: EUR 15,394 thousand) was allocated mainly to personnel expenses and to other operating expenses (administrative expenses). The total provisions of EUR 24,087 thousand (December 31, 2022: EUR 21,125 thousand) are expected to be fully utilized within the next 12 months.

Other provisions for anticipated losses and other risks include, in particular, provisions for onerous procurement contracts of EUR 10,772 thousand (December 31, 2022: EUR 23,300 thousand) and for other onerous contracts. Other provisions for emission certificates comprise the equivalent value of the emission certificates used.

Miscellaneous other provisions mainly relate to obligations for litigation in the amount of EUR 3,208 thousand (December 31, 2022: EUR 3,940 thousand) and include, in particular, provisions for legal defense costs in connection with a lawsuit in which, among other matters, Lenzing AG is being sued for damages (see note 40). The anticipated cash outflow is expected in the 2025 financial year.

The other current provisions and accruals are expected to lead to an outflow of funds within the next twelve months. The outflow of funds arising from the long-term portion of other provisions is dependent on various factors (in particular, guarantee and warranty periods, contract terms and other events).

## Note 31. Trade payables

Liabilities that are part of reverse factoring agreements are evaluated to determine whether the original trade payable must still be reported or whether it must be derecognized and a new financial liability recognized in accordance with the agreement. The decisive factor is whether the Lenzing Group was released from its original obligation. In cases where there was no release from the original obligation, the Lenzing Group evaluates whether the reverse factoring agreement has led to a new obligation that must be recognized in addition to the trade payable. If that is also not the case, a present value test is carried out to determine whether the reverse factoring agreement has resulted in significant changes to the contractual terms of the trade payable which lead to derecognition of the trade payable and the recognition of a new financial liability.

Suppliers of the Lenzing Group finance their trade receivables from the Lenzing Group with reverse factoring agreements. These suppliers can commission their banks to forward payment for the receivables at an earlier point in time. The present value test indicates that these agreements do not significantly change the contract terms (in particular payment terms and interest rates). The agreements do not lead to the reclassification of the involved trade payables to another class of liability under civil law or IFRS regulations from the Lenzing Group's perspective. Consequently, there are no changes to the presentation on the consolidated statement of financial position (under trade payables) or the consolidated statement of cash flows (under cash flow from operating activities). The potentially affected trade payables totaled EUR 81,177 thousand as at December 31, 2023 (December 31, 2022: EUR 116,391 thousand). The carrying amount of the potentially affected trade payables for which the suppliers have already received payments from the banks stands at EUR 65,349 thousand (December 31, 2022: EUR 87,881 thousand). As in the previous year, the Lenzing Group has not provided any collateral.

The liquidity risk of the reverse factoring agreements consists of a concentration since the reverse factoring agreements currently in place have been made with only two financial institutions, giving rise to the risk of a revocation of the reverse factoring agreement by the same financial institution. The liabilities affected by these reverse factoring agreements are settled in accordance with the agreed due date. The related, estimated outflows are taken into account in liquidity planning. The Lenzing Group assesses the risk concentration with regard to sufficient financing sources as rather low because the risk spread of the Lenzing Group's financing over different financial institutions is maintained. Furthermore, the reverse factoring agreements include no material financing component and their discontinuation would therefore also not result in a significant increase in financing requirements. Liabilities relating to reverse factoring agreements amount to 3.3 percent as at the reporting date (December 31, 2022: 5.0 percent) relative to the group's total financial liabilities.

Information regarding the liquidity and foreign currency risk of the group exposure is presented in note 37.

## Note 32. Other liabilities

Other non-current liabilities consist of the following:

Other non-current liabilities	EUR '000	
	31/12/2023	31/12/2022
Other non-current financial liabilities (in particular from derivatives and contingent considerations as well as other financial liabilities)	8,434	0
Non-current non-financial accruals for personnel expenses	1,917	609
Other non-current non-financial liabilities (particularly partial retirement obligations)	3,208	3,006
<b>Total</b>	<b>13,559</b>	<b>3,615</b>

Other current liabilities consist of the following:

Other current liabilities	EUR '000	
	31/12/2023	31/12/2022
<b>Other current financial liabilities</b>		
Derivatives not yet settled (open positions)	8,315	8,981
Other accruals	33,672	34,113
Contract liabilities – accruals for discounts and rebates (see note 5)	4,525	2,976
Debtor payments from factoring not yet forwarded	9,438	19,202
Other current financial liabilities	10,819	7,062
	<b>66,769</b>	<b>72,333</b>
<b>Other current non-financial liabilities</b>		
Liabilities from other taxes	6,503	6,315
Wage and salary liabilities	10,585	9,102
Social security liabilities	7,769	7,116
Contract liabilities – down payments received (see note 5)	12,198	12,298
Accruals for personnel expenses	24,018	24,134
Deferred income and other	1,403	1,706
	<b>62,476</b>	<b>60,671</b>
<b>Total</b>	<b>129,244</b>	<b>133,005</b>

The other accruals mainly cover liabilities for the delivery of goods and the performance of services by third parties which have not yet been invoiced.

The accruals for personnel costs consist primarily of liabilities for short-term claims by active and former employees (in particular, for unused vacation and compensation time, overtime and performance bonuses).

# Notes to the Consolidated Statement of Cash Flows

## Note 33. Disclosures on the Consolidated Statement of Cash Flows

Liquid funds represent cash and cash equivalents as shown on the statement of financial position. Cash and cash equivalents include cash in hand and cash at banks, demand deposits, checks and short-term time deposits.

Other non-cash income and expenses both in the 2023 financial year and in the previous year include the measurement of inventories, financial assets, and other non-current financial assets. Other

non-cash income/expenses also contain unrealized net exchange rate gains/losses and measurement effects from receivables.

Cash flows from investing activities (purchases of intangible assets, property, plant and equipment and biological assets) are adjusted either for payments not yet rendered to suppliers in the current period, or for payments rendered to suppliers for payables from prior periods. In the 2023 financial year, these are mainly payments to suppliers of payables from prior periods in the amount of EUR 29,821 thousand (2022 EUR 28,458 thousand).

### Reconciliation of financial liabilities

2023		Private placements	Bank loans	Loans from other lenders	Lease liabilities	Subtotal other financial liabilities	EUR '000
As at 01/01		569,691	1,640,106	42,843	69,590	1,752,539	2,322,230
Cash flows	Increase in financial liabilities	0	226,023	617	0	226,640	226,640
	Repayment of financial liabilities	0	(140,711)	(5,542)	(23,979)	(170,232)	(170,232)
	Currency translation adjustment	(2,118)	(42,473)	(49)	3,391	(39,131)	(41,248)
Non-cash changes	Discounting/accrued interest	232	4,947	20	16,557	21,524	21,756
	Additions to lease liabilities	0	0	0	78,444	78,444	78,444
	Other changes	0	0	0	(1,895)	(1,895)	(1,895)
As at 31/12		567,805	1,687,892	37,890	142,107	1,867,889	2,435,694

### Reconciliation of financial liabilities (previous year)

2022		Private placements	Bank loans	Loans from other lenders	Lease liabilities	Subtotal other financial liabilities	EUR '000
As at 01/01		637,841	1,342,661	57,183	63,475	1,463,320	2,101,161
Cash flows	Increase in financial liabilities	0	255,777	3,130	0	258,907	258,907
	Repayment of financial liabilities	(72,000)	(10,871)	(21,085)	(14,644)	(46,601)	(118,601)
	Currency translation adjustment	3,592	47,440	2,611	4,989	55,040	58,631
Non-cash changes	Discounting/accrued interest	258	5,099	1,004	7,025	13,128	13,386
	Additions to lease liabilities	0	0	0	14,191	14,191	14,191
	Other changes	0	0	0	(5,446)	(5,446)	(5,446)
As at 31/12		569,691	1,640,106	42,843	69,590	1,752,539	2,322,230

# Notes on Risk Management

## Note 34. Capital risk management

### General information

The overriding objective of equity and debt management in the Lenzing Group is to optimize the income, expenditures and assets of the individual operations/business units and of the Group as a whole in order to achieve and maintain sustainably strong economic performance and a sound balance sheet structure. An important role in this process is played by financial leverage capacity, the protection of sufficient liquidity at all times and a clear focus on key cash-related and performance indicators in line with the Group's strategic course and long-term goals. This protects the ability of the group companies to operate on a going concern basis. In addition, the authorized capital and contingent capital give Lenzing AG greater flexibility in raising additional equity in order to take advantage of future market opportunities.

The equity management strategy followed by the Lenzing Group is designed to ensure that Lenzing AG and the other group companies have an adequate equity base to meet local requirements. For further details to the financial covenants see note 35 and 37 ("Liquidity risk" section).

Management uses an adjusted equity ratio for internal control purposes. Adjusted equity is calculated in accordance with IFRS and comprises equity as well as investment grants less the related deferred taxes. The adjusted equity ratio (= adjusted equity in relation to total assets) equaled 34.7 percent as at December 31, 2023 (December 31, 2022: 37.8 percent).

Adjusted equity is calculated as follows:

Adjusted equity	EUR '000	
	31/12/2023	31/12/2022
Equity	1,742,165	2,025,895
+ Government grants	86,244	82,774
- Proportional share of deferred taxes on government grants	(19,338)	(20,045)
<b>Total</b>	<b>1,809,072</b>	<b>2,088,625</b>

The dividend policy of Lenzing AG, as the parent company of the Lenzing Group, is based on the principles of continuity and a long-term focus in order to support the future development of the company, to distribute dividends to shareholders in line with the company's opportunity and risk situation, and to appropriately reflect the interests of all other stakeholders who are decisive for the company's success.

### Net financial debt

The Supervisory Board and Managing Board of Lenzing AG regularly review the development of net financial debt because this indicator is an extremely important benchmark not only for the Group's management, but also for the financing banks. The ratio of net financial debt to EBITDA is particularly relevant. The continued optimal development of the Lenzing Group is only possible with convincing internal financing strength as the basis for increased debt capacity. Since the second quarter of the 2023 financial year, net financial debt has been presented excluding lease liabilities (see note 35, table "Carrying amounts, category, fair values and fair value hierarchy of financial instruments"). In previous financial years, lease liabilities were included in net financial debt. The change in the calculation was implemented as key Lenzing Group stakeholders also monitor net financial debt excluding lease liabilities.

Interest-bearing financial liabilities are classified as follows:

Interest-bearing financial liabilities	EUR '000	
	31/12/2023	31/12/2022
Non-current financial liabilities	1,906,702	2,071,948
Current financial liabilities	528,992	250,282
<b>Total</b>	<b>2,435,694</b>	<b>2,322,230</b>

Liquid assets consist of the following:

Liquid assets	EUR '000	
	31/12/2023	31/12/2022
Cash and cash equivalents	725,639	446,873
Liquid bills of exchange (in trade receivables)	5,398	6,393
<b>Total</b>	<b>731,037</b>	<b>453,265</b>

Net financial debt in absolute terms and in relation to EBITDA (see note 4) is as follows:

<b>Net financial debt (absolute)</b>	<b>EUR '000</b>	
	<b>31/12/2023</b>	<b>31/12/2022</b>
Interest-bearing financial liabilities	2,435,694	2,322,230
- Liquid assets	(731,037)	(453,265)
<b>Net financial debt incl. lease liabilities</b>	<b>1,704,657</b>	<b>1,868,965</b>
- Current lease liabilities	(9,783)	(6,244)
- Non-current lease liabilities	(132,324)	(63,346)
<b>Net financial debt</b>	<b>1,562,550</b>	<b>1,799,375<sup>1</sup></b>

1) Since the second quarter of the 2023 financial year, net financial debt is presented excluding lease liabilities.

<b>Net financial debt in relation to EBITDA</b>	<b>EUR '000</b>	
	<b>31/12/2023</b>	<b>31/12/2022</b>
EBITDA	303,318	241,916
Net financial debt / EBITDA	5.2	7.4 <sup>1</sup>

1) Since the second quarter of the 2023 financial year, net financial debt is presented excluding lease liabilities.

## Note 35. Disclosures on financial instruments

### Carrying amounts, fair values, measurement categories and measurement methods

The following table shows the carrying amounts and fair values of the financial assets and financial liabilities for each class and each IFRS 9 category and reconciles this information to the appropriate line items on the statement of financial position. "Other assets" (non-current and current) and "Other liabilities" (non-current and current) as reported on the statement of financial position include financial instruments as well as non-financial assets and liabilities. Therefore, the "no financial instrument" column allows for a complete reconciliation with the line items on the statement of financial position. Lease liabilities which are to be considered financial liabilities but cannot be allocated to a measurement category in accordance with IFRS 9 are also reported in this column.

**Carrying amounts, category, fair value and fair value hierarchy of financial instruments**
**EUR '000**

Financial assets as at 31/12/2023	Carrying amount					Fair value		
	At amortized cost	At fair value through profit or loss	At fair value through other comprehensive income		No financial instrument	Total	Fair value	Fair value hierarchy
			Equity instruments	Cash flow hedges				
Originated loans	14,561					<b>14,561</b>	14,561	1
Non-current securities		6,464	0			<b>6,464</b>	6,464	Level 1
Other equity investments			12			<b>12</b>	12	1
Current securities			18,721			<b>18,721</b>	18,721	Level 1
Financial assets (current and non-current)	<b>14,561</b>	<b>6,464</b>	<b>18,734</b>	0	0	<b>39,759</b>	<b>39,759</b>	
Trade receivables	294,480	0	0	0	0	<b>294,480</b>	294,480	1
Derivatives with a positive fair value (cash flow hedges)				30,817		<b>30,817</b>	30,817	Level 2
Derivatives with a positive fair value (cash flow hedges with the underlying already recognized in profit or loss)		7,113				<b>7,113</b>	7,113	Level 2
Other	24,098	0			216,518	<b>240,615</b>	24,098	Level 3
Other assets (current and non-current)	<b>24,098</b>	<b>7,113</b>	0	30,817	216,518	<b>278,545</b>	62,028	
Cash and cash equivalents	725,639	0	0	0	0	<b>725,639</b>	725,639	1
<b>Total</b>	<b>1,058,777</b>	<b>13,577</b>	<b>18,734</b>	<b>30,817</b>	<b>216,518</b>	<b>1,338,423</b>	<b>1,121,905</b>	

Financial liabilities as at 31/12/2023	Carrying amount					Fair value		
	At amortized cost	At fair value through profit or loss	At fair value through other comprehensive income		No financial instrument	Total	Fair value	Fair value hierarchy
			Cash flow hedges/Fair value hedges	Retained earnings				
Private placements	567,805					<b>567,805</b>	560,533	Level 3
Liabilities to banks	1,687,892					<b>1,687,892</b>	1,743,524	Level 3
Liabilities to other lenders	37,890					<b>37,890</b>	36,800	Level 3
Lease liabilities				142,107	142,107			
Financial liabilities	<b>2,293,587</b>	0	0	0	142,107	<b>2,435,694</b>	2,340,857	
Trade payables	296,322	0	0	0	0	<b>296,322</b>	296,322	1
Provisions (current)	0	0	0	0	52,599	<b>52,599</b>		
Puttable non-controlling interests	0	0	0	249,418	0	<b>249,418</b>	249,418	Level 3
Derivatives with a negative fair value (cash flow hedges)			11,534			<b>11,534</b>	11,534	Level 2
Derivatives with a negative fair value (cash flow hedges with the underlying already recognized in profit or loss)		142				<b>142</b>	142	Level 2
Contingent consideration		877				<b>877</b>	877	Level 2
Other	62,650				67,601	<b>130,250</b>	62,650	1
Other liabilities (current and non-current)	62,650	1,019	11,534	0	67,601	142,804	75,203	
<b>Total</b>	<b>2,652,559</b>	<b>1,019</b>	<b>11,534</b>	<b>249,418</b>	<b>262,307</b>	<b>3,176,837</b>	<b>2,961,800</b>	

1) The carrying amount approximates fair value.

**Carrying amounts, category, fair value and fair value hierarchy of financial instruments (previous year)**
**EUR '000**

Financial assets as at 31/12/2022	Carrying amount					Fair value		
	At amortized cost	At fair value through profit or loss	At fair value through other comprehensive income		No financial instrument	Total	Fair value	Fair value hierarchy
			Equity instruments	Cash flow hedges				
Originated loans	8,403					<b>8,403</b>	8,403	1
Non-current securities		6,198	14,356			<b>20,554</b>	20,554	Level 1
Other equity investments			12			<b>12</b>	12	1
Current securities			12,395			<b>12,395</b>	12,395	Level 1
Financial assets (current and non-current)	8,403	6,198	26,763	0	0	<b>41,363</b>	41,363	
Trade receivables	293,611	0	0	0	0	<b>293,611</b>	293,611	1
Derivatives with a positive fair value (cash flow hedges)				55,494		<b>55,494</b>	55,494	Level 2
Derivatives with a positive fair value (cash flow hedges with the underlying already recognized in profit or loss)			1,673			<b>1,673</b>	1,673	Level 2
Other	32,279	4,087			230,359	<b>266,726</b>	36,366	Level 3
Other assets (current and non-current)	32,279	5,761	0	55,494	230,359	<b>323,893</b>	93,534	
Cash and cash equivalents	446,873	0	0	0	0	<b>446,873</b>	446,873	1
<b>Total</b>	<b>781,165</b>	<b>11,958</b>	<b>26,763</b>	<b>55,494</b>	<b>230,359</b>	<b>1,105,740</b>	<b>875,380</b>	

Financial liabilities as at 31/12/2022	Carrying amount					Fair value		
	At amortized cost	At fair value through profit or loss	At fair value through other comprehensive income		No financial instrument	Total	Fair value	Fair value hierarchy
			Cash flow hedges/Fair value hedges	Retained earnings				
Private placements	569,691					<b>569,691</b>	542,894	Level 3
Liabilities to banks	1,640,106					<b>1,640,106</b>	1,640,731	Level 3
Liabilities to other lenders	42,843					<b>42,843</b>	37,635	Level 3
Lease liabilities				69,590		<b>69,590</b>		
Financial liabilities	2,252,641	0	0	0	69,590	<b>2,322,230</b>	2,221,259	
Trade payables	435,433	0	0	0	0	<b>435,433</b>	435,433	1
Provisions (current)	0	0	0	0	66,295	<b>66,295</b>		
Puttable non-controlling interests	0	0	0	266,085	0	<b>266,085</b>	266,085	Level 3
Derivatives with a negative fair value (cash flow hedges)			7,602			<b>7,602</b>	7,602	Level 2
Derivatives with a negative fair value (cash flow hedges with the underlying already recognized in profit or loss)			1,380			<b>1,380</b>	1,380	Level 2
Other	63,352				64,286	<b>127,638</b>	63,352	1
Other liabilities (current and non-current)	63,352	1,380	7,602	0	64,286	<b>136,619</b>	72,333	
<b>Total</b>	<b>2,751,425</b>	<b>1,380</b>	<b>7,602</b>	<b>266,085</b>	<b>200,170</b>	<b>3,226,662</b>	<b>2,995,111</b>	

1) The carrying amount approximates fair value.

Depending on the classification/measurement category, financial instruments are subsequently measured at (amortized) cost or fair value. The Lenzing Group uses the following measurement categories: "at amortized cost", "at fair value through profit or loss" and "at fair value through other comprehensive income". The measurement category "at fair value through profit or loss" is solely used for financial assets that are mandatorily measured at fair value.

The Lenzing Group accounts for reclassifications in the fair value hierarchy at the end of the reporting period in which the changes occur. In the 2023 and 2022 financial years, no shifts occurred between the various levels of the fair value hierarchy for financial instruments.

The measurement of financial instruments is monitored and reviewed by the Lenzing Group. The necessary market data are validated based on the dual control principle.

In light of the varying influencing factors, the fair values presented can only be regarded as indicators of the values that could actually be realized on the market.

## Financial assets

Securities are measured at fair value and are recognized directly in equity due to the exercise of the corresponding option. In the 2023 and 2022 financial years, some of the shares in Spinnova OY, Jyväskylä, Finland, and some of the ordinary shares in Oberbank, were divested (see note 22).

The fair value of shares is derived from the current stock exchange prices. These securities are assigned to the category "at fair value through other comprehensive income".

The fair value of investment funds is derived from the latest calculated value. These securities are assigned to the category "at fair value through profit or loss".

The other equity investments are classified as "at fair value through other comprehensive income".

## Other financial assets

Other financial assets from earn-out agreements are classified "at fair value through profit or loss". The fair value of these other financial assets is determined based on an income approach. It is to be categorized in level 3 of the fair value hierarchy. The measurement model is based on the planned EBITDA, the weighted average cost of capital (WACC) after tax and the repayment terms.

Due to the medium-term planning provided and the resultant budgeted EBITDAs, realistically expected changes in the discount rate (WACC) after taxes and the repayment terms do not lead to a positive fair value. For this reason, a sensitivity analysis was not conducted as at December 31, 2023.

## Development of level 3 fair values of other financial assets

EUR '000

	2023	2022
As at 01/01	4,087	4,087
Gain/loss included in financial result	(4,087)	0
<b>As at 31/12</b>	<b>0</b>	<b>4,087</b>

A change in significant unobservable input factors would have had the following effect on the measurement of other financial assets as at December 31, 2022:

## Sensitivity analysis of level 3 input factors for other financial assets

EUR '000

	Financial result	
	31/12/2022	
Other financial assets	Increase	Decrease
EBITDA (+/- 5 %)	133	(166)
Discount rate (WACC) after tax (+/- 1 %)	(747)	926
Repayment two years earlier	395	n/a

The sensitivities were determined by conducting the measurements again using the changed parameters.

## Puttable non-controlling interests

The Dexco-Group (formerly known as Duratex Group) has a put option and has the right to sell its shares in LD Celulose S.A., Indianópolis, Brazil if a change of control occurs regarding the owner of the Lenzing Group (change of control clause). This obligation is recognized under liabilities from puttable non-controlling interests. The liability from redeemable non-controlling interests is subsequently measured at fair value directly through retained earnings (not in profit or loss). The fair value of these puttable non-controlling interests is determined based on the planned or projected cash flows less cost of disposal and net debt at the measurement date. The budget approved by the Management and Supervisory Boards and the medium-term plans approved by the Management Board are the starting point for the cash flow projections. After the detailed planning period of five years, a 25-year return based on a sustainable EBITDA margin is expected based on the assumptions for the last year. The planning period for the calculation of fair value is contractually limited to a maximum of 30 years. Cash flows are discounted to their present value with a discounted cash flow method. The applied discount rate represents a composite figure (weighted average cost of capital – WACC) that combines the average interest rate for debt and the anticipated return on equity employed. An after-tax WACC of 8.2 percent (December 31, 2022: 8.8 percent) was used at the measurement date. Fair value measurement is classified in full as level 3 of the fair value hierarchy because key input factors (in particular, cash flows) cannot be observed on the market.

Development of level 3 fair values of puttable non-controlling interest		EUR '000
	2023	2022
As at 01/01	266,085	234,409
Measurement of puttable non-controlling interest recognized directly in equity	(16,667)	31,676
<b>As at 31/12</b>	<b>249,418</b>	<b>266,085</b>

The determined fair value would increase (decrease) if the operating margin increased (decreased) or if the after-tax WACC decreased (increased). A change of these unobservable input factors would have the following effects on the measurement of puttable non-controlling interests:

Sensitivity analysis of level 3 input factors for puttable non-controlling interest		EUR '000		
Measurement result offset against retained earnings				
	31/12/2023		31/12/2022	
Puttable non-controlling interests	Increase	Decrease	Increase	Decrease
EBITDA (+/- 1%)	8,879	(8,879)	9,032	(9,032)
Discount rate (WACC) after tax (+/- 0.25 %)	(16,142)	16,649	(16,450)	17,017

The sensitivities are determined by conducting the measurements again using the changed parameters.

The loan agreements, which were concluded for the construction of the dissolving wood pulp plant in Brazil (see note 28), include, at the company level and group level financial covenants that relate to financial and liquidity ratios or other financial criteria and may trigger an obligation to repay the financial liabilities if the covenants are not met. These financial covenants are regularly monitored by the Global Treasury department and are considered in the determination of distributions by the group companies involved. All financial covenants were met during the reporting year. Lenzing AG and the joint venture partner have committed to a fixed debt/equity ratio of the project company (63/37) and guarantee the financial liabilities of the project company in the amount of their share in the capital. Lenzing AG therefore guarantees 51 percent. Due to the full consolidation, 100 percent of the project company's financial liabilities are included in the consolidated statement of financial position.

## Other financial liabilities

The fair values of the other financial liabilities are determined in accordance with generally accepted valuation methods based on the discounted cash flow method. The most important input factor is the discount rate, which incorporates the available market data (risk-free interest rates) and the credit standing of the Lenzing Group, which is not observable on the market. The fair values of the financial guarantee contracts represent the estimated expected default arising from the maximum possible payment obligation and the expected loss.

The fair value of the contingent consideration is determined by means of option valuation using an arbitrage-free Monte Carlo model approach. The gas price (TTF ICE) is the main input factor in this context. This liability is assigned to the category "at fair value through profit or loss".

## Derivative financial instruments and hedges

Derivatives are measured at fair value. The fair value corresponds to the applicable market value, if available, or is calculated using standard methods based on the market data available at the measurement date (in particular exchange rates and interest rates). Currency and commodity forwards are measured at the respective forward rate or price at the reporting date. These forward rates or prices are based on the spot rates or prices and include forward premiums and discounts. The Group's own models are used to estimate the measurement. The measurement of derivatives also includes the counterparty risk (credit risk/counterparty risk/non-performance risk) in the form of discounts to the fair value that would be used by a market participant for pricing.

As a matter of principle, the Lenzing Group applies the hedge accounting rules defined by IFRS 9 to the following derivative financial instruments. The retrospective hedging effect or ineffectiveness is evaluated with the dollar-offset method, which compares the accumulated changes in the fair value of the hedged items with the accumulated changes in the fair value of the hedges in line with the compensation method.

The measurement of the hedged item is offset by the hedge and is therefore effective. Risks of ineffectiveness include the credit risk of a counterparty, a significant change in the credit risk of a contractual party in the hedging relationship or the change of time of payment of the hedged item, reduction of the total invoice amount or price of the hedged item. Risks are always hedged in their entirety. The target hedging ratio for the hedged nominal values is about 67 percent.

The critical terms of payment of the hedged items and hedging instruments (in particular, the nominal value and time of payment) are generally identical or offset one another ("critical terms match"). Therefore, when forming a measurement unit, the Managing Board considers the offsetting of value changes of the hedged items and of the hedging instrument resulting from changes of the hedged risk as highly effective.

## Cash flow hedge derivatives for currency risks

The Lenzing Group uses derivative financial instruments to hedge currency risks arising from the operating business. These derivative financial instruments serve to balance the variability of cash flows from future transactions. Hedges are determined in advance on the basis of the expected purchases and sales in the relevant foreign currency. In hedging future cash flows in foreign currencies (cash flow hedges), the Lenzing Group typically hedges the risk up to the time of the foreign currency payment. Hedge effectiveness is measured by grouping the hedged items and hedging instruments together in at least quarterly maturity ranges for each hedged risk. Cash flow hedges whose underlying hedged item was already recognized in profit or loss are used to hedge foreign currency receivables/liabilities that were recognized at the reporting date but do not impact cash until a later time.

When forward foreign exchange contracts concluded to hedge the currency risk of highly probable expected capital contributions are realized, the amounts of the changes in value initially recognized in other comprehensive income are reclassified to the foreign currency translation reserve. No reclassification occurred as of December 31, 2023, as the forward foreign exchange transactions concluded to hedge the currency risk were realized in full in the 2022 financial year. As of December 31, 2022, an amount of EUR 1,525 thousand was reclassified to the foreign currency translation reserve.

The nominal values and fair values of the cash flow hedges are as follows as at the reporting date:

#### Nominal value, fair value and hedging period of cash flow hedge derivatives for currency risks

	31/12/2023						EUR '000
	Nominal value in '000	Positive fair value	Negative fair value	Net fair value	Hedging period until	Average hedging rate	Change in fair value used to calculate ineffective- ness
<b>Forward foreign exchange contracts</b>							
CNY/CNH-sale / EUR-buy	CNY/CNH	614,700	1,223	(116)	1,107	11/2024	7.70
CNY/CNH-sale / GBP-buy	CNY/CNH	172,300	291	(27)	264	11/2024	8.79
BRL buy / USD sale	BRL	265,000	1,429	0	1,429	09/2024	5.08
USD-sale / CZK-buy	USD	111,300	429	(1,802)	(1,373)	12/2024	22.21
USD-sale / EUR-buy	USD	33,200	329	(72)	257	12/2024	1.10
<b>Total</b>		<b>3,702</b>	<b>(2,018)</b>	<b>1,684</b>			<b>(299)</b>

Fair value: + = receivable, - = liability from the Lenzing Group's perspective

The hedging period represents the period for the expected cash flows and their recognition in profit or loss.

#### Nominal value, fair value and hedging period of cash flow hedge derivatives for currency risks (previous year)

	31/12/2022						EUR '000
	Nominal value in '000	Positive fair value	Negative fair value	Net fair value	Hedging period until	Average hedging rate	Change in fair value used to calculate ineffective- ness
<b>Forward foreign exchange contracts</b>							
CNY/CNH-sale / EUR-buy	CNY/CNH	605,100	3,060	0	3,060	12/2023	7.23
CNY/CNH-sale / GBP-buy	CNY/CNH	159,000	634	(215)	419	12/2023	8.18
BRL buy / USD sale	BRL	150,736	12	(1,543)	(1,532)	09/2023	5.41
EUR-sale / GBP-buy	EUR	1,200	0	(46)	(46)	03/2023	0.86
USD-sale / CZK-buy	USD	118,100	7,202	(42)	7,161	12/2023	24.19
USD-sale / EUR-buy	USD	35,600	1,509	(287)	1,222	12/2023	1.06
<b>Total</b>		<b>12,416</b>	<b>(2,132)</b>	<b>10,284</b>			<b>9,140</b>

Fair value: + = receivable, - = liability from the Lenzing Group's perspective

The hedging period represents the period for the expected cash flows and their recognition in profit or loss.

The carrying amounts and the ineffectiveness of the hedged items (purchases and sales) designated as hedging instruments as of the balance sheet dates are as follows:

Disclosures on hedged items of cash flow hedge derivatives for currency risks – ineffectiveness					EUR '000	
Currency risks	2023			2022		
	Change in fair value used to calculate ineffectiveness	Ineffectiveness	Line item in the income statement	Change in fair value used to calculate ineffectiveness	Ineffectiveness	Line item in the income statement
Sales	(1,604)	0	Financial result	9,067	0	Financial result
Purchases	1,305	0	Financial result	73	0	Financial result
<b>Total</b>	<b>(299)</b>	<b>0</b>		<b>9,140</b>	<b>0</b>	

### Cash flow hedge derivatives for combined interest rate/currency risks and interest rate risks

The Lenzing Group deploys derivative financial instruments in order to hedge interest rate/currency risks arising from private placements denominated in US dollars. Hedges are utilized to offset the variability of interest and principal payments resulting from the hedged item.

The Lenzing Group uses derivative financial instruments to hedge interest rate risks arising from loans taken out with variable interest rates. These hedges are used to offset the variability of cash flows from future interest payments resulting from the hedged item.

The nominal values and fair values of the cash flow hedge derivatives for combined interest rate/currency risks and interest rate risks are as follows as at the reporting dates:

### Nominal, fair value and hedging period of cash flow hedge derivatives for combined interest rate/currency risks and interest rate risks

	31/12/2023							EUR '000
	Nominal in EUR '000	Positive fair value	Negative fair value	Net fair value	Hedging period until	Average fixed interest rate	Average hedging rate	
Interest rate and currency derivatives								
Fixed purchase / variable sale USD purchase / EUR sale <sup>1</sup>	58,824	2,012	0	2,012	12/2024	0.75	1.10	2,143
	<b>58,824</b>	<b>2,012</b>	<b>0</b>	<b>2,012</b>				<b>2,143</b>
Interest rate derivative								
Fixed purchase / variable sale	100,000	0	(2,109)	(2,109)	12/2028	2.98	-	(2,099)
Fixed purchase / variable sale <sup>1</sup>	393,213	25,103	0	25,103	06/2029	1.83	-	25,233
	<b>493,213</b>	<b>25,103</b>	<b>(2,109)</b>	<b>22,994</b>				<b>23,134</b>
<b>Total</b>	<b>552,036</b>	<b>27,116</b>	<b>(2,109)</b>	<b>25,006</b>				<b>25,276</b>

Fair value: + = receivable, - = liability from the Lenzing Group's perspective

The hedging period represents the period for the expected cash flows and their recognition in profit or loss.

1) As of December 31, 2022, the underlying contracts were linked to the USD LIBOR reference interest rate and were switched to the alternative Secured Overnight Financing Rate (SOFR) reference interest rate in the 2023 financial year.

**Nominal, fair value and hedging period of cash flow hedge derivatives for combined interest rate/currency risks and interest rate risks (previous year)**

	31/12/2022							EUR '000
	Nominal in EUR '000	Positive fair value	Negative fair value	Net fair value	Hedging period until	Average fixed interest rate	Average hedging rate	Change in fair value used to calculate ineffective- ness
<b>Interest rate and currency derivatives</b>								
Fixed purchase / variable sale USD purchase / EUR sale <sup>1</sup>	60,941	5,724	0	5,724	12/2024	0.75	1.10	5,854
		5,724	0	5,724				5,854
<b>Interest rate derivative</b>								
Fixed purchase / variable sale <sup>1</sup>	444,403	37,354	0	37,354	06/2029	1.83	-	37,354
		37,354	0	37,354				37,354
<b>Total</b>		<b>43,078</b>	<b>0</b>	<b>43,078</b>				<b>43,208</b>

Fair value: + = receivable, - = liability from the Lenzing Group's perspective

The hedging period represents the period for the expected cash flows and their recognition in profit or loss.

1) As of December 31, 2022, the underlying contracts were linked to the USD LIBOR reference interest rate and were switched to the alternative Secured Overnight Financing Rate (SOFR) reference interest rate in the 2023 financial year.

The carrying amounts and the ineffectiveness of the hedged items (loans) designated as hedging instruments as at the balance sheet dates are as follows:

**Disclosures relating to hedged items of cash flow hedge derivatives for combined interest rate/currency risks and interest rate risks – ineffectiveness**

EUR '000

	2023			2022		
	Change in fair value used to calculate ineffectiveness	Ineffectiveness	Line item in the income statement	Change in fair value used to calculate ineffectiveness	Ineffectiveness	Line item in the income statement
<b>Combined interest/ currency rate</b>						
Fixed purchase / variable sale USD purchase / EUR sale <sup>1</sup>	2,143	0	Financial result	5,854	0	Financial result
	2,143	0		5,854	0	
<b>Interest rate derivative</b>						
Fixed purchase / variable sale <sup>1</sup>	23,134	(10)	Financial result	37,354	0	Financial result
	23,134	(10)		37,354	0	
<b>Total</b>	<b>25,276</b>	<b>(10)</b>		<b>43,208</b>	<b>0</b>	

1) As of December 31, 2022, the underlying contracts were linked to the USD LIBOR reference interest rate and were switched to the alternative Secured Overnight Financing Rate (SOFR) reference interest rate in the 2023 financial year.

## Cash flow hedge derivatives for commodity price risks

In addition to physical purchase contracts, the Lenzing Group deploys derivative financial instruments in order to hedge against gas price risks. These hedges are used to offset the variability of cash flows from future gas price payments deriving from the hedged item.

The nominal values and fair values of the commodity hedges are as follows as at the reporting dates:

### Nominal value, fair value and hedging period of cash flow hedge derivatives for commodity price risks

		31/12/2023			EUR '000		
	Nominal in MWh	Positive fair value	Negative fair value	Net fair value	Hedging period until	Average hedging rate	Change in fair value used to calculate ineffectiveness
<b>Commodity derivatives</b>							
Gas purchase	EUR 33,699	0	(665)	(665)	09/2024	52.00	(661)
Gas purchase	EUR 8,779	0	(118)	(118)	03/2025	51.60	(118)
Gas purchase	GBP 17,206	0	(256)	(256)	09/2024	40.63	(256)
Gas purchase	GBP 250,702	0	(5,234)	(5,234)	12/2024	46.93	(5,200)
Gas purchase	GBP 16,642	0	(235)	(235)	03/2025	47.44	(235)
Gas purchase	GBP 33,871	0	(436)	(436)	06/2025	43.86	(436)
Gas purchase	GBP 45,342	0	(464)	(464)	09/2025	40.05	(464)
	<b>406,243</b>	<b>0</b>	<b>(7,407)</b>	<b>(7,407)</b>			<b>(7,369)</b>

Fair value: + = receivable, - = liability from the Lenzing Group's perspective

The hedging period represents the period for the expected cash flows and their recognition in profit or loss.

### Nominal value, fair value and hedging period of cash flow hedge derivatives for commodity price risks (previous year)

		31/12/2022			EUR '000		
	Nominal in MWh	Positive fair value	Negative fair value	Net fair value	Hedging period until	Average hedging rate	Change in fair value used to calculate ineffectiveness
<b>Commodity derivatives</b>							
Gas purchase	EUR 94,925	0	(4,281)	(4,281)	12/2023	99.54	(4,281)
Gas purchase	GBP 65,925	0	(1,188)	(1,188)	12/2023	88.05	(1,188)
	<b>160,850</b>	<b>0</b>	<b>(5,469)</b>	<b>(5,469)</b>			<b>(5,469)</b>

Fair value: + = receivable, - = liability from the Lenzing Group's perspective

The hedging period represents the period for the expected cash flows and their recognition in profit or loss.

The carrying amounts and the ineffectiveness of the hedged items designated as hedging instruments as at the balance sheet dates are as follows:

Disclosures relating to hedged items of cash flow hedge derivatives for commodity price risks – ineffectiveness				EUR '000
	2023		2022	
Commodity derivatives	Change in fair value used to calculate ineffectiveness	Ineffectiveness	Line item in the income statement	Change in fair value used to calculate ineffectiveness
Commodity price risks				
Purchases	(7,369)	(38)	Cost of sales	(5,469)
<b>Total</b>	<b>(7,369)</b>	<b>(38)</b>		<b>(5,469)</b>

## Hedging Reserve

The change in the hedging reserve is as follows:

Changes in the hedging reserve				EUR '000		
	2023			2022		
	Hedging reserve	Cost of hedging	Total	Hedging reserve	Cost of hedging	Total
Hedging reserve as at 01/01	28,609	10,776	39,385	(39,658)	9,086	(30,573)
Currency risks	13,911	0	13,911	(7,293)	1,144	(6,150)
Combined interest rate/currency risks	3,241	(3,417)	(176)	6,689	(5)	6,684
Interest rate risks	4,017	0	4,017	39,886	0	39,886
Commodity price risks	(18,268)	0	(18,268)	841	0	841
Cash flow hedges – changes in fair value recognized during the year	2,901	(3,417)	(516)	40,122	1,138	41,260
Currency risks	(17,749)	(1,858)	(19,607)	26,774	444	27,217
Commodity price risks	16,500	0	16,500	(6,332)	0	(6,332)
Reclassification to earnings before interest and tax (EBIT)	(1,249)	(1,858)	(3,107)	20,442	444	20,885
Currency risks	(5,571)	(125)	(5,696)	(1,938)	(4)	(1,941)
Reclassification to inventories	(5,571)	(125)	(5,696)	(1,938)	(4)	(1,941)
Currency risks	0	0	0	9,073	112	9,185
Reclassification to property, plant and equipment	0	0	0	9,073	112	9,185
Combined interest rate/currency risks	(3,740)	0	(3,740)	568	0	568
Interest rate risks	(17,295)	0	(17,295)	0	0	0
Reclassification to financial result	(21,035)	0	(21,035)	568	0	568
<b>Hedging reserve as at 31/12</b>	<b>3,654</b>	<b>5,377</b>	<b>9,031</b>	<b>28,609</b>	<b>10,776</b>	<b>39,385</b>

## Offsetting financial assets and liabilities

The Lenzing Group has concluded a number of framework netting agreements (in particular, master netting arrangements) with some credit institutions. The amounts owed by each counterparty under such agreements on a single day in the same currency based on the total outstanding transactions are aggregated into a single net amount to be paid by one party to the other.

The following tables present information on offsetting financial assets and liabilities in the consolidated statement of financial position on the basis of framework netting agreements. The (gross) amounts presented in the "Financial assets" and "Financial liabilities" columns correspond to the (net) financial assets and liabilities recognized in the statement of financial position. The column "effect of framework netting agreements" shows the amounts which result from these types of agreements, but which do not meet the criteria for offsetting in the IFRS consolidated statement of financial position.

### Offsetting of financial instruments EUR '000

	Financial assets (gross=net)	Effect of framework netting agreements	Net amounts
<b>Financial assets as at 31/12/2023</b>			
Other financial assets – derivative financial instruments with a positive fair value	37,930	(885)	37,045
<b>Financial assets as at 31/12/2022</b>			
Other financial assets – derivative financial instruments with a positive fair value	57,167	(1,681)	55,486

### Offsetting of financial instruments EUR '000

	Financial liabilities (gross=net)	Effect of framework netting agreements	Net amounts
<b>Financial liabilities as at 31/12/2023</b>			
Other financial liabilities – derivative financial instruments with a negative fair value	12,553	(885)	11,668
<b>Financial liabilities as at 31/12/2022</b>			
Other financial liabilities – derivative financial instruments with a negative fair value	8,981	(1,681)	7,300

## Transfer of financial assets (sale of receivables/factoring)

Factoring agreements are in place which require the banks to purchase certain trade receivables from the Lenzing Group for a revolving monthly nominal amount. The Lenzing Group is entitled to sell these receivables. The agreements have indefinite terms, whereby each party has the right to cancel the agreements with notice and allow them to expire. Factoring agreements that have been inactive since 2017 were utilized again in the 2022 financial year. As at December 31, 2023 the factoring agreements have a maximum usable nominal volume totaling EUR 80,000 thousand (December 31, 2022: EUR 60,000 thousand), of which USD 33,000 thousand (December 31, 2022: USD 33,000 thousand) in US dollars can be utilized.

The risks relevant to the risk assessment of the receivables sold include credit default risk (del credere risk), foreign currency risk in the case of receivables denominated in foreign currencies, and the risk of late payments. Credit risk-related defaults and, in the case of receivables in foreign currencies, exchange rate fluctuations represent the main opportunities and risks associated with these receivables. The risk of late payments is borne by the Lenzing Group in all factoring agreements and is considered to be negligible.

The Lenzing Group assumes a default liability of 10 percent per payment default. This amount, which cannot be reimbursed by another party, is not advanced by the bank. The remaining credit default risk (90 percent per default) and – in the case of receivables not denominated in the reporting currency – foreign currency risk is assumed by the bank. As a consequence, the main opportunities and risks were divided between the Lenzing Group and the bank; however, the power of disposal over the receivables was transferred to the bank. The Lenzing Group has undertaken to take out credit insurance for the receivables sold and to assume responsibility for debtor management. The banks involved have the right to transfer overdue receivables back to the Lenzing Group for procedural reasons in the event of a legal dispute. However, this does not transfer the credit default risk back to the Lenzing Group and has no effect on the Lenzing Group's liquidity position.

As at December 31, 2023, receivables under the factoring agreements totaling EUR 77,442 thousand (December 31, 2022: EUR 57,149 thousand) were sold and derecognized from the Lenzing Group's consolidated statement of financial position. As at December 31, 2023, the unadvanced amount was recognized under other current assets (financial) in the amount of EUR 7,744 thousand (December 31, 2022: EUR 5,715 thousand). The fair values correspond approximately to the stated carrying amounts, as especially the remaining terms of the respective receivables are also categorized as current.

From the Lenzing Group's perspective, the unadvanced amount stated above corresponds to the theoretical maximum credit-risk-related loss for the assumption of the default liability. The fair value of this default liability amounts to EUR 12 thousand as at December 31, 2023 (December 31, 2022: EUR 34 thousand). An other current liability (financial) equivalent to the fair value of this contingent liability was recognized. For the obligations assumed and risks arising from the factoring agreements, EUR 20 thousand other current liabilities (financial) were recognized as at December 31, 2023 (December 31, 2022: EUR 152 thousand). In the 2023 financial year,

service fees amounting to EUR 172 thousand were expensed (2022: EUR 152 thousand) in the other operating expenses. Since the start of the agreement, a cumulative amount of EUR 511 thousand has been expensed. At the time of the transfer of the receivables, a total of EUR 315 thousand was expensed.

Payments received from customers in the period between the last advance and December 31 are deferred in other current liabilities (financial).

## Note 36. Net interest and net result from financial instruments and net foreign currency result

### Net interest and net result

The following table shows the net interest and net result from financial instruments by class/measurement category in accordance with IFRS 9:

#### Net interest and net result from financial instruments

										EUR '000
2023	Interest income	Interest expense	Net interest	From subsequent measurement at fair value through profit or loss	From subsequent measurement at fair value through other comprehensive income	Measured at fair value through other comprehensive income and reclassified to profit or loss	From impairment/reversal of an impairment loss	Result on disposal	Net result (total)	
Financial assets measured at amortized cost	16,270	0	16,270	0	0	0	(6,534)	0	9,737	
Financial assets measured at fair value through profit or loss	64	0	64	1,628	0	0	(4,087)	0	(2,395)	
Equity instruments measured at fair value through other comprehensive income	203	0	203	0	(3,412)	0	0	0	(3,209)	
Financial liabilities measured at amortized cost	0	(124,091)	(124,091)	0	0	0	0	0	(124,091)	
Financial liabilities measured at fair value through profit or loss	0	0	0	57	0	0	0	0	57	
<b>Total</b>	<b>16,537</b>	<b>(124,091)</b>	<b>(107,553)</b>	<b>1,685</b>	<b>(3,412)</b>	<b>0</b>	<b>(10,621)</b>	<b>0</b>	<b>(119,902)</b>	

#### Net interest and net result from financial instruments (previous year)

										EUR '000
2022	Interest income	Interest expense	Net interest	From subsequent measurement at fair value through profit or loss	From subsequent measurement at fair value through other comprehensive income	Measured at fair value through other comprehensive income and reclassified to profit or loss	From impairment/reversal of an impairment loss	Result on disposal	Net result (total)	
Financial assets measured at amortized cost	10,859	0	10,859	0	0	0	(2,883)	0	7,976	
Financial assets measured at fair value through profit or loss	48	0	48	(775)	0	0	(26)	0	(753)	
Equity instruments measured at fair value through other comprehensive income	140	0	140	0	(16,830)	0	0	0	(16,690)	
Financial liabilities measured at amortized cost	0	(68,302)	(68,302)	0	0	0	0	0	(68,302)	
<b>Total</b>	<b>11,047</b>	<b>(68,302)</b>	<b>(57,255)</b>	<b>(775)</b>	<b>(16,830)</b>	<b>0</b>	<b>(2,909)</b>	<b>0</b>	<b>(77,769)</b>	

The net result from financial instruments comprises the following: net interest (current interest income and expenses, including the amortization of premiums and discounts and dividends from companies not accounted for using the equity method), gains/losses on fair value measurement which are recognized in profit or loss or through other comprehensive income and the result of impairment losses (recognition and reversal of bad debt provisions/valuation adjustments) and on disposals. Income from equity and debt instruments measured at fair value through other comprehensive income includes gains/losses from remeasurement and from the reclassification of remeasurement gains/losses to profit or loss. Net result from financial instruments does not include exchange rate gains/losses (with the exception of financial instruments carried at fair value through profit or loss), commitment fees and gains/losses from hedging instruments (cash flow hedges).

The change in the bad debt provisions for receivables measured at amortized cost is mainly recognized under "income from non-current and current financial assets".

The component recognized directly in equity from the subsequent measurement of equity and debt instruments measured at fair value through other comprehensive income is reported under the "reserve for financial assets measured at fair value through other comprehensive income". The remaining components of the net result are included under "income from non-current and current financial assets" (see note 13) and in "financing costs" (see note 14).

### **Net foreign currency result**

Net foreign currency gains/losses are included in other operating income/expenses in the amount of EUR minus 17,186 thousand (2022: EUR plus 4,922 thousand), in income from non-current and current financial assets in the amount of EUR minus 13,424 thousand (2022: EUR plus 3,567 thousand), and in financing costs in the amount of EUR plus 1,982 thousand (2022: EUR minus 3,341 thousand).

## **Note 37. Financial risk management**

As an international company, the Lenzing Group is exposed to financial and other market risks. A company-wide risk management system, which is regulated comprehensively in guidelines, has been implemented to identify and assess potential risks at an early stage. This system is designed to achieve maximum risk transparency and provide high-quality information by quantifying all risk categories, with a particular emphasis on risk concentration. The efficiency of group-wide risk management is evaluated and monitored on an ongoing basis by both the internal control system (ICS) and the internal audit department.

The financial risks arising from financial instruments – credit risk, liquidity risk, currency risk (above all with regard to the BRL, CNY, CZK, HKD, IDR, THB and USD), commodity price risk and interest rate risk – are classified as relevant risks for the Lenzing Group. Corresponding hedging measures are used to minimize these risks wherever possible.

### **Credit risk**

Credit risk represents the risk of asset losses that may result from the failure of individual business partners to meet their contractual obligations. The credit risk from transactions involving the provision of goods and services (in particular, trade receivables) is secured in part by credit insurance and bank security (guarantees, letters of credit, bills of exchange etc.). Outstanding receivables and customer limits are monitored on an ongoing basis. The credit risk from investments at banks (particularly cash and cash equivalents) and derivatives with positive market values is reduced by ensuring that transactions are only concluded with counterparties with good credit ratings, and that investment limits are defined and continuously monitored for these banks.

Receivables are measured individually. Individual bad debt provisions are recognized for receivables if there are indications of credit impairment (individual measurement) and if they are not expected to be collectible in full. This applies especially when the debtor has significant financial difficulties, is in default or has delayed payments or when there is an increased probability that the debtor will enter bankruptcy and the involved receivable is not sufficiently collateralized. The expected loss is low because of the Lenzing Group's comprehensive receivables management (extensive collateralization with credit insurance and bankable security as well as continuous monitoring of accounts receivable and customer limits).

To determine the required impairment for trade receivables for which no individual bad debt provisions were recognized, the defaults of the past years were evaluated in the Lenzing Group. The analysis has shown that there is only an immaterial risk for receivables overdue for a certain period.

The loss ratios are based on historical default rates of the last nine years, whereby a distinction is drawn between companies and overdue periods. The default rates were multiplied by a macroeconomic factor weighted by geographical area in order to reflect the economic conditions over the expected term of the receivables.

For originated loans and other financial assets (current and non-current), which are measured at amortized cost, as well as cash and cash equivalents, the calculation of impairment is based on the average default rates. The impairment is based on the default rate per rating for the respective financial instrument. A significant change in credit risk is identified based on the rating and default of payment. Regarding instruments with a low credit risk, the Lenzing Group assumes that the credit risk has not increased significantly since the first recognition. Consequently, the twelve-month credit loss is always recognized for such instruments. Since the expected impairment is immaterial, no expected credit loss is recorded for these financial assets.

The reduced earning power and uncertainties, in particular due to a fire at a plant of the buyer of EFB in 2018 (including its subsidiaries), result in a higher default risk for the receivables from these companies. Therefore, the calculation of bad debt provisions for these originated loans was changed from the expected twelve-month credit loss to lifetime expected credit loss in 2018. The lifetime expected credit loss was determined based on the difference between the contractual payments and all payments expected by the management in the future.

Trade receivables are considered defaulted when they are overdue for more than 270 days or when it is unlikely that the debtor can meet the obligations without the realization of collateral. This long period is due to the fact that around 90 percent of trade receivables are secured by credit insurance or bank collateral (guarantees, letters of credit, bills of exchange, etc.).

Financial assets are only derecognized directly if the contractual rights to payments cease to exist (particularly in the event of bankruptcy). An impairment loss is reversed up to amortized cost if the reasons for its recognition no longer exist.

The Group considers the risk concentration in trade receivables to be rather low because its customers are based in various countries, operate in different sectors and are active on largely independent markets. A rather small amount of the receivables is overdue and not individually impaired (see table “aging of receivables” below). Important effects for a change in bad debt provisions include possible default of payment by major customers or a general increase of receivables at the reporting date. During the 2023 financial year there was no significant increase in defaults.

The bad debt provisions developed as follows:

Development and reconciliation of bad debt provisions		EUR '000
2023	Lifetime expected credit loss (portfolio measure-ment)	Lifetime expected credit loss (individual measure-ment)
Trade receivables		
Bad debt provisions as at 01/01	328	7,605
Utilization	0	(98)
Reversal	(63)	(1,772)
Addition	123	42
Currency translation adjustment	(5)	(284)
<b>Bad debt provisions as at 31/12</b>	<b>383</b>	<b>5,492</b>

#### Development and reconciliation of bad debt provisions (previous year) EUR '000

2022	Lifetime expected credit loss (portfolio measure-ment)	Lifetime expected credit loss (individual measure-ment)
Trade receivables		
Bad debt provisions as at 01/01	753	9,760
Utilization	0	(2,180)
Reversal	(470)	(107)
Addition	34	194
Currency translation adjustment	11	(63)
<b>Bad debt provisions as at 31/12</b>	<b>328</b>	<b>7,605</b>

#### Lifetime expected credit loss (individual measurement) EUR '000

	2023	2022
Originated loans at amortized cost		
Bad debt provisions as at 01/01	8,234	5,600
Reversal	(800)	(600)
Addition	7,616	3,235
Currency translation adjustment	(21)	(1)
<b>Bad debt provisions as at 31/12</b>	<b>15,029</b>	<b>8,234</b>
Other financial assets (non-current and current)		
Bad debt provisions as at 01/01	1,209	713
Reversal	(561)	(66)
Addition	587	561
<b>Bad debt provisions as at 31/12</b>	<b>1,234</b>	<b>1,209</b>

The bad debt provisions for trade receivables include bad debt provisions of EUR 0 thousand (December 31, 2022: EUR 1,720 thousand) for companies accounted for using the equity method. Impairment losses on loans include impairment losses on companies accounted for using the equity method and their subsidiaries in the amount of EUR 5,000 thousand (December 31, 2022: EUR 1,417 thousand).

The bad debt provisions for trade receivables are related primarily to bad debt provisions for overdue, uninsured receivables.

The carrying amount of the impaired receivables is as follows:

**Aging and expected credit loss for trade receivables**

	EUR '000	
	Gross carrying amount	Expected credit loss
31/12/2023		
Not overdue	276,739	255
Overdue up to 30 days	16,196	55
Overdue for 31 to 90 days	1,646	9
Overdue for 91 to 365 days	58	3
Overdue for more than one year	61	61
Credit impaired receivables (individual measurement)	5,654	5,492
<b>Total</b>	<b>300,355</b>	<b>5,875</b>

**Aging and expected credit loss for trade receivables (previous year)**

	EUR '000	
	Gross carrying amount	Expected credit loss
31/12/2022		
Not overdue	275,436	243
Overdue up to 30 days	13,491	53
Overdue for 31 to 90 days	1,608	4
Overdue for 91 to 365 days	828	15
Overdue for more than one year	13	13
Credit impaired receivables (individual measurement)	10,169	7,605
<b>Total</b>	<b>301,543</b>	<b>7,932</b>

**Aging of financial receivables**

	EUR '000	
	Originated loans	Other financial receivables (current and non-current)
2023		
Gross carrying amount as at 31/12	29,590	63,262
Thereof not overdue	14,561	62,028
Thereof impaired	15,029	1,234

**Aging of financial receivables (previous year)**

	EUR '000	
	Originated loans	Other financial receivables (current and non-current)
2022		
Gross carrying amount as at 31/12	16,636	94,742
Thereof not overdue	838	93,534
Thereof impaired	15,798	1,209

Securities in the scope of the impairment rules of IFRS 9 as well as cash and cash equivalents have a rating between AAA and BBB.

There are currently no doubts concerning the collectability of financial assets that are neither past due nor impaired.

The maximum exposure to credit risk from recognized financial assets is as follows:

**Maximum exposure to credit risk from recognized financial assets**

	EUR '000	
	31/12/2023	31/12/2022
Carrying amount of asset financial instruments (see note 35)	1,121,905	875,380
Less risk reduction in relation to receivables due to		
Credit insurance received for trade receivables (not including deductibles)	(138,717)	(102,865)
Guarantees received for trade receivables	(24,856)	(18,507)
<b>Total</b>	<b>958,332</b>	<b>754,009</b>

The maximum exposure to credit risk from financial guarantee contracts and contingent liabilities is shown in note 40.

**Liquidity risk**

Liquidity risk represents the risk of not being able to obtain sufficient funds to settle incurred liabilities at all times. The management of liquidity risk has a high priority in the Lenzing Group. Corporate guidelines require uniform, proactive liquidity planning and medium-term planning throughout the entire Group. Ensuring solvency for current and future obligations at all times comprises a key objective of the Lenzing Group's risk management activities. For this reason, the risk of a potential liquidity shortfall is monitored constantly.

To secure short and medium-term liquidity, a reserve is held in the form of bank balances and unutilized credit lines at banks. As part of its liquidity planning, the Lenzing Group at all times also takes into consideration compliance with the minimum liquidity requirements contained in financing agreements (see note 35). If necessary, surplus liquid funds are invested in non-speculative, highly liquid financial instruments. These are mainly overnight money, fixed-term deposits and money market securities, which generally have a term of less than three months.

Liquidity risks are determined by rolling liquidity planning conducted throughout the Group. On the basis of the results of rolling liquidity planning and medium-term planning, appropriate financing and capital measures are planned and implemented at an early stage.

The Lenzing Group's refinancing options are determined by numerous financial, macroeconomic and other factors, which the Lenzing Group management takes into consideration as part of its short- and medium-term liquidity management. These influencing factors also include financing conditions (negative covenants) in current and future financing agreements, which may restrict the Lenzing Group's refinancing options if certain financial covenants fail to be met. In particular, this also includes compliance with the thresholds for standard market liquidity and financing ratios contained in financing agreements, which were last amended in June 2023. To ensure that these thresholds do not lead to restrictions for any refinancing of the Lenzing Group, measures have been and will continue to be taken to reduce gearing and improve liquidity.

The Lenzing Group had liquid assets totaling EUR 731,037 thousand (December 31, 2022: EUR 453,265 thousand) in the form of cash and cash equivalents including money market funds and liquid bills of exchange (see note 34). Unused credit facilities of EUR 202,990 thousand were available as at December 31, 2023 (December 31, 2022: EUR 232,276 thousand) to finance necessary working capital and to cover any shortfalls caused by economic cycles. The medium- and long-term financing for the Lenzing Group is provided by equity and financial liabilities, in particular bonds, private placements and bank loans. Current financial liabilities can regularly be extended or refinanced with other lenders. Trade payables provide short-term financing for the goods and services purchased. The liabilities covered by reverse factoring agreements are settled in line with their agreed maturity, whereby the related cash outflows are included in liquidity planning. For this reason, the Group considers the concentration of risk with regard to sufficient financing sources to be of minor importance.

The contractually agreed (undiscounted) interest and principal payments for primary financial liabilities (including financial guarantee contracts) are shown below:

#### Maturity analysis of non-derivative financial liabilities EUR '000

	Carrying amount as at 31/12/2023	Cash flows 2024	Cash flows 2025 to 2028	Cash flows from 2029
Private placements	567,805	249,334	328,667	28,712
Bank loans	1,687,892	370,140	1,298,770	356,830
Loans from other lenders	37,890	5,139	25,104	8,494
Lease liabilities	142,107	26,318	77,048	344,065
Trade payables	296,322	296,322	0	0
Puttable non-controlling interests	249,418	0	0	249,418
Other financial liabilities <sup>1</sup>	62,650	58,454	4,195	0
<b>Total</b>	<b>3,044,084</b>	<b>1,005,707</b>	<b>1,733,785</b>	<b>987,519</b>
Thereof:				
Interest payments (fixed)		31,776	89,903	232,410
Interest payments (partly fixed)		143	559	64
Interest payments (variable)		82,940	176,299	26,654
Repayment		890,849	1,467,023	728,391

<sup>1</sup>) The above includes the maximum possible payment obligations from financial guarantee contracts. The amounts are assumed to be due in the first year.

#### Maturity analysis of non-derivative financial liabilities (previous year)

EUR '000

	Carrying amount as at 31/12/2022	Cash flows 2023	Cash flows 2024 to 2027	Cash flows from 2028
Private placements	569,691	15,926	574,811	29,191
Bank loans	1,640,106	331,371	1,221,991	447,287
Loans from other lenders	42,843	5,102	24,996	14,210
Lease liabilities	69,590	13,453	38,173	147,170
Trade payables	435,433	435,433	0	0
Puttable non-controlling interests	266,085	0	0	266,085
Other financial liabilities <sup>1</sup>	63,352	63,352	0	0
<b>Total</b>	<b>3,087,100</b>	<b>864,636</b>	<b>1,859,971</b>	<b>903,943</b>
Thereof:				
Interest payments (fixed)		20,397	56,553	105,137
Interest payments (partly fixed)		150	606	160
Interest payments (variable)		91,821	186,000	33,762
Repayment		752,268	1,616,813	764,884

<sup>1</sup>) The above includes the maximum possible payment obligations from financial guarantee contracts. The amounts are assumed to be due in the first year.

The above tables include all primary financial liabilities held at the reporting date but exclude estimated future liabilities. Foreign currency amounts were translated with the spot exchange rate in effect at the reporting date. Floating rate interest payments were calculated on the basis of the last interest rates set before the reporting date. Financial liabilities that are repayable at any time are always assigned to the earliest time period.

The contractually agreed (undiscounted) interest and principal payments for derivative financial instruments are as follows:

#### Maturity analysis of derivative financial instruments

	EUR '000			
	Carrying amount as at 31/12/2023	Cash flows 2024	Cash flows 2025 to 2028	Cash flows from 2029
Currency, combined currency/interest rate and interest rate derivatives and commodity derivatives				
Derivatives with a positive fair value (cash flow hedges)	30,817	5,714	0	25,103
Derivatives with a positive fair value (cash flow hedges with the underlying already recognized in profit or loss)	7,113	6,466	0	647
<b>Positive fair value</b>	<b>37,930</b>	<b>12,180</b>	<b>0</b>	<b>25,750</b>
Derivatives with a negative fair value (cash flow hedges)	(11,534)	(8,173)	(3,362)	0
Derivatives with a negative fair value (cash flow hedges with the underlying already recognized in profit or loss)	(1,019)	(142)	(877)	0
<b>Negative fair value</b>	<b>(12,553)</b>	<b>(8,315)</b>	<b>(4,239)</b>	<b>0</b>
<b>Total</b>	<b>25,377</b>	<b>3,865</b>	<b>(4,239)</b>	<b>25,750</b>

Cash flows consist solely of principal and do not include any interest components.  
Fair value: + = receivable, - = liability from the Lenzing Group's perspective

#### Maturity analysis of derivative financial instruments (previous year)

	EUR '000			
	Carrying amount as at 31/12/2022	Cash flows 2023	Cash flows 2024 to 2027	Cash flows from 2028
Currency, combined currency/interest rate and interest rate derivatives and commodity derivatives				
Derivatives with a positive fair value (cash flow hedges)	55,494	12,416	5,724	37,354
Derivatives with a positive fair value (cash flow hedges with the underlying already recognized in profit or loss)	1,673	1,673	0	0
<b>Positive fair value</b>	<b>57,167</b>	<b>14,090</b>	<b>5,724</b>	<b>37,354</b>
Derivatives with a negative fair value (cash flow hedges)	(7,602)	(7,602)	0	0
Derivatives with a negative fair value (cash flow hedges with the underlying already recognized in profit or loss)	(1,380)	(1,380)	0	0
<b>Negative fair value</b>	<b>(8,981)</b>	<b>(8,981)</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>48,186</b>	<b>5,109</b>	<b>5,724</b>	<b>37,354</b>

Cash flows consist solely of principal and do not include any interest components.  
Fair value: + = receivable, - = liability from the Lenzing Group's perspective

#### Currency risk

Cash flows from capital expenditures and the operating business as well as investments and financing in foreign currencies expose the member companies of the Lenzing Group to currency risks. Some foreign currency risks are hedged insofar as they affect the Group's cash flows. In the operating business, the individual group companies are exposed to currency risk in connection with planned incoming and outgoing payments which are not denominated in their functional currency. Forward foreign exchange contracts, which are recognized at fair value, are used to hedge the exchange rate risk from foreign currency positions arising from expected future transactions in foreign currencies by group companies.

For companies with the same functional currency, the respective net foreign currency exposures are calculated for the following sales year as part of the budgeting process. Foreign currency purchases and sales are aggregated into separate groups for each currency. Approximately 33 percent of the budgeted net exposure for the following financial year was hedged for EUR/CNY, the dominant currency pair in the Lenzing Group, as at December 31, 2023 (December 31, 2022: EUR/CNY approximately 34 percent). The USD also plays an important role. The resulting risk concentration at the reporting date can be seen in the following tables (especially the tables on "sensitivity analysis and risk exposure for foreign currency risks").

Translation risk is also regularly assessed and monitored at the Group level. Translation risk represents the risk arising from the consolidation of foreign investments whose functional currency is not the euro. The greatest risk exposure here is in relation to the US dollar.

#### Commodity risk

In addition to physical purchase contracts, the Lenzing Group deploys derivative financial instruments in order to hedge against gas price risks (see note 35). The Group uses OTC gas swaps as cash flow hedges to manage gas price risks. The hedging strategies are determined based on the planned gas consumption figures in the relevant currency and are compared with the current market prices on a monthly basis ("mark to market" assessment). The Lenzing Group is exposed to accounting-related price risks because of the gas swaps. These risks particularly relate to the possibility that fair value measurement of the gas swaps may result in a negative impact on other comprehensive income/equity in the event of an adverse change in market prices.

The Group is subject to the usual market price risks in connection with its business activities (especially relating to wood, chemicals, pulp and energy). Although such risks are not hedged with derivatives or financial instruments, they are protected through other measures (above all, long-term and short-term supply contracts with various suppliers). The Lenzing Group has concluded several long-term power purchase agreements for electricity generated from renewable energy sources in order to achieve its climate targets and hedge against fluctuating prices. The term amounts to 15 to 30 years. The contracted volume for 2024 amounts to around 20 gigawatt hours and to around 55 gigawatt hours for 2025. A fixed price was agreed for a significant part of the volume. Some of the electricity purchase agreements are leases where the payments are entirely variable and are consequently included in the

variable lease payments (see note 20). The so-called “Own Use Exemption” is applied to the other part of the electricity purchase agreements. Provisions must be formed for any contingent losses (see note 30).

### **Interest rate risk**

The Lenzing Group is exposed to interest rate risk through its business-related financing and investing activities. Interest rate risks arise through potential changes in the market interest rate. They can lead to a change in the fair value of fixed rate financial instruments and to fluctuations in the cash flows from interest payments for floating rate financial instruments. Interest rate risks and the resulting risk concentrations are managed by monitoring and adjusting the composition of fixed rate and floating rate primary financial instruments on an ongoing basis and by the selective use of derivative financial instruments. The level of the resulting risk concentration as at the reporting date is presented in the following tables (see section “Sensitivity analysis and exposure for interest rate risks”).

### **Sensitivity analysis and exposure for currency risks**

The Lenzing Group uses the following assumptions for its sensitivity analysis:

- The sensitivity of profit or loss is based on the receivables and liabilities recognized by the group companies which are denominated in a currency other than the functional currency of the relevant company and the open derivatives from cash flow hedges for currency risks in cases where the hedged item was already recognized in profit or loss as at the reporting date. The carrying amounts of the receivables and liabilities, respectively the nominal values of the derivatives, correspond to the exposure. The individual exposures are presented consistently in relation to the US dollar and euro for the aggregation to the Group’s exposure.
- The sensitivity of other comprehensive income as at the reporting date is based on the open derivatives from cash flow hedges for currency risks in cases where the hedged item has not yet been recognized in profit or loss. The nominal value of the open derivatives corresponds to the exposure.

The following tables show the sensitivities and exposure for currency risk as at the reporting dates:

#### Sensitivity analysis and risk exposure for foreign currency risks (EUR)

	31/12/2023			31/12/2022			EUR '000
	Group exposure in relation to EUR	Sensitivity to 10 % devaluation of the EUR	Sensitivity to 10 % revaluation of the EUR	Group exposure in relation to EUR	Sensitivity to 10 % devaluation of the EUR	Sensitivity to 10 % revaluation of the EUR	
EUR-USD	538,335	59,815	(48,940)	540,038	60,004	(49,094)	
EUR-GBP	(295)	(33)	27	478	53	(43)	
EUR-CNY/CNH	49,812	5,535	(4,528)	50,748	5,639	(4,613)	
EUR-CZK	(660)	(73)	60	(2,650)	(294)	241	
EUR-HKD	(3,881)	(431)	353	(3,184)	(354)	289	
Sensitivity of net profit or loss after tax (through receivables and payables)	583,311	64,812	(53,028)	585,430	65,048	(53,221)	
Sensitivity of other comprehensive income after tax (through cash flow hedge derivatives)		(9,193)	7,760		(10,130)	8,306	
<b>Sensitivity of equity</b>		<b>55,619</b>	<b>(45,269)</b>		<b>54,917</b>	<b>(44,915)</b>	

Group exposure: + receivable, – liability; sensitivity: + increase in profit/other comprehensive income, - decrease in profit/other comprehensive income

#### Sensitivity analysis and risk exposure for foreign currency risks (USD/GBP)

	31/12/2023			31/12/2022			EUR '000
	Group exposure in relation to USD/GBP	Sensitivity to 10 % devaluation of the USD/GBP	Sensitivity to 10 % revaluation of the USD/GBP	Group exposure in relation to USD/GBP	Sensitivity to 10 % devaluation of the USD/GBP	Sensitivity to 10 % revaluation of the USD/GBP	
USD-IDR	(20,259)	(2,251)	1,842	(33,850)	(3,761)	3,077	
USD-GBP	559	62	(51)	(5,971)	(663)	543	
USD-CNY/CNH	39,108	4,345	(3,555)	25,979	2,887	(2,362)	
USD-CZK	(14,958)	(1,662)	1,360	(8,768)	(974)	797	
USD-THB	602	67	(55)	0	0	0	
USD-BRL	(75,311)	(8,368)	6,846	(35,503)	(3,945)	3,228	
GBP-CNY/CNH	9,283	1,031	(844)	3,016	335	(274)	
Sensitivity of net profit or loss after tax (through receivables and payables)	(60,975)	(6,775)	5,543	(55,098)	(6,122)	5,009	
Sensitivity of other comprehensive income after tax (through cash flow hedge derivatives)			5,754	(5,165)		(11,841)	11,836
<b>Sensitivity of equity</b>		<b>(1,021)</b>	<b>378</b>		<b>(17,963)</b>	<b>16,845</b>	

Group exposure: + receivable, – liability; sensitivity: + increase in profit/other comprehensive income, - decrease in profit/other comprehensive income

#### Sensitivity analysis and exposure for commodity price risks

Sensitivity analyses are performed for the price change risk from gas swaps. They show the effects of hypothetical changes in gas prices on profit or loss/other comprehensive income/equity.

The Lenzing Group uses the following assumptions in its analysis:

- Open derivatives from cash flow hedges as at the reporting date are used as the basis for the sensitivity.
- The exposure corresponds to the nominal values of the derivatives (not including the hedged items). In economic terms, the derivatives are used to hedge physical hedged items that will impact profit or loss in subsequent periods, meaning that from

an economic perspective there is no risk exposure in combination with the hedged items.

If the market price level for gas had been 10 % higher/lower as at December 31, 2023, this would have changed other comprehensive income (after tax) by EUR +/-1,163 thousand (December 31, 2022: EUR +/-929 thousand).

## Sensitivity analysis and exposure for interest rate risks

The following tables show the exposure for interest rate risks at the reporting dates in the form of the carrying amounts of interest-bearing primary financial instruments:

### Risk exposure for interest rate risks

EUR '000

	31/12/2023				
	Fixed interest	Fixed and floating rate interest	Floating rate interest	No interest	Total
Cash and cash equivalents	0	0	725,639	0	725,639
Financial assets	0	0	13,679	26,079	39,759
Financial liabilities	(918,815)	(28,100)	(1,488,780)	0	(2,435,694)
<b>Net risk position</b>	<b>(918,815)</b>	<b>(28,100)</b>	<b>(749,461)</b>	<b>26,079</b>	<b>(1,670,297)</b>
Effects from derivative instruments (hedging)	(552,036)	0	552,036	0	0
<b>Net risk position after hedging effect</b>	<b>(1,470,851)</b>	<b>(28,100)</b>	<b>(197,425)</b>	<b>26,079</b>	<b>(1,670,297)</b>

+ Receivables, - Liabilities

### Risk exposure for interest rate risks (previous year)

EUR '000

	31/12/2022				
	Fixed interest	Fixed and floating rate interest	Floating rate interest	No interest	Total
Cash and cash equivalents	0	0	446,873	0	446,873
Financial assets	39	0	7,564	33,760	41,363
Financial liabilities	(911,083)	(30,005)	(1,381,143)	0	(2,322,230)
<b>Net risk position</b>	<b>(911,044)</b>	<b>(30,005)</b>	<b>(926,706)</b>	<b>33,760</b>	<b>(1,833,994)</b>
Effects from derivative instruments (hedging)	(60,941)	0	60,941	0	0
<b>Net risk position after hedging effect</b>	<b>(971,985)</b>	<b>(30,005)</b>	<b>(865,765)</b>	<b>33,760</b>	<b>(1,833,994)</b>

+ Receivables, - Liabilities

Sensitivity analyses are performed for the interest rate risks arising from floating rate financial instruments and from the fluctuation in the market values of cash flow hedge derivatives. They show the effects of hypothetical changes in interest rates on profit or loss, other comprehensive income and equity.

The Lenzing Group uses the following assumptions in its analysis of the interest rate risk arising from floating rate financial instruments:

- The sensitivity analysis includes all floating rate primary and derivative financial instruments as at the reporting date.
- The exposure corresponds to the carrying amount of the floating rate financial instruments.

The sensitivities and exposure for the interest rate risks arising from floating rate financial instruments are as follows as at the reporting dates:

Sensitivity analysis for interest rate risks from floating-rate primary and derivative financial instruments		EUR '000		
	31/12/2023	Net risk position after hedging effect	Sensitivity to a 100 bp increase in the interest rate level	Sensitivity to a 100 bp decrease in the interest rate level <sup>1</sup>
Sensitivity of net profit or loss after tax	(197,425)	(1,124)	1,124 <sup>2</sup>	
<b>31/12/2022</b>				
Sensitivity of net profit or loss after tax	(865,765)	(5,889)	5,884 <sup>2</sup>	

1) A reduction in the basis points results in a proportional decrease in the sensitivity.

2) The evaluation is based on the assumption that negative interest rates are paid on cash and cash equivalents. The evaluation does not include liabilities for which no negative interest is calculated.

The Lenzing Group bases the sensitivity analysis for the interest rate risk from the fluctuation in market values of cash flow hedge derivatives for interest rate risks on the following assumptions:

- The sensitivity of other comprehensive income as at the reporting date is based on the open derivatives from cash flow hedges for interest rate risks in cases where the hedged item has not yet been recognized in profit or loss.
- The exposure corresponds to the nominal value of the derivative in the amount of EUR 493,213 thousand (December 31, 2022: EUR 444,403 thousand).

An increase in the interest rate level by 1 percentage point would lead to an increase in other comprehensive income (after taxes) of EUR 7,513 thousand (December 31, 2022: EUR 8,975 thousand). A decrease in the interest rate level by 1 percentage point would lead to a reduction in other comprehensive income (after taxes) of EUR 7,653 thousand (December 31, 2022: EUR 8,857 thousand). The interest rate sensitivity has no effect on profit or loss, as the measurement of interest rate derivatives is recognized in the hedging reserve with no effect on profit or loss.

The Lenzing Group completed the transition to alternative reference interest rates (IBOR reform) in the 2023 financial year. For those financial instruments that were linked to the IBOR reference interest rate USD-LIBOR as at December 31, 2022, the changeover to the alternative reference interest rate, the Secured Overnight Financing Rate (SOFR), was completed in the 2023 financial year.

Additional information on financial risk management and financial instruments is provided in the risk report of the Lenzing Group's management report as at December 31, 2023.

# Disclosures on Related Parties and Executive Bodies

## Note 38. Related party disclosures

### Overview

Related parties of the Lenzing Group include, in particular, the member companies of the B&C Group together with its subsidiaries, joint ventures and associates and its corporate bodies (executive board/management and supervisory board, where applicable) as well as close relatives of the members of the corporate bodies and companies under their influence (see note 1, section “Description of the company and its business activities” and note 39). The amounts and transactions between Lenzing AG and its consolidated subsidiaries are eliminated through consolidation and are not discussed further in this section.

B&C Privatstiftung is managed by a board of trustees. No member of the Managing Board of Lenzing AG is a member of this board of trustees or the management/Managing Board of a subsidiary of B&C Privatstiftung, with the exception of subsidiaries of the Lenzing Group. The Lenzing Group has no influence over the business activities of B&C Privatstiftung.

The members of the corporate bodies of Lenzing AG (in particular, the Supervisory Board) and the above-mentioned entities are, in some cases, also members of the corporate bodies or shareholders of other companies with which Lenzing AG maintains ordinary business relationships. The Lenzing Group maintains ordinary business relationships with banks that involve financing, investing and derivatives.

### Relationship with related companies

In connection with the tax group established with B&C Group (see note 29) the Lenzing Group recognized a tax credit of EUR 0 thousand through profit or loss in 2023 (2022: EUR 2,660 thousand). In 2023, the payment or advance payment respectively of the tax allocation to the B&C Group totaling EUR 153 thousand (2022: EUR 20,679 thousand) and a repayment of the tax allocation from previous years from the B&C Group in the amount of EUR 10,590 thousand (2022: EUR 0 thousand) occurred pursuant to the contractual obligation. As of December 31, 2023, the Lenzing Group recognized a liability to the B&C Group of EUR 4,759 thousand from the tax allocation (December 31, 2022: receivable of EUR 10,438 thousand). The deferred tax on the tax loss of EUR 48,020 thousand (December 31, 2022: EUR 4,626 thousand) was recognized under deferred tax assets. Income tax income of EUR 38,893 thousand was recognized in 2023 as a result of the tax allocation to B&C Group (2022: EUR 2,403 thousand).

### Relationships with companies accounted for using the equity method and their material subsidiaries

Transactions with companies accounted for using the equity method and their material subsidiaries relate primarily to:

#### Material relationships with companies accounted for using the equity method

EQUI-Fibres Beteiligungsgesellschaft mbH and its subsidiaries (EFB)	Distribution of fibers, delivery of pulp, loan assignment
Lenzing Papier GmbH (LPP)	Provision of infrastructure and administrative services
RVL Reststoffverwertung Lenzing GmbH (RVL)	Operation of a recycling plant and purchase of the generated steam; letting of land
Gemeinnützige Siedlungsgesellschaft m.b.H. für den Bezirk Vöcklabruck (GSG)	Provision of infrastructure and administrative services
PT. Pura Golden Lion (PGL)	Holds an interest in a Lenzing Group subsidiary (see note 41)
Wood Paskov s.r.o. (LWP)	Purchase of wood
LD Florestal S.A. (LDF)	Land use rights, loan receivable, purchase of mature timber

The scope of material transactions and the outstanding balances with companies accounted for using the equity method and their major subsidiaries are as follows:

#### Relationships with companies accounted for using the equity method and their material subsidiaries EUR '000

2023	EFB	LPP	Other associates	LDF	Other joint ventures	Total
Goods and services provided	42,434	13,409	49	10,674	11,150	77,717
Goods and services received	0	1,661	54	0	11,399	13,115
Receivables as at 31/12	5,017	1,613	6	18,418	4	25,058
Liabilities as at 31/12	0	21	5	0	15	40

**Relationships with companies accounted for using the equity method and their material subsidiaries (previous year)**

2022	EFB	LPP	Other associates	LDF	Other joint ventures	Total	EUR '000
Goods and services provided	50,436	27,741	40	6,719	14,440	<b>99,375</b>	
Goods and services received	1,417	3,731	49	(2,248)	14,692	<b>17,642</b>	
Receivables as at 31/12	9,122	2,403	0	357	4	<b>11,887</b>	
Liabilities as at 31/12	0	23	0	2,236	46	<b>2,305</b>	

In relation to trade receivables due from companies accounted for using the equity method, EUR 1,720 thousand of income (2022: EUR 90 thousand of income) was recognized from impairment losses (expense) and reversals of impairment losses (income) and EUR 3,583 thousand of expense (2022: EUR 1,417 thousand of expense) was recognized on loans to companies accounted for using the equity method, and their subsidiaries.

Kelheim Fibers GmbH, Kelheim, Germany, a subsidiary of the equity-accounted investee EQUI-Fibres Beteiligungsgesellschaft mbH, Kelheim, Germany, received a long-term, unsecured loan of EUR 5,000 thousand from Lenzing AG in 2017. The interest reflects standard bank rates.

LD Florestal S.A. received a long-term, unsecured loan of EUR 13,679 thousand from the fully consolidated subsidiary LD Celulose S.A. in the 2023 financial year. The interest reflects standard bank rates. In the 2019 financial year, LD Florestal S.A. issued a long-term unsecured loan in the amount of EUR 27,913 thousand to the fully consolidated subsidiary LD Celulose S.A. The interest reflected standard bank rates. The loan liability was fully repaid as at December 31, 2023 (December 31, 2022: EUR 2,236 thousand of the loan liability utilized). In addition, LD Florestal S.A. granted LD Celulose S.A. a land use right in the 2020 financial year. The carrying amount of the resulting lease liability amounts to EUR 117,677 thousand as at December 31, 2023 (December 31, 2022: EUR 46,098 thousand).

There were no major transactions with the other non-consolidated subsidiaries in 2022 and 2023.

**Relationships with members of the Managing Board and Supervisory Board of Lenzing AG**

The remuneration expensed for key management personnel, which comprises the active members of the Managing Board and Supervisory Board of Lenzing AG, in line with their functions is summarized below (including changes in provisions):

Remuneration for key management personnel (expensed)	EUR '000	
	2023	2022
<b>Remuneration for the Managing Board</b>		
Basic salary	2,076	1,934
Benefits in kind and other benefits (in particular use of company vehicles)	60	46
Short-term variable performance bonus (short-term incentive; STI)	0	75
Other performance-based remuneration	1,215	200
<b>Short-term employee benefits</b>	<b>3,351</b>	<b>2,255</b>
Long-term variable performance bonus (long-term incentive; LTI)	(204)	(323)
Other performance-based remuneration	1,430	0
<b>Other long-term employee benefits</b>	<b>1,226</b>	<b>(323)</b>
Contributions to multiemployer pension fund	233	208
<b>Post-employment benefits</b>	<b>233</b>	<b>208</b>
Compensation for non-competition clauses and one-off gratuity	403	200
<b>Termination benefits</b>	<b>403</b>	<b>200</b>
<b>Remuneration for the Managing Board</b>	<b>5,213</b>	<b>2,340</b>
<b>Remuneration for the Supervisory Board</b>		
Short-term employee benefits	1,221	745
<b>Total</b>	<b>6,434</b>	<b>3,085</b>

The benchmark for the long-term bonus component of the members of the Managing Board (long-term incentive/LTI) consists of selected key indicators of the Lenzing Group, each over a three-year calculation period. In addition, the company's capital market performance is assessed in comparison with a group of selected listed companies during these periods.

The employee representatives on the Supervisory Board who were delegated by the Works Council are entitled to regular compensation (wage or salary plus severance and jubilee benefits) under their employment contracts in addition to the compensation for their activity on the Supervisory Board (in particular attendance fees). This compensation represents appropriate remuneration for their role/activities performed in the company.

In line with customary market and corporate practice, Lenzing AG also grants additional benefits, which are considered non-cash benefits, to the members of the Managing Board, selected senior executives and Supervisory Board members. One example of such benefits is insurance coverage (D&O, accident, legal protection etc.), whereby the costs are carried by the Lenzing Group. The insurers receive total premium payments, i.e. there is no specific allocation to the Managing Board and the Supervisory Board. In addition, the members of the Managing Board and selected senior executives are provided with company vehicles. The members of the Managing Board and the Supervisory Board are also reimbursed for certain costs incurred, above all travel expenses. The principles of the remuneration system for the Managing Board and the Supervisory Board are described in detail and disclosed in the 2023 remuneration report of the Lenzing Group.

The members of the Managing Board and Supervisory Board received no advances, loans or guarantees. The Lenzing Group has not entered into any contingencies on behalf of the Managing Board or Supervisory Board.

Expenses of EUR 1,469 thousand in total (2022: income of EUR 826 thousand) were recognized through profit or loss or as revaluation through other comprehensive income with relation to post-employment benefits for former members of the Managing Board of Lenzing AG. The present value of the pension provision recognized in this context, after deduction of the fair value of plan assets (net obligation), amounted to EUR 5,548 thousand as at December 31, 2023 (December 31, 2022: EUR 4,923 thousand).

## Note 39. Executive Bodies

### Members of the Supervisory Board

- Thomas Cord Prinzhorn  
Chairman (since April 26, 2022)
  - Stefan Fida  
Deputy Chairman
  - Helmut Bernkopf
  - Christian Bruch
  - Nicole van der Elst Desai (since April 19, 2023)
  - Markus Fürst
  - Franz Gasselsberger
  - Melody Harris-Jensbach
  - Gerhard Schwartz (since April 19, 2023)
  - Astrid Skala-Kuhmann
- 
- Peter Edelmann  
Chairman (up to April 26, 2022)
  - Patrick Prügger (up to April 19, 2023)

### Appointed by the Works Council

- Johann Schernberger  
Chairman of the Group Works Council  
Chairman of the Works Council for Waged Employees
- Helmut Kirchmair  
Chairman of the Works Committee  
Deputy Chairman of the Works Council for Waged Employees
- Georg Liftinger  
Deputy Chairman of the Group Works Council  
Deputy Chairman of the Works Committee  
Chairman of the Works Council for Salaried Employees
- Bonita Haag (since April 19, 2023)
- Stephan Gruber (since April 19, 2023)  
Deputy Chairman of the Works Council for Waged Employees
- Herbert Brauneis (up to April 19, 2023)  
Deputy Chairman of the Works Council for Waged Employees
- Daniela Födinger (up to April 19, 2023)  
Deputy Chairwoman of the Works Council for Salaried Employees

### Members of the Managing Board

- Stephan Sielaff  
Chief Executive Officer (since April 1, 2022)
- Nico Reiner  
Chief Financial Officer (since January 1, 2023)
- Christian Skilich  
Chief Pulp Officer & Chief Technology Officer
- Robert van de Kerkhof  
Chief Commercial Officer (up to December 31, 2023)
- Thomas Cord Prinzhorn  
Chief Executive Officer (November 4, 2021 up to March 31, 2022)
- Thomas Obendrauf  
Chief Financial Officer (up to May 31, 2022)

# Other Disclosures

## Note 40. Financial guarantee contracts, contingent assets and liabilities, other financial obligations and legal risks

The Lenzing Group has entered into contingent liabilities of EUR 8,590 thousand (December 31, 2022: EUR 4,601 thousand), above all to secure claims related to the sale of certain equity investments and claims by suppliers and for claims by third parties outside the Group. Less important contingent liabilities involve granted retentions. The reported amounts represent the maximum payment obligation from the viewpoint of the Lenzing Group, and there is only a limited potential for recoveries.

The Lenzing Group provides committed credit lines of EUR 1,376 thousand (December 31, 2022: EUR 3,091 thousand) to third parties. These credit lines were not used as at December 31, 2023 and December 31, 2022 (also see note 21).

The Lenzing Group carries obligations for severance payments and anniversary benefits for former employees of certain sold equity investments up to the amount of the notional claims at the sale date. Provisions were recognized for these obligations as at the reporting date at an amount equal to their present value calculated in accordance with actuarial principles. Lenzing AG, in particular, has also assumed liabilities to secure third-party claims against consolidated companies; these claims are considered unlikely to be realized. The Managing Board is not aware of any other financial obligations with a significant impact on the financial position and financial performance of the Group

The obligations arising from outstanding orders for intangible assets and property, plant and equipment amounted to EUR 48,828 thousand as at December 31, 2023 (December 31, 2022: EUR 185,721 thousand). The Lenzing Group has long-term purchase obligations related to raw material supplies, in particular for wood, pulp, chemicals and energy.

In the 2021 financial year, a lawsuit was filed in a US court against Lenzing AG for unspecified claims for damages in connection with a former investment. Lenzing AG has rejected these claims. Payment of damages was not considered probable by management as at December 31, 2023 as well as at December 31, 2022. Details about the provision for legal defense costs are provided in note 30

As an international corporation, the Lenzing Group is exposed to a variety of legal and other risks. These risks are related, above all, to product defects, competition and antitrust law, patent law, tax law, employees and environmental protection. It is impossible to predict the outcome of pending or future legal proceedings. Consequently rulings by the courts or government agencies or settlement agreements can lead to expenses that are not fully covered by insurance and hence could have a material impact on the group's future financial position and financial performance. Additional information can be found in the risk report in the Lenzing Group management report as at December 31, 2023.

## Note 41. Group companies

In addition to Lenzing AG, the Lenzing Group includes the following companies (list of group companies in accordance with Section 245a Para. 1 in conjunction with Section 265 Para. 2 of the Austrian Commercial Code):

Group companies		Currency	Share capital	Share in %	31/12/2023	31/12/2022
<b>Consolidated companies</b>						
Beech Investment s.r.o., Zlaté Moravce, Slovakia		EUR	6,639	100.00	6,639	100.00
BZL – Bildungszentrum Lenzing GmbH, Lenzing, Austria		EUR	43,604	75.00	43,604	75.00
LD Celulose S.A., Indianópolis, Brazil		BRL	2,913,721,980	51.00	2,913,721,980	51.00
Lenzing Biocel Paskov a.s., Paskov, Czech Republic		CZK	280,000,000	100.00	280,000,000	100.00
Lenzing E-commerce (Shanghai) Co., Ltd., Shanghai, China <sup>1</sup>		CNY	-	-	0	0.00
Lenzing Elyaf Anonim Şirketi, Istanbul, Turkey		TRY	3,500,000	100.00	3,500,000	100.00
Lenzing Fibers (Shanghai) Co., Ltd., Shanghai, China		USD	200,000	100.00	200,000	100.00
Lenzing Fibers GmbH, Heiligenkreuz, Austria		EUR	363,364	100.00	363,364	100.00
Lenzing Fibers Grimsby Limited, Grimsby, UK		GBP	1	100.00	1	100.00
Lenzing Fibers Holding GmbH, Lenzing, Austria		EUR	35,000	100.00	35,000	100.00
Lenzing Fibers (Hongkong) Ltd., Hong Kong, China		HKD	30,300,000	100.00	30,300,000	100.00
Lenzing Fibers Inc., Axis, USA		USD	10	100.00	10	100.00
Lenzing Fibers India Private Limited, Coimbatore, India		INR	25,464,000	100.00	25,464,000	100.00
Lenzing Fibers Ltd., Manchester, UK		GBP	1	100.00	1	100.00
Lenzing Germany GmbH, Münchberg, Germany		EUR	25,000	100.00	-	-
Lenzing Global Finance GmbH, Munich, Germany		EUR	25,000	100.00	25,000	100.00
Lenzing Holding GmbH, Lenzing, Austria		EUR	35,000	100.00	35,000	100.00
Lenzing Italy S.r.l, Rome, Italy		EUR	25,000	100.00	-	-
Lenzing Korea Yuhan Hoesa, Seoul, Republic of Korea		KRW	280,000,000	100.00	280,000,000	100.00
Lenzing Land Holding LLC., Dover, USA		USD	10,000	100.00	10,000	100.00
Lenzing Modi Fibers India Private Limited, Mumbai, India		INR	1,187,241,341	96.54	1,187,241,341	96.52
Lenzing (Nanjing) Fibers Co., Ltd., Nanjing, China		USD	135,440,000	100.00	135,440,000	100.00
Lenzing Singapore Pte. Ltd., Singapore, Republic of Singapore		EUR	1,000,000	100.00	1,000,000	100.00
Lenzing Taiwan Fibers Ltd., Taipei, Taiwan		TWD	5,300,000	100.00	5,300,000	100.00
Lenzing (Thailand) Co., Ltd., Prachinburi, Thailand		THB	5,368,463,500	100.00	5,368,463,500	100.00
PT. South Pacific Viscose, Purwakarta, Indonesia <sup>2</sup>		IDR	150,068,343,000	96.53	106,614,724,000	95.12
Pulp Trading GmbH, Lenzing, Austria		EUR	40,000	100.00	40,000	100.00
Wasserreinhaltungsverband Lenzing – Lenzing AG, Lenzing, Austria <sup>3</sup>		EUR	0	Membership	0	Membership
<b>Companies accounted for using the equity method</b>						
<b>Associates</b>						
EQUI-Fibres Beteiligungsgesellschaft mbH, Kelheim, Germany		EUR	2,000,000	20.00	2,000,000	20.00
Gemeinnützige Siedlungsgesellschaft m.b.H. für den Bezirk Vöcklabruck, Lenzing, Austria <sup>4</sup>		EUR	1,155,336	99.90	1,155,336	99.90
Lenzing Papier GmbH, Lenzing, Austria		EUR	35,000	40.00	35,000	40.00
PT. Pura Golden Lion, Jakarta, Indonesia		IDR	2,500,000,000	40.00	2,500,000,000	40.00
<b>Joint ventures</b>						
LD Florestal S.A., Indianópolis, Brazil		BRL	177,452,357	50.00	177,452,357	50.00
RVL Reststoffverwertung Lenzing GmbH, Lenzing, Austria		EUR	36,336	50.00	36,336	50.00
Wood Paskov s.r.o., Paskov, Czech Republic		CZK	2,000,000	50.00	2,000,000	50.00

### Notes:

- 1) Lenzing E-commerce (Shanghai) Co, Ltd, Shanghai, China, was liquidated in the 2023 financial year.
- 2) The share held directly by the Lenzing Group equals 94.22 percent (December 31, 2022: 91.87 percent). A further 5.78 percent (December 31, 2022: 8.13 percent) of the shares are held indirectly via PT. Pura Golden Lion, Jakarta, Indonesia, an associate of the Lenzing Group. The total calculated share therefore equals 96.53 percent (December 31, 2022: 95.12 percent).
- 3) The Lenzing Group participates through a membership. It holds 50 percent of the voting rights and can appoint half of the Managing Board members. Since all assets are attributable to the respective landowner under company law, the entity is notionally a separate company (a so-called "silo structure"). Assets located on the Lenzing Group's land are therefore included in the consolidation.
- 4) This investment is not included in the consolidated financial statements as a subsidiary, even though the Lenzing Group holds 99.9 percent of the voting rights in the company. In light of the given circumstances, the Lenzing Group does not control this company because its power is limited and because the returns hardly vary or can hardly be influenced by the Lenzing Group. Significant influence is exercised by the Lenzing Group over the financial and operating policies of this company, in particular through representation on management bodies and participation in decision-making processes.

## **Note 42. Significant events after the end of the reporting period**

The Lenzing Group is not aware of any significant events occurring after the reporting date on December 31, 2023 which would have resulted in a different presentation of its financial position and financial performance.

## **Note 43. Authorization of the consolidated financial statements**

These consolidated financial statements were approved on February 28, 2024 (consolidated financial statements as at December 31, 2022; March 1, 2023) by the Managing Board for review by the Supervisory Board, presentation to the Annual General Meeting and subsequent publication. The Supervisory Board may require changes to the consolidated financial statements as part of its review.

Lenzing, February 28, 2024

**Lenzing Aktiengesellschaft**

**The Managing Board**

**Stephan Sielaff**  
Chief Executive Officer

**Nico Reiner**  
Chief Financial Officer

**Christian Skilich**  
Chief Pulp Officer & Chief Technology Officer

# Auditor's Report

## Report on the Consolidated Financial Statements

### Audit Opinion

We have audited the consolidated financial statements of Lenzing Aktiengesellschaft, Lenzing, Austria, and its subsidiaries ("the Group"), which comprise the consolidated Statement of Financial Position as at December 31, 2023, and the Consolidated Income Statement and Consolidated Statement of Other Comprehensive Income, Consolidated Statement of Changes in Equity and Consolidated Statement of Cash Flows for the year then ended, and the Notes to the Consolidated Financial Statements.

In our opinion, the consolidated financial statements comply with the legal requirements and present fairly, in all material respects, the consolidated financial position of the Group as at December 31, 2023, and its consolidated financial performance and consolidated cashflows for the year then ended in accordance with International Financial Reporting Standards (IFRSs) as adopted by the EU, and the additional requirements pursuant to Section 245a UGB (Austrian Commercial Code).

### Basis for our Opinion

We conducted our audit in accordance with the EU Regulation 537/2014 ("AP Regulation") and Austrian Standards on Auditing. These standards require the audit to be conducted in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the "Auditor's Responsibilities" section of our report. We are independent of the audited Group in accordance with Austrian company law and professional regulations, and we have fulfilled our other responsibilities under those relevant ethical requirements. We believe that the audit evidence we have obtained up to the date of the auditor's report is sufficient and appropriate to provide a basis for our audit opinion on this date.

### Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, however, we do not provide a separate opinion thereon.

### Impairment of assets and cash-generating units of "Division Fiber"

Refer to note 10

### Risk for the Consolidated Financial Statements

In the financial year 2023, Lenzing Aktiengesellschaft identified triggering events for impairment of individual assets as well as cash-generating units within the "Division Fiber" and determined the recoverable amount in accordance with IAS 36 for each asset or cash-generating unit. Based on this assessment, an impairment loss of EUR 464,906 thousand was recognized in the consolidated income statement. Of this amount, EUR 135,912 thousand relate to impairment losses for individual assets, and EUR 328,995 thousand relate to impairment losses for cash-generating units.

The measurement of the recoverable amount of cash-generating units in accordance with IAS 36 requires assumptions and estimates, such as the estimated future cashflows, as well as the determination of the applicable discount rate.

There is a risk that inappropriate assumptions and estimates used to measure the recoverable amount could have a significant impact on the recoverable amount and therefore the carrying amounts of the cash-generating units in the consolidated statement of financial position, as well as the operating result in the consolidated income statement.

### Our Response

We assessed the impairment tests carried out by the company with support of our internal valuation experts as follows:

- In order to assess the appropriateness of the cashflow projections used by management to measure recoverable amount, we gained an understanding of the planning process, discussed the assumptions regarding growth rates and operating results with the relevant senior personnel within the Group. Additionally, we have compared these cashflow projections with the most recent budget approved by the supervisory board as well as the mid-term planning approved by the management board.
- We conducted a comparison of the significant planning assumptions in prior periods with the actual values and analyzed whether historical deviations were appropriately considered by management in their planning assumptions.
- Our internal valuation experts reviewed and assessed the methodology used in the impairment tests to ensure compliance with relevant standards. The assumptions used to determine the cost of capital rates were compared by our valuation specialists with market and industry-specific benchmarks, and the accuracy of the calculation scheme was verified.

- Additionally, we compared the impairments recognized in the consolidated financial statements for assets and cash-generating units with the results of the impairment tests, ensuring that the recognition of impairments complies with the requirements of IAS 36.
- Furthermore, we have evaluated whether the disclosures regarding the impairments of assets and the impairment tests of the cash-generating units within the “Division Fiber” in the consolidated financial statements are appropriate.

### **Valuation of puttable non-controlling interests**

Refer to note 3, note 26 and note 35

### **Risk for the Consolidated Financial Statements**

The minority shareholder of LD Celulose S.A, Indianópolis, Brazil, has an option to sell its non-controlling interests to Lenzing Aktiengesellschaft upon the occurrence of contractually agreed events. As of December 31, 2023, Lenzing Aktiengesellschaft recognized a liability at a fair value of EUR 249,418 thousand for these puttable non-controlling interests. Subsequent measurement of the liability is carried out using the present access method via retained earnings.

The fair value of the liability for the puttable non-controlling interests is determined in accordance with the contractual agreement with the minority shareholder according to a discounted cash flow method. This requires assumptions and estimates, such as estimating future cash flows and determining the applicable discount rate.

There is a risk for the consolidated financial statements that inappropriate assumptions and estimates may have a significant impact on the fair value and thus the valuation of the liability for the puttable non-controlling interests in the consolidated statement of financial position and equity.

### **Our Response**

We assessed the valuation of puttable non-controlling interests as follows:

- We assessed whether the chosen valuation model is consistent with the contractual agreements for determining the option exercise price.
- In order to assess the appropriateness of the cashflows used in the valuation model, we gained an understanding of the planning process and discussed the assumptions about growth rates and operating results with the relevant senior personnel within the Group.
- We compared the planning data assumed in the valuation model with the current budget figures approved by the Management Board and the Supervisory Board and the mid-term plan.
- Our internal valuation experts assessed the adequacy of the valuation model and verified the mathematical accuracy. Our experts compared the determined country and maturity-specific capital costs with market and industry-specific benchmarks.

- Finally, we assessed whether the disclosures on the determination of the fair value for the liability for puttable non-controlling interests in the consolidated financial statements are appropriate.

### **Valuation of Biological Assets**

Refer to note 19.

### **Risk for the Consolidated Financial Statements**

Lenzing Aktiengesellschaft recognized biological assets (timber plantations) in Brazil amounting to EUR 194,759 thousand in the consolidated statement of financial position as at December 31, 2023.

Timber plantations are measured at fair value less costs of disposal according to IAS 41 and IFRS 13. The fair value measurement is classified as Level 3 in the fair value measurement hierarchy under IFRS 13. The valuation of timber plantations requires assumptions and estimates, such as sales prices for mature timber and the growth of the plantation.

For the consolidated financial statements, there is a risk that inappropriate assumptions and estimates could have a material effect on the fair value of the timber plantations and thus on the valuation of biological assets in the consolidated statement of financial position and the valuation result in the consolidated income statement.

### **Our Response**

We assessed the valuation of plantations in Brazil carried out by the company with support of specialists for forestry valuation as follows:

- We gained an understanding of the valuation process and assessed management's actions to monitor this process.
- We have assessed whether the valuation model chosen to determine the fair value is consistent with the requirements of IAS 41 and IFRS 13
- We assessed the key assumptions and estimates used in determining fair value, including assumptions about selling prices, growth, costs and discount rates.
- Furthermore, we considered the adequacy and appropriateness of the Group's disclosures in respect of the valuation of plantations in accordance with IAS 41 and IFRS 13.

### **Other information**

Management is responsible for other information. Other information is all information provided in the annual report, other than the consolidated financial statements, the group management report and the auditor's report.

Our opinion on the consolidated financial statements does not cover other information and we do not provide any kind of assurance thereon.

In conjunction with our audit, it is our responsibility to read this other information and to assess whether, based on knowledge gained during our audit, it contains any material inconsistencies with the consolidated financial statements or any apparent material misstatement of fact. If we conclude that there is a material misstatement of fact in other information, we must report that fact. We have nothing to report in this regard.

### **Responsibilities of Management and Audit Committee for the Consolidated Financial Statements**

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with International Financial Reporting Standards (IFRSs) as adopted by the EU, the additional requirements pursuant to Section 245a UGB (Austrian Commercial Code) and for such internal controls as management determines are necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Management is also responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The audit committee is responsible for overseeing the Group's financial reporting process.

### **Auditor's Responsibilities**

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our audit opinion. Reasonable assurance represents a high level of assurance, but provides no guarantee that an audit conducted in accordance with the AP Regulation and Austrian Standards on Auditing (and therefore ISAs), will always detect a material misstatement, if any. Misstatements may result from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with the AP Regulation and Austrian Standards on Auditing, we exercise professional judgment and maintain professional skepticism throughout the audit.

Moreover:

- We identify and assess the risks of material misstatement in the consolidated financial statements, whether due to fraud or error, we design and perform audit procedures responsive to those risks and obtain sufficient and appropriate audit evidence to serve as a basis for our audit opinion. The risk of not detecting material misstatements resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or override of internal control.

- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- We conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our audit report to the respective note in the consolidated financial statements. If such disclosures are not appropriate, we will modify our audit opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the consolidated financial statements, including the notes, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- We obtain sufficient appropriate audit evidence regarding the financial information of the entities and business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.
- We communicate with the audit committee regarding, amongst other matters, the planned scope and timing of our audit as well as significant findings, including any significant deficiencies in internal control that we identify during our audit.
- We communicate to the audit committee that we have complied with the relevant professional requirements in respect of our independence, that we will report any relationships and other events that could reasonably affect our independence and, where appropriate, the related safeguards.
- From the matters communicated with the audit committee, we determine those matters that were of most significance in the audit i.e. key audit matters. We describe these key audit matters in our auditor's report unless laws or other legal regulations preclude public disclosure about the matter or when in very rare cases, we determine that a matter should not be included in our audit report because the negative consequences of doing so would reasonably be expected to outweigh the public benefits of such communication.

# Report on Other Legal Requirements

## Group Management Report

In accordance with Austrian company law, the group management report is to be audited as to whether it is consistent with the consolidated financial statements and prepared in accordance with legal requirements.

It is our responsibility to determine whether the consolidated non-financial statement has been prepared as part of the group management report, to read and assess whether, based on knowledge gained during our audit, it contains any material inconsistencies with the consolidated financial statements or any apparent material misstatement of fact.

Management is responsible for the preparation of the group management report in accordance with Austrian company law and other legal or regulatory requirements.

We have conducted our audit in accordance with generally accepted standards on the audit of group management reports.

### Opinion

In our opinion, the group management report is consistent with the consolidated financial statements and has been prepared in accordance with legal requirements. The disclosures pursuant to Section 243a UGB (Austrian Commercial Code) are appropriate.

### Statement

Based on our knowledge gained in the course of the audit of the consolidated financial statements and our understanding of the Group and its environment, we did not note any material misstatements in the group management report.

## Additional Information in accordance with Article 10 AP Regulation

We were elected as auditors at the Annual General Meeting on April 19, 2023 and were appointed by the supervisory board on June 7, 2023 to audit the financial statements of Company for the financial year ending on December 31, 2023.

We have been auditors of the Company, without interruption, since the consolidated financial statements as at December 31, 2017.

We declare that our opinion expressed in the "Report on the Consolidated Financial Statements" section of our report is consistent with our additional report to the Audit Committee, in accordance with Article 11 AP Regulation.

We declare that we have not provided any prohibited non-audit services (Article 5 Paragraph 1 AP Regulation) and that we have ensured our independence throughout the course of the audit, from the audited Group.

## Engagement Partner

The engagement partner is Mr Alexander Gall.

Linz, March 01, 2024

KPMG Austria GmbH

Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

### Alexander Gall

Austrian Chartered Accountant

This report is a translation of the original report in German, which is solely valid. The consolidated financial statements, together with our auditor's opinion may only be published if the consolidated financial statements and the group management report are identical with the audited version attached to this report. Section 281 Paragraph 2 UGB (Austrian Commercial Code) applies.

# **Declaration of the Managing Board**

## **Declaration of the Managing Board according to Section 124 (1) No. 3 of the Stock Exchange Act**

We confirm to the best of our knowledge that the consolidated financial statements of the Lenzing Group as at December 31, 2023 2022 that were prepared in accordance with the applicable accounting standards pursuant to International Financial Reporting Standards (IFRSs) give a true and fair view of the assets, liabilities, financial position and profit or loss of the Lenzing Group and that the group management report gives a true and fair view of the development and performance of the business and the position of the Lenzing Group, together with a description of the principal risks and uncertainties the Lenzing Group faces.

Lenzing, February 28, 2024

**Lenzing Aktiengesellschaft**

**The Managing Board**

**Stephan Sielaff**  
Chief Executive Officer

**Nico Reiner**  
Chief Financial Officer

**Christian Skilich**  
Chief Pulp Officer & Chief Technology Officer

# Lenzing Group Five-Year Overview

## Key earnings and profitability figures

EUR mn	2023	2022	2021	2020	2019
Revenue	2,521.2	2,565.7	2,194.6	1,632.6	2,105.2
EBITDA (earnings before interest, tax, depreciation and amortization)	303.3	241.9	362.9	192.3 <sup>1</sup>	329.9 <sup>1</sup>
EBITDA margin	12.0 %	9.4 %	16.5 %	11.8 % <sup>1</sup>	15.7 % <sup>1</sup>
EBIT (earnings before interest and tax)	(476.4)	16.5	200.6	33.9 <sup>1</sup>	165.3 <sup>1</sup>
EBIT margin	(18.9)%	0.6 %	9.1 %	2.1 % <sup>1</sup>	7.9 % <sup>1</sup>
EBT (earnings before tax)	(585.6)	(10.1)	182.9	22.3	163.8
Net profit/loss after tax	(593.0)	(37.2)	127.7	(10.6)	114.9
Earnings per share in EUR	(20.02)	(2.75)	4.16	0.24	4.63
ROCE (return on capital employed)	(14.2)%	2.0 %	5.4 %	(0.5) % <sup>1</sup>	5.4 % <sup>1</sup>
ROE (return on equity)	(30.1)%	(0.5)%	9.1 %	1.3 %	10.5 %
ROI (return on investment)	(8.9)%	0.3 %	4.2 %	0.9 % <sup>1</sup>	5.7 % <sup>1</sup>

## Key cash flow figures

EUR mn	2023	2022	2021	2020	2019
Gross cash flow	88.5	244.8	372.0	126.8	294.0
Cash flow from operating activities	160.3	(43.2)	394.0	48.9	244.6
Free cash flow	(122.8)	(740.7)	(445.5)	(614.8)	0.8
CAPEX	283.6	698.9	844.3	668.8	244.0
Liquid assets as at 31/12	731.0	453.3	1,124.1	1,081.1	581.0
Unused credit facilities as at 31/12	203.0	232.3	454.5	1,031.4	266.6

## Key balance sheet figures

EUR mn as at 31/12	2023	2022	2021	2020	2019
Total assets	5,214.6	5,525.0	5,322.8	4,163.0	3,121.1
Adjusted equity	1,809.1	2,088.6	2,115.7	1,907.0	1,559.3
Adjusted equity ratio	34.7 %	37.8 %	39.7 %	45.8 %	50.0 %
Net financial debt	1,562.6	1,799.4 <sup>2</sup>	913.6 <sup>2</sup>	410.5 <sup>2</sup>	364.3 <sup>2</sup>
Net financial debt / EBITDA	5.2	7.4 <sup>2</sup>	2.5 <sup>2</sup>	2.1 <sup>1, 2</sup>	1.1 <sup>1, 2</sup>
Net financial debt incl. lease liabilities	1,704.7	1,869.0	977.0	471.4	400.6
Net debt	1,779.5	1,946.6	1,079.3	575.0	511.4
Net gearing	86.4 %	86.2 % <sup>2</sup>	43.2 % <sup>2</sup>	21.5 % <sup>2</sup>	23.4 % <sup>2</sup>
Trading working capital	551.1	570.7	387.4	383.8	403.5
Trading working capital to annualized group revenue	21.0 %	24.0 %	16.0 %	21.9 %	20.7 %

## Key stock market figures

EUR	2023	2022	2021	2020	2019
Market capitalization in mn as at 31/12	1,372.9	1,454.9	3,239.1	2,198.3	2,198.3
Share price as at 31/12	35.55	54.80	122.00	82.80	82.80
Dividend per share	0.00	0.00	4.35	0.00	0.00
Employees	2023	2022	2021	2020	2019
Full-time equivalents (FTE) as at 31/12 <sup>3</sup>	7,917	7,931	7,585	6,992	6,685

1) Reclassification of capitalized borrowing costs, net interest from defined benefit plans and commitment fees from EBIT/EBITDA to the financial result (see note 2 of the consolidated financial statements as at December 31, 2022).

2) Since the second quarter of the 2023 financial year, net financial debt is presented excluding lease liabilities (see the supplement to the management report "Notes on the Financial Performance Indicators of the Lenzing Group").

3) The number of employees has been reported on a full-time equivalent basis since the third quarter of the 2023 financial year. Until the third quarter of the 2023 financial year, the figure was based on the number of individuals.

The above financial indicators are derived primarily from the IFRS consolidated financial statements of the Lenzing Group. Additional details are provided in the section „Notes on the financial performance indicators of the Lenzing Group“, in the glossary to the Annual Report and in the consolidated financial statements of the Lenzing Group. Rounding differences can occur in the presentation of rounded amounts and percentage rates.

# Einzelabschluss

## 2023

### Inhalt

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# Allgemeines Marktumfeld

## Weltwirtschaft<sup>1</sup>

Nach letzten Berechnungen des Internationalen Währungsfonds wuchs die Weltwirtschaft im Jahr 2023 um 3,1 Prozent. Dies ist, mit Ausnahme der Pandemie, die niedrigste jährliche Wachstumsrate seit der globalen Finanzkrise. Während die direkten Auswirkungen der Pandemie in den Hintergrund traten, prägte eine Vielzahl anderer Herausforderungen das vergangene Jahr: Der Krieg in der Ukraine und die Eskalation im Gazastreifen bestimmten das geopolitische Umfeld. Spannungen um Taiwan verstärkten sich und Lieferketten wurden durch Rebellenangriffe im Roten Meer gestört. Das Wirtschaftswachstum wurde durch hohe Inflation und steigende Leitzinsen gebremst, viele Konsument:innen hatten Schwierigkeiten mit ihrem Einkommen die erhöhten Kosten zu bestreiten. Das Verbrauchertrauen erholte sich im Vergleich zum Vorjahr leicht, blieb aber weiter unter den langjährigen Mittelwerten. Vor allem für China, einem der größten Textilmärkte, war von einer deutlicheren Erholung nach dem Ende der Covid-Beschränkungen ausgegangen worden. Aber auch in Europa war die wirtschaftliche Situation herausfordernd und einige Länder rutschten in eine Rezession. Für das Jahr 2024 geht der IWF ebenfalls von einem Wachstum von 3,1 Prozent aus.

Auch in der Textil- und Bekleidungsindustrie blieb die lange erwartete Erholung von Nachfrage und Preisen weitgehend aus. Die Zufriedenheit mit der Geschäftslage nahm im zweiten Halbjahr 2023 laut einer weltweiten Umfrage der International Textile Manufacturers Federation<sup>2</sup> entgegen der Erwartungen weiter ab und erreichte im November 2023 einen neuen Tiefpunkt. Im Jänner 2024 war eine leichte Verbesserung der Geschäftslage zu beobachten.

## Weltfasermarkt<sup>3</sup>

### Faserproduktion leicht gestiegen

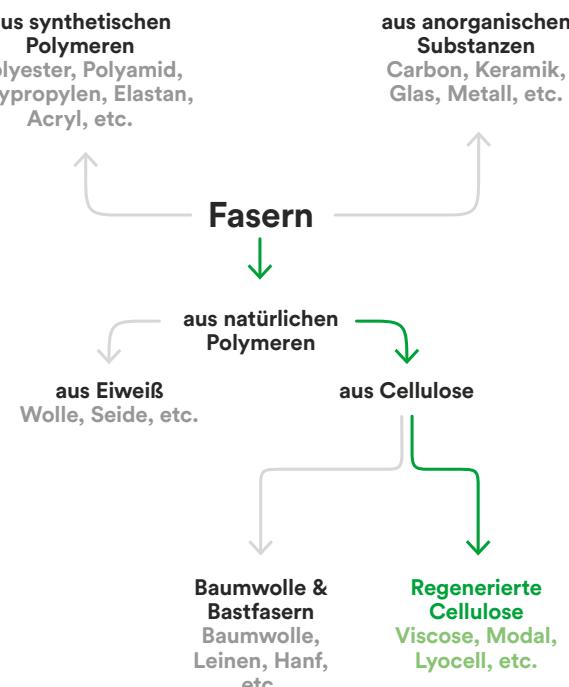
Nach vorläufigen Berechnungen lagen die weltweiten Einzelhandelsumsätze mit Bekleidung im Jahr 2023 – bereinigt um Preiseffekte – um bis zu 5 Prozent über dem Vorjahr. Während der Absatz in den USA und Europa weitgehend stagnierte, trug China mit einem Plus von 12 Prozent, getrieben von der lokalen Nachfrage, stark zum weltweiten Umsatzwachstum bei (bedingt durch den aufgrund der strikten Covid-Maßnahmen sehr niedrigen Vorjahreswert).

Die Lagerstände der Bekleidungseinzelhändler konnten teilweise durch verkaufsfördernde Maßnahmen vor allem im Weihnachtsgeschäft reduziert werden, blieben aber immer noch auf einem im langjährigen Vergleich erhöhten Niveau. Die Einzelhändler zeigten sich trotz gesunkenen Lagerständen zurückhaltend mit Bestellungen. Die Lagerbestände der vorgelagerten Produktionsstufen entwickelten sich ebenfalls größtenteils rückläufig.

Bei Heimtextilien litt die Nachfrage 2023 weiterhin durch die in der Covid-Pandemie vorgezogenen Investitionen; private Haushalte hatten während der Lockdowns intensiv in die Ausstattung des eigenen Wohnbereichs investiert.

Auch die üblicherweise krisenresistenteren Einzelhandelabsätze von Hygieneprodukten in der Vliesstoffindustrie waren unter Druck. Der Mengenabsatz großer Marken war teils rückläufig, während preisgünstigere Handelsmarken stärker nachgefragt wurden.

### Überblick der Faserarten am Weltmarkt



Die weltweite Faserproduktion stieg 2023 entsprechend erster Schätzungen leicht um 1 Prozent auf 120 Mio. Tonnen. Die Baumwollproduktion ging nach vorläufigen Schätzungen in der Saison 2022/2023 um 2 Prozent auf 24,8 Mio. Tonnen zurück. Dies ist vor allem auf einen Rückgang der Anbauflächen zulasten von Nahrungspflanzen zurückzuführen. Die Nachfrage sank um 8 Prozent auf 23,7 Mio. Tonnen. Die Baumwollbestände stiegen infolgedessen auf 21,2 Mio. Tonnen, dem höchsten absoluten Stand seit der Saison 2014/2015 und auch im Vergleich zum Verbrauch (engl. stocks-to-use ratio) weiter über dem langjährigen Durchschnitt.

Die Produktion von regenerierten Cellulosefasern wie Lyocell-, Modal- und Viscosefasern stieg nach ersten Schätzungen um 3 Prozent auf 7,5 Mio. Tonnen. Das Wachstum war fast ausschließlich

<sup>1</sup> Quelle: IWF, World Economic Outlook, Jänner 2024

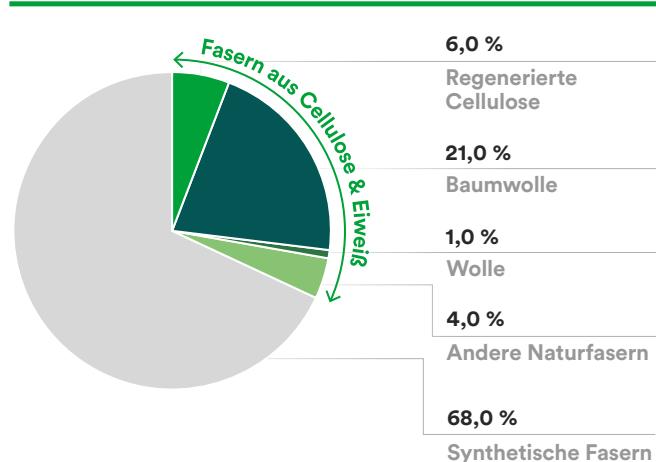
<sup>2</sup> Quelle: ITMF, 24<sup>th</sup> Global Textile Industry Survey, Jänner 2024

<sup>3</sup> Sämtliche Produktionszahlen in diesem Kapitel wurden gegenüber den im Geschäftsbericht 2022 angeführten ersten Schätzungen aktualisiert.  
Quellen: The Fiber Year, ICAC, Cotton Outlook, CCFG, FAO

auf die stark gestiegene weltweite Produktion von Lyocellfasern zurückzuführen.

Bei Fasern aus synthetischen Polymeren betrug die Produktionsmenge nach ersten Schätzungen rund 81 Mio. Tonnen und lag damit 1 Prozent über dem Vorjahreswert.

### Weltweite Faserproduktion 2023<sup>1</sup> Faserarten in Prozent (Basis = 120 Mio. to)



### Stapelfaserpreise weiter unter Druck

Die Preisentwicklung an den Märkten für Stapelfasern war 2023 weitaus weniger volatil als im Jahr davor. Die Preise bewegten sich insgesamt in einem viel engeren Band, blieben aber weiterhin unter Druck.

Die Baumwollpreise entwickelten sich im Verlauf des Jahres weit aus weniger volatil als 2022. Der Cotlook A-Index erreichte bereits Ende Jänner – getrieben von hohen Markterwartungen nach der Öffnung in China – seinen Jahreshöchststand von 102 US-Cent pro

Pfund. Die Baumwollsaison 2022/2023 endete mit einer leichten Zunahme der Lagerbestände, was sich negativ auf die Preisentwicklung auswirkte. Auf Jahressicht gaben die Baumwollpreise um 8 Prozent auf 91 US-Cent pro Pfund nach.

Der Preis für Polyester-Stapelfasern in China legte im Jahresverlauf um 2 Prozent auf RMB 7.325 pro Tonne zu. Zwischendurch hatte er Mitte September einen Höchststand von RMB 7.970 pro Tonne erreicht. Die Preissteigerung war vor allem getrieben durch höhere Kosten für die Zwischenprodukte PTA (Terephthalsäure) und MEG (Monoethylenglykol).

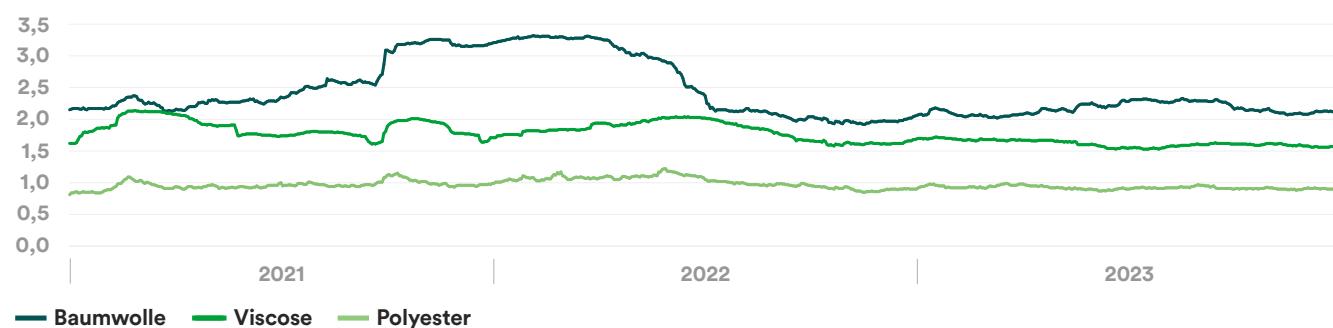
Auch die Viscosepreise in China bewegten sich 2023 in einem vergleichsweise engen Korridor. Im Verlauf des Jahres sanken die Preise um 2 Prozent auf RMB 12.600 pro Tonne. Den Höchstwert von RMB 13.400 erreichten sie Ende September durch gestiegene Chemikalienkosten und eine saisonal etwas höhere Nachfrage.

Die Preise für holzbasierte Spezialfasern entwickelten sich aufgrund der schwächeren Nachfrage, insbesondere von Marken und Einzelhändlern, und der zusätzlichen Kapazitäten am Markt leicht rückläufig. Das Preispremium der Marken TENCEL™, LENZING™ ECOVERO™ und VEOCEL™ erwies sich als vergleichsweise widerstandsfähig.

Der chinesische Importpreis für Faserzellstoff, dem Schlüsselrohstoff für die Produktion von regenerierten Cellulosefasern, lag per Ende Dezember mit USD 880 pro Tonne 2 Prozent unter dem Vorjahresniveau. Die chinesischen Preise für Papierzellstoff brachen von USD 810 pro Tonne zu Jahresbeginn auf USD 475 pro Tonne Mitte Mai stark ein. Faserzellstoff war von diesem Rückgang jedoch kaum betroffen, da ein durch Produktionsausfälle eingeschränktes Angebot auf eine leicht gestiegene Nachfrage traf. Im weiteren Verlauf des Jahres näherten sich die Preise aber wieder an und Papierzellstoff schloss zum Jahresende mit USD 653 pro Tonne.

### Stapelfaserpreise – Entwicklung in China<sup>2</sup>

USD/kg (exkl. USt.)



<sup>1</sup> Quellen: ICAC, TFY, Lenzing Schätzungen

<sup>2</sup> Quellen: CCFG, CCA

# Geschäftsdevelopment der Lenzing Gruppe

Die erwartete Erholung der für Lenzing relevanten Märkte blieb bisher aus. Die nach wie vor erhöhten Rohstoff- und Energiekosten auf der einen und die sehr verhaltene Nachfrage auf der anderen Seite beeinflussten die Geschäftsentwicklung der Lenzing Gruppe im Geschäftsjahr 2023 wie die der gesamten Branche negativ.

Lenzing führte bereits Ende 2022 ein Programm zur Reorganisation und Kostensenkung im Volumen von mehr als EUR 70 Mio. erfolgreich durch. Parallel dazu konnte die Bilanz- und Liquiditätsposition durch die erfolgreiche Kapitalerhöhung in Höhe von rund EUR 400 Mio. und die Verlängerung der Kreditlaufzeiten im Volumen von rund EUR 250 Mio. im Berichtsjahr wesentlich gestärkt werden.

Darauf aufbauend setzt der Vorstand derzeit ein umfassendes Performance-Programm mit dem übergeordneten Ziel einer langfristig deutlich gesteigerten Widerstandsfähigkeit gegen Krisen und einer höheren Agilität bei Marktveränderungen um. Die Programminitiativen zielen primär auf eine Verbesserung des EBITDA und die Generierung von Free-Cashflow durch ein gestärktes Umsatz- und Margenwachstum sowie eine nachhaltige Kostenexzellenz ab. Über die deutlich positiven Auswirkungen auf der Umsatzebene hinaus erwartet der Vorstand jährliche Kosteneinsparungen von mehr als EUR 100 Mio., wovon ca. 50 Prozent ab dem laufenden Geschäftsjahr wirksam sein werden.

Die Umsatzerlöse gingen 2023 um 1,7 Prozent gegenüber dem Vorjahr auf EUR 2,52 Mrd. zurück. Dieser Rückgang ist primär auf niedrigere Faserumsätze zurückzuführen, während die Zellstoffumsätze stiegen.

Die operative Ergebnisentwicklung war im Wesentlichen vom Marktumfeld beeinflusst. Das Betriebsergebnis vor Abschreibungen (EBITDA) stieg im Berichtsjahr um 25,4 Prozent gegenüber dem Vorjahr auf EUR 303,3 Mio. Die EBITDA-Marge erhöhte sich von 9,4 auf 12 Prozent.

Das Betriebsergebnis (EBIT) lag aufgrund von Sonderabschreibungen in Höhe von EUR 464,9 Mio. bei minus EUR 476,4 Mio. (nach EUR 16,5 Mio. im Jahr 2022) und die EBIT-Marge bei minus 18,9 Prozent (nach 0,6 Prozent im Jahr 2022). Das Ergebnis vor Steuern (EBT) lag dementsprechend bei minus EUR 585,6 Mio. (nach minus EUR 10,1 Mio. im Jahr 2022).

Die Sonderabschreibungen resultierten aus einem Wertmindeungsbedarf bedingt durch die weiterhin bestehenden Unsicherheiten im wirtschaftlichen Umfeld, nach wie vor erhöhte Rohstoff- und Energiekosten sowie erhöhte Diskontierungssätze aufgrund des geänderten Zinsumfelds. Die Sonderabschreibungen

waren nicht zahlungswirksam, wirkten jedoch auf das EBIT und das EBT 2023.

Der Steueraufwand in Höhe von EUR 7,3 Mio. (nach EUR 27,2 Mio. im Jahr 2022) ist vor allem durch die Wertberichtigung von Steueraktivposten einzelner Konzernunternehmen und durch Währungseffekte aufgrund der Umrechnung von Steuerposten von den lokalen in die funktionale Währung beeinflusst.

Der Cashflow aus der Betriebstätigkeit lag 2023 bei EUR 160,3 Mio. (nach minus EUR 43,2 Mio. im Jahr 2022). Der Free Cashflow lag primär aufgrund der Ergebnisentwicklung sowie der Fertigstellung der strategischen Investitionsprojekte bei minus EUR 122,8 Mio., damit aber bereits deutlich über dem Vorjahreswert von minus EUR 740,7 Mio., was maßgeblich auf die planmäßige Umsetzung des Performance-Programms zurückzuführen ist.

Im dritten und vierten Quartal 2023 erwirtschaftete Lenzing einen positiven Free Cashflow von EUR 27,3 Mio. bzw. EUR 15,4 Mio. (nach minus EUR 132,3 Mio. im ersten und minus EUR 33,1 Mio. im zweiten Quartal 2023) und bestätigte damit, dass die Maßnahmen zur Stärkung des Free Cashflows wirken.

Die Investitionen in immaterielle Anlagen, Sachanlagen und biologische Vermögenswerte (CAPEX) beliefen sich im Berichtsjahr unter anderem aufgrund der Investitionsprojekte in China und Indonesien auf EUR 283,6 Mio. (nach EUR 698,9 Mio. im Jahr 2022). Der Liquiditätsbestand erhöhte sich im Vergleich zum 31. Dezember 2022 aufgrund der Kapitalerhöhung um 61,3 Prozent auf EUR 731 Mio. per 31. Dezember 2023.

Die Bilanzsumme verringerte sich im Vergleich zum 31. Dezember 2022 um 5,6 Prozent auf EUR 5,21 Mrd. per 31. Dezember 2023. Das bereinigte Eigenkapital ging um 13,4 Prozent auf EUR 1,81 Mrd. zurück. Die bereinigte Eigenkapitalquote lag per 31. Dezember 2023 bei 34,7 Prozent (nach 37,8 Prozent per 31. Dezember 2022). Die Nettofinanzverschuldung ging zum Stichtag auf EUR 1,56 Mrd. zurück (nach EUR 1,8 Mrd. per 31. Dezember 2022).<sup>1</sup> Das Net Gearing erhöhte sich auf 86,4 Prozent (nach 86,2 Prozent per 31. Dezember 2022).<sup>1</sup> Das Trading Working Capital sank um 3,4 Prozent auf EUR 551,1 Mio., darin enthalten sind im Wesentlichen ein Rückgang des Vorrätevermögens in Höhe von EUR 159,6 Mio. infolge des forcierten Lagerabbaus und ein gegenläufiger negativer Effekt aus dem im Vergleich zum 31. Dezember 2022 deutlich gesunkenen Bestand der Verbindlichkeiten aus Lieferungen und Leistungen.

Im Detail stellt sich die Umsatz- und Ertragsentwicklung im Berichtsjahr wie folgt dar:

<sup>1</sup> Die Nettofinanzverschuldung wird seit dem zweiten Quartal des Geschäftsjahrs 2023 ohne die Leasingverbindlichkeiten dargestellt (siehe Beilage zum Lagebericht „Erläuterungen zu Finanzkennzahlen der Lenzing Gruppe“).

**Vereinfachte Konzern-Gewinn- und  
Verlustrechnung<sup>1</sup>**

**EUR Mio.**

	<b>Veränderung</b>			
	<b>2023</b>	<b>2022</b>	<b>Absolut</b>	<b>Relativ</b>
<b>Umsatzerlöse</b>	<b>2.521,2</b>	<b>2.565,7</b>	<b>-44,5</b>	<b>-1,7%</b>
<b>Umsatzkosten</b>	<b>-2.597,6</b>	<b>-2.162,6</b>	<b>-435,1</b>	<b>20,1%</b>
<b>Bruttoergebnis vom Umsatz</b>	<b>-76,5</b>	<b>403,1</b>	<b>-479,6</b>	n/a
Sonstige betriebliche Erträge	108,7	73,1	35,6	48,6%
Vertriebs- aufwendungen	-274,9	-286,7	11,9	-4,1%
Verwaltungs- aufwendungen	-144,7	-137,2	-7,5	5,5%
Forschungs- und Entwicklungs- aufwendungen	-69,1	-29,2	-39,9	136,4%
Sonstige betriebliche Aufwendungen	-20,0	-6,6	-13,3	200,5%
<b>EBIT</b>	<b>-476,4</b>	<b>16,5</b>	<b>-492,9</b>	n/a
Finanzerfolg	-109,2	-26,5	-82,7	311,9%
<b>EBT</b>	<b>-585,6</b>	<b>-10,1</b>	<b>-575,6</b>	<b>5.722,0%</b>
Steueraufwand	-7,3	-27,2	19,9	-73,1%
<b>Ergebnis nach Steuern</b>	<b>-593,0</b>	<b>-37,2</b>	<b>-555,7</b>	<b>1.492,2%</b>

1) Die vollständige Konzern-Gewinn- und Verlustrechnung ist im Konzernabschluss dargestellt.

# Geschäftsentwicklung der Divisions

Die Steuerung des Geschäfts der Lenzing Gruppe wird in die zwei Divisions „Fiber“ und „Pulp“ gegliedert.

Im Geschäftsjahr 2023 wurde die Umsetzung der Unternehmensstrategie „Better Growth“ weiter vorangetrieben. Die Strategie zielt unter anderem darauf ab, die strukturell wachsende Nachfrage nach den umweltverträglichen und hochwertigen Spezialfasern der Marken TENCEL™, LENZING™ ECOVERO™ und VEOCEL™ besser zu bedienen. Gemäß dieser wird Lenzing nach der erfolgreichen Umsetzung ihrer Investitionsprojekte einen profitablen Wachstumskurs verfolgen, ihren Fokus auf nachhaltige und hochwertige Premiumfasern für Textilien und Vliesstoffe schärfen und parallel den Übergang zu einem Modell der Kreislaufwirtschaft weiter forcieren.

Lenzing gab 2023 auch personelle Veränderungen im Vorstand bekannt. Robert van de Kerkhof, Chief Commercial Officer Fiber und seit 2014 Mitglied des Vorstands, setzte den Aufsichtsrat darüber in Kenntnis, nicht für eine weitere Verlängerung seines bis zum 31. Dezember 2023 laufenden Vertrages zur Verfügung zu stehen. Der Vorstand der Lenzing wurde damit per 1. Jänner 2024 von vier auf drei Mitglieder reduziert.

## Division Fiber

In der Division Fiber sind alle Geschäftsaktivitäten der Lenzing Gruppe mit ihren Cellulosefasern, insbesondere jene in den Bereichen Textilien und Vliesstoffe, zusammengefasst.

Lenzing steht weltweit für eine ökologisch verantwortungsbewusste Erzeugung von Spezialfasern auf der Basis von Cellulose und Recyclingmaterial. Mit dem 2022 eröffneten Lyocellwerk in Thailand sowie den erfolgreichen Investitionen in bestehende Produktionsstandorte in Asien ist Lenzing in der Lage, 100 Prozent des Faserumsatzes aus dem Geschäft mit Spezialfasern der Marken TENCEL™, LENZING™ ECOVERO™ und VEOCEL™ zu erzielen.

Seit 2021 investierte Lenzing mehr als EUR 200 Mio. in die Produktionsstandorte in China und Indonesien, um bestehende Kapazitäten für generische Viscose in Kapazitäten für Spezialfasern umzuwandeln und damit die strukturell wachsende Nachfrage nach umweltverträglichen Cellulosefasern noch besser bedienen zu können.

In Purwakarta (Indonesien) hat Lenzing Umbau- und Modernisierungsmaßnahmen erfolgreich abgeschlossen, um auf Spezialviscose umzurüsten und die spezifischen Emissionen deutlich zu reduzieren. Die am Standort erzeugten Viscosefasern der Marken LENZING™ ECOVERO™ und VEOCEL™ sind mit dem EU Ecolabel<sup>1</sup>, einem international anerkannten Umweltzeichen für umweltverträgliche Produkte und Dienstleistungen, gekennzeichnet.

In Nanjing (China) konnte im ersten Quartal 2023 die Umwandlung einer Produktionslinie auf TENCEL™ Modalfasern für Textilien und Bekleidung erfolgreich abgeschlossen werden. Lenzing kann damit erstmals auch ihren chinesischen Kunden die stark nachgefragten TENCEL™ Fasern aus lokaler Produktion anbieten. Das Faserportfolio des Produktionsstandortes besteht durch die Konvertierung ab sofort ausschließlich aus Spezialfasern.

Die Investitionsprojekte an den bestehenden Standorten stehen im Einklang mit dem wissenschaftlich anerkannten und bestätigten Netto-Null-Ziel der Lenzing Gruppe (siehe auch Kapitel „Klimawandel“ in der nichtfinanziellen Erklärung).

Eine im Mai 2023 publizierte Studie<sup>2</sup> der Scripps Institution of Oceanography (SIO) der University of California, San Diego, bestätigte, dass cellulosebasierte Fasern wie LENZING™ Lyocellfasern, LENZING™ Viscosefasern und LENZING™ Modalfasern auch am Meeresboden biologisch abbaubar sind. Bereits 2021 zeigten Untersuchungen des renommierten, akademischen Forschungsinstituts, dass LENZING™ Lyocellfasern an der Meeresoberfläche in kürzester Zeit komplett abgebaut werden können.<sup>3</sup>

Mit ihren biologisch abbaubaren LENZING™ Fasern in Geotextilien ist Lenzing auch in der Lage, einen wesentlichen Beitrag zum nachhaltigen Schutz der von der globalen Erderwärmung stark gefährdeten Gletscher zu leisten. Dies hat das Institut für Ökologie der Universität in Innsbruck in Zusammenarbeit mit österreichischen Gletscherbahnbetreibern bestätigt. Das vielversprechende Projekt wurde mit dem ersten Platz des renommierten Schweizer BIO TOP Awards für Holz- und Materialinnovationen ausgezeichnet.

Lenzing hat in der Berichtsperiode auch weitere Schritte zu Erhöhung der Transparenz und Effizienz in der globalen Lieferkette unternommen: Gemeinsam mit einem Anbieter von digitalen Supply-Chain-Lösungen führte Lenzing ein wegweisendes Verfahren zur Echtzeit-Lieferverfolgung von Containern ein. In Kombination mit fortschrittlicher künstlicher Intelligenz, GPS-Sensoren und Techno-

<sup>1</sup> Das EU Ecolabel wird von allen Mitgliedstaaten der Europäischen Union sowie von Norwegen, Liechtenstein und Island anerkannt. Das 1992 durch eine EU-Verordnung (Verordnung (EWG) Nr. 880/92) eingeführte freiwillige Label hat sich schrittweise zu einem Referenzpunkt für Verbraucher entwickelt, die durch den Kauf umweltfreundlicher Produkte und Dienstleistungen zu einer geringeren Umweltbelastung beitragen wollen.

<sup>2</sup> <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0284681>

<sup>3</sup> Zu den LENZING™ Fasern, die vom TÜV als biologisch abbaubar (Boden, Süßwasser & Meer) und kompostierbar (Haushalt & Industrie) zertifiziert sind, gehören die folgenden Produkte: LENZING™ Viscose Standard Textilien/Nonwovens, LENZING™ Lyocell Standard Textilien/Nonwovens, LENZING™ Modal Standard Textilien, LENZING™ Lyocell Filament, LENZING™ Lyocell Dry und LENZING™ Web Technology. Ausnahmen in der Zertifizierung gibt es für die Fasern LENZING™ Lyocell Filament und LENZING™ Lyocell Dry, bei denen die erforderlichen Tests für Bestätigung der biologischen Abbaubarkeit in Meeresumgebung noch nicht durchgeführt bzw. abgeschlossen wurden.

logen für maschinelles Lernen kann Lenzing genaue Echtzeit-Informationen zu den Faserbestellungen bereitstellen – vom Lieferstatus über den Standort der Container bis hin zur Verfolgung der Schiffsroute und den voraussichtlichen Ankunftszeiten. Im Einklang mit den Nachhaltigkeitszielen ermöglicht das Trackingsystem den Lieferketten-Partnern auch einen besseren Überblick über die CO<sub>2</sub>-Emissionen. Lenzing setzte damit neue Maßstäbe auf dem Gebiet der Lieferkettentransparenz, die in weiterer Folge auch Marken und Einzelhändler dabei unterstützen, ihre Nachhaltigkeitsziele zu erreichen.

Lenzing wurde außerdem zum dritten Mal hintereinander mit dem Platin-Status im CSR-Rating von EcoVadis ausgezeichnet. Damit gehört Lenzing erneut zum weltweit besten Prozent der von EcoVadis bewerteten Unternehmen. Die Bewertung deckt umfassend die vier wichtigsten Praktiken im Bereich Corporate Social Responsibility ab: Umwelt, faire Arbeitsbedingungen und Menschenrechte sowie Ethik und nachhaltige Beschaffung.

Lenzing wurde außerdem erneut von der globalen gemeinnützigen Umweltorganisation CDP für ihre transparente Berichterstattung und ihre Leistungen in den Bereichen Klimawandel, Wälder und Wassersicherheit ausgezeichnet. Lenzing erhielt im dritten Jahr in Folge in allen Kategorien einen Platz auf der jährlichen „A-Liste“. Basierend auf den Daten der CDP-Fragebögen 2023 zu Klimawandel, Wäldern und Wassersicherheit ist Lenzing eines von nur 10 Unternehmen, die ein dreifaches „A“ erhalten haben – von über 21.000 bewerteten Unternehmen.

Mit der Positionierung ihrer Produktmarken sendet Lenzing seit 2018 eine starke Botschaft an die Konsument:innen. Mit TENCEL™ und LENZING™ ECOVERO™ als Dachmarken für alle Spezialitäten im Textilbereich, VEOCEL™ als Dachmarke für alle Spezialitäten im Vliesstoffbereich und LENZING™ für alle industriellen Anwendungen bringt das Unternehmen gezielt seine Stärken zum Ausdruck. Durch gezielte Kommunikationsmaßnahmen steigerte Lenzing auch 2023 die Sichtbarkeit ihrer Marken. Die Marke TENCEL™ erreichte im weltweiten Bekanntheits-Ranking erneut eine starke Führungsposition unter den Ingredient Brands der Textil- und Bekleidungsindustrie.

Die externen Umsatzerlöse der Division Fiber erreichten 2023 einen Wert von EUR 1,84 Mrd. 65,1 Prozent davon entfielen auf Fasern für Textilien, 34,9 Prozent auf Fasern für Vliesstoffe. Die Faserverkaufsmenge stieg auf ca. 840.000 Tonnen (nach ca. 810.000 Tonnen im Jahr 2022). Der Anteil der Spezialfasern am Faserumsatz erhöhte sich auf 78,9 Prozent (nach 73,7 Prozent im Jahr 2022). Das Ergebnis der Division (EBITDA) lag bei minus EUR 98,7 Mio., das Betriebsergebnis (EBIT) bei minus EUR 683,8 Mio.

## Fasern für Textilien

2023 war von einem schwierigen Marktumfeld für Textilfasern gekennzeichnet. Die Nachfrage blieb nach der Verschlechterung des Marktumfelds im zweiten Halbjahr 2022 auch im gesamten letzten Jahr gering.

Eine hohe allgemeine Unsicherheit und ein geringes Verbrauchertrauen sorgten dafür, dass sich die Aufträge entlang der Wertschöpfungskette weitgehend auf sehr niedrigem Niveau entwickelten. Gleichzeitig wurden die Lagerbestände stark reduziert, um das Nettoumlauvermögen aufgrund der hohen Zinssätze ausrei-

chend zu optimieren. Die Entwicklung hin zu kurzfristigen Aufträgen erschwerte zudem die Bedarfsplanung vieler Kunden und Partner.

Obwohl die Erholung langsamer verläuft als erwartet, entwickelten sich die Textilfasermarken TENCEL™, TENCEL™ LUXE und LENZING™ ECOVERO™ weiterhin stark. Lenzing konnte sich durch stetige Innovationen in den Bereichen Nachhaltigkeit und Kreislaufwirtschaft sowie durch gezielte Maßnahmen im Bereich „Ingredient Branding“ auch im Berichtsjahr erfolgreich vom Wettbewerb differenzieren.

Lenzing und Södra erhielten den ITMF-Award für ihre wegweisende Zusammenarbeit im Textilrecycling. Seit 2021 bündeln die beiden Unternehmen ihre Kräfte und leisten damit einen entscheidenden Beitrag zur Förderung der Kreislaufwirtschaft in der Modebranche.

Um das Bewusstsein für die Vorteile von regenerierten Cellulosefasern wie die der Lenzing Gruppe weiter auszubauen, arbeitete die Marke TENCEL™ 2023 mit Partnern aus der Wertschöpfungskette zusammen, darunter die Flaggschiff-Partnerschaft mit Natural Fiber Welding Inc. zur Bereitstellung nachhaltiger Lederalternativen für die Modeindustrie, die völlig frei von Plastik sind. Die Zusammenarbeit von TENCEL™ mit dem Stoff- und Denim-Hersteller Kaihara Denim zeigte die vielseitige Anwendung von TENCEL™ Fasern, die die Grenzen der Innovation im Premium-Denim-Sektor erweitern.

Im Rahmen der erfolgreichen Modernisierung des Produktionsstandortes in Indonesien, erweiterte Lenzing ihr Angebot an verantwortungsbewusst erzeugter Spezialviscose der Marke LENZING™ ECOVERO™ und LENZING™ ECOVERO™ Black. Lenzing brachte zudem im Berichtsjahr LENZING™ ECOVERO™ Fasern mit REFIBRA™ Technologie auf den Markt und erhöht damit den Post-Consumer-Recyclinganteil in ihrer Produktion. Der Abfallanteil konnte bis zum Launch rasch von 10 Prozent auf 20 Prozent gesteigert werden. Die Erweiterung der Marke LENZING™ ECOVERO™ um das digitale Hangtag-Angebot unterstützt Kunden, die nach verantwortungsbewusst hergestellter Mode suchen, und trägt zur Schaffung einer nachhaltigeren Industrie bei.

In einem weiteren Schritt zur Verbesserung der Rückverfolgbarkeit und Transparenz in der textilen Wertschöpfungskette hat Lenzing das Lenzing Fiber Identification System für LENZING™ FR Fasern eingeführt. Das System, mit dem LENZING™ FR Fasern in jeder Phase der Produktion identifiziert werden können, garantiert eine beispiellose Rückverfolgbarkeit und Qualitätssicherung.

Das Geschäft mit TENCEL™ LUXE Filamenten verzeichnete 2023 eine gute Entwicklung. Das Interesse am Markt ist in allen Anwendungsbereichen und Segmenten (Athleisure, Damenbekleidung, Trachtenbekleidung etc.) weiter gestiegen. Dies führte zu steigenden Umsätzen während des gesamten Berichtsjahres und zu einer Erhöhung der Produktion, um die zusätzliche Nachfrage zu decken. Kleider aus TENCEL™ LUXE Filamenten rückten auch 2023 wieder ins Rampenlicht. Zu den Höhepunkten zählen die maßgeschneiderten Kleider, die Zac Posen und Monique Lhuillier in Zusammenarbeit mit RCGD Global für die Schauspielerinnen Bailey Bass und Chloe East für die 95. Oscar-Verleihung entwarfen, das Kleid von

Wiederhoeft, das die Schauspielerin Nicola Coughlan bei der Premiere des Films „Barbie“ in London trug, sowie das maßgeschneiderte Kleid von Patrick McDowell, das Nicole Scherzinger bei den British Fashion Awards trug.

Lenzing steigerte auch die Sichtbarkeit und den Bekanntheitsgrad ihrer Marken TENCEL™ und LENZING™ ECOVERO™ mit einer Reihe globaler Kampagnen und Initiativen, die mehr als 23,6 Mrd. Impressionen in Online-Medien und 35,7 Mio. Interaktionen, einschließlich Videoaufrufe, in sozialen Medien erzielten.

Der Erfolg der Marken TENCEL™ und LENZING™ ECOVERO™ im Geschäftsjahr 2023 spiegelt sich auch in der Zusammenarbeit mit rund 560 Markenpartnern weltweit wider, darunter internationale und aufstrebende Marken wie Aimer, ANTA, Camper, Country Road, Cotton On, FILA, Fruit of the Loom, Jockey, Kraus Jeans, Marco O’Polo, Mother of Pearl, MPG Sports, Reformation, Two-Thirds, The Paradise, Pepe Jeans, Patrick McDowell, Peacebird, VOGUE und Wacoal.

Im Lauf des Berichtsjahres startete Lenzing auch gezielte Programme, um den Schutz des geistigen Eigentums und der Markenzeichen weiter zu stärken. Die zuerst in China gestartete globale Initiative umfasste die Zusammenarbeit mit Messeveranstaltern, Partnern in der Wertschöpfungskette und Regierungsbehörden. Die Marke TENCEL™ erreichte mit ihrer Aufklärungskampagne innerhalb des ersten Aktivierungszeitraums mehr als 3,76 Mio. Aufrufe auf LinkedIn.

## Fasern für Vliesstoffe

Fasern für Vliesstoffe (engl. nonwoven fibers) sind eine wichtige strategische Säule der Lenzing Gruppe. Lenzing vertreibt den Großteil ihrer Produkte aus diesem Bereich unter der Marke VEOCEL™ und bedient damit insbesondere die Segmente Wischtücher und Hygiene. Diese entwickelten sich im Berichtsjahr trotz der allgemeinen Marktdynamik relativ stabil und verzeichneten ein wachsendes Verbraucherinteresse an holzbasierten und biologisch abbaubaren Lösungen.

Mit der 2023 entwickelten Vliesstoff-Strategie, die auf der Unternehmensstrategie Better Growth aufbaut, will Lenzing ihre Marktposition stärken und durch gezielte Produkt- und Anwendungslösungen mit Blick auf Marktbedürfnisse Voraussetzungen für nachhaltiges und profitables Wachstum schaffen. Der Wandel der Vliesstoffindustrie hin zur Verwendung nachhaltiger Cellulosefasern bleibt ein wesentlicher Bestandteil dieser Strategie. Durch den gezielten Fokus auf das Segment für absorbierende Hygieneprodukte (AHP) als weitere strategische Wachstumssäule neben Feuchttüchern, sowie die Bildung eines neuen Business Development Teams, das auf die Entwicklung neuer und bestehender technischer Premiumsegmente wie Batterie-, Filtrations-, Karbonisierungs- und Healthcare-Anwendungen ausgerichtet ist, strebt der Bereich Fasern für Vliesstoffe eine weitere Diversifizierung seiner Absatzmärkte an. Um das Angebot für Kunden und Partner entlang der Wertschöpfungskette zu verbessern und die Zeit bis zur Marktreife zu verkürzen, wurden auch die Innovationstätigkeiten enger mit dem Vertrieb gekoppelt. Beispielhaft für diesen Ansatz ist die Entwicklung und Einführung der hydrophoben Lyocellfasern (LENZING™ Lyocell Dry) im Rahmen der Hygienix Messe. Durch ihre innovative Eigenschaft, Flüssigkeiten an ihrer Oberfläche weitzuleiten, bieten die Fasern völlig neue Produktlösungen für Hy-

gieneprodukte, die bis dato nur durch den Einsatz von Kunststofffasern erzielt werden konnten. Die neue Lenzing Faser ist nach der EU-Einwegkunststoff-Richtlinie nicht als „Kunststoff“ eingestuft und bietet für Marken und Hersteller, die plastikfreie Produkte für die Damen- und Körperpflege entwickeln wollen, eine sehr weiche und umweltfreundliche Alternative auf Cellulosebasis.

Lenzing arbeitete im Bereich Fasern für Vliesstoffe auch 2023 eng mit ihren Kunden und Partnern zusammen, um nachhaltige Lösungen für den Markt, darunter eine vollständig kompostierbare Windel, zu entwickeln. Die zu Beginn des Jahres 2023 eingeführte, optimierte LENZING™ Lyocell Shortcut Faser ermöglicht Rollenwarenherstellern, die eine Nassvliestechnologie verwenden, eine bessere und gleichmäßige Verarbeitbarkeit der Fasern in Kombination mit Zellstoff, wodurch sich hochwertige Vliesstoffe, etwa für den Einsatz in spülbaren feuchten Toilettentüchern, herstellen lassen.

Im Berichtsjahr 2023 konnte auch die Anzahl der VEOCEL™ Co-Branding-Programme weiter erhöht werden, beispielhaft dafür steht die erfolgreiche Partnerschaft mit Neutrogena.

Nach der erfolgreichen Umstellung und Modernisierung des indonesischen Standortes im zweiten Halbjahr 2023 ist Lenzing in der Lage, ihren Kunden EU Ecolabel zertifizierte Fasern als neuen Standard anzubieten. Eine weitere Weltneuheit war die Einführung der ersten vollständig chlorfreien VEOCEL™ Lyocell Fasern auf den Markt, die einem wachsenden Nachhaltigkeits- und Gesundheitsbewusstsein von Verbraucher:innen weltweit entsprechen.

Darüber hinaus wurde die LENZING™ Nonwoven Technologie (LNT) im Rahmen der INDEX Messe in Genf und der Go Wipes Messe in Berlin präsentiert. Diese Technologie hat das Potenzial, eine entscheidende strategische Plattform für den Bereich cellulose Vliesstoffe zu werden, indem sie neue Möglichkeiten zur Differenzierung und Diversifizierung eröffnet. Der Bereich richtet seine Aufmerksamkeit von der Entwicklung der Technologie auf die Produktentwicklung und die Vorbereitung auf die Kommerzialisierung.

## Co-Produkte der Faserproduktion

Lenzing stellt an den Standorten, an denen sie Viscose- oder Modalfasern produziert, als Co-Produkt unter anderem LENZING™ Natriumsulfat her. Dieses wird in der Waschmittel- und Glasindustrie sowie für die Erzeugung von Lebens- und Futtermitteln eingesetzt. Im Berichtsjahr 2023 entwickelte sich die Verkaufsmenge analog zur Faserproduktion rückläufig, während die Umsatzerlöse der Marktsituation folgend stiegen.

## Division Pulp

Die Division Pulp bündelt sämtliche Geschäftsaktivitäten der Lenzing Gruppe vom Holzeinkauf hin zur Erzeugung und zum Vertrieb von Faserzellstoff und Bioraffinerie-Produkten. Das neue Zellstoffwerk in Indianópolis (Brasilien) produziert mit ausgezeichneter Qualität bereits erfolgreich auf Nennkapazität von ca. 500.000 Tonnen pro Jahr und zählt damit zu den größten und produktivsten Werken weltweit. Überschüssiger Strom wird als erneuerbare Energie ins öffentliche Netz eingespeist. Diese neuen Produktionsmengen tragen wesentlich zur Stärkung der Eigenversorgung von

Lenzing mit Faserzellstoff bei und unterstützen die Premiumisierung im Sinne der Unternehmensstrategie. Lenzing hält 51 Prozent am Joint-Venture LD Celulose, das für den Bau des Werks gegründet wurde.

Mit dem neuen Zellstoffwerk stärkt Lenzing ihre Eigenversorgung mit Faserzellstoff und reduziert damit weitgehend die Abhängigkeit von externen Zellstoff-Lieferanten. Für die Bereitstellung der Biomasse sicherte sich LD Celulose einen über 44.000 ha großen, FSC®-zertifizierten Nutzwald und pachtete weitere Flächen, um im Endausbau über ca. 70.000 ha FSC®-zertifizierte Waldfläche zu verfügen.<sup>1</sup> Diese Plantagen stehen ganz im Einklang mit der Richtlinie und den hohen Standards der Lenzing für die Beschaffung von Holz und Zellstoff.

Im Sinne der „Better Growth“ Strategie treibt Lenzing auch das Thema Recycling weiter voran, um die Transformation der Textil- und Vliesstoffindustrien von einem linearen zu einem Modell der Kreislaufwirtschaft zu beschleunigen. Lenzing entwickelt und fördert bereits seit Jahren proaktiv Innovationen im Bereich, um ökonomisch sinnvolle und skalierbare Lösungen für das globale Textilabfallproblem bereitzustellen. Seit 2021 arbeitet Lenzing mit dem schwedischen Zellstoffproduzenten Södra zusammen, um gemeinsam neue Verfahren für das Recyceln von Alttextilien im industriellen Maßstab zu entwickeln. Das Projekt<sup>2</sup> wurde in der Berichtsperiode im Rahmen des Programmes LIFE 2022<sup>3</sup> mit einem Zuschuss der EU von EUR 10 Mio. unterstützt.

Die externen Umsatzerlöse der Division Pulp erreichten 2023 einen Wert von EUR 676,1 Mio. Das Ergebnis der Division (EBITDA) lag bei EUR 462,1 Mio., das Betriebsergebnis (EBIT) bei EUR 284,6 Mio.

## Holz

Die Lage der Holzmärkte hat sich nach den Verwerfungen des Vorjahres weitgehend stabilisiert und die extremen Preisausschläge sind teilweise wieder zurückgegangen.

Die Beschaffungsstrategie der Lenzing Gruppe mit langfristigen Rahmenvereinbarungen erzielte einen guten Stabilisierungseffekt auf Mengen und Preise. Lenzing konnte ihre Zellstoffstandorte in Lenzing (Österreich) und Paskov (Tschechien) im Berichtsjahr daher ausreichend mit Holz versorgen.

Die Auditierungen nach den Forstzertifizierungssystemen Forest Stewardship Council® (FSC®) und Programme for the Endorsement of Forest Certification (PEFC) bestätigte auch 2023 für beide Standorte, dass zusätzlich zu den strengen Forstgesetzen in den Lieferländern sämtliche eingesetzte Holzmengen aus PEFC- und FSC-zertifizierten oder -kontrollierten Quellen stammen.<sup>4</sup>

## Bioraffinerie

### Zellstoff

Die Division Pulp versorgt die Faserproduktionsstandorte der Lenzing Gruppe mit hochwertigem Faserzellstoff und betreibt an den Standorten Lenzing, Paskov und Indianópolis (Brasilien) eigene Faserzellstoffwerke. Der Eigenversorgungsgrad erhöhte sich damit auf deutlich mehr als die strategisch angestrebten 75 Prozent. Lenzing etablierte sich darüber hinaus als struktureller Lieferant im

weltweiten Zellstoffmarkt. Der extern bezogene Faserzellstoff wird größtenteils auf Basis langfristiger Verträge zugekauft. In den Zellstoffwerken der Lenzing Gruppe wurden 2023 ca. 1.068.000 Tonnen Faserzellstoff produziert.

### Bioraffinerie-Produkte

In den Bioraffinerien der Lenzing Gruppe werden neben Faserzellstoff auch Bioraffinerie-Produkte gewonnen und vermarktet, wodurch weitere Bestandteile des wertvollen Rohstoffes Holz stofflich verwertet werden. Namhafte Kunden aus der Lebensmittel-, Futter-, Pharma- und Chemiebranche setzen auf die biobasierten Produkte aus Lenzing.

Lenzing profitierte auch 2023 vom Trend zu mehr Nachhaltigkeit und regionalen Lieferketten. Eine vom Forschungsinstitut Quantis durchgeführte Lebenszyklus-Analyse bestätigte, dass Essigsäure der Marke LENZING™ Acetic Acid Biobased einen um mehr als 85 Prozent geringeren CO<sub>2</sub>-Fußabdruck aufweist als vergleichbare Produkte auf Basis fossiler Rohstoffe.

Nach einem starken Umsatzwachstum im Vorjahr und weiter steigenden Umsätzen im ersten Halbjahr 2023, verzeichneten die Bioraffinerie-Produkte LENZING™ Acetic Acid Biobased und LENZING™ Furfural Biobased im zweiten Halbjahr analog zur allgemeinen Preisentwicklung im Chemikalienmarkt eine rückläufige Umsatzentwicklung. Im Mai des Berichtsjahres feierte Lenzing das 40-jährige Bestehen ihres Bioraffinerie-Konzeptes und blickte dabei auf eine lange erfolgreiche Entwicklung dieses Geschäftszweiges zurück.

## Energie- und weitere Rohstoffversorgung der Divisions

Die Themen „Energie“ und „Weitere Rohstoffe“ sind als wesentliche Einflussfaktoren auf die Ertrags-, Finanz- und Vermögenslage der Lenzing Gruppe den Divisions „Fiber“ und „Pulp“ zuzuordnen.

### Energie

Lenzing zählt mit ihrem Bioraffinerie-Konzept an den Standorten Lenzing, Paskov und Indianópolis zu den Vorreitern einer möglichst energieautarken Faser- und Zellstoffproduktion und arbeitet an den anderen Produktionsstandorten kontinuierlich an der Verbesserung der Energieeffizienz.

Die Energievorräte an den europäischen Standorten der Lenzing Gruppe sind mit Blick auf die geopolitische Lage und die damit verbundenen Unwägbarkeiten nach wie vor sehr gut gefüllt.

Die Energiepreise gingen 2023 nach dem Rekordanstieg des Vorjahres wieder deutlich zurück. Der deutliche Rückgang des Gasverbrauchs in Europa aufgrund der warmen Temperaturen sowie einer kontinuierlichen Substitution und damit einer reduzierten industriellen Nachfrage hatte daran maßgeblichen Anteil. Die Spotmarktpreise gingen im Berichtsjahr um 66 Prozent zurück. Der Strompreis verzeichnete einen Rückgang von 61 Prozent. Auch die Kohlepreise entwickelten sich mit minus 55 Prozent ähnlich negativ. Der Ölpreis ging im Berichtsjahr um 17 Prozent zurück. Einzig der

<sup>1</sup> FSC-Lizenzcode: FSC-C175509, FSC-C165948

<sup>2</sup> Project 10113614 — LIFE22-ENV-SE-TREATS

<sup>3</sup> [https://cinea.ec.europa.eu/programmes/life\\_en](https://cinea.ec.europa.eu/programmes/life_en)

<sup>4</sup> Lizenzcode: FSC-C041246 und PEFC/06-33-92

CO<sub>2</sub> Preis verzeichnete im Durchschnitt ein Plus von 3 Prozent, wenngleich der Preis gegen Ende des Jahres deutlich nachließ.

Die Lenzing Gruppe stellte ihr Energiepreis-Hedging im ersten Quartal 2023 im Zuge der Versorgungskrise teilweise neu auf und reduzierte damit das Preisänderungsrisiko. Die Beschaffung von Erdgas und Strom erfolgt nunmehr gemäß einer festgelegten Einkaufsstrategie, wonach ein Teil der benötigten Energie über Fixlieferverträge mit Festpreisen am Terminmarkt bezogen wird. Aus diesem Grund hat die Entwicklung der Spotmärkte nur einen abgeschwächten Einfluss auf die Energiekosten des Unternehmens.

Im November hat Lenzing einen Liefervertrag mit dem österreichischen Stromproduzenten WLK energy über den Bezug von rund 13 Megawatt Leistung aus Windenergie abgeschlossen. Lenzing unterstreicht damit nicht nur ihr Engagement für den Klimaschutz und die Energiewende, sondern investiert auch langfristig in eine preisstabile und diversifizierte Stromversorgung. Der Vertrag hat eine Laufzeit von 15 Jahren und sieht eine Belieferung aus dem neuen Windpark in Engelhartstetten ab dem ersten Quartal 2025 vor. Der Strom wird zu 100 Prozent am Produktionsstandort in Lenzing eingesetzt.

Darüber hinaus wird der Produktionsstandort Lenzing seit November 2023 exklusiv mit grüner elektrischer Energie aus einer 5,5 MWpeak PV-Anlage, die im Bezirk Deutschlandsberg (Steiermark) errichtet wurde, versorgt. Am Standort Lenzing wurden 2022 bereits mehrere Photovoltaikanlagen errichtet. Darunter die größte Freiflächenanlage des Landes Oberösterreich, deren volle Inbetriebnahme im ersten Quartal 2023 erfolgte.

Die Energieanlagen am Standort Lenzing liefen in der Berichtsperiode mit sehr niedrigen Stillstandszeiten überwiegend im Normalbetrieb. Im Berichtsjahr wurden etliche Energieeffizienzprojekte gestartet die in den nächsten Monaten kontinuierlich umgesetzt werden.

Im April unterzeichnete Lenzing einen Vertrag für den Erwerb des im Businesspark Heiligenkreuz (Burgenland) gelegenen 43-MW-Biomassekraftwerk des ENERGIE 42 Beteiligungs GmbH. Durch diese strategische Investition stellt Lenzing die Energieversorgung für den Standort Heiligenkreuz langfristig sicher und stärkt damit ihre Wettbewerbsfähigkeit deutlich.

Mit dem kontinuierlichen Ausbau der erneuerbaren Energien macht sich Lenzing unabhängiger von globalen Energiemarkten und reduziert weiter ihre CO<sub>2</sub>-Emissionen entsprechend der strategischen Zielvorgaben.

Die Energieanlagen in Paskov liefen in der Berichtsperiode im Normalbetrieb. Die überschüssige Energie wurde ins öffentliche Stromnetz eingespeist.

Die Erdgaspreise in Nordamerika erholteten sich entsprechend dem internationalen Trend. Am Standort Mobile (USA) entwickelte sich der Preis stark rückläufig. Der Strompreis lag dagegen höher als im Vorjahr.

Die Anlagen in Purwakarta (Indonesien) wurden mit hohen Verfügbarkeiten betrieben und weiter optimiert. Die Preise für Kohle und Strom gingen im Vergleich zum Vorjahr zurück. Lenzing bezieht an

ihrem indonesischen Standort seit dem dritten Quartal des Vorjahres grünen Strom aus erneuerbaren Quellen.

Die Dampfpreise am Standort Nanjing (China) erholen sich im Vergleich zum Kohlepreis langsamer und lagen 2023 nur leicht unter dem Niveau des Vorjahrs. Der Netzstrompreis ging ebenfalls zurück. Die Umstellung der Energieversorgung von Kohle auf Erdgas mit dem Ziel CO<sub>2</sub>-Emissionen zu reduzieren wurde im Berichtsjahr weiter vorangetrieben.

Im ersten Halbjahr 2022 wurde die Lyocellanlage am Standort Prachinburi (Thailand) in Betrieb genommen. Der Dampfpreis verringerte sich 2023 im Vergleich zum Jahr 2022 geringfügig, der Strompreis stieg dagegen.

## Weitere Rohstoffe

Der starke Anstieg der Energiepreise infolge der Pandemie und des Ukraine-Kriegs verursachte auch eine Verknappung des Angebots und deutliche Preisanstiege an den globalen Rohstoffmärkten. Im Berichtsjahr 2023 verzeichneten die meisten Rohstoffe eine deutliche Erholung, die Preise bewegten sich aber nach wie vor auf einem erhöhten Niveau.

### Natronlauge

Natronlauge kommt bei der Herstellung von Faserzellstoff zum Einsatz und ist ein wichtiges Vorprodukt für die Herstellung von Viscose- und Modalfasern. Sie fällt als Nebenprodukt bei der Chlorproduktion an. Die Preise für Natronlauge gingen zu Jahresbeginn deutlich zurück und stagnierten im Jahresverlauf auf weiterhin erhöhtem Niveau. Grund dafür ist eine relativ stabile Nachfrage bei gleichzeitiger Angebotsknappheit infolge einer rückläufigen Nachfrage nach Chlor.

### Schwefel

Schwefel ist ein wichtiges Ausgangsprodukt für die Herstellung von Schwefelkohlenstoff und Schwefelsäure. Beide Rohstoffe werden wiederum im Viscoseverfahren eingesetzt. Die Schwefelpreise entwickelten sich im Berichtsjahr stabil auf leicht erhöhtem Vorkrisenniveau.

## Others

In Others sind im Wesentlichen zentrale Headquarter-Funktionen und übergreifende Tätigkeiten sowie die Geschäftstätigkeit der Forschung und Entwicklung und des BZL-Bildungszentrums Lenzing GmbH (Ausbildung und Personalentwicklung) zusammengefasst. Eine verursachungsgerechte Zuordnung der Kosten auf die Divisions „Fiber“ und „Pulp“ führte 2023 unter anderem zu einer Kostenentlastung von Others. Die Umsatzerlöse in Others erreichten 2023 einen Wert von EUR 4 Mio. Das Ergebnis (EBITDA) lag bei minus EUR 65,7 Mio., das Betriebsergebnis (EBIT) bei minus EUR 82,9 Mio.

## Lenzing Aktie

Der Vorstand der Lenzing Aktiengesellschaft hat im Berichtsjahr mit Zustimmung des Aufsichtsrates entschieden, eine vollständig garantierte Barkapitalerhöhung mit Bezugsrecht für bestehende Aktionär:innen durchzuführen. Dies führte per 10. Juli 2023 zur Ausgabe von 12.068.180 neuen, auf den Inhaber lautenden Stückaktien mit Gewinnberechtigung ab dem 1. Jänner 2023. Die damit verbundene Ausgabe von Bezugsrechten hat zu einer technischen Anpassung des Aktienkurses der Lenzing AG geführt, da die Aktien ab dem 19. Juni 2023 „ex Bezugsrecht“ gehandelt wurden.

Die Lenzing Aktie startete mit einem Kurs von EUR 48,38 (Eröffnungskurs am 2. Jänner 2023 unter Berücksichtigung der technischen Anpassung im Zusammenhang mit der Kapitalerhöhung) in das Börsenjahr 2023 und erreichte am 8. März 2023 das Jahreshoch von EUR 67,37. Der Tiefststand wurde am 11. Dezember bei EUR 33,10 registriert. Zum Ende des Berichtsjahres notierte die Lenzing Aktie bei EUR 35,55. Dies entspricht einem Kursrückgang von 26,5 Prozent gegenüber Jahresanfang. Der Wiener Leitindex

ATX beendete das Jahr mit einem Plus von 9,9 Prozent im Vergleich zum Jahresanfang. Für das Geschäftsjahr 2022 wurde im Berichtsjahr keine Dividende ausgeschüttet.

# Forschung und Entwicklung

Die Lenzing Gruppe hat ihre Innovationsaktivitäten 2023 neu organisiert. Die Entwicklung von Produkten und Produktanwendungen wurden nach den Bereichen Fasern für Textilien und Fasern für Vliesstoffe aufgegliedert, während grundlegende Forschungsaktivitäten und Prozessentwicklungen in einem zentralen Bereich zusammengeführt werden. Das Unternehmen ist damit in der Lage, noch stärker auf die unterschiedlichen Marktbedürfnisse einzugehen.

Ein Vergleich der Innovationskennzahlen mit den Vorjahren ist daher nur bedingt möglich. Ende 2023 waren in den verschiedenen Bereichen der Forschung und Entwicklung 222 Mitarbeiter:innen beschäftigt (im Vergleich zu 218 Mitarbeiter:innen Ende 2022). Die Ausgaben für Forschung und Entwicklung, berechnet nach Frascati (abzüglich erhaltener Förderungen), beliefen sich auf EUR 31,6 Mio. (nach EUR 34,8 Mio. im Jahr 2022). Die Produkte und Technologien der Lenzing Gruppe waren Ende 2023 durch 1.351 Patente und Patentanmeldungen (aus 163 Patentfamilien) in 50 Ländern geschützt.

## Schwerpunkte 2023

Nachhaltigkeit ist neben dem klaren Kunden- und Konsumentenfokus ein wesentliches Leitprinzip für alle Innovationstätigkeiten der Lenzing Gruppe einschließlich der Prozess- und Produktentwicklung, wobei ein besonderer Fokus auf Recycling und Kreislaufwirtschaft liegt. Beinahe alle Entwicklungsprojekte berücksichtigen wesentliche Aspekte der ökologischen Nachhaltigkeit und unterstützen das ambitionierte Netto-Null-Ziel bis 2050. Dazu gehören insbesondere Projekte zur Schließung von Produktionskreisläufen, zur Reduzierung von Abwasseremissionen sowie zur Steigerung der Energieeffizienz und Reduktion von CO<sub>2</sub>-Emissionen.

Textilrecycling war auch 2023 ein Schwerpunkt der Forschungs- und Entwicklungsaktivitäten der Lenzing Gruppe. Die Transformation des textilen Geschäftsmodells von einem linearen zu einem Modell der Kreislaufwirtschaft verlangt nach kooperativen Ansätzen entlang der gesamten Wertschöpfungskette. Lenzing arbeitet darüber hinaus auch mit Partnern außerhalb der klassischen textilen Wertschöpfungskette wie mit Sortier- und Recyclingfirmen zusammen. Ein Leuchtturmprojekt im Bereich Textilrecycling ist die Zusammenarbeit mit dem schwedischen Zellstoffproduzenten Södra, die sich intensiv mit der Entwicklung für das Recycling von Alttextilien und der Errichtung einer Pilotanlage beschäftigt. Das Projekt wird im Rahmen des LIFE Programmes<sup>1</sup> von der EU mit EUR 10 Mio. unterstützt. Lenzing und Södra wurde diese Förderung 2023 für das Projekt LIFE TREATS<sup>2</sup> zugesprochen.

Lenzing war im Berichtsjahr auch auf europäischer Ebene verstärkt aktiv, um im Rahmen von geförderten Projekten weitere Kooperationen aufzubauen. So ist Lenzing Partner in den Horizon Europe Projekten CISUTAC (Circular and Sustainable Textiles and Clothing), das bereits im Vorjahr gestartet wurde, und ESCIB, das 2023 genehmigt und mit Jänner 2024 gestartet wurde. Dabei geht

es um die Entwicklung von Methoden zur Beurteilung der ökologischen Nachhaltigkeit und Kreislauffähigkeit industrieller biobasierter Systeme, wozu Lenzing eine Case Study beisteuert.

Lenzing war 2023 auch als führender Partner an einer Einreichung zur Weiter- und Applikationsentwicklung für TENCEL™ LUXE Filamente beteiligt.

Mit der Ausweitung ihrer REFIBRA™ Technologie auf LENZING™ ECOVERO™ Fasern setzte Lenzing im Berichtsjahr auch hinsichtlich Produktentwicklung neue Maßstäbe in der Textilindustrie. Die neuen Viscosefasern mit REFIBRA™ Technologie enthalten bis zu 20 Prozent Post-Consumer-Textilabfälle, die aus cellulosereichen Materialien oder Polyester-Baumwoll-Gemischen gewonnen werden. Mit der erfolgreichen Entwicklung und Skalierung der Produktion stehen LENZING™ ECOVERO™ Fasern mit REFIBRA™ Technologie Kunden nun weltweit zur Verfügung.

Darüber hinaus präsentierte Lenzing mit ihren LENZING™ Lyocell Dry Fasern eine neue Produktlösung für Hygieneprodukte, die bis dato nur durch den Einsatz von Kunststofffasern erzielt werden konnten. Die hydrophoben Cellulosefasern haben die innovative Eigenschaft, Flüssigkeiten an ihrer Oberfläche weiterzuleiten. Sie sind nach der EU-Einwegkunststoff-Richtlinie nicht als „Kunststoff“ eingestuft und bieten für Marken und Hersteller, die plastikfreie Produkte für die Damen- und Körperpflege entwickeln wollen, eine sehr weiche und umweltfreundliche Alternative auf Cellulosebasis.

Weitere Höhepunkte aus der Produktentwicklung der Lenzing im Berichtsjahr umfassen unter anderem den neuen ressourceneffizienten Färbeansatz für TENCEL™ Lyocellfasern und eine branchenweit neue Innovation, die das Verfärben von cellulosebasierter Kleidungsstücke während thermoplastischer Molding-Verfahren verringert. Weiterführende Informationen und Kennzahlen zum Thema „Nachhaltige Innovationen“ finden Sie in der nichtfinanziellen Erklärung des Geschäfts- und Nachhaltigkeitsberichtes.

<sup>1</sup> [https://cinea.ec.europa.eu/programmes/life\\_en](https://cinea.ec.europa.eu/programmes/life_en)

<sup>2</sup> Project 101113614 – LIFE22-ENV-SE-TREATS

# Investitionen

Die Investitionen in immaterielle Anlagen, Sachanlagen und biologische Vermögenswerte (CAPEX) beliefen sich im Berichtsjahr unter anderem aufgrund der Investitionsprojekte in China und Indonesien auf EUR 283,6 Mio. (nach EUR 698,9 Mio. im Jahr 2022).

Seit 2021 investierte Lenzing mehr als EUR 200 Mio. in die Produktionsstandorte in China und Indonesien, um bestehende Kapazitäten für generische Viscose in Kapazitäten für Spezialfasern umzuwandeln und damit die strukturell wachsende Nachfrage nach umweltverträglichen Cellulosefasern noch besser bedienen zu können.

In Purwakarta (Indonesien) hat Lenzing Umbau- und Modernisierungsmaßnahmen erfolgreich umgesetzt, um auf Spezialviscose umzurüsten und die spezifischen Emissionen deutlich zu reduzieren. Die am Standort erzeugten Viscosefasern der Marken LENZING™ ECOVERO™ und VEOCEL™ sind mit dem EU Ecolabel<sup>1</sup>, einem international anerkannten Umweltzeichen für umweltverträgliche Produkte und Dienstleistungen, gekennzeichnet.

In Nanjing (China) konnte im ersten Quartal 2023 die Umwandlung einer Produktionslinie auf TENCEL™ Modalfasern für Textilien und Bekleidung erfolgreich abgeschlossen werden. Lenzing kann damit erstmals auch ihren chinesischen Kunden lokal hergestellte TENCEL™ Fasern anbieten. Das Faserportfolio des Produktionsstandortes besteht durch die Konvertierung ab sofort ausschließlich aus Spezialfasern. Darüber hinaus arbeitet Lenzing konsequent an der schrittweisen Umstellung des chinesischen Standortes auf grüne Energie, um die CO<sub>2</sub>-Emissionen weiter zu senken.

Die Investitionsprojekte an den bestehenden Standorten stehen im Einklang mit dem wissenschaftlich anerkannten und bestätigten Netto-Null-Ziel der Lenzing Gruppe (siehe auch Kapitel „Klimawandel“ in der nichtfinanziellen Erklärung).

Um die Treibhausgasemissionen weiter zu reduzieren und gleichzeitig die Unabhängigkeit von externer, fossiler Energie zu erhöhen, schloss Lenzing 2023 einen Vertrag zum Erwerb eines Biomassekraftwerks für die Versorgung des Standortes Heiligenkreuz und darüber hinaus einen Liefervertrag über den Bezug von Windergie für eine preisstabile und diversifizierte Stromversorgung am Standort Lenzing ab.

<sup>1</sup> Das EU Ecolabel wird von allen Mitgliedstaaten der Europäischen Union sowie von Norwegen, Liechtenstein und Island anerkannt. Das 1992 durch eine EU-Verordnung (Verordnung (EWG) Nr. 880/92) eingeführte freiwillige Label hat sich schrittweise zu

einem Referenzpunkt für Verbraucher entwickelt, die durch den Kauf umweltfreundlicher Produkte und Dienstleistungen zu einer geringeren Umweltbelastung beitragen wollen.

# Geschäftsentwicklung der Lenzing AG (Einzelabschluss)

Die erwartete Erholung der für die Lenzing AG relevanten Märkte blieb bisher aus. Die nach wie vor erhöhten Rohstoff- und Energiekosten auf der einen und die sehr verhaltene Nachfrage auf der anderen Seite beeinflussten die Geschäftsentwicklung der Lenzing AG im Geschäftsjahr 2023 wie die der gesamten Branche negativ.

Die Umsatzerlöse sind im Berichtsjahr um 10,9 Prozent gegenüber dem Vorjahr auf EUR 1,05 Mrd. gesunken. Die gesunkenen Faserpreise konnten durch den Anstieg der Faserverkaufsmenge nicht kompensiert werden. Auch die Erlöse aus den Bioraffinerie- und Co-Produkten sowie aus Energie mit externen Kunden gingen zurück.

Die Bestandsveränderung an fertigen und unfertigen Erzeugnissen von minus EUR 56,8 Mio. (nach EUR 73,1 Mio. im Jahr 2022) resultiert im Wesentlichen aus dem Lagerabbau. Die aktivierten Eigenleistungen blieben auf gleichem Niveau und lagen per 31. Dezember 2023 bei EUR 17,9 Mio. (nach EUR 18,6 Mio. per 31. Dezember 2022). Die sonstigen betrieblichen Erträge erhöhten sich um 10,3 Prozent auf EUR 48,6 Mio. Dieser Anstieg ist neben gestiegenen Erträgen aus der Auflösung von Zuschüssen für CO<sub>2</sub>-Zertifikate auf Zuschüsse für Energie zurückzuführen.

Die Aufwendungen für Material und sonstige bezogene Herstellungsleistungen lagen mit EUR 546,6 Mio. um 16,5 Prozent unter dem Vorjahreswert von EUR 654,7 Mio. Der Rückgang ist auf niedrigere Preise, vor allem bei Chemikalien und Energie, zurückzuführen.

Der Personalaufwand hat sich um 4,9 Prozent auf EUR 288,5 Mio. (nach EUR 275,1 Mio. im Jahr 2022) erhöht. Der Anstieg resultiert neben dem Teuerungsbonus aus der Rückstellung für Restrukturierungsaufwendungen (Sozialplan), welche im Zuge des Performance-Programms gebildet wurde.

Die operative Ergebnisentwicklung war im Wesentlichen vom Marktumfeld beeinflusst. Das Betriebsergebnis vor Abschreibungen (EBITDA) lag bei minus EUR 27,4 Mio. (nach EUR 165,9 Mio. im Jahr 2022), die EBITDA-Marge bei minus 2,6 Prozent (nach 14,1 Prozent im Jahr 2022).

Die weiterhin bestehenden Unsicherheiten im wirtschaftlichen Umfeld einerseits sowie erhöhte Diskontierungssätze durch das geänderte Zinsumfeld ergaben darüber hinaus einen Wertminde rungsbedarf, der zu außerplanmäßigen Abschreibungen führte. Dies führte zu einem Anstieg der Abschreibungen auf immaterielle Ge genstände des Anlagevermögens und Sachanlagen um 72,1 Prozent auf EUR 128,4 Mio.

Die sonstigen betrieblichen Aufwendungen stiegen um 15,3 Prozent auf EUR 252,4 Mio. im Berichtsjahr. Der Anstieg ist neben höheren Rechts- und Beratungsaufwendungen auf die Kosten im Zusammenhang mit der Kapitalerhöhung zurückzuführen.

Das Betriebsergebnis (EBIT) lag bei minus EUR 155,7 Mio. (nach EUR 91,3 Mio. im Jahr 2022) und die EBIT-Marge bei minus 14,8 Prozent (nach 7,7 Prozent im Jahr 2022).

Das Finanzergebnis lag bei minus EUR 405,8 Mio. (nach minus EUR 7,7 Mio. im Jahr 2022). Dies resultiert vorwiegend aus den Abschreibungen von Anteilen an Tochterunternehmen.

Die Einkommens- und Ertragssteuern ergaben im Berichtsjahr einen Ertrag von EUR 0,7 Mio. (nach einem Aufwand von EUR 17,7 Mio. im Jahr 2022).

Das Ergebnis vor Steuern (EBT) lag bei minus EUR 561,6 Mio. (nach EUR 83,6 Mio. im Jahr 2022). Nach Berücksichtigung der Steuer ergibt sich ein Jahresfehlbetrag von minus EUR 560,9 Mio. (nach EUR 65,9 Mio. im Jahr 2022). Nach der Auflösung der Gewinnrücklagen beträgt der Bilanzgewinn der Lenzing AG im Geschäftsjahr 2023 EUR 0 Mio. (nach EUR 0 Mio. im Jahr 2022).

Die Forschungs- und Entwicklungsaktivitäten der Lenzing AG werden im Wesentlichen im Kapitel „Forschung und Entwicklung“ beschrieben. Die Investitionen in immaterielle Vermögensgegenstände und Sachanlagen (CAPEX) reduzierten sich um 2,2 Prozent auf EUR 68,4 Mio.

Die Eigenkapitalrentabilität (ROE) lag bei minus 56,8 Prozent (nach 7,7 Prozent im Jahr 2022). Die Gesamtkapitalrentabilität (ROI) lag bei minus 5,1 Prozent (nach 2,9 Prozent im Jahr 2022). Die Rentabilität auf das eingesetzte Kapital (ROCE) lag im Berichtsjahr bei minus 17,6 Prozent (nach 7,4 Prozent im Jahr 2022).

# Bilanzstruktur und Liquidität der Lenzing AG (Einzelabschluss)

Das bereinigte Eigenkapital der Lenzing AG<sup>1</sup> zum Bilanzstichtag 31. Dezember 2023 lag mit EUR 911 Mio. um 14,7 Prozent unter dem Vorjahreswert von EUR 1,07 Mrd. Die bereinigte Eigenkapitalquote blieb mit 30,6 Prozent unter dem Vorjahresniveau (34,4 Prozent per 31. Dezember 2022).

Die Nettofinanzverschuldung reduzierte sich im Berichtsjahr um 14,4 Prozent auf EUR 1,3 Mrd. Das Verhältnis von Nettofinanzverschuldung zu EBITDA lag bei minus 46,8 per 31. Dezember 2023 (nach einem Verhältnis von 9 per 31. Dezember 2022).

Die Verbindlichkeiten gegenüber Kreditinstituten liegen mit EUR 610,5 Mio. über dem Vorjahresniveau. Die Kassenbestände und Guthaben bei Kreditinstituten sind von EUR 184,3 Mio. auf EUR 436,8 Mio. gestiegen.

Das Net Gearing liegt mit 140,8 Prozent auf dem Nivau vom Vorjahr (140,3 Prozent per 31. Dezember 2022). Das Trading Working Capital ist um 28,1 Prozent auf EUR 189,7 Mio. gesunken, während das Verhältnis Trading Working Capital zu Umsatzerlösen von 22,4 Prozent auf 18,1 Prozent zurückging.

Der Cashflow aus der Geschäftstätigkeit verminderte sich um 56 Prozent auf EUR 46,7 Mio. Der Cashflow aus der Investitionstätigkeit lag bei minus EUR 232,3 Mio. (nach minus EUR 482,7 Mio. im Jahr 2022) bedingt durch die Kapitalzuschüsse und Ausleihungen an Tochtergesellschaften. Der Cashflow aus der Finanzierungstätigkeit lag mit EUR 438,1 Mio. deutlich über dem Vorjahreswert von minus EUR 188 Mio. Diese Veränderung ist vor allem auf die Kapitalerhöhung von EUR 400,2 Mio. zurückzuführen.

Die liquiden Mittel der Lenzing AG lagen zum Bilanzstichtag 31. Dezember 2023 bei EUR 436,8 Mio. Per 31. Dezember 2023 standen darüber hinaus ungenutzte Kreditlinien in Höhe von EUR 144,9 Mio. zur Verfügung.

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<sup>1</sup> Die dargestellten Finanzkennzahlen sind weitgehend aus dem Jahresabschluss der Lenzing AG nach UGB abgeleitet und werden in den folgenden Abschnitten näher definiert und erläutert.

# Kennzahlen der Lenzing AG (Einzelabschluss)

Die dargestellten Finanzkennzahlen sind weitgehend aus dem Jahresabschluss der Lenzing AG nach UGB abgeleitet und werden in den folgenden Abschnitten näher definiert und erläutert.

## Kennzahlen

Ergebnis- und Rentabilitätskennzahlen	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
Umsatzerlöse	1.050,3	1.178,9	1.006,4
EBITDA (Betriebsergebnis vor Abschreibungen)	-27,4	165,9	188,3
EBITDA-Marge in %	-2,6%	14,1%	18,7%
EBIT (Betriebsergebnis)	-155,7	91,3	112,3
EBIT-Marge in %	-14,8%	7,7%	11,2%
EBT (Ergebnis vor Steuern)	-561,6	83,6	179,9
Jahresüberschuss	-560,9	65,9	157,3
ROE (Eigenkapitalrentabilität) in %	-56,8%	7,7%	17,8%
ROI (Gesamtkapitalrentabilität) in %	-5,1%	2,9%	3,7%
ROCE (Ergebnis auf das eingesetzte Kapital) in %	-17,6%	7,4%	10,9%

Bilanzkennzahlen	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
Bereinigtes Eigenkapital am Bilanzstichtag	911,0	1.068,2	1.099,5
Bereinigte Eigenkapitalquote in %	30,6%	34,4%	34,7%
Nettofinanzverschuldung am Bilanzstichtag	1.282,4	1.498,6	1.004,7
Nettofinanzverschuldung/EBITDA	-46,8	9,0	5,3
Net Gearing in % am Bilanzstichtag	140,8%	140,3%	91,4%
Nettoverschuldung am Bilanzstichtag	1.337,3	1.555,7	1.082,2
Trading Working Capital	189,7	263,7	232,5
Trading Working Capital zu Umsatzerlösen	18,1%	22,4%	23,1%

Cashflow-Kennzahlen	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
Cashflow aus der Geschäftstätigkeit	46,7	106,1	235,6
Cashflow aus der Investitionstätigkeit	-232,3	-482,7	-280,8
Cashflow aus der Finanzierungstätigkeit	438,1	-188,0	55,4
Veränderung der liquiden Mittel	252,5	-564,6	10,2
Anfangsbestand liquide Mittel	184,3	748,9	738,7
Endbestand liquide Mittel	436,8	184,3	748,9
Ungenutzte Kreditlinien per 31.12.	144,9	158,9	306,3
CAPEX	68,4	69,9	67,2

Börsenkennzahlen	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
Grundkapital am Bilanzstichtag in EUR Mio	40,1	27,6	27,6
Anzahl der Aktien am Bilanzstichtag in Stk.	38.618.180	26.550.000	26.550.000
Börsenkapitalisierung in EUR Mio	1.372,9	1.454,9	3.239,1
Aktienkurs am Bilanzstichtag in EUR	35,55	54,80	122,00

## Definition der Finanzkennzahlen

Definition und Ableitung von im Lagebericht verwendeten Finanzkennzahlen, die nicht direkt im Jahresabschluss nach österreichischem Unternehmensgesetzbuch (UGB) dargestellt sind:

### Bereinigtes Eigenkapital

Eigenkapital zuzüglich Zuschüsse der öffentlichen Hand abzüglich anteiliger Ertragsteuern.

### Bereinigte Eigenkapitalquote

Prozent-Verhältnis bereinigtes Eigenkapital zur Bilanzsumme.

### Bilanzsumme

Summe aus Anlage- und Umlaufvermögen sowie Rechnungsabgrenzungsposten und Aktive latente Steuern bzw. die Summe aus Eigenkapital, Zuschüsse der öffentlichen Hand, Rückstellungen und Verbindlichkeiten sowie Rechnungsabgrenzungsposten. Die genaue Ableitung ist aus der Bilanz ersichtlich.

### Börsenkapitalisierung bzw. Marktkapitalisierung

Gewichtete durchschnittliche Anzahl der Aktien multipliziert mit dem Aktienkurs zum Stichtag.

### CAPEX

Capital expenditures; entspricht dem Erwerb von immateriellen Vermögensgegenstände und Sachanlagen. Wird im Cashflow dargestellt.

### Capital Employed

Bilanzsumme abzüglich nicht verzinsliches Fremdkapital abzüglich Kassenbestand, Guthaben bei Kreditinstituten, abzüglich Wertpapiere des Umlaufvermögens und abzüglich Finanzanlagen.

### Cashflow

Berechnung erfolgt auf Basis des Fachgutachtens der Kammer der Wirtschaftstreuhänder KFS/BW2 über die Geldflussrechnung als Ergänzung des Jahresabschlusses und Bestandteil des Konzernabschlusses.

### EBITDA (Betriebsergebnis vor Abschreibungen)

Earnings before interest, tax, depreciation and amortization; EBIT (Betriebsergebnis) zuzüglich Abschreibungen auf immaterielle Gegenstände und Sachanlagen abzüglich Erträge aus der Zuschreibung zum Anlagevermögen mit Ausnahme der Finanzanlagen abzüglich Auflösung Investitionszuschüsse der öffentlichen Hand.

### EBITDA-Marge

Prozent-Verhältnis EBITDA (Betriebsergebnis vor Abschreibungen) zu den Umsatzerlösen.

### EBIT (Betriebsergebnis)

Earnings before interest and tax; Zwischensumme aus Ziffer 1 bis 8 lt. Gewinn- und Verlustrechnung.

### EBIT-Marge

Prozent-Verhältnis EBIT (Betriebsergebnis) zu den Umsatzerlösen.

### Finanzergebnis

Zwischensumme aus Ziffer 10 bis 15 lt. Gewinn- und Verlustrechnung.

### Liquide Mittel

Kassenbestand, Guthaben bei Kreditinstituten.

### Nettofinanzverschuldung

Net financial debt; Verzinsliches Fremdkapital abzüglich Kassenbestand, Guthaben bei Kreditinstituten und Wertpapiere des Umlaufvermögens.

### Nettofinanzverschuldung / EBITDA

Nettofinanzverschuldung im Verhältnis zum EBITDA.

### Net Gearing

Prozent-Verhältnis Nettofinanzverschuldung zum bereinigten Eigenkapital.

### Nettoverschuldung

Net debt; Verzinsliches Fremdkapital abzüglich Kassenbestand, Guthaben bei Kreditinstituten und Wertpapiere des Umlaufvermögens.

### Nicht verzinsliches Fremdkapital

Verbindlichkeiten aus Lieferungen und Leistungen zuzüglich Verbindlichkeiten gegenüber Unternehmen mit Beteiligungsverhältnis zuzüglich Verbindlichkeiten gegenüber verbundenen Unternehmen aus Lieferungen und Leistungsverrechnungen zuzüglich sonstiger Verbindlichkeiten zuzüglich anteiliger latenter Steuern auf Zuschüsse der öffentlichen Hand zuzüglich Rückstellungen ohne Sozialkapital zuzüglich passiver Rechnungsabgrenzungsposten.

### NOPAT

Net operating profit after tax; EBIT (Betriebsergebnis) abzüglich anteiliger Steuern vom Einkommen und vom Ertrag (auf das EBIT).

### ROCE (Ergebnis auf das eingesetzte Kapital)

Return on capital employed; Prozent-Verhältnis NOPAT zum durchschnittlichen Capital Employed (Durchschnitt aus 01.01. und 31.12.).

### ROE (Eigenkapitalrentabilität)

Return on equity; Prozent-Verhältnis Ergebnis vor Steuern zum durchschnittlich bereinigten Eigenkapital (Durchschnitt aus 01.01. und 31.12.).

### ROI (Gesamtkapitalrentabilität)

Return on investment; Prozent-Verhältnis EBIT (Betriebsergebnis) zur durchschnittlichen Bilanzsumme (Durchschnitt aus 01.01. und 31.12.).

### Sozialkapital

Rückstellungen für Pensionen und Abfertigungen.

## Trading Working Capital

Vorräte zuzüglich Forderungen aus Lieferungen und Leistungen, Forderungen gegenüber Unternehmen, mit denen ein Beteiligungsverhältnis besteht sowie Forderungen gegenüber verbundenen Unternehmen aus Lieferungen und Leistungsverrechnungen abzüglich Verbindlichkeiten aus Lieferungen und Leistungen, Verbindlichkeiten gegenüber Unternehmen, mit denen ein Beteiligungsverhältnis besteht sowie Verbindlichkeiten gegenüber verbundenen Unternehmen aus Lieferungen und Leistungsverrechnungen.

## Trading Working Capital zu Umsatzerlösen

Prozent-Verhältnis Trading Working Capital zu den Umsatzerlösen des Geschäftsjahrs.

## Verzinsliches Fremdkapital

Anleihen, Verbindlichkeiten aus Schuldverschreibungen, Verbindlichkeiten gegenüber Kreditinstituten, sonstige zinstragende Verbindlichkeiten, Verbindlichkeiten gegenüber verbundenen Unternehmen aus verzinslichen Darlehen und Rückstellungen für Sozialkapital.

## Erläuterungen zu den Finanzkennzahlen

Nachfolgend werden die zentralen Finanzkennzahlen der Lenzing AG näher erläutert. Sie sind weitgehend aus dem Jahresabschluss der Lenzing AG nach UGB abgeleitet.

Der Vorstand ist der Meinung, dass diese Finanzkennzahlen nützliche Informationen über die wirtschaftliche Lage der Lenzing AG vermitteln, da sie unternehmensintern verwendet werden und meist auch einen hohen Stellenwert bei externen Adressaten aufweisen (insbesondere bei Investor:innen, Banken und Analyst:innen).

## EBITDA, EBITDA-Marge, EBIT und EBIT-Marge

Das EBITDA und das EBIT werden in der Lenzing AG als Maßstäbe für die operative Ertragskraft und Profitabilität (Performance) vor Abschreibungen und nach Abschreibungen verwendet. Aufgrund ihrer Bedeutung – auch für die externen Adressaten – werden diese Kennzahlen ermittelt und zum Vergleich der Margen im Verhältnis zu den Umsatzerlösen (als EBITDA-Marge bzw. EBIT-Marge bezeichnet) dargestellt.

EBITDA (Betriebsergebnis vor Abschreibungen)	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
EBIT (Betriebsergebnis)	-155,7	91,3	112,3
+ Abschreibungen auf immaterielle Gegenstände des Anlagevermögens und Sachanlagen	129,2	75,6	76,8
- Auflösung Investitionszuschüsse der öffentlichen Hand	-0,9	-1,0	-0,8
EBITDA (Betriebsergebnis vor Abschreibungen)	-27,4	165,9	188,3
/ Umsatzerlöse	1.050,3	1.178,9	1.006,4
EBITDA-Marge in %	<b>-2,6%</b>	<b>14,1%</b>	<b>18,7%</b>

EBIT (Betriebsergebnis)	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
EBIT (Betriebsergebnis)	-155,7	91,3	112,3
/ Umsatzerlöse	1.050,3	1.178,9	1.006,4
<b>EBIT-Marge in %</b>	<b>-14,8%</b>	<b>7,7%</b>	<b>11,2%</b>

## CAPEX

Der CAPEX wird in der Lenzing AG als Maßstab für die Höhe von Investitionen in immaterielle Vermögensgegenstände und Sachanlagen verwendet. Er wird im Cashflow dargestellt.

## Bereinigtes Eigenkapital am Bilanzstichtag und bereinigte Eigenkapitalquote

Das bereinigte Eigenkapital wird in der Lenzing AG als Maßstab für die Unabhängigkeit gegenüber Fremdkapitalgebern und die Fähigkeit neues Kapital aufzunehmen verwendet (Finanzkraft). Es enthält neben dem Eigenkapital nach UGB auch die Zuschüsse der öffentlichen Hand abzüglich anteiliger Ertragsteuern. Es wird zum Vergleich mit dem Eigen- und Fremdkapital in das Verhältnis zur Bilanzsumme gesetzt. Diese Kennzahl (bzw. ähnliche Kennzahlen) wird (werden) gelegentlich als Financial Covenant(s) mit Fremdkapitalgebern vereinbart.

Bereinigtes Eigenkapital	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
Eigenkapital	851,4	1.012,0	1.061,6
+ Zuschüsse der öffentlichen Hand	78,5	74,9	50,5
- anteilige Ertragsteuern	-18,8	-18,7	-12,6
Bereinigtes Eigenkapital am Bilanzstichtag	911,0	1.068,2	1.099,5
/ Bilanzsumme	2.974,2	3.104,3	3.166,7
<b>Bereinigte Eigenkapitalquote in %</b>	<b>30,6%</b>	<b>34,4%</b>	<b>34,7%</b>

## Kapitalrentabilität (ROE, ROI und ROCE)

Der ROCE (Ergebnis auf das eingesetzte Kapital) wird in der Lenzing AG als Maßstab für die Rendite (Verzinsung) auf das im Geschäftsbetrieb eingesetzte Kapital (das Capital Employed) verwendet. Er ist zudem wichtig für externe Adressaten. Der ROE (Eigenkapitalrentabilität) und der ROI (Gesamtkapitalrentabilität) sind Rentabilitätskennzahlen, die die Ertragskraft der Lenzing AG messen sollen.

ROCE (Ergebnis auf das eingesetzte Kapital)	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
EBIT (Betriebsergebnis)	-155,7	91,3	112,3
- Anteiliger laufender Ertragsteueraufwand (auf das EBIT)	-12,1	-19,5	-7,8
NOPAT	-167,9	71,8	104,6
/ Durchschnittliches Capital Employed	951,7	976,6	962,8
ROCE (Ergebnis auf das eingesetzte Kapital)	-17,6%	7,4%	10,9%
Anteiliger laufender Ertragsteueraufwand (auf das EBIT)	-12,1	-19,5	-7,8
Anteiliger sonstiger laufender Steueraufwand	-31,6	1,8	-4,6
Laufender Ertragsteueraufwand	-43,8	-17,7	-12,4
Bilanzsumme	2.974,2	3.104,3	3.166,7
- Verbindlichkeiten aus Lieferungen und Leistungen	-78,9	-116,6	-68,3
- Verbindlichkeiten aus Lieferungen und Leistungen gegenüber verbundenen Unternehmen	-12,6	-20,1	-10,2
- Sonstige Verbindlichkeiten	-29,8	-37,8	-17,7
- Anteilige Ertragsteuern auf Zuschüsse der öffentlichen Hand	-18,8	-18,7	-12,6
- Rückstellungen	-137,1	-132,7	-174,1
+ Rückstellungen für Pensionen und Abfertigungen (Sozialkapital)	54,9	57,1	77,6
- Passive Rechnungsabgrenzungsposten	0,0	-0,2	-0,3
- Kassenbestand, Guthaben bei Kreditinstituten	-436,8	-184,3	-405,4
- Wertpapiere des Umlaufvermögens	0,0	0,0	-343,5
- Finanzanlagen	-1.404,3	-1.658,4	-1.251,6
Stand 31.12.	910,8	992,6	960,7
Stand 01.01.	992,6	960,7	965,0
<b>Durchschnittliches Capital Employed</b>	<b>951,7</b>	<b>976,5</b>	<b>962,7</b>

Durchschnittliches bereinigtes Eigenkapital	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
Bereinigtes Eigenkapital per 31.12.	911,0	1.068,2	1.099,5
Bereinigtes Eigenkapital per 01.01.	1.068,2	1.099,5	923,2
<b>Durchschnittliches bereinigtes Eigenkapital</b>	<b>989,6</b>	<b>1.083,9</b>	<b>1.011,3</b>

ROE (Eigenkapitalrentabilität)	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
EBT (Ergebnis vor Steuern)	-561,6	83,6	179,9
/ Durchschnittliches bereinigtes Eigenkapital	989,6	1.083,9	1.011,3
<b>ROE (Eigenkapitalrentabilität)</b>	<b>-56,7%</b>	<b>7,7%</b>	<b>17,8%</b>

Durchschnittliche Bilanzsumme	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
Bilanzsumme per 31.12.	2.974,2	3.104,3	3.166,7
Bilanzsumme per 01.01.	3.104,3	3.166,7	2.952,6
<b>Durchschnittliche Bilanzsumme</b>	<b>3.039,2</b>	<b>3.135,5</b>	<b>3.059,6</b>

ROI (Gesamtkapitalrentabilität)	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
EBIT (Betriebsergebnis)	-155,7	91,3	112,3
/ Durchschnittliche Bilanzsumme	3.039,2	3.135,5	3.059,6
<b>ROI (Gesamtkapitalrentabilität)</b>	<b>-5,1%</b>	<b>2,9%</b>	<b>3,7%</b>

## Nettofinanzverschuldung, Nettofinanzverschuldung/EBITDA, Net Gearing und Nettoverschuldung

Die Nettofinanzverschuldung wird in der Lenzing AG als Maßstab für die finanzielle Verschuldung und die Kapitalstruktur verwendet. Sie ist zudem wichtig für externe Adressaten. Diese Kennzahl wird in das Verhältnis zum EBITDA gesetzt und gibt dadurch einen Anhaltspunkt, wieviele Perioden das gleiche EBITDA erwirtschaftet werden müsste, um die Nettofinanzverschuldung abzudecken. Das Verhältnis zwischen Nettofinanzverschuldung und bereinigtem Eigenkapital (Net Gearing) veranschaulicht das Verhältnis von Netto-Fremdkapital zu bereinigtem Eigenkapital. Diese Kennzahl (bzw. ähnliche Kennzahlen) wird (werden) gelegentlich als Financial Covenant(s) mit Fremdkapitalgebern vereinbart. Die Nettoverschuldung wird in der Lenzing AG als Maßstab für die finanzielle Verschuldung unter Berücksichtigung von Rückstellungen für Abfertigungen und Pensionen verwendet.

Nettofinanzverschuldung	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
Hybridkapital	500,0	500,0	500,0
+ Verbindlichkeiten aus Schulscheindarlehen	561,3	563,4	616,1
+ Verbindlichkeiten gegenüber Kreditinstituten	610,5	569,2	569,5
+ Sonstige zinstragende Verbindlichkeiten	40,4	43,2	44,0
+ Verbindlichkeiten gegenüber verbundenen Unternehmen (verzinsliche Darlehen)	7,0	7,0	24,0
- Wertpapiere des Umlaufvermögens	0,0	0,0	-343,5
- Kassenbestand, Guthaben bei Kreditinstituten	-436,8	-184,3	-405,4
<b>Nettofinanzverschuldung</b>	<b>1.282,4</b>	<b>1.498,6</b>	<b>1.004,7</b>
/ EBITDA (Betriebsergebnis vor Abschreibungen)	-27,4	165,9	188,3
<b>Nettofinanzverschuldung/EBITDA</b>	<b>-46,8</b>	<b>9,0</b>	<b>5,3</b>
Nettofinanzverschuldung	1.282,4	1.498,6	1.004,7
/ bereinigtes Eigenkapital	911,0	1.068,2	1.099,5
<b>Net Gearing in % am Bilanzstichtag</b>	<b>140,8%</b>	<b>140,3%</b>	<b>91,4%</b>

Nettoverschuldung	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
Nettofinanzverschuldung	1.282,4	1.498,6	1.004,7
+ Rückstellungen für Abfertigungen	35,7	38,9	54,1
+ Rückstellungen für Pensionen	19,2	18,2	23,4
<b>Nettoverschuldung am Bilanzstichtag</b>	<b>1.337,3</b>	<b>1.555,7</b>	<b>1.082,2</b>

## Trading Working Capital und Trading Working Capital zu Umsatzerlösen

Das Trading Working Capital wird in der Lenzing AG als Maßstab für die potenzielle Liquidität und die Kapitaleffizienz verwendet.

Trading Working Capital	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
Vorräte	170,6	257,7	135,9
+ Forderungen aus Lieferungen und Leistungen gegenüber	31,3	65,0	93,5
+ Forderungen aus Lieferungen und Leistungen gegenüber Unternehmen, mit denen ein Beteiligungsverhältnis besteht	1,9	2,5	3,1
+ Forderungen aus Lieferungen und Leistungen gegenüber verbundenen Unternehmen	77,4	75,2	78,6
- Verbindlichkeiten aus Lieferungen und Leistungen	-78,9	-116,6	-68,3
- Verbindlichkeiten aus Lieferungen und Leistungen gegenüber verbundenen Unternehmen	-12,6	-20,1	-10,2
<b>Trading Working Capital</b>	<b>189,7</b>	<b>263,7</b>	<b>232,6</b>
/ Umsatzerlöse	1.050,3	1.178,9	1.006,4
<b>Trading Working Capital zu Umsatzerlösen</b>	<b>18,1%</b>	<b>22,4%</b>	<b>23,1%</b>

## Cashflow

Der Cashflow dient in der Lenzing AG zur Beurteilung der Finanzlage, insbesondere der Fähigkeit Zahlungssüberschüsse zu erwirtschaften und Zahlungsverpflichtungen zu erfüllen.

Cashflow	2023	2022	2021
	EUR Mio	EUR Mio	EUR Mio
EBT (Ergebnis vor Steuern)	-560,9	65,9	157,3
+ Abschreibungen auf immaterielle Gegenstände des Anlagevermögens und Sachanlagen	129,2	75,6	76,8
+/- Sonstige Überleitungen	478,4	-35,4	1,5
<b>Cashflow aus der Geschäftstätigkeit</b>	<b>46,7</b>	<b>106,1</b>	<b>235,6</b>
- CAPEX	-68,4	-69,9	-67,2
+ Einzahlungen aus dem Abgang von Sachanlagevermögen	0,0	0,8	1,2
- Auszahlungen für Finanzanlagen	-247,0	-417,1	-335,1
+ Einzahlungen aus dem Abgang von Finanzanlagevermögen	83,1	3,6	120,3
<b>Cashflow aus der Investitionstätigkeit</b>	<b>-232,3</b>	<b>-482,7</b>	<b>-280,8</b>
- Dividende	0,0	-115,5	0,0
+ Investitionszuschüsse	-0,6	0,5	0,2
+/- Einzahlungen/Auszahlungen von verzinslichem Fremdkapital (ohne Sozialkapital)	438,8	-73,1	55,2
<b>Cashflow aus der Finanzierungstätigkeit</b>	<b>438,1</b>	<b>-188,0</b>	<b>55,4</b>
Veränderung der liquiden Mittel	252,5	-564,6	10,2
Anfangsbestand der liquiden Mittel	184,3	748,9	738,7
<b>Endbestand der liquiden Mittel</b>	<b>436,8</b>	<b>184,3</b>	<b>748,9</b>

# Risikobericht

## Aktuelles Risikoumfeld

Der Klimawandel, die Digitalisierung und geopolitische Spannungen prägen die gesellschaftliche und wirtschaftliche Realität mehr denn je. Extremwetterlagen, Ransomware-Angriffe und regionale Konflikte stellen die Widerstandsfähigkeit von Lieferketten und Geschäftsmodellen auf den Prüfstand.

Der anhaltende Krieg in der Ukraine, der Israel-Gaza-Krieg sowie die militärischen Auseinandersetzungen im Roten Meer beeinflussen das Risikoumfeld vor allem in Europa.

Die unsicheren globalen Wirtschaftsaussichten, gestiegene Insolvenzraten und anhaltend hohe Zinsen stehen einer potenziellen Erholung der Weltwirtschaft nach dem Covid-Schock und der anschließenden Energiekrise in Europa gegenüber.

Der demografische Wandel birgt die Gefahr eines Mangels an qualifizierten Arbeitskräften in vielen Branchen weltweit. Auch das Ausmaß der erwarteten transformativen Auswirkungen von künstlicher Intelligenz auf einzelne Branchen ist derzeit unklar.

Ereignisse in der Lieferkette, welche zu Auswirkungen in anderen Bereichen führen können, sowie zunehmende regulatorische Anforderungen durch den Gesetzgeber komplettieren das Risikoumfeld.

Der Internationale Währungsfonds rechnet für 2023 mit einem Wachstum des weltweiten Bruttoinlandsprodukts von 3,1 Prozent.

Für eine ausführliche Bestandsaufnahme der Entwicklungen am Weltfasermarkt im Berichtsjahr und den damit zusammenhängenden Risiken für die Lenzing Gruppe siehe Kapitel „Allgemeines Marktumfeld“.

## Lenzing Risikoausblick 2024

Die vorherrschende Volatilität in vielen Bereichen manifestiert das weltweite Risiko von Poly-Krisen und beeinflusst auch weiterhin die Lenzing Gruppe in unterschiedlichem Ausmaß.

Für 2024 prognostiziert der IWF ein Weltwirtschaftswachstum von 3,1 Prozent. Die globale Inflation wird laut IWF voraussichtlich auf 5,8 Prozent im Jahr 2024 und auf 4,4 Prozent im Jahr 2025 sinken.

Die hohe Anzahl an weltweiten Wahlen im Jahr 2024, insbesondere in den USA, der EU, Indien und Indonesien, birgt das Risiko weiterer Turbulenzen für Politik und Wirtschaft und die damit verbundene Gefahr eines verstärkten Protektionismus.

Risiken für das operative Ergebnis ergeben sich insbesondere aus einer möglichen anhaltenden schwachen Nachfrage am Weltfasermarkt und den damit verbundenen niedrigen Faserpreisen, sowie aus Preisschwankungen bei wichtigen Rohstoffen und Energie.

Das Liquiditätsrisiko für 2024 wird aufgrund der Cash-Position und ungenutzter Kreditlinien bei Banken als moderat eingestuft. Lenzing konnte die Bilanz- und Liquiditätsposition durch die Kapitalerhöhung in Höhe von rund EUR 400 Mio. und die Verlängerung der Kreditlaufzeiten in der Berichtsperiode wesentlich stärken. Ein anhaltend hohes Zinsniveau oder sogar steigende Zinsen würden das Ergebnis negativ belasten.

Das Unternehmen sieht sich mit der Better Growth Strategie und dem Fokus auf nachhaltigem Wachstum mit Premiumfasern weiterhin sehr gut positioniert.

Die Eigenversorgung mit Faserzellstoff ist aufgrund der erfolgreichen Inbetriebnahme des Zellstoffwerks in Brasilien 2022 und eines ausreichenden Marktangebotes langfristig gesichert.

Die Märkte für Energie, Rohstoffe und Logistik müssen weiterhin sehr volatil eingeschätzt werden.

Auf der Währungsseite schwankte der US-Dollar gegenüber dem Euro in einer Bandbreite von ca. 8 Prozent, der chinesische Yuan gegenüber dem Euro in einer Bandbreite von ca. 12 Prozent. Eine Abwertung der beiden Währungen würde sich negativ auf das offene Währungsvolumen der Lenzing auswirken.

Im Berichtsjahr kam es zu keinen wesentlichen Schadensereignissen aus Betriebs-, Umwelt- oder Produkthaftungsrisiken.

Nicht-operative Risiken wie Cyber- und Compliance-Risiken und ein damit verbundener potenzieller Reputationsschaden sind für Lenzing von steigender Relevanz. Risiken aufgrund von „Green Claims“ als auch Herausforderungen in der nachhaltigen Personalbeschaffung, nicht zuletzt aufgrund des demografischen Wandels, spielen in diesem Zusammenhang ebenfalls eine immer größer werdende Rolle. Lenzing wirkt diesen Risiken mit gruppenweiten Standards und Trainings sowie einer globalen Organisationsstruktur kontinuierlich entgegen.

## Risikomanagement

Der Hauptzweck des Risikomanagements der Lenzing Gruppe besteht in der Sicherung und Stärkung des Unternehmens durch eine adäquate, objektive und transparente Einschätzung der finanziellen, operativen und strategischen Risiken einschließlich jener in Bezug auf den ESG-Themenbereich. Der Vorstand der Lenzing Gruppe übernimmt dabei gemeinsam mit den leitenden Personen der ihm jeweils zugeordneten Einheiten umfangreiche Steuerungs- und Controlling-Aufgaben im Rahmen eines internen, alle Standorte umfassenden, integrierten Kontrollsystems. Das rechtzeitige Erkennen, Evaluieren und Reagieren auf strategische und operative Risiken ist ein wesentlicher Bestandteil der Führungstätigkeit dieser Einheiten und leistet einen wesentlichen Wertbeitrag für das Unternehmen. Grundlagen dafür sind ein ein-

heitliches und konzernweites, auf Monatsbasis aufgebautes Berichtswesen und eine laufende Überwachung der operativen und strategischen Pläne.

Lenzing bedient sich eines etablierten, unternehmensweiten Risikomanagementprozesses, welcher die zentrale Koordination von Risiken und deren Überwachung in einem umfassenden Risikomanagementsystem für den gesamten Konzern sicherstellt. Gemeinsam mit den operativen Einheiten werden wesentliche Risiken identifiziert und bewertet und in weiterer Folge dem Vorstand und dem Management kommuniziert und transparent dargestellt. Eine proaktive Analyse von potenziellen Risiken ist ebenso Ziel des Risikomanagements, wie die Aufgabe, Risiken aktiv zu steuern und entsprechende Maßnahmen mit den betroffenen Unternehmensbereichen zu evaluieren. Im Zusammenhang mit dem Klimawandel werden im Rahmen des Risikomanagements klimabezogene Risiken und Chancen und deren kurz-, mittel und langfristige Auswirkungen auf die Lenzing Gruppe identifiziert, bewertet und entsprechende Maßnahmen zur Risikominderung abgeleitet. Damit wird den Anforderungen der TCFD (Task Force on Climate-related Financial Disclosures) als auch der EU-Taxonomie und den damit verbundenen zukünftigen Berichtspflichten zu klimabezogenen Chancen und Risiken Rechnung getragen.

## Risikomanagement-Strategie

Die Lenzing Gruppe verfolgt bei ihrer Risikomanagement-Strategie einen mehrstufigen Ansatz:

### Risikoappetit

Die allgemeine Einstellung zum Eingehen von Risiken als auch zur Realisierung von Opportunitäten ist in der Lenzing Gruppe durch den Risikoappetit auf verschiedenen Ebenen definiert.

### Risikoanalyse (nach COSO<sup>®1</sup> Framework)

Das zentrale Risikomanagement führt halbjährliche Risikogespräche mit sämtlichen Produktionsstandorten und funktionalen Einheiten mit einem Zeithorizont von fünf Jahren durch. Im Zusammenhang mit ESG-Themen werden auch langfristige Chancen und Risiken analysiert. Die wesentlichen Risiken, und auch immer mehr Chancen werden gemäß den internationalen COSO<sup>®</sup>-Standards erfasst und quantitativ bewertet. Es werden sämtliche Risiken außerhalb der Konzern-Bilanz und der Konzern-GuV dargestellt. Dabei wird die finanzielle Auswirkung eines möglichen Schadens auf das Konzern-EBITDA oder auf die liquiden Mittel berücksichtigt. Die Risiken werden gegen das geplante EBITDA simuliert und die Bandbreite der möglichen Abweichungen zum jeweiligen Budget ermittelt. Lenzing bedient sich dazu einer Simulationssoftware, die auch weitere KPIs wie den Value at Risk (Wert im Risiko) oder einen risikoadjustierten ROCE errechnet. Risiken, die nicht monetär bewertbar sind, werden qualitativ erfasst.

### Risikomitigation

Je nach Auswirkung auf das Unternehmen wird versucht, Risiken durch entsprechende Maßnahmen zu vermeiden, zu minimieren, zu transferieren oder, in bestimmten Fällen und wenn erforderlich und sinnvoll, diese auch bewusst einzugehen.

### Verantwortlichkeit

Die Zuordnung der Risiken erfolgt gemäß der bestehenden Unternehmensorganisation, wobei jedem Risiko ein sogenannter „Risk owner“ zugewiesen ist.

### Risikoüberwachung/-kontrolle

Im Berichtsjahr wurde die Funktionsfähigkeit des Risikomanagement-Systems der Lenzing Gruppe von KPMG Austria GmbH gemäß Regel 83 ÖCGK im Rahmen einer sonstigen Prüfung mit begrenzter Sicherheit auditiert und bestätigt.

### Berichterstattung

Die Hauprisiken werden in einem Bericht ausführlich dargestellt und mit dem Vorstand als auch dem Prüfungsausschuss besprochen. Der Risikobericht wird ebenso dem Aufsichtsrat vorgelegt.

## Marktumfeldrisiken

### Marktrisiko

Als weltweit agierendes Unternehmen ist die Lenzing Gruppe einer Vielzahl von Risiken ausgesetzt. Die Preis- und Mengenentwicklung ist bei Fasern für Textilien und in geringerem Maße auch bei Fasern für Vliesstoffe zyklisch, da sie von globalen und regionalen Konjunkturlagen abhängig ist. Auf vielen Teilmärkten konkurrieren Lenzing Fasern mit Baumwolle und synthetischen Fasern. Deren Preisentwicklung beeinflusst somit auch die Entwicklung der Umsätze und Verkaufsmengen von Lenzing Fasern.

Diesem Risiko wirkt die Lenzing Gruppe durch eine stetige Premiumisierung im globalen Produktpotfolio sowie einer konsequenten Nachhaltigkeits- und Innovationsstrategie entgegen. Ziel ist, zusätzlich zur Entwicklung von Premiumprodukten und -dienstleistungen die Rolle als führendes Unternehmen hinsichtlich Nachhaltigkeit und Kreislaufwirtschaft im Faserbereich weiter auszubauen.

Die Lenzing Gruppe setzt auf eine starke internationale Marktpräsenz, speziell in Asien, in Verbindung mit einem erstklassigen, regionalen Betreuungsnetzwerk für die Kunden sowie einer hohen kundenorientierten Produktdiversifikation.

### Absatzrisiko

Die Lenzing Gruppe erzielt rund 40 Prozent des Faserumsatzes mit einer mittleren zweistelligen Anzahl an Kunden. Im Zellstoffbereich ist die Kundenkonzentration vergleichsweise höher als im Faserbereich. Abnahmeausfälle bei dieser Kundengruppe oder der gänzliche Verlust eines oder mehrerer Großkunden, ohne zeitgleich Ersatz zu finden, stellen gewisse Risiken dar, denen das Unternehmen durch seine globale Präsenz und die laufende Erweiterung des Kundenspektrums bzw. der Absatzsegmente entgegenwirkt. Der mögliche Ausfall von Kundenforderungen wird durch ein klares Forderungsmanagement und den Einsatz einer weltweiten Kreditversicherung abgedeckt.

### Wettbewerbs- und Innovationsrisiko

Die Lenzing Gruppe ist dem Risiko ausgesetzt, ihre Position auf dem Fasermarkt durch steigenden Wettbewerb oder neue Technologien von Mitbewerbern zu verlieren. Der Verlust der Marktposition könnte insbesondere eintreten, wenn die Lenzing Gruppe nicht in der Lage wäre, ihre Produkte zu wettbewerbsfähigen Preisen anzubieten,

<sup>1</sup> Committee of Sponsoring Organizations of the Treadway Commission

Produkte nicht den Vorgaben oder Qualitätsstandards der Kunden entsprächen oder die Kundenbetreuung hinter den Erwartungen zurückbliebe. Diesem Risiko steuert Lenzing durch eine für die Branche überdurchschnittliche Forschungs- und Entwicklungstätigkeit, eine hohe Produktinnovationsrate sowie durch ständige Kostenoptimierungen entgegen. Die Lenzing Gruppe sieht sich – ebenso wie andere Hersteller – stets mit dem Risiko konfrontiert, dass annehmbare oder überlegene Alternativprodukte verfügbar werden und zu günstigeren Preisen als regenerierte Cellulosefasern erhältlich werden könnten.

## Gesetze und Verordnungen

Die Lenzing Gruppe ist auf den weltweiten Märkten mit unterschiedlichen Rechtssystemen und Verordnungen konfrontiert. Eine Änderung von Gesetzen oder sonstigen Bestimmungen, darunter fallen auch Importzölle, Produktklassifizierungen, Umweltauflagen etc., sowie die strengere Auslegung von Verordnungen und Gesetzen können zu erheblichen Mehrkosten oder Wettbewerbsnachteilen führen. Die Lenzing Gruppe unterhält zertifizierte Managementsysteme für Qualitätsmanagement nach ISO 9001, für Umweltmanagement nach ISO 14001 und für Sicherheitsmanagement nach ISO 45001. Die Rechtskonformität im Zusammenhang mit diesen Managementsystemen wird regelmäßig intern als auch extern auditiert.

Die Lenzing Gruppe verfügt mit internen Rechts- und Compliance-Experten über einen eigenen Unternehmensbereich der entsprechende Beratungsleistungen und Risikoeinschätzungen durchführt.

Aufgrund der fortschreitenden Auswirkungen der globalen Klimaerwärmung auf Gesellschaft und Ökosysteme sind mittelfristig/zukünftig striktere Gesetze und Verordnungen seitens Regierungen und anderen Stakeholdern zu erwarten. Dazu zählen u.a. neben der Reduktion der in der EU ausgegebenen CO<sub>2</sub>-Zertifikate auch neue Steuern auf CO<sub>2</sub>-Emissionen. Die Umsetzung ähnlicher Vorhaben ist derzeit auch in anderen Regionen und Ländern geplant. Eine Implementierung regional unterschiedlicher Maßnahmen kann den Erfolg der Lenzing Gruppe negativ beeinflussen. Um die klimabedingten Übergangsrisiken zu mindern und die Resilienz in diesem Bereich weiter zu erhöhen, setzt die Lenzing Gruppe eine Vielzahl an Maßnahmen um.

## Risiken hinsichtlich geistigen Eigentums

Es besteht das Risiko, dass das geistige Eigentum von Lenzing verletzt wird oder unvollständig geschützt ist. Die Lenzing Gruppe steuert diesen Risiken mittels einer eigenen Abteilung für den Schutz von geistigem Eigentum entgegen.

## Klimawandel und Verschmutzung der Meere

Durch das zunehmende Bewusstsein für Probleme, die durch den Klimawandel entstehen, wie dem Anstieg der Meeresspiegel, der Häufigkeit und Schwere von Naturkatastrophen und einem zunehmenden Risiko durch die Verschmutzung der Weltmeere durch Plastikmüll und Mikroplastik, entstehen große Risiken für die gesamte Faserindustrie. Durch die Herstellung biologisch abbaubarer

Fasern sieht Lenzing diese Entwicklung als Chance für ihr Geschäftsmodell.<sup>1</sup>

Die Lenzing Gruppe hat die weitreichenden Auswirkungen des Klimawandels auf die Gesellschaft und die Ökosysteme erkannt und bietet mit ihren innovativen und biologisch abbaubaren Produkten eine nachhaltige Alternative. Lenzing arbeitet ständig an der Festlegung klarer Nachhaltigkeitsziele und sucht kontinuierlich nach Möglichkeiten zur Erhöhung ihrer Energieeffizienz sowie nach Gelegenheiten zur Nutzung von erneuerbaren Energiequellen oder solchen mit geringeren CO<sub>2</sub>-Emissionen. Bereits 2019 verpflichtete sich Lenzing als erster Faserhersteller zu einer neutralen CO<sub>2</sub>-Nettobilanz bis 2050.

## ESG (Environment, Social and Governance) bezogene Chancen und Risiken

Im Rahmen einer Wesentlichkeitsanalyse erhab Lenzing im Jahr 2021 in einem mehrstufigen und holistischen Ansatz die wesentlichen Themen in Bezug auf ihr nachhaltig ausgerichtetes Geschäftsmodell. Jedem ESG-Themenbereich sind relevante Chancen und Risiken zugeordnet, welche im Enterprise Risk Management System integriert und sukzessive in der langfristigen strategischen Geschäftsplanung von Lenzing berücksichtigt werden.

Im Bereich der ökologischen Verantwortung (Environment) sind vor allem die klimabezogenen Themen im Zusammenhang mit der Klimaerwärmung (CO<sub>2</sub>-Reduktion) sowie die nachhaltige Rohstoffbeschaffung (Holz, Chemikalien) und die zunehmende Wasserknappheit in gewissen Regionen Schwerpunktthemen in der Risikomatrix. Die zunehmende Regulierung, insbesondere in Bezug auf die Besteuerung von Treibhausgasen und die Bepreisung von Kohlenstoff, stellt für Lenzing ein erhebliches Risiko dar. In den Ländern, in denen Lenzing kohlenstoffintensive Prozesse betreibt, wurden bereits Vorschriften für Treibhausgasemissionen eingeführt. Lenzing arbeitet konsequent an der Umsetzung von Energieeffizienzmaßnahmen, sowie an der Reduktion der CO<sub>2</sub>-Emissionen, um dem Umweltschutz Rechnung zu tragen und die Exposition durch Ökosteuern zu verringern.

Holz ist für Lenzing die wichtigste natürliche Ressource für die Herstellung ihrer biologisch abbaubaren Cellulosefasern. Trotz der nachhaltigen Beschaffungspolitik und der rückwärtsintegrierten Produktion besteht das inhärente Risiko, dass die Holzpreise aufgrund des Klimawandels, der weltweit steigenden Nachfrage nach Biomasse und alternativer Landnutzung weiter steigen.

Die globale Textilindustrie, insbesondere die Modeindustrie, in der die Produkte von Lenzing häufig verwendet werden, wird wegen ihres teilweise ressourcenintensiven Rohstoffverbrauchs und ihrer Produktionsprozesse kritisch betrachtet. Lenzing sieht erhebliche Geschäftschancen durch den Zugang zu neuen und aufstrebenden Märkten mit innovativen neuen Produkten und Technologien. Innovation, Nachhaltigkeit und Kreislaufwirtschaft stehen im Mittelpunkt der Lenzing Unternehmensstrategie.

Die Herstellung von Zellstoff und Fasern ist mit hohem Wasserverbrauch und mit Emissionen in Luft und Wasser verbunden. Lenzing

<sup>1</sup> Zu den LENZING™ Fasern, die vom TÜV als biologisch abbaubar (Boden, Süßwasser & Meer) und kompostierbar (Haushalt & Industrie) zertifiziert sind, gehören die folgenden Produkte: LENZING™ Viscose Standard Textilien/Nonwovens, LENZING™ Lyocell Standard Textilien/Nonwovens, LENZING™ Modal Standard Textilien, LENZING™ Lyocell Filament, LENZING™ Lyocell Dry und LENZING™ Web Techno-

logy. Ausnahmen in der Zertifizierung gibt es für die Fasern LENZING™ Lyocell Filament und LENZING™ Lyocell Dry, bei denen die erforderlichen Tests für Bestätigung der biologischen Abbaubarkeit in Meeresumgebung noch nicht durchgeführt bzw. abgeschlossen wurden.

betreibt ein sorgfältiges, globales Wassermanagement, das sowohl die Einhaltung von lokalen Gesetzen als auch weltweiter Standards gewährleistet. Der zunehmenden Wasserknappheit wirkt Lenzing durch eine kontinuierliche Verbesserung der Ressourcennutzung und durch eine optimierte Standortauswahl für die Erweiterung der Produktionskapazitäten entgegen.

Im Bereich der sozialen Verantwortung (Social) sind die Hauptrisiken im Bereich der physischen aber auch der mentalen langfristigen Gesundheit und Sicherheit von Mitarbeiter:innen in den eigenen Standorten und entlang der Wertschöpfungskette als auch der Gesellschaft hervorzuheben, denen Lenzing verstärkt mit gezielten Umfragen und Schwerpunktprogrammen entgegenwirkt.

Im Bereich der Unternehmensführung (Governance) sind Risiken wie Cyberangriffe (siehe „IT-Risiken“) sowie eine mangelhafte Einhaltung der Corporate Governance und daraus resultierende Risiken wesentlich. Lenzing schärft kontinuierlich ihre internen Regeln nach und erweitert die Compliance-Organisation entsprechend.

## Operative Risiken

### Beschaffungsrisiko (inkl. Zellstoffversorgung)

Zur Herstellung von Cellulosefasern muss die Lenzing Gruppe große Mengen an Rohstoffen (Holz, Zellstoff, Chemikalien) und Energie zukaufen. Die Faserproduktion und deren Margen sind Risiken der Verfügbarkeit und der Preisentwicklung dieser Rohstoffe unterworfen, die zum Nachteil der Lenzing Gruppe schwanken und durch den Klimawandel weiter verstärkt werden können. Diesen Risiken wirkt Lenzing durch eine sorgfältige Auswahl der Lieferanten nach den Kriterien Preis, Zuverlässigkeit und Qualität, EcoVadis-basierte Nachhaltigkeitsbewertungen, aber auch durch langjährig ausgerichtete, stabile Lieferanten-Kunden-Beziehungen mit teilweise mehrjährigen oder langfristigen Abnahmeverträgen entgegen. Alle Zulieferer sind darüber hinaus verpflichtet, den Globalen Verhaltenskodex der Lenzing für Lieferanten einzuhalten. Dennoch besteht das Risiko von Verstößen mit negativen Auswirkungen auf die Lenzing Gruppe und ihre Stakeholder entlang der Wertschöpfungskette. Lieferkettenrisiken können sich auch aus Störungen ergeben, die durch Naturereignisse ausgelöst werden.

Lenzing ist mit ausgewählten Rohstofflieferanten und Dienstleistungspartnern langfristige Vertragsbeziehungen eingegangen. Diese verpflichten Lenzing dazu, festgesetzte Mengen an Rohstoffen zu standardisierten Konditionen und mit möglichen Preisanpassungsklauseln abzunehmen. Daraus kann für Lenzing resultieren, dass Preise, Abnahmemengen oder andere Vertragsbedingungen nicht unmittelbar an die geänderten Marktbedingungen angepasst werden können.

### Betriebliche Risiken, Umweltrisiken und Risiken im Zusammenhang mit dem Klimawandel

Zur Herstellung von regenerierten Cellulosefasern bedarf es komplexer chemischer und physikalischer Vorgänge, die gewisse Umweltrisiken bedingen. Durch proaktives und nachhaltiges Umweltmanagement, geschlossene Produktionskreisläufe und laufendes Monitoring der Emissionen werden diese Risiken dank heutiger Produktionstechniken und der Überwachung der Produktionsprozesse durch qualifiziertes Personal sehr gut beherrscht. Lenzing arbeitet beständig daran, Sicherheits- und Umweltstandards durch

freiwillige Referenzen, wie dem EU Ecolabel, zu erhöhen. Da die Lenzing Gruppe seit Jahrzehnten Produktionsstätten an mehreren Orten nutzt, können Risiken für Umweltschäden aus früheren Perioden nicht gänzlich ausgeschlossen werden.

Obwohl die Lenzing Gruppe bei Bau, Betrieb und Erhaltung ihrer Produktionsstandorte sehr hohe Standards im Bereich Technik und Sicherheit anlegt, kann das Risiko von Betriebsstörungen und -unfällen nicht gänzlich ausgeschlossen werden. Solche Störungen können auch von äußeren Faktoren verursacht werden, die sich dem Einflussbereich von Lenzing entziehen. Gegen Naturgefahren (Wirbelstürme, Erdbeben, Überflutungen etc.) ist keine unmittelbare Absicherung möglich. Zudem besteht das Risiko von Personen-, Sach- und Umweltschäden sowohl innerhalb als auch außerhalb der Betriebstätigkeiten, welche zusätzlich zu beträchtlichen Schadenersatzforderungen und strafrechtlicher Verantwortlichkeit führen können.

Die Lenzing Gruppe hat ihre Produktionstätigkeit auf einige wenige Betriebsstätten konzentriert. Jegliche Störung in einer dieser Betriebsstätten beeinflusst den geschäftlichen Erfolg und die Ziele der Lenzing Gruppe.

### Anlagenrisiko

Lenzing ist ein anlagenintensives Unternehmen, das dem Risiko der Überalterung von Anlagen oder Anlagenteilen ausgesetzt ist. Es bedarf laufender Investitionen, um diese Anlagen oder Anlagenteile auf dem neuesten Stand der Technik zu halten. Lenzing setzt im Rahmen von Erneuerungsinvestitionen und Produktivitätsverbesserungen kontinuierlich Maßnahmen, um diesem Risiko entsprechend zu begegnen.

### Produkthaftungsrisiko

Die Lenzing Gruppe vertreibt ihre Produkte und Leistungen weltweit. Dabei kann es zu Schäden beim Kunden oder entlang der Lieferkette kommen, welche durch die Auslieferung eines mangelhaften Produktes von Lenzing oder einem Tochterunternehmen verursacht werden. Zudem kann die Produktsicherheit durch Verschmutzung gefährdet sein, die zu Problemen in der Wertschöpfungskette wie zu möglichen gesundheitlichen Folgen für Beschäftigte oder Kunden führen kann. Lenzing unterliegt dabei auch den geltenden lokalen Gesetzen der jeweiligen Länder, in welche die Produkte geliefert werden. Speziell in den USA werden die möglichen Implikationen als sehr schwerwiegend eingeschätzt. Lenzing wirkt diesem Risiko durch eine eigene Abteilung entgegen, die sich ausschließlich mit möglichen Verarbeitungsproblemen unserer Produkte beim Kunden bzw. Reklamationen beschäftigt. Angemessene Vorsichtsmaßnahmen im Produktionsprozess sowie regelmäßige Qualitätskontrollen sind implementiert. Drittschäden, welche durch Lenzing verursacht werden, sind in einem globalen Haftpflichtprogramm versichert.

## Finanzrisiken

Für eine detaillierte Risikobeschreibung der Finanzrisiken wird auf den Konzernabschluss, Note 34 bis 37, verwiesen.

### Steuerrisiko

Die Produktionsstandorte der Lenzing Gruppe sind in den jeweiligen Ländern lokalen Steuergesetzen unterworfen und müssen sowohl Ertragsteuern als auch andere Steuern bezahlen. Änderungen

in der Steuergesetzgebung bzw. unterschiedliche Auslegungen der jeweils geltenden Bestimmungen können zu nachträglichen Steuerbelastungen führen.

## Compliance

Die ständige Verschärfung internationaler Verhaltensrichtlinien und Gesetze erhöht für Lenzing die Anforderungen zur Einhaltung und Überwachung dieser Bestimmungen. Unzureichende Kontrollen in den Geschäftsprozessen oder mangelnde Dokumentation können zur Verletzung von geltenden Gesetzen oder Regeln führen und die Reputation sowie den wirtschaftlichen Erfolg erheblich gefährden. Lenzing begegnet diesem Risiko unter anderem mit der ständigen Weiterentwicklung ihrer konzernweiten Compliance-Organisation, einem gruppenweit gültigen Verhaltenskodex, einer „Anti-Bestechungs- und Korruptions-Richtlinie“, einer „Anti-Geldwäsche Richtlinie“ sowie einer „Kartellrechtsdirektive“. Für weitere Informationen zum Thema Compliance siehe Corporate Governance Bericht.

## IT-Risiken

Lenzing ist in ihrem täglichen Betrieb von Systemen für hochentwickelte Informationstechnologie (IT) abhängig. IT-Systeme sind anfällig für eine Reihe von Problemen, wie Software- oder Hardware-Fehlfunktionen, böswilliges Hacken oder Cyberangriffe, physische Schäden an wichtigen IT-Zentren und das Auftreten von Computerviren. Folglich kann jede größere Beschädigung, Unterbrechung und/oder Umgehung der bestehenden IT-Systeme den Geschäftsbetrieb beeinträchtigen. Diese Risiken werden durch umfassende technische und organisatorische Maßnahmen sowie durch eine zusätzliche Cyber-Versicherung adressiert.

## Personelle Risiken

Personalrisiken können sich aus der Fluktuation von Mitarbeiter:innen in Schlüsselpositionen sowie bei der Rekrutierung von neuen Mitarbeiter:innen an allen weltweiten Standorten ergeben. Die Lenzing Gruppe hat eine global aufgestellte Personalabteilung, die sich in Fragen der Personalplanung mit den jeweiligen Standorten abstimmt sowie sämtliche Personalthemen zentral steuert und kontrolliert. Dazu gehören unter anderem globale Management- und Ausbildungsprogramme für potenzielle Führungskräfte, die von der Personalabteilung organisiert werden.

Mitarbeiter:innen der Lenzing Gruppe sowie Arbeiter:innen und Angestellte von Fremdfirmen sind in den Produktionsstätten einem potenziellen Verletzungsrisiko ausgesetzt. Das Lenzing Programm „Heartbeat for Health & Safety“ berücksichtigt dieses Risiko und enthält einen strategischen Ansatz für Gefahrenminderung, Vorsichtsmaßnahmen und ausgiebige Schulungen. Für mehr Informationen siehe nichtfinanzielle Erklärung des Geschäfts- und Nachhaltigkeitsberichtes der Lenzing Gruppe.

## Risiken im Zusammenhang mit Großprojekten

Die Lenzing Gruppe erweitert laufend ihre Kapazitäten in zahlreichen Projekten. Großprojekte bergen das inhärente Risiko einer Kosten- und Zeitüberschreitung, denen Lenzing mit einem standardisierten Planungsprozess, konsequenter Projektmanagement, laufenden Kostenkontrollen sowie Versicherungslösungen und Ri-

sikotransfer entgegenwirkt. Bei Projekten entsprechender Größenordnung werden zusätzlich zum laufenden Risikomanagementprozess Monte-Carlo-Simulationen durchgeführt, um die Sensitivität der wesentlichsten finanzwirtschaftlichen Kennzahlen darzustellen.

## Risiken aus externer Sicht und sonstiger Stakeholder

Als globales Unternehmen ist sich die Lenzing Gruppe ihrer gesellschaftlichen Verantwortung bewusst. Die im Risikobericht erwähnten Risiken beziehen sich hauptsächlich auf die Wirkung gegenüber den Vermögenswerten und Ergebnissen der Lenzing Gruppe. Als einer der Nachhaltigkeitsführer der Branche strebt die Lenzing Gruppe ein Gleichgewicht zwischen den Bedürfnissen von Gesellschaft, Umwelt und Ökonomie an. Diese Verantwortung übernimmt das Unternehmen insbesondere auch in Bezug auf mögliche Auswirkungen der Betriebstätigkeit auf Anrainer:innen der Produktionsstandorte sowie gegenüber der gesamten Gesellschaft. Aktive Stakeholder-Arbeit zur Minimierung der Risiken (Partnerschaften für den systemischen Wandel) und zur Schaffung von Zusatzzutzen für Mensch und Umwelt sind klare Ziele der Innovations- und Geschäftstätigkeit der Lenzing Gruppe. Die Lenzing Gruppe wurde im Berichtsjahr erneut mit dem Platin-Status im CSR-Rating von EcoVadis ausgezeichnet. Die Bewertung deckt die wichtigsten Praktiken im Bereich Corporate Social Responsibility (CSR) ab. Gemeinsam mit ihren Partnern arbeitet die Lenzing Gruppe daran, die Risiken für Stakeholder zu verstehen und Lösungen zur Minimierung der Risiken zu finden. Dies erfolgt durch offene Kommunikation und Transparenz genauso wie durch die ständige Verbesserung der Technologien und nachhaltige Praktiken.

# Bericht über wesentliche Merkmale des internen Kontrollsystems (§ 243a Abs. 2 UGB)

Das Interne Kontrollsyste der Lenzing Gruppe regelt die Sicherstellung der Zuverlässigkeit der Finanzberichterstattung, die Einhaltung gesetzlicher und unternehmensinterner Richtlinien sowie die Abbildung von Risiken außerhalb der Konzern-Bilanz und Konzern-GuV. Der Vorstand ist für die Einrichtung und die Umsetzung des Internen Kontrollsyste der Lenzing Gruppe verantwortlich.

Die Aufbau- und Ablauforganisation der Lenzing Gruppe bilden die wesentliche Basis für das Kontrollumfeld und das Interne Kontrollsyste im Unternehmen. Im Bereich der Aufbauorganisation bestehen eindeutige Kompetenz- und Verantwortungszuweisungen auf den unterschiedlichen Führungs- und Hierarchieebenen des Konzerns. Dies umfasst neben den österreichischen Standorten alle internationalen Tochtergesellschaften. Der globalen Präsenz der Lenzing Gruppe und damit der dezentralen Gesellschafts- und Standortstrukturen wird durch die Zentralisierung von wesentlichen Unternehmensfunktionen in Corporate-Centern Rechnung getragen. Die Wahrnehmung und Steuerung der nationalen Geschäftstätigkeiten obliegt dem jeweiligen Management.

Die Ablauforganisation des Unternehmens ist durch ein stark ausgeprägtes und umfangreiches Regelwerk gekennzeichnet. Dies stellt eine angemessene Basis für ein starkes Kontrollumfeld und Kontrollsyste dar. Die wesentlichen Bereiche im Hinblick auf Freigaben und Kompetenzen für den Gesamtkonzern regeln die „Lenzing Group Mandates“. Die Überwachung der Einhaltung der Regelungen und Kontrollen liegt in der Verantwortung des jeweils zuständigen Managements.

## Finanzberichterstattung

Für die Finanzberichterstattung, das rechnungslegungsbezogene interne Kontrollsyste und für die Steuerthemen im Konzern ist zentral der Bereich „Corporate Accounting & Tax“ zuständig.

Ziel des rechnungslegungsbezogenen internen Kontrollsyste ist es, die gesetzlichen Normen, die Grundsätze ordnungsgemäßer Buchführung sowie die Rechnungslegungsvorschriften des österreichischen Unternehmensgesetzbuches (UGB) und für Zwecke der Konzernrechnungslegung die Rechnungslegungsvorschriften der Internationalen Financial Reporting Standards (IFRS) sowie die internen Richtlinien zur Rechnungslegung, insbesondere das konzernweit gültige Bilanzierungshandbuch und den Terminplan, einheitlich umzusetzen. Das rechnungslegungsbezogene interne Kontrollsyste ist so konzipiert, dass eine zeitnahe, einheitliche und korrekte Erfassung aller geschäftlichen Prozesse und Transaktionen gewährleistet ist und somit zuverlässige Daten und Berichte über die Vermögens-, Finanz- und Ertragslage der Lenzing Gruppe vorliegen. Die in den Konzernabschluss einbezogenen Unternehmen erstellen auf Gesellschaftsebene zeitgerecht Abschlüsse nach lokalem Recht sowie nach IFRS und sind verantwortlich, dass die zentralen Regeln dezentral umgesetzt werden. Sie werden dabei von „Corporate Accounting & Tax“ unterstützt und überwacht. Der Prüfungsausschuss des Aufsichtsrates ist in das rechnungslegungsbezogene Kontrollsyste eingebunden. Daneben gibt es

auch noch die externe Jahresabschlussprüfung und einen freiwilligen prüferischen Review des Halbjahresberichtes.

Der Bereich „Corporate Treasury“, und insbesondere der Zahlungsverkehr, ist aufgrund des direkten Zugriffes auf Vermögenswerte des Unternehmens, als besonders sensibel einzustufen. Dem erhöhten Sicherheitsbedürfnis wird durch umfassende Regelungen und Anweisungen im Bereich der einschlägigen Prozesse entsprechend Rechnung getragen. Der gesamte Prozess, von der Beschaffung bis zur Zahlung, unterliegt strengen konzerneinheitlichen Richtlinien. Die Vorgaben werden weitgehend durch ein gruppenweites IT-System unterstützt und sehen unter anderem eine strikte Funktionstrennung, ein klares Berechtigungskonzept zur Vermeidung von Berechtigungskonflikten, ein strenges Vier-Augen-Prinzip in der Abwicklung von Transaktionen, insbesondere bei Zahlungen, und laufende Informationen vor.

Die Überwachung der Anwendung und Einhaltung der Kontrollen im operativen Betrieb obliegt der Abteilung „Internal Audit“.

## Einhaltung gesetzlicher und unternehmensinterner Vorschriften

Das Rechtsmanagement der Lenzing Gruppe wird von der Abteilung „Legal, Intellectual Property & Compliance“ wahrgenommen. Diese zentrale Funktion ist für bestimmte Rechtsangelegenheiten der Lenzing Gruppe zuständig: Die Abteilung „Legal, Intellectual Property & Compliance“ ist für das Compliance Management System (CMS) verantwortlich und regelt mit dem Vorstand gruppenweit, wie bestimmte gesetzliche und unternehmensinterne Vorschriften einzuhalten sind, einschließlich deren Prävention. Die Abteilung untersteht direkt dem Vorstandsvorsitzenden der Lenzing Gruppe. Im CMS werden Compliance-relevante Risiken im engeren Sinn evaluiert, Normabweichungen analysiert und gegebenenfalls Maßnahmen zur Verminderung getroffen (Prevent, Detect, Respond). Des Weiteren erstellt die Abteilung Compliance-relevante Richtlinien (z.B. Anti-Bestechungs- und Anti-Korruptionsdirektive sowie Kartellrechtsdirektive) und organisiert zu diesen Angelegenheiten weltweite Schulungen von Mitarbeiter:innen. Die Abteilung unterstützt auch Fachabteilungen, die für die Einhaltung von anderen gesetzlichen und unternehmensinternen Vorschriften verantwortlich sind. Dem Vorstand und Aufsichtsrat bzw. dem Prüfungsausschuss wird regelmäßig über Compliance-Maßnahmen berichtet.

Die Lenzing Gruppe folgt den Vorschriften des österreichischen Corporate Governance Kodex (ÖCGK) und erstellt im Rahmen des Geschäftsberichtes einen entsprechenden öffentlichen Corporate Governance Bericht. Der Corporate Governance Bericht bedarf der Mitwirkung des Aufsichtsrates, der die Erfüllung der darin vorgeschriebenen Verpflichtungen an den Prüfungsausschuss delegiert.

# Aktionärsstruktur & Angaben zum Kapital

## Grundkapital und Aktionärsstruktur

Das Grundkapital der Lenzing AG betrug zum Bilanzstichtag EUR 40.107.738,37 und ist eingeteilt in 38.618.180 Stückaktien. Die B&C Gruppe ist Mehrheitsaktionär mit einem Anteil der Stimmrechte von 52,25 Prozent. Die Goldman Sachs Group, Inc. hält 6,97 Prozent der Aktien. Der Streubesitz (Free Float) liegt bei ca. 41 Prozent. Dieser verteilt sich auf österreichische und internationale Investoren. Die Lenzing Gruppe hält keine eigenen Aktien.

## Stellung der Aktionär:innen

Jede Stückaktie gewährt dem:der Aktionär:in in der Hauptversammlung der Lenzing AG eine Stimme. Die Beschlüsse der Hauptversammlungen werden, soweit nicht zwingende Vorschriften des Aktiengesetzes etwas Abweichendes bestimmen, mit einfacher Mehrheit der abgegebenen Stimmen und in Fällen, in denen Kapitalmehrheit erforderlich ist, mit einfacher Mehrheit des bei der Beschlussfassung vertretenen Grundkapitals gefasst.

Es gibt keine Aktien mit besonderen Kontrollrechten. Mit Hauptversammlungsbeschluss vom 26. April 2022 wurde der Vorstand für die Dauer von 30 Monaten vom Tag der Beschlussfassung an gemäß § 65 Abs. 1 Z 4 und 8 und Abs. 1a und 1b AktG ermächtigt, mit Zustimmung des Aufsichtsrates eigene Aktien der Gesellschaft zu erwerben. Dabei dürfen die von der Gesellschaft erworbenen eigenen Aktien 10 Prozent des Grundkapitals der Gesellschaft nicht überschreiten. Der beim Rückerwerb zu leistende Gegenwert muss innerhalb einer Bandbreite von plus/minus 25 Prozent zum gewichteten durchschnittlichen Börsenschlusskurs der letzten 20 Börsetage vor Beginn des entsprechenden Rückkaufprogramms der Lenzing Aktie liegen.

Der Vorstand wurde weiters ermächtigt, erworbene eigene Aktien ohne weiteren Hauptversammlungsbeschluss mit Zustimmung des Aufsichtsrates einzuziehen (samt Ermächtigung des Aufsichtsrates der Gesellschaft, Änderungen der Satzung, die sich durch die Einziehung der Aktien ergeben, zu beschließen) oder wieder zu veräußern und die Veräußerungsbedingungen festzusetzen. Diese Ermächtigungen können ganz oder in mehreren Teilbeträgen und in Verfolgung eines oder mehrerer Zwecke durch die Gesellschaft, durch ein Tochterunternehmen (§189a Z 7 UGB) oder für Rechnung der Gesellschaft durch Dritte ausgeübt werden.

Weiters wurde der Vorstand der Gesellschaft für die Dauer von fünf Jahren vom Tag der Beschlussfassung an ermächtigt, für die Veräußerung eigener Aktien mit Zustimmung des Aufsichtsrates eine andere gesetzlich zulässige Art der Veräußerung als über die Börse oder ein öffentliches Angebot, auch unter Ausschluss des Wiederaufschrechts (Bezugsrechts) der Aktionär:innen, zu beschließen und die Veräußerungsbedingungen festzusetzen.

Mit Hauptversammlungsbeschluss vom 19. April 2023 wurde der Vorstand ermächtigt, mit Zustimmung des Aufsichtsrates das

Grundkapital der Gesellschaft innerhalb von fünf Jahren ab Eintragung der Satzungsänderung in das Firmenbuch, allenfalls in mehreren Tranchen, gegen Bar- und/oder Sacheinlage um bis zu EUR 13.787.034,68 durch Ausgabe von bis zu 13.274.999 Stück neue auf Inhaber oder Namen lautende Stückaktien zu erhöhen und den Ausgabekurs und die weiteren Ausgabebedingungen festzulegen (genehmigtes Kapital). Dieses genehmigte Kapital wurde im Firmenbuch am 26. Mai 2023 eingetragen. Das gesetzliche Bezugsrecht kann den Aktionär:innen dabei in der Weise eingeräumt werden, dass die Kapitalerhöhung von einem Kreditinstitut oder einem Konsortium von Kreditinstituten mit der Verpflichtung übernommen wird, sie den Aktionär:innen entsprechend ihrem Bezugsrecht anzubieten (mittelbares Bezugsrecht).

Der Vorstand wurde weiters ermächtigt, mit Zustimmung des Aufsichtsrates, das Bezugsrecht der Aktionär:innen bei einer Kapitalerhöhung aus dem genehmigten Kapital ganz oder teilweise auszuschließen, (i) wenn die Kapitalerhöhung gegen Sacheinlagen zum Zweck des Erwerbs von Unternehmen, Unternehmensteilen, Betrieben, Betriebsteilen, Beteiligungen an Unternehmen oder von sonstigen mit einem Akquisitionsvorhaben im Zusammenhang stehenden Vermögensgegenständen erfolgt, (ii) zur Bedienung einer Mehrzuteilungsoption (Greenshoe) oder (iii) für den Ausgleich von Spitzenbeträgen.

Mit der Durchführung der Barkapitalerhöhung mit Bezugsrecht für bestehende Aktionär:innen im Berichtsjahr wurden 12.068.180 neue, auf den Inhaber lautende Stückaktien ausgegeben.

Darüber hinaus wurde der Vorstand mit Hauptversammlungsbeschluss vom 19. April 2023 ermächtigt, mit Zustimmung des Aufsichtsrates auch in mehreren Tranchen Wandelschuldverschreibungen, die das Bezugs- oder Umtauschrecht bzw. eine Bezugs- oder Umtauschpflicht auf insgesamt bis zu 13.274.999 Aktien der Gesellschaft gewähren bzw. vorsehen, auszugeben. Die Bedienung kann über das zu beschließende bedingte Kapital und/oder über eigene Aktien erfolgen. Ausgabebetrag und Ausgabebedingungen sind vom Vorstand mit Zustimmung des Aufsichtsrates festzusetzen, wobei der Ausgabebetrag und das Umtauschverhältnis nach Maßgabe anerkannter finanzmathematischer Methoden sowie des Kurses der Aktien der Gesellschaft in einem anerkannten Preisfindungsverfahren zu ermitteln sind. Diese Ermächtigung gilt bis zum 19. April 2028.

Das gesetzliche Bezugsrecht kann den Aktionär:innen dabei in der Weise eingeräumt werden, dass die Wandelschuldverschreibung von einem Kreditinstitut oder einem Konsortium von Kreditinstituten mit der Verpflichtung übernommen wird, sie den Aktionär:innen entsprechend ihrem Bezugsrecht anzubieten (mittelbares Bezugsrecht).

# Ausblick

Auch wenn der IWF seine Wachstumsprognose für 2024 von 2,9 Prozent auf 3,1 Prozent erhöhte, bleibt doch eine Vielzahl an Risiken für die Weltwirtschaft bestehen: Mögliche geopolitische Schocks, andauernde höhere Inflation und Leitzinsen sowie Marktrisiken, die vom chinesischen Immobilienmarkt ausgehen, werden derzeit am relevantesten eingeschätzt.

Viele Konsument:innen leiden weiterhin unter der allgemeinen Teuerung und real sinkender Einkommen, was sich negativ auf das Konsumklima auswirkt. Eine Erholung im für Lenzing wichtigen Verbrauchermarkt für Bekleidung wird darüber hinaus von der weiteren Normalisierung der Lagerstände abhängen.

Das Wechselkursumfeld bleibt in den für Lenzing wichtigen Regionen voraussichtlich volatil.

Im richtungsweisenden Markt für Baumwolle zeichnet sich in der laufenden Erntesaison 2023/2024 nach vorläufigen Schätzungen ein weiterer Lageraufbau um 0,8 Mio. Tonnen ab (nach einem Lageraufbau von 1,3 Mio. Tonnen in der Vorsaison).

Die Ergebnisvisibilität bleibt insgesamt stark eingeschränkt.

Lenzing ist mit der Umsetzung des Performance-Programms mit Fokus auf positiven Free Cashflow, gestärktes Umsatz- und Marginenwachstum sowie nachhaltige Kostenexzellenz derzeit über Plan. Das übergeordnete Ziel ist es, Lenzing noch stärker zu positionieren und ihre Krisenresilienz weiter zu steigern.

Strukturell geht Lenzing unverändert von einem steigenden Bedarf an umweltverträglichen Fasern für die Textil- und Bekleidungsindustrie sowie die Hygiene- und Medizinbranchen aus. Lenzing ist daher mit ihrer „Better Growth“ Strategie sehr gut positioniert und plant sowohl das Wachstum mit Spezialfasern als auch ihre Nachhaltigkeitsziele einschließlich der Transformation von einem linearen zu einem Modell der Kreislaufwirtschaft weiter voranzutreiben.

Unter Berücksichtigung der genannten Faktoren geht die Lenzing Gruppe für das Geschäftsjahr 2024 von einem höheren EBITDA im Vergleich zum Vorjahr aus.

# Beilage: Erläuterungen zu Finanzkennzahlen der Lenzing Gruppe

Nachfolgend werden zentrale Finanzkennzahlen der Lenzing Gruppe näher erläutert. Sie sind weitgehend aus dem Konzernabschluss der Lenzing Gruppe nach IFRS abgeleitet. Die Werte dieser Kennzahlen sind insbesondere in den Abschnitten „Ausgewählte Kennzahlen der Lenzing Gruppe“ und „Fünf Jahres Übersicht der Lenzing Gruppe“ im Geschäftsbericht ersichtlich. Die Definitionen dieser Finanzkennzahlen sind im Glossar im Geschäftsbericht zusammengefasst. Der Vorstand ist der Meinung, dass diese Finanzkennzahlen nützliche Informationen über die wirtschaftliche Lage der Lenzing Gruppe vermitteln, da sie unternehmensintern verwendet werden und meist auch einen hohen Stellenwert bei externen Adressaten aufweisen (insbesondere bei Investor/innen, Banken und Analyst/innen).

## EBITDA, EBITDA-Marge, EBIT und EBIT-Marge

Das EBITDA und das EBIT werden in der Lenzing Gruppe als Maßstäbe für die operative Ertragskraft und Profitabilität (Performance) vor Abschreibungen und nach Abschreibungen verwendet. Auf Grund ihrer Bedeutung – auch für die externen Adressaten – wird das EBIT in der Konzern-Gewinn- und Verlustrechnung sowie das EBITDA in den Finanzkennzahlen und zum Vergleich der Margen im Verhältnis zu den Konzern-Umsatzerlösen (als EBITDA-Marge bzw. EBIT-Marge bezeichnet) dargestellt.

EUR Mio.	2023	2022	2021	2020	2019
Betriebsergebnis (EBIT)	-476,4	16,5	200,6	33,9 <sup>1</sup>	165,3 <sup>1</sup>
+ Abschreibungen auf immaterielle Anlagen, Sachanlagen, Nutzungsrechte Leasing und biologische Vermögenswerte	781,8	227,6	164,3	160,4	167,0
- Erträge aus der Auflösung von Investitionszuschüssen	-2,0	-2,1	-1,9	-2,0	-2,4
<b>Betriebsergebnis vor Abschreibungen (EBITDA)</b>	<b>303,3</b>	<b>241,9</b>	<b>362,9</b>	<b>192,3<sup>1</sup></b>	<b>329,9<sup>1</sup></b>

EUR Mio.	2023	2022	2021	2020	2019
Betriebsergebnis vor Abschreibungen (EBITDA)	303,3	241,9	362,9	192,3 <sup>1</sup>	329,9 <sup>1</sup>
/ Umsatzerlöse	2.521,2	2.565,7	2.194,6	1.632,6	2.105,2
<b>EBITDA-Marge</b>	<b>12,0%</b>	<b>9,4%</b>	<b>16,5%</b>	<b>11,8%<sup>1</sup></b>	<b>15,7%<sup>1</sup></b>

EUR Mio.	2023	2022	2021	2020	2019
Betriebsergebnis (EBIT)	-476,4	16,5	200,6	33,9 <sup>1</sup>	165,3 <sup>1</sup>
/ Umsatzerlöse	2.521,2	2.565,7	2.194,6	1.632,6	2.105,2
<b>EBIT-Marge</b>	<b>-18,9%</b>	<b>0,6%</b>	<b>9,1%</b>	<b>2,1%<sup>1</sup></b>	<b>7,9%<sup>1</sup></b>

<sup>1</sup>) Umgliederung von aktivierten Fremdkapitalkosten, Nettozinsen aus leistungsorientierten Plänen und Kreditbereitstellungsprovisionen vom EBIT/EBITDA in das Finanzergebnis (siehe Note 2 des Konzernabschlusses zum 31. Dezember 2022).

## EBT

Das EBT wird in der Lenzing Gruppe als Maßstab für die Ertragskraft vor Steuern verwendet. Es ist in der Konzern-Gewinn- und Verlustrechnung dargestellt.

## Brutto-Cashflow

Der Brutto-Cashflow wird in der Lenzing Gruppe als Maßstab für die Fähigkeit, Gewinne/Verluste aus der operativen Geschäftstätigkeit (vor Veränderung des Working Capital) in Zahlungsmittel und Zahlungsmitteläquivalente umzuwandeln, verwendet. Er wird in der Konzern-Kapitalflussrechnung dargestellt.

## Free Cashflow

Der Free Cashflow wird in der Lenzing Gruppe als Maßstab für den zur Bedienung von Fremd- und Eigenkapitalgebern frei verfügbaren, aus der operativen Geschäftstätigkeit erwirtschafteten Cashflow – nach Abzug von Investitionen – verwendet. Er ist zudem wichtig für externe Adressaten.

EUR Mio.	2023	2022	2021	2020	2019
Cashflow aus der Betriebstätigkeit	160,3	-43,2	394,0	48,9	244,6
- Cashflow aus der Investitionstätigkeit	-291,5	-687,4	-841,3	-666,2	-254,7
+ Erwerb/Auszahlung von finanziellen Vermögenswerten und Beteiligungen, die nach der Equity-Methode bilanziert werden	14,2	0,3	7,3	4,1	15,6
- Erlöse aus der Veräußerung/Tilgung von finanziellen Vermögenswerten	-5,8	-10,4	-5,6	-1,5	-4,7
<b>Free Cashflow</b>	<b>-122,8</b>	<b>-740,7</b>	<b>-445,5</b>	<b>-614,8</b>	<b>0,8</b>

## CAPEX

Der CAPEX wird in der Lenzing Gruppe als Maßstab für die Höhe von Investitionen in immaterielle Anlagen, Sachanlagen und biologische Vermögenswerte verwendet. Er wird in der Konzern-Kapitalflussrechnung dargestellt. Im Geschäftsjahr 2023 wurden im

Rahmen eines Unternehmenserwerbes im Wesentlichen Sachanlagen erworben und somit dem CAPEX zugerechnet (siehe Note 3 im Konzernabschluss 31. Dezember 2023).

EUR Mio.	2023	2022	2021	2020	2019
Erwerb von immateriellen Anlagen, Sachanlagen und biologischen Vermögenswerten	267,8	698,9	844,3	668,8	244,0
+ Erwerb von sonstigen Unternehmenseinheiten	15,7	0,0	0,0	0,0	0,0
<b>CAPEX</b>	<b>283,6</b>	<b>698,9</b>	<b>844,3</b>	<b>668,8</b>	<b>244,0</b>

## Liquiditätsbestand

Der Liquiditätsbestand wird in der Lenzing Gruppe als Maßstab für die Fähigkeit, fällige Zahlungsverpflichtungen durch sofort verfügbare Liquidität zu begleichen, verwendet. Er ist auch zur Ermittlung weiterer Finanzkennzahlen notwendig (Nettofinanzverschuldung etc.; siehe dazu weiter unten).

EUR Mio. per 31.12.	2023	2022	2021	2020	2019
Zahlungsmittel und Zahlungsmitteläquivalente	725,6	446,9	1.113,3	1.070,0	571,5
+ Liquide Wechsel (in den Forderungen aus Lieferungen und Leistungen)	5,4	6,4	10,8	11,1	9,5
<b>Liquiditätsbestand</b>	<b>731,0</b>	<b>453,3</b>	<b>1.124,1</b>	<b>1.081,1</b>	<b>581,0</b>

## Trading Working Capital und Trading Working Capital zu annualisierten Konzern-Umsatzerlösen

Das Trading Working Capital wird in der Lenzing Gruppe als Maßstab für die potenzielle Liquidität und die Kapitaleffizienz verwendet. Es wird zum Vergleich des Kapitalumschlags in Verhältnis zu den Konzern-Umsatzerlösen gesetzt.

EUR Mio. per 31.12.	2023	2022	2021	2020	2019
Vorräte	552,9	712,5	477,0	329,4	395,7
+ Forderungen aus Lieferungen und Leistungen	294,5	293,6	325,2	249,7	251,4
- Verbindlichkeiten aus Lieferungen und Leistungen	-296,3	-435,4	-414,8	-195,2	-243,6
<b>Trading Working Capital</b>	<b>551,1</b>	<b>570,7</b>	<b>387,4</b>	<b>383,8</b>	<b>403,5</b>

EUR Mio.	2023	2022	2021	2020	2019
Zuletzt im Ist verfügbare Quartals-Konzern-Umsatzerlöse (= jeweils 4. Quartal)	655,4	595,5	606,1	437,7	487,3
x 4 (= annualisierte Konzern-Umsatzerlöse)	2.621,6	2.382,2	2.424,5	1.750,9	1.949,3
<b>Trading Working Capital zu annualisierten Konzern-Umsatzerlösen</b>	<b>21,0%</b>	<b>24,0%</b>	<b>16,0%</b>	<b>21,9%</b>	<b>20,7%</b>

## Bereinigtes Eigenkapital und bereinigte Eigenkapitalquote

Das bereinigte Eigenkapital wird in der Lenzing Gruppe als Maßstab für die Unabhängigkeit gegenüber Fremdkapitalgebern und die Fähigkeit neues Kapital aufzunehmen verwendet (Finanzkraft). Es enthält neben dem Eigenkapital nach IFRS auch die Zuschüsse aus

öffentlichen Mitteln abzüglich anteiliger latenter Steuern. Es wird zum Vergleich mit dem Eigen- und Fremdkapital in das Verhältnis zur Bilanzsumme gesetzt. Diese Kennzahl (bzw. ähnliche Kennzahlen) wird (werden) gelegentlich als Financial Covenant(s) mit Fremdkapitalgebern vereinbart.

EUR Mio. per 31.12.	2023	2022	2021	2020	2019
Eigenkapital	1.742,2	2.025,9	2.072,1	1.881,4	1.537,9
+ Langfristige Zuschüsse aus öffentlichen Mitteln	14,1	15,0	13,7	14,2	15,4
+ Kurzfristige Zuschüsse aus öffentlichen Mitteln	72,1	67,7	44,2	19,9	13,1
- Anteilige latente Steuern auf Zuschüsse aus öffentlichen Mitteln	-19,3	-20,0	-14,2	-8,5	-7,1
<b>Bereinigtes Eigenkapital</b>	<b>1.809,1</b>	<b>2.088,6</b>	<b>2.115,7</b>	<b>1.907,0</b>	<b>1.559,3</b>
/ Bilanzsumme	5.214,6	5.525,0	5.322,8	4.163,0	3.121,1
<b>Bereinigte Eigenkapitalquote</b>	<b>34,7%</b>	<b>37,8%</b>	<b>39,7%</b>	<b>45,8%</b>	<b>50,0%</b>

## Nettofinanzverschuldung, Nettofinanzverschuldung/EBITDA, Net Gearing und Nettoverschuldung

Die Nettofinanzverschuldung wird in der Lenzing Gruppe als Maßstab für die finanzielle Verschuldung und die Kapitalstruktur verwendet. Sie ist zudem wichtig für externe Adressaten. Das Verhältnis zwischen Nettofinanzverschuldung und bereinigtem Eigenkapital (Net Gearing) veranschaulicht das Verhältnis von Netto-Fremdkapital zu bereinigtem Eigenkapital. Diese Kennzahl (bzw. ähnliche Kennzahlen) wird (werden) gelegentlich als Financial Covenant(s) mit Fremdkapitalgebern vereinbart. Die Nettoverschuldung wird in

der Lenzing Gruppe als Maßstab für die finanzielle Verschuldung unter Berücksichtigung von Rückstellungen für Abfertigungen und Pensionen verwendet. Die Nettofinanzverschuldung wird seit dem zweiten Quartal 2023 des Geschäftsjahres 2023 ohne Leasingverbindlichkeiten (siehe Note 35, Tabelle „Buchwerte, Kategorie, beizulegende Zeitwerte und Fair Value-Hierarchie von Finanzinstrumenten“) dargestellt. In Geschäftsjahren davor waren Leasingverbindlichkeiten in der Nettofinanzverschuldung enthalten. Die Änderung der Berechnung erfolgte, da die wesentlichen Stakeholder der Lenzing Gruppe die Nettofinanzverschuldung auch ohne die Leasingverbindlichkeiten betrachten.

EUR Mio. per 31.12.	2023	2022	2021	2020	2019
Kurzfristige Finanzverbindlichkeiten	529,0	250,3	120,1	105,6	129,6
+ Langfristige Finanzverbindlichkeiten	1.906,7	2.071,9	1.981,0	1.446,9	852,0
- Liquiditätsbestand	-731,0	-453,3	-1.124,1	-1.081,1	-581,0
<b>Nettofinanzverschuldung inkl. Leasingverbindlichkeiten</b>	<b>1.704,7</b>	<b>1.869,0</b>	<b>977,0</b>	<b>471,4</b>	<b>400,6</b>
- Kurzfristige Leasingverbindlichkeiten	-9,8	-6,2	-6,2	-7,9	-8,1
- Langfristige Leasingverbindlichkeiten	-132,3	-63,3	-57,3	-53,0	-28,3
<b>Nettofinanzverschuldung</b>	<b>1.562,6</b>	<b>1.799,4<sup>1</sup></b>	<b>913,6<sup>1</sup></b>	<b>410,5<sup>1</sup></b>	<b>364,3<sup>1</sup></b>
/ Betriebsergebnis vor Abschreibungen (EBITDA)	303,3	241,9	362,9 <sup>1</sup>	192,3 <sup>2</sup>	329,9 <sup>2</sup>
<b>Nettofinanzverschuldung / EBITDA</b>	<b>5,2</b>	<b>7,4<sup>1</sup></b>	<b>2,5<sup>1</sup></b>	<b>2,1<sup>1, 2</sup></b>	<b>1,1<sup>1, 2</sup></b>

1) Die Nettofinanzverschuldung wird seit dem zweiten Quartal des Geschäftsjahres 2023 ohne Leasingverbindlichkeiten dargestellt.

1) Umgliederung von aktivierten Fremdkapitalkosten, Nettozinsen aus leistungsorientierten Plänen und Kreditbereitstellungsprovisionen vom EBIT/EBITDA in das Finanzergebnis (siehe Note 2 des Konzernabschlusses zum 31. Dezember 2022).

EUR Mio. per 31.12.	2023	2022	2021	2020	2019
Nettofinanzverschuldung	1.562,6	1.799,4 <sup>1</sup>	913,6 <sup>1</sup>	410,5 <sup>1</sup>	364,3 <sup>1</sup>
/ Bereinigtes Eigenkapital	1.809,1	2.088,6	2.115,7	1.907,0	1.559,3
<b>Net Gearing</b>	<b>86,4%</b>	<b>86,2%<sup>1</sup></b>	<b>43,2%<sup>1</sup></b>	<b>21,5%<sup>1</sup></b>	<b>23,4%<sup>1</sup></b>
EUR Mio. per 31.12.	2023	2022	2021	2020	2019
Nettofinanzverschuldung	1.562,6	1.799,4 <sup>1</sup>	913,6 <sup>1</sup>	410,5 <sup>1</sup>	364,3 <sup>1</sup>
+ Kurzfristige Leasingverbindlichkeiten	9,8	6,2	6,2	7,9	8,1
+ Langfristige Leasingverbindlichkeiten	132,3	63,3	57,3	53,0	28,3
+ Rückstellungen für Abfertigungen und Pensionen	74,8	77,6	102,2	103,7	110,8
<b>Nettoverschuldung</b>	<b>1.779,5</b>	<b>1.946,6</b>	<b>1.079,3</b>	<b>575,0</b>	<b>511,4</b>

1) Die Nettofinanzverschuldung wird seit dem zweiten Quartal des Geschäftsjahres 2023 ohne Leasingverbindlichkeiten dargestellt.

## Kapitalrentabilität (ROE, ROI und ROCE)

Der ROCE (Ergebnis auf das eingesetzte Kapital) wird in der Lenzing Gruppe als Maßstab für die Rendite (Verzinsung) auf das im Geschäftsbetrieb eingesetzte Kapital (das Capital Employed)

verwendet. Er ist zudem wichtig für externe Adressaten. Der ROE (Eigenkapitalrentabilität) und der ROI (Gesamtkapitalrentabilität) sind Rentabilitätskennzahlen, die die Ertragskraft der Lenzing Gruppe messen sollen.

EUR Mio.	2023	2022	2021	2020	2019
Betriebsergebnis (EBIT)	-476,4	16,5	200,6	33,9 <sup>1</sup>	165,3 <sup>1</sup>
- Anteiliger laufender Ertragsteueraufwand (auf das EBIT)	-56,5	54,8	-52,0	-45,1 <sup>1</sup>	-60,7
<b>Betriebsergebnis (EBIT) abzüglich anteiligem laufendem Ertragsteueraufwand (NOPAT)</b>	<b>-532,9</b>	<b>71,2</b>	<b>148,6</b>	<b>-11,2<sup>1</sup></b>	<b>104,7<sup>1</sup></b>
/ Durchschnittliches Capital Employed	3.748,5	3.541,8	2.766,5	2.216,2	1.922,7
<b>ROCE (Ergebnis auf das eingesetzte Kapital)</b>	<b>-14,2%</b>	<b>2,0%</b>	<b>5,4%</b>	<b>-0,5%<sup>1</sup></b>	<b>5,4%<sup>1</sup></b>
Anteiliger laufender Ertragsteueraufwand (auf das EBIT)	-56,5	54,8	-52,0	-45,1 <sup>1</sup>	-60,7
Anteiliger sonstiger laufender Steueraufwand	-13,7	-87,6	3,7	23,0 <sup>1</sup>	0,0
<b>Laufender Ertragsteueraufwand</b>	<b>-70,2</b>	<b>-32,8</b>	<b>-48,4</b>	<b>-22,1</b>	<b>-60,7</b>

EUR Mio. per 31.12.	2023	2022	2021	2020	2019
Bilanzsumme	5.214,6	5.525,0	5.322,8	4.163,0	3.121,1
- Verbindlichkeiten aus Lieferungen und Leistungen	-296,3	-435,4	-414,8	-195,2	-243,6
- Langfristige kündbare nicht beherrschende Anteile	-249,4	-266,1	-234,4	-140,3	0,0
- Sonstige langfristige Verbindlichkeiten	-13,6	-3,6	-6,7	-26,9	-5,5
- Sonstige kurzfristige Verbindlichkeiten	-129,2	-133,0	-180,4	-141,8	-118,8
- Langfristige Verbindlichkeiten für laufende Steuern	-48,0	0,0	0,0	0,0	0,0
- Kurzfristige Verbindlichkeiten für laufende Steuern	-32,1	-27,9	-38,3	-2,4	-20,7
- Steuerabgrenzung (passive latente Steuern)	-40,1	-70,2	-59,8	-42,4	-41,9
- Anteilige latente Steuern auf Zuschüsse aus öffentlichen Mitteln	-19,3	-20,0	-14,2	-8,5	-7,1
- Kurzfristige Rückstellungen	-52,6	-66,3	-39,1	-25,7	-14,4
- Langfristige Rückstellungen	-89,1	-91,5	-118,2	-120,4	-128,3
+ Rückstellungen für Abfertigungen und Pensionen	74,8	77,6	102,2	103,7	110,8
- Zahlungsmittel und Zahlungsmitteläquivalente	-725,6	-446,9	-1.113,3	-1.070,0	-571,5
- Beteiligungen, die nach der Equity-Methode bilanziert werden	-31,0	-26,5	-24,8	-29,1	-29,2
- Finanzanlagen	-39,8	-41,4	-71,1	-40,9	-41,8
<b>Stand zum 31.12.</b>	<b>3.523,2</b>	<b>3.973,8</b>	<b>3.109,9</b>	<b>2.423,2</b>	<b>2.009,1</b>
<b>Stand zum 01.01.</b>	<b>3.973,8</b>	<b>3.109,9</b>	<b>2.423,2</b>	<b>2.009,1</b>	<b>1.836,3</b>
<b>Durchschnittliches Capital Employed</b>	<b>3.748,5</b>	<b>3.541,8</b>	<b>2.766,5</b>	<b>2.216,2</b>	<b>1.922,7</b>

1) Umgliederung von aktivierten Fremdkapitalkosten, Nettozinsen aus leistungsorientierten Plänen und Kreditbereitstellungsprovisionen vom EBIT/EBITDA in das Finanzergebnis (siehe Note 2 des Konzernabschlusses zum 31. Dezember 2022).

EUR Mio. per 31.12.	2023	2022	2021	2020	2019
Bereinigtes Eigenkapital 31.12.	1.809,1	2.088,6	2.115,7	1.907,0	1.559,3
Bereinigtes Eigenkapital 01.01.	2.088,6	2.115,7	1.907,0	1.559,3	1.553,0
<b>Durchschnittliches bereinigtes Eigenkapital</b>	<b>1.948,8</b>	<b>2.102,2</b>	<b>2.011,4</b>	<b>1.733,2</b>	<b>1.556,1</b>

EUR Mio.	2023	2022	2021	2020	2019
Ergebnis vor Steuern (EBT)	-585,6	-10,1	182,9	22,3	163,8
/ Durchschnittliches bereinigtes Eigenkapital	1.948,8	2.102,2	2.011,4	1.733,2	1.556,1
<b>ROE (Eigenkapitalrentabilität)</b>	<b>-30,1%</b>	<b>-0,5%</b>	<b>9,1%</b>	<b>1,3%</b>	<b>10,5%</b>

EUR Mio. per 31.12.	2023	2022	2021	2020	2019
Bilanzsumme 31.12.	5.214,6	5.525,0	5.322,8	4.163,0	3.121,1
Bilanzsumme 01.01.	5.525,0	5.322,8	4.163,0	3.121,1	2.630,9
<b>Durchschnittliche Bilanzsumme</b>	<b>5.369,8</b>	<b>5.423,9</b>	<b>4.742,9</b>	<b>3.642,0</b>	<b>2.876,0</b>

EUR Mio.	2023	2022	2021	2020	2019
Betriebsergebnis (EBIT)	-476,4	16,5	200,6	33,9 <sup>1</sup>	165,3 <sup>1</sup>
/ Durchschnittliche Bilanzsumme	5.369,8	5.423,9	4.742,9	3.642,0	2.876,0
<b>ROI (Gesamtkapitalrentabilität)</b>	<b>-8,9%</b>	<b>0,3%</b>	<b>4,2%</b>	<b>0,9%<sup>1</sup></b>	<b>5,7%<sup>1</sup></b>

1) Umgliederung von aktivierten Fremdkapitalkosten, Nettozinsen aus leistungsorientierten Plänen und Kreditbereitstellungsprovisionen vom EBIT/EBITDA in das Finanzergebnis (siehe Note 2 des Konzernabschlusses zum 31. Dezember 2022).

# Lagebericht

## Konsolidierte nichtfinanzielle Erklärung/Nachhaltigkeitsbericht

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# Leistungskennzahlen Nachhaltigkeit

**Lenzing Gruppe: Leistungskennzahlen Nachhaltigkeit**

**Tabelle 01**

	2021	2022	2023
<b>Nachhaltige Rohstoffbeschaffung</b>			
Anteil des Holzes aus zertifizierten oder kontrollierten Quellen	>99 %	>99 %	100 %
<b>Nachhaltige Innovationen</b>			
F&E – Ausgaben nach Frascati	EUR 31,6 Mio.	EUR 34,8 Mio.	EUR 31,6 Mio.
Anteil Spezialfasern am Faserumsatz <sup>a</sup>	72,3 %	70,9 %	79,0 %
Spezifische <sup>b</sup> Schwefelemissionen (in kg/t, 2014 = 100 %)	74 %	67 %	42 %
Spezifischer <sup>b</sup> Wasserverbrauch (in m <sup>3</sup> /t, 2014 = 100 %)	90 %	94 %	79 %
CSB nach Wasseraufbereitung (spezifisch <sup>b</sup> , in kg/t, 2014 = 100 %)	92 %	90 %	79 %
<b>Dekarbonisierung</b>			
Spezifischer <sup>b</sup> Primärenergieverbrauch (GJ/t, 2014 = 100 %)	97 %	98 %	110 %
Spezifische <sup>b</sup> Treibhausgasemissionen index Scope 1, 2 & 3 <sup>c</sup> (t CO <sub>2</sub> , Äquivalent/t, 2017 = 100 %)	91 %	82 %	55 %
<b>Mitarbeiter:innen</b>			
Anzahl der Mitarbeiter:innen <sup>d</sup>	7.958	8.301	8.340
<b>Gesundheit und Sicherheit</b>			
Arbeitsunfallrate (Rate of recordable work-related injuries, TRIFR) <sup>d</sup>	0,76	0,6	0,7
<b>Partnerschaften für den systemischen Wandel</b>			
Lieferanten, die 80 % der Ausgaben mit Audit/ interner Bewertung vertreten (% der Ausgaben)			40 %

a) Spezialfasern von Lenzing sind Net Benefit-Produkte, die positive Auswirkungen und Vorteile für Gesellschaft, Umwelt und die Partner der Wertschöpfungskette bieten.

b) Spezifische Indikatoren werden pro Produktionseinheit der Lenzing AG (d. h. Zellstoff- und Faserproduktionsvolumen) angegeben. Dies gilt für alle spezifischen Indikatoren in diesem Bericht, außer für die spezifischen THG-Emissionen (angegeben pro Tonne Zellstoff und Faser verkauft).

c) Neuberechnung der Scope-3-Emissionen von 2017 bis 2021 auf der Grundlage aktualisierter Daten von Markt-Zellstofflieferanten. 2022 Ausschluss der GHG-Emissionen für die Scopes 1, 2 & 3 in Thailand und Brasilien, da sich diese Anlagen in der Anlaufphase befanden.

d) Mitarbeiter:innen (inklusive Lehrlinge und ohne Leasingpersonal) in Österreich, der Tschechischen Republik, Großbritannien, den USA, China, Indonesien, Indien, Taiwan, Thailand, der Türkei, Korea, Singapur, Brasilien, Deutschland und Italien.

e) 95 Prozent der wichtigsten Lieferanten, auf die 80 % der Ausgaben entfallen, bis 2025 über EcoVadis, das Together for Sustainability Audit oder eine interne Bewertung/Auditierung.

# Highlights des Jahres

## Strategische Meilensteine

- Lenzing hat erfolgreich eine Produktionslinie in Nanjing (China) auf Modalfasern der Marke TENCEL™ umgestellt, mit einer Jahreskapazität von bis zu 35.000 Tonnen, dies stellt die erste Produktion von TENCEL™-Fasern für Textilien und Bekleidung in China dar
- Lenzing hat ihren Standort Purwakarta (Indonesien) durch erhebliche technische Verbesserungen erfolgreich umgestellt und produziert nun Viscosefasern der Marke LENZING™ ECOVERO™ und Viscosefasern der Marke VEOCEL™
- Die am indonesischen Standort Purwakarta produzierten Fasern erhielten auch das EU Ecolabel
- LENZING™ ECOVERO™ mit REFIBRA™ Technologie ist weltweit verfügbar
- Lenzings Joint Venture LD Celulose hat 500.000 Tonnen Zellstoff erfolgreich per Bahnwagon und als Stückgut verschifft und damit die Treibhausgasemissionen im Vergleich zum klassischen LKW und Containerschiff weiter reduziert
- Lenzing und seine Partner ARA, Salesianer Miettex, Caritas und Södra, starten Österreichs größtes Textil-Pilotprojekt zur Wiederverwertung von Textilabfällen
- Lenzing erweitert ihr Portfolio an verantwortungsvoll hergestellten Fasern mit dem globalen Angebot ihres neuesten Produkts, der CO<sub>2</sub>-armen Viscosefaser der Marke VEOCEL™

## Erfolge

- Sieben von Lenzings Produktionsstandorten wurden von dem unabhängigen Higg Facility Environmental Module (FEM) bewertet und erzielten hervorragende Ergebnisse
- Fünf von Lenzings Produktionsstandorten wurden erfolgreich durch das unabhängige Social Labor Convergence Program (SLCP) bewertet

## Bewertungen und Auszeichnungen

- CDP: Lenzing ist eines von nur 10 Unternehmen weltweit, das mit dem herausragenden Triple „A“-Rating für umweltgerechte Führung und Offenlegung in den Bereichen Klimawandel, Wassersicherheit und Wälder ausgezeichnet ist
- MSCI ESG: Erneut „AA“-Rating erhalten
- Canopy: 2. Platz im Hot Button Ranking, erneute Auszeichnung mit dem „Dark Green Shirt“
- EcoVadis: Zum dritten Mal in Folge „Platin“-Status
- Lenzing und Södra erhielten den ITMF Award 2023 in der Kategorie „Internationale Zusammenarbeit“ für die gemeinsamen Leistungen in den Bereichen Textilrecycling und Kreislaufwirtschaft
- Lenzing erhält Schweizer BIO TOP Award (Anerkennung von Holz- und Materialinnovationen) für Feldversuche, die den Einsatz von Geotextilien aus LENZING™ Fasern zum Schutz von Gletschermassen erproben
- Austrian Sustainability Reporting Award (ASRA) in der Kategorie börsennotierte Unternehmen: Lenzing gewann für den letztjährigen Bericht zum zweiten Mal in Folge den ersten Platz.
- Lenzing erhielt den ersten Platz des VÖNIX Nachhaltigkeitspreises der Wiener Börse in der Kategorie „Industrial“



# Über die Nachhaltigkeitserklärung

[ESRS 2 BP-1; GRI 2-1, 2-2, 2-3]<sup>1</sup>

Dieser Bericht ist der zusammengefasste konsolidierte nichtfinanzielle Bericht der Lenzing Gruppe<sup>2</sup> (gemäß § 267a UGB) und der Lenzing Aktiengesellschaft (gemäß § 243b UGB).

Als Pionier berücksichtigt die Lenzing AG bereits in ihren Nachhaltigkeitsberichten der Jahre 2022 und 2023 Kernelemente der neuen European Sustainability Reporting Standards (ESRS). Lenzing arbeitet kontinuierlich daran die Einbeziehung von ESRS in den Bericht zu optimieren. Verweise auf die ESRS im Text spiegeln die Struktur der ESRS sowie die damit verbundenen GRIs wider, dieser Bericht erhebt nicht den Anspruch ESRS-konform zu sein.

Da Lenzing auf global tätig ist und einen konzernweiten Ansatz in verschiedenen Bereichen verfolgt, betreffen alle Beschreibungen von Managementansätzen und Konzepten hinsichtlich der wesentlichen Themen sowohl die Lenzing Gruppe als auch die Lenzing Aktiengesellschaft. Wenn für bestimmte Indikatoren aussagekräftige Zahlen vorhanden sind, werden diese im Anhang separat für die Lenzing Aktiengesellschaft aufgeführt. Dieser Bericht umfasst alle voll konsolidierten Gesellschaften der Lenzing Gruppe. Detaillierte Informationen finden Sie im Geschäftsbericht der Lenzing Gruppe (Note 3, Note 41). Gemäß den gesetzlichen Anforderungen besteht ein jährlicher Berichtszyklus.

Lenzing hat auf die Angabe von genauen Zahlen in Bezug auf den Materialzufluss im Sinne von GRI 303-1 und 301-2 verzichtet.

[ESRS 2 BP-2; GRI 2-3, 2-4]

## Schätzungen der Wertschöpfungskette

Enthalten die Kennzahlen Angaben zu den vor- und/oder nachgelagerten Wertschöpfungsketten, die anhand indirekter Quellen geschätzt wurden, dann werden Informationen zu den Annahmen am Ende der entsprechenden Tabelle in der Nachhaltigkeitserklärung angegeben.

## Änderungen bei der Erstellung oder Darstellung von Nachhaltigkeitsinformationen

Die Erläuterungen zu den revidierten Vergleichszahlen finden sich am Ende der betreffenden Tabellen in der Nachhaltigkeitserklärung.

Im Jahr 2021 wurde die Wesentlichkeitsanalyse der Lenzing Gruppe erneuert. Dies ergab Änderungen bezüglich der wesentlichen Themen. Detaillierte Informationen finden Sie im Abschnitt „Doppelte Wesentlichkeitsanalyse“ und im Fokuspaper „Wesentlichkeitsanalyse“. Aufgrund der weiteren Umsetzung der ESRS-Struktur in diesem Jahr wurden die wesentlichen Themen

von Lenzing, sofern erforderlich, gemäß den ESRS umbenannt. So wurde etwa „Klima & Energie“ in „Klimawandel“ umbenannt.

## Fehler bei der Berichterstattung in früheren Berichtszeiträumen

Eine Neuberechnung der Scope 3-Emissionen von 2017 bis 2021 war aufgrund aktualisierter Marktdaten von Zellstofflieferanten erforderlich (Tabellen 01 und 16).

## Angaben aufgrund anderer Rechtsvorschriften oder allgemein anerkannter Verlautbarungen zur Nachhaltigkeitsberichterstattung

Dieser Bericht wurde in Übereinstimmung mit den Standards der Global Reporting Initiative (GRI) für den Zeitraum 01.01.2023-31.12.2023 erstellt. Einen detaillierten GRI-Index finden Sie auf der Webseite des Geschäfts- und Nachhaltigkeitsberichts 2023 der Lenzing Gruppe.

Wenn für bestimmte Indikatoren aussagekräftige Zahlen vorhanden sind, sind im Anhang (entsprechend dem österreichischen Nachhaltigkeits- und Diversitätsverbesserungsgesetz (NaDiVeG<sup>3</sup>) und nach den AFRAC-Empfehlungen) separate Daten für die Lenzing Aktiengesellschaft aufgeführt.

## Kontakt für Anfragen

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E-Mail: sustainability@lenzing.com

Alle in diesem Bericht erwähnten Fokuspapiere finden Sie hier:  
<https://www.lenzing.com/investors/publications>

## Aufnahme von Informationen mittels Verweis

In der nachfolgenden Tabelle 02 ist angegeben, welche Offenlegungsanforderungen der Nachhaltigkeitserklärung durch Verweis einbezogen werden.

<sup>1</sup> Zusätzlich zur GRI-Angabe wird der entsprechende ESRS-Abschnitt vermerkt. Ein Anspruch auf Erfüllung des ESRS besteht in diesem und den folgenden Kapiteln nicht.

<sup>2</sup> „Die Gruppe“ (aus Gründen der besseren Lesbarkeit gelegentlich auch „Lenzing“ genannt) umfasst die Lenzing Aktiengesellschaft und deren Tochtergesellschaften.

<sup>3</sup> Nachhaltigkeits- und Diversitätsverbesserungsgesetz (§243b, §267a UGB)

**Aufnahme von Informationen mittels Verweis****Tabelle 02**

ESRS 2 GOV-1 Absatz 20, 21, 22 Die Rolle der Verwaltungs-, Leitungs- und Aufsichtsorgane (GRI 2-9, 2-12)	Jahresbericht: Group Corporate Governance Bericht
ESRS 2 GOV-1 Absatz 22c (GRI 2-18)	Jahresbericht: Group Corporate Governance Bericht
ESRS 2 GOV-5 Risikomanagement und interne Kontrollen der Nachhaltigkeitsberichterstattung (GRI 2-12, 2-18)	Jahresbericht: Group Corporate Governance Bericht Jahresbericht: Risikobericht
ESRS 2 SBM 3 Absatz 46, 47, 48, 49 (GRI 2-22)	Jahresbericht: Vorwort des CEO
GRI 2-1	Jahresbericht: Die Standorte der Lenzing Gruppe; Grundkapital und Aktionärsstruktur
GRI 2-9, 2-10, 2-11, 2-15	Jahresbericht: Group Corporate Governance Bericht
GRI 2-19	<u>Vergütungsbericht</u> (verfügbar ab 21.03.2024)
GRI 2-20	<u>Vergütungs-Policy</u>

# Führungsstruktur für Nachhaltigkeit

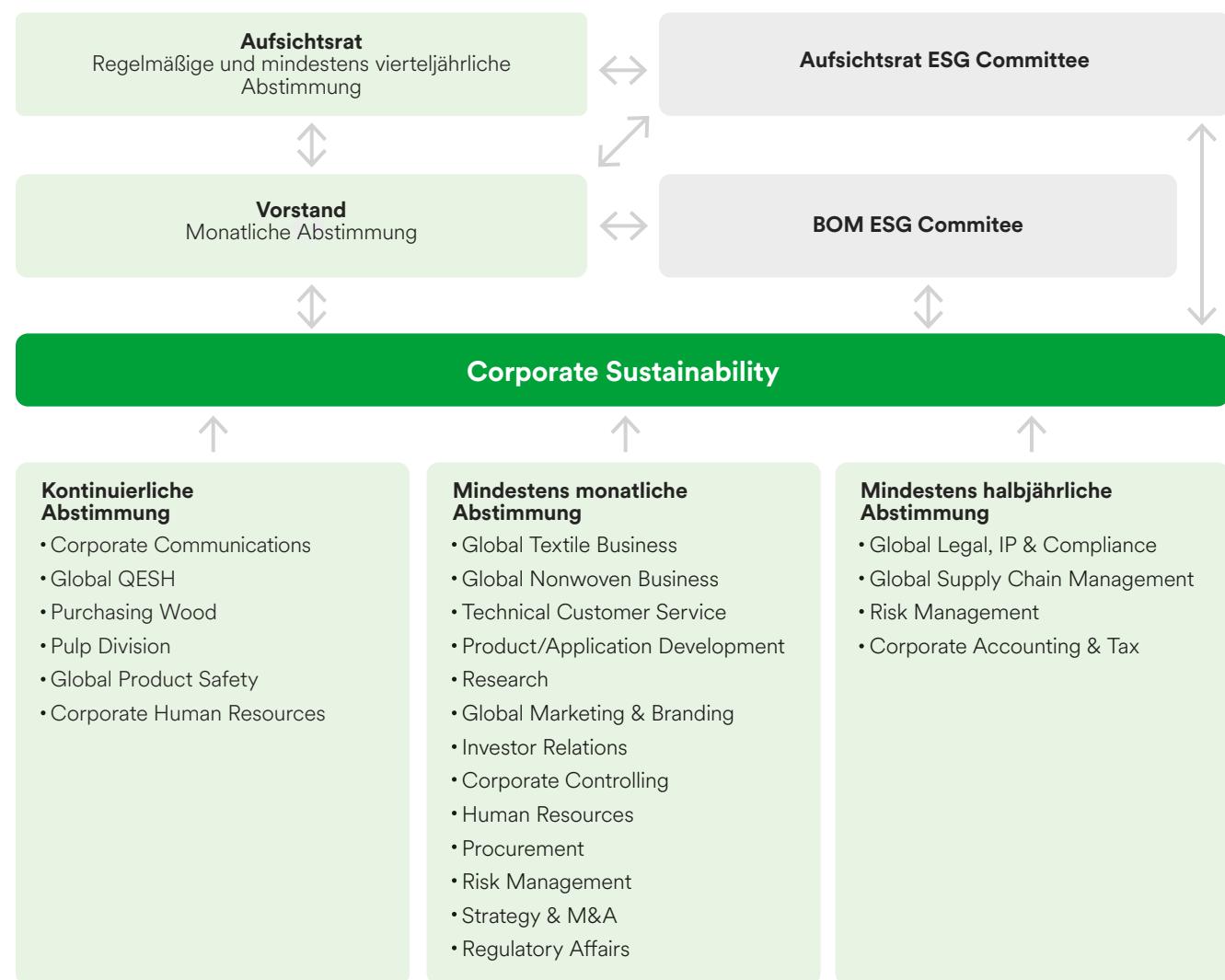
[ESRS 2 GOV-1; GRI 2-12, 2-13, 2-17]

Corporate Sustainability berichtet direkt an den Vorstand. Darüber hinaus wurde ein interner Ausschuss (ESG Committee) gebildet, um die Nachhaltigkeitsagenda im Unternehmen voranzutreiben. Das Committee trifft vierteljährlich zusammen. Es finden regelmäßig funktionsübergreifende Abstimmungen zu verschiedenen

Nachhaltigkeitsthemen statt, um die Integration sozialer und ökologischer Belange in die Geschäftsabläufe zu fördern. Allgemeine Informationen zur Corporate Governance finden Sie im Geschäftsbericht 2023 der Lenzing Gruppe (Corporate Governance Bericht).

## Nachhaltigkeitsorganisation

Abb. 01



\* Das ESG Committee ist ein internes Komitee zur Beschleunigung der Nachhaltigkeitsagenda. Mitglieder sind Managing Board, Global Strategy and M&A, Corporate Sustainability, Global Wood & Pulp, Corporate Audit & Risk, Investor Relations, Global QESH, Global HR, Corporate Controlling, Global Procurement, Global Textile Business, Global Nonwoven Business, Corporate Communications, Research & Development, Wood/Pulp commercial, Operations (representative), Works council (representative).

# ESG Committees

[ESRS 2 GOV-2; GRI 2-12, 2-14, 2-16, 2-18]

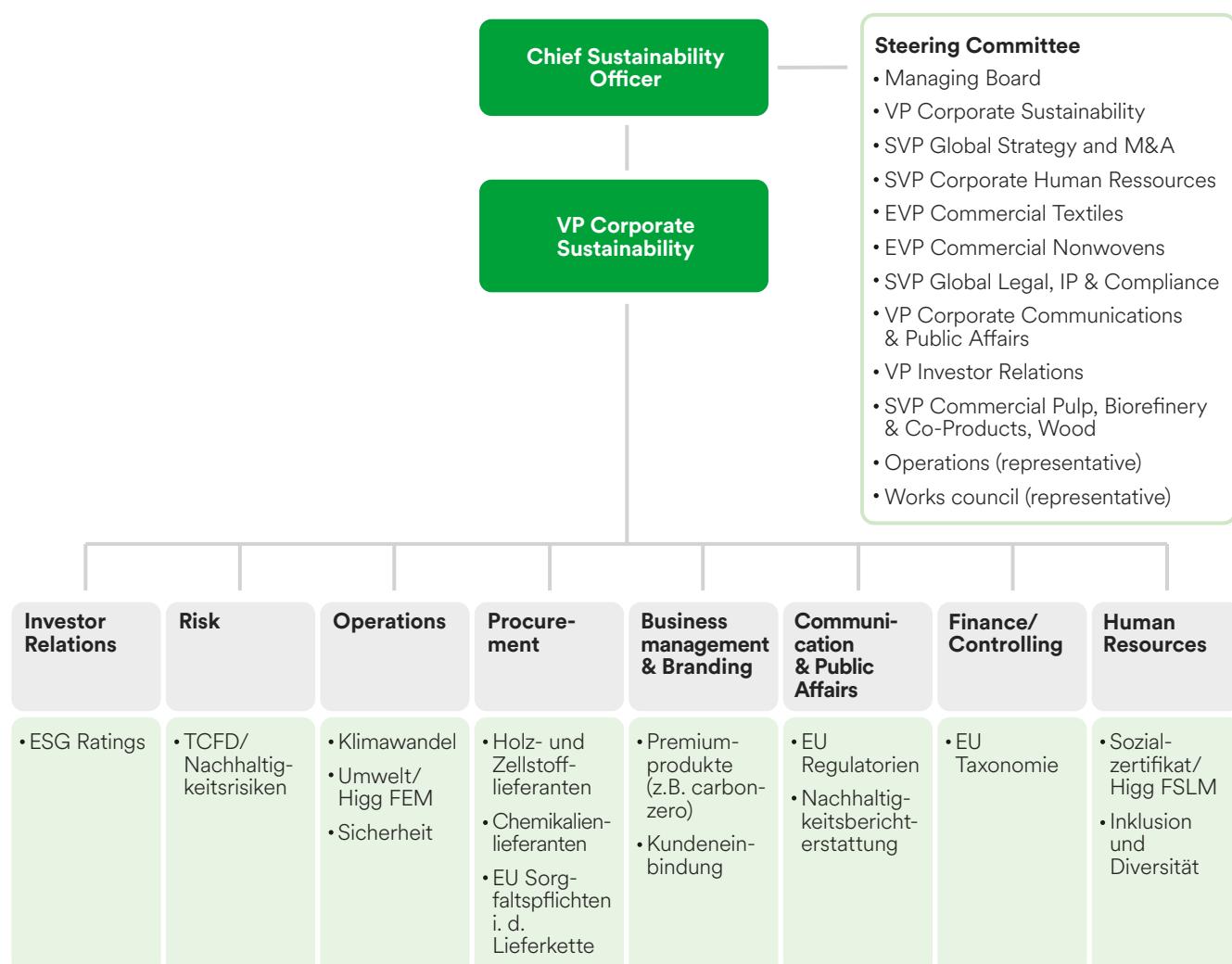
Nachhaltigkeit ist ein Wert, Geschäftstreiber und Ansporn für Innovationen in der Lenzing Gruppe. Das Unternehmen nutzt die Nachhaltigkeitsarbeit zunehmend, indem es sich mit Net Benefit Produkten (z.B. LENZING™ ECOVERO™), wichtigen Ratings (für Investoren) sowie in Benchmarking-Tools auf breiterer Branchenebene positioniert. Zur Unterstützung dieser Bemühungen wurde ein ESG Committee eingerichtet, das die Umsetzung der Nachhaltigkeitsagenda durch eine funktionsübergreifende Abstimmung beschleunigt. Dieses Committee tritt einmal pro Quartal zusammen. Die wichtigsten Ziele sind die Formulierung und Umsetzung einer ESG-Vision, einer ESG-Strategie sowie von ESG-Kriterien für das Unternehmen. Das ESG Committee (Abb. 02) besteht aus dem Vorstand und Verantwortlichen verschiedener Funktionen, die den Fortschritt der Nachhaltigkeitsziele überprüfen, die Effektivität des Ansatzes für das Management aller Nachhaltigkeitsaspekte, einschließlich Risiken und Chancen, bewerten und langfristige strategische Entscheidungen treffen. Die Corporate Sustainability Abteilung ist ein integraler Bestandteil des Committees und arbeitet eng

mit verschiedenen Funktionen zusammen, um die Integration von Nachhaltigkeitsaspekten in unterschiedliche Geschäftsprozesse zu gewährleisten, auf die Anforderungen und Erwartungen der Stakeholder einzugehen und das Unternehmen fit für die Zukunft zu machen. Darüber hinaus werden ESG Committee Meetings als Möglichkeit erachtet, das kollektive Wissen, die Fähigkeiten und die Erfahrung des Vorstands in Bezug auf nachhaltige Entwicklung zu stärken.

2023 wurde vom Aufsichtsrat ein ESG-Ausschuss eingerichtet, um der zunehmenden Bedeutung von ESG-Themen im Hinblick auf die Strategie, den nachhaltigen Geschäftserfolg und die Transformation Rechnung zu tragen. Dieser soll den Vorstand, das AR-Plenum sowie den Prüfungsausschuss und den Strategie- Wachstums- und Innovationsausschuss bei Fragen zur Nichtfinanziellen Berichterstattung, sowie strategischen ESG-Themen unterstützen. Das Committee trat erstmals im November des Berichtjahres zusammen. Künftige Meetings werden zweimal pro Jahr stattfinden.

## Zusammensetzung des ESG Committees

Abb. 02



Informationen zur Führungskultur der Lenzing Gruppe finden Sie im Geschäftsbericht der Lenzing Gruppe (Corporate Governance-Bericht)

## An die Nachhaltigkeitsleistung gekoppelte Vorstandsvergütung

[ESRS 2 GOV-3]

Die Vergütungs-Policy der Lenzing AG für die erfolgsabhängige Vergütung des Vorstandes ist nicht nur an finanzielle Leistungskriterien, sondern auch an nichtfinanzielle Nachhaltigkeitskriterien (ESG) geknüpft, welche die nachhaltige Unternehmensstrategie weiter fördern. Daher wurde der Long-Term-Incentive (LTI), ein variabler Leistungsbonus, zusätzlich zu den bestehenden Kriterien um Nachhaltigkeitsziele für Vorstandsmitglieder ergänzt. Weitere Informationen finden sich im Vergütungsbericht (verfügbar ab 21.03.2024).

Nachfolgend sind spezifische Ziele aufgeführt, die mit der Vergütung des Vorstands verbunden sind:

- Teilziel vom Ziel „Textilrecycling“: „Die Unternehmen Lenzing und Södra werden gemeinsam 25.000 Tonnen Textilabfälle pro Jahr am Södra-Standort in Mörrum recyceln.“
- Ziel „ZDHC Lyocell“: „Erreichen des 'anzustrebenden' MMCF-Wertes für ZDHC-Abwasser und der Richtlinien für eine verantwortungsvolle Produktion in den Lenzing Lyocell-Anlagen bis 2028.“
- Ziel „Abwasser“: „Reduzierung der Abwasseremissionen (CSB) der Lenzing Gruppe um 20 Prozent bis 2024 (Ausgangsbasis 2014)“
- Teilziel vom „kurzfristigen wissenschaftlich fundierten Ziel“: Lenzing reduziert 40 Prozent der spezifischen THG-Emissionen pro Tonne verkaufter Fasern und Zellstoff
- Teilziel vom „Chancengleichheit, Diversität und Inklusion“ Ziel: „Lenzing erhöht den Frauenanteil bis 2025 auf 22,5 Prozent in allen Positionen ab der Stufe 5a“

# Strategie

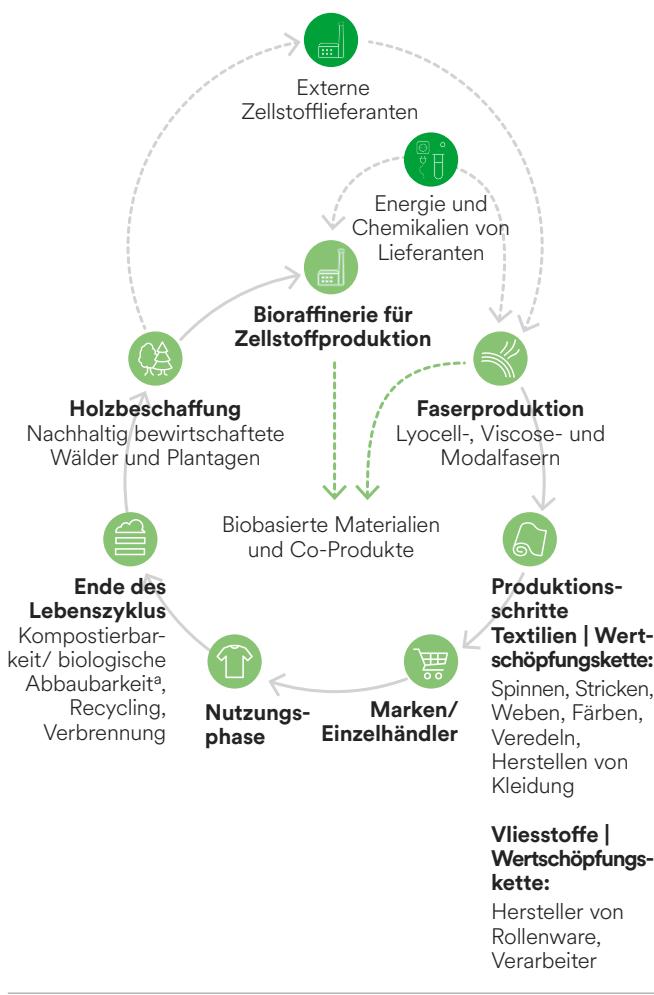
[ESRS 2 SBM-1; GRI 2-6, 2-22, 201-1]

## Wertschöpfung bei der Lenzing Gruppe

Die Lenzing Gruppe setzt sich für eine ökologisch verantwortungsvolle Produktion von Fasern aus dem nachwachsenden Rohstoff Holz ein, das in nachhaltig bewirtschafteten Wäldern und Plantagen wächst. Als Innovationspionier ist Lenzing ein Partner der globalen Textil- und Vliestoffhersteller und treibt zahlreiche neue technologische Entwicklungen voran.

**Wertschöpfungskette**

Abb. 03



a) Betrifft TÜV-zertifizierte biologisch abbaubare und kompostierbare LENZING™ Fasern. Die Kompostierbarkeit und die biologische Abbaubarkeit der Textil- und Vliestoffprodukte für die Konsumenten hängen auch von der Materialzusammensetzung (Fasermischung) und der Verarbeitung auf den einzelnen Stufen der Wertschöpfungskette ab.

Die Lenzing Gruppe ist Teil der Chemieindustrie, und ihre Fasern kommen größtenteils in der Textil- und Bekleidungsbranche zum Einsatz. Das Produktpotential von Lenzing reicht von Faserzellstoff als Basisrohmaterial bis hin zu Standardfasern und innovativen Spezialfasern sowie Energie und biobasierten Bioraffinerieprodukten. Die eigene Zellstoff-Produktion an den Standorten Lenzing (Österreich), Paskov (Tschechische Republik) und Indianópolis (Brasilien)

basiert auf einem Bioraffinerie-Konzept, bei dem der Rohstoff Holz vollständig verwertet wird.

Die Lenzing Gruppe vereint umfassende Kompetenz bei Faserzellstoff- und Bioraffinerieverfahren mit jahrzehntelanger Erfahrung in drei wesentlichen Faserprozesstechnologien:

- Viscose
- Modal
- Lyocell

Aus den vorgenannten Prozessen haben sich weitere Entwicklungen und Technologien ergeben. Weitere Informationen finden Sie im Abschnitt „Net Benefit-Ansatz“ oder auf der [Lenzing Website](#).

Die hochwertigen Fasern der Lenzing Gruppe sind Ausgangsmaterial für eine Vielzahl von Vliestoff- und textilen Anwendungen – von eleganter Bekleidung über vielseitige Denim-Stoffe bis zu High-Performance-Sportbekleidung, luxuriöse Bettwäsche sowie nachhaltige Schuhe. Angesichts ihrer gleichbleibend hohen Qualität eignen sich die Fasern von Lenzing überdies hervorragend für Hygieneprodukte und technische Anwendungen.

### Versorgung und Beschaffung

Die wichtigsten Rohmaterialien für die Produktion von Lenzing Fasern sind Holz und Prozesschemikalien. Lenzing verwendet Faserzellstoff aus eigener Produktion und von externen Lieferanten.

### Produktion von Faserzellstoff und Cellulosefasern

Die Produktion erfolgt in zwei Schritten: In einem ersten Schritt wird Faserzellstoff hergestellt, und in einem zweiten Schritt werden die Fasern auf der Basis von Faserzellstoff produziert. Der Faserzellstoff von Lenzing wird in drei Bioraffinerien an den Standorten Lenzing (Österreich), Paskov (Tschechische Republik) und Indianópolis (Brasilien) hergestellt. Lenzing setzt auf modernste und nachhaltige Produktionstechnologien.

Das bedeutet hohe Ressourceneffizienz, hohe Rückgewinnungsarten für Chemikalien und, wo möglich, geschlossene Kreisläufe für Prozesschemikalien und Wasser.

Auch Bioenergie und Bioraffinerie-Produkte werden erzeugt. Lenzing kombiniert ihr umfassendes Know-how im Bereich Faserzellstoff- und Bioraffinerie-Technologien mit jahrzehntelanger Erfahrung in der Cellulosefaserproduktion.

## Nachgelagerte Produktion

Wie in Abb. 03 unter „Produktionsschritte“ dargestellt, nutzen die Kunden in der nachgelagerten Wertschöpfungskette die Fasern für die Herstellung von Textilien, Vliesstoffen oder für industrielle Anwendungen.

Lenzing arbeitet eng mit den Partnern der Wertschöpfungskette zusammen, vom Direktkunden bis zum Einzelhandel, in der Textil- wie auch in der Vliesstoffindustrie sowie im Bereich industrielle Anwendungen, um Know-how sowohl in der Verarbeitung als auch in der Entwicklung innovativer Anwendungen zu vermitteln.

## Vertrieb und Nutzungsphase

Nach der Herstellung werden die fertigen Produkte vertrieben, womit die Nutzungsphase bei den Konsument:innen beginnt.

## Ende des Lebenszyklus

TÜV-zertifizierte biologisch abbaubare und kompostierbare LENZING™<sup>4</sup> Fasern sind, wie der Name schon sagt, kompostierbar und biologisch abbaubar. Die Kompostierbarkeit und die biologische Abbaubarkeit von im Handel erhältlichen Textilien und Vliesstoffprodukten hängen jedoch auch von der Materialzusammensetzung (zum Beispiel Fasermischung) des Produkts und der Verarbeitung in der Wertschöpfungskette ab.

**Lenzing Gruppe: Verteilung der Wertschöpfung**

**Tabelle 03**

	2021	2022	2023
<b>Wertschaffung</b>	<b>EUR 685,4 Mio.</b>	<b>EUR 527,6 Mio.</b>	<b>EUR 26,3 Mio.</b>
<b>Ökonomische Wertschöpfung<sup>a</sup></b>			
Mitarbeiter:innen <sup>b,c</sup>	EUR 446,4 Mio.	EUR 449,5 Mio.	EUR 464,4 Mio.
Gewinnrücklagen	EUR 12,2 Mio.	EUR -37,2 Mio.	EUR -593,0 Mio.
Öffentlicher Sektor <sup>d</sup>	EUR 67,6 Mio.	EUR 42,6 Mio.	EUR 23,0 Mio.
Aktionäre (Dividende) <sup>e</sup>	EUR 115,5 Mio.	EUR 0,0 Mio.	EUR 0,0 Mio.
Fremdkapitalgeber <sup>f,g</sup>	EUR 43,6 Mio.	EUR 72,7 Mio.	EUR 131,9 Mio.
ROCE (Return On Capital Employed) <sup>b,g</sup>	5,4 %	2,0 %	-14,2 %
Bereinigte Eigenkapitalquote <sup>g</sup>	39,7 %	37,8 %	34,7 %
Umsatzerlöse	EUR 2.194,6 Mio.	EUR 2.565,7 Mio.	EUR 2.521,2 Mio.
EBITDA (Ergebnis vor Zinsen, Steuern, Abschreibungen und Amortisationen) <sup>b</sup>	EUR 362,9 Mio.	EUR 241,9 Mio.	EUR 303,3 Mio.
Gesamtfaserverkaufsmenge	909.000 t	814.430 t	841.000 t

a) Die Wertschöpfung in der Lenzing Gruppe errechnet sich aus der Unternehmensleistung abzüglich des Materialaufwands, der sonstigen Aufwendungen und der Abschreibungen. Die Verteilung der Wertschöpfung zeigt, inwieweit diese auf die Stakeholder wie Mitarbeiter:innen, öffentliche Hand und Kreditgeber verteilt wird.

b) Umgliederung von aktivierten Fremdkapitalkosten, Nettozinsen aus leistungsorientierten Plänen und Kreditbereitstellungsprovisionen vom EBIT/EBITDA in das Finanzergebnis (siehe Note 2 des Konzernabschlusses 2023).

c) Personalkosten abzüglich Kommunalsteuern

d) Ertragsteueraufwand zuzüglich Vermögenssteuern und ähnliche Steuern zuzüglich Kommunalsteuern

e) Auf Basis Gewinnverwendungsvorschlag

f) Finanzierungskosten abzüglich Netto-Fremdwährungsgewinne/-verluste aus finanziellen Schulden

g) Die oben angeführten Finanzkennzahlen sind im Wesentlichen aus dem IFRS-Konzernabschluss der Lenzing Gruppe abgeleitet. Weitere Details sind im Abschnitt „Erläuterungen zu den finanziellen Leistungsindikatoren der Lenzing Gruppe“, im Glossar des Geschäftsberichts und im Konzernabschluss der Lenzing Gruppe enthalten.

<sup>4</sup> Zu den LENZING™ Fasern, die vom TÜV als biologisch abbaubar (Boden, Süßwasser und Meer) und kompostierbar (Haushalt und Industrie) zertifiziert sind, gehören die folgenden Produkte: LENZING™ Viscose Standard Textil/Vliesstoffe, LENZING™ Lyocell Standard Textil/Vliesstoffe, LENZING™ Modal Standard Textil, LENZING™ Lyocell Filament, LENZING™ Lyocell Dry und LENZING™ Web Technology.

Ausnahmen in der Zertifizierung gibt es für die Fasern LENZING™ Lyocell Filament und LENZING™ Lyocell Dry, bei denen die erforderlichen Tests für Bestätigung der biologischen Abbaubarkeit in Meeresumgebung noch nicht durchgeführt bzw. abgeschlossen wurden.

# Nachhaltigkeitsstrategie „Naturally Positive“

## UNSERE VISION FÜR NACHHALTIGKEIT

Wir setzen uns mit Leidenschaft dafür ein, nachhaltige Lösungen für den wachsenden Bedarf der Welt zur Verfügung zu stellen. Wir schaffen eine positive Wirkung für die Menschen, mit denen wir arbeiten, die Konsument:innen, denen wir dienen, und die Gesellschaft und Umwelt, in der wir tätig sind. Das sichert unseren wirtschaftlichen Erfolg.

## UNSERE MISSION FÜR NACHHALTIGKEIT

Wir verstehen uns als Impulsgeber und arbeiten gemeinsam mit unseren Lieferanten und Partnern in der Wertschöpfungskette daran, positive Veränderungen in Gang zu setzen. Wir setzen uns aktiv für die Verbesserung der ökologischen Performance entlang der Wertschöpfungskette und damit im Endprodukt ein und engagieren uns für das gesellschaftliche Wohl. Positive Auswirkungen und Zusatznutzen für Mensch und Umwelt zu schaffen – das ist das klare Ziel unserer Innovations- und Geschäftstätigkeit.

Lenzings definierte Nachhaltigkeitsmission und -vision ist ein Leitfaden, um bei allem, was Lenzing tut, bessere Entscheidungen zu treffen – von den kleinen Entscheidungen des Tagesgeschäfts bis hin zu strategischen und langfristigen Entscheidungen.

„Naturally Positive“, die Nachhaltigkeitsstrategie der Lenzing Gruppe, wurde auf der Grundlage der Ergebnisse der Wesentlichkeitsanalyse entwickelt und ist fest in der 2022 entwickelten Strategie „Better Growth“ der Lenzing Gruppe verankert. Innerhalb der vier strategischen Felder (Nachhaltigkeit, Innovation, Premiumisierung und Exzellenz) definiert diese Strategie jene Nachhaltigkeitsbereiche, in denen Lenzing den größten Beitrag zu einer nachhaltigeren Welt leisten kann. Gleichzeitig ermöglicht dieser Ansatz Lenzing, jene Ziele der Vereinten Nationen für nachhaltige Entwicklung (SDGs), auf welche die Unternehmensaktivitäten die größten Auswirkungen haben, angemessen zu berücksichtigen und zu unterstützen.

Weitere Informationen finden sich im Fokuspaper „Nachhaltigkeitsstrategie „Naturally Positive“ und im Fokuspaper „Ziele für nachhaltige Entwicklung (SDGs) der Vereinten Nationen“.

Strategische Kernbereiche der Nachhaltigkeit und entsprechende SDGs

Abb. 04



## Drei strategische Grundsätze

Die Nachhaltigkeitsstrategie von Lenzing baut auf drei strategischen Grundsätzen auf. Innerhalb dieser Grundsätze wurden sieben Kernbereiche identifiziert, in denen die Lenzing Gruppe wesentlich zur Schaffung positiver Auswirkungen und Vorteile beiträgt.

### 1. Systemischen Wandel vorantreiben

Komplexe globale Herausforderungen verlangen einen gemeinschaftlichen Ansatz bei der Entwicklung systemischer Lösungen – unter Einbeziehung vieler Stakeholder-Gruppen. Als einem der führenden Unternehmen in der Herstellung regenerierter Cellulosefasern kommt Lenzing eine besondere Verantwortung zu. Daher trägt das Unternehmen mit Ehrgeiz dazu bei, die Standards im Hinblick auf Nachhaltigkeit in der Textil- und Vliesstoffindustrie weiter anzuheben. Grundvoraussetzungen für den Aufbau von Vertrauen und langfristigen Beziehungen sind Transparenz und Rückverfolgbarkeit. Mit ihren Beiträgen zur Entwicklung von branchenweiten Methoden, Instrumenten und Ansätzen hilft Lenzing der gesamten Branche, auf ihrem Weg zur Nachhaltigkeit voranzukommen und zentrale Herausforderungen zu bewältigen. Benchmarking-Instrumente wie ZDHC (Zero Discharge of Hazardous Chemicals) und FSLM (Facility Social Labor Module), konkrete Nachhaltigkeitsziele, die Einbindung von Lieferanten und Instrumente zur physischen und digitalen Rückverfolgbarkeit tragen zu diesem Wandel bei.

### 2. Förderung der Kreislaufwirtschaft

Im Einklang mit Lenzenings Vision hinsichtlich Kreislaufwirtschaft „Wir geben Abfall ein neues Leben. Jeden Tag“ treibt das Unternehmen die Industrie in Richtung einer vollwertigen Kreislaufwirtschaft voran, indem die Lenzing Gruppe danach strebt, Abfällen in allen Aspekten ihres Kerngeschäftes ein neues Leben zu schenken und gemeinsam mit potenziellen Partnern innerhalb und außerhalb der aktuellen Wertschöpfungskette Kreislauflösungen zu entwickeln. Diese Vision basiert auf der Entschlossenheit von Lenzing, mit so wenig neuen Ressourcen wie möglich einen Mehrwert zu schaffen und den Einsatz von fossilem Kohlenstoff im Unternehmen und in der Wertschöpfungskette zu reduzieren und gleichzeitig die Nachhaltigkeitsleistung zu verbessern.

Das Unternehmen vereint den Cellulosefaserzyklus seiner holzba sierten Produkte (biologischer Zyklus) mit innovativen Technolo gien, in deren Mittelpunkt geschlossene Produktionskreisläufe und die Rückgewinnung von Rohstoffen und Chemikalien (technischer Zyklus) stehen.

Spezielle Zielvorgaben für die Entwicklung von Fasern auf der Basis von Recyclingmaterial und von Kreislaufgeschäftsmodellen mit Partnern in der Wertschöpfungskette tragen zu diesem Grundsatz bei. Weitere Informationen finden sich im Kapitel „Ressourcennutzung und Kreislaufwirtschaft“.

### 3. Ökologisierung der Wertschöpfungskette

Lenzing ermöglicht ihren Kunden und Partnern in der Wertschöpfungskette durch verantwortungsbewusstes Handeln und innovative Produkte, ihre Umwelt- und Sozialleistung zu verbessern und ihre Nachhaltigkeitsziele und -verpflichtungen zu erreichen. Eine verantwortungsbewusste Beschaffungspolitik, der verantwortungsbewusste Umgang mit Wasser, die Dekarbonisierung und

nachhaltige Innovationen bilden die Grundlage für Lenzenings Bemü hungen, ihre Wertschöpfungskette „grüner“ zu gestalten. Die Nachhaltigkeitsziele für Luf temissionen, Wasseremissionen, Umweltverschmutzung und Klimaschutz sind Eckpfeiler für das verantwortungsvolle Unternehmertum von Lenzing und wirken als Innovationsmotor.

Weitere Informationen zur Nachhaltigkeitsstrategie von Lenzing sowie zu den strategischen Grundsätzen und Kernbereichen der Nachhaltigkeit des Unternehmens finden Sie im Fokuspapier „Nachhaltigkeitsstrategie“.

## Policy für Nachhaltigkeit

[GRI 3-3f]

Lenzing ist bestrebt, bei allen Aktivitäten und geschäftlichen Entscheidungen beste Nachhaltigkeitspraktiken, lebenszyklusorientiertes und langfristiges Denken, transparente und respektvolle Zusammenarbeit sowie Partnerschaften mit ihren Stakeholdern anzuwenden, um die langfristigen Ziele der Gesellschaft zu erreichen. Der Ansatz von Lenzing ist es, mit ihren Geschäftspraktiken und Produkten mehr positive Auswirkungen und Nutzen zu stiften, um die Welt ein Stück besser zu machen. Dies umfasst die drei Bereiche PEOPLE, PLANET und PROFIT, wobei die Bedürfnisse von Gesellschaft, Umwelt und Anteilseignern gleichermaßen berücksichtigt werden.

# Nachhaltigkeitsziele, Maßnahmen und Fortschritte bei der Zielerreichung

[GRI 3-3f]

Die Lenzing Gruppe hat sich Nachhaltigkeitsziele für die wichtigsten Herausforderungen in jedem ihrer strategischen Kernbereiche gesetzt. Um die Transparenz zu erhöhen, werden die entsprechenden Umsetzungsmaßnahmen und der im Berichtsjahr erzielte Fortschritt unterhalb erläutert. In einem Unternehmen können potentielle Konflikte aus unterschiedlichen wesentlichen Themen und ihren jeweiligen Zielen entstehen. Zum Beispiel können nachhaltige Rohstoffbeschaffung und Biodiversität und Ökosysteme in Konkurrenz zueinander stehen, wenn die Beschaffung aus kritischen (geschützten und gefährdeten) Wäldern zu einem möglichen Verlust der Biodiversität führen könnte. Als verantwortungsbewusstes Unternehmen setzt sich Lenzing dafür ein, Holz und Faserzellstoff

ausschließlich aus nachhaltig bewirtschafteten Wäldern und Plantagen zu beziehen. Darüber hinaus ist Lenzing bestrebt, die biologische Vielfalt in verschiedenen Regionen der Welt durch Naturschutzprojekte positiv zu beeinflussen. Weiteres Konfliktpotenzial kann zwischen den Klimazielen und dem Ziel eines verantwortungsbewussten Umgangs mit Wasser bestehen, da das Recycling von Wasser sehr energieintensiv ist. Um diesem Konflikt entgegenzuwirken, setzt Lenzing Wasserziele für Regionen mit Wasserknappheit. Hier verfolgt das Unternehmen bei der Zielsetzung einen kontextbasierten Ansatz, wobei jeweils die für eine spezielle Region wichtigsten Themen angegangen und priorisiert werden.

Farbcod Status	Auf Kurs
	Erreicht
	Verzögert
	Neues Ziel
	Maßnahmen durchgeführt

## Nachhaltigkeitsziele, Maßnahmen und Status

Tabelle 04

		Umsetzung bis	SDG
<b>Nachhaltige Innovationen</b>			
<b>Luftemissionen</b>	<b>Reduzierung der Schwefelemissionen der Lenzing Gruppe um 50 Prozent bis 2023; Ausgangsbasis 2014<sup>a</sup></b>	<b>Maßnahmen durchgeführt</b>	<b>12</b>
Maßnahme(n)	Lenzing modernisiert die Schwefelrückgewinnungsanlage (CAP) am Standort Purwakarta (Indonesien)	2023	
Status in 2023	Die Schwefelrückgewinnungsanlage (CAP) im Werk Purwakarta (Indonesien) wurde erfolgreich implementiert und im Juli 2023 in Betrieb genommen. Die Viscosefasern aus diesem Werk sind nun mit dem EU-Umweltzeichen zertifiziert. Alle Maßnahmen für dieses Ziel wurden umgesetzt, aber um das Ziel zu erreichen, müssen die Maßnahmen ein ganzes Jahr lang laufen.		
<b>Textilrecycling</b>	<b>Angebot von Viscose-, Modal- und Lyocell-Stapelfasern mit bis zu 50 Prozent Alttextilien-Recyclinganteil im industriellen Maßstab bis 2025</b>	<b>2025</b>	<b>9, 12, 17</b>
Maßnahme(n)	Alle von Lenzing angebotenen Fasern mit Recyclinganteil enthalten einen Anteil an Alttextilien	2022	
	Lenzing erhöht den Recyclinganteil von 30 auf 40 Prozent bei Fasern, die mit der REFIBRA™ Technologie für Textilien hergestellt wurden	2023	
	Lenzing führt ihre Viscose- und Modalfasern mit REFIBRA™ Technologie mit mindestens 30 Prozent Recyclinganteil ein	2023	
	Die Unternehmen Lenzing und Södra werden gemeinsam 25.000 Tonnen Textilabfälle pro Jahr am Södra-Standort in Mörrum recyceln <sup>b</sup>	2025	
Status in 2023	Die gemeinsamen Anstrengungen mit Södra zur Entwicklung eines Recycling-Zellstoffs mit einem Anteil an Alttextil-Abfällen im industriellen Maßstab wurden erneut erfolgreich fortgesetzt und ebenfalls mit dem ITMF-Award ausgezeichnet. Die Projektpläne wurden aktualisiert, um das geplante Volumen der neuen Produktionslinie von 25 kt/a auf 50 kt/a Rohstoff zu erhöhen, und die Inbetriebnahme dieser Anlage ist für 2027 geplant. Insgesamt setzte Lenzing die Produkt- und Prozessentwicklung im Hinblick auf das Kernziel 2025 fort. Ein wichtiger Meilenstein war die Einführung einer Viscosefaser mit REFIBRA™ Technologie, die zu 20 Prozent aus recyceltem Zellstoff aus Baumwolltextilabfällen besteht, mit dem Ziel, diesen Anteil in naher Zukunft weiter zu erhöhen. Die größten Herausforderungen bleiben die Anpassung der Eigenschaften von Recycling-Zellstoff für die industrielle Faserproduktion und die Suche nach Lösungen, um Recycling-Zellstoff in industriellem Maßstab verarbeitbar zu machen.		
<b>Kreislaufwirtschaft</b>	<b>Umsetzen eines neuen Kreislaufwirtschaft-Geschäftsmodells durch Schließen der Kreisläufe für Alttextilien; Zusammenarbeit mit 25 wichtigen Unternehmen der Lieferkette bis 2025</b>	<b>2025</b>	<b>9, 12, 17</b>
Status in 2023	Einige Höhepunkte im Jahr 2023 waren: der Start eines Recyclingprojekts mit ARA und anderen Partnern; die Teilnahme an internationalen Projekten zur Verbesserung der Sortierung und Rückverfolgbarkeit von Fasern und die Zusammenarbeit mit Södra, die eine LIFE-Förderung erhielt und mit dem ITMF-Preis für internationale Kooperationen ausgezeichnet wurde. Weitere Informationen finden Sie im Kapitel „Ressourcennutzung und Kreislaufwirtschaft“.		

<b>ZDHC Viscose</b>	<b>Erreichen des Status „aspirational“ der ZDHC MMCF-Abwasser- und Luftemissions-Richtlinien in den Lenzing Viscoseanlagen bis 2024</b>		<b>2026</b>	<b>6, 12</b>
Status in 2023	Die Lenzing Viscosestandorte haben die ZDHC MMCF-Richtlinie in ihrer überarbeiteten Version 2,2 kontinuierlich umgesetzt. Die Umsetzung der Abwasserrichtlinie wurde im Jahr 2023 fortgesetzt. Die Umsetzung der Luftemissionsrichtlinie verlief planmäßig, allerdings wird die Berichterstattung über die ZDHC-Lieferantenplattform (für man-made cellulosic fibers MMCF) aufgrund der Verzögerung des offiziellen Starts erst in der ersten Hälfte des Jahres 2024 beginnen. Das Ziel, das „aufstrebend“ Niveau zu erreichen, wird nun aufgrund von Unterbrechungen der Lieferkette aufgrund globaler Probleme und technischer Herausforderungen auf 2026 verschoben.			
<b>ZDHC Lyocell</b>	<b>Erreichen des Status „aspirational“ der ZDHC MMCF-Abwasser-Richtlinie und der Richtlinien für eine verantwortungsvolle Produktion in den Lenzing Lyocellanlagen bis 2028</b>		<b>2028</b>	<b>6, 12</b>
Maßnahme(n)	Erste ZDHC-Gateway-Berichterstattung über MMCF-Abwasser-Richtlinie v2 in den Lyocellanlagen <sup>c</sup> im Jahr 2023		<b>2023</b>	
	Erste Lieferantenplattform zur Einführung und Berichterstattung der MMCF-Richtlinie v2 - verantwortungsvolle Produktion in den Lyocellanlagen <sup>c</sup> im Jahr 2023		<b>2023</b>	
	Lenzing Lyocellanlagen <sup>c</sup> erreichen den Status „aspirational“ bei Abwasser und verantwortungsvoller Produktion		<b>2025</b>	
	Lenzing Grimsby (Großbritannien) erreicht den Status „foundational“ bei Abwasser und verantwortungsvoller Produktion		<b>2025</b>	
	Lenzing Grimsby (Großbritannien) erreicht den Status „aspirational“ bei Abwasser und verantwortungsvoller Produktion		<b>2028</b>	
Status in 2023	Die Umsetzung verläuft planmäßig und alle Lyocell-Standorte waren für die Berichterstattung im Jahr 2023 registriert. Da es jedoch in den USA und im Vereinigten Königreich kein ZDHC-zertifiziertes Labor gibt, konnten die Abwassertests an diesen beiden Standorten nicht abgeschlossen werden. Die Standorte, die die Berichterstattung über das ZDHC-Gateway abgeschlossen haben, haben alle das angestrebte Niveau erreicht. Die Anforderungen gemäß der Richtlinie zur verantwortungsvollen Faserproduktion werden ab 2024 nach der Veröffentlichung der ZDHC-Lieferantenplattform für MMCF Anfang November 2023 gemeldet.			
<b>Verantwortungsbewusster Umgang mit Wasser</b>				
<b>Abwasser</b>	<b>Reduzierung der Abwasseremissionen (Chemischer Sauerstoffbedarf CSB) der Lenzing Gruppe um 20 Prozent bis 2024; Ausgangsbasis 2014<sup>a,b</sup></b>		<b>2024</b>	<b>6, 12</b>
Maßnahme(n)	Lenzing modernisiert Abwasseraufbereitungsanlage am Standort Purwakarta (Indonesien)		<b>2023</b>	
	Lenzing implementiert neue Abwasseraufbereitungsanlage am Standort Grimsby (Großbritannien)		<b>2024</b>	
Status in 2023	Der Bau der Abwasseraufbereitungsanlage in Purwakarta (Indonesien) fand 2023 statt, die Inbetriebnahme ist für Anfang 2024 geplant. Der Bau der Abwasseraufbereitungsanlage in Grimsby (Vereinigtes Königreich) ist auf Kurs und wird 2024 in Betrieb gehen.			
<b>Nachhaltige Rohstoffbeschaffung und Biodiversität</b>				
<b>Naturschutzprojekt Albanien</b>	<b>Umsetzung von Maßnahmen zur Walderhaltung für 20 ha in Albanien in Kombination mit einem Social-Impact-Projekt bis 2024</b>		<b>2024</b>	<b>1, 15</b>
Maßnahme(n)	Lenzing forstet 20 ha degradierte Flächen in Albanien auf		<b>2024</b>	
	Lenzing errichtet ein Ausbildungszentrum für die lokale Bevölkerung		<b>2024</b>	
	Lenzing unterstützt fachübergreifende Berufsausbildungen und Schulkooperationen in Albanien		<b>Jährlich</b>	
Status in 2023	Der Umfang des Projekts wurde erheblich auf andere Länder im Westbalkan ausgeweitet und umfasst nun auch den Kosovo, Nordmazedonien und Montenegro. Diese Ausweitung wurde von der Austrian Developmet Agency (ADA) und Lenzing finanziert und wird von Inspiring Cooperation Empowering People (ICEP) koordiniert. Im Jahr 2023 wurden 10.778 Bäume gepflanzt, was zu einer zusätzlichen Aufforstung von 5 ha führt. Weitere Informationen zu diesem Projekt finden Sie im Kapitel „Biodiversität und Ökosysteme“.			
<b>Naturschutzfläche Brasilien</b>	<b>Umsetzung von Maßnahmen zum Naturschutz und zur Walderhaltung am neuen Zellstoffproduktionsstandort in Indianópolis (Brasilien) auf 15.000 ha bis 2030</b>		<b>2030</b>	<b>15</b>
Maßnahme(n)	Lenzing erhöht die Naturschutzfläche am Standort in Indianópolis (Brasilien) von 13.000 ha auf 15.000 ha		<b>2030</b>	
Status in 2023	Lenzing hat dieses Ziel im Jahr 2022 erreicht und die Gesamtschutzfläche in Brasilien sogar über das Ziel hinaus auf mehr als 19.000 ha im Jahr 2023 erhöht.			
<b>Naturschutzprojekte</b>	<b>Ausweitung des Engagements für Walderhaltung, Schutz der Biodiversität und Aufforstung in Regionen mit gefährdeten Wäldern bis 2025</b>		<b>2025</b>	<b>15</b>
Status in 2023	Lenzing unterstützte im Jahr 2023 mehrere Projekte außerhalb ihrer Wertschöpfungskette, z. B. ein Projekt zum Schutz von Wildbienen in Österreich. Eine detaillierte Beschreibung aller Projekte finden Sie im Kapitel „Biodiversität und Ökosysteme“.			
<b>Partnerschaften für den systemischen Wandel</b>				
<b>Einbeziehung der Lieferanten</b>	<b>Einbeziehung der Lieferanten, auf die mehr als 80 Prozent der Ausgaben entfallen, ihre Nachhaltigkeitsleistung zu verbessern.</b>		<b>Kontinuierlich</b>	<b>12, 17</b>
Maßnahme(n)	Lenzing bewertet bis 2025,95 Prozent ihrer Top-Lieferanten, die 80 Prozent der Ausgaben repräsentieren, über EcoVadis, das Together for Sustainability Audit oder eine interne Bewertung/Auditierung.		<b>2025</b>	
	Lenzing berücksichtigt Klima-, Wasser- und Chemikalienkriterien beim Beschaffungsprozess ihrer wichtigsten Chemikalielieferanten.		<b>Kontinuierlich</b>	
Status in 2023	Rund 600 der wichtigsten Lieferanten von Lenzing wurden von EcoVadis bewertet. Acht Lieferanten wurden von Lenzing im Rahmen des Auditprogramms „Together for Sustainability“ geprüft. 40 Prozent der Ausgaben wurden durch diese Bewertungen abgedeckt. Die Lieferverträge der wichtigsten Chemielieferanten für Lenzing enthalten Nachhaltigkeitsklauseln.			
<b>FEM</b>	<b>Implementierung und jährliche Aktualisierung des Facility Environmental Module (FEM) in allen Zellstoff- und Faserproduktionsanlagen und Weitergabe verifizierter Module an Kunden ab 2024<sup>d</sup></b>		<b>2024</b>	<b>12, 17</b>

Maßnahme(n)	Lenzing führt 2022 Selbstbewertungen an bestehenden Standorten und 2023 die erste externe Verifizierung durch	<b>2023</b>	
	Lenzing führt 2023 Selbstbewertungen und Schulungen für neue Standorte (Prachinburi (Thailand) und Indianópolis (Brasilien)) und 2024 die erste externe Verifizierung durch	<b>2024</b>	
Status in 2023	Sieben Standorte haben FEM eingeführt, vier Standorte haben die Verifizierung mit ausgezeichneten Ergebnissen von 90 bis 95 abgeschlossen, drei Standorte mit Ergebnissen zwischen 70 und 89. Für die Standorte in Indianópolis (Brasilien) und Prachinburi (Thailand) wurden Selbstbeurteilungen und Schulungen durchgeführt. Beide Standorte bereiten sich auf die Verifizierung im Jahr 2024 vor.		
<b>Dekarbonisierung</b>			
Kurzfristiges wissenschaftlich fundiertes Ziel	<b>Neues Ziel: Verringerung der absoluten Treibhausgas (THG)-Emissionen der Scopes 1 und 2 um 42 Prozent und der absoluten THG-Emissionen des Scopes 3 um 25 Prozent bis 2030 (Ausgangsbasis 2021)<sup>f,g</sup></b>	<b>2030</b>	7, 13
	<b>Vorheriges Ziel: Reduzierung der THG-Emissionen nach Scope 1, 2 &amp; 3 (gekaufte Waren und Dienstleistungen, vor- und nachgelagerter Transport sowie Brennstoffe und energiebezogene Aktivitäten) um 50 Prozent pro Tonne verkaufter Fasern und Zellstoff bis 2030 (Ausgangsbasis 2017)</b>	<b>2030</b>	
Maßnahme(n)	Lenzing reduziert 40 Prozent der spezifischen THG-Emissionen pro Tonne verkauftem Produkt (Ausgangsbasis 2017) <sup>b,e</sup>	<b>2024</b>	
	Lenzing reduziert 50 Prozent der spezifischen THG-Emissionen pro Tonne erzeugtem Produkt (Ausgangsbasis 2017) <sup>e</sup>	<b>2027</b>	
Status in 2023	Lenzing hat seinen Ansatz zur Minderung des Klimawandels beibehalten und seine Treibhausgasemissionen im Vergleich zum Basisjahr 2017 reduziert. Für 2023 hat Lenzing ein neues wissenschaftsbasiertes Ziel festgelegt, das sich an einem 1,5°C-Szenario orientiert. Dieses Ziel wurde von der Initiative „Science Based Target“ bestätigt. Die Maßnahme, die eine Reduktion der spezifischen Emissionen um 40 Prozent vorsieht, wurde 2023 erfolgreich umgesetzt. Weitere Informationen hierzu und detaillierte Angaben zu den erzielten Ergebnissen finden Sie im Kapitel „Klimawandel“.		
Langfristiges wissenschaftlich fundiertes Netto-Null-Ziel	<b>Erreichen einer mindestens 90-prozentigen Reduzierung der absoluten THG-Emissionen (Scopes 1, 2 &amp; 3) (Basisjahr 2021)<sup>f,g</sup></b>	<b>2050</b>	7, 13
Maßnahme(n)	Lenzing versorgt vier Standorte mit 100% Prozessstrom	<b>2024</b>	
	Lenzing verzichtet auf Kohle im Werk Nanjing (China)	<b>2022</b>	
	Lenzing installiert Photovoltaikanlage zur Stromerzeugung am Standort Lenzing (Österreich)	<b>2022</b>	
	Lenzing erhöht Anteil erneuerbarer Energien in der Lenzing Gruppe und stellt überschüssige Bioenergie aus der Zellstoff-Produktion in Brasilien bereit	<b>2023</b>	
	Lenzing erreicht Scope 1- und 2-Klimaneutralität in neuer Lyocellfaseranlage in Prachinburi (Thailand) durch den Einsatz von 100 Prozent Bioenergie <sup>h</sup>	<b>2023</b>	
	Lenzing kooperiert mit 20 wichtigen Lieferanten (nach Kosten und CO <sub>2</sub> -Belange) um Lenzing's Scope-3-Emissionen zu reduzieren und Anreize für die Lieferanten zu schaffen, die Lenzing dabei unterstützen mehr Fasern mit geringem CO <sub>2</sub> -Fußabdruck anbieten zu können.	<b>Kontinuierlich</b>	
	Lenzing engagiert sich mit 50 Prozent der Kunden, die sich zu SBT bekennen und ein genehmigtes wissenschaftlich fundiertes Ziel haben (Marken/Einzelhändler aus der Textil- und Vliesstoffbranche sowie Hersteller, die mit Lenzingfasern arbeiten) um Lenzing's Bestreben, Informationen zu Spezialprodukten mit geringem CO <sub>2</sub> -Fußabdruck bereitzustellen zu können, z. B. für Fasern der Marken TENCEL™, LENZING™ ECOVERO™ und VEOCEL™.	<b>Kontinuierlich</b>	
	Lenzing führt eine Kampagne durch, um 50 Prozent der TENCEL™ und VEOCEL™ Kunden (Textil- und Nonwovens-Marken/Einzelhändler sowie Hersteller, die die Marken TENCEL™ und VEOCEL™ verwenden) zu erreichen, um die Verwendung innovativer Lenzing Fasern mit Umweltvorteilen wie ein geringerer CO <sub>2</sub> -Fußabdruck zu fördern und die Abhängigkeit von fossilen Rohstoffen wo immer möglich zu reduzieren.	<b>Kontinuierlich</b>	
Status in 2023	Sechs Produktionssandorte beziehen zu 100 Prozent erneuerbaren Strom. Der Anschluss von Gasleitungen und der Bau von Anlagen in Nanjing (China) sind im Gange. Die TfS-Plattform für den CO <sub>2</sub> -Fußabdruck von Produkten wurde intern eingeführt, und es finden externe Schulungen statt. Lenzing führt laufend Gespräche mit Top-Lieferanten und stellt sein Know-how für die Beschaffung von Chemikalien mit geringerem CO <sub>2</sub> -Fußabdruck zur Verfügung (z. B. Ökostrom und LCA). Der Standort in Prachinburi (Thailand) stand vor einigen Herausforderungen, um durchgängig 100 Prozent Energie aus Biomasse zu erhalten, was auf die Zuverlässigkeit des Biomasse-Heizkraftwerks des Lieferpartners zurückzuführen ist, jedoch hat der Standort im Oktober und November 100 Prozent Energie aus Biomasse erreicht. Daher haben beide Parteien vereinbart, kurz- und langfristige technische Lösungen zu erarbeiten. Die Gespräche und Verhandlungen über die Sicherstellung der Bioenergie, um in Zukunft durchgängig 100 Prozent zu erreichen, dauern an. Darüber hinaus haben viele Unternehmen und Endkunden angesichts der aktuellen Weltwirtschaftslage eine kostengünstigere Beschaffung den Vorrang vor einer nachhaltigen gegeben und sind daher weniger bereit, für Produkte mit geringem CO <sub>2</sub> -Fußabdruck zu zahlen. Einbindung der Kunden für die Positionierung dieser Produkte hat im Jahr 2023 stattgefunden, um die Reduzierung der Scope-3-Emissionen der Kunden zu unterstützen.		
<b>Menschen fördern und ermöglichen</b>			
Sozialstandard	<b>Dauerhaft gültiges, unabhängig auditiertes und akkreditiertes Zertifikat eines Sozialstandards für jeden Produktionsstandort der Lenzing Gruppe (Faser und Faserzellstoff) bis 2024<sup>d</sup></b>	<b>2024</b>	8, 12
Maßnahme(n)	Implementierung und jährliche Aktualisierung des Facility Social Labor Module (FSLM) in allen Zellstoff- und Faserproduktionsanlagen und Weitergabe verifizierter Module an Kunden ab 2024	<b>2024</b>	
Status in 2023	Die Vor-Ort-Audits der Produktionsstandorte für FSLM Mobile (Vereinigte Staaten), Grimsby (Vereinigtes Königreich), Nanjing (China), Purwakarta (Indonesien) und Paskov (Tschechische Republik) wurden erfolgreich abgeschlossen. Derzeit ist es nicht möglich, eine FSLM-Prüfung durch Dritte in Österreich zu erhalten, da es keine zugelassenen Auditoren gibt.		
Chancengleichheit, Diversität und Inklusion	<b>Schaffung eines förderlichen Arbeitsumfelds durch Achtung der Menschenrechte, des Wohlbefindens der Mitarbeiter:innen und der Vielfalt</b>	<b>Kontinuierlich</b>	3, 5, 10
Maßnahme(n)	Lenzing führt für 75 Prozent der Belegschaft Schulungen zu den Themen Vielfalt, Diskriminierung, Nichtdiskriminierung und Menschenrechte durch	<b>2025</b>	

	Lenzing erhöht den Frauenanteil bis 2025 auf 22,5 Prozent in allen Positionen ab der Stufe 5 <sup>b</sup>	2025
	Lenzing erreicht bis 2026 einen Inklusionsindexwert von 75 Prozent in der globalen Arbeitsklima-Umfrage	2026
	Lenzing führt eine Policy zu Arbeitsbedingungen ein	2021
Status in 2023	Es wurde eine globale Policy zu Chancengleichheit, Diversität und Inklusion (EDI) mit einem Schulungsvideo für alle Mitarbeiter:innen in mehreren Sprachen veröffentlicht. Außerdem wurde ein Prozess etabliert, wie mit einem möglichen Fall von Kinderarbeit umgegangen werden muss. Es wurden zwei Mitarbeiter-Ressourcengruppen (ERGs) eingerichtet. Die erste soll die Gleichstellung der Geschlechter in Lenzing weiter verbessern, die zweite soll den Multikulturalismus fördern. Eine Teamleiter:innen-Akademie mit Modulen für integrative Führung wurde in Grimsby (Vereinigtes Königreich) eingeführt. Lenzing veröffentlichte ein zusammenfassendes Dokument mit allen globalen Richtlinien, die sich auf die Arbeitsbedingungen der Mitarbeiter:innen auswirken.	
<b>Einbeziehung der Gemeinden</b>	<b>Kontinuierliche Unterstützung der Entwicklung der lokalen Gemeinschaften in der Umgebung der Lenzing Produktionsstandorte und Unterstützung von Sozialprogrammen bis 2025 und darüber hinaus</b>	<b>Kontinuierlich</b>
Status in 2023	Lenzing unterstützte zahlreiche soziale Projekte für lokale Gemeinden in der Nähe von Lenzing-Standorten. Weitere Informationen finden Sie im Kapitel „Betroffene Gemeinschaften“ und im Fokuspapier „Community engagement“.	1, 3, 11

- a) Der Zielwert orientiert sich weiterhin am Produktionsvolumen und der Anzahl an Anlagen zur Ausgangsbasis 2014 (d. h. die neuen Standorte in Prachinburi (Thailand) und Indianópolis (Brasilien) sind nicht berücksichtigt).
- b) Relevant für das Long-Term-Incentive (LTI)-Bonusziel des Vorstandes
- c) Lenzing (Österreich), Heiligenkreuz (Österreich), Mobile (USA), Prachinburi (Thailand)
- d) Der Umfang beinhaltet alle Lenzing Anlagen, auch die neuen Standorte Prachinburi (Thailand) und Indianópolis (Brasilien).
- e) Diese Zwischenziele sind Teil der Lenzing Unternehmensstrategie auf dem Weg zu dem wissenschaftlich fundierten Ziel (science-based target) bis 2030.
- f) Scope 3-Emissionen umfassen die Emissionen aus der Ernte des Rohstoffs Holz, der Produktion von eingekauften Materialien (Chemikalien und Zellstoff), der Produktion von Brennstoffen, dem Transport von eingekauften Rohstoffen und Brennstoffen sowie dem Transport von Fasern zu Kunden.
- g) Das Ziel wurde aktualisiert und Ende 2023 vom SBTi genehmigt. Laut SBTi können für das Netto-Null-Ziel die verbleibenden 10 Prozent der Emissionen durch Kohlenstoffspeicherung bestehen.
- h) Diese Maßnahme wurde im Bericht von 2022 als erreicht markiert, konnte jedoch aufgrund von Problemen des Biomassekessels des Lieferanten nicht durchgängig im Jahr 2023 erreicht werden.
- Eine geringfügige Änderung wurde vorgenommen, indem die Zahlen für die Nachhaltigkeitsziele durch spezifische Zielnamen ersetzt wurden.

<b>Erreichte Ziele</b>		<b>SDG</b>	
Ziel 10	<b>Verbesserung der Transparenz durch die Umsetzung des Higg Facilities Environmental Module (FEM 3.0) an allen Standorten bis 2019</b>	Erreicht	12, 17
Ziel 12	<b>Erreichen der digitalen Rückverfolgbarkeit von Fasern durch 500 Wertschöpfungskettenpartner mit Blockchain-Technologie bis 2021</b>	Erreicht	9, 12, 17
Ziel 13	<b>Erhöhung der physischen Rückverfolgbarkeit von TENCEL™ x REFIBRA™ und LENZING™ ECOVERO™ auf 100 Prozent der Lenzing Spezialfasern für Textilien bis 2021</b>	Erreicht	12

Ziele, die vor dem Berichtsjahr erreicht wurden

# Partnerschaften für den systemischen Wandel

[ESRS 2 SBM-2; GRI 2-16, 2-29]

Die Welt ist heute stärker vernetzt als je zuvor. Ein verbesserter Zugang zu Technologie und Wissen ist ein wichtiges Instrument, um Ideen zu teilen und Innovationen zu fördern. Die komplexen globalen Herausforderungen im Bereich Nachhaltigkeit, mit denen die Gesellschaft konfrontiert ist, erfordern einen gemeinschaftlichen Ansatz bei der Entwicklung systemischer Lösungen.

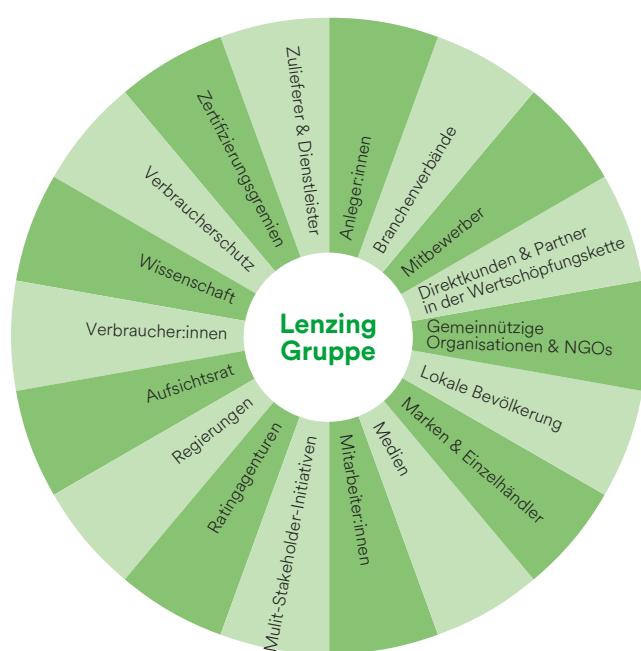
Für Lenzing bedeutet in Dialog zu treten ihre Stakeholder zu respektieren, mit Fachwissen und Erfahrung beizutragen und die Chance zu nutzen, von der Sichtweise ihrer Partner zu lernen. Grundvoraussetzung für den Aufbau von Vertrauen und langfristigen Beziehungen ist Transparenz. Am Anfang eines jeden Dialogs steht die Bereitstellung transparenter Informationen, die den Stakeholdern ermöglichen, sich eine fundierte Meinung zu bilden, die Risiken zu bewerten und Missverständnisse durch den Aufbau von Vertrauen abzuwenden. Durch gegenseitigen Respekt und Offenheit geprägte Beziehungen zu den Stakeholdern helfen, bestehende Spannungen abzubauen und potenzielle Konflikte zu vermeiden.

Weitere Informationen zu unseren wichtigsten Stakeholdern finden Sie im Fokuspaper „Stakeholder engagement“.

An dieser Kontaktaufnahme zu den jeweiligen Stakeholdern sind verschiedene Unternehmensfunktionen beteiligt. Neben dem Lenzing Nachhaltigkeitsteam spielen der Vorstand und die Manager:innen der verschiedenen Funktionen eine wichtige Rolle bei der Gestaltung des proaktiven Ansatzes der Gruppe für einen kontinuierlichen Stakeholder-Dialog.

**Wichtige Stakeholder-Gruppen**

**Abb. 05**



## Wichtigste Stakeholder 2023

Die wichtigsten Stakeholder für die Lenzing Gruppe sind die Menschen und Unternehmen, die von den Aktivitäten, der Unternehmenspolitik und den strategischen Zielen der Gruppe betroffen sein können. Lenzing betrachtet sie als strategische Partner, die ein erhebliches Interesse an und großen Einfluss auf die Bereiche haben, die Lenzing besonders am Herzen liegen. Eine ganz besondere Stakeholder-Gruppe sind die Mitarbeiter:innen von Lenzing. Transparenz, Zusammenarbeit und Informationsaustausch bezeugen die zuverlässige Leistung im Nachhaltigkeitsbereich der Lenzing Gruppe. Die Hauptthemen im Jahr 2023 waren:

- Energiesicherheit und Verringerung der Abhängigkeit von fossilen Brennstoffen
- Klimawandel, Treibhausgas-Emissionsziele, Science-based Target (SBT)
- Gleichberechtigung, Diversität und Inklusion
- Verantwortungsbewusste Beschaffung, insbesondere Due Diligence in der Lieferkette und (Verifizierung der) Scope-3-Emissionen
- EU-Richtlinien (z.B. EU-Taxonomie, Richtlinie zur Stärkung der Verbraucher, Richtlinie zur unternehmerischen Nachhaltigkeitsberichterstattung (Corporate Sustainability Reporting Directive, CSRD))
- ESG-Risiken
- Governance und Verhaltenskodex
- Net Benefit-Ansatz
- Biogene Emissionen, Landnutzungsänderung
- Kreislaufwirtschaft und Recyclingtechnologien
- Abfall-, Emissions- und Wassermanagement
- Transparenz und Rückverfolgbarkeit der Lieferkette
- Umweltbewertung und Kommunikation von Produkten
- Biodiversität und Erhaltung von Ökosystemen
- Benchmarking-Tools (Textile Exchange Preferred Fiber and Material Matrix)

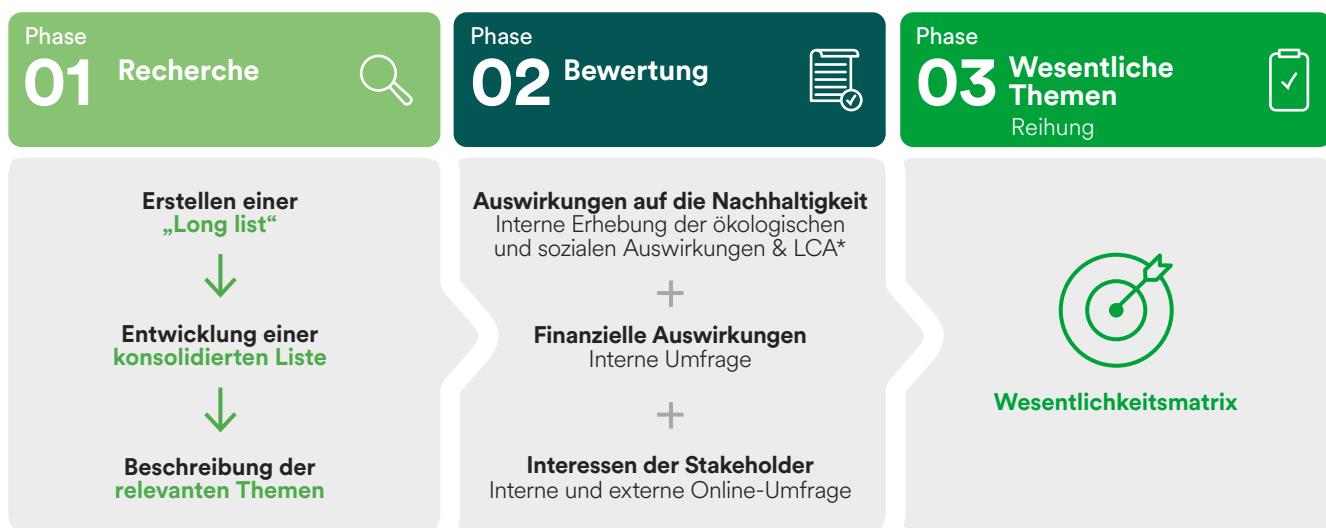
Weitere Informationen zum Stakeholder-Dialog im Jahr 2023 finden Sie im Abschnitt „Einbeziehung von Stakeholdern“ in den jeweiligen thematischen Standards.

# Doppelte Wesentlichkeitsanalyse

[ESRS 2 IRO-1; GRI 2-12, 3-1]

## Wesentlichkeitsanalyse

Abb. 06



In 2021 wurde eine sogenannte doppelte Wesentlichkeitsanalyse durchgeführt. Das bedeutet, dass sowohl der Einfluss der Umwelt auf das Unternehmen als auch der Einfluss des Unternehmens auf die Umwelt untersucht und um die finanzielle Betrachtung dieser Auswirkungen ergänzt wurde. Lenzing steht in laufendem Austausch mit Stakeholdern, um die Relevanz der Themen zu verstehen und die Wesentlichkeitsanalyse bei Bedarf zu aktualisieren.

Im Berichtsjahr führte Lenzing Gespräche mit mehreren Stakeholdern (z.B. Canopy) und es wurden keine neuen Themen identifiziert. Weitere Informationen zur Aktualisierung der Wesentlichkeitsanalyse finden Sie im Fokuspapier „Wesentlichkeitsanalyse“.

[ESRS 2 IRO-2; GRI 3-2]

#### **Wesentlichkeitsanalyse - Zuordnung nach Themen**

**Tabelle 05**

Materielle Aspekte und Kapitel	Strategische Kernbereiche der Nachhaltigkeit	NaDiVeG	ESRS	SDG
Kreislaufwirtschaft & Ressourcen	Partnerschaften für den systemischen Wandel, Nachhaltige Innovationen	Umweltbelange	E5 Ressourcennutzung und Kreislaufwirtschaft	9, 11, 12, 17
Klima & Energie	Dekarbonisierung	Umweltbelange	E1 Klimawandel	7, 13, 17
Verantwortungsbewusste Rohstoffbeschaffung	Nachhaltige Rohstoffbeschaffung	Umweltbelange	E5 Ressourcennutzung und Kreislaufwirtschaft, G1 Unternehmenspolitik	15
Biodiversität & Ökosysteme	Nachhaltige Rohstoffbeschaffung	Umweltbelange	E4 Biodiversität und Ökosysteme	15
Nachhaltige Innovationen und Produkte	Nachhaltige Innovationen	Umweltbelange	E2 Umweltverschmutzung, E3 Wasser- und Meeresressourcen, S4 Verbraucher und Endnutzer	9, 12, 17
Gesundheit und Sicherheit	Menschen fördern und ermöglichen	Arbeitnehmerbelange	S1 Eigene Belegschaft	3
Menschenrechte und faire Arbeitspraktiken	Menschen fördern und ermöglichen	Arbeitnehmerbelange, Achtung der Menschenrechte	S1 Eigene Belegschaft, S2 Arbeitskräfte in der Wertschöpfungskette, S3 Betroffene Gemeinschaften	5, 8, 10
Unternehmensexistenz	Menschen fördern und ermöglichen	Alle nicht-finanziellen Belange	G1 Unternehmenspolitik	16
Digitalisierung und Cyber Security	Nachhaltige Innovationen	Alle nicht-finanziellen Belange	–	9, 8, 16

#### **Weitere Nachhaltigkeitsaspekte**

Nachhaltigkeit in der Lieferkette	Nachhaltige Rohstoffbeschaffung, Partnerschaften für den systemischen Wandel	Umweltbelange, Achtung der Menschenrechte	–	8, 12, 17
Verantwortungsbewusster Umgang mit Wasser	Nachhaltige Innovationen	Umweltbelange	E3 Wasser- und Meeresressourcen	6
Gesellschaftliches Wohl	Förderung des gesellschaftlichen Wohls	Soziale Belange	S3 Betroffene Gemeinschaften	1, 3, 11
Vielfalt, Inklusion und Chancengleichheit	Menschen fördern und ermöglichen	Arbeitnehmerbelange, Achtung der Menschenrechte	S1 Eigene Belegschaft	5, 10
Förderung und Entwicklung der Mitarbeiter:innen	Menschen fördern und ermöglichen	Arbeitnehmerbelange, Achtung der Menschenrechte	S1 Eigene Belegschaft	5, 10

# Informationen über ökologisch nachhaltige Wirtschaftstätigkeiten gemäß der EU-Taxonomieverordnung

Gemäß den Verordnungen, (EU) 2020/852 der Europäischen Kommission vom 18. Juni 2020, (EU) 2021/2139 der Europäischen Kommission vom 4. Juni 2021, (EU) 2021/2178 der Europäischen Kommission vom 6. Juli 2021, (EU) 2022/1214 der Europäischen Kommission vom 9. März 2022 und der Anpassung der delegierten Umweltrechtsakte (EU) 2023/2485 und 2023/2486 zum 27. Juni 2023, ist die Lenzing Gruppe verpflichtet, drei wesentliche Leistungskennzahlen Umsatz, CapEx und OpEx offenzulegen. Für das Geschäftsjahr 2023 sind für die Umweltziele 1-2 die Taxonomiefähigkeit und Taxonomiekonformität der Wirtschaftstätigkeiten der Lenzing Gruppe offenzulegen. Für die Umweltziele 3-6 lediglich die Taxonomiefähigkeit. Die Lenzing Gruppe hat eine EU-Taxonomie-Rechnungslegungs-Richtlinie erarbeitet, um die Methode der Berichterstattung für die drei KPIs zu beschreiben.

Zur Bestimmung der taxonomiefähigen Aktivitäten hat die Lenzing Gruppe alle in der EU-Taxonomie aufgeführten Wirtschaftstätigkeiten analysiert. Die Taxonomiefähigkeit wurde anhand der Beschreibung der Wirtschaftsaktivitäten ermittelt. Angesichts der aktuellen EU-Gesetzgebung sind nicht alle Wirtschaftstätigkeiten und Wirtschaftszweige von den sechs derzeit geltenden Umweltzielen erfasst. Im Jahr 2022 wurden die ersten beiden Umweltziele berichtet, **welche nicht die Kerngeschäftstätigkeiten der Lenzing Gruppe** (Herstellung von holzbasierten Fasern, Faserzellstoffproduktion und unterstützende Tätigkeiten) **umfassen**. Die Veröffentlichung der vier zusätzlichen Umweltziele und die Anpassung der bestehenden Ziele hat an dieser Situation nichts geändert. Die Angaben zu taxonomiefähigen Wirtschaftstätigkeiten für das Jahr 2023 erstrecken sich daher nur auf einen sehr kleinen Teil der Aktivitäten der Lenzing Gruppe.

Die folgenden Tätigkeiten sind als taxonomiefähig eingestuft: Herstellung von Soda (CCM 3.12.), Übertragung und Verteilung von Elektrizität (CCM 4.9.), Kraft-Wärme/Kälte-Kopplung mit erneuerbaren nichtfossilen gasförmigen und flüssigen Brennstoffen (CCM 4.19.), Kraft-Wärme/Kälte-Kopplung mit Bioenergie (CCM 4.20.). Künftige Entwicklungen in der Gesetzgebung können den Umfang der taxonomiefähigen Aktivitäten verändern.

## Waldbewirtschaftung (CCM 1.3.)

Die Bewirtschaftung von Baumplantagen in Südamerika ist nicht in der Tätigkeit Waldbewirtschaftung (CCM 1.3.) enthalten. Der Output der Tätigkeit, das gewachsene Holz, wird größtenteils intern in den eigenen Betrieben von Lenzing verwendet. In diesem Bericht wird der Begriff „Wald“ im generellen Sinn verwendet. Die Definition unterscheidet sich auf Länderebene. Zum Beispiel beurteilen manche Länder „Baumplantagen“ nicht als „Wald“, wohingegen andere Länder dies sehr wohl tun.

## Kraft-Wärme/Kälte-Kopplung mit erneuerbaren nichtfossilen gasförmigen und flüssigen Brennstoffen (CCM 4.19.)

Der Betrieb der KWK-Anlage erfolgt zum überwiegenden Teil mittels erneuerbaren nicht fossilen gasförmigen und flüssigen Brennstoffen, z. B. Dicklauge, Buchrinde. Mangels Zuordenbarkeit des jeweiligen Brennstoffeinsatzes zu der verkauften Energie, erfolgt die Berechnung der Taxonomiefähigkeit auf Basis eines Schlüssels gemessen an dem überwiegend eingesetzten Brennstoff.

Die folgenden Wirtschaftstätigkeiten, die das Kerngeschäft unterstützen, sind physisch eng miteinander verbunden und können daher nicht mit vertretbarem Aufwand getrennt bewertet werden und sind daher nicht taxonomiefähig: Hocheffiziente Kraft-Wärme/Kälte-Kopplung mit fossilen gasförmigen Brennstoffen (CCM 4.30.), Güterbeförderung im Eisenbahnverkehr (CCM 6.2.), Bau, Erweiterung und Betrieb von Abwassersammel- und -behandlungssystemen (CCM 5.3.) und Datenverarbeitung, Hosting, und damit verbundene Tätigkeiten (CCM 8.1.)

Die Investitionsausgaben aus dem taxonomiefähigem Output der Kategorie „C“ wurden entsprechend bewertet und ausgewiesen (z.B. Erwerb von und Eigentum an Gebäuden CCM 7.7.).

Taxonomiefähigkeit bezieht sich auf Wirtschaftsaktivitäten, welche in der Taxonomie-Verordnung als solche definiert. Die Taxonomiekonformität geht über die Taxonomiefähigkeit hinaus und impliziert eine positive Bewertung der geltenden technischen Bewertungskriterien. Dazu gehören ein wesentlicher Beitrag zu mindestens einem der 6 Umweltziele, keine erhebliche Beeinträchtigung eines der übrigen Umweltziele und die Einhaltung des sozialen Mindestschutzes.

Für die ermittelten taxonomiefähigen Wirtschaftstätigkeiten, wurde eine Analyse der Taxonomiekonformität durchgeführt. Die Lenzing Gruppe begann die Konformitätsprüfung mit einem Screening der technischen Bewertungskriterien sowie der sozialen Mindestschutzkriterien. Im Rahmen der Bewertung kam die Lenzing Gruppe zum Ergebnis, dass die Kriterien der Anlage A (Klimarisiko- und Vulnerabilitätsbewertung) sowie weitere Kriterien noch nicht erfüllt werden können. Diese Bewertung hat zur Folge, dass eine weitere eingehende Überprüfung der technischen Bewertungskriterien für das Berichtsjahr 2023 als nicht relevant eingestuft wurde. Alle identifizierten Wirtschaftstätigkeiten werden als taxonomiefähig, aber nicht als taxonomiekonform ausgewiesen.

Die Lenzing Gruppe vermeidet jegliche Doppelzählung indem sie die Daten für jede Leistungskennzahl getrennt voneinander auswertet. Alle identifizierten Wirtschaftsaktivitäten werden lediglich einmal für das Umweltziel „Klimaschutz“ gezählt. Die Lenzing Gruppe ermittelt die 3 KPIs (Umsatz, CapEx und OpEx) gemäß der Definition des delegierten Offenlegungsrechtsaktes (EU) 2021/2178.

**Anteil des Umsatzes aus Waren oder Dienstleistungen, die mit taxonomiekonformen Wirtschaftstätigkeiten verbunden sind - Offenlegung für das Jahr 2023**

Tabelle 06

Geschäftsjahr 2023	Jahr		Kriterien für einen wesentlichen Beitrag						DNSH-Kriterien („Keine erhebliche Beeinträchtigung“)								
			Klimaschutz (5)	Anpassung an den Klimawandel (6)	Wasser (7)	Umweltverschmutzung (8)	Kreislaufwirtschaft (9)	Biologische Vielfalt (10)	Klimaschutz (11)	Anpassung an den Klimawandel (12)	Wasser (13)	Umweltverschmutzung (14)	Kreislaufwirtschaft (15)	Biologische Vielfalt (16)	Mindestschutz (17)		
Wirtschaftstätigkeiten (1)	Code (2)	Umsatz (3) EUR Mio.	Umsatzanteil, Jahr 2023 (4)												Anteil taxonomiekonform (A.1.) oder taxonomiefähig (A.2.) Umsatz, Jahr 2022 – (18) EUR Mio.	Kategorie ermögliche Tätigkeit (19)	Kategorie Übergangstätigkeit (20)
Text		Währung	%	J; N; N/EL	J; N; N/EL	J; N; N/EL	J; N; N/EL	J; N; N/EL	J/N	J/N	J/N	J/N	J/N	J/N	%	E	T

**A. TAXONOMIEFÄHIGE TÄTIGKEITEN**

**A.1 Ökologisch nachhaltige Tätigkeiten (taxonomiekonform)**

Umsatz ökologisch nachhaltiger Tätigkeiten (taxonomiekonform) (A.1)	0	0 %															
Davon ermöglichte Tätigkeiten	0	0 %															
Davon Übergangstätigkeiten	0	0 %															

**A.2 Taxonomiefähige, aber nicht ökologisch nachhaltige Tätigkeiten (nicht taxonomiekonforme Tätigkeiten)**

	CCM 3.12 .	4,8	0,2 %	EL; N/EL												
Herstellung von Soda	CCM 4.9.	1,3	0,1 %	N	N/EL	N/EL	N/EL	N/EL	N/EL							N/A
Übertragung und Verteilung von Elektrizität	CCM 4.19 .	18,6	0,7 %	N	N/EL	N/EL	N/EL	N/EL	N/EL							0,1 %
Kraft-Wärme/Kälte-Kopplung mit erneuerbaren nichtfossilen gasförmigen und flüssigen Brennstoffen	CCM 4.20 .	14,9	0,6 %	N	N/EL	N/EL	N/EL	N/EL	N/EL							1,2 %
A. Umsatz taxonomiefähiger Tätigkeiten A.1+A.2)		39,5	1,6 %													0,6 %
Umsatz taxonomiefähiger, aber nicht ökologisch nachhaltige Tätigkeiten (nicht taxonomiekonforme Tätigkeiten) (A.2)		39,5	1,6 %													

**B. NICHT TAXONOMIEFÄHIGE TÄTIGKEITEN**

Umsatz nicht taxonomiefähiger Tätigkeiten	2481,6	98,4 %
<b>Summe</b>	<b>2521,2</b>	<b>100 %</b>

	Umsatzanteil/Ge samtumsatz
Taxonomiekonform je Ziel	Taxonomiefähig je Ziel
CCM	0% 1,6 %
CCA	0% 0%
WTR	0% 0%
CE	0% 0%
PPC	0% 0%
BIO	0% 0%

Im Vergleich zum Berichtsjahr 2022 haben sich aufgrund geänderter Energiepreise die Umsätze für die Aktivität „Kraft-Wärme/Kälte-Kopplung mit erneuerbaren nichtfossilen gasförmigen und flüssigen Brennstoffen (CCM 4.19.)“ reduziert.

**CapEx-Anteil aus Waren oder Dienstleistungen, die mit taxonomiekonformen Wirtschaftstätigkeiten verbunden sind - Offenlegung für das Jahr 2023**

Tabelle 07

Geschäftsjahr 2023	Jahr		Kriterien für einen wesentlichen Beitrag						DNSH-Kriterien („Keine erhebliche Beeinträchtigung“)								
			Klimaschutz (5)	Anpassung an den Klimawandel (6)	Wasser (7)	Umweltverschmutzung (8)	Kreislaufwirtschaft (9)	Biologische Vielfalt (10)									
Wirtschaftstätigkeiten (1)	Code (2)	CapEx (3) EUR Mio.	CapEx-Anteil, Jahr 2023 (4)	Klimaschutz (5)	Anpassung an den Klimawandel (6)	Wasser (7)	Umweltverschmutzung (8)	Kreislaufwirtschaft (9)	Biologische Vielfalt (10)	Klimaschutz (11)	Anpassung an den Klimawandel (12)	Wasser (13)	Umweltverschmutzung (14)	Kreislaufwirtschaft (15)	Biologische Vielfalt (16)		
Text		Währung	%	J; N; N/EL	J; N; N/EL	J; N; N/EL	J; N; N/EL	J; N; N/EL	J; N; N/EL	J/N	J/N	J/N	J/N	J/N	%	E	T

**A. TAXONOMIEFÄHIGE TÄTIGKEITEN**

**A.1 Ökologisch nachhaltige Tätigkeiten (taxonomiekonform)**

CapEx ökologisch nachhaltiger Tätigkeiten (taxonomiekonform) (A.1)	0	0 %													
Davon ermöglichte Tätigkeiten	0	0 %													
Davon Übergangstätigkeiten	0	0 %													

**A.2 Taxonomiefähige, aber nicht ökologisch nachhaltige Tätigkeiten (nicht taxonomiekonforme Tätigkeiten)**

			EL; N/EL												
Herstellung von Soda	CCM 3.12 .	0	0,0 %	N	N/EL	N/EL	N/EL	N/EL	N/EL						N/A
Übertragung und Verteilung von Elektrizität	CCM 4.9.	0,6	0,2 %	N	N/EL	N/EL	N/EL	N/EL	N/EL						0,1 %
Kraft-Wärme/Kälte-Kopplung mit erneuerbaren nichtfossilen gasförmigen und flüssigen Brennstoffen	CCM 4.19 .	1,5	0,4 %	N	N/EL	N/EL	N/EL	N/EL	N/EL						0,5 %
Kraft-Wärme/Kälte-Kopplung mit Bioenergie	CCM 4.20 .	18,3	5,6 %	N	N/EL	N/EL	N/EL	N/EL	N/EL						0,0 %
Beförderung mit Motorrädern, Personenkraftwagen und leichten Nutzfahrzeugen	CCM 6.5.	3,0	0,9 %	N	N/EL	N/EL	N/EL	N/EL	N/EL						N/A
Installation, Wartung und Reparatur von Ladestationen für Elektrofahrzeuge in Gebäuden (und auf zu Gebäuden gehörenden Parkplätzen)	CCM 7.4.	0,0	0,0 %	N	N/EL	N/EL	N/EL	N/EL	N/EL						N/A
Installation, Wartung und Reparatur von Technologien für erneuerbare Energien	CCM 7.6.	0,2	0,1 %	N	N/EL	N/EL	N/EL	N/EL	N/EL						N/A
Erwerb von und Eigentum an Gebäuden	CCM 7.7.	26,5	8,1 %	N	N/EL	N/EL	N/EL	N/EL	N/EL						N/A
CapEx taxonomiefähiger, aber nicht ökologisch nachhaltige Tätigkeiten (nicht taxonomiekonforme Tätigkeiten) (A.2)		50,1	15,3 %												
A. CapEx taxonomiefähiger Tätigkeiten (A.1 + A.2)		50,1	15,3 %												

## B. NICHT TAXONOMIEFÄHIGE TÄTIGKEITEN

CapEx nicht taxonomiefähiger Tätigkeiten	277,6	84,7 %
<b>Summe</b>	<b>326,3</b>	<b>100 %</b>

	CapEx-Anteil/Gesamt-CapEx	
	Taxonomiekonform je Ziel	Taxonomiefähig je Ziel
CCM	0 %	15,3 %
CCA	0 %	0 %
WTR	0 %	0 %
CE	0 %	0 %
PPC	0 %	0 %
BIO	0 %	0 %

Im Jahr 2023 wurde ein neues Biomassekraftwerk am Standort Heiligenkreuz mit CapEx-Investitionen erworben, welches Teil der Kraft-Wärme/Kälte-Kopplung mit Bioenergie ist (CCM 4.20.). Die Investitionsausgaben aus taxonomiefähigem Output der Kategorie „C“ wurden entsprechend bewertet und ausgewiesen (z.B. Erwerb von und Eigentum an Gebäuden CCM 7.7.).

**OpEx-Anteil von Waren oder Dienstleistungen, die mit taxonomiekonformen Wirtschaftstätigkeiten verbunden sind - Offenlegung für das Jahr 2023**

Tabelle 08

Geschäftsjahr 2023	Jahr		Kriterien für einen wesentlichen Beitrag						DNSH-Kriterien („Keine erhebliche Beeinträchtigung“)								
			Klimaschutz (5)	Anpassung an den Klimawandel (6)	Wasser (7)	Umweltverschmutzung (8)	Kreislaufwirtschaft (9)	Biologische Vielfalt (10)	Klimaschutz (11)	Anpassung an den Klimawandel (12)	Wasser (13)	Umweltverschmutzung (14)	Kreislaufwirtschaft (15)	Biologische Vielfalt (16)	Mindestschutz (17)		
Wirtschaftstätigkeiten (1)	Code (2)	OpEx (3) EUR Mio.	OpEx-Anteil, Jahr 2023 (4)	Klimaschutz (5)	Anpassung an den Klimawandel (6)	Wasser (7)	Umweltverschmutzung (8)	Kreislaufwirtschaft (9)	Biologische Vielfalt (10)	Klimaschutz (11)	Anpassung an den Klimawandel (12)	Wasser (13)	Umweltverschmutzung (14)	Kreislaufwirtschaft (15)	Biologische Vielfalt (16)	Mindestschutz (17)	
Text		Währung	%	J; N; N/EL	J; N; N/EL	J; N; N/EL	J; N; N/EL	J; N; N/EL	J; N; N/EL	J/N	J/N	J/N	J/N	J/N	%	E	T

**A. TAXONOMIEFÄHIGE TÄTIGKEITEN**

**A.1 Ökologisch nachhaltige Tätigkeiten (taxonomiekonform)**

OpEx ökologisch nachhaltiger Tätigkeiten (taxonomiekonform) (A.1)	0	0 %														
Davon ermöglichte Tätigkeiten	0	0 %														
Davon Übergangstätigkeiten	0	0 %														

**A.2 Taxonomiefähige, aber nicht ökologisch nachhaltige Tätigkeiten (nicht taxonomiekonforme Tätigkeiten)**

	CCM 3.12	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL									
Herstellung von Soda	0,5	0,2 %	N	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/A					
Übertragung und Verteilung von Elektrizität	CCM 4.9.	0,4	0,2 %	N	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	0,1 %					
Kraft-Wärme/Kälte-Kopplung mit erneuerbaren nichtfossilen gasförmigen und flüssigen Brennstoffen	CCM 4.19	5,4	2,7 %	N	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	2,8 %					
Kraft-Wärme/Kälte-Kopplung mit Bioenergie	CCM 4.20	2,8	1,4 %	N	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	2,7 %					
OpEx taxonomiefähiger, aber nicht ökologisch nachhaltige Tätigkeiten (nicht taxonomiekonforme Tätigkeiten) (A.2)		9,1	4,5 %													
A. OpEx taxonomiefähiger Tätigkeiten (A.1 + A.2)		9,1	4,5 %													

**B. NICHT TAXONOMIEFÄHIGE TÄTIGKEITEN**

OpEx nicht taxonomiefähiger Tätigkeiten	192,8	95,5 %
<b>Summe</b>	<b>201,9</b>	<b>100 %</b>

	OpEx-Anteil/Gesamt-OpEx
Taxonomiekonform je Ziel	Taxonomiefähig je Ziel
CCM	0 % 4,5 %
CCA	0 % 0 %
WTR	0 % 0 %
CE	0 % 0 %
PPC	0 % 0 %
BIO	0 % 0 %

Keine wesentlichen Änderungen bei den Betriebsausgaben für 2023 im Vergleich zu 2022.

Die Umsatzerlöse umfassen die gemäß International Accounting Standard (IAS) 1.82 (a) in der Fassung der Verordnung (EG) Nr. 1126/2008 der Kommission ausgewiesenen Einnahmen und sind im Konzernabschluss 2023 angegeben (siehe Position „Umsatzerlöse“ in der Konzern-Gewinn- und Verlustrechnung). Die Umsatzerlöse aus Waren oder Dienstleistungen, einschließlich immaterieller Vermögenswerte, die mit taxonomiefähigen Wirtschaftsaktivitäten verbunden sind, werden im Verhältnis zu den gesamten Umsatzerlösen dargestellt.

Die gesamten Investitionsausgaben (CapEx) erstrecken sich auf buchmäßige (nicht zahlungswirksame) Zugänge zu Sachanlagen, immateriellen Vermögenswerten, biologischen Vermögenswerten und Nutzungsrechten. Die Investitionsausgaben, die sich auf Vermögenswerte oder Prozesse beziehen, die mit taxonomiefähigen Wirtschaftstätigkeiten verbunden sind, werden im Verhältnis zu den gesamten Investitionsausgaben dargestellt. Im Berichtsjahr 2023 wurden durch Unternehmenszusammenschlüsse lediglich die Investitionsausgaben für das Biomassekraftwerk am Standort Heiligenkreuz in der Höhe von EUR 18,3 Mio. (%) getätigt.

#### EU Taxonomie, CapEx

Tabelle 09

	EUR Mio. 1-12/2022	EUR Mio. 1-12/2023
Zugänge immaterielle Vermögenswerte (siehe Note 17 im Konzernabschluss 2023)	10,9	8,7
Zugänge Sachanlagen ohne geleistete Anzahlungen	778,6	239,1
Zugänge Grundstücke und Bauten (siehe Note 18 im Konzernabschluss 2023)	131,5	27,4
Zugänge technische Anlagen und Maschinen, Betriebs- und Geschäftsausstattung (siehe Note 18 im Konzernabschluss 2023)	455,4	106,5
Zugänge geleistete Anzahlungen und Anlagen in Bau (siehe Note 18 im Konzernabschluss 2023)	46,3	97,4
Umgliederung der geleisteten Anzahlungen (siehe Note 18 im Konzernabschluss 2023)	145,5 <sup>a</sup>	7,8 <sup>a</sup>
Zugänge biologische Vermögenswerte (siehe Note 19 im Konzernabschluss 2023)	4,6	0,0
Zugänge Nutzungsrechte Leasing (siehe Note 20 im Konzernabschluss 2023)	14,2	78,5
<b>Summe</b>	<b>808,2</b>	<b>326,3</b>

a) In den Zugängen sind Anzahlungen in der Höhe von EUR 6,5 Mio. (VJ: EUR 141 Mio.) enthalten, die im Geschäftsjahr aktiviert wurden. Der Rückgang der geleisteten Anzahlungen im Vergleich zur Vorperiode beträgt EUR 1,3 Mio. (VJ: EUR 4,3 Mio.).

Die Betriebsausgaben (OpEx) umfassen direkte nicht kapitalisierte Kosten, die sich auf Forschung und Entwicklung, Gebäudesanierungsmaßnahmen, kurzfristige Leasingverhältnisse, Instandhaltung und Wartung beziehen. Die Aufwendungen für Instandhaltung und Wartung beziehen sich auf die tägliche Wartung (einschließlich

Wartungsmaterial) von Sachanlagen. Die Betriebsausgaben, die mit taxonomiefähigen Wirtschaftstätigkeiten verbunden sind, werden im Verhältnis zu den gesamten Betriebsausgaben dargestellt.

#### EU Taxonomie, OpEx

Tabelle 10

	EUR Mio. 1-12/2022	EUR Mio. 1-12/2023
Instandhaltung und Wartung (siehe Note 6 im Konzernabschluss 2023)	158,7	177,1
Miet- und Leasingaufwendungen (kurzfristig) (siehe Note 20 im Konzernabschluss 2023)	10,9	9,2
Forschungs- und Entwicklungsaufwendungen (siehe Konzern-Gewinn- und Verlustrechnung 2023)	29,2	69,1
Abzüglich Abschreibungen enthalten in Forschungs- und Entwicklungsaufwendungen (siehe Note 6 im Konzernabschluss 2023)	-4,0	-53,5
<b>Summe</b>	<b>194,8</b>	<b>201,9</b>

**Tätigkeiten in den Bereichen Kernenergie und fossiles Gas**
**Tabelle 11**

<b>Zeile</b>	<b>Tätigkeiten im Bereich Kernenergie</b>	
1.	Das Unternehmen ist im Bereich Erforschung, Entwicklung, Demonstration und Einsatz innovativer Stromerzeugungsanlagen, die bei minimalem Abfall aus dem Brennstoffkreislauf Energie aus Nuklearprozessen erzeugen, tätig, finanziert solche Tätigkeiten oder hält Risikopositionen im Zusammenhang mit diesen Tätigkeiten.	NEIN
2.	Das Unternehmen ist im Bau und sicheren Betrieb neuer kerntechnischer Anlagen zur Erzeugung von Strom oder Prozesswärme - auch für die Fernwärmeverversorgung oder industrielle Prozesse wie die Wasserstofferzeugung - sowie bei deren sicherheitstechnischer Verbesserung mithilfe der besten verfügbaren Techniken tätig, finanziert solche Tätigkeiten oder hält Risikopositionen im Zusammenhang mit diesen Tätigkeiten.	NEIN
3.	Das Unternehmen ist im sicheren Betrieb bestehender kerntechnischer Anlagen zur Erzeugung von Strom oder Prozesswärme - auch für die Fernwärmeverversorgung oder industrielle Prozesse wie die Wasserstofferzeugung - sowie bei deren sicherheitstechnischer Verbesserung tätig, finanziert solche Tätigkeiten oder hält Risikopositionen im Zusammenhang mit diesen Tätigkeiten.	NEIN
<b>Tätigkeiten im Bereich fossiles Gas</b>		
4.	Das Unternehmen ist im Bau oder Betrieb von Anlagen zur Erzeugung von Strom aus fossilen gasförmigen Brennstoffen tätig, finanziert solche Tätigkeiten oder hält Risikopositionen im Zusammenhang mit diesen Tätigkeiten.	NEIN
5.	Das Unternehmen ist im Bau, in der Modernisierung und im Betrieb von Anlagen für die Kraft-Wärme/Kälte-Kopplung mit fossilen gasförmigen Brennstoffen tätig, finanziert solche Tätigkeiten oder hält Risikopositionen im Zusammenhang mit diesen Tätigkeiten.	NEIN
6.	Das Unternehmen ist im Bau, in der Modernisierung und im Betrieb von Anlagen für die Wärmegewinnung, die Wärme/Kälte aus fossilen gasförmigen Brennstoffen erzeugen, tätig, finanziert solche Tätigkeiten oder hält Risikopositionen im Zusammenhang mit diesen Tätigkeiten.	NEIN

# Klimawandel

## MANAGEMENTANSATZ

### Wesentliches Thema: Klimawandel

[GRI 3-3]

Die Herstellung von Faserzellstoff und Fasern ist ein energieintensiver Prozess, der für Lenzing eine Herausforderung darstellt. Soweit es möglich ist, hat das Unternehmen auf fossile Energie verzichtet bzw. sie durch erneuerbare Energiequellen ersetzt. Investitionen in hochmoderne Technologien und CO<sub>2</sub>-arme Herstellungsprozesse an allen Lenzing Standorten haben dazu beigetragen, die Energieeffizienz zu erhöhen und die Treibhausgas (THG)-Emissionen des Unternehmens positiv zu beeinflussen. Klimarisiken bieten Chancen für Innovationen und Investitionen, die Lenzing widerstandsfähiger gegen das sich verändernde regulatorische Umfeld machen. Lenzing ist führend in der Branche, dies wird dadurch unterstrichen, dass 2023 die Non-Profit-Umweltorganisation CDP Lenzing zum dritten Mal das dreifache „A“ Rating in den Bereichen Klimawandel, Wassersicherheit und Wälder verlieh. Lenzing ist eines von nur 10 Unternehmen weltweit, das diese Bewertung erreicht hat. Dank dieser Umweltanstrengungen ist das Unternehmen auf dem richtigen Weg, um das Ziel der Verringerung der absoluten THG-Emissionen der Scopes 1 und 2 um 42 Prozent und der absoluten THG-Emissionen des Scopes 3 um 25 Prozent bis 2030 zu erreichen (Basisjahr 2021). Das unterstützt auch das übergeordnete Ziel, bis 2050 Netto-Null Emissionen im Einklang mit dem Übereinkommen von Paris zu erreichen.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Den Wandel zu einer Produktion frei von fossilen Rohstoffen mittels Geschäftsmodellen der Kreislaufwirtschaft sowie durch Innovationen entlang der Wertschöpfungskette voranzutreiben
- Den Konsument:innen eine wirklich nachhaltige Option zu bieten: mit Textilien und Vliesstoffen aus Cellulosefasern auf Holzbasis
- Sicherung des künftigen Wachstums von Lenzing durch die Einführung CO<sub>2</sub>-neutraler Technologien und CO<sub>2</sub>-armer Produkte
- Resilienz gegenüber Veränderungen des regulatorischen (z. B. steuerlichen) und geschäftlichen Umfeldes schaffen
- Stärkung der glaubwürdigen Führungsrolle in puncto Nachhaltigkeit bei allen Stakeholdern, Sicherung der Produktdifferenzierung und der Preisaufschläge
- Zusammenarbeit mit Stakeholdern und Partnern in der Lieferkette
- Neue und langfristige Impact-Investoren gewinnen

##### Negativ

###### Eigene Aktivitäten:

- Kein Beitrag durch Lenzing zu den THG-Zielen ihrer Kunden, wenn Lenzing's Produkte nicht mehr der Kundendefinition von nachhaltigen Rohstoffen entsprechen
- Klimabedingte Störungen an einem der Produktionsstandorte (zum Beispiel Unwetterereignisse, Unterbrechungen der Lieferkette)
- Nichteinhaltung neuer Vorschriften, technologische Probleme beim Übergang zu erneuerbaren Energiequellen (z. B. grüner Wasserstoff)
- Fossile Energieträger und energieintensive Technologien bergen potenzielle Risiken in Bezug auf Regulierung, Technologie, Markt und die Unternehmensreputation
- Ineffiziente Energieumwandlungstechnologien haben einen potenziellen Einfluss auf die THG-Emissionen

###### Geschäftsbeziehungen:

- Risiken einer mangelnden Verfügbarkeit von Holz durch Walddegradierung (Krankheiten, Schädlinge usw.) als direkte Folge einer höheren Durchschnittstemperatur
- Potenzielle Risiken in den Bereichen Regulierung, Technologie, Markt und Unternehmensreputation

- Systemzertifizierung nach ISO 9001:2015, ISO 14001:2015 und ISO 45001:2018 für die Lenzing Gruppe
- Lenzing Umweltstandard
- Policy für Bioenergie
- Policy für Sicherheit, Gesundheit und Umwelt (SHE)

##### Gesetzte Maßnahmen

- Aktualisierung und Validierung der wissenschaftlich fundierten Ziele (SBTs)
- Aktualisierung von Roadmaps für Ziele auf Konzern und Standortebene
- Einrichtung eines Steuerungs- und Lenkungsausschusses
- Aufnahme der am Lenzing Standort Prachinburi (Thailand) hergestellten Produkte in das CO<sub>2</sub>-arme Portfolio
- Zwei weitere Produktionsstandorte der Lenzing Gruppe beziehen 100 Prozent erneuerbaren Strom aus dem Netz (Purwakarta, Indonesien und Nanjing, China), wodurch sich die Zahl der Standorte, die ausschließlich erneuerbaren Strom nutzen, auf sechs erhöht
- Biomassekraftwerk in Heiligenkreuz (Österreich) erworben
- Kontinuierliche Verbesserung des Energieverbrauches
- Power Purchase Agreements (PPA) mit Anbietern erneuerbarer Energien
- CDP Climate Change „A“-Rating
- Umweltmanagementsystem nach ISO 14001:2015 (inkl. Risikobewertung und interner Audits zur Sicherstellung der Wirksamkeit der durchgeführten Maßnahmen)

##### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

- „Kurzfristiges wissenschaftlich fundiertes Ziel“
- „Langfristiges wissenschaftlich fundiertes Netto-Null-Ziel“

##### Stakeholders

- UN Fashion Charter
- Roadmap to Zero
- Renewable Carbon Initiative (RCI)
- GHG Protocol and CEPI
- Kunden
- Lieferanten

- Klimabedingte Störungen an einem der Produktionsstandorte beeinflussen das Geschäftsmodell und den Geschäftserfolg
- Umsetzung regionaler und nationaler Emissionshandelssysteme
- Energieknappheit könnte den Betrieb von Lenzing gefährden
- Finanzielle Auswirkungen möglicher Steigerungen bei Energiepreisen

## Policies und Engagement

- Nachhaltigkeitsstrategie „Naturally Positive“ mit den Kernbereichen „Dekarbonisierung“ und „Partnerschaften für den systemischen Wandel“
- Implementierung der wissenschaftlich fundierten Ziele (SBTs)
- Engagement für die Klimarahmenkonvention der Vereinten Nationen (UN Fashion Industry Charter for Climate Action)

## Verantwortlichkeiten

- CPO/CTO
- Senior Manager Carbon Strategy
- VP Corporate Sustainability

## Unterstützende Funktionen

- Corporate Communications & Public Affairs
- Global Controlling
- Global Purchasing/Purchasing
- Corporate Audit & Risk
- Global QESH
- Global Strategy und M&A
- Performance.Improvement.Technology
- Site Managers

## HIGHLIGHTS 2023

1. Aktualisierung des wissenschaftlich fundierten Ziels (SBTs) für die Reduzierung der Scope 1, 2 & 3 THG-Emissionen bis zum Jahr 2030 (1,5°C-Ziel Ambition in Scope 1 & 2).
2. Validierung des Ziels, bis 2050 den Netto-THG-Ausstoß (Scope 1, 2 & 3) auf null zu reduzieren durch SBTi und Festlegung SBTs für 2050 (Reduzierung der Emissionen um mindestens 90 Prozent)
3. Kauf eines 43 MW Biomasse-Kraftwerks in Heiligenkreuz (Österreich)
4. Fortsetzung der Zusammenarbeit mit den wichtigsten Chemikalienlieferanten. Prozess zum Kauf CO<sub>2</sub>-armer Natronlauge in Asien initiiert
5. In Prachinburi (Thailand) hergestellte CO<sub>2</sub>-arme Lyocellfaser ins Produktportfolio integriert
6. 2023 Bezug von 100 Prozent erneuerbarem Strom aus dem Netz in Nanjing (China) und Purwakarta (Indonesien)
7. Ab Q4/2023 Versorgung des Standorts Lenzing mit erneuerbarem Strom einer 5,5 MW Photovoltaikanlage in der Steiermark (PPA zwischen Lenzing und Energie Steiermark sowie Energy)
8. Abschluss eines 12,6 MW Windenergie-Einkaufsvertrages (Wind-PPA) mit WindLandKraft GmbH. Der Windpark befindet sich in Engelhartstetten (Österreich) und wird ab Q1/2025 Strom nach Lenzing liefern.
9. Lenzing hat erneut die Bewertung „A“ von CDP Climate Change erhalten
10. Lenzings Klimaaktionsplan gemäß der neuen SBTs aktualisiert.

## Strategie

[ESRS E1-1; GRI 3-3e]

## Übergangsplan für den Klimaschutz

Im Einklang mit dem Übereinkommen von Paris (1,5°C Ziel) und dem SDG 13 der UN hat sich die Lenzing Gruppe ehrgeizige SBTs zur Reduzierung der absoluten THG-Emissionen in Scope 1 & 2 um 42 Prozent und in Scope 3 um 25 Prozent bis 2030 gesetzt und will bis 2050 die Netto-THG-Emissionen auf null reduzieren.

Es wurde ein funktionsübergreifendes Projektteam unter der Leitung des CPO/CTO eingerichtet. Ein Lenkungsausschuss ist Teil des Projektmanagements, um eine Abstimmung zwischen allen Entscheidungsträger:innen und Funktionen zu ermöglichen, sowie Entscheidungen zu beschleunigen und die Zustimmung der verschiedenen Verantwortlichen für zentrale Projekte, Standorte und Funktionen sicherzustellen.

Eine dedizierte globale Projektleitung ist operativ für die Vereinfachung des Implementierungsprozesses auf Konzernebene sowie für die Unterstützung der Funktionen und Produktionsstandorte weltweit verantwortlich. Darüber hinaus unterstützt die Projektleitung die Integration des Themas Klima in Geschäftsentscheidungen.

Um das nötige Engagement und die Umsetzung sicherzustellen, liegen die Entwicklung von Roadmaps und die Verantwortung von deren Umsetzung bei den jeweiligen Produktionsstandorten und Funktionen. So können sie ihre Portfolios und spezifischen Agenden mittel- und langfristig effektiv verwalten.

## Strategie, Ziele und Roadmaps

Die Unternehmensstrategie „Better Growth“ von Lenzing enthält die Klimaschutzziele, was die Einbeziehung des Klimawandels in die Geschäftsstrategie und Entscheidungsfindung sicherstellt.

## Governance

[ESRS E1 ESRS 2 GOV-3]<sup>5</sup>

Die Vergütungs-Policy der Lenzing AG für die erfolgsabhängige Vergütung des Vorstandes ist nicht nur an finanzielle Leistungskriterien, sondern auch an nicht finanzielle Nachhaltigkeitskriterien (ESG) geknüpft. Weitere Informationen finden Sie im Kapitel „Allgemeine Angaben“.

<sup>5</sup> Zusätzlich zur GRI-Angabe wird der entsprechende ESRS-Abschnitt vermerkt. Ein Anspruch auf Erfüllung des ESRS besteht in diesem und den folgenden Kapiteln nicht.

Um die SBTs effektiv zu erreichen, entwickelte die globale Projektleitung eine übergeordnete SBT-Roadmap für die Gruppe mit potenziellen Zielen auf Standortebene. Diese Szenarien und Standortziele wurden mit dem Vorstandsvorsitzenden, dem Lenkungsausschuss und anderen Entscheidungsträger:innen der entsprechenden Funktionen und Regionen abgestimmt. Dies hat die Richtung und Leitlinien vorgegeben und die Entwicklung der Roadmap für jeden Produktionsstandort und jede Funktion erleichtert.

## Integration in Funktionen und Projekte

**Betrieb:** Jeder der neun Standorte arbeitet an der Entwicklung seiner Ziele und Roadmaps. Einige Projekte zur Emissionsreduzierung, die im Berichtszeitraum weltweit umgesetzt wurden, sind:

- Seit Q4/2022 bezieht der Standort Nanjing (China) zu 100 Prozent erneuerbaren Strom aus dem öffentlichen Netz.
- Die Versorgung des Standortes Lenzing mit erneuerbarem Strom von einer 5,5 MW Photovoltaikanlage in der Steiermark (Österreich) begann in Q4/2023 (Power Purchase Agreement zwischen Lenzing und Energie Steiermark sowie Energy).
- Kauf eines 43 MW Biomasse-Kraftwerks in Heiligenkreuz (Österreich) in Q2/2023.

**Geschäftsführung und Vertrieb:** Lenzing legt großen Wert darauf, die Klimaauswirkungen seiner Produkte an Kunden und Geschäftspartner zu kommunizieren. Ergebnisse aus Lebenszyklusanalysen von Produkten sind hilfreich, um die Klimavorteile des CO<sub>2</sub>-armen Faserportfolios von Lenzing während des Verkaufsprozesses zu vermitteln (siehe Kapitel „Nachhaltige Innovationen“).

**Beschaffung und Einbindung von Lieferanten:** Mit den wichtigsten Chemikalien- und Zellstofflieferanten wird ein aktiver Dialog geführt, um die Scope-3-Emissionen von Lenzing zu verringern. Dieser Dialog und die Partnerschaften zielen auf die Entwicklung von Rohstoffen mit geringeren THG-Emissionen und anderen negativen Umweltauswirkungen ab. Lenzing konzentriert sich auf langfristige Beziehungen und unterstützt ihre Lieferanten dabei, Optimierungen umzusetzen. Das Unternehmen versteht sich als Teil dieser Transformation, indem es deren umweltfreundliche Produkte kauft.

**Strategie, Fusionen und Übernahmen:** Jedes wichtige Projekt – sowohl Brownfield als auch Greenfield – muss mit der Strategie und den Zielen des Klimaschutzes übereinstimmen. In diesem Zusammenhang wurden einige Projekte im Rahmen der Entscheidungsfindung des Vorstandes auf ihren Nutzen und ihren Beitrag zu den Auswirkungen des Klimawandels geprüft. Interne Kohlenstoffpreise für Schlüsselprojekte werden zur Unterstützung dieses Prozesses herangezogen.

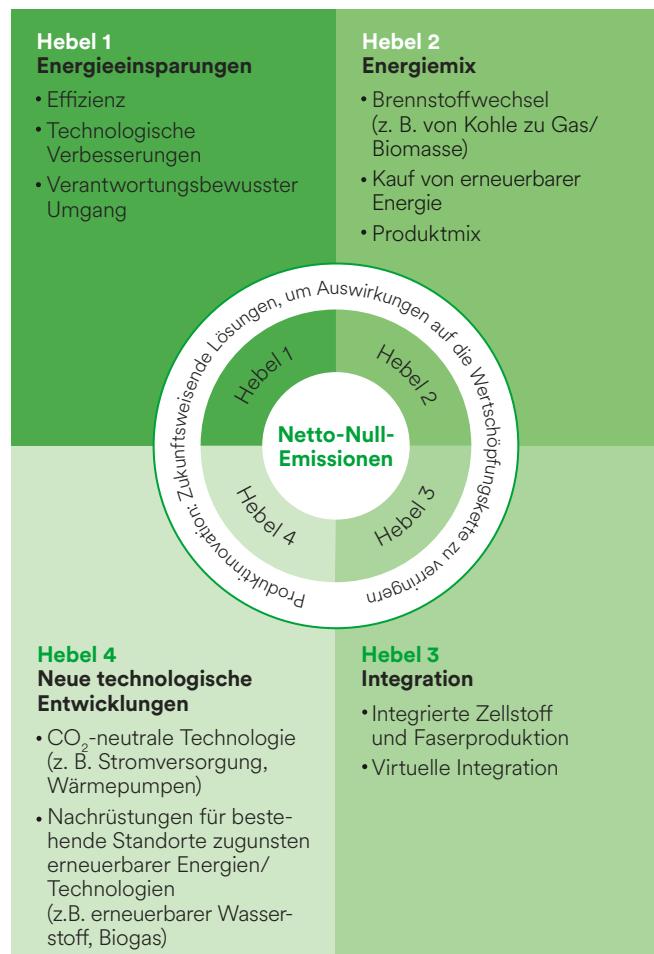
**Finanzen und Controlling:** Im jährlichen mittelfristigen Planungs- und Budgetierungsprozess (MTP) wurden Projekte auf ihre Relevanz für den Klimaaktionsplan sowie ihre THG-Emissionen bewertet. Die Ergebnisse wurden als zusätzliche Entscheidungskriterien umgesetzt.

## Hebel für die wissenschaftlich fundierten Ziele

Für Scope-1- & Scope-2-Emissionen setzt Lenzing unterschiedliche Hebel ein, die sich an der technischen Machbarkeit orientieren. Sie lassen sich grob in vier Kategorien einteilen (siehe Abb. 07).

### Hebel für die wissenschaftlich fundierten Ziele

Abb. 07



## Management der Auswirkungen, Risiken und Chancen

[ESRS E1 ESRS 2 SBM-3; GRI 3-3ab, 201-1, 201-2]

Die für Lenzing relevanten Risiken und Chancen wurden mittels Szenarioanalyse für kurzfristige (1 bis 2 Jahre), mittelfristige (2 bis 5 Jahre) und langfristige (5 bis 30 Jahre) Folgen qualitativ bewertet, um deren potenzielle finanzielle Auswirkungen und Eintrittswahrscheinlichkeiten abzuschätzen. Lenzing hat daraufhin eine KPI-Scorecard mit Indikatoren und Zielen für die wichtigsten klimabergangenen Risiken und Chancen auf Basis der TCFD-Empfehlung für Kennzahlen und Ziele entwickelt.

Die folgende Tabelle beschreibt die wichtigsten Klimarisiken und -chancen und geht auf die Reaktionen und Maßnahmen von Lenzing zur Risikominderung ein. Der TCFD-Index im Anhang dieses Berichtes zeigt die Zusammenhänge zwischen den TCFD-Empfehlungen, dem Inhalt dieses Berichtes und anderen externen Publikationen (z. B. CDP Climate Change).

## Transitionsrisiken, physische Risiken und Transitionschancen

Tabelle 12

Charakterisierung	Beschreibung der Risiken/Chancen	Beitrag von Lenzing
<b>Transitionsrisiken</b>		
	<b>Künftige Regelungen zum CO<sub>2</sub>-Preis</b>	
	<p>Die zunehmende Regulierung, insbesondere im Bereich der Ökosteuern und der CO<sub>2</sub>-Preise, stellt ein nicht unerhebliches Risiko für Lenzing dar. In den Ländern, in denen Lenzing CO<sub>2</sub>-intensive Prozesse betreibt, wurden bereits Regelungen zu Treibhausgas (THG)-Emissionen umgesetzt (Verbesserung der Energieeffizienz, regulierte Emissionsrechte). Strengere Regelungen, die die Kosten für THG-Emissionen erhöhen würden, sind in Vorbereitung.</p>	<p>Lenzing implementiert strenge Energieeffizienzmaßnahmen, um ihre potenzielle Belastung durch Ökosteuern zu reduzieren. 2023 hat Lenzing seine wissenschaftlich fundierten Ziele aktualisiert, um ihre THG-Emissionen in Scope 1 &amp; 2 um 42 Prozent und in Scope 3 um 25 Prozent zu reduzieren (im Vergleich zum Basisjahr 2021). Damit mildert Lenzing die Risiken künftiger Regelungen zum CO<sub>2</sub>-Preis. Lenzing hat außerdem ein für den Zeitraum bis 2050 validiertes Netto-Null-Ziel für die Emissionen in den Scopes 1, 2 &amp; 3 festgelegt, einschließlich eines langfristigen Ziels mit einer absoluten Reduktion der Emissionen um 90 Prozent bis 2050 (Basisjahr 2021).</p>
	<b>Erhöhte Kosten für Biomasse</b>	
	<p>Holz ist die wichtigste natürliche Ressource der Lenzing Gruppe zur Herstellung regenerierter Cellulosefasern. Trotz ihrer nachhaltigen Beschaffungspolitik und der rückwärtsintegrierten Produktion besteht die Gefahr, dass die Holzpreise aufgrund des Klimawandels, der weltweit höheren Nachfrage nach Biomasse und der alternativen Landnutzung steigen. Die zunehmende Konkurrenz um Landnutzung und natürliche Ressourcen wirkt sich auf die langfristigen strukturellen Biomassepreise aus.</p>	<p>Um das Risiko steigender Biomassepreise zu minimieren und die Sicherheit in der Lieferkette zu verbessern, baut Lenzing in Brasilien eine moderne Zellstoffanlage mit integriertem Plantagen- und Forstbetrieb. Die neue Anlage verbessert die Kostenposition der Lenzing Gruppe und stellt durch die Ausrichtung auf Nachhaltigkeitsaspekte einen Meilenstein in Bezug auf Lenzenz Strategie zur Klimaneutralität dar.</p>
	<b>Reputationsrisiko in der Textilindustrie</b>	
	<p>Die Textilindustrie, in der die Produkte von Lenzing häufig zum Einsatz kommen, wird aufgrund des teilweise nicht nachhaltigen und ressourcenintensiven Rohstoffverbrauches und der Produktionsprozesse kritisch beobachtet. Insbesondere Polyester und herkömmliche Baumwolle sind mit strukturellen Problemen konfrontiert, die zu einer negativen Medienberichterstattung führen und die Stigmatisierung der Branche verstärken könnten.</p>	<p>Lenzing reagiert auf mögliche negative Medienberichte über die Mode- und Textilindustrie, indem die Gruppe proaktiv Informationen über ihre Geschäftspraktiken und ihren ökologischen Fußabdruck offenlegt. Über ihre Kommunikationskanäle unterstreicht Lenzing ihren Beitrag zu einer CO<sub>2</sub>-armen Wirtschaft und den Nettonutzen, der durch ihre Spezialprodukte im Vergleich zu den am Markt angebotenen Standardprodukten der Branche entsteht.</p>
<b>Physische Risiken</b>		<b>Chronische physische Klimarisiken</b>
	<p>Klimamodelle deuten darauf hin, dass steigende globale Durchschnittstemperaturen zu einer Zunahme chronischer physischer Klimarisiken führen werden. Die Betriebsabläufe und Lieferketten der Lenzing Group könnten zunehmend von extremen Wetterereignissen, Wasserknappheit und anderen physischen Gefahren unterschiedlicher Schwere beeinträchtigt werden. Beispielsweise könnten klimabedingte Auswirkungen wie starke Regenfälle oder Waldbrände die für Lenzing wichtigen Zellstofflieferungen aus Südafrika und das neue Zellstoffwerk in Brasilien beeinträchtigen, was zu einem Mangel an hochwertigem Zellstoff und Engpässen in der Faserproduktion führen könnte. Darüber hinaus könnten klimabedingte Störungen wie Hitzestress zu häufigeren Schädlingsausbrüchen, Dürren und steigenden Wintertemperaturen führen, was die geplanten Erntepläne der Holzlieferanten stören und somit ein Risiko für die Holzversorgung von Lenzing darstellen könnte, insbesondere in den europäischen Zellstoffmühlen. Wasserknappheit könnte auch bedeuten, dass während längerer Trockenperioden, insbesondere in den Sommermonaten, weniger Wasser aus dem Fluss Ager am Standort Lenzing entnommen werden kann, was wiederum zu einer verringerten Produktion führen würde.</p>	<p>Alle identifizierten Risiken, die aus einer Störung in der Lieferkette für die verschiedenen Rohstoffe, Chemikalien und Energiequellen, die für die Herstellung von Zellstoff und Fasern erforderlich sind, entstehen, werden von Lenzing durch umfassende Lieferantenvielfalt und ganzheitliches Inventar- und Ressourcenmanagement gemanagt. Darüber hinaus hat Lenzing das Projekt „Safe Supply“ initiiert, das rund 300 Initiativen für alternative Lieferanten und Lieferwege für wichtige Rohstoffe und Chemikalien umfasst. Die Auswirkungen von klimabedingten Starkregenfällen und den damit verbundenen potenziellen Überschwemmungen an betroffenen Standorten werden durch angemessenen Hochwasserschutz und Evakuierungspläne auf der Grundlage von Hochwasserrisikobewertungen gemildert. Mögliche Wasserknappheiten aufgrund längerer Trockenperioden an betroffenen Produktionsstandorten werden durch gezielte Maßnahmen in den Bereichen Wasserwirtschaft, -wiederverwendung, -recycling und -schutz bekämpft.</p>
<b>Übergangsmöglichkeiten</b>		<b>Erhöhte Nachfrage nach emissionsarmen Produkten und Produktinnovationen</b>
	<p>Da sich die Anforderungen und Vorlieben der Konsument:innen in Richtung emissionsarmer Produkte verschieben, wird erwartet, dass die Entwicklung und der Ausbau von emissionsarmen Waren und Dienstleistungen ein erhebliches Wachstumspotential aufweisen. Lenzing setzt auf Lebenszyklusdenken, nachhaltige Beschaffung, effiziente Nutzung von Biomasse und Partnerschaften mit Stakeholdern entlang der Wertschöpfungskette, um zu nachhaltigeren Konsum- und Produktionsmustern beizutragen. All diese Faktoren führen zu einem Nettonutzen der Lenzing Produkte.</p>	<p>Lenzing verfolgt eine ehrgeizige Wachstumsstrategie, um von der erwarteten höheren Nachfrage nach verantwortungsvoll beschafften/niedrigemissions Produkten zu profitieren. Lenzing investierte mehr als 1 Milliarde Euro in ein neues Lyocell-Faserproduktionswerk in Prachinburi (Thailand) und ein neues Zellstoffwerk in Indianópolis (Brasilien), das 2022 in Betrieb genommen wurde. Die wichtigsten Erfolge im Jahr 2023 waren die Umsetzung des technischen Konzepts und der Produktionsstart von LENZING™ ECOVERO™-Markenviscosefasern am Standort von Lenzing in Purwakarta (Indonesien) sowie die Umstellung einer Linie von Viscose- auf Modal-Faserproduktion am Standort Nanjing (China). Diese Investitionen tragen erheblich dazu bei, die THG-Emissionen von Lenzing zu reduzieren und die Sicherheit der Rohstoffversorgung der Gruppe zu erhöhen.</p>

Die Lenzing Gruppe sieht in der raschen Dekarbonisierung eine große Geschäftschance, um Risiken im operativen Geschäft zu senken, mehr Widerstandsfähigkeit aufzubauen, Produkte mit geringeren Klimaauswirkungen auf den Markt zu bringen und Energieeffizienzgewinne zu erzielen. Lenzing wird ihre THG-Emissionen in den kommenden Jahren durch eine Reihe entsprechender Maßnahmen (Dekarbonisierungsstrategie) und wissenschaftlich fundierter Ziele deutlich reduzieren. Zudem strebt Lenzing an, ihre Netto-THG-Emissionen bis 2050 auf Null zu senken.

Die Science Based Target Initiative hat Lenzings wissenschaftlich fundierte Ziele genehmigt, Lenzing ist damit der erste Hersteller regenerierter Cellulosefasern mit genehmigten wissenschaftlich fundierten Zielen. Die Dekarbonisierungsstrategie von Lenzing basiert auf der Reduktion ihrer Emissionen und nicht auf deren Kompensation. Um die Ziele zu erreichen, hat Lenzing einen funktionsübergreifenden Lenkungsausschuss eingerichtet, der unter der Leitung des Vorstandes der Gruppe die notwendigen Entscheidungen trifft. Die THG-Reduktionsaktivitäten von Lenzing umfassen eine Reihe von Maßnahmen, die den THG-Ausstoß sowohl innerhalb des Unternehmens als auch entlang der Lieferkette reduzieren.

[ESRS E1 ESRS 2 IRO-1]

Der 2020 eingeführte konzernweite TCFD-Bewertungsprozess wurde mit dem Ziel weiterentwickelt, die Risiken des Klimawandels zu identifizieren, zu priorisieren, zu quantifizieren und abzumildern sowie die Chancen im Betrieb und in der Lieferkette von Lenzing zu nutzen.

## Policies

[ESRS E1-2; GRI 3-3c]

Die Lenzing-Policies befassen sich mit Klimaschutz und Anpassung an den Klimawandel. Sie dienen als Katalog oder Rahmenwerk mit allgemeinen Zielen und Managementgrundsätzen für die Entscheidungsfindung. Mit Lenzings Policy für Nachhaltigkeit 2019 ebnete die Geschäftsleitung den Weg zur ständigen Verbesserung der Nachhaltigkeitsleistung und Ressourceneffizienz und Dekarbonisierung entlang der gesamten Wertschöpfungskette. In ihrer Policy für Sicherheit, Gesundheit und Umwelt (SHE, siehe Kapitel „Umweltverschmutzung“) verpflichtet Lenzing sich, die Umwelt, in der sie tätig ist, zu schützen, indem sie Emissionen und Abfall minimiert und Ressourcen effizienter nutzt. Die Policies werden durch Lenzings Übergangsplan für den Klimaschutz und die nachfolgenden Maßnahmen umgesetzt.

Der Umstieg auf erneuerbare Energieträger ist für Lenzing ein entscheidender Schritt, und die Gruppe nutzt bereits erneuerbare Energiequellen, u.a. Wasser-, Solar- und Windenergie. Ein weiterer Schwerpunkt der Unternehmenspolitik im Berichtsjahr war die Bioenergie angesichts des Starts von Lenzings Bioraffinerie in Brasilien und der Investitionen in die Nutzung von Biomasse (siehe „Maßnahmen“ unten).

### Policy für Bioenergie

Im Jahr 2023 wurde die [Policy für Bioenergie](#) vom Chief Pulp Officer (CPO) und vom Chief Sustainability Officer (CSO) genehmigt. Sie ist ein Leitfaden für die Beschaffung von Biomasse für die Energieproduktion von Lenzing und für die Beschaffung von Biomasse bei Dritten, die Mitglieder der Lenzing Gruppe mit Bioenergie versorgen. Lenzing bemüht sich, Biomasse zur Energieerzeugung ausschließlich aus unumstrittenen Quellen zu beziehen. Bei Lenzing bemüht sich holzartige Biomasse zur Energieerzeugung im Einklang mit der Policy für Holz und Zellstoff (siehe Kapitel „Ressourcennutzung und Kreislaufwirtschaft“) ausschließlich aus unumstrittenen Quellen zu beziehen. Bei Holznebenprodukten und landwirtschaftlichen Reststoffen fordert Lenzing Transparenz über die Beschaffungsregion und verlangt, dass die Biomasse mindestens rechtmäßig geerntet wird und mit einem geringen Entwaldungsrisiko verbunden ist. Lenzing vermeidet generell Biomasse aus Agrarrohstoffen mit einem hohen Entwaldungsrisiko (im Sinne

von Anhang 1 der EU-Entwaldungsverordnung), insbesondere Reststoffe der Palmölproduktion. Werden solche Produkte in Betracht gezogen, muss die Einhaltung der Lenzing-Policy durch eine glaubwürdige externe Zertifizierung, regelmäßige Risikobewertungen speziell für die Beschaffungsregionen, Audits und Besuche vor Ort sowie eine unabhängige Zertifizierung der Biomasse für Energieprogramme (wie sie von der Erneuerbare-Energien-Richtlinie RED II der EU vorgegeben werden) sichergestellt werden. Die Produktionsstandorte von Lenzing sind für die Bewertung der verwendeten Biomasse verantwortlich. Wenn festgestellt wird, dass Lenzing Biomasse aus umstrittenen Quellen bezieht, werden die Lieferanten durch Dialog zu Verfahrensweisen angeregt, die im Einklang mit Lenzings Policy stehen. Bei einer unbefriedigenden Reaktion wird der Lieferant mit entsprechendem Vorlauf aus Lenzings Lieferkette entfernt.

## Maßnahmen

[ESRS E1-3; GRI 3-3d]

Eine Zusammenfassung der „Gesetzten Maßnahmen“ findet sich im Managementansatz am Anfang dieses Kapitels.

Lenzing hat sich verpflichtet, Emissionen sowohl in den eigenen Betrieben als auch entlang der gesamten Wertschöpfungskette zu reduzieren. Tabelle 13 gibt einen Überblick darüber, wie Lenzings Wälder und Holzprodukte zum Klimaschutz beitragen. Die wichtigsten Maßnahmen, die Lenzing im Berichtsjahr ergriffen hat, sind mit den zuvor genannten Hebeln verbunden und im Folgenden detailliert beschrieben.

### Energieeinsparungen

Die Innovationsplattform von Lenzing wird von Mitarbeitern verschiedener Abteilungen häufig genutzt, um Energieeinsparmaßnahmen oder andere innovative Ideen vorzuschlagen. Im Berichtsjahr umfassten solche Vorschläge eine Vielzahl von Themen, von der Erinnerung an Kollegen, Computerhardware während längerer Pausen in den Ruhezustand zu versetzen, bis hin zur Installation eines größeren Wärmetauschers in einem Raffinerieprozess an einem der Produktionsstandorte.

Kürzlich wurden bedeutende Projekte zur Steigerung der Energieeffizienz in der Viscose- und Modalproduktion am Standort Lenzing abgeschlossen. Mit ihren Ideen und ihrem Fachwissen spielten Produktionsmitarbeiter dabei eine Schlüsselrolle. Die Projekte verbessern die Belüftungssysteme der Faserproduktionslinien, die Abgasbehandlung und die Regelung von Dampf für Hochvakuum-Systeme. Der Einfallsreichtum der Mitarbeiter und der professionelle Umgang mit den drei Projekten haben dazu beigetragen,

die Viscose- und Modalproduktion am Standort Lenzing noch effizienter zu gestalten. Insgesamt führt dies zu einer jährlichen Gesamtenergieeinsparung von etwa 26.500 GJ. Dies entspricht dem jährlichen Energieverbrauch von ungefähr 1.470 Einfamilienhäusern.

### Energiemix

Im Berichtsjahr hat Lenzing eine Reihe von Maßnahmen ergriffen, um ihren Energiemix weiter zu verbessern und die Umstellung auf erneuerbare Energien zu ermöglichen.

So wurde ein 43 MW Biomassekraftwerk in Heiligenkreuz (Österreich) erworben. Nach Erhalt der behördlichen Genehmigungen und Erfüllung der sonstigen Closing-Bedingungen wurde das Biomassekraftwerk in Q2/2023 vom Standort Heiligenkreuz übernommen. Mit dieser strategischen Investition wird die Abhängigkeit von fossilen Brennstoffen am Standort deutlich reduziert. Rund 50 Prozent des bisher genutzten Erdgases können durch die Bioenergie ersetzt werden.

Zwei weitere Produktionsstandorte der Lenzing Gruppe beziehen 100 Prozent erneuerbaren Strom aus dem Netz (Purwakarta, Indonesien und Nanjing, China), wodurch sich die Zahl der Standorte, die ausschließlich erneuerbaren Strom nutzen, auf sechs erhöht.

Seit November 2023 beliefern die grünen Energieerzeuger Enery und Energie Steiermark das Faser- und Zellstoffwerk am Standort Lenzing (Österreich) mit photovoltaischer Energie aus einem Kraftwerk mit einer Spitzenleistung von 5.500 kW, das sich in der Steiermark (Österreich) befindet.

Durch eine Kooperation mit der WindLandKraft GmbH wird der Standort Lenzing (Österreich) ab dem Q1/2025 mit Ökostrom aus dem Windpark Engelhartstetten im Marchfeld (Österreich) versorgt. Der Windpark Engelhartstetten ist ein gemeinsames Projekt mehrerer Partner, darunter WindLandKraft als Betreiber und Lieferant von Windenergie. Die Lenzing Gruppe hat einen langfristigen Liefervertrag mit einer Laufzeit von 15 Jahren geschlossen.

### Integration

Zellstofffabriken können Bioenergie erzeugen, die zur Faserproduktion genutzt werden kann. Dies ist der Vorteil von Anlagen, die Zellstoff- und Faserproduktion am gleichen Standort integrieren, im Vergleich zu eigenständigen Faserproduktionseinheiten. In einigen Fällen kann ein Zellstoffhersteller in unmittelbarer Nähe zu einem Faserproduzenten ebenfalls Bioenergie bereitstellen. Generell ist die nachhaltige Beschaffung von Holz und Biomasse von entscheidender Bedeutung

### Entwicklung neuer Technologien

2023 wurden Gase von Linde Green in den Produktionsprozess integriert, um die THG-Emissionen im Vergleich zu herkömmlichen Produktionsprozessen zu reduzieren. Durch den Bezug von Industriegasen von Linde, die vollständig mit erneuerbarer Energie hergestellt werden, trägt Lenzing zu einer erheblichen Emissionsreduktion bei und spart jährlich mehr als 1.700 Tonnen CO<sub>2</sub> ein.

## Wie Wälder und Holzprodukte den Klimawandel abmildern

Tabelle 13

Klimawandelrelevantes Thema	Einzelheiten	Beitrag der Lenzing Gruppe
CO <sub>2</sub> -Sequestrierung in nachhaltig bewirtschafteten Wäldern	Nachhaltig bewirtschaftete naturnahe Wälder und Forstplantagen nehmen mehr Kohlenstoff in Bäumen und geernteten Holzprodukten auf und wirken so langfristig als Nettosonne. In Europa nehmen die Waldflächen und die Kohlenstoffspeicher zu.	Holzbeschaffung aus nachhaltig bewirtschafteten Wäldern, Management eigener Plantagen, aktive Zusammenarbeit mit Faserzellstofflieferanten für Verbesserungen und andere Stakeholder-Aktivitäten (z. B. Wood K plus)
Ersatz von Rohstoffen, die das Klima in umfangreichem Maße beeinträchtigen	Fasern mit einem geringeren CO <sub>2</sub> -Fußabdruck in ihrem Herstellungsprozess und Lebenszyklus	Angebot von Fasern mit geringerem Fußabdruck
Anpassung der Wälder an den Klimawandel	Der Anteil der Buche in Europa nimmt zu, die Nutzung ist jedoch begrenzt. Aktive Waldbewirtschaftung erzielt schnellere Zunahmen der Artenvielfalt (und damit Klimaresilienz) im Vergleich zur natürlichen Entwicklung der Wälder.	Wirtschaftliche Valorisierung von Buchenholz zur Faserzellstoffproduktion in Lenzing (mit höherem Mehrwert als die Verwendung als Brennholz) ermöglicht es den Waldbesitzern, das Einkommen zu erzielen, das sie für Maßnahmen zur Klimaanpassung benötigen.
CO <sub>2</sub> -Emissionen aus der Abholzung von Wäldern	Keine Abholzung in der Beschaffungskette	Lenzing Policy für Holz und Zellstoff, Zertifizierungen von Lenzing für Holz und Faserzellstoff (FSC®, PEFC), Transparenz durch CDP Forests, Umsetzung der Canopy-Initiative, erster Platz mit „Dark Green Shirt“ der CanopyStyle-Initiative

## Kennzahlen und Ziele

[ESRS E1-4; GRI 3-3e, 302-4]

Siehe „Ziele“ im Managementansatz am Anfang von diesem Kapitel. Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

<b>Kurzfristiges wissenschaftlich fundiertes Ziel</b>	<b>Neues Ziel: Verringerung der absoluten Treibhausgas (THG)-Emissionen der Scopes 1 und 2 um 42 Prozent und der absoluten THG-Emissionen des Scopes 3 um 25 Prozent bis 2030 (Ausgangsbasis 2021)<sup>f,g</sup></b>	<b>2030 Neu</b>
	<b>Vorheriges Ziel: Reduzierung der THG-Emissionen nach Scope 1, 2 &amp; 3 (gekaufte Waren und Dienstleistungen, vor- und nachgelagerter Transport sowie Brennstoffe und energiebezogene Aktivitäten) um 50 Prozent pro Tonne verkaufter Fasern und Zellstoff bis 2030 (Ausgangsbasis 2017)</b>	<b>2030 Auf Kurs</b>
<b>Maßnahme(n)</b>	Lenzing reduziert 40 Prozent der spezifischen THG-Emissionen pro Tonne verkauftem Produkt (Ausgangsbasis 2017) <sup>b,e</sup>	<b>2024 Auf Kurs</b>
	Lenzing reduziert 50 Prozent der spezifischen THG-Emissionen pro Tonne erzeugtem Produkt (Ausgangsbasis 2017) <sup>e</sup>	<b>2027 Auf Kurs</b>

Lenzing hat seinen Ansatz zur Minderung des Klimawandels beibehalten und seine Treibhausgasemissionen im Vergleich zum Basisjahr 2017 reduziert. Für 2023 hat Lenzing ein neues wissenschaftsbasiertes Ziel festgelegt, das sich an einem 1,5°C-Szenario orientiert. Dieses Ziel wurde von der Initiative „Science Based Target“ bestätigt. Die Maßnahme, die eine Reduktion der spezifischen Emissionen um 40 Prozent vorsieht, wurde 2023 erfolgreich umgesetzt.

b) Relevant für das Long-Term-Incentive (LTI)-Bonusziel des Vorstandes

e) Diese Zwischenziele sind Teil der Lenzing Unternehmensstrategie auf dem Weg zu dem wissenschaftlich fundierten Ziel (science-based target) bis 2030.

f) Scope 3-Emissionen umfassen die Emissionen aus der Ernte des Rohstoffs Holz, der Produktion von eingekauften Materialien (Chemikalien und Zellstoff), der Produktion von Brennstoffen, dem Transport von eingekauften Rohstoffen und Brennstoffen sowie dem Transport von Fasern zu Kunden.

g) Das Ziel wurde aktualisiert und Ende 2023 vom SBTi genehmigt. Laut SBTi können für das Netto-Null-Ziel die verbleibenden 10 Prozent der Emissionen durch Kohlenstoffspeicherung bestehen.

<b>Langfristiges wissenschaftlich fundiertes Netto-Null-Ziel</b>	<b>Erreichen einer mindestens 90-prozentigen Reduzierung der absoluten THG-Emissionen (Scopes 1, 2 und 3) (Basisjahr 2021)<sup>f,g</sup></b>	<b>2050 Neu</b>
<b>Maßnahme(n)</b>	Lenzing versorgt vier Standorte mit 100% Ökostrom	<b>2024 Erreicht</b>
	Lenzing verzichtet auf Kohle im Werk Nanjing (China)	<b>2022 Verzögert</b>
	Lenzing installiert Photovoltaikanlage zur Stromerzeugung am Standort Lenzing (Österreich)	<b>2022 Erreicht</b>
	Lenzing erhöht Anteil erneuerbarer Energien in der Lenzing Gruppe und stellt überschüssige Bioenergie aus der Zellstoff-Produktion in Brasilien bereit	<b>2023 Erreicht</b>
	Lenzing erreicht Scope-1- und 2-Klimaneutralität in neuer Lyocellfaseranlage in Prachinburi (Thailand) durch den Einsatz von 100 Prozent Bioenergie <sup>b</sup>	<b>2023 Verzögert</b>
	Lenzing kooperiert mit 20 wichtigen Lieferanten (nach Kosten und CO <sub>2</sub> -Belange) um Lenzings Scope-3-Emissionen zu reduzieren und Anreize für die Lieferanten zu schaffen, die Lenzing dabei unterstützen mehr Fasern mit geringem CO <sub>2</sub> -Fußabdruck anbieten zu können.	<b>Kontinuierlich Auf Kurs</b>
	Lenzing engagiert sich mit 50 Prozent der Kunden, die sich zu SBT bekennen und ein genehmigtes wissenschaftlich fundiertes Ziel haben (Marken/Einzelhändler aus der Textil- und Vliesstoffbranche sowie Hersteller, die mit Lenzingfasern arbeiten) um Lenzings Bestreben, Informationen zu Spezialprodukten mit geringen THG-Fußabdruck bereitzustellen zu können, z.B. für Fasern der Marken TENCEL™, LENZING™ ECOVERO™ und VEOCEL™	<b>Kontinuierlich Auf Kurs</b>
	Lenzing führt eine Kampagne durch, um 50 Prozent der TENCEL™ und VEOCEL™ Kunden (Textil- und Nonwovens-Marken/Einzelhändler sowie Hersteller, die die Marken TENCEL™ und VEOCEL™ verwenden) zu erreichen, um die Verwendung innovativer Lenzing Fasern mit Umweltvorteilen wie ein geringerer CO <sub>2</sub> -Fußabdruck zu fördern und die Abhängigkeit von fossilen Rohstoffen wo immer möglich zu reduzieren.	<b>Kontinuierlich Auf Kurs</b>
Status in 2023	Sechs Produktionssorten beziehen zu 100 Prozent erneuerbaren Strom. Der Anschluss von Gasleitungen und der Bau von Anlagen in Nanjing (China) sind im Gange. Die TfS-Plattform für den CO <sub>2</sub> -Fußabdruck von Produkten wurde intern eingeführt, und es finden externe Schulungen statt. Lenzing führt laufend Gespräche mit Top-Lieferanten und stellt sein Know-how für die Beschaffung von Chemikalien mit geringerem CO <sub>2</sub> -Fußabdruck zur Verfügung (z. B. Ökostrom und LCA). Der Standort in Prachinburi (Thailand) stand vor einigen Herausforderungen, um durchgängig 100 Prozent Energie aus Biomasse zu erhalten, was auf die Zuverlässigkeit des Biomasse-Heizkraftwerks des Lieferpartners zurückzuführen ist, jedoch hat der Standort im Oktober und November 100 Prozent Energie aus Biomasse erreicht. Daher haben beide Parteien vereinbart, kurz- und langfristige technische Lösungen zu erarbeiten. Die Gespräche und Verhandlungen über die Sicherstellung der Bioenergie, um in Zukunft durchgängig 100 Prozent zu erreichen, dauern an. Darüber hinaus haben viele Unternehmen und Endkunden angesichts der aktuellen Weltwirtschaftslage einer kostengünstigen Beschaffung den Vorrang vor einer nachhaltigen gegeben und sind daher weniger bereit, für Produkte mit geringem CO <sub>2</sub> -Fußabdruck zu zahlen. Einbindung der Kunden für die Positionierung dieser Produkte hat im Jahr 2023 stattgefunden, um die Reduzierung der Scope-3-Emissionen der Kunden zu unterstützen.	

f) Scope-3-Emissionen umfassen die Emissionen aus der Ernte des Rohstoffs Holz, der Produktion von eingekauften Materialien (Chemikalien und Zellstoff), der Produktion von Brennstoffen, dem Transport von eingekauften Rohstoffen und Brennstoffen sowie dem Transport von Fasern zu Kunden.

g) Das Ziel wurde aktualisiert und Ende 2023 vom SBTi genehmigt. Laut SBTi können für das Netto-Null-Ziel die verbleibenden 10 Prozent der Emissionen durch Kohlenstoffspeicherung bestehen.

h) Diese Maßnahme wurde im Bericht von 2022 als erreicht markiert, konnte jedoch aufgrund von Problemen des Biomassekessels des Lieferanten nicht durchgängig im Jahr 2023 erreicht werden.

## Lenzings Verantwortung und wissenschaftlich-fundierte Ziele (SBTs)

Lenzing hat erstmals im Jahr 2019 SBTs festgelegt. Im Jahr 2023 wurden die SBTs von Lenzing aktualisiert, um mit den aktuellen Erkenntnissen der Klimawissenschaft übereinzustimmen. Die vorherigen Ziele waren auf eine Erwärmung um 2°C ausgerichtet und wurden als Reduzierung der Treibhausgasintensität ausgedrückt (Reduktion der THG-Emissionen pro Tonne verkaufte Zellstoff- und Faserprodukte). Die neuen Ziele werden nun als absolute THG-Reduktionen ausgedrückt, die mit dem Szenario einer Erwärmung um 1,5°C übereinstimmen. Dies bedeutet, dass die aktualisierten Ziele noch ehrgeiziger sind.

### SCIENCE BASED TARGET INITIATIVE (SBTI)

2015 wurde das Übereinkommen von Paris auf der 21. Klimakonferenz der Vereinten Nationen (COP21) im Konsens verabschiedet. Ziel des Übereinkommens ist es, den Klimawandel zu bekämpfen, indem der globale Temperaturanstieg in diesem Jahrhundert deutlich unter 2°C gegenüber dem vorindustriellen Niveau gehalten wird.

Das Intergovernmental Panel on Climate Change (IPCC) hat 2022 seinen neuen Bericht veröffentlicht, der mehr Klarheit über die THG-Reduzierungen schafft, die erforderlich sind, um den Anstieg unter 1,5°C zu halten. Diesem Bericht zufolge werden globale Netto-Null-THG-Emissionen in den frühen 2050er-Jahren erreicht, die die Erwärmung auf 1,5°C begrenzen; 2°C werden in den frühen 2070er-Jahren erreicht.

Die Science Based Target Initiative ist eine Zusammenarbeit zwischen dem CDP, dem Global Compact der Vereinten Nationen, dem World Resources Institute (WRI) und dem World Wide Fund for Nature (WWF). Sie definiert und fördert Best Practices bei der Festlegung von Science-based Targets und bewertet unabhängig die Ziele der Unternehmen hinsichtlich ihrer Übereinstimmung mit dem Grad der Dekarbonisierung, der laut Wissenschaft erforderlich ist, um den globalen Temperaturanstieg unter 2°C im Vergleich zum vorindustriellen Niveau zu halten.

Die Hebel zur Erreichung der Science-based Targets finden Sie im Abschnitt „Strategie“.

## Energieverbrauch und Energiemix

[ESRS E1-5; GRI 302-1, 302-2, 302-3]

Das Produktionsvolumen von Zellstoff und Cellulosefasern steht in direktem Zusammenhang mit der Menge an verbrauchter Energie und dadurch auch mit den mit der Energienutzung verbundenen Emissionen. Im Jahr 2023 steigerte sich der gesamte Primärenergieverbrauch aufgrund der Einbeziehung der zwei neuen Produktionsstandorte von Lenzing in Indianópolis (Brasilien) und Prachinburi (Thailand). Dennoch ist der absolute Verbrauch fossiler Primärenergie aufgrund des hohen Anteils erneuerbarer Energien nur leicht gestiegen (siehe Tabelle 15 und Abb. 08).

Der spezifische Primärenergieverbrauch hat im Vergleich zu den Vorjahren zugenommen (siehe Tabelle 15). Dies liegt hauptsächlich am höheren spezifischen Primärenergieverbrauch für die Zellstoffproduktion in Indianópolis (Brasilien), der durch die Zellstoffproduktionstechnologie bedingt ist.

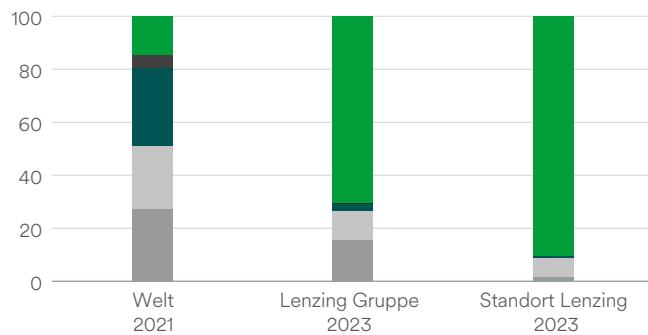
## Durch die Lenzing Gruppe verwendete Brennstoffe

Tabelle 14

Lenzing, Österreich	Biomasse, Abfall, Erdgas und Kohle
Heiligenkreuz, Österreich	Biomasse, Biogas und Erdgas
Paskov, Tschechische Republik	Biomasse, Biogas und Erdgas
Grimsby, Großbritannien	Erdgas
Mobile, USA	Erdgas
Nanjing, China	Kohle und Erdgas
Purwakarta, Indonesien	Kohle und Erdgas
Prachinburi, Thailand	Biomass und Kohle
Indianópolis, Brasilien	Biomasse und Öl

## Energiemix

Abb. 08



- Erneuerbare Energien  
(Biomasse, Wind, Sonne, Wasser, Abfall usw.)
- Kernenergie
- Rohöl
- Erdgas
- Kohle

Quellen: IEA Energy Statistics Data Browser „World 2021“, Lenzing AG. Beinhaltet Eigenenergieverbrauch und Verbrauch externer Anbieter, exklusive Netzstrom (ein minimaler Teil von Scope 1 und 2 im Gesamtenergieverbrauch der Lenzing Gruppe). In Paskov, Grimsby, Mobile und Heiligenkreuz wird in den eigenen Anlagen keine Kohle als Brennstoff eingesetzt. An den Standorten in Asien (Nanjing und Purwakarta) wird vorwiegend Kohle als Brennstoff verwendet.

## Primärenergieverbrauch der Lenzing Gruppe

Tabelle 15

Mio. GJ	2014	2021	2022	2023
Primärenergieverbrauch <sup>a</sup>	43,10	42,45	38,62	60,89
Fossile Primärenergie	23,39	21,78	18,51	19,64
Erneuerbare Primärenergie	19,71	20,67	20,11	41,26
Spezifischer Energieverbrauch <sup>b</sup> (Index in Prozent basierend auf GJ/t, 2014 = 100 %)				
	100 %	97,40 %	97,60 %	110,16 %

a) Lenzing gibt sowohl den direkten als auch den indirekten Energieverbrauch an. Gemäß Treibhausgas-Protokoll betrifft Scope 1 die direkt von der Lenzing Gruppe verbrauchte Energie und Scope 2 die von Energieversorgern und aus dem öffentlichen Netz bezogene Energie. Primärenergie umfasst hier alle Formen von Energie wie z. B. Strom und Dampf. Alle Energiequellen wie fossile (Kohle, Erdöl, Erdgas) und erneuerbare (Biomasse, Abfallbrennstoffe, Wasser, Wind usw.) wurden einbezogen.

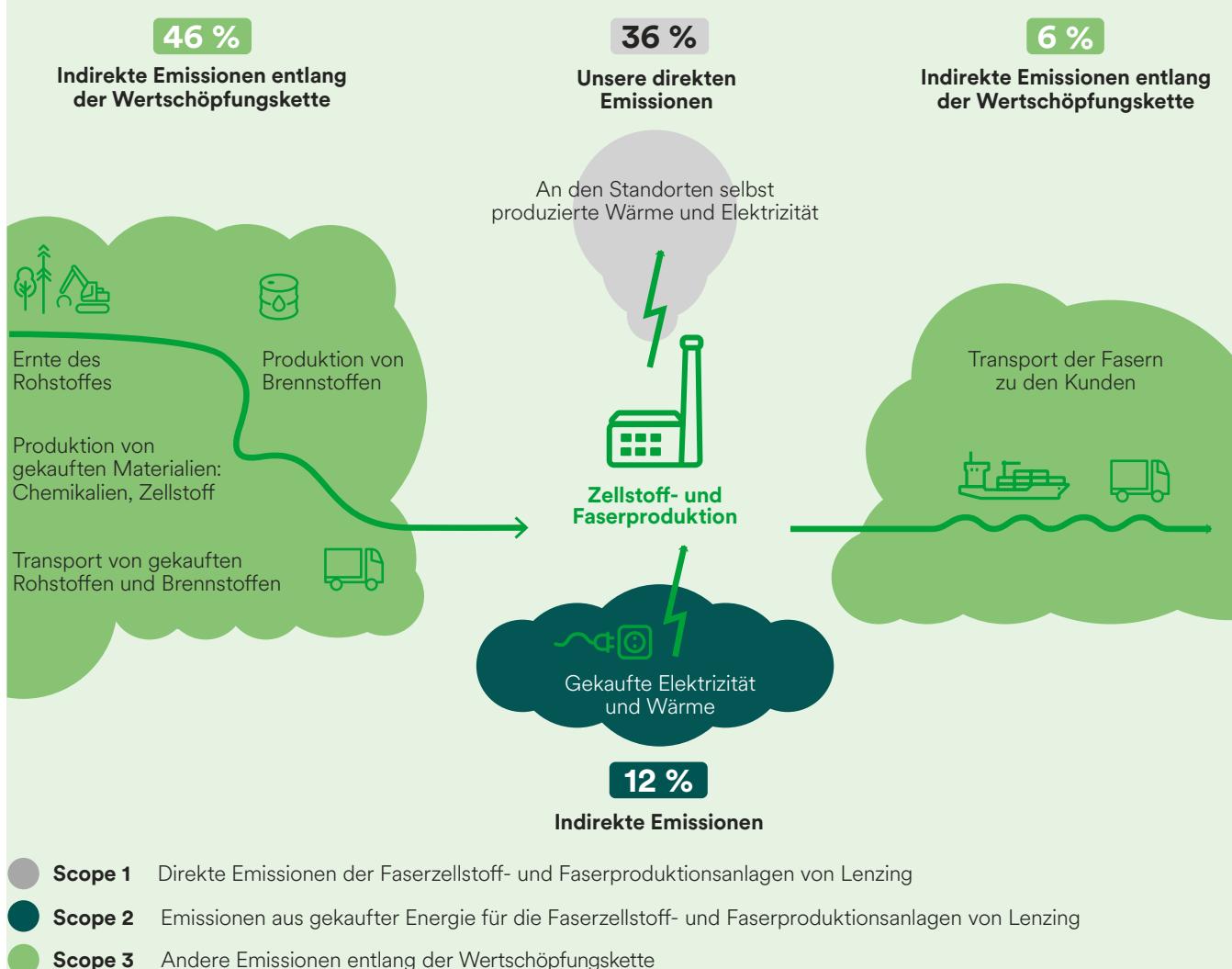
b) Spezifischen Indikatoren werden pro Produktionseinheit angegeben. Dies gilt für alle spezifischen Indikatoren in diesem Bericht, außer für die CO<sub>2</sub>-Emissionen.

# Lenzings Treibhausgas-Emissionen

[ESRS E1-6; GRI 305-1, 305-2, 305-3, 305-4]

## Lenzings CO<sub>2</sub>-Fußabdruck

Abb. 09



Trotz der deutlich höheren Produktionsvolumina stiegen die absoluten Scope-1 THG-Emissionen im Jahr 2023 nur leicht im Vergleich zu 2022 an, und die absoluten Scope-2-Emissionen blieben auf dem gleichen Niveau. Dies ist auf den hohen Anteil erneuerbarer Energien und die Umsetzung der Verbesserungen im Abschnitt „Highlights 2023“ zurückzuführen (siehe oben). Die kombinierten absoluten Scope-1 und Scope-2 THG-Emissionen stiegen im Vergleich zu 2022 leicht an, nahmen aber im Vergleich zu 2021 deutlich ab. Die absoluten Scope-3-Emissionen blieben auf dem Niveau von 2022, nahmen aber im Vergleich zu 2021 deutlich ab. Der Hauptgrund dafür ist ein höherer Anteil an CO<sub>2</sub>-armem Zellstoff in der Faserproduktion.

Ebenso sind die absoluten Scope-1-, 2- und 3-Emissionen im Vergleich zu 2022 fast unverändert, haben sich jedoch im Vergleich zu 2021 deutlich verringert. Die biogenen CO<sub>2</sub>-Emissionen im Scope 1 stiegen signifikant an, da der neue Produktionsstandort in Indianapolis (Brasilien) einen hohen Anteil an erneuerbarer, biobasierter Energie aufweist. Die THG-Emissionsintensität (pro Tonne verkaufte Faser und Zellstoff) im Scope 1, 2 und 3 nahm signifikant ab und erreichte fast den Zielwert des kurzfristigen wissenschaftlich fundierten Ziels für das Jahr 2030 vor der Aktualisierung im Berichtsjahr (siehe Tabelle mit vorherigem Ziel oben).

## Absolute Treibhausgasemissionen der Lenzing Gruppe<sup>a</sup>

Tabelle 16

Absolute Emissionen (Mio. Tonnen CO <sub>2</sub> -Äquivalent)	2017	2021 (Ausgangsbasis)	2022	2023
Direkte Emissionen, Scope 1	1,16	1,08	0,92	1,00
Indirekte Emissionen, Scope 2	0,63	0,53	0,35	0,34
<b>Gesamte Scope 1 &amp; 2 THG-Emissionen<sup>b</sup></b>	<b>1,78</b>	<b>1,61</b>	<b>1,27</b>	<b>1,34</b>
Indirekte Emissionen, Scope 3 <sup>c</sup>	1,89	1,82	1,45	1,43
<b>Gesamte Scope 1, 2 &amp; 3 THG-Emissionen</b>	<b>3,67</b>	<b>3,43</b>	<b>2,72</b>	<b>2,77</b>
Biogene CO <sub>2</sub> -Emissionen (gesamt), Scope 1		1,90	1,83	3,28
Absolute Emissionen Index (neues SBT, 2021=100 %)	2017	2021 (Ausgangsbasis)	2022	2023
Scope 1 & 2	111 %	100 %	79 %	83 %
Scope 3	104 %	100 %	80 %	78 %
Scope 1, 2 & 3	107 %	100 %	79 %	81 %
				58 %
				75 %
				10 %

a) THG-Bilanzierung gemäß THG-Protokoll unter Verwendung des GWP-Potenzials für Treibhausgase aus dem Fünften Bewertungsbericht des IPCC (AR5 - 100 Jahre). Scope 1-Emissionsfaktor Quelle: Messungen und EcoInvent-Werte. Scope-2-Emissionsfaktor Quelle: Lieferanten. Scope-3-Emissionsfaktor Quelle: EcoInvent, Ecotransit und Daten der Lieferanten.

b) Umfasst sowohl Scope-1- als auch Scope-2-Emissionen aller Treibhausgase (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>), ausgedruckt als CO<sub>2</sub>-Äquivalente. Scope 1-Emissionen werden auf der Grundlage von Emissionsfaktoren aus dem EU-Emissionshandelssystem berechnet, Scope-2-Emissionen werden nach einer marktbasierteren Methode berechnet. Die Scope-2-Emissionen nach dem standortbasierten Ansatz betragen 0,64 Millionen Tonnen CO<sub>2</sub>-Äquivalente in 2023.

c) Enthält die Kategorien 1, 3, 4 & 9 und deckt 96,2 Prozent der Emissionen in den relevanten Scope-3 Kategorien von Lenzing ab.

d) Die SBT-Zielwerte entsprechen der erforderlichen Reduktion der absoluten THG Emissionen, d.h. 42 Prozent im Scope 1 & 2 u. 25 Prozent im Scope 3 für das kurzfristige wissenschaftlich fundierte Ziel sowie 90 Prozent im Scope 1, 2 & 3 für das Langfristige.

## Spezifische Treibhausgasmissionen<sup>a</sup>

Tabelle 17

Spezifische Emissionen (Tonnen CO <sub>2</sub> -Äquivalent pro Tonne Zellstoff und Faser verkauft) und Index <sup>b</sup>	2017 <sup>c</sup> (Ausgangsbasis)	2021	2022	2023
Spezifische Scope 1, 2 & 3 Emissionen	3,45	3,14	2,84	1,88
Spezifische Scope 1, 2 & 3 Emissionen Index (2017 = 100 %)	100 %	91 %	82 %	55 %
Spezifische Emissionen (Tonnen CO <sub>2</sub> -Äquivalent pro Tonne Zellstoff und Faser produziert) und Index	2017 <sup>c</sup> (Ausgangsbasis)	2021	2022	2023
Spezifische Scope 1, 2 & 3 Emissionen	2,47	2,28	1,99	1,45
Spezifische Scope 1, 2 & 3 Emissionen Index (2017 = 100 %)	100 %	92 %	81 %	59 %

a) Die Treibhausgas-Bilanzierungsmethode entspricht der in Tabelle 16.

b) Diese Kennzahl ist relevant für das Long-Term-Incentive (LTI)-Bonusziel des Vorstandes.

c) Das vorherige SBT wurde 2018 entwickelt, daher wurde 2017 als Basisjahr gewählt.

[ESRS E1-7; GRI 305-5]

Die Umsetzung verschiedener Projekte zur Reduktion von THG-Emissionen haben geholfen, die Emissionen zu verringern. Informationen über die Projekte 2023 und die Reduktion finden Sie im Abschnitt „Highlights des Jahres“.

## Interner Kohlenstoffpreis

[ESRS E1-8]

2021 wurde ein interner Kohlenstoffpreis (ICP) von EUR 75 pro Tonne CO<sub>2</sub> eingeführt. Der ICP gilt zusätzlich zu den gesetzlichen Kohlenstoffpreisen an verschiedenen Lenzing Standorten (z.B. EU-ETS). Er wurde im strategischen Investitionsplanungsprozess 2023 für Capex-Projekte mit einem Volumen von über EUR 2 Mio. angewandt. Ziel des ICP ist es, künftige CO<sub>2</sub>-Risiken zu minimieren, erneuerbaren Brennstoffen den Vorzug vor fossilen Brennstoffen zu geben und Energieeffizienzprojekte zu unterstützen.



## Einbeziehung von Stakeholdern bei Klimawandel

[GRI 3-3f]

### Einbeziehung von Stakeholdern und politische Intervention

Lenzing ist der festen Überzeugung, dass die eigenen Bemühungen durch den Austausch mit Stakeholdern in der Industrie und der Zivilgesellschaft ergänzt werden sollten. Denn die Klimakrise erfordert Zusammenarbeit, um einen systemischen Wandel herbeizuführen. Lenzing unterzeichnete 2018 die UN Fashion Industry Charter for Climate Action und ist aktives Mitglied der Arbeitsgruppen, die Lösungen für die Herausforderungen in der Industrie entwickeln. Lenzing unterstützt zudem die Bemühungen des World Resource Institute (WRI) und des Apparel Impact Institute (AII), um eine ausgereifte Roadmap für die Bekleidungs- und Schuhindustrie zu entwickeln.

Für die Umsetzung der Maßnahmen, z.B. die Umstellung auf andere Brennstoffe, sind ein unterstützender politischer Rahmen und

entsprechende Anreize erforderlich. Derzeit ist Erdgas in vielen Teilen der Welt teurer als Kohle. Biomassebrennstoffe sind nicht in ausreichendem Maße in der erforderlichen Größenordnung verfügbar. Ebenso ist netzbasierter Strom aus erneuerbaren Energien in vielen Teilen Asiens nicht weit verbreitet und kommerziell verfügbar. Um CO<sub>2</sub>-arme Lösungen zu fördern, sind gleiche Wettbewerbsbedingungen erforderlich, z.B. eine globale CO<sub>2</sub>-Preisgestaltung und die Abschaffung von Subventionen für fossile Brennstoffe. Die Industrie und lokale Regierungen sollten ihre Anstrengungen intensivieren, um mehr erneuerbare Elektrizität zu erzeugen und so die derzeitigen Anlagen zu versorgen und das zukünftige Wachstum zu fördern.

### **UN Fashion Charter**

Die UN Fashion Industry Charter for Climate Action unter der Schirmherrschaft der United Nations Framework Convention on Climate Change (UNFCCC) ist eine breite Stakeholder-Bewegung in der Textil-, Bekleidungs- und Modeindustrie mit dem Ziel eines ganzheitlichen Engagements für den Klimaschutz. Die Unterzeichner verpflichten sich zu Klimazielen und schließlich zur vollständigen Dekarbonisierung der Wertschöpfungskette der Modeindustrie in Übereinstimmung mit der Science Based Target Initiative.

Das ursprüngliche Ziel der UN Fashion Charter sind Netto-Null-Treibhausgasemissionen bis spätestens 2050 und eine Reduzierung der Emissionen um 30 Prozent bis 2030. Diese Ziele wurden im November 2021 aktualisiert, um den Anstieg der globalen Durchschnittstemperatur auf 1,5°C gegenüber dem vorindustriellen Niveau zu begrenzen, wie vom Intergovernmental Panel on Climate Change (IPCC) empfohlen. Ein erster Bericht, das „Climate Action Playbook“ wurde 2020 veröffentlicht. Er zeigt große Reduktionspotenziale für THG-Emissionen bei der Faserproduktion, dem Hauptrohstoff der Modebranche, auf.

Lenzing ist Gründungsmitglied der Initiative. Aufgrund langjähriger Erfahrung in der Herstellung nachhaltiger Fasern auf Zellulosebasis und der Bewertung deren Umweltauswirkungen durch Lebenszyklusanalysen (LCA) trägt Lenzing aktiv zur Arbeitsgruppe, die sich mit Rohstoffen beschäftigt, bei. Diese veröffentlichte im Jahr 2021 einen Bericht mit dem Titel „Identifying Low-Carbon Sources of Cotton and Polyester“. Darin wurden bestehende LCA-Studien zusammengefasst und Verbesserungsmöglichkeiten durch den Wechsel von Energiequellen, Technologieänderungen und Innovationen aufgezeigt. Mit aktiver Unterstützung von Lenzing seit 2021, wurde im Jahr 2023 ein weiterer Bericht mit dem Titel „Man-Made Cellulosic Fibers“ veröffentlicht. Dieser Bericht basiert auf Beiträgen einer Reihe von Stakeholdern, einschließlich anderer Faserhersteller, Bekleidungsunternehmen, NGOs und Nachhaltigkeitsdienstleistern.

Lenzing hat auch zum Bericht „Aggregate report of the transition plans“ mit ihrem Klima-Übergangsplan beigetragen. Darin geben 42 Unterzeichner ihre Pläne bekannt, wobei 80 Prozent genehmigte SBTs haben.

### **Roadmap to Zero**

Lenzing hat an der Entwicklung der Publikation „Roadmap to Zero (2021)“ mitgewirkt, die mit bewährten Ansätzen und Maßnahmen die Industrie zum Handeln gegen die Klimakrise motivieren soll. Dieses Dokument wurde vom World Resources Institute (WRI) zusammen mit dem Apparel Impact Institute (AII) erstellt, einem Spin-off von Cascale (vormals SAC), die bewährte Lösungen der Bekleidungs- und Schuhindustrie für den Umweltschutz identifiziert, finanziert, skaliert und bewertet. Im Jahr 2023 hat AII eine Fortsetzung dieses Berichts veröffentlicht, um die Bestandsaufnahme und den Fortschritt der Industrie in Richtung des Netto-Null-Ziels zu dokumentieren. Lenzing hat zu diesem Bericht mit Best-Practice-Beispielen in verschiedenen Bereichen beigetragen, wie beispielsweise innovativen Materialien, der Eliminierung von Kohle und dem Wechsel zu 100 Prozent erneuerbarem Strom aus dem Netz.

### **Renewable Carbon Initiative (RCI)**

Elf führende Unternehmen aus sechs Ländern, darunter auch die Lenzing Gruppe, gründeten im September 2020 unter der Leitung des nova-Instituts (Deutschland) die Renewable Carbon Initiative (RCI). Das Ziel der Initiative ist es, den Übergang von fossilem zu erneuerbarem Kohlenstoff für alle organischen Chemikalien und Materialien zu unterstützen und zu beschleunigen. Im ersten Jahr ist die Zahl der Mitglieder auf über 30 gestiegen, darunter Unternehmen wie Beiersdorf (Deutschland), BASF (Deutschland), Cosun Beet Company (Niederlande), Givaudan (Schweiz), Henkel (Deutschland), IFF (USA), LanzaTech (USA), NESTE (Finnland), Unilever (Großbritannien, Deutschland) und UPM (Finnland). Die Renewable Carbon Initiative strebt das Ende des fossilen Zeitalters für alle organischen Chemikalien und Materialien bis 2050 an. Das Konzept des erneuerbaren Kohlenstoffs, das für Rohmaterialien unerlässlich ist, bekommt immer mehr Aufmerksamkeit und Rückenwind – auch von politischer Seite (z.B. im Kommunikationspapier „Nachhaltige Kohlenstoffkreisläufe“ der Europäischen Kommission). Im Jahr 2023 veröffentlichte das RCI mehrere Berichte, darunter eine umfassende Analyse der heutigen Kohlenstoffflüsse oder des Beitrags von Materialien auf Basis erneuerbaren Kohlenstoffs zur Senkung des CO<sub>2</sub>-Fußabdrucks. Der zweite Bericht enthält auch eine Fallstudie zu Lenzing-Fasern. Lenzing wird weiterhin ein aktives Mitglied des RCI sein, wobei ein besonderer Schwerpunkt auf der weiteren Ökologisierung der Textil- und Vliesstoffgeschäfte liegt.

### **GHG Protocol und Beiträge zu CEPI**

Die THG-Emissionen von Lenzing werden gemäß dem GHG Protocol (Greenhouse Gas Protocol) berechnet. Darüber hinaus beteiligt sich Lenzing an der Weiterentwicklung der damit verbundenen Standards und Leitlinien durch den Branchenverband CEPI (Confederation of European Paper Industries). Dies zeigt das Engagement von Lenzing für Transparenz und die Einhaltung international anerkannter Standards bei der Berechnung und Berichterstattung über THG-Emissionen. Mehr Informationen können Sie im Kapitel „Nachhaltige Rohstoffbeschaffung“ finden.

# Umweltverschmutzung

## MANAGEMENTANSATZ

### Wesentliches Thema: Umweltverschmutzung

[GRI 3-3]

Lenzing ist sich bewusst, dass das Vermeiden von Umweltverschmutzung von entscheidender Bedeutung ist. Das Unternehmen überwacht und steuert aktiv die Umweltauswirkungen seiner Geschäftstätigkeit und konzentriert sich dabei auf die Minderung von Umweltrisiken durch die Zellstoff- und Faserproduktion. Lenzing versucht, neben der bloßen Einhaltung von Vorschriften durch strenge Maßnahmen, die Belastung durch Emissionen, Abwässer und Abfall so weit wie möglich zu reduzieren. Durch den Einsatz fortschrittlicher Technologien wird sichergestellt, dass die Vermeidung von Umweltverschmutzung in jeden Schritt des Fertigungsprozesses integriert ist. Lenzing befasst sich proaktiv mit den Herausforderungen der Umweltverschmutzung, um so einen Beitrag zu einer saubereren und lebenswerten Umwelt zu leisten und damit ihr Engagement für nachhaltige Entwicklung und verantwortungsvolle Unternehmensführung zu unterstreichen.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Weitere Verbesserung und Entwicklung geschlossener Prozesse und Rückgewinnungstechnologien
- Verdeutlichung der Führungsrolle in der Zellstoff- und Faserproduktion durch geringe Umweltbelastungen und soziale Auswirkungen
- Entwicklung von Branchenbenchmarks und Beitrag zu Multi-Stakeholder-Initiativen wie Zero Discharge of Hazardous Chemicals (ZDHC)

##### Negativ

###### Eigene Aktivitäten:

- Umweltverschmutzung birgt potenzielle Risiken in den Bereichen Regulierung, Technologie und Unternehmensreputation
- Umweltverschmutzung kann die Gesundheit von Mitarbeiter:innen und Anwohner:innen beeinträchtigen und sich schädlich auf die Umgebung auswirken

###### Geschäftsbeziehungen:

- Umweltverschmutzung kann die Gesundheit von Mitarbeiter:innen und Anwohner:innen beeinträchtigen und sich schädlich auf die Umgebung auswirken

#### Policies und Engagement

- Nachhaltigkeitsziele der Lenzing Gruppe
- Nachhaltigkeitsstrategie „Naturally Positive“
- Zertifizierung der Lenzing Gruppe nach ISO 14001:2015
- Policy für Sicherheit, Gesundheit und Umwelt der Lenzing Gruppe
- Policy für Wasser
- Lenzing Umweltstandard
- Globaler Verhaltenskodex
- Lenzings globaler Verhaltenskodex für Lieferanten
- Higg Facility Environmental Module (FEM)

#### Gesetzte Maßnahmen

- Integration von Bewertungstools aus dem Bereich Umweltverschmutzung in das Risikomanagement
- Weiterentwicklung der Berichterstattung von Umweltkennzahlen zur Einhaltung aktualisierter Anforderungen der GRI und ESRS
- Start der internen Vorbereitung zur Umsetzung der MMCF-Lieferantenberichterstattung auf der neu gestarteten ZDHC Supplier to Zero Plattform
- Erste ZDHC-Gateway-Berichterstattung über MMCF-Abwasserrichtlinie v2 in allen Lyocellanlagen

- Die Standorte in Prachinburi (Thailand) und Heiligenkreuz (Österreich) erreichen den Status „aspirational“ bei ZDHC MMCF-Abwasser-Parametern
- Umweltmanagementsystem nach ISO 14001:2015 (inkl. Risikobewertung und interne Audits zur Sicherstellung der Wirksamkeit der durchgeföhrten Maßnahmen)
- Kontinuierliche Weiterentwicklung des Lenzing Umweltstandards
- EUR 100 Mio. schweres Projekt zur Modernisierung des Standorts Purwakarta (Indonesien)
  - Neue Schwefelrückgewinnungsanlage in Betrieb - signifikant reduzierte Schwefelemissionen in die Luft
  - Modernisierung der Kläranlage - Abschluss der Bauphase
- Erhalt des Europäischen Umweltzeichens EU-Ecolabel für höchste Umweltstandards am Standort Purwakarta (Indonesien)
- Baubeginn für eine neue Kläranlage am Standort Grimsby (Großbritannien)
- Modernisierung der Kläranlage am Standort Mobile (USA) - Abschluss der Bauphase
- Regelmäßige globale Quality, Environment, Safety&Health (QESH) Meetings mit Managementprüfung

#### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

- Ziel „Luftemissionen“
- Ziel „ZDHC Viscose“
- Ziel „ZDHC Lyocell“
- Ziel „Abwasser“
- Ziel „FEM“

#### Stakeholders

- ZDHC
- Lokale Bevölkerung
- Zuständige Behörden
- Zertifizierungsgremien
- Kunden

#### Verantwortlichkeiten

- CEO
- Site Managers

#### Unterstützende Funktionen

- Global QESH
- Performance.Improvement.Technology

## Wesentliches Thema: Chemikalien & Toxizität

[GRI 3-3]

### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

#### Positiv

- Erfüllung der Erwartungen der Stakeholder
- Beitrag zur Reduzierung des Chemikalienverbrauchs in der nachgelagerten Verarbeitung durch innovative Technologien

#### Negativ

##### Eigene Aktivitäten:

- Potenziell negative Auswirkungen auf Gesundheit und Umwelt im Falle von Unfällen oder Leckagen
- Reputationsschäden durch negative ökologische und soziale Auswirkungen

##### Geschäftsbeziehungen:

- Regulatorische Änderungen und veränderte Klassifizierung von Chemikalien
- Potenziell negative Auswirkungen auf Gesundheit und Umwelt aufgrund eines fehlerhaften Managements der Lieferkette

#### Policies und Engagement

- Initiative „Heartbeat for Health & Safety“
- Policy für Sicherheit, Gesundheit und Umwelt (SHE)
- Higg FEM 3.0
- Lenzing Umweltstandard
- Lenzing Chemikalienmanagement-Standard
- Policy für Wasser

#### Gesetzte Maßnahmen

- KPIs für Sicherheit und Gesundheit
- Emissions-KPIs

- Beitrag zu führenden Multi-Stakeholder-Initiativen (ZDHC, Cascale (vormals SAC), Beste verfügbare Techniken der EU)
- EcoVadis-Lieferantenbewertung
- Gesamtes EcoVadis-Rating der Lieferanten der Lenzing Gruppe höher als das durchschnittliche EcoVadis-Rating
- Projektstart zum Kauf von Natronlauge, die mit erneuerbarer Energie hergestellt wird
- Umweltmanagementsystem nach ISO 14001:2015 (inkl. Risikobewertung und interner Audits zur Sicherstellung der Wirksamkeit der durchgeführten Maßnahmen)
- Regelmäßige globale SHE-Meetings mit Managementprüfung
- Integraler Bestandteil der internen Kommunikation (SHE-Themen priorisiert)
- Gruppenweite Umsetzung eines Standards und eines Fahrplans für das Chemikalienmanagement

#### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

- Ziel „Luftemissionen“
- Ziel „ZDHC Viscose“
- Ziel „ZDHC Lyocell“
- Ziel „Abwasser“
- Ziel „FEM“

#### Stakeholders

- Zero Discharge of Hazardous Chemicals (ZDHC)
- Lokale Bevölkerung
- Zuständige Behörden
- Zertifizierungsgremien
- Kunden

#### Verantwortlichkeiten

- Global Supply Chain/Purchasing
- Global QESH
- Site Managers

## Management der Auswirkungen, Risiken und Chancen

Lenzing verwaltet erfolgreich ihre umweltbezogenen Auswirkungen und Risiken. Im Berichtsjahr sind keine wesentlichen meldepflichtigen Verstöße gegen Genehmigungsbestimmungen aufgetreten.

## Policies

[ESRS E2-1; GRI 3-3c]<sup>6</sup>

### Lenzing Umweltstandard

Der Umweltstandard der Gruppe ist so konzipiert, dass er Benchmarks und Emissionsgrenzwerte der besten verfügbaren Techniken für die industrielle Zellstoff- und Faserproduktion widerspiegelt (siehe EU-BVT unten). Außerdem hat Lenzing die Leitlinien der Initiative Zero Discharge of Hazardous Chemicals (ZDHC) angenommen, die eine sicherere Wahl von Faserprodukten ermöglichen sollen. Das ambitionierte Rahmenwerk zielt auf ständige Verbesserungen der Verschmutzungsparameter ab.

<sup>6</sup> Zusätzlich zur GRI-Angabe wird der entsprechende ESRS-Abschnitt vermerkt. Ein Anspruch auf Erfüllung des ESRS besteht in diesem und den folgenden Kapiteln nicht.

## **Policy für Sicherheit, Gesundheit und Umwelt (SHE)**

Die SHE Policy gilt für die gesamte Lenzing Gruppe und wurde 2022 von der Konzernleitung genehmigt. Dadurch sind Sicherheit, Gesundheit und Umweltschutz als Grundwerte in der Lenzing Gruppe verankert.

- Schutz der Umwelt, indem Emissionen, Abfälle und Umweltverschmutzung verringert, und Ressourcen schonend und effizient genutzt werden. Hierfür werden Ziele und Vorgaben festgelegt und kontrolliert.
- Entwicklung und Pflege einer Sicherheitskultur, von Sicherheitsstandards und -systemen, um die SHE-Leistung kontinuierlich zu verbessern.
- Einhaltung geltender nationale Gesetze und Vorschriften der Länder, in denen Lenzing tätig ist, und Übertreffen der maßgeblichen Industriestandards.
- Schulung und Einbindung aller Mitarbeiter:innen in Gefahrerkennung, Risikobewertung und -kontrolle.
- Beratung mit Arbeitnehmervertreter:innen und Ermutigung, an den Entscheidungsprozessen für das Arbeitsschutzmanagement teilzunehmen.
- Ermächtigung sämtliche Mitarbeiter:innen, etwaige Aufgaben oder Tätigkeiten einzustellen, sollten diese nicht auf sichere Art und Weise ausgeführt werden können.

## **Beste verfügbare Techniken der EU (EU-BVT)**

Alle Lenzing Standorte in der EU, darunter ein Viscosewerk, zwei Lyocellwerke und zwei Zellstoffwerke, erfüllten 2023 die gelgenden EU-BVT-Leistungsstandards, die in mehreren EU-Referenzdokumenten zur besten verfügbaren Technik festgelegt sind. Die Einhaltung der EU-BVTs ist die Grundlage für die Erteilung und Überprüfung von Umwelt- und Betriebsgenehmigungen für die Anlagen und wird von den zuständigen Behörden in den Mitgliedstaaten kontinuierlich überwacht. Die Überwachung der Einhaltung der Vorschriften sowie die Anforderungen an das Management, das Überwachungsprogramm, die Berichterstattung usw. werden ebenfalls in Übereinstimmung mit den EU-BVT-Standards durchgeführt.

Die EU-BVT gelten ausschließlich innerhalb der EU und haben außerhalb der EU keine Gültigkeit. Alle Faserprodukte, die an Lenzing-Standorten außerhalb der EU hergestellt werden, tragen daher das EU Umweltzeichen für herausragende Umweltleistung. 2023 wurde dem Produktionsstandort Lenzing in Purwakarta (Indonesien) das europäische Umweltzeichen (EU Ecolabel) verliehen. Er ist damit der jüngste Standort der Gruppe, der Fasern mit diesem Label herstellt.

## **Chemikalienmanagement**

Ein konzernweiter Standard für das Chemikalienmanagement wurde im Jahr 2023 eingeführt. Er beinhaltet ein umfassendes Chemikalieninventar und ein Genehmigungsverfahren. Der Standard schließt eine Gefahrenbeurteilung und Expositionabschätzung für jedes chemische Produkt ein, um nachweisen zu können, dass dessen Verwendung für das Personal, die Umwelt und die Nutzung in Produkten sicher ist. Der Prozess zur Umstellung des Chemikalienmanagements wurde 2020 eingeführt und wurde schrittweise an allen Standorten umgesetzt, um einen einheitlichen konzernweiten Ansatz aller Standorte der Gruppe zu gewährleisten.

## **Maßnahmen**

[ESRS E2-2; GRI 3-3d, 303-2, 306-2]

Eine Zusammenfassung der „Gesetzten Maßnahmen“ findet sich im Managementansatz am Anfang dieses Kapitels.

Lenzing hat sich dem „Supplier-to-Zero“-Programm der Multi-Stakeholder-Initiative Zero Discharge of Hazardous Chemicals (ZDHC) verschrieben. Bei Abwassertests 2023, erreichten die Standorte Prachinburi (Thailand) und Heiligenkreuz (Österreich) den Status „aspirational“ bei ZDHC MMCF-Abwasser-Parametern.

Die Abwässer werden kontrolliert abgeleitet, um eine Kontamination des Grundwassers zu vermeiden. Das Prozesswasser wird in biologischen Abwasseraufbereitungsanlagen (Kläranlagen) behandelt. Die Lenzing Gruppe verfügt an all ihren Standorten mit Ausnahme von Grimsby (Großbritannien) über derartige Anlagen. Der Standort Grimsby erfüllt alle lokalen Gesetze und Vorschriften für Abwasser sowie die EU-Wasserrahmenrichtlinie. Dennoch investiert Lenzing in eine neue Kläranlage, um die noch ehrgeizigeren Umweltstandards der Lenzing Gruppe zu erfüllen. Die Standortvorbereitung ist abgeschlossen und 2023 wurde mit dem Bau begonnen. Der Bau beinhaltet auch eine Zusammenarbeit mit der Regierung des Landes, um neue Technologien aus einem laufenden F&E-Projekt anzuwenden.

An den Standorten Lenzing (Österreich), Paskov (Tschechische Republik) und Indianópolis (Brasilien) werden aus den Abfallströmen der Zellstoffproduktion bereits in einem frühen Stadium des Bioraffinerieprozesses organische Verbindungen extrahiert. Dadurch verringert sich die CSB-Belastung (CSB = chemischer Sauerstoffbedarf) im Abwasser deutlich. Dies ist ein Beispiel für einen Best-Practice-Ansatz: Potenzielle Abwasserströme werden zu nützlichen Produkten verarbeitet, wodurch Verschmutzung vermieden und die in den Abwasseraufbereitungsanlagen zu behandelnde Abwassermenge reduziert wird.

Die Anlage von Lenzing in Purwakarta (Indonesien) hat große Fortschritte bei der Verbesserung ihrer Umweltleistung gemacht. Die abgeschlossene Anlagenmodernisierung im Wert von 100 Millionen Euro umfasst zwei Hauptkomponenten. Die erste, eine neue Schwefelrückgewinnungsanlage (CAP), wurde erfolgreich in Betrieb genommen und ist voll funktionsfähig. Die zweite Komponente ist die Aufrüstung der Abwasserbehandlungsanlage. Der Bau wurde im Jahr 2023 abgeschlossen, und sobald sie voll funktionsfähig ist, wird sie die Abwasseremissionen signifikant reduzieren.

Im Jahr 2021 wurde ein weiteres Projekt zur Modernisierung der Kläranlage am Standort Mobile in den USA genehmigt. Die Lyocellanlage war eine der ersten ihrer Art. Die bestehende Kläranlage wird modernisiert, um die Nachhaltigkeitsstrategie der Gruppe und die Zielvorgabe für CSB-Emissionen zu erfüllen. Diese Investition wird nicht nur dazu beitragen, die künftigen ZDHC-Anforderungen für die Lyocellproduktion zu erfüllen, sondern auch eine potenzielle Erweiterung der Faserproduktionskapazität ermöglichen. Das Projekt umfasst die Renovierung bestehender Strukturen und neue modulare Elemente für eine hochmoderne Abwasserbehandlung. Die Investition gewährleistet somit einen verlängerten Lebenszyklus der Kläranlage. Der Bau wurde im Dezember 2023 abgeschlossen und die Inbetriebnahme der neuen Systeme hat begonnen.

## Kennzahlen und Ziele

[ESRS E2-3; GRI 3-3e]

Siehe „Ziele“ im Managementansatz am Anfang von diesem Kapitel. Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

Luft-emissionen	<b>Reduzierung der Schwefelemissionen der Lenzing Gruppe um 50 Prozent bis 2023; Ausgangsbasis 2014<sup>a</sup></b>	Maßnahmen durchgeführt
Maßnahme(n)	Lenzing modernisiert die Schwefelrückgewinnungsanlage (CAP) am Standort Purwakarta (Indonesien)	<b>2023</b>
Status in 2023	Die Schwefelrückgewinnungsanlage (CAP) im Werk Purwakarta (Indonesien) wurde erfolgreich implementiert und im Juli 2023 in Betrieb genommen. Die Viscosefasern aus diesem Werk sind nun mit dem EU-Umweltzeichen zertifiziert. Alle Maßnahmen für dieses Ziel wurden umgesetzt, aber um das Ziel zu erreichen, müssen die Maßnahmen ein ganzes Jahr lang laufen.	
a)	Der Zielwert orientiert sich weiterhin am Produktionsvolumen und der Anzahl an Anlagen zur Ausgangsbasis 2014 (d. h. die neuen Standorte in Prachinburi (Thailand) und Indianópolis (Brasilien) sind nicht berücksichtigt).	
ZDHC Viscose	<b>Erreichen des Status „aspirational“ der ZDHC MMCF-Abwasser- und Luftermissions-Richtlinien in den Lenzing Viscoseanlagen bis 2024</b>	<b>2026 Auf Kurs</b>
Status in 2023	Die Lenzing Viscosestandorte haben die ZDHC MMCF-Richtlinie in ihrer überarbeiteten Version 2,2 kontinuierlich umgesetzt. Die Umsetzung der Abwasserrichtlinie wurde im Jahr 2023 fortgesetzt. Die Umsetzung der Luftermissionsrichtlinie verlief planmäßig, allerdings wird die Berichterstattung über die ZDHC-Lieferantenplattform (für man-made cellulosic fibers MMCF) aufgrund der Verzögerung des offiziellen Starts erst in der ersten Hälfte des Jahres 2024 beginnen. Das Ziel, das „aufstrebend“ Niveau zu erreichen, wird nun aufgrund von Unterbrechungen der Lieferkette aufgrund globaler Probleme und technischer Herausforderungen auf 2026 verschoben.	
ZDHC Lyocell	<b>Erreichen des Status „aspirational“ der ZDHC MMCF-Abwasser-Richtlinie und der Richtlinien für eine verantwortungsvolle Produktion in den Lenzing Lyocellanlagen bis 2028</b>	<b>2028 Auf Kurs</b>
Maßnahme(n)	Erste ZDHC-Gateway-Berichterstattung über MMCF-Abwasser-Richtlinie v2 in den Lyocellanlagen <sup>c</sup> im Jahr 2023	<b>2023 Auf Kurs</b>
	Erste Lieferantenplattform zur Einführung und Berichterstattung der MMCF-Richtlinie v2 - verantwortungsvolle Produktion in den Lyocellanlagen <sup>c</sup> im Jahr 2023	<b>2023 Verzögert</b>
	Lenzing Lyocellanlagen <sup>c</sup> erreichen den Status „aspirational“ bei Abwasser und verantwortungsvoller Produktion	<b>2025 Auf Kurs</b>
	Lenzing Grimsby (Großbritannien) erreicht den Status „foundational“ bei Abwasser und verantwortungsvoller Produktion	<b>2025 Auf Kurs</b>
	Lenzing Grimsby (Großbritannien) erreicht den Status „aspirational“ bei Abwasser und verantwortungsvoller Produktion	<b>2028 Auf Kurs</b>
Status in 2023	Die Umsetzung verläuft planmäßig und alle Lyocell-Standorte waren für die Berichterstattung im Jahr 2023 registriert. Da es jedoch in den USA und im Vereinigten Königreich kein ZDHC-zertifiziertes Labor gibt, konnten die Abwassertests an diesen beiden Standorten nicht abgeschlossen werden. Die Standorte, die die Berichterstattung über das ZDHC-Gateway abgeschlossen haben, haben alle das angestrebte Niveau erreicht. Die Anforderungen gemäß der Richtlinie zur verantwortungsvollen Faserproduktion werden ab 2024 nach der Veröffentlichung der ZDHC-Lieferantenplattform für MMCF Anfang November 2023 gemeldet.	
b)	Relevant für das Long-Term-Incentive (LTI)-Bonusziel des Vorstandes	
c)	Lenzing (Österreich), Heiligenkreuz (Österreich), Mobile (USA), Prachinburi (Thailand)	
Abwasser	<b>Reduzierung der Abwasseremissionen (Chemischer Sauerstoffbedarf CSB) der Lenzing Gruppe um 20 Prozent bis 2024; Ausgangsbasis 2014<sup>a,b</sup></b>	<b>2024 Auf Kurs</b>
Maßnahme(n)	Lenzing modernisiert Abwasseraufbereitungsanlage am Standort Purwakarta (Indonesien)	<b>2023 Erreicht</b>
	Lenzing implementiert neue Abwasseraufbereitungsanlage am Standort Grimsby (Großbritannien)	<b>2024 Auf Kurs</b>
Status in 2023	Der Bau der Abwasseraufbereitungsanlage in Purwakarta (Indonesien) fand 2023 statt, die Inbetriebnahme ist für Anfang 2024 geplant. Der Bau der Abwasseraufbereitungsanlage in Grimsby (Vereinigtes Königreich) ist auf Kurs und wird 2024 in Betrieb gehen.	
a)	Der Zielwert orientiert sich weiterhin am Produktionsvolumen und der Anzahl an Anlagen zur Ausgangsbasis 2014 (d. h. die neuen Standorte in Prachinburi (Thailand) und Indianópolis (Brasilien) sind nicht berücksichtigt).	
b)	Relevant für das Long-Term-Incentive (LTI)-Bonusziel des Vorstandes	

FEM	Implementierung und jährliche Aktualisierung des Facility Environmental Module (FEM) in allen Zellstoff- und Faserproduktionsanlagen und Weitergabe verifizierter Module an Kunden ab 2024 <sup>d</sup>	2024 Auf Kurs	
		2023 Erreicht	
Maßnahme(n)	Lenzing führt 2022 Selbstbewertungen an bestehenden Standorten und 2023 die erste externe Verifizierung durch		
	Lenzing führt 2023 Selbstbewertungen und Schulungen für neue Standorte (Prachinburi (Thailand) und Indianópolis (Brasilien)) und 2024 die erste externe Verifizierung durch		
	Sieben Standorte haben FEM eingeführt, vier Standorte haben die Verifizierung mit ausgezeichneten Ergebnissen von 90 bis 95 abgeschlossen, drei Standorte mit Ergebnissen zwischen 70 und 89. Für die Standorte in Indianópolis (Brasilien) und Prachinburi (Thailand) wurden Selbstbeurteilungen und Schulungen durchgeführt. Status in 2023 Beide Standorte bereiten sich auf die Verifizierung im Jahr 2024 vor.		

d) Der Umfang beinhaltet alle Lenzing Anlagen, auch die neuen Standorte Prachinburi (Thailand) und Indianópolis (Brasilien).

Eine nachhaltige Zellstoff- und Faserproduktion unterliegt per se strengen Kriterien (z.B. Emissionsgrenzwerten), nicht nur in Bezug auf die Emissionen, sondern auch im Hinblick auf das Abwasser und die Wasseraufbereitung. Nationale oder regionale Gesetzgebungen sowie etliche Industriestandards und Zertifizierungssysteme, wie EU-BVT, das EU Ecolabel und ZDHC, identifizieren besonders problematische Stoffe und stellen Leitlinien bereit, wie Emissionen verringert und dadurch schädliche Auswirkungen auf Gewässer vermieden werden können. Lenzing verfügt über jahrzehntelange Erfahrung, was den sicheren Umgang und die Behandlung eingesetzter Prozesschemikalien anbelangt, einschließlich abwasserbezogener Fragestellungen. Lenzing hat dieses umfangreiche Fachwissen genutzt, um im Rahmen von Multi-Stakeholder-Initiativen wie dem ZDHC-Programm an der Entwicklung und Gestaltung der heutigen Branchenstandards mitzuwirken. Ableitungsgrenzwerte sind in die Umweltgenehmigungen einbezogen, die allen Standorten von den zuständigen Behörden auf Grundlage nationaler Gesetze erteilt wurden. Zusätzliche innerbetriebliche Grenzwerte können gemäß interner Umweltstandards gelten.

## Luft-, Wasser- und Bodenverschmutzung

[ESRS E2-4; GRI 305-7]

Sulfatemissionen entstehen hauptsächlich im Viscoseverfahren. CSB-Emissionen entstehen bei Zellstoff- und allen Faserproduktionsprozessen, ihre Verringerung ist das „Abwasser“ Ziel. Die Gesamtemissionen von CSB und Aminen sind im Vergleich zum Vorjahr wegen der hinzugekommenen Produktionsanlagen in Prachinburi (Thailand) und Indianópolis (Brasilien) gestiegen. Die CSB-Emissionen ohne die beiden neuen Produktionsanlagen sind nach wie vor relevant für das Ziel „Abwasser“ und daher zusätzlich berichtet (siehe Tabellen 18 und 19). Die Zellstoffanlage in Paskov (Tschechische Republik) wies 2023 signifikant höhere CSB-Emissionen auf. Dies wirkte sich konzernweit aus und führte zu spezifischen CSB-Emissionen im Bereich des Basisjahres. Mit dem neuen Umfang, der zwei neue Produktionsanlagen umfasst, sanken die spezifischen Emissionen im Abwasser im Vergleich zu 2022 im Allgemeinen. Die geringere Produktion am Standort Grimsby (Großbritannien) führte im Vergleich zum Vorjahr zu einer geringeren Gesamtemission von Aminen im Abwasser (Tabellen 18 und 19). Es wird erwartet, dass dieser Standort bis zur Inbetriebnahme der neuen Kläranlage weiterhin maßgeblich zu Amin-Emissionen in der Gruppe beitragen wird.

### Absolute Emissionen im Abwasser nach Wasseraufbereitung

Tabelle 18

(Tonnen)	2014	2021	2022	2023
CSB <sup>a</sup>	6.110	5.666	5.056	5.527
CSB <sup>b</sup>				6.165
SO <sub>4</sub> <sup>b</sup>	173.648	182.576	143.528	169.661
Amine <sup>b</sup>	198	247	250	206

a) Ohne die neuen Produktionsstandorte in Prachinburi (Thailand) und Indianópolis (Brasilien). Dieser KPI entspricht dem Geltungsbereich des „Abwasser“ Ziels, das formuliert wurde, bevor diese neuen Standorte konzipiert wurden.

b) Inklusive der neuen Produktionsstandorte in Prachinburi (Thailand) und Indianópolis (Brasilien).

### Spezifische Emissionen im Abwasser

Tabelle 19

(Index basierend auf kg/t, 2014 = 100 %)

	2014	2021	2022	2023
CSB <sup>a</sup>	100 %	91,7 %	90,1 %	101,0 %
CSB <sup>b</sup>				78,7 %
SO <sub>4</sub> <sup>b</sup>	100 %	104,0 %	90,0 %	76,2 %
Amine <sup>b</sup>	100 %	123,3 %	137,7 %	81,3 %

a) Ohne die neuen Produktionsstandorte in Prachinburi (Thailand) und Indianópolis (Brasilien). Dieser KPI entspricht dem Geltungsbereich des „Abwasser“ Ziels, das formuliert wurde, bevor diese neuen Standorte konzipiert wurden.

b) Inklusive der neuen Produktionsstandorte in Prachinburi (Thailand) und Indianópolis (Brasilien).

### Reduktion der Schwefelemissionen

Schwefel und Schwefelverbindungen sind für die Herstellung von Standardviscose unvermeidbar. In den vergangenen Jahrzehnten hat Lenzing die Schwefelemissionen durch Verbesserung der Kreisläufe und Wiedergewinnungssysteme massiv verringert. Zwar sind alle Lenzing Viscoseproduktionsstätten (Lenzing (Österreich) Nanjing (China) und Purwakarta (Indonesien)) mit Abgasreinigungssystemen und Rückgewinnungstechnologien ausgestattet, doch es verbleiben aus dem Prozess selbst und der Energiegewinnung am Standort gewisse Emissionen von Schwefelkohlenstoff (CS<sub>2</sub>), Schwefelwasserstoff (H<sub>2</sub>S) und Schwefeldioxid (SO<sub>2</sub>). Die Fertigstellung der zweiten CAP am Standort Purwakarta (Indonesien) hat die weitere Reduzierung der absoluten und spezifischen Schwefelemissionen in die Luft vorangetrieben. Da das Projekt erst im Berichtsjahr abgeschlossen wurde, wird sich der Einfluss der zusätzlichen Rückgewinnungsanlage erst im kommenden Jahr vollständig entfalten, um eine Reduzierung um 50 Prozent (Ziel „Luftemissionen“) zu erreichen. Schwefelemissionen ohne die beiden neuen Produktionsanlagen sind nach wie vor relevant für das Ziel und daher zusätzlich berichtet (siehe Tabelle 21).

Auf Konzernebene, einschließlich der beiden neuen Produktionsstätten, stiegen die absoluten Emissionen von Stickoxiden aufgrund zusätzlicher Zellstoffproduktion und Energieerzeugung an, während sich die spezifischen Emissionen im Vergleich zu 2022 deutlich verringerten (Tabellen 20 und 21). Die durch die Herstellung von Lyocellfasern entstehenden Emissionen bewegen sich im Spurenbereich, da das organische Lösungsmittel NMMO während des gesamten Prozesses im Wasser-/Lösungsmittelkreislauf verbleibt und eine Rückgewinnungsquote von über 99,8 Prozent aufweist.

#### Absolute Emissionen in der Abluft<sup>a</sup>

Tabelle 20

(Tonnen)	2014	2021	2022	2023
Schwefel (CS <sub>2</sub> - und H <sub>2</sub> S-Emissionen, berechnet als elementarer Schwefel)	34.787	25.969	21.449	18.798
SO <sub>2</sub>	3.908	2.603	2.419	2.220
NO <sub>x</sub> <sup>b</sup>		1.321	946	2.707

a) Inklusive aller Anlagen. Die Schweißemissionen wurden mithilfe des Massenbilanzansatzes berechnet. Die SO<sub>2</sub>-Emissionen basieren auf Messungen.

b) NO<sub>x</sub>-Daten sind auf Konzernebene erst ab 2019 bzw. für die indonesische Produktionsstätte ab 2021 verfügbar.

#### Spezifische Emissionen in der Abluft

Tabelle 21

(Index basierend auf kg/t, 2014 = 100 %)

	2014	2021	2022	2023
Schwefel (CS <sub>2</sub> - und H <sub>2</sub> S-Emissionen, berechnet als elementarer Schwefel) <sup>a</sup>	100,0 %	73,8 %	67,1 %	60,3 %
Schwefel (CS <sub>2</sub> - und H <sub>2</sub> S-Emissionen, berechnet als elementarer Schwefel) <sup>b</sup>				42,1 %
SO <sub>2</sub> <sup>b</sup>	100,0 %	65,9 %	67,4 %	44,3 %

a) Ohne die neuen Produktionsstandorte in Prachinburi (Thailand) und Indianópolis (Brasilien). Dieser KPI entspricht dem Geltungsbereich des „Luftemissionen“ Ziels, das formuliert wurde, bevor diese neuen Standorte konzipiert wurden.

b) Inklusive der neuen Produktionsstandorte in Prachinburi (Thailand) und Indianópolis (Brasilien).

Weitere Informationen über andere Abfallströme neben Abwasser und Emissionen in der Abluft finden Sie im Kapitel „Ressourcenutzung und Kreislaufwirtschaft“.

## Einbeziehung von Stakeholdern bei Umweltverschmutzung



[GRI 3-3f]

### Zero Discharge of Hazardous Chemicals (ZDHC)

Die Multi-Stakeholder-Zusammenarbeit der Zero Discharge of Hazardous Chemicals (ZDHC) hat einen besonderen Fokus und Arbeitsgruppen für Abwasser, Schlamm, feste Abfälle und Luftemissionen in der Textilindustrie initiiert. Lenzing ist seit 2018 Teil der Taskforce für Man-Made Cellulosic Fibers (MMCF) zu Abwasser, Klärschlamm, festen Abfällen und Luftemissionen. Im Jahr 2020 hat Lenzing die veröffentlichten ZDHC-Richtlinien für Abwasser, Luftemissionen und verantwortungsbewusste Faserproduktion für MMCF-Hersteller übernommen. Im Jahr 2021 hat Lenzing mit der ZDHC-Gateway-Berichterstattung gemäß der Abwasserrichtlinie in seinen Viscosebetrieben in Purwakarta (Indonesien), Nanjing (China) und Lenzing (Österreich) begonnen. Im Jahr 2023 wurde die überarbeitete und erweiterte MMCF-Richtlinie veröffentlicht, die auch andere Fasern wie Lyocell umfasst. Lenzing setzt diese Richtlinie um, und die erste Berichterstattung für die Lyocell-Standorte begann im Oktober 2023.

# Wasser- und Meeresressourcen

## MANAGEMENTANSATZ

### Wesentliches Thema: Wasser- und Meeresressourcen

[GRI 3-3]

Lenzing will den Wasser-Fußabdruck ihrer Produkte verbessern, indem sie den Anteil von Lenzing-Faserzellstoff erhöht und die Produktion von Spezialitätenprodukten ausbaut. Das Unternehmen stützt seine Kommunikationsstrategie auf die Ergebnisse von Lebenszyklusanalysen (LCA) und stellt seinen Partnern Informationen zum Wasser-Fußabdruck zur Verfügung, um sie bei der Erreichung ihrer Wasserziele zu unterstützen. Das Engagement von Lenzing für ein nachhaltiges Wassermanagement stärkt ihre Position als weltweit führendes Unternehmen in der umweltverträglichen Faserproduktion. Angaben zu Wasseremissionen sind im Kapitel „Umweltverschmutzung“ enthalten.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Besserer Wasser-Fußabdruck durch größeren Anteil an Faserzellstoff von Lenzing und Ausweitung der Produktion von Spezialprodukten
- Anhand der Lebenszyklusanalyse (LCA) dargestellte Produkte von Lenzing mit besserem Wasser-Fußabdruck helfen den Partnern der Wertschöpfungskette bei der Einhaltung ihrer Wasserziele

##### Negativ

###### Eigene Aktivitäten:

- Wasserknappheit könnte die Geschäftstätigkeit beeinträchtigen
- Wasserentnahme kann negative Auswirkungen auf die lokale Bevölkerung und Ökosysteme haben

#### Policies und Engagement

- Policy für Wasser
- Nachhaltigkeitsstrategie „Naturally Positive“ mit Kernbereich „Verantwortungsbewusster Umgang mit Wasser“
- Nachhaltigkeitsziele der Lenzing Gruppe
- Zertifizierung der Lenzing Gruppe nach ISO 14001:2015
- Policy für Sicherheit, Gesundheit und Umwelt
- Lenzing Umweltstandard
- Globaler Verhaltenskodex
- Lenzing globaler Verhaltenskodex für Lieferanten
- Policy für Holz und Zellstoff
- Higg FEM

#### Gesetzte Maßnahmen

- Weiterentwicklung der Berichterstattung von Umweltkennzahlen zur Einhaltung aktualisierter Anforderungen für GRI-Indikatoren und ESRS-Berichtspflichten
- CDP-Berichterstattung für Wassersicherheit
- Umweltmanagementsystem nach ISO 14001:2015 (inkl. Risikobewertung und interner Audits zur Sicherstellung der Wirksamkeit der durchgeführten Maßnahmen)
- Kontinuierliche Weiterentwicklung des Lenzing Umweltstandards
- Regelmäßige globale QESH-Meetings mit Managementbewertung
- Integration von globalen wasserbezogenen Bewertungsinstrumenten in das Risikomanagement

#### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

- Ziel „FEM“

#### Stakeholders

- Zuständige Behörden
- Lokale Bevölkerung
- Kunden

#### Verantwortlichkeiten

- CEO
- Site Managers

#### Unterstützende Funktionen

- Global QESH
- Performance.Improvement.Technology

## Management der Auswirkungen, Risiken und Chancen

### Verantwortungsbewusster Umgang mit Wasser

[GRI 303-2]

Lenzing berücksichtigt wasserbezogene Themen in der vor- und nachgelagerten Wertschöpfungskette ihrer Produkte. Die Lebenszyklusanalyse (LCA)-Methodik ist nützlich, um Hotspots zu identifizieren und strategische Entscheidungsfindung zu unterstützen.

Lenzing strebt danach, zum nachhaltigen Wasserverbrauch beizutragen, wo immer es einen direkten oder indirekten Einfluss ausüben kann. Dies umfasst den Entzug und Verbrauch von Süßwasser und ist Gegenstand des Lenzing Umweltstandards und der Policy für Wasser. Diese setzen eine kontinuierliche Überwachung und Berichterstattung gemäß des Umweltmanagementsystems, GRI, ESRS, CDP und anderen wasserbezogenen Standards und Leitlinien voraus. Abb. 10 veranschaulicht den Beitrag von Lenzing in diesem Kontext in verschiedenen Phasen der Wertschöpfungskette.

# Policies

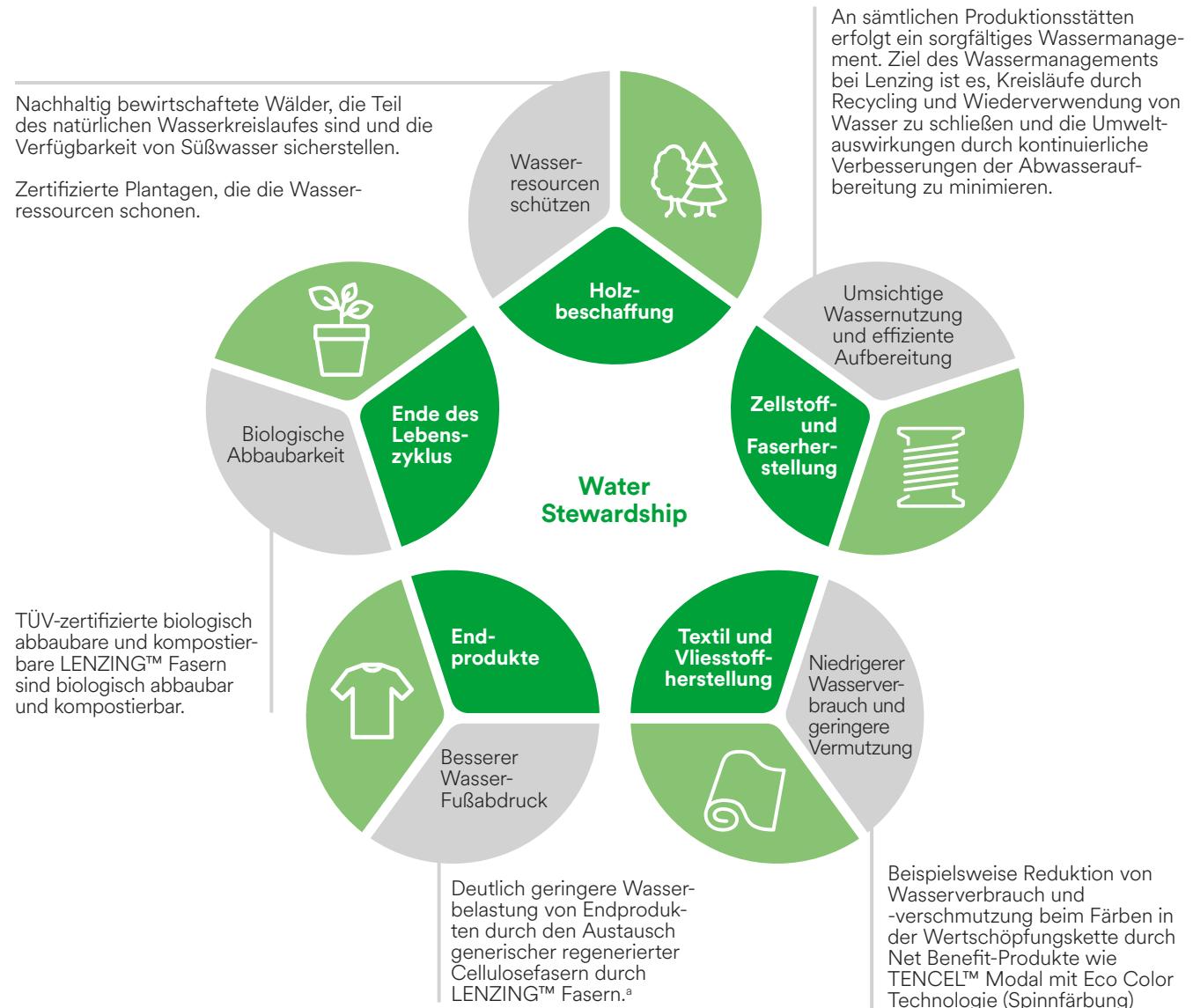
[ESRS E3-1; GRI 3-3c]<sup>7</sup>

## Policy für Wasser

Die neueste Policy für Wasser wurde vom Vorstand im Jahr 2022 genehmigt. Darin werden fünf wesentliche Verpflichtungen eingegangen:

- Lenzing orientiert sich an führenden Praktiken wie der Sicherstellung der Verfügbarkeit und der nachhaltigen Bewirtschaftung von Wasser und sanitären Einrichtungen für alle (SDG 6) sowie dem Schutz und der nachhaltigen Nutzung der Ozeane, Meere und Meeresressourcen der Welt für eine nachhaltige Entwicklung (SDG 14).
- Lenzing bindet Partner der Wertschöpfungskette und andere wichtige Stakeholder mit ein, indem sie ein breiteres Wassermanagement und Programme auf der Grundlage von Nachhaltigkeitsprinzipien fördert, um die wasserbezogenen Auswirkungen zu reduzieren und allen Mitgliedern der Gemeinschaften zu nutzen.
- Lenzing verpflichtet sich, direkte und indirekte Interaktionen mit Wasserressourcen umfassend zu überwachen, zu kontrollieren und darüber zu berichten. Lenzing bewertet kontinuierlich die Risiken und Chancen, die sich aus dem Klimawandel und anderen globalen Umweltproblemen ergeben, und berücksichtigt sie in ihrer Geschäftsstrategie.
- Lenzing optimiert und verbessert ihre Leistung in Bezug auf den Wasserverbrauch und den Wasser-Fußabdruck ihrer Produkte, indem sie sich an den besten Praktiken der Branche orientiert und sich kontinuierlich um Innovationen in den Bereichen Technologie und Management bemüht.
- Lenzing ist bestrebt, den Wasserverbrauch und die wasserbezogenen Emissionen über die gesetzlichen Anforderungen hinaus kontinuierlich zu reduzieren, um die Wasserqualität und -verfügbarkeit an Lenzings Standorten zu gewährleisten und damit die Erwartungen der Stakeholder zu erfüllen.

<sup>7</sup> Zusätzlich zur GRI-Angabe wird der entsprechende ESRS-Abschnitt vermerkt. Ein Anspruch auf Erfüllung des ESRS besteht in diesem und den folgenden Kapiteln nicht.



a) Siehe Higg MSI Datenbank v3.5 (Dez. 2022)

## Maßnahmen

[ESRS E3-2; GRI 3-3d, 303-1]

Eine Zusammenfassung der „Gesetzten Maßnahmen“ findet sich im Managementansatz am Anfang dieses Kapitels.

### Integration von globalen wasserbezogenen Bewertungsinstrumenten in das Risikomanagement

Vor allem auf Produktebene ist die LCA das wichtigste Instrument zur Bewertung der Cradle-to-Gate-Auswirkungen und zur Identifizierung von Verbesserungsmöglichkeiten bei direkten und indirekten Vorgängen, d.h. bei der Zellstoff- und Faserproduktion bzw. in der vorgelagerten Lieferkette. Unterstützt wird das Verfahren durch die Erhebung interner Umweltdaten, einschließlich des Wasserverbrauchs, der Abwässer und der Einleitung prioritärer bedenklicher Stoffe, sowie durch die zunehmende Erhebung von Primärdaten der Wassernutzung bei Lieferanten. Dieser Ansatz wird

durch eine Bewertung des Wasserrisikos für Unternehmen ergänzt, wobei qualitative und quantitative Informationen über die Lieferkette und die eigene Produktion mithilfe der Instrumente WRI Aqueduct Water Risk Atlas und WWF Water Risk Filter kontextualisiert werden. Sie unterstützen nicht nur die Bewertung der aktuellen Wassersituation an bestimmten Standorten, sondern geben auch Aufschluss über zukünftige Szenarien, die aufgrund der Auswirkungen des Klimawandels auf die Wasserverfügbarkeit und -qualität entstehen.

### Verantwortungsbewusster Umgang mit Wasser - Maßnahmen

Für Lenzing ist Wasser ein kostbarer Rohstoff, der die Produktion von Faserzellstoff und Cellulosefasern ermöglicht. Ein verantwortungsbewusster Umgang mit Wasser ist daher von entscheidender Bedeutung. Da Wasser eine kostbare Ressource ist, stellt die zunehmende Wasserknappheit in vielen Teilen der Welt eine Gefahr für die Menschen, die Umwelt und die nachhaltige Wirtschaftsent-

wicklung dar. So können etwa schlecht bewirtschaftete Holzplantagen Druck auf das Gleichgewicht des regionalen Wasserhaushaltes ausüben. Lenzing bezieht zertifiziertes Holz aus nachhaltig bewirtschafteten Wäldern und mindert so etwaige Auswirkungen auf Wasserverknappung. Andererseits sind manche Materialien innerhalb der textilen Lieferketten mit einer hohen Wasserbelastung verbunden, sowohl durch Wasserverbrauch als auch Wasserverschmutzung. Wesentliche Fragen beim verantwortungsbewussten Umgang mit Wasser sind die effiziente Wassernutzung bei der Produktion und der Einsatz modernster Wasseraufbereitungstechnologien.

Lenzing bietet Fasern mit einer geringeren Wasserbelastung als andere cellulose Fasern an um die wachsende Nachfrage nach nachhaltigen Fasern zu befriedigen, und entwickelt innovative Produkte, bei denen nachgelagerte Schritte in der Wertschöpfungskette entfallen. Dadurch werden der Wasserverbrauch und die Wasserauswirkungen erheblich reduziert.

Das Spinnbad des Lyocellverfahrens enthält Wasser und das Lösungsmittel NMMO, um das Cellulose-Polymer vor dem Spinnvorgang zu lösen. Beim Viscoseverfahren wird eine Mischung aus Pro-

zesschemikalien und Wasser verwendet. Bei beiden Produktions-technologien wird Wasser recycelt, indem die Prozesschemikalien und/oder die Lösungsmittel mit sehr hoher Effizienz abgetrennt werden. Dieser aktuelle Stand der Technik wird in allen Produktionsstätten von Lenzing eingesetzt. Dies spart Wasser, bietet eine optimale Vorbehandlung für die Wasserentsorgung und hilft dabei, die Fasereigenschaften und -qualität zu optimieren. Durch die Rückgewinnungssysteme erhält Lenzing marktfähige Co-Produkte und wiederverwendbare Prozesschemikalien. Eine finale Abwasseraufbereitungsstufe reduziert die Abwasserbelastung. Eine mögliche Verunreinigung der aufnehmenden Gewässer wird durch die Einhaltung und das Übertreffen lokal vorgeschriebene Qualitätsanforderungen abgewendet (siehe Kapitel „Umweltverschmutzung“).

## Kennzahlen und Ziele

[ESRS E3-3; GRI 3-3e, 303-1]

Siehe „Ziele“ im Managementansatz am Anfang von diesem Kapitel. Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

FEM	Implementierung und jährliche Aktualisierung des Facility Environmental Module (FEM) in allen Zellstoff- und Faserproduktionsanlagen und Weitergabe verifizierter Module an Kunden ab 2024 <sup>d</sup>	2024 Auf Kurs
Maßnahme(n)		2023 Erreicht
		2024 Auf Kurs
Lenzing führt 2022 Selbstbewertungen an bestehenden Standorten und 2023 die erste externe Verifizierung durch		
Lenzing führt 2023 Selbstbewertungen und Schulungen für neue Standorte (Prachinburi (Thailand) und Indianópolis (Brasilien)) und 2024 die erste externe Verifizierung durch		
Sieben Standorte haben FEM eingeführt, vier Standorte haben die Verifizierung mit ausgezeichneten Ergebnissen von 90 bis 95 abgeschlossen, drei Standorte mit Ergebnissen zwischen 70 und 89. Für die Standorte in Indianópolis (Brasilien) und Prachinburi (Thailand) wurden Selbstbeurteilungen und Schulungen durchgeführt. Beide Standorte bereiten sich auf die Verifizierung im Jahr 2024 vor. Status in 2023		

d) Der Umfang beinhaltet alle Lenzing Anlagen, auch die neuen Standorte Prachinburi (Thailand) und Indianópolis (Brasilien).

Um die Wasserqualität und -verfügbarkeit an den Lenzing Standorten zu gewährleisten, strebt Lenzing eine kontinuierliche Reduktion des Wasserverbrauchs und der wasserbezogenen Emissionen an. Im Rahmen des Zielsetzungsprozesses werden verschiedene Elemente berücksichtigt, die auch die Veränderung von Wasserverknappung in vielen Regionen aufgrund des Klimawandels anerkennen. Insofern werden bei der Festlegung der Ziele auch Aspekte der künftigen Situation von Wasserressourcen miteinbezogen.

## Wasserverbrauch

[ESRS E3-4; GRI 303-3, 303-4, 303-5]

Das Ziel des Wassermanagements von Lenzing besteht darin, möglichst viel Wasser wiederaufzubereiten und wiederzuverwenden. Das Zellstoffwerk in Paskov (Tschechische Republik) verfügt über einen geschlossenen Kühlwasserkreislauf und benötigt daher nur wenig zusätzliches Wasser, um Verluste zu kompensieren. Darüber hinaus spart die integrierte Zellstoff- und Faserproduktion am Standort Lenzing (Österreich) Wasser, da das Trocknen und die spätere Wiederbefeuchtung von zugekauftem Faserzellstoff entfällt.

Die Faserzellstoff- und Faserproduktionsanlagen beziehen Wasser aus angrenzenden Wasserquellen (hauptsächlich Flüsse und Grundwasser) und von lokalen Lieferanten. Wasser dient bei der

Produktion als Kühl- und Prozessmittel. Durch die inhärente Feuchtigkeitsaufnahme von Cellulosefasern und das Verdampfen im Kühlprozess werden erhebliche Wassermengen verbraucht.

#### **Wasserentnahme nach Quellen<sup>a</sup>**

(Megaliter)	2014	2021	2022	Tabelle 22 2023
<b>Alle Bereiche</b>				
Oberflächenwasser	103.000	87.029	80.851	97.085
davon Süßwasser	0	87.029	80.851	97.085
Grundwasser	14.000	12.980	14.335	12.747
davon Süßwasser	0	12.980	14.335	12.747
Meerwasser	0	0	0	0
Produziertes Wasser	0	0	0	0
Wasser von Dritten	0	6.726	5.701	8.961
davon Süßwasser	0	6.726	5.701	8.961
davon in Gebieten mit Wasserstress	0	0	0	1.837
<b>Gesamte Wasserentnahme</b>	<b>117.000</b>	<b>106.735</b>	<b>100.887</b>	<b>118.793</b>
davon in Gebieten mit Wasserstress	0	0	0	1.837

a) Von Süßwasser ( $\leq 1.000 \text{ mg/l}$  Filtrattrockenrückstand (TDS)), keine Entnahme von anderem Wasser ( $> 1.000 \text{ mg/l}$  Filtrattrockenrückstand (TDS))

#### **Spezifische<sup>a</sup> Wassernutzung**

Index (basierend auf $\text{m}^3/\text{t}$ , 2014 = 100 %)	2014	2021	2022	Tabelle 23 2023
Spezifische(r) Wasserzulauf/-extraktion	100,0 %	90,2 %	93,9 %	79,2 %

a) Spezifische Indikatoren werden pro Produktionseinheit der Lenzing Gruppe berichtet (d. h. Zellstoff- und Faserproduktionsvolumen).

Heuer umfasst die Berichterstattung zwei neue Produktionsstätten in Indianópolis (Brasilien) und Prachinburi (Thailand), was erwartungsgemäß zu einer höheren Wasserentnahme und -rückführung führte (siehe Tabellen 22 und 25). Die Inbetriebnahme der zusätzlichen Standorte sowie die Umstellung einer Produktionslinie von Viscose- auf Modal-Faserproduktion am Standort Nanjing (China)

beeinflusste den Gesamtwasserverbrauch in der Gruppe negativ (siehe Tabelle 24). Dennoch führt Lenzings realisierte Expansion in die wassereffiziente Herstellung von Zellstoff und Lyocellfasern zu einer signifikanten Reduzierung der spezifischen Wassernutzung (siehe Tabelle 23).

#### **Wasserverbrauch**

(Megaliter)	2014	2021	2022	Tabelle 24 2023
<b>Gesamtwasserverbrauch</b>	<b>9.000</b>	<b>8.741</b>	<b>8.087</b>	<b>12.173</b>
davon in Gebieten mit Wasserstress	0	0	0	867

#### **Wasserrückführung**

(Megaliter)	2014	2021	2022	Tabelle 25 2023
<b>Wasserrückführung nach Zielort</b>				
Oberflächenwasser	40.860	35.166	50.293	
Grundwasser	0	0	0	
Meerwasser	0	0	0	
Wasser von Dritten	57.133	57.633	56.326	
davon in Gebieten mit Wasserstress	0	0	970	
davon Anteil Wasser von Dritten, das zur Verwendung an andere Organisationen geleitet wird	0	0	0	
<b>Wasserrückführung nach Wasserqualität</b>				
Süßwasser ( $\leq 1.000 \text{ mg/l}$ Filtrattrockenrückstand (TDS))	69.772	66.496	65.957	
davon in Gebieten mit Wasserstress	0	0	970	
Anderes Wasser ( $> 1.000 \text{ mg/l}$ Filtrattrockenrückstand (TDS))	28.222	26.304	40.662	
<b>Gesamte Wasserrückführung</b>	<b>108.000</b>	<b>97.993</b>	<b>92.799</b>	<b>106.619</b>
davon in Gebieten mit Wasserstress	0	0	0	970

Lenzing begegnet wasserbezogenen Herausforderungen mit Fokus auf ihrem neuen Werk in Prachinburi (Thailand). Dies ist der einzige Standort der Gruppe in einem Gebiet mit hohem Wasserstress. Lenzing hat die Entscheidung getroffen, in Thailand vollständig auf die Lyocell-Technologie zu setzen. Diese verbraucht nur etwa ein Drittel des Prozesswassers, das bei der Viscose-Technologie benötigt wird. Das unterstreicht nicht nur Lenzings Engagement für einen verantwortungsbewussten Umgang mit Wasser, sondern führt auch zu einem geringen Anteil an Wasserentnahme-, -verbrauch und -rückführung in Gebieten mit Wasserstress (siehe Tabellen oben).



## **Einbeziehung von Stakeholdern bei Wasser- und Meeresressourcen**

[GRI 3-3f]

Weitere Informationen finden Sie im Fokuspapier „[Stakeholder engagement](#)“.

# Biodiversität und Ökosysteme

## MANAGEMENTANSATZ

### Wesentliches Thema: Biodiversität und Ökosysteme

[GRI 3-3]

Das Weltwirtschaftsforum<sup>8</sup> identifiziert den Verlust der Biodiversität und Kollaps von Ökosystemen als eines der drei globalen Risiken für den Menschen und unseren Planeten, neben der Klimakrise. Investitionen in den Schutz der Biodiversität sind auch für den Geschäftserfolg von Lenzing entscheidend. Die Hauptquelle potenzieller Auswirkungen der Geschäftstätigkeit und der Lieferkette der Lenzing Gruppe ist daher mit der Landnutzung durch die Forstwirtschaft verbunden, da Holz der wichtigste Rohstoff für Lenzing ist. Negative Auswirkungen auf die biologische Vielfalt können durch eine intensivere Nutzung der Wälder entstehen. Andererseits sind die positiven Auswirkungen einer nachhaltigen Forstwirtschaft auf die Biodiversität und die Ökosysteme gut bekannt<sup>9</sup> und können weiter erforscht und umgesetzt werden. Das Unternehmen arbeitet daher weiterhin an Innovationen in den Bereichen verantwortungsvolle Systeme, Prozesse und Produkte, die die Risiken für die Umwelt verringern. Die Innovationen von Lenzing in der Faserproduktion bieten auch End-of-Life-Lösungen für Textil- und Vliestoffprodukte. 2023 erhielt das Unternehmen die erneute Bestätigung, dass die LENZING™-Standardfasern (LENZING™ Viscose Standard, LENZING™ Lyocell Standard und LENZING™ Modal Standard) biologisch abbaubar in Meeressumgebung sind, und zwar von der Scripps Institution of Oceanography an der University of California San Diego<sup>10</sup>. Lenzing ist Mitglied der Advisory Group des Textile Exchange für eine Biodiversity Benchmark, die Unternehmen dabei unterstützt, ihre Auswirkungen auf die Natur zu verstehen und zu minimieren.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Der Schutz der Biodiversität und der Ökosysteme spielt eine entscheidende Rolle bei der Eindämmung des Klimawandels
- Der Fortbestand und die Verbesserung der Funktion der Wälder in ihren Ökosystemen unter Beibehaltung der langfristigen Verfügbarkeit des Rohstoffes Holz
- Cellulosematerialien sind eine biologisch abbaubare Alternative zu Kunststoffen und tragen dazu bei, die Auswirkungen von in die Umwelt gelangten Materialien auf Ökosysteme, Gewässer und Böden zu verringern

##### Negativ

###### Geschäftsbeziehungen:

- Verlust der Biodiversität in mangelhaft bewirtschafteten Waldökosystemen
- Der Verlust der Biodiversität könnte auch zu einer erheblichen Veränderung der für die Faserproduktion verfügbaren Holzarten führen
- Worst-Case-Szenarien berücksichtigen mögliche Zusammenbrüche ganzer Waldökosysteme auf regionaler Ebene und eine entsprechend hohe Volatilität der Holzpreise

##### Policies und Engagement

- Strenge Policy für Holz und Zellstoff
- Policy für Bioenergie
- Zentral verwaltete Holz- und Faserzellstoffbeschaffung
- CanopyStyle-Initiative
- Globaler Verhaltenskodex für Lenzing Lieferanten
- Globaler Verhaltenskodex
- Lenzing Umweltstandard
- Nachhaltigkeitsstrategie „Naturally Positive“
- Nachhaltigkeitsziele der Lenzing Gruppe

- Zur Erhaltung der Biodiversität werden von Lenzing verschiedene Ansätze in Abhängigkeit der globalen Region angewandt:
  - In der nördlichen Hemisphäre setzen die Holz- und Faserzellstofflieferanten von Lenzing in Europa und Nordamerika auf nachhaltige Forstwirtschaft
  - Vor allem in der südlichen Hemisphäre wird bei Lenzings Faserzellstofflieferanten in Südafrika und im eigenen Zellstoffwerk in Brasilien Holz aus Plantagen gewonnen
  - Die Verwendung von Holz aus nachhaltig bewirtschafteten naturnahen Wäldern unterstützt die Biodiversität
  - Bei der Beschaffung aus Plantagen werden erhebliche Anstrengungen unternommen, um Naturschutzflächen zum Schutz und zur Erhaltung der Biodiversität auszuweisen
- Durch die Umsetzung der Kreislaufwirtschaft (z. B. geschlossene Prozesse, Rückgewinnung) und hohen Umweltstandards (Umweltstandards der Gruppe auf der Grundlage von EU-BVT- und EU Ecolabel Zertifizierungen) im Betrieb, bei der Beschaffung und bei der Innovation minimiert Lenzing die Auswirkungen auf Ökosysteme
- Lenzing arbeitet seit vielen Jahren mit Nichtregierungsorganisationen (NGOs), Kunden und Partnern entlang der nachgelagerten Wertschöpfungskette zusammen, um das öffentliche Bewusstsein für die Biodiversität zu schärfen und Naturschutzmaßnahmen zu deren Erhalt zu ergreifen

##### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

- Ziel „Naturschutzprojekt Albanien“
- Ziel „Naturschutzfläche Brasilien“
- Ziel „Naturschutzprojekte“

##### Stakeholders

- Holzlieferanten
- NGOs
- Biodiversity Benchmark der Textile Exchange (TE)
- Inhaber:innen von Forstzertifikaten
- Politische Entscheidungsträger
- CDP Forests
- Wood K plus
- Marken und Einzelhändler

<sup>8</sup> WEF Global Risk Report 2024, long-term risks (10 years)

<sup>9</sup> Kunz 2007: Artenschutz durch Habitatmanagement. Kapitel 6.2 Wiley-VCH

<sup>10</sup> Royer S-J, Greco F, Kogler M, Deheyn DD (2023) Not so biodegradable: Polylactic acid and cellulose/plastic blend textiles lack fast biodegradation in marine waters. PLoS ONE 18(5): e0284681. <https://doi.org/10.1371/journal.pone.0284681>

## Gesetzte Maßnahmen

- Die Lenzing Gruppe ist der Advisory Group des Textile Exchange Biodiversity Benchmark beigetreten
- Lenzing beteiligt sich proaktiv an Walderhaltungsprojekten, um die Ökosysteme der Welt zu schützen
- Lenzing ist der Corporate Engagement Group der Science Based Targets for Nature (SBTN) und dem European Business Nature Commitment beigetreten
- CDP zeichnet Lenzing mit „AAA“-Rating in den Bereichen Klimawandel, Wassersicherheit und Waldschutz aus
- Lenzing erreicht zum dritten Mal die höchste Hot Button-Kategorie „Dark Green Shirt“ der CanopyStyle-Initiative
- Lenzing schließt sich der „Circular Fashion Partnership“ an
- Die biologische Abbaubarkeit der LENZING™-Standardfasern (LENZING™ Viscose Standard, LENZING™ Lyocell Standard und LENZING™ Modal Standard) wurde 2023 durch das renommierte Meeresforschungsinstitut an der University of California in San Diego als effektive Alternative zur Umweltverschmutzung durch Plastikabfälle erneut bestätigt

- Investoren
- Versicherungen
- Österreichische Bundesforste (Öbf)
- Inspiring Cooperation Empowering People (ICEP)

## Verantwortlichkeiten

- Vorstandsmitglied (Faserzellstoff)
- Senior Director Holzeinkauf
- SVP Commercial Affairs Pulp

## Unterstützende Funktionen

- Pulp Trading (PTG)
- Corporate Sustainability

## Strategie

[ESRS E4 ESRS 2 SBM-3; GRI 3-3ab]<sup>11</sup>

Siehe „Tatsächliche und potenzielle negative und positive Auswirkungen“ im Managementansatz am Anfang des Kapitels.

Nach der IPBES werden die Belastungen der Natur, die zum Verlust der Biodiversität und der Ökosystemfunktionen führen, in fünf Gruppen eingeteilt (IPBES 2019<sup>12</sup>, nach Science Based Targets for Nature (SBTN)<sup>13</sup>):

1. Veränderung der Land-/Wasser-/Meeresnutzung
2. Ausbeutung der Ressourcen
3. Klimawandel
4. Umweltverschmutzung
5. Invasive Arten

Im Zusammenhang mit dem weltweiten Verlust der Biodiversität wird sich die Textil- und Bekleidungsindustrie in letzter Zeit immer mehr ihres Anteils an diesem Problem bewusst<sup>14</sup>, <sup>15</sup>. Im Mittelpunkt steht derzeit die landwirtschaftliche Produktion von Naturfasern (hauptsächlich Baumwolle und tierische Fasern wie Wolle)<sup>16</sup>, da die landwirtschaftliche Landnutzung als Haupttreiber des Verlusts der Biodiversität gilt, wenngleich auch die Holzbeschaffung aus Wäldern als eine potenzielle Ursache angesehen wird. Umweltverschmutzungen bei der Faserherstellung und Textilverarbeitung, die potenziell bei allen Materialien, einschließlich synthetischen, auftreten, werden bisher im Kontext der Biodiversität weniger berücksichtigt<sup>16</sup>. Textilien und Vliesstoffen können am Ende ihrer Nutzungsdauer mögliche negative Auswirkungen durch die unsachgemäße Entsorgung in Land- und Wasserökosystemen haben, insbesondere durch biologisch nicht abbaubare Materialien, die in die Umwelt gelangen. Lenzing als führender Cellulosefaserhersteller konzentriert sich auf die drei Bereiche Holz- und Faserzellstoffbeschaffung, die Faserproduktionsprozesse und die Endnutzung der

Produkte, um dem Verlust der Biodiversität durch Reduzierung der Biodiversitätstreiber entgegenzuwirken.

Um ihre Biodiversitätsstrategie weiterzuentwickeln, ist Lenzing 2023 der European Business Nature Commitment (EBNC) und dem Corporate Engagement Program der Science Based Targets for Nature (SBTN) beigetreten. Beide Organisationen wollen erreichen, dass Unternehmen Maßnahmen ergreifen, um den Naturverlust bis 2030 zu stoppen und umzukehren. Sie bieten Orientierung für High Level Maßnahmen durch Schritte wie „Bewerten - Verpflichten - Transformieren - Offenlegen“ im Rahmen der EBNC, Zusammenarbeit bei der Entwicklung und Auswahl angemessener Rahmenwerke und Instrumente für die Bewertung von Auswirkungen und Abhängigkeiten und Orientierung bei der Zielfestlegung.

## Management der Auswirkungen, Risiken und Chancen

[ESRS E4 ESRS 2 IRO-1; GRI 304-1, 304-2]

### Bewertung: Einfluss und Abhängigkeiten von Biodiversität und Ökosystemen bei Lenzing

Die Lenzing Gruppe nutzt bei der Holzbeschaffung je nach Region zwei verschiedene Arten der Forstwirtschaft: In der nördlichen Hemisphäre praktizieren die Holz- und Faserzellstofflieferanten von Lenzing in Europa und Nordamerika eine nachhaltige und multifunktionale Forstwirtschaft. Vor allem in der südlichen Hemisphäre gewinnen die Faserzellstofflieferanten von Lenzing in Südafrika und im neuen eigenen Zellstoffwerk in Brasilien Holz aus Plantagen mit hohen Nachhaltigkeitsstandards. In dem Joint-Venture-Projekt LD Celulose mit Dexco (früher Duratex) in Brasilien, wird Holz aus FSC® zertifizierten Plantagen mit einer Fläche von derzeit mehr als 90.000 Hektar bezogen. Durch die hohen Erträge pro Flächeneinheit kann aus Plantagen gewonnenes Holz den Abholzungsdruck,

<sup>11</sup> Zusätzlich zur GRI-Angabe wird der entsprechende ESRS-Abschnitt vermerkt. Ein Anspruch auf Erfüllung des ESRS besteht in diesem und den folgenden Kapiteln nicht.

<sup>12</sup> IPBES 2019: Global assessment report on biodiversity and ecosystem services of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services. E. S. Brondizio, J. Settele, S. Diaz und H. T. Ngo (Hrsg.). IPBES-Sekretariat, Bonn. <https://ipbes.net/global-assessment>

<sup>13</sup> Science-based targets for nature. Initial guidance for businesses. 2020.

<sup>14</sup> Textile Exchange, Biodiversity Insights Report 2021.

<sup>15</sup> Global Fashion Pact, <https://www.thefashionpact.org/our-work/#Tools-and-ressources>

<sup>16</sup> Textile Exchange (2023), Biodiversity Landscape Analysis for the Fashion, Apparel, Textile, and Footwear Industry

der auf natürlichen Wäldern (sogenannten Primärwäldern) lastet, reduzieren. Die FSC®-Zertifizierung beinhaltet Managementkriterien zum Schutz der Biodiversität<sup>17</sup>, die in den nationalen Standards genau festgelegt sind.

### **Lenzings Auswirkungen und Abhängigkeiten**

Holz ist der wichtigste Rohstoff für Lenzing. Die Hauptquelle potenzieller Auswirkungen der Geschäftstätigkeit und der Lieferkette der Lenzing Gruppe ist daher mit der Landnutzung durch die Forstwirtschaft verbunden. Darüber hinaus ist Lenzing in erster Linie von der Biodiversität und der Funktion gesunder Waldökosysteme abhängig, die den Rohstoff Holz liefern. Negative Auswirkungen auf die biologische Vielfalt können durch eine zu intensive Nutzung der Wälder entstehen. Andererseits sind die positiven Auswirkungen einer nachhaltigen Forstwirtschaft auf die Biodiversität und die Ökosysteme bekannt<sup>18</sup> und können weiter erforscht und umgesetzt werden.

Naturnahe Wälder müssen nicht bewässert werden. Die Plantagen von LD Celulose und die von Lenzings Lieferanten liegen in Regionen mit ausreichenden Regenfällen, welches eine gesetzliche Voraussetzung für die Errichtung von Plantagen in den jeweiligen Ländern ist. Daher kann davon ausgegangen werden, dass sich in Lenzings Einflussbereich durch die Holzbeschaffung der Grundwasserspiegel nicht verändert und der Salzgehalt in Böden nicht erhöht.

Bei naturnahen bewirtschafteten Wäldern ist davon auszugehen, dass Auswirkungen auf beheimatete Arten und die Biodiversität von längerer Dauer sind, da viele Flächen seit mehreren Baumgenerationen auf diese Weise bewirtschaftet werden. Eine interne von Lenzing in Auftrag gegebene Fallstudie des Umweltdachverbandes in den österreichischen Wäldern von 2022 hat ergeben, dass in den bewirtschafteten Buchenwäldern Österreichs zahlreiche Arten leben, darunter auch auf der roten Liste stehendem Arten, die sich an die Bewirtschaftungsmethoden angepasst haben. Daraus hat die Studie gefolgert, dass die Umwandlung dieser naturnahen Wälder in vollständig natürliche Wälder (Beendigung jeglicher Bewirtschaftung) diesen Arten potenziell schaden könnte. Eine Zusammenfassung der Ergebnisse finden Sie im Fokuspapier „Biodiversity and ecosystems“.

Weitere mögliche Auswirkungen auf Wasser, Boden und Luft können aus den Emissionen der Produktionsanlagen oder durch den Transport entstehen. Weitere Informationen finden Sie in den Kapiteln „Umweltverschmutzung“, „Wasser- und Meeresressourcen“ und „Nachhaltige Rohstoffbeschaffung“.

Am Ende der Wertschöpfungskette von Textil- und Vliesstoffprodukten können sich Auswirkungen auf die Biodiversität ergeben, wenn nicht abbaubare Stoffe in die Umwelt gelangen. Weitere Informationen zur biologischen Abbaubarkeit von Lenzings Fasern

finden Sie in dem Kapitel „Ressourcennutzung und Kreislaufwirtschaft“.

### **Monitoring**

Das Monitoring der Biodiversität und des Zustandes der Ökosysteme in der Lenzing Gruppe erfolgt in den Regionen mit zwei unterschiedlichen Ansätzen. Diese Ansätze (in Europa und Brasilien) werden im Folgenden beschrieben. Die Faserzellstofflieferanten nutzen eigene Monitoring-Systeme.

In Europa wird die Biodiversität auf nationaler Ebene nach den Kriterien von „Forest Europe“ überwacht. Die Ergebnisse werden regelmäßig in einem europäischen Überblick veröffentlicht<sup>19,20</sup>.

Das Zellstoffwerk in Brasilien wird mit Holz aus Plantagen beliefert, die LD Celulose gehören und von ihr bewirtschaftet werden. Diese ist auch für das Monitoring zuständig. Um sicherzustellen, dass die Plantagenbewirtschaftung die Anforderungen des brasilianischen Forstwirtschaftsgesetzes (Brazilian Forestry Code) erfüllt, verfügt LD Celulose über ein Rahmenwerk interner und externer Prozesse. Es gibt laufende Projekte für das Monitoring der Biodiversität, bei denen Daten über die lokale Biodiversität und die mögliche Ausbreitung invasiver Arten überwacht werden. Das interne GIS-Team (Geografisches Informationssystem) erfasst jährlich Satellitenbilder und bewertet die Lage, die Größe und den Status der Naturschutzflächen und gesetzlichen Reserven auf dem bewirtschafteten Land. Die Daten werden den Teams vor Ort auch in Form von Karten zur Verfügung gestellt. Darüber hinaus stellen regelmäßige Vor-Ort-Audits der Umweltexperten sicher, dass die Qualität der Erhaltungsflächen und gesetzlichen Reserven erhalten bleibt.

Dexco begann in den 1970er-Jahren mit Forschungsprojekten zur Biodiversität in den bewirtschafteten Gebieten. LD Celulose hat das Monitoring von Flora und Fauna in den eigenen bewirtschafteten Gebieten und in Gebieten rund um das Werksgelände durch Partnerschaften mit Universitäten<sup>21</sup> sowie durch interne Programme fortgesetzt. Diese Programme werden jährlich in der Trocken- und Regenzeit durchgeführt und zielen darauf ab, mögliche Auswirkungen auf die regionale Biodiversität zu überwachen. Diese Programme werden von der brasilianischen Umweltbehörde gefordert.

Versuche, die Auswirkungen der Landnutzung auf die Biodiversität zu quantifizieren, bestehen in der Regel aus zwei Komponenten: die Menge der genutzten Land- bzw. Waldfäche und die Intensität der Nutzung. Die Fläche der von LD Celulose in Brasilien bewirtschafteten Plantagen ist genau bekannt (Tabelle 29). Die Bewertung der für die Holzbeschaffung von Lenzing genutzten anderen Flächen ist Teil des initiierten Projektes „Biodiversitätskonzept“. Je nach Waldtyp, Landbesitz, Beschaffungsgebiet und Position in der Lieferkette (Holz- oder Faserzellstoffbeschaffung von Lenzing) können Unterschiede in der Datenverfügbarkeit und -qualität auftreten (Tabelle 26). 2023 wurden erste Versuche gestartet, die Nutzung der Waldfächen für die direkte Holzversorgung von Lenzings

<sup>17</sup> FSC Global Development GmbH (2014). FSC® and Plantations. FSC's position on plantations. Verfügbar unter: <https://ic.fsc.org/download.fscs-engagement-with-plantations.a-1296.pdf> [aufgerufen am 6.. Februar 2024]

<sup>18</sup> Kunz 2007: Artenschutz durch Habitatmanagement. Kapitel 6.2 Wiley-VCH

<sup>19</sup> Forest Europe 2015, and 2020: State of Europe's Forest 2015. Ministerial Conference on the Protection of Forests in Europe, Juni 2016, and State of Europe's Forest 2020. <https://foresteurope.org/publications/>

<sup>20</sup> Indikatoren für nachhaltige Waldbewirtschaftung in Österreich, Berichte von 2017 und 2020. <https://info.bmlrt.gv.at/themen/wald/walddialog/dokumente.html>,

Czech Republic and Slovakia forest reports: Ministry of Agriculture of the Czech Republic, Information on Forests and Forestry in the Czech Republic by 2017 (Englisch), Zpráva o stavu lesa a lesního hospodářství České republiky v roce 2020 (Tschechisch).

Ministry of Agriculture and Rural Development of the Slovak Republic, Report on the Forest Sector of the Slovak Republic 2020.

<sup>21</sup> Duratex Jahresbericht 2018. Verfügbar unter: <https://www.dex.co/noticias/duratex-divulga-relatorio-anual-2018/> [aufgerufen am 15. Februar 2021]

europeischen Zellstoffwerken zu schätzen. Die Schätzungen sind noch nicht abgeschlossen, sodass aktuell noch keine Ergebnisse geteilt werden können.

## Größe der für die Holz- und Faserzellstoffbeschaffung von Lenzing genutzten Waldfläche: Datenverfügbarkeit und -qualität

Tabelle 26

Rohstoffquellen von Lenzing	Waldtyp	Intensität der Landnutzung	Daten/Schätzungen	(Erwartete) Datenqualität
Holz	Plantage	hoch	Bekannt (siehe „Quantitative Beschreibung der von LD Celulose bewirtschafteten und verwalteten Flächen“)	hoch
Holz	Naturnah	niedrig bis mittel	Schätzungen erforderlich auf Basis regionaler statistischer Daten	mittel
Faserzellstoff (Faserzellstofflieferant bezieht Holz)	Plantage	hoch	Schätzungen möglich	mittel
Faserzellstoff (Faserzellstofflieferant bezieht Holz)	Naturnah	niedrig bis mittel	Grobe Schätzungen	niedrig

## Naturschutzfläche innerhalb der Plantagen von LD Celulose

Die von LD Celulose bewirtschaftete Plantage umfasst einen Anteil von Naturschutzfläche, die gemäß den gesetzlichen Anforderungen und den FSC®-Standards dem Schutz der Biodiversität gewidmet ist – eine sogenannte High Conservation Value Area (HCVA). Die forstwirtschaftliche Abteilung von LD Celulose wird von Ökologie- und Umweltexperten beaufsichtigt, die auch für die Ausweitung der besonders schützenswerten Erhaltungsfläche (HCVA) verantwortlich waren. In dem Gebiet kommt die Froschart *Pseudopaludicola facureae* vor, die nur in dieser Region von Minas Gerais existiert. Das bedeutet, dass ein höheres Level an Monitoring notwendig ist, sowie zusätzliche Vorkehrungen zu Feuerschutzmaßnahmen. Eine Leistungskennzahl von LD Celulose ist der Schutz endemischer Arten und ihres Lebensraums. Die forstwirtschaftliche Abteilung arbeitet kontinuierlich daran, alle Gebiete zu identifizieren, die als HCVA klassifiziert werden müssen, um den Schutz von Tier- und Pflanzenarten zu gewährleisten. Weitere Informationen finden Sie im Fokuspapier „Biodiversity and ecosystems“.

Das brasilianische Umweltrecht schreibt Naturschutzflächen und gesetzliche Reserven vor. Es handelt sich hier um besondere Vegetationsflächen, z.B. Auwälder entlang von Wasserflächen, sowie Vegetationsflächen an Wasserläufen und Hängen. Gesetzliche Naturschutzflächen müssen mindestens 20 Prozent eines Grundstückes im ländlichen Raum abdecken. Zum jetzigen Zeitpunkt sind 19.884 Hektar von LD Celulose Naturschutzfläche (Tabelle 29).

Außerhalb der eigenen Naturschutzflächen, aber in der Nähe des LD Celulose Anbaugebietes, befindet sich der Parque Estadual do Páu Furado etwa 30 Kilometer von der Plantage entfernt. Dieses Naturschutzgebiet ist von den Aktivitäten von LD Celulose nicht betroffen. Die Plantage liegt etwa 800 km vom Amazonas entfernt.

Die wichtigste direkte Landnutzungsfläche der Lenzing Gruppe sind die Plantagen in Brasilien mit einer Gesamtfläche von 90.200 Hektar (902 km<sup>2</sup>). Diese Fläche wurde vor mehreren Jahrzehnten in Agrarflächen umgewandelt. In der Nähe befinden sich große Flächen, die für den Anbau von Soja und Kaffee oder als Weideflächen für Vieh genutzt werden. Bei den Bäumen innerhalb der Plantage handelt es sich hauptsächlich um Eukalyptusarten. Ein

Zucht- und Klonselektionsprogramm wird fortgesetzt, um die Widerstandsfähigkeit und den Ertrag der Bäume weiter zu verbessern. LD Celulose verwendet keine gentechnisch veränderten Organismen (GVOs).

In den Forstwirtschaftsgebieten von LD Celulose gibt es etwa 200 Pflanzen- und 450 Tierarten. Unter diesen Arten sind besonders interessant der Mähnenwolf und der Große Ameisenbär, die für die Region charakteristisch sind. In der Plantage von LD Celulose konnte kein signifikanter Rückgang der Arten festgestellt werden.

## Policies

[ESRS E4-2; GRI 3-3c]

### Lenzing Policy für Holz und Zellstoff

In ihrer Policy für Holz und Zellstoff verpflichtet sich Lenzing dazu, Holz und Faserzellstoff ausschließlich aus unumstrittenen Quellen zu beziehen.

Um die verbleibenden Urwälder und gefährdeten Wälder rund um den Globus, deren Biodiversität und die Integrität der Ökosysteme zu schützen, hat sich Lenzing dazu verpflichtet, die Verwendung von Holz bzw. Faserzellstoff aus Holz von Regionen wie den borealen Wäldern Kanadas und Russlands, den gemäßigten Küstenregenwäldern sowie den Tropenwäldern und Torfgebieten in Indonesien, dem Amazonas und Westafrika zu vermeiden. Lenzing erklärt in ihrer Policy für Holz und Zellstoff, dass sie kein Holz aus Plantagen beschafft, die nach 1994 durch die Umwandlung natürlicher Wälder angelegt wurden.

Regelmäßige Risikobewertungen, Audits und Besuche vor Ort sowie die Zertifizierung der nachhaltigen Forstwirtschaft durch unabhängige Dritte unterstützen die Einhaltung dieser Policy und das Engagement von Lenzing gegen Entwaldung. Weitere Informationen finden Sie im Fokuspapier „Wood and pulp“.

Zusätzlich hat Lenzing 2023 zur Erweiterung ihrer Holz und Zellstoff-Policy eine Policy für Bioenergie umgesetzt. Diese bietet eine zusätzliche Gewähr dafür, dass keine Biomasse, die in Verbindung mit Entwaldung steht, zur Energieversorgung der Lenzing Gruppe verwendet wird.

## Reduce (Reduzieren): Durch Kreislaufwirtschaft und Klimaziele

### Lenzings Maßnahmen

[ESRS E4-3; GRI 3-3d]

Eine Zusammenfassung der „Gesetzten Maßnahmen“ findet sich im Managementansatz am Anfang dieses Kapitels.

Bei der Darstellung der Maßnahmen von Lenzing im Bereich Biodiversität und Ökosysteme wird der AR<sup>3</sup>T-Rahmen (Vermeiden, Reduzieren, Wiederherstellen, Regenerieren, Transformieren, engl. Avoid, Reduce, Restore, Regenerate, Transform) als nützliches Ordnungsschema angesehen. Nachfolgend wird dargelegt, wie Lenzing diesen Rahmen in ihrem eigenen Einflussbereich implementiert. Lenzing unterstützt weltweit mehrere Wiederherstellungs- und Regenerationsprojekte innerhalb und außerhalb ihrer Wertschöpfungskette, führt aber keine Kompensationsmaßnahmen für Biodiversität durch.

### Avoid (Vermeiden): Sorgfaltspflicht in Bezug auf Biodiversität durch nachhaltige Beschaffung

Holz und Faserzellstoff sind die wichtigsten Rohstoffe für Lenzing. Die Lenzing Gruppe übernimmt Verantwortung, indem sie auf nachhaltige Beschaffung setzt. Lenzing bezieht Holz und Faserzellstoff ausschließlich aus naturnahen Wäldern und Plantagen (gemäß der Definition der Ernährungs- und Landwirtschaftsorganisation der Vereinten Nationen, FAO<sup>22</sup>) und nicht aus Urwäldern, geschützten oder gefährdeten Wäldern.

#### Forstzertifikate

Das Managementsystem für die Holzbeschaffung von Lenzing gewährleistet, dass das gesamte Holz aus legalen und nachhaltig bewirtschafteten Quellen stammt. Um nachweisen zu können, dass die hohen Standards von Lenzing bei der Holzbeschaffung gewahrt werden, nutzt das Unternehmen die Zertifizierungssysteme FSC® und PEFC. Der gesamte von der Lenzing Gruppe verwendete Holz- und Faserzellstoff ist entweder FSC®- und PEFC-zertifiziert oder wird entsprechend dieser Standards kontrolliert (siehe Abb. 19, 20 und 21 im Kapitel „Unternehmenspolitik“).

Die Forstzertifikate der Lenzing Gruppe decken in ihren internationalen Standards allgemeine Kriterien zum Schutz der Biodiversität und der Waldökosysteme ab. Zusätzliche Kriterien finden sich in den nationalen Standards, die sich von Land zu Land unterscheiden. So ist beispielsweise der Prozentsatz der vorgesehenen Naturschutzflächen in den einzelnen Ländern und sogar in den Regionen der Länder unterschiedlich. Weitere Informationen zur Zertifizierung von Holz und Faserzellstoff finden Sie im Kapitel „Unternehmenspolitik“.

Das Ziel ist es hier, weniger natürliche Ressourcen zu verbrauchen und die Auswirkungen von Treibhausgas (THG)-Emissionen und Umweltverschmutzung zu minimieren.

#### Vermeiden von Umweltverschmutzung

Im Einklang mit dem strategischen Kernbereich „Ökologisierung der Wertschöpfungskette“ hat die Lenzing Gruppe Ziele und Programme zur Reduktion von Emissionen (einschließlich THG-Emissionen) in Gewässern und in der Luft eingeführt. Erreicht wird dies durch Investitionen in sauberere Energie und die Schaffung geschlossener Kreisläufe, z.B. bei Chemikalien. Weitere Informationen finden Sie in den Kapiteln „Klimawandel“ und „Umweltverschmutzung“.

#### Ressourcennutzung

Lenzing setzt sich für die Kaskadennutzung von Holz ein. Das bedeutet, dass verschiedene Holzqualitäten in Abhängigkeit ihrer Wertigkeit für verschiedene Anwendungen genutzt werden. Lenzing verwendet vor allem Holz, das aus kleinen Bäumen mittels Durchforstung und aus Teilen von großen Bäumen gewonnen wird, die für hochwertige Produkte wie Möbel oder das Bauwesen ungeeignet sind. Außerdem werden Hackschnitzel verwendet, die als Nebenprodukt in Sägewerken anfallen.

Die Bioraffinerie-Prozesse von Lenzing erzeugen Faserzellstoff als Hauptprodukt, aber auch mehrere Bioraffinerieprodukte und erneuerbare Energie. Das Holz wird also zu 100 Prozent verwertet. Weitere Informationen finden Sie im Fokuspapier „Responsible production“ und im Kapitel „Ressourcennutzung und Kreislaufwirtschaft“.

<sup>22</sup> Carle, J., und Holmgren, P. (2003). Working Paper 79. Definitions Related to Planted Forests. In: Food and Agriculture Organization of the United Nations (2003). Forest Resources Assessment Program Working paper series. Verfügbar unter:

<http://www.fao.org/forestry/25853-0d4f50dd8626f4bd6248009fc68f892fb.pdf>  
[aufgerufen am 15. Februar 2021]

## Kennzahlen und Ziele

[ESRS E4-4; GRI 3-3e]

### Aktionsrahmen von SBTN, (2020)<sup>a</sup>

Tabelle 27

#### Avoid (Vermeiden)

Auswirkungen von vornherein verhindern: die Auswirkungen vollständig vermeiden

#### Reduce (Reduzieren)

Minimieren der Auswirkungen, ohne sie jedoch unbedingt zu beseitigen

#### Restore (Wiederherstellen)

Initiierung oder Beschleunigung der Wiederherstellung eines Ökosystems im Hinblick auf seine Gesundheit, Integrität und Nachhaltigkeit, wobei der Schwerpunkt auf dauerhaften Zustandsänderungen liegt

#### Verbessern

Ergreifen von Maßnahmen, die im Rahmen der bestehenden Landnutzung zur Verbesserung der biophysikalischen Funktion und/oder ökologischen Produktivität eines Ökosystems oder seiner Bestandteile, oft mit Schwerpunkt auf einigen wenigen spezifischen Beiträgen der Natur für den Menschen (z. B. konzentriert sich die regenerative Landwirtschaft oft auf die CO<sub>2</sub>-Abscheidung, die Nahrungsmittelproduktion und die Stickstoff- und Phosphorrückhaltung)

#### Transformieren

Ergreifen von Maßnahmen, die zu einem systemweiten Wandel beitragen, insbesondere um die Triebfedern des Naturverlusts zu verändern, z. B. durch technologische, wirtschaftliche, institutionelle und soziale Faktoren und Veränderungen der zugrunde liegenden Werte und Verhaltensweisen

a) Science-based targets for nature. Initial guidance for businesses. 2020

## Lenzings Biodiversitätsziele

Siehe „Ziele“ im Managementansatz am Anfang von diesem Kapitel. Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

Naturschutzprojekt Albanien	Umsetzung von Maßnahmen zur Walderhaltung für 20 ha in Albanien in Kombination mit einem Social-Impact-Projekt bis 2024	2024 Auf Kurs
Maßnahme(n)	Lenzing forstet 20 ha degradierte Flächen in Albanien auf	2024 Auf Kurs
	Lenzing errichtet ein Ausbildungszentrum für die lokale Bevölkerung	2024 Auf Kurs
	Lenzing unterstützt fachübergreifende Berufsausbildungen und Schulkooperationen in Albanien	Jährlich Auf Kurs
Status in 2023	Der Umfang des Projekts wurde erheblich auf andere Länder im Westbalkan ausgeweitet und umfasst nun auch den Kosovo, Nordmazedonien und Montenegro. Diese Ausweitung wurde von der Austrian Developmet Agency (ADA) und Lenzing finanziert und wird von Inspiring Cooperation Empowering People (ICEP) koordiniert. Im Jahr 2023 wurden 10.778 Bäume gepflanzt, was zu einer zusätzlichen Aufforstung von 5 ha führt.	
Naturschutzfläche Brasilien	Umsetzung von Maßnahmen zum Naturschutz und zur Walderhaltung am neuen Zellstoffproduktionsstandort in Indianópolis (Brasilien) auf 15.000 ha bis 2030	2030 Erreicht
Measure(s)	Lenzing erhöht die Naturschutzfläche am Standort in Indianópolis (Brasilien) von 13.000 ha auf 15.000 ha	2030 Erreicht
Status in 2023	Lenzing hat dieses Ziel im Jahr 2022 erreicht und die Gesamtschutzfläche in Brasilien sogar über das Ziel hinaus auf mehr als 19.000 ha im Jahr 2023 erhöht.	
Naturschutzprojekte	Ausweitung des Engagements für Walderhaltung, Schutz der Biodiversität und Aufforstung in Regionen mit gefährdeten Wäldern bis 2025	2025 Auf Kurs
Status in 2023	Lenzing unterstützte im Jahr 2023 mehrere Projekte außerhalb seiner Wertschöpfungskette, z. B. ein Projekt zum Schutz von Wildbienen in Österreich. Eine detaillierte Beschreibung aller Projekte finden Sie im Teil „Wiederherstellung und Aufforstung“ in diesem Kapitel.	

Wie oben beschrieben benutzt Lenzing den AR3T-Rahmen als Basis für ihre Herangehensweise. Es ist jedoch geplant, für die Lenzing Gruppe einen umfassenden und systematischen Ansatz für Biodiversität und Ökosysteme zu entwickeln, der auch im Einklang mit dem Nachhaltigkeitsziel „Naturschutzprojekte“ steht (Tabelle 28).

Aus Lenzings Nachhaltigkeitsstrategie und der Unternehmensstrategie „Better Growth“ wurden mehrere Ziele abgeleitet, die Aspekte enthalten, die sich positiv auf die Biodiversität und die Ökosystemleistungen bzw. die Beiträge der Natur für den Menschen auswirken.

## Der Aktionsrahmen von SBTN und der Ansatz von Lenzing

Tabelle 28

Aktionskategorie	Verweis	Ansatz von Lenzing
Avoid (Vermeiden)	Holz und Zellstoff Policy	Lenzing bekennst sich explizit in den Beschaffungskriterien der Policy für Holz und Zellstoff dazu, keine Entwaldung zu verursachen
Reduce (Reduzieren)	Ziel „Textilrecycling“	Angebot von Viscose-, Modal- und Lyocell-Stapelfasern mit bis zu 50 Prozent Alttextilien-Recyclinganteil im industriellen Maßstab bis 2025
Restore (Wiederherstellen)	Ziel „Naturschutzprojekt Albanien“	Umsetzung von Maßnahmen zur Walderhaltung für 20 ha in Albanien in Kombination mit einem Social-Impact-Projekt bis 2024
	Ziel „Naturschutzfläche Brasilien“	Umsetzung von Maßnahmen zum Naturschutz und zur Walderhaltung am neuen Zellstoffproduktionsstandort in Indianópolis (Brasilien) auf 15.000 ha bis 2030
Regenerate & Transform (Verbessern & Transformieren)	Ziel „Naturschutzprojekte“	Ausweitung des Engagements für Walderhaltung, Schutz der Biodiversität und Aufforstung in Regionen mit gefährdeten Wäldern bis 2025

## Maßnahmen zur Verbesserung der Biodiversität und Ökosysteme in den Plantagen von LD Celulose

[ESRS E4-5; GRI 304-1, 304-2, 304-3]

### Quantitative Beschreibung der von LD Celulose bewirtschafteten und verwalteten Flächen

Tabelle 29

	2021		2022		2023	
	ha	%	ha	%	ha	%
Gesamtfläche	71.631	100	78.640	100	90.200	100
Wald-/Plantagenfläche	54.081	75	58.194	74	63.757	71
Eigentum	—	—	—	—	—	—
Gepachtet/bewirtschaftet	54.081	75	58.194	74	63.757	71
Naturschutzfläche	14.623	20	17.065	22	19.884	22
FSC® Fläche	43.835	61	47.608	60	47.608	53
Infrastruktur	2.927	—	3.380	4	6.559	7

Die von LD Celulose bewirtschafteten Plantagen stehen ganz im Einklang mit der Guideline und den hohen Standards von Lenzing für die Beschaffung von Holz und Faserzellstoff. Bei der Planung wurden die intensive Nutzung der Holzressourcen und die möglichen negativen Auswirkungen auf die Biodiversität in die Risikoanalyse einbezogen. Um diese Risiken zu vermeiden, arbeitet LD Celulose mit Naturschutzprogrammen zusammen und baut auf die FSC®-Standards.

Bei der von LD Celulose praktizierten verantwortungsbewussten Plantagenbewirtschaftung werden Verfahren genutzt, die auf den Schutz der Biodiversität sowie auf den Schutz der Boden- und Gewässerqualität abzielen. Beispiele für diese Maßnahmen sind:

- **Schonende Bodenbearbeitung:** Zur Erhaltung des Bodens wendet LD Celulose die sogenannte schonende oder pfluglose Bodenbearbeitung an. Dabei werden Pflanzenrückstände der Vorkultur im Boden belassen, um Schutzhüllen zu bilden und den Nährstoffkreislauf zu unterstützen.
- **Düngempfehlung:** LD Celulose führt Bodenanalysen durch, um die zur Erhaltung der Bodenfruchtbarkeit erforderliche Düngempfehlung zu ermitteln.

- **Habitatsvernetzung:** Mit dem Ziel, die Naturschutzflächen und die gesetzlichen Reserven besser zu vernetzen, setzt LD Celulose auf Mosaikpflanzung und richtet ökologische Korridore ein, die die Flächen des heimischen Waldes miteinander verbinden sollen. Eine solche Vernetzung ermöglicht es Tieren und Pflanzen, zwischen verschiedenen Erhaltungsflächen zu migrieren, so dass sich verschiedene Populationen paaren können und die genetische Vielfalt erhalten bleibt. Diese Maßnahme ist eine freiwillige Aktivität, die über die Anforderungen des Gesetzgebers und der Zertifizierung hinausgeht.
- **Erhaltung und Monitoring von Auwäldern:** Diese Waldflächen entlang von Wasserläufen tragen zur Erhaltung der Wasserqualität und der verfügbaren Wassermenge bei. Sie halten die vom Regen mitgeführten Sedimente und Nährstoffe zurück und verhindern so die Wasserverschmutzung und auch die Verschlammung der Gewässer. Nach brasilianischem Recht sind Auwälder geschützt, da sie als Naturschutzflächen gelten. LD Celulose wiederum legt alle Naturschutzflächen in ihren Forstwirtschaftsgebieten fest und überwacht auch Auwälder.

## **Wiederherstellung und Aufforstung**

[GRI 304-3]

Lenzing unterstützt Lösungsansätze zur Walderhaltung in anderen Regionen, die nicht mit der eigenen Lieferkette in Verbindung stehen, z.B. die Aufforstung in Albanien, der Demokratischen Republik Kongo und den USA. Darüber hinaus engagiert sich Lenzing auch auf politischer Ebene für den Schutz von Urwäldern oder gefährdeten Wäldern in Kanada (Broadback Forest Quebec, Vancouver Island) und Indonesien (Leuser Ecosystem). Im Jahr 2023 unterzeichnete Lenzing den Brief „World's MMCF Producers Call on the Convention of Biological Diversity to support conserving at least 30 % of the world's forests by 2030“, der für die COP 15 Konferenz im Rahmen des Übereinkommens über die biologische Vielfalt (Montreal) vorbereitet wurde.

Lenzing hat sich zum Ziel gesetzt, weitere Maßnahmen zur Walderhaltung, zur Erhaltung der Biodiversität und zur Aufforstung in gefährdeten Regionen zu setzen (Ziel „Naturschutzprojekte“). Um dieses Ziel weiter voranzutreiben, hat Lenzing 2022 definiert, wie sie Projekte identifizieren kann, zu denen Lenzing einen Beitrag leisten möchte.

- Identifizierung der Anforderungen von CDP und Canopy
- Identifizierung potenzieller Partner auf dem Markt mit Erfahrung und einem breiten Netzwerk für eine erfolgreiche Partnerschaft
- Ermitteln, wie andere Marktteilnehmer das Problem der Biodiversität angehen

Im Jahr 2023 hat Lenzing die 2022 mit dem CDP (Carbon Disclosure Project), Canopy und ÖBF (Österreichische Bundesforste) identifizierten Projekte abgestimmt.

## **Innovationen für Menschen: Verringerung des CO<sub>2</sub>-Fußabdrucks, Schutz der Wälder und Verbesserung der Lebensbedingungen ländlicher Gemeinden, die von den Auswirkungen der Klimakrise betroffen sind**

Dieses Pilotprojekt in der Demokratischen Republik Kongo, Region Luozi, verbindet soziale und ökologische Komponenten in einem ganzheitlichen Ansatz, um die Umwelt nachhaltig zu schützen, den THG-Ausstoß zu verringern und das Leben von gefährdeten Kindern und Familien in einem der ärmsten Länder der Welt nachhaltig zu verbessern. Bei diesem Forschungsprojekt soll der THG-Ausstoß durch innovative Produkte wie „Holzkohle“ aus landwirtschaftlichen Abfällen auf pflanzlicher Basis und energiesparende Herde reduziert werden. Durch die Verwendung dieser alternativen Kohle besteht keine Notwendigkeit Holz in den Wäldern zu ernten. Darüber bieten Tätigkeiten, die Einkommen generieren, Alternativen für Kleinbauern, sodass sie nicht mehr Holzkohle aus Holz herstellen und verkaufen müssen. Ökologische und intelligente integrierte landwirtschaftliche Tätigkeiten (z.B. die Kombination von Agroforstwirtschaft und Bienenhaltung) werden zukünftig Kleinbauern höhere Einkommen ermöglichen, die Bodenfruchtbarkeit verbessern und die Entwaldung verringern. Flankierende Interessenvertretung und Bildungsmaßnahmen werden durchgeführt, um die Brandrodung weitgehend zu reduzieren und den Waldschutz zu verbessern.

## **Erhalt und Förderung von Ökosystemleistungen in Österreich**

Im Jahr 2023 hat sich Lenzing aktiv für den Erhalt und die Förderung von Ökosystemleistungen der Wälder von Lenzing Holzlieferanten in Österreich eingesetzt. Erreicht wurde dies durch die Zusammenarbeit mit der Österreichischen Bundesforste AG (ÖBF). Hauptziel der Kooperation ist die Unterstützung des Schutzes von Heide- und Moorlandschaften in Oberösterreich. Neben der Moorsanierung unterstützt das Projekt auch zusätzliche Aktivitäten, die die Ökosystemleistungen des Waldes verbessern oder erhalten. Im Berichtsjahr hat Lenzing beispielsweise die Anpflanzung von 200 bienen- und bestäuberfreundlichen Sträuchern entlang eines etwa ein km langen Waldweges unterstützt. Damit wird dem Rückgang der Bestäuberinsekten entgegengewirkt, indem ihre Lebensräume wiederhergestellt werden, die zunehmend durch intensive Landwirtschaft und Pestizideinsatz beeinträchtigt werden. Weiters wurde ein Aktionsplan für das Engagement zum Schutz von Torfmooren im kommenden Jahr entworfen und vorbereitet.

## **Biodiversität rund um den Produktionsstandort in Lenzing (Österreich)**

Lenzing hat auf einer ehemaligen Deponie in unmittelbarer Nähe des Standorts Lenzing (Österreich) eine Photovoltaikanlage in Betrieb genommen, die 2022 fertiggestellt wurde. Derzeit plant Lenzing, an diesem Standort eine Biodiversitätsinsel zu schaffen. Dazu soll eine Magerwiese zwischen den Photovoltaikmodulen gepflanzt werden. So wird sichergestellt, dass das Gebiet zu einem Lebensraum für heimische Insekten, Vögeln und anderen Tieren werden kann und gleichzeitig der Standort mit erneuerbarer Energie versorgt wird. Das Saatgut für die heimischen Pflanzen wurde sorgfältig ausgewählt, um eine große Vielfalt an Wildpflanzen für die heimische Tierpopulation sicherzustellen. An den Rändern der Magerwiesen wird bewusst auf Pflegemaßnahmen verzichtet, um durch Totholz, Steinanhäufungen und Laub natürliche Lebensräume für Mikroorganismen und Insekten zu schaffen.

Lenzing bewirtschaftet einen rund 40 ha großen Wald rund um den Hauptstandort in Lenzing (Österreich). Der Wald dient als „grüner Gürtel“, d.h. als natürliche Barriere für standortspezifische Emissionen um den Standort Lenzing und bietet verschiedene Ökosystemleistungen, u.a. als Erholungsgebiet für die Bevölkerung vor Ort. Das Waldgebiet und insbesondere der 80 Jahre alte Waldbestand ist ein Lebensraum für Wildtiere und Insekten. Lenzing folgt ein nachhaltiges Bewirtschaftungskonzept, das Kahlschlag vermeidet. Stattdessen werden selektiv einzelne Bäume gefällt und für die Faserproduktion verwendet. Die Wurzelstücke und andere Abfälle werden im örtlichen Fernheizwerk verwertet. So reduziert Lenzing die Emissionen und hält die Rohstoffe in der Region. Bei der Wiederaufforstung wird auch auf einheimische und vielfältige Baumarten geachtet, um die künftigen Herausforderungen des Klimawandels abzufedern. Lenzing arbeitet mit lokalen Partnern zusammen, um die Wertschöpfung in der Region zu halten.

## **Projekt für den Bienenschutz in Brasilien**

LD Celulose engagiert sich seit vielen Jahren auch in einer Initiative zur Unterstützung von Imker:innen. Das Unternehmen hat eine Partnerschaft mit Verbänden von Honigproduzent:innen in der Region Triângulo Mineiro und im ländlichen São Paulo. LD Celulose stellt einen Teil ihrer Wälder zur Verfügung, damit Imker:innen dort ihre Bienenkästen aufstellen können. Die derzeit installierten 4.000 Kästen produzieren etwa 50 Tonnen Honig pro Jahr. Diese Partnerschaft kommt der Umwelt und den Gemeinden vor Ort zugute, denn sie bewirkt zunehmenden Schutz und Überwachung der

Wälder, eine Zunahme der Bienenpopulationen und höheres Einkommen für Imker:innen. Eine neue Phase des Projekts ist die Umsetzung eines Trainingsprogramms zur Honigerzeugung, das sich an junge Menschen richtet und gemeinsam mit den Partnerverbänden der Honigproduzent:innen durchgeführt wird.

## Albanien

Die Lenzing Gruppe hat 2019 ein Walderhaltungsprojekt in Albanien gestartet. Das Projekt wird wie geplant bis Ende 2024 fortgesetzt. Darüber hinaus wurde der Umfang des Projekts erheblich erweitert, um auch die Nachbarländer einzubeziehen; dieses erweiterte Projekt wird nach 2024 fortgesetzt. Es wird von der österreichischen Entwicklungs-NGO ICEP geleitet und von der ADA (Austrian Development Agency) und der Lenzing Gruppe finanziert. Das ursprüngliche Projekt soll die Entwicklung des ländlichen Bereiches in Albanien in der Großregion Shkoder (Ana e Malit) und Diber (Peshkopi) gefördert werden. Hierzu sollen natürliche Ressourcen nachhaltig eingesetzt und alternative Einkommensquellen für die Gemeinschaften gefördert werden. Das ursprüngliche Ziel war es in diesem Gebiet einen renaturierten Bereich von 20 ha zu realisieren. Der erweiterte Umfang zielt nun auf die Aufforstung von 45 ha degraderter Flächen und die Wiederherstellung weiterer 75 ha in dem Gebiet ab. Hierfür werden 110.000 Bäume gepflanzt. Das grenzüberschreitende Wassereinzugsgebiet des Flusses Drin, in dem sich das Wasser bei Regen sammelt, erstreckt sich auf die Länder Albanien, Kosovo, Nordmazedonien und Montenegro. In dem Einzugsgebiet liegen große Wald- und Weideflächen, Ökosysteme mit großer biologischer Vielfalt. Zudem ist es mit Blick auf Süßwasserökosysteme eines der wasserreichsten Gebiete Europas. In den letzten drei Jahrzehnten wurde die Waldfläche in den vier Zielländern entlang des Flussbeckens stark ausgebeutet. Daneben ist es durch zunehmende illegale Abholzung und die Folgen des Klimawandels, wie Trockenheit und Waldbrände, bedroht.

Langfristig soll durch das Projekt ein Beitrag zum Klimaschutz und zur nachhaltigen Entwicklung entlang des Drin durch integrierte Waldbewirtschaftung (integrated forest management, IFM) geleistet werden. Durch die beschlossenen Maßnahmen werden die Lebensbedingungen den ländlichen Gemeinden in den Zielgebieten verbessert. Das Gesamtergebnis des Projekts führt zu einem höheren sozioökonomischen und ökologischen Nutzen für die Gemeinschaften vor Ort durch Ökosystemleistungen. Diese werden durch IFM-Methoden, Aufforstung und den Schutz der biologischen Vielfalt verstärkt. Das Projekt verwendet einen Multi-Stakeholder-Ansatz, der nationale und internationale Expert:innen und auch lokale Gemeinschaften, zentrale und lokale Behörden sowie laufende Initiativen einbindet.

## Erfolge im Jahr 2023

- 5 ha aufgeforstet
- 10.778 Bäume gepflanzt
- 63 lokale Waldarbeiter wurden beschäftigt und im Umgang mit Maschinen geschult
- Auftaktkonferenz zur integrierten Waldbewirtschaftung mit 60 Teilnehmern aus der öffentlichen Verwaltung, Ministerien, Universitäten, öffentlichen und privaten Forstunternehmen usw.

## Klimaschutz-, Waldschutz- und Aufforstungsprojekte in Verbindung mit Fasermarken

Lenzing hat unter dem Markennamen VEOCEL™ und TENCEL™ weitere Lyocell- und Modalfasern mit geringerem CO<sub>2</sub>-

Fußabdruck für Anwendungen in der Textil- und Vliesstoffindustrie eingeführt. Auf folgendem Konzept basierend, „Reduzieren - Engagieren - Ausgleichen“, hat sich Lenzing auf niedrige THG-Emissionen durch verschiedene Reduktionsmaßnahmen konzentriert und die restlichen THG-Emissionen dieser Fasern durch Kohlenstoffkompensationsprojekte ausgeglichen. Die neuen Fasern sind von ClimatePartner nach dem Greenhouse Gas Protocol zertifiziert – dem weltweit führenden Rahmenwerk zur Messung von THG-Emissionen. Alle ausgewählten und unterstützten Klima- und Waldschutz- sowie Aufforstungsprojekte sind nach dem Gold Standard VER oder Verified Carbon Standard zertifiziert.

Die von Lenzing zwischen 2022 und 2024 unterstützten Projekte mit ausführlichen Informationen finden Sie auf folgenden Climate-Partner ID Tracking Webseiten:

- [ClimatePartner Projekte/TENCEL™ Markenfasern](#)
- [ClimatePartner Projekte/VEOCEL™ Markenfasern](#)

Für die Jahre 2023 und 2024 wird Lenzing die Unterstützung fortsetzen und Ausgleichsgutschriften aus einer breiten Palette von Projekten nutzen, darunter:

1. Windenergie in Thailand/West Huaybong
2. Geothermische Energie in China/Changdao
3. Solarenergie in Indien/UP, Karnataka & Maharashtra
4. Biogas in Indien/Punjab
5. Aufforstung in China/Anlong
6. Waldschutz in Brasilien/Labrea

Die erworbenen CO<sub>2</sub>-Zertifikate werden gemäß der Menge an verkauften Fasern in jedem Jahr getilgt.

## Einbeziehung von Stakeholdern bei Biodiversität und Ökosystemen



[GRI 3-3f]

### Österreichische Bundesforste (ÖBf)

Ein wichtiger Holzlieferant für den Standort Lenzing (Österreich) sind die Österreichischen Bundesforste (ÖBf AG). Mit der Betreuung und Bewirtschaftung von 10 Prozent der österreichischen Staatsfläche und 15 Prozent der österreichischen Waldfläche ist die ÖBf AG größter Naturraumbetreuer und -manager, größter Forstbetrieb und größter Jagdflächen- und Fischereigewässerinhaber. Das oberste Prinzip für die Bundesforste in Bezug auf ihre Tätigkeiten ist die Nachhaltigkeit. Da das Zellstoffwerk am Standort Lenzing mehr als 35 Prozent seines Holzes aus österreichischen Wäldern bezieht, ist der Zustand des österreichischen Waldes für

die Beschaffung besonders wichtig. Die Biodiversität österreichischer Wälder wird anhand eines Biodiversitätsindexes überwacht<sup>23</sup>. Über die jüngsten Ergebnisse wird in den „Indikatoren für nachhaltige Waldbewirtschaftung 2020“<sup>24</sup> der Multi-Stakeholder-Organisation Walddialog als Beitrag zum Prozess der Indikatoren und Ziele von Forest Europe berichtet. Das Team des ökologischen Landschaftsmanagements der ÖBF erarbeitet für jedes der 120 ÖBF-Forstreviere, zusätzlich zu den bestehenden Forstwirtschaftsplänen, individuelle Naturschutzpläne<sup>25</sup>.

## BIMUWA

Im Rahmen eines öffentlich geförderten Forschungsprojektes „Biodiversität und multifunktionale Bewirtschaftung im Wald“ (BIMUWA<sup>26</sup>) wurden unter anderem konkrete Maßnahmen zum Schutz gefährdeter Arten und zur Steigerung der Biodiversität unter lokalen Bedingungen entwickelt, die in die tägliche Waldbewirtschaftung integriert werden. Die ÖBF arbeiten in Bezug auf dieses Thema auch mit dem NGO-Dachverband Umweltdachverband zusammen. Da die Maßnahmen sehr konkret und dabei relativ leicht umsetzbar sind, sind die positiven Effekte auf große Waldflächen skaliert. Lenzing unterstützte 2023 den Roll-out der Ergebnisse für die interessierten privaten Waldbesitzer in der Region.

## Biodiversity Benchmark von Textile Exchange (TE)

Den Biodiversity Benchmark von Textile Exchange startete am 2. Dezember 2020. Er ist Teil des TE Corporate Fiber and Materials Benchmark (CFMB)-Programmes und steht im Zusammenhang mit der „Climate+“-Strategie von TE. Die Rolle des Benchmarks besteht darin, den Verlust der Biodiversität aufzuzeigen und Verbesserungen im Einflussbereich der Industrie durch Wissensaustausch zu unterstützen. Die Methodik für Unternehmen, Ziele für die Natur zu setzen, wird durch die Initiative Science Based Targets for Nature (SBTN) entwickelt.

Im Jahr 2021 hat Lenzing als Mitglied der Advisory Group mit Beiträgen zur Entwicklung des Tools und mit eigenen Beiträgen zum Benchmark beigetragen. Der „Biodiversity Insights Report 2021“ liefert „eine erste globale Bestandsaufnahme der Bekleidungs- und Textilindustrie“ in Bezug auf das Bewusstsein der Auswirkungen auf die Biodiversität. Er beschreibt Handlungsansätze in den Bereichen Unternehmensintegration, Transparenz, Wesentlichkeit, Umsetzung, Monitoring und Bewertung sowie Unternehmensberichterstattung. 2022 wurden die Ergebnisse des Biodiversity Insights Report als neues Kapitel mit Fragen in das CFMB-Programm integriert. 2023 wurde der Bericht „Biodiversity Landscape Analysis“ veröffentlicht, der sich hauptsächlich mit Naturfasern aus Pflanzen

(Baumwolle) und Tierhaar (Wolle) befasst und kaum mit regenzierten Cellulosefasern.

## Inspiring Cooperation Empowering People (ICEP)

Inspiring Cooperation Empowering People (ICEP) ist eine unabhängige österreichische Entwicklungsorganisation mit wirtschaftsorientiertem Schwerpunkt. ICEP arbeitet mit Partnerorganisationen in aufstrebenden Märkten und mit österreichischen Unternehmen zusammen und setzt weltweit Projekte um, mit dem Ziel, mehr Menschen aktiv am Wirtschaftsleben zu beteiligen. ICEP unterstützt Lenzing seit 2018 bei der Umsetzung des von der ADA kofinanzierten Aufforstungs- und Naturschutzprojekts in Albanien. 2023 wurde eine Machbarkeitsstudie zum Engagement für eine Verbesserung der Biodiversität und Social-Impact-Maßnahmen rund um den Standort von LD Celulose in Indianópolis (Brasilien) vereinbart, die 2024 beginnen soll.

## Wood K plus

Viele österreichische Unternehmen, darunter auch Lenzing, und wissenschaftliche Einrichtungen haben ihre Stärken im „Kompetenzzentrum Holz“ gebündelt. Es ist ein führendes Forschungsinstitut im Bereich Holz und holzbezogene erneuerbare Rohstoffe in Europa. Zu den jüngsten Forschungsthemen des Kompetenzzentrums gehören die fortschrittliche Biomassenutzung (z.B. durch geschlossene Kreisläufe bei der Zellstoff-Produktion), die Nutzung von Lignin und Hemicellulose sowie der Einsatz von Enzymen im Rahmen des Produktionsprozesses. Ein Arbeitsbereich von Wood K plus für Lenzing ist die Nachhaltigkeit bei der Holzbeschaffung. 2021 verlagerte sich der Schwerpunkt auf die Biodiversität, einschließlich der Unterstützung der Arbeit für den Textile Exchange Biodiversity Benchmark. Im Berichtsjahr 2023 wurde eine Doktorandenstudie zum Thema Biodiversitätsmetriken zur Bewertung von Unternehmensauswirkungen und Abhängigkeiten begonnen. Diese Studie unterstützt die Entwicklung der Biodiversitätsstrategie von Lenzing.

## WWF Österreich

Lenzing wurde eingeladen, bei einer Veranstaltung der WWF Climate Group Talks zum Thema „Wie Sie Biodiversität in Ihr Kerngeschäft integrieren“ zu präsentieren<sup>27</sup>. Außerdem hat Lenzing zu einer Studie von WWF und Ernst & Young „Management in der Biodiversitätskrise - Wie österreichische Unternehmen Risiken minimieren und Chancen nutzen“<sup>28</sup> mit allgemeinen Erkenntnissen und einem Fallbeispiel beigetragen.

<sup>23</sup> Geburek, T., Büchsenmeister, R., Englisch, M., Frank, G., Hauk, E., Konrad, H., Liebmann, S., Neumann, M., Starlinger, F. und Steiner, H. (2015). Biodiversitätsindex Wald – Einer für alle! In: Biodiversität im Wald. BFW Praxisinformation 37, S. 6–8

<sup>24</sup> <https://info.bmlrt.gv.at/themen/wald/walddialog/dokumente/indikatorenbericht-2020.html>

<sup>25</sup> <https://www.bundesforste.at/leistungen/naturraum-management.html>

<sup>26</sup> BIMUWA Website: <https://www.bundesforste.at/leistungen/naturraum-management/foerderprojekte/biodiversitaet-und-multifunktionale-bewirtschaftung-im-wald.html>

<sup>27</sup> <https://www.wwf.at/artikel/einladung-climate-group-talks/>

<sup>28</sup> [https://www.wwf.at/wp-content/uploads/2024/01/WWF\\_Studie\\_Biodiversitaets-Management-Unternehmen\\_2024.pdf](https://www.wwf.at/wp-content/uploads/2024/01/WWF_Studie_Biodiversitaets-Management-Unternehmen_2024.pdf)

# Ressourcennutzung und Kreislaufwirtschaft

## MANAGEMENTANSATZ

### Wesentliches Thema: Ressourcennutzung und Kreislaufwirtschaft

[GRI 3-3]

Lenzing hat in zentralen Teilen ihres Geschäftsmodells bereits seit Langem erfolgreich Verfahrensweisen der Kreislaufwirtschaft implementiert und so eine effizientere Nutzung und Wiederverwendung von Ressourcen erreicht. Dazu zählt das Schließen von Kreisläufen in Produktionsprozessen und die Herstellung von Fasern, die am Ende ihrer Lebensdauer biologisch abbaubar sind (bei LENZING™ Fasern, deren biologische Abbaubarkeit und Kompostierbarkeit vom TÜV zertifiziert wurde<sup>29</sup>). Diese Maßnahmen stellen zudem sicher, dass Lenzing finanziell wettbewerbsfähig bleibt und die geltenden Umweltgesetze einhält. Lenzing treibt die Entwicklung von Kreislauflösungen sowohl im Unternehmen als auch in der Industrie weiter voran. Der komplexe Übergang von einem linearen zu einem Kreislaufmodell erfordert einen kollaborativen Ansatz. Das Unternehmen hat sich zum Beispiel mit dem schwedischen Zellstoffhersteller Södra zusammengetan, um mehr Möglichkeiten für das Recycling von Textilabfällen zu schaffen, Kreislaufverfahren zu entwickeln und den systemischen Wandel zu fördern. Das Unternehmen ist bestrebt, einen größtmöglichen Nutzen durch eine verbesserte Nachhaltigkeitsleistung zu schaffen, die sich auf die gesamte Wertschöpfungskette auswirkt.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Schaffung neuer Produktangebote und Geschäftsmodelle, um den Wandel der Industrie zu unterstützen
- Optimierung des ökologischen Fußabdrucks von Lenzings Produkten
- Optimierung des Wertes, den Lenzing durch die gelieferten umweltfreundlichen Produkte generiert
- Senkung der Emissionen durch Schließen von Energie- und Materialkreisläufen
- Ersetzen von Produkten, die am Ende ihres Lebenszyklus Umweltverschmutzung verursachen (z. B. Belastung durch Mikroplastik) durch biologisch abbaubare Alternativen
- Valorisierung von Bioraffinerie-Produkten
- Verringerung der Verwendung von neuen Rohstoffen
- Innovation im Bereich Recycling durch Optimierung geschlossener Herstellungsprozesse
- Bündelung der Kräfte und Austausch von Know-how im Rahmen von Partnerschaften für den systemischen Wandel

##### Negativ

###### Eigene Aktivitäten:

- Potenziell können Lenzing-Produkte aufgrund ineffizienter Recyclingssysteme und -prozesse der Industrie einen größeren Kohlenstoff-Fußabdruck und höhere Emissionen aufweisen
- Zurückfallen hinter die Konkurrenz beim Angebot von Produkten mit recyceltem Anteil

###### Geschäftsbeziehungen:

- Übergangsrisiken aufgrund sich ändernder Gesetzgebung und Erwartungen der Stakeholder (NGOs, Kunden)

#### Policies und Engagement

- Strategie „Better Growth“
- Nachhaltigkeitsstrategie „Naturally Positive“
- Group Environmental Standard
- Group Waste Management Guideline

- Ziele für das Textilrecycling auf Kurs
- Intensivierung der Zusammenarbeit mit führenden Stakeholdern und Initiativen
- Lenzing hat gemeinsam mit Södra ein Pilotprojekt mit ARA und Salesianer für das Recycling ihrer Alttextilien gestartet
- Partner des Christian Doppler Labors für eine recyclingbasierte Kreislaufwirtschaft
- Beitrag zur Transparenz in der Lieferkette, um Kreislaufwirtschaftsprojekte zu fördern
- Umweltmanagementsystem nach ISO 14001:2015 (inklusive Risikobewertung und interner Audits zur Sicherstellung der Wirksamkeit der durchgeführten Maßnahmen)
- Mitglied des Projekts Circular and Sustainable Textile Clothing (CISUTAC)
- Mitbegründer der Alliance of Chemical Textile Recyclers (ACTR)

#### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

- Ziel „Textilrecycling“
- Ziel „Kreislaufwirtschaft“

#### Stakeholders

- ACTR
- Policy Hub
- CISUTAC
- European Apparel and Textile Confederation (EURATEX)
- Accelerating Circularity Project (ACP)
- Textiles 2030
- Södra
- Renewcell
- Forum for the Future

#### Verantwortlichkeiten

- Vorstandsmitglied für Faserzellstoff und Commercial
- VP Recycling Pulp

#### Unterstützende Funktionen

- Corporate Sustainability

<sup>29</sup> Zu den LENZING™ Fasern, die vom TÜV als biologisch abbaubar (Boden, Süßwasser und Meer) und kompostierbar (Haushalt und Industrie) zertifiziert sind, gehören die folgenden Produkte: LENZING™ Viscose Standard Textil/Vliesstoffe, LENZING™ Lyocell Standard Textil/Vliesstoffe, LENZING™ Modal Standard Textil, LENZING™ Lyocell Filament, LENZING™ Lyocell Dry und LENZING™ Web Technology. Ausnahmen in der Zertifizierung gibt es für die Fasern LENZING™ Lyocell Filament und LENZING™ Lyocell Dry, bei denen die erforderlichen Tests für Bestätigung der biologischen Abbaubarkeit in Meeressumgebung noch nicht durchgeführt bzw. abgeschlossen wurden.

- Policy für Holz und Zellstoff
- Policy für Bioenergie

### Gesetzte Maßnahmen

- Zusammenarbeit mit Södra zur gemeinsamen Umsetzung eines Prozesses für das Celluloserecycling von Alttextilien 2022
- Lenzing hat Ende 2022 mit Renewcell eine Vereinbarung für einen Zeitraum von fünf Jahren über die Lieferung von recyceltem Zellstoff unterschrieben

- Division Textile
- Division Nonwoven
- Division Pulp
- Global Quality, Environment, Safety & Health (QESH)
- Research
- Site Manager

## Lenzings Vision der Kreislaufwirtschaft

### Wir geben Abfall ein neues Leben. Jeden Tag

Lenzing ist bestrebt, die Industrie in Richtung einer vollwertigen Kreislaufwirtschaft voranzutreiben, indem das Unternehmen Abfälle in allen Aspekten seines Kerngeschäftes ein neues Leben schenkt und gemeinsam mit potenziellen Partnern innerhalb und außerhalb der aktuellen Wertschöpfungskette Kreislauflösungen entwickelt, um Kreisläufe zu schließen, wo immer dies möglich ist. Die Vision stützt sich auf die drei folgenden Säulen.

### Wir verwenden nachwachsende und recycelte Rohstoffe, um den Planeten zu schützen

Holz als nachwachsender Rohstoff ist ein wichtiges Element in Lenzings Vision der Kreislaufwirtschaft und wird komplett in hochwertige Produkte und Bioenergie umgewandelt. Darüber hinaus werden zunehmend alternative Cellulosequellen aus Alttextilien als Rohstoff verwendet und durch Lenzings innovative Technologien weiterverarbeitet.

### Wir denken zirkulär, um Abfälle zu vermeiden, und setzen auf innovative Prozesse

Lenzing entwickelt ihre nachhaltigen Verfahrensweisen ständig weiter. Dadurch werden die ökologischen und sozialen Auswirkungen im Unternehmen und entlang der gesamten Wertschöpfungskette minimiert. Lenzing strebt eine führende Rolle beim Schließen technischer Kreisläufe und bei der Optimierung der Nutzung jedes Rohstoffs mit maximalem wirtschaftlichem Wert an. Digitale Prozesse sorgen für mehr Transparenz und unterstützen den Übergang von einer linearen zu einer zirkulären Lieferkette.

### Wir sind nicht allein – Partnerschaften für den systemischen Wandel

Kooperation ist für einen globalen Wandel zur Kreislaufwirtschaft unerlässlich. Lenzing ist als Faserhersteller nur ein Glied in der Textil- und Vliesstoff-Wertschöpfungskette. Um Textilien effizient zu recyceln, müssen Designer, Hersteller, Verbraucher:innen und politische Entscheidungsträger:innen zusammenarbeiten. Für eine effektive Sortierung und Sammlung von Alttextilien kommt es entscheidend auf die Errichtung einer entsprechenden Infrastruktur an, um das Textilrecycling auszuweiten. Lenzing beteiligt sich aktiv an Partnerschaften inner- und außerhalb der Wertschöpfungskette.

Weitere Informationen finden Sie im Abschnitt „Einbeziehung von Stakeholdern“ in diesem Kapitel.

## Management der Auswirkungen, Risiken und Chancen

[ESRS E5 ESRS 2 IRO-1; GRI 306-2]<sup>30</sup>

Siehe „Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen“ im Managementansatz am Anfang des Kapitels.

Ähnlich wie bei anderen Umweltthemen ermittelt Lenzing die Entstehung von Abfällen aus der Lebenszyklusperspektive und dehnt die Bewertung von Umweltauswirkungen auf die gesamte Wertschöpfungskette aus. Im Jahr 2021 hat Lenzing den Ansatz zur Bewertung von Umweltaspekten und deren Auswirkungen gemäß ISO 14001 standardisiert. Dieser standardisierte Ansatz wurde 2022 an allen Standorten angepasst und wurde 2023 vollständig umgesetzt.

## Policies

[ESRS E5-1; GRI 2-24, 3-3c, 306-2]

### Lenzing Policy für Holz und Zellstoff

In ihrer [Policy für Holz und Zellstoff](#) verpflichtet sich Lenzing dazu, Holz und Faserzellstoff ausschließlich aus unumstrittenen Quellen zu beziehen. Die Lieferanten nehmen an vertrauenswürdigen Forstzertifizierungsprogrammen teil, insbesondere am Forest Stewardship Council® (FSC®) und dem Programme for the Endorsement of Forest Certification (PEFC). Die Versorgung aller Zellstoff- und Faserproduktionsstandorte der Gruppe mit Holz und Faserzellstoff in einer bestimmten Qualität und Menge ist ein wichtiger Teil des Kerngeschäfts der Lenzing Gruppe. Weitere Informationen finden Sie im Kapitel „Nachhaltige Rohstoffbeschaffung“.

Zur Erweiterung ihrer Policy für Holz und Zellstoff hat Lenzing 2023 eine Policy für Bioenergie eingeführt. Sie gewährleistet, dass Biomasse für die Energieversorgung nicht aus umstrittenen Quellen bezogen wird, wie durch Entwaldung. Weitere Informationen über diese Policy finden Sie im Kapitel „Klimawandel“.

### Group Waste Management Guideline

Bei Lenzing ist das Abfallmanagement in der internen Group Waste Management Guideline (Konzernleitfaden für das Abfallmanagement) beschrieben, die 2018 eingeführt wurde. Die Guideline wurde 2021 weiterentwickelt, 2022 aktualisiert und führte zu einer

<sup>30</sup> Zusätzlich zur GRI-Angabe wird der entsprechende ESRS-Abschnitt vermerkt. Ein Anspruch auf Erfüllung des ESRS besteht in diesem und den folgenden Kapiteln nicht.

vollständigen Konsolidierung der konzernweiten Abfalldaten. Sie ist ein integraler Bestandteil des Umweltmanagementsystems von Lenzing. Aktivitäten im Zusammenhang mit dem Abfallmanagement, z.B. Sammlung, Trennung, Lagerung, Transport und Behandlung von Abfällen, werden auf der Grundlage der möglichen Nutzung sowie des Verständnisses ihrer Umweltauswirkungen und Risiken geplant und durchgeführt. Weitere Einzelheiten für das Abfallmanagement sind in den Abfallbewirtschaftungssystemen der Standorte festgelegt, die auch externe Dienstleister betreffen.

#### **Group Environmental Standard**

Alle Produktionsstandorte von Lenzing erfüllen die gesetzlichen Anforderungen der jeweiligen Länder und sind nach ISO 14001 zertifiziert. Der Umweltstandard ist wichtiger Bestandteil des Umweltmanagementsystems der Gruppe. Er ist die Grundlage für die Entwicklung von Lenzings Umweltprogramm und der mittel- und langfristigen Umweltziele.

Lenzings Umweltstandard wurde unter Berücksichtigung der Branchen- und Marktstandards und der Erwartungen der betroffenen Stakeholder entwickelt. Der Standard und die darin enthaltenen wichtigsten Umwelt-Grenzwerte beruhen auf den einschlägigen

Besten Verfügbaren Techniken (BVT) gemäß der Industrieemissionsrichtlinie (IER) und den durch das EU-Umweltzeichen definierten besseren Marktleistungen.

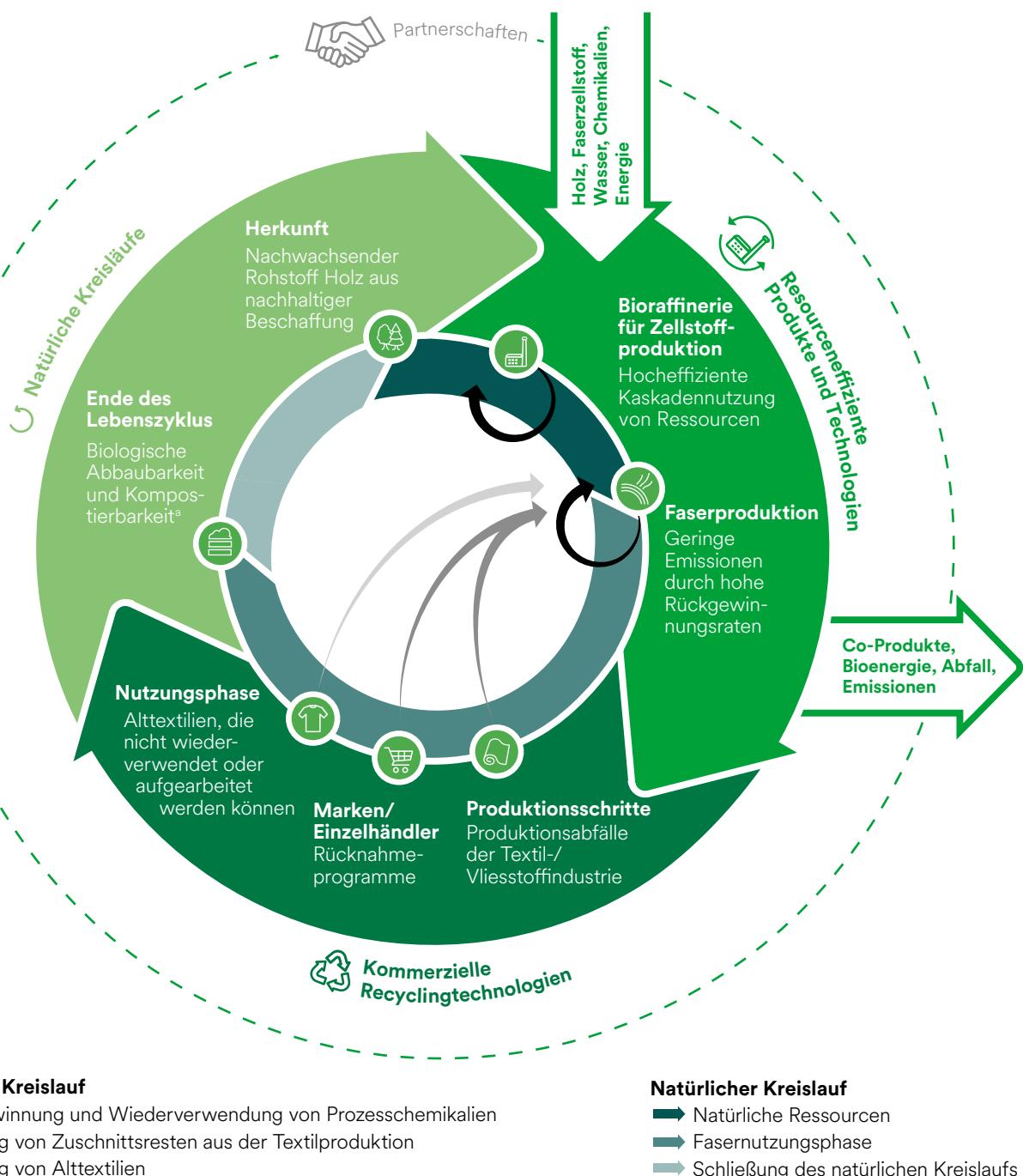
## **Lenzings Praktiken der Kreislaufwirtschaft**

[ESRS E5-2; GRI 3-3d, 306-2]

Eine Zusammenfassung der „Gesetzten Maßnahmen“ findet sich im Managementansatz am Anfang dieses Kapitels.

Lenzing verfolgt ihre Vision, indem sie drei zentrale Verfahrensweisen anwendet, die verschiedene Elemente der Kreislaufwirtschaft in ihr zirkuläres Geschäftsmodell integrieren. Diese Verfahrensweisen sind in Abb. 11 dargestellt und nachfolgend beschrieben:

- **Natürliche Kreisläufe**
- **Ressourceneffiziente Produkte und Technologien**
- **Entwicklung kommerzieller Recyclingtechnologien**



#### Technischer Kreislauf

- ➡ Rückgewinnung und Wiederverwendung von Prozesschemikalien
- ➡ Recycling von Zuschnittsresten aus der Textilproduktion
- ➡ Recycling von Alttextilien

#### Natürlicher Kreislauf

- ➡ Natürliche Ressourcen
- ➡ Fasernutzungsphase
- ➡ Schließung des natürlichen Kreislaufs

a) Gilt für TÜV-zertifizierte biologisch abbaubare und kompostierbare LENZING™-Fasern



## Natürliche Kreisläufe

### Herkunft

Lenzing Fasern bestehen aus Cellulose, einem natürlich nachwachsenden Polymer, das biologisch abbaubar ist und aus dem

<sup>31</sup> Zu den LENZING™ Fasern, die vom TÜV als biologisch abbaubar (Boden, Süßwasser und Meer) und kompostierbar (Haushalt und Industrie) zertifiziert sind, gehören die folgenden Produkte: LENZING™ Viscose Standard Textil/Vliesstoffe, LENZING™ Lyocell Standard Textil/Vliesstoffe, LENZING™ Modal Standard Textil, LENZING™ Lyocell Filament, LENZING™ Lyocell Dry und LENZING™ Web

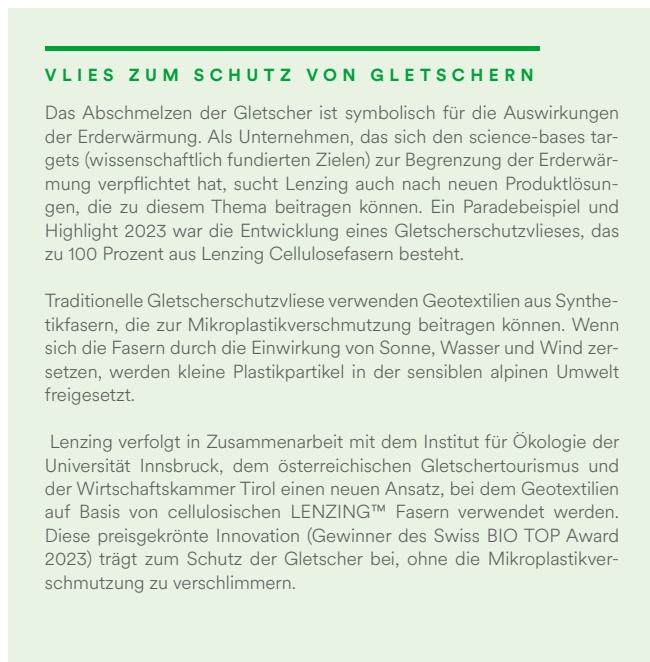
nachwachsenden Rohstoff Holz gewonnen wird. Das Holz stammt aus nachhaltig bewirtschafteten Wäldern und Plantagen (wie im Kapitel „Nachhaltige Rohstoffbeschaffung“ beschrieben).

LENZING™ Lyocell-, Modal- und Viscose-Standardfasern sind vom TÜV Österreich als biologisch abbaubar und kompostierbar zertifiziert<sup>31</sup>. Die sichere Entsorgung dieser Fasern in die natürliche Umwelt ermöglicht es, den Cellulosematerialkreislauf im Einklang

Technology. Ausnahmen in der Zertifizierung gibt es für die Fasern LENZING™ Lyocell Filament und LENZING™ Lyocell Dry, bei denen die erforderlichen Tests für Bestätigung der biologischen Abbaubarkeit in Meeresumgebung noch nicht durchgeführt bzw. abgeschlossen wurden.

mit dem biologischen Kreislauf zu schließen. Natürliche Kreisläufe beinhalten den biologischen Kreislauf und richten den Fokus auch auf verschiedene Lösungen am Ende des Lebenszyklus.

Wenn Lenzing von einem „zirkulären Produkt“ von Vliesstoffen spricht, geht es weniger um eine „Faserlösung“, sondern vielmehr um ein zirkuläres Wertschöpfungskettenmodell, da sich die Anforderungen und die Verwendung der Endprodukte zwischen den verschiedenen Vliesstoff-Endprodukten unterscheiden. Dementsprechend müssen die Auswirkungen der Lenzing Fasern im Hinblick auf Rohstoffe, Leistung, Abfall und Ende der Lebenszyklen berücksichtigt werden, um den höchsten Wert und möglichst geringe Auswirkungen auf die Umwelt zu erzielen. Daher verfolgt Lenzing bei ihren neuen Produkten einen strukturierten Ansatz, um den Anforderungen des Marktes nach möglichst nachhaltigen Lösungen gerecht zu werden.



## Ende des Lebenszyklus

Lenzing ist bestrebt, sich anhand eines stärker anwendungsspezifischen Ansatzes je nach Endprodukt und Märkten mit verschiedenen Lösungen am Ende des Lebenszyklus, wie etwa Entsorgung, biologische Abbaubarkeit, Recycling oder Wiederverwendung zu befassen. Daher beteiligt sich Lenzing strategisch an politischen Diskussionen und an Kreislauf-Initiativen, um den globalen Wandel zu einer ganzheitlicheren Wirtschaft weiterzuentwickeln und voranzutreiben.



## Ressourceneffiziente Produkte und Technologien

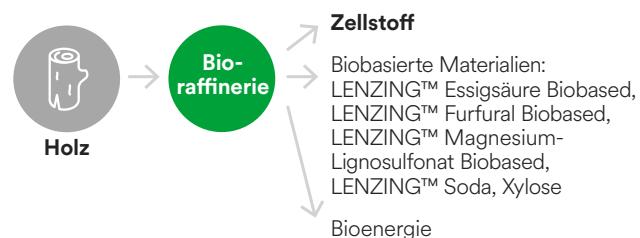
### Bioraffinerie für die Zellstoffproduktion

Bei der Zellstoffproduktion wird Holz zu Faserzellstoff für die weitere Faserproduktion verarbeitet. An den Zellstoffstandorten von Lenzing ist dies ein energieautarker Prozess. Lenzing setzt alle Rohstoffe effizient ein, hat hohe Rückgewinnungsraten bei Lösungsmitteln und Chemikalien und minimiert die Abfallproduktion. Die

Lenzing Gruppe betreibt drei Bioraffinerien: eine in Lenzing (Österreich), eine in Paskov (Tschechische Republik) und eine in Indianópolis (Brasilien). Wie in Abb. 12 dargestellt, wird in den Lenzing Bioraffinerien Holz in Zellstoff, Co-Produkte und Bioenergie umgewandelt. Lenzing verkauft die wertvollen Bioraffinerieprodukte an andere Branchen und leistet damit einen wichtigen Beitrag zur maximalen Nutzung von Holz und Prozesschemikalien. Weitere Informationen finden Sie im nachstehenden Abschnitt „Ressourcenabflüsse“.

### Hocheffizienter Einsatz des Rohstoffes Holz in den Bioraffinerien

Abb. 12



Überschüssige Energie aus der Zellstoffproduktion wird in Form von Dampf und Strom als erneuerbare Energie bereitgestellt. Am Standort Lenzing (Österreich) wird die überschüssige Energie direkt in die Faserproduktionsanlagen eingespeist. In Paskov (Tschechische Republik) und Indianópolis (Brasilien) wird überschüssige Energie in das Stromnetz eingespeist, um damit den Umstieg auf erneuerbare Energie in diesen Regionen zu unterstützen. Dies ist ein Paradebeispiel für die Kaskadennutzung von Biomasse und die 100-prozentige Verwertung von Holz, ohne dass Abfälle entstehen.

### Faserproduktion

Lenzing produziert Spezialfasern und entwickelt innovative cellulose Fasertechnologien. Die hochwertigen Fasern Viscose (Rayon), Modal und Lyocell werden an die Textil- und Vliesstoffindustrie geliefert und für industrielle Anwendungen verwendet und wegen ihrer besonderen Eigenschaften geschätzt.

Das Lenzing Lyocellverfahren ist zudem eine auf einem Lösungsmittel basierende Produktionstechnologie mit einem geschlossenen Kreislauf, die die Herstellung von Cellulosefasern ohne chemische Modifikation der Cellulose ermöglicht. Der Prozess folgt einem einfachen Lösungsverfahren und ermöglicht die Rückgewinnung des Lösungsmittels zu 99,8 Prozent und dessen Rückführung in den Kreislauf. Dies vermeidet Abfälle, sorgt für eine hohe Ressourcennutzung und führt zu einem geringeren Wasserverbrauch und weniger Emissionen. Im Vergleich zur herkömmlichen Produktion werden durch die Rückgewinnung von Lösungsmitteln und Chemikalien Umweltauswirkungen wie Treibhausgas (THG)-Emissionen vermieden oder reduziert - und damit ein Beitrag zum Klimaschutz geleistet. Weitere Informationen finden Sie im Fokuspaper „Responsible production“.

### Produktionsschritte in der Textilindustrie

Um die Herausforderungen im Zusammenhang mit Abfall in der Textilindustrie zu meistern, hat Lenzing REFIBRA™, eine innovative Recyclingtechnologie, entwickelt. Sie beinhaltet das Recycling von Stoffresten aus der Bekleidungsproduktion und Alttextilien, die mit Faserzellstoff aus Holz vereint und zu neuen Fasern verarbeitet werden.

## WIR GEBEN ABFALL EIN NEUES LEBEN. JEDEN TAG

Ganz im Sinne ihrer Vision „Wir geben Abfall ein neues Leben. Jeden Tag“ strebt Lenzing danach, das Recycling von Textilabfällen zu einem gängigen Standardprozess ähnlich wie das Papierrecycling zu machen. Lenzing hat sich ein Ziel gesetzt und Maßnahmen ergriffen, um diese Vision zu verwirklichen: Geplant ist ein Angebot von Viscose-, Modal- und Lyocell- Stapelfasern mit einem Alttextilien-Recyclinganteil im industriellen Maßstab. Weitere Informationen finden Sie im Kapitel „Nachhaltigkeitsziele, Maßnahmen und Fortschritte bei der Zielerreichung“ im Kapitel „Allgemeine Angaben“.

## AUSWEITEN VON REFIBRA™ AUF LENZING™ ECOVERO™

Im Jahr 2023 wurde die umweltschonende REFIBRA™ Technologie von TENCEL™ Lyocell auf LENZING™ ECOVERO™ Viscosefasern ausgeweitet. Die inzwischen weltweit verfügbaren LENZING™ ECOVERO™ Fasern mit REFIBRA™ Technologie enthalten ein Minimum von 20 Prozent recyceltem Anteil aus Baumwoll-Textilabfällen.

### Management von Produktionsabfällen

Es gibt verschiedene Bereiche, in denen an den Standorten von Lenzing Abfall entsteht, wie z.B. in Produktionsprozessen, bei der Verpackung von bezogenen Waren oder einzelnen Faserballen. Lenzing folgt einer Abfallhierarchie und vermeidet Abfälle wo immer möglich. Weitere Informationen finden Sie im Abschnitt „Abfallmanagement“ in diesem Kapitel.

Um die Kreislaufwirtschaft zu fördern, setzt Lenzing so weit wie möglich recycelte oder wiederverwendete Materialien ein, statt noch mehr natürliche Rohstoffe zu nutzen. Dabei ist allerdings zu bedenken, dass Recyclingprozesse unter Umständen äußerst energieintensiv durch in der Wertschöpfungskette genutzte Fasergemische und Chemikalien sind und daher, um den Klimawandel zu mildern, ein ganzheitlicher Ansatz erforderlich ist (z.B. Design für Kreislaufwirtschaft, Nutzung von erneuerbarer Energie und „umweltfreundliche“ Chemikalien der Wertschöpfungskette).



### Kommerzielle Recyclingtechnologien

Lenzing verwendet zwei Arten von Recycling, chemisch und mechanisch. Zum einen wird Zellstoff aus chemisch recycelten Baumwoll-Alttextilien verwendet, um zusammen mit Faserzellstoff aus Holz neue Fasern herzustellen. Bei der Fasertechnologie REFIBRA™ wird neben Faserzellstoff auch einen erheblichen Anteil an Baumwollabfällen als Rohstoff verwendet.

In 2023 bot Lenzing weiterhin Lyocellfasern der Marke TENCEL™ x REFIBRA™ mit einem Minimum von 30 Prozent Recyclinganteil an. Dies bedeutet eine erhebliche Verbesserung für die Umwelt und gleichzeitig entstehen hochwertige Fasern mit den gleichen Eigenschaften wie Fasern aus rein auf holzbasiertem Faserzellstoff. Diese Fasern sind mit dem Recycled Claim Standard (RCS) erhältlich, der zertifiziert, dass alle Produktionsprozesse der Lieferkette entsprechende Schritte durchlaufen haben, um die Integrität des Endproduktes zu gewährleisten.

Zum anderen werden Textilien (Pre-Consumer/Post-Industrial, Post-Consumer) von Lenzing auch mechanisch recycelt. Diese Textilien werden so weit wie möglich bis auf das einzelne Faserlevel zerkleinert. Durch die notwendige und starke Verkürzung der Faserlänge im Recyclingprozess büßen die Fasern an Performance (z.B. Festigkeit) ein. Daher benötigen diese mechanisch recycelten Fasern Trägerfasern, damit sie gesponnen werden können. Weitere Informationen finden Sie im Kapitel „Nachhaltige Innovationen“.

### Marken/Einzelhändler

Marken und Einzelhändler besitzen den Einfluss, um Kunden Produkte mit Recyclinganteil anzubieten, aber auch um sicherzustellen, dass ihre Produkte so konzipiert sind, dass sie in puncto Haltbarkeit, Recyclingfähigkeit und biologische Abbaubarkeit die Kreislaufwirtschaft erleichtern. Lenzing betreibt ein aktives Forschungs- und Entwicklungsprojekt zur weiteren Verbesserung der Nutzung von Pre-Consumer-Textilabfällen für die Produktion von vollständig biobasierten und biologisch abbaubaren Fasern.

### Nutzungsphase

Lenzing ist bestrebt, die bestmöglichen Materialien für die von Verbraucher:innen und Endnutzer:innen verwendeten Produkte anzubieten, damit diese Produkte kaufen können, die ihren Anforderungen an Performance und Nachhaltigkeit entsprechen.

Daher ist ein Ziel von Lenzing, Alttextilien effizienter zu verwerten. Angesichts der Komplexität globaler Wertschöpfungsketten arbeitet Lenzing mit dem klaren Ziel vor Augen mit verschiedenen Stakeholdern zusammen, um systemischen Wandel in der Textil- und Vliesstoffindustrie voranzutreiben.



### Partnerschaften

Transparenz erleichtert Partnerschaften und bildet die Grundlage für einen glaubwürdige Nachhaltigkeitsauftritt. Insbesondere die Kreislaufwirtschaft wird Teil des künftigen EU-Systems zur Sorgfaltsprüfung (Due Diligence) für Lieferketten sein. Ein umfassenderes Verständnis der Lieferanten von Lenzing sowie der nachgelagerten Kunden ist entscheidend für die Minimierung der gesamten Umweltauswirkungen sowie der sozialen Auswirkungen der Lenzing Gruppe und führt das Unternehmen auf den richtigen Weg, um bis 2050 Netto-Null-THG-Emissionen zu erreichen („Langfristiges wissenschaftlich fundiertes Netto-Null-Ziel“). Weitere Informationen zu Transparenz durch Digitalisierung finden Sie im Kapitel „Digitalisierung & Cyber Security“.

„Partnerschaften für den systemischen Wandel“ ist eines der Grundprinzipien der Lenzing Nachhaltigkeitsstrategie „Naturally

Positive“, um gemeinsam mit den wichtigsten Stakeholdern von Lenzing die gesteckten Ziele zu erreichen. Um Chemikalien mit geringem CO<sub>2</sub>-Fußabdruck wie „Low-Impact“ Natronlauge kaufen zu können (die mit erneuerbarer Energie hergestellt wird), führt Lenzing einen aktiven Dialog mit ihren Lieferanten. Nur durch diesen Dialog entlang der gesamten Lieferkette kann Lenzing den CO<sub>2</sub>-Fußabdruck ihrer Produkte verringern.

Daher ist Kooperation unerlässlich. Lenzing beteiligt sich an mehreren Initiativen, die die Kreislaufwirtschaft in der Modeindustrie voranbringen wollen. Weitere Informationen finden Sie im Abschnitt „Einbeziehung von Stakeholdern“ in diesem Kapitel.

### **Lenzing startet zusammen mit Partnern das größte Textilrecycling-Projekt Österreichs**

Lenzing hat sich 2023 mit dem Partner für Logistik und Sortierung ARA (Altstoff Recycling Austria AG), dem Textildienstleister Salesianer Miettex, Caritas (NGO) sowie dem schwedischen Zellstoffhersteller Södra zusammengeschlossen, um gemeinsam den Übergang zu einer Kreislaufwirtschaft voranzutreiben. Gemeinsam arbeiten sie zusammen, um gebrauchte Haushalts- und Bekleidungstextilien zu sammeln und recycelten Zellstoff herzustellen. Aus diesem werden wiederum neue Lyocell- und Viscosefasern produziert.

### **MUNDAO**

2023 intensivierte Lenzing ihre Zusammenarbeit und Entwicklung mit dem französischen umweltbewussten Start-up, das eine industriell kompostierbare Windel entwickelt hat. Lenzing hat das französische Unternehmen mit ihrer Expertise im Bereich biologisch abbaubare Materialien und die Verwendung von Cellulosefasern unterstützt. Die revolutionären Windeln, die unter der Marke „Popotin“ vermarktet werden, enthalten in verschiedenen Komponenten der Windeln eine Reihe von VEOCEL™ Fasern.

Die kompostierbaren „Popotin“-Windeln sind die ersten ihrer Art auf dem europäischen Windelmarkt. Derzeit werden sie an Kindertagesstätten vermarktet, nach Gebrauch von City-Bike-Vereinen gesammelt und in der industriellen Kompostierung wiederverwendet. Dieses End-of-Life-Konzept bietet eine nachhaltige Lösung für Wegwerfwindeln als Ausgangsmaterial für landwirtschaftliche Kompost- und industrielle Biomasseanlagen.

## **Kennzahlen und Ziele**

[ESRS E5-3; GRI 3-3e]

Siehe „Ziele“ im Managementansatz am Anfang von diesem Kapitel. Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

<b>Textil-recycling</b>	<b>Angebot von Viscose-, Modal- und Lyocell-Stapelfasern mit bis zu 50 Prozent Alttextilien-Recyclinganteil im industriellen Maßstab bis 2025</b>	<b>2025 Auf Kurs</b>
Maßnahme(n)	Alle von Lenzing angebotenen Fasern mit Recyclinganteil enthalten einen Anteil an Alttextilien	2022 Verzögert
	Lenzing erhöht den Recyclinganteil von 30 auf 40 Prozent bei Fasern, die mit der REFIBRA™ Technologie für Textilien hergestellt wurden	2023 Verzögert
	Lenzing führt ihre Viscose- und Modalfasern mit REFIBRA™ Technologie mit mindestens 30 Prozent Recyclinganteil ein	2023 Verzögert
	Die Unternehmen Lenzing und Södra werden gemeinsam 25.000 Tonnen Textilabfälle pro Jahr am Södra-Standort in Mörrum recyclen <sup>b</sup>	2025 Verzögert
Status in 2023	Die gemeinsamen Anstrengungen mit Södra zur Entwicklung eines Recycling-Zellstoffs mit einem Anteil an Alttextil-Abfällen im industriellen Maßstab wurden erneut erfolgreich fortgesetzt und ebenfalls mit dem ITMF-Award ausgezeichnet. Die Projektpläne wurden aktualisiert, um das geplante Volumen der neuen Produktionslinie von 25 kt/a auf 50 kt/a Rohstoff zu erhöhen, und die Inbetriebnahme dieser Anlage ist für 2027 geplant. Insgesamt setzte Lenzing die Produkt- und Prozessentwicklung im Hinblick auf das Kernziel 2025 fort. Ein wichtiger Meilenstein war die Einführung einer Viscosefaser mit REFIBRA™ Technologie, die zu 20 Prozent aus recyceltem Zellstoff aus Baumwolltextilabfällen besteht, mit dem Ziel, diesen Anteil in naher Zukunft weiter zu erhöhen. Die größten Herausforderungen bleiben die Anpassung der Eigenschaften von Recycling-Zellstoff für die industrielle Faserproduktion und die Suche nach Lösungen, um Recycling-Zellstoff in industriellem Maßstab verarbeitbar zu machen.	

b) Relevant für das Long-Term-Incentive (LTI)-Bonusziel des Vorstandes

Kreislaufwirtschaft	Umsetzen eines neuen Kreislaufwirtschaft-Geschäftsmodells durch Schließen der Kreisläufe für Alttextilien; Zusammenarbeit mit 25 wichtigen Unternehmen der Lieferkette bis 2025	2025 Auf Kurs
Status in 2023	<p>Einige Höhepunkte im Jahr 2023 waren: der Start eines Recyclingprojekts mit ARA und anderen Partnern; die Teilnahme an internationalen Projekten zur Verbesserung der Sortierung und Rückverfolgbarkeit von Fasern und die Zusammenarbeit mit Södra, die eine LIFE-Förderung erhielt und mit dem ITMF-Preis für internationale Kooperationen ausgezeichnet wurde. Weitere Informationen finden Sie im Kapitel „Ressourcennutzung und Kreislaufwirtschaft“.</p>	

## Ressourcenzuflüsse

[ESRS E5-4; GRI 301-1, 301-2]

Die wichtigsten Zuflüsse bei Lenzing sind Holz, Zellstoff, Chemikalien, Brennstoffe und Wasser. Bitte beachten Sie, dass aus Gründen der Vertraulichkeit keine genauen Zahlen zum absoluten Gewicht oder Volumen der von der Lenzing Gruppe eingesetzten Materialien genannt werden.

### Holz und Faserzellstoff

100 Prozent der Holz- und Zellstofflieferanten von Lenzing werden regelmäßig nach FSC®- und PEFC-Standards bewertet und zertifiziert. Weitere Informationen zu diesem Thema finden Sie in den Kapiteln „Nachhaltige Rohstoffbeschaffung“ und „Unternehmenspolitik“.

Lenzing verstärkt ihr Engagement zur Kreislaufwirtschaft in ihrem Kerngeschäft und strebt an, Fasern, einschließlich Lyocell, Viscose und Modal, mit einem Anteil von bis zu 50 Prozent an Recyclingfasern zu produzieren (Ziel „Textilrecycling“).

Lenzings wichtigste Chemikalien mit einem Anteil von etwa 85 Prozent am gesamten Beschaffungsvolumen sind: Natronlauge ( $\text{NaOH}$ ), Kohlenstoffdisulfid ( $\text{CS}_2$ ), Schwefelsäure ( $\text{H}_2\text{SO}_4$ ), Schwefel (S), Schwefeldioxid ( $\text{SO}_2$ ), Weichmacher, Flammschutzmittel, N-Methylmorpholin-N-Oxid (NMMO), Titandioxid ( $\text{TiO}_2$ ) und Zinksulfat ( $\text{ZnSO}_4$ ). Lenzing versucht, so viele Chemikalien wie möglich regional zu beschaffen. In diesem Fall bedeutet regional für Lenzing dabei, aus dem Land, in dem sich die Produktionsanlage befindet oder aus dem Nachbarland. Weitere Informationen finden Sie im Kapitel „Unternehmenspolitik“.

Lenzing führte einen umfassenden Dialog mit ihren Lieferanten, um herauszufinden, welche Möglichkeiten bestehen, Natronlauge mit reduzierten THG-Emissionen zu beschaffen.

Beim Lyocell-Fertigungsprozess kann Lenzing 99,8 Prozent des NMMO zurückgewinnen und braucht dadurch weniger Ressourcen. Die Rückgewinnung von Kohlenstoffdisulfid und Schwefelwasserstoff aus dem Prozess zur Herstellung von Viscose- und Modalfasern verbessert die Standards der Kreislaufwirtschaft, da beide Stoffe umgewandelt und als Rohstoffe in den Prozess zurückgeführt werden. Weitere Informationen finden Sie im Kapitel „Umweltverschmutzung“.

### Brennstoffe

Die Faserproduktion ist ein energieintensiver Prozess. Lenzing versucht, so weit wie möglich erneuerbare Brennstoffe zu verwenden. Weitere Informationen über diese Themen finden Sie im Kapitel „Klimawandel“. Lenzing war der erste Cellulosefaserhersteller mit einem konkreten, wissenschaftlich fundierten Ziel, dass von der Science-based targets Initiative genehmigt wurde und zielt auf eine Verringerung der THG-Emissionen ab.

### Wasser

Wasser ist eine wertvolle, begrenzte Ressource, die Lenzing für ihre Herstellungsprozesse benötigt. Weitere Informationen zum Thema Wasser und dessen Recycling finden Sie im Kapitel „Wasser- und Meeresressourcen“.

### Verpackung

Chemikalien werden in verschiedenen Verpackungsformen wie Containern und Big Bags geliefert. Lenzing hat mit ihren Lieferanten Rücknahmesysteme eingeführt, um Verpackungsabfälle zu reduzieren. Dies gewährleistet nicht nur für eine ordnungsgemäße Entsorgung, sondern erleichtert auch die Wiederverwendung von Verpackungsmaterial.

Der Faserzellstoff wird in Güterwaggons und LKWs transportiert, während die Faserballen in Kunststofffolien verschickt werden. Das ist zum Schutz des Produkts und für den Transport notwendig. Das Recycling von Verpackungen für Faserballen liegt außerhalb der betrieblichen Systemgrenzen von Lenzing aufgrund fehlender Kontrolle und Einflussnahme auf nachgelagerte Wertschöpfungskette. Dennoch prüft das Unternehmen derzeit Möglichkeiten zur Verringerung des Verpackungsabfalls bei verkauften Waren.

Das Management von Verpackungsabfällen liegt in der gemeinsamen Verantwortung von Lenzing und ihren Geschäftspartnern. Die ordnungsgemäße Entsorgung und die Teilnahme an Recyclingprogrammen sowie Rücknahmesystemen können wesentlich zur Reduzierung von Verpackungsabfällen beitragen.

## Ressourcenabflüsse

[ESRS E5-5; GRI 306-1, 306-2, 306-3, 306-4, 306-5]

### Produkte

Die Hauptprodukte von Lenzing sind ihre Fasern. Co-Produkte aus den Bioraffinerien werden an andere Branchen verkauft. LENZING™ Fasern werden hauptsächlich für Bekleidung, Heimtextilien, Hygieneprodukte und andere Produkte verwendet. Das Faserportfolio beinhaltet die drei Faserarten Lyocell, Modal und Viscose (Rayon).

#### Produkte mit Nettonutzen (net-benefit)

Lenzing bietet Net-Benefit-Produkte, die sowohl ökologische und gesellschaftliche Vorteile als auch Vorteile für die Partner in der Wertschöpfungskette bieten und dabei viele konkurrierende Alternativen übertreffen. Diese Produkte berücksichtigen den gesamten Lebenszyklus, einschließlich der vor- und nachgelagerten Prozesse der Wertschöpfungskette.

## INDIGO COLOR TECHNOLOGIE

Konventionelle Färbevorgänge erfordern mehrere Färbebäder und sind wasser- und energieintensiv. Bei der Indigo Color Technologie wird das Indigopigment direkt in die TENCEL™ Modalfasern während der Produktion inkorporiert (spinningefärbte Fasern). So wird ein zusätzlicher Färbevorgang eingespart und der Verbrauch von Wasser (>99 Prozent), Chemikalien (>80 Prozent) und Strom (>99 Prozent) im Vergleich zu drei herkömmlichen Denim-Färbemethoden deutlich reduziert.

Darüber hinaus sind TENCEL™ Lyocell and Modal and LENZING™ ECOVERO™ Fasern mit dem weithin anerkannten EU Ecolabel (Umweltzeichen)<sup>32</sup> zertifiziert. Dieses Zeichen wird an Produkte vergeben, die während ihres gesamten Lebenszyklus hohe Umweltstandards erfüllen.

2023 wurde das Produktpalette durch die LENZING™ ECOVERO™ Fasern (Textilien) und VEOCEL™ Fasern (Vliesstoffe) ausgeweitet, die am Standort Purwakarta (Indonesien) mit diesem EU Ecolabel zertifiziert wurden. Weitere Informationen zu Produkten und Technologien finden Sie auf der [Lenzing Website](#) oder im Kapitel „Nachhaltige Innovationen“.

## STUDIE ZUR BIOLOGISCHEN ABBAUBARKEIT VON SCRIPPS

Eine Studie der Scripps Institution of Oceanography (SIO) liefert den wissenschaftlichen Beweis, dass LENZING™ Standard Lyocell-, LENZING™ Standard Viscose- und LENZING™ Standard Modalfasern an der Meeresoberfläche und auch in der Tiefsee biologisch abbaubar sind.<sup>33</sup> Die Studie bestätigt damit, dass diese Fasern am Ende ihres Lebenszyklus in das Ökosystem zurückkehren können.<sup>34</sup> Wissenschaftler:innen des SIO an der University of California in San Diego hatten bereits 2021 festgestellt, dass LENZING™ Lyocellfasern unter Meeresoberflächenbedingungen vollständig und schnell biologisch abgebaut werden.

## Co-Produkte

Lenzing verwendet ihre Bioraffinerie- und Co-Produkte in anderen Branchen weiter, darunter LENZING™ Essigsäure Biobased, LENZING™ Furfural Biobased, Xylose (Birkenzucker)<sup>35</sup>, LENZING™ Soda oder LENZING™ Magnesium-Lignosulfonat.

## LENZING™ ESSIGSÄURE BIOBASED

LENZING™ Essigsäure Biobased wird aus nachhaltig bezogenem Buchenholz-Zellstoff hergestellt und in mehreren Schritten gereinigt, zu einem hochwertigen Produkt verarbeitet und in verschiedenen Branchen wie der Lebensmittel-, Pharma-, Kosmetik-, Chemie- und Textilindustrie eingesetzt. Um die Kreislaufwirtschaft und die Sichtbarkeit von LENZING™ Essigsäure Biobased weiter zu fördern, wurde eine wichtige Partnerschaft mit dem italienischen Unternehmen C.P.L. Prodotti Chimici srl geschlossen, das im August dieses Jahres der erste Lizenzpartner für LENZING™ Essigsäure Biobased wurde.

## Abfallmanagement

Lenzing nutzt lizenzierte Auftragnehmer zur Entsorgung von Abfällen. Diese Dienstleister werden je nach Standort regelmäßigen Audits unterzogen. Bei Nichteinhaltung wird der Vertrag mit dem Auftragnehmer gekündigt. 2023 gab es keine derartigen Fälle.

Abfall wird gemäß der nationalen Gesetzgebung kategorisiert. Bei Erfüllung dieser Kriterien werden diese Abfälle deklassifiziert. Wenn ein externer Dienstleister, z.B. ein zugelassenes Abfallverwertungsunternehmen, das Management für einen bestimmten Abfallstrom übernimmt, können allerdings große Verzögerungen bei der Erfassung der entsprechenden Daten und Informationen entstehen. Dies kann zu deutlichen Schwankungen in der jährlichen Abfallberichterstattung führen. Der Ansatz des Unternehmens im Bereich des Abfallmanagements basiert auf einer Managementhierarchie als Leitprinzip. Das bedeutet, dass Lenzing das Abfallmanagement wie folgt plant und priorisiert:

1. Vermeidung und Reduzierung
2. Wiederverwendung und Recycling
3. Energierückgewinnung
4. Deponieabfälle

Wann immer möglich, werden Abfälle vermieden oder reduziert, z.B. durch die Anpassung von Prozessen, um die Materialeffizienz zu erhöhen, oder durch gute Haushalts- und Betriebspraktiken. Recycelbare Anteile des Abfalles werden getrennt. Nicht recycelbare Anteile werden gemäß den lokalen Bestimmungen entsorgt. Lenzing gewinnt, wo immer möglich, Energie aus nicht recycelbaren Anteilen in Einrichtungen wie Verbrennungsanlagen zurück. Die Deponierung von Abfallstoffen unterliegt entsprechend strengen staatlichen Bestimmungen. Gefährliche Abfallstoffe werden entweder weiterverarbeitet oder entsprechend den geltenden Regelungen entsorgt.

Das Gesamtabfallaufkommen ist im Vergleich zu den Vorjahren gestiegen, da zwei weitere Produktionsstätten hinzugekommen sind. Das Verhältnis zwischen gefährlichen und ungefährlichen Abfällen hat sich aufgrund der geänderten Abfallklassifizierung gemäß den

<sup>32</sup> Das EU Umweltzeichen wird von allen Mitgliedstaaten der Europäischen Union sowie von Norwegen, Liechtenstein und Island anerkannt. Das 1992 durch eine EU-Verordnung (Verordnung (EWG) Nr. 880/92) eingeführte freiwillige Label hat sich schrittweise zu einem Referenzpunkt für Verbraucher:innen entwickelt, die durch den Kauf umweltfreundlicherer Produkte und Dienstleistungen zu einer geringeren Umweltbelastung beitragen wollen.

EU Ecolabel für Textilprodukte (license no. AT/016/001)

<sup>33</sup> S.-J. Royer et al, Not so biodegradable: Polylactic acid and cellulose/plastic blend textiles lack fast biodegradation in marine waters | PLOS ONE, 2023

<sup>34</sup> Zu den LENZING™ Fasern, die vom TÜV als biologisch abbaubar (Boden, Süßwasser und Meer) und kompostierbar (Haushalt und Industrie) zertifiziert sind, gehören die folgenden Produkte: LENZING™ Viscose Standard Textil/Vliesstoffe, LENZING™ Lyocell Standard Textil/Vliesstoffe, LENZING™ Modal Standard Textil, LENZING™ Lyocell Filament, LENZING™ Lyocell Dry und LENZING™ Web Technology. Ausnahmen in der Zertifizierung gibt es für die Fasern LENZING™ Lyocell Filament und LENZING™ Lyocell Dry, bei denen die erforderlichen Tests für Bestätigung der biologischen Abbaubarkeit in Meeresumgebung noch nicht durchgeführt bzw. abgeschlossen wurden.

<sup>35</sup> Von Partner aufbereitet/vermarktet.

indonesischen Vorschriften erheblich verschoben, z.B. wurde Keselasche als ungefährlicher Abfall reklassifiziert. Darüber hinaus führte die Zusammenarbeit mit einem Abfallentsorgungsunternehmen am Standort Purwakarta (Indonesien) zu einer erheblichen

Verringerung der zu deponierenden Abfälle und zu einer Steigerung des Materialrecyclings.

#### Abfall nach Art und Entsorgungsverfahren

Tabelle 30

(Tonnen)	2021	2022	2023	2021	2022	2023
	Gefährliche Abfallstoffe			Ungefährliche Abfallstoffe		
Aufbereitung zur Wiederverwendung						
Recycling (außerhalb des Standortes)	450,14	123,23	33.822,40	50.829,81	48.349,42	118.256,15
Sonstige Verfahren zur Rückgewinnung						
Verbrennung mit Energierückgewinnung (am Standort) <sup>a</sup>						
Verbrennung mit Energierückgewinnung (außerhalb des Standortes)	36.132,26	46.048,20	2.430,67	35.126,01	21.545,81	23.723,56
Verbrennung ohne Energierückgewinnung						
Deponierung (außerhalb des Standortes)	36.678,98	21.375,78	110,08	13.535,16	11.182,99	6.057,61
Sonstige (wird von Lenzing festgelegt) (außerhalb des Standortes)	0,22	1.153,44	951,70	828,13	923,63	2.419,73
<b>Gesamter Abfall</b>	<b>73.261,60</b>	<b>68.700,64</b>	<b>37.314,85</b>	<b>100.319,11</b>	<b>82.001,85</b>	<b>150.457,06</b>
Deponierung (am Standort) <sup>b</sup>				490,9	1139,6	1112,2

a) Die Daten für die Verbrennung mit Energierückgewinnung vor Ort können nicht angegeben werden, da die Daten nicht verfügbar sind.

b) In der Abfallberichterstattung von Lenzing werden keine Maßnahmen zur Behandlung von Abfällen vor Ort angegeben, daher ist die Deponie vor Ort nicht in der Gesamtabfallmenge enthalten.

#### Nicht recycelte Abfälle gesamt

Tabelle 31

	2021	2022	2023
<b>Gesamtmenge nicht recycelter Abfälle (Tonnen)</b>	<b>122.300,76</b>	<b>103.369,45</b>	<b>35.693,36</b>
<b>Prozentualer Anteil nicht recycelter Abfälle</b>	<b>70,5 %</b>	<b>68,1 %</b>	<b>19,0 %</b>

#### Gesamter Abfall

Tabelle 32

(Gesamtgewicht des erzeugten Abfalls in Tonnen und eine Aufschlüsselung nach Zusammensetzung des Abfalls)	2021	2022	2023
Gefährliche Abfallstoffe	73.261,60	68.700,64	37.314,85
Ungefährliche Abfallstoffe	100.319,11	82.001,85	150.457,06
<b>Gesamter Abfall</b>	<b>173.580,71</b>	<b>150.702,49</b>	<b>187.771,91</b>



## Einbeziehung von Stakeholdern bei Ressourcennutzung und Kreislaufwirtschaft

[GRI 3-3f]

Lenzings wichtigste Stakeholder bei der Kreislaufwirtschaft sind nachfolgend aufgeführt.

#### Policy Hub

2019 wurde Lenzing Mitglied von Policy Hub zur Kreislaufwirtschaft für die Bekleidungs- und Schuhindustrie und gehört seit Mai 2020 mit zum Vorstand. 2022 trug das Unternehmen aktiv zum Verständnis der Branche in Bezug auf Hindernisse und Herausforderungen der Kreislaufwirtschaft in Bereichen wie Abfall- und Recyclingtechnologien, Transparenz und nachhaltige Produktinitiativen bei. Lenzing beteiligte sich aktiv an Dialogen mit der Zivilge-

sellschaft und politischen Entscheidungsträgern in der EU, um Informationen über Hindernisse und mögliche Lösungen für die Förderung der Kreislaufwirtschaft auszutauschen.

#### Circular and Sustainable Textiles and Clothing (CISUTAC)

Seit Oktober 2022 wurde Lenzing Partner im CISUTAC-Projekt, das von der EU kofinanziert wird. Das Konsortium wurde gegründet, um den Übergang zu einer kreislauforientierten und nachhaltigen Textilindustrie zu unterstützen. Zu den 24 Mitgliedern gehören neben Lenzing auch der Wirtschaftsverband EURATEX, Södral, Decathlon und die NGO Oxfam. Ziel dieser Initiative ist es, Hindernisse für die Kreislaufwirtschaft in der Bekleidungskette zu vermeiden, zu ermitteln und zu beseitigen. Lenzing konzentriert sich ihrerseits auf die Entwicklung von Recyclingverfahren für Cellulosefasern im Einklang mit der eigenen Unternehmensstrategie.

#### European Apparel and Textile Organisation (EURATEX)

EURATEX ist der Europäische Bekleidungs- und Textilverband, der die Interessen der europäischen Textil- und Bekleidungsindustrie auf Ebene der EU-Institutionen vertritt. Lenzing hat sich im EURATEX und der jüngsten Initiative ReHubs engagiert, um die Kreislaufwirtschaft in der Textilindustrie weiter zu fördern.

Ziel von ReHubs ist es, ein integriertes System auf der Grundlage von Recyclingzentren in Europa einzurichten, um Textilabfälle zu recyceln und das industrielle Sammeln, Sortieren, Verarbeiten und Recyceln von Pre-Consumer- und Post-Consumer-Textilien in ganz Europa auszubauen. Lenzing spielt eine aktive Rolle im Projekt zur Umwandlung von Textilabfällen in Rohstoffe (Transform textile waste into feedstock) im Rahmen der von Texaid geleiteten EURATEX-ReHubs-Initiative.

Bis Ende 2024 wird Europa vor der Herausforderung stehen, eine getrennte Sammlung von Textilabfällen zu organisieren und eine Entsorgungsmöglichkeit für die gesammelten Abfälle zu gewährleisten. Derzeit gibt es in ganz Europa keinen groß angelegten Plan zur Wiederverwendung und zum Recycling der derzeit 7,5 Mio. Tonnen Textilabfälle.

### **Accelerating Circularity Project (ACP)**

Das Accelerating Circularity Project hat es sich zur Aufgabe gemacht, Systeme zu entwerfen und zu implementieren, in denen Textilabfälle als Rohstoff wiederverwendet werden und nicht mehr verbrannt oder deponiert werden müssen. Mit diesem Modell werden die Materialien ständig wiederverwendet oder recycelt, und Textilabfälle werden selbst zu einer wertvollen Ressource. Durch die Zusammenarbeit entlang der gesamten Lieferkette ist es der Organisation gelungen, erfolgreiche Versuche zur Herstellung von Stoffen mit Recyclinganteil durchzuführen. Lenzing hat mit ihrer TENCEL™ REFIBRA™ Technologie zu den Versuchen beigetragen. Die gesammelten Informationen sollen der gesamten Branche helfen, aus diesem Ansatz zu lernen und das Potenzial für kommerzielle Produkte auf der Grundlage einer kosteneffizienten zirkulären Textil-Lieferkette zu identifizieren. Lenzing begrüßte die Gelegenheit, im Vorstand dieser Organisation zu sitzen, die eine von Grund auf restaurative und regenerative Textilindustrie anstrebt. Lenzing war nicht nur Gründungspartner für das Projekt in den USA im Jahr 2019, sondern auch Projektpartner für Europa seit 2021. Lenzing war auch 2023 Teil dieser Initiative.

### **Accelerating Circularity's Alliance of Chemical Textiles Recyclers (ACTR)**

Lenzing ist neben anderen Branchenakteuren wie Eastman oder Lycra Gründungsmitglied von ACTR. Die Arbeitsgruppe wurde 2023 als Antwort auf Forderungen von Lenzings Partnern gegründet, mit dem Auftrag die Branche über chemisches Recycling aufzuklären. In einem ersten Schritt führt die ACTR ein Wörterbuch mit grundlegenden Begriffen ein, um das Verständnis für das chemische Textilrecycling in der Branche zu verbessern. Durch die ACTR wird es auch möglich sein, der Textilindustrie mit einer gemeinsamen Stimme gegenüberzutreten.

### **Textiles 2030**

Im August 2021 trat Lenzing als einer der ersten Unterzeichner der freiwilligen Vereinbarung Textiles 2030 bei. Textiles 2030 ist die neue, von Experten geleitete Initiative von Waste & Resources Action Programme (WRAP) im Vereinigten Königreich, die darauf abzielt, die Auswirkungen von Bekleidung und Heimtextilien auf den Klimawandel zu begrenzen. Es handelt sich um eine freiwillige Vereinbarung, die von ihren Unterzeichnern und der Regierung finanziert wird. Die Unterzeichner arbeiten zusammen an den Zielen für Kohlenstoff, Wasser und Kreislauftextilien und tragen zu nationalen

politischen Diskussionen bei. Lenzing produziert u.a. in Grimsby (Vereinigtes Königreich) und ist stolz darauf, Teil dieser Initiative zur proaktiven Förderung der Kreislaufwirtschaft und des systemischen Wandels in der Textilindustrie zu sein.

### **Renewcell**

Im Dezember 2022 haben Lenzing und Renewcell, ein Textil-zu-Textil-Recycling-Pionier aus Schweden, eine mehrjährige Liefervereinbarung unterzeichnet, um den Übergang der Textilindustrie von einem linearen zu einem zirkulären Geschäftsmodell zu beschleunigen. Die Vereinbarung beinhaltet den Verkauf von bis zu 100.000 Tonnen von Renewcells zu 100 Prozent recyceltem Textilzellstoff Circulose® an Lenzing über einen Zeitraum von fünf Jahren zur Verwendung in der Produktion von Cellulosefasern für Bekleidung und andere textile Anwendungen.

### **Södra**

Um die technologische Entwicklung für das Textilrecycling weiter zu beschleunigen und die Kapazitäten für Faserzellstoff aus Abfällen aus Alttextilien zu erweitern, ist Lenzing 2021 eine Zusammenarbeit mit Södra, einem anderen weltweit führenden Zellstoffhersteller, eingegangen. Ziel ist es, bis 2027 am Standort von Södra Mörrum 50.000 Tonnen Textilabfälle pro Jahr zu recyceln und zu verarbeiten.

Das Projekt „Textile Recycling in Europe AT Scale“<sup>36</sup> (LIFE TREATS) wird von der EU im Rahmen des LIFE Programms 2022<sup>37</sup> mit EUR 10 Mio. gefördert, um gemeinsam das innovative OnceMore®-Recyclingverfahren weiterzuentwickeln. Seit dem zweiten Quartal 2023 und über die nächsten vierinhalb Jahre wird der nächste Schritt den Bau und das Management einer Anlage für die gemeinsame Prozessentwicklung und die Ausweitung des OnceMore®-Verfahrens beinhalten.

Im November 2023 wurde ihre langjährige und effektive Partnerschaft mit dem ITMF Award 2023 in der Kategorie „Internationale Zusammenarbeit“ für ihre gemeinsamen Leistungen in den Bereichen Textil-Recycling und Kreislaufwirtschaft ausgezeichnet.

### **Forum for the Future**

Lenzing ist ein aktives Mitglied des Projekts Enabling Systemic Circularität in Fashion (ESCF) von Forum for the Future. Dabei werden die Voraussetzungen untersucht, damit Innovationen ihr Potenzial zur Unterstützung der Vision einer zirkulären, regenerativen, verantwortungsvollen und widerstandsfähigen Mode-Wertschöpfungskette entfalten können, sowie die systemischen Hindernisse, die dies verhindern. Der Ansatz des Projekts besteht darin, die Rahmenbedingungen und Hindernisse aus einem systemischen Blickwinkel zu betrachten. Dies wird durch die Teilnahme einer Mischnung aus einzigartigen Lieferanten und Marken erforscht, die verschiedene Perspektiven abdecken und dabei helfen, von den besten Praktiken der anderen zu lernen und den aktuellen Status der Industrie zu verstehen, um sich eine kreislauforientierte Zukunft für die Industrie vorzustellen. Es gibt mehrere Arbeitsgruppen, z.B. zu Geschäftsmodellen, innovativen Materialien und Abfallverarbeitung. Im Jahr 2023 war Lenzing in das Projekt eingebunden und nahm an Workshops und Arbeitsgruppen teil, um mit seinem Know-how beizutragen und Fortschritte bei ihrer Strategie und ihren Ambitionen im Bereich Kreislaufwirtschaft zu erzielen.

<sup>36</sup> Disclaimer LIFE22-ENV-SE-TREATS – 101113614 wird von der Europäischen Union mitfinanziert. Die geäußerten Ansichten und Meinungen sind jedoch ausschließlich die des Autors/der Autoren und decken sich nicht unbedingt mit denen der

Europäischen Union oder der CINEA. Weder die Europäische Union noch die Bewilligungsbehörde können für sie verantwortlich gemacht werden.

<sup>37</sup> LIFE (europa.eu)

# Nachhaltige Rohstoffbeschaffung

## MANAGEMENTANSATZ

### Wesentliches Thema: Nachhaltige Rohstoffbeschaffung

[GRI 3-3]

Holz und Faserzellstoff sind die wichtigsten Rohstoffe für Lenzing. Mit ihrer Beschaffung sind potenzielle Risiken wie Abholzung, Klimaveränderungen und Verlust der biologischen Vielfalt verbunden. Aus diesem Grund minimiert Lenzing das Umweltrisiko bei der Holzbeschaffung durch verantwortungsvollen Erwerb aus nachhaltig bewirtschafteten Wäldern. Mehr als 99 Prozent der Holz- und Zellstoffbeschaffung des Unternehmens ist nach weltweit anerkannten Standards wie dem Forest Stewardship Council (FSC®) und dem Programme for the Endorsement of Forest Certification (PEFC) zertifiziert oder kontrolliert. Lenzing steht in ständigem Austausch mit verschiedenen Stakeholdern (NGOs, Kunden, Investoren), um deren Erwartungen zu erfüllen und den kommenden gesetzlichen Anforderungen gerecht zu werden (z.B. EU Green Deal, EU-Holzverordnung, Lieferkettengesetz).

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Holz als natürlicher und erneuerbarer Rohstoff bietet vielfältige Geschäftsperspektiven
- Ersatz für Produkte auf fossiler Basis
- Aufgrund seines Beitrags zur Minderung der Klimakrise durch die Kohlenstoffsenke in Wäldern und Holzprodukten und die Substitution von Produkten auf fossiler Basis
- Holz ist eine Alternative zu landwirtschaftlichen Produkten (z.B. Baumwolle)
- Die Verwendung von Holz aus nachhaltig bewirtschafteten Wäldern unterstützt die Biodiversität

##### Negativ

###### Eigene Aktivitäten:

- Potenzielles Reputationsrisiko als Geschäftsgefährdung aufgrund einer Verbindung zur Abholzung oder eines Beitrags zum Verlust der Biodiversität

###### Geschäftsbeziehungen:

- Beschaffung von ökologisch oder sozial umstrittenem Holz und Zellstoff
- Verlust der Biodiversität in mangelhaft bewirtschafteten Waldökosystemen
- Der Klimawandel kann die Holzbeschaffung beeinträchtigen
- Klima- und marktbedingte Auswirkungen auf die Verfügbarkeit von Holz und Zellstoff und deren Preis und Qualität

##### Policies und Engagement

- Zentral verwaltete Holz- und Faserzellstoffbeschaffung
- Policy für Holz und Zellstoff
- Policy für Bioenergie
- CanopyStyle-Initiative
- Lenzings globaler Verhaltenskodex für Lieferanten
- Bevorzugung von langfristigen Verträgen und direkten Kontakten

##### Gesetzte Maßnahmen

- 100 Prozent der Holzlieferanten werden nach den Kriterien für FSC® Controlled Wood bewertet
- Neue Policy für Bioenergie

- Hochfahren des Zellstoffwerks in Brasilien und Standort in Thailand nach Start-up 2022
- PEFC-Chain-of-Custody-Zertifizierung für Faserproduktionsstätten in Purwakarta (Indonesien), Nanjing (China) und Mobile (USA)
- Die Nachhaltigkeitsleistung der Zellstofflieferanten wurde anhand eines umfassenden Fragebogens untersucht
- Integration der von LD Celulose (Brasilien) bewirtschafteten Plantagen in die Lenzing Gruppe
- Verlagerung des Transportes einiger eingehender Materialien von Straße auf Schiene, um die CO<sub>2</sub>-Bilanz zu verbessern
- Regelmäßige Audits für Holzzertifizierungsstandards (FSC®, PEFC)<sup>38</sup>
- Internes Auditmanagementsystem
- Holz- und Faserzellstoffzertifizierung nach FSC®- und PEFC-Standards
- Zusätzliche Überprüfung durch Dritte von Lenzings Holz- und Zellstoffbeschaffung im Rahmen der CanopyStyle-Initiative und durch interne Lieferantenaudits
- Beim Hot Button Ranking von Canopy wurde Lenzing mit einem „Dark Green Shirt“ ausgezeichnet
- CDP-Forests „A“-Rating

##### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

##### Stakeholders

- Lieferanten
- CDP
- Canopy
- „Forest Europe“ sowie europäische und nationale Waldstrategien
- Bioökonomie-Strategie für Österreich
- EU-Verordnung über entwaldungsfreie Produkte (EUDR)

##### Verantwortlichkeiten

- Vorstandsmitglied (Faserzellstoff)
- Senior Director Holzeinkauf
- SVP Comm. Affairs Pulp
- SVP Global Purchasing

##### Unterstützende Funktionen

- Corporate Sustainability

<sup>38</sup> FSC® (FSC-C041246), PEFC (PEFC/06-33-92)

- Vorbereitungen für bevorstehende EU-Verordnung über entwaldungsfreie Produkte

- Global QESH

## Nachhaltige Beschaffung von Holz und Faserzellstoff

[GRI 308-2]

Holz und Faserzellstoff sind die wichtigsten Rohstoffe für Lenzing. Die Lenzing Gruppe übernimmt Verantwortung, indem sie eine nachhaltige Beschaffung anstrebt, die sich auf Umweltzertifikate sowie einen verantwortungsvollen und effizienten Einsatz dieser wertvollen Ressourcen stützt. Lenzing bezieht Holz und Faserzellstoff aus naturnahen Wäldern (gemäß der Definition der Ernährungs- und Landwirtschaftsorganisation der Vereinten Nationen<sup>39</sup> (FAO), zu denen natürlich nachwachsende und angepflanzte Wälder mit einer ähnlichen Artenzusammensetzung wie die natürlichen Wälder in dem betreffenden Gebiet gehören) und aus Plantagen (gemäß FAO<sup>40</sup>-Definition), nicht jedoch aus Urwäldern, natürlichen Wäldern sowie ursprünglichen und gefährdeten Wäldern.

Bei einem geschätzten Faserzellstoffvertrag aus Holz von 40 Prozent lässt sich grob abschätzen, dass der gesamte Holzverbrauch für die Eigenproduktion von Lenzing und für den zugekauften Faserzellstoff etwa 2,5 Mio. Tonnen Holz (Trockenmasse) beträgt.

Mehr Informationen bezüglich Beschaffung von Chemikalien finden Sie im Kapitel „Unternehmenspolitik“.

### HOT BUTTON REPORT 2023

2023 erreichte Lenzing 32 Punkte und mit dem „Dark Green Shirt“ die höchste Kategorie im „Hot Button Ranking“ der CanopyStyle-Initiative. Dies ist ein Ranking der 35 größten Produzenten von cellulosebasierten Fasern in Bezug auf die nachhaltige Holz- und Faserzellstoffbeschaffung. Der Bericht bestätigte Lenzing ein geringes Risiko für eine Holzbeschaffung aus ursprünglichen und gefährdeten Wäldern, welches die bestmögliche Einstufung ist. Jedoch hat Lenzing neue Lieferanten hinzugefügt, was das potenzielle Risiko vergrößern kann. Lenzing ist in ständiger Kommunikation mit ihren Lieferanten um das Risiko so gering wie möglich zu halten. Da Lenzings Holzbeschaffung in Brasilien ausschließlich aus Plantagen im Besitz und unter Management von LD Celulose stammt, gibt es kein Risiko von illegaler Abholzung. Bevor das neue Werk in Brasilien gebaut wurde, hat ein Gutachten bestätigt, dass sich in der Nähe des Zellstoffwerks keine indigenen Siedlungen befinden.

## Faserzellstoff in der Lenzing Gruppe

Die Verarbeitung von Holz zu Fasern erfordert eine besondere Qualität von Zellstoff, der als Faserzellstoff bezeichnet wird. Die aktuellen Faserzellstoffkapazitäten der Lenzing Gruppe betragen 320.000 Tonnen am Standort Lenzing (Österreich) und 285.000 Tonnen am Standort Paskov (Tschechische Republik) und 500.000 Tonnen am Standort in Indianópolis (Brasilien). Die Standorte der eigenen Zellstoffwerke von Lenzing finden Sie im Kapitel „Standorte der Lenzing Gruppe“.

Ergänzend zur eigenen Faserzellstoffproduktion kauft Lenzing Faserzellstoff am Weltmarkt zu, meist im Rahmen langfristiger Lieferverträge. Andererseits wird ein Teil des selbst produzierten Faserzellstoffes auf dem Weltmarkt weiterverkauft. 2023 bezog die Lenzing Gruppe Faserzellstoff von den folgenden Lieferanten (in alphabetischer Reihenfolge):

### Länder der Faserzellstofflieferanten (2023)

Tabelle 33

Lieferant	Land
AustroCel Hallein GmbH	Österreich
Georgia-Pacific LLC	USA
International Paper	USA
Lenzing AG	Österreich
Lenzing Biocel Paskov a.s.	Tschechische Republik
LD Celulose (Lenzing AG)	Brasilien
Rayonier Advanced Materials	USA, Kanada
Sappi Ltd.	Südafrika, USA
Södra Skogsägarna ekonomisk förening	Schweden
ReNewCel AB	Schweden

Eukalyptus, Kiefer und Fichte sind die vorherrschenden Holzarten, die von den Lenzing Partnern verwendet werden. Verarbeitet werden aber auch Buche, Birke, Esche, Ahorn sowie andere Laub- und Nadelhölzer. Die tatsächlichen Baumarten variieren je nach Region und Qualitätskriterien. Unabhängig von der Holzart stammt das gesamte Holz aus nachhaltigen Forstbetrieben, die nach den führenden Waldzertifizierungssystemen zertifiziert oder kontrolliert werden. Einen Überblick über die wichtigsten Baumarten nach Region finden Sie im Anhang. Lenzing stellt sicher, dass der Bleichprozess aller eingekauften Faserzellstoffe absolut chlорfrei (TCF) oder elementar chlорfrei (ECF) ist.

### Lenzing Policy für Holz und Zellstoff

In ihrer Policy für Holz und Zellstoff verpflichtet sich Lenzing dazu, Holz und Faserzellstoff ausschließlich aus unumstrittenen Quellen zu beziehen. Die Versorgung aller Zellstoff- und Faserproduktionsstandorte der Gruppe mit Holz und Faserzellstoff in einer bestimmten Qualität und Menge ist ein wichtiger Teil des Kerngeschäftes der Lenzing Gruppe. Lenzing bevorzugt Lieferanten, die an glaub-

<sup>39</sup> Carle, J., und Holmgren, P. (2003). Working Paper 79. Definitions Related to Planted Forests. In: Food and Agriculture Organization of the United Nations (2003). Forest Resources Assessment Program Working paper series. Verfügbar unter: <http://www.fao.org/forestry/25853-0d4f50dd8626f4bd6248009fc68f892fb.pdf> [Aufgerufen am 15. Februar 2021]

<sup>40</sup> <https://www.fao.org/forestry/10051/en/>

würdigen Forztzertifizierungsprogrammen teilnehmen, insbesondere dem Forest Stewardship Council® (FSC®) und dem Programme for the Endorsement of Forest Certification (PEFC).

Umstrittene Quellen sind solche, deren Holz:

- aus illegalem Holzeinschlag, aus dem illegalem Handel oder aus illegalen Forstprodukten stammt
- aus der Zerstörung von besonders schutzwürdigen Wäldern stammt, z.B. ursprünglichen und gefährdeten Wäldern bzw. Habitaten mit gefährdeten Arten
- aus Plantagen stammt, die nach 1994 durch die Umwandlung großer Flächen natürlichen Waldes entstanden sind bzw. einer nicht forstlichen Nutzung zugeführt wurden
- aus der Einführung gentechnisch veränderter Organismen im Forstbetrieb stammt
- unter Verletzung von traditionellen Rechten, Rechten der indigenen Bevölkerung und/oder Menschenrechten gewonnen wird
- durch eine Verletzung der IAO-Kernarbeitsnormen, wie in der Erklärung der IAO über grundlegende Prinzipien und Rechte bei der Arbeit definiert, gewonnen wird

Regelmäßige Risikobewertungen, Audits und Besuche vor Ort sowie die Zertifizierung der nachhaltigen Forstwirtschaft durch unabhängige Dritte unterstützen die Einhaltung dieser Policy und das Engagement von Lenzing gegen Entwaldung.

Sollte Lenzing die Herkunft von Holz oder Faserzellstoff aus umstrittenen Quellen bekannt werden, wird der betreffende Lieferant aufgefordert, seine Praktiken im Einklang mit der Policy für Holz und Zellstoff zu gestalten. Bei einer unbefriedigenden Reaktion wird der Lieferant mit entsprechendem Vorlauf aus der Lieferkette entfernt. In den vergangenen Jahren gab es nur wenige solcher Fälle. Es gab drei solcher Fälle im Jahr 2020, einen 2021 und keinen 2022 und 2023.

Weitere Informationen zur verantwortungsvollen Beschaffung von Holz und Zellstoff finden Sie im Unterkapitel „Lenzing Zertifizierungen für Holz und Faserzellstoff“ im Kapitel „Unternehmenspolitik“ und im Fokuspapier „Wood and pulp“.

Zur Erweiterung ihrer Policy für Holz und Zellstoff hat Lenzing 2023 eine Policy für Bioenergie eingeführt. Sie gewährleistet, dass Biomasse für die Energieversorgung nicht aus umstrittenen Quellen wie Entwaldung bezogen wird. Weitere Informationen über diese Policy finden Sie im Kapitel „Klimawandel“.

### Gesellschaftliche Aspekte

Die Policy für Holz und Zellstoff der Lenzing Gruppe bezieht sich auch auf gesellschaftliche Aspekte bei der Holzbeschaffung und dabei insbesondere auf Menschenrechte, die bei Lenzing von den Holzzertifizierungssystemen FSC® und PEFC abgedeckt sind. Zusammen mit den nationalen Gesetzen und dem Verhaltenskodex von Lenzing stellt sie sicher, dass die traditionellen, gemeinschaftlichen und bürgerlichen Rechte eingehalten werden und dass die Arbeitsbedingungen den IAO-Kernarbeitsnormen entsprechen<sup>41</sup>.

## Transport und Logistik

Im Zuge der Umsetzung der Dekarbonisierungsstrategie verlagerte Lenzing den Transport einiger eingekaufter Materialien von Straße auf Schiene und Schiff, um ihren CO<sub>2</sub>-Fußabdruck zu verbessern. Dies bedeutet zum Beispiel, dass der Transport von Schwefel, der von einem Lieferanten bezogen wird, von der Straße auf die Schiene verlagert wurde.

### Reduktion von Treibhausgas-Emissionen beim Transport

2022 hat Lenzing eine sehr nachhaltige Transportlogistik mittels Stückguttransport etabliert, wodurch die THG-Emissionen im Vergleich zum Containertransport um 15 Prozent reduziert werden und der Transport von Faserzellstoff von Brasilien nach China effizienter wird. Bis zum Ende des 3. Quartals 2023 wurden rund 90 Prozent des Zellstoffs als Stückgut transportiert und rund 10 Prozent in Containern (Daten für das vierte Quartal sind noch nicht verfügbar).

### Pentatrains

Der Einsatz von Pentatrains, die über fünf statt der üblichen drei Frachtboxen (Tritrains) verfügen, bedeutet eine Produktivitätssteigerung von mehr als 50 Prozent im Vergleich zu Tritrains. Dies könnte zu einer Verringerung um 5.600 Fahrten auf Autobahnen und zu Einsparungen von bis zu 220.000 Litern Diesel jährlich führen. Bei der Plantage in Brasilien wurde dies bereits umgesetzt, und LD Celulose hat eine Flotte von 15 Pentatrains für den Transport von Holz aus den Plantagen. Da diese Züge nicht auf öffentlichen Straßen fahren dürfen, werden zum Teil noch herkömmliche LKW eingesetzt.

### Neue Software für den Holzeinkauf sorgt

#### für mehr Transparenz und erleichtert den Logistikprozess

Der Standort Lenzing (Österreich) hat einen komplexen Holzversorgungsprozess, der mehrere Schritte vom Fällen der Bäume bis zur Lieferung des Holzes beinhaltet und eine präzise Logistik erfordert. Um die Abläufe zu vereinfachen, wurde eine spezielle Software eingeführt und es wurden wichtige Meilensteine erreicht, 2019 mit der Einführung des elektronischen Lieferscheins, 2022 mit der Umstellung auf das Vertragsmanagement und nötige Updates für den täglichen Gebrauch in 2023. Im dritten Quartal 2024 ist die Einführung eines Lieferanten- und Kundenportals geplant, das den Datentransfer für elektronische Transportdokumente, Lieferscheine und Rechnungen sowie zertifizierungsbezogene Informationen erleichtern soll. Diese Verbesserungen machen die Arbeit transparenter und einfacher und sind wichtige Schritte in Richtung eines papierlosen Büros für den Holzeinkauf.

## Beschaffungsmanagement

Innerhalb der Lenzing Gruppe wird der Einkauf von Holz, Faserzellstoff und Chemikalien von drei verschiedenen Teams abgedeckt. Lenzing ist bestrebt, Einkaufsrisiken wie größere Preisschwankungen und Lieferengpässe durch verlässliche, langfristige Lieferbeziehungen und aktives Lieferantenmanagement zu minimieren.

Die Auswahl und Bewertung von Lieferanten basiert auf Standards im Hinblick auf Umwelt, Soziales und Governance (ESG) sowie auf wirtschaftlichen Kriterien. Für ihre Lieferanten (außer Holz- und

<sup>41</sup> [https://www.ilo.org/asia/decentwork/dwcp/WCMS\\_143046/lang--en/index.htm](https://www.ilo.org/asia/decentwork/dwcp/WCMS_143046/lang--en/index.htm)  
[aufgerufen am 15. Februar 2021]

Zellstofflieferanten) hat Lenzing einen Verhaltenskodex für Lieferanten, um sicherzustellen, dass sie diese Kriterien einhalten. Weitere Informationen finden Sie im Kapitel „Unternehmenspolitik“.

Die wichtigsten beschafften Materialien sind (in der Reihenfolge des jährlichen Beschaffungsvolumens): Holz, Faserzellstoff, Natronlauge, Schwefelsäure, Schwefel, Schwefelkohlenstoff, Schwefeldioxid und Magnesiumoxid.

#### SCHULUNGEN VON EINKÄUFER:INNEN

Um die Ambitionen von Lenzing in Bezug auf die Sorgfaltspflicht (Due Diligence) in der Lieferkette zu erfüllen und das Engagement der Lieferanten zu erhöhen, wurde das gesamte globale Einkaufsteam in die EcoVadis-Plattform eingewiesen, entweder durch Schulungen auf der EcoVadis-Plattform oder intern (unter Verwendung der Informationsquelle der EcoVadis-Website). Die betreffenden Einkäufer:innen haben Zugang zur EcoVadis-Plattform und einer internen Bibliothek, damit sie ihr Wissen in Nachhaltigkeitsbereichen über die für sie zugängliche EcoVadis-Akademie weiterentwickeln können.

Im Oktober fand ein Webinar für das Beschaffungsteam statt, in dem es vor allem um die Pläne für Korrekturmaßnahmen bei Lieferanten ging sowie darum, wie Nachhaltigkeitsthemen in das Tagesgeschäft integriert werden können.



## Einbeziehung von Stakeholdern bei nachhaltiger Rohstoffbeschaffung

[GRI 3-3f]

### Canopy

Lenzing arbeitet mit der NGO Canopy zusammen und steht in ständigem Dialog mit den Mitgliedern der CanopyStyle-Initiative, um eine verantwortungsbewusste Holzbeschaffung zu gewährleisten und die Abholzung ursprünglicher und gefährdeter Wälder rund um den Globus zur Herstellung von Textilien und Fasern zu verhindern.

Canopy veröffentlicht jährlich den Hot Button-Bericht<sup>42</sup>, eine Rangliste aller Hersteller von Cellulosefasern auf Basis von Holz nach ihrer Leistung, Transparenz und Innovation im Bereich der Holz- und Faserzellstoffbeschaffung. Heute orientieren sich über 550 internationale Marken mit einem Gesamtjahresumsatz von über USD 1 Bio. bei der Beschaffung an Produzenten, die mit dem „Dark Green Shirt“ bewertet wurden. In den letzten Jahren hat Lenzing bei all diesen Kriterien eine kontinuierliche Verbesserung gezeigt: Die Policy für Holz und Zellstoff von Lenzing ist seit Jahren mit der CanopyStyle-Initiative abgestimmt. Seit 2020 werden die Standorte der Faserzellstofflieferanten im Detail veröffentlicht. In Cano-

<sup>42</sup> Lenzing - Hot Button Report ([canopyplanet.org](http://canopyplanet.org))

<sup>43</sup> Verband der europäischen Zellstoff- und Papierindustrie

<sup>44</sup> Madrid Ministerial Declaration. 25 years together promoting Sustainable Forest Management in Europe, 7th Forest Europe Ministerial Conference, Madrid 2015. Verfügbar unter: [https://foresteurope.org/wp-content/uploads/2016/11/III-ELM\\_7MC\\_2\\_2015\\_MinisterialDeclaration\\_adopted-2.pdf](https://foresteurope.org/wp-content/uploads/2016/11/III-ELM_7MC_2_2015_MinisterialDeclaration_adopted-2.pdf) [aufgerufen am 15. Februar 2021]

pys letztem Hot Button-Bericht, welcher im November 2023 veröffentlicht wurde, erzielte Lenzing zum vierten Mal ein „Dark Green Shirt“.

### Treibhausgas-Protokoll (Greenhouse Gas Protocol Land Sector and Removals Guidance)

Das THG-Protokoll hat einen Prozess zur Entwicklung neuer Standards bzw. Richtlinien eingeleitet, wie Unternehmen die folgenden Aktivitäten in ihren THG-Inventaren berücksichtigen sollten: die Entfernung und Abscheidung von Kohlenstoff, Landnutzung, Landnutzungsänderung sowie Bioenergie. Ein Ansatzpunkt für die Initiative ist die Kritik an der Klimaneutralität von Bioenergie und Emissionen aus biogenen Quellen.

Das Ergebnis dieser andauernden Überlegungen wird für 2024 erwartet und nicht nur auf die holzbasierte Faserindustrie, sondern auf die gesamte holzbasierte Bioökonomie entscheidende Auswirkungen haben.

Nach Ansicht von Lenzing sind nachhaltig bewirtschaftete Wälder und Plantagen wichtige Faktoren zur Abschwächung des Klimawandels durch Kohlenstoffabscheidung im Wald, geerntete Holzprodukte und die Substitution fossiler Materialien mit hohem CO<sub>2</sub>-Fußabdruck. Darüber hinaus sind nachhaltig bewirtschaftete naturnahe Wälder der beste Weg, um die Biodiversität zu schützen und den Wald für Menschen weiterhin erlebbar zu machen, z.B. in Form von Naherholungsgebieten oder durch deren mikroklimatische Vorteile (Ökosystemleistungen).

Daher hat Lenzing über ihren Branchenverband CEPI<sup>43</sup> Input für den Prozess geliefert, sich 2022 an der Überprüfungsgruppe zur Kommentierung des Leitfadenentwurfs beteiligt und bis März 2023 einen Pilotversuch für den Leitfadenversuch unternommen. Bei der Überprüfung nach dem Pilotversuch trat Lenzing der erweiterten Technischen Arbeitsgruppe („TAG+“) bei.

### „Forest Europe“ sowie europäische und nationale Waldstrategien

Zur Förderung der nachhaltigen Forstwirtschaft wurde von der Ministerkonferenz zum Schutz der Wälder in Europa, der 46 Staaten angehören, 1990 die politische Initiative „Forest Europe“ ins Leben gerufen. Es wurde eine Reihe von Indikatoren in Bezug auf sechs verschiedene Kriterien entwickelt, die die Nachhaltigkeitsleistung in europäischen Wäldern messen und Ziele für Verbesserungen festlegen<sup>44</sup>. Die derzeitigen Bemühungen konzentrieren sich auf die Anpassung an den Klimawandel<sup>45</sup>, den Gewässerschutz und die Biodiversität<sup>46</sup>. Als bedeutender Abnehmer von Holz in Europa unterstützt die Lenzing Gruppe diese Ziele, die darauf ausgerichtet sind, die Funktion des Waldes in seinem Ökosystem fortlaufend zu gewährleisten und zu verbessern und gleichzeitig die Verfügbarkeit des Rohstoffes Holz langfristig sicherzustellen.

### Bioökonomie-Strategie für Österreich

Die Bioökonomie-Strategie für Österreich wurde 2019 veröffentlicht<sup>47</sup>. Zurzeit wird ein Aktionsplan entwickelt. Lenzing ist in dieser Bioökonomie-Plattform vertreten und hat von 2019 bis 2020 in

<sup>45</sup> FOREST EUROPE 2020. Adaptation to Climate Change in Sustainable Forest Management in Europe, Liaison Unit Bratislava, Zvolen, 2020

<sup>46</sup> <https://forestbiodiversity.eu/> [aufgerufen am 15. Februar 2021]

<sup>47</sup> [https://www.bmkk.gv.at/themen/klima\\_umwelt/klimaschutz/biooeconomie/strategie.html](https://www.bmkk.gv.at/themen/klima_umwelt/klimaschutz/biooeconomie/strategie.html) [aufgerufen am 15. Februar 2021]

Workshops und einer Online-Konsultation Input für die Strategie und die Entwicklung des Aktionsplans geliefert. Der Aktionsplan zielt darauf ab, die Notwendigkeit der Mobilisierung von Holz als Rohstoff für die Bioökonomie bei gleichzeitiger Sicherung und Verbesserung der Vitalität und Widerstandsfähigkeit der Wälder durch eine angemessene Forstwirtschaft in Einklang zu bringen. Die Strategie ist im Arbeitsprogramm der Regierung prominent platziert; ihre Umsetzung ist gesichert.

Die zugrundeliegenden Studien zeigten eine Lücke zwischen dem steigenden Bedarf an erneuerbaren Rohstoffen für Materialien und Energie einerseits und dem möglichen Angebot andererseits, das hauptsächlich durch die verfügbare Landfläche begrenzt wird. Ein für Lenzing besonders relevanter Bereich des Aktionsplanes ist daher die Weiterentwicklung der biobasierten Kreislaufwirtschaft mit dem Recycling biobasierter Materialien. Hier wird Lenzing einen entsprechenden Beitrag leisten.

Im Mittelpunkt der Aktivitäten von Lenzing standen 2023 Netzwerkaktivitäten wie die Teilnahme an Workshops oder Diskussionen mit anderen Stakeholdern. Ein wichtiges Netzwerk in diesem

Zusammenhang ist Bioeconomy Austria, da es sich stark auf die Holznutzung (in verschiedenen Bereichen) konzentriert und bestehende Aktivitäten miteinander verknüpft.

#### **EU-Entwaldungsverordnung (EUDR)**

Alle maßgeblichen EU-Institutionen haben die EU-Entwaldungsverordnung (EUDR 2023/1115) verabschiedet, die im Juni 2023 veröffentlicht wurde. Die Anforderungen der Verordnung werden ab dem 30. Dezember 2024 verbindlich sein. Lenzing bereitet sich bereits auf die Umsetzung dieser Verordnung vor. Interne Prozesse wurden angestoßen und Lenzing steht in ständigem Austausch mit Partnern in der Lieferkette und relevanten Stakeholdern, wie Branchenverbänden und Zertifizierungssystemen, um die Anforderungen zu erfüllen. Derzeit steht die Auslegung des Textes und die operative Umsetzung im Mittelpunkt. Die EUDR wird den Verwaltungsaufwand erhöhen und zusätzliche Ressourcen erfordern, um die vollständige Compliance bis Ende 2024 zu gewährleisten.

# Nachhaltige Innovationen

## MANAGEMENTANSATZ

### Wesentliches Thema: Nachhaltige Innovationen & Produkte

[GRI 3-3]

Nachhaltigkeit ist ein Leitprinzip für die Innovation und Produktentwicklung von Lenzing, das den systemischen Wandel in der gesamten Textil- und Vliesstoffindustrie fördert. Die kontinuierliche Optimierung bestehender Produkt- und Herstellungstechnologien stärkt die Widerstandsfähigkeit und den Ruf des Unternehmens und erleichtert die Lieferung von Produkten an Partner in der Wertschöpfungskette, die zur Ökobilanz ihres eigenen Portfolios beitragen. Der Übergang von der linearen zur zirkulären Arbeitsweise eröffnet Lenzing viele Möglichkeiten, ihren Kunden eine Vielzahl von umweltfreundlicheren Lösungen anzubieten, z.B. biologisch abbaubare Fasern für die Herstellung von Agrar- und Hygieneprodukten.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Erfüllt die Erwartungen des Marktes und der Stakeholder
- Differenzierungsmerkmal
- Auf neue Herausforderungen vorbereitet sein
- Vorreiterrolle des Unternehmens
- Aufbau neuer Kooperationen und Netzwerke
- Den Status quo in Frage stellen

- Lenzing ist Partner des Projekts Circular and Sustainable Textile Clothing (CISUTAC) von Horizon Europe
- Durch CISUTAC beteiligt sich Lenzing an ECOSYSTEK, einem Zusammenschluss aus 26 von der EU finanzierten Projekten mit Fokus auf die Nachhaltigkeit in der Textilindustrie, der die Zusammenarbeit zwischen den verschiedenen Projektgruppen sicherstellen soll
- Durch FFG gefördertes Projekt REWA (Reducing Energy and Waste using AI) gemeinsam mit ProFuture, der Universität Linz und der Technischen Universität Graz
- Förderung des Konzeptes des erneuerbaren Kohlenstoffes als Mitglied der Renewable Carbon Initiative (RCI)
- 1.352 Patente und eingereichte Patentanmeldungen aus 163 Patentfamilien in 50 Ländern

##### Negativ

###### Eigene Aktivitäten:

- Verlust der Innovationsführerschaft birgt Risiken in den Bereichen Regulierung, Finanzen, Markt und Unternehmensreputation

#### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

##### Stakeholders

- Kunden
- Regulierungsbehörden (national, europäisch, international)
- Nichtregierungsorganisationen (NGOs), die im Bereich der (textilen) Nachhaltigkeit tätig sind, wie z. B. Canopy
- Verbände und Netzwerke – wie RCI, European Polysaccharide Network of Excellence (EPNOE) und die European Platform for the Future of Textiles and Clothing (Textile ETP)
- Technische und Normungsausschüsse
- Förderstelle (z. B. Jahrestreffen mit der FFG)
- Im Rahmen des PRO<sup>2</sup>-Prozesses für Projektmanagement
- Södra
- Wood K Plus
- Christian Doppler Labor
- Reducing Energy and Waste using AI (REWA)
- Circular and Sustainable Textiles and Clothing (CISUTAC)
- Bilaterale Forschung
- Industrieverbände und Initiativen

#### Policies und Engagement

- Strategie „Better Growth“
- Nachhaltigkeitsstrategie „Naturally Positive“ mit Kernbereich „Nachhaltige Innovationen“
- Lebenszyklusdenken
- Net Benefit-Konzept
- Zero Discharge of Hazardous Chemicals (ZDHC)
- PRO<sup>2</sup> Projektmanagementsystem (Innovation von Produkten und Applikationen sowie von Prozessen und Technologien) als Teil der Lenzing Geschäftsprozesse
- Managementprüfung (ISO 9001:2015)

#### Gesetzte Maßnahmen

- Jede Idee wird hinsichtlich ihrer Nachhaltigkeitsauswirkungen wie etwa THG-Emissionen bewertet – F&E-Projekte werden nur dann weiterverfolgt, wenn sie vorgegebene Nachhaltigkeitskriterien erfüllen
- Anpassung der Prozesse und Schnittstellen zwischen den Innovationsteams und anderen Abteilungen gemäß der neuen Organisationsstruktur, um für eine anhaltend enge und effiziente Zusammenarbeit zu sorgen
- Zahlreiche Forschungs- und Entwicklungspartnerschaften mit Kunden, Unternehmen, Universitäten und Instituten (national und international)
- Entwicklung eines digitalen globalen Produktionsüberwachungssystems zur Optimierung der Ressourcen- und Energienutzung bei der Herstellung von Zellstoff und Fasern
- Zusammenarbeit zwischen Södra und Lenzing im Bereich Textilrecycling

##### Verantwortlichkeiten

- CPO/CTO
- VP Innovation & Excellence

##### Unterstützende Funktionen

- Commercial Nonwovens and Textiles
- Global Strategy and M&A
- Global Engineering

- Lenzing und Renewcell unterzeichneten umfangreiche Liefervereinbarung zur Erweiterung der Kreislaufwirtschaft in der Modebranche (chemisches Textilrecycling)

- Operations
- Corporate Sustainability

Nachhaltige Innovationen bilden einen strategischen Kernbereich der Nachhaltigkeitsstrategie „Naturally Positive“ von Lenzing. Lenzing ist bestrebt, Lösungen auf Cellulosebasis auf den Markt zu bringen, die den Konsument:innen mehr nachhaltige Alternativen bieten, ohne Kompromisse bei Qualität und Leistung einzugehen. Nachhaltige Innovationen umfassen deutliche Effizienzsteigerungen bei vorhandenen Technologien und technologische Durchbrüche, aus denen Net Benefit-Produkte entstehen. Unter die Lenzing Innovationen fällt auch das Vorantreiben des systemischen Wandels mithilfe von zukunftsweisenden Lösungen und Geschäftsmodellen sowie einer Vielzahl von Kooperationen. Verstärkt wird auch die Implementierung digitaler Tools und Lösungen, um Prozesse und Produkte noch transparenter zu gestalten, vorangetrieben. Weitere Informationen finden Sie im Kapitel „Digitalisierung & Cyber Security“.

Die Lenzing Gruppe hat 2023 eine neue Organisationsstruktur im Bereich Innovationen eingeführt. Die Anwendungs- und Produktentwicklung ist nun Teil der Geschäftseinheiten Textilien und Vliesstoffe, die beide über eigene Innovationsgruppen verfügen. Dies bringt neue Entwicklungen und Innovationen näher an die Kunden. Die Technologieentwicklung und das grundlegendere Research (Global Research) sind – zusammen mit Global Technology – Teil der Abteilung Innovation and Excellence. Es findet eine starke Zusammenarbeit und ein Austausch zwischen allen Gruppen mit Innovationsbezug sowie anderen Abteilungen statt. Aufgrund der Reorganisation ist ein direkter Vergleich der Forschungs & Entwicklungs (F&E)-Ausgaben mit den Vorjahren nicht gänzlich möglich. Im Jahr 2023 beliefen sich die Ausgaben für F&E, berechnet nach der Frascati-Methode (abzüglich erhaltener Förderungen), auf EUR 31,6 Mio. (2022: EUR 34,8 Mio., 2021: EUR 31,6 Mio.). Ein weiterer Indikator für die Innovationskraft der

Lenzing Gruppe sind ihre 1.352 Patente und Patentanmeldungen (aus 163 Patentfamilien), die sie in 50 Ländern besitzt.

## Finanzierung nachhaltiger Entwicklungen

Nachhaltigkeitskriterien werden als Guidelines und Anforderungen für die Finanzierung von Forschung und Entwicklung sowohl auf nationaler als auch auf europäischer Ebene immer wichtiger. Lenzing ist seit Langem auf diesem Gebiet tätig und nutzt diese Möglichkeit nicht nur, um die interne Eigenentwicklung voranzutreiben, sondern ist auch in kooperativen Forschungsprojekten aktiv.

Lenzing ist eines der wenigen Unternehmen, das 2021 die heiß umkämpfte und begehrte „Green Frontrunner“-Förderung für ein Projekt erhalten hat. 2023 intensivierte Lenzing ihre Aktivitäten im Bereich der von der EU finanzierten Projekte, was auch dem Networking und dem Aufbau neuer Kooperationen dient. Lenzing ist nun Partner der Projekte CISUTAC, LIFE-TREATS (Textile Recycling in Europe at Scale) und ESCIB (Entwicklung von Methoden zur Beurteilung der ökologischen Nachhaltigkeit und Kreislauffähigkeit industrieller biobasierter Systeme). Mehrere weitere Partnerschaften sind anhängig. Weitere Informationen finden Sie im Abschnitt „Zusammenarbeit im Bereich Forschung“.

Ressourcen- und energieeffiziente Produktionsprozesse (und die F&E-Infrastruktur) bilden die Grundlage für die Entwicklung neuer Fasern, die sowohl nachhaltig als auch leistungsstark sind. Diese Fasern dienen als Rohmaterial für die Textil- und Vliestoffkette und werden häufig gemeinsam mit Partnern aus der Wertschöpfungskette oder anderen Stakeholdern entwickelt. Da neue Fasern meist auf spezielle Anwendungsbereiche zugeschnitten sind, geht dies Hand in Hand mit der Entwicklung der jeweiligen Anwendungen.

## MANAGEMENTANSATZ

### Wesentliches Thema: Nachhaltige Materialien & Lebenszyklusanalysen (LCA)

[GRI 3-3]

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Stärkung der Marktposition für nachhaltige Net Benefit-Produkte und Spezialfasern
- Darstellung der Nachhaltigkeitsvorteile der Lenzing Produkte
- Mitgestaltung künftiger Standards für umweltbezogene Kommunikation (Umweltbelastung von Produkten, Regeln für Produktkategorien usw.)
- Kompetenzgewinn beim Lebenszyklusdenken, um die nachhaltige Entwicklung proaktiv unter Beweis zu stellen
- Unterstützung der bestehenden und künftigen Kunden beim Erreichen ihrer Nachhaltigkeitsziele

##### Gesetzte Maßnahmen

- Weiterer Ausbau der LCA-Studien für Standardfaser- und Spezialfaserportfolios
- Einführung von Faserprodukten mit niedrigem CO<sub>2</sub>-Fußabdruck mit entsprechendem Ausgleich der verbleibenden Emissionen
- Inbetriebnahme strategischer Wachstumsprojekte in Brasilien und Thailand
- Einstufung der Lenzing Fasern im Preferred Fiber Report von Textile Exchange als „Bevorzugte Fasern“
- Beitrag zum Corporate Fibers & Materials Benchmark Program (CFMB) von Textile Exchange und zum Biodiversity Benchmark
- Jährliche Aktualisierung des Fragebogens MMCF Producer Transparency Questionnaire von Textile Exchange, um Informationen über die Nachhaltigkeitsleistung auf Konzernebene und auf Ebene der Produktionsstätten zu kommunizieren

## Negativ

### Eigene Aktivitäten:

- „Greenhushing“: Das Unternehmen produziert zwar nachhaltige Materialien/Produkte, ist aber nicht imstande, dies zu kommunizieren
- Sinkende Reputation durch Intransparenz
- Potenzielle Risiken in den Bereichen Regulierung, Technologie, Markt und Unternehmensreputation

## Policies und Engagement

- Strategie „Better Growth“
- Partnerschaften für den systemischen Wandel im Rahmen der Nachhaltigkeitsstrategie „Naturally Positive“
- Policy für Nachhaltigkeit
- Policy für Sicherheit, Gesundheit und Umwelt
- Lenzing Umweltstandard
- Policy für Holz und Zellstoff
- Branding-Strategie
- Higg MSI

- Beitrag zu führenden Multi-Stakeholder-Initiativen
- Breites Spektrum an externen Zertifizierungen
- LCA-Updates in Kooperation mit unabhängigen Dritten
- Fortsetzung der Zusammenarbeit mit Cascale (vormals SAC) und ihrem Material Sustainability Index (MSI)

## Nachhaltigkeitsziele, Maßnahmen und Fortschritte

Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

## Verantwortlichkeiten

- VP Corporate Sustainability
- EVP Commercial Nonwoven
- EVP Commercial Textile
- SVP Global Supply Chain/Purchasing

## Unterstützende Funktionen

- Global QESH
- Forschung & Entwicklung

## Nachhaltigkeit fördert Innovation

Nachhaltigkeit dient als Leitprinzip für Innovation und Produktentwicklung. Jede Prozess-, Produkt- oder Applikationsinnovation wird von Anfang an in Bezug auf ihre Nachhaltigkeit bewertet. Zu den wichtigsten Gesichtspunkten gehören die Lebenszyklusperspektive und der Net Benefit-Ansatz entlang der gesamten Wertschöpfungskette. Umgesetzt werden sie durch Prozesse von Lenzings angewandtem Projektmanagement.

Das Innovationsportfolio von Lenzing thematisiert die wichtigsten Fragen der Zukunft. Nachhaltige Innovationen und proaktive Partnerschaften bilden die Grundlage für die strategischen Bemühungen, die Wertschöpfungskette von Lenzing „grüner“ zu gestalten. Die Nachhaltigkeitsziele für Luftemissionen, Wasseremissionen, Umweltverschmutzung, Klimaschutz und Kreislaufwirtschaft sind die Eckpfeiler für das verantwortungsvolle unternehmerische Handeln von Lenzing und treiben Innovationen voran.

### LENZING™ ECOVERO™ mit REFIBRA™ Technologie

Durch die erfolgreiche Entwicklung und Skalierung der Produktion steht LENZING™ ECOVERO™ mit REFIBRA™ Technologie nun Kunden weltweit zur Verfügung. Die neuen Viscosefasern mit REFIBRA™ Technologie enthalten neben den umweltfreundlichen Vorzügen der ursprünglichen Marke LENZING™ ECOVERO™ mit einem Minimum von 20 Prozent Post-Consumer-Textilabfälle, die aus zellulosereichen Materialien oder Polyester-Baumwoll-Gemischen gewonnen werden. Die Abfälle werden in Zusammenarbeit mit wichtigen Branchenführern und Innovationspionieren im Bereich Post-Consumer-Recycling gesammelt und sortiert.

Die Ausweitung der REFIBRA™ Technologie auf LENZING™ ECOVERO™ wird dazu beitragen, den allgemeinen Post-Consumer-Anteil in den Produkten von Lenzing zu erhöhen. Mit diesem Schritt unterstreicht Lenzing erneut ihr Bestreben, den Übergang zu einer Kreislaufwirtschaft in der Textil- und Modeindustrie mit innovativen und zukunftssicheren Lösungen voranzutreiben.

### Neuer ressourceneffizienter Färbeansatz

#### für TENCEL™ Lyocellfasern

Es wurde ein neuer Ansatz eingeführt, mit dem dank einer Vorbehandlung des Garns und einer Stricktechnik eine Ästhetik erzielt wird, die dem ausgewaschenen (Wash-down) Look herkömmlicher Färbeprozesse bei Konfektions- und Strickbekleidung gleicht. Um der Verschmutzung durch Färbe- und Veredelungsprozesse in der Textilindustrie zu begegnen, wird der neue Ansatz die Umweltauswirkungen deutlich mindern und eignet sich somit ideal für den Einsatz bei vorbehandelten Stoffen und Garnen mit TENCEL™ Lyocellfasern. Zudem ergänzt er die Nassverarbeitungs- und Produktionsanlagen von Stofffabriken und bietet Partnern in der Wertschöpfungskette so weitere Vorteile.

Mit dem neuen Ansatz wird der Wasser- und Energieverbrauch gesenkt und eine Wash-down-Ästhetik erreicht, die zuvor nur mithilfe des ressourcenaufwendigen Denim-Färbe- und -Bleichungsprozesses möglich war.

Das Konzept eignet sich ideal für den Einsatz in Garnen und Stoffen aus TENCEL™ Lyocellfasern und TENCEL™ Lyocellfasern mit REFIBRA™ Technologie und trägt dazu bei, die Vielseitigkeit von Stoffen zu erhöhen und neue Designmöglichkeiten für Konfektions- und Strickbekleidung zu schaffen. Außerdem lassen sich die Maschinen in bestehenden Stofffabriken leicht auf den neuen Ansatz einstellen.

### Branchenweit neue Innovation, die das Verfärben von cellulosebasierten Kleidungsstücken während thermoplastischer Molding-Verfahren verringert

Lenzing hat eine neue Verarbeitungslösung eingeführt, die die Vergilbung von Kleidungsstücken und Stoffen aus regenerierten Cellulosefasern während Hochtemperatur-Fertigungsverfahren vermindert. Die neue Lösung wird zunächst für Unterwäsche und anschließend auch für Oberbekleidung und Ready-to-Wear-Ware eingeführt; damit geht Lenzing als branchenweit erstes Unternehmen diese technische Herausforderung während des Molding-Verfahrens an.

Verfärbung und Vergilbung, die durch das Formen bei hohen Temperaturen verursacht werden, waren bei der Herstellung von Kleidungsstücken bislang unvermeidlich. Zwar lässt sich das Problem der Verfärbung bei Kunststofffasern durch den Einsatz von Chemikalien minimieren, bei regenerierten Cellulosefasern ist diese Methode jedoch nicht so effektiv. Dank der von Lenzing entwickelten Lösung wird dieses Problem deutlich gemindert, wodurch die Einschränkungen, mit denen die Textilfabriken während der Produktion und dem Färben von hellen Kleidungsstücken aus regenerierten Cellulosefasern zu kämpfen haben, eliminiert werden.

Dies unterstreicht auch die Bemühungen von Lenzing, den Einsatz von Cellulosefasern wie TENCEL™ Lyocell- und Modalfasern, die aus nachhaltigem Holz gewonnen und in umweltverträglichen Verfahren hergestellt werden, zu verbessern und zu erweitern.

### **Hydrophobe Cellulosefasern für nachhaltige Vliesstoffe**

Die Entwicklung einer hydrophoben Lyocellfaser erweitert das Faserportfolio von Lenzing und ermöglicht den Ersatz von synthetischen Fasern durch eine Cellulosefaser, die in Heimkompostierung sowie unter industriellen Bedingungen kompostierbar und im Boden biologisch abbaubar ist und somit eine Alternative zu herkömmlichen synthetischen Fasern darstellt. Zudem weisen die Cellulosefasern eine verbesserte Weichheit auf und sind daher für künftige Produktentwicklungen in Anwendungen mit Hautkontakt, z.B. Hygieneprodukte oder Feuchttücher, von Vorteil. Darüber hinaus führt das hydrophobe Verhalten der Cellulosefaser zu einem anderen Verhalten gegenüber Lotionen, was eine Anpassung der Lotionsmengen und -rezepturen ermöglicht. So werden die Möglichkeiten der Vliesstoffhersteller erweitert, insbesondere bei der Suche nach hundertprozentigen Celluloseoptionen.

### **Hundertprozentig cellulosehaltige Fasern**

Der Entwicklungsansatz, Alternativen zu synthetischen Fasern oder Produkten mit vergleichbarer Leistung wie bestehende Produkte zu bieten, wurde fortgeführt und der Anwendungsbereich weiter ausgebaut. Zum einen wurde das Portfolio an Lyocellfasern um einen groben Titer (6,3 dtex) ergänzt, da aus internen Entwicklungen und Kundendefeedback hervorgeht, dass das Volumen von Wischtüchern, insbesondere im Nasszustand, durch das Mischen dieses neuen Fasertyps mit bereits bestehenden Fasertypen erhöht werden kann.

Bei vielen Hygieneanwendungen sind hydrophobe Eigenschaften vonnöten, um die Flüssigkeit an den gewünschten Ort zu lenken. Die hydrophobe Faser Lyocell Dry eignet sich hervorragend für eine breite Palette an Anwendungen und immer mehr Kunden haben mit der Entwicklung von Produkten begonnen, bei denen diese Faser zum Einsatz kommt, darunter Oberlaken, Beinstulpen, aber auch (Feucht-)Tücher. Dies verdeutlicht die klare Notwendigkeit in der Vliesstoffindustrie, Fasern fossilen Ursprungs durch nachhaltige Alternativen zu ersetzen. Die gemeinsam von Mundao und Lenzing entwickelte biologisch abbaubare Windel veranschaulicht das Potenzial für den Ersatz ölbasierter Fasern durch nachhaltige Alternativen.

### **Nachhaltiger Schutz von Gletschern**

Dank der aus Cellulosefasern der Marke LENZING™ hergestellten Vliesstoffe steht nun eine innovative und nachhaltige Möglichkeit zum Schutz von Schnee und Eis zur Verfügung. Die bislang zum Schutz von Gletschern verwendeten Vliesstoffe werden in der Regel aus synthetischen Fasern fossilen Ursprungs hergestellt und

können negative Umweltauswirkungen haben, so etwa Mikroplastikverschmutzung von Gletschern. Im Gegensatz dazu sind die Vliesstoffe aus LENZING™ Fasern biologisch abbaubar, sodass die kleinen Bruchstücke, die in die Umwelt gelangen, zerfallen und dem Naturkreislauf wieder zugeführt werden. Bei einem Feldversuch am Stubai Gletscher in Österreich wurde das neue Material, das LENZING™ Cellulosefasern enthält, erstmals getestet, indem ein kleiner Bereich des Gletschers damit abgedeckt wurde. Das Ergebnis spricht für sich: Vier Meter der Eismasse konnten so vor dem Abschmelzen geschützt werden. Aufgrund dieses Erfolgs wird das Projekt nun ausgeweitet. 2023 wurden Feldversuche an allen österreichischen Gletschern gestartet, die für touristische Zwecke genutzt werden. Diese Geotextilien sind recycelbar und können letztendlich zur Herstellung von Garn für Textilprodukte verwendet werden.

### **Absolut chlorfreie Faserherstellung**

Am Standort in Lenzing (Österreich) wird Viscose bereits seit Jahren mit absolut chlorfreiem (TCF) gebleichtem Zellstoff und anhand eines Verfahrens hergestellt, das ohne Einsatz von Chlorchemie auskommt, sodass die Viscosefasern als TCF-Fasern gelten. Am Standort Lenzing wird der dafür benötigte TCF-Zellstoff vor Ort produziert. Bei der Ausweitung der TCF-Faserherstellung auf andere Anlagen/Produktionsstandorte spielt die Zellstoffproduktion in Indianópolis (Brasilien) eine entscheidende Rolle. Es wurden erste erfolgreiche Versuche zur Herstellung von TCF-Fasern im Viscosewerk in Purwakarta (Indonesien) durchgeführt, sodass dort nun TCF-Viscosefasern zur Verfügung stehen. Das Portfolio an TCF-Fasern wurde um die weltweit erste TCF-Lyocellfaser ergänzt.

Auf diese Weise kann Lenzing mehr TCF-Fasern anbieten, was Kunden dabei unterstützt, ein größeres Sortiment an absolut chlorfreien Produkten auf den Markt zu bringen, wodurch der Einsatz aggressiver Chemikalien noch weiter verringert wird.

### **Net Benefit-Ansatz**

Die Net Benefit-Produkte von Lenzing bieten positive Auswirkungen und Vorteile für Umwelt, Gesellschaft und die Partner der Wertschöpfungskette in höherem Maße als die meisten Alternativen von Mitbewerbern auf dem Markt. Net Benefit-Produkte berücksichtigen den gesamten Lebenszyklus und beziehen somit vor- und nachgelagerte Wertschöpfungsprozesse ein. Kunden können ressourcenintensive Produkte durch Alternativen von Lenzing ersetzen und so den ökologischen Fußabdruck ihrer Produkte verbessern und die Risiken in der Lieferkette reduzieren.

Die drei strategischen Prinzipien der Nachhaltigkeitsstrategie „Naturally Positive“ und die zugrundeliegenden Kernbereiche sind im Net Benefit-Ansatz zusammengefasst.

### **Net Benefit-Produkte und -Technologien**

#### **Lenzing™ ECOVERO™ Viscosefasern und VEOCEL™ Viscosefasern**

Lenzing™ ECOVERO™ Viscosefasern (für Textilien) und VEOCEL™ Viscosefasern (für Vliesstoffe) weisen 50 Prozent weniger Treibhausgasemissionen (THG-Emissionen) und Wasserbelastung als Standardviscose auf (gemäß Higg MSI<sup>48</sup>).

<sup>48</sup> Siehe Higg MSI Datenbank v3.5 (Dez. 2022)

## **TENCEL™ Modal mit Eco Color Technologie und TENCEL™ Modal mit Indigo Color Technologie**

Fasern mit diesen Technologien werden bei der Herstellung mit Pigmenten versetzt und helfen so, nachgelagerte und energieintensive konventionelle Färbeprozesse zu vermeiden. Ein aus diesen Fasern hergestellter Stoff verursacht 60 Prozent weniger THG-Emissionen als konventionell gefärbte Stoffe<sup>49</sup>.

Modalfasern der Marke TENCEL™ mit Eco Color Technologie wurden erstmals im Jahr 2021 auf den Markt gebracht und haben sich als die Lösung etabliert, um die Nachfrage nach ökologisch verantwortungsbewussten Faseralternativen bei Jeansmarken und -einzelhändlern zu decken. TENCEL™ Modalfaser mit Indigo Color Technologie gewann 2022 den International Textile Manufacturers Federation (ITMF) Award für Nachhaltigkeit und Innovation.

## **Verbesserung des mechanischen Textilrecyclings**

Neben einem starken Fokus auf das chemische Recycling ist Lenzing zusammen mit ihren Partnern auch im Bereich mechanisches Recycling tätig. Bei diesem Prozess werden die Textilien so weit wie möglich in die einzelnen Fasern aufgetrennt. Allerdings leidet die Faserqualität in der Regel darunter. Die Fasern werden stark verkürzt und büßen je nach Abfallstrom (Pre-Consumer, Post-Consumer, Post-Industrial) auch an Performance, z.B. Festigkeit, ein. Aus diesen Gründen werden bei mechanisch recycelten Fasern auf dem derzeitigen technischen Stand Trägerfasern benötigt, damit diese gesponnen werden können.

Bei einem Projekt wurde mechanisch recycelte Baumwolle aus Post-Consumer-Denimprodukten mit LENZING™ Modal Indigo, einer spinngefärbten LENZING™ Modalfaser, gemischt, gesponnen und gestrickt. Daraus ergaben sich verschiedene Vorteile. So war beispielsweise keine wahrnehmbare Vergilbung der indigo-gefärbten Baumwolle zu beobachten und das Produkt zeichnete sich durch eine sehr gute Abriebbeständigkeit aus, was ein Indiz für Langlebigkeit ist.

## **Lenzing Fasern mit Recyclinganteil – REFIBRA™ Technologie**

Im Einklang mit der Vision der Kreislaufwirtschaft von Lenzing „Wir geben Abfall ein neues Leben. Jeden Tag“ verwendet die aktuelle Generation von innovativen Fasern, die in einem großindustriellen Maßstab hergestellt werden, Zuschnitreste aus der Baumwollproduktion, Alttextilien und Holz aus nachhaltig bewirtschafteten Wäldern als Rohstoffe. Das Baumwollmaterial wird zu einem Zellstoff recycelt. Der mindestens 30-prozentige Recyclinganteil wird mit holzbasiertem Faserzellstoff gemischt, um eine hochwertige Lyocellfaser für Vliesstoff- und Textilanwendungen herzustellen. Mit dieser Technologie werden Tonnen von Zuschnitresten aus der Baumwollproduktion und Alttextilien vor der Entsorgung auf Deponien bzw. der Verbrennung bewahrt. Die Fasern werden anschließend mit hoher Ressourceneffizienz in einem geschlossenen Produktionsprozess hergestellt.

## **TENCEL™ Luxe Filamente**

Lyocell-Filamente der Marke TENCEL™ Luxe sind ein wichtiger Meilenstein für Eco-Couture-Stoffe auf dem Premium-Luxusmarkt. Der geschlossene Herstellungsprozess für Lyocell sorgt für eine geringe Umweltbelastung durch einen geringen Prozesswasser-,

Energie- und Rohstoffverbrauch und moderne Rückgewinnungssysteme. Lyocell-Filamente der Marke TENCEL™ Luxe werden mit Eco Filament Technologie hergestellt und umgehen konventionelles Garnspinnen, das energieintensiv ist und überwiegend in Regionen mit einem sehr hohen Anteil an fossiler Elektrizität zum Einsatz kommt. Beispielsweise sind industrielle Garnspinnprozesse für etwa 30 Prozent der gesamten THG-Emissionen der textilen Wertschöpfungskette verantwortlich (ohne Nutzungsphase).

## **LENZING™ Web Technology**

Die LENZING™ Web Technology ist eine innovative F&E-Technologieplattform, die es ermöglicht, eine breite Palette neuartiger nachhaltiger Vliesstoffe aus dem Rohstoff Holz herzustellen. Der patentierte Vliesstoffbildungsprozess, für den Lenzing mehr als 25 Patentanmeldungen hält, beginnt mit Faserzellstoff aus Holz und erzeugt einen Vliesstoff, der zu 100 Prozent aus Lyocell-Endlosfasern besteht. Diese Technologie ermöglicht die Faser- und Vliesstoffproduktion in nur einem Schritt und setzt neue Maßstäbe im Bereich der Cellulosevliesstoffe hinsichtlich Effizienz, Kreislaufwirtschaft und ökologischer Nachhaltigkeit. Die Flexibilität dieser Technologie und die mögliche Integration mit anderen Vliesstofftechnologien werden die Entwicklung einer breiteren Palette neuer Cellulosematerialien und Verbundstoffstrukturen für hochtechnisierte Anwendungen ermöglichen.

## **Faserzellstoff**

Faserzellstoff ist der Rohstoff für Lenzing Fasern, der in den eigenen Bioraffinerien hergestellt wird<sup>50</sup>. Der Lenzing Bioraffinerie-Prozess gewährleistet, dass 100 Prozent des Holzes für die Herstellung von Faserzellstoff für die Faserproduktion, Bioraffinerie-Produkte und Bioenergie genutzt werden. Der gesamte an den Lenzing Zellstoffproduktionsstandorten hergestellte Faserzellstoff ist vollständig chlorfrei. Weitere Informationen finden Sie im Kapitel „Nachhaltige Rohstoffbeschaffung“.

## **Lyocell**

Lyocellfasern von Lenzing werden aus dem nachwachsenden Rohstoff Holz gewonnen und in einem geschlossenen Kreislauf hergestellt, der Faserzellstoff mit hoher Ressourceneffizienz und geringer ökologischer Belastung in Cellulosefasern umwandelt. Bei diesem Lösungsmittel-Spinnverfahren wird das Prozesswasser recycelt und das Lösungsmittel mit einer Rückgewinnungsquote von über 99,8 Prozent wiederverwendet. Lenzings Lyocellfasern weisen rund 50 Prozent geringere THG-Emissionen auf als generische Lyocellfasern (gemäß Higg MSI<sup>51</sup>).

<sup>49</sup> Terinte, N., Manda, B. M. K., Taylor, J., Schuster, K. C. and Patel, M. (2014). Environmental assessment of coloured fabrics and opportunities for value creation: spin-dyeing versus conventional dyeing of modal fabrics. In: Journal of Cleaner Production 72, S. 127–138

<sup>50</sup> Neben der eigenen Faserzellstoffproduktion beschafft Lenzing auch Faserzellstoff auf dem Weltmarkt.

<sup>51</sup> Siehe Higg MSI Datenbank v3.5 (Dez. 2022)

## GEWINNER DES ISPO AWARD 2023

Der Merino 200 Realfleece™ Descender LS Zip Hoodie von Icebreaker ist ein ultraleichter Hoodie, der zu 40 Prozent aus feiner Merinowolle und zu 60 Prozent aus TENCEL™ Lyocellfasern besteht. Mit 156 g/m<sup>2</sup> (Wollmikrometer von 18,9) ist er extrem leicht und trotz der Kapuze, der langen Ärmel und des Reißverschlusses nicht schwerer als ein kurzärmliges T-Shirt. Die gebürstete, luftige Streifenkonstruktion bietet Wärme und Schutz, während Luftkanäle im Strickstoff dafür sorgen, dass überschüssige Wärme und Feuchtigkeit abgeleitet werden. Dieser Aufbau macht den Hoodie zusammen mit den Cellulosefasern der Marke TENCEL™ Lyocell äußerst atmungsaktiv.

*„Dieses dünne, leichte Material ist faszinierend und fühlt sich extrem angenehm auf der Haut an. Die spezielle gestrickte Struktur wirkt wärme-speichernd, ohne dabei zu schwer zu sein. So kann es unter jeder Jacke getragen werden, ohne zu stören.“ ISPO Award Jury*

## Modal

Am Standort Lenzing (Österreich) werden Modalfasern in einem integrierten Produktionsprozess hergestellt, bei dem der Rohstoff (Faserzellstoff) am gleichen Standort wie die Faser selbst hergestellt wird. Die Zellstoff-Produktion ist energieautark und liefert gleichzeitig eine bedeutende Menge an Bioenergie für die gesamte Faserproduktion am Produktionsstandort. Daher fallen bei der Produktion der Modalfasern von Lenzing rund 80 Prozent weniger THG-Emissionen an als bei generischen Modalfasern (gemäß Higg MSI<sup>52</sup>).

## LENZING™ Essigsäure Biobased

Die Lenzing Bioraffinerie-Technologie wandelt Holz in Faserzellstoff, Energie und biobasierte Bioraffinerie-Produkte um. Eines der biobasierten Bioraffinerie-Produkte ist LENZING™ Essigsäure Bio-based, die künftig auch als CO<sub>2</sub>-arme Alternative zu herkömmlicher Essigsäure auf fossiler Basis verfügbar sein wird, wie durch eine von einem unabhängigen Berater für LCA durchgeführte Studie bestätigt.

## Prozessinnovationen zur Verbesserung von Effizienz und Nachhaltigkeit

Bei den Prozessinnovationen liegt der Fokus auf der fortlaufenden Verbesserung der Zellstoff- und Faserproduktionsprozesse. Lenzing arbeitet kontinuierlich an der Ressourceneffizienz, Arbeitssicherheit, Prozessstabilität und Qualität. Die aktuellen Entwicklungsaktivitäten auf dem Gebiet der Zellstoff-Produktion zielen darauf ab, das Bioraffinerie-Konzept weiter zu verbessern und dadurch den Holzverbrauch zu optimieren. Ein weiteres Thema ist die Reduzierung der Schwefelemissionen durch technologische Verbesserungen und Nachbehandlungssysteme. Diese Maßnahmen ermöglichen eine wirksame Reinigung der Abgase und die Einhaltung (und Übertreffung) der Emissionsvorschriften.

Grundlage für die nachhaltigen Innovationen ist der Einsatz sehr ausgereifter Produktionsprozesse für Faserzellstoff (einschließlich Bioraffinerie-Produkte) und Fasern (Viscose, Modal und Lyocell). Die Lyocell-Technologieplattform wurde bereits auf die Herstellung weiterer Materialien erweitert, nämlich Filamente und direkt gesponnene Vliese. Eine Anzahl an neuen Innovationen wurden in den letzten Jahren entwickelt, die zu erheblichen Verbesserungen

des Lyocellverfahrens in Bezug auf Effizienz und Qualität, aber auch zur Verringerung des Energie- und Chemikalienverbrauchs geführt haben.

Obschon sich der Hauptsitz von Lenzing in Mitteleuropa befindet, betreibt die Gruppe mehrere Produktionsstandorte auf der ganzen Welt. Bedingt durch die Rechtsvorschriften in Europa auf der einen und die Nachfrage der Kunden nach höheren Standards in Bezug auf Umweltauswirkungen und Produktnachhaltigkeit auf der anderen Seite, hat Lenzing 2023 ihre Bestrebungen zur Erfüllung der europäischen Standards nicht nur an ihren Produktionsstandorten in Europa, sondern auch im nicht-europäischen Ausland ausgeweitet.

Eine wesentliche Errungenschaft im Jahr 2023 betraf die Umsetzung des technischen Konzepts und die Aufnahme der Produktion von Viscosefasern der Marke LENZING™ ECOVERO™ am Standort Purwakarta (Indonesien).

## INVESTITIONEN DER LENZING GRUPPE IN SAUBERE TECHNOLOGIEN

### EUR 100 Mio. schweres Projekt zur Modernisierung des Standorts Purwakarta (Indonesien)

Lenzings Produkte aus Purwakarta wurden 2023 zum ersten Mal mit dem EU-Umweltzeichen (EU Ecolabel) ausgezeichnet. Der Standort stand im Mittelpunkt einer umfassenden Modernisierungskampagne. Im Berichtsjahr wurden zwei wichtige Modernisierungen am Standort abgeschlossen.

Eine neue Schwefelrückgewinnungsanlage ist ein großer Schritt auf dem Weg zur Erreichung des Ziels „Luftemissionen“ der Gruppe. Die Anlage ist vollständig in Betrieb und hat die Schwefelemissionen in die Luft erfolgreich gesenkt. Die Daten der ersten Betriebsmonate zeigten sogar eine starke positive Auswirkung auf den weiter gefassten Parameter der spezifischen Luftemissionen auf Konzernebene.

Die modernisierte Kläranlage wird Ende dieses Berichtsjahres in Betrieb genommen und soll die CSB-Emissionen am Standort erheblich reduzieren und zur Verbesserung der Gesamtleistung der Lenzing Gruppe beitragen, sobald sie Anfang 2024 in Betrieb genommen wird.

Während der Standort bereits zuvor den lokalen indonesischen Vorschriften gerecht wurde, wendet er nun zusätzlich die neuesten europäischen Umweltstandards im Hinblick auf Abgasaufbereitungstechnologien und Schwefelemissionen in der Luft an. Die an diesem Standort hergestellten LENZING™ ECOVERO™ Fasern werden unter Bezugnahme der EU-BVTs hergestellt und haben das EU Ecolabel erhalten. Anstatt ausschließlich Standardviscosefasern herzustellen, ist der Standort nun in der Lage, auch Spezialviscosefasern der Marke LENZING™ ECOVERO™ zu produzieren. Damit wird Lenzing ihrem Kundenversprechen eines deutlich reduzierten ökologischen Fußabdrucks des Produkts und verbesserter Produktmerkmale gerecht.

Kernstück des Projekts vor Ort war die Kombination eines Programms zu Verbesserung des Abgassystems, das die Nutzung der bestehenden Abgasaufbereitungsanlagen optimiert, sowie die Errichtung einer neuen Kohlenstoffadsorptionsanlage zur Schwefelrückgewinnung, um die Abgasaufbereitungskapazitäten am Standort deutlich zu erhöhen. Das Rückgewinnungskonzept ist auf dem

<sup>52</sup> Siehe Higg MSI Datenbank v3.5 (Dez. 2022)

neuesten Stand der Technik und nun in der Lage, sämtliche Abgase aus der Faserherstellungsanlage aufzubereiten, bevor diese in die Umwelt gelangen.

Zu den weiteren technologischen Entwicklungen und Verbesserungen zählt ein Geruchstestverfahren (einschließlich neuer Testmethoden), das auf Basis einer Fehler-Ursachen-Analyse entwickelt und zur Unterstützung der Produktentwicklungsinitiative „No smell fiber“ umgesetzt wurde.

Was grundlegendere Entwicklungen anbelangt, so liegt ein aktueller Schwerpunkt auf Technologien zur effizienteren Entfernung von Wasser aus verschiedenen Prozessströmen im Vergleich zu den herkömmlichen, sehr energieintensiven Verdampfungstechnologien. Auch diese Technologien können erheblich dazu beitragen, den Energieverbrauch und damit den CO<sub>2</sub>-Fußabdruck der Fasern weiter zu verringern.

Darüber hinaus laufen Projekte zur weiteren Reduzierung des Wasser- und Prozesschemikalienverbrauchs. Diese Aktivitäten werden durch Simulation und Modellierung begleitet und unterstützt. Lenzing wird in naher Zukunft ihre Aktivitäten im Bereich des Textilrecyclings deutlich verstärken. Das ist eine sehr anspruchsvolle Aufgabe, die nicht nur die Produktion von Recycling-Zellstoff umfasst, sondern auch die Verarbeitbarkeit von Recycling-Zellstoff in den verschiedenen Faserproduktionsprozessen. Hierbei ist ein ganzheitlicher Ansatz vom Zellstoff über die Faserproduktion bis hin zu den Anwendungen im Textil- und Vliestoffbereich erfolgsentscheidend.

Ein aktueller Schwerpunkt ist die Erhöhung der Bioraffinerie-Integration an den Faserzellstoffstandorten von Lenzing und damit die Ausweitung der stofflichen Nutzung des Rohstoffes Holz. Mehrere Projekte im Zusammenhang mit der Zellstoff-Produktion befassen sich mit der Schließung von Kreisläufen (z.B. selektive Schwefeldioxidsorption, verstärkte Rückgewinnung von Natronlauge) und der Reduzierung von Abwässern (z.B. Sulfat in der Faserzellstoff- und Viscosefaserproduktion). Weitere Themen, die immer mehr an Bedeutung gewinnen, sind die Steigerung der Energieeffizienz und die Reduzierung der THG-Emissionen.

## Alternative Rohstoffquellen für die Faserproduktion

Jedes pflanzliche Material dient potenziell als Cellulosequelle und kann somit zu Faserzellstoff für die Faserherstellung verarbeitet werden. Lenzing hat umfangreiche Untersuchungen zu vielen verschiedenen alternativen nicht holzbasierten Cellulosequellen durchgeführt. In ihrer Forschung identifiziert Lenzing vielversprechende neue Cellulosequellen und prüft sorgfältig deren Verfügbarkeit, technische Machbarkeit und wirtschaftliche Skalierbarkeit sowie die ökologischen Gesamtauswirkungen im Hinblick auf das Klimaziel und die zirkulären Ansätze von Lenzing.

Es wurden Studien zu Rohstoffquellen erstellt, etwa zu Einjahrespflanzen wie Hanf, Stroh und Bambus. Einjahrespflanzen weisen in der Regel im Vergleich zu Bäumen eine höhere Wachstumsrate pro Hektar auf. Zusätzlich haben bestimmte Arten einen höheren Celulosegehalt. Einige davon sind bereits in großen Mengen verfügbar, vor allem in Form von landwirtschaftlichen Abfällen. Damit kann ein attraktiver Celluloseertrag pro Hektar erzielt werden; die

Vorteile gegenüber Holz, der traditionellen Cellulosequelle, müssen jedoch von Fall zu Fall beurteilt werden.

Ausgehend von den aktuellen Daten ist die großtechnische und nachhaltige Produktion von Cellulose immer noch am besten mit Holz aus nachhaltig bewirtschafteten Wäldern anstelle der zuvor genannten Alternativen möglich. Der Prozess zur Gewinnung von Cellulose aus Holz ist gut etabliert und im Hinblick auf Energie, Chemikalien und Prozessschritte optimiert. Nebenprodukte können bei der Zellstoffherstellung extrahiert werden und überschüssiges Material wird zur Wärme- und Energieerzeugung verbrannt. Die vielversprechendsten Alternativrohstoffe zu Holz sind derzeit Zuschnittreste aus der Textilproduktion und Alttextilien. Weitere Informationen über die Aktivitäten im Bezug auf Lenzings Kreislaufwirtschaft finden Sie im Kapitel „Ressourcennutzung und Kreislaufwirtschaft“.

Gleichzeitig ist es der Anspruch von Lenzing als Innovationsunternehmen, neue Lösungen zu finden und über den Tellerrand hinauszuschauen. In der Vergangenheit wurden bereits limitierte Auflagen von Fasern mit alternativen Zellstoffen wie Orangenresten oder Hanf erfolgreich hergestellt. Im Rahmen der Innovationsallianz INGRAIN wurde mit der RWTH Aachen und anderen Partnern ein erstes gemeinsames Entwicklungsprojekt gestartet. Darüber hinaus steht Lenzing im Austausch mit Herstellern von Zellstoff aus alternativen Zellstoffquellen (z.B. Stroh) und evaluiert die Eignung dieser Zellstoffe.

Um in Zukunft weitere neue Quellen für nicht holzbasierte Cellulose zu erschließen, bedarf es einer gezielten Erforschung der ökologischen und wirtschaftlichen Aspekte für die industrielle Produktion sowie einer verstärkten Zusammenarbeit. Es gilt, eine Reihe von Herausforderungen zu bewältigen, die im Folgenden näher beschrieben werden.

### Verfügbarkeit

Alternativen wie Bambus, Stroh und verschiedene Einjahrespflanzen stehen derzeit noch nicht in der von Lenzing geforderten Qualität und Menge zur Verfügung. Viele Einjahrespflanzen sind nur in der Erntezeit verfügbar und lassen sich schwer für eine ganzjährige Nutzung lagern. Trotz spezifischer Vorteile und hohem Jahreszuwachs pro Hektar ist das Material sehr sperrig und aufwändig zu transportieren.

### Ökologische Nachhaltigkeit

Die Umwandlung von Wäldern in landwirtschaftliche Nutzflächen für Einjahrespflanzen ist ein weltweites Phänomen und erhöht den Druck auf alle Arten von Wäldern.

Ein weiterer wichtiger Faktor für die Nachhaltigkeitsleistung von Einjahrespflanzen ist die Bewirtschaftung der landwirtschaftlichen Nutzflächen. Hochproduktive Flächen benötigen deutlich mehr Düngemittel und Pestizide als Wälder und verursachen daher andere Umweltprobleme. So gilt beispielsweise das Umelprofil eines großflächigen Bambusanbaus als insgesamt nicht zufriedenstellend.

Wichtige Faktoren für die Umweltauswirkungen des Prozesses sind der Energieverbrauch und die bei der Faserproduktion eingesetzten Prozesschemikalien. Sie hängen stark vom jeweiligen Verfahren ab und variieren von einer zur anderen Einjahrespflanze erheblich.

## **Technische Machbarkeit**

Der Bioraffinerieprozess für Fasern aus Holz ist stark auf den Rohstoff ausgerichtet. Das sorgt für eine gleichbleibend hohe Qualität und Effizienz und liefert Bioenergie als Co-Produkt. Bei nicht holzbasierten Ausgangsmaterialien ist die als Co-Produkt entstehende Menge an Bioenergie womöglich niedriger, sodass zusätzliche Energiequellen für die Verarbeitung zu Faserzellstoff herangezogen werden müssen, was negative Auswirkungen auf die Umwelt haben kann.

Einjährige Pflanzen enthalten mehr mineralische Bestandteile und organische Substanzen, die entfernt werden müssen, um hochwertigen Zellstoff zu erzeugen. Dieser Reinigungsprozess erfordert in der Regel den Einsatz von aggressiven Chemikalien und verursacht Abfallprobleme. Es ist eine große Herausforderung, neue nachhaltige Technologien für diese Materialien zu entwickeln und dabei die Produktqualität und die ökologische Sicherheit zu erhalten. Bei holzigen Pflanzen wie Bäumen hingegen sind diese Bestandteile hauptsächlich in der Rinde konzentriert, die in der ersten Stufe des Prozesses leicht entfernt werden kann. Weitere Informationen finden Sie im Fokuspapier „Holz und Zellstoff“.



## **Zusammenarbeit im Bereich Forschung**

[GRI 3-3f]

### **Wood K plus**

Weitere Informationen über Wood K plus finden Sie im Kapitel „Biodiversität und Ökosysteme“.

### **Christian Doppler Labor**

Lenzing ist ebenfalls Partner der beiden Christian Doppler Labore. Bei einem der beiden Labore geht es unter der Leitung der Technischen Universität (TU) Wien um eine effiziente, recyclingbasierte Kreislaufwirtschaft. Das Labor soll die wissenschaftlichen Grundlagen für eine effiziente Rückgewinnung von Sekundärrohstoffen aus unterschiedlichen kommunalen Feststoffabfallströmen bereitstellen. Ein zweites Christian Doppler Labor, das 2023 ins Leben gerufen wurde, befindet sich an der Universität für Bodenkultur (BOKU) in Tulln. Es befasst sich mit der nachhaltigen Produktion von High-Tech-Materialien aus Cellulose.

## **Reducing Energy and Waste using AI (REWA)**

Dieses vom Land geförderte Projekt (innerhalb des Programms AI for Green) strebt eine Reduzierung des CO<sub>2</sub>- und Materialfußabdrucks der Textilindustrie durch Verringerung des Energie- und Materialverbrauchs an. Zusammen mit den Partnern von Pro<sup>2</sup>Future, der Universität Linz (JKU) und der Technische Universität (TU) Graz werden zuverlässige, vertrauenswürdige und energieeffiziente KI-Lösungen für die Analyse von Industrieprozessen entwickelt. Diese werden in der Lage sein, Prognosen zu erstellen und Anomalien zu erkennen, sowie menschliche Nutzer befähigen, fundierte und zeitnahe Entscheidungen auf der Grundlage von Echtzeitdaten aus laufenden Prozessen zu treffen.

## **Circular and Sustainable Textiles and Clothing (CISUTAC)**

Weitere Informationen über CISUTAC finden Sie im Kapitel „Resourcennutzung und Kreislaufwirtschaft“.

## **Wissenschaftliche Kooperation**

Wissenschaftliche Kooperationen sind auch ein wichtiger Bestandteil der Forschung für Lenzing. Erwähnenswerte Beispiele sind die Zusammenarbeit mit der Scripps Institution of Oceanography der University of California San Diego (USA) zur biologischen Abbaubarkeit von cellulosebasierten Materialien im maritimen Umfeld. Weitere Informationen finden Sie im Fokuspapier „End of product use“.

## **European Polysaccharide Network of Excellence (EPNOE)**

Lenzing ist auch in wissenschaftlichen Netzwerken wie EPNOE aktiv und unterstützt Forschungsprojekte durch Beiträge und Gespräche. Des Weiteren waren Lenzings F&E Expert:innen auf einschlägigen Konferenzen aktiv und hielten mehrere Vorträge oder nahmen an Podiumsdiskussionen mit Schwerpunkt auf Nachhaltigkeit, Biodiversität und Recycling teil.

## **Wirtschaftsverbände und -initiativen**

Wirtschaftsverbände und -initiativen sind ebenfalls ein wichtiger Eckpfeiler für die Vertiefung von Kooperationen und die Entwicklung neuer Netzwerke. Auch hier liegt der Fokus stark auf dem Thema Nachhaltigkeit. Die European Technology Platform for the Future of Textiles and Clothing (Textile ETP), in der Lenzing Mitglied ist, ist in diesem Bereich sehr aktiv.

# Eigene Belegschaft

## MANAGEMENTANSATZ

### Wesentliches Thema: Menschenrechte & faire Arbeitspraktiken

[GRI 3-3]

Diversität, Integration und Respekt sind die Eckpfeiler einer Talent-Strategie, die darauf abzielt, Talente aus allen Bereichen anzuziehen und zu fördern. Eine engagierte und kompetente Belegschaft ist entscheidend für den Geschäftserfolg. Lenzing setzt sich für Chancengleichheit in den Bereichen Beschäftigung, Lernen und Entwicklung ein. Das Unternehmen ist bestrebt, ein aufgeschlossenes und inklusives Arbeitsumfeld zu etablieren, indem es proaktiv ethisch korrekte Arbeitsweisen unter Einhaltung hoher interner Standards sowie der von internationalen Aufsichtsbehörden aufgestellten Grundsätze achtet. Lenzing wird auch weiterhin die Menschenrechte und faire Arbeitspraktiken in allen Bereichen des globalen Arbeitsumfeldes ein- und aufrechterhalten.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Gute Arbeitspraktiken fördern die Sicherheit und das Wohl der Belegschaft und stellen sicher, dass die Mitarbeiter:innen von Lenzing gesund und zufrieden sind
- Einführung eines klaren und ansprechenden Purpose, bei dem der Mensch im Mittelpunkt steht, um die Unternehmensstrategie „Better Growth“ umzusetzen
- Persönlichen Erfolg ermöglichen und zum Wachstum und Erfolg des Unternehmens beitragen
- Diversität fördert die Qualität der Geschäftsentcheidungen und trägt zur Robustheit des Unternehmens bei
- Wettbewerbsvorteil durch engagierte Mitarbeiter:innen
- Entwicklung einer Unternehmenskultur, die durch Aufgeschlossenheit und achtsames Miteinander geprägt ist
- Definition von Zielen der sozialen Nachhaltigkeit
- Globaler Ziel- und Talentmanagementprozess eingeführt
- Globale Kompetenz-Matrix und Rahmen für Funktionskompetenzen, um den Mitarbeiter:innen die richtigen Lern- und Entwicklungsmöglichkeiten zu bieten
- Umfassende Unternehmensrichtlinien, die klare Standards und Verfahren für das Verhalten von Führungskräften und Mitarbeiter:innen festlegen

##### Negativ

###### Eigene Aktivitäten:

- Risiko, Mitarbeiter:innen mit hohem Potenzial zu verlieren
- Risiko, das Engagement und die Produktivität von Mitarbeiter:innen zu verringern
- Risiko, die geistige Gesundheit von Führungskräften und Mitarbeiter:innen negativ zu beeinflussen
- Risiko, dass nicht rechtzeitig eine Nachfolger:in eingestellt und eingearbeitet wird

###### Geschäftsbeziehungen:

- Gefahr von Diskriminierung und andere mögliche Beeinträchtigungen der Menschenrechte
- Potenzielle Risiken in den Bereichen Regulierung und Unternehmensreputation
- Risiko, dass aufgrund mangelnder Initiativen für Diversität, Gleichberechtigung und Inklusion zukünftige Talente nicht gewonnen werden oder Mitarbeiter:innen gehen

- Globale Compliance Investigation Direktive
- Anti-Geldwäsche Gruppendirektive
- Globale Recruitment Guideline
- Global Job Evaluation Guideline
- Lenzing Group Short Term Incentive Plan
- Global Salary Administration Guidelines
- Global Learning & Development Guideline
- Global Performance Management Guideline
- Global Guideline for Creating a Job Description
- Modern Slavery Act Transparency Statement (nur Großbritannien)

##### Gesetzte Maßnahmen

- Einführung der Policy für Gleichberechtigung, Diversität und Inklusion, unterstützt durch Erklärvideos in allen Sprachen
- Durchführung von Audits durch Dritte zu Themen der sozialen Nachhaltigkeit an mehreren Standorten
- Einführung der „Employee Resource Groups“ (ERG) Women@Lenzing und Multicultural@Lenzing
- Bereitstellung aufschlussreicher Talentedaten, um die Entwicklung der Mitarbeiter:innen zu fördern und effektive Karrierepfade aufzubauen
- Rollout des Skill-Matrix-Konzepts und IT-Tools am Standort Lenzing begonnen; Entwicklung von Fähigkeiten geht weltweit an mehreren Standorten weiter
- Gleichberechtigter Partner für lokale Gewerkschaften, Betriebsräte und andere Belegschaftsvertreter
- Konsolidierung der Performance- und Talent-Management-Prozesse für alle Angestellten
- Einrichtung strukturierter Performance-Management-Prozesse mit regelmäßigen Möglichkeiten für Mitarbeiter:innen, Feedback zu geben
- Fokus auf digitales Lernen durch einen weltweit verfügbaren Katalog mit über 165 optionale eLearning-Kursen, die auf Deutsch, Englisch, Portugiesisch und Chinesisch zur Verfügung stehen und über 60 optionale virtuelle und Präsenzschulungen, die ein breites Themenspektrum abdecken, von Business-Themen über persönliche Entwicklung bis hin zu Wohlbefinden
- Regionale Sozialprojekte
- Benchmarks und Einstufungssysteme für Vergütung und Sozialleistungen
- Anwendung des Vier-Augen-Prinzips
- Whistleblower System und Investigation Direktive

##### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

- Kein Fall von Diskriminierung und Menschenrechtsverletzung im Sinne von IAO-Übereinkommen 111 Artikel 1 wurde gemeldet

- Risiko, dass regulatorische Anforderungen hinsichtlich der Geschlechtervielfalt im Executive Management nicht eingehalten werden
- Risiko des Know-how-Verlusts durch den demografischen Wandel

- Keine Streiks in den Produktionsstätten von Lenzing
- Ziel „Sozialstandard“
- Ziel „Chancengleichheit, Diversität, Inklusion“

## Policies und Engagement

- Lokale Arbeitsgesetze
- Lokale Beschäftigungsbedingungen für Mitarbeiter:innen
- 17 Ziele für nachhaltige Entwicklung (SDGs) der Vereinten Nationen
- Zehn Prinzipien des UN Global Compact
- Women's Empowerment Principles
- Purpose, Unternehmenskultur und Strategie von Lenzing
- Policy für Menschenrechte und Arbeitsstandards
- Policy für Chancengleichheit, Diversität und Inklusion
- Guideline zur Vergütung in der Lenzing Gruppe
- Globaler Verhaltenskodex
- Policy für Sicherheit, Gesundheit und Umwelt
- Policy für Nachhaltigkeit
- Nachhaltigkeitsziele von Lenzing
- HR Strategie
- Globale Anti-Bestechungs- und Anti-Korruptionsdirektive
- Globale Whistleblower Direktive

## Stakeholders

- Mitarbeiter:innen
- Kunden
- Lokale Bevölkerung
- Rating-Agenturen
- Marken & Einzelhändler
- Zertifizierungsgremien
- Lieferanten

## Verantwortlichkeiten

- CEO
- SVP Corporate Human Resources

## Unterstützende Funktionen

- Corporate Communications & Public Affairs
- Soziale Nachhaltigkeit

## MANAGEMENTANSATZ

# Wesentliches Thema: Gesundheit & Sicherheit

[GRI 3-3]

Ein sicheres Arbeitsumfeld mit unterstützenden Gesundheitssystemen für die Mitarbeiter:innen von Lenzing ist für den Geschäftserfolg ebenso entscheidend wie ökologisch verantwortungsbewusste Produkte und Herstellungsprozesse. Die Lenzing Gruppe bemüht sich zu gewährleisten, dass keine direkten oder indirekten Mitarbeiter:innen, Fremdfirmenmitarbeiter:innen oder Besucher:innen an den Standorten von Lenzing oder bei der Arbeit an externen Standorten zu Schaden kommen. Dieses Ethos erstreckt sich auch auf die Auswirkungen auf die Gemeinschaften, in denen Lenzing tätig ist. Gemäß dem Grundsatz, dass alle Verletzungen und Berufskrankheiten vermieden werden können, wurden Arbeitsplatzprogramme eingeführt, die gesundheitsbewusstes Verhalten fördern.

## Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

### Positiv

- Ein sicheres Arbeitsumfeld und gesundheitsfördernde Maßnahmen für die Mitarbeiter:innen fördern eine engagierte und produktive Belegschaft
- Zukünftige Talente legen mehr Wert auf Sinn, Erfüllung und soziale Verantwortung als je zuvor
- Unterweisung, Schulung und Motivation der Mitarbeiter:innen zu sicherem Verhalten und gegenseitiger Rücksichtnahme
- Bereitstellung arbeitsmedizinischer Dienste, die sicherstellen, dass die Mitarbeiter:innen leistungsfähig und gesund sind, sowie Gesundheitsüberwachung zur Unterstützung des Risikomanagements am Arbeitsplatz und Gesundheits-Screenings zur Förderung von Gesundheit und Wohlbefinden der Mitarbeiter:innen
- Schutz der Mitarbeiter:innen auf Grundlage der Überzeugung, dass alle unerwünschten Ereignisse, Verletzungen und Berufskrankheiten vermeidbar sind

- Sicherheitsprojekt „ZUKUNFT SICHERn“ (Safe Future) am Standort Lenzing
- COVID-19-Sicherheitsmaßnahmen: Angebot von Impfungen, Tests
- Regelmäßige Sicherheits-Webinare
- Meldesystem für Maßnahmen in den Bereichen Sicherheit, Gesundheit und Umwelt
- Management von Risikoprozessen
- Regelmäßige Global QESH-Meetings mit Management-Review
- Regelmäßige Meetings der Gesundheits- und Sicherheitsauschüsse an jedem Produktionsstandort
- Programm „Heartbeat for Safety“
- Safety Walks And Talks
- Bereitstellung von Gesundheitsdiensten
- Programm „eMotion“ mit „Moveeffect-“App

## Nachhaltigkeitsziele, Maßnahmen und Fortschritte

Ziel der Lenzing Gruppe: Senkung der Rate der meldepflichtigen Arbeitsunfälle (TRIFR<sup>53</sup>) auf 0,3 bis 2025.

### Negativ

#### Eigene Aktivitäten:

## Stakeholders

- Kunden
- Mitarbeiter:innen

<sup>53</sup> TRIFR bezeichnet die Anzahl der meldepflichtigen Fälle, die an einem Arbeitsplatz pro 200.000 Arbeitsstunden auftreten.

- Lenzings Belegschaft kann aufgrund der Art der Geschäftstätigkeit Risiken ausgesetzt sein, die ihre Sicherheit und ihr Wohlbefinden beeinträchtigen
- Uns ist bewusst, dass die Arbeitsumfelder bei Lenzing Auswirkungen auf die Belegschaft in den Betrieben haben und potenzielle Risiken für ihre Gesundheit und Wohlbefinden darstellen können

### Policies und Engagement

- Strategie „Better Growth“
- HR Strategie
- Policy für Sicherheit, Gesundheit und Umwelt
- Zertifizierung nach ISO 45001:2018
- Globaler Verhaltenskodex
- Lenzings globaler Verhaltenskodex für Lieferanten
- Gesundheitsmanagementsystem („House of Health“)
- Life Saving Rules Konzernrichtlinie
- Guideline für Sauberkeit & Hygiene

### Gesetzte Maßnahmen

- Umfrage zum Health Climate Index für Mitarbeiter:innen zur Entwicklung eines Arbeitsklimas, in dem sich alle wohl fühlen

- Fremdfirmenmitarbeiter:innen
- Lokale Bevölkerung
- Vollstreckende Instanzen
- Zertifizierungsgremien

### Verantwortlichkeiten

- Vorstand
- VP Global QESH
- SVP Corporate Human Resources
- Höhere Führungspositionen
- Gesundheit und Sicherheit sind eine gemeinsame Verantwortung auf allen Unternehmensebenen

### Unterstützende Funktionen

- Corporate Communications & Public Affairs

## Strategie

[ESRS S1 ESRS 2 SBM-2]<sup>54</sup>

### Management der sozialen Nachhaltigkeit

In ihrer Unternehmenskultur „Better Choices“ räumt die Lenzing Gruppe dem Thema „Personal“ als strategischem Schwerpunkt hohe Priorität ein, da es integraler Bestandteil ihres ganzheitlichen Nachhaltigkeitsansatzes ist. Das Thema wird in der Branche zunehmend als Compliance-Thema angesehen. Aus diesem Grund wurde 2022 die Abteilung Social Sustainability (innerhalb von Human Resources – Corporate People Development) gegründet, um die Ziele effektiv zu verwalten.

Das Arbeitsrecht unterliegt den national geltenden Gesetzen. Dank des anerkannten internen globalen Bewertungssystems, der Kollektivvertragsverhandlungen, der gewerkschaftlichen Aktivitäten und der staatlichen Maßnahmen zum Schutz der Menschenrechte, erhalten die Mitarbeiter:innen an allen Standorten der Lenzing Gruppe faire Löhne. Lenzings interne Arbeitspraktiken werden durch die jährliche Bewertung durch EcoVadis evaluiert.

Die Unternehmenskultur der Lenzing Gruppe zeichnet sich durch langfristige Partnerschaften, eine enge Zusammenarbeit, gegenseitigen Respekt sowie einen stetigen Austausch in offener und transparenter Atmosphäre aus. Soziale Nachhaltigkeit wurde als Unternehmenswert in die globale Human Resources (HR) Strategie, die HR-Policy und in HR-Prozesse von Lenzing integriert.

## Management der Auswirkungen, Risiken und Chancen

[ESRS S1 ESRS 2 SBM-3]

Ein Unternehmen beeinflusst direkt oder indirekt seine Mitarbeiter:innen, aber auch die Arbeiter:innen in der Wertschöpfungskette, seine Kunden und die lokalen Gemeinschaften rund um die Niederlassungen. Bei der sozialen Nachhaltigkeit geht es darum, die positiven und negativen Auswirkungen des Unternehmens auf die Menschen zu ermitteln und zu steuern. Soziale Nachhaltigkeit ist daher eine der drei Säulen des ganzheitlichen Nachhaltigkeitsansatzes (Environment-Social-Governance). Die Lenzing Gruppe verpflichtet sich, ihre Geschäfte auf eine Weise zu führen, die die Rechte und die Würde aller Menschen respektiert. Lenzing respektiert die international anerkannten Menschen- und Arbeitsrechte aller Mitarbeiter:innen und Geschäftspartner.

### Policies

[ESRS S1-1; GRI 2-23, 2-25, 3-3c]

Die im Managementansatz für „Menschenrechte und faire Arbeitspraktiken“ aufgeführten Policies und Guidelines gelten für die gesamte Lenzing Gruppe. Die Policies und Richtlinien sind für alle Mitarbeiter:innen über das Intranet zugänglich und werden zusätzlich per E-Mail verschickt.

Die Policies, die explizit aus dem Bereich Human Resources (HR) stammen, werden im Folgenden näher beschrieben.

Die anderen werden in verschiedenen Kapiteln beschrieben: Weitere Informationen über die Policy für Sicherheit, Gesundheit und Umwelt finden Sie im Kapitel „Umweltverschmutzung“. Informationen zum Globalen Verhaltenskodex und zum Globalen Verhal-

<sup>54</sup> Zusätzlich zur GRI-Angabe wird der entsprechende ESRS-Abschnitt vermerkt. Ein Anspruch auf Erfüllung des ESRS besteht in diesem und den folgenden Kapiteln nicht.

tenskodex für Lieferanten finden Sie im Kapitel „Unternehmenspolitik“. Die Guideline für Sauberkeit & Hygiene finden Sie im Kapitel „Verbraucher:innen und Endnutzer:innen“.

### **Policy für Menschenrechte und Arbeitsstandards**

Die Policy unterstreicht die Verpflichtung des Unternehmens, alle geltenden sozialen und ethischen Pflichten zu erfüllen und wenn möglich zu übertreffen. Lenzing unterstützt umfassend alle international anerkannten Menschenrechte und die in der Allgemeinen Erklärung der Menschenrechte (AEMR), dem Global Compact der Vereinten Nationen (UNGCR), den OECD-Leitlinien und der Erklärung über grundlegende Prinzipien und Rechte bei der Arbeit (IAO) deklarierten Grundsätze. Lenzing legt Wert auf die Zufriedenheit und das Wohlbefinden der Mitarbeiter:innen und achtet das Einhalten von Normen und Standards. Der Vice President Corporate Human Resources ist für die Implementierung dieser Policy zuständig.

### **Globale Recruitment Guideline**

Diese Guideline erläutert das Verfahren zur Genehmigung von Stellen sowie die wichtigsten Regeln und Rollen für die Zusammenarbeit, die erforderlich ist, um Mitarbeiter:innen zu rekrutieren oder zu versetzen und dabei fundierte Einstellungentscheidungen in einem fairen und unvoreingenommenen Verfahren zu treffen. Dies gilt unter anderem für Vollzeit- und Teilzeitstellen sowie für Auszubildende und spezielle Projekte. Die Guideline deckt die Genehmigung zur Einstellung, die Suche, Auswahl, Entscheidung, Dokumentationsstandards, Angebot und Onboarding-Phasen ab und stellt die Verantwortlichkeiten der lokalen HR-Abteilung, des Line Managers, Corporate HR, der HR Directors und der HR-Geschäftspartner klar. Der Director Corporate Recruitment/HR Employee Branding ist für die Umsetzung dieser Guideline zuständig.

### **Lenzing Group Reward Guideline**

Diese Guideline legt die Leitprinzipien und Vergütungsphilosophie der Lenzing Gruppe fest, mit dem Ziel, Mitarbeiter:innen zu gewinnen, bevorzugter Arbeitgeber zu sein und an das Unternehmen zu binden und gleichzeitig interne und externe Gerechtigkeit für die Mitarbeiter:innen zu wahren. Das geschieht auf der Grundlage einer Stellenbewertung nach der Hay-Methode. Die Guideline regelt das Grundgehalt, lokale Vergütungselemente, kurzfristige variable Vergütungen, Zusatzausleistungen, jährliche Gehaltsüberprüfungen, außerplannmäßige Erhöhungen und kurzfristige variable Vergütungen. Alle Geschäftseinheiten und Standorte der Gruppe sind verpflichtet, die Entlohnung gemäß dieser Guideline zu gestalten. Die Lenzing Group Reward Guideline wurde entwickelt, um:

- Die Geschäftsstrategie zu fördern und voranzutreiben
- Die besten Mitarbeiter:innen zu gewinnen, zu halten und zu motivieren, indem eine für die lokalen Märkte attraktive Vergütung geboten wird
- Individuelle Leistung anzuerkennen und zu belohnen
- Die variable Vergütung mit dem Unternehmensergebnis zu verknüpfen
- Die Interessen von Aktionären, Management und Mitarbeiter:innen zu verbinden

Der Senior Director Corporate Compensation & Benefits ist für die Umsetzung dieser Guideline zuständig.

### **Global Guideline for Creating a Job Description**

Diese Guideline beschreibt den globalen Prozess zur Erstellung einer Stellenbeschreibung, um die Standardisierung und Vergleichbarkeit ausgeschriebener Stellen zu gewährleisten. Sie soll eine Duplikation von Verantwortlichkeiten und Kompetenzen verhindern und sicherstellen, dass die Stelle und ihre Funktionen beschrieben werden und nicht die Person, mit der die Stelle besetzt ist/wird. Der Senior Director Corporate Compensation & Benefits ist für die Umsetzung dieser Guideline zuständig.

### **Global Job Evaluation Guideline**

Diese Guideline wurde erstellt, um sicherzustellen, dass bei der Stellenbewertung nach der Korn Ferry Hay-Methode ein weltweit einheitlicher Ansatz verfolgt wird. Sie beinhaltet die beteiligten Personen, die Genehmigungsstufen, eine Prozesszusammenfassung und eine Berufungsphase.

Der Senior Director Corporate Compensation & Benefits ist für die Umsetzung dieser Guideline zuständig.

### **Lenzing Group Short-Term Incentive Plan**

Dieser Plan bestätigt die Struktur und die Ziele des vom Vorstand festgelegten Jahresbonus. Er regelt den Begünstigtenkreis, den kurzfristigen Anreizplan, die Höhe der Bezahlung, den Bezahlungstermin, die Berechtigung zur Zahlung und Ausnahmen.

Der Vice President Corporate Human Resources ist für die Implementierung dieses Plans zuständig.

### **Global Salary Administration Guidelines**

Diese Guidelines wurden erstellt, um die administrativen Standards zu definieren, die erforderlich sind, um sicherzustellen, dass das Grundgehalt aller Mitarbeiter:innen auf einem Niveau festgesetzt wird, das wettbewerbsfähig, intern gerecht und leistungsorientiert ist. Diese Verfahren gelten für alle eingestuften Stellen global, sofern dies mit den jeweiligen nationalen Arbeitsgesetzen und -vorschriften im Einklang steht. Die Guidelines beinhalten Aspekte wie Analysen zur Gehaltsanpassung, Grundsätze der Vergütungsverwaltung, Arten der Gehaltserhöhungen, einen Entscheidungsbaum, Beförderung, Versetzung und Herabstufung.

Der Senior Director Corporate Compensation & Benefits ist für die Umsetzung dieser Guideline zuständig.

### **Global Learning & Development Guideline**

Diese Guideline gibt einen Überblick über die Prozesse in Bezug auf Lernen und Entwicklung, um zu gewährleisten, dass die Lenzing Gruppe durch die Entwicklung von Schlüsselkompetenzen und -fähigkeiten der Mitarbeiter:innen auf weiteres Wachstum vorbereitet ist. In der Guideline wird Lenzings Entwicklungskonzept für das Personal als Methode beschrieben, wie das Wissen, das für die nachhaltige Wettbewerbsfähigkeit des Unternehmens von zentraler Bedeutung ist, identifiziert und definiert wird. Außerdem bestimmt sie wie Kompetenzen definiert, strategisch bedeutenden Bereichen aufgebaut und entwickelt werden. Dieser Ansatz zielt auf alle Mitarbeiter:innen von Lenzing ab. Die Guideline umfasst Themen wie Leistungs- und Entwicklungsgespräche, Kompetenzrahmen, Kompetenzbeurteilung, individueller Entwicklungsplan und Schulungsbudget-Prozess.

Der Senior Director Corporate People Development ist für die Umsetzung dieser Guideline zuständig.

### **Global Performance Management Guideline**

Die Guideline ist Teil des Entwicklungskonzepts für das Personal und gibt einen Überblick darüber, wie Talentmanagementprozesse die Mitarbeiter:innen befähigen, die Wachstumspläne von Lenzing

zu unterstützen. Sie umfasst die Definition von Leistung, den Performance-Management-Prozess, die Unternehmenswerte und Verhaltensweisen von Lenzing, die Festlegung von Zielen und beschreibt, wie Leistungs- und Entwicklungsgespräche geführt werden.

Der Senior Director Corporate People Development ist für die Umsetzung dieser Guideline zuständig.

### **Modern Slavery Act Transparency Statement (nur Großbritannien)**

Diese Erklärung wird in Übereinstimmung mit Artikel 54 des Modern Slavery Act 2025 abgegeben und bietet einen jährlichen Überblick über die Maßnahmen, die das Unternehmen zur Bekämpfung der modernen Sklaverei ergriffen hat. Sie bezieht sich auf eine Reihe interner Dokumente von Lenzing, darunter die Policy für Menschenrechte und Arbeitsstandards, den Globalen Verhaltenskodex für Lieferanten und den Globalen Verhaltenskodex. Die Erklärung bestätigt die Unterstützung der Grundsätze in der Allgemeinen Erklärung der Menschenrechte (AEMR), dem Global Compact der Vereinten Nationen, den OECD-Leitsätzen für multinationale Unternehmen und den grundlegenden Arbeitsgrundsätzen zum Schutz der Arbeitnehmerrechte, wie sie in der Erklärung der Internationalen Arbeitsorganisation (IAO) über die grundlegenden Prinzipien und Rechte bei der Arbeit definiert sind.

- Das Verbot von Kinderarbeit
- Das Verbot von Zwangarbeit
- Vereinigungsfreiheit und das Recht auf Kollektivverhandlungen
- Faire Entlohnung und Arbeitszeiten
- Sichere und gesunde Arbeitsplätze
- Schutz vor Diskriminierung, Belästigung und unmenschlicher Behandlung

In der Erklärung werden die Risikobewertung und die Due-Diligence-Prozesse beschrieben. Zudem wird die Anwendung der EcoVadis-Methode bestätigt, die für die Bewertung der Zulieferer CSR-Analysekriterien mit den folgenden Themen verwendet:

- Umwelt
- Arbeits- und Menschenrechte
- Ethik
- Nachhaltige Beschaffung

Der UK Human Resources Manager ist für die Aktualisierung dieser Erklärung verantwortlich.

### **Policy zu Gleichberechtigung, Diversität und Inklusion**

Diese Policy bestätigt den Wunsch von Lenzing, ihre Mitarbeiter:innen zu inspirieren, zu befähigen, einzubinden und zu entwickeln, damit sie mitwirken können, Lenzings Wettbewerbsvorteil aufrechtzuerhalten. Lenzing will gleiche Chancen für alle bieten, unabhängig von Geschlecht, Familienstand, ethnischer Zugehörigkeit, Hautfarbe, nationaler oder ethnischer Herkunft, Behinderung, sexueller Orientierung, Religion oder Weltanschauung, Alter oder anderen Merkmalen. Lenzing bemüht sich, ein vielfältiges und inklusives Arbeitsumfeld zu schaffen, indem Unterschiede respektiert und geschätzt werden. Sodass sich jede/jeder wertgeschätzt und integriert fühlt und sein darf, wie er/sie ist und sich in der Lage fühlt, einen bestmöglichen Beitrag zu leisten. Die Lenzing Gruppe ist bestrebt:

- Gleichberechtigung, Fairness und Respekt für alle aktuellen Mitarbeiter:innen und für solche, die sich um eine Stelle im Unternehmen bewerben, zu fördern
- Ein Umfeld zu gewährleisten, das frei von ungesetzlicher Diskriminierung ist
- Alle Formen von ungesetzlicher Diskriminierung zu bekämpfen und sie zu verhindern

Lenzing unterstützt den UN Global Compact, bekennt sich zu seinen Prinzipien und verpflichtet sich, eine Reihe von UN-Zielen für nachhaltige Entwicklung durch die Förderung von Gleichberechtigung, Vielfalt und Integration in der Belegschaft voranzutreiben. Mitarbeiter:innen werden ermutigt, Verstöße gegen diese Policy zu melden. Dafür gibt es eine Reihe von Möglichkeiten, unter anderem die Nutzung eines vertraulichen Whistleblowing Systems. Der Vice President Corporate Human Resources ist für die Implementierung dieser Policy zuständig.

### **Global Child Labor Remediation Procedure**

Dieses Verfahren liefert einen Leitfaden für jeden Fall von Kinderarbeit bei Lenzing und beinhaltet Abhilfemaßnahmen, die von Führungskräften befolgt werden können, um sicherzustellen, dass die Sicherheit und die Rechte von Kindern gewahrt werden und das Wohl von Kindern stets im Vordergrund steht. Lenzing erwartet, dass bei der Herstellung ihrer Produkte keine Kinderarbeit eingesetzt wird. Das Verfahren soll die Einhaltung der Übereinkommen der Internationalen Arbeitsorganisation der Vereinten Nationen (ILO) über Kinderarbeit gewährleisten. Das Verfahren bezieht sich auf unbefristete, befristete, informelle und vertragliche Arbeitskräfte, die direkt oder indirekt von Lenzing beschäftigt werden, sowie auf den Handel mit Kindern oder deren Verkauf zur Arbeit. Lenzing verlangt, dass alle internen Einstellungsverfahren sicherstellen, dass keine Kinderarbeit genutzt wird. Lenzing setzt sich auch für den Schutz der Rechte von jungen Arbeitnehmer:innen ein. Von den Lenzing Standorten wird erwartet, dass sie über wirksame Verfahren verfügen, um das Alter zu überprüfen und die entsprechenden Unterlagen für alle Mitarbeiter:innen aufbewahrt werden. Dieses globale Verfahren gilt für alle Bewerber:innen, Mitarbeiter:innen und Praktikant:innen an allen Lenzing Standorten weltweit. Bei der Anwendung dieses Verfahrens werden die einschlägigen lokalen und nationalen Gesetze berücksichtigt. Das Verfahren beinhaltet:

- Entfernung des Kindes vom Arbeitsplatz
- Bestätigung der Identität der Eltern/des Vormunds des Kindes
- Beratung mit Eltern/Vormund
- Benachrichtigung der für das Kind zuständigen Organisationen/Behörden
- Protokollierung des Vorfalls
- Kommunikation mit zuständigen Personen
- Ausarbeitung eines Lösungsvorschlags
- Durchführung einer Ursachenanalyse, um zukünftige Vorfälle zu vermeiden
- Meldung des Vorfalls

### **Menschenrechte**

Die Lenzing Gruppe fördert eine Sicherheitskultur und ein nachhaltiges Arbeitsumfeld zum Nutzen aller Mitarbeiter:innen, aller lokalen Gemeinschaften, in denen das Unternehmen tätig ist, und aller Geschäftspartner. Es ist unerlässlich, dass das gesamte globale Netzwerk der Lenzing Gruppe alle geltenden sozialen und ethischen Verpflichtungen erfüllt und, wo immer möglich, übererfüllt.

Der Global Compact der Vereinten Nationen (UNGC) ist eine der weltweit wichtigsten Initiativen für verantwortungsvolle Unternehmensführung. Als Mitglied verpflichtet sich Lenzing, die Menschenrechte zu wahren, die Rechte der Mitarbeiter:innen und ihrer Vertreter:innen zu respektieren, die Umwelt zu schützen, fairen Wettbewerb zu ermöglichen und Korruption zu bekämpfen. Im Rahmen des sechsmonatigen Programms Business & Human Rights Accelerator des UN Global Compact hat sich das Unternehmen im Berichtsjahr ausführlich mit dem Thema Menschenrechte beschäftigt und anhand einer internen Umfrage mit rund 30 Personen die für das Unternehmen relevanten Menschenrechte definiert. Die daraus resultierende Heatmap bildet die Grundlage, um in einem nächsten Schritt Pläne und Maßnahmen für wesentliche Menschenrechte (salient human rights) zu entwickeln. Um die Anforderungen der unternehmerischen Sorgfaltspflicht (Due Diligence) zu erfüllen, überwacht Lenzing die Einhaltung von Gesetzen, Menschenrechtsprinzipien sowie geltenden Umweltstandards nicht nur intern, sondern auch bei den Lieferanten und innerhalb der Lieferketten. Die Einhaltung der Menschenrechte ist für die Lenzing Gruppe unverzichtbar und nicht verhandelbar. Das Unternehmen orientiert sich an den international anerkannten Grundprinzipien und Rechten, die von der Internationalen Arbeitsorganisation (IAO) festgelegt wurden.

## Kommunikation

[ESRS S1-2; GRI 2-29, 403-4]

### Betriebsrat

Das Management der Lenzing Gruppe verpflichtet sich zu einer transparenten Informationspolitik gegenüber den offiziellen Arbeitnehmervertreter:innen. An beiden Standorten in Österreich gibt es einen lokalen Betriebsrat. Gemäß österreichischem Arbeitsverfassungsgesetz verfügen die Vertreter:innen des Betriebsrates der Lenzing AG am Standort Lenzing über Sitze und Stimmrechte im Aufsichtsrat. Sie vertreten die Interessen der Mitarbeiter:innen in Lenzing und Heiligenkreuz (Österreich). An allen Standorten mit Ausnahme von Prachinburi (Thailand) gibt es Gewerkschaftsvertreter:innen verschiedener Fraktionen und/oder Interessengruppen der Arbeitnehmer:innen, die die Anliegen der Belegschaft vertreten.

Eine regelmäßige und vielfältige Kommunikation mit den Mitarbeiter:innen und deren Vertreter:innen gewährleistet ein gutes Verständnis der Unternehmensstrategie, der Ziele, der Leistung, der Marktbedingungen, der finanziellen Situation, der Policies sowie aller Fragen im Zusammenhang mit den Vertragsbedingungen und -leistungen. Die Informationen werden über verschiedene Kanäle weitergegeben, z.B. über Onboarding-Events, das Schwarze Brett, interne E-Mails und interne Nachrichten usw.

### Ausschüsse für Gesundheit und Sicherheit

In den Fällen, in denen Arbeitsschutz- und Sicherheitsausschüsse gesetzlich vorgeschrieben sind, gibt es formelle Vereinbarungen mit Arbeitnehmervertreter:innen. Alle Mitarbeiter:innen von Lenzing sind in solchen Ausschüssen vertreten, die auf Standortebene tätig sind. Jeder einzelne Standort ist für die Einrichtung und Aufrechterhaltung dieser Ausschüsse verantwortlich. Wie oft die Ausschüsse zusammentreten, wie die Tagesordnung aussieht und wie sich die Vertreter zusammensetzen, liegt in der Verantwortung der SHE-Manager des betreffenden Standortes und wird mit dem zuständigen Gewerkschaftsvertreter vereinbart.

### Kanäle, um Bedenken zu äußern

[ESRS S1-3; GRI 2-16, 2-25]

Folgenden Verfahren wurden eingeführt, um negative Auswirkungen auf Lenzings Belegschaft zu adressieren und zu beseitigen.

- Whistleblower System (beschrieben im Kapitel „Unternehmenspolitik“)
- Betriebsrat an den Standorten Lenzing und Heiligenkreuz, beide in Österreich
- Gewerkschaften/Interessenvertretungen der Arbeitnehmer:innen (außer am Standort Prachinburi (Thailand))
- Global Child Labor Remediation Procedure (beschrieben im Abschnitt Policies)

## Lenzings Maßnahmen

[ESRS S1-4; GRI 3-3d, 403-2, 403-8, 404-2]

Eine Zusammenfassung der „Gesetzten Maßnahmen“ findet sich im Managementansatz am Anfang dieses Kapitels.

### Maßnahmen Lernen und Entwicklung

Das Lern- und Entwicklungsangebot wurde im Jahr 2023 erweitert und verfeinert. Das Global Performance and Talent Management wurde fortgeführt. Weitere Einzelheiten finden Sie im Abschnitt „Lernen und Entwicklung“ in diesem Kapitel.

### Maßnahmen Chancengleichheit, Diversität und Inklusion

Lenzing hat zwei Employee Resource Groups (ERGs) ins Leben gerufen, von denen sich eine auf Frauen und eine auf verschiedene Nationalitäten konzentriert. Die „Women's Empowerment Principles“ wurden vom CEO von Lenzing unterzeichnet. Weitere Einzelheiten finden Sie im Abschnitt „Chancengleichheit, Diversität und Inklusion“ in diesem Kapitel.

### Sozialaudits

Im Berichtsjahr hat Lenzing weiter an der Umsetzung des standardisierten Social Labor Convergence Program (SLCP) gearbeitet. Eine umfassende Selbsteinschätzung und ein darauf aufbauendes Vor-Ort-Audit helfen dem Unternehmen, Verbesserungspotenziale zu identifizieren. Die Ergebnisse können z.B. über das Higg FSLM-Assessment-Tool mit Partnern entlang der Wertschöpfungskette geteilt werden. Darüber hinaus wurden an verschiedenen Lenzing-Standorten Kundenaudits mit dem Schwerpunkt Arbeitsstandards und faire Arbeitspraktiken durchgeführt. Im Laufe des Jahres wurden auch Kundenfragebögen zu relevanten Themen ausgefüllt.

### Arbeitsschutzmanagement

Alle Produktionsstandorte sind nach ISO 45001 zertifiziert. Diese Zertifizierung des Managementsystems für Sicherheit und Gesundheit am Arbeitsplatz, die für Mitarbeiter:innen und Fremdfirmenmitarbeiter:innen gilt, bietet den Rahmen für die Ermittlung, Kontrolle und Verringerung von Risiken im Zusammenhang mit Gesundheit und Sicherheit am Arbeitsplatz. Dieses System priorisiert Gesundheit und Sicherheit und basiert auf dem Modell kontinuierlicher Verbesserungen (Plan-Do-Check-Act). Ferner hilft es, Gefahren und Risiken in der Produktentwicklung, der Fertigung, im Vertrieb und anderen Bereichen zu erkennen und zu bewerten. Unter Berücksichtigung des Feedback von Mitarbeiter:innen, Fremdfirmenmitarbeiter:innen, Gemeinschaften, Kunden, Lieferanten und anderen Interessengruppen legt Lenzing anschließend Ziele

und Vorgaben zur Beseitigung der wesentlichen Gefahren und Risiken fest.

Die Risikobewertung an den Produktionsstandorten von Lenzing umfasst die Überprüfung der standortspezifischen Aktivitäten in Teams. Dazu gehören die Identifizierung potenzieller Schäden, die Bewertung der Wahrscheinlichkeit und Schwere von Gefahren, die Festlegung von vorbeugenden Maßnahmen und die Suche nach Verbesserungsmöglichkeiten. Regelmäßige Überprüfungen und Überwachungen stellen die Wirksamkeit der Kontrollen sicher, und die Bewertungen werden nach Arbeitsplatzveränderungen, z.B. bei Personal- oder Prozessänderungen, oder nach unerwünschten Ereignissen aktualisiert.

Alle Mitarbeiter:innen und Fremdfirmenmitarbeiter:innen müssen sich an die Life Saving Rules von Lenzing halten und sind befugt, die Arbeit zu unterbrechen, wenn sie sie für unsicher halten. Die entsprechenden Informationen werden während der Einweisungsprozesse in allen Konzernsprachen und in Form von Grafiken zur Verfügung gestellt.

Lenzing verfügt über ein Verfahren zur Meldung und Untersuchung unerwünschter Ereignisse. Mitarbeiter:innen, Fremdfirmenmitarbeiter:innen und Besucher sind verpflichtet, arbeitsbedingte Symptome, Verletzungen oder Krankheiten zu melden und so eine

zeitnahe Reaktion zu ermöglichen. Die konzernweite Melddatenbank erleichtert die Kommunikation über unerwünschte Ereignisse und verbessert das Risikomanagement. Die Untersuchung von Vorfällen durch Lenzing (auch Unfalluntersuchung genannt) erfolgt strukturiert und systematisch und ermöglicht die Meldung, Nachverfolgung und Ursachenanalyse, um die Wiederholung von Vorfällen zu verhindern. Dank dieses proaktiven Ansatzes kann Lenzing zukünftige Vorfälle wirksam bewältigen und darauf reagieren.

Um mehr über die Maßnahmen von Lenzing für die eigene Belegschaft in Bezug auf Gesundheit und Sicherheit zu erfahren, insbesondere über interne und externe Audits, Gesundheitsvorsorge, Sicherheitsschulungen und Gesundheitsförderung im Jahr 2023, lesen Sie bitte den Abschnitt „Gesundheit und Sicherheit in Lenzing“ in diesem Kapitel.

## Kennzahlen und Ziele

[ESRS S1-5; GRI 3-3e]

Siehe „Ziele“ im Managementansatz am Anfang von diesem Kapitel. Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

Sozialstandard	Dauerhaft gültiges, unabhängig auditiertes und akkreditiertes Zertifikat eines Sozialstandards für jeden Produktionsstandort der Lenzing Gruppe (Faser und Faserzellstoff) bis 2024 <sup>d</sup>	2024 Auf Kurs
Maßnahme(n)	Implementierung und jährliche Aktualisierung des Facility Social Labor Module (FSLM) in allen Zellstoff- und Faserproduktionsanlagen und Weitergabe verifizierter Module an Kunden ab 2024	2024 Auf Kurs
Status in 2023	Die Vor-Ort-Audits der Produktionsstandorte für FSLM Mobile (Vereinigte Staaten), Grimsby (Vereinigtes Königreich), Nanjing (China), Purwakarta (Indonesien) und Paskov (Tschechische Republik) wurden erfolgreich abgeschlossen. Derzeit ist es nicht möglich, eine FSLM-Prüfung durch Dritte in Österreich zu erhalten, da es keine zugelassenen Auditoren gibt.	

d) Der Umfang beinhaltet alle Lenzing Anlagen, auch die neuen Standorte Prachinburi (Thailand) und Indianópolis (Brasilien).

Chancengleichheit, Diversität und Inklusion	Schaffung eines förderlichen Arbeitsumfelds durch Achtung der Menschenrechte, des Wohlbefindens der Mitarbeiter:innen und der Vielfalt	Kontinuierlich Auf Kurs
Maßnahme(n)	Lenzing führt für 75 Prozent der Belegschaft Schulungen zu den Themen Vielfalt, Diskriminierung, Nichtdiskriminierung und Menschenrechte durch	2025 Auf Kurs
	Lenzing erhöht den Frauenanteil bis 2025 auf 22,5 Prozent in allen Positionen ab der Stufe 5 <sup>b</sup>	2025 Auf Kurs
	Lenzing erreicht bis 2026 einen Inklusionsindexwert von 75 Prozent in der globalen Arbeitsklima-Umfrage	2026 Neu
Status in 2023	Lenzing führt eine Policy zu Arbeitsbedingungen ein  Es wurde eine globale Policy zu Chancengleichheit, Diversität und Inklusion (EDI) mit einem Schulungsvideo für alle Mitarbeiter:innen in mehreren Sprachen veröffentlicht. Außerdem wurde ein Prozess etabliert, wie mit einem möglichen Fall von Kinderarbeit umgegangen werden muss. Es wurden zwei Mitarbeiter-Ressourcengruppen (ERGs) eingerichtet. Die erste soll die Gleichstellung der Geschlechter in Lenzing weiter verbessern, die zweite soll den Multikulturalismus fördern. Eine Teamleiter:innen-Akademie mit Modulen für integrative Führung wurde in Grimsby (Vereinigtes Königreich) eingeführt. Lenzing veröffentlichte ein zusammenfassendes Dokument mit allen globalen Richtlinien, die sich auf die Arbeitsbedingungen der Mitarbeiter:innen auswirken.	2021 Erreicht

b) Relevant für das Long-Term-Incentive (LTI)-Bonusziel des Vorstandes

## Gesundheitsziele

Lenzing hat sich auf Konzernebene das Ziel gesetzt, die Arbeitsunfallrate (Total Recordable Injury Frequency Rate, TRIFR) bis 2025

auf 0,3 zu senken. Außerdem wurden Standortziele auf der Grundlage des Konzernziels, der tatsächlichen Leistung und unter Berücksichtigung der Standortgröße entwickelt. Aufbauend auf den TRIFR-Zielen legen die Standorte Ziele für wichtige Indikatoren

fest, schlüsseln diese auf Abteilungsebene auf und entwickeln standortspezifische Sicherheitsprogramme, die sie mit dem globalen Arbeitsschutz (OHS) koordinieren.

## Beschäftigte in Zahlen

[ESRS S1-6; GRI 2-7, 401-1]

Die Hauptgründe für das Ausscheiden von Mitarbeiter:innen waren 2023 einvernehmliche/freiwillige Vertragsauflösungen, Vertragsbeendigungen durch den Arbeitgeber und Pensionierungen. Dies spiegelt sich in allen Zahlen der folgenden Tabellen wider.

### Arbeitsverträge

Die meisten Mitarbeiter:innen der Lenzing Gruppe stehen in einem unbefristeten Arbeits-/Dienstleistungsverhältnis. Es ist derzeit üblich, dass die Mitarbeiter:innen in den ersten sechs Monaten im

#### Belegschaft 2023

Tabelle 34

Erforderliche allgemeine Informationen	2021	2022	2023
<b>Gesamtzahl Beschäftigte</b>	<b>7.958</b>	<b>8.301</b>	<b>8.340</b>
Frauen	1.244	1.394	1.408
Männer	6.714	6.907	6.932
Davon in Österreich	3.575	3.675	3.541
Davon in Indonesien	1.633	1.523	1.474
Davon in der Tschechischen Republik	451	491	525
Davon in China	873	867	818
Davon in den USA	221	222	217
Davon in Großbritannien	218	225	234
Sonstige (Indien, Thailand, Türkei, Korea, Singapur, Taiwan, Brasilien, Deutschland und Italien)	987	1.298	1.531
<b>Gesamtzahl der Mitarbeiter:innen – Vollzeit</b>	<b>7.500</b>	<b>7.823</b>	<b>7.748</b>
Frauen	933	1.075	1.087
Männer	6.567	6.748	6.661
<b>Gesamtzahl der Mitarbeiter:innen – Teilzeit</b>	<b>458</b>	<b>478</b>	<b>592</b>
Frauen	311	319	321
Männer	147	159	271
<b>Gesamtzahl Lehrlinge</b>	<b>184</b>	<b>188</b>	<b>236</b>
Frauen	20	31	48
Männer	164	157	188

#### Belegschaft 2023

Tabelle 35

Fluktuationsrate	2021	2022	2023
<b>Anzahl der Mitarbeiter:innen, die das Unternehmen verlassen haben, gesamt</b>	<b>598</b>	<b>898</b>	<b>932</b>
Frauen	125	153	222
Männer	473	745	710
Bis 29	135	184	205
Zwischen 30 und 50	262	448	446
Über 50	201	266	281
Österreich	222	278	347
Indonesien	86	206	78
China	98	99	74
Tschechische Republik	22	27	47
USA	20	41	45
Großbritannien	17	24	24
Sonstige (Indien, Thailand, Türkei, Korea, Singapur, Taiwan, Brasilien, Deutschland und Italien)	133	223	317

Rahmen eines befristeten Vertrages arbeiten, der anschließend automatisch in ein unbefristetes Arbeits-/Dienstleistungsverhältnis übergeht. Lediglich 2,8 Prozent der Belegschaft (einschließlich externer Mitarbeiter:innen) verfügt über einen befristeten Beschäftigungsvertrag, der über die übliche sechsmonatige Laufzeit für befristete Verträge hinausgeht. Aus diesem Grund wurde keine Aufschlüsselung in unbefristete und befristete Beschäftigungsverträge vorgenommen.

Die Angaben beziehen sich auf die Personenanzahl am 31.12.2023.

<b>Prozentualer Anteil der Mitarbeiter:innen, die das Unternehmen verlassen haben (Fluktuationsrate), gesamt</b>	<b>7,5 %</b>	<b>10,8 %</b>	<b>11,2 %</b>
Frauen	21 %	17 %	24 %
Männer	79 %	83 %	76 %
Bis 29	23 %	20 %	22 %
Zwischen 30 und 50	44 %	50 %	48 %
Über 50	34 %	30 %	30 %
Österreich	37 %	31 %	37 %
Indonesien	14 %	23 %	8 %
China	16 %	11 %	8 %
Tschechische Republik	4 %	3 %	5 %
USA	3 %	5 %	5 %
Großbritannien	3 %	3 %	3 %
Sonstige (Indien, Thailand, Türkei, Korea, Singapur, Taiwan, Brasilien, Deutschland und Italien)	22 %	25 %	34 %

### Belegschaft 2023

Tabelle 36

<b>Neu eingestellte Mitarbeiter:innen</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Anzahl der neu eingestellten Mitarbeiter:innen, gesamt</b>	<b>1.198</b>	<b>1.241</b>	<b>971</b>
Frauen	279	303	236
Männer	919	938	735
Bis 29	285	275	195
Zwischen 30 und 50	644	705	523
Über 50	269	261	253
Österreich	315	378	213
Indonesien	105	96	29
China	132	93	25
Tschechische Republik	63	67	81
USA	31	42	40
Großbritannien	32	31	33
Sonstige (Indien, Thailand, Türkei, Korea, Singapur, Taiwan, Brasilien, Deutschland und Italien)	520	534	550
<b>Prozentsatz der neu eingestellten Mitarbeiter:innen, gesamt</b>	<b>15,1 %</b>	<b>15,0 %</b>	<b>12 %</b>
Frauen	23 %	24 %	24 %
Männer	77 %	76 %	76 %
Bis 29	24 %	22 %	20 %
Zwischen 30 und 50	54 %	57 %	54 %
Über 50	22 %	21 %	26 %
Österreich	26 %	30 %	22 %
Indonesien	9 %	8 %	3 %
China	11 %	8 %	3 %
Tschechische Republik	5 %	5 %	8 %
USA	3 %	3 %	4 %
Großbritannien	3 %	2 %	3 %
Sonstige (Indien, Thailand, Türkei, Korea, Singapur, Taiwan, Brasilien, Deutschland und Italien)	43 %	43 %	57 %

[ESRS S1-7; GRI 2-8]

### Belegschaft 2023

Tabelle 37

<b>Erforderliche allgemeine Informationen</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Gesamtzahl Leasingpersonal</b>	<b>444</b>	<b>261</b>	<b>156</b>

Die Angaben beziehen sich auf die Personenanzahl am 31.12.2023. Die größte Gruppe von anderen Arbeitnehmern als die Arbeitnehmer:innen von Lenzing ist Leasingpersonal. Diese werden indirekt über eine Arbeitsagentur eingestellt. Das Leasingpersonal wird genauso behandelt wie Lenzings Arbeitnehmer:innen. Ein Großteil des Leasingpersonals ist im Produktionsbereich (Schichtbereich, usw.) tätig.

### Kollektivverträge

[ESRS S1-8; GRI 2-30]

Lenzing hält sich in allen Ländern, in denen das Unternehmen tätig ist, an die lokalen Arbeitsstandards. Kollektivverträge decken 83,0 Prozent (2022: 82,4 Prozent, 2021: 80,2 Prozent) der weltweiten Belegschaft der Lenzing Gruppe ab. Für 99,6 Prozent (2022: 99,5 Prozent, 2021: 95,0 Prozent) der Mitarbeiter:innen galten arbeitsrechtlich oder kollektivvertraglich geregelte Kündigungsfristen.

# Diversitätskennzahlen

[ESRS S1-9, GRI 405-1]

## Belegschaft 2023

Tabelle 38

Personen in Leitungsorganen der Organisation (Vorstand und Aufsichtsrat) <sup>a</sup>	2021	2022	2023
<b>Anzahl der Mitarbeiter:innen, gesamt</b>	<b>14</b>	<b>12</b>	<b>14</b>
Bis 29	0	0	0
Zwischen 30 und 50	4	4	4
Über 50	10	8	10
Frauen	2	2	3
Männer	12	10	11
<b>Prozentualer Anteil</b>			
Bis 29	0 %	0 %	0 %
Zwischen 30 und 50	29 %	33 %	29 %
Über 50	71 %	67 %	71 %
Frauen	14 %	17 %	21 %
Männer	86 %	83 %	79 %

a) Beinhaltet nicht die vom Betriebsrat gestellten Mitglieder des Aufsichtsrates; Die Mitglieder des Aufsichtsrates werden nur in dieser Tabelle dargestellt und finden sich in keinen anderen Headcount Zahlen oder Tabellen wieder

b) Die drei Vorstandsmitglieder im Jahr 2022 wurden im Vorjahr irrtümlicherweise nicht berücksichtigt.

## Belegschaft 2023

Tabelle 39

Personen außerhalb von Leitungsorganen der Organisation <sup>a</sup>	2021	2022	2023
<b>Anzahl der Mitarbeiter:innen, gesamt</b>	<b>7.953</b>	<b>8.298</b>	<b>8.336</b>
Bis 29	1.487	1.578	1.568
Zwischen 30 und 50	4.722	4.980	5.057
Über 50	1.744	1.740	1.711
Frauen	1.244	1.394	1.408
Männer	6.709	6.904	6.928
<b>Prozentualer Anteil</b>			
Bis 29	19 %	19 %	19 %
Zwischen 30 und 50	59 %	60 %	61 %
Über 50	22 %	21 %	21 %
Frauen	16 %	17 %	17 %
Männer	84 %	83 %	83 %

a) Beinhaltet die vom Betriebsrat gestellten Mitglieder des Aufsichtsrates.

Kategorie 1	Angestellte mit Führungsverantwortung
Kategorie 2	Arbeiter:innen mit Führungsverantwortung
Kategorie 3	Leasingpersonal mit Führungsverantwortung

## Belegschaft 2023

Tabelle 40

Mitarbeiter:innen in leitender Funktion – gesamt (mindestens eine Direktunterstelle:r)	2021	2022	2023
<b>Anzahl der Mitarbeiter:innen, gesamt</b>	<b>941</b>	<b>932</b>	<b>915</b>
Bis 30	34	40	40
Zwischen 31 und 50	586	587	577
Über 50	321	305	298
Frauen	155	171	160
Männer	786	761	755

Prozentualer Anteil			
Bis 30	4 %	4 %	4 %
Zwischen 31 und 50	62 %	63 %	63 %
Über 50	34 %	33 %	33 %
Frauen	16 %	18 %	17 %
Männer	84 %	82 %	83 %
<b>Anzahl der Mitarbeiter:innen der Kategorie 1, gesamt</b>	<b>748</b>	<b>738</b>	<b>730</b>
Bis 30	17	21	17
Zwischen 31 und 50	466	460	459
Über 50	265	257	254
Frauen	138	153	144
Männer	610	585	586
Prozentualer Anteil der Mitarbeiter:innen der Kategorie 1			
Bis 30	2 %	3 %	2 %
Zwischen 31 und 50	62 %	62 %	63 %
Über 50	35 %	35 %	35 %
Frauen	18 %	21 %	20 %
Männer	82 %	79 %	80 %
<b>Anzahl der Mitarbeiter:innen der Kategorie 2, gesamt</b>	<b>171</b>	<b>185</b>	<b>180</b>
Bis 30	16	19	23
Zwischen 31 und 50	109	122	116
Über 50	46	44	41
Frauen	13	14	13
Männer	158	171	167
Prozentualer Anteil der Mitarbeiter:innen der Kategorie 2			
Bis 30	9 %	10 %	13 %
Zwischen 31 und 50	64 %	66 %	64 %
Über 50	27 %	24 %	23 %
Frauen	8 %	8 %	7 %
Männer	92 %	92 %	93 %
<b>Anzahl der Mitarbeiter:innen der Kategorie 3, gesamt</b>	<b>22</b>	<b>9</b>	<b>5</b>
Bis 30	1	0	0
Zwischen 31 und 50	11	5	2
Über 50	10	4	3
Frauen	4	4	3
Männer	18	5	2
Prozentualer Anteil der Mitarbeiter:innen der Kategorie 3			
Bis 30	5 %	0 %	0 %
Zwischen 31 und 50	50 %	56 %	40 %
Über 50	45 %	44 %	60 %
Frauen	18 %	44 %	60 %
Männer	82 %	56 %	40 %

## Chancengleichheit, Diversität und Inklusion

### Eine kollektive Verantwortung

Lenzing ist bestrebt, ein vielfältiges und inklusives Umfeld zu schaffen, in dem sich jede Person entfalten kann, unabhängig von Merkmalen wie Geschlecht, Alter, ethnischer Herkunft, kulturellem Hintergrund oder Sprache.

Die Förderung von Chancengleichheit, Diversität und Integration (auf Englisch EDI) ist eine kollektive Verantwortung aller Mitarbeiter:innen. Im Berichtsjahr wurde daher eine neue EDI-Policy eingeführt, um ein gemeinsames Verständnis zu fördern und Orientierung zu bieten. Sie trägt dazu bei, ein Arbeitsumfeld zu schaffen, in dem sich jede/r Mitarbeiter:in als Person akzeptiert und unterstützt fühlt und sich erfolgreich entwickeln kann - und damit auch Lenzing. Die Policy steht in allen sieben Sprachen der Standorte zur

Verfügung, zusammen mit einem entsprechenden Erklärungsvideo für Schulungszwecke.

Die „Women's Empowerment Principles“, die aus dem UN Global Compact hervorgegangen sind, wurden im März 2023 offiziell von Lenzings Vorstandsvorsitzendem im Namen des Vorstands unterzeichnet.

Ferner hat das Unternehmen seine erste globale Employee Resource Group (ERG) „Women@Lenzing“ lanciert, um ein von Respekt und Wertschätzung geprägtes Arbeitsumfeld zu fördern und Lenzings Kultur zu stärken. In dem international tätigen Unternehmen treffen im Arbeitsalltag verschiedene Kulturen aufeinander. Um dieses Thema näher zu beleuchten und Verbesserungspotenziale zu identifizieren, wurde im vierten Quartal des Berichtsjahres eine weitere ERG (Multicultural@Lenzing) gegründet.

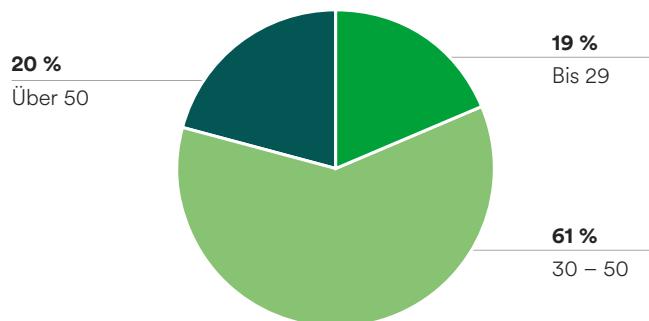
## Internationale Belegschaft

Trotz der europäischen Wurzeln des Unternehmens hat sich eine internationale Unternehmenskultur herausgebildet, die der engen Zusammenarbeit zwischen seinen Niederlassungen in Asien, Europa und Amerika zu verdanken ist. Das Management unterstützt aktiv die Internationalisierung der Belegschaft auf allen Ebenen.

Details zu den verschiedenen Nationalitäten, die in der Lenzing Gruppe arbeiten, finden Sie in der Tabelle 59 im Anhang.

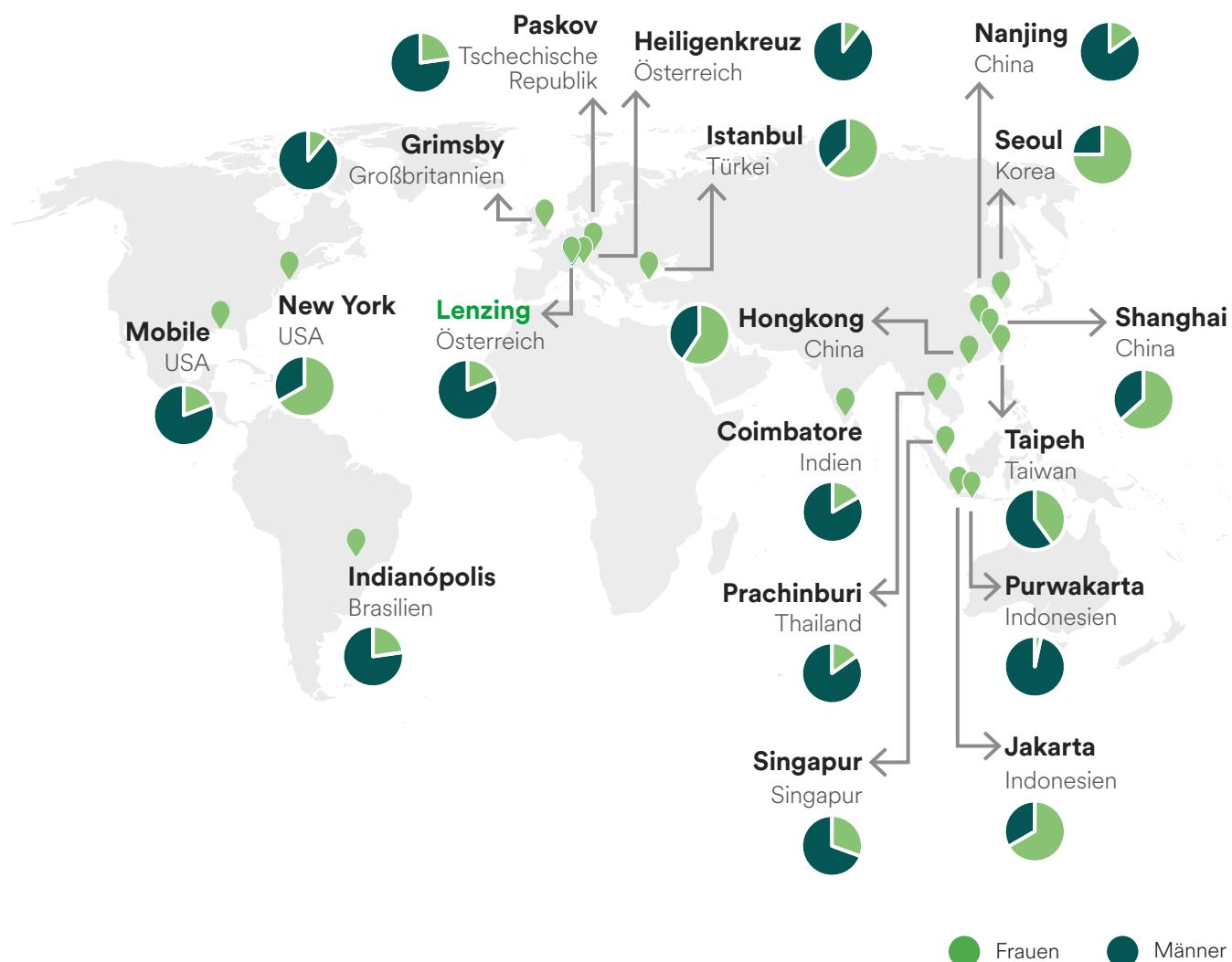
Diversität nach Alter (alle Mitarbeiter:innen)

Abb. 13



Diversität nach Standort

Abb. 14



In ihrer Policy für Menschenrechte und Arbeitsstandards verpflichtet sich die Lenzing Gruppe, die wesentlichen arbeitsbezogenen Prinzipien zu achten und zu fördern, so etwa den Schutz vor Diskriminierung, Belästigung und unmenschlicher Behandlung. Dies umfasst u.a. den Schutz vor Personalentscheidungen, die auf persönlichen Charakteristika oder Überzeugungen und nicht auf der Arbeitsleistung beruhen: Geschlecht, Alter, Hautfarbe, Nationalität,

ethnische Zugehörigkeit, sozialer Hintergrund, sexuelle Orientierung, familiäre Verpflichtungen (einschließlich Schwangerschaft), Behinderungen, politische Ansichten, sensibler Gesundheitszustand, Familienstand sowie eine anderweitige Diskriminierung hinsichtlich der Arbeitsbedingungen. Diese Themen spiegeln sich auch im Globalen Verhaltenskodex von Lenzing wider, den alle Mitarbeiter:innen befolgen müssen.

**Belegschaft 2023****Tabelle 41**

Mitarbeiter:innen mit Beeinträchtigungen*	2021	2022	2023
Lenzing Gruppe	90	82	83
Österreich	69	61	51
Tschechische Republik	8	8	9
USA	2	4	2
Indonesien	2	2	2
China	–	–	–
Brasilien	9	7	19

a) Am Standort in Grimsby (Großbritannien) wird keine formelle Erfassung von Mitarbeiter:innen mit Beeinträchtigungen durchgeführt, da die nationale Gesetzgebung keine Definition bereitstellt.

**Lernen und Entwicklung**

Im Berichtsjahr wurden rund 67.168 Mal Kurse aus Learn@Lenzing absolviert. Das ergibt eine Schulungszeit von insgesamt 45.707 Stunden und damit eine durchschnittliche Schulungszeit von 5,5 Stunden je Mitarbeiter:in. Die Gesamtausgaben für lebenslanges Lernen und Personalentwicklung sinken auf EUR 5,76 Mio. im Jahr 2023, nachdem sie von EUR 6,19 Mio. im Jahr 2021 auf EUR 6,75 Mio. im Jahr 2022 gestiegen sind. Die Zahlen beinhalten die konzernweiten Aufwendungen des Bildungszentrums Lenzing (BZL). Die konzernweiten konsolidierten Aufwendungen für Schulungen betragen daher im Jahr 2023 EUR 2,25 Mio. (2022: EUR 2,48 Mio., 2021: EUR 2,46 Mio.).

**Individuelle Lernangebote**

Um die kontinuierliche und individuelle Entwicklung seiner Mitarbeiter zu ermöglichen, hat Lenzing einen globalen Learning & Development (L&D) Katalog entwickelt. Der Katalog ist Teil des Lenzing-internen Lernmanagementsystems Learn@Lenzing und ermöglicht es den Mitarbeiter:innen, sich individuell über Entwicklungsmöglichkeiten zu informieren.

Er umfasst sowohl eLearning, Blended Learning als auch Präsenzschulungen.

- In Lenzings globalem Katalog für Learning und Development stehen über 200 Schulungen (Präsenz-, eLearning- sowie Blended-Learning Kurse) zur Verfügung. Über 120 neue eLearning-Kurse stehen weltweit zur Verfügung; die ein breites Spektrum abdecken, von Business-Themen bis hin zu persönlicher Entwicklung und Wohlbefinden. Die Mitarbeiter:innen können die Kurse nach ihren individuellen Bedürfnissen buchen. Insgesamt wurden 3.942 Kurse absolviert. Die Mitarbeiter:innen haben die Inhalte 2045 Stunden genutzt.
- Ein digitales „Train-the-Trainer“-Programm wurde 2022 weltweit eingeführt, um den internen Wissenstransfer zu fördern und sicherzustellen, dass Mitarbeiter:innen, die bereits über fortgeschrittene funktionale Kompetenzen verfügen, mit didaktischen Fähigkeiten ausgestattet werden, um ihre Kolleg:innen zu schulen.
- 2023 wurde für Arbeiter:innen digitale Blended-Learning-Pfade entwickelt, die mit einer Skills-Matrix verknüpft sind und das technische Onboarding standardisieren sollen.

- 2023 wurde im Learning Management System (LMS) ein globaler automatischer Erinnerungsprozess implementiert, der Mitarbeiter:innen und Führungskräfte an die Absolvierung ihrer Pflichtschulungen erinnert.
- 2023 wurde als jüngster Standort Heiligenkreuz (Österreich) in das globale LMS integriert. Mehr als 100 Schulungen wurden aktualisiert und übertragen und alle Mitarbeiter:innen des Standorts geschult.
- 2023 wurde in Österreich, Thailand, Großbritannien US und Brasilien und Indonesien mit dem Roll-out des globalen Skill-Matrix-Konzepts und des IT-Tools begonnen, um das erforderliche und aktuelle Qualifikationsniveau der Arbeiter:innen zu dokumentieren.
- 2023 wurden bereits 1.416 externe Schulungen und Sicherheitsunterweisungen im Skill-Matrix IT-Tool dokumentiert.

**Globales Performance und Talent Management**

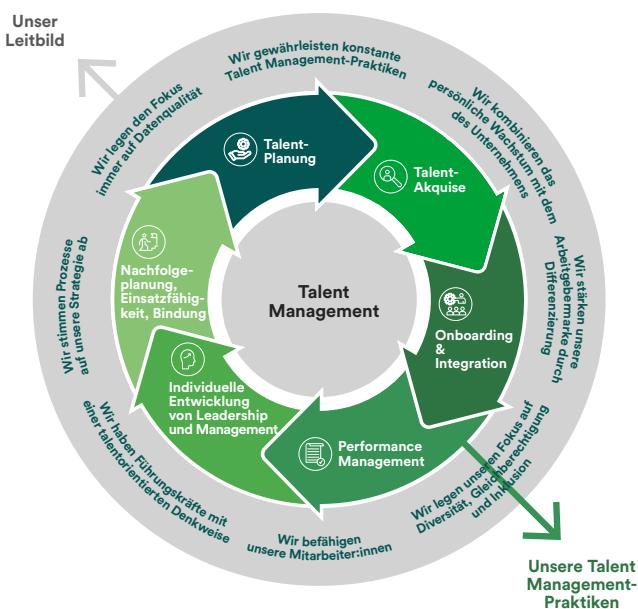
Ein effektives Talent- und Performancemanagement sind für den Gesamterfolg von Lenzing und das Wachstum ihrer Belegschaft entscheidend. Diese Prozesse tragen wesentlich zur Gestaltung der Mitarbeiterentwicklung bei, indem sie den Rollen und Funktionen angemessene Leistungsziele klar bestimmen und verfolgen und Lenzings Talentmix ermitteln. Daher hat Lenzing auch 2023 seine Bemühungen fortgesetzt, diese wichtigen Personalprozesse zu konsolidieren.

Die Prozesse wurden 2023 eingeführt und werden dringend empfohlen, um das Unternehmen zu unterstützen, sind aber nicht verpflichtend.

79,8 Prozent der Angestellten haben ihre Ziele definiert und 352 aller Manager haben ihre Teammitglieder im Talent grit bewertet. Dies zeigt, dass die Prozesse bereits gut in der Organisation verankert sind. Die Erkenntnisse werden uns dabei unterstützen, die berufliche Entwicklung Lenzings Mitarbeiter:innen zu steuern. Die Ergebnisse von 2023 beinhalten Talentdaten für 61,1 Prozent der Angestellten und 1.077 von 2.544 (42,3 Prozent) Positionen haben mindestens einen Nachfolger.

**Talent Management**

Abb. 15



## **Meilensteine 2023**

- 2.030 Angestellte haben ihre Leistungsziele in SuccessFactors für 2023 festgelegt.
- 1.736 Mitarbeiter:innen haben erfolgreich eine Leistungsüberprüfung ihrer Leistungsziele für 2022 abgeschlossen.
- 1.835 Mitarbeiter:innen haben ihre Talentkarten ausgefüllt und ihren Werdegang und ihre Ambitionen mitgeteilt.
- 1.554 Mitarbeiter:innen verfügen über Daten zu Potenzial, Leistung, Beibehaltungsrisiko und empfohlenem Entwicklungssatz.
- Es existieren 1.077 Nachfolgepläne für Schlüsselpositionen, die den nächsten möglichen Karriereschritt für Mitarbeiter vorsehen.

## **Gesundheit und Sicherheit bei Lenzing**

[ESRS S1-14; GRI 403-1, 403-8, 403-9, 403-10]

Das Wohlergehen der Mitarbeiter:innen ist entscheidend für den langfristigen Geschäftserfolg und das Wachstum von Lenzing. Lenzing ist ethisch, rechtlich und moralisch für die Gesundheit und Sicherheit am Arbeitsplatz verantwortlich, um das Wohlergehen der Mitarbeiter:innen, Fremdfirmenmitarbeiter:innen und Besucher:innen (inklusive Kunden) von Lenzing zu gewährleisten.

Das Gesundheitsmanagementsystem („House of Health“) der Lenzing Gruppe basiert auf dem Konzept der Salutogenese. Dieses Konzept ist auf die jeweiligen Gesundheits- und Sozialsysteme der Länder, in denen Lenzing tätig ist, zugeschnitten. Es bietet einen konzeptionellen Rahmen für gezielte Investitionen in die Gesundheitsversorgung der Mitarbeiter:innen des Unternehmens. Die Abteilung Global Health Care Management arbeitet bei allen Gesundheitsversorgungsfragen eng mit den regional zuständigen Mitarbeiter:innen sowie mit der für Gesundheit und Sicherheit am Arbeitsplatz zuständigen Abteilung (QESH) zusammen.

Das Sicherheitsmanagementsystem, das auf den Normen der Internationalen Organisation für Normung (ISO) basiert, dient dem Unternehmen als Leitfaden bei der Minderung von Gesundheits-, Sicherheits- und Umweltrisiken. Das Unternehmen bemüht sich weiterhin intensiv um die Verbesserung der Leistung im Bereich Gesundheit und Sicherheit am Arbeitsplatz sowie auf die Überwachung von Früh- und Spätindikatoren. Die Safety-Dashboards bieten den Teams als Teil ihrer Management-Dashboards täglich Zugang zu den wichtigsten Sicherheitskennzahlen.

100 Prozent der Mitarbeiter:innen und Fremdfirmenmitarbeiter:innen von Lenzing, die auf dem Firmengelände arbeiten, sind durch das Arbeitsschutzmanagementsystem (OHS) geschützt. Alle Produktionsstandorte sind nach ISO 45001 zertifiziert. Lenzing führt regelmäßig interne und externe Audits zahlreicher Schlüsselaktivitäten durch, darunter Sicherheit, Gesundheit, Umweltleistung und Einhaltung des Lenzing Verhaltenskodex. Externe Audits werden auch durchgeführt um zu zertifizieren, dass die Arbeitsschutzmanagementsysteme von Lenzing konform sind mit ISO 45001.

Bei den internen Managementsystem-Audits auf Standortebene wird das Arbeitsschutzprogramm von Lenzing auf die Einhaltung der ISO 45001, der Unternehmensrichtlinien, der Verträge und der

regulatorischen Anforderungen geprüft. Ein weiterer interner Audit-Prozess wird von der Lenzing QESH-Organisation geleitet. Die Audits werden für die verschiedenen Standorte rotierend je nach ihrem relativen Risiko geplant. Alle Standorte sind verpflichtet, regelmäßige interne Audits in Übereinstimmung mit der Unternehmensrichtlinie durchzuführen. Darüber hinaus unterliegt jeder Standort bzw. jede Sparte formellen externen Audits im Rahmen des Arbeitsschutzmanagementsystems im Zusammenhang mit Arbeitsschutz-bezogenen Verpflichtungen oder Zertifizierungen, wie ISO 45001 und ISO 14001. Regelmäßige dokumentierte Prüftreffen zum Arbeitsschutzmanagement an allen Standorten dienen als Grundlage für Entscheidungen und Maßnahmen im Zusammenhang mit möglichen Änderungen des Managementsystems, die in das entsprechende Datenbanksystem aufgenommen und an die Mitarbeiter:innen kommuniziert werden.

## **Kennzahlen: Arbeitsunfälle und arbeitsbedingte Verletzungen**

### **Aktuelle Leistung im Vergleich zu den Vorjahren**

Lenzing schneidet in puncto Sicherheit weiterhin gut ab, da sich das Unternehmen an ein sich veränderndes Arbeits- und Geschäftsumfeld anpasst. Die Zahl der Vorfälle sinkt und Lenzing verpflichtet sich noch mehr, ihre Leistung zu verbessern. 2023 wurden keine tödlichen Unfälle verzeichnet, und die die Arbeitsunfallrate (Total Recordable Injury Frequency Rate, TRIFR)<sup>55</sup> für Mitarbeiter:innen steigerte sich leicht von 0,6 (2022) auf 0,7. Darüber hinaus stieg die TRIFR für Fremdfirmenmitarbeiter:innen im Jahr 2023 leicht von 0,4 im Jahr 2022 auf 0,5. Die Mitarbeiter:innenrate für alle arbeitsbedingten Verletzungen stieg von 3,3 im Jahr 2022 auf 3,6 im Jahr 2023, während die Quote für Fremdfirmenmitarbeiter:innen von 1,1 im Jahr 2022 auf 2,1 im Jahr 2023 anstieg. (Anmerkung: Im Jahr 2023 verzeichnete die Lenzing Gruppe einen Rückgang der geleisteten Arbeitsstunden bei den Fremdfirmenmitarbeiter:innen um 37 Prozent, während gleichzeitig die Zahl der gemeldeten arbeitsbedingten Verletzungen anstieg, was zu einer höheren Quote führte).

### **Arbeitsunfälle mit schwerwiegenden Folgen**

Die Belegschaft im weiteren Sinne zeigte eine nachhaltige Sicherheitsleistung bei Arbeitsunfällen mit schwerwiegenden Folgen, die seit 2019 bei null liegt. Eine Verletzung mit schwerwiegenden Folgen ist entweder ein Todesfall/Verletzung, von der sich der Mitarbeitende nicht erholen kann (z.B. Amputation einer Gliedmaße) oder von der nicht zu erwarten ist, dass der Mitarbeitende innerhalb von sechs Monaten den Gesundheitszustand vor der Verletzung wieder erreicht (z.B. Fraktur mit Komplikationen).

Arbeitsbedingte Gefahren werden auf standortspezifischer Ebene ermittelt und bewertet. Sie lassen sich in sechs Hauptgefährdungsarten einteilen: Sicherheit, biologisch, physikalisch, ergonomisch, chemisch und abhängig von der Arbeitsbelastung (psychosozial). Die Gefährdungen werden über verschiedene Kanäle ermittelt, darunter:

- Durchführung einer internen Risikobewertung
- Analyse von unerwünschten Ereignissen, um Häufigkeit, Schwere und Art von Vorfällen oder Unfälle festzustellen

<sup>55</sup> TRIFR bezieht sich auf die Anzahl der meldepflichtigen Fälle, die an einem Arbeitsplatz pro 200.000 Arbeitsstunden auftreten.

- Analyse der Daten auf kausale Zusammenhänge, z.B. die Korrelation zwischen menschlichen Faktoren, Umweltbedingungen, Ausrüstungsleistung und Resultate von Zwischenfällen oder Unfällen
- Überprüfung von Sicherheitsinformationen über Produkte an Arbeitsplätzen
- Informationen aus Inspektions- und Verletzungsberichten
- Einrichtung formeller Verfahren für Mitarbeiter:innen zur Meldung von Gefahren, die sie wahrnehmen.

- Durchführung von regelmäßigen Inspektionen des Arbeitsplatzes.
- Sammeln von Informationen, die von den zuständigen staatlichen Stellen veröffentlicht werden.
- Konsultation von anderen externen Gruppen, die über relevante Informationen verfügen könnten.

### Arbeitsunfälle aller Mitarbeiter:innen

Tabelle 42

	2021	2022	2023
<b>Gesamtzahl der geleisteten Arbeitsstunden (produktive Arbeitsstunden)</b>	<b>13.661.177</b> [15.440.743]	<b>16.510.667</b>	<b>15.968.871</b>
i) Anzahl der Arbeitsunfälle mit Todesfolge	0 [0]	0	0
i) Rate der Arbeitsunfälle mit Todesfolge	0 [0]	0	0
ii) Anzahl der Arbeitsunfälle mit schwerwiegenden Folgen	0 [0]	0	0
ii) Rate der Arbeitsunfälle mit schwerwiegenden Folgen	0 [0]	0	0
iii) Anzahl der Arbeitsunfälle	55 [59]	52	59
iii) Rate der Arbeitsunfälle	0,81 [0,76]	0,6	0,7
iv) Anzahl der Arbeitsunfälle oder Erkrankungen	205 [220]	272	291
iv) Rate der Arbeitsunfälle	3,01 [2,85]	3,3	3,6

Die Daten in Klammern enthalten die Großprojekte von 2021.

### Arbeitsunfälle der übrigen Mitarbeiter:innen

Tabelle 43

	2021	2022	2023
<b>Gesamtzahl der geleisteten Arbeitsstunden (produktive Arbeitsstunden)</b>	<b>5.917.437</b> [30.706.268]	<b>16.500.795</b>	<b>10.446.125</b>
i) Anzahl der Arbeitsunfälle mit Todesfolge	0 [0]	0	0
i) Rate der Arbeitsunfälle mit Todesfolge	0 [0]	0	0
ii) Anzahl der Arbeitsunfälle mit schwerwiegenden Folgen	0 [0]	0	0
ii) Rate der Arbeitsunfälle mit schwerwiegenden Folgen	0 [0]	0	0
iii) Anzahl der Arbeitsunfälle	23 [42]	30	25
iii) Rate der Arbeitsunfälle	0,78 [0,27]	0,4	0,5
iv) Anzahl der Arbeitsunfälle oder Erkrankungen	47 [232]	92	109
iv) Rate der Arbeitsunfälle	1,59 [1,51]	1,1	2,1

Die Daten in Klammern enthalten die Großprojekte von 2021.

### Die fünf häufigsten Verletzungsarten

Tabelle 44

	2021 <sup>a</sup>	2022	2023
Bei Mitarbeiter:innen			
Schnittverletzungen	19	Schnittverletzungen	64
Knochenbrüche	11	Prellungen	33
Zerrungen	6	Schürfwunden	32
Verbrennungen	5	Verätzungen	32
Verstauchungen	5	Zerrungen	23
Bei Fremdfirmenmitarbeiter:innen			
Schnittverletzungen	11	Schnittverletzungen	20
Knochenbrüche	5	Fremdkörper	13
Prellungen	5	Verätzungen	10
Verstauchungen	5	Schürfwunden	8
Verletzungen durch Substanzen	4	Knochenbrüche	8
		Prellungen	18
		Schnittverletzungen	17
		Schürfwunden	14
		Verstauchungen	9
		Stichwunden	9

a) Die Datenanalyse für 2021 bezieht sich nur auf die Gesamtzahl der meldepflichtigen Verletzungen

Zu den arbeitsbedingten Gefahren, die ein Risiko für die Gesundheit darstellen, gehören in Lenzing im Allgemeinen chemische Gefahren (Lösungsmittel, Klebstoffe, Stäube usw.), physikalische Gefahren (Lärm, Strahlung, Hitze usw.), biologische Gefahren (Infektionskrankheiten) und ergonomische Risikofaktoren (schweres Heben, sich wiederholende Bewegungen, Vibrationen).

#### **Arbeitsbedingte Erkrankungen aller Mitarbeiter:innen**

**Tabelle 45**

	<b>2023</b>
Die Zahl der Todesfälle infolge arbeitsbedingter Erkrankungen	0
Die Zahl der meldepflichtigen arbeitsbedingten Krankheitsfälle	0
Die häufigsten Arten von arbeitsbedingten Erkrankungen	-

#### **Arbeitsbedingte Erkrankungen der übrigen Mitarbeiter:innen**

**Tabelle 46**

	<b>2023</b>
Die Zahl der Todesfälle infolge arbeitsbedingter Erkrankungen	0
Die Zahl der meldepflichtigen arbeitsbedingten Krankheitsfälle	0
Die häufigsten Arten von arbeitsbedingten Erkrankungen	-

### **Gesundheitsversorgung an den Produktionsstandorten von Lenzing**

[GRI 403-3]

Lenzing stellt ihren Mitarbeiter:innen an allen Produktionsstandorten ein internes Gesundheitsversorgungssystem zur Verfügung, das die Gesundheitssysteme der einzelnen Länder ergänzt. Dies gilt auch für Lenzings neuen Werke in Brasilien und Thailand. Die Standorte und ihre Gesundheitseinrichtungen werden regelmäßig von einem Arbeitsmediziner der Abteilung Health Care & Well-being von Lenzing besucht, um die Qualität dieser Dienstleistungen sicherzustellen.

Über jeweilige regionale medizinische Partner bietet Lenzing ihren Mitarbeiter:innen einen Diagnose- und Therapieservice an, der auf die lokalen Bedürfnisse der Produktionsstandorte zugeschnitten ist. Das Spektrum medizinischer Leistungen reicht von einigen ärztlichen Untersuchungen und Therapiesitzungen pro Woche, z.B. an den Standorten in Mobile (USA) und Grimsby (Großbritannien), bis hin zu Versorgungsdienstleistungen für Familienmitglieder in einer Klinik in der Nähe des Produktionsstandortes in Purwakarta (Indonesien).

Die großen Produktionsstandorte Lenzing (Österreich) und Purwakarta (Indonesien) verfügen zudem über Ambulanzen mit qualifiziertem medizinischem Personal für eine schnelle und kompetente ambulante Behandlung akuter Beschwerden und Verletzungen. Zudem kann Lenzing an diesen beiden Standorten auf werks-eigene Ambulanzen zurückgreifen, wodurch eine umgehende Weiterversorgung in spezialisierten medizinischen Einrichtungen sichergestellt wird. Die Produktionsstandorte von Lenzing verfügen über Ersthelfer:innen, die in zertifizierten Grund- und regelmäßigen Erste-Hilfe-Auffrischungskursen geschult werden.

### **Betrieblicher medizinischer Gesundheitsschutz**

2023 koordinierte Lenzing Corporate Health Care & Wellbeing gemeinsam mit Global QESH weiterhin allgemeine betriebliche Fragen der arbeitsmedizinischen Betreuung an den verschiedenen

Standorten, um die von den einzelnen Ländern geforderten Mindeststandards zu übertreffen. Durch die Förderung der Kompetenz im betrieblichen medizinischen Gesundheitsschutz der regionalen Partner von Lenzing möchte Lenzing dafür sorgen, dass allen Mitarbeiter:innen die besten Ressourcen zur Verfügung stehen, um sich vor Risiken am Arbeitsplatz zu schützen und diese zu bewältigen.

### **Sicherheitsschulung**

[GRI 403-5]

Die Vision von Lenzing lautet „GESUND VON ZU HAUSE, GESUND NACH HAUSE“. Sie zielt darauf ab, eine Arbeitsumgebung und -kultur zu schaffen, in der sich die Mitarbeiter:innen aktiv engagieren und hervorragende Leistungen im Bereich Gesundheit und Sicherheit erbringen. Das Unternehmen ist sich bewusst, dass alle Mitarbeiter:innen Einfluss auf die Leistungen im Bereich Gesundheit und Sicherheit nehmen können und dass sie durch ihre Eigenverantwortung und ihr Engagement zur Sicherheit am Arbeitsplatz beitragen.

Führung ist entscheidend für das Verhalten. Dies ist das zentrale Thema der Sicherheits-Webinare, die speziell für Führungskräfte entwickelt wurden. Sechs Webinare zum Faktor Mensch, die sogenannten „Dirty Dozen“ (die 12 häufigsten menschlichen Fehler) fanden 2023 statt, 2024 werden weitere folgen. Dabei geht es darum zu verstehen, welche Rolle menschliche Faktoren bei unerwünschten Ereignissen spielen, Bewusstsein zu schärfen und langfristig Kontrollen und Verfahren zu entwickeln.

Lenzing stellt darüber hinaus sicher, dass alle Mitarbeiter:innen eine angemessene Schulung zu Themen der Arbeitssicherheit und des Gesundheitsschutzes erhalten, die sich nach den spezifischen Gefahren richten, denen die Mitarbeiter:innen bei der Ausübung ihrer Tätigkeit ausgesetzt sind. Jedes Jahr werden Schulungspläne und Auffrischungspläne in Übereinstimmung mit den gesetzlichen Bestimmungen erstellt. Darüber hinaus werden sowohl Fremdfirmenmitarbeiter:innen als auch Besucher:innen der Standorte im Rahmen einer Einweisung geschult.

## Gesundheitsförderung

[GRI 403-6]

Ende 2022 startete Lenzing ein formelles Programm zur Verbesserung der Gesundheit im Unternehmen, das 2023 fortgesetzt wurde. Es bietet einen klaren Rahmen, der zeigt, wie lokale Aktivitäten zur Gesundheitsförderung durch ein spezielles Budget für die betriebliche Gesundheitsförderung unterstützt werden können. Die Standorte können alle lokal verfügbaren Aktivitäten zur Gesundheitsförderung auswählen, die auf die von Corporate Health Care ausgewählten Gesundheitsthemen abgestimmt sind. Nach Genehmigung durch den Corporate Health Care & Wellbeing Manager können sie die Aktivitäten durchführen und sich anschließend die damit verbundenen Kosten erstatten lassen. Es gibt eine Höchstgrenze für die Kosten pro Person, die durch dieses Programm abgedeckt werden.

Seit 2019 konzentriert sich die Lenzing Gruppe im Rahmen ihrer regelmäßigen Aktivitäten auf die Förderung der Fitness von Mitarbeiter:innen. Diese Programme sollen die Mitarbeiter:innen zu einer gesunden Lebensweise am Arbeitsplatz und in der Freizeit ermutigen und sie dabei unterstützen. Zur Unterstützung dieser Initiative wurde eine App für gesundes Leben (Moveeffect®) eingeführt, die für die Verwendung im Unternehmen und die Bedürfnisse der Lenzing Mitarbeiter:innen an den verschiedenen Standorten entwickelt wurde. Sie wurde allen Mitarbeiter:innen zur freiwilligen Nutzung bereitgestellt. Die App soll Mitarbeiter:innen zu mehr Bewegung zu motivieren. Derzeit sind 2.800 Mitarbeiter:innen in der App registriert.

### DER HEALTH CLIMATE INDEX (HCI) WURDE WEITERENTWICKELT ZUR CLIMATE SURVEY

Seit 2021 werden alle Mitarbeiter:innen zweimal jährlich zu ihren psychosozialen Arbeitsbedingungen befragt. Die neue Lenzing Climate Survey bietet nun einen umfassenden Überblick über das allgemeine Arbeitsklima bei Lenzing. Sie umfasst neue Kennzahlen zu den Themen Mitarbeiterengagement, Leistungsförderung und Inklusion, zusätzlich zu den Themen, die bereits im HCI bewertet wurden. Die erste Runde fand im September 2023 statt, mit einer Teilnahmequote von über 76 Prozent (mehr als 6.300 Mitarbeiter:innen). Die Ergebnisse der Umfrage sind anonym, da sie ausgewertet und berichtet werden. Eine Zusammenfassung der Ergebnisse und die Trends an den einzelnen Standorten werden auf der Ebene der Konzernleitung diskutiert. Auf der Grundlage dieser Diskussionen und der lokalen/Abteilungs-Ergebnisse legen die Managementteams der Standorte Maßnahmen zur Verbesserung des internen Arbeitsklimas fest. Ziel ist die Schaffung eines möglichst positiven und attraktiven Arbeitsumfeldes für alle Mitarbeiter:innen der Lenzing Gruppe.

Zahlreiche Mitarbeiter:innen, die nicht direkt bei Lenzing beschäftigt sind, arbeiten in den Produktionsstätten und auf dem Betriebsgelände von Lenzing. Daher werden die Fremdfirmen unter Berücksichtigung der strengen Arbeitssicherheitskriterien, die Lenzing für ihre eigenen Mitarbeiter:innen aufstellt, sorgfältig ausgewählt. Die meisten verfügen über zertifizierte Managementsysteme für Gesundheit und Sicherheit am Arbeitsplatz. Wo dies nicht möglich ist, erwartet das Unternehmen von Fremdfirmen, dass sie an den regionalen Kompetenzprogrammen teilnehmen. Ist dies nicht möglich, werden zusätzliche Kontrollen zur Überwachung der Gesundheit und Sicherheit am Arbeitsplatz eingeführt. Es gibt zudem eine von Lenzing benannte Person als direkten Ansprechpartner für Fremdfirmen, die für Lenzing arbeiten. Wenn es um die Gesundheit und Sicherheit von Vermieter:innen und Mieter:innen geht, wird die Verantwortung geteilt und angemessen gehandhabt.

## Work-life Balance und Vergütung

### Elternzeit

[ESRS S1-15; GRI 401-3]

Die Dauer der Elternzeit hängt von den länderspezifischen Definitionen in den jeweiligen Arbeitsgesetzen ab und kann von wenigen Tagen bis zu mehreren Monaten reichen. Im Berichtsjahr wurden zum ersten Mal genaue Daten zur Elternzeit erhoben. Demnach befanden sich 130 Männer und 43 Frauen in Elternzeit, von denen 124 Männer und 37 Frauen im Jahr 2023 zurückkehrten. 121 Männer und 39 Frauen sind 12 Monate nach ihrer Rückkehr noch im Unternehmen beschäftigt.

### Betriebliche Leistungen

[GRI 401-2]

An allen Lenzing Standorten haben die Mitarbeiter die Möglichkeit, in Elternzeit zu gehen. Abhängig von den nationalen Bestimmungen bietet das Unternehmen seinen Mitarbeitern an fast allen Produktionsstandorten Lebensversicherungen, Gesundheitsvorsorge, Altersvorsorge, Invaliditäts- und Berufsunfähigkeitsabsicherung sowie Gruppenprämien. Auch flexible Arbeitszeiten, Teilzeitarbeit und Heimarbeit werden an den meisten Standorten angeboten. Angebote, die für Vollzeitbeschäftigte gelten, gelten in den meisten Fällen auch für Teilzeitbeschäftigte und in vielen Fällen auch für Zeitarbeitnehmer.

### Verhältnis der Jahresvergütung

[ESRS S1-16, GRI 2-21]

Das Verhältnis der Jahresvergütung findet sich in Tabelle 47. Weitere Informationen zur Vergütung finden Sie im [Vergütungsbericht](#) (verfügbar ab 21.03.2024).

## Arbeitskräfte, die keine Mitarbeiter:innen sind

[GRI 403-7]

### Verhältnis der Jahresvergütung 2023

Tabelle 47

Kategorie Mitarbeiter:innen	Kategorie Vergütung	Vergütung <sup>a</sup>	Verhältnis	Prozent
Am höchsten bezahlte Person	Jahresvergütung (auf Tausend gerundet)	€638.000	22,00	2.200 %
Alle Beschäftigten (außer der am höchsten bezahlten Person)	Median der Jahresvergütung (auf Tausend gerundet)	€29.000	1,00	100 %

a) Vor Steuern und mit Bonuszahlungen

## Auswirkungen im Bereich Menschenrechte

[ESRS S1-17; GRI 406-1]

Kein Fall von Diskriminierung und Menschenrechtsverletzung im Sinne von IAO-Übereinkommen 111 Artikel 1 wurde in Lenzings Belegschaft gemeldet.

Ziele, der Leistung, der Marktbedingungen, der finanziellen Situation, und der Policies sowie aller Fragen im Zusammenhang mit den Vertragsbedingungen und -leistungen. Die Informationen werden über verschiedene Kanäle weitergegeben, z.B. über Onboarding-Events, das Schwarze Brett, interne E-Mails und interne Nachrichten usw.

### *Gesundheit & Sicherheit*

Um die Vision von Lenzing „GESUND VON ZU HAUSE, GESUND NACH HAUSE“ zu erreichen, werden verschiedene Aktivitäten und Initiativen für die Mitarbeiter:innen von Lenzing durchgeführt, z.B. spezielle Schulungen und monatliche Sicherheits-Webinare. Sicherheits-Dashboards sorgen dafür, dass die Mitarbeiter:innen Zugang zu täglichen Berichten über wichtige Kennzahlen zur Sicherheitsleistung haben, um bei Bedarf geeignete Maßnahmen zu ergreifen.



## Einbeziehung von Stakeholdern bei eigener Belegschaft

[GRI 3-3f]

### Mitarbeiter:innen

Eine ganz besondere Stakeholder-Gruppe sind die Mitarbeiter:innen von Lenzing. Eine regelmäßige und vielfältige Kommunikation mit den Mitarbeiter:innen und Fremdfirmenmitarbeiter:innen gewährleistet ein gutes Verständnis der Unternehmensstrategie, der

### Kunden

Lenzing war im Austausch mit ihren Kunden. An verschiedenen Lenzing Standorten wurden Kunden-Audits durchgeführt, die sich auf Arbeitsstandards und faire Arbeitspraktiken konzentrierten. Im Laufe des Jahres wurden zudem Kundenfragebögen zu den relevanten Themen ausgefüllt.

# Arbeitskräfte in der Wertschöpfungskette

## MANAGEMENTANSATZ

### Wesentliches Thema: Arbeitskräfte in der Wertschöpfungskette

[GRI 3-3]

Die Geschäftsaktivitäten von Lenzing sind mit der Textil- und Vliestoffindustrie sowie der Chemie- und Forstindustrie verbunden. Das Unternehmen ist sich der Bedeutung einer befähigten Belegschaft in der Wertschöpfungskette und seiner Verantwortung bewusst, und versucht wo immer möglich zu einer positiven Wirkung beizutragen. Lenzing ist bestrebt, mit gutem Beispiel voranzugehen und die Einhaltung von Gesetzen, Menschenrechtsprinzipien und Umweltstandards nicht nur in den eigenen Betrieben, sondern auch bei den Lieferanten und in der Lieferkette sicherzustellen. Durch regelmäßige Audits zu diesen Themen und Korrekturmaßnahmen, die Lenzing bei Verstößen ergreift, bemüht sich Lenzing stets, nur mit Lieferanten zusammenzuarbeiten, die die internationalen und nationalen Menschen- und Arbeitsrechte einhalten.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Chance als Vorbild für die Branche im Bereich Menschen- und Arbeitsrechte

##### Negativ

###### Eigene Aktivitäten:

- Risiko der Beschaffung von Lieferanten, die gegen Menschen- und Arbeitsrechte verstößen

###### Geschäftsbeziehungen:

- Die Textilindustrie, die Teil der Wertschöpfungskette von Lenzing ist, ist weithin dafür bekannt, dass es immer wieder Probleme mit Menschen- und Arbeitsrechten gibt, wie z. B.: angemessene Löhne, Gesundheit und Sicherheit, Tarifverhandlungen und Kinderarbeit

#### Policies und Engagement

- 17 Ziele für nachhaltige Entwicklung (SDGs) der Vereinten Nationen
- [Zehn Prinzipien des UN Global Compact](#)
- Strategie „Better Growth“
- Policy für Menschenrechte und Arbeitsstandards
- Lenzings globaler Verhaltenskodex für Lieferanten
- Policy für Holz und Zellstoff
- Policy für Nachhaltigkeit
- Globale Whistleblower Direktive
- Modern Slavery Act Transparency Statement (nur Vereinigtes Königreich)

#### Gesetzte Maßnahmen

- Überprüfung von Lieferanten und aktiver Dialog (EcoVadis), um Fälle von Verstößen gegen Menschen- und Arbeitsrechte in der vorgelagerten Wertschöpfungskette zu vermeiden
- Die Policy für Holz und Zellstoff sowie die Zertifizierungssysteme FSC® und PEFC beinhalten auch Arbeitsrechte

- Die Lieferanten müssen Lenzings Verhaltenskodex für Lieferanten unterzeichnen
- Lenzing hat 2023 über das Netzwerk Together for Sustainability (TfS) acht Audits durchgeführt
- Lenzing hat ein akzeptables Mindest-Rating für die EcoVadis Nachhaltigkeitsratings ihrer Lieferanten implementiert; wenn ein Lieferant unter das Mindest-Rating in EcoVadis fällt, wird automatisch ein Korrekturmaßnahmenplan gefordert
- Vierteljährliches Risikomanagement in Bezug auf die Nachhaltigkeit in der Lieferkette eingeführt

#### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

- Ziel „Einbindung von Lieferanten“: Verpflichtung der Lieferanten, auf die mehr als 80 Prozent der Ausgaben entfallen, ihre Nachhaltigkeitsleistung zu verbessern
- Fortschritt: Rund 600 Toplieferanten von Lenzing wurden durch EcoVadis bewertet
- Die zunehmende Bedeutung sozialer Themen führte zur Einführung eines Social-Sustainability-Teams innerhalb der Abteilung Corporate People Development

#### Stakeholders

- Lieferanten
- EcoVadis
- Together for Sustainability (TfS)
- Direktkunden

#### Verantwortlichkeiten

- CEO
- SVP Corporate Human Resources (Social Sustainability Team)
- SVP Global Supply Chain/Purchasing
- SVP Commercial Pulp, Biorefinery & Co-Products, Wood

#### Unterstützende Funktionen

- Corporate Communications & Public Affairs
- Corporate Sustainability

## Strategie

[ESRS S2 ESRS 2 SBM-2]<sup>66</sup>

Der direkte Einfluss von Lenzing auf die Interessen, Ansichten und Rechte von Arbeitskräften in der Wertschöpfungskette beschränkt sich vorwiegend auf ihre Lieferanten und teilweise Direktkunden. Der Einfluss von Lenzing besteht darin, die Arbeitsbedingungen durch Audits zu überprüfen und sich auf Ratings und Standards zu stützen, z.B. das EcoVadis-Rating.

[ESRS S2 ESRS 2 SBM-3]

Die Lenzing Gruppe setzt sich nachdrücklich für die weltweit anerkannten Menschenrechte ein und spricht sich vehement gegen jede Form von Menschenrechtsverletzungen aus. Das Engagement erstreckt sich auf die Wahrung der Rechte aller Arbeitskräfte in ihrem Einflussbereich im Einklang mit der Allgemeinen Erklärung der Menschenrechte, dem UN Global Compact, den OECD-Leitsätzen für multinationale Unternehmen und der Erklärung der Internationalen Arbeitsorganisation (IAO) über grundlegende Prinzipien und Rechte bei der Arbeit. Diese Prinzipien, die Mitarbeiter:innen und Arbeitskräfte so weit wie möglich entlang der gesamten Wertschöpfungskette schützen, werden von der Lenzing Gruppe in vollem Umfang respektiert und befolgt. Der Erfolg des Unternehmens hängt von der Zufriedenheit und dem Wohlbefinden der Mitarbeiter:innen und der Arbeitskräfte in der Wertschöpfungskette ab. Lenzing fördert aktiv die Einhaltung hoher interner Standards und die kontinuierliche Beachtung externer Anforderungen durch umfassende Schulungsprogramme und risikobasierte Auditverfahren für Lieferanten.

Der globale Verhaltenskodex von Lenzing dient als Leitlinie für ihre eigenen Geschäftstätigkeiten. Lieferanten müssen zustimmen und die Einhaltung des Verhaltenskodex für Lieferanten bestätigen. Beide Guidelines wurden gemäß den Empfehlungen des UN Global Compact erstellt, dessen Unterzeichner Lenzing ist. Das FSC®-Zertifikat gibt die Gewissheit, dass die Forstwirtschaft von LD Celulose Aspekte wie die Achtung der Rechte der Ureinwohner, das Wohlergehen der im Wald arbeitenden Fachkräfte und der lokalen Gemeinschaften, die Verringerung der Umweltbelastung und die Förderung der Erhaltung und Aufforstung der einheimischen Wälder berücksichtigt.

Neben FSC® und PEFC für die Holz- und Faserzellstoffversorgung vertraut Lenzing bei der Behandlung und Bewertung von Nachhaltigkeitsthemen in der Lieferkette auch auf EcoVadis. Dies geschieht auf der Grundlage internationaler Nachhaltigkeitsstandards wie den Zehn Prinzipien des UN Global Compact, dem IAO-Übereinkommen, den Standards der Global Reporting Initiative (GRI), dem ISO 26000 Standard, der CERES Roadmap und den UN Leitprinzipien für Wirtschaft und Menschenrechte. Weitere Informationen finden Sie im Kapitel „Unternehmenspolitik“.

## Management der Auswirkungen, Risiken und Chancen

### Policies

[ESRS S2-1; GRI 2-23, 2-25, 3-3c, 414-2]

Lenzing hat eine strenge Policy für Holz und Zellstoff, in der sich das Unternehmen verpflichtet, kein Holz aus umstrittenen Quellen zu beziehen. Sollte bekannt werden, dass ein Lieferant Holz oder Faserzellstoff aus umstrittenen Quellen bezogen oder Menschen- oder Arbeitsrechte verletzt hat, wird der betreffende Lieferant aufgefordert, seine Praktiken im Einklang mit der Policy für Holz und Zellstoff zu gestalten. Wenn die Reaktion nicht zufriedenstellend ist, wird Lenzing nicht mehr mit dem Lieferanten zusammenarbeiten, wenn die Verstöße nicht zeitnah beseitigt werden. Weitere Informationen über Lenings Policy für Holz und Zellstoff finden Sie im Kapitel „Nachhaltige Rohstoffbeschaffung“.

Weitere Informationen über Lenings Globalen Verhaltenskodex für Lieferanten und die Globale Whistleblower Direktive finden Sie im Kapitel „Unternehmenspolitik“. Weitere Informationen über Lenings Policy für Nachhaltigkeit finden Sie im Kapitel „Klimawandel“. Weitere Informationen über das Modern Slavery Act Transparency Statement (nur Vereinigtes Königreich) finden Sie im Kapitel „Eigene Belegschaft“.

### Kanäle, um Bedenken zu äußern

[ESRS S2-3; GRI 2-25]

2017 führte Lenzing ein online-basiertes Whistleblower System ein, um Mitarbeiter:innen, aber auch Kunden, Lieferanten und anderen Dritten auf der ganzen Welt die Möglichkeit zu geben, ihre Bedenken zu äußern. Über diese Plattform können Einzelpersonen Probleme wie Korruption, Bestechung, Interessenkonflikte, Kartellrechtsverstöße und Verstöße gegen das Kapitalmarktrecht melden. Das BKMS® Whistleblower System („Tell us“) ist auf der Lenzing Webseite frei zugänglich, um Bedenken anonym zu äußern. Nach Eingang der Meldungen bewertet ein Team von Rechtsexperten die Vorfälle und leitet sie bei Bedarf an den/die Group Compliance Officer oder den/die Local Compliance Officer weiter. Die anonyme Meldefunktion gewährleistet, dass Einzelpersonen ihre Bedenken äußern können, ohne Vergeltungsmaßnahmen befürchten zu müssen. Weitere Einzelheiten finden Sie im Kapitel „Unternehmenspolitik“.

### Maßnahmen

[ESRS S2-4; GRI 3-3d]

Eine Zusammenfassung der „Gesetzten Maßnahmen“ findet sich im Managementansatz am Anfang dieses Kapitels.

Lenings Lieferanten müssen erklären, dass sie den Verhaltenskodex für Lieferanten von Lenzing gelesen und verstanden haben und dass sie ihn einhalten werden. 2022 hat Lenzing Nachhaltigkeitsklauseln in die Verträge mit ihren wichtigsten Chemikalienlieferanten aufgenommen. Zu den Bedingungen zählen unter anderem die

<sup>66</sup> Zusätzlich zur GRI-Angabe wird der entsprechende ESRS-Abschnitt vermerkt. Ein Anspruch auf Erfüllung des ESRS besteht in diesem und den folgenden Kapiteln nicht.

Festlegung von Treibhausgas (THG)-Reduktionszielen, die von der Science Based Target Initiative genehmigt wurden, die Bereitstellung von Informationen über den CO<sub>2</sub>-Fußabdruck von Produkten sowie die Wasserknappheit an den Produktionsstandorten, von denen Lenzing Produkte bezieht.

EcoVadis ist ein Anbieter von Nachhaltigkeitsratings für Unternehmen, der mehr als 100.000 Unternehmen in über 175 Ländern weltweit bewertet hat. Die Themen umfassen Umwelt, Menschen- & Arbeitsrechte, Ethik und nachhaltige Beschaffung je nach Branche und Größe des bewerteten Unternehmens. Im Abschnitt Menschen- & Arbeitsrechte wird das Unternehmen mit Blick auf soziale Aspekte in folgenden Bereichen bewertet: Gesundheit & Sicherheit der Mitarbeiter:innen, Arbeitsbedingungen, sozialer Dialog, Karrieremanagement, Fälle von Kinderarbeit und so weiter. Die Unternehmen können beim Gesamt-Ranking zwischen 0 und 100 Punkten erreichen.

Lenzings Ziel ist es mehr Lieferanten dazu zu bewegen, sich von EcoVadis bewerten zu lassen. Das durchschnittliche Rating aller Lenzing-Lieferanten lag bei 54,2 (8,2 Punkte höher als das durchschnittliche EcoVadis-Rating von 46). Auch die Gesamtleistung verbesserte sich um 1,9 Punkte gegenüber 2022 (52,3). Das zeigt eindeutig, dass die Lieferanten in der Lieferkette von Lenzing kontinuierlich deutlich besser abschneiden als der Durchschnitt der von EcoVadis bewerteten Lieferanten.

Die Lieferantenleistung wird auf dem EcoVadis Dashboard überwacht, das die Lieferanten anhand verschiedener Quellen auf seiner 360° Watch überwacht. Mit KI (künstlicher Intelligenz) wird weltweit nach Nachrichten über ein Unternehmen gesucht. Diese werden anschließend als positiv, neutral oder negativ bewertet. Bedeutende negative Ergebnisse können sich auf das Gesamtrating eines Unternehmens auswirken. Der Dialog über Ergebnisse des Lieferantenmonitorings und die betreffenden Maßnahmen sind Bestandteil der regelmäßigen Überprüfung durch die Lenzings Einkäufer:innen und die Aufforderung zur Korrekturmaßnahmen sowie der Managementgespräche.

2023 wurde beschlossen, nur noch mit Lieferanten zusammenzuarbeiten, die in EcoVadis eine Mindestpunktzahl von 45 erreicht haben. Fällt ein Lieferant unter diese Punktzahl, führt Lenzing mit diesem Lieferanten einen aktiven Dialog, um einen Korrekturmaßnahmenplan anzustoßen und die Geschäftsbeziehung aufrechtzuhalten. Diese Maßnahmen werden nach einer angemessenen Frist überprüft. Wurde kein Korrekturmaßnahmenplan angestoßen, ist Lenzing gezwungen, die Geschäftsbeziehung zu diesem Lieferanten zu beenden. 2023 gab es keinen solchen Fall.

Darüber hinaus hat Lenzing ein vierteljährliches Risikomanagement in Bezug auf die Nachhaltigkeit in der Lieferkette eingeführt. Bei diesen Treffen diskutieren und steuern die Einkaufsleiter:innen gemeinsam mit den Supply-Chain- und Nachhaltigkeitsexpert:innen regelmäßig interne und externe Risiken und Chancen. Dabei findet auch eine Risikobewertung von Lenzings Lieferanten statt, die am schlechtesten abschneiden, wobei auch Menschenrechtsaspekte berücksichtigt werden. Durch die Einführung dieser Treffen soll auch das Bewusstsein für ein nachhaltigkeitsbezogenes Risikomanagement bei Lenzings Einkäufer:innen und auf Lieferantenseite geweckt werden.

Bei den Audits im Rahmen des TfS-Netzwerks werden auch die Leistungen einiger Lieferanten in Bezug auf Menschenrechte bewertet, wobei die Einhaltung aller geltenden Gesetze, wie z. B. der UN-Kinderrechtskonvention und des IAO-Übereinkommens, sichergestellt wird. Weitere Informationen über TfS finden Sie im Abschnitt „Einbeziehung von Stakeholdern“ in diesem Kapitel. Lenzing hat 2023 über das Netzwerk 8 Audits durchgeführt und kann weiters die Auditergebnisse anderer TfS-Mitglieder nutzen.

## Kennzahlen und Ziele

[ESRS S2-5; GRI 3-3e, GRI 407-1, 408-1, 409-1]

Siehe „Ziele“ im Managementansatz am Anfang von diesem Kapitel. Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

Einbeziehung der Lieferanten	Einbeziehung der Lieferanten, auf die mehr als 80 Prozent der Ausgaben entfallen, ihre Nachhaltigkeitsleistung zu verbessern.	Kontinuierlich Auf Kurs
Maßnahme(n)	Lenzing bewertet bis 2025,95 Prozent ihrer Top-Lieferanten, die 80 Prozent der Ausgaben repräsentieren, über EcoVadis, das Together for Sustainability Audit oder eine interne Bewertung/Auditierung.	2025 Auf Kurs
	Lenzing berücksichtigt Klima-, Wasser- und Chemikalienkriterien beim Beschaffungsprozess ihrer wichtigsten Chemikalienlieferanten.	Kontinuierlich Auf Kurs
Status in 2023	Rund 600 der wichtigsten Lieferanten von Lenzing wurden von EcoVadis bewertet. Acht Lieferanten wurden von Lenzing im Rahmen des Auditprogramms „Together for Sustainability“ geprüft. 40 Prozent der Ausgaben wurden durch diese Bewertungen abgedeckt. Die Lieferverträge der wichtigsten Chemielieferanten für Lenzing enthalten Nachhaltigkeitsklauseln.	

Lenzing gewährleistet durch FSC®-Zertifizierung soziale Aspekte ihrer Zellstoffversorgung im Einklang mit IAO-Anforderungen. Ihre Chemielieferkette wird durch EcoVadis-Bewertungen überwacht, gelegentlich ergänzt durch TfS-Audits und eigene Besuche von Lenzing. 2023 waren keine signifikanten Risiken von Kinderarbeit, Zwangs- oder Pflichtarbeit und potenzielle Bedrohungen der Vereinigungsfreiheit und des Rechts auf Kollektivverhandlungen bei Lieferanten bekannt. Weitere Informationen finden Sie im Kapitel „Unternehmenspolitik“.



## Einbeziehung von Stakeholdern bei Arbeitskräften in der Wertschöpfungskette

[GRI 3-3f]

### Lieferanten

Die Lenzing Gruppe steht im ständigen aktiven Dialog mit Lieferanten und bemüht sich um den Aufbau und Erhalt langfristiger Partnerschaften. Alle Lieferanten der Lenzing Gruppe müssen sich an den globalen Lenzing Verhaltenskodex für Lieferanten halten. Holz- und Zellstofflieferanten müssen außerdem die [Policy für Holz und Zellstoff](#) befolgen. Demnach wird die Beschaffung bei Holz- und Zellstofflieferanten priorisiert, welche die FSC®- oder PEFC-Standards erfüllen. Die Lieferanten sind verpflichtet, Lenzing und/oder ihren Vertreter:innen nach vorheriger Ankündigung Zugang zu ihren Einrichtungen und allen relevanten Unterlagen zu gewähren. Lenzing darf Bewertungen durchführen, um die Einhaltung sicherzustellen.

### EcoVadis

Im Einklang mit Lenzings Selbstverpflichtung zur Sorgfaltspflicht (Due Diligence) in der Lieferkette und um die Lieferanten stärker in die Pflicht zu nehmen, nimmt das globale Einkaufsteam fortlaufend an Schulungen von EcoVadis teil. Diese Schulungen finden auf der EcoVadis-Plattform statt oder als interne Schulungen anhand von

Informationen von der EcoVadis-Website. Einkäufer:innen, die von diesen Initiativen Teil sind, erhalten Zugang zur EcoVadis-Plattform, und können so ihr Wissen über Nachhaltigkeit über die verfügbare EcoVadis-Akademie vertiefen.

### Together for Sustainability (TfS)

Lenzing ist 2022 der Initiative Together for Sustainability (TfS) beigetreten, die von Fachleuten für chemische Beschaffung geleitet wird. TfS-Mitglieder, darunter auch Lenzing, haben Zugang zu einem globalen Netzwerk von bewerteten und auditierten Lieferanten, was für mehr Effizienz bei der nachhaltigen Beschaffung sorgt. Der Austausch von Leistungsfortschritten auf der Grundlage gemeinsamer Prinzipien innerhalb der TfS-Gemeinschaft fördert die Transparenz und Einheit, was sowohl Chemieunternehmen als auch ihren Lieferanten zugutekommt.

### Direktkunden

Lenzing arbeitet eng mit Partnern zusammen, die Lenzings Fasern für die Herstellung von Textilien, Vliesstoffen und Industrieprodukten verwenden, von Direktkunden bis hin zum Einzelhandel im Textil- und Vliesstoffsektor.

Um den wachsenden Anforderungen an Transparenz und Nachhaltigkeit gerecht zu werden, hat Lenzing ferner TextileGenesis™ eingeführt, eine Blockchain-basierte Plattform zur Rückverfolgbarkeit in der Lieferkette. Seit 2022 haben sich verschiedene Unternehmen der textilen Wertschöpfungskette dieser Plattform angeschlossen. Weitere Informationen finden Sie im Kapitel „Digitalisierung & Cyber Security“.

# Betroffene Gemeinschaften

## MANAGEMENTANSATZ

### Wesentliches Thema: Betroffene Gemeinschaften

[GRI 3-3]

Lenzing hat sich der Aufrechterhaltung technologischer und Sicherheitsstandards verpflichtet. Sicherheit und Qualität stehen daher an ihren Produktionsstätten an oberster Stelle, um die Mitarbeiter:innen und betroffenen Gemeinschaften zu schützen. Lenzing versucht, durch ihre Nachhaltigkeitsstrategie „Naturally Positive“ und das Engagement in sozialen und Umweltinitiativen, das Wohl in den Regionen zu fördern, in denen sie aktiv ist. Fragen der sozialen Nachhaltigkeit wird eine immer größere Bedeutung beigemessen und es werden Bemühungen für einen strukturierteren Ansatz in diesem Bereich unternommen.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- (Sichere) Beschäftigungsmöglichkeiten für die Gemeinschaften in der Umgebung der Produktionsstandorte

##### Negativ

###### Eigene Aktivitäten:

- Umliegenden Gemeinschaften der Produktionsstandorte könnten durch Umweltbelastungen sowie Lärm- und Geruchsbelästigung beeinträchtigt werden
- Potenzielle zusätzliche Wasserverknappung in den umliegenden Gemeinschaften in von Wasserknappheit betroffenen Regionen
- Potenzielle Auswirkungen auf die Nahrungsmittelressourcen, Wasserversorgung oder Abwasserentsorgung könnten die Lebensbedingungen in den um die Produktionsstandorte gelegenen Gemeinschaften beeinträchtigen
- Risiko der Beschaffung von Lieferanten, die in die Vertreibung oder Unterdrückung der Redefreiheit betroffener Gemeinschaften involviert sind oder die Rechte der Ureinwohner missachten

###### Geschäftsbeziehungen:

- Potenzielle Auswirkungen auf die Nahrungsmittelressourcen, Wasserversorgung oder Abwasserentsorgung könnten die Lebensbedingungen in den um die Produktionsstandorte gelegenen Gemeinschaften beeinträchtigen

#### Policies und Engagement

- Globale Whistleblower Direktive
- Nachhaltigkeitsziele von Lenzing

#### Gesetzte Maßnahmen

- Policy für Holz und Zellstoff, FSC®- und PEFC-Zertifizierung, um zu vermeiden, dass Holz und Zellstoff aus Quellen beschafft wird, die in die Vertriebung von Ureinwohnern involviert sind oder deren wirtschaftliche, soziale oder kulturelle Rechte missachten
- Fortwährender Austausch mit den umliegenden Gemeinschaften der Produktionsstandorte
- Whistleblower-/Beschwerde-System
- Umweltbewertung vor der Planung bzw. dem Bau einer neuen Produktionsstätte
- Bestimmung bestimmter Mitarbeiter:innen, die das Thema an jedem Standort unterstützen
- Soziale und Umweltaktivitäten an den Standorten

#### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

- Beschwerden von Mitgliedern umliegender Gemeinschaften der Standorte: 49
- „Einbeziehung der Gemeinden“ Ziel: Kontinuierliche Unterstützung der Entwicklung der lokalen Gemeinschaften in der Umgebung der Lenzing Produktionsstandorte und Unterstützung von Sozialprogrammen bis 2025 und darüber hinaus

#### Stakeholders

- Lokale Bevölkerung

#### Verantwortlichkeiten

- Site Managers

#### Unterstützende Funktionen

- Global QESH
- Soziale Nachhaltigkeit

# Strategie

[ESRS S3 ESRS 2 SBM-2]<sup>57</sup>

Lenzing setzt sich für die Aufrechterhaltung hoher Technologie- und Sicherheitsstandards an ihren Produktionsstätten ein. Gleichzeitig ist Lenzing sich jedoch bewusst, dass ihre Aktivitäten und die

daraus resultierenden Risiken von Zwischenfällen potenziell die umliegenden Gemeinschaften betreffen können.

Daher nimmt Lenzing ihre Rolle als verantwortungsbewusster Corporate Citizen ernst. Das Unternehmen bemüht sich um eine fortlaufende und offene Kommunikation mit den Gemeinschaften vor Ort, um sie zu informieren und ihre Bedenken und Ideen anzuhören,

<sup>57</sup> Zusätzlich zur GRI-Angabe wird der entsprechende ESRS-Abschnitt vermerkt. Ein Anspruch auf Erfüllung des ESRS besteht in diesem und den folgenden Kapiteln nicht.

um konstruktive Beziehungen zu den Gemeinschaften zu pflegen, in denen das Unternehmen tätig ist.

Die verschiedenen Produktionsstandorte sind in unterschiedliche ökologische, soziale und wirtschaftliche regionale und globale Kontexte eingebunden und stehen mit ihren regionalen Partnern in wechselseitigen Abhängigkeiten. Das bringt Chancen und Herausforderungen mit sich. Die Förderung des gesellschaftlichen Wohls ist wesentlicher Bestandteil der „Naturally Positive“ Nachhaltigkeitsstrategie von Lenzing. Weitere Informationen über diese Strategie finden Sie im Kapitel „Allgemeine Angaben“.

### Von Lenzing's Wertschöpfungskette betroffene Gemeinschaften

Die Lenzing Gruppe nimmt ihre Verantwortung als großes Industrieunternehmen und zuverlässiger Corporate Citizen auch über die direkte Geschäftstätigkeit hinaus sehr ernst. Holz ist der wichtigste Rohstoff für Lenzing und wird daher vorwiegend eingesetzt. Das FSC®-Zertifikat gibt die Gewissheit, dass die Forstwirtschaft Aspekte wie die Achtung der Rechte der Ureinwohner, das Wohlergehen der im Wald arbeitenden Fachkräfte und der lokalen Gemeinschaften, die Verringerung der Umweltbelastung und die Förderung der Erhaltung und Aufforstung der einheimischen Wälder berücksichtigt.

## Management der Auswirkungen, Risiken und Chancen

### Policies

[ESRS S3-1; GRI 2-23, 2-25, 3-3c]

Ausführlichere Informationen über die globale Whistleblower Direktive von Lenzing finden Sie im Kapitel „Unternehmenspolitik“.

Obwohl die Lenzing Gruppe sehr hohe technische und Sicherheitsstandards für den Bau, den Betrieb und die Instandhaltung ihrer Produktionsanlagen festgelegt hat, lässt sich das Risiko von Störungen, Unterbrechungen und Unfällen, die auch die umliegenden Gemeinschaften betreffen können, nicht vollständig ausschließen.

### Kanäle, um Bedenken zu äußern

[ESRS S3-3; GRI 2-25]

Im Jahr 2017 wurde ein online-basiertes Whistleblower System eingeführt, über das Mitarbeiter:innen, Kunden, Lieferanten, Gemeinschaften und andere Dritte ihre Bedenken äußern können. Über diese Plattform können Einzelpersonen Probleme wie Korruption, Bestechung, Interessenkonflikte, Kartellrechtsverstöße und Verstöße gegen das Kapitalmarktrecht melden. Das BKMS® Whistleblower System („Tell us“) ist auf der [Lenzing Webseite](#) frei zugänglich, um Bedenken anonym zu äußern. Nach Eingang der Meldungen bewertet ein Team von Rechtsexperten die Vorfälle und leitet sie bei Bedarf an den/die Group Compliance Officer oder den/die Local Compliance Officer weiter. Die anonyme Meldefunktion gewährleistet, dass Einzelpersonen ihre Bedenken äußern können, ohne Vergeltungsmaßnahmen befürchten zu müssen. Weitere Einzelheiten finden Sie im Kapitel „Unternehmenspolitik“.

## Maßnahmen

[ESRS S3-4; GRI 3-3d, 413-1, 413-2]

Eine Zusammenfassung der „Gesetzten Maßnahmen“ findet sich im Managementansatz am Anfang dieses Kapitels.

### Förderung des gesellschaftlichen Wohls

Eine Karte der Lenzing Gruppe mit ihren Standorten finden Sie im Kapitel „Standorte der Lenzing Gruppe“. Die Förderung des gesellschaftlichen Wohls ist ein Eckpfeiler der Nachhaltigkeitsstrategie „Naturally Positive“ und ist weit mehr als die bloße gesellschaftliche Akzeptanz der unternehmerischen Aktivitäten. Die Standorte haben Strukturen im Bereich Corporate Citizenship eingerichtet, um soziale und Umweltschutzprojekte sowie lokale Aktivitäten in den Bereichen Bildung und Gesundheitsversorgung zu unterstützen.

Im Berichtsjahr wurden für die einzelnen Standorte die für die Beziehungen zu den Gemeinschaften verantwortlichen Lenzing Mitarbeiter:innen bestimmt. Das soll nachfolgend zu einem besseren konzernweiten Networking und einem entsprechenden Austausch führen. Diese strukturiertere Methode ist für die kommenden Jahre geplant. Daneben ist auch die Erstellung von einer Bewertung der Auswirkungen und eines Umsetzungsplans geplant.

Weitere Informationen finden Sie im Fokuspaper „Community engagement“. Details zum Umgang von Lenzing mit Beschwerden finden Sie im Kapitel „Unternehmenspolitik“.

### Corporate Citizenship

Lenzing trägt zur Stärkung der Wirtschaft in den Regionen bei, in denen sie tätig ist. Dies wurde auch für das Jahr 2023 durch eine Studie zur sozioökonomischen und regionalwirtschaftlichen Bedeutung der Lenzing Gruppe erneut bestätigt, die von der Gesellschaft für Angewandte Wirtschaftsforschung in Innsbruck (Österreich) durchgeführt wurde. Die Studie wird ab Anfang April im Fokuspaper „Community engagement“ verfügbar sein.

### Erhalt und Wiederaufforstung von Wäldern

Das Wohl der Gemeinschaftsmitglieder wird auch durch die Umwelt beeinflusst, in der sie leben. So bewirtschaftet Lenzing beispielsweise einen 40 Hektar großen Wald rund um ihr Hauptwerk in Lenzing (Österreich). Der Wald wird so bewirtschaftet, dass verschiedene soziale und natürliche Anforderungen erfüllt werden. Der Wald dient als „Grüngürtel“, d.h. als natürliche Barriere für standortspezifische Emissionen und trägt zu einer lebenswerten Umgebung in der Nähe des Hauptwerks Lenzing bei. Er ist ein öffentliches Erholungsgebiet und daher für das Unternehmen von großer Bedeutung. Das Waldgebiet und insbesondere der 80 Jahre alte Bestand ist ein Lebensraum für Wildtiere und Insekten. Lenzing verfolgt ein nachhaltiges Waldbewirtschaftungskonzept und verwendet das heimische Holz für die Faserproduktion. So reduziert Lenzing die Emissionen und hält die Rohstoffe in der Region. Bei der Wiederaufforstung wird auch auf einheimische und vielfältige Baumarten geachtet, um die künftigen Herausforderungen des Klimawandels abzufedern. Lenzing arbeitet mit lokalen Partnern zusammen, um die Wertschöpfung in der Region zu halten.

Das Unternehmen unterstützt Biodiversitätsprojekte. Mehr über die aktuellen Projekte erfahren Sie im Fokuspaper „Community engagement“. Weitere Informationen über Biodiversität finden Sie im Kapitel „Biodiversität und Ökosysteme“.

## Kennzahlen und Ziele

[ESRS S3-5; GRI 3-3e, GRI 2-25, GRI 2-27]

Siehe „Ziele“ im Managementansatz am Anfang von diesem Kapitel. Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

Einbeziehung der Gemeinden	Kontinuierliche Unterstützung der Entwicklung der lokalen Gemeinschaften in der Umgebung der Lenzing Produktionsstandorte und Unterstützung von Sozialprogrammen bis 2025 und darüber hinaus	Kontinuierlich Auf Kurs
Status in 2023	Lenzing unterstützte zahlreiche soziale Projekte für lokale Gemeinden in der Nähe von Lenzing-Standorten. Weitere Informationen finden Sie im Kapitel „Betroffene Gemeinschaften“ und im Fokuspapier „Community engagement“.	

### Rechtsbeschwerden und Ermittlungen

Interessenskonflikte und produktionsbedingte Umstände wie Lärmbelastung, unangenehme Gerüche und Umweltverschmutzung können zu Auseinandersetzungen mit Anwohner:innen führen. An allen Standorten wurden Verfahren eingerichtet, die eine faire und unparteiische Behandlung von Beschwerden sicherstellen. Alle Beschwerden werden monatlich überprüft und direkt an die Senior Management Teams der Lenzing Gruppe gemeldet. 2023 wurden 49 Beschwerden an verschiedenen Standorten registriert, und im Anschluss an das Untersuchungs- und Überprüfungsverfahren wurden entsprechende Abhilfemaßnahmen getroffen. In Nanjing (China) wurde bei einer Umweltinspektion ein NaHS-Austritt in den Boden festgestellt, was zu einer Geldstrafe von 52.500 Yuan (ca. EUR 6.733) führte. Wegen eines Verstoßes gegen das Gefahrguttransportgesetz bei einem Vorfall im September 2020 wurde Lenzing (Österreich) in der letzten Instanz 2023 zu einer Geldstrafe von EUR 3.000 verurteilt.

## Einbeziehung von Stakeholdern bei betroffenen Gemeinschaften

[GRI 2-29, 3-3f]

### Lokale Bevölkerung

Die Lenzing Gruppe nimmt sowohl lokal als auch international ihre soziale Verantwortung als Corporate Citizen ernst. Dazu setzt das Unternehmen auf kontinuierliche und konsequente Kommunikation, um die lokalen Gemeinschaften zu informieren und sich ihre Anliegen und Ideen anzuhören. Ziel ist es, intakte Beziehungen zu den Gemeinschaften aufzubauen. Die Aktivitäten in Gemeinschaften sind im Fokuspapier „Community engagement“ aufgeführt.

# Verbraucher:innen und Endnutzer:innen

## MANAGEMENTANSATZ

### Wesentliches Thema: Verbraucher:innen und Endnutzer:innen

[GRI 3-3]

Umweltaspekte spielen bei der Entscheidung für den Kauf von Bekleidung und Vliesstoffen für Verbraucher:innen und Endnutzer:innen eine immer wichtigere Rolle. Die „Better Growth“ Strategie der Lenzing Gruppe betont vor allem die umweltfreundlichen Fasern (TENCEL™, LENZING™ ECOVERO™ und VEOCEL™), um dieser wachsenden Nachfrage gerecht zu werden. Die Leitgedanken der Strategie sind Nachhaltigkeit, Innovation, Exzellenz und Premiumisierung, angetrieben durch die Klimakrise und das Bewusstsein für einen nachhaltigen Lebensstil. Die Entwicklung von Premium-Produkten und -Dienstleistungen gestattet es Lenzing, sowohl Kundenbedürfnisse als auch Marktanforderungen auf höchstem Niveau zu erfüllen.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Marktführerschaft bei konstanter Produktsicherheit, konsistente Produkte, der Performance der Applikationen und beim Service
- Erreichen der Geschäfts- und Nachhaltigkeitsziele durch Überwachung und Verbesserung der Produktionsprozesse

##### Negativ

###### Eigene Aktivitäten:

- Die Nichteinhaltung kann die Gesundheit und Sicherheit der Nutzer:innen beeinträchtigen und zu Gerichtsverfahren, finanziellen Verlusten und Rufschädigung führen

###### Geschäftsbeziehungen:

- Verlust von Marktanteilen durch zunehmende Konkurrenz oder neue neuer Produktanforderungen (Vorschriften)

#### Policies und Engagement

- Strategie „Better Growth“
- Quality Policy
- Policy für Sicherheit, Gesundheit und Umwelt
- Product Safety Policy
- Zertifizierung der Lenzing Gruppe nach ISO 9001:2015, ISO 14001:2015 und ISO 45001:2018
- Globaler Verhaltenskodex
- Globaler Verhaltenskodex für Lieferanten
- Clean & Hygiene Guideline
- Holz und Zellstoff Policy

#### Gesetzte Maßnahmen

- Zusammenarbeit entlang der gesamten Wertschöpfungskette zur Unterstützung von Kunden und Marken
- Weitere Einführung von automatisierten Qualitätsberichten und Visualisierungen, die der Lenzing Community Informationen in Echtzeit liefern
- Optimierung der Kundenserviceprozesse zur Optimierung der Kundenerfahrung
- QESH-Prozessmanagement, inklusive Risikobewertungen und interner Audits zur Sicherstellung der Wirksamkeit der implementierten Maßnahmen und Standards

- Fortgesetzte Einführung des Chemical Management Group Standard
- Überblick und Überwachung der Produktsicherheit und der einschlägigen Rechtsvorschriften und Verordnungen
- Evaluierung neuer Gesetzgebungen oder Änderungen von Richtlinien, Verordnungen und Normen hinsichtlich ihrer Auswirkungen auf Lenzing Produkte und deren Verwendungszwecke
- Aufrechterhaltung eines umfassenden Portfolios von Zertifizierungen durch Dritte, um die Sicherheit der Produkte im jeweiligen Anwendungsbereich nachzuweisen
- Regelmäßige Tests von Produkten anhand strenger externer Standards von Dritten, Normen und Vorschriften für Produktsicherheit und Compliance in den jeweiligen Anwendungsbereichen
- Führen einer Datenbank über absichtliche Produktbestandteile und Durchführung von Risikobewertungen
- Umsetzung eines holistischen Änderungsmanagementprozesses (Management of Change, MoC)

#### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

- Einführung des Chemical Management Standard an allen Standorten
- Durchführung von Risikobewertungen für neue beabsichtigte Inhaltsstoffe
- Erhaltung und Erreichen von Drittzertifizierungen gemäß dem bestehenden Faserportfolio und Bewertung neuer Zertifizierungsanträge von verschiedenen Stakeholdern auf der Grundlage des neuen Zertifizierungsprozesses (new certification request - NCR)

#### Stakeholders

- Verbraucher:innen und Endnutzer:innen
- (Direkte) Kunden

#### Verantwortlichkeiten

- Global QESH

#### Unterstützende Funktionen

- Global Business Management (Textiles & Nonwovens)
- Global Business Management (Pulp & Wood)
- Performance.Improvement.Technology
- Global Technical Marketing Development
- Research
- Kundenservice

## Strategie

[ESRS S4 ESRS 2 SBM-2]<sup>58</sup>

Verbraucher:innen treffen ihre Kaufentscheidungen immer bewusster und verlangen mehr Transparenz in Bezug auf die ökologischen und sozialen Auswirkungen der Produkte, die funktionale Leistung, die Sicherheitsklassifizierung und die Rückverfolgbarkeit der Produktion über die gesamte Wertschöpfungskette. Dieser Trend wird von staatlichen Stellen, Nichtregierungsorganisationen (NGOs) und Branchen-/Verbraucher:innenverbänden durch Vorschriften und vorgeschriebene und/oder freiwillige Zertifizierungssysteme unterstützt.

Lenzing verfügt über ein umfangreiches Produkt- und Dienstleistungsportfolio und ist in mehreren Marktsegmenten tätig. Ihre Produkte können eine ergänzende Komponente bei industriellen Anwendungen (z.B. Filtrationssysteme, Isoliermaterial und Lebensmittelverpackungen) und eine (Schlüssel-)Komponente bei Konsumgütern (z.B. Textilien, Tücher und Hygieneprodukte) sein. Dementsprechend komplex sind die funktionalen und regulatorischen Anforderungen, die einen holistischen Ansatz erfordern.

Dieser ganzheitliche Ansatz basiert auf Lenzings „Better Growth-Strategie, die sich auf Nachhaltigkeit, Innovation, Exzellenz und Premiumisierung konzentriert. Konkret geht Lenzing auf die Erwartungen von Verbraucher:innen, Behörden und Verbänden ganzheitlich ein, indem sie öffentlich (z.B. durch Policies, Whitepaper, Lenzings Globalem Verhaltenskodex und Lenzings Globalem Verhaltenskodex für Lieferanten) über ihre Bemühungen berichtet, um ihr Angebot fortlaufend zu verbessern, proaktiv die aktuellen und künftigen Anforderungen zu erfüllen und für angemessene Transparenz in Bezug auf ihre Aktivitäten zu sorgen.

Weitere Informationen über Lenzings Interaktion mit ihren Kunden und damit indirekt auch mit ihren Verbraucher:innen und Endnutzer:innen finden Sie im Abschnitt „Einbeziehung von Stakeholdern“ in diesem Kapitel.

### Produktsicherung für (in-)direkte Kunden

[ESRS S4 ESRS 2 SBM-3]

Lenzings Strategie ist aktiv in ihrer Quality Policy beschrieben. Um die Qualitätsstandards aufrechtzuerhalten und das eigene Engagement zu erfüllen, investiert Lenzing in Menschen und Innovationen und arbeitet aktiv mit Rohstofflieferanten zusammen, um langfristige Beziehungen aufzubauen. Regelmäßiges Kundenfeedback und Wettbewerbsvergleiche sorgen für eine kontinuierliche Verbesserung von Lenzings Abläufen, Services und Produkten und schaffen einen Mehrwert für Lenzing und ihre Kunden. Nähere Informationen finden Sie im Abschnitt „Maßnahmen“ in diesem Kapitel.

### Produksicherheit für Verbraucher:innen und Endnutzer:innen

Es ist unerlässlich, dass Lenzings Produkte die geltenden Sicherheitsstandards und -gesetze erfüllen und, wenn möglich, übertreffen. In der Lenzing Policy für Product Safety verpflichtet sich

Lenzing, die Einhaltung dieser Policy und hoher interner Standards durch entsprechende Überprüfungen und Bewertungen kontinuierlich zu fördern.

Das Ziel der Abteilung Product Safety & Regulatory Affairs (PSRA) besteht darin, alle notwendigen Schritte und Maßnahmen zu ergreifen, damit die von der Lenzing Gruppe verkauften Celluloseprodukte (regenerierte Cellulosefasern und Vliesstoffe, Filamente und Cellulosepulver) den Gesetzen, Verordnungen und Normen für das Vliesstoff- und Textilfasergeschäft entsprechen und für den vorgesehenen Verwendungszweck sicher sind.

Obgleich die LENZING™ Fasern auf ihre Produktsicherheit getestet werden, liegt letztendlich die Verantwortung für die Gesundheit der Konsument:innen bei den Unternehmen, die daraus fertige Produkte erzeugen.

## Management der Auswirkungen, Risiken und Chancen

[ESRS S4-1; GRI 2-23, 2-25, 3-3c, 416-1, 416-2, 417-2]

### Policies

Weitere Informationen über Lenzings Globalen Verhaltenskodex und Lenzings Globalen Verhaltenskodex für Lieferanten finden Sie im Kapitel „Unternehmenspolitik“. Ausführliche Informationen über die Policy für Sicherheit, Gesundheit und Umwelt der Lenzing Gruppe finden Sie im Kapitel „Umweltverschmutzung“.

Die bei Lenzing eingeführten Policies sind nicht nur Bestandteil ihrer Strategie zur Produktsicherung und -sicherheit, sondern strukturieren auch die Bemühungen zur Produktion hochwertiger Produkte.

#### Quality Policy

Lenzing legt großen Wert auf Innovation und Technologie für hochwertige Produkte und arbeitet dabei eng mit ihren wichtigsten Lieferanten zusammen, um eine gleichbleibende Qualität zu gewährleisten. Bei ihrem kundenorientierten Ansatz bezieht das Unternehmen alle Mitarbeiter:innen in die Verbesserung der Standards ein. Globale „Centers of Excellence“ werden eingerichtet, um sofortige technische Unterstützung zu bieten. Kontinuierliche Verbesserungen werden durch Kundenfeedback und Benchmarking mit der Konkurrenz vorangetrieben. Lenzing setzt sich anspruchsvolle Jahresziele, überwacht die Einhaltung von Vorschriften und verwendet externe Zertifizierungen für Standards und Produkte.

#### Product Safety Policy

Mit dieser Policy verpflichtet sich Lenzing zu hohen Qualitäts-, Umwelt- und Arbeitssicherheitsstandards, die beim Produkt-Fertigungsprozess befolgt werden. Darüber hinaus verpflichtet sich Lenzing, eine interne Datenbank mit Sicherheits-, Gesundheits- und Umweltdaten über die absichtlichen Produktbestandteile zu führen. Des Weiteren verschreibt sich Lenzing einem strengen Produkttest- und Kennzeichnungsplans in Übereinstimmung mit den geltenden internationalen Standards, Zertifizierungen, Normen

<sup>58</sup> Zusätzlich zur GRI-Angabe wird der entsprechende ESRS-Abschnitt vermerkt. Ein Anspruch auf Erfüllung des ESRS besteht in diesem und den folgenden Kapiteln nicht.

und Gesetzen für die Produktsicherheit. Darüber hinaus vermeidet Lenzing Tierversuche<sup>59</sup> für ihre Produkte oder Inhaltsstoffe, sofern diese nicht gesetzlich vorgeschrieben sind oder nicht durch Alternativen ersetzt werden können. Wenn Tierversuche unvermeidlich sind, werden sie gemäß den „3Rs“ (Replacement, Reduction and Refinement) auf ein unerlässliches Maß verringert.

### Clean & Hygiene Guideline

Lenzings Guideline für Sauberkeit und Hygiene legt Regeln für die Produktionsstandorte fest, um jede Art von Verunreinigung der erzeugten Produkte vorzubeugen und zu vermeiden sowie die Festlegung von Design- und Wartungsgrundsätzen für eine saubere Arbeitsumgebung.

### Kanäle, um Bedenken zu äußern

[ESRS S4-3; GRI 2-25]

In 2017 wurde ein online-basiertes Whistleblower System eingeführt, über das Mitarbeiter:innen, Kunden, Lieferanten und andere Dritte ihre Bedenken äußern können. Über diese Plattform können Einzelpersonen Probleme wie Korruption, Bestechung, Interessenkonflikte, Verstöße gegen das Kartellrecht und Verletzungen des Kapitalmarktrechts melden. Das BKMS® Whistleblower System „Tell us“, ist auf der [Lenzing Website](#) zugänglich und gewährleistet Anonymität. Nach Eingang der Meldungen bewertet ein Team von Rechtsexperten die Vorfälle und leitet sie bei Bedarf an den/die Group Compliance Officer oder den/die Local Compliance Officer weiter. Die anonyme Meldefunktion gewährleistet, dass Einzelpersonen ihre Bedenken äußern können, ohne Vergeltungsmaßnahmen befürchten zu müssen. Weitere Einzelheiten finden Sie im Kapitel „Unternehmenspolitik“.

## Maßnahmen

[ESRS S4-4; GRI 2-25, 3-3d]

Eine Zusammenfassung der „Gesetzten Maßnahmen“ findet sich im Managementansatz am Anfang dieses Kapitels.

### Produktsicherung für (in)direkte Kunden

Es gibt unabhängige Zertifizierungen von Dritten, um die Standards, Produkte und Managementsysteme zu zertifizieren und so die Einhaltung von Kunden- und regulatorischen Anforderungen sicherzustellen und die strategische Übereinstimmung mit der Unternehmensstrategie von Lenzing zu beurteilen.

Das von Lenzing angewandte Qualitätsmanagementsystem basiert auf ISO 9001:2015. Zusätzliche Qualitätsmanagementsysteme wie FAMI-QS und Hazard Analysis Critical Control Points (HACCP) sind für bestimmte Geschäftsbereiche eingerichtet. Sie bilden die Grundlage für alle relevanten Arbeitsprozesse und verstärken das Bestreben nach einer umfassenden Kundenzufriedenheit.

Die PSRA Abteilung verwaltet eine Vielzahl globaler externer Zertifizierungen in Bezug auf Produktsicherheit für verschiedene Anwendungen (z.B. Lebensmittelkontakt, Hautkontakt) und Nachhaltigkeit (z.B. biologische Abbaubarkeit) und bewertet neue Zertifizierungsanträge. Diese Zertifikate dienen der Transparenz und belegen die Sicherheit und Compliance von Lenzing Fasern sowie

deren Kompatibilität in den jeweiligen Anwendungsbereichen. Informationen zu allen Produktzertifizierungen der Lenzing Gruppe finden Sie auf [dieser Website](#).

### Produktsicherheit für Verbraucher:innen und Endnutzer:innen

Wie bereits erwähnt, ist die PSRA Abteilung weltweit verantwortlich für die Sicherheit von Lenzing Fasern für die vorgesehenen Verwendungszwecke und für die Einhaltung von Gesetzen, Vorschriften und Standards für Faserunternehmen.

Daher werden neben externen Zertifizierungen Risikoanalysen für absichtliche Inhaltsstoffe durchgeführt und die Auswirkungen von geschäftsspezifischen Vorschriften, Standards und Anforderungen kontinuierlich überwacht und bewertet. PSRA bereitet entsprechende Erklärungen/Bestätigungen für Kundenanfragen zu relevanten Themen vor und steht entweder persönlich in Kontakt mit Industrieverbänden oder wird von Lenzing Vertretern über neue Themen und Entwicklungen mit Auswirkungen auf die Geschäfts- und Produktsicherheit informiert.

### Bewertungen der Auswirkungen auf Produktqualität und -sicherheit und Risikobewertung

Lenzings strategische Richtung in Bezug auf Produktqualität und -sicherheit belegt ihre Entschlossenheit, eine Führungsrolle auf dem Markt zu behalten, indem es in puncto Produktkonsistenz, funktionale Leistung, kundenorientierten Service, Produkttransparenz und Vertrauen in die Produktsicherheit für positive Auswirkungen sorgt. Darüber hinaus unterstützt Lenzing das Erreichen ihrer Geschäfts- und Nachhaltigkeitsziele durch die kontinuierliche Verbesserung der Fertigungsprozesse und proaktive Überwachung künftiger regulatorischer Anforderungen. Dieser Fokus gestattet es Lenzing, ein Portfolio mit Premiumprodukten in einem Wettbewerbsumfeld aufrechtzuerhalten, in dem mehrere Faserhersteller alternative Angebote lancieren. Diese Aktivitäten haben sich zusätzlich positiv auf den Ruf der Marke Lenzing ausgewirkt und dazu geführt, dass die hohen Standards von Lenzing von wichtigen Kunden allgemein anerkannt werden. Weiters ist das Produktportfolio von Lenzing aufgrund seiner umweltfreundlichen Produktionsprozesse gut aufgestellt mit Blick auf künftige Gesetze zur Verringerung des Kunststoffverbrauchs, Kreislaufwirtschaft und die zunehmende Verwendung von recycelbaren Rohstoffen.

Die Anwendungsvielfalt des Produktportfolios von Lenzing ebnet als alternative Komponente den Weg in Bereiche, in denen natürliche und/oder synthetische Fasern überwiegen. Obwohl Lenzings Anteil bei solchen Anwendungen ständig wächst, werden die regulatorischen und Leistungsanforderungen meist durch traditionelle Komponenten und deren Eigenschaften bestimmt. Strenge Vorschriften für traditionelle Komponenten können sich negativ auswirken, indem sie den Einsatz von Lenzings Produkten für die jeweiligen Anwendungen unnötig erschweren. Dieses Risiko wird durch die proaktive Teilnahme von Lenzing an den relevanten Verbänden gesteuert.

### Chancenmanagement:

#### Aktivitäten im Bereich Produktqualität und -sicherheit

Bei den neuen Produktionsstandorten in Prachinburi (Thailand) und Indianópolis (Brasilien) haben sich die Qualitätskennzahlen im Ein-

<sup>59</sup> „im Sinne der Richtlinie 2010/63/EU“

klang mit dem geplanten Hochfahren der Anlagen ständig verbessert. Die Standorte für die Faserproduktion in Nanjing (China) und Purwakarta (Indonesien) haben erfolgreich auf Modalfasern und Viscoseprodukte umgestellt, um den Bedarf der regionalen Kunden zu erfüllen und umweltfreundlichere Produkte anzubieten. Das globale Programm zur kontinuierlichen Qualitätsverbesserung, das aus standortbezogenen Qualitätsverbesserungsprojekten besteht, wurde im Laufe des Jahres fortgesetzt und brachte zusätzliche Vorteile für Lenzing Produkte an allen Fertigungsstandorten.

2023 wurden mehrere verbleibende Projekte der strategischen Initiative Fiber Quality abgeschlossen (z.B. Kundensegmentierung). Gleichzeitig wurde bei neuen strategischen Initiativen mit dem Roll-out bestehender Prozesse an den Standorten für Faserzellstoff, Bioraffinerie und Co-Produkte begonnen (z.B. Non-Conformity-Management, Beschwerdemanagement). Dieses Jahr war gekennzeichnet von Änderungen im Integrierten Managementsystem mit dem Wechsel zu einer neuen ISO-Zertifizierungsstelle und der Einführung neuer Managementsysteme zur Erlangung der SURE- und Bureau of Indian Standards-Zertifizierungen.

Risikoanalysen und -bewertungen für neue absichtliche und nicht-absichtliche Inhaltsstoffe werden im Rahmen formeller Compliance-Prüfungen durchgeführt. Darüber hinaus wurde eine umfassendere und systematische Prüfung eingeführt, die laufend durchgeführt wird, um zu bestätigen, dass die von externen Verbänden definierten Stoffe nur in geringer Konzentration oder nicht enthalten sind. Geschäftsspezifische Vorschriften, Standards und Anforderungen werden kontinuierlich überwacht, bewertet und dokumentiert. Im Berichtsjahr lösten diese Bewertungen keine zusätzlichen Maßnahmen aus, um den hohen internen Standards gerecht zu werden. Infolgedessen mussten die Produkte von Lenzing in Bezug auf die Auswirkungen auf Gesundheit und Sicherheit nicht verbessert werden.

Um Lenzings Entschlossenheit zu Transparenz und Kunden-/Verbraucher:innenkommunikation zu unterstreichen, wurde eine Verbesserung der internen Prozesse für die Sicherheit der Wertschöpfungskette und die Sorgfaltspflicht bei der Rohstoffbeschaffung eingeführt, um die Geschwindigkeit und Klarheit der Kundenkommunikation zu verbessern.

## Kennzahlen und Ziele

[ESRS S4-5; GRI 3-3e, 416-1, 416-2, 417-2]

Siehe „Ziele“ im Managementansatz am Anfang von diesem Kapitel. Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

Ungeachtet der Energiepreise, weltweiten politischen Entwicklungen, Schwankungen der Marktnachfrage, die die operativen Tätigkeiten beeinflussen und sich auf die Produktqualität auswirken, wurden die Qualitätsabweichungen weiter reduziert. In den meisten Lyocell- und Viscosewerken von Lenzing wurden weitere Verbesserungen in den wichtigsten Fehlerkategorien erzielt. Die Leistung wird weiter gegenüber 2022 verbessert. Dies spiegelt sich auch in den qualitätsbezogenen konzernweiten Leistungskennzahlen (KPIs) wider (z.B. Verringerung des Anteils schlechter Qualität,

Anstieg des First-Time-Right-Anteils). Die Zahl der gerechtfertigten Produkt- und Logistikbeschwerden im Fasergeschäft wurden 2023 gegenüber 2022 weiter reduziert. Die derzeitige Leistung zeigt die Wirksamkeit der Qualitätsverbesserungen, die sowohl im Bereich der Produkt- als auch der Servicequalität vorgenommen wurden. Lenzing ist zuversichtlich, dass alle Produkte in ihrem jeweiligen Einsatzbereich eine gute Performance zeigen.

Wie in den Vorjahren gab es keine Beschwerden oder Vorfälle über regulatorischer Nichtkonformität, die von (in)direkten Kunden oder Behörden erhoben wurden in Hinsicht auf Produkt- und Serviceinformationen, Produktkennzeichnung sowie von Auswirkungen von Lenzings Produkten auf die Gesundheit und Sicherheit. Es gab eine Kundenbeschwerde zur Compliance bei der Produktzertifizierung (FSC® Kundenbeschwerde über ein Analysezertifikat, in dem der falsche Zertifikatscode angegeben war). Sie wurde bearbeitet und gemeinsam mit der Zertifizierungsstelle beigelegt.

Im Jahr 2023 führte die PSRA-Abteilung plangemäß neun Risikobewertungen für neue Produktionschemikalien durch, die keine zusätzlichen Maßnahmen zur Verbesserung der Auswirkungen auf Gesundheit und Sicherheit zur Folge hatten. Darüber hinaus wurden keine Änderungen der einschlägigen Vorschriften festgestellt, die zusätzliche Risikobewertungen erforderlich gemacht hätten.

Die Komplexität der Kundenanfragen im Zusammenhang mit dem Compliance Status des Unternehmens in Bezug auf seine Managementsysteme, Betriebspрактиken, Produktzertifikate, die Einhaltung von Vorschriften und die Rückverfolgbarkeit von Rohstoffen hat zugenommen. Alle Anfragen wurden geprüft, nach Themen kategorisiert, dem entsprechenden Team oder der entsprechenden Person zur Bearbeitung zugewiesen und nach intern festgelegten Kennzahlen (KPIs) beantwortet.



## Einbeziehung von Stakeholdern bei Verbraucher:innen und Endnutzer:innen

[GRI 2-2, 3-3f]

### Verbraucher:innen und Endnutzer:innen

Lenzing interagiert durch kundenorientierte Organisation direkt mit ihrer Kundenbasis und indirekt mit Verbraucher:innen und Endnutzer:innen durch die Teilnahme an internationalen Verbänden, Konferenzen, Foren, Diskussionsgruppen und Interessengruppen der Branche, die sich auf Produktsicherheit und regulatorische Aspekte konzentrieren und die Kundenerwartungen zum Ausdruck bringen.

#### (Direkt-)Kunden

Spinnereien, Webereien, Fabriken, Färbereien und Veredler sowie Modemarken und Einzelhändler gehören zu den Geschäftspartnern von Lenzing. Die PSRA Abteilung von Lenzing arbeitet mit ihren Kunden zusammen, indem sie Kundenanfragen beantwortet und an neuen Kundenzertifizierungsanfragen und -anforderungen arbeitet.

# Unternehmenspolitik

## MANAGEMENTANSATZ

### Wesentliches Thema: Unternehmenspolitik

[GRI 3-3]

Von Lenzing und ihren Mitarbeiter:innen wird erwartet, dass sie im Einklang mit dem globalen Verhaltenskodex der Lenzing Gruppe und den Corporate-Governance-Richtlinien ehrlich und transparent handeln. Diese Erwartungen an die Einhaltung von Vorschriften gehen über die gesetzlichen Anforderungen und behördlichen Standards hinaus, denn das Unternehmen strebt nach beispielhafter Qualität bei allen Produkten, Prozessen und im Umgang mit Kunden, Partnern und Aktionär:innen. Es liegt in der Verantwortung aller Mitarbeiter:innen und Fremdfirmenmitarbeiter:innen, diese Standards einzuhalten und zur Schaffung einer Kultur der Toleranz und Integrität beizutragen. Lenzing entwickelt außerdem ihr Compliance Management System weiter, um sicherzustellen, dass das Unternehmen Fehlverhalten verhindert, Compliance-Risiken minimiert und seine Mitarbeiter:innen wirksam schützt. Schulungen in Unternehmenspolitik stellen sicher, dass alle Mitarbeiter:innen das von Ihnen erwartete Verhalten verstehen, und tragen zu einem Umfeld bei, in dem die Mitarbeiter:innen auf sichere Weise Bedenken äußern oder Fehlverhalten melden können. Auch von den Lieferanten wird erwartet, dass sie die höchsten Berufs- und Ethikstandards in der Branche erfüllen, denn die Unternehmenspolitik gilt nicht nur für Lenzing's eigenen Betrieb, sondern auch für verantwortungsbewusste Beschaffung und die Lieferantenbeziehungen.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Compliance durch eine gemeinsame Wertekultur
- Vorbeugende Maßnahmen durch ein Whistleblower System
- Verhinderung von Vergeltungsmaßnahmen gegen Mitarbeiter:innen, die Bedenken äußern
- Förderung des Vertrauens im Geschäftsverkehr
- Aufrechterhalten der Reputation des Unternehmens
- Vermeidung von Interessenkonflikten, falscher Darstellung, Voreingenommenheit und Fahrlässigkeit
- Verhinderung und Meldung von Bestechung und anderen Formen der Korruption

##### Negativ

###### Eigene Aktivitäten:

- Verstöße gegen faire und gesetzeskonforme Geschäftspraktiken führen zu Reputationsschäden, die den Verlust des öffentlichen Vertrauens nach sich ziehen
- Verlust von Kunden und Geschäftspartnern
- Wertminderung auf dem Kapitalmarkt

###### Geschäftsbeziehungen:

- Nichteinhaltung von Gesetzen, Vorschriften und Verpflichtungen aufgrund des sich ständig ändernden internen und externen Geschäftsumfelds

##### Policies und Engagement

- Globaler Lenzing Verhaltenskodex
- Lenzing's globaler Verhaltenskodex für Lieferanten
- Policy für Menschenrechte und Arbeitsstandards
- Modern Slavery Act Transparency Statement
- Policy für Nachhaltigkeit
- Policy für Qualität
- Policy für Produktsicherheit
- Policy für Holz und Zellstoff
- Policy für Sicherheit, Gesundheit und Umwelt
- Policy für Bioenergie
- Policy für Chancengleichheit, Diversität und Inklusion

- Aktualisierung der Anti-Geldwäsche Direktive
- Nominierung von zwei Co Heads of Compliance - einer für Asien und einer für Europa und Amerika
- Umsetzung lokaler Standards/Grenzen für Geschenke und Bewirtung zusätzlich zur globalen ABC Direktive
- Anonyme Managementbefragung über Compliance-Risiken bei Lenzing
- Konzernweite anonyme Befragung aller Mitarbeiter:innen (Integritätsumfrage)
- Sensibilisierungskampagne zum Thema Whistleblowing
- Umsetzung eines konzernweiten Compliance-eLearnings für den Verhaltenskodex
- Arbeit an einem Konzept für kontinuierliche Compliance-Risikobewertung
- Meldung von Vorfällen über das BKMS®-Whistleblower System („Tell us“)
- Verfahren zur Weiterverfolgung gemeldeter Hinweise
- Transparente Berichterstattung im Corporate Governance-Bericht von Lenzing
- Compliance-Trainings für Mitarbeiter:innen
- Compliance-Register-Tool (z. B. für Geschenke, Bewirtung)
- Entwicklung einer Interessenkonflikt Direktive und eines Selbstdisziplinierungstools

##### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

- Ziel „Einbeziehung der Lieferanten“
- Keine Korruptionsvorfälle

##### Stakeholders

- Mitarbeiter:innen
- Lieferanten
- Regierungen
- Kunden
- Verbände und Interessengruppen
- Österreichischer Corporate Governance Kodex
- Together for Sustainability (TfS)
- EcoVadis

##### Verantwortlichkeiten

- Vorstand
- SVP Global Legal, IP & Compliance

- Anti-Bestechungs- und Anti-Korruptionsdirektive (ABC Direktive)
- Österreichischer Lokaler Leitfaden für die ABC-Direktive (z. B. Registrierungssystem für Geschenke/Bewirtung, lokale Grenzwerte für Geschenke und Bewirtung)
- Kartellrechts Direktive
- Whistleblower Direktive
- Investigations Direktive
- Emittenten-Compliance Direktive
- Anti-Geldwäsche Direktive
- Know-how Schutz Direktive

#### Gesetzte Maßnahmen

- Aktualisierung des Globalen Verhaltenskodex und Rollout entsprechender Schulungen

- Lokaler Compliance Manager
- SVP Einkauf/Globale Lieferkette
- SVP Holz- und Faserzellstoffbeschaffung
- SVP Corporate HR
- VP Global QESH
- VP Corporate Sustainability

#### Unterstützende Funktionen

- Corporate Communications & Public Affairs
- Corporate Human Resources
- Corporate Audit & Risk
- Corporate Sustainability
- Global Process Information Technology
- Site Managers

## Governance

[ESRS G1 ESRS 2 GOV-1; GRI 2-25]<sup>60</sup>

### Compliance ist bei Lenzing Teamarbeit

#### Lenzings Streben nach Compliance

Lenzing ist ein globales Unternehmen und handelt natürlich compliant. Das Compliance Management System ist integraler Bestandteil des Berichtssystems der Lenzing Gruppe. Die Compliance-Funktion zielt darauf ab, alle Lenzing Mitarbeiter:innen, Führungskräfte und Manager:innen durch vorbeugende risikoorientierte Maßnahmen und durch einheitliche Erkennungs- und Reaktionsprozesse zu beraten und zu unterstützen und so letztendlich vor negativen Folgen von Verstößen gegen Gesetze und Werte zu schützen.

#### Compliance geht über die Einhaltung gesetzlicher Bestimmungen hinaus

Lenzing strebt nach beispielhafter Qualität bei Produkten und Prozessen sowie nach Integrität und Ehrlichkeit im Umgang mit Geschäftspartnern und Aktionär:innen. Compliance steht in der Lenzing Gruppe nicht nur für die Einhaltung gesetzlicher Bestimmungen und regulatorischer Standards. Compliance ist für Lenzing eine Frage der Haltung, die auch Ausdruck einer Kultur der Toleranz und Integrität im Umgang miteinander ist. Das Thema Compliance ist somit über die aktive Verantwortung aller Mitarbeiter:innen und Führungskräfte sowie eine gemeinsame Wertekultur in der gesamten Gruppe fest verankert. Lenzing stellt sicher, dass alle gemeldeten Fälle von mutmaßlicher Non-Compliance gründlich untersucht werden und toleriert keine Form von Verstößen gegen die Vorschriften, wenn solche entdeckt werden.

Lenzings Compliance-Organisation ist eine länderübergreifende Organisation mit internationalen Expert:innen, die vom Group Compliance Officer geleitet wird. Er/sie berichtet direkt an den Vorstand und den Aufsichtsrat. Jede Führungskraft ist aufgefordert, dafür zu sorgen, dass die Regeln bei allen Mitarbeiter:innen bekannt sind, verstanden und eingehalten werden. Weitere Informationen über die Rolle des höchsten Leitungsorgans bei der Überwachung des Managements von Auswirkungen finden Sie im Corporate-Governance-Bericht. Lenzing erwartet von allen Mitarbeiter:innen, die Verhaltensregeln mit zu tragen und zu beachten. Sie sind auch aufgefordert, aufmerksam zu sein, genau hinzusehen und zu melden, wenn sie Verbesserungspotenzial erkennen oder einen Verstoß gegen Regeln und Werte aufdecken.

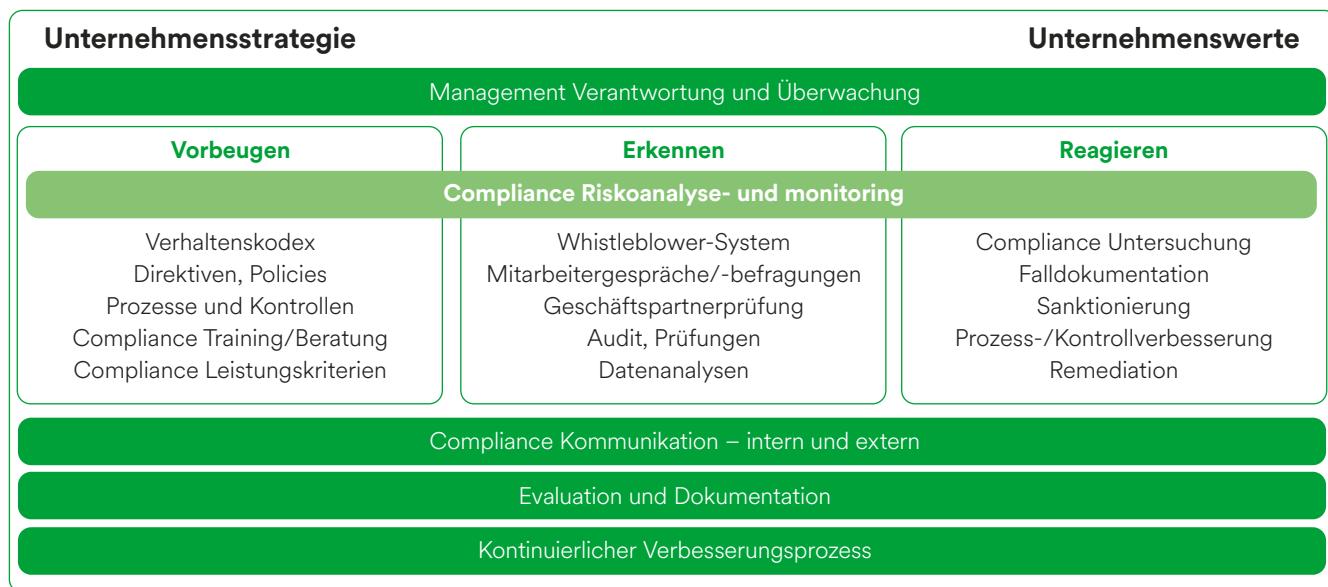
### Management der Auswirkungen, Risiken und Chancen

[ESRS G1 ESRS 2 IRO-1]

## Compliance Management System

Ziel des Aufbaus und der kontinuierlichen Weiterentwicklung des Compliance Management Systems ist es, Compliance-Verstöße gegen die Interessen des Unternehmens zu verhindern, zu erkennen und darauf zu reagieren; Haftungsrisiken und Reputationschäden zu vermeiden, die Geschäftsleitung, Führungskräfte und Mitarbeiter:innen des Unternehmens zu beraten und zu schützen sowie die Effizienz durch die Koordination der bestehenden Compliance-Aktivitäten zu steigern. Das Compliance Management System entspricht der folgenden Struktur (Abb. 16):

<sup>60</sup> Zusätzlich zur GRI-Angabe wird der entsprechende ESRS-Abschnitt vermerkt. Ein Anspruch auf Erfüllung des ESRS besteht in diesem und den folgenden Kapiteln nicht.



Compliance basiert auf den Unternehmenswerten der Lenzing Gruppe und fördert durch Maßnahmen die Integrität im Unternehmen. Formale Strukturen, wie die Zuweisung von Verantwortlichkeiten, die laufende Überwachung sowie Strukturen für Kommunikation, Evaluierung und Dokumentation sind wesentliche Bestandteile des Compliance Management Systems.

Das laufende Compliance-Programm basiert auf den folgenden Säulen:

- Maßnahmen zur Vermeidung von Fehlverhalten
- Maßnahmen zur Aufdeckung von Compliance-Risiken und Schwachstellen
- Maßnahmen, mit denen auf Fehlverhalten und erkannte Schwachstellen reagiert wird, um diese in Zukunft zu vermeiden.

In den Sitzungen des Prüfungsausschusses des Aufsichtsrates am 1. März 2023, 6. September 2023 und am 14. November 2023 berichtete der Compliance Officer in einem gesonderten Tagesordnungspunkt über Inhalt, Zielsetzung und Stand der Compliance-Organisation, den Aufbau des Compliance Management Systems, Schulungen, interne und externe Untersuchungen sowie verschiedene Compliance-Maßnahmen (Kommunikation, Umfragen).

## Globaler Lenzing Verhaltenskodex

[ESRS G1-1; GRI 3-3c, 2-23, 2-24]

Um an verschiedenen Standorten und Ländern auf der ganzen Welt eine Vielzahl von gesetzlichen Regelungen und Standards zu beachten, sind Compliance-Maßnahmen und geschäftsethisches Verhalten für Lenzing von entscheidender Bedeutung. Lenzing legt größten Wert auf die Integrität und das gesetzeskonforme Verhalten aller Mitarbeiter:innen sowie aller Geschäftspartner. Deshalb hat Lenzing ihre Grundsätze für regelkonformes Verhalten in ihrem Globalen Verhaltenskodex verankert, der 2023 aktualisiert wurde. Er dient allen Mitarbeiter:innen als Leitfaden, Orientierungshilfe und Ratgeber zugleich, damit diese in jeder Situation wissen, wie

angemessen und regelkonform zu reagieren ist. Gleichzeitig werden die Mitarbeiter:innen von Lenzing darauf hingewiesen, dass Verstöße gegen den Globalen Verhaltenskodex schwerwiegende Konsequenzen (civil-, criminal-, administrative and/or disciplinary consequences ranging from a warning to termination of employment) nach sich ziehen. Der Verhaltenskodex ist im Intranet („Lenzing Connect“) für alle Mitarbeiter:innen in den Konzernsprachen verfügbar und auf der Unternehmenswebsite auch für externe Stakeholder zugänglich. Ergänzt wird der globale Verhaltenskodex durch den Globalen Verhaltenskodex für Lieferanten, der die Erwartungen von Lenzing an das Verhalten ihrer Lieferanten hinsichtlich Gesundheit und Sicherheit am Arbeitsplatz, Arbeits- und Menschenrechten, Umweltschutz, Ethik und Managementpraktiken ausdrückt. Eine Übersicht über weitere öffentlich zugängliche Policies, zu denen sich Lenzing verpflichtet hat, ist [hier](#) zu finden.

## Policies

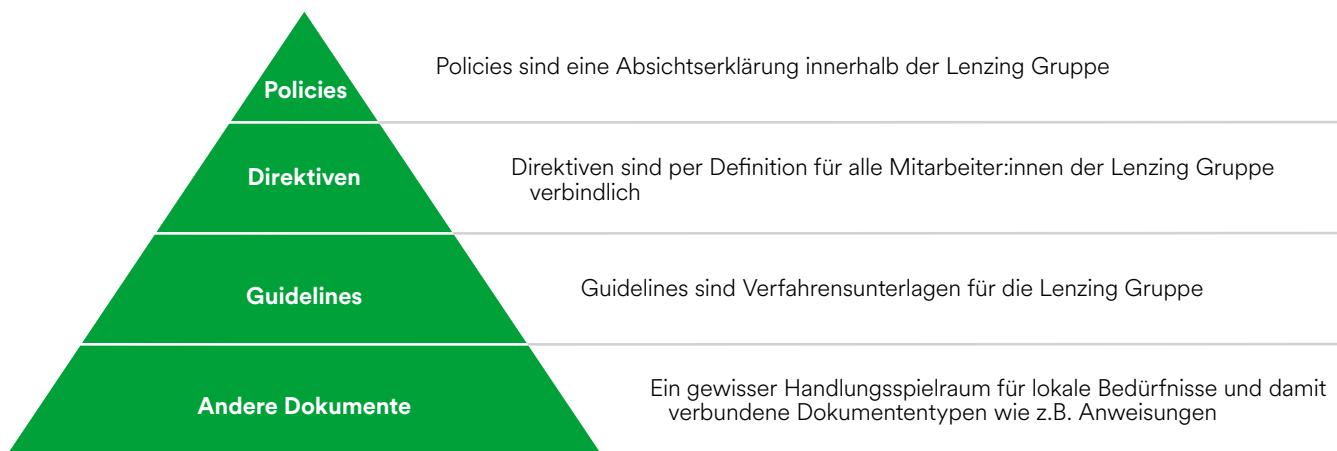
Alle öffentlichen Policies der Lenzing Gruppe sind unter folgendem Link abrufbar: [Compliance – Lenzing – natürlich innovativ](#). Verweise auf internationale Vorschriften in den Policies der Gruppe finden Sie in der Tabelle „Referenzen in Richtlinien“ im Anhang. Um sicherzustellen, dass es im Einflussbereich von Lenzing keine Menschenrechtsverletzungen gibt, hat Lenzing eine Policy für Menschenrechte und Arbeitsstandards, die sich auf die Organisation for Economic Cooperation and Development (OECD), die Internationale Arbeitsorganisation (IAO) und Die Allgemeine Erklärung der Menschenrechte (AEMR) bezieht. Weitere Informationen über Policies zur Achtung der Menschenrechte finden Sie im Kapitel „Eigene Belegschaft“. Jede der Selbstverpflichtungen wurde vom Vorstand der Lenzing Gruppe, der ehemaligen Konzernleitung bzw. den Geschäftsführern von Lenzing Fibers Grimsby Ltd. genehmigt (Modern Slavery Act der Lenzing Fibers Grimsby Ltd.). Die Policies und Richtlinien sind für alle Mitarbeiter:innen über Lenzings Intranet zugänglich. Sie sind in den folgenden Sprachen verfügbar: Deutsch, Englisch, Tschechisch, Chinesisch, Bahasa, Portugiesisch und Thai.

Der oder die Dokumentenverwalter:in („Verwalter:in“) im Bereich Compliance ist der Group Compliance Officer, der somit die Verantwortung für die Weitergabe eines Dokuments an die entsprechenden Geschäftseinheiten trägt. Compliance-Guidelines und -Materialien werden in Lenzings Intranet gespeichert und den

Compliance-Stakeholdern zur Verfügung gestellt. Die Ressourcen werden von Lenzing Global Compliance verwaltet, aktualisiert und ergänzt.

## Hierarchie der Compliance-Leitlinien und -Richtlinien

Abb. 17



## Interne Regeln und Grundsätze von Lenzing

Neben Lenzings Globalem Verhaltenskodex gibt es weitere interne Regeln und Verhaltensgrundsätze (sogenannte Direktiven), die dazu beitragen, dass das tägliche Handeln im Einklang mit den geltenden rechtlichen Rahmenbedingungen und dem Anspruch von Lenzing an die Integrität aller Mitarbeiter:innen steht. Direktiven definieren Verhaltensregeln, die für alle Mitarbeiter:innen der Lenzing Gruppe verbindlich sind. Die Einstufung eines Dokuments als Direktive impliziert, dass die Nichteinhaltung zu Sanktionen und im schlimmsten Fall zur Entlassung führen kann. Zu den wichtigen Direktiven gehören u.a. die Anti-Bestechungs- und Anti-Korruptionsdirektive, die Kartellrechts Direktive, die Whistleblower Direktive, die Emittenten-Compliance Direktive, die Anti-Geldwäsche Direktive und die Know-how Schutz Direktive.

## Lenzings globaler Verhaltenskodex für Lieferanten

Alle Lieferanten der Lenzing Gruppe müssen sich an Lenzings globalen Verhaltenskodex für Lieferanten halten. Holz- und Zellstofflieferanten erfüllen zusätzlich die Policy für Holz- und Zellstoff. In dieser Policy bevorzugt Lenzing Lieferanten, die den FSC®- oder PEFC-Standards entsprechen. Lenzing erwartet von ihren Lieferanten, dass sie bei allen Tätigkeiten Sicherheit und Gesundheit am Arbeitsplatz, Arbeits- und Menschenrechte, Umweltschutz, Ethik und Managementpraktiken berücksichtigen. Um die Einhaltung dieses Kodex zu gewährleisten, sind die Lieferanten verpflichtet, Lenzing und/oder ihren Vertreter:innen nach vorheriger Ankündigung Zugang zu ihren Einrichtungen und allen relevanten Unterlagen zu gewähren und Bewertungen mithilfe von Lieferantenbewertungsinstrumenten durchzuführen.

## Direktiven

### Anti-Geldwäsche Direktive

Die Lenzing Gruppe bekennt sich zu den höchsten Standards ethischer Geschäftsprinzipien und verpflichtet sich zur Bekämpfung von Geldwäsche und Terrorismusfinanzierung. Geldwäsche zielt darauf ab, Geld aus illegalen Transaktionen in den legalen Kreislauf zu bringen. Terrorist:innen versuchen, Geld aus illegalen und auch legalen Transaktionen für terroristische Aktivitäten zu beschaffen. Lenzing vermeidet Geschäfte mit Kriminellen und stellt durch eine Reihe von Präventivmaßnahmen sicher, dass nicht unwissentlich Beihilfe zur Geldwäsche und Terrorismusfinanzierung geleistet wird. Die Anti-Geldwäsche Direktive beschreibt die bei Lenzing implementierten Prozesse und Kontrollmechanismen. Die Direktive wurde im Jahr 2020 eingeführt. Im Jahr 2022 wurden Instrumente für den KYC-Prozess (Know Your Counterpart) eingeführt, um Lenzings Geschäftspartner zu identifizieren und ihre Identität zu überprüfen. Daraüber hinaus können Geschäftspartner auf negative Medien, Politische exponierte Person (PEP) und Sanktionen überprüft werden, um das Risiko von Geschäftsbeziehungen mit illegalen Geschäftsaktivitäten zu vermeiden.

### Kartellrechts Direktive

Lenzing duldet keine geschäftlichen Handlungen, Transaktionen oder Aktivitäten, die gegen die für das Unternehmen geltenden Kartellrechts- und Wettbewerbsgesetze verstößen, und beteiligt sich auch nicht an solchen. Das Unternehmen respektiert geltende Handelsgesetze und -beschränkungen, die von den Vereinten Nationen oder anderen nationalen oder supranationalen Körperschaften oder Regierungen auferlegt werden. Um zu gewährleisten, dass alle relevanten kartellrechtlichen Vorschriften in der Lenzing Gruppe bekannt sind und eingehalten werden, dient die interne Kartellrechts Direktive als Ergänzung zum Globalen Verhaltensko-

dex. Sie gilt für alle Geschäftstätigkeiten und Aktivitäten in Übereinstimmung mit geltendem Wettbewerbsrecht. Sie informiert alle Mitarbeiter:innen über das korrekte Verhalten im Umgang mit Geschäftspartnern und zeigt auf, welche Aktivitäten ein erhöhtes Risiko für Kartellrechtsverstöße darstellen können. Darüber hinaus trägt diese Direktive dazu bei, das Vertrauen in den Geschäftsbeziehungen zu fördern, Lenzings Reputation zu wahren sowie Kosten, Risiken und Schäden, die durch einen Verstoß gegen das Kartellrecht entstehen, zu vermeiden oder zu reduzieren.

### **Anti-Bestechungs- und Anti-Korruptionsdirektive (ABC-Direktive)**

Die Anti-Bestechungs- und Anti-Korruptionsdirektive (ABC-Direktive) ergänzt den globalen Verhaltenskodex von Lenzing, indem sie globale Mindeststandards festlegt, um zu gewährleisten, dass die Aktivitäten von Lenzing ethisch korrekt und integer durchgeführt werden. Ziel dieser Direktive ist es, sicherzustellen, dass alle relevanten Vorschriften zur Bekämpfung von Bestechung und Korruption in der gesamten Lenzing Gruppe bekannt sind und eingehalten werden. Die Direktive gilt für alle Geschäftstätigkeiten und Aktivitäten in Übereinstimmung mit allen anwendbaren Anti-Korruptionsgesetzen, einschließlich des österreichischen Strafgesetzbuches, des United Kingdom Bribery Act 2010 und des U.S. Foreign Corrupt Practices Act. Die Direktive definiert klar, was unter Bestechung, Korruption und Beschleunigungsgeldern zu verstehen ist. Zusammen mit dem globalen Verhaltenskodex legt sie fest, was als akzeptables Verhalten gilt. Die Entgegennahme und das Überreichen von Geschenken sowie die Annahme und Gewährung von Bewirtungen oder Einladungen bedürfen, je nach Geldwert, einer besonderen Genehmigung im Rahmen des Registrierungstools für Geschenke und Bewirtungen. Dafür wurden für alle Legal Entities landesspezifische Grenzwerte definiert.

### **Know-How Schutz Direktive**

Spezialisierung und Innovationskraft sind Schlüsselfaktoren für den weltweiten Erfolg von Lenzing. In der heutigen Wirtschaft gehören Informationen und Know-how, als Ergebnis von Investition in Forschung und Entwicklung, Kreativität und unternehmerischer Initiative, zu den wichtigsten Faktoren für die Entwicklung und Erhaltung von Wettbewerbsvorteilen. Lenzings Know-how ist ein zentraler Vermögenswert, der mit allen Lenzing zur Verfügung stehenden Mitteln bewahrt und geschützt werden muss. Der Schutz von Know-how bezieht sich nicht nur auf die Technologieführerschaft von Lenzing, sondern erstreckt sich auch auf die vielen anderen weltweiten Aktivitäten des Unternehmens, einschließlich Geschäftsgeheimnisse. Alle Mitarbeiter:innen sind Schlüsselfaktoren im zukünftigen Know-how-Schutzprogramm von Lenzing und daher von dem in dieser Direktive beschriebenen Prozess zum Know-how-Schutz direkt betroffen.

### **Investigation Direktive**

Der Zweck dieser Direktive ist es, einen Rahmen für die Untersuchung von wesentlichen und begründeten Verstößen gegen Gesetze, den Globalen Lenzing Verhaltenskodex oder interne Policies und Direktiven, wie sie im Intranet dargelegt sind.

## **Beschaffung**

[ESRS G1-2; GRI 2-16, 204-1, 308-1, 414-1]

Alle Policies und Direktiven kommen im täglichen Umgang mit den Lieferanten zum Tragen. Lenzing kann dabei als Vorbild für das Geschäftsverhalten in der Branche vorangehen, erwartet aber auch die gleichen Standards von ihren Geschäftspartnern.

### **Nachhaltige Chemikalienbeschaffung**

Die wichtigsten verwendeten Chemikalien mit einem Anteil von etwa 85 Prozent am gesamten Beschaffungsvolumen sind Natronlauge (NaOH), Kohlenstoffdisulfid (CS<sub>2</sub>), Schwefelsäure (H<sub>2</sub>SO<sub>4</sub>), Schwefel (S), Schwefeldioxid (SO<sub>2</sub>), Weichmacher, Flammenschutzmittel, Modifikatoren, N-Methylmorpholin-N-Oxid (NMMO), Titanoxid (TiO<sub>2</sub>) und Zinksulfat (ZnSO<sub>4</sub>). Die Zahlen zur Chemikalienbeschaffung werden aus Vertraulichkeitsgründen nicht offengelegt.

Das Ziel, 80 Prozent der wichtigsten Lieferanten (nach Einkaufswert) zu bewerten, wurde 2019 erreicht. Weiterhin werden Lieferanten geprüft (Tabelle 49). Aufgrund des sich verändernden Marktumfelds kann sich die Lieferantenbasis ändern. Daher, wurde 2022 ein neues Ziel gesetzt, die Lieferanten, auf die mehr als 80 Prozent der Einkaufsausgaben entfallen, fortlaufend einzubeziehen, um ihre Nachhaltigkeitsleistung zu verbessern (Ziel „Einbeziehung von Lieferanten“). Dieses Ziel wurde auch auf andere Bewertungsmöglichkeiten als EcoVadis ausgedehnt. Als Maßnahme zur Erreichung dieses Ziels hat Lenzing 2022 Nachhaltigkeitsklauseln in die Verträge mit ihren wichtigsten Chemiclieferanten aufgenommen. Zu den Bedingungen zählen unter anderem die Festlegung von Treibhausgas (THG)-Reduktionszielen, die von der Science Based Target Initiative genehmigt wurden, die Bereitstellung von Informationen über den CO<sub>2</sub>-Fußabdruck von Produkten sowie über die Wasserknappheit an den Produktionsstandorten, von denen Lenzing Produkte bezieht.

### **EcoVadis Score von Lenzings Lieferanten**

Das gesamte EcoVadis-Rating, das die Lieferanten der Lenzing Gruppe 2023 erzielten (54,2), ist 8,2 Punkte höher als das durchschnittliche EcoVadis-Rating (46). Zudem ist die Gesamtleistung der Lenzing-Lieferanten um 1,9 Punkte gestiegen verglichen mit 2022, als das Gesamtrating bei (52,3) lag. Das zeigt eindeutig, dass die Lieferanten in der Lieferkette von Lenzing kontinuierlich ein überdurchschnittliches Rating unter den von EcoVadis bewerteten Lieferanten erzielen. Die Verbesserung des Gesamtratings vom letzten Jahr zu diesem spiegelt die wachsende Wichtigkeit von Nachhaltigkeit in Organisationen und die Bemühungen von Einkäufer:innen für nachhaltige Lieferpartner wider.

### **Lieferantenmanagement**

Derzeit laufen aktive Verhandlungen mit den Lieferanten bezüglich ihrer Einbeziehung in die Nachhaltigkeitsbewertung. Inzwischen wurden über 600 Lieferanten mithilfe des EcoVadis-Tools nach sozialen und ökologischen Kriterien bewertet.

**Anzahl der Lieferanten, die den  
EcoVadisFragebogen seit der Einführung  
der Bewertung im Jahr 2017 beantwortet haben** **Tabelle 49**

2017	82
2018	93
2019	102
2020	152
2021	163
2022	387
2023	608

**Regionale Herkunft<sup>a</sup> von Chemikalien** **Tabelle 50**

	Regionale Herkunft	Keine regionale Herkunft
2021	94 %	6 %
2022	73 %	27 %
2023	88 %	12 %

a) Regional ist definiert als das gleiche Land und die benachbarten Länder, in denen sich die wesentlichen Betriebsstätten befinden. Zu den wesentlichen Betriebsstätten zählen alle Produktionsstandorte der Lenzing Gruppe.

80 Prozent aller eingekauften Chemikalien (in Tonnen) wurden 2023 von 30 Lieferanten geliefert. Die Beziehungen zu diesen Lieferanten sind sehr stabil. Im Jahr 2022 wurde aufgrund der Nichtverfügbarkeit von Natronlauge auf dem europäischen Markt eine höhere Menge aus anderen Regionen importiert. Im Laufe des Jahres 2023 stabilisierte sich diese Verfügbarkeit kontinuierlich, was zu einem höheren Anteil an regional bezogenen Chemikalien im Vergleich zu 2022 führte (Tabelle 50). Regional in diesem Fall betrifft alle Lieferungen aus demselben Land oder einem Nachbarland wie der Zielstandort.

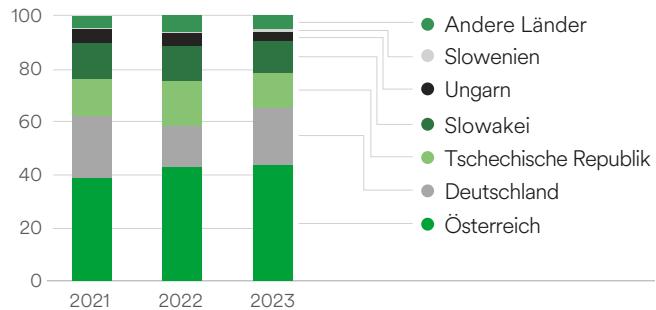
## Regionale Holzversorgung in Europa

Die regionale Holzversorgung ist für Lenzing wichtig, weil sie eine Maßnahme zur Verringerung der THG-Emissionen durch den Transport darstellt. Lenzing betreibt drei Zellstoffwerke, in denen Holz zu Faserzellstoff verarbeitet wird. Am Standort Lenzing (Österreich) werden hauptsächlich Buche sowie kleine Mengen von anderen Harthölzern und Fichte verarbeitet. Die Anlage in Paskov (Tschechische Republik) verwendet dagegen meist Fichte. Die Anlage in Indianópolis (Brasilien) verarbeitet ausschließlich Eukalyptus aus einer eigenen Plantage. Lenzing versucht, das Holz für ihre Zellstoffwerke in Europa so lokal wie möglich zu beschaffen.

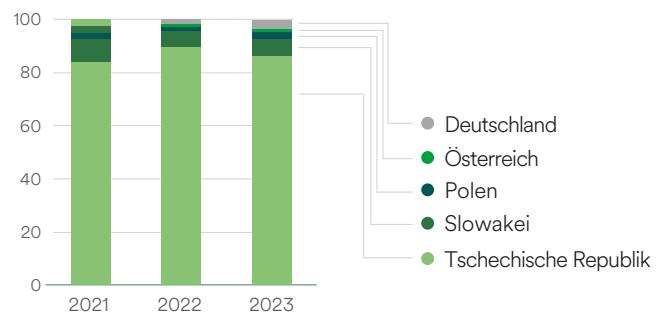
**Holzbeschaffung für die firmeneigenen Faserzellstoffwerke in Lenzing (Österreich) und Paskov (Tschechische Republik)**  
Buche und Fichte nach Ländern, 2021 bis 2023.  
„Andere Länder“ für den Standort Lenzing sind Frankreich, die Schweiz und Polen.

**Abb. 18**

### Zellstofffabrik Lenzing



### Zellstofffabrik Paskov



Der regionale Anteil der Holzversorgung erfolgt aus dem Land, in dem die Faserzellstoffanlage steht, sowie aus Nachbarländern, von denen das Holz direkt, ohne Grenzüberschreitung dritter Länder, bezogen werden kann.

Zur Gewährleistung kurzer Transportwege und Lieferfristen stammt der Großteil des benötigten Holzes aus regionalen Quellen. Der Anteil regionalen<sup>61</sup> Holzes am Standort Lenzing (Österreich) betrug im Jahr 2021 95,2 Prozent, 2022 93,8 Prozent und 2023 96,5 Prozent. Am Standort Paskov (Tschechische Republik) befindet sich der Anteil der regionalen Versorgung seit 2019 konstant bei 100 Prozent. Die zugrunde liegenden Zahlen sind dem Anhang zu entnehmen.

## Regionale Holzversorgung in Brasilien

Lenzing hat im Rahmen eines Joint Venture namens LD Celulose gemeinsam mit Dexco ein neues Zellstoffwerk in Brasilien gebaut, welches seit 2022 in Betrieb ist. Gegenwärtig werden rund 90.200 Hektar Plantagen bewirtschaftet, darunter rund 19.884 Hektar (Tabelle 29 im Kapitel „Biodiversität und Ökosysteme“) geschützte Fläche, welche nicht der Holzbeschaffung, sondern dem Schutz von Flora und Fauna dienen. Diese Plantagen arbeiten vollständig in Übereinstimmung mit den Richtlinien und hohen Standards der Lenzing Gruppe für die Beschaffung von Holz und Faserzellstoff sowie nach den Anforderungen der führenden Zertifizierungssysteme.

Die für die Holzversorgung von LD Celulose zuständige forstwirtschaftliche Abteilung befindet sich in Triângulo Mineiro im Bundesstaat Minas Gerais.

<sup>61</sup> Die regionale Holzversorgung erfolgt aus dem Land, in dem die Faserzellstoffanlage steht, sowie aus Nachbarländern, von denen das Holz direkt, ohne Grenzüberschreitung dritter Länder, bezogen werden kann.

Das in die LD Celulose Plantation Unit umgewandelte Gebiet wurde seit den 1970er-Jahren für die Viehzucht und intensive Landwirtschaft, aber auch für den Eukalyptusanbau genutzt. Für die LD-Celulose-Plantagen wurde kein einheimischer (Primär-)Wald umgewandelt. Die Plantagen sind über 800 km vom Amazonas-Regenwald entfernt.

## Lieferantenbewertung

Alle Lieferanten werden im Hinblick auf die Nachhaltigkeit ihrer Produktionskette bewertet. Neben den regelmäßigen Audits führt Lenzing auch spezielle Evaluierungen sowohl für neue als auch für etablierte Lieferanten im Hinblick auf Nachhaltigkeit und Einhaltung der Umwelt- und Sicherheitsstandards durch. Die Lieferanten werden regelmäßig befragt und mit Unterstützung von externen Experten hinsichtlich Umwelt- und Sicherheitsaspekten bewertet. Anschließend erfolgt eine abschließende Bewertung. Das Ergebnis wirkt sich auf die Gesamtbewertung des Lieferanten aus und stellt ein wesentliches Kriterium für die langfristige Zusammenarbeit dar. Bei der Analyse des Lieferantenrisikos wurden 2023 keine Lenzing-Lieferanten mit tatsächlichen und potenziellen negativen Auswirkungen auf die Umwelt identifiziert.

Die relevantesten Lieferanten für Lenzing sind jene, die aufgrund ihrer Größe und ihres Volumens ein erhöhtes Risiko bergen. Für die Bewertung dieser Lieferanten (ausgeschlossen Holz) wird das Online-Tool von EcoVadis verwendet, mit Ausnahme derer für Holz. Im Berichtsjahr wurden bei den Bewertungen der Nicht-Holz-Lieferanten keine Verstöße gegen ökologische, soziale oder ethische Standards festgestellt, die zur Kündigung bestehender Lieferverträge hätten führen können. Holzlieferanten werden anhand eines Due-Diligence-Prozesses bewertet, das den Kriterien für FSC® Controlled Wood folgt.

Die Nachhaltigkeitsleistung von Faserzellstofflieferanten wird jährlich anhand eines umfassenden Fragebogens untersucht, der u.a. Aspekte wie Beschaffungsstandards, Liefergebiete, Nachverfolgbarkeit der Lieferkette und THG-Emissionen abdeckt. Die Ergeb-

nisse der Umfrage werden genutzt, um die wichtigsten Nachhaltigkeitsthemen zu identifizieren und die zukünftigen Aktivitäten von Lenzing zur Einbindung der Lieferanten zu steuern.

Alle Holzlieferanten (über 600 im Jahr 2023, die Hälfte davon in Privatbesitz) in allen Beschaffungsländern werden einmal jährlich bewertet. Dabei wird ein Bewertungssystem verwendet, das den Kriterien von FSC® Controlled Wood und PEFC Controlled Sources folgt. Alle Faserzellstofflieferanten sind nach den führenden Waldzertifizierungssystemen zertifiziert und beliefern Lenzing mit zertifiziertem oder kontrolliertem Faserzellstoff.

## Lenzing Zertifizierungen für Holz und Faserzellstoff

Das Managementsystem für die Holzbeschaffung von Lenzing gewährleistet, dass das gesamte Holz für die Faserzellstoffproduktion aus legalen und nachhaltig bewirtschafteten Quellen stammt. Um nachweisen zu können, dass die hohen Standards von Lenzing bei der Holzbeschaffung gewahrt werden, nutzt das Unternehmen die Zertifizierungssysteme FSC® und PEFC (Abb. 19). 100% Prozent der von der Lenzing Gruppe verwendeten Holz- und Faserzellstoffressourcen sind entweder FSC®- und PEFC-zertifiziert oder werden entsprechend dieser Standards kontrolliert (Abb. 20). Die Holzbeschaffung unterliegt jedes Jahr Überwachungs-/Rezertifizierungsaudits im Rahmen der FSC® und PEFC-Systeme.

Die folgenden Abbildungen zeigen den Zertifizierungsstatus des gesamten von Lenzing verwendeten Holzes oder Zellstoffes – sowohl direkt durch Eigenbeschaffung für die Faserzellstoffanlagen der Lenzing Gruppe als auch indirekt durch den Zukauf von Faserzellstoff. Alle Produktionsstandorte der Lenzing Gruppe sind FSC®-CoC-zertifiziert (Chain of Custody). Die PEFC-CoC-Zertifizierung umfasst derzeit fünf Standorte (Tabelle 51).

**Zertifizierungsstatus der Lenzing Produktionsstätten - CoC-Status**

**Tabelle 51**

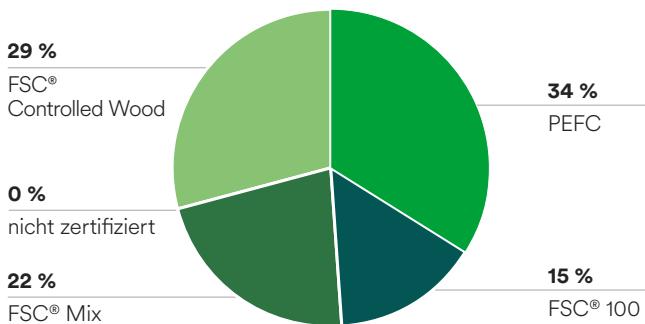
Standort	Land	Hauptprodukte	FSC® CoC	PEFC-CoC
Lenzing	Österreich	Viscose, Modal, Lyocell, Faserzellstoff	•	•
Paskov	Tschechische Republik	Faserzellstoff	•	•
Purwakarta	Indonesien	Viscose	•	•
Nanjing	China	Viscose, Modal	•	•
Heiligenkreuz	Österreich	Lyocell	•	n.a.
Grimsby	Großbritannien	Lyocell	•	n.a.
Mobile	USA	Lyocell	•	•
Prachinburi	Thailand	Lyocell	•	n.a.
Indianópolis	Brasilien	Faserzellstoff	•	n.a.

PEFC wird hauptsächlich für Holz aus Mitteleuropa verwendet. Die FSC®-Zertifizierung von Wäldern ist in dieser Region nicht weit verbreitet. Daher ist der Großteil des bezogenen Holzes zurzeit PEFC-zertifiziert und erhält nach einem Due-Diligence-Prozess an den Lenzing Standorten den Status FSC® Controlled Wood. Der Standort Lenzing verfügt seit mehr als zwei Jahrzehnten über eine PEFC-CoC-Zertifizierung. Diese wird seit 2016 durch eine FSC®-CoC-

Zertifizierung ergänzt, die alle Lenzing Produktionsstandorte umfasst. Daher ist das gesamte beschaffte Holz in der Lenzing Gruppe entweder zertifiziert oder wird durch das FSC®-Zertifizierungssystem kontrolliert (Abb. 21).

## Zertifizierungsstatus

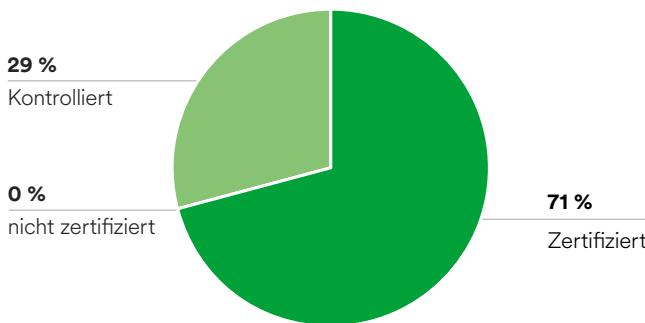
Abb. 19



Zertifizierungsstatus des gesamten Holzbedarfs an den Produktionsstandorten von Lenzing, direkt und in Form von zugekauftem Faserzellstoff. Basis: verwendet Faserzellstoff nach Gewicht.

## Zertifizierungsstatus – Insgesamt zertifiziertes und kontrolliertes Holz

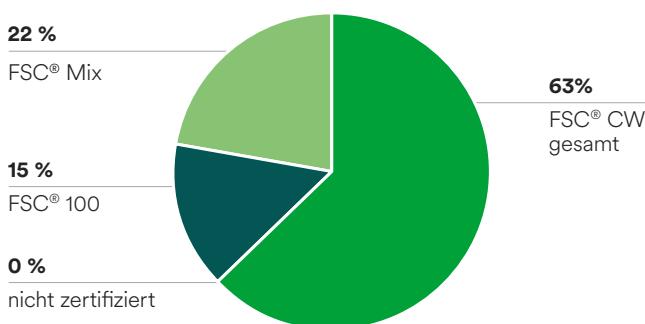
Abb. 20



„Zertifiziert“ ist die Summe aus „FSC®-Mix“, „FSC® 100%“ und „PEFC“ und stellt die Menge an Faserzellstoff dar, die zur Herstellung von Fasern mit dem entsprechenden Chain-of-Custody-Zertifikat zur Verfügung steht.

## Zertifizierungsstatus – FSC® Mix und FSC® Controlled Wood

Abb. 21



„FSC® CW gesamt“ bezeichnet das gesamte kontrollierte Holz, FSC® Controlled Wood, plus PEFC-zertifiziertes Holz, das nach dem Lenzing Due Diligence-Prozess als FSC® Controlled Wood anerkannt wurde. Der FSC®-Mix-Anteil entspricht der Menge an Zellstoff, der mit einem FSC®-Mix Chain-of-Custody-Zertifikat geliefert wird.

Faserzellstofflieferanten können mehr als ein forstbezogenes Zertifikat besitzen. Die meisten der in Nordamerika ansässigen Faserzellstofflieferanten tragen auch das Zertifikat der Sustainable Forest Initiative (SFI), die ebenfalls ein nationales Mitglied des globalen PEFC-Zertifizierungssystems ist und von diesem voll anerkannt wird. Ausführliche Erläuterungen zu den Zertifikaten, zu kontrolliertem Holz und zum internen Due-Diligence-System finden Sie im aktuellen Fokuspapier „Wood and pulp“.

Forstbetriebe sind in Mitteleuropa in der Regel nicht sehr groß. Viele kleine Waldbesitzer:innen, für die die Forstwirtschaft ein Zu-

satzinkommen darstellt, nehmen an keinem Zertifizierungsverfahren teil. Daher muss Lenzing verlässliche, aber begrenzte Mengen an solchem Holz beschaffen, das nicht nach FSC® oder PEFC zertifiziert ist. Dieser Anteil des Holzes wird nach diesen Standards kontrolliert. Außerdem sorgen die strengen Forstwirtschaftsgesetze und deren Durchsetzung in Mitteleuropa dafür, dass Waldbesitzer:innen nachhaltig wirtschaften müssen. Die Lenzing Policy für Holz und Zellstoff und der globale Verhaltenskodex für Lieferanten sind Teil aller Holzeinkaufsaktivitäten und werden den potenziellen Lieferanten vor Beginn einer Geschäftsbeziehung vorgelegt. Nur wenn diese Bedingungen akzeptiert werden, kann an Lenzing geliefert werden.

Der Due-Diligence-Prozess von Lenzing für die Holz- und Faserzellstoffbeschaffung sieht regelmäßige formale Audits vor. Noch wichtiger ist jedoch der tägliche informelle, persönliche Kontakt des Lenzing Einkaufsteams mit den Lieferanten. Lieferantenverträge können als Reaktion auf schwerwiegende Verstöße gegen Nachhaltigkeitsaspekte gekündigt werden. Dies ist in der Vergangenheit gelegentlich geschehen, wenn Lieferanten bestimmte Probleme nicht behoben haben. 2023 gab es keinen solchen Fall.

## Maßnahmen

[ESRS G1-3; GRI 2-26, 3-3d, 205-2]

Eine Zusammenfassung der „Gesetzten Maßnahmen“ findet sich im Managementansatz am Anfang dieses Kapitels.

## Maßnahmen zum Erkennen von Compliance-Risiken und Schwachstellen

Lenzing nimmt Beschwerden ernst und ergreift bei der Bekanntgabe von potenziellen negativen Auswirkungen umgehend entsprechende Maßnahmen. Lenzing hat Beschwerdemechanismen eingerichtet. Es gibt verschiedene interne Meldewege für Mitarbeiter:innen. Extern gibt es die Möglichkeit, Meldungen über ein Online-Tool einzureichen, das nicht nur allen Mitarbeiter:innen der Lenzing Gruppe, sondern auch Kunden, Lieferanten und anderen Dritten weltweit zur Verfügung steht. Das Online-Tool ist auch über die Lenzing Webpage unter folgendem Link zu erreichen: Compliance – Lenzing – natürlich innovativ.

## Whistleblower Direktive

Der Zweck der Lenzing Whistleblower Direktive ist es, alle Mitarbeiter:innen zu ermutigen, in gutem Glauben mögliche Verstöße gegen Gesetze, den Globalen Verhaltenskodex oder die internen Regeln und Grundsätze von Lenzing anzusprechen. Die Direktive zielt darauf ab, allen Mitarbeiter:innen eine konkretere Orientierung und Information in die Hand zu geben, wie Compliance-Bedenken im Hinblick auf tatsächliche oder mögliche Regelverstöße gemeldet werden können. Sie macht klar, dass bei Erstattung von Hinweisen mit guten Absichten (d.h. mit dem begründeten Verdacht, dass ein potenzieller Verstoß aufgetreten ist, gerade erfolgt oder wahrscheinlich auftreten wird), die Beteiligten vor nachfolgender Bestrafung, Diskriminierung, Vergeltung, Benachteiligung, Belästigung oder Kündigung aufgrund einer solchen Meldung geschützt werden. Lenzing nimmt alle im Rahmen der Whistleblower Direktive geäußerten Bedenken ernst und legt in dieser Direktive klare Prozesse fest, wie Hinweise intern behandelt werden, wer in notwendige Untersuchungen einbezogen wird und welche Konsequenzen festgestellte Verstöße nach sich ziehen.

## Whistleblower System

Um allen Mitarbeiter:innen sowie anderen Stakeholdern die Möglichkeit zu geben, Bedenken im Zusammenhang mit Themen wie Korruption, Bestechung, Interessenskonflikten, Kartellrecht und Kapitalmarktrecht zu melden, wurde 2017 ein online-basiertes Whistleblower System eingerichtet. Beschwerden können intern persönlich, per Telefon oder per E-Mail an Vorgesetzte, den Betriebsrat oder den Group Compliance Officer gerichtet werden. Darüber hinaus ist das BKMS® Whistleblower System („Tell us“) für jeden auf der [Lenzing Webseite](#) frei zugänglich, um Bedenken anonym zu äußern (verfügbar in allen relevanten Sprachen der Produktionsstandorte: Englisch, Deutsch, Tschechisch, Chinesisch, Bahasa, Thai und Portugiesisch). Nicht nur Mitarbeiter:innen können diese Bedenken berichten, sondern auch Kunden, Lieferanten und andere Dritte in aller Welt. Gemeldete Vorfälle werden von Jurist:innen eingeschätzt (gegebenenfalls in Zusammenarbeit mit lokalen Partnern) und an den Group Compliance Officer oder den Local Compliance Officer weitergeleitet. Empfehlungen über das weitergehende Verfahren oder Einstellung der Untersuchung werden bereitgestellt. Dank dieses Systems können Bedenken anonym und ohne Angst vor Vergeltung weltweit eingereicht werden. Die professionelle Handhabung von Information schützt den Whistleblower und die betroffene Person. Die Meldungen werden gemäß der internen Ermittlungsrichtlinie gezielt bearbeitet. Das Audit-Komitee wird einmal pro Jahr über die Berichte informiert.

## Kommunikation kritischer Angelegenheiten an das höchste Leitungsorgan

Um die Einhaltung aller Richtlinien zu gewährleisten und rasch auf Verstöße zu reagieren, ist es wichtig, dass die höchsten Leitungsgänge von den Bedenken in Kenntnis gesetzt werden. Weitere Informationen dazu finden Sie im Geschäftsbericht der Lenzing Gruppe (Corporate-Governance-Bericht).

## RISIKOBEWERTUNG

Im Juni 2022 initiierte Group Compliance eine Risikoumfrage beim Management aller juristischen Einheiten mit dem Ziel, mögliche Risiken und Verbesserungsmöglichkeiten zu identifizieren. Es ist geplant, diese Befragung des globalen Managements im Jahr 2024 zu wiederholen.

## Compliance-Schulungen

Eine wichtige Grundvoraussetzung für „richtiges“ Verhalten ist das Verständnis für Regeln und Vorschriften. Daher wurde im Berichtsjahr das eLearning kontinuierlich erweitert, um den relevanten Zielgruppen die wichtigsten Inhalte der Compliance Direktiven zu vermitteln. Neue Mitarbeiter:innen erhalten eine Willkommensmappe mit dem Lenzing Globalen Verhaltenskodex. Darüber hinaus erhalten Mitarbeiter:innen mit IT-Zugang (ca. 6.000 Mitarbeiter:innen) eLearning-Kurse zum Globalen Verhaltenskodex, Whistleblowing und Know-how-Schutz. Andere Mitarbeiter:innen werden zu diesen Themen persönlich geschult. Mehr als 95 Prozent der Mitarbeiter:innen, denen diese e-Learning-Schulungen zugewiesen wurden, haben diese 2023 abgeschlossen (ca. 5.500 Mitarbeiter:innen). Alle Angestellten (3.376 Mitarbeiter:innen) wurden mit der ABC-Schulung betraut. Mehr als 97 Prozent (3.305 Mitarbeiter:innen) aller dieser Personen haben die Schulung 2023 absolviert. Eine spezielle Zielgruppe (268 Mitarbeiter:innen) wurde mit der Kartellrechtsschulung beauftragt. Mehr als 97 Prozent (261 Mitarbeiter:innen) haben diese Schulung 2023 absolviert. Eine spezielle Schulung zum Verhaltenskodex wurde den Führungskräften (342 Mitarbeiter:innen) zugewiesen und von 100 Prozent 2023 absolviert.

## Kennzahlen und Ziele

[ESRS G1-4; GRI 205-3, 206-1]

Siehe „Ziele“ im Managementansatz am Anfang von diesem Kapitel. Alle Nachhaltigkeitsziele von Lenzing sind im Kapitel „Allgemeine Angaben“ zu finden.

Einbeziehung der Lieferanten	Einbeziehung der Lieferanten, auf die mehr als 80 Prozent der Ausgaben entfallen, ihre Nachhaltigkeitsleistung zu verbessern.	Kontinuierlich Auf Kurs
Maßnahme(n)	Lenzing bewertet bis 2025,95 Prozent ihrer Top-Lieferanten, die 80 Prozent der Ausgaben repräsentieren, über EcoVadis, das for Sustainability Audit oder eine interne Bewertung/Auditierung.	2025 Auf Kurs
Status in 2023	Lenzing berücksichtigt Klima-, Wasser- und Chemikalienkriterien beim Beschaffungsprozess ihrer wichtigsten Chemikalienlieferanten.  Rund 600 der wichtigsten Lieferanten von Lenzing wurden von EcoVadis bewertet. Acht Lieferanten wurden von Lenzing im Rahmen des Auditprogramms „Together for Sustainability“ geprüft. 40 Prozent der Ausgaben wurden durch diese Bewertungen abgedeckt. Die Lieferverträge der wichtigsten Chemielieferanten für Lenzing enthalten Nachhaltigkeitsklauseln.	Kontinuierlich Auf Kurs

## Compliance-Verstöße

Compliance-Verstöße werden über das Whistleblower System in der Abteilung „Legal, IP und Compliance“ erfasst. Während des Berichtszeitraums gab es keine öffentlichen Klagen im Zusammenhang mit Korruption gegen das Unternehmen oder seine Mitarbei-

ter:innen. Darüber hinaus gab es im Jahr 2023 keine nennenswerten rechtlichen Schritte wegen wettbewerbswidrigen Verhaltens, Kartell- und Monopolpraktiken.



## Einbeziehung von Stakeholdern bei Unternehmenspolitik

[ESRS G1-5; GRI 2-28, 3-3f]

### Mitgliedsverbände

Zu den Mitgliedsverbänden von Lenzing, siehe das Fokuspapier „Stakeholder engagement“.

### Mitarbeiter:innen

Von den Mitarbeiter:innen wird erwartet, dass sie Lenzings Globalen Verhaltenskodex befolgen. Sie sind darüber hinaus eine wertvolle Hilfe bei der rechtzeitigen Meldung von rechtswidrigem Verhalten innerhalb des Unternehmens. Alle Mitarbeiter:innen werden über die Lenzing Policies und Direktiven informiert und aufgeklärt.

### Lieferanten

Von den Lieferanten wird erwartet, dass sie den Verhaltenskodex für Lieferanten befolgen und die Menschenrechte und Arbeitsgesetze in ihren eigenen Betrieben einhalten. Lenzing ist aufgrund des europäischen Lieferkettengesetzes verpflichtet, ihre Lieferanten sorgfältig zu prüfen.

### Österreichischer Corporate Governance Kodex

Um den Ansprüchen von Lenzings Aktionär:innen und Geschäftspartnern gerecht zu werden, ist es für Lenzing unerlässlich, den Österreichischen Corporate Governance Kodex (ÖCGK) einzuhalten. Vor allem die Kunden verlangen von ihren Dienstleistern und Lieferanten die Einhaltung ihrer Compliance-Standards. Der Österreichische Corporate Governance Kodex definiert bestimmte Aufgaben für den Vorstand, den Aufsichtsrat und für Auditor:innen. Die Gesamtverantwortung für die Compliance liegt beim Vorstand; er hat für die Einhaltung der gesetzlichen Bestimmungen zu sorgen und auf deren Beachtung im Unternehmen hinzuwirken (§ 15 ÖCGK). Darüber hinaus hat er den Aufsichtsrat regelmäßig, umfassend und zeitnah über alle unternehmensrelevanten Fragen zu informieren und mindestens einmal jährlich über die Vorkehrungen zur Korruptionsbekämpfung zu berichten (§ 18a ÖCGK).

### Together for Sustainability (TfS)

Together for Sustainability (TfS) ist eine Initiative, die sich aus Fachleuten der chemischen Industrie zusammensetzt und von ihnen vorangetrieben wird, mit dem Ziel, gemeinsam nachhaltigere Chemie-Lieferketten aufzubauen. Lenzing ist dieser Initiative 2022 beigetreten. TfS-Mitglieder, darunter auch Lenzing, haben Zugang zu einem globalen Netzwerk von bewerteten und auditierten Lieferanten, was für mehr Effizienz bei der nachhaltigen Beschaffung sorgt. Der Austausch von Leistungsfortschritten auf der Grundlage gemeinsamer Prinzipien innerhalb der TfS-Gemeinschaft fördert die Transparenz und Einheit, was sowohl Chemieunternehmen als auch ihren Lieferanten zugutekommt.

# Digitalisierung & Cyber Security

## MANAGEMENTANSATZ

### Wesentliches Thema: Digitalisierung & Cyber Security

[GRI 3-3]

Da neue digitale Technologien die Industrie stark verändern, ist Lenzing bestrebt, die Vorteile dieser Technologien zu nutzen, um ihre Abläufe zu optimieren und Transparenz sowie Rückverfolgbarkeit entlang der Wertschöpfungskette zu ermöglichen. Lenzing fördert einen risikobasierten Ansatz, um globale Compliance für Informationssicherheit und Datenschutz zu erreichen. Dabei berücksichtigt Lenzing die Rechte und Anforderungen des Unternehmens, der Gesellschaft und des Einzelnen. Als Reaktion auf die Risiken der Cyberkriminalität führt Lenzing regelmäßige Penetrationstests durch, um die Sicherheitsmaßnahmen zu bewerten. Regelmäßige Hintergrundprüfungen werden durchgeführt, um nach potenziellen Bedrohungen, Enthüllungen im Darknet oder gehackten Konten zu suchen. Jeder Vorfall, der durch solche Bewertungen, Tests und gemeldete Vorfälle aufgedeckt wird, führt zu einer Sicherheitsüberprüfung, einer Risikobewertung und schließlich zu Behebungsmaßnahmen.

#### Tatsächliche und potenzielle negative und positive Auswirkungen, Risiken und Chancen

##### Positiv

- Erhöhte Transparenz und Rückverfolgbarkeit der Lieferketten und damit mehr Sicherheit in der Lieferkette
- Schutz von Geschäftsprozessen und Datenschutz
- Steigerung des Vertrauens von Mitarbeiter:innen, Kunden und Partnern durch einen verantwortungsvollen Umgang mit Daten
- Optimierung in Richtung „schlanker“ Geschäftsprozesse, um Zeit und Energie zu sparen und den Rohstoffverbrauch zu reduzieren
- Flexiblere digitale Arbeitsumgebungen, um Talente an das Unternehmen zu binden, künftige Talente anzusprechen und eine „neue Arbeitsweise“ zu etablieren
- Digitalisierung hilft dabei, die Bedürfnisse der Kunden zu erkennen und die Kundenerfahrung zu verbessern

##### Negativ

###### Eigene Aktivitäten:

- Erfolgreiche Cyberangriffe könnten Geschäftsprozesse zum Stillstand bringen oder sogar den Betrieb beeinträchtigen
- Eine mögliche Offenlegung von Daten könnte hohe gesetzliche Strafen oder Forderungen nach sich ziehen
- Potenzielle Compliance-Probleme könnten unsere Glaubwürdigkeit in Bezug auf die Werte, für die wir uns einsetzen, beeinträchtigen

###### Geschäftsbeziehungen:

- Erfolgreiche Cyberangriffe könnten Geschäftsprozesse zum Stillstand bringen oder sogar den Betrieb von Geschäftspartnern beeinträchtigen

#### Policies und Engagement

- Policy für Informationssicherheit
- Datenschutz und Informationssicherheit durch Technikgestaltung und datenschutzfreundliche Voreinstellungen
- Angemessene Sicherheitsmaßnahmen für die damit verbundenen Risiken
- Anwendbare gesetzliche Vorschriften und eine Reihe interner Policies, Direktiven und Guidelines

#### Gesetzte Maßnahmen

- Cyberangriffe wurden erfolgreich mit technischen Mitteln abgewehrt (z.B. durch die rasche Behebung mehrerer Zero-Day-Schwachstellen und regelmäßiges Schwachstellenmanagement),

- Weiterentwicklung und Verwaltung des Managementsystems für Informationssicherheit und Datenschutz
- Regelmäßige Bewertungen der Informationssicherheit sowie Audits durch externe und interne Stellen
- Regelmäßige interne/externe Penetrationstests
- Regelmäßige Risikobewertungen mit unternehmensweitem Risikomanagement sowie Cyberversicherungsunternehmen
- Schließung festgestellter Lücken durch Sofortmaßnahmen und durch die Erstellung und Durchführung geeigneter Service Improvement Plans
- Durchführung von Due Diligence-Programmen für die Informationssicherheit bei Dritten
- Mailbox zur Meldung von verdächtigen z. B. betrügerischen E-Mails und persönliche Rückmeldung an den/die Absender
- Digital Innovation Function, um Wert aus neuen digitalen Technologien zu schöpfen
- Die Fortbildung der Arbeitskräfte garantiert eine bessere und effizientere Nutzung der IT-Anwendungen und erleichtert die digitale Transformation
- Weitere Digitalisierung mit Unternehmenssiegeln für E-Branding, Rechnungssignatur und Genehmigungs-Workflows
- 2023 hat Lenzing ihr Faserportfolio mit der Fasererkennungstechnologie auf spinngefärbte Viscosefasern der Marke LENZING™ ECOVERO™ in Schwarz sowie LENZING™ ECOVERO™ x REFIBRA™, einer neu entwickelten Viscosefaser mit Recyclinganteil, ausgeweitet
- Im Rahmen der Pläne für die digitale Innovation des Betriebs konzentrierte sich Lenzing 2023 auf vier wesentliche digitale Initiativen: die datengestützte Qualitätskontrolle, Digital-Twin-Technologien, mobile Wartung und Augmented Reality für Schulungen

#### Nachhaltigkeitsziele, Maßnahmen und Fortschritte

Weitere Informationen finden Sie im Kapitel „Allgemeine Informationen“.

#### Stakeholders

- Kund:innen
- Verbraucher:innen
- Anbieter digitaler Lösungen
- Mitarbeiter:innen
- Aktionär:innen von Lenzing
- Zuständige Behörden und Prüfer der verschiedenen Labels

#### Verantwortlichkeiten

- CFO
- VP Global IT/Digital Innovation

- aber auch durch kompetente und sicherheitsbewusste Mitarbeiter:innen
- Anpassung der Cyber Security Maßnahmen an die Geschäftsanforderungen
- Kontinuierliche Verbesserung der Cyber Security Maßnahmen von Lenzing
- Fortführung des Lenzing Sicherheitsprogramms, das auf der Grundlage der Cyber Security Framework Gap Analysis entwickelt wurde
- Aufrechterhaltung geeigneter technischer und organisatorischer Maßnahmen für die Verarbeitung personenbezogener Daten

- Chief Information Security Officer
- Senior Director Digital Innovation

## Unterstützende Funktionen

- Business Process Organization
- Global IT/Digital Innovation, IT-Backoffice Team, Business Process Leaders
- Abteilungs-/Teamleiter, lokale Koordinatoren:innen
- Digital Product Owners
- Lenzing Mitarbeiter:innen bei ihrer täglichen Arbeit

## Policy für Informationssicherheit

Lenzing setzt sich vollumfänglich für den Schutz der Menschenrechte, darunter der Datenschutz, ein. Der Schutz von Informationen ist eine dauerhafte Aufgabe für alle mit einem Unternehmen innerhalb der Lenzing Gruppe verbundenen Mitarbeiter:innen, Fremdfirmenmitarbeiter:innen und Geschäftspartner, um proaktiv ein angemessenes Sicherheitsniveau für alle Arten von Informationsprozessen aufrechtzuerhalten und zu verbessern. Die Policy für Informationssicherheit verfolgt einen risikobasierten Ansatz mit dem Ziel, globale Compliance für Informationssicherheit und Datenschutz zu erreichen. Damit schafft Lenzing einen Ausgleich zwischen den Rechten und Anforderungen des Unternehmens, der Gesellschaft und des Einzelnen.

Im Rahmen dieser Policy und den geltenden gesetzlichen Bestimmungen sind mehrere Direktiven/Guidelines in Kraft, die regelmäßig überwacht und überarbeitet werden, z.B.:

- Lenzing globaler Verhaltenskodex
- IT-Benutzerrichtlinie (sichere Verwendung der IT-Systeme und Grundprinzipien der Informationssicherheitsmaßnahmen)
- Smartphone Direktive (Mobilgeräte)
- Nutzungsbedingungen für private Mobilgeräte
- Know-how Schutz Direktive (einschließlich Klassifizierung von Daten und ihrer Verarbeitung)
- Sichere Speicherung von personenbezogenen Daten
- Handbuch zur Cyberverteidigung

## Digitalisierung

Digitale Technologien entwickeln sich heute schneller als je zuvor, werden immer komplexer und betreffen immer mehr Menschen. Da neue digitale Technologien die Industrie stark verändern, ist Lenzing bestrebt, die Vorteile dieser Technologien zu nutzen, um ihre Abläufe zu optimieren, Transparenz und Rückverfolgbarkeit entlang der Wertschöpfungskette zu ermöglichen und ihren Kunden einen zusätzlichen Mehrwert zu bieten.

### Digitale Lösungen führen zu neuen Arbeitsweisen

Homeoffice ermöglicht eine bessere Vereinbarkeit von Beruf und Privatleben und dürfte vor allem für jüngere Mitarbeiter:innen besonders attraktiv sein. Neben diesem sozialen Aspekt kann die Umstellung auf ein stärker digitalisiertes Arbeitsumfeld auch dazu beitragen, den ökologischen Fußabdruck zu verbessern. Durch die Ersetzung papierbasierter Prozesse entfällt beispielsweise das Drucken, dadurch werden wertvolle Ressourcen eingespart. Seit Beginn der Pandemie finden auch deutlich mehr Meetings online statt. Insgesamt führen Homeoffice und mehr digitale Events zu weniger

Pendeln und Geschäftsreisen, was wahrscheinlich zu einer Verringerung der THG-Emissionen führt.

### Digitale Zusammenarbeit als Schlüsselfaktor

Lenzing ist kontinuierlich bestrebt, die digitale Zusammenarbeit zu verbessern, indem die Möglichkeiten genutzt werden, die durch die am Markt verfügbaren, ausgefeilten Produkte geboten werden. Das IT-Team von Lenzing leistet einen wesentlichen Beitrag zum Erfolg, indem es für ein mobiles, sicheres, stabiles und schnelles sowie benutzerfreundliches Arbeitsumfeld sorgt.

### Reichweite erhöhen, um die Belegschaft zu unterstützen

Bessere Informationen ermöglichen eine bessere Zusammenarbeit und bessere Entscheidungen. Im Einklang mit Lenzings Ziel, unsere Welt mit besseren Entscheidungen voranzutreiben („Advancing our world with better choices“), unterstützt Lenzing ihre Mitarbeiter:innen auf sämtlichen Ebenen, indem sie digitale Unternehmensinformationen, E-Learning- und Schulungsinhalte dort zur Verfügung stellt, wo diese benötigt werden. Diese stellen wesentliche Werkzeuge dar, da damit der team- und arbeitsbezogene Austausch gefördert wird – von den Arbeiter:innen bis hin zum Management von Lenzing.

### Digital Academy

Lenzings Digital Academy bietet ein umfassendes Schulungsprogramm für relevante IT-Anwendungen und -Themen an. Die mittelfristigen Schwerpunkte liegen auf SAP, Anwendungen für den digitalen Arbeitsplatz, IT-Sicherheit und Datenschutz.

Die Inhalte werden in Schulungsformaten (Präsenzschulung, virtuelle Schulung, Videos, gedrucktes Material usw.) je nach den Anforderungen der Zielgruppen bereitgestellt. Ein modularer Aufbau ermöglicht die Ausbildung bis hin zum Anwendungsexperten (z.B. Key-User oder IT-Berater). Zu diesem Zweck wird eine Systemlandschaft entwickelt, die einen klaren Überblick über den Inhalt bietet. Im Jahr 2023 wurden 61 Schulungen zu den Themen SAP und digitaler Arbeitsplatz angeboten und 674 Teilnehmer:innen erreicht.

Das Schulungspotential von Lenzing wird kontinuierlich um die neuen Technologien und Produkte, die bei Lenzing zum Einsatz kommen, sowie die jüngsten Versionen bestehender Anwendungen ergänzt.

### Digitale Lösungen für Transparenz und Rückverfolgbarkeit in der gesamten Lieferkette

Neben den laufenden Digitalisierungsprozessen in den eigenen Betrieben ist Lenzing bestrebt, digitale Lösungen in der gesamten Lieferkette zu fördern. So möchte Lenzing die Transparenz und Rückverfolgbarkeit in der Textil- und Vliesstoffindustrie verbessern. Transparenz bedeutet Offenheit gegenüber den Menschen, die mit

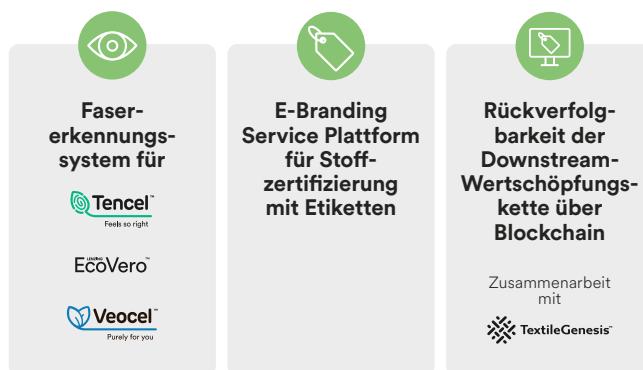
Lenzing Fasern in Berührung kommen. Dies ist von entscheidender Bedeutung, da nur eine ehrliche Auseinandersetzung mit der Industrie die Rückverfolgbarkeit sicherstellen kann, die die Herkunft der Lenzing Fasern in der gesamten Lieferkette bis hin zum fertigen Kleidungsstück verifiziert.

Das Fasererkennungssystem und der E-Branding-Service von Lenzing bilden die Grundlage ihres Gesamtansatzes in Bezug auf Transparenz, während das TextileGenesis™-Blockchain-Projekt die Daten nutzt, um die Rückverfolgbarkeit weiter zu optimieren. Die Zusammenarbeit mit Global Textile Scheme trägt zu einem effizienten Austausch von Faserdaten auf dem Weg zu einem digitalen Produktpass in der Textilindustrie bei. Darüber hinaus treibt der Echtzeit-Schiffstracker die Digitalisierung und Transparenz in der globalen Faserlieferkette voran.

Lenzing verfolgt einen Drei-Säulen-Ansatz für eine nachhaltigere und transparentere Lieferkette:

**Transparenzbausteine**

**Abb. 22**



### Fasererkennungssystem

Lenzing benutzt eine Technologie zur Fasererkennung. Das System wurde erfolgreich für Viscosefasern der Marke LENZING™ ECOVERO™, für Lyocell- und Modalfasern der Marke TENCEL™, Lyocellfasern der Marke TENCEL™ x REFIBRA™ sowie für das Portfolio LENZING™ FR eingesetzt. Darüber hinaus bringt Lenzing diese patentierte Technologie auch bei ihrer Palette an LENZING™ Lyocell Skin Spezialfasern, die für Schönheitsanwendungen konzipiert sind und unter der Marke VEOCEL™ vermarktet werden, zum Einsatz. Um ihre Sicherheit bei Anwendungen mit Hautkontakt unter Beweis zu stellen, wurden diese Fasern einer Überprüfung durch Asthma Allergy Dänemark unterzogen, dass deren geringes Risiko von Hautirritationen bestätigte. 2023 hat Lenzing ihr Faserportfolio mit der Fasererkennungstechnologie auf spinngefärbte Viscosefasern der Marke LENZING™ ECOVERO™ in Schwarz sowie LENZING™ ECOVERO™ x REFIBRA™, einer neu entwickelten Viscosefaser mit Recyclinganteil, ausgeweitet.

### E-Branding-Service

Lenzings E-Branding-Service ist eine Online-Plattform, die Kunden entlang der Wertschöpfungskette den Zugang zu den Zertifizierungs- und Lizenzierungsoptionen von Lenzing ermöglicht. So werden die Marken und Einzelhändler geschützt, die nun sichergestellt können, dass ihre Produkte keine Fasern aus Holz aus umstrittenen Quellen enthalten. Außerdem wird garantiert, dass die Fasern in hochmodernen Produktionsanlagen hergestellt werden und hohe Standards für Ressourceneffizienz sowie ökologische und soziale Verantwortung erfüllen.

### E-BRANDING-SERVICE

Seit dem Start des E-Branding-Service im Jahr 2018 ist die Anzahl der vom E-Branding-Service-Team bearbeiteten Anträge auf Lizenzen und Labels jährlich um mehr als 30 Prozent pro Jahr gestiegen. Trotz der schwierigen wirtschaftlichen Lage nach dem Höhepunkt der Pandemie 2021 konnten die Marken TENCEL™ und LENZING ECOVERO™ ihre lizenzierte Produktbasis pro Jahr um mehr als 15 Prozent steigern.

Registrierte Lenzing Textilpartner können sich für Stoffzertifizierungen, Lizenzvereinbarungen und Lenzing Etiketten bewerben. Lenzing Vliesstoff-Partner können sich auch registrieren und kombinierte Zertifizierungs- und Lizenzverträge beantragen. Neben der Offenlegung der Lieferkette beinhaltet diese Zertifizierung auch die Prüfung von Stoffen durch Lenzing, die tatsächlich den definierten Standards entsprechen.

Die Fasererkennungstechnologie beruht auf der physischen Identifizierung der Faserherkunft in verschiedenen Phasen des Produktes, z.B. auf der Ebene des Stoffes und des Kleidungsstückes. Dies ermöglicht die vollständige Rückverfolgbarkeit der Faserherkunft und den Schutz vor Fälschungen. So werden die Marken und Einzelhändler geschützt, die nun sichergehen können, dass ihre Produkte keine Fasern aus Holz aus umstrittenen Quellen enthalten. Außerdem wird garantiert, dass die Fasern in hochmodernen Produktionsanlagen hergestellt werden und hohe Standards für Ressourceneffizienz sowie ökologische und soziale Verantwortung erfüllen.

Die Zielgruppen für den Lenzing E-Branding-Service sind alle Partner entlang der Wertschöpfungskette – beginnend bei den Direktkunden (also z.B. denjenigen, die Lenzing Fasern kaufen) über Stoffhersteller/Verarbeiter und die Hersteller der Produkte bis hin zu den Einzelhändlern, die die Ware schließlich im Geschäft (und in Online-Shops) anbieten.

### Ingredient Branding zur Kommunikation der Nachhaltigkeit von Rohstoffen

Bei der Ingredient-Branding-Strategie arbeitet Lenzing mit Markenpartnern in der Wertschöpfungskette zusammen, die Konsument:innen die wertvollen Eigenschaften der Fasern vermitteln. Einzelhändler wiederum brauchen Partner in der Lieferkette, die eine proaktive Unterstützung bieten, um eine konsistente Nachhaltigkeit transparent zu vermitteln. Lenzing nutzt diese Chance mit ihrer Branding-Plattform.

### FÜR ALLE PARTNER ENTLANG DER WERTSCHÖPFUNGSKETTE

- Bewusste Entscheidungen für Konsument:innen
- Service für Partner in der Lieferkette
- Transparente Kommunikation in komplexen Umgebungen
- Minimierung des Risikos von Markenfälschungen

### Rückverfolgbarkeit der Downstream-Wertschöpfungskette über Blockchain-Technologie

Aufbauend auf mehreren erfolgreichen Pilotprojekten im Jahr 2019 mit dem innovativen Start-up TextileGenesis™ führte Lenzing 2020 die digitale Plattform zur Rückverfolgbarkeit in der gesamten textilen Lieferkette ein – ein Meilenstein für die Lenzing Gruppe. Die

digitale Plattform wurde im November 2020 für Fasern der Marken TENCEL™ und Lenzing™ ECOVERO™ eingeführt.

#### TEXTILEGENESIS™

TextileGenesis™ ist eine bahnbrechende Plattform zur Rückverfolgbarkeit der Lieferkette in der Mode- und Textilindustrie, die durch Blockchain-Technologie ermöglicht wird. Die Fibercoin™ Rückverfolgbarkeitstechnologie schafft eine digitale „Buchführung“ in Echtzeit für nachhaltig hergestellte Fasern in der gesamten Lieferkette von der Faser bis zum Einzelhandel und bietet damit eine völlig neue Art der Rückverfolgbarkeit für Marken und Einzehändler. Die Plattform ist maßgeschneidert für alle nachhaltig hergestellten Fasern, z. B. industriell hergestellte Cellulosefasern, Wolle, recycelter Polyester und Biobaumwolle.

Sie bietet Kunden und Partnern sowie Konsument:innen einen Überblick über die gesamte textile Lieferkette. Die Rückverfolgbarkeit der Lieferkette hat für Marken aus dem Bekleidungs- und Heimtextil-Sektor höchste Priorität. Mit der neuen Blockchain-fähigen Plattform zur Rückverfolgbarkeit der Lieferkette unterstützt Lenzing die gesamte Lieferkette bei der Erfüllung der steigenden Nachfrage nach Transparenz und Nachhaltigkeit.

Mehr als 4530 verschiedene Unternehmen der textilen Wertschöpfungskette (Spinnereien, Stofffabriken, Bekleidungshersteller usw.) haben sich der Plattform angeschlossen. Mehrere große Modemarken wie H&M und Bestseller haben mit der Einführung von TextileGenesis™ für alle regenerierten Cellulosefasern begonnen. Lenzing verzeichnet eine steigende Nachfrage nach Fasern mit Blockchain-Rückverfolgbarkeit. Die Anzahl der monatlich ausgegebenen Fibercoins steigt stetig an.

#### TextileGenesis™-Plattform: Fibercoin™ Technologie zur Sicherstellung der Rückverfolgbarkeit in der gesamten Lieferkette

Durch die Nutzung der innovativen Fibercoin™ Technologie der TextileGenesis™-Plattform können Lenzing und andere Markenpartner nun digitale Token (Blockchain-Assets) im direkten Verhältnis zu den physischen Lieferungen von Fasern der Marken TENCEL™ und LENZING™ ECOVERO™ ausgeben. Diese digitalen Token bieten einen einzigartigen „Fingerabdruck“ und ein Authentifizierungsverfahren, das Fälschungen verhindert, eine sicherere, vertrauenswürdige, digitale Kontrollkette über die gesamte Textillieferkette bietet und vor allem sicherstellt, dass Materialien nachhaltig produziert werden.

#### Digitaler Produktpass

Die Ecodesign for Sustainable Products Regulation (ESPR), eine Verordnung für die umweltgerechte Gestaltung nachhaltiger Produkte im Rahmen des EU Green Deals, zielt vorrangig auf Textilien ab. Mit der ESPR werden auch Informationsanforderungen in Bezug auf den digitalen Produktpass (Digital Product Passport, DPP) eingeführt, welche die Transparenz und die Granularität der Daten verbessern mit dem Ziel, die Kreislaufwirtschaft und Nachhaltigkeit in der Textilindustrie zu fördern. Die Europäische Kommission arbeitet an Standards und IT-Lösungen für den DPP, die um 2026 herum für Textilien verbindlich in Kraft treten dürfen, da eine manuelle Datengenerierung aufgrund der schieren Datenmenge, die dafür erforderlich wäre, nicht praktikabel ist.

Im Jahr 2023 brachte Lenzing die Produktklasse der regenerierten Cellulosefasern in die Plattform von Global Textile Scheme (GTS) ein, die als einheitlicher Branchenstandard für alle Wertschöpfungsketten der Textilindustrie fungiert. GTS stellt ein klares und kostengünstiges Rahmenwerk für den effizienten Datenaustausch von der Faserherstellung bis zum Recycling zur Verfügung. GTS arbeitet mit namhaften IT-Anbietern und Textilexperten aus Unternehmen entlang der gesamten textilen Wertschöpfungskette zusammen. Der GTS-Standard ermöglicht die Umwandlung bestehender Daten in ein standardisiertes Format, das die Benutzer nach ihren eigenen Präferenzen anpassen können. Dies verschlankt den Prozess, da arbeitsintensive Datenharmonisierungs- und umfangreiche bilaterale Übersetzungstätigkeiten wegfallen.

#### Kombination von Echtzeit-Fracht-Tracking und CO<sub>2</sub>-Visibilität

Seit September 2023 steht den internationalen Kunden von Lenzing ein Tool für das Tracking von Seefracht in Echtzeit zur Verfügung, das die Digitalisierung und Transparenz in der globalen Faserlieferkette fördert.

Lenzing hat das Tool für das Tracking von Seefracht in Echtzeit in Zusammenarbeit mit project44, einem Anbieter digitaler Lieferkettenlösungen, lanciert. Um die Komplexität der Lieferketten zu bewältigen, hat Lenzing eine Echtzeit-Programmierschnittstelle (API) implementiert, die ihr ERP-System (Enterprise Resource Planning) mit der „Movement“-Plattform von project44 verbindet. Dabei werden Kunden mithilfe von KI, GPS-Sensoren und maschinellem Lernen Echtzeitdaten zu den Faseraufträgen zur Verfügung gestellt, darunter Lieferstatus, Containerstandort, Schiffsrouteverfolgung und voraussichtliche Ankunftszeit.

#### Kontinuierliche Investitionen in die Digitalisierung des Betriebs

Im Rahmen der Pläne für die digitale Innovation des Betriebs konzentrierte sich Lenzing 2023 auf vier wesentliche digitale Initiativen:

#### Datengestützte Qualitätskontrolle

Lenzing nutzt Daten, um die Produktionsprozesse und Arbeitsabläufe zu stärken und so von Anfang an erstklassige Qualität zu bieten und sicherzustellen, dass jeder einzelne Faserballen den Kunden ohne Umwege erreicht. 2023 konnte am Standort Lenzing (Österreich) mittels verschiedener Data Science-Pilotanwendungen der multidimensionale Wert der Datennutzung bei der Herstellung von Viscosemodalfasern demonstriert werden.

#### Mobile Wartung

Die mobile Wartung bietet eine komfortable und nutzerfreundliche Lösung für Mitarbeiter:innen, sie verringert den bürokratischen Aufwand und gewährleistet, dass die Wartungsarbeiten auf dem neuesten Stand der Technik erfolgen. Das Team am Standort Heiligenkreuz (Österreich) hat 2023 eine cloudbasierte Pilotanwendung für das mobile Auftragsmanagement und die Multiressourcenplanung aufgesetzt.

#### Augmented Reality (AR) für Schulungen

Bei Standardbetriebsverfahren bietet AR hochmoderne Schulungsmöglichkeiten zur Unterstützung bestehender und neuer Mitarbeiter:innen in der Produktion und Wartung. Die Division für Viscosemodalfasern am Standort Lenzing (Österreich) erprobte 2023 die Umsetzbarkeit eines AR-Tools zur Erstellung einer Bedienungsanleitung für Produktionsmitarbeiter:innen. In einem nächsten

Schritt ist für 2024 die Durchführung eines Pilotprojekts geplant, das die wichtigsten Anwendungsfälle abdeckt.

### Digital-Twin-Technologien

Digital-Twin-Technologien („digitale Zwillinge“) vereinen verschiedene Aspekte über den Lebenszyklus einer Anlage hinweg, indem sie die Daten und Informationen bestehender Systeme mit neuen Werkzeugen kombinieren. Sie ermöglichen die Simulation unterschiedlicher Szenarien auf globaler Ebene unabhängig von der physischen Infrastruktur. Das globale Engineering Team bewertete Tools sowie deren Implementierung in bestehende Systemlandschaften und wird 2024 weitere wertvolle Implementierungsmodelle vorstellen.

Diese Initiativen und Maßnahmen haben eine Verbesserung der Gesamtanlageneffektivität (Overall Equipment Efficiency, OEE), der Arbeitssicherheit und der Umweltauswirkungen zur Folge.

## Cyber Security

Informationssicherheit beschreibt den Schutz von Informationen durch die Abschwächung von Informationsrisiken. Bei Cyber Security geht es um den Schutz kritischer Systeme und vertraulicher Daten vor digitalen Angriffen. Cyberresilienz beschreibt die Fähigkeit, ungünstige Bedingungen, Belastungen, Angriffe oder Beeinträchtigungen von Systemen, die Cyberressourcen nutzen oder durch sie ermöglicht werden, zu antizipieren, ihnen standzuhalten, sich von ihnen zu erholen und sich an sie anzupassen. An diesen Bereichen arbeiten Unternehmen kontinuierlich, um ein angemessenes Schutzniveau zu erreichen.

### Aktueller Stand

Da Unternehmen auf digitale Technologien angewiesen sind, kann gar nicht genug betont werden, wie wichtig der Schutz von Informationssystemen und vertraulichen Informationen vor Cyberangriffen ist. Daher haben die meisten Unternehmen die Informationssicherheit seit Langem in ihre tägliche Arbeit integriert. Cyber Security und Cyberkriminalität sind in den letzten Jahren zu einem der zehn größten Risiken für Unternehmen weltweit geworden<sup>62</sup>. Die Zahl, die Qualität und das Ausmaß der Angriffe auf Unternehmen steigen dramatisch an. Für Lenzing geht es bei Cyber Security nicht nur um Risikomanagement, sondern auch darum, die langfristige Widerstandsfähigkeit des Unternehmens zu gewährleisten.

Die angespannte geopolitische Lage infolge von Militärkonflikten hat weitreichende Auswirkungen auf die Wirtschaft, den Welthandel und die Cyber Security. Aufgrund der geopolitischen Lage Österreichs und fehlender Geschäftstätigkeiten Lenzings in den betroffenen Regionen ist kein spürbarer Anstieg der Cyberangriffe oder Vergehen zu erkennen.

Ransomware ist seit Langem eine lukrative Einnahmequelle für hochqualifizierte Angreifer, seien es Anhänger krimineller Gruppierungen oder staatlich unterstützte Teams, die finanzielle Gewinne oder sensible Informationen anstreben. Diese Angreifer sind außerordentlich gut organisiert und personell gut ausgestattet, verfügen über Top-Ausrüstung und verfolgen einen rücksichtslosen und

strategischen Ansatz. Sie bedienen sich verschiedener Vorgehensweisen wie etwa Erpressung, um die Opfer dazu zu bewegen, ihren Lösegeldforderungen nachzukommen. Es ist daher nicht verwunderlich, dass die kriminelle Wirtschaft angeblich einen Jahresumsatz von etwa EUR 1,5 Bio. erwirtschaftet, was mit dem BIP Spaniens vergleichbar ist<sup>63</sup>.

Da Lenzing als Global Player im Textilgeschäft mit zahlreichen Geschäftspartnern, Behörden, Kunden und Konsument:innen an verschiedenen (physischen und digitalen) Standorten vernetzt ist, besteht ein hohes Risiko, dass das Unternehmen Opfer eines Angriffs wird. Im vergangenen Jahr waren mehrere Unternehmen im Umfeld von Lenzing von Cyberangriffen betroffen, die zu Unterbrechungen von Services und Handel, zur Verschlüsselung, zum Diebstahl und zur Offenlegung vertraulicher Daten (Datenschutzverletzungen) und in einigen Fällen sogar zur Schließung von Produktionsstätten führten.

Daher hat die Lenzing Gruppe stark in die Verbesserung der Cyberresilienz und Informationssicherheit investiert. Vorhandene Sicherheitskonzepte wurden (und werden laufend) überprüft und an die neuen Bedingungen angepasst. Lenzing setzt aber nicht nur auf technische Schutzmaßnahmen, sondern auch auf die Sensibilisierung der Mitarbeiter:innen. Cyber Security ist kein Projekt, sondern eine kontinuierliche Aufgabe für das gesamte Unternehmen.

### Aktivitäten zur Bekämpfung der Cyberkriminalität

Infolge der Bewertung von Lenzings Fähigkeiten nach dem Cyber Security Framework wurden mehrere kurz- bis mittelfristige Maßnahmen zur Verbesserung der Cyberresilienz im Rahmen des Sicherheitsprogramms von Lenzing gestartet.

Nachstehend sind einige Aktivitäten aufgelistet, die offen gelegt werden können.

#### Der Mensch als beste Firewall

Wie bereits erwähnt, sind technische Maßnahmen wichtig, können aber nicht in allen Situationen schützen. Aus diesem Grund sind kompetente und sicherheitsbewusste Mitarbeiter:innen an vorderster Front unverzichtbar. Um ihre Kompetenzen zu fördern, führt Lenzing verschiedene Aktivitäten durch, darunter:

- Regelmäßige Sensibilisierungsinitiativen durch Artikel im Intranet
- Regelmäßige Informationen via Gruppen-E-Mails, Info-Screens, Abteilungsmeetings oder Betriebsversammlungen
- Ad-hoc-Informationen im Falle wichtiger Beobachtungen in der näheren Umgebung
- Maßgeschneiderte persönliche Schulungen für IT-Mitarbeiter:innen, HR-Teams sowie für die Finanzabteilung und Buchhaltung
- Keynotes bei (virtuellen) Corporate Department Summits
- Meldestelle für Sicherheitsbedenken, Fragen oder potenzielle betrügerische Aktivitäten (einschließlich Feedback und Beratung zu angesprochenen Themen)
- eLearning-Kurse zum Thema Informationssicherheit für alle IT-Anwender:innen

<sup>62</sup> Weltwirtschaftsforum – Global Risks Report 2023,  
[https://www3.weforum.org/docs/WEF\\_Global\\_Risks\\_Report\\_2023.pdf](https://www3.weforum.org/docs/WEF_Global_Risks_Report_2023.pdf)

<sup>63</sup><https://www.techrepublic.com/article/cybercriminals-making-in-1-5-trillion-every-year/>

- eLearning-Kurse zum Thema Datenschutz für alle IT-Anwender:innen

Die Sensibilisierung der IT-Anwender:innen von Lenzing führte im Berichtsjahr zu über 400 Meldungen über potenzielle Spam-E-Mails, Phishing/Malware und betrügerische E-Mails/Anrufe/kontakte weltweit.

## Kontinuierliche Verbesserung als Vorbild für alle Aktivitäten

Gezielte technische und organisatorische Maßnahmen zum Datenschutz und zur Bekämpfung von Datendiebstahl, Manipulation von Geschäftsprozessen und anderen Formen der Internetkriminalität gibt es bereits seit einigen Jahren. Da sich die Technologie weiterentwickelt und die Anzahl und Raffinesse der Angriffe ständig zunehmen, gibt Lenzing ihr Möglichstes, indem sie die entsprechenden Maßnahmen regelmäßig überprüft und optimiert.

## Erfolge des Jahres

In jedem Jahr führt Lenzing sogenannte Penetrationstests durch, um die Sicherheitsmaßnahmen zu bewerten. Diese Tests werden von hochqualifizierten externen Partnern vorgenommen und führen zu sogenannten Service Improvement Plans (SIP). Darüber hinaus werden häufig externe Sicherheitsbewertungssysteme (Security Scorecard Systems) eingesetzt, um externes Feedback zu erhalten. Regelmäßige Hintergrundprüfungen werden durchgeführt, um nach potenziellen Bedrohungen, Enthüllungen im Darknet oder gehackten Konten zu suchen. Jeder Vorfall, der durch solche Bewertungen, Tests und gemeldete Vorfälle aufgedeckt wird, führt zu einer Sicherheitsüberprüfung, einer Risikobewertung und schließlich zu Behebungsmaßnahmen.

Lenzing hat eine Bewertung der technischen und organisatorischen Cyber Security Maßnahmen durchgeführt. Das Lenzing Sicherheitsprogramm wird auf Grundlage der Ergebnisse aktualisiert, um die Cyber Security Maßnahmen an die aktuelle Bedrohungslage anzupassen.

Ransomware und nationalstaatliche Angreifer konzentrierten sich auf die Offenlegung und Ausnutzung von Schwachstellen in ERP-, E-Mail-, Kollaborations- und Wissensaustausch-Tools, um Daten und Kontoinformationen abzugreifen. Als Reaktion darauf haben wir einen Schwerpunkt auf die schnelle Bereitstellung von Client- und Server-Patches gelegt, um mit den deutlich kürzeren Exploit- (und Angriffs-) Zeiten mithalten zu können. Bei mehreren Kampagnen haben wir auch unsere mobilen Geräte in die Aktualisierungszyklen einbezogen.

Da rund zwei Drittel der Ransomware-Angriffe durch Phishing-E-Mails erfolgen, haben wir gezielte Informationen zur Sensibilisierung sowie eLearnings zum Thema Phishing vermittelt und die Ergebnisse anschließend in einer Phishing-Simulation überprüft. Darüber hinaus haben wir unsere technischen Maßnahmen in diesem Bereich weiter intensiviert. Im Laufe des Jahres haben unsere IT-

Infrastruktur-Teams zusätzliche Sicherheitsmaßnahmen für unsere IT-Assets eingeführt, um die Sicherheitshygiene zu verbessern und das Risiko im täglichen Betrieb zu minimieren.

Der Prozess zur Verwaltung von Schwachstellen wird laufend optimiert. Dadurch wurde das Tempo, mit dem das IT-Team offene Schwachstellen schloss, weiter erhöht und die Sichtbarkeit des IT-Teams verbessert. Die nach wie vor hohe Zahl an neu aufgedeckten Sicherheitslücken und die Rücknahme oder Neuveröffentlichung früherer Patches führte zu einer hohen Auslastung der Teams. Dank der harten Arbeit konnte Lenzing jedoch wichtige Meilensteine auf dem Weg zu einer verbesserten Erkennung von Bedrohungen und Reaktionsmöglichkeiten erreichen. Diese herausragende Leistung wird dazu beitragen, Angriffe schneller zu erkennen und darauf zu reagieren.

## Einbeziehung von Stakeholdern bei Digitalisierung & Cyber Security



[GRI 3-3f]

### Kunden und Konsument:innen

Die Rückverfolgbarkeit der Lieferkette hat für Marken aus dem Bekleidungs- und Heimtextil-Sektor höchste Priorität. Mit Textile Genesis™, der Blockchain-fähigen Plattform zur Rückverfolgbarkeit der Lieferkette, unterstützt Lenzing die gesamte Lieferkette bei der Erfüllung der steigenden Nachfrage nach Transparenz und Nachhaltigkeit. Mehr als 4530 verschiedene Unternehmen der textilen Wertschöpfungskette (Spinnereien, Stofffabriken, Bekleidungshersteller usw.) haben sich nun der Plattform angeschlossen.

### Mitarbeiter:innen

Wie bereits erwähnt, sind technische Maßnahmen wichtig, können aber nicht in allen Situationen Schutz gewähren. Aus diesem Grund sind kompetente und sicherheitsbewusste Mitarbeiter:innen an vorderster Front unverzichtbar. Um diese Fähigkeiten zu fördern, führt Lenzing verschiedene Aktivitäten durch, z.B. regelmäßige Sensibilisierungsinitiativen durch Artikel im Intranet und andere Kommunikationskanäle oder eLearning zum Thema Informations- sicherheit für alle IT-Anwender:innen.

### Cyber Security Expert:innen

Die Cyber Security Expert:innen von Lenzing vernetzen sich regelmäßig mit anderen Cyber Security Expert:innen aus verschiedenen Organisationen sowie Cyber Security Stakeholdern und tauschen Wissen mit diesen aus. Auf diese Weise kann Lenzing von anderen lernen und hinsichtlich der neuesten Trends und Bedrohungen im Bereich Cyber Security informiert bleiben. Lenzing ist der Ansicht, dass Zusammenarbeit und Kommunikation unabdingbar für die Verbesserung unserer Cyber Security und Widerstandsfähigkeit sind.

# Zusätzliche Informationen gemäß § 243b UGB

Die Zahlen und Informationen in diesem Kapitel beziehen sich auf die Lenzing AG gemäß § 243b UGB und somit nur auf den Standort Lenzing (Österreich).

## Lenzing Aktiengesellschaft – Sicherheit

### Arbeitsunfälle aller Mitarbeiter:innen - Lenzing AG

Tabelle 52

	2021	2022	2023
<b>Gesamtzahl der geleisteten Arbeitsstunden (produktive Arbeitsstunden)</b>	<b>4.830.780</b>	<b>5.406.705</b>	<b>6.106.706</b>
i) Anzahl der Arbeitsunfälle mit Todesfolge	0	0	0
i) Rate der Arbeitsunfälle mit Todesfolge	0	0	0
ii) Anzahl der Arbeitsunfälle mit schwerwiegenden Folgen	0	0	0
ii) Rate der Arbeitsunfälle mit schwerwiegenden Folgen	0	0	0
iii) Anzahl der Arbeitsunfälle	34	28	29
iii) Rate der Arbeitsunfälle	1,41	1,04	0,95
iv) Anzahl der Arbeitsunfälle oder Erkrankungen	87	107	88
iv) Rate der Arbeitsunfälle	3,6	3,96	2,9

### Arbeitsunfälle anderer Arbeitnehmer:innen (Arbeitnehmer:innen, die nicht im Unternehmen angestellt sind, deren Arbeit und/oder Arbeitsplatz jedoch vom Unternehmen beaufsichtigt wird)

2021      2022      2023

<b>Gesamtzahl der geleisteten Arbeitsstunden (produktive Arbeitsstunden)</b>	<b>853.099</b>	<b>846.478</b>	<b>796.771</b>
i) Anzahl der Arbeitsunfälle mit Todesfolge	0	0	0
i) Rate der Arbeitsunfälle mit Todesfolge	0	0	0
ii) Anzahl der Arbeitsunfälle mit schwerwiegenden Folgen	0	0	0
ii) Rate der Arbeitsunfälle mit schwerwiegenden Folgen	0	0	0
iii) Anzahl der Arbeitsunfälle	5	7	6
iii) Rate der Arbeitsunfälle	1,17	1,65	1,5
iv) Anzahl der Arbeitsunfälle oder Erkrankungen	10	13	15
iv) Rate der Arbeitsunfälle	2,34	3,07	3,8

a) Mit Ausnahme der Großprojekte in Brasilien und Thailand aus Gründen der Datenkonsistenz. Die Datenanalyse für 2021 bezieht sich nur auf die Gesamtzahl der meldepflichtigen Verletzungen.

### Arbeitsbedingte Todesfälle

Im Geschäftsjahr 2023 wurden in der Lenzing AG keine arbeitsbedingten Todesfälle gemeldet.

## Die fünf häufigsten Verletzungsarten

Fünf häufigsten Verletzungsarten - Lenzing AG

Tabelle 53

		2021 <sup>a</sup>		2022		2023
Bei Mitarbeiter:innen	Schnittverletzungen	11	Schnittverletzungen	27	Schnittverletzungen	22
	Prellungen	6	Verätzungen	20	Prellungen	17
	Knochenbrüche	5	Schürfwunden	15	Verbrennungen	10
	Verstauchungen	5	Prellungen	12	Verätzungen	8
Verletzungen durch Substanzen	Verletzungen durch Substanzen	2	Nicht zugeordnet	12	Schürfwunden	7
	Prellungen	2	Schürfwunden	2	Schnittverletzungen	5
	Verätzungen	1	Knochenbrüche	2	Prellungen	3
	Verletzungen durch Substanzen	1	Verstauchungen	2	Schürfwunden	2
	Schnittverletzungen	1	Nicht zugeordnet	2	Fremdkörper	2
	-	-	Schnittverletzungen	2	Verätzungen, Knochenbrüche, Verbrennungen, Zerrungen	1

a) Die Aufstellung der Verletzungsarten für den Standort Lenzing wurde mit 2021 neu eingeführt.

## Lenzing Aktiengesellschaft – Belegschaft

### Belegschaft 2023

Lenzing Aktiengesellschaft: Personalstand zum 31. Dezember; nur Mitarbeiter:innen (mit Lehrlingen, ohne Leiharbeiter:innen)

Belegschaft 2023 - Lenzing AG

Tabelle 54

Lenzing Aktiengesellschaft: Personalstand zum 31. Dezember; nur Mitarbeiter:innen (mit Lehrlingen, ohne Leiharbeiter:innen)	2021	2022	2023
<b>Gesamtpersonalstand zum 31.12.</b>	<b>3.201</b>	<b>3.278</b>	<b>3.158</b>
Frauenanteil	18,60 %	19,00 %	18,70 %
Anteil der über 50-Jährigen	24,90 %	24,00 %	23,00 %
Anteil der Nicht-Österreicher:innen	6,80 %	7,90 %	8,70 %
Lehrlinge	144	144	145
Fremdfirmenmitarbeiter:innen	167	128	108
Anteil der Mitarbeiter:innen mit Vollzeitverträgen	87,20 %	87,00 %	83,06 %
Davon Frauen	11,60 %	12,00 %	11,60 %
Davon Männer	88,40 %	88,00 %	88,40 %
Anteil der Mitarbeiter:innen mit Teilzeitverträgen	12,80 %	13,03 %	16,94 %
Davon Frauen	65,90 %	65,80 %	53,60 %
Davon Männer	34,10 %	34,20 %	46,40 %
Anteil der Mitarbeiter:innen mit Kollektivverträgen	100 %	100 %	100 %
Mitarbeiter:innen mit Behinderungen	68	59	51
Fluktuationsrate	6,10 %	7,70 %	9,60 %

Gegen die Lenzing AG wurden 2023 keine behördlichen Maßnahmen im Hinblick auf mögliche Korruptionsdelikte oder Verstöße gegen das Kartellrecht ergriffen bzw. rechtliche Ansprüche geltend gemacht.

Zahlen zu Umweltbelangen werden nicht separat ausgewiesen, da diese Themen gruppenweit koordiniert werden und Wettbewerbsgründe dem entgegenstehen. Das Fehlen dieser Informationen ist jedoch für ein angemessenes und ausgewogenes Verhältnis der Entwicklung, Leistung, Position und Auswirkung dieser Aktivitäten nicht relevant.

# Ergänzende Informationen zu den Kapiteln

## Holz- und Faserzellstoffbeschaffung

### Holzbeschaffung für die firmeneigenen Faserzellstoffwerke in Lenzing (Österreich) und Paskov (Tschechische Republik)

Buche und Fichte nach Ländern, 2021 bis 2023  
Regional – eigenes Land und direkte Nachbarländer

#### Holzbeschaffung für Lenzing (Österreich)

Tabelle 55

Land	2021	2022	2023
Österreich	38,60 %	42,86 %	43,68 %
Deutschland	23,40 %	15,41 %	21,51 %
Tschechische Republik	14,00 %	17,02 %	13,08 %
Slowakei	13,50 %	13,31 %	12,25 %
Ungarn	5,30 %	4,70 %	3,04 %
Slowenien	0,40 %	0,46 %	1,45 %
<b>Summe regional</b>	<b>95,20 %</b>	<b>93,76 %</b>	<b>95,00 %</b>
Polen	2,00 %	1,86 %	1,55 %
Frankreich	2,10 %	2,22 %	1,92 %
Schweiz	0,70 %	2,16 %	1,46 %
Kroatien		0,01 %	0,07 %
<b>Restliche Länder</b>	<b>4,70 %</b>	<b>6,25 %</b>	<b>5,00 %</b>
<b>Summe</b>	<b>100,0 %</b>	<b>100,0 %</b>	<b>100,0 %</b>

#### Holzbeschaffung für Paskov (Tschechische Republik)

Tabelle 56

Land	2021	2022	2023
Tschechische Republik	84,00 %	89,67 %	86,35 %
Slowakei	8,70 %	5,80 %	6,04 %
Polen	2,10 %	1,78 %	2,73 %
Österreich	2,90 %	0,78 %	1,23 %
Deutschland	2,30 %	1,97 %	3,65 %
<b>Summe regional</b>	<b>100,0 %</b>	<b>100,0 %</b>	<b>100,00 %</b>

## Zertifizierungsstatus in der Lenzing Gruppe, 2021-2023

Zertifizierungsstatus des gesamten Holzeinputs an den Lenzing Faserproduktionsstandorten des eigenen und zugekauften Faserzellstoffs. Basis: Faserzellstoff nach Gewicht. Alle PEFC-zertifizierten oder kontrollierten Quellen sind auch FSC®-kontrolliert.

#### Zertifizierungsstatus in der Lenzing Gruppe, 2021–2023

Tabelle 57

	2021	2022	2023
PEFC	27,40 %	24,20 %	34,00 %
FSC® 100 %	0,00 %	3,50 %	15,00 %
FSC® Mix	35,90 %	37,40 %	22,00 %
FSC® Controlled Wood	36,70 %	34,10 %	29,00 %
Ohne Zertifizierung	0,00 %	0,8 % <sup>a</sup>	0,00 %

a) Ein Teil davon ist auf den formalen Prozess der Zertifizierung des neuen Standorts zurückzuführen. Ein kleiner Teil nicht zertifiziertes Holz wurde für Forschungs- und Entwicklungszwecke verwendet und einem Due-Diligence-Prozess gemäß der Policy für Holz und Zellstoff unterzogen.

## Die wichtigsten Holzarten von Lenzing in 2023

### Die wichtigsten Holzarten von Lenzing

Tabelle 58

Holzbeschaffungsregion	Europa	Südafrika	Nordamerika	Südamerika
Holzarten (die wichtigsten)	Buche, Fichte, Esche, Birke, Pappeln	Eukalyptus	Kiefer, Esche, Espe, Ahorn, Tanne, Hemlocktannen	Eukalyptus

# Eigene Belegschaft

Verschiedene Nationalitäten innerhalb der Lenzing Gruppe 2023

Tabelle 59

Nationalität	Frauen	Männer	Summe
Afghanistan		3	3
Albanien	1		1
Argentinien	1		1
Australien		1	1
Österreich	575	2670	3245
Belgien		3	3
Bolivien	1		1
Bosnien und Herzegowina	3	31	34
Brasilien	273	926	1199
Bulgarien	1		1
Kanada		1	1
China	169	649	818
Kolumbien	1	1	2
Kroatien	5	16	21
Tschechische Republik	118	401	519
Niederländische Antillen		1	1
Ägypten		1	1
Frankreich	2	2	4
Deutschland	28	69	97
Hongkong	1	2	3
Ungarn	1	12	13
Indien	4	30	34
Indonesien	63	1400	1463
Israel		1	1
Italien		8	8
Kosovo	1	8	9
Malaysia	1	5	6
Mazedonien	2	4	6
Mexiko	1		1
Montenegro		1	1
Niederlande	3	7	10
Nigerien		1	1
Pakistan	1	2	3
Polen	2	4	6
Portugal		3	3
Rumänien	1	17	18
Russland	3	2	5
Serbien	1	3	4
Singapur	3	5	8
Slowenien	1	4	5
Slowakei	4	5	9
Somalia		1	1
Südafrika		2	2
Südkorea	3	1	4
Spanien	1	2	3
Schweiz		2	2
Syrien		5	5
Tadschikistan		1	1
Taiwan	2	3	5
Thailand	41	222	263
Türkei	13	10	23
Uganda		2	2
Ukraine	4		4
Großbritannien	27	210	237
USA	45	171	216
Vietnam	1	1	2

# Referenzen in Policies

## Lenzing Policies und deren Referenz zu zwischenstaatlichen Standards

Tabelle 60

Globaler Verhaltenskodex	Erklärung der Internationalen Arbeitsorganisationen über grundlegende Prinzipien Internationale Menschenrechtscharta
Policy für Nachhaltigkeit	Pariser Klimaabkommen Klimarahmenkonvention
Verhaltenskodex für Lieferanten	Keine
Holz und Zellstoff Policy	Forest Stewardship Council® (FSC®) Zertifikat Programme for the Endorsement of Forest Certification (PEFC) Erklärung über grundlegende Prinzipien und Rechte bei der Arbeit (IAO) - Kernkonvention
Policy für Sicherheit, Gesundheit und Umwelt	Keine
Performance Management	Keine
Anti-Bestechungs- und Anti-Korruptionsdirektive	Bezugnahme auf die Vereinten Nationen, WHO
Investigations-Direktive	Keine
Anti-Geldwäsche Direktive	Basel AML Index (veröffentlicht vom Basler Institut) Bezugnahme auf Financial Action Task Force (FATF), Transparency International, die Weltbank, das World Economic Forum UN-Sanktionsliste Ausgeschlossene Firmen Weltbank-Liste IDB Gruppe Liste der sanktionierten Unternehmen und Personen
Whistleblower Direktive	Keine
Wasserrichtlinie	EU Best Available Techniques Reference Documents (BREFs) EU Discharge of Hazardous Chemicals (ZDHC)
Group Financial Reporting Direktive	International Financial Reporting Standards (IFRS) IFRS Gruppe Leitfaden für die Rechnungslegung Committee of Sponsoring Organisations of the Treadway Comission (COSO)
Modern Slavery Act Transparency Statement (UK)	Modern Slavery Act 2015 Allgemeine Erklärung der Menschenrechte UN Global Compact OECD Guidelines für multinationale Unternehmen Erklärung über grundlegende Prinzipien und Rechte bei der Arbeit (IAO) ISO 26000
Policy für Menschenrechte und Arbeitsstandards	Allgemeine Erklärung der Menschenrechte UN Global Compact OECD Guidelines für multinationale Unternehmen Erklärung über grundlegende Prinzipien und Rechte bei der Arbeit (IAO)
Global Equity, Diversion and Inclusion Policy	UN Global Compact UN Nachhaltige Entwicklungsziele (SDGs)
Globale Einstellungsrichtlinie	Keine
Globale Richtlinie für die Evaluierung von Arbeitsplätzen	Keine
Globale Richtlinie für Learning und Developement	Keine
Richtlinien für Expatriate der Gruppe für langfristige Auslandseinsätze	Keine
Richtlinien für Expatriate der Gruppe für langfristige Auslandseinsätze	Keine
Reward Guideline der Gruppe	Keine
Salary Guideline der Gruppe	Keine
Gruppenrichtlinie für die Erstellung einer Stellenbeschreibung	Keine
Group Short Term Incentive Plan Besoldungsgruppe 6A und höher	Keine
Group Short Term Incentive Plan bis zur Besoldungsgruppe 6A	Keine
Bioenergy Policy	Forest Stewardship Council® (FSC®) Zertifikat Programme for the Endorsement of Forest Certification (PEFC) Erklärung über grundlegende Prinzipien und Rechte bei der Arbeit (IAO) - Kernkonvention
Global Child Labor Remediation Procedure	Erklärung über grundlegende Prinzipien und Rechte bei der Arbeit (IAO)

## **Tabelle zur Einhaltung des NaDiVeG**

Diese Tabelle finden Sie hier:

<https://reports.lenzing.com/geschaefts-und-nachhaltigkeitsbericht/2023/de/nachhaltigkeit/anhang/nadiveg>

## **GRI Content Index**

Diese Tabelle finden Sie hier:

<https://reports.lenzing.com/geschaefts-und-nachhaltigkeitsbericht/2023/de/nachhaltigkeit/anhang/gri>

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Lenzing, am 28. Februar 2024

**Lenzing Aktiengesellschaft**

**Der Vorstand**

**DI Stephan Sielaff**  
Chief Executive Officer

**Dr. Nico Reiner**  
Chief Financial Officer

**DI Christian Skilich, MBA, LLM**  
Chief Pulp Officer & Chief Technology Officer

# Bilanz

**zum 31. Dezember 2023**

Aktiva	31.12.2023	31.12.2022
	EUR	TEUR
<b>A. Anlagevermögen</b>		
I. Immaterielle Vermögensgegenstände		
1. Rechte	2.010.647,23	2.893,33
2. Firmenwert	188.685,77	232,04
	<b>2.199.333,00</b>	<b>3.125,4</b>
II. Sachanlagen		
1. Grundstücke, grundstücksgleiche Rechte und Bauten, einschließlich der Bauten auf fremdem Grund	161.170.962,10	158.467,93
2. Technische Anlagen und Maschinen	434.441.424,28	486.284,26
3. Andere Anlagen, Betriebs- und Geschäftsausstattung	24.827.106,65	25.827,60
4. Anlagen in Bau	20.233.522,75	34.206,24
5. Geleistete Anzahlungen	884.463,15	1.651,11
	<b>641.557.478,93</b>	<b>706.437,1</b>
III. Finanzanlagen		
1. Anteile an verbundenen Unternehmen	600.274.780,85	945.723,43
2. Ausleihungen an verbundene Unternehmen	757.877.191,23	658.068,32
3. Beteiligungen	27.573.619,90	28.922,63
4. Wertpapiere (Wertrechte) des Anlagevermögens	17.178.042,71	16.600,89
5. Sonstige Ausleihungen	1.431.674,02	9.108,01
	<b>1.404.335.308,71</b>	<b>1.658.423,3</b>
	<b>2.048.092.120,64</b>	<b>2.367.985,8</b>
<b>B. Umlaufvermögen</b>		
I. Vorräte		
1. Roh-, Hilfs- und Betriebsstoffe	74.122.817,65	104.865,88
2. Unfertige Erzeugnisse	4.908.543,05	13.722,57
3. Fertige Erzeugnisse und Waren	89.684.949,71	136.757,07
4. Noch nicht abrechenbare Leistungen	959.049,54	1.664,23
5. Geleistete Anzahlungen	896.324,12	685,40
	<b>170.571.684,07</b>	<b>257.695,1</b>
II. Forderungen und sonstige Vermögensgegenstände		
1. Forderungen aus Lieferungen und Leistungen	31.318.520,71	65.045,25
davon mit einer Restlaufzeit von mehr als einem Jahr	0,00	0,0
2. Forderungen gegenüber verbundenen Unternehmen	111.453.854,70	85.636,71
davon mit einer Restlaufzeit von mehr als einem Jahr	0,00	0,0
3. Forderungen gegenüber Unternehmen, mit denen ein Beteiligungsverhältnis besteht	1.895.786,39	2.520,84
davon mit einer Restlaufzeit von mehr als einem Jahr	0,00	0,0
4. Sonstige Forderungen und Vermögensgegenstände	108.742.420,34	121.102,67
davon mit einer Restlaufzeit von mehr als einem Jahr	0,00	0,0
	<b>0,00</b>	<b>253.410.582,14</b>
	<b>0,00</b>	<b>0,0</b>
III. Kassenbestand, Guthaben bei Kreditinstituten	436.808.000,57	184.260,0
	<b>860.790.266,78</b>	<b>716.260,7</b>
<b>C. Rechnungsabgrenzungsposten</b>	<b>7.742.479,70</b>	<b>6.977,4</b>
<b>D. Aktive latente Steuern</b>	<b>57.528.689,36</b>	<b>13.083,7</b>
	<b>2.974.153.556,48</b>	<b>3.104.307,5</b>

**Passiva****31.12.2023****31.12.2022**

<b>A. Eigenkapital</b>	<b>EUR</b>	<b>TEUR</b>
I. Eingefordertes, einbezahltes und gezeichnetes Grundkapital	40.107.738,37	27.574,1
II. Kapitalrücklagen		
1. Gebundene	526.333.295,80	138.642,8
2. Nicht gebundene	7.000,00	7,0
III. Gewinnrücklagen		
Freie Rücklagen	284.906.862,46	845.822,3
IV. Bilanzgewinn, davon Gewinnvortrag EUR 0,00 (31.12.2022: EUR 0,00)	0,00	0,0
	851.354.896,63	1.012.046,2
<b>B. Zuschüsse der öffentlichen Hand</b>	<b>78.501.547,58</b>	<b>74.862,4</b>
<b>C. Rückstellungen</b>		
1. Rückstellungen für Abfertigungen	35.658.024,34	38.925,0
2. Rückstellungen für Pensionen	19.242.515,33	18.213,6
3. Steuerrückstellungen	3.659.988,59	663,4
4. Sonstige Rückstellungen	78.510.539,76	74.929,1
	137.071.068,02	132.731,1
<b>D. Verbindlichkeiten</b>		
1. Hybridkapital	500.000.000,00	500.000,0
davon mit einer Restlaufzeit von mehr als einem Jahr	500.000.000,00	500.000,0
2. Verbindlichkeiten aus Schuldverschreibungen	561.323.505,00	563.441,3
davon mit einer Restlaufzeit von bis zu einem Jahr	233.823.505,00	0,0
davon mit einer Restlaufzeit von mehr als einem Jahr	327.500.000,00	563.441,3
3. Verbindlichkeiten gegenüber Kreditinstituten	610.497.000,00	569.220,6
davon mit einer Restlaufzeit von bis zu einem Jahr	2.994.394,48	119.689,7
davon mit einer Restlaufzeit von mehr als einem Jahr	607.502.605,52	449.530,9
4. Sonstige zinstragende Verbindlichkeiten	40.408.956,23	43.156,0
davon mit einer Restlaufzeit von bis zu einem Jahr	5.031.147,86	3.427,8
davon mit einer Restlaufzeit von mehr als einem Jahr	35.377.808,37	39.728,2
5. Erhaltene Anzahlungen auf Bestellungen	1.024.391,19	2.597,2
davon mit einer Restlaufzeit von bis zu einem Jahr	1.024.391,19	2.597,2
6. Verbindlichkeiten aus Lieferungen und Leistungen	78.879.582,80	116.603,4
davon mit einer Restlaufzeit von bis zu einem Jahr	76.684.270,80	116.603,4
davon mit einer Restlaufzeit von mehr als einem Jahr	2.195.312,00	
7. Verbindlichkeiten gegenüber verbundenen Unternehmen	85.132.591,03	51.591,4
davon mit einer Restlaufzeit von bis zu einem Jahr	30.131.271,60	44.591,4
davon mit einer Restlaufzeit von mehr als einem Jahr	55.001.319,43	7.000,0
8. Verbindlichkeiten gegenüber Unternehmen mit Beteiligungsverhältnis	781,20	23,1
davon mit einer Restlaufzeit von bis zu einem Jahr	781,20	23,1
9. Sonstige Verbindlichkeiten	29.767.502,19	37.845,2
davon mit einer Restlaufzeit von bis zu einem Jahr	26.712.407,13	34.978,3
davon mit einer Restlaufzeit von mehr als einem Jahr	3.055.095,06	2.866,9
davon aus Steuern EUR 1.153.553,30 (31.12.2022: TEUR 774,9)		
davon im Rahmen der sozialen Sicherheit EUR 5.747.714,11 (31.12.2022: TEUR 5.575,6)		
	1.907.034.309,64	1.884.478,2
davon mit einer Restlaufzeit von bis zu einem Jahr	376.402.169,26	321.910,9
davon mit einer Restlaufzeit von mehr als einem Jahr	1.530.632.140,38	1.562.567,4
<b>E. Rechnungsabgrenzungsposten</b>	<b>191.734,61</b>	<b>189,6</b>
	<b>2.974.153.556,48</b>	<b>3.104.307,5</b>

# Gewinn- und Verlustrechnung

für den Zeitraum 01. Jänner 2023 bis 31. Dezember 2023

	2023	2022
	EUR	TEUR
1. Umsatzerlöse	1.050.316.642,16	1.178.947,8
2. Veränderung des Bestandes an fertigen und unfertigen Erzeugnissen	-56.800.668,97	73.082,0
3. Andere aktivierte Eigenleistungen	17.942.659,25	18.578,8
4. Sonstige betriebliche Erträge:		
a) Erträge aus dem Abgang vom und der Zuschreibung zum Anlagevermögen mit Ausnahme der Finanzanlagen	10.166,17	763,6
b) Erträge aus der Auflösung von Rückstellungen	2.467.549,90	14.528,5
c) Übrige	46.160.292,00	28.795,2
	<b>48.638.008,07</b>	<b>44.087,3</b>
5. Aufwendungen für Material und sonstige bezogene Herstellungsleistungen		
a) Materialaufwand	-474.478.928,80	-523.606,4
b) Aufwendungen für bezogene Leistungen	-72.095.324,51	-131.126,2
	<b>-546.574.253,31</b>	<b>-654.732,6</b>
6. Personalaufwand:		
a) Löhne	-94.655.451,81	-85.366,7
aa) davon Erträge aus Zuschüssen iZm Kurzarbeitsbeihilfen EUR 0,0 (2022: TEUR -0,5)		
b) Gehälter	-121.664.989,77	-113.980,5
aa) davon Erträge aus Zuschüssen iZm Kurzarbeitsbeihilfen EUR 0,0 (2022: TEUR -0,9)		
c) soziale Aufwendungen	-72.183.059,40	-75.772,4
aa) davon Aufwendungen für Altersversorgung EUR -4.642.736,76 (2022: TEUR -1.896,0)		
bb) davon Aufwendungen für Abfertigungen und Leistungen an betriebliche Mitarbeitervorsorgekassen EUR -6.915.504,78 (2022: TEUR -17.336,9)		
cc) davon Aufwendungen für gesetzlich vorgeschriebene Sozialabgaben sowie vom Entgelt abhängige Abgaben und Pflichtbeiträge EUR -56.609.339,15 (2022: TEUR -53.174,8)		
	<b>-288.503.500,98</b>	<b>-275.119,5</b>
7. Abschreibungen auf immaterielle Gegenstände des Anlagevermögens und Sachanlagen		
a) Planmäßige Abschreibungen	-71.172.008,60	-75.349,2
b) Außerplanmäßige Abschreibungen	-58.074.602,89	-231,8
c) Auflösung Investitionszuschüsse der öffentlichen Hand	894.428,75	987,6
	<b>-128.352.182,74</b>	<b>-74.593,4</b>
8. Sonstige betriebliche Aufwendungen		
a) Steuern, soweit sie nicht unter Ziffer 18 fallen	-354.352,90	-217,6
b) Übrige	-252.053.714,29	-218.718,8
	<b>-252.408.067,19</b>	<b>-218.936,4</b>
9. Zwischensumme aus Ziffer 1 bis 8 (Übertrag)	<b>-155.741.363,71</b>	<b>91.314,2</b>

	2023	2022
	EUR	TEUR
<b>9. Zwischensumme aus Ziffer 1 bis 8 (Übertrag)</b>	<b>-155.741.363,71</b>	<b>91.314,2</b>
10. Erträge aus Beteiligungen	6.645.537,76	10.763,2
davon aus verbundenen Unternehmen EUR 3.965.151,96 (2022: TEUR 9.922,8)		
11. Erträge aus anderen Wertpapieren und Ausleihungen des Finanzanlagevermögens	68.963.980,90	34.796,8
davon aus verbundenen Unternehmen EUR 66.084.699,61 (2022: TEUR 32.809,9)		
12. Sonstige Zinsen und ähnliche Erträge	7.931.500,65	1.195,0
davon aus verbundenen Unternehmen EUR 1.080.511,80 (2022: TEUR 1.047,7)		
13. Erträge aus dem Abgang von und der Zuschreibung zu Finanzanlagen	5.426.552,89	3.409,5
davon aus verbundenen Unternehmen EUR 382.300,00 (2022: TEUR 0,0)		
14. Aufwendungen aus Finanzanlagen	-432.015.366,65	-10.929,3
a) davon Abschreibungen EUR -421.210.314,69 (2022: TEUR -5.249,9)		
b) davon Aufwendungen aus verbundenen Unternehmen EUR -10.805.051,96 (2022: TEUR -5.679,4)		
15. Zinsen und ähnliche Aufwendungen	-62.790.748,50	-46.958,6
davon betreffend verbundene Unternehmen EUR -142.921,85 (2022: TEUR -276,9)		
<b>16. Zwischensumme aus Ziffer 10 bis 15</b>	<b>-405.838.542,95</b>	<b>-7.723,5</b>
<b>17. Ergebnis vor Steuern (Zwischensumme aus Ziffer 9 und Ziffer 16)</b>	<b>-561.579.906,66</b>	<b>83.590,7</b>
18. Steuern vom Einkommen und vom Ertrag	664.448,58	-17.671,6
a) davon laufende Steuern EUR -43.780.581,63 (2022: TEUR -17.669,0)		
b) davon latente Steuern EUR 44.445.030,21 (2022: TEUR -2,5)		
<b>19. Ergebnis nach Steuern = Jahresfehlbetrag/Jahresüberschuss</b>	<b>-560.915.458,08</b>	<b>65.919,1</b>
20. Zuweisung zu Gewinnrücklagen (freie)	0,00	-65.919,1
21. Auflösung von Gewinnrücklagen (freie)	560.915.458,08	0,0
<b>22. Bilanzgewinn</b>	<b>0,00</b>	<b>0,0</b>

# Anhang zum Jahresabschluss

für das Geschäftsjahr 2023

## Allgemeine Angaben

Der Vorstand der Lenzing Aktiengesellschaft (Lenzing AG) hat den vorliegenden Jahresabschluss zum 31. Dezember 2023 nach den Vorschriften des österreichischen Unternehmensgesetzbuches (UGB) in der aktuellen Fassung aufgestellt. Er umfasst das Geschäftsjahr vom 1. Jänner bis zum 31. Dezember 2023.

Die Lenzing AG ist eine börsennotierte Aktiengesellschaft österreichischen Rechts. Sie ist im Firmenbuch beim Handels- als Landesgericht Wels, Österreich, unter der Nummer FN 96499 k eingetragen. Ihr Sitz ist in 4860 Lenzing, Werkstraße 2, Österreich. Die Aktien der Lenzing AG sind im Prime Market (seit 18. April 2011) und im Leitindex ATX (seit 19. September 2011) der Wiener Börse in Wien, Österreich, gelistet.

Das Kerngeschäft der Lenzing AG liegt in der Erzeugung und Vermarktung von holzbasierten Cellulosefasern. Der zur Erzeugung notwendige Zellstoff wird zu einem großen Teil im eigenen Zellstoffwerk hergestellt und teilweise zugekauft. Der wichtigste Rohstoff zur Zellstofferzeugung ist Holz, das zugekauft wird.

Bei der Gesellschaft handelt es sich um eine große Kapitalgesellschaft.

Die Form der Darstellung wurde bei der Erstellung des vorliegenden Jahresabschlusses im Vergleich zum Vorjahr beibehalten.

Die Lenzing AG ist das Mutterunternehmen der Lenzing Gruppe und erstellt einen Konzernabschluss. Der Konzernabschluss der Lenzing AG ist beim Firmenbuch Wels hinterlegt und auf der Homepage <http://www.lenzing.com> abrufbar. Die B&C Gruppe ist zum 31. Dezember 2023 Mehrheitsaktionärin der Lenzing AG mit einem direkten und indirekten Anteil am Grundkapital von rund 52,25 Prozent (31. Dezember 2022: rund 52,25 Prozent). Die unmittelbare Mehrheitsgesellschafterin der Lenzing AG ist die B&C KB Holding GmbH, Wien. Die mittelbare Mehrheitsgesellschafterin der Lenzing AG, die einen Konzernabschluss aufstellt und veröffentlicht, in den die Lenzing Gruppe einbezogen ist, ist die B&C Holding Österreich GmbH, Wien. Das oberste Mutterunternehmen der B&C Gruppe, und somit auch der Lenzing AG, ist die B&C Privatstiftung, Wien.

Die Zahlenangaben im vorliegenden Jahresabschluss und in den Erläuterungen werden auf die nächsten Tausend gerundet angegeben („TEUR“), sofern keine abweichende Angabe erfolgt. Bei Summierung von gerundeten Beträgen und Prozentangaben können durch Verwendung automatisierter Rechnungshilfen rundungsbedingte Rechendifferenzen auftreten.

## Bilanzierungs- und Bewertungsmethoden

### Allgemeine Grundlagen

Die Aufstellung des Jahresabschlusses erfolgte unter Beachtung der Grundsätze ordnungsmäßiger Buchführung sowie der Generalnorm des § 222 Abs. 2 UGB, ein möglichst getreues Bild der Vermögens-, Finanz- und Ertragslage des Unternehmens zu vermitteln.

Bei der Erstellung des Jahresabschlusses wurde der Grundsatz der Vollständigkeit eingehalten. Bei den Vermögensgegenständen und Schulden wurde der Grundsatz der Einzelbewertung angewandt.

Das Unternehmen hat dem Vorsichtsgrundsatz Rechnung getragen, indem insbesondere nur die am Abschlusstichtag verwirklichten Gewinne ausgewiesen werden. Alle erkennbaren Risiken und drohenden Verluste, die bis zum Bilanzstichtag entstanden sind, wurden berücksichtigt.

Schätzungen beruhen auf einer umsichtigen Beurteilung. Soweit statistisch ermittelbare Erfahrungen aus gleich gelagerten Sachverhalten vorhanden sind, werden diese bei Schätzungen berücksichtigt.

Die im Vorjahr angewandten Bilanzierungs- und Bewertungsmethoden wurden im Geschäftsjahr 2023 beibehalten.

Das Geschäftsjahr 2023 war geprägt von anhaltend hohen Rohstoff- und Energiekosten sowie einer verhaltenen Nachfrage. Bei der Erstellung des Jahresabschlusses hat der Vorstand die Auswirkungen berücksichtigt, insbesondere bei Schätzungsunsicherheiten und Ermessensentscheidungen (etwa im Rahmen der Unternehmensplanung).

Aufgrund einer gesicherten Liquiditätssituation infolge der Kapitalerhöhung, gestärkt durch ein umfassendes Performance-Programm, hat das Management die Einschätzung getroffen, dass die Lenzing AG zum Zeitpunkt seiner Genehmigung über ausreichende Ressourcen verfügt, um in absehbarer Zukunft operativ weiter bestehen zu können. Daher wurde der Jahresabschluss unter Zugrundelegung der Annahme der Unternehmensfortführung aufgestellt.

## Anlagevermögen

**Erworbenes immaterielles Vermögensgegenstände und Sachanlagen** werden mit den Anschaffungs- bzw. Herstellungskosten, vermindert um die planmäßige, nach der linearen Methode vorgenommenen Abschreibung angesetzt. Selbst erstellte immaterielle Vermögensgegenstände werden als Aufwand erfasst.

Die Herstellungskosten von selbsterstellten Sachanlagen umfassen die Einzelkosten, angemessene Teile der Material- und Fertigungsgemeinkosten, sowie Aufwendungen für freiwillige soziale Leistungen, für betriebliche Altersversorgung und für Abfertigungen. Vom Wahlrecht der Aktivierung von Fremdkapitalzinsen wird nicht Gebrauch gemacht. Der Rahmen der Nutzungsdauer beträgt für die einzelnen Anlagegruppen:

Nutzungsdauer in Jahren	von	bis
<b>Immaterielle Vermögensgegenstände</b>		
a) Lizizenzen, Know-how und Mietrechte	7	13
b) Software	4	7
c) Firmenwert	15	15
<b>Sachanlagen</b>		
a) Gebäude		
Wohngebäude	50	50
Geschäfts- und Fabriksgebäude	20	50
b) Technische Anlagen und Maschinen	5	25
c) Andere Anlagen, Betriebs- und Geschäftsausstattung	4	20

Außerplanmäßige Abschreibungen auf einen zum Abschlussstichtag niedrigeren beizulegenden Wert erfolgen, wenn die Wertminderung voraussichtlich von Dauer ist.

Für **Firmenwerte**, die vor dem 1. Jänner 2016 zugegangen sind, wurde die bisherige Nutzungsdauer von 15 Jahren beibehalten.

**Anteile an verbundenen Unternehmen und Beteiligungen** werden mit den Anschaffungskosten oder, bei voraussichtlich dauernder Wertminderung, mit dem niedrigeren beizulegenden Wert zum Bilanzstichtag angesetzt.

Zur Beurteilung der Werthaltigkeit von Beteiligungen wird bei Vorliegen von Anhaltspunkten für eine Wertminderung grundsätzlich das Discounted Cash-Flow-Verfahren gemäß dem Fachgutachten zur Unternehmensbewertung KFS/BW 1 der Kammer der Wirtschaftstreuhänder herangezogen. Der beizulegende Wert bzw. der Unternehmenswert wird aus den mit den gewichteten Kapitalkosten diskontierten geschätzten künftigen Cashflows abgeleitet.

Die Cashflows werden aus den Planungsrechnungen mit einem Detailplanungszeitraum von fünf Jahren abgeleitet. Vorstand und Aufsichtsrat bewilligen das Budget, die Mittelfristpläne für die darauffolgenden vier Jahre werden vom Vorstand bewilligt und vom Aufsichtsrat zur Kenntnis genommen. Die Planungsrechnungen beruhen auf zukunftsbezogenen Annahmen, im Unternehmensbereich Division Fiber insbesondere auf Preis- und Mengenentwicklungen beim Absatz, den Produktionsmengen sowie den dazu notwendigen Kosten speziell für Rohstoffe, Energie, Personal und Steuern. Diese Daten basieren auf internen Annahmen unter Be-

rücksichtigung des erwarteten Marktumfeldes und der Marktpositionierung, sowie auf externen Marktannahmen aus Marktstudien oder Konjunkturaussichten. Nach dem Detailplanungszeitraum wird basierend auf den Annahmen des letzten Planjahres mit einer ewigen Rente unter Berücksichtigung einer nachhaltigen langfristigen Wachstumsrate gerechnet. Als Schätzwert für die nachhaltige langfristige Wachstumsrate wird grundsätzlich die halbe Inflationsrate der nächsten Jahre im jeweiligen Land verwendet, die von einem internationalen Wirtschaftsauskunftsbüro erwartet wird.

Als Abzinsungssatz wird ein individuell ermittelter Mischsatz aus der Fremdkapitalverzinsung und der Verzinsung des eingesetzten Eigenkapitals herangezogen (WACC). Dieser Abzinsungssatz spiegelt die gegenwärtigen Markteinschätzungen und die speziellen Risiken der betroffenen Beteiligungen wider.

**Ausleihungen** werden mit dem Nominalwert bzw. bei voraussichtlich dauernder Wertminderung mit dem niedrigeren beizulegenden Wert zum Bilanzstichtag angesetzt.

**Wertpapiere (Wertrechte) des Anlagevermögens und des Umlaufvermögens** werden mit den Anschaffungskosten oder dem niedrigeren Kurswert zum Bilanzstichtag bewertet.

In den Wertpapieren (Wertrechten) des Anlagevermögens sind auch Ansprüche aus einer Rückdeckungsversicherung für Pensionsverpflichtungen enthalten, die in Höhe des Deckungskapitals aktiviert werden. Die Erträge aus dieser Rückdeckungsversicherung werden in den Aufwendungen für Altersversorgung erfasst.

**Zuschreibungen** zu Vermögensgegenständen des Anlagevermögens werden vorgenommen, wenn die Gründe für die außerplanmäßige Abschreibung nicht mehr bestehen. Die Zuschreibung erfolgt auf maximal den Nettobuchwert, der sich unter Berücksichtigung der Normalabschreibungen, die inzwischen vorzunehmen gewesen wären, ergibt. Beim Firmenwert unterbleibt gemäß § 208 Abs. 2 UGB die Zuschreibung.

## Umlaufvermögen

**Roh-, Hilfs- und Betriebsstoffe** werden mit den Anschaffungskosten nach dem gleitenden Durchschnittspreisverfahren oder dem niedrigeren beizulegenden Wert am Bilanzstichtag bewertet.

**Unfertige Erzeugnisse und fertige Erzeugnisse** sind zu Herstellungskosten (im Sinne des § 206 UGB), jedoch höchstens zum voraussichtlichen Verkaufserlös – abzüglich der bis zum Verkauf noch anfallenden Kosten – angesetzt. Die Herstellungskosten umfassen neben den Einzelkosten auch anteilige Material- und Fertigungsgemeinkosten auf Basis einer Normalauslastung sowie Aufwendungen für freiwillige soziale Leistungen, für betriebliche Altersversorgung und für Abfertigungen. Aufwendungen für Fremdkapitalzinsen sowie allgemeine Verwaltungs- und Vertriebskosten werden nicht aktiviert. Wirtschaftliche und technische Risiken werden durch Abschläge angemessen berücksichtigt.

**Forderungen und sonstige Vermögensgegenstände** werden gemäß dem strengen Niederstwertprinzip angesetzt. Forderungen werden einzeln bewertet. Falls Risiken hinsichtlich der Einbringlichkeit bestehen, werden Einzelwertberichtigungen gebildet. Bei der Ermittlung der Höhe der Einzelwertberichtigung werden erhaltene Sicherheiten, wie Bankgarantien und Kreditversicherungen, angemessen berücksichtigt. Ist eine Forderung gänzlich uneinbringlich, wird die Forderung mit 100 Prozent wertberichtet (auf Basis des Nettovertrages).

**Zuschreibungen** zu Vermögensgegenständen des Umlaufvermögens werden vorgenommen, wenn die Gründe für die Abschreibung nicht mehr bestehen.

Betreffend die Bewertung von Forderungen in Fremdwährungen verweisen wir auf den Punkt Fremdwährungsumrechnung.

Die gemäß Emissionszertifikatesetz unentgeltlich zugeteilten **Emissionszertifikate** werden in der Bilanz entsprechend der AFRAC-Stellungnahme „Bilanzierung von CO<sub>2</sub>-Emissionszertifikaten gemäß UGB“ vom Dezember 2015 dargestellt. Emissionszertifikate werden mit dem Marktwert zum Zeitpunkt der Zuteilung in den sonstigen Forderungen und Vermögensgegenständen aktiviert. Die Differenz zwischen dem Zeitwert und dem von der Gesellschaft für die Anschaffung aufgewendeten Betrag wird in den Zuschüssen der öffentlichen Hand eingestellt. Die aus dem aktuellen Geschäftsjahr und dem Vorjahr nicht verbrauchten Emissionszertifikate belaufen sich auf insgesamt 984.607 Stück (31. Dezember 2022: 1.303.850 Stück).

Betreffend die Bewertung von **Guthaben bei Kreditinstituten** in Fremdwährungen wird auf die unter dem Punkt Fremdwährungsumrechnung beschriebene Vorgehensweise verwiesen.

**Latente Steuern** werden gemäß § 198 Abs. 9 und 10 UGB nach dem bilanzorientierten Konzept und ohne Abzinsung mit 23 Prozent gebildet. Das Wahlrecht zum Ansatz von aktiven latenten Steuern auf Verlustvorträge wird ab dem Geschäftsjahr 2020 ausgeübt.

## Rückstellungen

**Rückstellungen für Pensionen, Abfertigungen und Jubiläums-gelder** werden im Einklang mit der AFRAC-Stellungnahme „Rückstellungen für Pensions-, Abfertigungs-, Jubiläumsgeld- und vergleichbare langfristig fällige Verpflichtungen nach den Vorschriften des Unternehmensgesetzbuches“ nach versicherungsmathematischen Grundsätzen entsprechend den Vorschriften des IAS 19 „Leistungen an Arbeitnehmer“, wie dieser in der EU anzuwenden ist, unter Anwendung der Projected-Unit-Credit-Method (laufendes Einmalprämienverfahren) berechnet. Dabei werden die erwarteten Versorgungsleistungen auf den gesamten Zeitraum der Beschäftigung verteilt. Zukünftige Gehalts- und Pensionssteigerungen sowie Fluktuationsabschläge werden berücksichtigt. Versicherungsma-thematische Gewinne und Verluste werden zur Gänze im Periodenaufwand in der Periode erfasst, in der sie anfallen. Die in der Bilanz erfasste leistungsorientierte Verpflichtung aus einem Versorgungsplan stellt den Barwert der leistungsorientierten Verpflichtung dar.

Änderungen der oben genannten Personalrückstellungen werden in der Gewinn- und Verlustrechnung im Personalaufwand ausgewiesen, mit Ausnahme der Aufwendungen aus der Aufzinsung dieser Rückstellungen, welche im Finanzergebnis dargestellt werden.

Übersteigen in einem Geschäftsjahr die Verminderungen insgesamt die Zuweisungen an die jeweiligen Personalrückstellungen, wird der positive Saldo im Posten Erträge aus der Auflösung von Rückstellungen ausgewiesen. Zahlungen für beitragsorientierte Verpflichtungen werden im Personalaufwand erfasst.

In den **sonstigen Rückstellungen** werden unter Beachtung des Vorsichtsprinzips alle zum Zeitpunkt der Bilanzerstellung erkennbaren Risiken und der Höhe sowie dem Grunde nach ungewisse Verbindlichkeiten mit den Beträgen berücksichtigt, die nach vernünftiger unternehmerischer Beurteilung erforderlich sind. Bei der Bewertung werden Rückgriffsansprüche auf andere Parteien angemessen berücksichtigt. Langfristige Rückstellungen werden mit einem marktüblichen und laufzeitadäquaten Zinssatz abgezinnt.

## Verbindlichkeiten

**Verbindlichkeiten** werden mit dem Erfüllungsbetrag angesetzt. Die Bewertung von Verbindlichkeiten in Fremdwährungen wird unter dem Punkt „Fremdwährungsumrechnung“ erläutert.

## Fremdwährungsumrechnung

Bestehen Sicherungsgeschäfte in Bezug auf eine Währung, so werden auf diese Währung lautende monetäre Posten bis zum Nominale der Sicherungsgeschäfte mit einem Kurs umgerechnet, der dem gewogenen Durchschnitt aus den Terminkursen der Sicherungsgeschäfte entspricht.

Soweit das Nominale der monetären Posten über das Nominale der Sicherungsgeschäfte hinausgeht und sofern keine Sicherungsgeschäfte bestehen, so werden auf diese Währung lautende monetäre Posten entsprechend dem imparitätischen Realisationsprinzip mit dem Kurs zum Zeitpunkt der Ersterfassung, im Fall eines Kursverlustes aber mit dem Stichtagskurs umgerechnet.

Folgende wesentliche Kurse wurden für die Währungsumrechnung in Euro herangezogen:

### Fremdwährungskurse

		31.12.2023	31.12.2022
<b>Forderungen</b>			
Stichtagskurs	EUR/USD	1,1050	1,0666
Durchschnittlicher Sicherungskurs	EUR/USD	1,0978	1,1292
Stichtagskurs	EUR/CNY	7,8509	7,3582
Durchschnittlicher Sicherungskurs	EUR/CNY	7,2935	7,2878
<b>Verbindlichkeiten</b>		31.12.2023	31.12.2022
Stichtagskurs	EUR/USD	1,1050	1,0666
Stichtagskurs	EUR/CNY	7,8509	7,3582

# Erläuterungen zur Bilanz

## Aktiva

### Anlagevermögen

Die Aufgliederung des **Anlagevermögens** und seine Entwicklung im Berichtsjahr sind im Anlagenspiegel angeführt.

### Immaterielle Vermögensgegenstände und Sachanlagen

Der Posten **Rechte** beinhaltet zum Großteil ein Mitbenützungsrecht an der Abwasserreinigungsanlage des Wasserreinhaltungsverbandes Lenzing – Lenzing AG sowie das Recht auf Energiebezug von der RVL Reststoffverwertung Lenzing GmbH, einer von der Gesellschaft gemeinsam mit der Energie AG Oberösterreich Umwelt Service GmbH betriebenen Reststoffverwertungsanlage.

In den immateriellen Vermögensgegenständen sind solche immateriellen Vermögensgegenstände, die von einem verbundenen Unternehmen erworben wurden, mit einem Buchwert von TEUR 190,8 (31. Dezember 2022: TEUR 245,4) enthalten. In den Geschäftsjahren 2023 und 2022 gab es keine Zugänge von immateriellen Vermögensgegenständen von verbundenen Unternehmen.

Der **Firmenwert** wird planmäßig, nach der linearen Methode über die Nutzungsdauer von 15 Jahren abgeschrieben. Die gewählte Nutzungsdauer orientiert sich an der durchschnittlichen Restlaufzeit der im Zuge der Übernahme übernommenen Verpflichtungen.

Nach Unternehmensbereichen ergibt sich folgende Aufgliederung der Zugänge zu den **immateriellen Vermögensgegenständen** und **Sachanlagen**:

Unternehmensbereich	2023	2022
	TEUR	TEUR
Division Fiber	37.758,3	38.314,0
Division Pulp	20.566,7	6.680,2
Others	5.377,9	29.496,0
<b>Gesamt</b>	<b>63.702,9</b>	<b>74.490,3</b>

Die Abgänge von immateriellen Vermögensgegenständen und von Sachanlagen hatten Anschaffungs- und Herstellungskosten von TEUR 3.029,2 (2022: TEUR 31.738,5) und einen Buchwert von TEUR 262,0 (2022: TEUR 794,9).

### Finanzanlagen

Die Auflistung der **Anteile an verbundenen Unternehmen** der Lenzing AG kann im Abschnitt „Direkte Beteiligungen zum 31.12.2023“ dieses Anhangs entnommen werden.

Die Zugänge bei den **Anteilen an verbundenen Unternehmen** betreffen im Wesentlichen eine Kapitalerhöhung der PT. South Pacific Viscose in Höhe von TEUR 53.657,6 (2022: TEUR 627,4) und der Lenzing Modi Fibers India Private Limited in der Höhe von TEUR 54,7 (2022: TEUR 0,0). Im Geschäftsjahr 2023 wurden die Lenzing Germany GmbH, Münchberg, Deutschland mit einem

Stammkapital in der Höhe von TEUR 28,0 und die Lenzing Italy S.r.l., Rom, Italien mit einem Stammkapital in der Höhe von TEUR 25,0 gegründet. Im Geschäftsjahr 2022 gab es eine Kapitalerhöhung bei der Lenzing (Thailand) Co., Ltd. in Höhe von TEUR 37.186,5 sowie der LD Celulose S.A. in der Höhe von TEUR 61.145,8. Weiters erfolgte im Geschäftsjahr 2022 ein Zuschuss für die Kapitalerhöhung der indirekten Tochtergesellschaft Lenzing (Nanjing) Fibers Co., Ltd. in Höhe von TEUR 15.970,2.

Bei den **Anteilen an verbundenen Unternehmen** gab es im Geschäftsjahr 2023 und 2022 keine Abgänge.

Aufgrund eines Anhaltspunktes für Wertminderung wurde der beizulegende Wert der PT. South Pacific Viscose und der Lenzing (Thailand) Co., Ltd. ermittelt. Dieser ergab keine ausreichende Deckung der Buchwerte. Die Abschreibung beträgt für die PT. South Pacific Viscose TEUR 259.197,0 und für die Lenzing (Thailand) Co., Ltd. TEUR 140.017,0.

Bei den **Beteiligungen** erfolgte eine Abschreibung des Buchwertes der Equi Fibers Beteiligung GmbH in der Höhe von TEUR 1.349,0. Im Vorjahr gab es eine Zuschreibung der Lenzing Papier GmbH, nachdem die statischen Tests eine Deckung des Buchwertes durch das anteilige Eigenkapital ergaben.

Die **Ausleihungen** setzen sich wie folgt zusammen:

Ausleihungen	Bilanzwert	mit einer Restlaufzeit bis zu 1 Jahr		mit einer Restlaufzeit über 1 Jahr	
		TEUR	TEUR	TEUR	TEUR
<b>Ausleihungen an verbundenen Unternehmen</b>	<b>757.877,2</b>	<b>138.152,4</b>	<b>619.724,8</b>		
Vorjahr	658.068,3	38.581,9	619.486,4		
<b>Sonstige Ausleihungen</b>	<b>1.406,7</b>	<b>268,5</b>	<b>1.138,2</b>		
Vorjahr	9.108,0	175,5	8.932,5		
<b>Gesamt</b>	<b>759.283,9</b>	<b>138.420,9</b>	<b>620.863,0</b>		
Vorjahr	667.176,3	38.757,4	628.418,9		

Bei den **Ausleihungen gegenüber verbundenen Unternehmen** waren die wesentlichen Zugänge gegenüber der PT. South Pacific Viscose in Höhe von TEUR 127.667,4 (2022: TEUR 110.383,3), der Lenzing Fibers GmbH in Höhe von TEUR 30.000,0 (2022: TEUR 40.000,0), der Pulp Trading GmbH in Höhe von TEUR 13.761,5 (2022: TEUR 39.692,9) sowie der Lenzing (Thailand) Co., Ltd. in Höhe von TEUR 18.492,8 (2022: TEUR 36.862,9). Abgänge gab es gegenüber der Pulp Trading GmbH in Höhe von TEUR 39.692,9 und der Lenzing (Nanjing) Fibers Co., Ltd. in Höhe von TEUR 28.010,4. Im Geschäftsjahr 2022 erfolgten keine Abgänge.

Die **Sonstigen Ausleihungen** enthalten ausstehende Kaufpreisforderungen bzw. langfristigen Darlehen aus der teilweisen Veräußerung der EQUI-Fibres Beteiligungsgesellschaft mbH im Jahr 2016 gegenüber dem Käufer (einschließlich dessen Tochterunternehmen) und diese wurden aufgrund der Beurteilung der wirtschaftlichen Lage als uneinbringlich eingestuft. Im Geschäftsjahr 2023 wurde eine Abschreibung in Höhe von TEUR 7.563,9 (2022: TEUR 3.114,2) erfasst. Der Buchwert beträgt somit TEUR 0,0 (31. Dezember 2022: TEUR 7.563,9).

Die Lenzing AG besitzt ein Pfandrecht an den übrigen Anteilen der EQUI-Fibres Beteiligungsgesellschaft mbH. Darüber hinaus wurde dem Käufer ein Kreditrahmen in Höhe von bis zu TEUR 1.376,0 (2022: TEUR 3.091,0) eingeräumt, der im Fall von vordefinierten nachteiligen Veränderungen der Rahmenbedingungen der EQUI-Fibres Beteiligungsgesellschaft mbH am Absatzmarkt bis längstens 31. Dezember 2025 in Anspruch genommen werden kann. Dieser Rahmen war per 31. Dezember 2023 sowie im Vorjahr per 31. Dezember 2022 nicht ausgenutzt.

Die **Wertpapiere (Wertrechte) des Anlagevermögens** umfassen im Wesentlichen den Raiffeisen Nachhaltigkeit Diversified Fonds in Höhe von TEUR 6.452,7 (2022: TEUR 6.197,5), der zur Deckung der Pensionsrückstellung dient. Der Raiffeisen Nachhaltigkeit Diversified Fonds veranlagt nach den Vorschriften des Pensionskassengesetzes und im Wesentlichen in Euro-Anleihen per Jahresende.

Bei den Zugängen der Wertpapieren (Wertrechte) des Anlagevermögens in Höhe von TEUR 1.637,3 (2022: TEUR 1.475,8) handelt es sich um die Zuführung zur Kapitalrücklage der White Rock Insurance (Europe) Protected Cell Company Limited, La Valletta, Malta. Die Lenzing AG hat im Jänner 2021 100 Prozent der Anteile an der Versicherungszelle erworben. Diese Gesellschaft verfügt über eine Versicherungskonzession und ermöglicht der Lenzing AG, ihre betrieblich notwendigen Versicherungen effektiver zu administrieren.

Bei den Abgängen von Wertpapieren (Wertrechte) des Anlagevermögens handelt es sich um eine teilweise Veräußerung der Aktien an der Gesellschaft Spinnova OY, Jyväskylä, Finnland, in Höhe von TEUR 138,1 (2022: TEUR 25,3) und den Stammaktien an der Oberbank AG in Höhe von TEUR 1.051,5.

Ebenfalls beinhaltet dieser Posten Ansprüche aus Rückdeckungsversicherungen von TEUR 2.343,5 (31. Dezember 2022: TEUR 2.469,2) betreffend Pensionsverpflichtungen und sonstige Wertpapiere (Wertrechte) des Anlagevermögens von TEUR 5.268,8 (31. Dezember 2022: TEUR 6.458,4).

## **Umlaufvermögen**

Die **Roh-, Hilfs- und Betriebsstoffe** beinhalten im Wesentlichen Holz und Zellstoff für die Faserproduktion, Chemikalien für sämtliche Geschäftsbereiche sowie diverse Kleinmaterialien und Ersatzteile.

Die **Bestände an unfertigen und fertigen Erzeugnissen** betreffen im Wesentlichen Fasern und Faserzellstoff.

Von den **Forderungen aus Lieferungen und Leistungen** sind inklusive der im Rahmen von Factoring-Programmen verkauften Forderungen TEUR 63.825,3 (31. Dezember 2022: TEUR 65.446,3) nach Abzug von Selbstbehalten versichert und in Höhe von TEUR 695,0 (31. Dezember 2022: TEUR 1.983,0) durch Garantien sowie durch Akkreditive in Höhe von TEUR 21.104,0 (31. Dezember 2022: 17.293,4) besichert. Wechselseitige Verbriefungen liegen weder zum 31. Dezember 2023 noch zum 31. Dezember 2022 vor.

Es wurde zum Bilanzstichtag eine pauschale Wertberichtigung in Höhe von TEUR 39,7 (31. Dezember 2022: TEUR 84,7) gebildet.

**Forderungen gegenüber verbundenen Unternehmen** resultieren aus Lieferungen und Leistungsverrechnungen in Höhe von TEUR 77.395,0 (31. Dezember 2022: TEUR 75.212,4) sowie sonstigen Verrechnungen von TEUR 33.995,0 (31. Dezember 2022: TEUR 1.908,6) und Forderungen aus Steuerumlagen in Höhe von TEUR 63,9 (31. Dezember 2022: TEUR 4.438,7).

Soweit Forderungen und Verbindlichkeiten zwischen verbundenen Unternehmen in wirtschaftlicher Betrachtungsweise einander aufrechenbar gegenüberstehen, werden diese bei gleichem Gläubiger und Schuldner gegeneinander aufgerechnet.

**Forderungen gegenüber Unternehmen, mit denen ein Beteiligungsverhältnis besteht**, resultieren im Wesentlichen aus der Leistungsverrechnung an die Lenzing Papier GmbH.

Die **sonstigen Forderungen und Vermögensgegenstände** beinhalten:

Sonstige Forderungen und Vermögensgegenstände	31.12.2023	31.12.2022
	TEUR	TEUR
Guthaben aus der Verrechnung mit dem Finanzamt	21.911,0	31.459,8
Emissionszertifikate	74.713,7	72.751,5
Factoring	7.112,4	5.538,5
Abgrenzung von Kostenersätzen	3.596,1	2.174,9
An- und Vorauszahlungen	1.267,5	1.450,3
Übrige	141,7	7.727,8
<b>Gesamt</b>	<b>108.742,4</b>	<b>121.102,7</b>

In den sonstigen Forderungen und Vermögensgegenständen sind Erträge in Höhe von TEUR 10.404,0 (31. Dezember 2022: TEUR 19.132,4) enthalten, die erst nach dem Bilanzstichtag zahlungswirksam werden.

Es wurde zum 31. Dezember 2023 unter dem Posten sonstige Forderungen die „COVID-19-Investitionsprämie“ in Höhe von TEUR 2.420,1 (31. Dezember 2022: TEUR 2.293,0) aktiviert. Diese wird mittels der Bruttomethode bilanziert und unter den Zuschüssen öffentlicher Hand entsprechend der Nutzungsdauer der geförderten Anlagen aufgelöst und wird offen mit den Abschreibungen saldiert.

## Aktive latente Steuern

Die latenten Steuern zum Bilanzstichtag wurden für temporäre Differenzen zwischen dem steuerlichen und unternehmensrechtlichen Wertansatz für folgende Posten gebildet:

Stand der temporären Differenzen	31.12.2023	31.12.2022
	TEUR	TEUR
Sachanlagen und immaterielle Vermögensgegenstände	-11.982,7	-17.750,6
Finanzanlagen	7.346,2	11.089,7
Forderungen	12,9	401,6
Unversteuerte Rücklagen und Zuschüsse der öffentlichen Hand	37,3	27,2
Rückstellungen	42.743,7	37.585,8
Finanzverbindlichkeiten	3.185,7	3.587,8
Verbindlichkeiten	0,0	0,0
<b>Betrag Gesamtdifferenzen</b>	<b>41.343,0</b>	<b>34.941,6</b>
 <b>Daraus resultierende aktive latente Steuern per 31.12.</b>	<b>9.508,9</b>	<b>8.457,3</b>
<b>Verlustvortrag</b>	<b>48.019,8</b>	<b>4.626,4</b>
<b>Gesamte aktive Steuerlatenz</b>	<b>57.528,7</b>	<b>13.083,7</b>

Im Posten **Rückstellungen** sind im Wesentlichen zeitliche Unterschiede zwischen dem unternehmensrechtlichen und dem steuerrechtlichen Wertansatz bei Rückstellungen für Sozialkapital (Pensionen und Abfertigungen) und Jubiläumsgelder sowie Unterschiede bei den Wertansätzen von sonstigen Rückstellungen einbezogen.

Temporäre Unterschiede aufgrund von steuerlichen Siebentelabschreibungen (§ 12 Abs. 3 Z 2 KStG) sind mit TEUR 7.334,5 (31. Dezember 2022: TEUR 11.089,7) im Posten Finanzanlagen enthalten.

Weitere temporäre Standunterschiede ergeben sich aufgrund der Inanspruchnahme der steuerlichen degressiven Abschreibung. Diese betragen zum 31. Dezember 2023 TEUR 31.970,3 (31. Dezember 2022: TEUR 36.291,7). Mit Beginn des Geschäftsjahrs 2023 wurde für alle Anlagen, welche seit der Inbetriebnahme degressiv abgeschrieben wurden, der Wechsel zur linearen Abschreibung durchgeführt.

Die unversteuerten Rücklagen sind entsprechend RÄG 2014 in den Gewinnrücklagen enthalten (Umgliederung per 31. Dezember 2015). Temporäre Unterschiede zum steuerrechtlichen Wertansatz führen zu passiven latenten Steuern (vor Saldierung).

Entwicklung der latenten Steuern	31.12.2023	31.12.2022
	TEUR	TEUR
Stand am 01.01. (aktive latente Steuern)	13.083,7	13.086,2
Erfolgswirksame Veränderung	1.051,6	-4.628,9
Verlustvortrag (ergebniswirksam)	43.393,4	4.626,4
<b>Stand am 31.12. (aktive latente Steuern)</b>	<b>57.528,7</b>	<b>13.083,7</b>

Der Anstieg der Verlustvorträge im Geschäftsjahr 2023 beinhaltet auch Verluste ausländischer Gruppenmitglieder in Österreich, die zusätzlich zum laufenden steuerlichen Verlust der österreichischen Gruppenmitglieder angerechnet werden. Die Verpflichtung zur

Nachversteuerung der ausländischen Verluste wird als Verbindlichkeit gegenüber verbundenen Unternehmen ausgewiesen (siehe Abschnitt „Angaben zur Gruppenbesteuerung“).

## Passiva

### Eigenkapital

Das **Grundkapital** der Lenzing AG zum 31. Dezember 2023 beträgt EUR 40.107.738,37 (31. Dezember 2022: EUR 27.574.071,43) und ist in 38.618.180 Stückaktien (31. Dezember 2022: 26.550.000) eingeteilt. Der auf eine Stückaktie entfallende Anteil am Grundkapital beträgt etwa EUR 1,04. Jede Stammaktie ist am Kapital im gleichen Ausmaß beteiligt und vermittelt die gleichen Rechte und Pflichten, insbesondere das Recht auf eine beschlossene Dividende und das Stimmrecht in der Hauptversammlung. Der Ausgabebetrag der Aktien ist voll einbezahlt. Andere Klassen von Anteilen sind nicht ausgegeben worden.

Mit Hauptversammlungsbeschluss vom 19 April 2023 – unter gleichzeitiger Aufhebung der diesbezüglichen Hauptversammlungsbeschlüsse vom 12. April 2018 – wurde der Vorstand neuerlich ermächtigt, mit Zustimmung des Aufsichtsrates das Grundkapital innerhalb von fünf Jahren ab Eintragung in das Firmenbuch – allenfalls in Tranchen – gegen Bar- und/oder Sacheinlage um bis zu EUR 13.787.034,68 durch Ausgabe von bis zu 13.274.999 Stück aktien zu erhöhen („genehmigtes Kapital“). Der auf eine Stückaktie entfallende Anteil am genehmigten Kapital beträgt etwa EUR 1,04. Dieses genehmigte Kapital wurde im Firmenbuch am 26. Mai 2023 eingetragen.

Mit Wirkung vom Juli 2023 führte die Lenzing AG eine in der Hauptversammlung vom 19. April 2023 genehmigte Kapitalerhöhung durch. Es wurden 12.068.180 Stück neue Aktien ausgegeben. Das Grundkapital wurde voll einbezahlt. Die Veränderung des Grundkapitals und der Kapitalrücklagen ist auf diese Kapitalerhöhung zurückzuführen.

Darüber hinaus wurde der Vorstand mit Hauptversammlungsbeschluss vom 19. April 2023 – unter gleichzeitiger Aufhebung der diesbezüglichen Hauptversammlungsbeschlüsse vom 12. April 2018 – ermächtigt, mit Zustimmung des Aufsichtsrates bis spätestens 19. April 2028 auch in mehreren Tranchen Wandelschuldverschreibungen auszugeben, die ein Bezugs- oder Umtauschrechtfertigung bzw. eine Bezugs- oder Umtauschpflicht auf bis zu 13.274.999 Aktien gewähren bzw. vorsehen („bedingtes Kapital“). Die Bedienung kann über das bedingte Kapital und/oder über eigene Aktien erfolgen.

Mit Hauptversammlungsbeschluss vom 26. April 2022 – unter gleichzeitiger Aufhebung der diesbezüglichen Hauptversammlungsbeschlüsse vom 18. Juni 2020 – wurde der Vorstand für die Dauer von 30 Monaten vom Tag der Beschlussfassung an ermächtigt, mit Zustimmung des Aufsichtsrates eigene Aktien der Gesellschaft zu erwerben. Dabei dürfen die von der Gesellschaft erworbene eigenen Aktien 10 Prozent des Grundkapitals der Gesellschaft nicht überschreiten. Der beim Rückerwerb zu leistende Gegenwert muss innerhalb einer Bandbreite von +/- 25 Prozent zum gewichteten durchschnittlichen Börsenschlusskurs der letzten 20 Börsentage vor Beginn des entsprechenden Rückkaufpro-

gramms der Lenzing Aktie liegen. Der Vorstand wurde zudem ermächtigt, erworbene eigene Aktien ohne weiteren Hauptversammlungsbeschluss mit Zustimmung des Aufsichtsrates einzuziehen (samt Ermächtigung des Aufsichtsrates, Änderungen der Satzung, die sich durch die Einziehung der Aktien ergeben, zu beschließen) oder wieder zu veräußern und die Veräußerungsbedingungen festzusetzen. Diese Ermächtigung kann ganz oder teilweise und in Verfolgung eines oder mehrerer Zwecke durch die Gesellschaft, durch ein Tochterunternehmen (§ 189a Z7 UGB) oder für Rechnung der Gesellschaft durch Dritte ausgeübt werden. Weiters wurde der Vorstand für die Dauer von fünf Jahren vom Tag der Beschlussfassung an ermächtigt, für die Veräußerung eigener Aktien mit Zustimmung des Aufsichtsrates eine andere gesetzlich zugässige Art der Veräußerung als über die Börse oder ein öffentliches Angebot, auch unter Ausschluss des Wiederkaufrechts (Bezugsrechts) der Aktionäre, zu beschließen und die Veräußerungsbedingungen festzusetzen.

Der Vorstand hat von den am bzw. bis 31. Dezember 2023 bestehenden Ermächtigungen zur Ausgabe von Wandelschuldverschreibungen und zum Rückkauf eigener Aktien in der Berichtsperiode keinen Gebrauch gemacht.

Die **gebundenen Kapitalrücklagen** dürfen nur zum Ausgleich eines Bilanzverlustes verwendet werden. Sie wurden durch Zufuhr von Mitteln gebildet, welche von den Aktionären über das Grundkapital hinaus zugeflossen sind.

Die **freien Gewinnrücklagen** können jederzeit aufgelöst und als Teil des Bilanzgewinnes an die Aktionäre ausgeschüttet werden.

## Zuschüsse der öffentlichen Hand

Die **Investitionszuschüsse der öffentlichen Hand** einschließlich der **Emissionszertifikate sowie Investitionsprämien** werden als gesonderter Hauptposten zwischen Eigenkapital und Fremdkapital ausgewiesen. Die Aufgliederung ist aus der Übersicht über die Entwicklung der Zuschüsse der öffentlichen Hand ersichtlich.

Die Auflösung der Investitionszuschüsse der öffentlichen Hand sowie Investitionsprämien erfolgt entsprechend der Nutzungsdauer der geförderten Anlagen und wird offen mit den Abschreibungen saldiert. Der Zuschuss aus Emissionszertifikaten wurde dem Verbrauch entsprechend aufgelöst.

## Rückstellungen

Die Entwicklung der **Rückstellung für Pensionen, Abfertigungen und Jubiläumsgelder** stellt sich wie folgt dar:

2023 Rückstellungen für	Pensionen	Abferti-gungen	Jubiläums-gelder
	TEUR	TEUR	TEUR
<b>In der Bilanz erfasste Werte:</b>			
Rückstellung zum 31.12.2022	18.213,6	38.925,0	14.020,3
Periodenaufwand	3.394,1	4.626,9	1.027,4
Auszahlungen	-2.365,2	-4.097,9	-1.229,8
Umgliederung zu Sozialplan	0,0	-3.795,9	0,0
Rückstellung zum 31.12.2023	19.242,5	35.658,0	13.817,9
Wert nach § 14 EStG	14.147,4	27.398,4	9.188,0
<b>Aufwand im Geschäftsjahr:</b>			
Laufender Dienstzeitaufwand	4,7	1.448,2	806,7
Zinsaufwand	702,6	1.769,6	571,3
Realisierung versicherungsmathematischer Verlust (+) / Gewinn (-)	2.686,9	1.409,0	-350,6
Periodenaufwand	3.394,1	4.626,9	1.027,4
<b>Annahmen zur Berechnung der erwarteten leistungsorientierten Ansprüche zum 31.12.2023:</b>			
Diskontierungszinssatz	3,40%	3,40%	3,50%
Pensionssteigerung	bis zu 3,00%	-	-
Gehaltssteigerung	3,00%	3,00%	3,00%
Pensionseintrittsalter Frauen/Männer/Schwerarbeiter	60/63/57 Jahre	60/63/57 Jahre	60/63/57 Jahre
Fluktuationsabschlag	-	-	0,00% - 8,93%

2022 Rückstellungen für	Pensionen	Abfertigungen	Jubiläums-gelder
	TEUR	TEUR	TEUR
<b>In der Bilanz erfasste Werte:</b>			
Rückstellung zum 31.12.2021	23.412,9	54.142,8	17.552,3
Periodenaufwand	-2.955,5	-3.597,0	-2.189,9
Auszahlungen	-2.243,8	-5.888,9	-1.342,2
Umgliederung zu Sozialplan	0,0	-5.731,9	0,0
Rückstellung zum 31.12.2022	18.213,6	38.925,0	14.020,3
Wert nach § 14 EStG	13.937,7	30.806,0	9.962,7
<b>Aufwand im Geschäftsjahr:</b>			
Laufender Dienstzeitaufwand	7,0	1.777,6	1.137,5
Zinsaufwand	201,4	474,2	188,4
Realisierung versicherungsmathematischer Verlust (+) / Gewinn (-)	-3.164,0	-5.848,8	-3.515,7
Periodenaufwand	-2.955,5	-3.597,0	-2.189,9
<b>Annahmen zur Berechnung der erwarteten leistungsorientierten Ansprüche zum 31.12.2022:</b>			
Diskontierungszinssatz	4,10%	4,10%	4,20%
Pensionssteigerung	bis zu 3,00%	-	-
Gehaltssteigerung	3,00%	3,00%	3,00%
Pensionseintrittsalter Frauen/Männer/Schwerarbeiter	60/63/57 Jahre	60/63/57 Jahre	60/63/57 Jahre
Fluktuationsabschlag	-	-	0,00% - 7,25%

Für die Berechnung der Pension-, Abfertigungs- und Jubiläums-geldrückstellung wurde ein Abzinsungssatz verwendet, der aus erstrangigen festverzinslichen Industrieanleihen mit AA-Rating nach dem Standard eines international tätigen Versicherungsmathematikers abgeleitet wurde. Anleihen, die im Vergleich zu den anderen Anleihen in ihrer Risikoeinstufung deutlich höhere oder niedrigere Zinsen aufweisen („statistische Ausreißer“), wurden dabei nicht berücksichtigt. Die Währung und die Laufzeiten der zu Grunde gelegten Anleihen orientieren sich an der Währung und den voraussichtlichen Laufzeiten der zu erfüllenden Verpflichtungen.

Die geschätzten Gehalts- und Pensionssteigerungen, die auch für die Zukunft als realistisch angesehen werden, wurden aus einer Durchschnittsbetrachtung der vergangenen Jahre abgeleitet.

Das für die Berechnung herangezogene Pensionsantrittsalter richtet sich nach den jeweiligen gesetzlichen Bestimmungen. Für die Berechnung der leistungsorientierten Pensionspläne werden im Geschäftsjahr die biometrischen Rechnungsgrundlagen AVÖ 2018 P-Rechnungsgrundlagen für die Pensionsversicherung Angestellte verwendet.

Die Berechnung der Abfertigungs- und Jubiläumsgeldrückstellung erfolgt unter Berücksichtigung der unternehmensspezifischen Fluktionsraten. Diese werden nach Dienstjahren gestaffelt ermittelt und beruht auf den durchschnittlichen Austrittszahlen der letzten fünf Jahre. Bei der Berechnung der Rückstellungen für die leistungsorientierten Abfertigungspläne werden dabei nur Austritte mit Abfertigungsanspruch berücksichtigt.

Teile der rückgestellten leistungsorientierten Abfertigungen wurden im Geschäftsjahr 2023 in die sonstigen Rückstellungen für Restrukturierungsmaßnahmen umgegliedert (siehe Abschnitt „Sonstige Rückstellungen“).

In der Lenzing AG gibt es sowohl beitrags- als auch leistungsorientierte Pensionsvorsorgepläne. Bei beitragsorientierten Pensionszusagen treffen die Gesellschaft nach Zahlung der vereinbarten Prämien keine Verpflichtungen mehr. Eine Rückstellung wird daher nicht angesetzt.

Den leistungsorientierten Pensionsverpflichtungen wird durch die Bildung von Pensionsrückstellungen Rechnung getragen. Das Risiko im Zusammenhang mit diesen leistungsorientierten Pensionsplänen verbleibt bei der Lenzing AG. Die Berechnung erfolgt nach versicherungsmathematischen Grundsätzen entsprechend den Vorschriften des IAS 19 „Leistungen an Arbeitnehmer“.

Mitarbeiter:innen, deren Dienstverhältnisse österreichischem Recht unterliegen und nach dem 31. Dezember 2002 begonnen haben, erwerben keine Abfertigungsansprüche. Für sie sind Beiträge in Höhe von 1,53 Prozent des Lohnes bzw. Gehaltes an eine Mitarbeitervorsorgekasse zu zahlen.

Aufgrund kollektivvertraglicher Regelungen ist die Lenzing AG verpflichtet, Jubiläumsgeldzahlungen zu leisten, sofern ein Arbeitnehmer für eine bestimmte Dauer im Unternehmen beschäftigt war. Diese Zahlungen basieren auf der Höhe des Bezuges zum Zeitpunkt des betreffenden Dienstnehmerjubiläums. Die bei den betreffenden Jubiläen voraussichtlich zu zahlenden Beträge werden auf die Dienstzeit bis zu den Jubiläen verteilt. Der Barwert des auf die Dienstzeit bis zum Bilanzstichtag entfallenden Betrages wird rückgestellt. In der Lenzing AG besteht eine Umwandlungsoption für die Mitarbeiter:innen, dass Dienstjubiläum in Zeitguthaben umwandeln zu können.

Die Verpflichtungen gegenüber ehemaligen Mitarbeiter:innen des verkauften Geschäftsbereiches Kunststoffmaschinen (nunmehr SML Maschinengesellschaft mbH) und Folie (nunmehr Lenzing Plastics GmbH & Co KG) sowie Bildungszentrum (nunmehr BZL-Bildungszentrum Lenzing GmbH) werden bis zur Höhe der fiktiven Ansprüche zum Zeitpunkt des Verkaufs bzw. der Ausgliederung weiterhin von der Gesellschaft getragen. Der Barwert zum Bilanzstichtag wird in Bezug auf diese Verpflichtungen rückgestellt, wobei für die Barwertermittlung angenommen wird, dass die Abfertigungen mit dem Übertritt der betreffenden Dienstnehmer in den Ruhestand fällig werden.

Die **sonstigen Rückstellungen** entwickeln sich wie folgt:

2023 Rückstellungen für	Stand	Verbrauch	Auflösung	Zuführung	Umgliederung	Stand
	31.12.2022					31.12.2023
	TEUR	TEUR	TEUR	TEUR	TEUR	TEUR
Drohende Verluste	1.630,6	-1.406,2	-224,4	1.597,2	0,0	1.597,2
Schadensfälle	3.940,2	-731,8	0,0	82,5	0,0	3.290,9
Noch nicht abgerechnete Lieferungen/Leistungen	7.801,7	-3.771,6	-279,9	4.719,9	0,0	8.470,2
Jubiläumsgelder	14.020,3	-1.229,8	0,0	1.027,4	0,0	13.817,9
Sonderzahlungen	0,0	0,0	0,0	0,0	0,0	0,0
Resturlaube	8.240,8	-8.240,8	0,0	7.902,6	0,0	7.902,6
Sozialplan	21.125,4	-11.293,4	-4.100,2	20.290,8	-1.936,0	24.086,8
Sonstige Personalaufwendungen	5.744,5	-4.393,2	-800,5	7.333,9	0,0	7.884,7
Übrige	12.425,6	-9.684,9	-1.670,2	10.389,9	0,0	11.460,3
<b>Gesamt</b>	<b>74.929,1</b>	<b>-40.751,7</b>	<b>-7.075,2</b>	<b>53.344,3</b>	<b>-1.936,0</b>	<b>78.510,5</b>

Die **Rückstellungen für drohende Verluste** betreffen im Wesentlichen Vorsorgen für nachteilige Abnahmeverträge.

Die **Rückstellungen für Schadensfälle** betreffen Verpflichtungen für Rechtsstreitigkeiten und umfassen auch die Vorsorge für Rechtsverteidigungskosten in Zusammenhang mit Verfahren.

Die **Rückstellungen für Sozialplan** betreffen wie im Vorjahr insbesondere Vorsorgen aufgrund von Personalabbau im Rahmen von Reorganisationen und Einsparungsprogrammen. Die Rückstellungen wurden insbesondere für daraus resultierende Abfindungen und Abfertigungen gebildet. Dabei wurden bereits zuvor rückgestellte Vorsorgen (insbesondere aus der gesetzlichen Abfertigungsrückstellung; siehe Abschnitt „leistungsorientierte Pläne“) in Höhe von TEUR 3.795,9 (2022: TEUR 5.731,9) verwendet und in den Rückstellungen für Sozialplan ausgewiesen. Der Restbetrag der notwendigen Vorsorgen in Höhe von TEUR 20.290,8 (2022: TEUR 15.393,5) wurde über den Personalaufwand bzw. die sonstigen betrieblichen Aufwendungen dotiert. Die Rückstellungen in Höhe von TEUR 24.086,8 (2022: TEUR 21.125,4) sollen erwartungsgemäß innerhalb der nächsten 12 Monate verbraucht werden.

Die **übrigen Rückstellungen** betreffen vor allem verbrauchte Emissionszertifikate, Prüfungs- und Beratungskosten sowie Nachlässe, Rabatte und Provisionen.

## Verbindlichkeiten

In den **Verbindlichkeiten** sind folgende Verbindlichkeiten mit einer Restlaufzeit über 5 Jahren enthalten:

Verbindlichkeiten	31.12.2023	31.12.2022
	TEUR	TEUR
Hybridkapital	500.000,0	500.000,0
Verbindlichkeiten aus Schuldscheindarlehen	27.000,0	27.000,0
Verbindlichkeiten gegenüber Kreditinstituten	86.400,0	11.600,0
Sonstige zinstragende Verbindlichkeiten	8.430,0	14.050,0
<b>Gesamt</b>	<b>621.830,0</b>	<b>552.650,0</b>

Das **Hybridkapital** beträgt zum 31. Dezember 2023 TEUR 500.000,0 (31. Dezember 2022: TEUR 500.000,0). Es ist keine vertragliche Restlaufzeit vorgesehen.

Im Dezember 2020 wurde eine nachrangige unbefristete Anleihe mit einem Nominalvolumen von TEUR 500.000,0 und einer Verzinsung von 5,75% p.a. emittiert. Die Anleihe hat eine unendliche (ewige) Laufzeit und kann erstmals am 7. Dezember 2025 durch die Lenzing AG gekündigt und getilgt werden. Die Investoren haben kein Kündigungsrecht. Falls die Anleihe nicht gekündigt wird, wird die Anleihe ab dem 8. Dezember 2025 mit einem veränderten Zinssatz verzinst (dann geltender 5-Jahres Swap-Satz plus Marge von 11,208%).

Die Zinsen sind nachträglich am 7. Dezember eines jeden Jahres zur Zahlung fällig, sofern sich die Lenzing AG nicht entscheidet, die betreffende Zinszahlung aufzuschieben. Ausstehende aufgeschoßene Zinszahlungen müssen unter bestimmten Umständen bezahlt werden, insbesondere wenn die Hauptversammlung der Lenzing AG beschließt, eine Dividende zu leisten.

Die **Verbindlichkeiten aus Schuldscheindarlehen** stellen sich wie folgt dar:

### Verbindlichkeiten aus Schuldscheindarlehen per 31.12.2023

Fälligkeit	Ursprungs- laufzeit	Buchwert	Verzinsung
	bis	Jahre	TEUR
2024/12	5	120.000,0	fix
2024/12	5	113.823,5	variabel
2025/05	10	13.500,0	fix
2025/11	5	48.000,0	fix
2026/12	7	72.500,0	fix
2026/12	7	159.500,0	variabel
2026/12	7	7.000,0	fix
2029/12	10	4.500,0	variabel
2029/12	10	9.500,0	fix
2034/12	15	13.000,0	fix
		<b>561.323,5</b>	

### Verbindlichkeiten aus Schuldscheindarlehen per 31.12.2022

Fälligkeit	Ursprungs- laufzeit	Buchwert	Verzinsung
bis	Jahre	TEUR	
2024/12	5	120.000,0	fix
2024/12	5	115.941,3	variabel
2025/05	10	13.500,0	fix
2025/11	5	48.000,0	fix
2026/12	7	72.500,0	fix
2026/12	7	159.500,0	variabel
2026/12	7	7.000,0	fix
2029/12	10	4.500,0	variabel
2029/12	10	9.500,0	fix
2034/12	15	13.000,0	fix
		<b>563.441,3</b>	

Im Geschäftsjahr 2023 hat die Lenzing Gruppe keine weiteren Schuldscheindarlehen begeben.

Von den bestehenden Schuldscheinen hat die Lenzing AG im Geschäftsjahr 2023 keine zurückbezahlt. Im Geschäftsjahr 2022 wurden Schuldscheine in der Höhe von TEUR 55.000,0 planmäßig getilgt.

Die **sonstigen zinstragenden Verbindlichkeiten** enthalten ERP-Kredite, Forschungsförderungskredite und Verbindlichkeiten aus Finanzierungsleasing.

Von den **Verbindlichkeiten gegenüber Kreditinstituten** und **sonstigen zinstragenden Verbindlichkeiten** von TEUR 650.906,0 (31. Dezember 2022: TEUR 612.376,6) sind wie im Vorjahr keine durch Grundpfandrechte und sonstige dingliche Sicherheiten be- sichert.

Von den Verbindlichkeiten gegenüber verbundenen Unternehmen betreffen TEUR 12.562,3 (31. Dezember 2022: TEUR 20.122,7) Lieferungen und Leistungsverrechnungen, TEUR 1.046,1 (31. Dezember 2022: TEUR 246,6) sonstige Verrechnungen sowie TEUR 64.524,2 (31. Dezember 2022: TEUR 24.222,0) Verbindlichkeiten aus Steuerumlagen (siehe Abschnitt „Angaben zur Gruppenbesteuerung“). Weiters bestehen Verbindlichkeiten aus Darlehen in Höhe von TEUR 7.000,0 (31. Dezember 2022: TEUR 7.000,0) gegenüber der Lenzing Global Finance GmbH aus der Weiterverrechnung der vereinnahmten finanziellen Mittel aus den von der Lenzing Global Finance GmbH im Geschäftsjahr 2015 und 2012 begebenen Schuldscheinen.

In den **sonstigen Verbindlichkeiten** sind Aufwendungen in Höhe von TEUR 19.611,0 (31. Dezember 2022: TEUR 16.171,7) enthalten, die erst nach dem Bilanzstichtag zahlungswirksam werden. Davon betreffen TEUR 1.890,4 (31. Dezember 2022: TEUR 1.890,4) noch nicht bezahlte Zinsen für das Hybridkapital und TEUR 3.567,5 (31. Dezember 2022: TEUR 3.562,4) Verbindlichkeiten für das Alters- teilzeitmodell gem. § 27 ALVG. Rechnungsabgrenzungsposten

Die passive Rechnungsabgrenzung beinhaltet im Wesentlichen transitorisch abgegrenzte Zinsenzuschüsse des Umwelt- und des Forschungsförderungsfonds.

## Haftungsverhältnisse

Haftungsverhältnisse liegen in folgendem Umfang vor:

Haftungsverhältnisse	31.12.2023	31.12.2022
	TEUR	TEUR
Bürgschafts- und Garantieerklärungen für den Wasserreinhaltsverband Lenzing – Lenzing AG für den Bau der zweiten und dritten Ausbaustufe der Abwasserreinigungsanlage	308,7	308,7
Haftungsübernahmen für verbundene Unternehmen	41.247,6	40.548,3
Haftungsübernahmen gegenüber Dritten	16.170,8	16.177,4
<b>Gesamt</b>	<b>57.727,1</b>	<b>57.034,4</b>

Es bestehen Factoring-Vereinbarungen, welche im Punkt „Angaben zu sonstigen finanziellen Verpflichtungen und außerbilanziellen Geschäften“ erläutert werden. Für den theoretischen kreditrisikobedingten Verlust für die Übernahme der Ausfallhaftung durch die Lenzing AG in Höhe von TEUR 6.936,9 (31. Dezember 2022: TEUR 5.514,1) wird eine Haftungsübernahme gegenüber Dritten ausgewiesen.

Die Lenzing AG hat harte Patronatserklärungen, die in ihrer Höhe unbestimmt sind, abgegeben. Die Lenzing AG verpflichtet sich darin, die Lenzing Fibers (Grimsby) Limited sowie die Lenzing Fibers Inc. mit ausreichenden Mitteln auszustatten, damit sie ihre finanziellen Verpflichtungen aus abgeschlossenen Energielieferverträgen erfüllen können. Die Patronatserklärungen können von Seiten der Lenzing AG gekündigt werden.

Des Weiteren besteht eine Garantieerklärung der Lenzing AG, die in ihrer Höhe unbestimmt ist, in der sie garantiert, dass die Pulp Trading GmbH ihre finanziellen Verpflichtungen aus einem abgeschlossenen Liefervertrag erfüllt.

Darüber hinaus bestehen Garantieerklärungen der Lenzing AG, in der sie garantiert, dass die Lenzing (Thailand) Co., Ltd. ihre Bankverpflichtungen bis maximal TUSD 6.000,0 – d.s. TEUR 5.429,9 (31. Dezember 2022: bis maximal TUSD 6.000,0 – d.s. TEUR 5.625,0) und bis maximal TEUR 0,0 (2022: TEUR 6.000,0) erfüllt.

Des Weiteren bestehen Garantieerklärungen der Lenzing AG, in der sie garantiert, dass die LD Celulose S.A. ihre Bankverpflichtungen bis maximal TUSD 114.200,0 – d.s. TEUR 103.348,4 (31. Dezember 2022: bis maximal TUSD 114.200,0 – d.s. TEUR 107.063,2) und bis maximal TEUR 25.000,0 (31. Dezember 2022: TEUR 25.000,0) erfüllt.

Die Lenzing AG ist zu Kapitaleinschüssen in die Versicherungszelle White Rock Insurance (Europe) Protected Cell Company Limited verpflichtet, falls die finanziellen Mittel in der Zelle durch Schadenszahlungen an die Lenzing Töchter nicht ausreichen. Die maximale Einschusspflicht pro Jahr sind TEUR 16.000,0.

# Erläuterungen zur Gewinn- und Verlustrechnung

## Umsatzerlöse

Der Umsatz setzt sich wie folgt zusammen:

Umsatzerlöse nach Märkten	2023	2022
	TEUR	TEUR
Österreich	144.231,2	184.590,4
Europa inkl. Türkei ohne Österreich	500.487,1	553.046,1
Asien	319.598,7	358.593,1
Amerika (Nord-, Mittel- und Südamerika)	74.578,0	72.327,8
Sonstige	11.421,6	10.390,4
<b>Gesamt</b>	<b>1.050.316,6</b>	<b>1.178.947,8</b>

Umsatzerlöse nach Bereichen	2023	2022
	TEUR	TEUR
Division Fiber	847.479,5	944.487,3
Division Pulp	173.450,8	212.209,3
Others	29.386,4	22.251,3
<b>Gesamt</b>	<b>1.050.316,6</b>	<b>1.178.947,8</b>

## Sonstige betriebliche Erträge

Die übrigen sonstigen betrieblichen Erträge beinhalten:

Übrige sonstige betriebliche Erträge	2023	2022
	TEUR	TEUR
Forschungs-, Lehrlings- und Bildungsprämien	4.520,9	5.414,8
Beiträge des österreichischen Forschungsförderungsfonds	2.504,2	3.888,6
Auflösung von Wertberichtigungen	1.720,3	105,1
Erträge aus Emissionszertifikaten	26.910,6	6.145,4
Fremdwährungsdifferenzen	0,0	10.782,0
Zuschüsse für Energie	9.137,6	2.000,0
Übrige	1.366,7	459,3
<b>Gesamt</b>	<b>46.160,3</b>	<b>28.795,2</b>

## Personalaufwand

Die Aufwendungen für Altersversorgung (inkl. Rückstellungsdotierungen und -auflösungen sowie Erträgen aus der Rückdeckungsversicherung) setzen sich wie folgt zusammen:

Aufwendungen für	2023	2022
	TEUR	TEUR
Beitragssorientierte Pläne (Pensionskassenbeiträge)	4.801,1	2.070,9
Leistungsorientierte Pläne	-158,4	-174,9
<b>Gesamt</b>	<b>4.642,7</b>	<b>1.896,0</b>

Die Aufwendungen für Altersversorgung (inkl. Rückstellungsdotierungen und -auflösungen sowie Erträgen aus der Rückdeckungsversicherung) verteilen sich wie folgt:

Aufwendungen für	2023	2022
	TEUR	TEUR
Mitglieder des Vorstandes		
Aktive Mitglieder	200,4	150,2
Ehemalige Mitglieder und deren Hinterbliebene	1.277,5	-881,9
Leitende Arbeitnehmer:innen	85,4	87,8
Andere Arbeitnehmer:innen	3.079,4	2.539,9
<b>Gesamt</b>	<b>4.642,7</b>	<b>1.896,0</b>

Die Lenzing AG hat eine Rückdeckungsversicherung für Pensionsansprüche abgeschlossen. Der Aufwand aus diesen Pensionszusagen (exkl. Rückstellungsdotierungen und -auflösungen) in Höhe von TEUR 793,1 (2022: TEUR 730,7) sowie der Ertrag aus der Rückdeckungsversicherung von TEUR 158,4 (2022: TEUR 174,9) sind im Posten Aufwendungen für Altersversorgung enthalten.

Die Aufwendungen für Abfertigungen und Leistungen an betriebliche Mitarbeitervorsorgekassen (inkl. Rückstellungsdotierungen und -auflösungen der Rückstellung für Abfertigungen) setzen sich wie folgt zusammen:

Aufwendungen für	2023	2022
	TEUR	TEUR
Abfertigungen (inkl. freiwilligen Abfertigungen)	4.332,5	14.675,3
Leistungen an betriebliche Mitarbeitervorsorgekassen	2.583,1	2.661,6
<b>Gesamt</b>	<b>6.915,5</b>	<b>17.336,9</b>

Die Aufwendungen für Abfertigungen und Leistungen an betriebliche Mitarbeitervorsorgekassen (inkl. Rückstellungsdotierungen und -auflösungen) verteilen sich wie folgt:

Aufwendungen für	2023	2022
	TEUR	TEUR
Mitglieder des Vorstandes		
Aktive Mitglieder	32,9	56,2
Leitende Arbeitnehmer:innen	250,1	59,0
Andere Arbeitnehmer:innen	5.876,2	2.728,2
Sozialplan	756,2	14.493,5
<b>Gesamt</b>	<b>6.915,5</b>	<b>17.336,9</b>

Die **Aufwendungen für Jubiläumsgelder** (inkl. Rückstellungs-dotierungen und -auflösungen) verteilen sich wie folgt:

Aufwendungen für	2023	2022
	TEUR	TEUR
Löhne	262,4	-872,1
Gehälter	383,9	-331,9
Soziale Aufwendungen	381,1	-985,9
<b>Gesamt</b>	<b>1.027,4</b>	<b>-2.189,9</b>

## Abschreibungen

Die **Abschreibungen auf immaterielle Gegenstände des Anlagevermögens und Sachanlagen** beinhalten die planmäßigen Abschreibungen in Höhe von TEUR 71.172,0 (2022: TEUR 75.349,2).

Die außerplanmäßigen Abschreibungen auf immaterielle Gegenstände des Anlagevermögens und Sachanlagen in Höhe von TEUR 58.074,6 (2022: TEUR 231,8) betreffen Technischen Anlagen und Maschinen sowie Anlagen in Bau.

Die Erträge aus der Auflösung der Investitionszuschüsse der öffentlichen Hand vermindern die Abschreibungen in Höhe von TEUR 894,4 (2022: TEUR 987,6).

## Sonstige betriebliche Aufwendungen

Die **übrigen sonstigen betrieblichen Aufwendungen** umfassen:

Übrige sonstige betriebliche Aufwendungen	2023	2022
	TEUR	TEUR
Vertriebsaufwendungen (inkl. Werbeaufwendungen)	55.669,0	60.561,2
Instandhaltungen und Fremdleistungen	51.230,8	49.391,8
Konzernleistungen	39.627,6	40.260,9
Rechts-, Prüfungs- und Beratungsaufwendungen	37.603,8	18.227,1
Versicherungsaufwendungen	13.179,1	11.265,1
Miet- und Leasingaufwendungen	10.511,2	8.640,1
Gebühren, Spesen und sonstige Beiträge	7.652,4	5.527,7
Schulung der Belegschaft	4.628,6	5.741,9
Abfallentsorgung	3.133,4	3.588,5
Reise- und Fahrtkosten	3.716,1	4.412,4
Fremdwährungsdifferenzen	9.172,3	0,0
Sonstige Aufwendungen	15.929,2	11.102,3
<b>Gesamt</b>	<b>252.053,7</b>	<b>218.718,8</b>

In den sonstigen Aufwendungen sind vor allem Aufwendungen für Patente und Lizizenzen, allgemeine Verwaltungskosten, Wertberichtigungen, Aufwendungen für den Verbrauch von Büromaterial, Aufwendungen des Aufsichtsrates, Aufwendungen für Schutzartikel und Schutzkleidung sowie der Verbrauch von Lebensmitteln der werkseigenen Küche enthalten.

## Finanzergebnis

Die **Erträge aus Beteiligungen** betreffen im Wesentlichen Dividenden der Lenzing Fibers Holding GmbH in Höhe von TEUR 3.500,0 (2022: TEUR 0,0), der Lenzing Papier GmbH in Höhe von TEUR 2.640,0 (2022: TEUR 800,0) und des BZL – Bildungszentrum Lenzing GmbH in Höhe von TEUR 750,0 (2022: TEUR 450,0). Die Erträge aus Beteiligungen im Geschäftsjahr 2022

betrafen im Wesentlichen die Dividende der Lenzing Fibers (Shanghai) Co. Ltd. in Höhe von TEUR 8.234,7 und der Lenzing Fibers (Hongkong) Ltd. in Höhe von TEUR 1.238,1.

In den **Erträgen aus anderen Wertpapieren und Ausleihungen des Finanzanlagevermögens** sind Erträge aus Zinsforderungen an verbundene Unternehmen von TEUR 66.084,7 (2021: TEUR 32.809,9) erfasst.

**Sonstige Zinsen und ähnliche Erträge** resultieren im Wesentlichen aus der Aufzinsung von Ausleihungen in Höhe von TEUR 1.080,5 (2021: TEUR 1.031,6) und aus Guthaben bei Kreditinstituten von TEUR 6.831,0 (2021: TEUR 146,9).

Die **Erträge aus dem Abgang von und der Zuschreibung zu Finanzanlagen** enthalten im Wesentlichen die Zuschreibung von Beteiligungen und Ausleihungen in Höhe von TEUR 1.743,5 (2022: TEUR 2.597,4) und die Gewinne aus Aktienverkäufen in Höhe von TEUR 3.427,9 (2022: TEUR 812,1). Im Geschäftsjahr 2023 erfolgte eine Zuschreibung von Wertpapieren in Höhe von TEUR 255,1 (2022: Abschreibung TEUR 1.236,0).

Die **Aufwendungen aus Finanzanlagen** beinhalten Fremdwährungsverluste bzw. Fremdwährungseffekte auf Ausleihungen in Höhe von TEUR 10.805,1 (2022: Erträge in Höhe von TEUR 5.679,4) sowie die Abschreibungen von Ausleihungen und zugehörigen Zinsforderungen in Höhe von TEUR 20.630,1 (2022: TEUR 4.013,9).

## Steuern vom Einkommen und vom Ertrag

Die **laufenden Steuern vom Einkommen und vom Ertrag** setzen sich wie folgt zusammen:

Laufende Steuern vom Einkommen und vom Ertrag	2023	2022
	TEUR	TEUR
Körperschaftsteuer aus der Gruppenbesteuerung	23.596,7	13.806,9
Steuergutschrift vom Gruppenträger	0,0	-2.660,0
Steuerumlagen der Gruppenmitglieder	-63,9	-4.438,7
Steuerumlagen an Gruppenmitglieder	11.764,1	5.754,6
Sonstige Steuern vom Einkommen und vom Ertrag	8.483,7	5.206,2
<b>Gesamt</b>	<b>43.780,6</b>	<b>17.669,0</b>

In der Position Steuergutschrift vom Gruppenträger sind auch Beträge aus Vorperioden enthalten; dies führt im Geschäftsjahr 2023 zu einem Steuerertrag in Höhe von TEUR 0,0 (2022: TEUR 2.660,0).

Im Geschäftsjahr 2023 wurde ein latenter Steuerertrag für Verlustvorträge in Höhe von TEUR 43.393,4 (31. Dezember 2022: TEUR 4.626,4) und ein latenter Steuerertrag für die Verminderung der aktiven latenten Steuern in Höhe von TEUR 1.051,6 (2022: latenter Steueraufwand in der Höhe von TEUR 4.629,0) erfasst.

Die sonstigen Steuern vom Einkommen und vom Ertrag enthalten wie im Vorjahr im Wesentlichen Körperschaftsteuern aus Vorperioden und ausländische Quellensteuern.

# Sonstige Angaben

## Angaben zu sonstigen finanziellen Verpflichtungen und außerbilanziellen Geschäften

Verpflichtungen aus der Nutzung von in der Bilanz nicht ausgewiesenen Sachanlagen liegen aufgrund von Leasing-, Pacht- und Mietverträgen in folgendem Umfang vor:

Nutzungsverpflichtungen	31.12.2023	31.12.2022
	TEUR	TEUR
Im Folgejahr	6.829,2	7.125,4
In den folgenden fünf Jahren	16.491,2	15.191,7

Verpflichtungen aus offenen Bestellungen für die Lieferung von Sachanlagen liegen in folgender Höhe vor:

Bestellobligo	31.12.2023	31.12.2022
	TEUR	TEUR
Bestellobligo für Investitionsvorhaben	13.373,9	23.971,5
Davon gegenüber verbundenen Unternehmen	104,6	98,4

Es gibt rechtlich unverbindliche Erklärungen der Lenzing AG, Tochtergesellschaften mit ausreichend finanziellen Mitteln auszustatten („weiche Patronatserklärungen“), die sich nicht an bestimmte Personen richten.

Die Bankgarantien für Verbindlichkeiten aus laufenden Geschäftsbeziehungen betragen zum 31. Dezember 2023 TEUR 2.615,8 (31. Dezember 2022: TEUR 2.266,2).

Die Bankgarantien für die Eigenkapitaleinschüsse der Lenzing AG in die LD Celulose S.A. sind im Jahr 2022 ausgelaufen.

Im Geschäftsjahr 2021 wurde vor einem US-Gericht eine Klage auf nicht bezifferte Schadenersatzansprüche in Zusammenhang mit einer ehemaligen Beteiligung gegen die Lenzing AG eingebbracht. Die Lenzing AG hat diese Ansprüche zurückgewiesen. Eine Leistung von Schadenersatzzahlungen wurde vom Management per 31. Dezember 2023 sowie in den Vorjahren als nicht wahrscheinlich eingeschätzt. Details zur Vorsorge für Rechtsverteidigungskosten werden im Abschnitt „Rückstellungen“ erläutert.

## Verkauf von Forderungen / Factoring

Es bestehen Factoring-Vereinbarungen, aufgrund derer Banken zum Ankauf bestimmter Forderungen aus Lieferungen und Leistungen der Lenzing Gruppe über ein monatlich revolvierendes Nominalvolumen verpflichtet sind. Die Lenzing Gruppe ist zum Verkauf dieser Forderungen berechtigt. Die Vereinbarungen haben eine unbestimmte Laufzeit; jede Partei hat das Recht, die Vereinbarungen mit einer Frist aufzukündigen und dann auslaufen zu lassen. Die verkauften Forderungen sind kurzfristig und innerhalb eines Jahres fällig. Die Factoring-Vereinbarungen haben per 31. Dezember 2023 ein maximal ausnutzbares Nominalvolumen von insgesamt TEUR 80.000,0 (31. Dezember 2022: TEUR 50.000,0).

Die für die Risikobeurteilung relevanten Risiken der verkauften Forderungen sind das Kreditausfallsrisiko (Delkredererisiko), im Fall von Forderungen in Fremdwährung das Fremdwährungsrisiko und das Risiko verspäteter Zahlungen. Die kreditrisikobedingten Ausfälle und im Fall von Forderungen in Fremdwährung die Schwankungen der Wechselkurse stellen die wesentlichen mit diesen Forderungen verbundenen Chancen und Risiken dar. Das Risiko verspäteter Zahlungen wird bei allen Factoring-Vereinbarungen von der Lenzing AG getragen und als geringfügig eingeschätzt.

Die Lenzing AG übernimmt eine Ausfallhaftung von 10 Prozent pro Zahlungsausfall. Dieser nicht von einer anderen Partei erstattbare Betrag wird von der Bank nicht bevorschusst. Das verbleibende Kreditausfallsrisiko (90 Prozent pro Zahlungsausfall) und – im Fall von Forderungen, die nicht auf die Berichtswährung lauten – auch das Fremdwährungsrisiko übernimmt die Bank. Damit wurden die wesentlichen Chancen und Risiken zwischen der Lenzing AG und der Bank aufgeteilt; die Verfügungsmacht über die Forderungen ging allerdings auf die Bank über. Die Lenzing AG hat sich verpflichtet, Kreditversicherungen für die verkauften Forderungen abzuschließen und das Debitorenmanagement zu übernehmen. Die beteiligten Banken haben das Recht, überfällige Forderungen aus verfahrensrechtlichen Gründen im Fall eines Rechtsstreits an die Lenzing AG zurück zu übertragen. Dadurch wird jedoch das Kreditausfallsrisiko nicht an die Lenzing AG rückübertragen und es ergeben sich auch keine Auswirkungen auf die Liquidität der Lenzing AG.

Zum 31. Dezember 2023 waren aufgrund der Factoring-Vereinbarungen Forderungen in Höhe von insgesamt TEUR 71.231,5 (31. Dezember 2022: TEUR 55.473,4) verkauft und aus der Bilanz der Lenzing AG ausgebucht. Der nicht bevorschusste Betrag wird per 31. Dezember 2023 als sonstige Forderung in Höhe von TEUR 7.123,2 (31. Dezember 2022: TEUR 5.547,3; vor Fremdwährungsbewertung) ausgewiesen. Die beizulegenden Zeitwerte entsprechen den angegebenen Buchwerten, da insbesondere auch die Restlaufzeiten der betroffenen Forderungen kurzfristig sind. Die wesentlichen Vorschüsse aus den Factoring-Vereinbarungen sind mit Transaktionsbeginn im März 2022 an die Lenzing AG geflossen.

Der oben angeführte nicht bevorschusste Betrag entspricht aus Sicht der Lenzing AG dem theoretischen kreditrisikobedingten Maximalverlust für die Übernahme der Ausfallshaftung. In Höhe des beizulegenden Zeitwertes dieser Ausfallhaftung per 31. Dezember 2023 von TEUR 11,0 (31. Dezember 2022: 33,3 TEUR) wurde eine sonstige Rückstellung erfasst, der verbleibende Differenzbetrag in Höhe von TEUR 6.936,9 (31. Dezember 2022: TEUR 5.514,1) ist als Haftung gegenüber Dritten ausgewiesen.

Die von Kunden im Zeitraum zwischen der letzten Bevorschussung und dem Bilanzstichtag erhaltenen Zahlungen werden in den sonstigen Verbindlichkeiten abgegrenzt.

## Verwendung von derivativen Finanzinstrumenten

Die Lenzing AG setzt Devisentermingeschäfte sowie Zinswährungsderivate als Sicherungsgeschäfte ein, um Zins- und Währungsrisiken aus dem operativen Geschäft zu vermindern. Die Devisentermingeschäfte werden jährlich im Vorhinein auf Basis der voraussichtlichen Umsatzerlöse bzw. Materialaufwendungen in der betreffenden Fremdwährung festgelegt. Die Zinswährungsderivate dienen zur Absicherung des Zins- und Währungsrisikos eines Schuldscheindarlehens in USD mit variabler Verzinsung.

Zum Bilanzstichtag bestanden folgende Devisentermingeschäfte und Zinswährungsderivate:

**31.12.2023**

Art der derivativen Finanzinstrumente	Nominal <sup>1</sup>	Beizulegender Wert <sup>2</sup>				Bilanzposten
		Sicherungs-zeitraum	positiv	negativ	Buchwert	
		FW 1.000	bis	TEUR	TEUR	
<b>Devisentermingeschäfte</b>						
CNY/CNH-Verkauf / EUR-Kauf	508.600	11/2024	2.094,7	-68,5	0,0	-
USD-Kauf / EUR-Verkauf	140.000	12/2024	2.320,8	0,0	0,0	-
<b>Summe</b>			<b>4.415,5</b>	<b>-68,5</b>	<b>0,0</b>	
<b>Zinswährungsderivate</b>						
USD-Kauf / EUR-Verkauf	65.000	12/2024	2.012,2	0,0	0,0	-
<b>Nettoposition</b>			<b>6.359,2</b>			

1) Der Nominalwert wird als Bruttovolumen ausgewiesen.

2) beizulegender Wert: + = Forderung / - = Verbindlichkeit aus Sicht der Lenzing AG

**31.12.2022**

Art der derivativen Finanzinstrumente	Nominal <sup>1</sup>	Beizulegender Wert <sup>2</sup>				Bilanzposten
		Sicherungs-zeitraum	positiv	negativ	Buchwert	
		FW 1.000	bis	TEUR	TEUR	
<b>Devisentermingeschäfte</b>						
CNY/CNH-Verkauf / EUR-Kauf	734.800	12/2023	1.710,0	-380,5	0,0	-
USD-Kauf / EUR-Verkauf	11.400	01/2023	0,0	-552,7	0,0	-
<b>Summe</b>			<b>1.710,0</b>	<b>-933,2</b>	<b>0,0</b>	
<b>Zinswährungsderivate</b>						
USD-Kauf / EUR-Verkauf	65.000	12/2024	5.723,7	0,0	0,0	-
<b>Nettoposition</b>			<b>6.500,5</b>			

1) Der Nominalwert wird als Bruttovolumen ausgewiesen.

2) beizulegender Wert: + = Forderung / - = Verbindlichkeit aus Sicht der Lenzing AG

Die in den obigen Tabellen angegebenen beizulegenden Werte der derivativen Finanzinstrumente entsprechen den Marktwerthen zum Bilanzstichtag. Sie wurden unter Anwendung anerkannter finanzmathematischer und gegebenenfalls statistischer Bewertungsmodelle und aktueller Marktparameter zum Bilanzstichtag durch Banken, andere externe Partner bzw. intern ermittelt.

Bei den beizulegenden Werten der Sicherungsgeschäfte handelt es sich um unrealisierte Gewinne bzw. Verluste, die sich mit den gegenläufigen Verlusten bzw. Gewinnen aus den dazugehörigen Grundgeschäften ausgleichen.

In Anwendung der AFRAC-Stellungnahme „Die unternehmensrechtliche Bilanzierung von Derivaten und Sicherungsinstrumenten“ vom Dezember 2020 werden zum Bilanzstichtag dokumentierte Sicherungsbeziehungen (Bewertungseinheiten) zwischen Devisentermingeschäften bzw. Zinswährungsderivaten, die als Sicherungsinstrumente dienen, und Grundgeschäften zur Absicherung von Fremdwährungs- bzw. Zinsrisiken, gebildet. Liegt eine derartige Bewertungseinheit vor, ist ein Derivat am Bilanzstichtag nicht gesondert zu bewerten. Bewertungsobjekt ist vielmehr das bereits bilanzierte abgesicherte Grundgeschäft (Fremdwährungsforderung bzw. -verbindlichkeit, bzw. die variabel verzinsten Verbindlichkeit) zusammen mit dem Sicherungsgeschäft (Devisentermingeschäft bzw. Zinswährungsswap).

Zur Absicherung gegen Zins- und Währungsrisiken aus der Aufnahme von Schuldscheindarlehen in Fremdwährung werden in der Lenzing AG Zinswährungsswaps eingesetzt. Diese derivativen Finanzinstrumente dienen dazu, die Variabilität zwischen den Zins- und Tilgungszahlungen der erhaltenen Schuldscheindarlehen in USD auszugleichen. Die Sicherungsgeschäfte werden zur Absicherung des Fremdwährungsänderungsrisikos aus der Aufnahme der Schuldscheindarlehen in USD und den Rück- und Zinszahlungen in Fremdwährung sowie des Zinsrisikos, welches aus den variablen Zinszahlungen des gesicherten Grundgeschäfts resultiert, festgelegt. Die ineffektiven Anteile der Derivate werden, sofern negativ, als Drohverlust rückgestellt (per 31. Dezember 2023: TEUR 0,0 und per 31. Dezember 2022: TEUR 0,0). Die Bestimmung der Ineffektivität erfolgt unter Anwendung der Dollar-Offset-Methode unter Rückgriff auf ein hypothetisches Derivat.

Bei Devisentermingeschäften werden bei der Bemessung einer allfälligen Drohverlustrückstellung mit an Sicherheit grenzender Wahrscheinlichkeit eintretende gegenläufige, erfolgswirksame Zahlungsströme berücksichtigt (zukünftige Zahlungseingänge aus geplanten Umsatzerlösen bzw. Zahlungsausgänge aus geplanten Materialaufwendungen in Fremdwährung). Im Jahresabschluss 2023 sowie 2022 wurde keine Rückstellung für drohende Verluste für negative Marktwerte von Derivaten mit einer ursprünglichen Laufzeit von mehr als 12 Monaten gebildet. Zum 31. Dezember 2023 wurde auf eine Drohverlustrückstellung aus kurzfristigen Sicherungsbeziehungen zukünftiger Zahlungsströme in Höhe von TEUR 68,5 (31. Dezember 2022: TEUR 933,2) verzichtet, da sich diese unrealisierten Verluste mit hoher Eintrittswahrscheinlichkeit mit den gegenläufigen unrealisierten Gewinnen aus den zukünftigen Zahlungseingängen bzw. Zahlungsausgängen in Fremdwährung ausgleichen werden.

Der wirksame Ausgleich zwischen unrealisierten Verlusten und Gewinnen wird durch Effektivitätstests nachgewiesen. Bei Fremdwährungsabsicherungen werden die Grundgeschäfte und die Sicherungsinstrumente für die Effektivitätsmessung je Währung in zumindest quartalsweisen Laufzeitbändern zusammengefasst. Die prospektive Sicherungswirkung der Sicherungsbeziehungen wird durch einen Vergleich der wesentlichsten Konditionen nachgewiesen. Dabei werden die geplanten Grundgeschäfte den abgeschlossenen Sicherungsinstrumenten gegenübergestellt. Die retrospektive Sicherungswirkung der Bewertungseinheiten wird durch Vergleich der seit Sicherungsbeginn tatsächlich erfolgten Zahlungsströme der Grundgeschäfte mit den tatsächlichen Zahlungsströmen der Sicherungsinstrumente nach der Kompensierungsmethode beurteilt. Aufgrund der identen, aber gegenläufigen Parameter kann von einer hoch wirksamen Sicherungsbeziehung ausgegangen werden.

An der Bonität der Kontrahenten, die an einer Bewertungseinheit beteiligt sind, bestehen zum Bilanzstichtag keinerlei Zweifel.

## Organe und Arbeitnehmer:innen

Durchschnittliche Zahl der Mitarbeiter:innen (FTE)	2023	2022
Angestellte	1.277	1.323
Arbeiter:innen	1.538	1.566
<b>Gesamt</b>	<b>2.815</b>	<b>2.889</b>

# Beziehungen zu den Mitgliedern des Vorstandes und den Mitgliedern des Aufsichtsrates der Lenzing AG

Die aufgewendeten Vergütungen für das Management in Schlüsselpositionen im Rahmen ihrer Funktion, das sich aus den aktiven Mitgliedern des Vorstandes und des Aufsichtsrates der Lenzing AG zusammensetzt, stellen sich zusammengefasst wie folgt dar (inklusive Rückstellungsveränderungen):

<b>Vergütung des Managements in Schlüsselpositionen (aufgewendet)</b>		<b>TEUR</b>
	<b>2023</b>	<b>2022</b>
<b>Vergütung des Vorstandes</b>		
Grundgehalt	2.075,7	1.933,7
Sachbezüge und andere Vorteile (insb. zur Nutzung überlassene Geschäftsfahrzeuge)	60,0	45,9
Kurzfristiger variabler Leistungsbonus (Short-Term Incentive; STI)	0,0	75,0
Außerordentliche Vergütungsleistungen (Sonderboni)	1.215,0	200,0
<b>Kurzfristig fällige Leistungen</b>	<b>3.350,7</b>	<b>2.254,6</b>
Langfristiger variabler Leistungsbonus (Long-Term Incentive; LTI)	-203,9	-322,9
Außerordentliche Vergütungsleistungen (Sonderboni)	1.430,0	0,0
<b>Andere langfristig fällige Leistungen</b>	<b>1.226,1</b>	<b>-322,9</b>
Beiträge zur überbetrieblichen Pensionskasse	233,3	208,0
<b>Leistungen nach Beendigung des Arbeitsverhältnisses</b>	<b>233,3</b>	<b>208,0</b>
Einmalige Abfindung	402,9	200,0
<b>Leistungen aus Anlass der Beendigung des Arbeitsverhältnisses</b>	<b>402,9</b>	<b>200,0</b>
<b>Vergütung des Vorstandes</b>	<b>5.212,9</b>	<b>2.339,7</b>
<b>Vergütung des Aufsichtsrates</b>		
Kurzfristig fällige Leistungen	1.221,5	745,1
<b>Summe</b>	<b>6.434,4</b>	<b>3.084,9</b>

Die Zielgröße für den langfristigen Bonusanteil (Long-Term Incentive / LTI) der Vorstände setzt sich aus ausgewählten Kennzahlen der Lenzing Gruppe zusammen, jeweils über einen dreijährigen Berechnungszeitraum. Zusätzlich wird in diesen Berechnungszeiträumen die Kapitalmarktpreformance der Gesellschaft im Vergleich zu einer ausgewählten Gruppe börsennotierter Unternehmen bewertet.

Den vom Betriebsrat delegierten Arbeitnehmervertretern im Aufsichtsrat steht neben der Vergütung für Ihre Tätigkeit im Aufsichtsrat (insbesondere Sitzungsgelder) eine reguläre Entlohnung (Lohn oder Gehalt und Abfertigungs- sowie Jubiläumsgeldzahlungen) im Rahmen ihres Dienstvertrages zu. Die Entlohnung entspricht einer angemessenen Vergütung für die ausgeübte Funktion bzw. Tätigkeit im Unternehmen.

In markt- und konzernüblicher Weise gewährt die Lenzing AG den Mitgliedern des Vorstandes, wie auch teilweise ihren leitenden Angestellten und dem Aufsichtsrat, weitere Leistungen, die als geldwerte Vorteile angesehen werden. So besteht Versicherungsschutz (D&O, Unfall- und Rechtsschutzversicherung etc.), dessen Kosten von der Lenzing Gruppe getragen wird. Es erfolgen Gesamtprämienzahlungen an die Versicherer, sodass eine spezifische Zuordnung an den Vorstand und Aufsichtsrat nicht stattfindet. Außerdem werden den Mitgliedern des Vorstandes und teilweise den leitenden Angestellten Geschäftsfahrzeuge zur Nutzung überlassen. Daneben erhalten die Mitglieder des Vorstandes und des Aufsichtsrates Aufwandersatz für angefallene Kosten, insbesondere für Reisespesen. Die Grundsätze des Vergütungssystems für Vorstand und Aufsichtsrat sind im Vergütungsbericht laut Konzern-Notes 2023 der Lenzing Gruppe detailliert ausgeführt und veröffentlicht.

Mitgliedern des Vorstandes und des Aufsichtsrates wurden keine Vorschüsse, Kredite oder Haftungen gewährt. Die Lenzing Gruppe ist keine Haftungsverhältnisse zu Gunsten des Vorstandes und des Aufsichtsrates eingegangen.

Für die ehemaligen Mitglieder des Vorstandes der Lenzing AG oder deren Hinterbliebene wurden Leistungen nach Beendigung des Arbeitsverhältnisses in der Höhe von TEUR 1.277,5 (2022: Erträge in Höhe von TEUR 881,9) erfasst. Der Barwert der dafür gebildeten Pensionsrückstellung nach Abzug des beizulegenden Zeitwerts des Planvermögens (Nettoschuld) beträgt zum 31. Dezember 2023 TEUR 5.547,5 (31. Dezember 2022: TEUR 4.922,9).

## Honorare des Abschlussprüfers

Die aufgewendeten Honorare für Leistungen der KPMG Austria GmbH, Linz setzten sich wie folgt zusammen:

<b>Aufgewendete Honorare des Abschlussprüfers</b>	<b>2023</b>	<b>2022</b>
	<b>TEUR</b>	<b>TEUR</b>
Prüfung des Jahresabschlusses (inkl. Konzernabschluss)	482,5	385,1
Andere Bestätigungsleistungen	419,2	199,1
Sonstige Leistungen	1.883,2	162,5
<b>Gesamt</b>	<b>2.784,9</b>	<b>746,6</b>

## Angaben zur Gruppenbesteuerung

Die Lenzing AG und die im Gruppenvertrag einbezogenen Tochtergesellschaften sind Gruppenmitglieder in der zwischen der B&C Holding Österreich GmbH als Gruppenträger und der Lenzing AG sowie weiteren Tochtergesellschaften der Lenzing AG als Gruppenmitglieder am 27. Juli 2017 abgeschlossenen steuerlichen Unternehmensgruppe gemäß § 9 öKStG (österreichisches Körperschaftsteuergesetz). Der Steuerausgleichsvertrag wurde mit Wirkung ab dem Wirtschaftsjahr 2021 der Lenzing AG sowie der (un)mittelbaren Tochtergesellschaften, die ebenfalls Gruppenmitglieder sind, am 04. November 2021 neu gefasst, in dem auch die Neuregelungen betreffend Zinsschranke (§ 12a KStG) berücksichtigt sind.

Im Zuge der Gruppenbesteuerung kommt es zwischen den einbezogenen Gruppenmitgliedern zu einer Aufrechnung von steuerlichen Gewinnen und Verlusten. Zukünftige Steuerverpflichtungen aus der Anrechnung von Verlusten ausländischer Tochtergesellschaften werden ohne Abzinsung im Jahresabschluss erfasst. Der Gruppen- und Steuerausgleichsvertrag verpflichtet die Lenzing AG, eine Steuerumlage in Höhe der auf den steuerpflichtigen Gewinn der Gesellschaft und der in die Gruppe einbezogenen Tochtergesellschaften entfallenden Körperschaftsteuer zu entrichten. Allfällige beim Gruppenträger auf das gesamte Gruppenergebnis effektiv anrechenbare in- und ausländische Quellensteuern sowie weitergeleitete Mindestkörperschaftsteuern kürzen die von der Lenzing AG zu zahlende Steuerumlage. Die gesamten Steuerumlagen inklusive Verpflichtungen aus der Nachversteuerung der Verluste ausländische Tochtergesellschaften werden als Forderung oder Verbindlichkeit gegenüber verbundenen Unternehmen ausgewiesen.

Sofern im Veranlagungsjahr laufende Verluste bzw. Verlustvorträge, die vom Gruppenträger selbst verursacht wurden, gegen positive Ergebnisse der Steuergruppe der Lenzing AG verrechnet werden können, kommt es zu einer Reduktion der von der Lenzing AG zu leistenden Steuerumlage. Die Reduktion der Steuerumlage beträgt 25 Prozent des geltenden Körperschaftsteuersatzes von 24 Prozent (somit 6 Prozent) der in einem Veranlagungsjahr des Gruppenträgers mit positiven Ergebnissen verrechneten gruppenträgereigenen laufenden Verluste bzw. Verlustvorträge.

Aus der steuerlichen Unternehmensgruppe hat die Lenzing AG im Geschäftsjahr 2023 (inklusive Beträge aus Vorperioden) eine Steuergutschrift in Höhe von TEUR 0,0 (2022: TEUR 2.660,0) ergebniswirksam verbucht. Im Geschäftsjahr 2023 erfolgte gemäß der vertraglichen Verpflichtung die Zahlung der Anpassung zur Steuerumlage 2021 (inkl. Anspruchszinsen) an den Gruppenträger in Summe von TEUR 153,4 (2022: die Zahlung der Steuerumlage 2021 und die Vorauszahlungen der Steuerumlage 2022 an den Gruppenträger in Summe von TEUR 20.679,1). Aufgrund des steuerlichen Verlusts im Vorjahr erfolgte außerdem eine Rückzahlung der Körperschaftsteuervorauszahlungen abzüglich Mindestkörperschaftsteuer in Höhe von TEUR 10.589,5 durch den Gruppenträger an die Lenzing AG.

Zum 31. Dezember 2023 bilanziert die Lenzing AG aus der Steuerumlage eine Verbindlichkeit in Höhe von TEUR 4.758,7 (31. Dezember 2022: eine Forderung in Höhe von TEUR 10.437,8) gegenüber dem Gruppenträger. Darüber hinaus bestehen Verbindlichkeiten aus der Nachversteuerung der Verluste ausländische Tochtergesellschaften in Höhe von TEUR 48.001,3 (31. Dezember 2022: TEUR 28.905,3) gegenüber dem Gruppenträger. Die Steuerlatenz auf den steuerlichen Verlust in Höhe von TEUR 48.019,8 (31. Dezember 2022: TEUR 4.626,4) wird in den aktiven latenten Steuern erfasst. Im Jahr 2023 wird aus der Steuerumlage ein Ertragsteuer-Ertrag in Höhe von TEUR 38.892,8 (2022: TEUR 2.402,9) gegenüber dem Gruppenträger ausgewiesen.

Ein steuerlicher Verlust der Lenzing AG inklusive der beteiligten Tochtergesellschaften wird evident gehalten und mit künftigen steuerlichen Gewinnen verrechnet. Für bei Beendigung des Vertrages nicht verrechnete Verluste ist eine Ausgleichszahlung vereinbart.

Mit den einbezogenen Tochtergesellschaften wurde ein Ergänzungsvertrag abgeschlossen, welcher ebenfalls mit Wirkung ab dem Wirtschaftsjahr 2021 neu gefasst wurde. Dieser Vertrag verpflichtet das jeweilige österreichische Gruppenmitglied, eine Steuerumlage in Höhe der auf seinen steuerpflichtigen Gewinn entfallenden Körperschaftsteuer an die Lenzing AG zu entrichten. Die Lenzing AG ist verpflichtet, der jeweiligen Gesellschaft im Fall eines Verlustes eine Steuergutschrift in der Höhe der durch den Verlust bewirkten Steuerentlastung zu erteilen. Steuerliche Verluste von ausländischen Gruppenmitgliedern, welche in die Gruppenbesteuerung einbezogen werden, kürzen die geschuldete Steuerumlage des betreffenden Gruppenmitglieds maximal auf null. Die darüberhinausgehenden ausländischen Verluste werden in einem internen Verlustvortrag evident gehalten und mit künftigen ausländischen Gewinnen, die nachversteuert werden müssen, gegenverrechnet. Dies führt analog zur Steuerumlage der inländischen Gruppenmitglieder zu einem Ausweis als Verbindlichkeiten gegenüber verbundenen Unternehmen.

## Direkte Beteiligungen zum 31.12.2023

Beteiligung	Währung	Nennkapital	Anteil in Prozent	Eigenkapital 31.12.2023	Jahresüberschuss/-fehlbetrag 2023
				TEUR	TEUR
Beech Investment s.r.o., Zlaté Moravce, Slowakei	EUR	6.639	100,00	178,6 <sup>4</sup>	3,9 <sup>4</sup>
BZL-Bildungszentrum Lenzing GmbH, Lenzing	EUR	43.604	75,00	1.499,2	802,3
EQUI-Fibres Beteiligungsgesellschaft mbH, Kelheim, Deutschland	EUR	2.000.000	20,00	1.676,5 <sup>4</sup>	-33,4 <sup>4</sup>
Gemeinnützige Siedlungsgesellschaft m.b.H. für den Bezirk Vöcklabruck, Lenzing	EUR	1.155.336	99,90	56.756,6 <sup>4</sup>	2.617,4 <sup>4</sup>
LD Celulose S.A., São Paulo, Brasilien	BRL	2.913.721.980	51,00	628.950,5 <sup>4</sup>	94.092,6 <sup>4</sup>
LD Florestal S.A., São Paulo, Brasilien	BRL	177.452.357	50,00	32.849,3 <sup>4</sup>	5.341,6 <sup>4</sup>
Lenzing (Thailand) Co., Ltd., Bangkok, Thailand	THB	5.368.463.500	100,00	-41.626,8 <sup>4</sup>	-108.394,6 <sup>4</sup>
Lenzing Fibers (Hongkong) Ltd., Hong Kong, China	HKD	30.300.000	100,00	6.259,1 <sup>4</sup>	478,1 <sup>4</sup>
Lenzing Fibers (Shanghai) Co., Ltd., Shanghai, China	USD	200.000	100,00	23.453,7 <sup>4</sup>	3.480,3 <sup>4</sup>
Lenzing Fibers Holding GmbH, Lenzing	EUR	35.000	100,00	234.501,7	9.961,3
Lenzing Fibers India Private Ltd., Coimbatore, Indien	INR 1.000	25.464	100,00	2.155,9 <sup>4</sup>	733,5 <sup>4</sup>
Lenzing Germany GmbH, Münchberg, Deutschland	EUR	28.000	100,00	37,5 <sup>4</sup>	12,5 <sup>4</sup>
Lenzing Global Finance GmbH, München, Deutschland	EUR	25.000	100,00	196,5 <sup>3</sup>	13,2 <sup>3</sup>
Lenzing Italy S.r.l., Rom, Italien	EUR	25.000	100,00	27,2 <sup>4</sup>	2,2 <sup>4</sup>
Lenzing Land Holding LLC., Dover, USA	USD	10.000	100,00	1.352,0 <sup>4</sup>	160,7 <sup>4</sup>
Lenzing Modi Fibers India Private Limited, Mumbai, Indien	INR 1.000	1.187.241	96,54	5.579,7 <sup>4</sup>	-138,9 <sup>4</sup>
Lenzing Papier GmbH, Lenzing	EUR	35.000	40,00	23.955,4 <sup>5</sup>	9.755,3 <sup>5</sup>
Lenzing Singapore Pte. Ltd., Singapur, Republik Singapur	EUR	1.000.000	100,00	2.622,7 <sup>4</sup>	172,6 <sup>4</sup>
PT. Pura Golden Lion, Jakarta, Indonesien	IDR 1.000	2.500.000	40,00	4.549,9 <sup>4</sup>	143,1 <sup>4</sup>
PT. South Pacific Viscose, Purwakarta, Indonesien	IDR 1.000	150.068.343	96,53 <sup>2</sup>	-120.875,9 <sup>4</sup>	-301.979,4 <sup>4</sup>
Pulp Trading GmbH, Lenzing	EUR	40.000	100,00	208.340,8	3.036,9
RVL Reststoffverwertung Lenzing GmbH, Lenzing	EUR	36.336	50,00	85,8	1,4

1) 2022

2) Der direkt von der Lenzing AG gehaltene Anteil beträgt 93,29 Prozent, inkl. der indirekt gehaltenen Anteile beträgt der durchgerechnete Anteil 96,54 Prozent.

3) Eigenkapital und Ergebnis wurden nach lokalem Recht ermittelt.

4) Eigenkapital und Ergebnis wurden aus den zur Erstellung des Konzernabschlusses herangezogenen Abschlüssen, welche entsprechend IFRS aufgestellt wurden, entnommen.

5) Vorläufig

## Direkte Beteiligungen zum 31.12.2022

Beteiligung	Währung	Nennkapital	Anteil in Prozent	Eigenkapital 31.12.2022	Jahresüberschuss/-fehlbetrag 2022
				TEUR	TEUR
Beech Investment s.r.o., Zlaté Moravce, Slowakei	EUR	6.639	100,00	174,7 <sup>3</sup>	1,9 <sup>3</sup>
BZL-Bildungszentrum Lenzing GmbH, Lenzing	EUR	43.604	75,00	1.696,9	1.022,6
EQUI-Fibres Beteiligungsgesellschaft mbH, Kelheim, Deutschland	EUR	2.000.000	20,00	1.676,5 <sup>2</sup>	-33,38 <sup>2</sup>
Gemeinnützige Siedlungsgesellschaft m.b.H. für den Bezirk Vöcklabruck, Lenzing	EUR	1.155.336	99,90	56.756,6	2.617,4
LD Celulose S.A., São Paulo, Brasilien	BRL	2.913.721.980	51,00	560.676,0 <sup>3</sup>	30.334,1 <sup>3</sup>
LD Florestal S.A., São Paulo, Brasilien	BRL	177.452.357	50,00	26.157,4 <sup>3</sup>	8.172,7 <sup>3</sup>
Lenzing (Thailand) Co., Ltd., Bangkok, Thailand	THB	5.368.463.500	100,00	67.196,9 <sup>3</sup>	-47.663,3 <sup>3</sup>
Lenzing Fibers (Hongkong) Ltd., Hong Kong, China	HKD	30.300.000	100,00	5.996,4 <sup>3</sup>	-700,8 <sup>3</sup>
Lenzing Fibers (Shanghai) Co., Ltd., Shanghai, China	USD	200.000	100,00	21.335,7 <sup>3</sup>	396,9 <sup>3</sup>
Lenzing Fibers Holding GmbH, Lenzing	EUR	35.000	100,00	228.040,3	-9,2
Lenzing Fibers India Private Ltd., Coimbatore, Indien	INR 1.000	25.464	100,00	1.518,8 <sup>3</sup>	969,4 <sup>3</sup>
Lenzing Global Finance GmbH, München, Deutschland	EUR	25.000	100,00	183,2 <sup>3</sup>	11,7 <sup>3</sup>
Lenzing Land Holding LLC., Dover, USA	USD	10.000	100,00	1.237,6 <sup>3</sup>	168,4 <sup>3</sup>
Lenzing Modi Fibers India Private Limited, Mumbai, Indien	INR 1.000	1.187.241	96,52	5.900,8 <sup>3</sup>	-153,0 <sup>3</sup>
Lenzing Papier GmbH, Lenzing	EUR	35.000	40,00	20.800,2 <sup>4</sup>	12.672,7 <sup>4</sup>
Lenzing Singapore Pte. Ltd., Singapur, Republik Singapur	EUR	1.000.000	100,00	2.501,7 <sup>3</sup>	705,6 <sup>3</sup>
PT. Pura Golden Lion, Jakarta, Indonesien	IDR 1.000	2.500.000	40,00	4.852,1 <sup>4</sup>	294,8 <sup>4</sup>
PT. South Pacific Viscose, Purwakarta, Indonesien	IDR 1.000	106.614.724	95,1 <sup>1</sup>	127.043,0 <sup>4</sup>	-101.480,8 <sup>4</sup>
Pulp Trading GmbH, Lenzing	EUR	40.000	100,00	205.303,9	74.647,0
RVL Reststoffverwertung Lenzing GmbH, Lenzing	EUR	36.336	50,00	84,3	1,3

1) Der direkt von der Lenzing AG gehaltene Anteil beträgt 91,87 Prozent, inkl. der indirekt gehaltenen Anteile beträgt der durchgerechnete Anteil 95,12 Prozent.

2) Eigenkapital und Ergebnis wurden nach lokalem Recht ermittelt.

3) Eigenkapital und Ergebnis wurden aus den zur Erstellung des Konzernabschlusses herangezogenen Abschlüssen, welche entsprechend IFRS aufgestellt wurden, entnommen.

4) Änderung Vorjahreswert

## Verwendung des Ergebnisses 2023

Der Jahresfehlbetrag nach UGB des Geschäftsjahrs 2023 der Lenzing AG wird wie folgt verwendet:

EUR	
Das Geschäftsjahr 2023 endet mit einem Jahresfehlbetrag von	-560.915.458,08
nach Auflösung von (freien) Gewinnrücklagen von	560.915.458,08
verbleibt ein Bilanzgewinn von	0,00

# Organe der Gesellschaft

## Mitglieder des Aufsichtsrates

- Thomas Cord Prinzhorn, MBA  
Vorsitzender (seit 26. April 2022)
- Dr. Stefan Fida  
Stellvertretender Vorsitzender
- Mag. Helmut Bernkopf
- Dr. Christian Bruch
- Nicole van der Elst Desai (seit 19. April 2023)
- Dr. Markus Fürst, MBA
- KR Dr. Franz Gasselsberger, MBA
- Melody Harris-Jensbach
- Mag. Gerhard Schwartz (seit 19. April 2023)
- Dr. Astrid Skala-Kuhmann
- Dipl.-Bw. Peter Edelmann  
Vorsitzender (bis 26. April 2022)
- Mag. Patrick Prügger (bis 19. April 2023)

## Vom Betriebsrat delegiert

- Johann Schernberger  
Vorsitzender des Konzernbetriebsrates  
Vorsitzender des Arbeiterbetriebsrates
- Helmut Kirchmair  
Vorsitzender des Betriebsausschusses  
Stellvertretender Vorsitzender des Arbeiterbetriebsrates
- Georg Liftinger  
Stellvertretender Vorsitzender des Betriebsausschusses  
Vorsitzender des Angestelltenbetriebsrates  
Stellvertretender Vorsitzender des Konzernbetriebsrates
- Bonita Haag (seit 19. April 2023)
- Stephan Gruber (seit 19. April 2023)  
Stellvertretender Vorsitzender des Angestelltenbetriebsrates
- Herbert Brauneis (bis 19. April 2023)  
Stellvertretender Vorsitzender des Arbeiterbetriebsrates
- Ing. Daniela Födinger (bis 19. April 2023)  
Stellvertretende Vorsitzende des Angestelltenbetriebsrates

## Mitglieder des Vorstandes

- DI Stephan Sielaff  
Chief Executive Officer (seit 1. April 2022)
- Dr. Nico Reiner  
Chief Financial Officer (seit 1. Jänner 2023)
- DI Christian Skilich, MBA, LLM  
Chief Pulp Officer & Chief Technology Officer
- Robert van de Kerkhof, MBA  
Chief Commercial Officer (bis 31. Dezember 2023)
- Thomas Cord Prinzhorn, MBA  
Chief Executive Officer (4. November 2021 bis 31. März 2022)
- Mag. Thomas Obendrauf, MBA  
Chief Financial Officer (bis 31. Mai 2022)

## **Wesentliche Ereignisse nach dem Bilanzstichtag**

Nach dem Bilanzstichtag 31. Dezember 2023 sind keine Vorgänge von wesentlicher Bedeutung für die Lenzing AG bekannt geworden, die zu einer anderen Darstellung der Vermögens-, Finanz- und Ertragslage geführt hätten.

Lenzing, am 28. Februar 2024

**Lenzing Aktiengesellschaft**

**Der Vorstand**

**DI Stephan Sielaff**  
Chief Executive Officer

**Dr. Nico Reiner**  
Chief Financial Officer

**DI Christian Skilich, MBA, LLM**  
Chief Pulp Officer & Chief Technology Officer

# Entwicklung des Anlagevermögens

für den Zeitraum 01. Jänner 2023 bis 31. Dezember 2023

	Anschaffungs- bzw. Herstellungskosten	Zugänge	Umbuchungen	Abgänge	Anschaffungs- bzw. Herstellungskosten
	01.01.2023	2023	2023	2023	31.12.2023
<b>I. Immaterielle Vermögensgegenstände</b>	<b>EUR</b>	<b>EUR</b>	<b>EUR</b>	<b>EUR</b>	<b>EUR</b>
1. Rechte	64.949.031,44	58.886,76	136.881,34	-1.118,18	65.143.681,36
2. Firmenwert	650.240,60	0,00	0,00	0,00	650.240,60
Summe Immaterielle Vermögensgegenstände	<b>65.599.272,04</b>	<b>58.886,76</b>	<b>136.881,34</b>	<b>-1.118,18</b>	<b>65.793.921,96</b>
<b>II. Sachanlagen</b>					
1. Grundstücke, grundstücksgleiche Rechte und Bauten, einschließlich der Bauten auf fremdem Grund					
a) Wohngebäude					
Grundwert	3.287.093,99	339.013,57	0,00	0,00	3.626.107,56
Gebäudewert	2.550.935,20	-339.013,57	0,00	0,00	2.211.921,63
b) Geschäfts- und Fabriksgebäude und andere Baulichkeiten					
Grundwert	1.683.122,57	0,00	0,00	0,00	1.683.122,57
Gebäudewert	319.383.054,76	7.581.700,90	4.128.229,79	0,00	331.092.985,45
c) Unbebaute Grundstücke	2.672.544,88	0,00	0,00	0,00	2.672.544,88
	<b>329.576.751,40</b>	<b>7.581.700,90</b>	<b>4.128.229,79</b>	<b>0,00</b>	<b>341.286.682,09</b>
2. Technische Anlagen und Maschinen	1.732.367.692,62	33.627.494,73	18.937.853,81	-2.199.555,51	1.782.733.485,65
3. Andere Anlagen, Betriebs- und Geschäftsausstattung	106.416.259,65	6.866.071,17	522.171,96	-828.508,50	112.975.994,28
4. Anlagen in Bau	34.206.242,04	14.684.291,34	22.074.027,53	0,00	26.816.505,85
5. Geleistete Anzahlungen	1.651.109,37	884.463,15	-1.651.109,37	0,00	884.463,15
Summe Sachanlagen	<b>2.204.218.055,08</b>	<b>63.644.021,29</b>	<b>-136.881,34</b>	<b>-3.028.064,01</b>	<b>2.264.697.131,02</b>
<b>III. Finanzanlagen</b>					
1. Anteile an verbundenen Unternehmen	956.575.993,74	53.765.374,52	0,00	0,00	1.010.341.368,26
2. Ausleihungen an verbundene Unternehmen	667.247.666,47	191.002.216,80	0,00	-74.457.557,92	783.792.325,35
3. Beteiligungen	28.922.634,30	0,00	0,00	0,00	28.922.634,30
4. Wertpapiere (Wertrechte) des Anlagevermögens	16.886.040,57	1.511.589,00	0,00	-1.189.567,60	17.208.061,97
5. Sonstige Ausleihungen	16.891.669,41	1.763.103,62	0,00	-2.616.539,21	16.038.233,82
Summe Finanzanlagen	<b>1.686.524.004,49</b>	<b>248.042.283,94</b>	<b>0,00</b>	<b>-78.263.664,73</b>	<b>1.856.302.623,70</b>
	<b>3.956.341.331,61</b>	<b>311.745.191,99</b>	<b>0,00</b>	<b>-81.292.846,92</b>	<b>4.186.793.676,68</b>

1) inklusive geringwertige Vermögensgegenstände in Höhe von EUR 459.496,04

Abschreibungen kumuliert	Abschreibungen kumuliert						Buchwert
	Abschreibungen	Zuschreibungen	Umbuchungen	Abgänge	Abschreibungen kumuliert	Buchwert	Buchwert
01.01.2023	2023	2023	2023	2023	31.12.2023	31.12.2023	31.12.2022
EUR	EUR	EUR	EUR	EUR	EUR	EUR	EUR
62.055.702,36	1.078.280,57	0,00	0,00	-948,80	63.133.034,13	2.010.647,23	2.893.329,08
418.205,46	43.349,37	0,00	0,00	0,00	461.554,83	188.685,77	232.035,14
<b>62.473.907,82</b>	<b>1.121.629,94</b>	<b>0,00</b>	<b>0,00</b>	<b>-948,80</b>	<b>63.594.588,96</b>	<b>2.199.333,00</b>	<b>3.125.364,22</b>
0,04	0,00	0,00	0,00	0,00	0,04	3.626.107,52	3.287.093,95
672.035,86	37.713,40	0,00	0,00	0,00	709.749,26	1.502.172,37	1.878.899,34
0,00	0,00	0,00	0,00	0,00	0,00	1.683.122,57	1.683.122,57
170.436.787,61	8.969.183,08	0,00	0,00	0,00	179.405.970,69	151.687.014,76	148.946.267,15
0,00	0,00	0,00	0,00	0,00	0,00	2.672.544,88	2.672.544,88
<b>171.108.823,51</b>	<b>9.006.896,48</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>	<b>180.115.719,99</b>	<b>161.170.962,10</b>	<b>158.467.927,89</b>
1.246.083.436,89	104.148.400,30	0,00	0,00	-1.939.775,82	1.348.292.061,37	434.441.424,28	486.284.255,73
80.588.657,71	8.386.701,67	0,00	0,00	-826.471,75	88.148.887,63	24.827.106,65	25.827.601,94
0,00	6.582.983,10	0,00	0,00	0,00	6.582.983,10	20.233.522,75	34.206.242,04
0,00	0,00	0,00	0,00	0,00	0,00	884.463,15	1.651.109,37
<b>1.497.780.918,11</b>	<b>128.124.981,55</b>	<b>0,00</b>	<b>0,00</b>	<b>-2.766.247,57</b>	<b>1.623.139.652,09</b>	<b>641.557.478,93</b>	<b>706.437.136,97</b>
10.852.559,68	399.214.027,73	0,00	0,00	0,00	410.066.587,41	600.274.780,85	945.723.434,06
9.179.350,35	17.118.083,77	-382.300,00	0,00	0,00	25.915.134,12	757.877.191,24	658.068.316,12
0,00	1.349.014,40	0,00	0,00	0,00	1.349.014,40	27.573.619,90	28.922.634,30
285.147,23	0,00	-255.128,74	0,77	0,00	30.019,26	17.178.042,71	16.600.893,34
7.783.659,09	7.621.554,74	-798.654,03	0,00	0,00	14.606.559,80	1.431.674,02	9.108.010,32
28.100.716,35	425.302.680,64	-1.436.082,77	0,77	0,00	451.967.314,99	1.404.335.308,72	1.658.423.288,14
<b>1.588.355.542,28</b>	<b>554.549.292,13</b>	<b>-1.436.082,77</b>	<b>0,77</b>	<b>-2.767.196,37</b>	<b>2.138.701.556,04</b>	<b>2.048.092.120,65</b>	<b>2.367.985.789,33</b>

# Entwicklung der Zuschüsse der öffentlichen Hand

für den Zeitraum 01. Jänner 2023 bis 31. Dezember 2023

Zuschüsse der öffentlichen Hand	Stand am 01.01.2023	Zugang	Abgang	Auflösung	Umbuchung	Stand am 31.12.2023
A. Investitionszuschüsse	EUR	EUR	EUR	EUR	EUR	EUR
<b>I. Investitionszuschüsse der öffentlichen Hand</b>						
1. Grundstücke, grundstücksgleiche Rechte und Bauten, einschließlich der Bauten auf fremdem Grund	747.147,35	0,00	0,00	-63.794,69	0,00	683.352,66
2. Technische Anlagen und Maschinen	5.465.011,04	169.045,00	-1.799,22	-556.813,44	0,00	5.075.443,38
3. Andere Anlagen, Betriebs- und Geschäftsausstattung	304.906,52	1.558,00	0,00	-27.567,93	0,00	278.896,59
	<b>6.517.064,91</b>	<b>170.603,00</b>	<b>-1.799,22</b>	<b>-648.176,06</b>	<b>0,00</b>	<b>6.037.692,63</b>
<b>II. Emissionszertifikate</b>	<b>66.314.698,73</b>	<b>31.146.539,71</b>	<b>-18.825.523,60</b>	<b>-8.085.072,41</b>	<b>0,00</b>	<b>70.550.642,43</b>
<b>III. Investitionsprämien</b>	<b>2.030.620,07</b>	<b>127.023,52</b>	<b>0,00</b>	<b>-244.431,07</b>	<b>0,00</b>	<b>1.913.212,52</b>
	<b>74.862.383,71</b>	<b>31.444.166,23</b>	<b>-18.827.322,82</b>	<b>-8.977.679,54</b>	<b>0,00</b>	<b>78.501.547,58</b>

# Bestätigungsvermerk

## Bericht zum Jahresabschluss

### Prüfungsurteil

Wir haben den Jahresabschluss der

**Lenzing Aktiengesellschaft,  
Lenzing,**

bestehend aus der Bilanz zum 31. Dezember 2023, der Gewinn- und Verlustrechnung für das an diesem Stichtag endende Geschäftsjahr und dem Anhang, geprüft.

Nach unserer Beurteilung entspricht der Jahresabschluss den gesetzlichen Vorschriften und vermittelt ein möglichst getreues Bild der Vermögens- und Finanzlage zum 31. Dezember 2023 sowie der Ertragslage der Gesellschaft für das an diesem Stichtag endende Geschäftsjahr in Übereinstimmung mit den österreichischen unternehmensrechtlichen Vorschriften.

### Grundlage für das Prüfungsurteil

Wir haben unsere Abschlussprüfung in Übereinstimmung mit der EU-Verordnung Nr 537/2014 (im Folgenden AP-VO) und mit den österreichischen Grundsätzen ordnungsgemäßer Abschlussprüfung durchgeführt. Diese Grundsätze erfordern die Anwendung der International Standards on Auditing (ISA). Unsere Verantwortlichkeiten nach diesen Vorschriften und Standards sind im Abschnitt "Verantwortlichkeiten des Abschlussprüfers für die Prüfung des Jahresabschlusses" unseres Bestätigungsvermerks weitergehend beschrieben. Wir sind von der Gesellschaft unabhängig in Übereinstimmung mit den österreichischen unternehmens- und berufsrechtlichen Vorschriften und wir haben unsere sonstigen beruflichen Pflichten in Übereinstimmung mit diesen Anforderungen erfüllt. Wir sind der Auffassung, dass die von uns erlangten Prüfungsnachweise bis zum Datum dieses Bestätigungsvermerkes ausreichend und geeignet sind, um als Grundlage für unser Prüfungsurteil zu diesem Datum zu dienen.

### Besonders wichtige Prüfungssachverhalte

Besonders wichtige Prüfungssachverhalte sind solche Sachverhalte, die nach unserem pflichtgemäßem Ermessen am bedeutsamsten für unsere Prüfung des Jahresabschlusses des Geschäftsjahrs waren. Diese Sachverhalte wurden im Zusammenhang mit unserer Prüfung des Jahresabschlusses als Ganzes und bei der Bildung unseres Prüfungsurteils hierzu berücksichtigt und wir geben kein gesondertes Prüfungsurteil zu diesen Sachverhalten ab.

### Werthaltigkeit der Anteile an verbundenen Unternehmen

Siehe Anhang Seite 9.

#### Das Risiko für den Abschluss

Für sämtliche bedeutsamen Anteile an verbundenen Unternehmen beurteilt Lenzing Aktiengesellschaft, ob Anhaltspunkte für einen wesentlich gesunkenen beizulegenden Wert vorliegen. Liegen sol-

che Anhaltspunkte vor, wird für das betroffene verbundene Unternehmen eine Unternehmensbewertung durchgeführt und der Buchwert der Anteile gegebenenfalls auf den niedrigeren beizulegenden Wert abgeschrieben.

Zum 31. Dezember 2023 hat Lenzing Aktiengesellschaft Anhaltspunkte für einen wesentlich gesunkenen beizulegenden Wert von Anteilen an verbundenen Unternehmen identifiziert. Infolge der ermittelten beizulegenden Werte hat Lenzing Aktiengesellschaft eine außerplanmäßige Abschreibung von Anteilen an verbundenen Unternehmen in Höhe von EUR 399 Mio. durchgeführt.

Die Bewertung des beizulegenden Wertes von Anteilen an verbundenen Unternehmen erfordert Annahmen und Schätzungen, wie beispielsweise die Schätzung der künftigen Einzahlungsüberschüsse sowie die Festlegung des anzuwendenden Diskontierungszinssatzes. Für den Jahresabschluss besteht damit das Risiko, dass nicht angemessene Annahmen und Schätzungen eine wesentliche Auswirkung auf den beizulegenden Wert und damit den Wertansatz der Anteile an verbundenen Unternehmen in der Bilanz und das Finanzergebnis in der Gewinn- und Verlustrechnung haben können.

#### Unsere Vorgehensweise in der Prüfung

Wir haben die Werthaltigkeit der Anteile an verbundenen Unternehmen wie folgt beurteilt:

- Wir haben die vom Unternehmen durchgeföhrte Analyse der Anhaltspunkte für einen wesentlich gesunkenen beizulegenden Wert (einschließlich der Deckung des Beteiligungsansatzes durch das anteilige Eigenkapital) der Anteile an verbundenen Unternehmen nachvollzogen.
- Zur Beurteilung der Angemessenheit der zugrunde gelegten internen Planungen haben wir uns ein Verständnis über den Planungsprozess verschafft, die Annahmen über Wachstumsraten und operative Ergebnisse in Gesprächen mit den zuständigen leitenden Personen im Unternehmen erörtert und die der Bewertung zugrunde gelegten Planungsdaten mit den aktuellen vom Aufsichtsrat genehmigten Budgetzahlen sowie der vom Vorstand freigegebenen Mittelfristplanung abgeglichen.
- Für die wesentlichen Planungsannahmen haben wir einen Vergleich der in den Vorjahren erfolgten Planungen mit den tatsächlich eingetretenen Werten durchgeführt und analysiert ob historische Abweichungen das Management bei den Planungsannahmen angemessen berücksichtigt wurden.
- Unsere Bewertungsspezialisten haben die Methodik der durchgeföhrten Wertminderungstests nachvollzogen und beurteilt, ob diese angemessen ist. Die zur Festlegung der Kapitalkostensätze herangezogenen Annahmen haben unsere Bewertungsspezialisten mit markt- und branchenspezifischen Richtwerten abgeglichen und die rechnerische Richtigkeit des Berechnungsschemas überprüft.

## **Verantwortlichkeiten der gesetzlichen Vertreter und des Prüfungsausschusses für den Jahresabschluss**

Die gesetzlichen Vertreter sind verantwortlich für die Aufstellung des Jahresabschlusses und dafür, dass dieser in Übereinstimmung mit den österreichischen unternehmensrechtlichen Vorschriften ein möglichst getreues Bild der Vermögens-, Finanz- und Ertragslage der Gesellschaft vermittelt. Ferner sind die gesetzlichen Vertreter verantwortlich für die internen Kontrollen, die sie als notwendig erachteten, um die Aufstellung eines Jahresabschlusses zu ermöglichen, der frei von wesentlichen falschen Darstellungen aufgrund von dolosen Handlungen oder Irrtümern ist.

Bei der Aufstellung des Jahresabschlusses sind die gesetzlichen Vertreter dafür verantwortlich, die Fähigkeit der Gesellschaft zur Fortführung der Unternehmensaktivität zu beurteilen, Sachverhalte im Zusammenhang mit der Fortführung der Unternehmensaktivität – sofern einschlägig – anzugeben, sowie dafür, den Rechnungslegungsgrundsatz der Fortführung der Unternehmensaktivität anzuwenden, es sei denn, die gesetzlichen Vertreter beabsichtigen, entweder die Gesellschaft zu liquidieren oder die Unternehmensaktivität einzustellen oder haben keine realistische Alternative dazu.

Der Prüfungsausschuss ist verantwortlich für die Überwachung des Rechnungslegungsprozesses der Gesellschaft.

## **Verantwortlichkeiten des Abschlussprüfers für die Prüfung des Jahresabschlusses**

Unsere Ziele sind hinreichende Sicherheit darüber zu erlangen, ob der Jahresabschluss als Ganzes frei von wesentlichen falschen Darstellungen aufgrund von dolosen Handlungen oder Irrtümern ist und einen Bestätigungsvermerk zu erteilen, der unser Prüfungsurteil beinhaltet. Hinreichende Sicherheit ist ein hohes Maß an Sicherheit, aber keine Garantie dafür, dass eine in Übereinstimmung mit der AP-VO und mit den österreichischen Grundsätzen ordnungsgemäßer Abschlussprüfung, die die Anwendung der ISA erfordern, durchgeführte Abschlussprüfung eine wesentliche falsche Darstellung, falls eine solche vorliegt, stets aufdeckt. Falsche Darstellungen können aus dolosen Handlungen oder Irrtümern resultieren und werden als wesentlich angesehen, wenn von ihnen einzeln oder insgesamt vernünftigerweise erwartet werden könnte, dass sie die auf der Grundlage dieses Jahresabschlusses getroffenen wirtschaftlichen Entscheidungen von Nutzern beeinflussen.

Als Teil einer Abschlussprüfung in Übereinstimmung mit der AP-VO und mit den österreichischen Grundsätzen ordnungsgemäßer Abschlussprüfung, die die Anwendung der ISA erfordern, üben wir während der gesamten Abschlussprüfung pflichtgemäßes Ermessen aus und bewahren eine kritische Grundhaltung.

Darüber hinaus gilt:

- Wir identifizieren und beurteilen die Risiken wesentlicher falscher Darstellungen aufgrund von dolosen Handlungen oder Irrtümern im Abschluss, planen Prüfungshandlungen als Reaktion auf diese Risiken, führen sie durch und erlangen Prüfungsnachweise, die ausreichend und geeignet sind, um als Grundlage für unser Prüfungsurteil zu dienen. Das Risiko, dass aus dolosen Handlungen resultierende wesentliche falsche Darstellungen nicht aufgedeckt werden, ist höher als ein aus Irrtümern resultierendes, da dolose Handlungen kollusives Zusammenwirken, Fälschungen, beabsichtigte Unvollständigkeiten,

irreführende Darstellungen oder das Außerkraftsetzen interner Kontrollen beinhalten können.

- Wir gewinnen ein Verständnis von dem für die Abschlussprüfung relevanten internen Kontrollsysten, um Prüfungshandlungen zu planen, die unter den gegebenen Umständen angemessen sind, jedoch nicht mit dem Ziel, ein Prüfungsurteil zur Wirksamkeit des internen Kontrollsystens der Gesellschaft abzugeben.
- Wir beurteilen die Angemessenheit der von den gesetzlichen Vertretern angewandten Rechnungslegungsmethoden sowie die Vertretbarkeit der von den gesetzlichen Vertretern dargestellten geschätzten Werte in der Rechnungslegung und damit zusammenhängende Angaben.
- Wir ziehen Schlussfolgerungen über die Angemessenheit der Anwendung des Rechnungslegungsgrundsatzes der Fortführung der Unternehmensaktivität durch die gesetzlichen Vertreter sowie, auf der Grundlage der erlangten Prüfungsnachweise, ob eine wesentliche Unsicherheit im Zusammenhang mit Ereignissen oder Gegebenheiten besteht, die erhebliche Zweifel an der Fähigkeit der Gesellschaft zur Fortführung der Unternehmensaktivität aufwerfen können. Falls wir die Schlussfolgerung ziehen, dass eine wesentliche Unsicherheit besteht, sind wir verpflichtet, in unserem Bestätigungsvermerk auf die dazugehörigen Angaben im Jahresabschluss aufmerksam zu machen oder, falls diese Angaben unangemessen sind, unser Prüfungsurteil zu modifizieren. Wir ziehen unsere Schlussfolgerungen auf der Grundlage der bis zum Datum unseres Bestätigungsvermerks erlangten Prüfungsnachweise. Zukünftige Ereignisse oder Gegebenheiten können jedoch die Abkehr der Gesellschaft von der Fortführung der Unternehmensaktivität zur Folge haben.
- Wir beurteilen die Gesamtdarstellung, den Aufbau und den Inhalt des Jahresabschlusses einschließlich der Angaben sowie ob der Jahresabschluss die zugrunde liegenden Geschäftsvorfälle und Ereignisse in einer Weise wiedergibt, dass ein möglichst getreues Bild erreicht wird.
- Wir tauschen uns mit dem Prüfungsausschuss unter anderem über den geplanten Umfang und die geplante zeitliche Einteilung der Abschlussprüfung sowie über bedeutsame Prüfungsfeststellungen, einschließlich etwaiger bedeutsamer Mängel im internen Kontrollsysten, die wir während unserer Abschlussprüfung erkennen, aus.
- Wir geben dem Prüfungsausschuss auch eine Erklärung ab, dass wir die relevanten beruflichen Verhaltensanforderungen zur Unabhängigkeit eingehalten haben und uns mit ihm über alle Beziehungen und sonstigen Sachverhalte austauschen, von denen vernünftigerweise angenommen werden kann, dass sie sich auf unsere Unabhängigkeit und – sofern einschlägig – damit zusammenhängende Schutzmaßnahmen auswirken.
- Wir bestimmen von den Sachverhalten, über die wir uns mit dem Prüfungsausschuss ausgetauscht haben, diejenigen Sachverhalte, die am bedeutsamsten für die Prüfung des Jahresabschlusses des Geschäftsjahres waren und daher die besonders wichtigen Prüfungssachverhalte sind. Wir beschreiben diese Sachverhalte in unserem Bestätigungsvermerk, es sei denn, Gesetze oder andere Rechtsvorschriften schließen die öffentliche Angabe des Sachverhalts aus oder wir bestimmen in äußerst seltenen Fällen, dass ein Sachverhalt nicht in unserem Bestätigungsvermerk mitgeteilt werden sollte, weil vernünftigerweise erwartet wird, dass die negativen Folgen einer solchen Mitteilung deren Vorteile für das öffentliche Interesse übersteigen würden.

## **Sonstige gesetzliche und andere rechtliche Anforderungen**

### **Bericht zum Lagebericht**

Der Lagebericht ist aufgrund der österreichischen unternehmensrechtlichen Vorschriften darauf zu prüfen, ob er mit dem Jahresabschluss in Einklang steht und ob er nach den geltenden rechtlichen Anforderungen aufgestellt wurde.

Zu der im Lagebericht enthaltenen nichtfinanziellen Erklärung ist es unsere Verantwortlichkeit zu prüfen, ob sie aufgestellt wurde, sie zu lesen und dabei zu würdigen, ob diese sonstigen Informationen wesentliche Unstimmigkeiten zum Jahresabschluss oder unseren bei der Abschlussprüfung erlangten Kenntnissen aufweisen oder anderweitig wesentlich falsch dargestellt erscheinen.

Die gesetzlichen Vertreter sind verantwortlich für die Aufstellung des Lageberichts in Übereinstimmung mit den österreichischen unternehmensrechtlichen Vorschriften.

Wir haben unsere Prüfung in Übereinstimmung mit den Berufsgrundsätzen zur Prüfung des Lageberichts durchgeführt.

### **Urteil**

Nach unserer Beurteilung ist der Lagebericht nach den geltenden rechtlichen Anforderungen aufgestellt worden, enthält die nach § 243a UGB zutreffenden Angaben, und steht in Einklang mit dem Jahresabschluss.

### **Erklärung**

Angesichts der bei der Prüfung des Jahresabschlusses gewonnenen Erkenntnisse und des gewonnenen Verständnisses über die Gesellschaft und ihr Umfeld haben wir keine wesentlichen fehlerhaften Angaben im Lagebericht festgestellt.

### **Zusätzliche Angaben nach Artikel 10 AP-VO**

Wir wurden von der Hauptversammlung am 19. April 2023 als Abschlussprüfer gewählt und am 7. Juni 2023 vom Aufsichtsrat mit der Abschlussprüfung der Gesellschaft für das am 31. Dezember 2023 endende Geschäftsjahr beauftragt.

Wir sind ohne Unterbrechung seit dem Jahresabschluss zum 31. Dezember 2017 Abschlussprüfer der Gesellschaft.

Wir erklären, dass das Prüfungsurteil im Abschnitt "Bericht zum Jahresabschluss" mit dem zusätzlichen Bericht an den Prüfungsausschuss nach Artikel 11 der AP-VO in Einklang steht.

Wir erklären, dass wir keine verbotenen Nichtprüfungsleistungen (Artikel 5 Abs 1 der AP-VO) erbracht haben und dass wir bei der Durchführung der Abschlussprüfung unsere Unabhängigkeit von der geprüften Gesellschaft gewahrt haben.

### **Auftragsverantwortliche Wirtschaftsprüfer**

Der für die Abschlussprüfung auftragsverantwortliche Wirtschaftsprüfer ist Herr Mag. Alexander Gall.

Linz, am 1. März 2024

KPMG Austria GmbH  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

**Mag. Alexander Gall**

Wirtschaftsprüfer

Die Veröffentlichung oder Weitergabe des Jahresabschlusses mit unserem Bestätigungsvermerk darf nur in der von uns bestätigten Fassung erfolgen. Dieser Bestätigungsvermerk bezieht sich ausschließlich auf den deutschsprachigen und vollständigen Jahresabschluss samt Lagebericht. Für abweichende Fassungen sind die Vorschriften des § 281 Abs 2 UGB zu beachten.

# **Erklärung des Vorstandes**

## **Erklärung des Vorstandes gemäß § 124 (1) Z 3 Börsegesetz**

Wir erklären nach bestem Wissen, dass der im Einklang mit den maßgebenden Rechnungslegungsstandards gemäß UGB aufgestellte Jahresabschluss der Lenzing AG zum 31. Dezember 2023 ein möglichst getreues Bild der Vermögens-, Finanz- und Ertragslage der Lenzing AG vermittelt.

Ebenso erklären wir nach bestem Wissen, dass der Lagebericht den Geschäftsverlauf, das Geschäftsergebnis und die Lage der Lenzing AG so darstellt, dass ein möglichst getreues Bild deren Vermögens-, Finanz- und Ertragslage entsteht, und dass der Lagebericht die wesentlichen Risiken und Ungewissheiten beschreibt, denen die Lenzing AG ausgesetzt ist.

Lenzing, am 28. Februar 2024

**Lenzing Aktiengesellschaft**

**Der Vorstand**

**DI Stephan Sielaff**  
Chief Executive Officer

**Dr. Nico Reiner**  
Chief Financial Officer

**DI Christian Skilich, MBA, LLM**  
Chief Pulp Officer & Chief Technology Officer

# Imprint

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## Notes

This English translation of the financial statements was prepared for the company's convenience only. It is a non-binding translation of the German financial statements. In the event of discrepancies between this English translation and the German original the latter shall prevail. This annual report also includes forward-looking statements based on current assumptions and estimates that are made to the best of its knowledge by Lenzing Group. Such forward-looking statements can be identified by the use of terms such as "should", "could", "will", "estimate", "expect", "assume", "predict", "intend", "believe" or similar items. The projections that are related to the future development of the Lenzing Group represent estimates that were made on the basis of the information available as at the date on which this annual report went to press. Actual results may differ from the forecast if the assumptions underlying the forecast fail to materialize or if risks arise at a level that was not anticipated. Calculation differences may arise when rounded amounts and percentages are summed. The annual report was prepared with great accuracy in order to ensure that the information provided herein is correct and complete. Rounding, typesetting and printing errors can nevertheless not be completely ruled out.