

For publication: immediately

Spy Game raises awareness: Online Koehler Group Event Focusing on Work Safety, Health, and the Environment

- **Spy game to raise awareness of the environment and occupational health and safety**
- **More than 1000 employees solved various puzzles in an online event**
- **The event's success was confirmed by the high level of participation, the delighted winners, and the care taken by employees when solving the puzzles**

Oberkirch, January 25, 2023 - The COVID-19 pandemic led many companies to embrace new digital formats as large gatherings had to be avoided. This was also the case at the Koehler Group, where the previous in-person activity days held by the Occupational Health and Safety, Environment, and Occupational Health Management were replaced with an online event, in which all Koehler employees at German sites could take part.

Agents Put to the Test in Three Episodes

The virtual event consisted of three "missions" that had to be solved by the "Koehler agents." Episode 1 focused on the employee themselves, Episode 2 on looking after colleagues, and Episode 3 on environmental issues. The game design involved answering questions and carefully examining images. The aim was for participants to expand their knowledge of work safety, health protection, and environmental protection in a fun way.

Online Event Was a Big Success

More than 1000 Koehler Group employees took the opportunity to take part, putting them in the running to win great prizes. When selecting the winning employees, Bernhard Bonath, Head of Occupational Health and Safety at the Koehler Group, applauded the care taken by employees when solving the puzzles, with 81% of participants gaining at least 40 out of a possible 44 points.

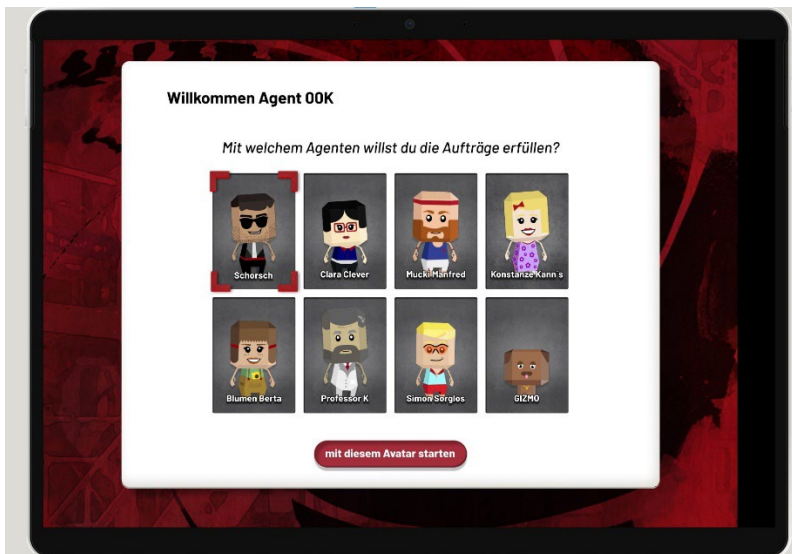
Thirty premium quality solar chargers were presented to the winners from the various Koehler Group companies within Germany before Christmas. The main prize, a voucher for an e-bike with a value of EUR 3,500, was presented to the lucky winner Metin Anac, a Quality Inspection employee at the Koehler Group's headquarters in Oberkirch, by Hartmut Felsch, Mill Director at the Koehler Paper Oberkirch site. Bernhard Bonath congratulates him and points out that: "The fact that this event was held online was integral to its success as it meant we could also target people working at different locations. I'm really pleased that the take-up was so good and to have received so much great feedback." The Koehler Group will definitely continue to run these kinds of events but it is likely they will return to holding them as face-to-face events in future.

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Caption: Bernhard Bonath, Head of Occupational Health and Safety, Hartmut Felsch, Mill Director, Oberkirch site, the lucky winner Metin Anac, and Gebhard Müller from the Koehler Group Works Council at the presentation of the main prize. *Source: Koehler Group*



Caption: Employees could adopt an avatar and then do their best to solve three “missions”. *Source: Koehler Group*

About the Koehler Group

The Koehler Group was founded in 1807 and has been family-run from that moment to the present day. The group's core business activity lies in the development and production of high-quality specialty paper. This includes—among others—thermal paper, playing card board, drinks coasters, fine paper, carbonless paper, recycled paper, decor paper, wood pulp board, sublimation papers, and also innovative specialty papers for the packaging industry since 2019. In Germany, the Koehler Group employs around 2,500 people across five production sites, with three additional sites in the USA. The group has international operations, with exports of over 70% in 2021 and annual revenue of around 950 million euros.

As an energy-intensive company, Koehler invests in renewable energy projects such as wind energy, hydropower, photovoltaics, and biomass with its Koehler Renewable Energy business unit. The Koehler Group has set a goal of producing more energy from renewable sources by 2030 than is required for its paper production operations.

In addition, with its Koehler Innovative Solutions business unit, Koehler is dedicated to developing new business areas outside of special paper production and energy production.

Find more information at: <https://www.koehler.com>

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