PRESS RELEASE

Düsseldorf/Frankfurt, January 20, 2026

KLIEMT.HR Lawyers accompanies restructuring at Smurfit Westrock

Smurfit Westrock is closing two sites in Germany as part of its strategic realignment and is investing in measures to strengthen its market position in Germany. KLIEMT.HR Lawyers is providing advice on labour law.

The international packaging group Smurfit Westrock is responding to structural changes in the German packaging market and closing one site in Lübbecke, North Rhine-Westphalia, and another in Hanau, Hesse. Their production volumes will be transferred to larger sites in northern and southwestern Germany. The closures are intended to enable more efficient utilization of personnel and operational capacities and increase competitiveness. At the same time, a realignment is to be carried out in the sales regions, including by means of targeted measures to strengthen the market position with focus on efficiency and innovation. In both sales regions, extensive investments in new processing lines are planned, which are intended to expand the product portfolio in a future-oriented manner.

For labour law advice and guidance as part of the restructuring process, Smurfit Westrock appointed KLIEMT.HR Lawyers.

To bring the reduction of a total of around 300 employees to a successful conclusion in a lawfully secure and consistent manner with the company's (time) planning, while meeting the various regional characteristics, the experts at KLIEMT.HR Lawyers for Smurfit Westrock relied on a modular combination of reconciliation of interests and social plan, voluntary program, and (employee-financed) transfer company and negotiated this with the relevant works councils and unions. They also succeeded in avoiding a mutual “high-stakes negotiation” between the two site committees. The extremely low rate of legal proceedings demonstrates the success of the strategy chosen.

Employment law advisors to Smurfit Westrock:

KLIEMT.HR Lawyers: Dr Till Heimann (Partner, Frankfurt/Düsseldorf, leading role), Jörn-Philipp Klimburg (Principal Counsel, Frankfurt/Düsseldorf), Sandra Fredebeul (Senior Associate, Frankfurt /Düsseldorf)

About Smurfit Westrock:

Smurfit Westrock is a global leader in sustainable paper and packaging solutions. The stock-listed company, with its global headquarters in Dublin, Ireland, operates in 40 countries with over 500 packaging converting operations and 60 paper mills, employing over 5,000 people at more than 30 locations in Germany. Its German headquarters are located in Hamburg.

About KLIEMT.HR Lawyers:

With around 100 lawyers working exclusively in employment law, KLIEMT.HR Lawyers is the largest law firm in Germany specializing in employment law. The law firm was founded in 2002 as a spin-off of a team led by Prof Dr Michael Kliemt and Dr Oliver Vollstädt from the Düsseldorf office of Clifford Chance. With offices in Düsseldorf, Frankfurt am Main, Munich, Berlin, Hamburg and Cologne, the firm is now one of the market leaders in employment law. More than half of the DAX companies, a large number of successful German SMEs and several global corporations rely on the employment law expertise of KLIEMT.HR Lawyers, as do numerous start-ups and scale-ups. KLIEMT.HR Lawyers advises on the implementation of restructuring and integration projects as well as on collective bargaining issues. Other areas of focus include works constitution law, company pension schemes, temporary employment, ESG, compliance and data protection. The firm also supports companies and top executives in all matters relating to manager liability, including litigation. KLIEMT.HR Lawyers has been ranked among the top law firms in employment law for many years by the leading ranking handbooks for commercial law firms, for example by JUVE, Legal 500 or Chambers, and is ranked in the "Tier 1". KLIEMT.HR Lawyers is the German member of IUS LABORIS, a global alliance of leading employment law firms in more than 55 countries and associated law firms in a further 60 countries. KLIEMT.HR Lawyers – together with the IUS LABORIS partner law firms – offers seamless employment law services in more than 100 countries worldwide.

www.kliemt.de www.iuslaboris.com

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