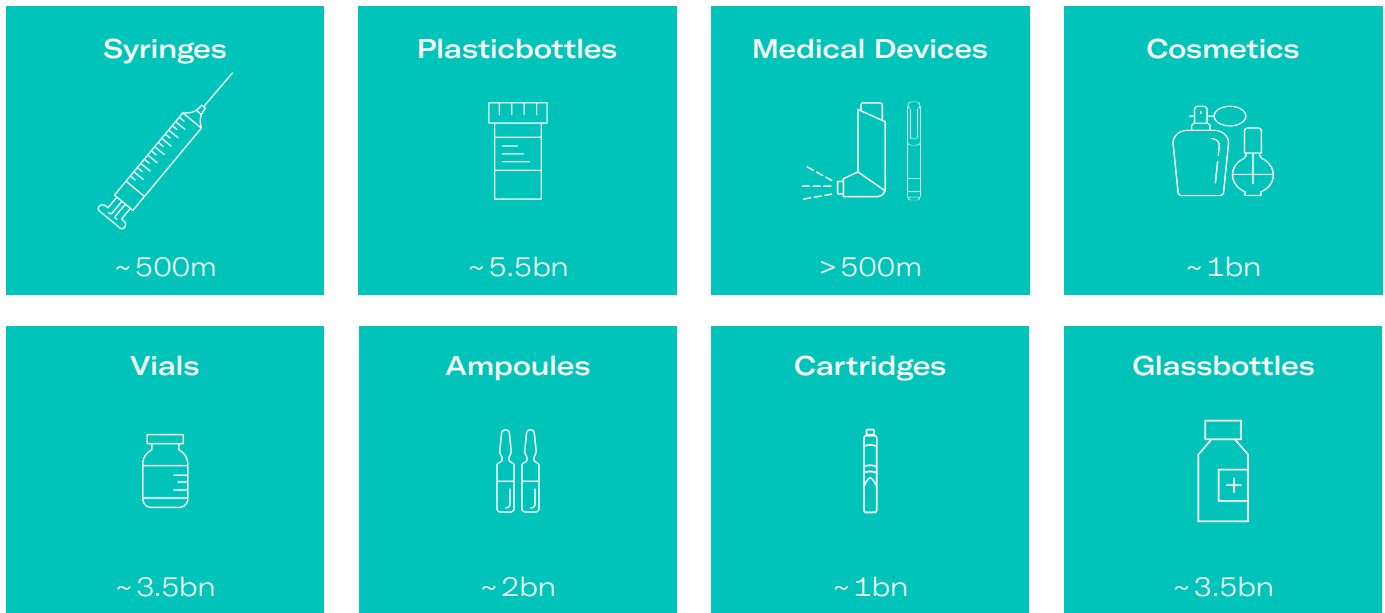


**Separate  
Non-financial  
Report  
2021**

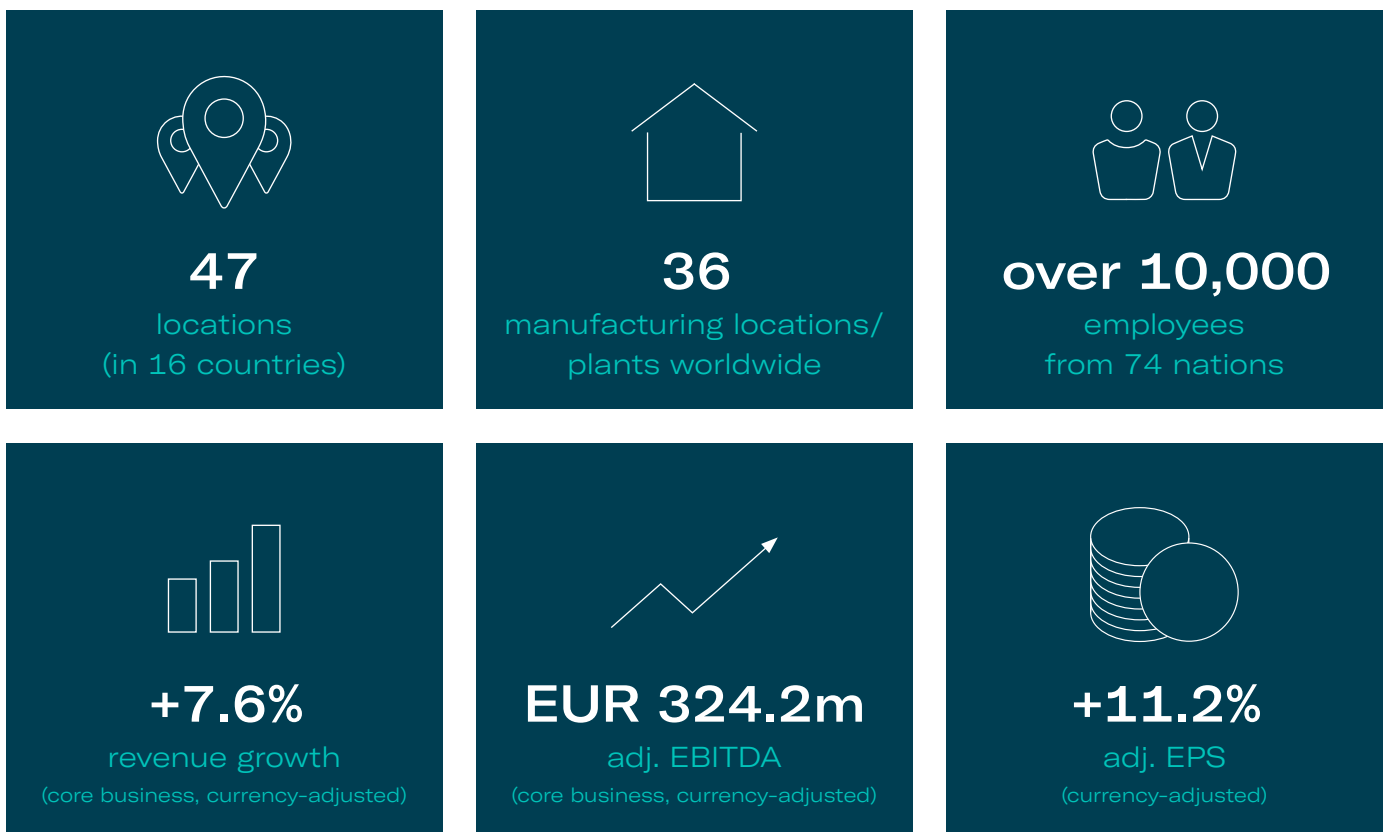
# Gerresheimer at a Glance

## Product overview

We manufacture more than 17 bn products annually.



## Financial year 2021



# About us

The Gerresheimer Group is a leading international provider of high-quality primary packaging and of drug delivery devices and solutions for the global pharma, biotech, healthcare and cosmetics industry.

The Group consists of Gerresheimer AG — the parent company, a publicly listed stock corporation under German law with its registered office in Duesseldorf (Germany) — together with the direct and indirect subsidiaries and associates under its management.

Our wide range of products and solutions includes pharmaceutical packaging as well as products for easy and safe drug administration: Insulin pens, inhalers, micropumps, prefillable syringes, injection vials, ampoules, bottles and containers for liquid and solid medicines with closure and safety systems, as well as packaging for the cosmetics industry.

## Contents

4	<b>Letter of the CEO</b>	30	<b>GxCare (People)</b>
6	<b>Our Contribution to a Sustainable Future</b>	30	Our Employees
8	<b>About this Report</b>	30	Employee Satisfaction
10	<b>EU Taxonomy Reporting to Meet the Requirements of Regulation (EU) 2020/852</b>	31	Education and Training
10	1) Taxonomy Eligibility of Revenues	32	People Development
10	2) Taxonomy Eligibility of Capital Expenditure	32	Diversity and Equal Opportunities
10	3) Taxonomy Eligibility of Operating Expenditure	33	Labor and Social Standards
11	<b>Our Sustainability Strategy</b>	34	Health and Occupational Safety
12	Our Sustainability Targets	38	Community Engagement
14	Management System and Organizational Integration	39	<b>Business Ethics and Compliance</b>
15	External Reviews	39	Group-Wide Compliance Management System (CMS)
16	Stakeholder Dialogs	39	Compliance Organization
17	Sustainability Risks	39	Avoiding Risks
18	<b>GxPure (Environment)</b>	40	Risk Identification and Response
18	Emissions and Energy	40	Review and Continuous Improvement
21	Water	40	Internal Investigations
23	<b>GxCircular (Products and Resources)</b>	40	Judicial and Official Proceedings
23	Recycling and Waste	41	<b>Employee Metrics</b>
24	Ecodesign	42	<b>Key Figures for EU Taxonomy Reporting</b>
27	Responsible Supply Chain Management	46	<b>Limited Assurance Report of the Independent Practitioner Regarding the Non-financial Statement</b>
		48	<b>GRI Content Index</b>
		59	<b>Imprint</b>

# Letter of the CEO



*Dear Readers,*

Corporate responsibility and sustainability are enshrined in our Company's slogan and mission statement: Innovating for a better life. We have made an important contribution to health and well-being in society for many years by developing and manufacturing solutions to safely apply and administer drugs and cosmetics.

The financial year 2021 was a challenging period for us, for a variety of reasons. The global Covid-19 pandemic continued to dominate the headlines, while commodity and energy prices shot up on the back of rising inflation. We were able to maintain production at all of our plants during these difficult times and with that securing the supply of vital medicines for millions of patients. The Gerresheimer family has played a major role in combating Covid-19 by delivering vials for over six million vaccination doses since the start of the pandemic.

In spite of these challenges, we have still pressed ahead with the transformation of our Gerresheimer into a sustainable and innovative growth company. We firmly believe that sustainable business and profitable growth are mutually dependent, not mutually exclusive, which is why we have made sustainability a core element of our corporate strategy and established ambitious, measurable goals.

By joining the United Nations Global Compact this year, we have underscored our aspirations to follow and support the ten principles of the UNGC on human rights, labor standards, environmental protection, and combating corruption.

We attach great importance to stakeholder transparency, which is why we use this report and many other platforms such as the CDP or EcoVadis every year to present our progress on our journey towards achieving our goals.

Showing tireless dedication throughout 2021, we took a major step towards our ambitious targets. The fruits of our work are there for all to see: We managed to reduce our CO<sub>2</sub> footprint by 13% compared to our base year by gradually transitioning to electricity from renewable sources. Our strong focus on occupational safety enabled us to lower the lost time injury rate by 36%.

Developing innovative and integrated solutions with and for our customers is at the heart of our business. Our Gerresheimer ecodesign approach will open the door to developing more sustainable product packaging solutions together with our customers.

The integration of sustainability into everything we do as a business will remain one of our primary focuses over the coming years. After all, bringing our sustainability targets to life and turning them into measurable results requires hard work and dedication from all of our business units and employees. On behalf of the Management Board, I would like to thank all of the Gerresheimer team.



Dietmar Siemssen, CEO

# Our Contribution to a Sustainable Future

## GxPure

### Protecting the climate and the environment

Reducing the environmental impact of our products and activities:



#### 1. CO<sub>2</sub> emissions

**-50% reduction** in Scope 1 and Scope 2 emissions in t CO<sub>2</sub>e **by 2030**.



#### 2. Renewable energy

**100%** switch to renewable electricity **by 2030**.



#### 3. Water

All sites with high water stress to be certified **by 2030**.

**-10%** reduction in water withdrawals in m<sup>3</sup> **by 2030**.

## GxCircular

### Conserving resources with sustainable products, responsible supply chains and a circular economy

Preserving the value of resources and products:



#### 4. Recycling and waste

**Zero** industrial waste sent to landfill from our own production **by 2028**, with minimum incineration rate.

Incorporating sustainability aspects into our product and process design:



#### 5. Ecodesign

All new product development to incorporate Gx ecodesign principles **by 2023**.

Ensuring socially and environmentally responsible procurement:



#### 6. Responsible supply chain management (RScM)

**100%** of our strategic suppliers will acknowledge the Gx principles for RScM **by 2024**.

**100%** of our strategic suppliers will be assessed for environmental and social aspects **by 2024**.

## GxCare

Take care of people — our employees  
and our impact on society

---

Ensuring the health and  
safety of our employees:



### 7. Health and occupational safety

---

**80%** reduction in lost time injury rate **by 2028**.  
**All sites** to be certified to ISO 45001 **by 2023**.

Attracting and retaining motivated  
and qualified employees:



### 8. Employee satisfaction

---

Rank among the top **25%** of employers rated  
in the Employee Net Promoter Score **by 2028**.

Improving our impact on society:



### 9. Community engagement

---

**All sites** will engage with their local communities  
annually focusing on 'education' or 'health and  
well-being'.

# About this Report

This separate non-financial group report (SNFR) documents our sustainability performance in terms of environmental, social, and employee matters, respect for human rights and combating corruption and bribery. It serves to comply with the reporting obligations pursuant to sections 315b and 315c in accordance with sections 289c–289e of the German Commercial Code (Handelsgesetzbuch/HGB).

Moreover, this year for the first time we are fulfilling our reporting obligation to comply with the requirements of Article 8 of the Taxonomy Regulation (EU) 2020/852 and have included an additional chapter for this purpose.

The focal points of the report are derived from the topics identified as being material (see under “Our sustainability strategy”).

In this context, we have considered the following aspects: “Impact on Gerresheimer,” “Impact through our business activities,” and “Relevance for our stakeholders.”

When preparing this report, we applied the Standards of the Global Reporting Initiative (GRI) in accordance with the “Core” option.

This report also serves to disclose the Company’s progress in implementing the ten principles of the UN Global Compact. The detailed GRI and UN Global Compact Index can be found in the Annex of this report. It provides an overview of all relevant information on GRI compliance and of how we contribute to the United Nations Sustainable Development Goals (SDGs) and the principles of the UN Global Compact.

The following index table shows which chapters cover the topics addressed in this non-financial report, the corresponding strategic focal areas, and the UN Global Compact principles, including the SDGs that we help achieve through our focal areas.

SNFR component	Included in chapter	Strategic focal area	UN Global Compact Principles	SDGs	Reference
Description of the business model	Gerresheimer at a Glance			3 4 8 9	p. 2
Risks	Sustainability risks				p. 17
Environmental aspects	GxPure (Environment) GxCircular (Products and resources)	CO <sub>2</sub> e emissions Renewable energy Water Waste and recycling Ecodesign Responsible supply chain management	Principle 7 Principle 8 Principle 9	3 6 9 12 13 15 17	p. 18 et seqq. p. 23 et seqq.
Employee aspects	GxCare (People)	Health and occupational safety Employee satisfaction	Principle 1 Principle 2 Principle 3	3 4 8	p. 30 et seqq.
Social aspects	GxCare (People) GxCircular (Products and resources)	Community engagement Ecodesign	Principle 1 Principle 2 Principle 3 Principle 4 Principle 5 Principle 6	3 4 8 17	p. 23 et seqq. p. 30 et seqq.
Respecting human rights	GxCircular (Products and resources) GxCare (People)	Responsible supply chain management	Principle 1 Principle 2	8 12 16	p. 23 et seqq. p. 30 et seqq.
Combating corruption and bribery	Business ethics and compliance		Principle 10	8 16	p. 39 et seqq.



Except as otherwise defined for specific topics, all information provided in the separate non-financial group report relates both to Gerresheimer AG as well as to its direct and indirect subsidiaries and associates. We collect environmental and occupational safety-related data (energy, greenhouse gas emissions, water, waste and occupational safety data etc.) for our production locations and our Duesseldorf head office. Distribution facilities and other administrative locations are not included for reasons of materiality.

As our Brazilian production site in Embu was closed at the end of March 2021, the corresponding data were included on a pro rata basis in the reporting period. Information on the number of our production locations pertains to the reporting date of November 30, 2021.


All data and supplementary information are collected by the responsible specialist personnel for the reporting period on the basis of recognized sustainability reporting standards.

Where any need for restatement is identified retroactively, we correct the information in the current reporting. Such corrections, along with any changes in methodology and portfolio changes as a result of acquisition and divestment decisions, are disclosed if material.

In fulfilling its obligation to review the separate non-financial group report, the Supervisory Board of Gerresheimer AG had the support of a voluntary limited assurance by Deloitte GmbH Wirtschaftsprüfungsgesellschaft in accordance with ISAE 3000.

The report relates to the financial year 2021, which covers the period from December 1, 2020 to November 30, 2021.

For reasons of readability, the masculine form is used throughout this report and is representative of persons of any gender.

 This symbol indicates selected examples we have used to supplement our information on individual topics with additional insights. This is intended to give a better and more vivid impression of our commitment.

# EU Taxonomy Reporting to Meet the Requirements of Regulation (EU) 2020/852

The EU Taxonomy is a key component of the EU's Sustainable Finance Action Plan. The goal of the action plan is to redirect financial flows toward more sustainable activities in order to be able to finance the transformation of the economy toward sustainability. The Taxonomy uses a uniform classification system to define which economic activities can be declared as environmentally sustainable and which conditions must be met in this regard. Initially, only the first two environmental objectives of Article 9 of the EU Taxonomy Regulation (climate change mitigation and adaptation) are relevant for reporting in 2022 in accordance with Article 27 of the EU Taxonomy Regulation.

Pursuant to Article 10 of the Delegated Regulation on Article 8 of the EU Taxonomy Regulation 2020/852, we are required as a company to provide information in our non-financial report on the extent to which our activities are Taxonomy-eligible. To establish the extent to which our economic activities are Taxonomy-eligible and therefore must be reviewed for Taxonomy compliance starting from the following year, we have adopted the following systematic approach:

## 1) Taxonomy Eligibility of Revenues

To determine the Taxonomy eligibility of revenues<sup>1</sup>, we began by matching our economic activities with their corresponding NACE economic activities<sup>2</sup>. We then reviewed them for Taxonomy eligibility in order to identify the proportion of our economic activities that must be reviewed for Taxonomy alignment for the following reporting period.

As can be seen from the information presented in the Annex "Key Figures for EU Taxonomy Reporting," we were not able to determine any Taxonomy-eligible revenues for 2021. With regard to the two objectives of climate change mitigation and adaptation, our economic activities are not covered by the current version of the Taxonomy.

Further information on how we make our products and therefore our revenues more sustainable, irrespective of the Taxonomy criteria, can be found primarily in the GxCircular chapter. The GxPure chapter describes in particular our approaches to making our production processes more climate-friendly.

## 2) Taxonomy Eligibility of Capital Expenditure

To determine the Taxonomy eligibility of our capital expenditure<sup>3</sup>, we identified the Taxonomy-eligible economic activities that are

potentially relevant to us. By analyzing our individual investment projects, we matched our capital expenditure to them in order to establish the Taxonomy-eligible proportion.

We excluded a small proportion (less than 1%) of our capital expenditure from the analysis for materiality reasons.

As can be seen from the information presented in the Annex "Key figures for EU Taxonomy Reporting," 13% of our capital expenditure for 2021 was identified as Taxonomy-eligible. This proportion relates to infrastructure investment projects and is therefore attributable to the activities in annex I, paragraph 7 of the Taxonomy. A substantial amount of our capital expenditure is linked to the renewal and expansion of our production facilities and thus to activities related to our revenues, which are not Taxonomy-eligible in the reporting year.

Further information on how we take sustainability aspects into account in our investment policy can be found in the chapter "Management System and Organizational Integration."

## 3) Taxonomy Eligibility of Operating Expenditure

To determine the Taxonomy eligibility of our operating expenditure<sup>4</sup>, we first identified and analyzed our relevant accounts associated with the Taxonomy-eligible cost categories.

We then reviewed the non-capitalizable portion of our investment-related operating expenditure in terms of its Taxonomy eligibility in the context of an OPEX assessment.

As can be seen from the information presented in the Annex "Key Figures for EU Taxonomy Reporting," less than 1% of our operating expenditure for 2021 was identified as Taxonomy-eligible. This low percentage is due to the fact that no revenues were classified as Taxonomy-eligible and only a small proportion of capital expenditure – to which the Taxonomy-eligible operating expenditure is directly related – met the corresponding eligibility criteria.

We are monitoring further developments with regard to the pending legal acts of the Taxonomy Regulation, in particular on EU environmental targets three to six, and will keep our analysis results updated.

<sup>1</sup> Revenues were determined in accordance with the Taxonomy definition and the applicable accounting principles and match the amounts in the annual financial statements (see Annual report 2021, Consolidated income statement, p. 44).

<sup>2</sup> NACE (derived from French: Nomenclature statistique des activités économiques dans la Communauté européenne) is the statistical classification of economic activities in the European Community. NACE groups organizations according to their business activities.

<sup>3</sup> Capital expenditure was determined in accordance with the Taxonomy definition and the applicable accounting policies and matches the amounts in the annual financial statements (see Annual report 2021, Notes on the consolidated balance sheet, Property, plant and equipment and Investment property (additions), p. 67 as well as Intangible assets (additions), p. 65). Additions from business acquisitions were determined separately where relevant for the reporting period.

<sup>4</sup> Operating expenditure was determined in accordance with the Taxonomy definition and therefore differs from the amounts in the financial statements (see Annual report 2021, Consolidated income statement, p. 44).

# Our Sustainability Strategy

Sustainability has become a core topic on the Gerresheimer agenda and one of the cornerstones of our corporate strategy as part of the strategy process initiated by the Management Board of Gerresheimer AG in 2019. For us, thinking and acting sustainably means taking a long-term view of our business model and our impact as a company.

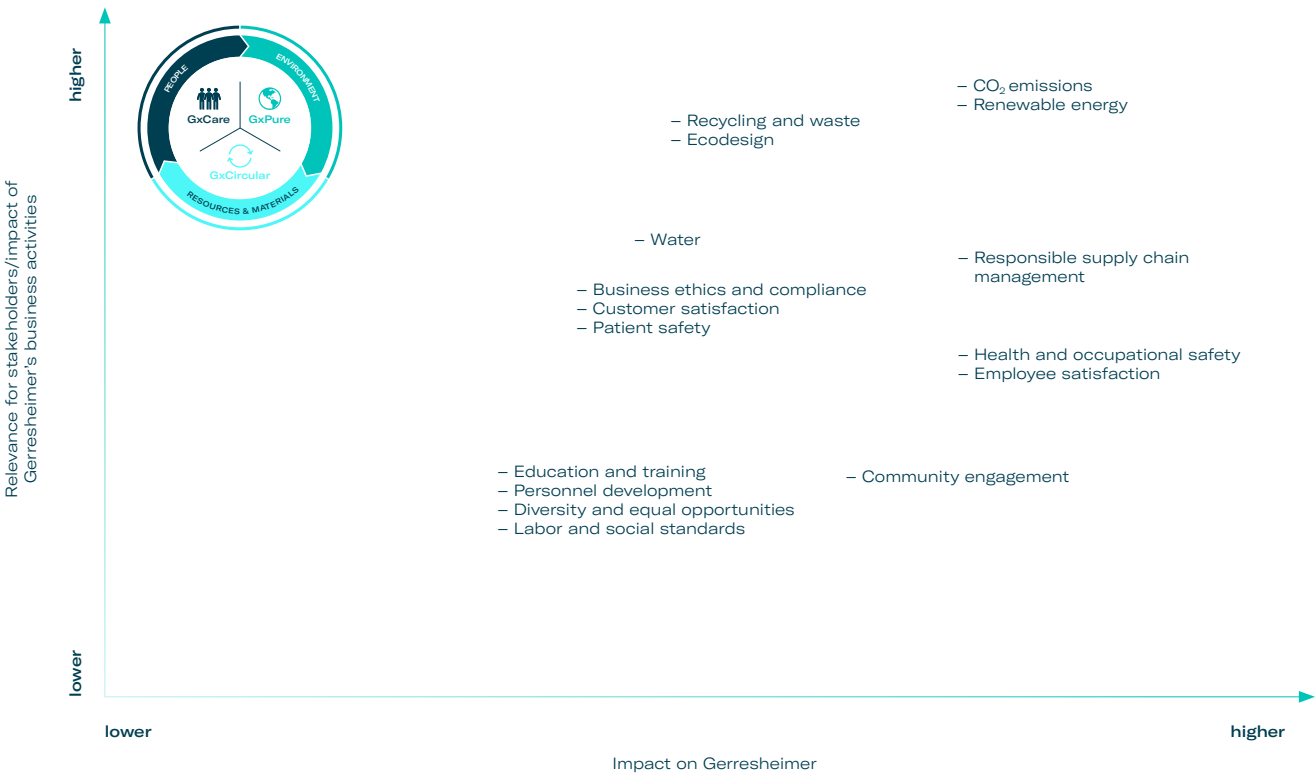
We take all facets of the concept of sustainability into account. Our products and their benefits are the focus of our activities. By developing and manufacturing products for the packaging of drugs as well as their simple and safe dosage and administration, we make a valuable contribution to the health and well-being of society. We reflect this mission in our development and production processes by placing top priority on quality, resource conservation, and products that are easy to use and deliver maximum safety. In the financial year 2020, we fundamentally revised our sustainability strategy. This included an in-depth review of our materiality

analysis. In a systematic process, we aggregated the findings from our business analysis, environment analysis, and stakeholder expectation analysis. As part of this, we conducted a series of workshops with in-house and outside experts, analyses of ratings relevant to us, benchmark analyses, and stakeholder dialogs. Due consideration was given to input from key stakeholder groups as follows:

1. Priorities set by many of our pharma and cosmetics customers, who either individually assess us with regard to sustainability or have assessments carried out by recognized rating platforms such as EcoVadis or Ecodesk, findings of our most recent customer survey, as well as direct discussions with customers.
2. Investor and analyst surveys on aspects of sustainability and input from discussions conducted with capital market players by our Management Board, Investor Relations, or those responsible for sustainability within the Group.

## Materiality matrix

Ranking of economic, ecological, and social aspects by their relevance



3. Public positions and policy guidelines, particularly from the EU and the US, and also local policy and local public opinion.
4. The Company perspective based on input from the Management Board as well as from operational and human resources management.
5. Employees' perspectives, primarily as elicited from discussions and in-house events.

The analysis findings are combined in the materiality matrix, which matches up the relevant themes from the Company's perspective ("Impact on Gerresheimer") with the relevant themes from the stakeholder perspective. Our materiality analysis additionally includes material impacts of our business activities on the various themes. In the course of this analysis, we did not identify any change in the stakeholder relevance score.

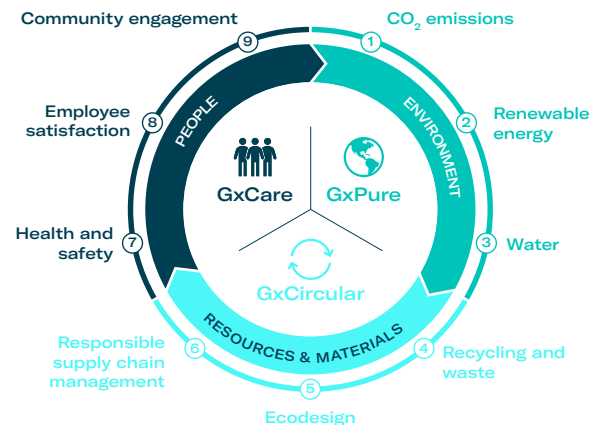
Themes located in the upper right quadrant are strategic focal areas comprising the main focus of our sustainability strategy. These served management as the basis for forward strategic planning, notably in developing our strategic sustainability targets and derived management programs and in specifying sustainability key performance indicators (KPIs).

We have assigned the nine strategic focal areas resulting from the materiality matrix to the three pillars of our sustainability strategy: Environment (GxPure), Products and Resources (GxCircular), and People (GxCare).

The materiality analysis brings out a clear focus on the environment with the themes of emissions, energy, and water, brought together under GxPure. Of similarly high relevance are the thematic areas relating to our products and the resources we use, notably recycling and waste, ecodesign and responsible supply chain management, which are subsumed under GxCircular. People-centered topics such as health and occupational safety, employee satisfaction, and community engagement are also highly relevant and have been grouped under GxCare. The materiality analysis consequently results in nine strategic focal areas for our sustainability strategy.

## Our strategic focal areas

The nine strategic focal areas in relation to the three pillars of the Gerresheimer sustainability strategy



There are further topics of importance to us and our stakeholders besides the identified strategic focal areas. Business ethics and compliance are fundamental to everything we do. Patient safety and customer satisfaction are core premises at the heart of our business activities and simultaneously a central element of our corporate responsibility. With regard to our employees, we care deeply about education and training, staff development, diversity, and equal opportunities as well as high labor and social standards. These factors are reflected in our overall employee satisfaction.

## Our Sustainability Targets

For us, long-term business success means creating social and ecological value for society as well as economic value. In line with this aspiration, we adopted global targets last year for the nine strategic focal areas under our sustainability strategy.

Our goal here is for Gerresheimer as a whole to make a positive contribution to overcoming global challenges such as climate change, associated regional water scarcities, and the transition to a circular economy. In addition, we aim to improve occupational safety at our operating locations on a lasting basis, ensure employee satisfaction and contribute to the community with our social engagement as good corporate citizen. We also want to live up to our responsibility for our supply chain by taking appropriate measures.

By setting specific targets, target periods, and key performance indicators<sup>5</sup> in the areas of Environment (GxPure), Products and Resources (GxCircular), and People (GxCare), we make our progress measurable and report annually on the status of our target achievement.

## Gerresheimer sustainability KPIs and targets

Target	KPI	2021	2020	Base year 2019 <sup>1)</sup>	Target value	Target year
<b>GxPure (Environment)</b>						
<b>CO<sub>2</sub> emissions</b>						
Reduce our absolute CO <sub>2</sub> emissions to keep the global temperature rise below 1.5 °C	Scope 1 and Scope 2 emissions in t CO <sub>2</sub> e	-13%	-3%	570,230 t CO <sub>2</sub> e	-50%	2030
<b>Renewable energy</b>						
Increase the share of electricity from renewable sources	Share of electricity from renewable sources	30%	14%	–	100%	2030
<b>Water</b>						
Sites with high water stress will achieve certification for responsible water use	Proportion of sites with high water stress that are certified	0%	0%	–	100%	2030
Reduce global water withdrawal <sup>2)</sup>	Water withdrawal in m <sup>3</sup>	0%	8%	972,706 m <sup>3</sup>	-10%	2030
<b>GxCircular (Products and Resources)</b>						
<b>Recycling and waste</b>						
Reduce industrial waste sent to landfill from our own production, with minimum incineration rate	Percentage of industrial waste from our own production that is sent to landfill. Zero industrial waste sent to landfill by 2028, with minimum incineration rate	19%	–	–	0%	2028
<b>Ecodesign</b>						
Systematically incorporate circular economy principles into our product design	Proportion of new product developments incorporating Gerresheimer ecodesign principles	–	–	–	100%	2023
<b>Responsible supply chain management<sup>3)</sup></b>						
Compliance with environmental and social aspects by our suppliers	Proportion of strategic suppliers that have acknowledged the Gerresheimer principles for RScM	32%	36%	35%	100%	2024
	Percentage of strategic suppliers assessed in terms of environmental and social aspects	27%	30%	24%	100%	2024
<b>GxCare (People)</b>						
<b>Employee satisfaction</b>						
Ranked in the top 25% of employers in terms of employee satisfaction	Employee Net Promoter Score	6.3	6.6	–	>20	2028
<b>Health and occupational safety</b>						
Providing a healthy and safe working environment	Lost time incident rate (LTIR)	-36%	-13%	13.4	-80%	2028
	Sites with ISO 45001 certification	53%	30%	5%	100%	2023
<b>Community engagement</b>						
All sites engage yearly with their local communities	Proportion of sites with annual engagement in "education" or "health and well-being"	65%	–	–	100%	2023

<sup>1)</sup> For targets without baseline and status, the data is not yet available.

<sup>2)</sup> Adjusted for the sites in Kuessnacht (closed in 2019) and Buenos Aires (sold in 2019).

<sup>3)</sup> Adjustment of target formulation and target year, see chapter "Responsible Supply Chain Management."

The base year for our sustainability targets is generally the financial year 2019. For the GxPure (Environment) pillar, target achievement periods are based on global climate action plans. For all other pillars, they are based on our “formula G” strategy process. For selected targets, we have set more ambitious target years because earlier achievement of the targets in these areas is possible and necessary.

## Management System and Organizational Integration

Gerresheimer has documented, communicated, and implemented its corporate responsibility, and therefore its position on sustainability, across the Group since 2010 in its “Corporate Responsibility” principles. The principles of sustainability and corporate responsibility are also part of our corporate philosophy and are anchored not only in our vision, but also in our mission and our five corporate values. Those principles are binding for all of our locations around the world.

The Management Board of Gerresheimer AG decides on the corporate strategy and is the highest decision-making body for economic, environmental, and social issues. The Management Board is directly involved in questions relating to the fundamental direction and implementation of our sustainability strategy. In 2021, the Supervisory Board adopted a remuneration system for the Management Board members that, among other things, is intended to promote a holistic approach to the governance of the Gerresheimer Group in line with the business strategy to an even greater extent than before through the introduction of a remuneration-related ESG component. Starting from the next financial year, the Supervisory Board will also set three non-financial performance targets (ESG targets) as part of the short-term incentive (STI) each year. As a rule, the ESG targets are derived from the areas of environment (environmental protection), social (social components), governance (sustainable corporate management), and our long-term sustainability goals. The new remuneration system was approved by the Annual General Meeting on June 9, 2021 and applies uniformly to all Management Board members.

At the Supervisory Board meeting on November 18, 2021, the following three ESG target areas were defined for the financial year 2022:

- > Share of electricity from renewable sources
- > Lost time injury rate (number of accidents in the workplace resulting in more than one day's absence per million hours worked)
- > EcoVadis assessment result

At Group level, we combined the responsibilities for Operational Excellence (OPEX) including our Gerresheimer Management System (GMS), Environment, Health and Safety (EHS), and Sustainability (Corporate Social Responsibility – CSR) in one department with a direct reporting line to the Management Board. We are thus pursuing an integrated, strategy-driven, and holistic approach to all three topics and achieving synergies by pooling competencies and resources.

It is important to us that we work across disciplines and business units in order to become a sustainable business. That is why, in 2020, we established a Sustainability Council chaired by a member of the Management Board. This body, which comprises representatives from the various business units and functions, ensures that we have a framework for, and a shared understanding of, our sustainability strategy within our international and diverse business environment, that there is ongoing coordination between corporate, operational, financial, and technical perspectives on the subject of sustainability, and that our business model is continuously reviewed with regard to current and future sustainability issues. The Sustainability Council mainly addressed the following topics in the financial year 2021:

- > Development of implementation plans around our sustainability goals
- > Work of expert groups
- > Regulatory requirements from the EU Taxonomy and the German Supply Chain Act (Lieferkettengesetz)
- > Further integration of our sustainability targets into key management and monitoring processes, for example the operational and strategic planning process

To ensure strategic and operational control and implementation of our sustainability strategy as well as to evaluate the effectiveness of measures taken, our business units report on operational implementation of the sustainability targets as part of the quarterly business review. Additionally, the business units prepare programs and measures to achieve our sustainability targets as part of the annual operational and strategic planning process. This process was further elaborated in the financial year 2021 on the basis of the targets that have now been specified. Moreover, in 2021 we anchored the assessment of the impact of planned investments on our sustainability targets as criteria in the decision-making process for investments.

Continuous improvement of all operating activities at Gerresheimer is an integral part of the Gerresheimer Management System (GMS). Based on this system, and in line with the usual allocation of responsibilities, responsibility for achieving targets and complying with processes – including in the area of sustainability – lies with the managers of the business units and plants as well as with department heads. Individual aspects of our sustainability targets are monitored and audited as part of the regular GMS evaluations of plants and locations as well as of supplier audits. Additional monitoring activities take place on a regular basis in the context of reporting.

Likewise, many of our international pharma and cosmetics customers regularly evaluate our sustainability measures and outcomes. We also maintain a close dialog with our investors on our sustainability strategy.

## External Reviews

EcoVadis currently rates us at “Silver” level. We improved our score here to 64 (prior year: 58) out of a possible 100 points, once again putting us above the average of 47.4<sup>6</sup> (prior year: 46.6) points for all companies rated by EcoVadis. In the relevant pharma supplier and medical technology sector, Gerresheimer is among the top 3% of the companies audited by EcoVadis. We believe that by improving our sustainability performance along our strategic focal areas, we are well on track for EcoVadis Gold status.

In addition to our commitment with EcoVadis, independent ESG research and rating agencies analyze our environmental, social and governance-related business practices to provide decision-making guidance for institutional investors. Gerresheimer received the following ratings in 2021:

- > MSCI ESG rating: rating AA (on a scale from AAA to CCC)
- > Sustainalytics ESG risk assessment: score of 18.2, placing Gerresheimer in the Low Risk category for material financial impacts of ESG factors.
- > ISS ESG Corporate Rating: C-/medium (on a scale of A+ to D-) with a medium relative performance of 5 (on a scale of 1 to 10) within our industry.



## Gerresheimer receives the Sustainability Heroes Award for its sustainability strategy

At the annual Sustainability Heroes Conference, the certification bodies DQS and DGQ present six companies with the Sustainability Heroes Awards. This year's award in the Sustainability Strategy category went to Gerresheimer,

The panel gave the following reasons for its decision:

**“We have chosen Gerresheimer AG because of the way it holistically integrates sustainability into its corporate strategy and culture. The company promotes the sustainable development of the entire value chain with ambition and commitment. Its sustainability agenda takes into account not only the company itself, but also the needs of customers, employees, the environment, and civil society.”**



This makes Gerresheimer one of the six companies selected by the panel of judges from a total of 212 applications in 2021.

<sup>6</sup> Source: EcoVadis Business Sustainability Risk and Performance Index 2021, figure for 2020.

## Stakeholder Dialogs

Dialog with our stakeholders worldwide is a fundamental part of our sustainability management, and not just in connection with the regular onward development of our sustainability strategy. Accordingly, we reach out to stakeholders using various audience-specific formats to inform them about our sustainability performance, elicit their opinions and expertise, and jointly develop solutions. Communication with our business partners and customers, the capital market, employees, policymakers, non-governmental organizations, and neighbors is therefore extremely important.

To engage with our customers, we use a wide variety of formats such as face-to-face meetings and trade show appearances in Europe, America, and Asia. We provide information through regular newsletters, catalogs, and brochures, as well as regularly updated specifications on products and services and on our website. To gauge expectations among both current and potential customers, we also regularly conduct global customer satisfaction surveys with the aid of a respected market research institute.

This deepens our understanding of customer needs and enables us to enhance customer satisfaction and loyalty. The restrictions in response to the Covid-19 pandemic led to a continued shift in 2021 from in-person encounters to interaction using virtual channels and platforms.

In dialog with our employees, the communication of our sustainability strategy and its importance for our daily work towards our vision of "Innovating for a better life," as well as its implementation in a wide range of business areas, was once again a key component of our communication activities in the past financial year. To this end, we provided our employees with information in our global employee newsletter as well as the information pages and

news publications of our social collaboration platform. We trained employees in various areas of business and responsibility on our new sustainability strategy and targets in face-to-face online training sessions. During our company-wide "Innovation Challenge" in 2021, many employee suggestions relating to sustainability were submitted, presented, and evaluated as part of the community discussion and selection process. Another important employee communication tool is the employee survey (see under "GxCare" for further information).

Discussions and dialog with policymakers take place within the scope of the usual industry association activities. Otherwise, the Gerresheimer Group does not exert political influence and does not have any offices for political communication. We only participate as a company in legislative processes in the form of collective lobbying through our industry association activities.

Our main industry association memberships comprise membership of the Federal Association of the German Glass Industry (BV Glas) (for glass locations in Germany) and the European Container Glass Federation (FEVE). Gerresheimer is also a member of relevant employer associations. In 2020, we also joined the Hydrogen Alliance Bavaria in order to contribute to the evolution of this key technology.

Our website underwent a major overhaul in 2021. We added our sustainability strategy, targets, and measures to our Internet presence so that important information, key figures, and current developments are available to all our stakeholders easily and in full.



## Sustainability Risks

We aim to further integrate sustainability issues continuously and comprehensively into our processes in order to robustly anchor sustainability in all areas of our company. As the potential opportunities and risks arising from our sustainability topics do not immediately fit with the financial logic of our risk management system, we specified the process for recording, assessing, and reporting sustainability risks last year in a sustainability risk reporting guideline.



### Gerresheimer becomes a member of United Nations Global Compact

In May 2021, we signed the United Nations Global Compact (UNGC) and are now a member of the world's largest sustainability initiative.

**“By joining the UNGC, we are underscoring our intention to work with our stakeholders to support sustainable business practices along the ten principles of the UNGC and to work on the realization of the global Sustainable Development Goals (SDGs).”**

Bernd Metzner, CFO



Sustainability risks differ in some respects from traditional risk analysis in terms of the time horizon, impact assessment, and the perspective from which they are viewed. For this reason, the process for sustainability risk reporting builds on, but also extends beyond, the established components of risk management. This helps avoid duplication of effort and data capture while ensuring that the analysis is full and complete.

We base the systematic identification and assessment of our sustainability risks on our strategic focal areas, including both “inside-out” risks that relate to our own business activities and have or could have a negative impact, among other things on those focal areas, and “outside-in” risks whose materialization could, in actual fact or potentially, have a significant negative impact on our net assets, financial position, and results of operations, as well as on our corporate reputation.

We identify, record, and assess sustainability risks in accordance with the defined process in a manner that is both “top-down” (through an annual review by the Risk Committee and the Sustainability Council) and “bottom-up” (as part of our business reviews, the planning process, and the semi-annual risk survey at all locations).

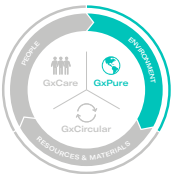





Sustainability risks are reported to the Management Board once a year.

We also publish details of any identified climate change-related opportunities and risks once a year as part of our participation in the Carbon Disclosure Project (CDP) and in accordance with CDP reporting requirements. The CDP Climate Change Questionnaire follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

For the reporting period, no reportable net risks were identified within the meaning of section 315c read in conjunction with section 289c (3) No. 3 and 4 HGB.

# GxPure (Environment)

GxPure is the first pillar of our sustainability strategy. It embodies our commitment to climate action and the environment.

	Strategic focal area	Target	UN Global Compact principles	SDGs
	Emissions	Reduce our absolute CO <sub>2</sub> e Scope 1 and Scope 2 emissions by 50% by 2030	Principle 7, 8, 9	
	Renewable energy	Increase the share of electricity from renewable sources to 100% by 2030	Principle 7, 8, 9	 
	Water	Certification for responsible water use of 100% of high water stress sites  Reduce global water withdrawals by 10% by 2030	Principle 7, 8, 9	 

We aim to minimize the environmental impact of our business activities because we strongly believe that we will achieve better results in the medium and long term by acting in a responsible and environmentally aware manner.

Using our raw materials and resources as efficiently as possible is our overarching goal. Environmental protection and the challenges of climate change are our impetus for continuously improving our energy, consumption, and emissions management. We also address potential physical water scarcities relating to climate change well in advance.

As part of the strategy process, we translated our requirements into three strategic focal areas – emissions, energy, and water – and defined specific key performance indicators for them. We use these key performance indicators to manage our progress globally and publish them transparently each year.

The task of implementing our goals is assigned to our global committees, such as the Sustainability Council, and accomplished through central corporate governance processes, such as the operational and strategic planning process and the quarterly business reviews. In addition, we use certification schemes at our locations around the world to make sure we have what is needed on the ground to track, plan, and control the targets and to aid the standardization and continuous improvement of our management systems. In this way, we implement our environmental targets in all plants. We strictly adhere to applicable environmental regulations worldwide.

15 of our 37 production locations and one administrative location have been certified for state-of-the-art environmental management and responsible use of natural resources in accordance with ISO 14001. All certification is subject to regular review and renewal at fixed intervals.

Using our central reporting software, environmental performance indicators are collected at plant level, aggregated to business unit and Group level, and evaluated. They are used in the quarterly business reviews between the Management Board, departmental experts, and the business units, as well as by the Sustainability Council.

This year, the focus was on the organizational anchoring of responsibilities for the implementation of our sustainability goals in the business business units, knowledge transfer, and the further integration of our sustainability reporting. We have included the sustainability targets in our annual operational-strategic planning for the coming years to ensure an integrated view of corporate planning as well as continuous progress planning.

## Emissions and Energy

We need energy to manufacture plastic and glass packaging. The main drivers of our energy consumption are the melting processes in our high-temperature furnaces. Our goal in this connection is to improve energy efficiency and to avoid the associated climate-damaging emissions. Key pillars of our approach are the use of efficient technologies and progressively switching to renewable electricity.

A large proportion of our direct Scope 1 and indirect Scope 2 emissions are associated with our fuel and electricity consumption as well as with energy consumed for heating and cooling. Scope 1 emissions include energy consumption from non-renewable sources such as natural gas, liquid natural gas, diesel, and light fuel oil, with natural gas accounting for the largest share. Scope 2 energy consumption is composed of the purchased amount of electricity and heat.

We also gather annual data on some of relevant upstream and downstream indirect greenhouse gas emissions (Scope 3) in our value chain. These include emissions from the purchase of the raw materials resin, glass tubing, and external cullet, as well as emissions from upstream power generation.



## Use of the latest technology for more sustainability in glass production

In 2023, the Gerresheimer plant in Lohr plans to build a melting furnace for clear glass that uses hybrid technology and saves a significant amount of CO<sub>2</sub> compared to conventional technology.

**“This pioneering technology project serves to strengthen Germany as an industrial and glass location. With this innovative technology, we are raising the standard when it comes to improving sustainability and avoiding emissions.”**

Andreas Kohl, Global Senior Vice President Operations



At the Lohr location, Gerresheimer produces more than one billion glass containers for the pharmaceutical and food industry every year with two melting furnaces for clear and brown glass. By using this innovative furnace technology in conjunction with green energy for glass melting, we will significantly reduce CO<sub>2</sub> emissions from production by around 25,000 tons per year.

We have translated our goal of reducing the impact of our processes on climate change into the following ambitious target:

🕒 We have set ourselves the target of a 50% reduction in Scope 1 and Scope 2 CO<sub>2</sub>e emissions by 2030. The reduction is based on financial year 2019.

We conducted a climate scenario analysis based on the Value@Carbon Risk tool with external support. We used the results of this analysis to define the ambition level of our reduction target. Our target is aligned with the “well below” 1.5° C target from the IPCC Special Report.

🕒 For our electricity consumption, we have set an additional target of obtaining 100% of our electricity from renewable sources by 2030.

Establishing systematic energy management provides us with the organizational framework to ensure that we identify and make the most of opportunities to reduce energy consumption and further improve energy efficiency. Eight of our 36 production locations and two administrative locations have introduced a management system certified according to ISO 50001. All certifications are reviewed and updated according to a set schedule. Regular training on energy efficiency and environmental protection is provided in this context at our respective locations.

Additionally, since 2008, we have had our climate action commitment rated each year by participating in one of the world’s largest environmental initiatives, the CDP. We once again achieved a B score (on a scale of A- to D-) in the CDP Climate Change Reporting 2021, putting us above the average for our sector.

Glass melting operations in particular use a lot of energy. As the need arises, we overhaul and repair energy-intensive equipment, such as the furnaces in our molded glass plants. This enables us to install cutting-edge glass-melting technology and modernize production systems as a whole.

As a result, we consistently achieve improvements in energy efficiency through furnace upgrades. We have likewise succeeded in substantially boosting capacity at our molded glass plants in the past ten years, while significantly cutting energy consumption per ton of glass produced. Regularly increasing automation in raw material supply and batch-making in combination with modern furnace control systems makes for continuous efficiency gains at the hot end. Moreover, packing robots are increasingly being used for end-of-line packaging of glass products, ensuring high accuracy and preventing errors during final packing on pallets. Production technologies are also regularly replaced and modernized at our plastics processing plants.

Most activities to reduce energy consumption at our locations in 2021 related to technological retrofitting of machinery, as well as building infrastructure and the installation of measuring points for improved monitoring and control of consumption. Another increasingly important aspect in glass manufacturing is the use of external cullet in the process, as this can likewise deliver significant gains in energy efficiency. Our Tettau location added a cullet silo to the existing batch plant in 2020, enabling us to significantly increase the use of recycled external cullet in 2021 with a positive effect on energy consumption.

Energy use for lighting is another key factor at many sites. For example, we are progressively replacing old bulbs and tubes at our plants with energy-saving LEDs and exploring their use in all building conversions and extensions. Lighting systems were converted to LEDs in various areas at five locations in the financial year 2021.

In addition to the technological upgrade of our plants, electrification in conjunction with the switch to renewable energy sources for our plants with significant Scope 1 emissions also plays an important role in the context of our decarbonization strategy.

Our energy consumption went up by 2.3% to 6,521 terajoules in 2021 (prior year: 6,189 terajoules). This increase is due in particular to capacity expansions.

In terajoules <sup>1)</sup>	2021	2020	2019
<b>Primary energy consumption (direct energy sourcing)</b>	<b>3,963</b>	<b>3,897</b>	<b>3,780</b>
Natural gas	3,897	3,832	3,721
Other fuels	67	65	
<b>Secondary energy consumption (indirect energy sourcing)</b>	<b>2,558</b>	<b>2,479</b>	<b>2,409</b>
Electricity	2,541	2,464	2,394
Others	16	15	15
<b>Total energy consumption</b>	<b>6,521</b>	<b>6,376</b>	<b>6,189</b>

<sup>1)</sup> We have used the heating value for the conversion of primary energy consumption.

In regional terms, energy consumption continues to be highest in Europe, where four of our molded glass plants are located. In total, our plants in Europe account for just over two-thirds of our energy consumption.

In 2021, we were able to reduce our CO<sub>2</sub>e emissions from energy consumption as well as our process emissions (Scope 1 and 2) by 10.3% to 494,200 tons (prior year: 570,230 tons).

This improvement resulted from the 22.4% decrease in our Scope 2 emissions to 213,791 tons of CO<sub>2</sub>e (prior year: 275,457 tons of CO<sub>2</sub>e) due to the increasing switch to electricity procured from renewable sources. It can also be derived from the comparison of location-based and market-based emissions. In 2021, we met 30% of our electricity consumption from renewable sources (prior year: 14%). For example, in the financial year 2021, we converted the electricity purchased at our location in Denmark and the two locations in Poland to 100% renewable electricity, as well as at a further five locations on a pro rata basis at the beginning of calendar year 2021. When switching to renewable electricity, we apply the GHG Protocol Quality Criteria for guidance in selecting suitable sourcing options and instruments.

Due to the above-mentioned volume growth and capacity expansion, our Scope 1 emissions increased by 1.8% in 2021 to 280,410 tons (prior year: 264,803 tons of CO<sub>2</sub>e).

In tons CO <sub>2</sub> equivalents (t CO <sub>2</sub> e) <sup>1)</sup>	Location-based calculation method			Market-based calculation method <sup>2)</sup>		
	2021	2020	Base year 2019	2021	2020	Base year 2019
<b>Scope 1 emissions<sup>3)</sup></b>	<b>280,410</b>	<b>275,334</b>	<b>264,803</b>	<b>280,410</b>	<b>275,334</b>	<b>264,803</b>
<i>thereof from natural gas combustion</i>	222,925	215,174	209,050	222,925	215,174	209,050
<i>thereof process emissions from melting processes<sup>4)</sup></i>	49,457	48,058	43,868	49,457	48,058	43,868
<b>Scope 2 emissions</b>	<b>272,082</b>	<b>285,092</b>	<b>282,724</b>	<b>213,791</b>	<b>275,457</b>	<b>305,426</b>
<i>thereof from purchased electricity</i>	271,305	284,385	282,016	213,013	274,749	304,718
<b>Scope 1 and 2 emissions</b>	<b>552,492</b>	<b>560,427</b>	<b>547,527</b>	<b>494,200</b>	<b>550,791</b>	<b>570,230</b>
<b>Scope 3 emissions</b>	<b>410,060</b>	<b>304,024</b>	<b>297,051</b>	<b>410,060</b>	<b>304,024</b>	<b>297,051</b>
<i>thereof from purchased raw materials<sup>5)</sup></i>	315,499	240,327	228,087	315,499	240,327	228,087

<sup>1)</sup> Emissions are calculated in accordance with the Greenhouse Gas (GHG) Protocol.

<sup>2)</sup> Market-based factors have been obtained for 78% of our electricity purchased; for the remaining sites the location-based IEA factors are applied; for the USA the EPA factors (eGRID factors) are used.

<sup>3)</sup> Unit conversions and Scope 1 emissions from gas and other energy use were determined based on the most recent DEFRA factors and the IPCC report.

<sup>4)</sup> We determined our process emissions for our raw materials following the mass balance approach based on the IPCC report.

<sup>5)</sup> We calculate our Scope 3 emissions based on secondary data from DEFRA and Ecoprofiles from PlasticsEurope.

The main portion of the reported Scope 3 emissions comes from the purchase of raw materials. Our coverage here extends to about 80% of our raw material expenditure. A key means of reducing our Scope 3 emissions in this category is the substitution of primary raw materials with secondary raw materials such as recycled PET and external cullet. However, these positive effects were more than offset by a significant increase in the emission factors used of more than 55% compared with the prior year and, to a small extent, by volume growth. Our Scope 3 emissions rose by 34.9% to 410,060 tons in 2021 (prior year: 304,024 tons of CO<sub>2</sub>e).

Other activities for which we do not yet currently systematically collect data relate to cutting logistics emissions by means of smart packaging techniques, routing optimization and modal switch in transportation, reduction of outer packaging as well as more local raw material sourcing.

## Water

Water is a major factor in the production of plastic and glass packaging. The main use of water in glass production is to cool down reject material and to clean cullet or finished products. For example, acid-etched glass packaging must be cleaned after it is taken out of the acid bath. The use of fresh water can be reduced by deploying water treatment systems. In the production of plastic packaging, water is used to cool machinery and compressors. The intensity of use here primarily depends on the type of plastic. For example, PET resin is melted at higher temperatures, which means that more water is needed for cooling than in the case of polyethylene or polypropylene.

In this connection, the responsible use of water is important to us. We aim to use water as sparingly as possible and have committed to this in our targets. Decentralized water management activities at our locations are given focus by our two global targets:

🌍 At all production locations in high water stress areas, we aim to introduce sustainable water management by 2030 in compliance with Alliance for Water Stewardship certification.

🌍 Likewise by 2030, we aim to reduce our overall water withdrawal by 10% relative to 2019.

How the various locations contribute to our reduction target depends on the current scale of water withdrawal and the degree of water stress, which is subject to considerable geographical variation. For this reason, we plan to develop and progressively implement location-specific policies for responsible water use by 2030. We will initially focus here on locations exposed to relatively high water stress as defined in the Aqueduct Water Risk Atlas. To identify such locations, we have used this tool to evaluate the exposure of our production locations, and we actively monitor developments and future changes in order to decide on suitable action at an early stage.

Eight of our production plants are currently located in areas with high or very high water stress. These locations account for 16% (prior year: 14%) of our global water withdrawal.

Water stress situation at our locations: overview



By adhering to the standard defined by the Alliance for Water Stewardship (AWS), we are going beyond the legal requirements in the countries where we operate. AWS is a global collaboration committed to the sustainable management of local water resources. The AWS standard is a universal framework for the sustainable use of water. Its application enables us to conduct a structured analysis of our water consumption at locations with high water stress as well as of the impacts, and to develop and implement solutions for sustainable water management. Our aim is therefore not only to reduce the overall withdrawal of water, but also to ensure that water is used as efficiently and sustainably as possible by taking appropriate actions.

As an initial step, we formed a working group consisting of representatives from the affected locations, defined the steps for implementation, and began identifying the gaps at selected locations in order to meet the standard. These activities will continue in 2022 to build on location-specific plans to implement the AWS standard.

Our main measures to reduce water consumption in the financial year 2021 relate to improvements to our cooling systems – cooling being the main use of the water we abstract.

Our water withdrawal increased in the financial year 2021 by 6.9% to 976,951 m<sup>3</sup> (prior year: 1,049,098 m<sup>3</sup>). This puts us just below the figure for our base year. This reduction is related in particular to the return to normal consumption volumes at our Essen location, which experienced increased demand in 2020 due to a furnace construction project. Leaks discovered in 2020 were repaired as well.

About two-thirds of our water requirements are sourced from municipal water supplies and about one-third using groundwater.

Water withdrawal by source in m <sup>3</sup>	2021	2020	Base year 2019 <sup>1)</sup>
Municipal water supply	622,618	695,697	747,710
Groundwater	304,652	299,443	176,041
Surface water	36,481	47,759	48,955
Rainwater	13,200	6,200	0
<b>Total</b>	<b>976,951</b>	<b>1,049,098</b>	<b>972,706</b>

<sup>1)</sup> Correction to base year 2021: adjusted for the sites in Kuessnacht (closed in 2019) and Buenos Aires (sold in 2019).

The regional focus of our water use continues to be in Europe. In total, our plants in Europe account for about 65% of our water intake.

# GxCircular (Products and Resources)

GxCircular is the second pillar of our sustainability strategy. It embodies our commitment to resources, sustainable products, and a responsible supply chain.

	Strategic focal point	Target	UN Global Compact principles	SDGs
	Recycling and waste	Reduce industrial waste sent to landfill from our own production to zero by 2028, with minimum incineration rate	Principle 7, 8, 9	  
	Ecodesign	By 2023, we will develop Gerresheimer ecodesign principles and apply them in our product development process to 100% of our new product developments.	Principle 7, 8, 9	 
	Responsible supply chain management	Increase the proportion of strategic suppliers who have acknowledged the Gerresheimer Principles for RScM to 100% by 2024  Increase the proportion of strategic suppliers assessed for environmental and social aspects to 100% by 2024	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	 

In placing our business model on a sustainable footing, we are guided by the principles of the circular economy. Contrary to the precepts of the linear economy, the circular economy is a regenerative system in which resource use and waste production, emissions, and energy waste are minimized by slowing down, reducing, and closing energy and material cycles along a product's entire life cycle.

We aim to contribute to the circular economy both with our own processes and with our products. We believe that innovation and environmental protection go hand in hand. We want to be a pioneer in the development of sustainable solutions for pharmaceutical, as well as cosmetic primary packaging, drug delivery systems, medical and diagnostic products.

As the transition to a circular economy requires system solutions beyond the domain of any single business enterprise, we attach great importance to cooperation among all stakeholders at every link in the value chain. We assume responsibility for our supply chain – not merely in terms of sourcing recyclable raw materials, but also in terms of responsibility for ensuring that our value chain is sustainable.

## Recycling and Waste

In the manufacture of our glass and plastic pharmaceutical primary packaging and drug delivery systems, diagnostic systems, and packaging for the cosmetics industry, we aim to help cut global waste by designing our processes and using materials in a way that conserves resources, as well as by developing new, more sustainable products consistent with the circular economy. This claim is the basic principle of our Gerresheimer Management System (GMS).

As a manufacturing company, we generate waste in our production processes. In accordance with the European waste hierarchy, our fundamental aim is to reuse or recycle such waste and to avoid disposal in landfills altogether. Knowing that much of the waste comprises potential raw materials for making different new products, we seek to actively promote such uses.

Our top-level goal is therefore to keep our waste volume as low as possible. At the same time, we want to minimize the impact of our production waste. That is why we have set the following goal:

🎯 We aim to reduce the amount of industrial waste sent to landfill from our own production to zero by 2028. At the same time, we intend to reduce the proportion of waste sent for incineration in order to prioritize material recycling.

Due to our decentralized organizational structure, waste management has not previously been coordinated at a global level. We are now gradually working to systematize our waste avoidance activities on the basis of a more uniform understanding. Operationalization and Group-wide implementation of the target is being developed by our head office team in conjunction with specialist managers from each individual business unit.

We have taken the first important implementation steps this year. Following the introduction of waste reporting for the central recording of waste volumes and disposal paths, we trained the locations on the specifications and pushed ahead with the validation of waste data. This year, for the first time, we are reporting total waste volumes, their classification into hazardous and non-hazardous waste as well as disposal and recycling methods. In the coming year, we intend to further expand the granularity of our reporting and make our annual progress transparent, particularly with regard to the target for reducing the proportion of incinerated waste.

In addition, 2021 was the first year that the locations reported their progress in designing a roadmap as part of the annual planning process. Our locations will now further develop their programs so that they can plan their individual contributions to our targets on a reliable basis and translate them into concrete action.

A key element in reducing our overall waste volume is avoiding reject material and, where possible and permitted under regulatory requirements, returning it to the production process. If we are unable to use by-products in our own processes, we always try to find possible uses for them by channeling them to other operators.

During the financial year 2021, our locations notably adopted measures relating to the reduction and avoidance of reject material from our production processes. As well as avoiding waste, this increases resource efficiency. At the same time, several locations are driving forward the reuse of transportation and packaging material.

In 2021, we generated 23,443 tons of waste, of which 15% was classified as hazardous and 85% as non-hazardous waste. The hazardous waste is partly composed of dusts generated in production, but is often associated with building renovations and extensions.

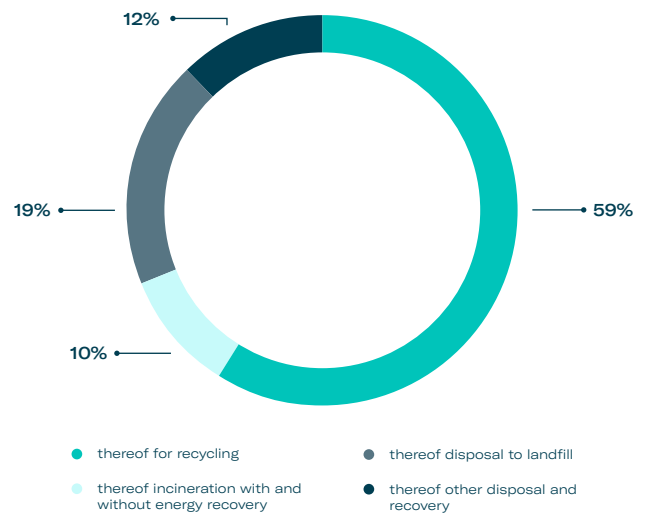
Waste quantities in t	2021	2020	2019
Hazardous <sup>1)</sup>	3,445	-	-
Non-hazardous <sup>1)</sup>	19,998	-	-
<b>Total</b>	<b>23,443</b>		

<sup>1)</sup> The waste is classified as hazardous and non-hazardous in accordance with local regulations.

Of our total waste volume, around 60% is sent to recycling. The proportion of waste sent to incineration with or without energy recovery is approximately 10%. Landfill waste accounts for just under 20% of the total.

The remaining percentage of other disposal and recovery methods is mainly due to the lack of information at the locations. We intend to obtain more precise data for this percentage in the coming year.

### Waste according to recycling and disposal methods



In 2021, 21 of our 36 production locations sent 0% of their waste to landfill.

## Ecodesign

Global packaging volumes are steadily increasing, and with them their adverse impacts on the environment, especially in countries that still lack suitable waste collection and recycling infrastructure. Packaging that is not properly disposed of and ends up in the environment can cause significant negative impacts. Proper disposal and avoidance of the negative impacts of packaging waste – especially plastic waste – are consequently an increasingly important environmental policy goal. Protecting the climate and keeping the world’s oceans clean dominate the environmental policy debate in this area. Transitioning to a circular economy is seen as pivotal in achieving environmental policy targets.



Each year, we produce more than 17 billion injection vials, ampoules, cartridges, containers for liquid and solid medicines, insulin pens, pen and micro pump systems, inhalers, syringes, and cosmetic containers at our 36 production plants worldwide. Our customers are mostly companies in the global pharma and healthcare industry and the cosmetics industry, with the majority of our revenues generated in the pharma and healthcare industry. As primary packaging, our products thus fulfill a crucial function in those industries for the safe transportation as well as storage and administration of our customers' products. In many cases, the packaging is an integral system component, without which many products would be less user-friendly and safe.

This underlines the importance of laying the foundations for a user-friendly, safe, and high-quality product during the development process, so that we can shape its future environmental impact. Since our customers, with their products, are also distributors of our products, close cooperation with them in the realization of an environmentally friendly product packaging system along the life cycle is of great importance.

That is why we start to identify, assess, and realize potential for applying eco-design principles at this stage of the process. We define ecodesign as the incorporation environmental aspects into the product design process with the aim of improving the environmental impact of a product throughout its life cycle – including production, transport, use, and disposal.

We have set the following goal for transparent and measurable disclosure of our ambition:

🕒 By 2023, we will develop Gerresheimer ecodesign principles and apply them in our product development process to 100% of our new product developments.

Whereas in the past we primarily implemented customer specifications, under this new target we aim to collaborate closely with our customers right from the design of our products and the corresponding production processes – not only to comply with legal requirements, but also to proactively and systematically integrate ecodesign principles.



## Replace: Gerresheimer offers its customers rPET made from recycled, ocean-bound plastic

In addition to the already established cosmetics packaging made from various blends of recycled PET (rPET) compounds, we are now offering rPET made from ocean-bound plastic as part of our product range.

**“We are delighted to present this material to our customers for their sustainability concepts. I firmly believe that this will allow us to address customers' needs even better and produce sustainable packaging for care and cosmetic products.”**

Niels Düring, Global Executive Vice President  
Plastic Packaging



The plastic collected from the oceans consists of 100% PET and is recyclable. Since less energy needs to be used for recycling, the CO<sub>2</sub> requirement for production is reduced. Consequently, recycling saves both raw materials and energy.

Gerresheimer conducted a full dimensional analysis of the material in conjunction with a functional test. The results show that there is no significant difference between this material and virgin PET material.

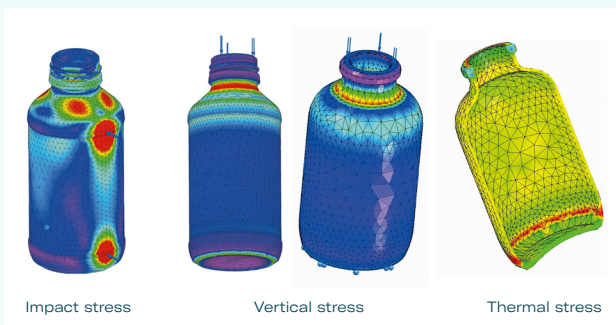


## Reduce: Lightweight, stable and resource-saving – this is how design and production benefit from digital simulation of the glass forming process

Ecodesign means that sustainability aspects are included in the development of a product from the outset.

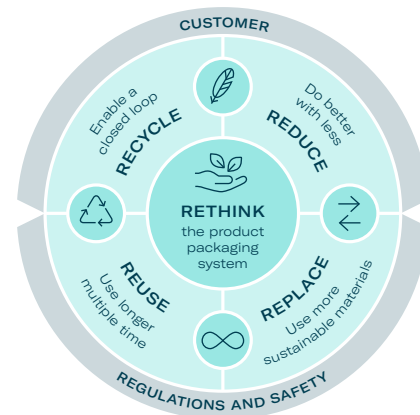
**“The production of a glass container begins with designing its mold. The more accurately the mold is designed and manufactured, the better its quality in terms of glass distribution, visual appearance, strength, and weight.”**

Philipp Amrhein, Manager New Product Development & Mould Design



The weight of bottles, flacons, and jars in particular is an important factor in energy consumption during production and in avoiding emissions during transport logistics. Taking into account all chemical and physical glass parameters, computerized digital simulation is used to optimize the molding production process and the design of the molds.

This contributes to improving strength as well as reducing weight and avoiding waste.



**Rethink** summarizes strategies aimed at fundamentally rethinking the existing product packaging system as such.

**Reduce** summarizes strategies that focus on resource efficiency by reducing volume, wall thickness, and additional non-essential components and materials to maintain functionality.

**Replace** summarizes strategies aimed at substituting non-renewable primary raw materials with renewable or secondary raw materials and avoiding environmentally harmful materials.

**Reuse** summarizes strategies aimed at the reuse of (partial) components including primary to tertiary packaging materials.

**Recycle** summarizes strategies focused on enabling recycled material streams, through improved recyclability.

To implement this goal, a cross business unit working group began developing a joint systematic approach in 2021. This year, the Gerresheimer ecodesign principles – Rethink, Reduce, Replace, Reuse, and Recycle – were established as an important intermediate step, summarizing the relevant strategies in order to develop a sustainable product packaging system that supports the circular economy.

The applicability of the principles and strategies varies by business unit and product and must always be implemented in line with three basic premises arising from our market environment: Meeting regulatory, quality, and safety requirements, improving sustainability performance, and meeting customer needs.

A multi-stage process was developed to put the concept into operation: Ecodesign as an integral part of customer interaction through proactive communication, integration of ecodesign optimization test steps in key sub-steps of the product development process, where a systematic identification of the hotspots and potential takes place, assessment of their feasibility with regard to the identified basic premises, and implementation of the potential with the customer. This always involves the alignment of new concepts and the optimization of existing concepts. The concept and the steps taken to put it into practice were confirmed this year by the Sustainability Council and the Management Board.



## Replace: Glass is infinitely recyclable

Replacing primary raw materials with secondary raw materials is an important part of more sustainable product design for glass packaging.

It contributes to the reduction of energy and raw material requirements as well as to the avoidance of waste.

We have been successfully producing glass with a very high proportion of post-consumer recycled (PCR) material for over ten years in Momignies, Belgium, and since 2020 also at our German location in Tettau. By using recycled glass, we can produce high-quality cosmetic packaging while conserving resources.

**“We are market pioneers in the field of PCR glass. Our PCR glass packaging has won over many of our customers who want to improve their sustainability without making any compromises. We are committed to the circular economy and produce cosmetic packaging with the highest PCR glass content.”**

Nicola Balena, Vice President Global Business Management Cosmetics Moulded Glass



Gerresheimer has worked intensively to reduce the proportion of raw materials used in clear glass (sand, calcium oxide, and sodium carbonate) to just 45% of the batch melted in the furnace. The composition of this glass has been tested and certified by RDC Environment of Belgium.

The individual business units are now engaged in identifying and implementing the adjustments in the course of the regular development process. Moreover, the working group is working on a manual for decision-making, that is, for the comparative evaluation of different packaging aspects in order to avoid the shifting of impacts and to make an informed decision with factually improved sustainability performance.

The majority of the ecodesign aspects applied in our existing product portfolio can currently be categorized under substitution of primary raw materials with secondary raw materials, use of alternative raw materials, reusability, weight reduction, and improvement of transportation efficiency by design configuration.

More information on our product solutions and ecodesign approaches can be found on our website.

## Responsible Supply Chain Management

As a manufacturer of high-quality pharmaceutical primary packaging, our molded glass plants primarily use quartz sand, soda and soda lime as raw materials to make glass, along with other additives in small quantities. The production of plastic primary pharmaceutical packaging and of complex drug delivery systems like insulin pens and inhalers requires energy and above all specialist resins such as polyethylene, polypropylene, and polystyrene. We additionally use small quantities of what are referred to as conflict minerals.

Reliable supply and competitive costing are at the core of our procurement activities. Integrating sustainability into supplier management enables us to make our supply chains more resilient and enter into long-term relationships with suppliers.

As our business units deploy different production technologies and production is distributed worldwide across Europe, North America, South America, and Asia, our procurement is largely decentralized. Energy and goods or services not relevant to production, such as access to data networks as well as hardware and software, are predominantly sourced centrally.

Our supplier management requirements are firmly established in the Gerresheimer Management System in the chapter “Supplier Quality Procedures,” and therefore apply to all locations worldwide.

To further enhance procurement employees' understanding of sustainability in the supply chain, all relevant employees have completed the e-learning module "Introduction to Responsible Supply Chain Management" in recent years. We plan to relaunch and roll out the e-learning module upon completion of our revised Responsible Supply Chain approach. We are therefore not reporting any training ratios this year.

All new suppliers are subject to a qualification process before they are approved to supply materials or services.

The first step in this process for our strategic suppliers is the recognition of the Gerresheimer Principles for Responsible Supply Chain Management (RScM Principles), in which we have formulated our expectations and requirements for our suppliers. The Principles are based on international standards such as the principles of the UN Global Compact, the Universal Declaration of Human Rights, the ILO Core Labor Standards and the OECD Guidelines for Multinational Enterprises. They cover the topics of ethics, labor and social standards or human rights, health and safety, as well as environmental protection.

Our RScM principles also specify that a supply contract will be terminated with immediate effect if it is determined that a supplier willfully and repeatedly disregards the specified principles.

Clearly communicating our expectations with regard to sustainability issues creates the necessary transparency for our suppliers.

🎯 Our target is for 100% of our strategic suppliers to have acknowledged our "Gerresheimer Principles for Responsible Supply Chain Management" by 2024.

In addition to the RScM principles, our interactions with suppliers are governed by the Gerresheimer Compliance Program and the Purchasing Policy and Procedural Instructions.

We verify our suppliers' compliance with the RScM principles as part of our qualification and re-evaluation process.

🎯 A further target is for 100% of our strategic suppliers to be assessed by 2024 in our supplier qualification process and to be subject to the related re-auditing on environmental and social aspects.

In addition to providing information by responding to a questionnaire, this qualification process for strategic suppliers also involves an on-site or virtual audit (increasingly used in light of coronavirus travel restrictions). Around 80% of our locations already include environmental or social requirements in this qualification process.

To maintain quality in procurement over the long term and ensure continuous improvement in supplier performance, all strategic suppliers undergo an annual performance review and supplier audits are carried out at regular intervals. Environmental and social evaluation criteria likewise form part of this annual review.

We use small quantities of minerals such as tin, tungsten, tantalum, and gold (so-called "conflict minerals") or their derivatives in the manufacture and refinement of our products. As part of the purchasing process for such conflict minerals, the respective suppliers must provide certificates on the proper sourcing of these raw materials. In this way, we have proof that our suppliers have not obtained the raw materials from countries that finance armed conflict or contribute to human rights violations by mining and trading in them. This is clearly stipulated both in the RScM principles and in our "Declaration on Conflict Minerals." We verify that the suppliers have the required certificates and provide our customers with the bundled information concerning the countries of origin of minerals and the smelters and refineries used along the supply chain in a Conflict Minerals Reporting Template (CMRT) certificate.

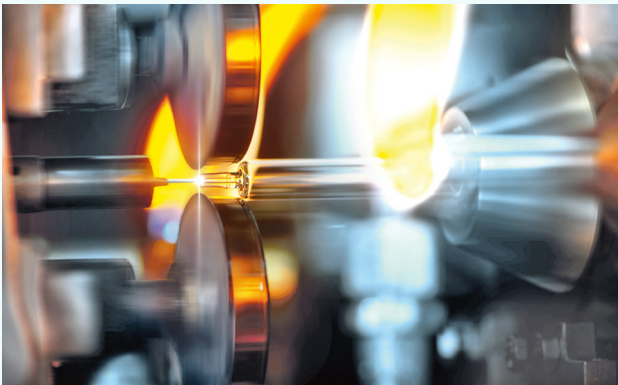


## Glass syringes: Less use of conflict minerals

When syringes are used, traces of tungsten or other metals that occasionally remain in the bore when the syringe cone is formed can pose a problem.

**“Our metal-free syringe is particularly suitable for our customers and partners who develop active ingredients using biotechnology.”**

Stefan Verheyden, Global Vice President Gx Biological Solutions & Sales Syringes Medical Systems



A production technology specially developed and patented by Gerresheimer ensures that the mandrel used in cone forming is no longer made of the tungsten or an alternative metal usually used, but of a special ceramic. This can reduce the use of so-called rare earths.

Our approach to screening new and existing suppliers is being revised by a working group established in 2021 to meet the requirements of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz). As a result, the year for implementing our targets has now also been moved from 2023 to 2024 in order to integrate the more comprehensive requirements into one approach at the outset.

The realignment includes a shift to a more risk-based approach to ensure that we identify and assess the key sustainability risks in our value chains in the best possible way.

As part of this, we are also revising our RScM principles and the valuation programs based on them to ensure a minimum degree of standardization of approach across all business areas. The new version will be rolled out next year.










As of the close of the financial year, 32% (prior year: 36%) of our strategic suppliers had provided written assurances of their compliance with the RScM principles. 27% (prior year: 30%) of our strategic suppliers are audited with regard to environmental and social aspects. The decrease in percentage coverage resulted from an increase of more than 10% in the number of our strategic suppliers. However, when we began revising the RScM Principles, we suspended collecting supplier consent to them until the new version is finalized. In addition, the pandemic meant that audits were only possible to a limited extent.

In 2021, eleven suppliers with potentially negative environmental impacts were identified and improvements were agreed with them. These improvements related, among other things, to ISO 14001 certifications, as well as to the documentation of internal environmental audits. Six suppliers with potentially negative social impacts were also identified. Improvements in areas including personal protective equipment for employees and the Code of Conduct were agreed with these suppliers.

There were no incidents in the financial year 2021 that led to termination of a supplier relationship for any of the above reasons.

# GxCare (People)

GxCare is the third pillar of our sustainability strategy and embodies our commitment to employees and to the communities among which we operate as a business enterprise.

	Strategic focal area	Target	UN Global Compact principles	SDGs
	Employee satisfaction	Rank among the top 25% of employers rated in the Employee Net Promoter Score by 2028	–	 
	Health and occupational safety	80% reduction in lost time injury rate by 2028 ISO 45001 certification for 100% of locations by 2023	Principle 1	  
	Community engagement	Annual commitment from 100% of locations to "education" or "health and well-being" by 2023	–	  

Our globally oriented human resources strategy provides the framework for our activities and programs at our locations worldwide. As well as seeking to attract and retain skilled employees, we aim to foster employee development, ensure safety and health in the workplace, promote diversity and equal opportunities, improve working conditions, and support the community.

Overall implementation of our human resources strategy is the responsibility of management at our plants. Global Human Resources (GHR) assumes a support function here, assisting our locations in implementation. The GMS furnishes the processes and tools to implement our global strategy. It encompasses Group-wide standards, methods and instruments for employee development, leadership, and participation.

The global roll-out of digital HR systems in support of these HR goals began in 2019, continued in 2021, and has already been successfully completed at various locations. This enables a variety of HR processes, such as the recruiting process, to be standardized globally as well as made more efficient and faster across national borders.

## Our Employees

We produce in the regions where our customers and markets are located: at 46 locations (including 36 production locations) on four continents. The Gerresheimer Group had 10,447 employees as of the end of the financial year 2021 (prior year: 9,880) and also employed 1,146 temporary staff as of November 30, 2021 (prior year: 957 temporary staff).

As a Group with a long tradition in our home market, we continue to have a large footprint in Germany. At the end of the financial year, we had 3,760 employees at ten locations across the country (prior year: 3,597). We have 2,374 employees in other European countries (prior year: 2,349), 1,063 employees in the Americas (prior year: 1,040), and 3,250 employees in the emerging markets (prior year: 2,894).

## Employee Satisfaction

Our employees are the cornerstone of our business success. The satisfaction of our employees, their commitment, and their knowledge are the most important drivers of our corporate success, paving the way to achieving our goals. Employee development, cultural initiatives, and a global talent management concept all have a positive impact on employee satisfaction. The structure of these initiatives is described in detail in the People Development section of this chapter. We use the Employee Net Promoter Score (eNPS) as an instrument to measure and reveal the increasing satisfaction of our employees. The eNPS ranges from -100 to +100.

🎯 We have set ourselves the target of achieving an eNPS of >20 by 2028 to be among the best 25% of rated companies.

As an indicator of employee satisfaction, eNPS is measured by asking employees how likely it is that they would recommend Gerresheimer an employer. We have set ourselves the target of continuously improving our eNPS (annual measurement as part of our employee surveys) and ranking among the top employers.

<sup>8</sup> Gerresheimer changed its definition of emerging markets in the financial year 2021 and no longer uses the same definition as IQVIA. Gerresheimer now considers Brazil, China, India, and Mexico to be emerging markets, as they are the markets that are most relevant to the Company and where the highest revenues are recorded. We have adjusted our reporting for this year and for the prior year in line with the new/ altered definition.

We continued our work to refine our target definition in 2021 in order to compare our aim of being part of the top 25% of ePNS-rated companies with the metrics in our annual surveys. According to our survey provider, our target is an absolute eNPS value greater than 20.



## Gerresheimer recognized as a world-class workplace

Gerresheimer was one of three employers to be honored/ highlighted by Effectory in May 2021 after achieving an 81% approval rating in the Employee Engagement Index as part of our global pulse survey in 2020. This index reflects the level of commitment and motivation in the workplace.

**“We are delighted with these outstanding results. I would like to thank all employees who took part in our survey and contributed to the findings.”**

Alexander Eckert, Global Senior Vice President  
Human Resources



Our pulse survey is a means of measuring employee satisfaction and motivation on an ad hoc basis – in other words “taking the pulse” of the company.

Gerresheimer and the other winners, Iceland Air Group and Dutch insurer a. s. r., accepted their awards at a ceremony held online.

A pulse survey was conducted among all employees worldwide for the first time in the financial year 2020. We took this pulse survey as a basis for the next major global employee survey in September and October 2021, which was geared towards identifying further strengths and potential for improvement and utilizing these opportunities to bring Gerresheimer forward as an employer. The focus issues of commitment, employee leadership, and employer attractiveness were supplemented by three further topics: conditions in the workplace and collaboration, change and improvement, and strategy and future.

This year’s employee survey saw a participation rate of 77.8%, up from the rate of 66.2% achieved with the pulse survey. This increase of 11.6 percentage points is mostly due to the many local communication initiatives realized in relation to the survey.

The results of the survey were evaluated in the reporting year and presented to the management in the fourth quarter, before being communicated at plant and team level.

A slight improvement was recorded in the employee leadership category compared to the pulse survey. Results were also very positive and comparable with the pulse survey in the commitment category.

With a value of 6.3 (prior year: 6.6) on a scale of -100 to +100, the eNPS score remained all but constant.

## Education and Training

In line with our value-based corporate policies, and against the backdrop of demographic change, we see vocational training as an important goal to recruit young talent early, provide the best possible training, and secure long-term employee loyalty. The different training requirements are taken into account in each business unit.

Our training programs prepare young employees for their future responsibilities. Since Gerresheimer AG went public in 2007, Gerresheimer has trained over 2,600 young people in more than 20 occupations. The overall trend is pointing upwards, with 215 trainees worldwide in 2020 and 200 trainees in 2021.

Since 2010, the promotion of young talent at Gerresheimer has included a co-op education program. The Gx-Go! trainee program has been available for graduates since 2017. So far, all trainees who completed the 18-month trainee program have been successfully taken on in ongoing employment with the Company.

Given the global orientation of our company, it is not possible for us to define a catch-all value that takes into account all cultures and nations.

As of November 30, 2021, Gerresheimer employed 129 trainees (prior year: 147 trainees) in Germany. We were able to fill 87.5% of our trainee positions in 2021, putting the training rate in Germany at 3.4% (prior year: 4.1%).

The Gerresheimer Medical Systems locations achieved particularly noteworthy training successes in training year 2020/2021. Two glass process engineering and toolmaker trainees were selected among the best in the cohort by the local chamber of commerce and industry, and one of the pair was also awarded the prize of best-in-state. Besides the trainees themselves, their companies and vocational schools are given recognition for creating the ideal conditions for training.

The German training model was also introduced at a number of international locations, including Skopje and Peachtree City.

Alongside the training program, we also offer ten co-op degree programs, including a Bachelor of Engineering with an industrial engineering major.

## People Development

In addition to our training programs, we constantly invest in the professional, methodological, and personal development of our workforce with a view to attaining our corporate goals and securing our long-term success. Through this investment, we always seek to align our global corporate goals with the individual career aspirations of our employees.

For this purpose, we offer coaching, training, and development programs worldwide. Furthermore, employees in management positions are able to take part in custom-made development programs to prepare for the current and future challenges of their roles. These include the Leading with Heart & Mind leadership program, which was launched as a pilot project in Germany in 2021. This program is geared towards middle management and attracted 62 participants in the pilot phase in 2021. Gerresheimer's long-term aim is to roll the program out to all managers around the world.

Our corporate strategy also provides for the ongoing development of our global leadership culture. We aim to establish a value-based management culture characterized by participation, mutual collaboration, and trust, which is why we developed the global TRIBE Leadership initiative (TRIBE = teamwork, responsibility, integrity, bold innovation, excellence) in 2020. The goal of this initiative is for all managers at Gerresheimer to receive training on these principles in future. The concept is based on four modules that

are completed consecutively on an annual basis. It is implemented by way of a global Train the Trainer concept that ensures that all managers get the opportunity to take part in the TRIBE Leadership courses. More than 70% of Gerresheimer managers received the training in 2021 through the Train the Trainer concept. The success of the training program is measured in an employee survey.

As part of talent management, we have set ourselves the goal of increasing the number of internal replacements for management positions. To this end, in 2020, we launched the formula GT (Gerresheimer Talents) global management development program to identify and promote high-potential employees within the Group. The program was implemented for the first time in February 2021. Over an 18-month period, twelve young talents will complete a total of five modules that are based on the goals defined in our corporate strategy. The candidates will also work on strategically relevant projects. The diverse range of different nations represented in the group is particularly noteworthy.

## Diversity and Equal Opportunities

Gerresheimer embraces a culture of diverse beliefs, experiences, and cultural backgrounds, as is expressly embodied in our Corporate Responsibility Guideline. Our 10,447 employees work in 15 different countries across four continents. The diversity of these countries and cultures is also reflected within Gerresheimer.

Gerresheimer draws on talent from all over the world, regardless of age, skin color, gender, sexual orientation, nationality, religion, or disability, to leverage the Company's potential as best it can. By recognizing, appreciating, and utilizing its potential, Gerresheimer benefits fivefold: (1) better access to new markets, (2) long-term commitment from employees, (3) becoming an employer of choice, (4) managing risks by ensuring that the company remains legally compliant, and (5) becoming more resilient and capable of adapting to change.

Our values – integrity, teamwork, and responsibility – are genuine obligations to us, where the human element is what makes the difference. They underscore our principle of treating others how we ourselves would like to be treated. In accordance with these principles and in observance of the General Act on Equal Treatment in Germany, we fill our vacancies worldwide solely based on qualification and without regard to ethnic heritage, gender, religion, sexual identity, or any disability. We achieve this through a structured, objective recruitment process. Our responsibility in this regard has been documented in the Gerresheimer Diversity & Inclusion policy, which applies globally.



In the financial year 2021, employees from 74 nations (prior year: 60 nations) worked at Gerresheimer. 64.0% of employees work outside of Germany (prior year: 63.6%).

Female employees make up 30.8% of the workforce (prior year: 33.3%). Owing to the sometimes physically demanding nature of blue-collar work, there are naturally only a small number of female applicants for such positions. Overall, the percentage of women in the first two levels of management was 20.2% (prior year: 19.0% (prior year: 18.4%) for the first management level and 20.8% (prior year: 17.7%) for the second management level. The global percentage of women in management positions at Gerresheimer should reflect the share of women in the Company's global workforce. Gerresheimer is working tirelessly to increase the percentage of women in management positions.

As a globally operating Group, we also rely on an international management team. Citizens of countries other than Germany accounted for 36.4% of top-level managers as of November 30, 2021 (prior year: 42.9%). A total of 13 nations are represented in our executive management (prior year: 14 nations).

## Labor and Social Standards

We are fully committed to respecting, supporting, and protecting labor and social standards as well as human rights for our employees and temporary staff at our locations worldwide. This commitment is enshrined in our "Corporate Responsibility Guideline" and is upheld by local units at our locations.

In keeping with local laws and international conventions – such as those of the International Labor Organization (ILO) – we do not tolerate child and forced labor at Gerresheimer anywhere in the world. Local collective bargaining and other agreements ensure freedom of assembly for our employees at locations where collective bargaining agreements apply and taking local law into account.

We embrace our responsibility for conduct in accordance with our guideline by communicating its importance and application at all plants as part of our GMS. Plant managers are required to establish a process to ensure compliance with the principles set out in our Corporate Responsibility Guideline.

Workplace codetermination is institutionally established at Gerresheimer in Germany by means of the Group Works Council, which looks after the interests of our employees. The Group Works Council comprises 15 employees (prior year: 15) – three women and twelve men (prior year: three women and twelve men).



## Gerresheimer receives Fair Company award

Gerresheimer has been named a fair and attractive employer by the Fair Company initiative. This accolade is awarded by German-language newspaper Handelsblatt and the widely renowned Institute for Employment and Employability (IBE) to employers that are particularly committed to fairness in the workplace in general and for people starting out their careers.

**“Before applying to any company, I always find out about its values, its culture, and its corporate social responsibility. I was won over by Gerresheimer immediately thanks to its distinctive and targeted approach and its sustainability strategy.”**

Giuliano Ditel, student apprentice



The Fair Company initiative's award has been presented to employers since 2020 on the basis of criteria such as workplace organization, collaboration and leadership, corporate culture, corporate values, commitment to employees, diversity and equal opportunities, fair market conduct, corporate social responsibility, and sustainability. Employers must pass a review and receive subsequent IBE certification to become members of the Fair Company initiative.

Recruitment at Gerresheimer is done in compliance with the statutory requirements and legal framework applicable in the country concerned. Gerresheimer embraces a working environment in which all employees, irrespective of nationality, origin, religion, gender, age, disability, or sexual orientation, are held in equally high regard and enjoy the same opportunities. This principle is applied through a structured, objective recruitment process.

With arrangements such as part-time programs, mobile working and flexible work hours, we continue to pursue our efforts in many countries to help employees strike a balance between their work and family life and make it easier for them to care for children and family members.

Regarding employee remuneration, we attach great importance to ensuring that pay is nationally and internationally competitive and that there is no gender pay gap. We back this up by benchmarking against our peers and by applying objective job grading in areas such as executive management and at some locations across all levels of the hierarchy. Additionally, many of our employees are subject to binding pay scales under collective agreements, which rule out gender-specific pay gaps for equivalent work. The collective agreement covers some 61.4% of Gerresheimer employees (prior year: 54.6%).

Our remuneration policy provides for a variable element in addition to fixed pay for a variety of positions. For our global executive management, we also have a Mid-Term Incentive Program relating to the past three financial years.

Gerresheimer provides employees at many locations with additional benefits on top of financial remuneration components. These include subsidized meals, subsidized public transport, and group accident insurance.

A total of 356 employees worldwide were employed part-time as of the end of the financial year 2021 (prior year: 303), corresponding to 3.4% of the workforce (prior year: 5.1%).

Gerresheimer employees have the option of taking parental leave, including in countries where there is no statutory provision for doing so. A total of 239 employees made use of this option in the financial year 2021 (prior year: 201).

Our pay levels also exceed the local minimum wage in the emerging markets of Brazil, Mexico, India, and China.

As in the prior year, no cases of human rights violations or discrimination were reported anywhere in the world in the financial year 2021.

## Health and Occupational Safety

As a manufacturing company, responsibility for the health and safety of our employees is our number one priority. We want to provide all employees with a safe working environment from which they return home fit and healthy every day. Occupational safety must remain our most important consideration, day in day out. We further elaborated on this position in 2020 by adopting the following core health and occupational safety principles:

- › Occupational safety and health has top priority.
- › We actively develop and promote a health and safety culture.
- › We require our managing directors to exercise their leadership role in continuously and visibly promoting occupational safety and health.
- › All managers are required to behave in an exemplary manner and ensure that all employees are fully informed about instructions, the law, hazards, and protective measures.
- › We do not accept violations of safety rules at any level.

We want to ensure that occupational safety is a focus issue in every plant, every day, and that everyone works together to achieve this. Not only do we believe that occupational safety greatly benefits from sound processes, we are also convinced that a positive occupational safety culture and daily awareness of the topic also plays a role. We intend to continue working in this regard, with the aim of avoiding every accident.

🎯 By 2028, we are targeting an 80% reduction in our lost time injury rate (number of accidents in the workplace resulting in more than one day's absence per million hours worked). This equates to a reduction in the lost time injury rate from 13.4 in the benchmark year of 2019 to 2.7 in 2028.

🎯 To provide suitable conditions for this purpose, we also plan to introduce an occupational health and safety management system at all production locations by 2023 and have it certified to ISO 45001.

In 2020, global responsibility for Environment, Health, and Safety (EHS) was combined with Operational Excellence (OPEX), including our Gerresheimer Management System (GMS) and Corporate Social Responsibility (CSR), into one department with a direct reporting line to the Management Board. The department reports to the Management Board three times per year on the occupational health and safety KPIs, level of target achievement, and implementation measures.

Alongside global coordination and management, each production location also has local occupational health and safety experts available to them. Regular training ensures employee safety awareness and that experts at our locations have the necessary qualifications and up-to-date expertise. A total of 263 employees<sup>9</sup> (prior year: 370 employees) around the world are members of formal occupational safety committees that verify and ensure compliance with all standards and safety regulations.

To strengthen our global safety organization and promote exchange on safety, a global Occupational Safety Council was established in 2020 with representatives from each business unit. The Council is tasked with fine-tuning and uniformly implementing occupational safety standards and processes within the Group.

Our standards and processes are based on the fundamental occupational safety policies enshrined in the Gerresheimer Management System (GMS). The fundamental requirements of the GMS are regularly evaluated by the locations themselves. This takes place on an online platform using a standardized questionnaire that allows us to compare the implementation status across different locations and track implementation of specific improvement measures.

In 2021, we introduced a centralized and uniform global process for reporting critical safety incidents and the results of incident analysis. This process features a defined set of accident categories, injury types, cause and action categories, and reporting periods and channels. The new process delivered key findings on the most frequent causes of accidents and locations of accidents, allowing us to initiate more targeted improvement measures and press ahead with cross-location dialog on accident risks and how to prevent them. We found that relevant potential improvements lie in the more systematic and detailed analysis of accidents and the resulting definition and implementation of effective countermeasures. As a result, the Occupational Safety Council is currently working on a standardized global accident analysis and evaluation process, which is set to be rolled out to all locations in 2022.

We analyzed absolute accident frequency, lost time injury rate per one million working hours, and accident severity and selected which plants we intended to focus on in the financial year 2021. These plants were then offered systematic support and guidance in drawing up and implementing improvement measures. We aim to take targeted action to systematically eliminate the root causes of critical safety incidents so that we can achieve an 80% reduction in lost time injury rate across the Group by 2028.



## ISO 45001 to become a global standard

The Gerresheimer Group has declared DIN EN ISO 45001 as a mandatory standard for all of its plants worldwide. By implementing this internationally recognized certification, we intend to show that we can fulfill our corporate social responsibility while establishing a robust management system that helps us to reduce the risk of injuries, accidents, and work-related illness among our workforce.

**“We want all of our employees around the world to return home after a day’s work just as fit and healthy as they were when they arrived at work.”**

Lukas Burkhardt, member of the Management Board responsible for the business unit Primary Packaging Glass



It is important that we all pull together and help and support each other, which is why our global experts took part in an online event in 2021 to share and discuss their experiences in implementing ISO 45001 and best practice solutions. This allows our colleagues in locations that do not yet have ISO 45001 certification to learn from past experiences and bring the management system to life.

<sup>9</sup> Difference to the prior year due to data validation

We also organized visits to five of these focus plants involving the respective business unit representatives on the global Occupational Safety Council. These visits were aimed at comparing the corrective and preventative measures implemented by the plant and improving the accident situation to make the formula Safety target of reducing the lost time injury rate by 80% by 2028 achievable. The status of the technical, organizational, and personal standards of the occupational health and safety management system was also reviewed during the visits and compared against existing solutions at other companies.

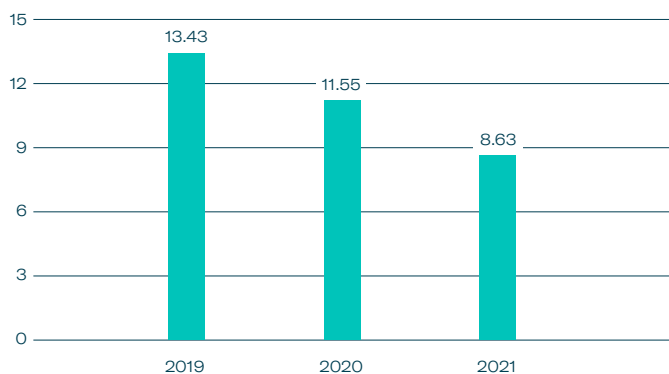
The planned introduction of ISO 45001 management systems at all production locations by 2023 will help us to continuously improve occupational safety and minimize accidents. We have opened up dialog on this issue to support the certification of the management systems. Plants already certified according to ISO 45001 presented their experiences, pitfalls, difficulties, and, above all, effective practical solutions at a round-table event.

Our plants track and analyze occupational safety indicators locally and implement suitable improvement measures. The indicators are reported on a monthly basis in our global reporting system and, since 2020, have also been published in an occupational safety dashboard for all plants, business unit managers, and the Management Board. In addition, occupational safety is a standard agenda item in the business reviews held three times a year between the Management Board and the business units, as well as featuring in the operational and strategic planning process.

Reflecting the key importance of employee health, we provide individually adapted personal protective equipment that goes beyond the statutory minimum requirements, such as ear protectors, safety footwear, and prescription safety goggles at locations including Chalon, Essen, Indaiatuba, Kosamba I, Lohr, Wertheim, Pfreimd, and Tettau. We want to embed a culture of occupational health and safety in the Company to an even greater extent by incorporating regular Gemba walks into managers' routines, something that has already begun at our plants in Chalon, Lohr, Momignies, Tettau, and Wertheim.

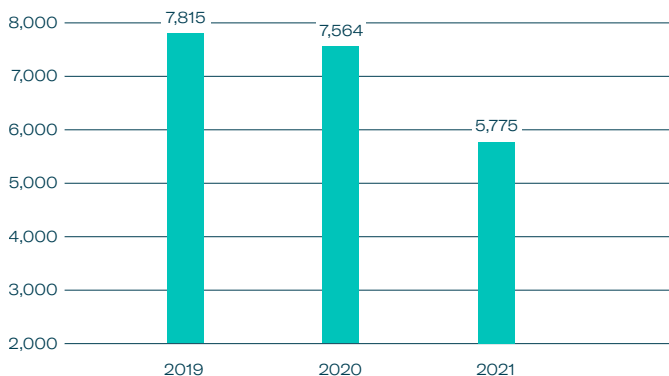
#### Lost time injury rate

Occupational accidents per million hours worked



#### Days lost

Days lost due to occupational accidents



The global lost time injury rate per million hours worked was 8.63 (prior year: 11.55). The number of occupational accidents resulting in more than one lost day was 160 (prior year: 210). Most such accidents occurred in Germany (101; prior year: 101), followed by Europe excluding Germany (43; prior year: 61), the emerging markets (12; prior year: 33) and the Americas (4; prior year: 15). In total, occupational accidents resulted in 5,775 days lost (prior year: 7,564<sup>10</sup>), representing a reduction of 1,789 days. As in the prior year, we had zero fatal occupational accidents involving employees or third-party companies in the financial year 2021. Due to the nature of their employment, 343 employees (prior year: 254) have an increased risk of job-related illnesses.

<sup>10</sup> Equivalent of 5,403 days in NFB 2020 due to change from five working days per week to seven calendar days.

A further seven production locations obtained ISO 45001 certification in 2021, taking the certification level to 53% (prior year: 30%). Four locations (Berlin, Indaiatuba, Momignies, and Peachtree City) have begun their preparations for certification, while all remaining locations plan implementation by 2023.

We offer a broad spectrum of measures at many plants to keep employees physically and mentally fit and help them maintain a healthy lifestyle throughout their careers and beyond. These include health days, Take Your Bike to Work Day, fruit baskets, and ergonomically designed workplaces.

One of the defining issues in the financial year – and not only in the area of health and occupational safety – was and continues to be the global Covid-19 pandemic.

Shortly after the outbreak of the pandemic in China, we set up a global crisis team for the worldwide implementation and support of suitable occupational safety and health policies. The team keeps track of the situation at our worldwide locations on an ongoing basis and consults regularly on the resulting strategies and measures. Additionally, all Gerresheimer companies have set up a local crisis team that is responsible for compliance with instructions, implementing measures, and reporting to the global crisis team. The local crisis teams work closely together with the global crisis team and are responsible for complying with the requirements of the pandemic plan and coordinating measures according to the situation at hand at any given time.

Gerresheimer activated its existing global pandemic plan and the corresponding measures in January 2020. Our pandemic plan and preventive measures aim to protect employees and maintain business continuity at Gerresheimer – including ensuring stable production and shipments to customers. The instructions in the pandemic plan include preventive, organizational, and hygiene measures that are adapted to the respective local conditions and circumstances. In addition, our locations have conducted comprehensive, systematic risk analyses and developed additional mitigation plans to prepare for potential risks. Gerresheimer has a seven-stage pandemic scenario in place that includes defined measures at each stage and corresponding check lists.



## Gerresheimer Kundli helping out Indian communities in the pandemic

We have been supporting local Indian communities for many years and have stepped up our efforts during the pandemic. Our plant in northern India, not far from New Delhi, took far-reaching action to help anyone in need of assistance.

**“We work closely with the local government and privately run schools to improve infrastructure and the quality of education.”**

Anjali Bajpai, Senior Manager Human Resources



The activities included building laundry facilities, gardens, and fences and setting up centralized water treatment systems. Another way in which we help local communities is by handing out free writing materials, school bags, food packages, sportswear, and school uniforms. Last but not least, we also regularly support disadvantaged families – this year by donating sewing machines.

Alongside standard measures such as hygiene requirements, visitor and travel restrictions, temperature measurement, and home working, splitting most production teams into small isolated groups has also benefited us. These measures, coupled with staggered shift schedules, have reduced potential infection risks to small groups, allowing us to keep all of our plants fully operational in spite of recorded infections.

The global crisis team has been in close contact with local crisis teams, which reviewed, developed, and continued the measures initiated in 2020 in 2021. Besides the measures already in place in 2020, efforts in 2021 were focused primarily on testing and vaccination strategies.

## Community Engagement

We firmly believe that we can deliver better results in the medium to long term if we measure our actions according to social concerns as well as economic factors, which is why we aim to commit to the Sustainable Development Goals in the local communities in which we operate. The Company's social responsibility is enshrined in our Corporate Responsibility Guideline.

Our delivery on social responsibility is focused on where we operate, meaning the immediate surroundings of our locations worldwide. In line with our vision of becoming, through our products, the leading partner for solutions that improve health and well-being, we target our social involvement on issues that have an impact in this area and a direct link to our business activities.

We have translated this aspiration into a measurable target:

🎯 By 2023, we want 100% of our sites to contribute annually to projects relating to health and well-being or education.

Adopting this target is intended to supplement the contribution we make in our core business to the United Nations Sustainable Development Goals (SDGs), notably "Good health and well-being" (SDG 3) and "Quality education" (SDG 4).

Our local plants plan most of our activities on a decentralized basis and implement them under their own auspices. They decide for themselves what projects they wish to contribute to in our two focal areas. The type of involvement can also take on a variety of forms, including non-cash donations, cash donations, and volunteering.

Many locations have already contributed to the focal areas referred to above for many years. In our sustainability strategy, we have now finally made our approach mandatory for all locations. We have begun to establish a systematic structure for planning various activities and tracking them against specified criteria to place our new objective within a solid framework. We aim to ensure that our locations select projects that have a positive long-term impact and enhance the specified focal areas.

Our next step will be to define a standard, global set of criteria for this commitment to further focus and add more detail to the scope of activities and financial contributions. To drive these activities forward in a concerted manner, we set up a working group in 2021 consisting of representatives from all business units and initiated dialog in virtual meetings on our objective and the various activities at our locations.

We have implemented clear rules governing charitable donations and the awarding of consulting contracts with the aim of preventing donations or contributions being made to governments, political parties, politicians or organizations with extremist objectives. Substantial donations require approval and are subject to the Group's strict compliance regulations.

The majority of our social involvement in the areas of health and well-being in the financial year 2021 came in the form of donations to and sponsorship of healthcare institutions and organizations committed to preventative healthcare and assistance, such as for Covid-19 or cancer patients, and support of local sporting events. Employees at numerous locations took part in volunteering schemes, including for the victims of the floods in Germany, and environmental campaigns.

In the area of education, many of our locations again made donations to schools and other educational institutions in the financial year 2021.

As in the prior year, many of the events and campaigns that our employees were actively involved in could not take place due to the ongoing pandemic and the associated restrictions.

All in all, 65% of our sites were involved in health, well-being, or education projects in the financial year.

# Business Ethics and Compliance

All Gerresheimer companies must be managed responsibly in accordance with Business ethics and compliance. This is vital to Gerresheimer's success as a global Group. For Gerresheimer, legally compliant conduct is not only the basis for responsible corporate governance, it also deepens the trust that our business partners, shareholders, and the general public invest in our Company and our workforce.

## Group-Wide Compliance Management System (CMS)

The Group-wide CMS is based on policies adopted by the Management Board. The CMS has the primary aim of ensuring that all Gerresheimer Group employees adhere to applicable laws and our internal rules to avoid compliance infringements and minimize compliance risk. The CMS includes a range of preventative measures for this purpose. Monitoring instruments built into the CMS help detect conduct that does not comply with the law and our rules and regulations. If infringements are found, they are remedied and sanctioned appropriately as necessary under the specific circumstances.

The focus of the CMS is on combating corruption as well as adhering to the provisions of antitrust and capital market law. It goes without saying that Gerresheimer also promotes conduct aligned with the rules of compliance in other relevant areas of activity and law.

## Compliance Organization

Global responsibility for ensuring that the CMS is appropriate and effective in combating compliance risks lies with the compliance organization.

The Management Board appointed the General Counsel as Compliance Officer, who, in this capacity, is responsible for implementing and updating the guidelines issued by the Management Board and for providing training. The Compliance Officer also acts as the point of contact for questions and suggestions relating to the Gerresheimer Compliance Program and for reporting on any violations of compliance rules. In the event of infringements, the Compliance Officer carries out investigations and takes disciplinary action on the instruction of the CEO.

The Compliance Officer is supported by local compliance officers at subsidiary level, who help ensure that all employees are familiar with the elements of the Gerresheimer Compliance Program. Local compliance officers are the first point of contact for all compliance-related questions and, in consultation with the Compliance Officer, also conduct compliance training. The Compliance Officer advises and supports the local compliance officers and local management at all times.

## Avoiding Risks

The Gerresheimer CMS features various preventive elements in order to avoid compliance infringements and minimize compliance risk. These include the Gerresheimer Compliance Program, training, and risk analysis.

Gerresheimer's Compliance Program is intended to help employees to correctly apply laws and Company guidelines. All three focal areas selected for the Gerresheimer Compliance Program (combating corruption, antitrust law, and capital market law) are covered by binding guidelines with additional instructions.

Compliance training is provided to employees at specific intervals, with participants selected based on the respective level of risk. Lists of mandatory participants are drawn up for each training module to identify the right participant group. Training content is delivered both in a classroom setting and via e-learning programs. Classroom training is provided by in-house lawyers or external experts. Course content is specified by the Compliance Officer and regularly updated.

	Total number of training participants	Training coverage in %
<b>Regions</b>		
Germany	382	99
Europe	170	94
North America	215	94
South America	94	99
Asia	180	100
<b>Worldwide</b>	<b>1,041</b>	<b>97</b>

Risk analysis is carried out regularly to analyze and identify potential compliance risks at an early stage. In this analysis, structural risks and risks resulting from the respective business model are revealed and assessed according to a rating model. The risk analysis structure involves reviewing, weighting, and aggregating the Company's operating, financial, and reputation risks in relation to defined issues, taking into account the monitoring arrangements and processes that are already in place. The scope for further risk reduction is evaluated, together with the need for implementing any further monitoring measures, on the basis of the outcome of the analysis.

## Risk Identification and Response

Conduct that is not in compliance with the law and rules and regulations runs contrary to Gerresheimer's interests. All employees, without exception, are under obligation to comply with the applicable laws and rules. The Gerresheimer CMS features various monitoring instruments to ensure that our rules of conduct are observed.

The electronic whistleblower system for reporting compliance infringements is one such instrument, providing a direct online channel to the Compliance Officer that is available around the clock and from anywhere in the world. Whistleblowers can choose to give their name or remain anonymous. This reporting system is open to employees, customers, suppliers, and other third parties. The whistleblower system can be used in all the languages relevant to the Gerresheimer Group in order to make it as easy as possible to access.

Every suspicion of a compliance infringement is investigated. As a matter of policy, penalties for compliance infringements are always on decided a case-by-case basis in proportion to the infringement. Depending on severity, infringements can lead to disciplinary measures including dismissals, official warnings, or relocations, as well as claims for compensation.

## Review and Continuous Improvement

Review and continuous improvement are core elements of the CMS, which is why new classroom training documentation was prepared for the focal areas of combating corruption and antitrust law in the reporting year. This new training documentation was used as a basis for a training concept applying to classroom training worldwide. The content of the e-learning training programs is now also available in an additional language. A new communication document was prepared and published to draw attention to the ability to report compliance infringements through the Gerresheimer whistleblower system.

## Internal Investigations

In the reporting year, 17 internal investigations were carried out throughout the Group on suspected infringements of compliance rules. The investigations resulted in the dismissal of one employee and official warnings being issued to two further employees. In four cases, employees received awareness advisories or training and, in one instance, the contractual relationship with a contractual partner was terminated. Reports were made to authorities and charges filed in five cases. Five other individual measures were also introduced.

	2021	2020
Reported potential compliance infringements	17	7
<b>Measures taken</b>		
Dismissal	1	3
Reprimand/official warning	2	–
Awareness advisories	4	4
Termination of contractual relationship with third party	1	1
Charges filed with authorities	5	–
Other	5	–

## Judicial and Official Proceedings

No judicial or official proceedings in connection with focal issues under the CMS were initiated or conducted against Gerresheimer in the financial year 2021.



# Employee Metrics

	2021	2020
Employees (worldwide)	10,447	9,880
<i>thereof female in %</i>	30.8	33.3
<i>thereof in the Primary Packaging Glass Division</i>	5,577	5,224
<i>thereof in the Plastics &amp; Devices Division</i>	4,618	4,425
<i>thereof in the Advanced Technologies Division</i>	110	98
<i>thereof at Headquarters</i>	142	133
<i>thereof in Germany</i>	3,760	3,597
<i>thereof in Europe (excluding Germany)</i>	2,374	2,349
<i>thereof in the Americas</i>	1,063	1,040
<i>thereof in emerging markets</i>	3,250	2,894
Female employees at top level of management in %	19.0	18.4
Female employees at the second level of management in %	20.8	17.7
Female employees at the top two levels of management in %	20.2	18.0
Average age of employees (worldwide)	42.3	41.4
Length of service (worldwide)	11.2	11.7
Number of trainees (worldwide)	200	215
<i>thereof in Germany</i>	129	147
Number of training hours (worldwide)	139,631	179,418
Hours of training per employee	13.4	18.2
Number of nations represented in our workforce	74	60
Number of employees on parental leave (worldwide)	239	201
Number of part-time employees (worldwide)	356	303
Number of shift employees (worldwide)	5,745	5,717
Number of employees with disabilities (worldwide)	168	185
Number of employee reviews (worldwide)	5,349	4,248
Number of employees who have left the Group	1,586	1,183
<i>thereof contract terminated by the employer</i>	315	400
<i>thereof contract terminated by the employee</i>	544	406
<i>thereof end of temporary contract</i>	495	190
<i>thereof by mutual consent</i>	69	91
<i>thereof entering retirement</i>	98	82
<i>thereof incapacity or death</i>	65	14
Intra-Group employee transfers	27	65

# Key Figures for EU Taxonomy Reporting

## Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2021

Economic activities (1)	Code(s) (2)	Absolute turnover (3) In EUR k	Proportion of turnover (4) In %	Substantial contribution						DNSH (does not significantly harm)						Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of turnover, 2021 (18) In %	Category (enabling activity) (20) E	Category (transitional activity) (21) T
				Climate change mitigation (5) In %	Climate change adaptation (6) In %	Water and marine resources (7) In %	Circular economy (8) In %	Pollution (9) In %	Bio-diversity and ecosystems (10) In %	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Bio-diversity and ecosystems (16) Y/N				
<b>A. Taxonomy-eligible activities</b>																			
Turnover of sustainable (Taxonomy-aligned) activities (A.) <sup>1)</sup>		0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>B. Taxonomy non-eligible activities</b>																			
Turnover of Taxonomy non-eligible activities (B.)		1,498,007	100																
<b>Total (A + B)</b>		<b>1,498,007</b>	<b>100</b>																

## Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2021

Economic activities (1)	Code(s) (2)	Absolute CapEx (3) In EUR k	Proportion of CapEx (4) In %	Substantial contribution						DNSH (does not significantly harm)						Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of turnover, 2021 (18) In %	Category (enabling activity) (20) E	Category (transitional activity) (21) T
				Climate change mitigation (5) In %	Climate change adaptation (6) In %	Water and marine resources (7) In %	Circular economy (8) In %	Pollution (9) In %	Bio-diversity and ecosystems (10) In %	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Bio-diversity and ecosystems (16) Y/N				
<b>A. Taxonomy-eligible activities</b>																			
Construction of new buildings		7.1	23,625	9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Renovation of existing buildings		7.2	99	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Installation, maintenance, and repair of energy efficiency equipment		7.3	2,703	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Installation, maintenance, and repair of instruments and devices for measuring, regulation, and controlling energy performance of buildings		7.5	10	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Acquisition and ownership of buildings		7.7	8,304	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CapEx of Taxonomy-eligible activities (A.) <sup>1)</sup>		34,740	13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>B. Taxonomy non-eligible activities</b>																			
CapEx of Taxonomy non-eligible activities (B.)		229,193	87	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total (A + B)</b>		<b>263,933</b>	<b>100</b>																

<sup>1)</sup> For the first year of Taxonomy reporting, no distinction is made between A.1 environmentally sustainable (Taxonomy-aligned) activities and A.2 Taxonomy-eligible but not environmentally sustainable activities (Taxonomy non-aligned activities) in accordance with the simplified disclosure requirements.

**Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2021**

Economic activities (1)	Code(s) (2)	Absolute OpEx (3) In EUR k	Proportion of OpEx (4) In %	Substantial contribution						DNSH (does not significantly harm)						Minimum safeguards (17) Y/N	Taxonomy-aligned proportion of turnover, 2021 (18) In %	Category (enabling activity) (20) E	Category (transitional activity) (21) T
				Climate change mitigation (5) In %	Climate change adaptation (6) In %	Water and marine resources (7) In %	Circular economy (8) In %	Pollution (9) In %	Bio-diversity and ecosystems (10) In %	Climate change mitigation (11) Y/N	Climate change adaptation (12) Y/N	Water and marine resources (13) Y/N	Circular economy (14) Y/N	Pollution (15) Y/N	Bio-diversity and ecosystems (16) Y/N				
<b>A. Taxonomy-eligible activities</b>																			
Construction of new buildings	7.1	62	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Acquisition and ownership of buildings	7.7	1	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
OpEx of Taxonomy-eligible activities (A.) <sup>21</sup>		63	0																
<b>B. Taxonomy non-eligible activities</b>																			
OpEx of Taxonomy non-eligible activities (B.)		53,436,115	100																
<b>Total (A + B)</b>		<b>53,436,178</b>	<b>100</b>																

<sup>21</sup> For the first year of Taxonomy reporting, no distinction is made between A.1 environmentally sustainable (Taxonomy-aligned) activities and A.2 Taxonomy-eligible but not environmentally sustainable activities (Taxonomy non-aligned activities) in accordance with the simplified disclosure requirements.

# Limited Assurance Report of the Independent Practitioner Regarding the Non-financial Statement

To Gerresheimer AG, Düsseldorf/Germany

## Our Engagement

We have performed a limited assurance engagement on the separate consolidated non-financial report of Gerresheimer AG, Düsseldorf/Germany, (the "Company") for the period from December 1, 2020 to November 30, 2021.

Our engagement did not cover the audit of the content on websites of the Company which are referenced in the consolidated non-financial report.

## Responsibilities of the Executive Directors

The executive directors of the Company are responsible for the preparation of the consolidated non-financial report in accordance with Secs. 315b, 315c in conjunction with 289c to 289e German Commercial Code (HGB) and Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND THE COUNCIL of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (hereafter referred to as "EU Taxonomy Regulation") and the delegated acts adopted thereon, as well as with their own interpretation of the wording and terminology contained in the EU Taxonomy Regulation and the delegated acts adopted thereon, as is presented in section "EU taxonomy reporting requirements under Regulation (EU) 2020/852" of the consolidated non-financial report.

The consolidated non-financial report has been prepared by the executive directors based on the "core" option of the sustainability reporting standards of the Global Reporting Initiative, which is stated in the consolidated non-financial report.

These responsibilities of the executive directors include the selection and application of appropriate methods regarding non-financial reporting and the use of assumptions and estimates for individual non-financial disclosures which are reasonable under the given circumstances. In addition, the executive directors are responsible for such internal control as they have determined necessary to enable the preparation of a consolidated non-financial report that is free from – intentional or unintentional – material misstatement due to fraudulent behavior (accounting manipulation or misappropriation of assets) or error.

Some of the wording and terminology contained in the EU Taxonomy Regulation and the delegated acts adopted thereon are still subject to considerable interpretation uncertainty and have not yet been officially clarified. Therefore, the executive directors have laid down their own interpretation of the EU Taxonomy Regulation and of the delegated acts adopted thereon in section "EU taxonomy reporting requirements under Regulation (EU) 2020/852" of the consolidated non-financial report. They are responsible for the selection and reasonableness of this interpretation. As there is the inherent risk that indefinite legal concepts may allow for various interpretations, evaluating the legal conformity is prone to uncertainty.

The preciseness and completeness of environmental data in the consolidated non-financial report is thus subject to inherent restrictions resulting from the way how the data was collected and calculated and from assumptions made.

## Independence and Quality Assurance of the Firm

We have complied with the German professional requirements on independence and other professional rules of conduct.

Our firm applies the national statutory rules and professional announcements – particularly of the "Professional Charter for German Public Auditors and German Sworn Auditors" and of the IDW Quality Assurance Standard "Quality Assurance Requirements in Audit Practices" (IDW QS 1) promulgated by the Institut der Wirtschaftsprüfer (IDW) and does therefore maintain a comprehensive quality assurance system comprising documented regulations and measures in respect of compliance with professional rules of conduct, professional standards, as well as relevant statutory and other legal requirements.

## Responsibilities of the Practitioner

Our responsibility is to express a conclusion on the consolidated non-financial report based on our work performed within our limited assurance engagement.

We conducted our work in accordance with the International Standard on Assurance Engagements 3000 (Revised) "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (ISAE 3000 (Revised)), adopted by the IAASB. This Standard requires that we plan and perform the assurance engagement so that we can conclude with limited assurance whether

matters have come to our attention to cause us to believe that the consolidated non-financial report of the Company has not been prepared, in all material respects, in accordance with Secs. 315b, 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the delegated acts adopted thereon, as well as with the interpretation by the executive directors presented in section "EU taxonomy reporting requirements under Regulation (EU) 2020/852" of the consolidated non-financial report.

The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance engagement; consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. The choice of assurance work is subject to the practitioner's professional judgment.

Within the scope of our limited assurance engagement, which we performed during the months from October 2020 to January 2021, we performed, among others, the following procedures and other work:

- › Gaining an understanding of the structure of the sustainability organization, and of the involvement of stakeholders
- › Inquiries of the executive directors and relevant personnel who have been involved in the preparation of the consolidated non-financial report, about the preparation process, about the system of internal control relating to this process, as well as about disclosures in the consolidated non-financial report
- › Identification of probable risks of material misstatements in the consolidated non-financial report
- › Analytical evaluation of selected disclosures in the consolidated non-financial report
- › Cross validation of the selected disclosures and the corresponding data in the consolidated financial statements as well as in the group management report
- › Assessment of the presentation of the disclosures
- › Evaluation of the process to identify taxonomy-eligible economic activities and the corresponding disclosures in the consolidated non-financial report

As the EU Taxonomy Regulation and the delegated acts adopted thereon contain indefinite legal concepts, it is necessary that the executive directors make an interpretation. The executive directors' assessment of their interpretation's legal conformity is prone to uncertainty, which, in this respect, is also true for our assurance engagement.

## Practitioner's Conclusion

Based on the work performed and the evidence obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial report of Gerresheimer AG for the period from December 1, 2020 to November 30, 2021 has not been prepared, in material respects, in accordance with Secs. 315b, 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the delegated acts adopted thereon, as well as with the interpretation by the executive directors presented in section "EU taxonomy reporting requirements under Regulation (EU) 2020/852" of the consolidated non-financial report.

We do not express a conclusion on websites of the Company which are referenced in the non-financial report.

## Intended Use of the Report

We issue this report as stipulated in the engagement letter of August 25/September 2, 2021 agreed with Gerresheimer AG. The assurance engagement was performed for the purposes of Gerresheimer AG, and the report is solely designed for informing Gerresheimer AG about the findings of the assurance engagement.

## Liability

This report should not be used by third parties as a basis for any (asset) decision. We are liable solely to Gerresheimer AG, and our liability is governed by the engagement letter dated August 25/September 2, 2021 concluded with Gerresheimer AG, as well as the "General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (German Public Auditors and Public Audit Firms)" as of January 1, 2017 (IDW AAB). However, we do not accept or assume liability to third parties. By reading and using the information contained in this report, each recipient confirms notice of the provisions of the General Engagement Terms (notably the limitation of our liability for negligence to EUR 4 million as stipulated in no. 9 of the IDW-AAB), and agrees and acknowledges the General Engagement Terms towards us.

Düsseldorf/Germany, February 1, 2022


Deloitte GmbH  
Wirtschaftsprüfungsgesellschaft





Signed: René Kadlubowski  
Wirtschaftsprüfer  
(German Public Auditor)

Signed: Sebastian Dingel

# GRI Content Index

The following GRI content index shows how we meet the requirements of the GRI standards that are material to us. The required disclosures can be found on the specified pages of the separate non-financial group report and in the audited parts of the annual report 2021. If a disclosure is not fully covered by the references, the additional information is supplemented in the "Explanations" column or the reasons for omission are explained. Information and data relating to the individual standards are only listed if they are relevant from a management perspective and information is

therefore recorded. At the same time we disclose our progress towards the UN Global Compact (UNGC)'s defined 10 Principles as well as our contribution to the Sustainable Development Goals (SDGs). The respective information can be found in the references made in this Index. For the information marked by  to which reference is made, a limited assurance has been performed by Deloitte. The independent assurance can be found on page 46 in this document.

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
<b>General Disclosures</b>					
<b>Organizational Profile</b>					
<b>102-1</b>	<b>Name of the organization</b>  Imprint, p. 59  Gerresheimer AG				
<b>102-2</b>	<b>Activities, brands, products, and services</b>  Gerresheimer at a glance, p. 2–3 GxCircular, Ecodesign, p. 25	<b>7</b>	<b>3</b>		
<b>102-3</b>	<b>Location of headquarters</b>  Imprint, p. 59  Gerresheimer AG Klaus-Bungert-Straße 4 40468 Duesseldorf Deutschland				
<b>102-4</b>	<b>Location of operations</b>  Annual report, List of shareholdings of Gerresheimer AG as of November 30, 2021, p. 51 Annual report, Gerresheimer AG locations, p. 104 Gerresheimer at a glance, p. 2–3 GxCare, Our employees, p. 30				
<b>102-5</b>	<b>Ownership and legal form</b>  Annual report, Gerresheimer on the capital market, p. 100 et seq. Imprint, p. 59				
<b>102-6</b>	<b>Markets served</b>  Gerresheimer at a glance, p. 2–3 Annual report, Fundamental information about the group, p. 4 GxCircular, Ecodesign, p. 25		<b>3</b>		
<b>102-7</b>	<b>Scale of the organization</b>  Gerresheimer at a glance, p. 2–3 Annual report, Capital structure, p. 16 Annual report, Business performance of Gerresheimer AG (HGB), p. 19 GxCircular, Ecodesign, p. 25 GxCare, Our employees, p. 30		<b>8</b>		
<b>102-8</b>	<b>Information on employees and other workers</b>  GxCare, Our employees, p. 30 GxCare, Diversity and equal opportunities, p. 33	<b>4, 5, 6</b>	<b>5, 8, 10, 12</b>	Information on external temporary workers can be found in the respective section. Temporary workers are mostly active in production, packaging processes and logistics.	
<b>102-9</b>	<b>Supply chain</b>  GxCircular, Responsible supply chain management, p. 27	<b>2, 4, 5, 6, 8, 9, 10</b>	<b>8, 10</b>	Gerresheimer currently has over 10,500 suppliers worldwide.	

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
<b>102-10</b>	<b>Significant changes to the organization and its supply chain</b>  Annual report, List of shareholdings of Gerresheimer AG as of November 30, 2021, p. 51 Annual report, Scope of consolidation, p. 50 Our sustainability targets, p. 12 GxCircular, Responsible supply chain management, p. 27				☑
<b>102-11</b>	<b>Precautionary Principle or approach</b>  Our sustainability strategy, p. 11 Sustainability risks, p. 17 GxPure, p. 18 GxCircular, p. 23 GxCare, p. 30	<b>7</b>			
<b>102-12</b>	<b>External initiatives</b>  Stakeholder dialogues, p. 16	<b>8</b>	<b>6, 14, 17</b>	Gerresheimer AG officially joined the Alliance for Water Stewardship as a member in December 2020 and the UN Global Compact as a member in April 2021.	
<b>102-13</b>	<b>Membership of associations</b>  Stakeholder dialogues, p. 16	<b>8</b>		Some of our sites are also involved in local initiatives and networks, which we do not record centrally. Apart from the usual membership contributions, no significant financial support was granted in 2021.	
<b>Strategy, ethics and integrity</b>					
<b>102-14</b>	<b>Statement from senior decision-maker</b>  Letter of the CEO, p. 4 Annual report, Strategy and objectives, p. 4 et sqq. Our sustainability strategy, p. 11	<b>8, 9</b>	<b>7, 12, 13, 15</b>		
<b>102-16</b>	<b>Values, principles, standards, and norms of behavior</b>  Annual report, Strategy and objectives, p. 4 et sqq. Annual report, Corporate governance statement, p. 27 Management system and organizational integration, p. 14 GxCare, p. 30 et sqq.	<b>all</b>	<b>3, 8, 9, 16</b>	In April 2021 we joined the UN Global Compact (UNGC) and thereby commit to upholding the ten defined principles for responsible business practices.	
<b>Governance</b>					
<b>102-18</b>	<b>Governance structure</b>  Annual report, Corporate governance statement, p. 27 Management system and organizational integration, p. 14				
<b>Stakeholder engagement</b>					
<b>102-40</b>	<b>List of stakeholder groups</b>  Stakeholder dialogues, p. 16			Our key stakeholder groups include:  – business partners and customers – the capital market – our employees – political representatives – neighbors and local community – non-governmental organizations	
<b>102-41</b>	<b>Collective bargaining agreements</b>  GxCare, Labor and social standards, p. 33 et sqq.	<b>3</b>	<b>8</b>		
<b>102-42</b>	<b>Identifying and selecting stakeholders</b>  Stakeholder dialogues, p. 16			In 2020 Gerresheimer conducted a stakeholder-mapping. This mapping is still up to date and forms the basis for our stakeholder communication planning. Gerresheimer is open to dialogues with every person our group interested in our business activities or with influence in the organization.	
<b>102-43</b>	<b>Approach to stakeholder engagement</b>  Stakeholder dialogues, p. 16				☑
<b>102-44</b>	<b>Key topics and concerns raised</b>  Our sustainability strategy, p. 11 Stakeholder dialogues, p. 16				☑

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
<b>Reporting practice</b>					
102-45	<b>Entities included in the consolidated financial statements</b>  Annual report, List of shareholdings of Gerresheimer AG as of November 30, 2021, p. 51 Annual report, Scope of consolidation, p. 50				☑
102-46	<b>Defining report content and topic boundaries</b>  About this report, p. 8 Our sustainability strategy, p. 11				☑
102-47	<b>List of material topics</b>  Our sustainability strategy, p. 11	7, 8, 9	3, 4, 6, 7, 12, 13, 14, 15	Our material topics include: <b>GxPure</b> – CO <sub>2</sub> -emissions – Renewable energy – Water <b>GxCircular</b> – Recycling and waste – Ecodesign – Responsible supply chain management <b>GxCare</b> – Employee satisfaction – Occupational health and safety – Community engagement	☑
102-48	<b>Restatements of information</b>  About this report, p. 8				☑
102-49	<b>Changes in reporting</b>  About this report, p. 8 Our sustainability strategy, p. 11				☑
102-50	<b>Reporting period</b>			The reporting period covers the fiscal year from Dec. 1, 2020 to Nov. 30, 2021.	
102-51	<b>Date of most recent report</b>			The last report was published on Feb. 18, 2021.	
102-52	<b>Reporting cycle</b>			The report is published once a year.	
102-53	<b>Contact point for questions regarding the report</b>  Imprint, p. 59				
102-54	<b>Claims of reporting in accordance with the GRI Standards</b>  About this report, p. 8			Gerresheimer AG's 2021 reporting was prepared in accordance with the GRI Standards "Core"-option.	☑
102-55	<b>GRI-Content-Index</b>  GRI-Content-Index, p. 48				☑
102-56	<b>External Assurance</b>  About this report, p. 8 Independent auditor's report on an audit to obtain limited assurance on sustainability information, p. 46			The audit was commissioned by the Supervisory Board, and the results are reported to the Executive Board and Supervisory Board.	☑
<b>Economy</b>					
<b>Economic performance</b>					
101-1, -2, -3	<b>Management approach</b>  Annual report, Fundamental information about the group, p. 4 et sqq. Our sustainability strategy, p. 11				
201-1	<b>Direct economic value generated and distributed</b>  Annual report, Notes to the consolidated income statement, revenues, p. 62 Annual report, Proposal for appropriation of retained earnings, p. 71 Annual report, Notes to the consolidated income statement, personnel expenses and employees, p. 62 Annual report, Consolidated income statement, p. 44	2, 4, 5, 7, 8, 9, 10	8, 9		



GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
<b>201-2</b>	<b>Financial implications and other risks and opportunities due to climate change</b>  Sustainability risks, p. 17 GxPure, Emissions and energy, p. 18 et sqq. GxPure, Water, p. 21	<b>7, 8, 9</b>	<b>13</b>	We report in detail on the results of the assessment of opportunities and risks in the CDP climate change questionnaire.	
<b>201-3</b>	<b>Defined benefit plan obligations and other retirement plans</b>  Annual report, Consolidated balance sheet, p. 46				
<b>Procurement practices</b>					
<b>103-1, -2, -3</b>	<b>Management approach</b>  GxCircular, Responsible supply chain management, p. 27 et sqq.				
<b>204-1</b>	<b>Proportion of spending on local suppliers</b>			Gerresheimer does not have a specific guidelines on local purchasing. Procurement is carried out in such a way that security of supply and quality can best be guaranteed locally.	
<b>Anti-corruption</b>					
<b>103-1, -2, -3</b>	<b>Management approach</b>  Annual report, Opportunities and risks, p. 32 et sqq. Business ethics and compliance, p. 39 et sqq.				
<b>205-1</b>	<b>Operations assessed for risks related to corruption</b>  Business ethics and compliance, p. 39 et sqq.	<b>10</b>	<b>16</b>	As part of our CMS we assess all sites for corruption risks, not only individual sites. We conduct risk-based trainings with all relevant employees regularly. We do not report on identified corruption risks as these are subject to business secrecy.	☑
<b>205-2</b>	<b>Communication and training about anti-corruption policies and procedures</b>  Business ethics and compliance, p. 39 et sqq.	<b>10</b>	<b>16</b>	Information by region and employee category is currently not available. As the Gerresheimer Group's compliance department has Group-wide responsibility, we follow a uniform approach for the entire Group, irrespective of employee category and region.	☑
<b>205-3</b>	<b>Confirmed incidents of corruption and actions taken</b>  Business ethics and compliance, p. 39 et sqq.	<b>10</b>	<b>16</b>	The extent to which the cases involve sanctioned compliance violations is confidential information. No public law proceedings relating to corruption were initiated against the Group or employees in the reporting period.	☑
<b>Anti-competitive Behavior</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b>  Business ethics and compliance, p. 39 et sqq.				
<b>206-1</b>	<b>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b>  Business ethics and compliance, p. 39 et sqq.		<b>16</b>	In the financial year 2021, the Gerresheimer Group was not subject to any antitrust fine proceedings or third-party antitrust claims.	☑

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
<b>Environment</b>					
<b>Materials</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 Management system and organizational integration, p. 14 GxCircular, p. 23 GxCircular, Responsible supply chain management, p. 27 et sqq.				
<b>301-1</b>	<b>Materials used by weight or volume</b> GxCircular, Responsible supply chain management, p. 27 et sqq.	<b>7, 8</b>	<b>8, 12, 14</b>	Due to the diversity of our purchasing portfolio, such an indicator (weight or volume) does not represent information relevant to the management approach of this aspect.	
<b>301-2</b>	<b>Recycled input materials used</b> GxCircular, Ecodesign, p. 24 et sqq.	<b>7, 8</b>	<b>8, 12, 14</b>	Currently, the use of secondary raw materials depends on regulatory requirements, customer requirements, economic as well as qualitative availabilities. No global data are currently collected due to a lack of materiality.	
<b>301-3</b>	<b>Reclaimed products and their packaging materials</b> GxCircular, Ecodesign, p. 24 et sqq.	<b>7, 8</b>	<b>8, 12, 14</b>	The percentage is not determined or reported due to lack of materiality.	
<b>Energy</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> Management system and organizational integration, p. 14 GxPure, p. 18 GxPure, Emissions and energy, p. 18 et sqq.				
<b>302-1</b>	<b>Energy consumption within the organization</b> GxPure, Emissions and energy, p. 18 et sqq.	<b>7, 8, 9</b>	<b>7, 8, 12, 13</b>	Each production site worldwide reports data on energy consumption in accordance with the internally applicable policy; this takes into account the requirements of the GHG Protocol.	☑
<b>302-2</b>	<b>Energy consumption outside of the organization</b> GxPure, Emissions and energy, p. 18 et sqq.	<b>7, 8, 9</b>	<b>7, 8, 12, 13</b>	Each production site worldwide reports data on energy consumption in accordance with the internally applicable policy; this takes into account the requirements of the GHG Protocol.	☑
<b>302-3</b>	<b>Energy intensity</b> Annual report, Consolidated income statement, p. 44 GxPure, Emissions and energy, p. 18 et sqq.	<b>7, 8, 9</b>	<b>7, 8, 12, 13</b>	The ratio of energy consumption to sales can be determined from the referenced pages. However, we do not report this due to the heterogeneity of the portfolio. We currently refrain from a disclosure of intensities, as we did not identify a meaningful reference indicator for all Business Units.	☑
<b>302-4</b>	<b>Reduction of energy consumption</b> GxPure, Emissions and energy, p. 18 et sqq.	<b>7, 8, 9</b>	<b>7, 8, 12, 13</b>		☑
<b>302-5</b>	<b>Reductions in energy requirements of products and services</b> GxPure, Emissions and energy, p. 18 et sqq. GxCircular, Ecodesign, p. 24 et sqq.	<b>7, 8, 9</b>	<b>7, 8, 12, 13</b>		☑

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
<b>Water and Effluents</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> Our sustainability targets, p. 12 Management system and organizational integration, p. 14 GxPure, p. 18 GxPure, Water, p. 21				
<b>303-1</b>	<b>Interactions with water as a shared resource</b> GxPure, Water, p. 21	<b>7, 8, 9</b>	<b>6, 8, 12</b>		
<b>303-2</b>	<b>Management of water discharge-related impacts</b> GxPure, Water, p. 21	<b>7, 8, 9</b>	<b>6, 8, 12</b>		
<b>303-3</b>	<b>Water withdrawal</b> GxPure, Water, p. 21	<b>7, 8, 9</b>	<b>6, 8, 12</b>		☑
<b>303-4</b>	<b>Water discharge</b>	<b>7, 8, 9</b>	<b>6, 8, 12</b>	Data on water discharge are not yet available; a survey is planned for the medium term. The priority is currently on data acquisition and quality improvement within the fields of action defined as material.	
<b>303-5</b>	<b>Water consumption</b>	<b>7, 8, 9</b>	<b>6, 8, 12</b>	Data on water consumption are not yet available; a survey is planned for the medium term. The current priority is to obtain data and improve quality within the fields of action defined as material.	
<b>Emissions</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 Management system and organizational integration, p. 14 GxPure, p. 18 GxPure, Emissions and energy, p. 18 et sqq.				
<b>305-1</b>	<b>Direct (Scope 1) GHG emissions</b> Our sustainability targets, p. 12 GxPure, Emissions and energy, p. 18 et sqq.	<b>7, 8</b>	<b>3, 12, 13, 14, 15</b>	The calculation takes into account all sources of Scope 1 emissions, but does not identify them separately due to their respective materiality. Refrigerants contribute less than 1% of Scope 1 emissions. The amount is determined during maintenance work on the cooling systems based on the required refill quantity.	☑
<b>305-2</b>	<b>Energy indirect (Scope 2) GHG emissions</b> Our sustainability targets, p. 12 GxPure, Emissions and energy, p. 18 et sqq.	<b>7, 8</b>	<b>3, 12, 13, 14, 15</b>		☑
<b>305-3</b>	<b>Other indirect (Scope 3) GHG emissions</b> Our sustainability targets, p. 12 GxPure, Emissions and energy, p. 18 et sqq.	<b>7, 8</b>	<b>3, 12, 13, 14, 15</b>		☑
<b>305-4</b>	<b>GHG emissions intensity</b> Annual report, Consolidated income statement, p. 44 GxPure, Emissions and energy, p. 18 et sqq.	<b>8</b>	<b>13, 14, 15</b>	The ratio of GHG emissions (CO <sub>2</sub> e) to sales can be determined from the referenced pages. We do not report this intensity indicator (t CO <sub>2</sub> e/euro sales) in the 2021 financial year due to the heterogeneity of the portfolio. We currently refrain from a disclosure of intensities, as we did not identify a meaningful reference indicator for all Business Units.	☑
<b>305-5</b>	<b>Reduction of GHG emissions</b> Our sustainability targets, p. 12 GxPure, Emissions and energy, p. 18 et sqq.	<b>7, 8, 9</b>	<b>13, 14, 15</b>		☑
<b>305-7</b>	<b>Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), and other significant air emissions</b>	<b>7, 8, 9</b>	<b>3, 12, 13, 14, 15</b>	Air emissions arise in the course of our production processes, primarily in connection with glass production. We do not currently record these globally due to their varying significance.	

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
<b>Waste</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 Management system and organizational integration, p. 14 GxCircular, p. 23 GxCircular, Recycling and waste, p. 23				
<b>306-1</b>	<b>Waste generation and significant waste-related impacts</b> GxCircular, Recycling and waste, p. 23	<b>7, 8, 9</b>	<b>3, 6, 12, 13, 14, 15</b>	Waste is recorded as soon as it leaves the site property and is handed over to the disposal company. By-products and internal recycling streams are not recorded as part of the waste, but serve to prevent waste generation. Waste data is only recorded for the company's own sites; waste generated by suppliers or customers is not recorded.	
<b>306-2</b>	<b>Management of significant waste-related impacts</b> GxCircular, Recycling and waste, p. 23	<b>7, 8, 9</b>	<b>3, 6, 12</b>		
<b>306-3</b>	<b>Waste generated</b> GxCircular, Recycling and waste, p. 23	<b>7, 8, 9</b>	<b>3, 6, 12, 13, 14, 15</b>	Since the business year 2021 we gather global data on waste generated, split by the classification as hazardous and non-hazardous waste as well as disposal and recovery methods. We do not gather data on the waste composition. Waste is classified as such when it leaves the site for disposal or recovery.	
<b>306-4</b>	<b>Waste diverted from disposal</b> GxCircular, Recycling and waste, p. 23	<b>7, 8</b>	<b>3, 6, 12, 13, 14, 15</b>	Since the business year 2021 we gather global data on waste generated, split by the classification as hazardous and non-hazardous waste as well as disposal and recovery methods. We do not gather data on the waste composition. Waste is classified as such when it leaves the site for disposal or recovery.	
<b>306-5</b>	<b>Waste directed to disposal</b> GxCircular, Recycling and waste, p. 23	<b>7, 8</b>	<b>3, 6, 12, 13, 14, 15</b>	Since the business year 2021 we gather global data on waste generated, split by the classification as hazardous and non-hazardous waste as well as disposal and recovery methods. We do not gather data on the waste composition. Waste is classified as such when it leaves the site for disposal or recovery.	
<b>Environmental Compliance</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 Management system and organizational integration, p. 14				
<b>307-1</b>	<b>Non-compliance with environmental laws and regulations</b> Management system and organizational integration, p. 14	<b>7, 8</b>	<b>12, 13, 14, 15, 16</b>	In 2021, no significant fines or non-monetary penalties were imposed on Gerresheimer AG for non-compliance with environmental laws and regulations.	
<b>Supplier Environmental Assessment</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 GxCircular, Responsible supply chain management, p. 27 et sqq.				
<b>308-1</b>	<b>New suppliers that were screened using environmental criteria</b> GxCircular, Responsible supply chain management, p. 27 et sqq.	<b>7, 8, 9</b>	<b>12, 17</b>	In the reporting period, 26% of new (strategic) suppliers were audited according to ecological criteria. We aim to have assessed all strategically relevant suppliers according to ecological and social criteria by 2024.	☑
<b>308-2</b>	<b>Negative environmental impacts in the supply chain and actions taken</b> GxCircular, Responsible supply chain management, p. 27 et sqq.	<b>7, 8, 9</b>	<b>12, 17</b>		☑

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
<b>Social</b>					
<b>Employment</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 GxCare, p. 30				
<b>401-1</b>	<b>New employee hires and employee turnover</b> GxCare, Our employees, p. 30 Employee Metrics, p. 41	<b>6</b>	<b>5, 8, 10</b>	More detailed information (by age group, gender, religion,...) is not relevant for the management of this aspect.	☑
<b>401-2</b>	<b>Benefits provided to full-time employees that are not provided to temporary or part-time employees</b> GxCare, Labor and social standards, p. 33 et sqq.	<b>6</b>	<b>5, 8, 10</b>		
<b>401-3</b>	<b>Parental leave</b> GxCare, Labor and social standards, p. 33 et sqq.	<b>6</b>	<b>5, 8, 10</b>	More detailed information such as the breakdown by gender is not relevant for the management of this aspect.	☑
<b>Labor/Management relations</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 GxCare, p. 30 GxCare, Labor and social standards, p. 33 et sqq.				
<b>402-1</b>	<b>Minimum notice periods regarding operational changes</b> GxCare, Labor and social standards, p. 33 et sqq.	<b>3</b>	<b>8</b>	The basic principle of our actions is compliance with national law. Thus, we adhere to the relevant notification requirements periods resulting from national laws or local collective agreements.	
<b>Occupational Health and Safety</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 GxCare, p. 30 GxCare, Health and occupational safety, p. 34 et sqq.				
<b>403-1</b>	<b>Occupational health and safety management system</b> GxCare, Health and occupational safety, p. 34 et sqq.		<b>3, 8</b>	Our goal is to implement an ISO 45001 management system at all our production sites by 2023. In 2021, about 53% of employees are covered by a ISO 45001 management system.	☑
<b>403-2</b>	<b>Hazard identification, risk assessment, and incident investigation</b> GxCare, Health and occupational safety, p. 34 et sqq.		<b>3, 8</b>	The identification of hazards, risk assessment and investigation of incidents is part of the of the management systems (ISO 14001, 45001 and 9001). Our goal is to implement an ISO 45001 management system at all our production sites by 2023.	☑
<b>403-3</b>	<b>Occupational health services</b> GxCare, Health and occupational safety, p. 34 et sqq.		<b>3, 8</b>	Our Gerresheimer management system includes the establishment of an occupational health service at all locations and is simultaneously covered by ISO Standard 45001.	
<b>403-4</b>	<b>Worker participation, consultation, and communication on occupational health and safety</b> GxCare, Health and occupational safety, p. 34 et sqq.		<b>3, 8</b>	Our Gerresheimer management system foresees the establishment of appropriate committees at all sites and is reviewed via regular assessments; at the same time, this is covered by ISO 45001.	☑
<b>403-5</b>	<b>Worker training on occupational health and safety</b> GxCare, Health and occupational safety, p. 34 et sqq.		<b>3, 8</b>	Our Gerresheimer management system foresees the implementation, communication and maintenance of occupational safety standards; at the same time, this is covered by ISO 45001.	☑
<b>403-6</b>	<b>Promotion of worker health</b> GxCare, Health and occupational safety, p. 34 et sqq.		<b>3, 8</b>	Our Gerresheimer management system foresees the creation of a health program at all our sites. Implementation is based on local conditions.	☑

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
403-7	<b>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</b>  GxCircular, Responsible supply chain management, p. 27 et sqq.		3, 8		☑
403-8	<b>Workers covered by an occupational health and safety management system</b>  GxCare, Health and occupational safety, p. 34 et sqq.		3, 8	Our goal is to implement an ISO 45001 management system at all our production sites by 2023. In 2021, about 53% of employees are covered by a ISO 45001 management system. We do not gather further information on local legal requirements globally.	☑
403-9	<b>Work-related injuries</b>  GxCare, Health and occupational safety, p. 34 et sqq.		3, 8	Since the beginning of the financial year 2021 we record incidents both for our own as well as temporary employees.	☑
403-10	<b>Work-related ill health</b>  GxCare, Health and occupational safety, p. 34 et sqq.		3, 8	So far, we only survey the risk of occupational diseases, but not the type and frequency of occurrence of these diseases due to the globally very different legal definitions.	☑
<b>Training and education</b>					
101-1, -2, -3	<b>Management approach</b>  About this report, p. 8 GxCare, p. 30				
404-1	<b>Average hours of training per year per employee</b>  GxCare, Education and training, p. 31 Employee metrics, p. 41	6	4, 5, 8	Differentiation of the data by gender and employee category is not relevant for us.	☑
404-2	<b>Programs for upgrading employee skills and transition assistance programs</b>  GxCare, People development, p. 32	6	4, 5, 8		
404-3	<b>Percentage of employees receiving regular performance and career development reviews</b>  GxCare, People development, p. 32	6	4, 5, 8	We do not currently report on the percentage by gender, as this information is collected anonymously in individual regions, nor by employee category, as the data is not available.	☑
<b>Diversity and equal opportunity</b>					
101-1, -2, -3	<b>Management approach</b>  Annual report, Diversity policy for the management board and long-term succession, p. 31 About this report, p. 8 GxCare, Diversity and equal opportunities, p. 32				
405-1	<b>Diversity of governance bodies and employees</b>  Annual report, Diversity policy for the management board and long-term succession, p. 31 GxCare, Diversity and equal opportunities, p. 32 Employee Metrics, p. 41	6	5, 8, 10		
405-2	<b>Ratio of basic salary and remuneration of women to men</b>  GxCare, Labor and social standards, p. 33 et sqq.	6	5, 8, 10	Compensation is regulated by salary bands or collective bargaining agreements and is applied regardless of gender (explanation valid for Germany). Not in all other countries collective bargaining agreements and salary bands exist.	
<b>Non-discrimination</b>					
101-1, -2, -3	<b>Management approach</b>  About this report, p. 8 GxCare, Labor and social standards, p. 33 et sqq.				
406-1	<b>Incidents of discrimination and corrective actions taken</b>  GxCare, Labor and social standards, p. 33 et sqq.	6	5, 8, 10, 16	No cases of discrimination were noted in the reporting period.	☑

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
<b>Freedom of Association and Collective Bargaining</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 GxCare, Labor and social standards, p. 33 et sqq.				
<b>407-1</b>	<b>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</b>  GxCare, Labor and social standards, p. 33 et sqq. GxCircular, Responsible supply chain management, p. 27 et sqq.	<b>3</b>	<b>8, 10</b>	We maintain relationships with suppliers from two countries that generally have an increased risk of violation of trade union freedom of association. We are not aware of any significant risk of incidents of violations of the respective rights by our suppliers.	
<b>Child Labor</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 GxCircular, Responsible supply chain management, p. 27 et sqq. GxCare, Labor and social standards, p. 33 et sqq.				
<b>408-1</b>	<b>Operations and suppliers at significant risk for incidents of child labor</b>  GxCircular, Responsible supply chain management, p. 27 et sqq. GxCare, Labor and social standards, p. 33 et sqq.	<b>1, 2, 5</b>	<b>8, 12, 16</b>	We maintain relationships with suppliers from two countries that generally have an increased risk of child labor. We are not aware of any significant risk of incidents of child labor among our suppliers.	
<b>Forced or Compulsory Labor</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 GxCircular, Responsible supply chain management, p. 27 et sqq. GxCare, Labor and social standards, p. 33 et sqq.				
<b>409-1</b>	<b>Operations and suppliers at significant risk for incidents of forced or compulsory labor</b>  GxCircular, Responsible supply chain management, p. 27 et sqq. GxCare, Labor and social standards, p. 33 et sqq.	<b>1, 2, 4</b>	<b>8, 12</b>	We maintain relationships with suppliers from two countries that generally have an increased risk of incidents of forced or compulsory labor. We are not aware of any significant risk of incidents of forced or compulsory labor for our suppliers specifically.	
<b>Human Rights Assessment</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 GxCare, Labor and social standards, p. 33 et sqq.				
<b>412-1</b>	<b>Operations that have been subject to human rights reviews or impact assessments</b>  GxCare, Labor and social standards, p. 33 et sqq.	<b>1, 2</b>	<b>8, 12</b>		
<b>412-2</b>	<b>Employee training on human rights policies or procedures</b>	<b>1, 2</b>	<b>8, 12</b>	All employees have access to our Corporate Responsibility Policy upon joining the company.	
<b>Local Communities</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> GxCare, Labor and social standards, p. 33 et sqq. GxCare, Community engagement, p. 38				
<b>413-1</b>	<b>Operations with local community engagement, impact assessments, and development programs</b>  Stakeholder dialogues, p. 16 GxCare, Community engagement, p. 38	<b>1, 2, 7, 8</b>	<b>11, 12</b>	Environmental impact assessments and operating permits are carried out or applied for as part of investment projects. We currently do not see a critical need for further institutionalized participation processes beyond our stakeholder dialog processes.	☑
<b>413-2</b>	<b>Operations with significant actual and potential negative impacts on local communities</b>	<b>1, 2, 7, 8</b>	<b>1, 2, 11, 12</b>	No such negative effects have arisen either through our internal grievance mechanisms or as part of our risk assessments for investment decisions.	☑

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
<b>Supplier Social Assessment</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> GxCircular, Responsible supply chain management, p. 27 et sqq.				
<b>414-1</b>	<b>New suppliers that were screened using social criteria</b> GxCircular, Responsible supply chain management, p. 27 et sqq.	<b>1, 2, 4, 5, 6</b>	<b>5, 8, 12, 16, 17</b>	In the reporting period, 26% of new (strategic) suppliers were audited according to social criteria. We aim to have assessed all strategically relevant suppliers according to environmental and social criteria by 2024.	☑
<b>414-2</b>	<b>Negative social impacts in the supply chain and actions taken</b> GxCircular, Responsible supply chain management, p. 27 et sqq.	<b>1, 2, 4, 5, 6</b>	<b>5, 8, 12, 16, 17</b>		☑
<b>Public Policy</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> Stakeholder dialogues, p. 16				
<b>415-1</b>	<b>Political contributions</b> Stakeholder dialogues, p. 16			Direct or indirect donations to political parties, campaigns or individuals are not permitted.	☑
<b>Customer Health and Safety</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 Business ethics and compliance, p. 39 et sqq.				
<b>416-1</b>	<b>Assessment of the health and safety impacts of product and service categories</b> GxCircular, Ecodesign, p. 24 et sqq.		<b>3, 12</b>	Our products are inspected by the relevant authorities/agencies as part of the approval process and all our finished products undergo testing and evaluation to ensure a high level of safety during manufacture, use and disposal.	☑
<b>416-2</b>	<b>Incidents of non-compliance concerning the health and safety impacts of products and services</b> Business ethics and compliance, p. 39 et sqq.		<b>3, 12, 16</b>	We have not identified any violation of regulations and/or voluntary codes of conduct. Services are not further relevant for us as a manufacturing company.	
<b>Socioeconomic Compliance</b>					
<b>101-1, -2, -3</b>	<b>Management approach</b> About this report, p. 8 Business ethics and compliance, p. 39 et sqq.				
<b>419-1</b>	<b>Non-compliance with laws and regulations in the social and economic area</b> Business ethics and compliance, p. 39 et sqq.		<b>16</b>	In the financial year 2021, no significant fines or non-monetary penalties were imposed on Gerresheimer AG for non-compliance with laws and regulations in the social and economic sphere.	



# Imprint

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### Note to the separate non-financial report

This separate non-financial report is the English translation of the original German version; in case of deviations between these two, the German version prevails.

### Note regarding the rounding of figures

Due to the commercial rounding of figures and percentages, small deviations may occur.

### Disclaimer

This separate non-financial report contains certain future-oriented statements. Future-oriented statements include all statements which do not relate to historical facts and events and contain future-oriented expressions such as 'believe', 'estimate', 'assume', 'expect', 'forecast', 'intend', 'could' or 'should' or expressions of a similar kind. Such future-oriented statements are subject to risks and uncertainties since they relate to future events and are based on the Company's current assumptions, which may not in the future take place or be fulfilled as expected.

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