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Group Environmental Protection Standard

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Table of Contents

Foreword and Scope 3

1. Key Objectives 4

2. Management System and Governance 5
2.1 Commitment and Responsibility 5
2.2 Communication, Training and Competency 6
2.3 Legal Requirements 6
2.4 Risk Management 6
2.5 Documentation 7
2.6 Improvement and Target Contribution 7
2.7 Reporting 7
2.8 Raising Concerns 7

3. Standards for Environmental Protection 8
3.1 Safety of Raw Materials 8
3.2 Plant and Process Safety 8
3.3 Environmental Impacts from Production 9
3.4 Environmental Impacts from Products 10
3.5 Value Chain Impacts 10
3.6 Controlling and Reporting of Incidents 10
3.7 Change Management 11

4. Occupational and Customer Health & Safety 11
4.1 Operational Safety 11
4.2 Inspections and Maintenance 12
4.3 Customer Health & Safety 12

5. Review Mechanisms 13

Foreword and Scope

Gerresheimer is a leading global partner to the pharmaceutical, biotech and cosmetic industry. With this role comes a clear responsibility – one that we consciously embrace. Our products and solutions contribute to improving the quality of life for people worldwide, and at the same time, we are committed to managing the environmental impact of our business activities in a responsible and sustainable manner.

To meet this responsibility, we have established overarching principles within our Corporate Social Responsibility (CSR) Policy and embedded them across our organization. The Gerresheimer Group Environmental Protection Standard builds on these principles by translating the environmental dimension of our CSR commitment into clear, binding requirements for environmental protection.

This standard provides a structured framework to guide our actions globally. It defines expectations, sets consistent benchmarks, and supports all Gerresheimer facilities in implementing effective environmental management practices. In doing so, it ensures that environmental considerations are systematically integrated into our operations and decision-making processes.

Compliance with applicable legal and regulatory requirements remains a fundamental prerequisite for all our activities. Wherever local regulations impose stricter requirements than those defined in this standard, these must be fully adhered to.

The Environmental Protection Standard applies to all entities of the Gerresheimer Group worldwide. Its implementation requires appropriate management systems at each production facility, complemented by specific regional and local procedures that reflect the respective operational and regulatory context.

By consistently applying this standard, we reinforce our commitment to environmental protection and create the foundation for continuous improvement across our global organization.

Uwe Röhrhoff
CEO

Wolf Lehmann
CFO

Achim Schalk
Member of the Management Board

1. Key Objectives

As a leading global manufacturer of primary packaging and drug delivery solutions for the pharmaceutical, biotech, and cosmetic industries, Gerresheimer is committed to minimizing negative impacts on the environment and to contribute to customer health and safety. We follow this commitment by continuously improving the design, quality, and environmental performance of the production processes and products across their entire life cycle. Our solutions are developed and manufactured to ensure safe handling, secure containment, and reliable delivery of medicines, while meeting the highest regulatory, quality, and safety standards for our customers and end-users.

Minimizing our negative impacts on the environment means that we are committed to improving our greenhouse gas emissions, energy and material consumption, air pollution, responsible use of water and chemicals, as well as waste generation and management.

As laid out in our Corporate Responsibility Policy, we are convinced that we will improve our medium- and long-term performance if we act in a responsible and environmentally aware manner. With this background and considering the objectives described, we have committed to the following strategic targets within our corporate sustainability strategy:

Gx® Clean

Climate	> -52% in Scope 1 & 2 CO_2e by 2030 > 65% of suppliers[1] with science-based targets by 2029 > -64% emission intensity[2] in selected Scope 3 cat.[3] by 2034
Energy	> 100% electricity from renewable sources by 2030
Waste	> -10% waste generated per ton material used by 2034 > 80% diversion rate by 2034
Products	> 100% of new product developments reviewed for Gx EcoDesign principles
Production	> 100% of production facilities ISO 14001 certified by 2028

Gx® Trust

> 100% of strategic suppliers acknowledged our Code of Conduct

> 100% of strategic suppliers are assessed regarding environmental and social aspects

[1] Suppliers for purchased goods and services (spend based)
[2] Emission intensity = CO_2e emissions per unit of operating profit
[3] Scope 3.3 – Fuel & energy related activities, 3.4 & 3.9 Up- and downstream transport, and distribution, 3.12 End-of-life treatment of sold products

All Gerresheimer production facilities shall define site-specific targets within their management system broken down from the Group's strategic targets (e.g., Scope 1 & 2 reduction, diversion rate, waste intensity).

The production facility shall define its most relevant activities or products that interact with the environment ("environmental aspects") using methods such as Input-Output-Analysis, corporate/product life cycle assessment or other appropriate methods. This can be done in orientation of ISO 14001. Based on this identification, the production facility shall define additional targets for the most relevant environmental aspects, if not already addressed by the site-specific targets derived from the Group's sustainability strategy.

Production facilities in high water stress or risk areas according to WRI Aqueduct's Water Risk Atlas (overall water risk = 3+) shall set absolute targets related to water consumption, water intake or water reuse and adapt water stewardship practice (such as AWS).

Production facilities in other areas should improve water efficiency, e.g., by targeting that the annual water intake at each production facility is equal to or lower than the average total water intake at all comparable Gx production facilities. The Business Unit Sustainability Managers are responsible for defining the comparable production facilities, specific target values.

2. Management System and Governance

All Gerresheimer production facilities must use management systems to facilitate continuous improvement and compliance with the expectations of this environmental standard.

Production facilities certified according to ISO 14001, complemented by ISO 50001, shall check if the requirements of this standard are met by the management system in place. Facilities without ISO 50001 shall evaluate energy within their environmental aspects and if the aspect is significant, an energy program shall be launched under the umbrella of ISO 14001.

The management systems elements include:

2.1 Commitment and Responsibility

Top management of the production facilities shall demonstrate leadership and commitment to the Environmental Protection Standard by:

- Taking accountability for the effectiveness of the management system to meet the requirements of this standard
- Ensuring that the resources needed for the management system are available
- Ensuring that the standard is applied in business processes

- Defining tools (e.g., inspections, audits, self-assessment) to supervise the implementation of the requirements
- Reviewing the management system on a regular basis, at least once per year, to ensure its continuing suitability, adequacy, and effectiveness
- Assigning responsibility and authority to colleagues to implement and maintain a management system that meets the requirements of this standard. Responsibilities shall be clearly delegated, agreed between the employee and the company, documented, communicated, and supervised

Business Unit Sustainability Managers should establish quarterly meetings with the top management of the production facilities to verify if target achievement is on track (budget vs. actual), refine the environmental KPI forecast and track the progress for significant impact projects.

2.2 Communication, Training and Competency

The standard shall be communicated to all relevant employees, and to other stakeholders on request.

Production facilities shall have a training program that achieves an appropriate level of knowledge, skills and abilities in management and workers to address the expectations in this standard.

Environment-related representative(s) (e.g., EHS managers) must possess the necessary skills based on their education, training or experience and must be equipped with necessary resources.

2.3 Legal Requirements

Production facilities shall identify and comply with applicable laws, regulations, standards, and relevant customer requirements.

Compliance with such requirements must be regularly monitored. External monitoring (through i.e., compliance audits) needs to be conducted at least every three years, and a legal register must be maintained at plant level.

Additional elements complementing this standard may be added if required by business or local demands.

2.4 Risk Management

Production facilities shall have mechanisms to determine and manage risks in all areas addressed by this document and report them upon request to their Business Unit Sustainability Manager and Group Sustainability.

2.5 Documentation

Production facilities shall maintain the necessary documentation to demonstrate conformance with this standard and compliance with applicable regulations.

At minimum, the production facility shall maintain:

- Legal register including all compliance obligations from internal and external standards and regulations
- Waste register including evidence on compliance with the local waste regulations (i.e., disposal records)
- Energy register including a record of all energy sources, energy applications (users), and energy consumption
- Hazardous materials register

2.6 Improvement and Target Contribution

Production facilities are expected to continuously improve their environmental performance by setting objectives, assigning responsibilities, executing implementation plans, regularly monitoring performance, addressing risks and opportunities, and taking necessary corrective actions for deficiencies identified by internal or external assessments (e.g., materiality assessment), inspections, and management reviews.

The improvement plans are expected to be aligned with and contribute to the overall Gerresheimer sustainability strategy and consider national/ regional conditions, technical feasibility, and economic viability.

2.7 Reporting

Data and information shall be provided according to Gerresheimer Group requirements (e.g., Gerresheimer environmental reporting manual). These requirements consider the information needs of our stakeholders.

2.8 Raising Concerns

Employees who believe that another Gerresheimer employee, or anyone acting on behalf of Gerresheimer, have engaged in illegal or otherwise improper conduct regarding this environmental standard, should report the matter promptly to Gerresheimer. Any individual or organization, who knows or suspects that a Gerresheimer business partner, or anyone acting on their behalf, has engaged in activities that violate the Group Environmental Protection Standard, should speak up at Whistleblowing system to report concerns to Gerresheimer.

3. Standards for Environmental Protection

Production facilities should operate in an environmentally responsible and efficient manner, and they should minimize adverse impacts on the environment.

The standards for environmental protection are also upheld in the value chain through our Supplier Code of Conduct.

The following standards are to be upheld to ensure environmental protection:

3.1 Safety of Raw Materials

It must be verified that raw materials comply with legal, customer and other requirements as well as Gerresheimer-specific internal standards for the intended use. I.e., prohibition to use substances that fall under the Stockholm Convention (so-called POPs) must be complied with. The use of mercury as specified in the Minamata Protocol is also prohibited.

Raw materials used in Gerresheimer products must be assessed in terms of their chemical and physical hazards to human health and the environment. Specific attention must be paid to highly hazardous raw material.

Required core information must be defined. Information sources include supplier information, Gerresheimer databases, legal classification, labeling requirements, and customer needs.

Based on this information, appropriate risk management measures for storage, handling and use must be determined. This information must be communicated to the Gerresheimer employees and all relevant affiliated parties.

Environmental standards in the value chain are addressed by our policies and procedures in relation to Responsible Supply Chain management.

3.2 Plant and Process Safety

All production facilities must ensure that the design and the operation of production facilities and manufacturing processes are safe for the public and the environment and resilient against potential physical climate risks.

To that end, risk assessment must be conducted for all production facilities in relation to risks on the environmental aspects and risks for the production facility in e.g., relation to climate change (droughts, storms, heat waves...)

Processes that may lead to serious environmental incidents (unintended spills and releases) must be identified, and their hazards and risks must be thoroughly analyzed.

Adequate preventative and corrective actions must be taken to minimize identified risks.

Utilized and/or planned processes and production technologies must consider environmental issues such as compliance with defined specifications from process development, legal and regulatory requirements, accepted technical standards and design codes.

Plant design must consider provisions for emission and noise reduction, wastewater treatment (as required), waste disposal, soil, and groundwater protection.

Procedures must be defined and implemented including appropriate measures addressing environmental issues, specifically:

- Start-up, shutdown, and regular operation of the processes
- Precautions for non-regular conditions, e.g., emergency situations, breakdown of equipment relevant to the environment
- Reduction of energy and water consumption
- Minimization of waste and emissions
- Control of the disposal of waste and the release of emissions; data for evidence must be recorded
- Prevention of soil and groundwater contamination

3.3 Environmental Impacts from Production

All production facilities must ensure that all relevant environmental impacts associated with our business activities are considered in the requirements laid down in this standard.

Production facilities need to regularly analyze and report on their environmental performance, aspects, and impacts. Based on this, actions for continuous improvement in line with the objectives defined as part of Gerresheimer's group sustainability strategy must be initiated. The production facilities shall promote the environmentally responsible behavior of Gerresheimer employees.

Each production facility must monitor, record, and manage a defined set of environmental impacts, depending on their materiality:

- Air emissions
- Generation and discharge of wastewater
- Waste generation and disposal (including the compliance with prohibitions according to the Basel Convention)
- Energy and water intake
- Potential for accidental release
- Soil or groundwater contamination
- Raw materials and chemicals, especially (very) hazardous substances
- Impact on the local community, including noise, and other complaints
- Impacts on biodiversity, including local ecosystems, forest resources, and wildlife

The site shall assess the environmental impacts of its processes, consider all environmental data and internal and external requirements (including legal limits), and reduce its adverse impacts.

For the annual sustainability report, relevant data must be reported to the respective corporate department. Reporting is initiated by a corporate request. Reported data must be validated and confirmed by the operating Business Unit (BU) management.

All reported data must be analyzed and the need for improvement measures or programs shall be evaluated.

To meet the needs of all external stakeholders, the consolidated data are reported in the Gerresheimer Group's non-financial report.

3.4 Environmental Impacts from Products

All production facilities and the responsible global R&D functions must ensure that all new development projects are assessed according to our Gx Ecodesign principles.

Our global product design principles to consider are:

- **Rethink: Rethink the product packaging system** by revising its functionalities
- **Reduce: Do better with less** by reducing material and energy consumption without compromises in product quality
- **Replace: Use more sustainable alternatives** by substituting materials with better environmental performance
- **Reuse: Use multiple times** by integrating used parts or packaging or by making the product reusable
- **Recycle: Enable a closed loop** by creating recyclable products

Responsible R&D Managers from the production facilities or global functions need to apply the principles in all new development projects as laid down in business unit specific process descriptions.

3.5 Value Chain Impacts

Gerresheimer is committed to minimizing environmental impacts across its entire value chain. All Business Units must implement processes ensuring that suppliers acknowledge Gerresheimer's Supplier Code of Conduct. We aim to collaborate closely with our suppliers and support them in setting emission reduction targets aligned with the requirements of the Science Based Targets initiative (SBTi), to minimize adverse impacts throughout our value chain.

3.6 Controlling and Reporting of Incidents

All production facilities must ensure efficient communication and investigation of environmental incidents.

This means that:

- All environmental incidents must be adequately investigated, and adequate corrective actions must be identified and implemented
- The incident data shall be summarized and analyzed
- The need for improvement measures or programs shall be evaluated
- Group Sustainability and / or Group Health & Safety must be notified via the incident reporting process in place

3.7 Change Management

All production facilities must ensure that environmental risks and impacts resulting from changes to the production facility or from companies or activities that are to be acquired or divested are appropriately assessed.

The following assessment steps shall be conducted, whereby the appropriate depth and width of the assessment is to be determined by the respective project team and agreed upon for individual projects:

- An assessment prior to implementation of plant modifications (such as changes in processes, raw materials, technology, equipment and/or working conditions, including contractor work) must be evaluated for their impact on current risk assessments
- An appropriate assessment of environmental risks and liabilities prior or up to 12 months after the purchase of a business or the purchase or lease of property (including land acquired for construction of a new plant) shall be duly considered and conducted
- Results of above assessments must be communicated to the responsible project manager/project lead and the operating Business Unit (BU) heads as well as to the management board and Sustainability Council
- An environmental assessment within the decision-making process regarding a divestment or site closure shall be taken under duly consideration depending on the individual situation

4. Occupational and Customer Health & Safety

4.1 Operational Safety

Each production site must ensure that production processes are operated safely and with minimized impact on employees and neighbors.

Therefore, operating procedures must be available at the workplace and must include:

- Start-up, shutdown, and regular operation of equipment
- Handling of hazardous chemicals
- Safe handling of equipment
- Dangers for people and the environment
- Protective measures and rules of behavior
- Behavior in case of danger and emergency
- First-aid measures
- Accidental release measures and appropriate disposal

Gerresheimer employees as well as non-Gerresheimer production workers must be regularly instructed on applicable work-related environmental issues and operating procedures.

Records shall be kept for all relevant plant operations (e.g., plant log files, records of environmentally relevant measurements).

Regular inspections shall be performed by supervisors during shifts.

4.2 Inspections and Maintenance

All production facilities must develop a systematic maintenance and inspection plan for all environmental safety-relevant equipment and ensure its implementation.

Processes must be in place to ensure that work on safety-critical equipment is given priority, including the identification, regular inspection, and maintenance of such equipment. Maintenance and inspection personnel shall be qualified and competent, and they must hold all necessary licenses required by law.

A safe work permit system must be implemented for dangerous work (e.g., hot work, confined space entry).

Lock-out/tag-out procedures shall be implemented to prevent unintentional use during service or maintenance.

4.3 Customer Health & Safety

All production facilities shall ensure that all products and production processes meet the highest standards of customer health and safety. Production facilities are responsible for implementing procedures that guarantee safe handling, storage, and delivery of products, in compliance with applicable laws, regulations, and internal requirements.

Key Expectations:

- Ensure all production processes prevent contamination or harm to customers and end-users
- Maintain clear procedures for product handling, transport, and storage
- Conduct regular training and competency checks for employees on safety and hygiene requirements
- Monitor, document, and investigate any incidents affecting product safety, implementing corrective actions promptly.
- Align continuous improvement initiatives with Gerresheimer's quality and safety standards to minimize risks across the product lifecycle

This approach protects customer health while supporting regulatory compliance and Gerresheimer's commitment to product excellence.

5. Review Mechanisms

This Environmental Protection Standard is reviewed at least once a year to ensure it remains relevant, effective, and aligned with regulatory requirements and Gerresheimer's sustainability objectives. The review is conducted by Group Sustainability and the Business Unit Sustainability Managers.

Minor revisions (e.g., editorial clarifications or small adjustments without impact on requirements) result in a sub-version update (e.g., from Version 2.0 to 2.1) and do not need approval.

Major revisions (e.g., changes affecting scope, responsibilities, or mandatory requirements) result in a new full version (e.g., from Version 2.0 to 3.0) and require Board approval.

All minor and major changes are summarized in the versioning table below and are communicated to all relevant Business Units and stakeholders.

If no changes are required, the current version remains valid without updating the publication date.

Version	Change	Creator	Examiner	Approval	Date
V.2.0	– Key Objectives – Management System and Governance – Environmental Impacts from Products – Value Chain Impacts – Controlling and Reporting of Incidents – Customer Health and Safety – Review Mechanisms	Laura Nordmann Noel Ullrich	Uta Steffen-Holderbaum Sustainability Council, Jochen Dörr, Felicitas Wagner, Paola Jimenez	Management Board	21.04.2026
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This standard is available in different language versions; in case of deviations or ambiguity, the English version shall prevail.

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