Our Sustainability Targets / KPIs and Explanation of Non-Financial Performance Indicators Within Management Remuneration

Gerresheimer AG, being aware of its responsibility as a global company, is also committed to environmental protection, as well as to social and community involvement. The long-term development of Gerresheimer AG and the social responsibility of the Gerresheimer Group are promoted by the introduction of a remuneration-related ESG (Environmental, Social, Governance) factor.

The Supervisory Board also sets three non-financial performance targets (ESG targets) each year in addition to the financial STI (short-term incentive) targets for measuring the STI. Possible ESG targets might include, for example, a Group-wide reduction in CO^2 emissions in the environment area, an improvement of the employee net promoter score in the social area, which measures the satisfaction, loyalty and commitment of the Gerresheimer Group's employees, and an improvement of the EcoVadis Rating or improved occupational safety in the governance area.

As part of our ESG strategy, we have set ourselves ambitious long-term goals. In order to achieve these, it is important to take initiatives and measures now, and thus in the short term, that pay towards the long-term goals. The initiative to integrate the ESG goals into the STI ensures that important decisions to achieve the long-term goals are also incorporated into short-term planning and investment processes, thus setting the right course now. This assesses each year whether the company is within the target corridor for achieving the long-term ESG goals.

Further details on the ESG component in the Executive Board remuneration system can be found in the invitation to the Annual General Meeting.

Gerresheimer sustainability KPI and targets

Target	KPI	Target Value	Base Year 2019[1)]	Status 2020[1)]	Target Year
GxPure (Environment)					
CO2 EMISSIONS Reduce our absolute carbon footprint to keep the global temperature rise below 1.5°C	Scope 1- and Scope 2-emissionen in t CO2e	-50 %	570.230 t CO2e	-3,4 %	2030
Renewable Energy Increasing the share of electricity from renewable sources	Electricity from renewable sources in MWh	100 %	-	14 %	2030
Water					
Sites with high water stress will obtain certification for responsible water use	Proportion of sites with high water stress that are AWS certified	100 %	-	-	2030
Reduction of global water consumption	Water consumption in m3	-10 %	972.706 m^3	8 %	2030
GxCircular (Products and Resources)					
Recycling and Waste Reduction of the amount of industrial waste from our own production to landfills with minimum incineration rate	Percentage of industrial waste from our own production that is deposited in landfills	0 %	-	-	2028
EcoDesign Systematic integration of circular economy principles into our product design	Percentage of new product developments incorporating Gerresheimer ecodesign principles	100 %	-	-	2023
Responsible supply chain management (RSCM)		100 %	35 %	36 %	2024
Compliance with environmental and social standards by our suppliers	Percentage of strategic suppliers who have acknowledged the Gerresheimer Principles for RSCM	100 %	24 %	30 %	2024
	Percentage of strategic suppliers assessed for environmental and social aspects				
GxCare (People)					
Health and Safety Creating a healthy and safe working environment	Lost time incident frequency	-80 %	13,4 LTIR	-16 %	2028
	Sites with ISO 45001 certification	100 %	5 %	30 %	2023
Employee Satisfaction Belong to the top 25% of employers in terms of employee satisfaction	Employer Net Promoter Score	Top 25 %	-	-	2028
Community Engagement All sites are engaged annually in their local communities	Percentage of sites with an annual engagement in the areas of 'school and education' or 'health and well-being'	100 %	-	-	2023

1) Data not yet available for targets without baseline and status