

**Gerresheimer AG**  
**Annual General Meeting June 9, 2021**

**Speech by Chief Executive Officer Dietmar Siemssen**  
**Check against delivery**

Good morning ladies and gentlemen,

Welcome to our virtual Annual General Meeting.

The Covid-19 pandemic made 2020 a tough year, with new and unprecedented challenges for all of us to deal with. But the Gerresheimer team went the extra mile and managed the Covid situation well. All of our plants around the world maintained their production operations and continued to supply our customers with products that are so important to the healthcare industry. We were proactive in establishing additional capacities for injection vials early on in the Covid vaccination drive. In spite of the pandemic, we opened up new opportunities for growth and laid the foundations for our accelerated growth course. We are transforming our Gerresheimer into a growth company as innovation leader and solutions provider.

If we take a look at the past financial year, and particularly the fourth quarter, it's clear that Gerresheimer is on a growth course. We achieved our sales target, albeit at the lower end of the forecast range of mid-single-digit growth. In our core business, Plastics & Devices and Primary Packaging Glass, we reported growth of 3.8 % despite Covid. Beyond the figures, what is more important is that we have achieved solid and considerably higher growth rates throughout our business—figures that are much stronger than in prior years. This trend provides confirmation that the measures we have taken over the past two years are having an impact. Demand in our cosmetic glass business declined on account of the pandemic. However, the effects I mentioned earlier were able to largely compensate for this fall in demand.

We surpassed our annual target in our core business with an adjusted EBITDA margin of 22.9 %. We invested significantly in future growth last year, with net investment volume amounting to 11 % of sales. We delivered the best quarterly performance in Gerresheimer history in the fourth quarter, posting strong sales growth in our core business. Our investments are paying off, as are our new innovative products. This is a clear acknowledgment of our strategy and a great sign for the years to come. The transformation is having an impact.

In 2020 we delivered a strong result at a difficult time. We have increased our dividend every year since 2011. Business is good, we are crisis-proof and the company is on sound financial footing, which is why the Management Board and Supervisory Board are proposing the tenth dividend increase in succession. With the dividend increasing by 4 % to 1.25 Euro per share, our payout ratio is over 30 %. We hope that you find this dividend proposal

agreeable. Just like in prior years, we want to allow our shareholders to participate in our success as a business.

A glance at our shares shows that our share price performed very well in 2020. Up 50 % for the year, we significantly outperformed benchmark indices such as the MDAX and Stoxx 600 Healthcare. We consider the positive share price development as confirmation of the journey we are making. Our strategy is having an effect here, too.

At the beginning of 2020, we highlighted three priorities for the financial year:

### **1. Business continuity**

When the pandemic took hold, it was clear that maintaining our production operations was our top priority. Our products, packaging for pharmaceuticals such as syringes, vials or insulin pens were desperately needed. We remain an important and reliable partner to the pharmaceutical and healthcare industry. Our customers can count on us. We continued to supply our customers without interruption, making a key contribution to essential patient provision worldwide. The regional distribution of our plants is one of our main qualities, with 37 plants manufacturing our products in 14 different countries for the regional market. Maintaining the continuity of our production operations across all plants hasn't been easy—and remains a challenge—given the local situations in countries such as India, Mexico and Brazil at the moment. Our robust crisis plans and measures have had an effect. There was no notable disruption. To put a figure on it, only around 5 out of over 10,000 working days were lost at our plants worldwide in financial year 2020. All of our employees really have shown outstanding commitment.

### **2. We have achieved our goals**

...and posted results in our target range. There's no doubt that we were striving for more than just sales growth at the lower end of the target range. Nevertheless, our performance is still a success given the Covid-19 pandemic. We stuck by our annual forecast and delivered on it. These are challenging circumstances, and the sales growth we have achieved is a testament to the robustness of our business but also our focus and our successful joint efforts.

### **3. We are preparing for tomorrow**

Besides dealing with the pandemic and ensuring production continuity and supply capabilities, we have pressed ahead with and consistently implemented our formula G strategic process. We have realized our investment plans and projects on schedule. We have developed new business opportunities and leveraged growth potential. Gerresheimer has successfully attracted important new business from existing customers and also acquired new customers, especially in the biotech industry. We accompany our customers along the entire development and product lifecycle of their pharmaceuticals. Gerresheimer is an expert contact for its customers.

Gerresheimer is a partner pharmaceutical and healthcare companies can always count on. This has always been the case, and has become even more pronounced during the pandemic. Our business model is a proven success, even in times of crisis.

This is only possible because all of our stakeholders, including you as our shareholders, the Supervisory Board, our customers, our suppliers, the Group Works Council and, above all, our 10,000 employees, are 100 % behind it. With your commitment and dedication over the past 15 months, you have demonstrated that people can count on us and that we are aware of and live up to our responsibilities. That's why I would like to take this opportunity to thank every single one of you, particularly our 10,000 employees at our 37 plants around the globe.

Dealing with the challenges of the pandemic and maintaining our production operations are important tasks, of that there is no doubt. And yet, it is just as important that we continue to follow our long-term growth plans. As we have done over the past few months. We are right in the midst of this process. We are transforming our Gerresheimer into a growth company as innovation leader and solution provider. Let's look at the plans in greater detail.

We have identified nine key megatrends with major relevance to our business. Health awareness has risen considerably once again since the outbreak of the pandemic. Companies have high standards to meet, providing a broad product portfolio with a production footprint that is global but also local. Access to healthcare and medication has improved in emerging economies, and vaccinations will become increasingly important, even in a post-Covid world. The general rise in chronic diseases and an aging population are also relevant trends. Self-medication and personalized medication are growing in relevance and require safe, easy-to-use and intelligent administration systems for patients.

Regulation and approval requirements are also becoming increasingly strict, while the pressure is being ramped up to cut costs in the healthcare industry. It's therefore vital that we develop intelligent, efficient systems to boost the effectiveness of medication and reduce costs. This is an extremely important task for us.

We are seeing significant growth in the development of biological drugs, or biologics. In most cases, biologics are large-molecule drugs administered via injection that have to meet high standards when it comes to primary packaging. This business area offers a huge amount of potential for us. With our broad range of cutting-edge products, we can meet these requirements expertly and are always developing new solutions for new areas of application— particularly for biotech companies. We are a crucial part of this important market, as our solid growth in our Biological Solutions segment shows.

We asked ourselves where we want to be in 2028. And to lead us on this journey we have come up with a strong vision: leading in health and well-being delivery solutions.

We have identified five strategic focal areas with ambitious goals to achieve this vision:

- **Growth:** We are leading Gerresheimer on a profitable and sustainable growth course. From mid-single-digit growth rates today to high single-digit growth rates tomorrow.
- **Innovation:** We want to become innovation leaders. I believe that innovation is the key to our future success.
- **Excellence:** We want to achieve and deliver excellence in everything that we do, from production and products to internal processes and dialogue with our customers.
- **Leadership:** We want to take all of our employees with us on our journey toward profitable, sustainable growth. To do so, each and every one of us needs to be clearly

focused on this growth. The process of cultural transformation is already underway at the company.

- **Sustainability:** We have set ourselves ambitious sustainability goals that go far beyond meeting our legal obligations. For us, sustainability is our fifth focal area and has equal standing with the other four. Sustainability is a cornerstone of the entire company and also offers potential for growth.

Our clear target: Becoming more successful step by step and generating mid to high single-digit sales growth. We want to clearly outperform the market, and this is where our growth segments can help:

- High-value solutions that we can use to cover a larger percentage of the customer's value chain.
- Our focus on biotech: we are a one-stop shop for this fast-growing segment. Thanks to our unrivaled range of products and regulatory and service expertise, we are the first port of call for many biotech companies of any size.
- Our global expansion is accelerating our growth, especially in Asia and South America.
- Intelligent devices will become increasingly important in the next few years. Thanks to our digital and development competency, we will become a leading provider in this segment.
- And it goes without saying that we will remain the partner of choice for our customers around the world.
- The next level of growth draws on the innovative drive of Advanced Technologies and targeted acquisitions and partnerships.

Our Gerresheimer failed to achieve any growth of note between 2015 and 2019. Average sales growth of just 2 % was barely any higher than general market growth. In this area our aims are clear: significantly accelerate our growth and set ourselves ambitious goals. In 2021, we are planning to achieve mid-single-digit growth in our core business. We intend to intensify our efforts from 2022 and start generating high single-digit growth rates. We have kick-started the engine driving our growth: formula G. The transformation is well underway.

We are making this process of change and transformation, as well as our ambitions for growth, visible. We are bringing our new Gerresheimer to life—both internally and in our external communications. The new corporate design is an expression of our aspirations for growth, innovation, excellence and our focus on our employees and customers. It showcases a state-of-the-art company with an open and appealing logo, refreshing colors and innovative visual language and design. And, for the first time in the company's history, we have come up with a unique claim that sums up our ambitions succinctly: innovating for a better life. This is the new Gerresheimer; this is what we stand for.

Our high-volume products, the 16 billion sets of primary packaging made from glass and plastic for medication and cosmetics that we manufacture every year, remains the cornerstone of our core business. This area of our business is a major factor in our profitable growth. But we are also looking to drive innovation and achieve strong growth through high-value solutions. We are boosting the value creation of many of our new products and solutions and paving the way for customers to focus on their core competencies.

Elite glass and our RTF (ready-to-fill) products are just two examples of our high-value solutions. We are integrating production processes that are normally left to the customers but are not usually part of their area of expertise. One example of this is washing and sterilizing injection vials. Another focal point here is expanding the quality and break resistance of our products to enable smoother and quicker filling processes.

Many innovations center on the increasing level of digitalization and connectivity of products and solutions. Examples include our micro pumps and our respimetrix smart inhaler, which can deliver important data to patients, doctors and healthcare professionals about asthma sufferers when administering oral medication. These are just two indications of where the smart devices journey may be headed. We believe that this market offers some considerable potential and will play a key role in shaping its future development.

Gerresheimer has a strong presence in many different markets and regions. Business is going well in these places and continues to grow, but we feel there are other markets out there that offer attractive opportunities and chances for above-average growth. Global expansion is a crucial part of our success story.

We manufacture regionally, with 37 plants in 14 countries, wherever our customers are. In 2020, we expanded our footprint to include a new pharmaceutical plastic packaging plant in South America and continue to develop our cosmetic business. Another plastic packaging plant is to be opened in the U.S. in 2021. In India, we are expanding our glass production operations and have set up an additional plant for plastic packaging. Our new plant in North Macedonia commenced operations successfully, with further plans already in the pipeline to expand the site.

With our global network of innovation and technology centers, we pool our competences, our experts and the necessary equipment extremely efficiently. At the same time, we make our expertise available to our R&D centers, our customers and our plants globally. The success of this approach is clear to see, which is why we are expanding our network of innovation centers even further.

We already have a network in place consisting of six technology and competence centers, including the Innovation Center Smart Devices / Micro Pumps in Olten, Switzerland, the Technical Competence Center / Medical Systems in Wackersdorf and the Syringes Center of Excellence in Bünde. The Glass Innovation & Technology Center in Vineland, United States, was added to the network in 2019. A further Moulded Glass Innovation Center is currently being planned and realized in Lohr am Main, Germany. There are plans to expand additional centers in China and India over the next few years. This network allows us to focus our competences while ensuring that they remain available locally.

The only way to implement our strategy and achieve profitable growth is with the backing of all of our employees. That's why it is so important to ensure that our 10,000 employees are inspired by growth and to cement the growth mindset firmly throughout the entire organization. We are guided by our five TRIBE values: teamwork, responsibility, integrity, bold innovation and excellence.

In financial year 2021, we set ourselves ambitious sustainability goals that go far beyond meeting our legal obligations. For us, sustainability is our fifth focal area and has equal

standing with the other four. Sustainability is a cornerstone of the entire company. With our ambitious goals, we support the sustainability strategies of our customers and see sustainability as an opportunity for additional growth rather than a cost factor. Our nine goals couldn't be clearer. I would like to take three as an example. Our most important environmental goal is to halve our carbon emissions. We will be introducing ecodesign principles in all new products in our resources and materials area of activity. In terms of employees and people, as a manufacturing company we are aiming to significantly reduce the frequency of accidents.

Our commitment to the sustainability, and our progress in this area, is recognized by our customers and other stakeholders. We have been involved in the Carbon Disclosure Project for many years. In the market-leading customer sustainability audit conducted by EcoVadis, we have already achieved silver rating and are striving for gold. We also recently joined the UN Global Compact, which underlines our efforts to lay strong foundations for future success in this important area.

Let's return to the current financial year and our forecast. We began 2021 well, and our formula G growth strategy is showing success. We remain committed to our target of achieving mid-single-digit sales growth in 2021. In our core business, which comprises our Plastics & Devices and Primary Packaging Glass Divisions, we recorded organic growth of 3.1 % in the first quarter. Growth stood at 3.7 % across the entire group.

The ongoing lockdown in many countries impacted parts of our business in the first quarter of 2021, but success in other areas—such as additional deliveries of Covid-19 vaccine vials or our high-value solutions—was able to absorb these effects. High-quality products such as Elite glass, RTF vials and RTF syringes will make a major contribution to growth in 2021. This area of business has grown by 40 % and the trend will only continue.

The adjusted EBITDA margin in our core business came to 19 %, an increase of 0.8 percentage points. Organic adjusted earnings per share were up 29 % to 57 euro cents per share.

Here at Gerresheimer, the second quarter is already well underway. We will be accelerating our growth, as planned. In our core business, we will achieve growth across the board but especially with our high-value solutions. In the Plastics & Devices Division, we expect mid-single-digit growth rates with double-digit growth in syringes business. We anticipate high single-digit growth rates in our Primary Packaging Glass Division, especially in tubular glass business. What's more, the furnace overhaul at our plant in Lohr has been completed and production has recommenced.

All current Advanced Technologies projects are going according to plan. The expansion of our expertise continues, with more and more team members being added. Further business opportunities are being sounded out on an ongoing basis.

Ladies and gentlemen, as you have heard, we are in the process of transforming and developing our company. This process has been underway for some time already. We have set ourselves ambitious targets and are now delivering on these.

In financial year 2021, we anticipate mid-single-digit growth. We intend to intensify our efforts from 2022 and start generating high single-digit growth rates. We have kick-started the engine driving our growth. The transformation is well underway, Gerresheimer is on a profitable and sustainable growth course.

Thank you for listening.