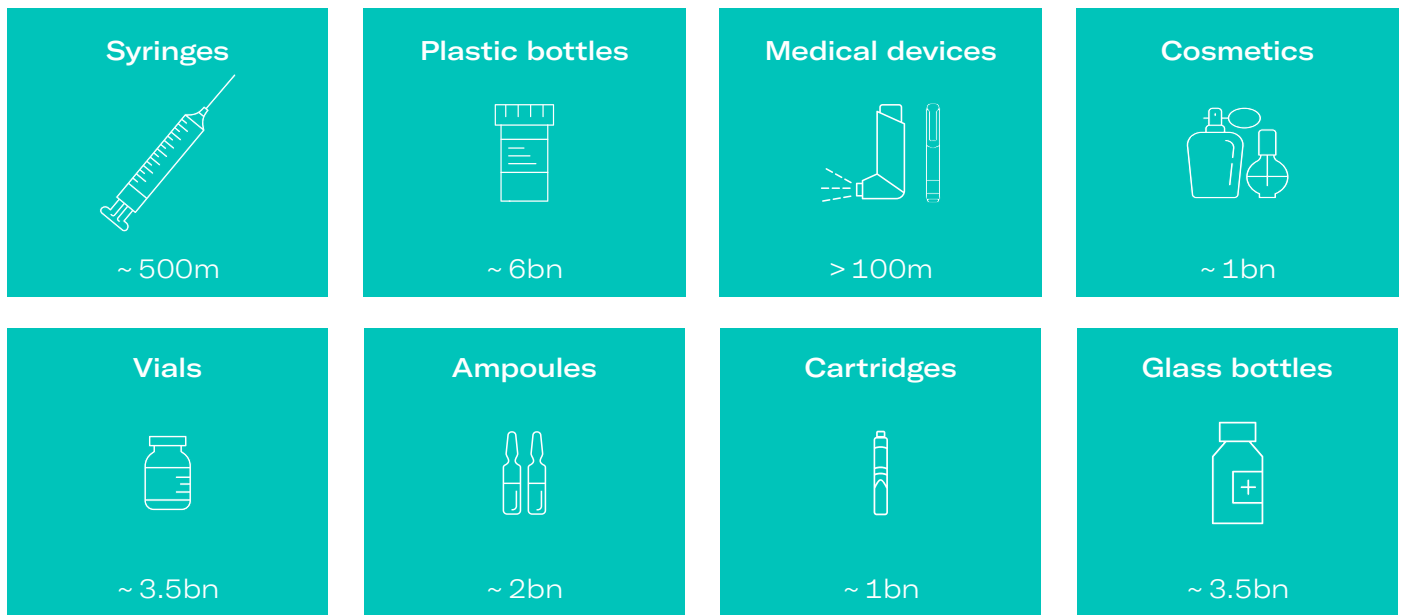gerresheimer
innovating for a better life

Separate Non-financial Report 2022

Gerresheimer at a Glance

Product overview

We manufacture more than 18 bn products annually.

Syringes	Plastic bottles	Medical devices	Cosmetics
~ 500m	~ 6bn	> 100m	~ 1bn

Vials	Ampoules	Cartridges	Glass bottles
~ 3.5bn	~ 2bn	~ 1bn	~ 3.5bn

Financial year 2022

54
locations
(in 16 countries)

36
manufacturing locations/
plants worldwide

> 11,000
employees
from 74 nations

+16.2%
revenue growth
(organic)

+10.2%
adj. EBITDA
(organic)

+6.9%
adj. EPS
(currency-adjusted)

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 industries.

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.

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Letter of the CEO

Dietmar Siemssen, CEO

Dear Readers,

At Gerresheimer, we are committed to our mission statement of "Innovating for a better life." It forms the basis of all our thoughts and actions. We create sustainable value and improve the quality of life of patients through our innovative strength as a provider of systems and solutions for the pharmaceutical, biotech, and cosmetic industries. Corporate responsibility and sustainability are systematically anchored in our strategy.

2022 was an eventful year. It was dominated by the Russian invasion of Ukraine, rising inflation, the energy debate, and supply chain problems, as well as the ongoing impact of Covid-19. Our world has changed, and the speed at which things are developing is unprecedented.

Despite such a fast-moving environment, we continued implementing our corporate strategy thanks to our strong foundation. We have again demonstrated how resilient and powerful our business is. But even more than that: our transformation process is showing tangible results and all its core elements are the right ones. It has strengthened our business despite all the difficulties of the past year. Gerresheimer is a reliable partner for its customers and a stable company that values and appreciates its staff and generates sustainable, profitable growth. A company that is standing up to the unavoidable headwinds out there today and remains on course. This applies to both our success as a business and our sustainability strategy. We have set ambitious and measurable goals that underpin our commitment to this important field and are pursuing them single-mindedly — even in fast-moving times.

Sustainability is embedded in all our Company's decision-making processes, as well as in the development of new products. We use our expertise to question existing approaches from the point of view of sustainability and develop new solutions. When we work together with our customers and combine our skills, we produce synergies and develop innovative and integrated solutions. Guided by our Gerresheimer ecodesign principles, we apply this approach throughout systematic and structured processes. As a solution provider and partner, we are therefore an important driver of sustainable growth and innovative technologies for our customers.

The systematic pursuit of our sustainability targets enabled us to turn our attention to a wide variety of topics and processes in 2022. We further increased the share of electricity generated from renewable sources, continued to reduce the lost time incident rate, and saw a further rise in the satisfaction of our employees, to name just a few examples.

Our commitment and our success have been recognized and honored by external, independent bodies. We are very proud to have received the EcoVadis Gold medal for the first time this year, as it represents a milestone in the successful implementation of our sustainability strategy. We were also able to improve our Carbon Disclosure Project (CDP) rating to "A-" in 2022 and have been nominated for the German Sustainability Award. We view all of these honors as compelling proof that we are following the right path.

The range of our sustainability targets affects nearly all areas of our Company. Our aim is to reach all of our employees regardless of their division, location, and function, and bring them with us on our journey, because every employee helps bring our values to life. Every person counts! Working together as a team, we at Gerresheimer will continue our success story and systematically advance our ambitious sustainability targets.

On behalf of the Management Board, I would like to thank all of the Gerresheimer team. We hope this report provides you with a detailed insight into our sustainability activities.

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$_2$ emissions

50% reduction in Scope 1 and Scope 2 emissions in t CO$_2$e **by 2030**.

2. Renewable energy

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

3. Water

100% of our sites with high water stress to be certified **by 2030**.
10% reduction in water withdrawals in m^3 **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

0% 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

100% of 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 Gerresheimer Code of Conduct for Suppliers **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

Attracting and retaining motivated and qualified employees

Improving our impact on society

7. Health and occupational safety

80% reduction in lost time injury rate **by 2028**. **100%** of our sites to be certified to ISO 45001 **by 2023**.

8. Employee satisfaction

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

9. Community engagement

100% of our sites will engage with their local communities **annually**.

About this Report

This separate Non-financial 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, we are fulfilling our reporting obligation again this year 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," (outside-in), "Impact through our business activities" (inside-out), and "Relevance for our stakeholders."

This report was prepared applying 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 components 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. 18
Environmental aspects	GxPure (Environment) GxCircular (Products and Resources)	CO$_2$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. 19 et sqq. p. 27 et sqq.
Employee aspects	GxCare (People)	Health and occupational safety Employee satisfaction	Principle 1 Principle 2 Principle 3	3 4 8	p. 33 et sqq.
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. 33 et sqq. p. 27 et sqq.
Respecting human rights	GxCircular (Products and Resources) GxCare (People)	Responsible supply chain management	Principle 1 Principle 2	8 12 16	p. 27 et sqq. p. 33 et sqq.
Combating corruption and bribery	Ethical business conduct and compliance with the law		Principle 10	8 16	p. 41 et sqq.

Except as otherwise defined for specific topics, all information provided in the separate Non-financial 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 and occupational safety data) for our production locations and our Duesseldorf head office. Distribution facilities and other administrative locations are not included for reasons of materiality.

The business of our Brazilian production site in Embu was transferred to the Anapolis location at the end of March 2022 and continued from there, meaning there was no need to restate the figures for the base year of 2019.

Information on the number of our production locations pertains to the reporting date of November 30, 2022.

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 Report, the Supervisory Board of Gerresheimer AG had the support of a voluntary limited assurance review by Deloitte GmbH Wirtschaftsprüfungsgesellschaft in accordance with ISAE 3000 (revised).

The report relates to the financial year 2022, which covers the period from December 1, 2021 to November 30, 2022.

👁 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. Once again, 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 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 alignment starting from the following year, we have adopted the following systematic approach:

1) Taxonomy Eligibility and Alignment of Turnover

To determine the Taxonomy eligibility of turnover[1], we began by matching our economic activities with their corresponding NACE economic activities[2]. We then reviewed them for Taxonomy eligibility in order to identify the proportion of our economic activities.

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. The first two environmental objectives of the Taxonomy Regulation are aimed in particular at companies who have the most influence on the sustainability transformation of the economy. This primarily includes high-emission industries, such as the cement industry. The EU Taxonomy provides a classification scheme for this and creates consensus on what companies may and may not classify as sustainable. The fact that Gerresheimer did not report any Taxonomy-eligible turnover is not because our economic activities are considered less sustainable for the purposes of the Taxonomy Regulation, but simply because there are not yet any criteria for our economic activities since other companies have more potential to reduce greenhouse gases and boost climate resilience through sustainable economic activities. As can be seen from the information presented in the Annex "Key Figures for EU Taxonomy Reporting," this is why we were not able to

determine any Taxonomy-eligible turnover for 2022. Due to the lack of Taxonomy-eligible turnover, the next review step to determine Taxonomy alignment was not necessary. We were therefore unable to determine any Taxonomy-aligned turnover for 2022.

Further information on how we make our products and therefore our turnover 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 and Alignment of Capital Expenditure

Due to the lack of Taxonomy-eligible turnover, our potentially Taxonomy-eligible and Taxonomy-aligned capital expenditure (CapEx) currently relates exclusively to the acquisition of production from Taxonomy-eligible economic activities and individual measures that allow our activities to be carried out in a low-carbon manner or to reduce greenhouse gas emissions (cf. Annex, section 1.1.2.2, category c of the Commission Delegated Regulation (EU) on Article 8 of the EU Taxonomy Regulation 2020/852).

To determine the Taxonomy eligibility of our capital expenditure[3], we identified the Taxonomy-eligible economic activities that are potentially relevant to us. This resulted in changes in the activities under review in comparison with the prior year, due to new interpretations from bodies such as the Institute of Public Auditors in Germany (Institut der Wirtschaftsprüfer/IDW)[4]. We therefore excluded the activities "7.1 Construction of new buildings" and "7.2 Renovation of existing buildings (Annex I of Commission Delegated Regulation (EU) 2021/2139)" and adjusted the prior year's figures accordingly. This led to a reduction in the prior year's figures of Taxonomy-eligible capital expenditure from 13% to 4%.

By analyzing our individual investment projects, we matched our capital expenditure to the relevant economic activities in accordance with Commission Delegated Regulation 2021/2139 to determine the Taxonomy-eligible proportion.

As can be seen from the information presented in the Annex "Key figures for EU Taxonomy Reporting," 2% (prior year: 4%) of our capital expenditure for 2022 was identified as Taxonomy-eligible. This proportion relates to infrastructure investment projects and

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[1] Turnover 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 2022, Consolidated Income Statement, p. 45.
[2] 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.

[3] 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 Notes to the Consolidated Balance Sheet, Property, Plant and Equipment and Investment Property (additions to Property, Plant and Equipment), p. 68, and Intangible Assets (total additions), p. 66. Additions from business acquisitions were determined separately where relevant for the reporting period.
[4] Institut der Wirtschaftsprüfer (2022): Specifics of reporting in accordance with Article 8 of the Taxonomy Regulation — Questions and Answers (Part 2), p. 11.

is therefore attributable to the activities in Annex I paragraph 7 of Commission Delegated Regulation 2021/2139. 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 turnover, which are not Taxonomy-eligible in the reporting year.

This year, the eligible capital expenditure needs to be reviewed for its alignment for the first time. However, an initial analysis of the technical screening criteria showed that only 0.53% of our total capital expenditure makes a significant contribution to one of the two environmental objectives, the first step for reviewing the alignment of the economic activities. We have therefore decided not to pursue the next step of reviewing Taxonomy alignment (checking for not doing any significant harm and the minimum safeguards) due to the lack of materiality.

0% of our capital expenditure for 2022 was therefore identified as Taxonomy aligned. Further information on how we take sustainability aspects into account in our investment policy can be found in the chapter "Management System and Organizational Anchoring."

3) Taxonomy Eligibility and Alignment of Operating Expenditure

Due to the lack of Taxonomy-eligible turnover, our potential Taxonomy-eligible and Taxonomy-aligned operating expenditure (OpEx)[5] currently relates only to operating expenditure in connection with the acquisition of production from Taxonomy-eligible economic activities and individual measures to reduce greenhouse gases[6].

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

For investment projects in the current financial year, we then reviewed the non-capitalizable portion of our investment-related operating expenditure in terms of its Taxonomy eligibility or alignment in the context of an OpEx assessment. For Taxonomy-eligible investment in prior reporting periods, we have determined the related ongoing Taxonomy-eligible operating expenditure in the current financial year. The prior year's figures have been adjusted as a result of the narrower group of relevant investment projects compared to the prior year, as described in section 2 "Taxonomy Eligibility and Taxonomy Alignment of Capital Expenditure." Since, in accordance with Article 8 of the EU Taxonomy Regulation under 2b, operating expenditure in the financial year relates to assets whose acquisition is not limited to the reporting year, we additionally analyzed our total fixed assets, including additions of fixed assets prior to the entry into force of the EU Taxonomy Regulation (before December 1, 2020) for potential capital expenditure that is attributable to 7.4 "Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)" and 7.6 "Installation, maintenance and repair of renewable energy technologies" in order to identify operating expenditure in the reporting year. These are then assigned to the Taxonomy-eligible proportion of the operating expenditure.

As can be seen from the information presented in the chapter "Key Figures for EU Taxonomy Reporting," 0% (prior year: 0%) of our operating expenditure for 2022 was identified as Taxonomy-eligible. This low percentage is due to the fact that no turnover 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.

As we have not reported Taxonomy-aligned capital expenditure, as defined in section 2, we have also not identified any Taxonomy-aligned operating expenditure.

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.

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[5] Operating expenditure was determined in accordance with the Taxonomy definition and therefore deviates from the amounts in the annual financial statements, see Annual Report 2022, Consolidated Income Statement, p. 45.
[6] Cf. Annex, section 1.1.3.2 category c of the delegated act

Our Sustainability Strategy

Sustainability is 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.
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.

Materiality matrix

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

Themes located in the upper right quadrant as well as the Community Engagement theme 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-focused 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
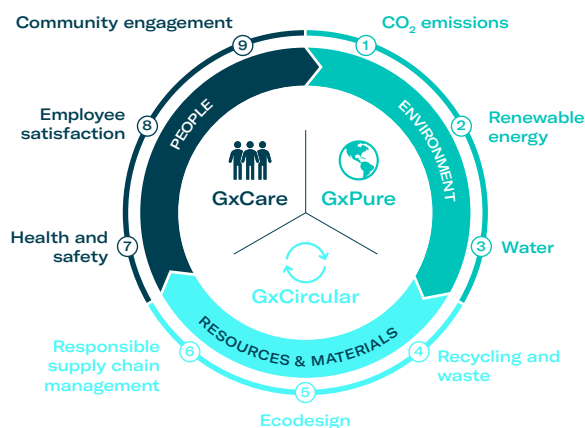
There are further topics of importance to us and our stakeholders besides the identified strategic focal areas. Ethical business conduct and compliance with the law are fundamental to everything we do. Patient safety and customer satisfaction are core premises at the heart of our business activities 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 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 continue 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 a 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[7] 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.

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[7] These are not significant non-financial performance indicators within the meaning of section 315b in conjunction with section 289c (3) no. 5.

Gerresheimer sustainability KPIs and targets

Target	KPI	**2022**	2021	Base year 2019[1]	Target value	Target year
GxPure (Environment)						
CO₂ emissions Reduce our absolute CO₂ emissions to keep the global temperature rise below 1.5°C	Scope 1 and Scope 2 emissions	-13.1% 495,309 t CO₂e	-13.3% 494,200 t CO₂e	– 570,230 t CO₂e	-50% 285,115 t CO₂e	2030
Renewable energy[2] Increase the share of electricity from renewable sources	Share of electricity from renewable sources	34.7%	29.2%	–	100%	2030
Water 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[3,4]	Water withdrawal	10.3% 1,146,342 m³	0.8% 1,047,193 m³	– 1,039,282 m³	-10% 935,353 m³	2030
GxCircular (Products and Resources)						
Recycling and waste[5] 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	16.0%	17.5%	–	0%	2028
Ecodesign Systematically incorporate circular economy principles into our product design	Proportion of new product developments incorporating Gerresheimer ecodesign principles	–	–	–	100%	2023
Responsible supply chain management[6] Compliance with environmental and social aspects by our suppliers	Proportion of strategic suppliers that have acknowledged the Gerresheimer Code of Conduct for Suppliers	31.0%	32.0%	35.0%	100%	2024
	Percentage of strategic suppliers assessed in terms of environmental and social aspects	28.0%	27.2%	24.0%	100%	2024
GxCare (People)						
Employee satisfaction Ranked in the top 25% of employers in terms of employee satisfaction	Employee net promoter score	7.4	6.3	–	>20	2028
Health and occupational safety[7] Providing a healthy and safe working environment	Lost time injury rate (LTIR)	-41.5% 7.49 LTIR	-36.0% 8.63 LTIR	– 12.81 LTIR	-80% 2.56 LTIR	2028
	Sites with ISO 45001 certification	71.0%	52.7%	5%	100%	2023
Community engagement[8] All sites engage yearly with their local communities	Proportion of sites with annual engagement in "school and education" or "health and well-being," or with our focus issues relating to "Sustainability"	78.0%	65.0%	–	100%	2023

[1] No data is currently available for targets without a baseline or status.
[2] An adjustment was made to the proportion of the electricity consumption from renewable sources. From 2022 onward, this figure includes both internally generated and purchased electricity. See the "Emissions and Energy" chapter.
[3] Adjusted for the sites in Kuessnacht (closed in 2019) and Buenos Aires (sold in 2019).
[4] Water baseline adjusted as a result of switching from estimated to measured figures at the Kosamba location, see "Water" chapter.
[5] 2021 figures corrected following a conversion error in the prior year.
[6] Target formulation adjusted as the RScM principles have been replaced by our new Code of Conduct for Suppliers, see "Responsible Supply Chain Management" chapter.
[7] LTIR calculation method adjusted, see "Health and Occupational Safety" chapter.
[8] Scope defined for our community engagement expanded to include sustainability focus issues, see "Community Engagement" chapter.

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" guidelines. 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. It is directly involved in questions relating to the fundamental direction and implementation of our sustainability strategy. The Management Board receives reports at least twice a year on the status of implementation and on current issues relating to the sustainability strategy during the Management Board meetings.

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 financial year 2022, 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 targets. 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 I Target value 36%
› Lost time injury rate (number of occupational accidents resulting in more than one day's absence per million hours worked) I Target value 7.1
› EcoVadis assessment result I Target value middle of the silver scale

According to the resolution adopted at the Supervisory Board meeting on November 18, 2022, these targets will continue to apply in the financial year 2023 with new target values, plus an added target of "Hours of further training per employee" in the "Social" area. Further details on the ESG targets in the remuneration of Management Board members and the achievement of targets for the financial year 2022 can be found in the chapter of the Annual Report 2022 entitled "Compensation Report."

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 divisions in order to become a sustainable business. That is why, in 2020, we established a Sustainability Council chaired by the Chief Financial Officer. This body, which comprises representatives from the various divisions 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 2022:

› Development of implementation plans around our sustainability targets
› Work of expert groups
› Regulatory requirements from legislation such as the EU Taxonomy and the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz)
› Science-based targets
› Sourcing strategies for electricity from renewable energies
› Revision of Code of Conduct for Suppliers and the Group environmental standards
› Further integration of our sustainability targets into key management and monitoring processes, for example the operational and strategic planning process
› Internal and external sustainability communication

To ensure strategic and operational control and implementation of our sustainability strategy as well as to evaluate the effectiveness of measures taken, our divisions report on operational implementation of the sustainability targets as part of the quarterly business review. Additionally, the divisions prepare target achievement strategies for the most important metrics of our sustainability strategy, as well as programs and measures to achieve our sustainability targets, as part of the annual operational and strategic planning process. This process is integrated into our

central reporting software in the same way as the key financial figures and was updated once again in the past financial year. Back in the financial year 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 goals and complying with processes — including in the area of sustainability — lies with the managers of the divisions 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.

Sustainability management also forms part of the "Audit Universe" of the Internal Audit department. An audit of the internal sustainability management control system was carried out in the financial year 2022. This audit focused on the organization of sustainability management, strategy and steering, internal and external reporting. The audit result shows that risk management and the internal control system with regard to Gerresheimer's sustainability management are regarded as fundamentally appropriate.

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

In the financial year 2022, EcoVadis rated us at "Gold" level for the first time. We improved our score to 68 (prior year: 64) out of a possible 100 points, placing us in the top 5% of all companies assessed by EcoVadis — and in the top 2% in the relevant pharma supplier and medical technology sector.

Gerresheimer was awarded the EcoVadis Gold medal for sustainable corporate governance for the first time

Dietmar Siemssen, CEO of Gerresheimer AG:

"The EcoVadis Gold medal is a milestone in the successful implementation of our sustainability strategy. Sustainability is one of Gerresheimer's five strategic focal areas in which we are driving forward our ambitious and measurable goals in a targeted manner."

For the first time, Gerresheimer received the Gold medal for the successful implementation of its sustainability strategy by EcoVadis, one of the leading providers of business sustainability ratings. Gaining 68 out of a possible 100 points, Gerresheimer finished in the top 5% of all companies assessed by EcoVadis and in the top 2% in the industry. Gerresheimer has constantly improved its score here after earning an EcoVadis Silver medal in each of the past three years.

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 2022:

› MSCI ESG rating: rating AA (on a scale from AAA to CCC)
› Sustainalytics ESG risk assessment: score of 19.8, 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.

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 2022 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. Several sustainability-related projects were also submitted for our annual GMS Awards, which were presented during the selection process, and one winning team in the Sustainability Award category was honored by the Management Board. In 2022, the participants of our global "formula GT" (Gerresheimer Talents) management development program completed a three-day module on sustainability, where they addressed topics such as our stakeholders as well as the Gerresheimer sustainability targets and how to anchor and evolve them as part of our business model. 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 ensures that important information, key figures, and the latest developments are available to all of 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 of our sustainability focuses do not immediately fit with the financial logic of our risk management system, we specified the process for recording, assessing, and reporting sustainability risks in a sustainability risk reporting guideline.

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 risk survey that takes place three times a year 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 CDP (formerly Carbon Disclosure Project) 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_2e Scope 1 and Scope 2 emissions by 50% by 2030	Principle 7, 8, 9	3 GOOD HEALTH AND WELL-BEING
Renewable energy	Increase the share of electricity from renewable sources to 100% by 2030	Principle 7, 8, 9	3 GOOD HEALTH AND WELL-BEING / 13 CLIMATE ACTION
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	6 CLEAN WATER AND SANITATION / 15 LIFE ON LAND

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.

A total of 16 of our 36 production locations and one administrative location are 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 division and Group level, and evaluated. They are used in the quarterly business reviews between the Management Board, departmental experts, and the divisions, as well as by the Sustainability Council.

Once again this year, we drove forward the organizational anchoring of responsibilities for the implementation of our sustainability targets in the business divisions, knowledge transfer, and the further integration of our sustainability reporting. The sustainability targets are part of 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.

Solar energy for our plant in Zaragoza

As part of our strategy of switching all of our locations to electricity from renewable sources, we installed solar panels at our plant in Zaragoza. The panels are situated on the roof of the plant facility and on a part of the site behind the plant. The energy generated by us in this way covers some 15% to 20% of the electricity consumed by the Zaragoza location.

"We are delighted that these panels cover such a large percentage of our consumption and help us to achieve our sustainability targets. Our real-time monitoring shows that the panels will even generate a high output in winter."

Andreas Friis Hansen, General Manager
Gerresheimer Zaragoza S.L.U.

Gerresheimer develops and produces PET bottles for liquids and solids at the Zaragoza location.

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

We have set ourselves the target of a 50% reduction in Scope 1 and Scope 2 CO_2e 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" 1.5ºC target from the IPCC Special Report. In order to meet our ambition to define and pursue science-based climate targets, the Sustainability Council adopted a resolution in this financial year to have our climate targets validated within the framework of the Science-Based Targets initiative (SBTi).

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

Compared to the prior year, we include both purchased and internally generated electricity in the calculation of the proportion of electricity consumption from renewable sources. We have adjusted the prior-year figures accordingly.

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. Eleven of our 36 production locations, two development 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 achieved a rating of A- (on a scale of A to D-) in the CDP Climate Change Reporting 2022, 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.

👁

New furnace in Tettau: Conversion to low-carbon glass melting by replacing fossil gas with renewable electricity

An important part of our efforts to reduce CO_2 emissions is the use of state-of-the-art furnace technology in the production of molded glass. One of two melting furnaces was recently replaced at the German plant in Tettau, Bavaria. Gerresheimer employs some 600 people and produces more than 700 million glass containers every year at the Tettau location.

"Against the backdrop of the current economic and geopolitical situation, this investment by Gerresheimer in a more sustainable technology sends out a strong signal for a successful future."

Kay Rohn, *Senior Plant Director Tettau Moulded Glass*

With the new multi-fuel oxygen furnace, Gerresheimer is laying the foundation for more sustainability in particular through the use of green electricity, which will account for up to 50% of the Company's energy consumption in future. This will make a considerable contribution to reducing our carbon footprint in the production of molded glass. Glass can be recycled over and over again, which makes it an attractive raw material for a sustainable packaging industry. This includes greater use of post-consumer recycled glass (PCR) and ecodesign concepts.

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.

In 2022, we set up a group of experts from multiple locations to focus on the procurement of electricity from renewable energy sources. The group, which includes representatives from various business units, explores possible strategies and ways to pool resources in order to procure electricity from renewable energies, such as power purchase agreements. In this context, we also joined the Energize initiative in the financial year — a program initiated by ten pharmaceutical companies with the aim of supporting their suppliers in switching to renewable energies. Exchanges have taken place online between the locations in Germany to help them develop energy-saving measures. We launched our Energy Savings Campaign, a global innovation drive inviting employees around the world to submit their energy-saving ideas on our online platform. The campaign will be continued and evaluated in 2023.

Most activities to reduce energy consumption at our locations in 2022 related to technological retrofitting of machinery as well as building infrastructure and the installation of measuring points for improved monitoring and control of consumption. We are also focusing on the expansion of renewable energies. The installation of photovoltaic systems is either already completed or scheduled to take place in 2023 at several locations.

Another increasingly important aspect in glass manufacturing is the use of cullet in the process, as this can likewise deliver significant gains in energy efficiency. The use of cullet avoids new CO_2 emissions from the raw materials and also reduces the melting point so that less energy needs to be used and CO_2 emissions can be further reduced.

Energy consumption

Heating value in MWh	2022	2021	Base year 2019
Total energy consumption from non-renewable sources	**1,614,154**	**1,597,441**	**1,719,028**
Natural gas	1,094,830	1,082,363	1,033,497
Other fuels	13,848	18,595	16,364
Purchased electricity	500,983	491,980	665,066
Others	4,493	4,503	4,101
Total energy consumption from renewable sources	**275,367**	**213,979**	**–**
Electricity	275,367	213,979	–
Total energy consumption	**1,889,521**	**1,811,420**	**1,719,028**

Proportion of total electricity consumption accounted for by renewable energy

In MWh	2022	2021	Base year 2019
Total electricity purchased	**776,151**	**705,949**	**665,066**
from non-renewable sources	500,983	491,980	665,066
from renewable sources	275,167	213,969	–
Proportion of purchased electricity from renewable sources	*35.5%*	*30.3%*	*0.0%*
Internally generated electricity	**17,672**	**25,924**	**20,176**
from non-renewable sources	17,473	25,915	20,176
from renewable sources	199	10	–
Proportion of internally generated electricity from renewable sources	*1.1%*	*0.04%*	*0.0%*
Total electricity consumption	**793,823**	**731,873**	**685,241**
from non-renewable sources	518,456	517,895	685,241
from renewable sources	275,367	213,979	–
Proportion of electricity consumption from renewable sources	*34.7%*	*29.2%*	*0.0%*

We have used the heating value for the conversion of primary energy consumption.

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.

In the financial year 2022, we grew significantly, including through capacity expansions. As a result, our energy consumption rose by around 4.3% in 2022 to 1,889,521 MWh (prior year: 1,811,420 MWh). This increase is due in particular to capacity expansions. We managed to reduce specific energy consumption further in relation to turnover in 2022.

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 two-thirds of our energy consumption.

Energy consumption in MWh per turnover

In EUR m

	2019	2020	2021	2022
	1,235	1,248	1,209	1,040
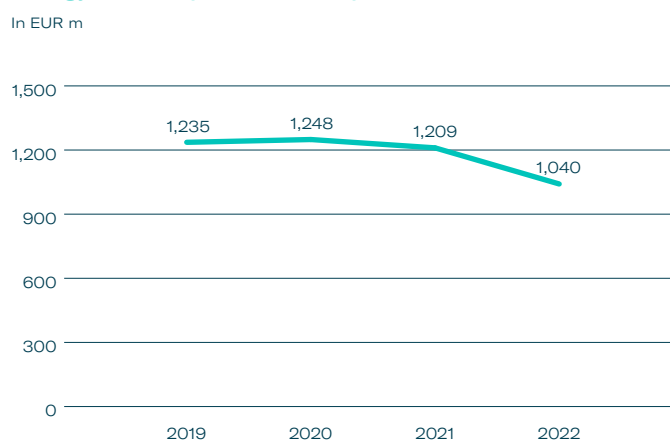
In tons CO_2 equivalents (t CO_2e)[1]	Location-based calculation method			Market-based calculation method[2]		
	2022	2021	Base year 2019	**2022**	2021	Base year 2019
Scope 1 emissions[3]	**280,030**	280,410	264,803	**280,030**	280,410	264,803
thereof from natural gas combustion	*224,302*	*222,925*	*209,050*	*224,302*	*222,925*	*209,050*
thereof process emissions from melting processes[4]	*46,856*	*49,457*	*43,868*	*46,856*	*49,457*	*43,868*
Scope 2 emissions	**286,035**	272,082	282,724	**215,279**	213,791	305,426
thereof from purchased electricity	*285,268*	*271,305*	*282,016*	*214,512*	*213,013*	*304,718*
Scope 1 and 2 emissions	**566,065**	552,492	547,527	**495,309**	494,200	570,230
Scope 3 emissions	**420,084**	410,060	297,051	**420,084**	410,060	297,051
thereof from purchased raw materials[5]	*335,096*	*315,499*	**228,087**	*335,096*	*315,499*	**228,087**

[1] Emissions are calculated in accordance with the Greenhouse Gas (GHG) Protocol.
[2] Market-based factors have been obtained for 74% 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.
[3] 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.
[4] We determined our process emissions for our raw materials following the mass balance approach based on the IPCC report.
[5] We calculate our Scope 3 emissions based on secondary data from DEFRA and Ecoprofiles from PlasticsEurope.

In 2022, our CO_2e emissions from energy consumption as well as our process emissions (Scope 1 and 2) increased by 0.2% to 495,309 tons (prior year: 494,200 tons CO_2e).

This slight rise is the result of capacity expansions, in particular of our Moulded Glass location in India, where an additional melting furnace was put into operation in the reporting year. However, this increase in emissions was mostly offset by a rise in the consumption of electricity from renewable sources. In 2022, we met 34.7% of our electricity consumption from renewable sources (prior year: 29.2%). In the financial year 2022, renewable energy sources covered all the electricity needs of eleven locations, and a proportion of the power required by six locations. When switching to renewable electricity, we apply the GHG Protocol Quality Criteria for guidance in selecting suitable sourcing options and instruments.

Our Scope 1 emissions remained largely stable in 2022 (280,030 tons in 2022, prior year: 280,410 tons of CO_2e).

CO_2e emissions (Scope 1 and 2) in relation to revenues
In EUR m
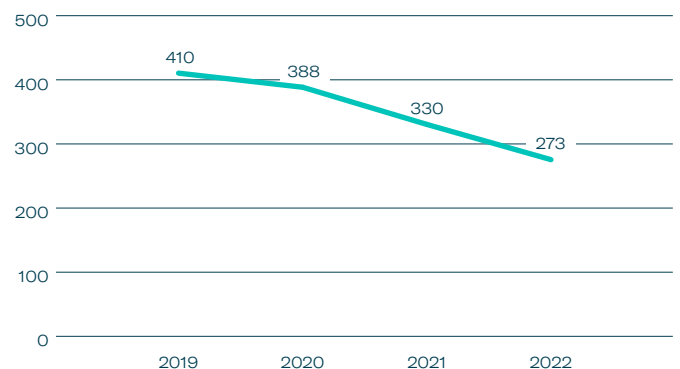
The main portion of the reported Scope 3 emissions comes from the purchase of raw materials. Our coverage here extends to about 80% of our raw material expenditure. A key means of reducing our Scope 3 emissions in this category is the substitution of primary raw materials with secondary raw materials such as recycled PET and external cullet. Our Scope 3 emissions rose by 2.44% to 420,084 tons in 2022 (prior year: 410,060 tons of CO_2e), which is due to capacity growth.

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.

◉

A- in CDP Climate Change Rating

In 2022, Gerresheimer received a rating of A- from CDP, the world's leading platform for the publication of environmental data. This rating marks a further year-on-year improvement that sees us achieve Leadership status.

"The 'A-' rating encourages us to continue prioritizing thinking and acting sustainably as one of the key pillars of our global strategy. We are proud that our continuous progress has been independently confirmed and that Gerresheimer has been recognized by CDP as a global leader in making a positive impact on climate change."

Dietmar Siemssen, Chief Executive Officer

Gerresheimer has participated in the annual detailed and independent assessment of companies on climate change by CDP since 2011 and has continuously improved. The CDP questionnaire assesses transparency of disclosure, awareness and management of environmental risks, and the setting and achievement of meaningful climate change mitigation targets.

The CDP enables us as a company to create the necessary transparency and share data on our environmental impacts as well as on risks and opportunities in a standardized form with our stakeholders, while measuring our efforts and progress.

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.

The installation of water meters at our Indian glass location in this financial year has revealed that the water withdrawal estimates carried out there to date had not been reliable, including our assumption in 2019, which is the starting point for our water target. Now that we have the relevant data, we have adjusted the base year as well as the prior years.

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.

There are currently seven production locations in areas with a high or very high level of water stress (prior year: eight; the difference is due to the relocation of the business of our Embu production site to our Anapolis facility in Brazil). These locations account for 25% (prior year: 21%[8]) of our global water withdrawal.

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. In 2022, the affected locations conducted a gap analysis on the AWS standard in order to develop location-specific plans for the implementation of the AWS standard based on this analysis.

Our main measures to reduce water consumption in the financial year 2022 relate to improvements to our cooling systems.

Water withdrawal by source in m³	2022	2021	Base year 2019[1]
Municipal water supply	644,979	622,618	747,710
Groundwater	455,804	380,894	242,617
Surface water	38,360	36,481	48,955
Rainwater	7,200	7,200	0
Total	1,146,342	1,047,193	1,039,282

[1] Adjusted for the sites in Kuessnacht (closed in 2019) and Buenos Aires (sold in 2019) and the change in the water baseline as a result of switching from estimated to measured figures at the Kosamba location.

New eco-friendly cooling system for the production of vials

When making new investments, we always compare processes and technologies practices around the world and look at how the impact of new facilities on the environment can be improved.

"Water is a valuable commodity that we aim to use as sparingly as possible. The new cooling system allows us to save up to 4,000 m³ of water a year at our location in comparison with conventional systems."

Andreas Fürer, Plant Director & Managing Director, Gerresheimer Wertheim

As a result of investment projects in facilities for vial production at our locations in Wertheim and Boleslawiec, we implemented an open, unpressurized process water cooling system for cooling molds. Through a separate cooling cycle and the use of heat exchangers, the process cooling water is cooled and reused in a circular system. This reduced water consumption at the Wertheim pilot plant by up to 600 l/h — the equivalent of up to 4,000 m³ per year.

[8] Adjusted for the sites in Kuessnacht (closed in 2019) and Buenos Aires (sold in 2019) and the change in the water baseline as a result of switching from estimated to measured values at the Kosamba location.

Water stress situation at our locations: overview

Water stress level
○ Low
● Low-medium
● Medium-high
● High
● Extremely high

Our water withdrawal increased by 9.5% in the financial year 2022 to 1,146,342 m³ (prior year: 1,047,193 m³). This puts us 10.3% above the figure for our base year. This increase is due to the growth in production volumes, in particular the installation of a new melting furnace in India. We managed to further reduce specific water withdrawal in relation to revenues in 2022.

Just over half of the water we need is sourced from municipal water supplies, and about 40% comes from groundwater.

The regional focus of our water use continues to be in Europe. In total, our plants in Europe account for about 57% of our water consumption.

Water withdrawal in m³ in relation to revenues

In EUR m

Year	Value
2019	746
2020	782
2021	699
2022	631
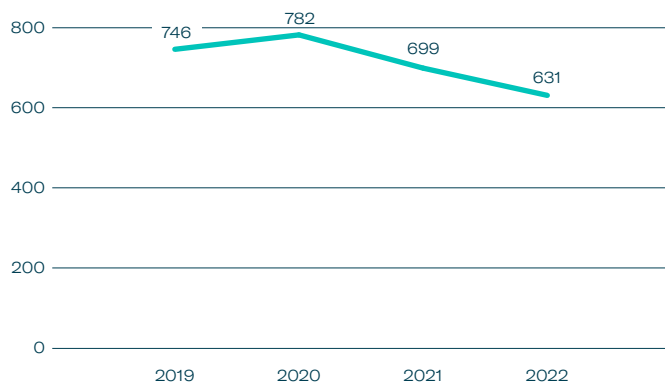
GxCircular (Products and Resources)

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 0% by 2028, with minimum incineration rate	Principle 7, 8, 9	3 GOOD HEALTH AND WELL-BEING / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 15 LIFE ON LAND
	Ecodesign	By 2023, we will develop Gerresheimer ecodesign principles and apply them in our product development process to 100% of our product innovations	Principle 7, 8, 9	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Responsible supply chain management	Increase the proportion of strategic suppliers who have recognized the Gerresheimer Code of Conduct for Suppliers to 100% by 2024	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 17 PARTNERSHIPS FOR THE GOALS
		Increase the proportion of strategic suppliers assessed for environmental and social aspects to 100% by 2024		

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 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 0% 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 division.

Following the introduction of waste reporting for the central recording of waste volumes and disposal paths, we provided more training to the locations on the specifications and pushed ahead with the validation of waste data. In the coming years, 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. Our locations will now further develop their programs for the coming years 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.

In the financial year 2022, our locations revised their waste concepts and key data collection figures in particular.

In 2022, we generated 30,085 tons of waste, of which approximately 13.5% was classified as hazardous and around 86.5% 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	2022	2021[2]	2019
Hazardous[1]	4,078	3,519	–
Non-hazardous[1]	26,007	22,360	–
Total	30,085	25,879	–

[1] The waste is classified as hazardous and non-hazardous in accordance with local regulations.
[2] 2021 values corrected following a conversion error in the prior year.

Of our total waste volume, around 60% is sent for recycling. The proportion of waste sent for incineration with or without energy use is approximately 10%. Landfill waste accounts for 16% (prior year: 17.5%).

The remaining percentage of other disposal and recycling 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

- thereof for recycling
- thereof incineration with and without energy recovery
- thereof disposal to landfill
- thereof other disposal and recovery
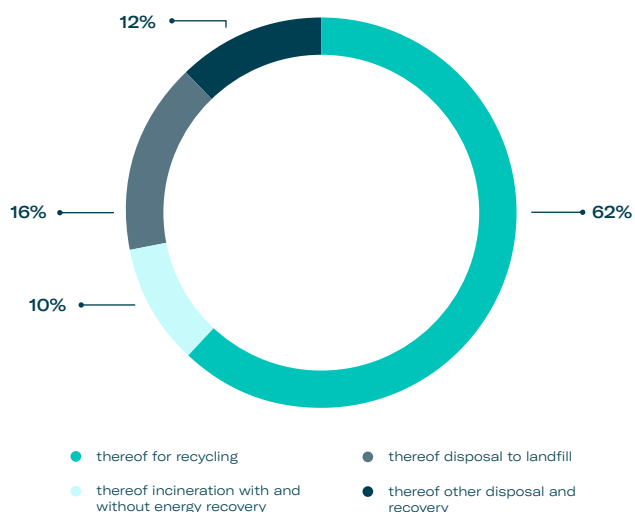
In 2022, 20 (prior year: 21) of our 36 production locations sent 0% of their waste to landfill.

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 18 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 ecodesign principles at this stage of the process. We define ecodesign as the incorporation of 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 product innovations.

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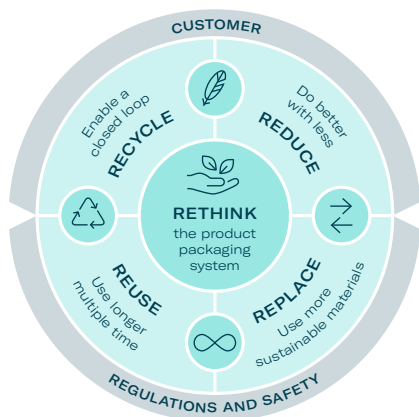
Rethink summarizes strategies aimed at fundamentally rethinking the existing product packaging system as such.

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-divisional working group began developing a systematic approach in 2021. The Gerresheimer ecodesign principles — Rethink, Reduce, Replace, Reuse, and Recycle — were established in 2021 to summarize the relevant strategies in order to develop a sustainable product packaging system that supports the circular economy.

Integration of ecodesign principles in new product developments for molded glass

Our aim is to incorporate ecodesign principles into 100% of new product developments from the financial year 2023 onward by integrating an ecodesign guideline for molded glass together with specific work instructions. This allows us to take into account the key ecodesign approaches of reducing, recycling, reusing, and replacing in order to optimize the entire product-packaging system holistically (rethink).

"For us, the systematic and holistic integration of ecodesign principles is a crucial aspect of developing decarbonization roadmaps together with our customers."

Patrick Kraft, Technical Sustainability Manager Moulded Glass

In addition to taking the ecodesign principles into account in new product developments, our Moulded Glass division has also examined the high runners of the current product portfolio for lightweight potential, i.e., items where weight can be reduced while guaranteeing customer requirements, and has addressed these with customers. Lightweight design is a central part of our ecodesign approach and has the potential to reduce our carbon footprint both in production and in logistics.

◉

Reduce: Launch of PCR glass use for cosmetics in Tettau

Since 2021, our customers from the cosmetics industry have been able to obtain their products with PCR glass components from the Tettau location and thereby make a significant contribution to reducing their carbon footprint and closing the glass cycle.

"The use of PCR glass allows us to be a proactive partner for our customers and to help them rise to their decarbonization challenge."

Maik Rosemann, Head of Batch and Melting, Tettau

A proportion of up to ~25% PCR glass is currently used in campaigns (as needed).

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. At the same time, consideration must be given to the fact that 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.

Once the approach was confirmed by the Sustainability Council and the Management Board in 2021, the working group focused on putting it into practice in 2022 by integrating the approach into all divisional processes. This makes it possible to systematically assess all new product developments for their potential to apply the five ecodesign principles on an ongoing basis from 2023.

The individual divisions are now working on implementing the defined adjustments to the new product development process. Another focus in 2023 will be the planned drafting of a decision-making manual that compares, contrasts, and assesses various aspects of packaging, in order to ensure evidence-based improvement of sustainability performance, for example by shifting (negative) impacts from one life cycle phase to another.

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 divisions and 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.

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[9] suppliers is the recognition of the Gerresheimer Code of Conduct for Suppliers[10], in which we have formulated our expectations and requirements for our suppliers. Our previous principles are completely revised in the Code, which was published in the financial year 2022. The Code is 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. It covers the topics of ethics, labor and social standards or human rights, health and safety, as well as environmental protection.

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 Code of Conduct for Suppliers by 2024.

In addition to the Code of Conduct for Suppliers, 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 Code of Conduct for Suppliers as part of our qualification and re-evaluation process.

◎ Our 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-evaluation in respect of 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.

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) from 2023 onward. The realignment includes a cross-divisional shift to a common, risk-based approach to ensure that we identify, assess, and tackle the key sustainability risks in the value chain for all suppliers, not just strategic ones.

In 2022, we carried out an initial assessment of the risk potential of our supplier base according to country risks and took the first steps to identify risk value chains. The results help us define the risk-mitigation measures, if any, that need to be taken for each supplier.

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[9] Strategic suppliers are suppliers from which we obtain materials or services that are used directly in our products during processing or that could have a material influence on the quality of the end product.
[10] Previous document: "Gerresheimer Principles for Responsible Supply Chain Management" replaced by the Gerresheimer Code of Conduct for Suppliers on July 11, 2022.

In order to harmonize the overall approach across all divisions, the continuous monitoring of risks in our supply chains and engagement with suppliers on preventive and corrective actions will be supported via a uniform software solution in the future. The selection process for this was initiated in the financial year 2022 and will be implemented in 2023.

The existing approaches described above will be retained until the revised approach is fully implemented. As of the close of the financial year, 31% (prior year: 32%) of our strategic suppliers had provided written assurances of their compliance with the RSCM principles. 28% (prior year: 27%) of our strategic suppliers are audited with regard to environmental and social aspects. The fact that this percentage is virtually unchanged is due to the revision of our Code of Conduct for Suppliers, which means that we have suspended the process of obtaining consent until the new version is finalized.

In 2022, three suppliers with potentially negative environmental impacts were identified and improvements were agreed with them. These improvements were mainly related to the reduction of transport costs and to quality improvements to reduce scrap in production at our plants. No suppliers were identified that have potentially negative social impacts.

There were no incidents in the financial year 2022 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	–	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH
	Health and occupational safety	80% reduction in lost time injury rate by 2028 ISO 45001 certification for 100% of locations by 2023	Principle 1	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Community engagement	Annual commitment from 100% of locations to "school and education," "health and well-being," or our sustainability focus issues by 2023	–	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 11 SUSTAINABLE CITIES AND COMMUNITIES

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. To support our objectives, we started rolling out Gerresheimer's new Code of Conduct at the end of the financial year 2022.

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 Gerresheimer Management System (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 and to optimize processes began in 2019, continued in 2022, 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 54 locations (including 36 production locations) on four continents. The Gerresheimer Group had 11,062 employees as of the end of the financial year 2022 (prior year: 10,447) and also employed 1,295 temporary staff as of November 30, 2022 (prior year: 1,146).

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 3,845 employees at ten locations across Germany (prior year: 3,760). We have 2,423 employees in other European countries (prior year: 2,374), 1,144 employees in the Americas (prior year: 1,063), and 3,650 employees in the emerging markets (prior year: 3,250).

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 Human Resources 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. As an indicator of employee satisfaction, ENPS is measured in our annual survey by asking employees how likely it is that they would recommend Gerresheimer as an employer. The eNPS ranges from –100 to +100.

Our goals for employee satisfaction are to:
› Continuously improve the eNPS to become one of the top-rated employers
› Reach an eNPS of more than 20 by 2028 to join the top 25% of the rated companies

👁

Gerresheimer recognized again as a world-class workplace

Gerresheimer was awarded Effectory's World-class Workplace Label in 2022 after achieving an 80.4% approval rating in the Employee Engagement Index (prior year: 81.0%) as part of our global employee survey in 2021. This index reflects the level of engagement and motivation in the workplace. Effectory only awards this label to organizations whose engagement is scored above the benchmark for their region.

Gerresheimer received this honor at a ceremony on June 2, 2022, in Amsterdam.

Our employee surveys are used to measure the satisfaction of our employees, obtain feedback, and initiate improvement measures. We have been alternating annually between brief pulse surveys and more extensive employee surveys since 2020. The first pulse survey took place online in 2020, and the comprehensive employee survey followed in 2021. This meant that it was time for the second pulse survey in the financial year 2022, which took place at all our locations around the world. As was the case in 2020, the focus topics of the pulse survey were engagement, leadership, and employer attractiveness.

This year's pulse survey saw a participation rate of 74.7%, down from the rate of 77.8% achieved with the employee survey. This excellent result is due to the many local communication initiatives realized in relation to the survey. We achieved an increase of 8.5 percentage points compared to the last pulse survey in the reporting year 2020, when the participation rate was 66.2%.

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.

All of the three focus topics reported an improvement across all Gerresheimer locations in comparison to the employee survey.

The eNPS score rose slightly from 6.3 in the prior year to 7.4 on a scale of -100 to +100.

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 division. Our vocational training programs prepare young employees for their future responsibilities. Since Gerresheimer AG went public in 2007, Gerresheimer has trained over 3,100 young people in more than 20 occupations.

Our goals for training are to:
› Internationalize and expand training activities in professions with a shortage of skilled labor
› Improve the quality of the practical training elements

Gerresheimer employed 120 trainees including co-op students (prior year: 129 trainees) in Germany as of November 30, 2022, putting the training rate in Germany 0.3 percentage points below the prior year at 3.1% (prior year: 3.4%).

We boosted the appeal and international nature of our training by launching the "Gx Talent goes USA" training program in the financial year 2022. The program, funded by the German Federal Ministry of Education and Research, includes a six-week business and cultural exchange at our Peachtree City location with the aim of strategically developing intercultural skills among young colleagues as well as preparing them for assignments abroad. Our German training model at the international locations of Peachtree City and Skopje will be evaluated and expanded to further improve the quality.

The Gerresheimer Medical System locations achieved particularly noteworthy training successes in training year 2021/2022. Our trainees achieved the top results in the respective professional chambers for four out of the five training occupations offered (glass process engineering, industrial engineering electronics technicians, process engineers, and toolmakers).

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.

Our goals for human resources development are to:
› Raise the number of training hours to 15 per employee in 2023 (voluntary training)
› Expand the global talent program
› Expand the leadership program around the world
› Internationalize the trainee program

For this purpose, we offer coaching, training, and development programs worldwide. In the financial year 2022, we provided our employees around the world with a total of 123,397 hours (prior year: 139,631 hours) of voluntary and mandatory vocational training. This corresponded to 11.4 hours per employee (prior year 13.4 hours) in the financial year 2022.

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. Examples include the "Leadership Touchdown" program for executive management, which began in 2022 with the first module on "Empowering Transformation," and attracted 26 participants in the pilot phase in Europe in 2022.

The "Leading with Heart and Mind" program was also continued for middle management. A total of 73 managers took part in the training in Germany in the reporting year 2022. Belgium was the first European location to roll out the leadership program. More locations around the world will follow suit.

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 continued with module II of IV of the global TRIBE Leadership initiative (TRIBE = Teamwork, Responsibility, Integrity, Bold Innovation, Excellence), which was launched in 2020. It continues to be implemented by way of a global Train the Trainer concept that ensures that all managers get the opportunity to participate in the TRIBE Leadership courses.

The formula GT (Gerresheimer Talents) global talent program launched in 2021 to identify and promote high-potential employees within the Group was continued in the reporting year 2022. To date, five out of twelve global talents have since taken a step in their career as a result of the program.

In addition to our global "formula GT" talent program, we offer the "Gx Go" trainee program to college graduates. Since the program started in 2017, approximately 90% of all trainees who completed the 18-month trainee program have been successfully taken on in ongoing employment with the Company.

Diversity and Equal Opportunities

We respect and appreciate those around us and foster diversity as an important factor in our success as a business. We create a working environment in which people from a wide variety of backgrounds and with diverse preferences, abilities, and disabilities feel valued so that they can work together successfully. This is embodied in the Gerresheimer Diversity & Inclusion policy and the Corporate Responsibility Guideline, which provides a framework for the entire Gerresheimer Group. Gerresheimer draws on talent from all over the world in order to make optimum use of the Company's potential.

Our goal for diversity and equal opportunities is to:
› Foster diversity and equal opportunities

One of the measures announced in the financial year 2022 with this goal in mind is formula WE, which aims to promote and empower women in a business context. The strategic focuses of formula WE include the topics of working environment, representation of women, and employer branding. Formula WE is led by a team of 15 women from 11 different countries.

Female employees make up 32.4% of the workforce (prior year: 30.8%). 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 25.3% (prior year: 20.2%). The separate percentages are 22.8% (prior year: 19.0%) for the first management level and 26.9% (prior year: 20.8%) 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 continuously to increase the percentage of women in management positions.

Other activities are reflected in the diversity of the employee structure. In the financial year 2022, employees from 75 nations (prior year: 74 nations) worked at Gerresheimer. 65.2% of employees work outside of Germany (prior year: 64.0%). As a globally operating Group, we also rely on an international management team. Citizens of countries other than Germany accounted for 39.3% of top-level managers as of November 30, 2022 (prior year: 36.4%). A total of 16 nations are represented in our executive management (prior year: 13 nations).

Labor and Social Standards

As a globally operating company, our actions have an impact on people and society. At Gerresheimer, we are aware of this responsibility and are committed to behaving with integrity along the entire value chain. We respect and protect human rights as well as the labor and social standards of our employees and business partners.

Our goals for labor and social standards are to:
› Reduce the risks associated with labor and social standards to ensure the Company complies with the law
› Complete the roll-out of the global Code of Conduct at all locations worldwide

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 has been anchored in our Corporate Responsibility Guideline for many years and is upheld by local units at our locations. It was set out in even more detail in our global Code of Conduct published in 2022.

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.

To support our objectives, we continued with the global roll-out of Gerresheimer's Code of Conduct at the end of the financial year 2022. The Code of Conduct applies to all boards, leaders, and employees at all Gerresheimer companies. Management staff at all Gerresheimer companies are obliged to enforce the Code of Conduct in their area of responsibility. This includes in particular their duty to integrate the Code of Conduct in daily business processes. The existing training program will be expanded to cater to elements of the Code of Conduct. Any violations of the Code of Conduct can be reported via the whistleblower system and the internal complaints service. In the financial year 2022, there were three (prior year: 0) alleged cases of discrimination in connection with our internal processes. These incidents were reviewed and the necessary corrective action was implemented. Following the relevant investigations, the employment relationship with one member of staff was terminated; in the other two cases, the employees received awareness training.

Women's empowerment gets a global strategy

In 2022, we launched the strategic initiative "formula WE, Women's Empowerment," which aims to systematically position Gerresheimer as a highly attractive employer for skilled female workers and female managers.

"We are very grateful for the fantastic support of our Management Board and we can't wait to launch our first formula WE projects with our highly motivated team in 2023. We are convinced that this initiative will make a significant contribution to our formula g strategy process."

Inga Bartholomäus

To this end, an international team has developed a concept that defines long-term goals, strategic fields of action, and the first concrete implementation projects for 2023 across the Group. The focus will be on key topics such as "Career & Advancement," "Working Environment," "Employer Branding," and "Awareness & Engagement." The aim is to attract skilled female workers and female managers to Gerresheimer, help them advance, offer them a wide range of career opportunities, and foster their long-term loyalty to the Company.

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) — two woman and thirteen men (prior year: three women and twelve men).

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. A total of 410 employees worldwide were employed part-time as of the end of the financial year 2022 (prior year: 356), corresponding to 3.7% of the workforce (prior year: 3.4%). Gerresheimer employees have the option of taking parental leave, including in countries where there is no statutory provision for doing so. A total of 246 employees made use of this option in the financial year 2022 (prior year: 239).

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 68.5% of Gerresheimer employees (prior year: 61.4%).

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 a company pension scheme, subsidized meals, subsidized public transport, and group accident insurance.

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

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 in 2020 by adopting the following core health and occupational safety principles:
> Occupational safety and health has top priority.
> We actively develop and encourage a health and safety culture.
> We require our plant managers to permanently and visibly carry out their leading role in promotion of occupational safety.
> All managers are required to behave in an exemplary manner and ensure that all employees are fully informed about instructions, the legal regulations, 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 topic in every plant, every day, and that everyone works together to achieve this. We are convinced that occupational safety benefits not only from good processes, but also from a safe work culture and daily awareness of the issue. We intend to continue working in this regard, with the aim of avoiding every lost time incident.

By 2028, we are targeting an 80% reduction in our lost time incident rate (number of occupational lost time incidents resulting in more than one day's absence per million hours worked). This equates to a reduction in the lost time incident rate from 12.81 (previously: 13.4) in the benchmark year of 2019 to 2.56 (previously: 2.7) in 2028.

We adjusted the calculation basis for the lost time incident rate (LTIR) this year. Previously, we had only taken into account the number of employees (headcount) to determine the theoretical number of hours worked. Since the lost time incident rate is calculated on the basis of working hours, a calculation using the number of full-time equivalents (FTE) plus the number of students and trainees, as well as the number of employees with temporary contracts, is more accurate than the previous calculation using the number of employees (headcount), and will therefore serve as the basis for calculation in the future.

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 twice per year on the occupational health and safety KPIs, level of target achievement, and implementation measures.

Alongside global coordination and management, there are local occupational health and safety experts at each production site available. The safety awareness of our employees and the necessary qualifications and up-to-date expertise of the experts at our locations are ensured by regular training courses. A total of 464 employees (prior year: 263 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 basic requirements of the GMS are regularly assessed by the sites 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 2022, the Occupational Safety Council prepared and approved a standardized process for systematic lost time incident investigation. We use the systematic problem-solving method known as cause mapping to reduce the root causes of critical safety incidents with targeted measures so that we can achieve an 80% reduction in the lost time incident rate across the Group by 2028. The Council identified a group of power users who were intensively trained on the cause mapping method and the role as a facilitator in a four-day workshop. The group regularly shares their experiences, insights and challenges in applying the method in a round table meeting. The roll-out has already begun in the Moulded Glass business unit as a pilot project.

In addition, focus sites were visited together with the representative of the respective business area from the Global Occupational Safety Council. The goal of the visit was a comparison of the corrective and preventive measures defined by the factory in order to improve the development of the lost time incident situation. 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 from other companies.

The **Gerresheimer** Group has adopted a systematic method for investigating occupational accidents as a mandatory global standard for all of its locations.

"We can use the new cause mapping method to rapidly shed light on the interaction of all the factors that have contributed to an unsafe situation or a lost time incident. What I find impressive is that this method avoids apportioning blame to anyone involved in a lost time incident and helps us to determine the measures we need to initiate to permanently prevent or reduce hazards."

Mitchell Stein, Senior Plant Director Centor, Berlin, Ohio

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 and division managers, and the Management Board. In addition, occupational safety is a standard topic in the business reviews held three times a year between the Management Board and the business units, as well as a subject in the operational and strategic planning process.

Lost time incident rate[1]
Lost time incidents per million hours worked
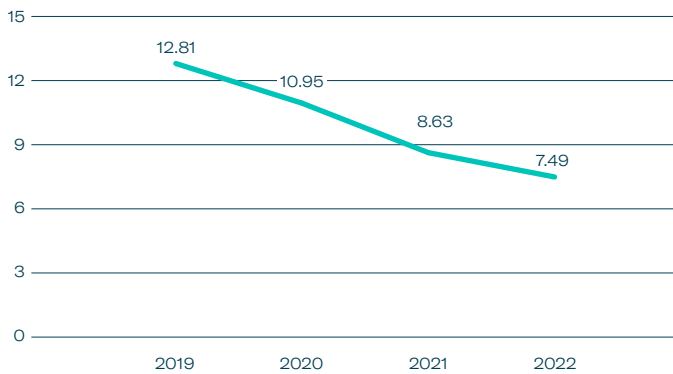
[1] Converted by changing the calculation for employee numbers from headcount to full-time equivalents (FTEs) plus the number of students and trainees as well as employees with temporary contracts.

Days lost
Days lost due to lost time incidents
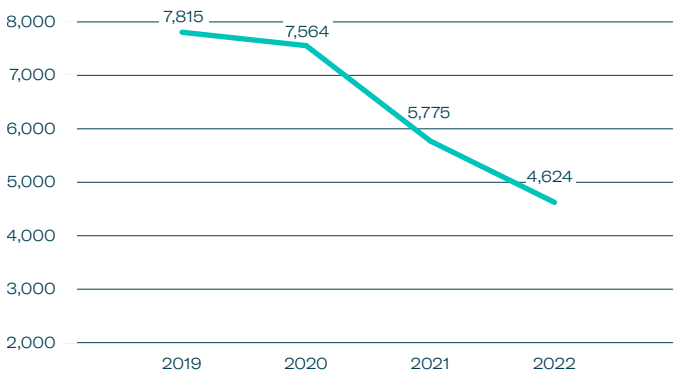
The global lost time incident rate per million hours worked was 7.49 (prior year: 8.63). The number of lost time incidents resulting in more than one lost day was 161 (prior year: 160). Most such incidents occurred in Germany (117; prior year: 101), followed by Europe excluding Germany (23; prior year: 43), the emerging markets (15; prior year: 12) and the Americas (6; prior year: 4). In total, lost time incidents resulted in 4,624 days lost (prior year: 5,775), representing a reduction of 1,151 days. As in the prior year, we had zero fatal occupational incidents involving employees or staff from third-party companies in the financial year 2022. Due to the nature of their employment, 520 employees (prior year: 343) have an increased risk of job-related illnesses.

A further eight production locations obtained ISO 45001 certification in 2022, taking the certification level to 71% (prior year: 53%). Two locations (Changzhou, Skopje) 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.

Once again, Covid-19 was one of the defining issues in the financial year 2022 for our entire Group as well as for the area of health and occupational safety.

When the Covid-19 pandemic broke out in early 2020, we set up a crisis team for the worldwide implementation and support of suitable occupational safety and health policies. The team continues to keep 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.

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 anchored 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 production locations to contribute annually to projects relating to health and well-being, education, or to the focal topics of our sustainability strategy.

Following a resolution of the Sustainability Council, the scope of our target definition was expanded in 2022 to include community engagement projects on the focal topics of our sustainability strategy. We will use these projects to continue to advance the focal topics of our sustainability strategy and incorporate them in our engagement work.

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 plants plan most of our activities decentrally and implement them on their own responsibility. They decide for themselves what projects they wish to contribute to in our 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 back in 2021 consisting of representatives from all divisions 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 financial year 2022 came in the form of donations to and sponsorship of local nonprofit organizations in the vicinity of the individual plants, and collaborations with schools and educational institutions. Employees at several locations also took part in volunteering schemes.

All in all, 78% (prior year: 65%) of our locations were involved in projects relating to health and well-being, education, or the focal topics of our sustainability strategy in the financial year.

Commitment to training women and girls in India

At our location in India, we are particularly committed to promoting equal rights for women and girls. Our STEP program empowers our female employees to receive vocational training, helping them become financially independent and secure their jobs through professional qualifications.

"Thanks to STEP, we can offer women a wide range of training options to help them improve their skills and qualifications."

Ravikumar Ummadisingu, Plant Manager, Gerresheimer Plastic Packaging India

STEP stands for Support to Training and Employment Program for Women.

A lot is also being done for girls: Kundli even has a separate guideline for promoting the education of young women, which was launched in 2015. Based on certain preconditions, the guideline provides for employees to receive financial support for their daughter's education.

Ethical Business Conduct and Compliance with the Law

All Gerresheimer companies must be managed responsibly in accordance with ethical business principles and in compliance with the prevailing rules and the law. 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. Our CMS includes measures aiming to detect misconduct. 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, in particular in data protection and compliance with sanction lists.

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 the Head of Compliance and local compliance officers at subsidiary level, who are responsible for ensuring 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 and the Head of Compliance advise and support 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 risk analyses, the Gerresheimer Compliance Program that builds on them, as well as training. The Gerresheimer Compliance Program helps employees to ensure their actions comply with the law by providing them with guidelines, work instructions, and aids such as checklists.

Compliance training is held at specific intervals and during campaigns, 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 in a classroom setting, through videoconferences, 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.

A course of training sessions involving both classroom and video-conference formats (due to the Covid-19 pandemic) started at the locations around the world in 2020 and was completed in 2022. A total of 770 employees took part in this course, corresponding to a participation rate of 93.5% of all employees requiring training at these locations. In 2022, the course continued in Germany with revised content. By the end of the financial year, 237 employees had completed it, corresponding to a participation rate of 53% of employees requiring training in Germany. Training will continue in Germany in 2023. A new e-learning campaign and more classroom training sessions are also scheduled to take place at international locations in 2023.

A subject-specific risk analysis is carried out regularly to analyze and identify potential compliance risks at an early stage, as well as to detect the risks resulting from the respective business 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 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 decided on 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 in the reporting year for the classroom training as well as a short, subject-specific communication (newsletter with references to the EU Block Exemption Regulation for vertical agreements). The training courses include information on the options for reporting compliance violations via the Gerresheimer whistleblower system and other channels as well as whistleblower protection. The reports also provide important indications of possible process weaknesses, which lead to processes being updated. This analysis of critical points is supplemented by compliance-related audits by Group Internal Audit. In this respect, Group Legal & Compliance and Group Internal Audit coordinate closely with each other in areas ranging from audit planning and audit execution through to tracking the implementation of process improvements.

Internal Investigations

In the reporting year, eight internal investigations were carried out throughout the Group on suspected infringements of compliance rules. Following the investigations, the employment relationship with three members of staff was terminated and official warnings were issued to one other employee. In four cases, employees received awareness advisories or training and, in one instance, the contractual relationships with contractual partners were terminated. Other specific individual measures, such as process improvements, were also initiated.

Judicial and Official Proceedings

No judicial or official proceedings in connection with focal topics under the CMS that led to considerable fines or non-monetary sanctions were initiated or conducted against Gerresheimer in the financial year 2022.

Employee Metrics

	2022	2021
Employees (worldwide)	11,062	10,447
thereof female in %	*32.4*	*30.8*
thereof in the Primary Packaging Glass Division	*5,975*	*5,577*
thereof in the Plastics & Devices Division	*4,821*	*4,618*
thereof in the Advanced Technologies Division	*124*	*110*
thereof at Headquarters	*142*	*142*
thereof in Germany	*3,845*	*3,760*
thereof in Europe (excluding Germany)	*2,423*	*2,374*
thereof in the Americas	*1,144*	*1,063*
thereof in emerging markets	*3,650*	*3,250*
Female employees at top level of management in %	22.8	19.0
Female employees at the second level of management in %	26.9	20.8
Female employees at the top two levels of management in %	25.3	20.2
Average age of employees (worldwide)	43.8	42.3
Length of service (worldwide)	9.9	11.2
Number of trainees (worldwide)	212	200
thereof in Germany	*120*	*129*
Number of training hours (worldwide)	123,397	139,631
Hours of training per employee	11.4	13.4
Number of nations represented in our workforce	74	74
Number of employees on parental leave (worldwide)	246	239
Number of part-time employees (worldwide)	410	356
Number of shift employees (worldwide)	6,116	5,745
Number of employees with disabilities (worldwide)	175	168
Number of employee reviews (worldwide)	4,982	5,349
Number of employees who have left the Group	2,014	1,586
thereof contract terminated by the employer	*545*	*315*
thereof contract terminated by the employee	*897*	*544*
thereof end of temporary contract	*347*	*495*
thereof by mutual consent	*95*	*69*
thereof entering retirement	*103*	*98*
thereof incapacity or death	*27*	*65*
thereof other (such as intra-group transfer)	*34*	*27*

Key Figures for EU Taxonomy Reporting

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities — disclosure covering year 2022

| Economic activities (1) | Code(s) (2) | Absolute turnover (3) | Proportion of turnover (4) | Substantial contribution | | | | | | DNSH (does not significantly harm) | | | | | | | Taxonomy-aligned proportion of turnover, 2022 (18) | Taxonomy-aligned proportion of turnover, 2021 (19) | Category (enabling activity) (20) | Category (transitional activity) (21) |
				Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)				
		In EUR k	In %	In %	In %	In %	In %	In %	In %	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	In %	In %	E	T
A. Taxonomy-eligible activities																				
Turnover of sustainable (Taxonomy-aligned) activities (A.)		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	N/A
B. Taxonomy non-eligible activities																				
Turnover of Taxonomy non-eligible activities (B.)		1,817,094	100																	
Total (A + B)		**1,817,094**	**100**																	

Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities — disclosure covering year 2022

| Economic activities (1) | Code(s) (2) | Absolute CapEx (3) | Proportion of CapEx (4) | Substantial contribution | | | | | | DNSH (does not significantly harm) | | | | | | | Taxonomy-aligned proportion of CapEx, 2022 (18) | Taxonomy-aligned proportion of CapEx, 2021 (19) | Category (enabling activity) (20) | Category (transitional activity) (21) |
				Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)				
		In EUR k	In %	In %	In %	In %	In %	In %	In %	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	In %	In %	E	T
A. Taxonomy-eligible activities																				
Installation, maintenance, and repair of energy efficiency equipment	7.3	1,955	0.7	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	N/A
Installation, maintenance, and repair of technologies for renewable energies	7.6	1,434	0.5	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	N/A
Acquisition and ownership of buildings	7.7	2,125	0.8	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	N/A
CapEx of Taxonomy-eligible activities (A.)		5,514	2	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	N/A
B. Taxonomy non-eligible activities																				
CapEx of Taxonomy non-eligible activities (B.)		267,355	98																	
Total (A + B)		**272,869**	**100**																	

Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities — disclosure covering year 2022

Economic activities (1)	Code(s) (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Substantial contribution						DNSH (does not significantly harm)						Minimum safe-guards (17)	Taxonomy-aligned proportion of OpEx, 2022 (18)	Taxonomy-aligned proportion of CapEx, 2021 (19)	Category (enabling activity) (20)	Category (transi-tional activity) (21)
				Climate change mitigation (5)	Climate change adapta-tion (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiver-sity and eco-systems (10)	Climate change mitigation (11)	Climate change adapta-tion (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiver-sity and eco-systems (16)					
		In EUR k	In %	In %	In %	In %	In %	In %	In %	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	In %	In %	E	T
A. Taxonomy-eligible activities																				
Installation, maintenance, and repair of energy efficiency equipment	7.3	98	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	N/A
OpEx of Taxonomy-eligible activities (A.)		98	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	N/A
B. Taxonomy non-eligible activities																				
OpEx of Taxonomy non-eligible activities (B.)		69,329	100																	
Total (A + B)		**69,427**	**100**																	

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, 2021 to November 30, 2022.

Our audit does not include external sources of documentation, interviews or expert opinions which are referenced in the consolidated non-financial report of the company.

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. , 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.

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 of the Group 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 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 audit 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 with the exception of the external sources of documentation or expert opinions mentioned there has not been prepared, in all material respects, in accordance with Secs. , 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 2022 to February 2023, 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 non-financial disclosures
> Evaluation of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the consolidated non-financial report

The legal representatives have to interpret vague legal terms when determining the information in accordance with Article 8 of the EU Taxonomy Regulation. Due to the inherent risk that undefined legal terms can be interpreted differently, the legal conformity of the interpretation and, accordingly, our related examination are subject to uncertainties.

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, 2021 to November 30, 2022 in its entirety has not been prepared, in all material respects, in accordance with Secs. , 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.

Our conclusion does not include websites of the Company which are referenced in the non-financial report.

Restriction of Use

We issue this report on the basis of our order agreement concluded with the Company (including the General Conditions of Contract for Auditors and Auditing Firms of January 1, 2017 of the Institute of Auditors in Germany eV). We would like to point out that the audit was carried out for the purposes of the Company and the note is only intended to inform the Company about the result of the audit. Consequently, it may not be suitable for any purpose other than that stated above. The note is therefore not intended for third parties to make (financial) decisions based on it.

Our responsibility is solely towards the Company. However, we assume no responsibility towards third parties. Our audit opinion is not modified in this respect.

Düsseldorf/Germany, February 6, 2023

Deloitte GmbH
Wirtschaftsprüfungsgesellschaft

Signed: Sebastian Dingel   Signed: Eike Bernhard Hellmann

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 Report and in the annual report 2022. 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 the information is therefore recorded.

The separate Non-financial Report also serves to disclose the Company's progress in implementing the ten principles defined by the United Nations Global Compact (UNGC) along with our contribution to the United Nations Sustainable Development Goals (SDGs). The relevant information can be obtained from the references 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 148.

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
General Disclosures					
Organizational Profile					
102-1	**Name of the organization**				
	Imprint, p. 59				
	Gerresheimer AG				
102-2	**Activities, brands, products, and services**	7	3		
	Gerresheimer at a glance, p. 2 – 3 GxCircular, Ecodesign, p. 28				
102-3	**Location of headquarters**				
	Imprint, p. 59				
	Gerresheimer AG Klaus-Bungert-Straße 4 40468 Duesseldorf Deutschland				
102-4	**Location of operations**				⊘
	Annual report, List of shareholdings of Gerresheimer AG as of November 30, 2022, p. 52 Annual report, Gerresheimer AG locations, www.gerresheimer.com/en/company/locations-worldwide Gerresheimer at a glance, p. 2 – 3 GxCare, Our employees, p. 33				
102-5	**Ownership and legal form**				
	Annual report, Gerresheimer on the capital market, www.gerresheimer.com/en/company/investor-relations/shares/shareholder-structure Imprint, p. 59				
102-6	**Markets served**		3		
	Gerresheimer at a glance, p. 2 – 3 Annual report, Fundamental information about the group, p. 3 GxCircular, Ecodesign, p. 28				
102-7	**Scale of the organization**		8		⊘
	Gerresheimer at a glance, p. 2 – 3 Annual report, Capital structure, p. 16 Annual report, Business performance of Gerresheimer AG (HGB), p. 20 GxCircular, Ecodesign, p. 28 GxCare, Our employees, p. 33				
102-8	**Information on employees and other workers**	4, 5, 6	5, 8, 10, 12	Information on external temporary workers can be found in the respective section. Temporary workers are mostly active in production, packaging processes and logistics.	⊘
	GxCare, Our employees, p. 33 GxCare, Diversity and equal opportunities, p. 35				
102-9	**Supply chain**	2, 4, 5, 6, 8, 9, 10	8, 10	Gerresheimer currently has over 11,500 suppliers worldwide.	⊘
	GxCircular, Responsible supply chain management, p. 30				

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
102-10	**Significant changes to the organization and its supply chain**				⊘
	Annual report, List of shareholdings of Gerresheimer AG as of November 30, 2022, p. 52 Annual report, Scope of consolidation, p. 51 Our sustainability targets, p. 13 GxCircular, Responsible supply chain management, p. 30				
102-11	**Precautionary Principle or approach**	7			
	Our sustainability strategy, p. 12 Sustainability risks, p. 18 GxPure, p. 19 GxCircular, p. 27 GxCare, p. 33				
102-12	**External initiatives**	8	6, 14, 17	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.	
	Stakeholder dialogues, p. 17				
102-13	**Membership of associations**	8		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 2022.	
	Stakeholder dialogues, p. 17				
Strategy, ethics and integrity					
102-14	**Statement from senior decision-maker**	8, 9	7, 12, 13, 15		
	Letter of the CEO, p. 4 Annual report, Strategy and objectives, p. 4 et sqq. Our sustainability strategy, p. 12				
102-16	**Values, principles, standards, and norms of behavior**	all	3, 8, 9, 16	In April 2021 we joined the UN Global Compact (UNGC) and thereby commit to upholding the ten defined principles for responsible business practices.	
	Annual report, Strategy and objectives, p. 4 et sqq. Annual report, Corporate governance statement, p. 25 Management system and organizational integration, p. 15 GxCare, p. 33 et sqq.				
Governance					
102-18	**Governance structure**				
	Annual report, Corporate governance statement, p. 25 Management system and organizational integration, p. 15				
Stakeholder engagement					
102-40	**List of stakeholder groups**			Our key stakeholder groups include:	
	Stakeholder dialogues, p. 17			– business partners and customers – the capital market – our employees – political representatives – neighbors and local community – non-governmental organizations	
102-41	**Collective bargaining agreements**	3	8		
	GXCare, Labor and social standards, p. 36 et sqq.				
102-42	**Identifying and selecting stakeholders**			In 2020 Gerresheimer conducted a stakeholder-mapping. This mapping is still up to date and forms the basis for our stakeolder communication planning. Gerresheimer is open to dialogues with every person our group interested in our business activities or with influence in the organization.	
	Stakeholder dialogues, p. 17				
102-43	**Approach to stakeholder engagement**				⊘
	Stakeholder dialogues, p. 17				
102-44	**Key topics and concerns raised**				⊘
	Our sustainability strategy, p. 12 Stakeholder dialogues, p. 17				

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
Reporting practice					
102-45	**Entities included in the consolidated financial statements**				⊘
	Annual report, List of shareholdings of Gerresheimer AG as of November 30, 2022, p. 52 Annual report, Scope of consolidation, p. 51				
102-46	**Defining report content and topic boundaries**				⊘
	About this report, p. 8 Our sustainability strategy, p. 12				
102-47	**List of material topics**	7, 8, 9	3, 4, 6, 7, 12, 13, 14, 15	Our material topics include: **GxPure** – CO_2-emissions – Renewable energy – Water **GxCircular** – Recycling and waste – Ecodesign – Responsible supply chain management **GxCare** – Employee satisfaction – Occupational health and safety – Community engagement	⊘
	Our sustainability strategy, p. 12				
102-48	**Restatements of information**				⊘
	About this report, p. 8				
102-49	**Changes in reporting**				⊘
	About this report, p. 8 Our sustainability strategy, p. 12				
102-50	**Reporting period**			The reporting period covers the fiscal year from Dec. 1, 2021 to Nov. 30, 2022.	
102-51	**Date of most recent report**			The last report was published on Feb. 17, 2022.	
102-52	**Reporting cycle**			The report is published once a year.	
102-53	**Contact point for questions regarding the report**				
	Imprint, p. 59				
102-54	**Claims of reporting in accordance with the GRI Standards**			Gerresheimer AG's 2022 reporting was prepared in accordance with the GRI Standards "Core"-option.	⊘
	About this report, p. 8				
102-55	**GRI-Content-Index**				⊘
	GRI-Content-Index, p. 48				
102-56	**External Assurance**			The audit was commissioned by the Supervisory Board, and the results are reported to the Executive Board and Supervisory Board.	⊘
	About this report, p. 8 Limited Assurance Report of the Independent Practitioner Regarding the Non-financial Statement, p. 46				
Economy					
Economic performance					
101-1, -2, -3	**Management approach**				
	Annual report, Fundamental information about the group, p. 3 et sqq. Our sustainability strategy, p. 12				
201-1	**Direct economic value generated and distributed**	2, 4, 5, 7, 8, 9, 10	8, 9		
	Annual report, Notes to the consolidated income statement, revenues, p. 63 Annual report, Proposal for appropriation of retained earnings, p. 72 Annual report, Notes to the consolidated income statement, personnel expenses and employees, p. 63 Annual report, Consolidated income statement, p. 45				

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
201-2	**Financial implications and other risks and opportunities due to climate change** Sustainability risks, p. 18 GxPure, Emissions and energy, p. 19 et sqq. GxPure, Water, p. 24	7, 8, 9	13	We report in detail on the results of the assessment of opportunities and risks in the CDP climate change questionnaire.	
201-3	**Defined benefit plan obligations and other retirement plans** Annual report, Consolidated balance sheet, p. 47				
Procurement practices					
103-1, -2, -3	**Management approach** GxCircular, Responsible supply chain management, p. 30 et sqq.				
204-1	**Proportion of spending on local suppliers**			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.	
Anti-corruption					
103-1, -2, -3	**Management approach** Annual report, Opportunities and risks, p. 32 et sqq. Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.				
205-1	**Operations assessed for risks related to corruption** Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	10	16	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.	✓
205-2	**Communication and training about anti-corruption policies and procedures** Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	10	16	We pursue a uniform compliance training approach throughout the Group. This focuses on employees in functions that are associated with compliance risks. With regard to our main compliance risks, the focus is on employees in administrative functions. We also maintain country-specific training overviews.	✓
205-3	**Confirmed incidents of corruption and actions taken** Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	10	16	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.	✓
Anti-competitive Behavior					
101-1, -2, -3	**Management approach** Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.				
206-1	**Legal actions for anti-competitive behavior, anti-trust, and monopoly practices** Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.		16	In the financial year 2022, the Gerresheimer Group was not subject to any antitrust fine proceedings or third-party antitrust claims.	✓

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
Environment					
Materials					
101-1, -2, -3	**Management approach** About this report, p. 8 Management system and organizational integration, p. 15 GxCircular, p. 27 GxCircular, Responsible supply chain management, p. 30 et sqq.				
301-1	**Materials used by weight or volume** GxCircular, Responsible supply chain management, p. 30 et sqq.	7, 8	8, 12, 14	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.	
301-2	**Recycled input materials used** GxCircular, Ecodesign, p. 28 et sqq.	7, 8	8, 12, 14	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.	
301-3	**Reclaimed products and their packaging materials** GxCircular, Ecodesign, p. 28 et sqq.	7, 8	8, 12, 14	The percentage is not determined or reported yet due to lack of materiality.	
Energy					
101-1, -2, -3	**Management approach** Management system and organizational integration, p. 15 GxPure, p. 19 GxPure, Emissions and energy, p. 19 et sqq.				
302-1	**Energy consumption within the organization** GxPure, Emissions and energy, p. 19 et sqq.	7, 8, 9	7, 8, 12, 13	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.	⊘
302-2	**Energy consumption outside of the organization** GxPure, Emissions and energy, p. 19 et sqq.	7, 8, 9	7, 8, 12, 13	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.	⊘
302-3	**Energy intensity** Annual report, Consolidated income statement, p. 45 GxPure, Emissions and energy, p. 19 et sqq.	7, 8, 9	7, 8, 12, 13	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.	⊘
302-4	**Reduction of energy consumption** GxPure, Emissions and energy, p. 19 et sqq. GxCurcular, Ecodesign, p. 28 et sqq.	7, 8, 9	7, 8, 12, 13		⊘
302-5	**Reductions in energy requirements of products and services** GxPure, Emissions and energy, p. 19 et sqq. GxCurcular, Ecodesign, p. 28 et sqq.	7, 8, 9	7, 8, 12, 13		⊘

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
Water and Effluents					
101-1, -2, -3	**Management approach** Our sustainability targets, p. 13 Management system and organizational integration, p. 15 GxPure, p. 19 GxPure, Water, p. 24				
303-1	**Interactions with water as a shared resource** GxPure, Water, p. 24	7, 8, 9	6, 8, 12		
303-2	**Management of water discharge-related impacts** GxPure, Water, p. 24	7, 8, 9	6, 8, 12		
303-3	**Water withdrawal** GxPure, Water, p. 24	7, 8, 9	6, 8, 12		✓
303-4	**Water discharge**	7, 8, 9	6, 8, 12	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.	
303-5	**Water consumption**	7, 8, 9	6, 8, 12	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.	
Emissions					
101-1, -2, -3	**Management approach** About this report, p. 8 Management system and organizational integration, p. 15 GxPure, p. 19 GxPure, Emissions and energy, p. 19 et sqq.				
305-1	**Direct (Scope 1) GHG emissions** Our sustainability targets, p. 13 GxPure, Emissions and energy, p. 19 et sqq.	7, 8	3, 12, 13, 14, 15	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.	✓
305-2	**Energy indirect (Scope 2) GHG emissions** Our sustainability targets, p. 13 GxPure, Emissions and energy, p. 19 et sqq.	7, 8	3, 12, 13, 14, 15		✓
305-3	**Other indirect (Scope 3) GHG emissions** Our sustainability targets, p. 13 GxPure, Emissions and energy, p. 19 et sqq.	7, 8	3, 12, 13, 14, 15		✓
305-4	**GHG emissions intensity** Annual report, Consolidated income statement, p. 45 GxPure, Emissions and energy, p. 19 et sqq.	8	13, 14, 15		✓
305-5	**Reduction of GHG emissions** Our sustainability targets, p. 13 GxPure, Emissions and energy, p. 19 et sqq.	7, 8, 9	13, 14, 15		✓
305-7	**Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions**	7, 8, 9	3, 12, 13, 14, 15	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
Waste					
101-1, -2, -3	**Management approach** About this report, p. 8 Management system and organizational integration, p. 15 GxCircular, p. 27 GxCircular, Recycling and waste, p. 27 et sqq.				
306-1	**Waste generation and significant waste-related impacts** GxCircular, Recycling and waste, p. 27 et sqq.	**7, 8, 9**	**3, 6, 12, 13, 14, 15**	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.	
306-2	**Management of significant waste-related impacts** GxCircular, Recycling and waste, p. 27 et sqq.	**7, 8, 9**	**3, 6, 12**		
306-3	**Waste generated** GxCircular, Recycling and waste, p. 27 et sqq.	**7, 8, 9**	**3, 6, 12, 13, 14, 15**	Since the business year 2021 we gather global data on waste generated, split by the classification as hazarodus 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.	
306-4	**Waste diverted from disposal** GxCircular, Recycling and waste, p. 27 et sqq.	**7, 8**	**3, 6, 12, 13, 14, 15**	Since the business year 2021 we gather global data on waste generated, split by the classification as hazarodus 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.	
306-5	**Waste directed to disposal** GxCircular, Recycling and waste, p. 27 et sqq.	**7, 8**	**3, 6, 12, 13, 14, 15**	Since the business year 2021 we gather global data on waste generated, split by the classification as hazarodus 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.	
Environmental Compliance					
101-1, -2, -3	**Management approach** About this report, p. 8 Management system and organizational integration, p. 15				
307-1	**Non-compliance with environmental laws and regulations** Management system and organizational integration, p. 15	**7, 8**	**12, 13, 14, 15, 16**	In 2022, no significant fines or non-monetary penalties were imposed on Gerresheimer AG for non-compliance with environmental laws and regulations.	
Supplier Environmental Assessment					
101-1, -2, -3	**Management approach** About this report, p. 8 GxCircular, Responsible supply chain management, p. 30 et sqq.				
308-1	**New suppliers that were screened using environmental criteria** GxCircular, Responsible supply chain management, p. 30 et sqq.	**7, 8, 9**	**12, 17**	In the reporting period, 28% 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.	⊘
308-2	**Negative environmental impacts in the supply chain and actions taken** GxCircular, Responsible supply chain management, p. 30 et sqq.	**7, 8, 9**	**12, 17**		⊘

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
Social					
Employment					
101-1, -2, -3	**Management approach** About this report, p. 8 GxCare, p. 33				
401-1	**New employee hires and employee turnover** GxCare, Our employees, p. 33 Employee Metrics, p. 43	6	5, 8, 10	More detailed information (by age group, gender, religion) is not relevant for the management of this aspect.	⊘
401-2	**Benefits provided to full-time employees that are not provided to temporary or part-time employees** GxCare, Labor and social standards, p. 36 et sqq.	6	5, 8, 10		
401-3	**Parental leave** GxCare, Labor and social standards, p. 36 et sqq.	6	5, 8, 10	More detailed information such as the breakdown by gender is not relevant for the management of this aspect.	⊘
Labor/Management relations					
101-1, -2, -3	**Management approach** About this report, p. 8 GxCare, p. 33 GxCare, Labor, p. 36 et sqq.				
402-1	**Minimum notice periods regarding operational changes** GxCare, Labor and social standards, p. 36 et sqq.	3	8	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.	
Occupational Health and Safety					
101-1, -2, -3	**Management approach** About this report, p. 8 GxCare, p. 33 GxCare, Health and occupational safety, p. 37 et sqq.				
403-1	**Occupational health and safety management system** GxCare, Health and occupational safety, p. 37 et sqq.		3, 8	Our goal is to implement an ISO 45001 management system at all our production sites by 2023. We aim to achieve 100% coverage for our production sites and cover approximately 71% of our employees in 2022.	⊘
403-2	**Hazard identification, risk assessment, and incident investigation** GxCare, Health and occupational safety, p. 37 et sqq.		3, 8	The identification of hazards, risk assessment and investigation of incidents is part of the 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.	⊘
403-3	**Occupational health services** GxCare, Health and occupational safety, p. 37 et sqq.		3, 8	Our Gerresheimer management system includes the establishment of an occupational health service at all locations and is simultaneously covered by ISO Standard 45001.	
403-4	**Worker participation, consultation, and communication on occupational health and safety** GxCare, Health and occupational safety, p. 37 et sqq.		3, 8	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.	⊘
403-5	**Worker training on occupational health and safety** GxCare, Health and occupational safety, p. 37 et sqq.		3, 8	Our Gerresheimer management system foresees the implementation, communication and maintenance of occupational safety standards; at the same time, this is covered by ISO 45001.	⊘

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
403-6	**Promotion of worker health** GxCare, Health and occupational safety, p. 37 et sqq.		3, 8	Our Gerresheimer management system foresees the creation of a health program at all our sites. Implementation is based on local conditions.	⊘
403-7	**Prevention and mitigation of occupational health and safety impacts directly linked by business relationships** GxCircular, Responsible supply chain management, p. 30 et sqq.		3, 8		⊘
403-8	**Workers covered by an occupational health and safety management system** GxCare, Health and occupational safety, p. 37 et sqq.		3, 8	Our goal is to implement an ISO 45001 management system at all our production sites by 2023. We aim to achieve 100% coverage for our production sites and cover approximately 71% of our employees in 2022. We do not gather further information on local legal requirements globally.	⊘
403-9	**Work-related injuries** GxCare, Health and occupational safety, p. 37 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	**Work-related ill health** GxCare, Health and occupational safety, p. 37 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.	⊘
Training and education					
101-1, -2, -3	**Management approach** About this report, p. 8 GxCare, p. 33				
404-1	**Average hours of training per year per employee** GxCare, Education and training, p. 34 Employee metrics, p. 43	6	4, 5, 8	Differentiation of the data by gender and employee category is not relevant for us.	⊘
404-2	**Programs for upgrading employee skills and transition assistance programs** GxCare, People development, p. 35	6	4, 5, 8		
404-3	**Percentage of employees receiving regular performance and career development reviews** GxCare, People development, p. 35	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.	⊘
Diversity and equal opportunity					
101-1, -2, -3	**Management approach** Annual report, Diversity policy for the management board and long-term succession, p. 29 About this report, p. 8 GxCare, Diversity and equal opportunities, p. 35				
405-1	**Diversity of governance bodies and employees** Annual report, Diversity policy for the management board and long-term succession, p. 29 GxCare, Diversity and equal opportunities, p. 35 Employee Metrics, p. 43	6	5, 8, 10		
405-2	**Ratio of basic salary and remuneration of women to men** GxCare, Labor and social standards, p. 36 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.	

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
Non-discrimination					
101-1, -2, -3	**Management approach** About this report, p. 8 GxCare, Labor and social standards, p. 36 et sqq.				
406-1	**Incidents of discrimination and corrective actions taken** GxCare, Labor and social standards, p. 36 et sqq.	6	5, 8, 10, 16	In fiscal year 2022, three alleged cases of discrimination were reported as part of our internal processes. The incidents were investigated and appropriate remedial measures implemented. Based on the investigations carried out, the employment relationship with one employee was terminated, and in the other two cases employees were sensitized through training.	⊘
Freedom of Association and Collective Bargaining					
101-1, -2, -3	**Management approach** About this report, p. 8 GxCare, Labor and social standards, p. 36 et sqq.				
407-1	**Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk** GxCare, Labor and social standards, p. 36 et sqq. GxCircular, Responsible supply chain management, p. 30 et sqq.	3	8, 10	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.	
Child Labor					
101-1, -2, -3	**Management approach** About this report, p. 8 GxCircular, Responsible supply chain management, p. 30 et sqq. GxCare, Labor and social standards, p. 36 et sqq.				
408-1	**Operations and suppliers at significant risk for incidents of child labor** GxCircular, Responsible supply chain management, p. 30 et sqq. GxCare, Labor and social standards, p. 36 et sqq.	1, 2, 5	8, 12, 16	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.	
Forced or Compulsory Labor					
101-1, -2, -3	**Management approach** About this report, p. 8 GxCircular, Responsible supply chain management, p. 30 et sqq. GxCare, Labor and social standards, p. 36 et sqq.				
409-1	**Operations and suppliers at significant risk for incidents of forced or compulsory labor** GxCircular, Responsible supply chain management, p. 30 et sqq. GxCare, Labor and social standards, p. 36 et sqq.	1, 2, 4	8, 12	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.	
Human Rights Assessment					
101-1, -2, -3	**Management approach** About this report, p. 8 GxCare, Labor and social standards, p. 36 et sqq.				
412-1	**Operations that have been subject to human rights reviews or impact assessments** GxCare, Labor and social standards, p. 36 et sqq.	1, 2	8, 12		
412-2	**Employee training on human rights policies or procedures**	1, 2	8, 12	All employees have access to our Corporate Responsibility Policy upon joining the company.	

GRI standard	References	UNGC Principles	UNSDG	Explanations	audited
Local Communities					
101-1, -2, -3	**Management approach** GxCare, Labor and social standards, p. 36 et sqq. GxCare, Community engagement, p. 39				
413-1	**Operations with local community engagement, impact assessments, and development programs** Stakeholder dialogues, p. 17 GxCare, Community engagement, p. 39	1, 2, 7, 8	11, 12	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.	⊘
413-2	**Operations with significant actual and potential negative impacts on local communities**	1, 2, 7, 8	1, 2, 11, 12	No such negative effects have arisen either through our internal grievance mechanisms or as part of our risk assessments for investment decisions.	⊘
Supplier Social Assessment					
101-1, -2, -3	**Management approach** GxCircular, Responsible supply chain management, p. 30 et sqq.				
414-1	**New suppliers that were screened using social criteria** GxCircular, Responsible supply chain management, p. 30 et sqq.	1, 2, 4, 5, 6	5, 8, 12, 16, 17	In the reporting period, 36% 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.	⊘
414-2	**Negative social impacts in the supply chain and actions taken** GxCircular, Responsible supply chain management, p. 30 et sqq.	1, 2, 4, 5, 6	5, 8, 12, 16, 17		⊘
Public Policy					
101-1, -2, -3	**Management approach** Stakeholder dialogues, p. 17				
415-1	**Political contributions** Stakeholder dialogues, p. 17			Direct or indirect donations to political parties, campaigns or individuals are not permitted.	⊘
Customer Health and Safety					
101-1, -2, -3	**Management approach** About this report, p. 8 Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.				
416-1	**Assessment of the health and safety impacts of product and service categories** GxCircular, Ecodesign, p. 28 et sqq.		3, 12	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.	⊘
416-2	**Incidents of non-compliance concerning the health and safety impacts of products and services** Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.		3, 12, 16	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.	
Socioeconomic Compliance					
101-1, -2, -3	**Management approach** About this report, p. 8 Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.				
419-1	**Non-compliance with laws and regulations in the social and economic area** Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.		16	In the financial year 2022, 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

Note regarding 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," "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.