



The  
SUSTAINABILITY  
Code

# Declaration of conformity 2021

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MULTIVAC Sepp Haggemüller  
SE & Co. KG

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Indicator set

GRI SRS

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## Indicator set

The declaration was drawn up in accordance with the following reporting standards:

GRI SRS

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# General

## General Information

Describe your business model (including type of company, products / services)

MULTIVAC is one of the leading providers worldwide of packaging solutions for food products of all types, life science and healthcare products, as well as industrial items. Our product range covers virtually all customer requirements in terms of pack design, output and resource efficiency. It comprises a wide range of packaging technologies, as well as automation solutions, labellers and quality control systems. This product range is rounded off with solutions, which are upstream of the packaging process: these are in the areas of portioning and processing as well as bakery technology.

Thanks to our comprehensive expertise in complete lines, all MULTIVAC modules can be integrated into turnkey systems. Good for maximum operating security and process reliability, as well as high levels of efficiency and low TCO (Total Cost of Ownership) for the line. Against the same background, we also systematically pursue all aspects of digitalisation. And by using real-time analytical tools, such as MULTIVAC Smart Services, to advance preventative maintenance and intelligent machine learning. By thinking and acting sustainably, we are committed to the responsible handling of resources and energy - in terms of both the manufacture of our products and also their use at our customers.

The MULTIVAC Group employs around 6,700 staff worldwide. With over 85 subsidiaries, the company is represented on all continents. More than 1,000 advisors and service technicians support customers around the globe. Their know-how and experience provide the maximum availability for all installed MULTIVAC machines. Ultimately we see ourselves as a partner, who makes a significant contribution to the success of your business – whether you are a start-up company, small family business or internationally operating concern.

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# CRITERIA 1–10: SUSTAINABILITY POLICY

## Criteria 1–4 concerning STRATEGY

### 1. Strategic Analysis and Action

The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.

As a company, we see it as our responsibility to eliminate any negative environmental and social impact on the environment and further to make a positive contribution, both within and outside our own business activities. **By making this contribution, we are striving to promote sustainable development within the definition of Agenda 2030, and thereby ensure that the lives of future generations are safeguarded.**

MULTIVAC sets itself the target of securing the future of the company in a sustainable way, and within our operating activity we therefore address holistically the challenges concerning the three dimensions of sustainability. It is for this reason, that sustainability is one of the pillars of the company strategy "Agenda 2025", and it is also a crucial factor in our innovation strategy.

In concrete terms, we understand sustainability to be a state of affairs, which is **ecologically restorative, socially equitable** and also **economically beneficial**.

The high level of importance attached to integrating sustainability into MULTIVAC's company strategy is also underlined by the fact, that there has since 2022 been a specific sustainability post, which is a job assigned to the Corporate Strategy department of the company.

Our commitment was honoured in 2020 with our appointment as the only supplier of packaging solutions among the "50 Sustainability & Climate Leaders". The initiative by Bloomberg and the United Nations has the aim of highlighting the groundbreaking contributions of leading companies in achieving the ambitious UN climate targets, and thereby promoting greater commitment by companies in many other markets.

MULTIVAC has also been involved since 2021 in voluntary environmental action as part of the "Umwelt + Klimapakt Bayern" initiative, and it has been given an award by this organisation.

The company's sustainability strategy is based on the standards of the German Sustainability Code and ISO14001/EMAS. The strategy is also based on the UN targets, which comprise 17 sustainability objectives and strive towards sustainable development. The focus is placed on those areas of action, which can be influenced most significantly by MULTIVAC.

This means in concrete terms, that we focus primarily on those areas, where we have the greatest possible influence:

### **Infrastructure**



Climate change will have long-term effects on the cycle of our infrastructures. It is for this reason, that we are setting ourselves the objective of protecting the environment and slowing down climate change. This includes the reduction in negative effects, such as CO<sub>2</sub> emissions, the consumption of water and energy, as well the reduction in waste and transport.

### **Products**



Packaging solutions from MULTIVAC make a major contribution to sustainability, by protecting the packaged products in the food, medical and consumer sectors, as well as by reducing food wastage. Ensuring optimum shelf life and hygiene throughout the logistics chain has the highest priority for us. And also when developing our products, it is our aim through innovative and digital solutions, that as few resources and materials as possible are used in the production of every type of pack.

### **Corporate policy**



We also understand sustainability to be responsible and ethical behaviour throughout our entire business activity. By pursuing this holistic management approach with the inclusion of the three sustainability dimensions, we are following the objective of preserving the long-term future of the company. Compliance with legislative requirements, a duty of care, transparency and the upholding of our values

- Respectful
- Collaborative
- Excellence
- Engaged
- Responsible

These are our basic principles for a sustainable corporate policy, and they guide all our decisions.



### **Social commitment**

Assuming our social responsibilities goes hand in hand for us with our commercial success, and it is in complete harmony with our sustainable business activity. As a globally operating company, we see it as our task to make a contribution to society at the local, national and international level. By supporting local projects on the ground, we reduce the effects of direct business activity on the surrounding communities. Our objective in all this is the promotion and maintenance of social justice. This extends from the skills development and training of our staff right through to support for social projects and alliances outside the company, as well as our role in disseminating knowledge and social insight.

Our commitment can be seen in our support for the following initiatives:

- 2010: Accession to the SAVE FOOD Initiative of the Food and Agriculture Organization
- 2012: Accession to the BLUE COMPETENCE Initiative
- 2017: Accession to the Corporate Responsibility Working Party of the VDMA (Association of German Machinery and Equipment Manufacturers)
- 2019: Accession to the Alliance for Development and Climate
- 2021: Accession to the Climate-friendly Initiative of Small and Medium-sized Enterprises
- 2021: Accession to the R-Cycle Initiative

## 2. Materiality

The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company's processes.

Action on sustainability is gaining in importance within the whole industry. The pressure is increasing in particular on the packaging machine construction industry: A key role is assigned to the machine construction industry, for example by the EU's Green Deal, in developing environmentally-friendly and resource-saving machinery and equipment. In addition to this, the packaging industry is in the spotlight of political decisions due to its economic and social perception. The demand for transparency and sustainable packaging solutions is a major competitive and commercial factor.

In 2021 an analysis of fundamental aspects relating to sustainability was carried out. The parameters of "Importance for stakeholders" and "Importance for MULTIVAC" were used to determine the fundamental importance of the topics. The relevant aspects were identified by means of interviews and surveys. Input was delivered by internal and external stakeholders, who were identified as particularly relevant by analysing all the stakeholders.

In the course of this analysis of the fundamental aspects, during which the entire added value chain was taken into consideration, it was possible to identify the following relevant ecological, social and economic themes:

<b>Ecological themes</b>	<b>Social themes</b>	<b>Economic themes</b>
<ul style="list-style-type: none"> <li>• Waste and efficiency of resources</li> <li>• Energy</li> <li>• Emissions</li> <li>• Sustainable procurement</li> <li>• Reusability of products</li> </ul>	<ul style="list-style-type: none"> <li>• Fair working conditions and equality</li> <li>• Common good and health protection</li> <li>• Personal development</li> </ul>	<ul style="list-style-type: none"> <li>• Ethical business practices</li> <li>• Innovation</li> <li>• Digitalisation</li> <li>• Procurement security</li> <li>• Product protection and quality</li> </ul>

External ecological developments, such as global warming and the resulting crises, as well as the increasing scarcity of resources, will in future have a growing impact on MULTIVAC's business activity. MULTIVAC is exercising a positive influence here in protecting the environment and minimising the negative effects in the long term on the environment. The success of this can be measured for example by the company's generation of its own energy, as well as by the role of innovation in increasing the degree of recyclability in the company's products.

Social aspects, such as demographic change and the associated skills shortage, as well as political instability and an increase in health risks to staff due to climate change, also present however challenges to MULTIVAC. As a company, we counter these negative effects through sustainable management of human resources, as well as by means of a continuous exchange of information within the industry. The protection of the wider community's health through securely packaged products can be seen as a positive effect of our business activity, as can the company's management of its employees' health and wellbeing.

The increase in global risks makes planning security more difficult. There is also potentially an increasing risk to the global added value chain through trade tensions and customs barriers. Rising raw material prices and an increase in statutory regulations, such as for example "duty of care" legislation in supply chains, also present economic challenges. Although these can be seen as an opportunity to promote transparency and greater efficiency within the



context of sustainability, it does mean that business activity has to be adjusted accordingly. MULTIVAC is meeting these economic challenges with its power of innovation, its efforts on digitalisation, its ethical business practices, and also its leadership in strategic partnerships.

Based on the "inside-out" and "outside-in" perspectives of the challenges presented above, this produces the following opportunities and risks for MULTIVAC:

Opportunities	Risks
<ul style="list-style-type: none"> <li>• Achieving competitive advantage through sustainable innovation in the packaging market</li> <li>• Rising demand for protection of products in order to safeguard health and save resources (e.g. food)</li> <li>• Cost savings through greater action on sustainability</li> <li>• Safeguarding a resilient added value chain by expanding local supply chains and creating greater transparency</li> </ul>	<ul style="list-style-type: none"> <li>• Shortage of resources</li> <li>• Insecurity of procurement</li> <li>• Shortage of skilled staff</li> <li>• Environmental and natural catastrophes</li> <li>• Global crises</li> <li>• New regulations</li> <li>• Market saturation</li> </ul>

Due to the wind of change, which is now blowing through the packaging industry, and our own powerful strength of innovation, we see our opportunity as lying in sustainable innovations to secure our competitive advantage. We see this as an opportunity to maintain and reinforce our strong market position. We also see action on sustainability as an opportunity for cost savings in the longer term.

The risks for MULTIVAC are founded on a volatile, insecure and complex world environment. Factors such as increasing shortage of resources, insecurity in procurement, lack of skilled staff, global crises and further new regulations, present significant threats to our business model.

When contrasting the opportunities and risks, the following conclusions can be drawn for the management of our sustainability policy:

- Increase in efficiency, consistency and sufficiency in order to further ecological sustainability
- Increase in the strength of innovation and digitalisation
- Pursuit of a sustainable procurement strategy and supply chain management

- Safeguarding sustainable HR management
- Creation of greater transparency in all processes
- Promotion of partnerships/alliances/initiatives and a multi-stakeholder approach

## 3. Objectives

The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.

### Medium-term (5-10 years):

#### **Infrastructure**

- Climate neutrality
  - Expansion of in-house energy generation and renewable energy
  - "Climate architecture" in the case of new buildings
  - New and sustainable mobility concepts
- Concept for waste segregation in the offices
- Expansion of local public transport networks in conjunction with local authorities

#### **Products**

The aim is to have a product range, which offers the following possibilities:

- Increased efficiency during the operational phase of the machine
- Reduction in material consumption
- Increase in recyclability
- Increased use of sustainable materials
- Safeguarding and increasing the degree of digitalisation

#### **Corporate policy**

- Creating transparency
- Promoting sustainable procurement and supply chain management
- Safeguarding the availability of skilled staff
- Promoting diversity and safeguarding equality
- Safeguarding employment rights and staff health
- Ensuring sustainable development within the entire MULTIVAC Group

#### **Social commitment**

- Accession to further industry alliances to promote sustainable development
- Promoting public awareness of sustainable development within the industry
- Signatory to the UN Global Compact

Prioritising the objectives can only result from analysing the fundamental aspects. In the long term we want to make a positive contribution. Achieving the medium-term objectives is the precondition for reaching the long-term aims, and it must therefore have the highest priority. There has not yet been any quantification of the objectives or any more precise time limit. The reason for this is that the expression of the qualitative objectives was initially the first step in setting the sustainability strategy. The following strives to establish a quantification of the objectives.

Climate neutrality within the infrastructure is seen as fundamental to achieving the objective of being climate-positive by 2040. As regards action in terms of our products, we are setting ourselves the long-term aim of making a major contribution with our products to sustainable development. When it comes to corporate policy, the focus is on securing sustainable economic growth for the company, as well as promoting sustainable development throughout the entire added value chain. The long-term objective in terms of social commitment is the active regeneration of local communities and eco systems.

The achievement of these strategic sustainability objectives is monitored by the Corporate Strategy department and the Management Team. Progress is measured by regular assessment and evaluation of specified indicators. Maintenance of the standards within the company and at its suppliers is assured by means of audits.

MULTIVAC's sustainability objectives are in harmony with the Sustainable Development Goals of the UN. MULTIVAC sets itself the aim of promoting sustainable worldwide development designed to limit global warming to 1.5 degrees Celsius. Our course of action is in harmony with the following Sustainable Development Goals of the United Nations

- SDG 2: Zero hunger
- SDG 3: Good health and well-being
- SDG 8: Decent work and economic growth
- SDG 9: Industry, innovation and infrastructure
- SDG 12: Responsible consumption and production
- SDG 13: Climate action
- SDG 17: Partnerships for the goals

## 4. Depth of the Value Chain

The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.

Sustainability has a high priority at MULTIVAC. We want to assume responsibility for the entire added value chain, and we champion the protection

of the environment and its resources, as well as supporting fair working conditions and competitive practices, and also respecting human rights. Our business partners know the high standards set by MULTIVAC. For example, we bring to the attention of our suppliers these sustainability aspects in our Supplier Compliance Guidelines, as well as in contractual agreements and personal dialogue.

MULTIVAC's customers are actively encouraged to use sustainable packaging concepts developed by MULTIVAC. The variety here is very large, and the focus is on many different aspects of sustainable packaging (see 10. Innovation and product management).

Sustainability criteria at MULTIVAC are entrenched in the various departments throughout the entire added value chain:

### **1. Research & Development**

Research and development of new packaging solutions takes place at the company's headquarters in Wolfertschwenden.

#### Sustainability criteria:

- Innovative, high-quality, efficient, durable, digital and reliable solutions
- Hygienic and low-maintenance product design
- Intuitive and ergonomic operation and processes, as well as modular design concepts

### **2. Raw material procurement**

The purchase of components and raw materials made from (stainless) steel, aluminium and plastic makes up a large part of the use of resources in the supply chain. Around 25% of our external purchasing volume is allotted to the Wolfertschwenden site. Generally we place great importance on a regional supplier structure, and we give preference to suppliers from Germany, in particular our local area.

#### Sustainability criteria:

- Suppliers as signatories to the Supplier Compliance Guidelines
- Analysis of ecological and social risks in the supply chain, with subsequent measures as necessary
- Procurement of products and services from sources, which are socially and environmentally sound
- Inclusion of suppliers in the efficiency and quality process, so that there is greater transparency

### **3. Manufacturing**

MULTIVAC's added value chain is characterised by its high level of real net output ratio. Currently around 70% of all mechanically manufactured components are produced in-house at the Wolfertschwenden site.

Manufacturing also includes the production of components and parts as well as the assembly of modules.

Sustainability criteria:

- High level of utilisation and service life of existing production equipment
- Investment decisions dependent on working safety, energy consumption and emissions
- Regular checking of all relevant stages of production for sustainability
- Safeguarding of the health and wellbeing of MULTIVAC staff

**4. Distribution**

An efficient transport network due to the optimum organisation of the various transport methods and customer preferences is a guarantee of our delivery reliability. Distribution can be effected by road, sea or air.

Sustainability criteria:

- Promotion of sustainable processes thanks to optimised logistics concepts and centralised/decentralised warehousing as appropriate
- Continuous improvement in loading levels of transport methods
- Increase in the proportion of low-emission methods of transport

**5. Customer benefits**

The worldwide sales and service network in more than 140 countries supports the efficient use of MULTIVAC packaging solutions. This includes preventative maintenance, remote assistance and customer training, as well as retrofit equipment for optimising efficiency.

Sustainability criteria:

- Assurance of long-term spare parts availability
- Extension of machine lifespan thanks to possible retrofits, factory overhauls and exchange parts

**6. End-of-life/repairs and maintenance**

MULTIVAC supports the further use of its machines, as well as the recycling of all their components. The Center of Excellence for second-hand machines (MULTIVAC Resale) focuses on the buy-back of used equipment, OEM factory overhauls and the recycling of modules and parts.

Sustainability criteria:

- Professional recycling and disposal of all components, for example by offering factory-overhauled second-hand machines, modules and exchange parts

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All the relevant stages from procurement through to final assembly are regularly checked for sustainability in terms of energy, water, waste and hazardous substances. Here we can exercise direct influence. The working conditions within the company comply with the highest standards at all sites.

Any potential problems in the individual added value stages (see 2. Materiality: outside-in/inside-out perspectives), such as inadequate procurement security with suppliers, are approached in a preventative way using the sustainability criteria described above, such as reliance on regional supplier structures. If problems still arise in any of the particular added value stages, solutions to these problems are established immediately. This is achieved primarily through active discussions and investigations with the relevant suppliers/business partners, so that suitable assistance measures can be undertaken.

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## Criteria 5–10 concerning PROCESS MANAGEMENT

### 5. Responsibility

Accountability within the company's management with regard to sustainability is disclosed.

The coordination of sustainability measures is undertaken by one specific person in a defined post, which was created for the purpose. This staff position is assigned to the Corporate Strategy department, and the person responsible reports directly to the Executive Vice President of the department.

Every quarter there is a coordination meeting with a Steering Committee of the Management Team. Content of the meeting as regards the subject of sustainability: Establishing the strategic direction, defining the objectives and the monitoring processes, analysing the progress in the individual departments, and adapting the direction if necessary to the current circumstances.

By using this approach, MULTIVAC is pursuing the objective of securing the future of the company in a sustainable and holistic manner.

### 6. Rules and Processes

The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.

The central objective of the Sustainability Steering Committee is to anchor the sustainability strategy in every aspect of daily business and to ensure that it is followed. The interdisciplinary team is composed of different technical departments and includes the Management Team. Regular exchange of ideas ensures that there is continuous process management, and that milestones are defined and discussed, so that a holistic strategy is pursued for the entire MULTIVAC Group. The focus is on the four fundamental areas defined (see 1. Strategy). A further Working Committee is composed of managers responsible for the MULTIVAC Business Units. The focus here lies on the development and promotion of sustainable packaging solutions. The coordination of both the Steering Committee and Working Committee is the responsibility of the Corporate Strategy department. This ensures that one central control body is

defined.

Our Compliance Guidelines define the Code of Conduct in relation to certain sustainability topics. This directive is implemented both internally and at our business partners. The company strategy and its values will be anchored in a Code of Conduct by the end of 2022.

Significant in this regard is our certification in relation to all aspects of sustainability, and it is this certification that underpins and demonstrates the integration of sustainability into our everyday working life. MULTIVAC is for example certified in accordance with ISO 14001. And from 1 January 2022 it was planned for all sites in Germany and Austria to have 100% certified eco power.

The assurance that the specified standards and processes are being upheld is provided by means of audits - both in the company's operating sites and at its suppliers.

## 7. Control

The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.

Ensuring that transparency and the associated performance indicators are maintained is fundamental to the control and monitoring of the sustainability objectives. Every effort is made to capture all aspects of performance on a quantitative basis, so that the sustainable development of the areas of action can be assured.

The following data is collected for each site:

- Energy consumption and proportion of own energy generation
- Water consumption
- Waste
- Bought-in raw materials
- Outsourced transport
- Business trips
- Staff journeys
- Compliance incidents
- Number of working accidents and sickness notifications
- Further education and training
- Fluctuation
- Turnover



In order to be able to guarantee the reliability, comparability and consistency of the data, external support and a digital data management system is used. Continuous monitoring of the data is therefore indispensable. Regular audits and certification (e.g. ISO 14001) contribute to monitoring the sustainability objectives.

## Key Performance Indicators to criteria 5 to 7

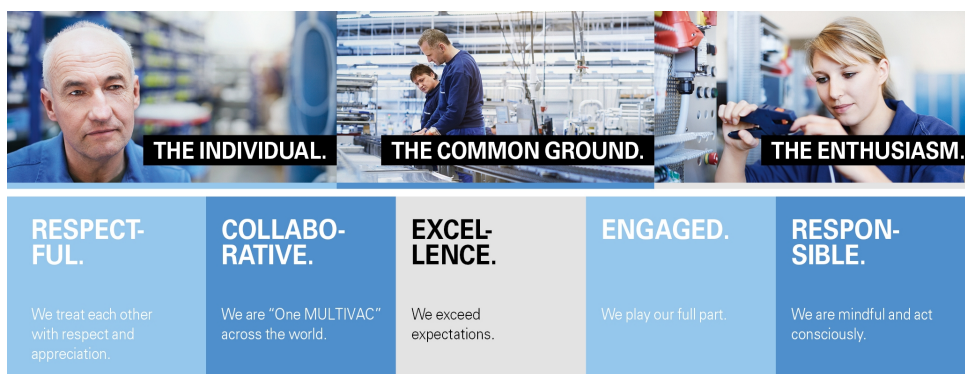
### Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

- a.** A description of the organization’s values, principles, standards, and norms of behavior.

MULTIVAC develops a set of values, which reflect good behaviour based on the company's Code of Conduct, and which define the culture of the company on a sustainable basis. These MULTIVAC values are intended to help managers in their management responsibilities, and also to act as an aid to staff members in decision processes.

MULTIVAC lives by the trust of its customers, suppliers and staff, as well as by the transparency of the company's conduct and integrity. MULTIVAC pursues a culture of open questioning and constructive criticism without fear. This is also manifested in the Mission Statement, which has set itself the aim of promoting responsible action.



<b>THE INDIVIDUAL.</b>	<b>THE COMMON GROUND.</b>	<b>THE ENTHUSIASM.</b>
<b>RESPECTFUL.</b> We treat each other with respect and appreciation.	<b>COLLABORATIVE.</b> We are "One MULTIVAC" across the world.	<b>EXCELLENCE.</b> We exceed expectations.
	<b>ENGAGED.</b> We play our full part.	<b>RESPONSIBLE.</b> We are mindful and act consciously.

The MULTIVAC Code of Conduct and its Compliance Guidelines are intended to make clear to all stakeholders the important basic principles of the company, as well as the legal framework and the company's own internal regulations. This enables the company culture and an ethical conduct towards the environment to be promoted, so that the company can be protected from misconduct arising from ignorance or negligence. This Code of Conduct lays down the basic principles of MULTIVAC's business activity, and we require all our staff members worldwide to comply with it. The regulatory content applies

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to all subsidiaries and other business units within the company. MULTIVAC also expects the same basic understanding of the Code of Conduct from its business partners. This does not create any third-party beneficiary rights.

The additional Supplier Compliance Guidelines anchor MULTIVAC's basic principles in the upstream process stages.

## 8. Incentive Systems

The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).

We have a remuneration scheme, which also includes personal targets within the framework of variable remuneration, and these targets (may) also include sustainability objectives. In addition to this, we have company processes such as for example MSpace, which include topics like the resource-saving handling of materials and the correct procedure for disposal. All staff members as well as managers have been trained/instructed in these processes.

Another incentive scheme involves our continuous improvement and Impulse processes (improvement scheme). Here staff members have the opportunity of receiving prizes or bonuses for implemented improvement suggestions relating to sustainability.

The company has a clear and targeted strategy on new developments for example, which must be justified in terms of their contribution to sustainability. Similarly car pool users must only use vehicles, which do not exceed a certain CO<sub>2</sub> threshold. A report on these topics is submitted to the governance body every year.

The company's managers agree objectives with their staff on sustainability and energy efficiency for example, and these objectives are based on the company's strategic direction and targets, such as:

- Initiative for hybrid and electric vehicles
- Introduction of energy management software
- Ideas on charging infrastructure for electric vehicles
- Concepts for use of renewable energy
- Putting photovoltaic systems into operation

The objectives for the staff members are discussed in an annual staff meeting (1st quarter) and assessed by the relevant manager. New objectives are then set for the current year and documented in writing.

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There are appropriate committees for the assessment of improvement suggestions.

## Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies

The reporting organization shall report the following information:

**a.** Remuneration policies for the highest governance body and senior executives for the following types of remuneration:

- i.** Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
- ii.** Sign-on bonuses or recruitment incentive payments;
- iii.** Termination payments;
- iv.** Clawbacks;
- v.** Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.

**b.** How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

For reasons of competitive interest and confidentiality, as well as the considerations of data protection, no information is divulged here.

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio

The reporting organization shall report the following information:

**a.** Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

For reasons of competitive interest and confidentiality, as well as the considerations of data protection, no information is divulged here.

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## 9. Stakeholder Engagement

The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.

In 2021 a stakeholder analysis relating to aspects of sustainability was carried out. The relevant stakeholders were identified during an internal workshop with different company departments. The stakeholders were categorised according to the parameters of "Importance/influence" and "Interest".

Our stakeholders are essentially:

- End consumers
- Retailers
- Customers
- Competitors
- Politicians
- Regulators and legislators
- Suppliers and strategic partners
- Company owners/partners
- Staff members
- Trade associations
- Media & press
- Educational institutions
- Authorities
- Society

Dialogue with those essential stakeholders, which have been identified, is conducted through different channels and relationships. The requirements and interests of the stakeholders gained in this way form a fundamental part of MULTIVAC's sustainability strategy. MULTIVAC pursues a multi-stakeholder approach.

Intensive dialogue is conducted with MULTIVAC's customers. And last but not least, a local network on a worldwide basis is guaranteed to customers thanks to the large number of the company's own international sales and service subsidiaries. This includes the staging of (in-house) trade fairs and other events, the organisation of product training, and the involvement of customers in product development, so that the appropriate solutions can be designed to meet their individual requirements.

Staff members are the most valuable asset for MULTIVAC. An open communication culture and the inclusion of all staff in the decisions made and

the developments undertaken have a very high priority for MULTIVAC in the ongoing process of sustainability management. The success of this lies for example in the company's regulated shopfloor management, the holding of regular meetings between managers and staff, and the periodic works assemblies as well as internal platforms for exchange of information.

Dialogue within the industry sector, as well as the broader exchange of views, is conducted through strategic partnerships and membership of trade associations (e.g. VDMA). In addition to this, there is intensive dialogue with other companies and industry alliances, which are focused on the subject of sustainability, and also wide participation in a number of technical working groups and associations.

Close cooperation with universities such as the University of Applied Sciences Kempten and University of Applied Sciences Neu-Ulm provide an opportunity to cultivate potential new recruits from educational institutions. The universities are integrated into MULTIVAC's current research projects, and they make a valuable contribution to the development of a wide range of innovations, using the latest research knowledge and the combination of theory and practice.

MULTIVAC is always in regular contact with the local community in Wolfertschwenden. The focus here is on the promotion of day nursery facilities and clubs, as well as further developing the local infrastructure. The decisions and outcomes, which result from this local involvement, form part of the company's sustainability management.

## Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

- a.** Key topics and concerns that have been raised through stakeholder engagement, including:
- i.** how the organization has responded to those key topics and concerns, including through its reporting;
  - ii.** the stakeholder groups that raised each of the key topics and concerns.

Stakeholders	Interests
End consumers	<ul style="list-style-type: none"> <li>• Sustainably packaged products</li> <li>• Products with a long shelf life</li> <li>• Quality</li> <li>• Recyclable packaging</li> </ul>

	<ul style="list-style-type: none"> <li>• Fair pricing</li> </ul>
Retailers	<ul style="list-style-type: none"> <li>• Guaranteed sales potential</li> <li>• Differentiation</li> <li>• Procurement security</li> <li>• Fulfillment of different requirements and pursuit of current trends</li> <li>• Fair pricing</li> </ul>
Customers	<ul style="list-style-type: none"> <li>• Emissions at the supplier</li> <li>• Product properties (such as energy consumption)</li> <li>• Emissions at the end of the service life</li> <li>• Quality</li> <li>• Procurement security</li> <li>• Transparency</li> <li>• Fair product communication</li> <li>• Digitalisation</li> <li>• Environmental sustainability</li> <li>• Ethical business management</li> </ul>
Competitors	<ul style="list-style-type: none"> <li>• Fairness</li> <li>• Differentiation</li> <li>• Strategic partnership</li> </ul>
Politicians	<ul style="list-style-type: none"> <li>• Transparency</li> <li>• Economic stability</li> <li>• Compliance</li> <li>• Awareness of responsibility</li> </ul>
Company owners & partners	<ul style="list-style-type: none"> <li>• Equipped for the future</li> <li>• Profitable growth</li> <li>• Sustainable business development</li> <li>• Avoidance of business risks</li> </ul>
Regulators and legislators	<ul style="list-style-type: none"> <li>• Compliance with legal requirements</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Security of orders</li> <li>• Reliability</li> <li>• Liquidity</li> <li>• Long-term collaboration</li> </ul>
Staff members	<ul style="list-style-type: none"> <li>• Secure jobs</li> <li>• Fair working conditions and payment</li> <li>• Transparent handling of staff concerns</li> <li>• Opportunities for training and further education</li> <li>• Image</li> </ul>

Trade associations	<ul style="list-style-type: none"> <li>• Promotion of sustainable development within the sector</li> <li>• Collaborative partnership</li> <li>• Exchange of information</li> </ul>
Media & press	<ul style="list-style-type: none"> <li>• Transparency</li> <li>• Information about the current achievements and events within the company</li> </ul>
Educational institutions	<ul style="list-style-type: none"> <li>• Collaborative relationship</li> <li>• Exchange of knowledge</li> <li>• Sponsoring</li> </ul>
Authorities	<ul style="list-style-type: none"> <li>• Compliance with requirements and legal obligations</li> <li>• Transparency</li> <li>• Open collaboration</li> </ul>
Society	<ul style="list-style-type: none"> <li>• Responsible action</li> <li>• Safety</li> <li>• Workplaces</li> <li>• Revenue</li> <li>• Environmentally-friendly activity</li> <li>• Social commitment</li> </ul>

## 10. Innovation and Product Management

The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.

The packaging concepts, which are developed and sold by the company, have a different effect on aspects of sustainability at various times in their life cycle.

### **Pack concepts**

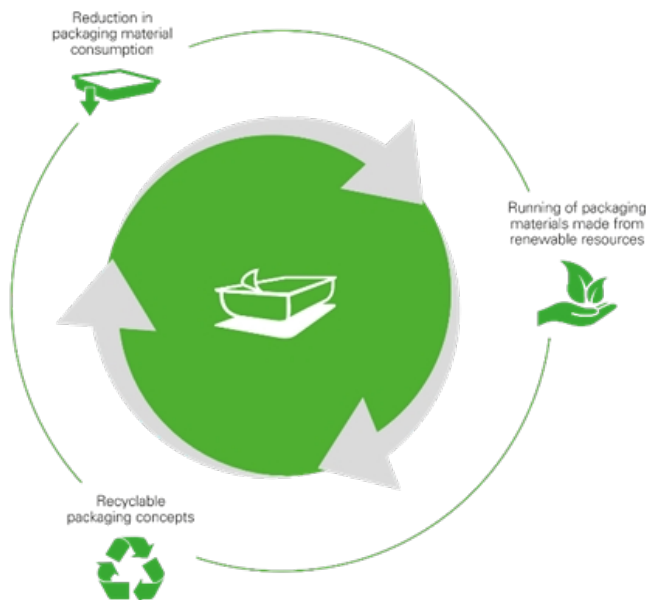
We are constantly working in our Corporate Innovation Center on new and more sustainable packaging concepts. Working on joint projects with leading packaging material manufacturers, we develop more sustainable packaging materials, and we then optimise our machines to ensure that the materials can

be run perfectly. This also provides strategic partnerships with companies, which are actively engaged in sustainable solutions. These partnerships enable growth for the future to be generated through mutual support. In order that these sustainable developments are introduced into the retail trade, customers are given advice about the various opportunities in the range of packaging machines and materials, and they are provided with full support when these sustainable packaging concepts are introduced. Since these concepts have also been developed to appeal to Marketing and Sales, there is a greater likelihood that buyers will decide on an environmentally-friendly pack rather than a conventional one.

MULTIVAC's advice on packaging machines and materials includes the following:

- Designing new sustainable concepts/products for customers
- Optimising existing concepts/products in the interests of sustainability
- Developing more efficient and sustainable packaging processes and machine technologies

Placing the focus, when developing new packaging concepts, on Renew, Reduce and Recycle.



Some examples of these types of packaging solutions are:

- Replacing fossil-fuel raw materials with renewable plastic substitutes or paper fibre and board-based alternatives such as PaperBoard
- Reducing the amount of material input: here new pack geometries are developed, enabling thinner films to be used, e.g. Folded Pack



- Following the guidelines for Design4Recycling, so that packs are made to be recyclable: for example with the use of mono materials

By making sustainable packaging materials available, we are constantly contributing to reducing the overall input of resources, which are required to provide product protection.

When the end of the lifetime of MULTIVAC's products comes, it is necessary to dispose of them sustainably. In order to exercise a positive influence on this process, MULTIVAC is engaged in projects, which promote better disposal of waste. These include for example R-Cycle, an organisation that has the aim of improving the recyclability of packaging materials.

### **Machines and equipment**

The company also promotes sustainability through the use of sustainable machine technology. This means for example, that machines used for processing films into packs require less energy than was the case several years ago. This can be achieved for example, if the required minimum temperature for certain process stages can be reduced. The energy demand automatically falls, if a smaller temperature difference can be achieved in the packaging process.

One innovative solution, which saves resources for example through lower energy consumption, while also increasing the effectiveness of the packaging process, is MULTIVAC's e-concept™.

The MULTIVAC e-concept™ offers various opportunities for reducing film consumption, and it includes a narrower design of pack flange width (saving of thousands of square metres of film per year), as well as a reduction of the edge trim width by 25%. Another possibility is the use of high-performance forming systems, such as explosive forming or plug assist forming, by which thinner films with the same pack quality and barrier properties can be used, in order to support a more sustainable packaging process.

In addition to optimising our machines and lines by reducing the consumption of electricity, compressed air and water, we are also working on solutions, which capture all the consumption data during machine operation, so that our customers are more aware of this through greater transparency.

Our customers mainly process and pack food products or medical items on MULTIVAC machines and lines. Here the focus is on ensuring, that the maximum product safety is provided to consumers. Thanks to the optimised packaging technology on our machines, we can significantly increase the shelf life of the product, and this therefore plays a large role in counteracting global food wastage.

Our machines are designed in such a way, that they are exceedingly robust and durable, and they can be retrofitted and adapted to virtually any extent. Very

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many of our machines are still in use at our customers after more than 30 years. Machines and components, which are starting to get old, can be overhauled by us and reinstated to virtually a new condition. This means that we can guarantee a long-term and sustainable use of our machines - something of which both we and many of our customers are very proud.

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In summary therefore, a wide range of sustainability aspects, such as for example resource efficiency, are actively influenced by our business activity in a very positive way.

It is currently however still not possible to quantify the positive social and ecological effects of our packaging concepts and machines. The reason for this is that there is no solid data basis or reference for the evaluation. This is particularly true for MULTIVAC's packaging concepts, where an accurate determination of the effects is very difficult.

## Key Performance Indicators to criteria 10

### Key Performance Indicator G4-FS11

(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening.  
(Note: the indicator should also be reported when reporting to GRI SRS)

The financial assets are not currently assessed according to these criteria.

## Criteria 11–20: Sustainability Aspects

### Criteria 11–13 concerning ENVIRONMENTAL MATTERS

#### 11. Usage of Natural Resources

The company discloses the extent to which natural resources are used for the company’s business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.

The following essential natural resources are used by MULTIVAC in the course of the business activity as described:

<b>Natural resource</b>	<b>Quantity</b>	<b>Business activity</b>
Metals	4,949,600 kg/annum	Production of machines
Plastics	129,577 kg/annum	Processing for the manufacture of end products
Wood	310,000 kg/annum	Packaging materials
Mineral oils	47,780 kg/annum	Operation of machines and equipment
Fuels	187,746 kg/annum	Driving vehicles
Water	35,965 m <sup>3</sup> /annum	Operation of buildings and cooling of machines
Waste water	15,745 m <sup>3</sup> /annum	Operation of buildings
Gases (nitrogen)	480,416 kg/annum	Processing operations
Natural gas	2,688,320 kWh/annum	Operation of buildings
Surface area	167,064 m <sup>2</sup>	Company buildings and car parks

#### 12. Resource Management

The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.

Resource efficiency can be divided into the two areas of infrastructure and products.

### **Infrastructure**

The following objectives have been set to increase the productivity and efficiency of raw materials, as well as reduce the demands on the eco system:

- Increase in efficiency and reduction in quantity of energy consumption and material usage
  - *Continuous*
- Successive increase in the proportion of self-generated, renewable energy for the company's own use
  - *30% by 2030*
- Procurement of 100% green power with certificate of origin
  - *Implemented by 2021*
- Reduction in the gas usage by using waste heat, geothermal energy and district heating
  - *Implemented, process of continuous optimisation*

In order to achieve these objectives, priority is given to implementing renewable energy projects conceived by the company, as well as concluding cooperation agreements with energy suppliers. MULTIVAC has already set itself the objective in the past of increasing the efficiency of resources, and it has been able to achieve many targets. Concrete examples in regard to the infrastructure are the energy-efficient renovation of buildings, as well as an increase in the proportion of self-generated energy by means of regenerative energy (e.g. its own combined heat and power facility).

### **Products**

Processing and packaging solutions from MULTIVAC save resources such as food, by ensuring optimum shelf life and hygiene throughout the logistics chain.

In order to be able to deal with the existing resources more efficiently, new solutions are always being sought to reduce the input of material. Renewable raw materials in particular, such as paper-fibre based materials, are increasingly being used, and these also assist in the aspect of recyclability. By recycling existing materials, fewer resources have to be used in the production of new materials.

One of the features in the added value chain of MULTIVAC's machines is the fact, that there are many end-of-life options, which significantly increase the resource efficiency of the equipment.

- There is however no planned time point for reaching the objective of resource efficiency, since it is a continuous process and requires constant collaboration with material manufacturers and other partners

In order therefore to promote the objective of ongoing resource efficiency, the focus must always be on the continual expansion of material developments and concepts for sustainability (Renew, Reduce, Recycle). And similarly by forming

new alliances with institutions, trade associations and universities, so that a significant contribution to environmental protection can be made both nationally and internationally. The objectives have already been partially achieved through the development of packaging concepts, which are currently proven to save resources. Work continues however to increase the number of such products and be able to offer a more diverse range. The search also goes on for even more sustainable alternatives, which enable an even more efficient use of resources to be achieved. In this area we do not have any limit to the objectives, which can or can not be achieved. Resource efficiency is already assumed or integrated in everyday projects and consultations with customers

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The following potential risks have been identified within our business activity and through the use of our products:

#### **Infrastructure**

- Waste
- Greenhouse gas emissions
- Gas (for heating)

#### **Products**

##### Pack concepts

- In the procurement of raw materials
  - Potential damage to eco systems during production of the materials by suppliers
- In the disposal
  - Potentially incorrect disposal of the packaging solutions by consumers creates a loss of recyclability

##### Machines and equipment

- In the procurement of raw materials
  - Stainless steel and aluminium processing
- In the operational phase
  - Energy consumption

In order to reduce the stated risks and even eliminate them completely, appropriate measures have been taken as part of the sustainability strategy (see 1. Strategy).

## Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

The reporting organization shall report the following information:

**a.** Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:

- i.** non-renewable materials used;
- ii.** renewable materials used.

### Metals

Hot roll steel	230,500 kg/annum
Primary aluminium (EU): 41,000 kg/annum	41,000 kg/annum
Stainless steel sheet	1,987,900 kg/annum
Aluminium (cast alloy) (GLO)	2,347,300 kg/annum
Hot roll steel	342,900 kg/annum

### Plastics

LDPE (Low Density Polyethylene)	76,494 kg/annum
HDPE (High Density Polyethylene)	20,330 kg/annum
Formaldehyde/Polyoxymethylene (POM)	13,278 kg/annum
Polycarbonate (PC)	11,701 kg/annum
Polyamide/Nylon 6-6	3,363 kg/annum
Silicone	1,5689 kg/annum
Polymethylmethacrylate/Plexiglas	697 kg/annum
Polyvinylchloride (PVC) - Emulsion procedure	57 kg/annum
Plastic (mix)	2,088 kg/annum

### Chemical base materials and technical gases

Cooling lubricant	47,780 kg/annum
Nitrogen (liquid)	480,416 kg/annum
Adhesive	645 kg/annum

### Wood & paper

Wood	310,000 kg/annum
Paper/board, recycled	55,535 kg/annum
Paper/board, fresh-fibre	33,670 kg/annum

Key Performance Indicator GRI SRS-302-1: Energy consumption  
The reporting organization shall report the following information:

**a.** Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.

**b.** Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.

**c.** In joules, watt-hours or multiples, the total:

**i.** electricity consumption

**ii.** heating consumption

**iii.** cooling consumption

**iv.** steam consumption

**d.** In joules, watt-hours or multiples, the total:

**i.** electricity sold

**ii.** heating sold

**iii.** cooling sold

**iv.** steam sold

**e.** Total energy consumption within the organization, in joules or multiples.

**f.** Standards, methodologies, assumptions, and/or calculation tools used.

**g.** Source of the conversion factors used.

Electricity	13,860,638 kWh
Natural gas	2,688,320 kWh
Heating oil	9,094 kWh
District heating	2,883,510 kWh

MULTIVAC only obtains/produces energy for its own use and does not sell any. The evaluation was made by means of internal monitoring programs and meter readings.

Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption

The reporting organization shall report the following information:

- a.** Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b.** Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c.** Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d.** Standards, methodologies, assumptions, and/or calculation tools used.

Photovoltaic electricity generation	551,252 kWh/annum
Combined heat and power electricity generation	413,059 kWh/annum
Combined heat and power heat generation	622,598 kWh/annum
Heat pump (electricity consumption)	83,694 kWh/annum

The evaluation was made by means of internal monitoring programs and meter readings.



Key Performance Indicator GRI SRS-303-3: Water withdrawal  
The reporting organization shall report the following information:

- a.** Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
  - i.** Surface water;
  - ii.** Groundwater;
  - iii.** Seawater;
  - iv.** Produced water;
  - v.** Third-party water.
  
- b.** Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
  - i.** Surface water;
  - ii.** Groundwater;
  - iii.** Seawater;
  - iv.** Produced water;
  - v.** Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.
  
- c.** A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:
  - i.** Freshwater ( $\leq 1,000$  mg/L Total Dissolved Solids);
  - ii.** Other water ( $> 1,000$  mg/L Total Dissolved Solids).
  
- d.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

Drinking water	35,965 m <sup>3</sup> /annum
Waste water	15,745 m <sup>3</sup> /annum

Key Performance Indicator GRI SRS-306-3: Waste generated  
The reporting organization shall report the following information:

- a.** Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.
  
- b.** Contextual information necessary to understand the data and how the data has been compiled.

Commercial waste	142.16 tonnes
Paper/board	157.45 tonnes
File destruction	4.35 tonnes
Glass	0.36 tonnes
Plastics	182.22 tonnes
Metals	1,799.81 tonnes
Old wood	321.69 tonnes
Biologically degradable kitchen and canteen waste	26.16 tonnes

## 13. Climate-Relevant Emissions

The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.

It has been established on the basis of our CO<sub>2</sub> calculations, that the direct emissions by MULTIVAC from its Wolfertschwenden site make up the smallest proportion. The biggest challenge lies in reducing the indirect emissions throughout the added value chain, and these emissions can as a consequence only be influenced indirectly. These include emissions, which arise from outsourced transport, as well as bought-in goods or services. MULTIVAC is setting itself the objective of being climate-neutral in the medium term. For example the target is to increase the proportion of self-generated energy by 2030 from the current 6 percent to 30 percent (see 12. Resource management).

MULTIVAC's strategic approach follows four stages in achieving the reduction in climate-related emissions and therefore eliminating the negative effects:

1. Avoid
2. Reduce
3. Sustainably source
4. Compensate

Productive measures have already been taken in the past to reduce climate-related emissions. These include the following actions:

- Energy-efficient renovation of buildings
- Increase in the proportion of self-generated energy by means of regenerative energy
- Use of geothermal energy for heating and cooling
- Use of district heating and combined heat and power facilities
- Establishing CO<sub>2</sub> upper limits for car pool, and starting to use electric

vehicles

Calculation of the emissions factors on the basis of the GHG Protocol. MULTIVAC discloses Scope 1 to 3. The greenhouse gases were converted into CO<sub>2</sub> equivalents (CO<sub>2</sub>e). The calculation was performed for the first time for the years 2020 and 2021. Up to now it was only a case of information in a report. The comparison between the years is the only reference value for the calculation. The reason is that adding further reference values was not yet materially important. The values relate to the Wolfertschwenden site. The target is to extend this calculation to other sites.

An external service provider was used to validate the reliability of the results.

## Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

- a.** Gross direct (Scope 1) GHG emissions in metric tons of CO<sub>2</sub> equivalent.
- b.** Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub> or all.
- c.** Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent.
- d.** Base year for the calculation, if applicable, including:
  - i.** the rationale for choosing it;
  - ii.** emissions in the base year;
  - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

918 tCO<sub>2</sub>e (2021)

The values used stem from internal analysis. The calculation in CO<sub>2</sub>e was made

by an external service provider.

Key Performance Indicator GRI SRS-305-2: Energy indirect  
(Scope 2) GHG emissions

The reporting organization shall report the following information:

- a.** Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent.
- b.** If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent.
- c.** If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.
- d.** Base year for the calculation, if applicable, including:
  - i.** the rationale for choosing it;
  - ii.** emissions in the base year;
  - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

3,680 tCO<sub>2</sub>e (2021)

The values used stem from internal analysis. The calculation in CO<sub>2</sub>e was made by an external service provider.

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Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

**a.** Gross other indirect (Scope 3) GHG emissions in metric tons of CO<sub>2</sub> equivalent.

**b.** If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.

**c.** Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent.

**d.** Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.

**e.** Base year for the calculation, if applicable, including:

**i.** the rationale for choosing it;

**ii.** emissions in the base year;

**iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.

**f.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

**g.** Standards, methodologies, assumptions, and/or calculation tools used.

The calculation of Scope 3 for the calculation year 2021 is not yet completed.

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Key Performance Indicator GRI SRS-305-5: Reduction of GHG emissions

The reporting organization shall report the following information:

- a.** GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent.
- b.** Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.
- c.** Base year or baseline, including the rationale for choosing it.
- d.** Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e.** Standards, methodologies, assumptions, and/or calculation tools used.

Due to the fact, that the greenhouse gas emissions were only recorded quantitatively for the first time in 2020, and there is therefore no long-term comparison available, no definitive information can be given.

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## Criteria 14–20 concerning SOCIETY

### Criteria 14–16 concerning EMPLOYEE-RELATED MATTERS

#### 14. Employment Rights

The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.

Upholding employee rights at the particular national level is a constituent part of HR governance in all MULTIVAC companies. MULTIVAC maintains a registry of legal obligations, in which all the relevant requirements for worker protection and environmental protection are recorded.

Work objectives are integrated into the company objectives and defined hierarchically. Concrete objectives are set within the framework of hazard assessment, which follows the PDCA cycle.

The following worker protection objectives were defined for 2021:

- Digital worker protection processes (BITqms) - Introduction of the hazard assessments, incl. reminder function for Business Units
- Documented effectiveness monitoring of personal worker protection measures (at least 1x per quarter)
- Certification of a subsidiary ASM (OHRIS)

Quantifiable objectives in worker protection are set and tracked. Quantification is not productive for other objectives (e.g. employee rights).

MULTIVAC's worker protection management has been certified since 2017. The worker protection management system is called OHRIS, and it is monitored and audited by the statutory worker protection authority. Our worker protection management system meets the ILO-OSH 2001 Guidelines for Occupational Health & Safety Management Systems.

MULTIVAC's Health Management has also been certified since 2019. The health management system is called GABEGS, and it is monitored and audited by the statutory worker protection authority.

Thanks to these two management systems, we can ensure that all the

requirements of employee rights are observed. All the Managing Directors and senior managers of companies within the Group receive MULTIVAC's Compliance Guidelines, which they must confirm with their signature.

Our company health management system and the improvement suggestion scheme are essential measures for upholding employee rights, as well as for enabling staff members to become involved above and beyond the statutory regulations.

Sustainability is one of the company's firm objectives, and it is also communicated to staff with the highest priority. The staff members of MULTIVAC come into contact in virtually all areas of the business with a wide range of initiatives and programs connected to sustainability. We also offer opportunities for active participation in improvement processes.

MULTIVAC is represented worldwide in 165 countries with more than 85 subsidiaries and 13 production sites. Worldwide standards are implemented by means of our management documentation in the form of Management Procedures (MP). Internal and external audits ensure that these rules are upheld.

MULTIVAC's products and services do not harbour any risk to employee rights. At MULTIVAC we undertake constant research into statutory requirements and laws by means of a registry of legal obligations. Our internal systems and processes are adjusted as required on the basis of this registry. An annual review is held with the Management Team, at which these systems and processes are checked and if necessary adjusted. We have developed clear internal standards and a strategy to protect employee rights. Our management systems ensure that any possible residual risks are kept to an acceptable minimum.

## 15. Equal Opportunities

The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.

One of MULTIVAC's strengths is the diversity of its staff members. All staff members and managers cultivate open and tolerant dealings with each other. All staff members and employment applicants are treated absolutely equally within the meaning of the AGG (General Equal Treatment Act), irrespective of

- their sex



- their age
- their ethnic background
- their sexual orientation
- their religion
- their political views
- any possible disabilities/handicaps

The company's **internal inclusion management system** sets itself the objective of creating a working environment, which rests on collaboration, commitment and appreciation of all colleagues in the company. Severely disabled staff members are treated on equal terms with their colleagues. Inclusion is fully incorporated into the company's structures and processes under the motto "Inclusion instead of integration". MULTIVAC is conscious of its responsibilities towards its own staff: The wellbeing of each individual is very much in our hearts as a company. It is for this reason, that the holistic multiCARE staff program was founded in 2016. The program is intended to support our staff members in as many life situations as possible, as well as making a contribution to improving their wellbeing and quality of life, and also to reduce the stress inside and outside work - as far as it is humanly possible within our own powers. For this reason **multiCARE** is focused on the three areas of Health, Family and Pension provision.

#### **multiCARE Health**

In order to promote health management within the company, multiCARE Health focuses on all aspects, which affect the physical and psychological wellbeing of our staff members. We have set ourselves the objective as a high priority to maintain, strengthen and, if necessary, restore the health and wellbeing of our staff, so that we can have a positive influence on the future capabilities of the company.

In concrete terms this involves the following areas:

- Creation of a health-conscious culture within the company
- Health promotion
- Company medical provision
- Company rehabilitation management

In order to achieve this objective, there is continuous monitoring of the number of those unfit for work.

By using an evaluation tool, these figures are processed and monitored by HR, so that the causes can be identified and measures taken if necessary.

The aim is to identify any potential cases for rehabilitation at an early stage, and then to implement the required measures for successful results. This is safeguarded by working through a standardised process. This involves HR being in close contact with the bodies responsible for rehabilitation management, such as the company doctor, the Works Council, the relevant managers and those responsible for safety at work.

There are no significant risks known, which result from the company's business

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activity, and which have negative effects on qualification.

### **multiCARE Family**

multiCARE Family supports our families in actively taking part in working life - even in challenging situations at home.

multiCARE Family includes measures...

... for those about to become parents

- Guidelines for those about to become parents
- Info presentation on "Parental allowances and leave"
- Surprise package

... for parents of small children

- Childcare
- Baby breakfast

... for parents of schoolchildren and young adults

- Science Lab holiday care
- "multiKIDS Day"
- Job application training for the children of staff

Nursing of relatives

- Information events about care and dementia
- Individual counselling sessions

... for families in crisis situations

- Cooperation with the Psychosomatic Clinic in Bad Grönenbach

In order to ensure that the program has a high level of visibility and reach, a wide variety of communication channels are used. By partially converting the program to virtual formats, it has been possible to expand the reach of the program beyond the Wolfertschwenden site to our other German-speaking subsidiaries.

### **multiCARE Insurance & Retirement**

MULTIVAC offers all staff members the opportunity within the multiCARE Insurance & Retirement concept of ensuring financial security in addition to the basic statutory provision, and this takes the form of a company old age pension through investment in asset-creating stocks or a pension pot.

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It is not possible to quantify the goals because multiCARE is a consulting service and offers opportunities for employees. Accordingly, the overarching goal is to enable all employees to take advantage of the offer when there is

demand. With regard to the topic of inclusion, framework conditions are offered to meet the legal requirements. In 2021, around 69% of the total workforce at the Wolfertschwenden site took part in at least one multiCARE offer.

## 16. Qualifications

The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.

### **Personal development**

The objective is to support our staff members in the current and future demands of their jobs, by offering a targeted range of qualifications, and thereby promoting their opportunities for further development. In this way MULTIVAC can secure the working capability of its staff through the passage of time, and also enable these staff members to realize their potential and further develop their talents within the company.

Annual discussions with individual staff members are used to identify development objectives and the need for qualification. MULTIVAC offers an extensive and varied range of training and further education for all its staff. This includes specific technical training, management development courses and further education programs as part of career development.

### **Working with the new generation of staff: Future Professionals**

MULTIVAC is meeting the challenges of demographic change and the resulting lack of skills, by undertaking extensive work with the new generation of staff.

MULTIVAC offers a wide range of professional training opportunities. These include for example mechatronic engineers (m/f/d), IT specialists (m/f/d) and industrial commercial professions (m/f/d).

In addition to this, dual work and study courses are offered, as well as in-depth degree courses in business economics, mechanical engineering and IT. Here there is collaboration with the universities in Kempten, Ulm, Neu-Ulm, as well as the Baden-Wuerttemberg Cooperative State University (DHBW) in Ravensburg/Friedrichshafen. MULTIVAC also offers every year about 200 school students the opportunity for careers guidance through a wide range of company events and internships. Here MULTIVAC works very closely with schools in the local area. Thanks to targeted marketing among the next generation, the number of future professionals has risen in the last 5 years by 42%. The future professionals quota was 8.34% in 2021. It was possible to fill 29% of all posts to be filled with young professionals trained by the company.

Thanks to targeted curricula, attractive training content and the "We are MULTIVAC" feeling, the take-up quota in the area of training was held at a constant high of 92% in 2021.

And in 2021 MULTIVAC received the special prize for outstanding commitment to training by the Bavarian State Ministry for Economics, Development and Energy.

### **Professional Skills Academy**

The Professional Skills Academy is engaged in providing a wide range of technical skills and capabilities, so that a high level of qualification is assured among our staff members and future professionals. One aspect to be highlighted is the company's training program for qualified electricians within the industry: This qualification enables staff members in technical/commercial professions to gain the IHK graduation as a fully qualified electrician. All areas of social, legal, economic, scientific and technical progress have an impact on our sector and the company, as well as effecting all its functions (R&D, Production and IT etc.). The ongoing development and training/qualification of our staff members is very important, so that the company can continue its good work in changing circumstances. If these qualification opportunities are not provided, this could present a risk to our business activity. It is for this reason, that we invest so much in the training and qualification of our staff.

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Quantitative target achievements can be found below:

- 25% of all managers participated in the leadership development program in 2021.
- On average, employees complete 0.6 training courses per year in the open training program. The open training program includes, for example, courses in the areas of methodological competence, soft skills and languages.
- Just under 2% of employees are undergoing professional training/further qualification.
- Approximately 8% of employees took part in at least one event as part of the After Work Academy in 2021. With the After Work Academy, MULTIVAC offers its employees a varied, diverse range of specialist lectures, interactive workshops and sporting activities for after work. Through the diversity of the offering, MULTIVAC manages to cover the wide range of interests of its employees.

## Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries  
The reporting organization shall report the following information:

**a.** For all employees:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

**b.** For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

**You will find the remaining numbers c-g of the indicator SRS 403-9 in the GRI standard and may additionally report them here.**

Key Performance Indicator GRI SRS-403-10: Work-related ill health

The reporting organization shall report the following information:

**a.** For all employees:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

**b.** For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

**You will find the remaining numbers c-e of the indicator SRS 403-10 in the GRI standard and may additionally report them here.**

Performance indicator GRI SRS-403-9: Work-related injuries

- To a.
- i. 0 Accidents
  - ii. 0 Accidents
  - iii. 1 accident
  - iv. Sprain

- To b.
- i. 0 accidents
  - ii. 1 accident
  - iii. 47 accidents
  - iv. Scratch/cut accidents, abrasions/lacerations, stab wounds

Number of productive hours for the entire workforce in 2021: 3,284,785.20 hours

We have a digital accident book. Here the severity, type and location are documented. The accident book gives us information about retrospective action required. Further concrete figures are not published at this point.

Performance indicator GRI SRS-403-10: Work-related ill health  
Work-related illnesses are not recorded by HSEC on a definitive basis.  
After an employee has made an application for recognition of an occupational illness, it is investigated by the Accident & Insurance Association. The Accident & Insurance Association then decides, whether the application is recognized.  
In 2021 there were no requests in this regard.

Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

**a.** A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

**b.** Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

To a. We have a system for providing improvement suggestions (Impulse). Ideas for worker protection can be submitted through this software. The HSEC department has a comprehensive Intranet presence.

To b. The Worker Protection Committee (ASA) sits on a quarterly basis. The participants are: The specialists in safety at work, the company doctor, a representative of the Management Team, two representatives from the Works Council, and one representative from the company's Health Management Team.

Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

**a.** Average hours of training that the organization's employees have undertaken during the reporting period, by:

- i.** gender;
- ii.** employee category.

Details according to gender/employee group are currently not possible:  
Average number per staff member in 2021: 10.66

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

**a.** Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

- i.** Gender;
- ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).

**b.** Percentage of employees per employee category in each of the following diversity categories:

- i.** Gender;
- ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).

To a. The Supervisory Board (Controlling Committee) consists of four persons. One of them is female (25%) and three are male (75%). All of them are over 50 years old (100%). There are no other diversity indicators.

To b.  
i.

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Employee category	Male	Female
Management positions	93.04%	6.96%
Employees	79.79%	20.21%
Future professionals	74.45%	25.55%

ii.

Employee category	Under 30 years of age	30-50 years of age	Over 50 years of age
Management positions	2.85%	61.71%	35.44%
Employees	22.90%	54.38%	22.72%
Future professionals	99.27%	0.73%	0.00%

iii.

There are no other diversity indicators.

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination

The reporting organization shall report the following information:

**a.** Total number of incidents of discrimination during the reporting period.

**b.** Status of the incidents and actions taken with reference to the following:

- i.** Incident reviewed by the organization;
- ii.** Remediation plans being implemented;
- iii.** Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
- iv.** Incident no longer subject to action.

There were no cases reported at MULTIVAC Sepp Haggenmüller SE & Co.KG in Wolfertschwenden during the reporting year 2021.

## Criterion 17 concerning RESPECT FOR HUMAN RIGHTS



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## 17. Human Rights

The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.

Upholding human rights at the particular national level is a constituent part of the corporate policy at all MULTIVAC companies.

MULTIVAC observes and fully supports compliance with internationally recognized human rights, and it respects the personal worth, private sphere and human rights of each individual. MULTIVAC protects and respects the right to freedom of opinion and free expression. MULTIVAC does not tolerate unacceptable treatment of staff members, such as for example physical or psychological mistreatment, discrimination, and sexual or personal harassment. These include the following basic principles:

- Ban on child labour
- Ban on forced labour
- Protection of the freedom of association and collective negotiations
- Securing diversity and equal opportunities

No quantifiable objectives are specified for the above points and statements. The relevant rights apply equally to all employees.

Within the framework of the Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (German: LkSG), we are also actively engaged in the issues of human rights and environmental protection with those in our supply chain and other areas of our own business activity. We set high standards for ourselves and our suppliers, and we expect that social standards are established above and beyond the legal requirements. We set ourselves the objective within the framework of the Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains of having any concerns about human rights and environmental issues examined by 30 April 2024, and this involves both our own business activity and that of our suppliers. Further measures will be introduced on the basis of this examination. Due to lack of definition of the objectives, a report can not currently be issued on the objectives achieved up to now in 2021.

The Supplier Compliance Guidelines, which have to be signed by all suppliers, include points on safeguarding the following standards:

- Observing the legal standards (e.g. ethical and legal business activity)

- Fair and voluntary employment (e.g. ban on forced labour and wage slavery)
- Equal treatment irrespective of gender, age, race and ethnic background, etc.
- Health and safety (e.g. creation of acceptable workplaces and working conditions)
- Safeguarding of sustainability and environmental protection in all areas of their business activity
- Observing the regulations against corruption

These requirements will in future be incorporated into our Code of Conduct. In addition to this, our Purchasing department is acutely aware of the importance of human rights and environmental aspects, so that our buyers are able to detect possible malpractices at an early stage during visits when selecting suppliers. A range of training courses on upholding high social standards is also planned for our direct suppliers as well as the internal company departments.

Generally we place great importance on a regional supplier structure, and we give preference to suppliers from Germany, in particular our local area. The complete supply chain is however not yet transparent enough for us to be able to judge, whether and to what extent there are social and ecological risks in Tier 2 – Tier n.

Some groups of goods (for example cables or bearings), which we obtain from German suppliers, have with a high degree of probability their origin - either partially or completely - in Eastern European or Asian countries. These groups of goods are analysed with the highest priority in regard to the Law on Supply Chain Duty of Care, and far-reaching measures reduce the possible risks significantly.

## Key Performance Indicators to criteria 17

Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings

The reporting organization shall report the following information:

**a.** Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.

**b.** The definition used for ‘significant investment agreements’.

Upholding human rights at the particular national level is a constituent part of the corporate policy at all MULTIVAC companies. All (100%) significant

investment agreements and contracts include clauses on human rights.

When concluding all contracts and agreements on investment, our suppliers commit themselves to social responsibility, and therefore to upholding the particular Code of Conduct under the Business Social Compliance Initiative (BSCI).

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews

The reporting organization shall report the following information:

**a.** Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

Suppliers, customers and personnel on the sanctions list are regularly scanned. Active examination in regard to the upholding of human rights was not performed in 2021.

The upholding of human rights in the company's own area of business activity will in future be examined in a targeted manner in accordance with the Law on Supply Chain Duty of Care. Basic values are also anchored in our Compliance Guidelines. No notices were reported in this regard in 2021. Internal auditing has also not made any findings during examination.

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening

The reporting organization shall report the following information:

**a.** Percentage of new suppliers that were screened using social criteria.

MULTIVAC applies an initial assessment of suppliers, in which human rights criteria are implicitly (but not explicitly) included in the form of a self-disclosure document. This self-disclosure document for suppliers must be filled out completely by all companies applying to become suppliers. Since 2018 all suppliers also receive the Supplier Compliance Guidelines, and by signing the document they are committing themselves to upholding the guidelines. The objective is to assess all suppliers (100%) on the basis of social criteria.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain

The reporting organization shall report the following information:

- a. Number of suppliers assessed for social impacts.
- b. Number of suppliers identified as having significant actual and potential negative social impacts.
- c. Significant actual and potential negative social impacts identified in the supply chain.
- d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.
- e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

Currently suppliers are not actively checked, and therefore no figures or percentages can be given.

Up to now however, there are no known negative effects. Where there have been supplier surveys, no negative social effects have been identified in the supply chain. Some groups of goods (for example cables or bearings), which originate either partially or wholly in Eastern European or Asian countries, are analysed with the highest priority in regard to the Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (German: LkSG), and far-reaching measures reduce the possible risks significantly.

## Criterion 18 concerning SOCIAL MATTERS

### 18. Corporate Citizenship

The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities.

Sustainable and responsible business activity is an integral part of our company strategy. We take into account the effects, which our business has on society overall.

This includes the fact, that we constantly monitor and improve our impact on the environment, that we conduct our business in an ethical way, and that we ensure our staff members feel secure, appreciated and involved. As an important employer in the region, we support not only regional communities locally, but also international and national non-governmental organisations.

These include for example the following measures:

- Collaboration with Wissensfabrik e.V.: Promotion of technical knowledge in 9 primary schools in the region
- Support for social facilities in the Wolfertschwenden community, for example nursery schools
- Donations by MULTIVAC to foundations and clubs in the region
- Promotion of scholarships within Germany

## Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

**a.** Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:

- i.** Direct economic value generated: revenues;
- ii.** Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
- iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed'.

**b.** Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

a. i.	+ directly generated economic value: Revenue	645,531
ii.	- Distributed economic value	-598,528
	Operating costs	-262,338
	Wages and benefits to staff members	-254,139
	Payments to capital investors	-49,508
	Payments to the state	-8,182
	Investments	-24,361
iii.	= Retained economic value	47,003
b.	Generated economic value according to region:	
	Domestic/Germany	98,261
	Foreign countries	530,551
	Turnover revenue (included in total performance)	628,812

## Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

### 19. Political Influence

All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.

MULTIVAC's business activity is framed by different legislation/regulations, both at EU and country/state level. These include for example the EU Green Deal, the Packaging Law (German: VerpackG), Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (German: LkSG), as well as the impending Corporate Sustainability Reporting Directive (CSRD).

MULTIVAC does not actively exercise political influence. Acting solely within the context of the company's interests and in regard to current developments, which have an impact on its business activity, MULTIVAC is actively involved in exchange of information with parties, as well as state and federal ministries.

MULTIVAC's political engagement is focused on relevant representations to the Federal Government in the interests of the company.

MULTIVAC is a member of the following organisations and associations, through which the interests of the company are represented among politicians and legislators:

- Deutsches Institut für Normung (DIN)
- Association of German Machinery and Equipment Manufacturers (VDMA)
- Chamber of Industry and Commerce (IHK)
- Federal Association of Energy Users (VEA)
- Open Industry

MULTIVAC is significantly involved in the creation and updating of safety standards.

We are currently working in the following roles on the standards below:

#### ISO/TC313 Safety requirements of packaging machines

MULTIVAC acts as the Head of the German Delegation and is therefore the highest representative of the interests of German packaging machine manufacturers of all types at the highest international level. As part of the "WG1" working group below, we are working on the creation of a standard, which describes the basic safety requirements for packaging machines (ISO 24158-1).

#### CEN/TC 146 Safety requirements of packaging machines

MULTIVAC acts as the Head of the German Delegation and is therefore the highest representative of the interests of German packaging machine manufacturers of all types at the highest European level. As part of the working groups below, we are actively involved with several representatives in the design of individual standards, in which specific machines categories (form, fill and seal machines, strapping machines, palletisers etc.) are standardised, and also standards on noise, terminology and efficiency performance indicators are regularised.

#### CEN/TC 153 Safety of food processing machines

MULTIVAC is actively involved with several representatives in technical meetings and working groups. These include for example the standards regarding hygiene requirements and safety for bakery machines and meat processing equipment.

We are actively involved in the following standards:

prISO 24158-1 Safety of Machinery — Safety of Packaging Machinery — Part 1: General Requirements

EN 415- Part 1 to 11

EN 1672-2

EN 453

EN 1674

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## Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions  
The reporting organization shall report the following information:

**a.** Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.

**b.** If applicable, how the monetary value of in-kind contributions was estimated.

In 2021 party donations to small communal organisations amounting to under 2,000 euros were rendered.

## 20. Conduct that Complies with the Law and Policy

The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.

In order to ensure that the conduct of all staff members, employees, managers and managing directors is legally and ethically correct, there are pioneering standards, systems and processes, which safeguard correct conduct in line with the company values and all the associated regulations, rules and laws.

These include the following measures:

- Compliance Management System
- Audits
- Annual training
- Communication channel to Compliance Team
- Annual reports on actions and measures to the company owners (supervisory duty)

The existing processes and systems are checked by internal audits.

The compliance structure is divided into 5 levels, whereby the Management Team is a fundamental part of this structure and therefore responsible for this area.





It is critical for the success of MULTIVAC, that every staff member uses these values and guidelines as a benchmark for their conduct, and actively communicates the contents of these values.

It is for this reason, that annual training takes place for all staff, and there is an introduction into the company's compliance policy for all new staff members. In addition to this, each manager must confirm his/her acceptance of the Compliance Guidelines, and also be responsible for communicating the content of these to staff members.

There is a whistleblower system for reporting infringements, and this can be used by every member of the company.

The objective is to keep the company safe from misconduct due to ignorance or negligence. Also to prevent a negative image of the company and to exclude the possibility of liability cases and actions for compensation. This relates to both internal conduct and external influencing factors, which could for example present a danger through IT.

Should compliance issues arise, the highest priority is to deal with these in a proper manner and prevent such cases in future. Objectives have been formulated in our Compliance Guidelines to cover various different areas, such as the basic values of staff members, safety, health at the workplace, corruption, donations and sponsoring etc. In 2021 there were no reports from whistleblowers about infringements. An internal audit as part of the checking procedures at MULTIVAC in Wolfertschwenden (MUWO) also did not make any findings in this regard.

There are no risks evident, which could have a negative effect on the battle

against corruption and bribery. The sale of our machines is conducted for the most part through the MULTIVAC subsidiaries in each of the countries. Each MULTIVAC subsidiary in the particular country has a Compliance Officer and its own Compliance Guidelines, which are directly aligned with the Compliance Guidelines at the company's headquarters. The Compliance Officers at the MULTIVAC subsidiaries are regularly trained by the company's headquarters about onboarding and issues such as corruption and money laundering, and they are obliged to train their staff members on these particular compliance topics. Only a very small proportion of machines are sold directly from MUWO. In such cases, our staff members are also trained to be aware of the issues relating to compliance.

## Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption

The reporting organization shall report the following information:

- a.** Total number and percentage of operations assessed for risks related to corruption.
- b.** Significant risks related to corruption identified through the risk assessment.

In 2021 investigations took place in selected companies.

The risk-focused annual planning process includes a specific component, the "Corruption Perception Index", for considering the risk of corruption. During the audits conducted in 2021 there were however no indications of corruption established in the companies investigated.

Key Performance Indicator GRI SRS-205-3: Incidents of corruption

Die berichtende Organisation muss über folgende Informationen berichten:

- a.** Total number and nature of confirmed incidents of corruption.
- b.** Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.
- c.** Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- d.** Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

In 2021 there were no confirmed cases of corruption within the MULTIVAC Group. The local Compliance Officers are trained annually and pass on their knowledge to staff members in their particular organisation.

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations

The reporting organization shall report the following information:

- a.** Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
  - i.** total monetary value of significant fines;
  - ii.** total number of non-monetary sanctions;
  - iii.** cases brought through dispute resolution mechanisms.
- b.** If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.
- c.** The context against which significant fines and non-monetary sanctions were incurred.

No findings within the framework of the audits conducted in 2021.

# Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4 (2018)
	15. Equal-Opportunities	GRI SRS 403-9 (2018)
	16. Qualifications	GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

\*GRI has adapted GRI SRS 306 (Waste). The revised version comes into force on 01.01.2022. In the course of this, the numbering for reporting on waste generated has changed from 306-2 to 306-3.