

Ecological. Social.
Economical.
On the way.

Sustainability Report

23/24



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**Good
to
know**

You have the MULTIVAC Sustainability Report 2023/2024 in front of you. In our third public report we are once again being guided by the Sustainability Reporting Standards of the Global Reporting Initiative (GRI). This report does not however cover all of the GRI indicators, but only those that are material topics for MULTIVAC.

In view of the future Reporting Duty in accordance with the Corporate Sustainability Reporting Directive, we have once again expanded the scope of our report. This Sustainability Report includes all the German-speaking production companies - in other words, the following sites:

MULTIVAC Sepp Haggenmüller SE & Co. KG

MULTIVAC Deutschland GmbH & Co. KG

MULTIVAC Marking & Inspection GmbH & Co. KG

MULTIVAC Resale & Service GmbH

TVI Entwicklung & Produktion GmbH

FRITSCH Bakery Technologies GmbH & Co. KG

MULTIVAC Maschinenbau Gesellschaft m.b.H & Co. KG

In our annual reporting cycle we now report on the year 2023.

Please note when reading:

Since we cover more sites in our Sustainability Report 2023/2024 than in the last reports, the basis of our data is also different. As a consequence, this means that the reported values are not directly comparable with those of previous years.

Gender information: It is just as important to us to speak equally to persons of every gender, as it is to convey data and facts clearly in graphics and images. In the interests of greater legibility, we have also found a balance between specific words of one gender and gender-neutral language. All genders are sometimes addressed equally in many parts of the report, but it is always intended to be so in all parts of the report.

Contact person:

Laura Theim

Project Manager Sustainability
Corporate Strategy



As a prelude

Dear readers,

When we published our first Sustainability Report in accordance with the GRI-Standards, we did this with the firm conviction, that sustainability is more than just a slogan – it is a fundamental value that guides all our business activity.

"We are on the way." These words reflect our continual commitment to reducing our ecological footprint, promoting sustainable business practices, and meeting our responsibilities towards our employees, society generally and the environment.

With this second Sustainability Report we are reinforcing our ongoing commitment to a more sustainable future, and we are expanding our horizons beyond the borders of Germany, by integrating for the first time our subsidiary, MULTIVAC Maschinenbau G.m.b.H. in Lechaschau, Austria, into our Sustainability Report. This year we have not only changed our geographical perspective, we have also significantly expanded the basis of our data: Our CO₂ balance is now based not only on our headquarters in Wolfertschwenden, but also on all the German companies and the Austrian production plant, and this enables us to manage and optimise our measures for emissions reduction far more precisely.

We place particular emphasis on our internal energy management, which is targeted on efficiency increases and the enhanced use of renewable energy. Based on this foundation, we will be implementing next year our ISO certification in accordance with DIN 50001 – a further milestone on our way to permanent reduction of our ecological footprint.

It should be emphasized, that all the German and Austrian sites source 100 % certified eco power with certificate of origin. We are also providing our factories with their own

photovoltaic equipment. And currently 16.5 % of our power requirement at our headquarters in Wolfertschwenden is covered in this way.

But sustainability means far more to us than just environmental protection and energy generation. It also includes the way, that we at the MULTIVAC Group care for the people, who support us every day and shape our company. Every staff member encounters different challenges at some time in his or her individual circumstances. It is for this reason that we developed multiCARE some years ago. This program is designed to support our staff in a targeted way at different phases of their life and career, and it consists of the three areas of Pension provision, Health and Family.

With multiCARE we are underlining our commitment to promoting the well-being of our staff members and creating a working environment, which enables a healthy work-life balance to be achieved. We want to ensure, that we support our most important asset – our staff members – as well as possible on an individual basis in reconciling their working and private lives. Because it is only in this way through a healthy and supportive environment, that we can all be successful together.

This Sustainability Report documents our progress in all matters of sustainability, as well as highlighting the challenges that still confront us. We know that we still have some way to go to become a thoroughly sustainable company. And we are determined to systematically follow this path – jointly with you, our partners, staff members and society generally. Because we know, that together we can achieve a lot. Let us then continue to work with determination and creativity to shape our company and our world more sustainably for the future.



Christian Traumann



Bernd Höpner



Dr Christian Lau



Dr Tobias Richter

We at MULTIVAC

MULTIVAC – That is technical excellence, efficiency, reliability and quality. As a leading manufacturer of packaging and processing solutions, one of our central concerns is to promote sustainability in all areas of our company. Firstly, because we feel committed to the well-being of humanity and the environment, and secondly because it defines our thinking and actions: ecological, economical and social. Only by taking all the environmental factors into consideration, we can be successful economically over the long term – by benefiting from sustainable concepts and the performance of our staff in a fair working environment. It is for this reason that we pursue a holistic approach, which is based on three pillars: ecologically restorative, socially just and economically promoting.





A dark blue background featuring a white outline of a world map. Overlaid on the map is a large, stylized number '4' in a medium blue color. The number is composed of several geometric shapes, including triangles and rectangles, creating a modern, architectural look. The map shows the continents of North America, South America, Europe, and Africa, with some internal country borders visible.

7,400
Staff members

85 subsidiaries
in 180 countries worldwide

16 international
Production Sites

The Group and its Subsidiaries

Concentrated expertise, innovative cutting-edge technology and strong brands under one roof: MULTIVAC offers complete solutions for the packaging and processing of food, medical and pharmaceutical products, as well as industrial items. As the technology leader, we continue to set new benchmarks in the market.

Efficient, resource-saving, and conscious of our responsibilities

For more than 60 years our name has stood for stability, strong values, innovation and future security, as well as quality and excellent service. Founded in 1961 in the Allgäu region of Germany, MULTIVAC is today a global solutions supplier, which supports small and medium-sized companies, as well as large corporate businesses, in designing their production processes to be efficient and resource-saving. Our product portfolio comprises a wide range of packaging technology, automation solutions, labelling and marking equipment, inspection systems as well as packaging materials. This product range also includes practical and customised solutions for food processing – whether it be slicers, portioning machines or bakery equipment. In our Training and Application Centers we tune these packaging and processing solutions to the individual requirements of our customers - from handcrafting businesses through to industrial-scale companies. By thinking and acting sustainably, we are committed to the responsible handling of resources and energy – whether it be in the manufacture of our products or their use at our customers.

We are close to our customers worldwide

With currently around 7,400 employees in 85 subsidiaries worldwide, MULTIVAC has a presence in more than 180 countries. That means closeness to our customers – for maximum customer satisfaction. From the first idea right through to after-sales service.

The reporting companies

This Sustainability Report takes into account all MULTIVAC's German-speaking companies. This covers the following companies:



MULTIVAC

Sepp Hagenmüller SE & Co. KG
(parent company, MUWO)

Supplier of packaging technology, automation solutions and packaging materials

MULTIVAC

Deutschland GmbH & Co. KG (MUDE)

Sales and service company

MULTIVAC

Marking & Inspection GmbH & Co. KG (MUMI)

Supplier of labelling, marking and inspection systems

MULTIVAC

Resale & Service GmbH (MURE)

Supplier of OEM-reconditioned machines

TVI

Entwicklung & Produktion GmbH (TVI)

Supplier of meat processing and portioning equipment

FRITSCH

Bakery Technologies GmbH & Co. KG (FBT)

Supplier of bakery equipment and dough processing technology

MULTIVAC Maschinenbau Gesellschaft m.b.H & Co. KG (MULA)

Manufacturer of parts for packaging machines

Where we come from – and whom we take with us

In private ownership for generations from the beginning, MULTIVAC combines stability with entrepreneurial vision, solid quality with creative ideas, rapid solutions with long-term thinking, and traditional values with trendsetting. And this will always remain so.

TVI – The perfect addition

TVI has been part of the MULTIVAC Group since 2017. TVI stands for innovation in meat processing and portioning. Since it was founded in 2004, customers around the world have been portioning meat with high-tech lines from TVI. The range of equipment extends from meat tempering of the raw product right up to the transfer of the finished portions to the packaging machine. And this is where MULTIVAC comes into play, because the solutions from TVI and the packaging machines from MULTIVAC complement each other perfectly. The line modules are IoT-ready: They can be networked digitally and controlled via a central control terminal. This produces the highest level of efficiency and process reliability. That too is a type of sustainability.

FRITSCH – The passion for dough

For decades FRITSCH has been an exceptionally successful specialist in bakery technology. The company develops and builds high-quality equipment and lines for producing premium bakery products, as well as ground-breaking innovations for dough forming and processing. The company offers its customers the right solution for a wide range of products in all output categories - from manual sheeting machines to highly efficient industrial-scale lines. The company's basic doctrine, "Passion for Dough", has driven FRITSCH since its founding in 1926. And nothing has changed in this claim right up to the present day – and since 2019 the company has been in the MULTIVAC Group.



**The Company
Management
that makes us
stronger**



MULTIVAC has been a family-owned company for over 60 years. Three family companies, which represent the families of the owners, manage the owners' shares. These family companies appoint the members of the Supervisory Board during a general assembly.

A clear structure

Currently the Supervisory Board consists of four members, who are each appointed for five years. The chairmanship of the Board rolls over annually in accordance with a scheme established by the assembly. The Supervisory Board and its Chairman act independently.

The Supervisory Board appoints the company's Management Board, which consists of four Directors, who report to the Supervisory Board:

Christian Traumann,

Group President and
Spokesman for the Management
Board

Bernd Höpner,

Chief Technical Officer

Dr Christian Lau,

Chief Operating Officer

Dr. Tobias Richter,

Chief Sales Officer

The Supervisory Board assigns the management of the business to the four Directors. Working in conjunction with the Supervisory Board, the Management Board sets the strategy for the company. The sustainable development of the company plays a central role here.

With an eye for the whole view

The Supervisory Board sits at least four times a year. During each session the Management Board provides detailed information about the current development of the business and its strategic aims, and it reaches agreement with the Supervisory Board on all these issues. As part of these sessions, the Compliance Officer and the Human Rights Officer also issue a once yearly report.

In addition to this, there is an annual general assembly of the Supervisory Board, as well as a once yearly meeting of the company owners. Other sessions of the Supervisory Board are convened if required.



Ident'

"As family owners, we feel deeply connected to the legacy of our company founders. Their vision and values still guide us to this very day.

The impressive growth of the MULTIVAC Group is proof of their foresight and our joint endeavour. We are fully determined to preserve this heritage and at the same time meet our responsibilities towards future generations."



Elmar Fischer

Chairman of the Supervisory Board
in 2024

tivity

**The values,
on which we build**

Respect Responsible Excellence

Crucial for our success

Trust is the basis of our success. Our values secure this trust. We are guided in all our business activities by our firmly held principles and the current rule of law.

We develop a set of values, which reflect our awareness of our responsibilities, and which shape the culture of the company on a sustainable basis. These MULTIVAC values help our managers in their management responsibilities, and also act as an

aid to staff members in their decision processes. And last but not least, these values define the success of our entire business.

Defining for our self-conception

It is precisely these values, by which we strengthen the trust of our customers, suppliers and staff members as well as public opinion in the integrity and dealings of our company. At MULTIVAC we therefore nurture a culture of open questioning and constructive criticism

without fear. We have anchored these values and understanding in our Mission Statement, in order that we can safeguard the promotion of responsible action.

Fair in our behaviour

Our MULTIVAC Code of Conduct and our internal Compliance Directive 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 strengthens our

ctful

Collaborative

Engaged

company culture and promotes ethical behaviour – both with each other and towards the environment. This enables us to proactively safeguard the company against future risks, which could arise from negligence or lack of knowledge. Our Code of Conduct defines the basic principles of MULTIVAC's business activity, and we require all our staff members worldwide to comply with this code of behaviour. The regulatory content applies to all subsidiaries and other business units within the Group.

Transparent for all

The guidelines contained in the Code of Conduct represent the minimum standards for our staff members, customers, suppliers and business partners. This does not create any third-party beneficiary rights.

What applies to us also applies to our suppliers. We have established this Code of Conduct in an additional **Supplier Compliance Directive**, which applies to all upstream processes, services and materials.

Sustainability Management that takes us forward

As a company, we see ourselves responsible not only for reducing and eliminating the negative ecological and social effects on the environment and society, but also making a positive contribution to sustainable development – both within our own sphere of activity and in the wider world. With the aim of preserving life for future generations – and improving it.

But our efforts to promote sustainability are never fully completed. They are in a constant state of further development. In short: We don't stop becoming better at pursuing our objectives.

The purpose we are pursuing

To make an active contribution to environmental protection. Our business activity should enable natural resources to be used sparingly and efficiently along the entire value chain.

The vision that guides us

To be the preferred partner for all those, who are looking for sustainable solutions to process and pack products of all types. To contribute with our innovative solutions to the sustainable success of our customers' companies and brands along the entire value chain.

The mission that drives us

To develop solutions, with which our customers can sustainably "process and pack what needs to be protected". We offer our customers wide-ranging solutions for processing and packing food, consumer goods, medical items, and pharmaceutical products.

Our formative understanding of sustainability

To secure the future of our company in a sustainable way. To do this, we address the challenges of the following three dimensions in all our business activity, so that we live our understanding of sustainability.

**Ecologically
restorative**

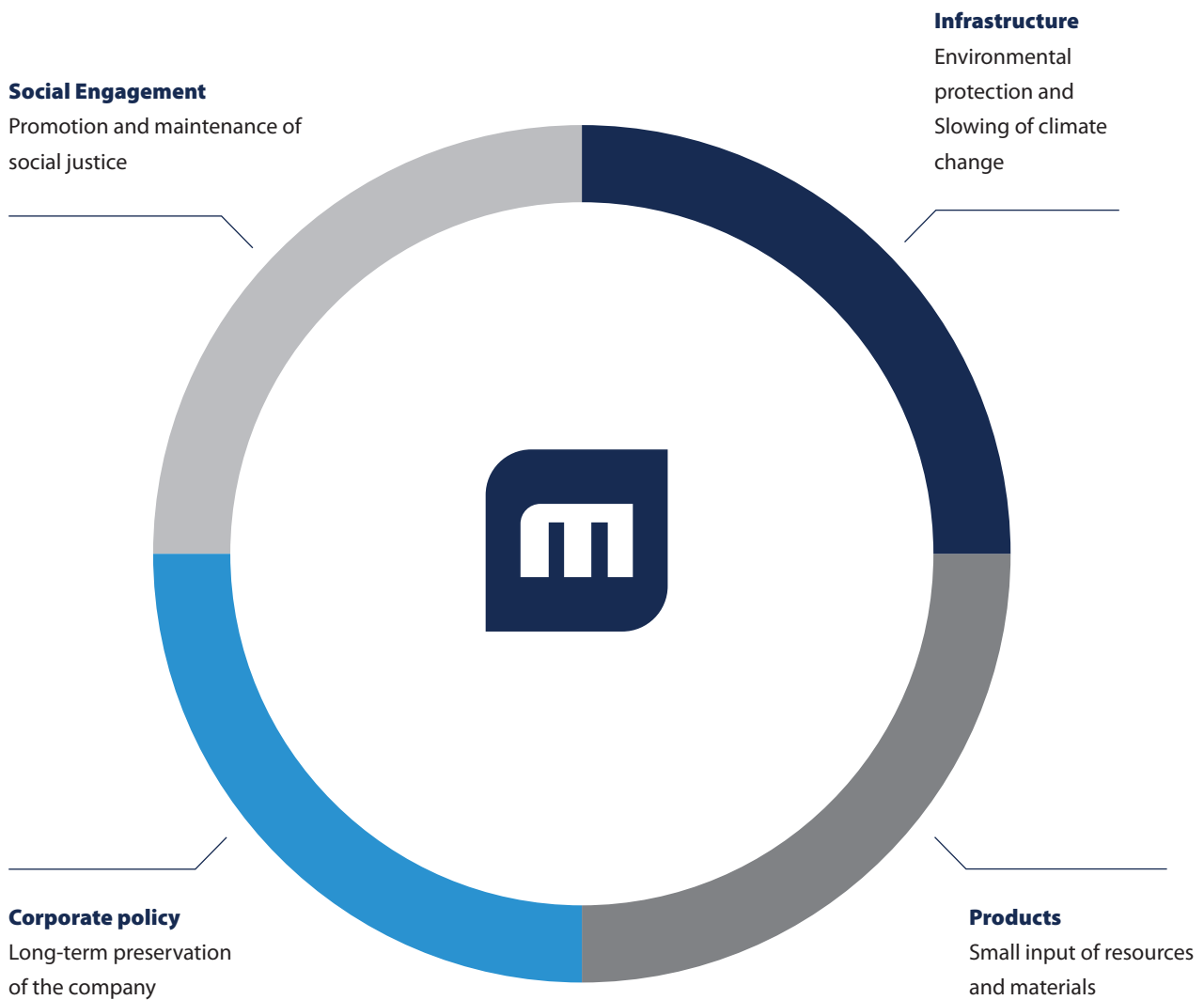
**Socially
just**

**Economically
promoting**

The strategic approach that we adopt

We pursue a comprehensive strategy of sustainability with the aim of shaping the environment, society and the economy in a positive and contemporary way within the scope of our own ability. Working within the aims of the company strategy, our focus should be on those areas of action, where we can have a significant influence.

The four specific areas of action, where we have the greatest possible influence:





"In the past year we have made significant progress, by further optimising our production processes and increasing the use of renewable energy. Our staff members are at the heart of these efforts, and I am proud of their commitment and creativity, which drive us forward on this path."

Christian Traumann,

Group President and
Spokesman for the Management Board

Living sustainability

Crucial for the success of the company is that the sustainability strategy is anchored in our everyday working life – In short: it must be lived every day. That is precisely the central objective of our Sustainability Steering Committee, which we have created under the direction of the Management Board. The regular exchange of information ensures that we continually drive forward the process of sustainability, as well as defining milestones and implementing an integrated strategy throughout the entire Group.

Steering cooperation

In addition to this Steering Committee, there is also another working group, consisting of experts from the Business Units, who concentrate on promoting sustainable packaging solutions, and here the focus is on exchanging information between the Technical and Sales departments. The work of the Steering Committee and working group is coordinated by the central Sustainability body within the Corporate Strategy department, which reports at least once a year – and more frequently if necessary – to the MULTIVAC Supervisory Board on the challenges, objectives and measures for all the relevant ecological and social aspects.

Exercising our responsibilities

Within this framework we incorporate our managers into the responsibility for all aspects of sustainability. We also appoint officers responsible for areas such as compliance and fire prevention. These people have complete authority to act within their specific area of responsibility.

Our sustainability performance is outstanding – in many ways

As already mentioned, sustainability is a crucial aspect of our company strategy. With our durable machines, sustainable manufacturing processes and our own energy generation, as well as our recyclable packaging concepts and strong commitment to a functioning circular economy in the packaging industry, we make a significant contribution to improving the eco balance – in our own business, within the sector, and of course at our customers.

Certified by EcoVadis

This is also confirmed by EcoVadis. The internationally renowned rating agency has certified our efforts towards sustainability. Even more: In 2023 for the first time EcoVadis assessed MULTIVAC Sepp Haggenmüller SE & Co. KG in terms of its sustainability, and it awarded a **silver medal** to the company. We are therefore among the best 25 percent of companies assessed by EcoVadis.

Honoured by "Umwelt- und Klimapakt Bayern"

This has also been confirmed by the Bavarian environmental initiative "Umwelt- und Klimapakt Bayern", with which we have been involved since 2021 in voluntary environmental action. Here too we have been awarded a prize for our commitment.

Part of an international initiative

In 2020 we were also chosen, as the only supplier of packaging solutions, to be among the circle of the **50 Sustainability & Climate Leaders**. The initiative by Bloomberg and the United Nations has the aim of highlighting the pioneering contributions of leading companies in achieving the ambitious UN climate targets, and thereby promoting greater commitment by companies in many other markets. We think that this is an outstanding recognition. We are delighted and very proud to be part of this select circle. Above all else, it is an incentive to go even further along this path.

An approach that involves everyone – our stakeholders

No person is an island. And that certainly applies to companies. Sustainability can not be considered in isolation. For that reason we involve all our stakeholders. For MULTIVAC this means including both internal and external stakeholders, whom we take into consideration throughout the entire added value chain. Our list of stakeholders comprises among others:

End consumers

Customers

Competitors

Politicians

Regulators and legislators

Suppliers and strategic partners

Company owners/partners

Staff members

Job applicants and future professionals

Trade associations

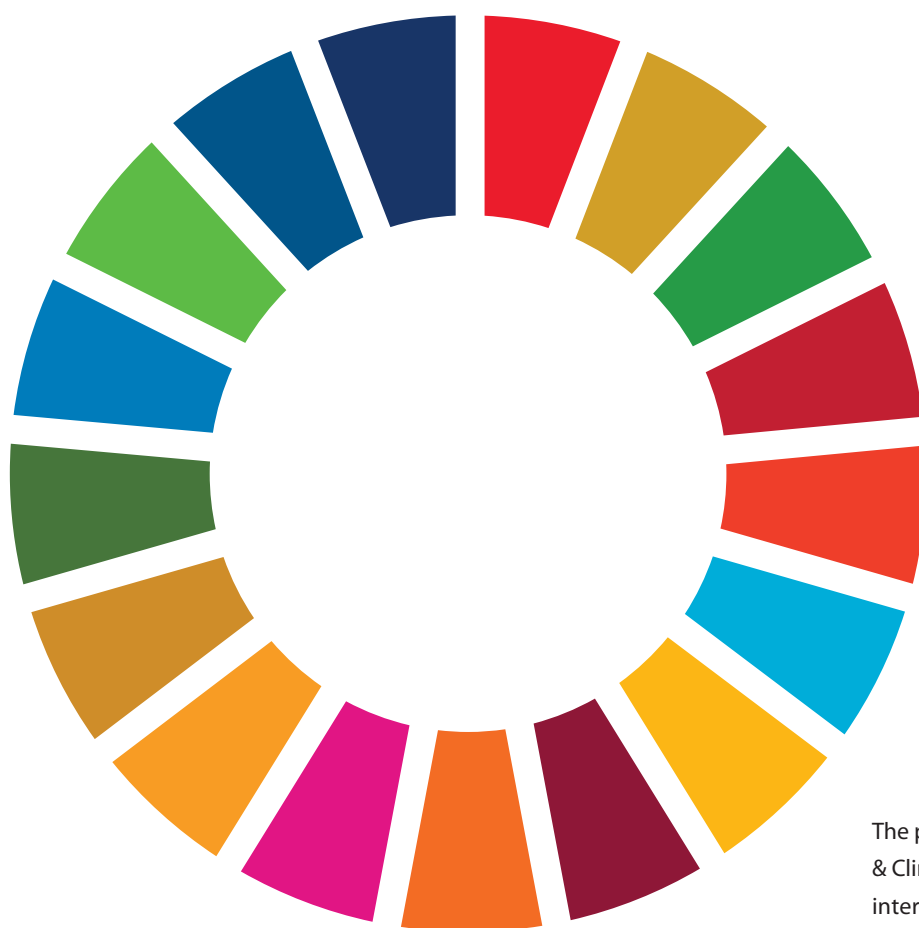
Media & press

Educational institutes

Authorities

Society/local communities

50 Sustainability & Climate Leaders



The project with the 50 Sustainability & Climate Leaders is a response by the international business community, which makes clear the desire, leadership and conviction to actively combat climate change. It is a race that we can win. And MULTIVAC is making its contribution.

"As the leading supplier in the packaging machine sector, our claim is not only to be at the fore technologically, but also to have a pioneering role in all aspects of sustainability. We use our strength of innovation in a targeted way to develop resource-saving solutions, which meet the requirements of our customers and also the needs of our planet."

Dr Tobias Richter

Chief Sales Officer

Ecological and social responsibility

Leading the discussion

Crucial for all these stakeholders is that we remain in close contact with them. We cultivate and appreciate this dialogue – via various channels and contacts depending on the particular group of stakeholders. The knowledge and feedback, which we gain from these contacts, flow back into our sustainability strategy. In other words: We pursue a multi-stakeholder approach, which is vibrant because it is based on a continual discussion with all those involved.

Including all those involved

Our relationships with our customers are the focal point of our business activities. We maintain an intensive dialogue with them at all times, and we can offer them a network of local contacts thanks to our large number of worldwide Sales and Service companies. Global presence so that we can operate at a local level. This promotes the exchange of ideas in all areas, whether it be (in-house) trade fairs, personal visits or through product training courses. This also involves including **customers** in the early stages of designing solutions, which meet their individual needs. In all such cases sustainability plays a critical role, since our primary

concern is to develop more efficient and more ecologically effective solutions, which comply with local demands and statutory requirements. When discussing this with customers, we present them with what is possible, and we then get information about how we should tailor the solution. It is feedback of this type that promotes innovation.

Creating the perfect environment

Our success rests on our committed **staff members**, who work with us to make this success possible. These people are the beating heart of MULTIVAC and our most valuable asset. Maintaining their commitment and contentment are crucial to us, and it is for this reason that we are constantly working to create the ideal working environment for them. We strive to create an inclusive and supportive working environment. And for us this includes an open communication culture, as well as the involvement of our staff in decisions and developments. This has a very high priority for us in the way, in which our Sustainability Management is developed. In order to ensure that this communication is maintained, we have implemented among other things a regulated Shopfloor Management system. This includes holding regular meet-



ings between managers and staff, periodic works assemblies, as well as internal platforms for exchanging information.

Thinking outside the box

Dialogue within and between the various sectors of the industry is also important. We are keen to cultivate this dialogue. We therefore create **strategic partnerships with suppliers**. We strive for long-term relationships based on partnership, trust and fairness. In addition to this, we are represented in many trade associations (e.g. VDMA), and we also engage in working parties across the sector. One result of this intensive dialogue with companies and trade associations is our targeted support for selected **alliances**, many of which are focused on the subject of sustainability.

Initiating research projects – and driving them forward

Close cooperation with universities such as the "Fachhochschule Kempten" and "Fachhochschule Neu-Ulm" provides an opportunity to recruit **potential new specialists from educational institutes**. By participating in joint research projects, we are able to drive forward the development

of many different innovations. We use the latest research knowledge to combine theory and practice. This provides valuable contributions, from which both sides benefit – and not least the environment and society.

Taking people with us – in the community

We are also a keen supporter of another important group of MULTIVAC stakeholders: the **local communities** at our company sites. The promotion of day nursery facilities and clubs, as well as the further development of the local infrastructure, is very close to our heart. The results and decisions, which arise from these activities, often flow directly into our Sustainability Management. For example, we involve the local community at an early stage in the planning of new building projects. Another example might be hazard assessments, which we conduct in order to analyse the impact on the local community. And we do this of course not only in Wolfertschwenden, but also at all the other MULTIVAC sites – for example at our factory in Lechaschau, where we carried out a flooding analysis.

Setting the focus – Analysing what is material

What exactly is fundamental to Sustainability Management?

This question is crucial to all, who strive to counteract developments that are undesirable, while trying to optimise all that is good. In 2021 for the first time we conducted a materiality analysis in terms of sustainability, and we have continued to update this ever since. In view of the future implementation of the Corporate Sustainability Reporting Directive (CSRD), this analysis was conducted in 2023 for the first time on the principle of Double Materiality. As part of the CSRD, companies are obliged to report on two perspectives:

- The impacts of the company's own business activities on people and the environment (Inside-Out perspective or Impact Materiality) and
- The effects of sustainability topics on the company itself (Outside-In perspective or Financial Materiality).

When applying Double Materiality, it is not necessary for

both perspectives to be material. It is sufficient for the materiality of a theme, if one of the perspectives is categorised as "fundamental". The relevant aspects were identified by means of interviews. When doing this, we involved precisely those internal and external groups of stakeholders, whom we had defined as "significant" in our stakeholder analysis.

A look at the entire value chain

When analysing what is material, we took our entire value chain into consideration. In doing so, we established that virtually all the themes are fundamental for us at MULTIVAC, both from the perspective of their effects and the perspective of their financial impact. This comprises the following ecological, social and economic topics:

Ecological

- Waste management and resource efficiency
- Energy management
- Emissions
- Raw material provision
- Design and services for factory overhaul and circular economy

Social

- Fair working conditions and equality
- Health & Safety for staff members
- Common good and health protection
- Personal development

Economic

- Ethical business practices
- Supply chain management
- Product safety

The management of the material topics

How do we manage these topics? Basically we proceed in the same way as with Risk Management. Working with an analysis of the current state, we identify potentially negative impacts and then prioritise these – for example, on the basis of an added value analysis. As opposed to this, we then define a target state, or a target image, based on which we can establish suitable measures to achieve this desired target state. The aim is always to completely eliminate the negative effects. The whole process is conducted in discussion with the particular stakeholders involved. This then enables us to initiate targeted preventive measures, by which we can avoid potential risks in the future. In the following we would like to explain our objectives for all the identified fundamental themes.

And last but not least, the sustainable provision of our raw materials is particularly relevant to us, and not only with regard to the Supply Chain Due Diligence Act (LkSG). Our demands on our supply chain can be found on page 54, "The demands that we place on our supply chain".

Social responsibility

We are also very conscious of social themes. These include for example demographic change, which is becoming visible in the shortage of technical specialists. But these also include good relationships with local communities, as well as business activity that is orientated towards the common good. At MULTIVAC we place great value on the training and further education of our staff. To this end we offer a wide range of training courses, so that all staff members can benefit from the right development. Our basic principles on equal rights,

The evaluation of ecological, social and economic themes is the focal point of our Risk Management.

Safeguarding the basics of life

Nobody can ignore the worldwide ecological developments, such as global warming, the resulting crises and the increasing shortage of resources. We certainly don't. These developments are having a significant effect on our business activity, since they will also define the future of our company. For us at MULTIVAC this means that we must do everything possible within our power to protect the basics of life and minimise the negative effects on the environment. One step towards countering these negative effects is our focus on generating our own energy, as well as managing it efficiently (more about this on page 64, "Because energy requires managing"). Another step is to continually increase the proportion of recyclable products – for example, through innovations in the field of recyclable packaging materials. Saving finite resources is also an important aspect, which is taken into consideration right at the start of the design phase for our products. Even at this stage the impact on the environment during usage and disposal of the product must be kept in mind. Our policy on Waste Management focuses on creating an ever smaller amount of waste, by processing and disposing of materials effectively. This means that we contribute, as far as possible to the reutilisation of resources and their recovery (more about this on page 66, "Because resources and the environment require managing"). In addition to this, since 2021 we here at MULTIVAC have been continually improving our method of recording our greenhouse gases (further information on page 62, "Because our climate deserves protection").

working conditions, Health & Safety for our staff are described in detail from page 32. And another contribution that we would particularly like to highlight – in this case on the social level: Health protection through securely packaged products, such as for example food and medical or pharmaceutical items, which benefit all consumer groups thanks to a longer shelf life and hygienic packaging. Because that too is about sustainability.

Company management for the long-term future

We also have our eye on increasing global risks, which make long-term planning security more difficult, as well as the potential dangers to the global added value chain from trade tensions, and the rising raw material prices accompanied by ever increasing statutory regulations. All these are economic challenges, which must be considered and mastered. But we also view many of these challenges as an opportunity – for example, those regulations that provide more transparency in the area of sustainability. We at MULTIVAC meet these economic challenges with that, which has always been our strength: with our power of innovation, with effective digital transformation, with our ethical business practices, and with our strategic partnerships. We are working in a focused way to be well prepared for existing and future challenges.



2

Effective sustainability requires responsible business activity, which complies with the statutory requirements and extends throughout the entire company. The basic principles of our sustainable corporate policy reflect this understanding: We build on an adherence to regulations, a duty of care and transparency, as well as the values that guide us. As an internationally leading manufacturer of processing and packaging solutions, we remain however open to new knowledge. And furthermore: We contribute with our innovations and sustainable business activity to a positive view of the future within our sector.

A question of corporate policy



The Common Ground



What distinguishes us as an employer

Our most valuable asset is our staff members. For us at MULTIVAC, the people in the company are the most important investment in the future. We are therefore committed to appreciation, respect and fairness towards all staff members.

This lies to a certain extent in our DNA, since MULTIVAC is a family-owned company, in which the focus is on people. Added to this is a company culture, which is defined by its flat hierarchies – and by its diversity, in which every person can find his or her place.

The Individual

Our value mission statement is our daily guideline when working with colleagues and customers.



The Enthusiasm

The common ground is:
The person
The common aim
The enthusiastic approach
Our success

We succeeded.

The staff structure at MULTIVAC

(End of year 2023 including apprentices/dual study students, figures rounded)

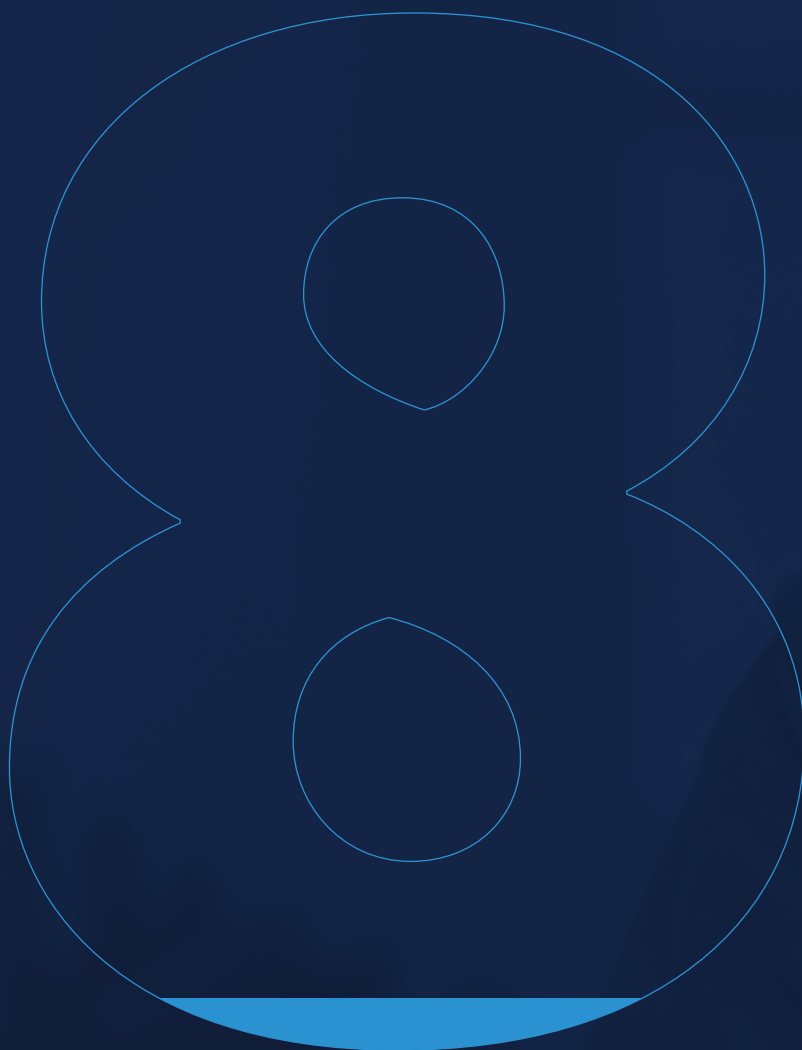
Core workforce:



Unlimited time period:

95 %

of which 20 % women



Limited time period:

essentially training posts

5 %

of which 25 % women



Full-time:

87 %

of which 15 % women



Part-time:

13 %

of which 51 % women

Staff members, who are not permanent employees:

(essentially temporary workers):

2 %



Our strength – our diversity

One of our greatest strengths at MULTIVAC is the variety of people, who work for us. Also because staff members and managers have open and focused dealings with each other. All staff members and job applicants are treated equally in accordance with the German Equal Treatment Law (AGG) irrespective of:

**Their gender,
Their age,
Their ethnic background,
Their sexual orientation,
Their religion,
Their world outlook, and
any potential disabilities/handicaps.**

And: MULTIVAC rewards all employees in line with industry norms. We are far above the current minimum wage in Germany and Austria.

Fair pay

Most MULTIVAC staff members at the Wolfertschwenden site have a contract within the framework of MULTIVAC's own remuneration scheme, which was negotiated between the Works Council and the Employer. There are also contracts outside this scheme (non-tariff contracts) for certain groups of staff. Employees of contractual partners, such as for example temporary workers, are paid in accordance with the applicable tariff agreements for the employment agency/contractual partner.

Staff structure 2023

New entry quota:

10 %

Of which the proportion of women:

28 %

Fluctuation quota:

5 %

Proportion of the staff members,
who have taken parental leave:

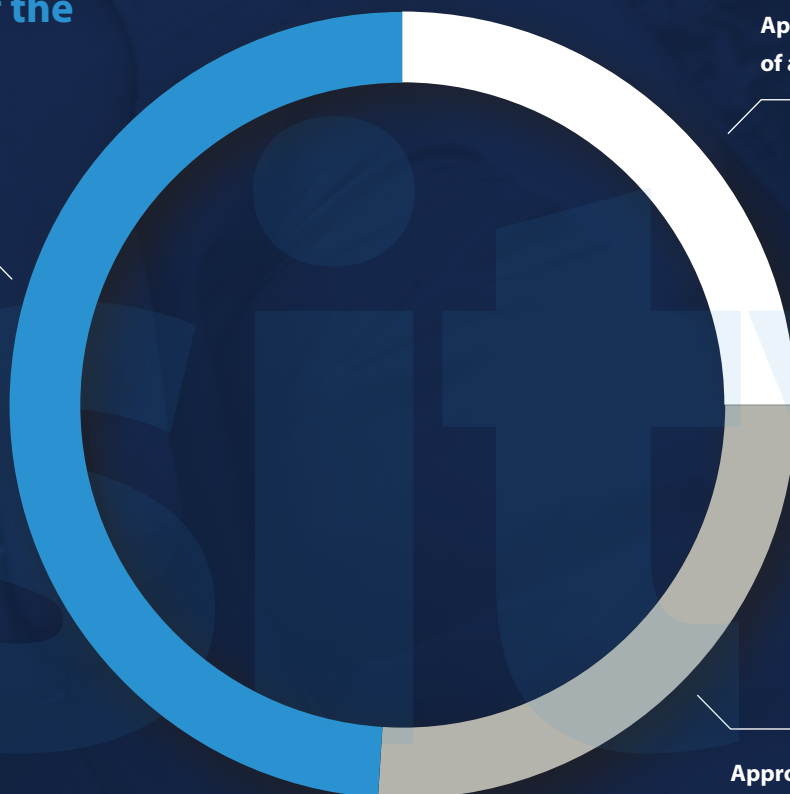
8 %

(=292 staff members)

Age structure of the employees:

Employees at end of 2023:

Approx. 49 % between
30 – 50 years of age



Approx. 25 % <30 years
of age

Approx. 26 % from 50
years of age



multiCARE

Equal opportunities, for which we stand

MULTIVAC is conscious of its responsibilities as an employer: The well-being of all our staff members is very close to our hearts as a company.

It is for this reason that we founded the holistic **multiCARE** staff program in 2016. This program supports our staff members in many of life's situations. It contributes to increasing their well-being and quality of life, as well as reducing stress as much as possible both inside and outside the company. multiCARE focuses in a targeted way on the three areas of Health – Family – Pension provision. Good to know: multiCARE is a dynamic program. multiCARE moves with the times and is being continuously developed: For example, from 2024 onwards a new "Future" component is being added, which concentrates on sustainability aspects in particular.

Thanks to our holistic **multiCARE** staff program,
we support our staff members in many of life's
situations.

multiCARE Health

multiCARE Health combines all the measures of our company health management system. Here we focus on all the areas, which affect the physical and mental well-being of our staff members. Our top priority is to maintain, strengthen or, if necessary, restore the well-being of our staff members. Ultimately the success and future capacity of our company also depend on this. The building blocks of our Corporate Health Management are shown in more detail on page 44.

multiCARE Family

multiCARE Family supports the families of our staff members in actively taking part in working life – even in challenging situations at home. multiCARE Family comprises measures for ...

... Those about to be parents:

- Guidelines for those about to become parents
- Info presentation on "Parental allowance and leave"
- Baby welcoming package for parents

... Parents of small children:

- Baby breakfast for parents on parental leave
- Cooperation with the children's day nursery in Wolfertschwenden

... Parents of schoolchildren and young adults:

- Science Lab holiday care
- Presentations for parents and children, such as "Strong without brawn"

... Nursing care for relatives:

- Information events about care and dementia
- Individual counselling sessions

... Families in crisis situations:

- Cooperation with the Psychosomatic Clinic in Bad Grönenbach (for more information, see page 48, "Corporate Health Management")

So that everybody is aware of the multiCARE program, we rely on various methods of communication – for example virtual channels, which also extend beyond our Wolfertschwenden site to all the German-speaking subsidiaries.

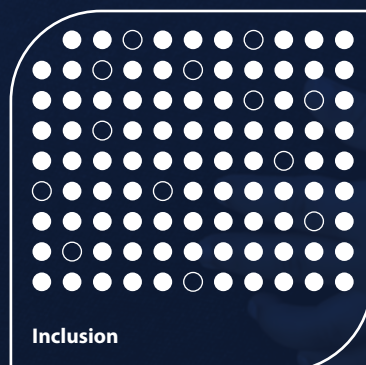
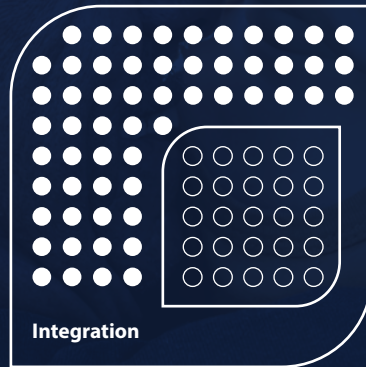
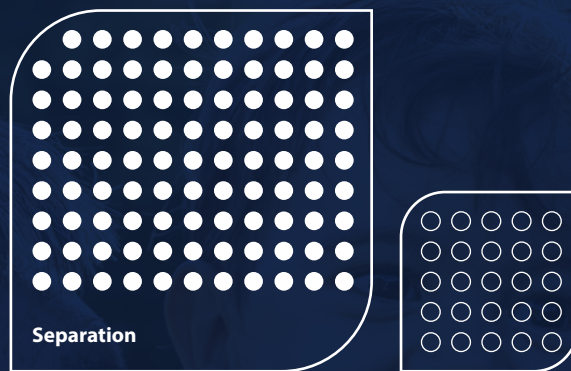
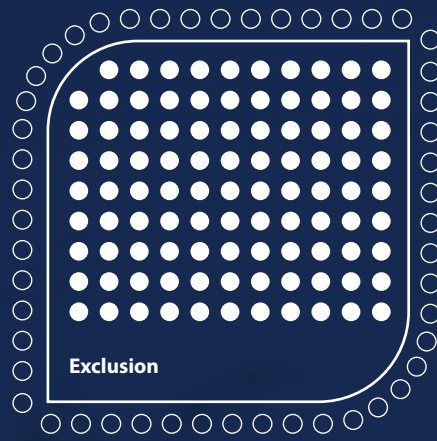
multiCARE Pension provision

With **multiCARE Pension provision** a pension is even more secure. In addition to the basic statutory payments, multiCARE Pension provision offers an occupational old age pension, as well as a lifetime account and the creation of assets, which support staff members in securing their financial future. Information events are also organised for staff members, covering topics such as power of attorney and insurance checks. MULTIVAC also offers staff members the opportunity to access free advice on old-age pensions.

Everything that the future brings

We treat all our staff members equally. Under the motto of "Inclusion instead of integration", we shape the company structures and processes for this within the framework of our Corporate Inclusion Management. Here the focus lies in creating a working environment, which rests on the cooperation, commitment and appreciation of all colleagues within the company. In this way we can ensure, that severely disabled staff members or colleagues in a similar position are treated on equal terms with all others.







"At MULTIVAC we focus on people and their personal needs. Whether they are staff members of many years service or our young future professionals – they can put together a package from the company benefits on offer, which suits their particular life phase and focuses on health, family, pension provision and their future. In addition to this, we also support our managers, technical staff and future professionals with a wide range of further education programs, so that they can develop professionally, master new tasks and shape the future of MULTIVAC."

Monika Hannon

Executive Vice President
Corporate HR

Qualifications, from which all benefit

MULTIVAC can only be as good as the totality of its staff members. Permanent further education and training is the order of the times. It is precisely for this reason that MULTIVAC offers an extensive and varied range of training and further education for all its staff. We promote opportunities for our staff, by offering them a range of targeted qualifications, which are tailored to their current and future requirements in their particular area of work. In this way we can safeguard their working capacity as times change, while also enabling them to unfold their potential and talents within the company. Every person should be able to realise their potential. Annual discussions with individual staff members are used to identify development objectives and the need for qualifications.

MULTIVAC offers further qualification programs for all its staff members: from technical training courses to management development programs and right up to occupational further education programs.

Internal further education – our training programs

Our internal further education program offers a wide range of training opportunities. Some are aimed at the entire workforce, others are targeted at certain groups of professionals and levels of experience. There is the right program for everybody.

For example, our **Open Training Program** offers a wide spectrum of different training opportunities for all staff members.

Our **Training & Innovation Center** is focused primarily on technicians and sales staff. Here they can find a comprehensive range of training courses for our machines and lines.

The **Open Course Program for Personal Development** offers our staff members training courses on Personnel Management, Soft Skills and Language Training.

The **Professional Skills Academy** is aimed specifically at technical staff and apprentices, who want to expand their skills or keep these up-to-date. There is a wide range of courses available on Mechanical Engineering, Electrical Engineering and Development/Design. And for those staff members, who are interested in professional jobs, which are in great demand, we can offer specialised qualification programs (Switch-to Program).

The wide range of further education programs is supported by state-of-the-art learning platforms. MULTIVAC offers its staff members a wide range of learning methods, from micro-training courses, learning apps, webinars and online courses right up to workshops over several days. Anyone wishing to learn and get on will find the best opportunities with us.

Professional advanced training – for higher qualifications

Further education within the company is just one element. External qualifications are equally important. We also support staff members in their ongoing advanced training – for example, if they are trying for the next level of higher education. Whether it is Chamber of Commerce Certification, for example as a qualified electrician or industrial supervisor, whether it is as a state-qualified technician or a part-time Bachelor/Masters Degree: MULTIVAC supports its staff with attractive financial assistance.

Dual training and study – Win-win for the company and its future professionals.

We build on the talents of our own future professionals. It is precisely for this reason that we place great value on systematic dual training and study. In 2023 a total of 177 apprentices and 37 dual study students decided on this career step at MULTIVAC. We cooperate with several partner universities, which offer various Bachelor courses (Arts, Engineering, Science) as well as Masters courses in flexible study models. Both sides profit: we as the company benefit from a qualified labour force, and our future professionals enjoy a high-quality training, which opens up excellent development prospects for them over the long term. With us at MULTIVAC.

Distribution of the apprentices at various sites in 2023:

Company	Number of persons
MUWO	115
MUMI	8
MURE	4
TVI	2
FRITSCH	11
MULA	37

Distribution of the dual study students at various sites in 2023:

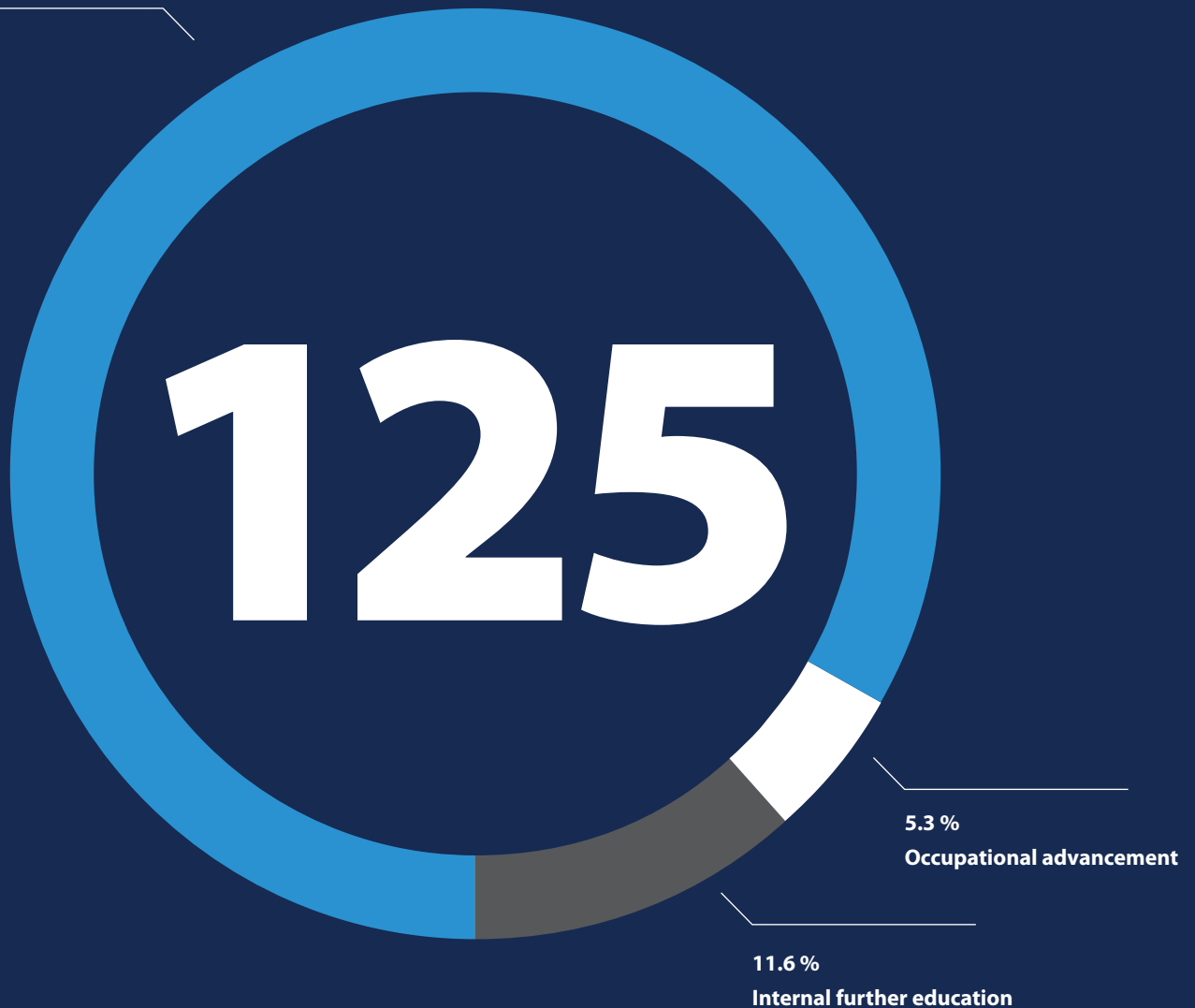
Company	Number of persons
MUWO	37

Average number of hours per staff member in 2023

In total MULTIVAC expended an average of 125 hours on training and further education per staff member at the reporting sites. The total hours (incl. training) are divided as follows:

83.1 %

Dual training



Performance and career development assessment – Staff member discussions

We regularly talk to everybody. 100 % of the permanently employed staff at MULTIVAC have a compulsory annual discussion and review with their line manager. This serves not only to assess performance and to establish, whether agreed objectives have been achieved, but also to identify new targets for personal development and the necessary training requirements.

How we organize our Corporate Health Management

Corporate Health Management comprises three pillars: Operational Safety & Health Protection, Company Health Promotion, Company Rehabilitation Management. The entire foundation is based on a company and management culture that actively promotes health. The individual constituent parts of Corporate Health Management are explained in more detail on the following pages.

How we implement Operational Safety & Health Protection

Operational Safety & Health Protection are imperative. Safeguarding healthy working conditions and ensuring responsible practices are crucial for us – not only in terms of the smooth and efficient conduct of our business, but also quite simply, because anything else would fly in the face of our self-conception.

Worker Protection Management that benefits all

Our employees enjoy rights. And we observe these rights. That is self-explanatory. We have established these rights as a constituent part of HR governance in all the MULTIVAC companies at the particular national level. MULTIVAC maintains a registry of legal obligations, in which all the relevant requirements for worker protection and environmental protection are recorded.

Defined worker protection objectives

The aims of worker protection are defined and subdivided within hierarchies as part of our company objectives. Concrete objectives are based on the particular hazard assessments, which follow the PDCA cycle¹.

MULTIVAC
safeguards the
health of its
staff members,
by taking
suitable
Operational
Safety & Health
Protection
measures.

MUWO

MULTIVAC's Worker Protection Management has been certified since 2017. Certificate number: 09-00558. This certificate was given to us by the Factory Inspectorate of the Swabian Government.

The system of Worker Protection Management (AMS) is called OHRIS, and it is monitored and audited by the statutory Worker Protection Authority. Our system of Worker Protection Management meets the ILO-OSH 2001 guidelines for Occupational Health & Safety Management.

MUDE

Worker Protection Management at MULTIVAC Deutschland has been certified since 2021. Certificate number: 09-00598. This certificate was given to us by the Factory Inspectorate of the Swabian Government.

The system of Worker Protection Management is called OHRIS, and it is monitored and audited by the statutory Worker Protection Authority. Our system of Worker Protection Management meets the ILO-OSH 2001 guidelines for Occupational Health & Safety Management.

MURE, MUMI, TVI, FRITSCH, MULA

Not certificated, but worker protection is however integrated into all our processes.

¹ The PDCA cycle is a procedure that is in a continual process of improvement. The cycle consists of the four repeating phases: Plan-Do-Check-Act.

Safety – across all sites

We maintain an effective system of Worker Protection Management (AMS) everywhere, irrespective of whether sites such as MUWO or MUDE have AMS certification, or not as in the case of FRITSCH, TVI, MURE, MUMI or MULA. In concrete terms this means that 100 % of all workplaces and work processes for all permanent and temporary staff members have been monitored by us, and they have either been checked internally as part of our system, or audited and certified by an external party.

Risk Management that protects us

We take potential risks very seriously: We identify work-related dangers in accordance with §5 of the German Occupational Safety Law (ArbSchG). Depending on the type of work activity and the number of employees engaged, MULTIVAC produces the required documents, in which can be seen the result of the hazard assessment, the measures established for worker protection, and the result of the auditing. Does it sound complicated? But it is very important to us. It means in concrete terms: We assess the hazards associated with our employees' work and then determine, which measures are required for worker protection. The assessment is conducted depending on the type of work activity. Where the working conditions are of the same type, the assessment from one workplace is transferred.

We keep an eye on everything

A hazard can arise from the following:

1. The design and furnishing of the work site or workplace,
2. Physical, chemical and biological effects,
3. The design, selection and use of work equipment, particularly working materials, machines, tools and other equipment, as well as the handling of these,
4. The design of manufacturing processes, working practices, process sequences and their interaction,
5. Inadequate qualification for the task or insufficient training of the employees,
6. Mental stress at work.

Whether outpatient treatment or hospitalisation

The IT-supported electronic Accident Book is used to investigate accidents at work. Here we document all incidents involving an accident from degree of severity 2 upwards that is to say: an injury or after-effect, which requires outpatient treatment but generally not hospitalisation.

Our international Emergency Reporting System (ERS) is one of the measures used to report dangerous situations and near-misses.

Safeguarding health at the workplace

We don't wait until the doctor arrives. The doctor is generally already there. Company doctors, who are officially contracted, undertake the required tasks at all our reporting sites in accordance with § 3 of the German Worker Safety Law (ASiG). And we at MULTIVAC ensure that they are able to carry out these tasks. That means: We support the company doctors in fulfilling these tasks, and they support the personnel provided by us for worker protection and accident prevention. They examine our staff members for fitness to work and provide help and advice. And of course they are subject – like all doctors – to the duty of medical confidentiality. Personal data is of course treated confidentially.



*"Safety is not an option – It is a priority.
Let's make safety a habit."*

Robert Höge

Vice President
Corporate Quality Management

Pre-empting and preventing

The company doctors contracted by us also investigate work-related illnesses. They compile the results of their investigations, evaluate them and then suggest measures to MULTIVAC for preventing these illnesses. They also ensure that all those employed in the company observe the required measures for worker protection and accident prevention. They teach our staff members about the health and accident risks to which they are exposed at work, and they provide information about the measures, which can reduce or prevent these dangers. And last but not least, the company doctors are involved in training first-aiders and other medical auxiliaries.

Taking the appropriate measures

All these measures are subject to continuous monitoring by our own appointed MULTIVAC Worker Safety Committee (ASA). The ASA meets at least four times a year and consists of:

- A company representative,
- The company doctors and the specialist for Health & Safety,
- Two members of the Works Council,
- Safety officers and other technical people if required.

The purpose of the ASA is to create a communication network for all the worker safety specialists and decision-makers involved, so that a regular exchange of information about all the relevant subjects is assured. These are for example:

- Health & safety aspects relating to new equipment acquisitions or changes in manufacturing processes,
- Discussion about any incidents and accidents or occupational illnesses,
- Establishing measures resulting from new knowledge in health and safety practice,
- Planning and discussion of hazard measurement,
- Information to staff members about potential for improvement in Health & Safety,
- as well as other topics.

The regular exchange of information serves to safeguard and further develop Health & Safety in the workplace, as well as ensuring that any oversights in the planning phase are excluded.

Training on operational safety

Instruction of the staff members themselves is an important part of effective worker protection. We therefore ensure that newly employed staff members at all reporting sites receive training on operational safety, before they are able to start work. We provide initial instruction in particular for:

- New employees,
- In the event of near-misses
- In the case of workplace changes,
- At the introduction of new working procedures, machines, materials or other equipment.

Recurring safety instruction takes place:

- On a regular basis in accordance with legal requirements,
- At appropriate time periods depending on circumstances,
- In the event of certain situations or incidents, e.g. in the case of accidents, occupational illnesses, particular behaviour contrary to safety regulations, work tasks with a high degree of danger, or in the event of unusual or infrequent work.

For staff members and all who work with us

Employees from outside companies, such as tradesmen, service providers or fitters etc, are given instruction on the company's safety regulations as well as existing hazards in accordance with the External Company Directive, before they are able to begin work. The particular staff members at MULTIVAC, who have commissioned the outside service providers, are responsible for ensuring that this safety instruction is provided. The instruction is logged and countersigned. The TP 01.1W06 document and appendix are available for this purpose. The outside company receives a copy of the document. The original document remains with the commissioning MULTIVAC staff member, who archives it.

Holistic and focused on all aspects of life

Our holistic multiCARE Health staff program, which is based on different life phases, includes various measures, examples of which are described as follows. (see page 38-40: multiCARE)

In 2023 the following range of programs was additionally provided to our staff members to support their physical and mental health:

- Online sports courses for yoga, back fitness and full body workout
- Advice from medical insurance companies (AOK and TK)
- Participation in regional sports events, such as for example the Allgäu Race and the Memmingen Old Town Run
- Comprehensive range of seminars on the subject of Self-management, Resilience training, Relaxation in critical situations, etc.
- Information events, for example on bowel cancer prevention
- "Health weeks/days" focusing on subjects such as Ergonomics in the workplace, Stress management, Healthy eating

Company health promotion at MULTIVAC puts the health and well-being of all its staff members at the forefront.

Company Health Promotion – for body and soul

Company health promotion (BGF) is more than just yoga courses after work. This too, but at MULTIVAC it also includes a wide range of courses, which cover topics such as Healthy living, Personal responsibility and Mindfulness. Company health promotion at MULTIVAC is part of Corporate Health Management and, by implementing a wide range of programs, it focuses on preventive measures for safeguarding the health and well-being of staff members, or in some cases rehabilitative measures for improving the health of particular individuals. MUWO and MUDE offer all the measures and programs available, while the other reporting sites offer a selection of these.

Occupational health management

Psychological support is an important part of Corporate Health Management. Thanks to our concept of a Crisis Clinic, which we have developed with the Psychosomatic Clinic in Bad Grönenbach, those affected are able to receive professional help very quickly. One call is enough, and staff members get the all-important first consultation for the support they need within a maximum of ten days. And all this free of charge to

staff members – and of course without the knowledge of the employer!

Company rehabilitation management

Thanks to continuous monitoring of the work incapacity figures, we always have an eye on when action is needed or likely to arise. Thanks to state-of-the-art assessment tools, our HR colleagues can evaluate the data, identify the causes and derive the required measures. Thanks to a standardised and clearly defined procedure within Company Rehabilitation Management, those persons entitled to rehabilitation (see § 164, para. 2 of the Social Security Act IX) are identified and invited to the opening of the rehabilitation process. Company Rehabilitation Management has the aim of restoring and securing the fitness for work of the person affected on a sustainable basis. We see the main factors for successful Company Rehabilitation Management as being a transparent and results-focused process, the awareness of staff members and their managers, and close cooperation between all involved in rehabilitation – HR, company doctor, Works Council, individual managers and Operational Safety & Health Protection.

Work-related injuries and illnesses

Our accident severity in 2023 was approx. 20.6.
This figure describes the number of lost working
days through accidents per 100 staff members.



15.4

In 2023 there were 15.4
accidents per 1,000 staff
members.

Our standards of
conduct are in harmony
with the current
legislation and an
ethical understanding
of basic responsibilities.

Why Compliance is crucial

Within our sector the name MULTIVAC and the solutions that we offer are associated with many defining standards as regards technology, efficiency and reliability. We understand reliability to be not only the technical aspects: it is also present in our corporate responsibility. Compliance plays a significant role for us. The MULTIVAC Group therefore commits itself to respecting nationally and internationally recognized human rights and the environment. This applies equally to the management of the company as well as our global added value chain. We employ a variety of measures in order to observe these fundamental rights.

The MULTIVAC Group's "Declaration of basic principles for respecting human rights and the environment in the supply chain" incorporates our commitment, standards and guidelines, as well as our measures for effective management of risk, and our expectations of our staff members and business partners. This Declaration of Basic Principles applies to all MULTIVAC companies included in the Sustainability Report, and therefore by extension to all our associated subsidiaries.



Committed, reliable and responsible

We have compiled the internal standards and requirements of the MULTIVAC Group in our Code of Conduct. Our standards of conduct are in harmony with the current legislation and an ethical understanding of basic responsibilities. The values stated give firm and binding guidance to our staff members, customers, suppliers and business partners about the way, in which MULTIVAC conducts itself as a company.

Our Declaration of Basic Principles and our Code of Conduct can be downloaded from our website at: <https://multivac.com/int/de/company/multivac-group>. Both declarations of intent have been approved and adopted by the Group's Management Board.

Integration of these declarations of intent

These declarations of intent have not just been formulated - they are also actively followed in our everyday business life. The responsibility for implementing our obligations has been allocated to various departments and levels within MULTIVAC. The training on "Compliance and Code of Conduct" is a mandatory training course for all staff members on joining the company. In addition to this, selected groups of staff undergo further specific training courses, such as for example instruction in the Supply Chain Due Diligence Act (LkSG). Details of these declarations of intent are available on our website for all business partners throughout the value chain. This will enable our business partners to see for themselves our commitment to corporate responsibility.

"Compliance is not only a matter of course for our own business activities. We also explicitly demand it from all our business partners."

Alexander Hauschke

Executive Vice President
Corporate Strategy

Reporting infringements: This is how.

Those affected often have reservations about reporting infringements. We at MULTIVAC do everything possible to alleviate or overcome these reservations. We offer our staff members, customers, suppliers and business partners access to a protected mechanism, by which any infringements against MULTIVAC's principles can be reported anonymously and in confidence. We also offer this opportunity to local communities. In addition to this, all the affected inhabitants can use the reporting system implemented by MULTIVAC.

Every complaint matters

Receipt of any complaint received is confirmed by MULTIVAC within a specified time period. In the event of an anonymous complaint, the feedback is sent to the reporting person via a generated code.

Every report is evaluated according to predefined criteria, and the severity of the complaint is categorised accordingly. Based on this analysis, we then introduce measures such as sanctions or dismissal if appropriate. If necessary, we also involve external support.

Short lines of communication for reporting

If you have any information, please contact us via the following reporting channels:

- Protected reporting form at:
<https://multivac.com/int/de/nv/reporting-channels-for-whistleblowers>,
- Voice mail via protected reporting form,
- E-mail to: compliance-office@multivac.de,
- Post to MULTIVAC Sepp Haggenmüller SE & Co. KG,
Bahnhofstraße 4, 87787 Wolfertschwenden.

Other reporting methods for staff members:

- Intranet:
<https://multivaccloud.sharepoint.com/sites/SEPP-Global/SitePages/de/Compliance-Guidelines.aspx>
- Line managers and Compliance Officers at the subsidiaries

As regards the cases reported via the whistleblower tool in 2023, we dealt with 100 % of them. And we want to continue maintaining this quota.

Corruption – we don't tolerate it

We also take measures to guard against it. Every Managing Director of a MULTIVAC company must confirm observance of the Compliance Guidelines. All new suppliers receive a copy of our Supplier Compliance Guidelines. MULTIVAC has appointed a Compliance Officer in each of its companies, who conducts local training courses independently. In addition to this, MULTIVAC Headquarters offers annual training courses on the subject.

In the reporting year 2023 we offered training to around 6,700 staff members of the MULTIVAC Group on the subject of "Basic principles of Compliance", and 86 MULTIVAC companies (of which 18 were subsidiaries) were assessed for possible risk of corruption.

Taxes – a contribution to the country's economic development

MULTIVAC views the subject of taxation as one of the central elements in responsible company management. We comply unequivocally with the current laws on tax and social contributions, and we also expect this from our customers, suppliers and business partners. MULTIVAC pays taxes on its profits in the countries, in which they are due, so that we can make our contribution to positive development in the economies of those countries where we operate. We do not conduct taxation planning with the use of tax havens, and we cooperate transparently with the relevant institutions and authorities in all countries.

Conflicts of interests – for us these are matters to be reported

Conflicts of interests – for example between managers and outside suppliers – must be reported to the Compliance Department. We conduct an internal check and analysis of such cases, and we instigate the appropriate measures if necessary.

Critical matters of concern can be reported directly to the Compliance Officer or the Compliance Department via the reporting system (see links: "Short lines of communication for reporting"). These messages are reported to the annual meeting of the Supervisory Board, or if necessary more promptly in a special sitting of the Supervisory Board.



The demands that we place on our supply chain

For the MULTIVAC Group its suppliers are an important factor in its success and growth. The seamless integration into the value chain ensures that MULTIVAC and its suppliers, service providers and business partners enjoy efficient and sustainable cooperation for the benefit of all parties.

The Strategic Purchasing Department at MULTIVAC ensures that Supplier and Contract Management, as well as efficient procurement of goods and services, are conducted effectively and sustainably. Our suppliers are located predominantly within Europe. Detailed below are our framework conditions, quality requirements and basic principles of procurement.

The decisions made in the Purchasing Department of the MULTIVAC Group are based on the following values and basic principles:



Customer satisfaction

Quality, function, delivery time, and costs



Long-term

supplier relationships

Open and long-term cooperation as equals



Fairness and transparency

Objective and accountable decisions



Responsibility for quality

Pursuit of zero-defect goals on the basis of standardised and transparent measurement parameters



Internationality and markets

Global purchasing and supplier strategy with resilient supply chains



Process orientation

and digitalisation

Continuous improvement of processes and structures



Sustainability and environmental awareness

Prevention, reduction, sustainable sourcing, offsetting



Staff members and organisation

Global training courses, events, further development, personal interaction

Qualifying suppliers

Identifying suppliers

Developing suppliers

80 % of our procurement is conducted via local suppliers. Only 20 % of our purchase orders are placed outside our own country.

Sorting suppliers

Selecting suppliers



Our procurement follows a proven process

The global supplier base for the MULTIVAC Group is structured, managed and developed through an effective system of Supplier Management. Our objective is long-term supplier relationships and resilient supply chains. An important factor here is the implementation of the MULTIVAC Group's Purchasing and Sustainability Strategy.

Evaluating suppliers

Identifying, selecting, assessing, developing

The diagram shows the standardised business processes for our Supplier Management. It reveals, how we identify, select, assess and develop suppliers – and, if necessary, actively phase them out.

Short paths – also in procurement

"Local suppliers" are considered to be companies, which provide a product or service for the manufacturing companies of the MULTIVAC Group: Tier-1 suppliers, which are located in the same country as the MULTIVAC factory.

80 % of our procurement budget within the MULTIVAC Group goes to these local suppliers, and only 20 % of our purchase orders are placed with suppliers outside our own country.

Important to know

In the reporting year 2023 there were no particular occurrences in our supplier audits, which raised social concerns or environmental questions.



Sustainable system of Supplier Management—begins before the factory gates

Sustainability at MULTIVAC begins well before our factory gates. We take our responsibility for sustainability very seriously. Ecology, economy and social aspects are the three pillars, on which the requirements of the MULTIVAC Group rest – and that also applies to our supply chain. What we demand from ourselves, we also demand from our suppliers. That is of course a high requirement, which is not easy to fulfil for many suppliers. But we are convinced, that sustainable business activity in the supply chain also represents for our business partners what it means for the MULTIVAC Group, namely an opportunity and therefore added value as well.

Supplier assessment by means of ecological and social criteria

In order to establish this, our Supplier Management conducts regular supplier assessments in the form of audits. This helps to show up weak points and make the capabilities of the supplier more transparent. During this process, we also check aspects such as operational safety, environmental protection and sustainability.

These include the following basic questions:

Ecological questions

- Are sustainable production methods used?
- How are hazardous materials stored?
Is the escape of these materials prevented under all circumstances?
- Are waste products separated? Are there measures in place to reduce waste?
- Are there environmentally-friendly transport methods available?
- What is done specially for sustainability at the supplier's site?

Social questions

- Is compliance with human rights monitored?
- Is there a Code of Conduct in place and an appointed Human Rights Officer?
- Are staff members regularly trained on aspects of human rights and potential infringements?
- Does the supplier have a complaints mechanism in place?

Supplier assessment by means of ecological and social criteria

Trust is good – monitoring is better

By using a risk assessment tool, we check existing suppliers in a wide variety of audit categories. These include ecological criteria such as the use of hazardous substances in the production process, as well as social criteria such as infringements of human rights.

New suppliers have to sign the Compliance Guidelines for Business Partners, the results of which are documented in our risk assessment tool. We are striving in the medium term to achieve 100 % compliance with these Guidelines.

Being planned: The monitoring of the following criteria:

- Carbon footprint – Commitment of the business partner to achieve a practically zero CO₂ balance
- Fair business practices - Ethical business practices in the company's behaviour towards others

How we manage negative social and ecological effects

In our annual planning of supplier audits, which consist of approx. 10-15 separate audits, we also address specific environmental matters and audit all of these. It is also a question of social and ecological responsibility in the Supplier Compliance Guideline, which have to be signed by all our suppliers. This means in concrete terms compliance with the Supply Chain Due Diligence Act (LkSG), particularly as regards the ban on child labour (§ 2 Para. 2 No. 1, 2 LkSG), forced labour (§ 2 Para. 2 No. 3 LkSG) as well as slavery and similar practices (§ 2 Para. 2 No. 4 LkSG). We monitor our suppliers for their compliance with all requirements of the LkSG. For this purpose we carry out regular risk analysis in

the areas of human rights and environmental protection.

In case of identified infringements, we take the appropriate measures to eliminate them.

Our Code of Conduct is binding

This means that our suppliers commit themselves through contractual agreements to observe the basic principles of the MULTIVAC Code of Conduct throughout the extended supply chain. Any infringement of these regulations entitles MULTIVAC to impose a reasonable timescale on the supplier to eliminate the infringement, or to suspend the contractual agreement if the timescale elapses without a successful resolution. In such cases MULTIVAC also has the right to withdraw from the contract or terminate it.

A dynamic process of continual improvement

By applying these Supplier Compliance Guidelines, we are creating a working environment, in which the natural world and the social environment are preserved, protected and restored by means of organisational measures within the company. The catalogue of measures is to be considered as a dynamic process, which is being continually augmented and adapted to current circumstances.

3



Whenever we talk about sustainability, we can not avoid the impact on our infrastructure. Climate change is having a long-term impact on our infrastructure. Looking forward, MULTIVAC is therefore also focusing on limiting the negative consequences for our infrastructure. This includes a reduction in CO₂ emissions, the sparing use of water and energy, and the minimisation of waste. Our focus is also of course on the reduction in traffic.

Strong in infrastructure

Because our climate deserves protection

We at MULTIVAC feel committed to protecting the climate, and we recognize the urgent need for collective action to tackle the global climate crisis. We are determined to reduce our greenhouse gas emissions, to mitigate the effects of climate change and promote a sustainable future.

In order to do this, we have developed a comprehensive climate protection strategy, which consists of several key areas. The four stages are focused primarily on reducing climate-damaging emissions and the negative impact on the environment:

- 1. Prevention**
- 2. Reduction**
- 3. Sustainable sourcing**
- 4. Offsetting**

Our objective: Climate neutrality

In view of this strategy, we regularly check all the relevant stages for their sustainability in terms of energy, water, waste and hazardous substances - from material sourcing right up to final assembly of our machines. In fact all aspects, where we can exercise a direct influence.

MULTIVAC is setting itself the objective of becoming climate-neutral in Scope 1 and 2 in the medium term. We also want to reduce our Scope 3 emissions significantly. We are working every day towards this target, so that we can eliminate negative effects on the environment as far as possible. Regular measuring, status reports and clear communication are imperative for our efforts on climate protection

MULTIVAC is setting
itself the objective
of achieving
climate-neutrality
for Scope 1 and 2 in
the medium term.

Creating transparency about our CO₂ footprint

We are capturing ever more data

In 2023 we have for the first time recorded the CO₂ emissions of all the German-speaking sites, which are covered in this Sustainability Report. During this process we have found out, that the direct emissions in the production companies make up a very small proportion of the total emissions. Our biggest challenge lies therefore in reducing the indirect emissions throughout the entire value chain. These include emissions, which arise from outsourced transport, as well as purchased goods or services. These can however only be influenced indirectly by us.

Based on the current data available, the following CO₂ emissions can be revealed for our German-speaking production sites. In 2023 five further sites were included into the CO₂ balance for the first time. Our objective is to bring even more sites into the calculations in the next years.

We have produced the CO₂ footprint for 2023 based on the Greenhouse Gas Protocol (GHG):

Scope 1

1,947.19
tCO₂e

Scope 2

0
tCO₂e

Under **Scope 1** we have recorded emissions, which arose from stationary combustion, business trips in company cars or leased vehicles and transport of goods with company vehicles, from volatile gases and from our own energy generation. **Scope 2** consists of external energy procurement. We have actually recorded emissions under **Scope 3**, however we do not report this value due to the current quality of the data.

Climate neutrality in Scope 2

We have already achieved part of our objective for climate neutrality in **Scope 1 and 2**: We are climate-neutral in **Scope 2** for all the sites included in the Sustainability Report! **Scope 2** consists of the indirect emissions from external energy procurement, for example from the purchase of electricity and district heating. Here we were able to make a great impact through the deliberate provision of renewable energy.



"With the building of a further new factory with state-of-the-art production technology, we are making a huge next step towards greater sustainability. Thanks to the latest automation technology, we can not only make our production processes more efficient, we can also significantly reduce the energy consumption. The increased use of alternative energy helps us to further reduce our ecological footprint."

Dr Christian Lau
Chief Operating Officer

In Scope 2 we are
now already
climate-neutral.

Because energy requires managing

As an industrial company, we see it as our responsibility to reduce the consumption of fossil fuel energy as quickly as possible, and therefore also to save on CO₂ emissions. Moreover we have been doing that for years, thanks to highly efficient energy management, which we want to increasingly expand in future towards renewable energy.

The following values represent the sum of all the sites in Germany and Austria included in the Sustainability Report. The total energy consumption was 109,181,909 megajoule for the reporting year.

Total fuel consumption from non-renewable sources

Natural gas
9,012,449 megajoule

109.181
MEGAJ

Heating oil
429,365 megajoule

Diverse range of tasks

The following activities are covered by our Energy Management

- Project management for our own energy generating systems
- Creation of energy supply concepts
- Identification of energy savings and efficiency potentials
- Energy procurement
- Meeting all reporting obligations / legal requirements

Our digital energy monitoring system

We determine our energy consumption by means of a digital energy monitoring system.

The conversion of the figures is made using universal conversion factors.

31.9009
JOULE

Total energy consumption



Power consumption

72,179,654 megajoule



Heating energy consumption

9,586,163 megajoule (district heating)

The structure of our Energy Management

MULTIVAC has established its Energy Management on the following basic principles:

1. Using energy efficiently and avoiding energy consumption where possible

To this end we have for example optimised our measuring, control and regulating technology, as well as improving the process control equipment for our buildings. We also regularly check, whether equipment such as ventilation and air-conditioning can be switched off for a period of time. We also want to reduce the emissions from our vehicle fleet through the increased use of electric vehicles.

2. Generating our own renewable energy

We achieve this by successively increasing the proportion of our own generated energy by means of our photovoltaic system. At our Wolfertschwenden site we are currently covering 16.5 % of our power requirement in this way.

3. Obtaining energy sustainably

We source 100 % certified eco power with certificate of origin for all the sites included in the Sustainability Report.

Energy saving already achieved

In the past we have already introduced targeted measures, which have contributed to significantly reducing energy consumption. Among these are:

- Sourcing 100 % certified eco power with certificate of origin since 2022 for all sites in Germany and Austria
- 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 CO₂ upper limits for car pool, and starting to use electric vehicles

Because resources and the environment require managing

Environmental awareness at MULTIVAC means, among other things, keeping an eye on all the life phases of a product - from its development and through all its manufacturing processes right up to delivery.

At MULTIVAC we always act in full compliance with current legislation. And we also align ourselves with international standards, such as the ISO 14001 environmental standard (to which we are certified), so that negative effects on the environment are avoided, and measures to protect the climate are continuously improved. This includes the protection of our environment and the conservation of natural resources.

The optimisation of resource efficiency can be achieved in particular in the two areas of infrastructure and products.

Infrastructure

We have set the following objectives, in order to increase the productivity and efficiency of raw materials and resources, as well as to reduce the demands on the eco system:

- **Continual**
 - Increase in efficiency and reduction in energy consumption and material usage
 - Gradual replacement of fossil-fuel energy sources
 - Investigation into the use of storage technology to expand our own power generation
- **30 % by 2030**
 - Successive increase in the proportion of self-generated, renewable energy for the company's own use
- **Implemented by 2021**
 - Sourcing of 100 % green power with certificate of origin
- **Implemented, but continual optimisation**
 - Reduction in gas consumption by using waste heat, geothermal energy and district heating

In order to achieve these objectives, we are prioritising renewable energy projects conceived by the company, as well as concluding cooperation agreements with energy suppliers.

The aim of increasing our resource efficiency has already been pursued in the past, and we have achieved considerable success. Concrete examples in regard to infrastructure are the energy-efficient renovation of buildings, as well as an increase in the proportion of our self-generated energy by means of regenerative energy (e.g. our own combined heat and power facility).

The aim of increasing our resource efficiency has already been pursued in the past, and we have achieved considerable success.

Products

In order to use existing resources more efficiently, we are constantly searching for new approaches to packaging and its processes, which require less use of materials and resources. We are also increasingly using renewable raw materials, such as paper fibre-based or mono plastic materials, and at the same time we are increasing our focus on recyclability. The recycling of existing materials reduces the usage of resources, which would otherwise be required for the production of new materials. One of the many features in the value chain of MULTIVAC's machines is the fact that there are various end-of-life options, by which we can significantly increase the resource efficiency of the equipment.

In order to further optimise resource efficiency, we are increasingly concentrating on developments of materials and concepts, which raise the level of sustainability: Renew, Reduce, Recycle. We have already achieved some of these objectives by developing resource-saving packaging concepts. And we continue to work on these. For us it is all about continually increasing the number of such sustainable products, and being able to offer a wide range of them. We are also constantly searching for more sustainable alternatives, which enable an even more efficient use of resources to be achieved.

We take into account the efficient management of resources and care for the environment in all our business activities.

The materials that we use

In order to determine the CO₂ footprint in 2023, we have produced an overview of some of the purchased goods and services based on weight. The basis for this is information provided by all the German and Austrian companies included in the Sustainability Report.

Metals	Quantity
Steel (primary, low alloy)	545,088 kg/a
Aluminium profiles, primary (DE)	130,143 kg/a
Stainless steel sheet	1,932,115 kg/a
Aluminium (cast alloy)	1,537,848 kg/a
Primary copper	217,450 kg/a

Plastics:

Quantity

HDPE (High Density Polyethylene)	35,756 kg/a
Polycarbonate (PC)	83,885 kg/a
Polyamide / Nylon 6-6	6,692 kg/a
Silicone	3,368 kg/a
Polymethylmethacrylate/Plexiglass	909 kg/a
Polyvinylchloride (PVC) - Emulsion procedure	1,847 kg/a
Polyethylene terephthalate (PET)	2,882 kg/a
Plastic (mix)	165,776 kg/a

Wood & paper:

Quantity

Wood	335,391 kg/a
Paperboard/ cardboard	37,280 kg/a
Paper (fresh fibre)	28,899 kg/a
Paper (recycled)	57,068 kg/a

Other materials used:

Quantity

Cooling lubricant	1,435 kg/a
Nitrogen (liquid)	16,411 l/a
Adhesive	706 kg/a
Hardeners (paint)	30,529 kg/a
Argon	3,131 kg/a
Grease	267 kg/a
Soap	22,552 kg/a

Our Waste Management – Recycling, reducing and saving resources

An effective system of waste management obviously serves the well-being of our planet. But it is also of crucial importance for the long-term success of our company.

We have therefore developed a comprehensive Waste Management strategy, which takes in all aspects of waste reduction, recycling and responsible disposal. Our approach starts with a careful assessment of our waste flows, so that we can determine opportunities for preventing waste and reducing it at source. We are actively committed to the principles of the closed-loop economy, and we are constantly striving to minimise the occurrence of waste in all our business activity. The saving of resources has the highest priority at all our sites.

We have for example implemented strict recycling programs, so that waste can be minimised and valuable resources recovered. This includes the recycling of packaging materials, paper, plastics and metals in our production sites.

We comply very strictly with all current legislation, regulations and industry standards (e.g. Law on Circular Economy,

Commercial Waste Regulations), so that we can guarantee safe and environmentally-friendly management of waste within the company. We meet all the requirements and this has also been confirmed by an independent consultant.

But the management of waste is not solely based on laws and regulations: it must also be lived. By us all. We invite staff members, suppliers and customers to actively participate and support us in this. Through our internal Waste Management we are committed to a culture of waste reduction and responsible consumption.

We regularly monitor and measure our level of waste, our recycling quota and disposal methods, so that we can track our progress and determine areas for improvement.

Our business partner responsible for disposal of materials at our headquarters in Wolfertschwenden is able to automatically separate plastic waste from residual waste, ensuring that there is the best possible separation of waste. This enables us to achieve a recycling quota of around 87 % based on the Commercial Waste Regulations. The remaining 13 % is fed back to general material recycling, and thus also contribute to further utilisation.

Facts about circular economy

Annually we use more than

50

tons of recycled plastic.

As part of our "Closed-loop systems" (see also page 85), we generate annually approx.

500

tons of scrap material, which is melted down and provided again to us for use in our production.

In 2023
we have taken back almost

300

machines at the end of their product life.

Our Water Management – focuses on testing and monitoring

Water is an element of life. And we treat it as such. We at MULTIVAC stand for responsible handling of water resources, and we are committed to implementing sustainable practices throughout our entire operation. Usable water is a finite resource, and we are therefore constantly striving to minimise our impact on the environment, while at the same time ensuring that we handle this valuable asset efficiently and responsibly.

Our aim is to maintain the ecological equilibrium in the communities, where we operate. We focus on implementing advanced technology and proven processes, so that we can maximise water efficiency in all areas of our company. For the cooling of our buildings for example, we use ground water that is subsequently returned to nature without being touched. This enables us to reduce our energy consumption and the burden on the environment.

Other integral parts of our Water Management are the careful testing of water quality as well as regular monitoring of the temperature. We have also developed internal Water Management plans, so that we can monitor and optimise our water consumption.

Good things only happen, if one does them – preferably together. In addition to these measures that we have implemented, we therefore also urge our staff members and business partners to handle water sparingly.

Biodiversity – because variety is important

The same principles that we apply to handling water resources also apply to the way we treat biological diversity. We are very conscious of the fact that our business activity does have an impact on the environment. This makes it even more important to minimise the effects on the natural world, and to promote the protection of eco systems, habitats and species. We do it within the limits of our opportunities.

We are committed to preserving and restoring the biological diversity in the regions where we operate. At our headquarters in Wolfertschwenden we have for example created a green wildflower space, where bees and other creatures can enjoy a healthy environment. This may be just one small step. But the more small steps are made, the greater the effect.

Important to know

None of our reporting companies endanger protected areas with a high level of biodiversity.






4

Leaders in our products

Processing and packaging solutions from MULTIVAC make a significant contribution to everyday sustainability. They protect products in the food, medical and consumer sectors. They contribute to extending the shelf life of food products, thereby ensuring that less food ends up as unconsumed waste. They help with hygiene and therefore promote health – both in the food and medical sectors. Irrespective of the particular characteristics of our packaging machines, for us sustainability starts at the very beginning of product development, and it is continued through all stages of the machine and packaging concept.

The needs of our customers are at the very heart of our business activity. MULTIVAC knows its customers and offers them the highest possible level of added value through tailored solutions. Individually designed – and sustainable.



A portrait of Bernd Höpner, a middle-aged man with short, light brown hair and glasses. He is wearing a dark grey suit jacket over a light blue button-down shirt. He is sitting with his hands clasped in front of him, looking directly at the camera with a slight smile. The background is a blurred, modern interior with large windows.

"We are determined to continue developing innovative solutions, which reduce our ecological footprint, as well as helping our customers to achieve their sustainability objectives. Together we can make a positive change and a significant contribution to a better world."

Bernd Höpner
Chief Technical Officer

Because innovation needs managing

Two aspects play a crucial role in promoting sustainability in today's product landscape: MULTIVAC's comprehensive product portfolio, and the differentiated range of system solutions upstream and downstream of the packaging process. Thanks to their efficiency and precision, they make a major contribution at many levels to sustainable processing and packaging. Our lines and automation solutions always offer maximum performance, absolute process reliability and outstanding cost-effectiveness.

Innovations from MULTIVAC serve different aims in terms of sustainability: It could be the optimum use of resources, or the guarantee of longer shelf life thanks to precise sealing processes on the machines, or even the increase in efficiency in the supply chain due to automated processes.



Saving resources with e-concept™

One innovative solution, which saves resources through lower energy consumption, while also increasing the effectiveness of the packaging process, is MULTIVAC's e-concept™. The MULTIVAC e-concept™ offers various alternatives for reducing film consumption, whether it be the narrower design of flange width, by which thousands of square metres of film per year can be saved, or whether it is through the reduction of edge trim by 25 %.

Another possibility for sustainable packaging is the use of high-performance forming systems, such as explosive forming or plug assist forming, by which thinner films can be used with the same pack quality and barrier properties.

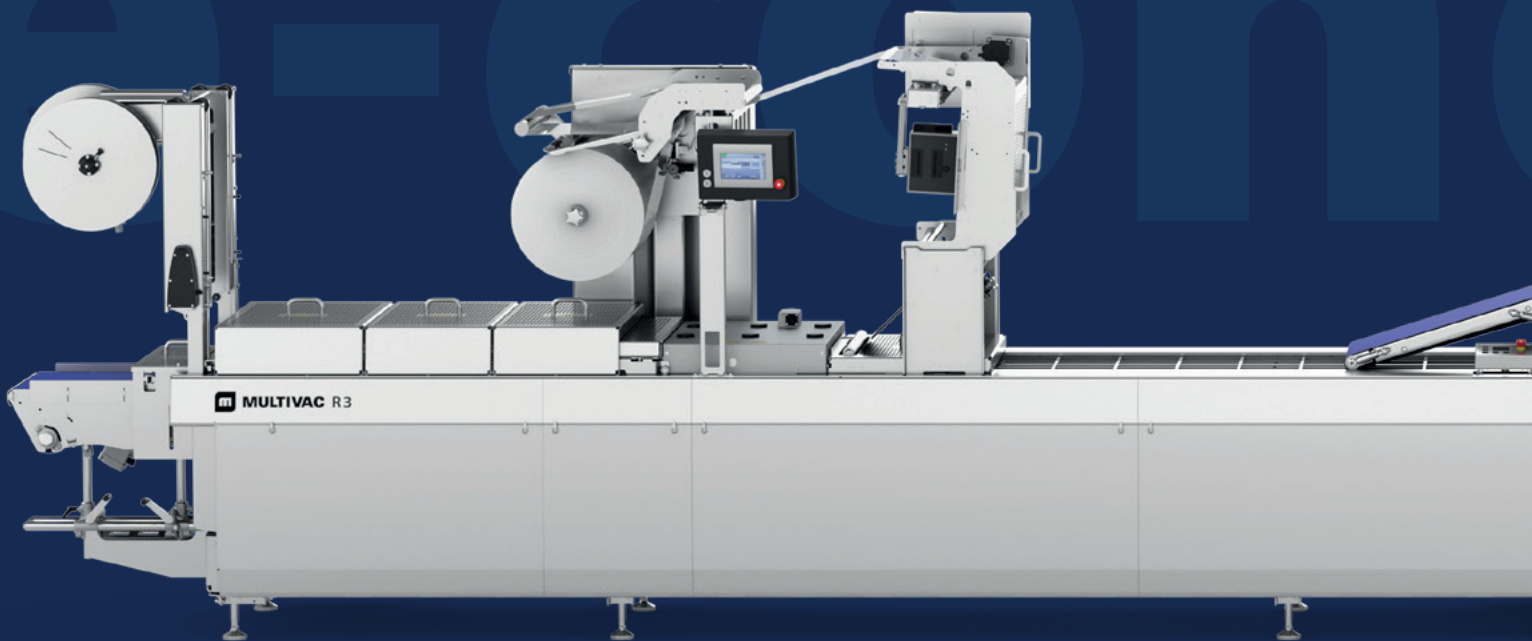
Machine life is also a factor in sustainability

A significant factor for outstanding sustainability is the durability and long life of our machines. Manufactured from stainless steel and designed in such a way that they can be used for a long time, our machines are characterised by their low-maintenance and hygienic design. That also keeps oper-

ating costs low. Short conversion times for the dies, in most cases under ten minutes, ensure that virtually uninterrupted production is achieved. Our machines are in use for a relatively long time – at many of our customers after more than 30 years. And many machines, which have clocked up the years, can be brought up to the latest state of technology by means of conversion or retrofits. In this way we can ensure that our machines are used productively and sustainably for as long as possible.

Seamless data capture for consumption optimisation

We optimise our machines and lines not only in terms of power, compressed air and water consumption, we can also design our solutions so that they capture consumption data digitally. These Smart Services capture the production data for our machines, and in this way they provide greater transparency. They also help our customers to optimise the operation of our machines sustainably. (see page 78: "Because we are driving digitalisation forward").



Development of sustainable packaging concepts

In our Corporate Innovation Centres we are constantly working on new and more sustainable packaging concepts. Working on joint projects with leading packaging material manufacturers, we develop more environmentally-friendly 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. So that these developments can also be introduced into the retail sector, we offer our customers advice on how to launch these resource-saving packaging concepts onto the market.

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

- New development and optimisation of sustainable packaging concepts
- Analysis and calculation of relevant sustainability factors, such as recyclability and CO₂ footprint
- Training on packaging materials and food applications

Our focus: Renew, Reduce and Recycle

Examples of such packaging solutions are:

- **Replacing fossil-fuel materials with renewable raw materials:** Replacement of plastics with paper-fibre or cardboard, e.g. MULTIVAC PaperBoard
- **Reduction in material usage:** Development and use of alternative packaging geometries, which enables thinner films to be used, e.g. folded packs
- **Following the guidelines for Design4Recycling, to make packaging recyclable,** e.g. use of mono materials

Everything has its end – then comes disposal. But even here we at MULTIVAC are involved in projects, which are pursuing a more environmentally-friendly product disposal. This includes for example our cooperation with R-Cycle, an organisation that has the aim of creating transparency along the value chain, so that the recycling-related properties and constituents of plastic packaging in particular can be documented digitally and automatically.



In MULTIVAC's own Corporate Innovation Centers we are constantly working on new and more sustainable packaging solutions for our customers.

Because we are driving digitalisation forward

Digitalisation and sustainability are the two megatrends of today – and they are interlocked with each other in many ways. In many cases digitalisation serves to support sustainability and drive it forwards. When it comes to the digital products, which we offer our customers to complement their MULTIVAC machines, this applies in two major areas.

Detecting waste of resources and preventing it

Firstly, we support our customers in capturing the consumption of energy and materials, which are needed to operate MULTIVAC machines. For this we offer our customers a Smart Widget Dashboard with a "Consumption Monitoring" feature, which enables them to keep an eye on the con-

sumption of film, vacuum, compressed air, packaging gas, cooling water and electrical power. By using Consumption Monitoring, it is also possible to identify reject packs through the consumption figures – in other words, everything that falls into the category of waste.

Consumption Monitoring is a measuring tool, which is an important step on the path towards a production process that is optimised for energy use: Without knowing and being able to measure the current state, it is impossible to define a target state or check the improvement towards this target state.



Optimising processes through Smart Services

Secondly, our Smart Services support customers in tuning the operation of their machines sustainably to the optimum level. This enables them to increase the availability and output of the machines. For example, our Smart Log Analyzer captures the data on machine faults, and in this way it contributes to discovering and eliminating the cause of unplanned downtime.

*“Digitalisation enables us
to operate machines sustainably.”*

Dr. Marius Grathwohl

Vice President Digital Products & Transformation



Increasing productive time holistically

Using these evaluation tools, MULTIVAC Service staff in the subsidiaries support our customers in taking the necessary measures to optimise the production process, the work schedule or the machine settings. It is regularly the case that MULTIVAC is able to increase the output quantity from the machine, reduce the number of reject packs, and significantly reduce the amount of unplanned downtime. Ultimately we are able in this way to increase the productivity of our machines. And with success, as proven by many success stories:

"The digital connection of the machines was carried out very quickly."

40 hours less downtime
(per month):
Box loading
optimised



78,000 more packs (per month):
Operators trained and made more aware

230 minutes more
production time (per month):
Operating processes opti-
mised

*"We always thought that we were
producing close to the optimum.
Now we see that we were not doing
that."*



*"It is only through regular analysis
and the appropriate evaluation,
that all the potential for optimising
the entire process can actually be
exploited."*

*"Brilliant, now I can look at
the production figures
even from the hunter's stand."*

15,000 fewer
reject packs (per month):
Process optimisation with start and
stop



20 minutes more production time (per day): Machine settings opti- mised

*“Finally we were able to
identify the problems, which
were demonstrably due to
an upstream machine and
not the MULTIVAC
packaging machine.”*

These are just some examples showing, how digitalisation today has a measurable effect on the sustainable operation of our MULTIVAC machines at customers.



Because our products embody quality

The quality and safety of our products have the highest priority at MULTIVAC. Ultimately the success of our business is based on this. Quality awareness and product safety are closely interlinked, and together they ensure that we meet the needs of our customers.

We voluntarily subject all our mass-produced machines to GS testing and certification, and this significantly increases the safety for international users. The recognized GS mark explicitly confirms, that our products meet the quality and safety standards of the German Product Safety Law.

Assessing compliance, observing risks, setting and maintaining standards

In addition to this, we conduct a so-called "Conformity assessment procedure" in accordance with the Machinery Directive MRL 2006/42/EC on all the machines and products that we manufacture ourselves.

This procedure includes for example a risk assessment in accordance with ISO 12100 in all the life phases of the product – from manufacture through to its use and final disposal.

This Conformity assessment procedure is a minimum standard for all MULTIVAC products worldwide. It serves to protect our customers against danger, irrespective of the

existence of comparable safety requirements. We also take into account any specific Health & Safety requirements in the particular country of installation, which are designed to provide additional safety.

Look at what the market is doing – and then do it better

And of course we always remain up-to-date: We conduct product and market surveys worldwide to check what is going on, so that we can constantly advance and develop safety levels for people and nature far beyond the minimum standards. What is the market doing? What are we doing? Where are we ahead? Where must we follow suit? Innovations and developments are only possible, if questions such as these are asked. This applies to technology as well as sustainability. Because both belong together. And both are discussed together in working parties and standards committees, in which we through some of our staff members participate, so that we can react as early as possible to trends and current developments. And also help to shape them.

At MULTIVAC the safety and quality of our products have the highest priority.



Because our closed-loop system strengthens the economy – and protects the environment

Working with the support of the German Packaging Law, the MULTIVAC Group is ensuring that there is transparency and efficiency for all those involved in a sustainable procurement process.

One way to sustainability: Reusable packaging

And what exactly does the German Packaging Law say? It envisages the exclusive use of reusable packaging. This includes small load carriers, euro pallets and mesh crates, which can be exchanged immediately. In exceptional cases it is permitted to resort to recyclable single-use packs or special returnable packs. It should be noted that environmentally-friendly packaging materials must always be used. For example, 100 % recyclable kraft paper/compressed paper or, as an alternative, corrugated paper. Special pallets must be made of IPPC wood. The use of styrofoam chips, bubble wrap pouches and all types of non-recyclable plastic packaging is ruled out. As far as possible, the use of packaging aids (e.g. nails, staples, etc.) should be avoided. This will ensure that the percentage of recyclable or returned packaging materials is always 100 %.

With R-Cycle to the digital product passport

MULTIVAC is part of the R-Cycle initiative across all its companies. The objective is to drive forward the circular economy for plastic packs, based on an open and globally applicable tracing standard. R-Cycle captures all the relevant recycling information from the production process in the form of a digital product passport. Using a machine-readable mark applied to the pack, for example a QR code or digital watermark, the saved information can be called up on demand. This means that waste sorting systems can identify completely recyclable packs, using detection technology that has already been tested on the market, so that they can then segregate the material fractions according to type within the recycling process. This ensures that the proportion of recyclable plastic material can be identified exactly.

No scrap, just raw material: Old aluminium

As far as aluminium scrap is concerned, MULTIVAC has concluded an agreement with a metals wholesaler. This company takes the aluminium scrap from our production for 100 % recycling. We receive the remanufactured scrap back again in the form of cut blanks or plates, so that we can use them once more in our production processes.

And still more to it: OEM reconditioned

The MULTIVAC Resale & Service subsidiary was set up to buy back second-hand machines, in order to upgrade them or return the individual components to the market. This means that we can ensure that only those components, which really can no longer be used, are actually scrapped. Every year MULTIVAC Resale & Service buys back about 300 machines, of which 100-200 come back again onto the market as OEM-reconditioned machines. We check the remaining machines for reusable components such as frame sections, control cabinets, machine feet, lifting units, web unwinds and side cladding, as well as the majority of cross cutting units. And everything, which is still functioning, is used elsewhere.



Our presence in terms of social commitment

Sustainable business activity and commercial success also involve taking social responsibility. As a globally operating company, we make a contribution to society at the local, national and international level along the entire added value chain. We exercise a positive and lasting influence on the communities, in which we operate.





5



**Because social
projects
serve all**

Local presence – and part of the community

MULTIVAC is actively committed to supporting charitable organisations, clubs and associations in the communities, where its sites are located. In this way we make a positive contribution to society, as well as tackling urgent social and environmental problems.

And it is not only at our headquarters in Wolfertschwenden, that we are in close contact with the community and many local associations. We also support a wide range of local clubs and initiatives at our other sites, with the aim of promoting a sense of community.

We are engaged in many different areas:

- Local clubs and associations: These are dedicated to promoting social structures, traditions and communities in the regions, in which we are operating.
- Social projects: We support charitable organisations, which work to improve the living conditions of disadvantaged groups of people. These initiatives contribute to promoting social justice and fighting poverty.
- Environmental protection organisations: We provide financial support to environmental protection organisations, which are dedicated to protecting eco systems, preserving biodiversity and combating climate change.
- Educational initiatives: We have also made donations to educational organisations, which are involved in promoting education and knowledge. These organisations offer educational programs for children, young people and adults, so that they can improve their skills and opportunities in the jobs market, as well as having better prospects for the future.

Dealing consciously with food

As a manufacturer of machines, which are used among other things to process and package food, we are actively engaged in initiatives to reduce food wastage. At FRITSCH for example, we invite primary school pupils into the company to show them how to deal responsibly with food. There they can also experience dough for the first time and bake their own products.

Support in times of crisis

Solidarity and willingness to help are very important to us.

As a globally operating company, we are in a position to make positive changes in society, and to help those who need the support most urgently. And we do that.

We work closely together with aid organisations, so that humanitarian help can be provided immediately to areas of crisis and catastrophe. Thanks to donations within the company, such as donations from employees' wages, MULTIVAC was able to make a significant contribution in 2023 to crisis areas throughout the world.

What is well received and helps: Donations

And in 2023 in cooperation with the charity, "Aktion Deutschland Hilft e.V.", MULTIVAC collected donations for various aid organisations in Syria and Turkey after the earthquake. Our commitment was not just limited to financial support. Food and clothing were also sent to those affected in Turkey. Staff members at MULTIVAC set to it with great energy. We thank them all – as well as the aid organisations and volunteers, who actively helped in this way.



Because the transfer of knowledge aids development

Education, training and knowledge transfer in communities and within the industry are an important focus of our social commitment.

We work closely with educational institutes to promote innovative learning programs, but also to improve our business processes through the constant exchange of knowledge.

The projects that we support:

- KiTec – Children Discover Technology: Since 2016 we have developed our cooperation with the company "Wissensfabrik e.V." for these children's programs. And we now have nine educational partnerships with local primary schools. Using the "Wissensfabrik" platform, MULTIVAC provides high-quality learning material for hands-on work and technical know-how in the school curriculum. Our colleagues also support the teachers through training on the content, vision and implementation of KiTec in the curriculum.
- Cooperation with schools and local education establishments, such as for example the secondary school in Ottobeuren and the Allgäu High School in Kempten. As part of this cooperation, we provide school students with an insight into an industrial company, and we support them in their career choice.
- Girls Day – Inspiring girls to take up science and technology professions: 18 schoolgirls explored with us the opportunities for a wide range of careers in IT, Assembly, Manufacturing and Electrical Engineering.
- Lecture+ – Our own event for various groups of interested parties (students, professors, staff members), who exchange information about theory and practice on different topics at our site in Wolfertschwenden. In 2023 there was for example collaboration between MULTIVAC and the University of Kempten as well as the Allgäu Technical College among others.





- Close cooperation with universities and higher education institutes – Support from MULTIVAC through practical technical presentations, among these in 2023 for the courses on Business IT and Business Administration & Engineering at the universities of Kempten and Baden-Württemberg. The scholarship holders from the University of Neu-Ulm also made a visit to MULTIVAC.

Education, training and knowledge transfer in our communities, and also at the same time within our industry, are an important focus of our social commitment.

Because we are developing the industry together

As an industrial company, we recognize the urgency and responsibility of making a positive contribution to environmental protection and sustainability. Our commitment to sustainability goes far beyond merely complying with statutory regulations – we make a real difference.

Close cooperation in research and development

We use our network along the entire value chain to undertake research and development of packaging solutions that really are sustainable. Participating in joint projects and initiatives, we combine our knowledge and resources to develop new technology, products and services, which drive forward our collective aim, namely the circular economy in packaging.

A presence worldwide – our local Innovation Centers

Our structure of local Innovation Centers worldwide makes a major contribution to establishing a wider community, which focuses on the needs of customers and retailers, as well as providing packaging advice and producing sample packs. This involves carrying out tests and discussing statutory regulations on all aspects of packaging regularly within this network.

Cooperation in implementing our sustainability strategy

This intensive exchange of ideas and information with our business partners along our value chain and in various initiatives is a significant part of our sustainability strategy. It is especially through collaboration that we can find the key to solving the challenges, which we face in implementing real sustainability. As part of this process, we support many different alliances and initiatives, which are driving forward this approach.



“Thanks to our innovative packaging solutions, state-of-the-art machine technology, wide range of packaging materials, and a comprehensive consulting service, we make an active contribution to a more sustainable future.”

Stefan Scheibel

Senior Vice President
Corporate Packaging Consulting,
Partner & Knowledge Management

Open Industry 4.0 Alliance

MULTIVAC is a founding member of the Open Industry 4.0 Alliance. This alliance has the aim of bringing Industry 4.0 to life with projects and products, so that an open digital eco system can be created in different industries. MULTIVAC is involved in the governance of the alliance, and it leads a working party in the Food & Beverage section.

A typical application from Industry 4.0 is digital machine twins, which contribute for example to increasing the availability and output of machines, or monitoring energy consumption and thereby reducing the CO₂ footprint.

R-Cycle

As a member of the R-Cycle Community, we support the development of a digital product passport (DPP), which is driving forward the circular economy (see page 85: "With R-Cycle to the digital passport"). The transfer and aggregating of data throughout the value chain are a fundamental requirement for the creation of circulatory value streams. MULTIVAC is involved with R-Cycle in various working groups, e.g. Application Design, in order to make a contribution to the closed-loop economy and the saving of resources.

Alliance for Development and Climate

MULTIVAC supports the Alliance for Development and Climate. The foundation mobilises additional means for promoting sustainable development and climate protection. The foundation also provides high-quality information materials on topics such as Climate protection projects & communication, and it links supporting companies and private individuals via events and seminars.

VDMA - Blue Competence

MULTIVAC is a member of the German Association of Machinery and Equipment Manufacturers (VDMA). The VDMA represents the commercial, technical and scientific interests of the machine building industry in Germany and Europe. Christian Traumann is involved in the Executive Board of the organisation, and MULTIVAC is a member of various working groups. We particularly

support the Blue Competence Sustainability Initiative of the VDMA. Blue Competence has the aim of promoting sustainability in the construction of machines and lines. It also serves to help the sector in bringing to a successful conclusion those sustainable solutions, which are based on new energy concepts, and which create more efficient handling of scarce resources and an improvement in the quality of life.

Climate-friendly Initiative of Small and Medium-sized Enterprises

MULTIVAC has joined the Climate-friendly Initiative of Small and Medium-sized Enterprises. This VEA initiative supports medium-sized companies in acting in a more climate-friendly way and reducing CO₂ emissions.

SAVE FOOD Initiative

MULTIVAC supports the SAVE FOOD Initiative, which was founded by the trade fair organisers (Messe Düsseldorf GmbH), the interpack trade fair and the Food & Agriculture Organisation (FAO) of the United Nations. Its aim through a global alliance from industry, research, politics and civil society is to combat the worldwide wastage of food, and also to reduce losses in food production and processing.

MULTIVAC is part of the following alliances:

- Industrial Association for Plastic Packaging (IK Industrievereinigung Kunststoffverpackungen e.V.)
- CEFLEX – A Circular Economy For Flexible Packaging
- Circular Plastics Alliance
- Bavarian Environmental and Climate Pact (Umwelt- und Klimapakt Bayern)
- Association for Alternative Protein Sources (BALPro – Verband für Alternative Proteinquellen)
- dvi - German Packaging Institute (Deutsches Verpackungsinstitut)
- ZLV - Center for Food and Packaging Technology (Zentrum für Lebensmittel- und Verpackungstechnologie e.V.)
- IVLV - Industry Association for Food Technology and Packaging (Industrievereinigung für Lebensmitteltechnologie und Verpackung e.V.).





Current projects from 2024



<https://www.fahrmob.eco>
Your local car sharing centre



Sustainable mobility - Projects offer impetus

The best emissions are those that never arise. And the best emissions of all that never arise are those, which we all can save together. To this end, we at the Wolfertschwenden site have made "Mobility" into a project. Ultimately we are not only reducing the emission value in Scope 3. We are also taking everyone with us. Literally. In this way everyone can contribute to our sustainable progress. This is how it goes.

Four steps Towards the future

The Mobility project consists of four individual projects:

1. Car sharing opportunities:

We are strengthening the **Car sharing opportunities**. The more our staff members, who come to work in the car, join a car sharing group, the fewer cars there will be on the roads. It is not only the environment that benefits in our rural surroundings, but also those staff members, who either don't have a car or can save on a second car, as well of course as the local population, which benefits from less traffic on the roads.



2. Local public transport:

We support the use of **public transport**. And we do that jointly with another local company and the Wolfertschwenden municipal authority. Working in cooperation with the local bus company, we have arranged additional times for the bus line, as well as ensuring that the bus now stops directly in front of MULTIVAC at a bus stop that we have built ourselves. And it is not only the environment and staff that benefit from this, but also all the people in the local region, since the public bus now travels more frequently to the outlying villages. The pilot phase runs for 12 months, and will be expanded over time as the usage of the service increases.

3. Community transport:

We have improved the **connection to the train station**. This has also been done in cooperation with another company and the local authority. A new "Community bus" now provides a service from Monday to Friday between the train station and Wolfertschwenden, so that all staff members travelling on the train in the morning can get to work more easily – and also more conveniently in the evening when returning home. It is not only the environment and the staff that benefit from this, but also the community life in Wolfertschwenden. Because at the weekends the various clubs in the community can also use the practical nine-seater.



4. Bicycle:

Our advice: Use the **bicycle**. The healthiest and most environmentally-friendly method of transport is (apart from walking) the bicycle. True, the environment needs more than just good advice. We at MULTIVAC have created the preconditions, by setting up a lot of parking spaces for bicycles, as well as providing changing and showering facilities. And last but not least: We at MULTIVAC have been participating for many years in the "Cycle to work" initiative sponsored by the AOK organisation. Because it is often easier to make the change to the bicycle, if you are in a group.

Industrious little bees at MULTIVAC

... and this does not just mean the staff members!



MULTIVAC now also offers honey

What do people and bees have in common? Both are characterised by an extraordinary productive capability. Some in the factory, others just round and about. How did it happen? In 2022 amateur beekeeper, Erick Gaura, was looking for an additional area for his bee colonies. He found it with us at MULTIVAC: Since then six bee colonies have congregated on and around the MULTIVAC grounds, diligently making nectar, and making a valuable contribution to biological diversity. No less important is the economic factor: a bee colony has a pollination value of approx. 800 to 900 euros (fruit trees, rape seed, sunflowers, aromatic herbs, etc.). Apart from beef cattle and pigs, the bee is one of the three most important working animals in Germany!*

*Source: Press release from the Federal Ministry for Food and Agriculture.

This can now also be obtained as a sustainable local present for guests, customers and visitors!



**Trees line our
path
to more sustain-
ability**

18

**different types of
trees
were planted**

**of
which**

2000

PinaEarth

It all began in recent years with virtual tree planting campaigns at the large trade fairs: By using a QR code, visitors were able to plant a virtual tree on a giant canvas screen. There were 1,810 at the last count.

But virtual trees only make a contribution to climate protection, if it is accompanied by sustainable forestry management. They have to be firmly rooted in the earth. And that is precisely what we did on 12 April 2024, when we planted around 50 trees in the grounds of the Forest Nursery. Another 10 fruit trees now form part of an avenue in the local area.

The choice of location was particularly symbolic. Beside the Ehwiesmühle avenue, the local authority also designated other tree planting areas around the Forest Nursery. Here a living "generational contract" was formed between the young and old to promote sustainability. Together they planted the trees and bushes, which now grow with the children at the Forest Nursery.

At the same time as part of a reforestation community action by PinaEarth, 2000 trees were introduced at Lindorf in Southern Germany, thanks to which the conversion from a pure spruce monoculture to a biodiverse mixed forest took another major step forward.

Around 70 people took part energetically in the project, among them our Directors Dr. Lau und Dr. Richter, as well as other managers and staff members from MULTIVAC. Also there were the nursery teachers from the Forest Nursery, as well as many parents and of course the children. The trees planted were for example wild apple, hazelnut, elder and Nordmann fir trees. Summary: A thoroughly successful afternoon's work between the Wolfertschwenden municipality and MULTIVAC in a campaign with real growth potential.

1810 **Virtually planted
trade fair trees**

2060 **Trees actually planted**

Under the microscope of the University of Kempten

How large is actually the carbon footprint of a thermoforming packaging machine during its period of use? In order to find that out, students at the University of Kempten undertook a project on exactly this question to calculate the consumption of a selected thermoforming packaging machine. Part of the project was also a comparison of the various types of packaging with regard to their CO₂ footprint.

The results give us valuable insights, which will be of benefit to the future development of machines. Our advice to customers on sustainable packaging concepts will also benefit from the project. And who else? Naturally our customers as well. But particularly the environment.





The Webinar on Carbon Footprint, and how it can be reduced

Why is the CO₂ balance at MULTIVAC created and which departments and colleagues are involved? How can the CO₂ footprint of the company be reduced overall? And what are the approaches to this? Very generally? Or also in concrete terms – with regard to the reduction of CO₂ emissions in terms of packaging concepts? It is questions such as these, which face those staff members, who support us in the tasks ahead of us. But it is not just these staff members, who ask questions like this, because the issue of sustainability and CO₂ emissions can no longer be wished away from our world.

In order for MULTIVAC to be able to record and reduce these emissions, one thing above all is important: Communication and dissemination. It is for this reason, that our colleagues in the Corporate Innovation Center and Sustainability Management have answered such pressing questions in an internal Webinar, which is intended to promote awareness of the relevance of this issue.

Everything that is excellent, deserves a Sustainability Award

For precisely this reason we have created one: The MULTIVAC Sustainability Award. In 2024 we awarded it for the first time.

The aim of the Sustainability Award is also to provide more insight into the sustainability commitment of all the companies in the MULTIVAC Group, so that all staff members worldwide can be even more involved.

The winners of the Sustainability Award receive their tribute in one of the three categories: Social, Environment and Governance.

MULTIVAC USA won the first Sustainability Award in 2024. Thanks to a series of innovative measures, our US subsidiary made a significant contribution to reducing its water and power consumption, as well as reducing its paper consumption in its efforts towards "paperless manufacturing". In addition to this, the canteen was equipped with recyclable packaging, and a waste separation system was also introduced. But that was not enough: This production facility also installed a photovoltaic system with a 680 kW output. This covers approx. 25 % of the entire energy requirement. We - the jury for the MULTIVAC Sustainability Award found this to be excellent and thoroughly worthy of the award. Many congratulations!





Sustainability



Social Sustainability



Environment Sustainability



Governance Sustainability

The index, by which we are guided:

GRI Content Index

Statement of use:

MULTIVAC Sepp Haggenmüller SE & Co. KG has reported the information cited in this GRI content index, for the period from 01.01.2023 to 31.12.2023 and for the companies, which are given on page 5 of the report, with reference to the GRI-Standards. The GRI 1 used is GRI 1 based on 2021.

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