

ROMMELAG

SUSTAINABILITY REPORT

2021



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SUSTAINABILITY IN THE ROMMELAG GROUP

Dear readers,

Dear colleagues,

Dear friends of Rommelag,

The pandemic was and continues to be a challenging and difficult time for us all. The management team is constantly thinking about what safety measures we need to take to protect our customers, employees and the company, while at the same time guaranteeing good collaboration and cooperation. Our efforts have so far been successful thanks to the support of our employees.

On behalf of the management and the owning family, we would like to express our gratitude to you all for being so open and understanding with regard to the pandemic measures and for being so careful in your own private lives. Thank you!

Despite these circumstances, we were able to take further steps to ensure sustainability in 2021. For instance, we were able to reduce the Group's overall CO2 emissions by 10% compared to the previous year by investing in the energy efficiency of our buildings and production facilities, and in generating power ourselves at our sites. We also offset all of our CO2 emissions in 2021, making it the third year in a row that we have been carbon neutral.

As we implement our strategy for 2030, our employees are the key to our success, which is why we continue to invest in ensuring that we are an attractive employer and maintain a high ratio of trainees. Looking to the future, we are continuing to work on reducing our emissions at all sites. An important element of this also lies in working with our customers and partners throughout the supply chains.

We hope you enjoy reading our Sustainability Report 2021.



Ralf Bouffleur, CEO



Gert Hansen, CTO

1.2 OUR VISION AND MISSION: ROMMELAG 2030

In 2021, we produced our Group-wide 'Rommelag 2030' strategy and also revised our mission and vision.

Our mission – What drives us?

“Rommelag complete solutions
make it possible
for pharmaceuticals to be produced reliably,
safely and sustainably
for every person worldwide.”

Vision – What do we want to achieve by 2030?

- ✔ Our solutions give every person the opportunity to access safe medicine.
- ✔ We have the most cost-efficient solution on the market for five other customer segments.
- ✔ We see ourselves as a company that is 100% customer-oriented in its thoughts and actions.
- ✔ All potential customers know that we are the one-stop partner for their applications.
- ✔ We have an ideal customer journey for all units within the Rommelag Group, which we embody together.

If each one of us plays our part, we will achieve what we have set out in our strategy. This video summarises our 'Rommelag 2030' strategy.



 2030

“Rommelag complete solutions make it possible for pharmaceuticals to be produced reliably, safely and sustainably for every person worldwide.”

1.3 OUR VALUES AND MISSION STATEMENT

Rommelag is an owner-run group, within which customers and employees are the cornerstones of our success. In line with our vision and mission, this is also a guiding principle in our mission statement:

- ▽ Our customers are our most important partners and our future depends on them.
- ▽ Our highly qualified and motivated employees work together closely to achieve high customer satisfaction.

We have even anchored this mission statement in our rules of management throughout the Group.



1.4 SUSTAINABILITY DURING THE COVID-19 PANDEMIC

The COVID-19 pandemic continued to pose major challenges for our employees, customers and suppliers in 2021. We have continued to develop comprehensive hygiene policies at our sites and take action to protect our employees.

This meant that we were able to keep operating with almost no interruptions and largely avoid the negative consequences of the pandemic. Working with our

customers was a smooth process thanks to existing digital services (e.g. in our online training centre), and we were able to ensure that the availability and quality of our service team were not compromised at any point.

By offering diverse types of support to our employees, we aim to continue overcoming the challenges and strains of this extraordinary situation and are looking to the future with optimism.

Technology from Rommelag enables rapid and safe filling of COVID-19 vaccines

The first vaccines to protect against coronavirus are now on the market. The present challenges include quickly processing large quantities of vaccines with the highest level of safety so that they can be distributed around the world. The Blow-Fill-Seal (BFS) technology developed by Rommelag, one of the leading specialists for filling processes, is playing a key role in this. The Group is also being supported by the Bill & Melinda Gates Foundation to develop the technology further.

Rapid progress is being made in the approval of effective vaccines against coronavirus SARS-CoV-2. Manufacturers such as Biontech and Moderna already have vaccines on the market and other companies are close to completing their clinical trials. Thanks to our many years of expertise, Rommelag has a decisive advantage for the next step: rapid, reliable and extremely safe vaccine filling. This is crucial, as the active ingredients in vaccines are often highly sensitive. They therefore need to be protected from impacts, excessive temperatures or undesired interactions with the primary pharmaceutical packaging.

Rommelag invented the fully automated technology for this filling process – coolBFS – and has been working hard to develop this over the last ten years. With the Blow-Fill-Seal (BFS) process, a sterile plastic tube is first extruded directly into the system, immediately moulded, filled, sealed and demoulded. All of this happens in a single process, in an enclosed system, and without any external intervention. This eliminates expensive logistics and the time-consuming

cleaning and sterilisation of prefabricated containers. The BFS process is considered by experts to be one of the safest aseptic filling methods available. Rommelag is also the only company in the world to have a BFS pharmaceutical production facility certified to meet the requirements of Biosafety Level 2 (BSL-2), which is at the company's Swiss contract filling plant not far from Lucerne.

Rommelag's filling technology has already demonstrated its reliability, safety and efficiency in many practical applications, for instance for infusion solutions, inhalation solutions or eye drops. 'Our BFS process enables up to 60,000 containers per hour to be produced and filled – with outstanding cost-efficiency,' says Gert Hansen, CTO at Rommelag. This is another key argument for the innovative technology if you think of the large quantities of coronavirus vaccine that will be needed in the near future.



Use of Flecotec technology in coronavirus medication production

An international pharmaceutical company has chosen our Flecotec containment technology for sealed API transfer to use for producing highly promising medication to treat coronavirus. The production facility is currently being built in Germany and will start operating following approval by the FDA and EMA (drug safety authorities).



1.5 AWARDS IN 2021

In 2021, the Rommelag Group received the 'TOP 100' seal of approval, which is awarded to Germany's most innovative SMEs. Before this honour was bestowed, a team led by the innovation researcher Dr Nikolaus Franke carefully examined Rommelag. They focused on the company's innovation structures and also looked at aspects such as the company's response to the coronavirus crisis.



1.6 SUSTAINABILITY TARGETS AND KEY ASPECTS

In 2021, we remained in constant contact with our customers, suppliers and partners in order to understand their targets, requirements and measures relating to sustainability, while also aligning them with our own targets and requirements.

The topics identified in 2021 included the following:

Stakeholders	Topics in 2021	Dialogue in 2021: involvement of stakeholders
Customers	<ul style="list-style-type: none"> - Product quality and delivery dependability - Digitisation of products and services - Remote services - Industry 4.0 - Documentation and regulatory requirements - Sensors and digitisation - GMP - Sustainability data (e.g. Ecovadis) 	We spoke with our customers in joint (online) conferences, hackathons, individual interviews and project reviews in 2020.
Partners	<ul style="list-style-type: none"> - Innovations - Digitisation - Sustainability 	Communication and sharing of ideas within our member companies and engagements.
Suppliers	<ul style="list-style-type: none"> - Frictionless business relationships - Innovations - Sustainability throughout business relationships 	Supplier audits and dialogues on data and information relating to sustainability.
Employees	<ul style="list-style-type: none"> - Measures and offering to combat the COVID-19 pandemic - Employee benefits - Flexible working hour models - New work: rules for working from home - HR e-services 	Employee suggestion system, individual interviews and annual managers' conference, internal and company-wide BarCamps.
Owners, management and executives	<ul style="list-style-type: none"> - Combating the COVID-19 pandemic - Sustainability: climate neutrality and ecological action - Digitisation - Innovation management - Agile corporate governance - Corporate social responsibility 	The owning family is represented within the management of Rommelag. The dialogue between Group companies largely took place online and even the annual management conference took the form of an online BarCamp.
Applicants	<ul style="list-style-type: none"> - Employee benefits - Family-friendliness - Sustainability - Flexibility of work - Training opportunities 	Dialogues at (virtual) job fairs and job interviews, dialogues with the Association of German Chambers of Industry and Commerce and training partners.
Public and society	<ul style="list-style-type: none"> - Social commitments - Climate neutrality 	Cooperation with the press and active local social engagements as part of our corporate social responsibility.

MANAGEMENT APPROACH

Explanation of the material topic and its boundary

All of the reported topics are of relevance to the success of our Group and are actively monitored by executives and the management. Sustainability is a highly diverse range of topics and a fixed item on the agenda of our annual managers' conference which is attended by over 80 participants from all Group companies and corporate functions.

We are constantly working to improve the sustainability and environmental friendliness of the processes in our company and create a robust data set in order to make the best decisions for people, the environment and the company. We therefore formed a Group-wide Sustainability Team in 2019 to define Group-wide topics, standards and procedures such as offsetting our CO2 emissions. The Sustainability Team reports directly to the management.

The management decides on improvement measures which are then coordinated and implemented by the Sustainability Team. We also take measures from our continual improvement process into consideration; these are then supervised by local lean managers in the individual companies.

The sustainability topics are closely linked to our management systems. Guidelines and standards are anchored in the management manuals of every company in the Rommelag Group.

1.7 CONTRIBUTIONS TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)



As a family-run company with roots in the region, we are passionate about sustainability. Through our actions, we want to make a positive contribution to the following United Nations Sustainable Development Goals:

Sustainable Development Goal 3: Good health and well-being



Our strategy for 2030 includes the aim that every person will have the opportunity to access safe medicine through our solutions. Our highest priority is the health of patients, which is ensured by the safety of our customers' products. Through the quality of our packaging solutions, we are contributing to the safety of patients when pharmaceuticals are used.

Sustainable Development Goal 5: Gender equality



Gender equality is extremely important to us at Rommelag. As 39% of our employees are women, we are proud to be above the average for the sector. Additionally, 22% of the managerial positions in our company are held by women. We support families of all genders equally with our employee benefits and support parents with flexible parental leave and working hour models.

Sustainable Development Goal 8: Decent work and economic growth



The well-being of our employees is extremely important to us. As such, we are committed to providing our employees with the best possible working environment and continuously improving our work processes. We offer our employees flexible working hour models so they can balance their professional and private lives as well as possible and pay great attention to making sure they stay healthy first and foremost, especially during the COVID-19 pandemic.

Sustainable Development Goal 9: Industry, innovation and infrastructure



As a major employer in the region, we improve its infrastructure and create secure jobs. With over 100 trainees, we are strengthening our up-and-coming staff and investing in high quality amongst our employees. In 2021, the Rommelag Group received the 'TOP 100' seal of approval, which is awarded to Germany's most innovative SMEs. Our sustainable new Pharma2020 plant in Sulzbach-Laufen is seen as a long-term commitment to our site in the Kocher Valley.

Sustainable Development Goal 11: Sustainable cities and communities



We support the local communities at our sites through our social commitments and, in doing so, contribute to a strong region where young families in particular are able to balance their work and their private lives.

Sustainable Development Goal 12: Responsible consumption and production



As we are technological leaders in the BFS process, we strive for maximum efficiency and sustainable production. We are working with our partners and suppliers on the solutions of tomorrow, such as biodegradable plastics. As our customers can manufacture efficiently with our systems, we also make a contribution to their sustainability goals as a responsible supplier.

Sustainable Development Goal 13: Climate action

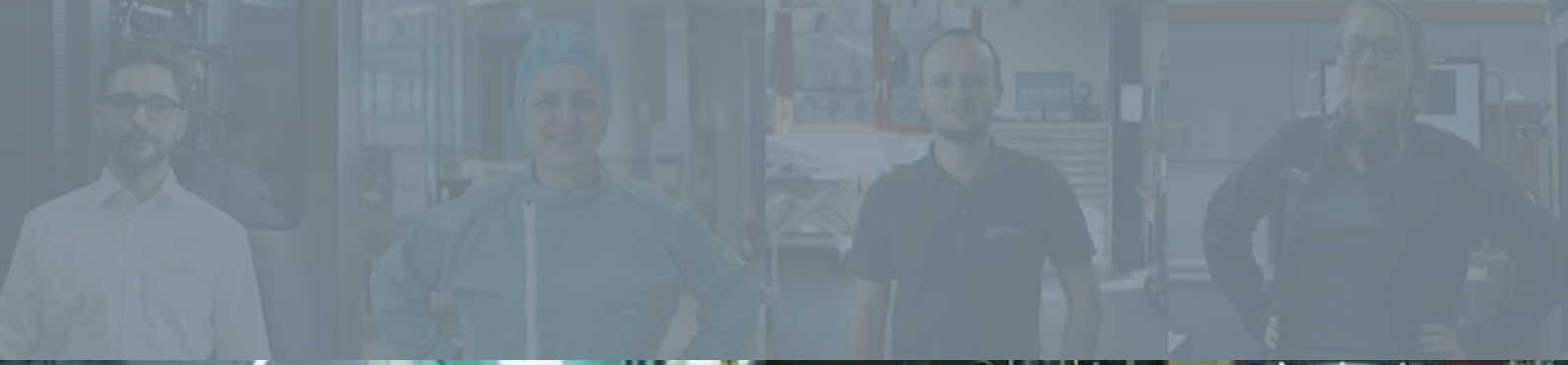


We strive to use our resources as sparingly and efficiently as possible. Our new Pharma2020 plant in Sulzbach-Laufen was planned and built with this principle in mind. We are also investing in the zero-emission mobility of the future, such as with our JobRad company bicycle scheme and by purchasing electric vehicles to use as company cars. Our strategy to reduce emissions also includes expansion of electric charging points and investment in zero-emission energy generation at our sites in the coming years. The global community has agreed that global warming has to be limited to below 2 degrees Celsius – ideally even 1.5 degrees Celsius – in order to prevent catastrophic consequences. We recognise that emissions have to be reduced and unavoidable emissions offset in order to effectively combat climate change.

Sustainable Development Goal 14: Life below water



We have invested in the wastewater treatment plant at our site in Untergröningen in order to protect the ecosystem in the river Kocher and our region. The industrial wastewater is fed into the treatment plant separately from the wastewater from the yard areas. The pH value and the temperature of the wastewater are continuously checked so that anomalies can be identified immediately and action can be taken at an early stage if necessary. In doing so, we are protecting the plants and animals that live in and by the river.



WE LEADERS



KOMMELAG

THE ROMMELAG GROUP

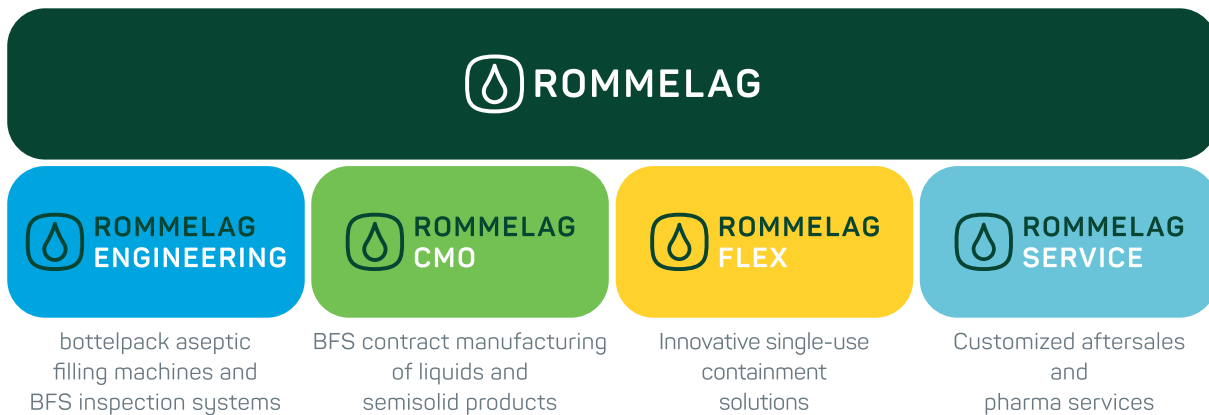
2.1 PRODUCTS, SERVICES AND CUSTOMERS

General disclosures

Rommelag is the inventor of Blow-Fill-Seal (BFS) technology and a global leader in the aseptic processing of liquids and semi-solid substances in bottelpack systems. Our systems are mainly used in the pharmaceutical, chemical and food industries. We work with our customers to develop innovative packaging solutions that are tailored to the specific packaging requirements.

We built the first prototype of a bottelpack system in 1962. We have been building up and consolidating our expertise in plastic packaging solutions, designing special applications and upgrading special packaging solutions ever since. Today, we have customers in over 80 countries and have more than 1,800 highly motivated employees.

Our four divisions ENGINEERING, CMO, FLEX and SERVICE under the Rommelag umbrella brand are decentralised companies which operate independently in Germany and Switzerland.



Rommelag ENGINEERING division

The companies in the Rommelag ENGINEERING division advise on, manufacture and sell aseptic bottelpack Blow-Fill-Seal systems and testing machines for customers all over the world.

We have been developing a system for aseptic processing of liquids and semi-solid products for over 50 years with the Blow-Fill-Seal technology and BFS systems and are still setting new standards to this day. Every valuable drop is packaged more securely with greater flexibility and user-friendliness. Today, customers all over the world rely on the German engineering and Swiss precision that make every bottelpack aseptic system unique.

With over 50 billion packaging units each year, our invention plays a crucial role in protecting something extremely valuable: ideas that help people, drop by drop. With our bottelpack systems, Rommelag sets engineering standards with regard to the aseptic packaging of liquid and semi-solid products.

Rommelag ENGINEERING Bangalore

In November 2021, our new site in Bangalore, India, began operating, in compliance with the local coronavirus constraints. We are pleased to have 15 new employees on board.



Value creation through digitisation

The creation of a separate unit – Rommelag iLabs GmbH – back in 2017 began paving the way for a broader approach to digitisation. Digitisation and automation can make many tasks more efficient. iLabs GmbH develops digital products and services for the pharmaceutical industry in order to both simplify and accelerate the production of pharmaceuticals with our systems.

In 2020, the Rommelag Group focused on machine construction and ENGINEERING (control engineering, standardisation and documentation) as well as contract filling/CMO (line management, qualification and key figures).

External value creation and innovations with customers

We continued to work on projects relating to Industry 4.0 with external pharmaceutical customers in 2021. Information from our machines was standardised in real time through open interfaces and transferred securely to third-party systems. By using our own products within the Rommelag Group in our CMO division, we can test out our digital products and services and make continuous improvements to them. We also used our own and external events to nurture partnerships, attract young people to mechanical engineering and digitisation and both strengthen and promote our open source components.

Rommelag CMO division

The companies in the Rommelag CMO division specialise in rapid and cost-effective filling of liquids and semi-solid products for international customers from the pharmaceutical and cosmetic industries.

Rommelag CMO has the largest, most cutting-edge bottlpack systems in the world. These include 31 bottlpack systems for pharmaceutical filling and 12 bottlpack systems for technical filling. Rommelag CMO fills more than 2 million containers per day for customers all over the world. We serve over 160 international customers with more than 270 different products in our global distribution network.

Contract filling with Blow-Fill-Seal technology

Not every company wants to invest in its own BFS system. As a contract manufacturer for customers from the pharmaceutical, agricultural and technical industries, Rommelag CMO provides filling services for those who do not want to do without our unique bottlpack technology. At Rommelag CMO, we operate a variety of different configurations of bottlpack systems in order to, for example, comply with strict pharmaceutical standards, carry out test fillings or produce

market batches or extra-small batches for our customers.

Rommelag CMO has a separate facility to fill all biopharmaceuticals up to Biosafety Level 2 (BSL-2), including genetically engineered drugs (API) such as vaccines or antibodies. This standard is met by the Blow-Fill-Seal production process, which is the only one of its kind in the world.

The other services offered by Rommelag CMO include experimental filling, process development with BFS technology and container design for sterile packaging solutions for filling volumes from 0.04 ml to 10,000 ml. Many of our packaging solutions have set standards on the market for pharmaceutical products, such as our infusion containers with Eurohead caps and ampoules with Luer connections.

Rommelag FLEX division

As a specialist in flexible containment systems, Rommelag Flex provides a unique solution for highly sensitive bulk goods in the pharmaceutical industry.

Our Flecotec containment system is a unique way to carry out highly sensitive sampling, weighing, siphoning and filling processes safely and with zero contamination in the pharmaceutical, chemical and food industries. Our single-use containment solutions make laborious sterilisation and cleaning processes largely unnecessary.

Rommelag SERVICE division

Rommelag SERVICE helps operators of our bottletack systems to plan, start up, qualify and validate the systems, as well as with maintenance, spare parts, upgrades and retrofits. Our support for our customers goes far beyond technical advice about the systems and also involves knowledge transfer, training, assistance with packaging design and production process optimisation. Our life-long service is part of our sustainability strategy.

This is what we at Rommelag SERVICE see as a true partnership.

2.2 COMPANIES IN THE ROMMELAG GROUP

The Rommelag Group is a group of legally independent companies managed by members of the Hansen family which founded and owns the Group.



Jakob Hansen (Thermo-Pack Managing Director), Gert Hansen (Rommelag Group CTO), Bernd Hansen (former president of the Rommelag Group)

We market our products and services under the Rommelag umbrella brand. Our companies operate in a decentralised and independent manner.

Company structure



ROMMELAG ENGINEERING

bottleneck aseptic filling machines and BFS inspection systems

Kocher-Plastik
Maroplastic
Rommelag
Rommelag iLabs

Rommelag Engineering PVT. LTD.

ROMMELAG CMO

BFS contract manufacturing of liquids and semisolid products

Holopack
Maropack

ROMMELAG FLEX

Innovative single-use containment solutions

Thermo-Pack
Flecotec

ROMMELAG SERVICE

Customized aftersales and pharma services

Kocher-Plastik
Maroplastic
Rommelag
Rommelag Pharma Service

CHINA – success with Blow-Fill-Seal

In recent years we have been able to successfully expand our collaboration with Chinese partners and customers. The demand in this market continues to be highly dynamic and characterised by a high degree of digitisation. Rommelag has a continuously growing team, spread across the whole of China. There are now seven local service technicians providing services and commissioning the machines, largely independently and without European help. Our local sales colleagues and two other administrative colleagues are using their experience and knowledge of local requirements to ensure that the projects run smoothly. They are being supported by our sales team in Switzerland, who are providing online support for our local activities. We were therefore able to also have a digital presence in China in 2021. We value the reliability and focus on quality in our day-to-day work with our Chinese partners, customers and the authorities, and we want to continue to bring German engineering and Swiss precision to the table.



2.3 EMPLOYEES

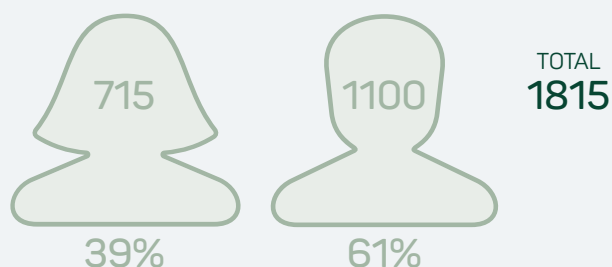
Rommelag's employees are the most important key to our success. The responsibilities at Rommelag are just as ambitious and high quality as our products and services. Quality and innovation stem from our employees, their ideas and their enthusiasm every single day. This is exactly why we value our employees and the part they play in our success so highly.

2.3.1 KEY FIGURES AND DIVERSITY

Employment

Diversity of governance bodies and employees

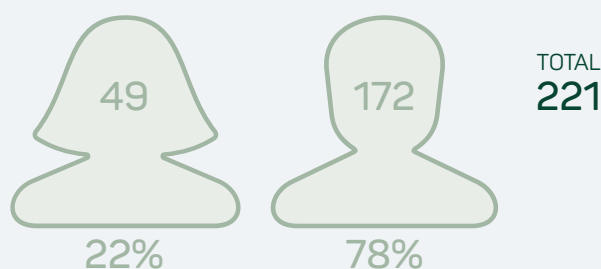
All employees (permanent employees including managers)



By age and gender

15-30			31-50			51-70		
FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
100	281	381	326	516	842	289	303	592
26%	74%	21%	39%	61%	46%	49%	51%	33%

Managers

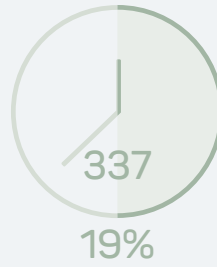


By age and gender

15-30			31-50			51-70			N/S
FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE
5	7	12	26	93	119	17	72	89	1
42%	58%	5%	22%	78%	55%	15%	85%	40%	

As at: 31.12.2021

Employment type (permanent employees including managers)

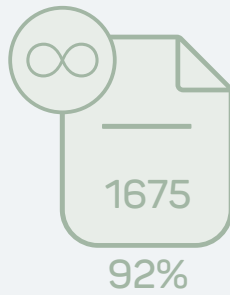


By employment type and gender

FULL TIME		
FEMALE	MALE	TOTAL
413	1065	1478
28%	72%	81%

PART TIME		
FEMALE	MALE	TOTAL
302	35	337
90%	10%	19%

Contract type (permanent employees including managers)



By contract type and gender

PERMANENT		
FEMALE	MALE	TOTAL
683	992	1675
41%	59%	92%

TEMPORARY		
FEMALE	MALE	TOTAL
32	108	140
23%	77%	2%

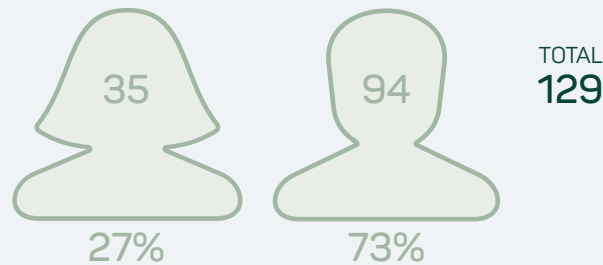
As at: 31. 12. 2021

The proportion of female employees in the Rommelag Group is 39%. The proportion of women in management in the Group is 22%.

As employers, the companies of the Rommelag Group are reliable partners: 92% of our employees have permanent employment contracts, underlining our recognition of positive, long-term working relationships.

New employee hires and employee turnover

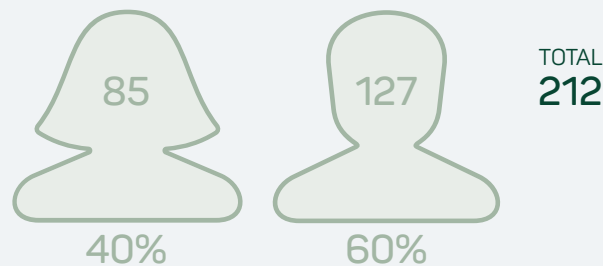
New employee hires (permanent employees including managers) during the reporting year



By age and gender

15-30			31-50			51-70		
FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
19	49	68	15	33	48	1	12	13
28%	72%	61%	31%	69%	30%	8%	92%	9%

Employee turnover: terminated employment contracts (permanent employees including managers) during the reporting year



By age and gender

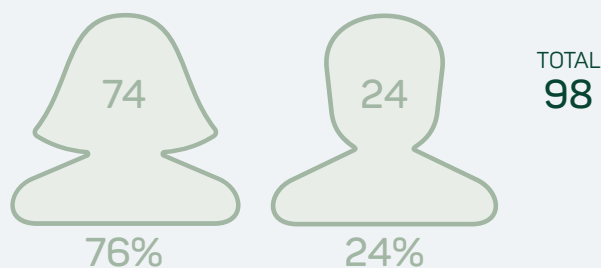
15-30			31-50			51-70		
FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
30	38	68	18	43	61	37	46	83
44%	56%	32%	30%	70%	29%	45%	55%	39%

As at: 31. 12. 2021

Parental leave

Employees on parental leave

Number of employees who took parental leave during the reporting period

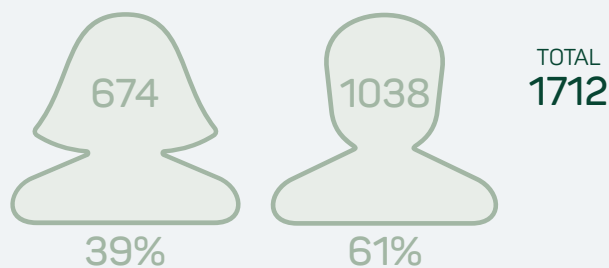


With our focus on family friendliness and diversity, we help our employees to make their own life plans with flexible rules for working time and parental leave.

Performance reviews and employee development

Performance reviews for all employees (including managers)

Employees who received regular reviews of their performance and professional development in the period under review (NUMBER)



Offering our employees support and room to develop is part of our Group-wide management system and an integral element of our day-to-day business. For example, 94% of all employees received a structured annual development interview and a performance review in the period under review.

2.3.2 TRAINING

The Rommelag Group continues to be highly active when it comes to training talented young people. With over 100 trainees in 2021 and a very high retention rate of those who completed their training in the period under review (21 out of 29), we are making our contribution to shaping our long-term growth and supporting young people.

Trainees



As at: 31. 12. 2021

2.3.3 OCCUPATIONAL HEALTH AND SAFETY

No infringements of environmental or occupational health and safety regulations occurred within the Rommelag Group in the period under review. We aim to reduce the number of occupational accidents at all sites to zero. In the period under review, there were 41 occupational accidents (previous year: 58) with minor injuries and one serious accident. There were no fatal occupational accidents. After analysing the accidents, we put appropriate measures in place to prevent similar accidents from happening again in future.

Work-related ill health

Work-related injuries or ill health among all employees (permanent employees including managers)

Work-related injuries or ill health (NUMBER)	Totals
Total number of documentable work-related injuries or ill health	41
Number of serious work-related injuries	1
Number of deaths due to work-related injuries or ill health	0

Most important types of work-related ill health (causes and dangers, e.g. falls, cuts and chemical hazards)

- Main ailment 1 Cuts
- Main ailment 2 Bruises
- Main ailment 3 Burns

- Main cause 1 Physical hazards
- Main cause 2 Chemical hazards
- Main cause 3 Psychosocial stress



ROMMELAG HEALTH AND SAFETY

Rommelag ENGINEERING takes part in BG RCI apprentice competition for a working world with no accidents or illnesses

The apprentice competition for 2021/2022 was aimed at young employees in the member companies of BG RCI (German professional association of raw materials and the chemicals industry) in Heidelberg. The competition includes an individual challenge and a team challenge which put participants' occupational health and safety knowledge and skills to the test. The best participants will be invited to take part in the national finals in summer 2022. The BG RCI apprentice competition is part of the BG RCI prevention strategy, VISION ZERO.

The aim of the Vision Zero prevention strategy is to have a working world with no accidents or illnesses. As part of this,

the BG RCI apprentice competition targets young career-starters so that they become familiar with the importance of safety at work right at the very start of their careers. We see this as a huge benefit that can introduce our trainees to the topic of occupational safety at an early stage and act as a preventive measure.

A group of 16 trainees at Rommelag Engineering is currently preparing for the first stage of the competition.

We are excited to see what they achieve and wish them lots of success!

2.4 MANAGEMENT SYSTEMS AND GUIDELINES

2.4.1 ISO CERTIFICATIONS

All manufacturing companies in the Rommelag Group are certified under **DIN EN ISO 9001:2015**.

Our companies have additional certified management systems:

Holopack Verpackungstechnik GmbH	- DIN EN ISO 13485 : 2016 - DIN EN ISO 50001 : 2018
Kocher-Plastik Maschinenbau GmbH	- DIN EN ISO 50001 : 2018
Maropack AG	- DIN EN ISO 13485 : 2016
Thermo-Pack Kunststoff-Folien GmbH	- DIN EN ISO 15378 : 2018-04

The contract filling by the companies in the CMO division is performed in accordance with GMP guidelines.

- EU Certificate of GMP Compliance of a Manufacturer and GMP certificate
- FDA, ANVISA and other official inspections have been passed successfully

2021 energy management surveillance audit at Kocher-Plastik

We successfully passed the audit for our energy management system ISO 50001:2018 at Kocher-Plastik in October 2021.



2.4.2 ENVIRONMENTAL AND OCCUPATIONAL HEALTH AND SAFETY GUIDELINES

Rommelag is aware of its responsibility with regard to the environment and occupational health and safety. As an industrial company, we are committed to aligning our business activities with the principles of integrity and ethics as well as environmental and occupational health and safety standards.



The health, safety and well-being of our employees and the safety of customers, suppliers, visitors and third parties that operate on our premises are very important to us.

Our environmental and occupational health and safety guidelines apply to all business activities and employees of the Rommelag Group. We provide our employees with training to give them the knowledge and skills necessary to adhere to the guidelines. Line managers must know and uphold the relevant statutory occupational health and safety regulations and the recognised technical regulations within their spheres of responsibility and fields of activity.

We also urge our employees to report any and all infringements of these guidelines to a superior. We undertake to meet or exceed the relevant environmental and occupational health and safety regulations in countries in which we operate manufacturing facilities.

2.4.3 ROMMELAG Code of Conduct

The Rommelag Code of Conduct for corporate social responsibility applies to all employees of the Rommelag Group. We also expect our suppliers to follow these rules.

ROMMELAG CODE OF CONDUCT

COMPLIANCE WITH LAWS

Rommelag adheres to the relevant laws and other legal regulations of the countries in which it does business. Likewise, Rommelag complies with the foreign trade regulations of the destination countries at the time of invoicing.

INTEGRITY AND ORGANISATIONAL GOVERNANCE

- ✔ Rommelag respects universal ethical values and principles, especially with regard to integrity, honesty, respect for human dignity, openness and non-discrimination on the grounds of religion, ideology, gender or ethics.
- ✔ Rommelag rejects corruption and bribery in accordance with the corresponding UN Convention¹. It takes appropriate steps to encourage transparency, integrity and responsible corporate governance.
- ✔ Rommelag follows recognised business practices and respects fair competition. In competition, professionalism and high-quality work are its guiding principles. It strives to maintain a relationship of partnership and trust with regulatory authorities.

COMMUNICATION

Rommelag communicates the requirements of our Code of Conduct and its implementation to employees, customers and suppliers in an open manner and with a view to achieving mutual understanding. All documents are duly generated in line with our obligations, are not unfairly modified or destroyed, and are stored properly. Trade secrets and business information belonging to partners are treated as confidential and handled with care.

HUMAN RIGHTS

Rommelag is committed to promoting human rights. We respect human rights as they are set out in the Universal Declaration of Human Rights², especially the following:

- ✔ **Privacy**
Protection of privacy.
- ✔ **Health and safety**
Protection of health and occupational safety, especially the provision of a safe, healthy working environment in order to avoid accidents and injuries.
- ✔ **Harassment**
Protection of employees against physical punishment and physical, sexual or verbal harassment or abuse.
- ✔ **Freedom of opinion**
Protection of and respect for freedom of opinion and freedom of expression.

WORK CONDITIONS

Rommelag observes the following ILO³ core labour standards:

▽ Child labour

The prohibition of child labour, i.e. the employment of people under 15 years of age, provided that the local legal regulations do not set out higher age limits and provided that no exceptions are permitted.⁴

▽ Forced labour

The prohibition of all forms of forced labour.⁵

▽ Remuneration

The labour standards concerning remuneration, especially concerning the amount of remuneration pursuant to the relevant laws and provisions.⁶

▽ Employee rights

Respect for employees' right of association, right to organise and right to collective bargaining, provided that this is legally admissible and possible in the country in question.⁷

▽ Prohibition of discrimination

The treatment of all employees free from discrimination.⁸

ENVIRONMENTAL PROTECTION

Rommelag complies with the environmental protection provisions and standards that apply to each of its enterprises and operates in an environmentally aware manner at all sites.

CIVIC COMMITMENT

Rommelag contributes to the social and economic development of the country and region in which it operates.

IMPLEMENTATION AND APPLICATION

- ▽ Rommelag makes every reasonable effort to implement and apply the principles and values described in this Code of Conduct on a continuous basis.
- ▽ The current version of the Code of Conduct is available on the intranet and internet. Any violations of the Code of Conduct can be reported to a line manager or HR officer.
- ▽ Our General Terms and Conditions refer to the latest version of the Code of Conduct.

Footnotes

1 United Nations Convention against Corruption of 2003, in force since 2005

2 Universal Declaration of Human Rights, UN General Assembly Resolution 217A (III) of 1948

3 ILO = International Labour Organization

4 ILO Convention No. 138 of 1973 and ILO Convention No. 182 of 1999

5 ILO Convention No. 29 of 1930 and ILO Convention No. 105 of 1957

6 ILO Convention No. 100 of 1951

7 ILO Convention No. 87 of 1948 and ILO Convention No. 98 of 1949

8 ILO Convention No. 111 of 1958

2.4.4 TRUSTED CONFIDANT FOR SUPPORT AND CONFLICT RESOLUTION

In the Rommelag Group, we promote an active, self-determined working atmosphere for our employees. We want to deal with conflicts and stresses openly and find a mutual resolution.

We recognise that personal troubles and strain on the work-life balance often also have causes outside of work that often remain hidden.

We have therefore created the position of a trusted confidant in order to support our employees at Holopack. This person is available to all employees and serves as the following:

- ✔ Point of contact for all employees in confidential matters (always with a duty of confidentiality)

- ✔ Bridge between employees and line managers, active dialogue on matters that arise
- ✔ Bridge between employees and the management
- ✔ Managers are notified of obvious build-ups of discussed issues
- ✔ Neutral accompaniment to employee and return-to-work interviews (always with a duty of confidentiality) is available to employees and managers on request
- ✔ Support for team-building measures, workshops and conflict resolution talks

We want to gain more experience with making these services available to our employees in future and to decide how such services can be made available throughout the Group.

2.5 MEMBERSHIPS AND CORPORATE RESPONSIBILITY

We are always in dialogue with customers, partners and professional associations by virtue of our various memberships, projects and sales activities. This dialogue enables us to identify innovations at an early stage and spur on the development of our products and services in a direction consistent with the market requirements.

We embrace the concept of active networking, including in new forms of collaboration. For example, by taking part in industry-specific hackathons, we are able to demonstrate our skills while also learning from and with others. These agile forms of idea-sharing and cooperation are modern and encourage this type of teamwork, even beyond the boundaries of our company.

Membership of associations

- ✔ BFS IOA International Operators Association
- ✔ Bund der Steuerzahler (German Taxpayers Federation)
- ✔ CoCreate
- ✔ DCVMN Developing Countries Vaccine Manufacturers Network
- ✔ DIN Deutsches Institut für Normung (German Institute for Standardisation)
- ✔ GS1 Switzerland
- ✔ Albstadt-Sigmaringen University
- ✔ Hohenlohe+
- ✔ Heilbronn Chamber of Industry and Commerce – Certified DUALIS apprenticeship scheme
- ✔ IPV Industrie-Pensions-Verein
- ✔ Industrievereinigung Kunststoffverpackungen e.V.
- ✔ Industrievereinigung Surental
- ✔ Institut für Produktionserhaltung e.V., Sielenbach
- ✔ Kunststoff.swiss
- ✔ NeoSys
- ✔ Nexel
- ✔ OPC Foundation
- ✔ Packaging Valley (founding member)
- ✔ PDA Europe
- ✔ Pensions-Sicherungs-Verein PSVaG, Cologne
- ✔ ProCure (trade association for purchasing)
- ✔ Qesar
- ✔ SOS
- ✔ Schweiz. Kundendienstverband (pga)
- ✔ Swiss Biotech Directory
- ✔ Swiss plastics
- ✔ Swissmechanic
- ✔ Swissem and within it, head of the specialist intralogistics, packaging and conveyor technology group
- ✔ Tecom Switzerland
- ✔ Western Lucerne Entrepreneurs' Association
- ✔ Association of Personnel and Training Professionals (VPA)
- ✔ Widenmoos

2.6 BUSINESS ETHICS AND COMPLIANCE

2.6.1 ROMMELAG AS A SERVICE PROVIDER

As a service provider, we strive for unparalleled quality and innovation in compliance with international and regional laws and regulations.

This means that all Rommelag employees and companies take responsibility for the economic, technological, social and ecological consequences of business decisions and actions in compliance with the relevant laws. This basic understanding of socially responsible governance is the foundation on which the obligations in our Group-wide Code of Conduct are based, and we expect no less from our customers and suppliers either.

Confirmed incidents of corruption and actions taken

There were no confirmed incidents of corruption within the Rommelag Group in the period under review.

Likewise, the number of sanctions or actions taken against employees in this regard is zero.

No disciplinary measures were necessary due to breaches of guidelines or infringements of the law in the period under review.

Implementation of the EU Whistleblowing Directive

As part of general implementation of the EU Whistleblowing Directive, Rommelag is required to set up an internal reporting system that can be used to uncover potential abuses or improper behaviour at an early stage. By uncovering abuses at an early stage, whistleblowers help their employers to expose illegal and unethical behaviour in order to prevent harm to the company and its employees.

Robin Heine, CHRO of the Rommelag Group, has therefore been appointed Compliance Officer and is thus the central point of contact for all information about illegal and unethical behaviour for the entire Rommelag Group. Please send any information about illegal and unethical behaviour to: compliance@rommelag.com



Robin Heine, CHRO

Legal actions for anti-competitive behaviour

In the period under review, there were no legal actions for anti-competitive behaviour or infringements of antitrust law.

2.6.2 ROMMELAG AS A BUYER: SUPPLIER MANAGEMENT

Proportion of spending on local suppliers

At our German sites, the proportion of local suppliers (defined as suppliers from Germany) is 95% (Kocher-Plastik and Holopack). It is 46% (Maroplastic) and 60% (Maropack) for the Swiss companies (defined as suppliers from Switzerland).

Supplier environmental assessment at Holopack

In general, the content of the Rommelag Code of Conduct or equivalent in-house codes of conduct applies in our relationships with suppliers.

The following aspects are taken into consideration as part of the qualification and evaluation of suppliers:

- ◁ As part of our supplier qualification process, we assess all new suppliers in terms of the relevance of GMP (good manufacturing practice), EnMS (energy management system), production and approval of finished goods.

- ↙ If EnMS is relevant, the rest of the assessment is conducted by the Energy Management Officer.
- ↙ We call on our suppliers to optimise the efficiency of their deliveries and services, including in terms of ecological and social standards, and to adhere to the relevant laws.
- ↙ If GMP is relevant, the suppliers are qualified by our Quality Management based on the criticality of the scope of delivery/service before they are used, and are then re-qualified at two- to five-year intervals.
- ↙ Our suppliers are urged and obliged to maintain certain certifications, communicate relevant changes, grant audit rights, name sub-suppliers and have sub-suppliers sign our Code of Conduct and give evidence of their own efforts to be more sustainable. These requirements are set out in writing in a quality assurance agreement or delivery contract.

Consequences of the coronavirus pandemic on the procurement market

In 2021, we were able to largely absorb the negative consequences of the coronavirus pandemic on the supply of materials and items for production. Nevertheless, we are expecting a fraught situation on the procurement market and have taken steps to respond to this early on with preventive measures to avoid interruptions to supply chains:

- ↙ Increasing stock levels and batch sizes
- ↙ Concluding quantity contracts
- ↙ Agreeing to partial deliveries with individual suppliers
- ↙ Reducing changes and supplementary parts

- ↙ Through our membership in the QESAR purchasing group, a regular meeting was set up in relation to problems with delivery dates. Each pool partner has the option to ask other pool partners for alternatives.

We hope that this step will help us to maintain our high level of adherence to delivery deadlines even during the pandemic.

2.7 SUSTAINABLE PRODUCTION, DIGITISATION AND INNOVATION

In the Rommelag Group, the quality of our products and services is of immense importance to us. We keep sustainability in mind when we make improvements to our production methods and machines, as well as when we select and inspect the quality of materials.

At Rommelag we continue to provide servicing on request for every system that we have produced and delivered to our customers. Our used machine scheme offers our customers the opportunity to take back decommissioned

systems and return them to the market following a general CE and GMP-compliant overhaul.

We are also constantly developing our filling systems to continuously improve efficiency and quality. Digitisation and data security also play a critical role here and ensure that the strict requirements of the pharmaceutical sector are met.



Data analysis in Rommelag's pharmaceutical filling process: Gert Hansen (right) finds out about the production status. Strict security measures ensure that there can be no external interference with the machines via the network.

‘Accept no limits’

How do you digitise a sensitive production environment where machines are not normally networked due to a fear of attacks by hackers? Gert Hansen is working on the answers.

Digitisation is one of the major trends of the future and Gert Hansen wants to lead the packaging specialist Rommelag into this future. ‘If we can manage to apply the mindset of successful software firms to Rommelag, this will bring enormous advantages,’ he believes. ‘This means not accepting any limits,’ he adds, saying that this is what makes entrepreneurs like Elon Musk or Jeff Bezos stand out.

Gert Hansen knows what he is talking about. He comes from the software industry and has been working in IT security for more than 20

years. He has set up two companies in the field and sold them at a profit. In 2018, his brother Bernd Hansen asked him to join the Rommelag Group and this year he succeeded his brother as managing partner. ‘This massively increased the weight of responsibility on my shoulders,’ says Hansen. ‘But for me it is also hugely motivating because I am now responsible for 2,000 employees and their families, and I have to think in much longer time frames than I would in the fast-paced software industry.’

In his other role as Chief Technical Officer (CTO), he is working

on a digitisation strategy, which is apparently a tricky task since Rommelag primarily serves the pharmaceutical industry with its machines and services. ‘There are extremely strict regulations in the pharmaceutical sector. Many of our customers only operate their systems manually and do not connect to internal networks, let alone the internet. The security risk of potential hacking attacks with negative impacts on production is much too high for them,’ explains Hansen.

NO CHANCE FOR HACKERS

However, because there would ideally be remote access to the data needed for use cases such as production monitoring, remote maintenance,

diagnostics and fault analysis, in 2018 he began working with the specially established Rommelag iLabs GmbH and former employees of his software companies to develop a concept that would enable a totally secure data connection. 'The Pharma Platform is our digitisation solution for systems in the regulated sector where there are particularly high safety requirements. We use hardware-based one-way communication with a data diode,' explains Hansen.

The system consists of three zones: The software that is essential for operation and therefore has extra protection runs in the production zone. Adjustments can only be made directly on the machine and cannot be implemented from anywhere else via the network. Status information is transmitted to the monitoring zone via data diode and fibre optic cable. This allows the customer to access production data for internal monitoring. Software can be used to record and analyse the data. The service zone is used by Rommelag itself for monitoring, maintenance and fault diagnosis if there are any issues in the systems.

The software for the three zones runs on three structurally separate modules, which are connected together by fibre optic cables. Remote access to the production system via the internet is only possible in the monitoring zone and service zone. 'The machine can only send data out of the protected production zone; it cannot receive it. Hackers have absolutely no chance here. Even if they managed to get into the monitoring or service zone, they would still not be able to access the sensitive production zone. It is physically impossible,' explains Hansen. 'This system guarantees the maximum safety for sensitive production environments like those in the pharmaceutical industry, whilst still making use of the benefits of Industry 4.0 and the Internet of Things.' The interface allows software modules to be downloaded like apps, for example to issue notifications about the production status or send warning messages

to smartphones. 'We are therefore well positioned to cater for any future requirement that may come our way,' says Hansen.

SAFETY FOR VACCINES

New digital solutions are not the only innovations. Hansen believes that the Blow-Fill-Seal technology (BFS for short) that Rommelag developed more than 50 years ago still has great potential for further development and new applications. The technology uses a closed process to form, fill and seal a plastic container under aseptic conditions. This excludes any risk of the content becoming contaminated by unwanted foreign substances.

The benefit of our filling technology is that it is highly integrated and automated. This means that it is also very easy to operate,' says Hansen. 'I see great potential in the fact that we can serve underprivileged countries that are heavily dependent on large global pharmaceutical companies by providing our technology. Many of our customers are small, regional pharmaceutical producers – whether in Africa, South America or Asia.'

He adds that this topic gained particular relevance and urgency during the coronavirus pandemic, above all with regard to vaccines. However, the need had already been identified much earlier on. 'The Bill & Melinda Gates Foundation has been supporting us to take our technology forward for ten years – the aim being to enable higher-quality and more cost-effective filling and packaging of vaccines for developing and emerging nations,' reports Hansen. 'Because for sensitive vaccines that require cooling, it is better to fill them in the place where they are needed.'

There is also a new solution for vaccination itself. Rommelag has worked with the US medical technology company Apiject to produce special single-use prefilled syringes, which enable an exact dose of vaccine to be administered easily and safely. This solution prevents unauthorised multi-



Secure communication: Gert Hansen demonstrates the modules of the Pharma Platform. Its extra-secure zone can send data out but cannot receive any data.



Discussing production innovations: Ralf Bouffleur, CEO (left) with Gert Hansen, CTO and managing partner.

ple use. The company also reports that these syringes are cost-effective and can be produced in large quantities. It sees the potential for regional vaccine filling to be implemented in many countries – which would also be very safe to operate thanks to the digital Pharma Platform.

Dirk Täuber

Expansion of our Pharma 2020 production site

Extensive building work was carried out in 2021 as part of the project for the ECF843 product at our 'Pharma 2020' site in Sulzbach-Laufen. The aim of this work was to enable the initial solution for the product being processed to be produced directly at our site.

At the customer's request, this eliminates the need to transport the sensitive product solution, and the product can be freshly produced in close proximity to the filling

machine (bp 460). As well as expanding the former technical area to create an area for the initial solution with cleanroom class C, more spaces were created for storing and processing the provided low-temperature-cooled active ingredient solution.

Continuous improvement of production

System consolidation and efficiency in the quality control department at Holopack

By investing in state-of-the-art analysis equipment for chromatographic analysis in the quality control department at Holopack, our employees were able to operate the equipment at greater capacity and thus increase efficiency by 50%.

The new systems have fully automated control via software. Running costs in this area were reduced by 55% thanks to renewal of the equipment.



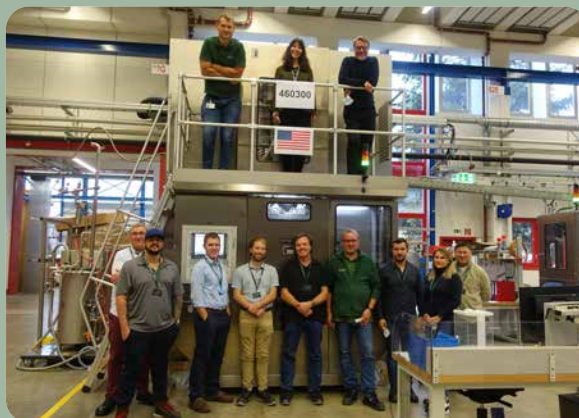
Procurement of state-of-the-art analysis equipment (HPLC) to determine the active ingredient content and the identity of initial substances and finished products

300th bottelpack 460 system

A team from our customer Unither based in Rochester, USA, came to visit Kocher-Plastik and approved the 300th BFS machine (bottelpack 460).

The Rommelag Service team led by project manager Marco Retter and the area sales manager for France, Christophe Benoit, oversaw the handover.

Many thanks to all the employees who contributed to the successful completion of the project.





ECOLOGY

Climate change continues to be one of the biggest shared challenges of our times. At Rommelag, we endeavour to use resources in an environmentally sustainable manner, continuously reduce our CO₂ emissions and conserve natural resources. We calculate our CO₂ emissions for all parts of the company annually and this report forms the basis for our efforts.

In addition to recording energy consumption, water use and waste volumes for the whole Rommelag Group in line with the guidelines of the Greenhouse Gas (GHG) Protocol, our internal Sustainability Team works on better recording of upstream and downstream emissions and cooperates with our partners and suppliers to identify measures to reduce these emissions (Scope 3 GHG emissions).

3.1 CLIMATE NEUTRALITY IN THE ROMMELAG GROUP

Climate change is considered the greatest challenge of our century, and rightly so. On an international level, everyone agrees that we will only be able to overcome this challenge if we dramatically reduce global emissions. At Rommelag we are tackling this with a two-fold strategy:

Aim: absolute reduction of emissions

The Rommelag Group's aim is to completely reduce CO₂ emissions by 2030 in accordance with the criteria of the Science Based Targets initiative (SBTi), and thus stabilise global warming at below 1.5 degrees in accordance with the Paris Agreement. As part of these efforts, our internal Sustainability Team analyses the structure and development of our carbon footprint, and this is then used as the basis for investments and changes at the individual sites with different timescales.

In the medium term, the absolute reduction of emissions can primarily be achieved through investment in carbon-neutral energy (e.g. solar, wind and hydro), building upgrades and system efficiency. We have already begun the transition to green energy at some of our manufacturing sites: We have installed our own photovoltaic system (160 kW) and a groundwater well (600 kW) at our Swiss site in Zell as an environmentally friendly way to cover the energy

we use for heating and cooling the buildings and machines. We want to pursue this path at all of our sites in line with the local possibilities. We are also supporting the switch to carbon-neutral drives in transport and logistics, for example through our choice of company vehicles or logistics providers, and also through better coordination of flows of goods in cooperation with our customers.

We are continuing to expand our provision to help our employees with carbon-neutral travel (commuting and business trips), for instance with our Jobrad company bicycle scheme, free charging at electric charging points at our sites and more flexibility through digitisation (for working from home and remotely).

Neutralization of emissions - We are climate neutral!

As we move towards the absolute reduction of CO₂ emissions, projects often have longer timescales for planning and implementation. At Rommelag, we want to lead by example in the meantime and show how to make a valuable contribution to reducing emissions by acting voluntarily and consistently as a commercial enterprise in the short term too. We recognise that voluntary offsetting of unavoidable emissions is essential in order to effectively combat climate

change. We therefore decided to offset our CO₂ emissions for 2021 – as we did in previous years – by purchasing CO₂ certificates, and in the coming years we will continue to contribute to global reduction of greenhouse gas emissions and a viable future.

We are supporting certified hydropower projects in India and Brazil through our purchase of 13,025 Verified Carbon Units (VCUs) in total. One VCU represents one tonne of

greenhouse gas emissions that have been reduced or removed from the atmosphere. These projects comply with the Verified Carbon Standard (VCS) and are subject to a strict evaluation process and auditing by qualified, independent third-parties.



3.2 CO2 EMISSIONS OF THE ROMMELAG GROUP

We have been recording our carbon footprint in line with the GHG Protocol annually since 2019. This process looks at the data from the manufacturing companies (main emitters) in the Group.

As at: 31. 12. 2021

Carbon footprint of the Rommelag Group	As at: 31. 12. 2021									
	2021 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2020 Group
Scope 1 – Direct emissions from business operations	3,364	1,552	152	883	523	84	110	59	1	3,492
Heat consumption in the company	2,916	1,473	148	863	309	79	22	20	0	2,900
Fuel consumption in the company	304	64	4	20	150	5	20	39	1	335
Gas leaks	145	14	0	0	63	0	68	0	0	257
Scope 2 – Indirect emissions from purchased energy	4,203	3,026	271	199	699	0	3	0	5	4,919
Electricity consumption	4,203	3,026	271	199	699	0	3	0	5	4,919
Scope 3 – Other indirect emissions, including upstream	4,048	1,908	247	127	1,232	151	127	235	21	4,614
Upstream energy-related emissions	1,885	1,235	161	96	328	3	6	53	2	2,133
Business travel and hotel accommodation	497	31	0	4	190	31	91	149	0	833
Employee commuting	1,607	602	72	26	708	116	30	33	19	1,598
Effluents and waste	60	39	14	1	5	1	0	0	0	50
Industrial and office consumables	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Carbon footprint of the Rommelag Group (CO2e in tonnes) (Scope 1+2+3)	11,615	6,485	670	1,209	2,453	236	241	294	27	13,025
Number of employees	1,815	669	80	29	787	129	33	37	21	1,776
Carbon footprint per employee (CO2e in tonnes)	6.39	6.84	5.29	37.30	1.55	0.65	3.45	1.61	0.27	7.33

DIRECT GHG EMISSIONS (Scope 1)

The direct emissions from business operations fell slightly and amounted to 3,364 tCO₂e (previous year: 3,492 tCO₂e). Heating makes up the majority of this category by far.

The heat requirements are met with a mixture of natural gas and biogas, heating oil and liquefied gas and are the cause of 2,916 tCO₂e across the Group (previous year: 2,900 tCO₂e).

Another 304 tCO₂e (previous year: 335 tCO₂e) are attributable to fuel consumption by the 139 largely petrol and diesel vehicles in the Group's vehicle fleet, and 145 tCO₂e (previous year: 257 tCO₂e) are due to the exchange of refrigerants.

INDIRECT ENERGY-RELATED GHG EMISSIONS (Scope 2)

Indirect emissions from purchased energy account for the largest share of the total emissions of the Group. These are due to a combination of conventional electricity and green electricity and generate 4,203 tCO₂e (previous year: 4,919 tCO₂e). Further investment in self-generated energy with photovoltaic systems at our sites will reduce these emissions further in the coming years.

OTHER INDIRECT GHG EMISSIONS (Scope 3)

Other indirect emissions, including upstream, also fell slightly and with 4,048 tCO₂e (previous year: 4,614 tCO₂e) also make up a large proportion of the total emissions of the Group. Upstream energy-related emissions are at the top of this category at 1,885 tCO₂e, followed by emissions from employee commuting (1,607 tCO₂e), business travel (497 tCO₂e) and waste (60 tCO₂e).

With regard to employee commuting, local estimates and averages were used for routes and distances. We support our employees through participation in the JobRad company bicycle scheme.

3.3 RESOURCE MANAGEMENT BY MANUFACTURING COMPANIES

Energy

ENERGY CONSUMPTION WITHIN THE ORGANISATION

Electricity and heating energy consumption were the main factors in the Rommelag Group's energy consumption in 2021. Across the Group, 65% of the total energy consumption of 37,178,469 kWh is attributable to electricity consumption (previous year: 40,849,691 kWh) and local energy efficiency measures reduced this slightly in the period under review. The transition to renewable energy continued in the 2021 reporting year, including with planning for investments in photovoltaic systems at our sites in Zell and Sulzbach-Laufen.

Within the Group, Holopack consumes the most energy at 22,558,541 kWh, followed by Kocher-Plastik (5,595,710 kWh), Thermo-Pack (4,993,694 kWh) and Maropack (2,667,982 kWh).

Electricity and district heating

As at: 31. 12. 2021

Source	Unit	2021 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2020 Group
- Conventional electricity	kWh	23,169,199	16,266,282	2,085,559	1,070,270	3,711,680	0	11,513	0	23,895	26,883,945
- Green electricity	kWh	828,801	0	0	0	0	789,357	0	39,444	0	755,592
- Self-generated/used electricity	kWh	196,301	0	0	0	196,301	0	0	0	0	214,586
- District heating	kWh	282,000	0	0	0	282,000	0	0	0	0	295,000
- District cooling	kWh	0	0	0	0	0	0	0	0	0	0
Total electricity consumption/ district heating (kWh)	kWh	24,476,301	16,266,282	2,085,559	1,070,270	4,189,981	789,357	11,513	39,444	23,895	28,149,123
Total electricity consumption/ district heating (All sources)	%	100%	66.5%	8.5%	4%	17%	3%	0.05%	0.2%	0.1%	100%

Heat consumption – use of fossil fuels or biofuels

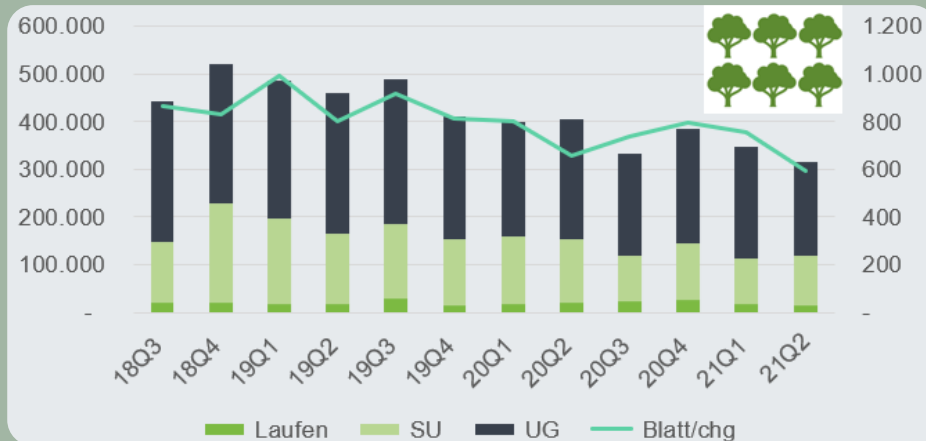
As at: 31. 12. 2021

Source	Unit	2021 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2020 Group
- Natural gas/biogas	kWh	8,758,390	3,332,126	0	3,923,424	1,402,040	0	100,800	0	0	9,264,335
- Carbon-neutral natural gas	kWh	0	0	0	0	0	0	0	0	0	0
- Light heating oil	kWh	3,922,992	2,960,133	561,610	0	3,689	316,728	0	80,832	0	3,399,885
- Carbon-neutral heating oil	kWh	0	0	0	0	0	0	0	0	0	0
- Liquid gas	kWh	20,813	0	20,813	0	0	0	0	0	0	36,348
- Carbon-neutral liquid gas	kWh	0	0	0	0	0	0	0	0	0	0
- Wood pellets	kWh	0	0	0	0	0	0	0	0	0	0
- Woodchips	kWh	0	0	0	0	0	0	0	0	0	0
- Split firewood logs	kWh	0	0	0	0	0	0	0	0	0	0
Total heat consumption/ (All fuels)	kWh	12,702,195	6,292,259	582,423	3,923,424	1,405,729	316,728	100,800	80,832	0	12,700,568
Total heat consumption/ (All fuels)	%	100%	49.5%	4.6%	31%	11%	2.5%	0.8%	0.6%	0%	100%

Digitisation campaign at Holopack bears its first fruit

The PeCMO (Process efficiency in CMO) initiative has been running at Holopack since the start of 2020. The aim is to make better use of the existing software environment and to deactivate, automate and digitise parallel processes.

In the period from July 2020 to June 2021, the steps taken as part of this initiative saved 300,000 sheets of paper, which we were able to register on the counters for our network printers. That is equivalent to six trees and 30,000 litres of fresh water.



Water

WATER WITHDRAWAL BY SOURCE

In 2021, the total water consumption of the Group from municipal supplies was 129,532 m³ (previous year: 136,774 m³).

Total volume of water withdrawal	Unit	2021 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2020 Group
Third-party water*	m ³	129,532	75,349	44,677	755	7,266	1,485	n.a.	n.a.	n.a.	136,774

* Municipal water suppliers and municipal wastewater treatment plants, public or private utilities and other organisations involved in the provision, transport, treatment, disposal or use of water and effluent.

WATER RECIRCULATION

As a Group, we have calculated that our total volume of wastewater in 2021 was 83,893 m³. We will record more detailed data in future.

Total volume of water recirculation by destination	Unit	2021 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2020 Group
Third-party water*	m ³	83,893	54,996	19,391	755	7,266	1,485	n.a.	n.a.	n.a.	129,532

* Municipal water suppliers and municipal wastewater treatment plants, public or private utilities and other organisations involved in the provision, transport, treatment, disposal or use of water and effluent.

3.4 WASTE

WASTE BY TYPE AND DISPOSAL METHOD

The Group generated a total of 1,816 tonnes of waste in 2021.

Source	Unit	2021 Group	Holopack	Maropack	Thermo- Pack	Kocher- Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2020 Group
Paper	Tonnes	119	83	0	4	30	1	1	0	0	194
Plastic	Tonnes	1,076	967	25	0	48	36	1	0	0	978
Residual waste	Tonnes	195	115	26	16	27	10	2	0	0	240
Biological waste	Tonnes	97	16	0	0	0	81	0	0	0	16
Hazardous waste	Tonnes	328	261	0	0	67	0	0	0	0	394
Total amount of waste	Tonnes	1,816	1,441	50	21	171	128	4	n.a.	n.a.	1,822
Total amount of waste per company	%	100%	79%	2.8%	1%	9%	7%	0.2%	0%	0%	100%

Detailed waste reports from our recycling partners are available for our companies and are used for certification of recycling in accordance with the statutory provisions. In all manufacturing companies, waste is separated properly, disposed of by recycling partners in accordance with the requirements of the law and recycled wherever possible.

Sustainable waste management concept at Kocher-Plastik

Kocher-Plastik switched waste disposal firms on 1 December 2021 and now has a new waste management concept for better recycling of materials.



Kocher-Plastik is following the steps already taken by Holopack in switching its waste management concept to Böhler Entsorgung GmbH. The first record of recyclable materials found in the production halls and assembly areas was made on 22 October 2021.

The new waste management concept takes into account all types of waste, such as mixed municipal waste, mixed paper, film, packaging strapping, styrofoam, wood waste, steel and metal shavings, high-grade bronze scrap, mixed scrap, V2A waste, aluminium, cable, documents requiring destruction, spray cans and absorbent and filter materials.

The concept aims to:

- Optimise the recording systems
- Optimise internal logistics
- Ensure total legal certainty for the German Commercial Waste Ordinance (Gewerbeabfallverordnung)
- Optimise the separation of waste and recyclable materials
- Optimise container/compaction systems
- Reduce traffic and therefore CO₂
- Achieve sustainability and digitisation through intelligent press containers with GPS tracking, fill level monitoring and fault reporting

The outdated mill for grinding up waste from the initial start-up process was taken out of service at the end of the year and since then the plastic waste produced has been entirely recycled into reusable granulated plastic on the new system at Thermo-Pack.

3.5 MOBILITY

VEHICLE FLEET

Rommelag's vehicle fleet of consisted of 139 vehicles in 2021. The majority of the cars, vans and lorries still run on petrol or diesel.

Fleet composition		2021 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2020 Group
of which cars		123	38	1	6	50	1	11	15	1	99
of which vans		8	2	0	0	3	3	0	0	0	8
of which lorries		4	2	0	0	2	0	0	0	0	5
of which tractors		1	0	1	0	0	0	0	0	0	1
of which forklifts		3	0	2	0	0	1	0	0	0	3
Total vehicles		139	42	4	6	55	5	11	15	1	116

Fuel	Unit	2021 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2020 Group
Petrol	litres	45,404	2,327	0	650	35,183	0	1,488	5,756	0	58,079
Diesel	litres	77,267	22,520	1,500	6,893	27,733	2,019	6,518	10,085	0	78,457
Biodiesel	litres	0	0	0	0	0	0	0	0	0	0
Natural gas (CNG)	kg	0	0	0	0	0	0	0	0	0	0
LPG	litres	0	0	0	0	0	0	0	0	0	0
Electric	kWh	3,305	0	0	0	0	0	0	0	3,305	4,863

EMPLOYEE COMMUTING

We want to pave the way for our employees to be able to take responsibility for a better climate when it comes to commuting too. We are therefore continuing to expand our provision of the Jobrad company bicycle scheme and the option for free charging at electric charging stations at our sites.

TRANSITION TO ZERO-EMISSION MOBILITY

In order to transform our fleet of vehicles, we have purchased our first electric cars to drive the frequently used route between our sites in Sulzbach-Laufen and Untergröningen with zero emissions. We have installed the necessary charging infrastructure at both sites to enable this. Employees can also use these charging points to charge their own private electric vehicles. We are planning to further expand the charging infrastructure at all sites in the coming year.

3.6 TRAVEL (AIR/RAIL)

In 2021, Group employees travelled a total of 2,081,369 km for business travel and spent 990 nights in hotels. The bulk of this distance was travelled on long-haul and medium-haul flights.

Means of transport	Unit	2021 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2020 Group
Long-haul flights	km	1,208,988	84,000	0	0	560,000	74,076	218,400	272,512	0	2,429,030
Medium-haul flights	km	512,488	19,000	0	0	304,000	0	78,572	110,916	0	758,512
Short-haul flights	km	321,890	0	0	11,270	64,000	28,446	3,740	214,434	0	651,340
Train	km	7,720	0	1,200	0	0	0	6,520	0	0	14,658
Public transport	km	0	0	0	0	0	0	0	0	0	0
Hire car	km	26,034	0	0	600	0	23,994	0	0	1,440	29,938
Taxi / leased car / private car	km	4,249	3,900	0	349	0	0	0	0	0	24,560
- Total distance (km)	km	2,081,369	106,900	1,200	12,219	928,000	126,516	307,232	597,862	1,440	3,908,038
- Total distance (km) per company	%	100%	5.1%	0.1%	0.6%	44.6%	6.1%	14.7%	28.7%	0.1%	100.00%

Number of trips	Unit	2021 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2020 Group
Long-haul flights	Number	138	10	0	0	80	6	26	16	0	95
Medium-haul flights	Number	120	5	0	0	76	0	26	13	0	91
Short-haul flights	Number	112	0	0	7	32	11	5	57	0	123
Train	Number	2	0	2	0	0	0	0	0	0	71
Public transport	Number	0	0	0	0	0	0	0	0	0	0
Hire car	Number	38	0	0	1	0	31	0	0	6	40
Taxi / leased car / private car	Number	199	195	0	4	0	0	0	0	0	38
- Total number of trips	Number	609	210	2	12	188	48	57	86	6	458
- Total number of trips per company	%	100.00%	34.5%	0.3%	2%	30.9%	7.9%	9.3%	14.1%	1%	100.00%

Hotel stays	Unit	2021 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2020 Group
3-star hotel	Number	712	586	0	23	0	90	12	0	1	348
4-star hotel	Number	217	4	3	14	0	69	125	0	2	60
5-star hotel	Number	61	0	0	0	0	31	30	0	0	104
Stays in climate-neutral hotels	Number	0	0	0	0	0	0	0	0	0	0
- Total number of stays	Number	990	590	3	37	0	190	167	0	3	512
- Total number of stays by company	%	100%	59.6%	0.3%	3.7%	0.00%	19.2%	16.9%	0.00%	0.3%	100%

Rommelag voluntarily offsets the CO2 emissions of all flights by company employees. This is done automatically when a flight is booked.

Virtual service conference 2021



We held the 2021 Rommelag service conference with our local service technicians online due to the pandemic. The 31 participants not only valued the information from the manufacturing facilities but also particularly appreciated the personal interaction, as it had not been possible to hold a service conference in recent years due to the travel restrictions brought by COVID-19.

The event was a resounding success and all participants said they would welcome this online format being used more often, including once the travel restrictions have been relaxed again. Moving our meetings online also helps to reduce the emissions of our business travel.

3.7 LOGISTICS

Recording and harmonising the emissions data of all logistics service providers continues to pose a challenge. At the time this report was prepared, consistent data about all logistics partners and Group companies was still unavailable.

3.8 FACILITY MANAGEMENT

The consumption data and emissions data are provided and described in the preceding sections.



CORPORATE SOCIAL RESPONSIBILITY

4.1 COMPANY HEALTH MANAGEMENT: WHAT WE OFFERED DURING THE COVID-19 PANDEMIC

The year 2021 was again impacted by many restrictions and pressures due to the coronavirus pandemic. To deal with the challenges to the best of our abilities, we introduced comprehensive measures and expanded the health programme for our employees:

- ↯ Setting up workstations at home and introducing hygiene policies at all of our sites
- ↯ Paid leave for vaccinations
- ↯ Free testing at our sites
- ↯ First and booster doses of vaccines at our sites, provided by our company doctor
- ↯ Thorough monthly coronavirus updates and guidelines
- ↯ Videos from management about the vaccination, recovery and testing rules at the workplace
- ↯ Flexible rules for working hours and working from home

COVID-SPECIFIC GUIDANCE

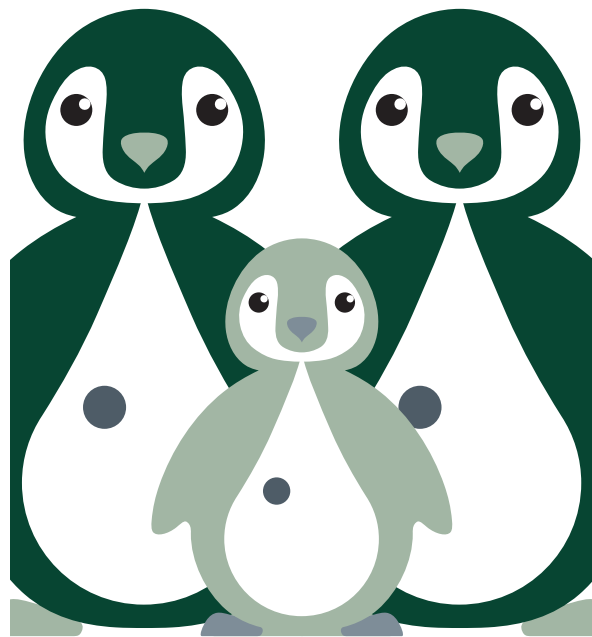
To relieve stress and offer guidance in these unusual times of coronavirus, we offer all employees free support through an external guidance service. The team of experts from Viva FamilyService is made up of psychotherapists, social workers and care specialists and is there to support our employees with anything relating to children and family, caring for relatives or personal crisis situations.

Employees can seek comprehensive personal guidance or arrange child care as well as care solutions for relatives who are in need of care. And in cases of mental health pressures, Viva even offers emergency assistance in the form of appointments with experienced psychotherapists.

All appointments are free of charge to our employees, can be kept anonymous on request and are treated as strictly confidential.

COVID-specific guidance

Free service to improve physical health and help maintain a work-life balance



We are providing the following support during the COVID-19 pandemic:

CHILDREN AND FAMILY

COMPREHENSIVE PERSONAL ADVICE FOR PARENTS

On anything related to the protection of working mothers, parental leave and allowance, forms of care, employment as well as raising children and keeping to a daily routine when working from home

CARERS FOR AT HOME, BOTH IN PERSON AND VIRTUAL

Arrangement of babysitters and homework assistance, supervision in off-peak hours and emergencies

PLACES IN DAYCARE CENTRES AND SUPERVISION DURING SCHOOL HOLIDAYS

Research on suitable crèches/nurseries and groups running over the school holidays (close to home and work)

CARING FOR FAMILY MEMBERS

COMPREHENSIVE PERSONAL ADVICE FOR CASES OF ILLNESS AND CARE DEPENDENCY

On all matters relating to long-term care insurance, assessment procedures, orders and powers of attorney and care services

HOME CARE SERVICES

Research and arrangement of care services, emergency call-out, meals on wheels as well as visiting and shopping services

RESIDENTIAL CARE

Arrangement of places, e.g. in a nursing home, day and short-term nursing services

EXPERT SERVICE

Dementia support, examination of assessments for care needs, assistance with objections

PERSONAL CRISIS SITUATIONS

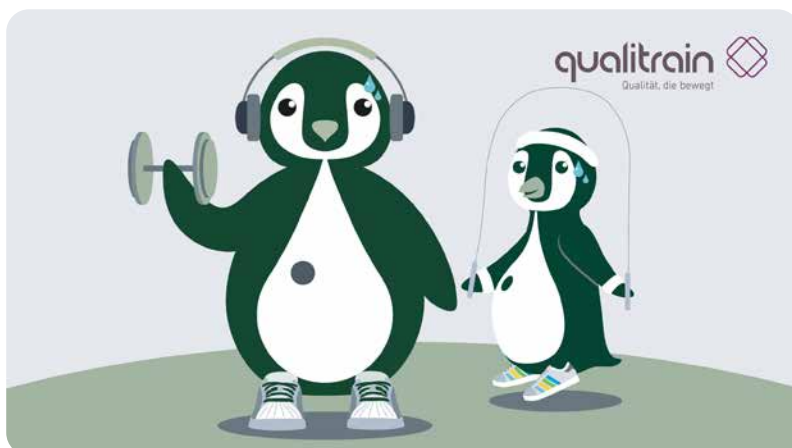
EMERGENCY SUPPORT FROM A PSYCHOLOGIST

Guidance on the following:

- Private matters such as family and relationships, alcohol problems and addictions, grief and loss
- Professional matters such as change processes, working from home and excessive workloads

COMPANY SPORT AND FITNESS PROGRAMME

Alongside the opportunity for staff to join company sports groups and group trips, we also subsidise Qualitrain memberships for our employees. Qualitrain is a nationwide network with more than 3,400 sport, fitness and wellness facilities across Germany.



4.2 ROMMELAG AS AN EMPLOYER

4.2.1 CAREERS AT ROMMELAG

WELCOME ALL GO-GETTERS

YOUR CAREER AT ROMMELAG

HONEST RECOGNITION FOR HONEST WORK

The responsibilities at Rommelag are just as ambitious and high quality as our products and services. Our employees are the reason behind our quality and innovation. That is why we show our appreciation through the remuneration and additional benefits that a modern company offers its employees.

Besides flexible working hours and holiday and Christmas allowances, numerous extra options are available including our sports activities, free fruit, company events, company celebrations, bonuses and our JobRad company bicycle scheme. In addition to the 20 days of statutory leave, we offer our employees 10 additional days of leave for a total of 30 days of leave per year.

We are always striving to make our company more attractive as an employer.

You can find all the information about our vacancies, training opportunities and comprehensive company benefits in the careers section on our website.

WHAT WE CAN OFFER YOU

EMPLOYEE BENEFITS IN GERMANY



Flexible working time account introduced in 2021

We can't always plan for everything in life and sometimes we just need more flexibility. That's why we now offer all employees a 'working time account', so that they can bank their hours.



Employees can use the credits banked in their working time accounts for the following options:

- ↯ Full or partial leave directly before the start of their statutory pension
- ↯ Extended breaks in working life (e.g. for sabbaticals, further education)
- ↯ Reduced working hours with a pay top-up

4.2.2 TRAINING AT ROMMELAG

#APPRENTICESHIP #GREATTIME

Train or study? Why not do one and then the other?
Or both at the same time? There are many paths to take at Rommelag.



Apprenticeship in special machine construction



Apprenticeship in the pharmaceutical sector



Are you looking for a varied traineeship in a commercial or technical field?
Would you prefer a well-established company for the practical part of your integrated degree programme?
Then look no further!

As an internationally successful group of nine independent companies with regional roots, we are a true hidden champion in the packaging industry. To be more precise, we are the inventor of and global market leader in BFS technology and a specialist in a huge range of plastic-based packaging solutions.

At our sites in Germany and Switzerland, we manufacture almost everything in-house – this plays a critical role in our over 60 years of success.
Why train at Rommelag?

- ✔ Over 100 friendly trainee colleagues
- ✔ Large training workshop
- ✔ Department programme
- ✔ Trainee sports
- ✔ Team events
- ✔ Secure job with a high retention rate
- ✔ Interesting range of products
- ✔ Welcome day
- ✔ Intro week
- ✔ Excellent development opportunities after training ends

We have set up a dedicated portal at <https://www.rommelag.com/de/ausbildung> to answer any questions about training with us. And of course, you can also reach us on our social media channels or via email.



Welcome to team Rommelag!

We welcomed 23 new trainees on board in 2021. We are delighted to have you on the Rommelag team and hope that you have a brilliant start to your training.



ROMMELAG GROUP

INTERVIEW WITH CHRO ROBIN HEINE

We spoke to Robin Heine, Chief Human Resources Officer of the Rommelag Group, about what makes the company different and discussed its approach to sustainability. He also gave us a glimpse into the future.

Rommelag describes itself as a hidden champion. What do you think makes a hidden champion?

The term hidden champion refers to relatively unknown, relatively large companies (with a turnover of more than 50 million euros or more than 500 employees) that are market leaders in their sector. As the inventor of Blow-Fill-Seal (BFS) technology, we can justifiably call ourselves a world market leader in this market segment. We have been based in the Kocher Valley for 60 years, have 12 sites and almost 2,000 employees globally, yet people in the region still wonder who Rommelag is and what the company actually does. So we really are 'unknown' too.

Can you name some products that are made on Rommelag systems?

The bottlpack systems are mainly used for liquid pharmaceuticals. The best-known applications are eye drops and infusion solutions (which means that we feature in the popular German television series *Tatort* every Sunday), as well as inhalation solutions. Other applications include the cosmetics industry, for example hyaluronic acid. A new and current field of application is vaccines, where we are working with partners to develop innovative single-use solutions. If we look back at our history, we have dealt with almost everything that is liquid or halfway there: milk, juice, vinegar, oil, cleaning products, gels, nutritional supplements and much more. We think that most of the people in the world have come into contact with products that have been processed on our BFS systems.

What is your stance on sustainability as a company that works with plastic?

Although it sounds a bit corny, sustainability has always been a concern of ours. We developed the BFS technology to manufacture a new product out of waste from sheet extrusion. We started developing the technology because we wanted to use the leftover materials from sheet extrusion to make a product that we could sell. This then gradually became BFS. We are constantly optimising our systems to keep waste to a minimum before, during and after production. We can also feed almost all plastic scraps back into the production process. On top of this, we are actively working with polymer manufacturers to develop alternative sustainable plastics. The high quality of our systems means that our customers use them for 20, 30 or even 40 years. We see this as part of sustainability too. As well as producing our own Sustainability Report, we have also gained certifications with EcoVadis and the CDP (Carbon Disclosure Project). We have ensured that our energy emissions are carbon neutral and have also given great consideration to the topic of plastic. We still see this as a valuable raw material that is fit for the future and can be reused sensibly with controlled recycling systems. In the field in which we use it, plastic has better overall environmental performance than glass (for production, transport and disposal). Blow-Fill-Seal ampoules are mono-material packaging. We use high-purity pharmaceutical-grade plastic, which releases water and carbon dioxide when it is burnt. BFS containers save transport costs due to their low weight and thus reduce the amount of CO₂ emitted throughout the supply chain.



Robin Heine

How do you see Rommelag developing in future and what kind of employees will you need?

Our strategy for 2030, which we published this year, sets out how we will continue our success in future. Our products place us firmly in the health megatrend, which is currently gaining importance and will continue to do so in future. Medication and products for pharmaceuticals and healthcare are produced around the world with our BFS technology. These markets will continue to grow in future and will therefore unlock excellent prospects for us. As for the question about what kind of employees we will need, all I can say is that we will need specialists in every area. This includes technical fields as well as commercial aspects, for example control engineering, programming, design engineering, assembly, project management and much more. However, we are carefully training our own up-and-coming talent and are pleased to welcome all those who want to start their training with us.

Why would you apply to Rommelag?

I'd like to mention three great reasons in particular here: Firstly, we offer varied, exciting and forward-looking work. Secondly, we are a successful, owner-operated medium-sized company with streamlined decision-making processes. And thirdly, with our technology and products, we play a major part in ensuring that society is supplied with drugs – including those that are vitally important. We make an important contribution to improving the lives of huge numbers of people all over the world.

**Rommelag Group Talstrasse 22-30,
74429 Sulzbach-Laufen
Tel.: 07976-80 0, www.rommelag.com/karriere**

Intro days for the new trainees in 2021

At the intro days, the trainees not only got to know the Group, but also their training supervisors and the management team. Our trainees gained their first insights into the company at the Schullandheim Mönchhof youth activities hostel with training about the management handbook, lean management and energy management. The intro days also included training about our bottlpack machine product.

This allowed the 19 trainees from Rommelag Engineering and 4 trainees from Rommelag CMO to get to know each other and make connections across the company right from the start of their training. The participants were unanimously in favour of repeating these intro days for future intakes, as they had experienced and learnt a great deal of interesting and exciting things together.



Trainee fit day 2021

We had a surprise canoe trip in store for our Rommelag trainees on 9 September 2021. This was a foray into the unknown, as the trainees had no idea what they would be doing on the day.

They set off in the morning to travel to Braunsbach and only found out that they would be going on a canoe tour once they reached Braunsbach. Once the organiser had given them a briefing, they got into the canoes to head off on the 9 km tour on the Kocher river towards Kocherstetten.

There were two weirs to tackle along the way and one or two had a little crash as they steered into the bank or got stuck. A few of the canoes even capsized during the tour, but this was no problem thanks to the sunny weather.

By the end of the trip, everyone had got the hang of the challenge and they successfully reached their destination. After the demanding and action-packed canoe trip, they were all able to refuel with a relaxed barbecue. Once they had eaten, Mr Heine and Mr Schröder gave special mentions to 22 trainees who had performed well or very well.

Then the supervisors had prepared a few games where the teams had to take on various challenges: build a raft for an egg, complete a parkour run, transport water with a tarpaulin without spilling any (just like our motto – every drop counts 😊) or complete various tasks with a hula-hoop. The games were really fun and they improved the trainees' teamwork and team spirit.

After the games, the day finished with the journey home to Sulzbach-Laufen. The feedback from the trainees was very positive and the surprise with the canoe tour was a resounding success. We are pleased that the trainee fit day brought a bit of normality back in these unusual times.



EcoScouts trainee project

The EcoScouts project is a voluntary project for trainees in cooperation with the chamber of industry and commerce and Heilbronn University of Applied Sciences. The project aims to raise awareness of how to be more environmentally friendly in business in order to save various resources such as electricity, compressed air, water, materials, waste, fuel and natural gas.

Four trainees from Rommelag entered the race and racked their brains for how to be more environmentally friendly in their day-to-day work and save resources. Over the course of the project, the trainees produced a total of eight short films about various scenarios from the day-to-day work environment at Rommelag which showcased tips for how to be more environmentally friendly in the workplace. The chamber of industry and commerce and Heilbronn University of Applied Sciences awarded our trainees second place for this project. Congratulations!



4.2.3 PROFESSIONAL DEVELOPMENT AT ROMMELAG

The success of the Rommelag Group depends on the contributions from our employees. All employees can pursue internal training with access to our Group-wide training centre with all training documents for the Rommelag Group via our intranet. Our training programme is complemented by external subject-specific options, which are coordinated with the results of the annual development meetings.

Online English courses in 2021

Rommelag offers English courses online each year. All Rommelag employees have the opportunity to take part in these courses for free in their spare time, at any level from beginner to advanced.



4.2.4 DIVERSITY AND INTEGRATION

To help employees who do not speak German to integrate, we offer free languages courses (German as a foreign language). As part of this, we also work locally with other companies in the region to help foreign professionals to integrate outside of the work environment too.

4.2.5 GROUP ACTIVITIES

At Rommelag we value harmonious relationships and support our employees' teambuilding outside of work too with a diverse range of leisure activities.

Rommelag goes Cross!

Rommelag took part in the IG Radquer Mettmensstetten cyclo-cross race in 2021. This was the perfect race day for cyclo-cross riders to cycle over fields and meadows peppered with obstacles, ramps and steep slopes where they needed to carry their bikes on their shoulders.



The full spectrum of riders from little ones on balance bikes to national elite riders sped round the race course on their cycle-cross bikes. The guests were also able to enjoy an event with drinks and barbecue food, with a great atmosphere and gorgeous weather for a bike race.

Team activity in October 2021

On Friday 8 October 2021, we set off to the Landhotel Beck in Kupferzell with three buses and 21 people. There was a great deal of excitement and interest about what the 'Safe the Date – FL team activity' was all about.

The motto for our 2021 FL team day was all about achieving our goals together as a big team. Under the guidance of the 'Justus Concept' organising team led by Sascha Justus and Gernot Ladwein, the participants worked together in various

games to crack the code and solve the 'Out of the Box' mystery. Communication, cooperation and creativity were the key to success in each of the games.

The team activity was a great success for us and the participants really enjoyed it.



Rommelag team at Lake Garda

After our joint trip to Lake Garda had to be cancelled last year due to the pandemic, we were all the more pleased to visit in 2021.



4.3 SOCIAL COMMITMENTS OF THE GROUP

Rommelag voluntarily contributes to the well-being and long-term development of a global society in every possible instance and to the full extent of its ability at the company sites where it operates. In the period under review, we were able to support people and local communities with a wide range of sponsoring.

Rommelag donates 20,000 FFP2 masks to Crailsheim hospital

Thanks to its good business relationships with China, the Rommelag Group was able to secure a substantial quantity of face masks early on. The company donated the masks to social care and health facilities in the region.

During the pandemic, trainees at Rommelag Engineering took on responsibility for distributing the face masks as a project. The whole process was organised by trainees Lisa Soffner and Lisa Grüniger. Both are pleased that they could play their part in fighting the coronavirus pandemic with this project. District Chief Executive Gerhard Bauer personally accepted the donations.

He said: 'We are very pleased to have the support from local business and are thankful for such strong signals of solidarity in difficult times.'



We donated €2,000 to the youth organisation – open sports programme in Gaildorf



Rommelag donates ventilation units for Bühläckerschule Unterrot school



Two donations of €2,000 to kindergartens in Laufen and Sulzbach



Last year, we were again happy to support the kindergartens in Laufen and Sulzbach by donating €2,000 to each. The children and staff at the kindergartens gave us an absolutely wonderful home-made gift to say thank you ☺



Two donations of €2,000 to the fire service and German Red Cross in Sulzbach-Laufen

We were also pleased to support the fire service and the German Red Cross by donating €2,000 to each. The fire service is using the money to buy four tanks for the respiratory protective equipment as the old tanks has expired. The German Red Cross bought new emergency kits for two vehicles. These new kits now have magnets rather than hook and loop fasteners, which means that they are easier to disinfect once they have been used.



€2,000 donated to the Kunterbunt kindergarden in Untergröningen



fiftyFifty taxi

COMMITMENT TO THE AALEN DISTRICT AUTHORITY'S ROAD SAFETY PROJECT

The 'fiftyFifty taxi' has been providing safe and cheap transport home for young people up to the age of 25 on Fridays and Saturdays and on evenings before public holidays from 10 p.m. to 6 a.m. the next day in the Ostalbkreis area for over 17 years.

We decided to support this project several years ago and have been an active sponsor of the 'fiftyFifty taxi' road safety project ever since.

In the picture you can see District Chief Executive Dr Bläse with Andreas Häußner from Rommelag and Michaela Conrad from the Ostalbkreis district authority.



We donated €2,000 to the Kochertal-Grundschule primary school in Sulzbach-Laufen for their reading mentor programme

Poor literacy and reading comprehension bring significant disadvantages in every area. The reading mentor programme helps to support children with reading beyond the confines of lessons. Our donation is ensuring that the important work of the reading mentor Iris Gollmer can continue.









ABOUT THIS REPORT

5.1 BASIC INFORMATION ABOUT THE DATA IN THE REPORT

BASIC PRINCIPLES OF GREENHOUSE GAS ACCOUNTING

The Greenhouse Gas (GHG) Protocol is an internationally recognised standard for accounting for the greenhouse gas emissions of companies. It was developed by the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD). Closely aligned with the principles of financial accounting, the GHG Protocol sets out the basic principles of relevance, completeness, consistency, transparency and accuracy.

Furthermore, the GHG Protocol sets out rules on organisational and operational boundaries for a greenhouse gas account. In particular, emissions are categorised into three 'scopes': Whereas Scope 1 encompasses all emissions a company generates through combustion in its own facilities, Scope 2 emissions relate to purchased energy (e.g. electricity and district heating). In turn, Scope 3 encompasses the emissions caused by third-party services and purchased upstream services. To measure emissions, the released quantities of greenhouse gases are calculated.

The Kyoto Protocol names six greenhouse gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and the fluorinated gases (F-gases); hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF₆). Nitrogen trifluoride (NF₃) was also added in 2015. To reduce the complexity, the effects of the seven gases are converted into CO₂ equivalents, or CO₂e, depending on how severely they impact the climate.

Consequently, the outcome of the emissions account should not be seen as direct carbon dioxide emissions, but rather a conversion into comparative values based on the most important anthropogenic greenhouse gas, carbon dioxide. The emission factors originate from the database of DEFRA (Department for Environment, Food and Rural Affairs), the GEMIS database (Global Emission Model for Integrated Systems, Version 4.9, hosted by the International Institute for Sustainability Analysis and Strategy), the ecoinvent database, the database of the German Environment Agency (UBA) and the IPCC (Intergovernmental Panel on Climate Change).

A carbon footprint measures the amount of greenhouse gas emissions (in CO₂ equivalents) which are directly and indirectly caused by the activities of an individual, a company, an organisation or a product. It factors in the

emissions caused by raw materials, production, transport, retail, use, recycling and disposal. Therefore, the basic principle of the carbon footprint is to make it possible to measure, evaluate and compare the effects on the climate. This, in turn, makes it possible to identify potential reductions, put measures in place and analyse their effectiveness.

WHAT DOES CLIMATE NEUTRALITY MEAN?

In keeping with the principle of the Clean Development Mechanism in the Kyoto Protocol, unavoidable greenhouse gases that are released in one part of the world can be offset elsewhere through climate projects. In order to finance these projects, companies purchase certified emission reduction (CER) credits for climate projects from the six available project types (biomass, boilers, solar energy, forestry, hydroelectric power and wind energy). Each CER credit is equivalent to one tonne of CO₂ which is saved by the project. There are numerous climate projects around the world, most of which support renewable energy projects. The initiators of these projects earn emissions credits which can be traded as certified emission reduction credits. The number of credits is calculated by comparing against the emissions that would have been caused by building a coal power station, for example.

HOW HAS OUR COMPANY MEASURED ITS CO₂ EMISSIONS?

We hired an external sustainability consultancy to measure the carbon footprint of our company (in 2019). The carbon footprint was calculated in line with the official guidelines of the Greenhouse Gas Protocol.

WHAT IS REPORTED IN ACCORDANCE WITH THE GREENHOUSE GAS PROTOCOL?

In the Greenhouse Gas Protocol, emissions are categorised into Scopes 1, 2 and 3, each of which encompasses various types of greenhouse gas emissions. Scope 1 encompasses the direct emissions from power stations we control. Scope 2 contains emissions that are caused indirectly when the company purchases energy. Scope 3 emissions are other indirect emissions caused throughout the value chain.

HOW ARE CARBON CREDITS GENERATED?

The initiators of the climate projects – most of which are renewable energy projects – earn emissions credits which can be traded as certified emission reduction credits. The amount of emissions offset is calculated by comparing against the emissions that would have been caused by building a coal power station instead of generating green electricity, for example.

WHAT QUALITY CRITERIA DO THE CLIMATE PROJECTS MEET?

The climate projects we finance are accredited, approved and monitored by one of the three internationally recognised certification standards – VCS (Verified Carbon Standard), UN-CER (United Nations Certified Emission Reduction) or the WWF Gold Standard. The results of each project are validated by independent auditors such as the TÜV to confirm that the right amount of CO₂ has been offset.

WHAT HAPPENS TO CARBON CREDITS AFTER THEY HAVE BEEN PURCHASED?

The purchased carbon credits are retired. This is important as this retirement is a prerequisite for companies and/or products to be designed and marketed as climate neutral. Until it is retired, a carbon credit can be traded in the voluntary market, although this would not achieve any further reductions of emissions.

WHAT PROJECTS ARE FINANCED BY THE PURCHASED CREDITS?

We are supporting a CER-certified hydroelectric power project in Uganda with 10,000 credits. Additionally, we are supporting a VCS-certified reforestation project in Uruguay with 2,500 credits.

WHY ARE INTERNATIONAL PROJECTS SUPPORTED?

Climate change is a global phenomenon. It does not matter where CO₂ emissions are released or saved; the total amount of greenhouse gases is ultimately the decisive factor. Whereas it is very expensive to reduce and offset CO₂ in Germany, offsetting is much cheaper in developing countries and emerging economies. Therefore, the internationally binding Kyoto Protocol stipulates that climate projects which avoid or capture greenhouse gas emissions should be carried out wherever they are most cost-effective.

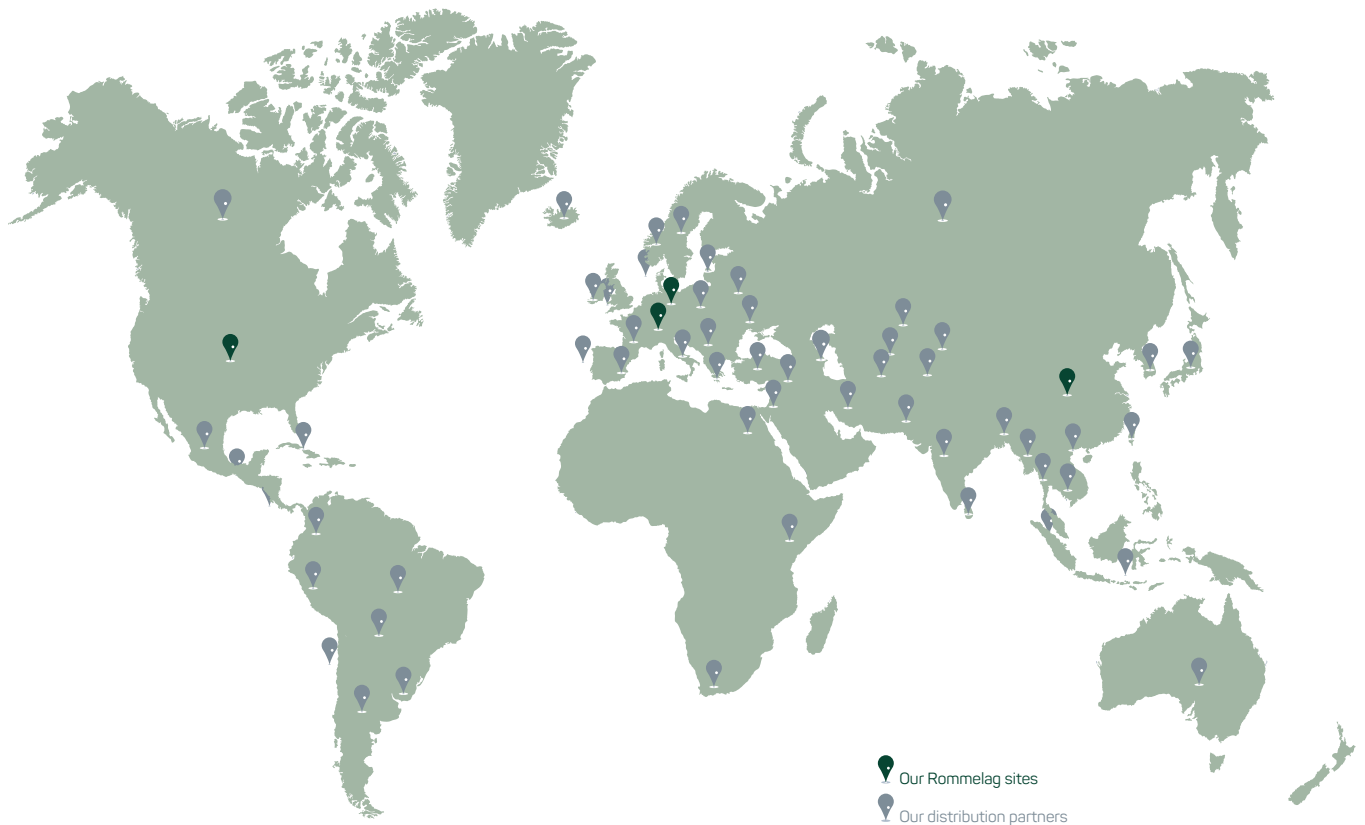
Consequently, there are many projects in developing countries and emerging economies as the potential savings through new technology are still very high and the projects can essentially be carried out more cost-effectively. The conditions for renewable energy generators (solar, wind, water and biomass) are also frequently far more advantageous. Additionally, the projects in developing countries and emerging economies help improve the economic, social and ecological situation and contribute to the United Nations Sustainable Development Goals. For developing countries and emerging economies, emissions trading is a key driver of the transfer of green technology and of long-term economic development.

5.2 ALIGNMENT WITH GLOBAL REPORTING INITIATIVE STANDARDS

We have prepared this report – the Rommelag Group's second Sustainability Report – on the basis of the guidelines of the internationally established Global Reporting Initiative (GRI) Standards. In doing so, we are striving to report on our economic, ecological and social activities in a consistent and transparent manner.

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ROMMELAG ENGINEERING | ROMMELAG SERVICE

Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH
 Mayenner Strasse 18-20 · 71332 Waiblingen · Germany
 T + 49 7151 95811-0 · F + 49 7151 5526
 mail.rd@rommelag.com · www.rommelag.com

Kocher-Plastik Maschinenbau GmbH
 Talstrasse 22-30 · 74429 Sulzbach-Laufen · Germany
 T + 49 7976 80-0 · F + 49 7976 80-100
 mail.kp@rommelag.com · www.rommelag.com

Rommelag iLabs GmbH
 Talstrasse 22-30 · 74429 Sulzbach-Laufen · Germany
 T + 49 721 667751-0
 mail.ilabs@rommelag.com · www.rommelag.com

Rommelag AG
 Fabrikweg 16 · 5033 Buchs · Switzerland
 T + 41 62 83455-55 · F + 41 62 83455-00
 mail.rch@rommelag.com · www.rommelag.com

Maroplastic AG
 Moosstrasse 31 · 5057 Reitnau · Switzerland
 T + 41 62 738 92 00 · F + 41 62 738 92 01
 mail.mpr@rommelag.com · www.rommelag.com

Rommelag USA, Inc.
 27905 Meadow Drive, Suite 9 · Evergreen CO 80439 · USA
 T + 1 303 674 8333 · F + 1 303 670 2666
 mail.romus@rommelag.com · www.rommelag.com

Rommelag Trading (Shanghai) Co., Ltd.
 Room 905-906 · Building B · Greenland Center · No.600
 Longhua Middle Road · Xuhui District · 200032 Shanghai · P.R. China
 T + 86 21 6335 8881 · T + 86 21 6335 8882 · F + 86 21 6335 8883
 mail.rcn@rommelag.com · www.rommelag.com

ROMMELAG CMO | ROMMELAG SERVICE

Holopack Verpackungstechnik GmbH
 Bahnhofstrasse 18 · 74429 Sulzbach-Laufen · Germany
 T + 49 7975 960-0 · F + 49 7975 960-411
 mail.hp@rommelag.com · www.rommelag.com

Maropack AG
 Industriestrasse Briseck 4 · 6144 Zell · Switzerland
 T + 41 41 989 74 00 · F + 41 41 989 74 01
 mail.mpz@rommelag.com · www.rommelag.com

ROMMELAG FLEX

Thermo-Pack Kunststoff-Folien-GmbH
 In der Eschenau 5 · 74405 Gaildorf · Germany
 T + 49 7971 256-0 · F + 49 7971 256-120
 mail.tp@rommelag.com · www.rommelag.com

Flecotec AG
 Schweighofstraße 3 · 79410 Badenweiler · Germany
 T + 49 7632 828553-0
 mail.ft@rommelag.com · www.rommelag.com

