

ROMMELAG

SUSTAINABILITY REPORT

2022



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SUSTAINABILITY IN THE ROMMELAG GROUP

Dear readers,

Dear colleagues,

Dear friends of Rommelag,

Sustainability remains one of the most important global challenges of our time. As a family-run company, we have both the opportunity and the responsibility to make our business activities more sustainable and thus contribute to protecting the environment, improving social justice and to long-term business success.

Our Sustainability Report is an important tool for transparently communicating our company's progress towards its sustainability goals. It provides an insight into Rommelag's sustainability strategy and performance over the past year. Our report presents Rommelag's performance and results in the areas of environmental, social, and governance (ESG). It also documents the impact of the company's business activities on society and the environment.

Our aim here is to show our progress towards a more sustainable future and give you an overview of the challenges that we still want to overcome together.

We are aware that sustainability is a continuous journey that can only be successful through joint effort and collaboration. This is why we strive to continuously improve our sustainability performance and strengthen our commitment to sustainable development with our customers and partners.

Special thanks go to our employees, who shape and facilitate the changes on a daily basis through their ideas and their actions.

This report is also intended to help promote an open dialogue with our stakeholders. We invite you to join us on our journey to a more sustainable future and to share your feedback and suggestions.



Ralf Bouffleur, CEO



Gert Hansen, CTO



Thomas Geiger, CFO

1.2 OUR VISION AND MISSION: ROMMELAG 2030

In 2022, we further refined and implemented our Group-wide 'Rommelag 2030' strategy in line with our vision and mission.

Our mission – What drives us?

' ROMMELAG COMPLETE SOLUTIONS MAKE IT POSSIBLE FOR PHARMACEUTICALS TO BE PRODUCED RELIABLY, SAFELY AND SUSTAINABLY FOR EVERY PERSON WORLDWIDE. '

CLIMATE-NEUTRAL SINCE 2019

OUR CLIMATE TARGETS

Reduction of 42% in Scope 1.2 emissions by 2030 (near-term target, base year 2021)

Reduction of 95% in Scope 1.2 emissions by 2050 (net zero target, base year 2021)

Reduction of 25% of Scope 3 emissions by 2030, base year 2023 (planned)

WE SUPPORT THE UN'S SUSTAINABLE DEVELOPMENT GOALS (SDGS)



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.

FILLING YOUR NEEDS



A large, stylized logo for "Rommelag 2030". It features the company's water drop icon inside a circle, followed by the year "2030" in large, metallic, 3D-style numerals. The background is a collage of various images related to pharmaceutical manufacturing and sustainability, including factory interiors, laboratory work, and outdoor scenes.

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



1.3 FILLING YOUR NEEDS – FOR THE BENEFIT OF EVERYONE

The COVID-19 pandemic has once again shown us that health and physical integrity are a key resource. The megatrend of health permeates all areas and defines entire lifestyles. With our Blow-Fill-Seal technology, aseptic filling systems, special pharmaceutical services and single-use containment systems, we make an active and significant contribution to this.

Blow-Fill-Seal produces pure medications safely, quickly

and sustainably, some of which are vitally important, as well as a wide range of healthcare products. Flecotec containment systems protect employees and products in API and (bio-)pharmaceutical production from contamination and toxic substances. All of our solutions guarantee ease of use and reduce operating errors – in the manufacturing process, during transport and during use.

1.4 OUR VALUES AND MISSION STATEMENT

Rommelag is an owner-run group, within which our customers and employees are the cornerstones of our success.

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

OUR VALUES AND GUIDING PRINCIPLES

TRUST

Trust is the foundation of our collaboration

RESPECT AND PARTNERSHIP

We treat each other with fairness and respect at all times

RESPONSIBILITY

We take full responsibility for our services and results

COMMITMENT

We ensure our success with our commitment

EFFECTIVENESS

Our work focuses on the right things

RELIABILITY AND AUTHENTICITY

We do what we say

LOYALTY

Loyalty is a precondition

MOTIVATION

Customer satisfaction is our motivation

INTEGRITY

We're down-to-earth and have integrity

DISCIPLINE

We're disciplined in how we think and act

OPENNESS

We're open and fair

COLLABORATION

Together we're successful

SECURITY

Security is important to us across the board

DETERMINATION AND RESOLVE

We operate with determination and a focus on results

Leadership initiative 'Outstanding Leadership@Rommelag' 2022/2023

As part of our leadership initiative '**Outstanding Leadership@Rommelag**', all 200 or so managers at Rommelag are trained in the new Rommelag leadership guidelines in workshops lasting several days. Our aim is to create a high-performance working environment in which every employee enjoys working and feels comfortable.

The focus here is on leadership, communication and change management.

The Rommelag leadership guidelines are based on the

following values:

- ✓ Embrace responsibility and trust
- ✓ Communicate honestly and directly
- ✓ Know your customers and their needs
- ✓ Shape change actively
- ✓ Share your experience and develop employees



1.5 EMPLOYEE SATISFACTION 2022

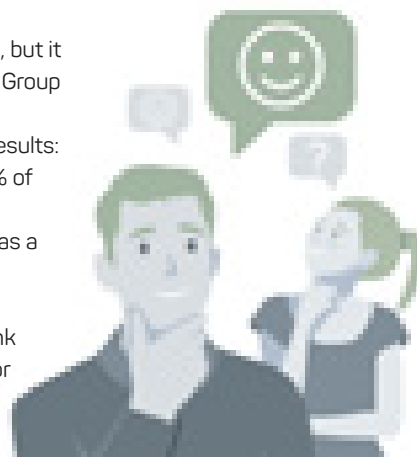
This year, we conducted the first global employee survey with an impressive 82.3% of all employees taking part.

The feedback from our employees made us proud, but it also showed us the areas in which the Rommelag Group could become even better.

We were particularly impressed by the following results: 'I'm proud to be part of the Rommelag Group' (83% of participants state this)

'I am very satisfied with my job and the company as a whole' (81% of participants state this)

On behalf of all the directors, we would like to thank our employees for taking part in the survey and for their daily commitment.



**IHRE
MEINUNG
ZÄHLT**

**GEMEINSAM
BESSER WERDEN.**

1.6 SUSTAINABILITY TARGETS AND KEY ASPECTS

In 2022, we remained in constant contact with our customers, suppliers and partners in order to understand their targets and requirements relating to sustainability, while also aligning them with our own targets and requirements.

The topics identified in 2022 included the following:

Stakeholders	Topics in 2022	Dialogue in 2022: involvement of stakeholders
Customers	<ul style="list-style-type: none"> - Product quality and delivery dependability - Digitisation of products and services - Safeguarding the supply chain - Industry 4.0 - Regulatory requirements and GMP - Sustainability data (e.g. Ecovadis) 	<p>The dialogue with our customers in 2022 took place in joint (online) conferences, trade fairs, customer visits, one-on-one meetings and project reviews.</p>
Partners	<ul style="list-style-type: none"> - Sustainability - Supply chain legislation - Innovations - Digitisation 	<p>Communication and sharing of ideas within our member companies and engagements.</p>
Suppliers	<ul style="list-style-type: none"> - Frictionless business relationships - Supply chain legislation - Innovations - Sustainability data and assessments - Supplier Code of Conduct 	<p>Supplier audits and dialogues on data and information relating to sustainability.</p>
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 	<p>In-house and cross-site team days, one-on-one meetings and annual management conference, energy-saving competition 2022, employee suggestion system, MyRommelag app, employee survey 2022</p>
Owners, management and executives Applicants	<ul style="list-style-type: none"> - Digitisation & innovation management - Combating the COVID-19 pandemic - Safeguarding the supply chain - Safeguarding the energy supply - Sustainability: climate neutrality and ecological action - Leadership - Corporate social responsibility - Employee benefits - Family-friendliness 	<p>The owning family is represented within the management of Rommelag. The dialogue between Group companies largely took place online at all locations and at the annual management conference.</p> <p>Dialogues at job fairs and open house days, in job interviews, dialogue with the Association of German Chambers of Industry and Commerce and training</p>

Stakeholders	Topics in 2022	Dialogue in 2022: involvement of stakeholders
	<ul style="list-style-type: none"> - Sustainability - Flexibility of work - Training and education opportunities 	partners.
Public and society	<ul style="list-style-type: none"> - Social commitments - Supporting local communities - Reporting on sustainability and climate neutrality 	Cooperation with the press and active local social engagements as part of our corporate social responsibility.

When analysing the main topics of our stakeholder groups, there were no material changes compared to last year. Developments in Ukraine, their impact on the economy and supply chains, as well as the challenges on the energy market, have encouraged us to further expand our activities in the areas of ecology, energy supply and responsible procurement.

In dialogue with customers and partners – worldwide

Rommelag at CPHI 2022 in Frankfurt



By participating in 26 trade fairs and industry events in 2022, we are in an ongoing dialogue about innovations, requirements and the general conditions of our customers around the world. These meetings allow us to communicate our sustainability goals and progress made, and align them with the targets and requirements of our customers and suppliers. Sustainability is our shared responsibility, which we represent beyond national and company borders, and pursue through active collaboration.



MANAGEMENT APPROACH

Explanation of the main topics and their boundaries

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. For this reason, we set up a Group-wide Sustainability Team in 2019 to define Group-wide targets, topics, standards and procedures, such as Group-wide climate neutrality and the use of recycled materials in production. The Sustainability Team reports directly to the management.

The management decides on targets, main topics and change measures, which are then coordinated and implemented by the sustainability group. 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 certified 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



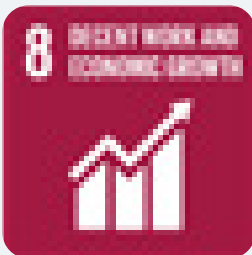
As a service provider, machine supplier, and supplier of containment systems to the pharmaceutical industry, we work in an industry that is essential for human health. Patient health is our top priority, which we ensure through the safety of our customers' products. By providing high-quality packaging solutions, we are contributing to the safety of patients when pharmaceuticals are used.

Sustainable Development Goal 5: Gender equality



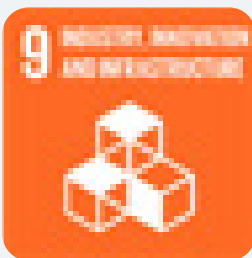
Gender equality is extremely important to us at Rommelag. As over 40% of our employees are women (2021: 39%), we are proud to be above the average for the sector. Additionally, 26% of the managerial positions in our company are held by women (2021: 22%). We support employees of all genders equally with our employee benefits and provide support through flexible parental leave and working hour models.

Sustainable Development Goal 8: Decent work and economic growth



Our employees are very important to us, which is why we are committed to providing them with an optimal working environment and continuously improving our work processes. We offer our employees flexible working time models and home office arrangements in order to ensure the best possible work-life balance. We attach great importance to protecting the health of our employees, 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 apprenticeships and jobs. We remain committed to our sites in the region. 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 packaging made from biodegradable plastic. We are aware of the scarcity of our customers' product and of our raw material, plastic. This is why we pay particular attention to low-loss, sustainable production. External audits (such as the FDA or the Regional Administrative Authority) confirm our responsible production methods and our disposal of waste for recycling. As our customers can manufacture efficiently with our systems, we also make a contribution to their sustainability goals as a responsible supplier.

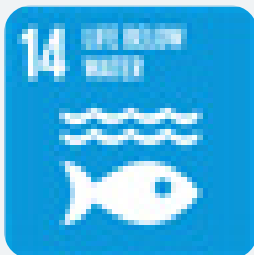
Sustainable Development Goal 13: Climate action



We strive to use our resources as sparingly and efficiently as possible. 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. Charging stations are available at Rommelag Group locations, where our employees can charge their electric cars free of charge and in an environmentally friendly way.

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. This is why we have offset all of the Rommelag Group's CO₂ emissions since 2019 and have set ourselves the goal of reducing direct emissions (Scopes 1 and 2) by 42% by 2030, and by 95% (net zero) by 2050 in line with the criteria of the ScienceBasedTargets initiative, without the use of VCU carbon credits.

Sustainable Development Goal 14: Life below water



We continuously monitor our wastewater 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. We also constantly check the pH value and temperature of the wastewater so that anomalies can be identified immediately. This makes it possible to take action at an early stage in a risk scenario. In doing so, we are protecting the plants and animals that live in and by the river. We also support the Untergröningen fishing association, which is heavily involved in youth work and rewilding.



WE ARE
ROMMELAG

THE ROMMELAG GROUP

2.1 PRODUCTS, SERVICES AND CUSTOMERS

The Rommelag Group sees itself as a one-stop partner for Blow-Fill-Seal technology and a specialist in flexible containment solutions. With our complete Fill&Finish solutions, we are a strong partner to the pharmaceutical, food, cosmetics and chemical industries. We bring together the products and services of our Engineering, CMO, Flex, and Service divisions under the Rommelag umbrella brand. Rommelag has ten sites in Germany, Switzerland, the United States, China, and India. We have around 1,800 employees worldwide.



Ralf Bouffleur, Gert Hansen and Thomas Geiger

Our solutions and technologies are in demand in more than 80 countries around the world. The key to our success is our employees, who work with great dedication to give people around the world the opportunity to access safe pharmaceutical products.

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 bottletpack 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.



bottleneck aseptic filling machines and BFS inspection systems



BFS contract manufacturing of liquids and semisolid products



Innovative single-use containment solutions



Customized aftersales and pharma services

Rommelag SE & Co. KG

Rommelag SE & Co. KG combines the Group's central functions of Finance, People & Culture, IT, Marketing, and Purchasing with around 67 employees.



ROMMELAG ENGINEERING DIVISION

This division offers comprehensive expertise in aseptic bottleneck Blow-Fill-Seal systems and testing machines, from consulting and development to production and sales. Rommelag Engineering includes:

Kocher-Plastik Maschinenbau GmbH

After developing the first bottleneck prototype, it was founded in Sulzbach-Laufen, Germany, in 1963. 716 people work on around 29,000 square metres, most of them in development and assembly.

Maroplastic AG

The company in Reitnau (CH) has been developing and building customer-specific high-tech systems since 1968. It now has around 120 employees.

Rommelag AG

Headquartered in Buchs, Switzerland, Rommelag AG is responsible for sales and after-sales of bottleneck Blow-Fill-Seal systems. In addition to Germany, Spain, and Portugal, Rommelag AG is responsible for countries in Europe as well as the Maghreb, CIS countries, and countries in the Near, Middle, and Far East. Founded in 1964, the sales company employs around 37 people.

Rommelag iLabs GmbH

Rommelag has had its own innovation hub, Rommelag iLabs GmbH, since 2017, for the development and implementation of innovative ideas in the fields of digitisation and Pharma 4.0. The 28-strong team based in Karlsruhe focuses on digital value creation throughout the entire life cycle. It offers solutions for digitally integrating bottleneck systems into existing infrastructures, smart operation, interactive maintenance, and data-based support.

Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH

Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH, headquartered in Waiblingen, Germany, is responsible for sales and after-sales of bottleneck Blow-Fill-Seal systems. In addition to Germany, Spain and Portugal, the German sales company is responsible for other markets such as South America, the US and Japan. Founded in 1967, the sales company employs around 36 people.

Our branch in Bangalore grew to more than 20 employees in the reporting year. The site manufactures spare parts for our BFS systems for the Indian market and provides customer service in the region.



First BFS plant for Oman



We at Rommelag are delighted to have manufactured the first BFS system for Oman. The system was commissioned in 2022. In addition to the quality of our systems, we at Rommelag were also at an advantage as a strong and reliable service partner with our many (including local) service technicians and after-sales employees. We can thus welcome a new, happy bottlpack customer to our ranks.



ROMMELAG CMO DIVISION

The specialists for contract filling and packaging, including comprehensive development, approval and registration support. Rommelag CMO includes:

Holopack Verpackungstechnik GmbH

Rommelag CMO is the contract manufacturing and development division of the Rommelag Group. Holopack Verpackungstechnik GmbH uses bottelpack Blow-Fill-Seal technology to produce high-quality pharmaceuticals on behalf of customers at two locations with over 660 employees. Our strengths are the manufacture, packaging and testing of liquid and semi-solid solutions such as eye drops and parenteral preparations from a single source.

Maropack AG

With over 80 employees, Maropack AG produces high-quality pharmaceuticals on behalf of its customers using bottelpack Blow-Fill-Seal technology. Our strengths are the manufacture, packaging and testing of liquid and semi-solid solutions such as eye drops and parenteral preparations from a single source.

BFS up to Biosafety Level 2

Our production facilities are subject to the strictest protection and safety precautions. This includes the strict separation of cleanrooms and the use of specially trained personnel.

We have a separate facility for the filling of biological pharmaceuticals and genetically engineered active ingredients, such as vaccines or antibodies up to BSL 2.

At the heart of our aseptic contract filling is Blow-Fill-Seal technology, in which containers are blown, directly filled with pharmaceuticals and immediately hermetically sealed. A fully automatic process to exclude any contamination.



Professional production of initial solution

Although we only fill liquids and semi-solids, we are happy to receive your solids and use them to produce homogeneous and stable mixtures. As a result, sensitive substances can be filled without any loss of time and 100% sterile. In addition, this often simplifies delivery and makes it safer and more cost-effective.



ROMMELAG FLEX DIVISION

Single-use containment solutions for highly sensitive bulk materials in the pharmaceutical industry. Rommelag Flex includes:

Flecotec AG

Flecotec AG develops innovative single-use containment systems for the pharmaceutical industry at its location in Badenweiler. With our solutions, we protect employees in API and pharmaceutical production as well as the processed powders and solids.

Thermo-Pack Kunststoff-Folien GmbH

The history of the Rommelag Group began in 1952, when it was founded. Today, 23 employees in Gaildorf (Germany) produce Flecotec containment systems in a Class 7 cleanroom, as well as compounds and profiles. A recycling plant for plastics ensures the responsible and sustainable use of resources for the entire Group.



ROMMELAG SERVICE DIVISION

The best support for our customers, from the initial idea through qualification and validation to comprehensive after-sales services. The Rommelag Service division includes:

Kocher-Plastik Maschinenbau GmbH

The company was formed in Sulzbach-Laufen, Germany, in 1963, shortly after the first prototype of our bottelpack system. All systems produced to date are serviced. The wealth of experience of our 716 employees guarantees that everything runs smoothly for our customers.

Maroplastic AG

Around 120 employees (2022) in Reitnau (CH) have been designing and building customer-specific high-tech systems and also providing outstanding service since 1968.

Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH

In Waiblingen (Germany), 36 employees are responsible for sales and after-sales of bottelpack systems in Germany, Spain, Portugal, South America, the US, and Japan. The company was founded in 1967.

2.2 EMPLOYEES

The responsibilities at Rommelag are just as ambitious and high quality as our products and services. Our employees are the driving force behind quality and innovation. Through their ideas and enthusiasm, they deliver outstanding work performance every single day. Through our commitment to diversity and gender equality, we promote an open corporate culture.

2.2.1 KEY FIGURES AND DIVERSITY



Working together

Open corporate culture

Flat hierarchies and transparent communication are what set us apart. Everyone has the opportunity to take responsibility and make a difference.

People from all over the world

Sites in Germany and Switzerland, sales companies in China and the US, representatives in over 20 countries and customers in over 80 countries – we are open to the world and value working together.

Experiencing community

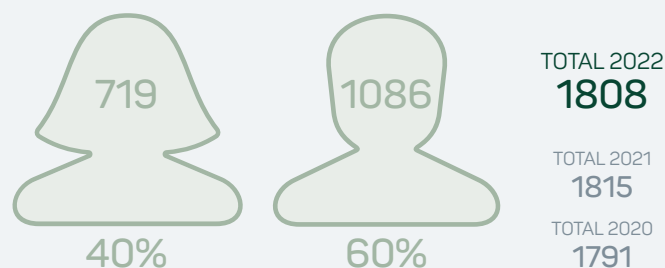
We promote team building – even outside of work. Through parties, anniversary celebrations and support for joint leisure activities.

Recharging amid stunning natural surroundings

What city dwellers only enjoy at the weekend or on holiday is right on our doorstep and offers the perfect counterbalance to work.

Diversity in governance bodies and among employees

All employees (permanent employees including managers)

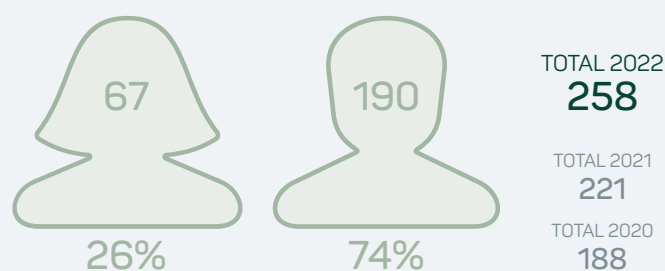


By age and gender

15-30					31-50					51-70					n/a
FEMALE	MALE	TOTAL	2021	2020	FEMALE	MALE	TOTAL	2021	2020	FEMALE	MALE	TOTAL	2021	2020	n/a
102	256	358	381	342	323	530	853	842	846	294	300	594	592	603	3
28%	72%	20%			38%	62%	47%			49%	51%	33%			

Age	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	iLabs	Rommelag DE	Rommelag CH	Rommelag USA	Rommelag China	Rommelag India	Rommelag Holding	TOTAL
15-30	82	6	2	209	28	2	3	2	0	1	7	16	358
31-50	315	36	20	308	55	21	21	22	0	8	10	37	853
51-70	266	39	6	199	40	0	12	13	0	2	3	14	594
n/a	0	0	0	0	0	0	0	0	3	0	0	0	3
Totals	663	81	28	716	123	23	36	37	3	11	20	67	1808

Managers

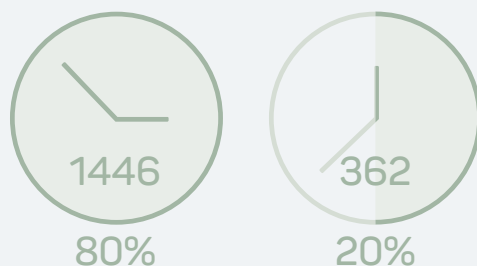


By age and gender

15-30					31-50					51-70					n/a
FEMALE	MALE	TOTAL	2021	2020	FEMALE	MALE	TOTAL	2021	2020	FEMALE	MALE	TOTAL	2021	2020	n/a
8	4	12	12	10	28	108	136	119	105	31	78	109	89	73	1
67%	33%	5%			21%	79%	53%			28%	72%	42%			

Age	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	iLabs	Rommelag DE	Rommelag CH	Rommelag USA	Rommelag China	Rommelag India	Rommelag Holding	TOTAL
15-30	8	0	0	3	1	0	0	0	0	0	0	0	12
31-50	70	7	4	35	3	1	3	2	0	0	3	8	136
51-70	44	7	0	34	13	0	2	3	0	1	0	5	109
n/a	0	0	0	0	0	0	0	0	1	0	0	0	1
Totals	122	14	4	72	17	1	5	5	1	1	3	13	258

Employment type (permanent employees including managers)

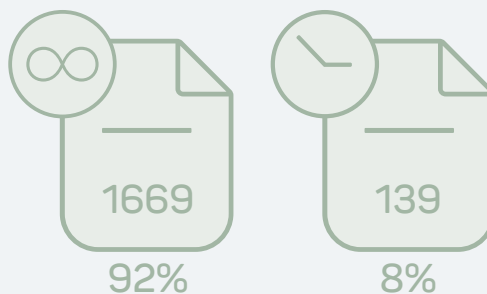


By employment type and gender

FULL TIME						PART TIME				
FEMALE	MALE	n/a	TOTAL	2021	2020	FEMALE	MALE	TOTAL	2021	2020
405	1038	3	1446	1478	1449	316	46	362	337	342
28%	72%		80%			87%	13%	20%		

Age	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	iLabs	Rommelag DE	Rommelag CH	Rommelag USA	Rommelag China	Rommelag India	Rommelag Holding	TOTAL
Full-time	469	34	22	651	106	18	34	29	3	11	20	49	1446
Part-time	194	47	6	65	17	5	2	8	0	0	0	18	362
Totals	663	81	28	716	123	23	36	37	3	11	20	67	1808

Contract type (permanent employees including managers)



By contract type and gender

PERMANENT						TEMPORARY				
FEMALE	MALE	n/a	TOTAL	2021	2020	FEMALE	MALE	TOTAL	2021	2020
683	983	3	1669	1675	1757	35	104	362	140	34
41%	59%		92%			25%	75%	8%		

Age	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	iLabs	Rommelag DE	Rommelag CH	Rommelag USA	Rommelag China	Rommelag India	Rommelag Holding	TOTAL
Permanent	649	81	25	614	112	22	35	37	3	11	18	62	1669
Temporary	14	0	3	102	11	1	1	0	0	0	2	5	139
Totals	663	81	28	716	123	23	36	37	3	11	20	67	1808

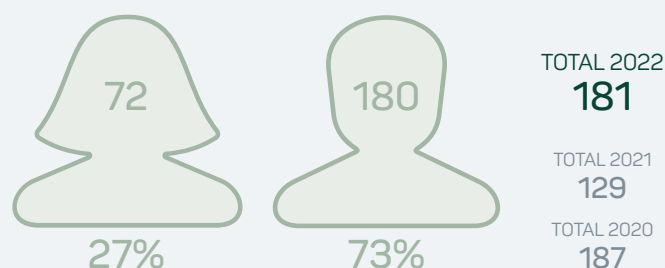
The proportion of female employees in the Rommelag Group is 40% (2021: 39%).

The proportion of women in management in the Group is 26% (2021: 22%).

As employers, the companies of the Rommelag Group are reliable partners: 92% (2021: 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

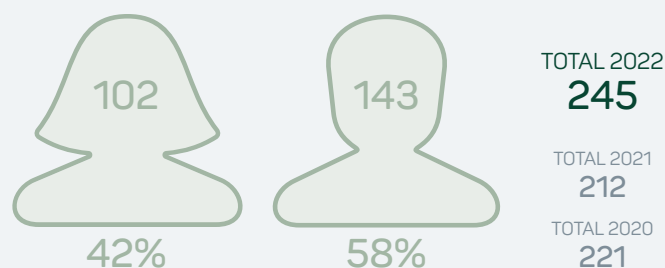


By age and gender

15-30					31-50					51-70					n/a	
FEMALE	MALE	TOTAL	2021	2020	FEMALE	MALE	TOTAL	2021	2020	FEMALE	MALE	TOTAL	2021	2020	n/a	n/a
29	55	84	68	115	29	42	71	48	55	14	11	25	13	17		1
35%	65%	46%			41%	59%	39%			56%	44%	14%				

Age	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	iLabs	Rommelag DE	Rommelag CH	Rommelag USA	Rommelag China	Rommelag India	Rommelag Holding	TOTAL
15-30	22	2	3	46	2	1	2	1	0	0	3	2	84
31-50	23	11	4	14	1	5	5	2	0	0	4	2	71
51-70	12	2	1	7	2	0	0	0	0	0	0	1	25
n/a	0	0	0	0	0	0	0	0	1	0	0	0	1
Totals	57	15	8	67	5	6	7	3	1	0	7	5	181

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



By age and gender

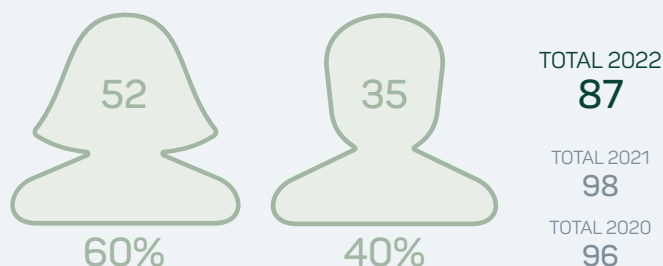
15-30					31-50					51-70				
FEMALE	MALE	TOTAL	2021	2020	FEMALE	MALE	TOTAL	2021	2020	FEMALE	MALE	TOTAL	2021	2020
31	61	92	68	76	42	53	95	61	81	29	29	58	83	64
34%	66%	37%			44%	56%	39%			50%	50%	24%		

Age	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	iLabs	Rommelag DE	Rommelag CH	Rommelag USA	Rommelag China	Rommelag India	Rommelag Holding	TOTAL
15-30	18	4	4	57	3	3	1	0	0	0	0	2	92
31-50	28	3	4	47	3	3	2	3	0	1	1	0	95
51-70	20	1	2	33	0	0	2	0	0	0	0	0	58
Totals	66	8	10	137	6	6	5	3	0	1	1	2	245

Parental leave

Employees on parental leave

Number of employees who took parental leave during the reporting period



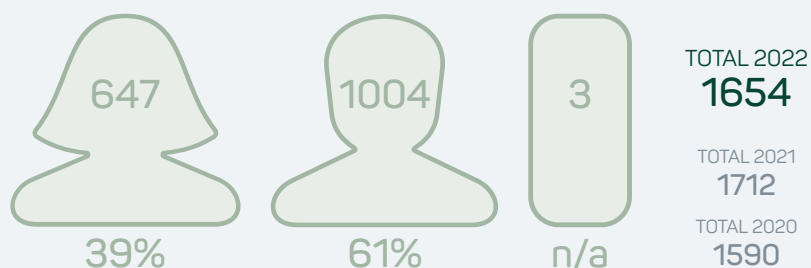
Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	iLabs	Rommelag DE	Rommelag CH	Rommelag USA	Rommelag China	Rommelag India	Rommelag Holding	TOTAL
34	2	2	33	3	2	1	1	0	0	0	9	87

Our focus on family-friendliness and diversity is also reflected in the figures on parental leave taken: in the reporting period, almost the same number of mothers (60%, previous year 76%) and fathers (40%, previous year 24%) were on parental leave. In this case, too, 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)



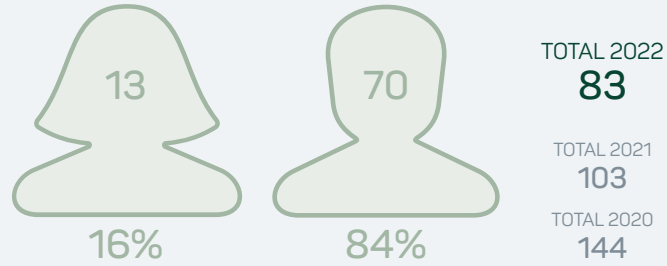
Offering our employees support and room to develop is part of our Group-wide management system and an integral element of our day-to-day business. 91% (2021: 94%) of all employees received a structured annual development interview and a performance review in the period under review.

2.2.2 TRAINING

The Rommelag Group continues to be highly active when it comes to training talented young people. With 83 trainees in 2022 and an impressive retention rate of 73% of those who completed their training (19 out of 26), we are making an active contribution to sustainable company growth. We encourage and support young people to choose technical careers and strive for gender balance in our training numbers.

Trainees

As at: 31. 12. 2022



People who completed training in the period under review

FEMALE	MALE	TOTAL	2021	2020
6	20	26	29	27
23%	77%			

Number of trainees who stayed with the company

FEMALE	MALE	TOTAL	2021	2020
5	14	19	21	23
26%	74%			

Number	Thermo- Kocher-						Rommelag						TOTAL
	Holopack	Maropack	Pack	Plastik	Maroplastic	iLabs	DE	CH	USA	China	India	Rommelag Holding	
Number of trainees	5	0	0	67	11	0	0	0	0	0	0	0	83
People who completed training in the period under review	4	0	0	21	0	0	0	0	0	0	1	0	26
Number of trainees who stayed with the company	4	0	0	15	0	0	0	0	0	0	0	0	19

2.2.3 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 reporting period, there were 77 accidents at work with minor injuries (cuts, bruises) and 9 serious injuries (mainly caused by road accidents on the way to and from work) within the entire Group; there were no fatal accidents at work. 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)	Total	2021	2020
Total number of documentable work-related injuries or ill health	77	41	58
Number of serious work-related injuries	9	1	1
Number of deaths due to work-related injuries or ill health	0	0	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

The protection of our employees' health is firmly established in our processes by means of workplace-specific risk assessments, mandatory occupational safety training, and awareness-raising measures. We also promote

the health of our employees by offering occupational health management services such as advice, health days and sports programmes.

2.3 MANAGEMENT SYSTEMS AND GUIDELINES

2.3.1 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

Each and every one of our BFS bottelpack systems meets the stringent requirements of the pharmaceutical industry – worldwide: Abrasp, Anvisa, EMA and the FDA.

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 regulatory inspections passed successfully in 2022.

**LICENCE
TO FILL!**



GMP certificates for Rommelag CMO

On 4 and 5 April 2022, our Holopack Verpackungstechnik GmbH sites underwent a routine GMP inspection by the Regional Administrative Authority. The areas and processes inspected made a good impression on the inspectors. The responses to the observations were accepted by the authorities without further enquiries. As a result, the current manufacturing permits were granted in June and the GMP certificates were extended for a further three years.

2.3.2 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 companies, 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.

2.3.3 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 comply with these rules in our Business Partner Code of Conduct.

2.4 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
- ↙ Swissmem and within it, head of the specialist intralogistics, packaging and conveyor technology group
- ↙ Tecom Switzerland
- ↙ Western Lucerne Entrepreneurs' Association
- ↙ VDMA (German Mechanical Engineering Industry Association)
- ↙ Association of Personnel and Training Professionals (VPA)
- ↙ Widenmoos

20th ANNIVERSARY OF QESAR Annual Meeting and 2022 Anniversary



QESAR is an industrial cooperation between 26 mechanical and plant engineering companies and approx. 190 suppliers. Our company KocherPlastik has been a member since 2003 and we have also been a shareholder since 2016. We use this industrial cooperation to share experience on current topics of innovation, sustainability and procurement.

2.5 BUSINESS ETHICS AND COMPLIANCE

2.5.1 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.

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.

2.5.2 ROMMELAG AS A BUYER: SUPPLIER MANAGEMENT

The supply chain of our companies comprises approximately 1,300 suppliers, the majority of which are based in Germany (approx. 90%) and Europe (approx. 8%). In 2022, in preparation for the obligations arising from the Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtgesetz), we began implementing a structured process for recording and assessing risks in our supply chain with regard to environmental, social and human rights aspects.

Proportion of spending on local suppliers

At our German sites, the proportion of local suppliers (defined as suppliers from Germany) is more than 90% (Kocher-Plastik and Holopack). It is 46% (Maroplastic) and 60% (Maropack) for the Swiss companies (defined as suppliers from Switzerland).

Supplier environmental assessment

When implementing responsible procurement at Rommelag, the following aspects are taken into account when qualifying and evaluating 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 pass on obligations to them, sign the Business Partner 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.

These criteria and requirements are part of the management systems of Rommelag companies.

2.5.3 IMPLEMENTATION OF THE EU WHISTLEBLOWING DIRECTIVE

In the context of implementing the EU Whistleblowing Directive, we have set up a reporting system that could help to uncover potential abuses or improper behaviour at an early stage.

By detecting abuses at an early stage, whistleblowers help companies to expose illegal and unethical behaviour in order to prevent harm to the company, customers or employees.

Please direct information about illegal or unethical behaviour to:

e-mail: compliance@rommelag.com

2.6 SUSTAINABILITY AND INNOVATION



New grinding plant at Thermo-Pack

Sustainability and innovation have shaped our decisions and actions since the company was founded. For example, we continue to service all the systems we have ever manufactured to this day. 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. In addition to the increasing digitisation of our plants and

processes, we also strive to optimise the energy and material consumption of our plants, reduce waste and make filling processes as efficient as possible.

Processing of residual materials at Thermo-Pack

We apply the principles of the circular economy to the recycling of plastic waste from our own production processes. Within the Rommelag Group, Thermo-Pack recycles plastics that are left over as residual waste in our testing and filling processes of our companies Kochplastik and Holopack.

In 2022, a total of 850 tonnes of residual plastics were processed and returned to the market as MFI regenerates of the same kind. In this way, we not only reduce waste in production, but also make use of valuable resources. In line with our circular economy approach, we also invested in a new grinding plant in 2022 to further expand the recycling of plastic as a resource in our processes.

Member of the state parliament for the Green Party and Mayor of Sulzbach-Laufen on a visit to Holopack in 2022

During a visit to Holopack by Ms Jutta Niemann (member of the state parliament) and Mr Markus Bock (Mayor of Sulzbach-Laufen), our guests were very interested in how we are classified as a systemically important company. They were also interested in how we can secure our energy supply due to rising energy prices and looming shortages.

On the basis of specific figures, data and facts, there was a discussion on how targeted investments could be used to secure production at both locations. In addition, short, medium and long-term measures to reduce energy consumption and secure our energy supply were presented.

In a joint discussion, we were able to show that we have



been actively working on environmental protection for many years: Holopack's 'Green Path', with all its activities, including:

- ✓ Investment in water protection
- ✓ Renewal of the cooling supply
- ✓ Electricity savings by switching to LED lighting

Progress in digitisation of manufacturing

As part of continuous improvement, we have initiated a pilot project at Kocher-Plastik in which components can be tracked along the manufacturing process using Bluetooth Low Energy (BLE). This enables real-time overviews and analyses of material and component flows in the manufacturing process, as well as more efficient processes, from digital order planning to quality assurance.



2.7 SUSTAINABLE PRODUCTION AND MATERIALS

In the Rommelag Group, the quality of our products 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.

CIRCULAR ECONOMY: RECYCLING RESIDUAL PLASTICS

At our company Thermo-Pack, we were able to process 850 tonnes of our own plastic waste and distribute it to other companies as recycled material during the reporting period.

CIRCULAR ECONOMY: USE OF RECYCLED PLASTICS IN PRODUCTION

As part of a customer project for filling non-pharmaceutical products at Holopack, we demonstrated how a filled end-product with packaging made of 100% recycled plastic ('LDPE regranulate natural') works on our systems.



the plastic waste and returns it to us in the form of plastic granules. This recycled plastic granulate is then used in the filling process. In this system, transport routes are

shortened and valuable resources are used sustainably. At the request of our customer, all future filling will be done in ampoules made of 100% regranulate.

PLASTIC AS A MATERIAL

Rommelag is aware of its social and environmental responsibility as a company that processes plastics and sells systems for plastics processing.

In our core business of Blow-Fill-Seal technology, our filling systems process plastics, most of which are used as pharmaceutical or medical end-products. These are often medicines (basic life-saving drugs) used in emergency medicine. Product quality (especially sterility and absence of particles) and safety (break resistance, anti-counterfeiting) play a paramount role here.

We continuously optimise our systems in order to minimise the use of materials and energy. We also use regranulate and can recycle surplus material from production. We have also teamed up with polymer manufacturers to test alternative, non-petroleum-based plastics in the Blow-Fill-Seal process.

Pharmaceutical packaging made of plastic is lighter than glass and saves on transport costs due to its lower weight (positive carbon footprint). This applies to both upstream emissions (logistics of plastic granules as raw material for production) and downstream emissions (logistics of the end-product to the end-customer).

For our packaging solutions, we use high-purity pharmaceutical-grade plastic, which burns to form water and carbon during disposal. These plastics are mono-materials and do not require the additional separation of combined materials at

the disposal stage.

LIFE CYCLE ASSESSMENT OF WEIGHING OR FILLING PROCESSES FOR ACTIVE PHARMACEUTICAL INGREDIENTS

For our Rommelag FLEX single-use containment system, a study examined the life cycle assessment of a weighing or filling process for active pharmaceutical ingredients (or their precursors in an open process ('weighing room')) compared to a closed process using a flexible single-use containment system.

The transfer of weighing or filling processes of active pharmaceutical ingredients and their precursors to single-use containment systems leads to significant savings in cleaning processes. In addition to a time-consuming process and laborious cleaning qualification, cleaning agents also have to be disposed of at high cost in an open weighing/filling process. In particular, water contaminated with API must be treated separately or even incinerated.

The study showed that the use of single-use containment solutions reduces the global warming potential (in CO₂ equivalent) by 60% compared to an open filling process, even though the single-use system is subsequently thermally recycled. The water saving is also over 60%, which illustrates how costly it is to clean open filling.

A study was also carried out on the environmental impact of replacing stainless steel containers (IBCs) with flexible intermediate bulk containers (FIBCs) for the transport and interim storage of active pharmaceutical ingredients,

from output from a centrifuge to the input interface in a dryer. Extensive data was collected and evaluated here, starting with the raw materials for the manufacture of the containers, their transport, processing, use, sometimes with regular cleaning and drying, to their final disposal. The results of the assessment show that the use of single-use equipment represents a far more environmentally friendly technology in the environmental aspects under investigation, compared to stainless steel equipment in the pharmaceutical industry. In this comparison, the reduction in global warming potential (in CO₂ equivalents) is 35% when using single-use systems. It is even significantly higher for water consumption, due to the complex cleaning and drying processes for stainless steel containers.

Production efficiency: new procedure using the 3D printer

At the Sulzbach/Pharma 2020 packaging site, we produce and package an inhalation solution in ampoule form for a new customer. Until now, the packaging staff had to manually separate a block of six into individual ampoules and check for leaks.

Our employees from the P2020 final packaging team thought this would have to be made more ergonomic and efficient, so they developed a semi-automatic separation system using the 3D printer. Following a successful test phase and qualification, the device can now be used in P2020 packaging. This saved two people per batch for manual separation, and 72 hours of time for other activities.





ECOLOGY

With regard to environmental sustainability, we at Rommelag feel obliged to act respectfully towards the environment and conserve natural resources.

Since 2019, we have been calculating our carbon footprint every year according to the rules of the GreenHouseGas Protocol (GHG Protocol), as well as water and energy consumption, and the annual volume of wastewater and waste generated by the entire Rommelag Group.

We were able to counter the political events and the resulting strained supply situation on the energy market in 2022 through long-term contracts with our energy suppliers. In addition, a project was initiated to develop medium-term options for a climate-neutral energy supply for all German locations. With this structured approach and further investment, we will contribute to sustainable production and the reduction of GHG emissions.

3.1 THE CLIMATE TARGETS OF 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.

In line with the goals of the Paris Climate Agreement, the climate targets of the European Union and the criteria of the ScienceBasedTargets Initiative (SBTi), we have defined our targets for reducing greenhouse gas emissions:

Reduction of 42% in Scope 1.2 emissions by 2030 (near-term target, base year 2021)

Reduction of 95% in Scope 1.2 emissions by 2050 (net zero target, base year 2021)

Reduction of 25% of Scope 3 emissions by 2030, base year 2023 (planned)

In accordance with the rules of the GHG Protocol and the SBTi, we aim to achieve these targets without the use of carbon offsets. As Rommelag, we will support the goals and principles of the GHG Protocol and the ScienceBasedTargets Initiative (SBTi).

3.2 CLIMATE NEUTRALITY IN THE ROMMELAG GROUP

Since we first recorded our Group-wide carbon footprint in 2019, we have offset the calculated emissions every year by purchasing CO2 certificates in accordance with the Verified Carbon Standard (VCS).

In doing so, we are making our short-term contribution to offsetting global greenhouse gas emissions.

We are aware that we want to achieve our climate targets without the use of these market instruments, by establishing climate-neutral production and use of energy sources. This requires careful planning for investments in our buildings and facilities at our sites. In this respect, we have launched a comprehensive planning project to determine the transformation potential at our German locations. We expect to see the first proposals for decision-

making in 2023.

For future measures, we will be able to draw on our positive experience from existing projects. For example, our own photovoltaic systems and heat pumps at our production sites in Germany and Switzerland already supply emission-free energy. In 2022, we made further investments in energy efficiency, such as in our new central cooling unit at the Untergröningen plant and the improvement of ultrapure water production (see below).

At Rommelag, we want to lead by example and show how companies can make a valuable contribution to reducing emissions by acting voluntarily and consistently as commercial enterprises.

We remain climate-neutral in 2022

As in previous years, we offset our CO2 emissions in 2022, thus contributing to the global reduction of greenhouse gas

emissions.

Emissions will be offset in 2022 for the direct and indirect

emissions of the Rommelag Group (Scopes 1 and 2) as well as emissions from the upstream and downstream value chain (Scope 3) in the categories over which we have direct control (waste and wastewater, travel, and company vehicles).

WE WILL REMAIN CLIMATE-NEUTRAL

In addition to our efforts to reduce our carbon footprint, we will also be offsetting the current CO₂ emissions of the entire Rommelag Group in 2023 by supporting climate protection projects. We are supporting a solar energy project in China and a hydropower project in Pakistan, both of which are UN CER certified (Certified Emission Reduction of the United Nations).



3.3 CO₂ EMISSIONS OF THE ROMMELAG GROUP

In 2022, we once again recorded our carbon footprint in line with the GHG Protocol. Data from the manufacturing companies (main emitters) and our principal distribution locations in Germany and Switzerland were taken into account.

As at: 31. 12. 2022

Carbon footprint of the Rommelag Group

		2022 Group	2021 Group	2020 Group	2019 Group
Scope 1 – Direct emissions from business operations	tCO₂e	2,861	3,364	3,492	3,266
1.1 – Heat consumption in the company	tCO ₂ e	2,474	2,916	2,900	2,633
1.2 – Fuel consumption in the company	tCO ₂ e	386	304	335	379
1.3 – Gas leaks	tCO ₂ e	0	145	257	254
Scope 2 – Indirect emissions from purchased energy*	tCO₂e	6,578	4,203	4,919	5,254
2.1 – Electricity consumption*	tCO ₂ e	6,535	4,203	4,919	5,254
2.2 – District heating/cooling*	tCO ₂ e	43	-	-	-
Carbon footprint (scopes 1+2)	tCO₂e	9,439	7,566	8,411	8,520
Change over previous year	tCO ₂ e	1,873	-	-	-
	%	25			
Number of employees (incl. Rommelag US/CN/Holding)	tCO ₂ e	1,808	1,815	1,776	1,882
Carbon footprint per employee (Scopes 1+2)	tCO₂e/ employee	5.22	4.17	4.73	4.53
GHG intensity in tCO₂e per metric tonne of packaged products***					
	tCO ₂ e/t	0.79	-	-	-
		Holopack 2022			

REMARKS

* Market-based approach

** This figure refers to 1 tonne of filled and packaged Holopack products (production), but does not include emission figures for input materials and logistics

Scope 2 – Indirect emissions from purchased energy**

***Location-based approach

tCO₂e

9586

During 2022, we revised our data inventory and also began recording emissions in the 15 categories of the upstream and downstream value chain (Scope 3). This means that we are now able to report these emissions more fully than in previous years.

In this report, corrections were made to the allocation of emissions to scopes and to the calculation of emission intensity per employee. The previous year's data was prepared accordingly for comparability purposes. By expanding the reporting framework for emissions, we have also changed the presentation of the previous year's figures accordingly. Here we are aiming at complying more closely with the reporting standards of the Global Reporting Initiative and presenting changes in our footprint in a comparable and transparent manner.

Direct GHG emissions (Scope 1)

Direct emissions from the entire Group's operations fell slightly to 2,861 tCO₂e (previous year 3,364 tCO₂e).

Heating makes up the majority of this category by far. This is covered by an energy mix of natural gas/biogas, heating oil and to a lesser extent liquefied petroleum gas, and emits 2,474 tCO₂e across the Group (previous year: 2,916 tCO₂e). This positive development is attributable to structural improvements, energy-saving measures and milder weather in the reporting year.

Another 386 tCO₂e (previous year: 304 tCO₂e) is due to fuel consumption in the Group's vehicle fleet.

As a result of the commissioning of our new central cooling unit at the Untergröningen site and measures to eliminate gas leaks, we were able to reduce emissions in this area to zero (previous year: 145 tCO₂e).

Energy indirect (Scope 2) GHG emissions

Opening of the new central cooling unit in Untergröningen – powerful, efficient, climate-friendly, central

On 21 July 2022, Rommelag CMO officially opened its new central cooling unit in Untergröningen with a small ceremony, seven months after construction began. In the presence of Heidrun Hansen, Bernd Hansen, Gert Hansen, Ralf Bouffleur, Mayor Armin Kiemel, Superintendent Thomas Bacher, and Rommelag managing



directors Martin Schneider and Jakob Hansen, Dr Peter Pöschl thanked all employees and companies involved for successful implementation of the project. Afterwards, Ralf Bouffleur, CEO of the Rommelag Group,

paid tribute to the project, which is proving to be an important component of the long-term 'Green Path' strategy. In his subsequent speech, Mayor Armin Kiemel enthusiastically praised Rommelag's investments in climate-friendly cooling technology.

The efficient technology leads to a reduction in CO₂ emissions of approx. 300 tonnes per year. The new central cooling unit replaces the outdated and fault-prone cooling equipment that supplies coolant to the air supply systems for room air-conditioning.



Our CMO brass band played at the opening of the new central cooling unit.

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 6,578 tCO₂e (previous year: 4,203 tCO₂e). The negative development of these emissions was caused by the planned change of an electricity supplier at the German locations under multi-year contractual agreements. Unfortunately, the emission factor for the energy products purchased increased in this case. This has a negative effect on the carbon footprint, while total energy consumption of 24,528 MWh is almost on par with the previous year (24,476 MWh).

Nevertheless, we are striving to achieve our emission reduction targets in this area by further investing in our own energy production and purchasing climate-neutral energy products in the future. In the reporting year, a test project was initiated to evaluate the options for our German production sites.

Other indirect (Scope 3) GHG emissions

During 2022, we covered in greater depth the calculation and analysis of Scope 3 emissions in the 15 emission categories. This enabled us to form a better picture of indirect emissions along the entire value chain. The complex process of determining these emissions requires input such as data from our supply chain, which we began to systematically record in 2022. The methods used to calculate Scope 3 emissions have not yet been standardised or are not available for all categories, so our Scope 3 carbon footprint is still incomplete. Against this backdrop, the emission data presented is based on assumptions and estimates that are marked accordingly. We expect significant changes in the reporting data in the future as soon as improved calculation bases become available.

Nevertheless, we want to provide a transparent overview of our emissions data and the status of development in all categories.

CATEGORY 3.1 – PURCHASED GOODS AND SERVICES

Emissions (tCO₂e): 21,923

Confidence level: Medium (40%)

Data completeness: High (80%)

In the year under review, we began collecting emission data from our main suppliers for the first time. On the basis of this sample data and general emission factors per spend (spend-based method) and per weight (weight-based method), we have estimated emissions for the main product groups and purchased services. As reliable emission data is not yet available for many product groups, these methods provide an initial estimate of emissions and will be improved by the further recording of supplier information in the future.

To calculate emissions for the first time, we analysed the product groups with the highest spend:

Plastics:	tCO ₂ e	37	
Packaging materials:	tCO ₂ e	2,917	
Metals:	tCO ₂ e	4,175	
Mechanical products and components:	tCO ₂ e	2,961	
Electronic products and components:	tCO ₂ e	1,480	
Chemical operating materials:	tCO ₂ e		245
Services:	tCO ₂ e	2,366	
IT:	tCO ₂ e	556	
Other operating materials:	tCO ₂ e	4,099	

In future, we aim to calculate the emissions in category 3.1 on the following basis:

Purchased quantity of material in kg X CO₂ factor (supplier) = emissions (Scope 3)

On the basis of the purchase volumes, purchased services are multiplied by publicly available emission factors (tCO₂ per euro).

The availability of general or supplier-specific emission factors across the groups of goods and services is currently still extremely patchy. During the reporting period, we began systematically collecting emission data from our key suppliers and identifying available sources of data on emission factors.

The supplier base of the entire Rommelag Group comprises more than 3,000 suppliers in over 100 product and service groups, of which approx. 160 suppliers make up 75% of the annual purchasing volume.

In addition to emissions reporting, the analysis of the data also enables low-emission alternatives in the procurement

process to be identified. To do so, we are in contact with our suppliers and customers in order to jointly identify and reduce emissions along the value chain.

CATEGORY 3.2 – CAPITAL GOODS

Emissions (tCO₂e): Not yet determined

Complete data was not collected in the reporting period to determine emissions from purchased capital goods.

CATEGORY 3.3 – FUEL AND ENERGY-RELATED EMISSIONS

Emissions (tCO₂e): 1,878

Confidence level: high (80%)

Emissions in this category are calculated using data from the German Environment Agency and DEFRA 2022.

CATEGORY 3.4 – UPSTREAM TRANSPORT AND DISTRIBUTION

Emissions (tCO₂e): 3,114

Confidence level: high (90%)

Emissions include shipments commissioned by Rommelag involving spare parts, samples, and transport to/from laboratories, as well as shipments within the Group. Emissions were estimated on the basis of the purchase volume with our transport service providers, the actual weight (tonnes) transported, the transport routes (km) and modes of transport (air freight, lorries, parcels) with logistics service providers and industry-specific averages (spend-based method).

The majority of the logistics for delivering goods to our companies is not commissioned or paid for by Rommelag ('carriage paid' by our suppliers), so these emissions are not listed in our data inventory.

CATEGORY 3.5 – OPERATIONAL WASTE AND WASTEWATER

Emissions (tCO₂e): 89

Confidence level: high (95%)

At the production sites, all waste is sorted and processed by recycling partners. Emissions are determined on the basis of annual waste reports and standardised emission factors for waste, and for the provision and treatment of fresh water and wastewater (DEFRA 2022).

CATEGORY 3.6 – BUSINESS TRAVEL AND OVERNIGHT ACCOMMODATION

Emissions (tCO₂e): 730

Confidence level: high (80%)

Emissions are determined using precise data (flights) and well-standardised calculation methods (tCO₂e per km per class per flight distance) and emission factors (including DEFRA 2022).

CATEGORY 3.7 – COMMUTING BY EMPLOYEES

Emissions (tCO₂e): 1,779

Confidence level: high (80%)

The standardised calculation model is based on assumptions of the average commute of our employees, and emission data from the Federal Environment Agency (TREMODO).

CATEGORY 3.8 – RENTED OR LEASED PROPERTY, PLANT AND EQUIPMENT

Emissions (tCO₂e): Not yet determined

This category was not evaluated Group-wide in the reporting period.

CATEGORY 3.9 – TRANSPORT AND DISTRIBUTION (DOWNSTREAM)

Category not relevant according to GHG Protocol, Scope 3 Guidance

Rommelag does not commission or pay for logistics when shipping filled products or delivering new systems to our customers, so these emissions are not listed in our data inventory.

CATEGORY 3.10 – PROCESSING OF SOLD PRODUCTS

Emissions (tCO₂e): Not applicable/Minor

Rommelag does not manufacture or sell any intermediate products that undergo further processing as defined in the GHG Protocol. Business relationships between Group companies (internal relationships) are not taken into account. Any exceptions in this category were assessed as minor (<5% of all emissions). As a result, this category is not included in the

Scope 3 data inventory.

CATEGORY 3.11 – USAGE OF SOLD PRODUCTS

Emissions (tCO₂e): Not yet determined

Manufactured filling systems: emissions from the use of sold systems can be measured reliably by means of a standardised life cycle assessment (LCA). This is not yet available.

CATEGORY 3.12 – END-OF-LIFE MANAGEMENT OF SOLD PRODUCTS

Category: Not applicable

Filled and packaged products (service): The finished products packaged by Rommelag companies on behalf of customers are shipped to customers. End-of-life emissions from these final products are part of the customer's emission inventory and are therefore excluded from our emission inventory.

Manufactured filling systems: to this day, Rommelag continues to service all the systems it manufactures, so there are no emissions from the disposal of systems. Rommelag can overhaul systems that customers have decommissioned and return them to the market for continued operation.

CATEGORY 3.13 – PROPERTY, PLANT AND EQUIPMENT THAT IS RENTED OUT OR LEASED OUT

Emissions (tCO₂e): Not yet determined

This category was not evaluated Group-wide in the reporting period.

CATEGORY 3.14 – FRANCHISE

Category: Not applicable

CATEGORY 3.2 – INVESTMENTS

Emissions (tCO₂e): Not yet determined

This category was not evaluated Group-wide in the reporting period.

3.4 RESOURCE MANAGEMENT BY MANUFACTURING COMPANIES

For the sake of clarity, this section presents aggregated data for all companies in the Rommelag Group with data from the previous year. Detailed data on the Group's individual companies are presented in section 5.1.

Energy

Electricity and heating energy consumption are the main factors in the Rommelag Group's energy consumption in 2022. Due to multi-year contractual obligations, most of the energy has so far been purchased from non-renewable sources.

We are aware that we will only achieve our climate targets by taking further measures to refurbish buildings and improve energy efficiency, investing in our own production of climate-neutral energy (e.g. additional photovoltaic systems), and switching to climate-neutral energy products. Careful planning of investments in our buildings and facilities at our sites has already yielded initial successes in reducing emissions during the reporting period (see examples in this report).

Electricity and district heating/cooling

As at: 31. 12. 2022

		2022 Group	2021 Group	2020 Group	2019 Group
Conventional electricity	MWh	23,260	23,169	26,883	28,697
Green electricity	MWh	709	828	755	738
Self-generated/used electricity	MWh	380	196	214	209
District heating	MWh	153	282	295	330
District cooling		25	0	0	0
Total electricity consumption/district heating/cooling	MWh	24,528	24,476	28,149	29,974

Heat consumption – use of fossil fuels or biofuels

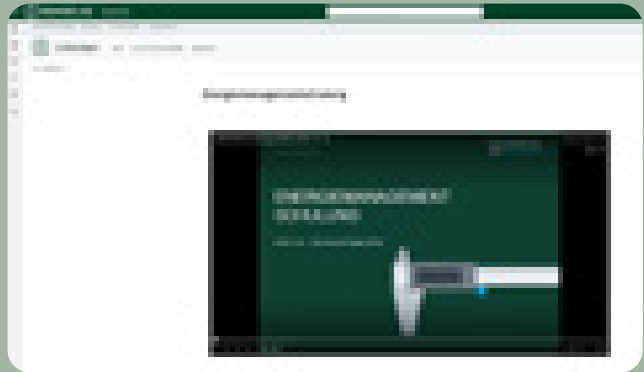
		2022 Group	2021 Group	2020 Group
Fuel				
Natural gas/biogas	MWh	6,565	8,758	9,264
Climate-neutral natural gas	MWh	0	0	0
Light heating oil	MWh	4,323	3,922	3,399
Climate-neutral heating oil	MWh	0	0	0
LPG (liquefied petroleum gas)	MWh	21	21	36
Climate-neutral liquefied petroleum gas	MWh	0	0	0
Wood pellets	MWh	0	0	0
Woodchips	MWh	0	0	0
Split firewood logs	MWh	0	0	0
Total heat consumption (all fuels)	MWh	10,909	12,701	12,699

Use of refrigerants

		2022 Group	2021 Group
Refrigerant			
R407C	kg	0	31.7
R410A	kg	0	42.5
Total amount of refrigerant (kg)	kg	0	74.2

Energy management training for all employees

A training course on energy management with videos was made available to all new and existing employees. Training is held every two years and participation is documented.



Significant natural gas savings at Rommelag CMO

At Rommelag CMO, Pharma 2020, a project was implemented in ultrapure water generation that saves natural gas with output of **219,000 kWh per year** and reduces emissions by **43.8 tonnes of CO2 per year**. One of the steps taken was to lower the temperature in standby mode, saving valuable energy for heating and cooling. What sounds simple was not so easy to implement in practice, as qualified and validated processes had to be changed. However, the effort is shown in the success of this project and we thank the employees involved for their dedication. This saving corresponds to the annual natural gas consumption of 10 single-family homes.



Energy savings when producing water in production

After 24 years in operation, the thermal compression still at Rommelag CMO at the Untergröningen plant was shut down in August 2022. The energy-intensive processing step from WFI (membrane) to WFI (distillate) by means of the thermal compression still was completely eliminated without replacement. The project was carried out in consultation with 65 customers worldwide to change their products using the raw material WFI (distillate) to WFI (membrane) and thus to shut down WFI (distillate) production and distribution facilities.

This results in direct annual energy savings of **326,632 kWh/year** and emission savings of **109 tonnes of CO2/year**. As a result, annual operating and maintenance costs and **864 analytical samples per year** were saved, with process reliability increased. By implementing these measures, we were also able to help our customers save energy, emissions and costs.





Saving energy is becoming ever more important. For this reason, we launched an internal energy-saving competition in October 2022. The winning ideas include:

ROMMELAG ENERGY WEEK

Planning a ROMMELAG ENERGY WEEK based on the motto 'saving energy with the employees'. The aim is to raise awareness among employees with specific energy-saving tips that are easy to implement (e.g. use power outlet strips with master switch, use cold water instead of warm water to wash hands, reduce the lighting, etc.). During the ROMMELAG ENERGY WEEK, one or more energy-saving tips will be explained every day.

Changing the lighting

Light is used everywhere and at all times, so it offers a huge potential for savings: in the offices, in the staffroom, in changing rooms, in the warehouse or in the production halls. A lot of energy can be saved here with the right lighting. We can save electricity by switching to more efficient LEDs. Rooms or areas that are used less often should also be equipped with motion detectors that switch on the light as needed in order to save electricity. Depending on the extent of replacement, these measures can often save around 20–80% of the energy used for lighting.

Air conditioning and ventilation

The potential for savings is not only high in winter. Even in summer, when the air-conditioning system is running at full speed, energy costs can be reduced. The air-conditioning systems could, for example, be adjusted so that they only work at higher temperatures or do not cool down too far. In addition, installing sun shading can keep the temperature lower indoors. Reducing the room temperature by 1°C can save up to 6% energy. Cooling to 18°C is often not necessary.

Switching off devices

Forgotten ventilation systems in continuous operation, or lights that are left on. This causes unnecessary costs, especially after work or at the weekend. So all devices that are not in use should really be switched off. Power is used even in standby mode. Multiple socket strips can also

reduce energy consumption when used with a timer.

Identifying and eliminating power guzzlers

The consumption of each individual device should be checked, especially when they are older. This would be possible with smart metering systems. All consumption data is measured and clearly presented. This provides an overview of all the consumption levels and lets potential savings be identified in specific cases.

Raising awareness amongst employees

To ensure that all employees also know how to save electricity and heat, staff should be made aware of energy efficiency and saving energy. Are office lights switched off? Does the air conditioning have to be running at full speed? Are all devices switched off after work? Especially on hot days, windows should not be opened with the air conditioning running at the same time. Each employee should be provided with the answers to these questions.

Detecting and eliminating compressed air leakage (already implemented)

Producing and maintaining compressed air is very energy-intensive. Valuable energy can be saved by checking and eliminating all leaks, and introducing possible shutdown times.

Lowering the flow temperature

The numerous boilers in the departments/offices and in the sanitary and gowning areas are very often set too hot.

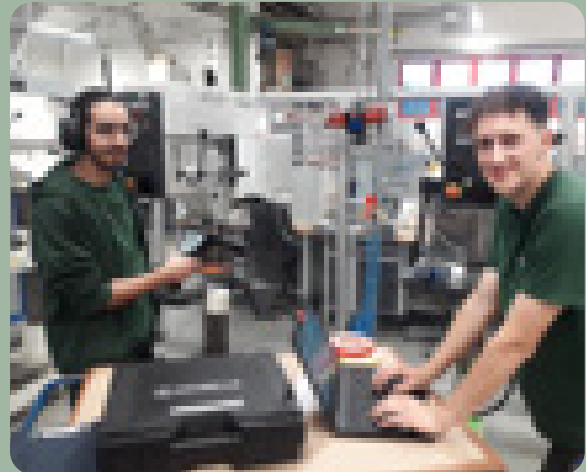
The energy management team at the sites will review these and all other proposals submitted to see if they can be implemented. Thank you for taking part and for all the great ideas!

Project: detecting and eliminating compressed air leakage

Producing and maintaining compressed air is very energy-intensive. Valuable energy can be saved by checking and eliminating all leaks, and introducing possible shutdown times.

The purpose of this project was to carry out a regular inspection of our devices that use compressed air, connection points and pipes in order to detect large and small leaks. The aim here is to reduce the energy requirement for the production of compressed air even further.

To do this, two trainees, with the friendly support of the training workshop, went on a search for obvious and hidden leaks in operations, using an ultrasound device. The leaks or defective devices that they found were logged, and minor defects repaired on site by the trainees.



Water

WATER WITHDRAWAL BY SOURCE

In 2022, the total water consumption of the Group from municipal supplies was 113,428 megalitres (previous year 129,532 megalitres).

As at: 31. 12. 2022

		2022 Group	2021 Group	2020 Group	2019 Group
Total volume of water withdrawn					
Surface water	Megalitres	3	n/a	n/a	n/a
Groundwater	Megalitres	960	n/a	n/a	n/a
Seawater	Megalitres	0	n/a	n/a	n/a
Water produced	Megalitres	0	n/a	n/a	n/a
Third-party water*	Megalitres	112,465	129,733	138,774	91,444
Total volume of water withdrawn	Megalitres	113,428	129,733	138,774	91,444

* 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.

As at: 31. 12. 2022

		2022 Group	2021 Group	2020 Group	2019 Group
Total water recirculation by destination					
Surface water	Megalitres	0	0	17,704	0
Groundwater	Megalitres	0	0	0	0
Seawater	Megalitres	0	0	0	0
Third-party water*	Megalitres	94,741	83,893	53,989	43,685
Total volume of water withdrawn	Megalitres	94,741	83,893	71,693	43,685

* 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.

		2022 Group	2021 Group	2020 Group	2019 Group
Water consumption					
Total volume of water consumption	Megalitres	18,360	n/a	n/a	n/a
Total volume of water consumption from areas under water stress	Megalitres	0	0	0	0

3.5 WASTE FROM PRODUCTION

WASTE BY TYPE AND DISPOSAL METHOD

The Group generated a total of 2,188 tonnes of waste in 2022.

As at: 31. 12. 2022

		2022 Group	2021 Group	2020 Group
Quantity of waste by type (GRI 306-3)				
Paper	Tonnes	148	119	194
Plastic	Tonnes	1,401	1,076	978
Residual waste	Tonnes	220	195	240
Biological waste	Tonnes	37	97	16
Hazardous waste	Tonnes	382	328	394
Total amount of waste in 2022 (tonnes)	Tonnes	2,188	1,816	1,882

In all manufacturing companies, waste is separated properly, reprocessed, disposed of or recycled wherever possible by recycling partners, in accordance with the requirements of the law.

Waste diverted from disposal

As at: 31. 12. 2022

		2022 Group
Amount of waste diverted – hazardous waste (GRI 306-4)		
Preparation for reuse	Tonnes	0.0
Recycling	Tonnes	0.0
Other recovery processes	Tonnes	75.2
Amount of waste diverted – non-hazardous waste (GRI 306-4)		
Preparation for reuse	Tonnes	138.2
Recycling	Tonnes	260.3
Other recovery processes	Tonnes	43.0
Total amount of waste diverted	Tonnes	516.6

Waste forwarded for disposal

As at: 31. 12. 2022

		2022 Group
Amount of waste forwarded – hazardous waste (GRI 306-4)		
Incineration (with energy recovery)	Tonnes	201.0
Incineration (without energy recovery)	Tonnes	0.0
Landfill	Tonnes	0.0
Other disposal methods	Tonnes	106.0
Amount of waste forwarded – non-hazardous waste (GRI 306-4)		
Incineration (with energy recovery)	Tonnes	1,364.0
Incineration (without energy recovery)	Tonnes	0.0
Landfill	Tonnes	0.0
Other disposal methods	Tonnes	1.0
Total amount of waste forwarded	Tonnes	1,672.0

3.6 MOBILITY AND TRAVEL

Rommelag's vehicle fleet of consisted of 157 vehicles in 2022. The majority of cars, vans and lorries still run on petrol or diesel. When leasing new vehicles, we make sure to select low-emission alternatives and zero-emission electric vehicles where available.

As at: 31. 12. 2022

	2022 Group	2021 Group	2020 Group	2019 Group
Vehicle fleet				
of which cars	132	123	99	78
of which vans	8	8	8	8
of which lorries	4	4	5	5
of which tractors	1	1	1	2
of which forklifts	12	3	3	5
Total number of vehicles	157	139	116	98

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. The recording and analysis of commutes and means of transport are based on local estimates. They nevertheless offer a new perspective that, for example, has prompted us to continuously expand our 'JobRad' initiative since 2018.

TRANSITION TO ZERO-EMISSION MOBILITY

In order to transform our fleet of vehicles, we have purchased 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.

Carpooling: PENDLA Ostalbkreis

Through its connection to PENDLA (ostalbkreis.pendla.com), the Ostalbkreis district effectively promotes the organisation of carpools for the daily commute.

As part of the company's mobility management, under the motto 'Colleagues become passengers', we were invited by the Ostalbkreis district authority to register as an employer free of charge on the PENDLA platform. This provides all employees with a convenient opportunity to commute to work together, save travel costs and reduce the burden on the environment.

We have registered the CMO-Untergröningen, CMO-Sulzbach and Engineering-Laufen sites, and offer all employees the option of taking advantage of this offer. The use of PENDLA is free for commuters. The cost of the journey is shared within the car pools.

Business travel (air/rail)

In 2022, the number of business trips was 1,105 (2021: 609). This change reflects the lifting of pandemic-related restrictions and increased on-site service assignments.

Rommelag automatically offsets the CO2 emissions of all flights operated by our German employees when they book through our travel service provider.

As at: 31. 12. 2022

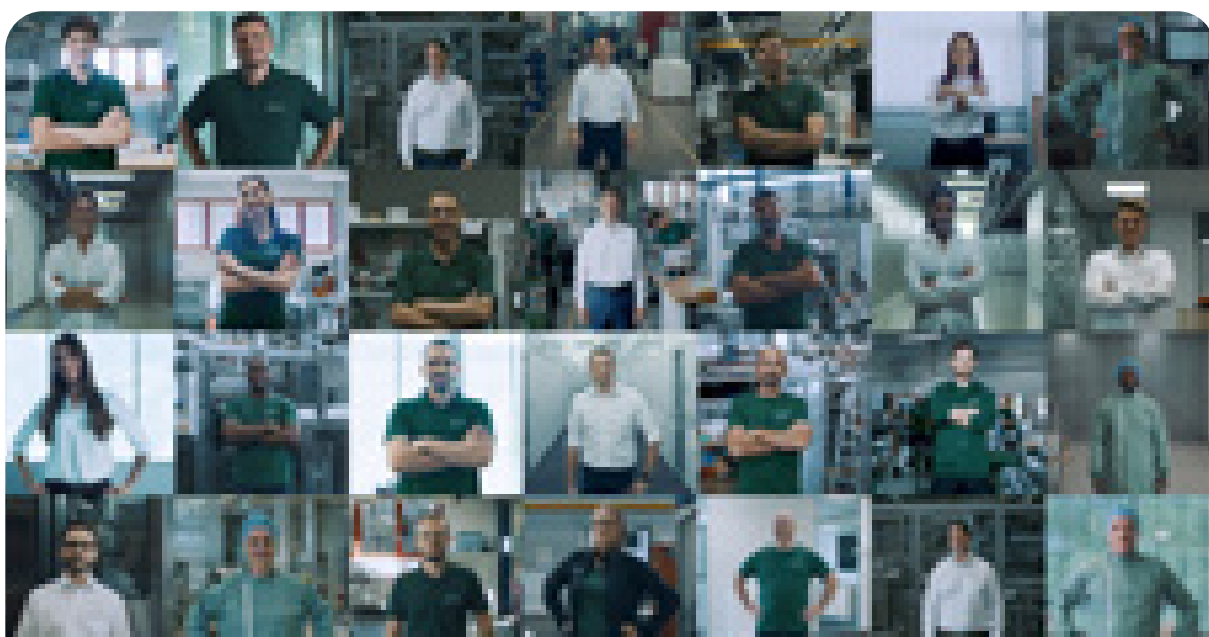
		2022 Group	2021 Group	2020 Group
TRIPS				
Long-haul flights	Number	377	138	95
Medium-haul flights	Number	212	120	91
Short-haul flights	Number	96	112	123
Train	Number	20	2	71
Hire car	Number	104	38	40
Taxi / leased car / private car	Number	296	199	38
Total number of trips	Number	1,105	609	458
ROUTES				
Long-haul flights	Thousand km	4,392	1,208	2,429
Medium-haul flights	Thousand km	465	512	758
Short-haul flights	Thousand km	104	321	651
Train	Thousand km	75	8	14
Hire car	Thousand km	35	26	29
Taxi / leased car / private car	Thousand km	39	4	24
Total in km	Thousand km	5,110	2,079	3,905
HOTEL STAYS				
3-star hotel	Number	963	712	348
4-star hotel	Number	351	217	60
5-star hotel	Number	56	61	104
Total number of stays	Number	1,370	990	512



CORPORATE SOCIAL RESPONSIBILITY

4.1 ROMMELAG AS AN EMPLOYER

In addition to its high social standards, the Rommelag Group provides many benefits. Besides flexible working hours and holiday and Christmas allowances, numerous extra options are available including sports activities, free fruit, company events, company celebrations, bonuses and our JobRad company bicycle scheme. We are always striving to make our company more attractive as an employer.



WE ARE ROMMELAG... AND YOU?

Our new corporate film is online:

scan the QR code directly, or watch it on our YouTube channel:
[youtube.com/@RommelagGroupofCompanies](https://www.youtube.com/@RommelagGroupofCompanies)



Work and private life reimagined

FLEXIBLE WORKING HOURS

The shift system is used a lot at our company. But wherever possible, we seek to offer part-time working arrangements and flexibility, for example, with a personal flexitime account.

WORKING TIME ACCOUNT FOR TIME OFF

Currently only available in Germany: build up credit and use it at the appropriate time. For example, to take time off before retirement, take a sabbatical or reduce working hours with higher pay.

MORE LEAVE TIME

In our company, all employees receive special leave for personal occasions.

MORE FLEXIBLE RETIREMENT OPTIONS

Currently only available in Germany: any employee can choose to pay part of the salary or make special payments into a working time account in order to have a flexible transition to a retirement pension later on.



Money is not everything but...

SALARY AND SPECIAL PAYMENTS

We pay based on performance, grant holiday and Christmas bonuses, bonuses based on business success and special payments for anniversaries, additions to the family, and marriage.

COMPANY PENSION SCHEME

With the employer-funded portion, we create a valuable building block for your additional retirement provision. You can further expand this provision by making your own contribution.

EMPLOYEE LOANS

We stick together: if an employee is in a tight financial situation, we provide support within a defined framework.

EMPLOYEE BENEFITS

Depending on the location, we offer benefits such as canteens, fruit and drinks, company sports, language lessons or vouchers for leisure activities.

SUBSIDISED (E-)MOBILITY

You can also use our electric charging stations for your vehicle with a chip card. We also offer JobRad leasing and cover the insurance and maintenance costs.

4.1.1 CAREERS AT ROMMELAG



HONEST RECOGNITION FOR HONEST WORK

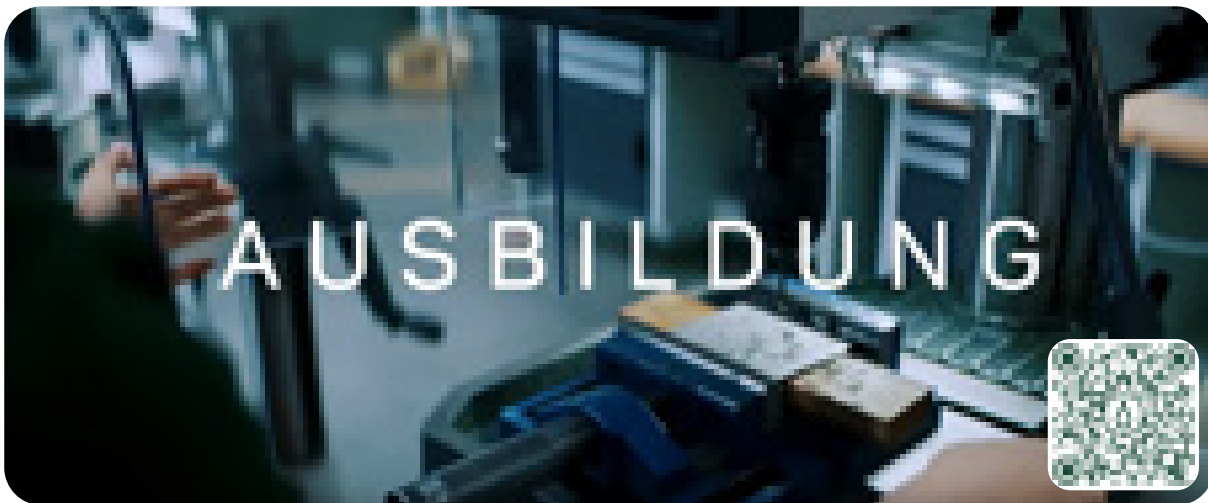
The responsibilities at Rommelag are just as ambitious and high quality as our products and services. Quality and innovation stem from our employees. That is why we show our appreciation through the remuneration and additional benefits that a modern company offers its employees.

YOU HAVE THE BEST CAREER OPPORTUNITIES AT ROMMELAG IN THESE PROFESSIONS AND AREAS:

- ↙ Sales / distribution
- ↙ Technical service / customer service
- ↙ Quality management / quality assurance
- ↙ Pharmaceuticals / pharmaceutical technology
- ↙ Warehousing / logistics
- ↙ Design / development
- ↙ Validation
- ↙ Printing technology
- ↙ Process engineering
- ↙ Process mechanic for plastics and rubber technology
- ↙ Software development / automation technology
- ↙ Production / assembly
- ↙ Business administration / administration / organisation



4.1.2 TRAINING AT ROMMELAG



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 Rommellag?

- ✔ Over 80 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 offer training positions in the following professions:

IN THIS AREA WE TRAIN:

- ✔ Industrial management assistants
- ✔ Product designers
- ✔ Mechanics and mechatronics engineers
- ✔ Electronics technicians
- ✔ IT specialists
- ✔ Pharmaceutical technicians
- ✔ Chemical laboratory assistants
- ✔ Warehouse operators and logistics specialists
- ✔ Integrated degree programmes in mechanical engineering and mechatronics

Why is it worthwhile to start your training with us? We can offer:

- ↙ Exciting products and projects in special machine construction, pharmaceutical contract filling and sheet extrusion
- ↙ Modern training workshop
- ↙ 100 trainees as great colleagues
- ↙ Development opportunities within the Group
- ↙ Support for continuing vocational training
- ↙ Socially-oriented family business with a long-term focus
- ↙ Get to know several departments
- ↙ Occupational health management with trainee sports program, fruit basket, company doctor and preventive services
- ↙ Initial supply of company clothing
- ↙ 30 days' holiday plus special leave for personal occasions
- ↙ Flexible working hours with a flexitime account
- ↙ Employee events: Family Day, summer party, Christmas party
- ↙ Corporate benefits such as free drinks, free charging stations, canteen, employee Wi-Fi, employee magazine and much more



4.1.3 INTEGRATED DEGREE PROGRAMME AT ROMMELAG

In addition to pure apprenticeships, we also offer integrated degree opportunities in the fields of mechanical engineering, mechatronics and electrical engineering. Find out more in our video on the integrated degree programme at Rommelag.



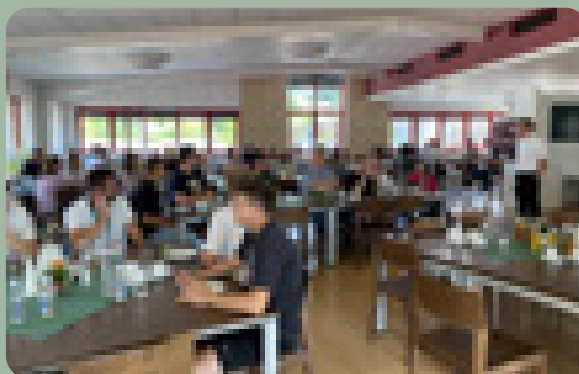
We have set up a dedicated portal at <https://www.rommelag.com/de/ausbildung> to answer any questions about training with us. And of course, you can also reach us on our social media channels or via email.

Welcome Day at Rommelag

We had the pleasure of welcoming a total of 17 new trainees on 1 September. Before life started to get serious, the future trainees and their families got an insight into the corporate world and the associated world of work at Rommelag on 31 August. The apprentices were able to view the workplaces with their future trainers. While the trainees were being introduced to their new environment, their parents were of course also given a guided tour of the rooms and halls at Rommelag. Many parents were positive about their child's training facility and the commitment of the trainers.

In his address to the participants, our Managing Director Martin Schneider said that he was very pleased with the new trainees and gave them a few tips: 'Always ask questions, and look and learn!'

We look forward to having you in the team and wish you every success and enjoyment in your training!



Presentation of the Gerhard Hansen Prize 2022

The Gerhard Hansen Prize for outstanding educational achievement was awarded for the first time in 2022. The prize was made possible by the Heidrun Hansen Foundation, which aims to promote and support children and young people. All of the trainees who completed their training at Rommelag in 2022 had the chance to win the Gerhard Hansen Prize for outstanding training achievement. This year, five trainees from Germany and Switzerland had the pleasure of receiving a prize.

Ms Hansen personally congratulated the prizewinners on their success in the training programme. This prize underscores the importance of training to Rommelag and recognises outstanding achievements and exceptional commitment. This year, Rommelag welcomed 17 new

trainees to its German locations, who now have the chance to win the Gerhard Hansen Prize.

The following trainees received prizes in 2022:

- 1st place:** Daniel Hägele, Kocher-Plastik, industrial management assistant
- 2nd place:** Danny Figueiredo, Maroplastic, production mechanic
- 2nd place:** Benjamin Schöneck, Kocher-Plastik, industrial mechanic
- 2nd place:** Matheos Maloku, Kocher-Plastik, industrial mechanic
- 3rd place:** Ivan Weigel, Holopack, process mechanic for plastics and rubber technology



Trainee excursion by Kocher-Plastik

This year, the Kocher-Plastik trainee excursion took us to our longstanding business partner, the Hoffmann Group. After a short safety briefing, we were given a guided tour of the logistics centre, which opened in December 2021. This was followed by a short theory lesson on the subject of automation. Afterwards, the lesson was demonstrated in practice. With a final group photo, we said goodbye and continued on to our second stop at the small Brombach lake. Once there, we split up into groups of 5 people and took a pedal boat or canoe across the lake. Thanks to the

perfect weather and a lively atmosphere, this was a real highlight of the day.

We would like to take this opportunity to thank our trainers, who made this excursion possible in the first place and who ensured sufficient food and drink during the day.



Industrial training workshop

Our trainee workshop 2022 was held on two mornings in May/June with the active involvement of our industrial trainees. We had two trainees on board for every industrial occupation in our company. The first morning was held in the form of a 'World Café'. Ideas were gathered in alternating roles on how the training could be improved from the perspective of the trainees, trainers and our company. By putting ourselves in the shoes of the different roles, we were able to see things from different perspectives and note down problems faced by those roles. A week later we met for the second round of the workshop. We discussed how further work could be done on the listed topics, and who should assume responsibility for them. In future, for example, the scheduling of the teaching material will be coordinated more closely with the school. Internal tutors will also be sought. As trainees, we were very pleased that our company considered us and the training programme, and gave us the opportunity to contribute our own ideas.

(by Pia Leidig, Laurin Haag and Salihcan Ates)



4.1.4 PROFESSIONAL DEVELOPMENT AT ROMMELAG



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

You never stop learning

INTERNAL PROFESSIONAL DEVELOPMENT COURSES

We encourage and challenge people. For example, through the Group-wide digital training centre with comprehensive training documents.

SPECIALIST TRAINING COURSES

We discuss your options and suitable opportunities in annual development meetings.

LANGUAGE COURSES

To promote diversity and integration, we offer language courses and work with other companies in the region to support this outside the workplace.



Cyber-security awareness training

To raise awareness amongst all employees, we have introduced a Group-wide e-learning programme, which provides mandatory in-depth knowledge of cyber-security and phishing. The e-learning modules are kept very compact and each includes an exciting quiz at the end, to check the level of knowledge and the success of the lesson. The e-learning courses are very practical and designed so that the knowledge can also be used in a private context.

To launch the programme, we identified 1,562 employees who need access to computers and in-house online resources in their work areas. 1,283 employees (82%)

have already completed at least one of the modules in 2022. 609 participants (39%) have already passed all the modules. The average user rating of the programme is 4.5 out of 5.

Only together can we protect Rommelag from this kind of threat. Technical measures alone are not enough; you are part of it.

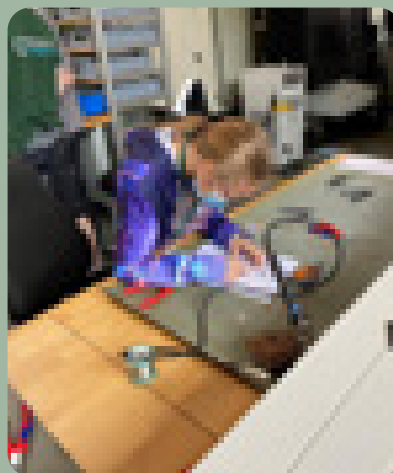
Please remain vigilant and use the available opportunities to protect yourself and the Group.

4.1.5 PROMOTING YOUNG TALENT AT ROMMELAG

Girls' Day and Boys' Day 2022

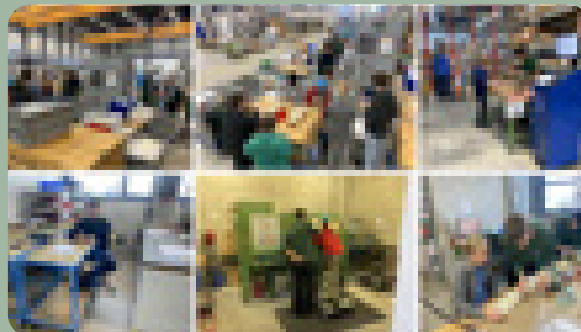
During the campaign day on 28 April, we welcomed 13 girls and one boy to Girls' Day and Boys' Day 2022 at Kocher-Plastik.

The schoolchildren were able to gain insight into mechanical engineering through practical exercises in our training workshop, coming into contact with exciting careers and role models.



National Future Day on 10 November 2022

Impressions



National Future Day took place on Thursday, 10 November 2022. Eleven schoolchildren had the opportunity to gain an insight into our day-to-day work at Rommelag's Maroplastic AG factory in Reitnau.

Visit by Parkschule Gaildorf student-run company to Kocher-Plastik



After a two-year break, we were finally able to welcome the pupils of Parkschule Gaildorf back to Kocher-Plastik.

Due to restrictions, we were only able to arrange certain dates during this school year for the student-run company. Together with Mr Reichert from the Parkschule, we nevertheless tried to give the interested pupils an insight into our company.

On 19 July, the day began when the pupils were given the opportunity to take the recruitment test. After completing this, the 12 pupils went on to the training workshop. Mr Waldenmaier first instructed the pupils and then work started on the workpiece. The pupils had to saw, drill and debur. They received help from Mr Waldenmaier and our

trainees. During this time, short conversations were held to find out more about each individual. It was time to say goodbye around 12 o'clock. But the excitement for the following week was all the greater.

After a week we were able to welcome the Parkschule again. The pupils had the opportunity to complete their own workpieces. They showed a great deal of interest and enjoyment in their work throughout the period. They were also very grateful to get a closer look at the world of work.

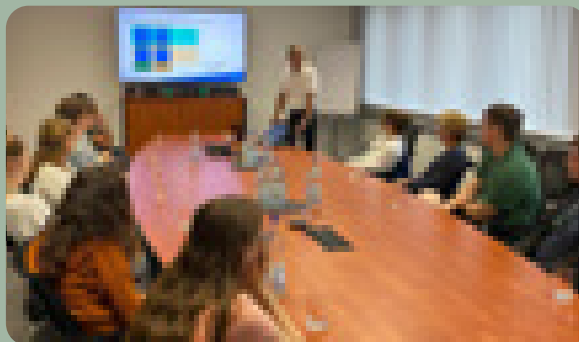
As a result, it can be deduced from everyone's reactions that it was a great help to gain insight into working life, and ultimately decide which direction to take later.

Thanks to Maximilian Moser, who wrote this article.

Chemistry course learns about plastics at Kocher-Plastik

In July, a class from the Evangelisches Schulzentrum Michelbach visited us as part of their chemistry course. The pupils studied the subject of plastics at school and were able to gain an insight into plastics processing in our company.

After a theoretical introduction to the Blow-Fill-Seal process, Johannes Geser led the class through the laboratory in FE2 and the experimental area in FE1. This is where Simon Schneider demonstrated the BFS process in practice on a bp312, and answered the many questions asked. Johannes Geser then gave an insight into the different types of plastic and their applications, and how we as a company deal with the topic of plastic.



Visit by the Chemistry A-level class from Gaildorf grammar school

Together with their teacher Ms Linke, the Chemistry A-level class from Gaildorf grammar school visited our Kocher-Plastik site. The pupils were interested in the subject of plastics and plastics processing. In addition to a short company presentation, the final-year class was able to gain a deeper insight into the polymers we process. Both the pupils and the teacher were impressed by the size of the company and visibly surprised that so many well-known pharmaceutical products are manufactured by Rommelag.



4.1.6 DIVERSITY AND INTEGRATION

At Rommelag, we strive to treat all employees equally regardless of gender, religion, skin colour, or ideology, and to uphold human rights in accordance with the UN Charter of Human Rights at all times.

The ratio of women to men is 39%/61% (previous year 39%/61%) for all employees, while the ratio for managers is 27%/73% (previous year 22%/78%). To support integration, we offer our employees language courses in German and English. 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.

4.1.7 OCCUPATIONAL HEALTH MANAGEMENT

RESPONSIBILITY DURING THE COVID-19 PANDEMIC

The fading consequences of the Covid-19 pandemic once again presented our company and its employees with major challenges in 2022. Besides additionally setting up workstations at home and introducing hygiene policies at all of our sites, we also arranged a wide range of support services for all employees.

COVID-SPECIFIC GUIDANCE

To relieve stress and offer guidance in the 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.

Corona-Akute Beratung

Spezialisiertes Service-Angebot zur Unterstützung der psychischen Gesundheit und zur Unterstützung bei der Bewältigung von Stress & Krisen



GO ROMMELAG: OUR COMPREHENSIVE HEALTH INITIATIVE

In addition to occupational safety measures and health support services, we also offer a Health Day every year as part of our occupational health management. We promote the health and satisfaction of our workforce through our rules on flexible working hours and leave in special circumstances. We look after our employees and, after recovering from illness-related absences, we conduct interviews with all employees who have returned from illness in order to determine their actual ability to work and to rule out any occupational reasons for the illness. If a child falls ill, we grant the parents the necessary care time.



WIDE RANGE OF SPORTS ACTIVITIES

We subsidise sports activities through the qualitrain platform, a nationwide network of more than 3,400 sports, fitness and wellness facilities. In addition to premium fitness studios, these include swimming pools and leisure pools, yoga studios as well as climbing and bouldering halls – who exactly is part of this platform can be easily accessed via the website <https://qualitrain.net/locations>. All employees are invited to take part in joint sports activities and excursions.



Health Day, July 2022

As part of GO ROMMELAG, a Health Day was finally held at Kocher-Plastik again this year in collaboration with the AOK under the motto 'Back fit / mobility'.

Participants were able to carry out various strength tests, mobility tests and balance tests at activity stands that had been set up. Measuring devices were used to determine the fitness level of the participants. The services of the activity stands were supplemented by an AOK consultation stand on current topics and information.

As a highlight for the participants, neck and shoulder massages were offered by the team from the Sport- und Physioschule Waldenburg.

The team around our trainer Rajab Hamisi was also on hand and showed useful tips and exercises on the topic



of 'Healthy Back' – which can also have a major impact in the workplace. Many participants also took advantage of the keynote presentation on the subject of 'Healthy Back', which provided information on back health and fitness. The new company doctor, Dr Lilla Garej, was on hand to discuss first-aid kits and vaccination advice.



Advice offered by the Viva FamilyService: reconciling care and work



Most people in need of care want to be looked after and cared for by people they trust in their familiar environment. Many family members would also like to fulfil this wish – but this always raises the question of how do I manage to strike the right balance between looking after my parents

on the one hand and fulfilling my professional obligations on the other?

In order to ensure that employees who want to look after close relatives do not sacrifice their holiday or even leave the profession altogether, the legislator has created various ways of reconciling care and work in the context of the Caregiver Leave Act (Pflegezeitgesetz).

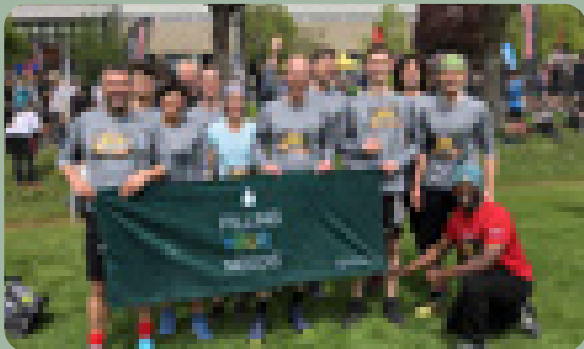
In the free Viva webinar 'Reconciling care and work – the options provided by statutory leave', participants were informed about the various leave options – from short-term leave of ten days to a six-month period of care leave, to family leave, which can be taken for 24 months.

Insight into group activities and sporting excursions

Team Rommelag successful at RatsRunners 2022 in Bühlertann

A mix of adventure run, cross-obstacle run and trail run on real 10-kilometre courses: the participation of our team was a challenge for everyone involved! Training days were offered in cooperation with Rajab Hamisi as training and preparation for the RatsRunners. Highly motivated and well prepared, Team Rommelag took part in RatsRunners 2022 in Bühlertann. Exhausted but happy, all the runners reached the finish line.

Thanks to Rajab Hamisi for the good briefing and training!



30. Gaildorfer Kocherlauf – Run Rommelag, run!

Participating employees were given a running jersey from the ROMMELAG Group to strengthen the sense of community.



4.1.8 EMPLOYEE SUGGESTION SYSTEM

The employee suggestion system is well established in all companies within the area of responsibility of the lean managers, as part of the continuous improvement process (CIP).

Our My Rommelag app is also available to all employees on the intranet and on their mobile phones. In more than 200 posts per year, all employees are informed about new developments in the company, the current situation, resolutions of the management, company training and further training opportunities. Sustainability targets, measures and participation offers are also communicated via the app. The app also offers a comment function under each post for discussion and feedback, as well as the opportunity to send suggestions and questions to the management.

4.1.9 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 Workshop 2022

The annual Management Workshop took place on 13 September at the Landhotel Rössle in Rechenberg. In addition to the 60 managers who attended in Rechenberg, another 180 managers were connected via Teams. The theme of the 2022 Rommelag Workshop was Outstanding Leadership @Rommelag. Gert Hansen, Ralf Bouffleur, and Thomas Geiger informed

the managers about the Group's general business situation, provided an outlook on the Group's strategic focus and the latest information about Rommelag Holding and the motto for the year, 'Leadership'.

In workshops, SWOT analyses (strengths, weaknesses, opportunities, threats) were developed and presented on the leadership topics.



Team action FL 2022

On 14 October 2022, we and 22 participants were given a warm welcome at Landhaus Wolf in Schwäbisch Hall. The theme of our 2022 workshop was 'World Café at full throttle', in which we creatively explored the topics of dealing with change, collaboration and communication, a culture for dealing with mistakes, and improving processes.

As a result, we were able to conclude the workshop with joint agreements that will permanently change our day-to-day work and make it easier.



4.1.10 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.

Anyone can save lives

ROMMELAG DONATES DEFIBRILLATORS

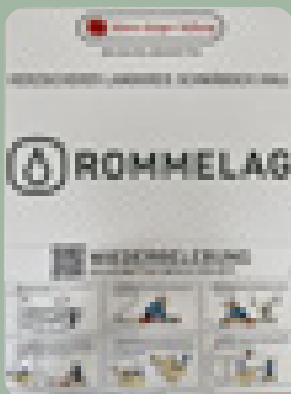
October 2021 saw the start of the 'Schwäbisch Hall as a heart-safe district' project. Of the 30 towns and municipalities in the entire district, 22 have already agreed to participate. Suitable public locations for AED (Automated External Defibrillator) devices are being examined in close coordination between the responsible authorities and administrations as well as with the Björn Steiger Foundation. In addition to commissioning the defibrillators, the foundation also offers free, public resuscitation training courses in collaboration with local aid organisations. The aim is to eliminate any inhibitions on the part of potential users.

The donated defibrillators are now available to the public at the sports field in Sulzbach and at the town centre in Laufen. At the public handover in Laufen town centre, Martin Schneider was directly involved in a short resuscitation training course. In addition to the publicly available defibrillators, Rommelag companies also offer defibrillators at designated locations.

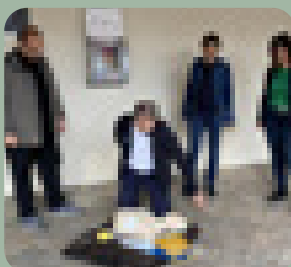
Donation to the 'Johannes Brenz' community school in Schwäbisch Hall



The M7-9 class at the 'Johannes Brenz' community school sent a request by e-mail to the companies taking part in last year's career fair, asking whether they would like to participate in the procurement of seating for the school's corridors. Together with seven other companies, Rommelag was happy to comply with this request. As a result, the community school was able to purchase a total of 16 combinable pentagonal modules. Since then, the seating has been actively used every day during breaks, when working in small groups, or by parents while waiting in the school corridors.



Wish Tree Campaign 2022 by the Protestant Youth Organization Gaidorf



Not only children, but also adults have desires and dreams that they are sometimes unable to fulfil themselves. By taking part in the 2022 Christmas tree campaign, we were able to give people in the region for whom life is not going so well, and who have to make do with little money, some of the joy of Christmas and delight them with small presents.

Donations to kindergartens and fire brigades

Once again this year, we are supporting local institutions and organisations with a donation of EUR 2,000 before / after Christmas – almost a tradition now.

The Kunterbunt kindergarten in Untergröningen as well as kindergartens in Sulzbach and Laufen were delighted about the donation and brought your Romy to photograph the presentation of the donation. Thanks to our donations,

many items have already been provided, including baby walkers and gymnastics equipment.

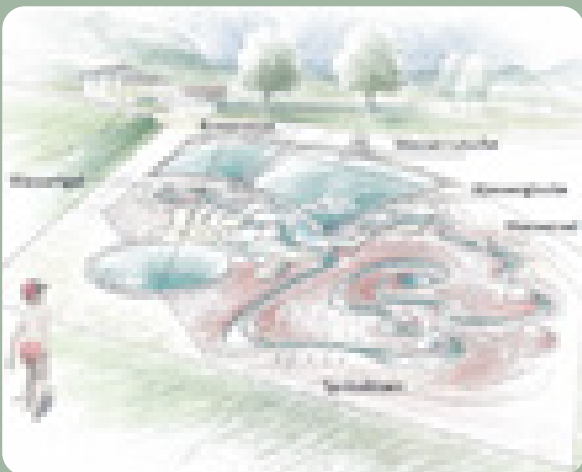
The Untergröningen fire brigade and the DRK (German Red Cross) in Sulzbach-Laufen were also delighted with our donation and expressed their sincere thanks.



Donation to Gaildorf outdoor pool

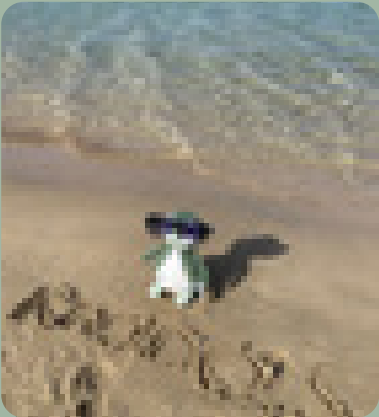
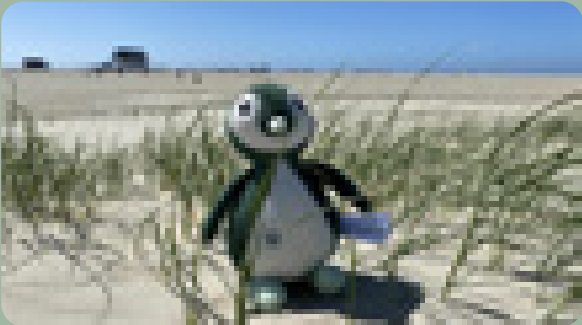
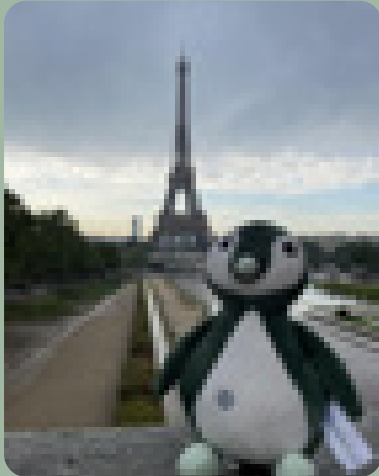
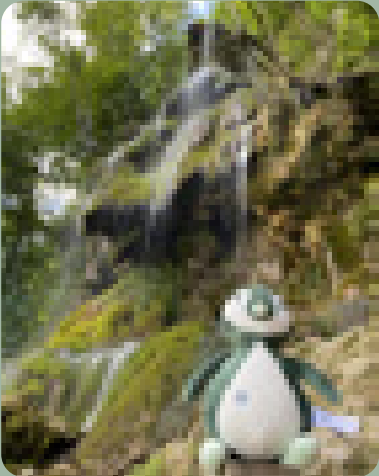
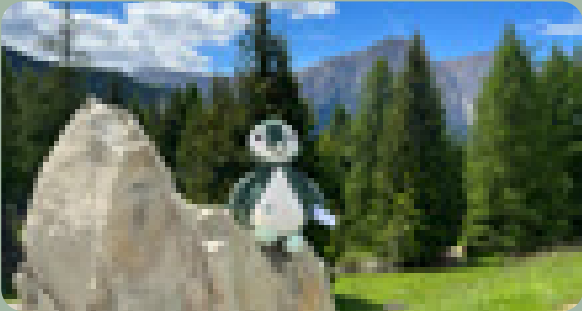
Last summer, we asked our employees which area of the Gaildorf outdoor pool we, as Rommelag, should sponsor in order to contribute to this reopening.

At that time, the participants voted in favour of the children's area, with 76.5% of the votes cast. We are supporting the construction of this area with a generous donation. Construction work for the reopening of the Gaildorf outdoor pool is now in full swing.



We would like to thank all our employees for their active participation in these votes and campaigns, and we hope to see some of you at the planned reopening of the Gaildorf outdoor pool in summer 2023.

Rommi on the road 2022





ABOUT THIS REPORT

5.1 DETAILS OF THE INDIVIDUAL COMPANIES

Carbon footprint of the Rommelag Group 2022, Scope 1 & 2

		2022									
		Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Scope 1 – Direct emissions from business operations	CO2e (t)	2.861	1.669	135	407	452	72	36	76	1	13
1.1. Heat consumption in the company		2.474	1.600	130	395	248	68	15	18	0	0
1.2. Fuel consumption in the company		386	69	4	12	204	4	21	58	1	13
1.3. Gas leaks		0	0	0	0	0	0	0	0	0	0
Scope 2 – Indirect emissions from purchased energy*	CO2e (t)	6.578	5.009	294	298	890	0	12	0	11	64
2.1. Electricity consumption*		6.535	5.009	294	298	852	0	12	0	6	64
2.2. District heating/cooling*		43	0	0	0	38	0	0	0	5	0
Carbon footprint (Scopes 1+2)	CO2e (t)	9.439	6.679	428	705	1.342	72	48	76	13	77
Change over previous year	CO2e (t)	1.873	2.102	5	-377	122	-12	-66	16	7	n.a.
	%	25	46	1	-35	10	-15	-58	27	122	
Number of employees (incl. Rommelag US/CN/Holding)		1.808	663	81	28	716	123	36	37	23	20
Carbon footprint per employee (Scopes 1+2)	CO2e (t)/empl	5,22	10,07	5,29	25,19	1,87	0,59	1,32	2,04	0,55	3,85
GHG intensity in CO2e (t) per metric tonne of packaged products***			0,79								

Remarks

* Market-based approach

*** This figure refers to 1 tonne of filled and packaged Holopack products (production), but does not include emission figures for input materials and logistics

Scope 2 – Indirect emissions from purchased energy**

**Location-based approach

(9586)	(7212)	(84)	(429)	(1732)	(23)	(23)	(1.26)	(29)	(50)
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Rommelag Group's carbon footprint in 2022, Scope 3

Energy consumption within the organisation

Electricity and district heating/cooling

		2022									
Source	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Conventional electricity	MWh	23.260	16.318	2.259	971	3.565	0	53	0	24	70
Green electricity	MWh	709	0	0	0	0	673	0	36	0	0
Self-generated/used electricity	MWh	380	0	164	0	217	0	0	0	0	0
District heating	MWh	153	0	0	0	137	0	0	0	17	0
District cooling	MWh	25	0	0	0	0	0	0	0	25	0
Total electricity consumption/district heating/cooling	MWh	24.528	16.318	2.423	971	3.919	673	53	36	66	70
Total electricity consumption/district heating (all sources)	%	100%	67%	10%	4%	16%	3%	0%	0%	0%	0%

Heat consumption – use of fossil fuels or biofuels

		2022									
Fuel	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Natural gas/biogas	MWh	6.565	3.293	0	1.965	1.231	0	75	0	0	0
Climate-neutral natural gas	MWh	0	0	0	0	0	0	0	0	0	0
Light heating oil	MWh	4.323	3.527	472	0	0,4	257	0	67	0	0
Climate-neutral heating oil	MWh	0	0	0	0	0	0	0	0	0	0
LPG (liquefied petroleum gas)	MWh	21	0	21	0	0	0	0	0	0	0
Climate-neutral liquefied petroleum gas	MWh	0	0	0	0	0	0	0	0	0	0
Wood pellets	MWh	0	0	0	0	0	0	0	0	0	0
Woodchips	MWh	0	0	0	0	0	0	0	0	0	0
Split firewood logs	MWh	0	0	0	0	0	0	0	0	0	0
Total heat consumption (all fuels)	MWh	10.909	6.820	493	1.965	1.232	257	75	66.618	0	0
Total heat consumption (all fuels)	%	100%	62,52%	4,52%	18,02%	11,29%	2,36%	0,69%	0,61%	0,00%	0,00%

Use of refrigerants

		2022									
Refrigerant	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
R407C	kg	0	0	0	0	0	0	0	0	0	0
R410A	kg	0	0	0	0	0	0	0	0	0	0
Total amount of refrigerant (kg)	kg	0	0	0	0	0	0	0	0	0	0

Mobility

		2022									
Vehicle fleet	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
of which cars		132	38	1	4	59	1	12	15	1	1
of which vans		8	2	0	0	4	2	0	0	0	0
of which lorries		4	2	0	0	2	0	0	0	0	0
of which tractors		1	0	1	0	0	0	0	0	0	0
of which forklifts		12	0	2	4	5	1	0	0	0	0
Total number of vehicles		157	42	4	8	70	4	12	15	1	1

		2022									
Fuel consumption	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Petrol	litres	62.039	497	0	259	48.599	0	1.488	7.195	0	4.000
Diesel	litres	88.723	25.226	1.500	4.230	33.277	1.313	6.518	15.229	0	1.430
Natural gas (CNG)	kg	11	11	0	0	0	0	0	0	0	0

		2022									
Total volume of water withdrawn	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Surface water	Megalitres	3	0	0	0	0	0	0	0	0	3
Groundwater	Megalitres	960	0	0	0	0	0	0	0	0	960
Seawater	Megalitres	0	0	0	0	0	0	0	0	0	0
Water produced	Megalitres	0	0	0	0	0	0	0	0	0	0
Third-party water*	Megalitres	112.465	69.214	33.883	1.689	6.221	1.202	143	n/a	83	30
Total volume of water withdrawn	Megalitres	113.428	69.214	33.883	1.689	6.221	1.202	143	n/a	83	993

* 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

		2022									
Total water recirculation by destination	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Surface water	Megalitres	0	0	0	0	0	0	0	0	0	0
Groundwater	Megalitres	0	0	0	0	0	0	0	0	0	0
Seawater	Megalitres	0	0	0	0	0	0	0	0	0	0
Third-party water*	Megalitres	94.741	50.887	33.883	1.689	6.221	1.202	143	0	83	633
Total volume of water recirculation	Megalitres	94.741	50.887	33.883	1.689	6.221	1.202	143	0	83	633

* 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

		2022									
Total volume of water consumption	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Total volume of water consumption	Megalitres	18.360	18.327	33	0	0	0	0	0	0	360
Total volume of water consumption from areas under water stress	Megalitres	0	0	0	0	0	0	0	0	0	0

Waste (GRI 306)

		2022									
Quantity of waste by type (GRI 306-3)	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Paper	Tonnes	148	117	0	4	25	1	0	0	1	0
Plastic	Tonnes	1.401	1.197	32	0	168	4	0	0	0	0
Residual waste	Tonnes	220	129	24	12	27	28	0	0	0	0
Biological waste	Tonnes	37	0	0	0	0	37	0	0	0	0
Hazardous waste	Tonnes	382	307	0	0	75	0	0	0	0	0
Total amount of waste in 2022 (tonnes)	Tonnes	2.188	1.751	56	16	295	70	0	0	1	0
Total amount of waste (all types of waste) per company	%	100%	80%	3%	1%	13%	3%	0%	0%	0%	0%

		2022									
Waste diverted from disposal (GRI 306-4)	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Amount of waste diverted – hazardous waste (GRI 306-4)											
Preparation for reuse	Tonnes	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Recycling	Tonnes	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Other recovery processes	Tonnes	75,2	0,0	0,0	0,0	75,0	0,1	0,0	0,0	0,1	0,0
Amount of waste diverted – non-hazardous waste (GRI 306-4)											
Preparation for reuse	Tonnes	138,2	138,2	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Recycling	Tonnes	260,3	16,0	32,0	0,0	150,0	61,6	0,0	0,0	0,8	0,0
Other recovery processes	Tonnes	43,0	0,0	0,0	0,0	43,0	0,0	0,0	0,0	0,0	0,0
Total amount of waste diverted	Tonnes	516,6	154,1	32,0	0,0	268,0	61,7	0,0	0,0	0,8	0,0
Total amount of waste diverted by company	%	100%	30%	6%	0%	52%	12%	0%	0%	0%	0%

		2022									
Waste directed to disposal (GRI 306-4)	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Amount of waste forwarded – hazardous waste (GRI 306-4)											
Incineration (with energy recovery)	Tonnes	201	201	0	0	0	0	0	0	0	0
Incineration (without energy recovery)	Tonnes	0	0	0	0	0	0	0	0	0	0
Landfill	Tonnes	0	0	0	0	0	0	0	0	0	0
Other disposal methods	Tonnes	106	106	0	0	0	0	0	0	0	0
Amount of waste forwarded – non-hazardous waste (GRI 306-4)											
Incineration (with energy recovery)	Tonnes	1.364	1.290	24	16	27	8	0	0	0	0
Incineration (without energy recovery)	Tonnes	0	0	0	0	0	0	0	0	0	0
Landfill	Tonnes	0	0	0	0	0	0	0	0	0	0
Other disposal methods	Tonnes	1	0	0	0	0	0	0	0	1	0
Total amount of waste forwarded	Tonnes	1.672	1.596	24	16	27	8	0	0	1	0
Total amount of waste forwarded by company	%	100%	96%	1%	1%	2%	0%	0%	0%	0%	0%

Business travel and hotel accommodation											
Number of trips	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Long-haul flights	Number	377	28	0	0	194	13	82	48	0	12
Medium-haul flights	Number	212	8	0	4	106	19	23	34	0	18
Short-haul flights	Number	96	1	1	0	21	3	19	26	4	21
Train	Number	20	0	10	5	0	0	0	0	4	1
Public transport	Number	0	0	0	0	0	0	0	0	0	0
Hire car	Number	104	0	0	2	0	66	0	0	5	31
Taxi / leased car / private car	Number	296	211	4	1	0	64	0	0	16	0
Total number of trips	Number	1.105	248	15	12	321	165	124	108	29	83
Total number of trips per company	%	100,00%	22,44%	1,36%	1,09%	29,05%	14,93%	11,22%	9,77%	2,62%	7,51%

Routes	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
Long-haul flights	Thousand km	4.392	257	0	0	2.085	149	845	894	0	162
Medium-haul flights	Thousand km	465	10	0	5	161	58	33	142	0	55
Short-haul flights	Thousand km	104	1	2	0	16	3	11	27	5	40
Train	Thousand km	75	0	70	3	0	0	0	0	2	0
Public transport	Thousand km	0	0	0	0	0	0	0	0	0	0
Hire car	Thousand km	35	0	0	1	0	28	0	0	4	3
Taxi / leased car / private car	Thousand km	39	4	16	0	0	9	0	0	10	0
Total in km	Thousand km	5.110	272	88	10	2.262	247	888	1.064	21	260
Total distance (km) per company	%	100,00%	5,35%	1,72%	0,19%	44,24%	4,84%	17,37%	20,80%	0,40%	5,08%

Hotel stays		2022									
	Unit	Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastik	ROM DE	ROM CH	iLabs	ROM India
3-star hotel	Number	963	619	14	25	0	165	25	100	15	0
4-star hotel	Number	351	0	0	15	0	87	229	0	2	18
5-star hotel	Number	56	0	0	0	0	0	56	0	0	0
Stays in climate-neutral hotels	Number	0	0	0	0	0	0	0	0	0	0
Total number of stays	Number	1.370	619	14	40	0	252	310	100	17	18
Total number of stays by company	%	100%	45,18%	1,02%	2,92%	0,00%	18,39%	22,63%	7,30%	1,24%	1,31%

5.2 BASIC INFORMATION ABOUT THE DATA IN THE REPORT

BASED ON GLOBAL REPORTING INITIATIVE STANDARDS

The Rommelag Group's Sustainability Report was prepared based on the guidelines of the internationally established Global Reporting Initiative (GRI) standard. In doing so, we are striving to report on our economic, ecological and social activities in a consistent and transparent manner.

The information in this Sustainability Report covers the reporting period from 1 January to 31 December 2022, and includes all companies in the Rommelag Group. Rommelag has produced a Group-wide Sustainability Report every year since 2019.

In this report, corrections were made to the allocation of emissions to scopes and to the calculation of emission intensity per employee. The previous year's data was prepared accordingly for comparability purposes. By expanding the reporting framework for emissions in 2022, we have also changed the presentation of the previous year's figures accordingly. Here we are aiming at complying with the reporting standards of the Global Reporting Initiative and presenting changes in our footprint in a comparable and transparent manner.

Rommelag's Sustainability Report was reviewed and approved by management. An external audit of the report was not carried out.

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, district heating and cooling). 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 2022 (Department of Environment, Food and Rural Affairs), the US EPA (Environmental Protection Agency), the CO₂ factors for energy carriers from the Federal Office for Economic Affairs and Export Control 2022, the GEMIS database (Global Emission Model for Integrated Systems, Version 4.9), the ecoinvent database, the database of the German Environment Agency (UBA), TREMOD 6.23 (2022) 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.

HOW WAS THE VOLUME OF CO₂ EMISSIONS CALCULATED FOR THE ROMMELAG GROUP?

The carbon footprint was calculated in line with the official guidelines of the Greenhouse Gas Protocol. We take into account the emission factors of our suppliers – where available and not otherwise indicated – ('market-based approach'). The carbon footprint covers all employees and companies of the Rommelag Group ('organizational boundary').

In the first comprehensive calculation of Scope 3 emissions across the 15 emission categories, emission factors were obtained from representative suppliers and industry-specific factors were used for different groups of goods and services.

When using the spend-based method, an average exchange rate of 1 US dollar = 0.951 EUR (2022) was used as a basis.

WHAT DO CLIMATE NEUTRALITY AND PURCHASING CO2 CERTIFICATES MEAN?

The CO2 certificates we have purchased enable us to neutralise the CO2 emissions of our business activities in the short term, making us 'climate-neutral' in the reporting period. The certificates are accredited, approved and checked according to one of the three internationally recognised certification standards – VCS (Verified Carbon Standard), UN-CER (Certified Emission Reduction of the United Nations) or the Gold Standard developed by the WWF. 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.

We are aware that the purchase of CO2 certificates (carbon offsets) is not recognised as an actual reduction in emissions in accordance with the rules of the GHG Protocol. That is why we are preparing measures and investments at our sites to directly reduce emissions and achieve our climate targets. The data on emissions and changes in them contained in this report therefore do not include any effects from the purchase of CO2 certificates.

OUR TARGETS FOR REDUCING EMISSIONS WITHOUT USING OFFSETS

In line with the goals of the Paris Climate Agreement, the climate targets of the European Union and the criteria of the ScienceBasedTargets Initiative (SBTi), we have defined our targets for reducing greenhouse gas emissions:

- Reduction of 42% in Scope 1.2 emissions by 2030 (near-term target, base year 2021)
- Reduction of 95% in Scope 1.2 emissions by 2050 (net zero target, base year 2021).

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