FILLING YOUR NEEDS

ROMMELAG

ROMMELAG SUSTAINABILITY REPORT 2024

CONTENTS

GREETINGS FROM THE MANAGEMENT

Dear readers,

dear employees,

dear friends of Rommelag,

For us, sustainability is not a trend, but a commitment - to the environment, our employees and society. We are therefore all the more pleased that we were able to make significant progress in the 2024 reporting year, which impressively confirms our strategic direction.

We are particularly proud of the fact that we achieved our **CO_2 emissions targets for 2030 as early as 2024** - partly by **switching to 100% green electricity in Germany**, which led to a **61% reduction in emissions**. With the new **transition concept** for our German sites, we are making targeted investments in decarbonization, energy efficiency and combating climate change.

At the same time, Rommelag continues to grow: with **2319 employees**, we have recorded organic growth of over 20% compared to the previous year. The introduction of our**competency model and clearly structured specialist career paths** forms a central basis for individual development and fair remuneration. In 2024, we were awarded the**TOP Employer certificate** and the **Dualis seal for training quality** for our commitment.

We also take responsibility beyond the boundaries of our company: our updated **Code of Conduct** and the **fulfillment of our reporting obligations in accordance with the German Supply Chain Duty of Care Act (LKSG)** demonstrate our clear stance on human rights and environmental standards. The most recent risk analysis did not reveal any ESG risks in our direct supply chains that require corrective action.

With the **start of construction of the new packaging center at Holopack**, the **renovation of the Thermopack production building**,**ISO 50001 measures**, an **automated CO_2 balancing system**, pilot projects on **product carbon footprints** and the **recycling of 954 tons of recyclable materials**, we are providing further concrete impetus within our environmental responsibility.

None of this progress would be possible without the commitment of our employees, the trusting collaboration with our partners and the cooperation within our group of companies. We would like to express our sincere thanks for this.

With sustainable greetings

Ralf Bouffleur, CEO

Gert Hansen, CTO

Thomas Geiger, CFO

SUSTAINABILITY AT OF THE ROMMELAG GROUP

1.1 OUR MISSION: ROMMELAG 2030

The Rommelag Group stands for innovation, reliability and sustainability in the pharmaceutical industry.

"WITH ROMMELAG COMPLETE SOLUTIONS, PHARMACEUTICALS CAN BE PRODUCED SAFELY AND SUSTAINABLY FOR EVERYONE WORLDWIDE. "

2030

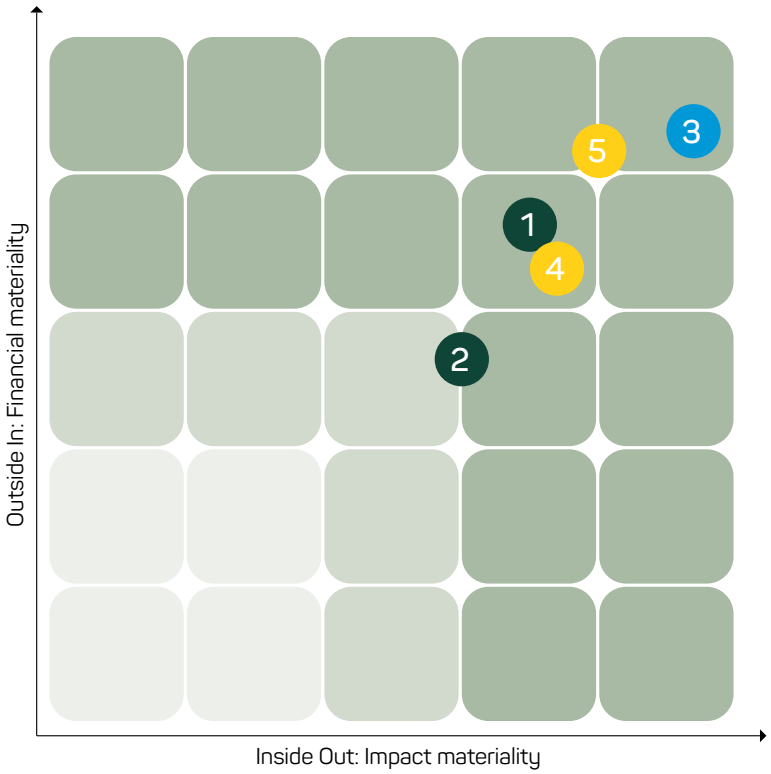
As a pioneer and global market leader in BFS (blow-fill-seal) technology, we set standards for resource-saving production processes and safe packaging solutions. Our goal is to maximize efficiency in pharmaceutical production through innovative technologies while minimizing environmental impact. We see ourselves as a partner to our customers and actively support them in achieving their own sustainability goals. In this way, together we are shaping a future in which the highest product quality is in harmony with responsible action.

1.2 OUR VALUES

Our values form the foundation of the Rommelag Group. As an owner-managed company, we focus on our customers and employees, because they are the key building blocks of our success. We have firmly anchored this understanding of values in our management rules and live them every day.
Trust, respect and partnership characterize our cooperation and create the basis for reliable collaboration. Responsibility and commitment not only ensure our performance, but also our long-term success. Effectiveness, discipline and determination guide us to always set the right priorities and act in a results-oriented manner.
We attach great importance to authenticity, loyalty and integrity - our actions are down-to-earth and characterized by reliability. Openness and fairness strengthen the team spirit, because together we are more successful. Safety is our top priority in all matters, while customer satisfaction remains our central motivation.
These values are more than just words - they are our promise to customers and employees and the basis for our sustainable success.

1.3 MATERIAL TOPICS 2024

With our sustainability strategy, we want to positively shape the impact of our business activities on society and the environment. Our strategy applies to all companies in the Rommelag Group. As a result of the double materiality analysis, the following topics were identified as material for the Rommelag Group:



Environment
- 1
  - Adaptation to climate change
  - Climate protection
  - Emissions
  - Energy
- 2
  - Use of water resources
  - Circular economy
  - Waste

Social
- 3 Working conditions own workforce

Governance
- 4 Responsible procurement
- 5 Compliance laws and regulations

1.3.1 STAKEHOLDER ANALYSIS

As part of the 2024 double materiality analysis, the interests of the Rommelag Group's most important stakeholder groups were analyzed and taken into account.
In 2024, we continued to maintain contact with our customers, suppliers and cooperation partners in order to understand their goals and requirements in the area of sustainability and align them with our own goals and requirements.

The topics identified included 2024:

Stakeholders	Topics 2024	Dialog 2024: Involvement of stakeholders
Customers	- Product quality and delivery reliability - Digitization of products and services - Securing the supply chain - Industry 4.0 - Regulatory requirements and GMP - Sustainability data (e.g. Ecovadis)	The dialog with our 2024 customers took place in joint (online) conferences, trade fairs, industry working groups, customer visits, one-on-one meetings, project reviews and audit processes.

Cooperation partner	- Sustainability - Supply Chain Act - Innovations - Digitization	Communication and exchange within our corporate memberships and commitments.
Suppliers	- Smooth business relationships - Supply Chain Act - Innovations - Sustainability data and assessments - Business Partner Code of Conduct	Supplier audits and exchange of sustainability-related data and information. Recording of ESG targets and data in accordance with the Supply Chain Act.
Employees	- Company social benefits - Flexible working time models - New Work: Home office regulations - Diversity key figures - Sustainability goals and progress	In-house and cross-location team days, one-to-one meetings and annual management conference, Company suggestion scheme, internal MyRommelag app.
Owners, management and executives	- Product and service quality including legal compliance - Digitalization & innovation management - Securing the energy supply - CO_2 emission reduction and ecological action - Corporate Social Responsibility - Health of customers and employees - Responsible procurement	The owner family is represented in the management of Rommelag. Communication within the Group took place primarily online across all locations and at the annual management conference.
Applicants	- Company social benefits - Family friendliness - Sustainability - Flexibility of work - Training and further education opportunities	Exchange at job fairs in job interviews, exchange with the Chamber of Industry and Commerce and training partners.
Public and society	- Social commitment - Supporting local communities - Sustainability and climate neutrality - Compliance with legal regulations - ESG reporting obligations according to EU CSRD	Cooperation with authorities and appointed auditors. Cooperation with the press and active local social commitments as part of our corporate social responsibility.

There were no significant changes compared to the previous year when analyzing the topics of our stakeholder groups. In the reporting year, we further expanded our activities relating to sustainability in the areas of ecology, energy supply and responsible procurement. In preparation for our sustainability reporting in accordance with the requirements of the EU CSRD (Corporate Sustainability Reporting Directive), we carried out a Group-wide process of double materiality analysis in order to identify and assess the risks and impacts of our actions in a legally compliant and auditable manner. This process is anchored in our management systems as part of Group-wide risk management and the annual management review of the Group companies.

Rommelag in dialog with customers and partners - worldwide

By participating in over 35 conferences, trade fairs and industry events in 2024, we continue to engage in an ongoing dialog about innovations, requirements and general conditions for our customers worldwide. These discussions allow us to communicate our goals and progress in the area of sustainability and align them with the goals and requirements of our customers and suppliers. Sustainability is our common task, which we represent beyond national and company boundaries and pursue through active cooperation.

CPHI 2024 in Milan- Rommelag at one of the most important pharmaceutical trade fairs

Our CMO, Engineering and Flex divisions presented their products and services, while the Product Management team visited the trade fair to observe the market.

Leading trade fair Achema in Frankfurt - complete success for Rommelag

Rommelag presented its Engineering, FLEX, Service and Digital divisions at Achema in Frankfurt - the world forum for the process industry - from June 10-14, 2024.
The trade fair provided an opportunity to demonstrate our innovative strength and service expertise with real exhibits and to showcase new digital solutions such as the Rommelag Pharma Platform. Representatives from over 20 countries used Achema for professional exchanges and project discussions. In this way, Rommelag is also contributing to sustainable dialog and responsible growth in the trade fair environment.

1.3.2 DOUBLE MATERIALITY ANALYSIS 2024

In 2024, we carried out a double materiality analysis as a group of companies for the first time according to EU CSRD requirements. This structured process served to identify the most important sustainability issues for our company and to assess their impact on the environment and society as well as on our business.

Procedure for the double materiality analysis at Rommelag:

The process began with a comprehensive data collection exercise involving internal and external stakeholders. This included workshops, surveys and the evaluation of industry reports in order to understand the expectations and requirements of our stakeholders in detail.
We also conducted workshops with participants from the areas of purchasing, IT, HR and management. The Rommelag Group's sites and supply chains were included in the analysis.
We then drew up a list of impacts, opportunities and risks, taking into account both the internal perspective of the company and the external perspective of external stakeholders. The clear definition of materiality criteria, such as the economic relevance of an issue or its environmental impact, was crucial for the assessment of the issues. A central component was the careful documentation of all analyses and decisions in order to ensure transparency and traceability. The assessment of impacts, risks and opportunities was expanded to take into account the sub-themes and sub-sub-themes defined in the EU sustainability reporting standards.
Cooperation with external auditors ensured that our results met the regulatory requirements of the ESRS. The challenges included in particular the harmonization of different interests and the integration of new, complex requirements of the EU ESRS. However, these stumbling blocks were successfully overcome thanks to an open exchange and a common goal. The results of the analysis form the basis for our strategic orientation in the area of sustainability and enable us to significantly improve our reporting.

The assessment scheme of the double materiality analysis for impacts, opportunities and risks:

Impact	Status	Time horizon
Positive	Current	Short (< 1 year)
Negative	Potential	Midterm (1- 5 years)
		Longterm (ab 5 Jahre)

Severity			
Scale	**Scope**	**Remediability**	**Probability**
5 = absolute	5 = global / total	5 = Not remediable / reversible	0.9 = highly likely (>=90%)
4 = high	4 = widespread	4 = Severe or long-term	0.7 = very likely (>=70%)
3 = medium	3 = medium	3 = With effort or medium-term	0.5 = likely (30-70%)
2 = low	2 = concentrated	2 = Rather easy (time & cost)	0.3 = unlikely (<=30%)
1 = minimum	1 = limited	1 = Very easy /short term	0,1 = very unlikely (<=10%)

Impact materiality	Financial materiality	Thresholds for materiality
5 = Critical	5 = Critical	
4 = Significant	4 = Significant	>= 3: Material
3 = Important	3 = Important	< 3: Not material
2 = Informative	2 = Informative	
1 = Minimum	1 = Minimum	

1.4 CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

As a family business with regional roots, sustainability is very important to us. Through our actions, we make a positive contribution to the following Sustainable Development Goals of the United Nations:

Sustainable Development Goal 3: Good health and well-being

As a service provider, machine manufacturer and supplier of containment systems for the pharmaceutical industry, we make an important contribution to people's health. Our high-quality packaging solutions ensure the safe use of medicines and thus strengthen the trust of customers and patients. In this way, we actively contribute to the safety of medicines and healthcare in society.

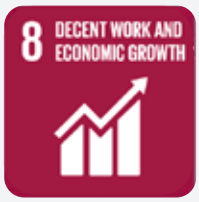
Sustainable Development Goal 4: Quality education

As an award-winning TOP employer in the region, we supported 105 young people through our diverse training programs in the reporting year. In 2024, we were awarded the Dualis seal for outstanding training quality for the second time in recognition of our above-average commitment to promoting young talent.

Sustainable Development Goal 5: Gender equality

At Rommelag, we are actively committed to gender equality. With a proportion of women of 39 % (previous year also 39 %), we are above the industry average - something we are proud of. Currently, 19 % (previous year: 25 %) of our employees in management positions are female. Our company benefits are designed to support all employees equally. Our training opportunities and specialist career model are explicitly independent of gender. Through flexible models for parental leave and working hours, we create a framework that enables a better work-life balance.

Sustainable Development Goal 8: Decent work and economic growth



Our employees are at the heart of everything we do. That is why we create a working environment that takes their needs seriously and focus on continuously improving our processes. Flexible working time models support the compatibility of work and private life. We invest in the future by training young talent - with 105 trainees in the reporting year (previous year: 85). All employees receive workplace-related training on occupational safety and the appropriate protective equipment. We also ensure that statutory health and safety requirements are complied with.

Sustainable Development Goal 9: Industry, Innovation und Infrastructure

As a strong employer in the region, we strengthen the local infrastructure and create secure apprenticeships and jobs. We are clearly committed to our regional locations - especially with the investment in the expansion of our production site in Sulzbach-Laufen, which represents a long-term commitment to the Kocher Valley. In addition, we are continuously investing in the efficiency of our buildings and production facilities in order to operate in a sustainable and resource-conserving manner.

Sustainable Development Goal 11: Sustainable cities and communities

Through our social commitment at our company locations, we strengthen the local communities and make an active contribution to the development of a region worth living in. In particular, we support young families in reconciling work and private life.

Sustainable Development Goal 12: Sustainable consumption and production

As a technology leader in the BFS process, we focus on maximum efficiency and resource-conserving production. Together with our partners and suppliers, we develop innovative solutions - including the use of biodegradable plastics. We are aware of the finite nature of natural resources and the responsible use of plastics - especially in the interests of our customers - and act sustainably and with foresight.

Sustainable Development Goal 13: Climate action

We do everything we can to use our resources as efficiently and sparingly as possible. An important step towards a climate-friendly future is our commitment to emission-free mobility - for example through our JobRad program and the use of electric vehicles as company cars. At the Rommelag Group's German sites, our employees have access to charging stations where they can charge their electric cars free of charge and in an environmentally friendly way.
The international community has agreed to limit global warming to below 2 °C - ideally to 1.5 °C - in order to avert the serious consequences of climate change. We also see the need for decisive emission reductions. We have therefore set ourselves the target of reducing our direct emissions (Scope 1 and 2) by 42 % by 2030 and 95 % by 2050 compared to the base year 2021 - in line with the criteria of the Science Based Targets initiative and expressly without the use of VCU carbon credits. By switching our electricity supply to renewable energy sources, we were able to reduce our Co2 emissions by 61% in 2024.

Sustainable Development Goal 14: Life below water

To protect the regional waters and the surrounding ecosystem, we continuously monitor our wastewater. The production wastewater is strictly separated from the surface wastewater from the farm areas and sent to the wastewater treatment plant in a controlled manner. In addition, we continuously record the pH value and temperature of the wastewater in order to detect deviations at an early stage and intervene immediately if necessary. In this way, we make an active contribution to protecting the plants and animals living in the river. We also support the Untergröningen fishing association, which is involved in renaturation projects and youth development work.

1.5 EXTERNAL SUSTAINABILITY ASSESSMENTS

Since 2021, companies at our production sites have been taking part in the external sustainability rating, Ecovadis. Ecovadis is an independent organization that evaluates the sustainability performance of companies in the areas of environmental, social and governance ("ESG") using an extensive questionnaire.
The results of the Ecovadis sustainability ratings of the manufacturing companies in the Rommelag Group are, without exception, above average compared to the rest of the industry.

The company	Year of valuation	Result	Overall rating
Holopack	2025	Bronze	(64/100)
Kocher-Plastik	2025	Bronze	(60/100)
Maropack	2025	Silver	(71/100)
Thermopack	2025	Silver	(69/100)
Maroplastic AG	2025	Bronze	(64/100)

The current Ecovadis Scorecards for the manufacturing Rommelag companies Kocher-Plastik, Maropack, Holopack, Thermopack and Maroplastic AG can be accessed via the Ecovadis platform.

THE ROMMELAG GROUP

2.1 PRODUCTS, SERVICES, CUSTOMERS

Rommelag is the inventor of blow-fill-seal technology (BFS) and the global market leader in the aseptic filling of liquids and semi-solids. With our bottelpack aseptic packaging systems, our customers produce safe and economical plastic packaging for their valuable liquids. In addition to our efficient bottelpack filling systems, we offer approval and lifecycle services as well as the complete range of a Contract Development and Manufacturing Organization (CDMO).
With the packaging of sterile liquids (e.g. eye drops, infusion solutions, injectables, inhalants, vaccines), gels and ointments, Rommelag is present in the pharmaceutical, healthcare, cosmetics and chemical industries.
Our solutions and technologies are in demand in over 80 countries around the world. Our 2,319 employees, who work with great dedication to ensure that people around the world have the opportunity to access safe pharmaceutical products, are crucial to our success.
We bundle the products and services of our Engineering, Digital, Service, CMO and Flex divisions under the Rommelag umbrella brand. Rommelag has 12 locations in Germany, Switzerland, the USA, China and India. We also have local representatives in over 20 countries.

ROMMELAG

One-stop partner for blow-fill-seal technology and specialist for flexible containment solutions

ROMMELAG ENGINEERING	ROMMELAG DIGITAL	ROMMELAG SERVICE	ROMMELAG CDMO	ROMMELAG FLEX
Development and production of blow-fill-seal systems for the pharmaceutical, food, cosmetics and chemical industries	Innovative digitalization solutions for maximum added value	Lifecycle services for blow-fill-seal technology	Blow-Fill-Seal contract filling, development and approval processes support	Development and production of single-use containment solutions

Rommelag SE & Co KG

Rommelag SE & Co. KG combines the Group's central functions of Finance, People & Culture, IT, Marketing and Purchasing with around 92 employees.

ROMMELAG ENGINEERING

DIVISION ROMMELAG**ENGINEERING**

rom consulting and development to production and sales, this division offers the full range of expertise in BFS systems and testing machines. Rommelag's bottelpack machines can aseptically produce up to 30,000 containers per hour in a wide variety of shapes and plastic blends, with filling volumes ranging from less than 0.1 ml to more than 1,000 ml, in compliance with all applicable pharmaceutical regulations. Our new machine generation, bp 500, enables customers to significantly reduce the use of resources and energy. The Rommelag Engineering division includes:

Kocher-Plastik Maschinenbau GmbH (from 2025: Rommelag Engineering GmbH)
Following the development of the first bottelpack prototype, the company was founded in Sulzbach-Laufen (Germany) in 1963. Today, around 852 people work on an area of around 29,000 square meters. The company has three sites in Sulzbach Laufen and one site in Untergröningen.

Maroplastic AG (from 2025: Rommelag Engineering Switzerland AG)
The company in Reitnau (CH) has been developing and building customer-specific high-tech systems since 1968. It now has 143 employees..

Rommelag AG (from 2025: Rommelag Switzerland AG)
Rommelag AG, based in Buchs, Switzerland, is responsible for the distribution and after-sales of bottelpack 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 states and countries in the Near, Middle and Far East. The sales company was founded in 1964 and employs around 49 people.

Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH (from 2025: Rommelag Engineering GmbH)
Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH, based in Waiblingen, is responsible for the sales and aftersales of bottelpack blow-fill-seal systems. In addition to Germany, Spain and Portugal, the German sales company is also responsible for other markets such as South America, the USA and Japan. Founded in 1967, the sales company employs around 42 people.

Successful BFS seminar in Brazil

Rommelag Sales organized a BFS seminar in Sao Paulo on 24.10.2024.
Around 90 people attended, a good mix of existing and potential customers who are interested in our technology.
The audience listened attentively to the presentations until the end of the presentation day. The presentation of our new bp 530/550 models was particularly well received by the customers and aroused their interest in our new development. Our Sales Service and Pharma Service presentations were also very informative and led to numerous conversations and discussions during the coffee breaks. The RPS presentation and the presentation by the Brazilian health authority ANVISA were of particular interest, as both sides explained their approach and requirements for the new Annex 1.

ROMMELAG DIGITAL

DIVISION **ROMMELAG DIGITAL**

With our "Rommelag Digital" division, we continue to drive innovation and digitalization between our machines and customer systems. We offer solutions for the digital integration of bottelpack systems into existing infrastructures, smart operation, interactive maintenance and data-based support.

Rommelag iLabs GmbH (from 2025: Rommelag Digital GmbH)
With Rommelag iLabs GmbH, Rommelag has had its own innovation hub for the development and implementation of innovative ideas in the field of digitalization and Pharma 4.0 since 2017. The 24-strong team based in Karlsruhe focuses in particular on digital value creation throughout the entire life cycle.

Bottelpack Software "Next Generation"

Our Software Squad, an interdisciplinary team of employees from Kocher-Plastik, Maroplastic and iLabs, presented the bottelpack HMI, a completely new software for future machine generations that more than meets the requirements for standardization, scalability and digitalization.
Last but not least, standardization ensures that all new machines can receive software updates, e.g. for improvements or support for new functions and languages. An integral part of the new machines is the RPP (Rommelag Pharma Platform), on which the bottelpack HMI runs as a native app.
With the software release version 1.0, the Software Squad has laid the foundation for the future. Congratulations!

ROMMELAG CMO

DIVISION ROMMELAG**CMO**

Rommelag CMO is the contract manufacturing and development division of the Rommelag Group. It offers quick and easy access to contract filling with BFS technology. With over 50 systems, we support customers from the initial idea and container design through to trial filling, filling and packaging. Whether pharmaceuticals, medicine and cosmetics or chemical-technical products - with our expertise and bottelpack systems perfectly matched to your filling goods, we ensure optimum sterile filling of liquid and semi-solid products in accordance with GMP guidelines. Our Rommelag Pharma Service offers an economical overall concept for qualification and validation that is accepted by the authorities. Rommelag CMO includes

Holopack Verpackungstechnik GmbH (from 2025: Rommelag CDMO GmbH)
Holopack Verpackungstechnik GmbH has over 876 employees at two sites and produces high-quality pharmaceuticals on behalf of customers using bottelpack blow-fill-seal technology. Our strengths are the production, packaging and testing of liquid and semi-solid solutions such as eye drops and parenterals from a single source.

Maropack AG (from 2025: Rommelag CDMO Switzerland AG)
With over 108 employees, Maropack AG produces high-quality pharmaceuticals on behalf of customers using bottelpack blow-fill-seal technology. We have a separate facility and authorization for filling biological drugs and genetically engineered active ingredients, such as vaccines or antibodies, up to Bio Safety Level 2.

Green foundation for the future: start of construction for sustainable packaging center in Sulzbach

On September 16, 2024, the go-ahead was given for a pioneering construction project at the Sulzbach site: the demolition of Hall 10 marks the start of preparatory measures for our new packaging center. This will create space for important infrastructure such as a modern rainwater retention basin and a new drainage system - key elements of a sustainable site concept.
The demolition work should be completed by the end of September. The development work will then begin before the relocation and expansion of our packaging capacities is implemented from 2026. With this project, we are making targeted investments in modern, environmentally friendly logistics solutions and securing the future viability of our Sulzbach site.

ROMMELAG FLEX

DIVISION ROMMELAG**FLEX**

Rommelag FLEX is your containment specialist for all highly sensitive filling and handling processes in API and (bio)pharmaceutical production. Our certified, economical disposable packaging solutions protect people and products from contamination - without any cleaning processes. We also offer a wide range of services and contract manufacturing for plastics processing of the highest quality.

Flecotec AG (from 2025: Rommelag Flex Pharma AG)
Flecotec AG develops innovative single-use containment systems for the pharmaceutical industry at the Thermopack site. With our solutions, we protect employees in API and pharmaceutical production as well as the processed powders and solids.

Thermo-Pack Kunststoff-Folien GmbH (from 2025: Rommelag Flex GmbH)
Our company history began with its foundation in 1952. Today, we produce Flecotec containment systems in a class 7 clean room as well as compounds and profiles in Gaildorf (Germany). A recycling plant for plastics ensures the responsible and sustainable use of resources for the entire group of companies. 45 employees work at Thermopack and Flecotec.

ROMMELAG SERVICE

DIVISION ROMMELAG**SERVICE**

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 starting signal in Sulzbach-Laufen (Germany) was given in 1963 shortly after the first prototype of our bottelpack system. All systems produced to date are serviced. The wealth of experience of our 852 employees guarantees that everything runs smoothly for our customers.

Maroplastic AG
Since 1968 in Reitnau (CH), around 143 employees have been designing and building customized high-tech systems and providing excellent service.

Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH
In Waiblingen (Germany), 42 employees are responsible for sales and after-sales of bottelpack systems in Germany, Spain, Portugal, South America, the USA and Japan. The company has been in existence since 1967.

Rommelag AG
Rommelag AG, based in Buchs, Switzerland, is responsible for the distribution and after-sales of bottelpack 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 states and countries in the Near, Middle and Far East. The sales company was founded in 1964 and employs 49 people.

Rommelag India (from 2025: Rommelag Engineering India Pvt. Ltd.)
Our branch in Bangalore grew to over 59 employees in the reporting year. The site produces spare parts for our BFS systems for the Indian market and provides customer service in the region.

Rommelag Engineering Pvt. Ltd takes over parts of the operations of our long-standing trading partner Salesworth Synergies LLC

Salesworth has been the trusted partner for Rommelag in India since 1997. In order to meet the importance of the market and our claim to be even closer to the customer as a one-stop partner, we have decided to take over the Rommelag activities of Salesworth through Rommelag Engineering Pvt. Ltd. We are pleased to welcome 13 new employees to Rommelag India!

2.2 THE ROMMELAG GROUP'S VALUE CHAINS

ROMMELAG ENGINEERING

Value chain: Mechanical engineering

Raw material extraction

- The main raw materials are steel, copper and aluminum

Production of preliminary products

- The main product groups are electrical and mechanical components

Direct suppliers

- The main product groups are materials (especially steel, aluminum, cables), electrical and mechanical products, tools, plastics and (limited) chemical substances as well as technical and legal services

Downstream value creation

- Downstream logistics to end customers (main share: pharmaceutical manufacturers) and global healthcare markets (use of packaged pharmaceuticals)

ROMMELAG CDMO

Value chain: production and packaging of pharmaceuticals

Raw material extraction

- The main raw materials are plastics, paper and organic materials

Production of preliminary products

- Main product groups are packaging materials (cardboard boxes) & pharmaceuticals

Direct suppliers

- The main product groups are plastics, cardboard packaging and (limited) chemical substances as well as technical and legal services

Downstream value creation

- Downstream logistics to end customers and global healthcare markets (use of packaged pharmaceuticals)

ROMMELAG FLEX

Value chain: Recycling und Containment

Raw material extraction

- The main raw materials are plastics

Production of preliminary products

- The main product groups are plastic waste (recycling) and preformed plastic parts (containment)

Direct suppliers

- The main product groups are plastic waste and plastics and (limited) chemical substances as well as technical and legal services

Downstream value creation

- Downstream logistics to end customers (granulates) and global healthcare markets (use of containment solutions)

2.3 ISO CERTIFICATIONS

All manufacturing companies in the Rommelag Group are DIN EN ISO 9001:2015 certified. Our companies have additional certified management systems:

Holopack Verpackungstechnik GmbH	DIN EN ISO 13485: 2016 + BER 2017-07 EN ISO 13485: 2016 +AC: 2016 ISO 13485: 2016 DIN EN ISO 50001
Kocher-Plastik Maschinenbau GmbH	DIN EN ISO 50001
Maropack AG	DIN EN ISO 13485: 2016 + BER 2017-07 EN ISO 13485: 2016 +AC: 2016 ISO 13485: 2016
Thermo-Pack Kunststoff-Folien GmbH	DIN EN ISO 15378: 2018-04 EN ISO 15378: 2017 ISO 15378: 2017 BRC Certificate

Each of our BFS bottelpack systems meets the strict requirements of the pharmaceutical industry - worldwide: Abrasp, Anvisa, EMA and the FDA.

Contract filling at the companies in the CMO division is carried out in accordance with GMP guidelines.
- EU GMP manufacturing authorization and GMP certificate
- FDA, ANVISA and other regulatory inspections 2024 were successfully passed.

Compliance with GMP (Good Manufacturing Practice) guidelines for the manufacture and packaging of pharmaceuticals and annual audits confirm the high standards of our processes at Holopack Verpackungstechnik GmbH and Maropack AG.
The GMP guidelines contain stringent requirements on the following topics, among others:
Process safety, control and documentation, validated quality management, health protection, risk management and documentation, safety of machines and systems, hazard management, risk assessments, regular training and further training of employees, provision of protective equipment, quality controls, traceability of each batch, complaints management and emergency plans.

Compliance of systems and BFS processes: EU GMP guidelines/Annex 1

Annex 1 from August 2022 is part of the European EU GMP Directive and is therefore a 'de facto standard' for the manufacture of sterile medicinal products.
As a supplier of filling systems for the manufacture of pharmaceuticals, Rommelag Service offers expert assistance in adapting existing systems to meet the technical requirements of Annex 1.
An important new requirement in Annex 1 is the creation of a Contamination Control Strategy (CCS) (§2.3). We offer the Rommelag BFS CCS Assessment Package for this purpose. This includes the examination of aseptic filling with regard to system status, hygiene measures, interventions in the process, air flow and cleanroom monitoring.
Our new Bp530 machines already meet the technical requirements of Annex 1 and ensure that the manufacture of medicinal products complies with the directive.

5S audits in the first half of 2024

A total of 33 internal audits were carried out in 2024, and we are proud of the progress made and the continuous improvement of our areas
We are delighted that three quarters of the audited areas have achieved the company target of at least 80. This shows the commitment and good work of everyone involved, as does the average improvement of 6.2 compared to the last audits in 2023

Positive developments and challenges

- The training workshop has improved the most, increasing its rating by an impressive 14.9. This is an excellent example of the successful implementation of the 5S principles and shows that continuous improvement is possible
- Overall, 75% of the areas have improved, which underlines the effectiveness of our measures and the commitment of our teams
- Electrical Manufacturing (EF-SU) and Quality Assurance (QA) are at a long-term high. Their last four results were all above 90, making them the most sustainable areas in terms of 5S audits

Conclusion and outlook

The results for the first half of 2024 are encouraging and show that we are on the right track. Improving the working environment and adhering to the 5S principles make a significant contribution to our efficiency and quality. Special thanks go to our auditors, who actively supported us in carrying out the 5S audits.

Audit 2024 for ISO 9001:2015 successfully passed

The annual ISO 9001:2015 audit lasted almost two weeks and looks at all our companies and processes in both Switzerland and Germany in a three-year cycle. Personnel development topics such as management training, specialist career paths and feedback culture were also positively evaluated in the audit process.

2.4 MEMBERSHIPS AND CORPORATE ENGAGEMENT

Through our diverse corporate memberships, projects and sales activities, we are in constant contact with customers, partners and trade associations. This exchange enables us to identify innovations at an early stage and drive forward the development of our products and services in a market-oriented manner. In addition, active shaping and collaboration enables us to collect and evaluate key sustainability issues as part of the double materiality analysis that we carried out in 2024.
We also live the idea of active networking in new forms of collaboration: participating in industry-specific hackathons allows us to showcase our expertise but also to learn from and with others. We see these agile forms of exchange and cooperation as forward-looking and promote this type of cooperation - even beyond our company boundaries.

Membership in associations and interest groups

- A3P Association
- BFSI OA International Operators Association
- Taxpayers' association
- CoCreate
- DCVMN Developing Countries Vaccine Manufactures Network
- DIN German Institute for Standardization
- GS1 trade association for sustainable value networks
- Albstatt University of Applied Sciences
- Hohenlohe+
- IHK Heilbronn- Certified training company DUALIS
- IPV Industrie-Pensions-Verein
- IndustryVereinigung Kunststoffverpackungen e.V.
- Surental Industrial Association
- Institute for Production Maintenance e.V., Sielenbach
- Plastics.swiss
- NeoSys
- Nexel
- OPC Foundation
- Packaging Valley (founding member)
- PDA Europe
- Pensions-Sicherungs-Verein PSVaG, Cologne
- ProCure (purchasing association)
- Qesar
- Sedex
- SOS
- Swiss Customer Service Association (pga)
- Swiss Biotech Directory
- Swiss plastics
- Swissmechanic
- Swissmem and its Presidium Intralogistics, Packaging and Conveyor Technology Division
- Tecom Switzerland
- TOP Employer 2024
- Lucerne West Business Association
- VPA Association of Personnel and Training Professionals
- Widenmoos

ENVIRONMENT

Environmental material impacts, opportunities and risks

ESRS E1 Adaptation to Climate Change

GHG emissions in our own business activities

Topic	Impact	Opportunities and risks	Management approach (policy)
↓	The production of the Rommelag Group consumes resources and energy, which releases climate-damaging GHG emissions (Scope 1 and 2)	↑ Opportunity: Innovations and digitalization can make BFS processes more efficient and conserve resources. New generations of systems cause fewer climate-damaging emissions during production and operation.	Rommelag invests in the continuous improvement of the energy efficiency and resource consumption of our plants as well as measures for the digitalization of products and BFS processes in order to make the manufacture of pharmaceuticals safe and sustainable worldwide.
		↓ Risk: Physical climate risks (e.g. extreme weather events and temperature changes) can have a negative impact on our sites, facilities or employee health	The switch to emission-free energy sources, investments in the in-house production of energy and in the energy efficiency of buildings, plants and production processes are the key components of the Rommelag Group's decarbonization plan
		↓ Risk: Climate-related transition risks, such as stricter regulations, CO_2 pricing or environmental taxes, lead to higher costs	
		↑ Opportunity: The transformation to energy supply from emission-free alternatives and investment in self-sufficiency creates resilience and reduces climate-damaging emissions	

GHG emissions in the upstream and downstream value chain

Topic	Impact	Opportunities and risks	Management approach (policy)
↓	Suppliers cause climate-damaging GHG emissions in the manufacture of preliminary products. Emissions are also generated during the use and end-of-life phase of Rommlag products (Scope 3)	↓ Risk: Climate-related transition risks, such as stricter regulations, CO_2 pricing or environmental taxes, lead to higher procurement costs or supply chain disruptions	Through our Business Partner Code of Conduct, we expect our suppliers to make their contribution to combating climate change and reducing GHG emissions. (see also: Responsible procurement from page XXX)
		↑ Opportunity: New generations of plants make it possible to manufacture pharmaceuticals worldwide in a safer, more climate-friendly and resource-saving way.	As the global market leader in BFS technology, we are in constant contact with pharmaceutical manufacturers regarding the reduction of emissions in BFS processes.

ESRS E2 Environmental pollution

Environmental pollution in the upstream and downstream value chain

Topic	Impact	Opportunities and risks	Management approach (policy)
↓	Bei der weltweiten Rohstoffgewinnung und Produktion von Vorprodukten kommt es zu Umweltverschmutzung in den Bereichen Luft, Boden und Wasser	↓ Risk: Environmental pollution can negatively impact or destroy human health, biodiversity and the livelihoods of communities	Through our Busieness Partner Code of Conduct, we expect our direct suppliers to counteract environmental pollution or minimize negative effects.
↓	Uncontrolled processes in the manufacture and disposal of pharmaceuticals and packaging can lead to environmental pollution in the downstream value chain	↓ Risk: Environmental pollution due to uncontrolled production and disposal of plastic pharmaceutical packaging	With our systems for the production and packaging of pharmaceuticals, we enable the highest quality standards and fulfill the strict requirements of pharmaceutical production (GMP guidelines). When designing packaging solutions, we also focus on monomaterials (primary packaging) and the use of recyclable materials (secondary packaging)

↓ Negative impact or risks

↑ Positive impact or opportunity

ESRS E3 Water and marine resources

Use of water as a resource in our own economic activities

Topic	Impact	Opportunities and risks	Management approach (policy)
↓	Water resources are used in the production of bottling plants and the manufacture of pharmaceuticals and returned to the local water infrastructure	↓ Risk: Water scarcity, possible regulatory requirements to limit water consumption and rising water costs at our production sites	Rommelag invests in the continuous improvement of the energy efficiency and resource consumption of our plants as well as measures for the digitalization of products and BFS processes in order to make the manufacture of pharmaceuticals safe and sustainable worldwide.
		↑ Opportunity: Innovations and new generations of systems enable a significant reduction in water consumption in the packaging of liquid and semi-solid pharmaceuticals	Thanks to the new design of the Rommelag bp500 filling systems, the use of water for process cooling has been completely eliminated.

Use of water as a resource in the upstream and downstream value chain

Topic	Impact	Opportunities and risks	Management approach (policy)
↓	The extraction of raw materials in particular can have a significant impact on local water ecosystems.	↓ Risk: Water scarcity and water pollution can lead to higher procurement costs or supply chain disruptions	Through our Busieness Partner Code of Conduct, we expect our direct suppliers to counteract environmental pollution or minimize negative effects.

ESRS E4 - Biodiversity and Ecosystems

Impacts in the upstream and downstream value chain

Topic	Impact	Opportunities and risks	Management approach (policy)
↓	The global extraction of raw materials and the manufacture of primary products can have a negative impact on land use, biodiversity and ecosystems.	↓ Risk: Climate-related transition risks, such as stricter regulations, CO_2 pricing or environmental taxes, lead to higher procurement costs or supply chain disruptions	Through our Busieness Partner Code of Conduct, we expect our direct suppliers to counteract or minimize negative impacts on biodiversity.
			As part of responsible procurement, we review the use of recycled materials in line with regulatory requirements

ESRS E5 Circular Economy

Impacts in our own economic activity

Topic	Impact	Opportunities and risks	Management approach (policy)
↑	Innovations in the design and manufacture of filling systems lead to a reduction in the consumption of resources.	↑ Opportunity: Innovations and new generations of systems enable a significant reduction in resource consumption, the use of recycled materials and the reduction/reuse of production waste	The use of flexible molds in the new system generation significantly improves the ratio of product/waste to recycling.
			Plastic waste from production is reprocessed and returned to the market as unmixed recyclates. As part of responsible procurement, we check the use of recycled materials in line with regulatory requirements. We also rely on local suppliers to reduce transportation routes.

Impact in the upstream and downstream value chain

Topic	Impact	Opportunities and risks	Management approach (policy)
↑	Innovations in the design and manufacture of filling systems lead to a reduction in the consumption of resources throughout the entire life cycle of use by our customers.	↑ Opportunity: Innovations and new generations of systems enable a significant reduction in resource consumption, the use of recycled materials and the reduction/reuse of production waste	Rommelag services all manufactured systems; older systems are reconditioned and returned to the market via our used machine program
↓	Primary pharmaceutical packaging has a low recycling rate		Rommelag systems are durable, easy to maintain and highly recyclable

3. 1 IMPACTS

As part of the double materiality analysis, we analyzed the impact of environmental changes on our company as a whole and our impact as a company on the environment. The effects along the supply chains were also taken into account.

Environmental impact of business activities

In the area of **ESRS E1 - Adaptation to Climate Change** , the Rommelag Group is faced with various environmental impacts: Increasing climate change leads to higher investments and energy consumption, including for temperature control in our production facilities. In addition, extreme weather events such as storms can cause direct damage to infrastructure. To respond to these challenges, we are investing in measures to reduce emissions, in sustainable procurement management and in the energy efficiency of our products, buildings and processes. Our own CO_2 emissions are being gradually reduced through a transition concept (decarbonization plan) in order to actively contribute to reducing greenhouse gas emissions.

In the area of **ESRS E3 - Water and marine resources**, our company is primarily affected along the supply chain: the extraction of raw materials can have a significant impact on local water ecosystems. The use of water as a resource in our own production also plays a role, particularly in connection with cleaning or cooling processes. An additional risk is posed by possible contamination from uncontrolled wastewater from blow-fill-seal (BFS) production, which can lead to water pollution if handled improperly.
Relevant effects from the ESRS E3 area summarized:
- Potential impacts in the supply chain (raw material extraction)
- Use of water as a resource
- Possible contamination with uncontrolled BFS production wastewater

In the area of **ESRS E5 - Circular Economy**, there are several relevant effects for us: When purchasing steel, aluminum, mechanical and electrical components, plastics, paper packaging and chemicals (RoHS/REACH), material and ecological requirements arise along the entire supply chain. The fact that our machines are durable, easy to maintain and highly recyclable has a positive effect. In the area of BFS filling, however, the low recycling rate of primary packaging for pharmaceuticals poses a challenge. In addition, the "product/waste ratio" in the BFS process is an important aspect for assessing resource efficiency.

Summary of impacts from the area **ESRS E5: Circular economy**:
- Purchasing of steel, aluminum, mechanical and electrical components, plastics, paper packaging, chemicals (raw materials/reach)
- machines are durable, serviceable and have a high recycling rate
- BFS Filling: Primary packaging for pharmaceuticals has a low recycling rate
- "Product/waste ratio" in the BFS process

Environmental impact of business activities within the supply chain

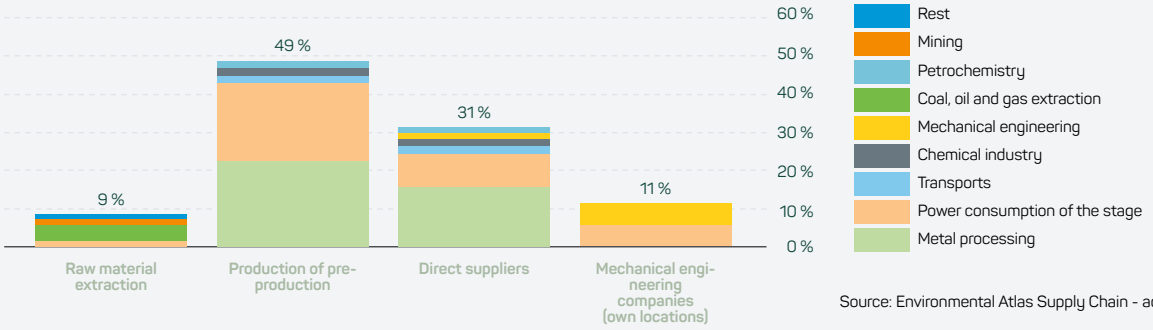
Our supply chain consists mainly of the metalworking industry and other mechanical engineering companies that cover upstream production stages. The chemical and electronics industries also play an important role.
Our mechanical engineering supply chain comprises around 2,000 suppliers, 96% of which are local suppliers (DE/CH). There are no relevant dependencies on individual suppliers or individual supplier countries. According to the risk analysis in accordance with the German Supply Chain Due Diligence Act (LkSG), no ESG risks were identified in the direct supply chain of the Rommelag companies that would have led to a demand for corrective measures on the part of the suppliers. In addition to steel and aluminum, the main product groups are mechanical and electrical components as well as lubricants, plastic granulates, pharmaceutical raw materials and paper-based packaging materials.
The environmental impact of the German mechanical engineering industry is significantly higher along the entire (often international) value chain than at its own site. Around 90% of greenhouse gas and pollutant emissions are generated at the upstream stages. A third of this is attributable to direct suppliers. The largest sources of emissions are the manufacture of preliminary products.

Distribution of environmental impacts in the value chain of the German mechanical engineering industry

Stage of the value chain	Raw material extraction	Production of primary products	Direct suppliers	Mechanical engineering companies (own locations)
Greenhouse gases	9 %	49 %	31 %	11 %
Air pollution	7 %	50 %	31 %	11 %
Water consumption	17 %	21 %	18 %	44 %
Land use	89 %	4 %	4 %	3 %

Source: Environmental Atlas Supply Chain - adelphi-Sustain 2017

by industry



Source: Environmental Atlas Supply Chain - adelphi-Sustain 2017

ESRS E1 - Adaptation to climate change/ ESRS E2 - Environmental pollution

Greenhouse gas (GHG) emissions are a key environmental issue in this supply chain. These emissions are much more significant in the supply chain than at the company's own sites - the total emissions from direct suppliers alone are three times as high. It is therefore particularly worth paying attention to (upstream) suppliers from the metalworking industry and their electricity consumption. These companies also cause a large proportion of pollutant emissions.

Greenhouse gas emissions in the mechanical engineering supply chain are around ten times higher than emissions at the company's own sites in Germany. (adelphi-Sustain 2017) A similar ratio can also be seen for pollutant emissions. The direct suppliers of the respective industry account for 20 to 30 percent of emissions. If measures are taken that include these suppliers, a significant proportion of emissions throughout the value chain can be tackled in a targeted manner.

As part of sustainable supply chain management, companies also consider the risks associated with their greenhouse gas emissions. Energy-intensive industries in particular are already under strict regulatory pressure - for example through CO_2 certificates or emissions levies. These requirements are expected to become even stricter in the future.

Many governments are actively driving structural change and specifically promoting companies that consistently reduce their emissions - both in production and in their products. Companies with high greenhouse gas emissions in the supply chain, on the other hand, are increasingly confronted with regulatory requirements and rising cost risks.

ESRS E3 - Water and marine resources

Changing climate conditions also entail physical risks for companies in the supply chain. Especially when extreme weather events such as storms, floods or heatwaves affect regions where (upstream) suppliers are located (source: Erhard et al. 2016: 14). In such cases, production losses can occur, for example if plants are damaged or have to be temporarily shut down. Acute water shortages also pose a growing risk: It can restrict production at suppliers or bring it to a complete standstill. Added to this are possible regulatory requirements to limit water consumption and rising water costs. In regions where water scarcity leads to social tensions, there are also reputational risks for companies operating there through their supply chains.

ESRS E4: Biodiversity and Ecosystems

The worldwide increase in sealed surfaces - for example due to the expansion of industrial areas - impairs the natural soil functions in the long term and often irreversibly. At the same time, agricultural practices that neglect ecological aspects contribute significantly to species decline, soil erosion and the loss of the natural storage and buffering capacity of soils. For companies and their supply chains, this also results in regulatory risks in the area of land use. In addition, the loss of natural areas or the restriction of habitats can lead to reputational risks - especially if the company's own supply chain is associated with a high level of land use.

3. 2 RISKS AND OPPORTUNITIES

The effects of climate change, environmental pollution and increasing regulatory requirements pose a variety of challenges for our company. In order to ensure our long-term resilience and fulfill our responsibility towards the environment and society, we systematically analyse and evaluate the main risks associated with our business activities - particularly along our production processes and supply chains.
These risks are part of our integrated risk management and are incorporated into our strategic planning in order to minimize potential damage, meet legal requirements and ensure sustainable business operations in the long term.

ESRS E1 - Adaptation to climate change
Physical climate risks:
Changes caused by climate change can disrupt production facilities and supply chains. These include:
- Chronic and acute temperature changes: Increasing investment/energy consumption for temperature control in production facilities
- Heat stress: Negative effects on employee health/ energy consumption & costs for air conditioning
- Storm (including snow, dust and sand storms): Costs due to storm damage
- Variability of precipitation or hydrology: increase in heavy rainfall in conjunction with flooding risks and hazards for buildings and facilities
- Heavy precipitation (rain, hail, snow/ice): Increase in heavy rainfall in conjunction with flooding risks and hazards for facilities
- Landslide
- Damage/costs due to extreme weather events: Fire, hail, flooding, heavy rain, damage to buildings, damage to production lines, damage to products, damage to traffic routes, impairment of employee health
- Additional costs, e.g. for insurance and taxes (including Co2 taxation), as well as additional investments in production facilities (e.g. temperature management, wastewater filters, reliability), investments in adaptation to climate change: building protection, energy supply (buffers), compliance with other legal and regulatory requirements
- Supply risks (procurement): Production resources (availability, price), Qualified employees (availability, price)
- Business continuity: production downtime/loss of sales, loss of production facility (explosion/fire)

Climate-related transition risks:
Stricter climate regulation and increasing CO_2 pricing could lead to noticeable cost increases in the future - including for our company. It is therefore crucial for us to identify these risks at an early stage and actively incorporate them into our strategic planning. By taking climate requirements into account with foresight, we not only safeguard our competitiveness, but also strengthen the resilience of our supply chain and contribute to the sustainable transformation of our industry. We consider the following climate-related transition risks to be relevant:
- Technology: costs of the transition to lower-emission technologies
- Market: change in consumer behavior
- Rising raw material costs
- Reputation: changes in consumer preferences, increasing stakeholder concern, negative stakeholder feedback

ESRS E2 Environmental pollution:
We see the following risks to our business activities in particular:
- Water pollution: Possible pollution from uncontrolled BFS/production wastewater
- Soil pollution: Possible pollution from uncontrolled hazardous goods management
- Pollution of living organisms and food resources: Indirect: Possible pollution from waste in the downstream value chain
- Substances of concern: Possible contamination in uncontrolled production/ BFS process/ pharmaceutical manufacturing
- Substances of Very High Concern: Possible contamination in uncontrolled production/ BFS process/ pharmaceutical manufacturing
- Microplastics: Possible contamination in uncontrolled production / BFS process / pharmaceutical production

Climate-related opportunities

In the following, we show which climate-related opportunities we have identified for our company. These include efficiency gains in production, the use of recycled materials and the switch to low-emission energy sources. Through innovative, resource-saving

products and services in the area of sustainable BFS processes, we can not only contribute to reducing emissions, but also respond to the growing demand for environmentally friendly solutions.
The increasing digitalization and automation of our processes also opens up potential for reducing resource consumption and waste. In addition, sustainable practices in the supply chain improve our resilience and offer long-term economic benefits - for example through stable partnerships, responsible procurement and access to sustainable financing instruments.
For us, these opportunities are a central component of our sustainability strategy - and at the same time an important basis for sustainable corporate development.

- **Resource efficiency:** Increased efficiency of production processes, use of recycled materials and improved recycling rate, reduction of energy and water consumption, efficient buildings, circular economy
- **Energy sources**: Use of low-emission energy sources, switch to decentralized, own energy supply
- **Products and services:** Development of resource-efficient products through innovation and digitalization, diversification of the product portfolio (container design and materials), services sustainable BFS processes for customers
- **Climate change-induced increase in demand:** Increasing demand capacities for pharmaceutical production due to climate change-induced increase in certain e.g. respiratory diseases, access to new sales markets through efficient/sustainable products, access to sustainable/green financing instruments
- **Sustainable market change**: Customers are increasingly demanding environmentally friendly machines and systems. Companies that offer sustainable and energy-efficient machines can secure market share and benefit from rising demand.
- **Digitalization:** Digitalization and automation enable more precise production processes, fewer rejects and optimized maintenance processes, which saves resources and reduces emissions.
- **Resilience:** technological leadership & expertise in BFS systems and processes, implementation of energy efficiency measures (ISO 50000) and achievement of emission reduction targets, avoidance of negative taxes and costs
- **Improving the supply chain:** The introduction of sustainable practices in the supply chain (e.g. supplier selection according to ESG criteria) not only improves risk control, but can also bring cost benefits through long-term partnerships and optimized logistics.

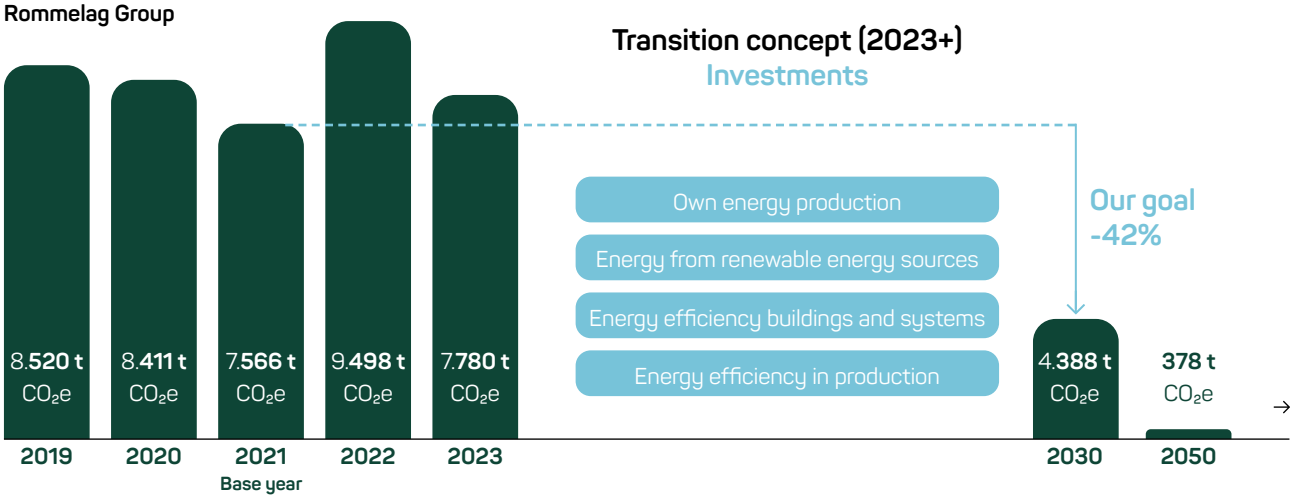
3.3 ENVIRONMENTAL GOALS (TARGETS)

We have defined our targets for reducing greenhouse gas 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):

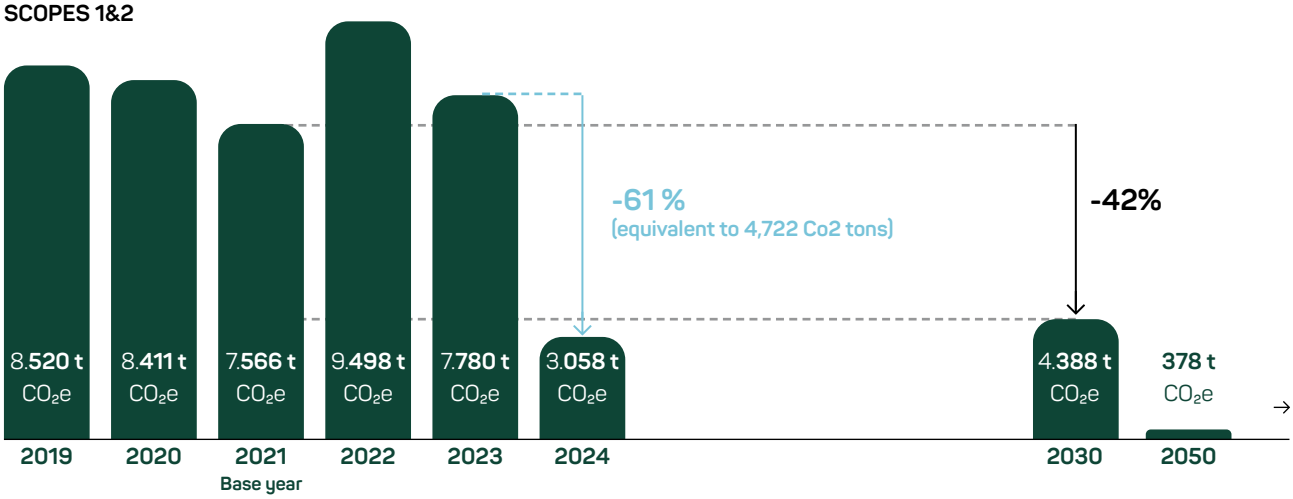
Minus 42% of emissions in Scope 1.2 by 2030 (near-term target, base year 2021)
Minus 95% of emissions in Scope 1.2 by 2050 (net zero target, base year 2021)
Minus 25% of emissions in Scope 3 by 2030 (base year 2023)

We want to achieve these targets in accordance with the rules of the GHG Protocol and the SBTi without the use of CO2 certificates ("carbon offsets"). This means that we will actually reduce our emissions and not "offset" or "neutralize" them with certificates.

The climate targets of the Rommelag Group



Reduction of CO_2 emissions: SCOPES 1&2



3.4 ENVIRONMENTAL KEY FIGURES 2024

3.4.1 CO2 EMISSIONS OF THE ROMMELAG GROUP

Direct emissions Scope 1 and 2

CO_2 balance sheet Rommelag Group

Status: 31. 12. 2024

		2024 Group	2023 Group	2022 Group	2021 Group
Scope 1 - Direct emissions during operation	CO_2e (t)	2.794	3.070	2.919	3.364
Stationary combustion (heat consumption)	CO_2e (t)	2.387	2.479	2.533	2.915
Mobile combustion (fuel consumption)	CO_2e (t)	370	504	387	304
Fugitive emissions (gas leaks / coolant)	CO_2e (t)	36	86	-	145
Scope 2 - Indirect emissions from purchased energy*	CO_2e (t)	264	4.710	6.579	4.203
Electricity consumption (market-based)	CO_2e (t)	211	4.639	6.535	4.194
Steam and heat (district heating/cooling)	CO_2e (t)	53	72	44	8
Carbon footprint (Scope 1+2)	CO_2e (t)	3.058	7.780	9.498	7.566
Change compared to previous year	CO_2e (t) %	-4.722 -61%	-1.718 -18 %	1.932 26 %	-845 -10 %
Number of employees	CO_2e (t)	2.319	1.895	1.808	1.815
Carbon footprint per employee (Scope 1+2)	CO_2e (t)/MA	1,32	4,11	5,25	4,17
Scope 2 - Indirect emissions from energy consumed (location-based approach)	CO_2e (t)	8.175	14.131	14.495	-

		Holopack 2024	Holopack 2023	Holopack 2022	
GHG intensity in CO_2e (t) per metric ton of packaged products**	CO_2e (t)	0.25	0,55	0,79	

NOTES
** Market-based approach*
*** (Gate to Gate): This value refers to 1 ton of filled and packaged products from Holopack (production/BFS process), but no emission values for input materials and logistics*

Emissions by country (in tons of Co2e)

	Germany	Switzerland	India	China	USA	Overall result
Scope 1	**2.209,77**	**575,52**	**8,46**	**-**	**-**	**2.793,76**
Fugitive emissions	36,48	-	-			36,48
Mobile combustion	315,54	46,29	8,46			370,29
Stationary combustion	1.857,76	529,23		-	-	2.386,99
Scope 2	**134,47**	**17,62**	**105,15**	**5,35**	**1,32**	**263,91**
Steam & heat	52,88					52,88
Electric vehicles	58,03					58,03
Electricity	23,56	17,62	105,15	5,35	1,32	153,00
Overall result	**2.344,25**	**593,14**	**113,62**	**5,35**	**1,32**	**3.057,67**

In 2024, we also recorded our carbon footprint in accordance with the GHG Protocol and implemented an IT system for the auditable recording and calculation of CO2 emissions. The system and the calculation bases and emission factors are certified in accordance with ISO 14064, ISO 14067 and ISO 27001. Data from all companies in the Group except Rommelag ETL GmbH was taken into account. Rommelag ETL GmbH only became part of the Rommelag Group in 2024 and is included in the carbon footprint from 2025. During 2024, we revised our data inventory and improved the recording of emissions in the 15 categories of the upstream and downstream value chain (Scope 3). By improving data quality and standardizing the calculation methods, minor corrections were made to the data from previous years (impact <1%).

Indirect upstream and downstream emissions (Scope 3)

Scope 3 emissions

Category	Name	2024	Unit	Confidence level	Data completeness	Calculation	Emission factors, source
1	Purchased goods and services	**49.127**	Co2e (t)	High (90%)	Very high (95%)	Spend-based approach	Secondary, DEFRA 2024, https://carbonsaver.org/tools/scope_3_CO2e_factors.php
2	Capital goods	**4.556**	Co2e (t)	High (90%)	Very high (95%)	Spend-based approach	Secondary, DEFRA 2024, https://carbonsaver.org/tools/scope_3_CO2e_factors.php
3	Fuel and energy-related emissions	**2.094**	Co2e (t)	Very high (95%)	Very high (100%)	incl. upstream and T&D losses	Secondary,Carbon Footprint Country Factors 2024
4	Upstream transportation and distribution	**995**	Co2e (t)	Low (30%)	Very high (95%)		
5	Operational waste	**15**	Co2e (t)	Very high (95%)	Very high (95%)	Waste fractions by type of disposal	Secondary, DEFRA 2024
6	Business travel	**3.841**	Co2e (t)	High (80%)	High (80%)	Travel by air and rail as well as hotel accommodation	Secondary, DEFRA 2024 hotelfootprints.org (hotel), Calculations by booking partners, Based on myclimate.com
7	Commuting by employees	**3.079**	Co2e (t)	High (80%)	Very high (95%)	Calculation model with assumptions	Sekündar, UBA 2023, Tremod 6.5.1
8	Rented or leased property, plant and equipment	**Not applicable**	Co2e (t)				
	Sum of upstream emissions	**63.706**					
9	Transportation and distribution (downstream)	**2.531**	Co2e (t)	High (80%)	High (80%)	Spend-based approach	Estimation model & Industry average data
10	Processing of the products sold	**596**	Co2e (t)	Low (30%)	Very high (95%)	Estimate	Secondary,Carbon Footprint Country Factors 2024
11	Use of the products sold	**47.847**	Co2e (t)	Mittel (60%)	Very high (95%)	Estimate	Secondary, internal estimate LCA model
12	End-of-life management of sold products	**433**	Co2e (t)	Medium (60%)	Very high (95%)	Estimate	Secondary, DERFA 2024, internal calculation model
13	Property, plant and equipment leased or rented out	**Not applicable**	Co2e (t)				
14	Franchise	**Not applicable**	Co2e (t)				
15	Investments	**4.472**	Co2e (t)	High (80%)	Hoch (80%)	Spend-based approach	Secondary, DEFRA 2024, https://carbonsaver.org/tools/scope_3_CO2e_factors.php
	Sum of downstream emissions	**55.879**					
	Total emissions Scope 3	**119.585**					

CATEGORY 3.1 - PURCHASED GOODS AND SERVICES
Emissions (t CO_2e): 49,127
Confidence level: High (90%)
Data completeness: Very high (95%)

Based on the purchasing volumes of all Rommelag companies, we calculated the emissions for the main product groups and purchased services per turnover (spend-based method). The emissions are distributed across the following product groups:

	Emissions in t CO_2e	Shares
Service	**5.494**	**11%**
Purchased goods	**43.663**	
Production goods	13.357	27%
Metal goods	6.243	13%
Packaging	4.951	10%
Steel	4.626	9%
Chemical products	4.105	8%
Rubber & Plastics	3.052	6%
Electrical components	3.038	6%
Pharmaceutical raw materials	2.387	5%
Plant & machinery	1.599	3%
IT Hardware	274	1%
Purchasing 2024	**49.127**	

The supplier base of the entire Rommelag Group comprises over 2000 suppliers in around 60 groups of goods and services. To determine the emissions, the groups were summarized in order to be able to use available emission factors according to the sales method. The availability of group-specific or supplier-specific emission factors along the product and service groups is currently still extremely patchy on the market side. We are continuing to pursue our goal of systematically collecting emissions data from our main suppliers and identifying comparable data sources for emission factors.

In addition to reporting emissions, analyzing the data enables us to identify low-emission alternatives in the procurement process. 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 (t Co2e): 4,556
Confidence level: High
Data completeness: Very high
Purchased capital goods were issued using the spend-based method.

CATEGORY 3.3 - FUEL AND ENERGY-RELATED EMISSIONS
Emissions (t Co2e): 2,094
Confidence level: Very high
Data completeness: Very high

Country/company		Energy consumption 2024	Emissions upstream and T&D losses	EF Sources
		MWh	**CO_2e (t)**	
CH		**3.319**	**27,72**	**Carbon Footprint 2024**
	Maropack	2.561	21,40	
	Maroplastic	722	6,03	
	ROM Buchs	36	0,30	
CN		**10**	**1,66**	**Carbon Footprint 2024**
	ROM CN	10	1,66	
DE		**21.270**	**2.004,65**	**Carbon Footprint 2024**
	Holopack	15.932	1.501,60	
	Ilabs	67	6,31	
	Kocher-Plastik	4.393	414,02	
	ROM Waiblingen	50	4,71	
	Thermo-Pack	828	78,04	
IN		**160**	**59,98**	**Carbon Footprint 2024**
	ROM India	160	59,98	
US		**4**	**0,35**	**Carbon Footprint 2024**
	ROM USA	4	0,35	
Totals 2024		**24.763**	**2.094**	

Emissions in this category are determined using data from Carbon Footprint 2024

CATEGORY 3.4 - UPSTREAM TRANSPORTATION AND DISTRIBUTION
Emissions (t Co2e): 955
Confidence level: Low (estimation model)
Data completeness: Very high (95%)

	Total weight 2024 (estimate)	Emissions upstream
	Tons	**ton Co2e**
Plant & machinery	305	12
Chemical products	1.861	73
Elektische Komponenten	885	35
Rubber & Plastics	2.047	80
IT Hardware	29	1
Metal goods	5.534	216
Pharmaceutical raw materials	4.189	163
Production materials	7.362	287
Steel	2.194	86
Packaging	1.114	43
	25.520	**995**

The majority of logistics (> 98%) of goods deliveries to our companies are not commissioned or paid for by Rommelag (free delivery by our suppliers).

KATEGORIE 3.5 – OPERATIONAL WASTE
Emissions (t Co2e): 15
Confidence level: Very High (95%)
Data completeness: Very high (95%)

Waste disposal		Total amount of waste 2024	Emissions
		in tons	**in CO_2e (t)**
WASTE DIVERTED FROM DISPOSAL		**1.206,25**	**7,73**
	Preparation for reuse	161,27	1,03
	Recycling	1.044,98	6,70
	Other recovery operations	-	0,00
WASTE DIRECTED TO DISPOSAL		**1.058,87**	**7,37**
	Landfilling	1,13	0,59
	Other disposal operations	64,71	0,41
	Incineration (with energy recovery)	982,32	6,30
	Incineration (without energy recovery)	10,70	0,07
Totals		**2.265,12**	**15,10**

All waste at the production sites is collected by type and processed by recycling partners. Emissions are determined on the basis of annual waste reports and standardized emission factors for the recycling or disposal of waste (DEFRA 2024).

CATEGORY 3.6 - BUSINESS TRAVEL
Emissions (t Co2e): 3.841
Confidence level: High (80%)
Data completeness: High (80%)

Emissions are determined on the basis of precise data (air travel) and well-standardized calculation methods (t Co2e per km per class per flight distance) and emission factors (e.g. DEFRA 2024).

		2024 Group	2023 Group	2022 Group	2021 Group
Flights, train rides, other means of transportation	**Co2e (t)**	3.632,02	1.882,61	1.117,48	885,81
Hotel accommodation	**Co2e (t)**	208,77	114,60	n.a	n.a
Overall result	**Co2e (t)**	3.840,79	1.997,21		

CATEGORY 3.7 - COMMUTING BY EMPLOYEES
Emissions (t Co2e): 3.079
Confidence level: High (80%)
Data completeness: Very high (95%)

The standardized calculation model is based on assumptions of average work routes and means of transport for our employees and emissions data from the Federal Environment Agency (UBA 2023, Tremod 6.51)

CATEGORY 3.8 - RENTED OR LEASED PROPERTY, PLANT AND EQUIPMENT
Emissions in this category are not material for the companies in the Rommelag Group.

CATEGORY 3.9 - TRANSPORTATION AND DISTRIBUTION (DOWNSTREAM)
Emissions (t Co2e): 2,531
Confidence level: High (80%)
Data completeness: High (80%)

Rommelag does not commission or pay for the logistics involved in shipping filled products or delivering new systems to our customers.

The transports commissioned by Rommelag consist of the shipment of spare parts, samples and specimens as well as transports within the Group.

CATEGORY 3.10 - PROCESSING OF PRODUCTS SOLD
Emissions (t Co2e): 596 (estimate)
Confidence level: Low (30%)
Data completeness: Very high (95%)

With the exception of processed plastic granulates from production waste at Thermopack, Rommelag does not produce any intermediate products that are further processed in accordance with the GHG Protocol. Emissions from the further processing of plastic granulates outside the Group depend largely on the choice of energy supply resources (electricity/eco-electricity). A rough

conservative estimate of emissions is < 1,000 tons of Co2e (electricity) or < 120 tons of Co2e (green electricity) for the 954 tons of pellets sold in 2024.

Material	LDPE (low-density polyethylene)
Quantity	954 tons = 954,000 kg
Process	Processing by extrusion or injection molding
Estimate	Emissions from energy consumption in further processing

Electricity mix	**Emissions (t CO_2)**
German mix	approx. 954 t CO_2
EU mix	approx. 596 t CO_2
green electricity	approx. 119 t CO_2

CATEGORY 3.11 - USE OF PRODUCTS SOLD
Manufactured BFS systems:
Emissions (t Co2e): 47,847 (estimate)
Confidence level: Medium (60%)
Data completeness: Very high (95%)

Emissions during the use of manufactured systems depend on customer-specific parameters about which Rommelag cannot make any reliable assumptions. However, emissions are largely determined by machine type, configuration, electricity consumption, material usage and the waste rate in production.
An initial rough estimate is based on a standard usage scenario and internal measurements at our existing machines. The emissions estimated in this way were multiplied by the number of machines produced in 2024. In collaboration with suppliers and customers, we began to identify the parameters and system limits for carrying out life cycle assessments (product carbon footprint) and life cycle analyses (LCA) in the BFS process in 2024. The preparation of life cycle analyses without taking customer-specific parameters into account is not meaningful or expedient for determining emissions in this category.
Rommelag continues to invest in the development of new systems that significantly reduce the use of energy and materials and thus have a positive effect on the reduction of CO2 emissions.

CATEGORY 3.13 - LEASED OR RENTED PROPERTY, PLANT AND EQUIPMENT
This category does not apply to the companies of the Rommelag Group.

CATEGORY 3.14 - FRANCHISE
This category does not apply to the companies of the Rommelag Group.

CATEGORY 3.15 - INVESTMENTS
Emissions (t Co2e): 4,472
Confidence level: High (80%)
Data completeness: High (80%)

Based on the purchasing volumes of all Rommelag companies, we calculated the emissions for the main product groups of capital goods (machinery and equipment) using the spend-based method.

3.4.2 CONSUMPTION OF ENERGY AND HEAT

Electricity and district heating/cooling

Status: 31. 12. 2024

	Unit	2024	2023	2022	2021
Conventional electricity	MWh	815	20.507	23.260	23.169
Green electricity	MWh	23.021	2.985	708	828
Self-generated/used electricity	MWh	620	363	380	196
District heating	MWh	26	34	25	0
District cooling	MWh	280	247	153	282
Total electricity consumption/district heating/ cooling	**MWh**	**24.763**	**24.136**	**24.526**	**24.475**

Country	Unit	2024	2023	2022	2021
China	MWh	10	9		
Germany	MWh	21.270	20.800	21.326	21.561
India	MWh	160	156	70	-
Switzerland	MWh	3.319	3.168	3.131	2.914
USA	MWh	4	3		
Total electricity consumption/district heating/cooling	**MWh**	**24.763**	**24.136**	**24.527**	**24.475**

Heat consumption - use of fossil or biogenic fuels

	Unit	2024	2023	2022	2021
Fuel					
Natural gas / biogas	MWh	5.235	5.309	6.565	8.758
Liquid gas	MWh	40	22	40	40
Light heating oil	MWh	5.474	5.289	4.322	3.919
Totals	**MWh**	**10.749**	**10.620**	**10.927**	**12.717**

Country	Unit	2024	2023	2022	2021
China	MWh	-	-		
Germany	MWh	8.705	8.955	10.091	11.717
India	MWh	-	-	-	-
Switzerland	MWh	2.044	1.665	836	1.000
USA	MWh	-	-		
Totals	**MWh**	**10.749**	**10.620**	**10.927**	**12.717**

3.4.3 CONSUMPTION OF FUELS

	Unit	2024 Group
Gasoline/ Diesel	MWh	1.357
Electricity (vehicle fleet)	MWh	83

3.4.4 USE OF REFRIGERANTS

	Unit	2024 Group	2023 Group	2022 Group	2021 Group
Refrigerant					
R32	kg	**0**	4	0	0
R134A	kg	**22**			
R407C	kg	**29,8**	29	0	32
R410A	kg	**15**	12	0	43
R449A	kg	**0**	10	0	0
R513A	kg	**6**			
Overall result	**kg**	**72,8**	**54**	**0**	**74**

3.4.5 WASTE

Waste by type and disposal method

		2024 Group			2023 Group			2022 Group			2021 Group		
Disposal method		Total quantity	Haz-ardous waste	Non-haz-ardous waste	Gesamt-menge	Haz-ardous waste	Non-haz-ardous waste	Total quantity	Haz-ardous waste	Non-haz-ardous waste	Total quantity	Haz-ardous waste	Non-haz-ardous waste
Waste diverted from disposal	**Ton (t)**	**1.206**	**91**	**1.116**	**1.933**	**74**	**1.859**	**1.720**	**79**	**1.641**	**1.466**	**-**	**1.466**
Preparation for reuse	Ton (t)	161	80	81	974	2	973	739	-	739	245	-	245
Recycling	Ton (t)	1.045	11	1.034	910	70	840	978	77	901	1.221	-	1.221
Other recovery operations	Ton (t)	-	-	-	48	2	46	4	3	1	-	-	-
Waste diverted to disposal	**Ton (t)**	**1.059**	**17**	**1.042**	**591**	**23**	**568**	**581**	**1**	**580**	**575**	**68**	**507**
Landfilling	Ton (t)	1	-	1	38	-	38	-	-	-	-	-	-
Other disposal operations	Ton (t)	65	14	50	10	10	-	40	0	40	7	-	7
Incineration (with energyrecovery)	Ton (t)	982	2	980	542	12	529	448	0	448	479	67	412
Incineration (without energy recovery)	Ton (t)	11	-	11	0	0	-	92	1	92	89	1	88
Totals	**Ton (t)**	**2.265**	**108**	**2.157**	**2.523**	**97**	**2.427**	**2.301**	**80**	**2.221**	**2.041**	**68**	**1.973**
Recycling rate	**%**	**53%**	**84%**	**52%**	**77%**	**76%**	**77%**	**75%**	**99%**	**74%**	**72%**	**0%**	**74%**

In all manufacturing companies, waste is separated by type, reprocessed by recycling partners in accordance with legal requirements, disposed of or recycled as far as possible.

3.4.6 WATER WITHDRAWAL AND RETURN

Water withdrawal and water recirculation

In 2024, the Group's water withdrawals increased slightly to 119 M liters (previous year: 107.29 M liters)

Total volume of water withdrawals

	Unit	2024 Group	2023 Group	2022 Group	2021 Group	2020 Group
Surface waters	MegaLiter	0,00	0,00	0,00	n.a	n.a
Groundwater*	MegaLiter	0,11	0,60	0,96	n.a	n.a
Seawater	MegaLiter	0,00	0,00	0,00	n.a	n.a
Produced water**	MegaLiter	0,02	0,02	0,00	n.a	n.a
Water from third parties**	MegaLiter	118,99	106,69	112,47	129,73	138,77
Total volume of water withdrawals	**MegaLiter**	**119,11**	**107,29**	**113,43**	**129,73**	**138,77**

Total volume of water recirculation by destination

	Unit	2024 Group	2023 Group	2022 Group	2021 Group	2020 Group
Surface waters	MegaLiter	0,01	0,45	0,00	0,00	17,70
Seawater	MegaLiter	0,00	0,00	0,00	0,00	0,00
Produced water**	MegaLiter	0,01	0,01	0,00	0,00	0,00
Water from third parties**	MegaLiter	104,75	106,68	94,74	83,89	53,99
Total volume of water recirculation	**MegaLiter**	**104,90**	**107,13**	**94,74**	**83,89**	**71,69**

**OTHER WATER (>1,000 mg/L Total Dissolved Solids)*
***FRESH WATER (≤1,000 mg/L Total Dissolved Solids)*

3.5 ENVIRONMENTAL MEASURES (ACTIONS / POLICIES)

Our strategy in the area of ecology includes investments in energy-efficient plant technology, the optimization of our building infrastructure and the promotion of a circular economy and resource conservation throughout the entire product life cycle. Measures to protect the environment, soil, air and water complement our ecological activities and form the basis for sustainable corporate development.

3.5.1 ENVIRONMENTAL POLICY

In 2024, we revised our global environmental guidelines as part of our Code of Conduct. This covers the following topics:

- Energy efficiency and climate protection
- Water management
- Biodiversity and ecosystems
- Waste management and resource efficiency
- Environmental pollution and emergency preparedness

3.5.2 TRANSFORMATION CONCEPT/ADAPTATION TO CLIMATE CHANGE

Climate change is presenting companies around the world with new challenges - including us at Rommelag. Rising energy prices, stricter regulatory requirements and increasing extreme weather events are having a direct impact on our sites, supply chains and production processes. At the same time, the expectations of customers, partners and employees for responsible, future-oriented action are increasing.

We are developing a comprehensive transformation concept to effectively counter these changes and secure our long-term competitiveness. It shows how we are making our production more climate-friendly, more resilient and more resource-efficient - by investing in climate-friendly energy supply, modern technologies, adapting our infrastructure and strategic measures to reduce CO_2. In this way, we are creating the basis for achieving our climate targets and at the same time being able to react flexibly to the consequences of climate change.

3.5.3 CO2 REDUCTION MEASURES

Contribution to CO_2 reduction through new generation of machines

The introduction of our new generation of machines, the bottelpack 500 series, has made a significant contribution to reducing CO_2 emissions. This has been specifically designed to significantly reduce energy consumption during operation and at the same time make the use of materials more flexible and efficient. This enables us and our customers to noticeably improve their carbon footprint over the entire life cycle of the system.

In addition, the more compact design and lower weight of the new machines ensure a significant reduction in emissions during transportation. As a technology leader in BFS technology, we are not only making an important contribution to sustainability in pharmaceutical packaging, but are also setting new standards for resource-saving production solutions. Further information on the new generation of machines can be found at: nextlevelbfs.rommelag.com.

Rommelag switches to green electricity in 2024 - and achieves climate target seven years earlier

We have been using certified electricity from renewable energy sources at our German production sites for Holopack, Kocherplastik and Thermopack since the beginning of 2024. This individual measure has led to a 61% reduction in the CO2 footprint of the entire Rommelag Group! As a result, we are already achieving our 2030 climate targets this year and are focusing on further investments in our own production of climate-neutral energy (photovoltaic systems) and energy efficiency measures in production.
Among other things, the internal use of the new bp 500 machine generation in contract bottling will lead to a further reduction in energy and resource consumption in the future and thus in our carbon footprint. This puts us well on the way to becoming more environmentally friendly and combating climate change.

-61 %
CO2 EMISSIONS

3.5.4 MEASURES TO IMPROVE ENERGY EFFICIENCY AND REDUCE ENERGY CONSUMPTION

Energy efficiency as the key to sustainable production
Reducing energy consumption is a central component of our sustainability strategy. Through targeted measures to increase energy efficiency, we not only contribute to climate protection, but also reduce operating costs and increase the sustainability of our production processes. We rely on modern technologies, intelligent control systems and continuous process optimization. Whether by investing in new systems, switching to energy-efficient components or through the conscious behavior of our employees - we are pursuing the goal of measurably and permanently reducing energy consumption at all locations. Improvements are confirmed by successful ISO 50001 audits at our manufacturing companies Holopack and Kocher-Plastik.

Increased efficiency thanks to new high-performance packaging system

With the successful installation of a new high-performance packaging machine from Harro Höfliger in our Ph2020 production hall in Sulzbach, we have taken another important step towards improving energy efficiency. The system was installed in record time and is the third machine of this type to complement our existing packaging equipment. Thanks to the automatic separation and packaging of ampoules at up to 200 cycles per minute, the new system enables significantly more efficient processes - with reduced energy requirements per packaged unit. In addition to the increased level of automation and time savings, the modern technology also helps to reduce the consumption of resources and optimize production logistics.

3.5.5 MEASURES TO REDUCE WASTE / INCREASE THE RECYCLING RATE

For us at Rommelag, the responsible use of resources also means consistently reducing waste and keeping valuable materials in circulation wherever possible. That is why we are constantly working to reduce waste volumes in production, optimize recycling processes and increase the recycling rate. Whether by separating waste by type, returning production waste or using recyclable materials - we aim to minimize environmental impact and use raw materials efficiently. In doing so, we not only look at our own processes, but also at the potential in cooperation with customers, suppliers and recycling partners..

Our new generation of machines: Standardized flexibility
The new design of the BFS moulds enables efficient format changeovers in under two hours and the flexible production of different container shapes and filling volumes on a single system. The modular height of the molds also has a positive effect on the product/ waste ratio, enabling significant savings in material usage and waste volumes (up to 80%).

FILLING YOUR NEEDS

ROMMELAG

954 TONS

RECYCLED PLASTIC WASTE 2024

Plastics that are left over from the testing and filling processes of our companies Kocher-Plastik and Holopack are recycled within the Rommelag Group at Thermo-Pack. In 2024, a total of 954 tons of residual plastics were processed and returned to the market as unmixed MFI regrind (previous year: 1,250 tons). During the reporting year, we began modernizing Thermopack's production site in order to increase the Rommelag Group's capacity for processing plastic waste.

3.3.6 MEASURES TO SAVE ENERGY AND WATER IN PRODUCTION

Thanks to the use of modern drives, the new generation of machines consumes up to 75% less energy for the same output. New methods for generating vacuum enable the complete elimination of water use in this process, resulting in annual savings of up to 420,000 liters of water. These improvements not only have a positive effect on the ecological footprint of the Rommelag Group, but above all on the sustainability of our customers' production processes.

Energy and water savings at Rommelag CMO

Saving over 1,000,000 kWh of energy and 20,000 m^3 of drinking water through targeted measures. These successes resulted, among other things, from the decommissioning of an energy-intensive distillation plant, the reduction of the operating temperature in the standby mode of WFI generation and the optimization of ventilation control. Further savings were achieved by switching to LED lighting and installing a new, energy-efficient refrigeration plant at the Untergröningen site.

3.5.7 MEASURES TO PROTECT THE ENVIRONMENT, SOIL, AIR AND WATER

Various measures are taken at Rommelag to prevent environmental pollution. One important step is the monitoring of waste water, in which the quality of the waste water is regularly checked in order to identify and exclude pollutants at an early stage. Air filtration systems help to reduce emissions into the atmosphere by filtering pollutants from the exhaust air in our production processes. Hazardous goods management also plays a central role: risks to the environment and health are minimized through safe storage, labelling and responsible handling of hazardous substances. In addition, the production of pharmaceuticals takes place under clean room conditions to prevent contamination and ensure a clean, controlled manufacturing environment. Together, these measures make an important contribution to environmental protection.

Modernization of electropolishing technology at Kocherplastik

Completion of the conversion of the electropolishing plant in 2024.

As part of this project, four cleaning tanks were installed downstream of the new electropolishing bath. In addition, a new water treatment plant and filter press were integrated to treat the waste product (water contaminated with electrolyte). The waste water is separated from all substances in the water treatment plant. The contaminated part is bound with lime and fed into the filter press, while most of the water can be discharged into the sewage system after inspection and documentation. The filter press presses the contaminated lime until it is discharged dry into a container, which simplifies disposal and makes it more cost-effective.
An inspection by the authorities of the district office and the employers' liability insurance association has already been carried out and passed without any objections.

3.5.8 MEASURES TO TRAIN EMPLOYEES TO SAVE ENERGY AND RAISE AWARENESS OF CLIMATE PROTECTION

As part of our Group-wide environmental and occupational safety guidelines, we provide all employees with the knowledge they need to act in a resource-conserving manner. This is not just about complying with legal regulations, but also about a real understanding of energy-efficient behavior in everyday working life - from the conscious use of electricity, water and compressed air to the optimal use of machines and ventilation technology. Managers have a special responsibility here: they ensure that environmental and safety standards are known and actively practiced in their area.

Our training courses are regularly updated and supplemented with practical application examples. In addition, we promote a culture of thinking and shaping: employees are expressly invited to make suggestions for improvement or report breaches of environmental standards. In this way, together we create a working environment in which climate protection becomes a matter of course - and at the same time strengthen health, safety and sustainability at all our locations.

3.5.9 SUSTAINABILITY AS A PROCESS OF CONTINUOUS IMPROVEMENT

At Rommelag, we see sustainability as a continuous improvement cycle: every innovation, every process and every decision should bring us closer to our next - better - status. For example, we use intelligent use of space to reduce our cleanrooms from previously oversized areas to just 7 m^2. Smaller, lighter systems make it possible to flexibly set up several units in divided cleanrooms, which noticeably reduces operating costs and complexity.

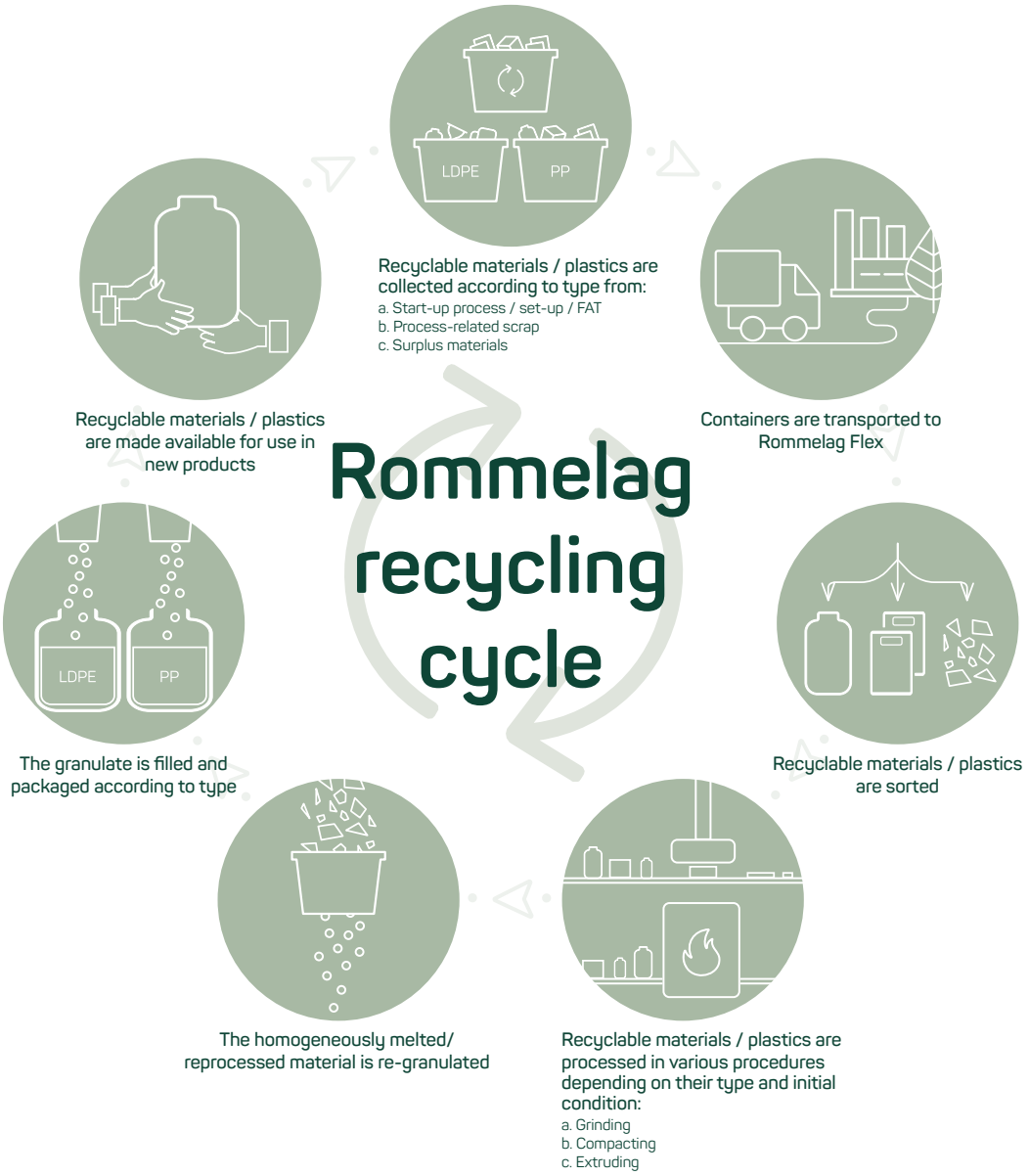
At the same time, we are driving forward the digitalization of our production processes: our digital platform for setting up, configuring and controlling the systems saves commissioning times, reduces material loss when changing formats and makes maintenance easier. These two building blocks - optimized use of space and smart control - are just the first steps on our journey. For us, continuous improvement also means monitoring energy and water consumption, training employees in energy efficiency and integrating renewable energies even more into our value chain. In this way, we are shaping sustainability not as a one-off project, but as a dynamic standard that evolves with each passing day.

3.5.10MEASURES FOR THE CIRCULAR ECONOMY

At Rommelag, sustainability is not just a buzzword, but part of our DNA - especially in mechanical engineering. A key lever for this is our commitment to a functioning circular economy: instead of simply consuming resources, we focus on value retention, reuse and recycling.

A good example of this is our comprehensive service approach for our BFS systems. We look after and maintain all machines ever produced - regardless of the year of manufacture - and thus ensure that they can be operated efficiently and in compliance with GMP for decades. through our used machine program, we return decommissioned systems to our customers after careful general overhaul and CE certification. In this way, we specifically extend product life cycles and avoid unnecessary new production.

We also focus on conserving resources in ongoing production: production waste such as plastics or metals is collected by type and reused as far as possible - whether for the manufacture of new products within the company or by passing it on to specialized recycling partners. Our goal is clear: to continuously increase the recycling rate and thus gradually establish a genuine circular economy in mechanical engineering.



3.5.11 MEASURES TO PROMOTE ECOLOGICAL GOALS OF CUSTOMERS / PARTNERS

Shaping sustainability together - responsibility beyond your own company

For us, sustainability does not end at the factory gate. We see it as a joint task along the entire value chain - from the development of our machines to operation at our customers' premises and logistics. It is therefore a key concern of ours to actively support our customers and partners in achieving their ecological goals.

Specifically, we offer a wide range of measures that our customers can use to reduce their energy and water consumption: new, resource-efficient generations of machines, optimized spare parts supply and durable systems that are still fully serviceable even after decades. We also pay attention to intelligent, CO_2-saving materials and solutions along the supply chain when it comes to packaging and transportation.

SOCIAL AFFAIRS

Material impacts, opportunities and risks

ESRS S1 Own workforce:

Topic	Impact	Opportunities and risks	Management approach (policy)
↑	Secure, fair and stable jobs Fair pay Compatibility of career and family Training opportunities	↑ Opportunities: Development opportunities through training and further education Co-creation through social dialog Work-life balance	Code of Conduct, human rights guidelines, occupational health and safety guidelines Occupational safety programs Training & audits Flexible working models Company social benefits Company health management Competency-based training and remuneration model Grievance mechanisms
↓	Physical or psychological stress, unequal treatment or discrimination, violation of working time or occupational health and safety laws	↓ Risk: Health impairments Fluctuation Reputational and legal risks	HSE management systems Training & audits Dialogue formats & employee participation Grievance mechanisms

ESRS S2 Workforce in the value chain:

Topic	Impact	Opportunities and risks	Management approach (policy)
↑	Incentive for better working standards through supplier requirements	↑ Opportunity: Building responsible partnerships	Supplier Code of Conduct Risk assessment & monitoring ESG criteria in procurement
↓	Physical or psychological stress, unequal treatment or discrimination Violation of working time or occupational health and safety laws	↓ Risk: Adverse health effects Reputational and legal risks	Business Partner Code of Conduct
		↓ Risk: Disregard for human rights Forced/child labor Lack of occupational safety Wages below minimum standard	Business Partner Code of Conduct

ESRS S3 Affected communities:

Topic	Impact	Opportunities and risks	Management approach (policy)
↑	Strengthening the regional economy Contribution to local infrastructure Social commitment	↑ Opportunity: Creating jobs & infrastructure Cooperation with schools and organizations Promoting participation	Regional partnerships Investments in education & infrastructure ransparent communication with communities and local regulatory authorities
↓	Strain on infrastructure (e.g. e.g. transport) Perception of unequal treatment or social imbalance		Stakeholder dialogs Needs-based engagement Sustainable site planning

ESRS S4 Consumers & end users:

Topic	Impact	Opportunities and risks	Managementansatz (Policy)
↑	Our systems enable pharmaceuticals to be packaged safely and sustainably worldwide.	↑ Opportunity: Provision of equipment for the safe manufacture and packaging of pharmaceuticals	Global market leader for systems/ BFS processes in the pharmaceutical industry Contamination-free production and packaging of pharmaceuticals
			Training programs Technical documentation Customer service & support services

4.1 ROMMELAG AS AN EMPLOYER

HONEST APPRECIATION FOR HONEST WORK

The tasks at Rommelag are as high-quality and demanding as our products and services. Quality and innovation are created by our employees. This is precisely why we show this appreciation in the remuneration and additional offers with which a modern company rewards the performance of its employees.

OUR VALUES

We are open for new things

We are not afraid of change. We see them as a challenge- and a real opportunity for positive development.

We are dedicated to the people

We treat others with respect and appreciation, listen to them and take a genuine interest in their needs.

We offer people real opportunities

Everyone is welcome here - regardless of age, gender or origin. What counts for us is potential and the willingness to shape the future with us.

Wir verstehen uns als ein Team

Wir sind bodenständig. Ein gutes Miteinander mit flachen Hierarchien, kurzen Wegen und offenen Türen ist uns wichtig. Wir sind „per du".

We have a commonsame vision

We are driven by the goal of ensuring that people around the world have access to safe medicines thanks to our solutions. This vision gives our work meaning and relevance.

We offer stability

As a regionally rooted, owner-managed company with a focus on global, high-growth markets, we provide our employees with long-term security and stability.

Cinema spot

Work and **private life** reimagined

WORKING HOURS WITH FLEXIBILITY
A lot of our work is done in shifts. But wherever possible, we strive for part-time models and flexibility. For example, with a personal flexitime account.

TIME VALUE ACCOUNT FOR TIME OFF
Currently only possible in Germany: build up credit balances and use them when the time is right. For example, for time off before retirement, a sabbatical or to reduce working hours with a higher salary.

MORE VACATION
All our employees receive special leave for personal occasions.

MORE FLEXIBLE RETIREMENT
Currently only possible in Germany: anyone who wants to can pay part of their salary or special payments into a lifetime working time account in order to have a flexible transition to retirement later on.

Money is not everything, but ...

SALARY AND SPECIAL PAYMENTS
We pay according to performance, grant vacation and Christmas bonuses, bonuses depending on business success and special payments for anniversaries, family growth and marriage.

COMPANY PENSION SCHEME
With the employer-financed portion, we create a valuable building block for your additional pension provision. You can expand this further with a personal contribution.

EMPLOYEE LOANS
We stick together: If things get tight financially, we provide support within a set framework.

COMPANY SOCIAL BENEFITS
Depending on the location, we offer, for example, canteens, fruit and drinks, company sports, language lessons or vouchers for leisure activities.

SUBSIDIZED (E-)MOBILITY
You can also use our e-charging stations for your vehicle using a chip card. We also offer JobRad leasing and cover the insurance and maintenance costs.

Awarded as Top Employer Germany 2024

top EMPLOYER DEUTSCHLAND GERMANY 2024
CERTIFIED EXCELLENCE IN EMPLOYEE CONDITIONS

Rommelag has been certified as a Top Employer Germany 2024 by the renowned Top Employers Institute - a significant milestone on our path to becoming a modern, employee-oriented company. The award is based on a comprehensive assessment of international HR standards in areas such as people strategy, working environment, talent acquisition, diversity and employee wellbeing.
With an overall rating of 70.88%, we were particularly successful in the areas of corporate strategy, working environment, wellbeing and leadership. At the same time, the certification process shows us in which areas - such as onboarding or career management - we can make targeted improvements. Initiatives such as our new employer campaign "MACH DOCH WAS DU WILLST", targeted management training and our extended benefits have contributed to this success. The award is both a confirmation and an incentive: we will keep at it - for a strong team and an even better working environment.

Apprenticeship, dual study program, internship, student traineeship, final thesis at Rommelag

Training as

- Industrial clerk
- Industrial clerk with additional qualification
- IT specialist
- Mechatronics technician
- Industrial electrician for industrial engineering
- Industrial mechanic
- Machining mechanic
- Electronics technician for automation technology
- Technical product designer
- Warehouse specialist for warehouse logistics
- Pharmacist
- Plastics and rubber technologist

- Bachelor of Engineering Mechanical Engineering
- Bachelor of Engineering Mechatronics
- Bachelor of Engineering Electrical Engineering
- Bachelor of Science Business Informatics

You are in the right place with us in these areas

- Pharmacy/ pharmaceutical technology
- MFood, nutrition & hygiene
- Chemistry/Chemical Engineering
- Plastics technology
- Mechanical engineering
- Electronics/electrical engineering
- Mechatronics
- BUSINESS STUDIES

Arguments why it's worth starting your apprenticeship with us? Gladly:

- Exciting products and projects in special machine construction, pharmaceutical contract filling and film extrusion
- Modern training workshop
- 100 great trainee colleagues
- Development opportunities within the Group
- Support for continuing professional development
- Social family business with a long-term focus
- Get to know several departments
- Company health management with trainee sports program, fruit basket, company doctor and prevention offers
- Initial equipment with company clothing
- 30 days' vacation plus special leave for personal occasions
- Flexible working hours with flexitime account
- Employee events: Family Day, summer party, Christmas party
- Corporate benefits such as free drinks, free e-charging stations, canteen, employee WiFi, employee magazine and much more

Career | LinkedIn | YouTube | facebook

We have set up our own portal at https://www.rommelag.com/de/ausbildung for all questions relating to training. Of course, you can also reach us on our social media channels or via email.

Career and further training at Rommelag

You have the best career opportunities at Rommelag in these professions and areas

- Sales / Distribution
- Technical service / customer service
- Quality management / quality assurance
- Pharmaceutics / pharmaceutical technology
- Warehouse / Logistics
- Design / Development
- Validation

P Printing technologyProcess engineering

- Process mechanic for plastics and
- Rubber technology
- Software development / automation technology
- Production / Assembly
- Business Administration / Administration / Organization

Further training

The success of the Rommelag Group is based on the contributions of our employees. Our Group-wide training center with all Rommelag Group training documents is available to all employees on our intranet for internal training. Our further training program is supplemented by specialist external offerings in coordination with the results of the annual development meeting based on our Group-wide competence and career model.

Internal training
We challenge and encourage. For example, via the Group-wide digital training center with detailed training documents.

Specialist training courses
In annual development meetings, we discuss your options and suitable offers.

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.

4.2 SOCIAL IMPACTS

As an international company with over 2,000 employees, we have a far-reaching social responsibility - towards our employees, their families and the local communities at our sites.

ESRS Standard	Stakeholder group	Positive effects	Potential negative effects	Management approach (policy)
ESRS S1	Own workforce	Secure, fair and stable jobs- Fair pay- Work-life balance- Training opportunities	Physical or mental stress- Unequal treatment or discrimination- Violation of working time or health and safety laws	Occupational safety programs- Training & audits- Flexible working models- Grievance mechanisms & occupational health management
ESRS S2	Workforce in the value chain	Incentive for better working standards through supplier requirements	Risk of violations of employee rights at suppliers	Supplier Code of Conduct- Risk assessment & monitoring- ESG criteria in procurement
ESRS S3	Affected communities	Strengthening the regional economy- Contribution to local infrastructure- Social commitment	Strain on infrastructure (e.g. e.g. transport)- Perception of unequal treatment or social imbalance	Regional partnerships- Investments in education & infrastructure- Transparent communication with municipalities
ESRS S4	Consumers & end users	Our systems enable pharmaceuticals to be packaged safely and sustainably worldwide.		Product training- Customer service & after-sales support

Brief overview of the impact of our business activities in the area of social affairs

ESRS S1 Own workforce

- Secure, fair and stable jobs
- Fair pay
- Work-life balance
- Further training opportunities
- Physical or psychological stress
- Unequal treatment or discrimination
- Violation of working time or occupational health and safety laws

ESRS S2 Workforce in the value chain

- Incentive for better working standards through supplier requirements
- Risk of violations of employee rights at suppliers

ESRS S3 Affected communities

- Strengthening the regional economy
- Contribution to local infrastructure
- Social commitment
- Impact on infrastructure (e.g. e.g. traffic)
- Perception of unequal treatment or social imbalance

Impact on local communities

Our locations shape regions - economically, in terms of infrastructure and socially. We see ourselves as an active part of these communities and take responsibility beyond our operations.

Infrastructure & Employment

Our operations not only create direct jobs, but also numerous indirect employment opportunities. We strengthen the local economy, invest in regional infrastructure projects and promote cooperation with local educational institutions.

Social commitment

We support local initiatives and projects aimed at social participation, education and sustainability. We coordinate closely with regional stakeholders and get involved where our presence has the greatest impact.

ESRS S4 Consumers & end users

- Product safety and training in handling systems
- Operating errors with potential safety risks (indirect)

4.3 RISKS AND OPPORTUNITIES

Social risks of our business activities

In the context of our business activities, social risks are associated with the size and international nature of our company. These risks can have a direct impact on our employees, on employees in the supply chain, on local communities and - in a broader sense - on end users (users of medicinal products). The early identification, assessment and active management of these risks are essential for us in order to avoid or minimize negative effects and meet our social obligations.

ESRS Standard	Stakeholder group	Social risks	Possible consequences	Management approach
ESRS S1	Own employees	Occupational accidents, overwork- Discrimination, lack of inclusion- Non-compliance with labor rights	Health impairments- Demotivation & fluctuation- Reputational and legal risks	HSE management systems- Training & audits- Dialog formats & grievance mechanisms
ESRS S2	Employees in the supply chain	Disregard for human rights- Forced/ child labor- Lack of occupational safety- Wages below minimum standard	Breach of statutory duties of care- Reputational damage- Supply chain disruptions	Lieferantenaudits- Verhaltenskodizes- Risikobewertung & ESG-Kriterien in der Beschaffung
ESRS S3	Affected communities	Social tensions due to site development- Strain on local infrastructure- Lack of local integration	Loss of acceptance- Image or license risks- Loss of local networks	Stakeholder dialogs- Needs-based engagement- Sustainable site planning
ESRS S4	Consumers & end users	Safety risks during operation - lack of training & instructions	Occupational accidents in customer operations - reputational risks	Training programs- Technical documentation- Customer service & support offers

Risks for own employees (ESRS S1)
Despite extensive measures in the area of occupational health and safety and co-determination, there are fundamental risks such as accidents at work, physical or mental stress, discrimination or unequal treatment. Non-compliance with labor law requirements, e.g. with regard to working hours or fair pay, can also pose a risk - especially in international contexts with different legal regulations. A lack of work-life balance can also lead to dissatisfaction, overwork and long-term staff turnover.

Risks in the supply chain (ESRS S2)
There are potentially significant social risks in global supply chains, particularly in countries with weaker regulation or enforcement of labor rights. These include forced or child labor, poor working conditions, inadequate pay or restrictions on freedom of association. A lack of transparency at low supply levels can also lead to risks remaining unrecognized.

Presentation of human rights risks

	International upstream Value creation	Upstream Value creation in Germany	Own international Added value	Own in Germany	Downstream Added value
Working conditions					
Discrimination					
Human trafficking and exploitation					
Child labor					
Occupational health and safety					
Freedom of association					
Land use and property rights					
Environmental protection and health					
Consumer protection/product responsibility					
Conflict and security					

High Risk | Risk

Source: Respect for human rights along global value chains, Research Report 542 Federal Ministry of Labor and Social Affairs, July 2020

Risks for affected communities (ESRS S3)
Our locations can have an unintended negative impact on local communities - for example through additional traffic congestion, land consumption or competition for labor. If our social commitment is not transparent or tailored to needs, this can lead to a loss of trust. A lack of integration into local structures also harbors social risks, particularly in new markets.

Risks in dealing with end users (ESRS S4)
Even though we are a B2B company, the complexity and technical requirements of our machines can give rise to risks for end users - for example in the event of improper operation or inadequate training. On the one hand, this can have an impact on occupational safety in customer companies. On the other hand, improper production processes in our customers' pharmaceutical production can lead to contamination and risks for pharmaceutical users. The pharmaceuticals manufactured and packaged by Rommelag on behalf of customers are produced in accordance with strict GMP guidelines, which minimizes the company's own risks.

Social opportunities of our business activities

Our business activities as an international mechanical engineering company not only entail responsibility, but also open up a wide range of social opportunities - for our employees, for people along our supply chain and for the communities in which we operate. The targeted use of these opportunities is an integral part of our sustainability strategy and at the same time supports our attractiveness as an employer, our resilience and our innovative strength.

ESRS Standard	Stakeholder group	Social opportunities	Benefits for the company
ESRS S1	Own employees	Development opportunities through training and further education- Co-creation through social dialog- Work-life balance	Higher motivation & loyalty - innovative strength - employer attractiveness
ESRS S2	Employees in the supply chain	Levers for improving global labor standards - building responsible partnerships	More stable supply chains - reputation gain - risk minimization
ESRS S3	Affected communities	Creation of jobs & infrastructure- Cooperation with schools and organizations- Promotion of participation	Strengthening the regional network - social acceptance & location loyalty
ESRS S4	Consumers and end-users	Provision of systems for the safe manufacture and packaging of pharmaceuticals	Fewer operating errors & failures- Customer satisfaction- Contribution to global occupational safety

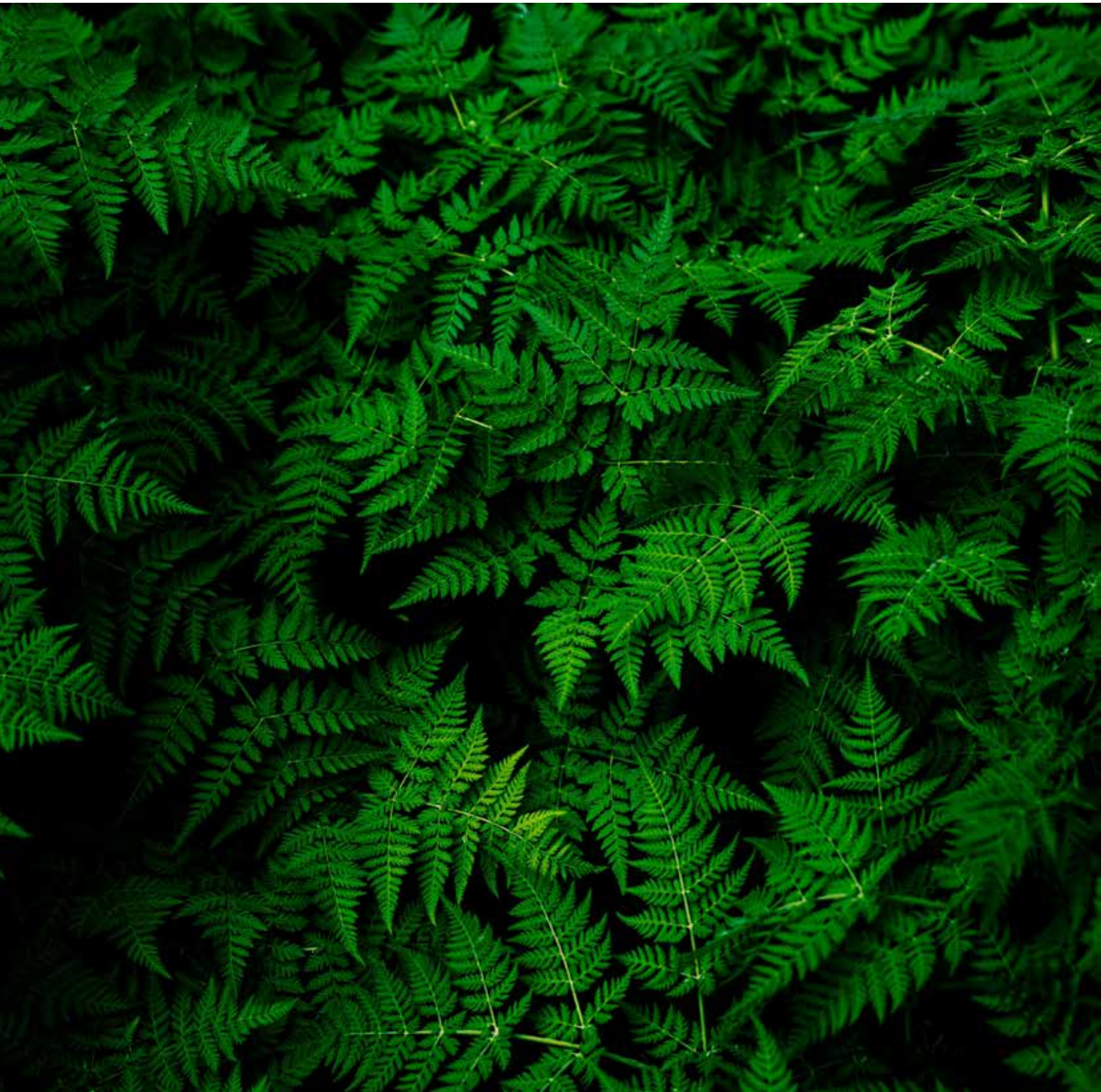
Opportunities for our employees (ESRS S1)
By offering secure, long-term and meaningful jobs, we strengthen the individual development of our employees. Qualification measures, talent development and active involvement in decision-making processes in particular create opportunities for professional and personal development. Flexible working models also promote a better work-life balance. These factors not only increase the satisfaction and motivation of our employees, but also our capacity for innovation and employee retention.

Opportunities in the supply chain (ESRS S2)
Our requirements for fair working conditions, occupational safety and human rights within the supply chain give us the opportunity to have a positive impact on global labor standards. We promote partnership-based supplier relationships that are based on long-term cooperation, transparency and potential for improvement. This creates a network with shared values - an important basis for resilience and quality assurance. To ensure the implementation of sustainable and social issues along the supply chain, we have also developed a Code of Conduct specifically for suppliers.

Opportunities for affected communities (ESRS S3)
Our locations are often important economic anchors in their regions. We not only create direct and indirect jobs, but also promote the local quality of life through educational cooperation, social commitment and infrastructure projects. This creates opportunities for social participation, future prospects for young people and stronger local networks.

Opportunities in dealing with end users (ESRS S4)
Even if our products are used in the B2B sector, a social opportunity lies in the safe operation of our machines and the training of users. In this way, we contribute to safe working practices worldwide. We also offer services that can improve the handling of our systems and help to prevent accidents at work.

We derive specific fields of action from the analysis of social opportunities and risks. In order to make our social contribution systematic and measurable, we have set ourselves clear social goals. They serve as a guide for our daily actions and as a benchmark for our progress in the area of social sustainability.



4.4 SOCIAL: TARGETS / KEY FIGURES

In the context of our business activities, social risks are associated with the size and international nature of our company. These risks can have a direct impact on our employees, on employees in the supply chain, on local communities and - in a broader sense - on end users (users of medicinal products). The early identification, assessment and active management of these risks are essential for us in order to avoid or minimize negative effects and meet our social obligations.

Diversity, Inclusion and Belonging: Key performance indicators

	Goal	Results 2024
Gender distribution	We strive for a balanced ratio of men to women of at least 45% / 55%	39 % / 61 % (f/m) (2023 39 % / 61 % (f/m))
Freedom from discrimination	Reported cases of discrimination: 0	0 (2023: 0)
Quality of HR processes	TOP Employer Ranking	TOP Employer 2024 (certification process since 2021)

EMPLOYEE KEY FIGURES 2024

Diversity in controlling bodies and employees Rommelag Group (all companies) — **Headcount**

Rommelag Group (all companies), by gender

		2024	2023	2022	2021	2020
Headcount		2319	1895	1808	1815	1791
FTE		1932				
	Male	1397 60%	1151 61%			
	Female	922 40 %	741 39 %			

Managers, by gender

		2024	2023	2022	2021	2020
Headcount		234	259	258	221	188
	Male	185 80 %	192 74 %			
	Female	49 20 %	66 25 %			

Rommelag Group (all companies), by age

	2024	2023	2022	2021	2020
Headcount	2319	1895	1808	1815	1791
15-20 years	148				
21-30 Jahre	397				
31-40 years	533				
41-50 years	444				
51-60 years	480				
61-65 years	183				
66+ years	134				

Managers, by age

	2024	2023	2022	2021	v
Headcount	234	259	258	221	188
15-20 years	0				
21-30 years	11				
31-40 years	57				
41-50 years	68				
51-60 years	78				
61-65 years	16				
66+ years	17				

Rommelag Group (all companies), by country

	2024	2023	2022	2021	2020
Headcount	2319	1895	1808	1815	1791
Germany	1915				
Switzerland	296				
India	4				
China	13				
USA	59				

Managers, by country

	2024	2023	2022	2021	2020
Headcount	234	259	258	221	188
Germany	193				
Switzerland	44				
India	11				
China	1				
USA	1				

Rommelag Group (all companies), by country

2024	DE	CH	US	CN	IN
Staff female	778	106	1	3	9
Women's quota (%)	41	36	25	23	15
Staff male	1137	190	3	10	50
Male quota (%)	59	64	75	77	85
Total personnel	1915	296	4	13	59
Staff, age: 15-20	134	14	n.a	n.a	n.a
Staff, Age: 21-30	356	41	n.a	n.a	n.a
Staff, Age: 31-40	466	67	n.a	n.a	n.a
Staff, Age: 41-50	377	69	k.a	n.a	n.a
Staff, Age: 51-60	404	76	n.a	n.a	k.a
Staff, Age: 61-65	156	26	n.a	k.a	n.a
Staff, age: >65	22	3	n.a	n.a	n.a

Managers, by country

2024	DE	CH	US	CN	IN
Staff female	43	8	0	0	0
Women's quota (%)	22	18	0	0	0
Staff male	150	36	1	2	11
Male quota (%)	78	82	100	100	100
Total personnel	193	44	1	2	11
Staff, age : 15-20	0	0	n.a	n.a	n.a
Staff, Age : 21-30	8	3	n.a	n.a	n.a
Staff, Age : 31-40	53	4	n.a	n.a	n.a
Staff, Age : 41-50	56	14	n.a	n.a	n.a
Staff, Age : 51-60	60	18	n.a	n.a	n.a
Staff, Age : 61-65	11	5	n.a	n.a	n.a
Staff, age : >65	5	0	n.a	n.a	n.a

Type of employment (employees incl. managers)

		2024	2023	2022	2021	2020
Total		2319	1895	1808	1815	1791
Full-time		1868	1522	1446	1478	1449
	Male	1332 94 %	1112 73 %			
	Female	578 61 %	410 27 %			
Part-time		451	370	362	337	342
	Male	84 6 %	39 11 %			
	Female	371 39 %	331 89 %			

Type of employment (employees incl. managers), by country

2024		DE	CH	US	CN	IN
Total		1915	296	4	13	59
Full-time						
	Male	1104	169	3	10	50
	Female	518	59	1		9
Part-time						
	Male	48	25	0	3	0
	Female	287	44	0	0	0

Type of contract (employees incl. managers)

		2024	2023	2022	2021	2020
Total		2319	1895	2031	1815	1791
Temporary		99	153	362	140	34
	Male	70	112			
	Female	29	38			
Permanent		2243	1742	1669	1675	1757
	Male	1350	1039			
	Female	893	703			

Type of contract (employees incl. managers), by country

2024		DE	CH	US	CN	IN
Gesamt		1915	296	4	13	59
Temporary		88	11	0	0	0
	Male	59	11			
	Female	29	0			
Permanent		1814	289	3	12	59
	Male	1064	183			
	Female	750	106			
Not specified		13	4	1	1	0

Newly hired employees (employees including managers) by age

2024	
Joining the company	424
Age: 15 - 20:	81
Age: 21 - 30:	138
Age: 31 - 40:	82
Age: 41 - 50:	40
Age: 51 - 60:	30
Age: 61 - 65:	6
Age: > 65:	4
Age : Not specified	43

Terminated employment relationships (employees including managers) by age

2024	
Departures from the company	255
Age: 15 - 20:	17
Age: 21 - 30:	37
Age: 31 - 40:	39
Age: 41 - 50:	21
Age: 51 - 60:	20
Age: 61 - 65:	19
Age: > 65:	8
Age : Not specified	94

Entries and exits, by country and gender

	DE	CH	US	CN	IN
Newly hired employees	353	44	0	0	27
Male	200	27	0	0	20
Female	153	17	0	0	7
Departures from the company	226	25	0	1	3
Male	119	15	0	1	2
Female	107	10	0	0	1

Employees on parental leave

		2024	2023	2022	2021	2020
Total		93	73	87	98	96
	Male	51	38			
	Female	42	35			

Apprentices

		2024	2023	2022	2021	2020
Total		105	85	83	103	144
	Male	87	72			
	Female	18	13			
Training qualifications in the reporting period		47	30	26	29	27
Number of trainees taken on		24	21	19	21	23
Takeover rate		51%	70%	73%	72%	85%

Work-related injuries or illnesses all employees (salaried employees including managers)

	2024	2023	2022	2021	2020
Employees	2319	1895	1808	1815	1791
Total number of documentable work-related injuries or illnesses	48	60	77	41	58
Number of work-related injuries with serious consequences	0	0	9	1	1
Number of deaths due to work-related injuries or illnesses	0	0	0	0	0
LTIR: Lost Time Injury Rate: rate of documentable work-related injuries with lost time (1 day or more) per 1 million working hours	2,3	3,52	4,57		

Main types of work-related illnesses (causes and hazards, e.g. falls, cuts, chemical hazards, etc.)

Main disease 1	Cut injury
Main disease 2	Crushing
Main disease 3	Sprain
Main disease 4	Inflammation of the elbow
Main disease 5	Knee complaints
Main disease 6	Hip complaints

Main cause 1	Commuting accident
Main cause 2	Carelessness of the employee
Main cause 3	Bulk closure
Hauptursache 4	Ventilation in the production rooms
Main cause 5	Fall down stairs

4.5 SOCIAL MEASURES

4.5.1 EMPLOYEE SATISFACTION SURVEY AND TEAM WORKSHOPS 2024

Based on the results of our 2024 employee survey, we held 148 documented team workshops within our companies during the reporting period. The results from the individual divisions and departments were discussed and over 600 improvement measures were identified. According to feedback from our managers, 87 of these measures have already been completed. For the measures that are still ongoing, the prospects of success were largely rated as very successful by our managers. We are very positive about this outlook.

The aim of our employee survey was and is to obtain a picture of the mood and starting points for potential improvements. The next Group-wide employee survey will be conducted in spring 2025.

4.5.2 OCCUPATIONAL HEALTH AND SAFETY

The protection of our employees' health is anchored in our processes through workplace-specific risk assessments, mandatory briefings and annual occupational safety training and awareness-raising measures. Rommelag provides all employees with the necessary personal protective equipment. Our machines and production facilities are inspected regularly. Emergency plans and first aid equipment are available at all sites in compliance with legal health and safety regulations. The opinions and experiences of employees are actively incorporated into the design of occupational safety measures in department meetings or occupational safety committees (ASA).

The Rommelag Occupational Health and Safety Policy sets out our Group-wide commitments to promoting health and safety in the workplace. It serves as a guide for all Rommelag employees, contractors and partners to minimize work-related accidents and health risks. Our aim is to create a safe and healthy working environment and to ensure compliance with all relevant legal regulations.

To this end, we carry out regular risk assessments to identify potential hazards in the workplace. This includes a comprehensive analysis of work processes, machines, substances and other factors that could affect safety. Based on the results of the risk assessments, suitable measures are implemented to improve working conditions and occupational safety. This may include the provision of additional personal protective equipment, training, adjustments to work processes or other preventive measures.

4.5.3 OCCUPATIONAL HEALTH INITIATIVES

We also promote the health of our employees through company health management services, such as consultations, health days and sports programs.

Go Rommelag: Our comprehensive health initiative
In addition to occupational health and safety measures and health support services, we offer an annual health day as part of our company health management program.
With our rules on flexible working hours and time off in special circumstances, we also promote the health and satisfaction of our employees. If a child falls ill, we grant the parents the necessary care time.

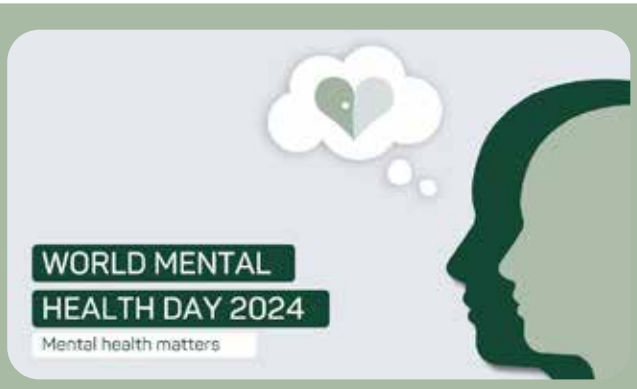
Viva Family Service - work and family in harmony
With the Viva family service, Rommelag provides support in balancing family and career. Employees receive professional advice on childcare, care solutions for relatives in need of care, immediate help with psychological stress or other personal crisis situations. All consultations are free of charge, voluntary and completely confidential - anonymously if desired.

Company doctor on site
The health of our employees is important to us. Our company doctor (specialist in occupational medicine) visits us at regular intervals for examinations, company inspections and consultations.
She looks after the Kocher-Plastik Maschinenbau GmbH, Holopack Verpackungstechnik GmbH and Thermo-Pack Kunststoff-Folien plants and is regularly available for all company medical matters.

Wide range of sports activities
We subsidize sports activities via the Qualitrain/EGYM platform
Qualitrain/EGYM gives employees unlimited access to a nationwide network of more than 3,400 sports, fitness and wellness facilities. In addition to premium fitness studios, partners include swimming and leisure pools, yoga studios and climbing and bouldering gyms.

Health Day 2024 - focus on prevention and well-being

On November 5, 2024, a comprehensive health day was held at all Rommelag Group sites, where all employees were given two paid hours to participate. Travel costs were also covered - a clear sign of how important the physical and mental well-being of our workforce is to us.
The program was freely selectable and included a variety of medical checks and preventative offers - including cardiovascular analyses, abdominal aorta screenings, acupuncture, massages, a sleep analysis and keynote speeches on dealing with stress. The offer was supplemented by innovative formats such as virtual reality experiences and life kinetics. The Health Day is part of our holistic strategy to promote health, motivation and long-term employability.



World Mental Health Day 2024 - Rommelag raises awareness of mental health in the workplace

On World Mental Health Day 2024, Rommelag sent out a strong signal about the importance of mental health in the workplace. Under this year's motto "Mental Health in the Workplace", the company highlighted the importance of a working environment in which people feel comfortable, valued and supported - especially in challenging phases of life.
The focus was on various measures to promote mental well-being: the Viva Family Service offers all employees free, holistic advice on topics such as balancing work and family life, caring for relatives, serious illnesses and mental stress. This offer is supplemented by regular webinars on mindfulness, stress management and dealing with mental stress. the cooperation with EGYM also gives employees access to over 9,000 sports and wellness facilities as well as digital tools such as the 7Mind app for meditation and mental strength. Rommelag is thus emphasizing that mental health is not just a private matter, but an active part of a sustainable corporate culture.

Flu vaccination as part of our health management

In 2024, Rommelag will continue to offer all employees the opportunity to be vaccinated against influenza as part of the company's preventive healthcare program. The flu vaccination will be offered on several dates directly at the site - including an additional vaccination date on October 22. With this uncomplicated offer, we are making an active contribution to health protection during the cold season and strengthening prevention in the workplace.

Rommelag runs - Together through rain and obstacles

With plenty of team spirit and stamina, Rommelag 2024 took part in two regional running events. The 32nd Kocherlauf in Gaildorf on April 27 kicked things off, followed by the challenging Rats Runners Lauf in Bühlertann on May 5. Despite heavy rain and difficult conditions, our team successfully mastered the course. We are particularly proud of our 13th place in the Rats Runners team ranking. These events show: At Rommelag, we pull through together - whether in everyday working life or in sport

4.5.4 COMPATIBILITY OF PROFESSIONAL AND PRIVATE LIFE

A healthy balance between professional and private life is a key prerequisite for the motivation, performance and long-term satisfaction of our employees. At Rommelag, we see work-life balance not as a private matter, but as a joint task - especially in times when family responsibilities, care, personal lifestyles and professional demands are becoming increasingly diverse.

This is why we rely on flexible working time models, family-friendly offers, individual support formats such as the Viva family service and targeted programs to promote health and reduce mental stress. With an appreciative corporate culture, specific support services and structural framework conditions, we create a working environment that sees people in their entirety - and thus enables a sustainable connection between the world of work and the world of life.

New exchange formats for parents: Viva Familienservice strengthens compatibility

From July 2024, Viva Family Service will be offering a new virtual exchange format for working parents. In the monthly "Viva im Gespräch: Elternrunde", participants talk about the challenges of parenthood, reconciliation and self-care. The topics alternate between specific offers for single parents and open rounds for all parents.

This will be accompanied by a series of webinars with interactive impulses on topics such as mental stress, pressure of expectations and practical solutions for everyday family life. The aim is to relieve the burden on working parents, promote communication and strengthen the sense of community. Rommelag thus specifically supports employees with family responsibilities and contributes to a family-friendly working environment.

Impressions of the Rommelag Family Day 2024

4.5.5 DIVERSITY, EQUALITY AND INCLUSION

At Rommelag, we strive to treat all employees equally regardless of gender, religion, skin color or ideology and to respect human rights in accordance with the UN Human Rights Charter at all times. We have also enshrined this in our Code of Conduct and our Human Rights Policy.
Our Group-wide diversity concept is based on the following principles:

Equal opportunities
At Rommelag, we support all employees regardless of age, gender identity, ethnic origin or religion.

Freedom from discrimination
We value the human and cultural diversity of our employees in our companies and do not tolerate discrimination.

Inclusive and flexible working conditions
We shape working conditions at Rommelag according to our values of respect and appreciation and support employees in achieving a good work-life balance.

Gender-neutral remuneration
At Rommelag, we pay wages and salaries regardless of gender.

Together at Rommelag
At Rommelag, we value harmonious cooperation and support the team building of our employees outside of work with a variety of leisure activities

We want to strengthen networks and live our culture of innovation, trust and togetherness through our training and further education offers, joint training & activities and dialog offers. To support integration, we offer our employees language courses in German and English. We also work locally with other companies in the region to support the integration of foreign specialists outside the workplace.

On the move together: Kocher-Plastik's anniversary celebration combines exercise and community

To mark the anniversary of Kocher-Plastik, numerous employees set off - on foot, by bike or in carpools - from Reitnau in Switzerland to Sulzbach-Laufen. The sporty and sociable event was all about team spirit, exercise and arriving together. A celebration that not only honored an anniversary, but also made the solidarity within the Rommelag family tangible.

Aiming high as a team:
Team building event at Skypark strengthens cohesion

The FL-SMM (Strategic Manufacturing Management) department organized a team-building event at the Skypark high ropes course in Schwäbisch Gmünd together with related departments. The aim was to promote cooperation and, in particular, to integrate new colleagues into the team in the best possible way.
Under professional guidance, the focus was on cooperation tasks, mutual support and personal trust - first on the ground, then at lofty heights. The team spirit was further strengthened during the subsequent climbing and joint evening meal. A successful day that shows: Good cooperation needs shared experiences and genuine exchange.

4.5.6 PARTICIPATION OF EMPLOYEES

Taking participation seriously: Dialog and co-design for a strong corporate culture
The active involvement of our employees is a key component of our corporate culture and a central element of our sustainability strategy. Because those who can help shape things feel heard, take responsibility - and are motivated to contribute to our joint success. At Rommelag, we create binding formats and open communication channels for this purpose.

In addition to regular feedback meetings and annual development meetings, we promote continuous exchange across all hierarchical levels. our employee suggestion scheme also gives employees the opportunity to contribute their own ideas for improving processes, products or the working environment - in a structured, transparent manner and with a real chance of implementation. Together, we create a working environment based on dialog, trust and continuous development. The company suggestion scheme is anchored in all companies in the area of responsibility of the lean managers as part of the continuous improvement process (CIP).

In addition, our My Rommelag app is available to all employees on the intranet and on their cell phones. In over 200 posts per year, all employees are informed about new developments in the company, the current situation, management resolutions, company training and further training opportunities. Targets, measures and participation opportunities in the area of sustainability are also communicated via the app. The app offers a comment function under each post for discussion and feedback as well as the opportunity to submit suggestions and questions to the management.

Feedback culture at Rommelag

With an impressive feedback rate of 88%, we received a total of 3,132 out of 3,569 270 degrees of feedback requested in 2024.

Summary of the participation
- Total participation: 88%
- Colleague level: 95% (1,440 of 1,520)
- Employee level: 79% (1,306 of 1,661)
- 148 Employee workshops held

This high level of participation shows that we are on the right track and that our feedback culture is appreciated by everyone. Managers can use the feedback to develop further and work on their leadership behavior.

Thanks for decades of loyalty: anniversary celebration 2024 at Rommelag

On February 23, 2024, Rommelag honored 77 jubilarians and bid farewell to 12 retiring employees in a festive setting. A total of 89 out of 116 invited guests accepted the invitation to the traditional anniversary celebration. Longstanding company affiliations of 10, 25 and even 40 years were celebrated - an impressive record of lived solidarity.
The managing directors personally honored the jubilarians with individual words, the Rommelag awards in green, silver and gold as well as a regional gift box. Over good food and appreciative interaction, it became clear that our employees are the foundation of our success - their commitment deserves recognition, respect and gratitude.

4.5.7 COMPLAINTS MECHANISM IN THE EVENT OF DISCRIMINATION OR HARASSMENT

A clear stance. Clear paths: our complaints mechanism for discrimination and harassment
For Rommelag, respectful, non-discriminatory treatment is a basic prerequisite for a safe and respectful working environment. In order to meet this requirement, we have established a comprehensive system of prevention, education and transparent reporting channels. This includes regular training for employees and managers, binding behavioral guidelines in the Code of Conduct and a company-wide whistleblowing policy.

employees can use an internal website and an external reporting platform to report incidents of discrimination or harassment - anonymously if they wish. Every report is taken seriously and handled confidentially in accordance with clearly defined processes. In this way, we create structures that protect those affected, promote trust and actively contribute to the prevention of misconduct. Our goal: a working culture in which everyone is heard, respected and empowered.

4.5.8 TRAINING AND DUAL STUDY PROGRAMS: SECURING THE FUTURE, PROMOTING TALENT

The targeted promotion of young people is a central component of our sustainability strategy and an investment in the future of Rommelag. As a technology-driven company with regional roots, we take responsibility for the professional qualification of future generations. We offer a wide range of apprenticeships and dual study programs, thus creating practical entry opportunities into the world of work - both in the technical and commercial fields.
In 2024, we had a total of 104 trainees in the Rommelag Group - a strong signal of our commitment.

We are particularly proud of our retention rate - many of our junior employees remain with the company after their training. It is important to us to get young people interested in technical professions and at the same time to work towards a balanced gender ratio. With career orientation projects, intensive support from teams of trainers and a wide range of development prospects, we

create training that goes far beyond the compulsory program - for individual opportunities and sustainable growth.

Gerhard Hansen award ceremony and presentation of certificates of the trainees who have completed their training

On September 6, 2024, we presented the Gerhard Hansen Award for outstanding educational achievements for the third time. The prize was made possible by the Heidrun Hansen Foundation.
The prize is intended to underline the importance of training for Rommelag and well-trained junior staff. It also recognizes the very good performance and exceptional commitment of our trainees.

Employment Agency visits Pharma 2020 and the Kocherplastik training workshop

On March 22, 2024, a group of careers advisors from the Federal Employment Agency visited Pharma 2020 and the Kocherplastik training workshop. The aim of the event was to provide an insight into Rommelag's production processes and highlight potential employment opportunities for jobseekers.

We welcome our new trainees and dual students!

This year we welcome 24 new apprentices and 2 dual students. We are delighted to have you on the Rommelag team and wish you a great start to your apprenticeship/ dual study program.

Welcome to Rommelag: Successful onboarding with team spirit and vision

Our induction week for new employees combines knowledge transfer with a shared experience. It starts with a tour of the plants in Sulzbach, Gaildorf and at Kocher-Plastik, followed by a three-day program at the Waldakademie Mönchhof. Topics such as lean management, energy management and getting to know the management personally offer a comprehensive insight into our corporate culture.

4.5.9 CAREER MANAGEMENT, FURTHER TRAINING AND PERFORMANCE APPRAISAL

The further development of our employees is a central component of our corporate culture and a key success factor for the future of Rommelag. We create structures that promote individual potential, enable lifelong learning and open up targeted career paths - in both technical and commercial areas. With our career management, we strengthen personal development, secure know-how within the company and make targeted succession planning possible.

A comprehensive range of further training courses, regular feedback meetings and structured performance assessments form the basis for individual development goals and transparent career paths. At the same time, we promote the skills development of all employees - from junior staff to management level - through specialist training, management training and agile learning formats. Our aim is to create a working environment that both challenges and encourages - for sustainable corporate success and professional satisfaction.

Competence model for employees and career model for managers at Rommelag

In order to create a future-oriented, fair and performance-enhancing working environment, we have developed a comprehensive competency model for employees and a career model for managers. These models form the foundation for structured, individual development and also serve as a gender-neutral basis for assessment, promotion and remuneration.

The focus is on a gender-neutral assessment model based on clearly defined competencies. This enables an objective assessment of the individual strengths and development areas of each employee - regardless of gender, origin or personal background. The competencies include both technical and interdisciplinary skills such as teamwork, innovation, strategic thinking and leadership skills.

The career model provides different development paths for our managers - from initial management responsibility through to strategic management functions. Each level is described transparently and linked to clear requirements and development goals. In this way, we create orientation and equal opportunities for all those who wish to take on management responsibility or develop to this level.

A key component of both models is a transparent benchmark for remuneration. The salary structure is clearly aligned with the defined competence levels and the respective responsibilities. This not only promotes performance and motivation, but also makes a significant contribution to a fair and non-discriminatory corporate culture.

With these models, we strengthen sustainable, inclusive personnel development and at the same time promote an environment in which individual strengths are recognized, encouraged and appropriately rewarded.

Strengthening leadership, shaping culture: Rommelag establishes structured management program

Between January 2023 and March 2024, Rommelag successfully completed the first phase of its company-wide leadership development program. A total of 220 managers from Germany and Switzerland took part in the multi-day program, which focused on key topics such as leadership culture, communication and feedback. The workshops took place over two three-day face-to-face sessions in Steinheim and laid the foundation for a shared understanding of leadership.
With the transition to regular operations, the curriculum is now permanently anchored in the company: all new managers will undergo the same training modules in future. In this way, Rommelag is focusing on long-term skills development and a value-oriented management culture that will sustainably support the company's success.

Strong in the project - learning together, growing together

In November 2024, the project management teams from Kocher-Plastik and Maroplastic met for a two-day workshop at the Hotel Krone in Sulzbach. After a long period of virtual meetings, the focus was on face-to-face discussions - with 23 participants from various departments. Presentations, group work and open discussions were used to reflect on the progress made in recent years, gather new ideas and develop concrete strategies for the future. The results obtained are directly incorporated into the further development of our project work - a successful example of targeted employee development with a lasting effect.

Lean Six Sigma Green Belt Training bei der Rommelag CMO

In May and June, an in-house training course was held to improve our operational processes. ten selected participants from different areas (Production, Quality, OpEx, Sales) of Rommelag CMO were trained over a period of two weeks. The training was based on the DMAIC method and was organized in cooperation with the DGQ.
As part of the training, each participant works on a previously named project idea, which should generate an annual benefit of around 15,000 euros at the end of the project. This practice-oriented approach guarantees that what is learned is directly integrated into everyday working life and valuable improvements are achieved.
We are delighted with the intensive and instructive weeks and are convinced that participation in the Lean Six Sigma Green Belt training will have lasting positive effects for our company.

4.5.10 PROMOTION OF YOUNG TALENT

BFS Technology at the TU Munich Weihenstephan : Lecture 2024

At the invitation of Prof. Dr. Martina Gastl, we gave a lecture at the Institute of the Weihenstephan Research Center for Brewing and Food Quality at the Technical University of Munich on the subject of aseptic filling using blow-fill-seal technology.

The exam-relevant lecture is part of a lecture series on the topic of "Hygienic Design", for which over 160 students from various Master's degree programs such as Food Science and Biopharmaceutical Technology have registered.
All participants showed great interest and enthusiasm for our BFS technology and the insights into the pharmaceutical environment.

Deepen your theoretical knowledge in practice: Visit of the DHBW Heidenheim

At the invitation of Prof. Dr. Martina Gastl, we gave a lecture at the Institute of the Weihenstephan Research Center for Brewing and Food Quality at the Technical University of Munich on the subject of aseptic filling using blow-fill-seal technology.
The exam-relevant lecture is part of a lecture series on the topic of "Hygienic Design", for which over 160 students from various Master's degree programs such as Food Science and Biopharmaceutical Technology have registered.
All participants showed great interest and enthusiasm for our BFS technology and the insights into the pharmaceutical environment.

Visit of the Hochschule für Gestaltung

During the day excursion of the prospective "product designers", there were practical insights into the design, construction, mold making and production departments. The feedback from the students was consistently positive.

14 students from the Hochschule für Gestaltung visit Rommelag.

Presentation of the technical work at the TH Aalen

Since September, two teams have been working with us on their technical work as part of their further technical training. They spent one day a week on site at our company and worked on exciting topics relating to the optimization of systems and processes.

Congratulations to our technician students!

Rommelag at the "Schafferlestag" of the Friedrich-von-Keller School

As an educational partner of the Friedrich-von-Keller School in Abtsgmünd, we were able to present ourselves as a company with our training opportunities in a "slightly different way" on "Schafferlestag". In contrast to traditional presentations, the main focus here was on practical relevance for the pupils.

Experience technology, promote talent: TECademy as a guest at Rommelag

On December 2, 2024, 13 pupils from Schlossrealschule Gaildorf visited our training workshop as part of the state-wide TECademy. The project is aimed at young people in grades 6 to 9 who are interested in technology and links schools with companies in the region - a valuable opportunity for both sides to get to know each other at an early stage.
For Rommelag, the TECademy is an important building block in the promotion of young talent and a successful example of practical career orientation with fun and prospects.

Discover professional worlds: Future Day 2024 at Maroplastic

On November 14, 2024, Maroplastic AG took part in the national Future Day and offered interested pupils a practical insight into the world of work. After a tour of the company, they learned about the profession of design engineer and gained exciting insights into various areas of work - from electrical assembly to material logistics.
With campaigns such as the Future Day, Rommelag makes an active contribution to career guidance and the promotion of young talent in the region.

Career guidance with an impact: Rommelag empowers young people with "My courageous path"

As part of our cooperation with the education start-up Mein mutiger Weg, we are actively involved in career guidance at schools in the region. On December 10, 2024, the first joint encouragement seminar took place at the Werkschule and Realschule Leinzell - with around 100 pupils taking part. The aim of the seminars is to strengthen young people in their career decision-making, build self-confidence and recognize individual skills. Further seminars in the region are already being planned.

4.5.11 DUALIS CERTIFICATION FOR EXCEPTIONAL TRAINING PERFORMANCE

For the third time, Rommelag has received the Dualis certification for exceptional training performance.
The IHK-Heilbronn certificate proves that we are an "excellent training company". The certification was preceded by a demanding audit process. External auditors took a detailed look at the training processes and spoke to the trainers, trainees and employees from the specialist departments. The committee was impressed in all five areas assessed. These include the recruitment of trainees, their introduction to the company, the implementation of training, exam preparation and the transition into the operational process. We are delighted to receive this award once again and are proud to be able to guarantee above-average training quality for our trainees.

4.5.12 SOCIAL ENGAGEMENT IN AFFECTED COMMUNITIES

As a family-run company with deep regional roots, it is particularly important to us to assume social responsibility - where we live and work. Our social commitment aims to strengthen the common good, promote education, support voluntary structures and help quickly and unbureaucratically in emergencies.
Whether donations to aid organizations, support for schools and kindergartens, practical help for training in the emergency services or the promotion of cultural projects - we want to provide sustainable impetus and empower local people. The following examples provide an insight into our activities and partnerships in 2024.

Clear the stage for education: Rommelag supports theater project at the Sonnenschule

On July 3, 2024, Sonnenschule Untergröningen presented the results of its project week as part of its school festival - including the play "It's the Olchis' Birthday", which the children had created together with Theaterwerkstatt Aalen. The cultural highlight was made possible thanks to the financial support of Rommelag, the Friends' Association and the Parents' Council.
The performance was a great success and was met with enthusiasm by parents, teachers and guests. The school party ended in a happy atmosphere and with the wish for a repeat performance. Rommelag is delighted to have promoted cultural education, creativity and team spirit at a local elementary school with its contribution

Well-equipped for the great outdoors: Rommelag donates 200 sustainable forest bags for daycare excursions

The Kocheraue children's house puts its focus on "Our bodies in harmony with the environment" into practice with a great deal of passion - weekly forest excursions are a firm part of this. When a planned purchase of individually designed forest bags fell through at short notice, Rommelag stepped in: 200 child-friendly, sustainably produced bags were donated and have been a source of enthusiasm for children and staff ever since. The robust bags are not only used for nature days, but also accompany the children on other excursions and offer space for muddy clothes. At the handover together with Mayor Frank Zimmermann, it became clear that sustainable help can bring joy - and effectively support education in harmony with nature.

Together for the region: Rommelag donates 10,000 euros to local organizations

At the Laufen Christmas Market 2024, Martin Schneider took the opportunity to ceremoniously present three local institutions with a donation of 2,500 euros each: Sulzbach Primary School, the German Red Cross (Sulzbach-Laufen local branch) and the Sulzbach-Laufen volunteer fire department.

The donations go towards urgently needed purchases and strengthen regional cooperation between companies, education, voluntary work and aid services. With this commitment, Rommelag is sending out a clear signal of social responsibility and local solidarity - because sustainable action starts on your own doorstep.

Martin Schneider presented donation checks for €2,500 each to the Sulzbach-Laufen volunteer fire department, the Sulzbach-Laufen Red Cross chapter and the Sulzbach-Laufen elementary school, among others.

Young help, great commitment: Rommelag takes part in "Mitmachen Ehrensache"

On International Volunteer Day 2024, Rommelag once again took part in the Mitmachen Ehrensache campaign. Six dedicated pupils worked for a day in various areas of the company - and donated their wages to a good cause. This year, the proceeds will benefit street children in Tanzania in particular. The campaign not only enables young people to show social commitment, but also gives them a valuable insight into the world of work. Rommelag is delighted to be part of this meaningful initiative and to support young people in their commitment to others.

GOVERNANCE -
CORPORATE GOVERNANCE

5.1 SUSTAINABILITY MANAGEMENT AT ROMMELAG (ORGANIZATION)

Rommelag Sustainability Governance			
		Responsibility and tasks	**Meetings**
Sustainability Board			
Management Board	Ralf Bouffleur Gert Hansen Thomas Geiger	Sustainability strategy and targets ESG risk management Annual sustainability report	Quarterly
Sustainabilty Committee			
Central functions	HR, Compliance & Sustainability Purchasing Quality management Finances Sales/ Service IT Marketing	Quarterly report Sustainability measures and progress Employees, diversity, compliance Responsible procurement and supplier management Management systems, guidelines, work instructions Group management report (financial/non-financial reporting) Communication and sustainable business relationships Information and data security ESG data management/ systems Trade fairs and events, stakeholder dialogs	Quarterly
Companies	Holopack (from 2025: Rommelag CDMO GmbH) Kocherplastik (from 2025: Rommelag Engineering GmbH) Maroplastic (from 2025: Rommelag Engineering Switzerland AG) Maropack (from 2025: Rommelag CDMO Switzerland AG) Ilabs (from 2025: Rommelag Digital GmbH) Rommelag India (from 2025: Rommelag Engineering India Pvt. Ltd.) Thermopack (from 2025: Rommelag Flex GmbH) and Flecotec (from 2025: Rommelag Flex Pharma AG)	Annual sustainability reports as part of the management review ESG implementation (measures/ KPIs) External ESG ratings: Ecovadis ESG Data Management and Systems Support and training	Annually
Central sustainability function			
Sustainability manager		Sustainability function as the central coordination point for the Rommelag Group's sustainability strategy: Preparation of decision papers and meetings of the Sustainability Board Coordination of central functions/individual companies (Sustainability Committee) Coordination of double materiality assessment incl. risk assessment Preparation of the non-financial annual management report (sustainability report in accordance with GRI > ESRS standards) Implementation of ESG audits Coordination ESG Data Management/ Systems Coordination of internal/external communication as well as training and further education	Continuous

Future role of the new Supervisory Board in ESG reporting

The Supervisory Board of Rommelag Holding SE was appointed for the first time in the 2024 reporting year.
In future, the Supervisory Board will play a central role in monitoring and strategically supporting the company's sustainability activities as part of ESG (Environmental, Social, Governance) reporting. It is responsible for ensuring that environmental, social and governance aspects are appropriately integrated into the corporate strategy and that corresponding risks and opportunities are systematically identified and evaluated.

In particular, the Supervisory Board reviews and monitors:
- the relevance and completeness of the information disclosed in the ESG report,
- the integration of sustainability aspects into risk management and the internal control system,
- and the implementation of sustainability-related targets and measures.

In addition, the Supervisory Board is involved in the definition and review of ESG indicators, particularly if these are included in the variable remuneration of the Management Board. ESG reporting is regularly presented to the Supervisory Board and discussed with regard to transparency, strategic relevance and legal requirements.
With its control function, the Supervisory Board thus makes an important contribution to sustainable corporate governance and the credibility of the published ESG information.

Employee suggestions and participation in the area of sustainability
The company suggestion scheme is anchored in all companies in 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. In over 200 posts per year, all employees are informed about new developments in the company, the current situation, management resolutions, company training and further training opportunities. Targets, measures and participation opportunities in the area of sustainability are also communicated via the app. The app offers a comment function under each post for discussion and feedback as well as the opportunity to submit suggestions and questions to the management.

5.2 IMPACTS

Our business conduct not only shapes the trust of our stakeholders, but also directly influences our economic, social and ecological environment. As a company with international customer and supplier relationships, we bear responsibility for how we make decisions, deal with risks and interact with partners, authorities and society. The quality of our governance structures has a direct impact on the sustainability of all our business activities.
As part of our dual materiality analysis, key aspects were identified where our actions in the area of governance can have significant positive and potentially negative effects - both within and outside our company.

Subject area	Positive effects	Potential negative effects	Management
Corporate culture	Culture of trust, sustainable decisions, ethical behavior	Misconduct due to lack of transparency or lack of role model function	Management guidelines, regular communication of values, integrity workshops
Whistleblower protection	Early detection of risks, strengthening legal certainty	Fear of reprisals if protection is not guaranteed	Confidential whistleblower system, anonymous reporting offices, training courses
Political commitment & lobbying	Helping to shape standards, positive industry development	Perception of conflicts of interest, reputational risks	Disclosure of memberships, no party-political donations
Supplier management & payment practices	Stable partnerships, promotion of human rights in the supply chain	Financial burden on SME suppliers due to late payments	Code of conduct for suppliers, fair payment terms, ESG criteria in supplier selection
Corruption prevention	Strengthening trust and legal compliance, low liability risk	Damage to image, legal consequences of violations	Zero-tolerance policy, compliance training, internal control systems

1. Corporate culture and integrity
Our open and value-based corporate culture is an important driver for sustainable action. It promotes transparency, a sense of responsibility and long-term thinking - both in dealing with resources and with people. A practised culture of integrity strengthens trust within the workforce, towards business partners and in the public eye.

2. Protection of whistleblowers (whistleblowing)
Through an established and confidential whistleblower system, we promote a corporate culture in which misconduct can be identified and addressed at an early stage. This not only minimizes legal risks, but also avoids damaging effects on employees, partners and the corporate environment.

3. Political commitment and representation of interests
Our company is active in trade associations and is in regular contact with regulatory institutions. We pay strict attention to legal requirements and the transparency of our memberships and positions. Our commitment aims to make a constructive contribution to the further development of technical, social and ecological standards.

4. Responsibility in the supply chain and payment practices
Our dealings with suppliers directly influence the stability and fairness of our supply chain. We value long-term, partnership-based relationships and pay attention to fair payment terms. In this way, we contribute to the economic stability of our partners and compliance with social standards in the supply chain.

5. Corruption and bribery
We pursue a zero-tolerance policy towards corruption and bribery. Internal training, clear compliance guidelines and control mechanisms serve to prevent and uncover misconduct. No such incidents have been reported to date - this integrity is the basis for long-term relationships and international business activities.

The effects presented show how strongly our business conduct is linked to sustainable corporate governance. In order to use governance as a strategic success factor, we systematically analyze the opportunities and risks arising from our conduct in the areas of corporate ethics, compliance and stakeholder relations.

5.3 RISKS AND OPPORTUNITIES

In addition to opportunities, our business activities also harbor potential risks - especially if legal requirements, ethical principles or internal standards are not consistently adhered to. In the following, we analyze key governance risks arising from our business activities and show how we counter these with clear processes and preventive measures.

Overview of business activity risks in the area of governance

ESRS standard G	Risks	Possible consequences	Management
G1-1: Regulatory risks	Non-compliance with new ESG and sustainability requirements (e.g. CSRD, LkSG) and approval requirements (e.g. GMP)	Fines, reputational damage, exclusion from tenders	Development of ESG management systems, employee training, monitoring of legal developments
G1-2: Corruption & bribery	Corruption violations in international markets	Legal consequences, loss of trust, exclusion from markets	Zero tolerance policy, compliance training, whistleblower systems
G1-3: Technological backlog	Not investing in sustainable technologies	Loss of market share, reduced competitiveness	R&D investments, ESG-integrated product development, strategic partnerships
G1-4: Lack of transparency / value break	Contradiction between communicated values and actual actions	Loss of credibility, employee turnover, damage to image	Code of values, internal communication, ESG reporting
G1-5: Risks in supplier management	Unethical practices or human rights violations in the supply chain	Loss of reputation, legal consequences	Supplier code of conduct, ESG criteria in procurement, risk-based audits
G1-6: Lack of whistleblower protection	Not reporting misconduct for fear of reprisals	Hidden legal violations, loss of trust in compliance system	Anonymous whistleblower system, training, communication measures

1. Regulatory risks
The mechanical engineering industry is heavily regulated - particularly in the areas of product safety, environmental protection, occupational health and safety. With the introduction of new European frameworks such as the Corporate Sustainability Reporting Directive (CSRD), the EU Taxonomy or the Supply Chain Sustainability Act (LkSG), the requirements for transparency and governance structures are increasing considerably.

2. Corruption, bribery and breaches of integrity
As an international company, we also operate in markets with an increased risk of corruption. Violations of anti-corruption regulations represent not only a legal risk, but also a reputational risk.

3. Technological risks in the area of sustainability
The transformation to more environmentally friendly technologies is increasingly becoming a competitive factor. Mechanical engineering companies that do not invest in sustainable, energy-efficient or digitally integrated solutions risk falling behind technologically.

4. Risks due to lack of transparency or unethical behavior
A lack of openness in dealing with sustainability issues or a gap between values and actual actions can damage the trust of customers, employees and partners.

5. Risks in supplier management
Non-transparent or purely cost-driven supplier management can lead to cooperation with partners who do not act legally or ethically.

6. Risks due to inadequate protection of whistleblowers
If the protection of whistleblowers is not taken seriously or if there is no secure reporting channel, wrongdoing may go undetected.

Opportunities
Responsible, transparent and ethical business conduct not only protects our company from legal and reputational risks - it also creates valuable strategic opportunities. A strong governance culture can strengthen the trust of employees, customers, investors and the public, increase the resilience of our organization and lay the foundation for sustainable growth.

Overview of business opportunities in the area of governance

ESRS G1	Opportunities	Benefits for the company
G1-1: Corporate culture	Strengthening identification, loyalty and commitment through transparent and value-oriented management	Greater employee loyalty, promotion of innovation, better implementation of sustainability strategies
G1-2: Whistleblower protection	Early detection of grievances, promotion of integrity and trust in internal processes	Reduction of liability risks, gain in reputation, improvement of compliance culture
G1-3: Political commitment	Helping to shape sustainable framework conditions, active role in industry dialog	Early identification of trends and regulations, positioning as a responsible industry player
G1-4: Supplier relationships	Partnership-based relationships, strengthening standards in the supply chain	Secure and resilient supply chains, better quality and innovation potential
G1-5: Prevention of corruption	Strengthening trust through ethical business practices and clear standards of conduct	Reputation protection, better opportunities in tenders and international markets

Opportunities through good business conduct

1. Building trust through an open corporate culture
Values-oriented leadership and practiced transparency strengthen the commitment and loyalty of employees. They promote a sustainable mindset within the company and facilitate the implementation of ESG goals.

2. Strengthening the compliance culture through whistleblower protection
A functioning whistleblower system supports the early detection of grievances and improves governance structures. It sends a signal both internally and externally: We take responsibility - even when mistakes happen.

3. Active participation through responsible commitment
Participation in trade associations and objective dialog with political decision-makers enable us to help shape sustainable framework conditions in our industry - and to react to regulatory developments at an early stage.

4. Building stable partnerships through fair supplier management
Reliable, fair and partnership-based supply relationships ensure the quality, resilience and innovative capacity of our value chain - especially in times of crisis.

5. Reputation gain through zero tolerance of corruption
Our clear stance on ethical business conduct strengthens our position with international partners, in the competition for specialists and in financing and tendering processes.

5.4 GOVERNANCE: TARGETS / KEY FIGURES

Range	Topic	Goals	Status 2024
Value-based leadership		Introduction of a value-based management model by the end of 2025	Goal achieved
Compliance	**Whistleblowing**	An anonymous whistleblower system has been established and communicated internally/externally	Goal achieved
		Number of reported violations of our Code of Conduct or Business Partner Code of Conduct: Zero	Goal achieved
	Information security	Number of known or confirmed incidents: zero	Goal achieved
		Number of known or confirmed incidents: zero	Goal achieved
	Confirmed cases of corruption and measures taken	Number of known or confirmed incidents: zero	Goal achieved
	Data protection/data security	Number of known or confirmed incidents: zero	Goal achieved
	Legal proceedings due to anti-competitive behavior	Number of legal proceedings: Zero	Goal achieved
	ESG reporting	Compliance with the requirements of the LKSG	Goal achieved
		Performance of the double materiality analysis	Goal achieved
		Annual sustainability reporting in accordance with EU CSRD	Target partially achieved
Responsible procurement	**Identification of ESG risks in the supply chain and measures taken**	ESG risks are determined annually and reported in accordance with the LKSG	Goal achieved
		Number of corrective measures required: Zero	Goal achieved
	Compliance in the supply chain	All key suppliers have signed the Rommelag Business Partner Code of Conduct	Goal achieved

5.5 MEASURES (ACTIONS / POLICIES)

5.5.1 ROMMELAG CODE OF CONDUCT

Everyone has the right to be treated with dignity and fairness. As an international company, we are aware of our social and societal responsibility. Respecting human rights and the associated environmental rights and maintaining fair working conditions is the basis of all our activities.

We are committed to the following international standards:
- Universal Declaration of Human Rights (United Nations Resolution 217 A (III))
- Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work (ILO Declaration on Fundamental Principles and Rights at Work)
- Principles of the UN Global Compact
- Guidelines for Multinational Enterprises of the Organization for Economic Co-operation and Development (OECD)
- UK Modern Slavery Act 2015
- EU Regulation 821/2017 on due diligence obligations for the import of conflict minerals
- EU Directive 2019/1937 on the protection of whistleblowers

Our Rommelag Code of Conduct (CoC) on social responsibility is binding worldwide for all internal and external employees and managers of Rommelag SE & Co. KG and all associated companies, branches and business units or companies in which a majority shareholding exists.

Topics of the Code of Conduct
The Code of Conduct contains our commitments on the following topics

HUMAN RIGHTS DIRECTIVE
ENVIRONMENTAL DIRECTIVE
OCCUPATIONAL HEALTH AND SAFETY DIRECTIVE
DIRECTIVE ON RESPONSIBLE PROCUREMENT
DIRECTIVE ON ANTI-CORRUPTION, BRIBERY AND CONFLICTS OF INTEREST
COMPLAINT MANAGEMENT AND WHISTLEBLOWER PROTECTION

5.5.2 RESPONSIBLE PROCUREMENT

Business Partner Code of Conduct

Our companies' supply chain comprises around 2,000 suppliers, the majority of whom (>97%) are based in Germany and Europe. In our German company locations, the proportion of local suppliers (defined as suppliers from Germany) is 95% (Kocher-Plastik and Holopack), while in the Swiss companies (defined as suppliers from the DACH region) it is over 90% (Maroplastic and Maropack). We also expect our business partners and direct and indirect suppliers to comply with the Code of Conduct - along our entire supply chain - through our Group-wide Business Partner Code of Conduct.

Identification of ESG risks in the direct supply chain

Our companies' supply chain comprises around 2,000 suppliers, the majority of whom (>97%) are based in Germany and Europe. In our German company locations, the proportion of local suppliers (defined as suppliers from Germany) is 95% (Kocher-Plastik and Holopack), while in the Swiss companies (defined as suppliers from the DACH region) it is over 90% (Maroplastic and Maropack). In preparation for the obligations arising from the German Supply Chain Duty of Care Act (LKSG), we have implemented a structured process for recording and assessing risks in our supply chain with regard to environmental, social and human rights aspects. In the process, 125 suppliers in the supply chain were identified as relevant and assessed with regard to ESG risks. According to the LKSG risk analysis, no ESG risks were identified in the direct supply chain of the Rommelag companies that would have led to a demand for corrective measures on the part of the suppliers. The results were published in a report in 2024 in accordance with the requirements of the LKSG.

Sustainability assessment of suppliers

As part of responsible procurement at Rommelag, the following aspects are taken into account when qualifying and evaluating suppliers:

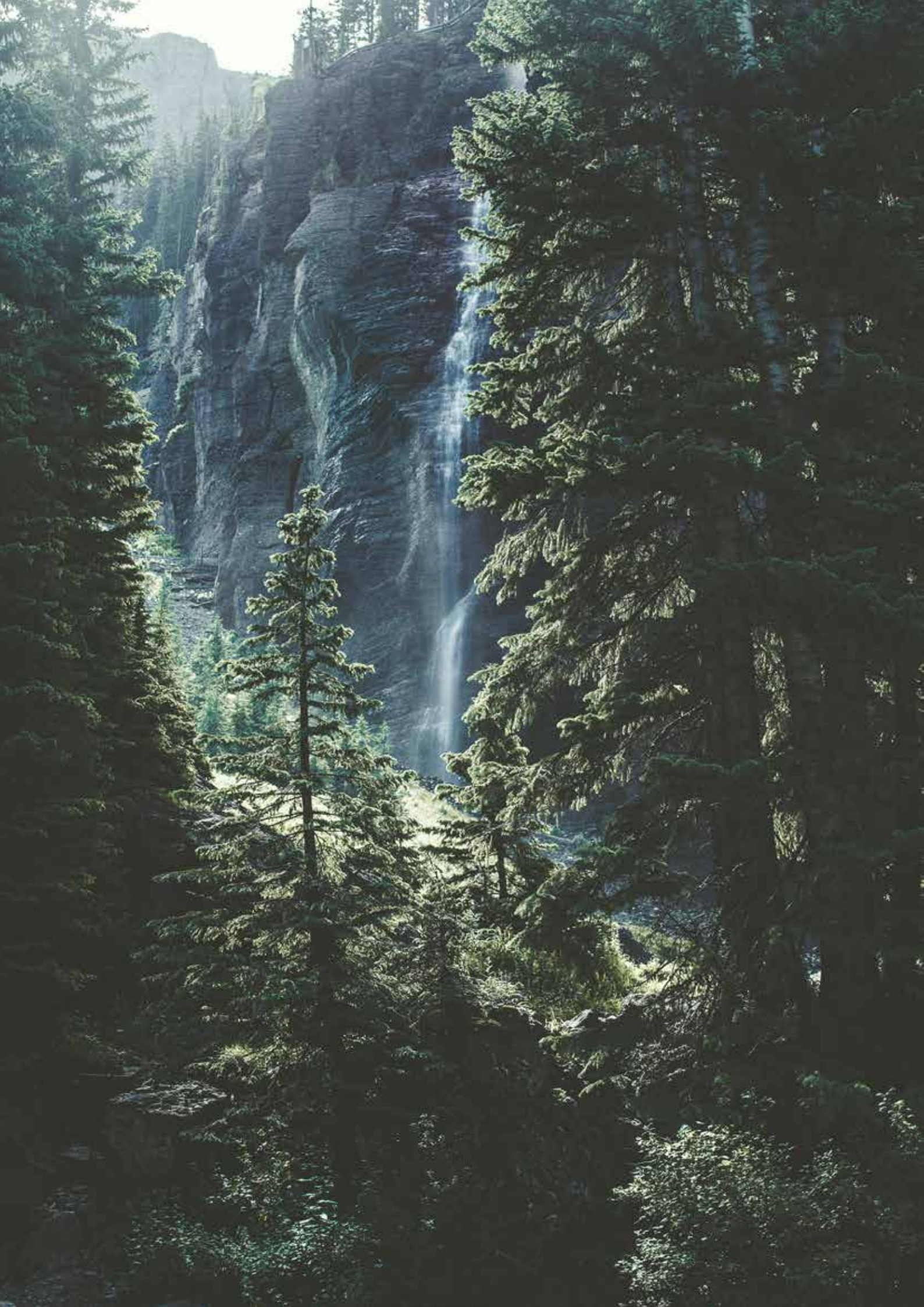
- All new suppliers are evaluated by us as part of the supplier qualification process with regard to the relevance of GMP (Good Manufacturing Practice), EnMS (Energy Management System), production and release of finished goods
- In the event of EnMS relevance, further evaluation is carried out by the EnMB (energy management officer)
- Our suppliers are required to optimize the efficiency of deliveries and services with regard to ecological and social standards and to comply with the relevant laws.
- In the case of GMP relevance, the suppliers are qualified by our quality management before use, depending on the criticality of the scope of delivery/service, and then re-qualified at intervals of 2-5 years.
- Our suppliers are obliged or required to maintain certain certifications, communicate relevant changes, grant audit rights, name subcontractors and pass on obligations to subcontractors, sign the Business Partner Code of Conduct and provide evidence of their own sustainability efforts. These are recorded in writing in a quality assurance agreement or a supply contract.

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

KEY FIGURES FOR INDIVIDUAL COMPANIES 2024

EMPLOYEE KEY FIGURES 2024

	Holopack	Kocher-Plastik	Maroplastic	Maropack	Rommelag AG (RCH)	Rommelag India (RIN)	Rommelag iLabs GmbH (IL)	Rommelag Waiblingen	Rommelag China	Rommelag USA	Thermo-Pack	Rommelag SE & Co KG	Rommelag ETL GmbH	Rommelag Group 2024
Country	DE	DE	CH	CH	CH	IN	DE	DE	CN	US	DE	DE	DE	
Company type	Production	Production	Production	Production	Sales	Production	Production	Sales	Sales	Sales	Production	Holding	Other	
Headcount	**876**	**852**	**143**	**108**	**49**	**59**	**24**	**42**	**12**	**3**	**45**	**92**	**37**	**2342**
Male	365	683	123	41	30	50	20	22	9	2	24	39	12	1420
Female	511	169	20	67	19	9	4	20	3	1	21	53	25	922
FTE	**699,83**	**753,18**	**127,7**	**77,45**	**42,7**	**56**	**22,68**	**36,73**	**12**	**3**	**37,8**	**75,16**	**11,75**	**1955,98**
Male	312,66	624,87	114,1	32	28	48	19,2	21,66	9	2	21,5	35,62	7	1275,61
Female	387,17	128,31	13,6	45,45	14,7	8	3,48	15,07	3	1	16,3	39,54	4,75	680,37
Managers	**90**	**86**	**23**	**14**	**9**	**11**	**1**	**6**	**1**	**1**	**9**	**14**	**3**	**268**
Male	59	77	21	9	8	11	1	5	1	1	9	12	2	216
Female	31	9	2	5	1	0	0	1	0	0	0	2	1	52
Type of employment: Full-time	**682**	**773**	**120**	**57**	**40**	**59**	**19**	**37**	**12**	**3**	**39**	**71**	**15**	**1927**
Male	355	658	111	32	30	50	17	21	9	2	23	37	8	1353
Female	327	115	9	25	10	9	2	16	3	1	16	34	7	574
Type of employment: Part-time	**213**	**95**	**23**	**48**	**9**	**0**	**5**	**5**	**0**	**0**	**6**	**21**	**22**	**447**
Male	13	34	12	9	0	0	3	1	0	0	1	2	4	79
Female	200	61	11	39	9	0	2	4	0	0	5	19	18	368
Type of contract: Permanent	**857**	**786**	**132**	**108**	**49**	**59**	**24**	**42**	**12**	**3**	**43**	**91**	**37**	**2243**
Male	358	631	112	41	30	50	20	22	9	2	24	39	12	1350
Female	499	155	20	67	19	9	4	20	3	1	19	52	25	893
Type of contract: Temporary	**19**	**66**	**11**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**1**	**0**	**99**
Male	7	52	11	0	0	0	0	0	0	0	0	0	0	70
Female	12	14	0	0	0	0	0	0	0	0	2	1	0	29
Newly hired employees	**198**	**110**	**16**	**20**	**8**	**27**	**2**	**4**	**0**	**0**	**7**	**20**	**12**	**424**
Male	99	80	14	8	5	20	2	1	0	0	3	10	5	247
Female	99	30	2	12	3	7	0	3	0	0	4	10	7	177
Departures from the company	**121**	**77**	**9**	**12**	**4**	**3**	**1**	**5**	**1**	**0**	**4**	**8**	**10**	**255**
Male	55	55	7	6	2	2	1	1	1	0	2	4	1	137
Female	66	22	2	6	2	1	0	4	0	0	2	4	9	118
Employees on parental leave	**38**	**42**	**6**	**4**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**3**	**0**	**93**
Male	10	36	3	0	0	0	0	0	0	0	0	2	0	51
Female	28	6	3	4	0	0	0	0	0	0	0	1	0	42
Apprentices	**8**	**84**	**13**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**105**
Male	3	71	13	0	0	0	0	0	0	0	0	0	0	87
Female	5	13	0	0	0	0	0	0	0	0	0	0	0	18



ENVIRONMENTAL 2024

CO_2 balance sheet Rommelag companies **Status 12/31/2024**

Total CO_2 emissions 2024

Scope		Holopack	Thermopack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India	ROM USA	Group
Scope 1	**Co2e (t)**	**1.436**	**260**	**448**	**413**	**73**	**101**		**55**	**-**	**8**	**-**	**2.794**
Heat consumption	Co2e (t)	1.356	250	446	233	66	19		18	-		-	2.387
Fuel consumption	Co2e (t)	43	11	2	180	7	82		37		8		370
Gas leaks / coolant	Co2e (t)	36	-		0	-					-		36
Scope 2*	**Co2e (t)**	**26**	**7**	**-**	**71**	**18**	**14**	**16**	**-**	**5**	**105**	**1**	**264**
Electricity consumption	Co2e (t)	-	-	-	-	18	14	9	-	5	105	1	153
Electric Vehicles		26	7		23		-	2					58
District heating/ cooling	Co2e (t)	-	-		48			5					53
Carbon Footprint (Scope 1 & 2)*	**CO_2e (t)**	**1.462**	**268**	**448**	**483**	**91**	**115**	**16**	**55**	**5**	**114**	**1**	**3.058**
Carbon Footprint 2023 (Scope 1 & 2)*	Co2e (t)	5.142	534	389	1.341	43	112	15	81	5	115	2	7780
Change compared to previous year	Co2e (t)	-3.680	-267	58	-857	48	3	1	-26	0	-2	-0	-4.722
	%	-72%	-50%	15%	-64%	113%	3%	5%	-32%	5%	-1%	-21%	-61%
Employees	Quantity	876	45	108	852	143	42	24	49	12	59	3	2.342
Carbon footprint per employee (Scope 1+2)	CO_2e (t)/MA	1,67	5,95	4,14	0,57	0,63	2,73	0,67	1,12	0,45	1,93	0,44	1,31
Change compared to previous year	CO_2e (t)/t	-5,87	-9,77	-0,38	-1,23	0,30	-0,21	-0,03	-1,08	0,02	-1,79	-0,11	-2,80
	%	-78%	-62%	-8%	-68%	90%	-7%	-4%	-49%	5%	-48%	-21%	-68%
Previous year 2023		7,54	15,71	4,52	1,80	0,33	2,94	0,70	2,20	0,43	3,71	0,55	4,11
*GHG intensity in Co2e (t) per metric ton of packaged products**	Co2e (t)/t	0,24											
Scope 2 - Indirect emissions from energy consumed (location-based approach)		5.783,49	300,49	256,13	1.594,61	72,20	18,00	24,36	3,59	6,02	114,14	1,60	8.174,65

NOTES
* Market-based approach
** (Gate to Gate): This value refers to 1 ton of filled and packaged products from Holopack (production/BFS process), but no emission values for input materials and logistics

CO_2 balance sheet Rommelag sole proprietorship

Sum of tCO_2e

	Holopack Verpackungstechnik GmbH	HP Plant Sulzbach Laufen	HP plant Untergröningen	Holopack Verpackungstechnik GmbH Result	Kocher-Plastik Maschinenbau GmbH	KP location Sulzbach Laufen Kocherweg 27	KP location Sulzbach Laufen Talstraße 22-30	KP location Sulzbach Laufen Wiesenstraße 15	KP location Untergröningen den Herrenwiesen
Scope 1	**43,46**	**510,21**	**882,47**	**1436,13**	**179,51**	**11,50**	**188,94**	**17,78**	**14,88**
Stationary combustion		**473,81**	**882,45**	**1356,26**		**11,50**	**188,88**	**17,78**	**14,88**
Natural gas		473,81	0,00	473,81		11,50	188,88	0,00	14,88
Liquid gas									
Light heating oil		0,00	882,45	882,45				17,78	
Electricity self-produced (photovoltaics)		0,00	0,00	0,00				0,00	
Mobile combustion	**43,46**			**43,46**	**179,51**				
Fuel consumption gasoline/diesel	43,46			43,46	179,51				
Fugitive emissions		**36,40**	**0,02**	**36,42**			**0,06**		
R134A		28,60		28,60					
R407C							0,05		
R410A			0,02	0,02			0,01		
R513A		7,80		7,80					
Scope 2	**26,26**	**0,00**	**0,00**	**26,26**		**22,58**	**48,24**	**0,00**	**0,00**
Electricity		**0,00**	**0,00**	**0,00**		**0,00**	**0,00**	**0,00**	**0,00**
Conventional electricity		0,00	0,00	0,00		0,00	0,00	0,00	0,00
Green electricity with HKN		0,00	0,00	0,00		0,00	0,00	0,00	0,00
Self-generated/used electricity (photovoltaics)								0,00	
Electric vehicles	**26,26**			**26,26**		**22,58**			
Conventional electricity	26,26			26,26		22,58			
Steam & heat		**0,00**	**0,00**	**0,00**			**48,24**		
District cooling									
District heating		0,00	0,00	0,00			48,24		
Total Scope 1 and 2	**69,72**	**510,21**	**882,47**	**1462,39**	**179,51**	**34,08**	**237,18**	**17,78**	**14,88**

Status 12/31/2024

	Kocher-Plastik Maschinenbau GmbH Result	Maropack AG	Maroplastic AG	Rommelag AG Switzerland (Buchs)	Rommelag Engineering Pvt. Ltd. India	Rommelag iLabs GmbH	Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH (Waiblingen)	Rommelag Trading (Shanghai) Co., Ltd.	Rommelag USA, Inc.	Thermo-Pack Kunststoff-Folien-GmbH	Overall result
	412,61	**447,51**	**72,97**	**55,04**	**8,46**		**100,61**	**0,00**	**0,00**	**260,42**	**2793,76**
	233,04	**445,52**	**65,93**	**17,78**			**18,60**	**0,00**	**0,00**	**249,86**	**2386,99**
	215,26		0,00				18,60	0,00	0,00	249,86	957,53
		9,10									9,10
	17,78	436,42	65,93	17,78			0,00	0,00	0,00	0,00	1420,36
	0,00									0,00	0,00
	179,51	**1,99**	**7,04**	**37,26**	**8,46**		**82,01**			**10,56**	**370,29**
	179,51	1,99	7,04	37,26	8,46		82,01			10,56	370,29
	0,06		**0,00**		**0,00**					**0,00**	**36,48**
											28,60
	0,05										0,05
	0,01		0,00		0,00					0,00	0,03
											7,80
	70,82	**0,00**	**17,62**	**0,00**	**105,15**	**16,08**	**14,17**	**5,35**	**1,32**	**7,15**	**263,91**
	0,00	**0,00**	**17,62**	**0,00**	**105,15**	**9,39**	**14,17**	**5,35**	**1,32**	**0,00**	**153,00**
	0,00		17,62		105,15	9,39	14,17	5,35	1,32		153,00
	0,00	0,00	0,00	0,00			0,00		0,00	0,00	0,00
	0,00	0,00	0,00								0,00
	22,58					**2,05**	**0,00**			**7,15**	**58,03**
	22,58					2,05	0,00			7,15	58,03
	48,24					**4,64**				**0,00**	**52,88**
						3,18					3,18
	48,24					1,45				0,00	49,69
	483,43	**447,51**	**90,59**	**55,04**	**113,62**	**16,08**	**114,78**	**5,35**	**1,32**	**267,57**	**3057,67**

Electricity and district heating/cooling

As at 31.12.2024

		Holopack	Thermopack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India	ROM USA	Group 2024
Conventional electricity	MWh	36	10		31	485	50	29		10	160	4	**815**
Green electricity	MWh	15.896	818	2.441	3.830	-	-	-	36	-	-	-	**23.021**
Self-generated/ used electricity	MWh		-	120	263	238	-	-	-	-	-	-	**620**
District cooling	MWh	-	-	-	-	-	-	26	-	-	-	-	**26**
District heating	MWh	-	-	-	269	-	-	12	-	-	-	-	**280**
Overall result	**MWh**	**15.932**	**828**	**2.561**	**4.393**	**722**	**50**	**67**	**36**	**10**	**160**	**4**	**24.763**

Heat consumption - use of fossil or biogenic fuels

Status 12/31/2024

		Holopack	Thermopack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India	ROM USA	Group 2024
Natural gas / biogas	MWh	2.591	1.366	-	1.177	-	102	-	-	-	-	-	**5.235**
Liquid gas	MWh	-	-	40	-	-	-	-	-	-	-	-	**40**
Light heating oil	MWh	3.401	-	1.682	69	254	-	-	69	-	-	-	**5.474**
Overall result	**MWh**	**5.992**	**1.366**	**1.722**	**1.245**	**254**	**102**	**0**	**69**	**0**		**0**	**10.749**

Use of refrigerants

As at 31.12.2024

Type		Holopack	Thermopack	Maropack	Kocher-Plastik	Maroplastic	ROM India	Group
R134A	kg	22	-	-	-	-	-	22,0
R407C	kg	-	-	-	29,8	-	-	29,8
R410A	kg	9	-	-	6	-	-	15,0
R513A	kg	6	-	-	-	-	-	6,0
Overall result	**kg**	**37,0**	**0,0**	**0,0**	**35,8**	**0,0**	**0,0**	**72,8**

Total volume of water withdrawals

As at 31.12.2024

		Holopack	Thermopack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India	Group 2024
Surface waters	MegaLiter	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Ground water	MegaLiter	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,1	0,1
Seawater	MegaLiter	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Produced water**	**MegaLiter**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**
Water from third parties**	MegaLiter	74,1	2,1	33,5	7,3	1,6	0,1	0,1	0,1	0,1	0,1	119,0
Total volume of water withdrawals	**MegaLiter**	**74,1**	**2,1**	**33,5**	**7,3**	**1,6**	**0,1**	**0,1**	**0,1**	**0,1**	**0,2**	**119,1**

WATER TYPE
*OTHER WATER (>1,000 mg/L Total Dissolved Solids)
**FRESH WATER (≤1,000 mg/L Total Dissolved Solids)

Total volume of water recirculation by destination

		Holopack	Thermopack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India	Group
Surface waters	MegaLiter	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Groundwater*	MegaLiter	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,1	0,1
Seawater	MegaLiter	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Produced water**	**MegaLiter**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**	**0,0**
Water from third parties**	MegaLiter	74,1	2,1	33,5	7,3	1,6	0,1	0,1	0,1	0,1	0,1	119,0
Total volume of water recirculation	**MegaLiter**	**74,1**	**2,1**	**33,5**	**7,3**	**1,6**	**0,1**	**0,1**	**0,1**	**0,1**	**0,2**	**119,1**

WATER TYPE
*OTHER WATER (>1,000 mg/L Total Dissolved Solids)
**FRESH WATER (≤1,000 mg/L Total Dissolved Solids)

Waste by type and disposal method

As at 31.12.2024

		Type of waste			Emissions (Scope 3.5) in Co2e (t)
		Hazardous	**Non Hazardous**	**Total quantity**	**CO_2e(t) (Scope 3.5) Emissions in Co2e (t)**
Holopack	**Tons**	**1,93**	**1.123,46**	**1.125,39**	**7,21**
Location Sulzbach	**Tons**	**0,92**	**233,16**	**234,08**	**1,50**
Waste diverted from disposal	**Tons**	**-**	**233,16**	**233,16**	**1,49**
Preparation for reuse	Tons	-	-	-	-
Recycling	Tons	-	233,16	233,16	1,49
Other recovery operations	Tons	-	-	-	-
Waste directed to disposal	**Tons**	**0,92**	**-**	**0,92**	**0,01**
Landfilling	Tons	-	-	-	-
Other disposal operations	Tons	-	-	-	-
Incineration (with energy recovery)	Tons	0,92	-	0,92	0,01
Incineration (without energy recovery)	Tons	-	-	-	-
Location Untergröningen	**Tons**	**1,01**	**890,30**	**891,31**	**5,71**
Waste diverted from disposal	**Tons**	**-**	**430,54**	**430,54**	**2,76**
Preparation for reuse	Tons	-	16,23	16,23	0,10
Recycling	Tons	-	414,31	414,31	2,66
Other recovery operations	Tons	-	-	-	-
Waste directed to disposal	**Tons**	**1,01**	**459,76**	**460,77**	**2,95**
Landfilling	Tons	-	-	-	-
Other disposal operations	Tons	-	-	-	-
Incineration (with energy recovery)	Tons	1,01	459,76	460,77	2,95
Incineration (without energy recovery)	Tons	-	-	-	-

		Hazardous	Non Hazardous	Total quantity	CO_2e(t) (Scope 3.5) Emissions in Co2e (t)
Kocher-Plastik	**Tons**	**86,77**	**785,94**	**872,71**	**5,59**
Locations Sulzbach-Laufen	**Tons**	**86,77**	**773,96**	**860,73**	**5,52**
Waste diverted from disposal	**Tons**	**85,05**	**275,74**	**360,79**	**2,31**
Preparation for reuse	Tons	80,07	64,83	144,90	0,93
Recycling	Tons	4,99	210,90	215,89	1,38
Other recovery operations	Tons	-	-	-	-
Waste directed to disposal	**Tons**	**1,71**	**498,22**	**499,94**	**3,20**
Landfilling	Tonnen	-	-	-	-
Other disposal operations	Tons	1,16	50,21	51,38	0,33
Incineration (with energy recovery)	Tons	0,55	448,01	448,56	2,88
Incineration (without energy recovery)	Tons	-	-	-	-
Location Untergröningen	**Tons**	**-**	**11,98**	**11,98**	**0,08**
Waste diverted from disposal	**Tons**	**-**	**0,02**	**0,02**	**0,00**
Preparation for reuse	Tons	-	0,02	0,02	0,00
Recycling	Tons	-	-	-	-
Other recovery operations	Tons	-	-	-	-
Waste directed to disposal	**Tons**	**-**	**11,96**	**11,96**	**0,08**
Landfilling	Tons	-	-	-	-
Other disposal operations	Tons	-	-	-	-
Incineration (with energy recovery)	Tons	-	1,26	1,26	0,01
Incineration (without energy recovery)	Tons	-	10,70	10,70	0,07

		Hazardous	Non Hazardous	Total quantity	CO_2e(t) (Scope 3.5) Emissions in Co2e (t)
Maropack	**Tons**	**13,34**	**26,00**	**39,34**	**0,25**
Waste diverted from disposal	**Tons**	**-**	**26,00**	**26,00**	**0,17**
Preparation for reuse	Tons	-	-	-	-
Recycling	Tons	-	26,00	26,00	0,17
Other recovery operations	Tons	-	-	-	-
Waste directed to disposal	**Tons**	**13,34**	**-**	**13,34**	**0,09**
Landfilling	Tons	-	-	-	-
Other disposal operations	Tons	13,34	-	13,34	0,09
Incineration (with energy recovery)	Tons	-	-	-	-
Incineration (without energy recovery)	Tons	-	-	-	-

		Hazardous	Non Hazardous	Total quantity	CO_2e(t) (Scope 3.5) Emissions in Co2e (t)
ROM India	**Tons**	**0,13**	**64,85**	**64,98**	**0,42**
Waste diverted from disposal	**Tons**	**0,13**	**64,85**	**64,98**	**0,42**
Preparation for reuse	Tons	0,13	-	0,13	0,00
Recycling	Tons	-	64,85	64,85	0,42
Other recovery operations	Tonnen	-	-	-	-
Waste diverted to disposal	**Tonnen**	**-**	**-**	**-**	**-**
Landfilling	Tons	-	-	-	-
Other disposal operations	Tonnen	-	-	-	-
Incineration (with energy recovery)	Tons	-	-	-	-
Incineration (without energy recovery)	Tons	-	-	-	-

		Hazardous	Non Hazardous	Total quantity	CO_2e(t) (Scope 3.5) Emissions in Co2e (t)
Thermopack	**Tons**	**-**	**79,45**	**79,45**	**0,85**
Waste diverted from disposal	**Tons**	**-**	**27,23**	**27,23**	**0,17**
Preparation for reuse	Tons	-	-	-	-
Recycling	Tons	-	27,23	27,23	0,17
Other recovery operations	Tons	-	-	-	-
Waste directed to disposal	**Tons**	**-**	**52,22**	**52,22**	**0,67**
Landfilling	Tonnen	-	0,66	0,66	0,34
Other disposal operations	Tons	-	-	-	-
Incineration (with energy recovery)	Tons	-	51,56	51,56	0,33
Incineration (without energy recovery)	Tons	-	-	-	0

		Hazardous	Non Hazardous	Total quantity	CO_2e(t) (Scope 3.5) Emissions in Co2e (t)
Maroplastic	**Tons**	**5,54**	**77,72**	**83,26**	**0,78**
Waste diverted from disposal	**Tonnen**	**5,54**	**58,00**	**63,54**	**0,41**
Preparation for reuse	Tonnen	-	-	-	-
Recycling	Tons	5,54	58,00	63,54	0,41
Other recovery operations	Tons	-	-	-	-
Waste directed to disposal	**Tons**	**-**	**19,72**	**19,72**	**0,37**
Landfilling	Tons	-	0,47	0,47	0,25
Other disposal operations	Tons	-	-	-	-
Incineration (with energy recovery)	Tons	-	19,25	19,25	0,12
Incineration (without energy recovery)	Tons	-	-	-	-

Scope 3 Emissions

Category	Name	Unit	Holopack	Maropack	Kocherplastik	Maroplastic	Thermopack
1	Purchased goods and services	Co2e (t)	15.895	2.214	30.875	7.039	3.676
2	Capital goods	Co2e (t)	553	168	3.450	378	6
3	Fuel and energy-related emissions	Co2e (t)	1.501	21	414	6	78
4	Upstream transportation and distribution	Co2e (t)	298	25	516	110	12
5	Operational waste	Co2e (t)	7	0	6	1	1
6	Business travel	Co2e (t)	144	5	707	49	2
7	Commuting by employees	Co2e (t)	1.170	144	1.137	191	60
8	Rented or leased property, plant and equipment	Co2e (t)	n.a.	n.a.	n.a.	n.a.	n.a.
Total upstream emissions		**Co2e (t)**	**19.568**	**2.577**	**37.104**	**7.774**	**3.835**
9	Transportation and distribution (downstream)	Co2e (t)		23	2.322	184	
10	Processing of the products sold	Co2e (t)	-	-	-	-	596
11	Use of the products sold	Co2e (t)	-	-	35.281	12.566	-
12	End-of-life management of sold products	Co2e (t)	327	14	78	7	6
13	Property, plant and equipment leased or rented out	Co2e (t)	n.a.	n.a.	n.a.	n.a.	n.a.
14	Franchise	Co2e (t)	n.a.	n.a.	n.a.	n.a.	n.a.
15	Investments	Co2e (t)	497	85	3.834	48	9
Total downstream emissions		**Co2e (t)**	**824**	**122**	**41.515**	**12.805**	**611**
Total emissions Scope 3		**Co2e (t)**	**20.392**	**2.699**	**78.619**	**20.579**	**4.446**

ABOUT THIS REPORT

7.1 SYSTEM BOUNDARIES

The information in this sustainability report relates to the reporting period from January 1 to December 31, 2024 and covers all companies in the Rommelag Group. Rommelag has been preparing a Group-wide sustainability report every year since 2019.

The Rommelag Group's sustainability report contains data on all Rommelag companies, both in aggregated form and broken down by individual company. Key figures in the area of ecology were reported for the production sites, as the office locations have no significant impact on the overall emissions balance (<2%).
The emissions balance sheet includes all employees and companies of the Rommelag Group ("Organization Boundary") with the exception of Rommelag ETL GmbH, as this company only joined the Group in the reporting year and no reliable data was yet available in the area of ecology.

In this way, we strive for uniform and transparent reporting of our economic, environmental and social activities.

7.2 REPORTING METHODS AND APPROACHES

The Rommelag Group's Sustainability Report was prepared in accordance with the guidelines of the internationally established Global Reporting Initiative (GRI) standard, although no claim is made to completeness or full compliance. Rommelag's Sustainability Report was reviewed and approved by the Executive Board. An external audit of the report was not carried out.
The selection of reported topics is based on a systematic double materiality analysis involving relevant stakeholders. The report contains disclosures in accordance with the GRI Universal Standards as well as topic-specific standards corresponding to the material topics identified. The GRI content index at the end of the report shows the respective allocation of the standards to the corresponding report content.

Fundamentals of greenhouse gas accounting
The Greenhouse Gas Protocol (GHG) is the internationally recognized standard for the accounting of greenhouse gas emissions by companies. It was developed by the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD). The GHG defines the basic principles of relevance, completeness, consistency, transparency and accuracy and is based on the principles of financial accounting.
The Greenhouse Gas Protocol also defines rules for the organizational delimitation of a greenhouse gas balance and for operational delimitation. The classification of emissions into three so-called "scopes" is particularly relevant here: While Scope 1 includes all emissions generated directly by the company itself through combustion in its own facilities, Scope 2 includes emissions associated with purchased energy (e.g. electricity, district heating). Scope 3, in turn, includes emissions from services provided by third parties and purchased inputs. When calculating emissions, the quantities of greenhouse gases produced are determined. The Kyoto Protocol lists six greenhouse gases: carbon dioxide (CO2), methane (CH4) and nitrous oxide (N20) as well as fluorinated greenhouse gases (F-gases), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF6). Since 2015, nitrogen trifluoride (NF3) must also be included. To reduce complexity, the effects of the 7 gases are converted into CO2 equivalents or CO2e depending on their harmful climate impact.
The result of the emissions balance is therefore not to be understood as a direct carbon dioxide emission, but as a conversion into comparative values based on the most important anthropogenic greenhouse gas, carbon dioxide. Unless otherwise indicated, the emission factors are taken from the data basis for emission inventories from DEFRA (Department for Environment, Food and Rural Affairs), the GEMIS database, the ecoinvent database, information from the German Environment Agency (UBA), the IPCC (Intergovernmental Panel on Climate Change), the International Energy Agency (IEA) and the Association of Issuing Bodies (AIB).

The carbon footprint is a measure of the amount of greenhouse gases (measured in CO_2 equivalents) produced directly and indirectly by an activity of an individual, a company, an organization or a product. It includes the resulting emissions from raw materials, production, transportation, trade, use, recycling and disposal. The basic idea of the CO2 footprint or carbon footprint is therefore to create a basis on which influences on the climate can be measured, evaluated and compared. This makes it possible to identify necessary reduction potentials, develop measures and evaluate their effectiveness.

How was the amount of CO2 emissions calculated for the Rommelag Group?
The carbon footprint was calculated using the official guidelines of the Greenhouse Gas Protocol, taking into account emission factors from our suppliers where available ("market-based approach"). The carbon footprint includes all employees and companies of the Rommelag Group ("Organizational Boundary").
In the comprehensive calculation of emissions in Scope 3 along the 15 emission categories, emission factors were obtained from representative suppliers and industry-specific factors were used for different groups of goods and services. The data bases for emission factors are DEFRA (Department for Environment, Food and Rural Affairs) and www.carbonfootprint.org as well as hotelfootprints.org

7.3 ESG DATA SYSTEMS

A central IT system for the automated and standardized calculation of CO2 emissions was implemented in the reporting year. The system and the calculation models are certified in accordance with ISO 14064 and ISO 27001 and enable a Group-wide audit of all data.

7.4 CHANGES COMPARED TO THE PREVIOUS YEAR

In the 2024 reporting year, we were able to improve data quality and the calculation models in the Scope 3 categories. Compared to previous years, data on upstream and downstream logistics was now also recorded and a basis for calculating emissions during the use phase and end-of-life phase was created.

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