

Ecological. Social.
Economical.
On the way.

Sustainability Report

22/23




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**Good
to
know**

The background is a solid dark blue color. In the lower-left quadrant, there is a faint, semi-transparent image of a hand holding a pen, positioned as if about to write on a document. The image is out of focus and has a low opacity, serving as a subtle visual element behind the main text.

You have the MULTIVAC Sustainability Report 2022/2023 in front of you. It is the second which we are publishing – and the first, in which we are being guided by the Sustainability Reporting Standards of the Global Reporting Initiative (GRI). This report does not however cover all of the GRI indicators, but only those that are crucial themes for MULTIVAC.

This Sustainability Report comprises all the German sites – in other words the following companies:

MULTIVAC Sepp Haggenmüller SE & Co. KG

MULTIVAC Deutschland GmbH & Co. KG

MULTIVAC Marking & Inspection GmbH & Co. KG

MULTIVAC Resale & Service GmbH

TVI Entwicklung & Produktion GmbH

FRITSCH Bakery Technologies GmbH & Co. KG

We are reporting on the year 2022, but the report also takes data from 2023 into account, if this is currently available. The report has an annual cycle.

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

Contact person:

Laura Theim

Project Manager Sustainability

Corporate Strategy



As a prelude

Dear readers,

Why do we at MULTIVAC attach such importance to sustainability?

The simple answer: Because it is crucial. The longer answer: Because sustainability is for us not only a keyword, but also a basic value. Sustainability is the basis of our commercial activity. We are very aware of the responsibilities, which we have towards people and our environment. Sustainability is therefore part of our strategy, and a theme that cuts across all areas of our company. And not just since yesterday. Sustainability has been an everyday practice at MULTIVAC for a long time.

The really comprehensive answer is given here in this report. It conveys an impression of our commitment to a more sustainable future.

What does that mean in concrete terms? As a family-owned company, we place great importance on sustainable and environmentally-friendly business activity. Only in this way can MULTIVAC remain successful over the long term! For this reason it is in our own interest to always have profitable growth in perfect harmony with the ecological and social aspects.

We are very conscious of the fact that the world in which we live is facing special challenges: Climate change, shortage of resources and social inequality require urgent action. As an internationally leading company in our sector, we make a major contribution to this effort, and we see it as our duty to lead the way.

It is important to us, not only to look backwards in this report, but also to highlight prospects for the future. In other words, to show everything that we do to minimise our ecological footprint and that of our products, as well as reduce their impact on the environment. This includes measures to increase the energy efficiency of our machines, as well as the use of renewable energy and the optimisation of our supply

chains. And it also includes the reduction in packaging materials, as well as an increase in their recyclability.

As a globally operating company, we want to be a trustworthy employer for our more than 7,000 staff, and one that stands for a fair and secure employment environment worldwide over the long term. This means that we promote cultural diversity, equal rights and inclusion for our staff members, as well as opportunities for participation and further education. At the same time we are, and will remain, rooted as a company in the Allgäu region, and we are very involved in the local environment, by supporting for example initiatives and projects that benefit the community in our immediate area.

Sustainability is a continuous process, which demands constant effort and new solutions. As the MULTIVAC Group, we are continually working as one to improve our processes, as well as harness innovative solutions to set new trends, which have a positive impact on the environment. Whether this be greater use of the closed loop economy in packaging, or reinforcing the awareness of the benefits and importance of sensible packaging concepts. As part of the international campaign "50 Sustainability and Climate Leaders", we pledge ourselves to the sustainability aims of the United Nations.

This report can be seen as the prelude to a dialogue – with you. Dear readers, we invite you to discuss your views with us. Only by acting together can we make a difference.

Sustainable business activity is not just a question of responsibility, it is above all an opportunity. Let us use this opportunity together, since our business activity today has a direct influence on the world of tomorrow.

In this context we are already operating in a way, which is ecologically restorative, socially just and economically promoting.

Take us at our word.


Christian Traumann


Bernd Höpner


Dr Christian Lau


Dr Tobias Richter

We at MULTIVAC

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







7,000
Staff members

80 subsidiaries
in 165 countries worldwide

14 international
production sites

The Group and its Subsidiaries

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

Efficient, resource-saving, and conscious of our responsibilities

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

We are close to our customers worldwide

Currently with around 7,000 employees in more than 80 subsidiaries worldwide, MULTIVAC has a presence in 165 countries. That means closeness to our customers – for maximum customer satisfaction. From the first idea right through to after-sales service.

The reporting companies

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



MULTIVAC

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

Supplier of packaging technology, automation solutions and packaging materials

MULTIVAC**Deutschland GmbH & Co. KG (MUDE)**

Sales and service company

MULTIVAC**Marking & Inspection GmbH & Co. KG (MUMI)**

Supplier of labelling, marking and inspection systems

MULTIVAC**Resale & Service GmbH (MURE)**

Supplier of OEM-reconditioned machines

TVI**Entwicklung & Produktion GmbH (TVI)**

Supplier of meat processing and portioning equipment

FRITSCH**Bakery Technologies GmbH & Co. KG (FRITSCH)**

Supplier of bakery equipment and dough processing technology

Where we come from – and whom we take with us

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

TVI – The perfect addition

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

FRITSCH – The passion for dough

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



**The Company
Management
that makes us
stronger**



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

A clear structure

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

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

Christian Traumann,

Group President and Spokesman for the Management Board

Bernd Höpner,

Chief Technical Officer

Dr Christian Lau,

Chief Operating Officer

Dr. Tobias Richter,

Chief Sales Officer

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

With an eye for the whole view

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

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



Ident

“MULTIVAC is characterised by its unique identity, which is shaped by our roots in the Allgäu, the pioneering spirit of our fathers, and by the diversity of an international company. It is the cornerstone of our success.

Our name has stood for stability and continuity for more than 60 years. As a family-owned company, we will continue in future to conduct our business successfully over the long term, as well as making a positive contribution to society and the environment.”



Petra Treppesch

Chairperson of the Supervisory Board in 2023

tiity

**The values,
on which we build**

Respect

Responsible

Excellence

Crucial for our success

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

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

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

Defining for our self-conception

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

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

Fair in our behaviour

Our MULTIVAC Code of Conduct and our internal Compliance Directive make clear to all stakeholders the important basic principles of the company, as well as the legal framework and the company's own internal regulations. This strengthens our

ctful

e Collaborative

ce Engaged

company culture and promotes ethical behaviour – both with each other and towards the environment. This enables us to keep the company free from misconduct due to ignorance or negligence. Our Code of Conduct defines the basic principles of MULTIVAC's business activity, and we require all our staff members worldwide to comply with this code of behaviour. The regulatory content applies to all subsidiaries and other business units within the Group.

Transparent for all

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

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

Sustainability Management that takes us forward

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

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

The purpose we are pursuing

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

The vision that guides us

To be the preferred partner for all those, who are looking for sustainable solutions to process and pack products of all types. Our innovative solutions should generate added value for our customers, as well as contributing to the sustainable success of their companies and brands along the entire value chain.

The mission that drives us

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

Our formative understanding of sustainability

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



**Ecologically
restorative**

**Socially
just**

**Economically
promoting**

The strategic approach that we adopt

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

Our focus is primarily on four specific areas of action, where we have the greatest possible influence.

Social Engagement

Promotion and maintenance of social justice

Infrastructure

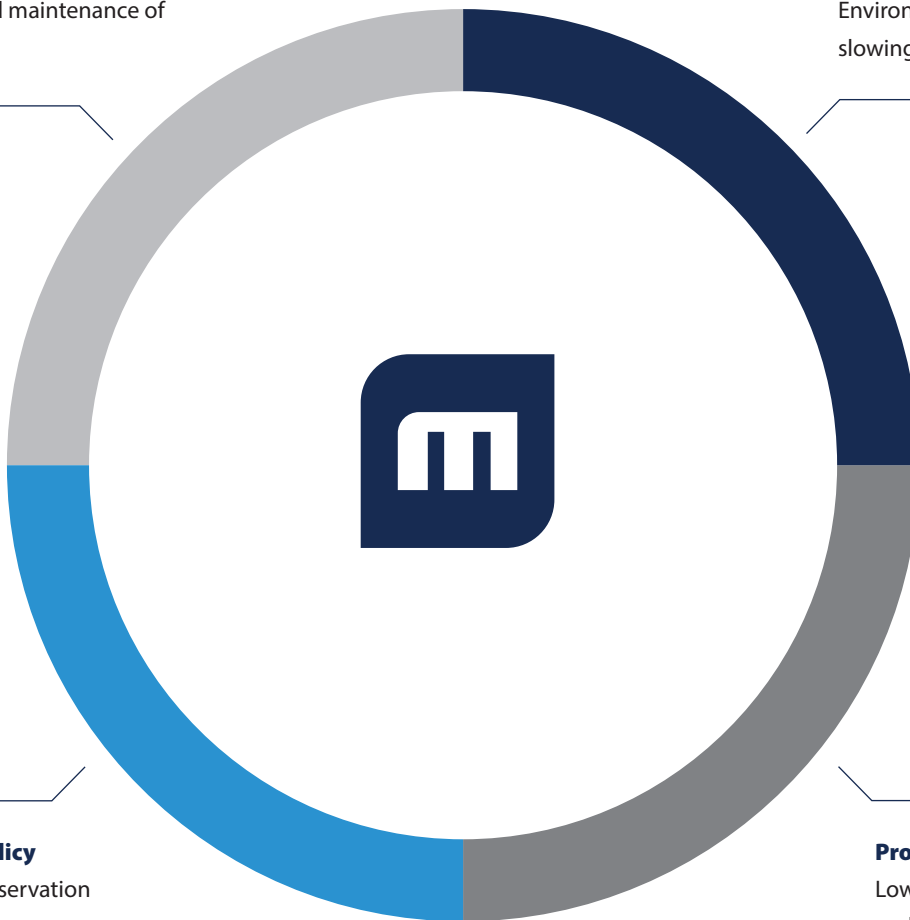
Environmental protection and slowing of climate change

Corporate policy

Long-term preservation of the company

Products

Low use of resources and materials





"Sustainability plays a crucial role at MULTIVAC in all areas of the company – from the very start. We on the Management Board will continue to ensure that it remains an integral part of our company culture. Since only in this way, can we be successful over the long term."

Christian Traumann

Group President and
Spokesman for the Management Board

Living sustainability

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

Steering cooperation

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

Exercising our responsibilities

We delegate the responsibility for all these aspects of sustainability to the particular managers involved. We also appoint officers responsible for areas such as compliance and fire prevention. These persons have complete power to act within their specific area of responsibility.

Our sustainability performance has been recognized - several times

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

Certified by EcoVadis

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

Honoured by "Umwelt- und Klimapakt Bayern"

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

Part of an international initiative

And last but not least: In 2020 we were chosen, as the only supplier of packaging solutions, to be in the circle of the **50 Sustainability & Climate Leaders**. The initiative by Bloomberg and the United Nations has the aim of highlighting the pioneering contributions of leading companies in achieving the ambitious UN climate targets, and thereby promoting greater commitment by companies in many other markets. We think that this is an outstanding recognition. We are delighted and very proud to be part of this select circle. Above all else, it is an incentive to go even further along this path.

An approach that involves everyone – our stakeholders

No person is an island. And that certainly applies to companies. Sustainability can not be considered in isolation. For that reason we involve all our stakeholders. By 2021 we had already analysed, who belonged to this group, and we categorised the stakeholders identified on the basis of their direct and indirect degree of influence. We are continually updating this analysis of stakeholders. Among these are:

End consumers

Retailers

Customers

Competitors

Politicians

Regulators and legislators

Suppliers and strategic partners

Company owners/partners

Staff members

Job applicants and future professionals

Trade associations

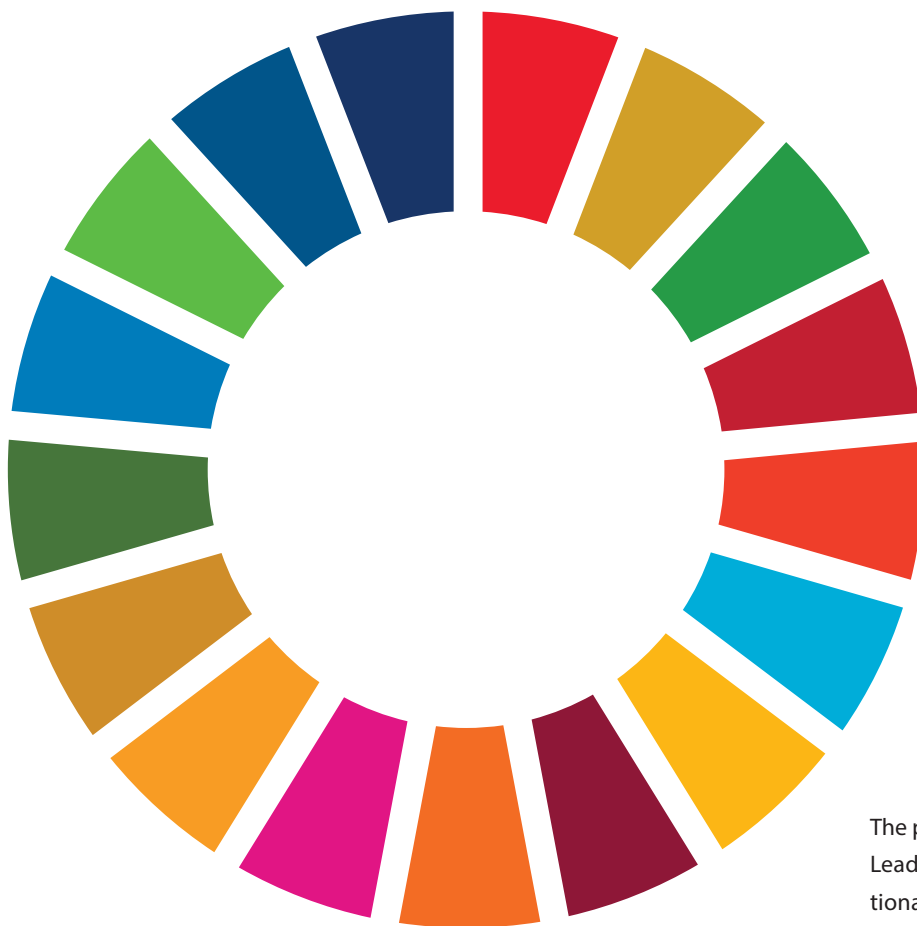
Media & press

Educational institutes

Authorities

Society/local communities

50 Sustainability & Climate Leaders



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

“Our commitment to sustainability opens new paths to innovative products, which not only benefit our customers, but also have a positive influence on society and the environment. This holistic approach makes a significant contribution to creating long-term added value for all stakeholders, and it consolidates our common vision of the future development of the MULTIVAC Group that is both successful and conscious of its responsibilities.”

Dr. Tobias Richter

Chief Sales Officer

Ecological and social responsibility

Leading the discussion

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

Including all those involved

We have very intensive discussions with all our MULTIVAC customers. Thanks to the large number of our international sales and service companies, we can offer them a local network worldwide. Both global and local. This promotes the exchange of ideas in all areas, whether it be (in-house) trade fairs, personal visits or through product training courses. This also involves including **customers** in the early stages of designing solutions, which meet their individual needs. In all such cases sustainability plays a critical role, since our primary concern is to develop more efficient and more ecologically effective solutions, which

comply with local demands and statutory requirements. When discussing this with customers, we present them what is possible, and receive information about how we should tailor the solution. It is feedback of this type that promotes innovation.

Creating the perfect environment

Everything that we have achieved is due to the people, who work for us and make success possible. It is that, which makes our **staff members** the most valuable asset for MULTIVAC. We are constantly working to create the ideal working environment for them. And for us this includes an open communication culture, as well as the involvement of our staff in decisions and developments. This has a very high priority for us in the way, in which our Sustainability Management is developed. In order to ensure that this communication is maintained, we have implemented among other things a regulated Shopfloor Management system. This includes holding regular meetings between managers and staff, periodic works assemblies, as well as internal platforms for exchanging information.



Thinking outside the box

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

Initiating research projects – and driving them forward

Close cooperation with universities such as the "Fachhochschule Kempten" and "Fachhochschule Neu-Ulm" provides an opportunity to recruit **potential new specialists from educational institutes**. By participating in joint research projects, we are able to drive forward the development of many different innovations. We use the latest research knowledge to combine theory and practice. This provides valuable contributions, from which both sides benefit – and not least the environment and society.

Taking people with us – in the community

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

Setting the focus – Analysing what is fundamental

What exactly is fundamental to Sustainability Management?

The question is by no means trivial. It is crucial to all, who strive to counteract developments that are undesirable, while trying to optimise all that is good. In 2021 we conducted a materiality analysis in terms of sustainability, and we have continued to update this ever since. The parameters of "Importance for stakeholders" and "Importance for MULTIVAC" were used to determine the materiality of the individu-

al themes. The relevant aspects were identified by means of interviews and surveys. The input was supplied by precisely those internal and external groups of stakeholders, whom we had defined as significant in our stakeholder analysis.

A look at the entire value chain

As part of the materiality analysis, we put our entire value chain under the microscope. The following ecological, social and economic themes have particular relevance for us at MULTIVAC:

Ecological

- Waste and efficiency of resources
- Energy
- Emissions
- Sustainable procurement
- Recyclability of products

Social

- Fair working conditions and equality
- Common good and health protection
- Personal development

Economic

- Ethical business practices
- Innovation
- Digitalisation
- Procurement security
- Product protection and quality

The management of the material themes

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

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

Safeguarding the basics of life

Nobody can ignore the worldwide ecological developments, such as global warming, the resulting crises and the increasing shortage of resources. We certainly don't. These developments are having a significant effect on our business activity, since they will also define the future of our company. For us at MULTIVAC this means that we must do everything possible within our power to protect the basics of life and minimise the negative effects on the environment. One step towards countering these negative effects is our focus on generating our own energy. Another step is to continually increase the proportion of recyclable products – for example, by developing innovative recyclable packaging materials.

Protecting health

We are also very conscious of social themes. These include for example demographic change, which is becoming visible in the shortage of technical specialists. And these also include factors such as political instability or the increase in health risks for our fellow human beings – among these are the risks caused by climate change. All these are challenges, which we at MULTIVAC must confront. And that is what we are doing: As a company, we counter these negative effects through sustainable management of human resources, as well as by means of a continuous exchange of information within the industry. We also promote the well-being of our staff through an effective Health Management system within the company. And another contribution that we make should not be under-

estimated – in this case on the social level: Health protection through securely packaged products, such as for example food and medical or pharmaceutical items, which benefit all consumer groups thanks to a longer shelf life and hygienic packaging. Because that too is about sustainability.

Mastering challenges

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



2

A question of corporate policy

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



The Common Ground



What distinguishes us as an employer

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

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

The Individual

The person. The common ground. The enthusiasm. Our value statement is our daily guideline when working with colleagues and customers.



The Enthusiasm

The common bedrock
The person
The enthusiastic approach
Our success

We succeeded.

The staff structure at MULTIVAC

(End of year 2022 including apprentices/dual students, figures rounded)

Core workforce approx.:



Unlimited time period:

92 %

of which 18 % women



Limited time period:

essentially training posts

7 %

of which 25 % women



Full-time:

87 %

of which 14 % women



Part-time:


13 %

of which 52 % women

Staff members, who are not permanent employees:

(essentially temporary workers):

2 % (end of year 2022)



Our strength – our diversity

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

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

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

Fair pay

The MULTIVAC staff members at the Wolfertschwenden site have an internal company-based wage contract or a non-tariff contract. Employees of contractual partners, such as for example temporary workers, are paid in accordance with the applicable tariff agreements for the employment agency/contractual partner

Staff structure 2022

New entry quota:

11 %

Of which the proportion of women:

26 %
(AN)

Fluctuation quota:

6 %

Proportion on parental leave:

8 %

(=270 staff members)

Proportion at end of parental leave:

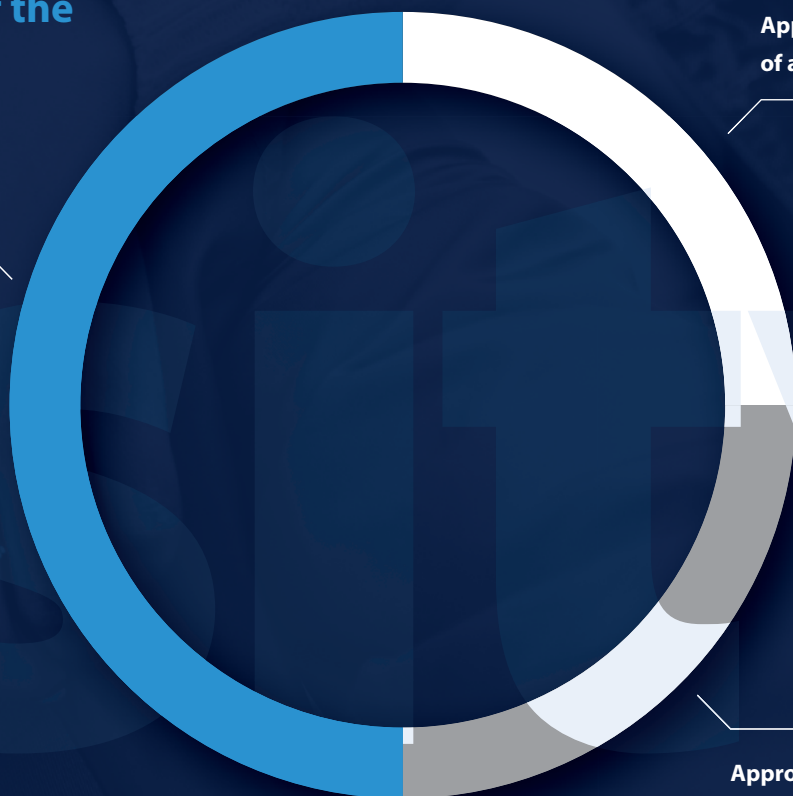
7 %

(=240 staff members)

Age structure of the employees:

Employees at end of 2022:

Approx. 50 % between
30 – 50 years of age



Approx. 25 % <30 years
of age

Approx. 25 % from 50
years of age



multiCARE

Equal opportunities, for which we stand

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

It is for this reason that we founded the holistic **multiCARE** staff program in 2016. This program supports our staff members in many of life's situations. It contributes to increasing their well-being and quality of life, as well as reducing stress as much as possible both inside and outside the company. multiCARE focuses in a targeted way on the three areas of Health – Family – Pension provision. Good to know: multiCARE is not a static program. multiCARE moves with the times and is being continuously developed: For example, from 2024 onwards a new "Future" component is being added, which concentrates on sustainability aspects in particular.

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

multiCARE Health

multiCARE Health combines all the measures of our company health management system. Here we focus on all the areas, which affect the physical and mental well-being of our staff members. Our top priority is to maintain, strengthen or, if necessary, restore the well-being of our staff members. Ultimately the success and future capacity of our company also depend on this. In concrete terms, we concentrate on the following areas:

- Creation of a health-conscious culture within the company
- Company medical provision
- Company rehabilitation management (BEM)

Everything that serves the cause of health

Thanks to continuous monitoring of the work incapacity figures, we always have an eye on when action is needed or likely to arise. Thanks to state-of-the-art assessment tools, our HR colleagues can evaluate the data, identify the causes and derive the required measures. One example of this is rehabilitation back into the company. Here it is a question of identifying new cases in good time and introducing a result-focused process. This can be achieved through standardised and transparent processes, in which all those involved in rehabilitation – our company doctors, Works Council, the relevant managers and the Operational Safety department – work in close contact with each other.

multiCARE Family

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

... Those about to be parents:

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

... Parents of small children:

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

... Parents of schoolchildren and young adults:

- Science Lab holiday care
- Job application training for children of staff members
- Presentations for parents and children, such as "Strong without brawn"

... Nursing care for relatives:

- Information events about care and dementia
- Individual counselling sessions

... Families in crisis situations:

- Cooperation with the Psychosomatic Clinic in Bad Grönenbach (for more information, see page 48 "Psychological support")

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

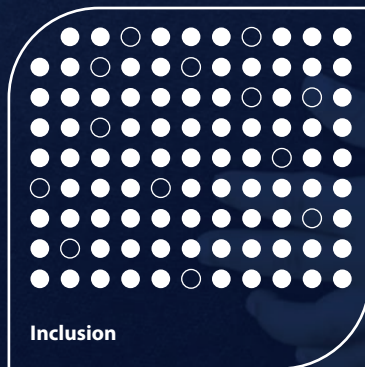
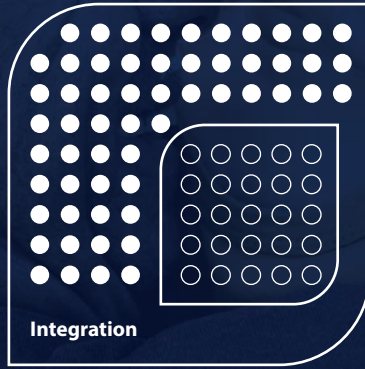
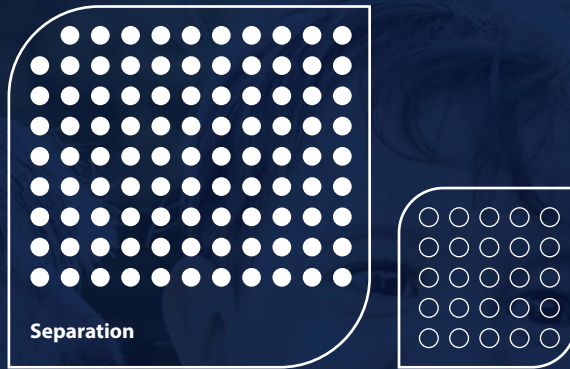
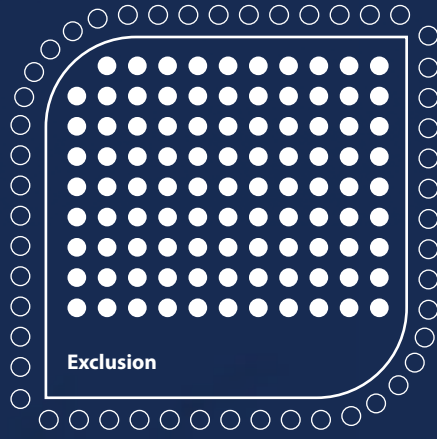
multiCARE Pension provision

With **multiCARE Pension provision** a pension is even more secure. In addition to the basic statutory payments, multiCARE Pension provision offers an occupational old age pension, as well as a lifetime account and the creation of assets, which support staff members in securing their financial future.

Everything that the future brings

The company's internal Inclusion Management system sets itself the objective of creating a working environment, which rests on the collaboration, commitment and appreciation of all colleagues in the company. Simply because severely disabled staff members or colleagues in a similar position have the right to be treated on equal terms with all others. Under the motto of "Inclusion instead of integration", we design the structures and processes for this within the company.







“Even at MULTIVAC we are facing the challenges of demographic change and the associated shortage of technical specialists, as well as the trend towards more academic education in many areas: We are countering this with a major expansion of dual occupational and academic training for future professionals, together with a wide program of further education and training, and naturally of course with an extension of our recruitment channels and personnel marketing measures.”

Monika Hannon

Vice President
Human Resources Germany

Qualifications, from which all benefit

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

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

Internal further education – our training programs

Our internal further education program offers a wide range of training opportunities. Some for everybody, others targeted on certain professional groups and levels of experience. Ultimately they are all for the benefit of our entire workforce.

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

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

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

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

A wide range of further education courses are one thing, modern learning platforms are another: MULTIVAC offers its staff both, since there many different learning formats available – from micro training courses to learning apps, from webinars to online courses and workshops over several days. Anyone wishing to learn and get on will find the best opportunities with us.

Professional advanced training – for higher qualifications

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

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

We build on the talents of our own future professionals. It is precisely for this reason that we place great value on systematic dual training and study. In 2022 a total of 146 apprentices and 36 dual students decided on this career step at MULTIVAC. We cooperate with several partner universities, which offer various Bachelor courses (Arts, Engineering, Science) as well as Masters courses in flexible study models. Both sides profit: we as the company benefit from a qualified labour force, and our future professionals enjoy a high-quality training, which opens up excellent development prospects for them over the long term. With us at MULTIVAC.

Distribution of the apprentices at various sites:

Company	Number of persons
MUWO	113
MUMI	6
MURE	3
TVI	2
FRITSCH	22

Distribution of the dual students at various sites:

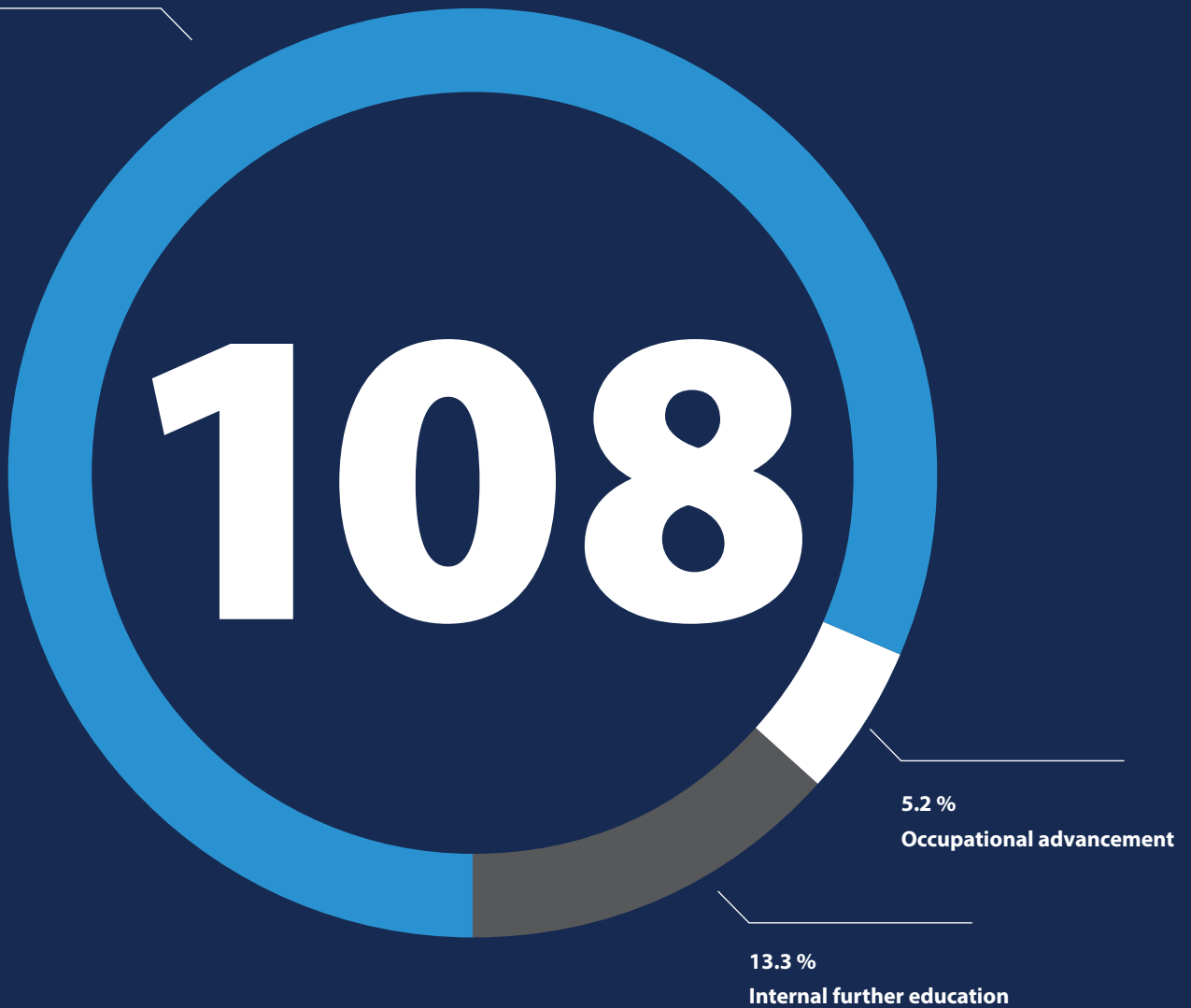
Company	Number of persons
MUWO	31
FRITSCH	5

Average number of hours per staff member in 2022

In total MULTIVAC expended an average of 108 hours on training and further education per staff member. The total hours (incl. training) are divided as follows:

81.5 %

Dual training



Performance and career development assessment – Staff performance reviews

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

How we organise Operational Safety and Health Protection

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

Worker Protection Management (at MUWO) that benefits all

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

Defined worker protection objectives

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

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

MUWO

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

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

MUDE

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

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

MURE, MUMI, TVI, FRITSCH

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

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

Safety – across all sites

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

Risk Management that protects us

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

We keep an eye on everything

A hazard can arise from the following:

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

Whether outpatient treatment or hospitalisation

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

Our international Emergency Reporting System (ERS) is one of the measures used to report dangerous situations and near-misses. This system is currently being developed as an app. Rollout is in 2023.

Safeguarding health at the workplace

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



“Countering risks and dangers appropriately is the basic requirement of benevolence and economic sense.”

Robert Höge

Vice President

Corporate Quality Management

Pre-empting and preventing

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

Taking the appropriate measures

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

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

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

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

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

Training on operational safety

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

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

Repeat instruction is provided:

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

For staff members and all who work with us

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

available for this purpose. The outside company receives a copy of the document. The original document remains with the commissioning MULTIVAC staff member, who archives it.

Health programs – for body and soul

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

MUWO and MUDE offer all the measures and programs available, while MUMI, TVI, FRITSCH and MURE offer a selection of these.

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

Psychological support

Psychological support is an important part of Corporate Health Management. Thanks to our concept of a Crisis Clinic, which we have developed with the Psychosomatic Clinic in Bad Grönenbach, those affected are able to receive professional help very quickly. One call is enough, and staff members get the support they need within a maximum of ten days. And all this free of charge to staff members – and of course without the knowledge of the employer!

Holistic and focused on all aspects of life

These measures are anchored in our holistic multiCARE Health program for staff members, which is focused on all aspects of life (see page 38-40: "What distinguishes us as an employer").

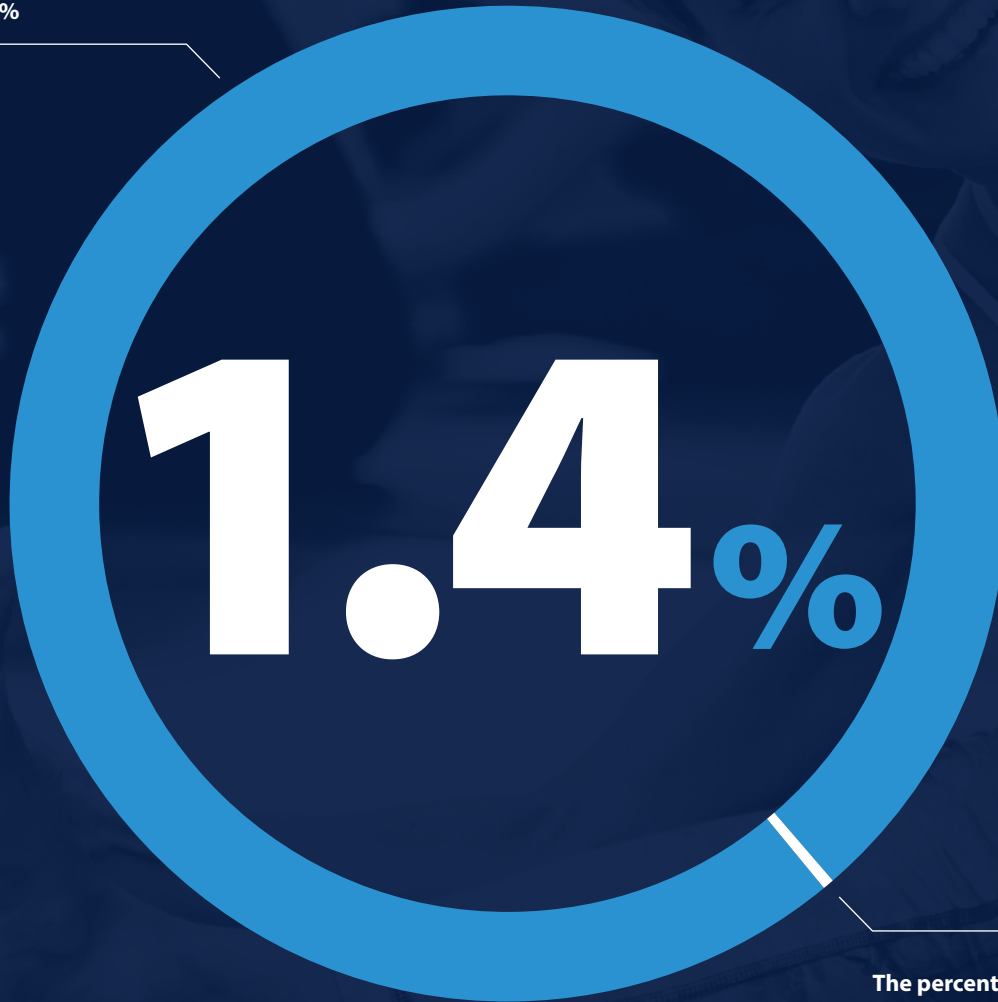
The focus was on the subject of mental health in the reporting year 2022.

On offer were:

- A wide range of online sport courses for yoga, pilates, back fitness and body workout,
- Seminars on subjects such as Stress Management and Giving up smoking,
- Health days/weeks on various topics such as "Sleep and shift work", "Healthy eating and stress", or "Bowel cancer prevention", as well as healthy foods (multiFIT menu in our own canteen), ergonomics at the workplace, flu and corona vaccination, and advice on health insurance.

Work-related injuries and illnesses

The percentage of the workforce, which was not affected in 2022 by work injuries including work-related illnesses: 98.6 %



The percentage of the workforce, which was affected in 2022 by work injuries including work-related illnesses: 1.4 %

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

Why Compliance is crucial

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

This declaration of basic principles applies to all MULTIVAC subsidiaries, and therefore by extension to all our associated companies.



Committed, reliable and responsible

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

Our declaration of basic principles incorporates our commitment, our standards, guidelines and directives, as well as our measures for effective management of risk, and our expectations of staff members and business partners.

*“Business dealings
based on compliance
do not go without
saying, but they are
self-explanatory for
our business activity at
MULTIVAC.”*

Alexander Hauschke

Executive Vice President
Corporate Strategy



Reporting infringements: This is how.

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

Every complaint matters

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

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

Short lines of communication for reporting

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

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

Other reporting methods for staff members:

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

Corruption – we don't tolerate it

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

In the reporting year 2022 we trained around 3,500 staff members of the MULTIVAC Group on the subject of "Money laundering", and 86 MULTIVAC companies (of which 18 were subsidiaries) were assessed for possible risk of corruption.

Taxes – a contribution to the country's economic development

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

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

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

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



The demands that we place on our supply chain

For the MULTIVAC Group its suppliers are an important factor in its success and growth. The seamless integration into the value chain ensures that MULTIVAC and its suppliers, service providers and business partners enjoy efficient and sustainable cooperation for the benefit of all parties. Detailed below are our framework conditions, quality requirements and basic principles of procurement.

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



Customer satisfaction

Quality, function, delivery time, and costs



Long-term

supplier relationships

Open and long-term cooperation as equals



Fairness and transparency

Objective and accountable decisions



Responsibility for quality

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



Internationality and markets

Global purchasing and supplier strategy with resilient supply chains



Process orientation

and digitalisation

Continuous improvement of processes and structures



Sustainability and environmental awareness

Prevention, reduction, sustainable sourcing, offsetting



Staff members and

organisation

Global training courses, events, further development, personal interaction

Qualifying suppliers

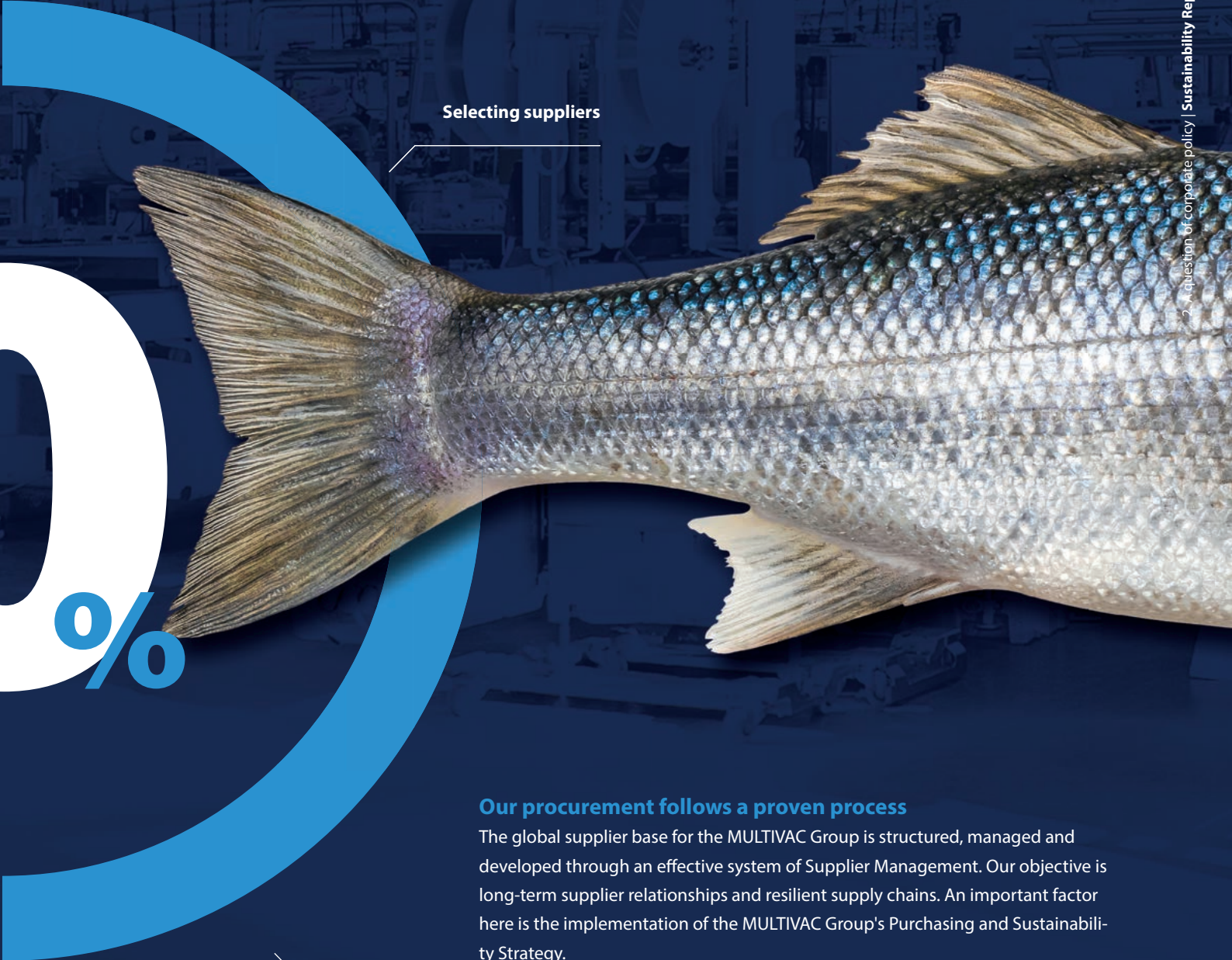
Identifying suppliers

Developing suppliers

Sorting suppliers

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

80



Selecting suppliers

Our procurement follows a proven process

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

Evaluating suppliers

Identifying, selecting, assessing, developing

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

Short paths – also in procurement

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

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



Important to know

In the reporting year 2022 there were no particular occurrences, which raised social concerns or environmental questions in our supplier audits.

Sustainable system of Supplier Management – begins before the factory gates

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

Supplier assessment by means of ecological and social criteria

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

These include the following basic questions:

Ecological questions

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

Social questions

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

Supplier assessment by means of ecological and social criteria

Trust is good – monitoring is better

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

New suppliers have to sign the Supplier Compliance Guidelines, the results of which are documented in our risk assessment tool. We are striving in the medium term towards 100% compliance.

Being planned: The monitoring of the following criteria:

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

How we manage negative social and ecological effects

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

Our Code of Conduct is binding

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

A dynamic process of continual improvement

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

3



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

Strong in infra- structure

Because our climate deserves protection

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

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

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

Our objective: Climate neutrality

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

MULTIVAC is setting itself the objective of becoming climate-neutral in the medium term. We are working every day towards this target, so that we can completely eliminate negative effects on the environment. Regular measuring, status reports and clear communication are imperative for our efforts on climate protection

MULTIVAC is setting
itself the objective
of becoming climate-neutral in the
medium term.

Our CO₂ footprint – is becoming ever smaller

It has been established on the basis of our CO₂ calculations that the direct emissions by MULTIVAC from its Wolfertschwenden site make up the smallest proportion. The biggest challenge lies in reducing the indirect emissions throughout the value chain. These can however only be influenced indirectly. These include emissions, which arise from outsourced transport, as well as bought-in goods or services.

We are collecting ever more data

Based on the current data available, the following CO₂ emissions can be revealed for the Wolfertschwenden headquarters. Our aim is to conduct these calculations for other sites in the coming years.

CO₂ footprint in 2022 based on the Greenhouse Gas Protocol (GHG Protocol) at the headquarters in Wolfertschwenden:

Scope 1

1,557.48
 tCO₂e

Scope 2

0
 tCO₂e

Under **Scope 1** we have recorded emissions, which arise from stationary combustion, business trips in company cars, transport of goods with company vehicles, as well as our own energy generation. **Scope 2** comprises electrical power and district heating. We have actually recorded emissions under **Scope 3**, but we can not corroborate this value due to the current quality of the data.

Up to 70 % less emissions than in the previous year

Compared with the previous year, we were able in the reporting year 2022 to save over 70 % of our direct and indirect CO₂ emissions (Scope 1 and 2) at the Wolfertschwenden site. These include for example emissions, which can be ascribed to the sourcing and consumption of electrical power.



“From the procurement of environmentally-friendly raw materials right up to a responsible policy of Supplier Management, as well of course as our automated and efficient manufacturing processes, our focus is on embodying ecological responsibility and carrying out our business sustainably.”

Dr. Christian Lau
 Chief Operating Officer

As regards our CO₂ footprint, we ensure that there is transparency throughout the value chain.

Because energy requires managing

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

Our digital energy monitoring system

We determine our energy consumption by means of a digital energy monitoring system. The conversion of the figures is made using universal conversion factors.

The following values represent the sum of all the reporting sites in Germany. The total energy consumption was 77,605,912 megajoule for the reporting year.

Total fuel consumption from non-renewable sources

Natural gas
8,194,835 megajoule

77.605.912
MEGAJOULES

Heating oil
113 megajoule

Energy savings show
their effect

5.912
JOULE

Total energy consumption



Power consumption

15,841,302 kWh



Heating energy consumption

2,442,140 kWh (district heating)

Cooling energy consumption

0 kWh

Steam consumption

0 kWh

Energy saving already achieved

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

- Sourcing 100 % certified eco power with certificate of origin since 2022 for all sites in Germany and Austria
- Energy-efficient renovation of buildings
- Increase in the proportion of self-generated energy by means of regenerative energy
- Use of geothermal energy for heating and cooling
- Use of district heating and combined heat and power facilities
- Establishing CO₂ upper limits for car pool, and starting to use electric vehicles

Significantly lower gas consumption

Compared with the previous year, we have reduced in 2022 the gas consumption from 9,677,955 megajoule to 6,338,844 megajoule. This equates to a reduction in gas consumption of 3,339,111 megajoule. Heating was the type of energy included in the reduction. The calculation of these values is based on our energy monitoring.

Because resources and the environment require managing

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

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

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

Infrastructure

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

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

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

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

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

Products

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

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

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

The materials that we use

In order to evaluate the CO₂ footprint in 2022, we are in the process of producing an overview of some of the purchased goods and services based on weight. The basis for this is provided by SAP consumption data for the main site in Wolfertschwenden.

Metals	Quantity
Steel (primary, low alloy)	194,100 kg/a
Aluminium profiles, primary (DE)	41,100 kg/a
Stainless steel sheet	1,547,100 kg/a
Aluminium (cast alloy)	1,978,000 kg/a

Plastics:**Quantity**

HDPE (High Density Polyethylene), recycled	71,818 kg/a
HDPE (High Density Polyethylene)	15,723 kg/a
Formaldehyde/Polyoxymethylene (POM)	13,318 kg/a
Polycarbonate (PC)	1,154 kg/a
Polyamide / Nylon 6-6	3,887 kg/a
Silicone	1,683 kg/a
Polymethylmethacrylate/Plexiglass	635 kg/a
Polyvinylchloride (PVC) - Emulsion procedure	143 kg/a
Plastic (mix)	3,075 kg/a

Wood & paper:**Quantity**

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

Wood & paper:**Quantity**

Cooling lubricant	39,619 kg/a
Nitrogen (liquid)	409,509 kg/a
Adhesive	706 kg/a
Hardeners (paint)	40 kg/a
Cleasers (average)	4,445 kg/a
Sand	55,000 kg/a
Oxygen (liquid, litres)	11,550 kg/a
Grease	3,808 kg/a
Soap	2,244 kg/a

Our Waste Management – Recycling, reducing and saving resources

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

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

We comply very strictly with all current legislation, regulations and industry standards (e.g. Circular Economy Act, Commercial Waste Regulations), so that we can guarantee safe and environmentally-friendly management of waste within the company. We meet all the requirements. An independent consultant has confirmed our compliance with all legislation.

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

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

Our business partner responsible for disposal of materials at our headquarters in Wolfertschwenden is able to automatically separate plastic waste from residual waste, ensuring that there is the best possible separation of waste. This enables us to achieve a recycling quota of 87.69 % based on the Commercial Waste Regulations. The remaining 12.31 % is fed back to general material recycling, and this is also capable of being reused.

**At our headquarters in
Wolfertschwenden we
achieve a recycling quo-
ta of over 87 %.**

Our Water Management – focuses on testing and monitoring

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

Our aim is to maintain the ecological equilibrium in the communities, where we operate. We focus on implementing advanced technology and proven processes, so that we can maximise water efficiency in all areas of our company. This includes careful testing of water quality as well as regular monitoring of the temperature. Factors such as these are an integral part of our Water Management.

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

Biodiversity – because diversity is important

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

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

Important to know

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





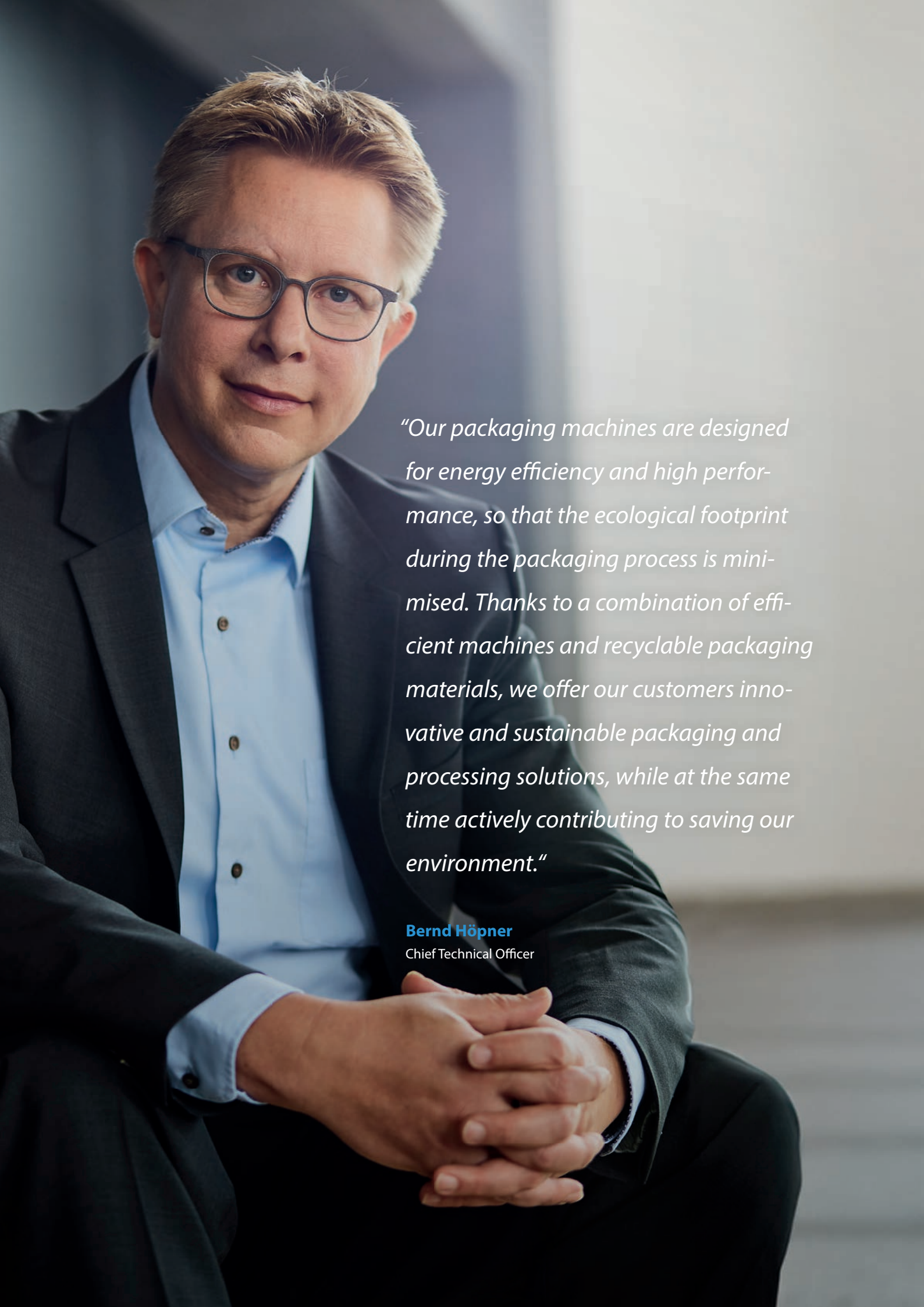
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Leaders in our products

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

The needs of its customers are at the very heart of MULTIVAC's business activity. MULTIVAC knows its customers and offers them the highest possible level of added value – individual solutions, perfectly tailored to the customer's needs. Individually designed, yes – and sustainable.



A portrait of Bernd Höpner, Chief Technical Officer, sitting and looking towards the camera. He is wearing a dark suit jacket over a light blue button-down shirt and glasses. His hands are clasped in front of him. The background is a blurred, modern interior with large windows.

“Our packaging machines are designed for energy efficiency and high performance, so that the ecological footprint during the packaging process is minimized. Thanks to a combination of efficient machines and recyclable packaging materials, we offer our customers innovative and sustainable packaging and processing solutions, while at the same time actively contributing to saving our environment.”

Bernd Höpner
Chief Technical Officer

Because innovation needs managing

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

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



Saving resources with e-concept™

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

The MULTIVAC e-concept™ offers various alternatives for reducing film consumption, whether it be the narrower design of flange width, by which thousands of square metres of film per year can be saved, or whether it is through the reduction of edge trim by 25 %.

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

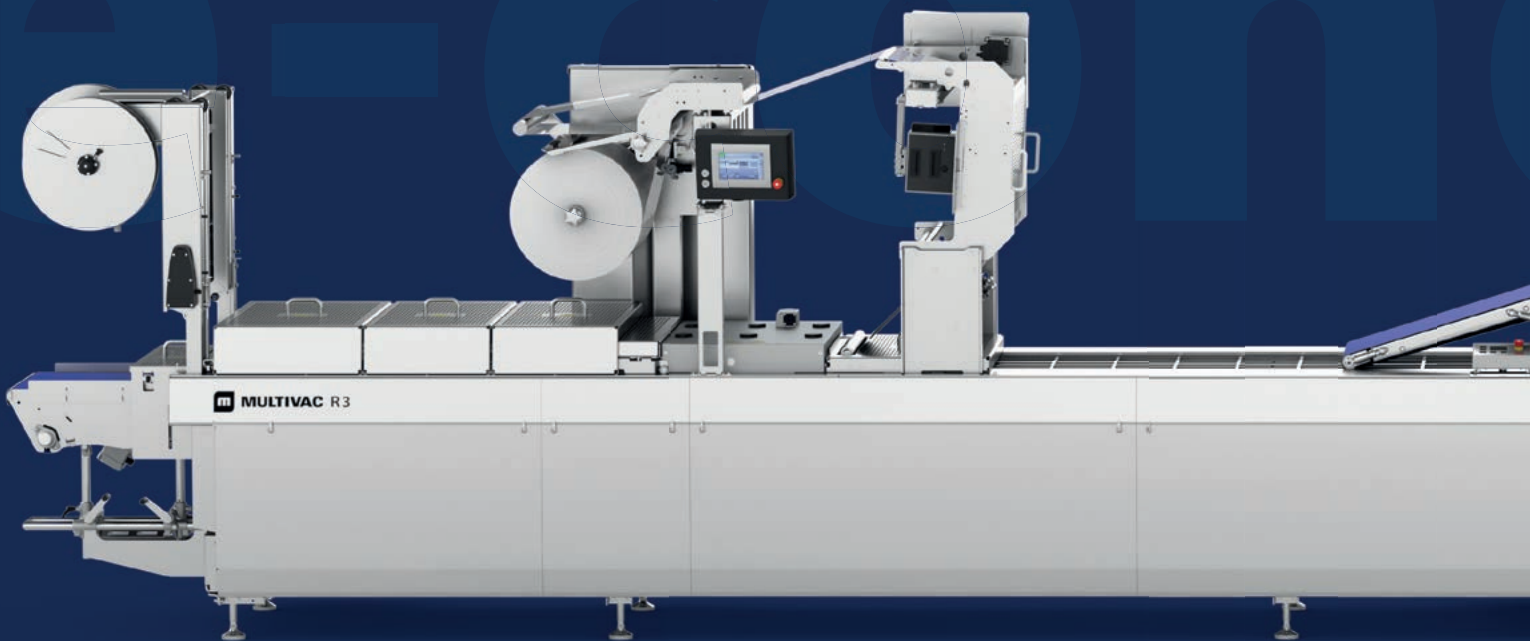
Machine life is also a factor in sustainability

Another important factor for outstanding sustainability is the durability and long life of our machines. Manufactured from stainless steel and designed in such a way that they can be used for a long time, our machines are characterised

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

Seamless data capture for consumption optimisation

We optimise our machines and lines not only in terms of power, compressed air and water consumption, we can also design our solutions so that they capture consumption data digitally. This provides greater transparency and also increases the awareness of our customers (see next page: "Because we are driving digitalisation forward").



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

Development of sustainable packaging concepts

In our Corporate Innovation Centre we are constantly working on new and more sustainable packaging concepts. Working on joint projects with leading packaging material manufacturers, we develop more sustainable packaging materials, and we then optimise our machines to ensure that the materials can be run perfectly. This also provides strategic partnerships with companies, which are actively engaged in sustainable solutions. So that these sustainable developments can also be introduced into the retail sector, we offer our customers advice on how to launch these resource-saving packaging concepts onto the market.

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

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

Our focus: Renew, Reduce and Recycle

Examples of such packaging solutions are:

- **Replacing fossil-fuel materials with renewable raw materials:** The increasing replacement of plastic with paper fibre or cardboard, e.g. PaperBoard
- **Reduction in material usage:** Development and use of new pack geometry, which enables thinner films to be used, e.g. Folded Pack
- **Following the guidelines for Design4Recycling, so that packs can be made recyclable,** e.g. use of mono plastic materials

Everything has its end – then comes disposal. But even here we at MULTIVAC are involved in projects, which are pursuing a more environmentally-friendly product disposal. One example of this is our cooperation with R-Cycle, an organisation that is working on optimising the recyclability of packaging materials (see pages 92-93: "Because we are developing the industry together").



Because we are driving digitalisation forward

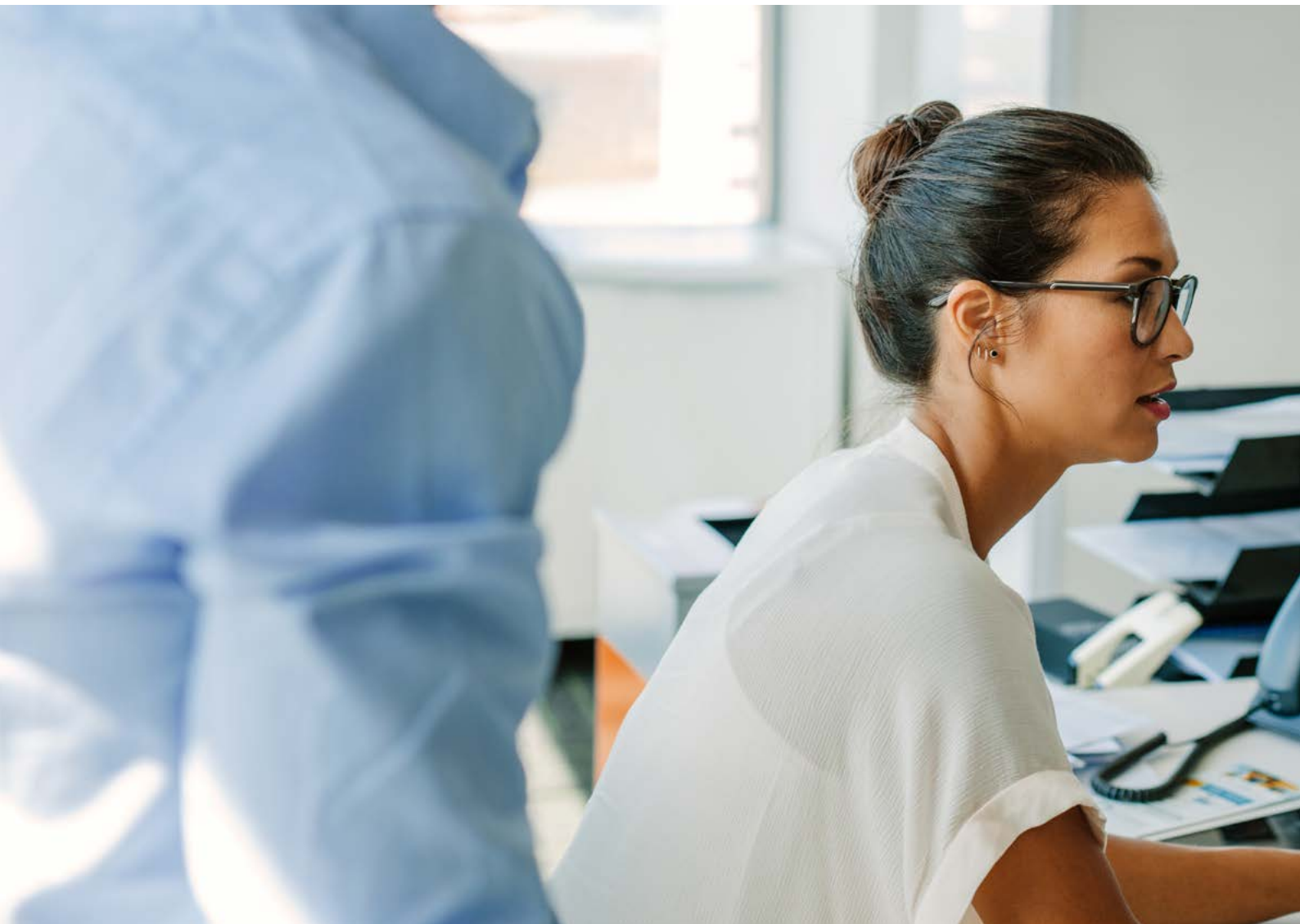
Digitalisation and sustainability are the two megatrends of today – and they are interlocked with each other in many ways. In many cases digitalisation serves to support sustainability and drive it forwards: when it comes to the digital products, which we offer our customers to complement their MULTIVAC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

Detecting waste of resources and preventing it

Firstly, we support our customers in capturing the consumption of energy and materials, which are needed to operate MULTIVAC machines. For this we offer our customers a Smart Widget Dashboard with a "Consumption Monitoring"

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

Consumption Monitoring is a measuring tool, which is the first important step to energy-optimised manufacturing: Without knowing and being able to measure the current state, it is impossible to define a target state or check the improvement towards this target state.



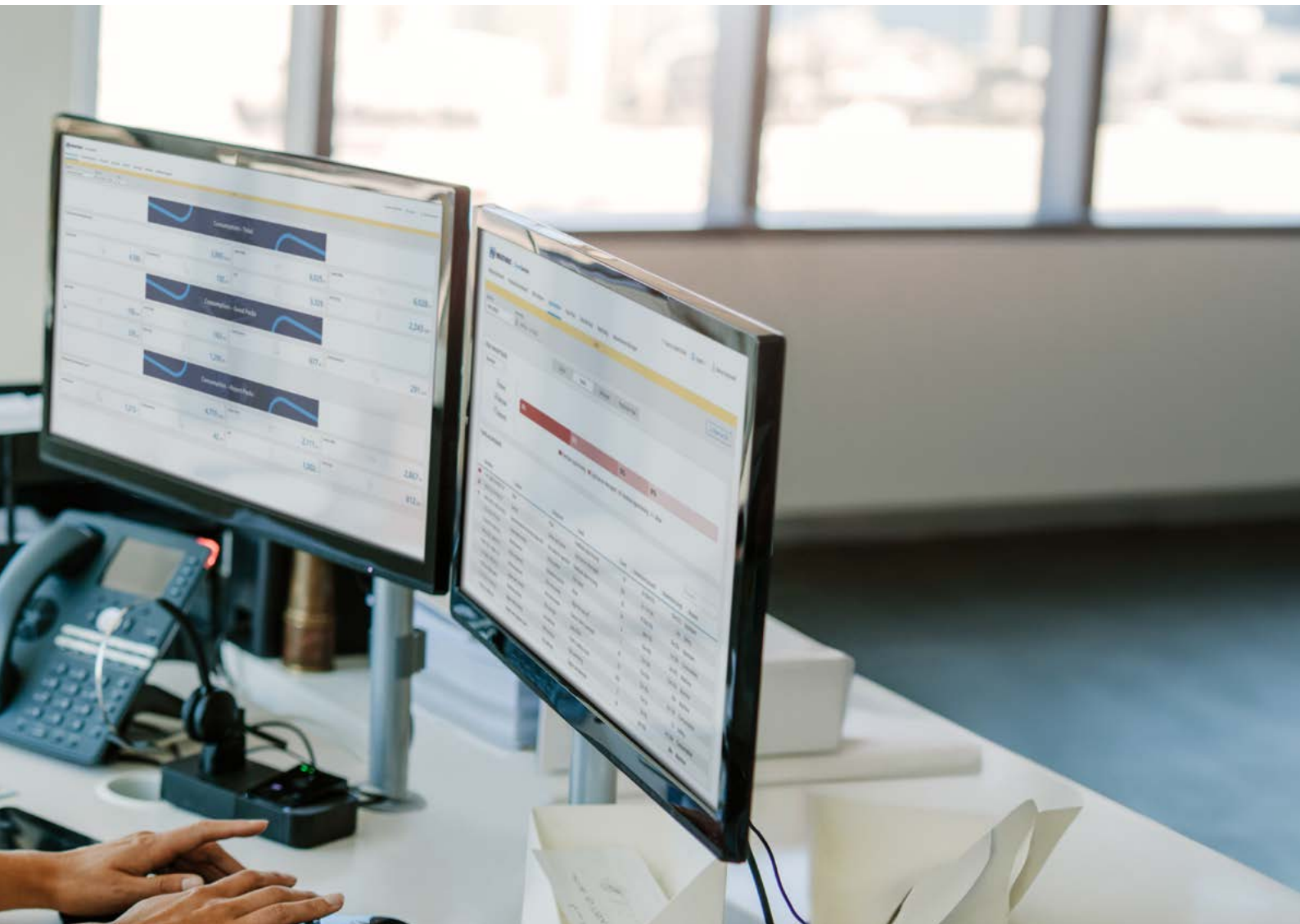
Optimising processes through Smart Services

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

"Digitalisation contributes to driving forward sustainability."

Dr. Marius Grathwohl

Vice President
Digital Products & Transformation



Increasing productive time holistically

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

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

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



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

230 minutes more
production time (per month):
Operating processes optimised

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



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

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

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



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

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

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



Because our products embody quality

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

We voluntarily subject all our mass-produced machines to GS testing and certification, and this significantly increases the safety for users.

Assessing compliance, observing risks, setting and maintaining standards

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

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

This Conformity assessment procedure is a minimum standard for all MULTIVAC products worldwide. It serves to protect our customers against danger, irrespective of the existence of comparable safety requirements. We also take into account any specific Health & Safety requirements in

the particular country of installation, which are designed to provide additional safety.

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

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

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



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

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

One way to sustainability: Reusable packaging

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

With R-Cycle to the digital product passport

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

No scrap, just raw material: Old aluminium

As far as aluminium scrap is concerned, MULTIVAC has concluded an agreement with a metals wholesaler. This company takes the prepared aluminium scrap in the form of cut blanks/plates for 100 % recycling.

And still more: OEM-reconditioned

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



Our presence in terms of social commitment

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





5



**Because social
projects
serve all**

Local presence – and part of the community

Our social commitment extends to supporting initiatives for developing the local community. We actively contribute to the well-being of communities, by investing in social projects and development of the local infrastructure.

At its headquarters in Wolfertschwenden, MULTIVAC is in close contact with the community and many local associations. We support a wide range of these associations with the aim of promoting a sense of local community.

Local projects that we support:

- Cooperation with the children's day nursery in Wolfertschwenden
- Support for organisations in the region such as the Red Cross and educational institutes
- Sports clubs
- Donations from the income of our Christmas tombola

Committed locally – worldwide as well

We also support social projects outside our local region. For example, in 2022 we supported a social project in Uganda initiated by TWIGA Sun Fruits GmbH. This has the aim of enabling small farmers to achieve the prospects of a fair income and sustainable social development, by giving them access to higher agricultural revenue throughout the year.

As part of this project, we contributed a MULTIVAC machine for packing local produce. We are very proud to have made a contribution to strengthening the local community in Uganda, and this serves to combat poverty as well as protect resources and provide food (Keyword: Food waste).

Support in times of crisis

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

We work closely together with aid organisations, so that humanitarian help can be provided immediately to areas of crisis and catastrophe. Thanks to donations within the company, such as donations from employees' wages, MULTIVAC was able to make a significant contribution in 2022 and 2023 to crisis areas throughout the world.

What is well received and helps: Donations

In 2022 the MULTIVAC Group made donations to Ukraine as part of the German charity, "Aktionsbündnis Katastrophenhilfe".

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



Because the transfer of knowledge aids development

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

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

The projects that we support:

- KiTec – Children Discover Technology: Since 2016 we have developed our cooperation with the company "Wissensfabrik e.V." for these children's programs. And we now have nine educational partnerships with local primary schools. Using the "Wissensfabrik" platform, MULTIVAC provides high-quality learning material for disseminating technical know-how in the school curriculum. And we also support the training of teaching staff through exchange programs with local engineers.
- School cooperation – With local educational institutes such as the Sebastian-Lotzer-Realschule (Memmingen), Staatl. Realschule (Obergünzburg) and Realschule an der Salzstraße (Kempten). As part of this cooperation, we provide school students with an insight into an industrial company, and we support them in their career choice.
- High tech - Live! – In cooperation with the Bavarian Training Institute (Bildungswerk der Bayerischen Wirtschaft). As part of this cooperation, we provide school students with an insight into an industrial company, and we support them in their career choice.
- Girls Day – Inspiring girls to take up science and technology professions: 15 schoolgirls explored with us the opportunities for a wide range of careers in IT, Assembly, Manufacturing and Electrical Engineering.
- Lecture+ – Our own event for various groups of interested parties (students, professors, staff members), who exchange information about theory and practice on different topics at our site in Wolfertschwenden. In 2022 there was collaboration between MULTIVAC and the universities of Ravensburg-Weingarten, Kempten and Neu-Ulm.





- Close cooperation with universities and higher education institutes – Support from MULTIVAC through practical technical presentations, among these in 2022 for the courses on automation technology and robotics at the universities of Kempten and Weingarten.

In addition to these projects and collaborative support, in 2022 we launched for the first time the "IHK Energie- und Ressourcenscout" scheme for resource-saving opportunities as part of our apprentice training program. In order to support MULTIVAC's sustainability course, twelve apprentices spent seven weeks searching out previously unknown potential for energy-saving within the company.

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

Because we are developing the industry together

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

Close cooperation in research and development

We use this cooperation for the purpose of research and development. Thanks to joint projects and initiatives, we can combine our knowledge and resources to develop new technology, products and services, which offer sustainable solutions. We work closely for example with packaging manufacturers over the long term, so that new sustainable packaging concepts can be developed.

A presence worldwide – our local Innovation Centers

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

Cooperation in implementing our sustainability strategy

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



“Our sophisticated packaging concepts and state-of-the-art machine technology contribute to mastering the demands on packaging in the future.”

Stefan Scheibel

Vice President
Corporate Training
and Innovation Center

Open Industry 4.0 Alliance

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

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

R-Cycle

As a member of the R-Cycle Community, we support the development of a digital product passport (DPP), which is driving forward the closed-loop economy. A DPP documents for example the precise composition and structure of a pack. This makes effective recycling easier for waste recycling companies, or indeed makes it possible for the first time. Here MULTIVAC is involved with R-Cycle in various working groups, e.g. Application Design.

Alliance for Development and Climate

MULTIVAC supports the Alliance for Development and Climate. The foundation mobilises additional means for promoting sustainable development and climate protection. The commitment goes far beyond the statutory requirements for climate protection.

Blue Competence

MULTIVAC supports the Blue Competence sustainability initiative of the Association of German Machinery and Equipment Manufacturers (VDMA). Blue Competence has the aim of promoting sustainability in the construction of machines and lines. It also serves to help the sector in bringing to a successful conclusion those sustainable solutions, which are based on new energy concepts, and which create more efficient handling of scarce resources and an improvement in the quality of life.

Climate-friendly Initiative of Small and Medium-sized Enterprises

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

SAVE FOOD Initiative

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

MULTIVAC is part of the following alliances:

- IK Industrievereinigung Kunststoffverpackungen e.V.
- CEFLEX – A Circular Economy For Flexible Packaging
- Circular Plastics Alliance
- Umwelt- und Klimapakt Bayern
- BALPro – Verband für Alternative Proteinquellen

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