

**Separate
Non-financial
Report**

2024

Gerresheimer at a Glance

Financial year 2024



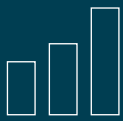
54
sites
(in 16 countries)



35
production
sites



>12,100
employees from
78 nations



+2.9%
revenue growth
(organic)



EUR +16.5m
adj. EBITDA
(organic)



+1.1%
adj. EPS
(organic)

About Gerresheimer

Gerresheimer is the innovative system and solution provider and global partner for the pharma, biotech, and cosmetic industry. The Company offers a comprehensive portfolio of pharmaceutical containment solutions, drug delivery systems, and medical devices, as well as solutions for the health industry. The product range includes digital solutions for therapy support, medication pumps, syringes, pens, auto-injectors and inhalers as well as vials, ampoules, tablet containers, dropper, and syrup bottles, and more.

Gerresheimer ensures the safe delivery and reliable administration of drugs to the patient.

With 35 production sites in 16 countries in Europe, America and Asia, Gerresheimer has a global presence and produces locally for regional markets.

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Letter of the CEO



Dietmar Siemssen, CEO

⊗ Dear Readers,

Our mission: *“Innovating for a better life.”* This guiding principle drives our mindset and our actions at Gerresheimer. We make an essential contribution to improving the well-being of patients and customers through our innovative strength as a provider of systems and solutions for the pharma, biotech, and cosmetic industries. Corporate responsibility and sustainability are firmly embedded in our strategy.

The year 2024 was full of challenges that required our undivided attention: Customer inventory adjustments amid sluggish market recovery combined with the impact of Hurricane Helene, which caused severe flooding at our Morganton site in the USA. Many of our local employees were personally affected. In response, we launched an internal fundraising campaign, and as a Company, we matched all employee donations to support those affected.

We have successfully navigated these challenges. By consistently executing our formula g strategy process, we have continued our profitable growth while advancing key expansion projects.

Our sustainability strategy achieved important milestones in 2024, reinforcing our dedication to the ten principles of the UN Global Compact and the United Nations Sustainable Development Goals. Starting in 2024, we have applied our ecodesign principles to all new product developments — a crucial step in systematically enhancing our product solutions and making them fit for the future.

As a comprehensive system and solution provider, we actively support our customers in the sustainable transformation of the industry.

At the same time, we are consistently driving forward the reduction of our Scope 1 and Scope 2 emissions. For the financial year 2024, we recorded a reduction of 28% compared to our 2019 baseline year. The gradual shift toward purchasing more electricity from renewable sources is the main driver of this change. Our renewable electricity procurement has now reached 55%, with an expanding focus on power purchase agreements (PPAs) as our main sourcing method. We have taken a decisive step forward by comprehensively reporting all relevant Scope 3 emissions for the first time, laying the groundwork for actively managing the reduction of these emissions going forward.

The protection of our employees' occupational safety continues to be a top priority. Our global *Safety Week* has further heightened workplace safety awareness and achieved another 4 percentage point reduction in our lost time incident frequency compared to the previous year.

External ratings once again confirm that we are continuing to work on key sustainability topics for our Company: We achieved EcoVadis Gold for the third year in a row and were able to increase our score compared to the prior year.

In the upcoming financial year, we will focus on advancing and enhancing our sustainability strategy. As part of our commitment to the Science-Based Target initiative, we will establish reduction targets for our Scope 3 emissions. Another focus will be on establishing a joint, successful sustainability organization with Bormioli Pharma. Since December 2024, Bormioli Pharma and its 1,400 employees have become part of the Gerresheimer family.

We will prioritize implementing the CSRD in our sustainability reporting, despite the current uncertainty surrounding the legal framework.

Thank you for your interest in our non-financial report. On behalf of the Management Board, I would like to thank the entire Gerresheimer team for their tireless efforts. We hope this report provides you with a detailed insight into our sustainability activities.



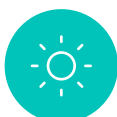
Dietmar Siemssen, CEO

Our Contribution to a Sustainable Future

GxPure — Targets

Protecting the climate and the environment

Reducing the environmental impact of our products and activities



1. CO₂ emissions

50% reduction in Scope 1 and Scope 2 emissions in t CO₂e **by 2030**.



2. Renewable Energy

100% switch to renewable electricity **by 2030**.



3. Water

100% of sites in areas with high water stress certified to the Alliance for Water Stewardship Standard **by 2030**.

10% reduction in water withdrawals in m³ **by 2030**.

GxCircular — Targets

Conserving resources with sustainable products, responsible supply chains and a circular economy

Preserving the value of resources and products



4. Recycling and Waste

0% industrial waste sent to landfill from our own production **by 2028**, with minimum incineration rate.

Incorporating sustainability aspects into our product and process design



5. Ecodesign

100% of new product developments each year are checked for the application of ecodesign principles.

Encourage socially and environmentally responsible procurement



6. Responsible Supply Chain Management (RSCM)

100% of our strategic suppliers will acknowledge the Gerresheimer Code of Conduct for Suppliers **by 2024**.

100% of our strategic suppliers will be assessed for environmental and social aspects **by 2024**.

GxCare — Targets

Take care of people — Our employees
and our impact on society

Ensuring the health and
safety of our employees



7. Health and Occupational Safety

80% reduction in lost time incident rate **by 2028**.
100% of our production sites to be certified to
ISO 45001 **by 2025**.

Attracting and retaining
motivated and qualified
employees



8. Employee Satisfaction

Employee-Net Promoter Score **>20 by 2028**.

Improving our impact
on society



9. Community Engagement

100% of our production sites will engage with
their local communities annually.

About this Report

In this separate Non-financial Report (SNFR), we disclose our sustainability performance in terms of environmental, social, and employee matters; respect for human rights; and combating corruption and bribery. It also allows us to comply with the reporting obligations pursuant to sections 315b and 315c in accordance with Sections 289c – 289e of the German Commercial Code (Handelsgesetzbuch/HGB).

Likewise, it allows us to fulfill our reporting obligation in accordance with Article 8 of the Taxonomy Regulation (EU) 2020/852.

The focal points of the report are derived from the topics identified as being material (see under “Our sustainability strategy”).

The preparation of the report is based on the standards of the Global Reporting Initiative (GRI). At the same time, we use this report to disclose our progress in implementing the ten principles of the UN Global Compact.

The detailed GRI and UN Global Compact Index can be found in the Annex of this report. It provides an overview of all relevant information on compliance with the provisions of the option “Reporting with reference to the GRI Standards” and of how we contribute to the United Nations Sustainable Development Goals (SDGs) and the principles of the UN Global Compact.

The following index table shows the components of the SNFR, the chapters in which they can be found in line with our strategic focal areas, and the UN Global Compact principles, including the SDGs that we are helping to achieve in line with our strategic focal areas.

SNFR component	Included in chapter	Strategic focal area	UN Global Compact Principles	SDGs	References
Description of the business model	Gerresheimer at a Glance			3 4 8 9	p. 2 et sq.
EU taxonomy reporting	EU Taxonomy Reporting to Meet the Requirements of Regulation (EU) 2020/852				p. 10
Risks	Sustainability Risks				p. 17
Environmental aspects	GxPure (Environment) GxCircular (Products and Resources)	CO ₂ e emissions Renewable energy Water Waste and recycling Ecodesign Responsible Supply Chain Management	Principle 7 Principle 8 Principle 9	3 6 9 12 13 15 17	Gx Pure, p. 18 et sqq. Gx Circular p. 26 et sqq.
Employee aspects	GxCare (People)	Health and Occupational Safety Employee satisfaction	Principle 1 Principle 2 Principle 3	3 4 8	p. 32 et sqq.
Social aspects	GxCare (People) GxCircular (Products and Resources)	Community Engagement Ecodesign	Principle 1 Principle 2 Principle 3 Principle 4 Principle 5 Principle 6	3 4 8 17	p. 32 et sqq. Ecodesign p. 28 et sqq.
Respecting human rights	GxCircular (Products and Resources) GxCare (People)	Responsible Supply Chain Management	Principle 1 Principle 2	8 12 16	p. 30 p. 32 et sqq.
Combating corruption and bribery	Ethical business conduct and compliance with the law		Principle 10	8 16	p. 41 et sqq.

Except as otherwise defined for specific topics, all information provided in the separate Non-financial Report relates both to Gerresheimer AG as well as to its direct and indirect subsidiaries or associates. We collect environmental and occupational safety-related data (energy, greenhouse gas emissions, water, and health and occupational safety data), as well as data related to community engagement, for our production sites and our Duesseldorf head office, as well as the development site in Olten. Distribution facilities and other administrative sites are not included for reasons of materiality. Unless otherwise stated, all information on our Scope 2 emissions is based on the market-based method.

Information on the number of our production sites (35 production sites, unchanged from the prior year) relates to the reporting date of November 30, 2024.

All data and supplementary information are collected by the responsible local colleagues for the reporting period on the basis of recognized sustainability reporting standards.

Where any need for restatement is identified retroactively, we correct the information in the current reporting. Such corrections, along with any changes in methodology and portfolio changes as a result of acquisition and divestment decisions, are disclosed if material.

In fulfilling its obligation to review the separate Non-financial Report, the Supervisory Board of Gerresheimer AG had the support of KPMG GmbH Wirtschaftsprüfungsgesellschaft. Pursuant to Section 317 (2) sentence 4 HGB, KPMG reviewed whether the SNFR was submitted in accordance with the statutory provisions.

In addition, KPMG audited the SNFR with limited assurance in accordance with ISAE 3000. A report on this audit can be found on page 48 ff.

The report relates to the financial year 2024, which covers the period from December 1, 2023 to November 30, 2024.

The Bormioli business is not yet included in this report, as the merger did not take place until after November 30, 2024.

👁️ This symbol indicates selected examples we have used to supplement our information on individual topics with additional insights.

🎯 This symbol identifies our sustainability targets.

⊗ The symbol indicates sections that are not subject to audit by the auditors.

EU Taxonomy Reporting to Meet the Requirements of Regulation (EU) 2020/852

The EU Taxonomy is a key component of the EU's Sustainable Finance Action Plan. The goal of the action plan is to redirect financial flows toward more sustainable activities in order to be able to finance the transformation of the economy toward sustainability. The Taxonomy uses a uniform classification system to define which economic activities can be declared as environmentally sustainable. This is the case if there are technical screening criteria for the economic activity and a substantial contribution to one of the six environmental objectives is made (climate change mitigation, climate change adaptation, the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control, and the protection and restoration of biodiversity and ecosystems). At the same time, the economic activity may not significantly harm any of the other environmental objectives ("DNSH criteria") and must be consistent with defined minimum social standards (see Articles 9 to 19 of the EU Taxonomy Regulation).

For reporting on the year 2024 in accordance with Article 27 of the EU Taxonomy Regulation (EU Tax Reg), all six environmental objectives of Article 9 of the EU Tax Reg are to be reported on.

Pursuant to Article 8 of the EU Taxonomy Regulation 2020/852, we are required as a Company to provide information in our non-financial report on the extent to which our activities are taxonomy-eligible and -aligned. Our approach consisted of these steps:

1) Taxonomy Eligibility and Alignment of Turnover

To determine the taxonomy-eligibility of turnover¹⁾, we began by matching our economic activities with their corresponding NACE economic activities²⁾. With the publication of the delegated acts on the remaining four environmental objectives, parts of our turnover were covered by the taxonomy's technical assessment criteria for the first time in the past financial year. This applied to portions of our turnover in the Plastics & Devices Division. Specifically, we have identified the criterion "Manufacture of plastic packaging goods" from the environmental objective "Transition to

a circular economy" as being relevant (see Annex II, category 1.1 of Commission Delegated Regulation 2023/2486 of June 27, 2023), affecting all turnover in the Primary Packaging Plastics and Centor Business Units. Turnover in the Medical Systems Business Unit is not affected, as its products are application and dosage systems rather than packaging goods.

The share of taxonomy-eligible turnover was calculated as the proportion of net turnover from the manufacture of plastic packaging goods (numerator) divided by the net turnover of Gerresheimer AG (denominator) (see Annex I, section 1.1.1 of the Commission Delegated Regulation on Article 8 of the EU Taxonomy Regulation 2020/852). As can be seen from the information presented in the chapter "Key Figures for EU Taxonomy Reporting," 19.9% (prior year 20.2%) of our turnover for 2024 was identified as taxonomy-eligible. The deviation from the prior year is due to shifts in turnover.

In 2024, an review of the taxonomy-alignment of our turnover for the target area "Transformation to a circular economy" was required for the first time. Due to the strict requirements regarding material specifications for pharmaceutical primary packaging, only a small proportion from the Plastic Packaging and Centor divisions meets the first criterion of the minimum recycled content (1.1% of our turnover). In the further review process of the so-called substantial contribution, we were unable to provide evidence of compliance with the minimum recycling quota in the countries in which our products are marketed (review step 2.2a of the criteria for a substantial contribution) with reasonable effort. As Gerresheimer is not the distributor of the primary packaging, this information is not available to us. In the absence of evidence, we are not in a position to determine whether our turnover is taxonomy-aligned. Accordingly, we report 0% of our turnover as taxonomy-aligned.

Further information on how we make our products and therefore our turnover more sustainable, irrespective of the Taxonomy criteria, is primarily in the "GxCircular" chapter. The "GxPure" chapter describes our approaches to making our production processes more climate-friendly.

¹⁾ Turnover was calculated in accordance with the taxonomy definition and the applicable accounting principles and corresponds to the amounts in the consolidated financial statements, see Annual Report 2024, Consolidated income statement, p. 47.

²⁾ NACE (Nomenclature of Economic Activities) is the European statistical classification of economic activities. NACE groups organizations according to their business activities.

2) Taxonomy Eligibility and Taxonomy Alignment of Capital Expenditure

We consider capital expenditure³⁾ (CapEx) that relates to assets or processes associated with taxonomy-aligned economic activities, i.e. turnover-generating (see Annex I, section 1.1.2.2, category a) of Delegated Regulation 2021/2178). These contribute to the environmental objective of “Transitioning to a circular economy.” In addition, capital expenditure relating to the acquisition of production from taxonomy-eligible economic activities and individual measures that make our activities low-carbon or reduce greenhouse gas emissions is also relevant (see Annex I, Section 1.1.2.2, Category c) of Delegated Regulation 2021/2178). These contribute to the environmental objectives of “Climate change mitigation” and “Adaptation to climate change.”

To determine the taxonomy-eligibility of capital expenditure under category a), all capital expenditure related to the Primary Packaging Plastics and Centor Business Units was identified as taxonomy-eligible, to avoid duplications. To determine the taxonomy-eligibility of capital expenditure under category c), we identified the taxonomy-eligible economic activities that are potentially relevant to us. By analyzing our individual investment projects, we matched our capital expenditure to the relevant economic activities in accordance with Commission Delegated Regulation 2021/2139 and Commission Delegated Regulation 2023/2486 to determine the taxonomy-eligible proportion.

The share of taxonomy-eligible capital expenditure was calculated as the portion of capital expenditure that is taxonomy-eligible under category a) or c) (numerator) divided by the total capital expenditure of Gerresheimer AG (denominator) (see Annex I, Section 1.1.2 of the Delegated Regulation on Article 8 of the EU Tax Reg 2020/852). As can be seen from the information presented in the Annex “Key figures for EU Taxonomy Reporting,” 7.6% (prior year: 10.5%) of our capital expenditure for 2024 was identified as taxonomy-eligible. The majority of our taxonomy-eligible capital expenditure is related to our taxonomy-eligible turnover. The remaining capital expenditure relates to infrastructure investment projects and is therefore attributable to the activities in Annex I paragraph 7 of Commission Delegated Regulation 2021/2139. The decline is due to lower capital expenditure in our Primary Plastic Packaging and Centor divisions.

Due to the lack of materiality, we did not pursue a review of alignment for capital expenditure under category c) this year either. Capital expenditure under category c) accounts for only 0.9% of our total capital expenditure. To ensure consistent reporting, we

defined a materiality threshold in the past financial year following the publication of Commission Notice C/2023/305 (item 13) that must be exceeded for us to follow up the taxonomy-eligibility review with a alignment assessment for investment projects in accordance with category c). We will not perform an alignment review if the share of identified taxonomy-eligible investment projects under category c) is not at least 10%. The purpose of the materiality threshold is to help us maintain a balance between the effort associated with obtaining information and the keeping of records related to relevant taxonomy-aligned projects.

Accordingly, 0% (prior year: 0%) of our capital expenditure for 2024 was identified as taxonomy-aligned. Further information on how we take sustainability aspects into account in our investment policy can be found in the chapter “Management System and Organizational Integration.”

3) Taxonomy Eligibility and Taxonomy Alignment of Operating Expenditure

To determine the taxonomy-eligibility of our operating expenditure (OpEx)⁴⁾, we first identified and analyzed our relevant accounts associated with the taxonomy-eligible cost categories.

On account of the European Commission Notice dated October 20, 2023, we subjected our operating expenditure to a materiality test to ascertain whether the operating expenditure under the Taxonomy definition is relevant for our business model (see item 13 of Commission Notice C/2023/305). To this end, we offset our operating expenditure under the Taxonomy definition — which, according to the delegated act on the disclosure obligations, corresponds to the denominator — against our total operating expenditure. This proportion corresponds to 4.2% (prior year: 3.1%). To ensure consistent reporting in the past financial year, we have defined a materiality threshold that must be exceeded for us to perform a taxonomy-eligibility assessment of operating expenditure. We will not perform a taxonomy-eligibility assessment if the proportion of operating expenditure under the Taxonomy definition is less than 10% compared to Gerresheimer AG’s total operating expenditure.

As can be seen from the information presented in the chapter “Key Figures for EU Taxonomy Reporting,” we are reporting 0% (prior year: 0%) of our operating expenditure for 2024 as taxonomy-eligible.

Due to the lack of materiality, an assessment of our operating expenditure’s alignment was likewise not performed.

³⁾ Capital expenditure was determined in accordance with the Taxonomy definition and the applicable accounting policies and matches the amounts in the Consolidated Financial Statements, see Annual Report 2024, Notes to the Consolidated Balance Sheet, Property, Sites and Equipment and Investment Property (additions to Property, Sites and Equipment), p. 71, and Intangible Assets (total additions), p. 69. Additions from business acquisitions were determined separately where relevant for the reporting period.

⁴⁾ Operating expenditure was determined in accordance with the Taxonomy definition and therefore deviates from the amounts in the Annual Financial Statements, see Annual Report 2024, Consolidated Income Statement, p. 47.

Our Sustainability Strategy

Sustainability is a core topic on the Gerresheimer agenda and one of the cornerstones of our corporate strategy as part of the strategy process initiated by the Management Board of Gerresheimer AG in 2019. For us, thinking and acting sustainably means taking a long-term view of our business model and our impact as a Company.

We take all facets of the concept of sustainability into account. Our products and their benefits are the focus of our activities. By developing and manufacturing products for the packaging of drugs as well as their simple and safe dosage and administration, we would like to make a valuable contribution to the health and well-being of society. We reflect this mission in our development and production processes by placing top priority on quality, resource conservation, and products that are easy to use and deliver maximum safety.

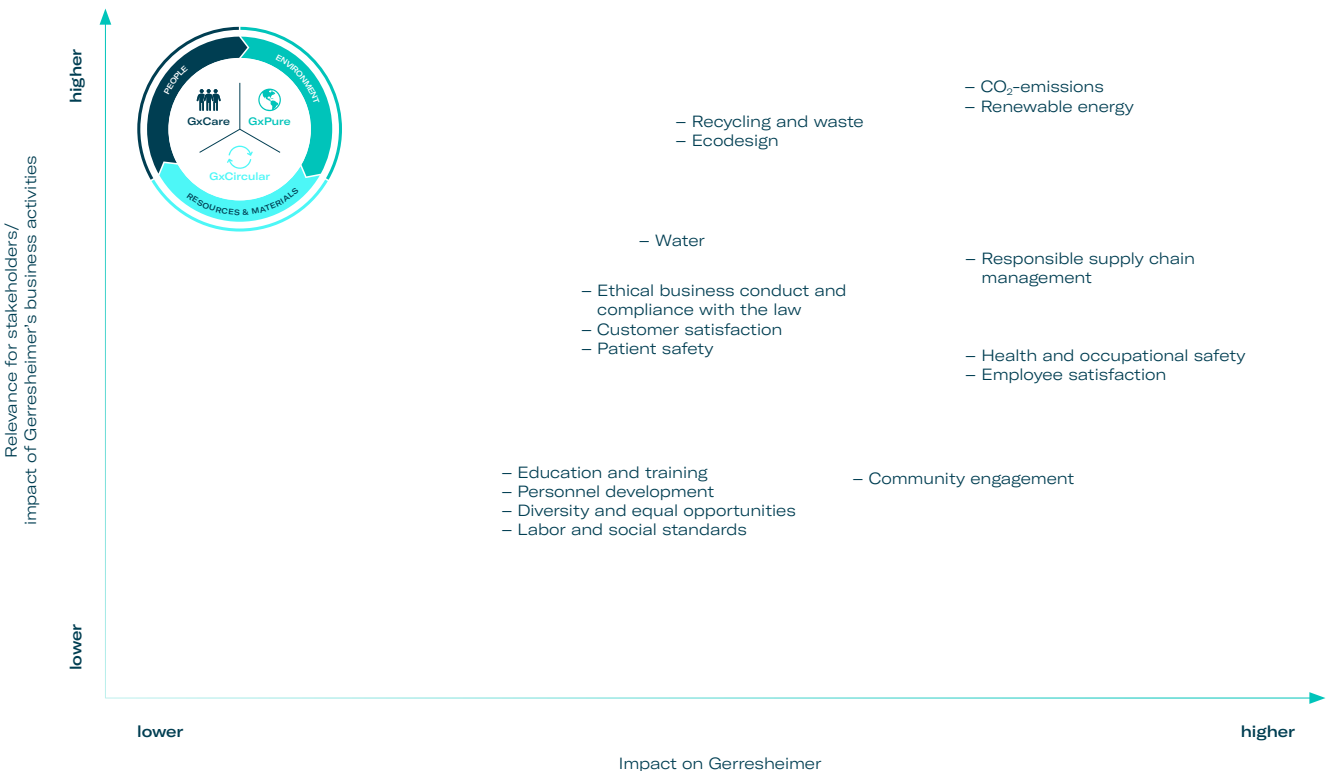
In the 2020 financial year, we significantly and fundamentally revised our sustainability strategy, which we reviewed this financial year. As part of the 2020 review, we considered the following aspects: "Impact on Gerresheimer" (outside-in), "Impact through our business activities" (inside-out), and "Relevance for our stakeholders." In a systematic process, we aggregated the findings from our business analysis, environment analysis, and stakeholder

expectation analysis. As part of this, we conducted a series of workshops with in-house and outside experts, analyses of ratings relevant to us, benchmark analyses, and stakeholder dialogues. Due consideration was given to input from key stakeholder groups as follows:

1. Priorities set by many of our pharma and cosmetics customers, who either individually assess us with regard to sustainability or make use of assessments carried out by recognized rating platforms, findings of our most recent customer survey, as well as direct discussions with customers.
2. Investor and analyst surveys on aspects of sustainability and input from discussions conducted with capital market players by our Management Board, Investor Relations, or those responsible for sustainability management within the Group.
3. Public positions and policy guidelines, particularly from the EU and the US, and also local policy and local public opinion.
4. The Company perspective based on input from the Management Board as well as from operational and human resources management.
5. Employees' perspectives, primarily as elicited from discussions and in-house events.

Materiality matrix

Ranking of economic, ecological, and social aspects by their relevance



The analysis findings are combined in the materiality matrix, which matches up the relevant themes from the Company’s perspective (“Impact on Gerresheimer”) with the relevant themes from the stakeholder perspective. Our materiality analysis additionally includes material impacts of our business activities on the various themes.

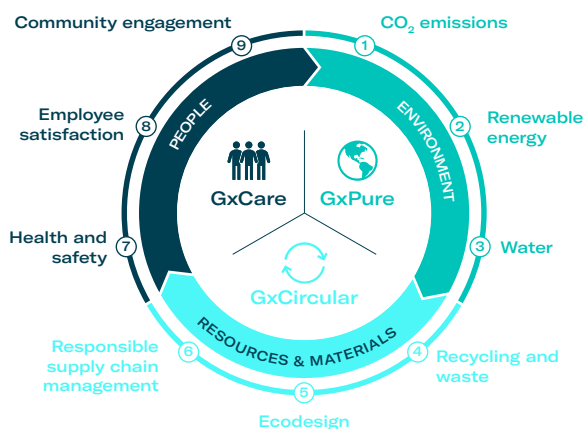
The matters located in the upper right quadrant as well as the Community Engagement theme are strategic focal areas comprising the main focus of our sustainability strategy. These served management as the basis for forward strategic planning, notably in developing our strategic sustainability targets and derived management programs and in specifying sustainability key performance indicators (KPIs).

We have assigned the nine strategic focal areas resulting from the materiality matrix to the three pillars of our sustainability strategy: Environment (GxPure), Products and Resources (GxCircular), and People (GxCare).

The materiality analysis brings out a clear focus on the environment with the themes of emissions, energy, and water, brought together under “GxPure.” The key activities concerning our products and resource usage are equally important, particularly recycling and waste, ecodesign, and responsible procurement management, which are all part of our “GxCircular” program. People-focused activities such as health and occupational safety, employee satisfaction, and community engagement are also highly relevant and have been grouped under “GxCare.” The materiality analysis consequently results in nine strategic focal areas for our sustainability strategy.

Our Strategic Focal Areas

The nine strategic focal areas, in relation to the three pillars of the Gerresheimer sustainability strategy



There are further topics of importance to us and our stakeholders besides the identified strategic focal areas. Ethical business conduct and compliance with the law are fundamental to everything we do. Patient safety and customer satisfaction are core premises at the heart of our business activities and simultaneously a central element of our corporate responsibility. With regard to our employees, we care deeply about education and training, staff development, diversity, and equal opportunities as well as high labor and social standards. These factors are reflected in our overall employee satisfaction.

Our Sustainability Targets

Business success in the long term means generating not only economic value, but also creating positive social and environmental impact for society. In line with this aspiration, we adopted global targets for the nine strategic focal areas under our sustainability strategy.

Our goal here is for Gerresheimer as a whole to make a contribution to overcoming global challenges such as climate change, associated regional water scarcities, and the transition to a circular economy. In addition, we aim to continue to improve occupational safety at our operating sites on a lasting basis, ensure employee satisfaction and contribute to the community with our social engagement as a good corporate citizen. We also want to live up to our responsibility for our supply chain by taking appropriate measures.

By setting specific targets, target periods, and key performance indicators⁵⁾ in the areas of Environment (GxPure), Products and Resources (GxCircular), and People (GxCare), we make our progress measurable and report annually on the status of our target achievement. We chose 2019 as the base year because it marks the start of our sustainability strategy process.

⁵⁾ These are not significant non-financial performance indicators within the meaning of section 315b in conjunction with Section 289c (3) no. 5.

Gerresheimer sustainability KPIs and targets

Target	KPI	2024	2023	Base year 2019 ¹⁾	Target value	Target year
GxPure (Environment)						
CO₂ emissions Reduce our absolute CO ₂ e emissions to keep the global temperature rise below 1.5°C	Scope 1 and Scope 2 emissions	-28.3% 409,018 t CO ₂ e	-20.2% 455,181 t CO ₂ e	- 570,230 t CO ₂ e	-50% 285,115 t CO ₂ e	2030
Renewable energy Increase the share of electricity from renewable sources	Share of electricity from renewable sources	55.4%	45.6%	-	100%	2030
Water Sites with high water stress will achieve certification for responsible water use	Proportion of sites with high water stress that are certified	0%	0%	-	100%	2030
Reduce global water withdrawal	Water withdrawal	5.3% 1,093,890 m ³	7.4% 1,115,692 m ³	- 1,039,282 m ³	-10% 935,353 m ³	2030
GxCircular (Products and Resources)						
Recycling and waste Reduce industrial waste sent to landfill from our own production, with minimum incineration rate	Percentage of industrial waste from our own production that is sent to landfill	18.7%	19.1%	-	0%	2028
Ecodesign Systematically incorporate circular economy principles into our product design	Proportion of new product developments reviewed for the application of Gerresheimer ecodesign principles	100.0%	93.4%	-	100%	jährlich
Responsible supply chain management Compliance with environmental and social aspects by our suppliers	Proportion of strategic suppliers that have acknowledged the Gerresheimer Code of Conduct for Suppliers	88.0%	65.0%	35.0%	100%	2024
	Percentage of strategic suppliers assessed in line with environmental and social aspects	90.0%	55.0%	24.0%	100%	2024
GxCare (People)						
Employee satisfaction Employee net promoter Score > 20	Employee net promoter score	7.4 ²⁾	7.4	-	>20	2028
Health and occupational safety Providing a healthy and safe working environment	Lost time incident rate (LTIR)	-54% 5.94 LTIR	-50% 6.43 LTIR	- 12.81 LTIR	-80% 2.56 LTIR	2028
	Production sites with ISO 45001 certification	94.0%	86.0%	5%	100%	2025
Community engagement All sites engage yearly with their local communities	Proportion of sites with annual engagement in "school and education" or "health and well-being," or with our focus topics relating to "Sustainability"	97%	75.7%	-	100%	jährlich

¹⁾ No data is currently available for targets without a baseline or status.

²⁾ No measurement in 2024.

The base year for our sustainability targets is generally the 2019 financial year. The target years for target achievement are based on the global Climate change mitigation plans for the GxPure (Environment) division and on our "formula g" strategy process for all other divisions. For selected targets, we have set more ambitious target years.

Management System and Organizational Integration

Gerresheimer has documented, communicated, and implemented its corporate responsibility, and therefore its position on sustainability, across the Group since 2010 in its “Corporate Responsibility” guidelines. The principles of sustainability and corporate responsibility are also part of our corporate philosophy and are anchored not only in our vision, but also in our mission and our five corporate values. Those principles are binding for all of our sites around the world.

The Management Board of Gerresheimer AG decides on the corporate strategy and is the highest decision-making body for economic, environmental, and social topics. It is directly involved in questions relating to the fundamental direction and implementation of our sustainability strategy. The Management Board receives reports at least twice a year on the status of implementation and on current topics relating to the sustainability strategy during the Management Board meetings.

In 2021, the Supervisory Board adopted a remuneration system for the Management Board members that, among other things, is intended to promote a holistic approach to the governance of the Gerresheimer Group in line with the business strategy to an even greater extent than before through the introduction of a remuneration-related ESG component. Since the financial year 2022, the Supervisory Board has also set three or four non-financial performance targets (ESG targets) as part of the short-term incentive (STI) each year. The ESG targets come from the areas of environment (environmental protection), social (social components), and governance (responsible corporate management), and are derived from our long-term sustainability targets. The remuneration system was approved by the Annual General Meeting on June 9, 2021, and applies uniformly to all Management Board members.

During the Supervisory Board meeting in November 2023, the following ESG target areas were established for the 2024 financial year:

- > Reduction of Scope 1 and 2 emissions
| Target value 440,632 t CO₂e
- > Lost time incident rate (number of lost time incidents resulting in more than one day's absence per million hours worked)
| Target value 6.5
- > Hours of training per employee
| Target value 18 hours
- > EcoVadis assessment result
| Target value Top 7%

Further details on the ESG targets in the remuneration of Management Board members and the achievement of targets for

the financial year 2024 can be found in the chapter of the Annual Report 2024 entitled “Compensation Report.”

The Group Sustainability function reports to the Chief Financial Officer.

It is important to us that we work across functions and divisions in order to become a more sustainable business. That is why, in 2020, we established a Sustainability Council chaired by the Chief Financial Officer. This body, which comprises representatives from the various divisions and functions, ensures we have a framework for and a shared understanding of our sustainability strategy within our international and diverse business environment. It maintains ongoing coordination between corporate, operational, financial, and technical perspectives on sustainability while ensuring our business model is constantly reviewed with regard to current and future sustainability topics. The Sustainability Council mainly addressed the following topics in the financial year 2024:

- > Development of implementation plans around our sustainability targets
- > Work of expert groups
- > Regulatory requirements from legislation such as the CSRD and the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz)
- > Science Based Targets Development
- > Procurement strategies for electricity from renewable sources
- > Further integration of our sustainability targets into key management and monitoring processes, such as the operational and strategic planning process
- > Internal and external sustainability communication

The Sustainability Council meets on a quarterly basis to monitor the strategic and operational execution of our sustainability strategy. During these sessions, our divisions report on their progress in implementing sustainability targets and assess the impact of our initiatives. Additionally, the divisions prepare target achievement strategies for the most important metrics of our sustainability strategy, as well as programs and measures to achieve our sustainability targets, as part of the annual operational and strategic planning process. This process is integrated into our central reporting software alongside financial metrics and was further enhanced during the 2024 financial year. We established sustainability impact evaluation as a key criterion in our investment decision-making process during financial year 2021, requiring all planned investments to be assessed against our sustainability targets.

The Gerresheimer Management System (GMS) establishes continuous improvement of all operational activities at Gerresheimer as a core principle. The managers of divisions and sites, along with department heads, are accountable for meeting objectives and following established procedures — including sustainability

initiatives — in accordance with their designated roles and our management system framework. Individual aspects of our sustainability targets are monitored and audited as part of the regular GMS evaluations of our production sites as well as of supplier audits. Regular status updates and reviews are conducted as part of our ongoing reporting procedures.

Likewise, many of our international pharma and cosmetics customers regularly evaluate our sustainability measures and outcomes. We regularly engage with our investors to discuss our sustainability approach and initiatives.

External Reviews

In the financial year 2024, we once again achieved Gold status in EcoVadis's assessment. We have improved our score to 76 (prior year: 74) out of a possible 100 points, placing us in the top 3% of all companies assessed by EcoVadis — and in the top 1% in the relevant reference pharma suppliers and companies in the medical technology sector.

We maintained our commitment to transparency by completing the CDP questionnaire with our climate performance data, as we do annually. The CDP score for 2024 is not yet final as of the certification date of this report. In 2023, we received a rating of B.

Apart from our commitment to EcoVadis and CDP, independent ESG research and rating agencies analyze our environmental, social, and governance-related business practices to provide decision-making guidance for institutional investors. Gerresheimer received the following ratings in 2024:

- > MSCI ESG rating: Rating AA (on a scale from AAA to CCC)
- > Sustainalytics ESG risk assessment: Score of 17.5, placing Gerresheimer in the Low Risk category for material financial impacts of ESG factors.
- > ISS ESG Corporate Rating: B- (on a scale of A+ to D-) with a decile rating of relative performance of 1 (on a scale of 1 (low) to 10 (high)) within our industry.

Stakeholder Dialogs

Dialog with our stakeholders worldwide is a fundamental part of our sustainability management, and not just in connection with the regular onward development of our sustainability strategy. Accordingly, we reach out to stakeholders using various audience-specific formats to inform them about our sustainability performance, elicit their opinions and expertise, and jointly develop solutions. Communication with our business partners and customers, the capital market, employees, policymakers, non-governmental organizations, and neighbors is therefore extremely important.



Gerresheimer was awarded the EcoVadis Gold medal for sustainable corporate governance for the third time

⊗ “Receiving this award once again this year serves as both recognition and motivation for us, encouraging us to further enhance our sustainability management and consistently implement our sustainability strategy in the coming year.”

Lara Kasnitz, Head of Group Sustainability



Gerresheimer's sustainability performance was recognized with another gold medal from EcoVadis, a leading sustainability rating platform. This acknowledges our ongoing progress in environmental management, social and human rights initiatives, responsible corporate governance, and sustainable procurement practices. With a score of 76 out of a possible 100 points, we are among the top 3% of all companies assessed by EcoVadis. Last year, we received the gold medal from EcoVadis for the second time, and our scores have risen continuously.

To engage with our customers, we use a wide variety of formats such as face-to-face meetings and trade show appearances in Europe, America, and Asia. We provide information through regular newsletters, catalogs, and brochures, as well as regularly updated specifications on products and services and on our website. To gauge expectations among both current and potential customers, we also regularly conduct global customer satisfaction surveys with the aid of a respected market research institute.

In dialog with our employees, the communication of our sustainability strategy and its importance for our daily work towards our vision of "Innovating for a better life," as well as its implementation in a wide range of business areas, was once again a key component of our communication activities in the financial year 2024. Communication with our employees was maintained through our global employee newsletter, along with information pages and news publications on our social collaboration platform. We provided online training on our sustainability strategy and targets to employees across various business areas and levels of responsibility. Several sustainability-related projects were also submitted for our annual GMS Awards, which were presented during the selection process, and one winning team in the Sustainability Award category was honored by the Management Board. Another important employee communication tool is the employee survey (see under "GxCare" for further information).

Discussions and dialog with policymakers take place within the scope of the usual industry association activities. Otherwise, Gerresheimer AG does not exert political influence and does not have any offices for political communication. We only participate as a Company in legislative processes in the form of collective lobbying through our industry association activities.

Our main industry association memberships comprise membership of the Federal Association of the German Glass Industry (BV Glas) (for glass sites in Germany) and the European Container Glass Federation (FEVE). Gerresheimer is also a member of relevant employer associations. In 2020, we also joined the Hydrogen Alliance Bavaria in order to contribute to the evolution of this key technology.

Our website ensures that important information, key figures, and the latest developments are available to all of our stakeholders easily and in full.

Sustainability Risks

We aim to further integrate sustainability topics continuously and comprehensively into our processes in order to robustly anchor sustainability in all areas of our Company. As the potential opportunities and risks of our sustainability focuses have so far not immediately fit with the financial logic of our risk management system, we specified the process for recording, assessing, and reporting sustainability risks in a sustainability risk reporting guideline.

Sustainability risks differ in some respects from traditional risk analysis in terms of the time horizon, impact assessment, and the perspective from which they are viewed. For this reason, the process for sustainability risk reporting builds on, but also extends beyond, the established components of risk management. This helps avoid duplication of effort and data capture while ensuring that the analysis is full and complete.

We base the systematic identification and assessment of our sustainability risks on our strategic focal areas. This includes "inside-out" impacts from our own business activities that have or could have negative effects on these focal areas. It also covers "outside-in" risks, which if materialized, could significantly impact our net assets, financial position, results of operations, and corporate reputation.

We identify, record, and assess sustainability risks in accordance with the defined process in a manner that is both "top-down" (through an annual review by the Risk Committee and the Sustainability Council) and "bottom-up" as part of our risk survey that takes place two times a year at all sites.

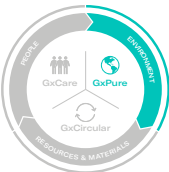





Sustainability risks are reported to the Management Board once a year.

We also publish details of any identified climate change-related opportunities and risks once a year as part of our participation in the CDP (formerly Carbon Disclosure Project) and in accordance with CDP reporting requirements. The CDP Climate Change Questionnaire follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

For the reporting period, no reportable net risks were identified within the meaning of section 315c read in conjunction with Section 289c (3) No. 3 and 4 HGB.

GxPure (Environment)

GxPure is the first pillar of our sustainability strategy. It embodies our commitment to climate action and the environment.

	Strategic focal area	Target	UN Global Compact Principles	SDGs
	Emissions	Reduce our absolute Scope 1 and Scope 2 CO ₂ e emissions by 50% by 2030 compared to our base year 2019	Principle 7, 8, 9	
	Renewable energy	Increase the share of electricity from renewable sources to 100% by 2030	Principle 7, 8, 9	 
	Water	Certification according to the Alliance for Water Stewardship Standard of 100% of sites in regions with high water stress by 2030 Reduction of global water withdrawal by 10% by 2030 compared to our base year 2019	Principle 7, 8, 9	 

We aim to minimize the environmental impact of our business activities because we strongly believe that we will achieve better results in the medium and long term by acting in a responsible and environmentally aware manner.

Using our raw materials and resources as efficiently as possible is our overarching goal. Environmental protection and the challenges of climate change are our impetus for continuously improving our energy, consumption, and emissions management. We also address potential physical water scarcities relating to climate change well in advance.

We have organized our strategic requirements into three key focus areas: emissions, energy, and water. For each area, we established specific metrics to track our progress – including Scope 1 and 2 emissions, renewable electricity usage, and water consumption. We monitor these indicators annually to ensure transparency and implement controls to drive continuous improvement.

The task of implementing our goals is assigned to our global committees, such as the Sustainability Council, and accomplished through central corporate governance processes, such as the operational and strategic planning process. In addition, we use certification schemes at our sites around the world to make sure we have what is needed on the ground to track, plan, and control the targets and to aid the standardization and continuous improvement of our management systems.

Of our 35 production sites, along with one administrative facility and one development facility, 17 (prior year: 17) sites received ISO 14001 certification for their environmental management practices and sustainable resource usage. All certification is subject to regular review and renewal at fixed intervals.

In 2023, we implemented a Group-wide environmental standard that sets mandatory minimum requirements for all sites that have not yet achieved certification.

We are gradually implementing these standards through the ongoing process of obtaining ISO 14001 certification across our sites.

Using our central reporting software, environmental performance indicators are collected at site level, aggregated to division and Group level, and evaluated. These matters are regularly addressed at our quarterly Sustainability Council meetings.

Once again this year, we drove forward the organizational anchoring of responsibilities for the implementation of our sustainability targets in the business divisions, knowledge transfer, and the further integration of our sustainability reporting. The sustainability targets are part of our annual operational-strategic planning for the coming years to ensure an integrated view of corporate planning as well as continuous progress planning.

Emissions and Energy

We need energy to manufacture plastic and glass packaging. The main drivers of our energy consumption are the melting processes in our high-temperature furnaces. Our goal in this connection is to improve energy efficiency and to avoid the associated climate-damaging emissions. Key pillars of our approach are the use of efficient technologies and progressively switching to renewable electricity.

A large proportion of our direct Scope 1 and indirect Scope 2 emissions are associated with our fuel and electricity consumption as well as with energy consumed for heating and cooling. Scope 1 emissions include energy consumption from non-renewable sources such as natural gas, liquid natural gas, diesel, and light fuel oil, with natural gas accounting for the largest share. Scope 2 energy consumption is composed of the purchased amount of electricity and heat.

This year, we conducted our first assessment of Scope 3 greenhouse gas emissions that are relevant to our business — the indirect emissions that occur upstream and downstream in our value chain. These emissions encompass several sources: The procurement of goods and services, energy-related upstream activities, and the disposal of our products.

We have translated our efforts to reduce the impact of our processes on climate change into the following ambitious targets:

🎯 We want to reduce our Scope 1 and Scope 2 emissions by 50% by 2030. The reduction is based on financial year 2019.

🎯 We want to obtain 100% of our electricity consumption from renewable sources by 2030.

Establishing systematic energy management provides us with the organizational framework to ensure that we identify and make the most of opportunities to reduce energy consumption and further improve energy efficiency. 11 (prior year: 12) of our 35 production sites, as well as one administrative site, and two development sites have introduced a management system certified according to ISO 50001. All certifications are reviewed and updated according to a set schedule. Regular training on energy efficiency and environmental protection is provided in this context at our respective sites.

Glass melting operations in particular use a lot of energy. As the need arises, we overhaul and repair energy-intensive equipment, such as the furnaces in our molded glass sites. This enables us to install cutting-edge glass-melting technology and modernize production systems as a whole. As a result, we consistently achieve improvements in energy efficiency through furnace upgrades. We have likewise succeeded in substantially boosting capacity at our molded glass sites in the past ten years, while significantly cutting energy consumption per ton of glass produced. Regularly increasing automation in raw material supply and batch-making in combination with modern furnace control systems makes for continuous efficiency gains at the so-called hot end. Moreover, packing robots are increasingly being used for end-of-line packaging of glass products, which should ensure high accuracy and prevent errors during final packing on pallets. Production technologies are also regularly replaced and modernized at our plastics processing sites.



Solar power for Gerresheimer — Momignies site

A 2.3 MWp photovoltaic roof system was put into operation at our molded glass site in Momignies, Belgium. Covering an area of 15,000 m², it generates around 2,100 MWh of solar power per year, which is consumed on site. This means that Gerresheimer is saving around 300 tons of CO₂ per year. With a current share of 53.5% electricity from renewable sources at all production sites worldwide, Gerresheimer is pursuing the goal of switching completely to green electricity by 2030. Thanks in part to the PV system, the proportion of renewable electricity at our energy-intensive Momignies site will increase to 25% in the 2024 financial year. An expansion of the PV system is already being planned.

🎯 **“We are decarbonizing our electricity supply step by step — with the help of solar installations like in Momignies and investments in wind and solar parks (PPA). The next major project will go into operation in India in mid-2025.”**

Felicitas Wagner, Technical Sustainability Manager
Gerresheimer Essen



The majority of our energy savings in 2024 were achieved through process optimization and machinery upgrades at our facilities.

Energy consumption

Heating value in MWh	2024	2023	Base year 2019
Total energy consumption from non-renewable sources	1,414,452	1,523,695	1,719,028
Natural gas	1,046,954	1,065,057	1,033,497
Other fuels	2,802	8,472	16,364
Purchased electricity	360,891	445,798	665,066
Others	3,805	4,368	4,101
Total energy consumption from renewable sources	450,144	377,749	0
Electricity	450,144	377,749	0
Total energy consumption	1,864,597	1,901,444	1,719,028

Proportion of electricity consumption from renewable sources in terms of total electricity consumption

In MWh	2024	2023	Base year 2019
Total electricity purchased	807,467	821,505	665,066
from non-renewable sources	360,891	445,798	665,066
from renewable sources	446,576	375,707	0
<i>Proportion of purchased electricity from renewable sources</i>	<i>55.3%</i>	<i>45.7%</i>	<i>0.0%</i>
Internally generated electricity	5,463	6,903	20,176
from non-renewable sources	1,895	4,861	20,176
from renewable sources	3,568	2,042	0
<i>Proportion of internally generated electricity from renewable sources</i>	<i>65.3%</i>	<i>29.6%</i>	<i>0.0%</i>
Total electricity consumption	812,930	828,408	685,241
from non-renewable sources	362,786	450,659	685,241
from renewable sources	450,144	377,749	0
<i>Proportion of electricity consumption from renewable sources</i>	<i>55.4%</i>	<i>45.6%</i>	<i>0.0%</i>

We have used the heating value for the conversion of primary energy consumption.

Another increasingly important aspect in glass manufacturing is the use of cullet in the process, as this can likewise deliver significant gains in energy efficiency. The use of cullet avoids new CO₂ emissions in connection with the production of raw materials. Cullet also reduces the melting point so that less energy needs to be used and CO₂ emissions can be further reduced.

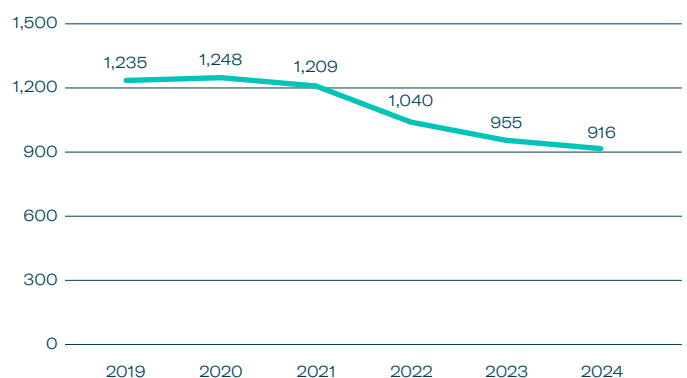
In addition to the technological upgrade of our production sites, electrification in conjunction with the switch to renewable energy sources for our production sites with significant Scope 1 emissions also plays an important role in the context of our decarbonization strategy.

In the financial year 2024, we succeeded in reducing our energy consumption by 1.9% (2024: 1,864,597 MWh, compared to prior year: 1,901,444 MWh). The specific energy consumption relative to turnover was again reduced in 2024.

In regional terms, energy consumption continues to be highest in Europe, where four of our molded glass sites are located. In total, our production sites in Europe account for more than two-thirds of our energy consumption.

Energy consumption in MWh in relation to our turnover⁶⁾ (energy intensity)

MWh per EUR m



In 2024, our CO₂e emissions from energy consumption as well as our process emissions (Scope 1 and 2) decreased by 10.1% year on year to 409,018 tons (prior year: 455,181 tons CO₂e).

⁶⁾Turnover, see Annual Report 2024, Consolidated Income Statement, p. 47.

In tons CO ₂ equivalents (t CO ₂ e) ¹⁾	Location-based calculation method			Market-based calculation method ²⁾		
	2024	2023	Base year 2019	2024	2023	Base year 2019
Scope 1 emissions³⁾	256,418	262,029	264,803	256,418	262,029	264,803
<i>thereof from natural gas combustion</i>	212,377	217,164	209,050	212,377	217,164	209,050
<i>thereof process emissions from melting processes⁴⁾</i>	36,527	37,390	43,868	36,527	37,390	43,868
Scope 2 emissions	322,543	322,240	282,724	152,600	193,153	305,426
<i>thereof from purchased electricity</i>	321,860	321,455	282,016	151,916	192,368	304,718
Scope 1 and 2 emissions	578,961	584,268	547,527	409,018	455,181	570,230
Calculated Scope 3 Emissions⁵⁾	1,302,738	-	-	1,302,738	-	-

¹⁾ Emissions are calculated in accordance with the Greenhouse Gas (GHG) Protocol.

²⁾ Market-based factors have been obtained for 73% of our electricity purchased; for the remaining sites, the location-based IEA factors are applied; for the USA, the EPA factors (eGRID factors) are used.

³⁾ Unit conversions and Scope 1 emissions from gas and other energy use were determined based on the most recent DEFRA factors and the IPCC report.

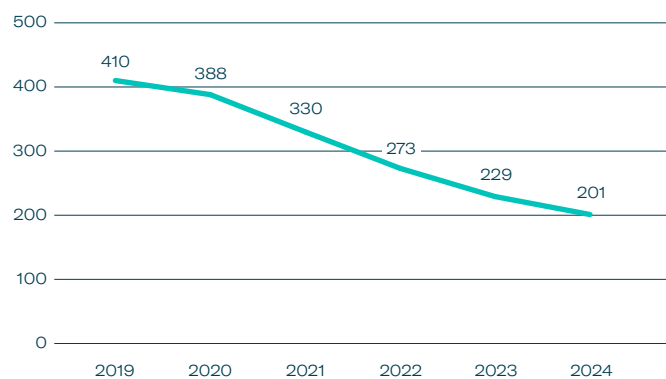
⁴⁾ We determined our process emissions for our raw materials following the mass balance approach based on the IPCC report.

⁵⁾ The emissions mentioned are based on data from 2023 and are reported with a one-year delay. The calculation of Scope 3 emissions from prior years is not comparable, as it only includes emissions in connection with our raw material procurement and emissions from the use of fuels and energy.

The reduction in emissions is particularly evident in our Scope 2 emissions (2024: 152,600 tons, prior year: 193,153 tons of CO₂e). Scope 2 emissions were reduced by significantly increasing the share of electricity purchased from renewable sources. In 2024, we met 55.4% of our electricity consumption from renewable sources (prior year: 45.6%). In addition, ten sites sourced 100% of their electricity from renewable energy, with nine sites procuring some of their electricity from such sources. When switching to renewable electricity, we apply the GHG Protocol Quality Criteria for guidance in selecting suitable sourcing options and instruments.

CO₂e emissions (Scope 1 and 2 market-based) in relation to our turnover⁷⁾ (CO₂ intensity)

t CO₂ per EUR m



Since joining the Science Based Targets initiative (SBTi) in 2023, we have been working diligently on calculating our Scope 3 emissions inventory. This year, we are reporting our material Scope 3 emissions for the first time (excluding category 3.10). In the past, we only recorded indirect emissions in connection with a proportion of our purchased raw materials as well as fuel and energy-related emissions.

We calculate our Scope 3 emissions in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3 Standard). Due to the more extensive calculation compared to Scope 1 and 2 emissions, Scope 3 emissions are reported with a delay of one year. This means that the emissions stated for 2024 were calculated on the basis of 2023. The categories “upstream and downstream leased assets” (categories 8 and 13) are not material for Gerresheimer, as the associated emissions are already included in our Scope 1 and 2 emissions. Given the broad range of our product portfolio, emissions from the “processing of sold products” (category 10) cannot be recorded systematically with reasonable effort and are therefore not taken into account. As our products do not cause any relevant emissions during the use phase, the calculation of category 11 (“Use of sold products”) is also not applicable. Furthermore, Gerresheimer does not operate any franchises, which is why category 14 is not disclosed.

⁷⁾ Turnover, see Annual Report 2024, Consolidated Income Statement, p. 47.



Fuel switch from gas to electricity at the Pfreimd site

Medical products are manufactured under clean room conditions at the Pfreimd site.

This requires heat energy all year round, which as of 2021 was still generated exclusively from natural gas. In 2023, gas consumption at the site amounted to 277,190 m³.

In 2024, an outdated chiller was successfully replaced with a new, hybrid chiller (combined chiller with heat pump technology, COP value: 3.8) to feed the thermal output into the heating system.

Compared to 2023, gas consumption will be reduced by around 25% in 2025, according to the measurement data forecast. Despite a 15% increase in cleanroom volume. Given the site's complexity, a data analysis is scheduled for the financial year 2025 to ensure subsequent measures are specifically aligned with operational needs.

⊗ **“The switch to hybrid cooling and heat pump technology in Pfreimd is an important step towards sustainability and efficiency that underlines our power to innovate and our environmental awareness.”**

Dominik Weiß, Global Expert Energy Manager
Gerresheimer Wackersdorf



In tons CO ₂ equivalents (t CO ₂ e) ¹⁾	2024 ²⁾	2023 ³⁾	Base year ⁴⁾
Purchased goods and services	829,627		
Capital goods	120,421		
Fuel- and energy-related activities	97,694		
Upstream transportation and distribution	85,170		
Waste generated in operations	6,069		
Business travel ⁵⁾	8,878		
Employee commuting ⁶⁾	4,505		
Downstream transportation	32,848		
End-of-life treatment of sold products	115,151		
Investments	2,376		
Calculated Scope 3 emissions	1,302,738	-	-

¹⁾ We calculate our Scope 3 emissions on the basis of emission factors from ecoinvent, DEFRA, Exiobase and PlasticsEurope. The exiobase factors were adjusted for inflation before they were applied. In addition, downstream disposal steps that were taken into account in the factors were deducted to comply with the cradle-to-gate approach in accordance with the Greenhouse Gas Protocol.

²⁾ The emissions mentioned are based on data from 2023 and are reported with a one-year delay. For the first time, we have calculated our material Scope 3 emissions (excluding category 3.10).

³⁾ The calculation of Scope 3 emissions from prior years is not comparable, as it only includes emissions in connection with our raw material procurement and emissions from the use of fuels and energy.

⁴⁾ We will define a base year as part of our commitment to the Science Based Targets initiative (SBTi) in 2025.

⁵⁾ This is an extrapolation based on the travel activities of our head office.

⁶⁾ This is an extrapolation based on commuting behavior in Europe.

The Scope 3 emissions recorded amount to 1,302,738 tons. The largest contribution to our emissions comes from the production of purchased goods and services (63.2%). All key assumptions and the calculation process are outlined in the following document: [“Gerresheimer GHG Reporting, Scope 3 Methodology.”](#)

Our aim is to set a Scope 3 reduction target in 2025 based on the complete inventory and submit it for validation by the SBTi. In addition, we aim to continuously improve the data quality of the emission factors and make increasing use of primary data.

Water

We primarily use water for cooling and cleaning processes. The main use of water in glass production is to cool down reject material and to clean cullet or finished products. For example, acid-etched glass packaging must be cleaned after it is taken out of the acid bath. The use of fresh water can be reduced by deploying water treatment systems. In the production of plastic packaging, water is used to cool machinery and compressors. The intensity of use here primarily depends on the type of plastic. For example, PET resin is melted at higher temperatures, which means that more water is needed for cooling than in the case of polyethylene or polypropylene. Our water consumption will increase going forward due to the insourcing of cleaning and sterilization processes associated with syringe production that used to be performed externally.

In this connection, the responsible use of water is important to us. We aim to use water as sparingly as possible and have committed to this in our targets. Decentralized water management activities at our sites are given focus by our two global targets:

🕒 At all production sites in high water stress areas, we aim to introduce sustainable water management by 2030 in compliance with Alliance for Water Stewardship certification.

🕒 Likewise by 2030, we aim to reduce our overall water withdrawal by 10% relative to 2019.

How the various sites contribute to our reduction target depends on the current scale of water withdrawal and the degree of water stress, which is subject to considerable geographical variation. For this reason, we plan to develop and progressively implement site-specific policies for responsible water use by 2030. We will initially focus here on sites exposed to relatively high physical water stress as defined in the Aqueduct Water Risk Atlas. To identify such sites, we have used this assessment tool to evaluate the exposure of our production sites, and we monitor developments and future changes in order to decide on suitable action at an early stage. According to that, 15 of our production sites are currently located in areas with high or very high water stress. These sites will account for 58% in 2024 (prior year: 62%) of our global water withdrawal.



Querétaro is the first Gerresheimer production site to carry out an AWS audit

In 2024, our production site in Querétaro was the first of 15 production sites in regions with high to extremely high water stress to carry out the certification audit for the AWS standard (Alliance for Water Stewardship). This standard underlines our commitment to responsible water consumption in the communities in which we operate. With this certification, we are setting the best conditions for water management practices at our Mexican site that meet the high standards of water management and the protection of local water resources.

⊗ **“During the audit, we visited the Querétaro River, an important water-related area due to its social and environmental significance for both the site and the city. Gerresheimer Querétaro is actively involved in the sanitation project of Querétaro’s River, which aims to improve the environmental water quality of the river through natural processes.”**

Amairani Robles, Sustainability Engineer
Gerresheimer Querétaro



By adhering to the standard defined by the Alliance for Water Stewardship (AWS), we are going beyond the legal requirements in the countries where we operate. AWS is a global collaboration committed to the sustainable management of local water resources. The AWS standard is a universal framework for the sustainable use of water. Its application enables us to conduct a structured analysis of our water consumption at sites with high water stress as well as of the impacts, and to develop and implement solutions for sustainable water management. Our aim is therefore not only to reduce the overall withdrawal of water, but also to ensure that water is used as efficiently and sustainably as possible by taking appropriate actions.

As an initial step, we formed a working group consisting of representatives from the affected sites, defined the steps for implementation, and began identifying the gaps at selected sites in order to meet the standard. In recent years, gap analyses have been initiated at the sites concerned, but have not yet been finalized everywhere, in order to create site-specific action plans for the implementation of responsible water management in accordance with the AWS standard. In the financial year 2024, Querétaro (Mexico) became the first Gerresheimer production site to undergo the AWS audit.

The main measures to reduce our water consumption in the 2024 financial year largely result from the optimization of our water management processes.

Water withdrawal by source in m ³	2024	2023	Base year 2019
Municipal water supply	642,739	658,430	747,710
Groundwater	407,136	415,725	242,617
Surface water	36,515	34,037	48,955
Rainwater	7,500	7,500	0
Total	1,093,890	1,115,692	1,039,282

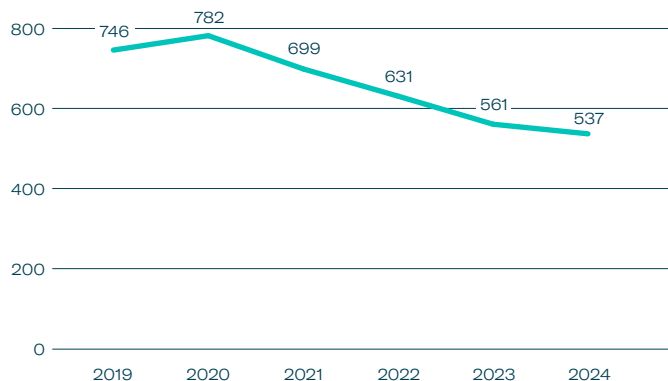
Our water withdrawal decreased by 2.0% year on year in the financial year 2024 to 1,093,890 m³ (prior year: 1,115,692 m³). Despite that, our water consumption was 5.3% higher than the figure for our base year. The increase since our base year is attributable to the rise in production volume and the performance of washing processes in connection with our “ready-to-fill” solutions. We managed to further reduce specific water withdrawal in relation to turnover in 2024.

Water stress situation at our production sites: overview



Water withdrawal in m³ in relation to turnover⁸⁾
 (water intensity)

m³ per EUR m



60% of our annual water demand is sourced from municipal water supplies, and about 37% comes from groundwater.

At 60%, the regional focus of our water use remains on our production sites in Europe.

⁸⁾ Turnover, see Annual Report 2024, Consolidated Income Statement, p. 47.

GxCircular (Products and Resources)

GxCircular is the second pillar of our sustainability strategy. It embodies our commitment to resources, sustainable products, and a responsible supply chain.

	Strategic focal point	Target	UN Global Compact Principles	SDGs
	Recycling and Waste	Reduce industrial waste sent to landfill from our own production to 0% by 2028, with minimum incineration rate	Principle 7, 8, 9	
	Ecodesign	We review the application of ecodesign principles in 100% of our new product developments.	Principle 7, 8, 9	
	Responsible supply chain management	Increase the proportion of strategic suppliers who have recognized the Gerresheimer Code of Conduct for Suppliers to 100% by 2024 Increase the proportion of strategic suppliers assessed for environmental and social aspects to 100% by 2024	Principle 1, 2, 3, 4, 5, 6, 7, 8, 9	

In placing our business model on a sustainable footing, we are guided by the principles of the circular economy. Contrary to the precepts of the linear economy, the circular economy is a regenerative system in which resource use and waste production, emissions, and energy waste are minimized by slowing down, reducing, and closing energy and material cycles along a product's entire life cycle.

We aim to contribute to the circular economy both with our own processes and with our products. We believe that innovation and environmental protection go hand in hand. We want to be a pioneer in the development of sustainable solutions for pharmaceutical, as well as cosmetic primary packaging, drug delivery systems, and medical and diagnostic products.

As the transition to a circular economy requires system solutions beyond the domain of any single business enterprise, we attach great importance to cooperation among all stakeholders at every link in the value chain. We assume responsibility for our supply chain — not merely in terms of sourcing recyclable raw materials, but also in terms of ensuring that our value chain is sustainable.

Recycling and Waste

In the manufacture of our glass and plastic pharmaceutical primary packaging and drug delivery systems, diagnostic systems, and packaging for the cosmetics industry, we aim to help cut global waste by designing our processes and using materials in a way that conserves resources, as well as by developing new, more sustainable products consistent with the circular economy. This claim is the basic principle of our Gerresheimer Management System (GMS).

As a manufacturing company, we generate waste in our production processes. In accordance with the European waste hierarchy, our fundamental aim is to reuse or recycle such waste and to avoid disposal in landfills altogether. Knowing that much of the waste comprises potential raw materials for making different new products, we seek to actively promote such uses.

Our top-level goal is therefore to keep our waste volume as low as possible. At the same time, we want to minimize the impact of our production waste. That is why we have set ourselves the following goal:

🎯 We aim to reduce the amount of industrial waste sent to landfill from our own production to 0% by 2028. At the same time, we intend to reduce the proportion of waste sent for incineration in order to prioritize material recycling.

Due to our decentralized organizational structure, waste management has not been coordinated at a global level in the past. We are now gradually working to systematize our waste avoidance activities on the basis of a more uniform understanding. Operationalization and Group-wide implementation of the target is being developed by our head office team in conjunction with specialist managers from each individual division.

As described in the prior chapter, we are using the Group environmental standard to create a binding framework with consistent minimum standards, especially at those sites without a certified environmental management system. That commitment extends to waste management as well.

In the years ahead, we will enhance the detail and precision of our reporting methods to deliver transparent and dependable updates on our yearly progress, with special emphasis on tracking our target to reduce the percentage of waste sent to incineration. The individual sites are also refining their initiatives to ensure their specific contributions to our targets can be systematically planned and implemented through tangible actions.

A key element in reducing our overall waste volume is avoiding reject material and, where possible and permitted under regulatory requirements, returning it to the production process. By systematically sorting our waste, we try to ensure that residual materials we cannot recycle internally are recycled by other Companies.

In 2024, we generated 30,227 tons of waste (prior year: 30,624), of which approximately 7% was classified as hazardous and around 88% as non-hazardous waste. The hazardous waste is made up of dusts generated in production, as well as residues containing oil and solvents, fluorescent tubes, and other substances. Since last year, we have started recording waste from construction measures as a separate category. As a result, these quantities are no longer reported as part of the disposal and reuse methods.

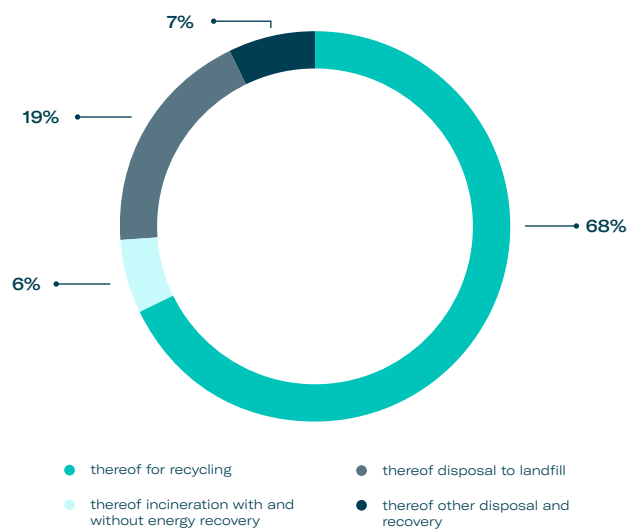
Waste quantities in t	2024	2023	Base year 2019
Construction waste	1,654	1,022	–
Total (with construction waste)	30,227	30,624	–
Hazardous	2,004	3,554	–
Non-hazardous	26,569	26,048	–
Total (excluding construction waste)¹⁾	28,573	29,602	–

¹⁾ The waste is classified as hazardous and non-hazardous in accordance with local regulations.

Approximately 68% of our production-generated waste is recycled. The proportion of waste sent for incineration with or without energy recovery is approximately 6%. Landfill waste accounts for 19% (prior year: 19%)

The remaining percentage of other disposal and recycling methods is mainly due to the lack of information at the sites.

Waste according to recycling and disposal methods



In 2024, 18 (prior year: 22) of our sites sent 0% of their waste to landfill.

Ecodesign

Global packaging volumes are steadily increasing, and with them their adverse impacts on the environment, especially in countries that still lack suitable waste collection and recycling infrastructure. Packaging that is not properly disposed of and ends up in the environment can cause significant negative impacts. Proper disposal and avoidance of the negative impacts of packaging waste — especially plastic waste — are consequently an increasingly important environmental policy goal. The transition to a circular economy provides a crucial lever for effectively rising to the challenges associated with a growing global population and the finite nature of natural resources, as well as the rapidly rising quality of waste.

We produce injection vials, ampoules, cartridges, containers for liquid and solid medicines, insulin pens, pen and micro pump systems, inhalers, syringes, and cosmetic containers at our 35 production sites worldwide. Our customers are mostly companies in the global pharma and healthcare industry and the cosmetics industry, with the majority of our turnover generated in the pharma and healthcare industry. As primary packaging, our products thus fulfill a crucial function in those industries for the safe transportation as well as storage and administration of our customers' products. In many cases, the packaging is an integral system component, without which many products would be less user-friendly and safe.

This underlines the importance of laying the foundations for a user-friendly, safe, and high-quality product during the development process, so that we can shape its future environmental impact. Since our customers, with their products, are also distributors of our products, close cooperation with them in the realization of an environmentally friendly product packaging system along the life cycle is of great importance.

That is why we start to identify, assess, and realize potential for applying ecodesign principles at this stage of the process. We define ecodesign as the incorporation of environmental aspects into the product design process with the aim of improving the environmental impact of a product throughout its life cycle — including production, transport, use, and disposal.

We have set the following goal to make our commitment transparent and measurable:

🎯 100% of our new product developments are reviewed for the application of ecodesign principles.

In the past, we have primarily focused on implementing customer specifications. The new approach, however, builds on close collaboration with our customers during the design of the products and production processes as well. Our goal is to go beyond merely ensuring compliance with the legal requirements to incorporate ecodesign principles proactively and systematically.



- 🎯 **Rethink** summarizes strategies aimed at fundamentally rethinking the existing product packaging system as such.
- ✂️ **Reduce** summarizes strategies that focus on resource efficiency by reducing volume, wall thickness, and additional non-essential components and materials to maintain functionality.
- ↺️ **Replace** summarizes strategies aimed at substituting non-renewable primary raw materials with renewable or secondary raw materials and avoiding environmentally harmful materials.
- ∞️ **Reuse** summarizes strategies aimed at the reuse of (partial) components, including primary to tertiary packaging materials.
- ♻️ **Recycle** summarizes strategies focused on enabling recycled material streams, through improved recyclability.

To implement this goal, a cross-divisional working group began developing a systematic approach back in 2021. The ecodesign principles — Rethink, Reduce, Replace, Reuse, and Recycle — were established in 2021 to summarize the relevant strategies to develop a sustainable product packaging system that supports the circular economy.

A multi-stage process was developed to put the concept into operation: Ecodesign as an integral part of customer interaction through proactive communication, integration of ecodesign optimization test steps in key sub-steps of the product development process, where a systematic identification of the hotspots and potential takes place, assessment of their feasibility with regard to the identified basic premises, and implementation of the potential with the customer. This always involves the alignment of new concepts and the optimization of existing concepts. At the same time, consideration must be given to the fact that the applicability of the principles and strategies varies by business unit and product and must always be implemented in line with the three basic premises arising from our market environment: Meeting regulatory, quality, and safety requirements; improving sustainability performance; and meeting customer needs.

In the financial year, the focus was on improving reporting and processes. The team focused on finding opportunities to collaborate across divisions specifically for secondary packaging improvements. This area was chosen as a priority because it involves substantial material usage and offers more flexibility for modifications compared to primary packaging and product-contact devices.

In the financial year, 100% of new product developments underwent the defined ecodesign evaluation process to identify potential for improving their environmental impacts. This means that, after a one-year delay, we have achieved our corporate goal, which we will now continue to achieve every year.

The majority of the ecodesign aspects applied in our existing product portfolio can currently be categorized under substitution of primary raw materials with secondary raw materials, use of alternative raw materials, reusability, weight reduction, and improvement of transportation efficiency by design configuration.

More information on our product solutions and ecodesign approaches can be found on our website.



Same design, less glass — saving 650 tons of CO₂ in 2024

In 2019, together with Beiersdorf, we subjected the glass body of the NIVEA roll-on deodorant to our weight reduction approaches, which were still in the development phase at the time. The roll-on deodorant is produced in clear and blue glass at our molded glass sites in Essen and Tettau. After a long development phase, the first series production of the 18% lighter bottle was successfully completed in early 2024. Due to the high quantities we produce, we were able to save a total of 650 tons of CO₂ in our Scope 1 and 2 emissions by reducing weight in 2024. Around 50 products now undergo our ecodesign assessment process in our molded glass sites every year and are optimized in terms of weight, design, packaging and other properties.

⊗ **“The particular challenge in reducing the weight of the glass body of the NIVEA roll-on deodorant was to retain the familiar design. We are all the more proud that we have managed to achieve such a large weight reduction.”**

Martin Rebhan, Quality Engineer
Gerresheimer Tettau



Responsible Supply Chain Management

As a manufacturer of high-quality pharmaceutical primary packaging, our molded glass sites primarily use quartz sand, soda and soda lime as raw materials to make glass, along with other additives in small quantities. The production of plastic primary pharmaceutical packaging and of complex drug delivery systems like insulin pens and inhalers requires energy and above all specialist resins such as polyethylene, polypropylene, and polystyrene. We additionally use small quantities of what are referred to as conflict minerals.

We use small quantities of minerals such as tin, tungsten, tantalum, and gold (so-called “conflict minerals”) or their derivatives in the manufacture and refinement of our products. As part of the purchasing process for such conflict minerals, our suppliers are obliged to submit certificates on the proper sourcing of these raw materials. We want to ensure that our suppliers have not obtained the raw materials from countries that finance armed conflict or contribute to human rights violations by mining and trading in them, as clearly stipulated both in the Gerresheimer Supplier Code of Conduct and in our “Declaration on Conflict Minerals.” We verify that the suppliers have the required certificates and provide our customers with the full information concerning the countries of origin of minerals and the smelters and refineries used along the supply chain in a Conflict Minerals Reporting Template (CMRT) certificate.

Reliable supply and competitive costing are at the core of our procurement activities. Integrating sustainability into supplier management enables us to make our supply chains more resilient and enter into long-term relationships with suppliers.

As our divisions and business units deploy different production technologies and production is distributed worldwide across Europe, North America, South America, and Asia, our procurement is largely decentralized. Energy and goods or services not relevant to production, such as access to data networks as well as hardware and software, are predominantly sourced centrally.

Our supplier management requirements are firmly established in the Gerresheimer Management System in the chapter “Supplier Quality Procedures,” and therefore apply to all sites worldwide. All new suppliers are subject to an approval process before they are approved to supply materials or services.

The first step in this process for our strategic⁹⁾ suppliers is the recognition of the Gerresheimer Supplier Code of Conduct, in which we have outlined our expectations and requirements for our suppliers. Our previous principles are completely revised in the Code, which was published in the financial year 2022. The Code is based on international standards such as the principles of the UN Global Compact, the Universal Declaration of Human Rights, the ILO Core Labor Standards, and the OECD Guidelines for Multinational Enterprises. It covers the topics of ethics, labor and social standards or human rights, health and safety, as well as environmental protection.

Clearly communicating our expectations with regard to sustainability issues creates the necessary transparency for our suppliers.

🎯 Our objective was for 100% of our strategic suppliers to have acknowledged our Gerresheimer Code of Conduct for Suppliers by 2024.

This target will also be continued for the 2025 financial year, as new suppliers are regularly assessed.

As of the close of the financial year, 88% (prior year: 65%) of our strategic suppliers have acknowledged the Code of Conduct for Suppliers.

We verify compliance with the Code of Conduct for Suppliers as part of our approval and re-evaluation processes. In addition to the Supplier Code of Conduct, our interactions with suppliers are governed by the Gerresheimer Compliance Program and the Purchasing Policy and Procedural Instructions.

To maintain quality in procurement over the long term and ensure continuous improvement in supplier performance, all strategic suppliers undergo an annual performance review and supplier audits are carried out at regular intervals. Environmental and social evaluation criteria also form part of this review.

⁹⁾ Strategic suppliers are suppliers from which we obtain materials or services that are used directly in our products during processing or that could have a material influence on the quality of the end product.

In addition to providing information by responding to a questionnaire, the approval process for strategic suppliers also entails an on-site or virtual audit. Around 85% of our production sites include environmental or social requirements in this approval process.

Our approach to screening new and existing suppliers with regard to environmental and social aspects was revised by a working group established in 2021 to meet the requirements of the German Supply Chain Due Diligence Act. The realignment includes a global standardization and shift to a common, risk-based approach to ensure that we identify, assess, and tackle the key sustainability risks in the value chain for all suppliers, not just those of a strategic nature. All suppliers were analyzed on the basis of an investigation of country and industry risks using automated software (abstract risk analysis). Up-to-date and objective analysis is safeguarded based on regular updates, monitoring of live news, and a review of over 100,000 data sources. After that, the suppliers are classified on the basis of the findings of the abstract risk analysis. Suppliers that have been classified by the abstract risk analysis as having a critical priority for action and account for more than 1% of the division's purchasing volume, as well as strategic suppliers with a critical priority for action (regardless of the purchasing volume), are considered to be suppliers with a potentially increased human rights and environmental risk. They are subject to focused risk analysis. The risk assessment is predominantly performed using the software already mentioned. Alternatively, a manual analysis may be performed. It includes the following aspects: Nature and scope of business activity, probability of occurrence, severity of violation or consequences, number of people affected and irreversibility, ability to influence outcomes, and the Company's contribution to causing individual risks or risk areas.

Our aim under the sustainability strategy remains unaffected by the revised process for complying with the German Supply Chain Due Diligence Act.

🎯 Our target was for 100% of our strategic suppliers to be assessed by 2024 in our supplier approval process and to be subject to the related re-evaluation in respect of environmental and social aspects.

This target will also be continued for the 2025 financial year, as new suppliers are regularly assessed.

The software introduced in 2023 enables us to assess more suppliers in terms of environmental and social aspects in less time. In 2024, 90% (prior year: 55%) of our strategic suppliers were assessed in this regard.










In 2024, 30 (prior year: 31) strategic suppliers with a potentially negative environmental impact and 65 strategic suppliers (prior year: 32) with potentially negative social impacts have been identified. In the next step, the potentially negative impacts will be further analyzed, and case-specific corrective measures will be initiated.

There were no incidents in the financial year 2024 that led to termination of a supplier relationship for any of the above reasons.

In order to harmonize the overall approach across all divisions, the continuous monitoring of risks in our supply chains and engagement with suppliers on preventive and corrective actions will be overseen by a group of experts consisting of representatives from each division. Implementation took place in 2023 and was further optimized in this financial year.

GxCare (People)

GxCare is the third pillar of our sustainability strategy and embodies our commitment to employees and to the communities among which we operate as a business enterprise.

Strategic focal area	Target	UN Global Compact Principles	SDGs		
			3 GOOD HEALTH AND WELL-BEING	8 DECENT WORK AND ECONOMIC GROWTH	
 Employee satisfaction	Employee-Net Promoter Score >20 by 2028	–	 3 GOOD HEALTH AND WELL-BEING	 8 DECENT WORK AND ECONOMIC GROWTH	
	Health and Occupational Safety 80% reduction in lost time incident rate by 2028 ISO 45001 certification for 100% of production sites by 2025	Principle 1	 3 GOOD HEALTH AND WELL-BEING	 8 DECENT WORK AND ECONOMIC GROWTH	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Community engagement	Annual commitment of 100% of the sites in the area of "school and education" or "health and well-being," or with our focus topics relating to "Sustainability"	–	 3 GOOD HEALTH AND WELL-BEING	 4 QUALITY EDUCATION	 11 SUSTAINABLE CITIES AND COMMUNITIES

In 2023, we initiated a sweeping realignment of our human resources strategy. As part of the GxCare pillar of our sustainability strategy, we renamed our Human Resources unit "People & Organization" (P&O). The newly established "People & Organization Council," consisting of delegates with equal status from divisions and global functions, acts as the central steering and decision-making body. An additional alignment body also ensures consistency in strategy development and implementation through regular meetings of global P&O managers. The monthly calls with the entire P&O community strengthen global exchange and the shared focus.

"formula People & Organization (P&O)," our globally oriented human resources strategy, provides the framework for the activities and programs at all our sites worldwide. The goal is to create an efficient organization that is fit for the future; attract, retain, and continuously develop qualified employees; ensure safety and health in the workplace; promote diversity and equal opportunities; and improve both working conditions and the common good overall. Initial achievements include implementing worldwide uniform training programs for managers conducting job interviews, as well as establishing consistent procedures for conducting exit interviews with leaving employees.

The strategic pillars of the formula People & Organization strategy are:

- > Empowering Culture & Leadership: Focus on the development of an affirming culture and effective leadership.
- > Fit for Purpose, Transformative Organization: Strive to create an adaptable and agile organization.

- > Develop: Focus on building up a robust talent pipeline and the continuing advancement of our employees.
- > Attract: Aim to be seen as a respected employer and reliable business partner.
- > Retain: Commit to increasing employee well-being and positively influencing the communities in which we are active.
- > Agile Digital and P&O Transformation: Emphasize an agile digital strategy, coupled with an integrated P&O transformation.

In late 2022, we started rolling out the new Gerresheimer Code of Conduct, which we continued doing in 2024. The Gerresheimer Code of Conduct outlines our main ethical guidelines and emphasizes the importance of respect, inclusion, and professionalism. It provides clearly formulated guidance for our employees' actions and reflects the core values of our Company. Its active implementation helps promote trust and integrity throughout our organization. The global rollout has reached over 80% and was continued in 2024. Over 8,000 employees have either been trained on the Code of Conduct or have signed the Code of Conduct declaration.

In chapter A, "Employee Systems," the Gerresheimer Management Strategy (GMS) defines processes and tools for the implementation of our global strategy, sets Group-wide standards, and provides both methods and tools for advancement, leadership, and worker participation. All sites are evaluated annually in self-performed and centrally coordinated assessments to review the implementation of these standards.

Our employees

We operate in the regions where our customers and markets are located: at 54 sites (including 35 production sites) on four continents. At the end of the 2024 financial year, 12,142 employees (prior year: 11,660 employees) were employed at Gerresheimer Group. At the same time, a total of 923 temporary workers were employed as of November 30, 2024 (prior year: 856 temporary workers).

As a Group with tradition in our home market, we continue to have a large footprint in Germany. At the end of the financial year, we had 4,335 employees at ten sites across Germany (prior year: 4,106 employees), which corresponds to over a third of the total number of employees. We employed 2,861 people in other European countries (prior year: 2,577 employees), 1,202 employees were in America (prior year: 1,199 employees) and 3,744 employees in the emerging markets¹⁰⁾ (prior year: 3,778 employees).

Employee Satisfaction

Our employees are the cornerstone of our business success. The satisfaction of our employees, their commitment, and their knowledge are the most important drivers of our corporate success, paving the way to achieving our goals. Employee development, cultural initiatives, and a global talent management concept all have a positive impact on employee satisfaction. The structure of these initiatives is described in detail in the Human Resources Development section of this chapter. We use the Employee Net Promoter Score (ENPS) as an instrument to measure and reveal the increasing satisfaction of our employees. As an indicator of employee satisfaction, ENPS is measured in our annual survey by asking employees how likely it is that they would recommend Gerresheimer as an employer. The ENPS ranges from -100 to +100.

Our goals for employee satisfaction are to:

- > Continuously improve the ENPS to become one of the top-rated employers
- > To achieve an ENPS of >20 by 2028

Our employee surveys are used to measure the satisfaction of our employees, obtain feedback, and initiate improvement measures. The most recent global snapshot survey took place in the financial year 2022. Right now, we are busy deriving and implementing measures, and are preparing the upcoming employee survey for the financial year 2025.

Education and Training

In line with our value-based corporate policies, and against the backdrop of demographic change, we see vocational training as an important goal to recruit young talent early, provide the best possible training, and secure long-term employee loyalty. The different training requirements are taken into account in each division. Our vocational training programs prepare young employees for their future responsibilities. Since Gerresheimer AG went public in 2007, Gerresheimer has trained over 3,500 young people in more than 20 occupations.

Our goals for training are to:

- > Internationalize and expand training activities in professions with a shortage of skilled labor
- > Improve the quality of the practical training elements

The vocational trainee ratio in Germany rose by 0.5 percentage points year-on-year to 3.5% (prior year: 3.0%), so that as of November 30, 2024, 151 vocational trainees including dual students (prior year: 123 trainees) were employed by Gerresheimer in Germany.

The Gerresheimer Medical Systems sites achieved special vocational training successes in the past training year 2023/2024, with the special award "Building bridges in vocational training" being presented by the Regensburg Chamber of Industry and Commerce. Coordinated by the Regensburg site, Gerresheimer has been sending vocational trainees to its site in Peachtree City, USA, every year since 2020 with the support of the AusbildungWeltweit initiative.

¹⁰⁾ Emerging markets as defined by Gerresheimer: Brazil, India, China, and Mexico.

People Development

In addition to our vocational training programs, we constantly invest in the professional, methodological, and personal development of our workforce with a view to attaining our corporate goals and securing our long-term success. We are always committed to aligning our global corporate goals with the individual career aspirations of our employees.

Our goal for human resources development is:

- > Employee development and qualification, targeting 18 hours of voluntary training per employee in the upcoming years

This target is supported by the following sub-targets:

- > Expand the leadership program around the world
- > Expand the global talent program
- > Internationalize the trainee program

Our aim is to offer our managers worldwide access to individual development programs. We continuously enhance our management development initiatives to prepare leaders at all levels with the essential skills needed to tackle both present and emerging challenges.

In 2022, the global leadership program “Leadership Touchdown” for executive management was launched with the first module “Empowering Transformation” and expanded in 2024 to include the second module “Embracing Personality & Fostering a Growth Mindset.” In 2024, 33 managers worldwide (prior year: 41) took part in this training.

In the past financial year, the “Leading with Heart & Mind” leadership program for middle managers was continued and expanded. In Germany, the total number of participants in both modules in 2024 was 86 (compared to 111 in the prior year). In addition to France and Belgium, which were already rolled out in 2023, the program was also launched in India and North America in 2024 with a total of 119 participants. Launches are in the works at further global sites. Our ongoing dedication focuses on enhancing and broadening our leadership development offerings to provide optimal support to our employees worldwide.

We strive to both advance our talented workforce and ensure their sustained professional growth through continuous skill development. We provide and regularly enhance diverse talent development programs tailored to specific employee groups. Through our investment in employee development and career advancement, we aim to foster long-term loyalty and ensure our workforce feels genuinely appreciated. The results are the programs and initiatives listed below.

With our 18-month global high-potential talent program “formula Operational Lead” launched in 2023, we ensure succession planning for our operational management and targeted preservation of Gerresheimer’s core competencies in production. The participants selected for this program are promising employees who show strong capability to advance into key production leadership roles. The first round of our “formula Operational Lead” talent program was successfully completed this year and a new round with 15 global talents was initiated at the same time.

In 2024, we also launched the next round of our high-potential talent program “formula GT” with 14 global talents. Launched in 2021, the program aims to identify and promote talent from general management. The selected individuals in this program demonstrate an open mindset toward learning and embody our collaborative ONE Gerresheimer culture. They possess both the potential and desire for cross-business unit growth, along with the determination to advance Gerresheimer’s continued success.

Another local talent program is the Skill Up Program. The program is aimed at committed high-potential employees from production without disciplinary management tasks who are to be developed and prepared for future roles. In 2024, 41 participants from four sites in the USA took part in the program. The program was also rolled out at two German sites and was attended by 25 participants. The program will be rolled out to other international sites in 2025.

The WE Grow program empowers women in our organization by helping them identify and leverage their unique capabilities while strengthening their professional impact, ultimately expanding their visibility and influence in the Company. The first group of the 12-month program started in May 2024 with 14 participants from seven different countries. We are very pleased to continue this program in the coming years and further promote the development of our talented women.

From 2025 on, our 12-month “Upstart Program,” which has already been successfully implemented in one business unit, will be rolled out at a global level. The program is aimed at employees who demonstrate a high level of commitment and a pronounced willingness to perform. It aims to promote high-potential employees who are in the orientation phase between a specialist, management or project career.

University graduates have the opportunity to apply for our “g graduate” trainee program. The round launched in 2023 is already enjoying European participation. Our ambitious goal is to achieve global participation with the next round in 2025. Since the start of the program in 2017, around 90% of trainees who have successfully completed the 18-month program have been offered a permanent position in our Company.

Our corporate strategy also includes the ongoing development of our global management culture. We aim to establish a value-based management culture that is driven by participation, collaboration and mutual trust.

This is why we continued with module IV of the global TRIBE Leadership initiative (TRIBE = Teamwork, Responsibility, Integrity, Bold Innovation, Excellence), which was launched in 2020. It continues to be implemented by way of a global “Train the Trainer” concept that ensures that all managers get the opportunity to participate in the TRIBE Leadership courses.

To promote the advancement and qualification of our employees, we offered more coaching, training, and advancement programs at a local level. In the financial year 2024, we provided our employees around the world with a total of 307,856 hours (prior year: 242,308 hours) of voluntary and mandatory training. This corresponds to 25.7 hours per employee (prior year: 21.5 hours), based on the average number of employees in 2024, of which 263,421 hours are attributable to voluntary training (prior year: 221,028), which corresponds to 22.0 hours per employee (prior year: 19.6).

Diversity and equal opportunities

We respect and appreciate those around us, foster diversity as an important factor in our success as a business, and create a working environment in which people from a wide variety of backgrounds — and with diverse preferences, abilities, and disabilities — feel valued so that they can work together successfully. This is embedded in the Gerresheimer Diversity & Inclusion policy and the Corporate Responsibility Guideline, which provides a framework for the entire Gerresheimer Group. To maximize Gerresheimer's potential, Gerresheimer attracts talent from all parts of the world where we operate.

Our goal for diversity and equal opportunities is to:

> Continue fostering diversity and equal opportunities

One of the measures already initiated in the financial year 2022 with this goal in mind is “formula WE,” which aims to promote and empower women in a business context. The strategic focuses of formula WE include the working environment, representation of women, and employer branding. “formula WE” is led by a team of 15 women from 11 different countries.

Female employees make up 35.2% of the workforce (prior year: 34.7%). Owing to the sometimes physically demanding nature of blue-collar work, there are naturally only a small number of female applicants for such positions. Overall, the percentage of women in the first two levels of management was 23.2% (prior year: 24.2%). The separate percentages for women are 20.8% (prior year: 23.5%) for the first management level and 24.1% (prior year: 24.6%) for the second management level. The global percentage of women in management positions at Gerresheimer is to reflect the share of women in the Company's global workforce. Gerresheimer is working continuously to increase the percentage of women in management positions.

Other activities are reflected in the diversity of the employee structure. In the financial year 2024, employees from 78 countries (prior year: 74 countries) worked at Gerresheimer. 64.3% of employees worked outside of Germany (prior year: 64.8%). As a globally operating Group, we also rely on an international management team. Citizens of countries other than Germany accounted for 42.7% of top-level managers as of November 30, 2024 (prior year: 39.8%). A total of 17 nations are represented in our executive management (prior year: 15 nations).

Labor and social standards

As a global organization, we recognize that our operations can significantly influence both individuals and communities. We are dedicated to maintaining ethical practices throughout our entire value chain. We respect and protect human rights as well as the labor and social standards of our employees and business partners.

Our goals for labor and social standards are to:

- > Reduce the risks associated with labor and social standards to ensure the Company complies with the law
- > Complete the roll-out of the global Code of Conduct at all sites worldwide

We are fully committed to respecting, supporting, and protecting labor and social standards as well as human rights for our employees and temporary staff at our sites worldwide. This commitment has been deeply rooted in our Corporate Responsibility Guideline for many years and is upheld by local units at our sites. It was already set out in even more detail in our global Code of Conduct published in 2022 and signed by the Management Board.

In keeping with local laws and international conventions — such as those of the International Labor Organization (ILO) — we do not tolerate child and forced labor at Gerresheimer anywhere in the world or along the value chain. Local collective bargaining and other agreements facilitate freedom of assembly for our employees at sites where collective bargaining agreements apply while taking local law into account.

The Code of Conduct applies to all boards, leaders, and employees at all Gerresheimer companies. Management staff at all Gerresheimer companies are obliged to enforce the Code of Conduct in their area of responsibility. This includes in particular their duty to integrate the Code of Conduct in daily business processes. The existing training program will be expanded to cater to elements of the Code of Conduct. Any violations of the Code of Conduct can be reported via the whistleblower system and the internal complaints service.

Additionally, we initiated a process for specific risk analysis in keeping with the provisions of the German Supply Chain Due Diligence Act. All sites were asked to fill out a detailed questionnaire on human rights.



“formula Operational Lead”

Thanks to our 18-month global high-potential program “formula Operational Lead,” we develop future operational leaders and maintain Gerresheimer’s essential production expertise, ensuring strong succession planning.

⊗ **“I’ve been with Gerresheimer for so long now and have experienced and learned so much, but this program was really something special. With a fantastic team, I was able to embark on an extremely instructive and formative journey, at the end of which I took away so many unique memories and countless new impulses for myself. Thank you.”**

Elisa Pretel, Head of Production Unit
Injection Molding MDS

In the 2024 financial year, one (prior year: none) confirmed case of discrimination was reported as part of our internal processes.

At Gerresheimer in Germany, workplace codetermination is institutionally established through the Group Works Council, which looks after the interests of our employees. The Group Works Council comprises 16 employees (prior year: 16) — three women and 13 men (prior year: three women and 13 men).

With arrangements such as part-time programs, mobile working and flexible work hours, we continue to pursue our efforts in many countries to help employees strike a balance between their work and family life and try to make it easier for them to care for children and family members. A total of 558 employees worldwide were employed part-time as of the end of the financial year 2024 (prior year: 481), corresponding to 4.6% of the workforce (prior year: 4.1%). Gerresheimer employees have the option of taking parental leave, including in countries where there is no statutory provision for doing so. A total of 173 employees made use of this option in the financial year 2024 (prior year: 224).

Regarding employee remuneration, we attach great importance to ensuring that pay is nationally and internationally competitive and that there is no gender pay gap. We support this through external Company compensation benchmarks and objective function evaluations in executive management that are not tied to specific individuals. Additionally, many of our employees are subject to binding pay scales under collective agreements, which rule out gender-specific pay gaps for equivalent work. With 8,540 employees, the pay scale comprises approx. 70.3% of the total workforce.

Our remuneration policy provides for a variable element in addition to fixed pay for a variety of positions. For our global executive management, we also have a Mid-Term Incentive Program relating to the past three financial years.

Gerresheimer provides employees at many sites with additional benefits on top of financial remuneration components. These include a Company pension scheme, subsidized meals, subsidized public transport, and group accident insurance.

Our pay levels are at least at the level of the local minimum wage in the emerging markets of Brazil, Mexico, India, and China, or exceed them.

Health and Occupational Safety

As a manufacturing company, protecting our employees' health and safety is our highest priority. We want to offer our colleagues a safe working environment so that they can return home healthy and unharmed every day. Occupational safety must remain our most important consideration, day in day out.

We further elaborated on this in 2020 by adopting the following core health and occupational safety principles:

- > Occupational safety and health has top priority.
- > We actively develop and promote a health and safety culture.
- > We require our site managers to permanently and visibly carry out their leading role in promotion of occupational safety.
- > All managers are required to behave in an exemplary manner and tasked to ensure that all employees are fully aware of instructions, legal regulations, hazards, and protective measures.
- > We do not accept violations of safety rules at any level.



For the first time, the Gerresheimer Group has presented a **GMS Award** in the category of occupational safety.



(from left): Juan Katsicas, Aurora Tejero, Miguel Llanas and Jens Friis

Our production site in Zaragoza has successfully optimized safety communication and achieved significant improvements with structured measures and daily safety documentation.

The Safety Award, presented for the first time, honors outstanding achievements in the field of safety. This award recognizes projects and initiatives that make a significant contribution to improving occupational safety and promote the well-being of our employees. Our aim is to establish and continuously improve a prevention-oriented safety culture.

Our goal is to make occupational safety a focus topic at every facility, with full commitment and collaboration from all team members. We are convinced that occupational safety benefits not only from good processes, but also from a safe work culture and daily awareness of the issue. We intend to continue working in this regard, with the aim of avoiding every lost time incident.

🎯 By 2028, we are targeting an 80% reduction in our lost time incident rate (number of occupational lost time incidents resulting in more than one day's absence per million hours worked)¹³⁾. This equates to a reduction in the lost time incident rate from 12.81 in the benchmark year of 2019 to 2.56 in 2028.

¹³⁾ In relation to all employees included in: FTEs, apprentices, students, fixed-term contracts.

To provide suitable conditions for this purpose, we also plan to introduce an occupational safety management system at all production sites by the end of 2025 and have it certified to ISO 45001.

Alongside global coordination and management, there are local occupational health and safety experts available at each production site. The safety awareness of our employees and the necessary qualifications and up-to-date knowledge of our specialists at our sites are ensured through regular training in accordance with the respective local requirements. A total of 900 employees (prior year: 828 employees) around the world are members of formal occupational safety committees that verify and support compliance with all standards and safety regulations.

In 2020 a global Occupational Safety Council was established to strengthen our global health and occupational safety organization and promote communication on safety. The Council is tasked with fine-tuning and uniformly implementing occupational safety standards and processes within the Group.

To strengthen the issues of occupational safety awareness at a local level at our sites, the global Occupational Safety Council held another global Occupational Safety Week in June 2024. As a central theme, the Council proposed actions on "Safety in troubleshooting: Intervene in the production process, but safely!". The teams at the sites developed numerous activities on this basis. This included the "When there's danger, I say stop!" campaign, which aimed to raise awareness of how to intervene in unsafe behavior or situations. Some sites produced short videos that illustrated the potential risks of unsafe situations. There was also a globally broadcasted safety talk called "When in doubt, lock it out." The program also included training and demonstrations on proper first aid, resuscitation and firefighting. Activities included proper safety gear demonstrations, featuring foot measurements for safety shoes, along with themed quizzes and games that added an entertaining and engaging element. Each team shared short stories about their activities on our intranet, accompanied by photos and video content.

This year marked the first time an occupational safety award was added to the established GMS Awards program, which has long recognized excellence in Employee Systems, Quality Systems, Material Systems, (lean) Methods & Tools and sustainability initiatives. The Zaragoza site received this award for its "Talking about Safety" initiative.

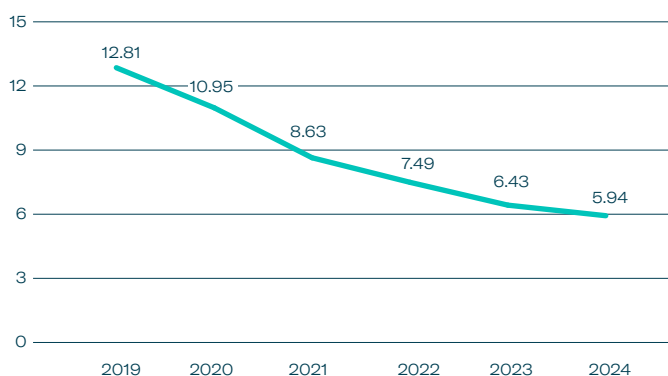
The team developed a structured approach to improve internal communication around occupational safety at all levels. The involvement of all employees in safety management and the introduction of preventive measures have significantly increased the level of safety. A key component of the approach is a new section in the production shift report in which safety observations are recorded. These observations are documented and communicated by shift supervisors, quality inspectors and the cleanroom managers. Daily meetings now include a dedicated segment for discussing safety-related observations. This promotes awareness of safety issues and enables the continuous improvement of safety standards at the site.

Central functions visited key sites experiencing high lost time incident: Anapolis, Chicago Heights, Essen, Lohr and Tettau. The visits aimed to evaluate the site-defined corrective and preventive actions to help reduce lost time incident rates and enhance safety conditions. The status of the technical, organizational, and personal standards of the occupational safety management system was also reviewed during the visits and compared against existing solutions from other companies.

Our sites track and analyze occupational safety indicators locally and implement suitable improvement measures. The indicators are reported on a monthly basis in our global reporting system and are published in an occupational safety dashboard for all sites, business unit, division managers and the Management Board.

Lost time incident rate:

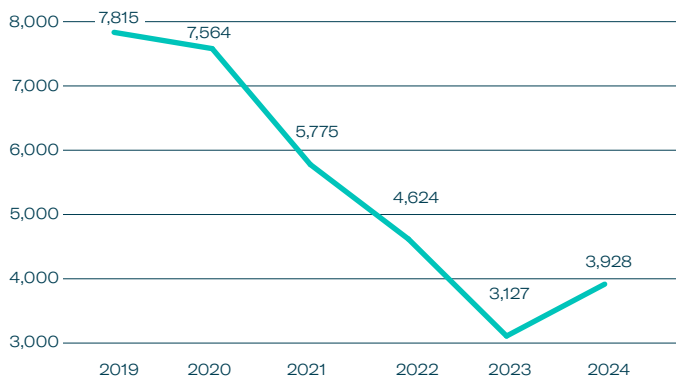
Lost time incidents per million hours worked



The global lost time incident rate per million hours worked was 5.94 (prior year: 6.43). The number of lost time incidents resulting in more than one lost day was 135 (prior year: 144). Most such incidents occurred in Germany (70; prior year: 96), followed by Europe excluding Germany (28; prior year: 17), the emerging markets (12; prior year: 19) and the North America (25; prior year: 12). In total, lost time incidents resulted in 3,928 days lost (prior year: 3,127 days lost), representing an increase by 801 days. As in the previous year, there were no fatal occupational incidents involving employees or employees of third-party companies in the 2024 financial year. 1,876 employees (prior year: 3,230 employees) are exposed to an increased risk of illness in connection with their work.

Days lost:

Days lost due to lost time incidents



A further three production sites obtained ISO 45001 certification in the reporting year, taking the certification level to 94% in total (prior year: 86%). The two remaining sites, Anapolis and Cotia, have begun the preparatory measures for certification. They are expected to achieve their certification in the coming year, once the extensive technical measures required have been implemented.

We offer a broad spectrum of measures at many sites to keep employees physically and mentally fit and help them maintain a healthy lifestyle throughout their careers and beyond. These include health days, Take Your Bike to Work Day, fruit baskets, and ergonomically designed workplaces.

Community Engagement

We firmly believe that we can deliver better results in the medium to long term if we measure our actions according to social concerns as well as economic factors, which is why we aim to commit to the Sustainable Development Goals in the local communities in which we operate. This commitment to social responsibility has been formalized in our Corporate Responsibility Guideline.

Our delivery on social responsibility is focused on where we operate, meaning the immediate surroundings of our sites worldwide. In line with our vision of becoming, through our products, the leading partner for solutions that improve health and well-being, we target our social involvement on issues that have an impact in this area and a direct link to our business activities.

We have translated this aspiration into a measurable target:

🎯 By the end of 2024, we want 100% of all sites to contribute annually to projects relating to “school and education” or “health and well-being,” or to the focal topics of our sustainability strategy.

Adopting this target is intended to supplement the contribution we make in our core business to the United Nations Sustainable Development Goals (SDGs), notably “Good health and well-being” (SDG 3) and “Quality education” (SDG 4).

Our local sites autonomously plan and execute these activities, taking full responsibility for their implementation. They decide for themselves what projects they would like to contribute to in our focal areas. The type of involvement can also take on a variety of forms, including volunteering, non-cash donations, and cash donations.

Many sites have already contributed to the focal areas referred to above for many years. In our sustainability strategy, we have now finally made our approach mandatory for all sites. To support the new objective, we’ve implemented a more systematic approach to planning and tracking activities using defined categories, establishing the required formal framework. We aim to ensure that our sites select projects that have a positive long-term impact and enhance the specified focal areas.

As early as 2023, we published our Community Engagement Guideline to define a standard, global set of criteria for this commitment to further focus and add more detail to the scope of activities and financial contributions.

We have implemented clear rules governing charitable donations and the awarding of consulting contracts with the aim of preventing donations or contributions being made to governments, political parties, politicians or organizations with extremist objectives. Any donations of 1,000 US dollars or more must receive proper authorization and comply with the Group's stringent compliance guidelines.

The majority of our community activities during the 2024 financial year focused on providing donations and sponsorships to local non-profits near our sites, along with partnerships with educational institutions and schools. Employees at several sites also took part in volunteering activities.

All in all, 97.0% (prior year: 75.7%) of our sites were involved in projects relating to health and well-being, education, or the focal topics of our sustainability strategy in the financial year. As a result, we fell just short of the target of 100% involvement of all production sites in the most recent financial year. We are aware that our sites' community engagement makes an important local contribution. That is why we see achieving the goal of 100% coverage as an ongoing process and have translated 100% coverage into a permanent target that we would like to achieve going forward. We will continue to collaborate in the coming year to highlight the importance of this goal.



Donations for the victims of hurricane "Helene"

After Hurricane Helene, our colleagues in Morganton donated items to the hardest hit neighboring communities through the National Guard and Convoy of Hope. Many blankets, water, grills and camping equipment were donated. In addition, numerous Company employees volunteered to distribute water, deliver relief supplies to the surrounding districts with trucks and trailers, remove trees and debris and even rebuild roads.

Ethical Business Conduct and Compliance with the Law

All Gerresheimer companies must be managed responsibly in accordance with ethical business principles and in compliance with the prevailing rules and the law. This is vital to Gerresheimer's success as a global Group. At Gerresheimer, legally-compliant conduct is not only the basis for responsible corporate governance, it also deepens the trust that our business partners, shareholders, and the general public invest in our Company and our workforce.

Group-Wide Compliance Management System (CMS)

The Group-wide CMS is based on policies adopted by the Management Board. The CMS has the primary aim of ensuring that all Gerresheimer Group employees adhere to applicable laws and our internal rules to avoid compliance infringements and minimize compliance risk. The CMS includes a range of preventative measures for this purpose. Our CMS includes measures aiming to detect misconduct. If infringements are found, they are remedied and sanctioned appropriately as necessary under the specific circumstances.

The focus of the CMS is on combating corruption as well as adhering to the provisions of antitrust and capital market law. Gerresheimer is committed to actions that comply with regulations across all relevant operational areas and legal domains, with special emphasis on data protection and sanctions list requirements.

Compliance Organization

Global responsibility for ensuring that the CMS is appropriate and effective in combating compliance risks lies with the compliance organization.

The Management Board appointed the General Counsel as Compliance Officer, who, in this capacity, is responsible for implementing and updating the guidelines issued by the Management Board and for providing training. The Compliance Officer also acts as the point of contact for questions and suggestions relating to the Gerresheimer Compliance Program and for reporting on any violations of compliance rules. The Compliance Officer coordinates clarification and disciplinary measures in the event of violations in consultation with the internal audit department.

The Compliance Officer is supported by the Head of Compliance and local compliance officers at the subsidiary level, who are responsible for ensuring that all employees are familiar with the elements of the Gerresheimer Compliance Program. Local compliance officers are the first point of contact for all compliance-related questions and, in consultation with the Compliance Officer, also conduct compliance training. The Compliance Officer and the Head of Compliance advise and support the local compliance officers and local management at all times.

Avoiding Risks

The Gerresheimer CMS features various preventive elements in order to avoid compliance infringements and minimize compliance risk. These include risk analyses, the Gerresheimer Compliance Program that builds on them, as well as training. The Gerresheimer Compliance Program helps employees to ensure their actions comply with the law by providing them with guidelines, work instructions, and aids such as checklists.

Compliance training is held at specific intervals and during campaigns, with participants selected based on the respective level of risk. Lists of mandatory participants are drawn up for each training module to identify the right participant group. Training content is delivered in a classroom setting, through videoconferences, and via e-learning programs. The classroom training courses are conducted either by employees from the Legal & Compliance department or by external experts. Course content is specified by the Compliance Officer and regularly updated. In Germany, the compliance training round that was kicked off with new content in the prior year continued with in-person sessions. More than 1,100 employees took part in the training session. In addition, almost 5,000 participants completed compliance e-learning courses.

A subject-specific risk analysis is carried out regularly to investigate and identify potential compliance risks at an early stage. For example, risk analyses on export controls and data protection were carried out in the 2024 financial year. The risk analyses help to detect the risks resulting from the respective business model. The risk analysis structure involves reviewing, weighting, and aggregating the Company's operating, financial, and reputation risks in relation to defined issues, taking into account the monitoring arrangements and processes that are already in place. The scope for further risk reduction is evaluated, together with the need for implementing any further monitoring measures, on the basis of the outcome of the analysis.

Risk Identification and Response

Conduct that is not in compliance with the law and rules and regulations runs contrary to Gerresheimer's interests. All employees are required, without exception, to comply with applicable laws and regulations. The Gerresheimer CMS features various monitoring instruments to ensure that our rules of conduct are observed.

The electronic whistleblower system for reporting compliance infringements is one such instrument, providing a direct online channel to the Compliance Officer that is available around the clock and from anywhere in the world. Whistleblowers can choose to give their name or remain anonymous. This reporting system is open to employees, customers, suppliers, and other third parties. The whistleblower system can be used in all the languages relevant to the Gerresheimer Group in order to make it as easy as possible to access.

In the 2024 financial year, a total of 24 reports of potential violations of the Company's Code of Conduct were recorded and processed in the whistleblower system. This represents an increase compared to the prior year. We see this trend as a positive indicator of the effectiveness of the internal communication and training measures on our Code of Conduct and the Gerresheimer whistleblower process, particularly in 2023, which have led to increased awareness. Overall, we believe that the total number of reports in relation to our global workforce is a sign of a healthy corporate culture.

Review and Continuous Improvement

Review and continuous improvement are core elements of the CMS. During the reporting year, we developed new in-person training material and integrated it into our global training activities. The training courses include information on the options for reporting compliance violations via the Gerresheimer whistleblower system and other channels as well as whistleblower protection. The reports also provide important indications of possible process weaknesses, which lead to processes being updated. This analysis of critical points is supplemented by compliance-related audits by Group Internal Audit. Group Legal & Compliance and Group Internal Audit coordinate closely with each other in areas ranging from audit planning and audit execution through to tracking the implementation of process improvements.

Judicial and Official Proceedings

No judicial or official proceedings in connection with focal topics under the CMS that led to considerable fines or non-monetary sanctions were conducted against Gerresheimer in the financial year 2024.

Key figures on employees

Reporting date: November 31	2024	2023
Employees (worldwide)	12,142	11,660
<i>thereof female in %</i>	35.2	34.7
<i>thereof in the Primary Packaging Glass Division</i>	6,214	6,199
<i>thereof in the Plastics & Devices Division</i>	5,620	5,153
<i>thereof in the Advanced Technologies Division</i>	112	135
<i>thereof at Headquarters</i>	196	173
<i>thereof in Germany</i>	4,335	4,106
<i>thereof in Europe (excluding Germany)</i>	2,861	2,577
<i>thereof in the Americas</i>	1,202	1,199
<i>thereof in emerging markets</i>	3,744	3,778
Female employees at top level of management in %	20.8	23.5
Female employees at the second level of management in %	24.1	24.6
Female employees at the top two levels of management in %	23.2	24.2
Average age of employees (worldwide)	41.7	42.8
Length of service (worldwide) in years	9.0	11.1
Number of trainees (worldwide)	248	211
<i>thereof in Germany</i>	151	123
Number of training hours (worldwide)	307,856	242,308
Hours of training (voluntary training)	263,421	221,028
Hours of training (training required by law)	44,435	21,280
Hours of training per employee	25.7	21.5
<i>thereof training hours per employee (voluntary training)</i>	22.0	19.6
Number of nations represented in our workforce	78	74
Number of employees on parental leave (worldwide)	173	224
Number of part-time employees (worldwide)	558	481
Number of shift employees (worldwide)	6,640	6,098
Number of employees with disabilities (worldwide)	188	165
Number of employee reviews (worldwide)	4,861	5,127
Number of employees who have left the Group	2,559	2,275
<i>thereof contract terminated by the employer</i>	825	674
<i>thereof contract terminated by the employee</i>	1,197	1,090
<i>thereof end of temporary contract</i>	325	185
<i>thereof by mutual consent</i>	86	205
<i>thereof entering retirement</i>	108	105
<i>thereof incapacity or death</i>	18	16

Key Figures for EU Taxonomy Reporting

Proportion of turnover from products or services associated with taxonomy-aligned economic activities — disclosure covering year 2024

Financial year N	2024		Substantial Contribution							DNSH (Does not significantly harm)							Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)	
	Code(s) (2)	Absolute turnover (3)	Proportion of turnover, 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Bio-diversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Bio-diversity (16)	Minimum safe-guards (17)				
Economic activities (1)		EUR k	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)			N/A	N/A														N/A		
Of which Enabling			N/A	N/A														N/A		
Of which Transitional			N/A	N/A														N/A		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Manufacture of plastic packaging goods		CE 1.1	405,770	19.93																20.20
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			405,770	19.93																20.20
A. Turnover of Taxonomy-eligible activities (A.1+A.2)			405,770	19.93																20.20
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Turnover of Taxonomy-non-eligible activities			1,630,133	80.07																
Total			2,035,903	100																

Proportion of CapEx from products or services associated with taxonomy-aligned economic activities — disclosure covering year 2024

Financial year N	2024		Substantial Contribution							DNSH (Does not significantly harm)							Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)	
	Code(s) (2)	Absolute CapEx (3)	Proportion of CapEx, 2024 (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Bio-diversity (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Bio-diversity (16)	Minimum safe-guards (17)				
Economic activities (1)		EUR k	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)			N/A	N/A														N/A		
Of which Enabling			N/A	N/A														N/A		
Of which Transitional			N/A	N/A														N/A		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Manufacture of plastic packaging goods		CE 1.1	27,505	6.67																9.26
Installation, maintenance and repair of energy efficiency equipment		CCM 7.3 CCA 7.3	2,242	0.54																0.34
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings		CCM 7.5 CCA 7.5	25	0.01																0.00
Installation, maintenance and repair of renewable energy technologies		CCM 7.6 CCA 7.6	1,575	0.38																0.01
Acquisition and ownership of buildings		CCM 7.7 CCA 7.7	0	0.00																0.89
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			31,347	7.60																10.50
A. CapEx of Taxonomy-eligible activities (A.1+A.2)			31,347	7.60																10.50
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
CapEx of Taxonomy-non-eligible activities			380,971	92.40																
TOTAL			412,318	100																

An assessment of Taxonomy alignment was not performed for capital expenditure under category c) (CCM 7.3-7.7) due to a lack of materiality.

In accordance with Annex V of Delegated Regulation 2023/2486 of June 27, 2023, the disclosure requirements for the key figures turnover, CapEx and OpEx have been extended. Non-financial companies are now also required to report the extent of taxonomy-eligibility and taxonomy-alignment for each environmental objective. Activities that contribute significantly to several objectives must be reported for each environmental objective. The corresponding information can be found in the following tables:

Proportion of turnover from goods or services per environmental objective — disclosure for 2024

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	19.93%
PPC	0%	0%
BIO	0%	0%

Proportion of CapEx from goods or services per environmental objective — disclosure for 2024

	Proportion of CapEx/Total CapEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0.93%
CCA	0%	0.93%
WTR	0%	0%
CE	0%	6.67%
PPC	0%	0%
BIO	0%	0%

Proportion of CapEx from goods or services per environmental objective — disclosure for 2024

	Proportion of OpEx/Total OpEx	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

Nuclear and fossil gas related activities

Row		
	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
	Fossil gas related activities	
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	Yes
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

We operate a combined heat and power site (CHP) for our own use at one site in Germany. For this reason, the 4th criterion in declaration form 1 was answered with "Yes." If one of the criteria in reporting form 1 is relevant, this means that the four other reporting forms must also be completed. Since our reporting is turnover-based for the Taxonomy Regulation and we do not generate any turnover with the CHP site (Combined Heat and Power site), the remaining reporting forms would only show zero. For reasons of practicality, we have therefore decided not to complete the remaining reporting forms.

Independent Practitioners' Limited Assurance Report on the separate non-financial group report of Gerresheimer AG

To Gerresheimer AG, Düsseldorf,

Limited Assurance Conclusion

We have performed a limited assurance engagement on the enclosed separate non-financial group report of Gerresheimer AG for the fiscal year from December 1, 2023 to November 30, 2024 in accordance with §§ 315b and 315c HGB including the disclosures included in this non-financial group report to comply with the requirements of Article 8 of Regulation (EU) 2020/852 (hereafter "non-financial group report").

The external sources of documentation, interviews or expert opinions referred to in the non-financial group report, which are marked as unassured, are not subject to assurance engagement.

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe, that the accompanying consolidated non-financial group report for the financial year from December 1, 2023 to November 30, 2024 is not prepared, in all material respects, in accordance with §§ 315b to 315c HGB and the requirements of Article 8 of Regulation (EU) 2020/852 as well as with the specific criteria outlined by the legal representatives of the company

Our conclusion on the non-financial group report does not extend to any other information that accompanies or contains the non-financial group report and is marked as unassured.

Basis for conclusion

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in the "Auditor's Responsibilities for the Audit of the non-financial group report" section.

We are independent in accordance with the independence requirements of the German commercial and professional law and the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA) and we have fulfilled our other German professional responsibilities in accordance with these requirements.

Our firm applies the IDW Standard on Quality Management: Requirements for Quality Management in Audit Firms (IDW QMS 1 (09.2022)), issued by the Institute of Public Auditors in Germany. These standards require the firm to design, implement and operate a system of quality management, including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibility of the legal representatives and the Supervisory Board for the non-financial group report

The legal representatives are responsible for the preparation of the non-financial group report in accordance with the relevant German legal and European requirements and the specific criteria outlined by the legal representatives of the company and for the design, implementation and maintenance of internal controls that they have deemed necessary to enable the preparation of a non-financial group report in accordance with these requirements that is free from material misstatement, whether due to fraud (i.e. manipulation of the non-financial group report) or error.

This responsibility of the legal representatives includes the selection and application of appropriate methods to prepare the non-financial group report and the use of assumptions and estimates as well as the determination of forward-looking information for individual sustainability-related disclosures.

The Supervisory Board is responsible for monitoring the preparation of the non-financial group report.

Inherent limitations in preparing the non-financial group report

The relevant German legal and European requirements contain formulations and terms that are subject to considerable interpretation uncertainty and for which no authoritative comprehensive interpretations have yet been published. Accordingly, the legal representatives have provided their interpretations of such formulations and terms in the section "EU taxonomy reporting to meet the requirements of Regulation (EU) 2020/852" of the non-financial group report. The legal representatives are responsible for the reasonableness of these interpretations. As such formulations and terms can be interpreted differently by regulators or courts, the legality of measurements or assessments of sustainability matters based on these interpretations is uncertain.

These inherent limitations also apply to our audit of the non-financial group report.

Responsibility of the Assurance Practitioner for the audit of non-financial group report

Our objectives are to express a limited assurance conclusion based on our audit as to whether any matters have come to our attention that cause us to believe that the non-financial group report has not been prepared, in all material respects, in accordance with the relevant German legal and European requirements and the specific criteria presented by the Company's management, and to issue an assurance report that includes our assurance conclusion on the non-financial group report.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism. In addition we

- > obtain an understanding of the process used to prepare the non-financial group report.
- > identify and assess the risks of material misstatement of the non-financial group report, whether due to fraud or error, design and perform assurance procedures responsive to those disclosures, and obtain limited assurance about whether the non-financial group report is free from material misstatement. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- > evaluate the forward-looking information, including the reasonableness of the underlying assumptions. There is a significant unavoidable risk that future events will differ materially from the forward-looking information.

Summary of the procedures performed by the German Public Auditor

A limited assurance engagement involves performing assurance procedures to obtain evidence about the sustainability information. The nature, timing and extent of the procedures selected depend on our judgment.

In performing our limited assurance engagement, we have

- > assessed the overall appropriateness of the criteria presented by the legal representatives in the non-financial group report.
- > inquired of the legal representatives and relevant employees involved in the preparation of the non-financial group report about the preparation process and the internal control relating to this process.
- > evaluated the appropriateness of reporting policies used by the legal representatives for the preparation of the non-financial group report.
- > evaluated the reasonableness of estimates and related information provided by the legal representatives and related disclosures.
- > performed analytical procedures and made inquiries of selected information in the non-financial group report.
- > conducted site visits.
- > considered the presentation of the information in the non-financial group report.
- > considered the process to identify the taxonomy-eligible and taxonomy-compliant economic activities and the corresponding disclosures in the non-financial group report.

Restriction of Use/Clause on General Engagement Term

This assurance report is solely addressed to Gerresheimer AG.

The engagement, in the performance of which we have provided the services described above on behalf of Gerresheimer AG, was carried out on the basis of the General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften (Allgemeine Auftragsbedingungen für Wirtschaftsprüferinnen, Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) dated as of January 1, 2024 (www.kpmg.de/AAB_2024). By taking note of and using the information as contained in our report each recipient confirms to have taken note of the terms and conditions stipulated in the aforementioned General Engagement Terms (including the limitation of liability to EUR 4 million for negligence in section 9 of the General Engagement Terms) and acknowledges their validity in relation to us.

Düsseldorf, February 25, 2025

KPMG AG
Wirtschaftsprüfungsgesellschaft

Signed:
Stauder
Wirtschaftsprüfer
(German Public Auditor)

Signed:
Herr
Wirtschaftsprüferin
(German Public Auditor)

GRI-Content-Index

The following GRI content index shows how we meet the requirements of the Global Reporting Initiative (GRI) that are material to us under the option “Reporting with reference to the GRI Standards.” The required disclosures can be found on the specified pages of the separate non-financial Group report and the 2024 Annual Report. If a disclosure is not fully covered by the references, the

additional information is added in the “Notes” column or the reasons for omission are explained. Information and data relating to the individual standards are only listed if they are relevant from a management perspective and the information is therefore recorded. The relevant information can be obtained from the references in this index.

GRI standard	References	Explanations
General Disclosures		
Organizational Profile		
102-1	Name of the organization Imprint, p. 62 Gerresheimer AG	
102-2	Activities, brands, products, and services Gerresheimer at a Glance, p. 2 et sqq. GxCircular, Ecodesign, p. 28	
102-3	Location of headquarters Imprint, p. 62 Gerresheimer AG Klaus-Bungert-Straße 4 40468 Duesseldorf Germany	
102-4	Location of operations Annual Report, List of shareholdings of Gerresheimer AG as of November 30, 2024, p. 49 et sq. Annual Report, Gerresheimer AG locations, www.gerresheimer.com/en/company/locations Gerresheimer at a Glance, p. 2 et sqq. GxCare, Our employees, p. 33	
102-5	Ownership and legal form Annual Report, Gerresheimer on the capital market, www.gerresheimer.com/en/company/investor-relations/shares/shareholder-structure Imprint, p. 62	
102-6	Markets served Annual Report, Fundamental Information about the Group, p. 4 et sqq.	
102-7	Scale of the organization Gerresheimer at a Glance p. 2 et sqq. Annual Report, Capital structure, p. 15 Annual Report, Gerresheimer AG Results of Operations, p. 19 GxCare, Our employees, p. 33	
102-8	Information on employees and other workers GxCare, Our employees, p. 33 GxCare, Diversity and equal opportunities, p. 35	Information on external temporary workers can be found in the respective section. Temporary workers are mostly active in production, packaging processes and logistics.
102-9	Supply chain GxCircular, Responsible Supply Chain Management, p. 30	Gerresheimer currently has over 10,500 suppliers worldwide.
102-10	Significant changes to the organization and its supply chain Annual Report, List of shareholdings of Gerresheimer AG as of November 30, 2024, p. 49 et sq. Annual Report, Scope of Consolidation, p. 49 Our Sustainability Targets, p. 13 et sqq. GxCircular, Responsible Supply Chain Management, p. 30	

GRI standard	References	Explanations
102-11	Precautionary Principle or approach Our Sustainability Strategy, p. 12 Sustainability Risks, p. 17 GxPure, p. 18 GxCircular, p. 26 GxCare, p. 32	
102-12	External initiatives Stakeholder Dialogs, p. 16 et sqq.	Gerresheimer AG officially joined the Alliance for Water Stewardship as a member in December 2021 and the UN Global Compact as a member in April 2022.
102-13	Membership of associations Stakeholder Dialogs, p. 16 et sqq.	Some of our production sites are also involved in local initiatives and networks, which we do not record centrally. Apart from the usual membership contributions, no significant financial support was granted in 2024.
Strategy, ethics and integrity		
102-14	Statement from senior decision-maker Letter of the CEO, p. 4 Annual Report, Strategy and Objectives, p. 5 et sq. Our Sustainability Strategy, p. 12 et sqq.	
102-15	Conflicts of interest Annual Report, Corporate Governance Statement, p. 24 et sqq. Annual Report, Report of the Supervisory Board, p. 106 et sqq.	
102-16	Values, principles, standards, and norms of behavior Annual Report, Strategy and Objectives, p. 5 et sq. Annual Report, Corporate Governance Statement, p. 24 et sqq. Management System and Organizational Integration, p. 15 GxCare, p. 32 et sqq.	In April 2022 we joined the UN Global Compact (UNGC) and thereby commit to upholding the ten defined principles for responsible business practices.
102-17	Collective knowledge of the highest governance body Annual Report, Corporate Governance Statement, p. 24 et sqq.	
Governance		
102-18	Governance structure Annual Report, Corporate Governance Statement, p. 24 et sqq. Management System and Organizational Integration, p. 15	
Stakeholder engagement		
102-40	List of stakeholder groups Stakeholder Dialogs, p. 16 et sqq.	Our key stakeholder groups include: – business parties and customers – the capital market – Our employees – political representations – neighbors and local community – non-governmental organizations
102-41	Collective bargaining agreements GxCare, Labor and social standards, p. 36 et sqq.	
102-42	Identifying and selecting stakeholders Stakeholder Dialogs, p. 16 et sqq.	In 2021 Gerresheimer conducted a stakeholder-mapping. This mapping is still up to date and forms the basis for our stakeholder communication planning. Gerresheimer is open to dialogs with every person our group interested in our business activities or with influence in the organization.
102-43	Approach to stakeholder engagement Stakeholder Dialogs, p. 16 et sqq.	
102-44	Key topics and concerns raised Our Sustainability Strategy, p. 12 et sqq. Stakeholder Dialogs, p. 16 et sqq.	

GRI standard	References	Explanations
Reporting practice		
102-45	Entities included in the consolidated financial statements Annual Report, List of shareholdings of Gerresheimer AG as of November 30, 2024, p. 49 et sq. Annual Report, Scope of Consolidation, p. 49	
102-46	Defining report content and topic boundaries About this Report, p. 8 Our Sustainability Strategy, p. 12 et sqq.	
102-47	List of material topics Our Sustainability Strategy, p. 12	Our material topics include: GxPure – CO ₂ -emissions – Renewable energy – Water GxCircular – Recycling and waste – Ecodesign – Responsible supply chain management GxCare – Employee satisfaction – Occupational health and safety – Community Engagement
102-48	Restatements of information About this Report, p. 8	
102-49	Changes in reporting About this Report, p. 8 Our Sustainability Strategy, p. 12	
102-50	Reporting period	The reporting period covers the financial year from Dec. 01, 2023 to Nov. 30, 2024.
102-51	Date of most recent report	The last report was published on Feb. 22, 2024.
102-52	Reporting cycle	The report is published once a year.
102-53	Contact point for questions regarding the report Imprint, p. 62	
102-54	Claims of reporting in accordance with the GRI Standards About this Report, p. 8	Gerresheimer AG's report for 2024 was prepared in accordance with the option "Reporting with reference to the GRI Standards."
102-55	GRI-Content-Index GRI-Content-Index, p. 51 et sqq.	
102-56	External assurance About this report, p. 8 Limited Assurance Report of the Independent Practitioner Regarding the Non-financial Statement, p. 48 et sqq.	The audit was commissioned by the Supervisory Board, and the results are reported to the Executive Board and Supervisory Board.

GRI standard	References	Explanations
Economy		
Economic performance		
101-1, -2, -3	Management approach Annual Report, Fundamental Information about the Group, p. 4 et sqq. Our Sustainability Strategy, p. 12	
201-1	Direct economic value generated and distributed Annual Report, Notes to the Consolidated Income Statement, Revenues, p. 61 Annual Report, Proposal for appropriation of retained earnings, p. 70 Annual Report, Notes to the Consolidated Income Statement, Personnel Expenses and Employees, p. 61 Annual Report, Consolidated Income Statement, p. 43	
201-2	Financial implications and other risks and opportunities due to climate change Sustainability Risks, p. 17 GxPure, Emissions and Energy, p. 18 et sqq. GxPure, Water, p. 23 et sqq.	We report in detail on the results of the assessment of Opportunities and Risks in the CDP climate change questionnaire.
201-3	Defined benefit plan obligations and other retirement plans Annual Report, Consolidated Balance Sheet, p. 45	
Procurement practices		
103-1, -2, -3	Management approach GxCircular, Responsible Supply Chain Management, p. 30 et sqq.	
204-1	Proportion of spending on local suppliers	Gerresheimer does not have a specific guidelines on local purchasing. Procurement is carried out in such a way that security of supply and quality can best be guaranteed locally.
Anti-corruption		
103-1, -2, -3	Management approach Annual Report, Opportunities and Risks, p. 31 et sqq. Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	
205-1	Operations assessed for risks related to corruption Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	As part of our CMS we assess all sites for corruption risks, not only individual sites. We conduct risk-based trainings with all relevant employees regularly. We do not report on identified corruption risks as these are subject to business secrecy.
205-2	Communication and training about anti-corruption policies and procedures Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	We pursue a uniform compliance training approach throughout the Group. This focuses on employees in functions that are associated with compliance risks. With regard to our main compliance risks, the focus is on employees in administrative functions. We also maintain country-specific training overviews.
205-3	Confirmed incidents of corruption and actions taken Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	The extent to which the cases involve sanctioned compliance violations is confidential information. No public law proceedings relating to corruption were initiated against the Group or employees in the reporting period.
Anti-competitive Behavior		
101-1, -2, -3	Management approach Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	In the financial year 2024, the Gerresheimer Group was not subject to any antitrust fine proceedings or third-party antitrust claims.

GRI standard	References	Explanations
Environment		
Materials		
101-1, -2, -3	Management approach About this Report, p. 8 Management System and Organizational Integration, p. 15 GxCircular, p. 26 GxCircular, Responsible Supply Chain Management, p. 30 et sqq.	
301-1	Materials used by weight or volume GxCircular, Responsible Supply Chain Management, p. 30 et sqq.	Due to the diversity of our purchasing portfolio, such an indicator (weight or volume) does not represent information relevant to the management approach of this aspect.
301-2	Recycled input materials used GxCircular, Ecodesign, p. 28 et sqq.	Currently, the use of secondary raw materials depends on regulatory requirements, customer requirements, economic as well as qualitative availabilities. No global data are currently collected due to a lack of materiality.
301-3	Reclaimed products and their packaging materials GxCircular, Ecodesign, p. 28 et sqq.	The percentage is not determined or reported yet due to lack of materiality.
Energy		
101-1, -2, -3	Management approach Management System and Organizational Integration, p. 15 GxPure, p. 18 GxPure, Emissions and Energy, p. 18 et sqq.	
302-1	Energy consumption within the organization GxPure, Emissions and Energy, p. 18 et sqq.	Each production site worldwide reports data on energy consumption in accordance with the internally applicable policy; this takes into account the requirements of the GHG Protocol.
302-2	Energy consumption outside of the organization GxPure, Emissions and Energy, p. 18 et sqq.	Each production site worldwide reports data on energy consumption in accordance with the internally applicable policy; this takes into account the requirements of the GHG Protocol.
302-3	Energy intensity Annual Report, Consolidated Income Statement, p. 43 GxPure, Emissions and Energy, p. 18 et sqq.	The ratio of energy consumption to sales can be determined from the referenced pages. However, we do not report this due to the heterogeneity of the portfolio. We currently refrain from a disclosure of intensities, as we did not identify a meaningful reference indicator for all business units.
302-4	Reduction of energy consumption GxPure, Emissions and Energy, p. 18 et sqq. GxCircular, Ecodesign, p. 28 et sqq.	
302-5	Reductions in energy requirements of products and services	No energy is required during the use phase of our products. This information is therefore not relevant for us and is not reported.

GRI standard	References	Explanations
Water and Effluents		
101-1, -2, -3	Management approach Our Sustainability Targets, p. 13 Management System and Organizational Integration, p. 15 GxPure, p. 18 GxPure, Water, p. 23 et sqq.	
303-1	Interactions with water as a shared resource GxPure, Water, p. 23 et sqq.	
303-2	Management of water discharge-related impacts	Data on water discharge are not yet available; data collection is planned for the medium term. The current priority is to obtain data and improve quality within the fields of action defined as material.
303-3	Water withdrawal GxPure, Water, p. 23 et sqq.	Water withdrawal in areas with high water stress is not broken down separately by type of withdrawal.
303-4	Water discharge	Data on water discharge are not yet available; data collection is planned for the medium term. The current priority is to obtain data and improve quality within the fields of action defined as material.
303-5	Water consumption	Data on water consumption are not yet available; data collection is planned for the medium term. The current priority is to obtain data and improve quality within the fields of action defined as material.
Emissions		
101-1, -2, -3	Management approach About this Report, p. 8 Management System and Organizational Integration, p. 15 GxPure, p. 18 GxPure, Emissions and Energy, p. 18 et sqq.	
305-1	Direct (Scope 1) GHG emissions Our Sustainability Targets, p. 13 GxPure, Emissions and Energy, p. 18 et sqq.	The calculation takes into account all sources of Scope 1 emissions, but does not identify them separately due to their respective materiality. Refrigerants contribute less than 1% of Scope 1 emissions. The amount is determined during maintenance work on the cooling systems based on the required refill quantity.
305-2	Energy indirect (Scope 2) GHG emissions Our Sustainability Targets, p. 13 GxPure, Emissions and Energy, p. 18 et sqq.	
305-3	Other indirect (Scope 3) GHG emissions Our Sustainability Targets, p. 13 GxPure, Emissions and Energy, p. 18 et sqq.	
305-4	GHG emissions intensity Annual Report, Consolidated Income Statement, p. 43 GxPure, Emissions and Energy, p. 18 et sqq.	
305-5	Reduction of GHG emissions Our Sustainability Targets, p. 13 GxPure, Emissions and Energy, p. 18 et sqq.	
305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	Air emissions arise in the course of our production processes, primarily in connection with glass production. We do not currently record these globally due to their varying significance.

GRI standard	References	Explanations
Waste		
101-1, -2, -3	Management approach About this Report, p. 8 Management System and Organizational Integration, p. 15 GxCircular, p. 26 GxCircular, Recycling and Waste, p. 26 et sqq.	
306-1	Waste generation and significant waste-related impacts GxCircular, Recycling and Waste, p. 26 et sqq.	Waste is recorded as soon as it leaves the site property and is handed over to the disposal company. By-products and internal recycling streams are not recorded as part of the waste, but serve to prevent waste generation. Waste data is only recorded for the company's own sites; waste generated by suppliers or customers is not recorded.
306-2	Management of significant waste-related impacts GxCircular, Recycling and Waste, p. 26 et sqq.	
306-3	Waste generated GxCircular, Recycling and Waste, p. 26 et sqq.	Since the business year 2022 we gather global data on waste generated, split by the classification as hazardous and non-hazardous waste as well as disposal and recovery methods. Waste is classified as such when it leaves the site for disposal or recovery.
306-4	Waste diverted from disposal GxCircular, Recycling and Waste, p. 26 et sqq.	Since the business year 2022 we gather global data on waste generated, split by the classification as hazardous and non-hazardous waste as well as disposal and recovery methods. Waste is classified as such when it leaves the site for disposal or recovery.
306-5	Waste directed to disposal GxCircular, Recycling and Waste, p. 26 et sqq.	Since the business year 2022 we gather global data on waste generated, split by the classification as hazardous and non-hazardous waste as well as disposal and recovery methods. Waste is classified as such when it leaves the site for disposal or recovery.
Environmental Compliance		
101-1, -2, -3	Management approach About this Report, p. 8 Management System and Organizational Integration, p. 15	
307-1	Non-compliance with environmental laws and regulations Management System and Organizational Integration, p. 15	In the financial year 2024, no significant fines or nonmonetary penalties were imposed on Gerresheimer AG for non-compliance with environmental laws and regulations.
Supplier Environmental Assessment		
101-1, -2, -3	Management approach About this Report, p. 8 GxCircular, Responsible Supply Chain Management, p. 30 et sqq.	
308-1	New suppliers that were screened using environmental criteria GxCircular, Responsible Supply Chain Management, p. 30 et sqq.	In the reporting period, 90% of new (strategic) suppliers were audited according to ecological criteria. We aim to have assessed all strategically relevant suppliers according to ecological and social criteria by 2024.
308-2	Negative environmental impacts in the supply chain and actions taken GxCircular, Responsible Supply Chain Management, p. 30 et sqq.	

GRI standard	References	Explanations
Social		
Employment		
101-1, -2, -3	Management approach About this Report, p. 8 GxCare, p. 32	
401-1	New employee hires and employee turnover GxCare, Our employees, p. 33 Key figures on employees, p. 43	More detailed information (by age group, gender, religion) is not relevant for the management of this aspect.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees GxCare, Labor and social standards, p. 36 et sqq.	
401-3	Parental leave GxCare, Labor and social standards, p. 36 et sqq.	More detailed information such as the breakdown by gender is not relevant for the management of this aspect.
Labor/Management relations		
101-1, -2, -3	Management approach About this Report, p. 8 GxCare, p. 32 GxCare, Labor and social standards, p. 36 et sqq.	
402-1	Minimum notice periods regarding operational changes GxCare, Labor and social standards, p. 36 et sqq.	The basic principle of our actions is compliance with national law. Thus, we adhere to the relevant notification requirements periods resulting from national laws or local collective agreements.
Occupational Health and Safety		
101-1, -2, -3	Management approach About this Report, p. 8 GxCare, p. 32 GxCare, Health and Occupational Safety, p. 37 et sqq.	
403-1	Occupational health and safety management system GxCare, Health and Occupational Safety, p. 37 et sqq.	Our goal is to implement an ISO 45001 management system at all our production sites. We aim to achieve 100% coverage for our production sites and cover approximately 90% of our employees in 2024.
403-2	Hazard identification, risk assessment, and incident investigation GxCare, Health and Occupational Safety, p. 37 et sqq.	The identification of hazards, risk assessment and investigation of incidents is part of the of the management systems (ISO 14001, 45001 and 9001). Our goal is to implement an ISO 45001 management system at all our production sites.
403-3	Occupational health services GxCare, Health and Occupational Safety, p. 37 et sqq.	Our Gerresheimer management system includes the establishment of an occupational health service at all production sites and is simultaneously covered by ISO Standard 45001.
403-4	Worker participation, consultation, and communication on occupational health and safety GxCare, Health and Occupational Safety, p. 37 et sqq.	Our Gerresheimer management system foresees the establishment of appropriate committees at all sites and is reviewed via regular assessments; at the same time, this is covered by ISO 45001.
403-5	Worker training on occupational health and safety GxCare, Health and Occupational Safety, p. 37 et sqq.	Our Gerresheimer management system foresees the implementation, communication and maintenance of occupational safety standards; at the same time, this is covered by ISO 45001.
403-6	Promotion of worker health GxCare, Health and Occupational Safety, p. 37 et sqq.	Our Gerresheimer management system foresees the creation of a health program at all our sites. Implementation is based on local conditions.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships GxCare, Responsible Supply Chain Management, p. 30 et sqq.	

GRI standard	References	Explanations
403-8	Workers covered by an occupational health and safety management system GxCare, Health and Occupational Safety, p. 37 et sqq.	Our goal is to implement an ISO 45001 management system at all our production sites. We aim to achieve 100% coverage for our production sites and cover approximately 90% of our employees in 2024. We do not gather further information on local legal requirements globally.
403-9	Work-related injuries GxCare, Health and Occupational Safety, p. 37 et sqq.	Since the beginning of the financial year 2022, we have recorded incidents both for our own as well as temporary employees.
403-10	Work-related ill health GxCare, Health and Occupational Safety, p. 37 et sqq.	So far, we only survey the risk of occupational diseases, but not the type and frequency of occurrence of these diseases due to the globally very different legal definitions.
Training and education		
101-1, -2, -3	Management approach About this Report, p. 8 GxCare, p. 32	
404-1	Average hours of training per year per employee GxCare, Education and Training, p. 33 Key figures on employees, p. 43	Differentiation of the data by gender and employee category is not relevant for us.
404-2	Programs for upgrading employee skills and transition assistance programs GxCare, People Development, p. 34 et sqq.	
404-3	Percentage of employees receiving regular performance and career development reviews GxCare, People Development p. 34 et sqq.	We do not currently report on the percentage by gender, as this information is collected anonymously in individual regions, nor by employee category, as the data is not available.
Diversity and equal opportunity		
101-1, -2, -3	Management approach Annual Report, Diversity Policy for the Management Board and GxCare, Diversity Policy for the Management Board and Long-term Succession, p. 28 About this Report, p. 8 GxCare, Diversity and equal opportunities, p. 35	
405-1	Diversity of governance bodies and employees Annual Report, Diversity Policy for the Management Board and Long-term Succession, p. 28 GxCare, Diversity and equal opportunities, p. 35 Key figures on employees, p. 43	
405-2	Ratio of basic salary and remuneration of women to men GxCare, Labor and social standards, p. 36 et sqq.	Compensation is regulated by salary bands or collective bargaining agreements and is applied regardless of gender (explanation valid for Germany). Not in all other countries collective bargaining agreements and salary bands exist.
Non-discrimination		
101-1, -2, -3	Management approach About this Report, p. 8 GxCare, Labor and social standards, p. 36 et sqq.	
406-1	Incidents of discrimination and corrective actions taken GxCare, Labor and social standards, p. 36 et sqq.	In the financial year 2024, no alleged cases of discrimination were reported as part of our internal processes.

GRI standard	References	Explanations
Freedom of Association and Collective Bargaining		
101-1, -2, -3	Management approach About this Report, p. 8 GxCare, Labor and social standards, p. 36 et sqq.	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk GxCare, Labor and social standards, p. 36 et sqq. GxCircular, Responsible Supply Chain Management, p. 30 et sqq.	We maintain relationships with suppliers from eight countries that generally have an increased risk of violation of trade union freedom of association. No actual violations of the right to freedom of association and collective bargaining were identified at any of the suppliers in the financial year 2024.
Child Labor		
101-1, -2, -3	Management approach About this Report, p. 8 GxCircular, Responsible Supply Chain Management, p. 30 et sqq. GxCare, Labor and social standards, p. 36 et sqq.	
408-1	Operations and suppliers at significant risk for incidents of child labor GxCircular, Responsible Supply Chain Management, p. 30 et sqq. GxCare, Labor and social standards, p. 36 et sqq.	We maintain relationships with suppliers from fifteen countries that generally have an increased risk of child labor. We are not aware of any significant risk of incidents of child labor among our suppliers.
Forced or Compulsory Labor		
101-1, -2, -3	Management approach About this Report, p. 8 GxCircular, Responsible Supply Chain Management, p. 30 et sqq. GxCare, Labor and social standards, 36 et sqq.	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor GxCircular, Responsible Supply Chain Management, p. 30 et sqq. GxCare, Labor and social standards, p. 36 et sqq.	We maintain relationships with suppliers from fifteen countries that generally have an increased risk of incidents of forced or compulsory labor. No actual incidents of forced or compulsory labor were identified at any of the suppliers in the financial year 2024.
Human Rights Assessment		
101-1, -2, -3	Management approach About this Report, p. 8 GxCare, Labor and social standards, p. 36 et sqq.	
412-1	Operations that have been subject to human rights reviews or impact assessments GxCare, Labor and social standards, p. 36 et sqq.	As part of our LkSG approach, a human rights audit was carried out at all of our own production sites.
412-2	Employee training on human rights policies or procedures	All employees are familiarized with our "Corporate Responsibility" policy upon joining the company.

GRI standard	References	Explanations
Local Communities		
101-1, -2, -3	Management approach GxCare, Labor and social standards, p. 36 et sqq. GxCare, Community Engagement, p. 39	
413-1	Operations with local community engagement, impact assessments, and development programs Stakeholder Dialogs, p. 16 et sqq. GxCare, Community Engagement, p. 39	Environmental impact assessments and operating permits are carried out or applied for as part of investment projects. We currently do not see a critical need for further institutionalized participation processes beyond our stakeholder dialog processes.
413-2	Operations with significant actual and potential negative impacts on local communities	No such negative effects have arisen either through our internal grievance mechanisms or as part of our risk assessments for investment decisions.
Supplier Social Assessment		
101-1, -2, -3	Management approach GxCircular, Responsible Supply Chain Management, p. 30 et sqq.	
414-1	New suppliers that were screened using social criteria GxCircular, Responsible Supply Chain Management, p. 30 et sqq.	In the reporting period, 90% of new (strategic) suppliers were audited according to social criteria. We aim to have assessed all strategically relevant suppliers according to environmental and social criteria by 2024.
414-2	Negative social impacts in the supply chain and actions taken GxCircular, Responsible Supply Chain Management, p. 30 et sqq.	
Public Policy		
101-1, -2, -3	Management approach Stakeholder Dialogs, p. 16 et sqq.	
415-1	Political contributions Stakeholder Dialogs, p. 16 et sqq.	Direct or indirect donations to political parties, campaigns, or individuals are not permitted.
Customer Health and Safety		
101-1, -2, -3	Management approach About this Report, p. 8 Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	
416-1	Assessment of the health and safety impacts of product and service categories GxCircular, Ecodesign, p. 28 et sqq.	Our products are inspected by the relevant authorities/agencies as part of the approval process, and all our finished products undergo testing and evaluation to ensure a high level of safety during manufacture, use, and disposal.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	We have not identified any violation of regulations and/or voluntary codes of conduct. Services are not further relevant for us as a manufacturing company.
Socioeconomic Compliance		
101-1, -2, -3	Management approach About this Report, p. 8 Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	
419-1	Non-compliance with laws and regulations in the social and economic area Ethical Business Conduct and Compliance with the Law, p. 41 et sqq.	In the financial year 2024, no significant fines or non-monetary penalties were imposed on Gerresheimer AG for non-compliance with laws and regulations in the social and economic sphere.

