

FILLING YOUR NEEDS



ROMMELAG SUSTAINABILITY REPORT 2025

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GREETINGS FROM THE MANAGEMENT

Dear Readers,

Dear Colleagues,

Dear Friends of Rommelag,

For us, 2025 was a year in which we drove forward many important developments simultaneously—in technology, organization, and sustainability. We placed particular emphasis on the further development of our machinery and technology solutions. Our goal is to increasingly integrate efficiency, quality, and resource conservation. In this way, we create solutions that meet the requirements for the sustainable production of tomorrow's pharmaceuticals.

There have also been many developments at our locations. By investing in new equipment and expanding our packaging center, we are creating modern infrastructure to support further growth while also improving our energy and resource efficiency.

Equally important to us is a work environment where people can take on responsibility, grow professionally, and feel fulfilled over the long term. That's why we continuously invest in our employees, and we're especially pleased that we've once again been recognized as a TOP Employer this year.

For us, sustainable business means combining economic success with environmental and social responsibility and making decisions with an eye toward the future. We owe our ability to successfully pursue this path above all to the tremendous dedication of our employees and the trust of our customers and partners.

Together, we are shaping the future of our company—responsibly, innovatively, and sustainably.

With sustainable greetings



A blue ink signature of Gert Hansen.

Gert Hansen, CEO



A blue ink signature of Thomas Geiger.

Thomas Geiger, CFO



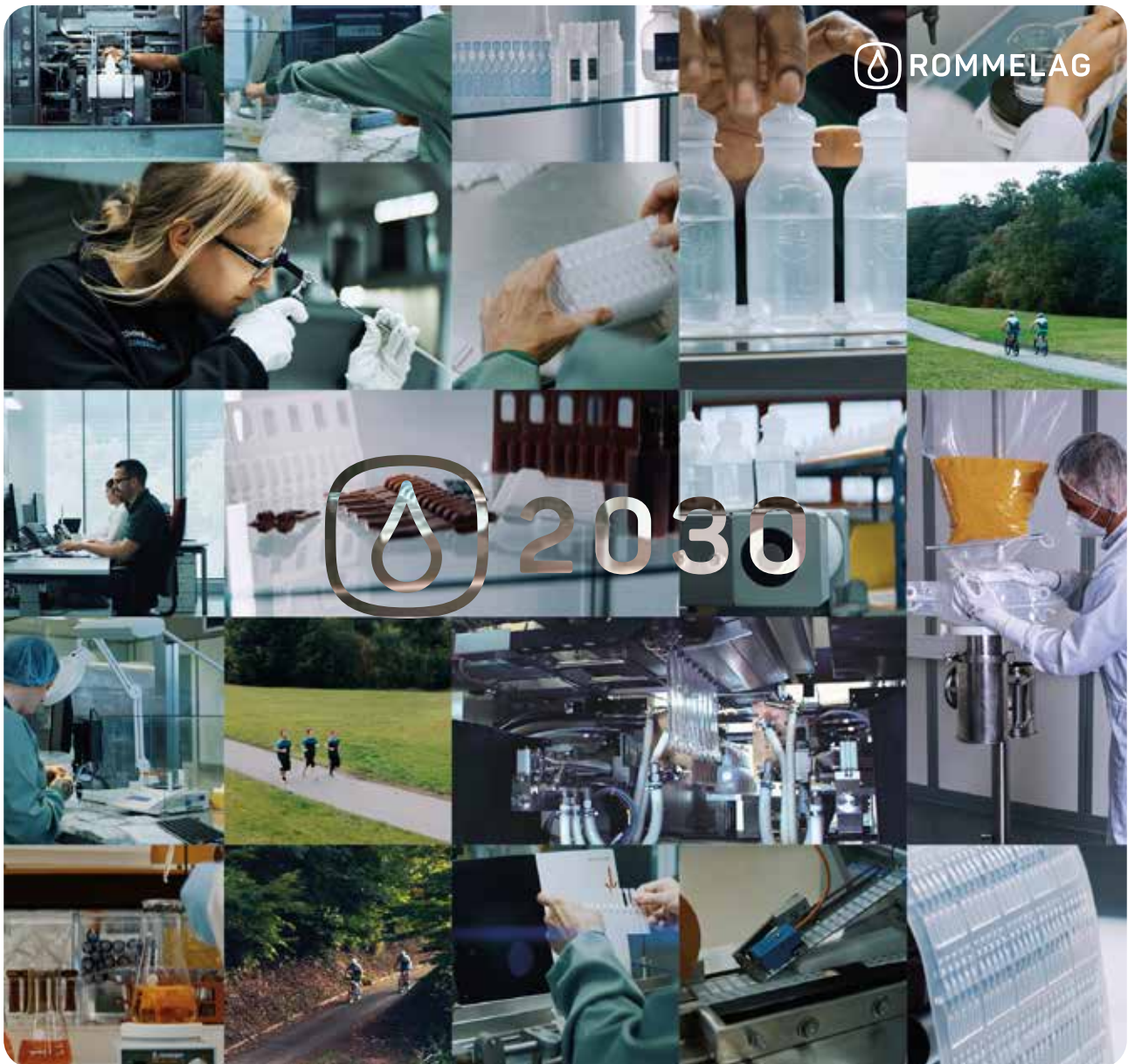
SUSTAINABILITY AT ROMMELAG

1.1 OUR MISSION: ROMMELAG 2030

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

**“WITH ROMMELAG’S COMPLETE SOLUTIONS,
PHARMACEUTICALS CAN BE MANUFACTURED RELIABLY,
SAFELY, AND SUSTAINABLY FOR EVERYONE AROUND THE WORLD.”**

As a pioneer and global market leader in BFS (Blow-Fill-Seal) technology, we set the standard for resource-efficient production processes and safe packaging solutions. Our goal is to use innovative technologies to maximize efficiency in pharmaceutical manufacturing while minimizing our environmental impact. We see ourselves as partners to our customers and actively support them in achieving their own sustainability goals. Together, we are shaping a future in which the highest product quality goes hand in hand with responsible business practices.



1.2 OUR VALUES

Our values and mission statement form the foundation of the Rommelag Group. As an owner-managed company, we put our customers and employees first, because they are the key building blocks of our success. We have firmly embedded this understanding of our values in our leadership principles and put them into practice every day.

Trust, respect, and partnership define our relationships with one another and form the foundation for a reliable working relationship. Responsibility and dedication ensure not only our performance but also our long-term success. Effectiveness, discipline, and determination guide us in always setting the right priorities and acting in a results-oriented manner.

We place great value on authenticity, loyalty, and integrity—our actions are down-to-earth and characterized by reliability. Openness and fairness strengthen team spirit, because together we are more successful. Safety is our top priority in all matters, while customer satisfaction remains our central motivation.

These values are more than just words—they are our promise to our customers and employees, and the foundation of our long-term success.

OUR VALUES AND GUIDING PRINCIPLES

TRUST

Trust is the foundation of our partnership

RESPECT / PARTNERSHIP

We treat each other fairly and respectfully at all times

RESPONSIBILITY

We take responsibility for our services and results

COMMITMENT

Our commitment ensures our success

EFFECTIVENESS

We focus our work on the right things

RELIABILITY / AUTHENTICITY

We do what we say

LOYALTY

We identify with Rommelag's values and goals and stand up for one another

MOTIVATION

Success is what drives us

INTEGRITY

We are down-to-earth and act with integrity

DISCIPLINE

We think and act with discipline

OPENNESS

We are open and fair

TOGETHER

We succeed as a Team

SAFETY

Safety is important to us in every respect

DETERMINATION / RESOLVE

We act with determination and focus on results

DIVERSITY

Different perspectives, experiences, and backgrounds make us innovative, strong, and successful

1.3 BUSINESS STRATEGY AND SUSTAINABILITY

The Rommelag Group's sustainability strategy is closely linked to the key pillars of its business strategy:

We are expanding the range of solutions for successful BFS applications involving liquid pharmaceutical products.

Here, we work across divisional and company boundaries to develop solutions for applying BFS technology to the biotech products sector. In interdisciplinary teams comprising CDMOs, R&D, and product management, we collaborate with our customers to develop promising solutions.

We recognize and understand the challenges facing our customers' market segments.

This enables us to tailor the entire BFS value chain to your needs. This ranges from the development of packaging solutions to consulting on complete production lines and the design of manufacturing facilities.

We design our machines as standardized, modular platforms that can be configured into customized customer systems.

In the future, 80% of product development resources will be devoted exclusively to the development of standardized modules. Customization will be handled within the project division using in-house resources.

We design our platforms to be so flexible that more than 80% of the machines we sell can be 100% standard.

In addition to the successful launch of the bp530 in November 2023 and the bp550 in October 2024, the next generation of bp700 bottling lines is in the planning stages.

The new BFS systems set new standards for reducing resource consumption and improving efficiency in the sustainable and safe production of pharmaceutical products.

We position ourselves as thought leaders in the field of packaging liquid pharmaceuticals using BFS.

By expanding strategic partnerships with upstream and downstream suppliers of machinery and equipment—such as packaging and inspection solutions—and through our involvement in international organizations such as the PDA, ISPE, BFSIOA, A3P, and DCVMN, we are taking responsibility for shaping sustainable value chains.

We enhance the resilience and sustainability of the Rommelag Group through continuous improvement in effectiveness and efficiency, as well as through a rapid pace of innovation and a willingness to embrace change.

We are an attractive employer. We are committed to the well-being of our employees and support them in their professional and personal development. We treat all employees with equal respect and appreciation. Our actions are guided by transparent values.

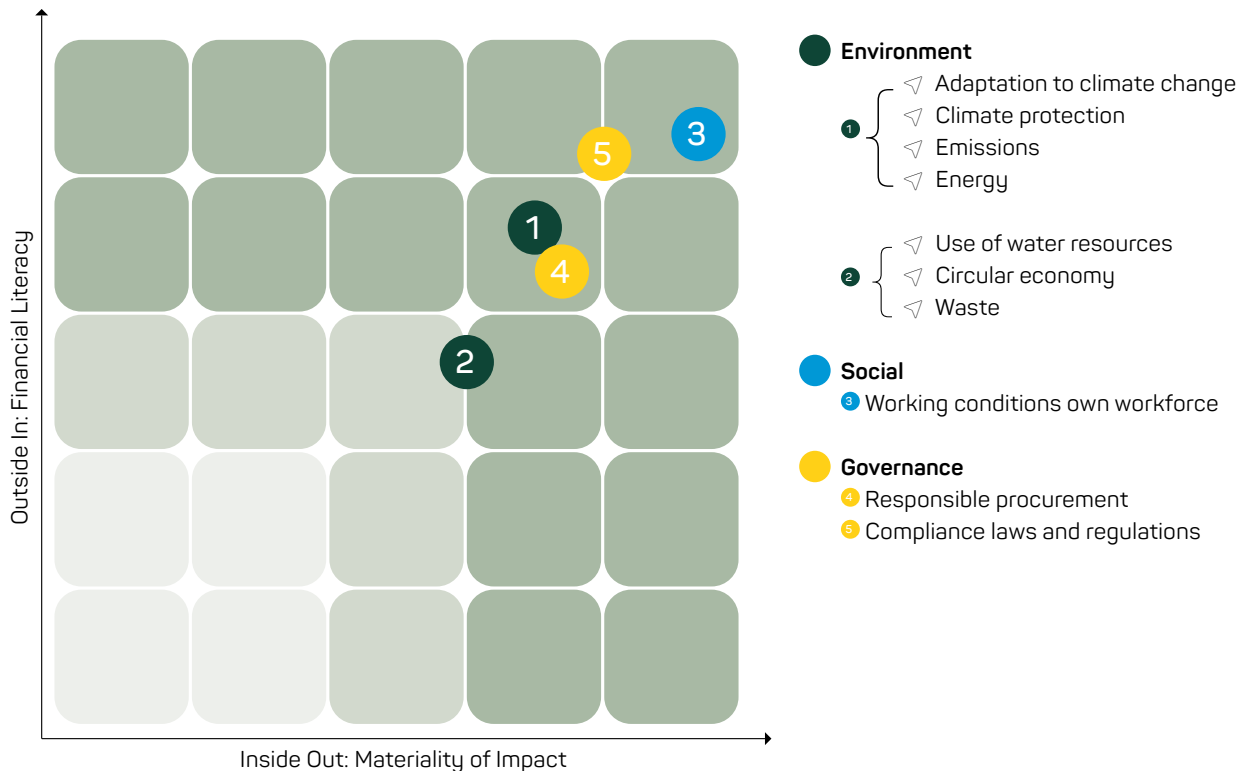
Rommelag Leadership Conference 2025

Once a year, approximately 60 Rommelag executives meet to discuss strategic issues and plan initiatives for the coming year. In addition, about 150 executives from across the Group joined the conference via video conference. This year, the group focused intensively on strategy and transformation, and held workshops on operational excellence and a culture of performance.



1.3.1 MATERIAL TOPICS 2025

Through our sustainability strategy, we aim to ensure that our business activities have a positive impact on society and the environment. Our strategy applies to all companies within the Rommelag Group. As a result of the double materiality analysis, the following topics were identified as material for the Rommelag Group:



1.3.2 STAKEHOLDER ANALYSIS

As part of the update to our 2025 Dual Materiality Analysis, the interests of the Rommelag Group's key stakeholders were analyzed and taken into account.

In 2025, we continued to maintain regular contact with our customers, suppliers, and partners in order to understand their sustainability goals and requirements and align them with our own.

The topics identified in 2025 included:

Stakeholders	Topics for 2025	Dialogue 2025: Stakeholder Engagement
Customers	- Product quality and on-time delivery - Digitization of products and services - Ensuring the supply chain - Industry 4.0 - Regulatory Requirements and GMP - Sustainability data (e.g., Ecovadis)	"Dialogue with Our Customers 2025" took place through joint (online) conferences, trade shows, industry working groups, customer visits, one-on-one meetings, and project reviews.

Partners	- Sustainability and Regulation - Supply Chain Act - Innovations - Digitalization	Communication and collaboration within our corporate memberships and initiatives
Suppliers	- Smooth business relationships - Supply Chain Act - Innovations - Sustainability data and ratings - Business Partner Code of Conduct	Supplier audits and the exchange of sustainability-related data and information Reporting of ESG Goals and Data in Accordance with the Supply Chain Act
Employees	- Employee Benefits - Flexible work schedules - New Work: Work-from-Home Policies - Diversity Metrics - Sustainability Goals and Progress	Internal and cross-site team-building days, an annual employee survey, and a management conference, Employee Suggestion Program, Internal MyRommelag App.
Owners, Management, and Executives	- Product and service quality, including legal compliance - Digitalization & Innovation Management - Ensuring the energy supply - CO² Emissions Reduction and Environmental Action - Corporate Social Responsibility - The health of customers and employees - Responsible Procurement	The family that owns the company is represented on Rommelag's executive board. Communication within the group took place primarily online across all locations, as well as at the annual executive conference.
Applicants	- Employee Benefits - Family-friendliness - Sustainability - Work flexibility - Training and professional development opportunities	Interaction at job fairs and open houses, during job interviews, and through communication with the Chamber of Commerce and Industry (IHK) and training partners.
The Public and Society	- Social Engagement - Support for local communities - Sustainability and Climate Neutrality - Compliance with legal requirements - ESG reporting requirements under the EU CSRD	Cooperation with government agencies and appointed auditors. Collaboration with the press and active local social engagement as part of our corporate social responsibility.

Our analysis of the key issues facing our stakeholder groups revealed no significant changes from last year. During the reporting year, we further expanded our sustainability initiatives in the areas of environmental protection, energy supply, and responsible procurement. In preparation for our sustainability reporting in accordance with the requirements of the EU CSRD (Corporate Sustainability Reporting Directive), we have reviewed our group-wide double materiality analysis to identify and assess the risks and impacts of our operations in a manner that is compliant with the law and subject to audit. This process is embedded in our management systems as part of group-wide risk management and the annual management review of Group companies.

Rommelag Engages with Customers and Partners – Worldwide

By participating in over 35 conferences, trade shows, and industry events in 2025, we remain in ongoing dialogue with our customers worldwide about innovations, requirements, and market conditions. Through these discussions, we can communicate our sustainability goals and progress and align them with the goals and requirements of our customers and suppliers. Sustainability is our shared responsibility, which we champion across national and corporate boundaries and pursue through active collaboration.



Rommelag at CPHI Worldwide: Innovative booth design, Virtual Reality and New Projects Are Captivating Audiences in Frankfurt

Our CDMO, Engineering, and Flex divisions showcased their products and services; the Rommelag booth attracted a great deal of attention and drew an international audience from 42 countries.

Successful International Collaboration with ILC Dover



On February 19 and 20, we had the pleasure of welcoming our partner, ILC Dover, to our offices—a significant step forward in our ongoing collaboration!

The first evening kicked off with a relaxed get-together, during which we had the opportunity to chat and start gathering initial questions for the next day's training. This was followed on February 20 by the intensive training session, which was attended in person by colleagues from Ireland, the U.S., France, and Italy, as well as 12 additional participants from around the world who joined virtually. With this successful event, we were able to set a milestone for our future collaboration in 2025. We look forward to continuing on this path together with ILC Dover.

1.3.3 DOUBLE MATERIALITY ANALYSIS 2025

In 2025, as a corporate group, we updated our Double Materiality Analysis in accordance with the EU-ESRS. This annual process was designed to review the sustainability issues most important to our company and to continuously assess their impact on both the environment and society, as well as on our business.

The Double Materiality Analysis Process at Rommelag:



The process began with a comprehensive data collection effort in which we engaged internal and external stakeholders. This included workshops in 2024, surveys, and the analysis of industry reports to gain a detailed understanding of our stakeholders’ expectations and requirements.

We also conducted workshops with participants from the areas of purchasing, personnel, IT, HR, and executive management. The analysis took into account the Rommelag Group’s locations as well as its supply chains.

We then compiled a list of impacts, opportunities, and risks, incorporating both the company’s internal perspective and the external perspective of stakeholders. A clear definition of materiality criteria—such as the economic relevance of an issue or its environmental impact—was crucial for assessing these topics. A key component was the careful documentation of all analyses and decisions to ensure transparency and traceability. The assessment of impacts, risks, and opportunities was expanded to account for the subtopics and sub-subtopics defined in the EU Sustainability Reporting Standards.

Our collaboration with external auditors ensured that our results comply with the regulatory requirements of the ESRS. Among the challenges were, in particular, reconciling differing interests and integrating new, complex requirements from the EU-ESRS. However, through open communication and a shared goal, we were able to successfully overcome these obstacles. The results of the analysis form the basis for our strategic direction in the area of sustainability and enable a significant improvement in our reporting.

The evaluation framework for the double materiality analysis of impacts, opportunities, and risks:

Impact	Status	Time Horizon
Positive	Current	Short (< 1 year)
Negative	Potentially	Mid-term (1-5 years)
		Long-term (5 years or more)

Severity			
Scale	Scope	Immutability	Probability
5 = absolute	5 = global / total	5 = Not remediable / reversible	0.9 = highly likely (≥90%)
4 = high	4 = widespread	4 = Severe or long-term	0.7 = very likely (≥70%)
3 = medium	3 = medium	3 = With effort or in the medium term	0.5 = likely (30–70%)
2 = low	2 = concentrated	2 = Fairly easy (in terms of time and cost)	0.3 = unlikely (≤30%)
1 = minimal	1 = limited	1 = Very easy / short-term	0.1 = very unlikely (≤10%)

Materiality of Impact	Financial Materiality	Materiality Thresholds
5 = Critical	5 = Critical	
4 = Significant	4 = Significant	≥ 3: Significant
3 = Important	3 = Important	< 3: Not significant
2 = Informative	2 = Informative	
1 = Minimal	1 = Minimal	

1.4 CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

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



Sustainable Development Goal 3: Good Health and Well-being

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



Sustainable Development Goal 4: Quality Education

As an award-winning TOP Employer in the region, we supported 110 young people (previous year: 105) through our diverse training programs during the reporting year. We have repeatedly been awarded the Dualis Seal of Excellence for outstanding training quality in recognition of our above-average commitment to promoting young talent.



Sustainable Development Goal 5: Gender Equality

At Rommelag, we are actively committed to gender equality. With women making up 37% of our workforce (39% the previous year), we are above the industry average—and we are proud of that. Currently, 20% (19% the previous year) of our employees in leadership positions are women. Our employee benefits are designed to support all employees equally. Our training programs and career development model are explicitly gender-neutral. Through flexible options for parental leave and work schedules, we create conditions that enable a better work-life balance.



Sustainable Development Goal 8: Decent Work and Economic Growth

Our employees are at the heart of everything we do. That is why we create a work environment that takes their needs seriously and are committed to continuously improving our processes. Flexible work schedules help employees balance their professional and personal lives. We invest in the future by training young talent—with 105 trainees in the reporting year (previous year: 85). All employees receive job-specific training on workplace safety and are provided with the appropriate protective equipment. In addition, we ensure compliance with all legal requirements for occupational health and safety.



Sustainable Development Goal 9: Industry, Innovation, and Infrastructure.

As a major employer in the region, we strengthen local infrastructure and create secure training opportunities and jobs. We are firmly committed to our regional locations—in particular through our investment in the expansion of our CDMO production site in Sulzbach-Laufen, which represents a long-term commitment to the Kochertal region. In addition, we continuously invest in the efficiency of our buildings and production facilities to ensure our operations are future-proof and resource-efficient.



Sustainable Development Goal 11: Sustainable Cities and Communities

Through our social engagement at our company locations, we strengthen local communities and actively contribute to the development of a region where people want to live. In particular, we help young families balance their work and personal lives.



Sustainable Development Goal 12: Sustainable Consumption and Production

As a technology leader in the BFS process, we are committed to maximum efficiency and resource-efficient production. Together with our partners and suppliers, we develop innovative solutions—including the use of biodegradable plastics. We recognize the limited nature of natural resources and the need to use plastics responsibly—especially in the best interests of our customers—and act accordingly in a sustainable and forward-looking manner.



Sustainable Development Goal 13: Climate Action

We are committed to using our resources as efficiently and sparingly as possible. An important step toward a climate-friendly future is the use of certified green electricity at our production sites. The international community has agreed to limit global warming to below 2°C—ideally to 1.5°C—to avert the severe consequences of climate change. We, too, recognize the need for decisive emissions reductions. That is why we have set a goal to reduce our direct emissions (Scope 1 and 2) by 42% by 2030 and by 95% by 2050 compared to the base year 2021—in full accordance with the criteria of the Science Based Targets Initiative, and explicitly without the use of VCU carbon credits.



Sustainable Development Goal 14: Life Below Water

To protect regional waterways and the surrounding ecosystem, we continuously monitor our wastewater. Production wastewater is strictly separated from surface runoff from the farm grounds and directed to the wastewater treatment plant under controlled conditions. In addition, we continuously monitor the pH level and temperature of the wastewater to detect deviations early on and take immediate action if necessary. In this way, we actively contribute to the protection of the plants and animals living in the river. Furthermore, we support the Untergröningen Fishing Association, which is committed to projects such as river restoration and youth outreach.

1.5 EXTERNAL SUSTAINABILITY ASSESSMENTS

Since 2021, companies at our production sites have been participating in Ecovadis, an external sustainability rating program. Ecovadis is an independent organization that evaluates companies’ sustainability performance in the areas of environmental, social, and governance (“ESG”) using a comprehensive questionnaire. The results of the Ecovadis sustainability ratings for the Rommelag Group’s manufacturing companies are, without exception, above average when compared to the rest of the industry.

Company	Year of the Assessment	Result	Overall Rating
Rommelag CDMO GmbH	2025	Bronze	(64/100)
Rommelag Engineering GmbH	2025	Bronze	(60/100)
Rommelag CDMO Switzerland GmbH	2025	Silver	(71/100)
Rommelag Flex GmbH	2025	Silver	(69/100)
Rommelag Engineering Switzerland AG	2025	Bronze	(64/100)

The current Ecovadis scorecards for Rommelag's manufacturing companies are available on the Ecovadis platform.



THE ROMMELAG GROUP

2.1 PRODUCTS, SERVICES, CUSTOMERS

Rommelag is the inventor of Blow-Fill-Seal (BFS) technology and the global market leader in the aseptic filling of liquids and semi-solid substances. With our bottletpack aseptic packaging systems, our customers can safely and cost-effectively produce plastic packaging for their valuable liquids. In addition to our efficient bottletpack filling systems, we offer regulatory approval and lifecycle services, as well as the full range of services provided by a Contract Development and Manufacturing Organization (CDMO).

Through its packaging of sterile liquids (e.g., eye drops, infusion solutions, injectables, inhalants, vaccines), gels, and ointments, Rommelag operates globally in the pharmaceutical and healthcare industries, as well as in the cosmetics and chemical industries.

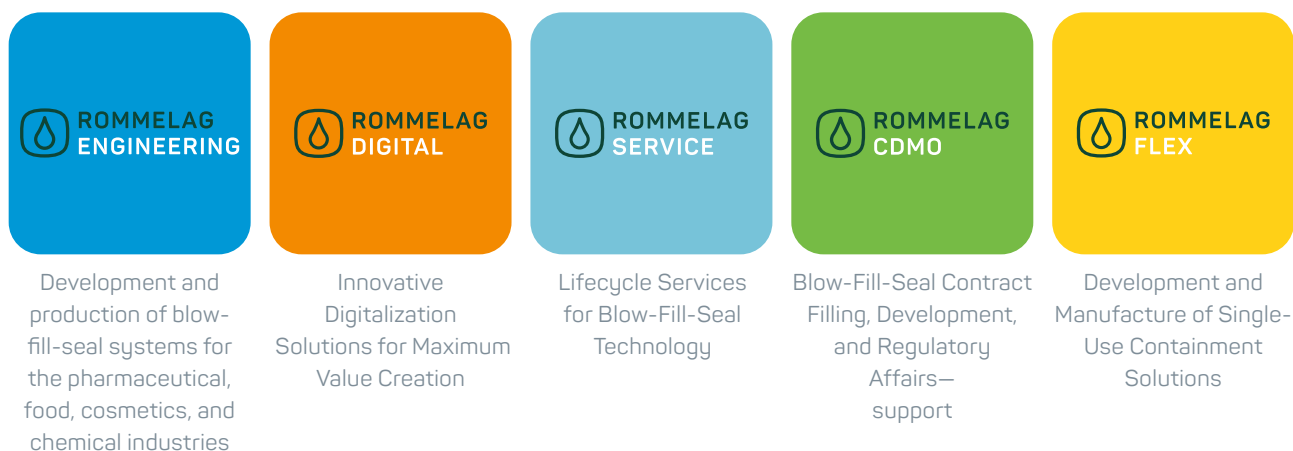
Our solutions and technologies are in demand in more than 80 countries around the world. Key to our success are our employees, who work with great dedication to ensure that people worldwide have access to safe pharmaceutical products.



Under the Rommelag umbrella brand, we bring together the products and services of our



A one-stop partner for all aspects of blow-fill-seal technology and a specialist in flexible containment solutions



ROMMELAG SE & CO. KG

Rommelag SE & Co. KG houses the group's central functions—Finance, People & Culture, IT, Marketing, and Purchasing—with approximately 129 employees.

ROMMELAG ENGINEERING DIVISION

As the global market leader in blow-fill-seal technology, Rommelag ENGINEERING develops innovative bottelpack systems for the aseptic filling of liquid and semi-solid products for the pharmaceutical, cosmetic, and chemical industries. This division offers comprehensive expertise in BFS systems and testing machines, ranging from consulting and development through production to sales. With Rommelag's bottelpack machines, up to 30,000 containers per hour can be produced aseptically in a wide variety of shapes and plastic blends, with fill volumes ranging from less than 0.1 ml to more than 1,000 ml, in compliance with all applicable pharmaceutical regulations. Our new bp 500 machine generation enables customers to significantly reduce their resource and energy consumption. The Rommelag Engineering Division includes:

Rommelag Engineering GmbH

Following the development of the first bottelpack prototype, the company was founded in Sulzbach-Laufen (Germany) in 1963. Today, 889 people work at the company's facilities, which cover approximately 29,000 square meters. The company has production sites in Sulzbach-Laufen and a site in Untergröningen.

Our office in Waiblingen is responsible for sales and after-sales service for bottelpack blow-fill-seal systems. In addition to Germany, Spain, and Portugal, this office is responsible for other markets such as South America, the United States, and Japan.

Rommelag Engineering Switzerland AG

The company, based in Reitnau (CH), has been developing and building custom high-tech systems since 1968. It now has 151 employees.

Rommelag Switzerland AG

Rommelag Switzerland AG, headquartered in Buchs, Switzerland, is responsible for the sales and after-sales service of bottelpack blow-fill-seal systems. In addition to Germany, Spain, and Portugal, Rommelag Switzerland AG is responsible for countries in Europe, as well as the Maghreb, the CIS states, and countries in the Near, Middle, and Far East. Founded in 1964, the sales company employs approximately 49 people.

ROMMELAG DIGITAL DIVISION

Through our "Rommelag Digital" division, we continue to drive innovation and digitalization between our machines and our customers' systems. We offer solutions for the digital integration of bottelpack systems into existing infrastructures, smart operations, interactive maintenance, and data-driven support.

Rommelag Digital, GmbH

With Rommelag DIGITAL, Rommelag has its own innovation hub dedicated to developing and implementing innovative ideas in the field of digitalization. The 26-member team develops intelligent digital products to optimize value creation throughout the entire machine lifecycle.

ROMMELAG CDMO DIVISION

Rommelag CDMO is the contract manufacturing and development division of the Rommelag Group. It offers quick and easy access to contract filling using BFS technology. With over 50 production lines, we support customers from the initial concept and container design through pilot filling to final filling and packaging. Whether pharmaceuticals, medical products, cosmetics, or chemical-technical products—with our expertise and bottlpack systems perfectly tailored to your product, we ensure optimal sterile filling of liquid and semi-solid products in accordance with GMP guidelines. Our Rommelag Pharma Service offers a cost-effective, regulatory-compliant comprehensive concept for qualification and validation. Rommelag CDMO includes:

Rommelag CDMO GmbH

Rommelag CDMO GmbH operates at two locations with over 832 employees, producing high-quality pharmaceuticals for its customers using bottlpack blow-fill-seal technology. Our strengths lie in the manufacturing, packaging, and testing of liquid and semisolid formulations—such as eye drops and parenteral solutions—all under one roof.



New Member of the Management at Rommelag CDMO

Marc Overesch will take over as co-CEO of Rommelag CDMO alongside Gerald Prade effective January 1, 2026. He brings extensive experience as an interim manager and has held senior positions in the pharmaceutical industry, the medical device sector, and biotechnology.

Construction of the New Rommelag CDMO Packaging Center

Construction work on Rommelag CDMO's new packaging center in Sulzbach-Laufen is progressing well; with the completion of the structural work in 2025, our forward-looking construction project is taking shape. The facility is scheduled to begin operations and the project is expected to be fully completed in 2026.



Rommelag CDMO Switzerland AG

Rommelag CDMO Switzerland AG, with over 113 employees, manufactures high-quality pharmaceuticals on behalf of its customers using bottlpack blow-fill-seal technology. At this site, we have a separate facility and authorization to fill biological drugs and genetically engineered active ingredients, such as vaccines or antibodies, up to Biosafety Level 2.

ROMMELAG FLEX DIVISION

Rommelag FLEX is your containment specialist for all highly sensitive filling and handling processes in API and (bio) pharmaceutical production. Our certified, cost-effective single-use packaging solutions protect people and products from contamination—without the need for cleaning processes. In addition, we offer a wide range of services and contract manufacturing related to plastic processing of the highest quality.

Rommelag Flex Pharma AG

Rommelag Flex Pharma AG manufactures innovative single-use containment systems for the pharmaceutical industry. Our solutions protect employees in API and pharmaceutical production as well as the powders and solids being processed.

Rommelag Flex GmbH

Our company's history began with its founding in 1952. Today, we manufacture Flecotec containment systems in a Class 7 cleanroom in Gaildorf, Germany, as well as compounds and profiles. A plastics recycling facility ensures the responsible and sustainable use of resources across the entire corporate group. Rommelag Flex GmbH employs 51 people.

Welcoming Our New Managing Director at Rommelag Flex

With fresh enthusiasm and new ideas, Qendrim Turkaj will work with us to shape the future of our Flex Division.



A Visit to CPI Biotech in Ireland—An Exciting Exchange!



Following CPI Biotech's visit to Rommelag in February, a return visit took place in March in Cork, Ireland, to further strengthen the partnership.

Together, we conducted tests with our Flecotec products and expanded our knowledge through productive discussions. We are aiming for a long-term partnership with CPI Biotech—and our entry into the biopharmaceutical industry.

ROMMELAG SERVICE DIVISION

Rommelag SERVICE supports customers in the pharmaceutical and cosmetics industries with the assembly, commissioning, qualification, and validation of their bottlpack systems and offers services worldwide: from maintenance and repairs to test runs and training, as well as process optimization concepts. The Rommelag Service division includes:

Rommelag Engineering GmbH

Following the development of the first bottlpack prototype, the company was founded in Sulzbach-Laufen (Germany) in 1963. Today, 889 people work at the company's facilities, which cover approximately 29,000 square meters. The company has production sites in Sulzbach-Laufen and a site in Untergröningen.

Our office in Waiblingen is responsible for sales and after-sales service for bottlpack blow-fill-seal systems. In addition to Germany, Spain, and Portugal, this office is responsible for other markets such as South America, the United States, and Japan.

Rommelag Engineering Switzerland AG

The company, based in Reitnau (CH), has been developing and building custom high-tech systems since 1968. It now has 151 employees.

Rommelag Switzerland AG

Rommelag Switzerland AG, headquartered in Buchs, Switzerland, is responsible for the sales and after-sales service of bottlpack blow-fill-seal systems. In addition to Germany, Spain, and Portugal, Rommelag Switzerland AG is responsible for countries in Europe, as well as the Maghreb, the CIS states, and countries in the Near, Middle, and Far East. Founded in 1964, the sales company employs approximately 49 people.

Rommelag Engineering India Pvt. Ltd.

Our Bangalore branch grew to more than 67 employees (previous year: 59) during the reporting year. The facility manufactures spare parts for our BFS systems for the Indian market and provides customer service in the region.



Rommelag Engineering India Management Team

We are pleased to have such a strong management team in India: John K. Punnoose (Managing Director of Sales & Service), Umesh Chandra Joshi (Director of Finance, HR, Purchasing, and Administration), and Jith John Francis (Director of Operations & Manufacturing).

Service Summit China 2025

To establish more direct contact with our customers, the service team brought together users from more than 60 customers across 23 different companies at this special service summit. These events allow us to focus on the topics that matter most to them, including digitalization, compliance, machine operation, and day-to-day challenges in production. A heartfelt thank you to everyone involved and to all participants for their trust and commitment!



2.2 THE ROMMELAG GROUP'S VALUE CHAINS

ROMMELAG ENGINEERING

Value Chain: Mechanical Engineering

Raw Material Extraction

- main raw materials are steel, copper, and aluminum

Production of Intermediate Products

- main product groups are electrical and mechanical components

Direct Suppliers

- main product groups include materials (primarily steel, aluminum, and cables), electrical and mechanical products, tools, plastics, and (to a limited extent) chemicals, as well as technical and legal services

Downstream Value Creation

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

ROMMELAG CDMO

Value Chain: Manufacturing and Packaging of pharmaceuticals

Raw Material Extraction

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

Production of Intermediate Products

- main product categories are packaging materials (cardboard boxes) and pharmaceuticals

Direct Suppliers

- main product groups are plastics, cardboard products, and (to a limited extent) chemical substances, as well as technical and legal services

Downstream Value Creation

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

ROMMELAG FLEX

Value Chain: Recycling and Containment

Raw Material Extraction

- main raw materials are plastics

Production of Intermediate Products

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

Direct Suppliers

- main product groups are plastic waste and plastics, as well as (to a limited extent) chemical substances and technical and legal services

Downstream Value Creation

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

2.3 ISO CERTIFICATIONS

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

Rommelag CDMO GmbH	DIN EN ISO 13485: 2016 + BER 2017-07 EN ISO 13485: 2016 + AC: 2018 ISO 13485:2016 DIN EN ISO 50001 EU GMP Manufacturing Authorization
Rommelag Engineering GmbH	DIN EN ISO 50001
Rommelag CDMO Switzerland GmbH	DIN EN ISO 13485: 2016 + BER 2017-07 EN ISO 13485: 2016 +AC: 2016 ISO 13485:2016 EU GMP Manufacturing Authorization
Flex GmbH	DIN EN ISO 15378: 2018-04 EN ISO 15378: 2017 ISO 15378: 2017

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

Compliance with GMP (Good Manufacturing Practices): Guidelines for the Manufacture of Medicines
The EU GMP (Good Manufacturing Practice) guidelines are a set of binding regulations issued by the European Commission to ensure the highest quality standards in the manufacture of pharmaceuticals, active pharmaceutical ingredients, and related products. Contract filling by the companies in the CDMO Division is carried out in accordance with GMP guidelines.

▽ EU GMP Manufacturing Authorization and GMP Certificate

The 2025 inspections by the FDA, ANVISA, and other regulatory agencies were successfully completed.

Compliance with GMP (Good Manufacturing Practice) guidelines for the manufacture and packaging of pharmaceuticals, as well as annual audits that we have successfully passed, confirm the high standards of our processes at Rommelag CDMO GmbH and Rommelag CDMO Switzerland GmbH.

The GMP guidelines set forth stringent requirements regarding, among other things, the following topics: Process reliability, control, and documentation; validated quality management; occupational health and safety; risk management and documentation; machine and equipment safety; hazard management; risk assessments; regular training and continuing education for employees; provision of protective equipment; quality controls; traceability of each batch; complaint management; and emergency plans.

Compliance of Systems and BFS Processes: EU GMP Guidelines/Annex 1

Annex 1, dated August 2022, is part of the European Union’s GMP Directive and is therefore a “de facto standard” for the manufacture of sterile medicinal products.

As a supplier of filling systems for the manufacture of pharmaceuticals, Rommelag Service offers expert assistance in adapting existing systems to meet the technical requirements of Annex 1.

An important new requirement in Annex 1 is the development of a Contamination Control Strategy (CCS) (Section 2.3). To this end, we offer the Rommelag BFS CCS Assessment Package. This includes an assessment of aseptic filling with regard to equipment condition, hygiene measures, process interventions, airflow, and cleanroom monitoring.

Our new Bp530 machines already meet the technical requirements of Annex 1 and ensure that pharmaceuticals are manufactured in compliance with the guidelines.

2.4 MEMBERSHIPS AND CORPORATE ENGAGEMENT

Through our diverse corporate memberships, projects, and sales activities, we are in constant dialogue with customers, partners, and trade associations. This dialogue enables us to identify innovations early on and drive the development of our products and services in a market-oriented manner. Furthermore, our active engagement and collaboration have enabled us to identify and assess key sustainability issues as part of the double materiality analysis we conducted in 2025.

We also put the concept of active networking into practice through new forms of collaboration: Participating in industry-specific hackathons allows us to showcase our expertise while also learning from and with others. We view these agile forms of exchange and cooperation as forward-looking and actively promote this type of collaboration—even beyond our company's boundaries.

Membership in Associations and Interest Groups

- ✔ A3P Association
- ✔ BFSI OA International Operators Association
- ✔ Taxpayers' Association
- ✔ CoCreate
- ✔ DCVMN Network of Vaccine Manufacturers in Developing Countries
- ✔ DIN German Institute for Standardization
- ✔ GS1 Professional Association for Sustainable Value Chains
- Albstatt University
- ✔ Hohenlohe+
- ✔ IHK Heilbronn—DUALIS-Certified Training Company
- ✔ IPV Industrial Pension Association
- ✔ Industry Association for Plastic Packaging, Inc.
- ✔ Surental Industrial Association
- ✔ Institute for Production Maintenance, Inc., Sielenbach
- ✔ Kunststoff.swiss
- ✔ NeoSys
- ✔ Nexel
- ✔ OPC Foundation
- ✔ Packaging Valley (Founding Member)
- ✔ PDA Europe
- ✔ Pensions-Sicherungs-Verein PSVaG, Cologne
- ✔ ProCure (Professional Purchasing Association)
- ✔ Qesar
- ✔ Sedex
- ✔ SOS
- ✔ Swiss Customer Service Association (pga)
- ✔ Swiss Biotech Directory
- ✔ Swiss Plastics
- ✔ Swissmechanic
- ✔ Swissmem, including the chairmanship of the Intralogistics, Packaging, and Conveyor Technology Section
- ✔ Tecom Switzerland
- ✔ TOP Employer 2025
- ✔ Lucerne West Business Association
- ✔ VPA Association of Human Resources and Training Professionals
- ✔ Widenmoos

Rommelag and Hohenlohe+

Hohenlohe Plus is a regional network for skilled workers and business locations that brings together cities, companies, organizations, and institutions from the Hohenlohe region. The association's goal is to promote the region as an attractive place to live and work, to attract skilled workers, and to retain them over the long term.

Here at Rommelag, we've been a member of Hohenlohe Plus from the very beginning, and as of this year, we're also actively involved on the board through a company representative. This allows us to bring our perspective as an employer to the table even more strongly—for example, on topics such as recruiting skilled workers, onboarding, business networking, and projects to promote the region.

Packaging Valley General Meeting at Rommelag in Laufen

With a record turnout of over 70 attendees, this year's general meeting of Packaging Valley Germany e. V. took place on April 2 at Rommelag Engineering in Laufen. As part of the network, we were happy to host the event.

Numerous representatives from the packaging industry gathered to discuss current developments and the network's strategic direction. One of the cluster's goals for 2025 is to promote and expand collaboration within the industry through cooperation among stakeholders from industry, academia, institutions, and the public; to intensify efforts to support the next generation of professionals through close collaboration with schools, universities, and training centers; and to conduct targeted industry marketing and actively recruit new members with a focus on packaging machinery manufacturing.



ENVIRONMENT

Environmental Impacts, Opportunities and Risks

ESRS E1 Climate Change

GHG Emissions from Our Own Economic Activities

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↓	The Rommelag Group's production consumes resources and energy, resulting in the release of climate-damaging GHG emissions (Scope 1 and 2)	↑ Opportunity: Through innovation and digitalization, BFS processes can be made more efficient and more resource-efficient. New generations of equipment produce fewer climate-damaging emissions during manufacturing and operation.	Rommelag invests in the continuous improvement of energy efficiency and resource consumption at our facilities, as well as in measures to digitize products and BFS processes, in order to ensure that the manufacture of pharmaceuticals worldwide is safe and sustainable.
		↓ Risk: Physical climate risks (e.g., extreme weather events and temperature changes) can have negative impacts on our sites, facilities, or the health of our employees	The transition to zero-emission energy sources, investments in in-house energy production, and investments in the energy efficiency of buildings, facilities, and production processes are the key components of the Rommelag Group's decarbonization plan.
		↓ Risk: Climate-related transition risks, such as stricter regulations, CO ₂ pricing, or environmental taxes, lead to higher costs	
		↑ Opportunity: The transition to an energy supply based on zero-emission alternatives and investments in self-sufficiency builds resilience and reduces climate-damaging emissions	

GHG Emissions in the Upstream and Downstream Value Chains

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↓	Suppliers generate climate-damaging GHG emissions during the production of intermediate goods. Emissions also occur during the use and end-of-life phases of Rommelag products (Scope 3).	↓ Risk: Climate-related transition risks, such as stricter regulations, CO ₂ pricing, or environmental taxes, lead to higher procurement costs or disruptions in supply chains	Through our Business Partner Code of Conduct, we expect our suppliers to do their part to combat climate change and reduce GHG emissions. (See also: Responsible Procurement, starting on page 93)
		↑ Opportunity: New generations of equipment make it possible to make the production of pharmaceuticals safer, more climate-friendly, and more resource-efficient worldwide.	As the global market leader in BFS technology, we are in constant communication with pharmaceutical manufacturers regarding the reduction of emissions in BFS processes.

ESRS E2 Environmental Pollution

Environmental pollution in the upstream and downstream value chains

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↓	The global extraction of raw materials and production of intermediate goods result in air, soil, and water pollution	↓ Risk: Environmental pollution can negatively impact or destroy human health, biodiversity, and the livelihoods of communities	Through our Business Partner Code of Conduct, we expect our direct suppliers to work to prevent environmental pollution or minimize its negative impacts.
↓	Uncontrolled processes involved in the manufacture and disposal of pharmaceuticals and packaging can lead to environmental pollution in the downstream value chain	↓ Risk: Environmental impact caused by uncontrolled production and disposal of plastic pharmaceutical packaging	With our systems for the manufacture and packaging of pharmaceuticals, we ensure the highest quality standards and meet the strict requirements of pharmaceutical manufacturing (GMP guidelines). In addition, when designing packaging solutions, we focus on single-material solutions (primary packaging) and the use of recyclable materials (secondary packaging).



Negative Effects or Risks
Positive Impact or Opportunity

ESRS E3 Water and Marine Resources

Use of Water as a Resource in Our Own Economic Activities

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↓	In the production of filling systems and the manufacture of pharmaceuticals, water resources are used and returned to the local water infrastructure	↓ Risk: Water shortages, potential regulatory requirements to limit water consumption, and rising water costs at our production sites	Rommelay invests in the continuous improvement of the energy efficiency and resource consumption of our facilities, as well as in measures to digitize products and BFS processes, in order to ensure that the manufacture of pharmaceuticals worldwide is safe and sustainable.
		↑ Opportunity: Innovations and new generations of equipment enable a significant reduction in water consumption in the packaging of liquid and semisolid pharmaceuticals	Thanks to the redesign of the Rommelay bp500 filling systems, it has been possible to completely eliminate the use of water for process cooling.

Use of Water as a Resource in the Upstream and Downstream Value Chains

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↓	The extraction of raw materials, in particular, can lead to significant impacts on local aquatic ecosystems.	↓ Risk: Water shortages and water pollution can lead to higher procurement costs or disruptions in supply chains	Through our Business Partner Code of Conduct, we expect our direct suppliers to work to prevent environmental pollution or minimize its negative impacts.

ESRS E4 – Biodiversity and Ecosystems

Impacts on the upstream and downstream value chains

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↓	The global extraction of raw materials and the production of intermediate goods can have negative impacts on land use, biodiversity, and ecosystems.	↓ Risk: Climate-related transition risks, such as stricter regulations, CO ₂ pricing, or environmental taxes, lead to higher procurement costs or disruptions in supply chains	Through our Business Partner Code of Conduct, we expect our direct suppliers to counteract or minimize negative impacts on biodiversity.
			As part of our responsible procurement practices, we evaluate the use of recycled materials in accordance with regulatory requirements

ESRS E5 Resource Use and Circular Economy

Impacts in our own economic activity

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↑	Innovations in the design and manufacture of filling systems lead to a reduction in resource consumption.	↑ Opportunity: Innovations and new generations of equipment make it possible to significantly reduce resource consumption, use recycled materials, and reduce or recycle production waste	The use of flexible molds in the new generation of equipment significantly improves the product-to-waste ratio for recycling.
			Plastic waste from production is recycled and returned to the market as single-type recyclates. As part of our responsible procurement practices, we evaluate the use of recycled materials in accordance with regulatory requirements. In addition, we rely on local suppliers to reduce transportation distances.

Impact on the upstream and downstream value chains

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↑	Innovations in the design and manufacture of filling systems lead to a reduction in resource consumption throughout the entire life cycle of use at our customers' facilities.	↑ Opportunity: Innovations and new generations of equipment enable a significant reduction in resource consumption, the use of recycled materials, and the reduction or recycling of production waste	Rommelay provides service for all the equipment it manufactures; through our used equipment program, older equipment is refurbished and returned to the market
↓	Primary packaging for pharmaceuticals has a low recycling rate		Rommelay systems are durable, easy to maintain, and highly recyclable

3. 1 IMPACTS

As part of the dual materiality analysis, we analyzed the impacts of environmental changes on our company across the entire corporate group, as well as our impact as a company on the environment. We also took into account the impacts along our supply chains.

Environmental Impacts of Business Operations

In the area of **ESRS E1—Adaptation to Climate Change**—the Rommelag Group faces various environmental impacts: Increasing climate change is leading to higher investments and energy consumption, including for temperature control at our production facilities. In addition, extreme weather events such as storms can cause direct damage to infrastructure. To address these challenges, we are investing in measures to reduce emissions, in sustainable procurement management, and in the energy efficiency of our products, buildings, and processes. We are gradually reducing our own CO2 emissions through a transition plan to actively contribute to lowering greenhouse gas emissions.

In the **ESRS E3 category—Water and Marine Resources**—our company faces impacts primarily along the supply chain: The extraction of raw materials can result in significant impacts on local aquatic ecosystems. The use of water in our own production processes also plays a role, particularly in connection with cleaning or cooling processes.

Summary of relevant impacts from ESRS E3:

- ✔ Potential Impacts on the Supply Chain (Raw Material Extraction)
- ✔ Use of Water as a Resource

In the **ESRS E4 Biodiversity and Ecosystems** category, the following production sites are located near areas with biodiversity in need of protection:

Production Site	Area [Ha]	Biodiversity-sensitive area	Specification
DE Rommelag Flex, In d. Eschenau 5, 74405 Gaildorf	2	Kochertal Abtsgmünd-Gaildorf and Rottal, FFH DE 7024-341	Site near biodiversity-sensitive area
DE Rommelag CDMO GmbH Bahnhofstraße 20, 73453 Abtsgmünd-Untergröningen	4	Kochertal Abtsgmünd-Gaildorf and Rottal, FFH DE 7024-341	Site near biodiversity-sensitive area
DE Rommelag CDMO GmbH, Bahnhofstraße 18, 74429 Sulzbach-Laufen-Sulzbach	5	Kochertal Abtsgmünd-Gaildorf and Rottal, FFH DE 7024-341	Site near biodiversity-sensitive area
DE Rommelag Engineering, Talstraße 22-30, 74429 Sulzbach-Laufen	3	Kochertal Abtsgmünd-Gaildorf and Rottal, FFH DE 7024-341	Site near biodiversity-sensitive area

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

Summary of the impacts from **ESRS E5: Circular Economy**:

- ✔ Purchasing of steel, aluminum, mechanical and electrical components, plastics, paper packaging, and chemicals (RoHS/REACH)
- ✔ machines are durable, serviceable, and contain a high percentage of recycled materials
- ✔ BFS Filling: Primary packaging for pharmaceuticals has a low recycling rate
- ✔ "Product/Waste Ratio" in the BFS Process

Environmental Impacts of Business Operations Within the Supply Chain

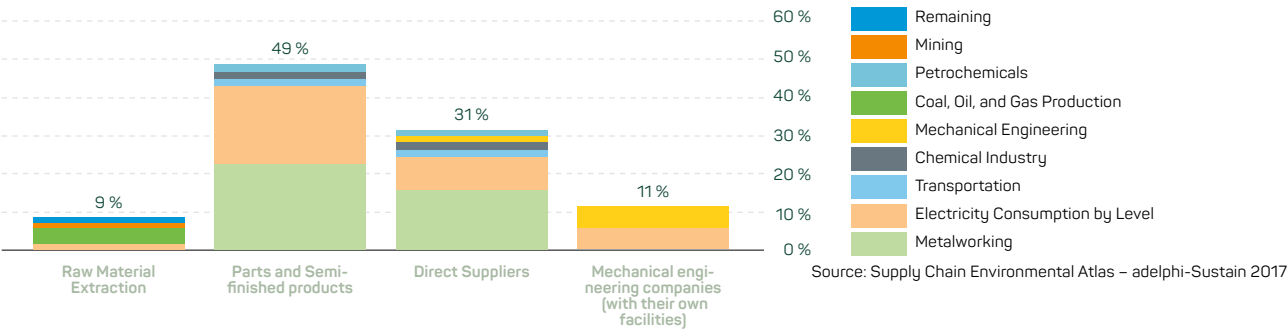
Percentage of Purchased Goods and Services		Percentage
Services		20%
	IT Services	4%
	Other Services	16%
Purchased Goods		80%
	Packaging	18%
	Goods for Production	12%
	Electrical Components	10%
	Metal Goods	10%
	Chemical Products	8%
	Rubber & Plastics	8%
	Steel	6%
	Machine Parts and Semi-Finished Products	4%
	Pharmaceutical Raw Materials	3%
	IT Hardware	0%

Distribution of Environmental Impacts Across the Value Chain of the German Machinery Manufacturing Industry

	Raw Material Extraction	Parts and Semi-finished products	Direct Suppliers	Mechanical engineering companies (with their own facilities)
Greenhouse gases	9 %	49 %	31 %	11 %
Air Pollution	7 %	50 %	31 %	11 %
Water Consumption	17 %	21 %	18 %	44 %
Land Use	89 %	4 %	4 %	3 %

Source: Supply Chain Environmental Atlas – adelphi-Sustain 2017

By Industry



Our supply chain consists primarily of the metalworking industry and other mechanical engineering companies that handle upstream production stages. The chemical and electronics industries also play a significant role. Our supply chain in the mechanical engineering sector comprises approximately 2,000 suppliers, 96% of whom are local suppliers (Germany/Switzerland). There are no significant dependencies on individual suppliers or individual supplier countries.

According to the risk analysis conducted in accordance with the Supply Chain Due Diligence Act (LkSG), no ESG risks were identified in the direct supply chain of the Rommelag companies that would have led to a requirement for corrective measures on the part of the suppliers. In addition to steel and aluminum, the main product groups include mechanical and electrical components, as well as lubricants, plastic granules, pharmaceutical raw materials, and paper-based packaging materials. The environmental impacts of the German mechanical engineering industry are significantly higher along the entire (often international) value chain than at the companies' own sites. About 90% of greenhouse gas and pollutant emissions occur in upstream stages. One-third of these emissions are attributable to direct suppliers. The largest sources of emissions are the production of intermediate goods.

ESRS E1 – Adaptation to Climate Change / ESRS E2 – Environmental Pollution

A key environmental issue in this supply chain is greenhouse gas (GHG) emissions. These emissions have a significantly greater impact within the supply chain than at the company's own sites—the total emissions from direct suppliers alone are three times as high. For this reason, it is particularly important to pay close attention to (sub)suppliers in the metalworking industry and their electricity consumption. These facilities also account for a large portion of pollutant emissions. Greenhouse gas emissions in the mechanical engineering supply chain are about ten times higher than emissions at the companies' own sites in Germany. (adelphi-Systain 2017) A similar ratio is also evident for pollutant emissions. Direct suppliers to the respective industry account for 20 to 30 percent of these emissions. If measures are taken that involve these suppliers, a significant portion of the emissions across the entire value chain can already be specifically addressed. As part of sustainable supply chain management, companies also take into account the risks associated with their greenhouse gas emissions. Energy-intensive industries, in particular, are already subject to strict regulatory pressure—for example, through CO₂ allowances or emissions taxes. These requirements are expected to become even more stringent in the future.

Many governments are actively driving structural change and providing targeted support to companies that consistently reduce their emissions—both in production and in their products. Companies with high greenhouse gas emissions in their supply chains, on the other hand, are increasingly facing regulatory requirements and rising cost risks.

ESRS E3 – Water and Marine Resources

Changing climate conditions also pose physical risks to companies within their supply chains. This is particularly true when extreme weather events such as storms, floods, or heat waves strike regions where suppliers or upstream suppliers are located. In such cases, production outages can occur, for example, if facilities are damaged or must be temporarily shut down. Acute water shortages also pose a growing risk: they can limit or completely halt production at suppliers. Added to this are potential regulatory requirements to limit water consumption, as well as rising water costs. In regions where water scarcity leads to social tensions, companies operating there through their supply chains also face reputational risks.

ESRS E4: Biodiversity and Ecosystems

The global increase in impervious surfaces—such as through the expansion of industrial areas—impairs the natural functions of soil in the long term and often irreversibly. At the same time, agricultural practices that neglect ecological considerations contribute significantly to species decline, soil erosion, and the loss of soil's natural storage and buffering capacity. For companies and their supply chains, this also gives rise to regulatory risks related to land use. In addition, the loss of natural areas or the restriction of habitats can lead to reputational risks—especially when a company's own supply chain involves a high degree of land use.

3.2 RISKS AND OPPORTUNITIES

The effects of climate change, environmental pollution, and increasing regulatory requirements present our company with a wide range of challenges. To ensure our long-term resilience and fulfill our responsibility toward the environment and society, we systematically analyze and assess the material risks associated with our business operations—particularly along our production processes and supply chains.

These risks are part of our integrated risk management system and are incorporated into our strategic planning to minimize potential losses, comply with legal requirements, and ensure sustainable business operations in the long term.

ESRS E1 – Adaptation to Climate Change

Physical Climate Risks:

Climate change can disrupt production facilities and supply chains. These risks include:

Risks		Description	Current/ Potential	Time Horizon	Company Exposure and Vulnerability (Probability of Occurrence)	Expected Financial Impact
Physical Climate Risks	“(Chronic/Acute) Temperature, Wind , Water, Solids”	Damage/Costs Caused by Extreme Weather Events: Fire, Hail, Flooding, Heavy Rain	potentially	Mid-term (1–5 years)	0,1	low
		Damage to buildings	potentially	Mid-term (1–5 years)	0,1	low
		Damage to production lines	potentially	Mid-term (1–5 years)	0,1	low
		Damage to Products	potentially	Mid-term (1–5 years)	0,1	low
		Damage to Transportation Infrastructure	potentially	Mid-term (1–5 years)	0,1	low
		Harm to Employee Health	potentially	Long-term (5 years or more)	0,1	low
		Additional Costs				
		Insurance	potentially	Mid-term (1–5 years)	0,1	low
		Taxes (including CO2 taxes)	potentially	Mid-term (1–5 years)	0,1	low
		Additional investments in production facilities (e.g., temperature control, wastewater filters, reliability)	current	Short (< 1 year)	0,1	low
		Investments in Climate Change Adaptation: Building Protection, Energy Supply (Buffer)	current	Short (< 1 year)	0,1	low
		Compliance with Other Legal and Regulatory Requirements	current	Short (< 1 year)	0,1	low
		Supply Risks (Procurement)				
		Production Resources (Availability, Price)	Potentially	Mid-term (1–5 years)	0,1	low
		Qualified Employees (Availability, Price)	Potentially	Mid-term (1–5 years)	0,1	low
		Business Continuity				
		Production Shortfalls / Loss of Revenue	Potentially	Mid-term (1–5 years)	0,1	low
		Loss of the production facility (explosion/fire)	Current	Short (< 1 year)	0,1	low

Legend
0.9 = highly likely (≥90%)
0.7 = very likely (≥70%)
0.5 = likely (30–70%)
0.3 = unlikely (≤30%)
0.1 = very unlikely (≤10%)

Climate-related transition risks:

Stricter climate regulations and rising CO2 pricing could lead to significant cost increases in the future—including for our company. That is why it is crucial for us to identify these risks early on and actively incorporate them into our strategic planning. By proactively addressing climate requirements, we not only ensure our competitiveness but also strengthen the resilience of our supply chain and contribute to the sustainable transformation of our industry. In our view, the following climate-related transition risks are relevant:

Risks		Description	Current/ Potential	Time Horizon	Company Exposure and Vulnerability (Probability of Occurrence)	Expected Financial Impact
Transition Risks	Politics and Law	Higher Pricing of Greenhouse Gas Emissions	Current	Short (< 1 year)	0,9	low
		Stricter Emissions Reporting Requirements	Current	Short (< 1 year)	0,9	low
		Mandates and Regulations Regarding Existing Products and Services	Potentially	Mid-term (1–5 years)	0,5	low
		Mandates and Regulations Regarding Existing Production Processes	Potentially	Mid-term (1–5 years)	0,9	low
	Technology	Replacing existing products and services with lower-emission options	Potentially	Long-term (5 years or more)	0,3	low
		Unsuccessful Investments in New Technologies	Potentially	Long-term (5 years or more)	0,3	low
		Costs of the Transition to Lower-Emission Technologies	Current	Short (< 1 year)	0,9	low
	Market	Changes in Consumer Behavior	N/A	N/A		N/A
		Uncertainty Regarding Market Signals	Potentially	Long-term (5 years or more)	0,3	low
		Rising Raw Material Costs	Current	Short (< 1 year)	0,7	low
	Reputation	Changes in Consumer Preferences	Potentially	Long-term (5 years or more)	0,3	low
		Stigmatization of the sector	N/A	N/A		N/A
		Growing Concern Among Stakeholders	Potentially	Mid-term (1–5 years)	0,3	low
		Negative feedback from stakeholders	N/A	N/A		N/A

Legend
0.9 = highly likely (≥90%)
0.7 = very likely (≥70%)
0.5 = likely (30–70%)
0.3 = unlikely (≤30%)
0.1 = very unlikely (≤10%)



ESRS E2 Environmental Pollution

We evaluated the following risks from our business operations:

Risks		Description	Current/ Potential	Time Horizon	Company Exposure and Vulnerability (Probability of Occurrence)	Expected Financial Impact
Environmental pollution Legend 0.9 = highly likely (≥90%) 0.7 = very likely (≥70%) 0.5 = likely (30–70%) 0.3 = unlikely (≤30%) 0.1 = very unlikely (≤10%)	Air pollution	Potential contamination/fine particulate matter resulting from uncontrolled production processes	current	Short (< 1 year)	0,1	low
	Water pollution	Potential pollution from uncontrolled BFS/production wastewater	current	Short (< 1 year)	0,1	low
	Soil Contamination	Potential Pollution Resulting from Uncontrolled Hazardous Materials Management	current	Short (< 1 year)	0,1	low
	Contamination of living organisms and food resources	Indirect: Potential pollution caused by waste in the downstream value chain	current	Short (< 1 year)	0,1	low
	Substances of Concern	Potential contamination in uncontrolled production, BFS processes, and drug manufacturing	current	Short (< 1 year)	0,1	low
	Substances of Particular Concern	Potential contamination in uncontrolled production, BFS processes, and drug manufacturing	current	Short (< 1 year)	0,1	low
	Microplastics	Potential contamination in uncontrolled production, BFS processes, and drug manufacturing	current	Short (< 1 year)	0,1	low



Climate-Related Opportunities

Below, we outline the climate-related opportunities we have identified for our company. These include efficiency gains in production, the use of recycled materials, and the transition to low-emission energy sources. Through innovative, resource-efficient products and services in the area of sustainable BFS processes, we can not only contribute to reducing emissions but also respond specifically to the growing demand for environmentally friendly solutions.

The increasing digitization and automation of our processes also opens up opportunities to reduce resource consumption and waste. In addition, sustainable practices in the supply chain enhance our resilience and offer long-term economic benefits—for example, through stable partnerships, responsible procurement, and access to sustainable financing instruments. For us, these opportunities are a central component of our sustainability strategy—and, at the same time, an important foundation for sustainable corporate development.

- ✔ **Resource Efficiency:** Increased efficiency of production processes, use of recycled materials and improved recycling rates, reduction in energy and water consumption, energy-efficient buildings, circular economy
- ✔ **Energy Sources:** Use of low-emission energy sources; transition to a decentralized, self-sufficient energy supply
- ✔ **Products and Services:** Development of resource-efficient products through innovation and digitalization; diversification of the product portfolio (container design and materials); services supporting sustainable BFS processes at customer sites
- ✔ **Climate Change-Driven Increase in Demand:** Rising demand for pharmaceutical production capacity due to a climate change-driven increase in certain conditions, such as respiratory diseases; access to new markets through efficient and sustainable products; access to sustainable and green financing instruments
- ✔ **Sustainable Market Shift:** Customers are increasingly demanding environmentally friendly machinery and equipment. Companies that offer sustainable and energy-efficient machinery can secure market share and benefit from rising demand.
- ✔ **Digitalization:** Digitalization and automation enable more precise manufacturing processes, reduce scrap, and optimize maintenance processes, which conserves resources and reduces emissions.
- ✔ **Resilience:** Technological leadership and expertise in BFS systems and processes, implementation of energy efficiency measures (ISO 50000) and achievement of emission reduction targets, avoidance of negative taxes and costs
- ✔ **Improving the supply chain:** Implementing sustainable practices in the supply chain (e.g., selecting suppliers based on ESG criteria) not only improves risk management but can also yield cost benefits through long-term partnerships and optimized logistics.

3.3 ENVIRONMENTAL TARGETS

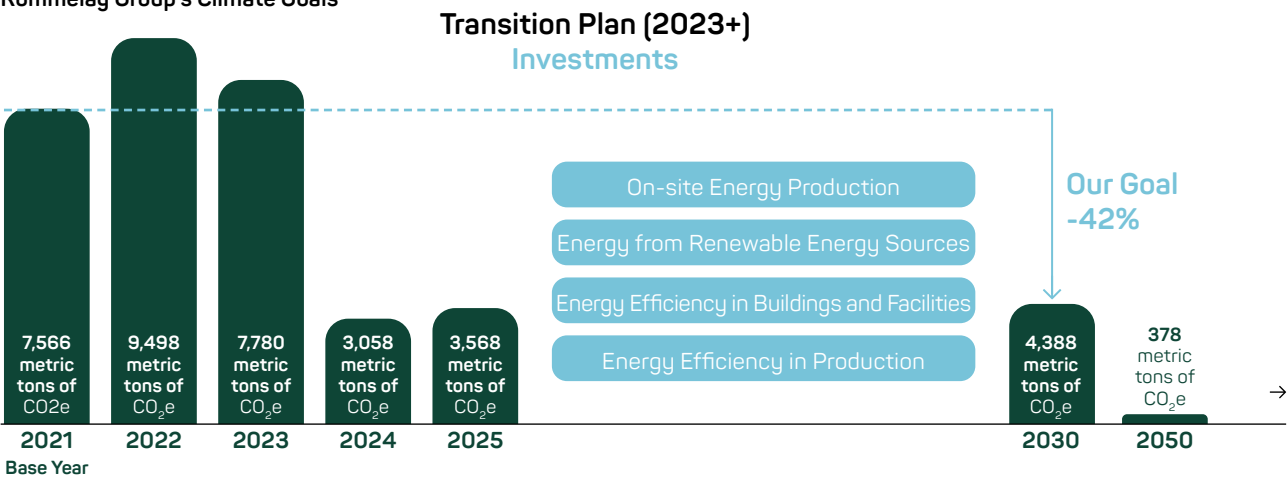
In line with the goals of the Paris Climate Agreement, the European Union's climate targets, and the criteria of the ScienceBasedTargets Initiative (SBTi), we have defined our greenhouse gas emission reduction targets:



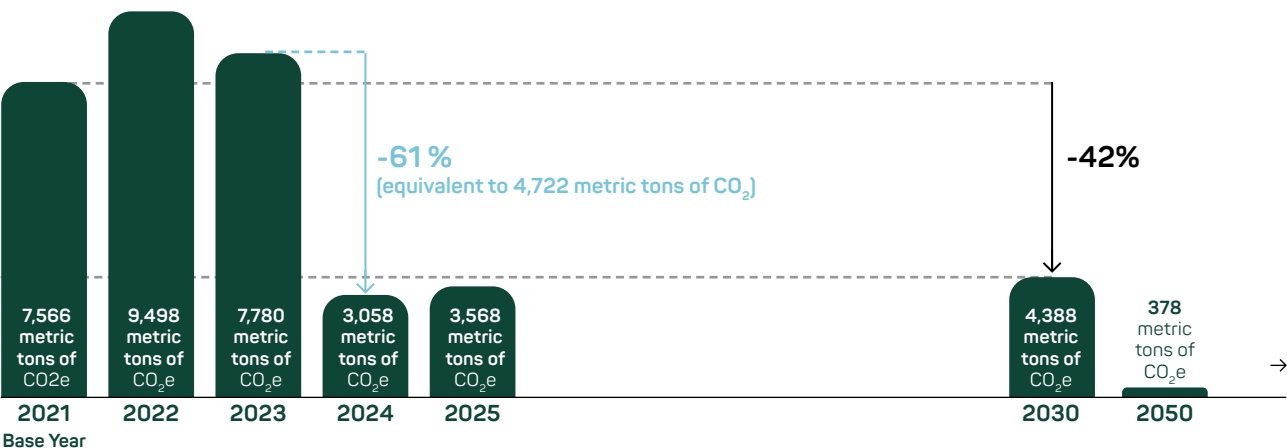
- 42% reduction** in Scope 1 and 2 emissions by 2030 (Near-Term Target, base year 2021)
- 95% reduction** in Scope 1 and 2 emissions by 2050 (Net Zero Target, base year 2021)
- 25% reduction** in Scope 3 emissions by 2030 (base year 2024)

We intend to achieve these goals in accordance with the rules of the GHG Protocol and the SBTi, without using CO2 credits ("carbon offsets"). This means that we will actually reduce our emissions, rather than "offset" or "neutralize" them through credits.

The Rommelag Group's Climate Goals



Reduction of CO₂ Emissions: SCOPES 1 & 2



3.3.1 CLIMATE PROTECTION TRANSITION PLAN

Rommelag supports the transition to a sustainable economy and the goal of limiting global warming to 1.5 °C in accordance with the Paris Agreement. In accordance with the Agreement, our transition plan also includes the goal of achieving climate neutrality by 2050 with a limited overshoot, as set forth in Regulation (EU) 2021/1119 (the European Climate Law).

Transition Plan for Reducing Direct Emissions in Scope 1 and 2

Our transition plan includes financial resources and measures to gradually reduce our direct CO₂ emissions:

	Emissions in 2025	Share of Direct Emissions	Base Year 2021	2030 Goal	Transition Plan	Measures	Status of Implementation
	2025	2025	2021	42% reduction in direct emissions (to a maximum of 4,388 metric tons of CO ₂ e)			2025
	in tCO ₂ e		in tCO ₂ e				
Scope 1 - Direct Emissions from Operations	3.254	91%	3.364				
Stationary Combustion (Gas/Oil)	2.526	71%	2.915		Transition to New Energy Sources; Energy Efficiency of Buildings and Facilities	Conversion of building heating systems from gas to district heating ; individual measures for energy efficiency and savings (in accordance with ISO 50001)*	10 % 40 %
Vehicle Fuel Consumption	639	18%	304		Vehicle Fleet	Electrification of the Vehicle Fleet	21%
Fugitive Emissions (Gas Leaks / Coolant)	89	2%	145		System Efficiency	Conversion of systems to low-emission refrigerants ; replacement and regular maintenance of systems	60 % 80 %
Scope 2 - Indirect Emissions from Purchased Energy	314	9%	4.203				
Electricity (Market-Based)	221	6%	4.194		*Energy from Renewable Sources , Energy Self-Sufficiency, Reducing Energy Consumption, and Increasing Energy Efficiency	Switching to green electricity with a certificate of originInvesting in in-house electricity generation (photovoltaics) Upgrading our own facilities with our new bp 500 and bp 700 machine generations	98 % 40 % 20 %
Steam and Heat (Local/District Heating/Cooling)	50	1%	8		Transition to New Energy Sources	Expansion of Local District Heating Services	5%
Electric Vehicles	44	1%			Vehicle Fleet	Electrification of the Vehicle Fleet	21%
Total Direct Emissions	3.568		7.566	4.388			100%

We have already achieved our 2030 reduction targets for direct emissions in 2024 and are now focusing on further measures, which depend on the opportunities available at our sites, our medium-term planning processes, and business development. We report on completed and ongoing measures in Chapter 3.5, Environmental Measures (Actions / Policies).

Transition Plan for Reducing Scope 3 Indirect Emissions

To achieve our Scope 3 reduction targets (a 25% reduction compared to the base year by 2030), we are focusing on the two categories that account for the largest share of these emissions:

Focus: Category 3.11 Use of Products Sold

Emissions in this category account for nearly 50% of the Rommelag Group's total Scope 3 emissions and result from the operation of systems sold to customers. Electricity consumption during the systems' useful life accounts for the largest share of these emissions. The measures we are taking include:

- ✔ Development of the new bottelpack 500 and 700 machine generations, which enable a significant reduction in electricity consumption (up to 70%) and, consequently, in the corresponding emissions
- ✔ Service packages for the regular maintenance of sold equipment, designed to extend the equipment's service life beyond its standard service life
- ✔ Rommelag Used Equipment Program for the return, reconditioning, and reuse of our systems
- ✔ Recommendation for our customers to use green electricity when operating their systems

Focus: Category 3.01 Purchased Goods and Services

Emissions from this category account for nearly 25% of the Rommelag Group's total Scope 3 emissions. To reduce these emissions, the main focus is on low-emission products and alternative materials in the plastics, packaging, and metal goods sectors.

Additional Measures to Reduce Scope 3 Emissions

We expect further positive effects in reducing Scope 3 emissions through, among other things, the digitization of our products (remote maintenance) and customer communication (e.g., for training), which could lead, for example, to a reduction in business travel.

Through our efforts to reduce emissions along our supply chains, we also expect our suppliers to have a positive impact on our Scope 3 emissions. More than 90% of our direct suppliers (Tier 1) are located in Germany or Europe and are therefore often subject to the regulations of the EU CRSD. As a result, our suppliers are also required to continuously reduce their emissions.

3.4 ENVIRONMENTAL METRICS FOR 2025

3.4.1 CO2 EMISSIONS OF THE ROMMELAG GROUP

Direct Scope 1 and 2 Emissions

Rommelag Group CO₂ Footprint 2025

		2025 Group	2024 Group	2023 Group	2022 Group	2021 Group
Scope 1 - Direct Emissions from Operations	CO ₂ e (t)	3.254	2.794	3.070	2.919	3.364
Stationary Combustion (Heat Consumption)	CO ₂ e (t)	2.526	2.387	2.479	2.533	2.915
Vehicle Fuel Consumption	CO ₂ e (t)	639	370	504	387	304
Fugitive Emissions (Gas Leaks / Coolant)	CO ₂ e (t)	89	36	86	-	145
Scope 2 - Indirect emissions from purchased energy*	CO ₂ e (t)	314	264	4.710	6.579	4.203
Electricity Consumption (Market-Based)	CO ₂ e (t)	221	211	4.639	6.535	4.194
Steam and Heat (District Heating/Cooling)	CO ₂ e (t)	50	53	72	44	8
Electric Vehicles		44				
Carbon Footprint (Scope 1+2)	CO ₂ e (t)	3.568	3.058	7.780	9.498	7.566
Change from the Previous Year	CO ₂ e (t) %	510 17%	-4.722 -50%	-1.718 -18 %	1.932 26 %	-845 -10 %
Number of Employees	CO ₂ e (t)	2.353	2.319	1.895	1.808	1.815
Carbon Footprint per Employee (Scope 1+2)	CO ₂ e (t)/MA	1,52	1,32	4,11	5,25	4,17
Scope 2 - Indirect Emissions from Energy Consumption (Location-Based Approach)	CO ₂ e (t)	7.397	8.175	14.131	14.495	-
		CDMO DE 2025	Holopack2024	Holopack 2023	Holopack 2022	
GHG intensity in CO₂e (t) per metric ton of packaged products**	CO ₂ e (t)	0,25	0,25	0,55	0,79	

NOTES

* Market-Based Approach

** (Gate-to-Gate): This value refers to 1 metric ton of filled and packaged Holopack products (production/BFS process), but does not include emissions from input materials and logistics.

Emissions by Country (in metric tons of CO₂e) Market-Based 2025

	Germany	Switzerland	India	China	United States	Totals
Scope 1	2.616	624	14	-	-	3.254
Stationary Combustion	2.027	499	-	-	-	2.526
Mobile Incineration	561	70	8	-	-	639
Fugitive Emissions	28	55	5	-	-	89
Scope 2	100	16	192	4	1	314
Electricity	7	16	192	4	1	221
Electric Vehicles	44	-	-	-	-	44
Steam & Heat	50	-	-	-	-	50
Totals	2.716	640	206	4	1	3.568

In 2025, we again calculated our carbon footprint in accordance with the GHG Protocol and used an IT system for the auditable tracking and calculation of CO₂ emissions. The system and the calculation methods are certified according to ISO 14064, ISO 14067, and ISO 27001. Data from all companies and locations within the Group was collected for this purpose. For a breakdown of the individual CO₂ balances of the manufacturing companies, see Chapter 6, Key Figures for Individual Companies.

In 2025, we improved our tracking of emissions across the 15 categories (Scope 3) as well as data from the upstream and downstream value chains. The emission factors used were updated during the reporting year.

Other Indirect GHG Emissions (Scope 3)

Scope 3 Emissions

Category	Name	Unit	2025	Percentage of Total Scope 3 Emissions	2024 (base year)	Confidence Level	Data Completeness	Calculation	Emission Factors, Source
1	Purchased Goods and Services	CO ₂ e (t)	20.496	26%	49.127	High (90%)	Very High (95%)	Spend-based	Secondary, DEFRA 2025, https://carbonsaver.org/tools/scope_3_CO2e_factors.php , CEDA, Exiobase PxP
2	Capital Goods	CO ₂ e (t)	2.016	3%	4.556	High (90%)	Very High (95%)	Spend-absed	Secondary, DEFRA 2025, https://carbonsaver.org/tools/scope_3_CO2e_factors.php , CEDA, Exiobase PxP
3	Fuel and Energy-Related Emissions	CO ₂ e (t)	2.839	4%	2.094	Very High (95%)	Very High (100%)	including upstream chain and T&D losses	Secondary, Carbon Footprint Country Factors 2025, Tanso
4	Upstream Transportation and Distribution	CO ₂ e (t)	1.004	1%	995	Low (30%)	Very High (95%)	Weight/Distance-Based (tkm)	GLEC/EcoTransIT Estimation Model
5	Industrial Waste	CO ₂ e (t)	29	0%	15	Very High (95%)	Very High (95%)	Waste Categories by Disposal Method	Secondary, DEBEIS
6	Business Travel	CO ₂ e (t)	3.549	5%	3.841	High (80%)	High (80%)	Travel packages including flights, train travel, and hotel stays	"Secondary, DEFRA 2025, hotelfootprints.org (hotel), calculations by booking partners, based on myclimate.com "
7	Employees' Commute	CO ₂ e (t)	3.351	4%	3.079	High (80%)	Very High (95%)	Calculation Model with Assumptions	Sekundär, UBA 2025, Tremod 6.71
8	Rented or Leased Property, Plant, and Equipment	CO ₂ e (t)	Not applicable						
Total upstream emissions			33.285		63.706				
9	Transport and Distribution (Downstream)	CO ₂ e (t)	1.478	2%	2.531	High (80%)	High (80%)	Weight/Distance-Based (tkm)	GLEC/EcoTransIT Estimation Model
10	Processing of Sold Products	CO ₂ e (t)	444	1%	596	Low (30%)	Very High (95%)	Calculation Model with Assumptions	Secondary, DEFRA 2025, Tanso
11	Use of the Products Sold**	CO ₂ e (t)	39.181	50%	47.847	Medium (60%)	Very High (95%)	Calculation Model with Assumptions	Secondary, Internal Estimate, LCA Model
12	Handling Products Sold at the End of Their Life Cycle	CO ₂ e (t)	17	0%	433	Medium (60%)	Very High (95%)	Calculation Model with Assumptions	Secondary, DEFRA 2025, Tanso
13	Rented or Leased Property, Plant, and Equipment	CO ₂ e (t)	Not applicable						

Category	Name	Unit	2025	Percentage of Total Scope 3 Emissions	2024 (base year)	Confidence Level	Data Completeness	Calculation	Emission Factors, Source
14	Franchise	CO ₂ e (t)	Not applicable						
15	Investments	CO ₂ e (t)	3.969	9%	4.472	High (80%)	High (80%)	Spend-Based Approach	Secondary, CEDA
	Total downstream emissions	CO₂e (t)	45.089		55.879				
	Total Scope 3	CO₂e (t)	78.374		119.585				

CATEGORY 3.1 – PURCHASED GOODS AND SERVICES

Emissions (t CO₂e): 20,495

Confidence level: High

Data Completeness: Very High

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

	Emissions in metric tons of CO ₂ e	Shares
Service	4.091	20%
IT Services	886	4%
Other Services	3.206	16%
Purchased Goods	16.405	80%
Goods for Production	3.758	18%
Metal Goods	2.534	12%
Packaging	2.091	10%
Steel	2.064	10%
Chemical Products	1.711	8%
Rubber & Plastics	1.621	8%
Electrical Components	1.275	6%
Pharmaceutical Raw Materials	746	4%
Equipment & Machinery	529	3%
IT Hardware	76	0,4 %
Total Scope 3.1 Emissions	20.496	

The Rommelag Group's total supplier base comprises over 2,000 suppliers across approximately 60 product and service categories. To determine emissions, the groups were consolidated so that available emission factors could be used according to the sales-based method. The availability and quality of supplier-specific emission factors across the product and service groups remain extremely patchy in the market. We continue to pursue our goal of systematically collecting emissions data from our major suppliers and identifying comparable data sources for emission factors.

In addition to reporting on emissions, analyzing the data primarily enables us to identify low-emission alternatives in the procurement process. We are in constant communication with our suppliers and customers to jointly identify and reduce emissions throughout the value chain.

CATEGORY 3.2 – CAPITAL GOODS

Emissions (t CO₂e): 2,016

Confidence level: High

Data Completeness: Very High

Emissions from purchased capital goods were calculated using the spend-based method.

CATEGORY 3.3 FUEL AND ENERGY-RELATED EMISSIONS

Emissions (t CO₂e): 2,839

Confidence Level: Very High

Data Completeness: Very High

Country/Company		Energy Consumption in 2025	Fuel- and Energy-Related Emissions
		MWh	CO ₂ e (t)
CH		4.226	292
	Rommelag CDMO Switzerland AG (formerly Maropack)	3.103	195
	Rommelag Engineering Switzerland AG (formerly Maroplastic)	744	41
	Rommelag Switzerland AG (Buchs)	379	56
CN		8	1
	Rommelag Trading Shanghai Ltd.	8	1
DE		35.759	2.498
	Rommelag CDMO GmbH (Germany)	22.899	1.581
	Rommelag Digital GmbH	71	4
	Rommelag Engineering GmbH	7.950	614
	Rommelag ETL GmbH	2.554	179
	Rommelag Flex GmbH, Gaildorf	2.186	112
	Rommelag SE & Co. KG (Holding)	98	8
IN		324	47
	Rommelag Engineering India Pvt. Ltd.	324	47
United States		4	0
	Rommelag USA Inc.	4	0
Totals		40.321	2.839

CATEGORY 3.4 – UPSTREAM TRANSPORT AND DISTRIBUTION

Emissions (t CO₂e): 1,004

Confidence level: Low (estimation model)

Data Completeness: Very High (95%)

Purchased Goods 2025	Total Weight 2025 (Estimate)	Upstream Emissions
	metric tons	metric tons of CO ₂ e
Chemical Products	2.207	78
Services	-	-
Electrical Components	869	31
Rubber & Plastics	2.146	76
IT Services	369	13
IT Hardware	33	1
Machine Parts and Semi-Finished Products	325	12
Metal Goods	8.062	285
Pharmaceutical Raw Materials	3.767	133
Goods for Production	7.914	280
Steel	1.640	58
Packaging	1.043	37
	25.520	1.004

The majority of the logistics (>98%) involved in the delivery of goods to our companies is not arranged or paid for by Rommelag (delivery free on the door by our suppliers). Our ability to influence the reduction of emissions from this category is therefore limited.

CATEGORY 3.5 – OPERATIONAL WASTE

Emissions (t CO₂e): 29

Confidence Level: Very High (95%)

Data Completeness: Very High (95%)

Disposal		Total Waste Volume in 2025	Emissions
		in metric tons	in CO ₂ e (t)
Waste diverted from disposal		1.143	6,43
	Processed for recycling	12	0,00
	Recycled	1.130	6,32
	Other Recovery	-	0,11
Waste directed to disposal		821	4,04
	Landfilling	-	0,00
	Other Waste Disposal	-	0,01
	Incineration (with energy recovery)	821	4,03
	Incineration (excluding energy recovery)		
	Wastewater Discharges	-	18,64
Totals		1.965	29,11

At the production sites, all waste is sorted by type and processed by recycling partners. Emissions are calculated based on annual waste reports and standardized emission factors for the recycling or disposal of waste (DEFRA 2025).

CATEGORY 3.6 – BUSINESS TRAVEL AND LODGING

Emissions (t CO2e): 3,549
Confidence level: High (80%)
Data completeness: High (80%)

Emissions are calculated using precise data (flights) and well-standardized calculation methods (t CO2e per km per class per flight distance) and emission factors (including DEFRA 2025, myclimate.com, and hotelfootprints.org).

Rommelag Group	2025 Group	2024 Group	2023 Group
Emissions in metric tons of CO2e	3.549	3.840	1.997

CATEGORY 3.7 – EMPLOYEES' COMMUTING

Emissions (t CO2e): 3,350
Confidence level: High (80%)
Data Completeness: Very High (95%)

The standardized calculation model is based on assumptions regarding our employees' average commutes and modes of transportation, as well as emissions data from the Federal Environment Agency (UBA 2025, Tremod 6.71).

CATEGORY 3.8 – RENTED OR LEASED FIXED ASSETS

Emissions in this category are not material for the companies of the Rommelag Group.

CATEGORY 3.9 – TRANSPORT AND DISTRIBUTION (DOWNSTREAM)

Emissions (t CO2e): 1,478
Confidence level: Medium (60%)
Data completeness: High (80%)

Rommelag does not arrange or pay for the logistics involved in shipping bottled products or delivering new equipment to our customers.

The shipments commissioned by Rommelag consist of the delivery of spare parts, samples, and specimens, as well as domestic shipments within the corporate group.

CATEGORY 3.10 – PROCESSING OF PRODUCTS SOLD

Emissions (t CO2e): 444 (estimate)
Confidence level: Low (30%)
Data Completeness: Very High (95%)

With the exception of recycled plastic pellets produced by Rommelag Flex, Rommelag does not produce any intermediate products that are further processed as defined by the GHG Protocol. Emissions from the further processing of plastic pellets outside the Group depend largely on the choice of energy source (electricity/green electricity). A rough conservative estimate of emissions is < 444 metric tons of CO2e (electricity) or < 13 metric tons of CO2e (green electricity) for the 1,241 metric tons of granules sold in 2025.

Material: LDPE (Low-Density Polyethylene)
Quantity: 1,241 metric tons
Process: Extrusion or injection molding
Estimated Emissions from Energy Consumption in Further Processing

Electricity Mix Emissions (t CO₂)
German Mix: approx. 444 metric tons of CO₂
EU total: approx. 260 metric tons of CO₂
Green electricity : approx. 13 metric tons of CO₂

CATEGORY 3.11 – USE OF SOLD PRODUCTS

BFS Systems Manufactured:
Emissions (t CO₂e): 39,181 (estimate)
Confidence level: Medium (60%)
Data Completeness: Very High (95%)

Emissions during the operational life of manufactured systems depend on customer-specific parameters for which Rommelag cannot make reliable assumptions. To estimate these emissions, a standardized operating model for a system and its useful life was therefore developed and multiplied by the number of systems sold. Emissions during the operational phase are largely determined by electricity consumption; the use of green electricity by customers leads to a significant reduction in emissions.

In collaboration with suppliers and customers, we began as early as 2024 to identify the parameters and system boundaries for conducting life cycle assessments (Product Carbon Footprint) and life cycle analyses (LCA) within the BFS process. Conducting life cycle assessments without taking customer-specific parameters into account is neither meaningful nor effective for determining emissions in this category.

Rommelag continues to invest in the development of new systems that significantly reduce energy and material consumption, thereby helping to reduce CO₂ emissions.

CATEGORY 3.12 – HANDLING OF SOLD PRODUCTS AT THE END OF THEIR LIFE CYCLE

Emissions (t CO₂e): 17 (estimate)
Confidence level: Medium (60%)
Data Completeness: Very High (95%)

Bottled and Packaged Products (Service): The finished products (medicines) packaged by Rommelag companies on behalf of customers are delivered to our customers and distributed by them to international healthcare markets. To calculate emissions, the total volume of manufactured and packaged pharmaceuticals in 2025 was multiplied by the corresponding disposal emission factors (DEFRA 2025).

Bottling lines manufactured: To calculate emissions in this category, we used a standard waste disposal model, assuming a 70% recycling rate for the materials used (steel, copper, motors). This model was applied to the weights of the lines manufactured during the reporting period. In addition, in 2025 we began preparing plant-specific life cycle assessments (Product Carbon Footprints), which will enable a more accurate determination of emissions in this category in the future. To this day, Rommelag provides service for all the systems it has manufactured. Systems that customers have taken out of service can be refurbished by Rommelag and returned to the market through our used equipment program for continued operation.

CATEGORY 3.13 – RENTED OR LEASED PROPERTY, PLANT, AND EQUIPMENT

This category does not apply to the companies of the Rommelag Group.

CATEGORY 3.14 – FRANCHISE

This category does not apply to the companies of the Rommelag Group.

CATEGORY 3.15 – INVESTMENTS

Emissions (t CO₂e): 3,968

Confidence level: High (80%)

Data completeness: High (80%)

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

3.4.2 ENERGY AND HEAT CONSUMPTION

Electricity and District Heating/Cooling

	Unit	2025	2024	2023	2022
Conventional Electricity	MWh	774	815	20.507	23.260
Green Electricity	MWh	25.326	23.021	2.985	708
Self-generated/self-consumed electricity	MWh	386	620	363	380
District Cooling	MWh	26	26	34	25
District Heating	MWh	294	280	247	153
Total Electricity Consumption/District Heating/Cooling	MWh	26.806	24.763	24.136	24.526

Country	Unit	2025	2024	2023	2022
China	MWh	8	10	9	
Germany	MWh	24.458	21.270	20.800	21.326
India	MWh	292	160	156	70
Switzerland	MWh	2.044	3.319	3.168	3.131
United States	MWh	4	4	3	
Total Electricity Consumption/District Heating/Cooling	MWh	26.806	24.763	24.136	24.527

Heat Consumption - Use of Fossil or Biogenic Fuels

	Unit	2025	2024	2023	2022
Natural Gas / Biogas	MWh	6.048,39	5.235	5.309	6.565
Light heating oil	MWh	5.469,78	5.474	5.289	4.322
Total Heat Consumption (All Fuels)	MWh	11.518	10.749	10.620	10.927

Country	Unit	2025	2024	2023	2022
China	MWh	-	-	-	
Germany	MWh	9.594	8.705	8.955	10.091
India	MWh	-	-	-	-
Switzerland	MWh	1.924	2.044	1.665	836
United States	MWh	-	-	-	
Total Electricity Consumption/District Heating/Cooling	MWh	11.518	10.749	10.620	10.927

3.4.3 FUEL CONSUMPTION

	Unit	2025 Group	2024 Group
Gasoline/Diesel	MWh	2,394	1,357
Electricity (Vehicle Fleet)	MWh	105	83

3.4.4 USE OF REFRIGERANTS

Refrigerant	Unit	2025 Group	2024 Group	2023 Group	2021 Group
R32	kg	8	0	4	0
R134A	kg	37,8	22		
R407C	kg	0	29,8	29	0
R410A	kg	13,3	15	12	0
R449A	kg	18,5	0	10	0
R513A	kg	0	6		
Comprehensive Income	kg	77,6	72,8	54	0

3.4.5 WASTE

Waste by Type and Disposal Method

		2025 Group			2024 Group			2023 Group			2022 Group		
Disposal Method		Total Amount	Haz-ardous Waste	Non-haz-ardous waste	Total Amount	Haz-ardous Waste	Non-haz-ardous waste	Total Amount	Haz-ardous Waste	Non-haz-ardous waste	Total Amount	Haz-ardous Waste	Non-haz-ardous waste
Waste diverted from disposal	metric ton (t)	1,143	2	1,141	1,206	91	1,116	1,933	74	1,641	1,720	79	1,641
Processed for recycling	metric ton (t)	12	-	12	161	80	81	974	2	739	739	-	739
Recycled	metric ton (t)	1,130	2	1,129	1,045	11	1,034	910	70	901	978	77	901
Other Recovery	metric ton (t)	-	-	-	-	-	-	48	2	1	4	3	1
Waste directed to disposal	metric ton (t)	821	103	719	1,059	17	1,042	591	23	580	581	1	580
Landfilling	metric ton (t)	-	-	0	1	-	1	38	-	-	-	-	-
Other Waste Disposal	metric ton (t)	-	-	0	65	14	50	10	10	40	40	0	40
Incineration (with energy recovery)	metric ton (t)	821	103	718	982	2	980	542	12	448	448	0	448
Incineration (excluding energy recovery)	metric ton (t)	-	-	-	11	-	11	0	0	92	92	1	92
Total Quantities	metric ton (t)	1,964	105	1,860	2,265	108	2,157	2,523	97	2,221	2,301	80	2,221
Recycling rate	%	58%	2%	61%	53%	84%	52%	77%	76%	77%	75%	99%	74%

In all manufacturing companies, waste is sorted by type and then processed, disposed of, or recycled—where possible—by recycling partners in accordance with legal requirements.

3.4.6 USE OF WATER AS A RESOURCE

Water Withdrawals and Water Return

Total Volume of Water Withdrawals

	Unit	ROM CDMO, GmbH	ROM Flex	ROM CDMO CH	ROM ENG GmbH	ROM ENG CH	ROM Digital	ROM Buchs	ROM CN	ROM India	ROM ETL	2025 Group
Surface waters	megaliter											0,00
Groundwater*	megaliter									0,12		0,12
Seawater	megaliter											0,00
Water Produced**	megaliter											0,00
Water from Third Parties**	megaliter	76,00		35,00	8,00	2,00	0,01	0,01	0,01	0,60	1,59	123,22
Total Volume of Water Withdrawals	megaliter	76,00	0,00	35,00	8,00	2,00	0,01	0,01	0,01	0,72	1,59	123,34

Total volume of water recirculation by destination

	Unit	ROM CDMO, GmbH	ROM Flex	ROM CDMO CH	ROM ENG GmbH	ROM ENG CH	ROM Digital	ROM Buchs	ROM CN	ROM India	ROM ETL	2025 Group
Surface waters	megaliter											0,00
Groundwater*	megaliter									0,12		0,12
Seawater	megaliter											0,00
Water Produced**	megaliter											0,00
Water from Third Parties**	megaliter	76,00		35,00	8,00	2,00	0,01	0,01	0,01	0,60	1,59	123,22
Total Volume of Water Withdrawals	megaliter	76,00	0,00	35,00	8,00	2,00	0,01	0,01	0,01	0,72	1,59	123,34

*OTHER WATER (>1,000 mg/L total dissolved solids)

**FRESH WATER (≤1,000 mg/L total dissolved solids)

Water consumption by the Rommelag Group:

24.66 megaliters

In Rommelag CDMO's production processes, water for injection is treated and used in the filling of pharmaceuticals. The water is primarily used to cool equipment and is utilized in the production processes but not consumed. The total volume of water consumed is estimated at 20% of the total volume of water withdrawn. Wastewater is filtered as necessary before being discharged into the public sewer system, and wastewater quality is verified annually through analyses. There were no regulatory complaints during the reporting period.

3.5 ENVIRONMENTAL MEASURES (ACTIONS / POLICIES)

Our environmental strategy includes, among other things, investments in energy-efficient plant technology, the optimization of our building infrastructure, and the promotion of a circular economy and resource conservation throughout the entire product life cycle. Measures to protect the environment, soil, air, and water complement our environmental efforts and form the foundation for sustainable corporate development.

3.5.0 MANAGEMENT APPROACH (OVERVIEW)

ESG Topic	Measures (Actions/Policies)	The highest level of management responsible for implementing the measures and guidelines
Climate Change	Conversion of building heating systems from gas to district heating Specific Measures for Energy Efficiency and Conservation (in accordance with ISO 50001) Electrification of the Vehicle Fleet Conversion of systems to low-emission refrigerants Equipment Replacement and Regular Maintenance Switching to green electricity with a certificate of origin Investment in On-Site Electricity Generation (Solar Power) Upgrading our own facilities with our new bp 500 and bp 700 machine generations	Executive Board of the Rommelag Group (SE & Co KG), Management Teams of the Rommelag Companies
Environmental pollution	Group-wide Environmental Policy Annual Review of Wastewater Quality Separation of all waste and recyclables by type ISO Certifications and GMP Certificates (including those for the operation of cleanrooms) Compliance with all laws and regulations Emergency Plans and Training	Management Teams of the Rommelag Companies
Water and Marine Resources	Annual Assessment of Water Withdrawal and Wastewater Volumes Annual Review of Wastewater Quality Annual Review of Water Resource Risks as Part of the Double Materiality Analysis	Management Teams of the Rommelag Companies
Biodiversity and Ecosystems	Annual Review of Risks as Part of the Double Materiality Analysis	Executive Board of the Rommelag Group (SE & Co KG)
Circular Economy	Guidelines for Responsible Procurement In-house processing (recycling) of plastic waste from production Purchasing and Using Recycled Material Alternatives (especially in the area of packaging)	Management Teams of the Rommelag Companies

3.5.1 ENVIRONMENTAL POLICY

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

- ✔ Energy Efficiency and Climate Protection
- ✔ Water Management
- ✔ Biodiversity and Ecosystems
- ✔ Waste Management and Resource Efficiency
- ✔ Environmental Pollution and Emergency Preparedness

3.5.2 TRANSFORMATION STRATEGY / ADAPTATION TO CLIMATE CHANGE

Climate change is presenting new challenges for companies worldwide—including us here at Rommelag. Rising energy prices, stricter regulatory requirements, and increasingly frequent extreme weather events are having a direct impact on our facilities, supply chains, and production processes. At the same time, customers, partners, and employees have increasingly high expectations for responsible, forward-looking action.

To effectively address these changes and secure our long-term competitiveness, we are developing a comprehensive transformation strategy. It outlines how we will make our production more climate-friendly, resilient, and resource-efficient—through investments in climate-friendly energy supplies, modern technologies, infrastructure upgrades, and strategic measures to reduce CO₂ emissions. In this way, we are laying the groundwork to achieve our climate goals while remaining flexible enough to respond to the consequences of climate change.

For a detailed overview, see Chapter 3.3.1 TRANSITION PLAN FOR CLIMATE PROTECTION

3.5.3 MEASURES TO REDUCE CO₂ EMISSIONS



Contributing to CO₂ Reduction Through a New Generation of Machines

A significant contribution to reducing CO₂ emissions comes from the introduction of our new generation of machines, the bottelpack 500 Series. This series was specifically designed to significantly reduce energy consumption during operation while making material usage more flexible and efficient. As a result, we enable both ourselves and our customers to achieve a noticeable improvement in their carbon footprint throughout the entire life cycle of the system.

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

3.5.4 MEASURES FOR TRANSITIONING THE ENERGY SUPPLY

Since 2024, we have been sourcing all of the electricity used at our production sites from renewable energy sources with a guarantee of origin. We are also investing in additional systems for autonomous energy generation (solar panels and heat pumps).

Switch to District Heating at Rommelag Engineering

To reduce Scope 1 emissions, work began in 2025 to switch the heating systems in the buildings at Rommelag Engineering's locations from gas to district heating. This will reduce emissions in this area by 30% (approximately 250 metric tons of CO₂e) in the coming years.

3.5.5 MEASURES TO IMPROVE ENERGY EFFICIENCY AND REDUCE ENERGY CONSUMPTION

Energy Efficiency as the Key to Sustainable Production

Reducing energy consumption is a central component of our sustainability strategy. Through targeted measures to increase energy efficiency, we not only contribute to climate protection but also lower operating costs and enhance the future viability of our production processes. To this end, we rely on modern technologies, intelligent control systems, and continuous process optimization. Whether through investments in new equipment, the switch to energy-efficient components, or the conscious actions of our employees—we are committed to measurably and permanently reducing energy consumption at all our locations. These improvements are confirmed by successful ISO 50001 audits at our manufacturing companies, Rommelag CDMO and Rommelag Engineering.

Measures to Improve Energy Efficiency and Reduce Energy Consumption

The capacity for generating electricity through our own photovoltaic systems will triple in the coming years. Additional measures include the

- ✔ Installation of Heat Pumps
- ✔ Waste Heat Recovery from Compressors and Process Air Extraction
- ✔ Door Air Curtain
- ✔ Electrification of Vehicles
- ✔ Installation of a New Refrigeration System

3.5.6 MEASURES TO REDUCE WASTE / INCREASE THE RECYCLING RATE

For us at Rommelag, responsible use of resources also means consistently reducing waste and keeping valuable materials in the cycle as much as possible. That is why we are constantly working to reduce waste volumes in production, optimize recycling processes, and increase our recycling rate. Whether through single-material sorting, the reuse of production residues, or the use of recyclable materials—we aim to minimize environmental impact and use raw materials efficiently. In doing so, we consider not only our own processes but also the potential for collaboration with customers, suppliers, and recycling partners.

Our New Generation of Machines: Standardized Flexibility

The new design of the BFS molds enables efficient format changes in under two hours, as well as flexible production of different container shapes and fill volumes on a single line. The modular height of the molds also has a positive impact on the product-to-waste ratio, resulting in significant savings in material usage and waste volume (up to 80%).

3.3.7 MEASURES TO REDUCE ENERGY AND WATER IN PRODUCTION

Thanks to the use of modern drive systems, the new generation of machines consumes up to 75% less energy while maintaining the same output. New vacuum-generation methods eliminate the need for water in this process entirely, resulting in annual savings of up to 420,000 liters of water. These improvements not only have a positive impact on the Rommelag Group's environmental footprint but, above all, on the sustainability of our customers' production processes.

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

Rommelag has implemented various measures to prevent environmental pollution. One important step is wastewater monitoring, in which the quality of the wastewater is regularly checked to detect and eliminate pollutants at an early stage. Air filtration systems help reduce emissions into the atmosphere by filtering potential pollutants from the exhaust air generated during our production processes. Hazardous materials management also plays a central role: Risks to the environment and human health are minimized through the safe storage, labeling, and responsible handling of hazardous substances. In addition, pharmaceuticals are manufactured under cleanroom conditions to prevent contamination and ensure a clean, controlled production environment. Together, these measures make an important contribution to environmental protection.

Annual Inspection and Maintenance of Buildings, Facilities, and Machinery

Legal Requirements

Maintenance also helps ensure compliance with legal regulations, such as the Workplace Ordinance (ArbStättV) and VDI 6022, which set clear requirements for hygiene, air quality, and the safe operation of ventilation and air-conditioning systems.

Energy Benefits

Systems that are regularly maintained have been shown to consume less energy because components such as filters, fans, and heat exchangers are clean and optimally adjusted.

By ensuring efficient system performance, we reduce unnecessary heat or cooling losses and improve overall operational efficiency. Lower energy consumption also means lower operating costs and a better carbon footprint.

Occupational Health and Safety

Clean ventilation and HVAC systems ensure healthier indoor air by reducing dust, pollen, and potential germs. Good air quality promotes well-being and concentration in the workplace. Regular inspections minimize the risk of odors, mold growth, elevated levels of pollutants, or air emissions.



3.5.9 MEASURES TO TRAIN EMPLOYEES ON ENERGY CONSERVATION AND RAISE AWARENESS OF CLIMATE PROTECTION

As part of our group-wide environmental and occupational safety policy, we provide all employees with the knowledge they need to act in a way that conserves resources. This involves not only complying with legal requirements but also developing a genuine understanding of energy-efficient practices in everyday work—from the mindful use of electricity, water, and compressed air to the optimal use of machinery and ventilation systems. Managers bear a special responsibility in this regard: They ensure that environmental and safety standards are known and actively practiced within their departments. Our annual training programs are regularly updated and supplemented with practical examples. In addition, we foster a culture

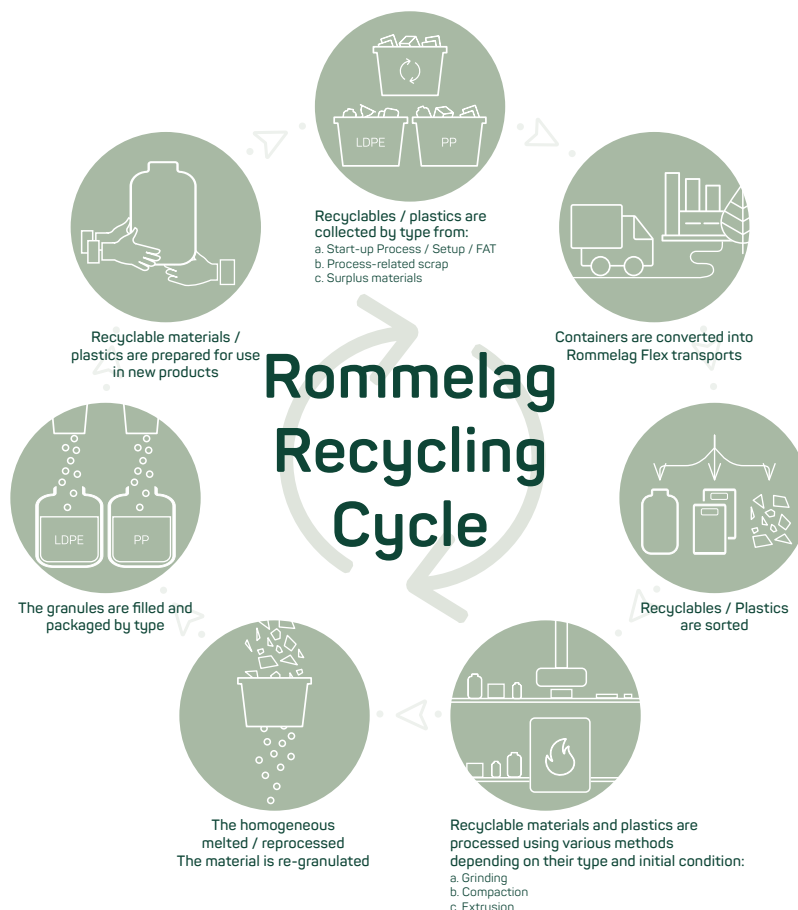
of active participation and collaboration: Employees are expressly encouraged to submit suggestions for improvement or report violations of environmental standards. In this way, we work together to create a work environment where climate protection is second nature—while simultaneously strengthening health, safety, and sustainability at all our locations.

3.5.10 SUSTAINABILITY AS A PROCESS OF CONTINUOUS IMPROVEMENT

At Rommelag, we view sustainability as a continuous cycle of improvement: Every innovation, every process, and every decision should bring us closer to our next—and better—state. For example, we use intelligent space utilization to reduce the size of our cleanrooms from what were once oversized areas to just 7 m². Smaller, lighter systems allow us to flexibly install multiple units in partitioned cleanrooms, significantly reducing operating costs and complexity.

At the same time, we are driving forward the digitalization of our production processes: Our digital platform for setting up, configuring, and controlling the equipment saves commissioning time, reduces material waste during format changes, and simplifies maintenance. These two building blocks—optimized use of space and smart control—are just the first steps on our journey. For us, continuous improvement also means monitoring energy and water consumption, training employees in energy efficiency, and integrating renewable energy even more deeply into our value chain. In this way, we approach sustainability not as a one-time project, but as a dynamic standard that evolves with each passing day.

3.3.11 MEASURES FOR A CIRCULAR ECONOMY



At Rommelag, sustainability isn't just a buzzword—it's part of our DNA, especially in mechanical engineering. A key driver of this is our commitment to a functioning circular economy: Instead of simply consuming resources, we focus on preserving value, reusing, and recycling.

A good example is our comprehensive service approach for our BFS systems. We service and maintain all machines we have ever manufactured—regardless of their year of manufacture—ensuring that they can be operated efficiently and in compliance with GMP standards for decades. Through our used equipment program, we return decommissioned systems to our customers after they have undergone a thorough overhaul and received CE certification. In this way, we specifically extend product lifecycles and avoid unnecessary new production.

We are also committed to conserving resources in our ongoing manufacturing processes: Production waste, such as plastics or metals, is sorted by type and reused whenever possible—whether to manufacture new products in-house or by passing it on to specialized recycling partners. Our goal is clear: to continuously increase our recycling rate and thus, step by step, establish a true circular economy in mechanical engineering.

The recycling of plastics that are generated as waste during testing and filling processes at our companies Rommelag CDMO and Rommelag Engineering is handled within the Rommelag Group by Rommelag Flex.

RECYCLABLE PLASTIC 1,241 METRIC TONS RECYCLED WASTE IN 2025

In 2025, a total of 1,241 metric tons of plastic waste was processed and returned to the market as single-type MFI regenerates (previous year: 954 metric tons). During the reporting year, we began modernizing the Rommelag Flex production site to increase the Rommelag Group's capacity for processing plastic waste.



In the manufacture and filling of pharmaceuticals at Rommelag CDMO, we rely on single-material primary packaging and the use of recycled alternatives in secondary and tertiary packaging, so that a high percentage of these materials can be reused or recycled.

Together with our material partners, we have already successfully demonstrated in technical tests that biodegradable and non-fossil-based plastics can be used in our plants in the BFS process.

3.3.12 MEASURES TO PROMOTE ENVIRONMENTAL GOALS AMONG CUSTOMERS

Shaping Sustainability Together – Taking Responsibility Beyond Our Own Company

For us, sustainability doesn't end at the factory gate. We view it as a shared responsibility throughout the entire value chain—from the development of our machines to their operation at our customers' sites and on through to logistics. That is why it is a key priority for us to actively support our customers and partners in achieving their environmental goals.

Specifically, we offer a wide range of measures that enable our customers to reduce their energy and water consumption:

new, resource-efficient generations of machinery, an optimized spare parts supply, and durable systems that remain fully serviceable even after decades of use. When it comes to packaging and transportation, we also prioritize smart, reusable, and low-carbon materials and solutions throughout the supply chain.

3.3.13 MEASURES TO PROMOTE ENVIRONMENTAL GOALS IN THE SUPPLY CHAIN

Through the Business Partner Code of Conduct, Rommelag calls on its suppliers to combat environmental pollution and minimize negative impacts, for example by adhering to high quality and environmental standards. In addition, we expect our direct primary suppliers to establish goals and implement measures to reduce CO2 emissions in the supply chain.



SOCIAL AFFAIRS

Significant Impacts, Opportunities, and Risks in the social sector

ESRS S1 Own Workforce:

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↑	Secure fair and stable jobs, Fair compensation, Work-life balance; Opportunities for continuing education	↑ Opportunities: Career development through training and continuing education, Active participation through social dialogue, Work-life balance	Code of Conduct, Human Rights Policy, Occupational Health and Safety Policy, Occupational Safety Programs, Training & Audits, Flexible Work Models, Employee Benefits, Workplace Health Management, Competency-Based Training and Compensation Model, Grievance Mechanisms
↓	Physical or mental stress, unequal treatment or discrimination, violations of labor or occupational safety laws	↓ Risk: Health Issues, Employee Turnover, Reputational and Legal Risks	HSE Management Systems Training & Audits Dialogue Formats & Employee Participation Complaint Mechanisms

ESRS S2 Workforce in the Value Chain:

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↑	Promoting Better Labor Standards Through Supplier Requirements	↑ Opportunity: Building Responsible Partnerships	Supplier Code of Conduct, Risk Assessment & Monitoring, ESG Criteria in Procurement
↓	Physical or psychological stress, unequal treatment, or discrimination, violations of labor or occupational safety laws	↓ Risk: Health Impacts, Reputational and Legal Risks	Business Partner Code of Conduct
		↓ Risk: Human rights violations, forced labor/child labor, inadequate workplace safety, wages below the minimum standard	Business Partner Code of Conduct

ESRS S3 Affected Communities:

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↑	Strengthening the Regional Economy, Contributing to Local Infrastructure, Social Engagement	↑ Opportunity: Job Creation & Infrastructure, Collaboration with Schools and Educational Institutions, Promoting Participation	Regional Partnerships, Investments in Education and Infrastructure, Transparent Communication with Communities and Local Regulatory Authorities
↓	Pressure on infrastructure (e. g., traffic); Perception of unequal treatment or social imbalance		Stakeholder Dialogues, Needs-Based Engagement, Sustainable Site Planning

ESRS S4 Consumers & End Users:

Topic	Impact	Opportunities and Risks	Management Approach (Policy)
↑	Our equipment enables pharmaceuticals to be packaged safely and sustainably worldwide.	↑ Opportunity: Provision of equipment for the safe manufacture and packaging of pharmaceuticals	Global market leader in equipment and BFS processes for the pharmaceutical industry, contamination-free manufacturing and packaging of pharmaceuticals
			Training Programs, Technical Documentation, Customer Service & Support Services

4.1 ROMMELAG AS AN EMPLOYER

HONEST APPRECIATION FOR HONEST WORK

The roles at Rommelag are as high-caliber and challenging as our products and services. Quality and innovation are driven by our employees. That is precisely why we demonstrate our appreciation through the compensation and benefits that a modern company offers to recognize its employees' performance.

LIVING OUR VALUES

We're open to new ideas

We are not afraid of change. We see it as a challenge and a real opportunity for positive growth.

We are people-oriented

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

We offer opportunities that are fair to people

Everyone is welcome here—regardless of age, gender, or background. All that matters to us is your potential and your willingness to help shape the future with us.

We get along well as a team

We're down-to-earth. A positive work environment with flat hierarchies, short lines of communication, and open doors is important to us. We're on a first-name basis.

We have a shared vision

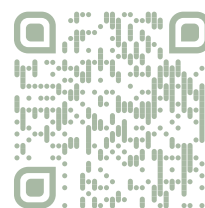
We are driven by the goal of ensuring that people around the world have access to safe medicines thanks to our solutions. This vision gives our work meaning and relevance.

We offer stability

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



Movie Trailer



Taking a Closer Look at **Work and Personal Life**

FLEXIBLE WORK SCHEDULES

We operate on a shift schedule for many of our roles. However, wherever possible, we strive to offer part-time options and flexibility—for example, through a personal flex-time account.

TIME-VALUE ACCOUNT FOR TIME OFF

Currently available only in Germany: Build up a balance and use it when the time is right. For example, to take time off before retirement, take a sabbatical, or reduce your working hours while earning a higher salary.

MORE VACATION

At our company, all employees are granted special leave for personal occasions.

FLEXIBLE RETIREMENT SCHEME

Currently available only in Germany: Anyone who wishes to do so can contribute a portion of their salary or special payments to a lifetime working hours account in order to have a flexible transition to retirement later on.



Money isn't everything, but ...

SALARY AND SPECIAL PAYMENTS

We offer performance-based compensation, vacation pay, a Christmas bonus, performance-based bonuses, and special payments for work anniversaries, the arrival of a new family member, and marriage.

EMPLOYER-SPONSORED RETIREMENT PLANS

With the employer-funded portion, we're creating a valuable component of your supplemental retirement plan. You can further expand this plan by making your own contributions.

EMPLOYEE LOANS

We stick together: If you ever find yourself in a tight spot financially, we'll provide support within a set limit.

EMPLOYEE BENEFITS

Depending on the location, we offer, for example, cafeterias, fruit and beverages, company sports programs, language classes, or vouchers for recreational activities.

SUBSIDIZED (E-)MOBILITY

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

Recognized as a Top Employer in Germany for 2025

For the second year in a row, we have been recognized as a Top Employer Germany—a strong indication that we are continuously improving as an employer. We use this certification as both an incentive and a benchmark for the entire Rommelag Group.

The certification is awarded only to companies that meet the highest standards in their HR processes. We were thoroughly evaluated across 6 categories and 18 subcategories—including Leadership, Well-being, Onboarding, Diversity, Equity & Inclusion, and Talent Acquisition.



This award didn't come out of nowhere. Every year, our People & Culture team undergoes extensive training, scrutinizes existing processes, refines them, and creates new programs—always with the goal of fostering a work environment where current and future employees can feel comfortable and thrive. Being recognized as a Top Employer is an incentive for us. We continue to grow—together, transparently, and with the goal of getting a little better every day.

Apprenticeships, Dual Study Programs, Internships, Work-Study Positions, Theses at Rommelag

Training as a

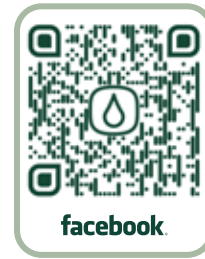
- ✔ Industrial Business Administrator
- ✔ Industrial Business Administrator with Additional Qualification
- ✔ IT Specialist
- ✔ Mechatronics Technician
- ✔ Industrial Electrician for Industrial Engineering
- ✔ Industrial Mechanic
- ✔ Machining Technician
- ✔ Electronics Technician for Automation Technology
- ✔ Technical Product Designer
- ✔ Warehouse Clerk/Warehouse Logistics Specialist
- ✔ Pharmacy Technician
- ✔ Plastics and Rubber Technologist
- ✔ Bachelor of Engineering in Mechanical Engineering
- ✔ Bachelor of Engineering in Mechatronics
- ✔ Bachelor of Engineering in Electrical Engineering
- ✔ Bachelor of Science in Business Informatics

If you're interested in these areas, you've come to the right place

- ✔ Pharmacy/Pharmaceutical Engineering
- ✔ Food, Nutrition & Hygiene
- ✔ Chemistry/Chemical Engineering
- ✔ Plastics Engineering
- ✔ Mechanical Engineering
- ✔ Electronics/Electrical Engineering
- ✔ Mechatronics
- ✔ Business Administration

Reasons why it's worth starting your apprenticeship with us? Here you go:

- ✔ Exciting products and projects in custom machine building, pharmaceutical contract filling, and film extrusion
- ✔ Modern Training Workshop
- ✔ 100 great fellow apprentices
- ✔ Opportunities for growth within the group
- ✔ Support for Continuing Professional Development
- ✔ Social Family-Owned Business with a Long-Term Focus
- ✔ Getting to Know Several Departments
- ✔ Workplace Health Management, including a sports program for trainees, a fruit basket, a company physician, and preventive health services
- ✔ Initial supply of company uniforms
- ✔ 30 days of vacation plus special leave for personal reasons
- ✔ Flexible work hours with a flex-time account
- ✔ Employee Events: Family Day, Summer Party, Christmas Party
- ✔ Corporate benefits such as free drinks, free electric vehicle charging stations, a cafeteria, employee Wi-Fi, an employee newsletter, and much more



We've set up a dedicated portal at <https://www.rommelag.com/de/ausbildung> for any questions you may have about training. Of course, you can also reach us on our social media channels or via email.

Careers and Professional Development at Rommelag



**Rommelag offers the following positions and fields:
best career opportunities**

- ✓ Sales / Distribution
- ✓ Technical Support / Customer Service
- ✓ Quality Management / Quality Assurance
- ✓ Pharmaceutical Sciences / Pharmaceutical Engineering
- ✓ Warehouse / Logistics
- ✓ Design / Development
- ✓ Validation
- ✓ Printing Technology Process Engineering
- ✓ Process Technician for Plastics and
- ✓ Rubber Technology
- ✓ Software Development / Automation Technology
- ✓ Production / Assembly
- ✓ Business Administration / Administration / Organization

Continuing Education

The Rommelag Group's success is built on the contributions of our employees. For internal professional development, all employees have access to our group-wide training center, which includes all Rommelag Group training materials available on our intranet. Our professional development offerings are supplemented by subject-specific external programs tailored to the results of the annual development review, based on our gender-neutral competency and career model.

In-House Training Programs

We challenge and support our employees. For example, through our group-wide digital training center, which offers detailed training materials.

Subject-Specific Continuing Education Courses

During annual performance reviews, we discuss individual opportunities and suitable offers.

Language Courses

To promote diversity and inclusion, we offer language courses and collaborate with other companies in the region to support these efforts outside the workplace as well.



4.2 IMPACTS

As a global company with over 2,000 employees, we bear a far-reaching social responsibility—toward our employees, their families, and the local communities where we operate.

ESRS Standard	Stakeholder Group	Positive Effects	Potential Negative Effects	Management Approach (Policy)
ESRS S1	Own workforce	Secure, fair, and stable jobs—Fair compensation—Work-life balance—Opportunities for continuing education	Physical or mental stress—unequal treatment or discrimination—violation of labor or occupational safety laws	Workplace Safety Programs—Training & Audits—Flexible Work Models—Complaint Mechanisms & Workplace Health Management
ESRS S2	Workers in the value chain	Promoting Better Labor Standards Through Supplier Requirements	Risk of Violations of Workers' Rights at Suppliers	Supplier Code of Conduct—Risk Assessment & Monitoring—ESG Criteria in Procurement
ESRS S3	Affected Communities	Strengthening the regional economy—Contributing to local infrastructure—Social engagement	Pressure on infrastructure (e. g., traffic) — Perception of unequal treatment or social imbalance	Regional Partnerships—Investments in Education and Infrastructure—Transparent Communication with Communities
ESRS S4	Consumers & End Users	Our equipment enables pharmaceuticals to be packaged safely and sustainably worldwide.		Product Training - Customer Service & After-Sales Support

Brief Overview of the Social Impact of Our Business Activities

ESRS S1 Own Workforce

- ✓ Secure, fair, and stable jobs
- ✓ Fair Compensation
- ✓ Balancing Work and Family
- ✓ Continuing Education Opportunities
- ✓ Physical or mental stress
- ✓ Unequal Treatment or Discrimination
- ✓ Violation of labor or occupational safety laws

ESRS S2: Workers in the Value Chain

- ✓ Driving Better Labor Standards Through Supplier Requirements
- ✓ Risk of Violations of Workers' Rights at Suppliers

ESRS S3 Affected Communities

- ✓ Strengthening the Regional Economy
- ✓ Contribution to Local Infrastructure
- ✓ Social Engagement

Impact on Local Communities

Our locations shape the regions in which we operate—economically, in terms of infrastructure, and socially. We see ourselves as an active part of these communities and take on responsibilities that extend beyond our day-to-day operations.

Infrastructure & Employment

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

Social Engagement

We support local initiatives and projects that focus on social inclusion, education, and sustainability. In doing so, we coordinate closely with regional stakeholders and get involved where our presence has the greatest impact.

ESRS S4 Consumers & End Users

- ✓ Product Safety and Training in the Operation of Equipment
- ✓ Incorrect operation with potential safety risks (indirect)

4.3 RISKS AND OPPORTUNITIES

Social Risks Associated with Our Business Operations

As part of our business operations, social risks are inherent in the size and international nature of our company. These risks can directly affect our employees, workers in the supply chain, local communities, and—in a broader sense—end users (people who use medications). The early identification, assessment, and active management of these risks are essential for us to avoid or minimize negative impacts and to fulfill our social responsibilities.

ESRS Standard	Stakeholder Group	Social Risks	Possible Consequences	Countermeasures / Control
ESRS S1	Our own employees	Workplace accidents, overwork, discrimination, lack of inclusion, and violations of labor rights	Health Issues—Demotivation & Employee Turnover—Reputational and Legal Risks	HSE Management Systems—Training & Audits—Dialogue Formats & Complaint Mechanisms
ESRS S2	Supply Chain Employees	Human rights violations—forced labor/child labor—poor workplace safety—wages below the minimum standard	Breach of statutory duties of care—Reputational damage—Supply chain disruptions	Supplier Audits, Codes of Conduct, Risk Assessment, and ESG Criteria in Procurement
ESRS S3	Affected Communities	Social tensions caused by development projects—Strain on local infrastructure—Lack of integration within the community	Loss of acceptance—Reputational or licensing risks—Loss of local networks	Stakeholder Dialogues—Needs-Based Engagement—Sustainable Location Planning
ESRS S4	Consumers & End Users	Safety Risks During Operation—Lack of Training and Instruction	Workplace Accidents at a Client's Facility—Reputational Risks	Training Programs - Technical Documentation - Customer Service & Support Services Compliance with GMP Guidelines

Risks to the Company's Own Employees (ESRS S1)

Despite extensive measures in the areas of occupational safety and employee participation, risks such as workplace accidents, physical or mental stress, and discrimination or unequal treatment still exist. Failure to comply with labor law requirements—for example, regarding working hours or fair compensation—can also pose a risk, particularly in international contexts with varying legal regulations. A lack of work-life balance can also lead to dissatisfaction, burnout, and long-term employee turnover.

Supply Chain Risks (ESRS S2)

Global supply chains pose potentially significant social risks, particularly in countries with weaker regulation or enforcement of labor rights. These risks include forced or child labor, poor working conditions, inadequate wages, or restrictions on the freedom of association. A lack of transparency in lower tiers of the supply chain can also lead to these risks going unrecognized.

Presentation of Human Rights Risks

	International Upstream Value Creation	Upstream Value Creation in Germany	In-House International Value Creation	Own in Germany	Downstream Value Creation
Working Conditions					
Discrimination					
Human Trafficking and Exploitation					
Child Labor					
Occupational Health and Safety					
Freedom of Association					
Land Use and Property Rights					
Environmental Protection and Health					
Consumer Protection/Product Liability					
Conflicts and Security					

High Risk

Risk

Source: Respect for Human Rights Along Global Value Chains, Research Report 542, Federal Ministry of Labor and Social Affairs, July 2020

Risks to Affected Communities (ESRS S3)

Our operations can inadvertently have negative impacts on local communities—for example, through increased traffic, land use, or competition for labor. If our social engagement is not conducted transparently or tailored to local needs, it can lead to a loss of trust. A lack of integration into local structures also poses social risks, particularly in new markets.

Risks Associated with Interacting with End Users (ESRS S4)

Even though we are a B2B company, the complexity and technical requirements of our machines can pose risks to end users—for example, in the event of improper operation or insufficient training. On the one hand, this can affect workplace safety at our customers' facilities. On the other hand, improper production processes in our customers' pharmaceutical manufacturing can lead to contamination and risks for medication users. The medications manufactured and packaged by Rommelag on behalf of customers are produced in accordance with strict GMP guidelines, thereby minimizing these risks.

Social Opportunities Arising from Our Business Activities

Our business activities as an internationally positioned mechanical engineering company not only entail responsibility but also open up a wide range of social opportunities—for our employees, for people throughout our supply chain, and for the communities in which we operate. Making strategic use of these opportunities is an integral part of our sustainability strategy and, at the same time, enhances our appeal as an employer, our resilience, and our innovative strength.

ESRS Standard	Stakeholder Group	Social Opportunities	Benefits for the Company
ESRS S1	Our own employees	Opportunities for professional development through training and continuing education—Active participation through social dialogue—Work-life balance	Higher Motivation & Retention—Innovation—Employer Attractiveness
ESRS S2	Supply Chain Employees	Leverages to Improve Global Labor Standards—Building Responsible Partnerships	More Stable Supply Chains—Enhanced Reputation—Risk Mitigation
ESRS S3	Affected Communities	Job Creation & Infrastructure—Cooperation with Schools and Organizations—Promoting Participation	Strengthening the Regional Network—Social Acceptance & Loyalty to the Location
ESRS S4	End Users (B2B)	Provision of equipment for the safe manufacture and packaging of pharmaceuticals	Fewer Operator Errors & Outages—Customer Satisfaction—Contribution to Global Workplace Safety

Opportunities for Our Employees (ESRS S1)

By offering secure, long-term, and meaningful jobs, we support the personal development of our employees. Opportunities for professional and personal growth arise in particular through training programs, talent development, and active involvement in decision-making processes. Flexible work arrangements also help employees better balance their professional and personal lives. These factors not only increase our employees' satisfaction and motivation but also enhance our capacity for innovation and employee retention.

Opportunities in the Supply Chain (ESRS S2)

Through our requirements for fair working conditions, workplace safety, and human rights within the supply chain, we have the opportunity to positively influence global labor standards. We foster partnership-based supplier relationships grounded in long-term collaboration, transparency, and opportunities for improvement. This creates a network with shared values—an important foundation for resilience and quality assurance. To ensure the implementation of sustainability and social responsibility initiatives throughout the supply chain, we have also developed a Code of Conduct specifically for suppliers.

Opportunities for Affected Communities (ESRS S3)

Our locations are often key economic anchors in their regions. We not only create direct and indirect jobs, but also enhance the quality of life in these communities through educational partnerships, social engagement, and infrastructure projects. This creates opportunities for social inclusion, future prospects for young people, and stronger local networks.

Opportunities in Interacting with End Users (ESRS S4)

Even though our products are used in the B2B sector, the safe operation of our machines and the training of users present a social opportunity. In this way, we contribute to workplace safety worldwide. In addition, we offer services that improve the handling of our equipment and can help prevent workplace accidents.

Based on our analysis of social opportunities and risks, we identify specific areas for action. To ensure that our social contribution is systematic and measurable, we have set clear social goals. These goals serve as a guide for our daily activities and as a benchmark for our progress in the area of social sustainability.

4.4 SOCIAL AFFAIRS: TARGETS / METRICS

As part of our business operations, social risks are inherent in the size and international nature of our company. These risks can directly affect our employees, workers in the supply chain, local communities, and—in a broader sense—end users (people who use medications). The early identification, assessment, and active Managing these risks is essential for us to avoid or minimize negative impacts and to fulfill our social responsibilities

Diversity, Inclusion, and Belonging: Key Performance Indicators

	Objective	Results for 2025
Gender Distribution	We aim for a balanced ratio of men to women of at least 45% to 55%.	37% / 63% (w/m) (2023: 39% / 61% (w/m))
Non-Discrimination	Reported cases of discrimination: 0	0 (2024: 0)
Quality of HR Processes	Top Employers Ranking	TOP Employer 2025 (Certification process since 2021)

EMPLOYEE STATISTICS FOR 2025

Diversity in Governance Bodies and Among Employees of the Rommelag Group (All Companies) (All figures refer to headcount)

Rommelag Group (all companies), by gender

	2025	2024	2023	2022	2021
Headcount	2353	2319	1895	1808	1815
FTE	1974	1932			
Male	1471 63%	1397 60%	1151 61%		
Female	882 37%	922 40%	741 39%		

Managers, by Gender

	2025	2024	2023	2022	2021
Managers	266	234	259	258	221
Male	212 80%	185 80%	192 74%		
Female	53 20%	49 20%	66 25%		

Rommelag Group (all companies), by age

	2025	2024	2023	2022	2021
Headcount	2354	2319	1895	1808	1815
15–20 years	96	148			
21–30 years old	440	397			
31–40 years old	558	533			
Ages 41–50	481	444			
Ages 51–60	499	480			
Ages 61–65	194	183			
66+ years	29	134			
N/A	57				

Rommelag Group (all companies), by country

	2025	2024	2023	2022	2021
Headcount	2354	2319	1895	1808	1815
Germany	1960	1915			
Switzerland	313	296			
India	67	59			
China	11	13			
United States	3	4			

Managers, by Country

	2025	2024	2023	2022	2021
Headcount	266	234	259	258	221
Germany	206	193			
Switzerland	48	44			
India	10	11			
China	1	1			
United States	1	1			

Rommelay Group (all companies), by country

	Group 2025	DE	CH	IN	CN	US
Total number of employees	2354	1960	313	67	11	3
Male staff	1472	1200	204	58	8	2
Percentage of Men (%)	63	61	65	87		67
Female staff	882	760	109	9	3	1
Percentage of Women (%)	37	39	35	13		33
Staff, Age: 15–20	96	82	14		N/A	N/A
Staff, Age: 21–30	440	381	42	17	N/A	N/A
Staff, Age: 31–40	558	471	70	17	N/A	N/A
Staff, Age: 41–50	481	406	69	6	N/A	N/A
Staff, Age: 51–60	499	407	81	11	N/A	N/A
Staff, Age: 61–65	194	161	32	1	N/A	N/A
Staff, Age: >65	29	26	3		N/A	N/A
Staff: N/A	57	26	2	15	11	3

Employment Type (Employees, including executives)

	2025	2024	2023	2022	2021
Total	2353	2319	1895	1808	1815
Full-time	1951	1868	1522	1446	1478
Male	1373 94%	1332 94%	1112 73%		
Female	550 61%	578 61%	410 27%		
Part-time	402	451	370	362	337
Male	64 17%	84 6%	39 11%		
Female	332 83%	371 39%	331 89%		

Contract Type (Employees, including Managers)

	2025	2024	2023	2022	2021
Total	2353	2319	1895	2031	1815
Temporary	104	99	153	362	140
Male	80	70	112		
Female	24	29	38		
Permanent	2249	2243	1742	1669	1675
Male	1391	1350	1039		
Female	858	893	703		

Newly Hired Employees (including managers) by Age

2025		Male	Female
New Hires at the Company	280	200	80
Age: 15–20:	45		
Age: 21–30:	97		
Age: 31–40:	53		
Age: 41–50:	28		
Age: 51–60:	30		
Age: 61–65:	5		
Age: > 65:	3		
Age: Not specified	19		

Managers, by Country

	Group 2025	DE	CH	IN	CN	US
Total number of employees	266	206	48	10	1	1
Male staff	212	164	37	10	1	N/A
Percentage of Men (%)	80%	80%	77%	100%	100%	N/A
Female staff	53	42	11	0	0	N/A
Percentage of Women (%)	20%	20%	23%	0%	0%	N/A

Type of Employment (Employees, Including Executives), by Country

2025	DE	CH	IN	CN	US
Total	1647	223	67	11	3
Full-time					
Male	1154	151	58	8	2
Female	489	48	9	3	1
Part-time					
Male	45	19	0	0	0
Female	271	61	0	0	0

Contract Type (Employees, including Managers), by Country

2025	DE	CH	IN	CN	US
Total	1959	313	67	11	3
Temporary	93	11	0	0	0
Male	69	11	0	0	0
Female	24	0	0	0	0
Permanent	1866	302	67	11	3
Male	1130	193	58	8	2
Female	736	109	9	3	1
Not specified	13	4	1	1	0

Terminated Employment Relationships (Employees, Including Managers) by Age

2025		Male	Female
New Hires at the Company	258	152	106
Age: 15–20:	26		
Age: 21–30:	69		
Age: 31–40:	35		
Age: 41–50:	26		
Age: 51–60:	21		
Age: 61–65:	24		
Age: > 65:	16		
Age: Not specified	41		
Turnover Rate (%)	11		

Enrollments and Withdrawals, by Country and Gender

	DE	CH	IN	CN	US
Newly Hired Employees	229	42	9	0	0
Male	164	28	8	0	0
Female	65	14	1	0	0
Departures from the Company	224	31	3	0	0
Male	130	19	3	0	0
Female	94	12	0	0	0

Employees on parental leave

	2025	2024	2023	2022	2021
Total	84	93	73	87	98
Male	8	51	38		
Female	76	42	35		

Trainees

	2025	2024	2023	2022	2021	2020
Total	110	105	85	83	103	144
Male	94	87	72			
Female	16	18	13			
Vocational Training Certificates During the Reporting Period	25	47	30	26	29	27
Number of trainees hired	21	24	21	19	21	23
Adoption Rate	84%	51%	70%	73%	72%	85%

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

	2025	2024	2023	2022	2021	2020
Employees	2353	2319	1895	1808	1815	1791
Total number of documented work-related injuries or illnesses	50	48	60	77	41	58
Number of work-related injuries with serious consequences	17	0	0	9	1	1
Number of deaths due to work-related injuries or illnesses	0	0	0	0	0	0
LTIR: Lost Time Injury Rate: The rate of documented work-related injuries resulting in lost time (1 day or more) per 1 million work hours	5,3	2,3	3,52	4,57		

Major Types of Work-Related Illnesses (Causes and Hazards, e.g., falls, cuts, chemical hazards, etc.)

Primary Condition 1	Cut
Primary Condition 2	Contusion
Primary Condition 3	Sprain
Primary Condition 4	Inflammation of the Elbow
Primary Condition 5	Knee Problems
Primary Condition 6	Hip Pain
Main Cause 1	Accident on the Way
Main Cause 2	Employee Negligence
Main Cause 3	Bulk Closure
Main Cause 4	Ventilation in the production areas
Main Cause 5	Fall down the stairs

4.5 MEASURES (ACTIONS / POLICIES)

4.5.0 MANAGEMENT APPROACH (OVERVIEW)

ESG Division	Measures (Actions/Policies)	The highest level of management responsible for implementing the measures and policies
The company's workforce	Group-Wide Code of Conduct Whistleblower System Workplace Health Management (Holistic Measures) Hazard Assessments and Safety Training Annual Training Sessions and Instruction on Occupational Health and Safety Continuing Education Programs Based on the Rommelag Competency Model and Professional Career Paths	Executive Board of the Rommelag Group (SE & Co KG), Chief Compliance Officer & Head of People and Culture, Management Boards of the Rommelag Companies
Workers in the Value Chain	Compliance with the Rommelag Business Partner Code of Conduct	Management Teams of the Rommelag Companies
Affected Communities	Annual Review of Risks as Part of the Double Materiality Analysis	Executive Board of the Rommelag Group (SE & Co KG)
Consumers and End Users	Compliance with the very high quality standards set forth in the GMP guidelines for pharmaceutical manufacturing, as well as corresponding annual audits System-Specific Documentation and User Loops	Management Teams of the Rommelag Companies

4.5.1 CONTINUOUS IMPROVEMENT OF HUMAN RESOURCES PROCESSES

Transparent Career Opportunities

We have introduced specialized career paths in many areas. These highlight the available qualifications, roles, and development opportunities, and provide clarity for individual career advancement.

More Digitalization in Everyday HR Work

Our HR platform is constantly being expanded: New digital processes and workflows make day-to-day work easier for employees and managers. At the same time, we're continually adding content to the myRommelag app so that important information is available anytime, anywhere.

A Structured and Personalized Onboarding Process

A successful start is crucial. That's why we deliberately make our onboarding journey personalized—with regular check-ins, feedback sessions, and events such as bottelpack training sessions or breakfast with senior management. This helps ensure that new colleagues settle in well and quickly feel like part of the team.

Empowering Our Leaders

With our new on-demand leadership development modules, we provide targeted support to managers. These include training series on labor law topics as well as videos on key leadership topics that can be accessed at any time.

Greater Transparency in Compensation & Benefits

Through the Employee Self-Service Portal and the app, employees can access pay stubs and other compensation-related documents. Our benefits are also clearly presented there.

Our Clear Commitment to Diversity and Respect

DEI stands for Diversity, Equity, and Inclusion. Regardless of gender, religion, skin color, or beliefs, we treat all employees equally and respect human rights—as enshrined in our Code of Conduct.

4.5.2 2025 EMPLOYEE SATISFACTION SURVEY

The goal of our annual employee survey is to gauge employee sentiment and identify areas for potential improvement.

The results have improved slightly compared to last year's survey and show that employees identify strongly with their tasks and have a high level of trust in the leadership and direction of the Rommelag Group. Challenges and areas for improvement were identified in the area of stress and stress management.

The next group-wide employee survey will be conducted in the spring of 2026.

World Mental Health Day 2025 – Rommelag Raises Awareness of Mental Health in the Workplace

On World Mental Health Day 2025, Rommelag once again sent a strong message about the importance of mental health in the workplace.

Mental health affects us all—it's the foundation that allows us to remain productive, find joy in our work, and maintain balance in our lives. Nevertheless, many people find it difficult to talk about psychological strain, stress, or exhaustion. All too often, mental health is still viewed as a private matter. Yet it is just as important as our physical health. Our latest pulse survey showed that stress is currently a source of strain for many of us. That's why we're working to understand its causes and develop strategies to reduce it.

The Viva Family Service offers all employees free, comprehensive counseling on topics such as balancing family and work, caring for relatives, serious illnesses, and mental health challenges. This service is supplemented by regular webinars on mindfulness, stress management, and coping with mental load. Through its partnership with EGYM, employees also gain access to over 9,000 sports and wellness facilities, as well as digital tools such as the 7Mind app for meditation and mental resilience. Rommelag thus underscores that mental health is not merely a private matter, but an active component of a sustainable corporate culture.



4.5.3 OCCUPATIONAL HEALTH AND SAFETY

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

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

To this end, we conduct regular risk assessments to identify potential hazards in the workplace. This includes a

comprehensive analysis of work processes, machinery, substances, and other factors that could compromise safety. Based on the results of the risk assessments, appropriate measures are implemented to improve working conditions and workplace safety. This may include providing additional personal protective equipment, training, adjustments to work processes, or other preventive measures.

Successful First Aid Courses at Rommelag

Employees Are Fully Prepared for Emergencies

With this initiative, Rommelag once again underscores the importance of occupational safety and health protection within the company. A total of nine advanced training courses and two basic first aid courses were held this year, all of which were received with great enthusiasm by the participants. The newly trained and retrained first aid responders now help ensure that quick and competent action can be taken in an emergency.

The courses were conducted in collaboration with the German Red Cross (DRK) in Schwäbisch Gmünd and offered not only a refresher on basic knowledge but also hands-on exercises with simulated case scenarios. The DRK's expert instructors provided participants with valuable knowledge and practical skills that they can now confidently apply in emergency situations. The curriculum covered a very broad range of topics, including wound care, treating broken bones, burns, and poisoning, as well as life-saving emergency measures such as the recovery position and CPR.

Special thanks go to all employees who have agreed to undergo training or continuing education to become workplace first responders. This commitment is not something to be taken for granted and contributes significantly to workplace safety.

4.5.4 WORKPLACE HEALTH MANAGEMENT

Through workplace health management initiatives—such as counseling sessions, health days, and fitness programs—we further promote the health of our employees.

Go Rommelag: Our Comprehensive Health Initiative

In addition to occupational safety measures and health support services, we host an annual Health Day as part of our workplace health management program.

Through our policies on flexible work hours and leave for special life circumstances, we also promote the health and satisfaction of our workforce. If a child is ill, we grant parents the necessary time off to care for their child.

Viva Family Services – Work and Family in Harmony

Through the Viva Family Service, Rommelag helps employees balance family and work. Employees receive professional counseling on topics such as child care, care solutions for family members in need of care, and immediate support for mental health issues or other personal crises. All counseling sessions are free of charge, voluntary, and strictly confidential—and can be provided anonymously if desired.

On-site Occupational Physician

The health of our employees is very important to us. Our company physician (a specialist in occupational medicine) visits our facility at regular intervals to conduct physical exams, inspect the premises, and provide consultations.

She is responsible for overseeing the facilities of Rommelag Engineering, Rommelag CDMO, and Rommelag Flex, and is regularly available to address all occupational health matters.

A Wide Variety of Sports Activities

We subsidize sports programs through the Qualitrain/EGYM platform

With Qualitrain/EGYM, employees have unlimited access to a nationwide network of more than 3,400 sports, fitness, and wellness facilities. In addition to premium fitness centers, partners include swimming pools and recreational pools, yoga studios, and climbing and bouldering gyms, among others.

Flu Vaccination as Part of Our Health Management Program

In 2025, Rommelag will once again offer all employees the opportunity to get vaccinated against the flu as part of our workplace health program. The flu vaccine will be administered on several dates directly at our locations. With this convenient program, we are actively contributing to health protection during cold and flu season and strengthening preventive measures in the workplace.



Rommelag Runs – Running for a Good Cause & for Your Health

Once again this year, dedicated colleagues gave it their all in two special sporting events: the Diak Stair Run and the AOK Company Run.

4.5.5 WORK-LIFE BALANCE

A healthy work-life balance is essential for our employees' motivation, productivity, and long-term satisfaction. At Rommelag, we don't view work-life balance as a private matter, but rather as a shared responsibility—especially in times when family responsibilities, caregiving, personal lifestyles, and professional demands are becoming increasingly diverse.

That is why we focus on flexible work schedules, family-friendly benefits, personalized support programs such as the Viva Family Service, and targeted initiatives to promote health and mental well-being. Through an appreciative corporate culture, concrete support services, and a supportive organizational framework, we create a work environment that views people holistically—thereby fostering a sustainable connection between work and personal life.

New Engagement Formats for Parents: Viva Familienservice Supports Families

Starting in July 2024, Viva Familienservice will offer a new virtual discussion forum for working parents. In the monthly "Viva im Gespräch: Elternrunde" (Viva in Conversation: Parents' Roundtable), participants discuss the challenges of parenting, work-life balance, and self-care. The topics alternate between sessions specifically for single parents and open discussions for all parents.

To complement this, a series of webinars will be launched, featuring interactive sessions on topics such as mental stress, pressure to perform, and practical solutions for everyday family life. The goal is to ease the burden on working parents, encourage dialogue, and strengthen the sense of community. In this way, Rommelag specifically supports employees with family responsibilities and contributes to a family-friendly work environment.

Highlights: 50 Years of Holopack/Rommelag CDMO



4.5.6 DIVERSITY, EQUITY, AND INCLUSION

At Rommelag, we strive to treat all employees equally, regardless of gender, religion, skin color, or beliefs, and to uphold human rights in accordance with the UN Charter of Human Rights at all times. We have also enshrined this in our Code of Conduct and our Human Rights Policy.

Our group-wide diversity strategy is based on the following principles:

Equal Opportunity

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

Non-Discrimination

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

Inclusive and flexible working conditions

At Rommelag, we shape our work environment based on our values of respect and appreciation, and we support our employees in balancing their work and personal lives.

Gender-Neutral Pay

At Rommelag, we pay wages and salaries regardless of gender.

Working Together at Rommelag

At Rommelag, we value a harmonious work environment and support our employees' team-building efforts outside of work through a variety of recreational activities.

Through our training and professional development programs, joint training sessions and activities, and opportunities for dialogue, we aim to strengthen networks and embody our culture of innovation, trust, and collaboration. To support integration, we offer our employees language courses in German and English. We also collaborate locally with other companies in the region to support the integration of foreign professionals outside the workplace as well.

Group Activities at Rommelag



Team Building: Joint Ski Weekend for Rommelag CDMO and Rommelag Engineering Switzerland



Mold Design Department Outing: Team Spirit and Action in the Allgäu

4.5.7 EMPLOYEE PARTICIPATION

Taking Employee Engagement Seriously: Social Dialogue and Employee Participation for a Strong Corporate Culture

The active involvement of our employees is an essential part of our corporate culture and a central element of our sustainability strategy. After all, when people have a say in shaping the future, they feel heard, take on responsibility—and are motivated to contribute to our shared success. At Rommelag, we create structured frameworks and open lines of communication to make this possible.

In addition to regular feedback sessions and annual performance reviews, we encourage ongoing communication across all levels of the organization. Through our employee suggestion program, employees also have the opportunity to contribute their own ideas for improving processes, products, or the work environment—in a structured and transparent manner, with a real chance of implementation. In this way, we work together to create a work environment based on dialogue, trust, and continuous development. The employee suggestion program is integrated into all companies under the responsibility of Lean Managers as part of the Continuous Improvement Process (CIP).

In addition, our My Rommelag app is available to all employees on the intranet and on their mobile phones. Through more than 200 posts per year, all employees are informed about company updates, the current situation, management decisions, and corporate training and professional development opportunities. Goals, initiatives, and opportunities for employee involvement in the area of sustainability are also communicated via the app. The app offers a comment function below each post for discussion and feedback, as well as the opportunity to submit suggestions and questions to management.

Thank you for decades of loyalty: Anniversary Celebration 2024/2025

On Friday, January 31, we celebrated with a total of 82 employees marking work anniversaries and retirees (out of a total of 121 guests from the class of 2024). Seventy-two employees were honored for their work anniversaries, and 10 retirees were bid farewell as they entered retirement. The managing directors personally honored the employees celebrating their anniversaries with personalized remarks, the Rommelag Awards in green, silver, and gold, and a regional gift box. Following the ceremony, a delicious dinner from the Krone Restaurant was served.

We would like to take this opportunity to once again express our heartfelt thanks to all our long-serving employees and retirees for their many years of loyalty and dedication!



4.5.8 COMPLAINT PROCEDURE FOR DISCRIMINATION OR HARASSMENT

A Clear Stance. Clear Steps: Our Complaint Process for Discrimination and Harassment

At Rommelag, respectful and non-discriminatory treatment is a fundamental prerequisite for a safe and supportive work environment. To meet this standard, we have established a comprehensive system of prevention, education, and transparent reporting channels. This includes regular training for employees and managers, binding behavioral guidelines in our Code of Conduct, and a company-wide whistleblowing policy.

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

4.5.9 VOCATIONAL TRAINING AND DUAL STUDY PROGRAMS: SECURING THE FUTURE, FOSTERING TALENT

Targeted support for young people is a central component of our sustainability strategy and an investment in Rommelag's future. As a technology-driven company with deep regional roots, we take responsibility for the professional training of future generations. We offer a wide range of apprenticeship programs and dual degree programs, thereby creating practical entry-level opportunities into the workforce—in both technical and business fields.

In 2025, we had a total of 110 apprentices in the Rommelag Group—a strong testament to our commitment. It is a top priority for us to specifically inspire young people to pursue technical careers while also working toward a balanced gender ratio. Through career orientation projects, intensive support from teams of trainers, and diverse development opportunities, we design an apprenticeship program that goes far beyond the mandatory requirements—to create individual opportunities and foster sustainable growth.

2025 Gerhard Hansen Award Ceremony



On September 6, 2024, we had the honor of presenting the Gerhard Hansen Award for outstanding achievements in education for the fourth time. The award was made possible by the Heidrun Hansen Foundation.

The award honors graduates who have demonstrated outstanding results and exceptional dedication during their training. At a festive ceremony, they received certificates and prize money—and, above all, a great deal of recognition from their teams.



Outstanding Young Talents Honored at the 2025 IHK Awards Ceremony

On November 5, 2025, the Heilbronn-Franken Chamber of Industry and Commerce held its awards ceremony at the impressive Tauberphilharmonie in Weikersheim. Two apprentices from our company were honored for their outstanding achievements:

We are very proud of our trainees and would like to extend our heartfelt congratulations on this tremendous success!

We welcome our new apprentices and dual-track students!

This year, we're pleased to welcome 23 new apprentices and one dual-track student. We're thrilled to have you on the Rommelag team and wish you a great start to your apprenticeship or dual-track program. A warm welcome to the Rommelag team!



Orientation Week for New Trainees



A positive working relationship is very important to us. That's why the first week of training focuses on getting to know one another and team building.

Our trainees and instructors therefore packed their bags and spent the first few days together at the Mönchhof.

In addition to plenty of information about Rommelag, the program included exciting workshops, team-building games, and lots of new experiences. From communication training and LEAN training to rubber boot throwing and Viking chess, there was something for everyone. At the group barbecue that evening, our trainees finally had the opportunity to meet the management team and exchange ideas.

4.5.10 DUALIS CERTIFICATION FOR EXCEPTIONAL TRAINING ACHIEVEMENTS

Ceremonial Presentation of the Dualis Certificate

The certificate from the Heilbronn Chamber of Industry and Commerce (IHK) confirms that we are an "Excellent Training Company." The certification was preceded by a rigorous review process. External auditors examined our training processes in detail and spoke with trainers, trainees, and employees from the various departments. The committee was impressed in all five areas assessed. These include recruiting trainees, their orientation into the company, the implementation of the training program, exam preparation, and the transition into the company's operations. We are delighted to have received this award once again and are proud to be able to ensure a higher-than-average quality of training for our trainees.



This is the third time Rommelag has received Dualis certification for its outstanding achievements in vocational training.

Rommelag is one of Germany's best training companies for 2025

This is the second time we have received the Focus Money seal of approval, and we are proud to be counted among Germany's best training companies for 2025.

Last fall, following an evaluation by a market research firm, we were approved to participate in the Deutschland Test / Focus-Money competition for "Germany's Best Training Companies 2025."

The study was conducted by the Institute for Management and Economic Research (IMWF) on behalf of DEUTSCHLAND TEST.

We are pleased that, in addition to our Dualis recertification, we have once again been awarded this seal as recognition of our outstanding training efforts.



4.5.11 CAREER MANAGEMENT, CONTINUING EDUCATION, AND PERFORMANCE EVALUATION

The professional development of our employees is a central component of our corporate culture and a key factor in Rommelag's future success. We create structures that foster individual potential, enable lifelong learning, and open up targeted career paths—in both technical and business fields. Through our career management program, we support personal development, retain expertise within the company, and enable targeted succession planning.

A comprehensive range of professional development opportunities, regular feedback sessions, and structured performance reviews form the foundation for individual development goals and transparent career paths. At the same time, we promote the development of skills among all employees—from entry-level staff to senior leadership—through specialized training, leadership development programs, and agile learning formats. Our goal is to create a work environment that is both challenging and supportive—to ensure sustainable business success and professional satisfaction.

Competency Model for Employees and Career Model for Managers at Rommelag

To create a forward-looking, fair, and performance-oriented work environment, we have developed a comprehensive competency model for employees and a career model for managers. These models form the foundation for structured, individualized professional development and also serve as a gender-neutral basis for evaluation, promotion, and compensation.

At the heart of this approach is a gender-neutral evaluation model based on clearly defined competencies. This model enables an objective assessment of each employee's individual strengths and areas for development—regardless of gender, origin, or personal background. The competencies include both technical and non-technical skills, such as teamwork, innovation, strategic thinking, and leadership.

For our managers, the career model provides for various development paths—from initial leadership responsibilities all the way to strategic leadership roles. Each level is described transparently and linked to clear requirements and development goals. In this way, we provide guidance and ensure equal opportunities for everyone who takes on leadership responsibilities or wishes to advance in that direction.

A key component of both models is a transparent compensation framework. The salary structure is clearly aligned with the defined competency levels and the respective responsibilities. This not only promotes performance and motivation but also contributes significantly to a fair and non-discriminatory corporate culture.

With these models, we strengthen sustainable, inclusive workforce development while fostering an environment in which individual strengths are recognized, nurtured, and appropriately rewarded.

Visit by Harro Höfliger's trainers to Rommelag



On Friday, July 18, we had the pleasure of welcoming four trainers from Harro Höfliger to our facility in Sulzbach-Laufen—a return visit following our trip on January 21, when a small delegation from our company visited their facility in Allmersbach im Tal.

Regular communication among training companies is a valuable opportunity to learn from one another. After all, we're often in the same boat—and together we find similar solutions to similar challenges.

Packaging Valley MAKEATHON 2025

For us at the Rommelag Digital Division, the two-day Packaging Valley MAKEATHON 2025 was an ideal opportunity to explore key future topics in our industry in a practical and creative way. The focus was on gaining insights—not on developing a production-ready solution.

Project 1: Detecting Anomalies in Machine Data Using Deep Learning – We trained models and analyzed datasets to detect unusual behavior early on and prevent failures.

Project 2: A Different Take on Predictive Maintenance. Our smart foosball table uses sensors and machine learning to detect foul play—a playful analogy for predictive maintenance in manufacturing! The Makeathon demonstrated how important it is not only to collect data, but also to use it creatively. The freedom to explore technology in a playful way, without any pressure, was crucial. It is precisely this momentum—along with the technical insights—that we will carry forward into future projects.



4.5.12 EDUCATIONAL PARTNERSHIPS AND COLLABORATIONS

Educational Partnership with Wissensfabrik

Presentation of the Tool Safety Certificate at the Kochertal Elementary School in Sulzbach

Last year, we worked together to launch an educational partnership with the elementary school in Sulzbach. The goal is to introduce children to technology in a playful way. As part of this partnership, we held a “tool license” program with the first-grade class at Kochertal Elementary School in Sulzbach.

In total, 26 students had the opportunity to learn how to use tools over the course of four sessions. As a sponsor, we provided the school with a class set (5 toolboxes each) containing tools, materials, and wood. The class also received a handcart.



Presentation of the Tool License at Frickenhofen Elementary School



Following the success of the “Tool License” program at the Sulzbach-Laufen Elementary School, students at the Frickenhofen Elementary School have now also successfully completed their “Tool License” program. In cooperation with Wissensfabrik, 18 students from the combined 3rd and 4th-grade class had the opportunity to learn how to use tools over the course of four sessions. Many thanks to everyone involved who made this project possible!

Partnership with the Sulzbach Murr Comprehensive School Visit to the Maker Space



Through this partnership, we gain direct access to interested and qualified young talent in the technical field and have the opportunity to promote ourselves as a training company. The partnership allows the school to offer students a unique career guidance program and a portfolio of hands-on tasks for their classes. Through these hands-on experiences, students gain a realistic picture of workplace conditions and qualification requirements in technical professions and can actively network.

Career Fair and Visit to the Michelbach Protestant School Complex

This year, our training manager and two apprentices helped out at the career fair held at the Evangelical School Center in Michelbach. About 80 students had the opportunity to learn about our wide range of apprenticeship programs and gain real insights from our apprentices.

We also welcomed 41 ninth-grade students from Michelbach High School. Our HR colleagues greeted the group and began with a company presentation to introduce us as a business. During the subsequent tours, the group had the opportunity to learn more about the training workshop, mold making, IT, the administrative department, assembly, and TI-ME.

SvLG Career Exploration Workshop at Rommelag

Recently, 8th-grade students from SvLG visited us for a career orientation workshop at our facility in Sulzbach-Laufen. After an informative tour, the students got hands-on experience in our training workshop and, under the guidance of our apprentices, were able to gain their first experience with soldering.

A heartfelt thank you to all our colleagues who made this day possible and helped make it a success!



Visit to the TECademy at the Schloss-Realschule Gaildorf



Under this motto, 12 TECademy participants spent a day with us in our training workshop. The TECademy supports students in grades 6 through 9 at Realschulen who are interested in science and technology, across all school districts in Baden-Württemberg. The project enables schools to maintain ongoing connections with the scientific and business communities.

4.5.13 SOCIAL ENGAGEMENT IN AFFECTED COMMUNITIES

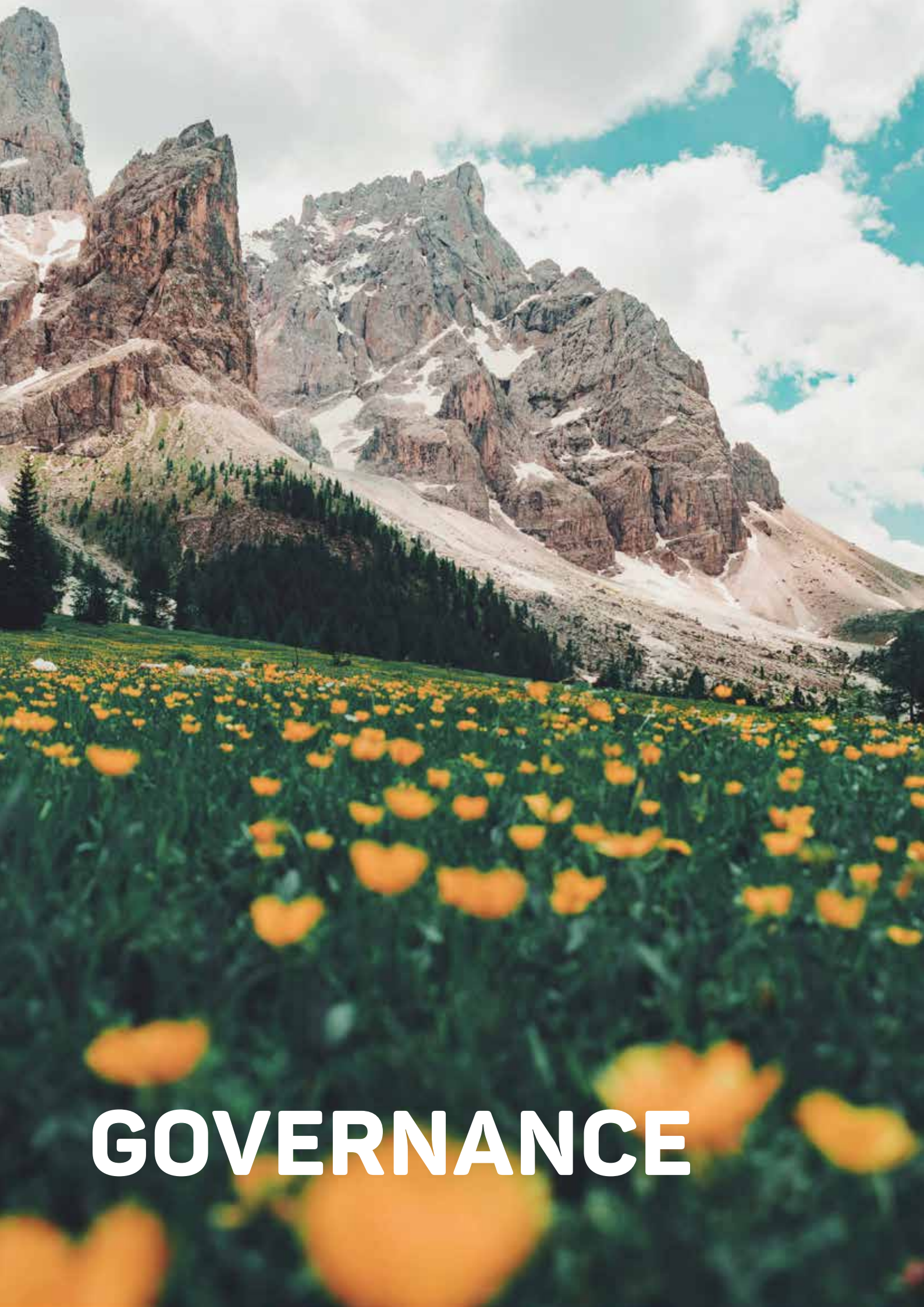
As a family-run business with deep regional roots, we are particularly committed to fulfilling our social responsibility—right where we live and work. Our social engagement is aimed at strengthening the common good, promoting education, supporting volunteer organizations, and providing quick and unbureaucratic assistance in emergencies.

Whether through donations to aid organizations, support for schools and preschools, practical assistance with emergency medical services training, or funding for cultural projects—we aim to create lasting impact and empower local communities.

Working Together for the Region: Rommelag Donates 12,500 Euros to Local Organizations

This year, too, the well-being of our immediate community was particularly important to us. At the end of 2025, we therefore donated a total of 12,500 euros to support five key organizations in Sulzbach-Laufen and Untergröningen. Each organization received a donation of 2,500 euros.





GOVERNANCE

5.1 SUSTAINABILITY MANAGEMENT AT ROMMELAG (ORGANIZATION)

Rommelag Sustainability Governance		Responsibilities and Duties
Supervisory Board of Rommelag SE & Co KG		
	Dr. Michael Reinhard (Chairman of the Supervisory Board) Dr. Thomas Oestreicher Dr. Alexander Schaeff	The highest governing body responsible for overseeing management's handling of the organization's economic, environmental, and social impacts
Sustainability Board		
Board of Directors	Ralf Bouffleur Gert Hansen Thomas Geiger	Sustainability Strategy and Goals ESG Risk Management Annual Sustainability Report
Sustainability Committee		
Central Functions	HR, Compliance & Sustainability Shopping Quality Management Finance Sales/Service IT Marketing	Employees, Diversity, Compliance Responsible Procurement and Supplier Management Management Systems, Policies, Work Instructions Group Management Report (Financial/Non-Financial Reporting) Communication and Sustainable Business Relationships Information and Data Security ESG Data Management/Systems Trade Shows and Events, Stakeholder Dialogues
Companies	2025: Rommelag CDMO GmbH Rommelag Engineering GmbH Rommelag Engineering Switzerland AG Rommelag CDMO Switzerland AG Rommelag Digital GmbH Rommelag Engineering India Pvt. Ltd. Rommelag Flex GmbH and Rommelag Flex Pharma AG	Annual Sustainability Reports as Part of the Management Review ESG Implementation (Measures/KPIs) External ESG Ratings: Ecovadis ESG Data Management and Systems Support and Training
Central Sustainability Function		
Sustainability Manager		Sustainability Department as the central coordinating body for the Rommelag Group's sustainability strategy: Preparation of decision-making documents and meetings of the Sustainability Board Coordination of Central Functions / Individual Companies (Sustainability Committee) Coordination of the Double Materiality Assessment (including risk assessment) Preparation of the Non-Financial Annual Management Report (Sustainability Report in accordance with GRI > ESRS Standards) Conducting ESG Audits Coordination of ESG Data Management/Systems Coordination of internal and external communication, as well as training and professional development

The Future Role of the New Supervisory Board in ESG Reporting

In the 2024 reporting year, the Supervisory Board of Rommelag Holding SE was appointed for the first time.

As part of ESG (Environmental, Social, Governance) reporting, the Supervisory Board will play a central role in the future in monitoring and providing strategic guidance for the company's sustainability activities. It is responsible for ensuring that environmental, social, and governance aspects are appropriately integrated into the corporate strategy and that related risks and opportunities are systematically identified and assessed.

In particular, the Supervisory Board reviews and monitors:

- ▽ the relevance and completeness of the information disclosed in the ESG report,
- ▽ the integration of sustainability considerations into risk management and the internal control system,
- ▽ as well as the implementation of sustainability-related goals and measures.

In addition, the Supervisory Board participates in establishing and reviewing ESG metrics, particularly when these are factored into the Executive Board's variable compensation. ESG reports are regularly submitted to the Supervisory Board and discussed with regard to transparency, strategic relevance, and legal requirements. Through its oversight role, the supervisory board makes an important contribution to sustainable corporate governance and to the credibility of the ESG information disclosed.

Supervisory Board of Rommelag SE & Co. KG



The members of the Supervisory Board: Dr. Alexander Schaeff, Dr. Michael Reinhard (Chairman of the Supervisory Board), Dr. Thomas Oestreicher

Dr. Michael Reinhard (Chairman of the Supervisory Board)

Dr. Reinhard has more than 25 years of experience in technical and executive leadership roles across various industrial sectors and has worked for companies including Schott Glas and Geberit International AG.

Dr. Thomas Oestreicher

Dr. Oestreicher has more than 25 years of experience in senior positions in research and development, as well as in executive leadership roles with overall responsibility. Among other companies, he has worked for Heidelberger Druckmaschinen AG and Krones AG.

Dr. Alexander Schaeff

Dr. Schaeff has more than 25 years of experience in senior business leadership roles and in managing corporate investments as Chairman of the Board of Schaeff Group Holding AG.

As the highest supervisory body, the Supervisory Board performs the following duties, among others:

- ✔ The Supervisory Board oversees the Executive Board and ensures that all corporate activities are in accordance with legal requirements and the interests of the shareholders.
- ✔ He supports the Executive Board with his knowledge and experience, particularly when it comes to strategic decisions.
- ✔ The Board of Supervisors reviews the financial reports and ensures that all financial transactions are conducted transparently and accurately.
- ✔ He approves key business plans and investments and ensures that they are aligned with Rommelag's long-term goals.
- ✔ The review and approval of the information reported in the Sustainability Report, as well as the material topics, are conducted in consultation with the Sustainability Committee (Executive Board)
- ✔ The Supervisory Board oversees the Executive Board on behalf of the shareholders and advises it on important decisions. It acts independently and is accountable only to the shareholders.



5.2 IMPACTS

Our business conduct not only shapes the trust of our stakeholders, but also directly influences our economic, social, and environmental context. As a mechanical engineering company with international customer and supplier relationships, we bear responsibility for how we make decisions, manage risks, and interact with partners, government agencies, and society. The quality of our governance structures has a direct impact on the sustainability of all our business activities. As part of our dual materiality analysis, we identified key areas where our actions in the area of governance can have significant positive as well as potentially negative impacts—both within and outside our company.

Impacts of Our Business Activities in the Area of Governance (ESRS G1)

Topic Area	Positive Effects	Potential Negative Effects	Management
Corporate Culture	A culture of trust, sustainable decisions, ethical conduct	Misconduct due to a lack of transparency or failure to set a good example	Leadership guidelines, regular communication of values, integrity workshops
Whistleblower Protection	Early Detection of Risks, Strengthening Legal Certainty	Fear of reprisals if protection is not guaranteed	Confidential whistleblower system, anonymous reporting channels, training sessions
Political Engagement & Lobbying	Helping to shape standards, positive industry trends	Management of Conflicts of Interest and Reputational Risks	Disclosure of Party Affiliations, No Political Donations
Supplier Management & Payment Practices	Stable Partnerships, Promotion of Human Rights in the Supply Chain	Financial Burden on SME Suppliers Due to Late Payments	Code of Conduct for Suppliers, Fair Payment Terms, ESG Criteria in Supplier Selection
Corruption Prevention	Strengthening trust and legal compliance; low liability risk	Damage to reputation, legal consequences of violations	Zero-Tolerance Policy, Compliance Training, Internal Control Systems

1. Corporate Culture and Integrity

Our open and values-based corporate culture is a key driver of sustainable business practices. It promotes transparency, a sense of responsibility, and long-term thinking—both in how we manage resources and how we treat people. A culture of integrity that is put into practice strengthens trust among our employees, with our business partners, and with the public.

2. Protection of Whistleblowers (Whistleblowing)

Through an established and confidential whistleblower system, we foster a corporate culture in which misconduct can be identified and addressed at an early stage. This not only minimizes legal risks but also helps prevent harmful effects on employees, partners, and the business environment.

3. Political Engagement and Advocacy

Our company is active in industry associations and maintains regular communication with regulatory bodies. In doing so, we strictly adhere to legal requirements and ensure transparency regarding our memberships and positions. Our commitment is aimed at contributing constructively to the further development of technical, social, and environmental standards.

4. Supply Chain Responsibility and Payment Practices

The way we work with suppliers directly influences the stability and fairness of our supply chain. We value long-term, partnership-based relationships and ensure fair payment terms. In this way, we contribute to the economic stability of our partners and to compliance with social standards throughout the supply chain.

5. Corruption and Bribery

We have a zero-tolerance policy toward corruption and bribery. Internal training, clear compliance guidelines, and control mechanisms are in place to prevent and detect misconduct. To date, no such incidents have been reported—this integrity is the foundation for long-term relationships and international business operations.

The impacts illustrated here demonstrate how closely our business practices are linked to sustainable corporate governance. To leverage governance as a strategic success factor, we systematically analyze the opportunities and risks arising from our conduct in the areas of corporate ethics, compliance, and stakeholder relations.

5.3 RISKS AND OPPORTUNITIES

In addition to opportunities, our business practices also entail potential risks—particularly when legal requirements, ethical principles, or internal standards are not consistently adhered to. Below, we analyze key governance risks arising from our business activities and outline how we address them through clear processes and preventive measures.

Overview of Risks Associated with Business Activities in the Area of Governance

ESRS Standard G	Risks	Possible Consequences	Management
G1-1: Regulatory Risks	Failure to comply with new ESG and sustainability requirements (e.g., CSRD, LkSG) as well as licensing requirements (including GMP)	Fines, damage to reputation, exclusion from bidding processes	Establishment of ESG management systems, employee training, monitoring of regulatory developments
G1-2: Corruption & Bribery	Corruption Violations in International Markets	Legal Consequences, Loss of Trust, Exclusion from Markets	Zero-Tolerance Policy, Compliance Training, Whistleblower Programs
G1-3: Technological Lag	Failure to Invest in Sustainable Technologies	Loss of market share, reduced competitiveness	R&D investments; ESG-integrated product development; strategic partnerships
G1-4: Lack of Transparency / Breach of Values	Discrepancy between stated values and actual behavior	Loss of credibility, employee turnover, damage to the company's image	Code of Values, Internal Communication, ESG Reporting
G1-5: Risks in Supplier Management	Unethical practices or human rights violations in the supply chain	Damage to reputation, legal consequences	Supplier Code of Conduct, ESG Criteria in Procurement, Risk-Based Audits
G1-6: Inadequate Protection for Whistleblowers	Failure to Report Misconduct Due to Fear of Retaliation	Hidden Legal Violations, Loss of Trust in the Compliance System	Anonymous Whistleblower System, Training, Communication Measures

1. Regulatory Risks

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

2. Corruption, Bribery, and Integrity Violations

As a company with international operations, we also operate in markets with a higher risk of corruption. Violations of anti-corruption regulations pose not only a legal risk but also a reputational risk.

3. Technological Risks in the Area of Sustainability

The shift toward more environmentally friendly technologies is increasingly becoming a competitive factor. Mechanical engineering companies that fail to invest in sustainable, energy-efficient, or digitally integrated solutions risk falling behind technologically.

4. Risks Arising from a Lack of Transparency or Unethical Conduct

A lack of transparency when addressing sustainability issues, or a disconnect between values and actual actions, can undermine the trust of customers, employees, and partners.

5. Risks in Supplier Management

Lack of transparency or a purely cost-driven approach to supplier management can lead to partnerships with suppliers who do not act in compliance with the law or in an ethical manner.

6. Risks Arising from Inadequate Protection of Whistleblowers

If the protection of whistleblowers is not taken seriously or if there is no secure reporting channel, misconduct may go undetected.

Opportunities

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

Overview of Business Opportunities in the Governance Sector		
ESRS G1	Opportunities	Benefits for the Company
G1-1: Corporate Culture	Strengthening Identification, Loyalty, and Commitment Through Transparent and Values-Based Leadership	Higher employee retention, promotion of innovation, and more effective implementation of sustainability strategies
G1-2: Whistleblower Protection	Early detection of irregularities; promotion of integrity and trust in internal processes	Reducing liability risks, enhancing reputation, and improving the compliance culture
G1-3: Political Engagement	Helping to shape sustainable framework conditions, playing an active role in industry dialogue	Early identification of trends and regulations; positioning as a responsible industry player
G1-4: Supplier Relationships	Partnerships, Strengthening Standards in the Supply Chain	Secure and resilient supply chains, improved quality, and potential for innovation
G1-5: Corruption Prevention	Building Trust Through Ethical Business Practices and Clear Standards of Conduct	Reputation protection, better opportunities in competitive bidding and in international markets

Opportunities Through Good Business Practices

1. Building Trust Through an Open Corporate Culture

Value-driven leadership and a culture of transparency strengthen employee engagement and loyalty. They foster a sustainable mindset within the company and facilitate the implementation of ESG goals.

2. Strengthening the Compliance Culture Through Whistleblower Protection

An effective whistleblower system supports the early detection of misconduct and improves governance structures. It sends a clear message both internally and externally: We take responsibility—even when mistakes happen.

3. Active Participation Through Responsible Engagement

Our involvement in trade associations and constructive dialogue with policymakers enable us to help shape sustainable conditions in our industry—and to respond to regulatory developments at an early stage.

4. Building Strong Partnerships Through Fair Supplier Management

Reliable, fair, and partnership-based supplier relationships ensure the quality, resilience, and innovative capacity of our value chain—especially in times of crisis.

5. Enhanced Reputation Through a Zero-Tolerance Policy Toward Corruption

Our clear stance on ethical business practices strengthens our position with international partners, in the competition for skilled workers, and in financing and bidding processes.

5.4 GOVERNANCE: TARGETS / METRICS

Area	Topic	Goals	Status in 2025
Values-Based Leadership		Introduction of a values-based leadership framework by the end of 2025	Goal Achieved
Compliance	Whistleblowing	An anonymous whistleblower system has been established and communicated internally and externally	Goal Achieved
	Complaints	Number of reported violations of our Code of Conduct or Business Partner Code of Conduct: Zero	Goal Achieved
	Information Security	Number of known or confirmed incidents: Zero	Goal Achieved
	Non-Discrimination	Number of known or confirmed incidents: Zero	Goal Achieved
	Confirmed Cases of Corruption and Measures Taken	Number of known or confirmed incidents: Zero	Goal Achieved
	Privacy/Data Security	Number of known or confirmed incidents: Zero	Goal Achieved
	Legal Proceedings Arising from Anticompetitive Conduct	Number of legal proceedings: Zero	Goal Achieved
	Customer Health and Safety	Violations related to the impact of products and services on health and safety: ZERO	Goal Achieved
	ESG Reporting	Compliance with the Requirements of the LKSG	Goal Achieved
		Conducting the Double Materiality Analysis	Goal Achieved
		Annual Sustainability Reporting in Accordance with the EU CSRD	Goal partially achieved
Responsible Procurement	Identification of ESG Risks in the Supply Chain and Measures Taken	ESG risks are identified annually and reported in accordance with the LKSG	Goal Achieved
		Number of corrective actions required: Zero	Goal Achieved
	Supply Chain Compliance	All key suppliers have signed the Rommelaag Business Partner Code of Conduct	Goal Achieved

5.5 MEASURES (ACTIONS / POLICIES)

5.5.0 MANAGEMENT APPROACH (OVERVIEW)

ESG Division	Measures (Actions/Policies)	The highest level of management responsible for implementing the measures and policies
Company Policy	Group-Wide Code of Conduct Compliance Guidelines Internal and External Communication, SOPs, and Training on Topics Related to the Rommelag Code of Conduct	Executive Board of the Rommelag Group (SE & Co KG), Chief Compliance Officer & Head of People and Culture, Management Boards of the Rommelag Companies
Responsible Procurement	Group-Wide Business Partner Code of Conduct Identifying ESG Risks in the Supply Chain Supplier Sustainability Assessments	Head of Purchasing, Executive Management of the Rommelag Companies

5.5.1 ROMMELAG CODE OF CONDUCT

Every person has the right to be treated with dignity and fairness. As a company operating internationally, we are mindful of our social and societal responsibilities. Respect for human rights and the associated environmental rights, as well as the upholding of fair working conditions, form the foundation of all our activities.

We are committed to the following international standards:

- ✔ Universal Declaration of Human Rights (United Nations Resolution 217 A (III))
- ✔ Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work (ILO Declaration on Fundamental Principles and Rights at Work)
- ✔ Principles of the UN Global Compact
- ✔ Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD)
- ✔ UK Modern Slavery Act of 2015
- ✔ EU Regulation 821/2017 on Due Diligence Requirements for the Sourcing of Conflict Minerals
- ✔ EU Directive 2019/1937 on the Protection of Whistleblowers

Our Rommelag Code of Conduct (CoC) on social responsibility is binding worldwide for all internal and external employees and executives of Rommelag SE & Co. KG, as well as all affiliated companies, branches, and business units, or companies in which Rommelag holds a majority stake.

Topics Covered by the Code of Conduct

The Code of Conduct outlines our commitments regarding the following topics:

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

5.5.2 ROMMELAG COMPLIANCE POLICY

Compliance is much more than simply adhering to legal requirements—it is an expression of responsible and values-based corporate governance. At the Rommelag Group, we view compliance as a group-wide responsibility that is managed on a decentralized basis and tailored to specific areas of expertise. Every employee, every manager, and every member of the governing bodies contributes to adherence to regulations and integrity, and takes responsibility for complying with internal

and external requirements.

Our Compliance Management System not only protects us from legal sanctions and reputational damage, but also builds trust among customers, partners, and employees. It includes preventive measures, internal control mechanisms, and processes for continuous improvement.

- ✔ **Scope:** Guidelines for all employees and managers of all companies in the Rommelag Group to ensure compliance with legal requirements in corporate governance
- ✔ **Responsibility:** Compliance is a shared responsibility; specific roles for the Compliance Office, contact persons at subsidiaries, and functional departments
- ✔ **Compliance Office:** A central, independent body that reports directly to the Executive Board; coordinates group-wide processes and risk analyses
- ✔ **Structure:** Decentralized implementation of operational matters within functional departments; the Compliance Board coordinates and decides on measures
- ✔ **Continuity:** Regular training, feedback, and evaluation to ensure the continuous improvement of the compliance management system

The new Group-wide Compliance Policy contains binding rules on the following topics:

- ✔ Donation Policy
- ✔ Anti-Corruption Policy
- ✔ Antitrust Policy

5.5.3 ROMMELAG DONATION POLICY

Scope of Application

Worldwide for all companies and employees of the Rommelag Group

Contents

- ✔ Only to recognized tax-exempt organizations with a regional focus and that serve the public good
- ✔ No business advantages, no donations to public officials or their associates
- ✔ Consult with Compliance in critical cases
- ✔ Documentation and Record-Keeping

5.5.4 ROMMELAG ANTI-CORRUPTION POLICY

Scope of Application

Worldwide for all companies and employees of the Rommelag Group

Contents

- ✔ **Zero Tolerance for Corruption**
: Any form of corruption is prohibited; all employees must actively contribute to its prevention
- ✔ **Clear Rules for Invitations, Gifts, and Hospitality**
: Fixed Value Limits, Documentation, and Approval Requirements
- ✔ **Stricter Rules for Public Officials**
: Specific national and international regulations (e.g., the FCPA, the UK Bribery Act) must be complied with. Transparency & Reporting Requirements

5.5.5 ROMMELAG ANTITRUST POLICY

Scope of Application

Worldwide for all companies and employees of the Rommelag Group

Contents

Permit and Registration Requirements

Sanctions and Antitrust Prohibitions

Rules of Conduct and Precautions

5.5.6 EMPLOYEE SUGGESTION PROGRAM

The employee suggestion program is an integral part of the Continuous Improvement Process (CIP) in all companies and falls under the responsibility of Lean Managers.

5.5.7 EMPLOYEE ENGAGEMENT IN SUSTAINABILITY

In addition, our My Rommelag app is available to all employees. Through more than 200 posts per year, the app keeps all employees informed about company updates, the current situation, management decisions, and corporate training and professional development opportunities. Goals, initiatives, and opportunities for employee involvement in the area of sustainability are also communicated via the app. The app offers a comment function below each post for discussion and feedback, as well as the opportunity to submit suggestions and questions to management.

RESPONSIBLE PROCUREMENT

5.5.8 BUSINESS PARTNER CODE OF CONDUCT

Business Partner Code of Conduct

We also expect our business partners and direct and indirect suppliers to comply with the Code of Conduct—throughout our entire supply chain—as outlined in our Group-wide Business Partner Code of Conduct. This code has been signed by 100% of all key suppliers.

Scope of Application

This Code of Conduct applies to all business relationships between companies in the Rommelag Group and all of the business partner's companies, branches, and business units worldwide.

Contents

For our business partners, this means taking responsibility by considering the economic, technological, social, and environmental consequences of their business decisions and actions, and striking an appropriate balance among these interests. Within the scope of their respective capabilities and areas of influence, our business partners contribute to the well-being and sustainable development of global society in the locations where they operate.

5.5.9 IDENTIFICATION OF ESG RISKS IN THE DIRECT SUPPLY CHAIN

Our companies' supply chain includes approximately 2,000 suppliers, the vast majority of whom (>97%) are based in Germany and Europe. At our German locations, the share of local suppliers (defined as suppliers from Germany) is 95%; at our Swiss locations, it is over 90% (defined as suppliers from the DACH region).

To fulfill our obligations under the Supply Chain Due Diligence Act (LKSG), we have implemented a structured process for identifying and assessing risks in our supply chain with regard to environmental, social, and human rights aspects. As part of this process, 125 suppliers in the supply chain were identified as relevant and assessed for ESG risks. According to the risk analysis conducted in accordance with the LKSG, no ESG risks were identified in the direct supply chain of the Rommelag companies that would have led to a request for corrective measures on the part of the suppliers. The results were published in a 2025 report in accordance with the requirements of the LKSG.

5.5.10 SUSTAINABILITY ASSESSMENT OF SUPPLIERS

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

- ▽ We evaluate all new suppliers as part of our supplier qualification process with regard to GMP (Good Manufacturing Practice), EnMS (Energy Management System), production, and the release of finished goods.
- ▽ If the matter is relevant to the EnMS, further evaluation is conducted by the EnMB (Energy Management Officer)
- ▽ We require our suppliers to optimize the efficiency of their deliveries and services, including with regard to environmental and social standards, and to comply with applicable laws.
- ▽ If GMP compliance is required, suppliers are qualified by our Quality Management department prior to engagement, based on the criticality of the scope of supply or services, and are subsequently re-qualified every 2 to 5 years.
- ▽ Our suppliers are required or encouraged to maintain certain certifications, communicate relevant changes, grant audit access, identify subcontractors and pass on obligations to them, sign the Business Partner Code of Conduct, and demonstrate their own sustainability efforts. These requirements are set forth in writing in a quality assurance agreement or a supply contract.

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



KEY FIGURES FOR INDIVIDUAL COMPANIES 2025

6.1. EMPLOYEE STATISTICS FOR THE INDIVIDUAL COMPANIES

Employee Statistics for 2025

	Rommelaag CDMO GmbH	Rommelaag Engineering GmbH	Rommelaag Flex GmbH and Rommelaag FLEX Pharma AG	Rommelaag Digital, GmbH	Rommelaag SE & Co. KG	Rommelaag ETL GmbH	Rommelaag CDMO Switzerland AG	Rommelaag Engineering Switzerland AG	Rommelaag Switzerland AG	Rommelaag Engineering India	Rommelaag Trading Shanghai	Rommelaag USA	Rommelaag Group 2025
Country	DE	DE	DE	DE	DE	DE	CH	CH	CH	IN	CN	US	
Company type	Production	Production	Production	Production	Holding Company	Others	Production	Production	Sales	Production	Sales	Sales	
Headcount	832	889	57	26	129	26	113	151	49	67	11	3	2353
Male	362	711	31	20	65	10	43	131	30	58	8	2	1471
Female	470	178	26	6	64	16	70	20	19	9	3	1	882
FTE	651,17	794,92	42,23	24,73	115,32	10,75	81,10	130,70	42,40	67,00	11,00	3,00	1974,32
Male	301,09	653,61	23,6	19,25	63,01	6,00	34,40	116,50	27,70	58,00	8,00	2,00	1313,16
Female	349,08	141,31	18,63	5,48	53,31	4,75	46,70	14,20	14,70	9,00	3,00	1,00	661,16
Managers	83	94	9	1	17	2	17	22	9	10	1	1	266
Male	53	85	9	1	15	1	9	20	8	10	1	N/A	212
Female	30	9	0	0	2	1	8	2	1	0	0	N/A	53
Employment Type: Full-time	648	811	46	24	107	11	59	124	40	67	11	3	1951
Male	351	689	27	18	61	8	8	114	29	58	8	2	1373
Female	296	122	19	4	45	3	27	10	11	9	3	1	550
Employment Type: Part-time	184	78	11	2	22	15	54	27	9	0	0	0	402
Male	11	22	4	2	4	2	1	17	1	0	0	0	64
Female	174	56	7	2	19	13	43	10	8	0	0	0	332
Contract Type: Permanent	820	813	54	25	128	26	113	140	49	67	11	3	2249
Male	357	650	30	19	64	10	43	120	30	58	8	2	1391
Female	463	163	24	6	64	16	70	20	19	9	3	1	858
Contract Type: Fixed-Term	12	76	3	1	1	0	0	11	0	0	0	0	104
Male	5	61	1	1	1	0	0	11	0	0	0	0	80
Female	7	15	2	0	0	0	0	0	0	0	0	0	24
Newly Hired Employees	79	87	18	3	42	0	20	18	4	9	0	0	280
Male	54	69	11	1	29	0	9	16	3	8	0	0	200
Female	25	18	7	2	13	0	11	2	1	1	0	0	80
Departures from the Company	125	80	12	1	6	0	14	13	4	3	0	0	258
Male	59	60	7	1	3	0	6	10	3	3	0	0	152
Female	66	20	5	0	3	0	8	3	1	0	0	0	106
Turnover Rate (%) [Terminated Contracts / Total Number of Employees]	15,02	9,00	23,53	3,85	4,65	0,00	12,39	8,61	8,16	4,48	0,00	0,00	10,96
Male	16,34	8,44	28	5,00	4,62	0,00	13,95	7,63	10,00	5,17	0,00	0,00	10,33
Female	14,04	11,24	19,23	0,00	4,69	0,00	11,43	15,00	5,26	0,00	0,00	0,00	12,02
Employees on parental leave	32	42	1	0	8	0	1	0	0	0	0	0	84
Male	0	6	0	0	2	0	0	0	0	0	0	0	8
Female	32	36	1	0	6	0	1	0	0	0	0	0	76
Trainees	8	87	0	0	1	0	0	14	0	0	0	0	110
Male	3	76	0	0	1	0	0	14	0	0	0	0	94
Female	5	11	0	0	0	0	0	0	0	0	0	0	16

Employees by Country, Company, and Gender in 2025

Country/Company	Total number of employees	Male staff	Percentage of Men (%)	Female staff	Percentage of Women (%)
CH	313	204	65	109	35
Rommelaq CDMO Switzerland AG	113	43	38	70	62
Rommelaq Engineering Switzerland AG	151	131	87	20	13
Rommelaq Switzerland AG	49	30	61	19	39
CN	11	8		3	
Rommelaq Trading Shanghai	11	8	73	3	27
DE	1960	1200	61	760	39
Rommelaq CDMO GmbH	832	362	44	470	56
Rommelaq Digital GmbH	26	20	77	6	23
Rommelaq Engineering GmbH	889	711	80	178	20
Rommelaq ETL GmbH	27	11	41	16	59
Rommelaq Flex GmbH and Rommelaq FLEX Pharma AG	57	31	149	26	51
Rommelaq SE & Co. KG	129	65	50	64	50
IN	67	58	87	9	13
Rommelaq Engineering India	67	58	87	9	13
US	3	2	67	1	33
Rommelaq USA	3	2	67	1	33
Group 2025	2354	1472	63	882	37

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

	Rommelaq CDMO GmbH (RCG)	Rommelaq Engineering GmbH (REG)	Rommelaq Flex GmbH (RFX) and Rommelaq FLEX Pharma AG (RFP)	Rommelaq Digital GmbH (RDI)	Rommelaq SE & Co. KG (RSE)	Rommelaq ETL GmbH (RET)	Rommelaq CDMO Switzerland AG (RCS)	Rommelaq Engineering Switzerland AG (RES)	Rommelaq Switzerland AG (RCH)	Rommelaq Engineering India (REI)	Rommelaq Trading Shanghai (RCN)	Rommelaq USA (RUS)	Rommelaq Group 2025
Country	DE	DE	DE	DE	DE	DE	CH	CH	CH	IN	CN	US	
Company type	Production	Production	Production	Production	Holding Company	Others	Production	Production	Sales	Production	Sales	Sales	
Employees (FTE)	651,17	794,92	42,23	24,73	115,32	14,05	81,10	130,70	42,40	67,00	11,00	3,00	1974,32
Total number of documented work-related injuries or illnesses (LTI)	27	11	-	-	6	-	1	5	-	-	-	-	50
Number of work-related injuries with serious consequences	11	5	-	-	1	-	-	-	-	-	-	-	17
Number of deaths due to work-related injuries or illnesses	-	-	-	-	-	-	-	-	-	-	-	-	-
Number of hours worked	976.612	1.118.730	60.582	48.600	170.445	34.840	169.097	254.168	72.547	129.528	21.984	5.430	3.062.562
LTIR (Number of Accidents / Total Number of Work Hours * 1.000.000)	11,3	4,5	-	-	5,9	-	5,9	19,7	-	-	-	-	5,6
Number of training courses offered	120	163	32	10	76	-	32	25	18	6	-	-	482
Annual working hours per employee	1.500	1.407	1.435	1.965	1.478	2.480	2.085	1.945	1.711	1.933	1.999	1.810	1.551

Employees by Country, Company, and Gender in 2025

	DE	Rommela g CDMO GmbH (RCG)	Rommela g Engineering GmbH (REG)	Rommela g Flex GmbH (RFX) and Rommela g FLEX Pharma AG (RFP)	Rommela g Digital GmbH (RDI)	Rommela g SE & Co. KG (RSE)	Rommela g ETL GmbH (RET)	CH
Age								
Total number of employees	1960	832	889	57	26	129	27	313
Staff, Age: 15–20	82	23	52	7			N/A	14
Staff, Age: 21–30	381	135	203	6	2	35	N/A	42
Staff, Age: 31–40	471	187	220	15	11	38	N/A	70
Staff, Age: 41–50	406	191	162	17	12	24	N/A	69
Staff, Age: 51–60	407	184	187	9	1	25	N/A	81
Staff, Age: 61–65	161	91	60	3		7	N/A	32
Staff, Age: >65	26	21	5	0			N/A	3
Male staff	1200	362	711	31	20	65	11	204
Male staff, age: 15–20	65	15	46	4			N/A	14
Male staff, age: 21–30	257	73	159	4	2	19	N/A	32
Male staff, age: 31–40	303	92	178	8	8	17	N/A	47
Male staff, age: 41–50	260	96	132	11	9	12	N/A	40
Male staff, age: 51–60	219	55	145	3	1	14	N/A	49
Male employee, age: 61–65	80	27	49	1		3	N/A	20
Male staff, age: >65	6	4	2	0			N/A	2
Female staff	760	470	178	26	6	64	16	109
Female staff, age: 15–20	17	8	6	3			N/A	0
Female staff, age: 21–30	124	62	44	2		16	N/A	10
Female staff, age: 31–40	168	95	42	7	3	21	N/A	23
Female staff, age: 41–50	146	95	30	6	3	12	N/A	29
Female staff, age: 51–60	188	129	42	6		11	N/A	32
Female staff, age: 61–65	81	64	11	2		4	N/A	12
Female staff, age: >65	20	17	3	0			N/A	1

Education and Training 2025

Country/Company	Employees	Number of training participants	Total training hours (in h)	Average time spent on training and continuing education per employee in hours
CH	313			
Rommela g CDMO Switzerland AG (RCS)	113	98	678:30	6:00
Rommela g Engineering Switzerland AG (RES)	151	122	552:40	3:39
Rommela g Switzerland AG (RCH)	49	36	149:30	3:03
DE	1960			
Rommela g CDMO GmbH (RCG)	832	607	2566:30	3:05
Rommela g Digital GmbH (RDI)	26	15	91:00	3:30
Rommela g Engineering GmbH (REG)	889	829	3816:30	4:17
Rommela g Flex GmbH (RFX) and Rommela g FLEX Pharma AG (RFP)	57	27	108:30	1:54
Rommela g SE & Co. KG (RSE)	129	131	656:30	5:05
IN	67			
Rommela g Engineering India (REI)	67	78	598:00	8:55

Rommelag CDMO Switzerland AG (RCS)	Rommelag Engineering Switzerland AG (RES)	Rommelag Switzerland AG (RCH)	IN	Rommelag Engineering India (REI)	CN	Rommelag Trading Shanghai (RCN)	US	Rommelag USA (RUS)	Group 2025
113	151	49	67	67	11	11	3	3	2354
	14					N/A		N/A	96
18	21	3	17	17		N/A		N/A	440
26	34	10	17	17		N/A		N/A	558
22	31	16	6	6		N/A		N/A	481
30	35	16	11	11		N/A		N/A	499
13	15	4	1	1		N/A		N/A	194
2	1					N/A		N/A	29
43	131	30	58	58	8	8	2	2	1472
	14					N/A		N/A	79
10	20	2	15	15		N/A		N/A	304
8	30	9	16	16		N/A		N/A	366
7	27	6	4	4		N/A		N/A	304
12	27	10	8	8		N/A		N/A	276
4	13	3	1	1		N/A		N/A	101
2	0					N/A		N/A	8
70	20	19	9	9	3	3	1	1	882
	0					N/A		N/A	17
8	1	1	2	2		N/A		N/A	136
18	4	1	1	1		N/A		N/A	192
15	4	10	2	2		N/A		N/A	177
18	8	6	3	3		N/A		N/A	223
9	2	1				N/A		N/A	93
	1					N/A		N/A	21

6.2 ENVIRONMENTAL PERFORMANCE INDICATORS FOR INDIVIDUAL COMPANIES

6.2.1 CO2 FOOTPRINT OF INDIVIDUAL COMPANIES

Emissions in 2025 in metric tons of CO₂e

		Country	DE	DE	DE	DE	DE	DE	DE	DE	DE	
		Sub-take	Rommelag CDMO GmbH				Rommelag Engineering GmbH					
		Type	Contract Development and Manufacturing Organization				Manufacturing and Mechanical Engineering					
Scope	Description	Locations	Rommelag CDMO GmbH	CDMO Plant in Sulzbach-Laufen	CDMO Plant in Untergröningen	Rommelag CDMO GmbH		REG Sulzbach Laufen Location, Kocherweg 27	REG Sulzbach Laufen Location, Talstraße 22-30	REG Sulzbach Laufen Location, Wiesenstraße 15	REG Untergröningen Location: In den Herrenwiesen 9	REG (Sa)
	Scope 1		1.441				873					
1.01	Stationary Combustion		1.388	493	895		349	16	238	25	43	
	Natural Gas		1.388	493	895		324	16	238		43	
	Heating oil		-	-	-		25			25		
1.02	Mobile Combustion		50			50	498					
1.04	Fugitive Emissions		3	3			26		26			
	Scope 2		-				96					
2.01	Electricity (Market-Based Approach)		-	-	-		7	-	-	-	-	
	Conventional Electricity		-	-			7					
	Green Electricity with HKN		-	-	-		-	-	-	-	-	
	Self-generated/self-consumed electricity (photovoltaic)		-	-	-		-		-			
2.02	Electric Vehicles		-			-	44					
2.03	Steam & Heat		-	-	-		45		45			
	District Cooling											
	District Heating		-	-	-		45		45			
	Carbon Footprint 2025 (Scope 1 & 2)		1.441	496	895	50	968	16	309	25	43	
	Carbon Footprint 2024 (Scope 1 & 2)	CO ₂ e (t)	1.462				483					
	Change from the Previous Year	CO ₂ e (t)	-21				485					
		%	-1%				100%					
	Employees	Number	832				889					
	Carbon Footprint per Employee (Scope 1+2) 2025	CO ₂ e (t)/MA	1,73				1,09					
	GHG intensity in CO ₂ e (t) per metric ton of packaged products**	CO ₂ e (t)/t	0,51									
	*Scope 2 - Indirect Emissions from Energy Consumption (Location-Based Approach)	CO ₂ e (t)	4.732				1.100					

DE	DE	DE	DE	DE	DE	CH	CH	CH	CN	IN	US	Rommelag Group 2025
		Rommelag Digital, LLC	Rommelag ETL GmbH	Rommelag Flex GmbH, Gaildorf	Rommelag SE & Co. KG (Holding)	Rommelag CDMO Switzerland AG	Rommelag Engineering Switzerland AG	Rommelag Switzerland AG (Buchs)	Rommelag Trading Shanghai Ltd.	Rommelag Engineering India Pvt. Ltd.	Rommelag USA Inc.	
				Recycling and Containment	Holding Company	Contract Development and Manufacturing Organization	Manufacturing and Mechanical Engineering	Sales Office	Sales Office	Manufacturing and Mechanical Engineering	Sales Office	
Waiblingen (les Office)	Rommelag Engineering GmbH (formerly KP)	Rommelag Digital GmbH	Rommelag ETL GmbH	Rommelag Flex GmbH, Gaildorf	Rommelag SE & Co. KG (Holding)	Rommelag CDMO Switzerland AG (formerly Maropack)	Rommelag Engineering Switzerland AG	Rommelag Switzerland AG (Buchs)	Rommelag Trading Shanghai Ltd.	Rommelag Engineering India Pvt. Ltd.	Rommelag USA Inc.	
		-	73	229	-	472	78	74	-	14	-	3.254
27			71	219		412	70	17	-		-	2.526
27			71	219					-		-	2.002
				-		412	70	17	-		-	524
65	433		2	11		5	8	57		8		639
			-	-		55				5		89

		5	-	-	-	-	16	-	4	192	1	314
7		-	-	-	-	-	16	-	4	192	1	221
7									4	192	1	205
		-	-	-	-	-	16	-			-	16
				-		-	-					-
	44	-										44
		5										50
		3										3
		1										47

99	477	5	73	229	-	472	94	74	4	206	1	3.568
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115		16		268		448	91	55	5	114	1	3.058
-16		-11		-39		24	3	19	-1	92	0	510
-14%		-71%		-14%		5%	3%	35%	-11%	80%	25%	17%

		26	26	57	129	113	151	49	11	67	3	2353
		0,18	2,82	4,02	-	4,18	0,62	1,51	0,40	3,07	0,42	1,52
		14	616	272	28	391	16	29	4	191	1	7394



Scope 3 Emissions

Emissions in 2025 in metric tons of CO2e			3.01	3.02	03	3.04	3.05	3.06	3.07	3.09	3.10	3.11	3.12	3.15
		Total Scope 3 Emissions	Purchased Goods and Services	Capital Goods	Fuel- and Energy-Related Emissions	Upstream Transportation and Distribution	Industrial Waste	Business Travel	Employees' Commute to Work	Transport and Distribution (Downstream)	Processing of Sold Products	Use of the Products Sold	Handling Products Sold at the End of Their Life Cycle	Investments
CH		15,969,68	1,886,79	190,20	292,38	123,95	1,12	615,57	445,73	162,53		12,193,31	1,59	56,51
Rommelag CDMO Switzerland AG	Contract Filling Services	1,106,29	541,01	124,62	195,13	22,20	0,33	6,38	160,92					55,70
Rommelag Engineering Switzerland AG	Manufacturing and Mechanical Engineering	14,231,62	1,345,77	65,58	41,36	101,75	0,78	103,10	215,03	162,53		12,193,31	1,59	0,82
Rommelag Switzerland AG (Buchs)	Sales Office	631,76			55,89			506,09	69,78					
CN		213,90			0,97			197,27	15,66					
Rommelag Trading Shanghai Ltd.	Sales Office	213,90			0,97			197,27	15,66					
DE		61,825,35	18,608,98	1,826,03	2,497,96	880,51	9,47	2,537,16	2,789,76	1,315,72	444,00	26,987,71	15,63	3,912,42
Rommelag CDMO GmbH (Germany)	Contract Filling Services	11,359,95	6,679,56	502,83	1,581,49	303,51	6,34	265,04	1,184,83	572,12				264,22
Rommelag Digital GmbH	Software	56,74			3,88			15,84	37,03					
Rommelag Engineering GmbH	Manufacturing and Mechanical Engineering	47,695,79	10,363,47	1,319,11	613,93	509,68	2,20	2,237,84	1,266,00	743,60		26,987,71	7,50	3,644,75
Rommelag ETL GmbH	Dining	216,76			179,34		0,38	-	37,03					
Rommelag Flex GmbH, Gaildorf	Recycling and Containment	2,304,86	1,565,95	4,09	111,77	67,32	0,54	18,45	81,17		444,00		8,13	3,44
Rommelag SE & Co. KG (Holding)	Holding Company	191,24			7,54				183,70					
IN		317,86			47,44		18,55	156,46	95,41					
Rommelag Engineering India Pvt. Ltd.	Manufacturing and Mechanical Engineering	317,86			47,44		18,55	156,46	95,41					
United States		47,56			0,30			42,99	4,27					
Rommelag USA Inc.	Sales Office	47,56			0,30			42,99	4,27					
Totals		78,374,36	20,495,77	2,016,24	2,839,05	1,004,46	29,14	3,549,46	3,350,83	1,478,25	444,00	39,181,02	17,22	3,968,93

2030 CO2 Reduction Targets and 2025 Progress Toward Those Targets

	Country	DE	DE	DE		DE	DE	CH	CH	CH	CN	IN	US	
	Company	Rommelag CDMO GmbH	Rommelag Engineering GmbH	Rommelag Digital GmbH	Rommelag ETL GmbH	Rommelag Flex GmbH, Galdorf	Rommelag SE & Co. KG (Holding)	Rommelag CDMO Switzerland AG	Rommelag Engineering Switzerland AG	Rommelag Switzerland AG (Buchs)	Rommelag Trading Shanghai Ltd.	Rommelag Engineering India Pvt. Ltd.	Rommelag USA Inc.	Rommelag Group (all companies)
		Contract Filling Services	Manufacturing and Mechanical Engineering			Recycling and Containment	Holding Company	Production Contract Filling	Manufacturing and Mechanical Engineering	Sales Office	Sales Office	Production Mechanical Engineering	Sales Office	
Scope 1														
Emissions, Base Year 2021	CO ₂ e (t)	1,552	523	1		883	110	152	84	59	N/A	N/A	N/A	3,364
"Emissions reduction target: 42% reduction by 2030 (compared to the base year 2021)"	CO ₂ e (t)	-652	-220	-0.4	-	-371	-46	-64	-35	-25	-	-	-	-1,413
Target for 2030	CO ₂ e (t)	900	303	0.6	-	512	64	88	49	34				1,951
Emissions in 2025	CO₂e (t)	1,441	873	-	73	229	-	472	78	74	-	14	-	3,254
Reduction Achieved to Date	CO ₂ e (t)	-111	350	-1	73	-654	-110	320	-6	15	N/A	N/A	N/A	-110
Percentage of 2025 Targets Achieved	%	17	-159	N/A	N/A	176	238	-501	17	-61	N/A	N/A	N/A	8
Scope 2* (market-based)														
Emissions, Base Year 2021	CO ₂ e (t)	3,026	699	5		199	3	271	-	-	-	-	-	4,203
"Emissions reduction target: 42% reduction by 2030 (compared to the base year 2021)"	CO ₂ e (t)	-1,271	-294	-2	-	-84	-1	-114	-	-	-	-	-	-1,765
Target for 2030	CO ₂ e (t)	1,755	405	3	-	115	2	157	-	-				2,438
Emissions in 2025	CO₂e (t)	-	96	-	-	-	-	-	16	-	4	192	1	314
Reduction Achieved to Date	CO ₂ e (t)	-3,026	-603	-5	-	-199	-3	-271	16	-	N/A	N/A	N/A	-3,889
Percentage of 2025 Targets Achieved	%	100	100	100	100	100	100	100	100	100	N/A	N/A	N/A	100
Scope 3														
Emissions, Base Year 2024	CO ₂ e (t)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	119,585
Total Upstream Emissions	CO ₂ e (t)													63,706
Total downstream emissions	CO ₂ e (t)													55,879
"Emissions reduction target: 25% reduction by 2030 (compared to the base year 2024)"	CO ₂ e (t)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-29,896
Target for 2030	CO ₂ e (t)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	89,689
Emissions in 2025	CO₂e (t)	11,360	47,696	57	217	2,305	191	1,106	14,232	632	214	318	48	78,374
Total Upstream Emissions	CO ₂ e (t)	10,524	16,312	57	217	1,849	191	1,051	1,873	632	214	318	48	33,285
Total downstream emissions	CO ₂ e (t)	836	31,384	-	-	456	-	56	12,358	-	-	-	-	45,089
Reduction Achieved to Date	CO ₂ e (t)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-41,211
Percentage of 2025 Targets Achieved	%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100

Category 3.3 Fuel and Energy-Related Emissions (Upstream Emissions & TD Losses)

Country/Company	Energy Consumption in 2025	Fuel- and Energy-Related Emissions
	MWh	CO2e (t)
CH	4.226	292
Rommelag CDMO Switzerland AG (formerly Maropack)	3.103	195
Rommelag Engineering Switzerland AG (formerly Maroplastic)	744	41
Rommelag Switzerland AG (Buchs)	379	56
CN	8	1
Rommelag Trading Shanghai Ltd.	8	1
DE	35.759	2.498
Rommelag CDMO GmbH (Germany)	22.899	1.581
Rommelag Digital, LLC	71	4
Rommelag Engineering GmbH	7.950	614
Rommelag ETL GmbH	2.554	179
Rommelag Flex GmbH, Gaildorf	2.186	112
Rommelag SE & Co. KG (Holding)	98	8
IN	324	47
Rommelag Engineering India Pvt. Ltd.	324	47
United States	4	0
Rommelag USA Inc.	4	0
Comprehensive Income	40.321	2.839

6.2.2 ENERGY CONSUMPTION OF INDIVIDUAL COMPANIES

**Energy Consumption in
2025: Total in MWh (Energy Consumption)**

		DE	DE	DE	DE	DE	DE	DE	DE	DEDE	
		Rommelag CDMO GmbH				Rommelag Engineering GmbH Earnings	Rommelag Engineering GmbH				
		Contract Filling Services									
Scope	Description	Rommelag CDMO GmbH	CDMO Plant in Sulzbach-Laufen	CDMO Plant in Untergröningen	Rommelag CDMO GmbH		REG Sulzbach Laufen Location, Kocherweg 27	REG Sulzbach Laufen Location, Talstraße 22-30	REG Sulzbach Laufen Location, Wiesenstraße 15	REG Untergröningen Location: In den Herrenwiesen 9	REG (Sa)
1.01	Stationary Combustion	6.143,36	2.694,34	3.449,02		1.867,79	86,45	1.302,17	96,59	232,48	
	Natural Gas	2.694,34	2.694,34			1.771,21	86,45	1.302,17		232,48	
	Heating oil	3.449,02	-	3.449,02		96,59			96,59		
1.02	Mobile Incineration	185,63			185,63	1.871,25					
2.01	Electricity	16.535,10	7.990,14	8.544,96		3.894,14	52,54	3.619,26	50,82	146,53	
	Conventional Electricity	-	-			25,00					
	Green Electricity with HKN	16.535,10	7.990,14	8.544,96		3.611,17	52,54	3.361,29	50,82	146,53	
	Self-generated/self-consumed electricity (photovoltaic)	-	-	-		257,97		257,97			
2.02	Electric Vehicles	35,23			35,23	60,09					
2.03	Steam & Heat	-	-	-		257,10		257,10			
	District Cooling										
	District Heating	-	-	-		257,10		257,10			
	Totals	22.899,34	10.684,50	11.993,97	220,86	7.950,37	138,99	5.178,53	147,40	379,01	

DE	DE	DE	DE	DE	DE	CH	CH	CH	CN	IN	US	Rommelag Group
		Rommelag Digital, LLC	Rommelag ETL GmbH	Rommelag Flex GmbH, Gaildorf	Rommelag SE & Co. KG (Holding)	Rommelag CDMO Switzerland AG	Rommelag Engineering Switzerland AG	Rommelag Switzerland AG (Buchs)	Rommelag Trading Shanghai Ltd.	Rommelag Engineering India Pvt. Ltd.	Rommelag USA Inc.	
				Recycling and Containment	Holding Company	Contract Filling Services	Manufacturing and Mechanical Engineering	Sales Office	Sales Office	Manufacturing and Mechanical Engineering	Sales Office	
Waiblingen (ies Office)	Rommelag Engineering GmbH (formerly KP)	Rommelag Digital GmbH	Rommelag ETL GmbH	Rommelag Flex GmbH, Gaildorf	Rommelag SE & Co. KG (Holding)	Rommelag CDMO Switzerland AG (formerly Maropack)	Rommelag Engineering Switzerland AG	Rommelag Switzerland AG (Buchs)	Rommelag Trading Shanghai Ltd.	Rommelag Engineering India Pvt. Ltd.	Rommelag USA Inc.	
150,11			388,27	1.194,58		1.588,39	270,05	65,74	-		-	11.518,17
150,11			388,27	1.194,58					-		-	6.048,39
				-		1.588,39	270,05	65,74	-		-	5.469,78
238,73	1.632,52		8,23	39,70		18,11	29,03	210,32		31,69		2.393,95
25,00		27,72	2.157,65	951,84	98,07	1.496,22	301,03	103,08	8,19	292,00	3,80	25.868,83
25,00									8,19	292,00	3,80	328,99
		27,72	2.157,65	951,84	98,07	1.368,21	300,76	103,08			-	25.153,58
				-		128,02	0,27					386,26
	60,09	5,32										100,64
		38,00										295,10
		26,08										26,08
		11,92										269,02
413,83	1.692,61	71,04	2.554,15	2.186,11	98,07	3.102,72	744,25	379,13	8,19	323,69	3,80	40.320,86

6.2.3 WASTE DATA FOR INDIVIDUAL COMPANIES

Waste by Type and Disposal Method (Production Sites)

		Type of Waste			Emissions (Scope 3.5) in CO ₂ e (t)
		HAZARDOUS	NON HAZARDOUS	Total Amount	
Rommelag CDMO GmbH	metric tons	2,46	1,163,33	1,165,79	4,08
Sulzbach Location	metric tons	0,00	234,37	234,37	1,42
Waste diverted from disposal	metric tons	0,00	222,83	222,83	1,42
Processed for recycling	metric tons			0,00	-
Recycled	metric tons		222,83	222,83	1,42
Other Recovery	metric tons			0,00	
Waste directed to disposal	metric tons	0,00	11,54	11,54	0,00
Landfilling	metric tons			0,00	-
Other Waste Disposal	metric tons			0,00	-
Incineration (with energy recovery)	metric tons		11,54	11,54	-
Incineration (excluding energy recovery)	metric tons			0,00	-
Untergröningen Location	metric tons	2,46	928,96	931,42	2,66
Waste diverted from disposal	metric tons	0,00	460,79	460,79	2,66
Processed for recycling	metric tons			0,00	-
Recycled	metric tons		460,79	460,79	2,66
Other Recovery	metric tons			0,00	
Waste directed to disposal	metric tons	2,46	468,17	470,63	0,00
Landfilling	metric tons			0,00	-
Other Waste Disposal	metric tons			0,00	-
Incineration (with energy recovery)	metric tons	2,46	468,17	470,63	-
Incineration (excluding energy recovery)	metric tons			0,00	-
Rommelag Engineering GmbH	metric tons	77,71	349,55	427,26	0,00
Talstrasse Location	metric tons	77,53	299,03	376,56	-
Waste diverted from disposal	metric tons	0,00	220,93	220,93	0,00
Processed for recycling	metric tons			0,00	-
Recycled	metric tons		220,93	220,93	-
Other Recovery	metric tons			0,00	
Waste directed to disposal	metric tons	77,53	78,10	155,63	0,00
Landfilling	metric tons			0,00	-
Other Waste Disposal	metric tons			0,00	-
Incineration (with energy recovery)	metric tons	77,53	78,10	155,63	-
Incineration (excluding energy recovery)	metric tons			0,00	-
Wiesenstrasse Location	metric tons	0,00	4,47	4,47	-
Waste diverted from disposal	metric tons	0,00	3,71	3,71	0,00
Processed for recycling	metric tons			0,00	-
Recycled	metric tons		3,71	3,71	-
Other Recovery	metric tons			0,00	
Waste directed to disposal	metric tons	0,00	0,76	0,76	0,00
Landfilling	metric tons			0,00	-
Other Waste Disposal	metric tons			0,00	-
Incineration (with energy recovery)	metric tons		0,76	0,76	-
Incineration (excluding energy recovery)	metric tons			0,00	-

In den Herrenwiesen Location	metric tons	0,18	46,05	46,23	-
Waste diverted from disposal	metric tons	0,00	16,13	16,13	0,00
Processed for recycling	metric tons			0,00	-
Recycled	metric tons		16,13	16,13	-
Other Recovery	metric tons			0,00	
Waste directed to disposal	metric tons	0,18	29,92	30,10	0,00
Landfilling	metric tons			0,00	-
Other Waste Disposal	metric tons			0,00	-
Incineration (with energy recovery)	metric tons	0,18	29,92	30,10	-
Incineration (excluding energy recovery)	metric tons			0,00	-
Rommelag Engineering Switzerland	metric tons	0,00	137,40	137,40	0,76
Waste diverted from disposal	metric tons	0,00	95,80	95,80	0,57
Processed for recycling	metric tons			0,00	-
Recycled	metric tons		95,80	95,80	0,57
Other Recovery	metric tons			0,00	
Waste directed to disposal	metric tons	0,00	41,60	41,60	0,19
Landfilling	metric tons			0,00	-
Other Waste Disposal	metric tons			0,00	-
Incineration (with energy recovery)	metric tons		41,60	41,60	0,19
Incineration (excluding energy recovery)	metric tons			0,00	-
Rommelag India	metric tons	1,80	32,50	34,30	0,18
Waste diverted from disposal	metric tons	1,80	32,50	34,30	0,18
Processed for recycling	metric tons			0,00	-
Recycled	metric tons	1,80	32,50	34,30	0,18
Other Recovery	metric tons			0,00	-
Waste directed to disposal	metric tons	0,00	0,00	0,00	0,00
Landfilling	metric tons			0,00	-
Other Waste Disposal	metric tons			0,00	-
Incineration (with energy recovery)	metric tons			0,00	-
Incineration (excluding energy recovery)	metric tons			0,00	-
Rommelag Flex	metric tons	0,00	115,82	115,82	-
Waste diverted from disposal	metric tons	0,00	48,41	48,41	0,00
Processed for recycling	metric tons			0,00	-
Recycled	metric tons		48,41	48,41	-
Other Recovery	metric tons			0,00	
Waste directed to disposal	metric tons	0,00	67,41	67,41	0,00
Landfilling	metric tons			0,00	-
Other Waste Disposal	metric tons			0,00	-
Incineration (with energy recovery)	metric tons		67,41	67,41	-
Incineration (excluding energy recovery)	metric tons			0,00	-
Rommelag CDMO Switzerland	metric tons	22,46	48,66	71,11	-
Waste diverted from disposal	metric tons	-	27,37	27,37	0,00
Processed for recycling	metric tons			-	-
Recycled	metric tons	-	27,37	27,37	-
Other Recovery	metric tons	-		-	-
Waste directed to disposal	metric tons	22,46	21,29	43,74	0,00
Landfilling	metric tons	-		-	-
Other Waste Disposal	metric tons	-		-	-
Incineration (with energy recovery)	metric tons	22,46	21,29	43,74	-
Incineration (excluding energy recovery)	metric tons	-	-	-	-

6.2.4 WATER CONSUMPTION BY INDIVIDUAL COMPANIES

Total Volume of Water Withdrawals

WATER-TYP		Rommelag CDMO GmbH	Rommelag Flex	Rommelag CDMO Switzerland	Rommelag Engineering GmbH	Rommelag Engineering Switzerland	ROM Digital	ROM Buchs	ROM CN	Rommelag India	ROM ETL	Group 2025
Surface waters	megaliter										0,00	0,00
Groundwater*	megaliter									0,12	0,00	0,12
Seawater	megaliter										0,00	0,00
Water Produced**	megaliter										0,00	0,00
Water from Third Parties**	megaliter	76,00		35,00	8,00	2,00	0,01	0,01	0,01	0,60	1,59	123,22
Total Volume of Water Withdrawals	megaliter	76,00	0,00	35,00	8,00	2,00	0,01	0,01	0,01	0,72	1,59	123,34

WATER-ART

*OTHER WATER (>1,000 mg/L total dissolved solids)
 **FRESH WATER (≤1,000 mg/L total dissolved solids)

Total Volume of Water Recycled by Destination

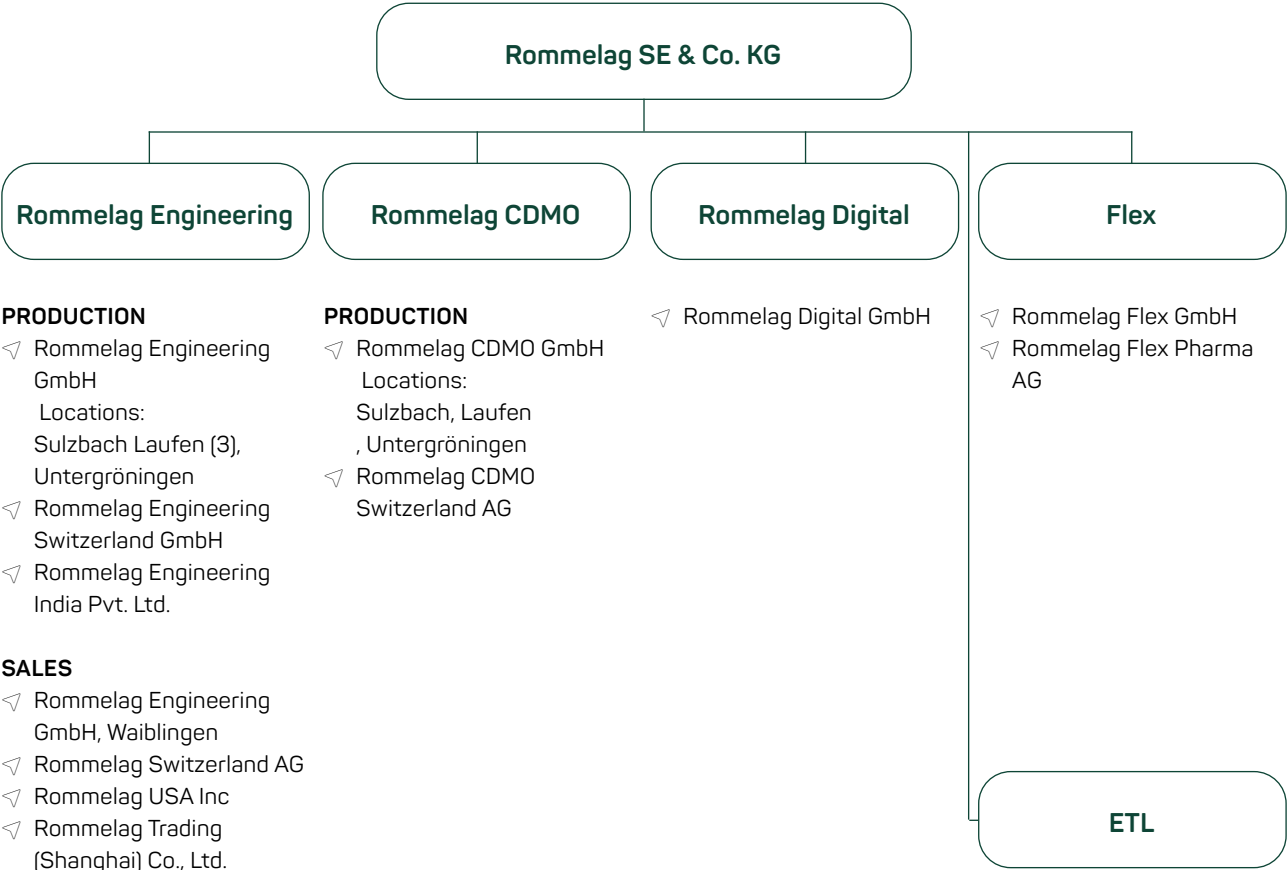
WATER-TYP		Rommelag CDMO GmbH	Rommelag Flex	Rommelag CDMO Switzerland	Rommelag Engineering GmbH	Rommelag Engineering Switzerland	ROM Digital	ROM Buchs	ROM CN	Rommelag India	ROM ETL	Group 2025
Surface waters	megaliter										0,00	0,00
Groundwater*	megaliter									0,12	0,00	0,12
Seawater	megaliter										0,00	0,00
Water Produced**	megaliter											0,00
Water from Third Parties**	megaliter	76,00		35,00	8,00	2,00	0,01	0,01	0,01	0,60	1,59	123,22
Total Volume of Water Recirculation	megaliter	76,00	0,00	35,00	8,00	2,00	0,01	0,01	0,01	0,72	1,59	123,34



ABOUT THE REPORT

7.1 SYSTEM BOUNDARIES AND INDUSTRIAL SECTORS

The emissions inventory covers all employees, companies, and locations of the Rommelag Group ("organizational boundary").



The Rommelag Group's sustainability report contains data on all companies within the Rommelag Group, both in aggregated form (consolidated) and broken down by individual companies and locations (individually). Key environmental and waste metrics are reported only for the production sites, as the office locations have no significant impact on the overall emissions balance (<2%).

Our goal is to ensure consistent and transparent reporting on our economic, environmental, and social activities.

The Rommelag Group's manufacturing companies operate in the following industrial sectors:

Rommelag Company	Country	Activity	ISIC Rev. 4	ISIC Description	NACE Rev. 2	NACE Description	NAICS (U.S.)	NAICS Description
Rommelag CDMO GmbH	DE	CDMO / Contract Manufacturing of Pharmaceuticals	2100	Manufacture of pharmaceuticals, medicinal chemical products, and botanical products	21.20	Manufacture of specialty pharmaceuticals and other pharmaceutical products	325412	Pharmaceutical Manufacturing
Rommelag CDMO Switzerland AG	CH							
Rommelag Engineering GmbH	DE	Facilities for the production and filling of pharmaceuticals (BFS, filling lines, GMP facilities)	2829	Manufacture of other special-purpose machinery	28.99	Manufacture of other machinery not specific to any particular industry, n.e.c.	333249	Manufacturing of Other Industrial Machinery
Rommelag Engineering Switzerland AG	CH							
Rommelag Engineering India Pvt. Ltd.	IN							
Rommelag Flex GmbH	DE	Plastic Recycling / Processing of Plastic Waste	3830	Materials Recovery	38.32	Recycling of Sorted Materials	562920	Materials Recovery Facilities
Rommelag Flex Pharma GmbH	DE	Manufacturing of Plastic Applicators / Pharmaceutical Containment Solutions	2220	Manufacture of plastic products	22.29	Manufacture of Other Plastic Products	326199	Manufacturing of All Other Plastic Products
Rommelag Flex Pharma GmbH	DE	Manufacture of medical plastic components (if a medical device)	3250	Manufacture of medical and dental instruments and supplies	32.50	Manufacture of Medical and Dental Devices and Materials	339113	Manufacturing of Surgical Devices and Supplies
Rommelag Digital GmbH	DE	Software Development for Plant Control / Industrial Automation	6201	Computer programming activities	62.01	Programming Activities	541511	Custom Computer Programming Services
Rommelag Engineering GmbH	DE	Engineering / Technical Design for Production Facilities (optional supplement)	7110	Architectural and engineering services and related technical consulting	71.12	Engineering Firms and Technical Design Services	541330	Engineering Services

7.2 REPORTING METHODS AND APPROACHES

The information in this sustainability report covers the reporting period from January 1 to December 31, 2025, and includes all companies within the Rommelag Group. Rommelag has been publishing an annual group-wide sustainability report since 2019. Information that is not disclosed for confidentiality reasons is appropriately marked in the GRI Index in accordance with the requirements of the GRI Standards.

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The information in this Rommelag Group report was prepared for the Group and all of its individual companies in accordance with the internationally established standards of the Global Reporting Initiative (GRI) for the period from January 1, 2025, to December 31, 2025.

The documentation of the double materiality analysis, the material topics, and the impacts, opportunities, and risks (IRO) is prepared in accordance with the requirements of the ESRS. Objectives, key performance indicators, and actions/policies are reported in accordance with EFRAG's Voluntary Sustainability Reporting Standard for non-listed small and medium-sized enterprises (VSME), Core and Supplementary Modules.

The Rommelag Group's 2025 Sustainability Report was reviewed and approved by the Executive Board. An external audit of the report providing limited assurance was conducted (see Chapter 8).

The selection of topics covered in this report is based on a systematic materiality analysis that involved relevant stakeholders. The report includes disclosures in accordance with the GRI Universal Standards as well as topic-specific standards corresponding to the identified material topics. The GRI Content Index at the end of the report shows how the standards are mapped to the corresponding report content.

How were the CO2 emissions for the Rommelag Group calculated?

The emissions balance was calculated in accordance with the official guidelines of the Greenhouse Gas Protocol, taking into account our suppliers' emission factors where available ("Market-based Approach").

In the comprehensive calculation of Scope 3 emissions across the 15 emission categories, emission factors were obtained from representative suppliers, and industry-specific factors were used for various product and service groups. The data sources for emission factors are DEFRA (Department for Environment, Food and Rural Affairs), CEDA, www.carbonfootprint.org, and hotelfootprints.org

Fundamentals of Greenhouse Gas Accounting

The Greenhouse Gas Protocol (GHG) is the internationally recognized standard for reporting corporate greenhouse gas emissions. It was developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). The GHG Protocol defines the fundamental principles of relevance, completeness, consistency, transparency, and accuracy, drawing on the principles of financial reporting.

Furthermore, the Greenhouse Gas Protocol defines rules for the organizational and operational scoping of a greenhouse gas inventory. Of particular relevance here is the classification of emissions into three so-called "scopes": While Scope 1 encompasses all emissions generated directly by the organization itself through combustion in its own facilities, Scope 2 refers to emissions associated with purchased energy (e.g., electricity, district heating). Scope 3, in turn, encompasses emissions from services provided by third parties and purchased inputs. When calculating emissions, the quantities of greenhouse gases produced are determined. The Kyoto Protocol identifies six greenhouse gases: carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O), as well as fluorinated greenhouse gases (F-gases), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulfur hexafluoride (SF₆). Since 2015, nitrogen trifluoride (NF₃) must also be included. To reduce complexity, the effects of these seven gases are converted into CO₂ equivalents (CO₂e) based on their climate impact. The result of the emissions inventory should therefore not be understood as a direct carbon dioxide emission, but rather as a conversion to comparative values based on the most important anthropogenic greenhouse gas, carbon dioxide. The emission

factors are derived (unless otherwise indicated) from the data sources for emissions inventories of DEFRA (Department for Environment, Food and Rural Affairs), the GEMIS database, the ecoinvent database, information from the German Federal Environment Agency (UBA), Glec, the IPCC (Intergovernmental Panel on Climate Change), the International Energy Agency (IEA), and the Association of Issuing Bodies (AIB).

Personnel Data 2025

Employee data was collected through the group-wide HR data management system and analyzed.

The methodology for documenting personnel data was adjusted in 2024 compared to previous years as follows:

Headcount: This figure includes all individuals who had an employment contract with a company in the Rommelag Group during the reporting period. The number of employment relationships is not averaged but rather totaled as an absolute figure over the reporting period. Data through 2023, however, was collected as of the reporting date of December 31. Due to the change in methodology, there appears to be an increase in the number of employees between the 2023 and 2024 reporting periods.

FTE: Full-time equivalents (FTEs) are calculated based on the contractually agreed-upon working hours for each employment relationship during the reporting period.

7.3 SYSTEMS FOR RECORDING AND CALCULATING THE EMISSIONS BALANCE

During the reporting year, a centralized IT system was used for the automated and standardized calculation of CO2 emissions. The system and the calculation models are certified to ISO 14064 and ISO 27001, respectively, thereby enabling a group-wide audit of all data. Employee data was collected and analyzed using the group-wide HR data management system.

7.4 CHANGES FROM THE PREVIOUS YEAR

In the 2025 reporting year, we were able to improve data quality and the calculation models in the Scope 3 categories.

Compared to previous years, we now also collected data on upstream and downstream logistics and revised the standardized calculation methods for emissions during the use phase and end-of-life phase.

Scope 3.1 Purchased Goods and Services: During the reporting year, the sources of the emission factors were updated using the spend-based method compared to the base year; however, the base-year values have not yet been recalculated.

Scope 3.11 Use of Sold Products: During the reporting year, the calculation model was standardized and refined compared to the base year; however, the base-year values have not yet been recalculated.

7.5 GRI INDEX

GRI Index in accordance with the GRI Standards

Statement of Application : Rommelag SE & Co KG, as well as all of its individual companies (the Rommelag Group), have reported in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025.

Specific GRI Industry Standards: None

The selection of the reported GRI topics is based on the dual materiality analysis conducted as part of the ESRS. Topics that are not material from either an impact or a financial perspective are not reported.

Financial metrics on business performance are reported in the separate 2025 Group Management Report.

GRI Standard (with year)	Disclosure	Disclosure	Page(s) or link	Reason for Omission	Explanation
GRI 1: Principles 2021	—	No disclosure codes; contains requirements for applying the GRI Standards.			
GRI 2: General Information 2021	2-1	Organization Profile	17-24		
GRI 2: General Information 2021	2-2	Entities included in the organization's sustainability reporting	112-113		
GRI 2: General Information 2021	2-3	Reporting Period, Reporting Frequency, and Point of Contact	114		
GRI 2: General Information 2021	2-4	Correction or Revision of Information	115		
GRI 2: General Information 2021	2-5	External Audit	114		
GRI 2: General Information 2021	2-6	Activities, Value Chain, and Other Business Relationships	9, 17-24		
GRI 2: General Information 2021	2-7	Employees	67-70		
GRI 2: General Information 2021	2-8	Employees who are not staff members		Information not available/incomplete	Employees who do not have an employment contract with a Rommelag company (e.g., external service providers) are not recorded in the HR system
GRI 2: General Information 2021	2-9	Governance Structure and Composition	84-87, 91		
GRI 2: General Information 2021	2-10	Nomination and Selection of the Highest Supervisory Body		"Restrictions due to a duty of confidentiality"	For confidentiality reasons, this information is not disclosed publicly.
GRI 2: General Information 2021	2-11	Chair of the Highest Supervisory Body	84		
GRI 2: General Information 2021	2-12	Role of the Supreme Audit Institution in Overseeing Management's Handling of the Impacts	84-87		
GRI 2: General Information 2021	2-13	Delegation of Responsibility for Managing the Impacts	84-87		
GRI 2: General Information 2021	2-14	Role of the highest governance body in Sustainability Reporting	84-87		
GRI 2: General Information 2021	2-15	Conflicts of Interest		"Restrictions due to a duty of confidentiality"	For confidentiality reasons, this information is not disclosed publicly.
GRI 2: General Information 2021	2-16	Communicating Critical Issues		"Restrictions due to a duty of confidentiality"	For confidentiality reasons, this information is not disclosed publicly.
GRI 2: General Information 2021	2-17	Collected Knowledge of the Highest Supervisory Body		"Restrictions due to a duty of confidentiality"	For confidentiality reasons, this information is not disclosed publicly.
GRI 2: General Information 2021	2-18	Evaluation of the Performance of the Highest Audit Institution	84-87		
GRI 2: General Information 2021	2-19	Compensation Policy		"Restrictions due to a duty of confidentiality"	For confidentiality reasons, this information is not disclosed publicly.
GRI 2: General Information 2021	2-20	Procedure for Determining Compensation		"Restrictions due to a duty of confidentiality"	For confidentiality reasons, this information is not disclosed publicly.

GRI Standard (with year)	Disclosure	Disclosure	Page(s) or link	Reason for Omission	Explanation
GRI 2: General Information 2021	2-21	Ratio of Total Annual Compensation		"Restrictions due to a duty of confidentiality"	For confidentiality reasons, this information is not disclosed publicly.
GRI 2: General Information 2021	2-22	Statement on the Sustainable Development Strategy	9		
GRI 2: General Information 2021	2-23	Commitments to Principles and Guidelines	91		
GRI 2: General Information 2021	2-24	Incorporation of the Letters of Commitment	91		
GRI 2: General Information 2021	2-25	Procedures for Mitigating Negative Effects	91		
GRI 2: General Information 2021	2-26	Procedures for Seeking Advice and Reporting Concerns	91		
GRI 2: General Information 2021	2-27	Compliance with Laws and Regulations	91		
GRI 2: General Information 2021	2-28	Membership in Associations and Advocacy Groups	25		
GRI 2: General Information 2021	2-29	Approach to Stakeholder Engagement	10-11		
GRI 2: General Information 2021	2-30	Collective Bargaining Agreements		Not applicable	0% of working and employment conditions are not based on collective bargaining agreements or modeled after them. No company in the Rommelag Group has formal employee representation; employees are guaranteed the right to FREEDOM OF ASSOCIATION and COLLECTIVE BARGAINING in accordance with the Rommelag Code of Conduct.
GRI 3: Material Topics for 2021	3-1	Method for Identifying Key Topics	12-13		
GRI 3: Material Topics for 2021	3-2	List of Key Topics	10, 28-29, 58, 91		
GRI 3: Material Topics for 2021	3-3	Management of Key Issues	50,70,91		
GRI 204: Procurement Practices 2016	204-1	Percentage of Expenditures Allocated to Local Suppliers	94		
GRI 205: Anti-Corruption 2016	205-1	Operating sites that have been assessed for corruption risks		Information not available/incomplete	During the reporting year, a review of risks in accordance with the Compliance Policy was initiated and will be completed in the following year.
GRI 205: Anti-Corruption 2016	205-2	Communication and Training on Anti-Corruption Policies and Procedures		Information not available/incomplete	Statistics on training were not yet uniformly available during the reporting period.
GRI 205: Anti-Corruption 2016	205-3	Confirmed Cases of Corruption and Measures Taken	90		
GRI 206: Anti-Competitive Behavior 2016	206-1	Legal proceedings arising from anti-competitive conduct, antitrust violations, and the formation of monopolies	90		
GRI 301: Materials 2016	301-1	Materials Used by Weight or Volume		Information not available/incomplete	It was not possible to uniformly determine the materials used by weight for all companies during the reporting period.
GRI 301: Materials 2016	301-2	Recycled raw materials used		Information not available/incomplete	It was not possible to uniformly determine the materials used by weight for all companies during the reporting period.
GRI 301: Materials 2016	301-3	Recovered Products and Packaging Materials		Not applicable	Rommelag cannot recycle delivered products or their packaging materials. Other packaging materials are sorted by type and recycled whenever possible (see GRI 306).
GRI 302: Energy 2016	302-1	Energy Consumption Within the Organization	47, 106		

GRI Standard (with year)	Disclosure	Disclosure	Page(s) or link	Reason for Omission	Explanation
GRI 302: Energy 2016	302-2	Energy consumption outside the organization		Information not available/incomplete	Energy consumption outside the organization's boundaries was calculated and reported in Scope 3 of the CO2 accounting in accordance with the GHG Protocol, limited to emissions (tCO2) only.
GRI 302: Energy 2016	302-3	Energy intensity		Information not available/incomplete	Energy intensity metrics were not calculated consistently across the Rommelag Group.
GRI 302: Energy 2016	302-4	Reduction in Energy Consumption		Information not available/incomplete	Key performance indicators for reducing energy consumption were not calculated consistently across the Rommelag Group
GRI 302: Energy 2016	302-5	Reducing Energy Consumption for Products and Services	51, 52		
GRI 303: Water and Wastewater 2018	303-1	Interactions with Water as a Shared Resource	49		
GRI 303: Water and Wastewater 2018	303-2	Managing the Impacts Associated with Water Reclamation	50,52		
GRI 303: Water and Wastewater 2018	303-3	Water Withdrawal	49, 110		
GRI 303: Water and Wastewater 2018	303-4	Water Recirculation	49, 110		
GRI 303: Water and Wastewater 2018	303-5	Water Consumption	49, 110		
GRI 305: Emissions in 2016	305-1	Direct GHG emissions (Scope 1)	40, 100-105		
GRI 305: Emissions in 2016	305-2	Indirect energy-related GHG emissions (Scope 2)	40, 100-105		
GRI 305: Emissions in 2016	305-3	Other Indirect GHG Emissions (Scope 3)	40, 100-105		
GRI 305: Emissions in 2016	305-4	GHG emission intensity	40, 100-105		
GRI 305: Emissions in 2016	305-5	Reducing GHG Emissions	40, 100-105		
GRI 305: Emissions in 2016	305-6	Emissions of Ozone-Depleting Substances	40, 100-105, 114		
GRI 305: Emissions in 2016	305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions		Not applicable	There are no significant air emissions from the production processes at Rommelag companies. Potential emissions were converted to CO2 equivalents in accordance with the GHG Protocol.
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	30-33, 48, 108-109		
GRI 306: Waste 2020	306-2	Management of Significant Waste-Related Impacts	30-33, 48, 50, 52		
GRI 306: Waste 2020	306-3	Waste Generated	48, 108-109		
GRI 306: Waste 2020	306-4	Waste Diverted from Disposal	48, 108-109		
GRI 306: Waste 2020	306-5	Disposal of Certain Waste	48, 108-109		
GRI 308: 2016 Environmental Assessment of Suppliers	308-1	New suppliers who have been evaluated based on environmental criteria	93-94		
GRI 308: 2016 Environmental Assessment of Suppliers	308-2	Negative Environmental Impacts in the Supply Chain and Measures Taken	93-94		
GRI 401: Employment 2016	401-1	New Hires and Employee Turnover	67-69,96-99		

GRI Standard (with year)	Disclosure	Disclosure	Page(s) or link	Reason for Omission	Explanation
GRI 401: Employment 2016	401-2	Benefits for full-time employees that are not offered to employees with fixed-term contracts or part-time employees		Information not available/incomplete	Information was not available for all companies in the Rommelag Group during the reporting period.
GRI 401: Employment 2016	401-3	Parental Leave	67-69,96-99		
GRI 402: Employee-Employer Relationship 2016	402-1	Minimum Notice Periods for Changes in the Workplace		Information not available/incomplete	Minimum notice periods are not explicitly included in policies or employment contracts; however, all employees are informed of significant operational changes in the quarterly updates from management.
GRI 403: Occupational Health and Safety 2018	403-1	Occupational Safety and Health Management System	70, 71-72		
GRI 403: Occupational Health and Safety 2018	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	70, 71-72		
GRI 403: Occupational Health and Safety 2018	403-3	Occupational Health Services	70, 71-72		
GRI 403: Occupational Health and Safety 2018	403-4	Employee Participation, Consultation, and Communication Regarding Occupational Safety and Health	70, 71-72, 75		
GRI 403: Occupational Health and Safety 2018	403-5	Training on Occupational Safety and Health	70, 71-72		
GRI 403: Occupational Health and Safety 2018	403-6	Promoting Employee Health	70, 71-72		
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and Mitigation of Impacts on Occupational Safety and Health Directly Related to Business Relationships	63, 70, 71-72		
GRI 403: Occupational Health and Safety 2018	403-8	Employees covered by an occupational safety and health management system	63, 70, 71-72		
GRI 403: Occupational Health and Safety 2018	403-9	Work-Related Injuries	69, 97		
GRI 403: Occupational Health and Safety 2018	403-10	Work-Related Illnesses	69, 97		
GRI 404: Training and Continuing Education 2016	404-1	Average Number of Hours Spent on Training and Continuing Education Per Year Per Employee	79, 97		
GRI 404: Training and Continuing Education 2016	404-2	Programs to Improve Skills and Provide Transition Support	79		
GRI 404: Training and Continuing Education 2016	404-3	Percentage of employees who receive regular performance and career development reviews	79		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity on Governing Bodies and Among Employees	14, 67-69, 74, 84-86		
GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of women's base salary and compensation to men's base salary and compensation		Information not available/incomplete	The compensation system at Rommelag companies is gender-neutral; data on the ratio of women's base salary and compensation to men's base salary and compensation were not calculated consistently during the reporting period.
GRI 406: Non-Discrimination 2016	406-1	Incidents of Discrimination and Remedial Measures Taken	90		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Workplaces and suppliers where the right to freedom of association and collective bargaining may be at risk	93-94		
GRI 414: Social Assessment of Suppliers 2016	414-1	New suppliers who have been screened based on social criteria	93-94		
GRI 414: Social Assessment of Suppliers 2016	414-2	Negative Social Impacts in the Supply Chain and Measures Taken	93-94		
GRI 416: Customer Health and Product Safety 2016	416-1	Assessment of the Impacts of Various Product and Service Categories on Health and Safety	24		

GRI Standard (with year)	Disclosure	Disclosure	Page(s) or link	Reason for Omission	Explanation
GRI 416: Customer Health and Product Safety 2016	416-2	Violations related to the impact of products and services on health and safety	90		
GRI 418: Protection of Customer Data 2016	418-1	Substantiated complaints regarding breaches of security and the loss of customer data	90		

7.6 VSME INDEX 2025

Following the changes to reporting requirements under the EU-CSR (EU Omnibus) at the end of 2025, the Rommelag Group no longer meets the criteria for mandatory sustainability reporting under ESRS. Therefore, we report annually in accordance with the GRI reporting standards as well as the EU's new voluntary reporting standard, the VSME (Voluntary Sustainability Reporting Standard).

In this way, we remain committed to providing our stakeholders with high-quality, comparable, and transparent sustainability information on an annual basis.

Module DE	VSME Specification	Description DE	ESG Topic Area	Pages
Basic Module	B1	Basis for Preparation	General Information	111-121
Basic Module	B2	Practices, Concepts, and Future Initiatives for the Transition to a More Sustainable Economy	General Information	9-14, 37-39, 50-56, 70-82, 91-95
Basic Module	B3	Energy and Greenhouse Gas Emissions	Environment	37-48
Basic Module	B4	Air, Water, and Soil Pollution	Environment	27-36, 53
Basic Module	B5	Biodiversity	Environment	27-36
Basic Module	B6	Water	Environment	27-36, 55
Basic Module	B7	Resource Use, Circular Economy, and Waste Management	Environment	27-36, 49, 52
Basic Module	B8	Workforce – General Characteristics	Social Issues	27-36, 48-49, 52, 54-55
Basic Module	B9	Workforce – Occupational Safety and Health	Social Issues	63-66, 71
Basic Module	B10	Workforce – Compensation, Collective Bargaining Agreements, and Continuing Education	Social Issues	63-66, 73-79
Basic Module	B11	Convictions and Fines for Corruption and Bribery	Governance	90
Add-on Module	C1	Strategy: Business Model and Sustainability Initiatives	General Information	9 to 14
Add-on Module	C2	Description of Practices, Concepts, and Future Initiatives	General Information	50,70,91
Add-on Module	C3	GHG Reduction Targets and Climate Transition	Environment	37-40
Add-on Module	C4	Climate Risks	Environment	33-37
Add-on Module	C5	Additional General Characteristics of the Workforce	Social Issues	67-70
Add-on Module	C6	Additional Information on Our Own Workforce – Human Rights Policies and Processes	Social Issues	70,91
Add-on Module	C7	Serious Human Rights Violations	Social Issues	90
Add-on Module	C8	Revenue from Certain Activities and Exclusion from EU Reference Benchmarks	Governance	Not applicable
Add-on Module	C9	Gender Diversity Quota in the Governing Body	Governance	84-86

A photograph of a field of green plants with small white flowers, possibly thyme or oregano, in focus. The background is a soft, out-of-focus green field. The text "INDEPENDENT AUDITOR'S REPORT" is overlaid in white, bold, sans-serif font.

INDEPENDENT AUDITOR'S REPORT

8. INDEPENDENT AUDITOR'S REPORT ON THE AUDIT TO OBTAIN LIMITED ASSURANCE

Scope and subject matter of the audit

Audit to obtain limited assurance regarding the sustainability report for the 2025 fiscal year prepared by Rommelag SE & Co. KG, Sulzbach-Laufen. The subject of our audit was the information contained in the voluntarily prepared sustainability report for the 2025 fiscal year.

The sustainability report was prepared by the company's legal representatives based on the following reporting frameworks:

- ✔ Global Reporting Initiative (GRI) Standards, in the latest version specified in each case
- ✔ Greenhouse Gas Protocol (GHG Protocol)
- ✔ EFRAG's Voluntary Sustainability Reporting Standard for non-listed small and medium-sized enterprises (VSME), Core and Supplementary Modules

The documentation of the double materiality analysis, the material topics, impacts, opportunities and risks (IRO) is carried out in accordance with the requirements of the European Sustainability Reporting Standards (ESRS).

Responsibilities of the legal representatives

The authorized representatives of Rommelag SE & Co. KG, Sulzbach-Laufen, are responsible for the preparation of the sustainability report for the financial year 2025. This responsibility also includes the design, implementation and maintenance of appropriate systems and processes, insofar as they are relevant to the accurate determination of the report's content. Furthermore, the selection and application of appropriate reporting criteria, as well as the assumptions and estimates made, are the responsibility of the authorized representatives.

Auditor's Responsibilities

We carried out our engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000: 'Assurance Engagements other than Audits or Reviews of Historical Financial Information', issued by the International Auditing and Assurance Standards Board. This standard requires, amongst other things, that the members of our audit team possess the specialist knowledge, skills and professional qualifications necessary to understand and evaluate the selected disclosures, and that they comply with the independence requirements set out in the Code of Ethics for Professional Accountants of the International Federation of Accountants. In accordance with ISAE 3000, the audit must be planned and carried out in such a way that, through critical evaluation, we can exclude with limited assurance that the disclosures in the 2025 Sustainability Report of Rommelag SE & Co. KG, Sulzbach-Laufen, are not, in all material respects, factually and numerically correct in accordance with the above-mentioned criteria.

A limited assurance engagement primarily involves interviews and analytical procedures and is therefore significantly less extensive than an audit providing reasonable assurance.

Scope of the Audit

Specifically, we carried out the following audit procedures:

- ✔ Assessment of the process established by the company for collecting the relevant data for the preparation of the sustainability report, including the double materiality analysis;
- ✔ Verification of the actual implementation of the established process during the collection of data;
- ✔ Review of the sustainability software 'tanso' from Tanso Technologies GmbH, Munich, which is used for data collection and the calculation of the 2025 CO₂ footprint in accordance with the GHG Protocol;
- ✔ Analytical review of the sustainability report;
- ✔ Randomised verification of individual disclosures in the sustainability report for data relating to the 2025 financial year;
- ✔ Review of the company's GHG inventory with regard to organizational boundaries, reporting boundaries, exclusions, data quality, calculation methods, emission factors and changes in the 2025 reporting year;
- ✔ Verification of the completeness and accuracy of the information in the GRI Index;
- ✔ Verification of the completeness and accuracy of the information in the VSME Index

Auditor's limited assurance report on Rommelag sustainability report 2025

We have carried out a limited assurance engagement on the voluntary sustainability report of Rommelag SE & Co. KG, Sulzbach-Laufen, for the financial year from 1 January 2025 to 31 December 2025.

We conducted our audit in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised). Our responsibilities under this standard are described in more detail in the sections 'Auditor's Responsibilities' and 'Scope of the Audit'.

Based on the audit procedures we have carried out and the audit evidence we have obtained, nothing has come to our attention that leads us to believe that the voluntarily prepared sustainability report by Rommelag SE & Co. KG, Sulzbach-Laufen, does not, in all material respects, comply with the content of the reporting frameworks applied.

Stuttgart, 10.09.2026

MENOLD BEZLER GmbH
Wirtschaftsprüfungsgesellschaft
Steuerberatungsgesellschaft

Haug
Authorized Auditor

Frick
Authorized Auditor



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