

FILLING YOUR NEEDS



ROMMELAG SUSTAINABILITY REPORT 2023



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SUSTAINABILITY IN THE ROMMELAG GROUP

Dear readers,

Dear colleagues,

Dear friends of Rommelaag,

As a family-run company, we are committed to making our customer solutions and business practices as sustainable as possible.

This sustainability report sets out our ESG goals, measures and progress in implementing our sustainability strategy in 2023.

2023 marked an important milestone in our company's history: after several years of development, we unveiled our new bottelpack 500 generation of machines to the public. Our customers can count on us to provide sustainable aseptic packaging solutions that significantly reduce the use of resources and energy in production.

We are aware that sustainability is an ongoing process that can only be successful through joint effort and collaboration. This is why we continuously strive to improve our sustainability performance and strengthen our commitment to sustainable development – together with our valued customers and partners.

We would like to express our special thanks to our employees, whose creativity and dedication contribute every day to bringing about positive change.

The purpose of this report is not only to provide information, but also to foster open dialogue with our stakeholders. We invite you to join us on our journey to a more sustainable future and we would be pleased to receive your feedback and ideas.



Ralf Bouffleur, CEO



Gert Hansen, CTO



Thomas Geiger, CFO

1.3 OUR VALUES AND MISSION STATEMENT

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

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

OUR VALUES AND GUIDING PRINCIPLES

TRUST

Trust is the foundation of our collaboration

RESPECT AND PARTNERSHIP

We treat each other with fairness and respect at all times

RESPONSIBILITY

We take full responsibility for our services and results

COMMITMENT

We ensure our success with our commitment

EFFECTIVENESS

Our work focuses on the right things

RELIABILITY AND AUTHENTICITY

We do what we say

LOYALTY

Loyalty is a precondition

MOTIVATION

Customer satisfaction is our motivation

INTEGRITY

We're down-to-earth and have integrity

DISCIPLINE

We're disciplined in how we think and act

OPENNESS

We're open and fair

COLLABORATION

Together we're successful

SECURITY

Security is important to us across the board

DETERMINATION AND RESOLVE

We operate with determination and a focus on results

1.4 IN DIALOGUE WITH STAKEHOLDERS

In 2023, we remained in constant contact with our customers, suppliers and partners in order to understand their targets and requirements relating to sustainability, while also aligning them with our own targets and requirements.

The topics identified in 2023 included the following:

Stakeholders	Topics in 2023	Dialogue in 2023: involvement of stakeholders
Customers	<ul style="list-style-type: none"> - Product quality and delivery dependability - Digitisation of products and services - Safeguarding the supply chain - Industry 4.0 - Regulatory requirements and GMP - Sustainability data (e.g. EcoVadis) 	<p>We spoke with our customers in 2023 in joint (online) conferences, trade fairs, industry working groups, customer visits, one-on-one meetings, project reviews and audit processes.</p>
Partners	<ul style="list-style-type: none"> - Sustainability - Supply chain legislation - Innovations - Digitisation 	<p>Communication and sharing of ideas within our member companies and engagements.</p>
Suppliers	<ul style="list-style-type: none"> - Frictionless business relationships - Supply chain legislation - Innovations - Sustainability data and assessments - Business partner Code of Conduct 	<p>Supplier audits and dialogues on data and information relating to sustainability. Collection of ESG targets and data in accordance with the Supply Chain Act.</p>
Employees	<ul style="list-style-type: none"> - Employee benefits - Flexible working hour models - New work: rules for working from home - Key diversity figures - Sustainability goals and progress 	<p>In-house and cross-site team days, one-on-one meetings and annual management conference, employee suggestion scheme, internal MyRommelag app.</p>
Owners, management and executives	<ul style="list-style-type: none"> - Product and service quality including legal compliance - Digitisation & innovation management - Safeguarding the energy supply - Reduction of CO₂ emissions and ecological action - Corporate social responsibility - Health of customers and employees - Responsible procurement 	<p>The owning family is represented within the management of Rommelag. The dialogue between Group companies largely took place online at all locations and at the annual management conference.</p>
Applicants	<ul style="list-style-type: none"> - Employee benefits - Family-friendliness - Sustainability - Flexibility of work - Training and education opportunities 	<p>Dialogues at job fairs and open house days, in job interviews, dialogue with the Association of German Chambers of Industry and Commerce and training partners.</p>

Public and society

- Social commitments
- Supporting local communities
- Sustainability and climate neutrality
- Compliance with legal requirements
- ESG reporting obligations according to EU CSRD

Collaboration with authorities and appointed auditors.
Cooperation with the press and active local social engagements as part of our corporate social responsibility.

When analysing the main topics of our stakeholder groups, there were no material changes compared to last year. In the reporting year, we further expanded our sustainability-related activities in the areas of ecology, energy supply and responsible procurement. In preparation for our sustainability reporting in accordance with the requirements of the EU Corporate Sustainability Reporting Directive (CSRD), we have initiated a Group-wide process of double materiality analysis in order to identify and assess the impacts, opportunities and risks of our actions in a legally compliant and auditable manner. This process will be continued in 2024 and is anchored in our management systems.

In dialogue with customers and partners – worldwide

Rommelag at CPHI Barcelona 2023



By participating in 13 conferences and 21 trade fairs and industry events in 2023, we remain in an ongoing dialogue about innovations, business and regulatory requirements of our customers around the world. These meetings allow us to communicate our sustainability goals and progress made, and align them with the targets and requirements of our customers and suppliers. We are committed to sustainability as a shared responsibility that extends beyond national and company borders. We pursue this responsibility through active collaboration.



1.5 SUSTAINABILITY TARGETS AND MATERIAL TOPICS

Our sustainability strategy is designed to ensure that our business activities have a positive impact on society and the environment. This strategy applies to all companies in the Rommelag Group. In addition to our corporate growth targets, we have set sustainability targets for the following material topics:

Environment

Since 2019, we have been calculating our carbon footprint for the entire Group every year and have set ourselves our own emission reduction targets in line with the EU's climate targets ('New Green Deal'):

THE ROMMELAG GROUP'S CLIMATE TARGETS

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



OUR TARGETS

CO₂ emission reduction

Reduction of 42% by 2030 in Scope 1&2 emissions (near-term target, base year 2021)

Reduction of 95% by 2050 in Scope 1&2 emissions (net zero target, base year 2021)

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

In addition to reducing climate-damaging CO₂ emissions, we are working on the following topics in the area of the environment:

- ∨ Energy efficiency in production
- ∨ Resource efficiency and possible savings
- ∨ Procurement and own production of emission-free energy (e.g. through investment in photovoltaic systems)
- ∨ Circular economy: use of recycled materials
- ∨ Recycling of residual materials and avoiding waste that cannot be recycled

Social

When it comes to social affairs, we want to remain one of the best employers and ensure that we work together in the best possible way: This includes:

- ∨ Supporting the training of young talent and further training of our employees (e.g. in our specialist careers)
- ∨ Embracing our values and mission statement
- ∨ Increasing the satisfaction of all employees
- ∨ Diversity, inclusion and belonging
- ∨ Preventing accidents at work
- ∨ Supporting local communities through donations and charitable activities.

Governance

Governance in sustainability involves identifying risks at an early stage and dealing with them, both within the Rommelag Group and in our supply chain (as part of responsible procurement). To this end, we continuously develop our internal processes and train our employees accordingly. We record potential risks in the supply chain worldwide in accordance with the requirements of the Supply Chain Due Diligence Act (LkSG).

We ensure that our processes, facilities and services comply with the relevant laws and guidelines ('compliance'). To this end, we carry out audits (e.g. in accordance with ISO and GMP guidelines) at the production sites of all Group companies and keep our certifications up to date.

Management approach of Rommelag's sustainability strategy and material topics

In 2023, we further embedded responsibilities for sustainability topics in our organisational structure and integrated them into our management systems.

Rommelag sustainability governance			
		Responsibility and duties	Meetings
Sustainability Board			
Executive Board	Ralf Bouffleur Gert Hansen Thomas Geiger	Sustainability strategy and targets ESG risk management Annual Sustainability Report	Quarterly
Sustainability Committee			
Central functions (Head)	HR, compliance & sustainability Quality management Finances Sales/Service IT	Quarterly report on sustainability measures and progress Employees, diversity, compliance Responsible procurement and supplier management Group management report (financial/non-financial reporting) Communication and sustainable business relationships Information and data security ESG data management/systems	Quarterly
Company (management)	Purchasing Marketing Holopack Kocher-Plastik Maroplastic Maropack Ilabs Rommelag India Thermo-Pack and Flecotec	Annual sustainability reports as part of the management evaluation (strategies, measures, key performance indicators) ESG implementation (measures/KPIs) External ESG ratings: EcoVadis ESG data management and systems Support and training	Annually
Group function sustainability			
Sustainability manager		Sustainability function as the central coordinator for the Rommelag Group's sustainability strategy: Preparing proposals for decision-making and Sustainability Board meetings Coordination of central functions/individual companies (Sustainability Committee) Coordination of the double materiality assessment ('materiality analysis') incl. 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/external communication as well as training and further education	Continuous

We are confident that the further organisational embedding of sustainability in our companies and central functions will enable our sustainability controlling to be conducted comprehensively.

All of the reported topics are of relevance to the success of our Group and are actively monitored by executives and the management teams. Sustainability is a highly diverse range of topics and a fixed item on the agenda of our annual managers' conference which is attended by over 80 participants from all Group companies and corporate functions.

The Executive Board (Sustainability Board) decides on targets, material topics, and change-related measures, which are then implemented together with the management teams of the Group companies and the heads of the central functions at Rommelag Holding. We also take measures from our continual improvement process into consideration; these are then supervised by local lean managers in the individual companies. Sustainability risks and material topics are assessed annually across the Group and as part of the management assessments of the individual Group companies.

The sustainability topics are closely linked to our certified management systems. Guidelines and standards in the respective ESG topics are anchored in the management manuals of every company in the Rommelag Group.

1.6 CONTRIBUTIONS TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

As a family-run company with roots in the region, we are passionate about sustainability. Through our actions, we make a positive contribution to the following Sustainable Development Goals of the United Nations:

Sustainable Development Goal 3: Good health and well-being



In our role as a service provider, machine supplier, and provider of containment systems to the pharmaceutical industry, we play a crucial role in people's health. By providing high-quality packaging solutions, we make a significant contribution to the safe use of pharmaceuticals, strengthening the trust of our customers and patients and making an important contribution to the health of society.

Sustainable Development Goal 4: Quality education



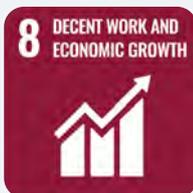
As a top employer in the region, we are proud to support 85 young people in our training programmes in the year under review. For this, we received DUALIS certification for exceptional training achievements for the second time in 2023.

Sustainable Development Goal 5: Gender equality



At Rommelag, we value gender equality. With a proportion of women in the company of 39% (previous year 40%), we are proud to be above the industry average. 25% of the managerial positions at Rommelag are held by women (previous year: 22%). Our company benefits are designed to support all employees equally. Our traineeships are explicitly aimed at all genders. We support our employees with flexible arrangements for parental leave and working hours in order to make it easier to reconcile work and family life.

Sustainable Development Goal 8: Decent work and economic growth



Our employees are very important to us, which is why we are committed to providing them with an optimal working environment and continuously improving our work processes. We offer our employees flexible working time models in order to ensure the best possible work-life balance and continue to invest in training young talent with 85 trainees (2023). All employees receive workplace-related training on occupational safety as well as appropriate protective equipment. We ensure compliance with all occupational health laws and regulations.

Sustainable Development Goal 9: Industry, innovation and infrastructure



As a major employer in the region, we improve its infrastructure and create secure apprenticeships and jobs. We remain committed to our sites in the region. Our sustainable new Pharma2020 plant in Sulzbach-Laufen is seen as a long-term commitment to our site in the Kocher Valley. We also continuously invest in the efficiency of our buildings and production facilities.

Sustainable Development Goal 11: Sustainable cities and communities



We support the local communities at our sites through our social commitments and, in doing so, contribute to a strong region where young families in particular are able to balance their work and their private lives.

Sustainable Development Goal 12: Responsible consumption and production



Thanks to our technological leadership in the field of the BFS process, we strive for maximum efficiency and sustainable production. In close collaboration with our partners and suppliers, we work on future-oriented solutions, such as the use of biodegradable plastics. We are aware of our customers' limited resources and of the limitations on plastic as a raw material, which is why we attach particular importance to resource-efficient and sustainable production. External audits, such as those conducted by the FDA or the Regional Administrative Authority, affirm our responsible production methods and effective waste disposal through recycling. Our systems enable our customers to produce efficiently and thus we contribute to their sustainability goals as a responsible supplier.

Sustainable Development Goal 13: Climate action



We strive to use our resources as sparingly and efficiently as possible. We are also investing in the zero-emission mobility of the future, such as with our JobRad company bicycle scheme and by purchasing electric vehicles to use as company cars. Charging stations are available at all Rommelag Group locations where our employees can charge their electric cars free of charge and in an environmentally friendly way. The global community has agreed that global warming has to be limited to below 2 degrees Celsius – ideally even 1.5 degrees Celsius – in order to prevent catastrophic consequences. We have recognised that emission reductions are essential in order to effectively combat climate change. We have therefore set ourselves the goal of reducing direct emissions (Scopes 1 and 2) by 42% by 2030, and by 95% (net zero) by 2050 in line with the criteria of the ScienceBasedTargets initiative, without using VCU carbon credits.

Sustainable Development Goal 14: Life below water



To protect the ecosystem and the region, we continuously monitor our wastewater. The industrial wastewater is fed into the treatment plant separately from the wastewater from the yard areas. In addition, we continuously monitor the pH value and temperature of the wastewater in order to identify deviations at an early stage and take action if necessary. In this way, we are helping to protect the flora and fauna of the river that is home to them. We also support the Untergröningen fishing association, which is intensively involved in youth work and rewilding.

THE ROMMELAG GROUP

2.1 PRODUCTS, SERVICES AND CUSTOMERS

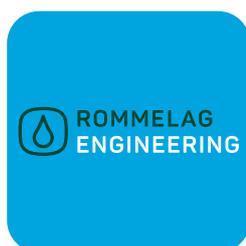
Rommelag is the inventor of Blow-Fill-Seal technology (BFS) and a global market leader in the aseptic filling of liquids and semi-solid substances. Using our bottlpack aseptic packaging systems, our customers can safely and cost-effectively produce plastic packaging for their valuable liquids. In addition to our efficient bottlpack filling systems, we also offer certification and lifecycle services as well as the full range of services offered by a Contract Development and Manufacturing Organization (CDMO). With the packaging of sterile liquids (e.g. eye drops, infusion solutions, injections, inhalations, vaccines), gels, and ointments, Rommelag is present in the pharmaceutical, healthcare, 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 1,898 employees (as of 2023), who are dedicated to giving people around the world the opportunity to access safe pharmaceutical products.

We bring together the products and services of our Engineering, Digital, Service, CMO, and Flex divisions under the umbrella brand Rommelag. Rommelag has ten sites in Germany, Switzerland, the United States, China, and India.



A one-stop partner for Blow-Fill-Seal technology and a specialist in flexible containment solutions



Development and production of Blow-Fill-Seal systems for the pharmaceutical, food, cosmetics and chemical industries



Innovative digitisation solutions for maximum value creation



Life-cycle services relating to Blow-Fill-Seal technology



Blow-Fill-Seal contract filling, development and licensing support



Development and production of single-use containment solutions

Rommelag SE & Co. KG

Rommelag SE & Co. KG combines the Group's central functions of Finance, People & Culture, IT, Marketing, and Purchasing with around 77 employees.

ROMMELAG ENGINEERING DIVISION

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

Kocher-Plastik Maschinenbau GmbH

After developing the first bottelpack prototype, it was founded in Sulzbach-Laufen, Germany, in 1963. Today, around 750 people work on an area of around 29,000 square metres.

Maroplastic AG

The company in Reitnau (CH) has been developing and building customer-specific high-tech systems since 1968. It now has 128 employees.

Rommelag AG

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

Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH

Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH, headquartered in Waiblingen, Germany, is responsible for sales and after-sales of bottelpack Blow-Fill-Seal systems. In addition to Germany, Spain and Portugal, the German sales company is responsible for other markets such as South America, the US and Japan. The sales company, which was founded in 1967, employs around 38 people.

Opening up new markets – first Bottelpack System for Yemen

At Rommelag, we aim to do our part to ensure that everyone around the world has access to safe, sometimes vital, medicines. We are therefore very proud to have delivered the first BFS system to Yemen.

With our BFS technology, we offer our customers the opportunity to package pharmaceuticals safely and at reasonable prices.

Our professional approach together with our regional partner, as well as the excellent reputation of both our bottelpack machines and Rommelag as a reliable and strong player in the market, led to sales success.





ROMMELAG DIGITAL DIVISION

With our new 'Rommelag Digital' division, we continue to drive innovation and digitisation between our machines and customer systems. We offer solutions for digitally integrating bottelpack systems into existing infrastructures, smart operation, interactive maintenance, and data-based support.

Rommelag iLabs GmbH

Rommelag has had its own innovation hub, Rommelag iLabs GmbH, since 2017, for the development and implementation of innovative ideas in the fields of digitisation and Pharma 4.0. The 22-strong team based in Karlsruhe focuses on digital value creation throughout the entire life cycle. It offers solutions for digitally integrating bottelpack systems into existing infrastructures, smart operation, interactive maintenance, and data-based support.



ROMMELAG CMO DIVISION

Rommelag CMO 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 systems, we support customers from the initial idea and container design through to trial filling, filling and packaging. Whether pharmaceuticals, medicine, cosmetics or chemical/technical products, we use our expertise and bottelpack systems that are perfectly tailored to your product to ensure that liquid and semi-solid products are filled to sterile standards in accordance with GMP guidelines. In addition, our Rommelag Pharma Service offers an economical overall approach to qualification and validation that is accepted by the authorities. Rommelag CMO includes:

Holopack Verpackungstechnik GmbH

Holopack Verpackungstechnik GmbH uses bottelpack Blow-Fill-Seal technology to manufacture high-quality pharmaceuticals on behalf of customers, at two locations with over 682 employees. Our strengths are the manufacture, packaging and testing of liquid and semi-solid solutions such as eye drops and parenteral preparations from a single source.

Maropack AG

With over 86 employees, Maropack AG produces high-quality medicines on behalf of its customers using bottelpack Blow-Fill-Seal technology. At the site, we have a separate facility and authorisation for the filling of biological pharmaceuticals and genetically engineered active ingredients, such as vaccines or antibodies, up to Bio Safety Level 2.

Holopack receives award for 'Best Partner in Innovation and Collaboration'

As part of Partnership Day on 16 November 2023, we received the 'Best Partner in Innovation and Collaboration' award from the Chiesi Group. Chiesi, a global pharmaceutical company headquartered in Parma, Italy, has recognised and honoured our innovative approach during our collaboration and the impact we have had in achieving the company's strategic objectives.



Inauguration of the new Training Center and Quality Gate Center in our Pharma 2020 building

At the open house in August 2023, the new Training Center and the QGC (Quality Gate Center) were inaugurated as additional parts of our Pharma 2020 building: In addition to Rommelag shareholders and the craftsmen involved, all employees at the location had the opportunity to visit and experience the new facilities. This completed the expansion of the new Pharma 2020 building.



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, economical disposable packaging solutions protect people and products from contamination – without any cleaning processes. We also offer a wide range of top-quality services and contract manufacturing relating to plastics processing.

Flecotec AG

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

Thermo-Pack Kunststoff-Folien GmbH

Our company history began with its founding in 1952. In Gaildorf (Germany), we now produce Flecotec containment systems in a Class 7 cleanroom, as well as compounds and profiles. A recycling plant for plastics ensures the responsible and sustainable use of resources for the entire Group.

Developing innovation through dialogue: Second round of expert discussions at Rommelag FLEX

On 10 and 11 May 2023, Rommelag FLEX invited guests to the second round of expert discussions in the Kocher Valley. Market trends and concept ideas for potential new products from Rommelag FLEX were discussed in depth with well-known company representatives from the pharmaceutical and biopharmaceutical sectors. To illustrate the ideas more clearly, the potential new products were already integrated into demo transfer systems as functional 3D-printed parts and could be tested with granulate fillings.



ROMMELAG SERVICE DIVISION

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

Kocher-Plastik Maschinenbau GmbH

The company was formed in Sulzbach-Laufen, Germany, in 1963, shortly after the first prototype of our bottlpack system. All systems produced to date are serviced. The wealth of experience of our 745 employees guarantees that everything runs smoothly for our customers.

Maroplastic AG

Around 128 employees (2023) in Reitnau (CH) have been designing and building customer-specific high-tech systems and also providing outstanding service since 1968.

Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH

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

Rommelag AG

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

REPL

Our branch in Bangalore grew to more than 31 employees in the reporting year. The site manufactures spare parts for our BFS systems for the Indian market and provides customer service in the region.



Service Conference 2023 at Campus Sursee

The Rommelag Service Conference 2023 was held on Campus Sursee with around 80 attendees. The event offered the opportunity to learn first-hand about new developments and enhancements in BFS technology. The participants had the opportunity to network and have interesting discussions.



2.2 SUSTAINABILITY AND INNOVATION



As technology leader in BFS technology, we have reached another milestone in the sustainable packaging of pharmaceuticals with the development of our new generation of machines, the bottelpack 500 series. The new systems set new standards in terms of efficiency and modularisation, while also meeting requirements for the economical use of resources. Details of the new features and benefits can be found on our website <https://nextlevelbfs.rommelag.com/>.

Intelligent use of space

The new systems are much lighter and smaller, making it possible to use the production space efficiently. We were able to reduce the required size of the cleanroom to 7 m² and offer flexible structures comprising several systems with shared cleanrooms. This simplifies cleanroom operation processes and significantly improves the cost efficiency of production processes.

Standardised flexibility

The new design of the moulds enables efficient format changeover in less than two hours, together with the flexible production of different container shapes and filling volumes on a single system. The modular height of the moulds also has a positive effect on the product/waste ratio, which enables significant savings in material usage and waste volumes (up to 80%).

Energy and water savings in production

Due to the use of state-of-the-art drives, the new generation of machines consumes up to 75% less energy while maintaining the same output. New vacuum generation processes enable water use to be completely eliminated in this process, resulting in annual savings of up to 420,000 litres of water.

Digitisation

With the further development of our digital platform for setting up, configuring and controlling our systems, operation of the system is considerably simplified and enables significant time and resources to be saved during commissioning, format changes and maintenance.

Reduction of CO₂ emissions

The majority of CO₂ emissions throughout the life cycle of our systems result from the consumption of energy and the packaging

materials used. The new generation of systems enables our customers to significantly reduce emissions during operation and to use packaging materials flexibly and efficiently. Due to the smaller form factor and low weight of the new systems, emissions in logistics during the transportation of the systems are also significantly reduced.

Rommelag Service for the sustainable use of our BFS systems

Sustainability and innovation have shaped our decisions and actions since the company was founded. To this day, we continue to service all the systems we have ever manufactured and ensure GMP conformity. Our used machine scheme offers our customers the opportunity for us to take back decommissioned systems and return them to the market following a general CE and GMP-compliant overhaul.

TechDay 2023: introducing our new generation of bottelpack 530 machines

Our new generation of machines was officially unveiled to the public on 14-16 November 2023. More than 150 customers and sales partners travelled to Gaidorf for a ceremony to find out more about the new generation of systems.

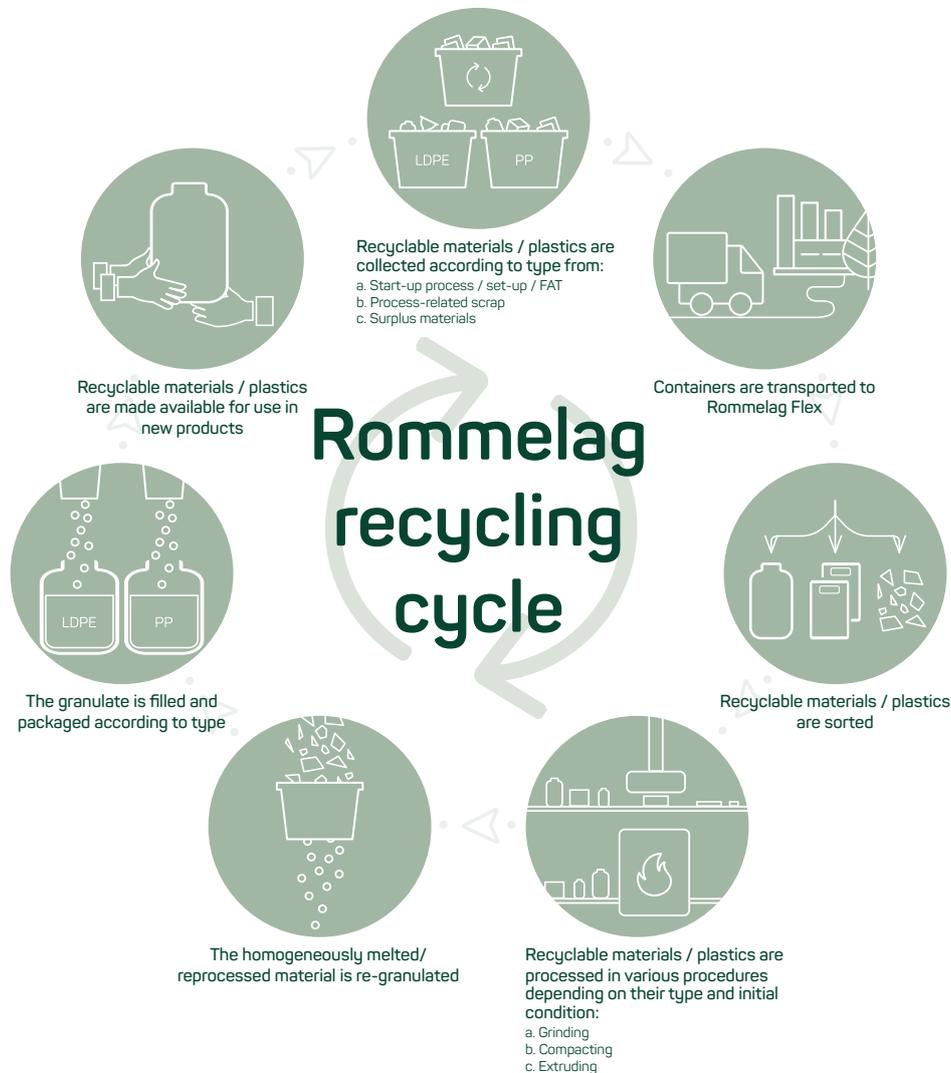
Over the course of several days, exclusive presentations were held on the new bp530 system, new EU regulations (Annex 1), our new service concept, sustainability in BFS processes and case studies from the Digital division.

After the grand unveiling of the machine, customers were given a live demonstration of the system. At various stations, customers had the opportunity to delve even deeper into the topic of BFS and ask questions.

Over 300 Rommelag employees also took the opportunity to see the new machine in action and ask questions.



2.3 SUSTAINABLE PRODUCTION AND MATERIALS



In the Rommelag Group, the quality of our products is of immense importance to us. We keep sustainability in mind when we make improvements to our production methods and machines, as well as when we select and inspect the quality of materials.

Improving energy efficiency and reducing energy consumption

By investing in new systems for producing refrigeration and compressed air, we were able to increase energy efficiency in the reporting year. By implementing energy-saving measures, we have been able to reduce our gas and electricity consumption (see the Ecology section).

In the reporting year, we also began the complete conversion to LED lighting at the Sulzbach-Laufen location and expanded the planning project for the further expansion of photovoltaic systems.

Sustainability as a process of continuous improvement

With our Rommelag Lean Management Programme, we strive to continuously improve and enhance our processes throughout the entire management system. In doing so, we are guided by lean objectives and lean principles, and use lean methods for sustainable improvement in the company. The programme is regularly evaluated to determine the extent to which it has achieved its objectives.

Biodegradable plastics and recycled materials

Working with our material suppliers and customers, we tested various polymers from non-fossil sources ('bio-based or renewable feedstock') and biodegradable plastics in 2023. We were able to demonstrate that we are already able to use these materials now on our BFS systems. In principle, therefore, these options are open to our customers. However, the use of these materials in the packaging of medicinal products is subject to extensive authorisation conditions in order to ensure user safety. The Rommelag development department works with customers to develop possible approaches based on the relevant application and regulations.

Circular economy: recycling residual plastics from production

We use the circular economy principle, for example when recycling plastic waste from our own production processes. Within the Rommelag Group, Thermo-Pack recycles plastics that are left over as residual waste in our testing and filling processes of our companies Kocher-Plastik and Holopack. In 2023, a total of 1,250 tonnes of residual plastics were processed and returned to the market as MFI regenerates of the same kind. In this way, we not only reduce waste in production, but also make use of valuable resources.

Sustainable improvement of processes: documentation workshop in Wangen



The documentation departments of Kocher-Plastik, Maroplastic and iLabs met in October to work together in Wangen (Allgäu).

In 15 individual workshops, various topics were dealt with on an interdisciplinary basis. For example, proposals were developed for the use of a new editorial system, document storage and further internal process optimisation.

By combining creative and practical work, the workshop showed what can be achieved in a short time when different committed people come together.

2.4 BUSINESS ETHICS AND COMPLIANCE

2.4.1 ROMMELAG CODE OF CONDUCT

Everyone has the right to be treated with dignity and fairness. As a company with international operations, we are aware of our social responsibility. Respect for human rights and related environmental rights and the maintenance of fair working conditions form the basis of all our activities.

We are committed to the following international standards:

- ✔ Universal Declaration of Human Rights (United Nations Resolution 217 A (III))
- ✔ ILO Declaration on Fundamental Principles and Rights at Work
- ✔ Principles of the UN Global Compact
- ✔ Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD)
- ✔ UK Modern Slavery Act 2015
- ✔ EU Regulation 821/2017 on due diligence when importing conflict minerals
- ✔ EU Directive 2019/1937 on the protection of whistleblowers

Our Rommelag Code of Conduct (CoC) on Corporate Social Responsibility applies to all internal and external employees and executives of Rommelag SE & Co. KG as well as all affiliated companies, subsidiaries, and business units or companies in which we hold a majority shareholding.

We also expect our business partners and direct and indirect suppliers to comply with the Code of Conduct – along our entire supply chain – by means of our Group-wide Business Partner Code of Conduct.

Topics covered by the Code of Conduct

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

- ✔ Respect for human rights, including:
- ✔ Fair working conditions
- ✔ Child labour, forced labour and human trafficking
- ✔ Prohibition of discrimination and harassment
- ✔ Protection of personal data and privacy
- ✔ Occupational health and safety
- ✔ Environmental protection
- ✔ Anti-corruption, bribery and fair competition

Compliance with local legislation is required. Our Code of Conduct also applies where it voluntarily extends beyond local legal requirements. The latest versions of the Code of Conduct are available on our website at www.rommelag.com.

2.4.2 IMPLEMENTATION OF THE EU WHISTLEBLOWING DIRECTIVE

As part of the ongoing implementation of the EU Whistleblowing Directive, we have further developed our whistleblowing system and commissioned an external, independent body to provide this service. In doing so, we aim to counteract potential safety concerns from whistleblowers who wish to report illegal and/or unethical behaviour at Rommelag. For Rommelag, it is particularly important to gain early knowledge of illegal conduct, fraud, mismanagement, or ethical misconduct within the Rommelag Group in order to prevent potential harm to our stakeholders.

The Rommelag whistleblower system

A whistleblower alert refers to the communication of information about breaches of the law or regulations that could result in (reputational) damage, fines or penalties. The aim is to counteract any negative effects at an early stage by providing whistleblowers with the option of communicating information about actual, potential or attempted violations.

How can a report be submitted?

A report can be submitted by telephone or e-mail using the contact details below. The contact details published here are considered as both an 'internal and external reporting channel' and are processed by an independent body. This ensures that the confidentiality of a matter can be maintained.

You can submit a report via:

Tel.: +49 (0) 7542 949 21 00 90

Portal: rommelag.whistleapp.eu

E-mail: rommelag@whistleapp.de

How is the anonymity of whistleblowers safeguarded?

You can make a report without providing personal data. If you use our reporting channel, you can do this by withholding your telephone number or by using an e-mail address that cannot be attributed to you personally.

If you disclose your name to our reporting office as part of the report, you also have the option of informing them of your anonymity. Your name will not be disclosed to Rommelag. On the other hand, however, our reporting office may use your data for further direct contact, e.g. in the event of queries or status reports.

What information should be reported?

Reports of violations of laws, applicable regulations and internal policies of our company should be reported if they involve potential high risk for the company, company members, customers or other affected parties.

How do I report correctly?

If a suspected violation is to be reported, it must be ensured that the content of the report can also be understood by someone outside the specialist field (e.g. ombudsman/-woman). In terms of content, the report should therefore focus on the following questions:

- ◀ Where did the incident occur?
- ◀ What exactly is the situation?
- ◀ Who is involved in the incident (e.g. persons, departments and/or business partners) and who has already been informed?
- ◀ At what point in time and how often has the misconduct already occurred?

Are there any adverse repercussions if a report is made?

No, negative consequences for reports or alerts are not permitted.

What should I expect if I make a false report?

If you deliberately make false reports in order to harm or disparage employees or business partners, this may result in legal consequences. For this reason, report potential rule violations that you firmly believe to be correct, to the best of your knowledge and belief.

2.4.3 KEY FIGURES 2023

As a service provider, we strive for unparalleled quality and innovation in compliance with international and regional laws and regulations.

This means that all Rommelag employees and companies take responsibility for the economic, technological, social and ecological consequences of business decisions and actions in compliance with the relevant laws. This basic understanding of socially responsible governance is the foundation on which the obligations in our Group-wide Code of Conduct are based, and we expect no less from our customers and suppliers either.

WHISTLEBLOWING – INCIDENTS REPORTED

In the reporting period, no (zero) incidents were reported via our whistleblowing line.

INFORMATION SECURITY

There were no known or confirmed information-security incidents in the Rommelag Group in 2023.

HUMAN RIGHTS

In 2023, there were no reported or confirmed incidents or breaches of human rights in the Rommelag Group.

DATA PROTECTION/DATA SECURITY

There were no reported or confirmed incidents or breaches in the Rommelag Group in 2023.

CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN GRI 205-3

There were no known or confirmed cases of corruption in the Rommelag Group during the reporting period.

The number of sanctions or actions taken against employees in this regard is zero.

No disciplinary measures were necessary due to breaches of guidelines or infringements of the law in the period under review.

LEGAL ACTIONS FOR ANTI-COMPETITIVE BEHAVIOUR GRI 206-1

In the period under review, there were no legal actions for anti-competitive behaviour or infringements of antitrust law.

NUMBER OF BUSINESS PARTNERS OR SUPPLIERS WHERE THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK. (GRI 407-1)

The right to freedom of association and collective bargaining is guaranteed at all Rommelag companies and locations in accordance with our Group-wide Code of Conduct. This also applies to our suppliers (in accordance with the Group-wide Business Partner Code of Conduct). The Group-wide identification and evaluation of ESG risks at our direct suppliers within the scope of the requirements of the Supply Chain Due Diligence Act did not reveal any risks in terms of a threat to the right to freedom of association and collective bargaining.

2.4.4 RESPONSIBLE PROCUREMENT

The supply chain of our companies comprises approximately 2,000 suppliers, the majority (>97%) of which are located in Germany and Europe. In 2023, in preparation for the obligations arising from the Supply Chain Due Diligence Act (LKSG), we implemented a structured process for recording and assessing risks in our supply chain with regard to environmental, social and human rights aspects. 125 suppliers in the supply chain were identified as relevant and assessed with regard to ESG risks. The results will be published in a 2024 report in accordance with the requirements of the LKSG. When analysing and evaluating the results, no ESG risks were discovered in the direct supply chain of Rommelag companies leading to a requirement for corrective measures on the part of the suppliers.

We have set out our obligations under the Code of Conduct and requirements for our suppliers in terms of sustainability aspects in our Group-wide Business Partner Code of Conduct. The Business Partner Code of Conduct is an integral part of our business relationships and has been accepted in writing by all evaluated suppliers (100% compliance).

All of the suppliers evaluated during the reporting period and all new suppliers have confirmed the Rommelag Business Partner Code of Code in writing. The analysis and evaluation of suppliers in terms of ESG issues (environment and social issues) and compliance with our guidelines did not identify any risks giving cause to take further corrective measures.

Proportion of spending on local suppliers

GRI 204-1

At our German sites, the proportion of local suppliers (defined as suppliers from Germany) is 95% (Kocher-Plastik and Holopack), while at Swiss companies (defined as suppliers from the DACH region) it is over 90% (Maroplastik and Maropack).

Supplier sustainability assessment

GRI 308

When implementing responsible procurement at Rommelag, the following aspects are taken into account when qualifying and evaluating suppliers:

- ✓ As part of our supplier qualification process, we assess all new suppliers in terms of the relevance of GMP (good manufacturing practice), EnMS (energy management system), production and approval of finished goods.
- ✓ If EnMS is relevant, the rest of the assessment is conducted by the Energy Management Officer.
- ✓ Our suppliers are urged to optimise the efficiency of their deliveries and services, including in terms of ecological and social standards, and to adhere to the relevant laws.
- ✓ If GMP is relevant, the suppliers are qualified by our Quality Management based on the criticality of the scope of delivery/service before they are used, and are then re-qualified at two- to five-year intervals.
- ✓ Our suppliers are urged and obliged to maintain certain certifications, communicate relevant changes, grant audit rights, name sub-suppliers and pass on obligations to them, sign the Business Partner Code of Conduct, and give evidence of their own efforts to be more sustainable. These requirements are set out in writing in a quality assurance agreement or delivery contract.

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

Identification of ESG risks in the supply chain at Rommelag

In 2023 we implemented a process for recording and assessing risks in the supply chain of Rommelag companies in accordance with the requirements of the LkSG.

This process includes:

1. Policy statement in accordance with the Supply Chain Due Diligence Act (LkSG)
2. Risk analysis
 - 1) Process description
 - 2) Implementation
 - 3) Risk filter
 - 4) Risk classification
3. Sustainability assessment
 - 1) Sustainability questionnaire
 - 2) Collection of data
 - 3) Evaluation criteria
4. Corrective measures
5. Complaint management
6. Contacts

In doing so, we wish to create a transparent supply chain and live up to our responsibility towards our business partners, our fellow human beings and the environment.

Our Business Partner Code of Conduct and our Code of Conduct on Corporate Social Responsibility summarise the guiding principles of the ROMMELAG Group in accordance with internationally recognised standards and guidelines on ESG topics (environmental, social, and governance). We require that our business partners always comply with legal requirements, protect the environment and respect human rights. These requirements are continuously updated based on the results of our risk analysis.

2.5 MANAGEMENT SYSTEMS AND GUIDELINES

2.5.1 ISO CERTIFICATIONS AND GMP COMPLIANCE

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

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

All laws and regulations are anchored in the management systems of the respective companies. Corresponding internal guidelines apply to both salaried and external workers whose work and/or workplace were under the operational control of Rommelag during the reporting period.

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

Contract filling by the companies in the CMO division (Holopack Verpackungstechnik GmbH and Maropack AG) is carried out in accordance with GMP guidelines.

- ✔ EU GMP manufacturing authorisation and GMP certificate
- ✔ FDA, ANVISA and other regulatory inspections passed successfully in 2023.

Compliance with GMP (Good Manufacturing Practice) guidelines for the manufacture and packaging of pharmaceuticals, as well as annual audits that are passed, confirm the high standards of our processes at Holopack Verpackungstechnik GmbH and Maropack AG.

The GMP guidelines contain stringent requirements in areas such as the following:

Process safety, process control and process documentation, validated quality management, health protection, risk management and documentation, machine and plant safety, hazard management, risk assessments, regular training and further education of employees, provision of protective equipment, quality controls, traceability of every batch, complaint management and emergency plans.

Compliance of plants and BFS processes: EU GMP Directives/Annex 1

Annex 1 of August 2022 is part of the European EU GMP Directive and is therefore a 'de facto standard' for the manufacture of sterile medicinal products.

As a supplier of filling systems for the manufacture of medicinal products, 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 preparation of a contamination control strategy (CCS) (section 2.3). To this end, we offer the Rommelag BFS CCS Assessment Package. This includes an examination of the aseptic filling with regard to plant condition, hygiene measures, interventions in the process, air flow and cleanroom monitoring.

Our new bp530 machines already meet the technical requirements of Annex 1 today and ensure that pharmaceuticals are manufactured in compliance with the guidelines

2.5.2 ENVIRONMENTAL AND OCCUPATIONAL HEALTH AND SAFETY GUIDELINES

Rommelag is aware of its responsibility with regard to the environment and occupational health and safety. As an industrial company, we are committed to aligning our business activities with the principles of integrity and ethics as well as environmental and occupational health and safety standards.

The health, safety and well-being of our employees and the safety of customers, suppliers, visitors and third parties that operate on our premises are very important to us.

Our environmental and occupational health and safety guidelines apply to all companies, business activities and employees of the Rommelag Group. We provide our employees with training to give them the knowledge and skills necessary to adhere to the guidelines. Line managers must know and uphold the relevant statutory occupational health and safety regulations and the recognised technical regulations within their spheres of responsibility and fields of activity. The policy and the associated work instructions in the individual companies are reviewed annually.

We also urge our employees to report any and all infringements of these guidelines to a superior. We undertake to meet or exceed the relevant environmental and occupational health and safety regulations in countries in which we operate manufacturing facilities. We have formulated corresponding requirements for our suppliers in our Group-wide Business Partner Code of Conduct.

SEDEX Members Ethical Trade Audit for Corporate Social Responsibility successfully passed by Holopack.

Following intensive preparations, the first SMETA audit (Sedex Members Ethical Trade Four-Pillar Audit) was launched at Rommelag CMO on 17 July 2023. In addition to business ethics, ergonomics, occupational safety, fire safety and environmental protection, the focus was primarily on fair treatment of the people who work on our behalf.

The social audit is carried out in accordance with the basic code of the Ethical Trading Initiative (ETI) and represents minimum standards that must be adhered to by member companies. After four audit days, we received positive feedback in the final discussion with the provisional audit report. We would like to thank everyone involved in the audit.



2.5.3 EMPLOYEE SUGGESTION SYSTEM

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

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

2.6 MEMBERSHIPS AND CORPORATE RESPONSIBILITY

We are always in dialogue with customers, partners and professional associations by virtue of our various memberships, projects and sales activities. This dialogue enables us to identify innovations at an early stage and spur on the development of our products and services in a direction consistent with the market requirements.

We embrace the concept of active networking, including in new forms of collaboration. For example, by taking part in industry-specific hackathons, we are able to demonstrate our skills while also learning from and with others. These agile forms of idea-sharing and cooperation are modern and encourage this type of teamwork, even beyond the boundaries of our company.

Membership of associations and interest groups

GRI 102-13

- ▽ A3P Association
- ▽ BFSIOA International Operators Association
- ▽ Bund der Steuerzahler (German Taxpayers Federation)
- ▽ CoCreate
- ▽ DCMN Developing Countries Vaccine Manufacturers Network
- ▽ DIN Deutsches Institut für Normung (German Institute for Standardisation)
- ▽ GS1 Professional Association for Sustainable Value Creation Networks
- ▽ Albstadt-Sigmaringen University
- ▽ Hohenlohe+
- ▽ Heilbronn Chamber of Industry and Commerce – Certified DUALIS traineeship scheme
- ▽ IPV Industrie-Pensions-Verein
- ▽ Industrievereinigung Kunststoffverpackungen e.V.
- ▽ Industrievereinigung Surental
- ▽ Institut für Produktionserhaltung e.V., Sielenbach
- ▽ Kunststoff.swiss
- ▽ NeoSys
- ▽ Nexel
- ▽ OPC Foundation
- ▽ Packaging Valley (founding member)
- ▽ PDA Europe
- ▽ Pensions-Sicherungs-Verein PSVaG, Cologne
- ▽ ProCure (trade association for purchasing)
- ▽ Qesar
- ▽ Sedex
- ▽ SOS
- ▽ Schweiz. Kundendienstverband (pga)
- ▽ Swiss Biotech Directory
- ▽ Swiss plastics
- ▽ Swissmechanic
- ▽ Swissmem and within it, head of the specialist intralogistics, packaging and conveyor technology group
- ▽ Tecom Switzerland
- ▽ Western Lucerne Entrepreneurs' Association
- ▽ VDMA (German Mechanical Engineering Industry Association)
- ▽ Association of Personnel and Training Professionals
- ▽ Widenmoos

2.7 EXTERNAL SUSTAINABILITY ASSESSMENTS

Since 2021, companies at our production sites have been participating in the external sustainability rating by EcoVadis. EcoVadis is an independent organisation that uses a comprehensive questionnaire to assess the sustainability performance of companies in the areas of environmental, social and governance (ESG).

The results of the EcoVadis sustainability ratings for the companies in the Rommelag Group are above average without exception.

Company	Year of assessment	Result	Overall score
Holopack	2023	Silver	59
Kocher-Plastik	2023	Bronze	58
Maropack	2023	Silver	66
Thermo-Pack	2023	Silver	60



The current EcoVadis scorecards for the Rommelag manufacturing companies (Kocher-Plastik, Maropack, Holopack, and Thermo Pack) can be accessed via the EcoVadis platform.

EMPLOYEES

The responsibilities at Rommelag are just as ambitious and high quality as our products and services. Our employees are the driving force for quality and innovation. Through their ideas and enthusiasm, they deliver outstanding work performance every single day.

WORKING TOGETHER

Open corporate culture

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

People from all over the world

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

Experiencing community

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

Recharging amid stunning natural surroundings

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

We are Top Employer Germany 2024!

The development and well-being of our employees are important to us. In this certification, too, people come first. They should be offered an excellent working and development environment.

The Top Employers Institute examines companies based on top international standards in terms of HR best practices. The questionnaire comprises 6 overarching HR dimensions and 20 HR areas, such as People Strategy, Work Environment, Talent Acquisition, Learning, Well-being and Diversity & Inclusion.

We opted for this certification because we wanted to compare our HR processes against top international standards in order to understand where we stand and to progressively develop on the basis of the ideas we receive during the certification process. To do this, Top Employer certification is the best approach. The learning effect was immense. Now we know in which areas we are already good and in which areas we still need to catch up. Out of a possible 100%, we achieved 70.88% in the overall evaluation. In areas such as 'Business Strategy', 'Work Environment', 'Talent Acquisition', 'Employee Listening', 'Well-being' and 'Purpose & Values', we are

already well positioned by comparison. We are also making good progress in the area of 'Leadership'.

All of the measures we have taken in recent months, such as the employee survey, management training, our new employer campaign 'YOU CAN DO WHAT YOU WANT', the introduction of specialist careers and the comprehensive range of benefits have contributed significantly to this result.

We are proud to be named Top Employer Germany 2024. The certification is the result of intensive work in recent years. It goes without saying that we will not rest on our laurels, but rather take it as an incentive to keep going!



3.1 KEY EMPLOYEE FIGURES 2023

The ratio of women to men is 39%/61% (previous year 40%/60%) for all employees, while the ratio for managers is 26%/74% (previous year 26%/74%).

Diversity of governance bodies and employees at the Rommelag Group (all companies)

GRI 405-1

All employees (permanent employees including managers)

Female	Male	2023	2022	2021	2020
741 39%	1,151 61%	1,895	1,808	1,815	1,791

Age group 15-30

Female	Male	2023	2022	2021	2020
112 30%	264 70%	376 20%	358	381	342

Age group 31-50

Female	Male	2023	2022	2021	2020
327 36%	573 64%	900 47%	853	842	846

Age group 51-70

Female	Male	2023	2022	2021	2020
302 49%	314 51%	616 33%	594	592	603

	DE	CH	US	CN	IN	TOTAL
15-30	321	40	0	1	14	376
31-50	761	117	0	9	13	900
51-70	516	94	0	2	4	616
n.a.	0	0	3	0	0	3
Total	1,598	251	3	12	31	1,895

Managers

Female	Male	2023	2022	2021	2020
66 25%	192 75%	259	258	221	188

Age group 15-30

Female	Male	2023	2022	2021	2020
5 56%	4 44%	9 3%	12	12	10

Age group 31-50

Female	Male	2023	2022	2021	2020
32 22%	115 78%	157 57%	136	119	105

Age group 51-70

Female	Male	2023	2022	2021	2020
29 28%	73 72%	102 39%	109	83	79

	DE	CH	US	CN	IN	TOTAL
15-30	8	1	0	0	0	9
31-50	126	17	0	0	4	147
51-70	77	24	0	1	0	102
n.a.	0	0	1	0	0	1
Total	211	42	1	1	4	259

Employment type (permanent employees including managers)

Full-time	Part-time
1,522 80%	370 20%

Full-time						Part-time					
Female	Male	2023	2022	2021	2020	Female	Male	2023	2022	2021	2020
410 27%	1,112 73%	1,522 80%	1,446	1,478	1,449	331 89%	39 11%	370 20%	362	337	342

	DE	CH	US	CN	IN	TOTAL
Full-time	1,302	177	0	12	31	1,522
Part-time	296	74	0	0	0	370
n.a.	0	0	2	0	0	2
Total	1,598	251	2	12	31	1,895

Contract type (permanent employees including managers)

Permanent	Temporary
1,742 92%	153 8%

Permanent						Temporary					
Female	Male	2023	2022	2021	2020	Female	Male	2023	2022	2021	2020
703 40%	1,039 60%	1,742 92%	1,669	1,675	1,757	38 25%	112 73%	153 8%	362	140	34

	DE	CH	US	CN	IN	TOTAL
Permanent	1,462	239	0	12	29	1,742
Temporary	136	12	3	0	2	153
n.a.	0	0	0	0	0	0
Total	1,598	251	3	12	31	1,895

New employee hires and employee turnover

GRI 401-1

New employee hires (permanent employees including managers) during the reporting year

Female	Male	2023	2022	2021	2020
102 37%	176 63%	279	181	129	187

Age group 15-30						Age group 31-50						Age group 51-70					
Female	Male	2023	2022	2021	2020	Female	Male	2023	2022	2021	2020	Female	Male	2023	2022	2021	2020
51 50%	83 47%	134 48%	84 46%	68 61%	115 61%	39 38%	77 44%	116 42%	71 39%	48 30%	55 30%	12 12%	16 9%	28 10%	25 14%	13 9%	17 9%
15-30		111	15	0	1	7		134									
31-50		91	21	0	0	4		116									
51-70		22	6	0	0	0		28									
n.a.		0	0	1	0	0		1									
Total		224	42	1	1	11		279									

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

Female	Male	2023	2022	2021	2020
89 48%	96 52%	185	245	212	221

Age group 15-30						Age group 31-50						Age group 51-70					
Female	Male	2023	2022	2021	2020	Female	Male	2023	2022	2021	2020	Female	Male	2023	2022	2021	2020
30 34%	42 44%	72 39%	92 37%	68 32%	76 34%	27 30%	36 38%	63 34%	95 39%	61 69%	61 37%	32 36%	18 19%	50 27%	58 24%	83 39%	64 29%

	DE	CH	US	CN	IN	TOTAL
15-30	69	2	0	0	1	72
31-50	50	13	0	0	0	63
51-70	36	14	0	0	0	50
n.a.	0	0	0	0	0	0
Total	155	29	0	0	1	185

Parental leave

GRI 401-3

Our focus on family-friendliness and diversity is also reflected in the figures on parental leave taken: in the reporting period, almost the same number of mothers and fathers were on parental leave. In this case, too, we help our employees to make their own life plans with flexible rules for working time and parental leave.

Employees on parental leave

Female	Male	2023	2022	2021	2020
35 48%	38 52%	73	87	98	96

	DE	CH	US	CN	IN	TOTAL
Number of employees who took parental leave during the reporting period	70	3	0	0	0	73

Change in the performance review: feedback on culture at Rommelag

GRI 404-3

Offering our employees support and room to develop is part of our Group-wide management system and an integral element of our day-to-day business. In 2023, we began holding development discussions with all employees several times a year as part of departmental and one-on-one meetings, and documenting the results of specific measures as part of our lean management approach.

3.2 DIVERSITY AND INTEGRATION

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

Our Group-wide diversity concept is based on the following principles:

Equal opportunities

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

Freedom from discrimination

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

Inclusive and flexible working conditions

We design working conditions at Rommelag in line with our values of respect and appreciation, and help employees balance their professional and private lives.

Gender-neutral pay

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

Teamwork at Rommelag

We aim to strengthen networks and put into practice our culture of innovation, trust, and team spirit through our training and development programs, joint training and activities, and opportunities for dialogue. To support integration, we offer our employees language courses in German and English. As part of this, we also work locally with other companies in the region to help foreign professionals to integrate outside of the work environment too.

	Aim	Results 2023	Results 2022
Gender distribution	We aim for a balanced ratio of men to women of at least 45% / 55% (f/m).	39% / 61% (f/m)	40% / 60% (f/m)
Employee turnover	<10% The fluctuation rate within the gender groups should be balanced	10.2% 12.3% / 8.8% (m/f)	13.7% 14% / 13% (f/m)
Freedom from discrimination	Reported cases of discrimination: 0	Zero	Zero
Quality of HR processes	Top employer ranking	Top employer 2023/2024 (certification process since 2021)	

3.3 TRAINING

The Rommelag Group continues to be highly active when it comes to training talented young people. With 85 trainees in 2023 and a retention rate of 70% of those who completed their training, we are making an active contribution to sustainable company growth. We encourage and support young people to choose technical careers and strive for gender balance in our training numbers.

Trainees

Female	Male	2023	2022	2021	2020
13 15%	72 85%	85	83	103	144

People who completed training in the period under review

Female	Male	2023	2022	2021	2020
8 27%	22 73%	30	26	29	27

Number of trainees who stayed with the company

Female	Male	2023	2022	2021	2020
5 24%	16 76%	21	19	21	23

Trainees by country – all genders

Number	DE	CH	US	CN	IN	TOTAL
Number of trainees	72	12	0	0	0	85
People who completed training in the period under review	30	0	0	0	0	30
Number of trainees who stayed with the company	21	0	0	0	0	21

Rommelag receives DUALIS certification for exceptional training achievements

For the second time, Rommelag has been awarded DUALIS certification for exceptional training achievements.

The Heilbronn Chamber of Industry and Commerce certificate proves that we are an ‘excellent training company’. Certification was preceded by a demanding testing procedure. External auditors took a detailed look at the training processes and spoke to the trainers, trainees and employees from the specialist departments. The auditors were impressed in all five areas assessed. This includes recruiting trainees, company induction, carrying out the training, preparing for examinations and transitioning to the operational process.

We are delighted to receive this award again and are proud to be able to guarantee above-average training quality for our trainees. A big ‘thank you’ for this great achievement goes to all trainers, trainees and those involved!



3.4 OCCUPATIONAL HEALTH AND SAFETY

Protecting the health of our employees is anchored in our processes by means of workplace-specific risk assessments, mandatory instruction, and annual training on occupational safety and awareness-raising measures. Rommelag provides all employees with the personal protective equipment they need. Our machinery and production facilities are regularly inspected. Emergency plans and first aid equipment are in place at all locations in compliance with legal health protection regulations. Employees' opinions and experiences are actively incorporated into the design of occupational safety measures in departmental meetings or occupational safety committees.

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

No infringements of environmental or occupational health and safety regulations occurred within the Rommelag Group in the period under review. We aim to reduce the number of occupational accidents at all sites to zero. In the reporting period, there were 60 accidents at work with minor injuries, no serious accidents and no fatal accidents. After analysing the accidents, we put appropriate measures in place to prevent similar accidents from happening again in future.

Work-related ill health or injuries GRI 403-10

Work-related injuries or ill health among all employees (permanent employees including managers)

	2023	2022	2021	2020
Employees	1,895	1,808	1,815	1,791
Total number of documented work-related injuries or ill health	60	77	41	58
Number of serious work-related injuries	0	9	1	1
Number of deaths due to work-related injuries or ill health	0	0	0	0
LTIR: Lost Time Injury Rate: rate of documentable work-related injuries involving lost time (1 day and more) per 200,000 hours worked	3.52	4.57		

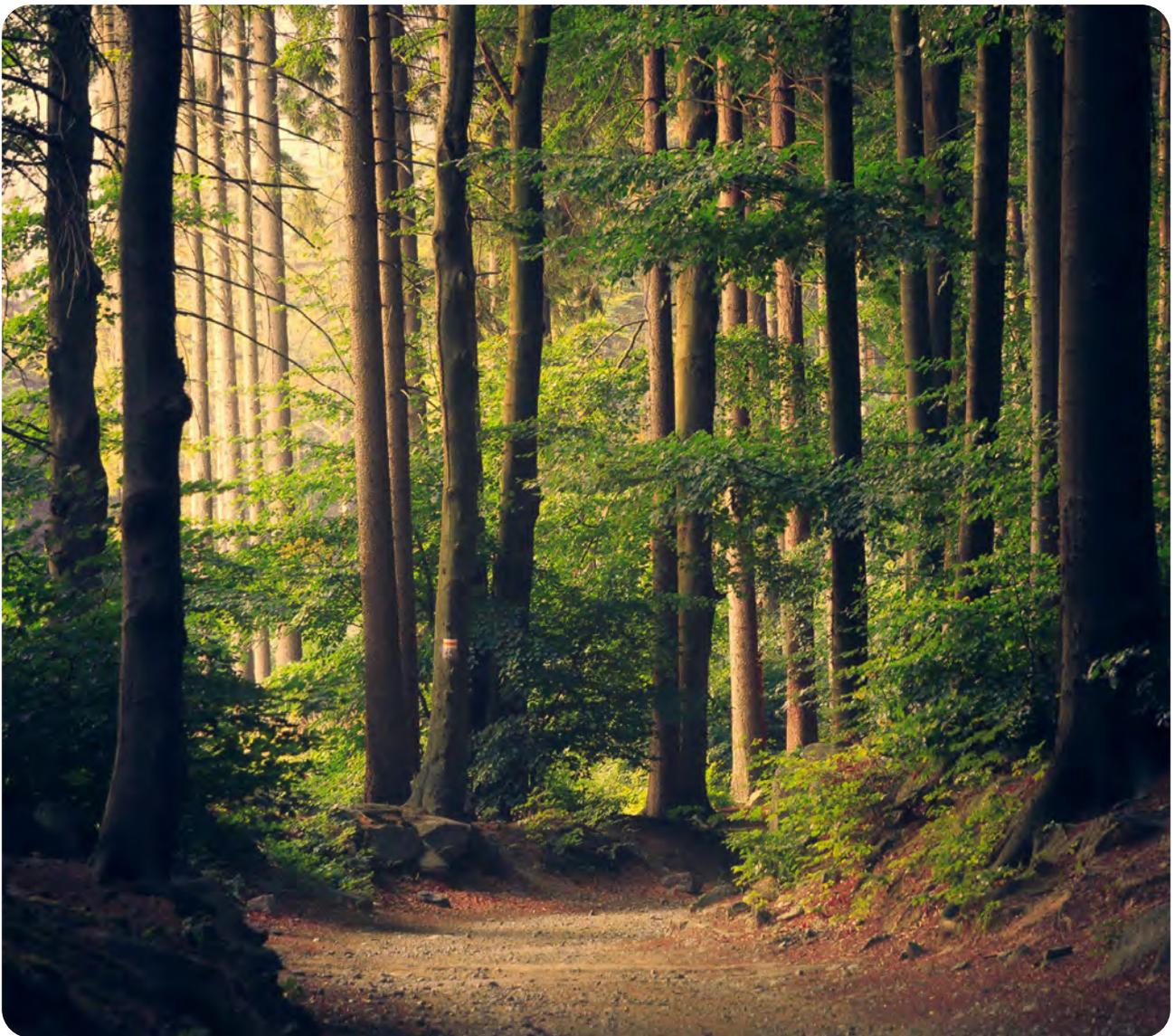
Most important types of work-related ill health (causes and dangers, e.g. falls, cuts and chemical hazards)

Main ailment 1	Cuts	Main cause 1	Commuting accident
Main ailment 2	Crushing	Main cause 2	Employee carelessness
Main ailment 3	Sprain	Main cause 3	Bulk obstruction
Main ailment 4	Inflammation of the elbow	Main cause 4	Ventilation in the production areas
Main ailment 5	Knee problems	Main cause 5	Falling down stairs
Main ailment 6	Hip problems		

3.5 PARTICIPATION AND EMPLOYEE SATISFACTION 2023

Based on the results of our 2022 employee survey, we conducted 124 documented team workshops within our companies during the reporting period. The results from individual areas and departments were discussed and over 600 improvement measures were identified. According to feedback from our managers, 87 of these measures have already been completed. This outlook makes us very positive.

The aim of our employee survey was and still is to gauge the mood and identify potential areas for improvement. The next Group-wide employee survey will be conducted in spring 2024.





ECOLOGY

4.1 THE ROMMELAG GROUP'S CLIMATE TARGETS

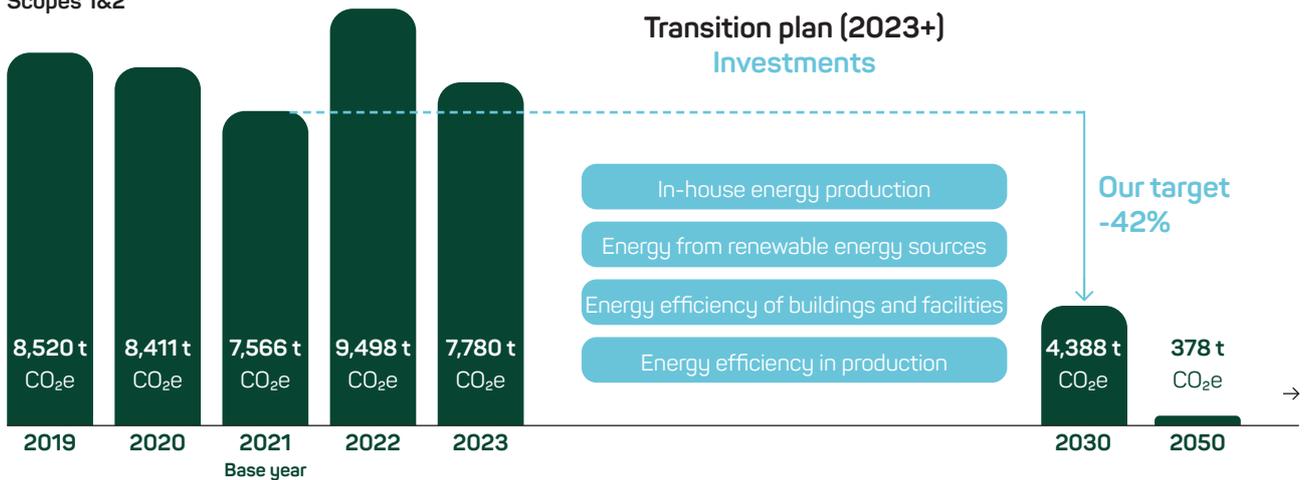
In line with the goals of the Paris Climate Agreement, the climate targets of the European Union and the criteria of the ScienceBasedTargets Initiative (SBTi), we have defined our targets for reducing greenhouse gas emissions:



- Reduction of 42%** in Scope 1,2 emissions by 2030 (near-term target, base year 2021)
- Reduction of 95%** in Scope 1,2 emissions by 2050 (net zero target, base year 2021)
- Reduction of 25%** in Scope 3 emissions by 2030 (base year 2023)

In accordance with the rules of the GHG Protocol and the SBTi, we aim to achieve these targets without the use of carbon offsets. This means that we are actually reducing our emissions, not 'offsetting' or 'neutralising' them with certificates.

Reduction in CO₂ emissions:
Scopes 1&2



To achieve our goals, we have already implemented many of the suggestions from last year's energy-saving competition. Other measures require somewhat longer planning and extensive investments, such as our new central cooling unit in Untergröningen, the complete conversion to LED lighting in the buildings in Sulzbach-Laufen and further expansion of the photovoltaic systems. To this end, we have launched a comprehensive planning project to determine the transformation potential at our German locations. We expect to see the results of this in early 2024.

4.2 CO₂ EMISSIONS OF THE ROMMELAG GROUP

In 2023, we once again recorded our carbon footprint in line with the GHG Protocol. Data from all companies in the Group was taken into account. During 2023, we revised our data inventory and improved the recording of emissions in the 15 categories of the upstream and downstream value chain (Scope 3). This enabled us to establish a base year for these emissions for the first time, in order to review our reduction targets. By improving data quality and standardising calculation methods, minor corrections were made to the data from previous years (impact <1%).

Rommelag Group's carbon footprint

As at: 31.12.2023

		2023 Group	2022 Group	2021 Group
Scope 1 – Direct emissions from business operations	CO ₂ e (t)	3,070	2,919	3,364
Heat consumption in the company	CO ₂ e (t)	2,479	2,533	2,915
Fuel consumption in the company	CO ₂ e (t)	504	387	304
Gas leaks	CO ₂ e (t)	86	-	145
Scope 2 – Indirect emissions from purchased energy*	CO ₂ e (t)	4,710	6,579	4,203
Electricity consumption*	CO ₂ e (t)	4,639	6,535	4,194
District heating/cooling*	CO ₂ e (t)	72	44	8
Carbon footprint (Scopes 1+2)	CO ₂ e (t)	7,780	9,498	7,566
Change over previous year	CO ₂ e (t) %	-1,718 -18%	1,932 26%	-845 -10%
Number of employees (incl. Rommelag US/CN/Holding)	CO ₂ e (t)	1,895	1,808	1,815
Carbon footprint per employee (Scopes 1+2)	CO ₂ e (t)/ employee	4.11	5.25	4.17
Scope 2 – Indirect emissions from energy consumed (location-based approach)	CO ₂ e (t)	14,131	14,495	-
		Holopack 2023	Holopack 2022	
GHG intensity in CO₂e (t) per metric tonne of packaged products**	CO ₂ e (t)	0.55	0.79	

REMARKS

* Market-based approach

** (gate to gate): this figure refers to 1 tonne of filled and packaged Holopack products (production/BFS process), but no emission figures for input materials and logistics

Direct GHG emissions (Scope 1)

GRI 305-1

Direct emissions from the Group's operations as a whole rose slightly to 3,070 CO₂e (t) (previous year 2,919 CO₂e (t)). Heating makes up the majority of this category by far. The heat requirements are met with a mixture of natural gas, heating oil and liquefied gas and are the cause of 2,479 CO₂e (t) across the Group (previous year: 2,533 CO₂e (t)). By improving the settings of the heating systems in our production buildings, we were able to reduce consumption and thus emissions by 2%. A further 504 CO₂e (t) (previous year: 387 CO₂e (t)) are generated across the company as a result of the fuel consumption of the predominantly petrol and diesel-powered vehicles in our vehicle fleet. The increase in reported emissions is due to the more complete recording of fuel consumption.

Indirect energy-related GHG emissions (Scope 2)

GRI 305-2

Indirect emissions from purchased energy account for the largest share of the total emissions of the Group. These are due to a combination of conventional electricity and green electricity and produce 4,710 CO₂e (t) (previous year: 6,579 CO₂e (t)). This corresponds to a reduction of 28% compared to the previous year. We were able to achieve the positive trend in these emissions by cutting consumption and switching to electricity from renewable energy sources. For example, the complete conversion to LED lighting at the production site in Sulzbach-Laufen began in the reporting year and many suggestions from our internal energy-saving competition were implemented.

In addition, we are striving to achieve our reduction targets in this area by further investing in our own energy production and purchasing climate-neutral energy products in the future.

Rommelag Group's carbon footprint

	Name	Unit	Emissions	Confidence level	Data completeness	Calculation	Emission factors, source
3.1	Purchased goods and services	CO ₂ e (t)	39,499	High (90%)	Very high (95%)	Mixed approach (spend/weight-based)	Secondary, DEFRA 2023, UBA 2023
3.2	Capital goods	CO ₂ e (t)	2,423	High (80%)	High (80%)	Spend-based approach	Secondary, DEFRA 2023
3.3	Fuel and energy-related emissions	CO ₂ e (t)	1,608	Very high (95%)	Very high (100%)	incl. upstream and T&D losses	Secondary, DEFRA 2023, UBA 2023
3.4	Upstream transport and distribution	CO ₂ e (t)	Low < 20	Very high (95%)			
3.5	Waste generated in operations	CO ₂ e (t)	72	Very high (95%)	Very high (95%)	Waste fractions by type of disposal	Secondary, DEFRA 2023
3.6	Business travel	CO ₂ e (t)	1,997	High (80%)	High (70%)	Travel by plane, train and hotel accommodation	Secondary, DEFRA 2023 (Hotel), booking partner calculations, based on myclimate.com
3.7	Employee commuting	CO ₂ e (t)	2,586	High (80%)	High (80%)	Calculation model with assumptions	Secondary, UBA 2022, Tremod 6.5.1
3.8	Upstream leased assets	CO ₂ e (t)	Not applicable				
3.9	Transport and distribution (downstream)	CO ₂ e (t)	Low < 20	Very high (95%)	High (80%)		
3.10	Processing of sold products	CO ₂ e (t)	Not applicable				
3.11	Usage of sold products	CO ₂ e (t)	52,574	Low (30%)	n.a.	Estimate	Secondary, DEFRA 2023, IEA 2023
3.12	End-of-life treatment of sold products	CO ₂ e (t)	37,298	Low (30%)	n.a.	Estimate	Secondary, DEFRA 2023
3.13	Downstream leased assets	CO ₂ e (t)	Not applicable				
3.14	Franchises	CO ₂ e (t)	Not applicable				
3.15	Investments	CO ₂ e (t)	Not applicable				

During 2023, we covered in greater depth the calculation and analysis of Scope 3 emissions in the 15 emission categories. This enabled us to form a better picture of indirect emissions along the entire value chain. The calculation methods and data for Scope 3 emissions have not yet been standardised in the market or are not available for all categories. Against this backdrop, the emission data presented is partially based on assumptions and estimates that are marked accordingly. We expect significant changes in the reporting data in the future as soon as improved calculation bases become available. Nevertheless, we want to provide a transparent overview of our emissions data and the status of development in all categories.

CATEGORY 3.1 – PURCHASED GOODS AND SERVICES

Emissions (t CO₂e): 39,499

Confidence level: High (90%)

Data completeness: Very high (95%)

Based on the purchase volumes of all Rommelag companies, we calculated the emissions for the main product groups and purchased services based on sales (spend-based method) and based on weight (weight-based method). The emissions are broken down into the following product groups:

	Emissions in t CO ₂ e	Proportions
Service	6,036	15%
Purchased products	33,463	85%
Production goods	9,697	25%
Steel	6,102	15%
Electric components	4,841	12%
Packaging	3,974	10%
Plastics	3,977	10%
Chemical products	1,950	5%
Pharmaceutical primary materials	1,816	5%
Metal goods	683	2%
IT hardware	424	1%

the supplier base of the entire Rommelag Group comprises more than 2,100 suppliers in over 120 product and service groups. To determine the emissions, the groups were combined in order to be able to use available emission factors based on the sales method. We were able to calculate emissions in the plastics product group using the weight method, as the complete data basis for this is available. The availability of Group-specific or supplier-specific emission factors across the product and service groups is currently still extremely patchy on the market side. We continue to pursue our goal of systematically collecting emissions data from our key suppliers and identifying comparable data sources for emission factors.

In addition to emissions reporting, the analysis of the data also enables low-emission alternatives in the procurement process to be identified. To do so, we are in contact with our suppliers and customers in order to jointly identify and reduce emissions along the value chain.

CATEGORY 3.2 – CAPITAL GOODS

Emissions (t CO₂e): 2,423

Confidence level: High (80%)

Data completeness: High (80%)

The emissions of purchased capital goods were calculated according to the spend-based method, whereby various facilities and goods were combined.

CATEGORY 3.3 – FUEL AND ENERGY-RELATED EMISSIONS

Emissions (t CO₂e): 1,608

Confidence level: Very high (95%)

Data completeness: Very high (100%)

Emissions in this category are calculated using data from the German Environment Agency 2023 and IEA 2023.

Country/company		Electricity consumption 2023	Emissions upstream and T&D losses	EF sources
		MWh	CO ₂ e (t)	
CH		3,169	37	IEA 2023
	Maropack	2,486	29	
	Maroplastic	649	8	
	ROM Buchs	34	0	
CN		9	1	IEA 2023
	ROM CN	9	1	
DE		20,519	1,525	UBA 2023
	Holopack	15,846	1,177	
	llabs	24	2	
	Kocher-Plastik	3,629	270	
	ROM Waiblingen	51	4	
	Thermo-Pack	969	72	
IN		156	45	IEA 2023
	ROM India	156	45	
US		4	0	IEA 2023
	ROM USA	4	0	
Totals 2023		23,857	1,608	

CATEGORY 3.4 – UPSTREAM TRANSPORT AND DISTRIBUTION

Emissions (t CO₂e): Low < 2

Confidence level: very high (95%)

The majority of the logistics (> 98%) for delivering goods to our companies is not commissioned or paid for by Rommelag ("carriage paid" by our suppliers), so these emissions are not listed in our data inventory.

The shipments commissioned by Rommelag involve spare parts, samples, and specimens, as well as shipments within the group of companies. The transport volume is less than 50 tonnes per year and takes place locally within a radius of less than 300 km. This volume accounts for a calculated 1.77 tonnes of CO₂(e) (118 g/tkm for trucks, UBA 2023)

CATEGORY 3.5 – WASTE GENERATED IN OPERATIONS

Emissions (t CO₂e): 72

Confidence level: Very high (95%)

Data completeness: Very high (95%)

At the production sites, all waste is sorted and processed by recycling partners. Emissions are determined on the basis of annual waste reports and standardised emission factors for the recycling or disposal of waste (DEFRA 2023).

Disposal		Total amount of waste	Emissions
		in tonnes	in CO ₂ e (t)
Diverted		1,932.78	41.13
	Prepared for recycling	974.35	20.74
	Recycled	910.04	19.37
	Other recovery	48.39	1.03
Passed on		590.57	31.69
	Landfill	38.32	19.94
	Other disposal	10.33	0,22
	Combustion (including energy recovery)	541.80	11.53
	Combustion (excluding energy recovery)	0,13	0.00
Overall result		2,523.35	72.82

CATEGORY 3.6 – BUSINESS TRAVEL

Emissions (t CO₂e): 1,997

Confidence level: High (80%)

Data completeness: High (70%)

Emissions are determined using precise data (flights) and well-standardised calculation methods (tCO₂e per km per class per flight distance) and emission factors (including DEFRA 2023).

Hotel stays

	Unit	2023 Group
Hotel stays	Number	2,865
CO₂ emissions	CO ₂ e (t)	114.6

Business travel

	Unit	2023 Group	2022 Group	2021 Group	2020 Group
DISTANCE					
Long-haul flights	Thousand km	5,432	4,393	2,591	2,429
Medium-haul flights	Thousand km	660	466	717	758
Short-haul flights	Thousand km	928	104	511	651
Train	Thousand km	112	75	8	14
Total in km	Thousand km	7,132	5,038	3,827	3,852
CO₂ emissions					
		Group	Group	Group	
Short-haul flights	CO ₂ e (t)	277.44	31.03	152.38	
Long-haul flights	CO ₂ e (t)	1,456.01	983.95	580.45	
Medium-haul flights	CO ₂ e (t)	145.70	99.19	152.65	
Train	CO ₂ e (t)	3.47	3.31	0.34	
Overall result	CO ₂ e (t)	1,882.61	1,117.48	885.81	

CATEGORY 3.7 – EMPLOYEE COMMUTING

Emissions (t CO₂e): 2,586

Confidence level: High (80%)

Data completeness: High (80%)

The standardised calculation model is based on assumptions of the average commutes to work and means of transport for our employees, and emission data from the Federal Environment Agency (UBA 2022, Tremod 6.51)

CATEGORY 3.8 – UPSTREAM LEASED ASSETS

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

CATEGORY 3.9 – TRANSPORT AND DISTRIBUTION (DOWNSTREAM)

Emissions (t CO₂e): Low < 2

Confidence level: Very high (95%)

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

The shipments commissioned by Rommelag involve spare parts, samples, and specimens, as well as shipments within the group of companies. The transport volume is less than 50 tonnes per year and takes place locally within a radius of less than 300 km. This volume accounts for a calculated 1.77 tonnes of CO₂(e) (118 g/tkm for trucks, UBA 2023)

CATEGORY 3.10 – PROCESSING OF SOLD PRODUCTS

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

Rommelag does not manufacture or sell any intermediate products that undergo further processing as defined in the GHG Protocol.

CATEGORY 3.11 – USE OF SOLD PRODUCTS

Products filled and packaged on behalf of customers are not part of the Rommelag Group's data inventory.

Manufactured BFS systems:

Emissions (t CO₂e): 52,574

Confidence level: Low (30%)

Emissions during use of manufactured systems depend on customer-specific parameters for which Rommelag is unable to make any reliable assumptions. However, emissions are largely determined by the type of machine, configuration, electricity consumption, material usage and the rate of waste.

An initial rough estimate is based on a standard usage scenario and internal measurements from our existing systems. The emissions estimated in this way were multiplied by the number of systems produced in 2023. In 2023, in collaboration with suppliers and customers, we began identifying the parameters and system limits for carrying out product carbon footprint assessments and life cycle analyses (LCAs) in the BFS process. The creation of life cycle analyses without taking customer-specific parameters into account is neither meaningful nor expedient for determining emissions in this category.

Rommelag continues to invest in the development of new systems that significantly reduce the amount of energy and materials used, and thus have a positive effect on reducing CO₂ emissions.

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

Emissions (t CO₂e): 37,298

Confidence level: Low (30%)

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

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

A standard disposal model was used to determine emissions in this category, assuming a recycling rate of 80% for the materials used (steel, copper, motors). This model was applied to the weights of the systems manufactured during the reporting period. In 2023, we also started preparing system-specific product carbon footprint assessments, which will make it possible to determine emissions in this category more accurately in the future.

CATEGORY 3.13 – DOWNSTREAM LEASED ASSETS

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

CATEGORY 3.14 – FRANCHISES

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

CATEGORY 3.15 – INVESTMENTS

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

4.3 RESOURCE CONSUMPTION

This section presents aggregated data for all companies in the Rommelag Group with data from the previous year. Detailed data on the Group's individual companies are presented in section 6.1.

Energy consumption

GRI 302

Energy consumption within the organisation

GRI 302-1

The Rommelag Group's energy consumption in 2023 is primarily driven by electricity and heating. Due to multi-year contractual obligations, most of the energy is purchased from non-renewable sources.

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

Electricity and district heating/cooling

31.12.2023

	Unit	2023	2022	2021
Conventional electricity	MWh	20,507	23,260	23,169
Green electricity	MWh	2,985	708	828
Self-generated/used electricity	MWh	363	380	196
District heating	MWh	34	25	0
District cooling	MWh	247	153	282
Total electricity consumption/district heating/cooling	MWh	24,136	24,526	24,475
Country	Unit	2023	2022	2021
China	MWh	9		
Germany	MWh	20,800	21,326	21,561
India	MWh	156	70	-
Switzerland	MWh	3,168	3,131	2,914
USA	MWh	3		
Total electricity consumption/district heating/cooling	MWh	24,136	24,527	24,475

Heat consumption – use of fossil fuels or biofuels

	Unit	2023	2022	2021
Fuel				
Natural gas/biogas	MWh	5,309	6,565	8,758
LPG (liquefied petroleum gas)	MWh	22	40	40
Light heating oil	MWh	5,289	4,322	3,919
Total heat consumption (all fuels)	MWh	10,620	10,927	12,717
Country	Unit	2023	2022	2021
China	MWh	-		
Germany	MWh	8,955	10,091	11,717
India	MWh	-	-	-
Switzerland	MWh	1,665	836	1,000
USA	MWh	-		
Total electricity consumption/district heating/cooling	MWh	10,620	10,927	12,717

Water withdrawals and water discharge

GRI 303

In 2023, water withdrawals by the Group fell slightly to 107.29 MLitres (previous year 113.43 MLitres).

Total volume of water withdrawn

	Unit	2023 Group	2022 Group	2021 Group	2020 Group
Surface water	Megalitres	0.00	0.00	n/a	n/a
Groundwater*	Megalitres	0.60	0.96	n/a	n/a
Seawater	Megalitres	0.00	0.00	n/a	n/a
Water produced**	Megalitres	0.02	0.00	n/a	n/a
Third-party water**	Megalitres	106.69	112.47	129.73	138.77
Total volume of water withdrawn	Megalitres	107.29	113.43	129.73	138.77

Total water discharge by destination

	Unit	2023 Group	2022 Group	2021 Group	2020 Group
Surface water	Megalitres	0.45	-	-	17.70
Seawater	Megalitres	-	-	-	-
Water produced**	Megalitres	106.68	94.74	83.89	53.99
Third-party water**	Megalitres	0.01	-	-	-
Total volume of water discharge	Megalitres	107.13	94.74	83.89	71.69

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

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

Use of refrigerants

	Unit	2023 Group	2022 Group	2021 Group
Refrigerant				
R32	kg	4	0	0
R407C	kg	29	0	32
R410A	kg	12	0	43
R449A	kg	10	0	0
Overall result	kg	54	0	74

Fuel consumption

	Unit	2023 Group	2022 Group	2021 Group	2020 Group
Petrol	Litres	77,098	62,039	45,404	58,079
Diesel	Litres	109,246	88,723	77,267	78,477
Natural gas (CNG)	kg	0	11	0	0
Electricity (vehicle fleet)	kWh	85,286	7,902	3,305	

Saving of drinking water despite higher production volumes at Rommelag CMO



The cornerstone for this success was laid in 2020 by Operational Engineering. We are continuously analysing and monitoring our consumption of water. As a result, drinking water consumption was reduced by 19,100 m³/year in 2022 compared to 2020, even though machine utilisation increased significantly over the same period.

The annual saving of 19,100 m³ of drinking water corresponds to the annual consumption of 102 single-family houses with a four-person household.

4.4 WASTE FROM PRODUCTION

Waste

Waste by type and disposal method

In 2023, the Group generated a total of 2,523 tonnes of recyclable materials and waste.

GRI 306
GRI 306-2

Waste by type and disposal method

Disposal method		2023 Group			2022 Group			2021 Group		
		Total amount	Hazardous waste	Non-hazardous waste	Total amount	Hazardous waste	Non-hazardous waste	Total amount	Hazardous waste	Non-hazardous waste
Waste diverted from disposal	Tonne (t)	1,933	74	1,859	1,720	79	1,641	1,466	-	1,466
Prepared for reuse	Tonne (t)	974	2	973	739	-	739	245	-	245
Recycled	Tonne (t)	910	70	840	978	77	901	1,221	-	1,221
Other recovery operations	Tonne (t)	48	2	46	4	3	1	-	-	-
Waste directed to disposal	Tonne (t)	591	23	568	581	1	580	575	68	507
Landfill	Tonne (t)	38	-	38	-	-	-	-	-	-
Other disposal	Tonne (t)	10	10	-	40	0	40	7	-	7
Incineration (including energy recovery)	Tonne (t)	542	12	529	448	0	448	479	67	412
Incineration (excluding energy recovery)	Tonne (t)	0	0	-	92	1	92	89	1	88
Total amounts	Tonne (t)	2,523	97	2,427	2,301	80	2,221	2,041	68	1,973
Recycling rate	%	77%	76%	77%	75%	99%	74%	72%	0%	74%

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



Within the Rommelag Group, at Thermo-Pack we recycle plastics waste from our testing and filling processes of our companies Kocher-Plastik and Holopack. In 2023, a total of 1,250 tonnes of plastic waste were processed and returned to the market as MFI regenerates of the same kind.

Collaboration as the key to sustainable recycling and disposal of production waste

At Rommelag, we have set ourselves ambitious waste recycling targets. Together with our disposal partner Bühler GmbH, we have developed a comprehensive plan for recycling our production waste at our Kocher-Plastik and Holopack production sites in order to minimise resource consumption:

- ✔ Target: recycling rate over 90%
- ✔ Sorting of all waste fractions according to type (>95%)
- ✔ Large containers, modern compaction methods > fewer empty runs
- ✔ Logistics: Conversion of vans to e-fuels, potential use of e-trucks
- ✔ Use of regional recycling and disposal partners > Short transport routes, no waste exports to non-EU countries (all waste is recycled in Germany and neighbouring EU countries in certified plants)
- ✔ Use of modern recycling technologies for recyclable materials as well as in environmentally sound disposal in accordance with local legal regulations
- ✔ CO₂ calculator for emptying journeys and data interface
- ✔ Annual waste reports with waste identification codes (in accordance with the Waste Classification Ordinance (Abfallverzeichnisverordnung - AVV)) and recycling codes to accurately determine the CO₂ emissions of the recycling chain (downstream)

WINNERS OF THE ENERGY-SAVING COMPETITION

Maropack congratulates Manuel Nussbaum on winning first place in the energy-saving competition. The idea: planning a **ROMMELAG ENERGY WEEK** based on the motto 'saving energy with the employees'. The aim is to raise awareness amongst employees with energy-saving tips that are easy to implement. During the ROMMELAG ENERGY WEEK, one or more energy-saving tips will be explained every day. In order to create an incentive to implement the cost-saving tips, the energy reduction of the individual companies is recorded and the company with the highest reduction is awarded a prize.



CORPORATE SOCIAL RESPONSIBILITY

5.1 ROMMELAG AS AN EMPLOYER

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



OUR VALUES LIFE

We are open to new ideas

We do not fear change. We see change as a challenge and a real opportunity for positive development.

We are geared towards people

We treat others with respect and recognition, we listen and we take a real interest in the needs of other people.

We give people real opportunities

We welcome anyone and everyone, regardless of age, gender or background. Their potential and willingness to help us shape the future are all that matter.

We see ourselves as a team

We are down to earth. A strong team spirit with flat hierarchies, short processes and open doors is important to us.

We have a shared vision

We are driven by our mission to ensure people all over the world have access to safe medication thanks to our solutions. This vision gives our work meaning and relevance.

We offer stability

As an owner-run company with regional roots and a focus on rapidly growing global markets, we offer our employees long-term stability and security.

Work and private life reimagined

FLEXIBLE WORKING HOURS

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

WORKING TIME ACCOUNT FOR TIME OFF

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

MORE LEAVE TIME

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

MORE FLEXIBLE RETIREMENT OPTIONS

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



Money is not everything, but ...

SALARY AND SPECIAL PAYMENTS

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

COMPANY PENSION SCHEME

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

EMPLOYEE LOANS

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

EMPLOYEE BENEFITS

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

SUBSIDISED (E-)MOBILITY

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



Deine Karriere bei Rommelag

MACH DOCH, WAS DU WILLST.

Wir wollen für dich der beste Arbeitgeber sein, den du dir vorstellen kannst. Wenn du also gemeinsam mit uns etwas bewegen willst,

Als Weltmarktführer und Erfinder der **Blow-Fill-Seal-Technologie**, Entwickler flexibler **Container-Systeme** und gefräster **One-Stop-Parties** der Pharmaindustrie ermöglichen wir vor allem die sichere und nachhaltige Abfüllung wertvoller Pharmazeutika. Unsere Vision ist es, dass alle Menschen so weltweit Zugang zu sicheren Arzneimitteln bekommen.

Für dieses Ziel packen 2.000 Mitarbeitende in Deutschland, der Schweiz, in Indien, China und den USA gemeinsam an. Wir wollen, dass sie es jeden Tag gerne tun. Deshalb nehmen wir uns ihre persönlichen Ziele, Erwartungen und Bedürfnisse zu Herzen. Bieten Chancen, entdecken Talente, geben Orientierung und Perspektiven. Und wo immer möglich, suchen wir nach passenden Lösungen, um ihren individuellen Wünschen gerecht zu werden.

Das macht uns einzigartig

Jedes Unternehmen hat seine eigene Kultur, die sich mit der Zeit und den Menschen, die dort arbeiten, weiterentwickelt. Für Rommelag von Beginn an prägend sind die starken Werte eines Familienunternehmens. Sie sind das unverrückbare Fundament, auf das wir unsere gemeinsame Zukunft bauen. Bald gemeinsam mit dir?

[Zum Jobportal](#)



Den Menschen zugewandt

Wir wollen, dass es Menschen gut geht – also auch unseren Mitarbeitenden, Kolleginnen und Kollegen. Deshalb begegnen wir ihnen mit Respekt und Wertschätzung. Hören ihnen genau zu und interessieren uns für deren Bedürfnisse.



Gerne per du

Rommelag hat verschiedene Standorte und Divisionen, doch wir verstehen uns als EIN Team. Wir sind im besten Sinne bodenständig. Ein gutes Miteinander ohne Eitelkeiten, mit flachen Hierarchien, kurzen Entscheidungswegen und offenen Türen ist uns wichtig. Das zeigt sich auch in unserer Sprache: Wir sind „per du“.

Our new (german) Rommelag career page is online! As part of the new employer branding, both the design of the site and the content have been completely revised.

The aim was to provide the various target groups, from school pupils to experienced professionals, with relevant information in a compact and easily accessible format. In addition, interested parties will now receive even more information about us as an employer and our locations.

Visit our careers page on the internet, where you can also find our vacancies: www.rommelag.com/karriere

5.1.1 CAREERS AT ROMMELAG



Honest recognition for honest work

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



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

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

5.1.2 TRAINEE PROGRAMME AT ROMMELAG



Are you looking for a varied traineeship in a commercial or technical field? Would you prefer a well-established company for the practical part of your integrated degree programme? Then look no further!

As an internationally successful group of nine independent companies with regional roots, we are a true hidden champion in the packaging industry. To be more precise, we are the inventor of and global market leader in BFS technology and a specialist in a huge range of plastic-based packaging solutions.

At our sites in Germany and Switzerland, we manufacture almost everything in-house – this plays a critical role in our over 60 years of success.

Available Trainee Programs at Rommelaag:

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

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

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



5.1.3 DUAL STUDY PROGRAMME AT ROMMELAG



In addition to pure apprenticeships, we also offer integrated degree opportunities in the fields of mechanical engineering, mechatronics and electrical engineering. Find out more in our video on the integrated degree programme at Rommelag. We have set up a dedicated portal at <https://www.rommelag.com/de/ausbildung> to answer any questions about training with us. And of course, you can also reach us on our social media channels or via email.

Welcome to team Rommelag!

In 2023, we welcomed 21 new trainees and two integrated degree students. We are delighted to have you on the Rommelag team and hope that you have a brilliant start to your training.



Induction week for new trainees in 2023

The introductory week started with a tour of Kocher-Plastik, Holopack in Sulzbach and Thermo-Pack in Gaildorf. Afterwards the trainees went to Waldakademie (Forest Academy) Mönchhof for 3 days. The agenda included:

- ✔ Introduction to lean management at Rommelag
- ✔ Getting to know the management team
- ✔ Energy management training

There was also plenty of fun. Team-building games and a walk to the summer toboggan run in Kaiserbach provided a good balance to the informative programme during the day. At a pleasant barbecue evening, casual discussions were held with management.



Gerhard Hansen Prize ceremony and presentation of certificates for trainees 2023



On 8 September, we presented the Gerhard Hansen Prize for outstanding training achievements for the second time. The prize was made possible by the Heidrun Hansen Foundation. Ms Hansen congratulated the prizewinners personally on their outstanding training success, via live broadcast in Switzerland.

All of the trainees who completed their training at Rommelag in 2023 had the chance to win the Gerhard Hansen Prize for outstanding training achievement. This year, five trainees from Germany and Switzerland received the prize. The award underscores how important vocational training is to Rommelag and well-trained young employees. It also acknowledges the excellent performance and extraordinary commitment of our trainees.



Trainees visiting Didacta 2023 trade fair

The aim of visiting the trade fair was to gather ideas for digitalising training for future trainees. This is a project that is to be realised using the digital learning platform MLS from the Nachwuchsstiftung für Maschinenbau (foundation for training junior staff in mechanical engineering). This platform is to be made available to trainees from September 2023 to improve their learning options.



5.1.4 PROFESSIONAL DEVELOPMENT AT ROMMELAG



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

Internal professional development courses

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

Specialist training courses

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

Language courses

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



Cyber-security awareness training

To raise awareness amongst all employees, we have introduced a Group-wide e-learning programme, which provides mandatory in-depth knowledge of cyber-security, information and data security, data protection and phishing. The 60 e-learning modules are kept compact and each includes an exciting quiz at the end, to check the level of knowledge and the success of the lesson. The e-learning courses are very practical and designed so that the knowledge can also be used in a private context. In 2023, we identified 1,435 employees across the Group who need access to computers and in-house online resources in their work areas. Pre-registered 1,245 employees (87%) completed at least one of the modules in 2023. 493 participants (39%) have already passed all the modules. The average user rating of the programme is 4.5 out of 5.

5.1.5 PROMOTING YOUNG TALENT AT ROMMELAG

Visit from Crailsheim Technical School



At Kocher-Plastik, we welcomed 24 students from the field of electrical engineering at Crailsheim Technical School. The day provided an insight into the practical side and established initial contacts.

Visit by 99 students from the technical schools in Aalen and Heilbronn

In 2023, we welcomed a total of 99 students from the technical schools in Aalen and Heilbronn. 42 budding mechanical engineering technicians got the ball rolling. After a short presentation of the company, the technical office, production and project management departments were introduced, into which the technicians can enter after their further training or do project work on a technical subject. Many thanks to everyone involved who made these events possible. It's great to be able to introduce the company to so many young people.



Educational partnership between Evangelisches Schulzentrum Michelbach (ESZM) and the Rommelag Group

The aim of visiting the trade fair was to gather ideas for digitalising training for future trainees. This is a project that uses the digital learning platform MLS. The aim of this educational partnership is to dispel young people's fear of technical, mathematical and scientific topics and to awaken their interest in real-life innovative solutions.

School principal Ralph Gruber from ESZM and managing director Martin Schneider signed a cooperation agreement for the educational partnership. This gives students at the ESZM secondary schools a hands-on career orientation in the form of internships, visits to classes by training managers, and excursions to the two Rommelag locations in Sulzbach-Laufen. Rommelag offers a wide range of training opportunities in the fields of electrical engineering, IT, process and construction mechanics, and warehouse logistics, as well as for chemical laboratory technicians and pharmaceutical technicians. Thanks to the educational partnership, the students have the opportunity to get to grips with these professions and at the same time gain their first practical experience.

The integrated degree programmes in mechanical engineering, mechatronics and electrical engineering also give students the opportunity to be based in the region while still preparing for a successful international career. to be realised by the Nachwuchsstiftung für Maschinenbau (foundation for training junior staff in mechanical engineering). This platform is to be made available to trainees from September 2023 to improve their learning options.



Impressions of Future Day 2023

We also had the pleasure of welcoming nine motivated young people to our Swiss site at Maroplastic. After a tour, we gave them an insight into the design process, where they were able to draw a component together on CAD, which was then manufactured. A big 'thank you' to everyone who took part



Girls' Day and Boys' Day 2023 – careers free from gender stereotypes

The theme of this day is to try things out and discover unexpected talents. We had eleven girls visiting us, who were given an insight into technical traineeships. Of course, there was also plenty of practical elements: our training workshop prepared an exciting programme. The participants sawed, filed and sanded in small groups. All in all, a great day! We were delighted to give the girls an insight into the hitherto unknown world of work.

Jungen-Zukunftstag
Boys' Day

27. April 2023

Girls' Day
Mädchen-Zukunftstag



Visit by pupils of the Bühläckerschule

We received a visit by 13 pupils from the Bühläckerschule in grade 4. To give the children an insight into different careers and companies at an early age, the class was allowed to spend an afternoon with us.

After a short presentation, the students were guided around the factory premises. But the highlight of the day was the assembly of a small racing car. The children obviously had a lot of fun.



5.2 OCCUPATIONAL HEALTH MANAGEMENT:



Go Rommelag: our comprehensive health initiative

In addition to occupational safety measures and health support services, we also offer a Health Day every year as part of our occupational health management.

We promote the health and satisfaction of our workforce through our rules on flexible working hours and leave in special circumstances.

We look after our employees and, after recovering from illness-related absences, we conduct interviews with all employees who have returned from illness in order to determine their actual ability to work and to rule out any occupational reasons for the illness. If a child falls ill, we grant the parents the necessary care time.



Viva FamilyService – work and family in harmony

Through the Viva FamilyService, Rommelag supports employees in balancing family and career. Employees receive professional advice on childcare, care solutions for relatives in need of care, immediate help with psychological stress or other personal crisis situations. All counselling is free, voluntary and absolutely confidential – anonymous if desired.

Responsibility during the Covid-19 pandemic

The fading consequences of the Covid-19 pandemic once again presented our company and its employees with major challenges in 2023. Besides additionally setting up workstations at home and introducing hygiene policies at all of our sites, we also arranged a wide range of support services for all employees.

On-site company doctor

The health of our employees is important to us. Our company doctor (occupational medicine specialist) visits us at regular intervals for examinations, site inspections and consultations.

She looks after the Kocher-Plastik Maschinenbau GmbH, Holopack Verpackungstechnik GmbH and Thermo-Pack Kunststoff-Folien factories, and is regularly available for all occupational medical matters.

Wide range of sports activities



We subsidise sports activities 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 studios, the partners include swimming pools and leisure pools, yoga studios, as well as climbing and bouldering halls.

JobRad company bicycle scheme at Rommelag

Through JobRad, employees get their dream bike inexpensively, which can be used both on the way to work and in their free time. Rommelag pays both the insurance and the service costs for the preferred bike. At the end of the lease period, the JobRad bike can be purchased at a reasonable price or returned. Our employees can even lease two JobRad bikes (e.g. for their partner).



8th AOK company run on Thursday, 28 September in Aalen

On Wednesday, 19 July 2023, the 8th AOK company run took place in Schwäbisch Hall. The run went for 5 kilometres along the Kocher-Jagst cycle path, including two small climbs. The six participants (one brave woman and five men) from Rommelag did an outstanding job and all stayed under the 30-minute mark!



RatsRunners 2023 in Bühlertann

No obstacle is too difficult! Once again this year, a number of Rommelag employees took part in the RatsRunner event in Bühlertann, where they had to overcome numerous obstacles along a 10-kilometre route. All the participants gave their best with full physical exertion. This year, for the first time, the little ones were also allowed to take part. The Rommelag kids were thrilled to put their skills to the test in a one-kilometre run.

Overall, it was a challenging and exciting event for young and old alike. A fantastic performance from Team Rommelag!



Gaidorfer Kocherlauf 2023



Once again this year, Rommelag employees attended the 31st Gaidorfer Kocherlauf. They were able to prove themselves in the categories 5 km, 10 km and half marathon.



7th Rommelag Motorcycle Excursion

For the seventh time, the Rommelag Motorcycle Excursion took place under ideal conditions. In June, 35 motorcycle enthusiasts met up with 33 bikes for the traditional excursion.

The group was mixed, with participants from the Kocher Valley, Waiblingen and colleagues from Switzerland.

Bike Team Rommelag in Saxony and the Czech Republic

23 bikers from iLabs, CMO, Service and Engineering set off in June to conquer the legendary Stoneman. Gentle valleys, rushing streams and unspoilt forests – the best conditions for a unique mountain bike adventure!



5.3 GROUP ACTIVITIES

At Rommelag we value harmonious relationships and support our employees' teambuilding outside of work too with a diverse range of leisure activities.

Fire safety assistant training 2023 at Holopack



30 employees have already completed the training successfully, which consists of a theoretical and a practical component.

Anniversary celebration 2023

This year's anniversary celebration took place in September. 57 anniversaries were honoured and 17 retirees from Kocher-Plastik, Holopack and Thermo-Pack went into retirement. We would like to take this opportunity to once again thank all those celebrating anniversaries and retirees for their many years of loyalty and dedication.



Rommelag goes Brass

For years, brass musicians from Rommelag have been playing together at anniversaries and company parties.

5.4 SOCIAL COMMITMENTS OF THE GROUP

Rommelag voluntarily contributes to the well-being and long-term development of a global society in every possible instance and to the full extent of its ability at the company sites where it operates. In the period under review, we were able to support people and local communities with a wide range of sponsoring.



Rommelag makes a donation to Parkschule Gaildorf's circus project

Performing once in the circus – this dream came true for the primary school pupils of Parkschule Gaildorf. For a week, the primary school children had the opportunity to discover their talents with the professionals of the project circus 'Hein' and to strengthen the school community. Over the course of the week, the children studied various performances, which they then presented to the audience at the end of the week in the circus tent on the Kocherwiesen. Rommelag made a donation to help the school make this project a reality.

We support STEM education and start-ups.

At Rommelag, we want to get children and young people excited about STEM, i.e. maths, science, computer science, and technology (engineering). To this end, we support schools and daycare centres with practice-oriented, free educational projects. We also support start-ups with mentoring sessions from experienced specialists and managers.

The Knowledge Factory (Wissensfabrik) is a nationwide participatory network of around 130 companies and foundations from all sectors and of all sizes, as well as numerous players from science, politics, and civil society. Together, we are pursuing a major goal: to safeguard Germany's innovative strength over the long term.

Wissensfabrik 
Mehr Wissen. Mehr Können. Mehr Zukunft.

Donation for earthquake victims

Millions of people in Turkey and Syria were in urgent need of help after the severe earthquakes in 2023. Rommelag donated 10,000 euros to the German Red Cross (DRK Aalen district association) to help them quickly and as directly as possible. The donations directly benefited the Aalen's twin town of Hatay.

Donation to kindergarten and fire brigade

We donate 2,000 euros each to the fire brigade and the kindergarten in Untergröningen



Rommelag donates to aid organisations and school

Martin Schneider presented cheques for 2,500 euros each to the Sulzbach-Laufen volunteer fire brigade, the local branch of the Red Cross in Sulzbach-Laufen, and the Sulzbach-Laufen primary school. Sulzbach-Laufen primary school uses the donation for the reading sponsorship campaign.

We are delighted to have helped to improve local opportunities through our donations.



ABOUT THIS REPORT

6.1 DETAILS OF THE INDIVIDUAL COMPANIES

KEY EMPLOYEE FIGURES 2023

All employees (permanent employees including managers)

By company – all genders

By age and gender (NUMBER)	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	MaroPlastic	iLab	ROM Waiblingen	ROM Buchs	ROM US	ROM CN	ROM India	Rommelag SE	Group
15-30	89	11	1	206	28	1	4	1	0	1	14	20	376
31-50	322	37	26	331	54	20	19	26	0	9	13	43	900
51-70	271	38	7	208	46	1	15	10	0	2	4	14	616
n/a	0	0	0	0	0	0	0	0	3	0	0	0	3
Totals	682	86	34	745	128	22	38	37	3	12	31	77	1,895

Managers

By company – all genders

By age and gender (NUMBER)	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	MaroPlastic	iLab	ROM Waiblingen	ROM Buchs	ROM US	ROM CN	ROM India	Rommelag SE	Group
15-30	4	1	0	3	0	0	0	0	0	0	0	1	9
31-50	70	11	5	38	4	1	4	2	0	0	4	8	147
51-70	40	10	0	33	12	0	2	2	0	1	0	2	102
n/a	0	0	0	0	0	0	0	0	1	0	0	0	1
Totals	114	22	5	74	16	1	6	4	1	1	4	11	259

Employment type (permanent employees including managers)

By employment type (number)	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	MaroPlastic	iLab	ROM Waiblingen	ROM Buchs	ROM US	ROM CN	ROM India	Rommelag SE	Group
Full-time	494	37	27	671	109	18	35	31	0	12	31	57	1,522
Part-time	188	49	7	74	19	4	3	6	0	0	0	20	370
n/a	0	0	0	0	0	0	0	0	2	0	0	0	2
Totals	682	86	34	745	128	22	38	37	2	12	31	77	1,894

Contract type (permanent employees including managers)

By contract type (number)	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	MaroPlastic	iLab	ROM Waiblingen	ROM Buchs	ROM US	ROM CN	ROM India	Rommelag SE	Group
Permanent	663	86	31	642	116	20	37	37	0	12	29	69	1,742
Temporary	19	0	3	103	12	2	1	0	3	0	2	8	153
n/a	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	682	86	34	745	128	22	38	37	3	12	31	77	1,895

New employee hires (permanent employees including managers) during the reporting year

By company – all genders

By age and gender (NUMBER)	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	MaroPlastic	iLab	ROM Waiblingen	ROM Buchs	ROM US	ROM CN	ROM India	Rommelag SE	Group
15-30	51	5	1	49	8	0	2	2	0	1	7	8	134
31-50	41	8	5	34	5	3	1	8	0	0	4	7	116
51-70	11	2	1	6	4	0	1	0	0	0	0	3	28
n/a	0	0	0	0	0	0	0	0	1	0	0	0	1
Totals	103	15	7	89	17	3	4	10	1	1	11	18	279

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

By age and gender (NUMBER)	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	MaroPlastic	iLab	ROM Waiblingen	ROM Buchs	ROM US	ROM CN	ROM India	Rommelag SE	Group
15-30	31	0	2	30	1	0	1	1	0	0	1	5	72
31-50	30	7	0	14	2	4	0	4	0	0	0	2	63
51-70	24	8	1	8	3	0	0	3	0	0	0	3	50
n/a	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals	85	15	3	52	6	4	1	8	0	0	1	10	185

Employees on parental leave

Employees on parental leave (NUMBER)	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	MaroPlastic	iLab	ROM Waiblingen	ROM Buchs	ROM US	ROM CN	ROM India	Rommelag SE	Group
Number of employees who took parental leave during the reporting period	32	1	2	26	2	2	0	0	0	0	0	8	73

Performance reviews for all employees (including managers*)

Performance reviews or staff appraisals (NUMBER)	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	MaroPlastic	iLab	ROM Waiblingen	ROM Buchs	ROM US	ROM CN	ROM India	Rommelag SE	Group
Employees who received regular reviews of their performance and professional development in the period under review	681	35	0	0	25	0	0	37	3	12	20	0	813

* The annual performance review system was changed in the reporting period in favour of a continuous feedback culture: performance reviews now take place several times throughout the year as part of team meetings, one-on-one discussions and feedback rounds as part of the continuous improvement process with all employees.

Trainees

Number	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	MaroPlastic	iLab	ROM Waiblingen	ROM Buchs	ROM US	ROM CN	ROM India	Rommelag SE	Group
Number of trainees	5	0	0	67	12	0	0	0	0	0	1	0	85
People who completed training in the period under review	1	0	0	29	0	0	0	0	0	0	0	0	30
Number of trainees who stayed with the company	0	0	0	21	0	0	0	0	0	0	0	0	21

**Work-related injuries or ill health among all employees
(permanent employees including managers)**

LTIR: Lost Time Injury Rate: rate of documentable work-related injuries involving lost time (1 day and more) per 200,000 hours worked

	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	MaroPlastic	iLab	ROM Waiblingen	ROM Buchs	ROM US	ROM CN	ROM India	Rommelag SE	Group
Employees	682	86	34	745	128	22	38	37	3	12	31	77	1,895
Total number of documentable work-related injuries or ill health	22	4	5	21	2	0	6	0	0	0	0	0	60
Number of serious work-related injuries	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of deaths due to work-related injuries or ill health	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of hours worked	12,16,006	157,294	60,622	1,328,335	234,112	39,226	67,754	67,673	5,676	26,088	65,627	137,291	3,405,704
LTIR	3.62	5.09	16.50	3.16	1.71	0.00	17.71	0	0	0	0	0	3.52

ECOLOGY 2023

Carbon footprint of individual Rommelag companies

Total CO₂ emissions 2023

As of 31.12.2023

Scope		Holopack	Thermo-Pack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India	ROM USA	Group
Scope 1	CO₂e (t)	1,672	322	389	456	43	101	2	81	-	4	-	3,070
Heat consumption	CO ₂ e (t)	1,487	306	387	221	37	23	-	18	-	-	-	2,479
Fuel consumption	CO ₂ e (t)	106	16	2	228	6	78	2	63	-	4	-	504
Gas leaks / coolant	CO ₂ e (t)	78	-	-	8	-	-	-	-	-	-	-	86
Scope 2*	CO₂e (t)	3,470	212	-	885	-	11	14	-	5	111	2	4,710
Electricity consumption	CO ₂ e (t)	3,470	212	-	820	-	11	7	-	5	111	2	4,639
District heating/cooling	CO ₂ e (t)	-	-	-	65	-	-	6	-	-	-	-	72
Carbon footprint (scopes 1 & 2)*	CO₂e (t)	5,142	534	389	1,341	43	112	15	81	5	115	2	7,780
Change over previous year	CO ₂ e (t)	-1,543	-208	-34	-25	-25	63	2	7	-	38	-	-1,718
	%	-23%	-28%	-8%	-2%	-37%	128%	17%	9%	-	50%	-	-19%

Number of employees	Number	682	34	86	745	128	38	22	37	12	31	3	1,895
Carbon footprint per employee (Scopes 1+2)	CO ₂ e (t)/employee	7.54	15.71	4.52	1.80	0.33	2.94	0.70	2.20	0.43	3.71	0.55	4.11
GHG intensity in CO ₂ e (t) per metric tonne of packaged products**	CO ₂ e (t)/t	0.55											
Scope 2 - Indirect emissions from energy consumed (location-based approach)	CO ₂ e (t)	10,823	662	0	2,479	0	35	16	0	5	111		14,131

REMARKS

* Market-based approach

** (gate to gate): this figure refers to 1 tonne of filled and packaged Holopack products (production/BFS process), but no emission figures for input materials and logistics

Electricity and district heating/cooling
As of 31.12.2023

Material		Holopack	Thermo-Pack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India	ROM USA	Group
Conventional electricity	MWh	15,846	969	0	3,430	0	51	24	19	9	156	4	20,507
Green electricity	MWh	0	0	2,322	0	649	0	0	15	0	0	0	2,986
Self-generated/used electricity	MWh	0	0	164	200	0	0	0	0	0	0	0	364
District cooling	MWh	0	0	0	0	0	0	34	0	0	0	0	34
District heating	MWh	0	0	0	233	0	0	14	0	0	0	0	247
Overall result	MWh	15,846	969	2,486	3,862	649	51	72	34	9	156	4	24,138

Heat consumption – use of fossil fuels or biofuels
As of 31.12.2023

Material		Holopack	Thermo-Pack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India	ROM USA	Group
Natural gas/biogas	MWh	2,667	1,523	0	1,005	0	114	0	0	0	0	0	5,309
LPG (liquefied petroleum gas)	MWh	0	0	22	0	0	0	0	0	0	0	0	22
Light heating oil	MWh	3,577	0	1,435	70	139	0	0	69	0	0	0	5,289
Overall result	MWh	6,243	1,523	1,457	1,075	139	114	0	69	0	0	0	10,621

Use of refrigerants
As of 31.12.2023

Material		Holopack	Thermo-Pack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India	ROM USA	Group
R32	kg	4											4
R407C	kg	29	0	0	0	0	0	0	0	0	0	0	29
R408A	kg	0	0	0	0	0	0	0	0	0	0	0	0
R410A	kg	8	0	0	4	0	0	0	0	0	0	0	12
R449A	kg	10	0	0	0	0	0	0	0	0	0	0	10
Overall result	kg	50	0	0	4	0	0	0	0	0	0	0	54

Total volume of water withdrawn
As of 31.12.2023

WATER TYPE		Holopack	Thermo-Pack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India		Group
Surface water	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Groundwater*	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.0	0.6
Seawater	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Water produced**	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Third-party water**	Megalitres	65.9	2.3	29.3	7.3	1.5	0.2	0.1	0.0	0.0	0.0	0.0	106.7
Total volume of water withdrawn	Megalitres	65.9	2.3	29.3	7.3	1.5	0.2	0.1	0.0	0.0	0.6	0.0	107.3

WATER TYPE

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

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

Total water recirculation by destination
As of 31.12.2023

WATER TYPE		Holopack	Thermo-Pack	Maropack	Kocher-Plastik	Maroplastik	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India		Group
Surface water	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.5	0.0	0.0
Groundwater*	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Seawater	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Water produced**	Megalitres	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Third-party water**	Megalitres	65.9	2.3	29.3	7.3	1.5	0.2	0.1	0.0	0.0	0.0	0.0	106.7
Total volume of water recirculation	Megalitres	65.9	2.3	29.3	7.3	1.48	0.16	0.14	0.0	0.0	0.46	0.0	107.1

WATER TYPE

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

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

Waste by type and disposal method
As of 31.12.2023

		Type of waste			Emissions (Scope 3.5)
		HAZARDOUS	NON-HAZARDOUS	Total amount	CO ₂ e(t) (Scope 3.5)
Holopack	Tonnes	721	1,852.69	1,859.90	58.70
Diverted	Tonnes	-	1,395.76	1,395.76	
Prepared for recycling	Tonnes	-	744.17	744.17	15.84
Recycled	Tonnes	-	651.59	651.59	13.87
Other recovery	Tonnes	-	-	-	-
Passed on	Tonnes	721	456.93	464.14	
Landfill	Tonnes	-	38.32	38.32	19.94
Other disposal	Tonnes	-	-	-	-
Combustion (including energy recovery)	Tonnes	721	418.61	425.82	9.06
Combustion (excluding energy recovery)	Tonnes	-	-	-	-
		HAZARDOUS	NON-HAZARDOUS	Total amount	CO₂e(t) (Scope 3.5)
Kocher-Plastik	Tonnes	84.07	275.70	359.78	7.66
Diverted	Tonnes	73.74	247.00	320.74	-
Prepared for recycling	Tonnes	1.75	159.33	161.09	3.43
Recycled	Tonnes	70.07	58.80	128.87	2.74
Other recovery	Tonnes	1.92	28.86	30.79	0.66
Passed on	Tonnes	10.33	28.70	39.03	-
Landfill	Tonnes	-	-	-	-
Other disposal	Tonnes	10.33	-	10.33	0.22
Combustion (including energy recovery)	Tonnes	-	28.70	28.70	0.61
Combustion (excluding energy recovery)	Tonnes	-	-	-	-
		HAZARDOUS	NON-HAZARDOUS	Total amount	CO₂e(t) (Scope 3.5)
MaroPack		5.19	59.32	64.51	1.37
Diverted	Tonnes	-	34.60	34.60	-
Prepared for recycling	Tonnes	-	-	-	-
Recycled	Tonnes	-	34.60	34.60	0.74
Other recovery	Tonnes	-	-	-	-
Passed on	Tonnes	5.19	24.72	29.91	-
Landfill	Tonnes	-	-	-	-
Other disposal	Tonnes	-	-	-	-
Combustion (including energy recovery)	Tonnes	5.19	24.72	29.91	0.64
Combustion (excluding energy recovery)	Tonnes	-	-	-	-

Waste by type and disposal method

		HAZARDOUS	NON-HAZARDOUS	Total amount	CO ₂ e(t) (Scope 3.5)
ROM India	Tonnes	0.13	52.35	52.48	1.12
Diverted	Tonnes	-	52.35	52.35	-
Prepared for recycling	Tonnes	-	30.00	30.00	0.64
Recycled	Tonnes	-	5.00	5.00	0.11
Other recovery	Tonnes	-	17.35	17.35	0.37
Passed on	Tonnes	0.13	-	0.13	-
Landfill	Tonnes	-	-	-	-
Other disposal	Tonnes	-	-	-	-
Combustion (including energy recovery)	Tonnes	-	-	-	-
Combustion (excluding energy recovery)	Tonnes	0.13	-	0.13	0.00

		HAZARDOUS	NON-HAZARDOUS	Total amount	CO ₂ e(t) (Scope 3.5)
Thermo-Pack	Tonnes		110.45	110.45	32.83
Diverted	Tonnes		54.09	54.09	1.15
Prepared for recycling	Tonnes		38.60	38.60	0.82
Recycled	Tonnes		15.49	15.49	0.33
Other recovery	Tonnes		-	-	-
Passed on	Tonnes		56.36	56.36	29.33
Landfill	Tonnes		-	-	-
Other disposal	Tonnes		-	-	-
Combustion (including energy recovery)	Tonnes		56.36	56.36	120
Combustion (excluding energy recovery)	Tonnes		-	-	-

		HAZARDOUS	NON-HAZARDOUS	Total amount	CO ₂ e(t) (Scope 3.5)
iLabs	Tonnes		1.25	1.25	
Diverted	Tonnes		0.75	0.75	
Prepared for recycling	Tonnes		-	-	-
Recycled	Tonnes		0.50	0.50	-
Other recovery	Tonnes		0.25	0.25	-
Passed on	Tonnes		0.50	0.50	
Landfill	Tonnes		-	-	-
Other disposal	Tonnes		-	-	-
Combustion (including energy recovery)	Tonnes		0.50	0.50	-
Combustion (excluding energy recovery)	Tonnes		-	-	-

		HAZARDOUS	NON-HAZARDOUS	Total amount	CO ₂ e(t) (Scope 3.5)
Maroplastic	Tonnes	-	73.49	73.49	1.56
Diverted	Tonnes	-	73.49	73.49	-
Prepared for recycling	Tonnes	-	-	-	-
Recycled	Tonnes	-	73.49	73.49	1.56
Other recovery	Tonnes	-	-	-	-
Passed on	Tonnes	-	-	-	-
Landfill	Tonnes	-	-	-	-
Other disposal	Tonnes	-	-	-	-
Combustion (including energy recovery)	Tonnes	-	-	-	-
Combustion (excluding energy recovery)	Tonnes	-	-	-	-

Fuel consumption 2023

		Holopack	Thermo-Pack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India		Group
Petrol	litres	9,640	517	900	51,327	0	6,800	0	7,915	0	0	0	77,098
Diesel	litres	26,820	5,342	0	34,660	2,112	22,100	0	16,752	0	1,460	0	109,246
Electricity (vehicle fleet)	kWh	32,688	1,794	0	37,624	0	8,790	4,390	0	0	0	0	85,286

Fuel and energy-related emissions (upstream emissions & TD losses)

Country/company	Electricity consumption 2023	Emissions upstream and T&D losses	EF sources
	MWh	CO ₂ e (t)	
CH	3,169	37	IEA 2023
Maropack	2,486	29	
Maroplastic	649	8	
ROM Buchs	34	0	
CN	9	1	IEA 2023
ROM CN	9	1	
DE	20,519	1,525	UBA 2023
Holopack	15,846	1,177	
iLabs	24	2	
Kocher-Plastik	3,629	270	
ROM Waiblingen	51	4	
Thermo-Pack	969	72	
IN	156	45	IEA 2023
ROM India	156	45	
US	4	0	IEA 2023
ROM USA	4	0	
Totals 2023	23,857	1,608	

Business travel 2023

	Unit	Holopack	Thermo-Pack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India	ROM USA	Group
Short-haul flights													
CO ₂ emissions	CO ₂ e (t)	166	0.52	-	2.95	182.98	3.58	1.43	16.17	6765	0.50	-	277
Distance	km	4,914	1,513	-	9,536	614,016	10,456	4,800	54,275	227,000	1,674	-	928,183
Medium-haul flights													
CO ₂ emissions	CO ₂ e (t)	14.60	1.58	3.20	4700	-	30.09	0.85	15.64	-	1775	15.00	146
Distance	km	60,307	6,896	15,000	217,832	-	128,982	4,000	73,421	-	83,324	70,400	660,162
Long-haul flights													
CO ₂ emissions	CO ₂ e (t)	120.86	1.37	-	531.73	-	339.19	-	283.60	78.85	64.56	35.84	1,456
Distance	km	399,458	8,262	-	1,812,531	-	1,145,996	-	1,266,082	352,000	288,236	160,000	5,432,565
Train													
CO ₂ emissions	CO ₂ e (t)	-	-	0.24	-	-	-	3.22	-	-	-	-	3
Distance	km	-	-	7,800	-	-	-	104,000	-	-	-	-	111,800
Total emissions	CO₂e (t)	137.12	3.47	3.44	581.68	182.98	372.86	5.51	315.41	146.49	82.81	50.84	1,883
Total distance	km	464,678	16,671	22,800	2,039,899	614,016	1,285,434	112,800	1,393,778	579,000	373,234	230,400	7,132,710

Business travel 2023

	Unit	Holopack	Thermo-Pack	Maropack	Kocher-Plastik	Maroplastic	ROM Waiblingen	iLabs	ROM Buchs	ROM CN	ROM India	ROM USA	Group
Total: Number of overnight stays in hotel	Number	148	14	50	618	54	384	66	628	498	309	96	2,865
Total emissions	CO ₂ e (t)	5.92	0.56	2.00	24.72	2.16	15.36	2.64	25.12	19.92	12.36	3.84	114.60

6.2 BASIC INFORMATION ABOUT THE DATA IN THE REPORT

Based on Global Reporting Initiative standards

The Rommelag Group's Sustainability Report was prepared on the basis of the guidelines of the internationally established Global Reporting Initiative (GRI) standard; it does not claim to be complete or in full conformity. Rommelag's Sustainability Report was reviewed and approved by management. An external audit of the report was not carried out. The report contains data on all companies in the Rommelag Group, both aggregated and broken down by individual company. Information on policies, management systems, and employee data covers both salaried and external workers whose work and/or workplace were under the operational control of Rommelag during the reporting period. In doing so, we are striving to report on our economic, ecological and social activities in a consistent and transparent manner.

The information in this Sustainability Report covers the reporting period from 1 January to 31 December 2023, and includes all companies in the Rommelag Group. Rommelag has produced a Group-wide Sustainability Report every year since 2019.

In this report, corrections were made to the allocation of emissions to scopes and to the calculation of emission intensity per employee. The previous year's data was prepared accordingly for comparability purposes. By expanding the reporting framework for emissions in 2023, we have also changed the presentation of the previous year's figures accordingly. Here we are aiming at complying with the reporting standards of the Global Reporting Initiative and presenting changes in our footprint in a comparable and transparent manner.

Basic principles of greenhouse gas accounting

The Greenhouse Gas (GHG) Protocol is an internationally recognised standard for accounting for the greenhouse gas emissions of companies. It was developed by the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD). Closely aligned with the principles of financial accounting, the GHG Protocol sets out the basic principles of relevance, completeness, consistency, transparency and accuracy.

Furthermore, the GHG Protocol sets out rules on organisational and operational boundaries for a greenhouse gas account. In particular, emissions are categorised into three 'scopes': Whereas Scope 1 encompasses all emissions a company generates through combustion in its own facilities, Scope 2 emissions relate to purchased energy (e.g. electricity, district heating and cooling). In turn, Scope 3 encompasses the emissions caused by third-party services and purchased upstream services. To measure emissions, the released quantities of greenhouse gases are calculated. The Kyoto Protocol names six greenhouse gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and the fluorinated gases (F-gases); hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF₆). Nitrogen trifluoride (NF₃) was also added in 2015. To reduce the complexity, the effects of the seven gases are converted into CO₂ equivalents, or CO₂e, depending on how severely they impact the climate.

Consequently, the outcome of the emissions account should not be seen as direct carbon dioxide emissions, but rather a conversion into comparative values based on the most important anthropogenic greenhouse gas, carbon dioxide. Unless otherwise indicated, the emission factors originate from the database for emission inventories of DEFRA (Department for Environment, Food and Rural Affairs), the GEMIS database, the ecoinvent database, information from the German Federal Environment Agency (UBA), the IPCC (Intergovernmental Panel on Climate Change), the International Energy Agency (IEA) and the Association of Issuing Bodies (AIB).

A carbon footprint measures the amount of greenhouse gas emissions (in CO₂ equivalents) which are directly and indirectly caused by the activities of an individual, a company, an organisation or a product. It factors in the emissions caused by raw materials,

production, transport, retail, use, recycling and disposal. Therefore, the basic principle of the carbon footprint is to make it possible to measure, evaluate and compare the effects on the climate. This, in turn, makes it possible to identify potential reductions, put measures in place and analyse their effectiveness.

How was the volume of CO₂ emissions calculated for the Rommelag Group?

The carbon footprint was calculated in line with the official guidelines of the Greenhouse Gas Protocol. We take into account the emission factors of our suppliers where available and not otherwise indicated ('market-based approach'). The carbon footprint covers all employees and companies of the Rommelag Group ('organizational boundary'). Employee data covers both salaried and external workers whose work and/or workplace were under the operational control of Rommelag during the reporting period. In the first comprehensive calculation of Scope 3 emissions across the 15 emission categories, emission factors were obtained from representative suppliers and industry-specific factors were used for different groups of goods and services. When using the spend-based method, an average exchange rate of 1 US dollar = 0.951 EUR (2023) was used as a basis.

What do climate neutrality and purchasing CO₂ certificates mean?

The CO₂ certificates we have purchased in the past enable us to neutralise the CO₂ emissions of our business activities in the short term. The certificates are accredited, approved and checked according to one of the three internationally recognised certification standards – VCS (Verified Carbon Standard), UN-CER (Certified Emission Reduction of the United Nations) or the Gold Standard developed by the WWF. The results of each project are validated by independent auditors such as the TÜV to confirm that the right amount of CO₂ has been offset.

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



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