



**Sustainability Report 2022**  
Environment | Social | Governance

**SYNTEGON**  
PROCESSING & PACKAGING

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# Syntegon in 2022

Processing and  
packaging for a  
better life



Our mission

Intelligent and  
sustainable solutions  
for everyone



Our vision



**1.4** billion €

in annual sales



**100** percent

green electricity at all European sites



**5,800**

employees



**49.1** million €

investments in research & development



**17** percent

lower CO<sub>2</sub> emissions than in 2021



**37**

sites in almost 20 countries

**2,000**

patents and patent applications



**five**

new photovoltaic systems

**160**

years of experience



**6,500**

digital training courses offered by Syntegon Learning World

**80,000** €

in donations to charitable organizations



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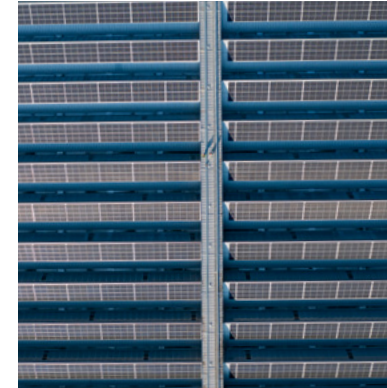
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# For a better life

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See the [video](#)  
version of this article!

## GRI 2-22

**Sustainability has many facets: from technological development to emission reductions and personnel development. More and more companies are acting in an economically, ecologically, and socially responsible manner across all industries. Where exactly is Syntegon setting the tone? Dr. Michael Grosse, Chairman of Syntegon's Executive Board, knows all about the company's priorities and provides an overview.**

**Dr Michael Grosse** | Syntegon is all about processing and packaging for a better life.

With our technologies, we help protect food so you can enjoy it fresh for breakfast – or any other meal.

And if you're ill, we help make sure you get better soon. Many medicines are produced and packaged on Syntegon machines.

In this way, we help to improve people's lives.



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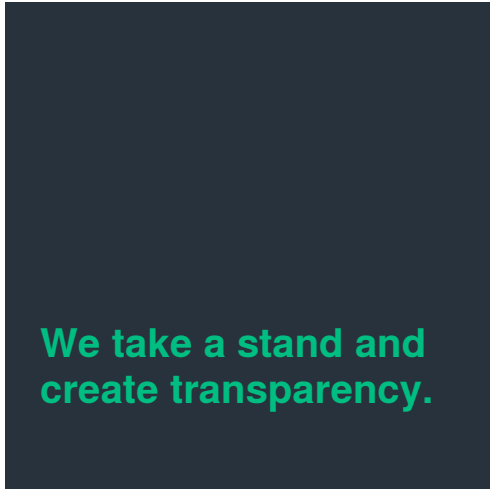
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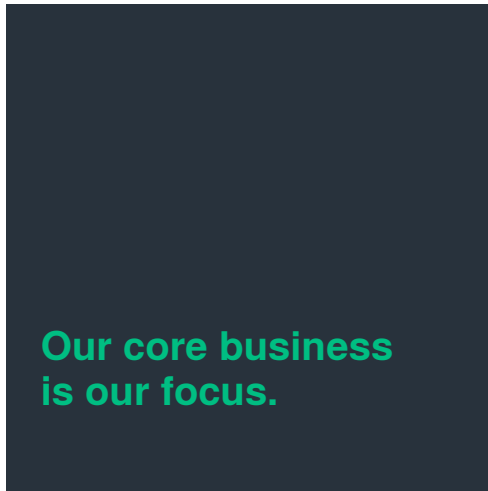
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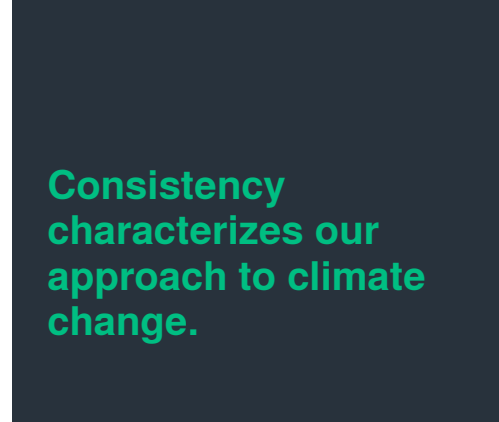
We want to act sustainably in everything we do and take our supply chain into account. Syntegon is committed to the principles of the UN Global Compact and has joined the Science Based Targets Initiative.

We pursue a clear sustainability strategy and have our progress evaluated annually by external experts. We further publish a sustainability report to ensure transparency.



Our strategy focuses on our products and the question of how to make our machines and systems even more resource-efficient. By using electricity, water, or compressed air efficiently, we reduce the ecological footprint in pharmaceutical and food manufacturing processes.

Our technologies and services help to make packaging more sustainable. We support manufacturing companies with our expertise in switching to alternative packaging materials such as paper, nanomaterials, or bioplastics.



We also work to reduce our own carbon footprint, e.g. by increasing the share of self-produced energy, sourcing more electricity from renewable sources such as sunlight, and reducing our emissions.

By 2025, we aim to reduce our carbon emissions by 25 percent compared to 2019 and are well on the way to achieving this. In the long term, Syntegon is to become carbon neutral.

To make sure that everyone can understand where and how we do this, we publish our emission data in CDP (formerly Carbon Disclosure Project).



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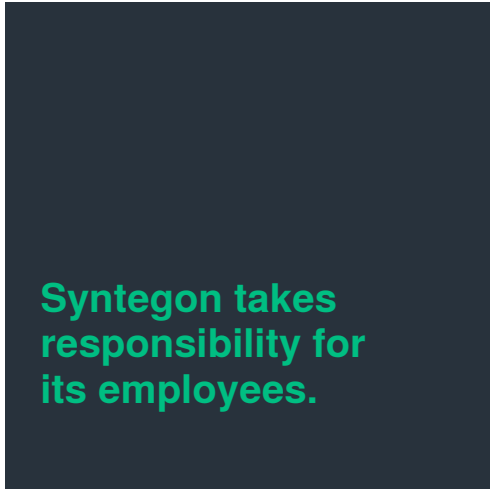
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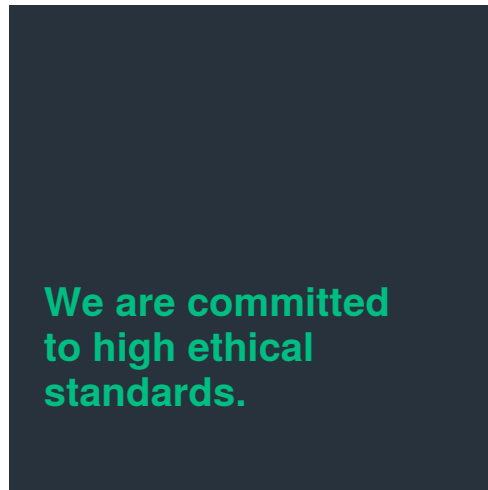
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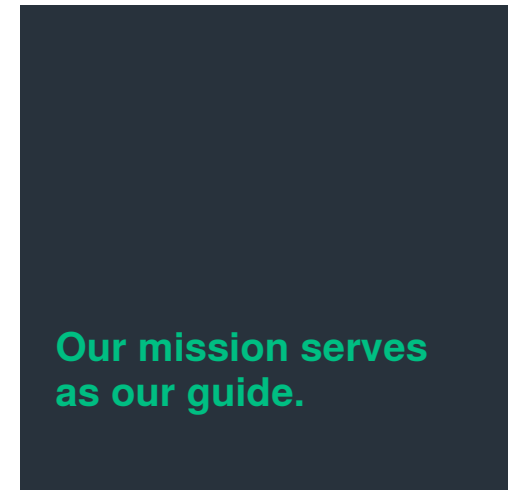
We would not be able to realize our vision without our employees. They lay the basis for our sustainability strategy. We therefore see it as our responsibility to ensure safe and healthy working conditions. Syntegon attaches great importance to equality and is committed to increasing diversity throughout the company.

Our training and development program supports our employees according to their individual needs. We want to make working at Syntegon as attractive as possible by offering a wide range of company benefits. We wish every employee to be proud to work at Syntegon.



Legality and integrity are a top priority for Syntegon all across the globe. Compliance forms the basis of all our activities. We expect compliant behavior from ourselves, but also from our business partners and all other stakeholders.

Every one of us is responsible for ensuring that all applicable laws and internal standards of conduct are observed during our daily work at Syntegon.



Together we design processing and packaging for a better life – sustainably and in accordance with the highest ethical principles. This is what we stand for at Syntegon



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Turnover

**1.4** bn€

# A responsible company

GRI 2-1 – 2-2 | 2-6 – 2-8

The Syntegon Group is a leading global supplier of process and packaging technology for liquid and solid products in the pharmaceutical, food, and other industries. The company develops, manufactures, and markets technologies and services at **37 locations worldwide**, benefiting from more than 160 years of experience. Syntegon's intelligent and sustainable solutions are trusted by multinational corporations, medium-sized companies, contractors, and start-ups.

The company is driven by its mission: process and packaging for a better life. Whether with stand-alone machines, systems or services, Syntegon helps its customers worldwide to improve people's lives.

In addition to new and proven technologies, the Syntegon Group offers a comprehensive service portfolio. All over the world, Syntegon experts support companies in the pharmaceutical and food industries throughout the entire life cycle of their machines, from maintenance, retrofits, and spare parts management to digital system optimizations. The specialists for process and packaging technology also manage an independent supply chain network with reliable subcontracting companies worldwide.

## Global presence

The Syntegon Group is present in almost 20 countries on five continents with production facilities, sales units, and service hubs – always close to its customers.

The holding company of the Syntegon Group is Syntegon Holding GmbH, based in Waiblingen near Stuttgart, Germany. The company is indirectly owned by the investment company CVC Capital Partners. **Overview of the companies | page 45**

## At home around the globe

The Syntegon Group comprises 36 companies with locations in Europe (Austria, Denmark, France, Germany, Hungary, Netherlands, Slovakia, Switzerland, United Kingdom), Asia (China, India, Japan, Singapore, Thailand), North America (Canada, USA), South America (Brazil), and Africa (Egypt, South Africa).



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Except for Valicare s.r.o (51 percent), Syntegon is the sole owner of all 36 companies belonging to the group. The Syntegon Group also holds less than 50 percent of the total shares in Klenzaid's Contamination Controls Pvt. Ltd. and Industrial Pharmaceutical Resources (IPR), Inc. Syntegon further holds less than 10 percent of the shares in the European Innovation and Technology Institute EIT Food CLC Central GmbH and the embedded ocean GmbH.

This report refers to all 36 companies. Syntegon consolidates the relevant reporting information with the aid of internal reporting systems, which the different companies have access to. If not all the listed companies are included in the reporting for certain topics, this is mentioned in a corresponding note. In contrast to this report, the consolidated financial statements of the Syntegon Group do not include the following companies: Syntegon Technology Ltd., Valicare GmbH, Syntegon Technology SAS, Syntegon Technology Ltd., Syntegon Technology South Africa (Pty) Ltd., Syntegon Technology Kft., Valicare s.r.o.

## Employees by gender



■ 4,653 male

■ 1,100 female

## Employees

Fairness, passion, future orientation, and reliability – these are the values that define Syntegon as an employer. In the fiscal year 2022, the Syntegon Group employed a total of 5,753 people, as well as 116 apprentices and dual students. The number of employees remained largely constant during the reporting period. Syntegon used a personnel master data system to collect the data. The 5,753 people represent the total number of employees by headcount as of December 31, 2022.

In addition, 231 students worked at Syntegon, for instance in the context of internships, traineeships, doctoral programs, and as working students.

The working relationships of 69 percent of all employees in the Syntegon Group are covered by the provision of collective wage agreements. The working and employment conditions of a significant proportion of the other employees are based on these agreements. Collective wage agreements do not impact the working relationships with the Syntegon Group's senior executives. Employment relationships without guaranteed working hours do not exist at Syntegon.

## Structured management

GRI 2-9 – 2-10 | 2-12 – 2-14 | 2-23

As the top management body, Syntegon's Executive Board defines the company's global business strategy, sets both financial and non-financial performance indicators, and drives sustainable business development.

The Supervisory Board is the highest controlling body. It monitors the Executive Board in accordance with the applicable legal requirements, the provisions of the company agreement, and its own rules of procedure. The Executive Board regularly informs the Supervisory Board about the current business situation. The Supervisory Board comprises three committees: the Audit Committee, the Personnel Committee, and the Mediation Committee.

### The Supervisory Board

The Supervisory Board consists of twelve members. Three of the members were women in the reporting year. The Chairman of the Supervisory Board is not a member of Syntegon's Executive Board. The shareholder nominates six of the twelve members of the Supervisory Board at his own discretion. The

further six members are elected by the employees of Syntegon's companies in Germany. These include a senior manager, two trade union representatives, and currently three works council members. All employees of the Syntegon companies in Germany are entitled to vote. These are Syntegon Technology GmbH, Syntegon Packaging Technology GmbH, Pharmatec GmbH, Valicare GmbH, Hüttlin GmbH, Ampack GmbH, and Makat Candy Technology GmbH. The legislative period of the Supervisory Board is 5 years.

### The Audit Committee

The Audit Committee of the Supervisory Board reviews the company's accounting, internal auditing system, and bank reporting twice a year. At the same time, it also deals with risk reports and measures to ensure adherence to legal provisions, official regulations, and internal company guidelines (compliance). In addition, the Executive Board reports to the Audit Committee on the company's main activities in the areas of environment, social, and governance (ESG). With this report, it provides information on the type and degree of achievements of the selected key performance indicators, as well as on the results of audits and external certification measures. The Audit Committee of the Supervisory Board also considers the social, environmental, and governance impacts of the company's activities as part of a dedicated ESG review.

The Personnel Committee essentially deals with personnel-related matters of the Executive Board. In case the required majority is not achieved in those matters, the Mediation Committee submits proposals. Two shareholder and two employee representatives each are represented in the committees.





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## The right set-up for ESG

Corporate practices impact the environment, economy, and society in several ways. Syntegon relies on the combined knowledge of different experts in three committees to effectively manage impacts in these areas and meet corporate responsibilities. The committees have been in place since the beginning of 2022 and were appointed by the Chairman of the Executive Board. They support the Executive Board in setting the company's sustainability course in economic, ecological, social, and ethical terms. Strategic decisions are taken by the Executive Board itself.

- ❑ The **ESG core team** comprises ten people from Health, Safety and Environment, Human Resources, Legal and Compliance, Supply Chain Management, Research and Development, Data Protection, and Communications. The team is led by an employee with management responsibility and develops the objectives for sustainable corporate practices, drives their implementation, and monitors progress. The core team regularly reports to the ESG Steering Committee.
- ❑ The **ESG Steering Committee** with seven members includes the leader of the ESG core team, executives from the functions represented in the core team, and the Chief Executive Officer. The committee decides on the ESG core team's objectives four times a year. It also reviews the team's overall development.
- ❑ The **ESG Sounding Board** consists of nine people – the head of the ESG core team, the Chairman of the Executive Board, and further internal stakeholders (product management, sales, site managers). The core team leader of the ESG Sounding Board communicates strategic ESG projects to relevant stakeholders in the organization once a year and gathers their perspectives.



- ❑ The **Compliance Committee** consisting of the heads of Legal and Compliance, Human Resources, and Internal Audit, supports the management in all compliance-related issues. It makes proposals for strategic compliance management, deals with any serious compliance violations, and manages the Syntegon Group's Compliance Management System.

## Committed to compliance

Legality and integrity are Syntegon's top priorities – all over the world. The company demands adherence to these principles of itself, as well as of its customers, business partners, and all other stakeholders. For Syntegon, compliance and its own value creation are closely linked. All employees, managers, and the Executive Board need to ensure that all applicable laws and internal standards of conduct are complied with in the context of Syntegon's business activities.

Syntegon has summarized essential guidelines and voluntary commitments for its business activities in its Code of Conduct and the Code of Conduct for Business Partners. In addition, the company has implemented a Global Compliance Management System.

## The Codes of Conduct

The company has laid down the principles for responsible, compliant, and fair conduct for all employees, managers, stakeholders, and the Executive Board in the  **Code of Conduct of the Syntegon Group** and the  **Code of Conduct for Business Partners**. These documents contain the essential regulations applicable to Syntegon; they apply to all internal and external activities of the group and have been enacted by the management.

The Codes of Conduct refer to different aspects of good business practice, such as avoiding discrimination or fighting corruption. Syntegon actively ensures that no violations of human rights and environmental concerns occur in its own operations and supply chain. Moreover, Syntegon treats all employees with dignity and respect.

The company communicates its Codes of Conduct extensively through its website, intranet, or internal training. Business partners receive corresponding information, if necessary, also regarding their contractual obligations.

## The Compliance Management System

With its Compliance Management System (CMS), Syntegon aims to ensure that all employees comply with all applicable laws and regulations with integrity and a value-based mindset, thereby contributing to sustainable corporate success. The CMS is preventive in nature and is designed, among other things, to encourage all Syntegon employees to identify compliance risks and violations at an early stage and to respond appropriately. The Executive Board and managers ensure that the operational and economic goals they set are in line with the compliance goals.

The respective process owners are required to identify compliance risks, implement the necessary internal controls, and document those controls as well as the process appropriately. Fundamental principles of the internal control system, such as the four eyes principle and delegating responsibilities in a clear and unambiguous way, must always be observed.

# Stakeholder dialog

GRI 2-28 – 2-30

Syntegon works together with various stakeholders to achieve its sustainability goals. Following established standards, the company regularly assesses which partners are of particular interest and identifies overlaps between their approaches and its own sustainability strategy. Syntegon has identified its key stakeholders during a management assessment in accordance with ISO standards 9001, 14001 as well as 45001.

Stakeholders include **customers** who are interested in a sustainable supply chain, as well as **suppliers** with whom Syntegon generally aims for a long-term cooperation.

The company's own **employees and employee representatives** contribute to a responsibly operating company. The **owner** of the company supports sustainable business development economically, ecologically, and socially.

Syntegon also maintains open communication and trusting cooperation with **authorities and local communities**. In addition, the company works with **non-governmental organizations and associations** on various occasions.

The expectations of our stakeholders determine our actions.



## Employees, employee representatives

- Good working conditions
- Health protection
- Safe workplaces
- Equal treatment of all employees
- Responsible employer and managers
- Strengthening the safety culture
- Involvement in processes



## Suppliers

- Clarity about applicable regulations
- Close coordination and clear communication of expectations
- Long-term cooperation
- Lean processes



## Owner, investor

- Value appreciation
- Positive business development
- Continuous improvement of ESG performance
- Legal compliance
- Maintaining a good image



## Community, neighborhood

- Minimizing harmful influences on the environment
- Exchange of important information
- Local engagement



## Authorities

- Legal compliance
- Smooth exchange of information
- Job protection
- Minimizing harmful effects on the environment
- Contribution to growth in the region



## Customers

- Competitiveness
- Lean and smooth processes
- Good ESG performance
- Close coordination and clear communication of expectations



## Non-governmental organizations (NGOs)

- Transparency
- Continuous ESG improvement
- Proactive communication and reporting
- Open and smooth cooperation



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## Memberships

- ❑ Association of the Metal and Electrical Industry of Baden-Württemberg e. V. (Südwestmetall)
- ❑ Chamber of Industry and Commerce (Industrie- und Handelskammer, IHK)
- ❑ European Institute for Innovation and Technology (EIT) Food
- ❑ Friends of the German Packaging Museum e. V.
- ❑ German Engineering Federation (Verband Deutscher Maschinen- und Anlagenbau, VDMA)
- ❑ Industrial Association for Food Technology and Packaging (Industrievereinigung für Lebensmittel-technologie und Verpackung, IVLV)
- ❑ Packaging Valley Germany e. V.
- ❑ The Circular Economy for Flexible Packaging (CEFLEX)

## Memberships in initiatives and associations

The Syntegon Group is involved in several associations and initiatives from industry and research, with a strong focus on sustainable food production and packaging solutions. Syntegon is a member of EIT Food, Europe's leading initiative for food innovation. EIT Food is committed to making the food system more sustainable, healthier, and trustworthy. As part of the "PACK4SENSE" project, Syntegon is working with other partners such as the Fraunhofer Institute for Process Engineering and Packaging in Dresden, the Colruyt Group, the Strauss Group, and the University of Reading to develop new paper-based packaging concepts. Syntegon also supports the European initiative CEFLEX in creating an efficient and sustainable circular economy for flexible packaging.

## About this report

GRI 2-3 | 2-5 | 3-1 – 3-2

The Syntegon Group published this sustainability report in July 2023. It covers the period from January 1, 2022, to December 31, 2022, coinciding with the period for the company's financial reporting.

The Syntegon Group has commissioned PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft to audit its IFRS consolidated financial statements for the financial year from January 1 to December 31, 2022. The consolidated financial statements prepared as of December 31, 2022, were approved by the Syntegon Group Executive Board

on March 15, 2023. The company submits the consolidated financial statements and the group management report to the Federal Gazette (Bundesanzeiger) for publication. Syntegon waived a voluntary audit of the entire sustainability report. Relevant data to be included in sustainability reporting in line with the Global Reporting Initiative (GRI) 2021, as well as the correct application of these standards, have been audited by the external consulting firm Zukunftswerk eG.

The contact person for questions regarding sustainability reporting at Syntegon is Patrick Löffel, Corporate Communications Manager at Syntegon Technology GmbH.

## Setting the priorities

Since the term 'sustainability' is multi-faceted, companies usually focus on the aspects that are most relevant to them. Syntegon approaches sustainability based on specific topics, defined together with numerous stakeholders. The following section gives an overview of Syntegon's priorities.

## Material topics according to GRI

As a globally active group of companies, Syntegon influences the economy, environment, and society in various ways. With reference to the GRI criteria Syntegon discloses how its corporate practices affect these areas in this report. To this end, the company also provides information on so-called material topics. These are areas of corporate practice that have the greatest impact on the environment, the economy, and society and contribute to the sustainable development of the Group. This GRI report is based on the material topics visualized on the following page.

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## Materiality matrix



### Procedure for the materiality analysis

On behalf of the Executive Board, the ESG core team with representatives from relevant corporate divisions (Health, Safety and Environment, Human Resources, Legal and Compliance, etc.) last conducted a materiality analysis in 2022 to evaluate which sustainability topics are relevant for Syntegon, both from a company and a stakeholder perspective. This involved the question of what alleged and actual effects Syntegon’s business has on individual aspects of the economy, environment, and society. Other stakeholders within the company, such as site managers, product management, and sales, evaluated the results of this analysis, which hence incorporates their views. The Executive Board finally confirmed the selection of topics. Syntegon reassesses the validity of material topics every two years.

Topics that emerged as particularly relevant during the materiality analysis are considered in this report.



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## Material topics according to GRI

### 1 | Economic performance

The economic success of Syntegon is crucial for a healthy corporate development. Both shareholders and investors as well as the company's own employees have a fundamental interest in the company's financial stability. Other stakeholders such as customers and suppliers benefit from Syntegon's support as a high-performing partner.

### 2 | Indirect economic effects

As a partner to the food and pharmaceutical industries, Syntegon makes an important contribution to a secure supply of food and medicines. Especially in times of dynamic market developments, these industries benefit from technologies that make production more sustainable, efficient, digital, and flexible.

### 3 | Anti-corruption and anti-competitive conduct

The obligation to strictly comply with the principle of legality applies without any exception. Syntegon sees a clear connection between compliance and powerful, sustainable value creation.

### 4 | Employment

Syntegon assumes responsibility for its employees. Optimal working conditions play an important role for both the company and its staff. It is Syntegon's aim to be a place where employees can develop their full potential.

### 5 | Occupational health and safety

Occupational health and safety of its employees is Syntegon's top priority. The company considers itself socially and economically responsible for applying the highest standards in terms of holistic health protection.

### 6 | Training and continuing education

In times of rapid technological and social change, education and training are key to the personal success of all employees. For Syntegon, well-qualified employees are a central factor in driving future trends as an innovative company.

### 7 | Diversity and equal opportunities

Syntegon has 5,800 employees in about 20 countries on five continents, making it a diverse company in terms of cultural background, gender, and age. All employees, the company, and its business partners benefit from a diverse culture with equal opportunities.

### 8 | Local communities

Syntegon operates sites in different parts of the world and is often one of the largest regional employers with a direct or indirect impact on the local community. Communities as well the company itself benefit from Syntegon's responsible local engagement.

### 9 | Materials

Syntegon uses various materials to produce and transport its products. Their type and quantity are relevant to the company and its stakeholders in terms of environmental and social aspects. In addition, Syntegon contributes to the increased use of alternative packaging materials.

### 10 | Energy and emissions

Reducing energy consumption and emissions is a global challenge in view of climate change. As a manufacturing company and supplier of production technologies with a global value chain, Syntegon takes on responsibility in meeting this challenge.

### 11 | Waste

Waste is an important issue for Syntegon regarding its own production and logistics processes. As a supplier of packaging technology, Syntegon assumes a special role in the development of more sustainable packaging solutions in the pharmaceutical and food industries.

# United by service

Ableitner

Governance | Great service for a sustainable economic development



See the [video](#)  
version of this article!

Sustainability means partnerships, which are the basis for Syntegon's success. The company supports its customers from the very first minute and lays the foundation for long-term achievements on both sides. Service is an important pillar of this cooperation. What is the essence of good service? And what does it mean for everyday business? These questions can best be discussed while enjoying coffee and cake in Schwäbisch Hall, Germany. **Johanna Marquette**, service manager at Syntegon, and **Joachim Burkardt**, managing director of Café Ableitner, are two service experts who are happy to share their insights.

**Johanna Marquette** | Joachim, you are a general manager in the catering industry. What does good service mean to you?

**Joachim Burkardt** | For me, outstanding service is not noticeable at all and makes customers feel at home.

**Johanna** | For us, it is crucial to understand the requirements of our customers and to know what they need. How do you do that?

**Joachim** | We have many regular customers and know exactly what they want. For example, customer A has always had a pot of coffee with her Black Forest cake on Sundays for many years. And customer B always wants a teapot warmer along with the cake. We cater to both wishes without them having to tell us.

**Johanna** | I can draw parallels to mechanical engineering. A large company can quickly seem impersonal. At Syntegon, however, we focus on personal interaction. Knowing what

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customers need, accompanying them in the process, and proactively supporting them – that’s the be-all and end-all of good service.

**Joachim |** Exactly. We’ve had regular customers for over 60 years in some cases. So, we know very well what they want, and how they want it.

**Johanna |** Customer needs provide orientation, but they also change with time. We therefore have to constantly adapt our portfolio. In the past, our service business revolved mainly around individual solutions, spare parts, and the deployment of our technicians. Today, we offer our customers comprehensive service packages that make daily production and maintenance easier. How has service changed for you?

**Joachim |** For some years now, customers have increasingly addressed topics like allergies or intolerances. We must respond and

adapt our cakes accordingly to offer the best possible selection. Our customers expect a changing range of products that is never boring, while including the classics. How about a piece of cake?

**Johanna |** Yes, please! So that’s how it works at Café Ableitner: cake is served by a service robot. I see that digitalization is in full swing at your place.

**Joachim |** Exactly. It’s a robot that brings food or coffee to the table. This is how we want to support our staff. They no longer have to do so much clearing up, but simply place the dishes on the robot, which returns them to the kitchen autonomously. This gives us more time for our customers.

**Johanna |** Digitalization also plays a big role for us, of course. On the one hand, the machines are becoming increasingly digital and their operation more data-based. We can use this data for digital services such as equipment monitoring and for consulting. On the other hand, we no longer have to be physically present at the customers’ sites but can advise them virtually and support them in troubleshooting. This saves time and our experts remain available around the world and around the clock.

**Joachim |** To top it all off, the lovely view of Schwäbisch Hall adds to our services. What does Syntegon have up its sleeve?

**Johanna |** We also attach great importance to a consistent overall experience. We offer

our services as soon as we have installed our machines at our customers’ sites. And then it’s 30 years of support for us – both in ongoing operation and in maintenance. It goes without saying that we always strive to do a good job. After all, good service ensures that customers stay with us for a long time.



**Café Ableitner**

Located in the centre of Schwäbisch Hall, Germany, the popular coffee house not only has a long tradition; it also offers a unique experience and excellent service. Café Ableitner combines tradition and contemporary gastronomy, including technological innovations such as the robot, a kind of shelf on wheels.

**Syntegon**

Service means comprehensive support for Syntegon: with its service portfolio, the company offers a global network of experts who are available to customers during the entire life cycle of their machines. Find out more about our [service](#).



**“Knowing what customers need, accompanying them in the process, and proactively supporting them – that’s the be-all and end-all of good service.”**

Johanna Marquette, Vice President of Customer Service at Syntegon for the regions Europe, Middle East, and Africa



**“For me, outstanding service is not noticeable at all and makes customers feel at home.”**

Joachim Burkardt, Managing Director of Café Ableitner in Schwäbisch Hall



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## Processing and packaging for a better life

GRI 203-1 | 203-2 | 3-3

As a partner to the pharmaceutical and food industries, Syntegon makes an important contribution to the safe supply of food and medicines. Especially in times of dynamic market developments, production requires technologies that ensure sustainable, efficient, digital, and flexible processes – for the long-term benefit of consumers and patients worldwide.

Societies in most industrialized nations are becoming older, with significant effects on the markets of the pharmaceutical and food industries. Smaller households, changing eating habits, and an increased need for medical care characterize demographic change. Thanks to higher average incomes, the growing middle class has easier access to food and medicines; at the same time, overall prosperity favors the rise of diseases such as diabetes and obesity. As a result, the demand for foods in smaller package sizes and medicines is increasing. Manufacturers need to expand their production capacity to supply the growing number of consumers with the products they need. Syntegon supports them with its process and packaging technology, its services, and more than 160 years of experience.

### Safely packaged food

Syntegon's [solutions for the food industry](#) include both stand-alone machines and system solutions for the primary, secondary, and tertiary packaging of bakery products, chocolate, coffee, frozen foods, and dairy products, as well as processing technology for confectionery. Thanks to flexible equipment concepts from Syntegon, food manufacturing companies can quickly convert their machines and implement numerous packaging styles. Modular machines can also be seamlessly integrated into existing process and packaging

systems. This enables manufacturers to keep pace with dynamic market demands, which are characterized by fierce competition and ever stricter regulations.

### Less food waste

Syntegon's technologies protect the long-term nutritional value, freshness, and taste of different foods. The company enables people around the world to fully enjoy these products, while making an important contribution to reducing food and resource waste.

Both pose a challenge, especially in less industrialized regions with demanding climatic conditions. Here, packaging solutions from Syntegon ensure automated food supply and effectively protect products from dehydration and humidity.

Syntegon also supports manufacturing companies worldwide with solutions for more accurate portioning of packaging, for



example for single households. Sizing according to consumer needs can help reduce the disposal of unused products. For new companies in the emerging markets of Asia and Africa, Syntegon offers cost-effective entry-level solutions to automate their production processes for the first time. Here, standardized equipment for the respective processing or packaging steps plays a major role.

### Medicines for humankind

In the pharmaceutical industry, Syntegon offers [solutions for the formulation, processing, sterilization, and filling of liquid pharmaceuticals](#), including barrier systems, freeze-drying, and inspection technology. For oral solid dosage forms, Syntegon has a comprehensive portfolio of process, capsule filling, tableting, and coating equipment. Pharmaceutical companies benefit from proven stand-alone machines and line solutions, as well as from the company's many years of expertise. Syntegon ensures that drugs are produced and packaged according to the highest safety standards – and reach the market promptly.

Efficient machines and cost-effective production not only support the basic supply of the population with important medicines such as generics. Syntegon also helps vaccine manufacturers to produce their products safely and to increase the number of vaccinated children and adults worldwide in the long term. In addition, the company helps to make life easier for people with autoimmune diseases such as arthritis, or metabolic diseases such as diabetes with innovative delivery devices like pens or auto-injectors. Syntegon's knowledge of the latest processing and packaging technology and global pharmaceutical production requirements (Good Manufacturing Practices, GMP/GxP), as well as qualification and validation services further support customers from the pharmaceutical industry.





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### A strong partnership

Syntegon's  **service activities** greatly contribute to smooth production processes and economic success in the pharmaceutical and food industries. The company's service portfolio minimizes production risks and increases the efficiency of existing systems throughout the entire machine life cycle. A global network of experts supports manufacturing companies in a varied way, from spare parts management to digital systems optimization. Service Agreements are a further key element: Syntegon assumes responsibility for smooth production processes and machine efficiency for its customers.

### Future-proof production

Syntegon has identified sustainability, efficiency, digitalization, safety, and flexibility as key levers for greater competitiveness in the pharmaceutical and food industries. Thanks to their know-how, the experts for process and packaging technology continuously optimize manufacturing companies' production according to those principles, making processes future-proof.

### Sustainability

Syntegon comprehensively supports its customers on their way to more sustainability and long-term stability. The company's services include material testing, machine retrofits, and innovative packaging solutions. Technologies from Syntegon can process the most environmentally friendly materials efficiently and in a resource-saving way. Syntegon also acts as a partner for its customers when it comes to making their production processes as resource-efficient as possible and reducing their carbon footprint. In this way, the company contributes to more sustainable production in the pharmaceutical and food industries.



### Efficiency

Cost savings play a key role in both the food and pharmaceutical industries. Fierce competition, the influential food retail trade, and strict legal requirements are the driving forces. Syntegon's experts support manufacturing companies in improving the production efficiency, quality, and delivery capability of their products. Process and packaging technologies from Syntegon ensure optimal total cost of ownership (TCO) and enable fast time-to-market.

### Digitalization

Manufacturing companies must optimally coordinate individual production factors to ensure maximum availability, performance, and quality of their equipment. Syntegon supports them with digital solutions: Synexio, a cloud-based software solution, enables customers to collect, evaluate, and visualize machine data to identify specific potential for improvement. Syntegon not only draws on in-depth expertise in mechanical engineering, but also on extensive software knowledge and the right partnerships.

### Safety

Packaging systems must meet the most demanding hygiene standards to prevent product contamination and ensure high product quality. Syntegon is familiar with the latest safety requirements and legal regulations and takes them into account when engineering its technologies. Reliable risk and safety management is part of the daily routine. Syntegon's process and packaging technologies also provide the greatest possible protection of operators, consumers, patients, and products.

### Flexibility

Different consumer demands are rapidly changing the food and pharmaceutical industries. Whether manufacturers are testing new products and materials, developing new types of packaging, automating their existing equipment, or accelerating product changeovers: flexibility is the name of the game when it comes to meeting market demands. Syntegon's laboratory systems, standard platforms as well as fully automated high-speed lines cater to the need for added versatility.

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The UN 2030 Agenda with its **17 Sustainable Development Goals (SDGs)** is a global plan to promote sustainable peace and prosperity and to protect our planet.

### In line with the UN goals for sustainable development

The indirect economic impacts of Syntegon's activities mentioned above are consistent with several of the United Nations' Sustainable Development Goals. As outlined in the previous sections, Syntegon contributes to the achievement of these goals.



**Goal 2**  
End hunger, achieve food security and improved nutrition and promote sustainable agriculture.



**Goal 3**  
Ensure healthy lives and promote well-being for all at all ages.



**Goal 9**  
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



**Goal 12**  
Ensure sustainable consumption and production patterns.

## Economic performance

GRI 201-1 | 201-3 | 3-3

Economic stability is a fundamental part of Syntegon's corporate strategy. The company aims to expand its state-of-the-art portfolio and to ensure customer satisfaction. Regarding profitable business development, Syntegon also intends to operate sustainably in financial terms.

### Corporate strategy and goals

The Syntegon Group plans to become the international market leader for processing and packaging solutions by 2025. Customers, employees, and investors are at the center of the strategy. The company wants to strengthen customer satisfaction and its innovative capacity, secure attractive jobs as well as its market position and profitability in the long term. To achieve its goals, Syntegon relies on intelligent, sustainable solutions as well as on reducing costs and complexity – and on profitable growth.

The company is optimizing its processes to reduce costs and complexity. For profitable growth, Syntegon is aiming for higher market penetration and focusing even stronger on the needs of its customers. In addition to new machines, the service business is to make a greater contribution to the planned growth. Innovations in sustainable packaging, automation, and digital solutions are also helping Syntegon reach its growth targets.

### Research and development

Syntegon has decades of experience in the development of state-of-the-art processing and packaging technology. The company implements its high-quality, efficient, and reliable solutions with a global network of competence centers and production sites. More than 1,400 employees in research and development continuously work on new technologies and customer-specific solutions.

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Syntegon focuses on customer requirements and actively engages with manufacturing companies to develop its technologies in joint projects. Syntegon's experts drive specific research projects for different product groups in more than ten competence centers and set new standards for the industry. This innovative strength is reflected in 2,000 patents and patent applications. In 2022, total research and development expenditure of € 49,055k was significantly higher than in the previous year (€ 45,782k). In addition, Syntegon was able to capitalize costs for internal developments of € 13,134k (previous year: € 15,101k).

### Financial performance indicators

The Executive Board monitors and controls the operating performance of the Syntegon Group through regular internal group reporting. It discusses the Group's earnings, net assets, and financial position. In this way, the Executive Board ensures that Syntegon meets the requirements of investors in the context of sustainable corporate management. This lays the basis for value-added planning and investment decisions. In addition to sales, the key performance indicators include order intake, which is an important indicator of future capacity utilization, sales revenue, and earnings:

### Sales

in €'000	2021	2022
Sales	1,407,749	1,444,833
Order income	1,500,338	1,545,362

The revenue corresponds to the accounting and evaluation policies applied in the consolidated financial statements in accordance with International Financial Reporting Standards (IFRS).

### Order intake

Order intake represents the € volume of binding customer orders acquired in the period under review, irrespective of the actual or planned date of realization of sales. Syntegon makes all-year forecasts relating to order intake and sales revenues during the year to be able to react promptly to trends.

### Business development

At € 1,545,362k, the order intake of the Syntegon Group in the financial year 2022 was 3.0 percent (previous year: € 1,500,338k) and sales at € 1,444,833k were 2.6 percent (previous year: € 1,407,749k) above the previous year.

Around 65.8 percent of the sales generated (previous year: 66.0 percent) were attributable to machines sales, with the remainder being attributable to services, including the spare parts business. Approx. 31.5 percent of sales were generated in Europe (previous year: 35.1 percent), 33.3 percent in the Americas (previous year: 30.1 percent) and 35.2 percent in Asia and the rest of the world (previous year: 34.8 percent).

Regarding the main effects on earnings, Syntegon refers to the notes on the earnings performance in the consolidated financial statements prepared as of December 31, 2022, and approved by the Executive Board of the Syntegon Group on March 15, 2023. Syntegon submits both the consolidated financial statements and the group management report to the German Federal Gazette (Bundesanzeiger) for publication.

### Pension plans

Employees of the Syntegon Group are entitled to company pension benefits in accordance with country-specific conditions. The pension benefits include both current benefits and vested rights of active or retired employees. The company

pension scheme includes both Defined Contribution and Defined Benefit Plans:

- In the case of **Defined Contribution Plans**, the company pays contributions to state or private pension or insurance funds based on statutory or contractual provisions or on a voluntary basis. The company has no further benefit obligations beyond the payment of contributions.
- **Defined Benefit Plans** are pension plans financed by provisions, funds, or insurance.

The investment of plan assets is based on the underlying defined benefit obligations. For this purpose, Syntegon conducts regular asset liability studies. The funding status is an important control parameter; the company therefore continuously monitors this key indicator with the support of external experts. The investment policy is derived from corresponding governance guidelines. External asset managers are mandated to implement sustainable asset investments. The present value of obligations to employees is covered by external pension assets. This enables the company to service its commitments to employees on an ongoing basis. At the end of the fiscal year 2022, the net obligation, consisting of the balance of the present value of the obligation and the pension assets, amounted to € 7,675k.



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## Compliance

[GRI 205-1](#) | [205-2](#) | [206-1](#) | [3-3](#)

### Legality and integrity

Complying with the law is Syntegon's highest priority worldwide, which the company sets for itself and its business partners. For Syntegon, compliance and its own value creation are closely linked. The experts for process and packaging technology also act according to high ethical standards and are fully committed to legality and integrity. Syntegon has summarized the most important rules of conduct in its Code of Conduct and its Code of Conduct for Business Partners. Both documents serve as an important compass in everyday business. Syntegon has created a global Compliance Management System (CMS) with a Compliance Committee to actively prevent compliance violations.

### The Codes of Conduct

The company has laid down the principles for compliant, responsible, and fair conduct by all employees, managers, stakeholders, and the Executive Board in the  **Code of Conduct of the Syntegon Group** and in the  **Code of Conduct for Business Partners**. The Codes of Conduct summarize the essential regulations applicable at Syntegon, apply to all internal and external activities of the group of companies, and have been enacted by the Executive Board.

The Codes of Conduct refer to different aspects of lawful and ethical business practice, such as fighting corruption or avoiding violations of competition law. Syntegon also actively works to ensure that no violations of human rights and environmental concerns occur in its own business activities and supply chain. Anti-discrimination regulations are also part of the Codes of Conduct. Syntegon treats all employees and business partners with dignity and respect.

Further principles of the Code of Conduct for Business Partners, which regulate the cooperation between the company and its business partners, are based on the standards of the International Labor Organization (ILO) and include the following fields of action: principle of strict legality, employee treatment by business partners, environmental protection, business relations.

In addition to the globally applicable Codes of Conduct, the companies of the Syntegon Group have the option of issuing stricter, country-specific regulations to address possible specific compliance risks.

### The Compliance Management System

With its Compliance Management System (CMS), Syntegon aims to ensure that all employees comply with all applicable laws and regulations with integrity and a value-based mindset, thereby contributing to sustainable corporate success. The CMS is preventive in nature and is designed, among other things, to encourage all Syntegon employees to identify compliance risks and violations at an early stage and to respond appropriately. It is also intended to help all employees recognize potential dilemma situations, address them openly, and resolve them in the interests of legally and ethically correct conduct.

### Responsibility for compliance

Fair and responsible conduct starts with the decision-makers in the company. Both the Executive Board and senior executives ensure that the operational and economic goals they set are in line with compliance objectives. The Executive Board makes the key decisions and establishes the necessary conditions for implementing an effective CMS.

A Compliance Committee consisting of representatives from Legal and Compliance, Human Resources, and Internal Audit

supports the Executive Board in all compliance-related issues. Among other things, the committee makes proposals for strategic compliance management and deals with any serious compliance violations.

The Compliance Committee reports to the Executive Board – and the Supervisory Board – at least once a year on compliance case statistics, the focus and effectiveness of compliance measures, and other preventive or repressive measures. Based on this information, the Executive Board monitors the effectiveness of the Compliance Management System of the Syntegon Group.

Each manager within the Syntegon Group must ensure that the processes in his or her area do not violate compliance standards. In this respect, the “first line of defence” principle applies to managers, according to which operational responsibility also obliges them to comply with all relevant legal and internal requirements.

Lawyers in the Legal and compliance department or other specialists with compliance tasks (such as data protection, product or tax compliance) advise on Legal issues related to compliance within the company. All Syntegon employees who have questions about legal matters can contact Legal and Compliance at any time. The company's goal is to create a culture in which employees address compliance issues internally in a timely and trustworthy manner without hesitation.

### Reporting and auditing

All Syntegon employees are required to promptly report suspected compliance issues to their immediate supervisor, the Compliance Committee, the Compliance Officer, or to Legal and Compliance. Anonymous reports may also be made through the company's internal information system. No informant will suffer any disadvantage from reports made in



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## Regulations of the Code of Conduct

### Basic principles

- ❑ Lawful, compliant, responsible, and fair conduct
- ❑ Reporting of suspected irregularities
- ❑ Cooperation with authorities
- ❑ Responsibility of managers
- ❑ Social responsibility
- ❑ Conduct toward colleagues

### Avoiding conflicts of interest

### Dealing with information

- ❑ Conduct toward business partners and third parties
- ❑ Competition and antitrust law
- ❑ Prevention of corruption
- ❑ Donations and sponsoring
- ❑ Prevention of money laundering
- ❑ Export control law


### Standards for our products and services

### Intellectual property

### Occupational safety, health, fire, and environmental protection

### Communication and training

good faith. This also applies if a report turns out to be unjustified. Syntegon immediately investigates possible violations internally. If a suspicion is substantiated, the company initiates appropriate measures.

It is important that compliance-reporting channels are firmly implemented and known across the company to ensure that all employees follow the correct standards of conduct. The  **Syntegon compliance hotline** and the contact details of Legal and Compliance are easily available for all employees and third parties on the Internet and Intranet.

### Communicating compliance regulations

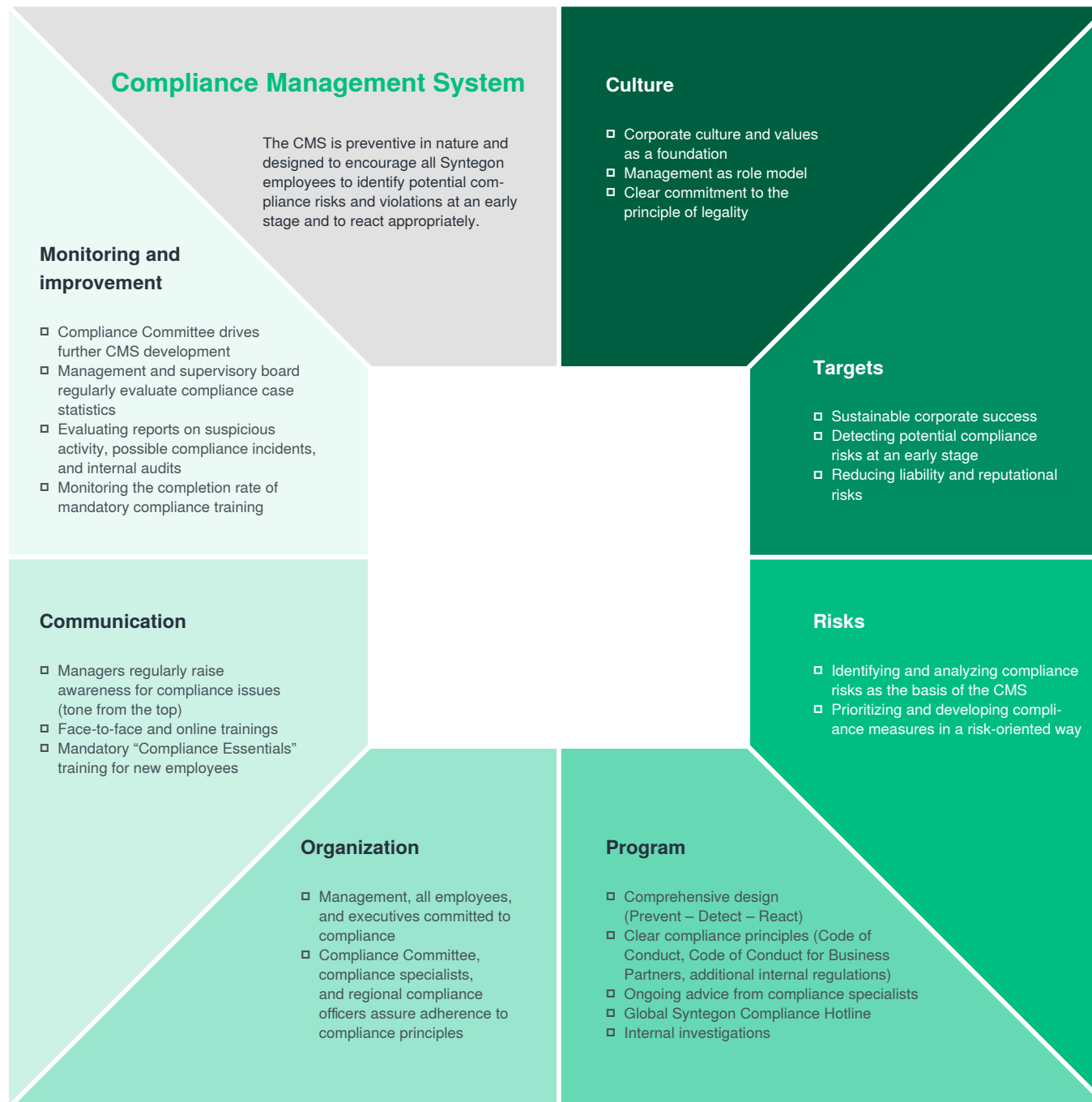
The Executive Board fulfills its responsibility to regularly sensitize the workforce to compliance risks (“tone from the top”) and comprehensively communicates its commitment to compliance throughout the company. Each manager reflects the importance of compliance and the associated responsibility for a sustainable compliance culture in their internal employee communication. All employees always have access to compliance-relevant documents via the Syntegon Group’s internal document database.

### Training of employees and third parties

Syntegon focuses on raising employee awareness for compliance in a sustainable way. Regular training and further education ensure that all employees observe legally compliant and ethical standards within the company. Syntegon centrally manages its targeted, hands-on compliance training courses via the Syntegon Group’s training management system.

In the reporting period, **74.4 percent** of the Group’s employees (4,848 people) successfully completed the new “**Compliance Essentials**” online training program. It enables all employees to observe and understand current laws and internal regulations and to live by them in their daily work. Furthermore, all of Syntegon’s approximately **9,000 service providers and suppliers** have received detailed information on compliance measures.

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**Effectiveness of the measures**

Syntegon uses various methods to evaluate the effectiveness of its compliance approach. These include the analysis and evaluation of received compliance reports, proven compliance cases, internal audit reports, and the completion rate of essential compliance training courses.

Syntegon has defined fixed targets and indicators to measure the success of the compliance approach. They comprise an appropriate and constant number of reports on suspicious activity, which serve as an indicator of the acceptance of the open compliance culture and reporting channels. The number of substantiated compliance cases, compliance-relevant audit results, and a high completion rate of around 75 percent for the main compliance training courses indicate the effectiveness of the measures.

In the reporting year, Syntegon audited all Syntegon Group sites for corruption risks and came to the following conclusion: the number of reports on suspicious activity, the number of proven compliance cases, and the number of compliance-relevant audit results remain constant. There are country-specific corruption risks according to the corruption perception index published by Transparency International. Due to the involvement of sales agents in the sales approach of the Syntegon Group, special attention is paid to the appropriate handling of projects which have been brokered by third parties.



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## Anti-corruption measures

- ❑ Four-eyes principle in all contracts with third parties
- ❑ Anti-corruption clauses in all contracts with intermediaries and contracts over 10,000 euros
- ❑ Internal regulations for compensation agreements with intermediaries
- ❑ Tender requirements in purchasing
- ❑ Internal regulations on donations and sponsoring
- ❑ Training courses on corruption prevention
- ❑ Written documentation and approval of donations or invitations from or to third parties
- ❑ Required appropriateness when accepting or awarding gifts and invitations
- ❑ No acceptance of monetary gifts and cash equivalents
- ❑ No donations to public officials without the prior approval by Legal and Compliance
- ❑ No accelerated payments
- ❑ Proportionality of professional events with leisure activities (70:30 rule)



## Fighting corruption

Corruption is the abuse of power for unlawful purposes, i. e. to enrich oneself or an organization. It has far-reaching, negative consequences for the economy, society, and the community. Syntegon applies the principle of “zero tolerance for corruption and attempts at corruption”. The company expects its employees to never abuse their position in the company to enrich themselves, their family members, or anyone else. Syntegon further states that its employees must not perform or must refrain from performing their duties in exchange for improper personal gain.

Syntegon has established a set of rules of conduct that employees must follow to avoid corruption. These rules apply globally and cover the acceptance or granting of gifts, invitations, and other benefits.

The binding training “Anti-Corruption Essentials”, the central instruction “Anti-Bribery and Anti-Corruption”, the Fact Sheet “Corruption Prevention”, the [PDF Code of Conduct of the Syntegon Group](#), and the [PDF Code of Conduct for Business Partners](#) are further important elements of corruption prevention at Syntegon.

## Competition law

The principle of competition is an expression of every free economic constitution. Competition is the engine of our national economies and constitutes a prerequisite for growth, jobs, and prosperity. The market is determined by supply and demand.

Syntegon makes it unmistakably clear to its employees that they must always comply with competition regulations. The company actively prevents possible violations of competition law through its central instruction and the fact sheet “Antitrust Law”, the Code of Conduct, the Code of Conduct for Business Partners as well as regular mandatory training. During the reporting period, no proceedings or official decisions took place at Syntegon in this area.

# The packaging change



## Environment | Sustainable packaging

Whether it is the rich aroma of freshly ground coffee, the crunchy texture of a cereal bar, or a robust tablet: the properties of numerous everyday products are not based on sophisticated recipes alone. Packaging is also important, as it makes sure that we can consume food and medicines the way we expect – full of flavor, fresh, and safe. However, to prevent protective wrapping from polluting the environment, it must change in favor of a sustainable future.

This may sound familiar: after your weekly shopping, you heave full bags onto the kitchen table and start unpacking. Most products piled up in front of you are packaged. With a notable difference: while plastic trays and tubular bags can be seen but also heard due to their characteristic crackling, more and more packages can be placed on the table

almost silently, for example cardboard trays. Some types of fruit even are marketed without any additional outer packaging.

One thing is certain: unlike many other product trends, the packaging revolution is not a short-lived fashion phenomenon, but a true turning point. Alternative solutions are breaking with the long-standing tradition of classic packaging made of composite plastics – and have resolved an important conflict.

The challenge is obvious: plastic composites have been used for decades. They are robust and provide optimum protection for products and consumers. At the same time, however, they pose a significant challenge: the many types of plastic, often used in combination, are difficult or impossible to recycle – with sobering consequences.





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## Fate of plastic packaging

in %



■ 14 Recycling

■ 40 Landfills

■ 14 Incinerators

■ 32 Plastic waste in waters

<sup>1</sup>Cf. Plastikatlas, Daten und Fakten über eine Welt voller Kunststoff (Plastic Atlas, Facts and figures about a world full of plastics), 2019 (Heinrich Böll Foundation), p. 36.

## Room for improvement

Only nine percent of the more than eight billion tons of plastic we have thrown away worldwide since the 1950s has been recycled. And even today, the global recycling rate for plastic packaging is only 14 percent, including many downcycled products. Experts define this term as recycled products whose raw materials are no longer reintegrated into the original reusable materials cycle. The rest ends up in landfills (40 percent), incinerators (14 percent) or in the environment, in oceans, and other waters (32 percent)<sup>1</sup>.

For a future with less plastic waste, companies are increasingly turning to recyclable and biodegradable solutions. In addition to paper and cardboard, films made from mono-polypropylene and mono-polyethylene play an important role. Unlike composite films, these solutions consist of only one type of plastic and are therefore easier to recycle – and easier to reintegrate into the reusable materials cycle.

## Revolution through recycling

This promising task requires joint expertise. Instead of tackling it on their own, pharmaceutical and food manufacturers often work hand in glove with material and technology suppliers. As a company committed to sustainability, Syntegon has been cooperating closely with innovative packaging producers and manufacturing companies for many years.

The common goal is to develop complete solutions that can be processed efficiently and offer the required product protection. Wherever possible, paper comes first at Syntegon. Retail customers perceive the material as highly sustainable, as it can be easily recycled into further valuable packaging materials. Paper-based tubular bags offer alternatives to non-recyclable plastic laminates, for example in bar or chocolate packaging.



Where appropriate, mono-plastics offer fully recyclable alternatives and optimum protection, e.g. for sensitive products. Mono-polyethylene or mono-polypropylene are suitable for coffee, dairy products, cookies, and frozen foods that require a higher level of product protection due to the products' characteristics.

## Material equals machine

Successfully reconciling protection and recyclability is no longer a dream. The revolution is in full swing: for example, Syntegon and a packaging material expert developed a paper-based blister pack. Thanks to a thermoformable base and press-through lid film with a barrier coating, the partners succeeded in achieving similar barrier properties to conventional blisters made of mono-polyvinyl chloride (PVC) and aluminum – with the advantage that the paper-based materials can be fed into the recycling stream.

Syntegon recognized early on that suitable packaging technologies pave the way to greater sustainability. After all, special sealing systems for form-fill-seal and cup machines lay the basis for efficiently produced, sustainable packaging. Machines with adjustable sealing temperatures, for example, make sure that the outer layer of tubular bags made of mono-material does not melt during forming and retains its intact and tight seal.



Syntegon is consistently seeking to expand its own equipment portfolio: the company focuses on new developments, as well as on retrofit options for existing machines. These solutions complement the innovations on the materials side, which are likely to give new impetus to the circular economy. Consumers can therefore look forward to seeing what kind of packaging their groceries will end up in on the kitchen table. In any case, there will be even less crackling in the future.



Learn more about **sustainable packaging solutions** from Syntegon!

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## Materials used



- 69% steel
- 7% aluminum
- 10% plastic
- 1% glass
- 13% electronic components

# Materials

## GRI 301-1 | 3-3

Material consumption plays an important role in resource conservation. It covers the quantity of materials used in a production process and their type in terms of durability and recyclability. For Syntegon, materials are not only relevant to produce its machines and systems. They also play a vital role when it comes to the company's activities involving sustainable packaging materials in the food and pharmaceutical industries.

### Handling product materials

Syntegon commits itself to the quality and safety of its products in its Code of Conduct (**see chapter Compliance, p. 20**). For example, the company's Product Development Code stipulates that its machines must at least comply with the strict requirements of the European Union (e.g. REACH Regulation) globally. When it comes to equipment manufacturing, Syntegon focuses on durable and robust materials that ensure extended service lives of its machines – often over several decades. The processing and packaging technology specialists also offer comprehensive modernization services and concepts for recycling, including general overhauls and machine relocations for its equipment portfolio.

Syntegon ensures the quality of its products through a multi-stage process. During development, they pass through various phases, from determining market and product requirements to designing prototypes through to market launch. The company e.g. determines the functions, interaction, and load capacity of the individual machine components (mechanical, electrical). Based on the collected data, Syntegon decides which construction materials, tools, and testing media are to be used.

The processing and packaging technology specialists define binding requirements for each phase in advance, which future products must meet. This enables the company to check whether its developments are in accordance with the guidelines regarding hygiene, environmental protection, or target markets. Since the machines from Syntegon are used in the pharmaceutical and food industries, they are subject to high quality and safety requirements. The company regularly evaluates whether the equipment materials fulfill these requirements.

Syntegon also assesses its developments during systematic design reviews or quality gates based on the European Union's Ecodesign Directive. Best practices serve as points of reference and help to continuously adapt the product development process. This includes guidelines for construction-related issues, such as optimal drives for carbon-efficient motorization. Syntegon also uses new methods such as the calculation of carbon emissions across a machine's life cycle (Life Cycle Analysis, LCA) to continuously improve the product development process.

Before production, Syntegon takes an analogous approach. This helps the company identify possible deviations from existing production requirements based on defined milestones and to implement the requirements accordingly. In case of deviations, Syntegon fulfills its product monitoring obligation by implementing a recognized quality management process (8D method) and initiating corrective actions.

The company regularly evaluates the effectiveness of its measures with the help of internal and external audits in accordance with ISO 9001, ISO 14001, and ISO 45001. The sites of the Syntegon Group also present key performance indicators to the Executive Board as part of an annual management review in accordance with the ISO standards mentioned above.

### Materials used

Syntegon uses a variety of materials to manufacture its machines for the food and pharmaceutical industries, from steel to aluminum to plastic. At 68.9 percent, steel accounts for most materials used during the reporting period, followed by plastic (9.4 percent) and aluminum (7.0). At 13.4 percent, the highly heterogeneous electronic components also account for a significant proportion of the materials used. Other metals, such as copper, bronze, and brass, but also elastomers and glass play a minor role.

	Crailsheim	Beringen
Steel (in kg)	473,078	688,716
Plastics (in kg)	64,755	94,272
Aluminium (in kg)	48,070	69,981
Electronics (in kg)	92,195	134,220

Syntegon produces its technologies at many locations all over the world. The largest sites are Crailsheim in Germany and Beringen in Switzerland. While Crailsheim mainly produces systems for filling liquid pharmaceuticals, Beringen concentrates on packaging machines for the food industry, especially in the baked goods, bars, and chocolate sectors.

In Crailsheim, Syntegon processed a total of 473,078 kg of steel, 64,755 kg of plastic, and 48,070 kg of aluminum in 2022. In the same period, the Beringen site produced 688,716 kg of steel, 94,272 kg of plastic, and 69,981 kg of aluminum. Electronic components amounted to 134,220 kg (Beringen) and 92,195 kg (Crailsheim). The net weight of new machines delivered in the reporting period was 687,000 kg in Crailsheim and 1,000,000 kg in Beringen.



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### Sustainable packaging materials

As a specialist in processing and packaging technology, Syntegon has been developing new packaging solutions with alternative, sustainable materials for many years. Conventional packaging consists of several layers of different types of plastic, which makes recycling difficult. For the sake of the environment, companies are therefore opting for mono-materials or paper-based alternatives. While paper has already established itself for secondary and tertiary packaging, primary packaging still requires optimization and innovations.

Converting packaging machines often proves challenging, e. g. when sealing parameters such as pressure, temperature, and time have to be modified at short notice. As a pioneer in sustainable packaging, Syntegon shares its knowledge and adapts production processes, especially in the food industry, to include environmentally friendly materials without compromising production efficiency or packaging quality.

Syntegon develops technologies that can process the most sustainable materials efficiently and in a resource-saving way. The company provides its customers with comprehensive support: from establishing individual requirement profiles to conducting material analyses in the laboratory and production test runs in its own development centers to retrofitting machines. On this basis, Syntegon recommends appropriate and sustainable materials that meet specific product requirements to manufacturing companies in the food and pharmaceutical industries. Syntegon further helps manufacturers to save material, e. g. by using thinner films and adapting packaging sizes.



## Waste

GRI 306-2 | 306-4 | 3-3

Private individuals and industrial actors can significantly influence the impact of waste on the environment. Wherever possible, waste should already be minimized during product manufacturing and packaging. Syntegon is committed to consistently reducing and recycling its waste. The company also wants to contribute to reducing packaging waste in the pharmaceutical and food industries.

### Avoiding instead of producing

Waste that cannot be recycled has to be disposed of in landfills and may represent a major burden on the environment

for many years. Syntegon aims for “zero waste to landfill”: the company wants to generate no more landfill waste wherever conditions permit and recycle its own waste as fully as possible. In addition to avoiding waste, the company also focuses on consistent separation and recycling. Wherever possible, Syntegon collects and disposes of recyclable materials separately and passes them on to suitable disposal companies that can process them appropriately. The company attaches great importance to tracing the materials’ path even after they have been handed over to the disposal companies and is therefore in close exchange with its partners.

### Strategic approach

Syntegon defines its central waste management goals in an Environment, Health, and Safety (EHS) policy deployment. The Syntegon Group sites are guided by these targets and derive specific goals to increase recycling rates and reduce landfill waste. Key performance indicators help track the sites’ progress. The Executive Board evaluates the current key performance indicators and, if necessary, defines improvement measures during an annual management review in accordance with ISO standards 14001 and 45001. If individual sites repeatedly fail to meet their targets, the Syntegon Group’s EHS managers work with site managers to develop a binding program of measures.

### Types of waste

In the reporting year, Syntegon’s production sites generated 2,980 metric tons of waste. The majority (2,509 metric tons) was recycled; Syntegon only had to dispose of a small proportion in landfills. The latter is influenced by the international availability of suitable disposal routes, since separated waste cannot yet be safely transferred to recycling in all countries.



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## Waste generated

Types of waste	Total weight in t
Total waste for recycling (non-hazardous)	2,137.81
Total waste for recovery (hazardous)	370.90
Total waste for disposal (non-hazardous)	322.81
Total waste for disposal (hazardous)	152.88
Construction waste, rubble, excavated earth	25.73
Total waste (excluding construction waste, rubble, excavated earth)	2,980.40

## Circular economy

In addition to the Group's own waste, Syntegon also aims to reduce packaging waste within its target industries – the pharmaceutical and food industries – through advanced, sustainable packaging solutions. As described in the previous section (**Materials p. 26**), the company does this by processing materials that are ideal for recycling processes and support a circular economy. Syntegon believes that the right combination of technology and materials is the key to more sustainable packaging and less waste. For this reason, the experts in processing and packaging technology are consistently enhancing their equipment.

In the spirit of the circular economy, the company supports a higher recycling rate of different food and pharmaceutical packaging solutions. On the equipment side, these materials require special components, such as forming shoulders for processing paper-based primary packaging materials. Syntegon is also pioneering here: specially developed elements for retrofitting existing machines pave the way to greater recyclability in various sectors while considerably increasing the lifespan of the retrofitted equipment.

Material cycles can be closed by avoiding, reusing, and recycling. Syntegon partners with packaging designers, companies in the materials and food industries, wholesalers and retailers, public decision-makers, associations, and industry initiatives to achieve this goal.

## Product protection and loss prevention

Syntegon values safe products and low-loss production – for food and pharmaceuticals alike. When it comes to sealing food packaging, the company aims for tight packaging solutions that effectively minimize food waste and packaging loss. Equipment with product protection gas flushing, vacuum packaging, and aseptic technology make a special contribution. High yields are ensured by precise dosing systems that prevent overfilling of packaging materials and thus product loss. In addition, Syntegon's packaging machine design ensures as little material as possible is wasted during packaging



material and film reel changes. The company achieves this with track edge control systems on vertical form, fill, and seal machines, as well as precise film guidance and autosplacers on high-speed horizontal form, fill, and seal machines. As a new development, the "Synexio" software monitors important machine and setting parameters, prevents machine startups with incorrect settings as well as packaging material and product loss – ensuring e.g. a vertical production start.

## Energy

GRI 302-1 | 302-5 | 3-3

A responsible approach to the environment includes the sustainable use of resources. In addition to materials, Syntegon focuses on the use and consumption of energy. The company pursues clear goals to keep its energy consumption as low as possible and to increase the share of renewable energies. With its processing and packaging technologies, Syntegon also helps to increase energy efficiency in the pharmaceutical and food industries.

## Strategy and approach

The Syntegon Group is pursuing the goal of increasing the share of renewable energies in total energy consumption from 41 percent in 2019 to 55 percent by 2025 and 70 percent by 2030. To achieve this goal, the company has defined a strategic approach with specific measures. Syntegon reviews the timeliness and progress of the measures annually with the relevant departments and sites. In the reporting year, the proportion was 49 percent.

In an Environment, Health and Safety (EHS) policy deployment, Syntegon has set out its key energy targets for the entire company. The Syntegon Group sites are guided by these targets and derive specific goals to expand renewable

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energy generation and increase energy efficiency. Key performance indicators help track the sites' progress. In addition to their key performance indicators, the individual sites report to the EHS managers at Group level on ongoing and planned energy efficiency measures. If necessary, they receive support from corporate headquarters in planning and implementing these measures.

As part of an annual management review in accordance with ISO standards 14001 and 45001, the Executive Board evaluates the current key figures. It also looks at the progress made by the individual sites in achieving their energy targets. If sites repeatedly fail to meet their targets, they draw up a binding program of measures together with the Group's EHS managers. Syntegon monitors and consolidates the effectiveness of the management system with internal and external audits.

#### Efficient resource usage

Syntegon has identified the greatest potential for the long-term reduction of energy consumption in the use of efficient ventilation and control technology, energy-saving manufacturing processes, intelligent compressed air generation, and the comprehensive use of LED lighting. Space efficiency measures (e.g. desk sharing concepts) are also becoming increasingly relevant due to significant changes in the working world since 2019. Syntegon has long been committed to an energy supply from renewable sources. For example, the company already sources 100 percent green electricity at all its European sites. At the Group's second-largest site in Beringen (see magazine section on p. 32), Syntegon is going another step further and aims to cover its entire energy supply with locally produced renewable energy by 2033.

In addition to electricity from photovoltaic systems, the energy mix of many sites includes local heating and wind energy, which the company obtains through cooperations with corresponding partners. Syntegon uses certified, carbon-neutral

green electricity and heating energy from biogas or wood pellets. By purchasing these resources, the company reduces its consumption of fossil fuels and hence its carbon emissions.

#### Energy consumption in the reporting period

Syntegon regularly documents the energy consumption at its production sites and shares the data, for example in cooperation with CDP (formerly "Carbon Disclosure Project"). The consumption data of the Syntegon Group recorded in the reporting period is primary data. The company calculates different overall totals based on the recorded energy consumption. In the case of fuels, total energy consumption in the reporting year amounted to 22,048.801 MWh, of which 11,611.766 MWh were from natural gas, 10,431.157 MWh from fuel oil, and 5.878 MWh from liquefied petroleum gas. Total energy consumption within the organization during the reporting period was 50,352 MWh, 11 percent lower than in the previous year (56,020 MWh).

#### Fuel consumption within the organization

Source	Quantity in MWh
Natural gas	11,611.766
Heating oil	10,431.157
Liquid gas	5.878

#### Electricity, heat, and steam consumption within the organization

In addition to fuels, the Syntegon Group uses electricity and steam, as well as energy for heating and cooling. Electricity accounted for the largest share of these consumptions in 2022 with 25,735.923 MWh, of which 25,185.557 MWh were purchased. Syntegon further purchased parts of its heat (2,014.79 MWh - of which 1,512.48 MWh from biomass) and steam (695 MWh) from external sources.

#### Energy-efficient production in the food and pharmaceutical industries

Besides its own sites and business activities, Syntegon can contribute to greater energy efficiency and resource savings in the production processes of the food and pharmaceutical industries through its intelligent and sustainable processing and packaging solutions.

Syntegon's technologies are designed for maximum resource conservation and enable companies to process packaging materials with the lowest possible energy input. The company holistically evaluates the CO<sub>2</sub> equivalent of its machines in terms of material and energy consumption over the entire life cycle using a life cycle analysis methodology. Based on this data, Syntegon continuously optimizes its machine portfolio to further reduce overall resource consumption.

By 2025, the company aims to reduce the consumption of energy-intensive equipment by 25 percent compared to 2019 and is well on its way to achieving this goal. Syntegon plans to bring around 80 percent of its portfolio below industry consumption levels. Consumption takes on a central role over the entire equipment life cycle: more than two-thirds of the product carbon footprint is generated in the use phase. Syntegon laid the foundation for more sustainable production processes of its customers at an early stage. The holistic approach includes not only efficient systems but also comprehensive services. Through spare parts management, technological modernization, and digital optimization of the overall equipment effectiveness, Syntegon extends the service life, efficiency, and availability of its machines.



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## Emissions

GRI 305-1 – 305-3 | 305-5 | 3-3

Combating global climate change and achieving the necessary reductions in greenhouse gas emissions are among the major challenges of the 21st century. Carbon emissions and their consequences therefore dominate public discourse. Syntegon assumes responsibility and strives to achieve ambitious emission reductions. In connection with the energy topic already described, the company's efficient technological solutions can have a positive impact on carbon emissions in the pharmaceutical and food industries.

### Approach

Syntegon is pursuing a diversified approach on the way to a lower-emission future: the specialists for processing and packaging technology already source 100 percent green electricity at all their European sites and are guided by the 1.5 degree target from the Paris Climate Agreement. Other measures include the purchase of local heating and the use of energy-efficient light sources such as LEDs (see Energy section for details, p. 28-29).

### Sustainably reducing greenhouse gas emissions

Syntegon aims to reduce its greenhouse gas (GHG) emissions by 25 percent by 2025 and 50 percent by 2030 compared to 2019. In addition to direct and indirect energy-related GHG emissions (Scope 1 and Scope 2), Syntegon is also targeting other indirect GHG emissions (Scope 3). While the data for Scope 1 and 2 is based on consumption values, only spent-based calculations are currently available for Scope 3. In view of the validation of its targets by the Science Based Targets Initiative (SBTi), Syntegon will successively improve the Scope 3 data in the coming years by switching to consumption-based values. Syntegon also sees potential for improvement in its GHG emissions reporting regarding emissions caused by losses of climate-relevant coolants, which have not yet been included. The company would like to further improve its data quality in this regard. Syntegon has prepared its current carbon emissions balance sheet in accordance with the Greenhouse Gas Protocol (Corporate Standard).

### Reducing the carbon footprint in pharmaceutical and food production

Beyond its own emission reduction targets, Syntegon helps companies in the pharmaceutical and food industries to reduce their carbon footprints. The energy efficiency measures

for Syntegon's machinery described in the previous section, as well as the consulting services for sustainable overall equipment design foster resource conservation and cost savings during production. They further contribute to improving the carbon footprint of manufacturing companies.

In the reporting year, Syntegon developed a method for calculating the carbon emissions of its own equipment as part of a life cycle assessment approach. This enables the processing and packaging technology specialists to offer companies in the food and pharmaceutical industries full transparency on the carbon footprint of Syntegon technologies. The software-based approach, certified by TÜV Rheinland, a German association for technical inspection, records parameters such as electricity, compressed air, media, and packaging materials over the entire life cycle of a machine. It specifically relates these parameters to the carbon emissions caused in each case.

Data aggregation and preparation are carried out in accordance with common international standards such as ISO 14067 and enable the calculation model to be used for various areas of application. The approach allows Syntegon to examine all equipment in its own portfolio as well as different production scenarios on request, thus gaining insights into the Product Carbon Footprints in the respective production environment. In order to make these modelings usable for companies in the future, Syntegon has created first approaches for CO<sub>2</sub> consulting related to consumption and CO<sub>2</sub> values.



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## Scope 1: direct GHG emissions

Between 2019 and 2022, Syntegon steadily reduced its Scope 1 emissions by an average of around 15 percent per year. The significant decrease of 18.3 percent from 2021 to 2022 can be attributed to increased space efficiency measures: since Syntegon employees around the world are increasingly working on a mobile basis, the company was able to consolidate office space during this period. Vacant space now only requires minimal heating.

	2019	2020	2021	2022
Carbon equivalent in t	8,245	7,488	6,268	5,119

Syntegon calculated the Scope 1 values based on the energy consumption of its production sites and converted these values using emission factors from the European Residual Mix. Emission factors from the Australian Government's Environment Department and Climate Transparency, an association of various non-governmental organizations from the G20 countries, were also taken into account. The values for the global warming potential (GWP) are based on the Intergovernmental Panel on Climate Change (IPCC).

## Scope 2: indirect energy-related GHG emissions

Syntegon also reduced Scope 2 emissions between 2019 and 2022: the company achieved an average decrease of 8.2 percent per year. The commissioning of photovoltaic systems at several sites favored the reduction.

	2019	2020	2021	2022
Carbon equivalent in t	11,470	11,279	10,125	8,636

Syntegon also based the Scope 2 values on the energy consumption of its production sites. In this case, the conversion was carried out using regional emission factors, since electricity-related emissions vary from country to country. The sources of the emission factors are the same as for Scope 1. The total savings of Scope 2 and Scope 1 emissions (2019 to 2022) amount to 5,907 t CO<sub>2</sub>e (carbon equivalents).

## Scope 3: other indirect GHG emissions

Scope 3 emissions account for the majority of Syntegon's GHG emissions with more than 95 percent. The company relied on the Scope 3 Evaluator from Qantis for its 2021 base year calculation, which also served as the source for the emission factors and Global Warming Potential (GWP) values used.

	2019	2020	2021	2022
Carbon equivalent in t	649,850	619,892	664,346	n/a*

With 614,031.191 metric tons of carbon equivalent (CO<sub>2</sub>e), 92 percent of Scope 3 emissions are from purchased goods and services, followed by GHG emissions from upstream transportation and distribution (26,593.812 metric tons of CO<sub>2</sub>e) and employees' commuting activities (12,750 metric tons of CO<sub>2</sub>e). Base metals and metal products (39 percent) as well as electrical and optical equipment (30 percent) are the two highest-emitting subcategories for goods and services. As this category accounts for the largest share of Scope 3 emissions at 92 percent, Syntegon plans to target this category as priority to reduce Scope 3 emissions in the mid-term.

\*Due to significant price increases for materials and services without adjustment of the calculation factors in the context of the spent-based survey, a figure for 2022 is not meaningful. Syntegon has set out to gradually improve its data collection for Scope 3 consumption values starting in 2023.

# A site becomes self-sufficient

## Environment | Self-sufficient energy production at the Swiss site in Beringen



See the videos of this article:

- [Photovoltaic system](#)
- [Use of groundwater](#)
- [Statement on sustainability strategy](#)

**How can a company supply one of its sites that has 70,000 square meters of net floor space, production, and office buildings with low-emission energy as self-sufficiently as possible? Besides the courage to break new ground, this goal requires committed employees and a clear vision. In the case of Syntegon's Beringen site, the environment also plays an important role. By 2033, Syntegon wants to produce all its electricity and heat in Switzerland independently with the help of the sun and exceptional groundwater resources.**

### Heating and cooling with groundwater

Groundwater is generally regarded as a sustainable and reliable source of cooling and heating. The temperature of natural groundwater remains almost constantly at

around 10 degrees Celsius. When pumped to the surface with a heat pump, thermal energy can be extracted from the water and be used, amongst others, to heat buildings. The technology can serve a different purpose at high temperatures by extracting cold from the water via a heat exchanger for so-called passive cooling. In both cases, the water flows back to the groundwater reservoir after usage and can be pumped back repeatedly. In Beringen, Syntegon has been leveraging this technology since 2011 for the entire office building and is currently using it for a quarter of the production halls.

### Radiator panels and insulation

At the Swiss site, heat comes not only from below, but also from above. Syntegon is renovating the roofs of its production halls





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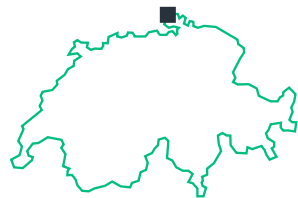
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# 730

employees are working at Syntegon's site in Beringen, Switzerland.



to this effect: radiant panels mounted on the ceiling ensure cosy temperatures in winter. The heat from the water-filled panels radiates evenly from top to bottom. In summer, the plates (see picture above) are flushed with cooling water to cool the inside of the building. Syntegon is further gradually replacing the existing roof insulation with a new, 30-centimeter insulation made of mineral wool to ensure that the right amount of heat remains in the halls. The company is also renewing the roofing and glazing, using higher-quality materials with greater energy efficiency.

### Electricity from sunlight

The renovated roofs of the production halls offer ample space for a large-scale photovoltaic system, which the Schaffhausen Cantonal Electricity Works (Elektrizitätswerk des

Kantons Schaffhausen, EKS) has been operating at the site since the beginning of 2023. With an output of around 1,128 kilowatt-peak (kWp), it is the most powerful plant of the Swiss EKS grid area and covers a quarter of the site's own electricity requirements. Up to 80 percent of the electricity generated via the system will serve the site's own power needs – including lighting and heat pumps (see picture on the right). Syntegon aims to have half of the site's roof surfaces equipped with photovoltaic systems by 2027.

### A tank full of energy

What to do with cost-efficiently generated electricity? This is a question that both individuals and companies are asking themselves – and they are looking for reliable storage options. Syntegon is on the same page:



the company would like to temporarily store electricity from its photovoltaic system (see picture below) that exceeds current demand and be able to use it at a later stage. Hydrogen storage offers a viable option, since hydrogen can be stored in gaseous, solid, or liquid form. This way, it serves as a carrier medium for electrical energy. Syntegon is keeping a very close eye on the market for potential technologies for intermediate energy storage.

### The many steps to sustainability

With its multifaceted approach, Syntegon aims to gradually generate more electricity and heat from local natural sources in Beringen – in line with its sustainability targets. Syntegon already sources 100 percent green electricity. A further important

step is LED lighting (see picture on the right below). Since this year, Syntegon has been gradually converting the lighting in the factory halls to this energy-saving light source. From 2027 onwards, only 1,800 instead of 3,000 tons of CO<sub>2</sub> per year will be released into the atmosphere in Beringen compared to 2019. By 2033, the site also wants to meet its heating needs entirely with groundwater and no longer use fossil fuels. The only hurdle is the site's current lack of storage options, which are required to ensure self-sufficient energy supply. However, Syntegon remains confident that a corresponding solution can also be implemented in Beringen. In this case, the site would not only reach energy independency by 2033 but could also reduce emissions to zero.

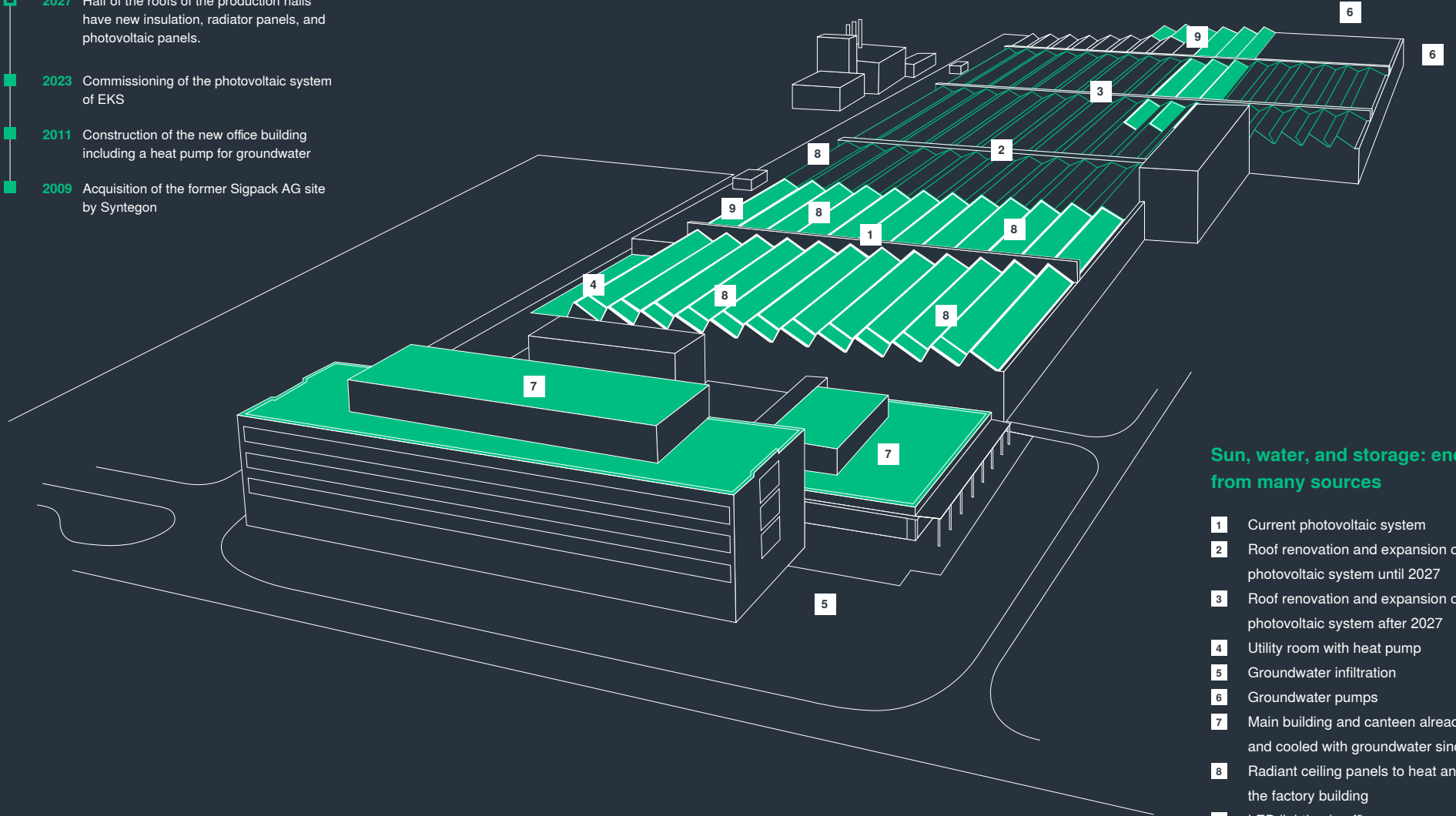


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Towards a self-sufficient site

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- **2033** The electricity generated at the site can be stored. Syntegon has a self-sufficient energy supply.
- **2027** Half of the roofs of the production halls have new insulation, radiator panels, and photovoltaic panels.
- **2023** Commissioning of the photovoltaic system of EKS
- **2011** Construction of the new office building including a heat pump for groundwater
- **2009** Acquisition of the former Sigpack AG site by Syntegon



Sun, water, and storage: energy from many sources

- 1** Current photovoltaic system
- 2** Roof renovation and expansion of the photovoltaic system until 2027
- 3** Roof renovation and expansion of the photovoltaic system after 2027
- 4** Utility room with heat pump
- 5** Groundwater infiltration
- 6** Groundwater pumps
- 7** Main building and canteen already heated and cooled with groundwater since 2011
- 8** Radiant ceiling panels to heat and cool the factory building
- 9** LED lighting in office spaces

## Safe work at all times

GRI 403-1 – 403-10 | 3-3

Employee health and performance are Syntegon's most important assets. The company considers it a key responsibility to ensure a safe and healthy working environment for employees, customers, and service providers. Syntegon continuously assesses hazards to people and the environment and consistently takes appropriate protective measures. The company also actively prevents physical and mental health risks at the workplace in favor of holistic health protection. Both the responsibility of managers and the motivation of employees form the backbone of a sustainable and effective safety culture.

### **Ambitious occupational safety targets**

No employee should be endangered or injured during his or her work for Syntegon. The company regularly records, reports, and follows up on incidents, focusing on accident and accident severity rates. By 2030, Syntegon aims to reduce the number of reportable workplace accidents in relation to working hours by 19 percent compared to 2019. Over the same period, the company is targeting 20 percent fewer lost workdays due to accidents per working hours.

In a policy deployment for Environment, Health, and Safety (EHS), Syntegon has defined its key goals for occupational health and safety. The Syntegon Group sites are guided by these goals and derive specific occupational health and safety targets that contribute significantly to protecting employees' health. As the technological state of the art advances, the focus on reducing occupational accidents and illnesses is shifting to behavior-based safety measures.

Syntegon regularly reviews the effectiveness of its policy with the help of internal and external audits in accordance with the ISO 45001 standard. If serious accidents occur at individual sites or areas, or if accident reduction targets are not met,



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local safety specialists develop action plans in close consultation with employees. Key performance indicators help to track progress. As part of an annual management review in accordance with ISO standards 14001 and 45001, the sites present the key figures to Syntegon's Executive Board. They also provide information on the status of the above-mentioned occupational health and safety targets. Syntegon awards accident-free sites annually.

### Keeping an eye on health and safety risks

Syntegon carries out comprehensive, holistic risk assessments to prevent health and safety risks for employees. Managers, occupational safety specialists, the medical service, and employees evaluate potential sources of danger such as hazardous substances, mental stress, and mechanical hazards according to how likely they are to occur and how serious the resulting damage might be. They then initiate measures to reduce the risk potential. Trained safety experts regularly inspect the sites and pass on their assessment to the employees, thus supporting risk assessment. Additional internal and external audits in accordance with ISO 45001 make a further important contribution.

Accidents can occur not only among Syntegon's own employees on site, but also on business trips and during the work of service providers at the company's sites. Syntegon prevents these risks with a comprehensive approach. The latter evaluates the activities of external actors at the sites, assesses assembly and service operations, and includes a travel security program.

### Eliminating security risks

If these analyses reveal that further measures need to be taken to protect employees, specific health and safety committees first consider completely replacing the source of the

hazard (substitution). If this is not feasible, they consult on the necessary technical, organizational, or personal measures. Managers, business departments, and employees work together in occupational safety committees to ensure a safe and healthy working environment for everyone.

### Procedure in case of emergency

Each site of the Syntegon Group has an emergency plan as well as special emergency coordination teams. Together with employees trained for this purpose, they can provide immediate assistance if necessary. This enables Syntegon to initiate measures to limit damage immediately following an emergency and monitor further developments in crisis teams. Subsequent analyses will help to understand the reasons and prevent further incidents. Syntegon's security experts also take a close look at the potential risks for divisions that are not directly affected. Depending on the extent of such events, a cross-site emergency coordination team with experts from the respective central departments provides further support. For emergencies that primarily affect individual employees, Syntegon has a 24/7 emergency call and a crisis hotline.

During the reporting period, Syntegon employees reported 39 documented work-related injuries, including predominantly cuts as well as impact and trip injuries resulting from manual tasks, business trips, and on-site service activities at customer sites. The injury rate was 4.8 for a total of 8,168,530 working hours. The accident severity rate was 45 in 2022. The company did not record any work-related injuries or illnesses with serious consequences in the reporting year.

### Dealing with workplace hazards

In line with its well-established approach of openly addressing conflicts, Syntegon expects all its employees to report possible risks and violations of safety regulations to a supervisor or

the occupational safety specialists. Syntegon trains managers in dealing with critical feedback and welcomes open exchange and mutual support. In addition, employees – and also service providers, for example – can use the company's anonymous information platform. If employees find themselves in work situations that they consider to be hazardous to their health, they are entitled to no longer perform these activities.

### Employee involvement in occupational health and safety

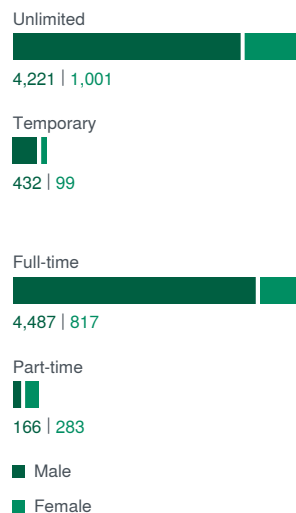
At Syntegon, employees can and should contribute to occupational safety and health protection. The company regularly informs its employees about possible opportunities for participation on the intranet, by e-mail, in employee meetings, and as part of special events such as a cross-site health day. Furthermore, Syntegon conducts both mandatory and voluntary occupational health and safety training courses for its employees. Committees such as the Occupational Safety Committee and the Health Working Group play a central role. Within these committees, Syntegon develops specific occupational health and safety programs on a quarterly basis and evaluates existing measures. Employees who are active in the committees can take part in the decision-making process and can directly influence the occupational safety culture at Syntegon.

While training courses provide the theoretical basis for safe work, the company's occupational health service provides practical support for employees' health: vaccination services, bowel and skin cancer screening, and travel medicine advice are available to all Syntegon employees to address important, non-work-related health risks.

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### Employment relationships



## Diversity and equal treatment

GRI 405-1 | 3-3

Sustainability and diversity are closely linked; Syntegon promotes diversity at different levels. The company values teams with members of different genders, cultural and social backgrounds, and ages. Based on internal analyses on diversity, the company currently sees the greatest potential for development with gender. The specialists for processing and packaging technology therefore devote special attention to the equality of employees. Syntegon regularly surveys the proportion of women in management positions and aims to increase the distribution through targeted measures in recruiting and personnel development. The company also emphasizes its commitment to diversity in its job advertisements. This is also expressed in the company's communication: wherever possible, Syntegon wants to use gender-neutral formulations.

Syntegon takes special account of vulnerable groups. In the U. S., the company has an action plan for women and minorities, as well as for veterans and people with disabilities. In the United Kingdom, Syntegon has issued a special policy that includes a commitment to equal opportunities and the prevention of unlawful discrimination. A dedicated policy against sexual harassment in the workplace exists in India. At Crailsheim and Waiblingen, the largest sites in Germany, a general works agreement regulates the integration of severely disabled people.

### Diversity of the workforce and the Supervisory Board

In 2022, the share of women in the workforce was around 19 percent. Syntegon has defined targets for a more balanced ratio of women and men. For example, the company aims to increase the proportion of women in the workforce by six percentage points by 2025 (25 percent women, 75 percent men). Among managers, Syntegon is aiming for a gender ratio of 20 percent women and 80 percent men.

In 2022, the Supervisory Board consisted of 75 percent male and 25 percent female members.

Age	Employees	Supervisory Board
Up to 30 years	940	0
31 – 50 years	3,118	4
From 51 years	1,695	8

Gender	Employees	Supervisory Board
Male	4,653	9
Female	1,100	3
Non-binary	0	0

## Modern work culture

GRI 401-1 – 401-3 | 3-3

Syntegon fosters an open work culture, where all employees can contribute their ideas and initiate changes. Flat hierarchies, flexible working models, and extensive company benefits ensure that every employee can develop freely according to their own talents. The company benefits, which depend on the county and location, cover not only financial aspects of employment, but also family, health, and mobility. An open feedback culture contributes to fair and respectful interaction.

### The optimal start

New employees joining the company are very important to Syntegon. A digital onboarding process enables the company to optimally train and integrate them into existing team structures – even when working remotely. With its digital approach, Syntegon wants to help new colleagues find their way around the company as early as possible and feel like a full member of the team very quickly. The onboarding app offers employees to enable themselves to get to know the company better before they start working and to communicate quickly and easily with their future manager. New employees regularly respond positively to the company’s onboarding process.

### Working flexibly

At Syntegon, flexible working is an integral part of the corporate culture. The company attaches great importance to a working environment that allows all employees to engage themselves and develop freely. Flexibility applies both in terms of space and time:

- Mobile working has been part of Syntegon’s working culture not only since the Covid pandemic. Since the pandemic, however, employees are still using mobile working more widely and actively – always provided that their respective

tasks permit them to work this way. However, Syntegon also considers personal interaction highly important, e. g. in the context of projects, short conversations with colleagues before and after a meeting, or over lunch. All these aspects have a positive effect on teamwork, creativity, and ultimately results.

- Syntegon has created an important framework for flexible work with different working time models, long-term accounts, and options for additional days off to care for children or family members. In addition, flexitime arrangements give employees more freedom and enable them to better combine their working hours with their private lives.

### Parental leave

The following figures apply to German legal entities only. The table presents the breakdown of employees by gender.

	Male	Female	Non-binary
Entitlement to parental leave	759	2,445	0
On parental leave	78	106	0
Return after parental leave	46	102	0
Employed for 12 months after return*	33	103	0

\*Parental leave 2021, return 2022

### Financial benefits

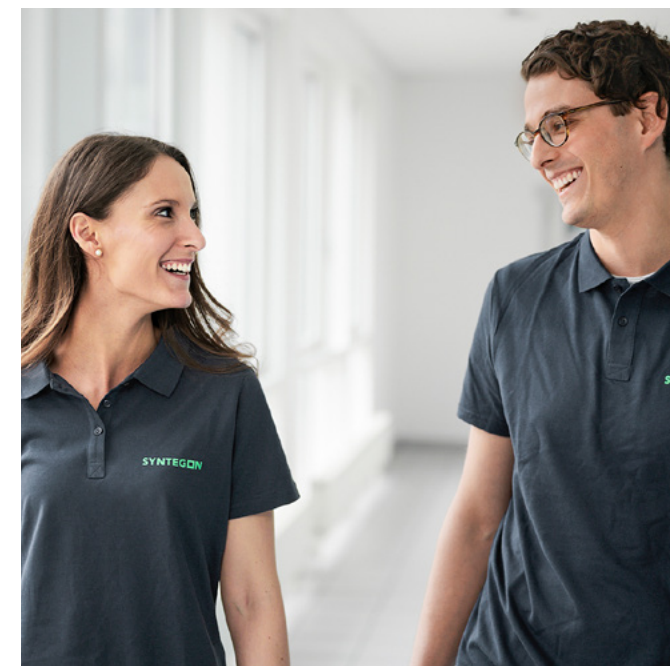
Syntegon offers its employees financial flexibility and attractive development options. Depending on the location, the financial benefits include vacation and Christmas bonuses, profit sharing, as well as pay-scale and non-pay-scale allowances. The company also supports its employees financially by subsidizing its company canteens. In addition, company discounts and special conditions for the purchase of various consumer goods are part of Syntegon’s offer for its employees.

The company honors employees who have been with the company for many years with anniversary benefits: employees receive additional days off and salary supplements for their anniversaries.

### Work and family

Syntegon also supports employees financially and organizationally with childcare options: at various locations, the company subsidizes the costs of childcare facilities such as daycare centers. At some of these locations, Syntegon also assists families in their search for childcare places in those institutions.

Parental leave arrangements help employees reconcile work and family life. Syntegon goes beyond the legal requirements by creating further freedom for its employees through individual arrangements for family-friendly childcare. Additional



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days off, which are also available to employees with shift work and relatives in need of care, lay the basis for this flexible approach.

Syntegon also supports childcare for its employees during the summer vacations at some locations with all-day programs for children: together with educational institutions and industry partners, the company organizes e.g. excursions that focus on playing and learning. Syntegon covers part of the costs for the employees. Family days and summer parties are also part of the program at individual sites.

**Health and prevention**

Syntegon’s benefits also focus on health and prevention. The company’s medical service offers skin and colon cancer screening, vaccination programs, and general health checks at various locations. As part of special campaign days and sports events, employees can learn about important aspects of health in everyday working life and actively promote their wellbeing. This is also ensured by discounted gym memberships, which the company offers its employees.

Syntegon offers employees several options to provide for the time after their employment with a flexible company pension scheme. Defined Contribution and Defined Benefit pension systems meet the requirements of a diverse workforce. In the UK, Syntegon contributes to the cost of employee health benefits. The company further covers the cost of certain private insurance benefits for managers in various regions.

**Mobility**

Mobility and a modern work culture go together. Syntegon promotes sustainable and flexible commuting. The company subsidizes the leasing of bicycles and e-bikes via JobRad®, which also results in financial benefits for employees. Syntegon further promotes sustainable mobility with charging stations for e-cars and the possibility to charge e-bikes and will continue to expand these offerings in the future.

Syntegon treats full-time and part-time employees equally regarding company benefits. Both groups receive the same benefits. If they are divisible, particularly in financial terms, part-time employees receive the benefit in proportion to their part-time share.



**Newly hired employees and employee turnover**

Age	Entries	Resignations (voluntary only)
Up to 30 years	246	78
31 – 50 years	334	164
From 51 years	70	19

Gender	Entries	Resignations (voluntary only)
Male	512	212
Female	138	49
Non-binary	0	0

Fluctuation rate for full year 2022: 4.6%

**Education and training**

GRI 404-1 – 404-3 | 3-3

**Lifelong learning for success**

Syntegon firmly believes that learning is the key to personal and corporate success. The specialists in processing and packaging technology see learning as a process of continuous development to meet current and future challenges.

This applies to all functions around the world. For this reason, Syntegon focuses on high-quality education and training for all employees. Particularly in times of rapid technological and social change, the company has set itself the goal of supporting the professional and personal development of its employees with a wide range of tailored offers. Development



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programs are based on the strategic orientation of the company and the individual qualification needs of the employees.

### Employee development

Syntegon relies on concrete target agreements for the development of its employees. Together with their supervisors, they define targets twice a year and evaluate them regarding the results (so-called OKR methodology, Objectives and Key Results). Individuals and teams define their own goals – or their own contribution to the company's success – and discuss them with their supervisors. At the employee's request, these discussions can also take place more frequently to obtain feedback on the status of goal achievement. In 2022, the year in which the OKR methodology was introduced, 2,489 OKR meetings took place at Syntegon.

Systematic development discussions offer the company's employees the opportunity to identify their strengths and weaknesses and to strategically plan their future career path. Syntegon conducted 552 career development discussions in 2022.

### Syntegon Learning World

The Syntegon Learning World offers a demand-driven training portfolio that currently comprises more than 300 training courses and more than 6,500 digital trainings, including self-instruction materials, instructor-led formats, learning videos, and online training offers. Syntegon has expanded its digital training content, particularly during the Covid pandemic, to make the content available to employees at all times.

Syntegon has been using a Learning Management System (LMS) since November 2019 to foster the continuous development of its employees across all functions. The LMS is available to all colleagues worldwide, also via a mobile app. The platform includes digital ways of learning as well as traditional face-to-face training by internal or external course instructors, supporting effective and continuous lifelong learning.

### Expanding the training offer

In 2022, employees spent an average of 11 hours on training and continuing education. Syntegon plans to significantly increase the training hours per employee by 2025 to retain and develop qualified specialists in the company. The goal is to reach an average of 35 hours of training per year per employee. The company intends to achieve this goal through automated assignment of training content and central tracking of completed courses.

In 2023, Syntegon also wants to implement a capability management system that offers managers and employees a more efficient way to develop their skills. This will enable

the company to identify individual gaps and close them in a targeted manner by assigning recommended, role-based competencies.

### Evaluation and quality assurance

Syntegon places great emphasis on the quality of its training. The company evaluates its offerings once a quarter to make targeted improvements, and then adjusts training content or structures as needed. Once a quarter, the company also reviews waiting lists to ensure that sufficient training is available. In addition, Syntegon relies on a close exchange with business units to further develop the portfolio in the relevant areas and integrate it into the LMS. Dialogs with managers, project workers, and peer groups are intended to help employees internalize the learning content over the long term. Moreover, Syntegon plans to turn its Learning Management System into a holistic talent development platform to promote skill improvement for specific functions or positions (e.g., Sales).

### Special talent programs

With its global talent programs, Syntegon offers employees specific opportunities to fully realize their personal and professional potential. The company wants to support them in developing into role models, future specialists, and managers. Every employee with high potential and motivation qualifies for the talent programs. After passing the selection process, participants go through one of three competency-based programs (GROW 1, GROW 2 or Executive Development).



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## Talent programs

The **GROW 1** program is primarily designed to promote talent at an early stage and provide guidance for employees' own career paths. GROW 1 focuses on self-leadership skills and particularly on employees with high potential for management positions such as project managers.

**GROW 2** promotes individuals who, based on their personality and vision, can strategically lead both the company and its employees, and serve as sparring partners to help shape Syntegon's future.

The **Executive Development** program aims at selected top executives with clear ambitions and the potential to assume top management positions in the company in the future.

In addition to these talent programs, further programs such as the Sales Professional Program and the Change Agent Program support the targeted development of change management and communication skills.



## Commitment and fluctuation

GRI 401-1 | 3-3

Syntegon usually measures the effectiveness of its activities and the satisfaction of its employees every two years with the Employee Engagement Survey (EES). It allows employees to rate Syntegon as an employer. This feedback provides important points of reference to increase employee satisfaction and commitment in all areas in the long term. The results help Syntegon compare itself with other benchmark companies in the special mechanical engineering sector (5,000 to 10,000 employees). The EES 2022 saw an overarching improvement of the good values from the previous year. All ratings increased (scale from 1 to 5; 1 = low, 5 = high), for instance the recommendation rate (2021: 3.53; 2022: 3.64) and the rate of employees who would reapply to Syntegon (2021: 3.65; 2022: 3.75). For the EES 2024, Syntegon has identified customer focus (target score 3.7) and collaboration (target score 4.0) as global focus topics. The business units can define further specific target values for themselves.

Syntegon communicates the EES results to its employees, who then work individually and specifically on the topics with potential for improvement. The processing and packaging technology specialists define an overarching process for the company-wide focus topics and develop measures at the global level. Managers address business unit issues with a structured approach. In addition to suitable measures, each business unit can define an additional focus topic depending on the results. Business unit managers obtain feedback from employees to evaluate the process and the progress of the measures at regular intervals until the next survey. If necessary, they adjust the activities.

Syntegon also measures the external attractiveness of its employer brand on rating platforms such as Kununu or Glassdoor.

	EES 2021 results	EES 2022 target values (focal points)	EES 2022 results	EES 2024 target values (focal points)
Employee engagement score	3.81	4.0	3.87 (above benchmark)	
Customer orientation	3.35	3.7	3.46	3.7
Goals and strategy (Syntegon 2025)	3.35	3.44	3.44	
Collaboration	3.7		3.81	4.0
Recommendation rate	3.53		3.64	
Rate of employees who would reapply at Syntegon	3.65		3.75	

Scale 1 to 5; 1 = low, 5 = high



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## Part of the local communities

**GRI 413-1 | 413-2 | 3-3**

### Socially committed

37 locations mean a strong presence worldwide. Wherever Syntegon operates, the company influences the economic development of communities close to its sites. As the largest employer in many places, Syntegon creates employment, training, and development opportunities, contributing to economic and social stability in different regions. The company strengthens its positive influence on the economic growth of surrounding towns and communities and its dialog with public decision-makers through a wide range of local activities.

### Corporate practice

As a globally active company, Syntegon has a responsibility to act in a socially, ecologically, and economically sustainable manner at all its sites and to take account of local conditions, requirements, and interests. Twelve of the Syntegon Group's 37 locations have a works council, seven of which are in Germany. Syntegon also considers ecological aspects at all sites (see chapter Environment, p. 26-34). Occupational safety and environmental protection committees are in place at 20 of the 37 sites to discuss local environmental issues and develop measures further.

### External stakeholders

Syntegon is in direct contact with local stakeholders all over the world to support social and environmental initiatives. These stakeholders include political decision-makers, public authorities, the media, and social institutions. In addition to the company's own efforts in social commitment, employees and the media play a crucial role: Syntegon employees welcome and expect their employer's commitment to local communi-

ties, while the media are interested in a proactive and regular exchange with the company. Especially in regions where Syntegon is one of the largest employers, political, social, and civic actors want the company to engage with local communities in different ways.

In addition to seeking regular local media coverage – particularly at its largest sites – Syntegon engages annually with public decision-makers. Together, they focus on locally relevant activities such as construction projects, business development, and sustainability issues, which Syntegon communicates through the media or directly to relevant stakeholders.

### Donation commitment

Syntegon actively assumes responsibility in the social environment of its sites through donations and encourages its employees to become socially involved. The focus is on projects related to health, food supply, environment, education, and science. In total, Syntegon donated 80,000 euros to charitable causes in 2022.

Donations benefit e.g. food banks, hospitals, and educational institutions. The Syntegon Group also regularly supports the aid organization CARE Germany, which, among other things, is committed to providing food and medicine to people in need worldwide. In 2022, Syntegon primarily supported CARE's aid for those affected by the war against Ukraine with a donation of 35,000 euros (see magazine section on p. 43).

Syntegon's regional commitment also benefits from the participation of its workforce during site events, such as the annual fundraising campaign "Packaging for a good cause". Campaigns initiated by Syntegon employees, such as the "Syntegon Calorie Cup", combine social commitment and

physical fitness: in this competition, Syntegon employees exercise a great deal over a period of two weeks in various disciplines such as cycling, jogging, or walking. Participating sites donate one cent for every burned calorie to a good cause.

Syntegon also supports local mass and top-level sports through sponsoring partnerships, thereby strengthening the regional sense of community. In Crailsheim, where Syntegon operates its largest site, the company sponsors HAKRO Merlins Crailsheim, an internationally successful basketball club, as well as the largest local sports club (TSV Crailsheim). At the Beringen site in Switzerland, Syntegon is one of the sponsors of the handball club Kadetten Schaffhausen, which is active in the highest Swiss league and at European level. These long-term partnerships strengthen Syntegon's role as a regionally committed player.

### Knowing one's value

Together with relevant stakeholders, Syntegon regularly reviews how appropriate and effective its donation and sponsorship engagements are. The company monitors local media coverage continuously and surveys the donation commitment of its sites once a year to measure the success of its communication and charitable activities. Employees can provide feedback on their own sponsorship activities and make suggestions.

The current results show that regular and proactive communication with local media and decision-makers has become established at the largest sites. This has strengthened Syntegon's role as a relevant local player. The social commitment of Syntegon sites and employees has also increased in recent years; employees actively support the company's donation activities.

# Com- mitment beyond borders

## Social | Ukraine aid

**Solidarity unites. The unprecedented humanitarian effort for those affected by the war in Ukraine illustrates just how strong these ties can be. Immediately after the start of the war, private and public actors around the world committed themselves to supporting refugees and the people who remained in their home country. Syntegon helps aid workers to alleviate the humanitarian emergency.**

### Done watching

A day in early March 2022, shortly after the escalation of the war in Ukraine: Ninja Taprogge, who has been with CARE for ten years, can no longer just watch the news; her job is to help. Together with colleagues, she drives from Berlin to the Polish-Ukrainian border by car. The things they witness leave

a mark: in her memory, Ninja Taprogge still sees the volunteers who built the first soup kitchen and tents on the Polish side. But she also remembers the women and girls who were left out in the cold, and the injured, traumatized by their terrible experiences.

“Meeting the people and talking to them about their experiences is so different from watching the news,” she says. “It was clear to us that these vulnerable groups urgently need additional humanitarian aid.”

Within the first few months, especially the area around Lviv, but also the Ukrainian-Polish border saw many people arrive who had left everything behind – families, friends, their jobs, and their future.

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This is where Taprogge and her team came into play: “We evaluated the situation: what services were already available, and which did CARE urgently need to provide?” she explains. Taprogge connected with local fellow helpers, explored support options, and acted as an intermediary. In addition to supplying hygiene articles and medicines, the protection of women and girls played an important role. “Women and children need safe retreats, for example for breastfeeding, playing, or to warm up in cold weather,” she says. CARE quickly set up the required support together with local women’s rights organizations.

A few months later, the front had shifted, allowing CARE to access some areas in the east and southeast of the country. Another reason for the organization and its local partners to help the affected communities. Together, they rebuilt damaged houses and ensured the supply of water and other urgently needed relief goods. “I am impressed by the commitment of people who have been through a lot and still haven’t lost the courage to carry on. We must continue to support these people by maintaining cross-border solidarity and life-saving assistance.”

**An impulse as initial spark**

For Mathias Krug, it all started during a dinner: “In March 2022, I was talking with friends about the terrible war in Ukraine – and we decided to do something,” the co-founder of Lift Ukraine and Sales Director at Syntegon recalls. Without further ado, they chartered their first bus in Poland. The welfare organi-

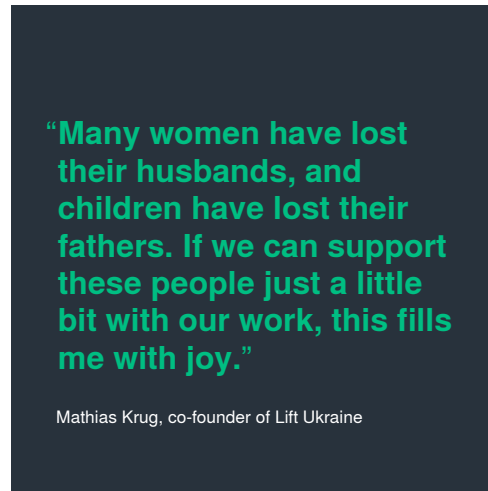


“Meeting the people and talking to them about their experiences is so different from watching the news.”

Ninja Taprogge, co-head of Communication and Advocacy at CARE Germany e. V.

**Donations for crisis intervention**

CARE provides emergency aid in different areas in Ukraine – from Lviv in the west of the country to Luhansk and Donetsk in the southeast, where most of the fighting is currently taking place. After about a year, the organization has a team of more than 45 employees on the ground with offices in Lviv, Odesa, Kyiv, and Dnipro and has already implemented 20 aid projects together with local partners. For example, CARE supplied a hospital near Kyiv with medicines and medical equipment with the help of Ukrainian partner organizations. As a supporting partner, Syntegon donated 38,000 euros to CARE last year.



“Many women have lost their husbands, and children have lost their fathers. If we can support these people just a little bit with our work, this fills me with joy.”

Mathias Krug, co-founder of Lift Ukraine



**The road to safety**

Since the start of the war, millions of Ukrainians have fled their country. The non-profit association Lift Ukraine was founded in March 2022 to help them escape the embattled areas and reach safer ground. Lift Ukraine focuses on chartering buses to transport refugees, including orphans and disabled people, from the border regions to Germany. Thanks to the growing commitment and after more than 25 bus transfers, Lift Ukraine has been able to provide shelter in private homes for more than 1,000 refugees in recent months.



Founded in the U.S. in 1945 to help people in devastated post-war Europe with 100 million CARE packages of food, clothing or tools, CARE now works to alleviate hardship in 100 countries worldwide.



The mission of #liftUKRAINE is to support refugees from Ukraine and to help reconstruct the Ukrainian society and infrastructure.

zation Caritas had told them about stranded women and children at train stations near the Polish-Ukrainian border. “These people didn’t know where to go. So we drove buses to the platforms, offered our help and brought the first refugees to Germany.”

He spent most of the trip on his cell phone. Thousand kilometers later, Mathias Krug had found a first place to stay for all of them thanks to the efforts of many volunteers. The cell phone remained his constant companion. Founding Lift Ukraine and coordinating

shelter with the host families became a very time-consuming activity, especially in the first months.

Mathias Krug also received substantial support from his work colleagues: nine buses brought more than 400 women and children to the German Syntegon locations in Crailsheim, Waiblingen, and Remshalden, where they met their host families. “Countless colleagues helped us organize accommodation, kept the canteen running, and donated money or goods. This saved us time and

enabled us to work in a highly professional way,” says Krug.

The 47-year-old and his organization are still arranging bus transfers and further aid projects. But thanks to the growing number of helpers, he no longer needs to be on his cell phone every single minute. “As nerve-racking as it sometimes was, every second was worthwhile. Many women have lost their husbands, and children have lost their fathers. If we can support these people just a little bit with our work, this fills me with joy.”

# More information

## Companies of the Syntegon Group

Company	Country	Company	Country
Syntegon Holding GmbH	Germany	SBM Schoeller-Bleckmann Medizintechnik GmbH	Austria
Syntegon GmbH	Germany	Syntegon Packaging Systems AG	Switzerland
Syntegon US Holding Inc.	USA	Syntegon Pouch Systems AG	Switzerland
Syntegon Technology GmbH	Germany	Syntegon Technology Services AG	Switzerland
Syntegon Tecnologia de Embalagem Limitada	Brazil	Syntegon Technology Singapore Pte. Ltd.	Singapore
Syntegon Packaging Technology (Hangzhou) Co., Ltd.	China	Syntegon Technology (Thailand) Co., Ltd.	Thailand
Syntegon Technology A/S	Denmark	Osgood Industries LLC	USA
Syntegon Packaging Technology GmbH	Germany	Kliklok LLC	USA
Pharmatec GmbH	Germany	Syntegon Packaging Technology LLC	USA
Hüttlin GmbH	Germany	Syntegon Pharma Technology LLC	USA
Ampack GmbH	Germany	Syntegon Technology Services LLC	USA
Makat Candy Technology GmbH	Germany	Syntegon Technology Ltd.	Egypt
Kliklok International Limited	Great Britain	Valicare GmbH	Germany
Syntegon Technology Limited	Great Britain	Syntegon Technology SAS	France
Syntegon Technology India Private Limited	India	Syntegon Technology Ltd.	Canada
Syntegon Technology K.K.	Japan	Syntegon Technology South Africa (Pty) Ltd.	South Africa
Syntegon Packaging Solutions B.V.	Netherlands	Syntegon Technology Kft.	Hungary
Syntegon Packaging Technology B.V.	Netherlands	Valicare s.r.o.	Slovakia

Except for Valicare s.r.o (51 percent), Syntegon is the sole owner of all 36 companies belonging to the group. The Syntegon Group also holds less than 50 percent of the total shares in Klenzaids Contamination Controls Pvt. Ltd. and Industrial Pharmaceutical Resources (IPR), Inc. Syntegon further holds less than 10 percent of the shares in the European Innovation and Technology Institute EIT Food CLC Central GmbH and the embedded ocean GmbH.

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## Quantity of materials used

### Weights of materials used in machines delivered in 2022 – in kilograms

Class	Material	Beringen site	Crailsheim site
<b>Steel</b>	Stainless steel	289,370	198,768
	Cast steel	37,364	25,665
	Other (low-alloyed / unalloyed)	361,982	248,645
<b>Aluminum</b>	AlMg (aluminum-magnesium alloy)	27,511	18,897
	Cast aluminum	20,947	14,389
	Other	21,522	14,784
<b>Metals</b>	Copper	703	483
	Brass	219	150
	Bronze	34	23
	Other	650	447
<b>Plastics</b>	CFK (carbon fiber-reinforced plastic)	83	57
	PA (Polyamide)	2,171	1,492
	PC (Polycarbonate)	24,125	16,571
	PE (Polyethylene)	3,421	2,350
	PMMA (polymethyl methacrylate e. g. Plexiglas)	11,366	7,807
	PTFE (Polytetrafluoroethylene e. g. Teflon)	350	241
	PU / PUR (Polyurethane)	5,588	3,838
	PVC (Polyvinyl chloride)	119	82
	Other (PBT, PET, POM)	47,048	32,318
<b>Elastomers</b>	FKM (Fluor rubber)	104	72
	Other (EDPM, HNBR, VMQ)	2,008	1,379

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## Quantity of materials used

### Weights of materials used in machines delivered in 2022 – in kilograms

Class	Material	Beringen site	Crailsheim site
<b>Glass</b>	Glass	6,644	4,564
<b>Electronics</b>	Cables	33,604	23,082
	Connectors	7,449	5,116
	Active components	3,220	2,212
	Passive components (e.g. switches, terminals)	24,219	16,636
	Electrical motors	45,035	30,935
	Control units for electrical motors	11,757	8,076
	Power supply	6,839	4,698
	Display	1,687	1,159
	Other	411	282
<b>Initial supplies</b>	Lubrication oil / grease	1,636	1,124
<b>Additional</b>	Insulation material	16	11
	Other	796	547
<b>Total</b>		<b>1,100,000</b>	<b>667,000</b>

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This Sustainability Report is based on the requirements of the GRI Standards 2021.

The Syntegon Group has reported the information given in this GRI Index for the period from January 1st, 2022 up to and including December 31st, 2022 with reference to the GRI standards.

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## Layout and design

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## Consultation and auditing of GRI reporting

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## Video

Marian Hofmann Videography  
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## Further information

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## Legal notice

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