

Sustainability report 2024

Moving sustainability forward together

SYNTEGON



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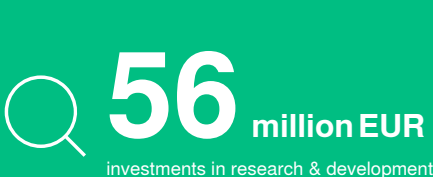
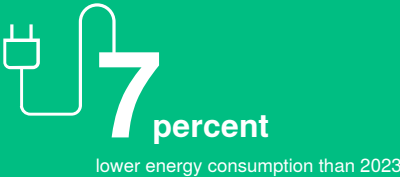
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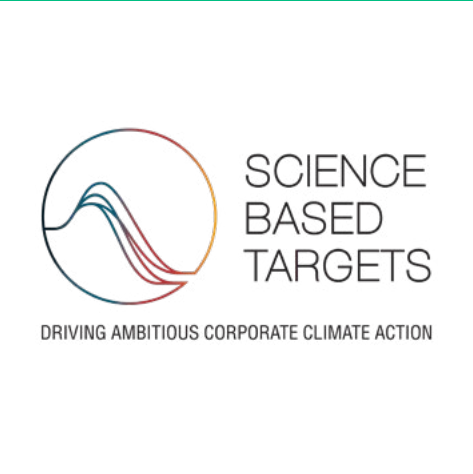
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Committed to sustainability





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Together for a more sustainable future

Dear stakeholders,

2024 was a year of significant progress for Syntegon – a year that brought both strategic transformation and powerful momentum in sustainability. With the launch of our new growth strategy, we took important steps to transform our business, expand our global impact, and embed sustainability more deeply into everything we do.

At the heart of our work is our promise to our customers: “Sustainable Solutions.” As a strategic partner, we stand alongside our customers to help them master tomorrow’s challenges – supporting their sustainability goals, minimizing safety risk, safeguarding product integrity, and delivering services and added value throughout every stage of the system’s life cycle management. By providing innovative technologies and future-proof



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systems, we help reduce emissions, waste, and resource use, while increasing operational efficiency. Whether it's safer medicines, less food waste, or smarter packaging, our technology contributes to a healthier, more sustainable world.

As we launched our new strategy, sustainability wasn't just part of the plan, it was a core element. One of the most important milestones in 2024 was the validation of our climate targets by the Science Based Targets initiative (SBTi). This endorsement confirms our commitment to reduce emissions aligned with the 1.5°C goal of the Paris Agreement. Looking even further ahead, we have now pledged to reach net zero by 2040 – a bold ambition that underscores our long-term contribution to climate improvement.

Our efforts are being recognized externally as well. In April 2025, EcoVadis awarded Syntegon a Platinum rating, placing us in the top 1% of companies worldwide. This recognition reflects the deep commitment of our teams around the world to sustainability, innovation, and responsible business practices.

We also continued to invest in our people. Through initiatives like our "Grow" talent development program and local engagement events, we are fostering a growth mindset and strengthening a culture of inclusion and

shared purpose. These human connections, across sites, teams, and borders, are what makes Syntegon truly unique.

Behind these ambitions stands a growing and committed team. In 2024, we formed a dedicated sustainability team, led by our new Vice President Sustainability. This team is driving the implementation of our sustainability roadmap and preparing for the Corporate Sustainability Reporting Directive (CSRD). For the third consecutive year, we are voluntarily reporting with reference to the GRI standards – a clear reflection of our commitment to transparency and accountability.

Sustainability forms a central part of Syntegon's business and is a key aspect of our commitment to customers. It is an integral part of our strategy, our innovation, and our success. I am proud of what we have accomplished in 2024 and even more inspired by the path ahead.

Thank you to all our employees, partners, and stakeholders for being part of this journey.

Together, we are moving sustainability forward.

Torsten Türling

Chief Executive Officer at Syntegon





Embedding sustainability at the core



Petros Kapelles

Chief Operations Officer bei Syntegon

At Syntegon, we believe that sustainability is not only a responsibility but also a key driver of innovation and future growth, which is why it is firmly anchored in our group-wide strategy as a central pillar. Alongside seamless processes and innovative technologies, sustainability forms the third element of our customer promise, supporting our customers with sustainable solutions throughout the entire life cycle of their systems. And just as importantly, we are committed to continuously improving the sustainability of our own operations.

Our approach is clear: we embed sustainability directly into our operational processes, where it can generate the most tangible and lasting impact. We are driving initiatives across all our locations reduce emissions and energy consumption while improving resource efficiency. In procurement, we are committed

to responsible sourcing practices, working closely with our suppliers to uphold social and environmental standards. Our sustainability team collaborates closely with the operating units to translate strategic objectives into measurable improvements.

To ensure transparency and guide our progress, we align ourselves with internationally recognized frameworks and standards, including the United Nations Global Compact (UNGC), the Science Based Targets initiative (SBTi), and the Global Reporting Initiative (GRI). We also benchmark our performance through external assessments. The recent award of the EcoVadis Platinum medal – which places us among the top one percent of all rated companies worldwide – is a strong validation of our efforts and motivates us to raise the bar even higher.

This result would not have been possible without the dedication and commitment of our entire team. The Platinum rating is a collective success, and it stands as a strong testament to what we can accomplish together. I would like to sincerely thank all employees who contributed to this outstanding recognition. Your efforts are the foundation on which we continue to build a more sustainable Syntegon.



Set the benchmark



Yvonne Gillet

Vice President Sustainability bei Syntegon

Yvonne Gillet, Vice President Sustainability at Syntegon, describes how the company is driving sustainability across the value chain regarding products, operations, and people – with a clear focus on positive impact, innovation, and long-term responsibility.

How would you describe Syntegon's sustainability journey?

We see sustainability as a strategic driver of long-term value – for our customers, our employees, and society. Our technologies make a meaningful difference in people's lives. From ensuring safe access to essential medicines to protecting food quality, we help improve the health and well-being of people around the world. And that's a great purpose.

What strengths have you observed since you joined Syntegon?

Syntegon combines high technological standards with a growing sense of this shared purpose. Our teams are developing energy-efficient technologies, advancing sustainable products and services, and

finding new ways to reduce emissions and resource consumption. At the same time, we are investing in collaboration and knowledge transfer across all locations.

What has been achieved so far?

Receiving the EcoVadis Platinum Medal is a strong recognition of our efforts and places Syntegon among the top one percent of companies rated globally. This reflects the quality of our governance, our environmental progress, and our contributions to social responsibility across the business.

What will you focus on in the coming months?

Our next steps focus on ensuring that sustainability is part of how we innovate, how we operate, and how we grow – across all sites, all teams, and all decisions. We are preparing for CSRD reporting, advancing decarbonization, and scaling initiatives in the circular economy. We are also rolling out best practices, simplifying internal processes, and aligning sustainability goals more closely with operational and customer impact.

What is your long-term vision?

We aim to position Syntegon as a global partner for sustainable, high-quality solutions – supporting our customers in achieving their goals while contributing to societal and environmental progress. By aligning innovation with responsibility, we will drive positive impact on people and enable Syntegon's sustainable and profitable growth.

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Syntegon and Telstar joined forces to be an even better strategic partner to the pharma and biotech industries. This step also contributes to several of the UN Sustainable Development Goals.



37 | Doing more with less

The PPWR sets high demands for food manufacturers. Syntegon works closely with them to develop specific solutions that meet all regulatory requirements.



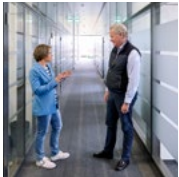
43 | Not a drop in the bucket

Pharma, biotech, and food industries aim to reduce their carbon footprint. Syntegon not only minimizes energy consumption with its own operations, but also enables resource-efficient processes at customer sites.



50 | Moving forward together

Syntegon's Calorie Cup initiative combines physical fitness with social commitment. Employees around the world have been exercising and have thereby contributed to donations for charitable causes.



56 | Meet to lead

Personal development and a growth mindset are key aspects for Syntegon. A participant in Syntegon's talent development program GROW and her mentor discuss what this means for them.



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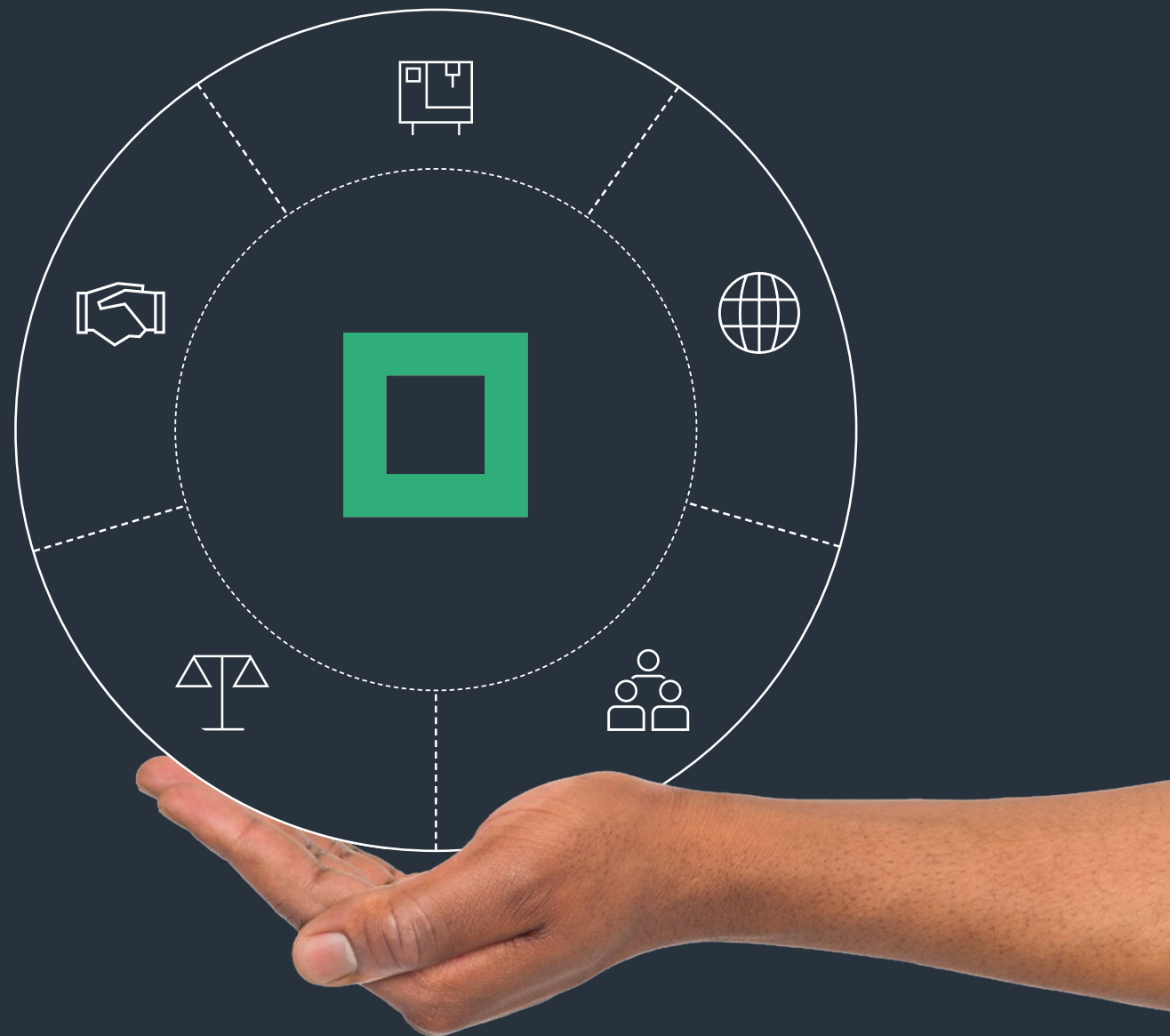
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Acting in partnership



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Company profile

GRI 2-1 – 2-2 | 2-6 – 2-8 | 2-30

Syntegon is a leading global technology company and strategic partner to the pharmaceutical, biotech, and food industries. With a strategic focus on the growing pharmaceutical and biotech sectors, the company plays a vital role in global healthcare, providing in-depth process expertise and mission-critical technologies for the safe, efficient, and compliant production of essential medicines. In the food sector, Syntegon is recognized for high-speed, high-precision packaging solutions, drawing on unique engineering excellence to help manufacturers improve performance and product quality. Its global service business supports customers with a comprehensive life cycle offering, ensuring uptime, efficiency, and long-term value.

As a full-service provider, the company offers fully integrated end-to-end solutions from the laboratory to large-scale production. Every solution is tailored to the customer’s product, production environment, and business needs. Companies of all sizes, from multinationals to start-ups, trust in Syntegon to deliver seamless processes, innovative technologies, and sustainable solutions. As a strategic partner, Syntegon collaborates with its customers – leveraging its deep understanding of their business needs and a user-experience-driven approach to develop bespoke solutions. With 6,900 employees at 47 sites and 75,000 solutions installed worldwide for the industries’ most renowned brands, the company has a proven track record and expertise – with each solution running reliably for its customers.

Company structure

The parent company of the Syntegon Group is Syntegon Holding GmbH, based in Waiblingen near Stuttgart, Germany. It is wholly owned by an investment company belonging to the private equity firm CVC Capital Partners.

Close to customers worldwide

The Syntegon Group comprises 45 companies, with branches in Europe (Denmark, Germany, France, Netherlands, Italy, Austria, Portugal, Switzerland, Slovakia, Spain, Hungary, United Kingdom), Asia (China, Japan, India, Singapore, Thailand), North America (Canada, Mexico, United States), South America (Brazil), and Africa (Egypt, South Africa).



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Syntegon has sole ownership of 40 of the 45 companies comprising the Group (see p. 62). In addition, the Syntegon Group holds less than 50 percent of the total shares in Industrial Pharmaceutical Resources (IPR Inc.) and less than 10 percent of the shares in embedded ocean GmbH.

This report refers to all 45 companies. Syntegon Telstar, S.L.U. (formerly Azbil Telstar Technologies, S.L.U.) has been part of the Syntegon Group since November 1, 2024. Telstar and its 12 companies are included in the most recent financial reports from the Syntegon Group. In the present report, however, this is only partially the case. Wherever information in this report does not include these newly acquired companies, this is indicated in the text. The information relevant for this report has been consolidated with the aid of internal reporting systems to which the company’s various business units have access. In case not all companies listed have been included in the reporting for certain topics, an indication is provided in the text. Unlike the present report, the consolidated financial statements of the Syntegon Group do include 29 fully consolidated companies.

Employees

In the fiscal year 2024, the Syntegon Group had a total of 6,938 employees plus 199 apprentices and dual students. These figures represent the total number of employees by headcount as of December 31, 2024. The number of employees rose by more than 15 percent in the reporting year. Among other things, this resulted from the acquisition of Syntegon Telstar, S.L.U. Syntegon used HR master data systems to collect this data. In addition, Syntegon employed 212 students in a variety of roles – for example, internships, traineeships, doctoral programs, and working students. Fifty-seven percent of all Syntegon Group employees have employment contracts covered by a collective bargaining agreement. The working and employment conditions of a significant proportion of the remaining employees are based on such agreements. Collective bargaining agreements play no role in the employment of senior executives at the Syntegon

Group. Syntegon does not have working arrangements without guaranteed hours (on-call work).

Structured management

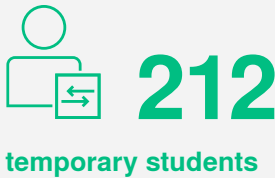
GRI 2-9 – 2-10 | 2-12 – 2-14

As the senior level of management, Syntegon’s Executive Board defines the company’s global business strategy, sets financial and nonfinancial performance indicators, and drives business development.

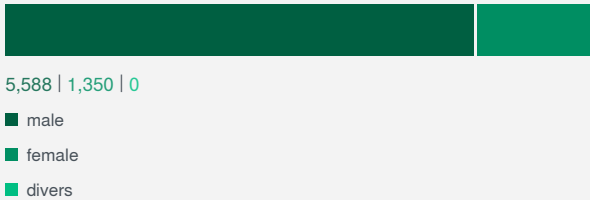
The Supervisory Board is the most senior controlling body. It monitors the Executive Board in accordance with the relevant legal requirements, the provisions of the articles of association, and its own rules of procedure. In turn, the Executive Board regularly reports to the Supervisory Board on the current business situation. The Supervisory Board comprises three committees: the Audit Committee, the Human Resources Committee, and the Mediation Committee.

The Supervisory Board

The Supervisory Board comprises 12 members. In the reporting year, three of its members were women. The chair of the Supervisory Board is not a member of Syntegon’s Executive Board. The company owner nominates 12 members of the Supervisory Board at its own discretion. The remaining six members are elected by the employees of Syntegon companies in Germany. These include a senior manager, two trade union representatives, and, currently, three works council members. All employees of Syntegon companies in Germany are entitled to vote. These companies were as follows: Syntegon Technology GmbH, Syntegon Packaging Technology GmbH, Pharmatec GmbH, Valicare GmbH, Hüttlin GmbH, Ampack GmbH (until its departure from the Group on July 31, 2024), and Makat Candy Technology GmbH. The term of office of the Supervisory Board is five years.



Employees by gender



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The Committees

The Audit Committee of the Supervisory Board reviews the company's accounting, internal auditing, and bank reporting systems twice a year. It also deals with risk reports and measures to ensure adherence to legal provisions, official regulations, and internal company guidelines (compliance). Furthermore, the Executive Board reports to the Audit Committee on the company's main activities in the sustainability sphere. In this report, the Executive Board provides information on the kind of key performance indicators selected and their attainment, as well as on the results of audits and external certification measures. The Audit Committee also reviews the social, environmental, and governance impacts of the company's activities within the framework of a dedicated sustainability review.

The Human Resources Committee of the Supervisory Board primarily deals with HR matters relating to the Executive Board. In the event that the required majority is not

achieved in such matters, the Mediation Committee submits proposals. Each committee includes two shareholder representatives and two employee representatives.

The right setup for sustainability

Corporate practices impact the environment, economy, and society in several ways. In order to effectively manage this impact and meet its responsibility in these spheres, Syntegon established a core team dedicated to sustainability in 2024. This team is led by an employee with management responsibility: the Vice President Sustainability is responsible for the sustainability strategy and its implementation throughout the Syntegon Group. The Executive Committee, comprising the members of the Management Board of Syntegon GmbH and others, oversees the operational execution of the sustainability roadmap and ensures its effective implementation. The Sustainability Committee, consisting of the CEO, CFO, COO, CSO, and Vice President of Sustainability, approves the strategy, roadmap, and resources. The Syntegon Supervisory Board monitors the overall sustainability performance.

Committed to compliance


Legality and integrity are paramount at Syntegon worldwide. The company demands adherence to these principles – not only from its own organization, but also from its customers, business partners, and all other stakeholders. For Syntegon, there is a clear link between compliance and value creation. In the course of Syntegon's business activities, all employees, managers, and the Executive Board must ensure that applicable laws and internal standards of conduct are followed. Further information on the Syntegon Group's compliance management system is provided on pages 26 to 29.


Compliance Committee

- Comprises the heads of legal and compliance, human resources, internal audit, and sustainability
- Assists the Executive Board in all compliance-related issues
- Makes proposals for strategic compliance management, deals with serious compliance violations, and administrates Syntegon's compliance management system

The sustainability setup

- Supervisory Board**
Oversees sustainability performance and compliance via Audit Committee.
- Sustainability Committee**
Approves sustainability strategy, roadmap, and resources. Ensures regulatory compliance and integration of sustainability across business strategy & decisions, to strengthen stakeholder trust, long-term value creation, and resilience.
- Executive Committee**
Oversees the operational execution of the sustainability roadmap and ensures effective cross-functional implementation across business.
- Vice President Sustainability**
Leads the sustainability strategy and transformation, adapting to evolving regulatory needs and stakeholder demands to ensure integration across Syntegon.

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Stakeholder dialog

GRI 2-28 – 2-29

Syntegon works with various stakeholders to achieve its sustainability goals. Based on defined standards, the company regularly evaluates which partners are of particular interest and identifies commonalities with its own sustainability strategy. In this context, Syntegon has identified key stakeholders following a management review in accordance with ISO standards 9001, 14001, and 45001.

Such stakeholders include **customers** who are committed to a sustainable supply chain, and **suppliers** with whom Syntegon wishes to enter into long-term cooperation.

The company's own **employees and employee representatives** all play a role in creating a company that operates in a responsible manner. The company **owner** supports sustainable business development in the economic, ecological, and social spheres.

Syntegon also fosters open communication and trusting collaboration with **authorities and local communities**. In addition, the company works with **non-governmental organizations and associations** in various contexts.

The expectations of our stakeholders are at the heart of everything we do.



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 sustainability 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
- Seamless processes
- Sustainable solutions
- Close coordination and clear communication of expectations



Non-governmental organizations (NGOs)

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

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Memberships



German Packaging Museum



Industrial Association for Food Technology and Packaging







German Mechanical Engineering Industry Association



Association of the Metal and Electrical Industry of Baden-Württemberg e. V.

Memberships of initiatives and associations

The Syntegon Group is a member of several associations and initiatives from industry and research, with a strong focus on sustainable solutions. For example, 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, healthy, and trustworthy. Other associations include the German Engineering Federation (VDMA), Packaging Valley Germany, and the Industry Association for Food Technology and Packaging.

About this report

GRI 2-3 | 2-5 | 3-1 – 3-2

This sustainability report was published by the Syntegon Group in July 2025. It covers the period from January 1, 2024, to December 31, 2024, thereby covering the same period as the company’s financial report.

The Syntegon Group has commissioned Pricewaterhouse-Coopers GmbH Wirtschaftsprüfungsgesellschaft (PwC) to audit its IFRS consolidated financial statements for the financial year from January 1 to December 31, 2024. The consolidated financial statements as of December 31, 2024, were approved by the Syntegon Group Executive Board on February 25, 2025. The company submits the consolidated financial statements and the Group management report to the Business Register for publication. Syntegon waived a voluntary review of the complete sustainability report. The external consulting firm Zukunftswerk eG has verified that all relevant data has been included in the company’s sustainability reporting, in reference to the Global Reporting Initiative (GRI) 2021, and that these standards have been correctly applied.

The contact person for questions regarding sustainability reporting at Syntegon is Yvonne Gillet, Vice President Sustainability at Syntegon Technology Services AG.

Material topics according to GRI

As a globally active group of companies, Syntegon has an impact on the economy, environment, and society in various ways. This report discloses, with reference to the GRI criteria, how Syntegon’s corporate practices impact these spheres. To this end, the company also provides information on so-called material topics. These are the areas of corporate practice with the greatest impact on the environment, the economy, and society – and are thereby of relevance to sustainable development within the Group. The current GRI report is based on the material topics that are presented on the following page.



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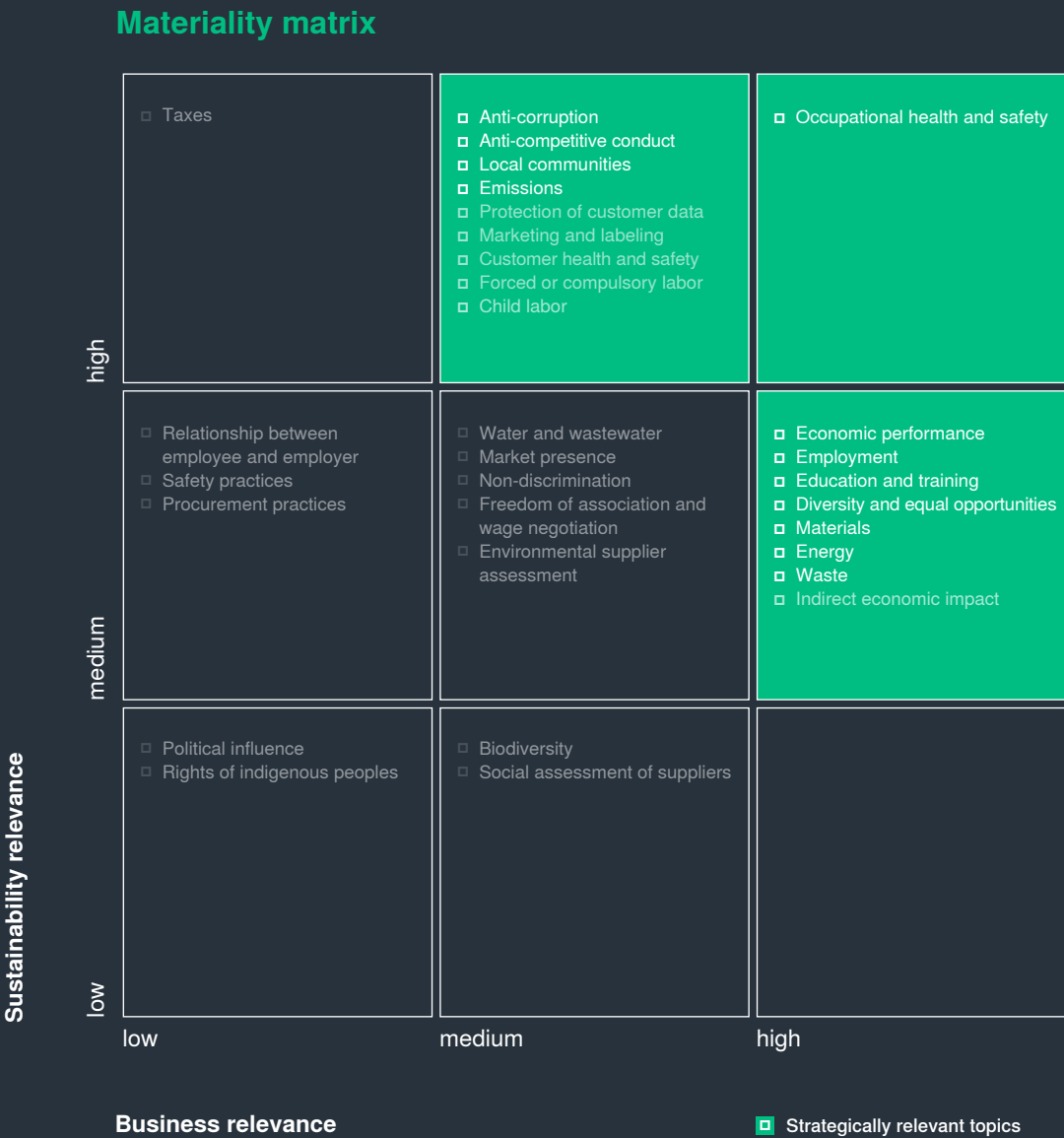
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Procedure for the materiality analysis

Syntegon has conducted a structured process to identify the most important environmental, social, and economic impacts according to GRI involving all relevant stakeholders. The choice of topics was then confirmed by the Executive Board.

In this report, Syntegon focuses on topics that emerged as strategically relevant during the materiality analysis.

Syntegon is committed to implementing the new reporting requirements set out by the Corporate Sustainability Reporting Directive (CSRD). In particular, this includes an update of the materiality analysis in accordance with the concept of double materiality. This revision gives rise to broader disclosure requirements for sustainability reporting. As a result of this process, Syntegon is increasing its transparency and commitment to responsible corporate governance in accordance with applicable standards.

Syntegon's growth and economic success are crucial for healthy corporate development. Shareholders, investors, and the company's own employees have a fundamental interest in the growth and increase in value of the company. Other stakeholders such as customers and suppliers benefit from their collaboration with Syntegon as a high-performing strategic partner.

As a strategic partner to the pharmaceutical, biotech, and food industries, Syntegon plays a vital role in global healthcare, providing in-depth process expertise and mission-critical technologies for the safe, efficient, and compliant production of essential medicines as well as the safe packaging of food.

Without exception, Syntegon strictly adheres to the principle of legality. The company recognizes a clear link between compliance and value creation.

Syntegon assumes responsibility for its employees. Optimal working conditions are of paramount concern for both the company and its employees. It is Syntegon's commitment to create the necessary conditions in which employees can develop optimally.

Occupational health and safety of its employees is very important for Syntegon. It is the company's responsibility, both socially and economically, to pursue the highest standards with respect to comprehensive health protection.

9 | Materials

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 who grow individually play a central role in shaping innovation and growth.

With 6,900 people employed in over 20 countries on five continents, Syntegon is a diverse company in terms of the cultural background, gender, and age of its workforce. All employees as well as the company and its business partners benefit from a diverse culture with equal opportunities.

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. Both local communities and the company itself benefit from Syntegon's local engagement.

Syntegon uses various materials to produce and transport its products. The type and quantity of these materials are relevant to the company and its stakeholders on an environmental and social level. At the same time, Syntegon supports an increased use of alternative packaging materials.

In view of climate change, reducing energy consumption and emissions is a global challenge. As a manufacturer with a global value chain and a supplier of production technologies, Syntegon shares responsibility for meeting this challenge.

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



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Operating efficiently and ethically



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Added value for the pharma, biotech, and food industries

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

Market environment

Syntegon operates in mission-critical, highly regulated pharmaceutical, biotechnology, and food markets that offer attractive, long-term growth potential. These end markets are resilient and largely non-cyclical, providing stability even in times of economic uncertainty. They are characterized by strict global regulatory and certification requirements, presenting high barriers to entry, reinforcing Syntegon’s strong competitive position and long-standing customer trust.

The market environment of the pharmaceutical, biotechnology, and food industries is shaped by powerful, long-term global megatrends that drive continuous investment and growth. Key growth drivers include the rising global population, which is expected to surpass 10 billion by 2050, and an ageing population, particularly in developed markets.

As the global population ages, demand for pharmaceutical products rises, driven by age-related health conditions and the need for preventive treatments. In addition, lifestyle-related health issues such as obesity are becoming more prevalent, leading to the development of innovative therapies and expanding the pharmaceutical product pipeline. With an addressable pharmaceutical and biotechnology market valued at EUR 6 billion, Syntegon holds a strong market position with a share of approximately 16 percent. This solid foundation enables the company to actively shape the industry and further expand its footprint in this growing and innovation-driven market.

At the same time, the growing population will significantly increase the global demand for food, creating a greater need for efficient, safe, and sustainable food production and packaging solutions. Consumers are also becoming more health-conscious and aware of the environmental impact of their choices, accelerating the demand for sustainable packaging and resource-efficient technologies. In the food segment, the addressable market was approximately EUR 5 billion in 2024. Within this scope, Syntegon achieved a market share of around 13 percent, underscoring its strong position and significant potential for further growth.

Syntegon is well positioned in both emerging and mature markets thanks to its global presence in around 20 countries and first-class solutions tailored to customer needs. At the same time, economic conditions in these markets vary significantly. Overall, these trends position Syntegon at the heart of future-oriented sectors with solid market fundamentals and strong growth potential.



Strategic partner

Syntegon’s purpose is to support its customers in making a real difference by providing technologies and solutions that help improve lives, enabling people to live better and stay healthier, while trusting the products they rely on.

A central element of Syntegon’s growth strategy consists in supporting customers with seamless processes, innovative technologies, and sustainable solutions. As a strategic partner, Syntegon works closely with customers to help them overcome challenges and discover new ways to create value. The company supports them throughout the process, from development and scale-up to qualification and validation, commercial production, upgrades, digital optimizations, and services. This enables Syntegon’s customers to adapt quickly, seize opportunities, and have a sustainable impact on the world.

Seamless processes

With a deep understanding of its customers’ businesses and a holistic approach to solutions, Syntegon helps them unlock their full potential by enhancing productivity and reliability through greater efficiency, fewer interfaces, reduced waste, and seamless integration of mission-critical processes into their operations. Syntegon not only delivers packaging solutions but also provides comprehensive service and support, updates, and improvements throughout the entire product life cycle.

Innovative technologies

As a technology leader, Syntegon stands for innovation. The company leverages its deep engineering expertise to make a real difference to customers’ most critical operations – providing them with the most innovative and high-performance technology solutions on the market, that create measurable value and drive competitive advantage. Syntegon’s quest to drive progress in this industry is fueled by a combination of its own employees’ expertise and partnerships in research and innovation.

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Sustainable solutions

As a strategic partner, Syntegon stands alongside its customers to help them master tomorrow’s challenges – supporting their sustainability goals, minimizing safety risk, safeguarding product integrity, and delivering services and added value throughout every stage of the system’s life cycle management. By fostering sustainable practices, Syntegon has a positive impact not only on its own business and that of its customers but also on people and the planet.

Safe medicines

Syntegon’s pharma business supports pharmaceutical and biotech manufacturers with **end-to-end solutions for formulation, processing, sterilization, and filling of liquid medicines** under the strictest safety requirements. This includes barrier systems, freeze-dryers, inspection technologies, as well as assembly equipment for pens and auto-

injectors. Syntegon also provides solutions across the entire process cycle for the development and manufacture of oral solid dosage medicines. The company offers a comprehensive range of processing, capsule filling, tableting, and coating technologies for both batch and continuous manufacture of medicines. Customers benefit from our extensive range of expert services, a strong in-house laboratory infrastructure, and specialized equipment.

Innovative technology and cost-effective manufacturing help safeguard the basic supply of key medicines such as generics. In addition, Syntegon helps vaccine producers to manufacture their products safely and thereby boost the number of vaccinated children and adults worldwide in the long term. The company also assembles innovative delivery devices such as pens and auto-injectors that help make life easier for people with autoimmune diseases such as arthritis, or metabolic diseases such as diabetes. At the same time, customers from the pharmaceutical industry benefit from Syntegon’s knowledge of the latest technologies and of global pharmaceutical regulations and production requirements (Good Manufacturing Practices, GMP/GxP) as well as from the company’s qualification and validation services.

Safely packaged food

Syntegon’s solutions for the food industry enable manufacturers to keep pace with continuously changing market requirements, driven, for example, by increasingly stringent sustainability regulations. The portfolio includes integrated system solutions for the primary, secondary, and tertiary packaging of chocolate, cookies, crackers, baked goods, confectionery, snacks, frozen foods, and coffee, as well as processing technology for confectionery. Thanks to Syntegon’s flexible concepts, food manufacturers can quickly convert their machines to process numerous packaging styles. Individual system components can be combined individually to enable efficient and production of high-quality food.

Syntegon’s technologies protect the long-term nutritional value, freshness, and taste of a range of food products. The company enables people around the world to fully enjoy these products, while making an important contribution to reducing food and resource waste. Both of these issues 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 supplies food manufacturing companies worldwide with solutions to package products in sizes suitable for current requirements, e.g., for single households. Disposal of unused products can be reduced by portioning them according to consumer needs. Syntegon also offers cost-effective solutions for new companies in the emerging markets of Asia and Africa, which help them automate their production processes thanks to standardized processing and packaging equipment.

Life Cycle Service

An important part of Syntegon’s approach consists in supporting customers globally with services throughout the entire life cycle. The company offers a cross-divisional **service portfolio** spanning all business areas. This includes maintenance, retrofitting, and modernization of solutions in use. The company’s technical support, training, and comprehensive spare parts management, combined with digital system optimization ensure seamless production processes. The service business is built on a captive position and stable, recurring revenues.

Syntegon’s digital solutions enable customers worldwide to control their production, creating transparency and optimization potential, as well as digital connectivity of their production and machine data.

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In line with the United Nations' Sustainable Development Goals

The indirect economic impacts of Syntegon's activities mentioned before 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.



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.



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.

Business performance

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

Following the CEO transition in November 2023, Syntegon launched a new group-wide strategy in 2024 aimed at driving growth, enhancing operational excellence, and creating long-term value for both customers and the company. The strategy lays out ambitious growth targets and non-financial objectives, reflecting Syntegon's continued commitment to excellence and expansion. It is designed to capitalize on attractive opportunities in the pharmaceutical and biotechnology sectors while leveraging Syntegon's strong position in the food solutions business.

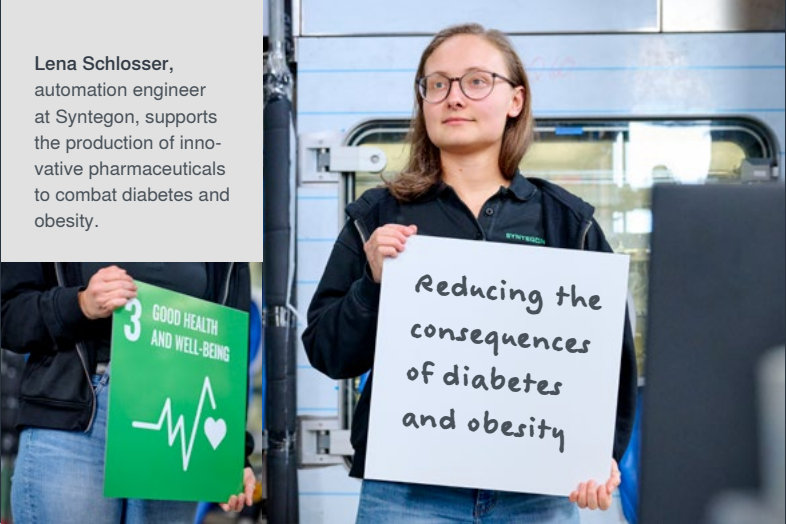
The strategy is based on organic growth. This is complemented by carefully selected external growth opportunities through acquisitions. Well-chosen acquisitions can help Syntegon to fill business gaps, enter new market segments, and consolidate fragmented ones. They can also strengthen the company's core business, improve market access, and enable the integration of complementary technologies. Syntegon acquires companies with a strategic fit and uses these acquisitions as a foundation for further growth and expansion.

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Stronger together

 Watch the video to learn more!

As an electrical engineer at Syntegon, Mohamed Salama helps provide people in developing countries with important medications.



Lena Schlosser, automation engineer at Syntegon, supports the production of innovative pharmaceuticals to combat diabetes and obesity.

October 31, 2024, marked an important day for the pharmaceutical and biotech industries: Syntegon and Telstar officially joined forces to provide pharmaceutical companies and contract manufacturing organizations (CMOs) with a strategic partner that is now even better positioned in terms of technology, geography, and people to support them in the production of their liquid pharmaceuticals. This merger is not only in line with Syntegon's economic growth targets but also contributes to several of the United Nations' Sustainable Development Goals (SDGs).

An important step towards further growth

As part of its growth strategy, Syntegon focuses on seamless processes, innovative technologies, and sustainable solutions. The acquisition of Telstar represents a significant step in this direction. Together, Syntegon and Telstar now offer comprehensive solutions from a single source. Whether antibiotics, vaccines, or biologics, customers benefit from greater efficiency, traceability, stability, and quality throughout their entire production and supply chain when manufacturing and filling their medications. In addition, Syntegon's commitment to sustainable processes is complemented by Telstar's energy-efficient freeze-drying processes using alternative refrigerants.

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The nearly 900 new, experienced colleagues work together with the existing team to ensure even better geographical coverage, greater application expertise, and closer customer proximity thanks to a central point of contact for every project. This is also confirmed by the very positive feedback from the industry. The employees demonstrate their passion for this customer promise in their daily work. They draw their motivation from both the corporate goals and the United Nations' SDGs.

Good health and well-being

“Everyone should have access to vital vaccinations. Through my work, I help provide vaccines to combat diseases and save lives in developing countries,” says Mohamed Salama, electrical engineer at Syntegon in Crailsheim, Germany. He thereby refers to SDG3, which aims to ensure good health and well-being. His colleague Lena Schlosser takes a similar view: “As an automation engineer, I support customers in producing innovative pharmaceuticals to combat diabetes type 2 and obesity. By programming and commissioning the machines to the needs of our customers, we jointly contribute to improving the health of many people and preventing heart disease and dementia.”

Jointly reducing energy consumption

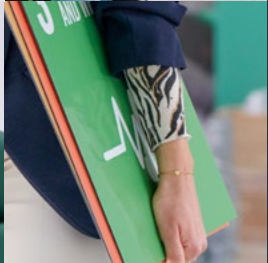
SDG9 is about industry, innovation, and infrastructure. Syntegon and Telstar teams can also achieve a lot together in this area. “I support our customers in reducing energy consumption while adhering to strict regulations,” says Markus Burkert, product manager for sustainable machinery at Syntegon. “Upgrading existing equipment and intelligent programming adds value for both our customers and the environment.” His colleague Alejandro Matilla, R&M engineering manager at Telstar in Terrassa, couldn't agree more. “By driving the adoption of natural refrigerants, we contribute to a reduced environmental footprint in the pharmaceutical industry.



Product manager Markus Burkert supports pharmaceutical companies with energy-efficient production processes.



As product manager at Syntegon, Sarah Springer focuses on minimizing product and material loss in pharmaceutical production.



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Laura Bravo, quality assurance technician at Telstar, encourages responsible recycling practices.



Sergi Perez, manufacturing control team leader at Telstar, and his team are reducing plastic waste in transportation processes.



This change supports our customers in their goal of sustainable industrialization and fosters a greener future.”

Innovative technologies for more efficient production processes

SDG12, in turn, aims at responsible consumption and production. “Our innovative waste management system encourages responsible recycling practices. This way we offer our customers a seamless and eco-friendly solution for their equipment’s end of life,” explains Laura Bravo, quality assurance technician at Telstar. At the same time, her colleague Sergi Perez and his team are working to reduce plastic waste: “By transitioning from single-use bags to reusable containers

for inbound and outbound deliveries, we ensure that our clients receive ready-to-use products while minimizing environmental impact.” In Crailsheim, colleagues are also working tirelessly on new, sustainable technologies. “As a product manager, I support customers in manufacturing blood plasma efficiently,” says Sarah Springer. “One focus here is on minimizing the loss of plasma and the waste of packaging materials.”

Learning from each other

Syntegon and Telstar will continue to work together to optimize their processes and technologies in line with the United Nations’ SDGs. Telstar has already established a structured process for documenting and reporting on SDG targets, which is being aligned with Syntegon. As a role model for the entire group, Telstar is piloting a number of activities. These will enable progress toward achieving the SDG targets to be regularly assessed and reported in the future – across all locations and national borders.



Alejandro Matilla, R&M engineering manager at Telstar, contributes to reducing the environmental footprint in the pharmaceutical industry.



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Research and development

Syntegon has decades of experience in the development and application of state-of-the-art pharmaceutical, biotechnology, and food solutions. These solutions are characterized by their efficiency, reliability, and quality. Customers receive both economical and high-quality systems and service modules.

The Syntegon Group has a global network of competence centers and production sites. Around 1,500 employees work in research and development, devising new technologies and customized solutions. To this end, the Syntegon Group maintains close ties to customers and users during development projects and incorporates their feedback in the development process.

A total of 2,000 patents and patent applications underline Syntegon’s innovative strength.

Annual research and development expenditure increased once again in 2024, rising to EUR 55,735k (previous year: EUR 53,946k). In addition, Syntegon capitalized costs for internal development of EUR 12,123k (previous year: EUR 9,913k).

Financial performance indicators

The Executive Board monitors and controls the operating performance of the Syntegon Group on the basis of regular internal group reportings. It reviews the Group’s earnings, net assets, and financial position. The Executive Board thereby lays the basis for value-added planning and investment decisions. Alongside sales, the key performance indicators include order intake, which is an important measure of future capacity utilization, sales revenue, and earnings.



Sales

Revenue is calculated on the basis of the accounting and evaluation methods applied in the consolidated financial statements in accordance with International Financial Reporting Standards (IFRS).

Order intake

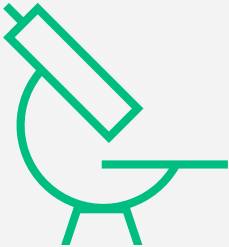
Order intake represents the volume in euros of binding customer orders acquired in the period under review, irrespective of the actual or planned date of realization of sales. To be able to react promptly to new trends, Syntegon regularly conducts forecasts of incoming annual orders and sales revenues throughout the year.

Research and development

+3%
investments

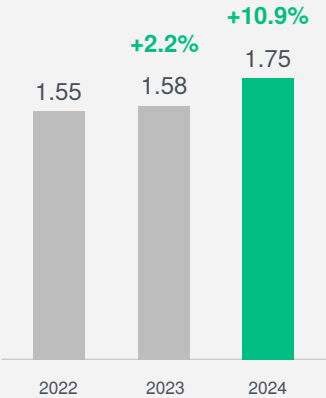
1,500
employees

15
competence centers



Development of order intake

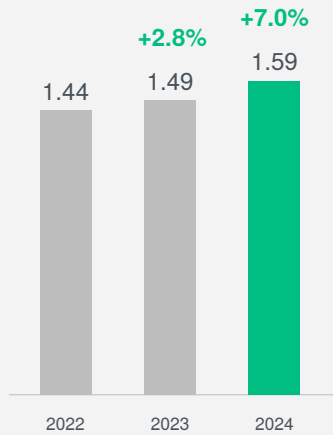
in billion EUR



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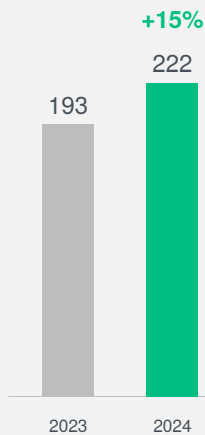
Sales development

in billion EUR



EBITDA (adjusted)

in million EUR



EBITDA, adjusted

Adjusted earnings before interest, taxes, depreciation and amortization (EBITDA, adjusted) are used as the operating earnings indicator for internal corporate management. Earnings adjustments reflect the management's view of the results achieved in the operating business.

Business development

At EUR 1,751,858k, order intake at the Syntegon Group for the 2024 financial year was up by 10.9 percent (previous year: EUR 1,580,067k). At EUR 1,588,919k, sales rose by 7.0 percent over the same period (previous year: EUR 1,485,313k).

The Group's strong revenue performance led to significant improvements in EBITDA and cash flow. Operational excellence initiatives contributed significantly to margin improvement in 2024. Adjusted EBITDA increased by 15 percent and reached 222 million EUR, corresponding to an EBITDA margin of 14 percent, a 100 basis points increase compared to the previous year. Focused working capital management has driven a strong increase in cash flow.

The pharma business was the strongest contributor to growth, with order intake up by 17 percent and revenue up by 11 percent. Pharma accounted for 58 percent of total orders in 2024. The food business grew orders by 4 percent and revenues by 2 percent, representing 42 percent of total orders. The high-margin service business recorded double-digit sales growth and accounted for 39 percent of total revenue.

Around 61.3 percent of sales (previous year: 63.4 percent) were generated by solutions sales, with the remainder being generated by services, including the spare parts business. Around 43.9 percent of total sales were generated in Europe (previous year: 35.6 percent), 32.5 percent in the Americas (previous year: 36.4 percent), and 23.6 percent in Asia and the rest of the world (previous year: 28.0 percent).

Regarding the main effects on earnings, Syntegon refers to the notes on the earnings performance in the consolidated financial statements as of December 31, 2024, and approved by the Executive Board of the Syntegon Group on February 25, 2025. Syntegon submits the consolidated financial statements and the group management report to the Business Register 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 underlies the 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. At the end of the 2024 financial year, the net obligation – consisting of the balance of the present value of the obligation and the pension assets – amounted to EUR 6,943k.

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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**
-  **Due diligence obligations in the supply chain**

Consequences of climate change

Syntegon aims to identify the opportunities and risks of climate change as early as possible. This enables the company to take advantage of this kind of opportunities and limit the risks by means of appropriate measures. Syntegon has conducted an analysis to assess business and financial market developments, extreme weather events, raw material and energy supplies, the regulatory environment, and the impact on health. Among the opportunities identified are competitive advantages based on expertise in sustainable solutions, a growing demand for the company’s products, the emergence of new markets, and greater independence through in-house energy generation. On the other hand, there are risks such as material shortages and delayed deliveries, a decline in demand for the company’s products, damage from severe weather events, and rising energy costs. Syntegon’s response to the identified opportunities and risks includes a further diversification of its supply chain, continued investment in R&D, continuous and forward-looking market research, crisis management planning, and the gradual phasing out of fossil fuels.

Compliance



GRI 205-1 | 205-2 | 206-1 | 2-23 | 3-3

Legality and integrity

Legal compliance is of utmost importance for Syntegon across continents – and is a must for the company itself and for its business partners. For Syntegon, there is a clear link between compliance and the company’s creation of value. The company therefore maintains high ethical standards and an absolute commitment 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 provide an important orientation in everyday business. To actively prevent compliance violations, Syntegon

has created a global compliance management system (CMS), which is headed by a Compliance Committee.

Code 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. They apply to all internal and external activities of the corporate group and have been approved by the Executive Board. They 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 or harm to the environment occur in its own business activities and supply chain. Antidiscrimination regulations are also part of the codes of conduct. Syntegon treats all employees and business partners with dignity and respect.

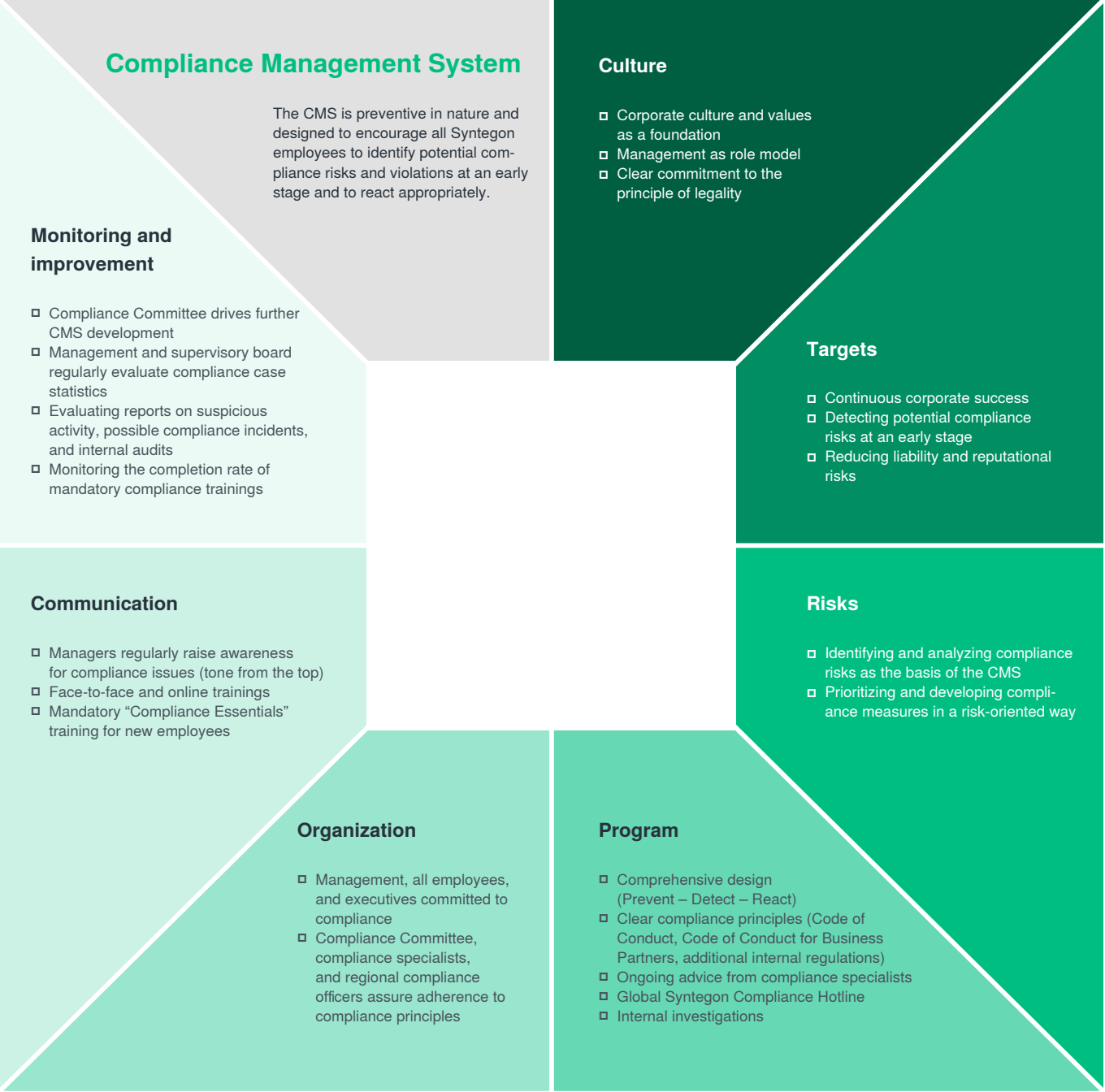
Further principles of the Code of Conduct for Business Partners, which regulate cooperation between the company and its business partners, are based on the standards of the International Labor Organization (ILO) and include the following spheres: the principle of strict legality, treatment of employees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

The compliance management system

With its compliance management system (CMS), Syntegon aims to ensure that its employees comply with all applicable

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laws and regulations. They are expected to do so based on honest and ethical behavior, thereby contributing to the continuous success of the company. The CMS is primarily preventive and designed 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 these openly, and resolve them in a legally and ethically sound manner.

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, Internal Audit, and Sustainability 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, on the main focus and effectiveness of compliance measures, and on any further preventive or suppressive 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 processes within their sphere of responsibility do not violate compliance standards. In this respect, the “first line of defense” principle applies, according to which a manager’s operational responsibility also obliges them to ensure compliance with all relevant legal and internal requirements.


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As designated process owners, managers are therefore responsible for identifying compliance risks, implementing the required internal controls, and adequately documenting this process and the controls implemented. Fundamental principles of the internal control system – for example, the four-eyes principle (two-person rule) and the clear delegation of responsibilities – must be observed at all times.

Lawyers from the Legal and Compliance department or other specialists with compliance responsibilities (such as data protection, product or tax compliance, and sustainability) advise on legal issues related to compliance within the company. Any Syntegon employees with questions about legal matters can contact Legal and Compliance at any time. The company’s goal is to create a culture in which employees can 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, or to the Compliance Committee, the Compliance Officer, or Legal and Compliance. Anonymous reports may also be filed through the company’s internal information system. No informant will suffer any disadvantage from reports made in 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.

To ensure that all employees in the company follow the right standards of conduct, it is important that reporting channels for compliance issues are firmly established and well known. The  **Syntegon compliance hotline** and the contact details of Legal and Compliance are readily available for all employees and third parties via the Internet and intranet.

*Data without Syntegon Telstar, S.L.U.

Communicating compliance regulations

The Executive Board meets its responsibility to raise awareness of compliance risks among the workforce at regular intervals (“tone from the top”) by regularly and comprehensively communicating its clear commitment to compliance throughout the company. The importance of compliance and the related responsibility for a sustainable compliance culture is reflected by every manager in their internal communications with employees. All employees have constant access to compliance-relevant documents via the Syntegon Group’s internal document database.

Training of employees and third parties

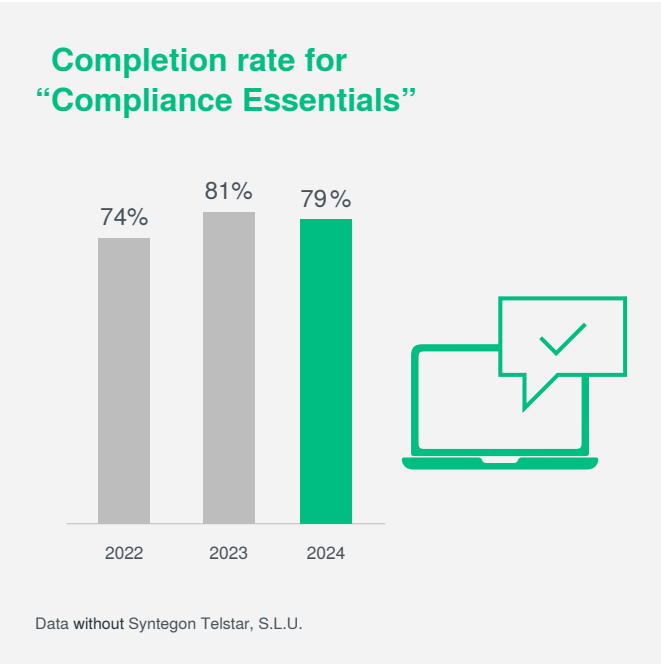
Syntegon is committed to raising employee awareness regarding compliance on a lasting basis. Regular training and further education ensure that all employees observe legally compliant and ethical standards within the company.

Syntegon centrally manages its targeted, hands-on compliance training courses via the Syntegon Group’s training management system.

During the reporting period, 79 percent of the Group’s workforce – 6,362* employees, which in this case include trainees and students on dual-study programs as well as employees on parental leave or partially retired – successfully completed the online Compliance Essentials training program. In this way, Syntegon helps ensure that employees observe and understand current laws and internal regulations and apply them in their day-to-day work. Furthermore, all of Syntegon’s approximately 9,000 service providers and suppliers have received detailed information on compliance measures.

Effectiveness of the measures

Syntegon uses various methods to evaluate the effectiveness



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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 EUR 10,000
- 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)



of its compliance policy. 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.

In the reporting year, Syntegon audited all Syntegon Group sites for corruption risks and came to the following conclusion: **The number of reports of suspicious activity, proven compliance cases, and compliance-relevant audit results** remains reasonable and largely unchanged. Transparency International’s corruption perception index advises on country-specific corruption risks. Since Syntegon involves commercial agents in its sales activities, the Group pays special attention to the appropriate handling of projects brokered by third parties.

Fighting corruption

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

Syntegon has established clear rules of conduct to prevent corruption, which employees must follow. These rules apply globally and cover the acceptance or granting of gifts, invitations, and other benefits.

Other important elements of corruption prevention at Syntegon are the Anti-Corruption Essentials training course, which is mandatory for all employees, the Anti-Bribery and Anti-Corruption corporate directive, the Corruption Prevention fact sheet, the [PDF Code of Conduct of the Syntegon Group](#), and the [PDF Code of Conduct for Business Partners](#).

Competition law

The principle of competition is an inherent part of every free economic system. Competition is the engine of national economies and thereby a prerequisite for growth, jobs, and prosperity.

Syntegon makes it unequivocally clear to its employees that they must comply with the provisions of competition law at all times and in all places. The company actively prevents possible violations of competition law by means of a corporate directive and an Antitrust Law fact sheet, its Code of Conduct, Code of Conduct for Business Partners, and regular mandatory training courses. During the reporting period, no proceedings or regulatory decisions were recorded in this sphere.

Supply chain management

The Syntegon Group has an independent supply chain network. The company commits itself and its business partners to sustainable business practices and compliance with fundamental human rights along its entire supply chain.

Syntegon seeks long-term relationships with its suppliers, which rely on appropriate requirements. Above all, the company expects business partners to unequivocally commit to compliance, law and order, and responsible corporate governance. This includes taking ethical, social, and environmental concerns into account in all business activities.

Syntegon requires its suppliers and service providers to comply with its Code of Conduct for Business Partners ([see p. 26](#)). It summarizes the most important rules for compliance with the principle of lawfulness and for the responsible and fair conduct of business activities. It also includes the clear expectation that all international treaties and national laws on trade in conflict minerals and other natural resources will be observed.

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Syntegon works closely with its contractual partners along the supply chain in order to address sustainability issues. To this end, the company has established clear responsibilities within its purchasing organization and designated contact persons for suppliers.

Purchasing managers carry out risk assessments, backed by the use of appropriate software, and regularly audit areas at greater risk of compliance violations.

Following its compliance with all requirements of the German Supply Chain Act (LkSG) in 2023 (see [Sustainability Report 2023](#)), Syntegon undertook a risk analysis in the 2024 reporting year for a large number of its suppliers. An impact analysis identified the suppliers with the greatest risk, whereupon Syntegon introduced corrective measures for those bearing a particularly high risk.

Human Rights Officer

In 2023, the Executive Board of Syntegon Technology GmbH created the position of human rights officer. Since January 2025, this position has been occupied by Yvonne Gillet (Vice President Sustainability). The human rights officer monitors risk management with regard to due diligence under the German Supply Chain Act and verifies that effective and appropriate measures are taken to implement and execute risk management at Syntegon. In addition, the human rights officer assists the company in meeting its documentation obligations under the German Supply Chain Act and in preparing an annual report. The human rights officer reports to the Executive Board at least once a year or as necessary.

Complaints procedure

Syntegon has an established complaints system (see p. 28). Internal and external parties (business partners and other third parties) can use this system to inform Syntegon of human rights issues or environmental risks, and of violations or impending violations of the law, both within the company and along its supply chain. Information on risks and potential

violations can be submitted 24 hours a day, in various languages, via the Syntegon Compliance Hotline, which is managed by an independent operator. This can be done in writing or by telephone – also anonymously, if desired. Alternatively, reports and complaints may be submitted directly to the Syntegon Legal & Compliance department at: compliance.management@syntegon.com.

Syntegon has set out the detailed procedure for handling complaints in the company's Rules on Complaints Procedure. According to the [Syntegon Complaints Procedure Rules according to the Supply Chain Act & Procedure Rules for Compliance Cases](#).



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Using resources responsibly



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Materials

GRI 301-1 | 3-3

When it comes to conserving resources, material consumption is a key factor. This not only refers to the quantity of materials used in a production process but also to their type – i.e., the nature of the basic materials as well as their durability and recyclability. For Syntegon, materials are key in two respects: first, in terms of the materials used to manufacture machines and equipment; second, in relation to the company’s activities in the shift to sustainable packaging solutions for the pharmaceutical, biotech, and food industries.

Materials for company products

In its Code of Conduct, Syntegon commits to ensuring the quality and safety of its products (see Compliance, p. 26). Syntegon machines are used in the pharmaceutical, biotech, and food industries and, as such, are subject to stringent quality standards. The company conducts regular audits to ensure that the materials used in product parts conform to these requirements.

Syntegon prioritizes the use of robust and durable materials in the production of its equipment. This gives solutions an extended service life – often over several decades. As a strategic partner to its customers, Syntegon also provides comprehensive retrofit services and recycling concepts for the products in its portfolio. This includes general overhauls and machine relocation.

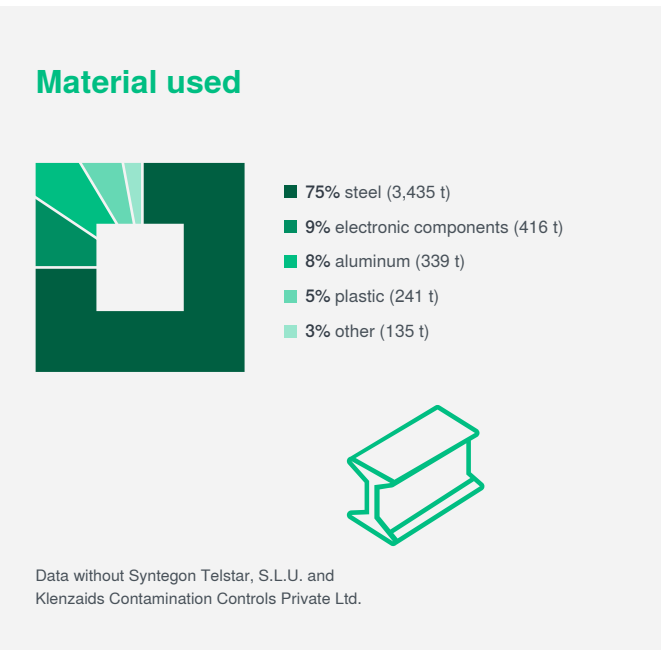
Syntegon employs a multistage process to ensure the quality of its products. During development, products pass through various phases: from the identification of market requirements

and the specification of product characteristics to prototype design and market launch. Here, for example, the company establishes the functions individual components must have, how they interact with one another, and what load capacity (mechanical, electrical) they require. Based on this data, Syntegon then decides which design materials, tools, and testing media are to be used.

Syntegon determines mandatory requirements for future products in advance for each phase. This enables the company to verify that product developments comply with the hygiene and environmental guidelines applicable in target markets – including measures to minimize carbon emissions.

To evaluate new product developments, Syntegon uses quality gates and systematic design reviews. Here, the company also refers to the European Union’s Ecodesign Directive. Best practices provide additional benchmarks and help the company continuously improve the product development process. Other aids include guidelines for design-related issues, such as the best drives for carbon-efficient motorization. Syntegon also uses methods such as Life Cycle Analysis (LCA) in order to calculate total carbon emissions over the entire machine life cycle and thereby continually enhance product development.

When it comes to product manufacture, Syntegon applies the same approach as in development. On the basis of fixed milestones, the company identifies any deviations from existing requirements and adjusts the solutions accordingly. In the event of a deviation, Syntegon complies with its market surveillance duties by implementing a recognized quality-management process (8D method) and initiating corrective measures.



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The company regularly evaluates the effectiveness of such measures with the help of internal and external audits according to ISO 9001, ISO 14001, and ISO 45001. Syntegon Group sites also report to the Executive Board with key performance indicators as part of an annual management review in line with the aforementioned ISO standards.

Materials used

Syntegon uses a variety of materials to manufacture its solutions, ranging from steel and aluminum to plastic. At 75.2 percent, steel was the most used material over the reporting period, followed by aluminum (7.4 percent) and plastic (5.3 percent). A very diverse mix of electronic components also accounts for a significant proportion of the materials used (9.1 percent). By comparison, metals such as copper, bronze, and brass, along with elastomers and glass, all play a minor role (see illustration, p. 32).

Sustainable packaging materials

As a company driven by innovation, Syntegon has been developing solutions to process sustainable packaging materials for many years. Conventional packaging is often made of several layers of different types of plastic – which makes recycling difficult. In the face of worldwide regulations and a growing environmental awareness among consumers, the shift to sustainable packaging has become a necessity in many markets in order to maintain competitiveness. The use of sustainable materials such as paper for secondary and tertiary packaging is already well established. In the case of primary packaging, however, there is still potential for optimization and innovation.

The conversion of packaging systems can be challenging. For example, processing fully recyclable plastics – so-called monomaterials – often makes it necessary to adapt sealing parameters such as time, temperature, and pressure. As a



strategic partner to the pharmaceutical, biotech, and food industries, Syntegon develops modular solutions, provides the know-how manufacturers need to convert their packaging processes, and modifies these processes for the use of environmentally friendly materials. This ensures a high level of production efficiency, packaging quality, and product protection.

Syntegon develops technologies that not only process highly sustainable materials efficiently and sparingly, but also optimize the packaging format in order to minimize the use of resources. The company provides its customers with end-to-end support – determining individual specifications, conducting material analyses in company labs, carrying out test production runs on machines in its own development centers, and retrofitting customers’ existing machines.

Syntegon also advises manufacturers on the choice of the most suitable materials for their products and production equipment. In addition, Syntegon helps customers to reduce material use, cut costs and consumption of resources, and thereby lower the burden of used packaging disposal. Furthermore, the use of more compact packaging also cuts logistics costs. In other words, sustainability yields multiple benefits (see also “Doing more with less,” pp. 37–39).

Waste

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

Private individuals and industrial actors have a significant influence on the impact of waste on the environment. Wherever possible, waste should be minimized during the actual production and packaging of products. Alongside its commitment to rigorously reducing and recycling its own waste, Syntegon also helps minimize the amount of packaging waste produced by the pharmaceutical, biotech, and food industries.

Avoiding waste production

Nonrecyclable waste ends up in landfills where it may pose a major burden to the environment for many years to come. Syntegon’s declared goal is “zero waste to landfill”. Wherever conditions permit, the company aims to stop generating landfill waste and recycle its own waste as completely as possible. In addition to avoiding waste, the company is also committed to systematic separation and recycling of waste. Wherever possible, Syntegon collects and separates recyclable materials and hands them over to suitable disposal companies for proper processing. The company continues to monitor the waste once it has been handed over and therefore remains in close consultation with the disposal companies.

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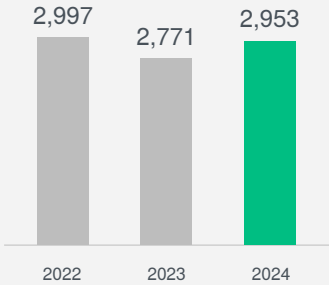
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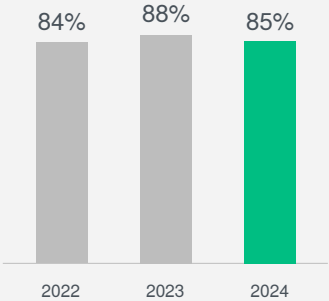
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Waste volume

in t



Share of recycled waste



Data without Syntegon Telstar, S.L.U.

Strategic approach

Syntegon has defined its key goals for waste management in an environment, health, and safety (EHS) policy deployment. Syntegon Group sites operate in line with these goals and, on this basis, formulate specific targets to increase recycling rates and reduce landfill waste. Key performance indicators help track the sites’ progress. In an annual management review according to ISO standards 14001 and 45001, the Executive Board evaluates current performance indicators and, if necessary, specifies measures for improvement. Should individual sites repeatedly fail to meet their targets, Syntegon EHS managers work with the site managers to draw up a mandatory program of measures.

Types of waste

In the reporting year, Syntegon production sites generated 2,953 metric tons of waste. The majority (2,510 metric tons) was recycled, with only a small proportion disposed of in landfill. While not all countries are able to recycle separated waste, suitable disposal routes are available in others.

Waste generated

Types of waste	Total weight in t
Total waste for recycling (non-hazardous)	2,142
Total waste for recovery (hazardous)	368
Total waste for disposal (non-hazardous)	365
Total waste for disposal (hazardous)	77
Construction waste, rubble, excavated earth	32
Total waste (excluding construction waste, rubble excavated earth)	2,952

Circular economy

In addition to reducing its own waste, Syntegon also aims to cut packaging waste within its target industries through the use of advanced and sustainable solutions. As outlined in the section above (**Materials**, pp. 32–33), the company encourages the use of materials that are optimal for recycling and thereby facilitate a circular economy. Syntegon believes that the right mix of technology and materials is the key to more sustainable packaging and less waste. The company therefore works rigorously to further enhance its machines and equipment.

In the interests of a circular economy, Syntegon is helping to raise the recycling rate for various forms of packaging across the pharmaceutical, biotech, and food industries. This requires special components on the equipment level, such as forming collars for use with paper-based primary packaging materials. Syntegon plays a pioneering role in retrofitting existing equipment thanks to specially developed components. They enable greater recyclability in various industries and considerably lengthen the lifespan of this equipment.

It is possible to create a virtually closed material cycle by avoiding, recycling, and reusing packaging. To achieve this goal, Syntegon teams up with packaging designers, companies from the materials and food industries, wholesalers and retailers, public decision-makers, as well as associations and industry initiatives.

Product protection and loss prevention

For Syntegon, product safety and loss-free production – for pharmaceuticals, biotech products, and food alike – are paramount. When it comes to food, the company’s priority is properly sealed packaging that minimizes food spoilage and waste of packaging materials. Gas flushing, vacuum packaging, and aseptic production equipment all play a key role here. Likewise, precise dosing helps ensure high production

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yields and prevents packaging overfill and product waste. In addition, Syntegon designs its technologies to waste as little material as possible when swapping reels of packaging material or film. This is achieved with the help of edge-control systems on vertical form-fill-seal solutions, and by using a precise film-guidance system and autosplacers on high-speed horizontal form-fill-seal technologies. Synexio, a cloud-based solution, monitors key technologies and control settings. This prevents machine startup with the incorrect settings along with a loss of packaging material and product – thereby ensuring vertical production startup.

Energy

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

A responsible approach to the environment includes a sustainable use of resources. Alongside a focus on material consumption, Syntegon also keeps a close eye on energy usage. The company pursues clear goals to minimize its energy consumption and to increase the use of renewable energies. The company’s technologies also help increase energy efficiency for manufacturers in the pharmaceutical, biotech, and food industries.

Strategy and approach

During the year under review, the company again prioritized the use of green electricity from both in-house and external sources. Syntegon aims to steadily increase the share of renewables in its electricity consumption. To achieve this goal, the company has defined a strategic approach with specific

measures. The continuing pertinence of these measures and their status of implementation are reviewed annually in consultation with the relevant departments and sites. In the reporting year, the share of renewables was 70 percent (2023: 66 percent).

Syntegon has also specified its key energy goals in an environment, health, and safety (EHS) policy deployment. Syntegon Group sites operate in line with these goals and, on this basis, formulate specific targets to expand renewable energy generation and increase energy efficiency. As with waste, key performance indicators and regular reporting on planned improvements help sites to track progress.

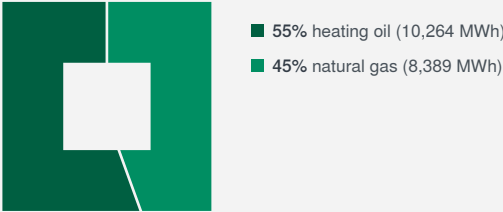
Further measures include annual management reviews according to ISO standards 14001 and 45001, mandatory measures if targets are not met, as well as internal and external audits.

Efficient resource usage

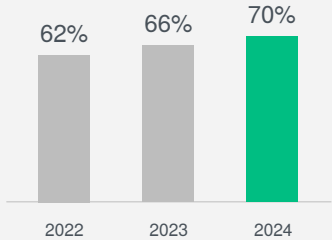
Syntegon sees the biggest potential for a long-term reduction of energy consumption in the use of efficient ventilation and control technology, energy-saving manufacturing processes, smart generation of compressed air, and the company-wide use of LED lighting. Due to significant changes in the working world since 2019, a more efficient use of space (e.g., desk sharing) is also an increasingly relevant factor.

Syntegon already uses 100 percent green electricity at nearly all of its European sites. At the Group’s second-largest site in Beringen, Syntegon is going one step further and aims to cover its entire energy supply with locally produced renewable energy by 2033.

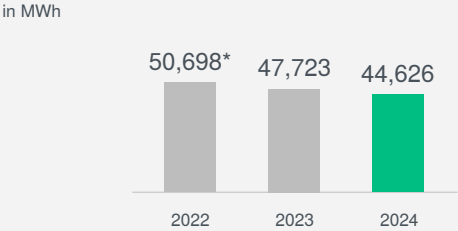
Fuel consumption



Share of green electricity in total electricity consumption



Total energy consumption



*This figure differs from the one provided in the 2022 sustainability report because partial payment was received after the report’s publication and adjustments were therefore made to the consumption calculations.

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Expansion at Weert site reduces carbon footprint

In 2024, Syntegon completed the expansion of its Weert site with a new office building and additional manufacturing space. This results in greater process efficiency, a reduced carbon footprint, and an ultra-modern working environment.

A key concern was to reduce energy consumption. In order to meet its targets for emissions reduction, Syntegon installed heat pumps, LED lighting, and a photovoltaic system as part of the site expansion. Thanks to site restructuring, there is also potential to reduce gas consumption by up to 60 percent. This would cut CO₂ emissions by 240 metric tons a year. The gas that Syntegon currently uses to heat the final assembly hall will be replaced by energy from heat pumps installed in manufacturing and office buildings. In combination with the use of LED lighting and a photovoltaic system, the company plans to gradually increase the proportion of renewable energy at the Weert site over the medium term – for a sustainable future.



In addition to power from photovoltaic systems, the energy mix at many sites also includes local heating and wind energy, which the company sources via cooperation agreements with partners. Wherever possible, Syntegon uses certified carbon-neutral, green electricity, thereby reducing its consumption of fossil fuels and lowering carbon emissions. At the same time, new buildings at Syntegon Group sites are equipped with energy-efficient heating and cooling systems based on heat pump technology.

Energy consumption in the reporting period

Syntegon continuously documents energy consumption at its production sites and makes this information public – for example through its cooperation with CDP (formerly the Carbon Disclosure Project). The consumption figures recorded for the Syntegon Group over the reporting period constitute primary data. On the basis of this recorded energy consumption, the company calculates various overall values. In the case of fuels, total energy consumption in the reporting year amounted to 18,653 MWh, of which 8,389 MWh were from natural gas and 10,264 MWh from heating oil. Total energy consumption within the organization during the reporting period was 44,626 MWh, a reduction of 6.5 percent compared with the previous year's consumption of 47,723 MWh (see also graphic, p. 35).

Electricity, heat, and steam consumption

In addition to fuels, Syntegon uses electricity and steam along with other forms of energy for heating and cooling. Electricity accounted for the largest share of energy consumption in 2024 (25,439 MWh). Of this total, 22,693 MWh was sourced externally, and 2,745 MWh was generated by the company's own photovoltaic systems. Syntegon also partially sourced heat (1,298 MWh; of which 942 MWh from biomass, 5.12 MWh from pellets, 314 MWh from local and district heating, and 27.26 MWh from LPG) and steam (559 MWh) from external sources.



Doing more with less

The European Union's Packaging and Packaging Waste Regulation (PPWR) marks an important step towards greater sustainability and sets high demands for food manufacturers. From 2030 onwards, all packaging in the EU must be recyclable – a major challenge, especially for sensitive products such as cookies, chocolate-coated products, or frozen foods, for which product protection is essential. Packaging must resist moisture, grease, and mechanical stress during transport while preserving flavor. Alternative materials such as paper or mono-material often make this more difficult, leaving food manufacturers walking a tightrope: they must make packaging more sustainable without compromising on product protection and shelf life.

In addition, the PPWR calls for a reduction in packaging material to minimize waste. Many manufacturers, however, face technical issues, as existing production lines are often not designed to handle alternative materials. At the same time, they must make sure that their production processes remain efficient and profitable. Switching to sustainable packaging therefore often requires adjusting the material, as well as the equipment, processes, and supply chains. To find an economical and sustainable solution, manufacturers need expert guidance and support.

10%

20%

30%

40%

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Working together for sustainability

This is where Syntegon comes in – as a strategic partner working closely with manufacturers to develop customized packaging solutions that meet both regulatory requirements and specific customer needs. In addition to innovative technologies, Syntegon offers comprehensive consulting and tailored services – from material testing to retrofits. The goal is to co-create future-ready solutions that boost production efficiency and already meet PPWR requirements today.

“With our cardboard trays, cookie producers can make their packaging more sustainable: less plastic, no glue, and just as safe – the ideal solution.”

Stephan Schuele, Director of Strategy and Product Management Food Horizontal at Syntegon



Cookie packaging can serve as an example. Together with Syntegon, manufacturers are replacing non-recyclable plastic trays with glue-free cardboard alternatives. The lockstyle technology on Syntegon’s topload cartoners – which was developed by the Syntegon subsidiary Kliklok – reduces glue consumption to zero. This saves resources, simplifies the production process, and creates 100 percent recyclable trays. Although the trays are wrapped with a thin mono-material film to ensure product protection, plastic use is reduced by around 35 percent.



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Less material consumption thanks to recyclability and higher efficiency

Flow-wraps made from paper are another future-oriented solution. They are suitable for both primary packaging and multipacks and are produced on horizontal flow-wrap machines equipped with the innovative paper-ON-form module. This makes them a fully recyclable alternative to plastic films, allowing manufacturers to significantly reduce plastic consumption without compromising on quality.

Syntegon also supports food manufacturers with comprehensive expertise in vertical packaging. When it comes to frozen foods like vegetables or ready meals, switching to sustainable materials presents even greater challenges: the packaging must be freezer-safe, puncture-resistant, and fully recyclable.

With the PHS 2.0 sealing system, Syntegon offers a solution that meets these requirements and saves up to 50 percent material. It seals very thin mono-material films (BOPE) reliably, reducing film thickness from the typical 30 to 80 micrometers to only 20 micrometers. In addition to lowering plastic consumption, manufacturers also benefit from longer film rolls, which need to be changed less frequently, thereby minimizing downtime. Despite the thin material, the system ensures

“We can only achieve sustainability together. We support our customers with tailored solutions that combine environmental responsibility with long-term competitive strength.”

Martin Boutkan,
Product Manager VFFS Technology at Syntegon

consistently high sealing quality – and even enables higher speeds. Manufacturers can increase their output by up to 25 percent and reduce costs by up to 30 percent – an important lever for meeting PPWR requirements without sacrificing efficiency or product integrity.

With technologies like these, customers can easily switch to resource-saving packaging that combines reliable performance and economic efficiency. As a strategic partner, Syntegon supports them in turning the goals of the PPWR into tangible results.



Up to

1000%

recyclable packaging



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Energy-efficient production in the pharmaceutical, biotech, and food industries

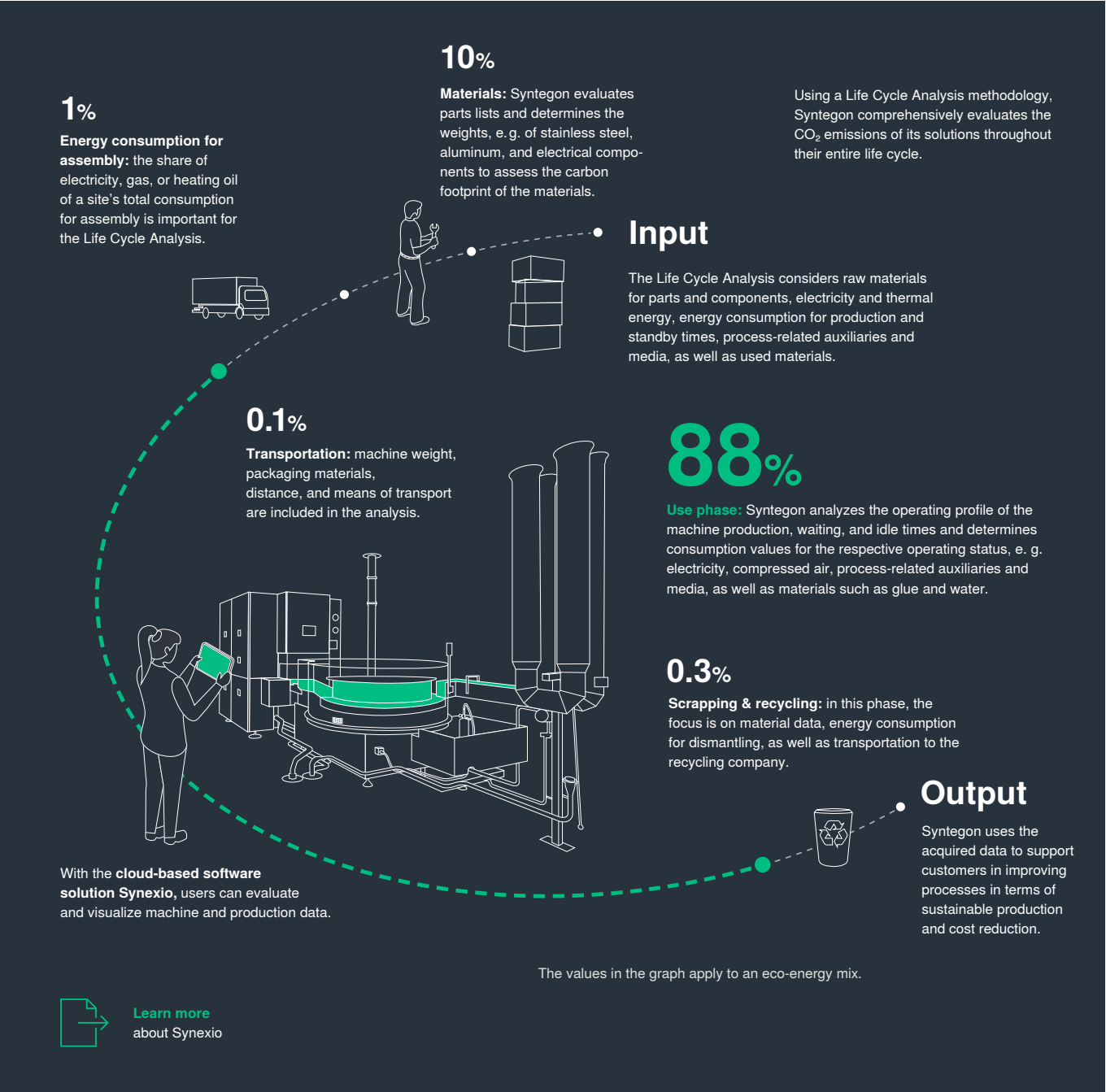
Alongside measures to improve its own sites and business activities, Syntegon also helps its customers achieve greater energy efficiency and save resources in their production operations.

Syntegon’s smart and sustainable solutions are designed for maximum resource conservation and enable companies to process packaging materials with minimal energy input. Using a Life Cycle Analysis, the company evaluates the CO₂ equivalent for its solutions in terms of their material and energy consumption over the entire life cycle. This data helps Syntegon continuously optimize its portfolio and thereby further reduce the overall consumption of resources (see also illustration on the right).

The energy a technology consumes across its entire life cycle is a key factor. Over two-thirds of its product carbon footprint is generated during service life. The company therefore aims to reduce the consumption of energy-intensive equipment.

In the course of target validation by the Science Based Target initiative (SBTi), Syntegon has revised its goals for emissions reductions. Over the period from 2022 to 2030, the company is now aiming to achieve a 25 percent reduction in absolute Scope 3 emissions arising from purchased goods and services and from the use of sold products.

Syntegon started at an early stage to help its customers make their production processes more sustainable. The company’s integrated approach includes not only efficient manufacturing equipment, but also a comprehensive service portfolio, including spare parts management, machine retrofits, and digital enhancement of overall system efficiency. In this way, Syntegon is able to extend 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 required reduction in greenhouse gas emissions are among the major challenges of the 21st century. As such, carbon emissions and their impact are omnipresent in public discourse. Syntegon recognizes its responsibility in this sphere and seeks to achieve ambitious emission reductions. Thanks to its energy-efficient machines and equipment, the company also has a positive impact on the carbon emissions produced by the pharmaceutical, biotech, and food industries.

Approach

Syntegon is pursuing a diversified approach on the road to a future with reduced emissions. The company already uses 100 percent green electricity at almost all of its European sites and is guided by the Paris Agreement's 1.5°C target. Other measures include the use of local heating and of energy-efficient lighting such as LEDs (for details, see Energy, pp. 35–36).

Reducing greenhouse gas emissions

Syntegon is aiming to reduce Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 50 percent over the period from 2019 to 2030. In addition to direct and indirect energy-related GHG emissions (Scope 1 and Scope 2), the company is also targeting indirect GHG emissions (Scope 3). While the data for Scope 1 and 2 emissions is based on consumption figures, consumption-based data is not yet available for all emission sources in Scope 3. Following successful validation of its targets by the Science Based Targets initiative (SBTi) in 2024, Syntegon is now successively enhancing the data for Scope 3 emissions with a shift to consumption-based values. At the same time, Syntegon has set itself a target for cutting Scope 3 emissions. The goal is to reduce them by 25 percent

over the period from 2022 to 2030. The company reports its carbon emissions in accordance with the Greenhouse Gas Protocol (GHG Protocol Corporate Standard).

Reducing the carbon footprint in pharma, biotech, and food production

In addition to setting its own targets for emissions reduction, Syntegon also helps manufacturers in the pharmaceutical, biotech, and food industries to reduce their carbon footprint. As described above, the company continuously improves the energy efficiency of its solutions and also provides consulting services to help customers build a sustainable overall production system. These measures not only conserve resources and cut manufacturing costs but also reduce the carbon footprint of manufacturing companies.

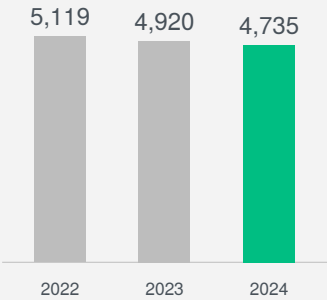
In the course of a Life Cycle Analysis, the company has devised a method of calculating the carbon emissions of the equipment in its portfolio. Syntegon can therefore provide its customers with full transparency on the carbon footprint of the Syntegon technologies they use. This software-based method, certified by TÜV Rheinland, incorporates inputs such as power, compressed air, media, and packaging materials over the entire life cycle of a machine and correlates them with the carbon emissions generated (see graphic, p. 40).

Data aggregation and preparation are carried out in accordance with established international standards such as ISO 14067. This method can therefore be applied in a variety of areas and enables Syntegon to examine not only all the equipment in its own portfolio but also, if required, diverse production scenarios, thus shedding light on the product carbon footprint in specific manufacturing environments. To ensure that companies can take advantage of this model in the future, Syntegon has now taken steps to develop a carbon consulting service based on consumption and CO₂ emissions.

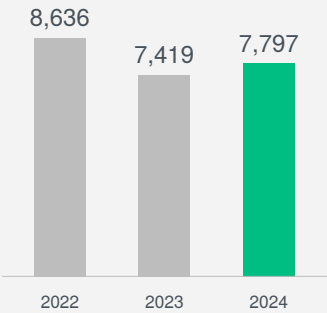
Development of emissions

Carbon equivalent in t

Scope 1



Scope 2





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Scope 1: direct GHG emissions

Between 2019 and 2024, Syntegon steadily reduced its Scope 1 emissions by an average of approx. 9 percent per year.

Scope 1 emissions were calculated on the basis of the energy consumption at the company's production sites and converted using emission factors from the European Residual Mix. Emission factors from the Intergovernmental Panel on Climate Change (IPCC) and a number of local environmental authorities were also taken into account. The values for global warming potential (GWP) are also based on the IPCC.

Scope 2: indirect energy-related GHG emissions

Syntegon continuously reduced its Scope 2 emissions between 2019 and 2024. On average, the company achieved a reduction of 6 percent per year.

Here, too, Scope 2 emissions were calculated on the basis of energy consumption at company production sites. In this case, the conversion was carried out using regional emission factors, as electricity-related emissions, in particular, vary from country to country. The emission factors are from the same sources as for Scope 1. The total reduction in Scope 2 and Scope 1 emissions (2019 to 2024) amounts to 7,184t CO₂e (carbon dioxide equivalents).

Scope 3: other indirect GHG emissions

Scope 3 emissions account for the largest share of Syntegon's corporate carbon footprint. They are mainly related to either purchased goods and services (Scope 3.1) or the use of sold products (Scope 3.11). This was determined by an internal, spend-based survey conducted in 2022. Syntegon has identified these two categories as key levers for reducing its emissions and is now switching to volume-based data in these areas.



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Not a drop in the bucket



Pharmaceutical, biotech, and food producers are currently facing a twofold challenge: maintaining the highest quality standards while reducing their carbon footprint. In the pharmaceutical and biotech industries, strict clean room requirements and energy-intensive processes like sterilization at high water temperatures are increasing consumption. In the food industry, production steps like cooking and cooling cause most emissions. Regulatory pressure to develop new sustainable packaging solutions is another factor. Many manufacturers are therefore systematically gearing their strategies towards reducing emissions – and are finding a partner with similar goals: Syntegon.

Sustainability is not just a buzzword for Syntegon, but an integral part of the corporate strategy – delivering measurable benefits for customers. With ambitious climate targets validated by the Science Based Targets initiative (SBTi) in 2024, Syntegon is committed to significant emission reductions. The focus is not only on the company's own CO₂ footprint, but above

all on more efficient machines for customers. the more resource-efficient Syntegon's solutions are, the more pharmaceutical, biotech, and food manufacturers can save on both emissions and operating costs.

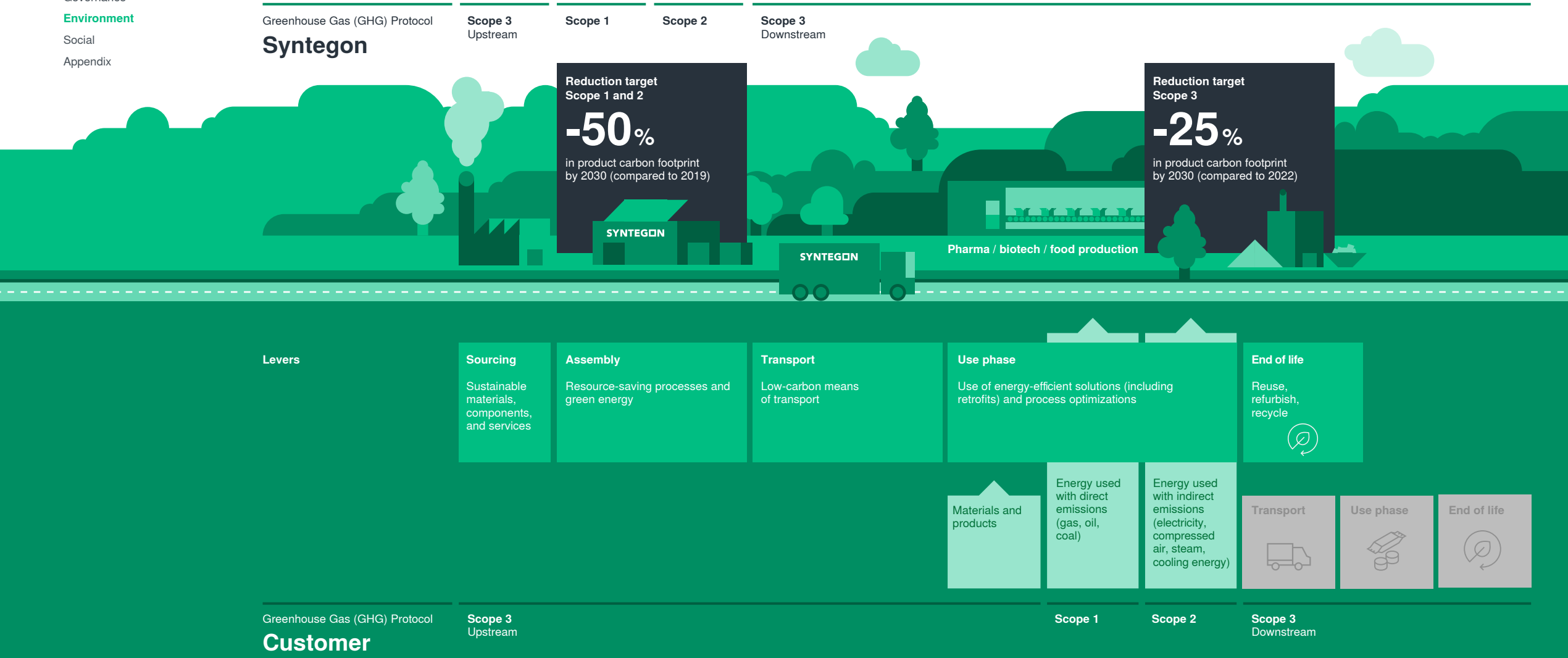
“Only if we can provide a clear data basis to back up our resource efficiency can we achieve sustainable improvements in the long term.”

Leon Eiler,
Sustainability Manager at Syntegon

The scientific development of sustainable solutions is a key driver for Syntegon, both for the company's own strategy and for that of its customers. Leon Eiler, who is responsible for SBTi at Syntegon, and Steffen Carbon, coordinator for development methods, work closely together to turn climate targets into practical results.

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Carbon footprint



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“We develop technical innovations that reduce energy consumption and focus on real reductions rather than CO₂ compensation – through efficiency gains, lower-emission materials, and the use of renewable energies along the value chain.”

Steffen Carbon,
Coordinator for development methods at Syntegon

Tangible climate targets

By 2030, Syntegon aims to reduce its Scope 1 and Scope 2 emissions – i.e. direct emissions from heating fuels and indirect emissions from purchased energy such as electricity – by 50 percent compared to 2019. The target for Scope 3 is particularly ambitious: emissions from purchased goods and the use of machines at customer sites are to be reduced by 25 percent compared to 2022. Since Scope 3 accounts for a significant portion of the total carbon footprint, it holds

the greatest potential for savings – and at the same time offers a significant advantage for customers regarding their own sustainability goals.

Lower emissions directly result in lower energy costs – without the need for compensation through certificates. Instead, Syntegon invests in technological innovations that cut energy use directly at the customers’ sites, contributing to their sustainability strategy.

Less water = less energy consumption

A practical example of this approach is the HWBV sterilizer technology (hot water sprinkling process), which pharmaceutical manufacturers use to sterilize plastic or glass containers such as vials or ampoules. The process is energy-intensive: water is typically heated to around 120 degrees Celsius, sprayed over the containers, and then cooled down again. Thanks to targeted adjustments, customers can now save energy, water, and operating costs when using the HWBV sterilizer.

The principle is as simple as it is effective: less water means less energy consumption – and therefore lower emissions. By reducing the volume flow of process water in the pumps, the system requires less electric energy. At the same time, newly designed distribution and product trays optimize the film coverage on the containers, which improves heat transfer.

“By precisely adjusting the process water flow, we have significantly increased energy efficiency without compromising on performance.”

Gerold Macheiner,
Product Development at SBM Schoeller-Bleckmann
Medizintechnik, a Syntegon company

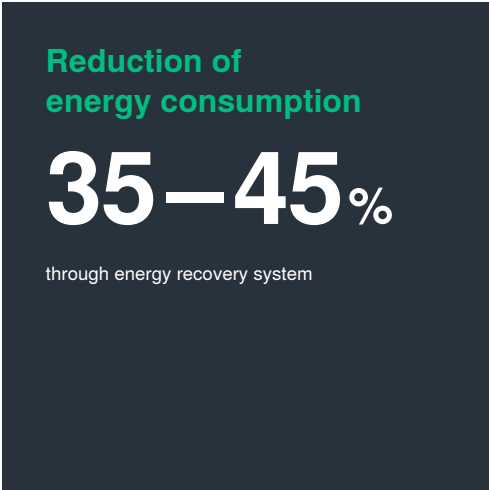


**Reduction of
process water requirement**

20%

through energy-efficient optimization of
sterilization solution

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Circulation water typically accounts for 40 percent of the energy balance of the entire process, so any savings here have a direct impact on its carbon footprint. Using less water – and using it more efficiently – in turn allows for smaller pumps, heat exchangers and pipes, which results in additional reductions and, in some cases, even shorter process times.

Thanks to advanced simulation methods (CFD) and extensive testing, the various technical optimizations yield impressive results: customers can reduce the process water consumption of their sterilizers by up to 20 percent, which translates into CO₂ savings and energy cost reductions of up to 10 percent. For companies with particularly ambitious sustainability goals, Syntegon also offers an energy recovery system that can reduce energy consumption by an additional 35 to 45 percent.

Building a low-emission future together

The SBTi validation shows that Syntegon not only sets itself ambitious goals, but also backs them with scientific measures, as a PhD thesis in collaboration with Graz University of Technology highlights: Elias Hashemian Nik analyzed the savings potential for water and energy consumption and laid the scientific foundation for the redesign of the HWBV sterilizer. However, the most important success factor is the close collaboration with customers.

Syntegon pursues a holistic approach to sustainability that goes far beyond its own carbon footprint. The company not only minimizes energy consumption with its own operations, but also enables resource-efficient processes at customer sites. After all, real emission reductions are achieved when everyone works together to put them into practice.

“Sustainability only becomes truly effective when technology providers and users work closely together. Our customers contribute their share, for example by switching to green electricity. We provide the right tools to help them achieve their emission reduction goals.”

Steffen Carbon,
Coordinator for development methods at Syntegon

Embracing health, learning, and engagement



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Safe work at all times

GRI 403-1 – 403-10 | 3-3

The health of its employees is of paramount importance to Syntegon. It is therefore a key task for the company to ensure a safe and healthy working environment for its staff, customers, and service providers. Syntegon continuously assesses potential hazards and risks to humans and the environment and rigorously implements suitable safeguards. In line with its holistic approach to health protection, the company also works to actively prevent risks to physical and mental health in the workplace. A responsible management and motivated workforce form the foundation of an effective safety culture.

High occupational health and safety targets

No employee should be endangered or injured during their work for Syntegon. The company rigorously records, reports, and investigates incidents. Here, the focus is on accident and accident severity rates. Over the period from 2019 to 2030, Syntegon is aiming to reduce the number of reportable workplace accidents in relation to working hours by 30 percent (accident rate in 2019: 3.3). Over the same period, the company is targeting 30 percent fewer workdays lost to accidents per working hours (accident severity rate in 2019: 29). The majority of the Group is well on its way towards meeting these targets. Eight sites remained accident-free in 2024.

Syntegon has defined its key goals for occupational health and safety in a policy deployment for the area of environment, health, and safety (EHS). Syntegon Group sites operate in line with these goals and, on this basis, formulate specific occupational health and safety targets that contribute significantly to protecting employee health. As technology

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 aid of internal and external audits based on the ISO 45001 standard. If serious accidents occur at individual sites or if accident reduction targets are not met, local safety professionals develop appropriate measures in close consultation with employees. Key performance indicators help to track progress. As part of an annual management review, the sites present the key figures to Syntegon's Executive Board. They also provide information on where they stand with regard to the aforementioned occupational health and safety targets. Syntegon honors accident-free sites annually.

Focus on health and safety risks

To prevent health and safety risks to employees, Syntegon carries out comprehensive, holistic risk assessments. Managers, occupational safety professionals, the medical service, and employees all assess potential sources of danger – e.g., hazardous substances, mechanical hazards, and mental stress – according to their likelihood of occurrence and severity of impact. Suitable measures are then implemented to reduce the attendant risk. Safety professionals regularly inspect sites, share their findings with employees, and thereby assist with risk assessment. In addition, 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 work by service providers at the company's sites. Syntegon adopts a comprehensive approach to risk prevention, which assesses the activities of third-party actors on site, evaluates external



Telstar wins award for occupational safety

In 2024, the Syntegon subsidiary Telstar won the Vitaly Healthy Company Award, which is sponsored by the Spanish employers' association CECOT. It is the seventh time that this award has been presented. The award recognizes Telstar's commitment to the health and safety of its own workforce, the creation of a safe working environment, and the promotion of a culture of continuous improvement through employee training in occupational health and safety.



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assignments of assembly and service employees, and includes a travel safety program. For all assembly, service, and other business trips, Syntegon consults with the given business partner to determine potential risks attending the sometimes long travel route to the place of assignment and also local journeys between the hotel and site. Any special local conditions in the country of destination are taken into account. If necessary, Syntegon will arrange for repatriation or evacuation. An emergency hotline is available 24 hours a day, seven days a week, to help employees with medical emergencies or other issues such as lost travel documents or credit cards.

Eliminating safety risks

Should analyses reveal a need for further measures to protect employees, a specific health and safety committee will first consider complete elimination of the source of the hazard. If this is not feasible, they consult on appropriate technical, organizational, or personnel measures. Managers, departmental representatives, and employees all come together in occupational health and safety committees to ensure a safe and healthy working environment for everyone.

Procedure in case of emergency

Each Syntegon Group site has an emergency plan and special emergency teams, which – together with employees trained for this purpose – provide immediate assistance if necessary. Syntegon can therefore initiate measures to immediately limit damage following an emergency and establish crisis teams to monitor further developments. Follow-up analyses help clarify the reasons for the incident and thus prevent a recurrence. Safety experts from Syntegon also take a close look at potential risks to areas of the company not directly affected by the incident. Depending on the scale of such events, a company-wide emergency team with experts from

central departments is also on hand to provide further support. For emergencies that primarily affect individual employees, Syntegon has a 24/7 emergency call service and a crisis hotline.

During the reporting period, Syntegon employees reported 48 work-related injuries, all of which were documented. Most of these were cuts, bumps, and stumbles occasioned in the course of manual activities, business trips, and service assignments at customer sites. The accident rate was 5.0 out of a total of 9,560,509 hours worked. In 2024, the accident severity rate was 42. 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 no-blame culture, Syntegon expects all employees to report potential risks and violations of safety regulations to a supervisor or occupational safety officer. Syntegon trains managers to deal with critical feedback and welcomes an open dialog and the support of the workforce. In addition, employees – and, for example, employees of service providers – can use the company’s anonymous information platform. Should employees find themselves in a work situation they consider hazardous to their health, they are entitled to stop performing the activity in question.

Employee participation in occupational health and safety

At Syntegon, employees can and should contribute toward occupational health and safety. The company regularly informs employees about their potential means of contribution – via intranet, email, employee meetings, and special events such as company-wide health and safety days. In addition, Syntegon conducts both mandatory and voluntary occupational health and safety training courses for its employees.



Bodies such as the Occupational Health and Safety Committee and the Health Working Group play a central role here. These committees meet on a quarterly basis to develop concrete – and review existing – occupational health and safety measures. Employees active on these committees can take part in the decision-making process and thereby have a direct influence on occupational health and safety at Syntegon. While training courses provide the theoretical basis for safety at work, the company’s medical service also offers practical support to address key, non-work-related health risks – vaccinations, colon, and skin cancer screening, and medical advice for travelers are available to all Syntegon employees. Employees can also submit proposals via the company’s suggestion box. If a suggestion is successfully implemented, a financial bonus is usually paid out.

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Moving forward together

Whether it's an all-out training session after work or a walk during your lunch break – exercise is healthy. Finding the necessary motivation, however, can be hard. This is especially true for working out alone – so why not do it together? Extending the focus from individual fitness to the well-being of others also helps to defeat the inner couch potato for good.



Assuming responsibility
for the result

This is the principle behind the Calorie Cup, an initiative that combines physical fitness with social commitment. Since 2020, employees from Syntegon locations around the world have been exercising for two weeks at a time to burn as many calories as possible together – and do good in the process. Employees can choose their preferred exercise, be it walking or cycling, solo yoga, or ball sports in a team. The joint result is what counts: for every calorie burned, Syntegon donates one euro cent or the equivalent in the local currency to a good cause.

The recipients are social institutions from the regions of the participating locations that are active in the areas of healthcare, food supply, education, science, or environmental aid.

Commitment that connects

The employees’ enthusiasm for the good cause is not only reflected in the repeated high level of participation in the Calorie Cup. The initiative originates from within the workforce itself and connects colleagues worldwide.

In 2024, for example, the Derby and Bristol (UK), Sandved (Denmark), Tokyo (Japan), as well as Remshalden, Dresden and Waiblingen (Germany) sites took part – and cumulatively reached 477,179 calories burned.

The Waiblingen participants in the Syntegon Calorie Cup alone burned a total of 113,663 calories in 2024. While Syntegon rounded up the amount raised at some locations – from EUR 642 to EUR 1,000 in Dresden, for example – the company doubled the sum in Waiblingen. Site manager Markus Reitz had the honor of handing over the symbolic cheque for EUR 2,274 to Erika Severin and Ralf Hertwig from the Waiblingen food bank. Erika Severin’s conclusion:

“It’s great to see what many individuals can achieve through joint effort. We are thrilled that Syntegon is supporting people in the region!”

Erika Severin,
Waiblingen food bank



Watch the Syntegon team at the Waiblingen company run in this video!



“As a global company, it is our responsibility to act sustainably world-wide – both ecologically and socially.”

Yvonne Gillet,
Vice President Sustainability at Syntegon

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The “Syntegonas” women’s network

Last year, female employees at the Waiblingen, Crailsheim, and Remshalden sites founded the Syntegonas women’s network. It brings together women from different professional backgrounds and career paths and provides a platform for sharing ideas, exploring new topics, and making new connections.

The Syntegonas network creates an inspiring community in which members can broaden their horizons and offer mutual support. It encourages open communication and a free exchange of views via a variety of events and initiatives. This fosters cooperation and personal growth for all.

In the future, the network is looking to grow in numbers and expand to other regions.

Diversity and equal treatment

GRI 405-1 | 3-3

Syntegon promotes diversity on a variety of levels. For example, the company values teams made up of members of varying gender, cultural and social background, and age. Based on internal analyses on the topic of diversity, the company currently identifies the greatest potential for development in the area of gender and is therefore paying particular attention to equal rights for employees. Syntegon regularly reviews the proportion of women in management positions and aims to increase this share through targeted measures in recruiting and personnel development.

Syntegon takes special account of vulnerable groups. In the US, the company has an action plan for women and minorities, as well as for veterans and people with disabilities. In the UK, Syntegon has issued a special directive that includes a commitment to equal opportunities and the prevention of unlawful discrimination. The company has also implemented a dedicated policy against sexual harassment in the workplace in India. At Crailsheim and Waiblingen, the largest sites in Germany, there is a general works agreement covering the integration of severely disabled employees.

Diversity charter

Syntegon is a signatory to the “Charta der Vielfalt” and, as such, part of a network of over 5,000 companies and institutions. This initiative aims at recognizing, valuing, and promoting diversity in the workplace in Germany. In signing the charter, Syntegon has committed to promoting equal opportunities, creating a nondiscriminatory work environment, and raising awareness of diversity among its employees.

Syntegon has set itself the goal of achieving gender balance in both its workforce and management positions.

Modern work culture

GRI 401-1 – 401-3 | 3-3

Syntegon fosters an open work culture in which all employees can contribute their ideas and initiate change where needed. Flat hierarchies, flexible working models, and extensive company benefits all help ensure that all employees have the necessary freedom to develop according to their own talents. Depending on the country and site, company benefits cover not only financial remuneration but also family, health, and transport. An open feedback culture helps create a fair and respectful working climate.

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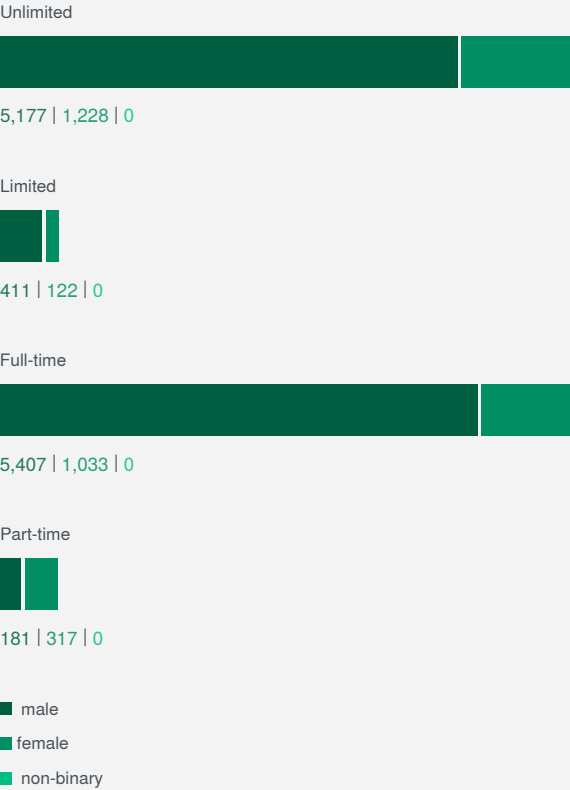
Employees by gender



Supervisory Board by age and gender



Employment relationships



The optimal start

From the very first day of employment, new arrivals enjoy a high priority at Syntegon. The company uses a digital process to onboard new employees and integrate them into existing team structures. This digital approach is designed to help new colleagues find their feet as soon as possible and become a full member of the team. Our onboarding app enables employees to get to know the company better before they start working and to establish contact with their future manager quickly and easily. The onboarding process at Syntegon regularly receives positive feedback from new employees.

Flexible work arrangements

At Syntegon, flexible working practices are an integral part of the corporate culture. The company attaches great importance to a working environment that provides the necessary freedom for all employees to contribute and develop personally. Flexibility applies in terms of both space and time:

- Mobile working was part of the work culture at Syntegon even before the Covid pandemic. Since then, it has become even more widespread, with employees making active use of this opportunity – provided, of course, that the job in question permits this. At the same time, Syntegon also regards face-to-face time as very important – e.g., during projects or for a quick chat with colleagues before and after meetings, or over a shared lunch. All of these aspects have a positive impact on teamwork, creativity, and, ultimately, on the quality of results.
- Syntegon has created an important framework for flexible working practices, with a range of work time models, long-term working time accounts, and options for additional days off for childcare or caring for family members. In addition, flexitime arrangements give employees more freedom and enable them to better combine working hours with life at home.

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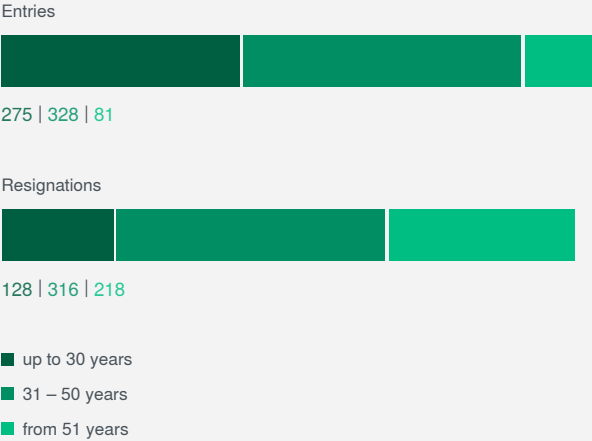
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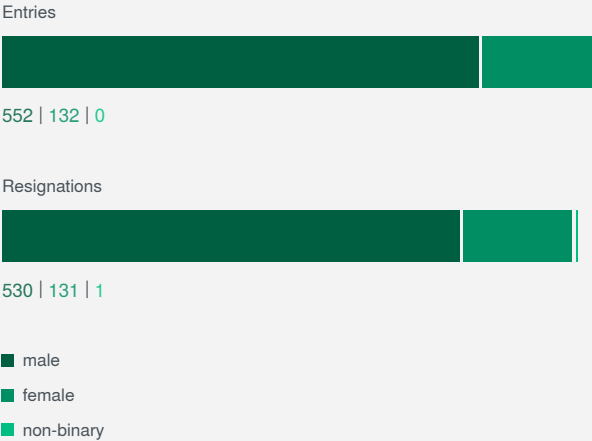
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Newly hired employees and employee turnover by age



Newly hired employees and employee turnover by gender



Fluctuation rate for full year 2024: 4.0%

Parental leave

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

	Male	Female	Non-binary
Entitled to parental leave*	2,573	578	0
On parental leave	107	86	0
Returned after parental leave	93	38	0
Employed for 12 months after return**	72	25	0

*Figures also include employees who left the company during the reporting year.
**Parental leave in 2023, return in 2024

Financial benefits

Syntegon offers its employees financial flexibility and attractive development prospects. Depending on the company site, financial benefits include vacation and Christmas bonuses, profit sharing, and discretionary and non-discretionary bonuses. The company also supports its employees financially by subsidizing company canteens. In addition, Syntegon employees benefit from company discounts and special conditions for the purchase of a range of consumer goods. Employees who have been with the company for a long time are rewarded with special benefits: additional days off and a salary bonus to mark their milestone year of service.

Work and family

Syntegon also provides financial and organizational support for childcare. At various sites, the company subsidizes the costs of childcare facilities such as daycare centers. At some of these sites, Syntegon also helps families find childcare in a nursery or kindergarten.

Parental leave helps employees combine work and family life. In this respect, Syntegon goes beyond the legal requirements, providing individual arrangements that give its employees further scope for family-friendly childcare. This includes addi-

tional days off – which are also available to employees who work shifts or those with relatives in need of care.

At some sites, Syntegon also provides childcare for its employees during the summer vacation, with all-day programs for children. Together with educational institutions and industry partners, the company organizes, for example, excursions with a focus on learning and play. Syntegon covers some of these costs for employees. At some sites, family days and summer parties are also part of the program.

Health and prevention

Syntegon also provides occupational benefits in the areas of health and prevention. At various sites, the company’s medical service offers, for example, skin and colon cancer screening, vaccinations, and general health checks. At special campaign days (see pp. 48–50 of [Sustainability Report 2023](#)) and sports events, employees can learn about important aspects of health in everyday working life and actively promote their own wellbeing.

With its flexible company pension plan, Syntegon offers employees various options to provide for their retirement. In the UK, Syntegon contributes towards the costs of employee healthcare.

Mobility

Mobility is a key element of a modern work culture. Syntegon therefore promotes sustainable and flexible modes of commuting to work. For example, the company subsidizes the leasing of bicycles and e-bikes via JobRad®, which also brings financial benefits for employees. Likewise, Syntegon provides charging stations for electric cars – and a facility to charge e-bikes – and will continue to expand these services in the future.

With regard to company benefits, Syntegon treats full-time and part-time employees equally, with both groups receiving the same benefits. If a benefit is divisible, especially in financial terms, part-time employees receive the benefit in proportion to their part-time hours.

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Education and training

GRI 404-1 – 404-3 | 3-3

Lifelong learning as the key to success

Syntegon believes that learning is the key to personal and corporate success. The company regards learning as a process of continuous development that will enable the workforce to meet current and future challenges.

This applies to all company roles. Syntegon therefore provides high-quality education and training for all its employees around the world. In times of rapid technological and social change, the company is committed to supporting the professional and personal development of its employees. A wide range of individually tailored offers include development programs in line with the company's strategic goals and the specific qualification needs of its employees.

Employee development

For the purposes of employee development, Syntegon relies on specific target agreements that are set and reviewed twice a year by management and employees. Individual employees and teams are invited to define their own targets – i.e., their own contribution to the company's success – and discuss these with their supervisors. At the employee's request, these meetings can take place more frequently to provide feedback on the current status of target achievement. In 2024, a total of 1,249 meetings to set target agreements were held at Syntegon.

Syntegon Learning World

Syntegon Learning World offers a needs-based training portfolio with currently over 300 trainer-led courses and more than 9,400 digital courses, including self-study content,

learning videos, and online training courses. Syntegon has expanded digital training in recent years, particularly during the Covid pandemic, so that employees can access this content at all times.

Since 2019, Syntegon has been using a learning management system (LMS) for continuous development of employees across all roles. This is available to colleagues worldwide, also via a mobile app. Designed to promote continuous lifelong learning, the platform includes digital learning methods as well as traditional face-to-face training courses with internal or external instructors.

More training opportunities

In 2024, employees spent an average of 9.5 hours on training and continuing education (2023: 9.0). To retain qualified professionals within the company and promote their development, Syntegon plans to significantly increase the number of training hours per employee. The aim is to reach an average of 35 hours of training per year per employee. To achieve this goal, the company has automated the training assignment and introduced central monitoring of completed courses.

In 2023, Syntegon introduced its plan for IT-assisted skills management, which was piloted in several departments. In 2024, eLearning Journal presented Syntegon with an award for its pilot project for effective capability management in the digital learning environment. Rollout to other strategically important areas of the company has now begun.

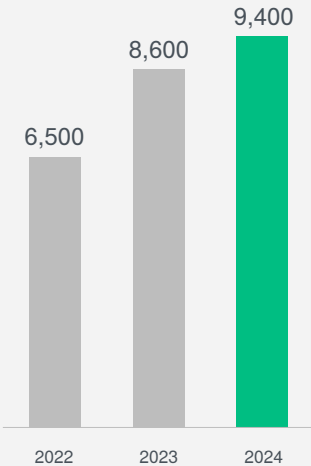
With the introduction of this new system, Syntegon aims to help employees develop their skills in a more efficient way. It also enables the company to pinpoint the specific learning requirements of its employees and deliver tailored training offers to meet this need.

eLearning Award

In 2024, Syntegon received the eLearning Award from eLearning Journal for its GROW 1 and GROW 2 talent programs. The jury praised the company's trailblazing approach: "With its GROW e-learning project, Syntegon has taken a pioneering path. The program combines blended learning and social learning, with a strong focus on self-management and strategic career development. In this way, GROW sets new standards in talent development and opens up valuable opportunities for growth and personal development for companies and employees alike."



Digital training offerings





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Meet to lead



Watch the video to learn more!

Growing (with) Syntegon

Growth doesn't start with numbers. It starts with people. With curiosity, courage, and the willingness to step outside their comfort zones. That's why Syntegon fosters a "Growth Mindset" among employees in its strategy: the belief that true growth means learning – and sometimes failing – to ultimately move forward. With its GROW 1 and GROW 2 programs (more information on p. 59), Syntegon offers employees the opportunity to evolve individually and as professionals, to not only drive their own career but also create the best results for Syntegon and its customers.





When the company excels, flexibly adapts to its customers' needs, and opens up new avenues by developing innovative solutions, it is the strategic business partner pharmaceutical, biotech, and food companies need to navigate a challenging and ever-changing marketplace.

Giuliana and Johan – mentee and mentor

Giuliana Stötzel, Head of Project Purchasing at Syntegon, completed the GROW 1 program in 2024. In her current role that she took on during the program, she manages a department with 30 people. Building team spirit as well as meaningful networks is close to her heart, and she is actively involved in Syntegon's women's network "Syntegonas". All this experience now helps and inspires her while completing the GROW 2 program.

She meets with her mentor Johan Nilsson, Chief Customer Officer at Syntegon, on site in Beringen to share a break and discuss the GROW programs' benefits, the power of networks and what a growth mindset means to them.

"I also liked having a mentor from the start – it gave me the chance to build on your experience."

Giuliana Stötzel
Head of Project Purchasing at Syntegon

Johan | Giuliana, what drew you to the GROW program originally?

Giuliana | I saw that it would give me support and development in a lot of areas that I really wanted to grow into. Especially when it came to GROW 2, I knew that the emphasis on strategic and business thinking as well as leadership skills would help me in my current role and with being a better leader in the future. I also liked having a mentor from the start – it gave me the chance to build on your experience.

Johan | I think this is exactly how a growth mindset helps you learn and develop faster – remaining curious, continuously challenging yourself as well as being inspired and learning from others – and then building on that.



“Open-mindedness towards other perspectives is a really important part of a growth mindset.”

Johan Nilsson,
Chief Customer Officer at Syntegon

Giuliana | That's very much what it is to me, too – always seeking out learning opportunities without fear of failure. I remember some instances in which I got some critical feedback. Keeping an open mind and looking for the learning potential in it helped me to create a positive outcome.

Johan | Speaking of an open mind – to me, open-mindedness towards other perspectives is also a really important part of a growth mindset. This is why I think it's great that the GROW programs allow participants to learn together across countries and departments.

Giuliana | Absolutely. This is also why I'm active in the “Syntegonas” women's network – on a personal level, they are a great inspiration for me as a mother of two, and on

a professional level the fresh perspectives help me evolve. For me, this is comparable to the GROW programs. I get to exchange experiences with my colleagues who are in a similar situation and might face similar challenges but will come up with totally different solutions.

Johan | From the company's side, I'm convinced this systematic investment in our future talents here at Syntegon will be hugely beneficial. You and the other participants also invest a lot, namely time and effort, on top of your job. I hope it is worth it for you as well?





Giuliana | Oh yes, I have learned so much! Now I'm keen to put it all into action. I think the best way for me as a leader is to pass what I have learned on to my team. I want to give them the opportunity to grow and to own their own journey.

Johan | You know, that's a great example of good leadership. I'm convinced that Syntegon's future is bright with leaders like you!



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Talent programs

-  The **GROW 1** program is primarily designed to promote talent at an early stage and provide employees with guidance on their own career path. GROW 1 focuses on self-management skills and is therefore directed, in particular, at employees with large potential for management, specialist, or project leader roles.
-  **GROW 2** promotes individuals with the personality and vision to lead employees and actively shape future strategy at Syntegon.
-  The **Executive Development** program is directed at selected top executives with clear ambitions and the potential to take on top management roles at the company in the future.
-  In addition, further programs include the Sales Professional program, which offers targeted development of change management and communication skills.

Evaluation and quality assurance

Syntegon places great emphasis on the quality of its training. The company evaluates its offerings once a quarter and, on this basis, makes targeted improvements and adjusts training content or structure as needed. Once a quarter, the company also reviews the level of interest and waiting lists to ensure that training needs are being met. In addition, Syntegon consults closely with company departments in order to further develop the portfolio in relevant areas and incorporate this in the LMS. Dialog with managers, project workers, and peer groups also helps employees assimilate training content on a lasting basis. In addition, Syntegon plans to transform its learning management system into a comprehensive talent development platform in order to promote skill improvement.


Talent programs

With its global talent programs, Syntegon offers employees specific opportunities to fully realize their personal and professional potential. In this way, the company would like to help them develop into qualified professionals, managers, and future role models. 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).

GROW offers an excellent example of forward-looking talent development. The program not only assists with individual career development but also helps increase potential within the company and promote innovative solutions for the future. At Syntegon, employee development is therefore closely entwined with the company's lasting success.

Employee surveys

GRI 3-3

Syntegon uses a variety of approaches to measure the effectiveness of company policy and employee satisfaction. A global employee survey was last conducted in 2022 – the results were presented in the  **2022 Sustainability Report**. In addition, the company uses pulse surveys – in the service organization, for example – to gauge employee sentiment on a quarterly basis, gather feedback, and develop specific measures in response. This kind of feedback provides key inputs for achieving a lasting increase in employee satisfaction and engagement across all areas of the company.

Syntegon also uses rating platforms such as Kununu or Glassdoor to measure the attractiveness of its employer brand.

In 2024, Kununu once again rated Syntegon as a top employer, placing it among the leading five percent of companies registered on the platform.

Part of the local community

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

Socially committed

With 47 company sites around the globe, Syntegon has a strong global presence. Wherever the company operates, it has an impact on the local economy of communities close to its sites. At many sites, Syntegon is the major local employer and generates employment and training opportunities, helping create economic and social stability in the region as a whole. Through its engagement in a wide range of local activities, the company boosts its impact on the economy of surrounding towns and communities and intensifies its dialog with public decision-makers.

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Corporate practice

As a globally active company, Syntegon has a responsibility to operate in a sustainable manner – socially, ecologically, and economically – at all of its sites and to respect local conditions, needs, and interests. Ten of the 47 Syntegon Group sites have a works council, six of which are in Germany. Syntegon also takes ecological concerns into account at all of its sites (see **Enviroment**, pp. 31–46). At 18 manufacturing sites, occupational health and safety as well as environmental protection committees are in place to discuss local environmental issues and develop appropriate measures.

External stakeholders

Syntegon supports social and environmental initiatives around the world in close consultation with local stakeholders. These include political decision-makers, public authorities, the media, and social institutions. In addition to the company’s own social engagement, employees and the media play a crucial role. Syntegon employees welcome and expect the company’s engagement on behalf of local communities, and the media are eager to establish a regular and proactive dialog with the company. Especially in regions where Syntegon is one of the major employers, stakeholders from the political, social, and civil realms expect the company to engage with local communities in a variety of ways.

In addition to seeking regular local media coverage – particularly at its largest sites – Syntegon holds an annual dialog with public decision-makers. It focuses on relevant local activities such as construction projects, business development, and sustainability issues, which Syntegon then reports upon via the media or directly to relevant stakeholders.

Charitable donations

Syntegon takes on active responsibility for the local community at its sites by making charitable donations and encouraging employees to become socially engaged. The



principal beneficiaries are projects in the areas of health, food supply, the environment, education, and science.

Such donations benefit, for example, food banks, hospitals, and educational facilities. The Syntegon Group also regularly supports CARE Germany, an aid organization committed to, among other things, providing food and medicine to people in need worldwide. In 2024, Syntegon supported the work of CARE Germany with donations totaling EUR 60,000. Charitable work on behalf of local communities also includes the participation of employees in various site-based campaigns such as the annual fundraising campaign “Packaging for a good cause” (see pp. 55–57 of [Sustainability report 2023](#)). Events devised by employees such as the Syntegon Calorie Cup (see pp. 50–51) combine social engagement with physical fitness. In this fundraiser initiative, Syntegon employees take part in various sports activities such as cycling, jogging,

and walking over a period of two weeks. For every calorie burned, participating sites donate one cent to a good cause.

Syntegon also sponsors both grassroots and top-drawer sporting events, thereby helping to forge a regional sense of community. In Crailsheim, home to Syntegon’s largest site, the company sponsors HAKRO Merlins Crailsheim, a 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 plays in the highest Swiss league and at European level. These long-term partnerships help strengthen Syntegon’s profile as a regionally committed stakeholder.

Knowing one’s value

Together with relevant stakeholders, Syntegon regularly reviews the effectiveness and suitability of donations and sponsorships. To measure the success of its charitable and media activities, the company regularly monitors local media coverage and annually reviews donations made by company sites. Employees can also provide feedback on their own sponsorship activities and make suggestions in this area.

Results to date show that regular and proactive communication with local media and decision-makers has become well established at the largest company sites. This has strengthened Syntegon’s role as a relevant local stakeholder. The social engagement of Syntegon sites and employees has also increased in recent years, with employees actively supporting the company’s charitable activities.



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More information

Companies of the Syntegon Group

Company	Country
Syntegon Holding GmbH	Germany
Syntegon GmbH	Germany
Syntegon US Holding Inc.	USA
Syntegon Technology GmbH	Germany
Syntegon Tecnologia de Embalagem Limitada	Brasil
Syntegon Packaging Technology (Hangzhou) Co., Ltd.	China
Syntegon Telstar Shanghai Company Limited	China
Syntegon Technology A/S	Denmark
Syntegon Packaging Technology GmbH	Germany
Pharmatec GmbH	Germany
Hüttlin GmbH	Germany
Makat Candy Technology GmbH	Germany
Kliklok International Limited	Great Britain
Syntegon Technology Limited	Great Britain
Syntegon Technology India Private Limited	India
Syntegon Technology K.K.	Japan
Syntegon Packaging Solutions B.V.	Netherlands
SBM Schoeller-Bleckmann Medizintechnik GmbH	Austria

Company	Country
Syntegon Packaging Systems AG	Switzerland
Syntegon Technology Services AG	Switzerland
Syntegon Technology Singapore Pte. Ltd.	Singapore
Falcon Acquisition S.L.	Spain
Syntegon Telstar, S.L.U.	Spain
Syntegon Telstar Technologies, S.L.U.	Spain
Syntegon Technology (Thailand) Co., Ltd.	Thailand
Syntegon Packaging Technology LLC	USA
Syntegon Technology Services LLC	USA
Syntegon Fenway GmbH	Germany
Klenzaid's Contamination Controls Private Limited	India
Syntegon Technology Ltd.	Egypt
Syntegon Telstar Brazil Consultoria, Ltda	Brasil
Valicare GmbH	Germany
Syntegon Technology SAS	France
Syntegon Telstar France SAS	France
Syntegon Telstar UK Ltd.	Great Britain
Syntegon Telstar India Pvt Ltd	India

Company	Country
Syntegon Telstar Italia, S.R.L.	Italy
Syntegon Technology Ltd.	Canada
Syntegon Telstar México, S.A. de C.V.	Mexico
Sociedade de Serviços de Engenharia de Industria Farmacêutica, Ltd	Portugal
Valicare s.r.o.	Slovakia
Labware S.A.	Spain
Syntegon Technology South Africa (Pty) Ltd.	South Africa
Syntegon Technology Kft.	Hungary
Syntegon Telstar North America, Inc	USA

The Syntegon Group also holds less than 50 percent of the total shares in Industrial Pharmaceutical Resources (IPR), and less than 10 percent of the shares in the embedded ocean GmbH.

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Quantity of materials used

Weights of materials used in machines
delivered by the Syntegon Group* in 2024

Class	Material	Kilogram
Steel	Stainless steel	1,914,419
	Cast steel	96,461
	Other (low-alloyed / unalloyed)	1,424,157
Other Metals	AlMg (aluminum-magnesium alloy)	293,520
	Cast aluminum	10,461
	Other aluminums	34,756
	Other metals	30,455
Plastics	CFK (carbon fiber-reinforced plastic)	764
	PA (Polyamide) / PC (Polycarbonate)	54,885
	PTFE (Polytetrafluoroethylene e.g. Teflon)	1,013
	PU / PUR (Polyurethane)	10,326
	Other (PBT, PET, POM)	173,698
Elastomers	FKM (Fluor rubber)	267
	Others (EDPM, HNBR, VMQ)	47,885

*without Syntegon Telstar, S.L.U. and Klenzaid's Contamination Controls Private Ltd.

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Quantity of materials used

Weights of materials used in machines
delivered by the Syntegon Group* in 2024

Class	Material	Kilogram
Glass	Glass	26,548
Elektronics	Cables	71,727
	Passive electronic components (switches, terminals, connectors, other)	87,726
	Active electronic components (sensors, PCBs, control units)	70,572
	Electrical motors	112,990
	Power supply	17,735
	Display	7,571
	Other electronics	47,443
Initial supplies	Lubrication oil / grease	1,229
Other		28,694
Total		4,565,415

*without Syntegon Telstar, S.L.U. and Klenzaids Contamination Controls Private Ltd.

GRI Index


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, 2024 up to and including December 31st, 2024 with reference to the GRI standards.


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Further information

This report was originally compiled in German and has been translated into English.

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Legal notice

This report contains statements that relate to future developments of the Syntegon Group and to (macro-) economic conditions and developments. Words such as “assume”, “believe”, “estimate”, “expect”, “intend”, “can”, “should” and similar terms identify such forward-looking statements. These represent the current estimates of Syntegon’s management based on information available at the time this report was prepared. Forward-looking statements are characterized by a large number of risks and uncertainties and may therefore differ substantially from the future development of the Syntegon Group and the results actually achieved. Various factors are beyond Syntegon’s control and cannot be accurately estimated in advance. Examples are an unfavorable development of the global economic situation, unavoidable events of force majeure such as natural disasters, pandemics, geopolitical unrest, a possible change in the acceptance of our products and services, price increases for raw materials or supply bottlenecks. If the underlying assumptions do not materialize, or if any of these or other factors should occur, actual results may differ from those currently anticipated. An update of the forward-looking statements is neither planned nor does Syntegon assume a separate obligation to do so.

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