Modern Slavery Statement

Commitment

Syntegon is committed to preventing, identifying, and mitigating the risk of modern slavery, forced labour, child labour, human trafficking, and other human rights violations across our operations and supply chain. We conduct business ethically and with integrity, ensuring transparency within our organization and value chain. We work collaboratively with our suppliers to address identified risks, implement effective systems and controls to prevent modern slavery, drive continuous improvement, and raise awareness of modern slavery across our business and value chain. Our Code of Conduct and human rights due diligence approach, based on internationally recognized human rights and labour standards such as the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the principles of the UN Global Compact, reflect our commitment.

Business Operations

Syntegon is a global strategic partner for the pharmaceutical and food industries, headquartered in the Stuttgart region, Germany, providing innovative processing and packaging technologies, integrated solutions, and lifecycle services. Driven by the purpose of enabling safe, reliable, and sustainable solutions that improve lives of people around the world, the company supports customers in delivering essential products to society. With more than 7,300 employees worldwide, operations across 49 sites in 23 countries, including 20 production facilities, and a record turnover of 1.75 billion EUR in the fiscal year of 2025, the company operates through two business divisions: Pharma and Food. These divisions are supported by a global service organization and central corporate functions, ensuring consistent governance, efficient processes, and strategic alignment across the organization.

Policies

Our global policies provide the framework for identifying, preventing, mitigating, and addressing human rights risks, and set the expectations and standards for ethical conduct across our operations and business relationships, reinforcing our commitment to preventing modern slavery and respecting human rights throughout our organization and value chain. Our commitment is overseen by our governance bodies and subject to regular review and publicly reporting to ensure effective oversight and transparency.

Key policies supporting our commitment include:

- **Syntegon's Corporate Sustainability Policy** sets our commitment to conducting business in a socially, environmentally, and economically responsible manner. It integrates respect for human rights and responsible labour practices into our sustainability approach and establishes the principles that guide our operations and business relationships.
- **Human Rights Policy** sets out our commitment to respecting internationally recognized human rights across our global operations and business relationships. Applicable to all employees and business partners, it provides the framework for promoting fair labour practices, protecting workers' rights, and embedding respect for human rights throughout our value chain.
- **Code of Conduct** defines the ethical principles and standards expected of all employees and serves as the foundation for responsible business across our global operations. It establishes clear expectations for lawful and ethical behaviour and provides guidance on key areas of business ethics, compliance, integrity, human rights, and responsible workplace practices, while encouraging employees to speak up and report concerns through established reporting channels.

- **Code of Conduct for Business Partners** communicates the standards and expectations that apply to our business relationships worldwide. It requires business partners to conduct business lawfully, ethically and responsibly, while respecting human rights, promoting fair labour practices, protecting the environment, and fulfilling applicable due diligence obligations throughout the supply chain.

Our Supply Chain

We value the important role our suppliers play in supporting our business and are committed to building long-term, mutually beneficial relationships with partners who share our values and expectations for responsible business conduct.

Our global supply chain supports both our Pharma and Food divisions through the sourcing of direct materials and components for manufacturing, production equipment, indirect goods and services, logistics and professional services that enable our global operations and the delivery of customer solutions. We currently monitor more than 3,000 direct suppliers across over 50 countries, with a considerable proportion located in China, Germany, India, Japan, the Netherlands, and United States. While our supplier base is geographically diverse, the majority of our direct suppliers operate in countries and industries that are not associated with the highest inherent risks of modern slavery.

Suppliers are managed through a structured onboarding and segmentation process designed to support responsible sourcing and effective risk management. Before engaging in business, suppliers undergo qualification and screening processes, including sanctions screening, ESG assessments, contractual agreements, and the requirement to sign and comply with our Code of Conduct for Business Partner. The level of due diligence, qualification, and ongoing monitoring is proportionate to each supplier's risk profile and strategic importance. This approach supports the timely identification of risks, the implementation of corrective actions and, where appropriate, the responsible disengagement from suppliers that do not meet our expectations.

Risk Assessment

Our approach to identifying and managing modern slavery risks is underpinned by the upper mentioned policies. Together, these policies establish the standards and expectations that guide our supplier due diligence processes and responsible sourcing practices across our supply chain.

Syntegon applies a structured, risk-based approach to assess potential human rights risks within our supply chain. Supported by ESG risk assessment tools, suppliers are initially screened based on country and industry risk indicators to identify areas that may present an elevated risk of adverse human rights impacts. Suppliers identified as presenting higher potential risks are subjected to enhanced due diligence to further assess their management of human rights and environmental issues.

This enhanced assessment includes the evaluation of supplier responses against internationally recognised standards and helps identify potential gaps in their management systems and practices. The findings support informed decision-making, enabling us to prioritize supplier engagement, implement corrective actions where appropriate, and monitor progress over time.

During 2025, we further strengthen our supplier due diligence framework by embedding ESG considerations into supplier segmentation and onboarding processes, reinforcing contractual requirements, increasing supplier commitment to our Code of Conduct for Business Partner, and enhancing the monitoring of supplier performance through a dedicated human rights dashboard. These measures continue to strengthen our ability to identify, assess, and address potential risks across our supply chain.

Grievance Mechanism

We maintain a confidential and non-retaliatory reporting process that is available to employees, contractors, suppliers and business partners. Concerns relating to ethics, compliance, labour rights, or other human rights issues, including modern slavery, can be raised in good faith through our Syntegon Compliance Hotline, which is accessible 24/7, including via phone in multiple languages, and is operated by an independent third-party provider.
All reports are anonymous, treated confidentially and addressed through established investigation processes. Where appropriate, corrective actions and remediation measures are implemented. We also expect our suppliers and business partners to maintain effective grievance mechanisms within their own operations.

During 2025, no cases of modern slavery were identified through our due diligence processes or reporting channels, within our operations or supply chain. We continue to monitor relevant indicators and strengthen our processes to ensure that any issues that may arise are effectively identified, investigated, and addressed.

Approval

This statement is issued pursuant to Article 54(1) of the Modern Slavery Act of 2015 and constitutes Syntegon's statement on slavery and human trafficking. Syntegon's board of directors and management oversee the implementation of measures mentioned in this statement and provide adequate resources to ensure that no instances of slavery or human trafficking occur within the organization or our supply chain.

This statement was approved by the Managing Board in August 2026.

Torsten Türling
CEO

Wolfgang Schiller
VP HR

Syntegon Technology GmbH
November 2026

List of subsidiaries of Syntegon Technology GmbH in the UK:
Syntegon Technology Limited
Kliklok International Limited
Syntegon Telstar UK Ltd