

Sustainability

Report 2025

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Committed to Sustainability

WE SUPPORT





SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

BUSINESS
AMBITION FOR

1.5°C





charta der vielfalt

Für Diversity in der Arbeitswelt



PLATINUM

Top 1%

ecovadis

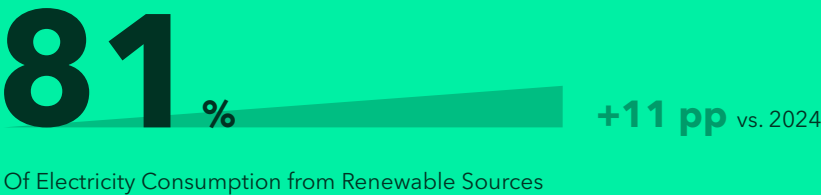
Sustainability Rating

APR 2025

SUSTAINABLE
DEVELOPMENT

GOALS

Sustainability Development 2025



From Commitment to Impact: Advancing Our Sustainability Journey

Dear Syntegon Stakeholders,

In 2025, we made significant progress towards our vision of becoming the leading strategic lifecycle partner for our customers in the growing pharmaceutical, biotech, and food industries. Our strategy is focused on sustainable, long-term growth, with sustainability as a core pillar and a key driver of Syntegon’s long-term success.

Building on the momentum of 2024, in 2025, we delivered strong financial results alongside measurable environmental and social progress. This underscores our conviction that economic success and sustainability performance are mutually reinforcing.

Overall, we made substantial progress in embedding sustainability across our business, not as a separate initiative, but as a fundamental driver of innovation, performance, and value creation.

As a strategic lifecycle partner, our role goes beyond delivering high-performance technologies. We

drive innovation in close partnership with leading customers. Our solutions are essential to ensuring the safe, efficient, and resource-conscious production and packaging of medicines and food. Through our promise of “Seamless Processes”, “Innovative Technologies” and “Sustainable Solutions”, we actively support our customers in lowering their environmental footprint and navigating increasing regulatory and societal expectations. This promise defines how we operate, innovate, and create value.

We support our customers with more than 70,000 machines operating in thousands of factories worldwide. Our lifecycle services for these systems ensure long-lasting asset value and resource-efficient operations.

Our commitment to sustainability is reflected in tangible, measurable progress. In 2025, we strengthened our climate ambition by developing a comprehensive transition plan with detailed decarbonization roadmaps spanning our operations and value chain.

We further reduced Scope 1 and 2 CO₂ emissions, reaching a 40 percent reduction compared to 2019, keeping us firmly on track toward our net-zero target for 2040. We enhanced our energy efficiency compared to 2024, lowering GHG Scope 1 and 2 intensity by 1.22 percentage points to 6.73 kg CO₂e per thousand euro revenue, and increased the share of electricity sourced from renewables to 81 percent (+11 pp vs. 2024). We also continued to invest in our people, raising average training hours to 11.2 per employee, and further improved workplace safety, as reflected in a reduced lost-time injury frequency rate.

Our progress is also acknowledged externally. In 2025, Syntegon was awarded the EcoVadis Platinum Medal, placing us among the top 1% of companies worldwide and underscoring the strength of our environmental, social, and governance performance. We also achieved a CDP Climate Change score of B, demonstrating that we actively manage our environmental impacts through established processes and robust strategies.

Equally important is how we embed sustainability into our governance and decision-making. In anticipation of evolving regulatory requirements, including the Corporate Sustainability Reporting Directive (CSRD), we further enhanced our reporting processes, accountability, and cross-functional collaboration. Sustainability is firmly anchored at the highest level and embedded across all business functions, ensuring alignment between strategy, operations, and long-term value creation.

None of this would be possible without the commitment of our highly engaged people at Syntegon. By investing in capability building, fostering inclusion,

and empowering our people to take ownership, we are building a culture where sustainability and performance go hand in hand. Guided by clear principles, simplifying processes, enabling growth, and taking ownership, we empower our employees to deliver on our promise every day.

The industries we serve remain structurally attractive and continue to offer strong growth potential. They are currently undergoing a profound transformation, driven by climate change, changing demographics, technological innovation, and increasing regulatory complexity. We see this as a significant opportunity to lead in our industry and to contribute meaningfully to value creation.

With our Business Plan 2030, we have a clear roadmap to further strengthen our innovation leadership and accelerate sustainable growth. We are committed to continuously reducing our environmental footprint, advancing circular solutions, and enabling our customers to achieve their sustainability goals.

I would like to thank our employees for their dedication, our customers for their trust, and our partners for their collaboration.

Together, we are shaping a future where business success and sustainability go hand in hand.

Sincerely,

Torsten Türling
Chief Executive Officer



Basis for Preparation

The Sustainability Report has been prepared on a consolidated basis for Syntegon Holding GmbH, referred to as “Syntegon”, “the company” or “the group” in this report, and includes all its subsidiaries, except when specifically noted, and thus depending on materiality of information it may slightly differ to the financial statement. Business Units refer to four major divisions across Syntegon, which are: Pharma Liquid, Pharma Solid, Food Vertical, and Food Horizontal. Sites refer to every facility, office, or manufacturing plant within Syntegon.

This report includes information regarding the upstream and downstream value chain, including tier 1 suppliers and customers, for material impacts, risks and opportunities identified.

The reporting period is the same as for the group financial statements, January 1st to December 31st, 2025.

Moving from GRI, which was the basis of the 2024 report, this sustainability statement has been prepared on a voluntary basis in orientation to European Sustainability Reporting Standards Set 1 (2023) (hereinafter ESRS). The ESRS has been guiding in terms of the structure of the report (e.g., section titles), the principle of disclosing information regarding policies, actions, and targets, and performing a double materiality assessment as a basis to focusing on material impacts, risks and opportunities relevant to the company and stakeholders. For the metrics disclosed in this report ESRS was used as a reference. Any deviations or exemption to the ESRS definition, a description of Syntegon’s methodology of calculation, and main assumptions used are explained in the corresponding sections.

This report lays the foundation for a gradual expansion of qualitative and quantitative disclosures in the coming reporting years. The report does not show comparisons with previous years.

This Sustainability Report has been prepared in English as the master version for drafting.

Quantitative metrics marked with an asterisk (*) have been subject to a third party limited assurance engagement.

In addition to the requirements of the European Standard for Sustainability Reporting (ESRS), this report also considers relevant provisions from other recognized standards and regulations. These include the GRI standards, the GHG Protocol for the quantitative recording of greenhouse gas emissions, the Science Based Targets Initiative (SBTi) for setting science-based climate targets, and the Ecoinvent database as a basis for environmental assessment and life cycle analysis.



Syntegon Group in 2025



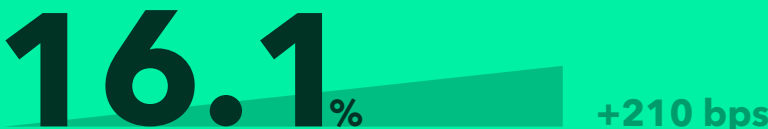
EUR in Sales



EUR EBITDA, Adjusted



EUR Order Intake



EBITDA Margin, Adjusted



EUR free cash flow



ESRS 2 SBM-1

Company Profile

Syntegon is a strategic lifecycle partner for the pharmaceutical, biotechnology, and food industries. With its mission-critical technologies, the company enables the safe, efficient, and compliant production and packaging of essential medicines and food. The goal is to help customers make a measurable contribution through solutions that improve lives and build trust in the products people depend on every day.

The strategy is centered on a deep understanding of customers processes and business requirements. By combining comprehensive process expertise with state-of-the-art technologies and services, Syntegon supports its customers throughout the entire life cycle of their products, from development and process validation to rapid scaling into commercial production, while sustaining the highest levels of efficiency and reliability throughout operations and supply. This holistic approach helps customers to accelerate time-to-market, reduce costs, and meet the most stringent quality and regulatory requirements, thereby enabling long-term business success.



7,344

Employees

49

Locations

23

Countries

Value Creation Strategy

Syntegon's value creation strategy focuses on driving profitable growth by providing comprehensive solutions to critical customer needs. The strategy builds on the company's strong positioning in the growing pharmaceutical, biotechnology, and food sectors, and its unparalleled innovation capabilities, while leveraging a unique global footprint for engineering, operations and service.

Customer Promise: Seamless, Innovative, Sustainable

Syntegon's strategy is anchored in a clear customer promise based on three pillars: seamless processes, innovative technologies, and sustainable solutions, as shown on the right-hand side. Its close customer intimacy and its strategic partner positioning are captured in its brand promise: Together with customers, we COCREATE and COSUCCEED. Syntegon's value creation strategy activates three fundamental growth levers as well as three powerful margin-enhancing excellence levers.

Our Customer Promise



Seamless Processes

Helping build better businesses.

With a deep understanding of its customers' businesses and a holistic approach to solutions, the company enables them to unlock their full potential by enhancing productivity and reliability through greater efficiency, fewer interfaces, and seamless integration of mission-critical processes into their operations.



Innovative Technologies

Enabling customers to lead in their markets.

Syntegon leverages its deep engineering expertise to make a real difference to its customers' most critical operations, providing them with the most innovative and high-performance technology solutions on the market; solutions that create measurable value and drive competitive advantage.



Sustainable Solutions

Empowering future-proof operations.

As a strategic partner, Syntegon stands alongside its customers to help them master tomorrow's challenges by supporting their sustainability goals, minimizing safety risk, safeguarding product integrity, and delivering services and added value throughout every stage of their system's lifecycle.

Levers for Long-Term Profitable Growth

To propel long-term profitable growth, Syntegon has activated three impactful growth levers which are deeply rooted in the company's core strengths.

• Scale Global Solution

Leveraging holistic line-solutions expertise and systematically rolling it out across the business globally. This includes, for example, supplying global growth capacity to satisfy the booming GLP-1 demand, by transferring technology across the global network.

• Expand in Strategic Regions

Benefitting from high market growth rates and market-share gain opportunities outside EMEA, Syntegon's home market, in the targeted strategic growth regions of the United States, India, and China. The recent launch of innovations and the localization of solutions have contributed to new customer wins and accelerated growth.

• Grow with Service

Fully commercially activating a large installed base of more than 70,000 machines across thousands of Pharma and Food plants around the world is a significant lever for long-term growth and value creation. Syntegon's helps to optimize its customers' highly critical operations, securing uptime, and a reliable supply at the highest level of quality and efficiency. Over time, the proportion of high-margin recurring revenue will continue to increase.

Levers for Excellence

Syntegon focuses on powerful excellence levers to drive customer satisfaction and margin expansion.

• Project Excellence

Syntegon executes even the most sophisticated customer projects reliably and with precision,

avoiding cost overruns and timing delays, and reinforcing its position as a trusted and reliable partner.

• Operational Excellence

Operational excellence drives value creation through systematic procurement, supply chain and footprint optimization, engineering efficiency and lean manufacturing practices. These enhance volume scalability, leading to shorter lead times, and stronger supply chain resilience.

• Portfolio Optimization

Syntegon is enhancing the proportion of modular platforms for more efficient scaling, continuously innovating to keep an industry-leading portfolio, and pursuing targeted strategic acquisitions to complete and strengthen its portfolio.

Employees as a Success Factor

Customer proximity, technological complexity, and stringent regulatory requirements in Syntegon's markets demand highly skilled, motivated, and accountable teams. Own employees help the company play a decisive role in delivering complex projects successfully, driving innovation, and supporting customers worldwide as a trusted partner.

Syntegon promotes a working environment that supports personal development, entrepreneurial thinking, and collaboration, backed by targeted training programs and clear leadership principles. Shared values of simplifying life for customers, enabling growth, and taking responsibility for results shape daily actions and create a culture of responsibility, innovation, and sustainable performance.

Syntegon's corporate culture is built on clear values and shared principles. "Engage to Simplify", "Enable Growth", and "Own Results" provide the framework for daily work, collaboration, and leadership.



COCREATE.
COSUCCEED.

Sustainable Solutions

As a strategic partner, Syntegon stands alongside the pharmaceutical, biotech, and food industries to help them master tomorrow's challenges – supporting their sustainability goals (e.g. energy efficiency improvements), minimizing safety risk, safeguarding product integrity, and delivering services and added value throughout every stage of their system's lifecycle.

Syntegon leverages its deep engineering expertise to make a real difference to its customers' most critical operations, providing them with the most innovative and high-performance technology solutions on the market. Whether it's safer medicines, less food waste, or smarter packaging, Syntegon's technology contributes to a healthier, more sustainable world.



SVX Series Vertical Flow-Wrapping/Packaging Platform Expansion

Following the successful launch of the SVX vertical form-fill-seal (VFFS) packaging platform, its capabilities have been further enhanced in 2025, delivering significant customer value across key industries. The SVX series combines high output, a compact footprint (installation space), modular design, and future-proof technology – allowing producers to maximize throughput without sacrificing flexibility or efficiency. Customers benefit from high-speed performance (up to 300 bags/min per lane), broad bag-style versatility, minimal waste, and low energy/space requirements, enabling rapid return on investment. Syntegon continues to broaden the platform by developing advanced bag styles and additional applications, ensuring the SVX remains a future-proof solution for evolving market demands.

SynTiso Next-Generation Gloveless RTU Line for Pharma Liquids

Syntegon introduced SynTiso, a fully automated, gloveless, Annex 1-compliant fill-finish line for liquid pharmaceuticals, developed in close collaboration with leading industry partners. SynTiso handles vials, syringes, or cartridges – including ready-to-use (RTU) containers at up to 600 containers per minute, making it one of the highest-throughput aseptic filling systems in the market. With its contactless, suspended-transport system, gloveless isolator, remote robotic setup and 100% in-process control (IPC), SynTiso significantly reduces contamination risk, limits manual intervention and enables rapid batch changeovers – boosting overall equipment effectiveness and delivering unmatched drug-dosage flexibility and regulatory compliance. It also leads to waste reduction.



General Disclosures

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ESRS 2 BP-2

General Reporting Principles

Disclosure Relating to Time Horizons

Syntegon follows the definitions of “short, medium and long-term” time horizons as defined in ESRS 1 as follows:

- Short-term: < 1 year (within the reporting year)
- Medium-term: ≥1 year from the end of the short-term reporting period to ≤ 5 years
- Long-term: > 5 years

These definitions were used to identify and assess risks and opportunities, and to disclose other metrics and targets within the report, except for disclosures relevant to ESRS E1. The time horizons used in section E1 (Climate Change) follow the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) to better reflect physical climate impacts and transition pathways, and to align decarbonization levers with targets. These time horizons are as follows:

- Short-term: by 2030
- Medium-term: by 2040
- Long-term: by 2050

Disclosure Relating to Value Chain Estimation

This sustainability statement includes information from the supply chain from external sources to calculate some parts of Scope 3 GHG emissions and other metrics. To avoid duplications, the calculation methodology and level of accuracy, including assumptions and estimations, are disclosed in the corresponding sections.

Other Disclosures

The company aligns its management approaches with the principles of internationally recognized ISO standards, including ISO 45001 (occupational health and safety), ISO 9001 (quality management), and ISO 14001 (environmental management) to support consistent practices in sustainability, quality, and safety. Certification to these standards is implemented at some sites, with ongoing efforts to expand certification coverage across Syntegon. The aim of this comprehensive approach is not only to meet legal requirements, but also to develop a holistic and long-term strategy to promote the company's environmental and social responsibility. The use of internationally recognized standards ensures transparent and reliable reporting that strengthens stakeholder trust and contributes to the continuous improvement of corporate performance.



ESRS 2 GOV-1, GOV-2, GOV-3, GOV-4, GOV-5

Sustainability Governance

Syntegon has identified sustainability-related impacts, risks and opportunities. Therefore, in 2025 in order to inform strategic decision-making, manage those IROs, and to provide accountability over the sustainability strategy and targets, Syntegon enhanced sustainability governance as follows:

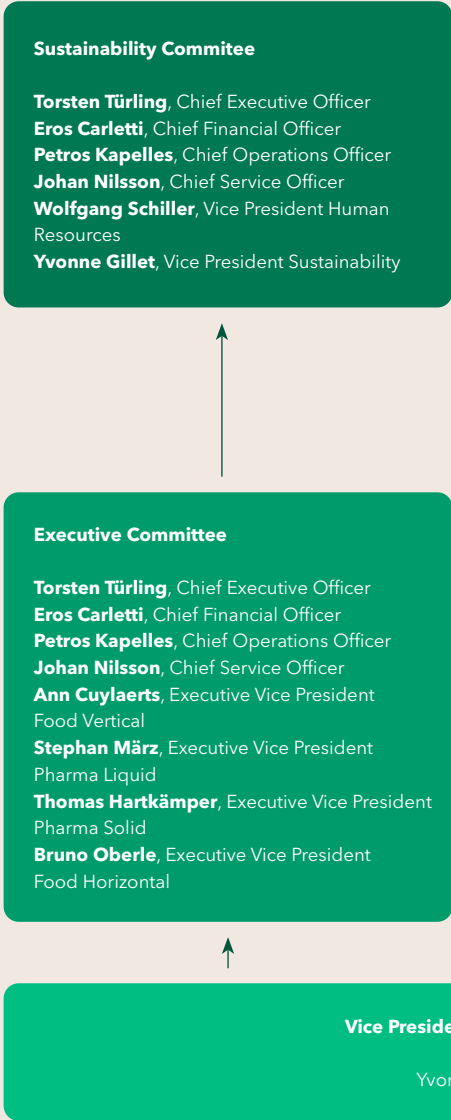
- The Supervisory Board, the most senior control body, comprises 12 members, all of them non-executive directors, three of which are women (25%). They meet on a regular basis twice a year and ad hoc if required. The company owner nominates six members of the Supervisory Board at their own discretion. The remaining six members are elected by the employees of Syntegon companies in Germany. These include a senior manager, two trade union representatives, and three members of the works council. Consequently, members of the supervisory board have different but, complementary experiences that are relevant to the company's sectors, products, and geographical locations. As trade union representatives and work council members, five members of the board are experienced in advocating for workers' rights, while eight of the twelve supervisory board members have extensive international management and business experience. This is complemented by the members' respective experiences in the life science and/or engineering sector(s). The Supervisory Board is responsible for overseeing sustainability performance and company compliance through the Audit Committee.
- The Sustainability Committee, formed by the Chief Executive Officer, the Chief Financial Officer, the Chief Operations Officer, the Chief Service Officer, the Vice President of Human Resources, and the

Vice President of Sustainability, approves the sustainability strategy, roadmap, and resources; it ensures regulatory compliance and integration of sustainability across the business strategy and makes decisions to strengthen stakeholder trust, long term value creation, and resilience. The CEO has extensive international experience in senior leadership roles within global industrial and manufacturing companies. His background includes responsibility for strategic development, commercial management, and organizational transformation. The COO, CFO, and CSO each contribute leadership experience in their respective areas: operations, finance, and services. This is complemented by their respective expertise in the manufacturing and/or packaging industry. Their combined backgrounds span operational excellence, financial management, and transformation, and the development of lifecycle-oriented service organizations. The Vice President of Sustainability has extensive experience in embedding sustainability, compliance and risk management into business operations. The members of the Sustainability Committee have different but, complementary expertise relevant to the industry sector and geographical locations to provide clear direction into sustainable development.

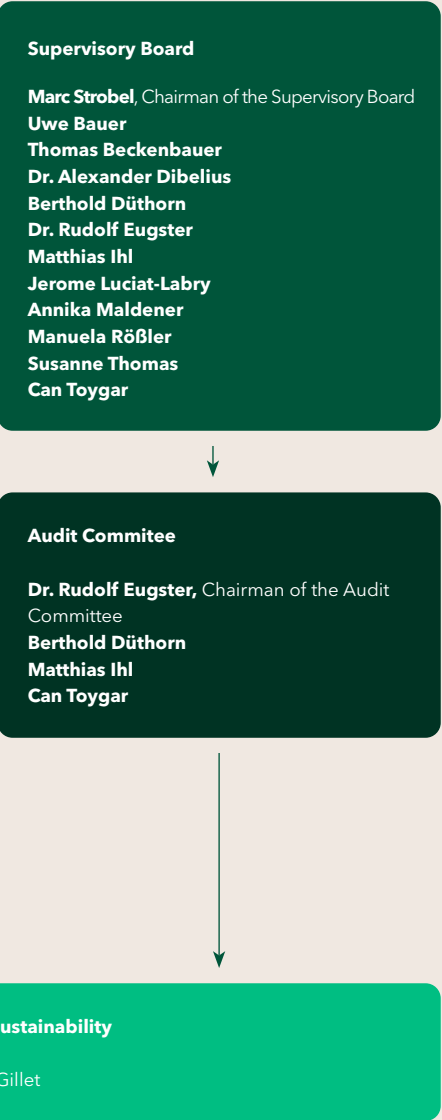
- The Executive Committee, formed by the four C-level Executives and the four Executive Vice President of the business units, oversees the operational execution of the sustainability roadmap and ensures effective cross-functional implementation across the business.
- The Vice President Sustainability leads the sustainability strategy and transformation, adapting to evolving regulatory needs and stakeholder demands to ensure integration across the business.

Sustainability Governance Structure

Strategic Decision Process



Sustainability Performance Monitoring



The Vice President Sustainability reports directly to the Chief Operations Officer, and indirectly to the chairman of the Audit Committee of the Supervisory Board. This governance structure ensures that the Supervisory Board is consistently informed about all material sustainability-related impacts, risks and opportunities (IROs).

Main initiatives approved and decisions taken in 2025 by the Sustainability Committee include:

- Sustainability Governance Framework
- Results of the Double Materiality Assessment – material topics and IROs.
- Definition and approval of Level of Ambition for material topics
- Sustainability Department as a single and central point of contact for all sustainability related activities
- Task Force for Climate Change Transition plan and roadmap
- Health and safety clear global ownership and rollout

To avoid repetition, each of these activities will be addressed in their corresponding sections. Syntegon recognizes that there is always room for improvement and this is why, in 2026, the company is striving to introduce sustainability performance metrics into executives’ remuneration. This decision is part of the broader effort to embed governance at the highest level of the organization to achieve sustainability targets, ensuring accountability and transparency.

Sustainability Policy

At the core of Syntegon’s Sustainability Policy is the commitment to embed sustainability across all business – from operations and decision-making to stakeholder relationships, conducting activities responsibly, guided by the principles of environmental stewardship, social responsibility, and strong corporate governance. Syntegon strives to reduce its environmental impact through the effective management of air emissions, waste and chemical substances, protection of biodiversity, and responsible water use. It upholds human rights and fair labor practices, ensures safe and healthy working conditions, through proactive risk management, preventive measures, and continuous improvement, recognizing that its people are its greatest strength. Furthermore, it indirectly contributes to the well-being of the communities in which it operates.

Statement on Due Diligence

Core Elements of due Diligence	Paragraphs in the Sustainability Statement
Embedding due diligence in governance, strategy and business model	Sustainability Governance
Engaging with affected stakeholders in all key steps of the due diligence	Interests and views of stakeholders
Identifying and assessing adverse impacts	Double Materiality Assessment
Taking actions to address those adverse impacts	Own Workforce and Supply Chain Management
Tracking the effectiveness of these efforts	Violence and Harassment and Business Conduct

Risk Management and Internal Controls for Sustainability Reporting

In order to provide complete and accurate information, Syntegon has implemented detailed guidelines for data collection, validation, and processing. These guidelines ensure consistency and traceability when reporting sustainability-related information. Additionally, in 2025, the implementation of a software solution for data consolidation, which enables evidence storage and audit-proof documentation, was started and will finalize in Q1 2026. The Four-Eyes Principle has been applied to all quantitative data. The guidelines are subject to regular internal reviews and adapted to changes in reporting standards and regulatory requirements. A process is in place to address any findings during the reporting period; however, none were identified.

Strategy, Business Model, and Value Chain

ESRS 2 SBM-1

Sustainability Approach

For Syntegon, sustainability is both a responsibility and a key driver of long-term value – for customers, employees, and society. It is firmly embedded in the group-wide strategy as one of three central pillars, alongside innovative technologies and seamless processes. Through innovative technologies and responsible operations, the company strives to contribute to a healthier, more resilient, and more sustainable future while supporting customers in achieving their environmental and social goals across the entire lifecycle of their systems.

In 2025, considering the results of the DMA and stakeholders' expectations, the company enhanced its sustainability approach, which is built upon three elements, as shown on the right-hand side. These elements are grounded in the principles of the United Nations Global Compact (UNGC) and are operationalized through the GRI standards to address sustainability impacts, and through the governance, risk management, and reporting requirements of the Corporate Sustainability Reporting Directive (CSRD).

Cocreate Positive Impact Through Innovation

Syntegon's technology expertise and knowledge supports customers on their sustainability journey by minimizing resource use, energy consumption, and emissions while reducing waste, and improving recyclability and process efficiency. By

advancing sustainable manufacturing and packaging solutions, Syntegon becomes a lifecycle partner to its customers, driving meaningful progress across the industries it serves, enabling measurable, scalable environmental and social impact.

Act Responsibly Across All Operations

Responsible and ethical conduct is integral to how Syntegon operates. From strong corporate governance and compliance to environmentally conscious processes along the value chain, the company holds itself to the highest standards. This is how responsibility is embedded into decisions, processes, and partnerships to ensure that growth creates shared value today and for future generations.

Care for People and Society for a Healthier Future

At Syntegon, sustainability also means caring for employees, communities, and society. Syntegon aims to create value responsibly by ensuring safe, inclusive, and empowering workplaces. Personal and professional development is well supported across the organization to foster growth, well-being, and long-term engagement. The health and safety of technology users is a top priority for Syntegon. Furthermore, the company's solutions help ensure people are supplied with high-quality medicines and safely packaged food.

This approach will make it possible to integrate sustainability directly into operational processes, where it can generate the most tangible and lasting impact, and to manage risks effectively across the value chain.

Sustainability Approach



ESG Ratings and Initiatives

In 2025, Syntegon received the EcoVadis Platinum Medal, placing the company in the top 1% of all rated organizations worldwide. This recognition highlights its continuous progress and motivates Syntegon to further strengthen its sustainability performance. The company has SBTi validated targets since 2024. A CDP Climate Change score B was achieved, proof of actively managing its environmental impacts with established processes and strategies.

UN Global Compact signatories from 2021 show Syntegon’s commitment to the 10 principles on human rights, labor, environment, and anti-corruption.

EcoVadis Platinum

EcoVadis is the world's largest provider of sustainability ratings for companies, with a network of more than 150,000 assessed companies. EcoVadis examines the extent to which the principles of sustainability are integrated into the respective business and management systems.

From Silver (2024) to

Platinum (2025)

From Top 25% of performers to

Top 1%

Overall Score

+14 Percentage points

CDP Climate Change Score B

CDP is a global non-profit organization that runs the world's only independent environmental disclosure system for companies, capital markets, cities, states, and regions to manage their environmental impacts.

Climate change score from D (2024) to

B (2025)

Science Based Targets Initiative

The Science Based Targets initiative (SBTi) is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in combating the climate crisis.

2019 vs. 2025

-40%

CO₂e emissions since 2019 (Scopes 1 and 2)

Business Model and Structure

Syntegon operates as a globally active technology and lifecycle partner for process and packaging solutions in structurally growing and highly regulated markets in the pharmaceutical, biotechnology, and food industries. The company has a global presence, with production, engineering, and service sites across all relevant regions. This international footprint enables the company to serve both mature and high-growth markets, and to support customers locally as well as globally.

Syntegon's markets are characterized by high barriers to entry, long-term stable demand, and comparatively low cyclicality. Strict regulatory requirements, high quality standards, and the need for reliable production processes shape the market environment and strengthen the importance of experienced technology and lifecycle partners. The market environment is driven by long-term global trends such as continued world population growth, demographic aging in many industrialized countries, and changing consumer and dietary habits. In the pharmaceutical sector, demographic developments, the increase in chronic diseases, and medical progress, particularly in biologics, oncology, and obesity therapies, are leading to growing demand for safe, flexible, and regulatory-compliant production capacities. At the same time, the food industry is experiencing rising demand for efficient, sustainable, and highly automated packaging and processing solutions.

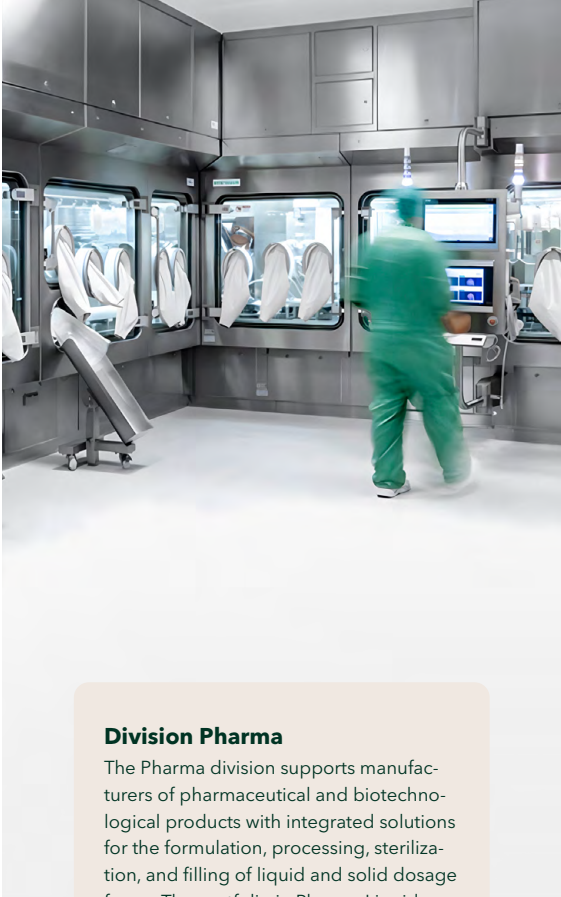
With 7,344 employees worldwide and an installed base of more than 70,000 systems, Syntegon has a broad technological and operational foundation. Close collaboration with customers of all sizes, from start-ups and Contract Development and Manufacturing Organizations (CDMOs) to multinational corporations, is a core element of the business model. Syntegon acts as a strategic lifecycle partner, offering a portfolio that includes both highly specialized individual technologies and fully integrated line solutions tailored to the specific requirements of products, production environments, and regulatory frameworks. This offering is complemented by a global service portfolio comprising maintenance, modernization, spare parts management, digital services, as well as consulting and validation services.



Business Segments and Organizational Structure

Syntegon is organized into two divisions: Pharma and Food. Both divisions are supported by a global service organization and central corporate functions that ensure consistent governance, efficient processes, and a clear strategic direction.

The Syntegon Group continuously evolves its organization to create measurable value across the entire lifecycle of customers’ operations. To support our evolution into the leading strategic lifecycle partner, we transferred ownership of the entire customer journey – including the regional customer-facing front end – to the Pharma and Food divisions in 2025.



Division Pharma

The Pharma division supports manufacturers of pharmaceutical and biotechnological products with integrated solutions for the formulation, processing, sterilization, and filling of liquid and solid dosage forms. The portfolio in Pharma Liquid includes systems for formulation and processing, aseptic filling technologies for vials, syringes, and cartridges, as well as isolators, barrier systems, and freeze-drying systems. In Pharma Solid, Syntegon offers fully integrated process and manufacturing solutions covering every step from early R&D to the large-scale production of oral solid dosage (OSD) medicines. The portfolio includes technologies for granulation, drying, pelletizing, tablet compression, capsule filling, coating, and the production of functional gummies. The division covers the entire production lifecycle, from development and scale-up to commercial-scale manufacturing, and supports customers in meeting regulatory requirements worldwide.

Division Food

The Food division offers solutions for the processing and packaging of food products in key segments such as chocolate, confectionery, baked goods, snacks, frozen foods, and coffee. The portfolio includes confectionery processing technologies, vertical and horizontal formfill-seal machines, dosing and handling solutions, secondary and tertiary packaging, intelligent robotics systems, and fully integrated, automated packaging lines. Modular machine concepts enable high flexibility for changing product and packaging formats and support customers in achieving their sustainability objectives.

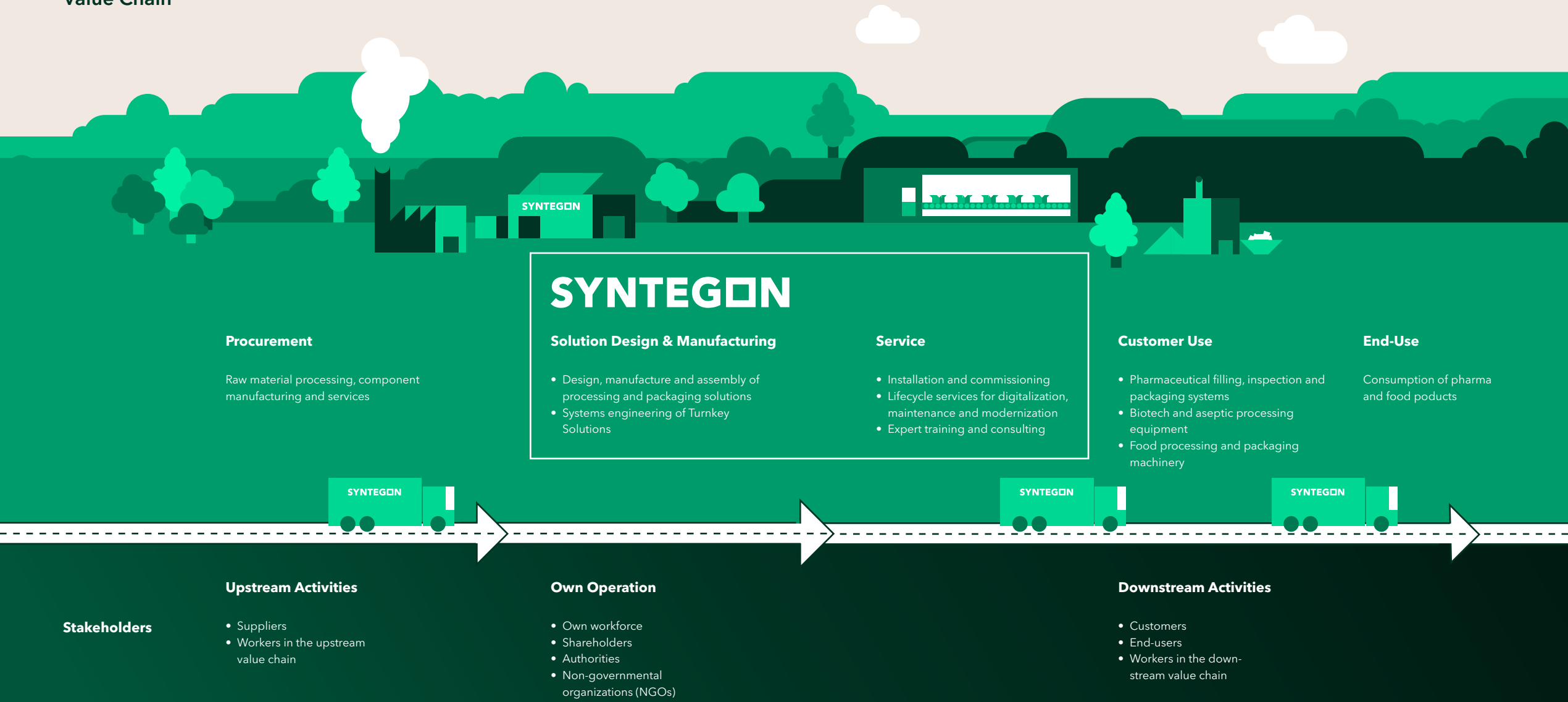


Services

The cross-divisional service business is an integral part of Syntegon’s business model. Syntegon’s global service organization supports more than 70,000 installed systems worldwide with a comprehensive lifecycle portfolio that ensures high availability, efficiency, and long-term value. The service business is supported by around 1,400 experts. The portfolio includes preventive and corrective maintenance, modernization and retrofit solutions, spare parts management, digital services, as well as training and technical consulting.



Value Chain



ESRS 2 SBM-2

Interests and Views of Stakeholders

Stakeholder Identification Process

Key stakeholders are identified by mapping all internal and external groups across the value chain and prioritizing those with significant impacts on, or influence over, the company's sustainability risks, impacts, and opportunities. The selection is validated through stakeholder engagement and regularly reviewed to inform strategy, risk management, and reporting.

How Syntegon Engages

Syntegon engages with key stakeholders through a combination of structured and ongoing formats, including employee surveys and dialogue formats, customer and supplier meetings, supplier assessments, investor and lender exchanges, and dialogue with regulators and industry associations where relevant. A strong focus is placed on risk management including preventive and mitigation measures leading to continuous improvement as part of operational excellence strategy.

Purpose of the Engagement

The purpose of stakeholder engagement is to identify and assess material sustainability impacts, risks and opportunities, to understand stakeholder expectations, and to support informed decision making in strategy development, risk management, and continuous improvement across the value chain.

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



Suppliers

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



Workers in the Upstream Value Chain

- Respect human and labor rights
- Safe workplaces
- Fair working conditions



Own Workforce

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



Shareholders

- Effective corporate governance and risk management
- Compliance
- Long-term value creation



Authorities

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



Non-Governmental Organizations (NGOs)

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



Workers in the Downstream Value Chain

- Respect human and labor rights
- Safe workplaces
- Fair working conditions



Customers (B2B Model)

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



End-Users

- Safe and reliable products
- Ethical and sustainable practices

Outcomes and Consideration of Results

The outcomes of stakeholder engagement include qualitative and quantitative input on relevant sustainability topics, risks, and improvement areas. These inputs are incorporated into the double materiality assessment, the prioritization of sustainability topics; and the definition of policies, targets, and measures.

Relevant insights from stakeholder engagement and the double materiality assessment are reported through established internal reporting and governance processes, including management reviews and sustainability reporting. This information supports oversight, strategic decision making and the monitoring of sustainability-related impacts, risks, and opportunities. The following list represents our key stakeholders and their main interests:

- Suppliers:** Suppliers are primarily interested in stable, long-term business relationships with Syntegon. Their key interests include reliable order volumes, fair contractual conditions, timely payments, and lean and transparent procurement processes. In addition, suppliers seek strategic cooperation opportunities, including early involvement in development projects as well as clear expectations regarding sustainability performance within the supply chain.
- Workers in the Upstream Value Chain:** Workers in the value chain are primarily interested in respect for human and labor rights, including fair working conditions, adequate remuneration, and the protection of health and safety. Furthermore, they expect compliance with international labor standards, job security, and transparent grievance and accountability mechanisms. Syntegon addresses these through the commitment of suppliers to the company's Code of Conduct for Business Partners and by continuously monitoring and assessing them to ensure alignment with its sustainability and human rights commitments.
- Own Workforce:** Employees are primarily interested in secure employment, fair remuneration, and safe working conditions. In addition, they value opportunities for professional development, transparent communication, participation in decision-making processes, and a respectful corporate culture that supports long-term career prospects. Syntegon successfully engages them through employee representatives and/or works councils which safeguard employees' rights and interests.
- Shareholders:** Owners and investors are primarily interested in the company's financial performance, profitability, and long-term value creation. In addition, they focus on effective corporate governance, risk management, strategic growth, compliance with legal and regulatory requirements, and sustainable business practices that protect and enhance their investment.
- Authorities:** Authorities are primarily interested in the company's compliance with legal, regulatory, and safety requirements. They also focus on responsible business conduct, adherence to environmental and public health standards, transparent reporting, and the company's contribution to social and economic stability within their jurisdiction.
- Non-Governmental Organizations (NGOs):** Non-governmental organizations (NGOs) are primarily interested in the company's social, environmental, and ethical performance. They focus on responsible business practices, sustainability initiatives, human rights and labor standards, transparency, and active engagement in addressing societal and environmental challenges. Syntegon engages with non-governmental organizations (NGOs) on sustainability-related topics where relevant. This includes cooperation with the humanitarian organization **CARE** as part of the company's social responsibility activities. In addition, Syntegon engages with
 - local and issue-specific NGOs on an ad-hoc basis to support dialogue on social-, environmental-, and compliance-related matters. Insights from these engagements are considered where relevant in sustainability initiatives and decision making.
- Workers in the Downstream Value Chain:** Workers in the downstream value chain are primarily interested in respect for human and labor rights including fair labor conditions, safe working environments, and adequate remuneration. They also expect compliance with legal and regulatory standards and access to grievance mechanisms.
- Customers (B2B Model):** Customers are typically companies or businesses in the pharmaceutical, biotech, and food industries all over the world. They are primarily interested in high-quality, reliable, and safe products or services that meet their specifications. Additionally, they value competitive pricing, timely delivery, responsive customer service, compliance with regulatory and ethical standards, and the company's commitment to sustainability and innovation.
- End-Users:** End-users are the recipients of the products that have been processed or packaged using Syntegon equipment. They are primarily interested in the safety, quality, and reliability of the products they consume. They also value proper processing, packaging, and preservation to ensure hygiene and freshness; compliance with health, safety, and regulatory standards; product efficacy and durability, ease of use, and ethical and sustainable practices. For pharmaceutical and food products, accessibility is also important; they expect products to be available, affordable, and easily obtainable.

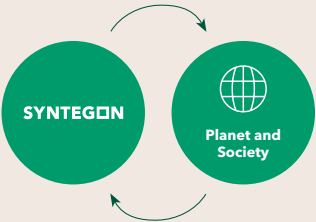
Double Materiality Assessment

IRO-1

A double materiality assessment to identify topics that are material must be performed as the starting point to report, according to The European Sustainability Reporting Standards (ESRS). This identification is the basis for the topics covered in the sustainability statement, including the respective Disclosure Requirements. The assessment considers two perspectives:

Inside-Out-Perspective

Impact Materiality (Inside-Out): How the company's activities impact positively and/or negatively on the environment and society.



Outside-In-Perspective

Financial Materiality (Outside-In): How sustainability matters influence, in the form of business risks and opportunities, the company's financial position, performance, and cash flows.

For the year 2025, Syntegon carried out a detailed and structured double materiality assessment based on ESRS requirements. The results of the previous materiality assessment, which was conducted in 2023, were also considered.

The chart below shows the process followed by Syntegon:



ESRS List of Subtopics

Syntegon considers as a basis for the double materiality assessment all the sustainability matters covered in the topical ESRS 1, AR 16" at the level of sub-sub-topics.



Stakeholder Identification

Based on the value chain and business model, key stakeholder groups are identified, as in the stakeholders listed in SBM-2. For internal stakeholder representation, employees from relevant functions, regions, and hierarchical levels are selected. Emphasis is placed on departments with direct knowledge of environmental, social, and governance topics, including sustainability, operations, procurement, human resources, product management, engineering, data protection, real estate, health & safety, and management. The final selection of stakeholder representatives is reviewed to ensure adequate coverage across stakeholder groups, geographic regions, and material sustainability topics. This approach ensures that the inputs collected for the Double Materiality Analysis are representative, credible, and aligned with Syntegon's business context and regulatory requirements.



Identification and Assessment of Impacts, Risks, and Opportunities (IRO)

Dedicated workshops were carried out to assess sustainability matters in terms of their impact and dependencies, and the resulting risks and opportunities, considering the time horizon and location in the value chain. Syntegon considers severity, magnitude, and likelihood as stated in the ESRS with a scale from 1 to 4 (see tables on the next page) and a threshold of 50% of the result to consider topics as material. When an impact is related to human rights, likelihood is not considered. Each workshop followed a standardized methodology to ensure consistency and comparability across sustainability matters. The results of each workshop are documented and reviewed for completeness and consistency and then consolidated into an overall materiality assessment. This workshop-based approach ensures that the Double Materiality Analysis is grounded in expert knowledge, reflecting topic-specific insights, and provides a robust basis for determining Syntegon's material sustainability topics.



Review and Validation

Preliminary results are reviewed in dedicated meetings with the Finance function. This review focuses on validating the financial materiality assessments, including the relevance of identified risks and opportunities, assumed time horizons, and potential magnitude of financial effects. Subsequently, review sessions are held with Business Unit leaders and Service leadership. These meetings aim to validate the operational relevance of identified impacts, risks, and opportunities across business activities and value chain stages, and to ensure consistency with business strategies, market realities, and operational processes. Finally, the consolidated results of the Double Materiality Analysis are presented to the Sustainability Committee, who reviews and challenges the outcomes, confirms the prioritization of material topics, and ensures alignment with Syntegon's overall strategy, risk management, and governance framework.

Severity (Scale, Scope, and Irremediability)

Scale	Scope	Irremediability	Score
Qualitative Evaluation Criterion	Qualitative Evaluation Criterion	Qualitative Evaluation Criterion	Points Available
Very High	Global	Irreversible	4
High	Regional	Difficult or Medium Term	3
Medium	Local or Connected	With Effort (Time & Costs)	2
Low	Local or Isolated	Easy to Remediate (Short Term)	1

Magnitude and Likelihood

Magnitude EBIT	Likelihood	Score
Quantitative Evaluation Criterion	Quantitative Evaluation Criterion	Points Available
Very High (> 30mio EUR)	Very Likely (> 75%)	4
High (> 15 - 30mio EUR)	Likely (> 50 - 75%)	3
Moderate (> 3 - 15mio EUR)	Rather Unlikely (> 25 - 50%)	2
Low (≤ 3mio EUR)	Unlikely (≤ 25%)	1

Material Topics and Ambition Levels

Syntegon has defined the following ambition levels to express the company's strategic intent for each material topic:

- **Compliant (C):** Focus on meeting legal and critical stakeholder requirements.
- **Strategic (S):** Focus on proactive risk management and shifting towards capturing business opportunities.
- **Leader (L):** Focus on competitive advantage and striving for industry leadership.

ESRS Topics	Sub-Sub-topic	Ambition Level
E1: Climate Change	Climate change adaptation	C
	Climate change mitigation	L
	Energy	S
E5: Circular Economy	Resources inflows	S
	Waste	S
S1: Own Workforce	Secure employment	C
	Health and safety	S
	Gender equality - equal pay	C
	Training and skills development	S
	Violence and harassment	C
	Privacy	C
S2: Value Chain	Child labor	C
	Forced labor	C
S4: Consumers & End-users	Health and safety	L
	Access to products	C
G1: Business Conduct	Corporate culture	S

ESRS 2 SBM-3

Material Impacts, Risks, and Opportunities

Impact (+ or –) or risks(!)/ opportunities (↗)	Description	Value Chain			Time Frame
E1 Climate Change					
–	Climate change and the resulting rise in temperatures cause heat stress which negatively impacts the health of workers, both for Syntegon and in the supply chain.	US	OP	DS	Short, mid & long-term
–	To adjust to the actual and expected impacts of climate change, Syntegon may have to increase its energy consumption, especially through increased use of air conditioning, possibly leading to higher CO ₂ emissions.	US	OP	DS	Mid & long-term
–	The business activity of suppliers and customers as well as Syntegon’s own manufacturing activities cause greenhouse gas emissions throughout the value chain.	US	OP	DS	Short, mid & long-term
!	The increasing risks posed by climate change could lead to higher insurance costs.	US	OP	DS	Mid & long-term
!	Physical climate risks, especially changing air temperature combined with increased humidity, may lead to operational disruptions and increased costs based on higher maintenance and repair efforts, lower product quality, and/or health risks for employees.	US	OP	DS	Long-term
!	Stricter regulatory requirements and laws regarding climate change may increase operating costs for Syntegon (e.g. CO ₂ taxes, building renovation).	US	OP	DS	Short, mid & long-term
↗	Market changes lead to an increased demand for processing innovative sustainable packaging materials with higher barrier demand and may enable Syntegon to strengthen its competitive advantage.	US	OP	DS	Mid & long-term
↗	Participating in government funding and support programs for more sustainable solutions can cut costs and boost sustainability transition.	US	OP	DS	Short, mid & long-term
↗	Syntegon might strengthen its competitive advantage and investor confidence by leading the industry with emission efficient solutions and operation.	US	OP	DS	Short, mid & long-term
↗	Shifting to more efficient and renewable energy-based technologies decreases Syntegon’s (fossil) consumption and costs.	US	OP	DS	Mid & long-term
↗	Innovative solutions support customers’ switching to renewable energy consumption, which creates a competitive advantage.	US	OP	DS	Mid & long-term
E5 Circular Economy					
+	Syntegon contributes to more efficient use of resources and minimizes waste by providing solutions that extend the shelf life of packed goods.	US	OP	DS	Short, mid & long-term

Table continued on page 27

Impact (+ or –) or risks(!)/ opportunities (↗)	Description		Value chain			Time frame
–	Through its manufacturing operations, Syntegon consumes resources which are in part nonrenewable.	US	OP	DS		Short, mid & long-term
–	Syntegon machines are used to process non-recyclable packaging materials, which leads to waste and pollution by end-users after consumption.	US	OP	DS		Short, mid & long-term
–	Operations throughout the supply chain in the packaging industry generate production waste as well as packaging materials that might end up as waste.	US	OP	DS		Short, mid & long-term
!	The integration of circular economy principles into production could increase technical complexity, requiring higher investments in research, development, and machinery, which in turn may increase production costs.	US	OP	DS		Short, mid & long-term
↗	Competitive advantage through using low carbon, recycled, and/or re-used materials and components as the base of Syntegon's machine solutions.	US	OP	DS		Short, mid & long-term
↗	Strong market positioning based on innovative solutions which enable customers to process recyclable, reusable, and compostable materials, and reduce downstream packaging waste.	US	OP	DS		Short, mid & long-term
↗	Buying back, refurbishing, and re-selling machines could create an additional business opportunity for Syntegon.	US	OP	DS		Mid & long-term
S1 Own Workforce						
+	Due to Syntegon's business growth, the number of employees is increasing, securing jobs and positively impacting workers' economic security and well-being.	US	OP	DS		Short, mid & long-term
+	Syntegon actively facilitates the development of its employees' personal and professional skills by offering a mix of push and pull training systems and various training opportunities.	US	OP	DS		Short, mid & long-term
–	While Syntegon is strongly committed to workplace safety and takes extensive preventative measures, injuries through work-related accidents occur at production plants.	US	OP	DS		Short, mid & long-term
–	While Syntegon emphasizes the importance of a safe and respectful work environment, there may be perceived or actual harassment in the workplace. This can have significant negative effects on the physical and psychological health of victims, creating a harmful work environment, and reducing overall safety and job satisfaction.	US	OP	DS		Short, mid & long-term
–	Income inequality driven by the gender-based pay gap negatively impacts women who are not under a tariff by resulting in less lifetime earnings which can lead to decreased motivation.	US	OP	DS		Short, mid & long-term
–	Data privacy involves several risks and hard-to-control factors, and breaches may compromise the confidentiality of personal information. Thus, even though Syntegon takes numerous measures, data leakages could still occur.	US	OP	DS		Short, mid & long-term
!	Apart from directly impacting employees, health and safety issues impact on the attractiveness of Syntegon as an employer and can lead to reputational loss.	US	OP	DS		Short, mid & long-term

Impact (+ or –) or risks(!)/ opportunities (↗)	Description	Value chain			Time frame
!	Not fulfilling regulatory requirements regarding data safety would result in governmental fines.	US	OP	DS	Short, mid & long-term
↗	Investing in the personal and professional development of employees by offering various trainings results in a developed workforce and enhanced operational excellence.	US	OP	DS	Short, mid & long-term
S2 Workers in the Value Chain					
–	Even with strict preventive measures, inadmissible child labor and/or forced labor may occur in Syntegon's supply chain. These violations would have serious consequences for the affected person, affecting them physically and psychologically. In the long term, this could negatively impact the lives of those affected and exacerbate social inequalities.	US	OP	DS	Short, mid & long-term
S4 Consumers & End-Users					
+	Syntegon's process and packaging solutions enable its customers to prevent contamination and damage, ensuring food and pharmaceuticals remain safe and effective for end-users.	US	OP	DS	Short, mid & long-term
+	Syntegon's innovative packaging solutions contribute to user-friendly, independent access to safe, affordable food and medicine across all regions of the world.	US	OP	DS	Short, mid & long-term
↗	Syntegon's expertise and innovations in ensuring product quality and integrity, and consumer safety may lead to a competitive advantage.	US	OP	DS	Short, mid & long-term
↗	Syntegon can benefit from the increased market demand for user-friendly, independently accessible and affordable food and medicine.	US	OP	DS	Short, mid & long-term
G1 Business Conduct					
!	Non-compliance with ethics and legal regulations can result in loss of reputation and customer relationships.	US	OP	DS	Short, mid & long-term

Environmental Information

30 | Climate Change

41 | Resource Use and Circular Economy



Climate Change

Climate Change Adaptation, Mitigation, and Energy

Negative Impact

- Climate change and the resulting rise in temperatures cause heat stress which negatively impacts the health of workers, both for Syntegon and in the supply chain.
- To adjust to the actual and expected impacts of climate change, Syntegon may have to increase its energy consumption, especially through increased use of air conditioning, possibly leading to higher CO₂ emissions.
- The business activity of suppliers and customers as well as Syntegon's own manufacturing activities cause greenhouse gas emissions throughout the value chain.

Risks

- ! The increasing risks posed by climate change could lead to higher insurance costs.
- ! Physical climate risks, especially changing air temperature combined with increased humidity, may lead to operational disruptions and increased costs based on higher maintenance and repair efforts, lower product quality, and/or health risks for employees.
- ! Stricter regulatory requirements and laws regarding climate change may increase operating costs for Syntegon (e.g. CO₂ taxes, building renovation).

Opportunities

- Market changes lead to an increased demand for processing innovative sustainable packaging materials with higher barrier demand and may enable Syntegon to strengthen its competitive advantage.
- Participating in government funding and support programs for more sustainable solutions can cut costs and boost sustainability transition.
- Syntegon might strengthen its competitive advantage and investor confidence by leading the industry with emission efficient solutions and operation.
- Shifting to more efficient and renewable energy-based technologies decreases Syntegon's (fossil) consumption and costs.
- Innovative solutions support customers' switching to renewable energy consumption, which creates a competitive advantage.

The climate crisis is an unprecedented global challenge, as rising greenhouse gas emissions and their intensifying consequences threaten both society and the economy, underscoring the need for urgent and coordinated action to transition to a low-carbon economy.

Syntegon acknowledges that a transition to a sustainable economy, limiting global warming to 1.5°C in line with the Paris Agreement and the objectives of the European Climate Law (Regulation (EU) 2021/1119) to achieve global climate neutrality, by 2050 at the latest, is priority. Syntegon is working to embed sustainability into its core business strategy and promise to customers, supporting them with sustainable solutions throughout the entire life cycle of their systems.

Policies and Targets

ESRS E1-2

Sustainability Policy – Safeguard Environmental Resources

Syntegon is committed to minimizing the environmental impact of its activities and protecting the health, viability, and diversity of the natural environment. The company strives to reduce its environmental footprint by decreasing energy consumption, emissions, and advancing the use of renewable energy. Accountability and transparency guide its efforts to operate with integrity. The sustainability policy also states the targets related to climate change as subsequent paragraphs detail. For information about the accountability and governance of climate change IROs, please refer to the section “Sustainability Governance” in this report.

Syntegon's Climate Targets

Reinforcing its commitment to climate leadership, in 2024 Syntegon joined the Science Based Targets initiative (SBTi), the leading global framework for corporate emission reduction pathways aligned with the 1.5°C target. All short-term (2030) targets set out in the climate transition plan have been validated by the SBTi, confirming their scientific robustness. The targets are:

By 2030, Syntegon aims to achieve a

48.3% reduction in absolute Scope 1 and 2 emissions compared to the 2019 base year.

25% reduction in emissions from purchased goods and services and the use of sold products (Scope 3, categories 1 and 11) compared to the 2022 base year.

To deliver on these targets, Syntegon, in collaboration with external partners, has updated its Scopes 1, 2, and 3 GHG inventory and developed an actionable decarbonization roadmap. This includes the identification of emissions hot spots and quantification of relevant decarbonization levers per business segment to meet the targets by 2030, as well as the 2040 net zero ambition.

Actions

ESRS E1-1, E1-3, E1-4

Transition Plan for Climate Mitigation

In the second half of 2025, the company worked on developing an initial climate transition plan (aligned with ESRS E1-1) to navigate these challenging dynamics: reducing emissions, building resilience, and aligning operations with a low-carbon future, while safeguarding long-term competitiveness. The plan was built by cross-functional teams, for both own operations (Scope 1 and 2) and value chain greenhouse gas emissions (Scope 3, categories 1 and 11).

This plan considered all critical aspects of climate action, such as governance, strategy, risk management, metrics and targets, investment and funding, locked-in emissions, and implementation planning. It reflects Syntegon’s commitment to contribute to global climate goals and inform stakeholders on how this commitment will be operationalized. From 2026 the company is working to operationalize the plan across all business units to drive measurable progress toward Syntegon’s goals.

Scope 1, 2 and 3 Targets (E1-4)

	Base Year 2019	Actual 2025	Target 2030
Scope 1 and 2			
GHG emissions (tCO ₂ eq)	19,861	11,754	7,185
Energy efficiency and consumption reduction	–	-4,298	–
Use of renewable electricity	–	-663	–
Other	–	-3,002	–

Base year and Actual year are presented in location-based (lb) whereas the 2030 target is market-based (mb)

	Base Year 2022	Actual 2025	Target 2030
Scope 3			
GHG emissions (tCO ₂ eq)	1,438,710	2,246,108	1,079,032

Substantial increase driven by significant growth in sales of machinery with high use of steam



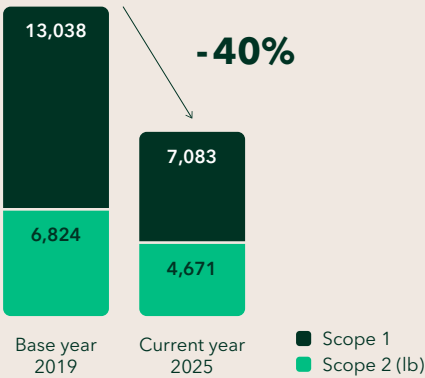
Decarbonization Levers for Scope 1 and 2

Syntegon is working to reduce its operational footprint (Scopes 1 and 2) through dedicated decarbonization targets and levers implemented across all business segments. Since the 2019 baseline, the company has already cut 7,962 tCO₂e, representing a 40% reduction, and is firmly on track to meet its near-term Science-Based Target by 2030 and its medium-term goal by 2040.

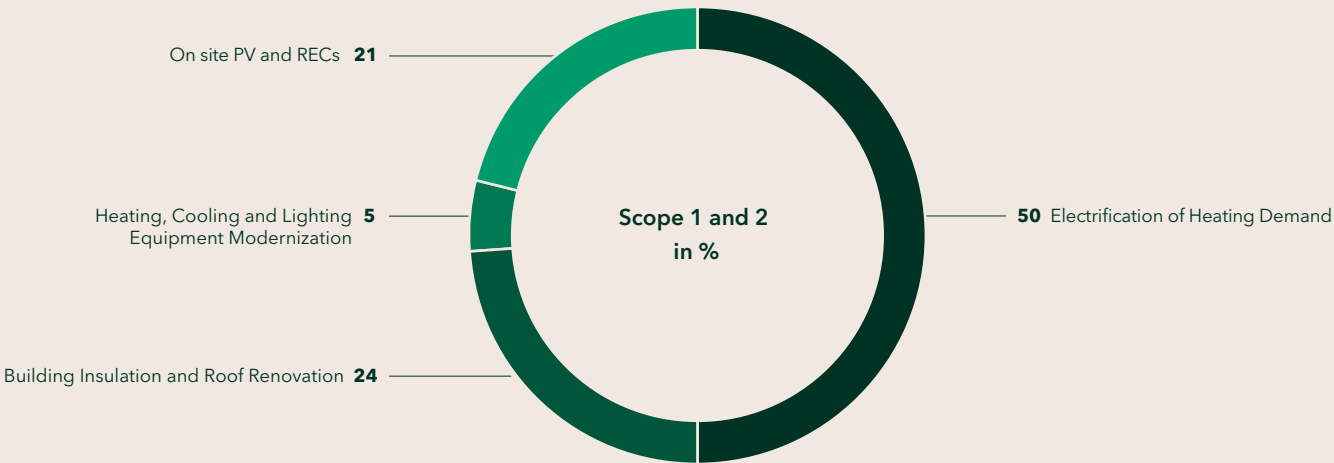
To achieve its Scope 1 and 2 targets and close the remaining gap, Syntegon is accelerating its transformation through a focused set of levers, including:

1. Electrification of heating demand via installation of heat pumps to replace fossil fuel dependent heating systems. This measure alone will represent half of total decarbonization levers of Scope 1 and 2 by 2030.
2. Building insulation and roof renovation to reduce energy losses and to improve thermal performance, as well as relocation of facilities to modernized and more energy-efficient facilities maintaining ISO 14001 and 50001 certifications. These measures represent an estimated 24% of total decarbonization levers of Scope 1 and 2 by 2030.
3. Heating and cooling equipment modernization, and installation of energy efficient motors in HVAC and LED lighting. These measures represent an estimated 5% of total decarbonization levers of Scope 1 and 2 by 2030.
4. Operational electrification is supported by on-site photovoltaic systems (PV) and the purchase of renewable energy certificates (RECs). Planned PV installations and REC procurement are estimated to account for 21% of total decarbonization levers of Scope 1 and 2 by 2030.

Emissions Reduction in Scope 1 and 2 (tons of CO₂e)



Decarbonization Levers for Scope 1 and 2 to 2030 Targets



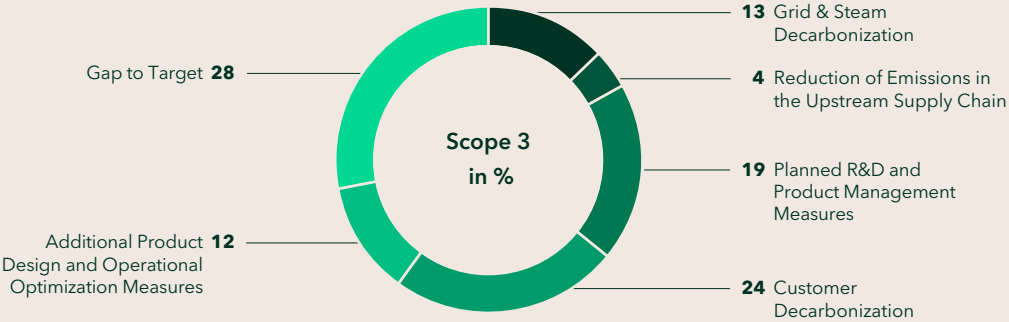
Value Chain Decarbonization Levers (Scope 3)

With Scope 3 representing over 99% of Syntegon’s 2025 GHG emissions, the greatest decarbonization challenge lies within the value chain, primarily in Scope 3 category 1 purchased goods and services and Scope 3 category 11 use of sold products. Driving meaningful change requires a holistic approach: engaging suppliers, redesigning products, optimizing operations, shifting the product portfolio, and forging strategic partnerships across the value chain.

1. Syntegon is planning the transition to supplier-specific carbon data where feasible, supported by digital carbon management platforms. Supplier specific carbon data will enable strategic partnerships that reduce embodied carbon in components and materials. This lever is estimated to contribute 4% to Syntegon's Scope 3 decarbonization plan.
2. In 2025, targeted workshops were conducted across the product portfolios with the highest contribution to Scope 3 Category 11 emissions, focusing on decarbonization opportunities across all key energy carriers of Syntegon machines-steam, electricity, compressed air, and cooling. This work resulted in a clear set of deployment levers, including enhanced energy efficiency, advanced motor drives, optimized process controls, smart sensors, lightweight modular designs, and the application of leading Eco Product Design principles. Where feasible, process steps are being electrified and waste-heat recovery integrated into processing and packaging machine systems. These technical measures are supported by focused operator and maintenance training and structured customer engagement to enable the transition to cleaner energy carriers. These measures combined are projected to contribute 19% to Syntegon's Scope 3 decarbonization plan.

3. Customer engagement on the use of renewable energy during machine operation represents an emerging decarbonisation lever for Syntegon, with particular relevance for reducing downstream (Scope 3 Category 11) emissions. The company is actively exploring how to establish a credible, science-based approach that enables greater transparency regarding the share of renewable electricity and other low-carbon energy carriers used by customers during machine operation. This lever will require close collaboration, standardized methodologies, and a high degree of mutual transparency to ensure data quality, consistency, and verifiability. This measure is estimated to contribute 24% to Syntegon's Scope 3 decarbonization plan.
4. Syntegon has identified additional levers with potential to further reduce Scope 3 emissions during the use phase of its machinery. These include the further enhancement of product design and optimization of machine operation to lower overall energy consumption during machine lifecycle. These combined design and operational measures are estimated to contribute around 12% of Syntegon's overall Scope 3 decarbonization plan.

Decarbonization Levers for Scope 3 to 2030 Target



Key Assumptions and Dependencies

Syntegon's climate transition plan, centered on its decarbonization roadmaps for Scopes 1,2 and 3 (categories 1 and 11), is grounded on granular, data-driven modeling for realistic pathways. This accounts for business realities and external factors, decoupling emissions growth from business expansion and ensuring SBTi-validated targets remain achievable.

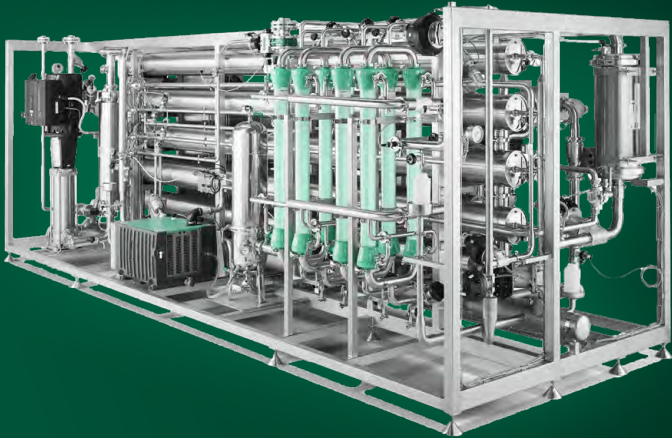
Key Assumptions:

Syntegon's transition plan incorporates high level business growth plan projections for Scopes 1 and 2 (operational emissions tied to manufacturing expansion) and Scope 3 (value chain emissions scaling with revenue growth). The plan aims to achieve a decoupling of impact through efficiency gains and low carbon technology and portfolio shifts.

Syntegon factors in energy grid decarbonization and energy intensity reductions as baseline trajectories. Identified decarbonization levers are quantified per site and emissions hotspot and per Scope 3 material or product line. Multiple scenarios (e.g. optimistic, with rapid adoption and conservative, with delayed uptake) span 2030- and 2040-time horizons. All levers are quantified against SBTi baselines and targets, with the 2030 targets being SBTi validated. The 2040 net zero goal has been approved by the Sustainability Committee but has not yet been validated by SBTi. Realistic stress-testing of dependencies, such as supplier and customer decarbonization progress, as well as grid delays, confirm 1.5°C alignment, ensuring locked-in emissions from assets like natural gas boilers do not jeopardize overall targets.

Dependencies:

The transition plan relies on continued energy grid decarbonization trends alongside supplier and customer efforts to cut Scope 3 emissions, with stakeholder-provided data enabling accurate value chain modeling. Product line specific levers, such as portfolio optimization, value chain partnerships, and low-carbon material procurement, support achievable reductions in high-impact categories like purchased goods and product use. Site-level actions and business unit initiatives assume feasible CAPEX allocation, integrated governance structures, and adaptive monitoring through regular GHG inventory updates.



Water for Injection

One example of a resource-efficient solution is Syntegon's **Water for Injection (WFI)** membrane technology, which can deliver up to a

95% reduction in CO₂ emissions over the equipment lifecycle and up to an

80% reduction in operating costs for customers. Conventional WFI systems rely heavily on steam and are therefore difficult to decarbonise; our membrane-based technology is a proven, reliable alternative that has now also been approved for use in China.

Locked-in Emissions

Syntegon has conducted a qualitative assessment of potential locked-in GHG emissions from its key assets and products. Locked-in emissions are defined as future GHG emissions that are likely to be caused by an undertaking’s key assets or sold products within their operating lifetime, potentially putting the transition plan for climate change mitigation at risk.

Syntegon operates highly efficient global production sites where Scope 1 and 2 emissions constitute less than 1% of the total carbon footprint, reflecting proactive energy management, and renewables adoption. Despite this minor share, targeted legacy dependencies exist with heating oil boilers at sites like Beringen, Crailsheim, and Remshalden; natural gas boilers at Waiblingen, Weert, and Ternitz; and non-renewable grid electricity at 9 manufacturing plants. To achieve both near-term targets by 2030 and net zero Scope 1 and 2 emissions by 2040, as outlined in the transition plan, Syntegon is executing a structured shift to decarbonized manufacturing, strategically managing GHG- and energy-intensive assets.

The use of Syntegon's machines during their lifetime is the most significant source of emissions for the company, accounting for 92% of total emissions in 2025, positioning this category centrally in the climate transition plan.

Syntegon's solutions are powered by steam, electricity, compressed air, and cooling energy, with steam serving as a critical input for high-temperature, continuous process heat in applications like sterilization, pasteurization, and cleaning. Decarbonizing steam requires complex infrastructure retrofits, such as electric boilers or heat pumps, often with substantial upfront costs, unlike electricity, which leverages mature grid-scale renewables, storage advancements, and proven efficiency gains.

As already described in the transition plan, Syntegon is pursuing a threefold targeted strategy encompassing:

- 1. Product design to minimize machinery energy consumption
- 2. Strategic portfolio management to prioritize low-GHG products meeting market and customer needs
- 3. Active customer support to reduce operational energy use while aiding energy carrier decarbonization.

Outlook

Syntegon is on track to realize its Scope 1 and 2 emission reduction goal by 2030 and will continue to focus to ensure deployment of most energy and cost-effective solutions. Syntegon also remains confident it will achieve its Scope 3 goal through deepened customer partnerships, continued innovation, and integration of a sustainability mindset across the organization and business processes.



Energy-efficient sterilization

Latest generation of depyrogeneration tunnel achieves GHG emissions reduction through

14% less energy consumption.

Risk Management

E1 related to ESRS 2 IRO-1, E1 related to ESRS 2 SBM-3

Identification of Climate Related Risks and Scenario Analysis

The first approach to assess climate risks was in 2024 with the support of climate risk experts from AXA Climate. As part of this, a risk and opportunity assessment for both physical and transition risks and opportunities was conducted across Syntegon. Leveraging the insights from this assessment, the company conducted a Climate Risk Assessment in 2025. The aim was to further specify the financial materiality of relevant climate-related risks and opportunities in a way that aligns with well-established frameworks like the TCFD recommendations. Rising average temperatures, higher insurance costs, and increased carbon pricing were found to be material. To actively address these risks, Syntegon is assessing suitable mitigation measures, putting relevant protocols in place, and monitoring changes in the regulatory landscape. This section outlines the approach, underlying rationales and assumptions, and outcomes of the climate risk and opportunities assessment.

Physical Risks in AXA Climate Risk Assessment (2024)

The assessment of physical risks included a total of 12 risks, with six acute and six chronic risks. Acute climate hazards, such as wildfires or extreme weather events, are sudden, and typically result in immediate damage. Chronic hazards, on the other hand, refer to slow, and long-term shifts in weather patterns, such as changing precipitation patterns or temperatures, that may lead to long-term consequences. This assessment covered three horizons:

- 2000 (serving as the reference point for the short term)

- 2030 (short term)
- 2050 (long term)

It also considered three different shared socio-economic pathways ("SSPs") and representative concentration pathway ("RCP") reference scenarios from the IPCC. The following were used in this assessment:

- SSP1-RCP 2.6 ("best case scenario")
- SSP2-RCP 4.5 ("mid-way")
- SSP5-RCP8.5 ("worst case, high-emissions, scenario")

Temperature projections for these climate scenarios are 1.5-2°C, 2.5-3°C and 4-4.5°C by 2100 respectively. The selection of these time horizons and climate scenarios enabled a full portfolio analysis from mild to severe climate impacts in the short and long run.

Geospatial data was obtained for selected assets for the risk assessment process. Through probabilistic methods and collaboration with Physical Risk experts from AXA Climate, Syntegon aimed to minimize uncertainties in its climate resilience analyses.

A total of 33 physical assets were included: 18 manufacturing plants, 10 offices, and 5 other commercial real-estate assets across various geographies in the Americas, Europe and Asia. These encompassed all but two of Syntegon's existing entities - Telstar and Klenzais - which were not yet incorporated at the point of the assessment, but which will be included in future assessments. This approach allowed for the assessment of impacts on Syntegon operations. Physical risks were categorized as low, medium, and high, and were determined for each climate scenario and time horizon.

The risk assessment showed that the highest physical risk across many sites stems from changing (rising) air temperatures.



Transition Risks and Opportunities in AXA Climate Risk Assessment

The assessment of climate-related transition risks and opportunities included current and future assumptions on regulations and litigation, technology, market, and reputation. Climate scenarios used in the transition risk and opportunities assessment are built upon assumptions on climate policies, technology uptake, market behavior, and the speed of the transition. In consultation with experts from AXA Climate, a total of 10 risks and 12 opportunities were assessed for the net zero 2050 scenario for the short-term (2030).

The scenario aligns with limiting global warming to 1.5°C to pre-industrial levels and was selected because it assumes an ambitious, policy driven decarbonization pathway. Such a pathway creates the most stringent conditions for Syntegon, therefore serving as a conservative stress test for assessing material risks and opportunities. The scenario assumes strengthening EU climate policies and regulatory enforcement, rising carbon and energy costs, accelerated electrification with a growing share of renewable energy, and continued technological progress in energy efficiency and low-carbon industrial solutions. Unlike physical risks, a single time horizon of 2030 was selected, as transition pressures are expected to intensify in the short term, and this horizon aligns with corporate planning cycles, customer decarbonization targets, and actionable strategic decision-making.

The assessment identified the highest concern to be increased pricing of greenhouse gas emissions and three potentially high opportunities: more efficient buildings and operations, expansion of low-emission goods and services, and use of lower-emission sources of energy. These aspects were also considered in the DMA process and are part of Syntegon’s material IROs.

Internal Climate Risk Assessment Aligned to TCFD recommendations (2025)

Building on the risk and opportunities assessment from AXA Climate, Syntegon conducted an internal TCFD-aligned physical and transition risk assessment at the group level. Opportunities were not part of the TCFD assessment; however, they were considered in the DMA. 12 physical risks and 5 transition risks were evaluated at the group level in alignment with the DMA likelihood and magnitude scales, as stated in the DMA section, for time horizons mentioned in the basis for preparation of this sustainability statement. The product of these scores leads to a final risk score, ranging from 1 to 16, with any item of a score above 8 being deemed as a material risk.

At the group level, rising temperatures (physical risk), higher insurance costs or limited coverage, and increased carbon pricing (transition risks) were identified to be material risks. The company plans to address this through implementation of its transition plan, and by closely monitoring laws and regulations to anticipate legislation changes and ensure compliance with these.

E1 related to ESRS 2 SBM-3, E1-3

Climate Change Resilience

Based on the described scenario analyses, Syntegon identified key effects of physical and transition risks, and developed informed targeted mitigation measures. The strategies, spanning all timeframes and scenarios, underpin Syntegon’s comprehensive resilience assessment.

Physical climate risks, primarily temperature extremes and water stress impacting the distributed manufacturing network, are addressed through targeted facility adaptations. These measures, including renovations

to improve energy efficiency, and modernization of core technologies, minimize disruption risks and ensure reliable delivery to pharmaceutical and food industry customers.

The global shift to low-carbon operations in pharma and food processing presents strategic opportunities, rather than threats, for Syntegon. The innovative pipeline delivers energy-efficient, electrified machinery that meets rising market demand, particularly in high-carbon-priced regions. Increasingly, the company is prioritising R&D investment and production capacity for these solutions, striving to decouple revenue growth from emissions, while supporting customer decarbonization. The implementation of the actions and interventions identified across Syntegon’s operations and value chain, as set out in the Climate Transition Plan, is central to strengthening the company’s long-term resilience by systematically reducing climate-related risks while positioning the business for a lower-carbon future.

Syntegon’s resilience assessment identifies several uncertainties that inform ongoing scenario planning and risk management strategies. Scope 3 data gaps from reliance on secondary emission factors are intended to be closed through a pilot on primary data programs in 2026, including supplier Product Carbon Footprints (PCFs). Product use phase (Scope 3.11) decarbonization hinges on customers’ renewable energy investments and adoption rates, which may be addressed through technical partnerships and a flexible, electrified product portfolio. Low-carbon material markets present supply constraints and price volatility, countered by supplier diversification, long-term offtake agreements, and cost scenario modeling. Potential clustering of physical extreme events beyond modeled probabilities will drive facility redundancy, supply chain diversification, and annual insurance portfolio reviews. Future assessments will

expand coverage to additional sites, including Telstar and Klenzaids.

Syntegon is building climate resilience across strategic horizons: short-term through accelerated renewable energy adoption and operational flexibility, medium-term via portfolio optimization and extended value chain decarbonization, and long-term by embracing circular economy principles and strategic technology partnerships. Climate resilience is integrated into executive oversight through the governance described in earlier section, including board level reviews of key metrics, SBTi target validation, annual reporting, and integration into budgetary and business planning cycles. The company intends to link executive remuneration to climate target achievement, which is a critical lever for continuation of organization-wide action.

Metrics

In 2025, Syntegon enhanced its climate governance by establishing a dedicated Taskforce to improve the accuracy and accountability of its GHG inventory for Scopes 1, 2, and 3 and to develop a detailed roadmap to 2030.

Energy Consumption and Mix (E1-5)*	2025
(1) Fuel consumption from coal and coal products (MWh)	–
(2) Fuel consumption from crude oil and petroleum products (MWh)	12,328
(3) Fuel consumption from natural gas (MWh)	9,429
(4) Fuel consumption from other fossil sources (MWh)	–
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	5,866
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	27,623
Share of fossil sources in total energy consumption (in %)	55%
(7) Consumption from nuclear sources (MWh)	–
Share of consumption from nuclear sources in total energy consumption (in %)	–
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	2,247
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	17,713
(10) The consumption of self-generated non-fuel renewable energy (MWh)	3,093
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	23,053
Share of renewable sources in total energy consumption (%)	45%
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	50,676

* The above data has been subject to a third party limited assurance engagement



Scope 1 GHG Emissions (E1-6)*	2025
Gross Scope I GHG emissions (tCO ₂ eq)	4,671
Biogenic CO ₂	8.7
Scope 2 GHG Emissions (location and market based) (E1-6)*	
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	7,083
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	2,674
Significant Scope 3 GHG Emissions (E1-6)*	
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	2,246,108
1 Purchased goods and services	101,943
2 Capital goods	8,410
3 Fuel and energy-related Activities (not included in Scope 1 or Scope 2)	1,552
4 Upstream transportation and distribution	5,870
5 Waste generated in operations	274
6 Business traveling	12,905
7 Employee commuting	5,208
8 Upstream leased assets	5,794
9 Downstream transportation	32,608
10 Processing of sold products	Not applicable
11 Use of sold products	2,070,269
12 End-of-life treatment of sold products	1,275
13 Downstream leased assets	Not applicable
14 Franchises	Not applicable
15 Investments	Not applicable
Total GHG Emissions (E1-6)*	
Total GHG emissions (location-based) (tCO ₂ eq)	2,257,871
Total GHG emissions (market-based) (tCO ₂ eq)	2,253,462

* The above data has been subject to a third party limited assurance engagement

GHG intensity (kgCO ₂ per thousand EUR revenue) (E1-6)*	2025
Scope 1 GHG intensity excl Biogenic	2.67
Scope 2 GHG intensity (location based)	4.05
Scope 2 GHG intensity (market based)	1.53
Total Scope 1 and 2 GHG Intensity excl Biogenic	6.73
Total net revenue used to calculate GHG intensity (in financial statements) (thousand EUR)	1,746,836

* The above data has been subject to a third party limited assurance engagement

Methodology

The reporting boundary for **Scope 1 and 2** is based on the operational control approach and covers manufacturing sites that Syntegon owns and leases. Syntegon calculates its Scope 1 and Scope 2 greenhouse gas emissions using Schneider Electric's Resource Advisor platform, which serves as the centralized system for collecting, managing, and converting energy and fuel data into CO₂e emissions. For **Scope 1**, sites report their direct fuel consumption – such as natural gas, heating oil, biogas, and fleet fuel – on at least a quarterly basis. This information is entered directly into Resource Advisor, which automatically applies the appropriate emission factors from annually updated carbon maps. These factors, primarily sourced from DEFRA, are maintained by Schneider Electric's sustainability team and validated by Syntegon to ensure accuracy and compliance with international standards. This process enables that all direct emissions from Syntegon owned or controlled sources are calculated consistently and transparently across the company.

For **Scope 2 market-based** emissions, Syntegon also uses Resource Advisor to consolidate site level electricity, steam and district heating use, along with any purchases of Renewable Energy Certificates (RECs). The platform applies supplier specific or contractual emission factors, enabling accurate accounting that reflects the origin and contractual attributes of purchased electricity. Emission factors within the system draw on established sources such as RE DISS, IEA, DEFRA, China WRI, and US EIA, where applicable. In Germany, the Netherlands, Switzerland, and Spain Syntegon purchases 100% green electricity through RECs, which reduces market based Scope 2 emissions from these locations to zero.

Syntegon also reports **Scope 2 location-based** emissions using the same underlying data but applying the average grid emission factors of each region instead of contractual ones. Resource Advisor again provides the structured methodology, linking reported electricity, district heating and steam consumption to region specific factors sourced mainly from IEA, as well as China WRI, DEFRA, US EPA, and US EIA.

Syntegon calculates **Scope 3** emissions based on a combination of activity and spend data inputs and is subject to estimation and assumption uncertainties.

Scope 3.1 emissions arise from the upstream extraction, processing and production processes of the materials and services purchased by Syntegon. Scope 3.1 emissions are calculated using a combination of spend and activity data. The spend approach is applied to non-machine related purchases of goods and services and converted to CO₂e emissions using EXIOBASE spend emission factors mapped to that spend category. For machine related purchased goods and services (Scope 3.1), Syntegon bases the calculation on the machines sold in the reporting year and mass (weight) of material inputs by type used to manufacture and assemble the machine with the Umberto tool deployed to model the material mix for some categories of scope 3.1 (e.g. plastics, rubber). To calculate the emissions, the component weights by type of material are multiplied by an associated emission factor from the Ecoinvent database.

Scope 3.2 (capital goods), **3.4** (upstream transportation and distribution) and **3.9** (downstream transportation and distribution) emissions are calculated on a spend approach, using Syntegon annual spend data which is organized according to a structured procurement hierarchy. Spend amounts per procurement category are multiplied by the associated EXIOBASE emissions factor to yield the emissions result. For transport emissions, **Scopes 3.4 and 3.9**, representative datasets are used to derive a spend split of inbound vs outbound transport, as well as the split of transport modes (road, sea, airfreight etc.) for each. Emission factors are derived from IPCC data sets based on the split of transport modes for inbound and outbound transport, and these are applied to the spend amounts for the year. Sites that are not on an SAP ERP system – and therefore not included into the annual spend dataset – are added manually. Similar assumptions are applied to these manually added spend data as to those applied in SAP ERM systems.

Scope 3.3 emissions are upstream emissions from the production, refining and transportation of fuels and energy purchased by Syntegon, excluding direct combustion emissions. These emissions are calculated based on activity data provided by Syntegon sites, specifically the energy and fuel consumption amounts for the reporting year, by type e.g. natural gas, electricity etc. WTT (well to tank) emission factors corresponding to the various fuel types are sourced from DEFRA 2025. For electricity and district heating, WTT and T&D (transmission and distribution) emission factors are sourced from IEA (International Energy Agency) dataset for 2025.

Scope 3.5 emissions arise from the disposal and treatment of waste generated by the company's operations. For two sites, Syntegon makes use of granular data inputs including the type of waste (e.g., paper, plastics, hazardous materials), quantity generated (tons) and disposal or treatment method (e.g., landfill, recycling, incineration). Emission factors related to each type of treatment method are allocated and multiplied by the quantities to calculate the associated emissions. For all other sites, Syntegon makes use of total waste data reported by the sites multiplied by a derived emission factor. The derived average emission factor is based off DEFRA 2025 emission factors for Waste related emissions.

Scope 3.6 emissions arise from employee business travel, including air, rail, car, and other transportation modes used for work purposes as well as hotel accommodation for overnight stays. Syntegon makes use of multiple data inputs to calculate the emissions in this category, namely: SAP Concur Expenses data, Business travel related spend data and activity data from specific business travel related vendors like car rental companies. The data are mapped to relevant emission factors, sourced from DEFRA 2025 and EXIOBASE for overnight stays in hotels and other business travel related emissions e.g. taxi rides and restaurant services and multiplied with the amounts to calculate the associated emissions.

Scope 3.7 emissions arise from employees commuting between their homes and workplaces, covering all modes of transport. The basis for the calculation is the number of employees per country for the reporting year and an assumed 250 available working days in 2025. National statistics are sourced for average travel distances, annual leave days, sick leave and typical ways to commute across the different modes of transport. For each country, these data are combined and multiplied with an emission factor per transport mode, sourced from DEFRA 2025.

Scope 3.8 emissions arise from upstream leased assets. The basis for the calculation is the list of leased assets worldwide, type of asset (warehouse, office etc) and square meterage. Real Estate ESG Index is used as a reference for average kWh consumption per m² of leased asset, and IEA emission factors are applied to convert to emissions.

The most important emissions category – **Scope 3.11** (Use of Sold Equipment) is calculated using the number of machines delivered to customers in the reporting period as the starting point. A reference service life of 18 years is assumed, and the country where the machine is delivered is also captured to map the energy use of the machine to the right emission factor for that location. Typical operating patterns for the machines are assumed, and all machines are allocated to a representative machine “cluster” in order to manage complexity according to technology platforms. Lifecycle assessment models for each machine cluster are built, factoring in the various inputs such as machine lifetime, energy consumption profiles per energy type (steam, compressed air, electricity and cooling energy) and country of operation. Emission factors for Scope 3.11 calculation are sourced from Ecoinvent (steam and cooling energy) and the IEA (electricity and compressed air), or where available from Customers, delivery / location specific. These should be country-specific and the latest possible version. In 2025, no customer specific emission factors were used. Finally, the emission factors are multiplied with the consumption data and reference service life to determine total emissions for the reporting year.

Scope 3.12 emissions arise from the disposal of machines at the end of their life. The calculation of these emissions is based on internally provided material composition data for each product, covering all key material categories (e.g., metals, plastics, glass, electronics). These data are sourced directly from engineering teams via the established 3.1 activity data process. Emission factors for the corresponding material classes are taken from the Ecoinvent 3.9 and 3.10 databases and applied through the Umberto LCA software, which already embeds end of life assumptions such as recycling, landfill, or incineration. By multiplying each material's weight with its respective emission factor, the material level impacts are calculated and then consolidated to determine total Scope 3.12 emissions per product. These product level results are subsequently aggregated for corporate reporting.

Scope 3.10 (Processing of sold products), **3.14** (Franchises) and **3.15** (Investments) are not material for Syntegon. As such the data are not systematically collected and reported upon.

Resource Use and Circular Economy

ESRS 2 SBM-3, IRO-1

Resource Inflows and Waste

Positive Impact

+ Syntegon contributes to a more efficient use of resources and minimizes waste by providing solutions that extend the shelf life of packaged goods.

Negative Impact

- Syntegon machines are used to process non-recyclable packaging materials, which leads to waste and pollution by end-users after consumption.
- Operations throughout the supply chain in the packaging industry generate production waste as well as packaging materials that might end up as waste.
- Through its manufacturing operations, Syntegon consumes resources which are in part nonrenewable.

Risks

! The integration of circular economy principles into production could increase technical complexity, requiring higher investments in research, development, and machinery which, in turn, may increase production costs.

Opportunities

- Strong market positioning based on innovative solutions which enable customers to process recyclable, reusable, and compostable materials, and reduce downstream packaging waste.
- Buying back, refurbishing, and re-selling machines would create an additional business opportunity for Syntegon.
- Competitive advantage through using low carbon, recycled, and/or re-used materials and components as the base of Syntegon's machine solutions.

Circular Economy refers to the systematic preservation of products, components, and material value through design and business models that prioritize durability, reuse, repairability, remanufacturing, and recycling. It aims at tackling climate change and other global challenges like pollution by minimizing virgin and finite resource use, lifecycle environmental impacts, and waste across the value chain. As a global provider of packaging solutions and services in the pharmaceutical, food, and biotech sector, advancing

circularity drives both Syntegon's own and its customers' sustainability. Syntegon aims to minimize environmental impacts while supporting sustainable growth and long-term value creation.

Resource Inflows

ESRS E5-1, E5-2, E5-3

Policies, Actions, and Targets

Resource inflows are connected to material environmental impacts, risks, and opportunities for Syntegon. Syntegon's operations rely on **raw materials** (e.g. steel and aluminum), leading to **resource depletion**. Syntegon's business model reflects a strategic approach to managing its dependency on resource inflows, with a focus on circularity through long equipment lifetime and modernization. Addressing resource inflows allows Syntegon to reduce virgin material demand, improve resource efficiency, support customers in minimizing packaging waste, and comply with the EU's and various countries' sustainability regulations, strengthening both environmental performance and business resilience.

Syntegon's approach to these IROs is predominantly governed by the **Sustainability Policy** and the Central Directive for Occupational Health and Safety, Fire Safety, Environmental Protection, and Energy Management, as well as ISO14001/45001 aligned management.

As stated in the Sustainability Policy, Syntegon is committed to improving resource efficiency and advancing circular economy practices across its operations and value chain. This policy delineates Syntegon's pledge to reduce the use of virgin materials, increasing the use of recycled materials where feasible, and minimizing waste through prevention, reuse, recycling, and recovery. It requires continuous improvement of material and energy efficiency across operations and the machine portfolio, supported by

innovation, performance monitoring, and stakeholder engagement. Implementation is overseen through defined responsibilities, leadership accountability, and regular review as stated in the sustainability governance section of this report. The Sustainability Policy is reviewed at least annually, and progress is transparently reported in line with recognized standards and frameworks. It applies to all Syntegon employees, legal entities, and business activities worldwide, and extends to subsidiaries. Compliance is mandatory and supported by Syntegon’s Code of Conduct, Code of Conduct for Business Partners, and relevant supply chain directives.

Syntegon machines are designed for a very long service lifetime and are supported by repair and modernization offerings. Based on spend data and life cycle assessments of its equipment, Syntegon has identified steel, aluminum, electrical components, and plastics as material resource inflows. By extending machine lifetimes, the company reduces the need to produce new equipment, thereby lowering demand for these primary materials over time.

Through eco-design and modernization concepts, Syntegon increases equipment durability and enables the targeted replacement and reuse of components instead of full system substitution. This approach reduces reliance on virgin material inflows and strengthens circular material use within the business model.

Furthermore, Syntegon supports customers in reducing packaging material consumption through innovative technologies and services to minimize material losses during production and improve process efficiency, contributing to reduced overall resource use along the value chain.

Syntegon has identified resource use as a material issue in its double materiality assessment. The current focus is therefore on establishing a robust baseline to quantify resource inflows across operations and relevant upstream value chain stages, including total material inputs and the share of virgin versus recycled raw materials.

This baseline is a prerequisite for setting measurable, time-bound targets. As data structures are not yet sufficiently harmonized to support credible reduction or circularity targets, the reporting period represents a transition from principle-based commitments in the Sustainability Policy to a data-driven resource inflow strategy that will enable Syntegon to define concrete resource efficiency and circular sourcing targets going forward.



Waste

ESRS E5-1, E5-2, E5-3, E5-5

Policies, Actions, Metrics, and Targets

Effective waste reduction and circular practices are central to Syntegon’s business model. Addressing this issue allows Syntegon to minimize environmental impacts, reduce landfill and incineration reliance, improve resource efficiency, support customers in reducing packaging waste, and ensure compliance with the EU’s and various countries’ sustainability regulations, strengthening both environmental performance and business resilience.

To manage its negative impact, Syntegon strives for continuous improvement in waste management through reducing non-recoverable waste, increasing waste recycling and recovery rates, achieving full compliance with internal and regulatory waste standards, and expanding the use of reused or recycled components in new equipment.

Waste management is governed by Syntegon’s Sustainability Policy and the Central Directive for Occupational Health and Safety, Fire Safety, Environmental Protection, and Energy Management, which are aligned with ISO 14001 and ISO 45001 standards. The Sustainability Policy sets the commitment of the company to responsible waste handling and the promotion of circular economy principles throughout its operations and value chain. Syntegon is dedicated to minimizing waste generation, reducing reliance on landfill and incineration through component refurbishment and closed-loop solutions, and continuously improving operational efficiency to limit material and energy losses. The policy further emphasizes innovation, performance monitoring, and stake-

holder engagement, e.g., through employee training, awareness campaigns, and continuous improvement initiatives to support waste reduction and circular practices. It applies to all Syntegon employees, legal entities, and business activities, including subsidiaries. Refer to the Sustainability Governance section for details on the responsibilities of Syntegon’s highest management level in overseeing the implementation of waste management policies, including accountability, monitoring, and internal control mechanisms. Compliance is mandatory and reinforced through Syntegon’s Code of Conduct, with implementation overseen through defined responsibilities, leadership accountability, and regular review.

Syntegon operationalizes its waste management commitments through a combination of preventive, restorative, and circular practices. Equipment is designed for durability, modularity, and component reuse to limit end-of-life waste. Recycling and recovery of production scrap, obsolete equipment, and packaging materials are systematically implemented to maximize circularity. The company collaborates with suppliers and customers to reduce packaging waste and support closed-loop solutions. Waste streams are monitored across all sites to identify reduction opportunities, and technological and process innovations are deployed to further minimize operational waste.

To demonstrate Syntegon’s commitment to environmental responsibility and operational resilience, the company strives for zero waste to landfill where local conditions permit so. Furthermore, it has defined two other voluntary qualitative targets for waste:

- Increase data transparency and consistency of reporting across all sites
- Increase the share of recycled waste (reducing the share of landfill waste).

These targets address the data quality as well as the third level of the waste hierarchy (recycling). Although Syntegon has not yet set any quantitative targets for waste management and resource inflows, further company-wide voluntary targets with a focus on waste reduction will be defined in 2026 building on the DMA.

Waste Generated* in tons

Type of Waste	Diverted from Disposal	Disposed	Total Waste Generated
Hazardous waste	321.01	42.47	363.48
Non-hazardous waste	2,913.80	202.52	3,116.32
Total	3,234.81	244.99	3,479.80
Percentage of non-recycled waste (total waste disposed/total waste generated): 7.04%			

* The above data has been subject to a third party limited assurance engagement

In 2025, there was zero generation of radioactive waste.



Future-proof VFFS Packaging from Syntegon

Rising requirements and regulations are increasing pressure on the food industry. With its VFFS (Vertical Form Fill Seal) packaging technology, Syntegon enables manufacturers to secure quality, speed and compliance at the same time without compromising efficiency or sustainability.

The future-proofed solution processes recyclable mono-materials and bio-based films at full speed and, thanks to its patented Cross-Seal-Drive technology, delivers consistent seal quality. Its intelligent monitoring minimizes waste and prevents costly downtime. Due to the flexibility of VFFS, food manufacturers are able to adapt to FDA, PPWR, and regional standards without line duplication or extensive changeovers.

Methodology

Waste data is reported in alignment with the scope for other environmental data, such as energy consumption and greenhouse gas emissions. The reporting boundary is based on the operational control approach and covers manufacturing sites, while administrative office locations are excluded. Data is collected at site level by designated responsible personnel on a monthly, quarterly or annually basis, depending on data availability and local management practices. Data is entered into the internal software tool for data documentation and reporting.

Waste is classified into hazardous and non-hazardous categories and further differentiated based on treatment methods, including waste diverted from disposal and waste disposed to landfills. Compared with ESRS requirements for waste KPIs, the required breakdowns by recovery operation type and by treatment type were not provided in this year's reporting. The percentage of non-recycled waste is calculated as the ratio of total waste disposed to total waste generated during the reporting period.

For one manufacturing site, waste data is based on an estimated value. This site operates within a leased facility where waste management is handled by the site owner and shared with other tenants. As a result, actual waste data is not directly available to Syntegon. An estimated waste volume was agreed at the inception of the lease and is applied as a fixed baseline for reporting purposes, in line with the contractual waste management arrangement. Syntegon considers this approach appropriate given the operational constraints and the non-material impact, below 0.5 percent, of this site on total reported waste.



Social Information

46 | Own Workforce

56 | Supply Chain Management

57 | Consumers and End-Users



Own Workforce

ESRS 2 SBM-2, S1-2

Syntegon’s long-term success is built on the expertise, engagement, and commitment of its own workforce, including employees and individuals provided by third parties. Across all functions, employees bring skills that enable Syntegon to develop mission-critical technologies and high-precision solutions that support the safe, efficient, and compliant production of essential medicines as well as the sustainable processing and packaging of food products. This central responsibility places people at the heart of the company and underscores the importance of fostering an environment in which they can grow, thrive, and contribute to shared success.

Syntegon focuses on creating a supportive, value-driven work environment that combines opportunities for personal and professional development, safe and healthy working conditions, fair and equal remuneration, and a culture of collaboration. By strengthening this foundation, the company not only drives innovation and operational excellence, but also reinforces its attractiveness as an employer, supports employee retention, and contributes to long-term sustainable growth in a competitive global market.

Respecting and promoting human rights across operations is a core principle of how Syntegon operates. The company’s approach is anchored in and committed to internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the core conventions of the International Labor Organization, and the United Nations Global Compact. Guided by these principles, Syntegon focuses its efforts to identify and mitigate material workforce-related negative impacts

and risks, including but not limited to human rights violations, health and safety incidents, and gender pay inequalities. These impacts may result in legal, reputational, and operational risks, as well as challenges in attracting, retaining, and engaging talent. Certain segments of the workforce may be particularly affected, notably employees in manufacturing operations in relation to health and safety risks, and female employees facing gender pay disparities. Simultaneously, Syntegon leverages positive impacts through secure employment and training and skills development, creating opportunities to foster long-term value creation. By strengthening employee engagement and retention, enhancing employer attractiveness, and building trust with this key stakeholder group, Syntegon reinforces its sustainable performance across the organization.

These commitments are brought to life through a comprehensive set of practical policies and initiatives that are designed to prevent accidents, manage workplace risks, protect the well-being of employees, promote fair and appropriate remuneration, encourage learning and development opportunities, foster equitable treatment, prevent harassment, and provide mechanisms for reporting and addressing concerns, ensuring a respectful and inclusive workplace.

These actions are reinforced by ongoing engagement with its workforce. Employee representatives and/or work councils are actively involved to ensure employees’ rights and interests are protected. Through dialogue, consultation, and feedback, employees help identify emerging risks, share perspectives, and contribute to the continuous improvement of Syntegon practices. The Vice President of Human Resources holds operational accountability, and the effectiveness of this collaboration is measured through formal agreements. Together, these initiatives and engagement ensure that the

company’s principles are embedded in daily operations, remain effective, and respond to the evolving needs of its people, reinforcing both its culture and long-term sustainable performance.

Data Privacy

ESRS S1-1, S1-4

Other Work-Related Rights – Privacy

Negative Impact

– Data privacy involves several risks and hard-to-control factors, and breaches may compromise the confidentiality of personal information. Thus, even though Syntegon takes numerous measures, data leakages could still occur.

Risks

! Not fulfilling regulatory requirements regarding data safety would result in governmental fines.

The company has policies and procedures in place to protect the personal data of its employees in accordance with applicable data protection legislation, including the General Data Protection Regulation (GDPR). Key policies included in the Data Protection Management System are the “Regulation for Organization Information Security and Data Protection” and “Employee Personal Data Protection Policy”, which mandate data protection by design, regular audits, and employee training on handling personal data. Furthermore, Syntegon has a guideline for Access and Identity management.

Oversight of data protection and information security is ensured through the Data Protection Office and the Chief Information Security Officer, supported by appropriate technical and organizational measures. Key measures include conducting Data Protection Impact Assessments (DPIAs) for risky processing, implementing encryption and role-based access controls, maintaining processing records, and carrying out regular data security audits; the goal is to ensure full compliance with internal and external guidelines in audits. To minimize risks, Syntegon delivers staff training on breach reporting and has robust incident response plans in place, alongside data minimization and secure networks. The company documents all processing activities to ensure ongoing adherence.

We engage employees through mandatory GDPR training programs, including general awareness sessions and onboarding modules. We aim to achieve 100% training completion rates for mandatory training. Ongoing communication via newsletters, intranet updates, and internal scenario-based tests reinforce knowledge permanently.

No personal data breaches involving employee data were identified during the 2025 reporting period.

ESRS S1-6, S1-7

Characteristics of the Workforce

At Syntegon, all figures are sourced directly from the central system for workforce data – SAP SuccessFactors Employee Central (EC) – without the use of estimates. The system maintains employee records, organizational structures, and employment lifecycle events, allowing the data to be consolidated into dashboards that support calculation and reporting of ESRS S1 workforce metrics¹. Data collection is conducted in accordance with national legislation, labor laws, or company agreements to ensure that country-specific requirements are accurately represented.

For the calculation of headcount (HC) or Full-Time Equivalent (FTE), the “active workforce” is considered. The “active workforce” is defined as all permanent and temporary employees, where apprentices, students, temporary substitutes and external (leased) employees – provided through staffing agencies with timely based contracts – are excluded. The definition of “active workforce” is applied consistently across all workforce-related metrics to ensure comparability. Syntegon considers that FTE represents an employee’s workload relative to the locally defined full-time schedule: a full-time employee equals 1.0 FTE, while part-time employees receive a proportional FTE based on their contracted hours. FTE values are automatically calculated from employee master data and adjusted whenever effective-dated changes occur. Because full-time weekly hours differ by country due to labor laws or company agreements, FTE is always derived using the country-specific full-time standard.

For reporting purposes, the “active workforce” is further segmented by permanent or temporary, based on two system-defined fields: contract type (limited or unlimited) and contract end date. Permanent employees are those with an unlimited contract. Temporary employees have a limited contract with a specified end date, representing a fixed-term arrangement. Where local employment definitions differ, Syntegon’s system-based methodology guarantees uniform classification across all legal entities and countries.

Additionally, in accordance with ESRS S1 requirements, Syntegon reports employee turnover based on the “active workforce”, encompassing all departures, whether voluntary or due to dismissal, retirement, or death in service.

Based on the table below, Syntegon’s workforce comprises 19% female employees, with representation of 17% in leadership and 10% in top management, with an ongoing focus to strengthening gender diversity across all organization levels.

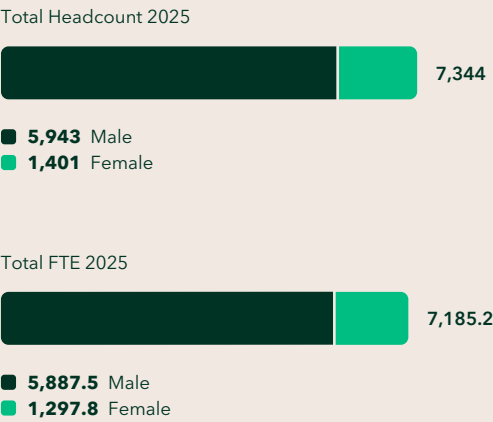


¹ The metrics are obtained directly from the HR Employee Central system for all sites, except for Klenzaida, where data is partially collected via Excel.

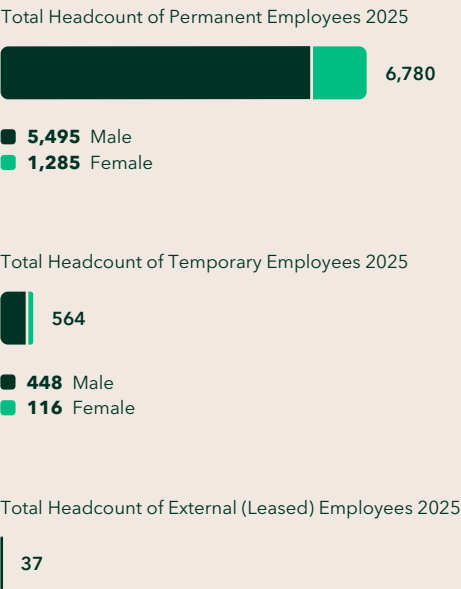
Headcount and FTE by Country*

Country	Total Headcount 2025	Total FTE 2025
Austria	109	105.7
Brazil	91	91
Canada	7	7
China	671	671
Denmark	156	155.6
Egypt	27	27
France	42	42
Germany	2791	2693.4
Hungary	16	16
India	735	735
Italy	30	29
Japan	179	179
Mexico	23	23
Netherlands	255	240.9
Portugal	20	19.5
Singapore	5	5
Slovakia	99	97.6
South Africa	15	15
Spain	674	664.9
Switzerland	819	791.2
Thailand	42	42
United Kingdom	120	118.5
United States	418	415.8

Headcount and FTE by Gender*



Headcount by Contract Type*



Employee Turnover*



* The above data has been subject to a third party limited assurance engagement

Health and Safety

Health and Safety

Negative Impact

– While Syntegon is strongly committed to workplace safety and takes extensive preventative measures, injuries through work-related accidents occur at production plants.

Risks

! Apart from directly impacting employees, health and safety issues impact on the attractiveness of Syntegon as an employer and can lead to reputational loss.

The health and safety of employees, subcontractors, and service providers across Syntegon’s operations is a top priority and a core element of the company’s corporate culture. Syntegon is committed to providing a safe and healthy working environment and to fostering a culture in which occupational health and safety is a shared responsibility throughout the organization. Guided by the ambition of preventing work-related injuries, Syntegon continuously works towards the goal of zero accidents through proactive risk management, preventive measures, and ongoing improvements. This commitment forms the foundation of our health and safety policies and actions.

ESRS S1-2, S1-3, S1-4

Policies and Actions

Syntegon’s Sustainability Policy defines the company’s overarching commitments to environmental, social, and governance performance, including the promotion of Health and Safety (H&S). The company is committed to providing a safe, healthy, and supportive workplace, protecting physical and mental wellbeing as a core value. These efforts focus on building up a strong Health, Safety, and Environment (HSE) foundation, preventing injuries, proactively managing hazards, fostering a people-first culture, and driving continuous improvement, all within recognized global standards and striving for ISO 45001 certification. This policy applies to all employees of Syntegon and to all legal entities it directly or indirectly controls, covering all business functions and activities across the organization. Moreover, we are actively committed to engaging our value chain partners, suppliers and contractors to uphold responsible practices in HSE, aligned with our business strategy and goals. The overall responsibility lies with the Vice-President of Sustainability, H&S and Human Rights, while the Director of Sustainability Reporting is responsible for implementing and periodically reviewing the policy to ensure it remains effective and aligned with the organization’s needs and evolving standards.

Building on the commitments set out in the Sustainability Policy, Syntegon has established structured processes, supported by the centralized Health and Safety Management System, available at the “Central Directive (CD) for occupational health and safety, fire safety, environmental protection and energy management”, which establishes the organizational structure and clearly defines the duties and responsibilities of managers, supervisors, and employees regarding the aforementioned matters. The CD is designed to proactively identify, assess, and mitigate workplace

hazards, aiming to prevent work-related injuries and ensure long-term safety across all operations. The system, at all organizational levels, conforms to the PDCA (Plan, Do, Check, Act) method and is aligned with the basic principles of ISO45001, with 40%² of Syntegon’s employees currently covered by the aforementioned certification. In 2025, four sites underwent external audits, supporting the continued effectiveness and expansion of the management system. A roadmap was developed to upgrade Syntegon’s H&S performance level, defining a new framework that covers 80% of Syntegon employees across sites, with ISO 45001 certification expected by 2027. This approach reflects the company’s commitment to the international standard, continuous improvement, and the enhancement of operational safety and a healthy and safe culture. Hence, to achieve this goal, Syntegon planned the following initiatives:

- Establish new goals and a dashboard within the H&S roadmap, aligned with CSRD, with a particular focus on lagging indicators.
- Strengthen the framework as a robust foundation for H&S best practices.
- Promote continuous improvement through systematic problem solving tools, integration of safety routines on the shop floor, competency development, active learning from events, and data-driven discussions with the support of the digitalization of processes.

Responsibilities are clearly defined to ensure effective implementation of the system. Employees, supervisors, and managers collaborate to maintain a safe workplace environment, contributing to risk prevention, regulatory compliance, and the consistent

² For the workforce coverage by ISO 45001, the calculation includes the “active workforce”, apprentices, students and temporary substitutes.



Syntegon Health Day

Under the motto “Sustainably Healthy,” Syntegon hosted a Health Day at its largest Group site in Crailsheim at the end of November. In collaboration with AOK health insurance fund, the Hess Rehabilitation Center, the German Pension Insurance, and other partners, Syntegon offered its employees a diverse program focused on a holistic approach to physical, social, and mental health.

External specialists conducted body composition analyzes, flexibility checks, and tests for balance and coordination. A cardiovascular risk assessment provided valuable information about individual risks related to heart and circulatory diseases. Using an innovative training system incorporating virtual reality, participants had the opportunity to explore virtual worlds while simultaneously training their core muscles, coordination, and sense of balance.

application of safety measures. On-site managers play a central role in identifying risks and implementing appropriate actions, guiding their teams in order to support the company's ambition of a Zero Harm approach through continuous improvement, and the progressive expansion of ISO 45001 coverage across sites. These responsibilities are supported through dedicated training for managers – "Responsibility of managers in occupational health, safety, and environmental protection (HSE)" – which has been mandatory since 2023. This training covers the company's sustainability policy, guiding principles, legal obligations, and the effective prevention and management of incidents and emergencies, including, hazard identification, risk control measures, and the proper use of mandatory personal protective equipment (PPE). Additionally, employees at the plant level receive role- and country-specific health and safety training tailored to their tasks, strengthening safe practices in daily operations³.

Training is complemented by continuous health and safety awareness measures designed to reinforce key messages in everyday work. Visual materials such as posters and booklets displayed at the sites, to keep these topics visible and accessible, encouraging ongoing attention to risk prevention and consequent reduction of work-related accidents.

Building on prevention, health and safety performance is further strengthened through systematic monitoring and analysis of work-related incidents and near misses. Accidents are reviewed to identify root causes. Corrective actions are defined and implemented to address underlying risks and reduce the likelihood of recurrence. In addition, regular Gemba walks are conducted by management to observe workplace conditions directly, engage with employees, and identify potential safety risks at an early stage. To ensure early risk detection, legal compliance, and effective oversight, an escalation

process has been defined. Lagging indicators, such as work-related injuries, are escalated based on severity, with low- and medium-level cases reported to the plant manager and high-severity or critical incidents, including serious accidents and fatalities, reported to top management. Leading indicators follow a comparable risk-based approach to ensure appropriate visibility and control effectiveness. Syntegon's health and safety framework is supported by a clear governance structure that ensures accountability and continuous improvement. The Executive Committee is responsible for implementing the related strategy, while dedicated committees provide guidance, and monitor performance and incident governance. Serious incidents and critical matters are brought to the attention of the Board, ensuring that health and safety remain a strategic priority and is embedded across the organization.

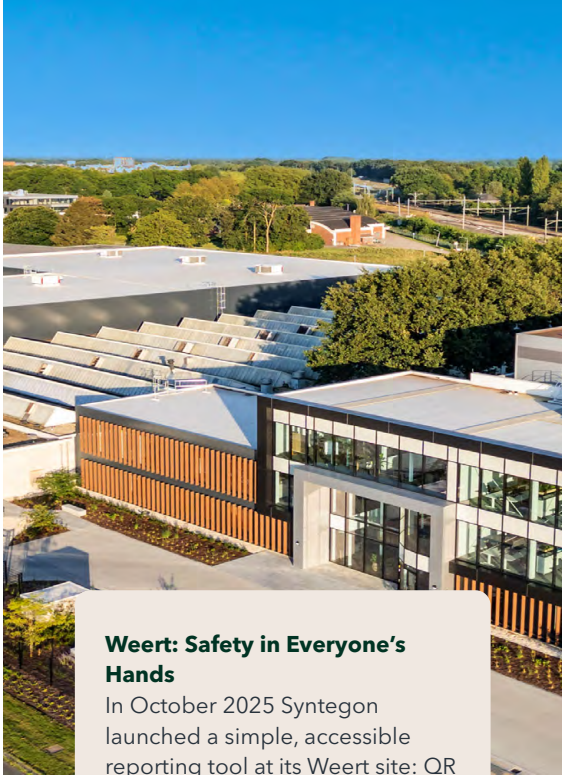
All incidents requiring medical assistance are managed through established internal reporting and documentation processes, enabling the provision of healthcare in accordance with national requirements and facilitating coordination with local insurance providers for cost coverage.

Syntegon takes proactive measures to ensure the health and safety of employees performing operational and technical activities at clients' facilities, which may involve specific risks, legal prerequisites, and customer safety requirements. As an illustrative example, United Kingdom (UK) sites maintain membership in the SafeContractor scheme, a recognized accreditation that several customers require before employees are authorized to work on their premises. Inclusion in the SafeContractor database demonstrates compliance with strict health and safety standards, providing assurance to clients and helping to mitigate workplace risks for Syntegon's own workforce. Beyond compliance, this initiative reinforces a proactive safety culture by promoting consistent

safety practices, raising risk awareness, and integrating safety considerations into activities carried out at customers' sites.

Currently, health and safety risks are actively managed through robust layered lines of defense, such as, established policies, procedures, controls, and programs that promote accountability and ownership and thus ensuring ongoing protection for the workforce.

³ At several German sites, employees have access to a range of safety and skills trainings through the KEY platform, covering key topics such as first aid, transport of dangerous goods, operating industrial trucks, using aerial work platforms safely, handling loads securely, among others.



Weert: Safety in Everyone's Hands

In October 2025 Syntegon launched a simple, accessible reporting tool at its Weert site: QR codes on every batch link to an incident page, allow anonymous submissions, create tickets and automatically assign a follow-up owner. The ease of use significantly increased reports and near-miss notifications, improving early risk detection and helping prevent serious incidents; accordingly, there were no lost-time work accidents in 2025. Combined with leadership Gemba walks, shift-start safety reflections, clear STOP authority, bilingual safety rules and mandatory monthly toolbox talks, these changes are embedding a proactive safety culture in our sustainability commitment. Ongoing KPIs and leadership oversight ensure continuous improvement.

ESRS S1-14

Metrics

Occupational safety data is gathered through a centralized reporting system that ensures consistent and accurate data collection across locations. This system consolidates key occupational Health and Safety indicators. The reported metrics cover work-related injuries occurring at Syntegon’s 20 manufacturing plants, excluding commute-related accidents and incidents at service units.

Occupational Safety Metrics*	2025
Proportion of Workforce Covered by the H&S Management System (ISO 45001), (in %)	40
Number of Lost-time Work-related Accidents	48
Number of Days Lost to Lost-time Work-related Accidents	651
Number of Fatalities from Work-related Accidents	0
Lost-time Injury Frequency Rate (per 1 million Working Hours)	4.36
Severity Rate (Days Lost per 1 million Working Hours)	59.23

* The above data has been subject to a third party limited assurance engagement

In 2025, LTIFR decreased by 0.6 compared to 2024, reflecting the implementation of structure, corrective and preventive measures and ongoing improvement efforts, based on standardized definitions, in line with ESRS requirements.

Occupational Safety Metrics by Site*	Number of Lost-time Work-related Accidents	Number of Days Lost due to Lost-time Work-related Accidents	Lost-time Injury Frequency Rate (per 1 Million Working Hours)	Severity Rate (Days Lost per 1 Million Working Hours)
Beringen	6	68	3.37	38.25
Bristol	1	1	6.82	6.82
Crailsheim & Rot am See ⁴	17	165	8.49	82.37
Dierdorf	1	3	5.61	16.82
Dresden	1	3	3.28	9.85
Fellbach	2	7	21.48	75.17
Hangzhou	–	–	–	–
Klenzaids	–	–	–	–
Krefeld	–	–	–	–
New Richmond	–	–	–	–
Remshalden	1	3	3.44	10.31
Saitama	–	–	–	–
Sandved	–	–	–	–
Schopfheim	–	–	–	–
Ternitz	1	1	4.83	4.83
Terrassa ⁵	13	375	11.90	343.39
Verna	–	–	–	–
Waiblingen	5	25	4.66	23.31
Weert	–	–	–	–

* The above data has been subject to a third party limited assurance engagement

4 The site Crailsheim & Rot am See are reported together, as employees work under the same contracts and commute between the two sites.
5 Terrassa 2025 high rates are due to two severe accidents with a high number of lost days.

Training and Skills Development

Training and Skills Development

Positive Impact

+ Syntegon actively facilitates the development of its employees’ personal and professional skills by offering a mix of push and pull training systems and various training opportunities

Opportunities

➤ Investing in the personal and professional development of employees by offering various trainings results in a developed workforce and enhanced operational excellence.

ESRS S1-1, S1-4, S1-5

Policies, Actions, and Targets

Training and skills development are essential for fostering personal and professional employee growth, enhancing capabilities, and contributing to long-term business success. Syntegon has established a standardized global Central Directive for learning, defining roles, responsibilities, and process requirements for training programs. This ensures that employees acquire, retain, and develop the skills needed to meet current and future organizational needs, while maintaining a consistent level of excellence worldwide and creating efficiencies across operations.

Training

Training programs are categorized into voluntary and mandatory programs:

- 1. Voluntary training:** Employees have access to more than a thousand voluntary expert-led courses designed to support career development and specialized skills. Offered via the KEY platform, these trainings go beyond compliance and role-specific requirements, allowing workers across several functions to learn at their own pace and pursue topics aligned with their personal and professional goals. In addition to KEY, Syntegon offers access to LinkedIn learning, an online educational platform offering thousands of expert-led courses in business, creative, and tech skills. It allows employees to learn at their own pace, gain certifications, and build professional skills directly applicable to their careers.

2. Mandatory training: Ensures employees comply with legal, regulatory, and company requirements, supported by a defined escalation process for non-compliance⁶. These worldwide trainings include, but are not limited to, onboarding, compliance, and role-specific training.
- Onboarding: The onboarding process is supported through the digital Appical platform⁷ and is considered a standard step for all new Syntegon employees. By default, all new hires are granted access, making completion a standard expectation within the onboarding process. The platform guides employees and managers through key policies, strategy & products, and company values, complementing face-to-face induction.
 - Core training: The learning management processes at Syntegon are supported by the cloud-based IT system KEY⁸ from Cornerstone, which supports the planning, delivery, and tracking of training programs throughout the company. The platform currently provides over 305 expert trainer-led courses and is accessible to employees worldwide, including through a mobile app. Designed to promote continuous learning, it combines a mix of digital learning modules and traditional instructor-led sessions, delivered by internal or external experts, ensuring broad access to learning and professional development opportunities⁹.

Skills Development & Growth
Syntegon fosters continuous professional growth by providing employees with opportunities to develop their skills through targeted development programs.
- **GROW:** A talent program aimed at high-potential employees who demonstrate excellent skills and dedication. Participants are nominated by their team leaders in recognition of their contributions in driving the company's future growth.
 - **GROW1:** A dedicated program crafted to cultivate the potential of talented professionals. It is designed to accelerate the professional development of participants, laying the groundwork for a successful career. The program focuses on strengthening self-leadership capabilities, enhancing entrepreneurial thinking and action, and deepening understanding of individual personalities and competencies.
 - **GROW2:** A dedicated program crafted for Syntegon's top high potentials, expected to become top people managers in the future. The program seeks strengthening self-awareness, strategic and business thinking, and strong leadership skills, and supports personal and career development on a long-term, continuous basis.

- **Leadership Training:** Leadership program for all leaders at Syntegon, which consists of three modules for leaders through all leadership experience levels, focusing on purpose, growth, and impact. One additional module is dedicated to new leaders.

Additionally, Syntegon offers the possibility of having recurring performance meetings conducted on a regular basis to support ongoing dialogue between employees and their managers. These discussions are guided by a flexible form that can be adapted to individual needs. The approach encourages continuous feedback on performance and expectations, goals, alignment, and personal development in day-to-day work.

As part of Syntegon’s commitment to workforce development, quantitative and qualitative training targets have been established within Human Resources leadership. Current targets for 2026 include increasing the proportion of employees participating in regular performance and career reviews and raising the average annual training time by 30 minutes per employee. Tracking processes are under development and will rely on regular Human Resources reporting and internal monitoring to ensure progress is systematically assessed. These efforts support workforce development, strengthen skills and capabilities, and contribute to long-term employee engagement and business success.

6 An escalation process is in place, whereby the manager is notified from the first day a training is overdue and receives regular follow-ups weekly or monthly until completion.
7|8 Currently, the access to the platform is provided to all Syntegon entities, except for Klenzaims.
9 Currently, the access to the platform is provided to all Syntegon entities, except for Klenzaims and Telstar.

ESRS S1-13

Metrics

At Syntegon, regular performance and career development reviews are structured, recurring discussions between employees and superiors to assess performance, provide feedback, and define goals and development actions that support professional growth, conducted at least once per year. The participation rate is calculated by dividing the number of employees who participated, broken down by gender, by the total number in the “active workforce”.

The percentage of employees who participated in career development measures represents the ratio between the total number of employees who participated in voluntary training aimed at improving the skills and knowledge of company employees, and the number of employees during the period under analysis.

The average number of training hours is calculated separately by gender and represents the ratio of total training hours completed to the number of employees during the reporting period. The metric includes all external and internal training, toolbased training, and all mandatory courses, but excludes training without individual proof of participation. Training completed by employees who left the company during this time span is included. On the right side, the results of the metrics previously described can be found.

Social Protection, Adequate Wages & Remuneration Metrics

Gender Equality and Equal Pay for Work of Equal Value and Secure Employment

Negative Impact

– Income inequality driven by the gender-based pay gap negatively impacts women who are not under a tariff by resulting in less lifetime earnings.

Positive Impact

+ Due to Syntegon’s business growth, the number of employees is increasing, securing jobs and positively impacting workers’ economic security and well-being.

ESRS S1-1, S1-4, S1-5, S1-11

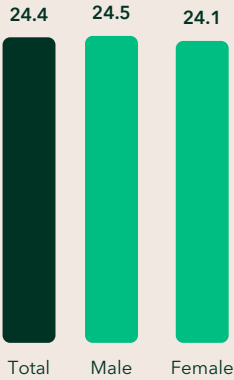
Policies, Actions, and Targets

Syntegon aims to provide fair, adequate, and country-specific remuneration to all employees. The remuneration framework is aligned with market practices and job-related benchmarks, considering local labor market conditions, workers’ representative agreements, and internal role responsibilities. It is designed to promote transparency, consistency, and equal pay for equal work, and serves as the basis for monitoring outcomes, including total remuneration and pay gaps.

Entry-level salaries are above the statutory minimum in each country, and target compensation is set above local living wages, ensuring employees’ financial security and overall well-being. Syntegon provides protection against income disruption through social security and social protection schemes, ensuring full

Performance and Career Development Reviews

Employees that Participated in Regular Performance Reviews and Career Development Reviews, by Gender*¹⁰
in %



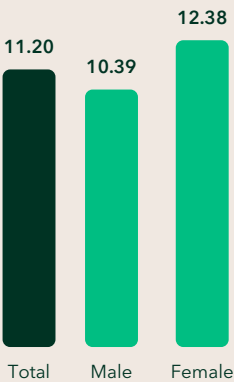
Career Development Measures

59%

Of Total Employees that Participated in Career Development Measures*¹¹

Training Hours

Average Number of Training Hours, by Employee and Gender*¹²
in hours



* The above data has been subject to a third party limited assurance engagement
10| 11 The data provided includes interns, apprentices, students, pre-master’s students, Telstar and Klenzaiids Engineering Hub.
12 The data provided includes Telstar and Klenzaiids Engineering Hub.

compliance with local legal and regulatory requirements. As a result, all employees are covered through public programs and/or through benefits offered by the company, including but not limited to cases of sickness, job loss occurring during employment relationships, employment injury and acquired disability, parental leave, and retirement, in accordance with local regulations. These principles underpin Syntegon's Living Wages Policy, which formalizes the company's commitment to adequate compensation as a cornerstone for the well-being of employees and their families. The policy is binding across Syntegon and applies to all employees with a legal employment contract, excluding students, apprentices, and employees on partial retirement contracts. The Compensation and Benefits Group, in cooperation with Human Resources Leadership, local Human Resources teams, and the Human Rights Officer, is responsible for implementing the policy, including conducting salary reviews and ensuring compliance, with final approval provided by the Syntegon Executive Leadership Team.

Additionally, building on the principles of fair and equitable compensation, including equal pay gap for work of equal value, Syntegon has developed a Diversity, Equity, and Inclusion (DEI) policy which applies to Syntegon and its subsidiaries, contractors, suppliers, and business partners. The policy aims to further strengthen equal pay and ensure equal opportunities across all roles, levels, and locations, ensuring that employees are fairly compensated regardless of gender or personal background. The policy is implemented by Human Resources Leadership and subject to approval by the Vice President of Human Resources.

To operate its remuneration and living wage commitments, Syntegon undertakes a range of concrete actions aimed at promoting equitable compensation across the workforce. Annual reviews ensure salaries remain competitive, aligned with market standards,

and above local living wages. Pay equity is continuously monitored, including the assessment of internal gender pay gaps and the ratio of the highest-paid individual to the median total remuneration. When disparities are identified, compensation adjustments are carried out as part of ongoing efforts to uphold fairness and address potential biases across roles, functions, and locations. Additionally, the sustainability training, to be developed during the year 2026, will feature dedicated content on remuneration and gender pay equality, aimed at strengthening awareness among managers and employees of compensation principles, responsibilities, and best practices for equitable pay. These efforts are further reinforced by the ongoing pursuit of Gender Equality European & International Standard (GEEIS) certification, underscoring the company's commitment to fairness and equitable treatment across the workforce.

Although formal unadjusted gender pay gap targets have not yet been established, Syntegon monitors pay equity through internal analyses and Human Resources policies to ensure fair compensations practices across the workforce.

ESRS S1-10, S1-16

Metrics

Worldwide, all employees receive compensation above the applicable living wage, with no cases recorded below this threshold. To compute the metric, all remuneration figures are standardized on a full-time annual basis, ensuring comparability with external benchmarks, typically reported to an annual FTE standard. This approach eliminates distortions arising from different pay frequencies (including but not limited to hourly, monthly, or biweekly) and part-time working arrangements, enabling consistent assessment across contract types. The metric covers



all active employees of Syntegon; however, temporary or external workers who are not remunerated by the company are excluded. Compensation is annualized by converting hourly rates and scaling part-time salaries using each employee’s recorded FTE, based on Employee Central (EC) compensation fields¹³. Living wage benchmarks are reviewed annually for each location using reliable external sources, including the Global Living Wage Coalition, local government statistics, and input from HR Executives.

Remuneration (Gender Pay Gap)
The gender pay gap is defined as the difference in average pay levels between female and male employees, expressed as a percentage of the average pay level of male employees. The metric is calculated following the same standardized approach described previously, ensuring comparability. Additionally, salaries paid in non-euro currencies are converted into euros and adjusted for purchasing power to enable cross-country comparisons.

Gender Pay Gap*

Remuneration	
Gender Pay Gap (in %)	12

* The above data has been subject to a third party limited assurance engagement

13 The metrics are obtained directly from the HR Employee Central system for all Syntegon entities, except for Klenzaid, where data is partially collected via Excel.

Violence and Harassment

ESRS S1-1

Measures Against Violence and Harassment in the Workplace

Negative Impact
– While Syntegon emphasizes the importance of a safe and respectful work environment, there may be perceived or actual harassment in the workplace. This can have significant negative effects on the physical and psychological health of victims, creating a harmful work environment, and reducing overall safety and job satisfaction.

Policies

Syntegon is committed to fostering a safe, respectful, and inclusive working environment and applies a zero-tolerance approach to harassment in any form. Violence and harassment are addressed through the Code of Conduct (CoC), which underscores the importance of a respectful workplace as a prerequisite for achieving Syntegon’s objectives and leveraging the full potential of its talent. This commitment is embedded within the company’s broader human rights framework, for which a dedicated Human Rights Policy is in place. This policy is applicable across Syntegon, its subsidiaries, and relevant business relationships. It sets out key commitments and principles for preventing and addressing violence and harassment, outlining approaches to identify, prevent, and address potential human rights impacts, and provides guidance on measures across the organization. The directive is owned by the Head of Social and Human Rights, overseen by the Vice

President of Sustainability, Health & Safety (H&S), and the Human Rights Officer and approved by the Sustainability Committee. Its development draws on external research, benchmarks, and consultation with cross-functional stakeholders to ensure broad engagement and relevance. It underpins responsible business conduct and aligns with future measures, including the planned introduction of a dedicated anti-harassment policy and procedure, which will reinforce prevention efforts, and foster a respectful and inclusive work environment.

ESRS S1-3, S1-4, S1-5

Remedy, Actions, and Targets

To implement its commitments, Syntegon undertakes a range of concrete actions to prevent and address violence and harassment, proactively identifying and managing associated risks. Planned initiatives include incorporating a targeted harassment prevention module into the sustainability training program with the aims of increasing awareness, clarifying responsibilities, and promoting available reporting channels. This supports the ongoing target of zero work-related incidents, complaints, or severe human rights impacts within its workforce. Syntegon maintains established grievance mechanisms and procedures for investigating and remediating incidents. The company recognizes the importance of providing all individuals with reliable and trustworthy channels to raise concerns, or report potential or actual Human Rights breaches. Whether observed within Syntegon’s own operations or among business partners, all employees are encouraged to report their concerns to their supervisor, or directly to the Legal and Compliance Department via Compliance.Committee@syntegon.com or Compliance.Management@syntegon.com. The company also provides a Compliance Hotline for individuals who wish to remain anonymous, as well as

for external stakeholders. The hotline is available 24/7 worldwide in several languages. Reports can also be submitted online at Home – BKMS System. All data is securely stored on protected servers in Germany, and reports are handled exclusively by Syntegon. Submissions are treated as strictly confidential, and are acknowledged and addressed within seven days at the latest. The detailed process for managing complaints is set out in the company’s Rules on Complaints Procedure, ensuring a consistent and structured approach to handling all reported concerns.

ESRS S1-17

Metrics

During 2025, there were five cases reported through Syntegon’s Compliance Hotline, all of them regarding discrimination and harassment. In line with CSRD requirements, Syntegon reports on work-related incidents, complaints, and severe Human Rights impacts within its workforce for the reporting period. The disclosed information includes the total number of incidents of discrimination, including harassment.

Reported Cases of Discrimination, Including Harassment*	
Total number of cases of discrimination, including harassment, reported during the reporting period	5

* The above data has been subject to a third party limited assurance engagement

Supply Chain Management

ESRS S2-SBM-3

Other Work-Related rights: Child and Forced Labor

Negative Impact

– Even with strict preventive measures, inadmissible child labor and/or forced labor could occur in Syntegon's supply chain. These violations would have serious consequences for the affected person, affecting them physically and psychologically. In the long term, this could negatively impact the lives of those affected and exacerbate social inequalities.

This section addresses the company's approach to workers in the value chain in accordance with ESRS S2, with a defined scope limited to supply chain management. Syntegon manages sustainability-related impacts, risks, and opportunities through a risk-based due diligence framework integrated into supplier management processes. In the Double Materiality Assessment, potential negative human rights impacts and risks were assessed based on severity taking precedence over likelihood, in line with ESRS requirements, and child and forced labor were identified as potential impacts above the threshold within the supply chain. These impacts therefore constitute the focus of the company's S2 disclosures, while other labor-related and environmental risks continue to be monitored as part of Syntegon's Supply Chain Management process, without being deemed material to ESRS.

ESRS S2-1, S2-3, S2-4, S2-5

Policies, Actions, and Metrics

Syntegon has established a policy framework to manage potential impacts on workers in the value chain. This framework is based on the Company's Sustainability Policy and Human Rights Policy, which defines the company's commitments to responsible business conduct and the prevention of human rights violations, including child labor and forced labor. These policies are complemented by the Code of Conduct for Business Partners and a central directive that defines the process for assessing suppliers based on environmental, social, and governance (ESG) criteria. Together, these policies set minimum labor standards and expectations for suppliers. These policies are implemented through supplier management and due diligence processes, and are supported by contractual arrangements, ongoing monitoring, and access to the company's grievance and reporting mechanisms, as described in the Business Conduct section in this report.

To manage risks proactively and effectively, Syntegon conducts a risk analysis with the support of ESG risk management software to ensure a comprehensive and in-depth analysis. Currently 80% of Tier 1 supplier spending is covered by the software. The risk assessment follows two steps. In the first step, Syntegon assesses country and industry risks for human rights and environmental standards in own business areas and at direct suppliers' locations. The software then provides the company with a general potential country and industry risk under the categories of "low risk", "medium risk" and "high risk".

In the second step, direct suppliers are examined in more detail. A risk-based approach allows the company to prioritize suppliers that, in the first step,

obtained a medium or high risk of violating human rights or environmental standards. Suppliers are asked to complete specific questionnaires based on international standards to create transparency regarding the extent to which a first-tier supplier has responded to the identified risks. Based on their responses, the ability of the direct supplier to ensure the protection of human rights and environmental standards is evaluated. This information and evaluation are crucial for identifying gaps in the way direct suppliers manage human rights and environmental issues. The results of the questionnaires are combined with the results from the first step to obtain an assessment of the actual risk, which serves as an indicator of the probability of a human rights violation or a violation of an environmental standard occurring at direct suppliers. It also serves as the basis for continuous engagement and improvement of suppliers.

In 2025, Syntegon strengthened its supplier due diligence processes through a structured and risk-based approach to supplier management. A multidisciplinary team was established to define a segmentation of suppliers according to ESG criteria, with the objective of implementing these considerations into supplier engagement activities, ensuring that sustainability aspects are embedded in ongoing relationships. As a result, a new central directive was issued to standardize this process across the organization. The company also continued to increase the share of suppliers that have formally committed to Syntegon's Code of Conduct for Business Partners, achieving 38.5%, while reinforcing contractual safeguards through the inclusion of specific human rights clauses. To monitor progress and ensure accountability, a human rights dashboard has been implemented, enabling quarterly performance reviews of suppliers. With these actions, Syntegon continues demonstrating its commitment to responsible supply chain practices.



Consumers and End Users

ESRS 2, SBM-3

Personal Safety of End-Users (B2C)

Positive Impact

+ Syntegon's process and packaging solutions enable its customers to prevent contamination and damage, ensuring food and pharmaceuticals remain safe and effective for end-users.

Opportunity

➤ Syntegon's expertise and innovations in ensuring product quality and integrity, and consumer safety, may lead to a competitive advantage.

Social Inclusion of End-Users (B2C)

Positive Impact

+ Syntegon's innovative packaging solutions contribute to user-friendly, independent access to safe, affordable food and medicine across all regions of the world.

Opportunity

➤ Syntegon can benefit from the increased market demand for user-friendly, independently accessible, and affordable food and medicine.

Health and Safety for End Users and Access to Products and Services

ESRS S4-1, S4-4, S4-5

Policies, Actions, and Targets

As a global provider of processing and packaging technologies, the company's purpose is to enable its business customers to deliver safe and accessible products that contribute to human well-being worldwide. While Syntegon's solutions are deployed in business-to-business contexts, they ultimately support the safety, quality, and accessibility of pharmaceuticals, food, and other essential customer products. By integrating product safety, reliability, and regulatory compliance into the design and delivery of its technologies, the company contributes to the protection of end-users and supports a responsible value chain in line with the principles of ESRS S4.

As part of the Double Materiality Assessment, positive impacts and opportunities were identified. These positive impacts are supported by the company's quality and compliance systems, product development processes, and collaboration with customers to enhance end-user safety and access to products, thereby contributing to societal well-being and long-term value creation.

Syntegon is dedicated to delivering safe products to its customers and enabling them to provide end-users with access to quality products, thus contributing to better health and safety as outlined in the Sustainability Policy. This commitment extends beyond direct customers to the end-users who rely on securely- and accessibly-packaged medicine and food, in accordance with the principles set by

Syntegon's human rights policy. Through continuous innovation and responsible partnership, the company strives to positively influence public health by contributing to safe, high-quality, and accessible pharmaceuticals and food worldwide.

Syntegon proactively monitors and strengthens customer engagement, anticipating evolving health and safety needs. By providing clear, transparent information on product performance, safety features, and responsible usage, ensuring technologies are used safely and effectively. Syntegon also invests in innovative solutions that improve safety and quality of, and accessibility to, food and medicines for end-users worldwide, supporting public health and responsible access.

This commitment is translated into concrete actions that are embedded in the product development, quality and compliance processes, ensuring that customers' insights and issues are systematically captured, analyzed, and integrated into strategic and operational decision-making. To achieve this, Syntegon employs multiple structured processes along the value chain to interact with customers and other relevant stakeholders. This includes an established grievance mechanism and clear procedure for investigating and remediating incidents, which serve as an open channel accessible to external stakeholders. Efforts are ongoing to improve the accessibility to and awareness of this mechanism, ensuring that all stakeholders can raise concerns and provide feedback in a safe and confidential manner. Insights collected through these channels, along with input from other engagement activities, feed directly into continuous improvement initiatives, shaping product development and strategy. Customer satisfaction is further monitored through Net Promoter Score (NPS) surveys, conducted as part of the Order Fulfillment Process, which captures both positive and negative responses. These insights help identify improvement opportunities, implement corrective

actions, and share best practices internally, with structured follow-up including direct outreach to ensure concerns are addressed and solutions implemented.

Maintaining ongoing dialogue with strategic customers is equally valuable. Syntegon conducts regular key account meetings to review current development projects, evaluate input on existing solutions, and explore future needs. Top management also engages directly with key customers to discuss long-term collaboration, upcoming projects, and planned developments. These interactions create a continuous loop of insights that directly inform strategic planning and portfolio development. These efforts are complemented by comprehensive market analysis conducted at regular intervals, leveraging global industry data to identify customer needs, emerging trends, technological developments, and competitive dynamics.

Lastly, Syntegon actively participates in industry-specific networks, associations, and exchange formats within the packaging and processing industry. This includes involvement in the activities of the VDMA Packaging Machinery Association and the industry cluster Packaging Valley Germany e.V, enabling structured dialogue on technological trends, regulatory developments, and customer requirements. Insights from these engagements are systematically integrated into product development and corporate decision-making, reinforcing Syntegon's commitment to innovation, customer satisfaction, and long-term sustainability growth.

Syntegon recognizes the importance of measurable performance indicators in strengthening transparency and accountability. While no specific quantitative targets related to consumers and end-users have been defined to date, the company will evaluate the development of appropriate metrics as part of the ongoing enhancement of its sustainability management framework.

Governance Information

59 | Business Conduct/Corporate Culture



Business Conduct/Corporate Culture

Corporate Culture

Risk

! Non-compliance with ethics and legal regulations can result in loss of reputation and customer relationships.

ESRS 2 GOV-1

Corporate Governance Overview

The Supervisory Board comprises 12 members and is the most senior controlling body. It monitors the Executive Board in accordance with 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, which meet on a regular basis twice a year (and ad hoc, if required).

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.

In 2025, Syntegon implemented a Compliance Committee responsible for monitoring and further developing the company's Compliance Management

System, considering the company-specific compliance risks. It is also responsible for taking measures when systemic compliance vulnerabilities occur, adapting internal rules and reporting incidents to the Executive Board and the Supervisory Board. The Committee must carry out internal investigations and ensure the existence and proper implementation of appropriate compliance training, as well as updating the Code of Conduct and Compliance policies and procedures. This Committee is formed by the Vice President of Sustainability, the Vice President of Human Resources, The Internal Audit Department, and the General Counsel as Chair of the Committee. It is supported by other different areas, such as Data Protection, Export Control, Taxes, Labor Law, Product Compliance, Occupational Health and Safety, and Cybersecurity, whenever required. The Committee holds at least one meeting quarterly, and a member of the Executive Board should participate in at least one meeting per calendar year. The Compliance Committee reports to the Supervisory Board at least once a year on compliance-relevant topics and incidents.

ESRS G1-1

Business Conduct Policies and Corporate Culture

Policies and Metrics

Corporate culture is the basis for ensuring legal and compliant behavior at Syntegon with a clear commitment to fairness, reliability, and future orientation. Syntegon has developed a Compliance Management System grounded in this value-based compliance culture. All employees, from top to bottom, play a key role in implementing these values in their daily work, actions, and decisions. This value-based understanding

of compliance is expressed in Syntegon's Code of Conduct, described in the own workforce section, as well as, in the Code of Conduct for Business Partners, detailed in Supply Chain Management section.

All employees should report any breach of compliance cases. The first point of contact is the immediate supervisor. However, employees can also contact the Compliance Committee, a Compliance Officer, or other employees of Legal Services & Compliance. They can also submit a report (anonymously if they wish) via the company wide whistleblowing system. The Legal & Compliance Department ensures that all reported transactions, without exception, are carefully investigated and duly settled. As no violations will be tolerated, those responsible must expect appropriate sanctions without regards to hierarchical level. The Syntegon Compliance Hotline is available to employees, business partners, and other Syntegon stakeholders. In this matter, Syntegon has in place a policy to protect whistleblowers. No person shall suffer any disadvantage from reports made in good faith to the company. This also applies if a report subsequently turns out to be unjustified; the person providing the information is protected. Neither their name nor details from the report may be disclosed without good reason. If possible and legally permissible, the whistleblower will be informed within three months of the measures taken to date by Syntegon – even if the investigation has not been completed by then.

All employees annually receive appropriate risk-based training on legal requirements and internal compliance rules, as well as an update on the Code of Conduct. In 2025, 97.5% of employees completed the annual mandatory training in compliance.

ESRS Index



Disclosure Requirement		Reference
ESRS 2		
BP-1	General basis for preparation of sustainability statements	• Basis for Preparation
BP-2	Disclosures in relation to specific circumstances	• General Disclosures ESRS 2 – General Reporting Principles
GOV-1	The role of the administrative, management and supervisory bodies	• General Disclosures ESRS 2 – Sustainability Governance • Governance Information – Business Conduct/Coporate Culture ESRS G1 – Corporate Governance Overview
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	• General Disclosures ESRS 2 – Sustainability Governance
GOV-3	Integration of sustainability-related performance in incentive schemes	• General Disclosures ESRS 2 – Sustainability Governance
GOV-4	Statement on due diligence	• General Disclosures ESRS 2 – Sustainability Governance
GOV-5	Risk management and internal controls over sustainability reporting	• General Disclosures ESRS 2 – Sustainability Governance
SBM-1	Strategy, business model and value chain	• General information – Company Profile • General Disclosures ESRS 2 – Strategy, Business Model and Value Chain – Sustainability Approach
SBM-2	Interests and views of stakeholders	• General Disclosures ESRS 2 – Strategy, Business Model and Value Chain – Interests and Views of Stakeholders • Social Information – Own Workforce ESRS S1
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	• General Disclosures ESRS 2 – Double Materiality Assessment – Material Impacts, Risks, and Opportunities
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	• General Disclosures ESRS 2 – Double Materiality Assessment
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	• ESRS Index
ESRS E1		
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	• General Disclosures ESRS 2 – Sustainability Governance
E1-1	Transition plan for climate change mitigation	• Environmental information – Climate Change ESRS E1 – Actions – Transition Plan for Climate Mitigation
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	• Environmental information – Climate Change ESRS E1 – Risk Management – Climate Change Resilience
ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	• Environmental information – Climate Change ESRS E1 – Risk Management – Identification of Climate Related Risks and Scenario Analysis • General Disclosures ESRS 2 – Double Materiality Assessment
E1-2	Policies related to climate change mitigation and adaptation	• Environmental information – Climate Change ESRS E1 – Policies and Targets – Sustainability policy – Safeguard environmental resources

Disclosure Requirement		Reference
E1-3	Actions and resources in relation to climate change policies	• Environmental information – Climate Change ESRS E1 – Actions – Transition Plan for Climate Mitigation • Environmental information – Climate Change ESRS E1 – Risk Management – Climate Change Resilience
E1-4	Targets related to climate change mitigation and adaptation	• Environmental information – Climate Change ESRS E1 – Policies and Targets – Syntegon's Climate Targets • Environmental information – Climate Change ESRS E1 – Actions – Transition Plan for Climate Mitigation
E1-5	Energy consumption and mix	• Environmental information – Climate Change ESRS E1 – Metrics
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	• Environmental information – Climate Change ESRS E1 – Metrics
ESRS E5		
ESRS 2 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	• Environmental Information – Resource Use and Circular Economy ESRS E5 • General Disclosures ESRS 2 – Double Materiality Assessment
E5-1	Policies related to resource use and circular economy	• Environmental Information – Resource Use and Circular Economy ESRS E5 – Resource Inflows – Policies, Actions, and Targets • Environmental Information – Resource Use and Circular Economy ESRS E5 – Waste – Policies, Actions, Metrics, and Targets
E5-2	Actions and resources related to resource use and circular economy	• Environmental Information – Resource Use and Circular Economy ESRS E5 – Resource Inflows – Policies, Actions, and Targets • Environmental Information – Resource Use and Circular Economy ESRS E5 – Waste – Policies, Actions, Metrics, and Targets
E5-3	Targets related to resource use and circular economy	• Environmental Information – Resource Use and Circular Economy ESRS E5 – Resource Inflows – Policies, Actions, and Targets • Environmental Information – Resource Use and Circular Economy ESRS E5 – Waste – Policies, Actions, Metrics, and Targets
E5-4	Resource inflows	• Environmental Information – Resource Use and Circular Economy ESRS E5 – Resource Inflows – Policies, Actions, and Targets
E5-5	Resource outflows	• Waste – Policies, Actions, Metrics, and Targets
ESRS S1		
ESRS 2 SBM-2	Interests and views of stakeholders	• General Disclosures ESRS 2 – Strategy, Business Model and Value Chain – Interests and Views of Stakeholders • Social Information – Own Workforce ESRS S1
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	• Social Information – Own Workforce ESRS S1 – Data Privacy • Social Information – Own Workforce ESRS S1 – Health and Safety • Social Information – Own Workforce ESRS S1 – Training and Skills Development • Social Information – Own Workforce ESRS S1 – Social Protection, Adequate Wages & Remuneration Metrics • Social Information – Own Workforce ESRS S1 – Violence and Harassment

Disclosure Requirement		Reference
S1-1	Policies related to own workforce	• Social Information – Own Workforce ESRS S1 – Data Privacy • Social Information – Own Workforce ESRS S1 – Health and Safety – Policies, Actions, and Targets • Social Information – Own Workforce ESRS S1 – Training and Skills Development – Policies, Actions, and Targets • Social Information – Own Workforce ESRS S1 – Social Protection, Adequate Wages & Remuneration Metrics – Policies, Actions, and Targets • Social Information – Own Workforce ESRS S1 – Violence and Harassment – Policies
S1-2	Processes for engaging with own workers and workers’ representatives about impacts	• Social Information – Own Workforce ESRS S1 • Social Information – Own Workforce ESRS S1 – Health and Safety – Policies, Actions, and Targets • Social Information – Own Workforce ESRS S1 – Training and Skills Development – Policies, Actions, and Targets
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	• Processes to remediate negative impacts and channels for own workers to raise concerns • Social Information – Own Workforce ESRS S1 – Health and Safety – Policies, Actions, and Targets • Social Information – Own Workforce ESRS S1 – Violence and Harassment – Remedy, Actions, and Targets
S1-4	Taking action on material impacts on own workforce and approaches to mitigating material risks and pursuing material opportunities related to own workforce and effectiveness of those actions	• Social Information – Own Workforce ESRS S1 – Data Privacy • Social Information – Own Workforce ESRS S1 – Health and Safety – Policies, Actions, and Targets • Social Information – Own Workforce ESRS S1 – Training and Skills Development – Policies, Actions, and Targets • Social Information – Own Workforce ESRS S1 – Social Protection, Adequate Wages & Remuneration Metrics – Policies, Actions, and Targets • Social Information – Own Workforce ESRS S1 – Violence and Harassment – Remedy, Actions, and Targets
S1-5	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	• Social Information – Own Workforce ESRS S1 – Data Privacy • Social Information – Own Workforce ESRS S1 – Health and Safety – Policies, Actions, and Targets • Social Information – Own Workforce ESRS S1 – Training and Skills Development – Policies, Actions, and Targets • Social Information – Own Workforce ESRS S1 – Social Protection, Adequate Wages & Remuneration Metrics – Policies, Actions, and Targets • Social Information – Own Workforce ESRS S1 – Violence and Harassment – Remedy, Actions, and Targets
S1-6	Characteristics of the undertaking’s employees	• Social Information – Own Workforce ESRS S1 – Characteristics of the Employees
S1-7	Characteristics of non-employee workers in the undertaking’s own workforce	• Social Information – Own Workforce ESRS S1 – Characteristics of the Employees
S1-10	Adequate wages	• Social Information – Own Workforce ESRS S1 • Social Protection, Adequate Wages & Remuneration Metrics – Metrics

Disclosure Requirement		Reference
S1-11	Social protection	• Social Information – Own Workforce ESRS S1 – Social Protection, Adequate Wages & Remuneration Metrics – Policies, Actions, and Targets
S1-13	Training and skills development metrics	• Social Information – Own Workforce ESRS S1 – Training and Skills Development – Metrics
S1-14	Health and safety metrics	• Social Information – Own Workforce ESRS S1 – Health and Safety – Metrics
S1-16	Compensation metrics (pay gap and total compensation)	• Social Information – Own Workforce ESRS S1 – Social Protection, Adequate Wages & Remuneration Metrics – Metrics
S1-17	Incidents, complaints and severe human rights impacts	• Social Information – Own Workforce ESRS S1 – Violence and Harassment – Metrics
ESRS S2		
ESRS 2 SBM-2	Interests and views of stakeholders	• General Disclosures ESRS 2 – Strategy, Business Model and Value Chain – Interests and Views of Stakeholders
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	• Social Information – Supply Chain Management ESRS S2
S2-1	Policies related to value chain workers	• Social Information – Supply Chain Management ESRS S2 – Policies, Actions, and Metrics
S2-2	Processes for engaging with value chain workers about impacts	• General Disclosures ESRS 2 – Strategy, Business Model and Value Chain – Interests and Views of Stakeholders • Social Information – Supply Chain Management ESRS S2 – Policies, Actions, and Metrics
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	• Social Information – Supply Chain Management ESRS S2 – Policies, Actions, and Metrics
S2-4	Taking action on material impacts on value chain workers and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	• Social Information – Supply Chain Management ESRS S2 – Policies, Actions, and Metrics
S2-5	Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities	• Social Information – Supply Chain Management ESRS S2 – Policies, Actions, and Metrics
ESRS S4		
ESRS 2 SBM-2	Interests and views of stakeholders	• General Disclosures ESRS 2 – Strategy, Business Model and Value Chain – Interests and Views of Stakeholders
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	• Social Information – Consumers and End-Users ESRS S4
S4-1	Policies related to consumers and end-users	• Social Information – Consumers and End-Users ESRS S4 – Health and Safety for End Users & Access to Products and Services – Policies, Actions, and Targets
S4-2	Processes for engaging with consumers and end-users about impacts	• Social Information – Consumers and End-Users ESRS S4 – Health and Safety for End Users & Access to Products and Services – Policies, Actions, and Targets

Disclosure Requirement		Reference
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	• Social Information – Consumers and End-Users ESRS S4 – Health and Safety for End Users & Access to Products and Services – Policies, Actions, and Targets
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	• Social Information – Consumers and End-Users ESRS S4 – Health and Safety for End Users & Access to Products and Services – Policies, Actions, and Targets
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	• Social Information – Consumers and End-Users ESRS S4 – Health and Safety for End Users & Access to Products and Services – Policies, Actions, and Targets
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	• Social Information – Consumers and End-Users ESRS S4 – Health and Safety for End Users & Access to Products and Services – Policies, Actions, and Targets
ESRS G1		
ESRS 2 GOV-1	The role of the administrative, supervisory and management bodies	• Governance Information – Business Conduct/Corporate Culture ESRS G1 – Corporate Governance Overview
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	• General Disclosures ESRS 2 – Double Materiality Assessment
G1-1	Corporate culture and business conduct policies and corporate culture	• Governance Information – Business Conduct/Corporate Culture ESRS G1 – Business Conduct and Corporate Culture – Policies and Metrics

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© April 2026

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

Editorial deadline: April 23, 2026

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