

Sustainability report 2023

Environment Social Governance

SYNTEGON
PROCESSING & PACKAGING

Syntegon in 2023



1.5 billion €
in annual sales



6 percent
lower energy consumption than 2022



54 million €
investments in research & development



10 percent
lower CO₂ emissions than in 2022



39

sites in almost 20 countries

2,100

patents and patent applications



3

new photovoltaic systems



6,300

employees



8,600

digital training courses offered by Syntegon Learning World

127,000

in donations to charitable organizations





Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Together for more sustainability

GRI 2-2

In 2023 the global geopolitical situation continued to be characterized by uncertainty. Rising inflation rates in particular led to a slowdown in the global economy. The global climate crisis also remained very present. Despite this challenging environment, Syntegon has shown a stable development. Acknowledging our business impact on climate and society we focus on sustainable growth.

Sustainable products and solutions

As a strategic partner, we support our customers in the pharmaceutical and food industries with innovative technologies and seamless processes to manufacture and package their products according to the highest safety standards. This is how we contribute to the global supply of human medicines and food to people.

 Online Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Lifecycle

We focus on supporting our customers on their path to greater sustainability through our products. This includes solutions that spare resources and efficiently use sustainable packaging materials. We achieve this with new developments as well as services like modernizations and digital solutions. Our self-developed and certified Life Cycle Analysis, which we implemented with a customer for the first time in 2023, shows that we take a holistic approach.

Environmentally responsible business

Syntegon itself has continued to pursue its goals for reducing CO₂ emissions and has once again created transparency on this subject through CDP (formerly Carbon Disclosure Project). In the past year, we have prepared our targets for validation by the Science Based Targets Initiative in 2024. Syntegon also underwent an assessment by Ecovadis for the third time in 2023. The bronze medal we received confirms our commitment to sustainability.

Good governance

Syntegon ensures that it meets the increasing regulatory requirements in the area of sustainability. Last year, we implemented our obligations under the German Supply Chain Due Diligence Act and took the next steps with regard to the forthcoming Corporate Social Responsibility Directive.

Social responsibility

With the first Germany-wide Health Day and numerous global activities, we reaffirmed the importance of employee health at Syntegon last year. The signing of the Diversity Charter and our increased support for charitable organizations were also part of our sustainability approach in 2023.

Delivering sustainability results is a joint effort. This is why we will embed sustainability as a strategic pillar into everything we do. This is only possible with all our committed employees. I would like to thank each and everyone for their continuous and dedicated contribution on our path to sustainable growth.

Torsten Türling

Chief Executive Officer



 Online

 Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Content

Company profile

Acting responsibly

- 7 | A responsible company
- 9 | Structured management
- 11 | Stakeholder dialog
- 12 | About this report
- 14 | Material topics for Syntegon

Governance

Operating efficiently and ethically

- 16 | Processing and packaging for a better life
- 18 | Economic performance
- 24 | Compliance
- 28 | Supply chain management

Environment

Using resources sustainably

- 31 | Materials
- 32 | Waste
- 37 | Energy
- 38 | Emissions

Social

Embracing health, learning, and engagement





- 46 | Safe work at all times
- 51 | Diversity and equal treatment
- 52 | Modern work culture
- 54 | Education and training
- 59 | Employee surveys
- 59 | Part of the local communities

Appendix

- 63 | Companies of the Syntegon Group
- 64 | Quantity of materials used
- 66 | GRI index
- 70 | Legal notice

Navigation

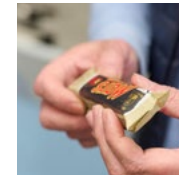
Table of contents or page references are accessible by click.

-  Scroll forwards and backwards
-  Topic-related document
-  Related content
-  Video clip



19 | Safe and self-determined

Yvonne Lange is always at the forefront – even though she has been living with diabetes for 37 years. While climbing the bouldering wall, she talked about what gives her confidence – and how Syntegon contributes to it.



33 | Bar meets paper

Mars Wrigley has chosen to flow-wrap one of its popular snack bars in paper, and is collaborating with Syntegon to this end.



40 | Tracking down emissions

Syntegon has carried out an exacting analysis to determine the amounts of energy consumed and carbon emitted by Siegfried, a contract development and manufacturing organization for pharmaceuticals.



48 | Team Health

Syntegon hosted its first Health Day in 2023. This is the company's way of focusing on an issue that is near and dear to its corporate heart.



55 | Packaging for a good cause

In 2023, for the third year running, Syntegon teamed up with charities to stage a fund-raising drive that saw many wishes come true.

Online

Syntegon at a glance

Preface

Content

Company profile

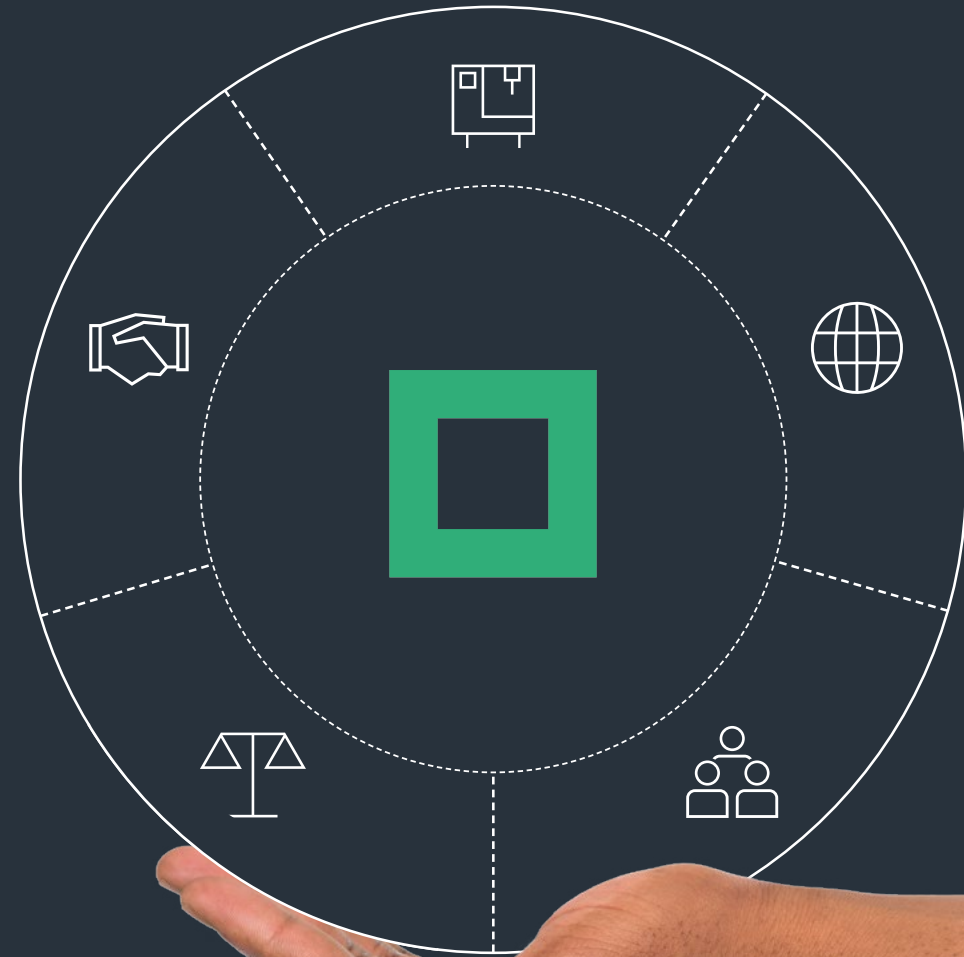
Governance

Environment

Social

Appendix

Acting responsibly





Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

A responsible company

GRI 2-1 – 2-2 | 2-6 – 2-8 | 2-30

The Syntegon Group is a leading global supplier of process and packaging technology for liquid and solid products in the pharmaceutical, food, and other industries. The company develops, manufactures, and markets technologies and services at **39 locations worldwide**, benefiting from more than 160 years of experience. Syntegon's intelligent and sustainable solutions are trusted by multinational corporations, medium-sized companies, contractors, and start-ups.

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

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

Global presence

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

At home around the globe

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



- Online
- Syntegon at a glance
- Preface
- Content
- Company profile**
- Governance
- Environment
- Social
- Appendix

The parent company of the Syntegon Group is Syntegon Holding GmbH, based in Waiblingen near Stuttgart, Germany. It is wholly owned by a company of the private equity firm CVC Capital Partners. **Overview of the companies | page 63**

Except for Klenzaid's Contamination Controls Private Ltd. (90 percent) and Valicare s.r.o (51 percent), Syntegon is the sole owner of all 36 companies belonging to the group. The Syntegon Group also holds less than 50 percent of the total shares in Industrial Pharmaceutical Resources (IPR), Inc. Syntegon further holds less than 10 percent of the shares in the European Innovation and Technology Institute (EIT Food CLC Central GmbH) – until the beginning of 2024 – and the embedded ocean GmbH.

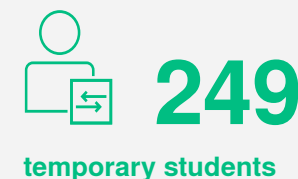
This report refers to all 36 companies. It was not until November 30, 2023, that Syntegon increased its stake in Klenzaid's Contamination Controls Private Ltd. in India from 49 percent to 90 percent. In contrast to the financial reporting of the Syntegon Group, this company is only partially included in this report. The report indicates where information on the newly acquired company, such as the employee headcount, is not included. Syntegon consolidates the relevant reporting information with the aid of internal reporting systems, which the different companies have access to. If not all the listed companies are included in the reporting for certain topics, this is mentioned in a corresponding note. In contrast to this report, the consolidated financial statements of the Syntegon Group do not include the following companies: Syntegon Technology Ltd. (Egypt), Valicare GmbH (Germany), Syntegon Technology SAS (France), Syntegon Technology Ltd. (Canada), Syntegon Technology South Africa (Pty) Ltd., Syntegon Technology Kft. (Hungary), Valicare s.r.o. (Slovakia).

Employees

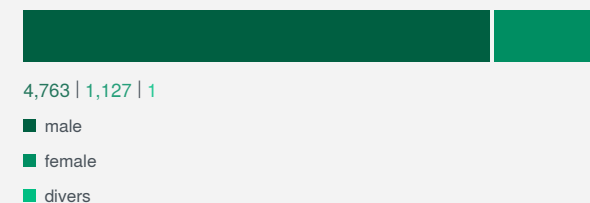
Fairness, passion, future orientation, and reliability – these are the values that define Syntegon as an employer. In the fiscal year 2023, the Syntegon Group (without Klenzaid's Contamination Controls) employed a total of 5,891 people, as well as 165 apprentices and dual students. These figures represent the total number of employees by headcount as of December 31, 2023. The number remained largely constant during the reporting period. Syntegon used a personnel master data system to collect the data.

In addition, 249 students worked at Syntegon, for instance in the context of internships, traineeships, doctoral programs, and as working students.

The working relationships of 61 percent of all employees in the Syntegon Group are covered by the provision of collective wage agreements. The working and employment conditions of a significant proportion of the remaining employees are based on these agreements. Collective wage agreements do not impact the working relationships with the Syntegon Group's senior executives. Employment relationships without guaranteed working hours do not exist at Syntegon.



Employees by gender



Data without Klenzaid's Contamination Controls Private Ltd.



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Structured management

GRI 2-9 – 2-10 | 2-12 – 2-14

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

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

The Supervisory Board

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

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

The Audit Committee

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

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

The right set-up for ESG

Corporate practices impact the environment, economy, and society in several ways. Syntegon relies on the combined knowledge of different experts in three committees to effectively manage impacts in these areas and meet corporate responsibilities: the ESG core team led by an employee with management responsibility, the ESG Steering Committee with participation of the CEO and the Compliance Committee (see chart on the right). The committees have been in place since the beginning of 2022 and were appointed by the Chairman of the Executive Board. They support the Executive Board in setting the company's sustainability course in economic, ecological, social, and ethical terms. Strategic decisions are taken by the Executive Board itself.

Set-up for ESG



ESG core team

- Comprises ten people from Health, Safety and Environment, Human Resources, Legal and Compliance, Supply Chain Management, Research and Development, Data Protection, and Communications
- Develops the objectives for sustainable corporate practices, drives their implementation, and monitors progress
- Regularly reports to the ESG Steering Committee



ESG Steering Committee

- Nine members
- Includes the leader of the ESG core team, executives from the functions represented in the core team, and the Chief Executive Officer
- Decides on the ESG core team's objectives four times a year and reviews the team's overall development



Compliance Committee

- Consisting of the heads of Legal and Compliance, Human Resources, and Internal Audit
- Supports the management in all compliance-related issues
- Makes proposals for strategic compliance management, deals with any serious compliance violations, and manages the Syntegon Group's compliance management system



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Committed to compliance

Legality and integrity are Syntegon's top priorities – all over the world. The company demands adherence to these principles of itself, as well as of its customers, business partners, and all other stakeholders. For Syntegon, compliance and its own value creation are closely linked. All employees, managers, and the Executive Board need to ensure that all applicable laws and internal standards of conduct are complied with in the context of Syntegon's business activities. **Further information on the Syntegon Group's compliance management system is provided on pages 24 to 27.**





Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Stakeholder dialog

GRI 2-28 – 2-29

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

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

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

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

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



Employees, employee representatives

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



Suppliers

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



Owner, investor

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



Community, neighborhood

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



Authorities

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



Customers







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



Non-governmental organizations (NGOs)

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

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile**
- Governance
- Environment
- Social
- Appendix

| Memberships | |
|--|--|
|  DEUTSCHES VERPACKUNGS MUSEUM MARKE+DESIGN German Packaging Museum |  Industrial Association for Food Technology and Packaging |
|  PACKAGING VALLEY Germany |  CEFLEX A CIRCULAR ECONOMY FOR FLEXIBLE PACKAGING Circular Economy for Flexible Packaging |
|  VDMA German Mechanical Engineering Industry Association |  SÜDWESTMETALL Association of the Metal and Electrical Industry of Baden-Württemberg e. V. |

Memberships in initiatives and associations

The Syntegon Group is involved in several associations and initiatives from industry and research, with a strong focus on sustainable food production and packaging solutions. Syntegon is a member of EIT Food, Europe’s leading initiative for food innovation. EIT Food is committed to making the food system more sustainable, healthier, and trustworthy. As part of the “PACK4SENSE” project, Syntegon is working with other partners such as the Fraunhofer Institute for Process Engineering and Packaging in Dresden, the Colruyt Group, the Strauss Group, and the University of Reading to develop new paper-based packaging concepts. Syntegon also supports the European initiative CEFLEX in creating an efficient and sustainable circular economy for flexible packaging. At the end of the reporting year, Syntegon also decided to join the Deutsche Verpackungsinstitut (dvi, German Packaging Institute) at the beginning of 2024.



About this report

GRI 2-3 | 2-5 | 3-1 – 3-2

The Syntegon Group published this sustainability report in May 2024. It covers the period from January 1, 2023, to December 31, 2023, coinciding with the period for the company’s financial reporting.

The Syntegon Group has commissioned PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft (PwC) to audit its IFRS consolidated financial statements for the financial year from January 1 to December 31, 2023. The consolidated financial statements prepared as of December 31, 2023, were approved by the Syntegon Group Executive Board on February 15, 2024. The company submits the consolidated financial statements and the group management report to the

Business Register for publication. Syntegon waived a voluntary audit of the entire sustainability report. Relevant data to be included in sustainability reporting in line with the Global Reporting Initiative (GRI) 2021, as well as the correct application of these standards, have been audited by the external consulting firm Zukunftswerk eG.

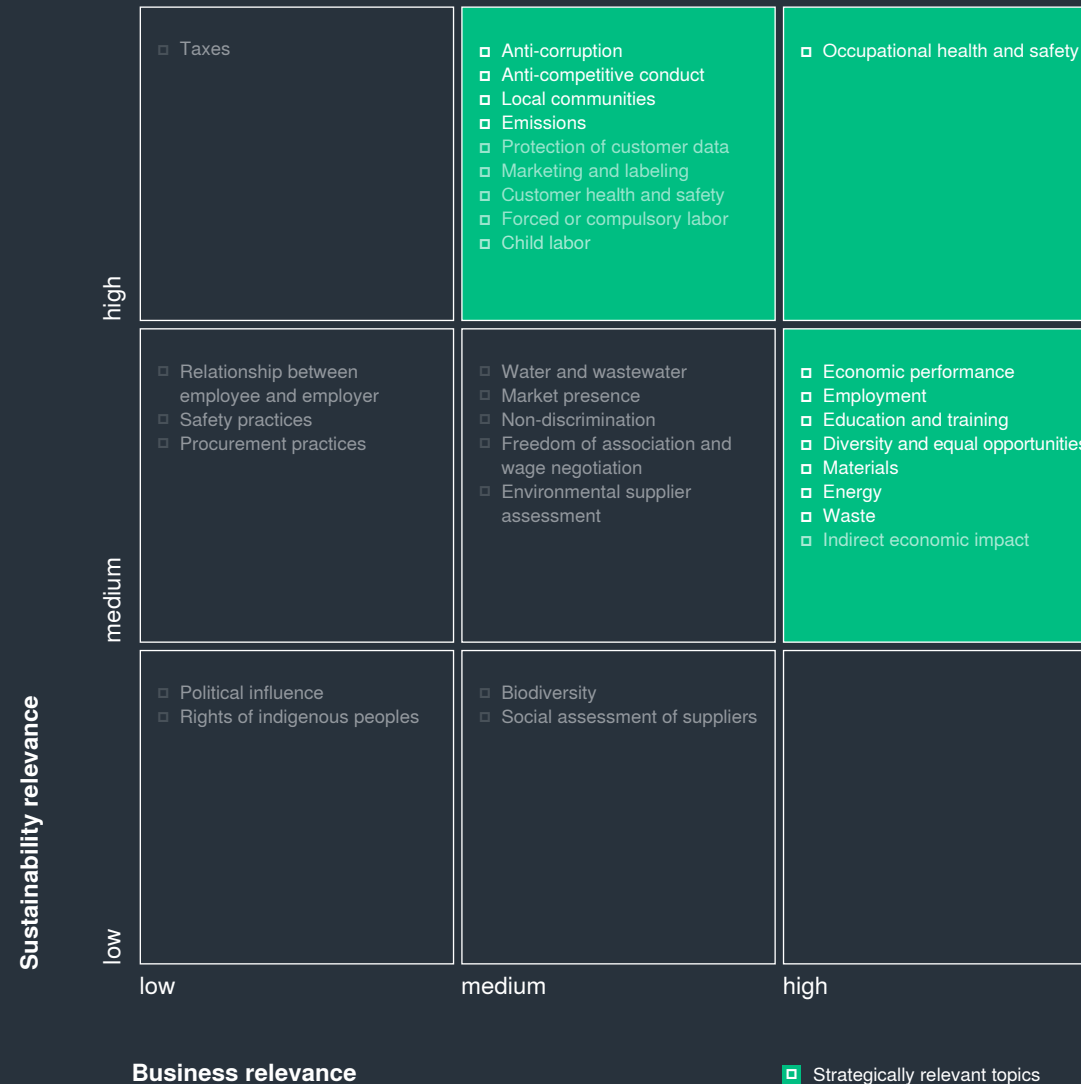
The contact person for questions regarding sustainability reporting at Syntegon is Patrick Löffel, Corporate Communications Manager at Syntegon Technology GmbH.

Material topics according to GRI

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

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile**
- Governance
- Environment
- Social
- Appendix

Materiality matrix



Procedure for the materiality analysis

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

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

Syntegon is committed to putting into practice the new reporting requirements set out by the Corporate Social Responsibility Directive (CSRD). The focus is on updating the materiality analysis in accordance with the concept of dual materiality. This revision gives rise to broader disclosure requirements for sustainability reporting. By following through with this process, Syntegon is reinforcing its transparency and commitment to responsible corporate governance in keeping with the applicable standards.



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

1 | Economic performance

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

2 | Indirect economic effects

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

3 | Anti-corruption and anti-competitive conduct

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

4 | Employment

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

5 | Occupational health and safety

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

Material topics for Syntegon

6 | Training and continuing education

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

7 | Diversity and equal opportunities

Syntegon has 6,300 employees in about 20 countries on five continents, making it a diverse company in terms of cultural background, gender, and age. All employees, the company, and its business partners benefit from a diverse culture with equal opportunities.

8 | Local communities

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

9 | Materials

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

10 | Energy and emissions

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

11 | Waste

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

Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Operating efficiently and ethically





Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Processing and packaging for a better life

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

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

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

Safely packaged food

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

seamlessly integrated into existing process and packaging systems. This enables manufacturers to keep pace with dynamic market demands, which are characterized by fierce competition and ever stricter regulations.

Less food waste

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

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



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

Medicines for humankind

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

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



Online



Syntegon at a glance

Preface

Content

Company profile

Governance


Environment

Social

Appendix



A strong partnership

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

Future-proof production

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

Sustainability

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

Efficiency

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

Digitalization

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

Safety

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

Flexibility

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



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

In line with the UN goals for sustainable development

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



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



Goal 2

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

Goal 3

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



Goal 9

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

Goal 12

Ensure sustainable consumption and production patterns.



Economic performance

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

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

Corporate strategy and goals

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

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

 Online Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Safe and self- determined



Watch the video for this article:
[Safe and self-determined](#)



Be it on her motorbike, in the swimming pool, or in her carnival group: Yvonne Lange from Crailsheim is always at the forefront – even though she has been living with diabetes for 37 years. That doesn't stop her from living her life to the fullest: the sales assistant is always open to new challenges. While climbing the bouldering wall for the first time, she talked about what gives her confidence in everyday life – and how Syntegon contributes to it.



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

When asked how she would describe life with type 1 diabetes, Yvonne Lange doesn't have to think twice: "There's no time off from diabetes," she says. In other words, diabetes is a constant companion – at work, during sport, in her leisure time, or on the couch in the evening. This doesn't mean that nothing else is on her mind. It's rather a kind of second consciousness that co-determines her day. After all, diabetes also means being dependent on the availability of insulin.

Open to new things

Insulin injections are routine for Yvonne. With the introduction of synthetic, fast-acting insulins, her intake and dosage have fortunately been easy to control since she was ten years old. This allows her to lead a largely unrestricted life. "I'm curious by nature. New hobbies, new tasks – that's part of life for me," she says. Years of therapy and a good insulin supply have made this possible. "Fortunately, I've never had any problems getting my insulin on time", says Yvonne.



Many pharmaceutical companies fill their insulin into cartridges on Syntegon machines.

 Online

 Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Safety, made by Syntegon

Companies such as Syntegon, for whom Yvonne works as a sales assistant in the pharmaceutical division in Crailsheim, contribute to this: The manufacturer of “her” insulin fills the medication on Syntegon equipment. The company globally supports the high availability of insulin with its filling and inspection technologies. In fact, Syntegon is the only machine manufacturer to cover all stages of insulin production with its equipment. The filling process requires the highest quality and safety standards, and hence comprises several steps: washing, siliconizing, sterilizing, filling, and closing the containers in the isolator, followed by inspection and tray loading. Syntegon offers various inspection systems for this purpose. They identify foreign particles or turbid materials and check the integrity of stoppers and caps of insulin containers – for maximum product and patient safety.



Syntegon’s cartridge filling and closing machines greatly contribute to supplying diabetes patients with insulin. [Find out more!](#)

Every second cartridge

It therefore comes as no surprise that the world’s three largest insulin manufacturers and many others fill their products on Syntegon machines. Today, every second cartridge for insulin pens, i. e. administration aids for self-injection, comes from Syntegon equipment. Syntegon’s portfolio also comprises assembly machines for these medical technology products. Yvonne always has pens with her, as well as an active ingredients reserve for her insulin pump at home.

How does she feel about working for a company that ensures insulin supply with its packaging solutions? “Very good,” she says, and laughs before turning to the bouldering wall.

“Fortunately, I’ve never had any problems getting my insulin on time.”

Yvonne Lange



[Find out more](#) about Syntegon’s assembly and packaging solutions for medical devices!



Thanks to reliable insulin supply, Yvonne Lange feels safe when facing new challenges – regardless of her diabetes.

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance**
- Environment
- Social
- Appendix

Research and development

Syntegon has decades of experience in the development of state-of-the-art processing and packaging technology. The company implements its high-quality, efficient, and reliable solutions with a global network of competence centers and production sites.

More than **1,400 employees in research and development** continuously work on new technologies and customer-specific solutions.

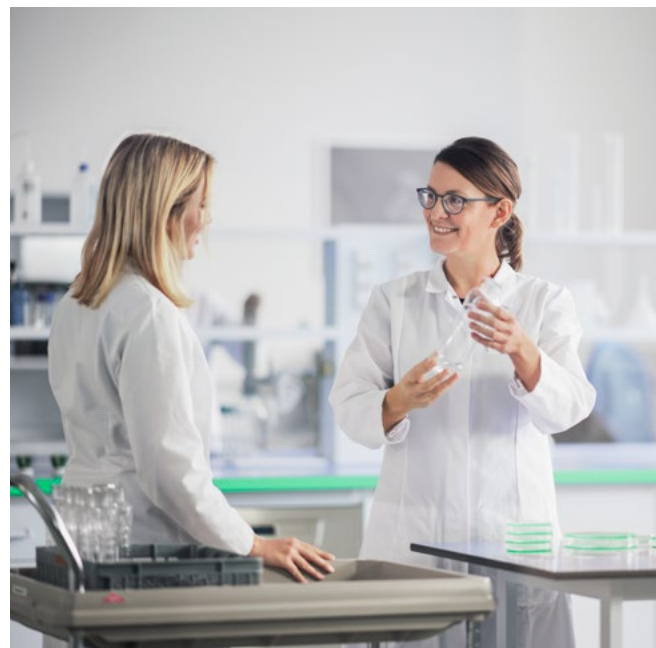
Syntegon focuses on customer requirements and actively engages with manufacturing companies to develop its technologies in joint projects. Syntegon’s experts drive specific research projects for different product groups in more than ten competence centers and set new standards for the industry. This innovative strength is reflected in 2,100 patents and patent applications. In 2023, total research and development expenditure of € 53,946k was significantly higher than in the previous year (€ 49,055k). In addition, Syntegon was able to capitalize costs for internal developments of € 9,913k (previous year: € 13,134k).

Financial performance indicators

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

Sales

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



Order intake

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

Business development

At € 1,580,067k, the order intake of the Syntegon Group in the financial year 2023 was 2.2 percent (previous year: € 1,545,362k) and sales at € 1,485,313k were 2.8 percent (previous year: € 1,444,833k) above the previous year.

Around 63.4 percent of the sales generated (previous year: 65.8 percent) were attributable to machines sales, with the remainder being attributable to services, including the spare parts business. Approx. 35.6 percent of sales were generated in Europe (previous year: 31.5 percent), 36.4 percent in the

Research and Development

+10%
investments

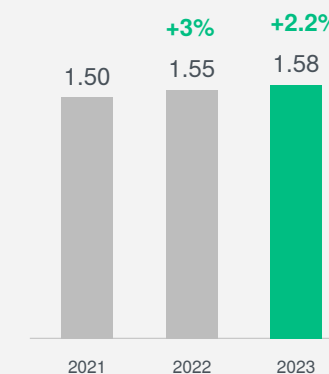
1,400
employees

10
competence centers



Development of order intake

in billion €



Online

Syntegon at a glance

Preface

Content

Company profile

Governance

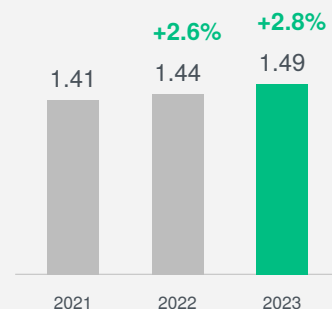
Environment

Social

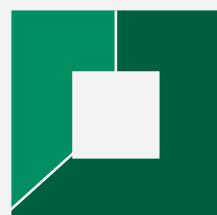
Appendix

Sales development

in billion €

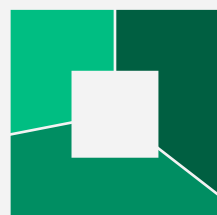


Distribution of sales by business segment



- 63.4% from machines sales
- 36.6% from services, including the spare parts business

Distribution of sales by business regions



- 35.6% in Europe
- 36.4% in Americas
- 28.0% in Asia and rest of world

Americas (previous year: 33.3 percent) and 28 percent in Asia and the rest of the world (previous year: 35.2 percent).

Regarding the main effects on earnings, Syntegon refers to the notes on the earnings performance in the consolidated financial statements prepared as of December 31, 2023, and approved by the Executive Board of the Syntegon Group on February 15, 2024. Syntegon submits both the consolidated financial statements and the group management report to the Business Register for publication.

Pension plans

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

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

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

fiscal year 2023, the net obligation, consisting of the balance of the present value of the obligation and the pension assets, amounted to € 6,038k.

Consequences of climate change

Syntegon aims to identify the opportunities and risks of climate change as early as possible. This provides the basis for taking advantage of opportunities and limiting risks by taking appropriate measures. As part of an analysis, the company assessed developments in business and financial markets, extreme weather events, raw material and energy supplies, the regulatory environment, and the impact on health. The identified opportunities include competitive advantages based on expertise in sustainable processing and packaging solutions, growing demand for the company's products, the emergence of new markets, and greater independence through in-house energy generation. On the other hand, there are risks such as material shortages and delayed deliveries, declines in demand for its products, damage from severe weather events, and rising energy costs. Syntegon's response to identified opportunities and risks includes further diversification of its supply chain, continued investment in R&D, ongoing forward-looking market research, crisis management plans, and the gradual phasing out of fossil fuels.



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Regulations of the Code of Conduct

Basic principles

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

Avoiding conflicts of interest

Dealing with information

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

Standards for our products and services

Intellectual property

Occupational safety, health, fire, and environmental protection

Communication and training


Compliance

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

Legality and integrity

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

The Codes of Conduct

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

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

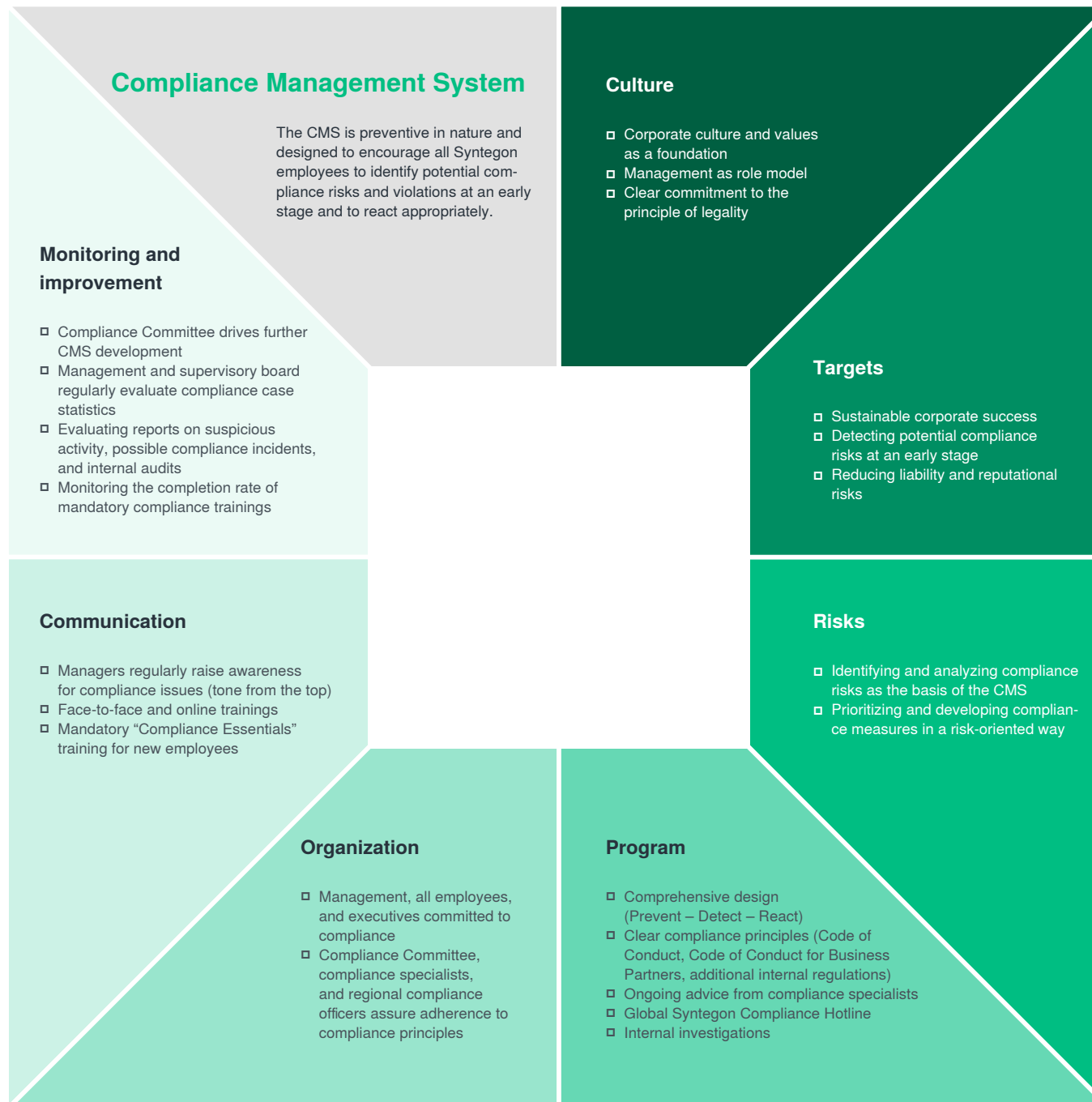
Further principles of the Code of Conduct for Business Partners, which regulate the cooperation between the company and its business partners, are based on the standards of the International Labor Organization (ILO) and include the following fields of action: principle of strict legality, employee treatment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

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

The Compliance Management System

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

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance**
- Environment
- Social
- Appendix



Responsibility for compliance

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

A Compliance Committee consisting of representatives from Legal and Compliance, Human Resources, and Internal Audit supports the Executive Board in all compliance-related issues. Among other things, the committee makes proposals for strategic compliance management and deals with any serious compliance violations.

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

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

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

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance**
- Environment
- Social
- Appendix

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

Reporting and auditing

All Syntegon employees are required to promptly report suspected compliance issues to their immediate supervisor, the Compliance Committee, the Compliance Officer, or to Legal and Compliance. Anonymous reports may also be made through the company's internal information system. No informant will suffer any disadvantage from reports made in good faith. This also applies if a report turns out to be unjustified. Syntegon immediately investigates possible violations internally. If a suspicion is substantiated, the company initiates appropriate measures.

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

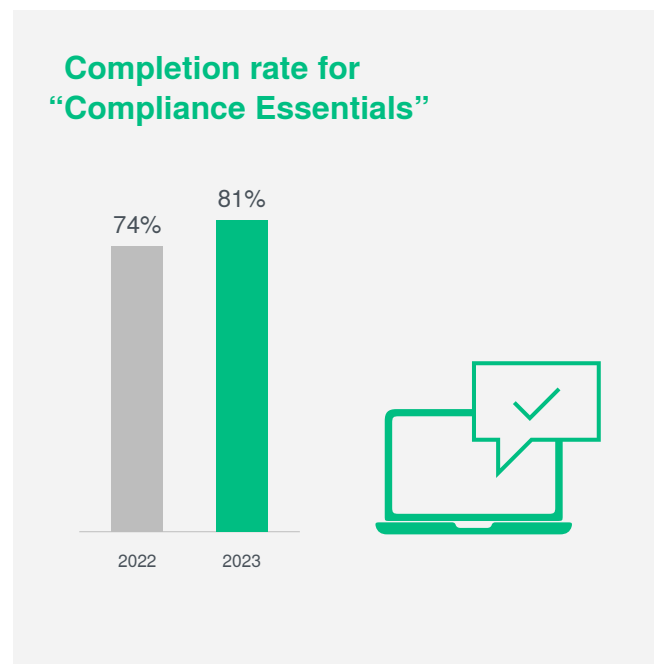
Communicating compliance regulations

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

Training of employees and third parties

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

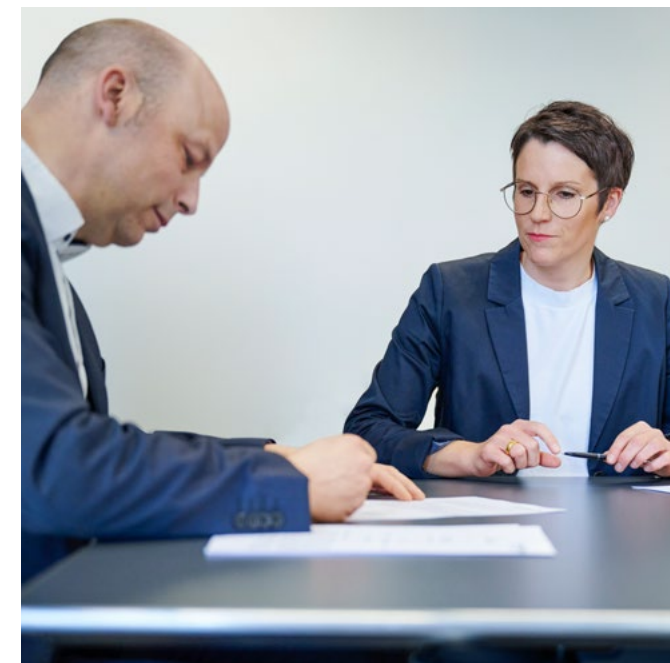
During the reporting period, 81 percent of the Group's workforce (5,311 people), which in this case includes trainees and students in dual-study programs as well as employees on parental leave or partially retired, successfully completed the Compliance Essentials online training program. It enables all employees to observe and understand current laws and internal regulations and to live by them in their daily work. Furthermore, all of Syntegon's approximately **9,000 service providers and suppliers** have received detailed information on compliance measures.



Effectiveness of the measures

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

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





Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Anti-corruption measures

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





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

Fighting corruption

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

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

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

Competition law

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

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



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix



Supply chain management

The Syntegon Group has an independent supply chain network. The company commits itself and its business partners to sustainable business practices and to respecting fundamental human rights throughout its supply chain.

Syntegon seeks long-term relationships with its suppliers. The experts in processing and packaging technology have defined requirements to this end. Above all, they expect their business partners to unequivocally commit to compliance, law and order, and responsible and sustainable corporate governance. This includes taking ethical, social, and environmental concerns into account in all business activities.

The company already requires its suppliers and service providers to comply with its Code of Conduct for Business Partners during the selection process. This Code of Conduct summarizes the most important rules for compliance with the principle of lawfulness and for the responsible and fair conduct of business activities.

Syntegon works closely with its contractual partners to address ESG matters. There are clear responsibilities and designated contacts for suppliers within the company's purchasing organization.

Purchasing managers assess risks and regularly audit areas at greater risk of compliance violations.

In the event of violations, Syntegon demands prompt improvements. If grievances persist, the company will cease working with the given suppliers. The purchasing department uses instruments such as risk management tools, supplier self-assessments, an app for quick checks, deep-drill assessments, and audits.

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance**
- Environment
- Social
- Appendix

Following the introduction of the German Supply Chain Act (LkSG), Syntegon took several new measures to manage its supply chain. These include adopting a policy statement on the company's human rights strategy, appointing a human rights officer, developing a complaints procedure, and establishing a whistleblowing hotline. The company has also conducted a risk analysis of its business activities and its suppliers.

Human rights officer

In the year under review, the executive board of Syntegon Technology GmbH appointed Sebastian Östreicher, Head of Health Safety & Environment, as the company's human rights officer. The human rights officer monitors risk management for compliance with the due diligence obligations under the Supply Chain Act and checks whether effective and appropriate measures are taken to implement and execute risk management at Syntegon.

In addition, the human rights officer supports the company in fulfilling the documentation obligations that Syntegon must comply with under the Supply Chain Act and in preparing an annual report. The human rights officer informs the executive board about his activities at least once a year and on an ad hoc basis.

Complaints procedure

Syntegon has a complaints system (see p. 26). Both internal and external parties (business partners and other third parties) can use this system to inform Syntegon of human rights or environmental risks, violations of the law, or impending violations of the law within the company and its supply chain.



The Syntegon Compliance Hotline, which is managed by an independent operator, is available 24 hours a day and in multiple languages to report information about risks and potential violations. This can be done in writing or by telephone – anonymously, if so desired. As an alternative, reports and complaints may also be submitted directly to the Syntegon Legal & Compliance department at:

compliance.management@syntegon.com.

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

Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Using resources sustainably





Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Materials

GRI 301-1 | 3-3

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

Handling product materials

Syntegon commits itself to the quality and safety of its products in its Code of Conduct (**see chapter Compliance, p. 24**). For example, the company's Product Development Code stipulates that its machines must at least comply with the strict requirements of the European Union (e.g. REACH Regulation) globally. When it comes to equipment manufacturing, Syntegon focuses on durable and robust materials that ensure extended service lives of its machines – often over several decades. The processing and packaging technology specialists also offer comprehensive modernization services and concepts for recycling, including general overhauls and machine relocations for its equipment portfolio.

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

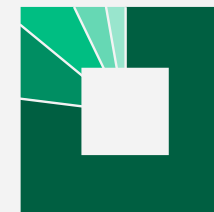
For each phase, the processing and packaging technology specialists define binding requirements that future products must meet. This enables the company to check whether its developments are in accordance with the guidelines regarding hygiene, environmental protection, or target markets. This includes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

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

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

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

Material used



- 77% steel (3,988 t)
- 9% electronic components (484 t)
- 7% aluminium (360 t)
- 4% plastic (213 t)
- 3% other (165 t)



Data without Klenzoids Contamination Controls Private Ltd.





Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Materials used

Syntegon uses a variety of materials to manufacture its machines for the food and pharmaceutical industries, from steel to aluminum to plastic. At 76.6 percent, steel accounts for most materials used during the reporting period, followed by aluminium (6.9 percent) and plastic (4.1 percent). At 9.3 percent, the highly heterogeneous electronic components also account for a significant proportion of the materials used. Other metals, such as copper, bronze, and brass, but also elastomers and glass play a minor role (see illustration on p. 31).

Sustainable packaging materials

As an innovation-driven company, Syntegon has been developing machine solutions for processing sustainable packaging materials for many years. Conventional packaging consists of several layers of different types of plastic, which makes recycling difficult. Faced with the requirements of global regulations and increasingly eco-conscious consumers, businesses will have to leverage sustainable packaging solutions to remain competitive across markets. While sustainable materials such as paper are already suitable for secondary and tertiary packaging, primary packaging still requires optimization and innovations.

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



Syntegon develops technologies that can process the most sustainable materials efficiently and in a resource-saving way. The company supports customers from end to end by drafting requirement profiles, analyzing materials in the lab, testing production runs in its development centers, and retrofitting machines. Syntegon advises food and pharmaceutical manufacturers on choosing the materials best suited to their products and factories. The company further helps its customers to save material, thus reducing costs, resource consumption, and the burden of packaging disposal. More compact packaging also facilitates logistics, thereby boosting sustainability on multiple fronts. (see also article “Bar meets paper”, p. 33–35)

Waste

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

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

Avoiding instead of producing

Waste that cannot be recycled has to be disposed of in landfills and may represent a major burden on the environment for many years. Syntegon aims for “zero waste to landfill”: the company wants to generate no more landfill waste wherever conditions permit and recycle its own refuse as fully as possible. In addition to avoiding waste, the company also focuses on consistent separation and recycling. Wherever possible, Syntegon collects and disposes of recyclable materials separately and passes them on to suitable disposal companies that can process them appropriately. The company attaches great importance to tracing the materials’ path even after they have been handed over to the disposal companies and is therefore in close exchange with its partners.

Strategic approach

Syntegon defines its central waste management goals in an Environment, Health, and Safety (EHS) policy deployment. The Syntegon Group sites are guided by these targets and derive specific goals to increase recycling rates and reduce landfill waste. Key performance indicators help track the sites’ progress. The Executive Board evaluates the current key performance indicators and, if necessary, defines improvement



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix



Bar meets paper

Whether it's the sticky notes on your desk or the thrilling paperback novel on our bedside table, paper is an everyday companion. We are surrounded by the versatile material, consuming a remarkable 422 million tons per year. But aside from printing money or art, we can also use it to package food. Case in point: Mars Wrigley, who has chosen to flow-wrap popular snack bars in paper together with Syntegon.

Snack bars not only pair well with different flavors, but also with flow wrapping: the packages make sure that the bars keep their crunch and aroma and finally prolong shelf life. However, in times of growing concern regarding plastics usage, manufacturers start to rethink their approach to traditional film packaging, and paper is a rising star among available materials.

Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Shaping the world of tomorrow

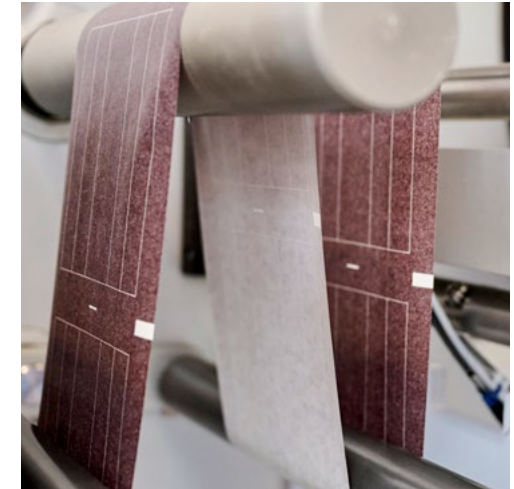
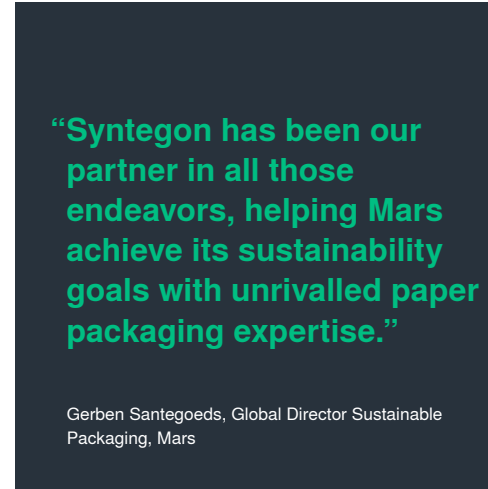
For Mars Wrigley, the material means even more: the producer of renowned brands like M&M'S® and SNICKERS® aims to make 100 percent of its packaging reusable, recyclable or compostable, and to reduce its use of virgin plastic by 25 percent. A goal that is as ambitious as it is crucial: 300 million tons of plastic waste are produced worldwide every year, calling for packaging alternatives. And what better way to achieve this than by switching to paper?

“Our long-standing relationship with Syntegon reflects our core beliefs, including the trust we place in strong alliances to bring new packaging solutions to life.”

Gary Krammer, Global Technology Leader, Mars Wrigley

Going paper

In recent years, the company has heavily invested in the research of paper flow-wraps regarding barrier properties, forming and sealing technology for some of its most popular chocolate snack bars, including BALISTO® and SNICKERS®. Fortunately, as an eco-conscious industry leader, Mars had the opportunity to team up with an equally committed packaging professional to make this vision come true. As a long-standing partner with a global network of service experts, Syntegon shares Mars' interest in circularity and waste reduction. It comes as no surprise that the company jumped right in to develop a strategy that focused on sensitive barrier paper handling, from forming to sealing and toploading with a full system approach.



 Online Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

A transition like no other

Mars chose BALISTO[®], a chocolate snack bar, as the pioneer in a transition that over time saw the packaging of various Mars products change to paper. Syntegon has developed a paper-handling solution called “paper-ON-form” to flow-wrap Mars bars into paper without damaging the barriers inside the material. In combination with special sealing jaws and a system solution approach up to cartoning, the best quality in real production could be achieved.

However, the transition to paper can be challenging for companies that have been using traditional film for decades. Unlike flexible plastic film, barrier paper has unique manufacturing requirements. Its stiffness and proneness to wrinkles calls for robust raw

material and efficient, yet gentle packaging machines. Even more so as Mars intended to use the new packaging for well-established products sold across the world. The primary goal: While the packaging needed to be adapted, the bars’ quality, flavor, and reputation had to be maintained.

Thanks to the multiple award-winning paper-ON-form technology from Syntegon, the Mars machines could be retrofitted in no time. The company’s equipment processes barrier papers without compromising on speed or appearance. The FSC[®] and PEFC[™] certified packaging is made of specialty paper and contains more than 90 percent natural fibers, bringing Mars significantly closer to its plastic reduction goal.



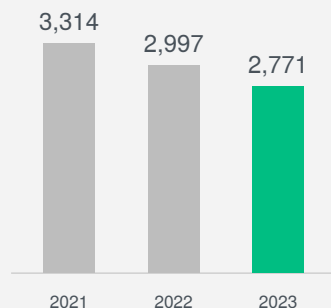
Watch the video for this article:
[paper-ON-form with Mars Wrigley](#)



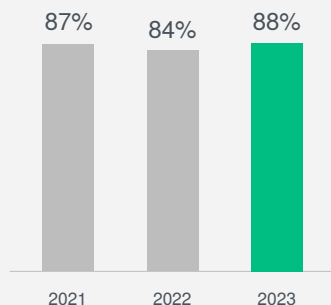
- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance
- Environment**
- Social
- Appendix

Waste volume

in t



Share of recycled waste



Data without Klenzaiids Contamination Controls Private Ltd.

measures during an annual management review in accordance with ISO standards 14001 and 45001. If individual sites repeatedly fail to meet their targets, the Syntegon Group's EHS managers work with site managers to develop a binding program of measures.

Types of waste

In the reporting year, Syntegon's production sites generated 2,771 metric tons of waste. The majority (2,445 metric tons) was recycled; Syntegon only had to dispose of a small proportion in landfills. This is due to the international availability of suitable disposal routes, since separated waste cannot yet be safely transferred to recycling in all countries.

Waste generated

| Types of waste | Total weight in t |
|---|-------------------|
| Total waste for recycling (non-hazardous) | 2,033 |
| Total waste for recovery (hazardous) | 412 |
| Total waste for disposal (non-hazardous) | 268 |
| Total waste for disposal (hazardous) | 58 |
| Construction waste, rubble, excavated earth | 9 |
| Total waste (excluding construction waste, rubble, excavated earth) | 2,771 |

Circular economy

In addition to the Group's own waste, Syntegon also aims to reduce packaging waste within its target industries – the pharmaceutical and food industries – through advanced, sustainable packaging solutions. As described in the previous section (**Materials p. 31**), the company does this by processing materials that are ideal for recycling processes and support a circular economy. Syntegon believes that the right combination of technology and materials is the key to more sustainable packaging and less waste. For this reason, the

experts in processing and packaging technology are consistently enhancing their equipment.

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

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

Product protection and loss prevention

Syntegon values safe products and low-loss production – for food and pharmaceuticals alike. When it comes to sealing food packaging, the company aims for tight packaging solutions that effectively minimize food waste and packaging loss. Equipment with product protection gas flushing, vacuum packaging, and aseptic technology make a special contribution. High yields are ensured by precise dosing systems that prevent overfilling of packaging materials and thus product loss. In addition, Syntegon's packaging machine design ensures that as little material as possible is wasted during packaging material and film reel changes. The company achieves this with track edge control systems on vertical form, fill, and seal machines, as well as precise film guidance and autosplacers on high-speed horizontal form, fill, and seal machines. The cloud-based solution "Synexio" monitors important machine and setting parameters, prevents machine startups with incorrect settings as well as packaging material and product loss – ensuring e.g. a vertical production start.

Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Energy

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

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

Strategy and approach

During the year under review, Syntegon once again focused on obtaining green electricity from in-house and external sources. The company aims to steadily increase the share of renewables in the electricity it consumes. To achieve this goal, the company has defined a strategic approach with specific measures. Syntegon reviews the timeliness and progress of the measures annually with the relevant departments and sites. In the reporting year, the share was 66 percent.

In an Environment, Health and Safety (EHS) policy deployment, Syntegon has also set out its key energy targets for the entire company. The Syntegon Group sites are guided by these targets and derive specific goals to expand renewable energy generation and increase energy efficiency. Key performance indicators help track the sites' progress. As is the case with waste, key performance indicators and regular reporting on planned improvements help the sites to track their progress.

Other steps in the process include annual ISO 14001 and 45001 management reviews, mandatory action programs if targets are not met, and internal and external audits.

Efficient resource usage

Syntegon has identified the greatest potential for the long-term reduction of energy consumption in the use of efficient ventilation and control technology, energy-saving manufacturing processes, intelligent compressed air generation, and the comprehensive use of LED lighting. Space efficiency measures (e.g. desk sharing concepts) are also becoming increasingly relevant due to significant changes in the working world since 2019.

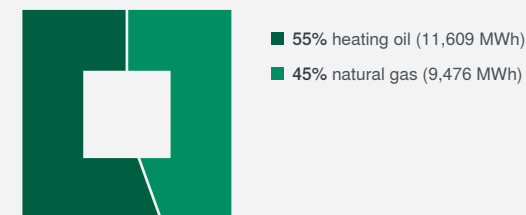
Syntegon already sources 100 percent green electricity at nearly all its European sites. At the Group's second-largest site in Beringen Syntegon is going another step further and aims to cover its entire energy supply with locally produced renewable energy by 2033.

In addition to electricity from photovoltaic systems, the energy mix of many sites includes local heating and wind energy, which the company obtains through cooperations with corresponding partners. Wherever possible, Syntegon uses certified, carbon-neutral green electricity and reduces its consumption of fossil fuels and hence its carbon emissions.

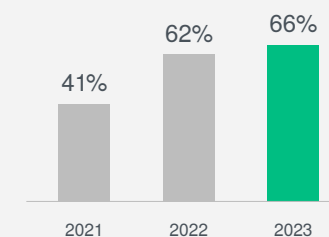
Energy consumption in the reporting period

Syntegon continuously documents the energy consumption at its production sites and shares the data, for example in cooperation with CDP (formerly "Carbon Disclosure Project"). The consumption data of the Syntegon Group recorded in the reporting period is primary data. The company calculates different overall totals based on the recorded energy consumption. In the case of fuels, total energy consumption in the reporting year amounted to 21,085 MWh, of which 9,476 MWh were from natural gas, 11,609 MWh from fuel oil. Total energy consumption within the organization during the reporting period was 47,723 MWh, 6 percent lower than in the previous year (50,698 MWh).

Fuel consumption

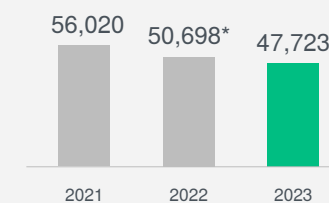


Share of green electricity in total electricity consumption



Total energy consumption

in MWh



*This figure differs from that given in the 2022 Sustainability report because partial payment was received after the report's publication and adjustments were therefore made to the consumption calculations.

Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Electricity, heat, and steam consumption within the organization

In addition to fuels, the Syntegon Group uses electricity and steam, as well as energy for heating and cooling. Electricity accounted for the largest share of these consumptions in 2023 with 25,198 MWh, of which 22,972 MWh were purchased. Syntegon further purchased parts of its heat (1,752 MWh – of which 1,439 MWh from biomass) and steam (5 MWh) from external sources.

Energy-efficient production in the food and pharmaceutical industries

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

Syntegon's technologies are designed for maximum resource conservation and enable companies to process packaging materials with the lowest possible energy input. The company holistically evaluates the CO₂ equivalent of its machines in terms of material and energy consumption over the entire life cycle using a Life Cycle Analysis methodology. Based on this data, Syntegon continuously optimizes its machine portfolio to further reduce overall resource consumption (see also article "Tracking down emissions" on p. 40–42).

Consumption plays a key role throughout the entire life cycle of a system. More than two thirds of a product's CO₂ footprint is generated during the use phase. Syntegon aims to reduce the power consumption of energy-intensive equipment. In 2023, the company decided to revise its respective goal to this end as part of the validation of its emission reduction targets by the [Science Based Targets Initiative \(SBTi\)](#) slated for 2024.

Syntegon laid the foundation for more sustainable production processes of its customers at an early stage. The holistic approach includes not only efficient systems but also comprehensive services. Through spare parts management, technological modernization, and digital optimization of the overall equipment effectiveness, Syntegon extends the service life, efficiency, and availability of its machines.

Emissions

GRI 305-1 – 305-3 | 305-5 | 3-3

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

Approach

Syntegon is pursuing a diversified approach on the way to a lower-emission future: the specialists for processing and packaging technology already source 100 percent green electricity at nearly all their European sites and are guided by the 1.5 degree target from the Paris Climate Agreement. Other measures include the purchase of local heating and the use of energy-efficient light sources such as LEDs (see [Energy section for details, p. 37](#)).



Makat BLK Rapidsolver with Energy Recovery System

Manufacturers of gummy and jelly products face high energy consumption during specific process steps. The production of the base mass requires a lot of steam and cooling energy. Syntegon has developed the Energy Recovery System (ERS) as a feature for the Makat BLK Rapidsolver to reduce energy consumption. As part of the so-called kitchen, the Rapidsolver is a unit for base mass production.

The ERS, which was recognized as "Highly Commended 2022" in the Sustainability category, at the 2022 World Confectionery Conference, relies on energy from water vapor generated during production. A specially developed heat exchanger uses this energy to preheat the sugar mass. The benefits of this approach are twofold, as it helps reduce both the amount of heating steam and cooling energy. Thanks to a lower heating steam temperature, the system is also gentle on the base mass, enabling high-quality end products. This additional function enables manufacturers to save up to 50 percent energy, depending on the recipe and selected process parameters.



Find out more about our [Confectionery packaging and processing solutions!](#)

 Online

 Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix



Membrane-based production of WFI

The pharmaceutical industry relies on water, both as a cleaning medium as well as a basic ingredient in the manufacturing of injectable drugs. Producing compendial water for injection (WFI), however, has traditionally involved the energy-intensive process of distillation. Through continuous evaporation and recondensation, ordinary drinking water is turned into a highly pure medium. But safe WFI can also be produced in a more energy-efficient way:

Syntegon has developed a membrane-based system that uses significantly less energy without compromising on quality. Contaminants such as particulates, bacteria, and endotoxins are removed from the water using filtration and physio-chemical processes to generate ultra-pure water that is well within WFI compendial specifications. Users can save up to 50 percent of total operating costs and up to 95 percent of carbon emissions.



Experience our solution in the video:
[Membrane-based pure media systems](#)

Sustainably reducing greenhouse gas emissions

Syntegon aims to reduce its Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 25 percent by 2025 and 50 percent by 2030 compared to 2019. In addition to direct and indirect energy-related GHG emissions (Scope 1 and Scope 2), the company is also targeting indirect GHG emissions (Scope 3). While the data for Scope 1 and 2 is based on consumption values, spend-based calculations are not yet available for all emission sources in Scope 3. In view of the validation of its targets by the Science Based Targets Initiative (SBTi), Syntegon is in the process of successively improving the Scope 3 data by switching to consumption-based values. To this end, the company included primary data and mass-based calculations for its products for the first time when accounting for 2022's emissions data. Syntegon has set a target for cutting Scope 3 emissions. The goal is to reduce these by 25 percent compared to 2022 levels by 2030. The company prepares its carbon emissions balance sheet in accordance with the Greenhouse Gas Protocol (Corporate Standard).

Reducing the carbon footprint in pharmaceutical and food production

Beyond its own emission reduction targets, Syntegon helps companies in the pharmaceutical and food industries to reduce their carbon footprints. The energy efficiency measures for Syntegon's machinery described in the previous section, as well as the consulting services for sustainable overall equipment design foster resource conservation and cost savings during production. They further contribute to improving the carbon footprint of manufacturing companies.

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

Data aggregation and preparation are carried out in accordance with common international standards such as ISO 14067 and enable the calculation model to be used for various areas of application. The approach allows Syntegon to examine all equipment in its own portfolio as well as different production scenarios on request, thus gaining insights into the Product Carbon Footprints in the respective production environment. In order to make these modelings usable for companies in the future, Syntegon has created first approaches for CO₂ consulting related to consumption and CO₂ values.



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Tracking down emissions

Identifying potential savings is like finding the proverbial needle in a haystack: it isn't easy, but it isn't impossible either. With a concise analysis, Syntegon created transparency regarding energy consumption and CO₂ emissions at the pharmaceutical Contract Development and Manufacturing Organization (CDMO) Siegfried and comprehensively tested its methodology in practice.

Companies in the pharmaceutical and food industries produce for different markets but pursue one overarching goal: both sectors are increasingly aiming for resource efficiency and ecological processes. However, if technological and process-related adjustments are to succeed, companies need another important resource that is far less obvious than the systems and products themselves – data.



At its site in Hameln, Germany, the pharmaceutical CDMO Siegfried operates filling systems from Syntegon.

Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix



Siegfried AG, a pharmaceutical contract manufacturer based in Switzerland and with production sites in Germany, has focused on this resource and joined forces with Syntegon. The experts for processing and packaging technology developed their own calculation model based on so-called Life Cycle Assessments (LCA) and certified by TÜV Rheinland, a German association for technical inspection. The method allows the company to evaluate energy consumption and emissions during the entire life cycle of the machines from Syntegon's portfolio.

Insightful findings

“Siegfried wanted to determine emission savings associated with green energy,” says Steffen Carbon, coordinator for development methods at Syntegon. “The company was also eager to understand the effects of modified production processes on the overall emissions at their German site.” Siegfried uses certified electricity from renewable

energy sources to ensure the ecological operation of its filling lines. Moreover, a nearby waste incineration plant provides steam to produce water for injection (WFI).

“The company didn't know exactly how these adjustments would affect its emissions. Our analysis provided transparency, especially as all the machines on site are from the vast Syntegon portfolio,” Steffen Carbon points out. The LCA showed that by using green electricity, self-generated steam, and energy-efficient compressors to generate compressed air, the CDMO reduces its CO₂ emissions by up to 80 percent, depending on the batch.

“Our analysis provided transparency, especially as all the machines on site are from the vast Syntegon portfolio.”

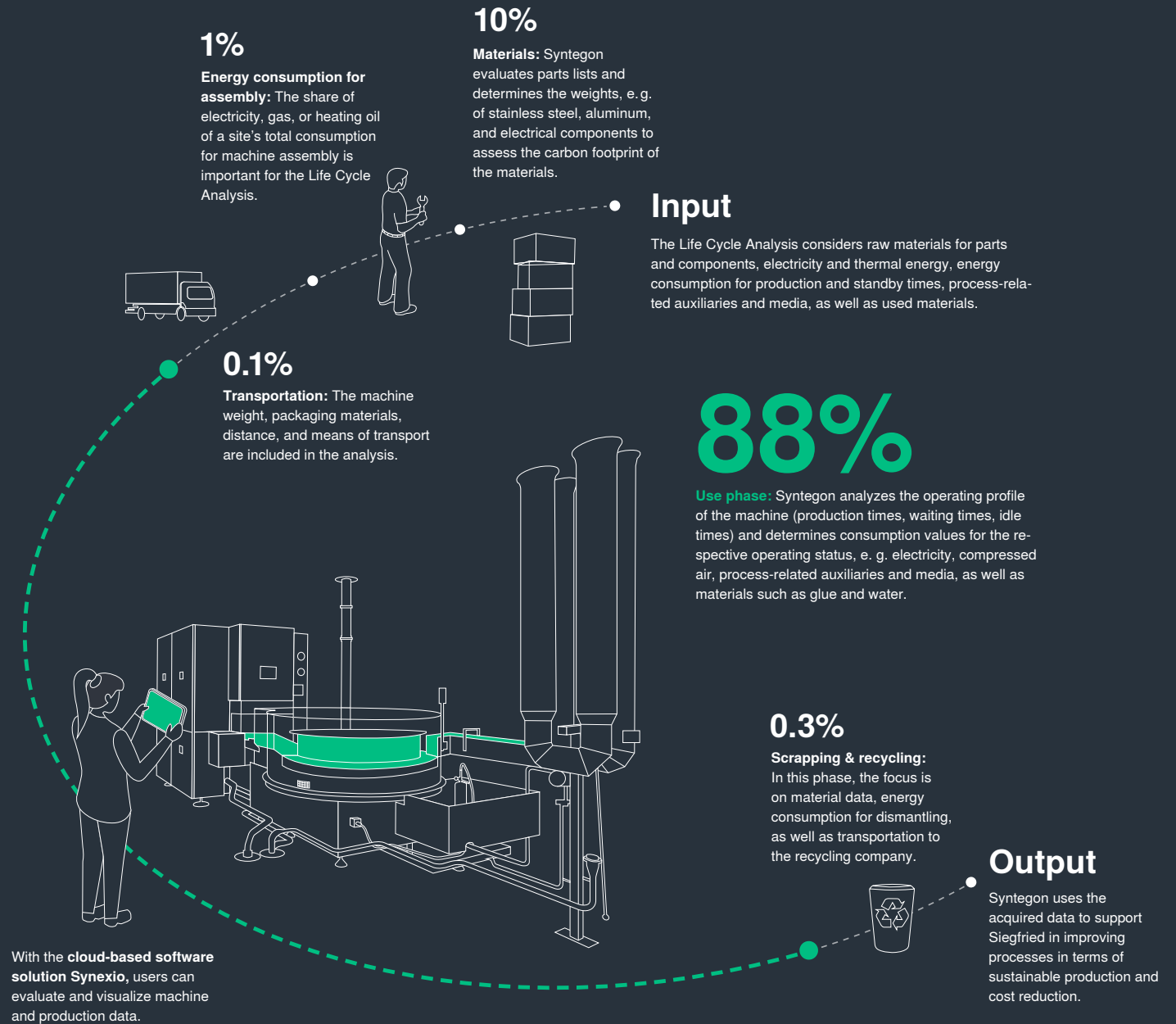
Steffen Carbon, coordinator for development methods at Syntegon

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance
- Environment**
- Social
- Appendix

A second calculation focused on the effects of modified production processes on CO₂ emissions. Instead of running several individual batches, the CDMO relies on so-called campaign filling, i. e. several batches in combination. The evaluation of the average times for individual and campaign batches reveals that Siegfried saves up to 20 percent in emissions during campaign operation. “Significantly reduced format changes and the one-off setting for campaign filling do the trick,” says Steffen Carbon, adding: “The LCA is not an end in itself but offers important guidance that companies can take into account when carefully planning and fulfilling regulatory requirements.”

“The LCA is not an end in itself but offers important guidance that companies can take into account when carefully planning and fulfilling regulatory requirements.”

Steffen Carbon, coordinator for development methods at Syntegon



[Learn more about Synexio](#)

The values in the graph apply to an eco-energy mix. Siegfried obtains 100 percent of its electricity from renewable energy sources.

Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Indian site significantly reduces emissions

The Verna site is the winner of Syntegon's internal sustainability award. The Indian subsidiary replaced 100 fluorescent tubes and another 214 ceiling lights in its offices and showrooms with LED lights, saving 65,000 KWH of energy per year.

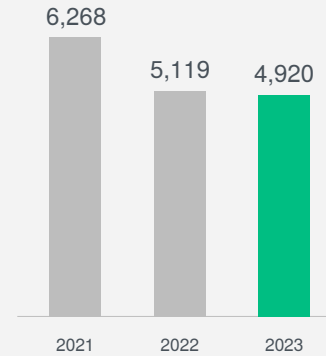
In addition, a photovoltaic solar system with an output of 311 kWp has been in operation at Syntegon in Verna since last year. As a result, the company generated 90 percent of the electricity it consumes on site and reduced its carbon emissions by 80 percent by 2023.



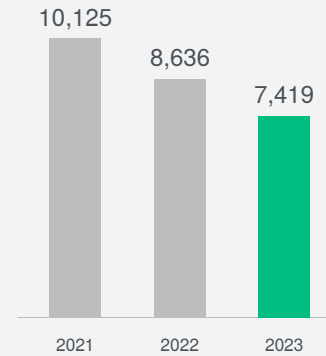
Development of emissions

Carbon equivalent in t

Scope 1



Scope 2



Data without Klenszids Contamination Controls Private Ltd.

Scope 1: direct GHG emissions

Between 2019 and 2023, Syntegon steadily reduced its Scope 1 emissions by an average of around 12 percent per year.

The company calculated the Scope 1 values based on the energy consumption of its production sites and converted these values using emission factors from the European Residual Mix. Emission factors from the Intergovernmental Panel on Climate Change (IPCC) and some local environmental authorities have also been taken into account. The values for the global warming potential (GWP) are also based on the IPCC.

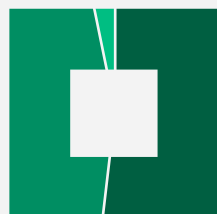
Scope 2: indirect energy-related GHG emissions

Syntegon also reduced Scope 2 emissions between 2019 and 2023: the company achieved an average decrease of 5 percent per year. The commissioning of photovoltaic systems at several sites favored the reduction.

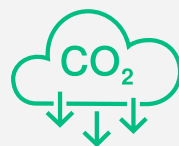
Syntegon also based the Scope 2 values on the energy consumption of its production sites. In this case, the conversion was carried out using regional emission factors, since electricity-related emissions vary from country to country. The sources of the emission factors are the same as for Scope 1. The total savings of Scope 2 and Scope 1 emissions (2019 to 2023) amount to 7,377 t CO₂e (carbon equivalents).

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance
- Environment**
- Social
- Appendix

Scope 3 emissions in 2022



- 52% purchased goods and services
- 45% use of sold products
- 3% other emission sources



Scope 3: other indirect GHG emissions

Scope 3 emissions account for the majority of Syntegon's GHG emissions with more than 98 percent. After publishing the 2022 Sustainability report, Syntegon for the first time included primary data and mass-based calculations for its products when accounting for Scope 3 emissions data.

Data gathering for the 2023 reporting year had yet to be completed at the time of the previous report's publication because the transition from spend-based to mass- and consumption-based accounting was still underway. Moreover, this was the first time that consumption data for machines supplied by Syntegon (downstream emissions) was to be included.

Instead, the table below shows emissions figures for 2022 that are based on a more robust data pool than the figures given in the 2022 Sustainability report. These serve as the baseline for reducing Scope 3 emissions by 25 percent by 2030.

A year-on-year comparison is not provided here because the 2021 data is still largely determined by the spend-based accounting method and does not include the carbon emissions of products supplied by Syntegon.

Scope 3 emissions in 2022

| Emission source | Carbon equivalent in t |
|--|------------------------|
| Purchased goods and services | 768,640 |
| Capital goods | 10,945 |
| Fuel and energy-related activities | 3,078 |
| Third party upstream transportation | 6,480 |
| Waste generated in operations | 980 |
| Business travel | 9,829 |
| Employee commuting | 4,880 |
| Upstream leased assets | 4,381 |
| Downstream transportation and distribution | 0 |
| Processing of sold products | 0 |
| Use of sold products | 670,070 |
| End of life treatment of sold products | 109 |
| Downstream leased assets | 0 |
| Franchise | 0 |
| Investments | 0 |
| Total | 1,479,391 |

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Online

Syntegon at a glance

Preface

Content

Company profile

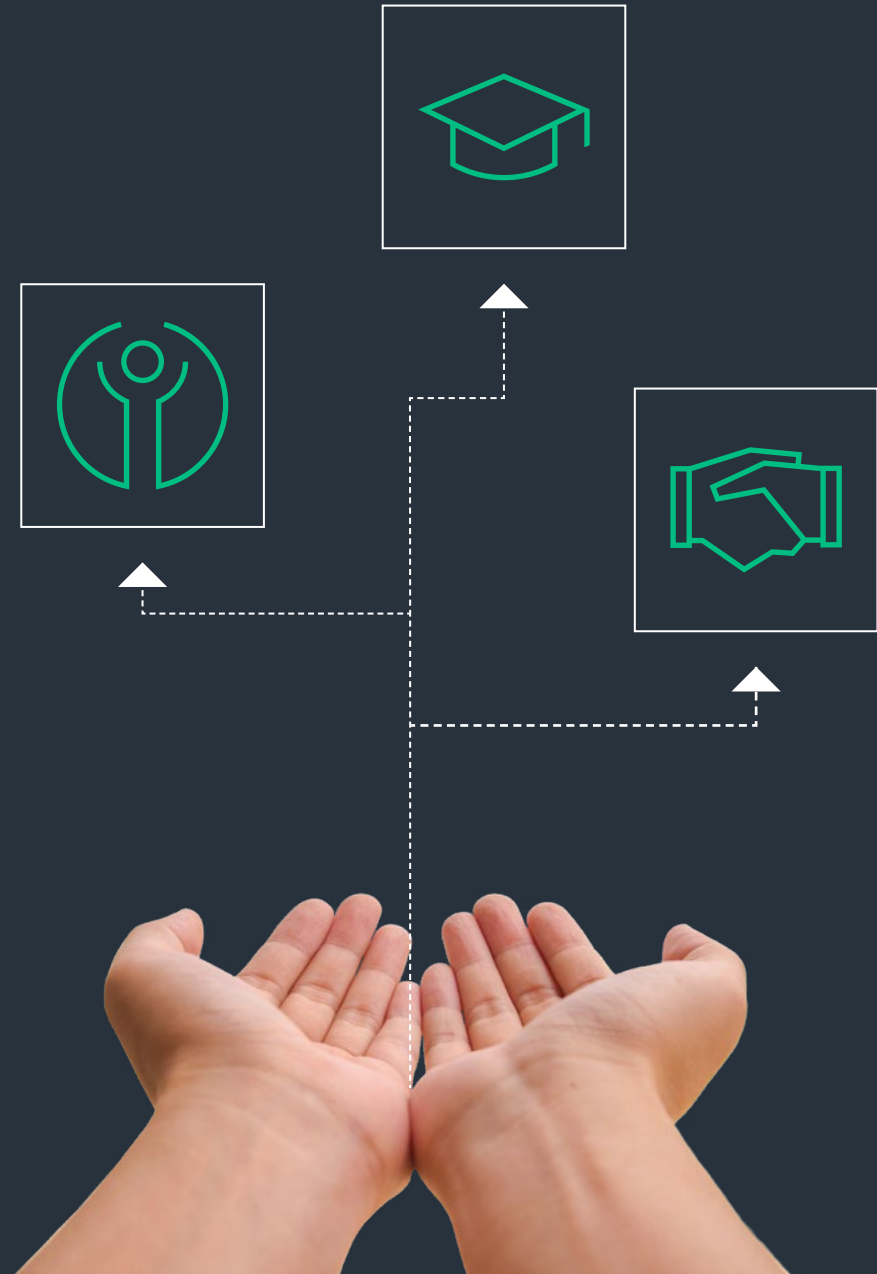
Governance

Environment

Social

Appendix

Embracing health, learning, and engagement





Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Safe work at all times

GRI 403-1 – 403-10 | 3-3

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

Ambitious occupational safety targets

No employee should be endangered or injured during his or her work for Syntegon. The company regularly records, reports, and follows up on incidents, focusing on accident and accident severity rates. By 2030, Syntegon aims to reduce the number of reportable workplace accidents in relation to working hours by 19 percent compared to 2019. Over the same period, the company is targeting 20 percent fewer lost workdays due to accidents per working hours. The majority of the Group is well on its way towards achieving the goals. Last year, 16 out of 19 manufacturing sites reached their targets, eight of which had zero accidents in 2023.

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



- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance
- Environment
- Social**
- Appendix

Syntegon regularly reviews the effectiveness of its policy with the help of internal and external audits in accordance with the ISO 45001 standard. If serious accidents occur at individual sites or areas, or if accident reduction targets are not met, local safety specialists develop action plans in close consultation with employees. Key performance indicators help to track progress. As part of an annual management review in accordance with ISO standards 14001 and 45001, the sites present the key figures to Syntegon's Executive Board. They also provide information on the status of the above-mentioned occupational health and safety targets. Syntegon awards accident-free sites annually.

Keeping an eye on health and safety risks

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

Accidents can occur not only among Syntegon's own employees on site, but also on business trips and during the work of service providers at the company's sites. Syntegon prevents these risks with a comprehensive approach. The latter evaluates the activities of external actors at the sites, assesses assembly and service operations, and includes a travel security program. For all assembly, service, and other business trips, Syntegon coordinates with the given business partner to address potential risks regarding itineraries, which can be long, and local journeys from the hotel to the site.

Special aspects of the destination country are considered. If necessary, Syntegon will arrange for repatriation or evacuation. An emergency hotline is available 24 hours a day, seven days a week to help employees with medical emergencies or other issues such as lost travel documents or credit cards.

Eliminating security risks

If these analyses reveal that further measures need to be taken to protect employees, specific health and safety committees first consider completely replacing the source of the hazard (substitution). If this is not feasible, they consult on the necessary technical, organizational, or personal measures. Managers, business departments, and employees work together in occupational safety committees to ensure a safe and healthy working environment for everyone.

Procedure in case of emergency

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

During the reporting period, Syntegon employees reported 38 documented work-related injuries, including predominantly cuts as well as impact and trip injuries resulting from manual tasks, business trips, and on-site service activities at customer sites. The injury rate was 4.1 for a total of 8,394,873 working



hours. The accident severity rate was 48 in 2023. The company did not record any work-related injuries or illnesses with serious consequences in the reporting year.

Dealing with workplace hazards

In line with its well-established approach of openly addressing conflicts, Syntegon expects all its employees to report possible risks and violations of safety regulations to a supervisor or the occupational safety specialists. Syntegon trains managers in dealing with critical feedback and welcomes open exchange and mutual support. In addition, employees – and also service providers, for example – can use the company's anonymous information platform. If employees find themselves in work situations that they consider to be hazardous to their health, they are entitled to no longer perform these activities.



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Team Health



Watch the video for this article:
[Team Health](#)

One day, seven locations. In 2023, Syntegon hosted the first Health Day in Germany. With this new format, the company focuses on a topic that is close to its heart: the physical and mental health of its employees. One day in spring, employees were able to experience the extent of the company's commitment – and took part in selected activities.

Let's be honest: Do you sometimes lack the time for exercise in your daily working routine? Creating optimal conditions for healthy work is a major priority. When it comes to your own contribution, many things work better in a team. "Fit together" was the motto of Syntegon's first Health Day, which the company organized as a hybrid event. In addition to numerous face-to-face meetings, the company offered online formats for all those who could not be on site.

Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Digital fitness sessions, online lectures on healthy eating, and real-life neck massages provided a diverse mix of topics in a very targeted manner. “We take a holistic approach to health,” emphasizes Michael Reile, company doctor and main organizer of the Health Day at Syntegon. “That’s why we combine physical, social, and mental aspects of health. We want to make our colleagues aware of topics which they may not have thought about before. The Health Day comes with a broad offer from exercises to nutrition and mindfulness.”

Actively involved

From 9 a.m. to 4 p.m., activities revolved around a healthy working life in Crailsheim, Dierdorf, Dresden, Königsbrunn, Krefeld, Remshalden, and Waiblingen, both in on-site meeting rooms and live sessions in MS Teams. Among other things, Syntegon had invited experts to measure muscle tension, analyze movement sequences, and give neck

massages on request. Foot measurements provided guidance on the choice of suitable safety shoes. More theoretical presentations focused on nutrition, healthy working from home, and stress prevention. The atmosphere was by no means sterile: fruit baskets and playful activities such as a bicycle-powered smoothie blender created a pleasant atmosphere.

The lively participation – both on site and digitally – showed how well the concept was received. Linda Neudörffer, responsible for cross-site health campaigns at Syntegon in Germany, could hardly have wished for a more successful start: “The Health Day builds on the four pillars of our workplace health promotion. These include our corporate culture, mental health and social counseling, nutrition and exercise, as well as prevention. The first day of its kind in Germany shows that we have struck a nerve and were able to provide important impetus. That’s why the next Health Day is already on our agenda for 2024.”

“The Health Day builds on the four pillars of our workspace health promotion.”

Linda Neudörffer, HR manager





Online



Syntegon at a glance

Preface

Content

Company profile

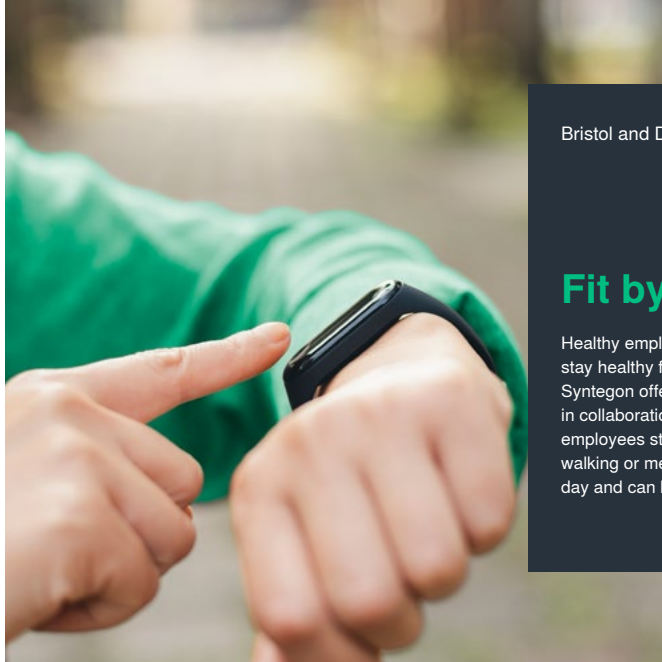
Governance

Environment

Social

Appendix

Syntegon doesn't just focus on health in Germany.

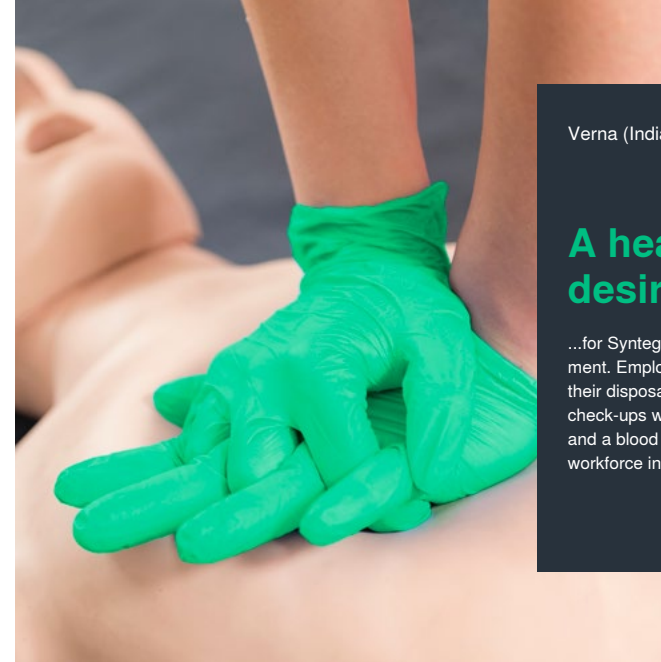


Bristol and Derby (UK)



Fit by app

Healthy employees not only perform well. They also stay healthy for leisure activities and their family. Syntegon offers an app at its **Bristol** and **Derby** sites in collaboration with its partner Yu-Life, which helps employees stay in shape. It provides suggestions for walking or meditation that are tailored to the working day and can be accessed via the app.

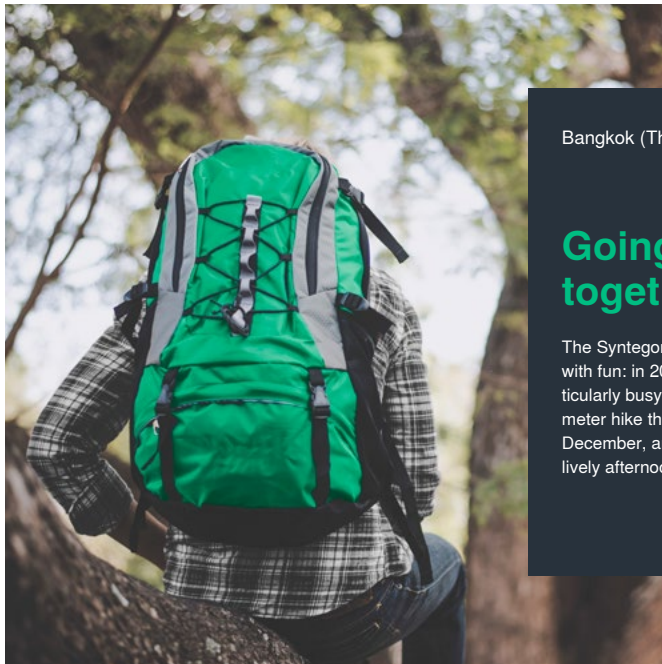


Verna (India)



A heartfelt desire...

...for Syntegon in **Verna** is holistic health management. Employees have a wide range of offers at their disposal. An in-house fitness center, regular check-ups with the company doctor, first aid training, and a blood donation campaign actively involve the workforce in health management.

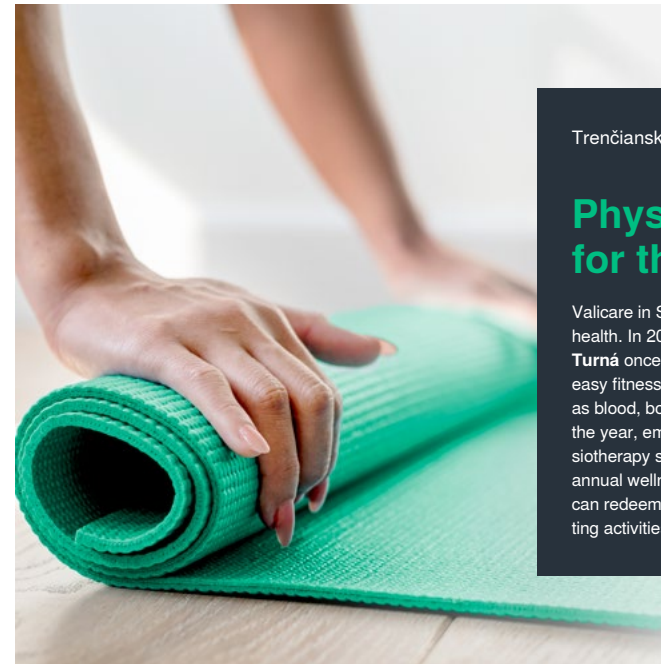


Bangkok (Thailand)



Going green together

The Syntegon location in **Bangkok** combines fitness with fun: in 2023, two events kept employees particularly busy. In October, they went on a five-kilometer hike through Khao Yai National Park. And in December, an internal bowling tournament made for a lively afternoon.



Trenčianska Turná (Slovakia)



Physio power for the team

Valicare in Slovakia attaches great importance to health. In 2023, the Syntegon company in **Trenčianska Turná** once again held a "Health Day", which included easy fitness exercises, fresh fruit, and health tests such as blood, body mass, and cholesterol tests. Throughout the year, employees can request a 50-minute physiotherapy session every week. A special offer is the annual wellness voucher worth €60, which employees can redeem for massages, physiotherapy or other sporting activities – entirely according to their own taste.

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance
- Environment
- Social**
- Appendix

Employee involvement in occupational health and safety

At Syntegon, employees can and should contribute to occupational safety and health protection. The company regularly informs its employees about possible opportunities for participation on the intranet, by e-mail, in employee meetings, and as part of special events such as a cross-site health day. Furthermore, Syntegon conducts both mandatory and voluntary occupational health and safety training courses for its employees.

Committees such as the Occupational Safety Committee and the Health Working Group play a central role. Within these committees, Syntegon develops specific occupational health and safety programs on a quarterly basis and evaluates existing measures. Employees who are active in the committees can take part in the decision-making process and can directly influence the occupational safety culture at Syntegon.

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

Diversity and equal treatment

GRI 405-1 | 3-3

Sustainability and diversity are closely linked; Syntegon promotes diversity at different levels. The company values teams with members of different genders, cultural and social backgrounds, and ages. Based on internal analyses on diversity, the company currently sees the greatest potential for development with gender. The specialists for processing and packaging technology therefore devote special attention to the equality of employees. Syntegon regularly surveys the proportion of women in management positions and aims to increase the distribution through targeted measures in recruiting and personnel development.

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

Syntegon has set itself the goal of achieving gender balance in both its workforce and management positions. In 2023, the company has resolved to revise its targets to this end.



 **charta der vielfalt**
For diversity in the world of work

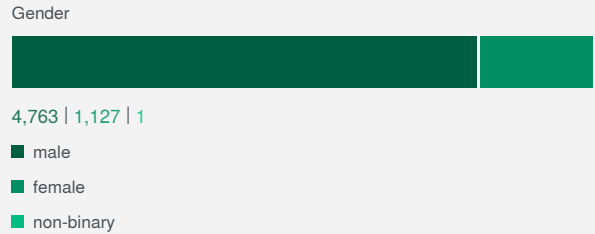
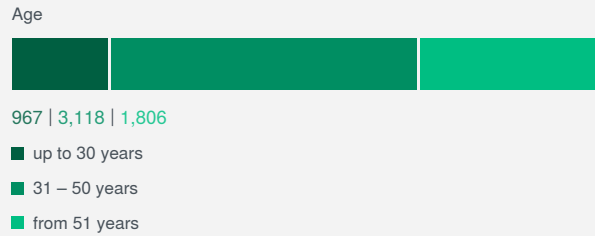
SIGNED

Syntegon signed the Diversity Charter in April 2023, joining a network of over 5,000 companies and institutions. The initiative is aimed at recognizing, valuing, and promoting diversity in the workplace in Germany.

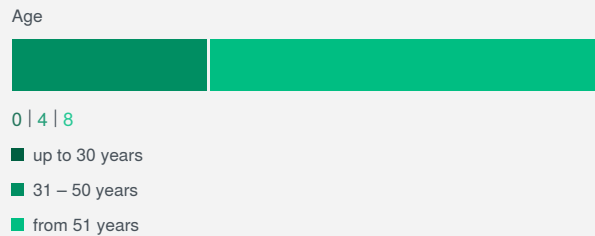
By signing the Charter, Syntegon has committed to promoting equal opportunities, creating a non-discriminatory work environment, and raising awareness of diversity among its employees.

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance
- Environment
- Social**
- Appendix

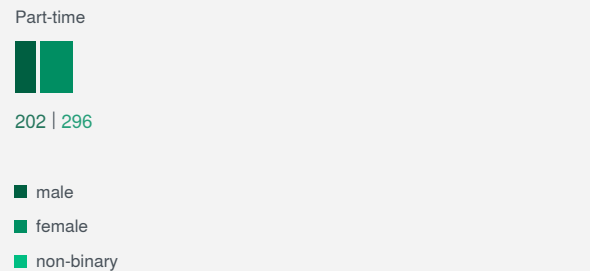
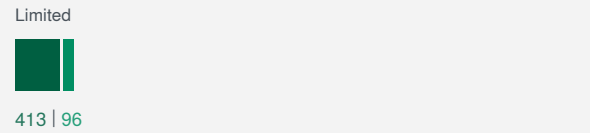
Employees by gender



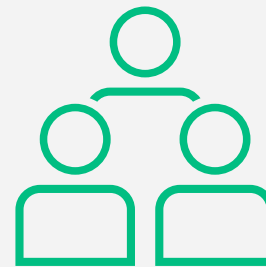
Supervisory board by age and gender



Employment relationships



- male
- female
- non-binary



Data without Klenzajds Contamination Controls Private Ltd.

Modern work culture

GRI 401-1 – 401-3 | 3-3

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

The optimal start

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

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance
- Environment
- Social**
- Appendix



Working flexibly

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

- ▣ Mobile working has been part of Syntegon's working culture not only since the Covid pandemic. Since the pandemic, however, employees are still using mobile working more widely and actively – always provided that their respective tasks permit them to work this way. However, Syntegon also considers personal interaction highly important, e.g. in the context of projects, short conversations with colleagues before and after a meeting, or over lunch. All these aspects have a positive effect on teamwork, creativity, and ultimately results.

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

Parental leave

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

| | Male | Female | Non-binary |
|--------------------------------------|-------|--------|------------|
| Entitlement to parental leave | 2,492 | 765 | 0 |
| On parental leave | 108 | 72 | 0 |
| Return after parental leave | 103 | 50 | 0 |
| Employed for 12 months after return* | 101 | 40 | 0 |

*Parental leave 2022, return 2023

Figures include employees who left the company during the year.

Financial benefits

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

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

Work and family

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

Parental leave arrangements help employees reconcile work and family life. Syntegon goes beyond the legal requirements by creating further freedom for its employees through individual arrangements for family-friendly childcare. Additional days off, which are also available to employees with shift work and relatives in need of care, lay the basis for this flexible approach.

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

Health and prevention

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

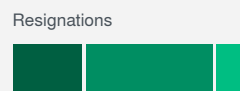
Syntegon offers employees several options to provide for the time after their employment with a flexible company pension

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance
- Environment
- Social**
- Appendix

Newly hired employees and employee turnover by age



243 | 296 | 82



74 | 135 | 33

- up to 30 years
- 31 – 50 years
- from 51 years

Newly hired employees and employee turnover by gender



492 | 127 | 2



197 | 45

- male
- female
- non-binary

Fluctuation rate for full year 2023: 4.2%

Data without Klenzaiids Contamination Controls Private Ltd.

scheme. Defined Contribution and Defined Benefit pension systems meet the requirements of a diverse workforce. In the UK, Syntegon contributes to the cost of employee health benefits. The company further covers the cost of certain private insurance benefits for managers in various regions.

Mobility

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

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

Education and training

GRI 404-1 – 404-3 | 3-3

Lifelong learning for success

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

This applies to all functions around the world. For this reason, Syntegon focuses on high-quality education and training for

all employees. Particularly in times of rapid technological and social change, the company has set itself the goal of supporting the professional and personal development of its employees with a wide range of tailored offers. Development programs are based on the strategic orientation of the company and the individual qualification needs of the employees.

Employee development

Syntegon relies on concrete target agreements for the development of its employees. Together with their supervisors, they define targets twice a year and evaluate them regarding the results (so-called OKR methodology, Objectives and Key Results). Individuals and teams define their own goals – or their own contribution to the company’s success – and discuss them with their supervisors. At the employee’s request, these discussions can also take place more frequently to obtain feedback on the status of goal achievement. In 2023 3,454 OKR meetings took place at Syntegon.

Systematic development discussions offer the company’s employees the opportunity to identify their strengths and weaknesses and to strategically plan their future career path. Syntegon conducted 900 career development discussions in 2023.

Syntegon Learning World

The Syntegon Learning World offers a demand-driven training portfolio that currently comprises more than 300 training courses and more than 8,600 digital trainings, including self-instruction materials, instructor-led formats, learning videos, and online training offers. Syntegon has expanded its digital training content, particularly during the Covid pandemic, to make the content available to employees at all times.

Syntegon has been using a Learning Management System (LMS) since November 2019 to foster the continuous develop-

Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Packaging for a good cause



Handing over a lovingly wrapped gift is a special moment. The excitement builds as the paper rustles and the parcel is opened. A smile on the face of the recipient, joy all round. Unfortunately, many people rarely experience such moments of attention. At Syntegon, we are aware of this and don't want to stand idly by. That's why once a year it's time to package for a good cause!



Watch the video for this article:
[Packaging for a good cause](#)

It all starts with a wish

It is the third time the company has carried out this initiative together with local charities. Every year, Syntegon asks how it can help. At Lebenshilfe Crailsheim, Germany, over sixty people supported by the organization wrote down their wishes, including CDs, craft paper, and bed linen. Children and young



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

people from the Waiblingen and Remshalden region, who are looked after by the child protection association Kinderschutzbund, submitted more than a hundred requests. “In addition to classic gifts such as toys, warm clothes are often on the wish lists,” says Katja Grossmann from the charitable organization. Children from an elementary school in Hangzhou, China, asked for “toys and stationery”.

“In addition to classic gifts such as toys, warm clothes are often on the wish lists.”

Katja Grossmann, Kinderschutzbund
Waiblingen/Schorndorf e.V.

Packaging together

This is where the employees come into play. They are the heart of the campaign. They choose a wish, organize the gift, and wrap it. A total of twelve sites in America, Asia, and Europe took part last year. Participants in Beringen, Switzerland, even came together to collectively celebrate the moment of packaging. They lovingly and carefully wrapped books, footballs, and dolls in colorful paper. In Derby, England, employees packed toys and clothes for disadvantaged children. Alexander Dakin, campaign organizer at Syntegon in Derby, emphasized the positive effect on the team: “Making people happy as a group is a positive experience that brings them closer together.”





Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix



“Making people happy as a group is a positive experience that brings them closer together.”

Alexander Dakin, organizer of the campaign at Syntegon in Derby

Shining eyes

Handing over the gifts is by far the most rewarding moment. In Dresden, Germany, Matthias Wagner, managing director of the Syntegon subsidiary Pharmatec, presented vouchers for the zoo and theater tickets to the Pfarrer-Dinter-Haus, which offers shelter to children and young adults. “We are fully committed to this cause. Not everyone is lucky enough to receive generous gifts,” Wagner said. In Alphaville, Brazil, employees personally handed over the gifts to the residents of a retirement home and experienced the joy in the eyes of the recipients firsthand. Syntegon collected and handed over more than 800 gifts across all sites during the campaign. That’s over 800 special moments.



At many locations, Syntegon employees put their presents under a wish tree.

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance
- Environment
- Social**
- Appendix

ment of its employees across all functions. The LMS is available to all colleagues worldwide, also via a mobile app. The platform includes digital ways of learning as well as traditional face-to-face training by internal or external course instructors, supporting effective and continuous lifelong learning.

Expanding the training offer

In 2023, employees spent an average of 9 hours on training and continuing education. Syntegon plans to significantly increase the training hours per employee by 2025 to retain and develop qualified specialists in the company. The goal is to reach an average of 35 hours of training per year per employee. The company intends to achieve this goal through automated assignment of training content and central tracking of completed courses.

In 2023, Syntegon pressed ahead with its plan to introduce IT-assisted skills management. This initiative has been piloted in several departments and will gradually be rolled out across the German sites and globally.

Syntegon aims to enable employees to develop their skills in a more efficient way with this innovation. It also enables the company to identify the individual learning needs of its employees and deliver tailored training.

Evaluation and quality assurance

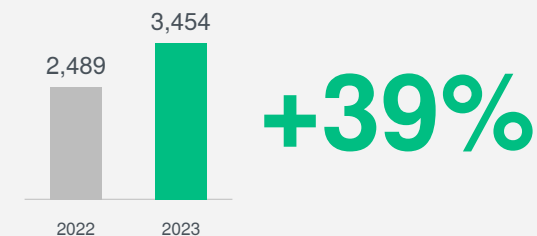
Syntegon places great emphasis on the quality of its training. The company evaluates its offerings once a quarter to make targeted improvements, and then adjusts training content

or structures as needed. Once a quarter, the company also reviews waiting lists to ensure that sufficient training is available. In addition, Syntegon relies on a close exchange with business units to further develop the portfolio in the relevant areas and integrate it into the LMS. Dialogs with managers, project workers, and peer groups are intended to help employees internalize the learning content over the long term. Moreover, Syntegon plans to turn its Learning Management System into a holistic talent development platform to promote skill improvement.

Special talent programs

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

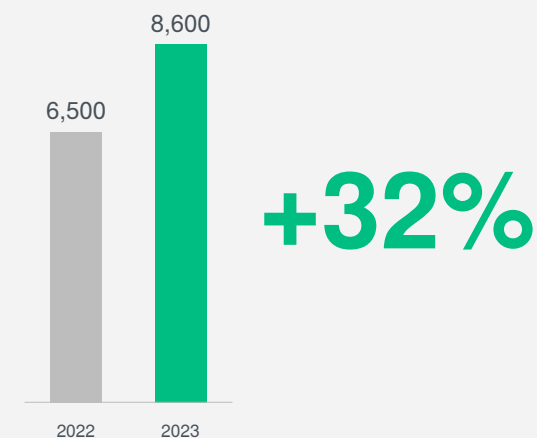
Individual target agreement meetings



Career development discussions



Digital training offers



Online

Syntegon at a glance

Preface

Content

Company profile


Governance


Environment

Social


Appendix

Talent programs

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

 **GROW 2** promotes individuals who, based on their personality and vision, lead employees and actively shape the strategic direction of Syntegon's future.


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

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



Employee surveys

GRI 401-1 | 3-3

Syntegon usually measures the effectiveness of its activities and the satisfaction of its employees every two years with the Employee Engagement Survey (EES). The last survey took place in 2022, the results of which were presented in the  **previous Sustainability report**. The next survey is slated for 2024. As part of the survey, employees can rate Syntegon as an employer. This feedback provides important points of reference to increase employee satisfaction and commitment in all areas in the long term. The results help Syntegon compare itself with other benchmark companies in the special mechanical engineering sector (5,000 to 10,000 employees).

Syntegon communicates the EES results to its employees, who then work individually and specifically on the topics with

potential for improvement. The processing and packaging technology specialists define an overarching process for corporate focus topics and develop measures at the global level. Managers address business unit issues with a structured approach. In addition to suitable measures, each business unit can define an additional focus topic. Business unit managers obtain feedback from employees to evaluate the process and the progress of the measures at regular intervals until the next survey. If necessary, they adjust the activities.

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

Part of the local communities

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

Socially committed

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

Corporate practice

As a globally active company, Syntegon has a responsibility to act in a socially, ecologically, and economically sustainable manner at all its sites and to take account of local conditions, requirements, and interests. Eleven of the Syntegon Group's 39 locations have a works council, seven of which are in Germany. Syntegon also considers ecological aspects at all sites

- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance
- Environment
- Social**
- Appendix

(see chapter Environment, p. 30–44). Occupational safety and environmental protection committees are in place at 19 (manufacture) of the 39 sites to discuss local environmental issues and develop measures further.

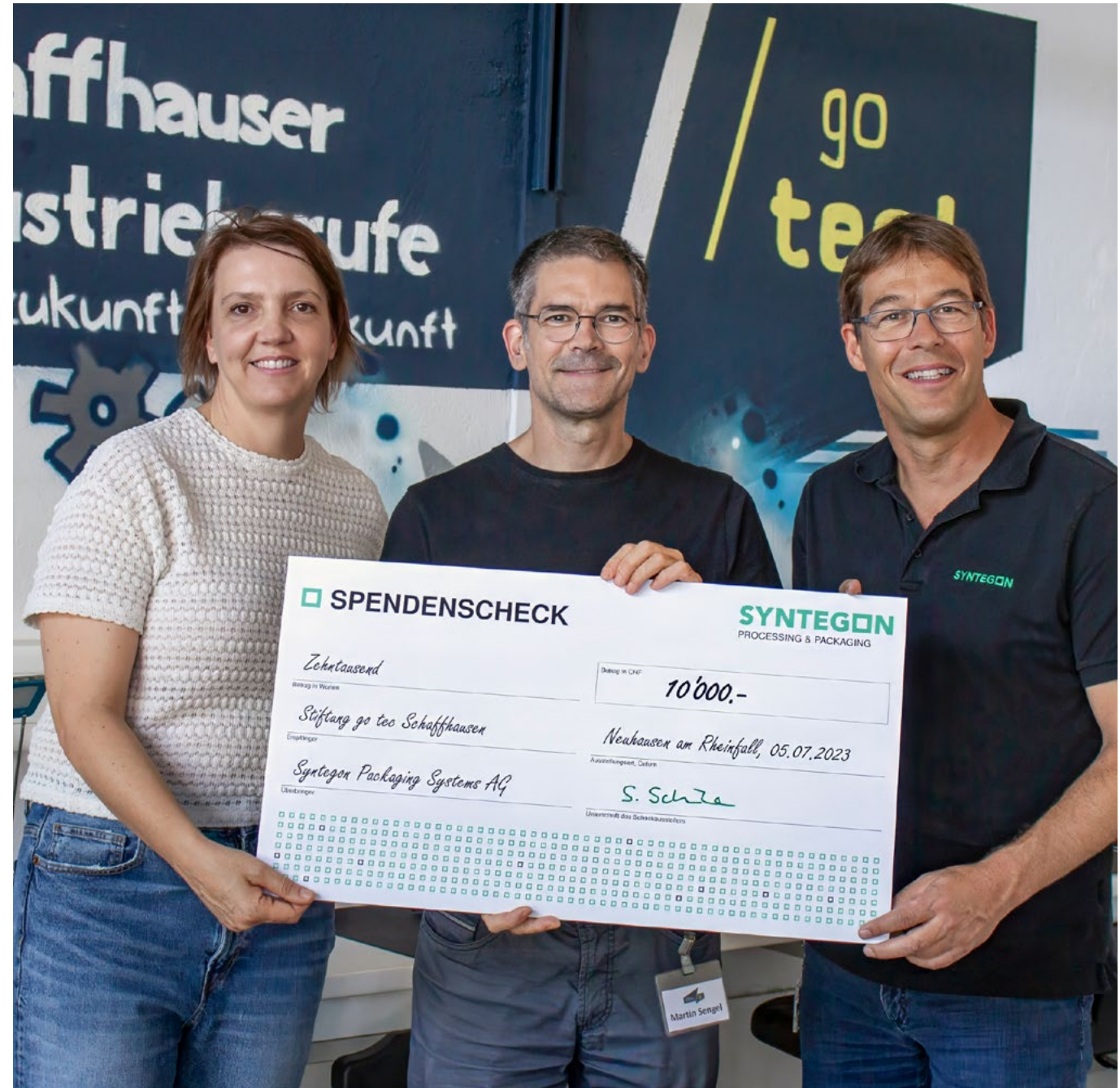
External stakeholders

Syntegon is in direct contact with local stakeholders all over the world to support social and environmental initiatives. These stakeholders include political decision-makers, public authorities, the media, and social institutions. In addition to the company's own efforts in social commitment, employees and the media play a crucial role: Syntegon employees welcome and expect their employer's commitment to local communities, while the media are interested in a proactive and regular exchange with the company. Especially in regions where Syntegon is one of the largest employers, political, social, and civic actors want the company to engage with local communities in different ways.

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

Donation commitment

Syntegon actively assumes responsibility in the social environment of its sites through donations and encourages its employees to become socially involved. The focus is on projects related to health, food supply, environment, education, and science.



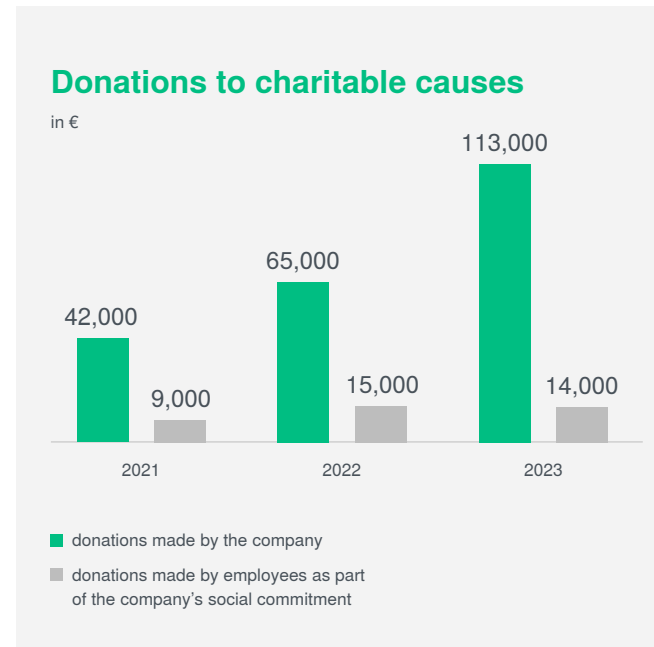
- Online
- Syntegon at a glance
- Preface
- Content
- Company profile
- Governance
- Environment
- Social**
- Appendix

The sites manage their donation commitments as they see fit in these areas. They liaise with the central Corporate Communications department, which assesses how the cross-location strategy is implemented. In recent years, the focus has been on increasing donation commitments. The sites report their donations to Corporate Communications once a year. In 2023, Syntegon donated 127,000 euros to charity.

Donations benefit e.g. food banks, hospitals, and educational institutions. The Syntegon Group also regularly supports the aid organization CARE Germany, which, among other things, is committed to providing food and medicine to people in need worldwide. In 2023, Syntegon supported CARE's aid with donations totaling **60,000 euros**, including for the victims of the earthquake in Turkey and Syria.

Syntegon's regional commitment also benefits from the participation of its workforce during site events, such as the annual fundraising campaign "Packaging for a good cause" (see magazine section on p. 55–57). Campaigns initiated by Syntegon employees, such as the "Syntegon Calorie Cup", combine social commitment and physical fitness: in this competition, Syntegon employees exercise a great deal over a period of two weeks in various disciplines such as cycling, jogging, or walking. Participating sites donate one cent for every burned calorie to a good cause.

Syntegon also supports local mass and top-level sports through sponsoring partnerships, thereby strengthening the regional sense of community. In Crailsheim, where Syntegon operates its largest site, the company sponsors HAKRO Merlins Crailsheim, an internationally successful basketball club, as well as the largest local sports club (TSV Crailsheim). At the Beringen site in Switzerland, Syntegon is one



of the sponsors of the handball club Kadetten Schaffhausen, which is active in the highest Swiss league and at European level. These long-term partnerships strengthen Syntegon's role as a regionally committed player.

Knowing one's value

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



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

Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Appendix





Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

More information

Companies of the Syntegon Group

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

Except for Klenzaid's Contamination Controls Private Limited (90 percent) and Valicare s.r.o (51 percent), Syntegon is the sole owner of all 36 companies belonging to the group. The Syntegon Group also holds less than 50 percent of the total shares in Industrial Pharmaceutical Resources (IPR), Inc. Syntegon further holds less than 10 percent of the shares in the European Innovation and Technology Institute EIT Food CLC Central GmbH – until the beginning of 2024 – and the embedded ocean GmbH.

 Online

 Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Quantity of materials used

Weights of materials used in machines delivered by the Syntegon Group* in 2023

| Class | Material | Kilogram |
|---------------------|---|-----------|
| Steel | Stainless steel | 2,252,878 |
| | Cast steel | 125,116 |
| | Other (low-alloyed / unalloyed) | 1,610,063 |
| Other Metals | AlMg (aluminum-magnesium alloy) | 286,217 |
| | Cast aluminum | 3,223 |
| | Other aluminums | 70,104 |
| | Other metals | 23,125 |
| Plastics | CFK (carbon fiber-reinforced plastic) | 228 |
| | PA (Polyamide)/PC (Polycarbonate) | 51,692 |
| | PTFE (Polytetrafluoroethylene e. g. Teflon) | 5,711 |
| | PU / PUR (Polyurethane) | 29,632 |
| | Other (PBT, PET, POM) | 125,425 |
| Elastomers | FKM (Fluor rubber) | 1,403 |
| | Others (EDPM, HNBR, VMQ) | 70,137 |

*without Klenzoids Contamination Controls Private Ltd.

Continuation of the table on page 65

 Online

 Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Quantity of materials used

Weights of materials used in machines delivered by the Syntegon Group* in 2023

| Class | Material | Kilogram |
|-------------------------|-------------------------------------|------------------|
| Glass | Glass | 55,315 |
| Elektronics | Cables | 97,959 |
| | Connectors, terminals, switches | 77,074 |
| | Printed circuit boards | 9,385 |
| | Electronical components | 92,256 |
| | Electrical motors | 129,112 |
| | Control units for electrical motors | 42,134 |
| | Power supply | 24,603 |
| | Display | 10,506 |
| | Other Electronics | 486 |
| Initial supplies | Lubrication oil / grease | 596 |
| Other | | 14,261 |
| Total | | 5,208,524 |

*without Klenzaid's Contamination Controls Private Ltd.



Online

GRI Index



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

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

The Syntegon Group has reported the information given in this GRI Index for the period from January 1st, 2023 up to and including December 31st, 2023 with reference to the GRI standards.

Company profile

| | Page |
|--|-------------|
| GRI 2: General Disclosures | |
| 2-1 Organizational details | 7, 8 |
| 2-2 Entities included in the organization's sustainability reporting | 7, 8 |
| 2-3 Reporting period, frequency, and contact point | 12 |
| 2-5 External assurance | 12 |
| 2-6 Activities, value chain and other business relationships | 7, 8 |
| 2-7 Employees | 7, 8 |
| 2-8 Workers who are not employees | 7, 8 |
| 2-9 Governance structure and composition | 9, 10 |
| 2-10 Nomination and selection of the highest governance body | 9, 10 |
| 2-12 Role of the highest governance body in overseeing the management of impacts | 9, 10 |
| 2-13 Delegation of responsibility for managing impacts | 9, 10 |
| 2-14 Role of the highest governance body in sustainability reporting | 9, 10 |
| 2-22 Statement on sustainable development strategy | 3, 4 |
| 2-23 Policy commitments | 24, 28, 29 |
| 2-28 Membership associations | 11, 12 |
| 2-29 Approach to stakeholder engagement | 11, 12 |
| 2-30 Collective bargaining agreements | 11, 12 |

Continuation of the table on page 67



Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix**Company profile**

| | | Page |
|-------------------------------|--|-------------|
| GRI 3: Material Topics | 3-1 Process to determine material topics | 12, 13 |
| | 3-2 List of material topics | 14 |

Governance

| | | Page |
|---|---|-------------|
| GRI 3: Material Topics | 3-3 Management of material topics | 18, 22, 23 |
| GRI 201: Economic Performance | 201-1 Direct economic value generated and distributed | 18, 22 |
| | 201-3 Defined benefit plan obligations and other retirement plans | 18, 22 |
| GRI 203: Indirect Economic Impacts | 203-1 Infrastructure investments and services supported | 16–18 |
| | 203-2 Significant indirect economic impacts | 16–18 |
| GRI 205: Anti-corruption | 205-1 Operations assessed for risks related to corruption | 24–27 |
| | 205-2 Communication and training about anti-corruption policies and procedures | 24–27 |
| GRI 206: Anti-competitive Behavior | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 24–27 |

Environment

| | | Page |
|-------------------------------|--|----------------|
| GRI 3: Material Topics | 3-3 Management of material topics | 31, 32, 37, 39 |
| GRI 301: Materials | 301-1 Materials used by weight or volume | 31 |
| GRI 302: Energy | 302-1 Energy consumption within the organization | 37 |
| | 302-5 Reductions in energy requirements of products and services | 37 |

Continuation of the table on page 68

 Online

 Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

Environment

| | | Page |
|-------------------------------------|---|--------|
| GRI 305: Emissions | 305-1 Direct (Scope 1) GHG emissions | 39, 43 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | 43, 44 |
| | 305-3 Other indirect (Scope 3) GHG emissions | 44 |
| | 305-5 Reduction of GHG emissions | 38–44 |
| GRI 306: Effluents and Waste | 306-2 Waste by type and disposal method | 32, 36 |
| | 306-4 Transport of hazardous waste | 32, 36 |

Social

| | | Page |
|--|--|------------------------|
| GRI 3: Material Topics | 3-3 Management of material topics | 46, 47, 51, 52, 54, 59 |
| GRI 401: Employment | 401-1 New employee hires and employee turnover | 52, 53 |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 52–54 |
| | 401-3 Parental leave | 53 |
| GRI 403: Occupational Health and Safety | 403-1 Occupational health and safety management system | 46, 47, 51 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 46, 47, 51 |
| | 403-3 Occupational health services | 46, 47, 51 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | 46–51 |
| | 403-5 Worker training on occupational health and safety | 46–51 |
| | 403-6 Promotion of worker health | 46–51 |

Continuation of the table on page 69



Online

Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix**Social**

| | | Page |
|---|---|-------------|
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships | 46–51 |
| | 403-8 Workers covered by an occupational health and safety management system | 46–51 |
| | 403-9 Work-related injuries | 46–51 |
| | 403-10 Work-related ill health | 46–51 |
| GRI 404: Training and Education | 404-1 Average hours of training per year per employee | 54, 58 |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | 54, 58 |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | 54, 58 |
| GRI 405: Diversity and Equal Opportunity | 405-1 Diversity of governance bodies and employees | 51, 52 |
| GRI 413: Local Communities | 413-1 Operations with local community engagement, impact assessments, and development programs | 59–61 |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | 59–61 |



Online



Syntegon at a glance

Preface

Content

Company profile

Governance

Environment

Social

Appendix

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Further information

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Legal notice

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

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