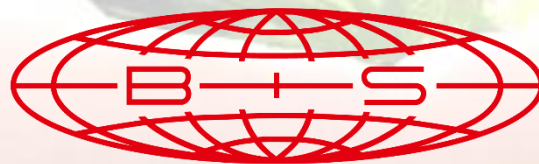




Bausch+Ströbel Sustainability Report 2022

// Taking Responsibility for a Better Future ///



BAUSCH+STRÖBEL

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SUSTAINABLE ACTION: A FUNDAMENTAL PILLAR OF BAUSCH+STRÖBEL'S CORPORATE CULTURE

Dear Sir or Madam,

In the light of the COVID-19 pandemic, which has presented people worldwide with new challenges, the theme of sustainability has gained renewed importance. During this pandemic, it became evident to everyone how human actions can impact the natural environment. Take for example the reduced traffic volume during lockdown phases and the short-term positive effects this had on the environment.

Sustainability is, of course, not a new concept. When we began drafting our inaugural Sustainability Report in 2022, we established several targets and key areas of emphasis. It became evident that we had been consciously or unconsciously striving toward these goals for several decades.

From our perspective at Bausch+Ströbel, a sustainable and long-term strategy encompassing environmental, economic, and social aspects and activities is crucial to achieving our economic targets. Sustainability is firmly embedded in our mission statement, serving as a core component of our values, corporate culture, and performance targets.

The drafting of a sustainability report, based on GRI standards, provided us with the opportunity to gain a better awareness of our existing activities as a whole.

By reviewing all the areas in which we already incorporate sustainability into our daily operations, we have gone through the process for the first time.

Today, we take great pride in presenting you with the result: our 2022 Sustainability Report. This report provides us with a starting point for the systematic development and enhancement of our sustainability initiatives.

The report is subdivided into three parts, in keeping with our understanding of sustainability:

Environmental conservation (**ecological**),

Corporate development (**economic**),

Personnel development and cultivating partnership-based relationships with society (**social**).

Following an analysis of our company's current situation, we dedicated substantial efforts to setting targets for our sustainability strategy. In terms of our environmental initiatives, one goal stands out among all the others:

// As a company, we aim to achieve climate neutrality by the year 2030 //

In the upcoming years, we will steadfastly pursue this objective by progressively rolling out our international carbon balance targets, substituting fossil fuels, and implementing programs dedicated to reducing carbon emissions. From an economic perspective, our foremost priority is to uphold our responsibility as a supportive employer for all our employees in the future. In addition to enhancing employee satisfaction, one of our key aims is to foster diversity at every organizational level. We firmly believe that diversity is an asset for any company, department, and team. In the years ahead, our aim is to be a strong and reliable partner to society, making a valuable contribution to the well-being of everyone (**social**). Hence, we

remain firmly committed to a number of initiatives, including a holiday program filled with activities for the children of our employees.

Taken as a whole, the path toward sustainability and resource conservation presents a monumental challenge for humanity as a whole, and will undoubtedly continue to shape our efforts in the decades to come. We, as a company, are committed to making a meaningful contribution, both now and in the future.

Finally, we would like to express our sincere thanks to you, our employees, customers, suppliers and business partners, for joining us on this journey to a more sustainable future.

The Management in April 2023



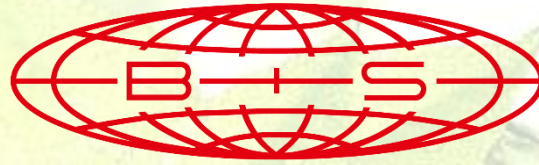

Dr. Hagen Gehringer


Markus Ströbel


Thorsten Bullinger


Bernhard Frisch


Ralph Frank



BAUSCH+STRÖBEL

Bausch+Ströbel, the company

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Our Corporate Mission Statement

// As a family business, we are guided in our actions by our values ///

Bausch+Ströbel was founded in 1967 by Wilhelm Bausch, Rolf Ströbel and Siegfried Bullinger. The workforce at our main plant in Ilshofen, Germany, has grown from four employees to over 1,900 since the company's inception. Worldwide, the company employs more than 2,100 people. Over the past five decades, our family business has evolved into a global market leader in the manufacturing of custom machinery for the pharmaceuticals, cosmetics and other related sectors. Our successful company history is rooted in the culture of mutual respect and teamwork that characterizes our interactions with each other. Each and every employee plays a vital role in contributing to the overall success of the company. We prioritize the success of our employees, understanding it as a fundamental factor for our future; this commitment is reflected in our ongoing investment in both basic and advanced training.

// We are united by our shared values ///

Values such as trust, fairness, openness and mutual respect at management, executive and employee level, as well as in our interactions with customers, suppliers and service providers, are integral to the future success of Bausch+Ströbel. This guiding principle is central to Bausch+Ströbel's management guidelines and is communicated to all employees.

// Our actions are centered on ensuring the sustainability of our company as both an employer and an integral part of our environment ///

Our quality management system is a fundamental stepping stone on our journey toward continuous improvement, promoting progress, innovation and continuity. We are committed to maintaining quality while adhering to the ISO 9001 standard. An authorized certification body monitors the full implementation of this standard and validates this with the ISO 9001 quality certificate. Over the years, our primary objective has always been to preserve and advance our collective legacy. Through an ongoing commitment to innovation, we aim to further enhance our products and processes. This commitment is essential for us to establish and expand our technological leadership in this market. Our approach to the utilization of energy and raw materials is forward-looking and sustainable as well. We are prudent in our use of available resources and strengthening our commitment to the use of solar power and other renewable energy sources.

// Our mission is to provide added value for our customers ///

Our primary focus is firmly centered on meeting the wants and needs of our global customers. Every one of our employees embodies our customer- and service-driven philosophy, both internally and externally. Our number one priority is to deliver the best solutions for our customers. In the implementation of these solutions, we work closely in collaboration with our customers.

Bausch+Ströbel, the company

Our organizational profile (GRI 102-2, -4, -6)

Starting with a workforce of only four employees, Bausch+Ströbel has evolved into an international corporate group with approximately 2300 employees. Today, as a manufacturer of special machines, Bausch+Ströbel is a global market leader in the pharmaceutical packaging sector and one of the 20 largest industrial companies in the Heilbronn-Franken region.

At Bausch+Ströbel, we design and build customized and user-optimized modular production lines for the fully automatic processing of:



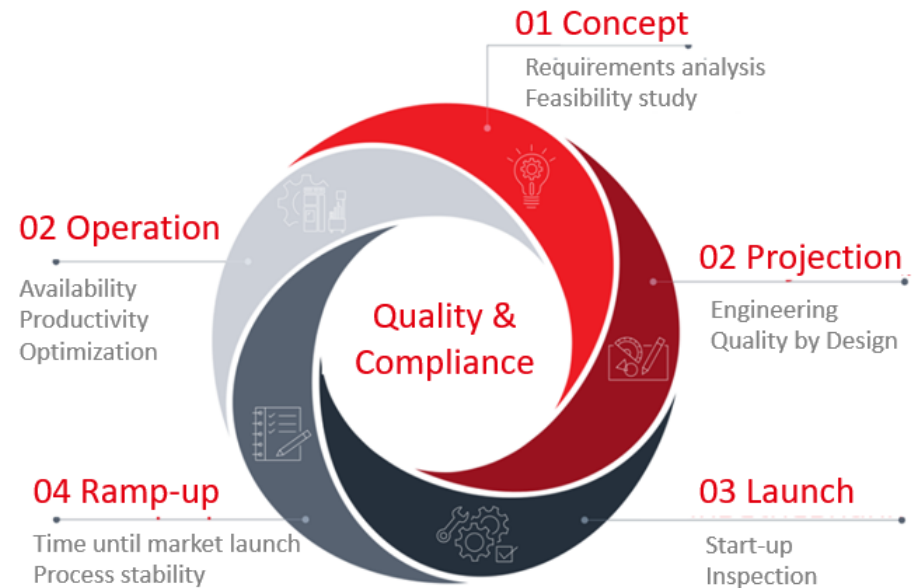
Bausch+Ströbel offers a diverse range of products, from semi-automatic filling and closing machines tailored for laboratory and galenic applications, to machines catering to medium output requirements, and sophisticated high-performance systems capable of processing up to 60,000 containers per hour. Wilco AG became a part of the Bausch+Ströbel Group in 2013 and has been instrumental in expanding our portfolio of products and services to include high-precision, fully automated inspection systems.

Our Lifecycle Services

We're not only a technology leader.

With our Lifecycle Services, we provide you with comprehensive support in every phase of your pharmaceutical production process.

From the initial concept, through spare parts management, all the way to optimizing your production.



Our Mission

// Helping to ensure worldwide availability of essential drugs, with a focus on safety, reliability, and affordability. ///

Our Customers and Markets

Bausch+Ströbel's customers include world-renowned companies from the pharmaceutical sector. With the benefit of our long-standing experience and extensive know-how, we have the capability to develop optimal solutions precisely tailored to meet highly specific customer requirements. To fulfill this objective, our research and development department has a state-of-the-art laboratory facility at its disposal.

While Bausch+Ströbel machines are renowned for their exceptional quality, the scope of the company's offerings goes far beyond that. To maximize the

utilization of available capacity, Bausch+Ströbel also provides a whole range of essential services, extending from systematic maintenance, spare parts, and remote service, to expert training for pharmaceutical plant operators. The Bausch+Ströbel Academy offers an extensive range of basic and advanced training programs, covering subjects such as machine availability and Overall Equipment Effectiveness (OEE). These training courses are tailored to meet specific customer needs and structured in a modular way.

Executive Board:	Markus Ströbel, Thorsten Bullinger, Dr. Hagen Gehringer, Bernhard Frisch
Founding year:	1967
Number of employees:	approx. 2300 worldwide, including approx. 1800 at the Ilshofen site
Production capacity:	approx. 400 machines per year
Turnover:	approx. 360 mill. euro in 2021
Export share:	over 90 percent. Our main sales markets are the USA, China and Europe
Awards:	e.g. 2011 Global Market Leader Award, 2013 Regional Industry Medal, Interphex Awards in 2016 and 2017
Worldwide:	Locally based - globally oriented. We have a presence in over 50 countries, and our machines are in operation in more than 100 countries worldwide.

Bausch+Ströbel has strategically formed a globally oriented group of companies to ensure close proximity to our customers, strengthen our market presence, and facilitate swift communication between our customers

and our staff. Furthermore, we operate a network of over 50 international service and sales offices, strategically positioned to cater to local markets across the globe.

B+S locations in the region





Bausch+Ströbel, Ilshofen (Germany) – with branches in Neuenstein, Wolpertshausen and Crailsheim
Central Administration, Research and Development, Consulting, Marketing, Engineering, Production, Assembly, and Service Center



Bausch+Ströbel, Neuenstein (Germany) – founded in 2021
Engineering, Assembly, Parts Logistics, Syringe Conditioning



Bausch+Stroebel Machine Company, Inc.
in New Branford, Connecticut (USA) – founded in 1983
Consulting, Marketing, Production, Assembly, Service Center



Bausch+Ströbel Werk Sachsen GmbH+Co. KG – projected foundation in 2023
Plant Construction, Engineering, Assembly



PharmTElligent GmbH, Klagenfurt am Wörthersee (Austria)
Technological Development Center



Bausch+Ströbel, Büchen (Germany) – founded in 1992
Production, Assembly Center



WILCO AG, Wohlen (Switzerland) – In December 2012, the acquisition of WILCO AG was successfully completed at their headquarters in Wohlen, in the Swiss canton of Aargau.
Development and manufacture of high-precision, fully automatic testing machines for leak testing, visual inspection and spectroscopic systems



KyooBe Tech GmbH, Leinfelden-Echterdingen (Germany)
Development and production of irradiation technologies for vaccine production.

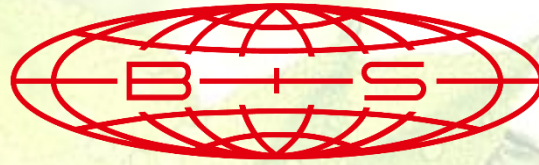
Ethics and integrity (GRI 102-16)

As we continue to grow and expand into new markets and countries, the expectations regarding our approach to daily business operations and our interactions with business partners and employees have also evolved. Furthermore, national and international legal requirements are subject to ongoing change.

Our objective is to maintain compliance with the laws and regulations in the countries where we conduct business by establishing **consistent standards** across all our locations. Our **Ethics Guidelines** and our **Anti-corruption Policy** are integral to our corporate governance framework at Bausch + Ströbel.

These policies are derived from our internal standards and principles, and align with both national and international standards. These policies encompass all principles and measures designed to ensure that our legal representatives, employees, and third parties consistently **adhere to established rules and regulations**.

In addition to legal compliance, these requirements also emphasize the importance of upholding **our corporate values**. This entails **voluntary obligations** and exercising **self-restraint**, even in situations where the law allows for flexibility or discretion.



BAUSCH+STRÖBEL

Sustainability at Bausch+Ströbel

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Sustainability at BAUSCH+STRÖBEL

As a second-generation family-run company, we have consistently strived to make sustainable, long-term decisions while carefully considering the impact of our actions on future generations. For this reason, values such as "**sustainability**" and "**responsibility**" are firmly rooted in our corporate ethos. Ultimately, we view sustainability as a road map to a future worth living for all generations to come. To ensure the transparency of our actions and enable us to define concrete strategies, at Bausch+Ströbel we have identified three main pillars of sustainability: **Social**, **Economic**, and **Ecological**.

Our mission:

// We're not content to merely meet statutory requirements - we want to surpass them ///

The main objective of conducting a status quo analysis within the context of this sustainability report is to transparently document all measures taken, benefiting both our organization and all stakeholders involved. Furthermore, this analysis serves as a foundation upon which we can continually enhance and expand our catalog of measures in the future.

Moreover, we have seamlessly integrated the core thematic areas of **Quality**, **Environment**, **Energy**, **Occupational Safety**, and **Continuous Improvement** directly into our management system. All our sustainability efforts are aimed at achieving our stated objective of avoiding adverse impacts on both humans and the environment.

Sustainability at BAUSCH+STRÖBEL

How we coordinate our sustainability initiatives within our company

To foster sustainability within our company, we embrace an interdisciplinary approach. Sustainability is a multifaceted topic that impacts various departments within our company, as illustrated in the chart below. The actions taken by each of these departments contribute to enhancing overall sustainability within the company. At the heart of our sustainability efforts lies our sustainability management system, working in conjunction with our quality and environmental management systems. This system acts as a central repository, consolidating the requirements and actions of our various departments into a cohesive overall strategy. Our sustainability management system encourages the active participation of all specialized areas in the development and improvement of our sustainability strategy.

Having maintained ISO 9001 certification for several years, the natural progression was to extend this standardized and recognized management approach to include sustainability management. Keeping this in mind, we are planning to seek independent ISO 14001 certification for our environmental management system in 2023, followed by ISO 50001 certification for our energy management system in 2024.

By employing this integrated management approach, we unify the aspects of quality, environment, energy, and sustainability within a comprehensive corporate management system.

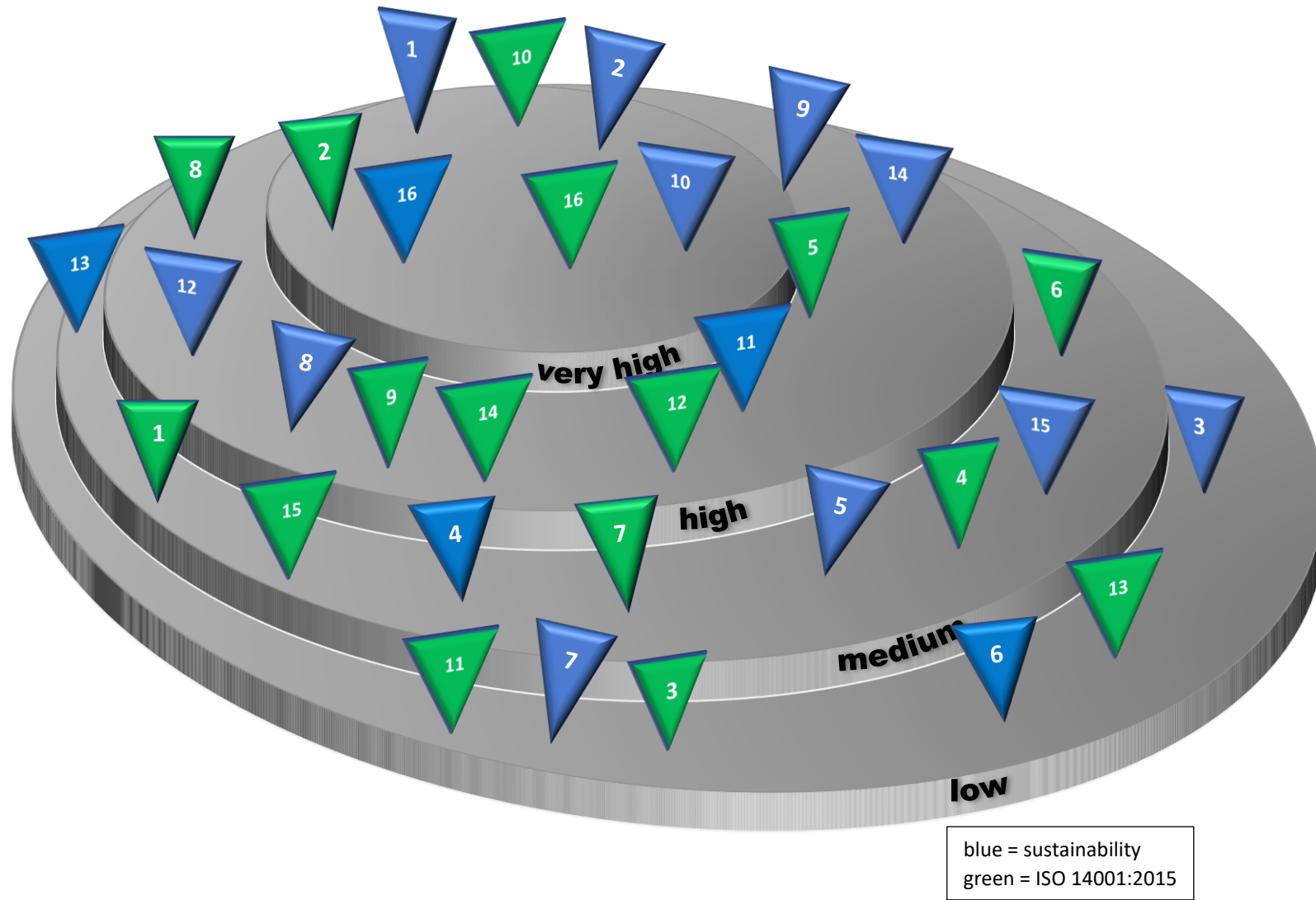


Sustainability at BAUSCH+STRÖBEL

Our stakeholders (GRI 102 -40)

BAUSCH+STRÖBEL has a number of stakeholders, including both internal and external parties, each with differing interests. As a consequence, this diversity gives rise to specific expectations concerning our company's sustainability management system. Hence, in the process of constructing a materiality matrix, it was essential to analyze and prioritize the interests of these diverse stakeholders.

- 1 = BAUSCH+STRÖBEL employees
- 2 = Customers
- 3 = Supervisory Board
- 4 = Partners
- 5 = Suppliers / service providers
- 6 = BAUSCH+STRÖBEL network
- 7 = Authorities / offices
- 8 = Lawmakers
- 9 = Investors / insurers
- 10 = Executive Board
- 11 = Worker representatives
- 12 = Environment
- 13 = Market
- 14 = Public media
- 15 = Local clubs & associations
- 16 = Society



Our guiding principles for sustainability

Ecology

The critical factor lies in the responsible utilization of resources and the role our company can play through regenerative energy and sustainable process optimization. We have also prioritized our social responsibility toward future generations and implemented a broad range of measures to minimize our ecological footprint. Bausch+Ströbel's environmental strategy is built upon three core pillars:

Active climate protection is the defining challenge of our age. Our strategy is oriented toward a broader goal: reducing carbon emissions for society as a whole. Bausch+Ströbel has set a clear objective of transitioning to net-zero emissions across all sites and throughout the entire supply chain, extending to the products we deliver and our customer service.

In a **circular economy**, the objective is to close material cycles as far as possible by reintroducing waste products back into the system as secondary raw materials. "Waste" in this context denotes previously used materials that retain significant value and can be efficiently repurposed, contributing to the conservation of natural resources. At Bausch+Ströbel, our circular economy approach is designed to maximize the lifespan of our products and optimize the efficient utilization of raw materials. In practical terms, this

- + **"Active climate protection"**
- + **"Circular economy"**
- + **"Water sustainability"**

entails avoiding waste through the efficient management of our manufacturing processes and on-site servicing of existing products for our customers. If this is not possible, we focus on breaking down waste into its basic raw materials, enabling their reuse whenever possible. Waste prevention takes precedence over recycling, and even more so over landfill disposal.

The goal of **water sustainability** is to secure ongoing access to ample supplies of high-quality water in the future. Central to our water sustainability initiatives is the belief that individuals and businesses must stop viewing water as an infinite resource and instead, take proactive measures to conserve it. Our efforts in water sustainability are concentrated on reducing water consumption across all areas of the company. This involves avoiding wasteful water practices, optimizing water usage, and closely monitoring the quality of our effluent discharge.

Sustainability at BAUSCH+STRÖBEL

Economy

Our primary objective in sustainable corporate management at Bausch+Ströbel is centered on safeguarding both people and the environment, prioritizing long-term sustainability over short-term profit maximization. A sustainable business is one that strikes the right balance between profit and investment, tradition and innovation. At Bausch+Ströbel, our corporate DNA has always embraced both regionality

Social

As a company, we have an unequivocal obligation to adhere to legal regulations and regulatory requirements. However, we recognize that this is the minimum expected of us in fulfilling our social responsibilities. To us, "responsible and fair corporate governance" signifies conducting our business in accordance with our ethical principles and moral values, including a commitment to respecting human rights, prioritizing occupational health and safety, and prohibiting child labor and discrimination within our sites and among our supplier partners. These principles should consistently guide the actions of our management and employees. These values are not only self-evident but also integral components of our corporate strategy.

and globalization. Given the challenges posed by climate change and rapid social transformation, these values hold greater relevance and importance than ever before. We are unwavering in our commitment to upholding our core values of transparency and regional value creation, in harmony with our employees, nature and society.

// As a leading company in our industry, we are consistent in our approach to implementing our strategies, while actively tackling societal challenges by driving innovation. ///

Together, we can accelerate the societal transformation needed to enhance the well-being of our planet. Bausch+Ströbel, together with its partner companies, strives to continually enhance its products, processes, and services, with a close focus on environmental protection, resource conservation, and carbon emissions reduction. We are also dedicated to meeting occupational health and safety requirements, minimizing accident risks, and addressing social aspects within our global supply chain. We provide the information and resources necessary to support these efforts.

Sustainability at BAUSCH+STRÖBEL

Analysis of key themes (GRI 102-40,42-44,46,47)

The aim of the sustainability analysis was to establish a sustainability management system for B+S. To provide a contextual framework for our key topics, our sustainability strategy was initially developed to encompass the three fundamental pillars: economic, environmental, and social. Specifically, the departments mentioned in the section titled "How we coordinate our sustainability initiatives within our company" actively participated in the strategy development process.

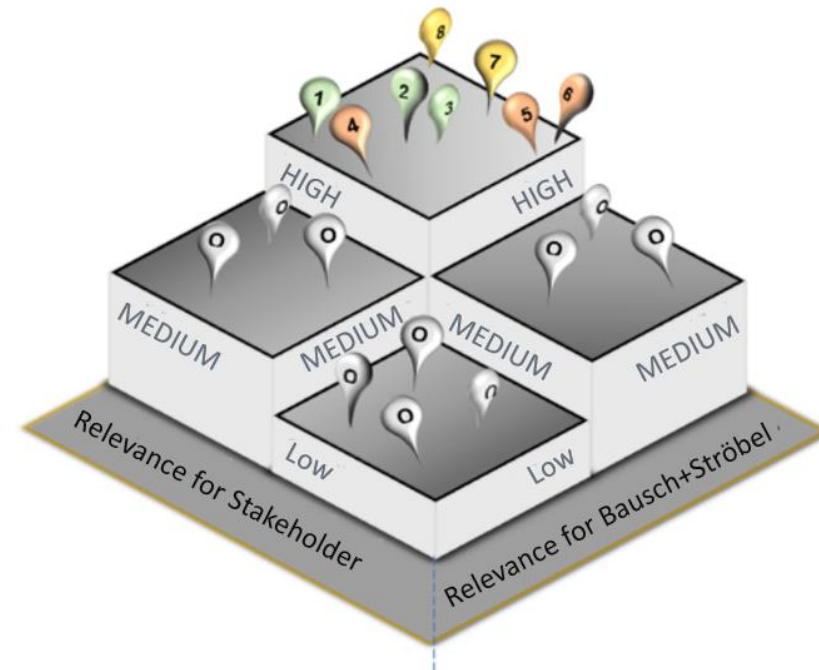
To develop a strategy that aligns with not only our internal requirements but also the preferences of our customers, we prepared a comprehensive document that takes into account both existing customer requirements and market-specific demands.

We also took into consideration the requirements of the EcoVadis rating portal, as well as input from regional stakeholders.

This enabled us to gain valuable insights into key topics, emerging trends, future expectations and developments, as well as customer perceptions of sustainability in general.

Finally, we included the sustainability requirements set by top-level management and the ISO 14001 environmental management requirements in our comprehensive topic analysis.

The result is the materiality index shown below.

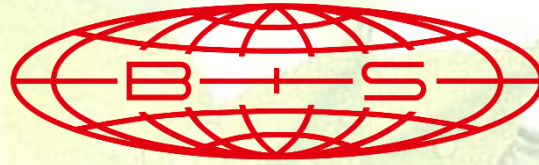


Ecological
 (1) Circular economy
 (2) Sustainable water management
 (3) Carbon footprint reduction

Social
 (4) Employee participation
 (5) Social responsibility & commitment
 (6) Attractive employer
 (11) Diversity & inclusion

Economic
 (7) Dependable business partner
 (8) Communication & transparency

(0) Non-prioritized topics




BAUSCH+STRÖBEL

Ecological sustainability

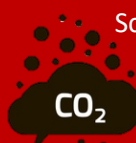
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Key metrics at a glance



Self-generated electricity from renewable sources in 2022

1.07 MWh



Scope 1&2 carbon emissions in 2022


CO₂ 6783 thou. t



DIN EN ISO

14001

14001:2015
Certified environmental management system
(under development)




EV charging points in 2022

> 60



Waste recycling rate 2022

82 %



Share of EVs in company fleet in 2022

52.7 %

We view energy and environmental management as integral components of our integrated management system. Our integrated management system also interfaces with our quality management system and our occupational

Our quality management system has been ISO 9001 certified for several years. In 2023, we will be seeking ISO 14001 certification for our environmental management system. As always, our objective is to systematically document our resource flows, analyze this data, and utilize it to derive appropriate measures for enhancing efficiency. From a climate and environmental protection perspective, our top priority is to make responsible use of resources of all kinds. Given the significance of energy as both a production and cost factor, the economic and ecological optimization of all energy-related processes is becoming progressively more important in practical applications.

At Bausch+Ströbel, these process improvements are especially relevant to production areas with high energy consumption, as well as to the machines we manufacture. Similar to us, our customers also share a sense of responsibility for our planet and strive to **conserve energy** whenever possible. To achieve this goal, setting ambitious savings targets is equally as crucial as fostering intensive dialogue and active management involvement. This approach is also applicable to the utilization of resources.

health and safety management system. The overarching objective of all management systems is **continuous improvement**.

Management approach

An important initial step towards achieving greater energy efficiency involves obtaining a comprehensive overview of all energy consumers. Thanks to the ongoing expansion of our data acquisition capabilities, we can now accurately determine the energy consumption in most departments within our company. Assessing this data enables us to compare energy consumers based on various key metrics, thereby helping us pinpoint **specific areas for optimization**. Furthermore, our product development department is actively engaged in multiple independent projects focused on innovating more modern and efficient solutions to minimize the energy consumption of our machines in operation at our customers' facilities.

We have decided to progressively expand our management system to include the ISO 14001 Environmental Management Systems and ISO 50001 Energy Management Systems standards, with the aim of achieving certification in 2023 and 2024, respectively. The basis for this expansion is our well-established ISO 9001 system, which has been in place for decades and has already been implemented across the entire company. The resultant synergy allows us to rapidly and comprehensively raise employee awareness regarding environmental protection and energy efficiency concerns.



Environmental and climate protection / carbon neutrality

Climate change presents major challenges for the entire world population. The relentless increase in the global average temperature can only be halted through the collective commitment of each and every individual. Hence, it is integral to our corporate responsibility to contribute to environmental and

climate protection and to consistently take additional measures toward achieving carbon neutrality. To accomplish this, we strive to balance both our direct and indirect emissions, identify potential areas for improvement, and initiate measures to reduce these emissions.

Energy balance for 2020 – 2022 (GRI 302-1) & key energy consumption figures for 2020 – 2022 (GRI 302-3)

	Unit	2022	2021	2020	Change 22 vs. 20
Total energy consumption	KWh	10,973,417	13,247,827	10,559,532	3.8%
Total energy consumption per working hour	KWh	3.7	4.9	4.4	-18.5%
of which is electric power consumption (total)	KWh	6,736,034	6,371,442	5,402,903	19.8%
of which is power generated from renewable sources	KWh	1,071,045	1,042,610	1,131,210	-5.6%
proportion of which is power generated from renewable sources	%	16%	16%	21%	-31.7%
of which is self-generated power	KWh	1,071,045	1,042,610	1,131,210	-5.6%
proportion of which is self-generated power	%	100%	100%	100%	0.0%
of which is conventional self-generated power	KWh	5,664,989	5,328,832	4,271,693	24.6%
of which natural gas/LPG consumption	KWh	4,237,383	6,876,385	5,156,629	-21.7%
proportion of which is carbon neutral	%	0%	0%	0%	0%

The increased energy consumption observed here primarily stems from the expansion of the workforce. Nonetheless, there is a distinct downward trend in relative consumption per hour worked. This indicates that our

efforts to reduce our relative energy consumption had a very positive impact last year.

As part of our newly established sustainability management system, Bausch+Ströbel is currently revising its carbon emission strategy to include additional compensation measures. The overarching objective of all these measures is to achieve carbon neutrality by 2030. Starting in 2023, we will transition to renewable external energy sources. Likewise from 2023

onwards, our natural gas procurement will shift to sources that can ensure carbon neutrality through offsetting. This necessitates the acquisition of suitable certificates from our suppliers, a process that will be monitored by our purchasing department and sustainability management system.

Emissions balance for 2020 – 2022 (GRI 305-1;-2;-3) & Intensity of emissions for 2020 – 2022 (GRI 305-4)

	Unit	2022	2021	2020	Change 22 vs. 20
Own greenhouse gas emissions, total (Scope 1 + 2)	Thou. t CO ₂	6,783	11,005	8,253	-21.7%
Total emissions per working hour	t CO ₂	2.2908	4.0435	3.4325	-49.8%
Greenhouse gas emissions (Scope 1) Heat, electrical power (self-generated), vehicles	Thou. t CO ₂	6,780	11,002	8,251	-21.7%
Total emissions per working hour	t CO ₂	2.2900	4.0427	3.4318	-49.9%
Greenhouse gas emissions (Scope 2) electrical power (purchased), district heating	Thou. t CO ₂	2.379	2.238	1.794	24.6%
Total emissions per working hour	t CO ₂	0.0008036	0.0008224	0.0007462	7.1%

We also observe a discernible trend in our carbon emissions as we work towards our 2030 goal of achieving carbon neutrality within Scope 1 and 2.

Water sustainability (GRI 303-1;-2)

Water is the most vital resource on our planet. Without water, there is no life. In the light of ongoing climate change and the increasing prevalence of droughts, which are even affecting some regions of Germany, we regard it as our responsibility to utilize water in a more sustainable and intelligent manner.

Due to the essential role of water as a cleaning medium for our products during operations, we are continually striving to make enhancements aimed at minimizing water consumption in our machines whenever feasible. In our production process, we exclusively employ technologies that are entirely

Water balance for 2022 (GRI 303-3)

	Unit	2022
Water extraction, total	Thou. m ³	9.200
proportion of which is surface water (lakes, streams, rain)	Thou. m ³	0.000
proportion of which is groundwater (own well)	Thou. m ³	0.000
proportion of which is water water from third-party sources (water suppliers)	Thou. m ³	9.200

Circular economy

Waste balance – waste by type and disposal method (GRI 306-2)

In addition to stainless steel and non-ferrous metals, Bausch+Ströbel incorporates various plastics and, notably, utilizes glass from test specimens in the manufacturing of its machines. The metal, glass, and plastic waste generated during production and trial runs is an inevitable yet valuable resource. The recycling of these valuable materials is a key focus for us and is a central component of our comprehensive waste management approach. We work with on local partners to facilitate the transfer of waste materials to specialized disposal companies, aiming to minimize transport distances

wastewater-free. Furthermore, our upgraded and state-of-the-art electroplating shop operates wastewater-free.

To better assess our future progress, we initiated a comprehensive survey of our water usage for the first time in 2022. Currently, the only water consumption that we cannot fully monitor is the water utilized as a test medium during the trials phase. However, as this water is not polluted or contaminated, it can be returned to the ecosystem after use and technical drainage of the test specimens by our external disposal service provider.

This strategy entails collecting all metal, glass, and plastic waste generated during production, sorting it wherever possible, and subsequently processing it for recycling.

Our waste management strategy will enable us to attain our long-term recycling rate target of over 80%, with plans to further increase this rate in the future.

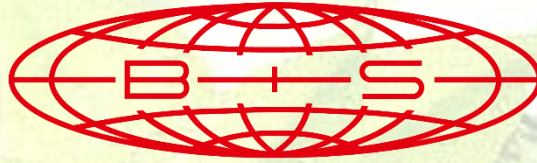
and reduce resulting emissions. Our long-term objective is to continually diminish residual waste by intensifying fractionation and integrating our

suppliers and service providers into our environmental management system through the utilization of easily recyclable transport packaging.

	Unit	2022	2021	2020	Change 22 vs. 20
Waste volume, total	t	923.548	995.110	939.600	-1.7%
proportion of which is hazardous waste	t	92.050	105.060	92.050	0.0%
proportion of which is non-hazardous waste	t	831.498	890.050	847.550	-1.9%
Scrap and metals, total	t	168.990	190.980	168.990	0.0%
Glass, total	t	156.170	141.090	173.090	-10.8%
Plastics, total	t	64.870	75.610	64.870	0.0%
Mixed waste, total	t	73.820	83.620	73.820	0.0%
Recycling rate, total	%	82.0%	81.0%	82.3%	-0.4%

* Volume relates to Ilshofen, Neuenstein, Wolpertshausen and Büchen sites (production and logistics sites).

The sales offices and development centers, consisting solely of office space, were excluded from the analysis due to insufficient data.



BAUSCH+STRÖBEL

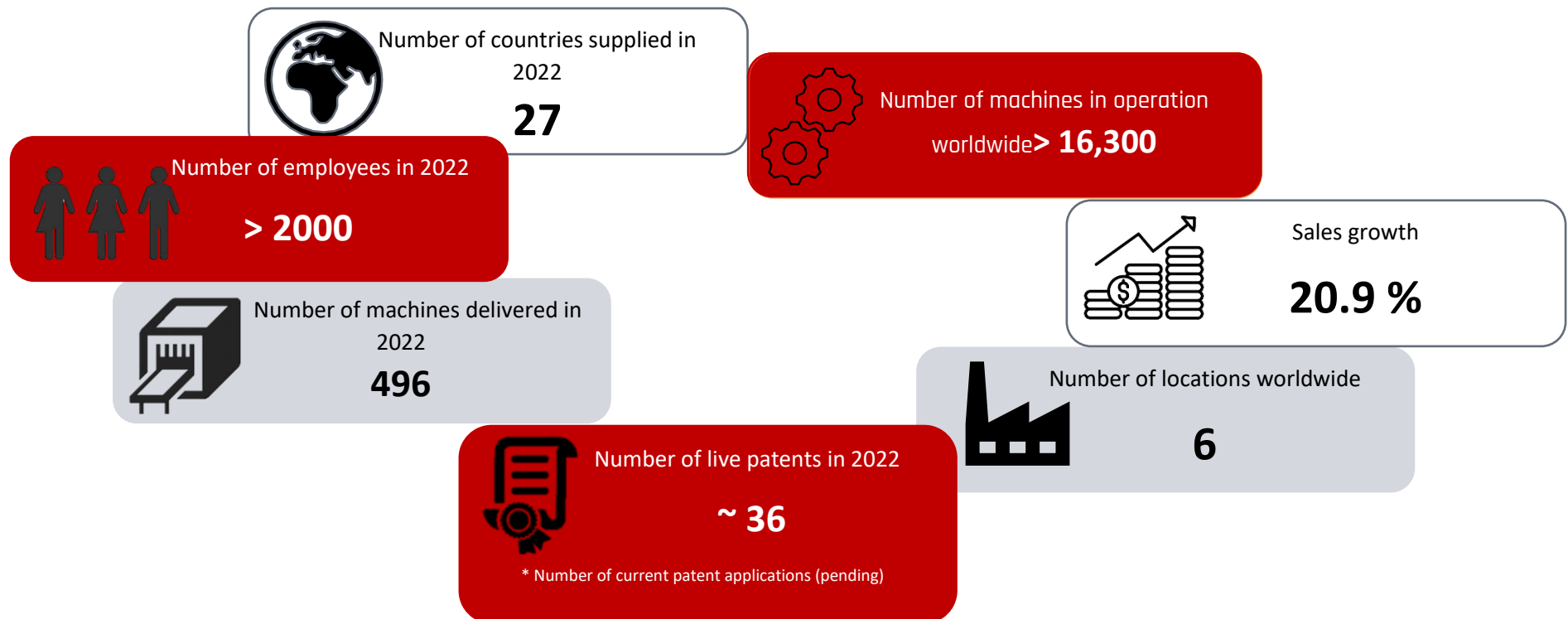
Economic sustainability

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Supplier management	30
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Compliance and transparency	31
Data privacy	31

Key metrics at a glance

(NON-FINANCIAL)

Key metrics at a glance (GRAPHICAL)

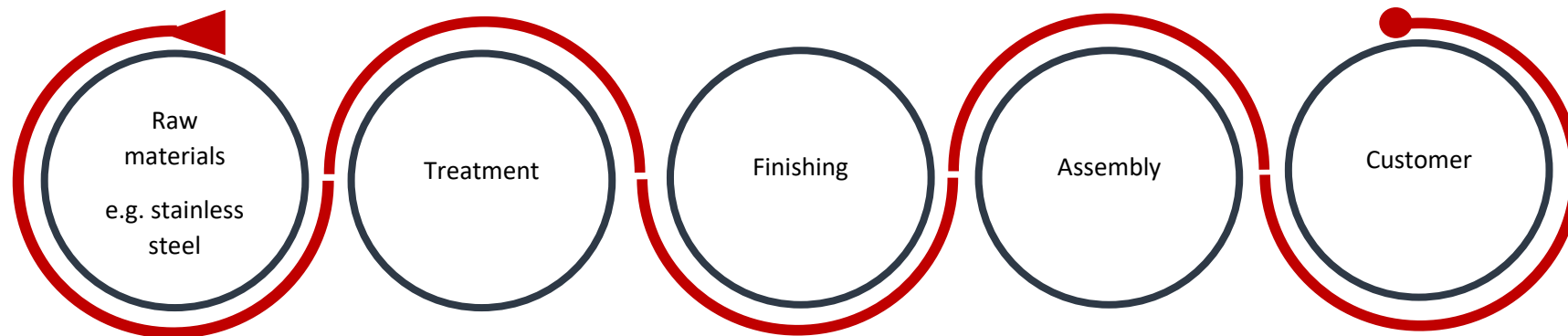


Management approach

Sustainability is an intrinsic part of Bausch+Ströbel's DNA. Sustainability also involves identifying, managing, and optimizing ecological, social, and economic impacts within the supply network. The requirements for supplier management must increasingly align with the demands of our interconnected global world. Cutting-edge technologies are dependent on

raw materials sourced, in part, from critical regions across the globe. Supply chains are affected by factors such as climate change and the growing scarcity of resources. In this context, we have set ourselves the primary objective of achieving climate neutrality within our supply chains by the year 2040.

Sustainable supply chain (GRI 102-9, -10)



Handling materials originating from conflict areas (GRI 301-1)

There is a rising awareness of violence and human rights violations linked to the extraction of specific minerals from regions designated as "conflict areas," such as the Democratic Republic of Congo (D.R.C.) and its neighboring regions. In consequence of this, the U.S. Securities and Exchange Commission (SEC) was required under the 2010 Dodd-Frank Wall Street Reform and Consumer Protect Act to enact regulations to enforce disclosure requirements for these "conflict minerals". These regulations are applicable to manufacturers who are obligated to report to the SEC and who manufacture, or have contractual obligations to manufacture, products containing conflict minerals that are deemed "necessary to the functionality or production of such products."

// Although Bausch+Ströbel is not subject to the reporting requirements of the Dodd-Frank Act, we recognize the importance and significance of these regulations ///

Furthermore, Bausch+Ströbel follows the internationally recognized standards and guidelines for the sourcing of conflict minerals. Although Bausch+Ströbel does not directly engage in the procurement of these minerals, the company remains vigilant, recognizing that conflict minerals can potentially enter the supply chain. With this in mind, Bausch+Ströbel aims to source these minerals responsibly.

Supplier management (GRI 308-1, -2; 407; 408; 409; 412-1; 414-2)

Our primary procurement regions are Germany and Europe. We also source goods and materials from East Asia, albeit in smaller quantities. Bausch+Ströbel is dedicated to upholding human rights and will not engage with any suppliers involved in any form of human rights violations. Our Code of Conduct serves as a vital instrument in guaranteeing the sustainability of our supply chain. It forms an integral component of our General Terms and Conditions for the Purchase of Products or Services, encompassing crucial ethical topics such as corporate social responsibility. For instance, the code mandates that our suppliers assume responsibility for the safety and well-being of their employees, proactively engage in environmental preservation efforts, and combat internal corruption within their organizations. Furthermore, the code obliges our suppliers to enhance and refine their production quality management systems. Our core suppliers are mandated to sign a quality assurance agreement in which they commit to adhering to all legal regulations related to environmental, health, and occupational safety. They are also obligated to minimize the impact of their operations on both people and the environment by implementing suitable additional measures. In this context, we require our suppliers to implement and

Local procurement* (GRI 204-1)

As a fundamental principle, we are dedicated to global competition and adopt a supplier selection process rooted in a risk-based approach. This approach considers economic, qualitative, and social factors, along with an evaluation of the supplier's production resources. However, for ecological reasons, we prioritize sourcing necessary materials and services locally whenever feasible. This practice helps minimize long transportation distances and reduces emissions associated with transportation.

advance an environmental management system that conforms to ISO 14001 standards. Suppliers with certified environmental, occupational health and safety, and energy management systems in place will receive higher supplier ratings.

We regularly conduct supplier audits to assess compliance with environmental and social criteria, which encompass aspects such as the handling of hazardous materials and on-site working conditions. Should we determine that a supplier's actions are causing adverse environmental effects, we expect the supplier to promptly implement the necessary improvements. Should a supplier fail to enact the required improvements and persist in serious violations of their environmental obligations, Bausch+Ströbel will terminate its business relationship with that supplier immediately. We are committed to further raising our sustainability standards for our suppliers. This will be implemented through a step-by-step approach, commencing with the incorporation of new clauses into our Code of Conduct pertaining to environmental preservation and social accountability.

Definition of "local procurement": In the context of today's globalized world, local procurement entails the acquisition of goods or services either at the national level or within the European Union (EU). This practice aims to minimize the need for these goods or services to cross national borders on their way to their destination, including the borders of the EU and local free trade zones.

Compliance and transparency (GRI 205-2 / GRI 412-2)

// All Bausch+Ströbel employees' daily work and behavior are guided by company-wide policies and regulations. We believe that being a trustworthy partner necessitates abiding by the law and adhering to all relevant rules and regulations, along with a commitment to consistent transparency in our interactions with customers, suppliers, and other stakeholders. These principles are deeply embedded in our corporate values, as defined under "Sustainable Orientation". ///

All rules are set out in our globally applicable compliance guidelines, which are mandatory for all employees. To guarantee company-wide familiarity with these guidelines, each employee undergoes regular training. Our

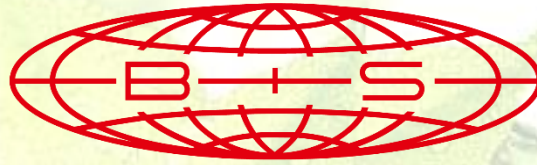
Data privacy (GRI418-1)

We are committed to complying with all relevant data privacy laws and regulations to uphold the highest standards of security in our global electronic information exchange. To accomplish this objective, we employ various tools, including declarations of commitment, confidentiality agreements, works agreements, regular employee training, and annual internal audits. Furthermore, all employees are required to maintain confidentiality as specified in Article 5, paragraph 2, of the General Data Protection Regulation (GDPR). This approach guarantees that personal data is processed only to the extent and in the manner required for our daily business operations.



compliance guidelines are an integral component of our orientation program for new company employees. This enables us to furnish new team members with essential knowledge early in the onboarding process. These guidelines are available on our intranet in multiple languages, ensuring that employees can access them at any time. Our compliance system allows us to uphold rules and regulations continuously, thereby safeguarding our employees, all within the spirit of collaboration and partnership.

// Our principles of compliance are clearly defined in our Code of Conduct ///

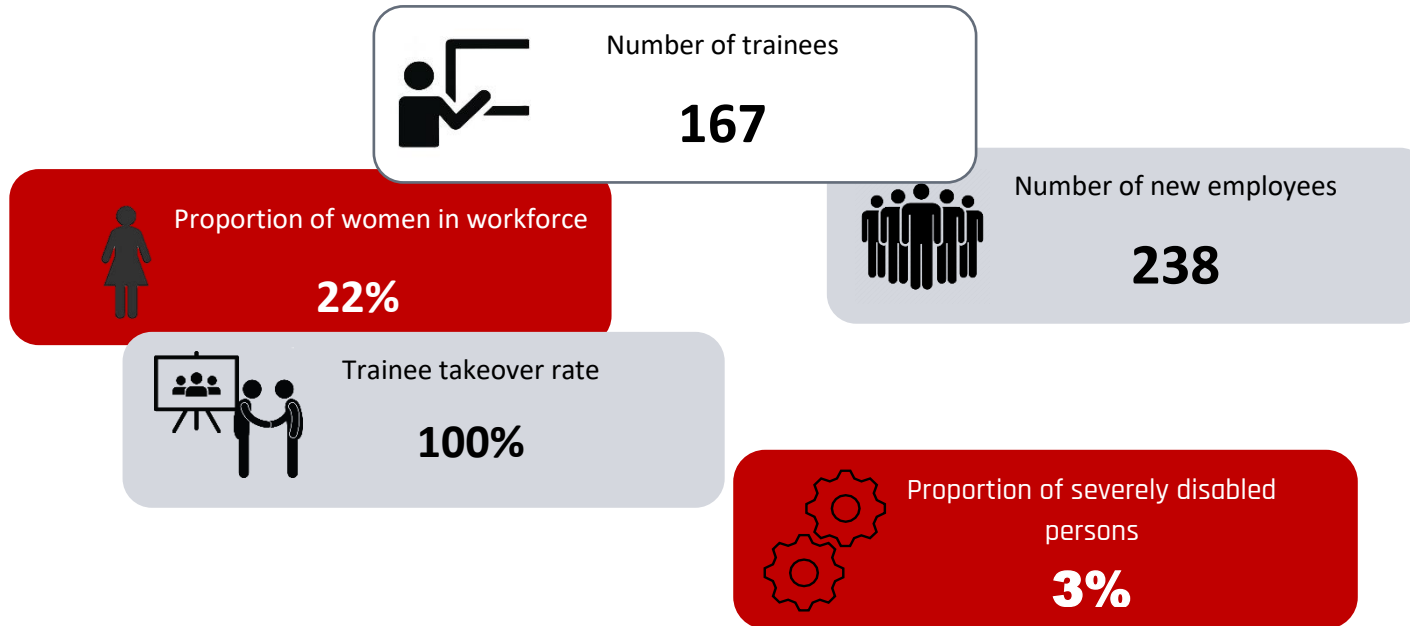


BAUSCH+STRÖBEL

Social sustainability

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Key metrics at a glance (GRI 401; 404-1)



Attractive employer

Our company's most valuable asset is our employees. Our more than 2,100 employees are the driving force behind our performance. Their enthusiasm for Bausch+Ströbel forms the foundation upon which our company's success is built. That's why we provide employees with the space they need to continuously develop their skills in their respective fields of expertise, fostering a working atmosphere that embraces humanity and appreciation. Every successful project is the result of collaboration among individuals.

Remuneration Principles (GRI 202-1; 405-2)

Bausch + Ströbel offers all its employees fair compensation based on collective and company agreements, even though we are not part of the collective bargaining system. Ensuring fair compensation that aligns with market standards is just as important to us as adhering to minimum wage legislation. We believe that fair compensation should be determined

Company benefits (GRI 401-2)

Corporate success is always the result of good work. Moreover, good work is always the product of competent and motivated employees. We are firmly committed to being an attractive employer and cultivating an ideal environment for our employees, ensuring that they feel both comfortable and appreciated within the company. To achieve this objective, we provide our employees with a range of company benefits and prioritize achieving a healthy work-life balance.

As a family-owned company, Bausch+Ströbel recognizes the significance of maintaining a healthy balance between work and family life. We encourage and support employees who choose to take parental leave or family care leave to attend to their loved ones, and we are pleased to note a growing number of employees availing themselves of this amenity. If employees find





independently of personal factors such as gender, religion, ethnicity, age, disability, or sexual orientation, as well as irrespective of country-specific characteristics. Our compensation policy is an integral component of a comprehensive and transparent process aimed at supporting the development of our employees.

themselves in crisis situations and require psychological support, our social officer is readily available to assist them at any time, upon their request.

At Bausch+Ströbel, we offer our employees a wide range of voluntary social and supplementary benefits, which are an integral part of our company's compensation system and are annually negotiated with our works council. For instance, we reward the efforts of our employees through an annual profit-sharing scheme, as well as commemorating special occasions and milestones with both gifts and financial bonuses, not to mention hosting regular holiday programs for our employees' children and organizing company fetes. Furthermore, our employees enjoy access to a modern company restaurant, a discounted company filling station with charging

station infrastructure, and a wide selection of clothing, leisure, and sporting goods available in our BAUSCH+STRÖBEL in-house store.

Our contribution to promoting work-life balance

 <p>Safe job with perspective</p>	+	Flexible working time models
 <p>Flexible working hours</p>	+	Working time accounts and flexitime
 <p>30 days vacations</p>	+	Mobile working
	+	Enhanced support for personal advanced training
	+	Holiday programs for employees' children
	+	Employee summer fete
	+	30 days of recreational leave
	+	36-hour working week

Employee participation (GRI 402-1; 407-1)

Our employees have the right to organize themselves in trade unions. We actively collaborate with employer representatives and trade unions in a constructive manner while also coordinating with our works council members. In jointly constituted committees, we routinely provide updates to our employer representatives regarding the company's economic situation and all significant developments. In Germany, the Works Constitution Act (Betriebsverfassungsgesetz) contains detailed provisions governing these matters. We ensure that our employees are notified of upcoming changes and new developments well in advance. To safeguard the well-being of all parties involved, including both employees and the company, we establish comprehensive works agreements covering a wide range of topics.

// Integrating employees is the key to success ///

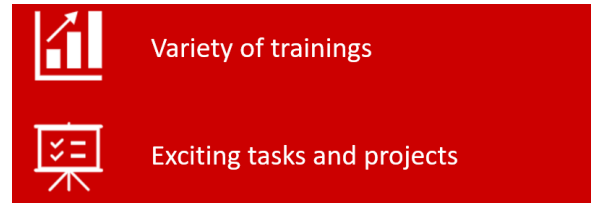
Our corporate culture is founded on the understanding that our company can only achieve success by fully integrating our employees and harnessing their expertise to drive the company's development. That's why we actively encourage our employees to contribute to shaping BAUSCH+STRÖBEL's future with their ideas. We are convinced that this fosters not only employee satisfaction but also enables us to continue growing as a company. Our employee survey and company suggestion scheme are two ways in which our staff can share their ideas.

Through our company suggestion scheme, we can actively engage all employees in the continuous improvement of our processes and work flows. Suggestions for improvement can be submitted by email or in hard copy format. Incoming suggestions are subsequently assessed for their feasibility and the potential for resulting improvements. When a suggestion for improvement is successfully implemented within the company, we reward the originator of the idea with a special bonus as a token of our appreciation.

Basic and advanced training (GRI404-2)

Training at BAUSCH+STRÖBEL

Our ambition is to mentor and actively support young individuals throughout their vocational training. We not only place a strong emphasis on enhancing their professional expertise but also on fostering their personal development. We consider ourselves mentors to our trainees and are dedicated to equipping them with the qualifications to operate successfully in both national and international markets once they have completed their training with us. To achieve this objective, we offer training to young individuals in a total of 17 different occupational areas.



What sets an apprenticeship at BAUSCH+STRÖBEL apart and makes it special?

BAUSCH+STRÖBEL offers prospective apprentices a diverse array of training opportunities. Vocational training is not only confined to the company's main site in Ilshofen; it is also available at other production, logistics and sales locations across Germany. In addition to apprenticeships, we offer a range of dual vocational training and degree programs. Furthermore, students

have the opportunity to participate in internships provided by BAUSCH+STRÖBEL. At our Ilshofen and Büchen sites, we maintain a training workshop where we offer a wide range of basic and advanced training courses. The training workshop also serves as a central location for student internships.

	Unit	2022	2021	2020	Change 22 vs. 20
Apprenticed occupations	Number	17	17	17	0.0 %
Apprentices	Number	167	164	155	7.2 %
Retention rate after successful training	%	100	93	93	7.0 %

// We prepare people for tomorrow ///

"The only constant in life is change" is a commonly used quote that perfectly encapsulates the essence of life. At Bausch+Ströbel, we too are undergoing a continual process of change. We drive change by embracing our strengths and constantly striving to improve, with the aim of fostering strong customer relationships with our pharmaceutical production partners. At

Bausch+Ströbel, we recognize the need for change. With a collaborative approach involving our team and customers, our objective is to proactively address and fulfill the evolving needs of our customers, society at large, and the dynamic challenges of the market. This signifies our readiness today to

face the challenges of tomorrow. "Our training programs are a vital component of this process" (Kerstin Blum, Director Human Resources).

Diversity and equal opportunities

Diversity in governance and among employees (GRI 405-1)

At BAUSCH+STRÖBEL, we view diversity as an asset, benefiting both society and our company. We treat our employees without prejudice and as equals - regardless of gender and gender identity, nationality and ethnic origin, religion and ideology, disability, age, and sexual orientation.

Our company in Germany employs individuals of 20 different nationalities. This ethnic and cultural diversity presents numerous opportunities and possibilities, but also comes with a corporate responsibility to foster strong relationships across cultural boundaries.

	Unit	2022	2021	2020	Change 22 vs. 20
Management positions	Number	155	145	124	25%
Total percentage of women in management positions	%	5.8	6.2	5.7	1.7%
Total percentage of women in the workforce	%	22.0	22.1	22.3	-1.4%
Employees with severe disabilities	Number	61	66	69	-11.5%
Percentage of employees with severe disabilities	%	3.0%	3.6%	4.2%	-28.5%

In our industry sector - mechanical engineering - men traditionally account for a larger share of the workforce than women. Hence, our long-term goal is to continuously increase the proportion of women in our workforce by taking appropriate measures. We have launched initiatives to attract young women to technical careers, such as targeting trade fairs and information events, providing information about training opportunities at The same principle applies to individuals with severe disabilities. As a company with a primary emphasis on actual production, the majority of positions are not suitable for individuals with disabilities. In departments of the company where office-based roles are prevalent, we aim to increase opportunities for individuals with disabilities. Nevertheless, in adhering to the principle of equality, we will not engage in any form of discrimination,

Bausch+Ströbel, and offering female pupils a glimpse into our production facilities on Girl's Day.

Our goal is to increase the number of women in middle and upper management positions in the long term by providing individual advancement opportunities to our female employees.

whether in favor of or against anyone. As a standard practice, we select the most qualified candidates for all positions within our company.

The ongoing process of demographic change presents significant challenges for every company. We are tackling this issue through initiatives promoting

both basic and advanced employee training, as well as the transfer of knowledge from experienced staff.

The age distribution at BAUSCH+STRÖBEL's locations across Germany is well-balanced and mirrors the current labor market. This is as follows:

Years	Total containers	Female	Male
16 - 25	431	100	331
26 - 30	348	93	255
31 - 35	300	55	245
36 - 40	220	38	182
41 - 45	162	32	130
46 - 50	141	32	109
51 - 55	183	50	133
56 - 60	139	31	108
61 - 70	82	11	71

Discrimination cases and remedial action taken (GRI 406-1)

Fair and respectful cooperation is a fundamental pillar of our corporate culture and a key component of our strategic orientation in our family-run company. The guidelines for partnership-based conduct in the workplace are codified in a works agreement in accordance with Section 87 Paragraph 1 (1) of the German Works Constitution Act (BetrVG).



Social sustainability

Occupational Health and Safety

Management approach (GRI 406-1, -8)

Our employees are our most valuable asset. Their health and motivation are key factors driving our productivity and the quality of our products.

Our occupational safety management system is based on ISO 45001 and enables us to guarantee the practical execution of workplace health and safety measures. Integrating occupational health and safety into our management system allows us to optimize processes and proactively prevent workplace accidents and work-related illnesses.

Identification of Hazards (GRI 403-2)

We conduct risk assessments for specific activities and work equipment in compliance with the German Occupational Health and Safety Act and relevant regulations. In each instance, we carry out a risk using the Nohl method.

This enables us to identify potential hazards before commencing any work activity. We quantify the level of risk by considering both the likelihood of occurrence and the potential extent of damage. We subsequently identify, schedule, and assign any necessary measures to the appropriate individuals



following the STOP principle. After a measure has been completed, the responsible person reviews its effectiveness.



Occupational health service (GRI 403-3)

The company doctor provides support for risk assessments, safety inspections, accident analyses, and other matters as required.

Employees can seek advice from the company doctor at any time. Preventive care is also provided for specific types of work. The company doctor examines employees and provides advice on issues such as noise.

As a response to the coronavirus pandemic, we have expanded our preventive health care program to include vaccinations against infectious diseases like influenza. Our COVID-19 management system has proven highly

effective, evident in the low infection rates within our company. This system will serve us well for any future infection events.



Promoting health (GRI 403-6)

In addition to mandatory occupational health and safety measures, we provide additional choices for recommended and elective preventive care.

	Unit	2022	2021	2020	Change 22 vs. 20
Total accident rate (LTIR)	LTIR	7.4	6.3	6.7	10.5 %
Accident rate (LTIR) excluding accidents on the way to and from the workplace	LTIR	5.4	4.8	6.2	-15.6 %
Accident rate (LTIR) – accidents on the way to and from the workplace	LTIR	2.0	1.5	0.4	79.8 %
Sick rate	%	4.3	2.7	2.8	33.9 %

Social sustainability

Training

Training is provided based on risk assessments and in response to incidents. This training also involves practical exercises, such as high bay warehouse rescues and fire extinguisher handling. Training also covers first aid and the handling of hazardous substances.



Employee participation

Employees actively participate in the preparation of risk assessments. Beyond statutory requirements, this aspect is also defined in ISO 45001, stipulating elements such as health and safety committee meetings, inspections, risk assessments, and a suggestion scheme. The health and safety committee consists of the employer's representative (or their appointee), two designated works council members, the company doctor, the occupational safety consultant, and the safety officer. Depending on the specific matter and the ensuing requirements, it may be necessary for the disability officer and fire safety officer to participate in the committee's meetings.

The employer or their appointed representative makes decisions in consultation with the attendees. The Health and Safety Committee must meet at least once every quarter.

Social commitment

// Thomas Strobl, Minister of the Interior, recognizes BAUSCH+STRÖBEL as a volunteer-friendly employer ///

At an awards ceremony in Stuttgart in 2018, BAUSCH+STRÖBEL, along with 40 other companies, was recognized as a "volunteer-friendly employer dedicated to civil protection" by Baden-Württemberg's Minister of the Interior, Thomas Strobl. Thomas Strobl emphasized, "By presenting this award, we, as a federal state, aim to express our recognition and appreciation for these employers."

BAUSCH+STRÖBEL was nominated for this award by the Schwäbisch Hall District Fire Brigade Association, which had previously honored BAUSCH+STRÖBEL with a plaque inscribed with the dedication, "Partner to the Fire Brigade". This award is given in recognition of employers who support the voluntary work of fire fighters.

We are proud to be able to offer our employees the opportunity to volunteer during working hours. If any of our volunteer fire fighters receive an

emergency call, they can promptly interrupt their work to respond to the emergency. Additionally, we show our support in various ways, including offering reserved parking for fire fighters.

// B+S kits out TSV Ilshofen women's football team with shirts ///

For many years now, BAUSCH+STRÖBEL has been supporting the TSV Ilshofen women's football team. BAUSCH+STRÖBEL regularly provides the women footballers with shirts featuring the company logo.

// Don't waste it, donate it: Clothing donation for Kinderhilfe Sighisoara e.V. ///

We used to store sample items and surplus work garments in our clothing warehouse. These were all brand new items too good to throw away, so we asked ourselves: why not donate them to a good cause? The collaboration with Kinderhilfe Sighisoara e.V., a charity based in Gaildorf, was established through personal connections within our board of directors. The mission of this organization is to improve the lives of underprivileged children in Romania through sponsorship projects and material donations. Since then, we have regularly donated clothing to support their cause.



GRI Content Index

This report was prepared in adherence to the guidelines established in the GRI standard.

General remarks / notes:

The purpose of the report is to disclose key figures spanning a three-year period. In a few instances, however, this is not possible due to data unavailability.

The key figures presented in the "BAUSCH+STRÖBEL as a company" section pertain to worldwide data. Starting from the "Sustainability at BAUSCH+STRÖBEL" section onward, the figures pertain to BAUSCH+STRÖBEL Germany, specifically the Ilshofen site.

General standard disclosures

GRI indicator	Indicator name	Explanatory notes / reference
Organizational profile		
102-1	Name of organization	
102-2	Activities, markets, products and services	
102-3	Headquarters of the organization:	
102-4	Operating facilities	
102-5	Ownership structure and legal form	
Reporting procedure		
102-46	Procedure for determining report content and defining the scope of topics	
102-47	List of key topics	
102-48	Re-presentation of information	The Sustainability Report 2022 is the first report of its kind to be published by Bausch+Ströbel.
102-49	Changes to reporting procedure	The Sustainability Report 2022 is the first report of its kind to be published by Bausch+Ströbel.
102-50	Reporting period	The reporting period is the year 2020 (01.01.2022–31.12.2022).
102-51	Date of previous report	The Sustainability Report 2022 is the first report of its kind to be published by Bausch+Ströbel.
102-52	Reporting cycle	In future, the Bausch+Ströbel sustainability report will be published on a biannual basis. However, key figures, data and facts will be reviewed and adjusted annually to ensure that the report is always up to date.
102-53	Contact for queries regarding the report	Dirk Stankowski - Sustainability Management, e-mail: Dirk.Stankowski@bausch-stroebe.de

Specific standard disclosures – Economy

GRI indicator	Indicator name	Explanatory notes / reference
Market presence		
202-1	Gender-disaggregated ratio of the standard entry-level wage to the local statutory minimum wage.	Attractive employer: Page 34
Sourcing practices		
204-1	Share of spending on local suppliers	Sustainability supply chain: Page 29
Combating corruption		
205-2	Communication and training on anti-corruption policies and procedures	Compliance and transparency: Page 31
205-3	Confirmed instances of corruption and corresponding actions taken in response	There were no confirmed instances of corruption during the reporting period, and, thus, no action was taken.
Materials		
301-1	Materials used by weight or volume	Handling conflict materials: Page 29
301-2	Recycled raw materials used	Customer material specifications prohibit the use of recycled materials.

Specific standard disclosures – Ecology

GRI indicator	Indicator name	Explanatory notes / reference
Power		
302-1	Energy consumption within the organization	Renewable energy: Page 21
302-3	Energy intensity	Renewable energy: Page 21
302-4	Reduction of energy consumption	Renewable energy: Page 21
Biodiversity		
304-1	Sites in protected areas	No sites are affected.
304-2	Major impacts of activities, products and services on biodiversity.	BAUSCH+STRÖBEL has assessed the impact of its business activities on the natural environment as part of an internal audit in accordance with DIN EN ISO 14001. The only instances of impacts on biodiversity are during construction projects at our company's locations. We are working to minimize or prevent impacts on biodiversity through regulatory compliance and voluntary measures.
Emissions		
305-1	Direct greenhouse gas emissions (Scope 1)	Carbon neutrality: Page 22
305-2	Indirect energy-related greenhouse gas emissions (Scope 2)	Carbon neutrality: Page 22
305-3	Other indirect greenhouse gas emissions (Scope 3)	Carbon neutrality: Page 22
305-4	Intensity of greenhouse gas emissions	Carbon neutrality: Page 25
305-5	Reduction of greenhouse gas emissions	Carbon neutrality: Page 26
Waste		
306-2	Waste by type and method of disposal	Environmental and climate protection: Page 27
Environmental compliance		
307-1	Non-compliance with environmental laws and ordinances	Environmental and climate protection/compliance: No incidents occurred during the reporting period, resulting in no sanctions or fines imposed on us.
Environmental assessment of suppliers		
308-1	New suppliers assessed according to environmental criteria	Sustainable supply chain: Page 28
308-2	Detrimental environmental impacts on the supply chain and measures taken	Sustainable supply chain: Page 28

Specific standard disclosures – Social

Employee facts and figures		
401-1	Employee fluctuation	Attractive employer: Page 32
401-2	Operational benefits	Attractive employer: Page 32
401-3	Parental leave	Attractive employer: Page 32
Employee-employer relationship		
402-1	Minimum notice period for operational changes	Attractive employer: Page 32
Occupational health and safety		
403-1	Management system for occupational health and safety	Occupational health and safety: Page 38
403-2	Identifying and assessing risks and investigating incidents	Occupational health and safety: Page 38
403-3	Occupational health service	Occupational health and safety: Page 41
403-4	Employee participation, consultation and communication on occupational health and safety	Occupational health and safety: Page 39
403-5	Training on occupational health and safety	Occupational health and safety: Page 39
403-6	Promoting employee health	Promoting health: Page 41
403-7	Preventing and mitigating occupational health and safety risks associated with business relationships	This aspect of our Compliance Policy is aimed at safeguarding the well-being of all individuals.
403-8	Employees covered by a management system for occupational health and safety	Occupational health and safety: Page 38
403-9	Work-related injuries	Occupational health and safety: Page 39
403-10	Work-related illnesses	There were no confirmed work-related illnesses during the reporting period.
Basic and advanced training		
404-1	Average number of hours devoted to basic and advanced training per year and per employee	Basic and advanced training: Page 31
404-2	Employee skills enhancement and transition support programs	Basic and advanced training: Page 36
404-3	Percentage of employees receiving periodic performance and professional development reviews	Basic and advanced training: Page 33
Diversity and equal opportunities		
405-1	Diversity in governance and among employees	Diversity: Page 37
405-2	Ratio of basic salary and remuneration of women to basic salary and remuneration of men	Diversity: Page 32

Anti-discrimination		
406-1	Incidents of discrimination and corrective measures taken	Diversity: Page 38 No incidents of discrimination were recorded during the reporting period
Freedom of association and collective bargaining		
407-1	Production sites and suppliers where the right to freedom of association and collective bargaining may be threatened	Compliance/sustainable supply chain: Page 32 Page 28
Child labor		
408-1	Operations and suppliers with a high risk of child labor incidents	Compliance/sustainable supply chain: Page 28 The minimum age of employment at Bausch+Ströbel is 16 years. In adherence to our Compliance Policy, we strongly prohibit the use of child labor. In our Code of Conduct, we, therefore, expect our suppliers to respect human rights and refrain from tolerating any human rights violations through the use of child labor.
Forced and compulsory labor		
409-1	Operations and suppliers with a significant risk of child labor incidents	Compliance/sustainable supply chain: Page 28 Bausch+Ströbel does not have a presence in emerging markets; thus, the risk of forced or compulsory labor incidents at its operating sites can be regarded as low.
Auditing the observance of human rights		
412-1	Production sites where an audit has been conducted to check for compliance with human rights standards or where a human rights impact assessment has been performed.	Compliance/sustainable supply chain: Page 28 No such audit or impact assessment has been performed. This is not necessary for our own production sites, as they strictly adhere to all relevant laws and regulations. For information on our interactions with suppliers, please refer to the "Sustainable supply chain" section.
412-2	Employee training on human rights policy and procedures	Compliance: Page 11
Local communities		
413-1	Operating sites engaged in local community involvement, impact assessments and sponsorship programs	Social commitment: Page 41

Social assessment of suppliers		
414-2	Detrimental social impacts on the supply chain and measures taken	Sustainable supply chain: Page 28
Protecting customer data		
418-1	Verified complaints of data security breaches and customer data loss	Compliance: Page 11 No complaints were received, and there were no incidents of customer data loss or theft during the reporting period.
Socio-economic compliance		
419-1	Non-compliance with social and economic laws and regulations	Compliance: No incidents occurred during the reporting period, resulting in no sanctions or fines imposed on us.



Annex 2

Additions in accordance with ISO 14001 : 2015 Chapter 9.3 "Management Review"

- 1.) Status of measures defined in previous management reviews
- 2.) Changes related to:
 - 2.1) External and internal issues in the Environmental Management System
 - 2.2) Requirements and expectations of interested parties, including binding commitments
 - 2.3) Significant environmental aspects
 - 2.4) Risks and opportunities
- 3.) Degree of fulfillment of environmental targets
- 4.) Environmental performance of the organization, including developments in regard to:
 - 4.1) Non-conformities and corrective actions
 - 4.2) Results of monitoring and assessments
 - 4.3) Fulfillment of binding commitments
 - 4.4) Audit results
- 5.) Sufficiency of resources
- 6.) Relevant comments from interested parties, including complaints
- 7.) Ongoing improvements

Detailed overview:

1.) Status of measures defined in previous management reviews

As the ISO 14001:2015 Environmental Management System will not be fully effective until certification in 2023, no results from previous management reviews were available at the time of this report.

2.) Changes related to:

2.1) External and internal issues in the environmental management system (pages 16 – 19)

In 2022, the internal and external issues in the environmental management system were documented and assessed for the first time as part of the sustainability management materiality analysis, based on the findings of the stakeholder analysis. This assessment will be updated on an annual basis.

2.2) Requirements and expectations of interested parties, including binding commitments (pages 16 – 19)

The requirements and expectations of interested parties, including binding commitments, were also documented and assessed as part of the stakeholder analysis. Binding commitments are monitored and managed, firstly, through our external partner UniConsult in Umwelt Online, and secondly, through a commitments management system.

2.3) Key environmental aspects (page 19)

Key environmental aspects were documented and assessed as part of the materiality analysis, and subsequently integrated into our sustainability and environmental management system.

2.4) Risks and opportunities

Risks and opportunities were assessed as part of the ISO 9001 compliance audit and will be further addressed in this report. No significant environmental risks were identified. We view the targets we have defined within our sustainability management system and the resulting environmental performance gains as opportunities.

3.) Degree of fulfillment of environmental targets

A detailed analysis and assessment of the degree of fulfillment is currently not possible as the targets were not set until the end of 2022, and an evaluation can only be made at the year-end based on the data provided by external service providers. However, a positive trend has emerged in the defined target areas over the past few years, and we plan to continue monitoring this trend.

4.) Environmental performance of the organization, including developments in regard to:

4.1) Non-conformities and corrective actions

No non-conformities were observed in relation to the environmental management system during the reporting period.

4.2) Results of monitoring and assessments (pages 20 – 26)

The results of the monitoring and assessments can be found in the individual "Reports of the Officers" and are summarized on the KPI Board of the Sustainability Management System, with detailed assessment planned for the future.

4.3) Fulfillment of binding commitments

Starting from 2023, the fulfillment of binding commitments will be monitored and managed with external support from UniConsult. To achieve this goal, we have integrated a comprehensive obligations management system, in addition to utilizing UmweltOnline.

4.4) Audit results

The results of the integrated audits, including notes and details of any detected non-conformities, can be found in the audit reports. Remedial measures will be monitored as part of the Integrated Management System audit program.

5.) Sufficiency of resources

The resources currently at our disposal can be considered sufficient. In July 2022, we appointed a Sustainability Manager to oversee and coordinate our sustainability initiatives. In taking this measure, environmental management has become an integral part of our management process, as well as our sustainability management system and sustainability strategy.

6.) Relevant comments from interested parties, including complaints

We received extensive inquiries about our sustainability strategy from interested parties, specifically our customers. In response to these inquiries, we established a Sustainability Management System with an integrated environmental management framework. BAUSCH+STRÖBEL has joined the Business Initiative for Sustainability in Baden-Württemberg (WIN) and plans to carry out a wide range of initiatives in 2023 focusing on sustainable environmental protection.

7.) Ongoing improvements

Thanks to our participation in WIN and Ratings such as EcoVadis, continuous improvement has become an integral aspect of our environmental management system.

Additionally, BAUSCH+STRÖBEL will completely discontinue sourcing conventionally produced power from 2023 onward. Likewise, by

supporting carbon offset projects, we aim to exclusively utilize climate-neutral natural gas for heat generation. In 2022, we expanded our infrastructure with additional charging points for battery electric vehicles and further advanced the transition of our company vehicle fleet towards e-mobility.

The specific improvements will be reflected in our 2023 energy balance figures and, consequently, are not covered in this report for 2022.

Conclusion and Assessment by Senior Management

According to the available data and reports, the ISO 14001:2015 management system is considered fully implemented and effective.

Ilshofen, 2023-07-14



Dr. H. Gehringer, Executive Board Technology and Strategy