



**YES,
WE
DO**

About this report

This is the first ever sustainability report published by the Brückner Group. It is made up of this corporate performance section along with an accompanying magazine, which offers a more accessible description of highlights from the field of sustainability. The corporate performance section is based on the Global Reporting Initiative (GRI) Sustainability Reporting Standards, however without aiming to meet these in full. In addition to covering further GRI standards, future sustainability reports will also focus on the requirements of the European Sustainability Reporting Standard currently being developed.

This report covers the Brückner Group including the Brückner Group GmbH as the holding company with its headquarters in Siegsdorf, Bavaria, and its four business units with their respective management companies and subsidiaries, including foreign sites. It also considers the four platform companies outside Germany; for these further data collection systems and reporting lines will be established in the future. In the report, the Brückner Group GmbH is called “the holding” and the “Brückner Group” stands for the consolidated group of companies.

The main reporting period is the calendar year 2020. In addition, data from the financial year 2021 and current developments from the first half of 2022 are presented wherever possible. The financial year corresponds to the calendar year.

This report was published in October 2022; the editorial deadline was 30 June 2022. The reporting cycle is biennial; publication of the next sustainability report is scheduled for the third quarter of 2024.

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FOREWORD

Dear readers

We are living through turbulent times: the war in Ukraine, a looming economic crisis, global supply chain bottlenecks, inflation, climate change – and all against the backdrop of dynamic change at political and regulatory levels, both national and European.

In times such as these, it is worth reflecting on the values which bind our society together, and which surely find no better reflection than in the term ‘sustainability’. In an economy inspired by sustainability, we evaluate our present actions in relation to their impact on our future options. Here, the key questions are always: can we carry on as before? Will our past recipes for success still apply in the future?

One thing is clear: the answer to these questions will not always be yes – neither from us as a society nor from us as the Brückner Group. For this reason, we are increasingly aligning our strategy, products and processes with the principles of sustainability. In some areas this is an easy task, as we don’t need to start from scratch. Other areas still require change. In order to get to know our strengths and weaknesses better in preparation for this first sustainability report, we looked at the key challenges we need to meet so as to remain economically successful in the future. That is what our sustainability management system is building on, and what is reflected in this sustainability report.

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We’re increasingly aligning our strategy with principles of sustainability.”

Maximilian Schneider

Sit back and get to know our company better from a sustainability perspective – through the magazine, which offers an engaging look at plastics as a sustainable material, and through this corporate performance section. It starts with a comprehensive review of our achievements to date, and of those still to come. We also present the carbon footprint of the Group, which we calculated for the first time for the business year 2020. The data shows the adjustments still needed for us to make an even bigger contribution to solving what is probably the most long-term crisis of sustainability: climate change.

We also wish to take this opportunity to thank our outstanding employees, whose commitment is indispensable to our success, be it economic, environmental or social.

We wish you an insightful read and look forward to receiving your feedback.



Dr Axel von Wiedersperg and Maximilian Schneider



Dr Axel von Wiedersperg (CEO) and Maximilian Schneider (CFO), Brückner Group GmbH

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We’d like to thank our outstanding employees, whose commitment is indispensable to our success.

Dr Axel von Wiedersperg

#Company



The Brückner Group

The Brückner Group stands for technological competence, process know-how and the highest quality in lines and machinery for plastics and alternative materials production and processing. The Group has been family owned since its foundation in 1960, which to this day has had a formative influence on the Brückner Group, and is reflected in particular in its long-term strategic orientation – proving a key success factor for customers and the Group alike.

At the end of 2020, the Brückner Group employed around 2,500 people at 23 sites in 14 countries. Based in Siegsdorf in the district of Traunstein, Bavaria, the Brückner Group GmbH acts as the management holding. With approximately 40 employees, it defines the strategic orientation of the Group.

The Brückner Group is made up of a holding company and four operationally independent business units responsible for their own performance. These business units are managed by so-called lead companies, some of them with their own subsidiaries. In addition, synergies within the Group are exploited through so-called platform companies, which provide administrative, sales, service and production services for the holding and the lead companies. The four lead companies are all market and technology leaders in their business fields:

Brückner Maschinenbau GmbH & Co. KG: With around 660 employees, Brückner Maschinenbau in Siegsdorf is the world's leading supplier of production lines for high-quality monoaxially and biaxially stretched films. These films can be used as high-quality packaging material or for special technical applications, e.g. capacitors, battery separators, screens and displays. The company's service portfolio includes the planning, construction and commissioning of complete production plants and turnkey factories as well as all process and mechanical engineering developments for film production.

Brückner Servtec GmbH: Brückner Servtec, with around 110 employees, is also based in Siegsdorf. The company provides Brückner Maschinenbau customers as well as operators of film stretching lines from other manufacturers with service and upgrade solutions: plant refurbishment, maintenance, repair and software solutions, as well as employee training and other specific customer requirements.

Its dense service network with skilled technicians worldwide as well as its remote maintenance tools are unique to the Biax industry and help to ensure the smooth operation of customer plants.

KIEFEL GmbH: Acquired in 2007, the Freilassing-based company and its subsidiaries have been market leaders for the design and manufacture of machinery for processing plastics and alternative materials for more than 60 years, with around 900 employees worldwide. An expert in forming and joining technologies, Kiefel possesses a worldwide sales and service network of representatives. Customers are primarily from the packaging, medical and pharmaceutical as well as refrigeration industries.

PackSys Global AG: PackSys Global, with 230 employees at various Swiss sites, has been part of the Brückner Group since 2011 and is a global leader in packaging machinery. The company brings more than 50 years of experience in integrating Swiss high technology and mechanical precision. PackSys Global develops and builds complex systems for the production of plastic and laminate tubes as well as slitting and folding machines for plastic and metal closures.

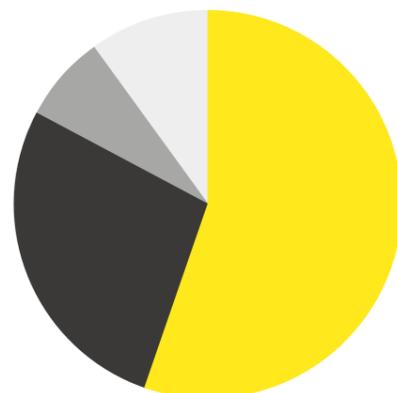
The Brückner Group consists of a **holding company, four lead companies** and their **subsidiaries** as well as **four platform companies**.



The four platform companies form a solid basis in the markets for the entire Brückner Group.

- **Brueckner Group China:** Given China's role as an important and successful market for the Brückner Group, Brückner opened its first branch office there back in 2004. It currently has around 160 employees.
- **Brueckner Group USA:** With more than 50 employees, Brueckner Group USA, Inc. amalgamates the know-how, experience and service of Brückner Group members in the USMCA region and is constantly expanding its activities.
- **Brueckner Slovakia:** Brueckner Slovakia, with around 215 employees, is a hub for the mechanical and electrical pre-assembly and testing of production systems and machines for all lead companies of the Brückner Group.
- **Brueckner Group India:** The Brückner Group has been providing services to customers on the Indian subcontinent for more than five decades and currently has around 80 employees. India is one of the most important markets for the Brückner Group (renamed in May 2021; cf. nos. 24 and 25 in the listing on p. 9.)

2020 sales by business unit



- Brückner Maschinenbau: €396 million
- Brückner Servtec: €53 million
- Kiefel: €196 million
- PackSys Global: €70 million

Total sales of the Brückner Group: €715 million

In the financial year 2020, the Brückner Group generated total sales of 715 million euros (2019: 701.5 million euros) – an increase of around 2 percent compared to the previous year. The operating income EBIT amounted to 85.6 million euros (2019: 57.5 million euros); the annual net profit was 40.4 million euros (2019: 23.0 million euros).

For the Group, future-oriented research and development activities are crucial to secure and expand its technology and market leadership. The Innovation Test Centre and the Technology Centre in Siegsdorf, the Material R&D Centres and Technology Centres at Kiefel as well as the KREA Lab in Rüti (Switzerland), offer comprehensive opportunities for the analysis and development of polymer films, plastics and natural fibres. Specialists in all types of film stretching technologies, thermoforming, joining technologies and packaging machines work together as a group under one roof. In 2020, the Brückner Group spent 21.4 million euros (previous year: 22.1 million euros) on research and development. This corresponds to 3.0 percent (previous year: 3.1%) of sales. In addition to these expenses reported directly as R&D, an additional large portion of the technical development is carried out in the form of new and highly innovative customer projects.



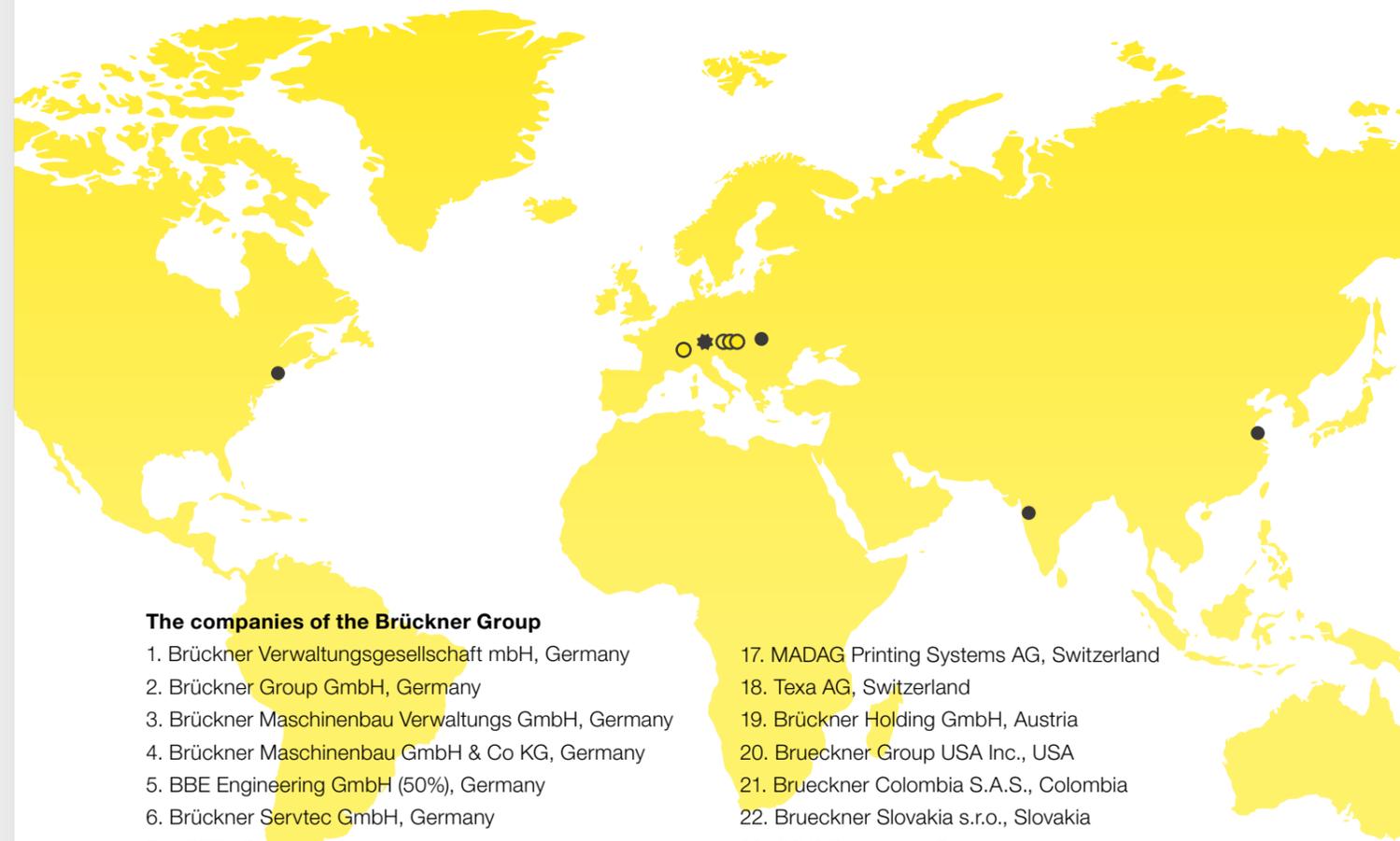
715

million euros in sales were generated by the Brückner Group in the 2020 reporting year.

Global presence

In the 2020 reporting year, the companies of the Brückner Group in Europe were based in Germany, Austria, Switzerland, France, the Netherlands, Slovakia and Russia. In the Americas, the Group operated sites in the US, Brazil and Colombia. In Asia, there were sites in the People's Republic of China, India and Indonesia (the world map shows the locations of the holding company and of each of the four lead and platform companies).

- ✳ Holding company
- Lead companies
- Platform companies



The companies of the Brückner Group

1. Brückner Verwaltungsgesellschaft mbH, Germany
2. Brückner Group GmbH, Germany
3. Brückner Maschinenbau Verwaltungs GmbH, Germany
4. Brückner Maschinenbau GmbH & Co KG, Germany
5. BBE Engineering GmbH (50%), Germany
6. Brückner Servtec GmbH, Germany
7. KIEFEL GmbH, Germany
8. OOO Kiefel, Russia
9. Kiefel France S.a.r.l., France
10. Kiefel Benelux B.V., Netherlands
11. Kiefel Packaging GmbH, Austria
12. Kiefel do Brasil Equipamentos Ltda, Brazil
13. Kiefel Packaging B.V., Netherlands
14. PT Kiefel Packaging Indonesia, Indonesia
15. Mould & Matic Solutions s.r.o., Czech Republic
16. PackSys Global AG, Switzerland
17. MADAG Printing Systems AG, Switzerland
18. Texa AG, Switzerland
19. Brückner Holding GmbH, Austria
20. Brueckner Group USA Inc., USA
21. Brueckner Colombia S.A.S., Colombia
22. Brueckner Slovakia s.r.o., Slovakia
23. OOO Brueckner, Russia
24. Brueckner Machinery and Services India, Pvt. Limited, India
25. PackSys Global (India) Pvt. Ltd, India
26. Brueckner Group China Co., Ltd, China
27. Brueckner Trading (Suzhou) Co., Ltd, China
28. Brueckner Far East Ltd, Hong Kong/China
29. Brückner Management GmbH, Germany
30. Brückner Property GmbH & Co KG, Germany
31. Brückner Real Estate GmbH & Co KG, Germany

With exports accounting for more than 90 percent of sales, the Brückner Group is a global company. The main sales markets for its products are China, India, Southeast Asia, Central and Eastern Europe, the US and Latin America.

Strategy 2025

Despite their differences, the Brückner Group companies are united by a common business orientation, the "Strategy 2025". Underlying this strategy is a clear vision of market and technology leadership for the Group in future-oriented niches.

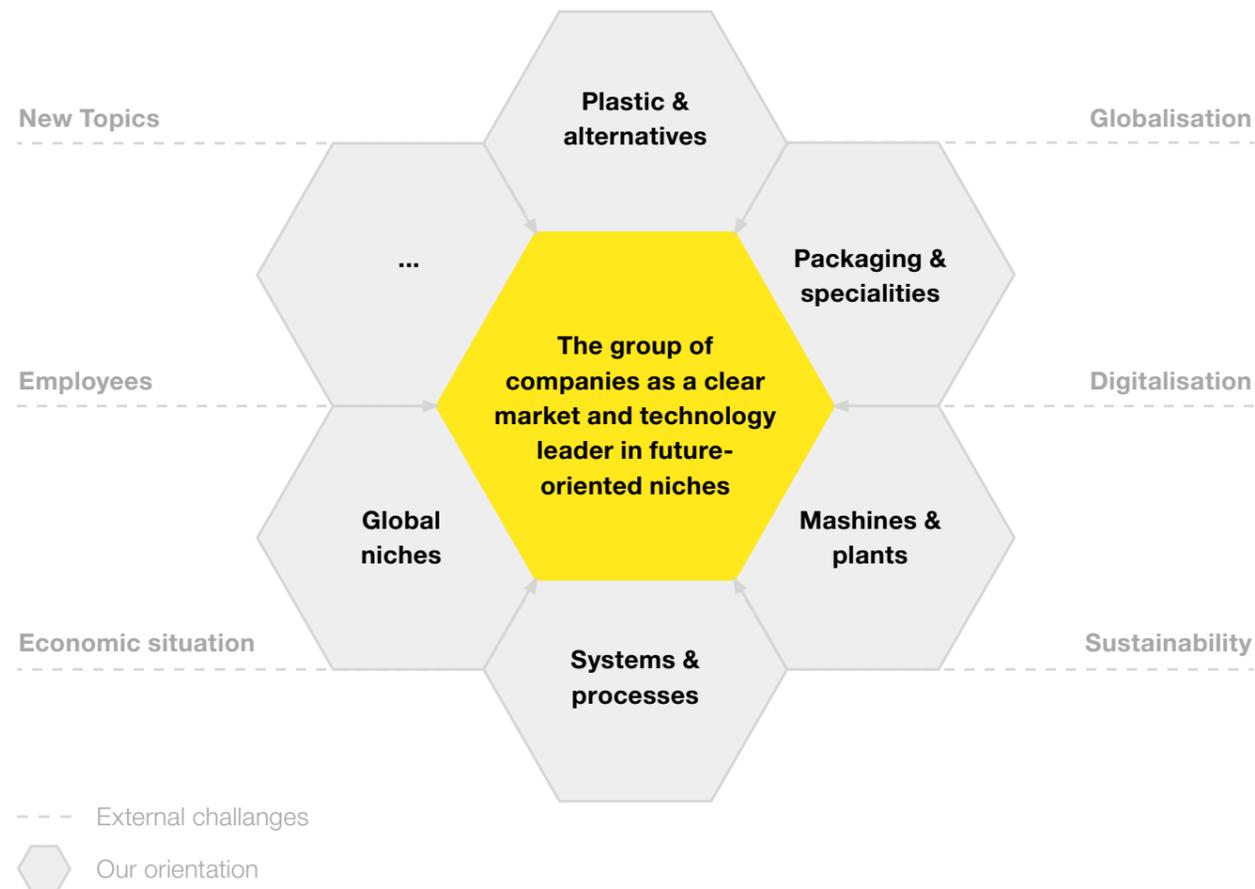
This vision drives the orientation of the Group, based on the cornerstones of plastics and its alternatives, packaging and specialty applications, machines and plants as well as systems and processes. The Group companies consider themselves not only machine manufacturers, but solution providers. This builds on a profound understanding of materials and processes, allowing the companies to provide development support to customers at an early stage (see Research centres, page 23).

The planned implementation of the strategy is demonstrated through four dual themes (dualities):

- **Passion & commitment:** Family spirit creates a respectful bond between employees, customers and company

- **Excellence & ambition:** Technology trendsetter with economic thinking focused on digitalisation and circular economy
- **Individuality & community:** Strong individual companies working smartly together as a group
- **Flexibility & consistency:** Balance between proven patterns of success and openness to new ideas

These themes are complemented by clearly defined focal topics that act as orientation points for stakeholders. The Group's primary goal is pursuing further organic growth. While acquisitions are not entirely ruled out, they are not currently a focal point. Research and development is being consolidated across the Group. The Brückner Group continues to attribute key importance to digitalisation, an industry in which it is striving to play a pioneering role, while also building on achievements from other industries. In the fields of sustainability and circular economy, the Group companies actively approach their customers, positioning themselves as pioneers and solution providers.



The people make the difference

Membership of sustainability initiatives

As members of various initiatives and associations, the research and development departments of the Brückner Group work actively on sustainable system change towards the circular economy. This involves establishing collaborations both with business partners and stakeholders from the value chain. Furthermore, the Group conducts research into possibilities arising from, for instance, using alternative materials in the production lines. To name some examples:

- **PrintCYC:** The PrintCYC initiative investigates the impact of printing inks on film recyclability. Central goals include cost-efficient solutions for a functioning circular economy, high-quality recyclates and an overall improvement in recycling quality.
- **R-Cycle:** Its goal is an open global standard for tracing plastic packaging. R-Cycle, based on globally valid and field-tested marking technologies, aims at improving plastics sorting to allow the reprocessing of recyclates from used plastic packaging into high-quality plastic products.
- **HolyGrail 2.0:** This European project also works on packaging traceability to optimise recycling. Digital watermarks in the form of largely invisible (printed or imprinted) QR codes can be scanned in the sorting plants, optimising recycling options.
- **CEFLEX:** This consortium of associations and companies has set itself the target of integrating flexible packaging more widely into the circular economy. The establishment of a Europe-wide infrastructure for collecting, sorting and recycling flexible packaging is planned by 2025.
- **Blue Competence:** An initiative of the German Engineering Federation (VDMA), pooling resources and know-how for technologies and processes to drive sustainability in the industry. Members have committed to twelve sustainability principles.
- **Plastic Squeeze Tube Recycling Project:** The objective of this project is to develop design guidelines to improve the recycling stream of HDPE (High Density Polyethylene) and PP (Polypropylene) plastics for tubes as a packaging format.

Corporate governance

By bundling professional expertise and central functions in the holding, the Brückner Group GmbH offers a versatile point of contact for the concerns of the Group companies. It is here that the strategic threads all come together.

The Brückner Group is managed by the Brückner Group GmbH as a holding company. The management team consists of two members with different operational responsibilities, Dr Axel von Wiedersperg as Managing Director Sales & Technology (CEO) and Maximilian Schneider as Managing Director Finance (CFO). Sole shareholder of the Brückner Group GmbH is Brückner Verwaltungsgesellschaft mbH (BVG), which is fully owned by the Brückner family. The BVG has set up a three-man advisory board that meets regularly to discuss questions relating to strategic orientation and similar future topics.

The duties of the management holding company

As the management holding company, the holding is responsible for defining the strategic orientation of the Group as well as for Group-wide acquisition activities. Its duties include managing the companies by setting targets and defining joint strategies. As parent company, the holding sets standards and establishes guidelines so as to ensure transparency, management control and compliance with legal regulations. By bundling professional expertise and central functions in the holding, it remains a versatile contact point for a wide range of concerns in the Group companies. The holding is also responsible for supporting the Group companies through Group-wide services.

To optimally manage and support the business activities of the Brückner Group, the holding covers nine different areas. These include strategic corporate development, human resources, branding and corporate communication – in other words, positioning individual brands under a common umbrella as well as their external communication. On the commercial side, it heads up the areas of controlling/accounting, auditing, treasury/project financing and taxes as well as IT and legal/compliance.

The holding uses Group guidelines to regulate the purposes, processes, goals, approval competences as well as the role of managers in all companies of the Brückner Group. In addition, the procedures for all significant business transactions are laid out in the rules of procedure of each respective company.

The holding defines the **strategic orientation** and offers Group-wide services.

Sustainability management

For the Brückner Group, sustainability and economic success are inseparable. It is of paramount importance to the Group to leave behind the best world possible for future generations. To this end, the Group companies face up to their responsibilities as manufacturers and service providers of, and for, film production systems and machinery, packaging as well as medical consumer goods made of plastic and alternative materials.

The “Yes, we care!” initiative, since 2017

Can plastic packaging films contribute to sustainable development? Most people’s instinctive response to this question would surely be “No”. According to the Brückner Group, however, all its companies are committed to sustainability. The Group-wide message here is, “Yes, we care!”.

This Brückner Group initiative is an acknowledgement of the Group’s responsibility with regard to plastics and sustainability, as well as a promise to its employees. All Brückner Group companies want to act in unison, developing visions, driving innovations and contributing through finding solutions. There are many good reasons for plastic packaging, not least from a sustainability point of view:

- For most products, disposable packaging plays a decisive role in product protection, hygiene, food safety and avoiding resource wastage.
- Significantly less energy is needed to produce plastic packaging than packaging made of aluminium, tinplate or glass. This also results in fewer carbon emissions.
- Massive advances are being made in research into bio-based plastics and alternative materials, with the involvement of the Brückner Group. This allows a gradual reduction in the use of crude oil as a raw material for plastics.
- Collection and recycling systems for used plastic packaging are increasingly becoming established internationally, thus closing material cycles.

There is no contradiction between **plastic and sustainable development**. This is expressed in the “Yes, we care!” initiative.

With these and similar arguments, the Brückner Group has been addressing its stakeholders, and the critical public, since 2017 as part of its “Yes, we care!” initiative. Its aim is to convey a differentiated view of this complex issue, even if only as a first step. With images of ocean plastic pollution in mind, the Brückner Group wants to make a contribution to solving this problem. This serves as a key motivation for its commitment to sustainability. The Brückner Group is working towards a future with plastics, but without plastic pollution.

A focus on material topics

To allow the Group to focus on the relevant and most important elements with regard to their own commitment to sustainable development, a detailed analysis of issues impacting the Group and its stakeholders was carried out in early 2021. The aim was to identify the material topics for which the Brückner Group holds responsibility within its industry, towards customers, in protecting the environment and in its treatment of employees. To this end, company self-perception was compared with perceptions held by external stakeholders, with an analysis of the impact of business activities on the environment and society.

The dialogue process, taking place over several weeks, involved Group company managers and external advisors. Relevant sustainability standards were consulted, including the UN Sustainable Development Goals (SDGs), the German Sustainability Code and the reporting standards of the Global Reporting Initiative (GRI).

The process also considered organisational and process-related requirements necessary for a more targeted and consistent future management of the Group, in line with sustainability criteria. After all, materiality analysis is not an end in itself: its purpose is to sharpen awareness, identify gaps and define management requirements, so as to increase transparency both internally and externally. The overarching goal is the future viability of the Brückner Group – even during times of political, financial or environmental change.

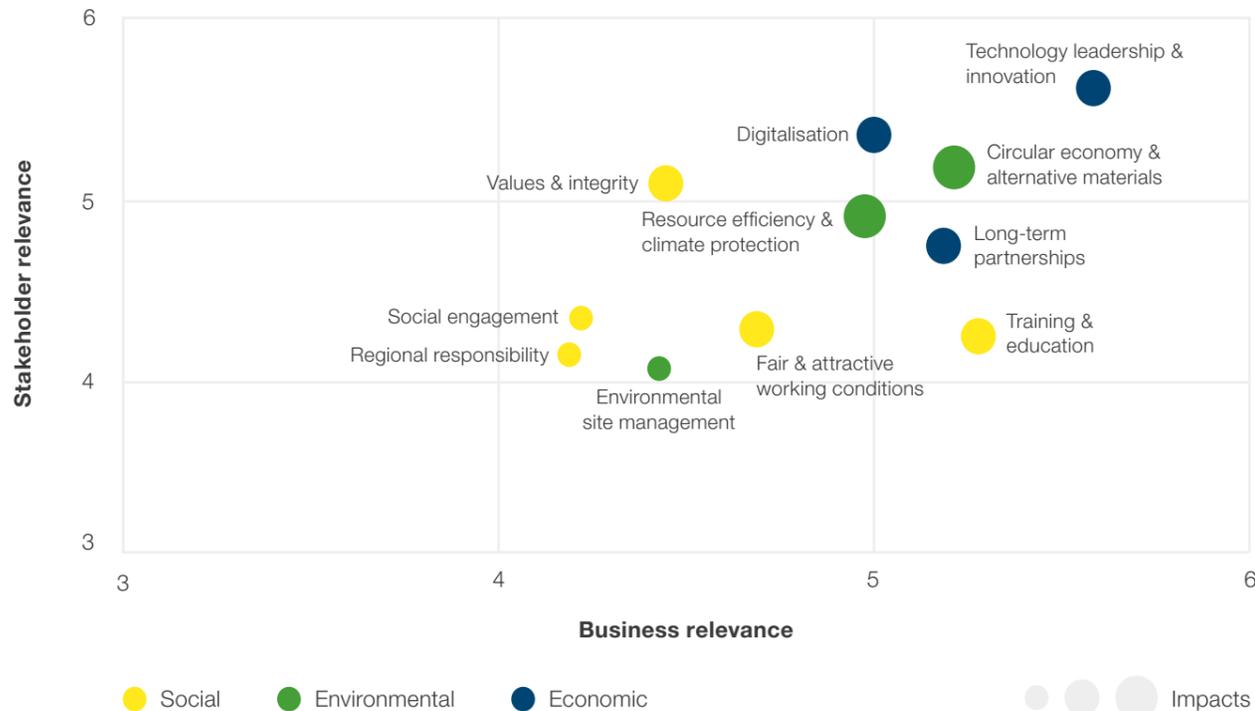
During the process, the array of potential topics was condensed to eleven which are of relevance across the Group. The result was the following list of economic, environmental and social topics relating to the Brückner

Group's impact on the environment and society, in descending order of impact intensity:

- Circular economy and alternative materials
- Resource efficiency and climate protection
- Technology leadership and innovation
- Values and integrity
- Long-term partnerships
- Fair and attractive working conditions
- Digitalisation
- Training and education
- Environmental site management
- Regional responsibility
- Social engagement

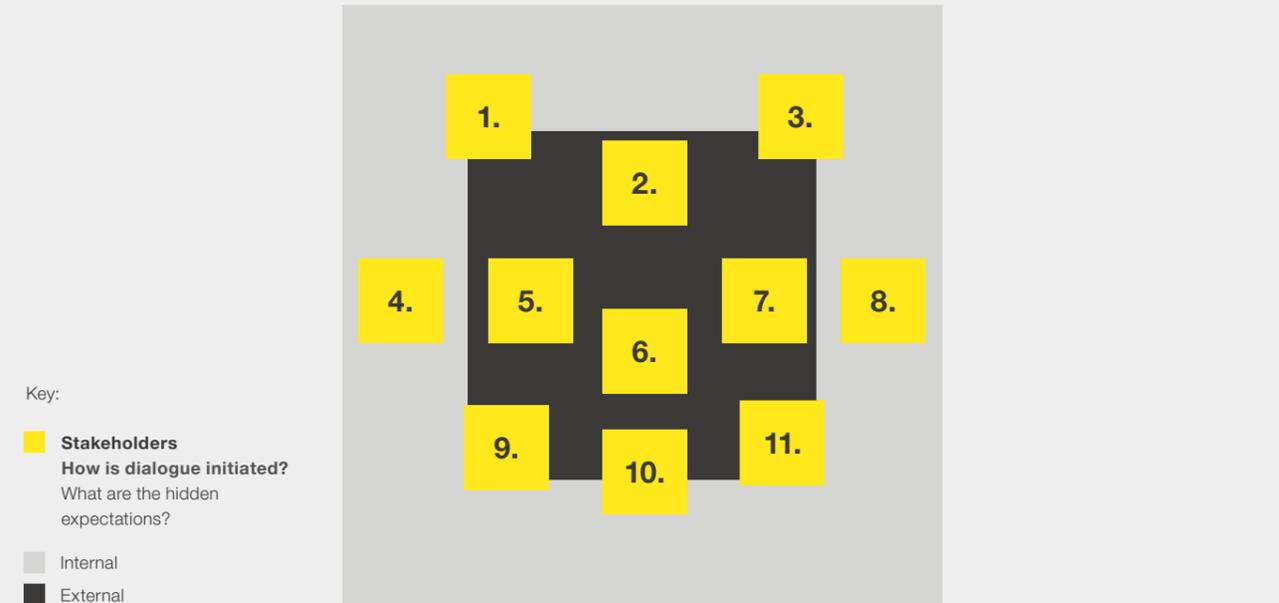
These eleven topics were presented in a materiality matrix, with one axis displaying the company's perspective of the materiality of the topic and the other the external stakeholders' perspective. The colours of the dots represent the three dimensions of sustainability and their diameter the scale of impact, whereby "impact" can be both positive or negative.

Materiality matrix



Stakeholder analysis

To ensure procedure efficiency, external stakeholders were not directly involved in the materiality analysis process. Instead, a detailed stakeholder analysis was conducted, based on findings from many years of personal dialogue with many of these groups. In addition, an analysis of media and studies allowed the integration of stakeholders with whom direct contact is infrequent. The following chart provides an overview of the stakeholders and the respective communication channels used.



- 1. Legislative & executive powers**
Legislation, regulations, ordinances
Compliance with international, national and local legislation and regulations, compliance guidelines
 - 2. Group companies**
Management meetings, regular exchange, uniform external image
Use of synergies, open communication, strong collaboration, common goals
 - 3. The public**
The press, public relations, social engagement
Open communication, social role in the region/community, site development in conformance with high environmental standards, responsible conduct, provision of jobs/apprenticeships
 - 4. Associations & collaborations**
Active memberships, alliances, regular exchange
Interest groups, sustainable action, joint projects and developments
 - 5. Customers & innovation partners**
Regular exchange, comprehensive personal support, establishment of sustainable relationships, joint development work
Top quality, delivery and contract reliability, sustainable products and services
 - 6. Employees**
Dialogue, various internal communication channels, personal discussions, staff development
Mutual appreciation, a fair and safe working environment, information exchange, fault-tolerance culture, training and education
 - 7. Shareholders**
Regular exchange, management meetings, reporting
Value-oriented and sustainable corporate governance, corporate growth, stability and sustainability in a family business
 - 8. Suppliers & service providers**
Regular exchange, supplier portals, audits
Top quality and standards, delivery reliability and contract compliance, sustainable products and services, reliability and liquidity
 - 9. Competitors**
Tracking market and industry developments
Fair trading, compliance with ethical and moral standards, no bribery, no price fixing, common CSR goals
 - 10. Junior staff**
Company presentation, website, job and internship platforms
Sustainable and diverse working environment, comprehensive training, exciting jobs
 - 11. Capital providers & insurance**
Regular exchange and reporting
Transparency, reliability, compliance with agreements and specifications
- Stakeholders are groups or individuals who are impacted by the company's activities and who, in turn, can exert influence on the company – positive or negative, as the case may be.

The Brückner Group acts according to a holistic understanding of sustainability. The Group is led by the belief that lasting success is achieved through excellent products, treating employees and business partners fairly, as well as acting in an environmentally friendly way. It assumes an ecological and social outlook to be prerequisite for long-term economic success.

In environmental terms, the emphasis is on climate protection, resource efficiency and environmental site management. The social dimensions of sustainability have a profound impact on processes within the individual companies. Excellent employment and training opportunities, a clear vision and mission as well as assuming social and regional responsibility also impact the economic aspects of sustainability. Close collaborations with partners, customers and companies along the value chain allow for successful action to be taken. Ultimately, however, it is the people who make the difference. This is why the Brückner Group companies value and promote the passion and commitment of their employees.

Alongside continuous improvements to lines, machines and services as well as embracing new approaches in their development and design, the focus is on lowering the required energy consumption to reduce greenhouse gas emissions and make product manufacture as resource friendly as possible. In addition, we assume responsibility both with regard to our value chain and production. Close interaction between the companies and their worldwide subsidiaries helps evaluate and improve sustainability performance.

Success rests on economic and environmental concerns going hand in hand.

Decentralised structure

The Brückner Group has a decentralised form of sustainability management. Apart from strategic guidelines and goals, individual companies are largely responsible for specific focus areas and the concrete work on site. The Group's four lead companies have sustainability coordinators who, together with the holding company, form a network.

At the same time, continuous efforts are made towards increased systemisation of the sustainability management systems. The lead companies are currently in the process of expanding their management systems to open up the possibility of future external certification.

Here, KIEFEL GmbH plays a pioneering role. By 2021 it had already been granted a silver award from the sustainability certification company EcoVadis. This ranks the management company among the top 25 percent of all companies audited by EcoVadis. Kiefel was also one of last year's finalists for the German Sustainability Award in the design category.

Group-wide, environmental goals include, among other things, further significantly reducing energy consumption and greenhouse gas emissions, enabling customers to use the systems and machines to make production as resource friendly as possible and ensuring a high level of recyclability for the resulting products. Further details can be found in the subsequent chapters.

Values and integrity

Acting within the applicable law, and behaving responsibly, as well as ethically, both internally and towards business partners – in short, ensuring compliance – is top priority at the Brückner Group. Compliance is, therefore, a key prerequisite for the Group as a sustainable company.

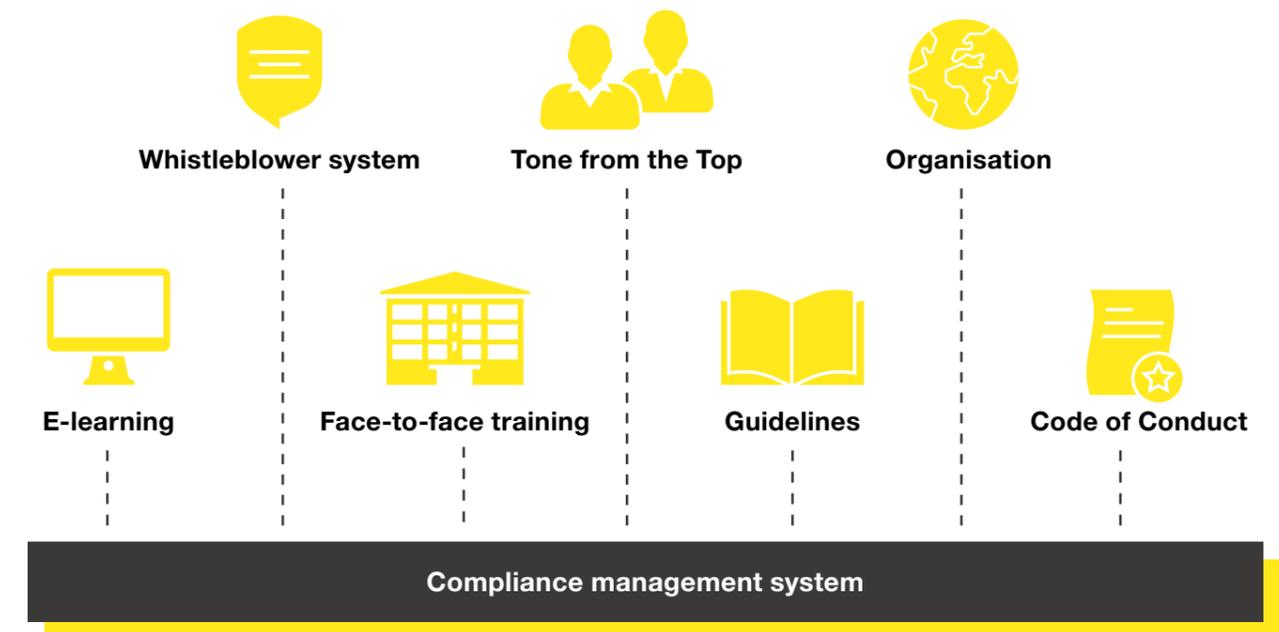
Globally valid compliance management system

The Brückner Group attaches great importance to compliance. Its management has therefore implemented a comprehensive compliance management system and leads by example: its "Tone from the Top" policy demonstrates clear zero-tolerance for non-compliant behaviour at the Brückner Group. This applies to all employees equally. Effective compliance has to be embodied by each and every individual.

The globally applicable compliance management system is based on the following pillars:

- Tone from the Top
- Compliance organisation in the Brückner Group
- Code of Conduct
- Internal guidelines
- Face-to-face training for employees
- E-learning for all employees
- Whistleblower system for internal and external parties

The seven pillars of the compliance management system



An important component of the Brückner Group's compliance activities is its Code of Conduct. This covers, in plain language, twelve topics including the prevention of anti-competitive behaviour and corruption as well as rules on conflicts of interests, countering money laundering, accepting gifts and invitations. It thus forms the core of compliance management. The Code of Conduct can be downloaded from the Brückner website in five languages: German, English, Dutch, Spanish and Chinese. It provides employees with guidelines to ensure they act and make decisions in line with uniform international standards, in particular when conducting business activities in different countries and cultural areas.

Compliance organisation

All employees of the Brückner Group are required to comply with existing rules and regulations. Operational responsibility for implementing the compliance management system lies with the Head of Compliance, who acts as liaison between management and the respective compliance managers and delegates throughout the Group. The delegates serve as contact people for employees on site, for example dealing with questions about appropriate behaviour in difficult situations. The compliance managers are in charge of conducting relevant classroom training, updating the compliance e-learning programme, following up on potential suggestions and coordinating with the Head of Compliance through regular meetings. On average, 90 percent of employees receive their training through courses and e-learning programmes. The remaining 10 percent are trained in in-person events.

Potential compliance violations can also be reported via a whistleblower system. This can be accessed both via the intranet and the website (see above) and is therefore available both to employees and external business partners. The compliance officers investigate any justified cases of suspicion and report them to the management of the holding. If the management itself is the subject of a compliance investigation, the report is sent directly to the advisory board. There was no such incident during the reporting year. There were some cases of suspicion that came to light, which were investigated and, if justified, dealt with accordingly.



90%

of Brückner Group employees receive compliance training through in-house courses and e-learning.

Customer data protection

In an increasingly digitalised work environment, collecting and sharing personal data has become part of everyday life. This puts the onus on ensuring that personal data is handled responsibly. This includes data from employees, job applicants, customers and business partners.

The Brückner Group protects this data by using it only for the intended and permissible purposes. It is processed transparently and in compliance with the mandatory security measures for data protection. Employees who handle personal data receive advice and support from the data protection officer who can be contacted at any time with questions. The regulations as laid out in the Code of Conduct are binding for all employees.

Responsible tax payment

For the Brückner Group, compliant tax payment is, like other compliance issues, a cornerstone in being a responsible company. In all countries in which the Group operates, taxes paid contribute to economic and social development. There is therefore a close link between the tax strategy of the Brückner Group and their business strategy and sustainability goals. Operational responsibility for taxes lies with the Group tax function.

To standardise the tax management processes, a so-called Tax Compliance Management System (Tax CMS) was introduced, which applies throughout the Group and provides a framework for all tax-relevant processes, methods and structures. The system includes:

- General rules for the implementation of tax activities
- Roles and responsibilities in relation to taxation throughout the Group
- Organisational aspects and interaction between local tax or finance functions and the central tax function
- Consultation requirements and reporting lines
- Tax risk management

Integrity is a
**core value of the
Brückner Group.**

Social engagement

As an internationally active group, the Brückner Group has a social responsibility that extends beyond its own employees. This is reflected in its social engagement, for instance donations and sponsorship for charitable organisations as well as by employee volunteer work, i.e. corporate volunteering.

Structure and responsibilities

The individual companies are in charge of social engagement, to allow them to adapt to regional differences. Responsibility here lies primarily with their respective management teams. These individual companies generally rely on established partners and organisations to ensure their social engagement is as targeted and effective as possible. PackSys Global plans to make its future charitable efforts more transparent and to record them. The responsibility for implementing the various measures falls to a range of departments, mainly, however, marketing and corporate communications.

Sponsorship and donations form a significant part of this social engagement. All corporate units and a large number of employees support regional clubs and organisations through donations in cash and in kind, for example to schools or social institutions or through purchasing shirts for sports clubs. There is also support for cultural initiatives. For example, Brückner Maschinenbau sponsors the Traunstein Music Spring. The amount of donations varies from year to year. Kiefel uses a transparent voting process to select projects at the beginning of the year. In addition, company employees can suggest any projects close to their heart, three of which are selected and implemented.

Charitable engagement
within the Brückner Group is
in the hands of the individual
companies.

Engagement for the Global South

One of the organisations supported by the Brückner Group GmbH is the ASASE Foundation. Its goal is to establish a circular economy in the Ghanaian capital of Accra. Only two percent of household waste is recycled in Ghana, with most ending up in the street. The foundation trains women from the region to become entrepreneurs and run their own recycling plants. Plastic waste is collected, sorted and processed into regranulate, from which new products are then made. This allows women to earn a livelihood for themselves and their families.

The Brückner Group also supports the organisation "Buy Food with Plastic". This organisation holds events in India, Nicaragua and Ghana, where local inhabitants can use collected plastic bottles to pay for a warm meal. These bottles are then recycled. Since 2018, more than 42,000 PET bottles have been exchanged for 44,000 meals, with another 82,000 bottles expected to be collected in 2022.

Regional responsibility

For more than 60 years now, the Brückner Group has been rooted in the regions in which its companies are located. The Group companies are among the most important corporate training providers and employers in their respective regions. Local ties form the basis of the Brückner Group as a medium-sized family business and shape all forms of interaction.

Structure and responsibilities

Regional responsibility is steered individually by each company, meaning they can react appropriately to their particular regional circumstances. The main responsibility lies with the regional managing directors, with the overall driving principle of strengthening business relationships in the region. These can range from collaborations with agencies, photographers or caterers to service providers of all kinds.

For instance, when awarding building management contracts, Brückner Maschinenbau, Kiefel and PackSys Global attach particular importance to collaborating with local companies. The canteen at the Siegsdorf site, where Brückner Maschinenbau and Brückner Servtec as well as the holding are headquartered, sources certified organic food, including regional fruit, vegetables and meat.

Protective equipment for social institutions

A prime example of the Brückner Group's commitment to the region can be seen in its response to the COVID-19 pandemic in Germany, during a temporary shortage of protective masks and disinfectant in the areas surrounding the Siegsdorf and Freilassing sites. With the help of Brueckner Group China, Brückner Maschinenbau successfully set up a supply chain for protective masks, disinfectant and other protective equipment. In collaboration with Kiefel, more than 150,000 masks were donated to care homes, hospitals, doctors' practices and organisations in the region, including the fire brigade. Brückner Maschinenbau was also one of the first companies in the Traunstein district to vaccinate all employees in Siegsdorf against COVID-19 as part of a model project.

During the pandemic, Kiefel also produced and supplied 1.2 million face shields, which were distributed to hospitals and medical practices in the region. Added to this were donations of FFP2 masks and disposable gloves. Kiefel also repeatedly donated FFP2 masks to schools, especially towards the beginning of the pandemic when such masks were at times not easily available.

Noise protection in Freilassing

Besides promoting regional initiatives and structures, regional responsibility at the Brückner Group also means taking a critical look at its own local impact. For example, some Kiefel company buildings are located near residential areas. To protect local residents from noise pollution, in 2018 Kiefel carried out a noise study during the construction of its new training centre and factory building, taking measures to reduce or eliminate noise.



150,000

face masks were donated to care homes, hospitals, doctors' practices and organisations in the region including the fire brigade.

#Products



Technology leadership

At present, plastics, and plastic packaging in particular, are often the object of criticism. As a manufacturer of plastics processing machinery and services, the Brückner Group feels addressed by this criticism. From the very outset, the Group's claim to be an innovation and technology leader has included assuming responsibility for making products more sustainable and becoming an industry pioneer for sustainable product development and design.

The Brückner Group offers their customers a wide range of systems and machines for manufacturing products made of plastic and alternative materials. The most important of these are:

Production lines for packaging films, technical films and special films: Film stretching lines offering high flexibility, productivity as well as energy and raw material efficiency, for a wide variety of film types, used as high-quality packaging material as well as in technical applications.

Machinery for the production of packaging and moulded parts: Thermoformed packaging made of plastics and natural fibres, refrigerator components, products for the medical and pharmaceutical industry, tubes for cosmetics and pharmaceuticals, decoration systems for cosmetic products, packaging machines for aluminium and plastic specialities, beverage closures etc.

Service and upgrade solutions: Provision of services and upgrades for film production lines and machines to ensure maximum availability, resource-efficient production, as well as optimisation and refurbishment of older lines etc.

Three research centres

The Brückner Group's technological leadership is underpinned by ongoing research and development in cutting-edge technology and laboratory centres at various sites.

The Siegsdorf-based Technology and Innovation Test Centre offer Brückner Maschinenbau and Brückner Servtec as well as their customers a unique research landscape. This consists of various laboratory lines, a worldwide unique pilot line for comprehensive trials with recyclable mono-materials,

recycles and bio plastics. In a chemical and film laboratory, films and raw materials can be examined by skilled personnel. The Innovation Test Centre provides several testing devices for all technical improvements at Brückner lines.

Kiefel's Material R&D Centres at the Freilassing and Sprang-Capelle (Netherlands) sites specialise in research into natural fibres and recycled as well as bio-based plastics. In addition, their own technology centres provide sample and prototype production lines for packaging solutions in the areas of food and beverage, flower pots as well as primary and secondary packaging for the medical and pharmaceutical sectors. These production lines are available for trials as well as for validating process reliability.

The KREA Lab in Rüti, Switzerland, specifically aims to be a trendsetter in advancing research into environmentally friendly technology and processes. The areas of research here range from cosmetics, health and pharma to beverage closure and packaging, including decoration options.

The research centres of the Brückner Group work on **solutions for the world of tomorrow.**

Digital solutions

As an ambitious technology leader, the Brückner Group is driving digitalisation and bringing new impetus to the market. Digitalisation helps companies and their customers to operate more quickly, flexibly, transparently and efficiently, thereby also saving resources.

The future lies, without doubt, in digitalisation, and responsibility for this lies with the lead companies of the Brückner Group. They – like their customers – have recognised the signs of the times and are already offering a wide range of solutions for the fourth industrial revolution, Industry 4.0.

Digital platforms and processes have long since been used as internal tools for shaping and supporting day-to-day operations. These are being successively expanded through the use, for example, of cloud technology. For machinery and equipment, the Group companies rely on intuitive human machine interfaces (HMI), enabling, among other things, resource-efficient control of the various processes as well as decentralised maintenance. For this, the Group received two Red Dot Awards during the reporting period.

Digitalisation helps to save **resources and energy** – and thus directly contributes to sustainability.

Digitalisation for all

All Brückner lead companies provide their customers with digital service platforms that allow, for instance, transparent and secure remote access for servicing. They can also be used to access additional documentation, maintenance instructions and e-learning videos and to order spare parts online around the clock worldwide. Digital solutions also help Brückner customers to reduce, among other things, their energy, water and material consumption as well as emissions. At the same time, they can contribute to optimising processes, promoting transparency and bringing down costs.

For the Brückner Group, **digitalisation offers the opportunity** to remain a pioneer in future-oriented niches.



In 2020, Kiefel received a Red Dot Award for its “Modular and smart visualised HMI (Human Machine Interface) for Kiefel Packaging machines”.



Easy Operation

Brückner Maschinenbau received the 2020 Red Dot Award for its “Easy Operation”, a new approach to operating film stretching lines that offers guided operation through assistance systems. Part of the Brückner ONE platform, this is an integrated solution that focuses on the process rather than, as is more common, the machine. For instance, the film temperature is controlled indirectly via machine and process parameters such as air temperature and fan speed. The design is supported by a number of assistance systems, which enable efficient and high-quality film production.

Brückner ONE: The Brückner ONE system is a digital platform that is unique in the Biax industry and supports all aspects of film production from operation through to maintenance. The focus here has shifted away from the machine to the operator and their product. Brückner ONE is, among other things, a one-stop solution for submitting service requests, communicating with specialists, ordering spare parts and filing system manuals as well as maintenance documents. This saves resources, thus contributing to sustainability.

k.digital: The Kiefel portal can be accessed from all end-user devices. Customers can identify and request spare parts for machinery and check prices and availability around the clock. In addition, machine documentation can be accessed in digital form. Users can also complete online training courses, e.g. on safety, machine operation and maintenance, find suitable upgrades for their machines and, in future, also keep an eye on the status and maintenance requirements of their machinery.

smartcube: PackSys Global's digital platform allows real-time machine monitoring and provides analytical user-friendly graphical interpretations as well as guidance on maintenance and assistance with purchasing spare parts. It also supports users in acquiring skills and knowledge about the machinery.

Circular economy

The Brückner Group wants to contribute towards a world that offers a sustainable future with better quality of life for all. The circular economy is seen as an essential tool in achieving this goal.

Plastic packaging is often used only once. Hence the existence of take-back systems in many countries, allowing used packaging to be collected, sorted by plastic types and recycled.

Closing plastics recycling loops

Plastics come in a wide variety of types and with many applications, and their useful life may range from just minutes to years. Currently many products are already being recycled, such as plastic components from cars, refrigerators, window frames, electrical appliances and agricultural films. This is carried out in nearly closed mono-material recycling loops.

For plastics to be efficiently sorted and separated for recycling purposes, this needs to be taken into account during the product development and design phases (design for recycling).

Recycling plastics is substantially more complex than, for example, metal or glass, due to the additional challenges presented by plastics having different colours, material composites or combinations, coatings, labels and printing inks etc. Not least for this reason, a Circular Economy Action Plan is being implemented at EU level. This is part of the “Green Deal”, which aims to make the EU the world’s first climate-neutral economy by 2050. This stipulates, among other things, that single-use plastic products be phased out and replaced by long-lasting reusable products and that measures be taken to increase the proportion of recycled materials.

Solutions offered by the Brückner Group

Despite all the necessary developments for the rapidly evolving circular economy, Brückner Maschinenbau is also sticking to its traditional goals of further decreasing raw material use and ever lower energy consumption in film production. This also includes, for example, the reduction of process steps and the avoidance of waste in all phases of production. These goals serve the interests of customers as well as environmental protection. Using less plastic means using fewer resources, and lower energy consumption contributes to climate protection.

The company is also conducting research into film recyclability and how regranulates can be applied in film production. This requires the collaboration of other actors along the value chain: raw material suppliers, packaging and product manufacturers and recycling companies (see also page 11).

To enable recycling, **mono-material plastic cycles** have already been established in many areas. However, some sectors still have catching up to do.

Brückner Servtec draws on the broad developments implemented by Brückner Maschinenbau in new production lines to extend the life cycle of existing lines to more than 30 years. These modifications lead to resource savings for existing machinery in the production process, such as energy and raw materials. In addition, older lines are retrofitted for new, recyclable products. Furthermore, used production lines can be relocated to other countries where they can be run at a profit, making them again sustainable. To create these various individual and customised solutions, existing lines are inspected on site during special process and line audits.

In collaboration with customers and recycling specialists, Kiefel is implementing various initiatives to conserve resources through recycling. These include, for example, establishing a closed material cycle for PET food packaging in China or converting coffee capsules to easily recyclable

polypropylene in the US and Canada. In addition, they have developed a beverage cup made of foamed PET which is not only recyclable in PET cycles but also saves 50 percent of material as compared to conventional cups. Kiefel is also working on natural fibres as an alternative to plastic, including cellulose, waste paper and plant residues, i.e. made from renewable raw materials.

PackSys Global, a manufacturer of cutting-edge packaging machinery, is also actively involved in two industry initiatives relating to the circular economy. The international Tube Circle consortium deals with material reduction, recyclability through mono materials (at present, the tube and its cap are typically made of two different plastics) and bio-based plastics. The Plastic Squeeze Tubes initiative, co-founded by the company itself, develops design guidelines to allow recyclability. To avoid labels, technologies for printing directly onto the tube are also being tested.



Brückner Maschinenbau tests new film formulations.

Partnerships

Sustainability thrives on partnerships in the value chains and collaborative research into future-oriented solutions. The Brückner Group builds on an established network of experienced suppliers as well as business and research partners. Its goal is wide-ranging know-how and shared responsibility for more sustainable development.

The Brückner Group does not determine the sustainability of its lines and machinery alone, as this is also impacted by customer application and in upstream stages: in the supply chain and before that in the basic research.

Collaboration with suppliers

Effective management along the entire value chain is key to ensuring high-quality raw materials, the production of necessary components as well as ethical business practices. For this reason, the Brückner Code of Conduct also covers parts of the value chain outside the corporate group, such as cross-border exchange of goods and services (see section 10) and environmental protection (see section 11).

Ultimately, accountability for a responsibly designed supply chain lies with the management and purchasing managers of the lead companies. The compliance organisation monitors the implementation of the standards. Together with the purchasing managers, it ensures compliance with the Code of Conduct and purchasing conditions. In addition, the Brückner Group has a “purchasing collaboration” working group that meets on a regular basis, in which all purchasing managers of the lead companies and the Group strategy department engage in cross-company exchange on technical questions and special topics.

Environmental and social requirements

The Group has enjoyed reliable collaborations with most of its suppliers for many years. Therefore, at Group level there has been no need thus far to write environmental and social or human rights due diligence obligations into the procurement terms. To what extent new and planned legal regulations at German and EU levels could make this necessary in future is currently being examined.

Purchasing conditions are defined in quality management auditing questionnaires at some of the Brückner Group companies. Individual Group companies also carry out supplier checks through risk analyses and on-site inspections.

The supply chain is decisive in **assessing a company's sustainability.** The Brückner Group companies carry out these assessments.

Brückner Maschinenbau and Brückner Servtec, for example, have been developing a system for identifying countries of concern with regard to human rights and environmental protection on the basis of generally available indices. Suppliers from countries identified as being of concern are assessed on the basis of publicly available information, such as certificates and performance reports as well as critical product categories. Targeted surveys are planned for such suppliers. For example, the Yale University Environmental Performance Index (EPI) has been used to identify 40 suppliers in regions where the human rights situation is classified as of concern. In addition, 70 suppliers have been identified in regions where the environmental situation needs to be reviewed. None of these involve key suppliers.

Kiefel only works with suppliers who have undergone a quality check by the purchasing department as well as a careful onboarding process. Regular visits to key and new suppliers as well as choosing suppliers in China and India through Brückner's platform companies ensure that compliance standards are met as best possible. A supplier agreement obligates suppliers to comply with current labour laws and ensure they do not violate any human rights such as child or forced labour. In addition, the purchasing department carried out a survey of the suppliers' sustainability activities and certifications, finding no evidence of non-compliance with company guidelines.

PackSys Global is also currently developing a systematic supplier evaluation process based on sustainability criteria. This will also include environmental and social criteria and appropriate control mechanisms.

Where feasible, the Brückner Group has organised its supply chains locally to keep delivery routes as short as possible. This can depend largely on the respective product mix, sales priorities (“local-for-local”) and supply reliability.

The success of these efforts to produce a responsible supply chain is measured through internal audits using performance indicators of commodity Group strategies. Economic assessment considers all costs incurred, including transport, i.e. the Total Cost of Ownership (TCO).



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collaborations with universities in Europe, the US and China.

Collaboration for innovation

Many innovations, including those with an environmental focus, are created in collaboration with customers, industry associations and university research partners. For example, the Brückner Group collaborates with more than 20 universities in Germany along with five in other EU countries, five in Switzerland, two in the US and two in China. Brückner is also involved in various research projects with Fraunhofer Institutes.

One long-standing collaboration partner of the Brückner Group is the German Engineering Federation (VDMA) – an important mouthpiece for mechanical engineering in Germany and Europe. Various collaboration partners operate under the aegis of the VDMA. One of them is the Organic and Printed Electronics Association (OE-A), an association of companies that is establishing a production infrastructure for organic and printed electronics. This acts, among other things, to ensure product traceability and consumer safety.

Managing directors of the Brückner Group and employees are actively involved in professional bodies and associations.

#Environment



Environmental management

Environmental protection is relevant on several levels at the Brückner Group: customers must be able to operate Brückner Group systems and machinery in an environmentally friendly manner. Products manufactured on them should not contribute to environmental pollution. Everyday company activity should be environmentally sound.

Improvements on the customer's part

The environmental impact of the Brückner Group is greater on the customer's part. To improve the situation there, circular economy and alternative materials as well as resource efficiency and climate protection rank high on the list of important sustainability topics (see page 14).

Another key approach is to modernise production lines and machines already in use by customers. The focus here is for customers to increase their resource savings during production, while making the life cycle of the manufactured products more environmentally compatible.

Improvements at sites

Thanks to environmental site management at the various company headquarters, the Brückner Group guarantees energy-efficient operations, reduced carbon emissions and careful use of resources while also protecting water and biodiversity on company premises. Responsible waste management ensures that waste is treated like secondary raw materials, i.e. sorted by type of waste and recycled appropriately.

The corporate carbon footprint of the Group was calculated for the 2020 business year for the first time. Corporate environmental management also takes into account the supply chain and logistics.

Within the Brückner Group, KIEFEL GmbH is the most experienced company in terms of processes and data collection.



2020

marked the first calculation of the Group's corporate carbon footprint.

Resource and climate protection

As an enterprise operating internationally, the Brückner Group wants to contribute to the protection of natural resources and as far as possible reduce its negative impact.

Climate change has profound and lasting impacts on humankind and nature worldwide. Protecting the climate and nature preserves the foundations of life and should therefore be at the heart of any responsible company. The Brückner Group also wants to be part of the solution, and therefore engages actively in conserving resources and protecting the climate within its sphere of influence.

Conserving resources

The production lines and machinery manufactured by the Brückner Group are made mainly of metals, such as steel and aluminium, or finished parts made of these materials, as well as copper for the necessary cable harnesses. Apart from this they use, in much smaller quantities, plastic and laminates, oils, greases and chemicals as well as wood, cardboard and paper for packaging and shipping.

For quality and standardisation reasons, recycled materials and secondary raw materials cannot be used in line and machine manufacture.

In general, the Brückner Group companies do not manufacture their own parts; instead, required parts and components are manufactured and delivered by qualified suppliers according to defined specifications. Around 65 percent of materials are produced in this way, with the only exception being tool manufacturing at Kiefel.

Organisational responsibility for purchasing and materials management lies with the technical management at Brückner Maschinenbau and PackSys Global. At Kiefel, responsibility lies with commercial management.



Products made from natural fibres

The Brückner lead company KIEFEL GmbH enables its customers to process alternative materials, such as natural fibres, in addition to plastics. On the NATUREFORMER KFT 90, packaging can be produced from renewable and biodegradable raw materials or plant residue, with maximum energy and resource efficiency. The machine forms a thin layer of these raw materials into products such as packaging trays, which are used, for example, to protect and display fruit and vegetables in supermarkets. For this innovation, Kiefel received the European Value Provider Award 2021 in the "Sustainability" category from automation group ABB. Within two years, the company had succeeded in developing the new machine technology for fibre thermoforming and introducing it to the market. The NATUREFORMER KFT machine series had already made it to the finals of the 2021 German Sustainability Award.

Although the materials used by the Brückner Group are not considered endangered resources, ensuring they are used efficiently, as well as their weight, quality and, not least, responsible procurement are important aspects of sustainability management. This is largely guaranteed by the Brückner Code of Conduct along with the procurement guidelines.

At Kiefel, the process is additionally monitored for compliance with EcoVadis sustainability certification. Kiefel also improves sustainability through careful supplier selection and packaging regulations.

For older film stretching lines, Brückner Servtec offers technical overhauls and retrofitting. This not only increases their economic and environmental efficiency, but also removes the need to acquire materials for new lines.

PackSys Global offers several innovations that enable customers to save resources. For example, using laminate with NEOSeam technology instead of the usual overlap in extruded tubes can reduce the weight of a tube wall by 40 percent compared to a plastic bottle. PackSys Global's compression moulding technology can save between 25 and 35 percent in weight compared to assembling tube shoulders.

Reducing energy consumption

There is a close link between energy consumption and climate change, at least when energy is generated from fossil sources such as coal, oil and natural gas. The Brückner Group is therefore gradually switching to renewable energy at all its sites worldwide. The Siegsdorf Group site, for example, switched completely to green electricity in 2021.

At sites where this is not yet possible, the focus is on saving energy. The Brückner Group as a whole is aiming to keep electricity consumption (per permanent employee) constant over the coming years, despite increased growth and digitalisation.

Energy consumption of the Brückner Group, 2020 (in MWh)

Electricity	18,857
Heat	24,304
Total	43,161
Energy consumption per person*	17.2

* Headcount (2020): 2,509

Responsibility for energy management at the Brückner Group lies with the respective management teams. A formal energy management system is currently being set up at many sites.

For economic and environmental reasons, Brückner customers also consider energy consumption of importance. For many years now, research and development at the three innovation centres (see page 23) has had a strong focus on energy efficiency. Since 2000, the Brückner Group has been able to cut electricity consumption of its production lines and machinery on average by 50 percent.

Any developments geared at making the machines more energy efficient consider consumption of both thermal and electrical energy as well as that of new system components. Regarding thermal energy, for example, efficient heat recovery systems are also available as retrofits for existing production lines. These optimised process technologies are incorporated into the line and machine design, allowing customers to manufacture products with both improved properties and lower resource and energy consumption.

The Brückner Maschinenbau energy monitor **helps** customers to **save energy**.

The energy monitor used on the Brückner Maschinenbau lines displays continuously updated consumption data, thereby helping to identify potential savings. The assistance systems developed as part of the new line management system offer comprehensive operational support for the production lines, thus ensuring efficient production at optimum film output quality. In addition, they enable intelligent energy distribution for the lines' electric drives, making energy use more efficient. These are two examples of how digitalisation can be used to make production more sustainable.

Reducing emissions, protecting the climate

Despite decades of research into its causes and into developing alternative energy supplies, climate change remains one of the biggest challenges of our time. Meeting the international commitments of the 2015 Paris Climate Agreement as well as the European Union's Green Deal will require ending the burning of fossil energy sources in industrial processes, transport and buildings as soon as possible. This is because the carbon dioxide (CO₂) emitted when fossil energy sources are burned is the main cause of climate change.

In an attempt to reduce its greenhouse gas emissions, the Brückner Group is reducing energy consumption at its sites (see Environmental site management section from page 35). In addition, the companies are investing in project-level research into improving production lines, machines and services, finding new approaches to modernising customers' existing lines and machines and driving resource-saving use of petroleum-based plastics and alternative raw materials.

Carbon footprint

The corporate carbon footprint of the Brückner Group was calculated for the first time for the reporting year 2020. This was based on direct greenhouse gas emissions from fossil fuels burned by the Brückner companies and their logistics vehicle fleet (Scope 1 according to the Greenhouse Gas Protocol), the consumption of purchased energy such as electricity and heat (Scope 2) and by indirect emissions from the upstream value chain, commuter traffic and the like (Scope 3).

At sites that do not yet systematically collect energy data, the data was extrapolated using appropriate benchmarks. In 2020, carbon emissions for business air travel and overnight

stays decreased by 60 percent compared to the previous year, due to the COVID-19 pandemic. The carbon emission data was ascertained using the emission lists of the UK Department for Environment, Food and Rural Affairs (DEFRA), the German Federal Environment Agency (UBA) and the Global Emission Model of Integrated Systems (GEMIS).

Carbon footprint of the Brückner Group, 2020 (in t CO₂e)

Scope 1 emissions	
Heat	2,244
In-house electricity generation	156
Emergency power generators	22
Air conditioning systems	1
Vehicle fleet	644
Subtotal Scope 1	3,067
Scope 2 emissions	
Electricity	2,145
Subtotal Scope 2	2,145
Scope 3 emissions	
Business travel:	5,469
Flights	3,412
Accommodation	1,593
Rental and private vehicles	282
Train journeys	29
Vehicle fleet upstream chain	153
Upstream chain:	
Electricity consumption	1,167
Heat	306
In-house electricity generation	20
Emergency power generators	5
Air conditioning systems	0
Employee commute to work and back	2,019
Intralogistics	542
Waste	127
Auxiliary materials and operating supplies	115
Paper and toner consumption	24
Water consumption and wastewater	27
Subtotal Scope 3	9,821
Total	15,033
CO ₂ emissions per person*	5.99

*Headcount (2020): 2,509

Environmental site management

The Brückner Group applies high environmental standards at its sites. These cover issues such as energy and emissions, logistics, waste and water management as well as protecting biodiversity at company premises.

The Brückner Group companies look closely at all factors along the entire company process to identify potential areas of optimisation: from simple issues such as separating waste in the offices to complex technical solutions for equipment and machines. For individual companies, their respective site management department is responsible for the organisational side of environmental site management.

Energy supply at the sites

Buildings have an important environmental impact in terms of electricity and heat consumption. At the Siegsdorf site of Brückner Maschinenbau, Brückner Servtec and the holding, employees work in modern buildings that meet the latest energy and environmental standards with regard to thermal insulation and energy supply, in accordance with the Energy Saving Ordinance. For example, the site relies on decentralised energy generation with its own energy-optimised combined heat and power plant. In addition, the site switched completely to climate-neutral electricity and eco-gas supply in 2021 and has already achieved "net zero emissions" in these two areas.

At Kiefel's Freilassing site, energy consumption savings of over 3,400 megawatt hours were achieved in the 2020 reporting year, resulting in carbon savings of almost 370 tonnes. The design of the energy-efficient and low-emission company buildings is also reflected in their optimised LED-based lighting system.

The PackSys Global site in Rüti, Switzerland, has been sparkling proudly since 2021. This site saw the construction of a brand-new building, combining the office wing and production halls under one roof. Even during the design phase, great importance was attached to using sustainable building materials. Cobiax hollow bodies were used to insulate the building, helping to radically reduce the amount of concrete required. A photovoltaic roof system covers

70 percent of electricity requirements. Furthermore, a ventilation system built to the Swiss Minergie standards ensures clean air in every room in the building. The building was also fitted with a central cooling water system as well as an intelligent lighting system, both of which help to save energy.

Saving energy is also a top priority at the international platform companies. For example, in recent years Brueckner Slovakia has implemented comprehensive construction measures for environmental protection at the Topol'čany site. Apart from energy-efficient roof insulation, switching the heat supply to natural gas has resulted in considerable fuel savings and reduced carbon emissions. Modern LED lighting in the offices, assembly halls and warehouses also ensures greater energy efficiency.

Brueckner Group China, based in Suzhou, have introduced flexible working hours, allowing employees to choose a time slot that works best for their commute. This marks an end to being stuck in endless traffic jams, thus saving petrol, emissions and time. Drivers of e-vehicles can use the on-site charging stations.

Energy efficiency is one of the most important environmental issues at company sites.

At the Brueckner Group India site in Navi Mumbai temperatures are typically very high, making air conditioning crucial. Energy-efficient control of all air-conditioning systems is therefore considered essential so as to reduce daily carbon emissions.

Logistics

Every company will find their transport of goods and people reflected in their carbon footprint. This includes commuter traffic and business trips undertaken by employees.

Employees in Siegsdorf have access to two modern car parks with charging stations for electric vehicles. When procuring industrial trucks for the sites, electrically powered vehicles are preferred whenever possible. In addition, employees on business trips can choose their preferred means of transport and accommodation. For example, they have the option of taking a car from the company's vehicle fleet or public transport, selecting their booking class on flights and staying in environmentally certified accommodation.

Every Brückner Group company tries as far as possible to reduce its negative impact on the environment incurred through logistics and to cut transport costs. Brueckner Slovakia managed to reduce transport costs by modifying their waste disposal system.

Waste management

The Siegsdorf site attaches great importance to recycling. The companies located there operate their own modern recycling yard on company premises for collecting and sorting waste in close collaboration with local waste disposal companies.

Kiefel has various certifications in the area of waste management and recycling at its Freilassing site. Savings in primary raw materials amounted to over 500 tonnes in 2021. The company follows the "reuse, reduce, recycle" principle in waste management, which prioritises waste prevention over

waste reduction and recycling. According to the certificate issued by the main local disposal company, 525 tonnes of primary raw materials were saved in 2021, including 194 tonnes of fossil fuels, 285 tonnes of wood, 45.3 tonnes of metals, 0.1 tonnes of peat/humus and 0.6 tons of minerals.

Waste generation, 2020 (in t)

Paper/cardboard	206
Plastics	254
Electronics	4
Hazardous waste	32
Scrap wood	348
Scrap metals	352
Residual waste	985
Other	51
Total	2,232



500

tonnes of primary raw materials were saved by Kiefel in 2021 alone.

In India, waste management presents a particular challenge. The Brueckner India platform company has therefore developed some quite creative approaches to waste reduction, for example by converting wooden transport boxes into work tables. Employees also pay particular attention to using plastic responsibly. For example, the plastic water bottles that pile up every day are collected and donated to the "Bottles for Change" charitable initiative. The bottles are then shredded and recycled into new products.

The Brückner Group complies with all legal regulations on the storage, separation and disposal of waste and only works with certified disposal service providers and recycling companies.

Water management

Water is not an endangered resource at any of the Brückner Group's sites; none of the sites is located in a water stressed area. This situation could change in the future if climate change intensifies. In past years, however, reasons for saving water have been economic rather than environmental.

The Brückner Group companies only use water from the local mains. Similarly, wastewater is discharged into the local sewage system. Almost the same amount of wastewater flows back into the system as was taken out. This wastewater is similar to normal domestic wastewater and rainfall. In the catering areas, wastewater pretreatment regulations are complied with. Responsibility for water management lies with the respective site management, which is also responsible for regular maintenance and inspections of sanitary facilities.

Water use 2020 (in m³)

Water consumption	23,530
Wastewater	26,760

Biodiversity

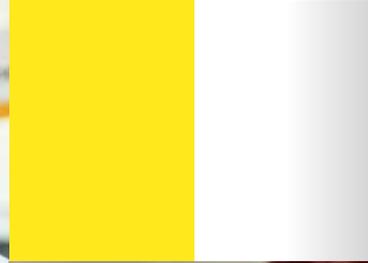
For the Brückner Group, global biodiversity is of inestimable value and an asset worth protecting. The impact of global and local human activity has, however, resulted in a continuous decline in biodiversity. Within their sphere of influence, the Group companies are intent on creating favourable conditions for the protection of species at their sites.

The main impacts of the Brückner Group's business activities on biodiversity tend to be indirect and to arise in the supply chain, particularly in the case of raw material extraction. At the company sites, biodiversity can be affected by land sealing and emissions. These effects are monitored as part of the corporate environmental and site management. It should be noted here that none of the Brückner Group sites are located in or adjacent to protected areas with high biodiversity value. Responsibility for this topic lies with the respective managements of the Group companies.

In Siegsdorf, for example, active efforts are made to maximise available green areas and as far as possible avoid surface sealing. In addition to extensive green areas on site, a bee meadow has been cultivated to provide more stable living conditions for local bees.

PackSys Global **extensively greened** their roof terrace and built a wild bee hotel.

#People



Fair and attractive working conditions

For the Brückner Group as a family business, social responsibility is a matter close to their heart. People therefore always take centre stage. After all, employees and their commitment are the most valuable resource that a company can build on. Their personalities and know-how make the Brückner Group what it is.

Employee structure at the Brückner Group

In terms of age, the largest group is the 30 to 50-year-olds at 48.3 percent, followed by the under 30-year-olds.

Around 25 percent of Brückner Group employees are women. They make up 11 percent of top management, while men make up 89 percent.

Men and women in the company

	2020	2021
Distribution by gender		
Female	18.9%	24.9%
Male	81.1%	75.1%
Age structure of employees		
< 30 years	25.7%	26.1%
≥ 30 < 50 years	48.9%	48.3%
≤ 50 years	25.4%	25.6%

People manager in total

	2020	2021
Distribution by gender		
Female	10.0%	11.0%
Male	90.0%	89.0%

Top management

	2020	2021
Distribution by gender		
Female	11.5%	11.1%
Male	88.5%	88.9%
Age structure of employees		
< 30 years	0.0%	0.0%
≥ 30 < 50 years	20.0%	21.1%
≤ 50 years	80.0%	78.9%

Employee turnover by age and gender

	2020						2021					
	<30	30-50	>50	f	m	Total	<30	30-50	>50	f	m	Total
Entries	65	89	12	31	135	166	118	133	32	48	235	283
Proportion*	2.5%	3.5%	0.05%	1.2%	5.4%	6.6%	4.6%	5.2%	1.3%	1.9%	9.2%	11.1%
Exits	50	90	47	39	148	187	49	100	60	30	179	209
Proportion**	2.0%	3.6%	1.9%	1.5%	5.9%	7.4%	1.9%	3.9%	2.3%	1.2%	7.0%	8.2%

*Of the total workforce (in %)

**The total headcount was 2,509 at the end of 2020. In the 2021 financial year, this figure fell to 2,488.

Transparent reward

The Brückner Group is committed to fair and competitive reward as a prerequisite for good staff performance. Therefore, regular salary benchmarks, participation in company profits as well as individual performance bonuses are an integral part of the salary structure. Employees receive feedback on their performance at least once a year during their performance reviews and discuss opportunities for professional and personal development with their line managers. Basic salaries are based on tasks and responsibilities of the respective position. Relevant work experience and qualifications are further criteria.

In Germany, there are employee representatives at Brückner Maschinenbau, Brückner Servtec and Kiefel. Employee representation is also established at PackSys Global in Switzerland, at Kiefel Packaging Austria and Kiefel Packaging Netherlands as well as at Brueckner Slovakia. In line with the legal framework in these countries, the employee representatives are involved in staff-related issues and in drawing up joint regulations. This results in regulations or company agreements that are specific to the individual Group companies, for example with regard to pay grades, working hours, work models or benefits.

To ensure a fair and market-competitive salary structure, regular salary analyses are carried out at the Brückner Group, either across all functions or for specific roles. In 2021, for example, PackSys Global in Switzerland conducted a comprehensive salary analysis. The holding has also run a salary benchmarking for various positions.

Feedback helps employees to evaluate their own performance.

Flexible and family friendly

The credo of the Brückner Group is to think and act proactively for the long term. This also applies to employees who enjoy freedom and flexibility in their daily working life. To optimise their contribution to the company, constant improvements are made to the working environment. The Group makes these attractive and inspiring through generously designed company premises, canteen facilities or alternative catering options, as well as modern, ergonomic workplace equipment.

To accommodate a diverse range of employee circumstances, many Brückner Group companies offer flexible working, often with the option of working from home. There has been a kindergarten at the Siegsdorf site for over 30 years.

During the 2021 reporting year, 25 employees were on parental leave, 11 women and 14 men, while 17 employees returned from parental leave, four women and 13 men.



Two generations at Kiefel

There are cases of several generations of the same family working for the Brückner Group. Florian Weisel, who is currently training to become an industrial mechanic, is not the only one to have followed in a parent's footsteps. His father Peter has been with the company since 1972. "My father always enjoyed going to work. He gave me a good insight into everyday life at Kiefel," reports Florian. Find out more on page 21 of the magazine.

Diversity and equal opportunities

In its Code of Conduct, the Brückner Group explicitly commits to respecting human rights (see Corporate governance chapter). This also underpins the Group's approach to diversity and engagement against any form of discrimination. No person may be discriminated against on the grounds of ethnic origin, gender, religion or world view, disability, age, sexual identity or any other reason, while diversity and tolerance are promoted. In the Strategy 2025, diversity was laid down as a field of action.

The goals of diversity management include increasing diversity in the company, becoming more international and promoting women's participation in technology and leadership. To achieve this, the Brückner Group companies focus on equal opportunities through transparent and inclusive HR processes. Here too, the Code of Conduct, as the central guideline, sets the direction.

In 2021, the proportion of men at management level lay at 89 percent, with women at 11 percent. Managers of the first and second level represent 12 different nationalities.

In the context of promoting diversity, several projects and initiatives were launched in 2021, such as the roll-out of the Group-wide competency model. In addition, talent management workshops were held at various company levels to identify and promote candidates with leadership potential as early on as possible in their careers. Structured succession planning has already been developed over recent years and vacancies are increasingly filled with internal talent. External recruitment companies have to provide equal numbers of women and men in their candidate profiles.

A further initiative is the international leadership development programme "Global Connect". An integral part of this programme focuses on how to approach demographic and cultural diversity both within the company and individual teams. Over the course of the programme, participants experience what it means to work in and lead an international team. Since 2020, the lead companies have also been offering a cross-site learning programme. This brings together employees from different sites for joint learning events, online and in person. Group-wide intercultural training is provided to develop an understanding of cultural specifics in collaborations, in particular, between India, China, the US, Switzerland and Germany. Guidelines on gender-appropriate communication were drawn up and published in 2021 to promote awareness of how to improve interaction.



"The people who work together within the Brückner Group are the cornerstone of our success. We view all people as equal, and we respect them equally. To uphold these values, we respect and promote the rules on human rights and social and labour standards."

From the Code of Conduct

Driving diversity in the company begins with promoting future talent. For several years now, Kiefel has been inviting schoolgirls to take part in "Girls Day" at its Freilassing site, an opportunity to find out about technical professions and be inspired to take up an apprenticeship in technology. In 2021, PackSys Global again participated in the so-called "National Future Day". Teenagers and young adults were invited to accompany a PackSys Global employee to their workplace or participate in special projects. Pupils are given the opportunity to experience professional life and discover the diversity of the professional world. One objective here is to break down stereotypes.

The Brückner Group is not aware of any discrimination cases occurring during the reporting period.



11%

people manager in the Brückner Group are women.

Training and development

Training and development is a high priority at the Brückner Group. There is a broad offer of company-specific training and further development options in individual companies along with Group-wide learning opportunities. The subjects on offer range from vocational courses to communication and intercultural training and systematic management development.

Excellence in people development

As with its products, the Brückner Group companies also set the bar high for quality standards in developing their employees. They are offered a broad range of options in structured training, individual onboarding of new employees and cross-company development. The Brückner Group considers personnel development as a core responsibility of every manager. The human resources department comes up with relevant programmes and sets up the learning infrastructure. Opportunities for training and further education currently include:

- A range of entry options for young adults: vocational training, dual study courses, trainee programmes and direct entry
- Specialist qualifications, for the most part with recognised professional certification
- Part-time bachelor's or master's degree, or MBA courses supported by the company
- Internal courses to develop soft skills and intercultural competence at all staff levels, leadership training for first-time people managers and experienced leaders
- "Global Connect" – an annual development programme for the next generation of international leaders from all sites worldwide
- Professional experience and personal development through challenging international assignments

In addition, employees can participate in external training opportunities such as specialist seminars, trade fairs, lectures etc. in consultation with their line manager.

Continuous learning

The world of work is experiencing ever faster change, new technologies and different ways of working. In response to this, the Brückner Group actively supports the continuous development of its employees. A willingness to evolve and engage in continuous learning are prerequisite for individual employees to perform at a high level – and thus for the global competitiveness of the Group companies.

To ensure vacancies are filled as appropriately as possible, there is a focus on systematic succession planning and relevant talent management measures, including mentoring and coaching, individual development plans and a wide range of on-the-job, near-the-job and off-the-job training opportunities. In addition, the Brückner Group companies support individual qualification such as extra-occupational study courses or longer-lasting specialist training through providing financial support and/or allowing flexible study periods.

The Brückner Group trains its employees **on the job, near the job and off the job.**

Knowledge management

The existing learning offer is being developed and expanded on an ongoing basis. Some Group companies, such as PackSys Global in Switzerland, attribute particular importance to the development of structured knowledge management for its operational units (operations, engineering, R&D, service technology). The goal is to systematically map the required expertise and skills critical for success in a so-called "skills matrix". This will allow, during a further stage of expansion, the identification of future training needs to which basic vocational training can be aligned.

Increasing the training offer

The Brückner Group attributes great importance to the quality of its vocational training and aims to ensure that its apprentices excel. In 2021 Kiefel enhanced its training centre, offering ideal conditions to apprentices, dual study course students and employees being trained on Kiefel machinery as part of their onboarding programme. In addition to technical training, the Kiefel training centre offers training in social skills, self-competence and methodology alongside a training workshop. This promotes a solution-oriented and responsible approach, which is particularly crucial for employees who mainly work on site with customers. While Kiefel in Freilassing focuses on technical and industrial vocational training, Brückner Maschinenbau in Siegsdorf mainly provides training in commercial professions.

PackSys Global also offers a wide range of training opportunities from automation and polymechanics to design engineering, IT and commercial professions. Among other things, the company developed a new training structure for apprentices in automation during the reporting period.

Another internal development pathway for young talent are the trainee programmes, which are aimed mainly at graduates. The holding offers these in the areas of finance and IT. As they include compulsory placements at international subsidiaries, they are an ideal launching pad for an international specialist or leadership career. PackSys Global also offers a trainee programme with a focus on customer service/sales and customer projects/international sales.

In addition, many sites provide internship programmes, for instance at Brueckner Slovakia and Brueckner Group USA. Collaborations have been established with universities and professors, giving students the opportunity to put their

theoretical knowledge into practice or to write their theses (B.A. or M.A.) in the company. Training and further education provision is regularly evaluated through participant feedback. The 2021 reporting year saw an investment of 4,235 hours of further training to advance employees' skills and know-how. However, this figure only represents a proportion of the actual training provided, as training sessions lasting several hours or half a day were not recorded systematically.

Training and development*

	2020	2021
Measures	310	246
Male	216	164
Female	94	82
Hours	3,897	4,235
Male	2,898	2,778
Female	999	1,457

* In the lead companies only (91% of employees)



4,235

hours were spent on training by Brückner employees.

Occupational health and safety protection

Occupational health protection is based on safety in the workplace. Everyone should have access to a safe working environment and be protected from potential hazards. Preventive measures are particularly important in respect to long-term well-being.

Decentralised set up of health & safety

Occupational safety is organised in a decentralised way at the Brückner Group. As a result, there is a range of local guidelines and regulations within the Brückner Group. These include, for example, obligatory occupational safety instructions at the German sites, the Code of Obligations (employer's duty of care) and regulations on personal and social insurance (illness, work-related or -unrelated accidents, staff pension scheme) in Switzerland, occupational safety and health protection manuals at other sites as well as a separate COVID-19 protection scheme, these being closely coordinated across the Group.

Beyond implementing and complying with the legal requirements, the Group companies aim to avoid and mitigate health-related work absences. This involves regularly registering and evaluating absenteeism (the sickness and work-related absenteeism rate).

As required by law, the German Group companies – Brückner Maschinenbau, Brückner Servtec, Kiefel and the holding – cooperate with an appointed company doctor and an occupational safety specialist through an external service provider. The company doctor at the Siegsdorf and Freilassing sites carries out occupational medical check-ups for employees and advises on all medical issues associated with work, the workplace or occupational medical precautionary measures. The occupational safety specialist works closely with the company doctor to provide advice and support for accident prevention and in identifying potential accident risks. Responsibility for work safety in the company lies with the management and the respective human resources departments.

At PackSys Global, responsibility for health and safety also lies with management. The health, safety and environment (HSE) department promotes policies and supports the implementation of the respective occupational safety measures. The company has also introduced a management system for occupational safety, which includes requirements set by the Swiss Institute for Accident Insurance (SUVA) and the professional association Swissmechanic, as well as national and cantonal guidelines on COVID-19 protection and cantonal and federal fire protection requirements.

Risk analysis and precaution

For health risks to be identified at an early stage, the German lead companies carry out a range of risk assessments, for example of mental stress, as well as regular workplace inspections. The Brückner companies in Germany offer regular occupational health check-ups and medical care to all employees. At the Siegsdorf site, employees also have access to an employee assistance programme. Brückner Maschinenbau offers online health training to all employees at the Siegsdorf site and, pandemic permitting, organises health days that aim to develop greater awareness of a healthy lifestyle and potential risk factors. PackSys Global also conducts ongoing analyses of workplace accidents and assessments, and annually evaluates the risk probability.

As a result of the pandemic, a COVID-19 risk assessment was carried out, with regulations subject to quarterly review. Within this context, the Siegsdorf site successfully applied for and participated in the Bavarian COVID-19 vaccination pilot project.



Employee Assistance Programme

Brückner Maschinenbau is affiliated with an employee assistance programme. Through this programme all employees at the Siegsdorf site can anonymously and confidentially seek support within a professional and private context. Qualified contacts are available for telephone consultations or personal counselling for situations perceived as stressful. The aim is to identify solutions and courses of action. Counselling is available for situations ranging from difficulties at work to family conflict and acute crisis situations.

Training and evaluation

The German lead companies and the holding hold regular events on topics relating to occupational safety, such as mandatory training for managers and employees and occupational safety committee meetings. The guidelines are reviewed on a continuous basis to ensure they are up-to-date. In addition, regular first-aid training and safety briefings at construction sites ensure that employees are able to work with care and safety. Employee surveys and return-to-work interviews after absences are used to evaluate the success of these measures. In addition, the company accident insurance carries out intermittent checks. Occupational safety is also an important topic at the international sites, where training is provided in accordance with the respective legal requirements and monitored through regular internal inspections. Occasional external inspections are also carried out by the local authorities.

Focus on warehouse and workshop safety

All employees and managers play an important role with regard to warehouse and workshop safety. In all Brückner companies it is of highest priority that work and safety instructions are followed closely, with every employee receiving appropriate training on a regular basis and especially ensuring the safe handling of warehouse vehicles and transport systems.

The goal of the Brückner Group is “zero accidents at work”. Regular preventive measures are implemented to achieve this goal. Despite all its efforts, in the 2020 reporting year the Brückner Group suffered work accidents as well as work-related injuries. In future, the companies will continue to do everything in their power to reduce the number of work accidents.

Accident rate

	2020	2021
Work accidents	14	16
Fatalities	0	0
Documentable work-related injuries	18	26

The Group is not aware of any work-related illnesses or fatalities during the reporting period.

Sports and leisure programme

Individual and group sport activities, often organised through employee initiative, are a central part of the Brückner Group's exercise and prevention programme. All employees are invited to participate in these sports activities. In addition to weekly running, cycling and other sports groups, employees also take part in regional company and charity sports events. Examples include 30 Brueckner Group India employees running the Mumbai Marathon, Kiefel employees participating in the Salzburg business run or the Siegsdorf site holding the twelve-year anniversary of its running group. In addition, organised hiking and skiing days are offered, as well as reduced membership fees for local gyms and sports clubs.

GRI Content Index

In its first sustainability report, the Brückner Group has followed the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) with no claim of completeness. The following table links the standards to the pages dealing with them. As this is intended for orientation only, no justification will be provided for individual standard that have been omitted. For more information on the GRI standards, see www.globalreporting.org.

GRI Standards	Name of disclosure	Page
GRI 2	General disclosures 2021	
The organisation and its reporting practices		
GRI 2-1	Organizational details	2, 7–9
GRI 2-2	Entities included in the organization's sustainability reporting	2
GRI 2-3	Reporting period, frequency and contact point	2
GRI 2-4	Restatements of information	not relevant
GRI 2-5	External assurance	none
Activities and workers		
GRI 2-6	Activities, value chain and other business relationships	7–8, 23–25
GRI 2-7	Employees	7–8,
GRI 2-8	Workers who are not employees	not reported
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GRI 2-10	Nomination and selection of the highest governance body	12
GRI 2-11	Chair of the highest governance body	12
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	12
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GRI 2-16	Communication of critical concerns	12
GRI 2-17	Collective knowledge of the highest governance body	not relevant
GRI 2-18	Evaluation of the performance of the highest governance body	not relevant
GRI 2-19	Annual total compensation ratio	not reported

GRI Standards	Name of disclosure	Page
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GRI 2-21	Annual total compensation ratio	not reported
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GRI 201-1	Direct economic value generated and distributed	8, 20–21
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GRI Standards	Name of disclosure	Page
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GRI 3-3	Management of material topics	19
GRI 207-1	Approach to tax	19
GRI 207-2	Tax governance, control, and risk management	19
GRI 207-3	Stakeholder engagement and management of concerns related to tax	19
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GRI 304-2	Significant impacts of activities, products and services on biodiversity	none
GRI 304-3	Habitats protected or restored	not relevant
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	none
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GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	none
GRI 410	Security practices 2016	
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GRI 410-1	Security personnel trained in human rights policies or procedures	not relevant
GRI 414	Supplier social assessment 2016	
GRI 3-3	Management of material topics	28–29
GRI 414-1	New suppliers that were screened using social criteria	28–29

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