



Our Path: Sustainable, Conscious, Future-Proof.

Sustainability Report 2024

About this report



With our innovative services and solutions, we contribute to improving health worldwide. In everything we do, we depend upon reliable and responsible actions—socially, economically, and ecologically. As a strong partner of global pharmaceutical companies, we align our sustainability goals with the 17 Sustainable Development Goals (SDGs) of the United Nations.

This report follows the German Sustainability Code (German: Deutscher Nachhaltigkeitskodex, DNK), and the chapters are structured according to the 20 criteria and aspects of the DNK. You can find these clearly listed in the appendix. Performance indicators that demonstrate our progress are clearly highlighted. Key figures without an asterisk (*) refer to our German sites.

The selection of topics and actions is based on the internationally recognized standards of the Global Reporting Initiative (GRI) and the principles of materiality, completeness, and stakeholder inclusiveness. Abbreviations are explained upon first mention, and a list of terms and abbreviations can be found in the Appendix.

With this report, we transparently demonstrate that we are working together to create a sustainable future and that we take our responsibility for health and the environment seriously.



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The criteria of the German Sustainability Code

Criteria 1–10: Sustainability Concept

Strategy

1. Strategic Analysis and Actions
2. Materiality
3. Goals
4. Depth of the Value Chain

Process Management

5. Responsibility
6. Rules and Processes
7. Control Performance Indicators (5,7)
8. Incentive Systems Performance Indicators (8)
9. Stakeholder Involvement Performance Indicators (9)
10. Innovation and Product Management Performance Indicators (10)

Criteria 11–20: Sustainability Aspects

Environment

11. Use of Natural Resources
12. Resource Management Performance Indicators (11, 12)
13. Climate-Relevant Emissions Performance Indicators (13)

Society

14. Employee Rights
15. Equal Opportunities
16. Qualification Performance Indicators (14, 16)
17. Human Rights Performance Indicators (17)
18. Community Performance Indicators (18)
19. Political Influence Performance Indicators (19)
20. Compliance with Laws and Regulations Performance Indicators (20)



01

General Information

Our goal is clear: to provide people all over the world with medicines of the highest quality. As a leading service provider in the pharmaceutical and biotech industry, we take our responsibility seriously and set standards. Our commitment surpasses legal requirements in both social and environmental aspects. We are proud to pave the way to a more sustainable and responsible future.

Foreword

Dear Readers,

Sustainability at Vetter is not a one-off action but an ongoing process. We are convinced that we can only be sustainably successful if we assume responsibility today and act conscientiously for the sake of the future in all areas—ecological, economic, and social.

In this report, we illustrate how we are pursuing a future-proof path and contributing to sustainable development.

For years, we have been implementing effective actions through our comprehensive EHS (Environment, Health, and Safety) program to make our actions more sustainable in all areas. In 2024, we have continued to achieve significant progress: In 2023, we joined the Science Based Targets initiative (SBTi) in order to advance our vision of a more inclusive and sustainable economy. In 2024, we implemented the associated validation process for our science-based climate target.

Our commitment to occupational and environmental protection, energy efficiency, resource-saving production processes, and comprehensive waste recycling remains unwavering. Since 2014, we have been operating our sites with green electricity generated from hydropower; and since 2021, we have been

operating with a CO₂-neutral balance by compensating emissions with recognized certificates.

Another highlight of 2024 is the opening of our new Education Center, where we offer high-quality education and make an important contribution to promoting knowledge and equal opportunities.

We are proud of what we have already achieved, but our work is not yet complete: Together with our employees, customers, and partners, we will continue to work with concerted effort for a more sustainable future.



Thomas Otto
Managing Director



Peter Sölkner
Managing Director



Addition: The management was expanded in 2025.

Vetter at a Glance



>70 years of experience

as an independent family business



>125 customers

rely on us.



24 cleanrooms

at European and US production sites



80 %

of our projects deal with complex, biologically active pharmaceutical ingredients.



7 countries

are home to our production sites (Germany, Austria, USA) and sales organizations (South America, Japan, China, Singapore).



We produce

115 commercial products.



234 million

filled units of injectable medicines in 2024



> 45 years of experience

in aseptic filling and packaging



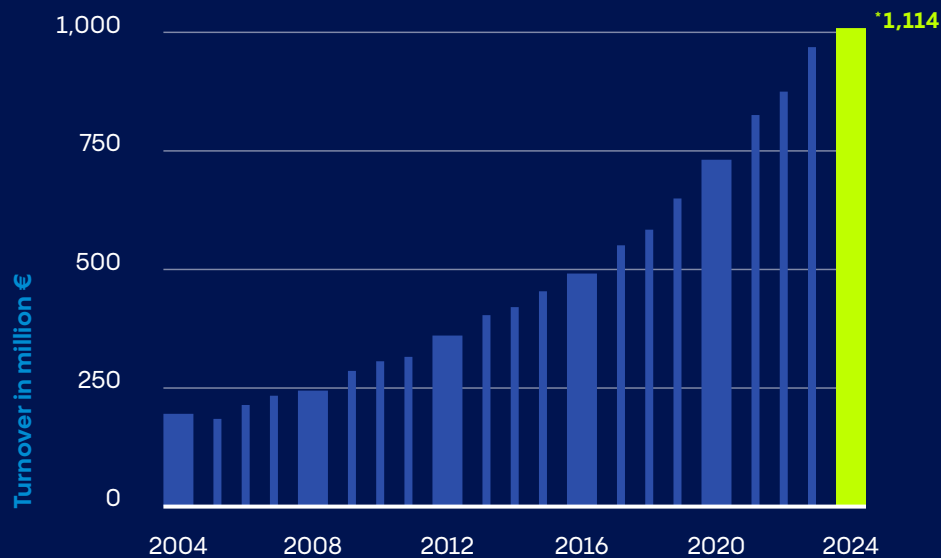
7,000 employees

from 84 nations of origin

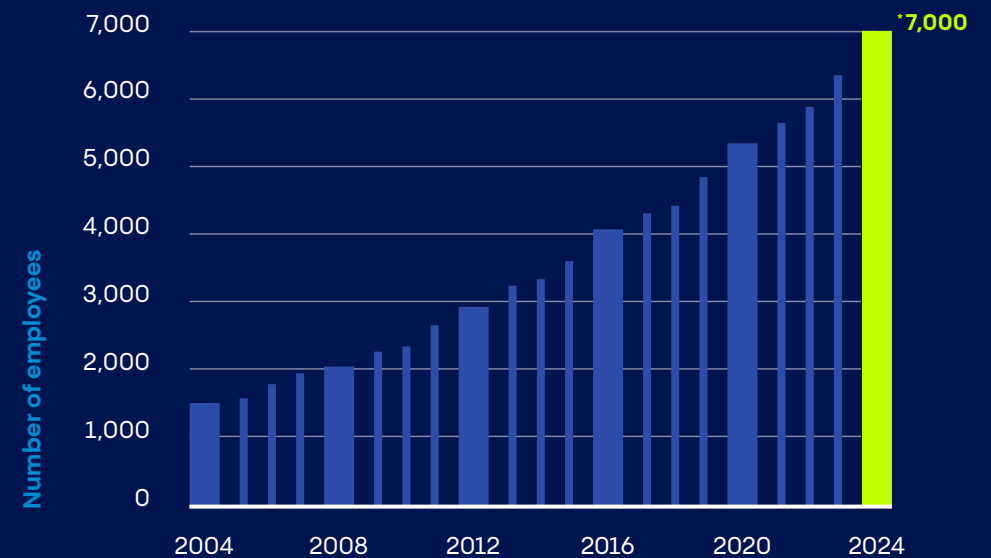
Growth at Vetter



Growth in sales



Number of employees



*These figures refer to Vetter worldwide.

From Ravensburg to the World: Responsibility and Innovation

What began in 1950 as a small pharmacy in Ravensburg has long since developed into a global company. Today, Vetter is an internationally operating partner for the pharmaceutical and biotech industry, employing roughly 7,000 people worldwide. Despite this global expansion, the home base of the company in Ravensburg remains unchanged: Our headquarters are still located here. In addition to our state-of-the-art production site in Rankweil, Austria, we operate development centers in Chicago, USA, and are also globally present with sales offices in the Asian Pacific region.



Family-owned business meets international expertise

As an innovative service provider for international pharmaceutical and biotech companies, we support the development and production of life-saving medicinal products with tailored solutions. Together with our partners, we work on therapies for diseases such as multiple sclerosis, rheumatoid arthritis, and cancer.

Our years-long experience in dealing with international regulatory authorities helps us to optimally support our customers when filling active ingredients for clinical trials and obtaining approval for new drugs. After approval, we take over the entire processing—from production compounding to aseptic filling, quality control, and final

packaging. In doing so, we combine our expertise with innovative technologies and a clear focus on the quality and safety of the products.

Awards for Vetter in 2024



Leading Employer Award 2024

For the second consecutive year, we have been honored with the Leading Employer Award, placing us in the top 1 percent of the best 100 companies in Germany.



EcoVadis Gold

In the EcoVadis sustainability ranking, we achieved Gold in 2024 with a score of 80 points, placing us in the top 5 percent of all evaluated companies.



Top Apprenticeship Program 2024

In 2024, Vetter received the TOP AUSBILDUNG award for training, ranking us among the top 1 percent of evaluated employers offering training programs in Germany.



Top Digital Company

The SZ Institute has once again named us a "Top Digital Company." We have climbed to 201st place of 3,000 companies, with 14th place among pharmaceutical companies.



Axia Best Managed Companies Award

For the fifth consecutive year, we won the Axia Best Managed Companies Award in recognition of our achievements in the categories of strategy, products and innovations, culture and commitment, and governance and finance.



Fair Company 2024

In 2024, the Fair Company initiative by Handelsblatt, which networks companies committed to fairness in the workplace, honored us for our commitment to creating a fair and sustainable working environment.



CDMO Leadership Award

In 2024, we once again excelled in all main categories of the CDMO Leadership Award. The main categories are quality, expertise, reliability, portfolio, compatibility, and service.



Robotics Application of the Year Award

With the automated tub-palletizing system, we received this year's RAYA Award in the "Packaging & Final Assembly" category. The tub-palletizing system is a true all-rounder for the safe packaging of valuable medicinal products.

Sustainability at Vetter



4.52 %

annual reduction in emissions by 2034 (goal)



Ø **€2,900 additional benefits**

for our employees



Increase to 45%

of recycling rate by 2030 (goal)



84 nationalities

represented at Vetter



Ø **12 training hours**

per employee



> 260 interns

were active at Vetter in 2024



02

Strategy

Vetter NExT 2029 is our strategic policy initiative based on six crucial pillars for long-term success and sustainable growth.

A key component of our sustainability strategy is our commitment to global objectives and our continuing membership in international organizations such as the Science Based Targets initiative (SBTi). Together with the SBTi, we actively support the 1.5-degree target of the Paris Climate Agreement. Our internal objective is to reduce annual emissions by 4.52 % by 2034. By 2050, we aim to achieve net zero emissions—a balance of emissions that amounts to zero.

Strategic Analysis and Actions

Sustainability as the essence of our corporate strategy

Sustainability is an indispensable part of our Vetter NExT 2029 strategy and is deeply embedded in our corporate philosophy. Within the scope of our "responsibility" and "sustainability" priorities, we derive targeted actions to reduce our emissions, to achieve recycling goals, and to guide us in a sustainable direction. These actions and goals are formulated at the management level and further developed in active collaboration between various company departments.

We are aware of the impact of our actions and remain open to input from our business partners, patients, employees, and other key stakeholders. Our goal is to continuously improve our actions in order to make a positive contribution to a sustainable future.

Continuous development



2011

DIN ISO 14001 Environmental management systems
DIN ISO 45001 Occupational health and safety management systems



2017

Signatory of the Diversity Charter



2021

CO₂ neutrality worldwide*
Sustainability management



2023

Joined the Science Based Targets initiative



2014

DIN ISO 50001 Energy management systems
100 % renewable electricity from hydropower



2020

CO₂ neutrality for Germany*



2022

First Sustainability Report for 2021
Joining the UN Global Compact network



2024

Opening of our new Vetter Training Center

*in Scopes 1 and 2 with compensation

Our global initiatives



The Principles of the UN Global Compact

As a member of the UN Global Compact, we are committed to the ten recognized principles that address human rights, labor standards, the environment, and anti-corruption. These principles serve as guidelines in all areas of our actions.

WE SUPPORT



Our commitment to global responsibility and climate goals

We support the ten internationally recognized principles of the UN Global Compact in the areas of environment, human rights, labor standards, and anti-corruption. As a member of the Science Based Targets initiative (SBTi)—a global partnership consisting of the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF)—we actively work towards achieving the defined climate goals. We are committed to reducing our emissions by at least 4.52 percent annually in Scopes 1 and 2 and aim to achieve net zero in Scopes 1, 2, and 3 by 2050 at the latest.

Companies should...

- ... support and respect the protection of internationally proclaimed human rights.
- ... ensure that they are not complicit in human rights abuses.
- ... uphold the freedom of association and the effective recognition of the right to collective bargaining.
- ... work towards the elimination of all forms of forced and compulsory labor.
- ... work towards the abolition of child labor.
- ... work towards the elimination of discrimination in employment and occupation.
- ... follow a precautionary approach to environmental challenges.
- ... undertake initiatives to promote greater environmental responsibility.
- ... encourage the development and diffusion of environmentally friendly technologies.
- ... work against all forms of corruption, including extortion and bribery.

Sustainable Development Goals

Here you will find a selection of our measures contributing to the individual SDGs:



Materiality



Our corporate actions aim to improve the quality of life for millions of people worldwide. Although strict regulatory requirements in our industry sometimes prevent us from fully exploiting sustainability potentials, we constantly seek the most effective and future-proof solutions. We achieve this through collaborative partnerships and a variety of company-wide sustainability initiatives.

Materiality analysis

In January 2023—following the introduction of the Corporate Sustainability Reporting Directive (CSRD), an EU directive on sustainability reporting—we conducted a materiality analysis. This analysis forms the basis for the reporting obligations of our 2025 fiscal year. We examined our entire value chain and aligned relevant sustainability aspects with the European Sustainability Reporting Standards (ESRS).

Our investigation considered both the positive and negative impacts of our actions. We evaluated potential consequences based on criteria such as scope, severity, irreversibility, and likelihood of occurrence. Additionally, we conducted a double materiality analysis, capturing both risks and opportunities and assessing their potential financial impacts and likelihood of occurrence.

Based on these factors, we strive not only to recognize where we must assume responsibility but also to actively implement responsible actions in our corporate processes.

Key topics

Environmental aspects

- Climate change mitigation
- Energy
- Waste

Social themes

- Safe workplace
- Working hours
- Fair remuneration
- Diversity
- Child labor
- Forced labor
- Work-life balance
- Health and safety
- Gender equality and equal pay for equal work
- Training and skills development

Governance

- Corporate culture



Ecological, Economic, and Social Opportunities and Risks



In addition to the “Environmental, Social, and Governance” (ESG) standards that define sustainable and ethical business practices, our continuous growth and our commitment to remaining a reliable partner for our customers are also of central importance to us. To assess the resulting opportunities and risks, we categorize them into three main areas: economic, social, and ecological. This differentiated approach helps us to make informed decisions while acting sustainably and responsibly.

Opportunities and risks in the economic context

In 2024, Vetter was influenced by various external factors. The geopolitical situation and societal changes in Germany pose central challenges. The stability of global trade opens up growth and expansion opportunities, while increasing fragmentation can potentially restrict access to global supply chains. The pharmaceutical industry’s dependence on markets such as those in China and India requires a precise analysis of geopolitical developments.

Increasing regulatory requirements, such as Annex 1 and the Biosecure Act, strengthen the trust in biopharmaceutical products and protect public health. Vetter faces the challenge of implementing these requirements while remaining competitive. With our well-structured risk management system, outstanding product quality, and innovative solutions, Vetter is well-positioned to succeed in this dynamic environment.

The pharmaceutical industry in which Vetter operates presents both opportunities and challenges.

The key to success lies in the ability to develop strategic solutions that actively leverage opportunities and manage risks effectively.

Opportunities and risks in the social context

Vetter benefits from its deep roots in Upper Swabia, which provide a solid foundation for long-term success. Our regional values and close partner network foster strong employee retention and a positive corporate culture. At the same time, opportunities arise to drive our global growth, particularly through the expansion of our development services in Des Plaines, USA.

The growing competition for qualified professionals also presents a challenge. But thanks to our strategic actions, targeted employer marketing, and our positive corporate image, Vetter has successfully met this challenge. Our corporate image as an employer highlights the unique values and opportunities Vetter offers its employees and demonstrates how we differentiate ourselves from other companies through our innovative strength and committed corporate culture. Additionally, we place great importance on compliance and equal treatment. With proactive measures and clear values firmly anchored in our corporate culture, we create an open and trustworthy working environment. Furthermore, we effectively integrate personnel planning and recruitment into our corporate strategy to prevent talent shortages.

Opportunities and risks in the ecological context

The energy transition and the reduction of CO₂ emissions are closely linked and form a central pillar for sustainable business practices. By increasing the use of renewable energies and innovative technologies, we not only reduce our dependence on fossil fuels but also actively contribute to lowering CO₂ emissions. This transformation offers the opportunity to reduce costs in the long term while establishing environmentally friendly production methods. At the same time, we consider the associated risks, such as increasing regulatory requirements and volatile energy prices.

A proactive strategy to reduce CO₂ emissions strengthens our competitiveness and responsible actions.

Our Goals

Sustainability requirements are constantly evolving, presenting us with ever new challenges. That's why we continuously adjust our goals and set higher standards in the ecological, economic, and social areas. The ongoing development of these goals is a strategic focus that we consistently pursue. We use established standards such as the Paris Climate Agreement as a guide.

In regular exchanges with our departments, we review whether the set targets are being successfully implemented both qualitatively and quantitatively. We identify new areas of action, derive targeted measures, and prioritize them based on factors such as legal compliance, changing framework conditions, and necessary strategic adjustments.

Our current strategy is focused on the year 2029 and pursues clear measurable goals. The key figures from 2019 serve as the basis for evaluating our progress. This continuous adjustment and review ensure that we achieve our sustainable corporate goals in the long term and assume responsibility for the future.

Conserving resources, reducing emissions

As part of our EHS program, we have set central strategic sustainability goals aimed at significantly reducing overall energy consumption and emissions. Specifically, we plan to reduce environmental effects by ten percent in relation to gross value added (GVA).



Additionally, we integrate the science-based approach of the Paris Climate Agreement into our strategy, aiming to reduce CO₂ emissions by 4.52 percent annually compared to the base year 2021. Our long-term vision is to achieve net zero in all Scopes by 2050; at our German sites, we plan to achieve this already by 2040.

Another focus is on reducing the negative environmental effects of commuter traffic. Here, our goal is to reduce these effects by ten percent. Further details on our goals and their associated target path can be found in the **"Environment"** chapter of this report. These actions primarily contribute to achieving SDGs 7, 11, and 13.

**-4.52% CO₂
reduction**

annually in Scopes 1 and 2

Improving occupational safety

Vetter is committed to the continuous improvement of safety for its employees. As part of our EHS program, we have set a goal of a ten percent reduction in “commuter accidents per 1,000 employees” by 2029. This numerical indicator, which is recorded by the German Social Accident Insurance Institution BG RCI, helps us to implement targeted preventive actions. By regularly analyzing such data, we gain valuable insights into the development of occupational safety and can quickly respond to challenges. The current rate of 6.3 per 1,000 employees represents progress compared to the reference year 2019, when it was 10. Thanks to preventive actions, we have already exceeded the goal we set in 2019 and are continuously working to maintain this rate.

Additionally, we are progressively expanding the information available to employees regarding occupational safety. For example, through transparent and forward-looking communication, we ensure that the locations of first aid facilities are clearly recognizable to employees everywhere and at all times. Through various retrofits, we have already effectively shortened the distance to our defibrillator locations and are continuously expanding their availability.

Evaluating sustainability

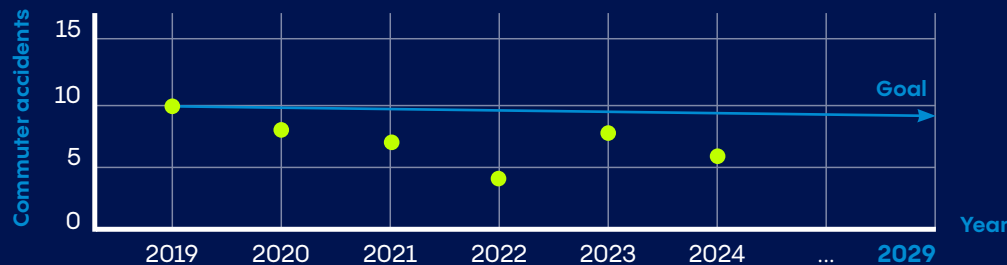
Important tools for evaluating the effectiveness of our sustainability actions include successful audits by the German Society for the Certification of Quality Assurance Systems (DQS), customer audits, and regular exchanges with our customers.

We also ensure that our progress is evaluated regularly and independently by EcoVadis and by other institutions and sustainability organizations, underlining our commitment to responsibility and transparency. The recognition by EcoVadis, an international provider of sustainability rankings for global supply chains, validates the success of our sustainability actions.

The recognition of our excellent performance in the sustainability ranking provided by EcoVadis encompasses our advanced management systems in the areas of environment, labor rights, and human rights. Our public commitment to adhering to our goals and principles as well as our engagement in initiatives such as the SBTi and the UN Global Compact positively influenced our rating. The measures we take in support of employee health care as well as our actions against discrimination and in favor of raising awareness of the issues of child labor, forced labor, and human trafficking likewise improved our result. Finally, our educational programs for employees and our activities in the fields of information security, anti-corruption, and risk assessment also supported the positive results.

Reducing commuter accidents

Commuter accidents per 1,000 employees (2019–2024)



Gold Medal in the EcoVadis sustainability ranking



In 2024, we improved our rating in the EcoVadis sustainability ranking. With a total of 80 points, we are among the top 5 percent of all companies worldwide.

Depth of the Value Chain



Supply Chain Due Diligence Act

As a reliable partner to international pharmaceutical companies, we assume responsibility: We are committed to respecting human rights, preventing human rights violations in our own operations and along our global supply chain, and protecting the environment. We believe that sustainable business practices are only possible through a harmonious interaction between people and the environment.

Since 2023, we have systematically developed and implemented processes that enable us to identify, reduce, or completely eliminate risks to human rights and the environment in our business areas and along our supply chain at an early stage. These actions are coordinated by our Human Rights Committee, which includes representatives from our EHS, Finance, and Compliance departments. Under the leadership of our Human Rights Officer, the committee monitors compliance with these processes, continuously modifying them where necessary.

As part of our first risk analysis, we examined our business areas and entities in accordance with the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). No relevant risks or violations of human rights or environmental due

diligence obligations were identified. This allows us to focus more on the global value chain to minimize potential risks and violations there as well.

In analyzing our direct suppliers, we assessed country- and industry-specific risks as well as potential hazards in the areas of human rights and the environment in 2024. We particularly focused on suppliers with a medium to high risk profile. For supplier evaluation, we used the support of our partner EcoVadis and a detailed, internally developed questionnaire.

If the analysis indicated an increased risk, we implemented risk-based preventive or corrective actions tailored to the type of hazard and our influence. The implementation of these actions is regularly reviewed. If they are not effective due to a lack of cooperation, we consider taking consistent action to protect human rights and the environment. New suppliers also go through this screening process before being integrated into our supply chain.



In cases with suspicious indications of violations of human rights or infringements of environmental due diligence obligations within our established monitoring processes, we initiate appropriate corrective actions and implement them immediately. In the 2024 fiscal year, there was no specific case that required such action.

In 2024, we subjected 98.6% of our purchasing volume to a comprehensive risk analysis. In the analysis, we used the EcoVadis sustainability rating scorecard to assess the risk of 67 suppliers. Another 134 suppliers received the questionnaire we developed to protect human rights and the environment along the supply chain. In total, more than 100 targeted corrective actions were initiated to address potential risks.

Another central component of our responsibility is the complaint procedure, which allows both our employees and external stakeholders to report risks and violations of human rights and environmental due diligence obligations. Reports can be made personally or anonymously.

All results of our risk analyses and the actions taken are carefully documented and made available to the Federal Office for Economic Affairs and Export Control (BAFA) in a timely manner. Additionally, we subject our risk management system, based on the requirements of the Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), to an annual effectiveness review. By doing so, we continuously optimize our processes in

order to identify and effectively address complaints at an early stage and to establish sustainable preventive tools.

Our goal is to meet ethical, social, and ecological requirements and to comply with the highest standards both in our own field of business and in our supply chain.

Our value creation





Our value creation

The products we manufacture for our customers represent more than just pharmaceutical precision. They imply trust and offer safety for millions of patients worldwide. Earning this trust is our greatest motivation. That's why we insist on uncompromising quality standards throughout our entire value chain.

The core of our work is a comprehensive Quality Management System (QMS) that is harmonized across all sites and based on the requirements of Current Good Manufacturing Practice (CGMP) regulations. This system is complemented by robust processes and structures that we continuously adapt to new regulatory developments. Our ability to identify such requirements early and efficiently implement them is demonstrated annually in up to 20 inspections by international authorities and nearly 50 customer audits.

Our suppliers also significantly contribute to the quality of our products. Packaging material suppliers—an essential part of our supply chain—undergo strict qualification and auditing processes.

We evaluate not only the quality of the materials but also the social and environmental conditions according to our EHS criteria. We also discuss the identified improvement potentials in close coordination with our suppliers, and we initiate targeted actions.

After the product is completed and (optionally) secondarily packaged, our responsibility ends at the loading dock of the logistics site, where the final product is handed over to the customer. Transport costs and the handling of import and export requirements are the responsibility of our clients. Up to this point, we ensure that every product meets the highest quality standards—in the interest of our customers and for the safety of patients.





03

Process Management

Diverse processes guide our actions and ensure a structured and systematic approach to various sustainability topics. We consider the regular review of these established structures and processes as a fundamental task in our continuous development and optimization.

Responsibility

Two certified sustainability managers are permanent members of the EHS department, where they support the organization in sustainable actions and document their progress. These efforts are led at the highest level by Henryk Badack (Senior Vice President, Technical Service & Internal Project Management) and Benjamin Walter (Vice President, Internal Project Management & EHS).

Sustainability at Vetter is not just the task of individual departments but rather a cross-functional topic that thrives on the constructive collaboration of all departments. A central element of this collaboration is the regularly convening sustainability circle. The circle provides a platform to discuss current topics, identify innovative actions, critically evaluate ideas, and actively advance their implementation.

We shape the sustainable development of our company holistically through the interplay of well-established departments, each responsible for specific topics. These include Occupational Health Management (BGM), Engineering, EHS, Human Resources, Treasury, Technical and Pharmaceutical Procurement, Legal and Corporate Compliance, HR Development, Marketing and Corporate Communications, and the Vetter Optimization System (VOS).

This interdisciplinary collaboration enables us to strategically and operationally anchor and effectively promote sustainability in all areas of our company.

Benjamin Walter

Vice President,
Internal Project
Management
& EHS

Paula Wund

Certified
Sustainability
Manager

Gabriel Fischer

Certified
Sustainability
Manager

Henryk Badack

Senior Vice President,
Technical Service
& Internal Project
Management



Rules and Processes

Our actions are guided by a clear principle: Ecological, social, and economic responsibility go hand in hand. As a global Contract Development and Manufacturing Organization (CDMO), we consistently align our processes with national and international requirements in the areas of occupational and environmental protection as well as in energy efficiency.

A comprehensive management system for process implementation

Sustainability requires a systematic approach: Our company-wide EHS management ensures that all actions are strategically planned and efficiently implemented. By closely integrating with our business processes, EHS management forms the foundation for strategic and operational approaches in the areas of occupational safety, environmental protection, and energy management. Using the PDCA cycle ("Plan, Do, Check, Act"), we continuously implement improvements, avoid sources of errors, and maintain standards at the highest level.

A unified understanding of responsibility

Responsibility does not end when goals are achieved; rather, it is firmly anchored in our corporate culture. Our integrated management system helps us to identify risks early, to introduce countermeasures, and to optimize cross-departmental collaboration. Regular

training sensitizes our employees to the importance of EHS topics and strengthens the embedding of sustainability principles in their daily actions. Through clear guidelines such as our Code of Conduct, Business Partner Code, and Declaration of Principles on Respect for Human Rights, we also share our understanding of responsibility with our partners. This creates a foundation for long-term cooperation based on shared values.

ISO standards as a basis for sustainable success

Our EHS strategy is based on internationally recognized standards such as DIN ISO 45001 (Occupational health and safety management systems), DIN ISO 50001 (Energy management systems), and DIN ISO 14001 (Environmental management systems). These standards enable us to specifically assess opportunities and risks and to derive effective actions. A renewed certification by DQS confirms that our EHS management system fully complies with their requirements—including, since 2023, at our Austrian site. This secures our certificates in the areas of occupational safety as well as environmental and energy management for another three years.



DQS certification for occupational health and safety management systems

Control

To evaluate the long-term effects of our actions, we rely on a wide range of control instruments. International DIN standards such as ISO 14001, ISO 50001, and ISO 45001 provide us with helpful frameworks, which we supplement with our EHS program. For projects specifically aimed at conserving resources or saving energy, we use these instruments to check efficiency. Another central component is the tracking of our Key Performance Indicators (KPIs), which helps us to systematically evaluate progress and to communicate it transparently.

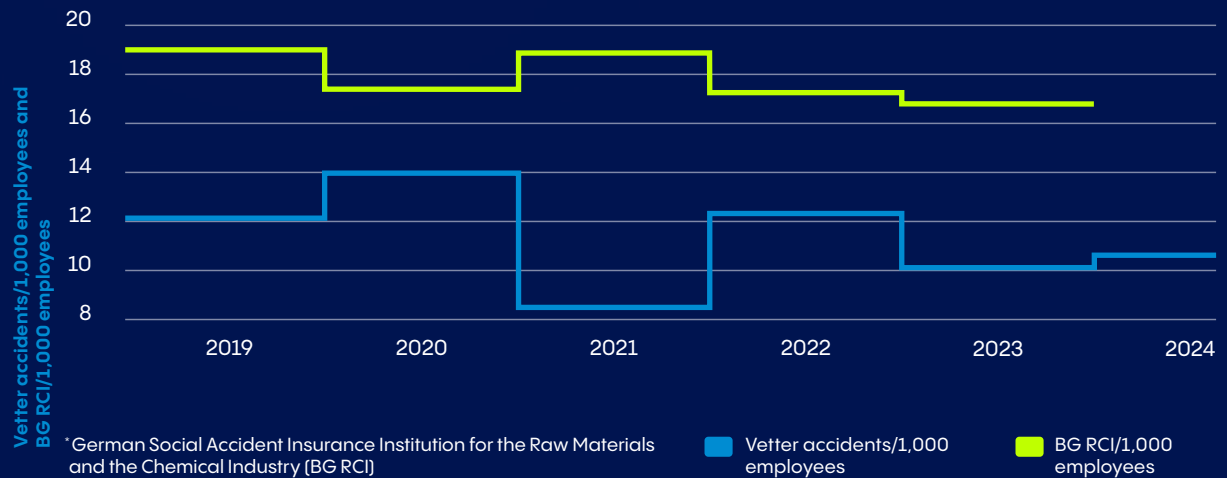
Stable key figures as a foundation

All collected key figures flow into an annual management review, which is analyzed and evaluated by the management board. In line with our corporate strategy "Vetter NExT 2029," we plan to further expand this control process and to involve even more departments in the development and implementation of sustainability goals. At the same time, we continuously work on defining new goals and key figures to dynamically advance our sustainability efforts.

Meaningful key figures are the foundation of any successful optimization. To ensure the reliability of this data, we use an internal key figure handbook that defines uniform standards for its collection and processing. Our Data-Based Integrated Management System (DAIM) ensures that all EHS-relevant key figures are monitored, visualized, and analyzed.

Continuous reduction of work accidents

Accident rate lower than industry average*



With over 1,000 connected energy measurement points, our energy monitoring system enables detailed cross-site and cross-time comparisons, for example, in terms of energy consumption or productivity. Strategic decisions regarding occupational health and environmental protection actions are made by the EHS Steering Committee, which is composed of experts from various departments. This interdisciplinary committee represents our holistic commitment to our responsibility for people and the environment.

Our comprehensive control mechanisms and the continuous development of our EHS structures make it clear: Sustainability is not just an ambition for us, but a lived reality.

Guiding Principles for our Actions

» Performance Indicator GRI SRS*-102-16:
Values

A community needs clear values that foster connections and provide orientation. Our corporate guiding principles form the basis for these values and define the principles that distinguish our corporate image and guide our actions. Based on these values, we have developed leadership principles that arise from our corporate strategy yet continuously evolve. We are convinced that excellent leadership is a decisive factor in the successful sustainable development of our company.



Our values: The compass of our actions

Three strong adjectives describe the values we live by as a company: responsible, progressive, and flexible.

Responsible

We act with the utmost care, quality, and mindfulness in our interactions with each other, with our environment, and with regard to future generations. Sustainability is not just an ambition for us but also an integral part of our daily work.

Progressive

Our innovative strength is reflected in our forward-thinking, our use of the latest technologies, and our culture of continuous improvement. Progress, to us, means recognizing opportunities and boldly seizing them.

Flexible

Our flexibility is reflected in quick, tailored solutions—always in line with customer requirements, regulatory guidelines, and our high quality standards.

These values are inseparably linked to our purpose: We're there for all those who rely on us. Whether for our customers, patients, partners, or employees, our actions aim to strengthen trust, fulfil expectations, and fully assume our responsibility.

With these values, we create a strong, communal foundation that assures our company's success, today and in the future.

Our Purpose

We have made it our task to be there for those who depend on us

Our Declaration of Principles on Respect for Human Rights

Respect for and protection of human rights are central components of our actions. Our commitment to upholding these rights along the entire value chain and actively advocating for their compliance is anchored in our policy statement:



”

“At Vetter, we are fully committed to **respecting human rights** and **taking responsibility** within our global supply chains. We **respect internationally recognized agreements**, implement applicable laws, and ensure that **human rights violations** are **effectively prevented** within the framework of our business activities through our business processes.”*

*This policy statement applies to all direct and indirect subsidiaries as well as to majority holdings of the Vetter Group; it forms a binding foundation for our business actions.

“

Incentive Systems

Showing appreciation, encouraging development

Sustainable success is founded upon employees who feel recognized and appreciated. Fostering their individual strengths and enabling their continuous development is part of this equation. A central element of appreciating employees is ensuring their fair and transparent remuneration. With a new remuneration system developed in 2024 and effective from January 01, 2025, we offer an even fairer, more transparent, and competitive salary structure.

Another important tool for employee appreciation and development is our annual goal-setting discussions. These discussions between employees and executives create space for reflection and for a well-founded assessment of individual skills based on the Vetter competency model. The key competencies in this model include:

- Personal and social skills
- Creative skills
- Leadership skills
- Vetter-specific skills

The goal of these discussions is to document both professional and personal goals, which in many cases can be derived from the company's goals, particularly from the Vetter NExT 2029 strategy. This strategy includes specific sustainability goals in the areas of social, economic, and ecological aspects that play a role at all levels of the company. It is especially important

to us to align personal aspirations with the strategic visions of the company. When employees understand, share, and integrate the company's goals into their daily work, they actively contribute to achieving sustainability goals.

Corporate supplementary health insurance

In the area of health care, we make a significant contribution to maintaining and promoting the health of our employees through our free corporate supplementary health insurance, which includes three benefit modules:

- A health budget of €900 annually (e.g., for dental treatments, alternative practitioners, opticians)
- A preventive care package worth €1,900 every two years
- Assistance services, such as appointment scheduling with specialists

Our employees also profit from cooperation with specialist practices tailored to these benefits, including urological and general practitioner practices. Additionally, we offer a comprehensive health check-up every two years, which can be conducted either at a doctor's office or in a mobile practice on-site. This offer is 100 % covered and includes, among other things, blood tests, ultrasound examinations, and ECGs. In 2024, 1,246 employees already took advantage of this important offer.

Company retirement plan and working time account

To provide our employees with financial security in retirement, we actively support them in building a company retirement plan. Our model is simple, understandable, and affordable for all employees. It was developed in close cooperation with the Works Council and won first place in the German Company Retirement Plan Award in the category "Small and Medium-Sized Enterprises" in 2020. The model consists of an employer and a state-subsidized employee contribution.

Our employees have the opportunity to receive individual advice where we also collaborate with an external service provider and offer both analog and digital consultation options.

Additionally, we provide our employees with a working time account model that allows for early retirement without financial losses. Here, too, we support employees with an attractive employer contribution and offer comprehensive advice and information.

€2,900

This is the average amount of benefits from which our employees can profit annually.



Involving employees in process improvement

With V3—which stands for Suggestion, Improvement, Advantage—we have created an idea management system that has been motivating our employees for years to contribute their own experiences and ideas. The goal is to sustainably optimize processes. Whether the ideas are for increasing productivity, reducing costs, simplifying procedures, creating better working conditions, or protecting the environment, employees can submit their own suggestions, which are evaluated by a neutral ideas board. Promising ideas are then passed on to our V3 idea management and are reviewed by experts. Successfully implemented ideas are rewarded with attractive bonuses.

Attracting new talents through employees

For sustainable growth, we rely on the recommendations of our employees. Those who refer suitable professionals for open positions in the company receive a bonus. Successful referrals, where the new colleagues also pass the probationary period, are additionally rewarded. In 2024, we paid out bonuses totaling €891,000 for such referrals.

JobRad and Deutschlandticket: A climate-friendly and healthy journey to work

We promote environmentally friendly mobility and offer our employees the opportunity to lease up to two bicycles at favorable conditions. Switching from car to bike is not only good for the climate but also strengthens health. More than 2,000 employees have taken advantage of this offer, and leasing contracts currently exist for over 2,800 bicycles.

Additionally, we cover the costs for the Deutschlandticket for local and interregional public transportation. Over 1,200 employees already benefit from this opportunity to commute to work with zero emissions.

Rental bikes: Flexible mobility between sites

For sustainable mobility between our production sites, rental bikes are available at four sites. In this way, we reduce the CO₂ emissions of our company vehicles together with our partner Technische Werke Schussental

[TWS]. The ride from the train station or to the city center is also made more comfortable and environmentally friendly with the rental bikes.

Expanding bicycle infrastructure and e-mobility

We are driving the mobility transition forward and investing specifically in expanding our bicycle infrastructure. For every site and plant expansion, we design covered and functional bicycle parking spaces, e-bike charging stations, and repair facilities. At the same time, we ensure that e-mobility continues to gain momentum with additional charging stations for electric vehicles.



Attractive Remuneration as a Key to Success

» Performance Indicator GRI SRS-102-35: Remuneration policy

Our remuneration system consists of a tariff-based and a non-tariff-based component. In the tariff-based component, activities are assigned to one of ten salary groups. Within each group, the salary moves within a defined salary band based on an average (100 percent), which is determined on the basis of market data. The salary group results solely from the respective activity. Within a group, salary development follows uniform, gender-neutral criteria.

Regular reviews of market data ensure that remuneration remains market-appropriate. If salaries for certain activities deviate from the market standard, we adjust them accordingly. Tariff employees also benefit from annual salary adjustments, a proportional 13th month salary, and vacation pay as well as from night and weekend bonuses in the shift system.

Starting on January 01, 2025, we will introduce a new remuneration system that focuses on transparency, predictability, and performance recognition. This system includes an attractive base salary and a company success bonus of €1,000, which is paid out in the following year subject to achieving goals.

As part of the development of the new remuneration system, we also conducted a comprehensive benchmark analysis. We examined whether our minimum salaries are above the living wages in the market. The result: At all sites, we pay at least 12 percent above

the defined living wage minimum. This system demonstrates to our employees that they can rely on Vetter and participate in the company's success.

Additional benefits round off the tariff remuneration package. These include a monthly commuting allowance, subsidies for the Deutschlandticket (totaling €1,801,000 in 2024) and discounted prices at our company restaurants. On special occasions such as births, weddings, or anniversaries, employees receive cash gifts. At Christmas, we express our gratitude with an additional token of appreciation.

To better reconcile the demands of work and family, we provide places for 37 children at Ravensburg daycare centers as well as twelve places for children of employees at each of six other daycare centers. Additionally, we subsidize nursery and kindergarten costs (totaling €417,000 in 2024). A variety-packed vacation program for employees' children supplements our offer.

Profit-sharing model for salaries in the non-tariff segment

» Performance Indicator GRI SRS-102-38: Annual total remuneration ratio

In the non-tariff segment, we rely on a performance-based bonus model. This model allows employees to benefit from the company's economic success through so-called Vetter success points. The success points are awarded on a gender-neutral basis and create incentives for economically efficient action.

While we do not make gender-specific distinctions in awarding Vetter success points, we also do not collect any further data for the Performance Indicator GRI SRS-102-38 due to different accounting methods. However, this key figure is not decisive for assessing the fairness of our remuneration structure.

With these actions, we emphasize our commitment to fair, transparent, and future-oriented remuneration that not only honors individual performance but also celebrates the company's success together with our employees.

Involvement of Internal and External Stakeholders



Annual evaluation of our stakeholders

To meet the requirements of our integrated management system for occupational safety, health protection, and environmental and energy management, we place great importance on knowing and understanding the expectations of our stakeholders. Therefore, we systematically collect and evaluate the needs of all relevant stakeholders annually. We create a comprehensive stakeholder matrix that maps over 40 stakeholders and their expectations. This matrix is updated annually to respond to changes and new insights.

Our stakeholder dialogues are diverse and take place in different sectors of the company. Direct conversations—for example, with partners, communities, municipalities, and authorities—are conducted as part of network events, trade fairs, meetings, and audits. In addition, we use indirect communication channels such as surveys, newsletters, social media, and other channels in order to intensify the exchange.

Our internal stakeholders include the Managing Directors, employees, and the Works Council. External stakeholders encompass a wide range, including customers, suppliers, service providers, authorities, and certification companies.

The central concerns of the stakeholders cover a broad spectrum of topics. These include environmental

compatibility, site loyalty, community orientation, cleanliness, employer attractiveness, legal compliance, stability, emergency prevention, and responsibility in the areas of occupational safety and environmental protection. Aspects such as risk avoidance and compliance with legal requirements are also considered.

To prioritize these expectations, we systematically evaluate them in our matrix. We consider which concerns are particularly relevant for which stakeholder groups. The results make individual priorities visible and help us to respond specifically to expectations.



40+ **stakeholders**
internal and external
stakeholder groups

157 **expectations**
systematically recorded
and evaluated

16 **categories**
for structured assignment
and prioritization

Dialogue and Feedback: Listening, understanding, acting

» Performance Indicator GRI SRS-102-44: Key issues and concerns raised

We place great importance on understanding the concerns of the people we work with. To ensure that their concerns are heard, we regularly conduct employee surveys on various topics. Moreover, we have created formats such as the Culture Cockpit and Managing Directors in Dialogue, where employees can address their concerns to the management either personally or anonymously. The Managing Directors respond to these concerns, initiating improvements where necessary and providing feedback to the workforce.

In addition to the Works Council, two social advisors and a person of trust are also available as trustworthy points of contact for problems and conflicts. Furthermore, a digital complaint management system ensures that complaints are processed quickly and systematically.

Optimization potentials addressed by external stakeholders such as customers or suppliers are identified through audits, our supplier management system, and other dialogue formats organized in our departments. To attract potential employees, we use trade fairs, information events, and direct communication through our social media channels.

In 2024, external stakeholders, particularly residents, expressed complaints about the parking and traffic situation around Vetter sites. Moreover, noise pollution from construction sites was criticized. Such feedback is of great importance for our compliance efforts. The concerns were carefully and confidentially reviewed.

Subsequently, we developed and implemented effective countermeasures to minimize the burdens on the affected stakeholders.

Thanks to this systematic approach, we create an open communication culture, strengthen the dialogue with internal and external partners, and ensure that feedback leads to concrete improvements.



Innovation and Product Management



Sustainability through innovation: Resource-efficient solutions for a demanding industry

Aseptic filling is one of the most energy-intensive processes. Therefore, our innovative strength, especially in the area of resource efficiency, is crucial. For us, sustainability means responding to the dynamic changes in the market with creativity and agility. At Vetter, innovation and continuity are two sides of the same coin: a combination that paves the way to sustainable success.

With our targeted innovations and efficiency measures, we continuously improve our services. These improvements include reducing or replacing plastic with alternative packaging materials, climate-friendly logistics solutions, and continuously reducing CO₂ emissions (see the "Environment" chapter).

Progress and challenges in using sustainable materials

The use of recycled materials for primary packaging is not yet feasible due to current technologies and regulations. Nevertheless, we develop solutions with our customers that meet high sustainability standards as well as our strict quality and hygienic requirements. In the area of secondary packaging, the demand for paper-based mono-material solutions is increasing. We support this trend through enhanced cooperation with providers of environmentally friendly materials.



^ Vials: Precisely dosed solutions for the highest demands
Sustainability Report 2024

Already today, we integrate more sustainable packaging and process solutions into our services, a task that often begins during the development phase. Examples include PVC-free or environmentally friendly materials for in-house transportation trays and plastic-free tamper-evident labels. We continuously expand our capacities for these environmentally friendly alternatives, and we increasingly rely on sustainable materials in internal production processes.

Reusability and recycling are also becoming increasingly important for medical devices such as pens or autoinjectors. To meet customer needs, we examine the feasibility of new materials and adapt our packaging

lines accordingly. Our autoinjectors already contribute to sustainability by saving patients unnecessary trips to hospitals or doctors' offices.

Given the 234 million units filled in 2024, ensuring the highest product quality remains our highest priority. At the same time, the ecological impact of our business activities is becoming increasingly significant.

Innovation as a collective effort

Innovation at Vetter is a collective effort. Every employee has the potential to identify growth and sustainability opportunities in their area of work. Therefore, we promote a company-wide culture of innovation. Our team of Innovation Partners supports departments with workshops and training sessions that help to analyze problems and develop solutions.

By fostering targeted networking within and outside the company, we create a strong foundation for innovation. With formats such as the Vetter Hackathon, we give our employees the opportunity to develop solutions for specific challenges and to test them directly. Another new highlight is the Innovation Bootcamp, where employees learn creative and systematic methods that they can integrate into their daily work.

With this holistic approach to sustainability and innovation, we not only ensure Vetter's long-term success but also contribute to conserving global resources.





Data security and infrastructure

A resilient IT infrastructure is a central pillar of our corporate strategy. To better protect our systems from digital threats, we introduced a Security Operation Center (SOC) in 2024. The SOC facilitates continuous monitoring of our IT systems and ensures a quick response to potential security incidents.

With an AI-powered security platform for endpoints, we rely on advanced technologies that detect and counter threats early. Additionally, we are developing a comprehensive package of actions that include organizational and procedural precautions against ransomware attacks.

In close collaboration with Enterprise Risk Management, we have created emergency plans to remain operational in case of an incident. Regular security checks, including annual penetration tests, ensure a consistently high level of protection.

Our IT strategy supports not only security but also the flexibility and resource conservation of our employees. With the Use Your Own Device initiative, private mobile devices can be securely integrated into everyday working life. Through a protected infrastructure, employees have access to applications like Microsoft Outlook or Teams. This approach promotes mobile

working, conserves resources, and simultaneously increases data security.

All these actions pursue a common goal: to ensure the data security, efficiency, and sustainability of our IT in the long term while meeting the increasing demands for flexibility and digital protection. Thanks to these measures, we remain future-proof and powerful in an increasingly connected working world.

Perspectives of Vetter IT security



Organizational perspective

Organization, processes, and structures

Cloud onboarding process / Data Protection Officer / Vetter NExT 2029 strategy / Architectural and organizational guidelines, Policy, and Standard Operating Procedures (SOPs)



Technological perspective

Systems and defense technologies

Endpoint security / Mail security / IT network zoning / Operational technology (OT) / Multi-factor authentication / Backup and recovery / Penetration tests



Personnel perspective

Skills and qualifications

Awareness / Employee onboarding / Technology training

Financing

» Performance Indicator G4-FS11:
Percentage of financial investments undergoing positive or negative screening for environmental or social factors

234 million

units filled with injectable
pharmaceutical products in 2024

To meet the increasing demand for essential medicines, Vetter relies on continuous growth and the expansion of our capacities. The financing of these investments comes from our operational cash flow and external loans. This allows us to achieve our expansion goals without having to accumulate significant financial assets.

Temporarily available financial resources are either held as sight deposits with our core banks or invested in short-term liquid securities.

This approach ensures both flexibility and security in fund management. For long-term commitments, such as the company retirement plan and the working time

account model, we rely on funds with an integrated value protection component. This minimizes the risks to our employees' funds and creates a reliable foundation for their financial future.

With this strategy, we combine solid growth, financial stability, and the protection of our employees' interests in order to fulfill our responsibility as an innovative and sustainable partner in the pharmaceutical industry.





04

Environment

The finiteness of natural resources, climate change, and environmental pollution require decisive action. As a company, we feel obligated to contribute. Therefore, we pursue ambitious ecological goals, focus on the efficient use of energy and raw materials, and actively reduce our CO₂ emissions. With our innovative technologies and recycling strategies, we aim to set standards in the pharmaceutical industry.

Use of Natural Resources



With our photovoltaic systems, we ensure sustainable energy production.



Our goal is to reduce emissions, use energy more efficiently, and minimize waste without compromising our high-quality standards. Approximately 90 percent of our energy needs go directly to the manufacturing of production-relevant media and to the operation and supply of our infrastructure.

Due to regulatory requirements, pharmaceutical waste must be disposed of through specialized incineration plants, which limits our recycling options. Additionally, our water consumption is directly linked to our production capacity, as purified water is used in the products and is essential for the production process.

Sustainable energy concept

Since 2014, we have been continuously improving our energy efficiency and reducing our greenhouse gas emissions (GHG). Initially, we could only reduce emissions relative to gross value added (GVA). With our membership in the Science Based Targets initiative (SBTi) in 2023, we are now able to achieve reductions in absolute terms.





Our sustainable energy policy includes several components:

- Since 2014, we have been purchasing exclusively certified green electricity for our sites in Germany and Austria.
- Independent energy is generated using geothermal energy, photovoltaic systems, and biogas-cogeneration plants.
- New buildings comply with the KfW-40 standard.

Our long-term goal is to reduce energy consumption relative to GVA by ten percent by 2029 (base year: 2019). We have already achieved a reduction of 28 %/GVA since 2019.

Our sites have four cogeneration plants (two of which are powered by biogas) and several photovoltaic systems.

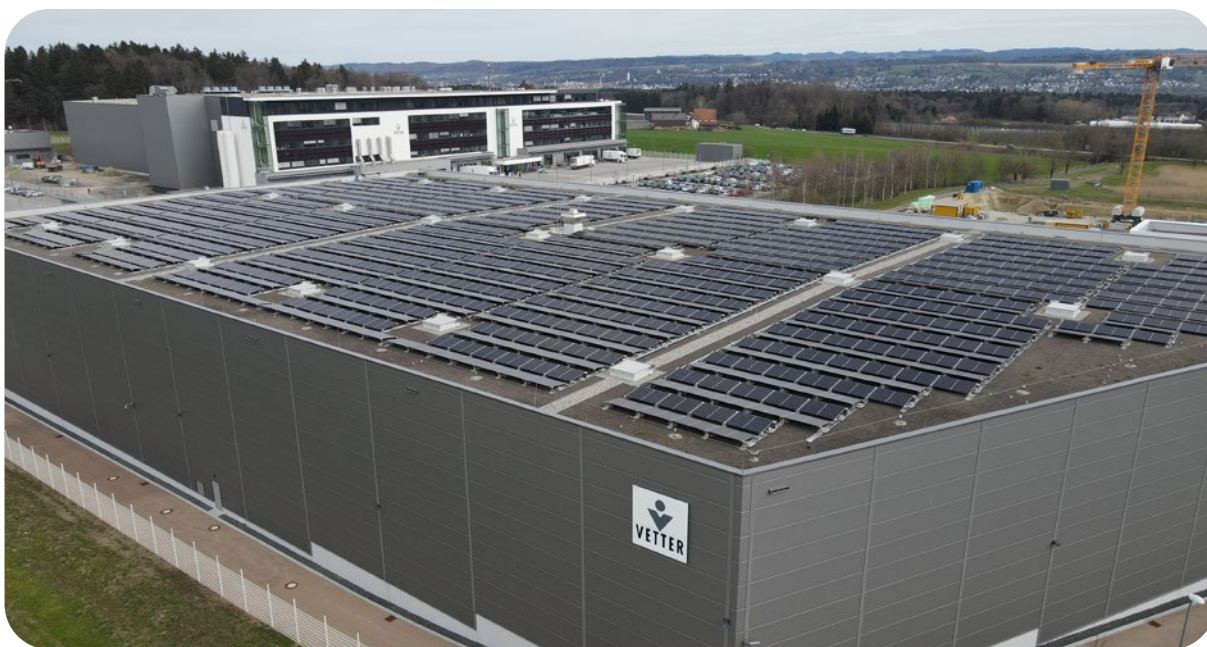
In 2024, we took further significant steps to increase our energy efficiency and actively contribute to climate

protection. We replaced two older high-pressure steam generators with a highly efficient high-pressure steam generator that already offers 20% hydrogen compatibility—a pioneering step towards a more climate-friendly energy supply.

Additionally, we commissioned a photovoltaic system with an operational capacity of 128 kWp. This system generates as much energy annually as 29 single-family homes consume on average—another significant milestone on our way to sustainability.

By implementing heat recovery through a heat pump at one of our sites, we not only improved our energy efficiency but also facilitated the CO₂-neutral recovery of thermal energy.

With these innovative actions, we combine technological progress with our sustainable responsibility and actively contribute to the transition to a climate-friendly future.



Our photovoltaic systems on the roof of the logistics center in Ravensburg West.

54 %

**of our total energy consumption
comes from renewable energy sources.**

Mobility Concept

As one of the largest employers in Ravensburg, we rely on a comprehensive mobility concept to reduce traffic volume and promote climate-friendly alternatives.

Additionally, we promote flexible working by providing mobile work devices and engaging in regional networks to develop sustainable traffic solutions together with the city of Ravensburg.

Bicycle mobility

Our employees have leased more than 2,800 bicycles through our JobRad program. We are continuously expanding the infrastructure with over 700 covered parking spaces, charging stations, repair stations, and showers.

Public transportation

We cover the full costs for Deutsche Bahn's Deutschlandticket, which is now used by almost 20 percent of our employees.

E-bikes and commuter apps

E-bikes can be borrowed free of charge thanks to a cooperation with TWS, and our employees have access to apps that calculate the ideal mobility mix.

Electromobility

34 charging stations with 68 charging points are available. The electric vehicles of our employees and visitors are powered exclusively by renewable energy.



Resource Consumption

Wastewater purity

The quality of our wastewater is regularly checked and deemed benign. However, our options for reducing wastewater volume are limited due to strict regulatory requirements in pharmaceutical production.

Opportunities and risks

By joining the SBTi, we have taken a stance on climate protection. And by setting scientifically founded climate goals, we can increase our competitiveness, win over customers and stakeholders, and reduce operating costs through increasing energy efficiency. By reducing emissions, we minimize our long-term dependence on fossil fuels and reduce the risks of volatile markets.

Risks of joining the SBTi

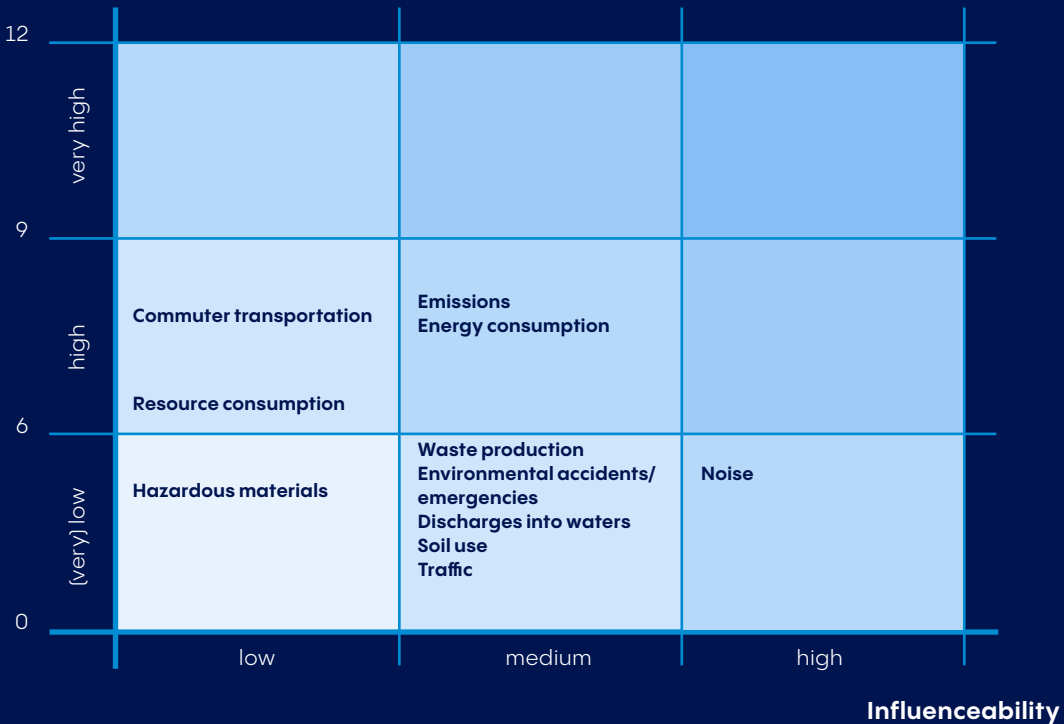
Implementing the SBTi climate goals requires significant investments in new technologies and processes, which can lead to short-term financial burdens. Additionally, there are risks from external factors such as economic crises or technological dependencies, as some actions rely on technologies that are not yet fully developed or widely available. A failure to achieve the set goals could lead to reputational loss and disappointed expectations among stakeholders. Furthermore, integrating our supply chain requires joint commitment, which can bring additional challenges.

Assessing environmental aspects

All our goals and actions are based on a comprehensive assessment of environmental aspects, which we update annually. In the process, we analyze eleven direct and seven indirect environmental aspects in order to identify

potential environmental risks early and to proactively derive appropriate countermeasures. If urgent action is required, the assessment is also adjusted during the year to respond quickly and effectively.

Environmental relevance



Portfolio of significant environmental aspects for Vetter in 2024



» Performance Indicator GRI SRS-301-1: Materials used

As a pharmaceutical service provider, we are obligated to meet all requirements of Good Manufacturing Practice (GMP). This means that we always maintain the highest quality standards in order to justify our patients' trust in our competence. Current technologies do not yet permit the use of recycled materials in primary packaging; the materials lack the required quality and safety and fail to fulfil our high standards. In 2024, we used the following raw materials in the production of our excipients and packaging materials.

Raw materials, auxiliary materials, packaging materials

Glass barrels:	251,671,077 pieces
Rubber parts:	285,237,967 pieces
Plastic parts:	48,933,339 pieces
Folding boxes:	12,531,223 pieces
Leaflets:	11,509,038 pieces
Lid film:	48,933 m
Thermoforming film:	777,023 m
Closure parts:	472,467,068 pieces
Autoinjectors:	30,392,683 pieces

» Performance Indicator GRI SRS-302-1: Energy consumption

In pursuit of our goal to reduce relative total energy consumption, we have already made significant progress thanks to the actions of our sustainability strategy. Nevertheless, the consumption of electricity, heating oil, and water has naturally risen in a growing company with increasing numbers of employees and expanding sites. The following table illustrates the change in energy consumption compared to previous years.

Energy consumption 2024*

Total energy consumption:	179,704,825 kWh	+ 12 %
Electricity:	74,311,818 kWh	+ 13 %
Natural gas:	79,426,747 kWh	+ 1 %
Biomethane:	4,150,000 kWh	n.a.**
Biogas:	12,996,110 kWh	+ 40 %
Nitrogen:	3,100,441 kWh	- 18 %
Heating oil:	441,010 kWh	- 9 %
District heat:	617,000 kWh	+ 9 %
Geothermal energy:	2,938,614 kWh	- 14 %

*compared to the year 2023

** not available, as new energy source

» Performance Indicator GRI SRS-302-4:
Reduction of energy consumption

Our energy management is based on the standardized requirements of DIN ISO 50001, which serves as the standard for calculating the reduction of our energy consumption. Our reference for the energy baseline is the year 2019. The graph below shows the development of energy consumption, indicating a proportional increase in absolute electricity consumption, which is due to company growth and the associated expansion of production. However, compared to gross value added, we have managed to continuously reduce electricity consumption.

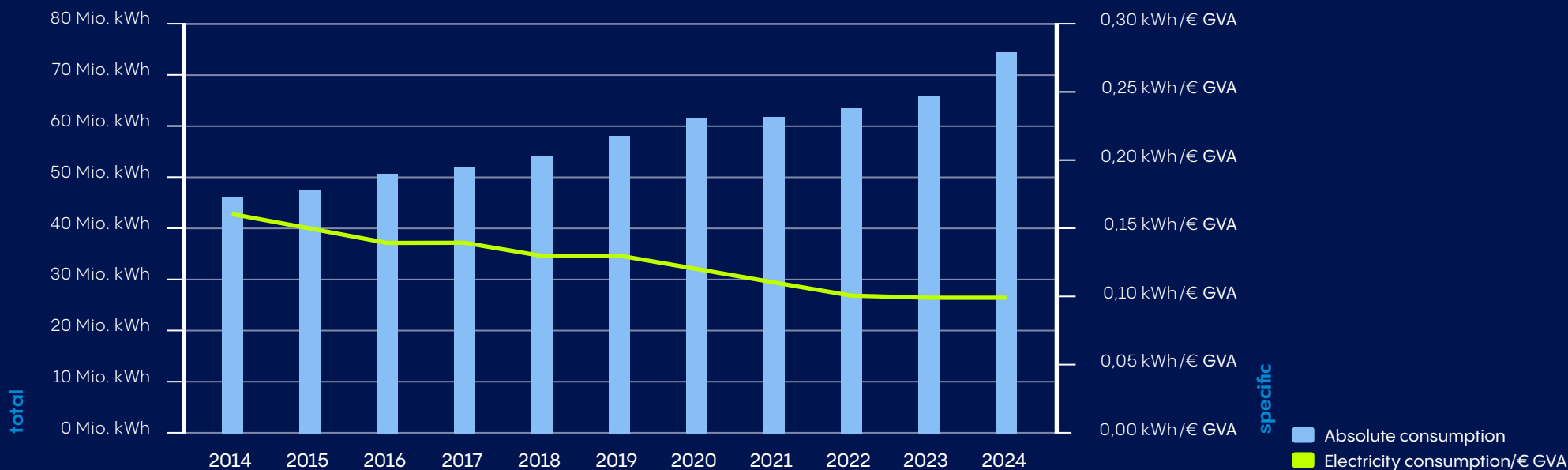
Over the past ten years, we have successfully implemented more than 130 energy efficiency actions with a total investment volume of nearly ten million euros. These actions have led to an impressive savings of more than 33 million kWh of energy—a significant contribution to our sustainable business practices.

An outstanding example of our efficiency projects is the vacuum compressor replaced in 2024, which saves around 24,900 kWh of energy annually. Additionally, we have replaced a boiler that now offers 20% hydrogen compatibility, making it future-proof for the requirements of climate-friendly energy supply.

Another milestone is the introduction of our new energy monitoring software. It not only enables us to precisely measure energy consumption and to evaluate the efficiency of our actions but also facilitates continuous optimization. The software provides detailed analyses and shows, for example, the correlation between energy consumption, outside temperature, and other influencing factors.

With these investments and technological innovations, we are successfully continuing our consistent strategy to increase energy efficiency and reduce emissions.

Total/specific annual electricity consumption per euro of gross value added (GVA)



» Performance Indicator GRI SRS-303-3:
Water withdrawal

For the production of our pharmaceutical products, we use only tap water. Reducing water consumption is a high priority for us but, due to the highly regulated value-added processes in pharmaceutical production, the potential for savings is limited. Additionally, due to climatic fluctuations and regulatory requirements regarding temperature and humidity, we must maintain the water demand in certain processes. An important part of our efficiency actions is the recovery of heat through

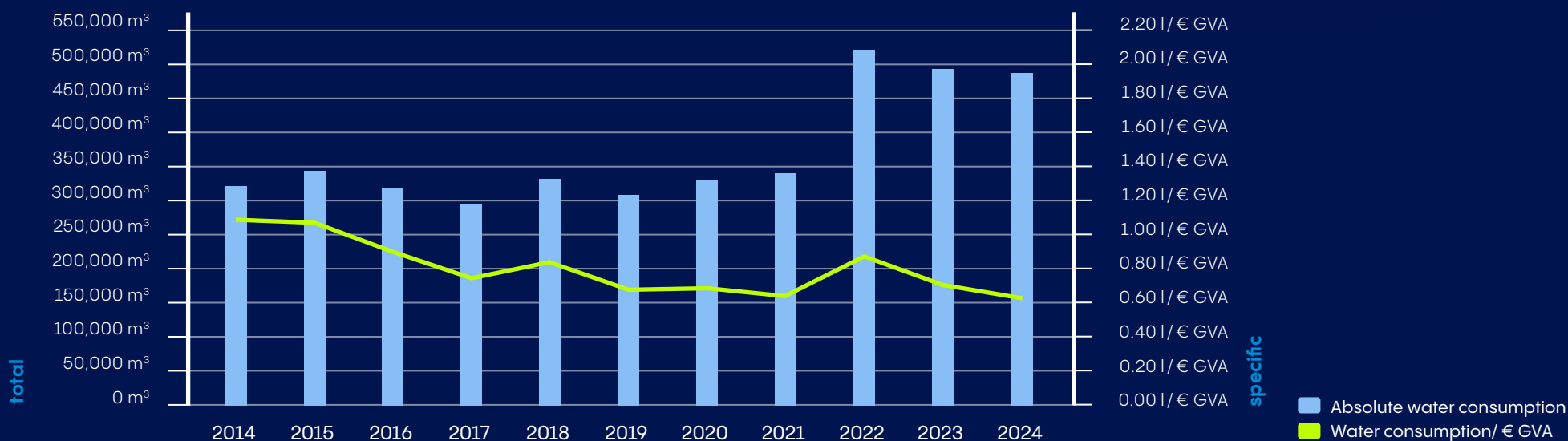
cooling towers, which both reduces water consumption and increases energy efficiency.

We face similar challenges in reducing wastewater volumes. Nevertheless, pharmaceutical trace substances are minimized through our strict production processes, and residual liquids are not discharged into the sewage system. Most of our products consist of protein-based active ingredients, whose residues are inactivated during equipment cleaning by high temperatures. Hormone-based products are additionally prewashed, and residual liquids are disposed of separately. We ensure

the safety of our wastewater at all three production sites through regular and voluntary wastewater analyses, which have never shown any abnormalities.

In 2024, our tap water consumption was 489,391 cubic meters, and the wastewater volume was 464,921 cubic meters.

Total/specific annual water consumption per euro of gross value added (GVA)



» Performance Indicator GRI SRS-306-2:
Waste

Vetter's growth leads to an absolute increase in waste volume, but we have been able to continuously reduce waste volumes in relation to gross value added (GVA). To achieve even more efficient resource use, we are intensifying our efforts to recycle valuable materials, and we consistently utilize improvement potentials. Our goal is to increase the internal recycling rate to 45 percent by 2030. Currently, it is at 35.5 percent.

The total waste volume increased from 2,533 tons to 2,723 tons (+15.7 percent) compared to the previous year.

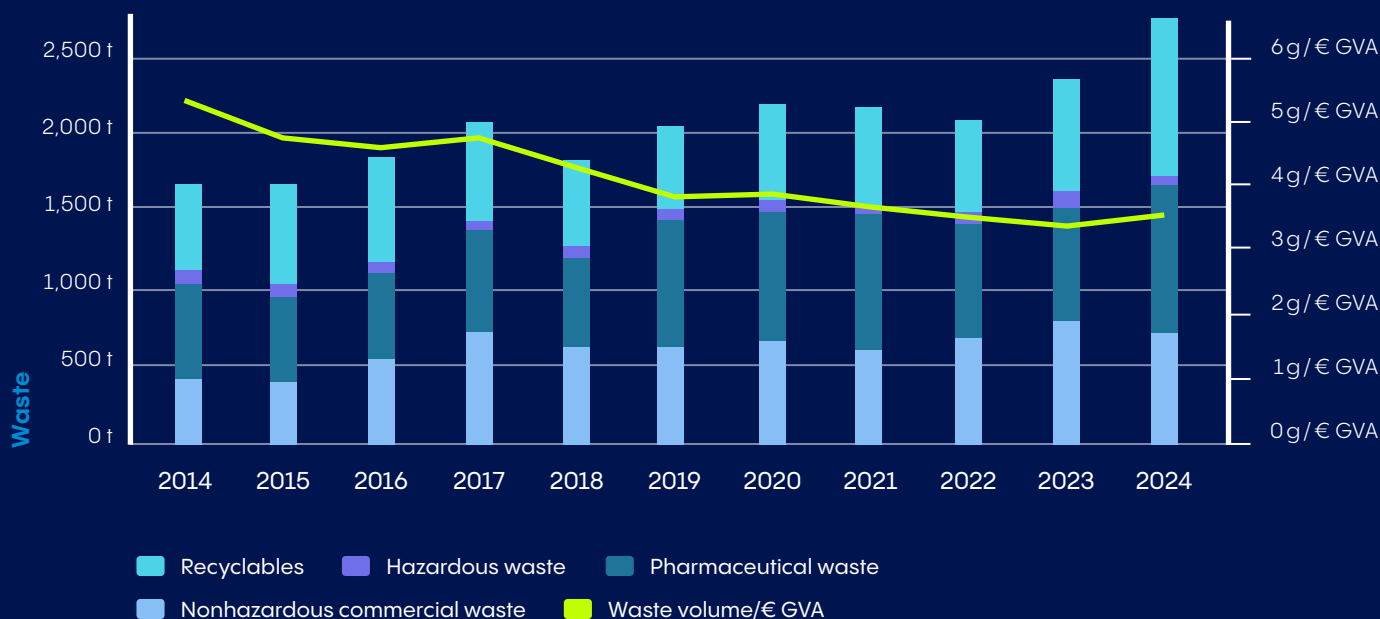
Our waste categories include the following:

Recyclables:	969 t
Hazardous waste:	69 t
Pharmaceutical waste:	943 t
Nonhazardous commercial waste:	740 t

Our total recycling rate for the following materials is:

Metals:	4 %
Correctly sorted plastics:	54 %
Paper:	27 %
Wood:	15 %

Annual waste trend per euro of gross value added (GVA)



35.5 %*

of waste is recycled

* 42.4 % when disposal-service providers are included

Climate-Relevant Emissions

Since 2021, our production has been CO₂-neutral in Scopes 1 and 2 thanks to credits, and we continue to improve responsibly in this area. In November 2023, we became a member of the Science Based Targets initiative (SBTi) and are currently seeking target validation from this organization. The SBTi brings together globally leading institutions such as the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF), which collectively work to combat climate change. We have committed to reducing emissions by 4.52 percent annually and to achieving climate neutrality by 2050. As a short-term goal—currently being validated by the SBTi—we aim to reduce our Scope 1 and 2 emissions by a total of 58.8% compared to the base year of 2021.

Our binding sustainability strategy includes specific actions that we will implement by 2030 to achieve our climate goals. Currently, our CO₂ emissions are at 94.52 grams CO₂/kWh in total energy consumption, the main sources of which are the use of natural gas, heating oil, petrol, and diesel.

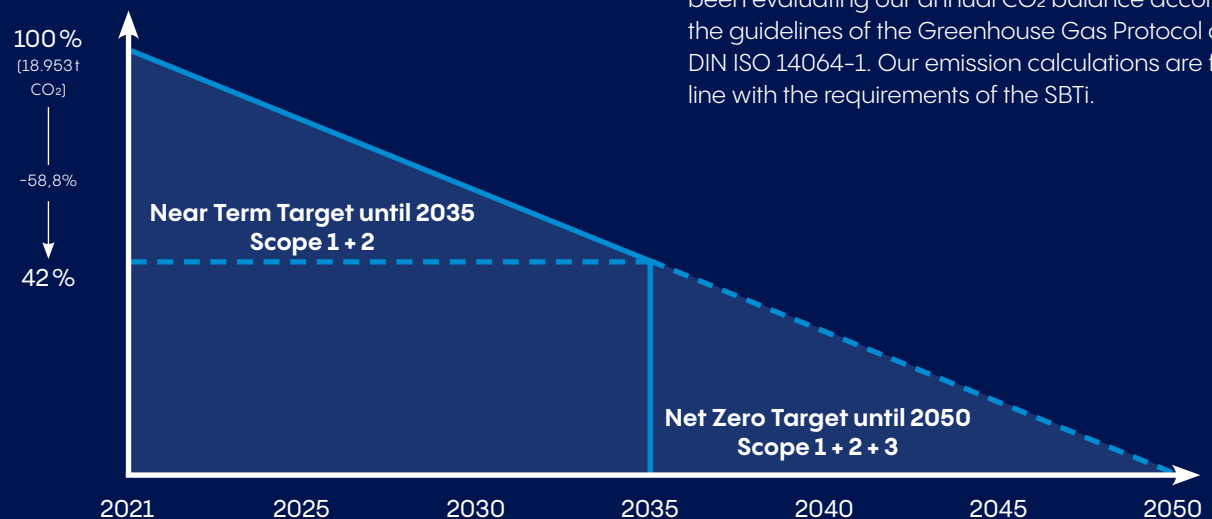
To promote transparency, we have fully completed the CDP questionnaire in order to compare ourselves with other companies in the pharmaceutical industry and to disclose our actions.

Purchase of certificates

Although we make ambitious efforts, certain CO₂ emissions in the regulated pharmaceutical sector are currently unavoidable. However, we compensate for these by purchasing CO₂ certificates, which support climate protection projects that generate renewable energy under strict conditions.

In 2024, we were able to offset our total emissions by purchasing certificates equivalent to 22,000 tons of CO₂.

CO₂ reduction according to SBTi – Scopes 1, 2, and 3



Each of these certificates conforms to the globally recognized Verified Carbon Standard (VCS) and contributes to reducing emissions in developing countries. For example, through the purchase of emission certificates for a wind power plant in Mauritania with a capacity of 30 MW, we were able to offset 15,700 tons of CO₂. The remaining emissions were offset by certificates for two solar power plants in Namibia, each with a capacity of 6 MW. When selecting projects, we specifically focus on the expansion of renewable energies that enable long-term sustainable development in the affected regions.

We have also compensated CO₂ emissions by using 4.15 million kWh of biomethane, which we obtained through natural gas deliveries via the biogas register of the German Energy Agency (DENA). Since 2021, we have been evaluating our annual CO₂ balance according to the guidelines of the Greenhouse Gas Protocol and DIN ISO 14064-1. Our emission calculations are fully in line with the requirements of the SBTi.



Our CO₂ balance was created for the years 2021 to 2024, taking into account DIN ISO 14064-1. To calculate the reduction of greenhouse gas (GHG) emissions, we use the Green House Gas Protocol standard in line with the SBTi. By joining the SBTi, we have committed to reducing our emissions by 4.52 percent annually by 2034 compared to the base year 2021. In Scopes 1 and 2, we aim to reduce emissions to zero by 2040. The validation of our CO₂ data allows us to quantify both a corporate carbon footprint and individual product carbon footprints. The respective product carbon footprints include the known emission quantities from Scopes 1, 2, and 3 according to the Green House Gas Protocol.

Additionally, in Scope 3 we itemize the proportion of emissions due to waste, the procurement of goods, business travel, notebooks, office and commuter mobility, and primary and secondary packaging materials in the total. However, the emission figures of the individual active ingredients we process and of the downstream value chain are not part of these calculations. These figures are exclusively within the purview of our customers. Consequently, our product carbon footprints consist of the batch size and emissions from primary and secondary packaging.

Since we obtain CO₂-neutral electricity, the value of GHG emissions from electricity is omitted. Additionally, since 2024, we have been using exclusively CO₂-neutral nitrogen; **and thanks to a higher biomethane share in natural gas, we were able to save 547 tons of CO₂ equivalents.**

» Performance Indicator GRI SRS-305-1 (see GH-EN15):
Direct GHG emissions (Scope 1)

Natural gas:	16,044.20 t CO₂
Heating oil:	117.74 t CO₂
Biomethane:	322.70 t CO₂
Diesel:	308.79 t CO₂
Gasoline:	50.9 t CO₂
Biogas:	142.96 t CO₂

» Performance Indicator GRI SRS-305-2:
Indirect energy-related GHG emissions (Scope 2)

Since we obtain CO₂-neutral electricity, the value of GHG emissions from electricity is omitted. Additionally, since 2024, we have been using exclusively CO₂-neutral nitrogen; and thanks to a higher biomethane share in natural gas, we were able to save 547 tons of CO₂ equivalents.

» Performance Indicator GRI SRS-305-3:
Other indirect GHG emissions (Scope 3)

Waste:	2,891.81 t CO₂
Transport:	251.61 t CO₂
Business travel:	634.96 t CO₂

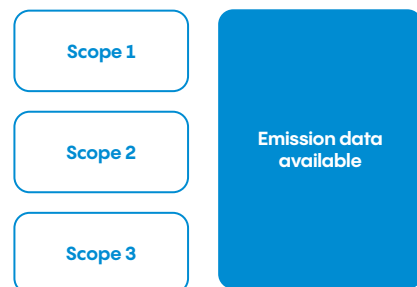
We calculate our indirect GHG emissions from the upstream transport of goods, commuter traffic, business travel, procurement of goods, and waste disposal. Currently, we can only consider the pharmaceutical environment in procurement but not yet the technical procurement.

» Performance Indicator GRI SRS-305-5:
Reduction of GHG emissions

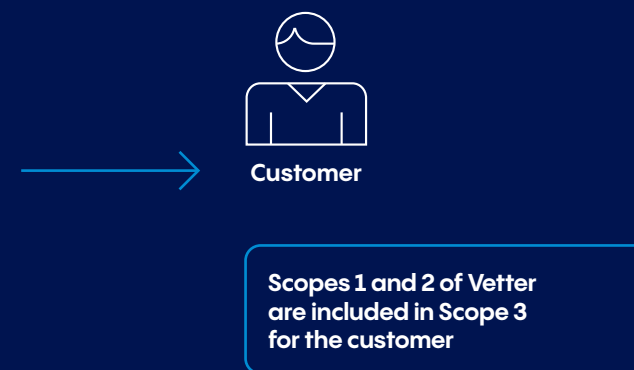
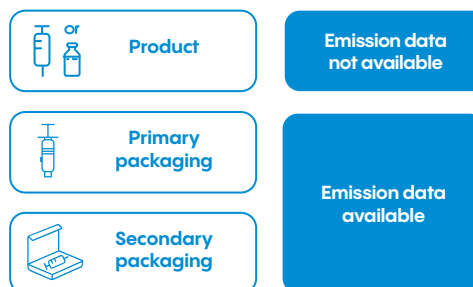
To achieve our goal of reducing CO₂ emissions by 4.52 % annually, we implemented numerous actions in 2024. In addition to installing a powerful photovoltaic system and electrifying facilities, we took another important step towards hydrogen technology transformation. Since 2024, we have also been using CO₂-neutral nitrogen to further improve our climate balance.

Another source of progress is the establishment of a contract for conducting an analysis of the waste-heat potential in the fourth quarter of 2024. The results of this analysis will be available in the second quarter of 2025 and will provide valuable insights into the implementation of additional actions to optimize our energy efficiency and resource use. With these initiatives, we underline our commitment to sustainable innovations and to the continuous improvement of our environmental balance.

Corporate Carbon Footprint



Product Carbon Footprint





05

Society

As a responsible global company, we actively address major societal challenges, thus strengthening social solidarity at local, regional, national, and international levels. We take responsibility both for the people who rely on our products and for the people who manufacture these products.

Employee Rights

Common principles

Our responsibility extends both to the people who rely on our products and to those who manufacture them. Respecting and upholding employee rights are fundamental values for us that create a healthy working environment and emphasize our credibility as an employer. These principles are laid out in the Vetter Code of Conduct and our Declaration of Principles on Respect for Human Rights.

Both documents support us in maintaining our compliance, ethically and legally, in daily business. The Declaration of Principles was approved by the Managing Directors and communicated in-house. We are committed to human rights, to acting in accordance with the law, and to following fundamental labor standards—including the Ten Principles of the UN Global Compact and those of the International Labour Organization (ILO). We strictly reject forced or child labor and violations of individual rights throughout our value chain. Guaranteeing occupational health and remunerating our employees appropriately in line with national standards is an integral part of the way we operate.

Our aim is to ensure that the principles of the Vetter Code of Conduct are communicated to all employees on a mandatory basis every two years. This is ensured through our in-house learning platform. We do not currently have any other quantitative objectives in this area.



Beyond the standards of law and collective agreements

We comply with all legal and regulatory requirements but go beyond them to promote a prejudice-free and inclusive working environment. As a signatory to the German diversity charter “Charta der Vielfalt,” we are committed to creating a nondiscriminatory work environment in which employees are protected from discrimination, be it gender, nationality, religion, belief, disability, age, or sexual orientation.

We uphold the principle of equal opportunities and offer employees options for personal and professional growth in order to retain our existing staff and to attract new employees to our company. The programs and options we provide in health promotion, work-life balance, vacation regulations, travel allowances, and retirement benefits go far beyond legal requirements.

Risks

Regarding employee rights, we have not identified any risks in our direct corporate environment. In response to the German Act on Corporate Due Diligence Obligations in Supply Chains—known as the “Lieferkettensorgfaltspflichtengesetz” (LkSG)—we began to review the implementation of the requirements in our supply chain in 2022. An in-house risk analysis based on the LkSG found no risks, hazards, or violations in Vetter’s business practices. And in the analysis of occupational health and safety risks in the work environment, no violations were identified for the year 2024.



Communication

Open communication is fundamental to a trusting working relationship and a sustainable corporate culture. At Vetter, we regularly and purposefully inform our employees. In addition to general information, we offer tailored formats to transparently communicate relevant company developments.

In the format “Managing Directors in Dialogue,” employees can directly engage with the Managing Directors, which strengthens mutual understanding and trust. For executives, regular Vetter Management News bulletins convey current information on corporate strategy and projects. Our company-wide magazine, VetterBlatt, is published three times a year and presents success stories as well as insights into departments and employee portraits. Additionally, we use digital platforms, such as our intranet VetterConnect, to provide news and interactive video formats. The Culture Cockpit allows employees to anonymously address topics and submit suggestions, promoting open dialogue and creating an inclusive corporate culture where everyone can contribute.

These communication channels ensure a transparent flow of information and help create a respectful and open working environment.

Collaboration with the Works Council

Since 1976, the Works Council has represented the interests of our employees. The collaboration between the Managing Directors and the Works Council is constructive and trusting. The Works Council is actively involved in company decisions that affect employees. Weekly meetings between the Works Council and Human Resources as well as monthly meetings with the Managing Directors ensure that the interests of employees are always considered. Our whistleblowing hotline offers our employees the opportunity to report complaints outside the classic organizational structure.

97% of all employees are represented by an elected Works Council.

(All employees at the German sites)

German standards worldwide

In addition to our headquarters in Ravensburg, we operate further production sites in Germany, Austria, and the USA as well as sales offices in Singapore, Japan, South Korea, and China. At all our sites, we implement the high German standards for employee rights. This not only gives us an advantage as an employer but also ensures that working conditions at Vetter worldwide meet our requirements—always in line with local legal regulations. These standards cover both individual topics such as salary, benefits, and working hours as well as in-house company processes.

Equal Opportunities



We are a globally operating company that values diversity. Our inclusive corporate culture promotes the personal development of each individual and guarantees the right to physical and mental integrity.

The values that shape our actions—towards both business partners and the public—are defined in the Vetter Code of Conduct. This code is based on the principles of the UN Global Compact and our Declaration of Principles on Respect for Human Rights, ensuring that environmental and human-rights issues are firmly embedded in our code.

Proper conduct requires continuous elaboration. Therefore, we ensure that all new employees become acquainted with the principles of our Code of Conduct during the onboarding process. Through regular training and department-specific information sessions, we ensure that respectful and cooperative interaction remains the foundation of our daily work.

Our highest priority is to ensure equal opportunities, diversity within our organization, a healthy work-life balance, and integration. However, we have not set a quantitative target in this regard.

Code of Conduct

We respect the individuality and the rights of every individual and strive for constructive, trusting cooperation. Discrimination and any behavior that

violates the dignity of our employees or breaks any rules are not tolerated at any of our sites. These principles also apply to all personnel decisions.



Diversity

With around 7,000 employees from 84 nations, Vetter stands for impressive diversity. This diversity is firmly anchored in our corporate strategy because we believe it is a key to success.

As supporters of the Diversity Charter, we are committed to a work environment that is free of prejudice and promotes equal opportunities and appreciation—regardless of origin, gender, religion, belief, abilities, age, or sexual orientation. For us, diversity also means creating opportunities that suit the different lifestyles and realities of our employees while supporting them with a wide range of offers for all phases of life.

Our practiced diversity was demonstrated at the fourth Vetter Diversity Week held in 2024. Under the motto “Standing for Diversity,” we once again used digital and analog formats to raise awareness of this important topic and to sensitize our employees to the benefits of diversity.

“Made in Germany—Made by Diversity”

Together with 140 German family businesses, we are committed to democratic values in the initiative “Made in Germany—Made by Diversity.” As a medium-sized family business, we see it as our responsibility to actively promote and preserve fundamental values such as freedom, human dignity, justice, equality, and democracy.

Girls’ Day 2024 – Enthusiasm for technology

The theme of Girls’ Day 2024 was “Artificial Intelligence (AI) and the Transformation of the Working World.” As a company that actively promotes innovation and future design, we are particularly committed to getting young talent excited about engineering and technology—and we impressively demonstrated this once again at Girls’ Day 2024.

7,000
employees from
84 nations



Integration Entry Program

On October 1, 2024, Vetter offered the first course in its new Integration Entry Program, which trains people from diverse backgrounds linguistically, culturally, and professionally, and qualifies them for work at Vetter.

The new program had 15 participants in its first round, and Houda Derouiche is one of them.

"A friend of mine, who already works at the company, recommended that I apply to Vetter. I was very happy when the email with the invitation to the Integration Entry Program arrived," recalls Derouiche, who has lived in Ravensburg since 2008 and had previously studied economics in her home country of Tunisia.

Derouiche researched online about Vetter, the industry it belongs to, and the tasks the company performs. "As a child, I always wanted to work in a pharmacy. I remembered that when I learned about

Vetter," says Derouiche, recalling how this opportunity seemed to bring everything together. For six months, Derouiche got better acquainted with the Vetter culture, improved her language skills to the target level B1+, became familiar with technical terms, and gained insights into the working worlds of visual inspection, aseptic filling, and secondary packaging. She already has a clear goal in mind after just a few weeks at the new Ravensburg-Erlen Education Center.

"I think it's important to work with people. But I also enjoy working with machines. I am particularly interested in the area of automated visual inspection, which combines both. That's where I would like to work," says Derouiche, planning her future. In addition to the career opportunities the program offers, Derouiche also appreciates the interaction with many different people at Vetter.

“

I find other cultures very exciting. With the more than **84 nationalities** that I encounter here, we learn something new every day, both professionally and personally.

Houda Derouiche

”



Harmonizing family and career

To convince people that Vetter is an attractive employer, we rely on a working environment that adapts to life. Various working time models create flexibility for every life situation. From our 9-step shift model to trust-based working time within the flexitime model (6 a.m. to 9 p.m.), we offer a wide range of possibilities to strengthen employees' work-life balance. Part-time models—whether in administration or production—allow for even more flexibility, including temporary options thanks to “bridge” part-time work (a fixed term of part-time employment with the right to return to one's previous working hours).

Our employees in production benefit from a 38-hour workweek and the tried and tested 7/3 shift model (early, late, and night shifts). With the current trial of new shift systems, shift work at Vetter is expected to become even more attractive in the future.

We value health, family-friendliness, and social contacts. Mobile work, the JobRad bicycle and Pedelec leasing program, occupational health management, and a variety of support services promote well-being. With a shift account for shift workers and up to ten additional vacation days beyond legal requirements, we create more time for leisure. We also reward long-term company loyalty with a higher number of vacation days.

Our Representative Body for Severely Disabled Employees (SBV) contributes valuable support for inclusion. In 2024, we conducted 130 counseling sessions, equivalent to an increase of 60 percent.

The focus is on topics such as disability-friendly workplace design and support with applications. The number of employees with severe disabilities has risen by eleven percent to 182 people. This is complemented by our company integration management with individual contact persons.

With these offers, we create working conditions that are flexible, fair, and future-oriented: a work environment in line with individual needs.



21 %

of employees work part-time.

Viva FamilyService—consultation and support

In collaboration with Viva FamilyService, we offer free assistance for the challenges of everyday family life. Whether it's finding a babysitter or a care facility within 48 hours, help with forms, or parenting questions, our employees benefit from comprehensive advice. Additionally, there are lectures on important topics such as living wills or powers of attorney. Information is available around the clock on our cooperation partner's website, and the service can be reached by phone during regular office hours.

"Vetter Kids" and "Vetter Digital Kids": Holiday care that gives parents a break

With our holiday program "Vetter Kids," we relieve parents and provide a format for children to play, discover, and learn. Creative and sporting activities ensure a varied program, and Vetter covers a large part of the costs.

In 2024, we facilitated nearly 700 holiday care programs—almost twice as many as in the previous year. A special highlight is "Vetter Digital Kids," a program for children aged eight to 14. Our IT colleagues provide playful and practical first insights into the world of programming. These popular workshops took place during the Easter and autumn holidays of 2024 and promote digital understanding from an early age.

Daycare, kindergarten, and our parent-child office

We support parents with company daycare places for children at two Ravensburg daycare centers. These offer long hours of daycare and meals, and the costs are partially covered by Vetter. The socially responsible allocation of places is needs-based, in line with company policy.

Family-friendly, flexible, and future-oriented

With these offers, we promote the compatibility of work and family—for a work environment that creates time for leisure and makes everyday life easier.





Retirement plan

Vetter responsibly supports its employees in building a company retirement plan. Our aim is to provide a simple, easy-to-understand, and affordable model offering financial security in old age. With our working time account model, we also enable early retirement—flexibly and without financial losses. To find the best individual solution, we advise our employees in both digital and analog formats [\(see page 28\)](#).

Focus on health

As part of our Corporate Health Management (CHM), we provide comprehensive support:

Vetter Family

This program includes places for children in daycare centers or kindergartens, organized holiday care (Vetter Kids), and the custom solutions of Viva FamilyService.

Corporate supplementary health insurance

All employees benefit from a comprehensive service catalog free of charge. This includes an annual health budget, preventive care packages, assistance services, and regular free health check-ups. Easy and quick access to specialists complete the range of offers.

With these services, we promote the health and safety of our employees—today and for a sustainable future.



Environment, Health, and Safety (EHS)

Our EHS policy bundles clear principles of action for occupational, health, environmental, and resource protection. Annual audits by insurers, customers, and certification bodies as well as in-house reviews guarantee that we maintain the highest standards. In 2024, six audits on EHS topics took place over 16

days. At the same time, EHS promotes collaboration between departments and digitizes documentation to further improve legal compliance communication with partners such as the German Social Accident Insurance Institutions or district offices.



Controlling set targets

Our EHS program ensures that we will achieve our strategic goals by 2029. Progress in 2024:

- **Environmental effects from commuter traffic:**
The environmental effect is evaluated every 2–3 years by means of a mobility survey.
- **Commuting accidents per 1,000 employees:**
Goal exceeded! Instead of the planned ten percent reduction, accidents have already been reduced by nearly 37 percent.
- **Energy consumption in relation to GVA:**
Goal exceeded! The reduction of 28 percent exceeds by far the targeted ten percent reduction.
- **Total emissions:**
We are on track to achieve our targeted reduction. The annual reduction of CO₂ emissions in Scopes 1 & 2 is 4.52 percent from 2021 to 2034.

Our EHS strategy combines safety, sustainability, and efficiency, which are fundamental to our responsible and future-proof corporate development.

247 days

for customer audits, public-office inspections, and ISO certifications

Qualifications



Adaptation and risks

In light of demographic changes and the shortage of skilled workers, our company's growth faces challenges. In order to minimize these risks early on, we are focusing on three strategic fields of action: "New working environments," "Employee recruitment and retention," and "Skill and competence management." Our activities in continuing education and digitalization also ensure that we keep our innovative strength and competitiveness.

Educational programs for all generations

Education is the foundation of our success—and our contribution to society. We support educational initiatives for all age groups and promote lifelong learning. Whether for our employees or for children and young people: Education creates opportunities and pays off for everyone in the long run.

Vetter Academy: a new approach to learning

With our Vetter Academy, we strengthen the professional and personal development of our employees. Seminars, e-learning, and digital platforms offer a variety of modern options to learn—whenever and wherever its convenient. In 2024, our employees completed over 2,500 learning hours on an independent external digital learning platform.

New among our offers: a language learning platform that individually supports the flexible acquisition of German or English skills—regardless of one's language level.

Our learning map

offers a wide range of educational opportunities to quench any thirst for knowledge



Training at the highest level

With 160 apprentices and working students in 20 apprenticeships and dual degree programs, Vetter is one of the largest training companies in the region. We train the specialists, executives, and innovators of tomorrow. Our new Education Center in Ravensburg-Erlen sets standards: Sprawling across 5,000 square meters, our state-of-the-art laboratories and preparation rooms offer optimal conditions for hands-on scientific training. There are already plans to expand our training programs to open up even more perspectives for young talents.



Trainee master's program: theory meets practice

Since 2020, and in cooperation with Reutlingen University, we have been offering a two-year work-study master's program for a degree as "Master of Science, Pharmaceutical Science, and Business." Participants gain comprehensive insights into our company, learn to combine theory and practice, and lay the foundation for a successful career.

Internships and degrees: insights with perspective

In 2024, 32 students wrote their graduate theses at Vetter. In addition, 143 students and 121 university interns gained their first insights into our working world. Particularly gratifying is that we were able to hire 28 interns for permanent positions as soon as they finished their programs.

Careers at Vetter: a broad range of opportunities for talents

Whether apprenticeship, dual study, trainee program, or internship, we offer young people exciting opportunities to develop and shape their professional future. Together we invest in the next generation of skilled workers and strengthen the innovative power of tomorrow.

160 Apprentices and working students in dual programs

20 Occupational training and study courses



Health Management

Vetter Care

Under the name Vetter Care, we bundle the offers of our Corporate Health Management (CHM) to actively promote the health and well-being of our employees. These include in-house social counseling, an external “trusted person,” the addiction prevention working group, an external support network, and our workplace reintegration management.

Employee counseling services: quick help in stressful situations

Two experienced social counselors support our employees in personal, professional, or familial stress situations. In a trusting atmosphere, topics such as professional conflicts, personal hardship, or health problems—including psychological issues—can be addressed. Discretion is of the highest priority: All conversations are strictly confidential. If necessary, our social counselors will provide a referral to regional specialists.

External “person of trust”: independent conflict resolution

For one-and-a-half days each month, an external person of trust is available to our employees to act as a neutral mediator in conflicts and to discreetly support individuals with concerns.



Addiction prevention working group: living consciously, acting consciously

Our addiction prevention working group is a point of contact for employees with addiction-related problems who seek support. In 2024, we dedicated an action week to the topic “Healthy sleep” specifically for shift workers. Under the motto “The pill to fall asleep, the pill to wake up,” we raised awareness about the risks of medications used to induce sleep and presented alternative methods.

Workplace reintegration management: support after longer absences

After longer absences (of at least 42 days in a twelve-month period), our employees receive an offer for a voluntary and confidential info-session. The goal is to develop individual solutions that facilitate work re-entry. The various supportive offers of CHM are also presented to ensure tailored assistance.

EGYM Wellpass: unlimited sports and wellness

In October 2024, we celebrated the two-year anniversary of the EGYM Wellpass, which has steadily grown in popularity since its introduction. Today, our employees can access various sports and wellness programs from over 10,000 providers in Germany and Austria. For the monthly price of a membership, they enjoy unlimited access to all participating facilities. In 2024, the Wellpass was used a total of 107,954 times, and our employees were active four times a month.



> 10,000
sports and wellness offers

Vetter Health Pass: prevention and education for everyone

With the Vetter Health Pass, we bundle free offers around prevention, nutrition, exercise, and mental health. In 2024, there were 41 options, including skin screenings, cooking workshops, and dragon boating. There was also room for information and exchange about sensitive topics, such as coping with miscarriages.

The online program "Shift-Fit," specifically tailored for shift workers, provides practical tips for everyday work. The ever-evolving "Healthy Start" program continued with equal success. Apprentices and students are trained in mandatory modules on topics such as exam preparation, addiction prevention, or self-management. Additionally, they can choose voluntary modules on nutrition, mindfulness, or mindset. And to keep improving the quality of our offers, we ask participants for their feedback in evaluation forms.

Vetter Work: support in everyday work

To help employees cope with the physical demands of shift work, we offer targeted relief options. From the moment they're hired and at regular intervals during their employment, we also offer our employees training on workplace risks. Employees working in Visual Inspection benefit from specially scheduled eye-rest breaks to preserve their concentration and vision. Additionally, we train executives as "ergo scouts" who act as contacts for ergonomic solutions.

Company Physician Services: focus on health

Vetter's Company Physician Services take comprehensive care of the health of our workforce. In addition to recruitment and aptitude tests, our Company Physician Services offer first-aid workshops, acupuncture, vaccinations, and initial treatment for acute complaints. With their knowledge and commitment, the three doctors of our Company Physician Services are always available to our employees, ensuring that health and well-being remain a priority.

With these programs, we cultivate a holistic concept of health management that supports employees in every life and work situation.

Vetter
Health

Health and safety in the workplace

EHS-relevant training for employees

In 2024, our employees completed a total of 30,952 EHS-related training sessions, both in-person and in e-learning formats. This corresponds to an average of 3.7 training sessions per person. Additionally, 1,286 external service providers were trained via our in-house e-learning system SuccessFactors (SF). A special highlight is our free car-safety training, which 40 colleagues participated in during their off-hours. To ensure quick help in medical emergencies or safety incidents, all first aid kits are equipped with the respective building's emergency numbers.

Assessment of ingredients: safety first

The focus is on protecting our employees. Customer inquiries are carefully reviewed by our High Potency Drugs Committee to assess potential hazards from ingredients. We analyze pharmacologically active and toxic substances as well as finished pharmaceuticals to determine their hazard potential. Substances posing a high risk such as cell toxins or substances with extremely low Occupational Exposure Limit (OEL) values are consistently rejected. For approved substances, we establish comprehensive protective actions.

Ergonomics: prevention through optimized workplaces

Our ergonomic actions aim to protect employees from health damage and to promote their efficiency at work. During the onboarding process, we offer ergonomic consultations to ensure the individual adaptation of workplaces (e.g., office chairs, desks, monitors). Where necessary, we provide ergonomic aids such as laptop risers, gel pads, or special mice and keyboards. Additionally, we continuously analyze all areas of activity to identify stress factors and to optimize the working environment according to ergonomic criteria.



> 300

ergonomic consultations in 2024

Management of hazardous materials: Safe handling of critical substances

Our hazardous materials management is based on the consistent use of SAP software. It supports us in substitution testing, in monitoring the release of hazardous substances, in updating safety data sheets, and in the management of hazardous materials registers and operating instructions. Hazardous materials are kept centrally in our operating materials warehouse and are stored strictly according to legal requirements. Regular inspections by an approved inspection agency guarantee the highest level of safety.

Thanks to systematic risk assessments, we minimize risks in handling hazardous materials and pharmaceuticals. We always strive to use fewer critical substances. Only 2.8 percent of our waste is classified as hazardous. Regular customer audits positively evaluate our management of hazardous materials, confirming the effectiveness and diligence of our actions.

With these comprehensive initiatives, we set a strong example for the safety and health of our employees and create a safe working environment that meets the highest standards.

Risk assessment for mental stress

Given the increasing amount of psychological stress in society, especially in the workplace, our obligation as an employer is to systematically assess these potential hazards. Within the scope of the Occupational Health and Safety Act, we conduct assessments of mental stress to ensure that potential stress in the workplace is identified and appropriate measures are taken.

Our approach is comprehensive and integrates several evaluation processes:

Employee surveys

These provide valuable insights into the actual causes of stress and the perspectives of employees who are at their workplace daily.

Workplace inspections

In collaboration with a steering committee consisting of EHS, CHM, the Company Physician Services, the Works Council, and HR, hazard potentials are assessed directly on-site.

Workshops

Based on the results of surveys and inspections, actions are developed in workshops that offer concrete solutions for the identified causes of stress.

This integrative approach allows us to view psychological stress from different perspectives and to specifically reduce them in order to promote the well-being of our employees.

My safe route to work

As part of our EHS program, we have set the goal of reducing by ten percent the incidence of commuter accidents per 1,000 employees by 2029. We continuously implement actions to improve driving safety and accident prevention, including:

- Bicycle workshops for employees to increase safety in road traffic.
- A tool that identifies dangerous stretches in employees' commutes and provides appropriate advice to further reduce the risk on commutes.

Commuter accidents

In 2024, we recorded a total of 132 commuter accidents, of which 38 were reportable and 94 were nonreportable. This represents a slight increase compared to the previous year.

Slips, trips, falls

In 2024, 49 people fell, tripped, or slipped during working hours. These accidents accounted for 37.56 percent of total lost time due to accidents.

Mechanical hazards

In 2024, we recorded 75 accidents due to mechanical hazards—in particular, impact injuries—which represents a slight decrease compared to the previous year. These incidents accounted for 15.05 percent of total lost time due to accidents. We continue to focus on preventive measures and training to minimize mechanical risks and promote the well-being of our employees.

Work-related illnesses

For reasons of data protection, we do not receive detailed information on the causes of work-related absences. Therefore, we cannot precisely determine whether these are work-related or due to private causes. Nevertheless, we rely on proactive health promotion to increase the general well-being of our employees and to prevent work-related illnesses.

At **100 %**
of the operating sites, a health & safety risk assessment was carried out.

» Performance Indicator GRI SRS-403-9:
Work-related Injuries

The figures for 2024 for all employees are as follows:

- Number of fatalities due to work-related injuries: 0
- Number of work-related injuries with severe consequences (more than six weeks of absence): 4

Number of documented work-related injuries (work accidents):

- Number of reportable injuries: 64
- Number of non-reportable injuries: 72

Number of days lost due to work-related injuries & illnesses: 1,092

The main types of work-related injuries:

- Hazard categories (top 3):
 1. Commuter accidents
 2. Slips, trips, falls
 3. Mechanical hazards
- Number of hours worked: 10,556,722 hours

Accidents involving external employees hired by partner companies are not recorded, as these are protected personal data that are not made available to us. There is no reporting obligation on our part, as these accidents are directly recorded and processed by the respective partner companies.

Within the scope of our EHS system, we have established committees that ensure the comprehensive participation and consultation of employees on all topics related to occupational safety and health protection.

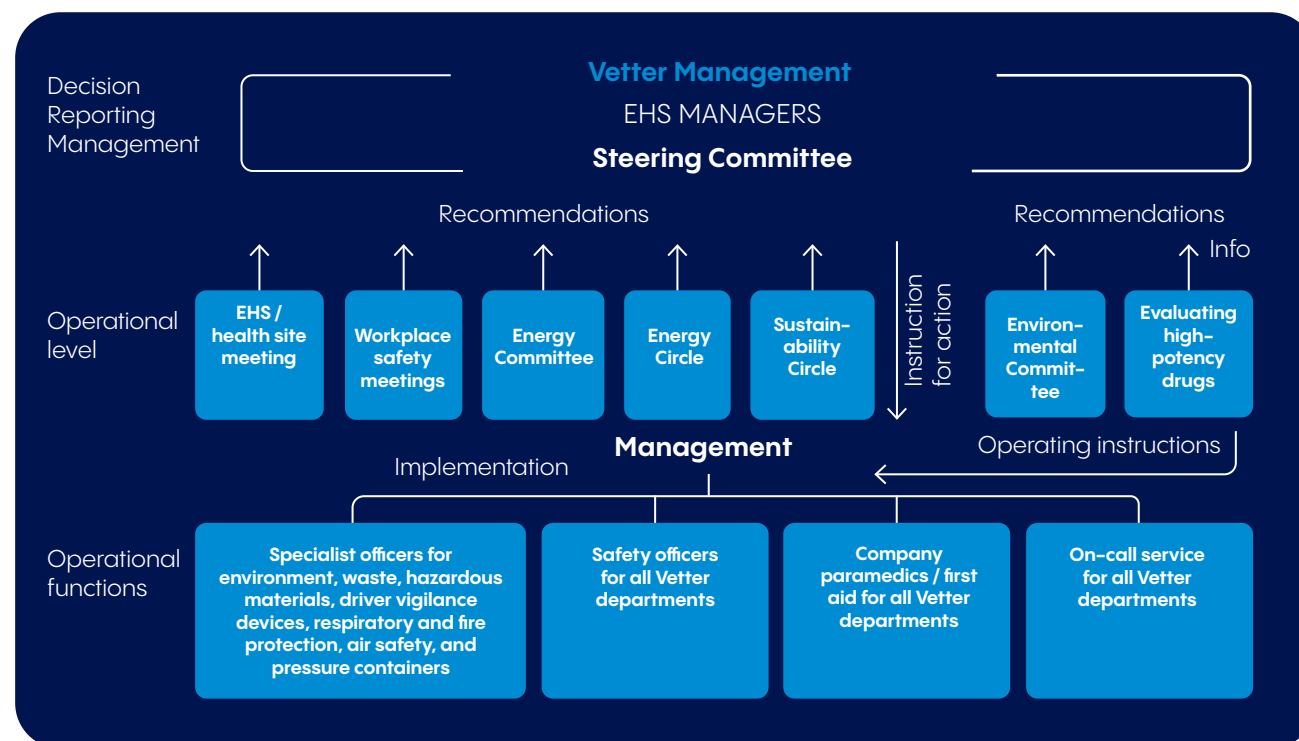
» Performance Indicator GRI SRS-403-4:
Employee participation in occupational health and safety

Employees have numerous opportunities to actively contribute:

V³ system: This widely used system allows employees to directly submit optimization suggestions on EHS topics.

Reporting observed weaknesses: Even without specific improvement suggestions, employees can report potential weaknesses or dangerous situations as well as narrowly avoided accidents online. This enables low-threshold communication and promotes a proactive safety culture.

Additionally, the Works Council is involved in all relevant committees, such as EHS and CHM, thus strengthening the perspective of employees in the design and improvement of safety and health measures.



» Performance Indicator GRI SRS-404-1 [see G4LA9]:
Hours of seminars and advanced vocational training

Department-specific seminars

Department-specific seminars are specifically commissioned by the respective departments and tailored to their needs and requirements.

External seminars

External seminars take place either on-site with the organizer or online. These seminars cover topics and content that we cannot offer in-house and provide our employees with the opportunity to further educate themselves in specialized areas.

In-house seminars

In-house seminars are open to all employees and are a valuable opportunity for further education within the company. Special programs are also offered for executives. All our seminars can be found on the Share-Point "Vetter Learning—Easy Learning" and can be booked through our SuccessFactors system.

Vetter Insights

Vetter Insights are likewise tailored to all employees and offer insights into various departments of the company at all sites. These sessions are offered in the form of e-learning, webinars, and tours and promote understanding of different company divisions as well as collaboration across departmental boundaries.

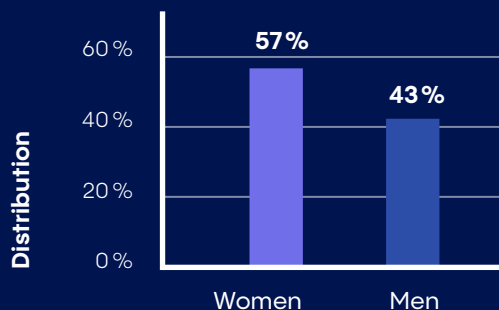
Mandatory courses

	SOPs read	Courses completed
Pharmaceutical Production	376,137	74,564
Vetter total	656,643	126,568

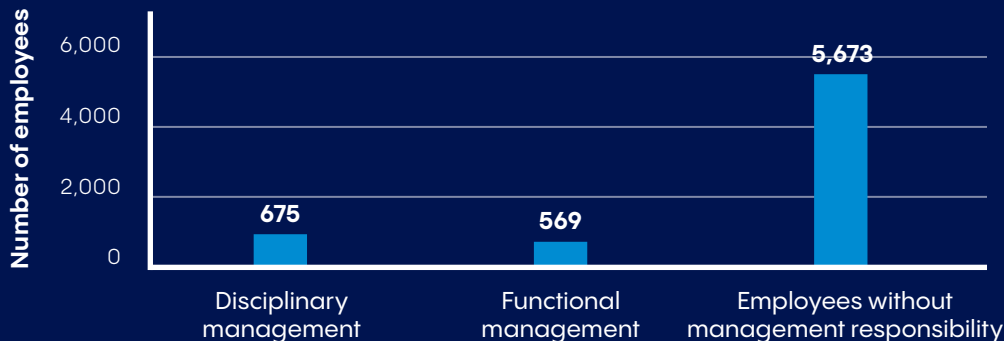
Voluntary courses and vocational training (In hours)

Type	of advanced training	of whom men	of whom women
Department-specific	0.47	0.77	0.24
External	0.99	1.45	0.64
Internal	10.35	10.00	10.61
Total seminars	11.81	12.23	11.49
Vetter Insights webinars	0.27	0.18	0.35
Classroom training	0.04	0.02	0.06
Total Vetter Insights	0.31	0.20	0.41

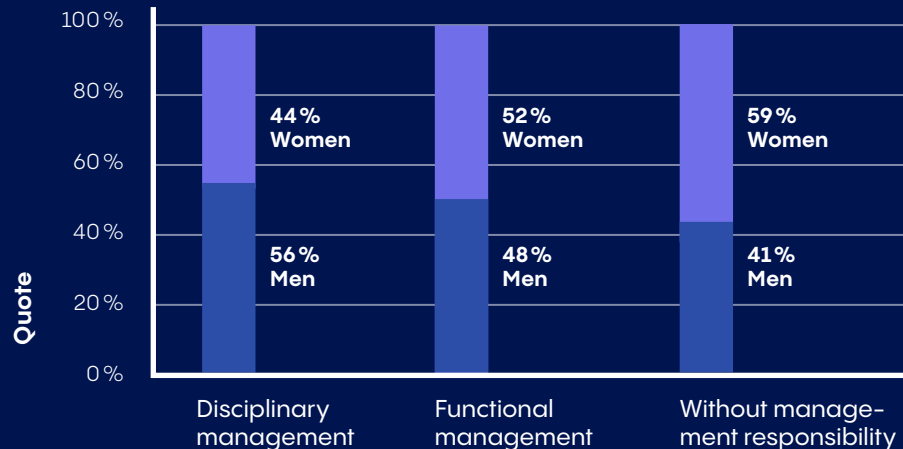
Women's/men's share*



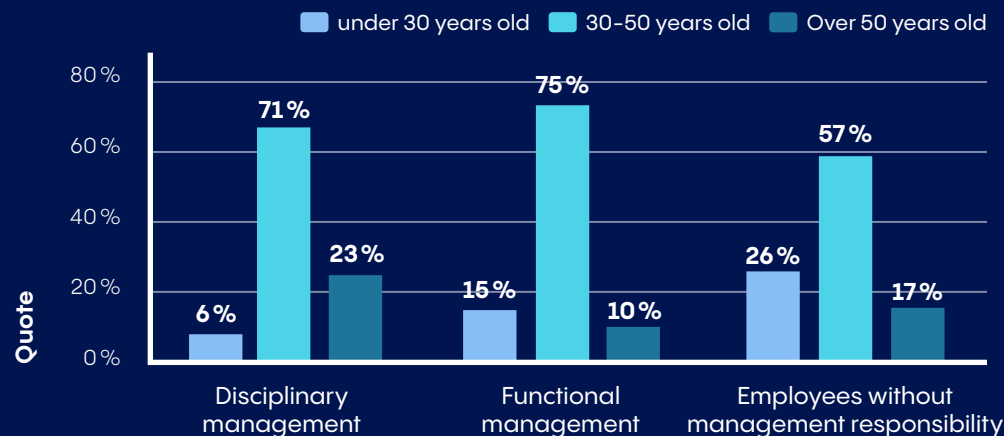
Number of employees by leadership type*



Women's/men's share by employee category*

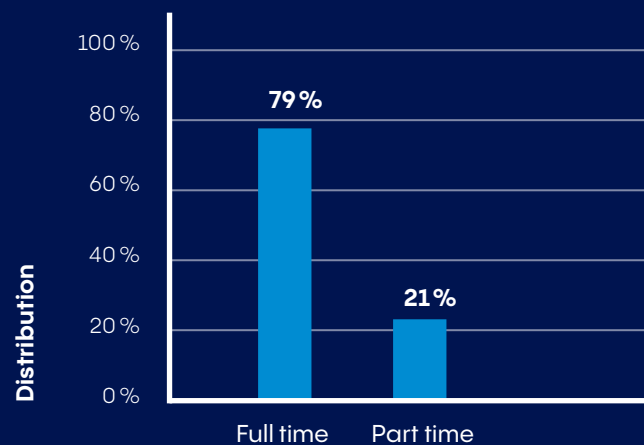


Distribution of work by employee category*

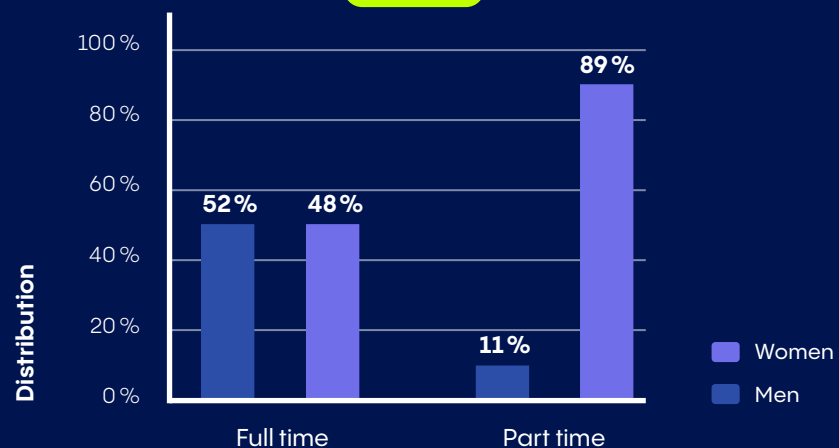


*All figures (as of December 2024) refer to Vetter worldwide. No figures were given in the "diverse" category in order to protect the data of the employees and to avoid drawing conclusions about individuals.

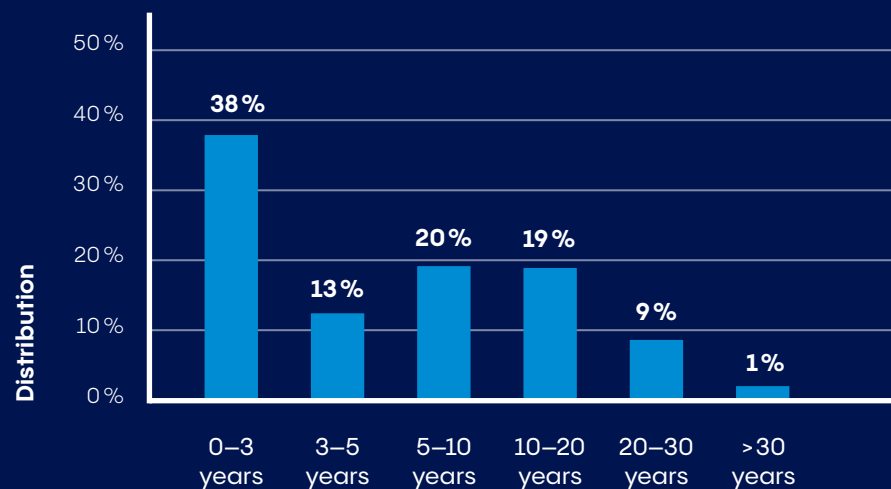
Working hours*



▼ of whom



Years of employment*

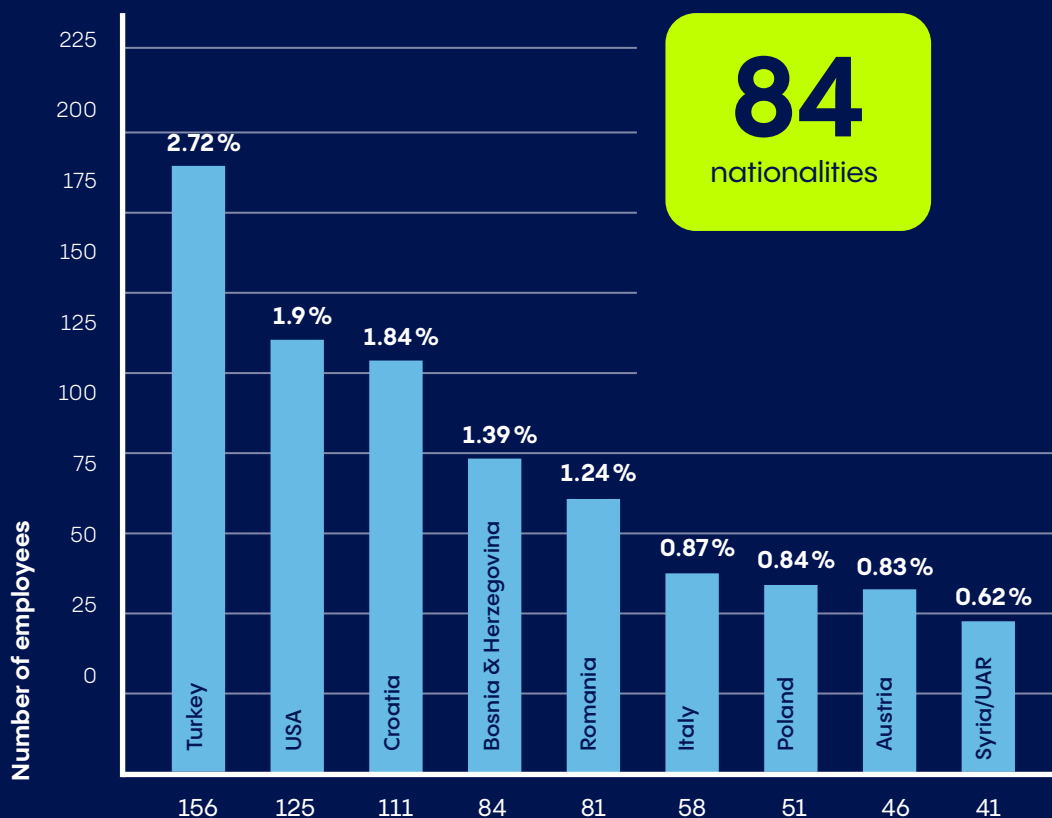


» Performance indicator GRI SRS-406-1: Incidents of discrimination

In 2024, we received two reports of incidents of discrimination.

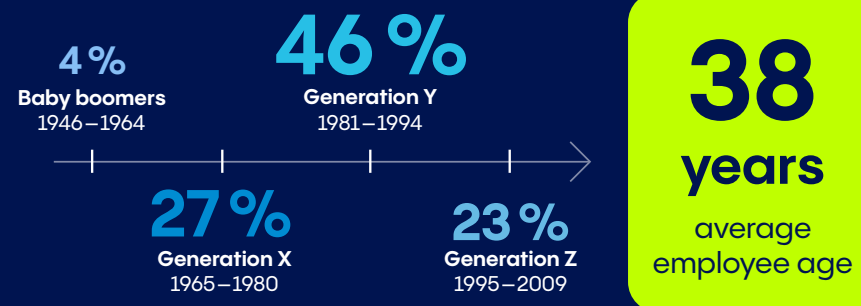
*All figures (as of December 2024) refer to Vetter worldwide.

Countries of origin besides Germany*



84
nationalities

Mix of generations*



Family and career*

316
employees are currently
on parental leave



*All figures (as of December 2024) refer to Vetter worldwide.

Human Rights

Principles guiding our actions

We are fully committed to respecting human rights. For us, this means taking responsibility for their protection in our global supply chain. We adhere to internationally recognized agreements and applicable laws and implement targeted actions to effectively prevent human rights violations throughout our business processes. We are committed to respecting human rights both within our company and along our supply chain.

At Vetter, we ensure the respect for human rights in our own business operations, even though we have not yet set specific quantitative goals for this. Our commitment to upholding human rights is part of the Vetter Code of Conduct, which applies to all employees. Through regular training, we raise awareness among our employees and emphasize that respecting human rights is an integral part of our corporate culture and ethical understanding.

We also expect our business partners to fully respect human rights. In 2023, we further developed our Supplier Code of Conduct and integrated it into a general Business Partner Code of Conduct. The latter includes our stance and principles regarding human rights, which are also expected from our customers, suppliers, and service providers.

We only work with business partners who ensure fair labor practices and exclude child labor, forced labor, and slavery in their organizations. Our business partners contractually commit to complying with all relevant legal regulations, including the principles of our



Business Partner Code of Conduct. Should a business partner violate our values and show no willingness to change, we reserve the right to terminate the business relationship.

We continuously review our own business operations as well as those of our direct suppliers for potential risks and violations of human rights. This is done through an annual risk analysis process as well as ad-hoc reviews. Using this risk-analysis approach, we first identify country- and industry-specific risks. If increased risks are identified, we review them in detail for human rights or environmental violations. The results of these analyses are incorporated into our supplier selection and management processes and serve as the basis for defining preventive and corrective actions.

Our suppliers undergo a comprehensive compliance and due-diligence review when contracts are concluded, supported by published country risk profiles and in-house analyses. Additionally, we have established a whistleblowing hotline for employees and external parties, operated by an external ombudsman, which allows for the anonymous reporting of risks or actual human rights violations.

Communication and training

We have clearly communicated our Declaration of Principles on Respect for Human Rights. It is regularly updated and published on the intranet, and employees are continuously made aware of these topics through in-house training and awareness-raising actions. Our executives are required to complete a compliance course every two years that also addresses the protection of human rights.

Complaint mechanisms

Our employees and third parties can report human rights violations through various channels such as the whistleblowing hotline and the Corporate Compliance Office. Such cases are handled according to our procedural rules for complaints, and all reports are treated confidentially. We regularly review the effectiveness of

our complaint system and make adjustments where necessary.

Code of Conduct and Human Rights Review for suppliers

Our Business Partner Code of Conduct includes the principles of the four ILO core standards and obliges our suppliers to comply with these standards. Before entering into business relationships with new suppliers, we conduct a risk analysis that identifies potential human rights risks. If increased risks are identified, we take appropriate preventive and corrective actions and integrate audit rights into the contracts to monitor compliance. Additionally, we reserve the contractual right to terminate the business relationship in the event of a violation for business partners with increased risk.

Actions in the case of violations and remediation

If the principles of our Business Partner Code of Conduct are violated, we take actions in collaboration with our suppliers to remedy the violations and prevent future recurrences. Should a supplier show no willingness to cooperate in remedying the violation upon our request, we reserve the right to terminate the business relationship. In 2024, no human rights violations were identified, which is why no corrective measures were required.

If increased risks are identified, we take appropriate preventive and corrective measures and integrate audit rights into the contracts to monitor compliance. Additionally, we reserve the contractual right to terminate the business relationship in the event of a violation for business partners with increased risk.



Preventative measures

- Codes of Conduct for employees and business partners
- Training (e-learning, face-to-face, workshops)
- Guidelines
- Consultation, information, raising of awareness



Detection measures

- Regular risk analyses
- Regular compliance health checks
- Business partner compliance
- Due diligence
- External whistleblowing
- Internal whistleblowing system



Countermeasures

- Internal investigations of reported misconduct
- Improvement of existing and
- Introduction of new processes
- Sanctions or consequences



» Performance Indicator GRI SRS-412-3:
Investment agreements that underwent human rights screening

With every project awarded and investment decision made, we consider human rights aspects by:

- subjecting potential business partners as well as existing suppliers to a regular compliance and due-diligence review during the course of the business relationship. In the case of imminent or actual violations, we take preventive and corrective actions.
- negotiating contractual clauses that reflect the degree of risk in regard to our business partners' obligations and our right to monitor compliance and terminate where necessary.
- requiring our suppliers to comply with our Business Partner Code of Conduct. For projects that exceed a certain investment sum, we also evaluate environmental, health, and safety aspects.

During the reporting period of 2024, no violations were identified, which is why no remedial actions were required. A report related to the LkSG is currently being processed and evaluated according to the procedural rules for complaints. Additionally, actions are being developed to eliminate any identified violations and address negative consequences for the complainant that were caused by the violation. Furthermore, we develop concepts to prevent recurrence, initiate their implementation, and monitor their progress.

» Performance Indicator GRI SRS-412-1:
Operating sites audited for human rights aspects

Our sites are located in Germany, Austria, Japan, Singapore, South Korea, China, and the USA. As a minimum standard, we adhere to the locally applicable legal requirements and regulations. Our Code of Conduct, which applies to all sites throughout the company, and our related Declaration of Principles are clear commitments to respecting and upholding human rights. All Vetter employees are also regularly made aware of this topic through compliance training.

As part of our analysis, we last reviewed the risk of human rights violations for our business operations in 2024 and did not identify any significant or specific risks or violations.

» Performance Indicator GRI SRS-414-1:
New suppliers that were screened for social criteria

We expect our business partners to comply with our Business Partner Code of Conduct as well as to make this agreement mandatory in new supplier contracts. All new suppliers must undergo an LkSG assessment, using either an in-house questionnaire or an external evaluation platform. Moreover, we conduct an additional review of the supplier if a compliance violation is suspected.

» Performance Indicator GRI SRS-414-2:
Social impacts of the supply chain

As a service provider in a strictly regulated industry, it is our ambition that we always act in compliance with laws and regulations along the entire value chain. We demand integrity from all our business partners and select our suppliers on the basis of the highest pharmaceutical quality standards. An annual cross-sectional assessment of our suppliers guarantees compliance with our quality and supply chain standards. We also check whether our suppliers have appropriate EHS systems in place and require proof of certification for occupational health and safety management (DIN ISO 45001), environmental (DIN ISO 14001), and energy management (DIN EN ISO 50001) systems. We ourselves incorporate independent evaluations (e.g., from EcoVadis) into our supplier assessment.

The control mechanisms mentioned here currently cover over 95 percent of our material procurement volume for aseptic filling.

Even before the German Act on Corporate Due Diligence Obligations in Supply Chains came into force, we set up a cross-departmental team to implement new regulations. We also work with independent agencies in this process. With the help of a specially designed questionnaire, our existing suppliers and potential new business partners underwent a sustainability screening in 2023. We initiate corrective actions for suppliers with potential risks to human and labor rights. This may include requesting that the supplier concerned review and strengthen information on their sustainability management activities. We assess at regular intervals whether the supplier in question complies with our suggestions for improvement. For more information on the German Act on Corporate Due Diligence Obligations in Supply Chains, see the ["Depth of the value chain"](#) section of this report.

Declaration within the meaning of the National Action Plan (NAP): Business and Human Rights



Declaration of Principles on Respect for Human Rights

a.) Does your company have its own company policy on respecting human rights?

” Vetter has its own corporate policy, which was developed in coordination with the Managing Directors, approved, and signed by them.

b.) Have the Managing Directors adopted the Declaration of Principles?

” The Managing Directors have adopted the Declaration of Principles on Respect for Human Rights.

c.) Describe your company's internal and external communication regarding the Declaration of Principles.

” All members of the company, including the Works Council, have been informed about the publication and storage location of the Declaration of Principles through a notice on the company's intranet. The Vetter Code of Conduct also incorporates the principles for the protection of human rights, and the contents of the Declaration of Principles are part of in-house corporate compliance training. Every executive with responsible for disciplinary management is required to complete this course every two years.

d.) Which hierarchy level is responsible for human rights issues? (CSR-RUG Checklist 1b)

” The Managing Directors are responsible for the implementation and compliance with the Declaration of Principles. To this end, the Managing Directors have appointed a person as legal counsel and Corporate Compliance Officer and designated this person as the Human Rights Officer, whose task is to monitor the compliance with human and environmental due diligence obligations according to the LkSG and our Declaration of Principles. In this role, the Corporate Compliance Officer reports regularly to the Managing Directors.

e.) What is the scope of the policy (which sites, including subsidiaries, etc.)?

” The provisions apply to the entire Vetter Pharma group of companies, including subsidiaries and majority holdings. We also communicate our expectations transparently to business partners: The Business Partner Code of Conduct introduced in 2023 also includes our Declaration of Principles on Respect for Human Rights.

Procedure for identifying actual and potential adverse effects on human rights

a.) Report whether and how your company analyzes human rights risks (through your business activities, business relationships, products and services, sites, and political framework conditions) (Criterion 17, Checklist aspect 4).

” We continuously check whether our business activities along our supply chain pose risks to human or environmental rights. An annual and, where necessary, ad-hoc risk process for our own business operations and our direct suppliers is the basis of this system. In cases of suspicion, we also conduct this process ad-hoc with indirect suppliers.

b.) Are particularly vulnerable groups included in the risk assessment?

” As no risks were identified in our own business operations and along our supply chain, there is no need for a detailed consideration of particularly vulnerable groups.

c.) Please assess the severity of human rights risks and the company's ability to influence them?

” As a service provider, we are bound by strict regulatory requirements and are sometimes only able to influence topics with great sustainability potential to a limited extent. Nevertheless, we always try to find efficient and sustainable solutions together with business partners, e.g., regarding material or product selection.

d.) How are the monitoring procedures regarding human rights risks integrated into your company's risk management?

” The Managing Directors bear the overall responsibility for the implementation of our human rights strategy. The operational implementation of our processes for human rights due diligence is carried out by the relevant departments, e.g., Procurement, Corporate Compliance, EHS, and Human Resources. The Human Rights Officer is responsible for reviewing the risk management, including conducting risk-based control actions, and reports regularly—at least once a year, but also on an ad-hoc basis—to the Managing Directors on this topic. Additionally, we have established a Human Rights Committee consisting of representatives from various departments under the leadership of the Human Rights Officer; members met biweekly in 2024. Other committees in the company, such as the Sustainability Circle, also meet regularly to discuss current topics related to human rights or environmental issues.

Monitoring the effectiveness of our measures and the complaint mechanisms

a.) Are there training sessions for employees on human rights?

” Our Declaration of Principles on Respect for Human Rights is part of our Vetter Code of Conduct, to which all employees across the company are committed. In regular in-house training and awareness-raising actions, we communicate the contents of the Code of Conduct and discuss exemplary cases.

b.) Please describe whether and how compliance with human rights is monitored.

” We monitor compliance by using a risk-based approach, initially examining the abstract country- and industry-specific risks of our business operations and direct suppliers. As a subsequent step, business areas or suppliers for which we identify an increased risk are individually checked for violations. The results of the risk analysis are also incorporated into the supplier selection and management processes and form the basis for describing appropriate preventive actions and countermeasures.

c.) Please describe in-house complaint mechanisms and those responsible for them within the company and explain how access to external complaint procedures is ensured.

” In addition to in-house communication channels and the Works Council as a point of contact, especially for labor law violations, we operate a complaint system that allows employees and third parties, e.g., suppliers, their employees, or other business partners, to report human rights and environmental risks anonymously or with contact details. Moreover, we have established an in-house corporate compliance hotline, a whistleblowing hotline, and another in-house complaint hotline for environmental issues. Reports received through any of these channels are processed according to established procedures in order to investigate the respective matters. All reports are treated with strict confidentiality, and the resulting processing is clearly defined in the rules for complaint procedures. We apply the same processes to comply with our due diligence obligations according to the LkSG. We review the effectiveness of our complaint procedures annually in order to make adjustments where necessary.

d.) Do whistleblowing actions also apply to suppliers?

” Both company-affiliated and external persons can contact our whistleblowing hotline, which is managed by an external ombudsman. Reports may be submitted anonymously or personally, either during a confidential conversation or in writing.



Human rights due diligence in the value chain

a.) Is there a code of conduct for supplying companies that includes the four ILO core labor standards?

” We place high expectations on our business partners and suppliers regarding the respect for human rights and environmental protection, and we communicate them through our Business Partner Code of Conduct. The principles of the four ILO core labor standards are also part of this code.

b.) Please state whether and how a review of human rights risks is conducted before entering into a business partnership.

” In the same way as in our own business operations and with existing suppliers, we conduct an initial risk analysis with new suppliers, the results of which are incorporated into the supplier selection and management processes. If increased risks are identified, we impose appropriate preventive and corrective actions on suppliers. Our goal is to commit all suppliers to our Business Partner Code of Conduct for the protection of people and the environment. Towards that end, a corporate compliance clause is contractually agreed with new suppliers, the content of which is based on the risk identified in the initial risk analysis. This clause includes various control mechanisms, such as information rights and audits, in order to ensure the implementation of our expectations.

c.) Are supplying companies trained on human rights?

” To date, we have not identified any relevant violations among our suppliers, which is why there has been no need to train the employees of our suppliers.

d.) What processes does your company use to ensure compliance with human rights among supplying companies?

” Within the scope of the annually repeated risk analyses, we closely monitor supplying companies to identify potential legal violations. Additionally, internal and external stakeholders have the opportunity to use our complaint systems to report violations. If suppliers are identified as having an increased risk, we secure audit rights contractually. This allows us to personally inspect and assess potential violations of our principles.

e.) Do you (together with supplying companies) take actions in the case of conflict or do you cooperate with other players? If so, which ones?

” If violations of principles are identified in our business operations, we undertake every effort to end such violations by taking appropriate actions and preventing a recurrence. We address risks or actual violations among our suppliers with packages of actions that are appropriate to the severity of the violation or risk. We communicate these actions to the affected suppliers and regularly exchange information regarding the implementation of these

actions. If suppliers do not respond sensitively enough, leave risks unaddressed, or continue with violations, we have the option to terminate business relationships. However, such a serious conflict has not yet occurred in our own business operations or in collaborations with our suppliers.

f.) What concepts exist for remediation? Please describe cases during this reporting period.

” In 2024, no violations, risks, or breaches of our principles were identified. Consequently, no preventive or corrective actions were required. A report related to an alleged violation of the provisions of the LkSG is currently being processed according to the rules for complaint procedures. As part of this process, actions are being developed to eliminate the identified violation and prevent future cases of the same kind. We implement these actions and monitor their progress.

Community



At Vetter, we challenge ourselves daily to give back to society by doing more than just providing important drug products. That's why we support a variety of social projects and charitable organizations that help us to make a positive contribution.

Our projects and initiatives in 2024:

- Clinic–Home Interface: Support for tumor patients and chronically ill people with limited life expectancy to help them cope with their challenges.
- "Haus der kleinen Forscher" (the "Little Scientists' House" Foundation): Promotion of "research corners" in regional kindergarten classrooms to spark children's interest in technology and natural sciences.

Local and regional initiatives:

- Radio 7's Drachenkinder: Support for children and young people with illness, trauma, or disability.
- Hospice Schussental: Care for terminally ill patients.
- Kapuziner Kreativzentrum: Meeting place and exchange platform for creative minds.
- Ravensburg Art Museum: Support for one of the largest private collections in southern Germany.
- Rutenfest Ravensburg festival: Promotion of the preservation of this historic festival in our region.
- Mosquito Circus School: Integration of circus performances into our Vetter Kids holiday programs.

Employee commitment:

- Support for sports events such as the Landesturnfest (a gymnastics festival).
- With the initiative Vetter Goes Social, our apprentices, dual students, and interns engage in various social projects. In 2024, they formed a team that launched established projects such as the Vespers Church as well as new initiatives like the IT Café for seniors.
- Other projects include the summer evening for seniors, crafting and baking cookies with children from refugee homes, and the "Buy One More" campaign, where ALDI customers donated products to the Ravensburg food bank.
- Meals on Wheels: In the fall of 2024, our US colleagues volunteered for the organization Meals on Wheels in Northeastern Illinois, delivering meals to needy seniors and the sick.
- The Foundation "Kinder forschen" ("Kids Doing Research"): We support early Science, Technology, Engineering, and Math (STEM) education by having our apprentices conduct research classes in five kindergartens annually in order to promote early interest in science and technology.

» Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

In 2024, the Vetter group generated revenue of 1,114 million euros (2023: 1,002 million) and employed an average of 6,691 employees (2023: 6,186).

Personnel expenses amounted to 518 million euros (2023: 472 million). This corresponds to a personnel expense ratio of 46.5 percent in relation to revenue (2023: 47.1 percent).

Vetter invested a total of 268 million euros (2023: 222) in fixed assets in 2024, mainly in the expansion and new construction of production facilities and the corresponding equipment for clean rooms. The goal of these investments is to continuously expand capacity and to meet the increasing market demand. As a result of these investments, the balance sheet total increased from 1,374 million euros (2023) to 1,638 million euros in 2024. Fixed assets accounted for 1,172 million euros (2023: 1,012 million).

Engaging employees: Celebrating success together

We are family

In 2024, Vetter hosted a family festival that gave employees and their families the opportunity to celebrate successes and strengthen cohesion. Vetter was also actively involved in the Sustainability Days of the state of Baden-Württemberg with initiatives such as cellphone donations and wild herb tours as well as participation in Ravensburg's "Stadtradeln" commuter cycling campaign and the "ZF-Firmenlauf" company run. These activities strengthen team spirit and send a strong signal for social responsibility and sustainable action.



Sustainability Days 2024

In 2024, Vetter once again participated in Baden-Württemberg's Sustainability Days. As every year, employees could donate their used cellphones to a good cause. Additionally, new activities such as a wild herb tour and a deep-dive lecture on recycling at Vetter were offered. On a specially set up SharePoint, employees received information about thematically related events and initiatives in the region and invited employees to participate and engage in them.

Sustainable actions were also part of everyday life: In company restaurants, the menus were designed to lower their possible CO₂ emissions.

Sustainable cities and communities

2024, 338 Vetter employees participated in the STADTRADELN commuter cycling campaign. In just 21 days, they covered a total of 75,915 kilometers by bicycle, securing first place in the "Absolute Kilometers" category.



The prize money was donated to the bicycle workshop Radzimmer in support of local initiatives.

Vetter employees also contributed to a strong presence at the ZF company run by participating with the second-largest team. A total of 677 employees participated, including 107 colleagues from the USA who took advantage of the virtual participation option.

Through these initiatives, Vetter not only strengthens the team spirit within the company but also sets a strong example for sustainability and social commitment.

Political Influence

As an international company, Vetter is committed to strictly adhering to all relevant anti-bribery and anti-corruption laws. Our guidelines are clear: We neither accept bribes, whether directly or indirectly, nor do we seek undue advantage from public officials or private business partners. We neither offer nor accept gifts, entertainment, or invitations that could create the appearance of improper influence.

Benefits of any kind may only be offered to public officials with prior approval from direct supervisors and/or the Corporate Compliance Office (CCO). In case of uncertainty about the legality of a potential benefit, supervisors and the CCO are available for consultation on legally sound decisions.

Memberships and cooperations in professional associations

Vetter is a member of the Association of Research-Based Pharmaceutical Manufacturers (vfa), which represents pharmaceutical companies in Germany who develop new and innovative drug products and bring them to market. Vetter is active in the area of manufacturing sterile dosage forms and works closely with its customers in the association. Topics such as reimbursement and pricing policy do not play a role in our business-to-business model.



Furthermore, Vetter is a member of the Pharma and Biopharma Outsourcing Association (PBOA), an association of contract manufacturers based in the USA, and of PHARMIG, the association of the pharmaceutical industry in Austria, thanks to our site in Rankweil, Vorarlberg.

The International Society of Pharmaceutical Engineering (ISPE) is the primary source of comments on pharmaceutically relevant regulations, such as Annex 1 to the European GMP rules. The ISPE is an organization of industry members, not a lobbying organization.

Additionally, we commented on the restrictions on per- and polyfluoroalkyl substances (PFASs) proposed by the European Chemicals Agency (ECHA). The reason for this was the fact that the manufacture of parenteral drugs is currently not possible without polymers such as PTFE or PVDF; the market has not yet provided alternatives. New insights are expected in 2025.

» Performance Indicator GRI SRS-415-1: Political donations

Vetter is exclusively committed to supporting social, humanitarian, and charitable organizations and projects. We do not make donations to political parties or individual politicians and do not support individuals, alternative religious organizations, or movements. Additionally, we do not promote initiatives and groups that represent or spread racist, antisemitic, discriminatory, radical, or pornographic ideologies.

Compliance with Laws and Regulations

The Managing Directors are responsible for ensuring that all applicable laws and regulations are adhered to within the company and in Vetter's business activities. To meet this corporate responsibility, Vetter implemented a comprehensive Corporate Compliance Management System in 2015. The goal of this system is to identify potential risks early on and to eliminate or minimize them as much as possible.

Through regular company-wide corporate compliance risk analyses, we derive risk profiles that serve as the basis for an action plan. This plan has a three-year horizon and is aligned with our compliance goals. Ad-hoc risk analyses are conducted when quick responses are necessary, especially in the event of legal changes that require adjustments to a risk profile or action plan.

As both Vetter and the regulatory environment we operate in are constantly evolving, corporate risks are also subject to change. Therefore, we conduct a compliance risk analysis every three years in order to respond to new challenges in a timely manner.



Corruption risks

In order to avoid both active and passive corruption risks, we focus on preventive education and consultation. All executives complete mandatory compliance training tailored to their needs every two years. Such training primarily covers the topics of anti-corruption, current laws and regulations, and the prevention of unlawful behavior by employees.

Further preventive measures include:

- Internal company regulations (Code of Conduct, Compliance Management Policy, Donation Policy, Procurement Policy, Contracting Policy, FAQ)
- Regular compliance training for Vetter employees, especially awareness training in the Procurement Department when implementing LkSG requirements
- Expert lectures on relevant topics in department meetings
- Individual consultation
- Compliance review of business partners based on international country risks in the Corruption Perceptions Index by Transparency International

- Passing our compliance values on to business partners, for example, by committing them to the principles in the Business Partner Code of Conduct.

Identified or suspected misconduct can be reported directly to the Compliance Office or anonymously via the whistleblowing hotline. Both reporting channels are actively promoted to our employees, and the whistleblowing hotline is also advertised externally on our homepage. Reported incidents are examined in a predefined process that leads to clarification of the facts and implementation of measures to rectify the issue.

Our previous compliance risk analyses show that the preventive measures taken continuously minimize the risk of active and passive corruption in our business operations.

» Performance Indicator GRI SRS-205-1: **Operating sites assessed for risks related to corruption**

Our operating sites are regularly reviewed for corruption risks. The most recent risk analysis from 2023 determined a risk value of 1.17 (active corruption) and 1.47 (passive corruption) on a scale of 1 (low) to 5 (high).

» Performance Indicator GRI SRS-205-3: **Corruption incidents**

There were no confirmed incidents of corruption in 2024.

» Performance Indicator GRI SRS-419-1: **Noncompliance with laws and regulations**

In 2024, no fines were imposed on Vetter, and no sanctions or dispute resolution procedures related to compliance were initiated.

KEY PERFORMANCE INDICATORS (KPIs): Summary



General KPIs	2021	2022	2023	2024
Revenue	€ 840 mn	€ 892 mn	€ 1,002 mn	€ 1,114 mn
Number of employees	5,700	5,900	6,300	7,000
Filled units	223 mn	210 mn	210 mn	234 mn
Number of orders	3,096	2,971	3,122	3,129

Environment

Total energy	160,992,404 kWh	156,959,265 kWh	160,763,960 kWh	179,704,825 kWh
Electricity	61,860,591 kWh	63,274,818 kWh	65,940,907 kWh	74,311,818 kWh
Natural gas	83,305,257 kWh	80,217,620 kWh	78,841,604 kWh	79,426,747 kWh
Nitrogen	3,422,342 kWh	3,485,621 kWh	3,790,818 kWh	3,100,441 kWh
Heating oil	159,333 kWh	401,520 kWh	484,948 kWh	441,010 kWh
Water	338,021 m³	387,401 m³	495,801 m³	489,391 m³
Total waste volume	2,222 t	2,118 t	2,353 t	2,723 t
Nonhazardous waste	622 t	680 t	804 t	740 t
Hazardous waste	66 t	60 t	68 t	69 t
Pharmaceutical waste	822 t	686 t	721 t	943 t
Scope-1 emissions	19,683 t	18,000 t	17,852 t	16,986 t
Scope-2 emissions	0	0	0	0
Scope-3 emissions	–	2,861 t	3,613 t	3,778 t



Society	2021	2022	2023	2024
Number of fatalities from work-related injuries	0	0	0	0
Number of work-related injuries with serious consequences	3	8	6	4
Number of reportable injuries	42	63	56	65
Number of nonreportable injuries	117	115	128	129
Number of hours worked	9,373,716	9,141,489	9,882,488	10,556,722
Gender distribution				
Female	60 %	60 %	58 %	57 %
Male	40 %	40 %	42 %	43 %
Functional managers				
Female	58 %	57 %	55 %	52 %
Male	42 %	43 %	46 %	48 %
Disciplinary managers				
Female	44 %	43 %	44 %	44 %
Male	56 %	57 %	56 %	56 %





Appendix

Abbreviations
DNK criteria
Key Performance Indicators

List of Abbreviations

Proper names

BAFA	Bundesamt für Wirtschaft und Ausfuhrkontrolle (Federal Office for Economic Affairs and Export Control)
CHM	Corporate Health Management
CCO	Corporate Compliance Office
CDMO	Contract Development and Manufacturing Organization
CGMP	Current Good Manufacturing Practice
CO₂	Carbon Dioxide
CSR	Corporate Social Responsibility
CSRD	Corporate Sustainable Reporting Directive
DAIM	Data-Based Integrated Management System
DHBW	Duale Hochschule Baden-Württemberg (Baden-Wuerttemberg Cooperative State University)
DIN	Deutsches Institut für Normung (German Institute for Standardization)
DNK	Deutscher Nachhaltigkeitskodex (German Sustainability Code)
DQS	Deutsche Gesellschaft zur Zertifizierung von Qualitätssicherungssystemen (German Association for the Certification of Quality Assurance Systems)
EHS	Environment, Health and Safety
ESG	Environment, Social, Governance
ESRS	European Sustainability Reporting Standards
FAQ	Frequently Asked Questions
GHG	Greenhouse Gas (GHG Protocol)
GMP	Good Manufacturing Practice
GRI	Global Reporting Initiative
GVA	Gross Value Added
ILO	International Labour Organization

ISO	International Organization for Standardization
ISPE	International Society for Pharmaceutical Engineering (nonprofit organization in the pharmaceutical industry)
KPI	Key Performance Indicator
LkSG	Lieferkettensorgfaltspflichtengesetz (German Act on Corporate Due Diligence Obligations in Supply Chains)
NAP	National Action Plan for Business and Human Rights
OEL	Occupational Exposure Limit
QMS	Quality Management System
PBOA	Pharma and Biopharma Outsourcing Association
PDCA	Plan, Do, Check, Act
SBTi	Science-Based Targets initiative
SBV	Schwerbehindertenvertretung (Representative Body for Severely Disabled Employees)
SDG	Sustainable Development Goals of the United Nations
SF	SuccessFactors
SOP	Standard Operating Procedure
SRS	Sustainability Reporting Standards
GHG	Greenhouse Gas
TWS	Technische Werke Schussental (a local utility and mobility provider)
UN	United Nations
VCS	Verified Carbon Standard
VOS	Vetter Optimization System
WRI	World Resources Institute
WWF	World Wide Fund for Nature

Units of measure

g	gram
kg	kilogram
kWh	kilowatt hour
l	liter
m	meter
mn	million
m³	cubic meter
t	ton

Country codes

GER	Germany
AT	Austria
USA	United States
JPN	Japan
CHN	China

The criteria of the German Sustainability Code: Key Performance Indicators



The statement was prepared in accordance with the following GRI SRS reporting standards:

Strategy

1. Strategic analysis and actions

The company declares whether or not it is pursuing a sustainability strategy. It explains the concrete actions it takes to operate in accordance with the key and recognized industry-specific, national and international standards.

2. Materiality

The company discloses the aspects of its business operations that significantly impact sustainability and the aspects of sustainability that have material impact on its business activities. It analyzes positive and negative effects and provides information as to how those insights are integrated into its own processes.

3. Objectives

The company discloses the qualitative and/or quantitative—as well as temporally defined—sustainability objectives that were set and operationalized and how it monitors the degree to which they were achieved.

4. Depth of the value chain

The company states how significant sustainability is for added value and the depth to which the sustainability criteria are verified in the value chain.

Process management

5. Responsibility

Management accountability for sustainability is disclosed.

6. Rules and processes

The company discloses how rules and processes are used to implement its sustainability strategy in the operational business.

7. Control

The company discloses which sustainability KPIs it uses and how they are integrated into its regular internal planning and control processes. It discloses how suitable processes ensure the reliability, comparability, and consistency of the data used in internal management and external communication.

KPIs for criteria 5 to 7

» KPI for GRI SRS-102-16:

Values

The reporting organization shall report the following information:

A description of the organization's values, principles, standards, and code of conduct.

8. Incentive systems

The company discloses how the target agreements and

remuneration for their executives and employees are geared towards achieving sustainability objectives and how these are aligned with long-term value creation. It discloses the extent to which achieving these objectives are part of the evaluation of the top management level (Board / Managing Directors) by the governance body (Supervisory Board / Advisory Board).

KPIs for criterion 8

» KPI for GRI SRS-102-35:

Remuneration policies

The reporting organization shall report the following information:

- a.** Remuneration policies for the highest governance body and senior executives for the following types of remuneration:
 - i.** Basic salary and variable remuneration, including performance-based remuneration, equity-based remuneration, bonuses, and deferred or vested shares;
 - ii.** Sign-on bonuses or recruitment incentive payments;
 - iii.** Termination payments;
 - iv.** Clawbacks;
 - v.** Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.
- b.** How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

» KPI for GRI SRS-102-38:
Annual total remuneration ratio

The reporting organization shall report the following information:

Ratio of the annual total remuneration for the organization's highest-paid individual in each country of significant operating sites to the median annual total remuneration of all employees (excluding the highest-paid individual) in the same country.

9. Stakeholder engagement

The company discloses how it identifies socially and economically relevant stakeholders and integrates them into the sustainability process. It states whether and how it maintains an ongoing dialogue with them and how it integrates those results into the sustainability process.

KPIs for criterion 9

» KPI for GRI SRS-102-44:
Key issues and concerns raised

The reporting organization shall report the following information: Key topics and concerns that have been raised through stakeholder engagement, including:

- i. How the organization has responded to those key topics and concerns, including through its reporting;
- ii. The stakeholder groups that raised each of the key topics and concerns.

10. Innovation and product management

The company discloses how it uses suitable processes to ensure that innovation in products and services enhance the sustainability of its own resource use and that of users. It also states whether and how it assesses the current and future impact of key products and services in the value chain and product life cycle.

KPIs for criterion 10

» KPI for G4-FS11:
Percentage of financial assets subject to positive or negative screening on environmental or social factors

(Note: The indicator should also be reported when reporting to GRI SRS).

Sustainability aspects: environment

11. Use of natural resources

The company discloses the extent to which natural resources are used for business activities. These include materials and the input and output of water, soil, waste, energy, land, biodiversity, and emissions for the life cycles of products and services.

12. Resource management

The company discloses which qualitative and quantitative objectives it has set for resource efficiency, in particular its use of renewable energies, the increase in raw-material productivity, and the reduction in the use of ecosystem services, which actions and strategies it is pursuing to this end, how these are or will be achieved, and where it sees risks.

KPIs for criteria 11 to 12

» KPI for GRI SRS-301-1:
Materials used

The reporting organization shall report the following information:

Total weight or volume of materials that are used to produce and package the organization's key products and services during the reporting period, by:

- i. Nonrenewable materials used;
- ii. Renewable materials used.

» KPI for GRI SRS-302-1:
Energy consumption

The reporting organization shall report the following information:

- a. The total fuel consumption within the organization from nonrenewable sources, in joules or multiples thereof, including the fuel types used.
- b. The total fuel consumption within the organization from renewable sources, in joules or multiples thereof, including the fuel types used.
- c. In joules, watt-hours, or multiples thereof, the total
 - i. Electricity consumption;
 - ii. Heating consumption;
 - iii. Cooling consumption;
 - iv. Steam consumption;
- d. In joules, watt-hours, or multiples thereof, the total
 - i. Electricity sold;
 - ii. Heating sold;
 - iii. Cooling sold;
 - iv. Steam sold;
- e. The total energy consumption within the organization, in joules or multiples thereof;
- f. Standards, methodologies, assumptions, and/or calculation tools used;
- g. Source of the conversion factors used.

» KPI for GRI SRS-302-4:
Reduction of energy consumption

The reporting organization shall report the following information:

- a.** Amount of reduction of energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples thereof;
- b.** The types of energy included in the reduction: fuel, electric power, heating, cooling, steam, or all;
- c.** The basis for calculating the reduction of energy consumption, such as base year or baseline, including the rationale for choosing it;
- d.** Standards, methodologies, assumptions, and/or calculation tools used.

» KPI for GRI SRS-303-3:
Water withdrawal

The reporting organization shall report the following information:

- a.** Total water withdrawals from all areas in megaliters, and a breakdown of the total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water;
- b.** Total water withdrawals from all areas with water stress in megaliters and a breakdown of the total by the following sources, where applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water, and a breakdown of the total volume of withdrawal sources listed in i.–iv;
- c.** A breakdown of the total water withdrawal from each of the sources listed in 303-3-a and 303-3-b, in megaliters, by the

following categories:

- i.** Freshwater ($\leq 1,000$ mg/l total dissolved solids (TDS));
- ii.** Other water ($> 1,000$ mg/l total dissolved solids (TDS));
- d.** Any contextual information necessary to understand how the data was compiled, such as the standards, methodologies, and assumptions used.

» KPI for GRI SRS-306-2:
Waste generated

The reporting organization shall report the following information:

- a.** Total weight of hazardous waste, with a breakdown by the following disposal methods, where applicable:
 - i.** Reuse;
 - ii.** Recycling;
 - iii.** Composting;
 - iv.** Recovery, including energy recovery;
 - v.** Waste incineration (mass burning);
 - vi.** Saline wastewater injection;
 - vii.** Landfill;
 - viii.** Storage at the site;
 - ix.** Other (to be specified by the organization).
- b.** Total weight of nonhazardous waste, with a breakdown by the following disposal methods, where applicable:
 - i.** Reuse;
 - ii.** Recycling;
 - iii.** Composting;
 - iv.** Recovery, including energy recovery;
 - v.** Waste incineration (mass burning);
 - vi.** Saline wastewater injection;
 - vii.** Landfill;
 - viii.** Storage at the site;
 - ix.** Other (to be specified by the organization);
- c.** How the waste disposal method was determined:
 - i.** Disposed of or otherwise directly confirmed by the organization;
 - ii.** Information provided by the disposal service provider;
 - iii.** Standard organizational methods of the disposal service provider.

13. Climate-relevant emissions

The company discloses greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas Protocol or standards based on it and states its self-imposed objectives for reducing emissions.

KPIs for criterion 13

» KPI GRI SRS-305-1 (see GH-EN15):
Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

- a.** Gross volume of direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all;
- c.** Biogenic CO₂ emissions in metric tons of CO₂ equivalent;
- d.** The base year for the calculation, if applicable, including:
 - i.** The rationale for choosing it;
 - ii.** Emissions in the base year;
 - iii.** The context for all significant changes in emissions that led to the recalculations of base-year emissions.
- e.** Source of the emission factors and Global Warming Potential (GWP) rates used, or a reference to the GWP source;
- f.** Consolidation approach for emissions, whether equity share approach, financial control, or operational control;
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

» KPI for GRI SRS-305-2:
Energy indirect (Scope 2) GHG emissions

The reporting organization shall report the following information:

- a.** Gross volume of energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent;
- b.** If applicable, the gross market-based indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent;
- c.** If applicable, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all;
- d.** The base year for the calculation, if applicable, including:
 - i.** The rationale for choosing it;
 - ii.** Emissions in the base year;
 - iii.** The context for all significant changes in emissions that led to the recalculations of base-year emissions.
- e.** Source of the emission factors and global warming potential (GWP) rates used, or a reference to the GWP source;
- f.** Consolidation approach for emissions; whether equity share approach, financial control, or operational control;
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

» KPI for GRI SRS-305-3:
Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

- a.** Gross volume of other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.
- b.** If applicable, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all;
- c.** Biogenic CO₂ emissions in metric tons of CO₂ equivalent;
- d.** Other indirect (Scope 3) GHG emissions categories and activities included in the calculation;
- e.** The base year for the calculation, if applicable, including:
 - i.** The rationale for choosing it;
 - ii.** Emissions in the base year;
 - iii.** The context for all significant changes in emissions that led to

the recalculations of base-year emissions.

- f.** Source of the emission factors and Global Warming Potential (GWP) rates used, or a reference to the GWP source;
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

» KPI for GRI SRS-305-5:
Reduction of GHG emissions

The reporting organization shall report the following information:

- a.** GHG emissions reduced as a direct result of emission reduction initiatives, in metric tons of CO₂ equivalent;
- b.** the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all;
- c.** Base year or baseline, including the rationale for choosing it;
- d.** Scopes in which reductions took place; whether in direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) GHG emissions.
- e.** Standards, methodologies, assumptions, and/or calculation tools used.

Society

14. Employee rights

The company reports on how it complies with national and international standards on employee rights and how it fosters employee participation in the company and in managing sustainability, which objectives it has set itself, which results have been achieved to date, and where it sees risks.

15. Equal opportunities

The company discloses how it develops national and international processes and goals to promote equal opportunities, diversity, occupational health and safety, worker participation, the integration of migrants and people with disabilities, appropriate remuneration, and a harmonious balance of family and career; it also discloses how it implements them.

16. Qualifications

The company discloses what goals it has set and what measures it has taken to promote the employability of all its employees, i.e., their ability to participate in the working and professional world, and to adapt these measures to demographic developments; the company also discloses where it sees risks.

KPIs for criteria 14 to 16

» KPI for GRI SRS-403-9:
Work-related injuries

The reporting organization shall report the following information:

- a.** For all employees
 - i.** Number and rate of fatalities from work-related injuries;
 - ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
 - iii.** Number and rate of recordable work-related injuries;
 - iv.** The main types of work-related injuries;
 - v.** The number of hours worked;
- b.** For all members of staff who are not company employees but whose work and/or workplace is controlled by the organization,
 - i.** Number and rate of fatalities from work-related injuries;
 - ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
 - iii.** Number and rate of recordable work-related injuries;
 - iv.** The main types of work-related injuries;
 - v.** The number of hours worked.

» KPI GRI SRS-403-4:
Employee participation in occupational health and safety

The reporting organization shall disclose the following information for employees and members of staff who are not company employees but whose work and/or workplace is controlled by the organization:

- a.** A description of the processes for employee participation and consultation in the development, implementation, and performance evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to employees.
- b.** Where formal joint management-employee occupational health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any employees are not represented by these committees.

» KPI GRI SRS-404-1 (see G4LA9):
Hours of vocational training and continuing education

The reporting organization shall report the following information:

Average hours of vocational training and continuing education that the organization's employees have undertaken during the reporting period, broken down by:

- i.** Gender;
- ii.** Employee category.

» KPI for GRI SRS-405-1:
Diversity

The reporting organization shall report the following information:

- a.** Percentage of individuals within the organization's governance bodies in each of the following diversity categories:
 - i.** Gender;
 - ii.** Age group: under 30 years old, 30 to 50 years old, over 50 years old;
 - iii.** Other diversity indicators where relevant (e.g., minorities or vulnerable groups);
- b.** Percentage of employees per employee category in each of the following diversity categories:
 - i.** Gender;
 - ii.** Age group: under 30 years old, 30 to 50 years old, over 50 years old;
 - iii.** Other diversity indicators where relevant (e.g., minorities or vulnerable groups).

» KPI for GRI SRS-406-1:
Incidents of discrimination

The reporting organization shall report the following information:

- a.** Total number incidents of discrimination during the reporting period;
- b.** Status of the incidents and actions taken with reference to the following:
 - i.** Incident reviewed by the organization;
 - ii.** Remediation plans being implemented;
 - iii.** Remediation plans that have been implemented, with results reviewed through routine internal management review process;
 - iv.** Incident is no longer subject to action or suit.

17. Human rights

The company shall disclose the actions it takes, strategies it pursues, and objectives it sets for itself and for its supply chain to ensure that human rights are respected globally and that forced and child labor and all forms of exploitation are prevented. Information on the results of these actions and any relevant risks shall also be provided.

KPIs for criterion 17

» KPI for GRI SRS-412-3:
Investment agreements that underwent human rights screening

The reporting organization shall report the following information:

- a.** Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening;
- b.** The definition used for "significant investment agreements."

» KPI for GRI SRS-412-1:
Operating sites audited for human rights aspects

The reporting organization shall report the following information:

Total number and percentage of operating sites that have been subject to human rights audits or human rights impact assessments, by country.

» KPI for GRI SRS-414-1:
New suppliers that were screened for social criteria

The reporting organization shall report the following information:

Percentage of new suppliers that were screened using social criteria.

» KPI for GRI SRS-414-2:
Social impacts of the supply chain

The reporting organization shall report the following information:

- a.** Number of suppliers assessed for social impact;
- b.** Number of suppliers identified as having significant actual and potential negative social impacts;
- c.** Significant actual and potential negative social impacts identified in the supply chain;
- d.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment;
- e.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

18. Corporate citizenship

The company discloses how it contributes to corporate citizenship in the regions where it conducts its core business activities.

KPIs for criterion 18

» KPI for GRI SRS-201-1:
Direct economic value generated and distributed

The reporting organization shall report the following information:

- a.** Direct Economic Value Generated and Distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data is presented as an income statement, the reason for this decision shall be disclosed in addition to disclosing the following basic components:
 - i.** Direct economic value generated: revenues;
 - ii.** Economic value distributed: operating costs, employee salaries and benefits, payments to providers of capital, payments to government by country, and community investments;
 - iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed';
- b.** Where significant, the EVG&D shall be reported separately at national, regional, or market levels, and the criteria used for defining its significance shall be stated.

19. Political influence

All significant input to legislative processes, all entries in lobbying lists, all significant membership fee payments, all contributions to governments, and all donations to political parties and politicians are to be disclosed on a country-by-country basis.

KPIs for criterion 19

» KPI for GRI SRS-415-1:
Political contributions

The reporting organization shall report the following information:

- a.** Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary;
- b.** If applicable, how the monetary value of in-kind contributions was estimated.

20. Conduct in compliance with laws and regulations

The company discloses the actions, standards, systems, and processes that are in place to prevent unlawful conduct—and corruption in particular—including how they are verified, which results have been achieved to date, and where it sees risks. It describes how it prevents, exposes, and penalizes corruption and other contraventions in the company.

KPIs for criterion 20

» KPI for GRI SRS-205-1:

Operating sites assessed for risks related to corruption

The reporting organization shall report the following information:

- a. Total number and percentage of operating sites assessed for risks related to corruption.
- b. Significant risks related to corruption identified through the risk assessment.

» KPI for GRI SRS-205-3:

Incidents of corruption

The reporting organization shall report the following information:

- a. Total number and nature of confirmed incidents of corruption;
- b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption;
- c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption;
- d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

» KPI for GRI SRS-419-1:

Noncompliance with laws and regulations

The reporting organization shall report the following information:

- a. Substantial fines and nonmonetary sanctions for noncompliance with laws and/or regulations in the social and economic area in terms of:
 - i. Total monetary value of significant fines;
 - ii. Total number of nonmonetary sanctions;
 - iii. Cases brought in the context of dispute resolution proceedings;
- b. If the organization has not identified any noncompliance with the law and/or regulations, a brief statement of this fact is sufficient;
- c. The context against which significant fines and nonmonetary sanctions were incurred.





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Vetter Sustainability Report 2024

Numerous Vetter employees contributed to the Sustainability Report 2024.

Please do not hesitate to contact us if you have any questions, suggestions or other concerns about sustainability. We will be happy to answer your questions and forward them to the relevant departments if needed.

Contact