



SUSTAINABILITY AT BIZERBA

Sharing values

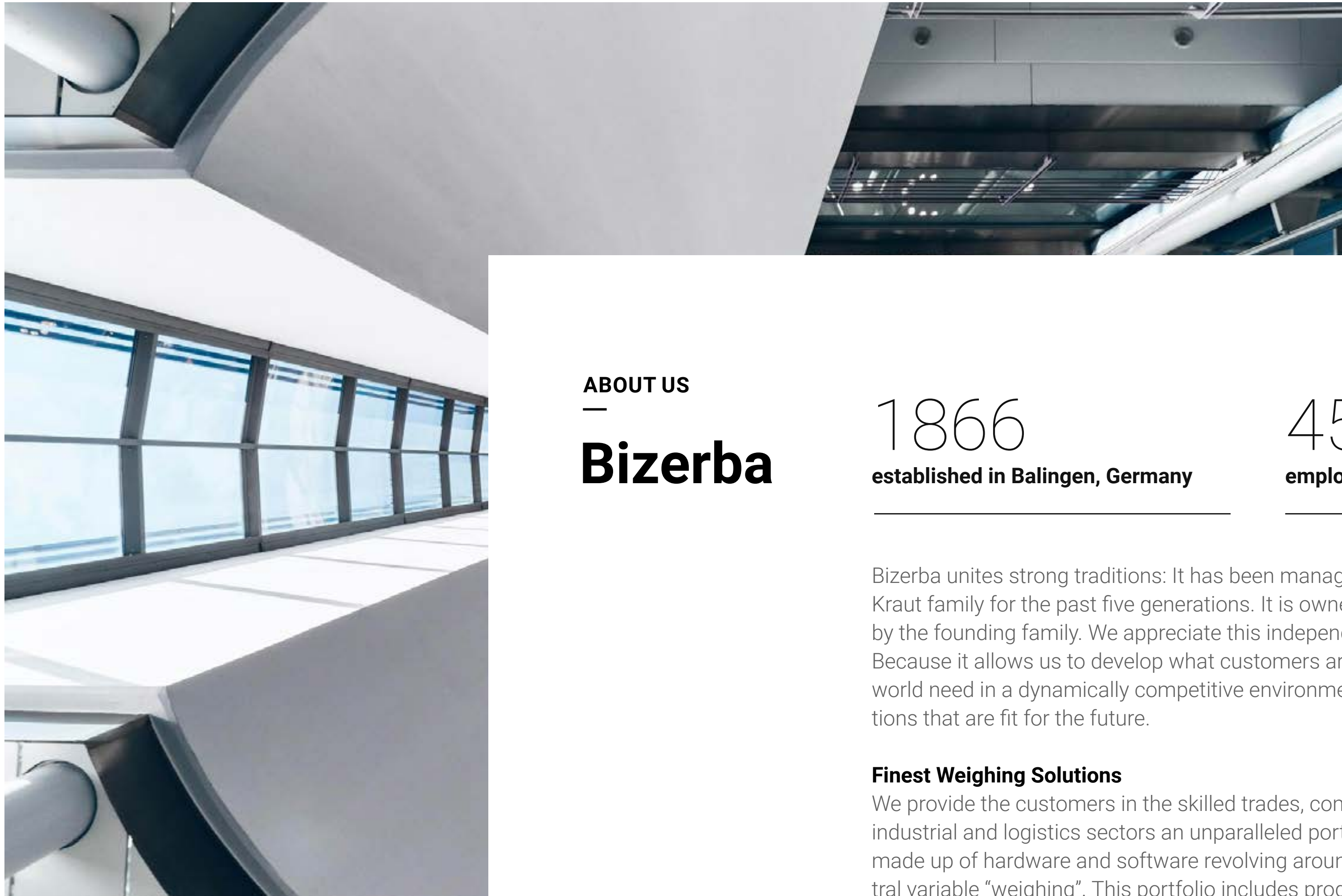


“As a family-owned company with more than 150 years of history, we welcome the opportunity to pave the way to a sustainable future. To ensure that we can pass on our values to the next generation.”

Angela Kraut
CFO & Shareholder

Angela Kraut, CFO & shareholder at Bizerba, bears full responsibility for sustainability in our company. She is supported by a CSR team (Corporate Social Responsibility Team). It consists of members from various Bizerba divisions and an external sustainability expert. The team reports directly to the CFO and the Management Board. Julian Eilers is the primary of contact for sustainability at Bizerba.

Contact: sustainability@bizerba.com



ABOUT US

Bizerba

1866
established in Balingen, Germany

4500
employees

800 Mio. €
annual revenue

Bizerba unites strong traditions: It has been managed by the Kraut family for the past five generations. It is owned 100% by the founding family. We appreciate this independence. Because it allows us to develop what customers around the world need in a dynamically competitive environment: solutions that are fit for the future.

Finest Weighing Solutions

We provide the customers in the skilled trades, commerce, industrial and logistics sectors an unparalleled portfolio made up of hardware and software revolving around the central variable "weighing". This portfolio includes products and

solutions related to slicing, processing, weighing, cashing, checking, commissioning and labeling. A wide range of services completes the portfolio.

A global presence

The Bizerba headquarters is located where it was founded: Balingen in Baden-Württemberg/Germany. State-of-the-art development, logistics and production sites are also at home next door. Additional production and development facilities are located across Germany and Europe. Bizerba also operates added value in China and the USA.



ABOUT US

Executive board

Responsibility for the future

As a responsible family business, we have aligned our corporate culture with these values: reliability, integrity, innovation, customer orientation, openness and transparency. Our goal is to share values with the next generation. This is why we think and act for the long term in every respect – and have been doing so for more than 155 years.

Issues such as the increasing global need for energy, the effects of climate change, food waste or needless piles of waste also affect us. We see sustainability as part of our social responsibility. It also affects all areas of the company, our employees and relationships with customers, partners, suppliers, and service providers.

We have assumed the task of creating a healthy balance between economy, ecology, and society at Bizerba, paving the way to a sustainable future.

For many years now, sustainability has been firmly anchored in our company’s mission statement, our goals and our strategy. In Germany we have already implemented an environmental & energy management system, with which we make value creation more sustainable. At the same time, we already consider and pursue many sustainability aspects along the entire product life cycle.

We make these aspects consistently measurable and traceable. This is our way of clearly identifying optimization potential and continuously improving ourselves. We achieve this with the annual publication of our sustainability report. As Bizerba, we are proud of the achievements we have already made with regard to sustainability and look forward to building on these points together with the CSR team and the entire workforce. With it, we will be able to pass on these corporate values to the next generations in the future.

After all, acting sustainably “carries weight” for all of us.

Andreas W. Kraut
CEO & Shareholder

Angela Kraut
CFO & Shareholder

Thomas Schoen
CTO/COO

ABOUT US

Reporting

We base our sustainability strategy on the German Sustainability Code, DNK, a cross-industry standard. To this end, we have annually issued a declaration on twenty DNK criteria designed to inform our stakeholders about our sustainability performance. We are also guided by the information already published by the European Union on the European Sustainability Reporting Standards (ESRS), the standard that will apply to Bizerba in future.

The full German DNK reporting for the year 2022 can be found in the official DNK database at www.deutscher-nachhaltigkeitskodex.de. This brochure offers some insights into the most relevant issues.

Unless mentioned otherwise, the data concerns the interests of Bizerba Germany. A sustainability strategy is currently being developed and implemented for the international Bizerba Group.

To make our development and ongoing improvement in a variety of sustainability aspects visible over time, we create and publish an **annual report**.



STRATEGY

Our approach

We anchored key sustainability elements in our corporate strategy and processes at an early stage.

One example is the certified, integrated management system in accordance with DIN EN ISO 9001, 14001, 50001 and 45001, which we have in place at the most important locations in Germany.

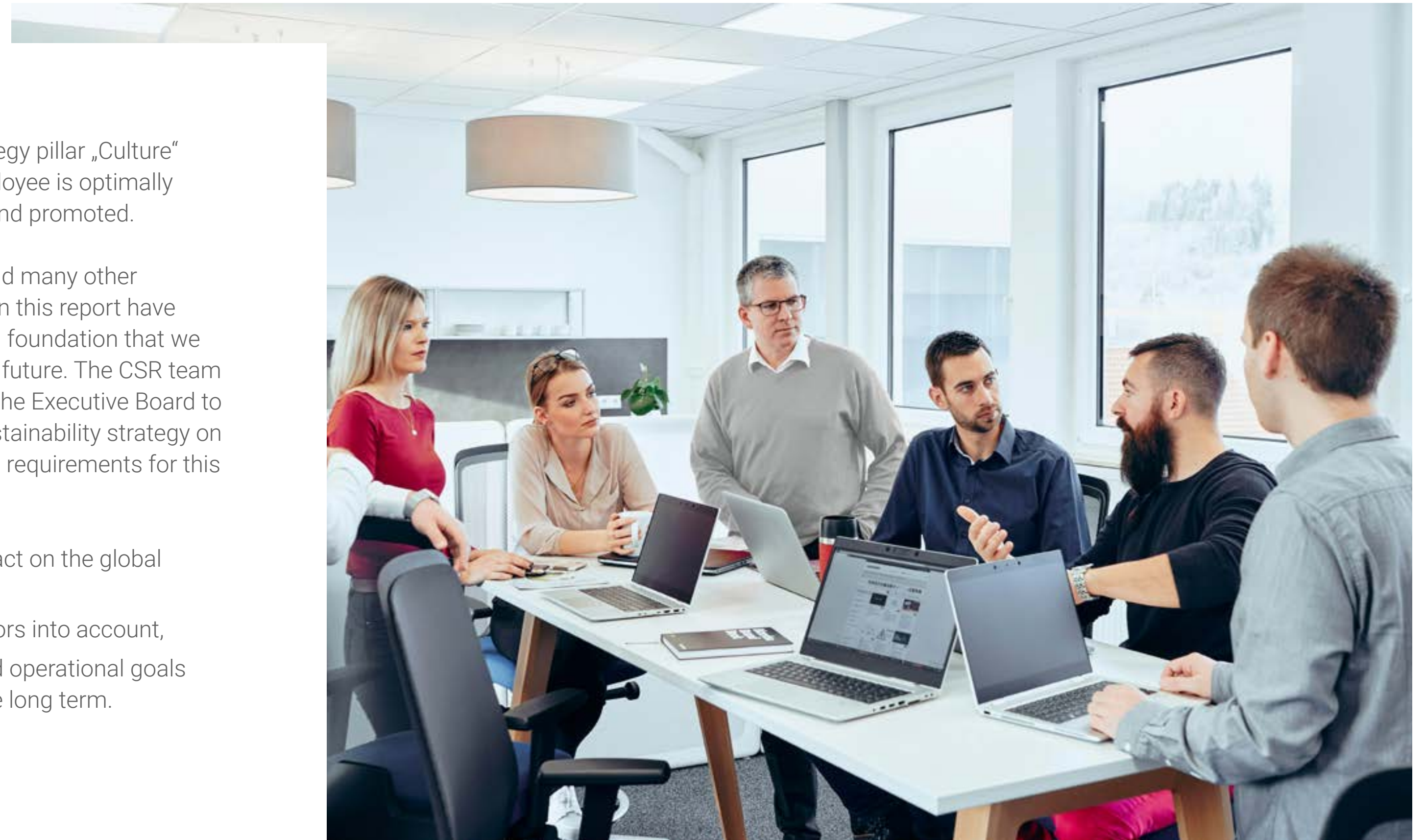
We are constantly working to improve our efficiency in environmental and energy management. We are planning a second ecovadis rating for our customers.

A closer look at our corporate strategy „Bizerba 2025“, anchored firmly in the international landscape, reveals the relevant approaches here as well – for example with respect to the social dimension of

sustainability: The strategy pillar „Culture“ ensures that every employee is optimally integrated, networked and promoted.

Over the years, these and many other approaches presented in this report have helped us build a strong foundation that we intend to build on in the future. The CSR team is working closely with the Executive Board to develop a long-term sustainability strategy on how we will do this. The requirements for this strategy are complex:

- It must have an impact on the global Bizerba group,
- take all relevant factors into account,
- and set strategic and operational goals that we pursue in the long term.



STRATEGY

Key fields of action

Which factors of our business activities do substantially impact aspects of sustainability and what substantial influence do these aspects of sustainability in turn have on our business activities? We have conducted extensive discussions to assess the key topics that reveal our most important fields of action in terms of sustainability.

1

Strategy & governance

(Inside-Out* & Outside-In**)

Our strategic approach and our governance structure do not yet sufficiently cover the topic of sustainability, which is why we have rated it highly as a topic for the future of our international company.

2

Transparency & reporting

(Outside-In**)

Developing a sustainability reporting system will help us meet regulatory requirements in the future, but even now we are responding to the information needs of many important stakeholders – particularly customers and employees. This reporting system is also an important tool for measuring our progress towards sustainability.

3

Product design & conformity

(Inside-Out* & Outside-In**)

The topic of product design contributes to our environmental performance, and our core business gives us particularly strong leverage. This topic has an impact on our economic future thanks to recyclability (Green Deal). It is also a compliance topic.

4

Sustainable supply chain

(Inside-Out*)

Sustainable supply chain: We have been focusing even more intensely on sustainable materials (product carbon footprint, saving resources, recyclable products) and sustainable supply routes (reducing our greenhouse gas emissions in Scope 3).

* Inside-Out: Sustainability topics that are impacted by our business activities

** Outside-In: Sustainability topics that have an impact on our business activities

STRATEGY

The Bizerba path

Securing the long-term and sustainable success of the company, is our top priority. To achieve this, we take all relevant influencing and environmental factors into account. All strategic measures are designed to achieve this. The well-being of our employees and the entire corporate environment (e.g. customers, suppliers and partners) are always paramount.

In the 2022 reporting year, we developed a CSR project plan with a one-year strategy.

Objectives of the CSR project plan:

- Updating the 2023 materiality analysis for all German locations with the active involvement of the entire Management Board
- Develop a CSR strategy until 2025
- Develop a roadmap for the Supply Chain Due Diligence Act, CSR portals and CSR rollout planning by 2025 and beyond

Awareness and activities for a sustainable value orientation, both in the area of social and environmental sustainability, are to be introduced and implemented across the company.

The sustainability targets are tracked by the cross-departmental CSR team and reported to the CFO by the project manager as part of jours fixes.

Note: The reporting year and therefore also the status of the sustainability strategy was shaped by a cyber attack on Bizerba, which led to the postponement of many project goals and deadlines, including in the area of sustainability.



STRATEGY

Sustainable along the value creation chain

Our products run through six stages along the value chain. The key sustainability criteria are verified across all stages.

1. Development We develop the devices according to the relevant legal and customer-specific requirements at our main location in Balingen. When selecting and handling materials, we consistently focus on the key sustainability aspects. For example, we focus on reducing materials and using environmentally friendly and recyclable materials for the product and packaging. Furthermore, we focus on reducing hazardous substances entirely, as well as the number of different groups of hazardous substances.

For internal processes, for example, we are switching to Pb-free processes across the board.



STRATEGY

Sustainable along the value creation chain

2. Sourcing Depending on the development requirements, we purchase raw materials, consumables, supplies, and semi-finished products primarily through external sources. In other cases, we procure end devices, such as monitors or printers, from third parties. Apart from the legal and systemic requirements for all suppliers, we also conduct standard annual visits to our top 30 suppliers to check sustainability issues. During each visit, a protocol is created, which is coordinated among the parties involved and uploaded to the supplier portal Jaggaer.



STRATEGY

Sustainable along the value creation chain

3. Production Bizerba solutions are assembled in Germany at our main location as well as in the locations in Hildesheim, Bochum and Messkirch. Internationally, they are also assembled in the United States, China, Serbia, Austria and Switzerland. We produce exclusively to order and are consequently able to significantly shorten global delivery routes by choosing the right production location. The Balingen, Bochum and Messkirch sites in Germany also operate a certified environmental and energy management system.



STRATEGY

Sustainable along the value creation chain

4. Distribution We work with contracted freight forwarders to deliver our products to our customers worldwide. Despite our efforts to keep delivery routes as short as possible, logistics-related (Scope 3) greenhouse gas emissions are a significant environmental aspect. To remedy this, we plan to manufacture products with a long life cycle and the highest possible recycling rate. That is why all Bizerba devices are sold with a service and/or leasing contract.



STRATEGY

Sustainable along the value creation chain

5. Aftersales & service We ensure our customers have 24/7 support with our Global Service. We are rapidly developing our service and support. From counter scales to a comprehensive industrial solution: All Bizerba devices are designed for remote support. Be it by phone, by hook-up, or even with the help of an augmented reality app - the technologies are quick and easy to implement and use.

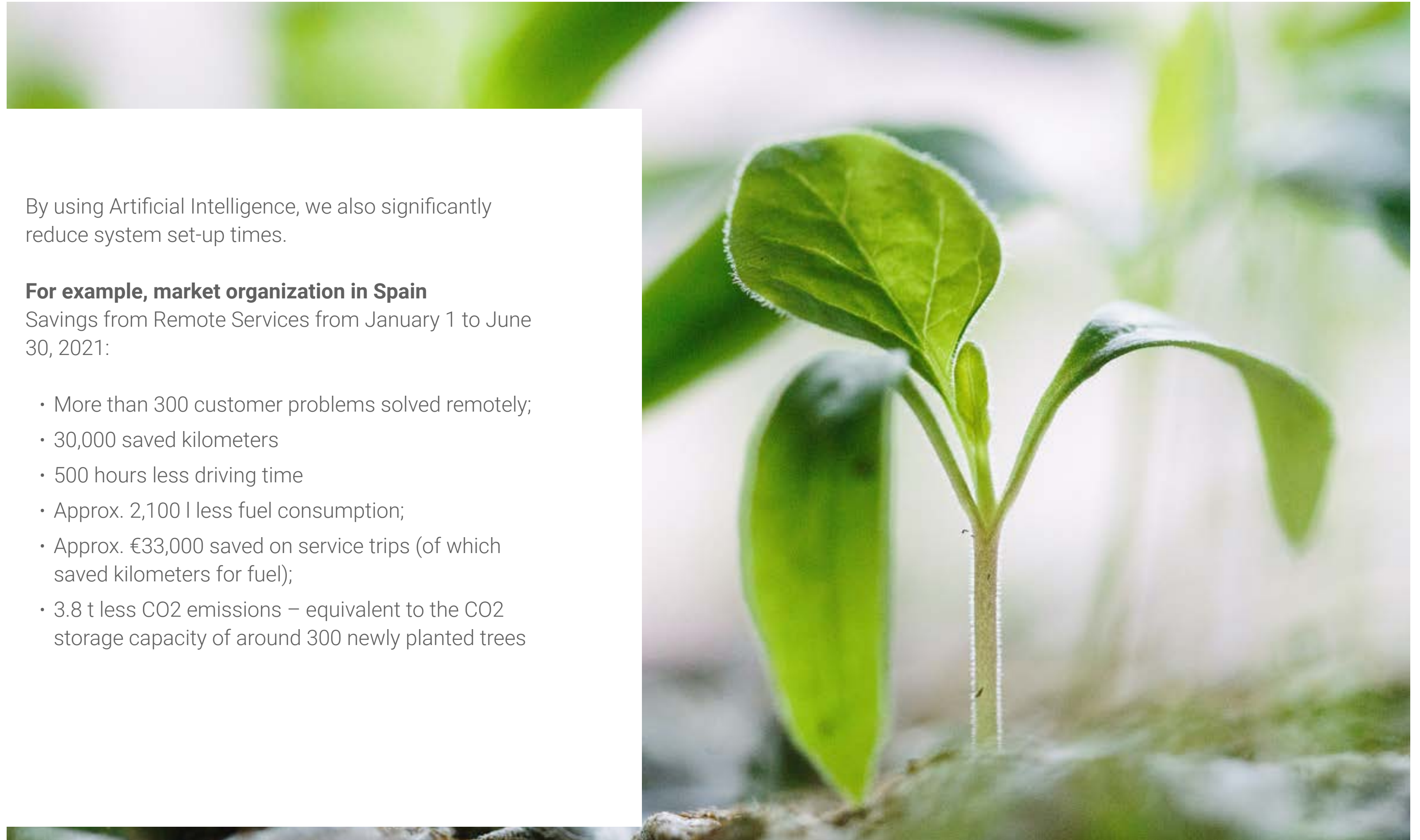
Today, we are already able to solve around 15 percent of all cases entirely remotely. Over the medium term, we expect this figure to rise to more than 30 percent – and this will have a significant impact on service efficiency and consequently also on resource consumption and emissions. Even if an on-site service call at the customer’s location is unavoidable, this can be optimized and better planned through Remote Service. This significantly increases the rate of first-time fixes, i.e. the proportion of calls where the damage is repaired on the first visit.

By using Artificial Intelligence, we also significantly reduce system set-up times.

For example, market organization in Spain

Savings from Remote Services from January 1 to June 30, 2021:

- More than 300 customer problems solved remotely;
- 30,000 saved kilometers
- 500 hours less driving time
- Approx. 2,100 l less fuel consumption;
- Approx. €33,000 saved on service trips (of which saved kilometers for fuel);
- 3.8 t less CO2 emissions – equivalent to the CO2 storage capacity of around 300 newly planted trees



STRATEGY

Sustainable along the value creation chain

6. End of life and recycling It is part of our business relationship to take back Bizerba products at the end of their lifecycle and subject them to a recycling process or dispose of them properly. For products that have not yet reached the end of their life cycle, we are happy to make our customers a buy-back offer. We operate a workshop in Balingen dedicated to the reconditioning of equipment and electronic spare parts. Defective spare parts returned from the field or in the course of recycling are tested, refurbished and reassembled there.



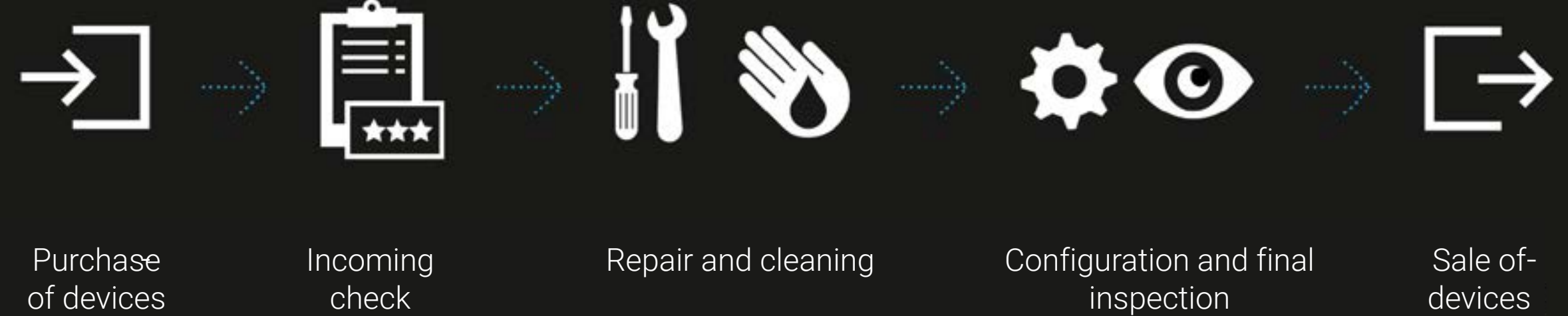
STRATEGY

As good as new: „RefurBiz“

Bizerba quality is extremely durable. That is why our manufacturer-tested used equipment can be an interesting and affordable alternative to buying new. „RefurBiz“ stands for refurbished used equipment from Bizerba in original Bizerba quality. Our qualified and experienced specialists inspect and repair devices to make sure they are up to date. We only use original Bizerba spare parts and work according to strict quality standards - in compliance with all legal regulations, of course. This extends the lifetime of our equipment while setting an example for the protection of resources. For example, the lifetime of a Bizerba slicer, which is already above average, can be extended by one more generation through reconditioning.

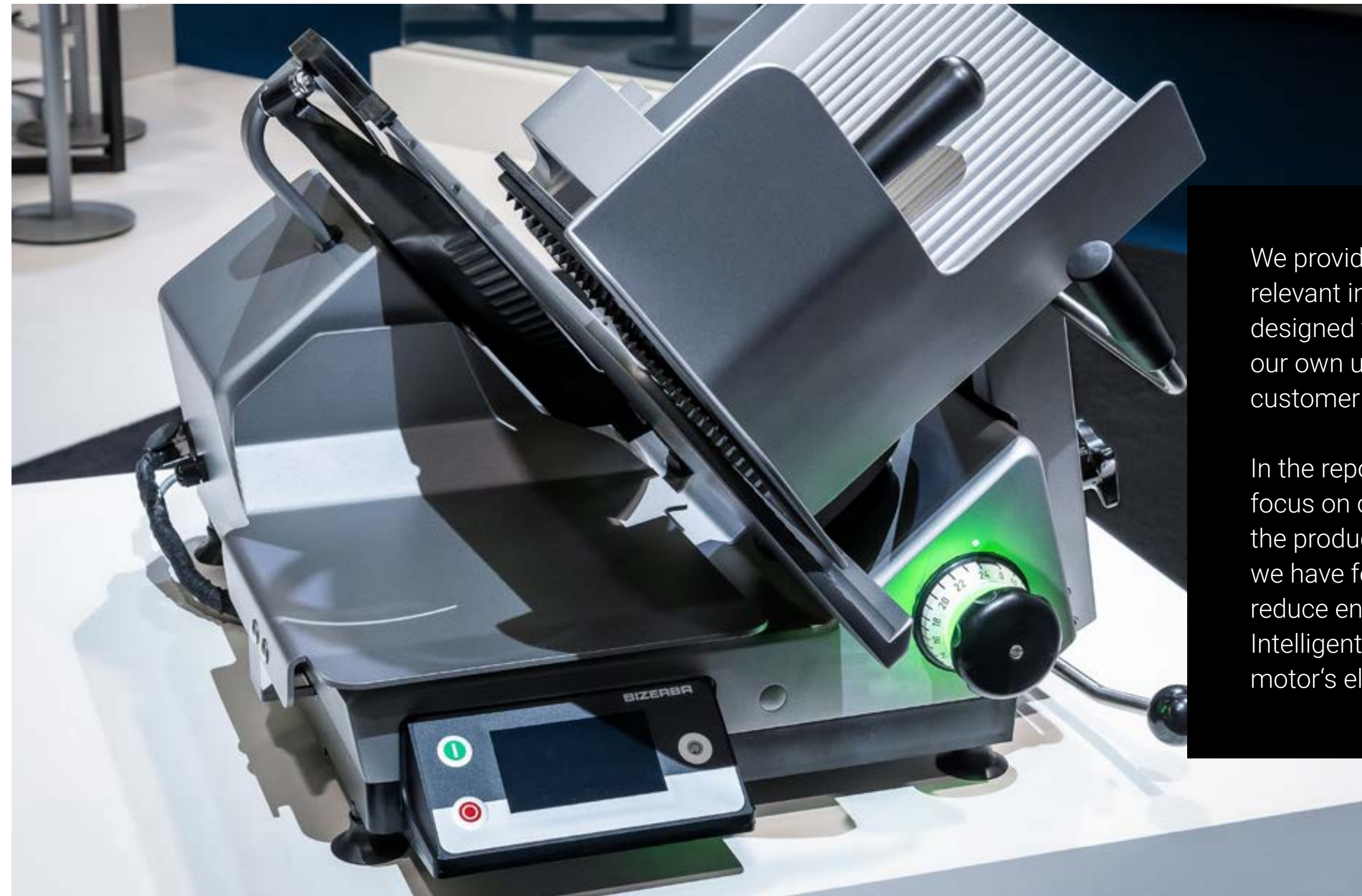
RefurBiz

Perfect reprocessing for uncompromising Bizerba quality



INNOVATION

Saving energy with smart slicers



We provide an overview of the most relevant innovations from Bizerba designed to improve sustainability in our own use of resources and/or at the customer site:

In the reporting year, we put a special focus on our energy efficiency efforts on the product level. After years of research, we have found a way to significantly reduce energy consumption in slicers. Intelligent motor control allows the motor's electronics to deliver exactly

the power needed to slice the particular product. If the operator inserts a product that is easy to slice, the machine senses the resistance and delivers less power to the slicer motor accordingly. The motor only develops its full torque and maximum motor power for products that are difficult to slice. This demand-driven motor output means that, depending on the load profile, the devices require as much as 45 percent less power than other commercially available machines.

INNOVATION

Optimized availability meets sustainability



In order for us to be able to offer future-proof service quality, we started two digital service initiatives early on: Condition-based maintenance and augmented services.

With our predictive maintenance, we prevent malfunctions to avoid service calls. Predictive maintenance avoids fluctuations in performance and quality. The key is real-time monitoring.

Augmented services are a new level of remote support. Virtual support means that potential device or system malfunctions can be corrected quickly and easily without having a

service technician on site.

For example, a video with few words demonstrates how the slicing blade can be safely sharpened. Alternatively, one can observe on the digital twin how a wearing part can be replaced on its own.

With the two intelligent services, we ensure optimum process stability while reducing the number of on-site service calls. After all, every kilometer of driving that we save with digital service calls improves the carbon footprint.

INNOVATION

Intelligent inventory management counters food waste



Our Smart Shelf is designed to ensure less waste as a result of overproduction. The intelligent Bizerba rack, often used in the area of baked goods, uses its weight sensors to detect precisely when a product has been removed and documents this rack position.

Once it detects that rolls are running low, the automatic baking machine automatically activates the appropriate baking program – precisely matched to the

quantity to be replenished. With the help of artificial intelligence, forecasts about sales are made on the basis of recorded data so that optimal baking can be achieved over the course of the day. Prices on the racks can be dynamically adjusted and automatically updated by the solution, for example, to optimally sell off surplus stock before closing time instead of having to dispose of it as waste.

INNOVATION

Avoiding waste with new technologies



In the area of technology scouting, we actively research topics related to sustainability. For example, we are conducting in-house research into how to substitute compressed air, and we are collaborating with Albstadt-Sigmaringen University in the field of alternative packaging materials. All new retail scale series will be delivered in sustainable packaging.

In the area of our labels, we are also pursuing efficient paths: Classic products require silicone liner that the labeler strips off before labeling. This produces enormous amounts of waste. We supply linerless labels with a surface finish so that they adhere to each other in layers.

The corresponding, patented CleanCut® technology also ensures adhesive-free blades making every millimeter of linerless labels usable. The technology from Bizerba saves resources and will be an important component in sustainable packaging in the future.

One example shows: If a producer changes rolls on average 2000 times a year on each printer, this produces a ton of waste. With CleanCut® Linerless, this amount is close to zero.

In addition, we also offer labels that enhance the recyclability of the overall packaging, being especially thin or even compostable.

ENVIRONMENT

Making use of natural resources

Bizerba has been certified according to the most recent version of DIN ISO 50001 („Energy Management“) since 2014 and according to the most recent version of DIN ISO 14001 („Environmental Management“) since 2002. In connection with these systems, Bizerba pursues comprehensive environmental and energy targets, which are adjusted and expanded annually. Key target criteria here include:

- Increasing the use of renewable energies

- Reducing energy consumption in the operating facilities
- Reducing fuel consumption of the service vehicles

To achieve the relevant targets, energy upgrades are regularly undertaken at our plants, and equipment is replaced or optimized. We also conduct driver training courses for service technicians. In addition, we work in close cooperation with the development departments to make our packaging more sustainable and material-efficient.

Through simulations and digital twins, we determine how material and energy can be saved through optimizations in product design. Together with the occupational safety and environmental management departments, our product compliance units work to surpass legal requirements in line with our goals.

The concept of circular economy and life cycle assessment is important to us. A significant portion of our products is returned to us, where we refurbish and update components

to reintroduce them into a second life cycle, either as parts in other products or as refurbished original products.

Furthermore, we prioritize the use of green energy. Photovoltaic systems have been in operation on the roofs of our locations for decades, continuously expanding to increase our share of renewable energy.



ENVIRONMENT

Resources efficiency management

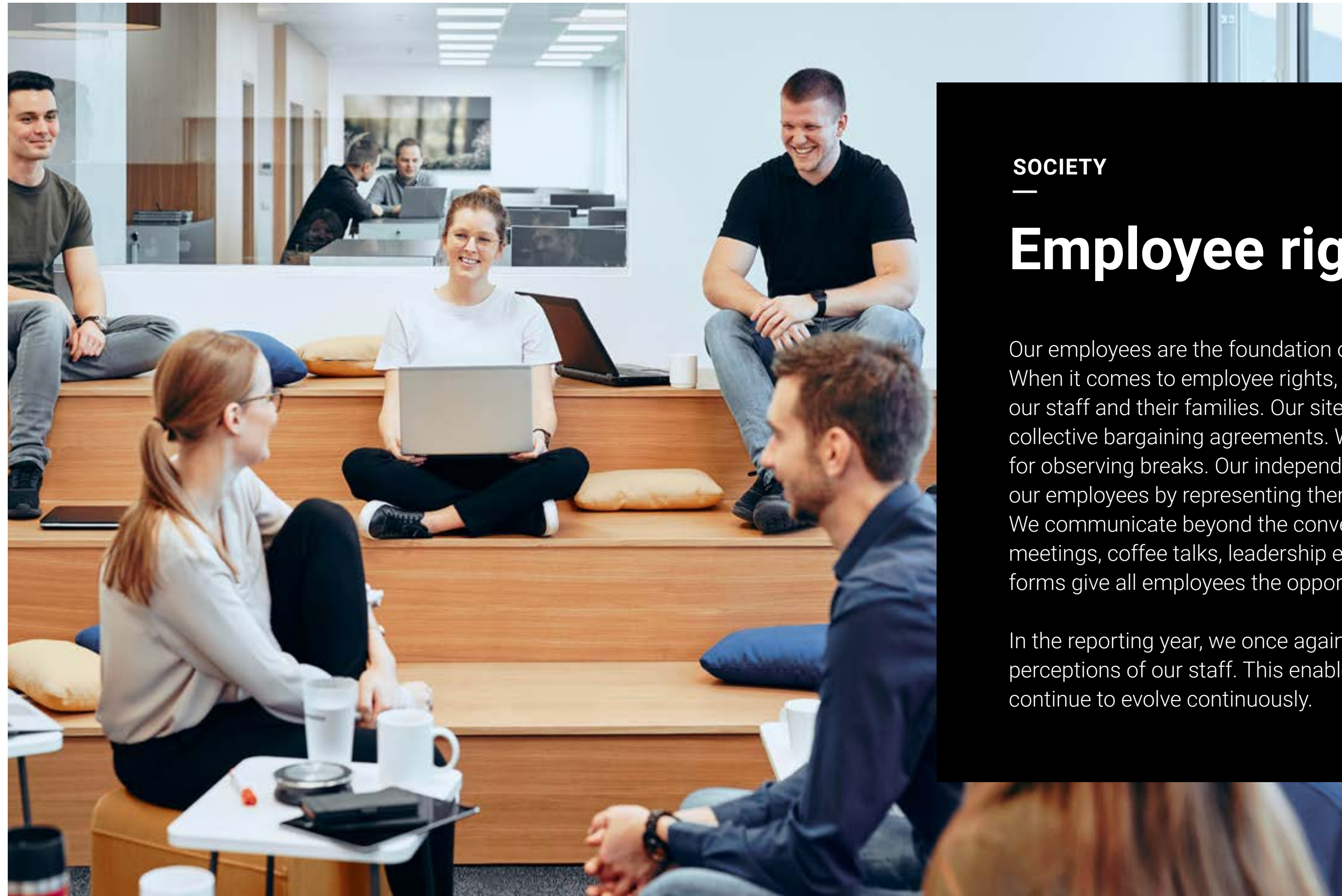
Through the purchase of green energy, expansion of our photovoltaic systems, and various measures to reduce gas and electricity consumption, we have achieved significant environmental and energy performance improvements in the reporting year. Additionally, we have established specific goals for 2025 (compared to 2020), of which we list a selection here:

Infrastructure

- Increase the share of green energy at German locations: +10%
- Reduce electrical energy consumption at German locations: -3%
- Reduce heating consumption (gas, oil, district heating) at German locations: -3%

Products

- Reduce packaging quantity, included components (e.g., screws or cables), and material diversity in the packaging area
- Reduce standby power consumption of Bizerba devices
- Expand our RefurBiz segment (recycling/second-hand business, see page 15).

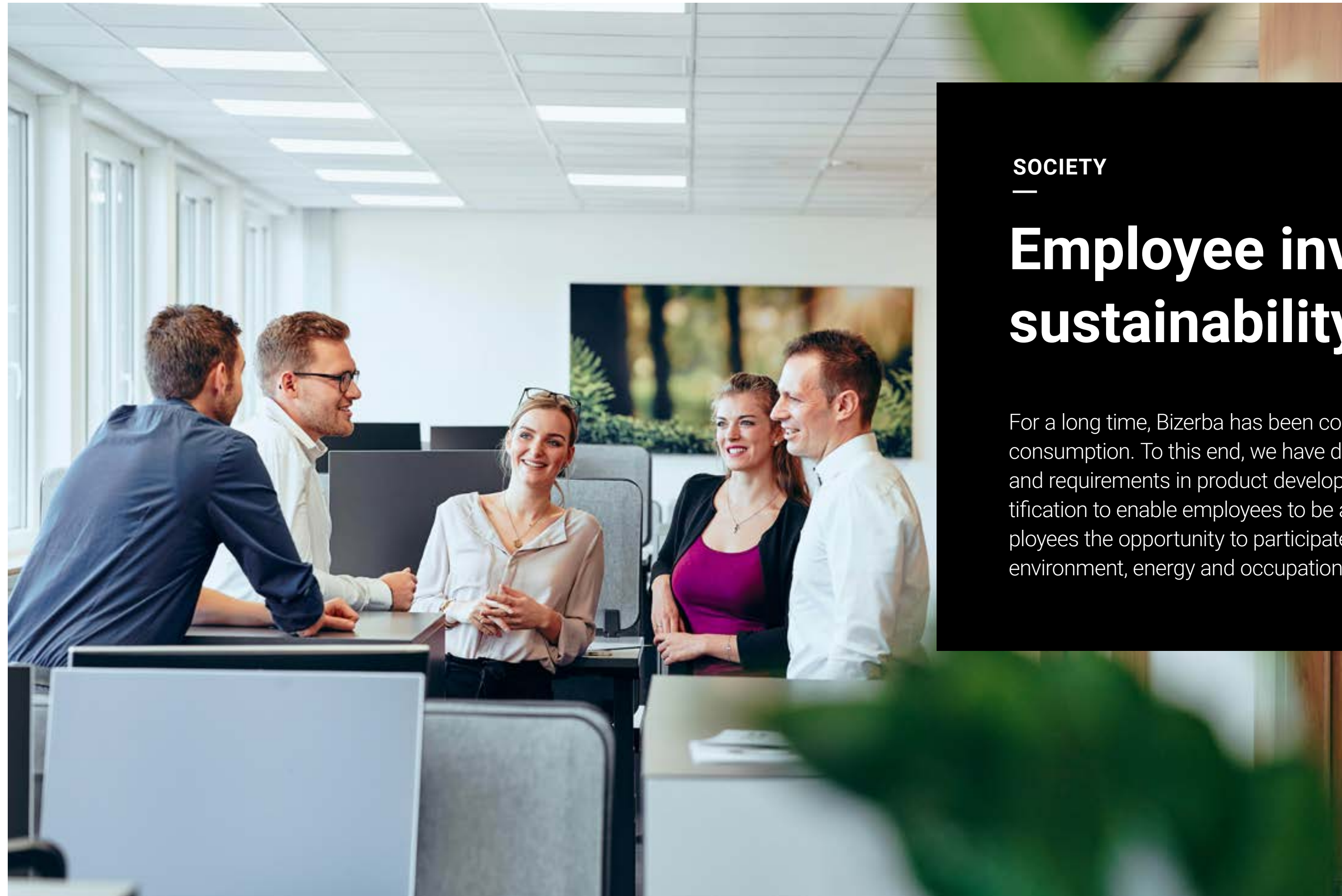


SOCIETY

Employee rights

Our employees are the foundation of our current and future success at the Bizerba Group. When it comes to employee rights, our primary goal is to create an environment of trust for our staff and their families. Our sites in Germany are subject to numerous legal provisions and collective bargaining agreements. We offer our employees flexible work hours along with rules for observing breaks. Our independent works council is always committed to the interests of our employees by representing them in dealings with management and the Executive Board. We communicate beyond the conventional methods, for example by holding regular works meetings, coffee talks, leadership events and using the „MyBiz“ employee app. These platforms give all employees the opportunity to be informed and share ideas across hierarchies.

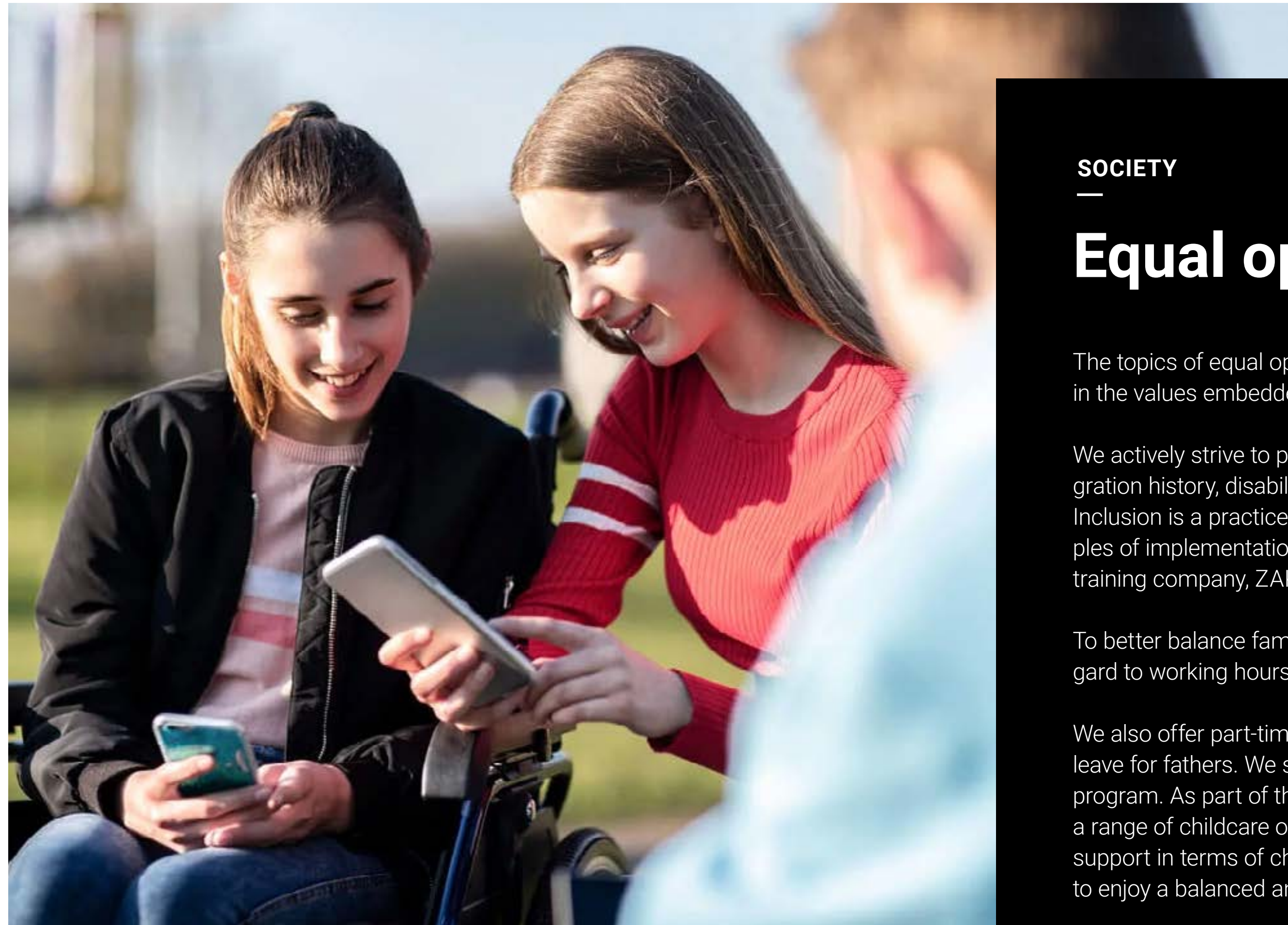
In the reporting year, we once again conducted an employee survey to gather opinions and perceptions of our staff. This enables us to address specific measures for optimization and continue to evolve continuously.



SOCIETY

Employee involvement in sustainability management

For a long time, Bizerba has been concerned with conserving resources and reducing energy consumption. To this end, we have designed processes that already include the relevant aspects and requirements in product development and procurement. We have invested in ISO 45001 certification to enable employees to be actively involved in these processes. We actively give our employees the opportunity to participate in the system through various control loops in the areas of environment, energy and occupational safety.



SOCIETY

Equal opportunities

The topics of equal opportunity and diversity are addressed in our management guidelines and in the values embedded in our corporate strategy.

We actively strive to provide young people with diverse backgrounds, including those with migration history, disabilities, or varying educational paths, the opportunity for vocational training. Inclusion is a practiced reality within the company, and there are numerous successful examples of implementation that begin during initial vocational training and extend further into our training company, ZAK Handels GmbH.

To better balance family and career, we offer our employees a high degree of flexibility with regard to working hours (flextime) and workplace (remote work).

We also offer part-time employment to many employees and enable and encourage parental leave for fathers. We support the work-life balance with our corporate "Work & Family" benefits program. As part of the "Vacation Campus" program, we also offer our employees with children a range of childcare options during school vacations. This provides them with the best possible support in terms of childcare during the school vacations and makes it possible for the children to enjoy a balanced and supportive program.



SOCIETY

Qualification

We value well-educated young talents, which is why we train over 40 apprentices at our locations in Germany every year. In the area of talent development, our goal is to achieve a 100% retention rate for apprentices and dual students, thereby sustainably securing our skilled workforce needs for the future.

With our Bizerba Academy, we aim to inspire employees and leaders worldwide to engage with our learning offerings. This enables us to better address the challenges of the future and support long-term corporate success. The Bizerba Academy serves as the first point of contact for individual consulting and training opportunities in the areas of professional, methodological, and social competence worldwide.

For example, in the reporting year, we were able to:

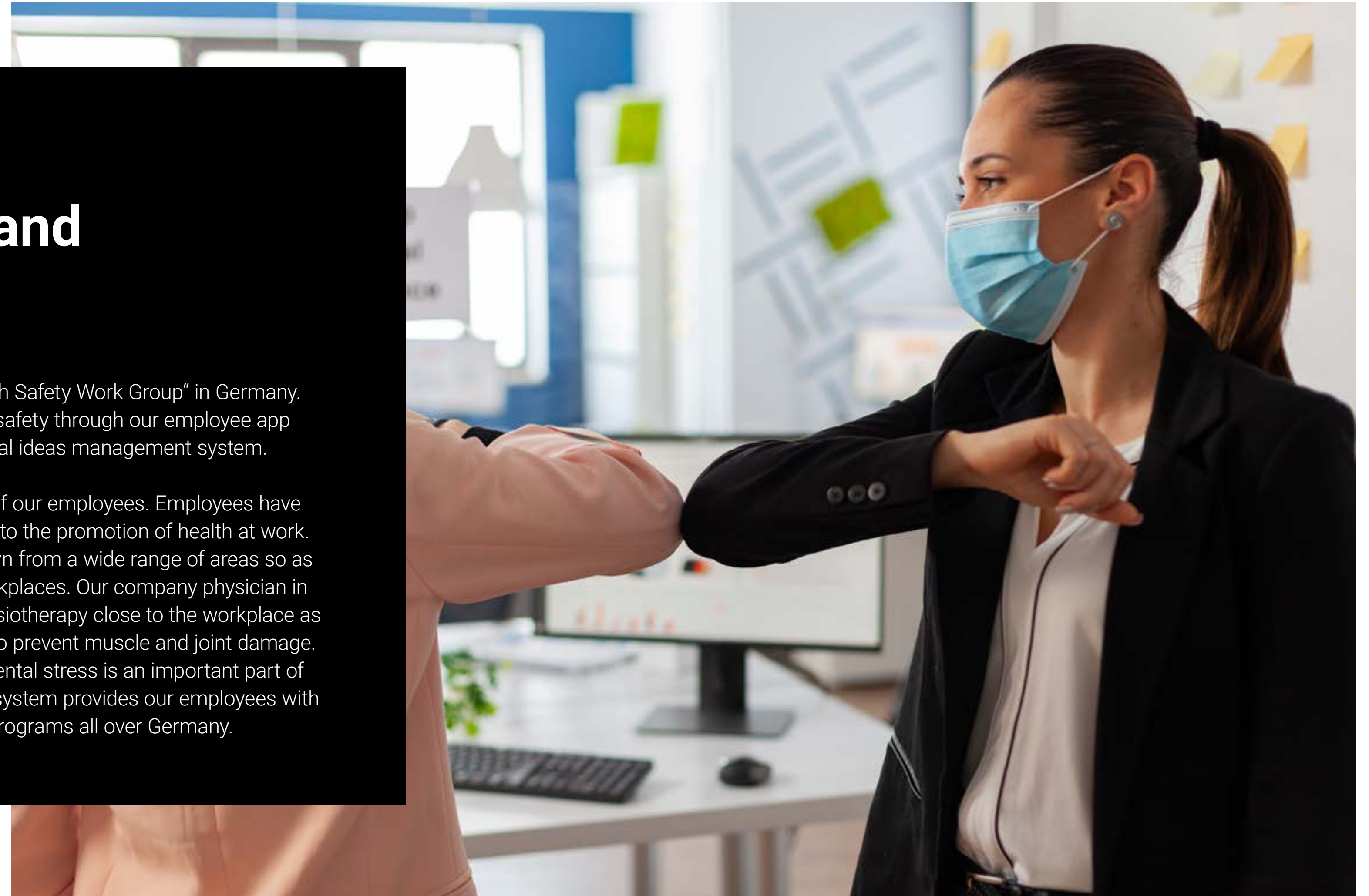
- Expand our learning opportunities while incorporating global topics and new work forms – based on requests from our employees during annual reviews.
- Bringing the diversity of our personal development opportunities closer to our staff, increasing employee satisfaction and loyalty.
- To include 130 new apprentices and 80 bachelor's degree students, interns and student trainees.

SOCIETY

Occupational safety and health protection

We have an "Occupational Safety Committee" and a „Health Safety Work Group“ in Germany. Our employees can contribute to occupational health and safety through our employee app "MyBiz" by attending works meetings or through our internal ideas management system.

We offer a broad range of services to promote the health of our employees. Employees have access to a central point of contact for all matters relating to the promotion of health at work. Moreover, regular meetings are held with participants drawn from a wide range of areas so as to continuously improve safety and health at Bizerba's workplaces. Our company physician in the Headquarter is on site on a weekly basis. We offer physiotherapy close to the workplace as well as ergonomics consulting at computer workstations to prevent muscle and joint damage. We also feel strongly that a specialist team focusing on mental stress is an important part of our program. Our corporate benefits health management system provides our employees with the opportunity to take part in various sports and fitness programs all over Germany.



SOCIETY

Human rights

The adherence to human rights is strongly emphasized in our Bizerba Code of Conduct (CoC). The CoC is an integral part of our regular compliance training. We also require a commitment to compliance with the CoC from suppliers and contractual partners.

In the reporting year, we drafted and published our policy statement for the implementation of the German Supply Chain Sourcing Obligations Act and established an anonymous complaint procedure.

All sites included in the area of application (Germany) are and have been regularly monitored to ensure compliance with human rights and related legislation. Furthermore, 100 percent of the suppliers with whom we have entered into significant investment agreements (volume > € 50 thousand) have affirmed human rights clauses via an agreement.

Our purchasing department was surveyed with regard to social impacts in the supply chain. This showed that there are no risks of negative social impacts in the supply chain in any of the company's purchasing areas.



SOCIETY

Community involvement

We are involved in fostering community within the region of the Headquarter through its participation in various activities, measures, and support services. Among the target group are not only the company's employees and their family members, but also the residents of the region in general.

Activities include supporting and sponsoring local sports clubs. We not only provide financial support to several clubs, but are also committed to promoting young talent. Additionally, we provide funding to support the infrastructure needed for practicing various types of sports.

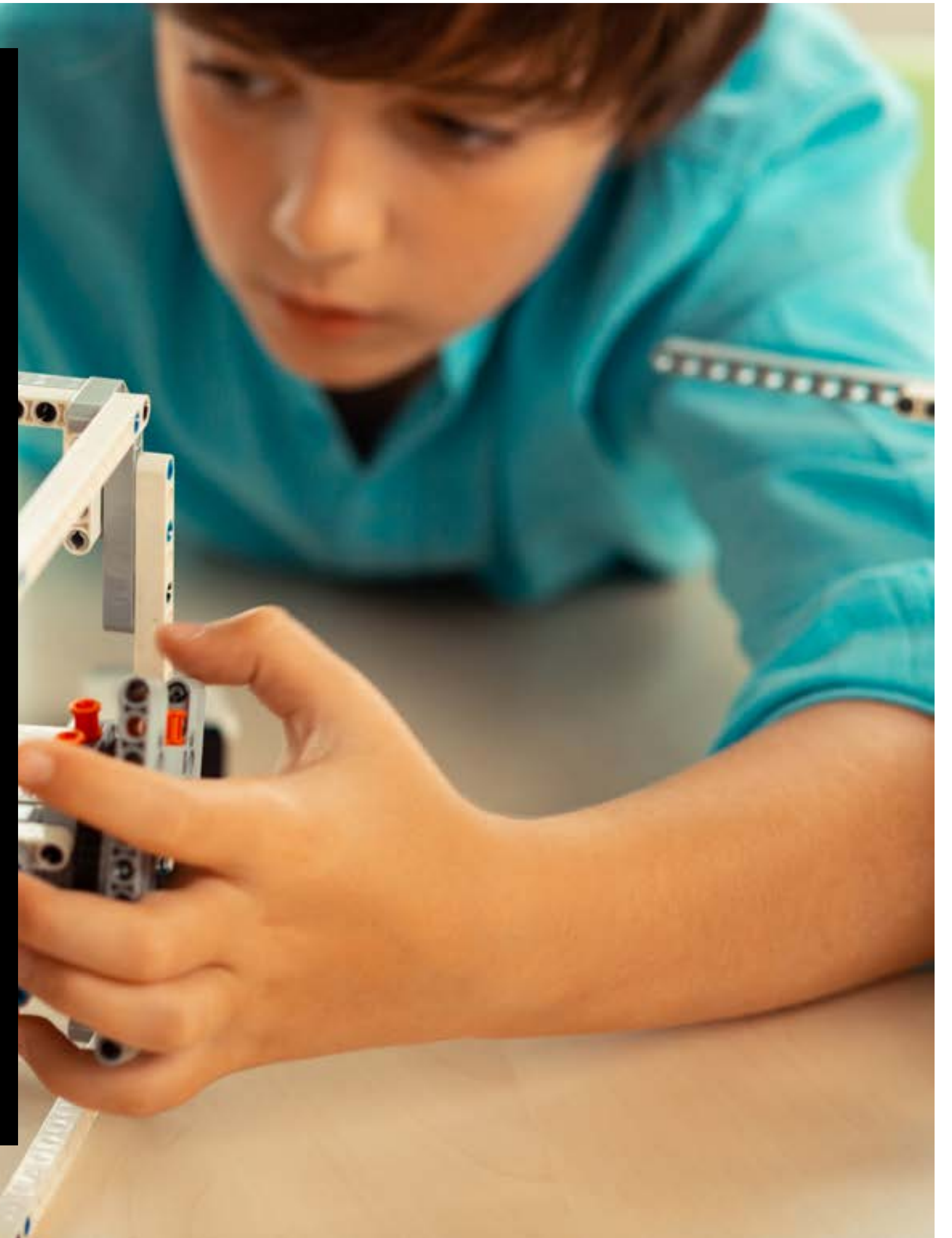
On the cultural front, we support a variety of events and formats in the region, either financially or in terms of organization. As an example, we were substantially involved in the

operation and furnishing of a museum („Scale Museum“) by providing a range of exhibits.

A youth technology school/knowledge workshop was established under the leadership and participation of Bizerba in cooperation with local educational institutions in order to get more girls, but also children and youth in general, enthusiastic about scientific subjects.

We are also the sponsor of ZAK Handels GmbH, a commercial practice firm that provides retraining and educational measures for reintegrating into the labor market. Participants are sourced through the Federal Employment Agency and the German Pension Insurance. The goal is to facilitate the placement of participants in employment following a training or retraining program.

Our shareholders are involved in the committees of several local associations and institutions on a continuous, sustainable, and long-term basis.



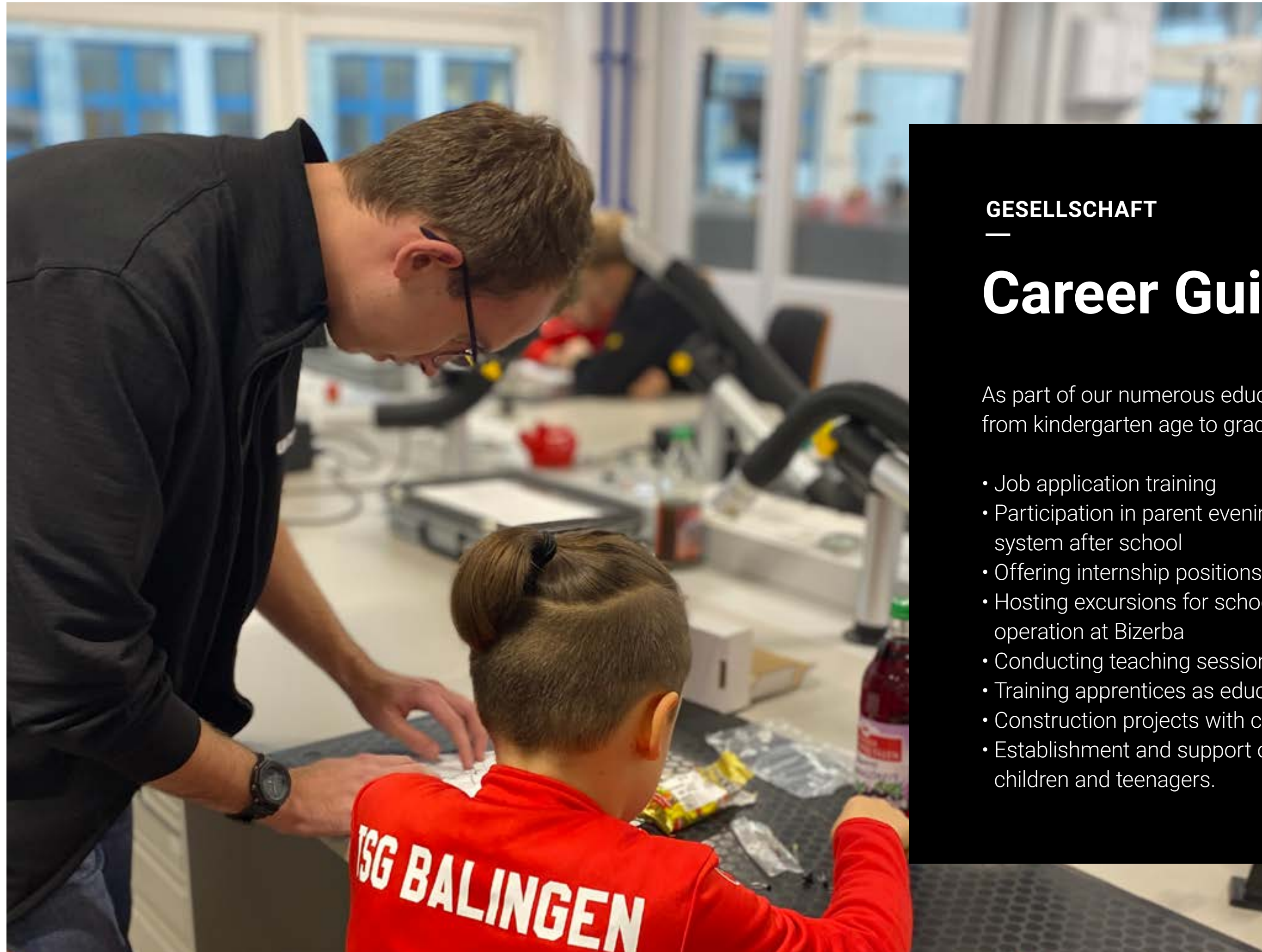
GESELLSCHAFT

Support for the Sustainable Packaging Institute

In the reporting year, we elevated our longstanding collaboration with Albstadt-Sigmaringen University to a new level by providing the Research Factory at the Innovation Campus with a state-of-the-art Bizerba system for slicing, packaging and labeling. The system is utilized by the scientists of the Sustainable Packaging Institute (SPI), dedicated to the development of sustainable packaging concepts.

The University of Applied Sciences is committed to making a significant contribution to addressing challenges in the economy and society through research and development, and we are pleased to support this work with our permanent loan.





GESELLSCHAFT

Career Guidance

As part of our numerous educational collaborations, we actively contribute to career guidance from kindergarten age to graduation:

- Job application training
- Participation in parent evenings to provide information about possible paths in the dual system after school
- Offering internship positions
- Hosting excursions for school classes and other groups to provide insights into a business operation at Bizerba
- Conducting teaching sessions at schools, e.g., in business or technical classes
- Training apprentices as education ambassadors
- Construction projects with children in kindergarten
- Establishment and support of the Knowledge Workshop Zollernalb, which offers courses for children and teenagers.

Bizerba SE & Co. KG
Wilhelm-Kraut-Straße 65
72336 Balingen
Germany

T +49 7433 12-0

www.bizerba.com

BIZERBA