



SUSTAINABILITY AT BIZERBA

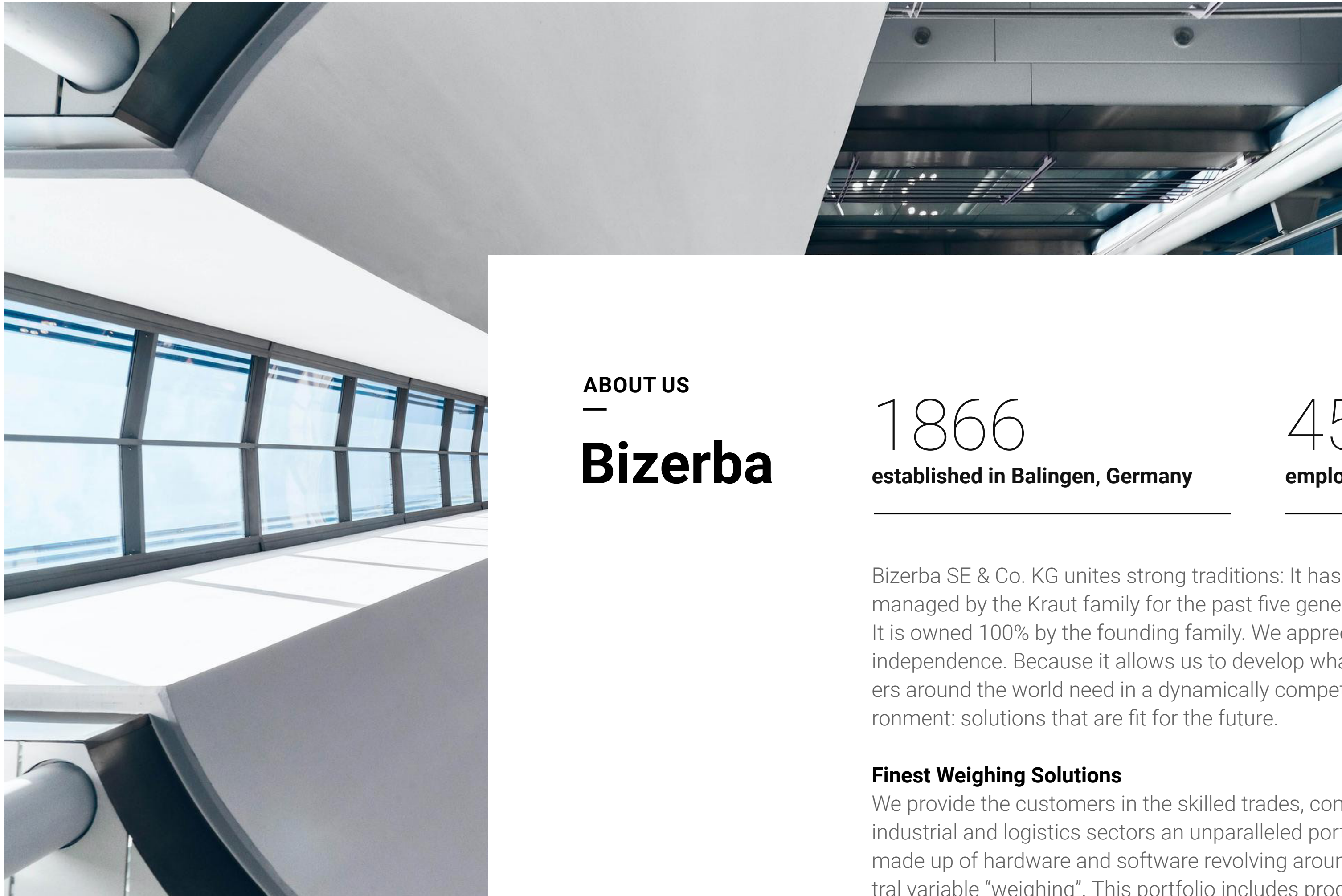
Sharing values



“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.”

Andreas W. Kraut
CEO & Shareholder

Andreas W. Kraut, CEO & Shareholder, is the fifth generation in his family to lead the business. He is fully responsible for ensuring sustainability at Bizerba. To support him, a Sustainability Team was established, and it reports directly to the CEO and the Executive Board. The Sustainability Team consists of members from different corporate areas and a third-party expert for sustainability. Frank Otterbach (frank.otterbach@bizerba.com) was appointed as the first contact on the topic of sustainability at Bizerba.



ABOUT US

Bizerba

1866
established in Balingen, Germany

4500
employees

800 Mio. €
annual revenue

Bizerba SE & Co. KG 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-owned business, we care for our corporate culture, based around the values of reliability, integrity, innovation and 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 and at Bizerba it also affects all areas of the company, our employees in addition to our 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, for example, enabling value creation to be made more sustainable. In addition, many sustainability aspects are already taken into account and pursued globally along the entire product life cycle.

Nonetheless, our goal is to make these aspects consistently measurable and traceable so as to be able to clearly identify optimization potential and continuously improve ourselves! We have now created the basis for this journey with our first published 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 newly established 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

The German Sustainability Code („Deutscher Nachhaltigkeitskodex“, DNK) is an intersectoral standard that we at Bizerba use as an orientation for developing our sustainability strategy. To this end, we have for the first time issued a declaration on twenty DNK criteria designed to inform our stakeholders about our sustainability performance. The full German DNK report for 2021 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 presented concerns the interests of Bizerba Germany. A sustainability strategy is currently being developed and implemented for the international Bizerba Group.

The publication of our first sustainability report is far from being the end of the road. To make our development and ongoing improvement in a variety of sustainability aspects visible over time, we will be compiling and publishing an **annual report** with immediate effect.



STRATEGY

Our approach

Fundamental elements of sustainability have been anchored in our processes and our corporate strategy for a long time.

For example, for many years, we have had a certified, integrated DIN EN ISO 9001, 14001, 50001 and 45001 management system at our main location in Balingen. In the areas of environmental and energy management, we continuously work to improve our efficiency.

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. A long-term sustainability strategy is being developed by our interdisciplinary CSR team in close coordination with the Executive Board. This will be a strategy that fits Bizerba as a global company, addressing all relevant factors, enabling us to set appropriate strategic and operational goals and pursuing them throughout the company long-term.



STRATEGY

Key topics

Which aspects 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. A reporting system is also important for measuring our progress.

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

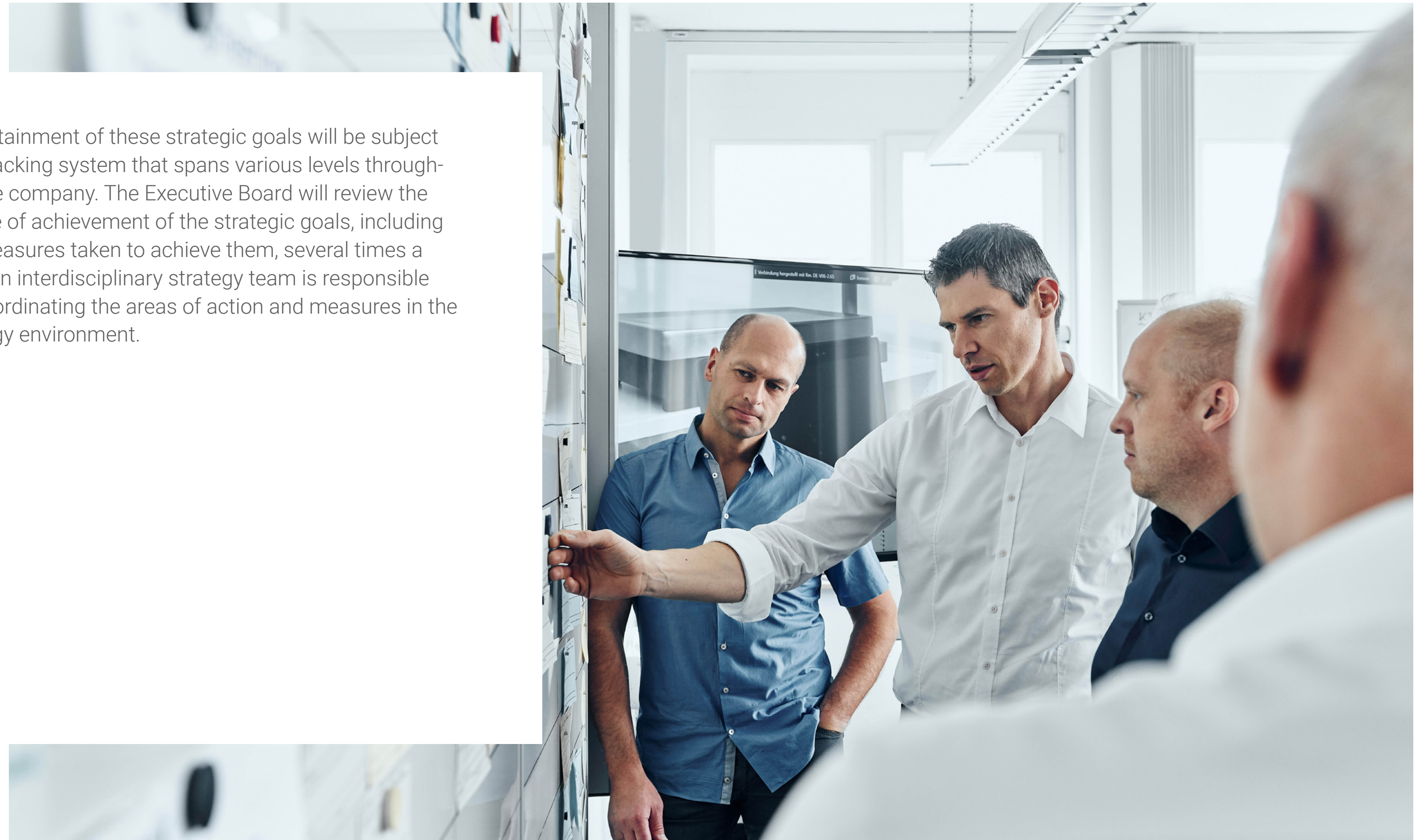
The Bizerba path

Securing the long-term and sustainable success of the company, considering all relevant influencing and environmental factors, is our top priority. 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 future, the Bizerba CSR Team will define specific goals for the following sustainability topics:

- Economic sustainability
- Open communication and improved collaboration by focusing on values and making changes to the culture
- Increasing the percentage of software revenue
- Efficient process landscape
- State-of-the-art IT infrastructure

The attainment of these strategic goals will be subject to a tracking system that spans various levels throughout the company. The Executive Board will review the degree of achievement of the strategic goals, including the measures taken to achieve them, several times a year. An interdisciplinary strategy team is responsible for coordinating the areas of action and measures in the strategy environment.



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.



STRATEGIE

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.



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

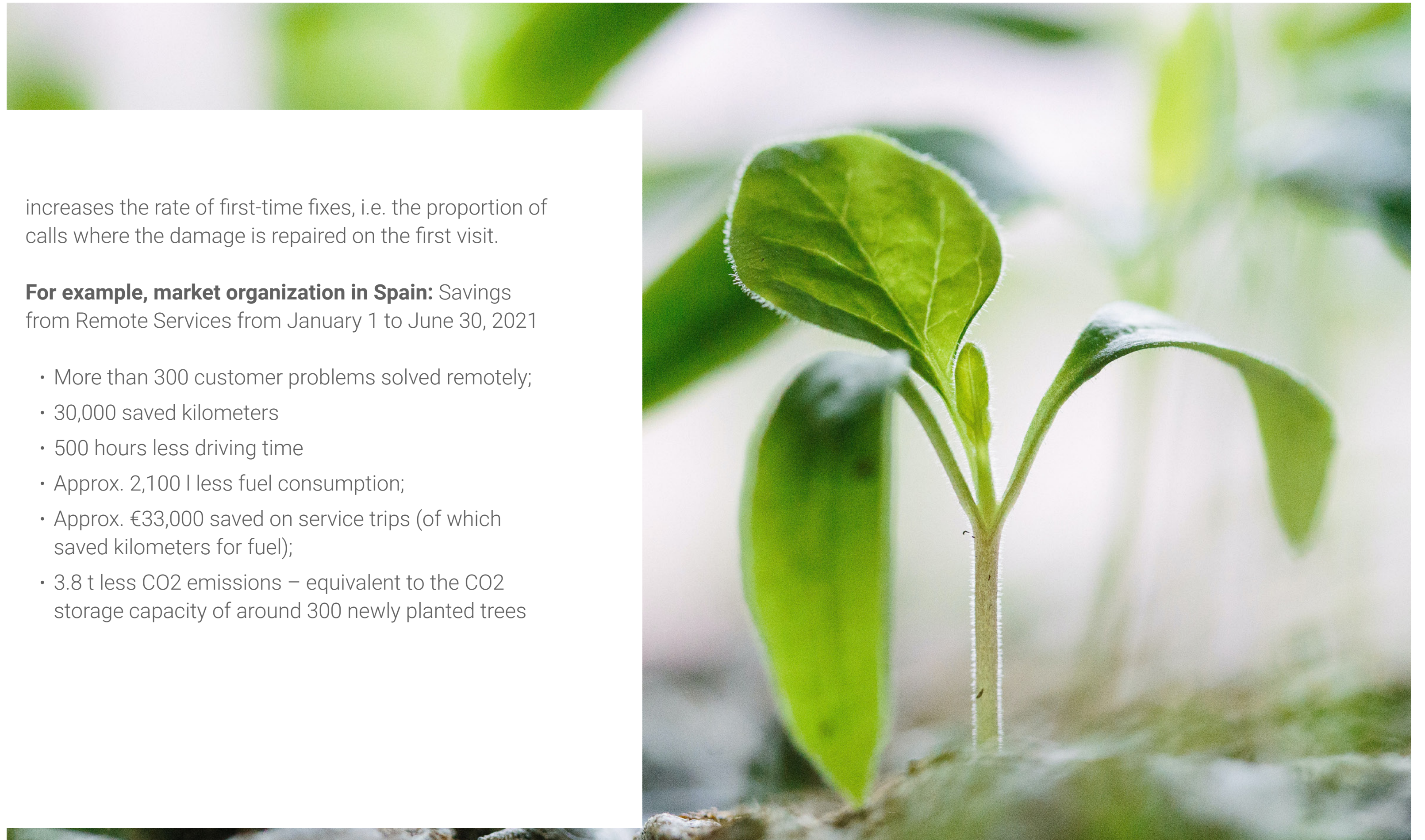
5. Aftersales & service We ensure our customers have 24/7 support with our Global Service. We record all service calls by means of a service planning tool, and they are a relevant environmental and emissions aspect. Nevertheless, we are rapidly developing our service and support. From counter scales 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.

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 We at Bizerba take back all our products free of charge at the end of their life cycle and recycle them 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.



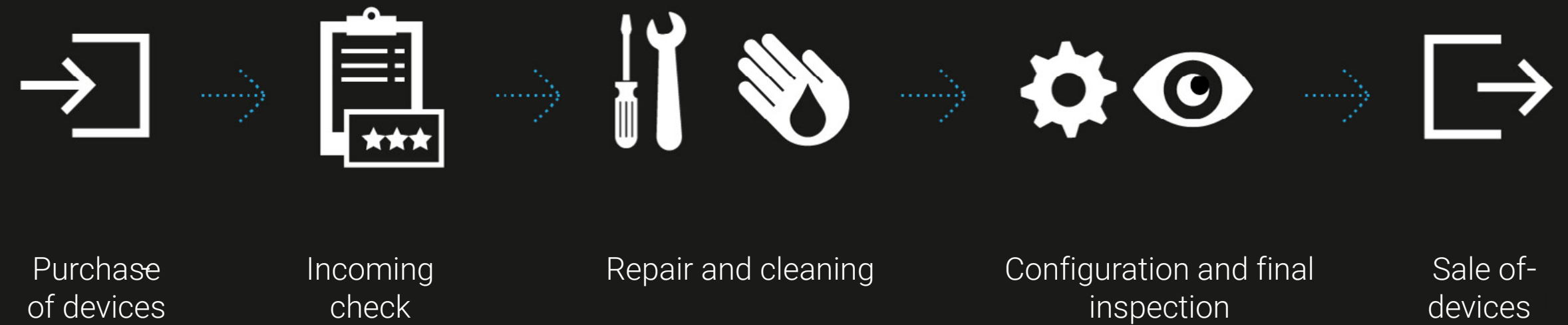
STRATEGY

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.

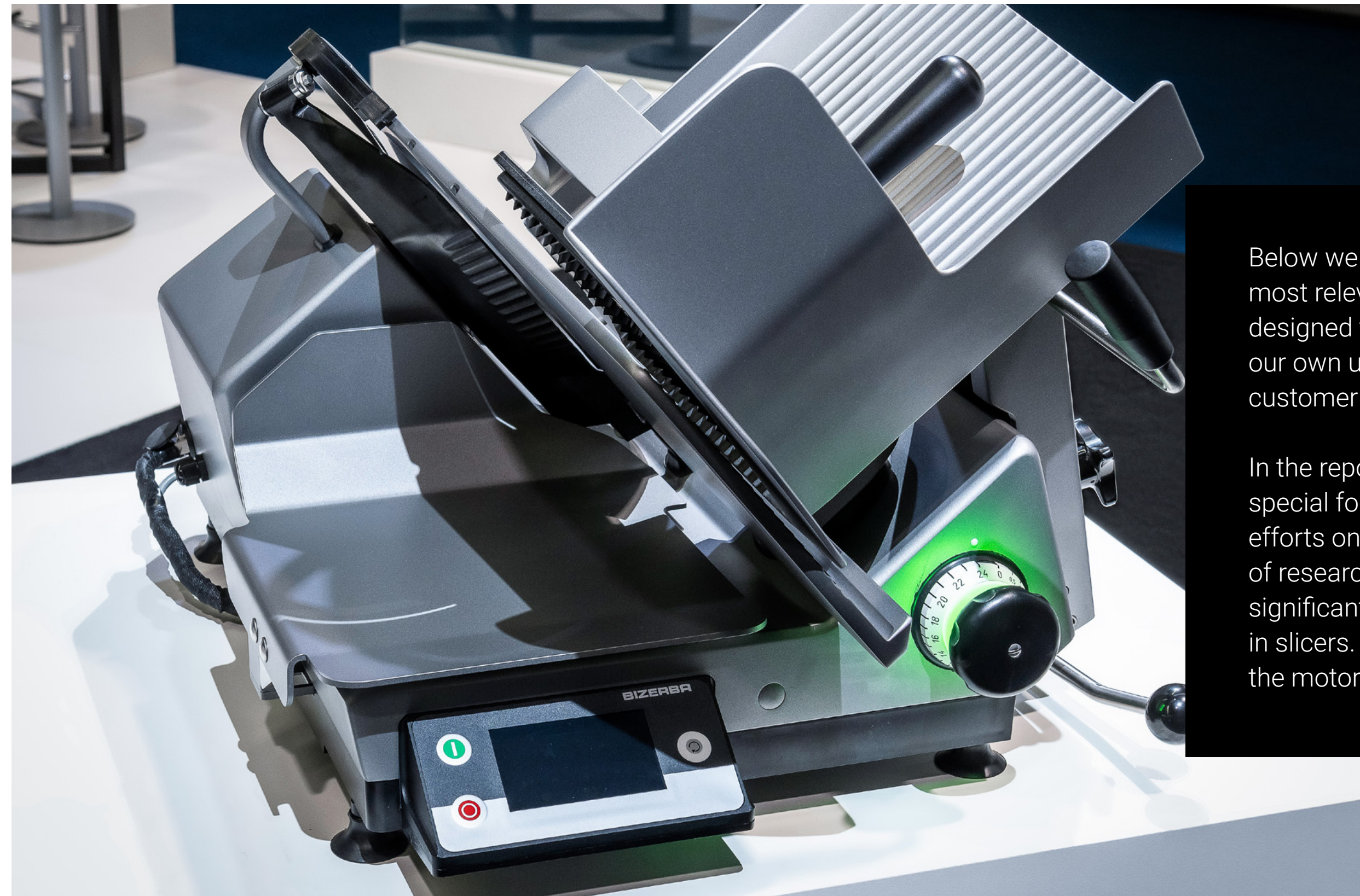
RefurBiz

Perfect reprocessing for uncompromising Bizerba quality



INNOVATION

Saving energy with smart slicers



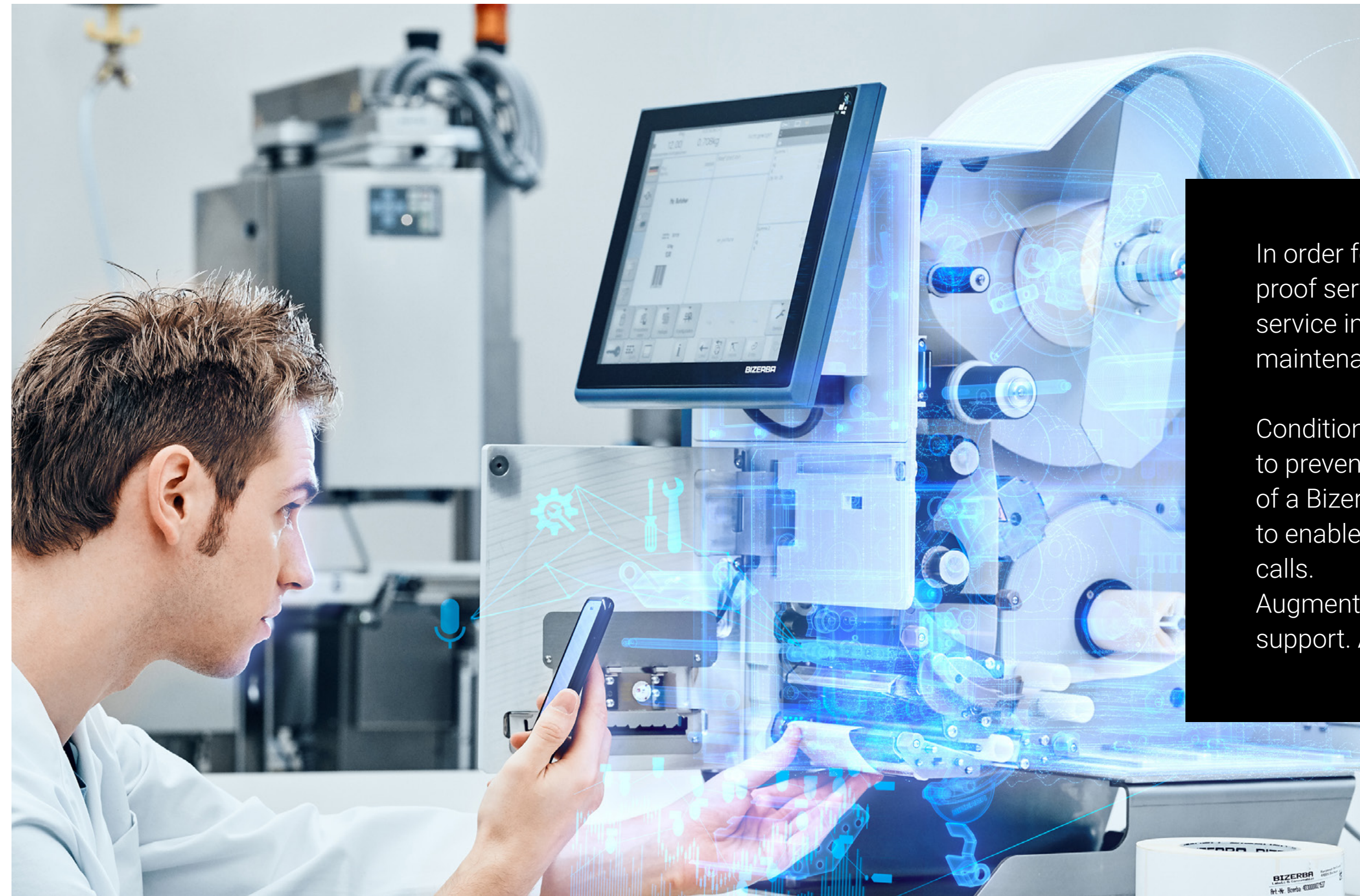
Below we provide an overview of the most relevant innovations from Bizerba designed to improve sustainability in our own use of resources and/or at the customer site:

In the reporting year 2021, 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.

Condition-based maintenance is a precursor to preventative maintenance. The health data of a Bizerba solution is recorded in real-time to enable early intervention and avoid service calls.

Augmented services are a new level of remote support. A virtual service call means that

potential device or system malfunctions can be corrected quickly and easily without having a service technician on site.

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. We have even created a dedicated product manager position for sustainable consumables.

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.



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. Together with the occupational safety and environmental management departments, our product compliance units work to surpass legal requirements in line with our goals.

ENVIRONMENT

Resources efficiency management

Within the scope of our ISO 50001 certified energy management system at the Balingen sites, our goal is to improve the environmental/energy key figures (see table) each year. We achieved this without exception in 2021.

The following measures were key to our achievements:

- Reducing the number of trips to service calls
- Procurement of e-cars in the vehicle fleet • Energy measures on different parts of the building
- Conversion to LED lighting in various parts of the building
- Replacement measures on several production systems

Location Balingen (Plant 1, 2, 6)

Environment/energy key figures	2020	2021
kWh electricity/ manufacturing hour	23,42	21,81
kWh gas/production hour	28,91	25,80
Diesel consumption (l)/100 km	7,47	7,26



ENVIRONMENT

Climate-relevant emissions

We need gas, heating oil and electrical energy to operate our production facilities, lighting, and heating. Along with fuel consumption for service vehicles, they are the largest contributors to CO2 emissions at the Balingen sites.

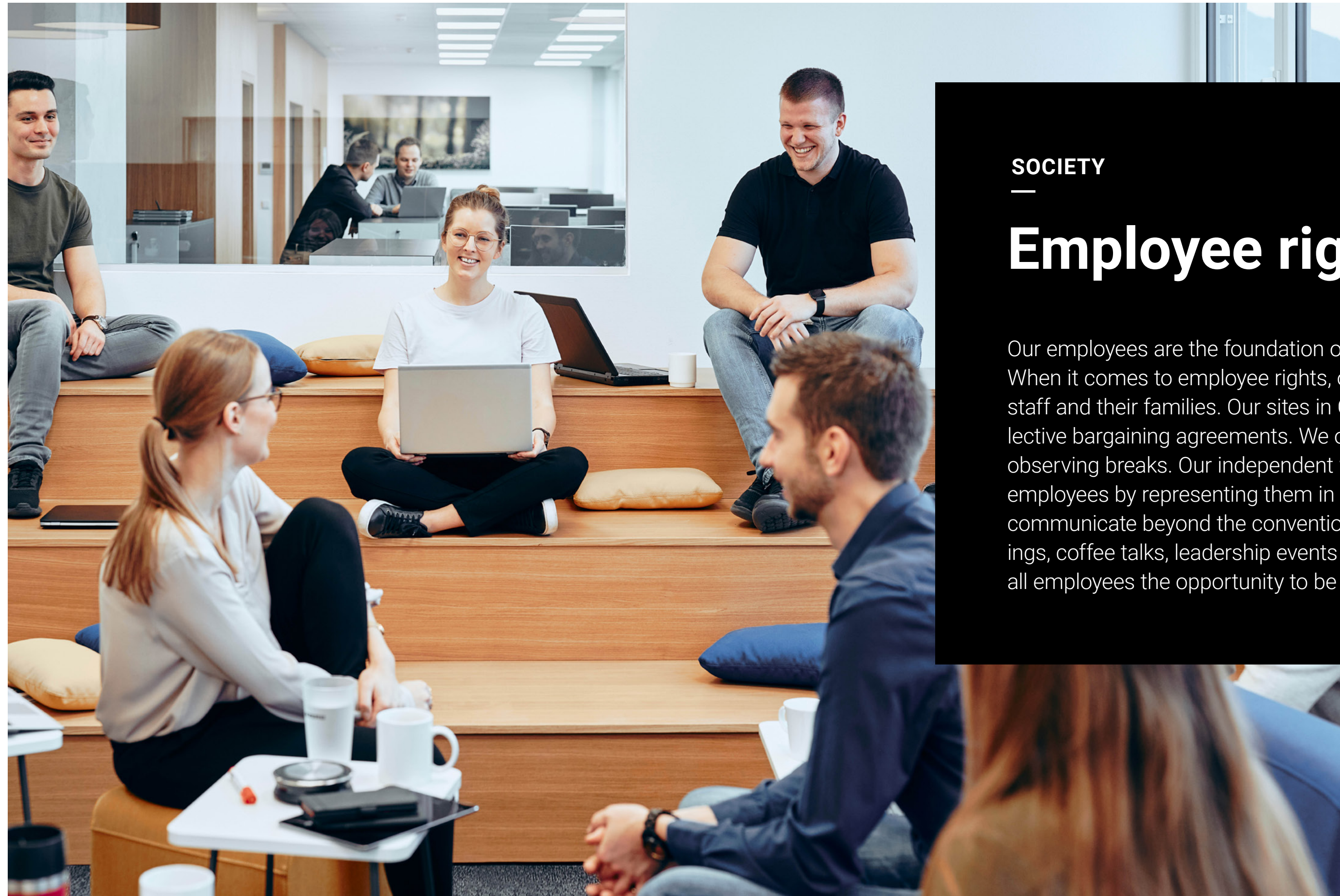
Our strategy remains focused on continuously reducing consumption in the area of electrical energy sources and heating. Moreover, we are continuing to expand renewable energies, LED lighting and e-cars. In terms of our vehicle fleet, we optimize deployment planning by staying close to our customers and optimizing route and spare parts planning.

For Scope 1 and 2, we were able to optimize emissions for the three energy sources gas, heating oil and diesel at the Balingen site. In contrast, we have not yet been able to reduce absolute emissions from electricity (excluding PV internal use), which can be attributed in part to a high increase in sales in the year under review.

We are planning the recording of Scope 3 emissions and the recording of all Bizerba sites as part of our long-term sustainability project.

Location Balingen (Plant 1, 2, 6)

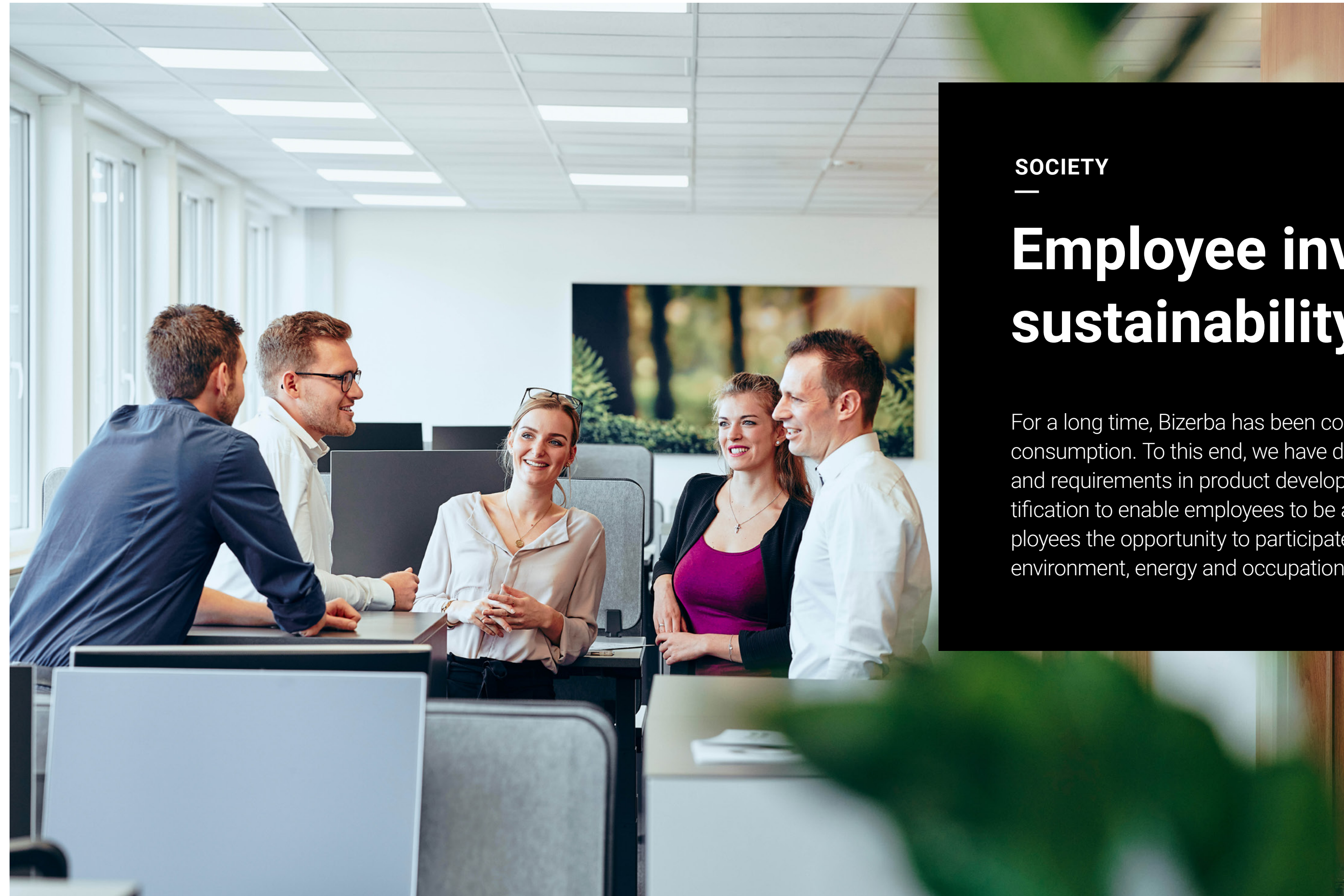
Scope 1+2 (CO ₂ /t)	2020	2021
Gas (CO ₂ /t)	1.503,54	1.300,51
Heating oil (CO ₂ /t)	19,95	12,77
Diesel (CO ₂ /t)	1.228,65	1.166,94
Electricity excluding PV internal use (CO ₂ /t)	1.327,32	1.375,00



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.



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.

Corporate Values

We are consistent

We follow rules and processes and we stand by our statements. We make decisions in the interest of our customers and based on facts.

We are willing to change

Openness to new things and embracing change as an opportunity – every person brings in ideas and suggestions. We take responsibility for improving processes and procedures.

We are goal-oriented

Our company's strategy and goals give us the guidance to act in the interest of our customers and consequently see things through to the end.

We are appreciative

Courtesy, respect and tolerance are important to us in how we deal with colleagues, employees, customers and business partners.

We are customer-oriented

We consider our assigned tasks from a customer perspective. Our customers are partners, and we find solutions together with them. We want to inspire customers with our outstanding service and service provision orientation.

We are responsible

We take responsibility for our actions and we keep our promises.

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.

As a company that operates on an global scale, we employ people of almost every nationality worldwide which reflects our diversity.

To better balance family and career, we offer our employees a high degree of flexibility in working hours and also offer home office options.

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 want our Bizerba Academy to inspire employees and customers around the globe with our learning opportunities. As a result, we can better meet the challenges of the future and support the long-term success of the company.

For example, in the reporting year 2021, we were able to

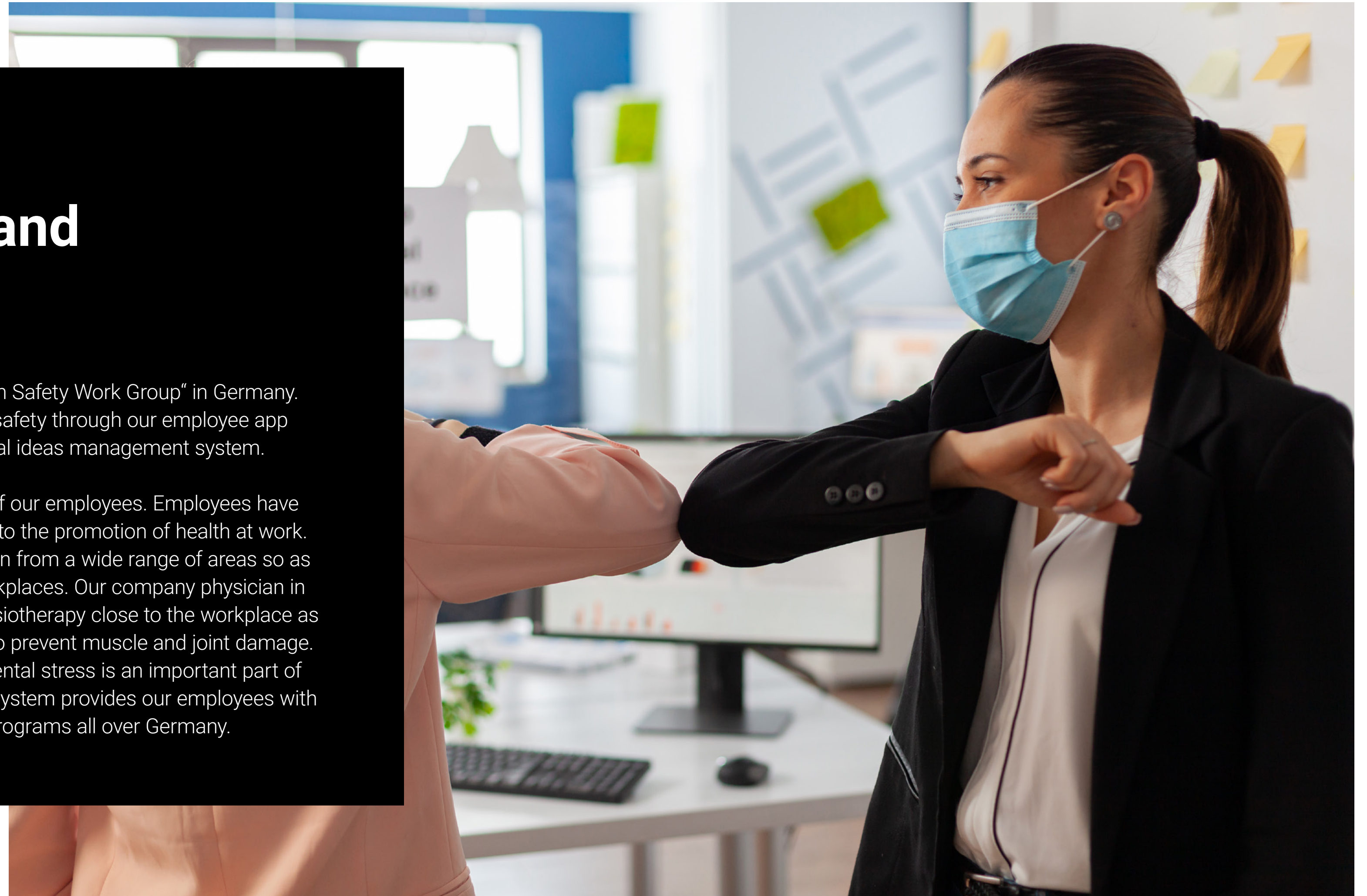
- Expand our learning opportunities while incorporating global topics and new work forms – based on requests from our employees during annual reviews.
- Bringing the diversity of our personal development opportunities closer to our staff, increasing employee satisfaction and loyalty.
- Expand our training and academic programs to include 147 new apprentices and 93 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.

As part of our efforts to comply with the German Supply Chain Sourcing Obligations Act, our goal is to have implemented the Declaration of Principles on Human Rights Compliance by 11/2022 and the other key issues, such as risk analysis and an anonymous complaints system, by 03/2023.

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 (EC 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

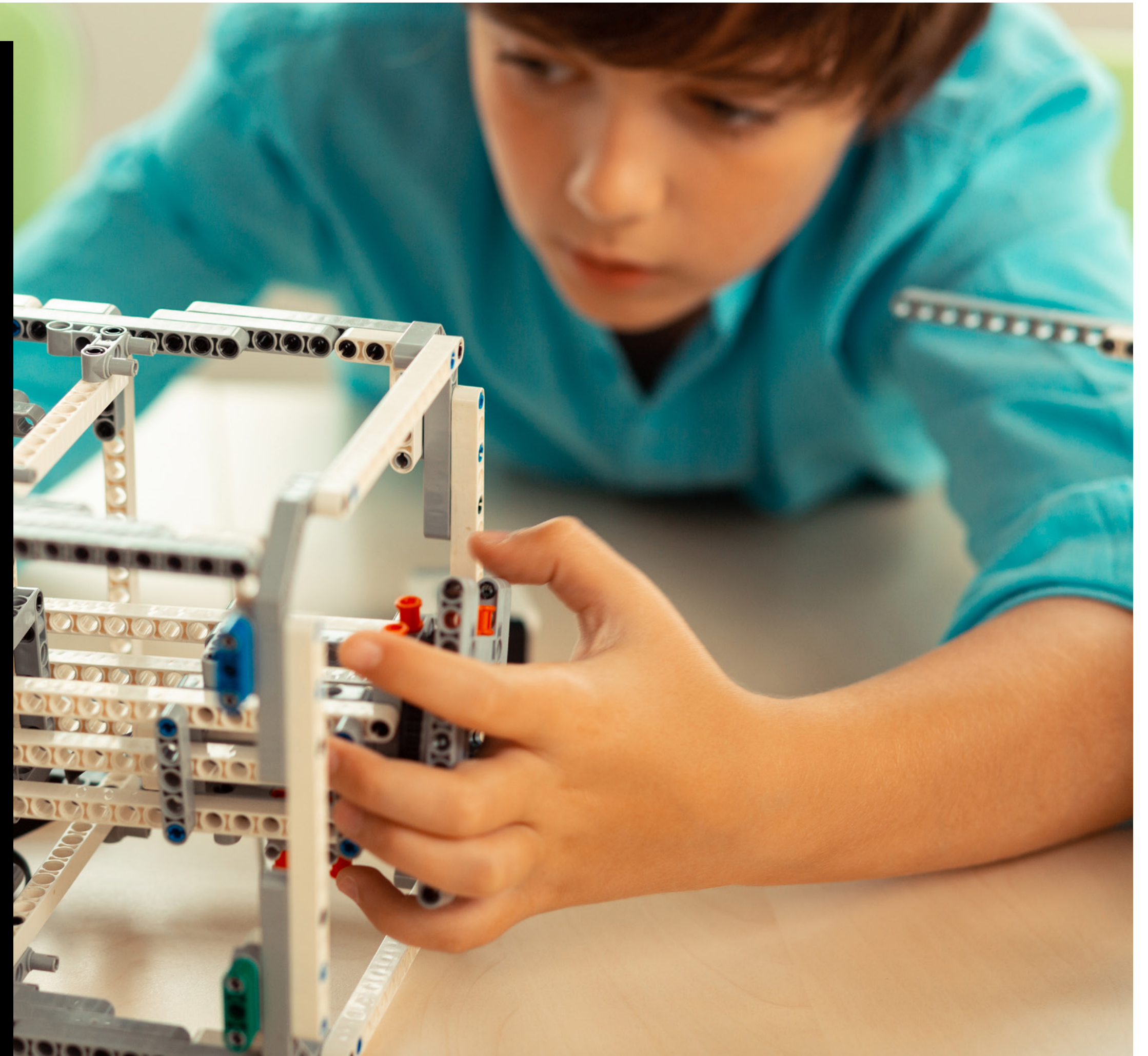
Bizerba SE & Co. KG is involved in fostering community within the region of the Headquarter through its participation in various activities, measures, and support services. Among the target group are not only the company's employees and their family members, but also the residents of the region in general.

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.

Bizerba and its shareholders are involved in the committees of several local associations and institutions on a continuous, sustainable, and long-term basis (e.g. food bank, social welfare center, etc.).



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

T +49 7433 12-0
F +49 7433 12-2696

www.bizerba.com

BIZERBA