

A pair of hands is shown from the wrists down, cupping a mound of dark brown soil. A small, vibrant green seedling with two leaves grows from the center of the soil. The background is a soft-focus bokeh of green and yellow light, suggesting a bright, natural setting. The overall image conveys themes of growth, care, and sustainability.

SUSTAINABILITY STRATEGY

—
**Driving a
sustainable
future**



“

Our goal is to pass on values to the next generation. A clear sustainability strategy is essential to ensure that our efforts toward a sustainable future are implemented in a concrete and effective way.“

Angela Kraut
CFO & Shareholder

Angela Kraut, CFO & Shareholder at Bizerba, is fully responsible for sustainability in our company. She is supported by a CSR team (Corporate Social Responsibility Team), which consists of members from various Bizerba departments and an external sustainability expert. The team reports directly to the CFO and the executive level. Julian Eilers is the main contact for sustainability at Bizerba.

Contact: sustainability@bizerba.com

Five pillars of change

Our sustainability strategy is focused on five main areas of action that not only align with our company but are also crucial to make a positive contribution to sustainability. These areas form the backbone of our efforts and demonstrate our commitment to a sustainable future:



LEADERSHIP

Corporate Governance

Standardized organization and global transparency insustainability



PRODUCTS

Advanced Product Portfolio

Sustainable products with measurable CO₂ reduction and environmentally friendly design



LOGISTICS

Efficient Supply Chain

Efficient, local, and sustainable supply chain



PEOPLE

Employee Retention

Engaged employees through sustainable incentives and talent development



ENERGY

Responsible Use of Resources

Automated CO₂ accounting and increased use of green energy

Together for a sustainable future

The selection of our areas of action is based on the 17 global Sustainable Development Goals (= SDGs) of the United Nations. These 17 goals for sustainable development represent a global plan to promote peace, prosperity, and environmental protection. By focusing on these goals,

we contribute to achieving global agreements for sustainable development and exert a positive influence on society and the environment. Within the framework of our five areas of action, we concentrate on selected sub-goals of the following SDGs:



Corporate Governance








Advanced Product Portfolio

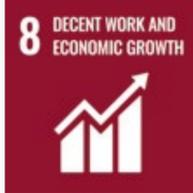








Efficient Supply Chain

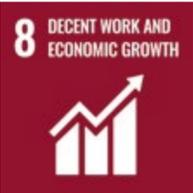








Employee retention








Responsible Use of Resources






Measurable progress, clear goals

To achieve our objectives and measure the progress of our efforts, we have established concrete metrics and key performance indicators. These provide us with clear guidelines and deadlines to ensure that we actively contribute to the selected UN sustainability goals. The

following metrics and key performance indicators help us quantify and implement our contribution to sustainable development. Each of these areas of action is overseen by an internal sponsor responsible for achieving the set goals.



Corporate Governance

Goal	Indicator
The matrix organization is standardized for a global sustainability management	Data recording with a defined contact person at over 80% of our locations
The Corporate Sustainability Reporting Directive (CSRD) is implemented worldwide	1 Compliance with ESRS requirements 2 2025: Global data collection implemented
A strategy for managing assessment systems for self-assessments is implemented worldwide	Standardized fulfillment rate of customer inquiries >80%



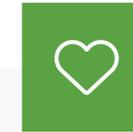
Advanced Product Portfolio

Goal	Indicator
The product CO ₂ footprint is measurable, and there are annual reduction targets	Development of a methodology for calculating the product CO ₂ footprint based on an industry benchmark
A concept for environmentally friendly packaging with clear annual goals	1 Business Case (demand/effort) for a concept is defined 2 Green packaging concept for retail scales is implemented
Environmentally friendly design	1 Specific criteria for sustainable design are defined 2 The defined criteria are integrated as requirements into the product development process
Remote support options	1 Overall remote support rate >30% 2 Remote support and upgrade rate (retail/industry) >=50% 3 Remote installation rate (retail) >=50%



Efficient Supply Chain

Goal	Indicator
Concept for lean locations for economically and ecologically efficient production	The defined footprint concept for production sites is implemented
Warehouse concept and reduction of warehouse locations	The number of finished goods warehouses in the MOs will be reduced by over 80%
A local sourcing strategy is defined and implemented	1 A local sourcing strategy is defined 2 The local sourcing strategy is implemented for all POs
Optimized transport routes and infrastructure concepts (suppliers, internal, customers)	1 The consolidation of deliveries (air/truck) is defined to reduce the company's CO ₂ footprint by approximately 20% 2 80% of internal transport vehicles will be converted to environmentally friendly fuel 3 Sustainable tenders are implemented in our sourcing strategy
Returns management (spare parts)	1 Set targets for reducing returns/waste 2 Increase the proportion of recycled plastic in packaging for reuse to 30% / 50% 3 Implementation of a hub concept for the return of spare parts



Employee retention

Goal	Indicator
Increase in employee satisfaction scores	1 Overall participation rate of global participants ≥70% 2 Overall result of global evaluation >2.5 (benchmark 2.55)
Sustainability goals are integrated into the manager incentive systems	Sustainable KPI is part of the incentives down to the executive level
Talent management for succession planning	60% of leadership positions are filled with internal employees

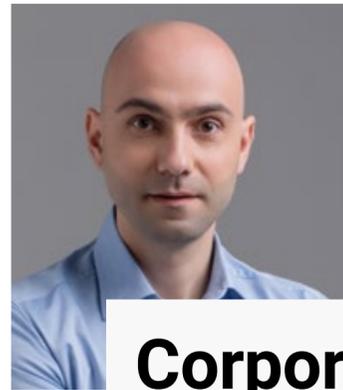


Responsible Use of Resources

Goal	Indicator
The Corporate Carbon Footprint (CCF) including all Bizerba locations is created semi-automatically	1 Locations within the scope >80% 2 Automation rate Scope 1, 2 & 3 (upstream) >50% 3 Annual targets are defined
RefurBiz	1 RefurBiz rate is defined and follows annual goals (e.g. proportion of interchangeable components) 2 Optimization of RefurBiz >2% (revenue) compared to new products
Increase the share of green energy for the global Bizerba Group	1 Reduction of fossil energy consumption >50% 2 Share of self-generated electricity in total consumption >25%

The pioneers – internal sponsors

Strong leaders are essential for challenging tasks. Each of our areas of action is therefore led by an internal sponsor responsible for the implementation and achievement of the set goals. These individuals lay the foundation for the realization of our sustainability goals:



Corporate Governance

“Through our integrated management system, we achieve 360-degree decision-making processes and ensure long-term success.”

Marcel Voigt
Director Global Quality



Advanced Product Portfolio

“Through innovation and clear goal-setting, we create a sustainable and future-oriented product portfolio.”

Ante Todoric Managing Director Business Unit Retail
Fred Köhler Managing Director Business Unit Industry
Tom van Elsacker Managing Director Business Unit Labels & Consumables



Efficient Supply Chain

“Our supply chain sets benchmarks in efficiency and sustainability through local sourcing and optimized logistics.”

Sven Hödl
Vice President Global Operations



Employee retention

“Sustainable incentives and continuous talent development are the keys to engaged employees.”

Christina Widmann
Director Global Human Resources



Responsible Use of Resources

“Our efficient utilization methods and active promotion of recycling secure the future for the next generations.”

Marcel Voigt
Director Global Quality

BIZERBA SUSTAINABILITY

Driving a sustainable future

Thank you for taking the time to get to know our sustainability strategy. Together we can shape a more sustainable future.

For further information or inquiries, please contact us at sustainability@bizerba.com.

We look forward to the exchange and to hearing your ideas!

Best regards,

Your Bizerba Team

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