



SUSTAINABILITY AT BIZERBA

Sharing values

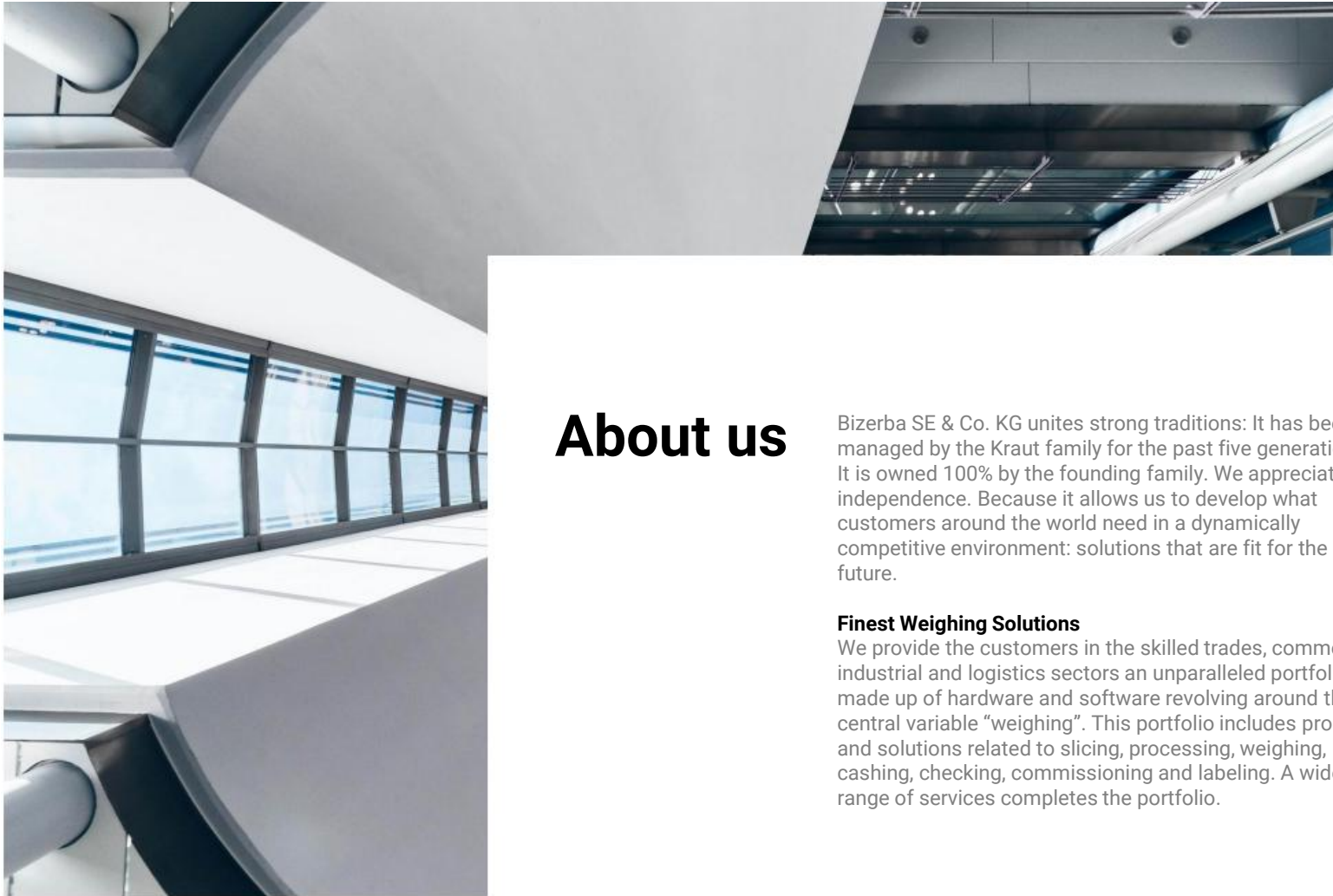


“Our goal is to pass on values to the next generation. A clear sustainability strategy is essential to ensure that our efforts towards a sustainable future are implemented in a concrete and effective way.”

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.

Contact: sustainability@bizerba.com



About us

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 headquarter 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 carries out value-added activities in China and the United States.

Executive Board

Responsibility for the future

As a responsible family-owned business, we maintain 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 160 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. At Bizerba, it affects all areas of the company, our employees, and 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, sustainability has been firmly anchored in our company's mission statement, goals and 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 next 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



Peter Riedel
COO

Contents

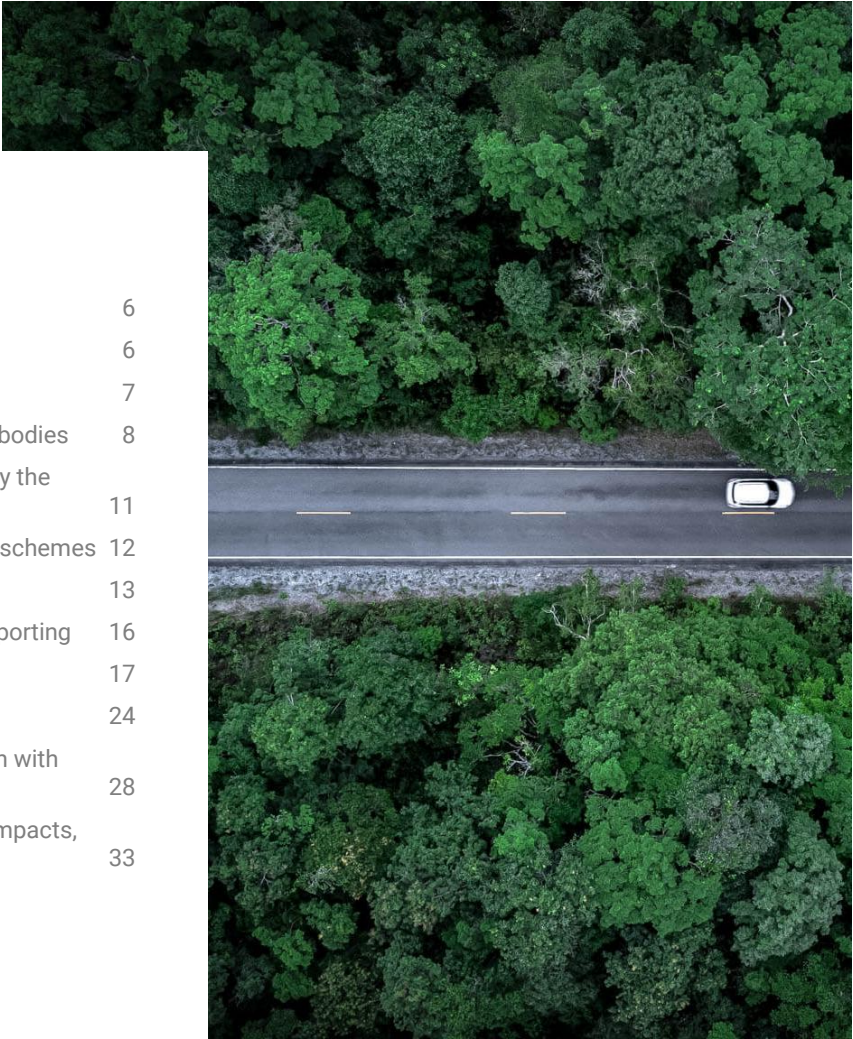
GENERAL INFORMATION	5
—	
ENVIRONMENTAL INFORMATION	35
—	
SOCIAL INFORMATION	54
—	
GOVERNANCE INFORMATION	74



Contents

GENERAL INFORMATION

ESRS 2 General disclosures	6
BP-1 General basis for preparation of the sustainability statement	6
BP-2 Disclosures in relation to specific circumstances	7
GOV-1 The role of the administrative, management and supervisory bodies	8
GOV-2 Information provided, and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	11
GOV-3 Integration of sustainability-related performance in incentive schemes	12
GOV-4 Statement on due diligence	13
GOV-5 Risk management and internal controls over sustainability reporting	16
SBM-1 Strategy, business model and value chain	17
SBM-2 Interests and views of stakeholders	24
SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model	28
IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities	33



ESRS 2

General disclosures

BP-1 General basis for preparation of the sustainability statement

Bizerba's sustainability statement has been prepared with reference to the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). Although mandatory sustainability reporting under these requirements applies to Bizerba from fiscal year 2027/28, this sustainability statement has been prepared voluntarily in advance to further develop the company's sustainability reporting processes, data collection structures and internal readiness for future reporting obligations.

The sustainability statement has been prepared on a consolidated basis. The scope of consolidation applied for this sustainability statement is aligned with the scope of consolidation used for Bizerba's financial reporting and includes the Bizerba Group.

No subsidiary undertakings included in the consolidation have been identified as relying on an exemption from individual or consolidated sustainability reporting pursuant to Articles 19a(9) or 29a(8) of Directive 2013/34/EU for the reporting period.

The sustainability statement covers Bizerba's own operations and information related to the upstream and downstream value chain. Upstream value-chain considerations include topics related to purchased goods and services, suppliers, materials, logistics and other relevant business relationships. Downstream value-chain considerations include, where

relevant, the use of Bizerba products and services by customers, distribution, service activities and end-of-life considerations. The extent of value-chain coverage differs by disclosure topic and depends on the availability, quality and reliability of data. Where value-chain information is based on estimates, assumptions or indirect sources, this is described in the relevant topical disclosures.

In preparing this sustainability statement, Bizerba conducted a double materiality assessment to identify sustainability-related impacts, risks and opportunities that are relevant to the company's business model, strategy, stakeholders and value chain.

Data used for this sustainability statement was collected from internal and external sources, including operational data, financial records, internal subject-matter experts and stakeholder input. Where data is based on estimates, assumptions, indirect sources, or when there are existing exemptions, this is described in the relevant topical disclosures.

Bizerba has not used the option to omit specific information corresponding to intellectual property, know-how or results of innovation in accordance with ESRS 1 section 7.7.

Bizerba has not used an exemption from disclosure of impending developments or matters in the course of negotiation pursuant to Articles 19a(3) and 29a(3) of Directive 2013/34/EU.

ESRS 2

General disclosures

BP-2 Disclosures in relation to specific circumstances

Bizerba's fiscal year differs from the calendar year. It begins in April and ends in March of the following year. Accordingly, this sustainability statement covers the reporting period from April 1, 2025, to March 31, 2026. Unless otherwise stated, the metrics presented in this sustainability statement reflect performance over this fiscal year.

For the preparation of this sustainability statement, Bizerba applies the time horizons defined by ESRS 1, section 6.4. The short-term time horizon corresponds to the reporting period. The medium-term time horizon covers the period from the end of the short-term reporting period up to five years. The long-term time horizon covers a period of more than five years.

Where direct measurement was not available, Bizerba used reasonable estimates based on available internal data, supplier information, industry benchmarks, sector-average data or extrapolations from known values. Such estimates may relate in particular to metrics that include upstream or downstream value-chain information. The basis for preparation, calculation methods, assumptions, limitations and whether data is measured directly or estimated are disclosed, where relevant, in the respective topical disclosure requirements.

The accuracy of estimated value-chain data depends on the availability, completeness and reliability of data from suppliers, business partners and other external sources. As a result, certain value chain-related metrics may be subject to a higher level of measurement uncertainty than metrics based solely on directly measured data from Bizerba's own operations. Bizerba continues to improve data quality by further developing data

collection processes, strengthening internal validation procedures and increasing the use of primary data where available.

This sustainability statement may contain forward-looking information, including information on planned actions, targets, expected developments and anticipated improvements in data quality. Such information is subject to uncertainty because it depends on future developments, data availability, implementation progress and external factors that may not be fully within Bizerba's control.

Changes in the preparation or presentation of sustainability information compared with previous reporting periods are disclosed in the respective topical disclosure requirements where they occur.

No material prior-period errors have been identified for the reporting period.

This sustainability statement has been prepared with reference to the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). Where Bizerba includes information stemming from other legislation, standards or frameworks in addition to ESRS, this is indicated in the relevant section together with the corresponding reference.

Bizerba has not incorporated information by reference from other corporate reports for the purpose of meeting ESRS disclosure requirements.

ESRS 2

General disclosures

GOV-1 The role of the administrative, management and supervisory bodies

Bizerba’s management and supervisory bodies consist of the Executive Management Board and the Supervisory Board. The Management Board is responsible for managing the company, setting objectives and determining the company’s strategic direction, including the integration of sustainability considerations into the corporate strategy. The Supervisory Board oversees the work of the Management Board and monitors the strategic alignment and implementation of sustainability-related matters.

The Management Board consists of the Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, and three Business Unit Directors. For the reporting year 2025/26, Bizerba had 6 executive members and 4 non-executive members. All members of the Supervisory Board are independent.

The composition and diversity of the members of the administrative, management and supervisory bodies are presented in the following table.

Composition and diversity of the members of the administrative, management and supervisory bodies

	2023/24	2024/25	2025/26
Number of executive members	6	7	6
Number of non-executive members	4	4	4

Executive management's gender diversity ratio	17%	14%	17%
Board's gender diversity ratio	0%	0%	0%
Percentage of independent board members	100%	100%	100%

Diversity is calculated as the average ratio of female to male board members.

The members of the Management Board and Supervisory Board have experience relevant to Bizerba’s business model, including industrial manufacturing, weighing and slicing technology, product development, global sales and service, supply chain management, finance, compliance, quality management, and international operations. This experience supports the governance bodies in overseeing sustainability matters that are connected to Bizerba’s products, value chain and geographic presence.

Sustainability governance at Bizerba is embedded across multiple levels of the organization to support strategic oversight, operational implementation and cross-functional accountability. The governance structure is designed to enable transparent communication, regular reporting and integration of sustainability into core business processes.

ESRS 2 General disclosures

The Top Management holds primary responsibility for the implementation of sustainability across the organization. The Sustainability Department, which is part of Global Quality, acts as the central coordinator and advisor on ESG matters. It supports internal compliance with ESG requirements, coordinates sustainability reporting and facilitates cross-functional engagement. The Corporate Social Responsibility team supports the Sustainability Department with expertise from subject matter experts from different departments.

Responsibility for Bizerba's sustainability strategy is structured around five strategic pillars. Each pillar is assigned to an internal sponsor who is responsible for translating strategic objectives into operational actions and monitoring progress in the respective business area. Two of the five pillars are sponsored by members of the Executive Board, while the remaining three are overseen by members of top management.

The Management Board oversees the implementation of the sustainability strategy, including the monitoring of sustainability targets, initiatives and material impacts, risks and opportunities. Progress on sustainability targets, achievements and challenges is reported to the Management Board on a monthly basis. The Management Board reviews progress and ensures that objectives are tracked and adjusted where necessary.

The Supervisory Board receives quarterly updates on sustainability performance. These updates include reporting on strategic measures, achievements, challenges and recommendations for strategic alignment with environmental, social and governance objectives. Through this process, the Supervisory Board oversees the alignment of sustainability matters with Bizerba's strategic direction and stakeholder expectations.

The Sustainability Department reports to the executive level on strategic sustainability matters, risks and opportunities. Progress on sustainability initiatives is reviewed through regular internal meetings and the annual sustainability reporting cycle. Key findings, risks and opportunities are escalated to the Executive Board.

The Management Board and senior executive management oversee the setting and monitoring of sustainability-related targets. Internal sponsors for the five strategic pillars are responsible for implementing measures and tracking progress in their areas. Progress is monitored through regular reviews and reported to the Management Board.

ESRS 2 General disclosures

Bizerba ensures access to sustainability-related expertise through the Sustainability Department, the CSR team and subject matter experts from relevant departments. The Sustainability Department and CSR team were staffed based on defined qualification criteria to ensure appropriate ESG knowledge and experience. Subject matter experts provide expertise on topics including environmental and energy management, occupational health and safety, procurement, compliance, product compliance, research and development, sales and sustainability reporting.

The Management Board and Supervisory Board can leverage this internal expertise to oversee sustainability matters and the related impacts, risks and opportunities. Where required, Bizerba also uses external expertise to support the development of specific sustainability matters.

ESRS 2

General disclosures

GOV-2 Information provided, and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

Bizerba's administrative, management and supervisory bodies are regularly informed about sustainability matters relevant to the company's strategy, business model, value chain and reporting obligations. Information is provided through regular updates from the Sustainability Department and the Corporate Social Responsibility team, as well as through internal reviews and management reporting.

At Bizerba, the Chief Financial Officer (CFO), who is also a shareholder, holds primary responsibility for the implementation of sustainability across the organization. The CFO is regularly updated by the Sustainability Department and the Corporate Social Responsibility team on strategic sustainability matters, material impacts, risks and opportunities, progress on sustainability initiatives and relevant reporting developments. The Sustainability Department and the Corporate Social Responsibility team also report to the executive level on sustainability-related risks, opportunities and key findings from sustainability reporting and materiality assessment processes.

Bizerba's sustainability strategy is structured around five strategic pillars. Each pillar is led by an internal sponsor who is responsible for translating strategic objectives into operational actions. Two of the five pillars are sponsored by members of the Executive Board, while the remaining three

are overseen by members of top management. These sponsors ensure that the company's sustainability-related initiatives and impacts, risks, and opportunities (IROs) are integrated into business decisions and monitored regularly.

Progress on key sustainability matters, including the implementation of programs and initiatives under the strategic pillars, is tracked and evaluated through regular internal reviews and the Sustainability Steering Committee. Key findings, risks and opportunities are reported to Executive Management and discussed in scheduled management meetings. This enables sustainability matters to be considered in decision-making, prioritization of actions and monitoring of progress.

The Supervisory Board is informed on a quarterly basis. The information provided includes sustainability performance updates, major developments, progress on strategic measures, relevant risks and opportunities, and recommendations for alignment with environmental, social and governance objectives. Through these updates, the Supervisory Board is able to monitor whether sustainability-related matters are appropriately considered in Bizerba's strategic direction and governance processes.

This governance approach ensures that relevant sustainability matters are addressed at the highest decision-making levels, and that information is communicated clearly and consistently across departments and reporting lines.

ESRS 2 General disclosures

GOV-3 Integration of Sustainability-related performance in incentive schemes

Our current target system is primarily economic and is determined and managed by the Controlling Department. At present, sustainability goals are not included in our incentive schemes. However, we recognize the importance of integrating sustainability targets and are committed to incorporating them into our incentive structures in the future.

Several committees are responsible for monitoring target achievement. The Supervisory Board oversees the work of the Executive Board, ensuring accountability and strategic alignment. Additionally, co-determination bodies, such as the Economic Committee, play a crucial role in this oversight function.

ESRS 2

General disclosures

GOV-4 Statement on due diligence

Bizerba's due diligence approach is embedded in its governance and management systems and addresses human rights, environmental protection and ethical business conduct across its own operations and value chain. The process is supported by internal policies and management documents, including the Code of Conduct, the Occupational Health and Safety Management Manual and the Environmental and Energy Management Manual, and is informed by applicable legislation, international standards and certification requirements such as ISO 14001, ISO 50001 and ISO 45001.

References to core elements of due diligence

Core elements of due diligence		Paragraphs in the sustainability statement
a)	Embedding due diligence in governance, strategy and business model	ESRS 2 GOV-1; ESRS 2 GOV-2; ESRS 2 GOV-4; ESRS 2 GOV-5; ESRS 2 SBM-1; ESRS 2 SBM-3.
b)	Engaging with affected stakeholders in all key steps of the due diligence	ESRS 2 SBM-2; ESRS 2 IRO-1; ESRS S1-2; ESRS S1-3; ESRS S2-2; ESRS S2-3; ESRS S4 Product Safety and Quality
c)	Identifying and assessing adverse impacts	ESRS 2 SBM-3; ESRS 2 IRO-1; ESRS 2 GOV-5; ESRS E2 IRO-1; ESRS S2-1.

d)	Taking actions to address those adverse impacts	ESRS E1-3; ESRS E2-2; ESRS E5-2; ESRS S1-1; ESRS S1-3; ESRS S2-4; ESRS S4 Product Safety and Quality; ESRS G1-1; ESRS G1-2; ESRS G1-3
e)	Tracking effectiveness of these efforts and communicating	ESRS 2 GOV-2; ESRS 2 GOV-5; ESRS E1-4; ESRS E1-5; ESRS E1-6; ESRS E2-3 / E2-5; ESRS E3-4; ESRS E5-5; ESRS S1-6 to S1-17; ESRS S2-5; ESRS G1-4.

ESRS 2

General disclosures

Certification

Bizerba applies certified management systems and chain-of-custody related certifications in selected operational sites across its own operations. To provide a representative view of the operational reach of these certifications, coverage is presented based on employee headcount rather than the number of sites. Management considers this to be the more decision-useful indicator, as operational sites differ significantly in size and workforce concentration. Coverage is therefore calculated as the share of employees working at certified sites relative to the total number of employees working at the relevant site population for each certification.

For ISO 14001, ISO 50001 and ISO 45001, the relevant population comprises employees working at Bizerba’s operational sites. For the purpose of this disclosure, operational sites are those sites at which manufacturing, assembly, label production, or other core operational activities are carried out.

For FSC (Forest Stewardship Council) certification, the relevant population is narrower. FSC certification is relevant only for Bizerba sites engaged in label production. Accordingly, the denominator for FSC coverage includes only employees working at sites that produce labels.

Market Organizations are excluded from the certification coverage overview because they primarily perform sales-related functions and do not carry out the core operational activities.

The following table presents, for each certification, the total number of employees in the relevant site population, the number of employees working at certified sites, and the resulting employee-based coverage percentage.

Certification	Relevant site population	Total employees in relevant sites	Employees at certified sites	Coverage (%)
ISO 14001	Operational sites	2494	1609	65
ISO 50001	Operational sites	2494	1636	66
ISO 45001	Operational sites	2494	1233	49
FSC	Label-producing sites only	494	284	57

To supplement this information, a detailed overview of employee headcount is provided for each operational site.

ESRS 2

General disclosures

Site	Country	Site type	Certification	Employees at site
Bizerba Austria GmbH & Co. KG	Austria	PO	ISO 14001	73
Bizerba Labels Austria GmbH	Austria	PO, L&C	FSC	56
Bizerba Tekno Label Inc.	Canada	PO, L&C	-	47
Bizerba (Shanghai) Weigh Tech & Systems Co. Ltd.	China	PO	-	80
Bizerba Luceo S.A.S.	France	PO	-	36
Bizerba SE & Co. KG (Balingen)	Germany	PO	ISO 14001, ISO 50001, ISO 45001 (HQ only), FSC	1316
Bizerba SE & Co. KG (Meßkirch)	Germany	PO	ISO 14001, ISO 50001	179
Bizerba SE & Co. KG (Hildesheim)	Germany	PO		49
Bizerba Labels & Consumables GmbH	Germany	PO, L&C	ISO 14001, ISO 50001, FSC	141
Bizerba Label Italy S.r.l. (BLI)	Italy	PO, L&C	-	27
Electronic Service Italia S.r.l.	Italy	PO	-	42
Bizerba Production & Tech Center d.o.o.	Serbia	PO	-	194
Egaretiq, S.L.	Spain	PO, L&C	-	45
Bizerba (UK) Limited	United Kingdom	PO, L&C	FSC	87
Bizerba Label Solutions, Inc.	USA	PO, L&C	-	91
Bizerba Solutions, Inc.	USA	PO	-	31

ESRS 2

General disclosures

GOV-5 Risk management and internal controls over sustainability reporting

Bizerba has implemented a globally aligned risk management system to systematically identify, assess, and mitigate risks across all business units.

All market and product organizations are required to maintain local risk registers, where both operational and sustainability-related risks can be captured. These risks are assessed locally, with countermeasures implemented using appropriate resources. On a semi-annual basis, the managing directors of each entity submit their current risk assessments to the Global Risk Management Officer, who consolidates them into a global risk register and prepares a comprehensive risk report for executive management.

Sustainability-related risks and opportunities are integrated into this risk management process through the Double Materiality Assessment, which identifies material impacts, risks, and opportunities (IROs) in alignment with ESRS standards.

In relation to the sustainability reporting process, Bizerba applies internal control procedures designed to support the completeness, accuracy, consistency and reliability of sustainability information. The main components of these controls include:

- Standardized and semi-automatic data collection process
- Defined roles and responsibilities for data owners and verifiers
- Review and validation steps within the Sustainability Department
- Plausibility checks and consistency reviews of reported sustainability data
- Escalation of significant findings, data limitations or control issues to the relevant responsible functions

The Management Board is informed regularly about key sustainability risks and the effectiveness of controls, ensuring proper oversight.

ESRS 2 General disclosures

SBM-1 Strategy, business model and value chain

Bizerba is one of the world's leading providers of precision products and comprehensive solutions for cutting, processing, weighing, inspecting, picking, labeling, and payment activities. As an innovative company, the Bizerba Group continuously drives the digitalization, automation, and networking of its products and services.

Bizerba provides its customers in retail, trade, industry, and logistics with comprehensive added value through state-of-the-art complete solutions. From hardware to software, apps, and cloud solutions, as well as the appropriate labels or consumables, Bizerba offers its customers tailor-made solutions under the motto "Unique solutions for unique people." The core business is organized into seven sales regions: DACH (Germany, Austria, Switzerland), Italy/Greece, Western Europe, Ibero-America, NAFTA with the United Kingdom, Asia/Pacific, and Eastern Europe. Additionally, there are global distribution partners.

With its subsidiaries, manufacturing locations and numerous partners, Bizerba is represented worldwide. An overview of employees in the Bizerba Group is given in the following table. Information is presented as a headcount at the end of the fiscal year, as of March 31, 2026. Employees are grouped by the continents in which Bizerba entities are located.

Headcount of employees by geographical areas

	2025/26
Europe	3,676
North America	510
Asia	127
South America	68
Africa	19
Total	4,400

ESRS 2

General disclosures

Bizerba's business model centers on providing integrated solutions for cutting, processing, weighing, inspecting, labeling, and payment across the sectors of retail and industry. The offerings include precision hardware, software, apps, cloud solutions, and consumables. The company generates revenue through direct sales, service contracts, and consulting. Bizerba focuses on delivering comprehensive, innovative, and customizable solutions.

The value chain begins with sourcing high-quality materials and includes stringent quality control. In operations, Bizerba manufactures equipment and develops software, supported by ongoing R&D efforts. Outbound logistics ensures timely distribution and inventory management. Marketing and sales target specific industry segments, while service includes customer support and training. Support activities involve human resources, technology investments, and procurement management to ensure efficient business operations.

Bizerba relies on a diverse range of high-quality inputs, including advanced materials for manufacturing, cutting-edge technology for product development, and skilled talent across engineering, design, and production. The company prioritizes the use of sustainable materials and energy-efficient components to enhance the durability and environmental performance of its products.

Bizerba maintains strong relationships with trusted suppliers who share the company's commitment to quality, innovation, and sustainability. By engaging in close collaboration with its supply chain partners, Bizerba ensures that all raw materials and components meet stringent standards. The company

also actively seeks out new suppliers who can provide innovative materials and technologies that align with its strategic goals, particularly in the areas of digitalization and sustainability.

Bizerba invests heavily in research and development (R&D) to continuously improve and innovate its product offerings. The company's R&D teams work closely with customers and industry experts to identify emerging needs and trends. This collaborative approach allows Bizerba to develop proprietary technologies and solutions that enhance product performance and meet the evolving demands of the market.

To ensure a stable and secure supply of critical inputs, Bizerba employs a robust risk management system. This includes diversifying its supplier base, monitoring market conditions, and maintaining strategic reserves of key materials. The company also implements rigorous quality control processes to verify the integrity and consistency of all inputs.

As a leading provider of weighing solutions, slicing machines, labeling machines, product inspection solutions, labels, and consumables, Bizerba has expanded its product portfolio to include new connected devices that seamlessly integrate into digital systems. These innovations enhance efficiency in the retail and industrial sectors by increasing weighing accuracy and reducing the time required for routine tasks. For customers, this translates into significant operational improvements, reduced downtime, and greater precision in product handling and product quality.

ESRS 2

General disclosures

By focusing on digital transformation and automation, Bizerba has strengthened its market position in key segments. Investments in cutting-edge technologies and expansion into new markets have led to stable revenue growth. Additionally, the company's commitment to sustainability and resource efficiency enhances its brand image, fostering investor confidence and driving long-term profitability and stock value. Bizerba has placed strong emphasis on sustainability and responsible business practices. Through initiatives aimed at reducing energy consumption and waste in production, the company contributes to environmental preservation. Moreover, Bizerba promotes fair working conditions and upholds ethical standards across its supply chain. These efforts not only enhance the company's reputation but also build trust and loyalty among customers, partners, and the wider community.

We broadly distinguish six stages of the value chain that our products go through:

1. Development: We develop the devices according to relevant legal and customer-specific requirements at headquarters in Balingen.
2. Procurement: Bizerba procures >90% of the materials in the form of finished or semi-finished individual parts. Depending on the development requirements, we procure raw materials, auxiliary and operating materials (lubricants, cooling lubricants, cleaning agents, etc.), and semi-finished products mainly through purchasing. In other cases, end devices (monitors, printers, OEM devices, etc.) are procured from third parties.

3. Manufacturing: Manufacturing mainly involves assembly and takes place in Germany at the sites in Balingen, Meßkirch, Hildesheim and Bochum, as well as internationally in the USA, China, Serbia, Austria, and Switzerland.
4. Sales & Leasing: We deliver our products worldwide to our customers in various market organizations through commissioned freight forwarders. Our business model includes not only the sale of products and services but also leasing activities. In addition to direct sales, Bizerba provides leasing options for selected product groups, including our own weighing and slicing equipment, company vehicles, e-bikes and machinery. This supports flexibility for our customers and contributes to a more circular use of resources through extended product lifecycles and shared use.
5. Aftersales & Service: Through our global service, we ensure 24/7 customer support. To maximize the reuse of complete devices, Bizerba systematically encourages the sale of devices with a service and/or leasing contract. By refurbishing devices and our second-hand business, we ensure that the lifespan of Bizerba products can be extended by another "generation" with another customer. The Global Service has a workshop for refurbishing devices and a facility for refurbishing electronic spare parts. Defective spare parts that come back from the field or through recycling are tested and refurbished there. Our service trips are recorded through our deployment planning and are an important environmental and emissions aspect.

ESRS 2 General disclosures

6. End-of-Life Management and Recycling: At the end of the product life cycle, we take back our products from customers free of charge and ensure their proper dismantling and recycling. The components are dismantled into stainless steel, aluminum, circuit boards, etc.

Sustainability is embedded in Bizerba's corporate strategy through strategic pillars that guide the company's actions and priorities. One of these corporate strategy pillars, "Resources," is directly related to sustainability. Under this pillar, Bizerba has set the target to reduce its corporate carbon footprint by 50% compared with the baseline year 2025. This target supports Bizerba's ambition to reduce greenhouse gas emissions and improve resource efficiency across its business activities.

In addition, Bizerba's Sustainability Strategy is focused on five main areas of action. These not only align with our company's values but are also essential for making a meaningful impact on sustainability. These areas are the foundation of our initiatives and highlight our dedication to a sustainable future.

Five pillars of change

Bizerba's sustainability strategy is focused on five main areas of action. These not only align with our company's values but are also essential for making

a meaningful impact on sustainability. These areas are the foundation of our initiatives and highlight our dedication 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
Our chosen areas of action are guided by the 17 global Sustainable Development Goals (SDGs) set by the United Nations. These goals outline a worldwide plan to foster peace, prosperity, and environmental

protection. By aligning our efforts with these goals, we support global agreements for sustainable development and positively impact society and the environment. Within our five main areas of action, we focus on specific 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%

ESRS 2

General disclosures

SBM-2 Interests and views of stakeholders

Bizerba actively engages with its stakeholders to understand their interests, concerns and expectations and to consider these perspectives in the development of its sustainability strategy, business model, due diligence processes and double materiality assessment. Stakeholder engagement supports Bizerba in identifying and assessing sustainability-related impacts, risks and opportunities across its own operations and value chain.

Bizerba distinguishes between affected stakeholders, whose interests may be positively or negatively affected by Bizerba's activities and business relationships, and users of the sustainability statement, who use sustainability information for decision-making or evaluation purposes. The Executive Board defined the relevant stakeholder groups based on Bizerba's business model and value chain.

Based on stakeholder engagement and the double materiality assessment, Bizerba understands that key stakeholder interests include product quality and safety, reliable and innovative solutions, compliance with legal and customer requirements, responsible sourcing, transparency in sustainability reporting, the reduction of greenhouse gas emissions, and the efficient use of resources. These interests are reflected in Bizerba's sustainability strategy, materiality assessment and related policies, actions, targets and metrics.

ESRS 2

General disclosures

Stakeholder Dialogue

Stakeholder	Description	Proxy	Dialogue formats	Issue
Employees	Individuals working for the company across various departments and levels. They are directly affected by working conditions and company policies.	Works council, Employee representative, HR department, Management	Employee surveys, intranet, town halls, one-on-one meetings, annual appraisal interviews	Work-life balance, workplace security, training, competence, further development, adequate compensation, social benefits, communication, motivation
Customers	Businesses or individuals who purchase and use the company's products or services. Their expectations influence product quality and innovation.	Sales department, Service department, Quality department	Direct communication, customer satisfaction surveys, trade fairs, Quality feedback forms	Quality and reliability, sustainable products, innovation, adherence to customer requirements
Suppliers	Companies or individuals that provide goods or services to the company. They influence and are influenced by procurement practices and ethical standards.	Procurement department, Quality department	Direct communication, supplier audits, Code of conduct, Jaggaer supplier portal, EcoVadis platform	Meeting Bizerba requirements, on-time payment, compliance with labor laws, environmental standards, human rights
Executive board	Top-level management responsible for company strategy and operations. They steer sustainability and financial direction.	Shareholders, Management board	Regular EBM - Executive board meetings.	Vision, mission, strategy, adherence to budget, risk reports/system

ESRS 2

General disclosures

Stakeholder	Description	Proxy	Dialogue formats	Issue
Government authorities	Local, regional, and national bodies responsible for lawmaking and regulatory enforcement. Their decisions affect compliance.	Various departments (e.g. environment and energy, health and safety, legal)	Reporting obligations	Compliance with legal requirements
Banks and financial service providers	Institutions providing financial resources or services to the company. They are interested in financial and ESG performance.	CFO, Financial department	Direct communication, Financial reporting, ESG reporting	Risk management, Contractual agreements and their consistent adherence, creditworthiness, ESG performance
Shareholders	Individuals who own shares in the company. They are interested in returns and long-term value.	Executive board	Regular EBM - Executive board meetings.	Vision, mission, strategy, adherence to budget, risk reports/system, regulatory compliance
Supervisory board	Oversight body ensuring accountability of management. They review strategy, performance, and governance.	Executive board	Regular EBM - Executive board meetings.	Risk management, strategic alignment, governance
Residents and local communities	Individuals and groups living near company sites or operations. They are impacted by environmental and social footprint.	Various departments (e.g. environment and energy officer)	Direct communication by email and phone	Noise, emissions, job creation, local engagement

ESRS 2

General disclosures

Stakeholder	Description	Proxy	Dialogue formats	Issue
Management board	Responsible for operational implementation of the company strategy at various levels. They bridge top management and departments.	Executive board, Sustainability manager	Management meetings, Quality Management calls, internal workshops	Employee engagement, resource use, cost management, achieving department goals
Media and the public	Journalists and members of broader civil society who inform and shape public perceptions of the company.	PR/Communications department, sustainability team	Social media, publications, sustainability report	Press releases, transparency, hazard notifications
Subsidiaries	Legally or operationally connected entities under the company umbrella. Their performance affects consolidated reporting.	Management board, Quality department, Sustainability	Management meetings, Quality Management calls, direct communication, internal audits	SMART goal setting, support from Headquarters, data consistency
Competition	Other companies in the same market or sector. Indirectly influence sustainability standards and performance benchmarks.	Industry associations	Industry dialogue, benchmarking studies	Industry best practices, regulatory expectations, innovation, reputational positioning
Designated bodies, certifiers, market surveillance authorities and trade associations	External entities responsible for conformity assessment, certification, market monitoring, and industry coordination. They influence compliance, reputation, and standardization.	Quality management	Certification audits, conformity assessments, industry meetings, consultations, membership communication, working groups	Compliance with the requirements and applicable standards

ESRS 2 General disclosures

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Bizerba conducted a double materiality assessment for the reporting year 2025/26 to identify material impacts, risks and opportunities related to environmental, social and governance matters. Both the inside-out perspective, covering Bizerba's actual and potential impacts on people and the environment, and the outside-in perspective, covering sustainability-related financial risks and opportunities for Bizerba, were considered.

Bizerba's material impacts, risks and opportunities are linked to its business model as a provider of precision products and comprehensive solutions for weighing, cutting, processing, inspecting, and labeling. They are concentrated in Bizerba's own operations, particularly manufacturing, product development, sales and service activities, as well as in the upstream value chain through procurement of materials, components and services, and in the downstream value chain through product use, service activities, customer relationships and end-of-life considerations.

Bizerba responds to material impacts, risks and opportunities through the policies, actions, targets and metrics described in the relevant topical sections of this sustainability statement. The further development of the materiality assessment and integration of material IROs into strategy, decision-making and resource allocation will continue as Bizerba develops its CSRD reporting maturity and prepares for mandatory reporting.

Identified material impacts, risks and opportunities are primarily based on the topical ESRS disclosure requirements. Where Bizerba identifies material matters that are not sufficiently covered by ESRS topical disclosure requirements, company-specific disclosures are provided.

ESRS 2

General disclosures

E1 Climate change

Type	IRO
Climate change mitigation	
Actual negative impact	Contribution to climate change through operational emissions
Actual negative impact	Extended climate impact through supply chain and product lifecycle
Risk	Rising expenses for compensation measures
Energy	
Opportunity	Cost savings and financial benefits from renewable energy and efficiency improvements
Risk	High upfront capital expenditure for renewable energy transition

E2 Pollution

Type	IRO
Substances of very high concern	
Potentially negative impact	Contribution to environmental pollution from hazardous chemicals
Opportunity	Reduced regulatory exposure through substitution of hazardous substances
Risk	Financial penalties, lost revenue and reputation from non-compliance with hazardous substances regulations

ESRS 2

General disclosures

E5 Resource use and circular economy

Type	IRO
Resource inflows, including resource use	
Actual negative impact	Environmental degradation in raw material extraction caused by use of primary steel, aluminum and plastic granulates in upstream supplier production
Actual positive impact	Environmental and resource efficiency through product durability
Risk	Higher material procurement costs due to sustainable materials requirements
Risk	Increased procurement costs due to resource scarcity
Actual positive impact	Recyclability of materials in our products
Potentially positive impact	Contribution to the circular economy due to leasing and refurbishing products
Opportunity	New revenue streams from refurbishment and circular economy services
Opportunity	New market opportunities through lower-cost recycled and refurbished products
Risk	Loss of revenue due to unmet sustainability expectations in the premium market

Type	IRO
Waste	
Actual negative impact	Generation of waste from manufacturing process
Risk	Increased waste management costs due to stricter regulations
Opportunity	Cost recovery and revenue from improved waste management

ESRS 2

General disclosures

S1 Own workforce

Type	IRO
Working conditions	
Potentially positive impact	Ensuring fair working conditions for own workforce
Actual negative impact	Health issues due to work accidents
Actual positive impact	Promoting the compatibility of work and private life
Opportunity	Higher productivity and lower turnover costs through investment in employee well-being and training
Risk	Increased labor costs and productivity losses due to workforce shortages or dissatisfaction
Equal treatment and opportunities for all	
Potentially positive impact	Knowledge development and preparation for the future of young adults
Actual positive impact	Professional development and qualification
Actual positive impact	Promotion of gender equality
Potentially negative impact	Discrimination and unequal opportunities
Risk	Loss of talent and higher recruitment costs due to weakened employer reputation

S2 Workers in the value chain

Type	IRO
Working conditions	
Potentially negative impact	Unsafe working conditions, child labor, or unfair wages in the supply chain
Risk	Increased compliance risk and reputational losses due to unethical or non-compliant supplier practices
Opportunity	Reduced operational and compliance risks through responsible supplier partnerships

S4 Consumers and end users

Type	IRO
Personal safety	
Actual positive impact	Providing safe, secure and ergonomic products
Potentially negative impact	Physical harm due to inadequate handling of products
Risk	Financial losses from product liability claims and safety incidents

ESRS 2

General disclosures

G1 Business conduct

<i>IRO</i>	<i>Description</i>
Corporate culture	
Potentially positive impact	Promotion of transparency, ethical behavior, and accountability in business practices
Potentially positive impact	Transparency in sustainability reporting
Opportunity	Operational efficiency and stronger market trust through robust governance structures
Risk	Financial and reputational losses due to weak governance and regulatory non-compliance
Protection of whistle-blowers	
Actual positive impact	Ensuring accessible and secure whistleblowing mechanisms and protecting individuals from retaliation when reporting misconduct across the value chain
Opportunity	Risk mitigation and process improvement through effective whistleblowing mechanisms

Management of relationships with suppliers, including payment practices

Potentially positive impact	Upholding responsible and long-term relationships with suppliers, including fair payment terms
Risk	Operational and financial disruption due to loss of critical suppliers

Corruption and bribery

Risk	Financial penalties and reputational damage due to corruption, bribery, or governance violations
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Own disclosure – Information security and data protection

Potentially negative impact	Compromise of business partners` data and privacy
Risk	Financial, operational, and reputational losses resulting from cybersecurity incidents.

ESRS 2

General disclosures

IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities

Bizerba conducts a Double Materiality Assessment to identify and assess material sustainability-related impacts, risks and opportunities in accordance with the Corporate Sustainability Reporting Directive and the European Sustainability Reporting Standards. The assessment considers both impact materiality, reflecting Bizerba's actual and potential impacts on people and the environment, and financial materiality, reflecting sustainability-related risks and opportunities that may affect Bizerba's financial performance, position, cash flows, resilience and long-term value. The assessment forms the basis for determining the sustainability matters and disclosures included in this sustainability statement.

The assessment is coordinated by the Sustainability Department and supported by relevant internal functions, stakeholder representatives and external consultants from VERSO. The VERSO sustainability management software is used to support the documentation and assessment of impacts, risks and opportunities and to provide an auditable basis for the assessment. Relevant internal functions include, among others, Finance, Health, Safety, Environment and Energy, Procurement, Human Resources, Operations, Development, Product Management, Legal, Product Compliance, Quality and Information Technology.

The Double Materiality Assessment follows Bizerba's sustainability reporting boundary and considers the company's own operations as well as relevant upstream and downstream value-chain activities.

As part of the pre-assessment phase, Bizerba defines the scope of the assessment, maps the value chain and identifies relevant stakeholders and stakeholder dialogue. For each stakeholder group, Bizerba considers relevant dialogue formats, proxy channels and issues of concern. This is described in the disclosure requirement SBM-2 Interests and View of Stakeholders.

Bizerba identifies impacts, risks and opportunities using multiple information sources, including ESRS topical standards, business strategy and company-specific matters, existing sustainability reporting and previous materiality results, internal risk registers, due diligence processes, policies and management systems, stakeholder input, industry benchmarking, regulatory developments and publicly available studies.

For impact materiality, Bizerba assesses actual and potential positive and negative impacts on people and the environment. Each impact is classified according to its type, whether positive or negative and actual or potential, and is mapped to the relevant ESRS topic or sub-topic, value-chain position, responsible function or department and affected stakeholder group. Impacts are assessed using the criteria of scale, scope and irremediability. For potential impacts, the likelihood of occurrence is also assessed. Scoring methodology for impact materiality is defined using a scale from 1 to 5. "Impacts reaching the defined materiality threshold score of 3 are classified as material, while impacts close to the threshold are reviewed on a case-by-case basis using professional judgment and documented justification.

ESRS 2 General disclosures

For financial materiality, Bizerba assesses sustainability-related risks and opportunities based on probability of occurrence and potential financial magnitude across short-, medium- and long-term time horizons. The assessment takes into account Bizerba's strategic objectives and risk appetite. Risks and opportunities are assessed using a scoring methodology based on probability and potential financial magnitude. Financial materiality is determined by multiplying probability and financial magnitude for each relevant time horizon. Risks and opportunities reaching the defined threshold are classified as material, while matters close to the threshold are reviewed case by case. All material risks and opportunities are assigned to the relevant ESRS topic or sub-topic.

The assessment process includes input from internal subject-matter experts and stakeholder representatives. For impact materiality, members of Bizerba's Corporate Social Responsibility team and relevant experts from different functions provide input. For financial materiality, stakeholder representatives provide input based on their ongoing dialogue with key stakeholder groups.

Following the assessment, the full list of identified impacts, risks and opportunities and their assessment results is reviewed. The review verifies that each identified matter has been assessed and classified as material or not material. Matters close to the defined thresholds or requiring additional judgement are assessed case by case. The results are reviewed by relevant members of management and subject-matter experts.

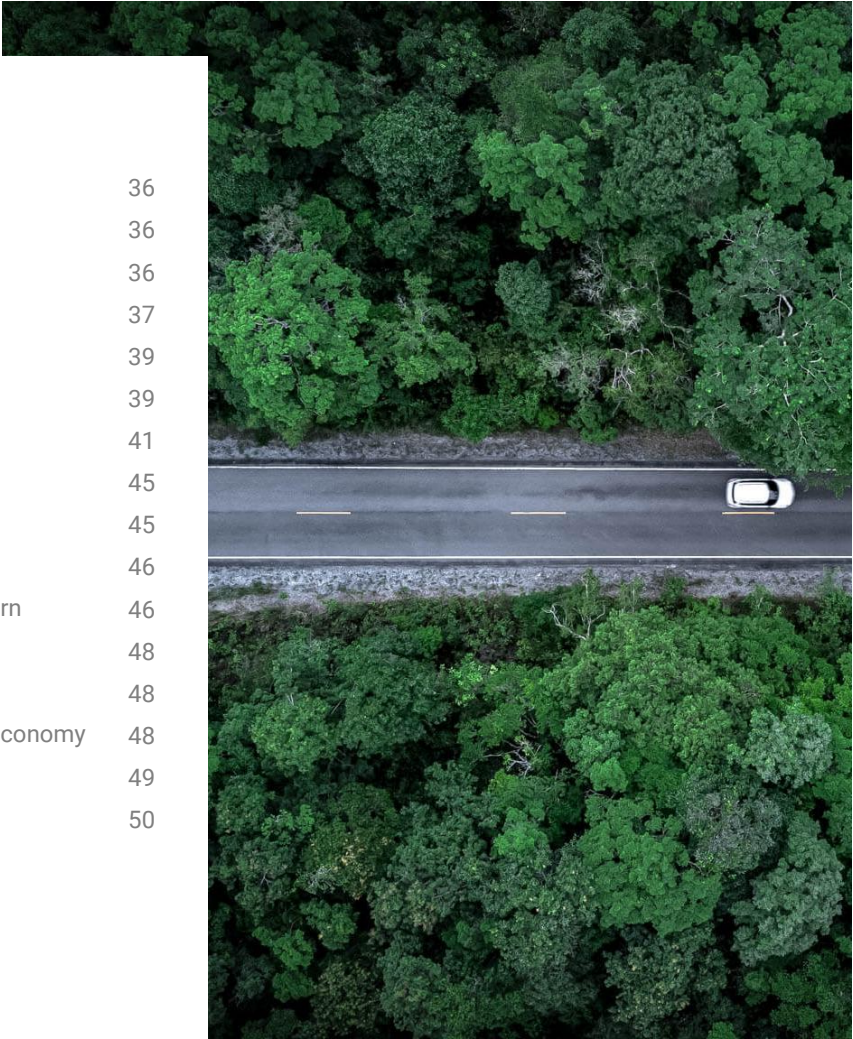
The results of the Double Materiality Assessment are used to determine the material sustainability matters reported in the sustainability statement and to inform the development of sustainability-related actions, targets and governance processes.

Bizerba reviews the Double Materiality Assessment annually between reporting periods. A complete reassessment is performed every three years, or earlier if significant changes occur, such as major operational changes, regulatory developments or newly identified sustainability-related risks. The Double Materiality Assessment process was reviewed and further developed between the last two reporting periods to strengthen the methodology and improve alignment with ESRS requirements. Bizerba will continue to further enhance the process to support full audit readiness and compliance with ESRS requirements.

Contents

ENVIRONMENTAL INFORMATION

ESRS E1 Climate change	36
E1-1 Transition plan for climate change mitigation	36
E1-2 Policies related to climate change mitigation and adaptation	36
E1-3 Action and resources in relation to climate change policies	37
E1-4 Targets related to climate change mitigation and adaptation	39
E1-5 Energy consumption and mix	39
E1-6 Gross scopes 1, 2, 3 and total GHG emissions	41
ESRS E2 Pollution	45
E2-1 Policies related to pollution	45
E2-2 Actions and resources related to pollution	46
E2-3/E2-5 Target related to pollution/ Substances of very high concern	46
ESRS E5 Resource use and circular economy	48
E5-1 Policies related to resource use and circular economy	48
E5-2 Actions and resources in relation to resource use and circular economy	48
E5-4 Resource inflows	49
E5-5 Resource outflows	50



ESRS E1

Climate change

E1-1 Transition plan for climate change mitigation

Bizerba's long-term climate ambition is to become climate-neutral by 2040. This ambition is embedded in Bizerba's corporate strategy and reflects the company's commitment to reducing greenhouse gas emissions across its own operations and value chain. The transition to a lower-emission business model is being developed progressively and will be supported by greenhouse gas reduction targets, climate-related actions and the further integration of decarbonization measures into operational and strategic planning.

As a key step in developing its transition plan, Bizerba completed a corporate carbon footprint for the whole Bizerba Group in 2025. The corporate carbon footprint covers Scope 1, Scope 2 and Scope 3 emissions for the whole Bizerba Group and serves as the baseline for measuring future emission reductions and for tracking progress towards Bizerba's 2030 greenhouse gas reduction target and 2040 climate-neutrality objective. The annual reduction targets for the period from 2025 to 2030 are disclosed under E1-4 Targets related to climate change mitigation and adaptation.

Bizerba is committed to the 1.5°C target of the Paris Agreement. The detailed assessment of how the future transition plan and related greenhouse gas reduction targets are compatible with a 1.5°C pathway will be further developed as part of the transition plan and disclosed together with the target pathway, annual reduction targets and interim milestones.

The implementation of the transition plan will be supported by Bizerba's sustainability and corporate strategy steering processes. Progress will be monitored through the corporate carbon footprint, the climate-related targets disclosed under E1-4, and the climate actions and resources disclosed under E1-3.

E1-2 Policies related to climate change mitigation and adaptation

Bizerba's climate-related matters are currently addressed through the Environmental/Energy Management Handbook, which contains the company's Environmental/Energy Policy and describes the integrated environmental and energy management system based on ISO 14001 and ISO 50001. The handbook and policy set out Bizerba's commitment to minimizing environmental impacts, using resources efficiently and optimizing energy consumption. The Environmental/Energy policy is applicable to the whole Bizerba Group.

The current policy framework supports climate change mitigation mainly through energy efficiency, efficient and demand-oriented energy use, resource efficiency, reduction of environmental impacts and emissions, and the consideration of environmental and energy aspects in development, procurement, production, infrastructure, logistics, service, product return, recycling, disposal, packaging and transport.

Energy efficiency is a central element of the handbook. Raw material and energy consumption are documented and regularly evaluated, energy consumers are analyzed where possible, improvement projects are initiated. Energy flows, energy sources and energy consumers are recorded, and energy performance indicators are used to monitor and measure energy performance.

Responsibility for the environmental and energy management system lies with top management and the appointed environmental and energy management functions. The Environmental and Energy Management Officer and the Environment and Energy Manager support implementation, reporting, audits, target definition, energy analysis and the tracking of environmental and energy key figures.

ESRS E1

Climate change

E1-3 Action and resources in relation to climate change policies

Bizerba’s current climate change mitigation actions are primarily focused on improving energy efficiency in its own operations. The action overview currently covers the ISO 14001 and ISO 50001 certified German sites, including the headquarters in Balingen, the Meßkirch production site and the Bochum label production site. These disclosed actions are currently anchored in Bizerba’s own operations and are not yet directed at the upstream or downstream value chain. Other global subsidiaries are not yet included in the action overview but are planned to be integrated in future reporting in line with Bizerba’s climate targets.

No.	Target	Description	Expected Reduction	Achieved Reduction	Unit
1	Energy efficiency	Reduction of energy expenditure	56.7	88.2	tCO ₂
2	Energy efficiency	Replacement of lighting	17.8	23.2	tCO ₂
3	Energy efficiency	Infrastructure improvement	15.8	0	tCO ₂
Total			90.3	111.4	tCO ₂

Energy savings were calculated using the CO₂ emission factors provided in the EEW information sheet. The emission factor for energy-efficiency measures is 0.435 tCO₂/MWh, while the emission factor for heat savings is 0.201 tCO₂/MWh.

The measures listed are not included in the overview for capital expenditure (CapEx) and operating expenditure (OpEx).

In product development, Bizerba considers energy and environmental impacts throughout the product cycle. The use of new processes and products is intended to help minimize energy and resource consumption, reduce environmental pollution and replace environmentally hazardous substances where possible. Development is carried out in line with the latest state of the art, and energy-efficient components are used where relevant.

In procurement, Bizerba informs suppliers that the company focuses on energy-efficient products, solutions and procurement. Bizerba values environmentally friendly raw materials, auxiliary materials and operating materials throughout the product life cycle, considers storage, transport and packaging, and favors suppliers that operate an active environmental or energy management system. In the reporting period, Bizerba started requesting product carbon footprint information from priority suppliers as a first step towards improving transparency on upstream Scope 3 emissions. This supports the company’s objective to better understand the climate impact of purchased goods and services and to increase the availability of supplier-specific emissions data. Going forward, Bizerba plans to further integrate carbon emissions criteria into supplier selection and supplier evaluation processes.

ESRS E1

Climate change

In logistics and distribution, Bizerba aims to avoid unnecessary travel distances and use available energy sensibly and appropriately. Bizerba is placing greater emphasis on optimizing distribution strategies and prioritizing remote deployments.

Employees are expected to contribute to environmental and energy performance through environmentally and energy-conscious behavior, including saving electricity, water and fuel, reducing paper use, recycling waste and identifying opportunities and risks. Bizerba supports this through induction, training, communication, reporting and the provision of necessary resources.

Bizerba collaborates with the Fraunhofer Institute from Stuttgart on the project "Compass for Greenhouse Gas Mitigation Measures". The objective of the project is to identify and assess the most relevant opportunities for reducing greenhouse gas emissions across Bizerba's operations and value chain. The project is intended to support the prioritization of future mitigation measures by evaluating potential reduction levers, their feasibility and their expected contribution to Bizerba's climate targets. The results of the project will be used to further develop Bizerba's climate action roadmap and to strengthen the basis for future decarbonization measures. This includes identifying additional actions beyond the currently quantified energy-efficiency measures and improving the company's ability to prioritize measures with the highest greenhouse gas reduction potential across the value chain.

ESRS E1

Climate change

E1-4 Targets related to climate change mitigation and adaptation

Bizerba has set climate-related targets to support its climate change mitigation efforts and to address its material climate-related impacts, risks and opportunities. Bizerba's long-term climate ambition is to become climate-neutral by 2040. As an intermediate milestone, Bizerba has set a target to reduce its corporate carbon footprint by 50% by 2030 compared with the 2025 baseline.

The 2030 target covers greenhouse gas emissions across Scope 1, Scope 2 and Scope 3 and is embedded in Bizerba's corporate strategy. The baseline value for 2025 amounts to 180,961.79 tCO₂e. The corporate carbon footprint covers the entire Bizerba Group and was calculated using activity data from every subsidiary, applying the Greenhouse Gas Protocol methodology.

To operationalize the 2030 target, Bizerba has defined annual reduction targets for the five-year period leading up to 2030. These annual targets provide a structured reduction pathway and will be used to monitor whether the company is progressing in line with its planned decarbonization path.

- 2025 – baseline year
- 2026 – 5% reduction compared with the 2025 baseline
- 2027 – 15% reduction compared with the 2025 baseline
- 2028 – 25% reduction compared with the 2025 baseline
- 2029 – 40% reduction compared with the 2025 baseline
- 2030 – 50% reduction compared with the 2025 baseline

Progress against these targets will be reviewed as part of Bizerba's sustainability and corporate strategy steering processes.

In addition to the corporate carbon footprint reduction target, Bizerba has defined further climate change mitigation targets as part of its sustainability strategy. They include:

- Reducing CO₂ emissions by approximately 20% through the consolidation of deliveries.
- Converting 80% of internal transport vehicles to environmentally friendly fuels.
- Reducing fossil energy consumption by at least 50%.
- Increasing the share of self-generated electricity in total electricity consumption to more than 25%.

Following the project "Compass for Greenhouse Gas Mitigation Measures", Bizerba intends to define more detailed targets for individual locations and relevant GHG emission categories.

At the reporting date, Bizerba's climate-related targets have not been validated by the Science Based Targets initiative (SBTi). Bizerba is currently considering whether to pursue SBTi validation in the future, as science-based climate targets are becoming increasingly relevant for customers and other stakeholders.

E1-5 Energy Consumption and Mix

The survey of energy consumption was carried out across the whole Bizerba Group for the reporting year 2025/2026. Bizerba's energy consumption is made up as shown in the following table. The table was generated automatically using the Verso software as a part of GHG emissions calculation, based on the energy inputs during calculations.

ESRS E1

Climate change

<i>Energy consumption and mix</i>	<i>Unit</i>	<i>2023/24</i>	<i>2024/25</i>	<i>2025/26</i>
1. Fuel consumption from coal and coal products	[MWh]	0	49.67	0
2. Fuel consumption from crude oil and petroleum products	[MWh]	22,432	44,717.98	32,801.39
3. Fuel consumption from natural gas	[MWh]	6,073	8,960.18	8,723.42
4. Fuel consumption from other fossil sources	[MWh]	0	0	0
5. Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	[MWh]	5,740	16,662.28	13,913.06
6. Total fossil energy consumption (sum 1-5)	[MWh]	34,245	70,390.11	55,437.87
Share of fossil sources in total energy consumption	%	80.1	85.50	74.91
7. Consumption from nuclear sources	[MWh]	659	3,072.49	5,069.77
Share of consumption from nuclear sources in total energy consumption	%	1.5	3.73	6.85
8. Fuel consumption for renewable sources (including biomass, biogas, non-fossil fuel waste, renewable hydrogen, etc.)	[MWh]	0	0	0
9. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	[MWh]	7,071	7,370.25	12,262.54
10. The consumption of self-generated non-fuel renewable energy	[MWh]	797	1,498.77	1,202.94
11. Total renewable energy consumption (sum 8-10)	[MWh]	7,868	8,869.02	13,465.48
Share of renewable sources in total energy consumption	%	18.4	10.77	18.20
Total energy consumption (sum 6,7 and 11)	[MWh]	42,772	82,331.62	73,973.12

ESRS E1

Climate change

E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

The carbon footprint for Bizerba’s fiscal year 2025/26 covers the entire Bizerba Group, including all legal entities consolidated under the group.

The report covers the period from April 1, 2025, to March 31, 2026, in alignment with Bizerba’s fiscal year.

The greenhouse gas emissions inventory includes:

- **Scope 1** – direct emissions from owned or controlled sources,
- **Scope 2** – indirect emissions from the generation of purchased electricity, steam, heating, and cooling, and
- **Scope 3** – other indirect emissions that occur in the value chain, both upstream and downstream.

The calculation follows the principles and methodology outlined in the “Greenhouse Gas Protocol – Corporate Accounting and Reporting Standard” and “Greenhouse Gas Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard”, ensuring consistency, relevance, accuracy, and completeness.

The Corporate Carbon Footprint was calculated using software provided by Verso, a sustainability management platform.

Activity data used in the calculation was collected from each subsidiary of the Bizerba Group. The data consists of directly measured data, information from internal systems, invoices, estimates.

Compared with the previous base year calculation, the base

year value was recalculated due to improvements in data quality and methodological refinements for selected Scope 3 categories. For purchased goods and services, Bizerba increased the use of activity-based data compared with spend-based data, which improved the accuracy of the calculation and affected the reported results. For employee commuting, the calculation methodology was improved by collecting data through employee surveys across the company, and the base year value was adjusted to reflect this improved method. In addition, capital goods were separately identified and allocated to the Scope 3 capital goods category, instead of being included within purchased goods and services. These adjustments improve the consistency and comparability of the greenhouse gas inventory and provide a more accurate basis for tracking progress against Bizerba’s emission reduction targets.

Emission factors used in the calculations are from Ecoinvent database and those integrated within Verso’s platform, which are primarily sourced from the Climatiq emissions database. Climatiq provides scientifically sourced and regularly updated emission factors derived from reputable databases such as DEFRA (UK), EPA (US), ADEME (France), and others. These emission factors cover a wide range of activities and are regionally adjusted where applicable.

The following table provides a breakdown of the Bizerba Group’s GHG emissions.

ESRS E1

Climate change

Scope	Activity Type	2023/24 (tCO2e)	%	2024/25 (tCO2e)	%	2025/26 (tCO2e)	%
Scope 1	Stationary Combustion	1,308.00	2.08	1,862.58	1.03	1,834.47	1.11
	Mobile Combustion	5,887.00	9.36	11,827.97	6.54	8,686.20	5.24
	Refrigerants	1,127.00	1.79	35.18	0.02	964.55	0.58
	Total Scope 1	8,322.00	13.23	13,725.73	7.59	11,485.22	6.93
Scope 2	Purchased Electricity - Location-based			6,872.91		6,663.40	
	Purchased Electricity – Market-based	6,244.00	9.92	11,713.96	6.47	7,209.29	4.35
	District Heating - Location-based	395.00	0.63	179.21		1,852.21	
	District Heating - Market-based			168.72	0.09	1,852.21	1.12
	Total Scope 2						
	Location-based			7,052.12		8,515.61	
	Total Scope 2						
	Market-based	6,639.00	10.55	11,882.68	6.56	9,061.50	5.47

ESRS E1

Climate change

Scope	Activity Type	2023/24 (tCO ₂ e)	%	2024/25 (tCO ₂ e)	%	2025/26 (tCO ₂ e)	%
Scope 3	Purchased Goods and Services			81,297.53	44.93	65,833.38	39.72
	Capital Goods			4,376.54	2.42	6,452.10	3.89
	Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2			5,684.60	3.14	5,261.94	3.18
	Upstream						
	Transportation and Distribution	2,683.00	4.26	5,098.73	2.82	3,076.93	1.86
	Waste Generated in Operations			7,698.67	4.25	6,290.41	3.80
	Business Travel			690.40	0.38	3,384.65	2.04
	Employee Commuting			5,028.83	2.78	5,053.61	3.05
	Downstream						
	Transportation and Distribution	534.00	0.85	0.78	0	0	0
	Use of Sold Products	44,739.00	71.11	37,335.12	20.63	39,914.56	24.08

ESRS E1

Climate change

Scope	Activity Type	2023/24 (tCO2e)	%	2024/25 (tCO2e)	%	2025/26 (tCO2e)	%
Scope 3	End-of-Life Treatment of Sold Products			1,124.71	0.62	2,734.43	1.65
	Downstream Leased Assets			7,017.47	3.88	7,175.98	4.33
	Total Scope 3	47,956.00	76.22	155,353.38	85.85	145,177.99	87.60
	Total						
	Location-based			176,131.23		165,178.82	
	Total Market-based	62,917.00	100	180,961.79	100	165,724.71	100

Compared with the recalculated 2024/25 base year, Bizerba's total gross greenhouse gas emissions decreased by 8.42 % during the reporting year.

Significant increases in certain emissions categories, such as End-of-Life Treatment of Sold Products and Business Travel, are primarily attributable to improvements in data quality, expanded data coverage, or changes in the scope of the underlying activity data rather than solely to increases in the related business activities.

Going forward, a key priority will be to further improve the quality, completeness and granularity of the activity data used in the greenhouse gas inventory, particularly for Scope 3 emissions. Methodological refinements and the increased use of primary and activity-based data may affect reported emissions and year-on-year comparability in future reporting periods.

ESRS E2 Pollution

ESRS 2 IRO-1 – Description of the processes to identify and assess material pollution-related impacts, risks and opportunities

Bizerba assessed pollution-related impacts, risks and opportunities across its own operations and value chain. The assessment considered the relevance of ESRS E2 sub-topics, including pollution of air, water and soil, microplastics, substances of concern and substances of very high concern. Focus was placed on materials, components, packaging and products that may contain regulated substances and may therefore create environmental, regulatory or supply-chain-related impacts, risks or opportunities.

Substances of Very High Concern (SVHC) were identified as the only material pollution-related sub-topic for Bizerba. Pollution of air, water and soil was not assessed as material, as Bizerba's manufacturing activities mainly involve assembly processes and are not characterized by pollution-intensive production. In addition, the company's product portfolio is primarily electricity-based during the use phase and does not normally generate direct emissions to air, water or soil during customer use.

E2-1 Policies related to pollution

Bizerba is committed to ensuring that the products it brings to market are transparent and safe for both users and the environment throughout their entire life cycle.

To support this commitment to safe products, Bizerba has developed and implemented a document outlining the current and anticipated regulations with which the company complies.

Bizerba strives to ensure that the components used in its products are made from verified materials that meet both applicable legal and industry standards. To this end, the company has created and adopted the Bizerba Product Compliance Standard – Key Regulations (BPN), which outlines the key compliance requirements our products must meet and serves as a comprehensive reference for our suppliers. It is designed to help them understand and align with compliance expectations associated with our products, fostering transparency, accountability, and long-term collaboration.

To ensure that all components, packaging, and goods used in Bizerba's operations comply with pollution-related regulations, Bizerba has taken proactive measures to identify and control Substances of Very High Concern (SVHCs).

ESRS E2 Pollution

E2-2 Actions and resources related to pollution

All our suppliers have been informed and requested to register on the Jaggaer platform, through which they are obligated to accept the terms described in the BPN document. Currently, approximately 75% of the suppliers Bizerba collaborates with have responded.

Once a supplier accepts the proposed terms, further analysis is conducted via the Assent platform. This platform is used to ensure compliance of components (individual parts and materials) within the supply chain. Through Assent, materials are monitored to determine whether they meet REACH, RoHS, and PFAS requirements. As of now, 866 suppliers have registered on Assent, covering a total of 26,403 parts.

E2-3 / E2-5 Target related to pollution/ Substances of very high concern

A targeted supplier engagement campaign was initiated during the reporting period to strengthen compliance and transparency regarding hazardous substances and pollution-related requirements. As part of this initiative, suppliers were requested to submit relevant material compliance data and formally acknowledge and accept the terms and conditions defined in the BPN document. This process supports improved traceability of substances used throughout the supply chain and enhances alignment with applicable chemical and environmental regulations.

In cooperation with Assent, comprehensive assessments are conducted to identify cases where the concentration of Substances of Very High Concern (SVHC) exceeds the regulatory threshold of 0.1% weight by weight (w/w). Where such cases are identified, the required notifications are submitted to the European Chemicals Agency (ECHA), and the relevant information is registered in the SCIP database in accordance with applicable EU regulatory obligations. This process ensures transparency regarding the presence of SVHCs in articles placed on the European market and supports safe material management throughout product life cycles. The table below summarizes the key outcomes of this assessment. It presents the share of articles containing SVHCs above the 0.1% threshold, the number of identified SVHC and PFAS substances within our supply chain, and the corresponding SCIP notifications submitted. These indicators provide a clear overview of our SVHC compliance status based on data collected through the Assent platform.

ESRS E2 Pollution

Metric	2025/26
Articles containing SVHC >0.1% w/w	1.10%
SVHC substances identified	33
SCIP sent	105 parts
PFAS substances identified	13

As part of our ongoing PFAS compliance activities, we have successfully completed the required Canadian PFAS reporting obligations through the Environment and Climate Change Canada (ECCC) reporting platform ahead of the July 2025 deadline. The submission covered PFAS quantities contained in devices delivered to the Canadian market during 2023 and identified two substances within scope: 1,1,2,2 tetrafluoroethylene at 49,035.61 g and polytetrafluoroethylene (PTFE) at 244,932.19 g. Following completion of the Canadian reporting requirement, the next regulatory priority is compliance with Minnesota PFAS reporting obligations under Amara’s Law. Manufacturers, importers, and distributors selling products containing intentionally added PFAS will be required to submit reports through the PRISM platform by September 15, 2026. Preparatory activities are underway to confirm in-scope components, validate PFAS content data, and compile the necessary reporting documentation to ensure timely compliance with statutory requirements.

Additionally, we are actively preparing for upcoming PFAS-related regulatory developments in both the United States and the European Union. This includes ongoing monitoring of evolving legislation, assessment of potential business impacts, supplier data collection, and evaluation of alternatives to PFAS-containing materials where feasible. Particular attention is being given to anticipated restrictions under the EU REACH framework and emerging state-level PFAS regulations in the United States, which are expected to introduce broader reporting, disclosure, and product stewardship obligations in the coming years.

ESRS E5

Resource use and circular economy

E5-1 Policies Related to Resource Use and Circular Economy

Bizerba does not yet have a dedicated policy specifically addressing resource use and circular economy. However, these principles are embedded in our Environmental and Energy Management Manual, which guides our approach to sustainable material procurement, waste reduction, and product lifecycle management. Key principles include:

- **Sustainable procurement** - We actively participate in shaping environmentally relevant material flows through our procurement processes. Preference is given to environmentally friendly raw materials, consumables, and packaging
- **Waste prevention and recycling** - Our goal is to minimize production-related waste and its harmful impacts. We emphasize recycling and recovery of materials, including electronic components, metals, plastics and paper.
- **Product Lifecycle Management** - Recycling options are considered from the product development phase to ensure efficient material recovery. We are committed to taking back our products at the end of their lifecycle, ensuring responsible disposal. Customers receive environmental information on product handling, use, return, recycling, and disposal.

E5-2 Actions and resources in relation to resource use and circular economy

A major component of Bizerba's sustainability initiative is the Global Service organization and its sustainability concept for the product life cycle. Through this program they offer remote service/maintenance, repairs, and with "RefurBiz" the sale of refurbished products. As a part of this initiative, they actively take back products from customers. These products are refurbished for resale in their workshops or recycled for spare parts recovery. Milestones reached with this program in this fiscal year are:

- The proportion of cases solved remotely is currently 35%.
- Around 3500 t of CO2 already saved with a significant reduction in unnecessary trips and an increase in the first-time fix rate.
- 4.5 million km saved plus wear and tear (tire wear, traffic infrastructure, etc.).
- Automated return and reconditioning process of defective parts.
- Spare parts availability within 24 hours.
- High degree of reuse and recovery of high-quality electronic assemblies – even several times.
- Board-level repair for more than 2000 different electronic spare parts and other components.
- 10 tons less mixed and electronic waste per year.
- Extension of product service life by almost 100%.
- Global sales of RefurBiz refurbished products exceeded €3 million.

ESRS E5 Resource use and circular economy

E5-4 Resource inflows

As a manufacturer of retail and industrial scales, slicing machines, price labelling and labelling systems, Bizerba is highly dependent on high-quality material inputs. Main resource inflows at Bizerba are steel and stainless steel, aluminum, composites and plastics.

Material master data was not maintained for current requirements such as sustainability reporting and calculation of corporate carbon footprint. For this reason, we cannot report the exact weight of material inflows, and can only report material inflows in the following form:

Material		Unit
Stainless steel	52.82	%
Plastic	17.57	%
Composite	12.63	%
Aluminum	8.87	%
Steel	4.74	%
Wood	1.09	%
Other	0.85	%
Non-ferrous metals	0.79	%
Cardboard	0.41	%
Adhesive	0.16	%
Lubricants	0.05	%
Glass	0.02	%
Titanium	0.01	%

We are currently addressing this issue by improving the material master data and expect to report material inflows by weight in the future.

Bizerba monitors water used in its own operations as part of its broader resource management approach. Although water and marine resources were not assessed as a material topic for the reporting period, water consumption is disclosed under ESRS E5-4 as contextual information.

Bizerba’s business model and production processes are not water-intensive. The majority of water use is limited to sanitary purposes, with minimal usage in manufacturing operations. Nevertheless, Bizerba reports water consumption across the Group in the interest of transparency, continuous improvement in environmental performance, and to respond to the information needs of external sustainability platforms and stakeholders, including EcoVadis.

Water withdrawal is mainly sourced from municipal or centralized water supply systems. Additional sources include wells, groundwater and, in isolated cases, rivers combined with municipal supply.

Water resources			
	2024/25	2025/26	Unit
Water consumption	47,867.91	33,803.85	m³
Recycled water amount	200	9,805.65	m³

ESRS E5 Resource use and circular economy

E5-5 Resource outflows

We take targeted measures to optimize resource usage across our operations and product life cycles, focusing on material reduction, energy efficiency, and the use of sustainable and recyclable materials in both products and packaging.

In the previous year, we introduced more sustainable molded pulp in our packaging for some retail scales. In addition, accessory kits are now packaged using plastic packaging made from recycled materials, which is also fully recyclable.

We continue to measure the GHG emissions associated with the use phase and end-of-life phase of our sold products. These assessments provide valuable insight into opportunities for optimizing both energy and material usage across our product portfolio.

Our products are distinguished by their high-quality materials and extended durability. With proper and regular maintenance, their lifespan can be extended by an additional generation. The following table shows the standard durability (in years) of our core product groups. These product groups and durability estimates are defined by our Research and Development department as part of our GHG emissions calculations.

Durability of products per product group

Product group	Durability	Unit
Retail Scales	9	years
Checkout Scales	7	years
Industrial Slicers	8	years
Bread Slicers	8	years
Meat/Bone Saw	8	years
Strip Cutter	8	years
Mincer	8	years
Food slicer	8	years
Checkweighing	12	years
Catchweigher	15	years
Labeling	12	years
Industrial Scales	15	years
Inspection	11	years

ESRS E5 Resource use and circular economy

The waste hierarchy plays a central role in Bizerba's waste management practices. A large proportion of the waste generated is either recycled or used for energy recovery. In the design and use of our own products, we prioritize waste prevention and preparation for reuse wherever possible.

This year's data on waste treatment is significantly more representative. In the previous report, treatment data was largely based on waste handled in Germany, where the highest waste volumes were generated. For this reporting period, information was collected directly from each Bizerba subsidiary, providing a more comprehensive picture.

ESRS E5
Resource
use and
circular
economy

Waste Generation

Waste in metric tons (t)	2023/24	%	2024/25	%	2025/26	%
1. Total amount of generated waste (sum 2+9)	3,704.01	100	5,819.72	100	6,337.90	100
2. Total amount of non-hazardous waste (sum 3+6)	3,467.64	94	5,375.01	92	6,142.69	97
3. of which diverted from disposal - recovered (sum 4+5)	3,322.53	90	1,695.89	29	1,770.22	28
4. by reuse		0	131.69	2	66.43	1
5. by recycling	3,322.53	90	1,564.20	27	1,703.79	27
6. of which directed to disposal (sum 7+8)	145.11	4	3,679.12	63	4,372.47	69
7. by incineration	144.77	4	1,621.38	28	1,848.31	29
8. by landfill	0.35	0	2,057.74	35	2,524.16	40
9. Total amount of hazardous waste (sum 10+13)	236.37	6	444.71	8	195.21	3
10. of which diverted from disposal - recovered (sum 11+12)	234.81	6	389.47	7	142.75	2
11. by reuse		0		0	-	0
12. by recycling	234.81	6	389.47	7	142.75	2
13. of which directed to disposal (sum 14+15)	1.56	0	55.24	1	52.46	1
14. by incineration	1.56	0	35.67	1	23.36	0.4
15. by landfill		0	19.57	0	29.10	0.5

	2023/24	%	2024/25	%	2025/26	%
Total amount of generated waste	3,704.01	100	5,819.72	100	6,337.90	100
Total amount of recovered waste by reuse and recycling	3,557.34	96	2,085.36	36	1,912.96	30
Total amount of non-recycled waste	146.67	4	3,734.36	64	4,424.93	70

ESRS E5 Resource use and circular economy

Since Bizerba places electronic products on the market, we are subject to WEEE (Waste from Electrical and Electronic Equipment) reporting obligations. The table below presents the percentage of WEEE collected relative to the total amount of electrical and electronic equipment placed on the market.

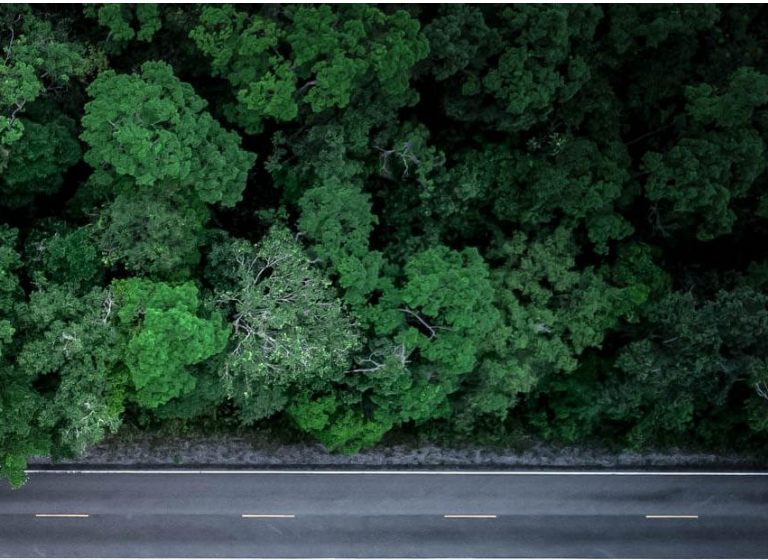
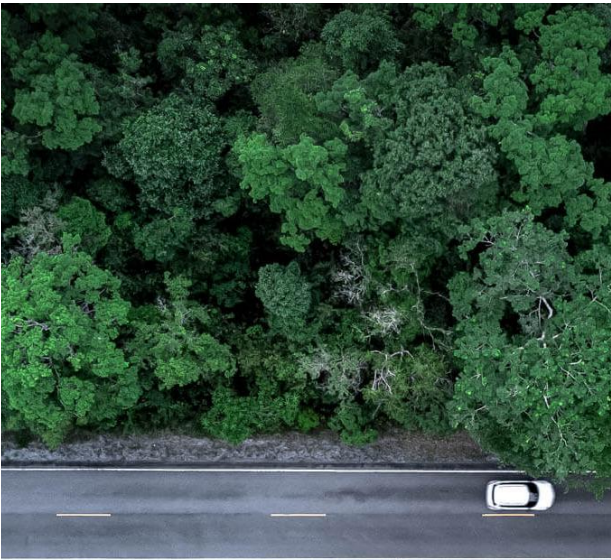
Waste from electrical and electronic equipment

	2023	2024	2025
Total electrical and electronic equipment (EEE) placed on the market	299,963	272,989	285,412
Total waste from electrical and electronic equipment (WEEE) collected	39,559	42,923	42,127
Percentage of WEEE collected out of total of EEE placed on the market (%)	13	16	15

Contents

SOCIAL INFORMATION

ESRS S1 Own workforce	55
S1-1 Policies related to own workforce	55
S1-2 Processes for engaging with own workers and workers’ representatives about impacts	58
S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns	59
S1-6 Characteristics of the undertaking’s employees	60
S1-8 Collective bargaining coverage and social dialogue	61
S1-9 Diversity metrics	63
S1-10 Adequate wages	64
S1-11 Social protection	64
S1-12 Persons with disabilities	64
S1-13 Training and skills development indicators	65
S1-14 Health and safety indicators	66
S1-15 Work-life balance metrics	67
S1-17 Incidents, complaints and severe human rights impacts	67
ESRS S2 Workers in the value chain	68
S2-1 Policies related to value chain workers	68
S2-2 Processes for engaging with value chain workers about impacts	69
S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns	69
S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	70
S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	72
ESRS S4 Consumers and end-users	73



ESRS S1

Own workforce

S1-1 Policies related to own workforce

Bizerba offers a globally unique portfolio of hardware and software solutions, from products and solutions for retail and industry, labels and consumables, to comprehensive service ranging from product maintenance service to consulting and financial services. In a market like this, Bizerba needs skilled employees. That is why Bizerba considers its employees its greatest asset and is committed to fostering a safe, diverse, inclusive, and supportive work environment where every employee can thrive.

Bizerba's corporate strategy is defined around five central pillars. The "Leadership" pillar is the pillar most directly related to own workforce and reflects Bizerba's view that leaders and employees are key success factors in bringing the company's vision to life. An inspiring leadership culture and an attractive work environment form the foundation for satisfied and committed employees, while leaders who meet expectations for leadership behavior and embody Bizerba's leadership principles strengthen innovation and engagement at all levels.

Key initiatives under this pillar include adapting the global leadership model with clear expectations for leadership behavior, introducing and regularly applying a global 270° feedback system, deriving actionable measures from feedback results, developing a global leadership program for top and middle management, creating an attractive work environment for diverse employee groups, empowering leaders and employees to foster an innovative and adaptable corporate culture, measuring leadership performance based on demonstrated leadership competencies, and strengthening knowledge management to address demographic change.

To further define its leadership culture, Bizerba established new leadership guidelines during the reporting period that describe the expected leadership behavior across three dimensions: self-leadership, team leadership, and organizational leadership. These guidelines serve as a binding framework for all leaders and are designed to promote integrity, trust, collaboration, performance orientation, and continuous improvement throughout the organization.

The Leadership Guidelines include:

- Self-leadership: Acting with integrity, demonstrating transparency and accountability, reflecting on one's own behavior, and building trust through fair and reliable conduct.
- Team leadership: Developing employees, fostering a supportive and inclusive work environment, strengthening collaboration, and promoting open communication and knowledge sharing.
- Organizational leadership: Delivering sustainable results, defining clear strategic direction, and driving change with a focus on long-term value creation and continuous improvement.

ESRS S1

Own workforce

Bizerba adopted a Global Labor and Human Rights Policy to further specify its commitments related to human rights, labor rights and working conditions. The policy applies worldwide and sets minimum standards for managers, employees, apprentices, students, interns, working students, individuals in training or re-training programs, temporary workers, external service providers and visitors, as well as all work-related activities regardless of location. It is based on international human rights standards, including the United Nations Guiding Principles on Business and Human Rights, the ILO Core Labor Standards and applicable national laws. The policy addresses diversity, inclusion, equal opportunities, avoidance of discrimination, prevention of sexual violence and harassment, prohibition of child labour, forced labour and modern slavery, fair working conditions, health and safety at work, freedom of association and collective bargaining, career management and training, reporting channels, protection of reporting persons, consequences of violations, remedial action, due diligence, policy communication and regular review.

The Global Labor and Human Rights Policy complements the Bizerba Code of Conduct, which is a binding set of rules for responsible behavior and ethical business practices. The Code of Conduct defines central duties and values for interaction among employees and in relation to third parties. It is mandatory for all Bizerba employees and is implemented by Bizerba subsidiaries as a minimum standard in accordance with applicable local legal requirements. All relevant countries must appoint a Regional Compliance Officer for the respective subsidiary to support and advise the Central Compliance

Officer on implementation of the Code of Conduct.

The most senior level in Bizerba accountable for implementing the Code of Conduct is the CEO. Managers demonstrate compliance with the Bizerba Code of Conduct within their field of activity and are responsible for ensuring that the Bizerba Code of Conduct is followed by their employees. Managers also monitor and verify its compliance.

Bizerba regularly conducts employee surveys to gather its employees' opinions and perceptions, identify opportunities for improvement, and develop targeted measures. The last survey took place in 2022.

Within the recruitment of different target groups, there are different selection procedures that are geared to the corresponding requirements and skills (e.g. for trainees, for managers, for Top Management). Competency-based feedback and reflection tools are also used within dual training.

Bizerba deliberately offers young people with a migration background, disabilities, or irregular life paths and lower academic qualifications the opportunity to pursue vocational training. Bizerba has designated representatives for employees with disabilities.

ESRS S1

Own workforce

The company's policies and regulations, as well as information regarding human rights, are available in the MyBiz employee app.

Lifelong learning is of great importance to Bizerba. Therefore, Bizerba continuously monitors and develops its training and development program. Bizerba has its own Academy, which offers employees access to learning opportunities. It offers training in soft skills, methodological and personal skills, and product-related topics. The learning formats are also diverse and include web-based training, webinars, and on-site training.

Bizerba operates globally, making strong foreign-language skills important. For that reason, they offer a digital language learning platform – Busuu. The advantages of this platform: flexible learning through virtual classrooms, learning from PC, tablet or smartphone, lessons in group or individual training.

Bizerba supports employees in achieving a good work-life balance. They offer flexible working hours and a hybrid working model that combines on-site and remote work. For supporting employees' physical well-being, they offer company doctor's consultation hours and a corporate fitness program with WellPass.

The main health and safety policy of Bizerba is the Occupational Health and Safety Management Manual. It defines the social responsibility of the company, as well as the resulting procedures of the occupational health and safety management system with the aim of continuously improving occupational health and safety.

ESRS S1

Own workforce

S1-2 Processes for engaging with own workers and workers' representatives about impacts

Bizerba is committed to transparent and constructive engagement with its own workers and their representatives on matters that impact them. Effective communication and participation are essential for fostering a positive working environment and supporting continuous improvement.

The company uses a range of mechanisms for engagement, including a global employee survey conducted every three years, pulse-check surveys on specific topics, annual employee appraisals, working groups and task forces, an idea management platform, the Bizerba Academy, and the employee app, which provides daily updates on relevant workplace topics.

Employee representatives, such as works councils, trade unions, and health & safety committees, are regularly involved in structured dialogue with management. These meetings are used to discuss topics such as working conditions, occupational health and safety, restructuring, or other issues relevant to employees.

The frequency of these meetings varies depending on the country of operation. At Bizerba's headquarters in Germany, meetings between employee representatives and management are held on a monthly basis. In other subsidiaries, such meetings occur at varying intervals, monthly, quarterly, annually, or on an ad hoc basis as needed.

The Learning & Development department is responsible for planning, implementing, and evaluating employee surveys. Following evaluation, results are shared with departmental managers, who are tasked with deriving improvement measures and monitoring their implementation.

Key performance indicators (KPIs) related to employee engagement, such as turnover rates, absenteeism, and productivity levels are tracked. By monitoring these metrics, Bizerba can assess the effectiveness of its engagement strategies and make data-driven decisions to improve them.

ESRS S1

Own workforce

S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns

Bizerba provides channels through which employees and other affected individuals can raise concerns regarding potential or actual violations of human rights, labour standards, discrimination, harassment or other breaches of internal policies. These channels are designed to ensure that concerns can be reported confidentially, reviewed appropriately and addressed through suitable follow-up measures. Bizerba tracks and monitors reported concerns to support timely and effective handling.

Employees may raise concerns through several internal and external channels, depending on the nature of the issue and the local context. Available channels include direct supervisors, Human Resources, works councils where available, internal officers such as anti-discrimination officers, the whistleblowing app, and external bodies such as authorities or anti-discrimination agencies. Information about available channels is made accessible through the company portal, and employees may also raise concerns anonymously.

Every employee has the right to submit a complaint if they feel disadvantaged, treated unfairly or otherwise harmed by the employer or by other employees. Where applicable, employees may seek support or mediation from a works council member. The works council can receive complaints and, where a complaint is considered justified, advocate for remedial action with the employer through the relevant complaints procedure.

Bizerba applies an open-door approach and encourages employees to speak up if they witness or are affected by conduct that does not comply with internal standards. Reports are treated confidentially, and individuals who raise concerns are protected from retaliation or other adverse consequences resulting from their reports.

Reported concerns are examined carefully and followed up in accordance with the nature and severity of the issue and applicable legal requirements. Where a violation is identified, Bizerba takes appropriate remedial or disciplinary measures. These may include a clarifying or corrective discussion, verbal or written admonition, written warning, transfer to another workplace or location, withdrawal of functions or assignments, termination of employment, or, where relevant, referral to criminal proceedings.

ESRS S1

Own workforce

S1-6 Characteristics of the undertaking's employees

As a company with a global presence in more than 120 countries through its subsidiaries, manufacturing locations, and numerous partners, Bizerba is committed to fostering a diverse and inclusive workforce that reflects the global communities it serves. This section provides an overview of the key characteristics of employees, including demographics, employment types, and employee turnover.

The number of employees is reported in head count at the end of the fiscal year. Data is gathered from internal systems of every subsidiary in the Bizerba Group.

Number of employees in headcount broken down by gender

<i>Employees in headcount</i>	<i>2023/24</i>	<i>%</i>	<i>2024/25</i>	<i>%</i>	<i>2025/26</i>	<i>%</i>
Female	859	23	1,003	23	1,042	24
Male	2,853	77	3,341	77	3,358	76
Other	-	-	-	-	-	-
Total	3,712	100	4,344	100	4,400	100

Employees by contract type, broken down by gender

<i>Employees in headcount</i>	<i>Female</i>	<i>Male</i>	<i>Other</i>	<i>Total</i>
Total number of employees	1,042	3,358	0	4,400
Number of permanent employees	953	3,246	0	4,199
Number of temporary employees	89	112	0	201

In addition to own employees, Bizerba had 77 non-employees in the previous fiscal year.

The reason for the significant difference in number of employees compared to the fiscal year 2023/24 is because last two reports cover whole Bizerba Group compared to the fiscal year 2023/24 which covered only Europe.

The following table shows the total number of employees who left the company during the reporting year and the average employee turnover rate.

Employee turnover

	<i>2023/24</i>	<i>2024/25</i>	<i>2025/26</i>	<i>Unit</i>
Number of employee turnover	480	483	414	Head count
Percentage of employee turnover	14	11	9	%

ESRS S1

Own workforce

S1-8 Collective bargaining coverage and social dialogue

Bizerba recognizes the importance of fair wages, safe working conditions, and other essential employment terms. They foster a culture of open communication and encourage structured social dialogue at all levels of the organization. Constructive engagement between management and employees is considered essential for maintaining a positive and productive work environment.

In countries where collective bargaining agreements are in place, Bizerba ensures full compliance and actively engages with relevant employee representatives. In countries without such agreements, employment terms including wages, working hours, and working conditions are determined in accordance with applicable national or local labor legislation.

The following table provides the percentage of employees covered by collective bargaining agreements in countries where such agreements are in place.

Collective bargaining coverage

Country	2023/24	2024/25	2025/26	Unit
Argentina	-	50	41	%
Austria	79	100	91	%
Belgium	55	100	100	%
Brazil	-	-	100	%
France	100	100	100	%
Germany	73	75	75	%
Italy	100	100	100	%
Spain	100	100	100	%

ESRS S1

Own workforce

In countries where collective bargaining agreements are in place, 2,487 out of 3,011 employees are covered by such agreements, representing 83%. Across the entire Bizerba Group, this corresponds to 57% of all 4,400 employees.

In addition to collective bargaining coverage, Bizerba also monitors the presence and structure of employee representation across its operations. The following table presents the number and percentage of employees covered by employee representatives.

Employee representation at Bizerba is organized through various forms, depending on the country and local legal requirements. These include works councils, trade unions, and health and safety committees.

Employee representatives engage in structured dialogue with management to discuss workplace-related matters, including working conditions, occupational health and safety, restructuring, and other issues relevant to employees. The frequency of these meetings varies by country and subsidiary and may be monthly, quarterly, annually, or on an ad hoc basis, as needed.

Employee representation

	2024/25	2025/26	Unit
Total number of employees	4,344	4,400	Headcount
Number of employees covered by employee representatives	2,953	3,044	Headcount
Percentage of employees covered by employee representatives	68	69	Percentage (%)

ESRS S1

Own workforce

S1-9 Diversity metrics

At Bizerba, we are committed to fostering a diverse and inclusive workplace. Our diversity metrics provide transparency on age distribution within the company and the gender distribution within our top management. Data is compiled from the internal systems of every entity of the Bizerba Group.

Understanding the age distribution of our workforce helps us create policies and programs that cater to the needs of different age groups. Our age distribution metrics are as follows:

Total number of employees by age group

	2023/24	%	2024/25	%	2025/26	%
Total number of employees	3,712	100	4,344	100	4,400	100
Under 30 years	463	12.5	495	11.4	490	11.1
Between 30 and 50 years	1,997	53.8	2,451	56.4	2,394	54.4
Over 50 years	1,252	33.7	1,398	32.2	1,516	34.5

Top management in Bizerba includes Global Directors and Managing Directors.

Number of employees at top management level and breakdown by gender

	2023/24	2024/25	2025/26	Unit
Total number of employees at top management level	40	37	37	Head count
Female	5	5	6	Head count
Male	35	32	31	Head count
Percentage of females	12.5	13.5	16	%
Percentage of males	87.5	86.5	84	%

ESRS S1

Own workforce

S1-10 Adequate wages

Bizerba ensures that all employees receive wages that are not only fair but also adequate to meet their basic needs and support a decent standard of living, contributing to their overall well-being and job satisfaction. All wages paid to our employees comply with applicable national laws or, where relevant, are aligned with industry benchmarks in the countries where we operate. We regularly review and adjust our wage structures to ensure continued compliance and to reflect changes in the legal and economic landscape. In Germany, our pay grades are defined by a collective agreement with IG Metall, the industrial union representing workers in the metal industry.

S1-11 Social protection

All employees covered by this report are included in social protection schemes that provide income security in the event of major life events such as illness, employment injury, acquired disability, retirement, or parental leave. Coverage begins at the start of the individual’s employment with the company.

100% of employees within the scope of this report are covered by these social protection measures, either through statutory systems or employer-provided schemes.

S1-12 Persons with disabilities

Bizerba is dedicated to fostering an inclusive workplace that supports and empowers persons with disabilities. As part of this commitment, Bizerba tracks and reports the representation of persons with disabilities within the workforce.

Data is collected annually at the end of the fiscal year from internal systems across all subsidiaries. For an employee to be recorded as a person with a disability, they must voluntarily self-declare and provide official medical certification in accordance with local legal requirements.

The following table provides the percentage of employees with disabilities within the Bizerba Group.

Employees with disabilities

	2023/24	2024/25	2025/2026	Unit
Percentage of employees with disabilities	3.6	7.4	2.5	%

ESRS S1

Own workforce

S1-13 Training and skills development indicators

Bizerba is dedicated to the continuous development of employees' skills and knowledge. Training and skills development programs are designed to enhance both personal and professional growth. They offer trainings through a Learning Management System and conduct yearly appraisal interviews to review performance and career development of all employees.

The difference in reported training hours compared to the year 2023/24 is due to a change in calculation methodology. This year, we applied a weighted average based on the number of employees per site, providing a more accurate reflection of actual training per employee. The previous year used a simple average that did not consider the relative size of each site.

The reported training hours are calculated based on training activities recorded in Bizerba's Learning Management System. These figures therefore primarily reflect formal and documented learning activities. In addition to these recorded trainings, employees also participate in other forms of learning and development, such as on-the-job training, knowledge sharing within teams, job-specific instructions, participation in projects and working groups, peer-to-peer learning, feedback discussions, and practical skills development in daily work. As these activities are not systematically recorded in the Learning Management System, they are not fully reflected in the reported training hours. Consequently, the disclosed training hours represent a conservative view of employee learning and development activities during the reporting period.

Training and skills development offering

	2023/24	2024/25	2025/26	Unit
Percentage of employees that participated in regular performance and career development reviews	100	93	97.5	%
Average number of training hours per person for employees	27.2	10.5	13.2	h
Male	28.7	7.7	16	h
Female	23.8	3.2	4	h

ESRS S1

Own workforce

S1-14 Health and safety indicators

Bizerba ensures the health and safety of its workforce at all Bizerba locations. The health and safety management system is designed to prevent work-related injuries and illnesses and to promote a safe working environment. All Bizerba employees are covered by a health and safety management system based on ISO certification, where applicable, or on relevant local legal requirements. Key health and safety indicators can be seen in the following table.

Indicators cover all entities in the scope of this report. Data is compiled from the internal systems of every subsidiary in the Bizerba Group.

The rate of recordable work-related accidents for Bizerba's own workforce is calculated using the formula specified in the relevant ESRS.

Rate of recordable work related accidents

$$= \frac{\text{number of recordable work related accidents}}{\text{Total number of working hours}} \times 1,000,000$$

Health and safety metrics

	2023/24	2024/25	2025/26	Unit
Total number of working hours	6,526,800	9,350,196	8,044,363	h
Percentage of people in its own workforce who are covered by health and safety management system based on legal requirements and (or) recognized standards or guidelines	100	100	100	%
Total number of fatalities in the company's own workforce as a result of work-related injuries and work-related ill health	0	0	0	
Number of fatalities in own workforce as result of work-related injuries	0	0	0	
Number of fatalities in own workforce as result of work-related ill health	0	0	0	
Number of recordable work-related accidents for own workforce	81	67	74	
Rate of recordable work-related accidents for own workforce	12.3	7.2	9.2	
Number of cases of recordable work-related ill health of employees	23	6	15	
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees	2,623	496	1722	days

ESRS S1

Own workforce

S1-15 Work-life balance metrics

Bizerba recognizes the importance of work-life balance for our employees' well-being and productivity. We offer flexible working arrangements to support this balance. All Bizerba employees are entitled to family-related leave through social policy, legal requirements, or collective bargaining agreements.

Family-related leave metrics

	2024/25	2025/26	Unit
Percentage of employees entitled to take family-related leave	100	100	%
Percentage of entitled employees that took family-related leave - female	20.6	8.6	%
Percentage of entitled employees that took family-related leave - male	23.2	4.2	%

S1-17 Incidents, complaints and severe human rights impacts

During the reporting period, no fines, penalties, or compensation were paid related to human rights incidents or complaints.

Furthermore, no severe human rights incidents were identified, reported, or linked to Bizerba's operations during the reporting period.

Incidents metrics

	2023/24	2024/25	2025/26
Number of reported incidents of discrimination and harassment	0	0	2
Number of severe human rights incidents connected to own workforce	0	0	0

ESRS S2

Workers in the value chain

S2-1 Policies related to value chain workers

As a global family-owned business grounded in strong values, Bizerba considers respect for human rights to be an integral part of its corporate responsibility and culture. These expectations extend to our business partners across the value chain.

Bizerba has implemented a comprehensive Code of Conduct that sets out minimum requirements for environmental, social, and governance (ESG) conditions. These include:

- Freedom of association
- Prohibition of forced and child labor
- Non-discrimination and equal treatment
- A safe and healthy work environment
- Responsibility towards the environment and a careful use of resources

In line with the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), Bizerba has also adopted a Policy Statement. Both the Code of Conduct and Policy Statement focus on the core labor standards of the International Labor Organization (ILO), and principles of the UN Global Compact.

Bizerba reserves the right to monitor compliance with the requirements of the Code of Conduct, either directly or through third parties, in coordination with the business partner. This

may include requesting relevant documentation to verify adherence.

A risk management system is in place to identify, assess, and address human rights and environmental risks in all relevant business processes. Preventive measures are defined and implemented accordingly. The Executive Board regularly reviews and evaluates these risks.

In cases of severe violations of the principles outlined in the Code of Conduct and Policy Statement, Bizerba reserves the right to terminate contractual relationships. However, the preferred approach is to work collaboratively with suppliers to implement corrective actions. Business partners are encouraged to report any potential violations to enable timely resolution.

During the reporting period, no cases of non-compliance were identified or reported.

The Code of Conduct and Policy Statement are publicly available and accessible to all suppliers via the Bizerba website and the Jaggaer supplier platform.

ESRS S2 Workers in the value chain

S2-2 Processes for engaging with value chain workers about impacts

The challenges and standards related to supply chain sustainability have increased during the reporting year, not only because of the company's increased focus but also because of growing legal and customer requirements. The complexity of the topic requires coordinated and consistently planned procedures.

For this reason, we are using the EcoVadis IQ Plus service to engage suppliers and assess sustainability-related risks in our supply chain. Currently, we carry out risk analysis at least once per year. Suppliers identified as 'Very High Risk', or 'High Risk' are analyzed further.

Our employees are trained to pay attention to the situation of employees during audits and supplier visits. This is also taught in the Bizerba Academy training.

S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns

To process corrective measures effectively and systematically, EcoVadis IQ Plus is in place. The general procedures and rules for anonymous complaints have already been introduced. Within the BIC process framework, these processes still need to be adapted, established, and trained. A training document is available to suppliers.

The freely accessible anonymous complaints procedure gives third parties the opportunity to point out human rights and environmental risks within the company or the supply chain. Whistleblowers can access the platform externally via the website. The platform contains a set of rules of procedure that explain how the process works and how the whistleblower's data is handled so that their anonymity is maintained. To protect against retaliation for people who use whistleblower channels, there is a data protection policy in accordance with the GDPR and AGG (General Equal Treatment Act).

ESRS S2

Workers in the value chain

S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

To ensure the well-being and fair treatment of workers in the value chain, Bizerba has taken several actions and plans to implement additional measures in the next fiscal year.

They carry out an in-depth survey in Jaggaer during the onboarding process for new suppliers. This survey covers topics such as corporate social responsibility, environmental certifications, product compliance requirements such as RoHS, REACH, and PFAS and conflict minerals. Suppliers need to declare compliance with the Bizerba Code of Conduct and sign it. Existing suppliers, who have previously been onboarded, are invited to give an update on an annual basis.

At the beginning of 2023, a training course on the LkSG was conducted for those responsible in the relevant departments, including Quality, Legal, Compliance, Procurement, Health and Safety, and Human Resources. Throughout the reporting year, training on the LkSG was implemented using the company's own learning management system and has since been conducted across all plants.

As part of the second source strategy, Bizerba is increasingly visiting suppliers of critical product groups. During these visits, Bizerba also assesses adverse impacts and risks affecting workers to help improve overall labor standards.

Bizerba implemented EcoVadis IQ Plus as a risk management tool to assess and manage risks in the supply chain. There are several key benefits from its implementation:

- Have a detailed risk classification of the entire supply chain
- Helps meeting various compliance requirements, such as LkSG
- Supports the implementation of sustainability strategy
- Better engagement with suppliers and driving improvements in sustainability practices
- Improve the traceability and accountability of conflict minerals in our supply chain

As part of its approach to preventing and mitigating adverse impacts on workers in its upstream value chain, the company addresses human rights risks related to the sourcing of conflict minerals. These risks may include forced labor, child labor, unsafe working conditions, and the financing of armed conflict in conflict-affected and high-risk areas.

The company has established a due diligence process for minerals covered by Regulation (EU) 2017/821 (tin, tantalum, tungsten and gold – “3TG”). During the reporting period from July 2024 to June 2025, all materials imported into the European Union were systematically assessed to identify the presence of conflict minerals. The assessment identified only a very small quantity of gold (less than 500 grams), which is below the applicable regulatory thresholds. No procurement of tin, tantalum or tungsten took place during the reporting period.

ESRS S2 Workers in the value chain

Bizerba's approach to managing risks related to conflict minerals is based on risk-oriented supplier assessments and country- and industry-specific risk analyses. These analyses did not identify procurement sources located in areas classified as very high risk during the reporting period.

In addition, the company voluntarily reviewed the procurement of selected raw materials, including cobalt, copper, graphite, lithium, mica and nickel. No procurement of these materials was identified during the reporting period.

If the procurement of conflict minerals or other high-risk raw materials occurs in the future, the company will apply enhanced due diligence measures. These measures include the use of standardized reporting tools developed by the Responsible Minerals Initiative, as well as engagement with suppliers to promote transparency and responsible sourcing practices.

The "Sustainable Procurement" training program was successfully implemented in FY 25/26, achieving a completion rate of 92% among relevant purchasing staff. The objective of the training is to raise awareness among supply chain employees regarding responsible procurement, to impart a foundational understanding of sustainability, and to strengthen their ability to systematically integrate ESG aspects into purchasing decisions. In this way, participants are empowered to evaluate suppliers, accordingly, make sustainable choices, and actively contribute to the implementation of the corporate and procurement strategies.

ESRS S2

Workers in the value chain

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

To manage material risks and opportunities related to value chain workers and to reduce negative impacts while advancing positive outcomes, Bizerba uses the EcoVadis IQ Plus platform as a key component of its supplier due diligence and risk assessment process.

As part of this approach, invitations are sent via the EcoVadis platform to selected suppliers, requesting them to participate in the assessment and disclose their sustainability practices. The platform enables Bizerba to track supplier responses, including how many accepted or declined the assessment, and how many completed the evaluation and received an EcoVadis score.

This structured method helps Bizerba monitor and engage suppliers in improving their social and environmental performance. It also enables us to track progress toward our target, which is:

- Assess suppliers representing 80% of Bizerba’s procurement expenditure through EcoVadis.

The most recent status update from March 2026 provided the following metrics:

	as of March 2026
Total number of suppliers on EcoVadis	3,536
Number of suppliers that went through assessment and have valid score cards	197
Percentage of suppliers that went through assessment and have valid score cards	5.57%

Bizerba continues to monitor progress toward this target on a regular basis and will use future assessments to drive supplier improvements, particularly in areas relevant to value chain workers such as labor rights, health and safety, and fair working conditions.

In addition to broader sustainability risk assessments, Bizerba also addresses specific risks related to conflict minerals in its supply chain. Using both the EcoVadis IQ Plus platform and the Assent platform, we monitor suppliers that provide information on the origin of conflict minerals and submit declarations using the Conflict Minerals Reporting Template (CMRT), developed by the Responsible Minerals Initiative (RMI).

This template facilitates standardized data collection related to the presence and sourcing of tin, tungsten, tantalum, and gold (3TG) – minerals often associated with conflict-affected and high-risk areas. Suppliers are expected to complete the CMRT as part of our responsible sourcing efforts and due diligence obligations.

ESRS S4 Consumers and end- users

Product safety and quality

At Bizerba, we are dedicated to ensuring the highest standards of product safety and quality for our consumers and end-users. Our product safety and quality approach includes:

- **Rigorous Quality Control:** We implement quality control measures at every stage of the manufacturing process to ensure that our products meet or exceed industry standards. This includes regular inspections, testing, and certification by independent third parties.
- **Compliance with Regulations:** We adhere to all relevant national and international regulations and standards related to product safety and quality. This ensures that our products are safe for use and meet the expectations of our consumers and end-users. Our main plants are certified to the ISO 9001 standard.
- **Continuous Improvement:** We are committed to continuous improvement in our product safety and quality practices.
- **Customer Feedback and Complaint Management**

Bizerba values the feedback of our consumers and end-users and is committed to addressing their concerns promptly and effectively. Our customer feedback and complaint management approach includes:

- **Accessible Feedback Channels:** We provide multiple channels for consumers and end-users to provide feedback, including online forms, customer service hotlines, and social media platforms. This ensures that we can capture a wide range of perspectives and concerns.

- **Timely Response:** We have established procedures to ensure that all feedback and complaints are addressed in a timely manner. Our quality team is trained to handle inquiries efficiently and escalate issues as necessary.
- **Root Cause Analysis:** For any complaints received, we conduct a thorough root cause analysis to identify underlying issues and implement corrective actions. This helps us prevent recurrence and improve overall customer satisfaction.

Data privacy and security

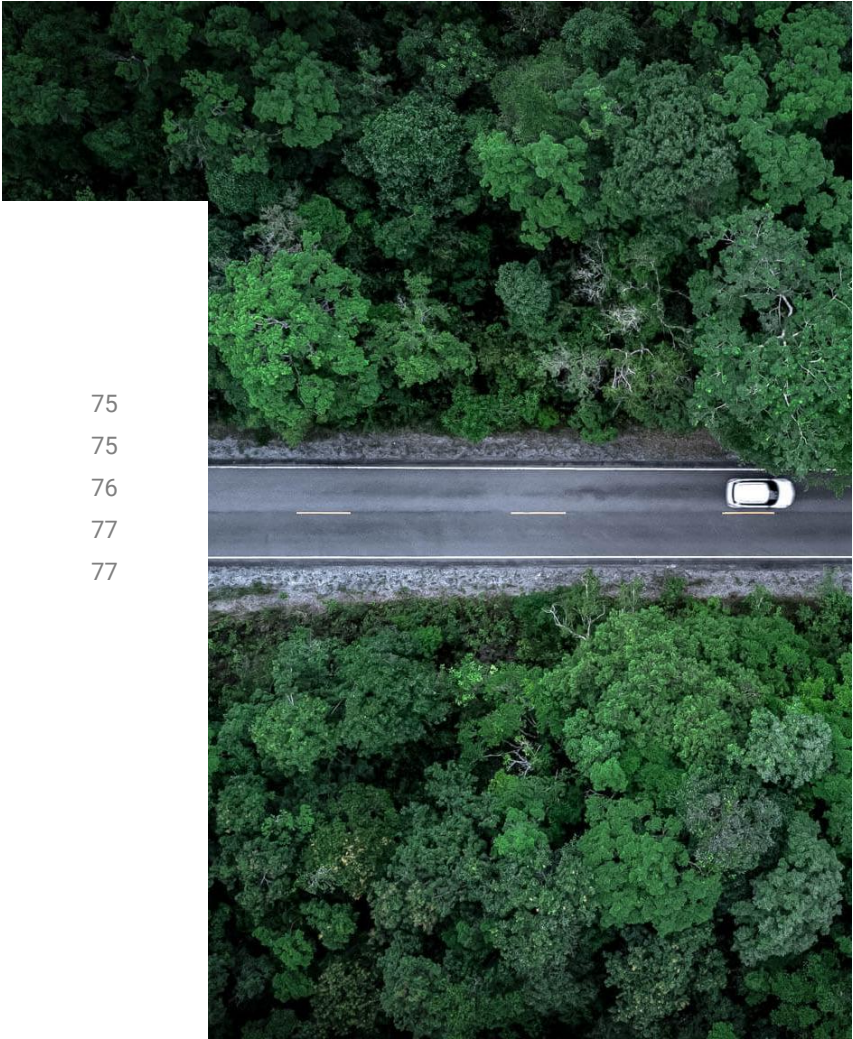
Protecting the privacy and security of our consumers' and end-users' data is a top priority at Bizerba. Our Data Privacy and Security approach includes:

- **Data Protection Measures:** We implement robust data protection measures to safeguard personal information collected from our consumers and end-users. This includes encryption, access controls, and regular security audits.
- **Compliance with Data Protection Laws:** We comply with all applicable data protection laws and regulations, including the General Data Protection Regulation (GDPR). This ensures that we handle personal data responsibly and transparently.
- **Consumer Awareness:** We provide clear and transparent information to our consumers and end-users about how their data is collected, used, and protected. This helps build trust and confidence in our data handling practices.

Contents

GOVERNANCE INFORMATION

ESRS G1 Governance	75
G1-1 Business conduct policies and corporate culture	75
G1-2 Management of relationships with suppliers	76
G1-3 Prevention and detection of corruption and bribery	77
G1-4 Confirmed incidents of corruption or bribery	77



ESRS G1

Governance

G1-1 Business conduct policies and corporate culture

Bizerba fosters a corporate culture that emphasizes ethical behavior, transparency, and continuous improvement. They can only achieve their strategic goals if management, executives, and employees pursue the same goals and all work with and for each other. The basis for this is the company's shared values, which significantly shape its leadership and corporate culture.

Corporate culture is defined by Top Management in the Code of Conduct, which applies to every employee and is published in the employee app. It is part of contracts with partners and suppliers, communicated on website and distributed to every affiliate. The Code of Conduct covers law abidance, anti-corruption, prevention of money laundering, protection of personal data, protection of fair competition, confidentiality of information, avoiding conflict of interest, sensitive transactions, foreign trade law, safe and healthy work environment, ban on child labor, anti-discrimination, protection of environment, product safety, prevention of fraud. Scope of the Code of Conduct covers all employees of Bizerba SE & Co. KG and Bizerba affiliates accordingly (depending on local law), business and cooperation partners, suppliers and sales partners, commercial agents, service providers. The Executive Board is the most senior level accountable for implementation of the Code of Conduct. During policymaking, the Code of Conduct was discussed with the main departments of the involved topics: management board, works council, human resources, tax, finance, health and safety, quality, legal, data protection, procurement and sales.

Whistleblowing means the opportunity for employees of the Bizerba Group or external third parties (such as suppliers and customers) to report information about criminal business practices that are not in line with the Bizerba Code of Conduct to Bizerba SE & Co. KG. Whistleblowing supports risk management, the detection and investigation of criminal offenses and conduct that may harm the company, and the protection of employees.

Whistleblowing cases should be reported to the compliance office, the Global Compliance Officer (GCO) or its representative. This can be done in person, by telephone, by email, or if the anonymity of the reporter is to be maintained, via the Compliance Whistleblower App.

Information security forms part of Bizerba's business conduct framework and corporate culture. The company has established an Information Security Management System with defined roles and responsibilities for the introduction and operation of information security across the relevant scope. The information security organisation and the related roles and responsibilities are defined as binding requirements within the scope of the ISMS.

Information security governance is supported by a dedicated Information Security Officer, who reports directly to company management and is responsible for monitoring the internal implementation of information security standards, supporting the strategic development of information security, establishing policies and strategic procedures, and monitoring policy compliance.

ESRS G1

Governance

G1-2 Management of relationships with suppliers

At Bizerba, we recognize that our suppliers are critical partners in our mission to deliver innovative products and services. Our company is committed to fostering ethical, sustainable, and resilient relationships with our suppliers. Supplier management is an integral part of our business strategy and risk management, ensuring continuity, compliance, and responsible sourcing practices.

Activities to avoid or minimize the impacts of disruptions to our supply chain are integral to our strategy and risk management. We have contingency plans and diversified sourcing strategies to ensure the continuity of supply and mitigate potential risks.

We carry out an in-depth survey during the onboarding process for new suppliers as well as regular assessments and audits of current suppliers. We conduct screening and evaluation of the social and environmental performance, and compliance with our Code of Conduct, international standards as ISO and ILO labor principles.

Where feasible, we prioritize local suppliers to support regional economies and reduce environmental impacts related to transportation.

'Vulnerable suppliers' are suppliers that are exposed to significant economic, environmental, or social risks. We define a vulnerable supplier as one whose failure to deliver goods or services could result in a loss of earnings exceeding €500,000 before the company can find an alternative supplier.

We provide training to our procurement workforce on engagement and dialogue with suppliers. Training courses on the supplier portal application and compliance topics are conducted for all new employees upon joining the company. These courses are then repeated annually through our Bizerba Academy to ensure ongoing education and adherence to our standards.

We started collaborating with EcoVadis and utilize their IQ Plus solution to conduct even more detailed risk assessments. This initiative is in response to the new European regulation and the German Supply Chain Due Diligence Act (LkSG). This allows us to efficiently collaborate with suppliers exposed to significant environmental, social or ethical risks, monitor sustainability performance of suppliers and implement corrective action.

ESRS G1

Governance

G1-3 Prevention and detection of corruption and bribery

Key actions taken during this fiscal year regarding business conduct are as follows:

- Compliance training for affiliates.
- Integration of compliance topics in supplier onboarding and evaluation tool.
- Information security internal audit and preparation for ISO 27001.

Actions planned for the future are:

- Assistance to affiliates with implementation of trainings, with expected outcome to uphold the awareness of legal requirements.
- Continuation of compliance efforts along the supply chain.

The scope of the key actions includes affiliates, global suppliers, and Bizerba employees. These actions contributed to the company's targets, as no compliance issues involving business partners or employees were reported during the reporting year. Timelines for completing the key actions are as follows:

- Compliance training for affiliates: by the end of fiscal year 2026/27.
- Compliance with supplier onboarding: 2025.

Some of external bodies that provide external validation are: BAFA, EcoVadis, Jaggaer, ISO auditors.

Effectiveness of actions is reviewed annually and reported to the Top Management. The level of ambition is to achieve 100% compliance with defined legal requirements to prevent harm, aiming for zero convictions for violations of anti-corruption and anti-bribery laws.

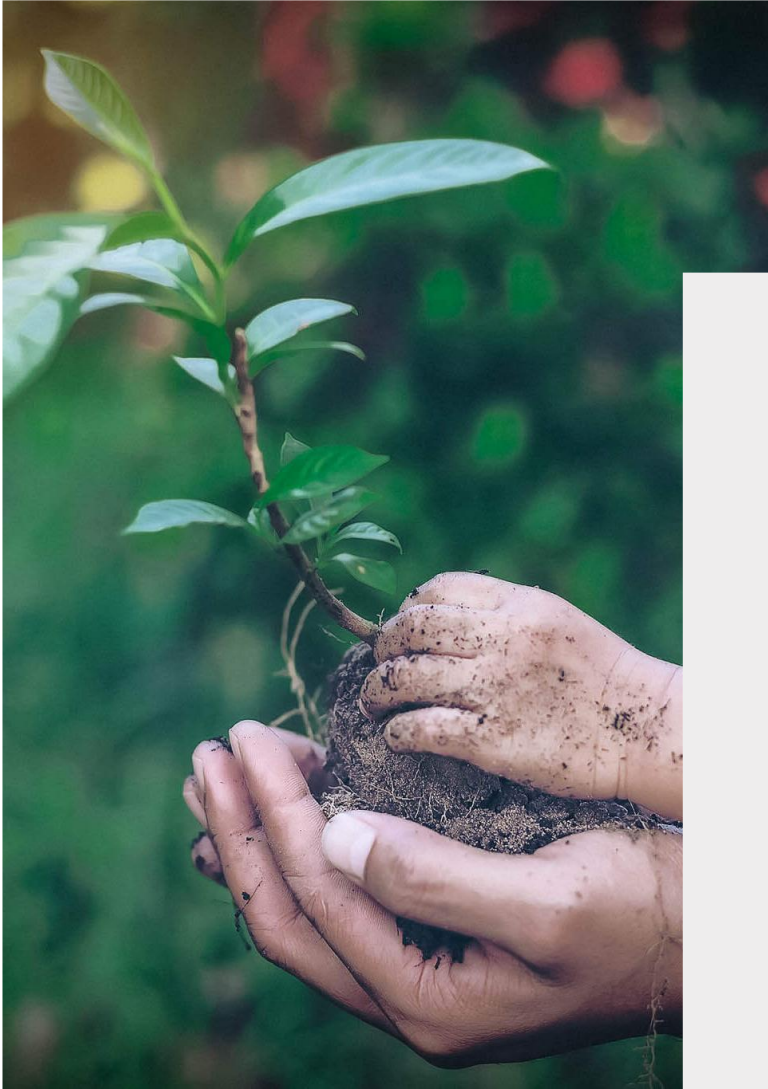
Information on the prevention and detection of corruption and bribery is communicated through the intranet and a SharePoint site accessible to all employees.

G1-4 Confirmed incidents of corruption or bribery

During the reporting period, no confirmed incidents of corruption or bribery were identified within our company. This outcome reflects our ongoing efforts to uphold ethical business practices and maintain a culture of integrity across our organization.

The following table shows the number of reports submitted through the whistleblowing procedure and the number of confirmed incidents of corruption. Information was collected from each subsidiary of the Bizerba Group.

	2023/24	2024/25	2025/26
Number of reports related to whistleblowing procedure	0	1	0
Number of confirmed incidents of corruption and bribery	0	0	0



Together, we can make a difference.

Thank you for being actively involved in the topic of sustainability.

For more information related to this topic, don't hesitate to contact our expert team at sustainability@bizerba.com.

BIZERBA