



Protecting Health.

Sanner Culture 3.0



Our Corporate Culture

Guiding Principles for all Sanner employees*
- together and for each other

* For better readability, the parallel use of male, female and diverse (m/f/d) linguistic forms is not applied. All references to persons apply equally to all genders.

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1. Foreword from the Manager

The Sanner culture is a principle that outlines how we want to treat each other. We define and enact this together. Time never stands still; the world around us is constantly evolving. This also applies to our company, the Sanner Group. That is why we have taken the time to reassess and update our written rules of conduct. I hope you recognise yourself in the summary of Sanner culture. It is important to me that we interact with each other well – please join us. Thank you very much!

- We are a successful, internationally operating company on course for expansion.
- Our most important mission is to consolidate the company's future and job opportunities.
- We attach great importance to our customer's satisfaction in the quality of our products and services.
- We strive for steady and healthy growth. This requires a high degree of competitiveness.
- We combine solid economic success with increasing social commitment.
- As an international company, we value all cultures and genders equally.

- Through our personal and financial commitment and in close connection with the employees, we create an attractive company.
- Our employees represent our company, our values and our products.
- The Sanner Code of Conduct, a binding guideline for all managers and employees for their everyday work, forms the core of our compliance management system.
- We strongly support the health, performance and independence of our employees.
- Our working environment is defined by openness, fairness and respect.



Sanner Group Board (from left)

Henrik Bøggild CFO; Christian Classen CSO; Dr. Hans-Willem van Vliet CEO; Ralf Tiemann CEO Sanner Asia & Pacific

2.Positioning

The Sanner Group is a global healthcare company with headquarters in Germany and other subsidiaries in China, India, the USA and several European countries.

Since our foundation over 130 years ago, we have gradually developed from the world market leader for desiccant closures and effervescent tablet packaging to an in-demand provider of customer-specific development and production in medical technology and diagnostics, pharmaceuticals, and consumer healthcare.

Currently, Sanner supplies products to more than 150 countries worldwide and employs over 850 people. Since November 2021, GHO.

Capital Partners LLP, a leading investor in the healthcare sector, has held a majority stake in Sanner.

The company management continues its successful growth with the support of GHO and the Sanner family. Our new state-of-the-art production facilities with sustainable concepts and innovative development centres contribute to this.

Sanner continues to develop as a device CDMO and a global market leader with our packaging and desiccant product portfolio, implementing customer-specific healthcare solutions that contribute to a better quality of life for hundreds of thousands of people worldwide.

Locations

Germany,
Bensheim



Hungary,
Budapest



UK,
Cambridge



France,
Kirchheim

China,
Kunshan I



China,
Kunshan II



India,
Maharashtra



USA,
Durham

3. How we Interact

We interact with each other respectfully, properly and fairly

- We respect every person regardless of origin, religion, age, worldview, gender or sexual orientation and are open to other opinions and ideas.
- We are punctual and reliable – we keep our promises.
- We avoid pejorative statements and talk to each other, not about each other.
- We successfully work together as team players across departments.

We take responsibility – for each other and for the company, customers and patients

- We ensure lasting high quality in our products and services.
- We adhere to prescribed processes and work on continuous improvement.
- Anyone can make a mistake – we learn from it and apply appropriate measures to avoid it in the future.
- We are committed and loyal to our company.

We seek out personal communication

- Wherever possible, we approach each other and talk directly to each other.
- We listen patiently, let each other finish and ask if something is unclear.
- We express ourselves clearly to avoid misunderstandings.
- Clear communication helps us ensure that everyone has all the information to be able to perform the work accordingly and sufficiently.
- We ask colleagues to repeat what has been said in their own words, just to make sure that everything has been communicated.
- If something is unclear to us, we actively seek the information we need.
- We are aware that unnecessary interactions reduce work efficiency so we communicate via email, teams etc. in a targeted manner, and take care to keep the distributors as small as necessary.
- The required participants prepare meetings and their follow up; attention is paid to the time resource.

4. Leadership Guidelines

Managers address leadership as an important task

- Sufficient time is reserved for leadership – tasks and responsibilities are delegated for this purpose.
- Personal exchanges, both in person and as a team, take place in moderation.
- Good work deserves praise and recognition.
- Giving and taking feedback is part of daily management – our managers are there for their employees, even personally.

The managers handle routine tasks and jointly drive the company's success



- Clear, unambiguous responsibilities, tasks and work content are provided.
- This ensures that all employees are trained through effective training programmes.
- Relevant information is actively shared.
- Tasks are prioritised where necessary according to importance.

Managers consider themselves a team and part of corporate management

- Company decisions are supported and collectively pursued.
- All managers act as role models and lead by example in conducting respectful interactions.
- They ensure effective and efficient cross-departmental teamwork.
- They are decisive and can and should act outside the box in the interest of the company – we know that it is important to not unnecessarily delay decisions.

Managers are responsible for the further development of the company

- We promote the initiative and engagement of our employees.
- Continuing education measures are used in a targeted manner to successfully master future challenges.
- The managers are actively involved in the implementation of our strategy.
- They provide the necessary work equipment and resources and include them in the plan for our long-term development.

Autumn festival



Team-Event
International Sales



Charity
events

5. Sustainability Mission Statement

A group-wide sustainability policy, anchored in the corporate strategy, focuses on the important topic of sustainability. In the coming years, we want to achieve results in 5 selected fields of action, supported by the close involvement of our employees, customers and suppliers.

1 Responsible corporate governance

- We define sustainability as the corporate responsibility of our actions in terms of social, environmental and economic impact.

2 We are Sanner

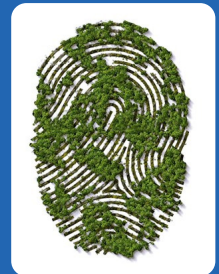
- We, the employees, are the heart and soul of the company and are responsible for determining its success.
- We are the face to the outside world and are responsible for customer satisfaction and respectful cooperation with our suppliers.
- Together we control the present and our future, through innovation and further development.
- Our training and qualification initiative helps us secure skilled workers. We offer internal advancement programmes and support external additional qualifications to expand our skills and sustainably anchor them in the company.

3 Sustainable products

- We strive to design our packaging solutions and medical and pharmaceutical components so that they achieve a high degree of recyclability.
- We aim to increase user-friendliness and patient motivation through intelligent solutions and protect the medicinal active agents from external influences for a prolonged period.
- We reduce the consumption of fossil raw materials in the production of sustainable products by using bioplastics and recyclates.

4 Eco-friendly Production and Operation

- We are working to optimise our environmental footprint at all of our sites.
- We focus on increasing energy efficiency.
- We are committed to the resource-saving and energy-efficient use of materials.
- Unavoidable waste is directed to the recycling cycle.



5 Transparent Supply Chain – Supply Chain & Distribution

- By creating transparency in the supply chain, we contribute to ensuring that the people involved along this chain are treated well, are not threatened in terms of health and receive appropriate remuneration for their work.
- Where possible, we convert our procured goods to climate and environmentally friendly alternatives.
- We strive to reduce greenhouse gas emissions along the entire supply chain.



6. Concluding Remarks



We aspire to have fun at work – that is my aim for all of us.

It is not always easy for us humans to behave as we would like. Therefore, take a look at our Sanner culture from time to time – the content reminds us of our ideals for interaction:

‘The way I want to be treated is how I try to treat my colleagues’.

... and if something doesn’t quite work out, a sincere apology quickly restores balance again”

Hans-Willem van Vliet CEO



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