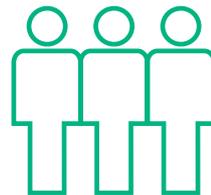
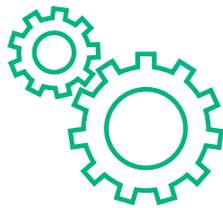




SUSTAINABILITY REPORT 2020



FOREWORD

Dear Readers,



Sustainability has been a fundamental value of our family business for decades and remains a central focus of our corporate culture today. We operate in a way that saves to preserve resources with future generations in mind. Sustainability is also a core driver of our Group strategy and a key corporate value, together with innovation and efficiency, which we live in our work every day.

Our focus is developing effective solutions for the health care market. One way we do this is with our reusable sterile container systems for surgical instruments, which make single-use packaging material unnecessary in the operating room and reduce waste in hospitals by more than 70 percent. We have also improved our energy management. In our 15 reporting countries we have reduced CO₂ emissions and increased production value by using renewable energy to continuously make our energy mix more sustainable at all production sites. Starting in 2023, we plan to construct our new buildings CO₂ neutral, while at the same time investing extensively in maintaining our existing buildings and warehouses climate friendly. Our goal is to reduce CO₂ emissions at our locations by 50 percent by 2030.

In the next decade, we want to continue to create new, easy to apply technologies stimulating digitalization for our customers and the Group. Our approach is to leverage further sustainability potential in the materials we work with while using innovative technologies in our production processes. With our new strategy we are creating a detailed development plan with clear sustainability milestones for our goals and activities, as we do across all areas of the company. This is another way in which we are linking our core business to ecological and social requirements.

We will continue to expand our reporting of relevant key figures, broadening the global database so we can utilize this data in our strategy to enhance value. In an effort to further demonstrate our commitment, we will begin publishing our sustainability report annually in 2022. Our goals embrace the use of innovative technologies, as well as advocating for both environmental protection and diversity. As always, we remain committed to our vision: protecting and improving the health of people around the world.

Anna Maria Braun

Chief Executive Officer

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ECONOMY



ECOLOGY



SOCIAL ISSUES



From 2018 to 2020 we trained **560,000** doctors and nurses in the Aesculap Academy.

We are active in **16** therapeutic areas in the inpatient and outpatient businesses.

Using regranulation at our production facilities, we save **28 METRIC TONS** of granulate every day.

We are one of the first global companies to be granted an **MDR CERTIFICATE.**

CUSTOMERS AND PRODUCTS

As a provider of medical products and services, we place great value on the quality of our products as well as on the safety of patients and health care professionals. We count on constructive dialog, continued cooperation, and trusting partnership. We are configuring our digital transformation responsibly. This includes strengthening IT security and the protection of personal data.

ENVIRONMENT

Wherever it makes sense and is possible, we are reducing our consumption of resources and turning to alternative concepts, as well as renewable resources. As a company oriented to the future, we take the impact on the environment into account in all corporate decisions and pursue a goal of continuously improving our ecological balance. When considering future generations, it goes without saying that we must do considerably more than what is required by law and continually reevaluate our contributions.

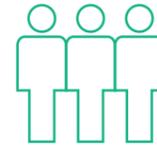
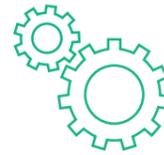
The recycling ratio of our total waste increased by 4 percent from 2018 to 2020 to **87.5 PERCENT.**

We are a family-owned company going back **6 GENERATIONS** and the family continues to lead the company.

CORPORATE MANAGEMENT

For over 180 years, sustainability has been a B. Braun corporate value and the foundation for our actions: We believe that only a sustainably operating company that takes responsibility for present and future generations can continue to grow in the future. As we do so, we remain committed to our vision: protecting and improving the health of people around the world.

SUSTAINABILITY AT B. BRAUN



EMPLOYEES

We appreciate our employees in all their diversity and trust that every individual is contributing to the company's success with their knowledge and capabilities. We also build on our employees' sense of responsibility and initiative, and we value the workplace safety and health of every single one.

33.3 PERCENT of B. Braun SE's board members are female.

95 PERCENT of our products are produced in our own facilities.

We have employees in **64** countries.

COMPANY

We see ourselves as citizens of society and work in different social areas: Our commitment includes building and exchanging knowledge, improving perspectives and supporting the regions in which we are active.

8,051 employees took advantage of parental leave from 2018 to 2020, **33.2 PERCENT** of them were men.

From 2018 to 2020 we invested **3.5 BILLION EURO** in new production facilities and research and development.

In 2020, more than **50,000** children collectively benefited from our B. Braun for Children initiatives.

Worldwide, we support **210** social projects in 2020.



Value-based corporate management

B. BRAUN PORTRAIT

The B. Braun Group is one of the world's leading manufacturers of medical technology and pharmaceutical products as well as a provider of medical services, with its headquarters in Melsungen (Germany). B. Braun stands for innovation, efficiency, and sustainability. These values make us what we are—a future-oriented, reliable, and conscientious company. Our corporate image includes long-term economic success as well as taking on ecological and social responsibility. We always keep our goal in mind: to protect and improve the health of people. In the fiscal year 2020, the Group generated € 7.4 billion in sales. As of December 31, 2020, 64,317 employees in 64 countries were working for the company.

Our customers are providers of essential inpatient and outpatient health care services, in particular hospitals, medical practices, pharmacies, long-term care, and emergency medical services—but also patients and their families directly. With high-quality system solutions, we continually set new, pioneering standards for the health care industry, and seek to protect and improve the health of people around the world. The B. Braun product range comprises a total of 5,000 products, 95 percent of which are manufactured by the company. Our range of products includes products for infusion, nutrition and pain therapy, infusion pumps and systems, surgical instruments, suture materials, hip and knee implants, dialysis equipment and accessories, and ostomy, disinfection and wound care products. With our services and consulting, we improve processes in hospitals, renal care centers and medical practices as well as make procedures safer and treatments more efficient. B. Braun also helps patients and their families prepare for home care. At the Aesculap Academy, we hold academic courses every year on the safe use of products as well as classic product training for hospitals and outpatient care.

GRI Standards, Global Reporting Initiative; overview and explanation in appendix, page 51

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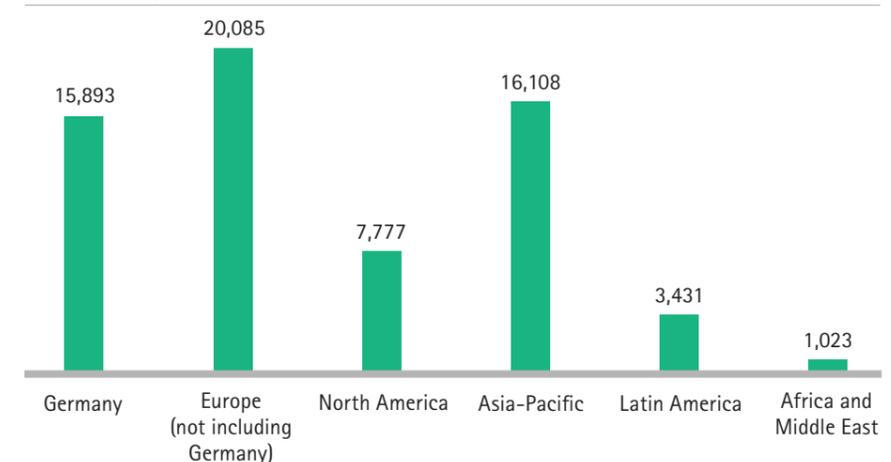
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EMPLOYEES BY REGION

As of December 31, 2020





[B. Braun website](#)
102-2

Business areas

We have divided our products and services into therapeutic areas and applications managed across four divisions: B. Braun Hospital Care, B. Braun Aesculap, B. Braun Out Patient Market and B. Braun Avitum.

The Hospital Care division considers itself a leading supplier for infusion, nutrition and pain therapy. We offer a complete portfolio of infusion therapy products, from single use products to complex medical device systems.

The Aesculap division is a partner for surgical and interventional treatment concepts in inpatient and outpatient care. Aesculap focuses on the following therapeutic areas: abdominal surgery, cardiothoracic surgery, orthopedic joint replacement and regenerative treatments, spine surgery, neurosurgery, interventional vascular diagnosis and therapy, as well as sterile goods management.

The Out Patient Market division is focused on meeting the needs of patients with chronic diseases. Aside from hospitals, our customers include physicians in private practice, outpatient and inpatient care services, pharmacies, and patients and their families. The division offers products and services in the therapeutic areas of hygiene management, continence care and urology, wound management, ostomy care and diabetes management.

B. Braun's Avitum division is one of the world's leading providers of products and services for people with chronic and acute kidney failure. As a system partner in extracorporeal blood treatment, B. Braun Avitum focuses on three areas: hemodialysis, acute dialysis and apheresis. We operate a network of more than 360 renal care centers in Europe, Asia-Pacific, Latin America and Africa, providing care for over 30,000 patients.

B. BRAUN THERAPY AND INDICATION AREAS

Abdominal Surgery	Continence Care and Urology
Diabetes Care	Neurosurgery
Nutrition Therapy	Orthopedic joint replacements and regenerative treatments
Extracorporeal Blood Treatment	Pain Therapy
Cardiothoracic surgery	Sterile Goods Management
Hygiene management	Stoma care
Infusion Therapy	Spine Surgery
Interventional Vascular Diagnostics and Therapy	Wound Management

Business development

We achieve growth through innovation. Innovation refers not only to the development of new and the continuous improvement of existing products, but also to innovative manufacturing processes and service offerings for our customers. Extensive investment and development efforts emphasize our objective of being one of the leading companies in health care and continuing to shape medical progress in the future.

The 2020 pandemic year showed how relevant the B. Braun company is to the health care system: Our customers relied on us to supply urgently needed medical products. Hygiene management demand was especially high. We were able to consistently supply our customers with products for hand and surface disinfection as well as with surgical and examination gloves. Social distancing requirements in many countries due to the pandemic greatly limited face-to-face customer interactions. However, in close collaboration with our customers, we swiftly found digital solutions to continue to supply and advise them during the crisis.

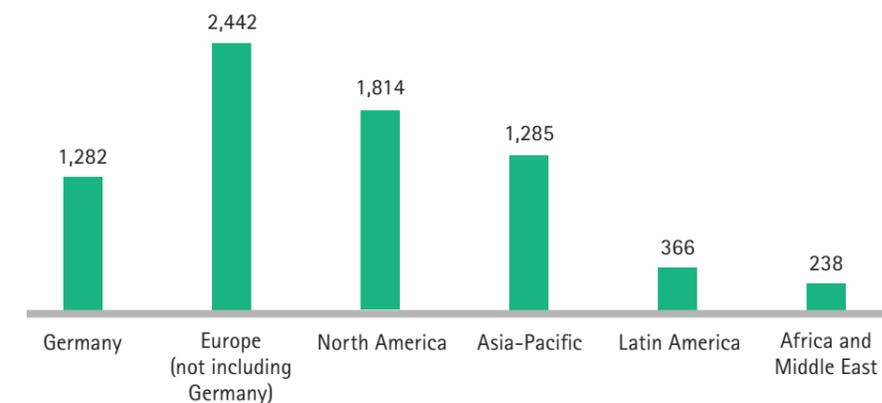
In the 2020 reporting year, B. Braun sales grew by 2.2 percent at constant exchange rates. This is outside of our strategic growth range of 5 to 7 percent; however, given the pandemic, the sales trend for 2020 is satisfactory. We were able to increase our operating profit in the reporting year, reaching the improved earning goal we set for ourselves. Further details on B. Braun's financial position can be found in the 2020 annual report.

In 2020, we again invested over € 1 billion in new production as well as in research and development projects, to grow and secure our business activities. Our German locations received around 25 percent of this invest-

[Annual Report](#)

SALES BY REGION (2020)

In € million



ment. We invested € 369.8 million in research and development. Research and development activities within the B. Braun Group are based in Centers of Excellence (CoEs). These CoEs combine research, development, production and approval for specific treatment areas. The individual departments work closely with one another. Our CoEs are located in Melsungen, Berlin, Tuttlingen (Germany), Saint-Cloud (France), Penang (Malaysia), Sempach (Switzerland), Rubí (Spain) and Allentown, PA (US).

Our B. Braun Innovation Hub unifies, structures and manages our approaches to handling innovation across the Group. It is a network of employees from all areas of the company who coordinate innovation projects with university research groups, hospitals and startups. The Innovation Hub continuously provides information on the latest ideas and technologies, and receives a constant flow of ideas and start-ups from the innovation centers for B. Braun medical technology worldwide.

STRATEGY AND SUSTAINABILITY

Sustainability is one of B. Braun's three corporate values. It has been an essential part of our corporate strategy for decades. For us, entrepreneurial independence and economic efficiency are inextricably linked with sustainability.

Strategic orientation

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As a family-owned company, our focus is on the long term and we are also looking to grow sustainably in the next decade. We have anchored a responsibility for long-term growth—for our employees, for our environment, and for society—in our business processes. Clear responsibilities and decision-making channels ensure that our actions are efficient. We utilize the resources available to us in an economically, environmentally, and socially sustainable way. Each corporate activity makes its own contribution to the company's success. In every one of our departments, the constant exchange of knowledge and know-how contributes to sustainable solutions throughout B. Braun's entire value creation cycle.

In the reporting year, we developed our strategic framework, called "B. Braun: the next decade," for the period up to 2030. New technology and the digital transformation will be crucial when it comes to shaping the world of medical technology and the health care industry of tomorrow. This is why we will continue to drive digitalization forward and make key technologies, such as robotics and biotechnology, useful for our customers, and for us. Sustainability plays a pivotal role in the structure of this change and is a strategic success factor for our business activities. To achieve the goals in our recently defined strategic framework, divisions, central services and national organizations are drawing up detailed development plans with



clear milestones. We are also establishing this type of development plan for our goals and activities concerning sustainability.

We see sustainability as the central task of multiple corporate areas. We have been developing content, structures and processes since we started reporting on sustainability in 2015. In addition to the global sustainability network of country coordinators and technical experts, we created an area of responsibility for sustainability and reporting in 2020 which, closely linked with the Strategy Department, reports directly to the CEO. In the future it will coordinate all company activities centrally.

For the coming reporting period, we will continue to expand our reporting of relevant key figures, continuously broaden the global database and use the results in strategic and operating business. We are planning the next materiality analysis in 2021 to complement the regular stakeholder surveys. They confirm that we have issues that are relevant for B. Braun. We also consider which issues are of particular interest to our stakeholders. Now, for the first time, in the next reporting year we want to replace the current three-year reporting cycle with annual reporting on our sustain-

102-43

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ORIENTATION TO SUSTAINABLE DEVELOPMENT GOALS (SDG)

UN SDG	No.	Specific UN SDG	2020 status
Good health and well-being	3.8 	Achieve universal health coverage with access to safe, effective, quality and affordable essential treatments for all.	B. Braun delivers high-value medical B. Braun products and services in 195 countries.
Good health and well-being	3.c 	Significantly increase recruitment, training and retention of health professionals in developing countries.	B. Braun has been training medical professionals in developing countries since 2018.
Quality education	4.a 	Build and upgrade educational facilities that are child, disability, and gender sensitive, and provide a safe learning environment for all.	One focus of social commitment by B. Braun in conveying knowledge and advancing educational projects.
Gender equality	5.5 	Ensure full and effective participation and equal opportunities for leadership for women in their business life.	B. Braun promotes the proportion of women in its management levels, The percentage of women in the Executive Board and Supervisory Board are now 33 and 25 percent, respectively.
Responsible consumption and production	12.5 	Substantially reduce waste generation through prevention, reduction, recycling, and reuse.	Our share of recyclable waste is now about 87 percent.
Partnerships for the goals	17.3 	Mobilize additional financial resources for developing countries from multiple sources.	We mobilize financial and material resources as well as technical expertise and cooperate with GIZ as part of the BMZ develoPPP.de program.

COUNTRIES WITH LARGEST WORKFORCE

As of December 31, 2020

Country	Employees	Percentage
Germany	15,893	24.7
Malaysia	7,740	12.0
United States	7,661	11.9
Russia	3,455	5.4
Spain	2,707	4.2
Hungary	2,477	3.9
Poland	2,319	3.6
China	2,171	3.4
France	2,125	3.3
India	1,921	3.0
Vietnam	1,385	2.2
Brazil	1,288	2.0
United Kingdom	1,279	2.0
Switzerland	1,094	1.7
Czech Republic and Slovakia	1,050	1.6
Total	54,565	84.8
Other countries	9,752	15.2
B. Braun Group	64,317	

ability activities. We see an integrated annual report starting in 2021, where we also comprehensively communicate our sustainability goals and actions.

Principles and reporting standards

Sustainable action has been one of our core values for decades. As a family company, we have a long-term perspective. We are guided by the standards of the Global Reporting Initiative (GRI), as well as Sustainable Development Goals (SDG) of the United Nations. We place a special focus on five of the 17 sustainability goals during the reporting period:

- 3 – Good health and well-being
- 4 – Quality education
- 5 – Gender equality
- 12 – Responsible consumption and production
- 17 – Partnerships for the goals

102-50
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We base our sustainability reporting on the currently applicable GRI Standard. The current reporting period covers the years 2018, 2019, and 2020.



We report from the countries that have at least 1,000 B. Braun employees and those that represent our main production sites. Compared to the previous report in 2018, we have increased the number of reporting countries from 11 to 15. The new countries are Brazil, the Czech Republic and Slovakia, Russia and Switzerland. Approximately 85 percent of all B. Braun employees worked in these 15 countries in 2020. A sustainability management system established in the Group supports efficient and uniform processing of sustainability data. The B. Braun departments involved benefit from the central management of international, national, and location-based numbers, as well as the many monitoring possibilities we use as indicators.

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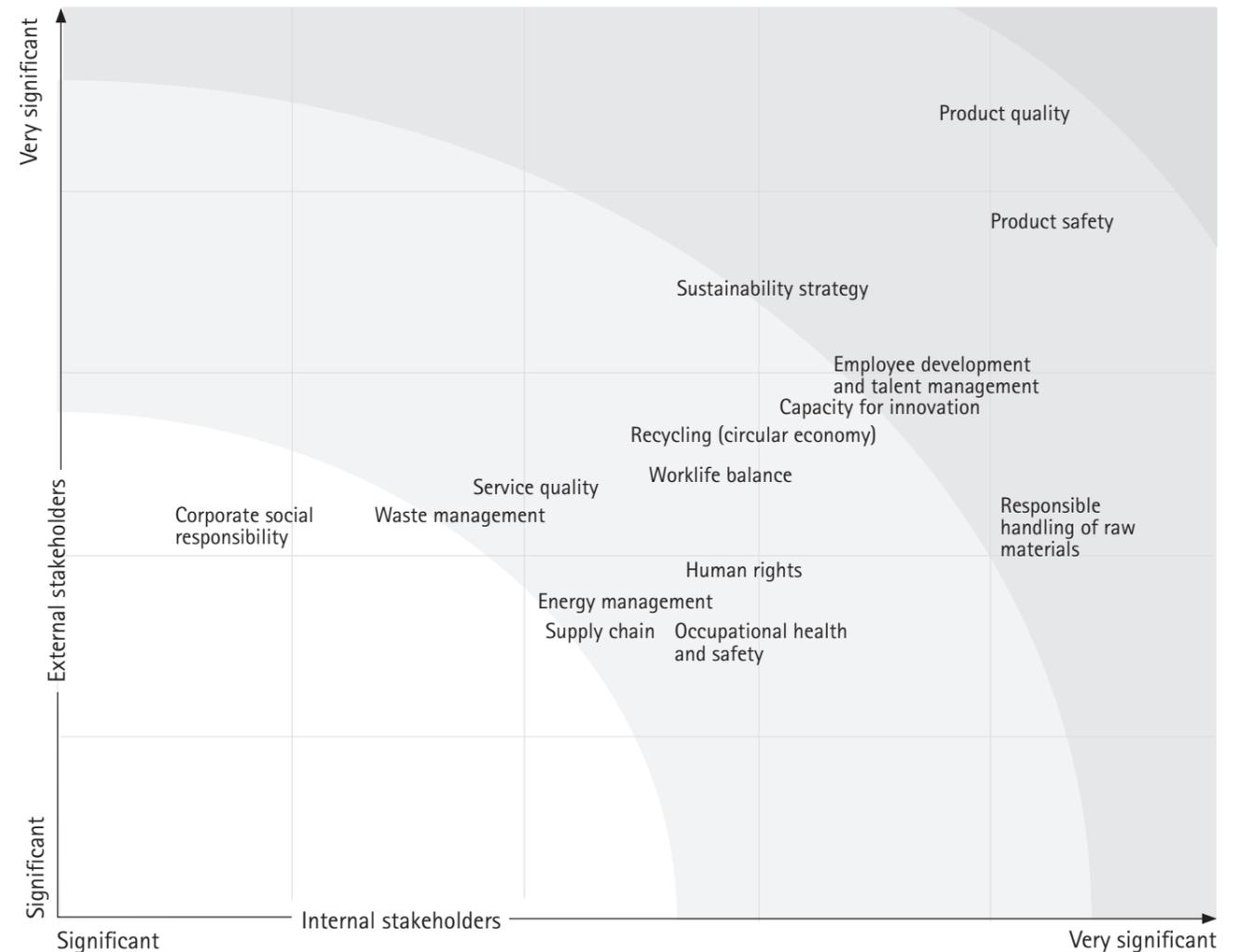
Materiality

The materiality matrix is the foundation of B. Braun's sustainability activities. In order to determine the main non-financial issues, we use a Group-

102-43

MATERIALITY MATRIX

2019 analysis



- 102-46 wide materiality analysis that depicts sustainability issues related to business relevance. At the same time, it considers assessments from our most important stakeholders. We last updated our materiality matrix in 2019. The survey respondents confirmed the great importance of product quality and safety. It included a total of 200 representatives from the most important stakeholder groups. In addition, our stakeholders considered responsible use of raw materials, employee development and talent management, innovative capability, sustainability strategy, recycling (circular economy), and work-life balance to be of particular relevance. These topics, among others, are the basis for reporting in this 2020 Sustainability Report.
- 102-47

CORPORATE GOVERNANCE AND COMPLIANCE

We have always been committed to legally compliant and socially responsible corporate management. For us, corporate governance and compliance are not merely obligations but a self-evident prerequisite for sustainable management. The legal and ethical conduct of our employees is central to our value system.

Responsible corporate management

- 102-18 The members of the Executive Board have clearly assigned spheres of responsibility and are jointly responsible for the company's success. They define and manage the strategy for the entire company. The Supervisory Board consists of 16 members, half of whom are elected by the company's General Shareholder's Meeting and the other half by employees. It monitors and advises the Executive Board. The executive bodies of B. Braun SE are the Executive Board, the Supervisory Board and the Annual Shareholders' Meeting.
- 102-5

Compliance

- 102-16 For the B. Braun Group, compliance does not just mean conforming with legal standards, it also includes ethical values such as integrity, fairness and sustainability, which we transparently live both internally and exter-



nally. Our Code of Conduct has defined how we conduct ourselves when doing business since 1996. B. Braun management ensure that compliance rules are determined and implemented in a legally effective manner in accordance with the applicable regulations. The Code of Conduct also includes our commitment to being responsible towards society, in particular the respect for and promotion of human rights. We respect applicable core labor standards of the International Labor Organization (ILO), ensure good working conditions beyond what is legally required, and strictly reject any forms of child labor, forced labor and other forms of exploitation. In order to implement this transparently with long-term effectiveness, we follow the National Action Plan for Economy and Human Rights (NAP) of the German federal government. The objective of the NAP is clearly outlined: to examine labor conditions in global supply chains and collectively improve the human rights situation worldwide. B. Braun's quality management includes internal monitoring of labor standards and conditions as well as informing employees about relevant organizational changes in a timely manner.

We have implemented a compliance management system which ensures that our employees act in accordance with uniform standards. This is why local compliance officers report to the Group Compliance Office on implementation and development. The compliance officers are also available to advise our employees; their network extends across all continents. It currently includes 69 specialists. All B. Braun employees are obligated to adhere to our rules. Its components include preventing conflicts of interest, protecting company property and information, equal opportunity and fair working conditions, environmental protection, occupational safety, prevention of corruption, fair competition, product safety and quality, and Sharing Expertise. We convey these contents to all employees around the world in face-to-face training and via e-learning and coaching. In addition, our employees are regularly trained and advised on special compliance topics.

[B. Braun Code of Conduct](#)

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Customers and products

MANAGEMENT APPROACH

B. Braun protects and improves the health of people around the world—with safe, high-quality products and services. Our customer groups—hospital management, doctors, nurses, pharmacists and, not least, patients—expect us to provide medical solutions with maximum value. This is why we see it as our responsibility to develop therapy systems that optimize processes, bring progress, increase safety and strengthen partnerships for better patient care.

We pursue the goal of achieving the greatest possible safety for our products and services through comprehensive quality management as well as integrated and comprehensive risk management throughout the product cycle. Our holistic approach also includes monitoring the ecological and social aspects along the value chain, and examining approaches with which we can contribute to sustainable development. For the future, we will leverage further sustainability potential in our production processes, use of materials, and the use of alternative technologies.

SUSTAINABLE SOLUTIONS

B. Braun is already developing sustainable solutions. An example of this is our reusable sterile container system. This is a traditional product that we have continuously developed. According to studies*, surgeries in a hospital are responsible for 20 to 30 percent of all waste generated. About 11.5 to 19 percent of this is sterile, single-use packaging, which must be purchased for each sterilization cycle. It is not reusable. It is also time-consuming and expensive to recycle. This is where B. Braun comes in with a sustainable solution. Instead of disposable packaging material, we offer a reusable sterile container system in which sterilized surgical instruments are transported to the operating room and contaminated instruments are safely transported back to the central sterile services department (CSSD) for medical products after surgery. This packaging system supports standardized automatic cleaning, disinfection and sterilization processes. It provides safe and sustainable processes in the OR and the CSSD. Hospitals see great potential in the fact that our container system can help reduce waste streams from sterile single-use packaging material by more than 70 percent. This can save more than 2,300 kilograms of waste per year in a medium-sized hospital.

A large part of packaging material for shipping sterile containers, including accessories, is also made of corrugated cardboard, nearly 100 percent of which is recycled. We are now continuing to optimize our packaging concepts. The container systems have been produced in our Innovation Factory in Tuttlingen (Germany) since 2015, and they have met the criteria for the gold certificate from the German Sustainable Building Council



103-2

*Friedericy, H. (Dec 2020): A comparative LCA of disposable and reusable sterilization packaging systems. Leiden University Medical Centre, Clean Med Europe Online; Williamson J. E. (Apr 2008): Healthcare purchasing news.

(DGNB). This certificate is awarded for ecological, economic, social-cultural and functional quality, processes and technical criteria as well as the quality of the production site. For example, the entire building is supplied by a central cogeneration thermal power station, which supplies electricity for production as well as for heating and cooling the building itself. The performance curve of the cogeneration thermal power station at the Tuttlingen site is also better than that of regular cogeneration thermal power stations, making it very sustainable.

The green dialysis project shows that sustainable products can also be created in a partnership. In this case, B. Braun collaborated with INTERMEDT Medizin & Technik GmbH in order to improve the treatment of dialysis patients with innovative solutions. The fully automatic "ECOMix Revolution" enables dialysis centers to produce the acid concentrates required for hemodialysis fluid in a simple, flexible and environmentally-friendly manner. The ECOMix revolution only transports dry concentrates, so that CO₂ emissions are reduced by about 70 percent as compared to ready-to-use liquid concentrates in canisters and containers. The ECOCart cartridges can be reused an average of 25 times, avoiding large amounts of plastic waste. A center for 60 patients, for example, can save around two metric tons of plastic waste each year by not using canisters. We support the maximum amount of reuse of resources and promote the circular economy with the ECOMix system. That is why we consider this kind of collaboration to be an essential contribution to sustainable development.

301-2 We are also able to develop sustainable solutions based on life cycle analyses of our products at our locations in Brazil, Germany, Malaysia, Spain and Switzerland, in particular during production of the Ecoflac® infusion container. We regranulate and rework the excess polyethylene that is part of the production process so it can be used as a raw material. Regranulate and new granulate can be mixed at a ratio of maximum 30:70 without impairing the quality of the final product. With regranulation, we conserve natural resources and avoid waste, which also lowers our production costs. This has allowed us to save a total of about 28.2 metric tons of granulates per working day in our production in 2020.

PRODUCT QUALITY

B. Braun operates an extensive and networked quality management system certified by accredited notified bodies. It consists of a multi-step process that covers international requirements, regulations, and laws, and integrates applicable standards for material, product, and risk management. Other requirements regarding environmental protection and occupational safety have also been combined into an integrated management



system. This allows us to meet the ISO 13485 criteria in all reporting countries that manufacture medical devices. DIN EN ISO 13485 describes the requirements for a comprehensive quality management system for design, manufacture, storage and distribution of medical products with the goal of ensuring product safety and effectiveness.

In addition to meeting DIN EN ISO 13485, we also fulfill various requirements and regulations in our target markets, as we do in Australia, Brazil, Canada, China, Japan and the US. The Medical Device Single Audit Program (MDSAP) was developed as an initiative of the International Medical Device Regulators Forum (IMDRF). It describes a uniform procedure for auditing medical device manufacturers and includes the most important global quality management standards. We currently include our German and Swiss locations in the MDSAP and are successively expanding the certification of other international locations.

With our global quality management system, we ensure that all locations in the production network operate according to the same processes, requirements and principles. The result is products and services that not only meet national quality requirements, but often go far beyond them. The latest legal standards include the EU's regulation on medical devices (MDR), which was issued in May 2017, and took effect in May 2021. It supersedes the previous Medical Device Directive (MDD) and has an impact on numerous processes regarding the development, manufacture, and sale of medical technology. With its higher requirements, the MDR effectively improves product quality; for example, with stricter requirements on conducting clinical trials, an expanded scope for qualifying and validating manufacturing processes, restructuring responsibilities for technical documentation, and enhanced measures for market surveillance. In 2019, B. Braun in Germany passed its audit under the new regulation and was given an MDR certificate for our quality management system as well as for the first products that were audited within its scope.

In addition to medical devices, there is a new European regulation for drugs: the Falsified Medicines Directive (FMD). The European Union enacted this regulation (the Track & Trace Directive) to establish traceability to prevent the production of counterfeit prescription drugs. We have invested around € 20 million to retrofit 30 production lines, 30 warehouses, and 700 packages in Europe and North America to meet track and trace requirements. This allows us to register the serial numbers of every drug we have produced since the inception of the directive on February 9, 2019 on a central EU database. With this,

B. Braun fulfilled all track and trace regulations when the directive took effect. Select European B. Braun renal care centers are certified under EN ISO 9001 and IEC/TR 62653 "Guideline for safe operation of medical devices used for hemodialysis treatments". Renal care centers qualified under these standards are authorized to use the Good Dialysis Practice certificate.

PRODUCT SAFETY

We identify the potential risks of medical devices or even medical services early on during the product life cycle—from the initial idea to product application by patients at home, or in the hospital setting. Our goal is to ensure the greatest possible safety through comprehensive risk management. We are also constantly improving the design of our products and packaging as a part of our safety concept. Easily visible, harmonized color codes indicate the size of the product or the material that is used to manufacture it. Special labels with clear, differentiating colors and shapes make it easier to select the proper dose of medications and make the packaging more noticeable, which is particularly important when it comes to critical substances. Our work in this area has been recognized by multiple product design awards.

To increase safety in health care for every therapeutic area, we conduct training for medical specialists at the Aesculap Academy. The academy is a leading medical training forum for the B. Braun Group, which is aimed at everyone professionally committed to human health care. The extensive and quality-controlled medical training offered there now extends across 40 countries. The Aesculap Academy has established itself as a strategic partner for hospitals and their simulation centers, and successfully works together with renowned national medical societies. In addition to purely scientific seminars and hands-on workshops, the academy's offerings also include classic product training courses on the safe use of B. Braun products in hospitals and outpatient settings. The attendance figures speak for themselves: in the 2018 to 2020 reporting period, we trained over 560,000 people in more than 6,700 in person and remote courses.

With the "B. Braun for Safety" project, which was launched in 2013, we have intensified our partnerships with a variety of organizations and associations. That includes cooperation with the European Association of Hospital Managers, the umbrella organization for hospital management in Europe. Through joint projects, we increase awareness of the risks of use and contribute to safe and high-quality patient care over the long term. B. Braun is actively working in the German Medical Technology Association (BVmed), MedTech Europe and APACMed on new medical standards and



[Infections halved](#)

rules, including on the topic of safety. One B. Braun Executive Board member is chairman of the board of BVmed and member of MedTech Europe's Operations Management Committee. The head of Global Government Affairs & Market Access represents us as a board member in the German Federal Association of the Pharmaceutical Industry (BPI). The Chairman and CEO of B. Braun in North America is member of the boards of the German American Chamber of Commerce and the medical technology association AdvaMed. The President of the Asia-Pacific region represents B. Braun on the Management Board of the Asia Pacific Medical Technology Association (APACMed).

DATA SECURITY

We take the protection of personal data very seriously. Our data protection department specifies B. Braun data protection strategies, defines targets and sets standard processes. The basis for this in Europe is the General Data Protection Regulation (GDPR). The requirements in the EU's GDPR unify the rules for processing personal data. We implement legal requirements and internal standards at all European B. Braun locations, and country-specific regulations are also applied locally. B. Braun's data protection experts ensure compliance with legal requirements and internal standards, supported by other data protection officers and data protection coordinators. This department organizes routine employee training sessions, consults on the drafting of contracts or marketing activities, and offers a comprehensive data protection information center. At regular events, the Data Protection department, data protection officers and data protection coordinators meet to discuss current developments in data protection.

The increased networking of systems leads to potential risks to critical infrastructure, such as at hospitals and the production facilities of manufacturing companies, which are important to the community. Lawmakers are responding to this development with new regulations, such as the IT Security Act in Germany. At B. Braun, a chief information security officer (CISO) coordinates all information security activities and measures. We have set a goal of establishing an information security management system (ISMS) in accordance with international standard ISO/IEC 27001. We also work with Germany's Federal Office for Information Security (BSI) to conduct voluntary tests of connected medical technology products in order to use the knowledge obtained to further increase the safety of product software.

SUPPLY CHAIN

Our supply chain is characterized by a very high level of our own added value. We generate over 90 percent of our sales from goods and services

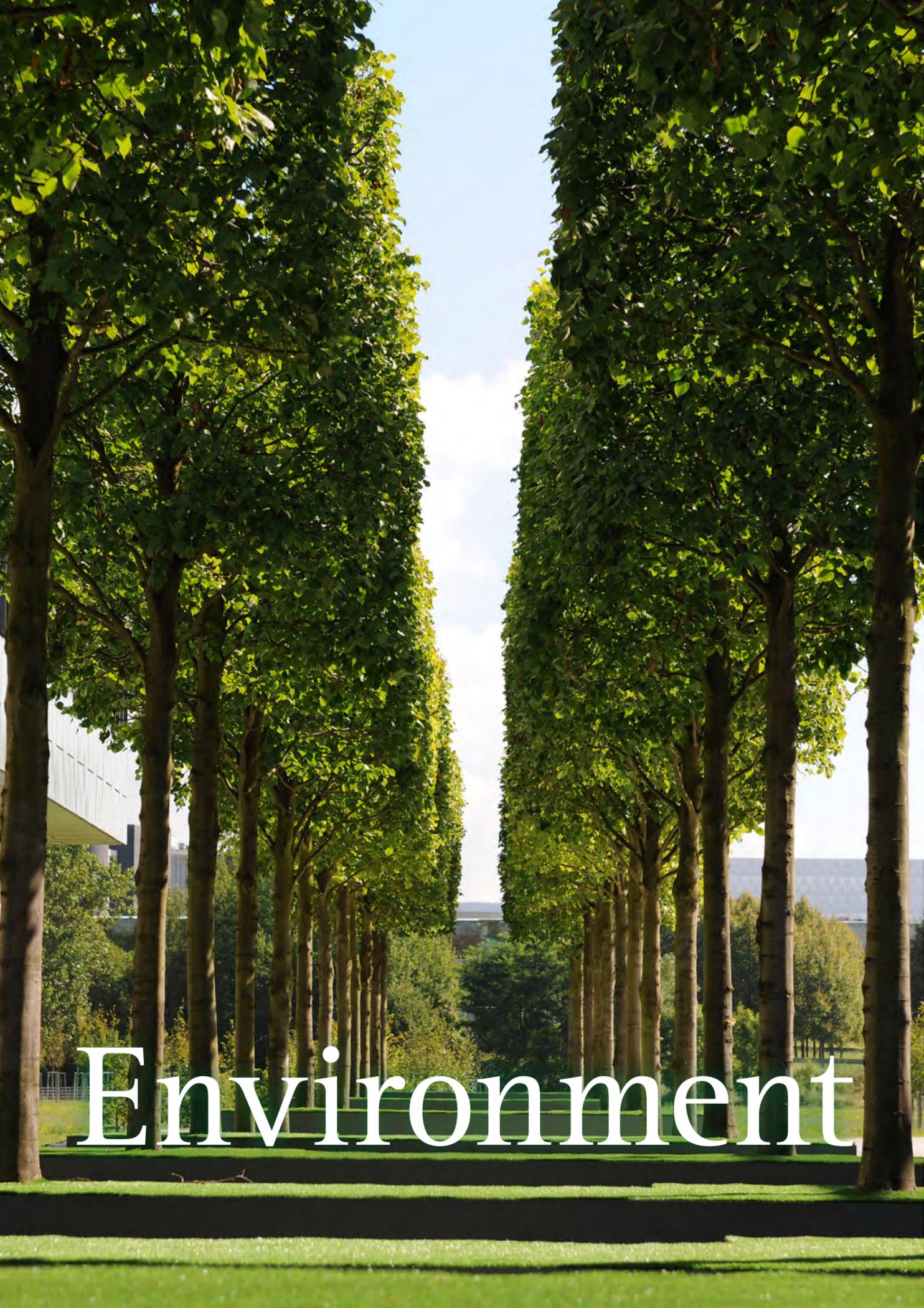


[Improving care for the long term](#)

from B. Braun's own production and distribution centers. When selecting our suppliers, we ensure that they meet general standards for sustainability and the required quality standards, are open to innovation, and can guarantee safe delivery. To this end, we are continuously expanding our existing supplier management approaches. We integrate service providers



to assess their sustainability criteria. Wherever possible, we source raw materials and goods for a location from their surrounding region in order to process them directly on site, and rely on a predominantly locally organized supply chain. Our goal has always been to continue to strengthen economic ties where we operate our business.



Environment



MANAGEMENT APPROACH

During the reporting period, B. Braun intensified its activities to use natural resources more sustainably, and to make a positive contribution to climate protection. Our environmental protection specialists are working together with production managers to develop goals that continuously improve our environmental performance. We consider the effects on the environment over the entire product lifecycle.

The B. Braun Executive Board and the European Works Council have agreed to uniform standards for environmental, work and health protection. This is how we ensure a uniform procedure and comparable management structures in all European production locations, including in these topics. 80 percent of the production sites in our reporting countries already have a certified management system in compliance with ISO 14001/EMAS and 72.5 percent have a certified occupational health and safety management system in compliance with ISO 45001/OHSAS 18001. We want to gradually increase this coverage. Structured, recurring internal audits and site analyses help us to steadily increase energy efficiency. We will gradually expand the introduction of corresponding energy management systems in compliance with ISO 50001.

We build and maintain environmentally friendly production, logistics and administration buildings at many of our locations. We use modern building technology and implement energy efficiency measures in our industrial facilities, such as using natural daylight to illuminate workplaces. With our own initiatives and voluntary certifications as well as sustainable construction methods, we take additional responsibility for our environment. Some of our production and logistics buildings in Brazil, Germany, and Mexico have earned awards for "Leadership in Energy and Environmental Design" (LEED). The LEED gold certificate recognizes particularly sustainable construction methods and energy efficiency. We have set a goal for the future to continue to invest in climate-friendliness at our sites.

ENERGY AND EMISSIONS

As a manufacturing company, we have higher energy needs; accordingly, we started setting up a resource-saving energy management program early on. We continuously analyze both the source of our energy and the efficiency with which we consume it. Our energy consumption in the reporting countries slightly decreased by 0.3 percent from 2018 to 2020. In comparison: production increased by 6.2 percent over the same time period. This means that our energy requirements have decreased due to more efficient use, despite increased production.



103-2

302-1

302-4 Consumption of thermal energy in the reporting countries remained almost unchanged, while electricity consumption fell slightly. About a third of our energy consumption is at our German sites. While thermal energy consumption remained largely unchanged, electricity consumption also fell there by more than 4 percent. This was achieved by using our buildings more efficiently. We have increased our energy efficiency with a 10.2 percent increase in production in Germany during the reporting period by doing this.

302-1 We were able to operate more sustainably and increase our share of renewable energy sources by relying on alternative energy. Energy from geothermal, wind, solar/photovoltaic and hydro and biomass power plants were used. Our use of energy from renewable sources increased in the reporting period by 4.6 percent.

TOTAL ENERGY USE BY SOURCE OF ENERGY

In %

	2018	2019	2020	Δ 2018-2020
Renewable energy mix	18.2	20.1	22.8	4.6
Non-renewable energies	81.8	79.9	77.2	-4.6

61.6 percent of our energy needs were covered by electricity in 2020, with 38.4 percent covered by thermal energy. We use our energy for our infrastructure, to operate machinery and to ventilate and cool our production facilities and buildings, among other things. We regularly reevaluate our mix of energy providers and attempt—whenever possible—to obtain a greener and more sustainable energy mix. As a result, 39 percent of our electricity for our B. Braun locations in Spain came from renewable energy sources; in Germany, we were able to increase this level to over 61 percent. At our location in São Gonçalo (Brazil) we even went a step further: Almost all of the electricity at that location is supplied from hydroelectric power plants. This allows us to obtain around 20 gigawatt-hours at this location from renewable energy sources annually and we only have to resort to fossil fuels in the event of a power outage. In Melsungen (Germany) we also obtain part of our thermal energy CO₂-neutrally from a wood-fired power station.

305-1 Since 2018, we have been able to more precisely determine the CO₂ emissions generated by B. Braun. In addition to emissions from electricity consumption, we now also collect emissions from thermal energy consumption at B. Braun sites, and now have more precise data: between 2018 and 2020, we decreased our CO₂ emissions in the reporting countries by 5.8 per-

305-2



cent. This is mainly due to the fact that we are increasingly relying on lower-emission renewable energy. We plan from 2023 on to make our new buildings CO₂ neutral, while at the same time investing extensively in the climate-friendliness of our existing buildings and warehouses. We have set a goal for ourselves of reducing CO₂ emissions at our locations by 50 percent by 2030.

CO₂ EMISSIONS OF PRODUCTION SITES

in metric kilotons

	2018	2019	2020	2018-2020 in %
CO ₂ emissions	540.6	526.9	510.1	-5.6

WATER AND EFFLUENTS

Water is one of the most important resources for our products and their production. For the most part, we obtain water from public and private utility companies. Our water withdrawal increased by 17.1 percent in the reporting period. Around three-quarters of this water was required in Germany, Malaysia and the US. These are countries in which we produce water consumption intensive IV solutions. For example, we were able to open new production facilities in Malaysia. Additional water is required for test batches and ramping up the systems when commissioning new production lines. This led to a one-time increase in water consumption. Due to fluctuations in production volume, water withdrawal varies in our core reporting countries from year to year.

303-1 For the first time, we recorded the amount of water consumed during this reporting period. For example, water evaporates when cooling production lines, or when liquid waste is generated; we dispose of it appropriately. However, the majority of our water consumption is integral to our products, such as with infusion and nutrition solutions. Overall, we have slightly reduced our water consumption during the reporting period by three percent in relation to water withdrawal, as more water could be discharged. This puts us well under the increase in our production value during the same period, which is 6.2 percent.

303-3

303-5

303-4 Of the total volume of water withdrawn, we discharged about 75.9 percent to water systems as effluent in 2020. Due to cleaning process requirements becoming stricter and new production lines ramping up, this percentage of wastewater discharge increased during the reporting period.

Water is also the primary resource at our renal care centers: for several hours of chronic dialysis treatment, around 150 liters of water is treated,



Smart grass



WATER CONSUMPTION AND EFFLUENT DISCHARGE

In %

	2018	2019	2020
Water consumption	27.5	25.0	24.1
Effluent discharge	72.5	75.0	75.9

Water consumption was determined with water meters, water utility invoices, and calculations.

sterilized, and heated to body temperature. It is common at renal care centers for 15 percent to 20 percent of this consumed water to be discharged without being used. With our green dialysis method, we are making water and energy consumption during dialysis considerably more efficient at many B. Braun renal care centers. The left over water in these renal care centers are going a step further to save resources: the water that can no longer be used for dialysis is used as cleansing water in sanitary systems—a usage model with a future.

For us, it is natural to find ways to minimize water use in all of our processes. This particularly applies to branches in regions where water is scarce. We regularly analyze whether B. Braun locations are located in water risk areas as defined by the World Resources Institute. At these locations, we step up measures to use water more efficiently. This includes making collected effluent reusable.

WASTE

306-2

B. Braun considers waste as raw materials that we separate, recycle as completely as possible, and return to the value creation cycle. Around 11.7 percent less waste was generated in 2020 as compared to 2018 in the 15 reporting countries. Savings of 22.5 percent were achieved in Germany alone. This was due, among other things, to a decline in faulty batches and lower production capacity use in Melsungen.

Waste was avoided and savings achieved at the other large production sites, such as in Spain and Malaysia. In Spain we reached a reduction of 12.5 percent due to more efficient reuse of materials such as wooden pallets in logistics, among other things. In Malaysia, despite constant production capacity utilization and a temporarily higher volume of waste in individual areas, such as maintenance work and commissioning additional gas scrubbers, we were able to reduce total waste volume by over 19.1 percent. This is also a result of more efficient use of our internal water treatment plant, as well as composting organic waste. There was generally less waste outside of the production processes due to the pandemic and low employee site occupancy in 2020.



100 million liters water saved

Our waste management distinguishes between hazardous—i.e., hazardous to health and the environment—waste and non-hazardous waste. Our proportion of hazardous waste in 2020 was at 17 percent, with non-hazardous waste accounting for 83 percent of total waste. Hazardous waste occurred for the most part in Germany and Switzerland during this reporting period. This was due to production wastewater, which is generated in Glandorf and Melsungen (Germany) as part of the flushing processes involved in producing infusion solutions. In Sempach (Switzerland), our production wastewater is generated from the manufacture of disinfection and hygiene products. It is not fed back to the sewer system, but disposed of as hazardous waste.

306-2

We are aware of a special responsibility when dealing with hazardous waste. We replace hazardous substances in the production process where possible and take a wide range of safety precautions in their processing, storage and transport. Our employees receive appropriate training in hazardous substances and the prevention of contamination that can occur during their use.

We were able to reduce our amount of hazardous waste by more than 23.2 percent in the reporting period—an effect we can mostly attribute to changes we made in production. We used a new chloride-free water treatment method in Glandorf for example, to reduce hazardous waste by 75 percent, so that it can now be disposed of as non-hazardous waste. The new method also allowed us to reduce total waste at this location. In Tuttlingen (Germany), we reduced more than 19 percent of hazardous waste volume by optimizing the processing of our cooling lubricants.

We recycle our waste for materials and heat—i.e., for raw materials and thermal recovery—or dispose of them at licensed and monitored disposal sites. In the reporting period, we recycled more than half our waste materials, and about one quarter thermally. Less than eight percent ended up in landfills. We accomplished this by more accurately identifying the materials that can be recycled for reuse, thus avoiding the burning of recyclable resources for clean energy production. We increased our recycling ratio by four percent between 2018 and 2020. This number is subject to annual fluctuations based on the quantities of different waste classes.

306-2

RECYCLING RATIO

In %

	2018	2019	2020	Δ 2018-2020
Recycling (hazardous and non-hazardous waste)	83.5	87.8	87.5	4.0

Recycling: reuse, recycling for materials and heat



306-4 Waste that we cannot recycle or that is not suitable for thermal recovery is sorted by type and transferred to special incineration plants or landfill for disposal. If possible, all waste is taken to local disposal companies to avoid traveling kilometers unnecessarily. To ensure that every container, every substance, and all liquid is disposed of properly, our employees must be able to identify and categorize the waste we produce. This is why B. Braun has, in the case of the disposal of infusion solutions at production facilities and in laboratories, developed a concept that color-codes the disposal categories for various solutions. These solutions are sorted by those containing active substances and those that do not, as well as those containing fats and those containing zinc, and the corresponding disposal route is clearly specified. Infusion containers such as Ecoflac® Plus, glass bottles, bags, and Ecotainer are collected in special, sealed transport containers and discarded.

WASTE in metric tons

Percentage of total waste in 2020	Non-hazardous waste	2018	2019	2020	Δ 2018–2020 in %	
17% Hazardous waste	Reuse	3,133.5	3,428.1	3,558.5	13.6	
	Recycling (for material)	32,407.1	32,422.1	26,303.7	-18.8	
	Recycling for heat (energy recovery)	7,591.3	7,603.1	10,198.2	34.3	
	Waste incineration	744.3	813.6	655.9	-11.9	
	Landfill	5,044.6	4,210.6	3,844.5	-23.8	
	Total	48,920.8	48,477.5	44,560.8	-8.9	
	83% Non-hazardous waste	Hazardous waste				
		Reuse	507.1	3.7	1.4	-99.7
		Recycling (for material)	1,468.4	1,324.2	1,802.6	22.8
		Recycling for heat (energy recovery)	5,656.8	5,425.8	5,100.1	-9.8
Waste incineration		4,134.4	1,812.7	2,126.0	-48.6	
Landfill		106.0	132.4	84.4	-20.3	
Total	11,872.7	8,698.8	9,114.5	-23.2		
Total waste						
Total	60,793.5	57,176.3	53,675.3	-11.7		

Waste also includes contaminated wastewater that is not allowed to be discharged into the sewer system.

PROCUREMENT AND LOGISTICS

We also turn to sustainable solutions when it comes to procuring raw materials for our production facilities. The primary raw materials for the manufacturing of our products are water, plastic granulate, minerals, nutrients, and metals. We have slightly reduced our plastic granulate demand by 2.1 percent during the reporting period, although production value in the reporting countries increased by 6.2 percent over the same period. Our purchasing volume for minerals grew 13.6 percent and our purchase of metals was reduced by 1.7 percent. We also continue to handle our primary raw materials responsibly and efficiently, and make it our job to keep the quantities of raw materials we need as low as possible.

We spend a large part of the purchasing volume in the respective reporting countries. The national purchasing volume from third parties averaged 73 percent from 2018 to 2020. Our national purchasing volume, influenced by the size, location, and raw materials situation of the countries, varied between 95 percent and 44 percent in 2020. In China, Czech Republic and Slovakia, Great Britain, Indonesia and the US, we have achieved a volume of more than 86 percent. With this purchasing policy, we shorten transportation routes, save on costs, preserve the environment, and boost regional economic power.

We package our deliveries in a manner that is environmentally friendly in three ways: First, we maximize use of our packaging volume for the lowest amount of leftover packaging possible. Second, we use environmentally-friendly materials wherever possible. In comparison to 2018, we were able to slightly reduce the use of paper; the use of film increased slightly. Overall, about 4.8 percent fewer corrugated cardboard boxes were used, 85 percent of which are made from recycled paper and are completely recyclable. In general, the amount of packaging material is closely related to the amount produced, and is subject to annual variations. Third, we recycle and reuse our cardboard packaging at our location in Melsungen (Germany). This conserves natural resources and saves on new procurement and disposal costs. In all EU countries, B. Braun packaging is taken back through licensed service providers.

Even in our distribution logistics, we routinely examine our processes to reduce environmental impact. We efficiently link our transportation routes for deliveries and returns, allowing us to avoid empty trips as much as possible. When selecting means of transport, we make sure they conform to Euronorms 5 and 6 for low emissions. To save energy, we maximally optimize cube utilization in our logistics processes. We work with renewable energy at many B. Braun logistics centers, such as the one in Maria Enzersdorf (Austria). Our central distribution center there is predominant-

301-1

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301-1



30 percent less CO₂

PURCHASING VOLUME OF RAW MATERIALS

in metric tons

	2018	2019	2020	Δ 2018–2020 in %
Plastic granulates (PS, SB, ABS, PE, PP, PVC)	71,727.8	68,788.6	70,258.8	-2.1
Minerals and nutrients (salts, amino acids, proteins, carbohydrate compounds)	49,556.9	52,344.5	56,277.3	13.6
Metals (ferrous, non-ferrous)	4,312.1	4,489.3	4,238.4	-1.7

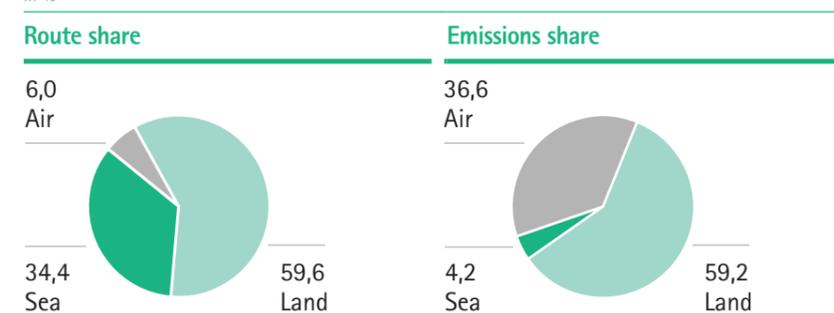
ly powered by a renewable biomass-wood chips plant rather than fossil fuels, making the center virtually CO₂-neutral. In Scandinavia, we reduced CO₂ emissions simply by moving our logistics center closer to our clients. Sustainability aspects are a decisive part of the requirements profile when selecting our logistics service providers. For example, our logistics partners must be aware of their CO₂ emissions, use modern powertrain technologies, and maintain environmental management systems and, if they do not already exist, implement them. The shipping method decisively influences the impact on the environment.

PURCHASING VOLUME OF PACKAGING MATERIALS

	2018	2019	2020	Δ 2018–2020 in %
Paper in millions of linear meters	85.1	82.5	84.4	-0.8
Corrugated cardboard boxes in millions of units	135.9	133.0	129.4	-4.8
Plastic film in millions of linear meters	184.7	179.4	191.3	3.6

TRANSPORT TYPES AND THEIR CO₂ EMISSIONS 2020

in %



Cumulative data from the 15 reporting countries and from 32 other countries in which B. Braun operates. The share of transport types is expressed in ton-kilometers. CO₂ emissions were calculated based on the „Calculating Greenhouse Gas Emissions in Forwarding and Logistics per DIN EN 16258“ guideline from the German Freight Forwarding and Logistics Association.

We are committed to reducing the number of kilometers traveled by air and to returning to more environmentally friendly shipment by sea and land: Only 6 percent of our shipments were by air in 2020. Because of the pandemic, we used more air freight in the import business in order to be able to serve demand at short notice. We prefer shipping by sea freight, which made up just under 94 percent of our routes in 2020 and generated only marginal transportation emissions. In doing so, we are increasingly shifting to low-emission sea transport. This proportion increased by about 2 percent during the reporting period. In the reporting period, we switched from air freight to sea freight for large-volume deliveries from Germany to the US. This saves us around 1.5 metric kilotons of CO₂ per year. For shipments between Germany and Spain, we also set up regular rail transport, which has significantly less negative impact on the environment compared to shipments by truck. During the pandemic, we had more air freight for imports, but we had fewer exports. We are currently working on a gap analysis in order to leverage potential for improvement and further increase our contribution to building sustainability.

305-1



Employees

MANAGEMENT APPROACH

Our employees are the driving force behind B. Braun. Their know-how, passion, and skills are crucial to the realization of our goals—and are B. Braun's greatest strength. We consistently align our human resources management to the needs of our employees and customers. We want to harmonize the requirements of our employees and the company. To this end, we rely on agile forms of organizing work and of collaboration. At the same time, we promote a culture characterized by trust, accountability and diversity.

We are convinced that only companies that act sustainably, taking responsibility for providing good working conditions for current and future generations, can grow in the future.

We create the framework for fair working conditions, satisfied employees and a skilled and motivated work environment with regular dialog between our employees, collective bargaining units and works councils, as well as our managers. We are preparing together for the digital transformation we need, continuously developing our employees and building new skills and competencies. We want to accelerate digitization at B. Braun, and make the new key technologies useful.

GOOD EMPLOYER

Our employees enjoy working at B. Braun. They want to do their part to protect and improve the health of people around the world. Interaction with the creative spaces created by B. Braun for the development of their professional talent and the outstanding general conditions in their working environment allows employees to concentrate on sharing knowledge, developing solutions for our customers and constantly developing themselves personally. Employee satisfaction is reflected by, among other things, a low labor turnover rate, which was about 13 percent in 2018 and 2019 over all regions, and dropped to 10.9 percent in 2020.

DIVERSITY

We value diversity—an integration of different perspectives, opinions, experiences and ways of life is valuable to us, and is part of how we see ourselves. We create a culture in which all employees can be what they want by striving to achieve an inclusive, respectful and equal work environment for all. We create the foundation of our mutual success, this is the driving force behind our values. B. Braun signed the Diversity Charter together with 3,000 other companies as a symbol of our basic principles.



103-2

401-1



2nd place for more diversity

B. Braun employees have founded various initiatives in recent years to raise awareness of an appreciative, inclusive and equal work environment. The "4Diversity" initiative is organized globally with various ambassadors. Its 2020 projects strengthened a common understanding of diversity while including different local areas of focus and interpretations. In 2020, the "Women in Leadership" group worked on a gender-friendly design for job advertisements and a model to establish a quota for women during selection processes. The B|WiN – B. Braun Woman in Network expanded this digital collaboration internationally.

405-1

The consistently high proportion of over 20 percent of young employees is particularly satisfying in light of the demographic trends in many industrialized countries. The proportion of men and women in the overall workforce was balanced at a ratio of 49:51 in 2020. There were more female employees than male employees in eight of the 15 reporting countries; in the Czech Republic and Slovakia, Malaysia, Russia and in Vietnam this ratio was even above 60 percent. In 2018, 2019 and 2020, female employees accounted for 55.5 percent of all employees in the reporting countries, with male employees accounting for 44.5 percent.

401-1

We offer men and women the same opportunities for employment and advancement. B. Braun is striving for continuous increases in the proportion of female managers. In 2020, of the six members of the Executive Board two are women, with four women in the 16 members of the Supervisory Board. The proportion of women serving on these Boards result is 33.3 percent and 25 percent, respectively. At this time, B. Braun is working on additional programs to accelerate equal representation rights by women at all management levels.

405-1

The internationality and mobility of our employees are important components of the B. Braun culture. We actively promote networking and communication across national, international, and cultural borders. International assignments, which are set up for a duration of six months to a maximum of five years, play an important role in these endeavors. There were a total of 196 foreign assignments during the reporting period, including in China, Germany, Hungary, India, Malaysia, Russia, Spain and the US. We had to suspend or end deployments abroad in 2020 due to the pandemic.

We value the skills and competencies of our employees, including those with physical, mental and/or psychological impairments. We rely on the abilities of each individual, not on their limitations. In order to make inclusion successful, we work together with representatives of the handicapped to form a barrier- and prejudice-free work environment, including

SHARE OF EMPLOYEES IN RESPECT TO VARIOUS DIVERSITY DIMENSIONS IN 2020
in %

Age			Gender		Professional orientation		People with disabilities*
30 and under	30-50	50 and over	Male	Female	commercial	technical	
21.0	55.3	23.7	49.3	50.7	41.6	58.4	3.2

* not including Great Britain and Switzerland, as no data were gathered there

work areas and workplaces which are suitable for the disabled. This is how we call on everyone's potential, broaden our perspectives within our teams and projects, and create conditions for fairness, equality and a sustainable work environment.

The proportion of disabled employees in the reporting countries averaged 3.2 percent in 2020. Great Britain and Switzerland are not reported here due to different administrative frameworks. In Germany, this ratio was 7.4 percent, climbing nearly one-third as compared to 2018. In total, the number of disabled employees in the reporting countries grew by 25 percent from 2018 to 2020. In 2020, B. Braun in the Czech Republic and Slovakia, Germany, Poland and Vietnam additionally placed orders totaling € 3.2 million to various manufacturing facilities for the disabled.

405-1

WORK-LIFE BALANCE

As a family company, it is particularly important to us that employees can balance their family and work. B. Braun already offers family-friendly working hours models in many companies in different countries. In the Czech Republic and Slovakia, France, Germany, Great Britain, Hungary, Poland, Russia, Spain and Switzerland our employees can choose from multiple part-time offerings while, also in India and Malaysia, simultaneously utilizing flextime and work-from-home models.

An annual average of 2,683 employees take parental leave each year. This model is in particularly high demand in the Czech Republic and Slovakia, Poland and Vietnam, where around eight percent of employees in each of these countries took parental leave. The percentage of men taking parental leave has continued to increase in recent years. This is a signal that the way of life is changing, and we at B. Braun support this trend.

401-3



PARENTAL LEAVE TAKEN

	2018		2019		2020	
	Men	Women	Men	Women	Men	Women
Number	844	1,543	922	1,559	857	2,326
Share (in %)	35.5	64.5	37.2	62.8	26.9	73.1

In Europe, our employees were able to temporarily reduce their work hours with B. Braun's family-related part-time work model and take more time for their families. In Germany, France, Great Britain, Poland, Russia, Switzerland, Spain, and the Czech Republic and Slovakia, 783 employees took advantage of B. Braun's family-related part-time work model in the reporting years 2018, 2019 and 2020.

FAMILY-RELATED PART-TIME TAKEN

	2018		2019		2020	
	Men	Women	Men	Women	Men	Women
Number	54	580	115	687	202	713
Share (in %)	8.5	91.5	14.3	85.7	22.1	77.9

401-2

B. Braun goes above and beyond legal requirements to balance employees' work lives and personal lives in other countries, as well: In India, employees receive additional vacation days on birthdays and holidays. B. Braun is helping in the US with additional vacation days for special life situations, such as when care of a family member is needed. In Switzerland, B. Braun assists its employees financially with the costs of childcare. Our programs offering a better work-life balance in various countries are diverse and continually adapted to the needs of employees at the different B. Braun locations.

COMPANY PENSION

Our company has grown through several generations of entrepreneurial thinking. We want our employees and their families to be well taken care of—not just today, but also after their work life is over. We therefore support our employees beyond the statutory pension amounts. As of December 31, 2020, the B. Braun Group had established provisions for pensions and similar obligations in the amount of about € 1.7 billion.



[Award-winning pension system](#)

In the reporting countries, around half of currently active employees are entitled to an employer-financed pension. Access to the B. Braun pension plan depends on various factors. These include duration of employment and type of employment contract. Currently, there is a company pension plan in the Czech Republic and Slovakia, Germany, Malaysia and Switzerland that goes beyond legal minimums.

201-3
401-2

EMPLOYEE CO-DETERMINATION

B. Braun is committed to social partnership as an active supporter and designer of labor laws and guidelines. Cooperation between management and employee representatives in the B. Braun Group is characterized by a long tradition of mutual trust. For example, around 180 employee representatives in Germany sit on several committees to promote the interests of the workforce. B. Braun secures the right of employees to freedom of association and collective bargaining, and on signing joint agreements to shape our working conditions. Securing long-term employment is also part of our understanding of sustainability as a family company. For example, we have been securing jobs and apprenticeships in Germany since 2004 with site-specific job security contracts. Together with other European reporting countries that have negotiated agreements, 79 percent of employees are subject to collective agreements across Europe. Worldwide, half of all employees in reporting countries are covered by collective agreements.

102-41

MANAGEMENT AND COLLABORATION

We believe that mutual trust is the basis for our collaboration. We make space for personal growth, make decisions at all levels, and develop together in constructive exchanges with one another. Our openness to continuous learning enables continuous development of our skills and collaboration. In a work environment characterized by diversity, we value and integrate different perspectives, experiences and backgrounds. Managers set a good example by supporting and empowering employees. We promote a culture of respectful and appreciative interaction with one another through regular discussions. We see structured discussions between managers and employees as an integral part of our management culture. We promote collaboration through our cultural values of trust, responsibility and diversity.

404-3

Especially in 2020, the year of the pandemic, B. Braun was able to rely on the flexibility, personal commitment and high motivation of its employees: our employees helped in other factories and sites in which we had production peaks. Our employees in warehousing and logistics ensured smooth operations, making it possible to maintain high supply capability. Employees in sales found pragmatic solutions to let us deliver products to our customers, despite the pandemic. Administration employees arranged

[B. Braun employees:
Committed to fight
against Corona](#)

for urgently needed PPE in the face of strained supply chains. And employees working in offices switched to working at home and video-conferencing from one day to the next.

Virtual teams also found other ways to promote togetherness with an understanding of our common values. Mutual trust and flexibility played key roles in achieving our common goals productively, reliably and efficiently, even when working outside of the office. We want to continue to exploit the opportunities of mobile working and virtual teams. Personal encounters are still important to us. Nevertheless, flexible working conditions in terms of time and space should be used to provide improvements in the work-life balance. This ensures stronger employee loyalty and customer orientation at the same time.

LEARNING AND CONTINUOUS DEVELOPMENT

It is crucial that our employees acquire new know-how and are open to change. This is why B. Braun accompanies the professional path of each individual with a wide range of training and development options. Innovative learning, digital approaches and using new technologies will play an important part in the future.

404-1

In the reporting period, B. Braun employees averaged 3.4 days of training per year. All training and development programs are provided under the umbrella of the B. Braun Business School and provide prospects for every employee group. In Brazil, China, France, Germany, Great Britain, India, Malaysia, Poland and Vietnam in 2018, 2019 and 2020, around 19,000 participants took about 4,500 courses each year. B. Braun Business School adapted its formats and added various virtual offerings during the pandemic. This enabled us to help employees to learn at any time and any place, depending upon their individual needs.

404-2

A structured analysis of our employees' skills and development paths at B. Braun plays a decisive role in transferring know-how and filling central roles from within the company. We need a structured process to do this. For the B. Braun locations in the Asia-Pacific region, we have implemented a systematic approach with the Talent and Succession Management program in order to identify internal talent at an early stage, develop them, and later successfully deploy these employees in key positions. After a pilot phase, the program is also intended to promote talent in other regions for those who will lead B. Braun in the next decade.

APPRENTICESHIP AND STUDIES

404-2

The qualification of junior employees is a core component of our human resources strategy. B. Braun sees it as an opportunity to get young people



excited about the company using modern training concepts. We make it possible for them to gain professional experience, often followed by direct placement in a long-term position. With a total of 27 positions requiring formal training, from mechatronics engineer, IT specialist, and chemical technician to international trade specialist, industrial sales representative, and technical product designer, B. Braun offers a wide range of jobs. In 2020, we started offering the electronics technician for information and systems technology position. This shows how our apprenticeship programs are developing in the era of digital transformation.

Apprenticeships and continuing education were faced with special challenges in the 2020 pandemic year. We were able to continue training in 27 apprentice professions (236 graduates) and 14 dual courses (105 graduates) in Germany by working from home, online training and special assignments. B. Braun trains young people in Brazil, France, Germany, Malaysia, Poland, Switzerland and Vietnam. 1,110 (previous year: 1,105) people were in B. Braun's apprenticeship program in these countries in 2020. A total of 360 young people (previous year: 384) completed their training and 289 (previous year: 291) accepted offers to join B. Braun.

OCCUPATIONAL HEALTH AND SAFETY

As a company in the health sector, we are responsible for customers and patients, and also for our own employees. At B. Braun, we take a preventive approach in order to keep work-related accidents and illnesses at a minimum. In all departments of the company, occupational safety is achieved by example and through employees' willingness to accept responsibility. The B. Braun accident rates were reduced by about 13 percent in the reporting period. We analyze every accident to determine the underlying cause and take preventive measures. Around 73 percent of work accidents are caused by personal behavior, and are addressed and analyzed during regular safety training courses. The other instances are due to technical or organizational reasons that we seek to remedy in our work processes, exercising consistent occupational safety and health management.

403-9

All employees, in accordance with their position, receive regular training on occupational safety and health, first aid, and what to do in case of a fire. We design workplaces to be ergonomic and, if possible, low-noise, and develop occupational safety and health plans to strengthen our culture of safety. All technical departments of the company must meet strict legal and regulatory requirements. These are supplemented by B. Braun's own standards for occupational safety and health, and are monitored by regular audits. B. Braun relies on globally-recognized ISO standards in order to harmonize and continue to develop our processes and standards for occupational health and safety. More than 71 percent of production sites

403-5

403-1

in our reporting countries are certified under ISO 45001 (or OHSAS 18001/HSG65). Our standards also apply to employees of external companies who work at a B. Braun location.

403-6 Protecting the health of our employees also has high priority. This is why our corporate health management focuses not only on physical health but also on mental health. We focus on a broad range of preventive measures with a holistic approach that ranges from medical preventive care and maintaining physical performance to mental health and nutrition tips. In countries with less effective health care systems, we offer nutritional advice, dental examinations, and cancer screenings.

401-2 In the case of an illness or accident, it is important that the affected employee not only receive medical care but also the best possible financial protection. In many reporting countries, employees benefit from accident or occupational insurance that covers the financial consequences of an accident occurring at work or on the way to or from work. We also offer our employees life and income insurance in Brazil, the Czech Republic and



Slovakia, Germany, Great Britain, India, Malaysia and Spain as well as the US. We cover part of the cost of health insurance in China, France, India, Malaysia, Russia, the UK, the US and Vietnam. If an employee experiences a prolonged illness, the company supports them after recovery by reintegrating them into everyday work life.

The coronavirus pandemic in 2020 presented us with the particular challenge of protecting our employees from possible workplace infections and, at the same time, as a system-related health care company, to maintain production and delivery capabilities. Crisis teams were established at the beginning of the pandemic. They focused on the maximum protection of our employees through forward-thinking and predictive action. With the constant availability of the coronavirus crisis team, we were able to immediately react to positive corona test results and suspected cases in order to interrupt possible infection chains as quickly as possible. The extensive health protection measures included extensive information campaigns at all company levels and providing personal protective equipment and disinfectants.

403-6



Society



MANAGEMENT APPROACH

As a family company, B. Braun supports society as a good corporate citizen in the long term, beyond its current business activities. We focus on imparting knowledge, promoting the regions in which we operate, and improving prospects for generations. This commitment ranges from material resources and financial support in the form of sponsoring and donations, to volunteer work by our employees.

SOCIAL COMMITMENT

We routinely evaluate our social projects, paying particular attention to how our commitment benefits the specific needs of the target group. In 2020, we sponsored a total of 210 social projects in 34 countries. The COVID-19 pandemic had a decisive impact on our work. Around a third of the on-site projects could not be carried out as planned, and were only partially replaced by virtual formats. In contrast, there were many new activities pursued by B. Braun to fight the pandemic.

Prospects for children

Since 2004, we have been creating living conditions and prospects for children with the B. Braun for Children initiative. In 2020, we made 92 projects possible, which benefited more than 50,000 children worldwide. These projects are selected at the discretion of the national subsidiaries in the regions because they know the local situation and can manage projects in a targeted manner. We base our commitment in these activities on specific criteria:

- The project has a local connection and strengthens the living or educational situation in a region.
- The project helps people to help themselves, and B. Braun helps the project organizers achieve their goals.
- This support is especially valuable for smaller regional organizations and groups.
- The support must be sustainable, and the project must therefore experience regular and longer-term support.
- Project managers and their B. Braun contacts continually exchange information about progress and success.

Conveying knowledge

With Sharing Expertise, we also follow the promise of sharing knowledge and developing new ideas together as part of our social commitment. We believe that education empowers people to go through life with confidence and a sense of self-determination.



103-2

[B. Braun for Children](#)

[B. Braun Foundation](#)

The B. Braun Foundation has been dedicated for over 50 years to promoting education, science and research, as well as public health, in human medicine. It was founded by the entrepreneurs Otto and Dr. Bernd Braun in 1966. With its own programs, support of research projects and events, as well as providing advanced training grants for doctors, nurses, pharmacists and hospital managers, it promotes people within the health industry. This contributes to improving health. The B. Braun Foundation is a modern medical foundation that has awarded at total of 16,000 grants totaling € 18 million to date.

[Otto Braun Fund](#)

The Otto Braun Fund also supports young scientists in Germany with scholarships. B. Braun has used its funds to support doctoral students at the University of Kassel who delve into practical, relevant research since 1989. This commitment is complemented by the Fellowship Funding Program, an extended program awarded once a year to doctoral graduates for outstanding application-oriented research. Since the beginning of this collaboration, more than 300 scholarship holders and fellows have received support.



[Engineers wanted](#)

B. Braun has been implementing educational projects in Kenya and Senegal since 2018 as part of the develoPPP.de program. This initiative is led by the Federal Ministry of Economic Cooperation and Development's (BMZ) and other medical technology companies as well as scientific partners. The project team developed a bachelor's degree program in applied biomedical technology, supplied the classrooms with medical equipment, and trained lecturers. Since starting the practical course, 35 students in Senegal and 134 in Kenya have been able to attend. Over the next few years, we will be able to work with them to deliver high-level professional medical training to sustainably improve health care in these two countries.

Our educational initiatives are also focused on Asia: In Penang, Malaysia, B. Braun has been a sponsor of the Penang International Science Fair since it was founded in 2011. This makes it one of the largest science fairs in Southeast Asia, with over 60,000 visitors. In particular, students from hundreds of schools in the region learn about phenomena in the natural sciences, technology and math. In 2019, we also sponsored DNA experiment kits for 1,500 students who learned about the wonder of genetics in DNA fingerprinting workshops. With these workshops, we reached 10,000 students in three years and inspired them to pursue a career in the medical sector.

Since 2013, B. Braun has been a member of Wissensfabrik, a German business network. The initiative, which includes 130 companies and foundations, works together with scientific partners to develop educational



projects and implement them throughout Germany in day care centers and schools. It focuses on the STEM subjects: science, technology, engineering and mathematics. The goal is to strengthen the innovative power of tomorrow.

We were able to use the virtual B. Braun for Children Campus for the first time in 2020 to offer online learning opportunities for children and adolescents worldwide in order to make special learning situations easier for them in the coronavirus era. They could do this while their parents are working from home or running everyday errands. About 15,000 children and adolescents have since used our program, which is available in English and German.

[Commitment in the regions](#)

We always pick projects that give disadvantaged people the chance to have a better life. With our personal and financial commitment and through in-kind donations, we help them to help themselves in the long term, as well as providing urgent assistance when necessary. Many of our employees are also regularly involved with donations or personal time for societal needs, supported by B. Braun.

We also support sick children in Latin America and Africa: Since 2018, B. Braun has been working with the associations Extiende Tu Mano A.C. and Banco de Tapitas A.C. in Mexico, obtaining cancer treatment for children from low-income families. We supported children with the "Súper día del niño" [Super Day of the Child] in 2018 and 2019. In Chile, B. Braun supported the educational development of children with Down syndrome who are socially marginalized.

In India, B. Braun even operates a mobile medical unit, helping people who cannot afford medical treatment. The vehicle has been on the road six days a week since April 2019. We have treated 24,557 people from 12 villages in the area around Bhiwadi. During the corona pandemic, our site was also able to help families there by issuing 58,800 hygiene sets.

With the Rest-Cent (Spare Change) project, B. Braun employees at the largest British, German and Spanish sites can voluntarily round down their monthly salary to donate the difference to B. Braun for Children projects. In 2019, we donated to a project in Argentina that provides more than 50 children from needy families with a warm meal and a roof over their heads. The Good Angels project in the Czech Republic, which provides financial support to 50 families experiencing financial difficulties due to serious childhood illnesses, was also sponsored. Great Britain's Sepsis Trust received collected donations in 2020 to fight blood poisoning and

[B. Braun for Children Campus](#)



[Help, where there is almost none](#)

the maternity ward in Koudougou (Burkina Faso) received assistance in order to renovate its ward rooms.

In 2018 and 2019, B. Braun Malaysia started a charity run in which 1,254 employees participated. At the running event, we collected € 130,000 in donations, which was divided among three causes: children with cancer at Mount Miriam Hospital, children who need prostheses at the Limbs for Life Prostheses Center, and people from rural areas who receive health care from the Penang Free Mobile Clinic.

[B. Braun employees:
Committed to fight
against Corona](#)

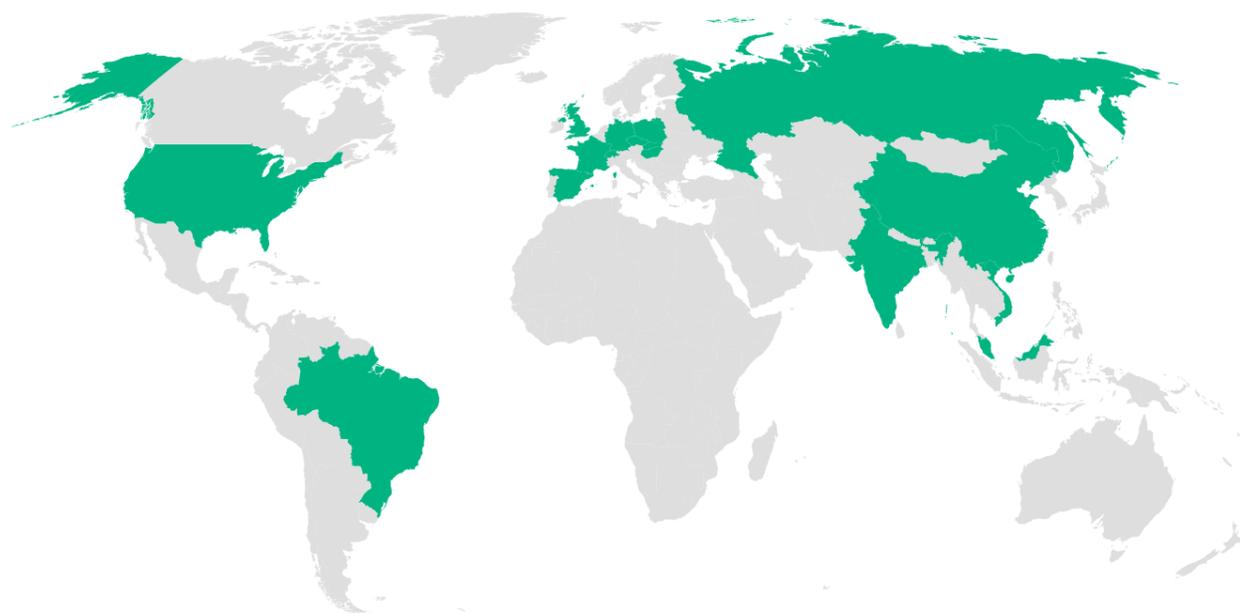
Especially in the crisis year of 2020, B. Braun employees became involved in the fight against COVID-19. They showed very special commitment, taking on responsibilities around the world. For example, they provided support with individual actions where protective equipment was not available, or there was a lack of intensive care beds or nursing staff.



In the event of natural disasters such as earthquakes and floods, B. Braun not only provides immediate financial and material aid but also supports long-term development efforts in the affected regions. After two severe earthquakes in 2015, B. Braun supported a project for the Global Care children's charity to rebuild a school and to sponsor student partnerships. The school for 252 children was officially opened in May 2018. Most recently in December 2020, a large-scale donation campaign by B. Braun employees was able to provide emergency aid after the explosion in Beirut (Lebanon) during the COVID-19 pandemic.

In the future, we will continue supporting projects to impart knowledge, promote regions and improve perspectives, which we see as the greatest added value of our social progress activities. We are coming one step closer to our goal as a company: protecting and improving the health of people around the world.

REPORTING LOCATIONS



Country	Production sites
Germany	Bad Arolsen
	Berggießhübel
	Berlin
	Glandorf
	Melsungen
	Reutlingen
	Tuttlingen
Malaysia	Penang
United States	Allentown, PA
	Daytona, FL
	Irvine, CA
Russia	Tver
Spain	Jaén
	Madrid
	Rubí
Hungary	Gyöngyös
Poland	Nowy Tomyśl

Country	Production sites
China	Suzhou
	Zibo
France	Chasseneuil
	Chaumont
	Nogent
	Saint-Jean-de-Luz
	Sarlat
India	Bhiwadi
	Chengalpet
	Hyderabad
Vietnam	Hanoi
Brazil	São Gonçalo
United Kingdom	Sheffield
Switzerland	Crissier
	Escholzmatt
	Sempach
Czech Republic and Slovakia	No production site

All key financial and employee key figures are reported on a country-specific basis, all other key figures are reported on a site-specific basis

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AR = Annual Report 2020
This report contains standard indicators from the GRI guidelines on sustainability reporting. The table provides an overview of the GRI core aspects indicated in the report.

PRIZES AND AWARDS

(SELECTION)

2018

Diabetes app seal (DiaDigital)

Omnitest app®:
Diabetes journal app
DiaDigital, Germany

German Design Award for Excellent Product Design

3D EinsteinVision®: camera heads for endoscopic laparoscopy, German Design Council

Hanoi Key Industrial Products Award

Intrafix® IV Set: IV set for use with IV solutions and medicines, Hanoi Department of Industry and Trade, Vietnam

Investors in People Gold

Investors in People (IiP), Great Britain

2019

Business Excellence

European Chamber of Commerce (EuroCham) , Gala Dinner and Business Awards, Vietnam

Diversity Challenge

Large company category (Second place), Diversity Charter, Germany

Excellent Working Place/ Healthy Working Place

Tochigi Labor Bureau, Japan

For a Better Future

Roma-Hungarian Association, Hungary

Good Design Award for "Excellent Product Design"

B. Braun wall dispenser for hand disinfection, The Chicago Athenaeum Museum of Architecture and Design and Metropolitan Arts Press Ltd., US

Golden Merchant Award-Outstanding Foreign Firms

Golden Merchant Award, Taiwan

M&K Award in the area of medicine and engineering

VascuFlex®Multi-LOC: Multi-stent delivery system (third place), Management & Krankenhaus [Hospital] professional journal, Germany

Red Dot Design Award for Excellent Product Design

Aesculap® SQ.line®: Orthopedic instrument set, Red Dot Design Award, Germany

Reputation Award for Best Innovative Product

Introcán Safety® infusions set, El Monitor de Reputación Sanitario (MRS), Spain

2020

Best Companies to work for

Business Media International (BMI), HR Asia, Vietnam

Best Workplaces for Women

Great Place to Work-Certified Institute, India

Germany's best employer

Stern weekly magazine, Germany

Dream Company to Work for

World HRD Congress ET Now, India

iF Design Award

Aesculap® SQ.line®: orthopedic instrument set iF design, Germany

Red Dot Design Award for Excellent Product Design in Medical Devices and Technology

Aesculap® Aicon®: Container system for sterile goods supplies, Red Dot Design Award, Germany

Top employer in Germany

Focus Business magazine, Germany

Top Employers China

Top Employers Institute, China

GLOSSARY

Waste

Anything the owner discards, intends to discard, or needs to discard.

Effluent

Treated or untreated wastewater that is discharged.

Audit

During an audit, external (or internal) experts check whether certain laws, regulations and guidelines are complied with.

Processing for reuse

Testing, cleaning or repair by which products or product components which have been discarded are recycled for re-use for the same, originally-intended purpose.

CO₂-neutral

This means that a certain process has no influence on atmospheric CO₂ concentrations.

Eco Management and Audit Scheme (EMAS)

This was developed by the EU, and is a community system composed of environmental management and environmental operational checks for organizations which wish to improve their environmental performance.

Disposal

Each procedure which does not contribute to recycling, even if the secondary consequence of the process is energy recovery

Renewable energy sources

Energy sources which can be renewed in a short period of time through ecological cycles or agricultural processes.

Gas scrubber

Process engineered apparatus in which gas flow is brought into contact with a liquid flow in order to remove components of the gas flow into a liquid.

Hazardous waste

Waste that has at least one of the properties listed in Appendix III of the Basel Convention, or,

according to national legislation, which is classified as hazardous.

HSG65,

Management standard for Health and Safety Executive, based in England. The authority regulates significant areas of occupational safety through standards.

International Labor Organization (ILO)

Special organization within the United Nations which promotes justice as well as human and labor rights.

ISMS

English abbreviation for "Information Security Management System". This comprises the establishment of rules and procedures within an organization to permanently define, control, monitor, maintain and continuously improve information security.

ISO 9001

International standard for quality management created by the International Organization for Standardization (ISO). It defines the requirements of a quality management system for prevention, detection and evaluation of risks as well as correcting and continuously improving a company's performance.

ISO 14001

International standard for environmental management created by the International Organization for Standardization (ISO). This standard defines requirements of an environmental management system with which an organization can improve its environmental performance, meet legal and other obligations, and achieve environmental protection targets.

ISO 45001

International standard of the International Organization for Standardization (ISO) which describes the requirements for an occupational health and

management system as well as instructions for implementation.

ISO 50001

International standard for energy management systems created by the International Organization for Standardization (ISO). The revised version, ISO 50001:2018, has been available since August 2018. The standard sets a framework in which individual commitment by the company or organization is required.

ISO/IEC 27001

ISO 27001 is an international standard for information security in private, public or non-profit organizations. It describes for setting up, implementing, operating and optimizing a documented information security management system.

Supply chain

Sequence of activities or parties to provide products or services to organizations.

Waste incineration

Controlled burning of waste at high temperatures.

Non-renewable energy sources

Energy sources which cannot be renewed in a short period of time through ecological cycles or agricultural processes.

OHSAS 18001

Abbreviation for Occupational Health and Safety Assessment Series. A standard that establishes recognized requirements for occupational health and safety management systems.

Recycling

Recycling of products or product components that become waste in order to gain new materials.

Recovery

Any process in which products, product components or materials which have become waste are processed in such a way that they serve a purpose in the place of new products, components or materials that would otherwise have been served by them.

Water withdrawal

Sum of the amount of water taken from all sources and used for any purpose within the property lines of the organization during the reporting period.

Water recirculation

Total of wastewater, used and unused water that is discharged into surface water, groundwater, seawater or to third parties, and for which the organization has no further use during the reporting period.

Water consumption

Total of all Water which is taken and integrated into a product, used in the context of production, is generated as waste, is steamed or evaporated, or consumed by humans or animals or used to carry waste, so that it can no longer be used by others and therefore did not return to surface water, groundwater or seawater that has been piped or passed on to third parties during the reporting period.

Recycling

Refers to the collection, reuse and recycling of products and their packaging materials at the end of their useful life.

IMPRINT

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THANK YOU

to all our colleagues who collaborated in the creation of the 2020 Sustainability Report. This report was only published digitally due to sustainability considerations.

More information about B. Braun sustainability can be found at www.bbraun.com/sustainability