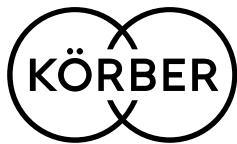


Policy Statement of the Körber Group on Human Rights and Environmental Risks

Executive Board of Körber AG

Status as of 06 December 2024



Revision register

Date	Change	Type of change
01.05.2022	First version of the document	./.
01.11.2023	Page 4: Deletion of BA Tissue in the introductory chapter	Adjustment due to carve-out of Business Area Tissue
06.12.2024	Page 7: Addition to reaching the complaints mechanism	Adjustment according to BAFA report 2024

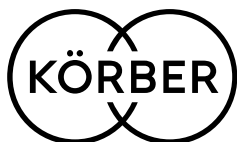
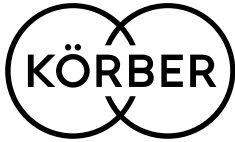


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1 Introduction

We are Körber - an international technology group with more than 100 locations worldwide and a common goal: We transform entrepreneurial thinking into customer success and shape technological change. In the Business Areas Digital, Pharma, Supply Chain and Technologies, we offer products, solutions and services that inspire. We respond quickly to customer needs, implement ideas seamlessly, and create added value for our customers with our innovations. We are increasingly building on ecosystems that solve the challenges of today and tomorrow.

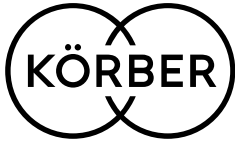
In the Körber Group, it is a given that we comply with globally applicable laws and regulations and accept social responsibility. This includes first and foremost respecting and protecting human rights. We are convinced that this is fundamental to responsible corporate governance. With the publication of this policy statement, we are reinforcing our claim and commitment to respecting and reinforcing human rights.

2 Commitment

In all its activities, the Körber Group affirms its responsibility to protect human rights. In addition, we are committed to upholding and strengthening human rights among our employees, customers, suppliers and business partners. Our commitment applies to all locations and companies of the Körber Group worldwide. In doing so, we commit to the following international standards and frameworks:

- United Nations Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- Fundamental Principles and Rights at Work of the International Labor Organization (ILO)
- ILO Trilateral Declaration of Principles concerning Multinational Enterprises
- Ten principles of the UN Global Compact

The Körber Group expects all employees and business partners to respect and reinforce human rights in accordance with these internationally agreed upon standards.



3 Our employees and locations

The health and safety conditions of our employees are a top priority for us. To promote safety-conscious behavior and prevent occupational accidents, our employees regularly attend training courses. These training courses, which are always in line with the work guidelines, are supported by the safety officers of the Körber Group companies.

We are committed to compliance with all international standards and frameworks listed in chapter 2. In particular, we promote diverse and inclusive workplaces and a work environment characterized by mutual trust, respect and dignified treatment among all employees. We do not tolerate harassment or other forms of abuse or discrimination.

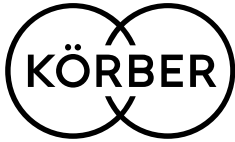
We foster equal opportunities without discrimination based on ethnic background, gender, age, religion, national or social origin, physical impairment, marital status, sexual orientation, or gender identity.

For us, equal treatment also includes equal pay for equal work and the targeted promotion of equal representation of women as well as the inclusion of people with disabilities.

If, in specific cases, local law precludes the application of the guidelines and standards set out in this document, we will attempt to uphold the underlying principles in the best permissible manner.

Our Code of Conduct obligates all employees of the Körber Group worldwide to comply with all applicable laws and high ethical standards, including strengthening and actively protecting human rights.

Compliance with human rights at our sites is regularly monitored through self-reporting, audits and queries to independent external information providers.



4 Our business partners

Our customers, suppliers and other business partners make an active contribution to the corporate success of the Körber Group. The basis for this is a trustful and responsible cooperation along the value chain.

We expect our business partners to comply with internationally applicable human rights in their own business operations as well as upstream and downstream in the value chain. In order to ensure compliance with applicable human rights, we expect our business partners to have established appropriate measures to prevent and remedy human rights violations or, to establish such measures in the future where necessary.

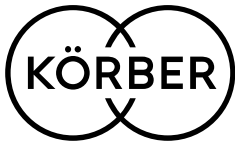
Suppliers

We expect our suppliers to respect and strengthen human rights. This is also anchored in our Code of Conduct for Suppliers. The Körber Supplier Code of Conduct is an important contractual component of all orders placed by the Körber Group and describes the minimum requirements for social standards among our suppliers. Acceptance of the Code of Conduct for Suppliers is a basic prerequisite for receiving orders from companies of the Körber Group. The Körber Group reserves the right to terminate the business relationship in the event of non-compliance with the guidelines and standards set out in this policy statement.

Compliance with human rights at our suppliers is regularly checked through self-disclosures, audits and queries with independent external information providers.

Customers

As an international technology group, we develop innovative products, solutions and services for our customers and shape technological change. Sustainability is increasingly playing a decisive role in this. Our specialists identify potential sustainability risks in the handling and application of our products and services at an early stage of product development. In doing so, we ensure that they do not pose a risk to people or the environment when used responsibly and as intended.



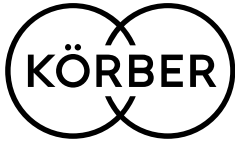
5 Risk management and due diligence

A systematic identification, analysis, evaluation and mitigation of risks relating to human rights and the environment is carried out on a regular basis. This risk analysis covers our suppliers as well as our own operations. These processes are integrated into our corporate risk management. Clear responsibilities are defined for both areas. The responsible persons regularly report directly to the Group Executive Board. We pursue a preventive approach with continuous monitoring and adjustments in the event of changes.

Our Group companies regularly conduct risk assessments and compliance trainings. In addition, a wide range of measures are in place to prevent, end or minimize risks relating to human rights and the environment within our business operations.

The risk management process is integrated into the complete supplier lifecycle management. As early as in the supplier selection stage, we check the social and ecological integrity of our suppliers through self-assessments and external information providers. Agreement to our Code of Conduct for Suppliers is an indispensable prerequisite for receiving orders from the Körber Group. We require all our direct suppliers to comply with our guidelines and standards on human rights and working conditions, to communicate them to their employees and to establish them in their upstream supply chains, as well as to regularly check compliance with them. In the event of non-compliance or increased risks, we work closely with our suppliers and jointly develop corrective and preventive measures. Our complaints mechanism enables our own employees, communities in the vicinity of own sites, employees at suppliers, external stakeholders such as NGOs, trade unions, etc. to report suspected human rights violations. The complaints mechanism is open to the public.

In the continuous evaluation of suppliers, compliance with social standards, occupational safety and environmental protection are essential components and criteria for follow-up orders. Regular analyses are used to identify risks in our supply chain at an early stage and derive preventive measures.



6 Position and dialogue

The analysis and assessment of human rights-related risks are systematically integrated into our corporate processes, for example in the selection and evaluation of suppliers, HR policies, investments in sites, facilities and financial instruments. This makes it possible to contain human rights-related risks in advance and avoid negative effects. In the Körber Group, we are fully committed to respecting and strengthening human rights and assume responsibility for this in our daily work.

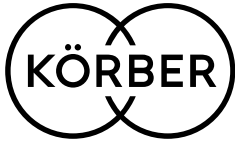
The Körber Group and its companies place great emphasis on a corporate culture characterized by mutual trust and open communication. If there are any indications of violations of the Körber Group's Statement of Principles, we encourage all employees, business partners and suppliers to inform their point of contact in our company or the local management. Furthermore, concrete indications of violations of human rights can be reported via a reporting form:

<https://www.koerber.com/en/compliance-and-code-of-conduct/reporting-of-compliance-violations>

It is possible to remain anonymous. All reports will be carefully investigated. If the suspicion is confirmed, appropriate measures are taken to sanction and prevent similar violations.

We promote open and trusting dialogue with our internal and external stakeholders to foster the sustainable development of our company and society.

We publish relevant developments on our human rights-related activities and on sustainability in the Körber Group on our website <http://www.koerber.com>.



Annex: International agreements and guidelines

UN Universal Declaration of Human Rights

The Universal Declaration of Human Rights (Resolution 217 A (III) of 10 December 1948) consists of 30 articles, adopted by the United Nations. The Universal Declaration of Human Rights is a living document that aims to ensure the greatest possible protection of all people in the here and now.

<https://www.ohchr.org/en/human-rights/universal-declaration/translations/english>

UN Guiding Principles on Business and Human Rights

The United Nations developed the UN Guiding Principles on Business and Human Rights. They were unanimously adopted by the UN Human Rights Council in June 2011. They are not legally binding, but represent a consensus between the international community, business and civil society.

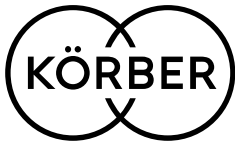
The UN Guiding Principles consist of three pillars. The first pillar emphasizes the state's duty under international law to protect and implement human rights: States have an obligation to protect all persons living on their territory. The second pillar describes the responsibility of companies. They should exercise due diligence to ensure that human rights are respected in all their activities. The third pillar focuses on those affected and their access to remedy. The states and the companies must set up complaints mechanisms to which those affected can turn and which guarantee effective remedy in the event of human rights abuses.

<https://www.business-humanrights.org/en/big-issues/un-guiding-principles-on-business-human-rights/>

https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

Declaration on Fundamental Principles and Rights at Work (1998)

With the "ILO Declaration on Fundamental Principles and Rights at Work" the ILO core labor standards have acquired the status of human rights and thus have universal application, regardless of whether member states have ratified the standards. As human rights, the ILO core labor standards are the backbone of a humane world of work.



<https://www.ilo.org/berlin/arbeits-und-standards/erklarungen/lang--de/index.htm>
(German)

https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-berlin/documents/normativeinstrument/wcms_193727.pdf (English)

ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (V.3)

The principles set out in the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) are intended as guidelines for multinational enterprises, governments and employers' and workers' organizations in areas such as employment, training, working and living conditions and industrial relations. These guidelines are essentially based on principles contained in international labor conventions and recommendations. The ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, which is recognized worldwide as indispensable for achieving the goal of decent work for all, also underlies the guidelines. Annex I contains a list of labor conventions and recommendations relevant to the MNE Declaration.

https://www.ilo.org/empent/Publications/WCMS_101234/lang--en/index.htm

Ten principles of the UN Global Compact

The United Nations Global Compact is the world's largest and most important initiative for responsible corporate governance. Based on 10 universal principles and the Sustainable Development Goals, it pursues the vision of an inclusive and sustainable global economy for the benefit of all people, communities and markets, today and in the future. By joining, over 15,000 companies and organizations from civil society, politics and academia in more than 160 countries are already demonstrating their commitment to achieving this vision.

<https://www.globalcompact.de/en/about-us/united-nations-global-compact>