Group Guideline Environment

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History of changes:

Date	Changes	Type of change

23.04.2025	Updating, supplementing and restructuring the Environmental Directive	• Language adaptation and content updates
		• Restructuring based on the Sustainability Report 2024 in accordance with the European Sustainability Reporting Standards (ESRS)
		• New chapters:
		  ○ Financing of climate protection projects outside the value chain
		  ○ Hazardous substances
		  ○ Risk management
		  ○ Training and communication
		• Appendix 1: Körber targets and KPIs

Note on gender-appropriate language:

As an internationally active Group, Körber closely follows the discourse on gender-appropriate language across national borders. For reasons of better readability, we will refrain from using gender-specific double designations and gender-sensitive language solutions in this Group Policy until further notice. The simplified form – for example 'employee' – includes people of all identities.

Content

1 Preambel

The Körber Group's environmental policy underscores our position on environmental and climate management. The Executive Board of the Körber Group is responsible for its implementation. The environmental guideline applies worldwide to all Körber employees and locations (production sites, administrative and sales offices). It defines basic rules, responsibilities and targets for the environmental dimension in the 'House of Sustainability' and its two focus fields 'climate protection' and 'circular economy'. In addition, the guideline contains group-wide targets and measures that are developed and refined by the Körber Sustainability Initiative in consultation with the COO Circle (for further details, see → **Responsibility for sustainability issues**). In addition to the Körber Group's own activities at the relevant points, the guideline also applies to the upstream and downstream value chain. In this way, we contribute to the commitments we have made, such as the Sustainable Development Goals (SDGs) and the United Nations Global Compact (UNGC) as well as the Science Based Targets initiative (SBTi).

This environmental guideline is reviewed annually and updated on the basis of sustainability reporting. The guideline is made available to all employees of the Körber Group on the Körber intranet. Attention is drawn to each new version by means of an intranet message. The environmental guideline is also published externally on www.koerber.com.

2 Guiding principle

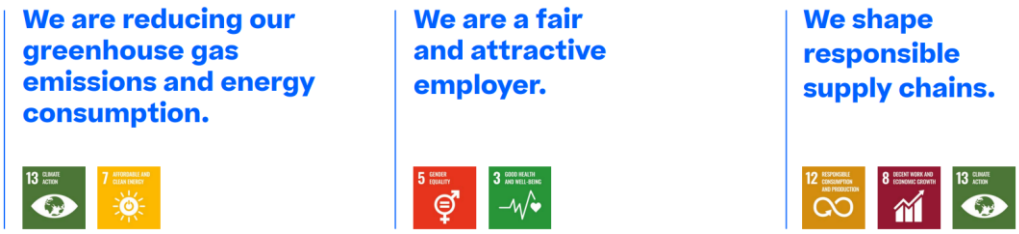
Our activities enable a better life for current and future generations. That is our sustainability promise. We are determined to shape a better and more sustainable future with our experience, our activities and our technological know-how. Sustainability is an integral and value-creating part of Körber's corporate strategy. Our 'House of Sustainability' forms the basis for our actions. Based on our sustainability promise, our eight focus fields in the three dimensions of environment, social and governance are mapped in the 'House of Sustainability'. Some of the focus fields comprise sub-topics and all contribute to making our products, solutions and services more sustainable.

Figure 1: Körber's 'House of Sustainability'

¹ As part of a double materiality assessment according to the CSRD, which we started in 2024, the topic water usage was assessed as not material for Körber and will therefore no longer be reported in the Sustainability Report, starting with fiscal year 2024.
² The name has been changed compared to 2023.

In our 'House of Sustainability', we are committed to three main objectives in particular – one for each dimension of sustainability. Through our activities within this framework, we contribute to the promotion of sustainable development. Our focus is on the six global goals that are closely linked to our three main aspirations: reducing our greenhouse gas emissions and energy consumption, creating a fair and attractive working environment and promoting responsible supply chains.

Figure 2: The three main goals for sustainability at Körber

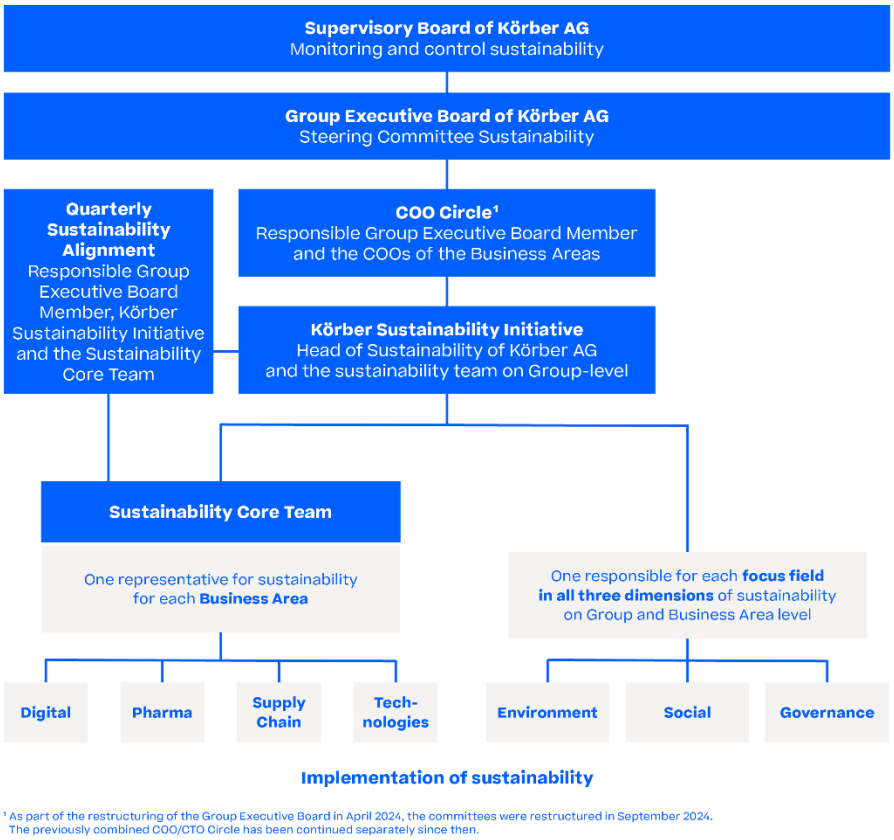


Our main goal in the environmental dimension contributes to supporting the United Nations Sustainable Development Goals 7 (affordable and clean energy) and 13 (climate action). The Körber Environmental Policy focuses on the first dimension in our 'House of Sustainability' – Environment.

3 Responsibility for sustainability issues

At Körber, we view sustainability from a holistic and group-wide perspective.

Figure 3: Organizational structure for sustainability issues



1Supervisory Board

As part of the Supervisory Board meetings, the Executive Board – in the person of Executive Board member Erich Hoch – informs the Supervisory Board about relevant economic, social and environmental issues. The Supervisory Board also agrees with the Executive Board on the corporate strategy, in which sustainability is a central component. To this end, the Executive Board and the Körber Sustainability Initiative actively provide the Supervisory Board with all the necessary information for evaluating strategic and operational decisions with regard to sustainability. Furthermore, the Executive Board also coordinates sustainability targets and plans, such as the Climate Transition Plan[1], with the Supervisory Board.

Steering Committee Sustainbility

The Steering Committee Sustainability consists of the six-member Executive Board of Körber AG. Four of the six Executive Board members are each responsible for a Business Area and carry the respective sustainability agendas into their respective Business Areas. Erich Hoch, member of the Executive Board, is responsible for sustainability as a whole. All sustainability targets and measures are agreed with the Steering Committee Sustainability before they are presented to the Supervisory Board. This decision is prepared in the COO Circle, which is chaired by Erich Hoch and includes the COOs of all Körber Business Areas (see: **COO Circle and other expert committees**). The decision papers are prepared by the Körber

[1] The Climate Transition Plan is Körber's strategic action plan with the aim of reducing greenhouse gas emissions along the entire corporate value chain in line with the 1.5°C target of the Paris Agreement towards net-zero emissions. This is based on the company's CO_2e balance sheet (corporate carbon footprint, CCF). The plan includes short, medium and long-term reduction targets, measures for implementation and their integration into business strategy, governance and risk management. The climate transition plan is verified as part of the SBTi objective.

Sustainability Initiative team, which is led by the Head of Sustainability, Michaela Thiel. The focus field managers at Group and Business Area level and the sustainability managers in the Business Areas are responsible for implementing the sustainability measures.

COO Circle and other expert committees

The COO Circle, chaired by Erich Hoch, brings together the COOs of the Business Areas on a quarterly basis. Sustainability issues are regularly brought up by the Head of Sustainability. Further developments, measures and decisions are discussed and approved and prepared for the Steering Committee Sustainability.

Körber Sustainability Initiative

The Körber Sustainability Initiative is anchored in the Group's holding company. The Sustainability Initiative team is led by the Head of Sustainability. She manages the development and implementation of the Group's sustainability strategy across all Business Areas and functions. The Körber Sustainability Initiative also implements the group-wide sustainability reporting and sustainability ratings, for example. In addition, a representative for sustainability has been defined for each Körber Business Area who is responsible for implementing the measures at Business Area level. These representatives are in close contact with the Körber Sustainability Initiative and together form the core team for sustainability (see: **Sustainability Core Team**). In the 'House of Sustainability', there is also a person responsible for each focus field in all three dimensions of sustainability (environment, social and governance) as well as for defined sub-topics in some focus fields. This means that clear technical competencies and responsibilities are defined for the Group and its Business Areas. The Körber Sustainability Initiative ensures that relevant, overarching sustainability issues for the Group are identified, coordinated with the necessary committees and implemented. The operational sustainability issues relevant to the respective Business Area are identified and implemented by the sustainability representatives in the Business Areas. The Group and Business Area-related sustainability topics are coordinated as part of the quarterly sustainability alignment meetings between the core team for sustainability and the Körber Sustainability Initiative together with the member of the Executive Board responsible for sustainability.

Sustainability Core Team

The sustainability core team consists of those responsible for sustainability in the Business Areas and the Körber Sustainability Initiative team. Team meetings on the implementation and further development of the sustainability strategy are held every one week.

Quarterly Sustainability Alignment

In the quarterly sustainability coordination meetings between the core team for sustainability, the Körber Sustainability Initiative and the member of the Group Executive Board responsible for sustainability, decision-making needs, necessary further developments and measures are discussed.

Cross-Business Area initiatives and working groups

We also promote the exchange of knowledge within the Group in order to learn from best practice and drive forward projects of common interest. Sustainability issues are also taken into account as part of the following cross-divisional initiatives and working groups:

- **K.Excellence Initiative:** The group-wide Operational Excellence initiative aims to continuously improve our processes in all functions and areas of the Körber Group – from production to sales, from financing to service and purchasing.
- **Center of Excellence (CoE) Ecodesign:** The CoE was established to develop a group-wide concept for Life Cycle Assessment and Ecodesign projects. These are intended to enable the optimization of our products, solutions and services in terms of CO_2e, costs, functionality and customer benefits. It is intended to utilize synergies across all Business Areas and work together with the Development Managers of the Business Areas to develop standards for Ecodesign.
- **Environmental circle:** An environmental circle has been active at the Markt Schwaben site for several years. The aim of the working group is to create an awareness of environmental protection

and sustainability within the company and to implement projects that reduce CO_2e emissions, save energy or avoid waste, for example.

- In addition, we have been holding monthly **Facility Manager Meetings** at our main German locations for years. The team members develop ideas together and learn from each other.

4 Dimension: Environment

In the environmental dimension, we are concentrating on two key focus fields: 'climate protection' and 'circular economy'. These focus fields are key to achieving our environmental goals and promoting the sustainability of our company. We have defined specific measures and targets aimed at reducing our greenhouse gas emissions, lowering energy consumption and promoting a circular economy.

4.1 Climate protection

Climate protection is a central pillar of our environmental commitment at Körber AG. As a globally active company, we see it as our duty to make a significant contribution to reducing greenhouse gas emissions and combating climate change. By implementing sustainable measures and using innovative technologies, we strive to continuously reduce our ecological footprint. Our efforts are aligned with international climate targets, with the long-term goal of achieving CO_2e-free value chains. For us, climate protection is not only an ethical obligation, but also an opportunity to exploit new market opportunities and strengthen our competitiveness through sustainable business practices. Our activities are primarily aimed at reducing our Group's greenhouse gas emissions resulting from our own activities (Scope 1 and Scope 2 emissions) and along the upstream and downstream value chain (Scope 3 emissions) (see **→ Reduction of greenhouse gases**). We are also actively reducing emissions outside our value chain (see **→ Financing climate protection projects outside the value chain**).

4.1.1 Reduction of greenhouse gases

CO_2e emissions are a major contributor to global warming and the progression of climate change. At the 2015 Paris Climate Summit, the international community agreed to limit global warming to well below 2°C, preferably 1.5°C, compared to pre-industrial levels. This commitment was renewed at the 2021 climate summit in Glasgow, where 200 countries pledged to continue their efforts to limit the temperature rise to 1.5°C. These targets can only be achieved by drastically reducing CO_2e emissions. It is crucial that we act now to achieve these ambitious climate targets. At the Körber Group, we want to do our part.

Our engagement:

We are committed to making a significant contribution to the Paris climate targets.

1. CO_2e neutrality: Our goal is to become CO_2e-neutral in Scope 1 and Scope 2 by 2025.
2. Net-zero: In addition, we are committed to reducing absolute greenhouse gas emissions in Scope 1 and 2 by 29.4 percent and Scope 3 emissions by 17.5 percent by 2027. In the long term, we aim to reduce absolute greenhouse gas emissions in Scope 1 and 2 by 90 percent by 2030 and in Scope 3 by 90 percent by 2040, in each case starting from the base year 2021.

Measures:

- We calculate our CO_2e emissions annually in accordance with the Greenhouse Gas Protocol.
- Since 2021, we have systematically recorded the CO_2e emissions that we can control directly (Scope 1 and Scope 2 as well as selected emission categories in Scope 3). Based on this data, we have defined and implemented our first target and corresponding reduction measures.
- We then gained transparency about the Körber Group's Scope 3 emissions and identified the emission categories in Scope 3 that are material for Körber. In 2022, we committed to the Science Based Targets initiative (SBTi), underlining our commitment to science-based targets for reducing greenhouse gas emissions. We have defined our net-zero targets on the basis of a complete greenhouse gas inventory for all three scopes. These were confirmed by the SBTi in September 2023.

4.1.1.1 Scope 1 and 2

Expansion of the use of renewable energies

The switch to renewable energies has the greatest impact on CO_2e reduction in Scope 1 and 2. We are promoting this transition at all our locations worldwide. We are turning this vision into reality through targeted measures in the areas of purchasing green electricity and biogas, producing our own green electricity using photovoltaics (PV) and evaluating wind power and other alternative energy sources.

Our engagement:

Our goal is to continuously increase the proportion of renewable energies in our energy supply in order to ensure a low-emission energy supply. We aim to procure green electricity for all suitable Körber locations and to operate all suitable Körber locations with biogas by 2025. In addition to the direct purchase of renewable electricity, we are focusing on the acquisition of certificates of origin for electricity (including EACs, RECs and IRECs). For biogas, we are also examining the analysis of technical alternatives and the purchase of biogas certificates in parallel with the expansion of physical procurement. We are also continuously expanding the coverage of our production sites with PV systems.

Measures:

- In order to become CO_2e-neutral (goal 1), we use electricity and gas from renewable energy sources at all suitable locations. To this end, we check the availability of green electricity and biogas at all our locations worldwide every year.
- In the future, we plan to cover the electricity procurement of all unsuitable locations with Energy Attribute Certificates (EACs) so that 100 percent green electricity is purchased.
- If green electricity and biogas are not available, we will look for sustainable alternatives to cover our energy requirements.
- For locations where green electricity cannot be purchased due to non-availability and/or existing rental contracts, suitable and available certificates of origin are acquired. We are working on expanding our own green electricity production capacities by installing photovoltaic systems at our locations and evaluating the use of wind power in individual cases.

Expansion of green travel (Scope 1 and 2)

Travel, especially business travel, contributes to CO_2e emissions. We are aware of the environmental impact and are therefore actively committed to promoting sustainable travel practices and reducing emissions from business travel (resulting from gasoline and diesel consumption, among other things). We aim to minimize our ecological footprint by using environmentally friendly means of transport and promoting digital alternatives.

Our engagement:

Our goal is to significantly reduce CO_2e emissions from our company fleet. We are aiming to convert the company fleet completely to electric vehicles by 2030 and to establish a comprehensive charging infrastructure at all relevant locations. In order to further increase the attractiveness of e-mobility within the company, company car users who decide to lease an electric vehicle are to be granted a financial subsidy for 'charging infrastructure @ home'. The aim is to provide financial support for the installation of a charging infrastructure in employees' homes. For further objectives and measures, see → **Expansion of green travel (Scope 3.6)**.

Measures:

- Introduction of the 'Group guideline on company cars and mobility' and regular revision.
- Increase the proportion of electric vehicles in the overall vehicle fleet.

- Further expansion of the charging infrastructure at our locations.
- Concept for 'charging infrastructure @ home' was developed by fleet management.
- By 2030, our company fleet will consist exclusively of electric vehicles.
- By 2030, a charging infrastructure will be in place at all relevant Körber locations.

Optimization of energy consumption

Optimizing energy consumption is a central concern of the Körber Group in order to sustainably reduce Scope 1 and Scope 2 emissions. Our reduction target is being driven forward across the Group through a comprehensive package of measures. One focus is on improving the energy efficiency of existing properties, taking sustainability aspects into account in new construction projects and when renting new office and production space, optimizing the technical infrastructure and processes within the Group and training our employees.

Our engagement:

Key measures for the further optimization of our energy consumption include, in particular, the optimization of processes in manufacturing and production methods as well as the targeted training of our employees in order to promote greater awareness of energy-efficient action. In addition, we regularly carry out energy audits at our national and international locations in order to analyze energy consumption and derive specific recommendations for action to optimize energy efficiency. In addition, selected locations have implemented the international ISO 50001 standard for energy management systems and are certified accordingly.

Another focus is on the use of space utilization concepts that enable more efficient use of the available space at our locations. We optimize our energy efficiency by using real estate at one location by several business divisions and reducing the amount of space that is not required. The process for the space-efficient use structure of the locations is verified on an ongoing basis and centralizations are carried out based on the alignment of the corporate strategy, among other things.

The Körber Group's new construction projects are consistently aligned with the requirements of leading building sustainability certifications such as DGNB (German Sustainable Building Council), Minergie P, BREEAM (Building Research Establishment Environmental Assessment Method) or LEED (Leadership in Energy and Environmental Design) and certified accordingly. New office and production space is only rented in properties that are certified according to these standards or meet the current sustainability criteria for buildings.

In addition, we are optimizing our existing rental agreement structures on the basis of green leases. Our updated leases include targets for improving the energy efficiency of the properties and for the holistic sustainable use of the buildings. The sustainability concepts at our locations are continuously reviewed and developed to ensure that they meet current requirements and contribute to reducing our energy requirements in the long term.

Measures:

- We carry out regular energy audits to identify and implement potential savings. We also pay attention to optimizing energy consumption at our international locations.
- We want to renovate the energy efficiency of our existing buildings and make new buildings climate-friendly. This includes certifying our buildings in accordance with DGBN, Minergie P, BREEAM and LEED.
- Renting new office and production space exclusively in properties that are certified according to Minergie P, BREEAM or LEED building standards.
- Implementation of 'Green Lease' clauses in existing rental agreements.
- We promote energy-saving behavior among our employees in their day-to-day work through targeted training and information campaigns.
- Implementation of energy efficiency measures as part of the GreenIT initiative.

- Relocation of eight local data centers to the cloud.
- Migration of 90 percent of end-user devices to Workplace 2.0.

4.1.1.2 Scope 3

Expansion of green travel (Scope 3.6)

Travel, especially business travel, contributes to CO_2e emissions. We are aware of the environmental impact and are therefore actively committed to promoting sustainable travel practices and reducing emissions from business travel. We aim to minimize our ecological footprint by using environmentally friendly means of transport and promoting digital alternatives.

Our engagement:

Our aim is to significantly reduce CO_2e emissions from business travel by reducing unavoidable travel to a minimum and promoting sustainable travel options. In addition to the measures described in the → **Expansion of green travel (Scope 1 and 2)** among other things, we want to increase the use of digital means of communication in order to reduce the need for business trips.

Measures:

- Raising employee awareness of the environmental impact of travel and promoting sustainable travel decisions.
- Intensifying the use of virtual communication tools to reduce the need to travel.
- Implementation of additional key figures to manage travel behavior during the year.
- Promoting rail travel for domestic German routes of less than five hours.

Reduction of emissions from purchased goods and services (Scope 3.1) and from the use of products sold (Scope 3.11)

In order to achieve the greatest possible reduction effects, we rely on systematic approaches such as Ecodesign and cooperation with suppliers and customers. Life Cycle Assessments (LCA), or product life cycle analyses, have shown that 80 percent of the environmental impact of products is already decided in the development and design phase. This is therefore an important starting point for avoiding CO_2e emissions and other environmental impacts. Our goal is a circular economy in which resource consumption, waste, environmental impact and the life of our products, solutions and services are optimized.

Our engagement

The most important measure for reducing our greenhouse gas emissions in Scope 3.1 and Scope 3.11 is the implementation of Ecodesign for our products, solutions and services. The ‘Ecodesign Guideline’, which was completed in 2022, published internally and has been continuously developed since then, plays a central role in this. The guideline supports the weighing up of various technical, economic and ecological requirements in product development and defines the basic understanding of Ecodesign.

In April 2023, we established the Center of Excellence (CoE) Ecodesign to develop a group-wide concept for product Life Cycle Assessments and Ecodesign projects. This enables us to improve our products, solutions and services in terms of CO_2e, costs, functionality and customer benefits. The CoE utilizes synergies across all Körber Business Areas and works together with the development managers of the Business Areas to develop additions to the ‘Ecodesign Guideline’. Among other things, a specification for environmental product declarations (EPD) was created in 2024, which is applied across the Körber Business Areas.

In addition, we are continuously expanding the exchange with our customers to determine whether the machines sold in a reporting year are operated with green electricity or an electricity mix at the respective locations. The data collected is documented and included in the calculation of Scope 3.11, among other things.

Measures:

- Publication and continuous development of the ‘Ecodesign Guideline’.
- Foundation of the Center of Excellence (CoE) Ecodesign to develop a group-wide concept for product Life Cycle Assessments and Ecodesign projects.
- Publication of a uniform specification for environmental product declarations (EPD) for the entire Körber Group.
- Development and publication of a standard for conducting LCAs for the entire Körber Group.
- Implementation of LCA training for machine-producing Körber Business Areas.
- Determination of specific CO_2e product footprints.
- Development and commissioning of a dashboard for monitoring all LCA projects of the Körber Group.
- Piloting the query of the energy sources used by customers to operate the machines and systems sold.

4.1.2 Financing climate protection projects outside the value chain

For our CO_2e neutrality target by 2025 for Scope 1 and 2 (Target 1, see above), we have developed a Beyond Value Chain Mitigation (BVCM) strategy for 2025 to 2029. As part of this strategy, we will go beyond our scientifically based reduction targets by purchasing carbon credits and neutralize our emissions in Scope 1 and 2. The offset CO_2e emissions will be reported separately in future and clearly separated from reporting on our net-zero reduction pathway.

Our engagement

The approach to offsetting emissions as part of the CO_2e neutrality target by 2025 for Scope 1 and 2 in the Körber Group is based on the 'tonne-for-tonne' principle. As the Körber Group, we have defined strict, qualitative selection criteria to ensure high-quality CO_2e neutralization. The most important criteria include:

- Offset projects must comply with recognized standards (e.g. Gold Standard).
- Offset projects would not be economically feasible without financing through carbon credits.
- Offset projects do not lead to social or ecological damage.
- Offset projects must guarantee permanent greenhouse gas storage or, in the event of a reversal risk, appropriate measures must be in place to manage these risks.

The portfolio of projects is designed in dialog with all Business Areas at Group level and each Business Area receives exactly the same share of the selected carbon projects.

Measures:

- Development of a BVCM strategy in 2024.
- Creation of a hybrid and integrative governance structure for the procurement of BVCM neutralization projects in order to efficiently integrate all Business Areas.
- Definition of criteria for high-quality CO_2e neutralization.

4.2 Circular economy

As the Körber Group, we pursue the goal of designing our products, solutions and services in such a way that negative environmental impacts are consistently minimized. We focus on the concepts of Ecodesign and design for the circular economy, with which we realize comprehensive transformations along our entire value chain. In all manufacturing Business Areas, we also aim to integrate the upstream and downstream value chain. In doing so, we focus on reducing the use of resources, promoting recycling and optimizing the service life of our products. We place particular emphasis on avoiding waste through efficient and durable design planning as part of our Ecodesign and LCA strategies. Through durable designs and the reparability of our products, we lay the foundation for maintaining them in the cycle. We support this goal by offering repair and service options for our customers. Combined with recycling and reuse, for example of components from surplus stock for new orders, we are thus tapping into targeted potential for conserving resources and reducing the CO_2e footprint of our products at the same time. The circular economy is one of the driving forces behind our efforts to reduce the CO_2e footprint of our company and our products. Körber's technological strength and expertise will help us and our customers to reduce energy consumption and CO2e emissions. → **Reduction of emissions from purchased goods and services (Scope 3.1) and from the use of products sold (Scope 3.11)**.

Organizational responsibility for resource use and the circular economy is integrated into our Group structures worldwide and applies to all Group companies. The strategy for the efficient use of resources and the circular economy is managed by the Group's Executive Board, while the Center of Excellence (CoE) for Ecodesign is responsible for strategic planning and development. The CoE works closely with those responsible for development in the business divisions to develop and implement specific measures. The specific measures are implemented at Business Area level, supported by the targeted development of Ecodesign training courses and workshops. Körber is also expanding its comprehensive analysis of the impact of its products on the environment, the so-called Life Cycle Assessment (LCA). A group-wide dashboard enables Körber to monitor the LCA coverage of its product portfolio and the progress of LCA employee training. The group-wide LCA is based on ISO 14067 and the strategic focus on LCA is driven forward by trained employees at the operational level in all manufacturing Business Areas.

4.2.1 Natural resources

The optimization of resource consumption is a goal that Körber pursues intensively. The associated reduction in the use of finite resources, including critical raw materials, specifies this goal. With the help of approaches such as LCA, value engineering and Ecodesign, we develop concrete measures that contribute to the overall goal. The focus here is on the inflow of resources, which is to be minimized through development in accordance with the ‘Ecodesign Guideline’, circular economy methods and the integration of recycled materials. Continuous improvement and innovation are our guiding principles in shaping a sustainable future for us and our planet.

Our engagement:

We are committed to improving the circular economy of our products by designing them to be durable, repairable and recyclable. In this way, we conserve resources and protect the climate.

To reduce the consumption of finite resources, we consistently focus on the operationalization of Ecodesign and the expansion of targeted training measures.

There are also plans to use a construction-related software solution to compare design variants and to develop a standardized list of preferred materials across the Group in order to reduce the variety of materials and parts and improve recyclability. In particular, the use of wood as a material, with the advantages of a lower CO_2e footprint and weight, is to be evaluated. Although critical raw materials and conflict minerals such as tin, tungsten, tantalum or gold are not central to Körber's production, we are particularly focused on further reducing the consumption of such materials. Our Code of Conduct for

Suppliers regulates compliance with legal regulations and the avoidance of illegal practices when purchasing conflict minerals (tin, tantalum, tungsten and gold). We expressly expect our suppliers to comply with all applicable legal requirements and to refrain from any form of illegal or unethical practices when procuring these raw materials. Our aim is that, from 2025, suppliers who together represent at least 50 percent of our procurement volume will provide us with information on conflict minerals. In future, such information should be available for an even higher proportion of the procurement volume.

In addition to reducing material consumption, energy consumption in the machines is also to be further reduced. To this end, a list of recommendations for the selection of economical components is being developed. In addition, energy measurement will be implemented as standard in every machine so that energy consumption is continuously documented and available for later analysis.

Measures:

- We are converting our production systems and minimizing waste, material and energy losses as well as CO_2e emissions. This includes extensive changes throughout our entire value chain.
- We are increasingly using recycled products and materials and making targeted use of raw materials with low CO_2e emissions.
- Where possible, we reduce our use of materials. We reuse raw materials and resources wherever possible or process them further.
- The use and disposal of machines, systems and components are already taken into account and planned during product development. We are intensifying our activities in the direction of Ecodesign and design for the circular economy.
- Introduction of a central LCA dashboard to monitor the coverage of the product portfolio of machine-producing Business Areas through LCAs and participation in LCA training courses.
- Increasing transparency regarding relevant resource consumption by, among other things, asking our top suppliers to take part in an LCA survey.

4.2.2 Waste

The sub-goal of reducing waste is primarily aimed at avoiding and reducing waste and secondarily at the targeted optimization of the waste generated. In the coming years, we plan to consistently align ourselves with the waste hierarchy. This includes prevention, preparation for reuse, recycling, energy recovery and, as a final option, disposal. This goal also includes increasing the recycling rate throughout the Group.

Our engagement:

Our aim is to continuously reduce waste volumes and the proportion of hazardous waste in the total waste volume and to increase recycling rates. Reducing the volume of waste also helps to reduce the environmental impact. We have started to collect data on waste generation at all sites, at selected production sites as part of a systematic survey of waste flows, and will define a target path after evaluating this data. Workshops were also held with waste experts to identify best practices and improve the quality of data collection. We are also focusing on reducing our packaging waste. The relevant organizational units are guided by the target path of the European Packaging Regulation and are aiming to reduce at least 5 percent of our packaging waste by 2030, at least 10 percent by 2035 and at least 15 percent by 2040.

Measures:

- Through continuous process optimization and the use of modern technologies, we strive to significantly reduce waste volumes (both product-related and packaging-related).
- We rely on comprehensive recycling programs at our sites to maximize the proportion of recyclable materials. 75 percent of our production sites will already have an implemented recycling program by 2024.

- Waste that cannot be avoided is separated and disposed of properly. We have already started to collect data on waste generation at all sites in order to better understand and optimize waste streams.
- We promote our employees' awareness of sustainable waste management through targeted training and information campaigns.
- We invest in innovative approaches and technologies to reduce and reuse waste, such as the use of recycled materials in products and packaging.

4.2.3 Environmental impact

In this sub-topic, the Körber Group pursues the goal of limiting the negative impact on the environment and actively reducing it wherever possible by implementing sustainable practices throughout our value chain. To this end, the Business Areas make use of group-wide and individual measures, such as the implementation of recycling programs.

Our engagement:

We aim to increase the proportion of environmentally friendly production processes and minimize emissions of pollutants. We want to ensure that the coverage of our production sites is continuously expanded through implemented environmental management systems and that the environmental impact at all sites is significantly reduced. In addition to the measures within our production processes and locations, we also include our supply chains in our actions. For example, our purchasing department creates further transparency in the supply chain by procuring primary data in order to procure materials in a more targeted manner that reduce the environmental impact, among other things.

Measures:

- We are committed to the introduction and continuous improvement of environmental management systems at our production sites.
- We are actively working to reduce pollutant emissions (including volatile organic compounds (VOCs)).
- We reduce our environmental impact by continuously optimizing our production processes. This includes the efficient use of raw materials and the minimization of waste.
- We promote environmental awareness among our employees through targeted training and information campaigns in order to embed sustainable practices in everyday working life.
- We invest in innovative technologies and approaches to minimize our environmental impact. This includes the use of environmentally friendly materials and the implementation of energy-efficient production processes.

4.2.4 Water use

Körber is actively committed to reducing water consumption within the Group and making the use of water in our production processes more efficient. Although our production facilities are not particularly water-intensive, we consider the optimization of water consumption to be an important issue. By using innovative technologies and implementing sustainable practices, we aim to minimize the environmental impact of our water use.

Our engagement:

Our aim is to continuously reduce water consumption at our sites and improve the efficiency of water use. We aim to increase the proportion of production sites with water treatment plants and recycling programs and to significantly reduce fresh water consumption. In addition, water treatment and recycling reduces the amount of water used and therefore the discharge of resources.

Measures:

- Implementing measures to reduce water losses in our production processes to ensure more efficient use of water resources.
- Improve and optimize water treatment processes to maximize the quality of water used and minimize consumption.
- Implementing water reuse or recycling programs at suitable locations to reduce the use of fresh water and increase resource efficiency.
- Continuously collect and analyze data on water consumption to set specific reduction targets and monitor progress.

4.2.5 Product end of life

The Körber Group's goal is to sustainably optimize the service life of our products, solutions and services. The focus here is on keeping high-quality machines and systems in the economic cycle for as long as possible in order to make efficient use of the materials used and minimize the inflow and outflow of resources. With this in mind, we have identified the areas of predictive maintenance and reparability as levers, for example, and consistently implement corresponding measures.

Unser Engagement:

Our measures to optimize the service life of products, solutions and services include the evaluation of active take-back programmes. Individual machines are already being taken back following an individual inspection. In addition, initiatives are being implemented that include the reuse of components from surplus stock for new orders, the modernization of customer systems to increase performance and efficiency and predictive maintenance to optimize maintenance processes and reduce the use of replacement materials. A key success factor here is the holistic consideration of the life cycle by LCAs, which is already anchored in the development and design phase of new products, solutions and services. This includes, in particular, the selection of suitable materials and manufacturing processes. To this end, we combine ecological, technical and economic considerations with our ‘Ecodesign Guideline’.

Measures:

- Implementation and continuous further development of our ‘Ecodesign Guideline’ to promote sustainable product development and extend product service life during the development phase.
- Developing and using products that use motors with low energy consumption.
- Designing our products to allow easy and non-destructive disassembly to enable the reuse of components and extend product life.
- Establishing and promoting take-back programs for end-of-life products in selected Business Areas to ensure and facilitate reprocessing or environmentally friendly disposal for our customers. These programs support resource efficiency and the principles of the circular economy.
- Promoting the reparability and modernization of our products in order to extend their service life and increase resource efficiency. In our Technologies division, for example, we focus on remanufacturing and the use of recycled materials.

4.2.6 Hazardous substances[2]

We attach particular importance to the responsible handling of hazardous substances, especially chemicals. We recognize the potential risks to the environment and human health and therefore strive to minimize these risks. Our aim is to use these measures to minimize the environmental impact of hazardous chemicals and to ensure a safe working environment for our employees.

[2] The responsible handling of hazardous substances is not part of our ‘House of Sustainability’. Nevertheless, the topic is of high operational relevance and is therefore part of this guideline.

Our engagement:

Our goal is to avoid or reduce the use of hazardous chemicals whenever possible. We strive to ensure the safe handling and disposal of chemicals and to minimize the environmental impact of hazardous substances.

In addition, we want to continuously train and sensitize our employees to ensure a safe working environment. As part of our health and safety training, we raise awareness of the safe handling of hazardous substances and thus minimize the risk of incidents. We also adhere to the regulations of ISO 45001 and 14001 when handling and storing hazardous chemicals. Should an incident involving hazardous substances nevertheless occur, we follow the emergency plans and measures required by the aforementioned ISO standards to prevent recurrences in order to increase safety in the long term.

Measures:

- Identification and evaluation of hazardous substances in our operating processes and products as part of the consideration of safety data sheets and hazard classes in accordance with the Globally Harmonized System of Classification and Labelling of Chemicals (GHS).
- Avoiding or reducing the use of hazardous chemicals, such as perfluorinated and polyfluorinated alkyl compounds (PFAS), whenever possible.
- Proper storage, handling and disposal of chemicals in accordance with applicable regulations and best practices.
- Continuous training and awareness-raising measures for our employees on the safe handling of chemicals and the identification and reporting of risks.
- Working with suppliers and partners to ensure compliance with our standards for the safe handling of chemicals in the supply chain.
- Implementation of further ISO 45001 and 14001 certifications at our production sites.

5 Risk management

The Körber Group's risk management aims to create a forward-looking risk awareness at all levels of the company and to regulate the handling of risks. The principles of risk management are defined in Group guidelines on the topics of risk inventory, risk areas, risk communication, Group Internal Audit, Group Insurance Management and Legal, which are binding for all executive bodies and employees. Specialist Group guidelines comprehensively regulate the handling of the defined risk areas in day-to-day business, for example for Group Treasury or Group Accounting and Taxes.

As part of the annual risk inventory, the risks for the following year are recorded and assessed for the individual companies as well as at Business Area and Group level. Significant economic risks are identified in the risk inventory and listed in the risk report, which is submitted to the Supervisory Board once a year.

5.1 Environmental risk management in the context of Group risk management

Sustainability risks - environmental, social or governance events or conditions – are also taken into account in the risk management process if they could lead to economic risks. The Körber Group's risk management is continuously improved and aligned with new requirements, such as those relating to sustainability reporting in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD). A double materiality analysis (DMA) was carried out for the 2024 reporting year as part of the CSRD. The assessment based on financial materiality and impact materiality includes both the economic consequences for Körber and the impact that Körber's actions have on the environment and society. The resulting material impacts, risks and opportunities will also be incorporated into risk management in the future.

5.2 Risk management of our suppliers with IntegrityNext

In 2022, Körber introduced the IntegrityNext software worldwide to monitor suppliers' sustainability practices. Körber uses IntegrityNext as a cloud-based platform to monitor and continuously improve suppliers' sustainability and compliance practices. In addition to fulfilling important requirements from the Supply Chain Sustainability Act (LkSG), IntegrityNext enables, for example, the monitoring of suppliers with regard to their CO_2e footprint and their reduction targets. We expect our business partners to comply with internationally applicable human rights in their own activities and in the upstream and downstream value chains. To this end, they must have established appropriate measures to prevent and avoid human rights violations. This is anchored in our Code of Conduct for Suppliers as well as in our purchasing conditions and contracts. The Code of Conduct for Suppliers regulates compliance with legal provisions and the avoidance of illegal practices when purchasing conflict minerals (tin, tantalum, tungsten and gold).

In 2023, we expanded the use of the platform to include the monitoring of sustainability practices in our company (questionnaires: 'Anti-bribery and anti-corruption', 'Environmental protection', 'Human and labor rights' and 'Occupational safety').

We use the results of the annual IntegrityNext assessments for suppliers and our own organization to prepare the BAFA report (Federal Office of Economics and Export Control) as part of compliance with the LkSG and publish it on our website www.koerber.com in a timely manner.

6 Training and communication

Körber is committed to working together to achieve environmental goals through continuous training and open internal communication. Körber promotes dialog at all levels to develop a common understanding and actively involve all employees in the implementation of sustainable practices. In addition, Körber is committed to making a positive environmental impact outside the company through external communication and environmental services.

6.1 Internal trainings and communication

Körber encourages all employees to act responsibly and make their contribution to environmentally conscious behavior. Körber is committed to saving energy and integrating environmentally friendly measures into everyday working life.

Since 2022, Körber has implemented initial awareness-raising measures for the conscious use of energy. For World Energy Saving Day 2024, Körber introduced ten simple but effective energy-saving measures together with its employees. These include switching off devices in standby mode, using refrigerators efficiently and using energy-saving light bulbs. These measures not only help to protect the environment, but also to reduce operating costs. We also support our employees in making sustainable decisions with regard to business travel by raising awareness about green travel.

Körber attaches great importance to dialog and exchange with employees in order to continuously develop new sustainable ideas and solutions. Suggestions for environmentally friendly activities can be submitted via various channels - such as the intranet page on sustainability, the Teams channel 'Sustainability Exchange' and the e-mail address ideasforsustainability@koerber.com. Together with the sustainability officers of the respective Business Areas, Körber reviews the implementation of these suggestions. In addition to the active exchange, group-wide training promotes a comprehensive introduction to the most important sustainability topics and forms an important basis for the commitment of all employees.

We also want to recognize special commitment: Every three months we select the 'Sustainability Ambassador of the Quarter' and at the end of the year the 'Sustainability Ambassador of the Year'. These awards recognize the outstanding role model function and commitment of our employees, including in the area of environmental protection and sustainable action.

The K.Sustainability Award is also presented once a year. This recognizes projects that have made a particularly relevant contribution to the further development of sustainability in the Körber Group in the previous year.

6.2 External communication und environmental services

Körber uses press relations and social media to share insights from its experts on environmentally relevant specialist topics such as Ecodesign and thus promote cross-company exchange. The focus here is on target group-oriented communication aimed specifically at key stakeholder groups – including a targeted exchange with suppliers to collect relevant data for calculating the carbon footprint and with customers on the use of green electricity in the operation of machines and systems. The aim is to promote dialog beyond company boundaries, encourage exchange with the upstream and downstream supply chain and create transparency in environmental issues. The Körber Group discloses information on the repairability of its products to customers. For example, parts can be refurbished in the repair store of the Körber Business Area Supply Chain. Machines and software are also upgraded so that they can be used in our customers' processes for longer. In addition to our physical repair services, our remote support and permanently available services help to avoid waste caused by machine downtime and production losses. This also extends the service life of our products and keeps material waste to a minimum.

7 Appendix

Appendix 1: Körber targets and KPIs (Fiscal Year 2024); Status: April 2025 (Körber Sustainability Report 2024, p. 17 and 18)

Progress towards our targets

Environment

Focus field	Claim	Subtopic	Target	Subtarget	Key Performance Indicator	Target value	Target year	2021	2023	2024
Climate Protection	We are reducing our greenhouse gas emissions and energy consumption.	GHG emissions	Reduction of greenhouse gases	By 2025, we will be CO_2e-neutral (Scope 1 and 2).	Total Scope 1 and 2 emissions (t CO_2e per year)	Reduction and residual compensation	2025	25,457 t CO_2e[1]	17,015 t CO_2e[1]	14,181 t CO_2e
				By 2027, we will reduce our absolute greenhouse gas emissions in Scope 1 and 2 by 29.4% and by 90% by 2030 compared to 2021.	Reduction of total Scope 1 and 2 emissions to base year 2021 (%)	-29.4%	2027	Base year	-33.2%[1]	-44.3%
						-90%	2030			
				By 2027, we will reduce our absolute greenhouse gas emissions in Scope 3 by 17.5% and by 90% by 2040 compared to 2021.	Reduction of total gross Scope 3 emissions to base year 2021 (%)	-17.5%	2027	Base year	+43.3%[1,2]	+18.9%
						-90%	2040			
			Expansion of the use of renewable energy	**New:** By 2025, we will purchase green electricity for all suitable Körber sites.[3]	**New:** Share of renewable energies purchased (electrical energy, %)	100%[4]	Yearly	46.7%[1]	77.4%[1]	99.5%
				New: By 2025, we will operate all suitable Körber sites with biogas.	**New:** Share of renewable energy consumption (biogas, %)	100%[5]	2025	n.a.	n.a.	n.a.
				New: We are continuously expanding the coverage of our production sites with PV systems.[3]	Share of suitable sites with photovoltaic systems installed or installation started (%)	100%	Continously	33.3%	60%	53.3%
			Expansion of green travel[6]	By 2030, our corporate fleet will consist exclusively of electric cars.	Share of company vehicles with electric drive out of all company vehicles (%)	100%	2030	6.5%	13.1%	12%
				By 2030, a charging infrastructure will have been developed at all relevant Körber locations.	Charging stations installed at locations with electric company vehicles (units)	In progress	2030	k.A.	81 units[7]	97 units
				New: By 2030, we will establish 'Charging Infrastructure @ home' for company car users who order an electric vehicle.	In progress	In progress	**New:** 2030	n.a.	n.a.	n.a.
			New: Expansion of the use of Ecodesign and LCA	**New:** New: By 2025, every machine-producing Körber company will have the appropriate methods and have undergone the relevant training to carry out independent LCA projects.	**New:** Share of machine-producing companies from which at least one representative has participated in training on LCA. (%)	**New:** 100%	2025	n.a.	n.a.	36.4%
				New: We are completing at least one LCA projects in every machine-producing Körber company.	**New:** Share of machine-producing companies in which at least one LCA project was carried out. (%)	**New:** 100%	In progress	n.a.	n.a.	13.6%
					New: Total number of all LCA projects in machine-producing companies	In progress	In progress	n.a.	n.a.	13
		Energy consumption	Optimization of energy consumption	Reduction of energy consumption.	Total energy consumption (MWh)	In progress	In progress	129,096 MWh[1]	114,000 MWh[1]	122,930 MWh

For details on definitions and calculation methods of our indicators, see ⟶ Methodology.
[1] The data in Scope 1 and 2 and in the Scope 3 categories 3.1, 3.2, 3.3, 3.4, 3.11 and 3.15 were adjusted for 2021 and 2022. All changes are explained in the Methodology section.
[2] The significant change in the value compared to the Sustainability Report 2023 is owing to retroactive adjustments for the Körber Business Area Supply Chain and the Körber Business Area Pharma, which were made due to inconsistencies in the calculation.
[3] Adjustment to the subtarget and the target year due to enhancement of the calculation method and underlying definitions. Further information on this is contained in the Methodology section.
[4] Green electricity is purchased directly at all suitable locations. Suitable and available certificates of origin are purchased for locations where green electricity cannot be purchased due to unavailability and/or existing rental contracts.
[5] Suitable locations for biogas are locations where we have the option of obtaining it from an energy supplier, where we can legally determine the choice of energy supplier, and where it makes financial sense. At the same time, we are working on sustainable alternatives to the use of gas and are examining the technical implementation options at our sites. These measures require long-term planning.
[6] The subtarget "We reduce our emissions from business travel." was not continued in the 2024 reporting year, as Scope 3.6 does not account for a significant proportion of Scope 3 emissions, at less than two percent.
[7] Due to an error in the calculation, the figure for 2023 was adjusted retrospectively and therefore differs from the figure reported in the Sustainability Report 2023.

Environment										
Focus field	**Claim**	**Subtopic**	**Target**	**Subtarget**	**Key Performance Indicator**	**Target value**	**Target year**	**2021**	**2023**	**2024**
Circular Economy	We improve our processes as well as products, solutions and services with the methods of the circular economy.[1]	Natural resources	Optimization of resource consumption[2]	Reduction of the use of finite resources.	In progress	In progress	In progress	n.a.	n.a.	n.a.
		Waste	Optimization of waste[2]	Reduction of our waste.	Total waste (t) · non-hazardous · hazardous	In progress	In progress	10,050 t[3] · 9,423 t[3] · 626 t[3]	11,065 t[3] · 10,406 t[3] · 659 t[3]	15,027 t · 14,329 t · 698 t
		Environmental impact	Optimization of environmental impact[2]	Reduction of our environmental impact.	In progress	In progress	In progress	n.a.	n.a.	n.a.
		Product end of life	Optimizing the life of our products, solutions and services[2]	In progress	In progress	In progress	In progress	n.a.	n.a.	n.a.

For details on definitions and calculation methods of the indicators, see ⟶ Methodology.
[1] The subtopic 'Water usage' and thus the subtarget 'Optimization of water consumption' were not continued in the reporting year 2024, as the topic of 'water' was not material in our Double Materiality Analysis (DMA) 2024 (see ⟶ Strategy, preparation for new standards) and is therefore no longer reported from this Sustainability Report onwards.
[2] Calculating our Scope 3 emissions and conducting Life Cycle Assessments (LCAs) in our Business Areas allow us to gradually achieve transparency, serving as the foundation for setting robust reduction targets.
[3] Retrospective corrections in the data collection have led to changes compared to the values in the Sustainability Report 2023.
[4] The subtargets and associated performance indicators from the Sustainability Report 2023 were revised in the reporting year. Further information on this is contained in the section ⟶ Methodology.