



# Sustainability is our driving force

Sustainability Report  
2022



## We are Körber

**We are the home for entrepreneurs – and we turn entrepreneurial thinking into success for our customers. This promise forms the core of our Körber brand.**



€  
**2.5 B**  
euros in sales  
That's how much the Körber Group made in fiscal year 2022

😊  
**12,798**  
employees  
globally active and passionate about innovation

🔍  
**169 M**  
euros investment in research and development  
(7.3% of the sales volume)

### Our vision:

Market leadership through technological leadership

### Teaming up for more power in ecosystems

We are continuously expanding and strengthening our portfolio through acquisitions and partnerships. In doing so, we are increasingly relying on ecosystems. This means that we work with strong partners to offer our customers the most comprehensive range of solutions and thus the greatest possible benefits along the entire value chain.

### Top supplier

Digital: **#1 digital innovation unit** in Germany

Pharma: **#1 for MES software**  
**#1 for inspection services and packaging** for medication

Supply Chain: **#3 for warehouse management systems (WMS)**  
**#4 for palette-based warehouse automation**

Technologies: **#1 for machines and solutions** for the entire production process of **tobacco products**

Tissue: **#1 for machines and solutions** for the entire production process of **hygiene tissue paper**

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## Foreword



**“For me, sustainability – along with digitization and artificial intelligence – is and will clearly remain one of the biggest global drivers of innovation in the 21st century.”**

Stephan Seifert, Chairman of the Group Executive Board of Körber AG

**Dear reader,**

“Our activities enable a better life for current and future generations” – that’s our sustainability promise, which we work hard to fulfill every day worldwide! And we haven’t just started to do so recently. Several decades ago, our company’s founder began to reconcile environmental protection and giving to society with successful, innovative business practices.

So let me give you some more concrete examples from our sustainability dimensions ESG (Environment, Social, Governance) where we made significant progress in 2022:

1. We have further specified our path toward CO<sub>2</sub>e neutrality by 2025 in our own production. And we’ve reaffirmed our greenhouse gas reduction ambitions by committing to the Science Based Targets initiative (SBTi). As a starting point, we have established full transparency regarding our own GHG emissions as well as those of our value chain in 2022. The greatest levers in Scope 3 are now clearly defined for all Körber Business Areas.
2. We met the requirements of the Supply Chain Act as early as 2022 and have also already integrated more than 4,000 of our suppliers into our IntegrityNext platform to continuously assess their sustainability performance. And out of conviction, we joined the UN Global Compact in 2022 and are clearly committed as a company to the principles of sustainable business and respect for human rights.

3. Our Leadership Principles empower and motivate our leaders and teams worldwide to act sustainably. In addition, we have clearly established a leadership principle (“We promote diversity”) to actively encourage different opinions and experiences in our teams worldwide.

4. Our products, solutions, and services are a key lever in reducing environmental impact and achieving positive effects on our economy, environment, and society. In line with this, we have expanded our approach to sustainability through our new Ecodesign Guideline and substantially increased our investments in sustainable innovations in all of our Business Areas.

Our highly committed employees again played a major role in implementing these challenging topics in 2022. And I would like to expressly thank our customers and business partners for their openness and willingness to explore new and sustainable paths with us.

I would like to invite you to find out more about these and other key activities from our “House of Sustainability” in this Sustainability Report.

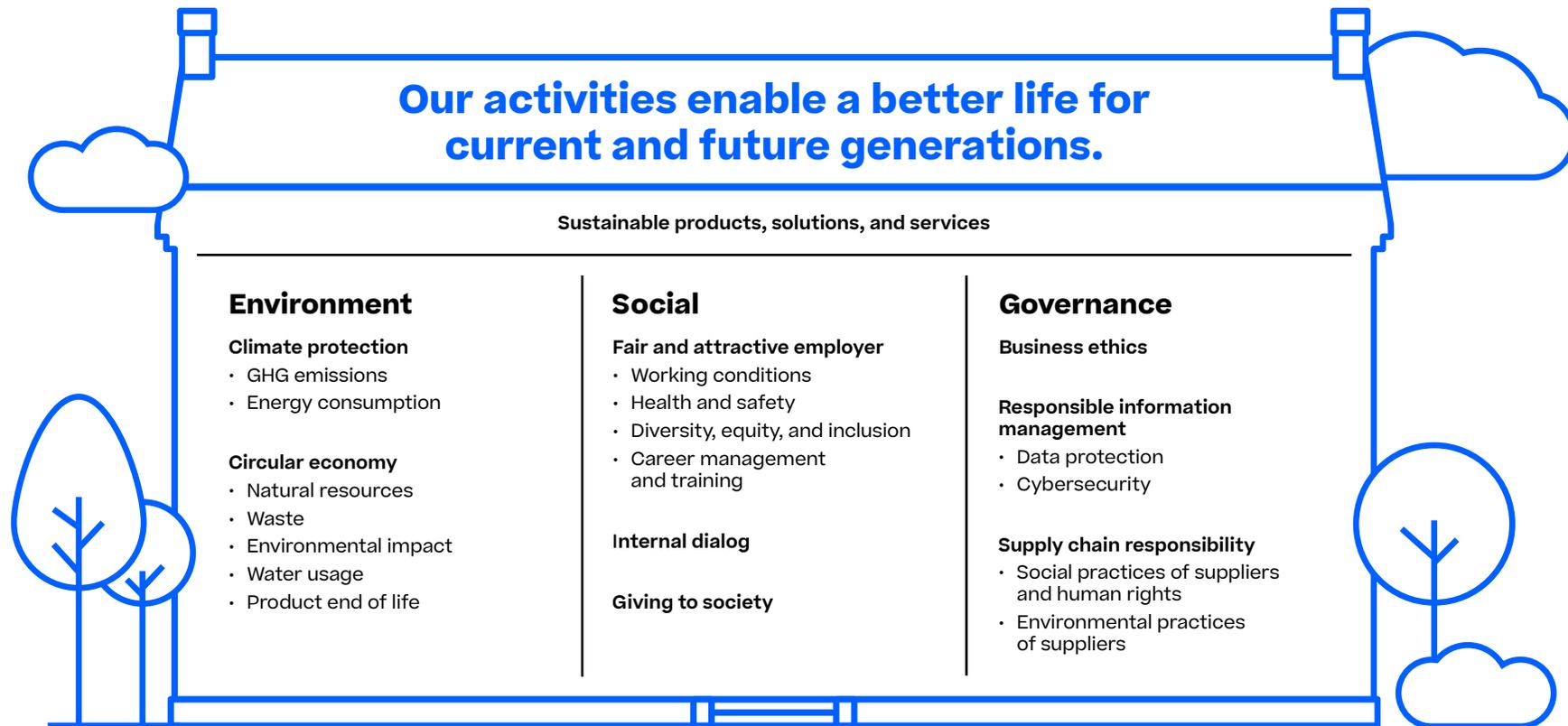
#strongertogether – this also applies to sustainability.

**Sincerely, Stephan Seifert**  
Chairman of the Group Executive Board of Körber AG

Strategy

# Our “House of Sustainability”

Based on our sustainability promise, we map our eight focus fields – some with subtopics – in the “House of Sustainability” in the three dimensions of Environment, Social, and Governance.



Through close dialog and interaction with our key stakeholders, we understand and address their concerns about sustainability.

Targets

# Progress toward our targets

| Environment        |  |                           |  |  |   |  |             |                            |                            |
|--------------------|--|---------------------------|--|--|---|--|-------------|----------------------------|----------------------------|
| Focus field        | Claim  | Subtopic                  | Target   | Subtarget  | Key Performance Indicator   | Target value   | Target year | 2021                       | 2022                       |
| Climate protection | We are reducing our greenhouse gas emissions and energy consumption. | GHG emissions             | Reduction of greenhouse gases  | By 2025, we will be CO <sub>2</sub> e-neutral (Scope 1 and 2).                   | Total Scope 1 and 2 emissions (t CO <sub>2</sub> e per year)                            | Reduction and residual compensation                          | 2025        | 27,186 t CO <sub>2</sub> e | 17,944 t CO <sub>2</sub> e |
|                    |  |                           |  | Expansion of the use of renewable energy   | By 2023, we will operate all suitable Körber sites with green electricity. <sup>1</sup> | Share of renewable energy consumption (electrical energy, %) | 100%        | 2023                       | 48.3%                      |
|                    |  |                           | By 2025, we will operate all suitable Körber sites with green gas. <sup>1</sup>  | Share of renewable energy consumption (green gas, %)                             | 100%  | 2025   | n.a.        | n.a.                       |                            |
|                    |  |                           | By 2023, all Körber sites suitable for photovoltaic systems (PV) have been identified and implementation has started. <sup>1</sup> | Share of suitable sites with PV implemented or implementation started (%)        | 100%  | 2023   | 33.3%       | 50%                        |                            |
|                    |  | Expansion of green travel | By 2030, our corporate fleet will consist exclusively of electric cars. <sup>2</sup>   | Share of company vehicles with electric drive out of all company vehicles (%)    | 100%  | 2030   | 6.5%        | 6.5%                       |                            |
|                    |  |                           | By 2030, a charging infrastructure will have been developed at all relevant Körber locations.                                      | Charging stations installed at locations with electric company vehicles (pieces) | In progress   | 2030   | n.a.        | 75 pieces                  |                            |
|                    |  |                           | We reduce our emissions from our business travel.  | Emissions from our business travel (Scope 3.6, t CO <sub>2</sub> e per year)     | In progress   | Yearly   | n.a.        | 15,762 t CO <sub>2</sub> e |                            |
|                    |  |                           | Energy consumption   | Optimization of energy consumption   | Reduction of energy consumption   | Total energy consumption (MWh)                               | In progress | In progress                | 138,295 MWh                |

| Environment      |  |                      |   |  |   |              |             |                                     |                                     |
|------------------|--|----------------------|---|--|---|--------------|-------------|-------------------------------------|-------------------------------------|
| Focus field      | Claim  | Subtopic             | Target  | Subtarget  | Key Performance Indicator                         | Target value | Target year | 2021                                | 2022                                |
| Circular economy | We improve our processes as well as products, solutions and services in the direction of a circular economy. | Natural resources    | Optimization of resource consumption                        | Reduction of finite resources <sup>3</sup>         | In progress                                       | In progress  | In progress | n.a.                                | n.a.                                |
|                  |  | Waste                | Optimization of waste                                       | Reduction of our waste                             | Total waste (t)<br>· Non-hazardous<br>· Hazardous | In progress  | In progress | 12,994 t<br>· 11,862 t<br>· 1,132 t | 11,637 t<br>· 10,542 t<br>· 1,095 t |
|                  |  | Environmental impact | Optimization of environmental impact                        | Reduction of our environmental impact <sup>3</sup> | In progress                                       | In progress  | In progress | n.a.                                | n.a.                                |
|                  |  | Water usage          | Optimization of water consumption                           | Reduction of our water consumption                 | Total water consumption (m <sup>3</sup> )         | In progress  | In progress | 128,196 m <sup>3</sup>              | 125,463 m <sup>3</sup>              |
|                  |  | Product end of life  | Optimizing the life of our products, solutions and services | In progress <sup>3</sup>                           | In progress                                       | In progress  | In progress | n.a.                                | n.a.                                |

| Social                         |   |   |  |   |  |              |             |  |  |
|--------------------------------|---|---|--|---|--|--------------|-------------|--|--|
| Focus field                    | Claim   | Subtopic  | Target   | Subtarget   | Key Performance Indicator  | Target value | Target year | 2021   | 2022   |
| Fair and attractive employer   | We are a fair and attractive employer.            | Working Conditions  | Extending mobile working   | Continuous expansion of our group-wide remote working models to 100% by 2023 and promotion of new forms of collaboration. | Share of employees benefiting from flexible working conditions (%)   | 100%         | 2023        | 80%  | 80%  |
|                                |   | Health and Safety   | Foster the health and safety of our employees                            | Implementation of a broad group regulation to promote health and safety of our employees                                  | In progress  | In progress  | In progress | n.a.   | in progress  |
|                                |   | Diversity, Equity and Inclusion   | Promote a diverse, inclusive and equitable corporate culture             | Increasing equality of opportunity  | <ul style="list-style-type: none"> <li>Share of employees whose nationality differs from that of the country where their Körber facility is located (%)</li> <li>Share of employees from minority groups (%)</li> </ul>                                | In progress  | In progress | <ul style="list-style-type: none"> <li>6.9%</li> <li>n.a.</li> </ul>                 | <ul style="list-style-type: none"> <li>6.8%</li> <li>1.9%</li> </ul>                 |
|                                |   |   |  | Increasing the proportion of female managers  | <ul style="list-style-type: none"> <li>Share of female employees in relation to the company as a whole (%)</li> <li>Share of female employees in managerial positions (%)</li> <li>Share of female employees in top executive positions (%)</li> </ul> | In progress  | In progress | <ul style="list-style-type: none"> <li>19.7%</li> <li>14.3%</li> <li>n.a.</li> </ul> | <ul style="list-style-type: none"> <li>21.3%</li> <li>15.4%</li> <li>6.7%</li> </ul> |
| Career Management and Training | Further development and training of our employees | By 2023, 90% of managers will participate in the global talent development program (GPS). | Share of executives in talent development program (GPS) (%) <sup>4</sup> | 90%   | 2023   | n.a.         | 75%         |  |  |

| Social            |                                     |          |                                      |  |  |                                   |               |                |                |
|-------------------|-------------------------------------|----------|--------------------------------------|--|--|-----------------------------------|---------------|----------------|----------------|
| Focus field       | Claim                               | Subtopic | Target                               | Subtarget  | Key Performance Indicator  | Target value                      | Target year   | 2021           | 2022           |
| Internal dialog   | We promote internal dialog.         |          | Support for employee representatives | • Meeting of the European Works Council with CEO and Chief Human Resources Officer of the Körber AG  | • Meeting of the European Works Council with CEO and Chief Human Resources Officer of the Körber AG (total/year)     | • 1 meeting                       | • Yearly      | • n.a.         | • 1 meetings   |
|                   |                                     |          |                                      | • Quarterly discussions as part of the Group Works Council Committee meeting with the CEO and the Chief Human Resources Officer of the Körber AG | • Meetings of Group Works Council Committee with CEO and Chief Human Resources Officer of the Körber AG (total/year) | • 4 meetings                      | • Yearly      | • n.a.         | • 4 meeting    |
|                   |                                     |          |                                      | • Meeting of Group Works Council and the Körber Group Executive Board  | • Meeting of Group Works Council and Körber Group Executive Board (total/year)                                       | • 1 meeting                       | • Yearly      | • 1 meeting    | • 0 meeting    |
|                   |                                     |          |                                      | • Regular dialog and exchange between management and employee representatives at company level   | • Meetings of the Economic Committee   | • 12 meetings                     | • Yearly      | • n.a.         | • 12 meetings  |
| Giving to society | We shape our social responsibility. |          | Expansion of giving to society       | • Expansion of our group-wide donation campaign by € 1,000 per year until 2026   | • Total amount of group-wide donation campaign (euros per year) <sup>5</sup>   | • 75,000 euros + 1,000 euros/year | • Yearly      | • 75,000 euros | • 76,000 euros |
|                   |                                     |          |                                      | • Expansion of volunteer programs in the Group   | • In progress  | • In progress                     | • In progress | • n.a.         | • n.a.         |
|                   |                                     |          |                                      | • Selected sponsorship activities  | • In progress  | • In progress                     | • In progress | • n.a.         | • n.a.         |

| Governance                         |                                     |  |   |  |  |              |                   |      |        |
|------------------------------------|-------------------------------------|--|---|--|--|--------------|-------------------|------|--------|
| Focus field                        | Claim                               | Subtopic   | Target  | Subtarget  | Key Performance Indicator  | Target value | Target year       | 2021 | 2022   |
| Business ethics                    | We follow high ethical standards.   |  | Expansion and strengthening of the compliance culture | By 2024, 90% of the relevant employees will have a valid compliance training certificate.                          | Share of relevant employees trained on business ethics issues (%)  | 90 %         | 2024              | n.a. | 90 %   |
| Responsible information management | We handle information responsibly.  | Data protection  | Protection of your data and ours                      | By 2024, 80% of relevant employees will have a valid data protection training certificate.                         | Share of relevant employees who have received training on information security breaches/data protection <sup>5</sup> | 80 %         | 2024              | 78 % | 36.4 % |
|                                    |                                     | Cybersecurity  | Protection against cyber-attacks                      | By 2023, 80% of IT infrastructure will be monitored by the Cyber Defense Center (CDC).                             | Share of IT infrastructure monitored (%)   | 80 %         | 2023              | 50 % | 66 %   |
|                                    |                                     |  | Reliable and trustworthy partner for our customers    | By 2023, all software and IT companies of the Körber Group will be certified with ISO 27001 or equivalent.         | Number of software-/IT-companies with ISO 27001 certification or equivalent  | 4            | 2023              | 1    | 3      |
|                                    |                                     |  | Safety has the highest priority                       | Annually, 80% of relevant employees are trained on information security.   | Share of relevant employees who have received training on information security (%)                                   | 80 %         | Yearly            | 70 % | 66 %   |
| Supply chain responsibility        | We shape responsible supply chains. | Social practices of our suppliers and human rights<br>Environmental practices of suppliers | Increase transparency on CSR practices of suppliers   | From 2023 onwards >90% of relevant purchasing volume has gone through a CSR self-assessment of relevant suppliers. | Share of relevant purchasing volume that has gone through CSR self-assessment (%)                                    | >90%         | From 2023 onwards | n.a. | 80 %   |

<sup>1</sup> For the operation of all suitable sites with green electricity, the target year was adjusted from 2022 to 2023. For the operation of all suitable sites with green gas, the target year was adjusted from 2023 to 2025.

<sup>2</sup> In 2022 we shifted the target year from 2025 to 2030 due to the current market situation. Target is set at the current state of knowledge without taking into account future market changes (e.g. new drives, etc).

<sup>3</sup> By determining our Scope 3 emissions and carrying out Life Cycle Assessments (LCA) in our Business Areas, we gradually achieve transparency that serves as a basis for defining reliable reduction targets.

<sup>4</sup> These key performance indicators are currently still under development. For this reason, they are not shown in the [ESG key performance indicators table](#).

<sup>5</sup> Reduction in share is due to expired certificates, which were not renewed. A more functional system will be rolled out in 2023.

Sustainability management

# Our sustainability management

**At the Körber Group, we look at sustainability from a holistic and cross-functional perspective. We are determined to create a better and more sustainable future by means of our experience, our activities, and our technological expertise.**

Körber’s “House of Sustainability” serves as the foundation of everything we do. Sustainability is an integral, value-creating part of Körber’s corporate strategy.

## Analysis of our material topics

We conducted an initial materiality analysis in 2021. Initially, the focus was on an extensive literature review, an analysis of sustainability issues in the industries relevant to us, and an investigation of industrial risks. In addition, we defined the most important stakeholder groups for us. We then collected further possible topics in qualitative interviews with external sustainability experts, the Körber Group Executive Board, and our heads of Group Functions. We sorted and evaluated the resulting list of topics by priority. The views of our stakeholders were introduced by responsible persons who are in close contact with the respective stakeholder groups. This resulted in a materiality matrix for each Körber Business Area. The results of each Business Area were then weighted according to the num-

ber of employees in the Business Area and summarized at the Group level. We then discussed and approved the prioritized topics again in a group-wide committee. As a result, we identified a total of eight overarching material topics, called focus fields. We have additionally specified relevant subtopics for five of the focus fields.

The material topics we identified are:

- Climate protection
- Circular economy
- Fair and attractive employer
- Internal dialog
- Giving to society
- Business ethics
- Responsible information management
- Supply chain responsibility

As part of the further development of our sustainability management, we reviewed the topics of the materiality analysis in 2022. The management of human rights risks was newly included and located in the focus field “supply chain responsibility” as an addition to the subtopic “social practices of suppliers and human rights.” We will continue to regularly review our material topics and prepare ourselves with a corresponding materiality analysis in response to the requirements of the Corporate Sustainability Reporting Directive (CSRD).

## Our “House of Sustainability”

We developed our “House of Sustainability” based on the results of the materiality analysis. We have structured our sustainability management along the three

dimensions of Environment, Social, and Governance, and localized our focus fields accordingly. We have listed all focus fields and their subtopics in our “House of Sustainability.” We have also integrated our products, solutions, and services into the “House of Sustainability.”

We have defined claims and targets for each focus field, with indicators for control and measurement. In this way we are setting our strategic sustainability focus fields at the Group and Business Area levels and making our sustainability strategy an integral component of Körber’s corporate strategy.

In the discussion with the group-wide committee, the three focus fields of climate protection, fair and attractive employer, and supply chain responsibility were highlighted with the following claims as particularly important to us:

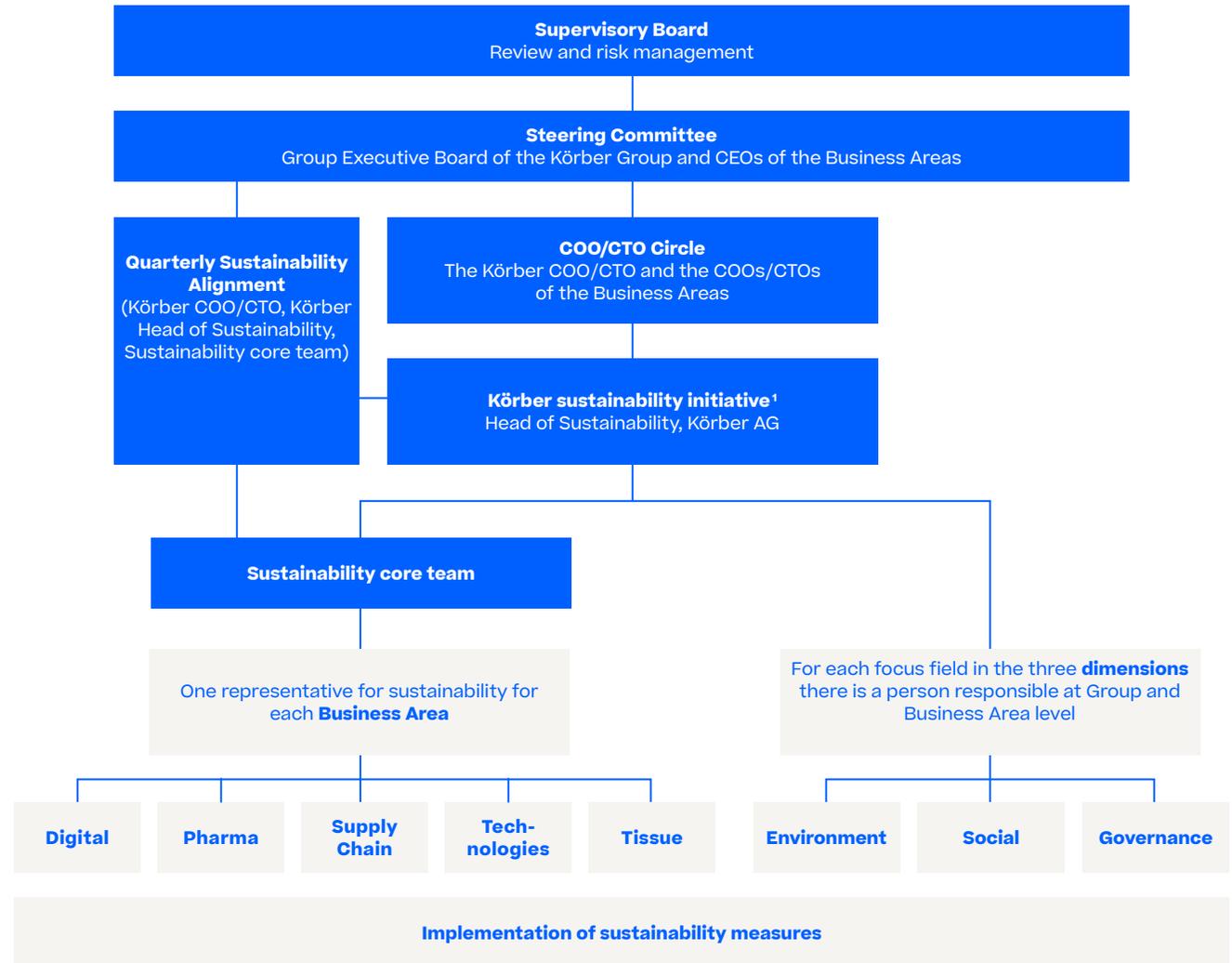
- We are reducing our greenhouse gas emissions and energy consumption.
- We are a fair and attractive employer.
- We shape responsible supply chains.

## Our organizational structure

At Körber AG, sustainability is anchored in the Group Executive Board and is the responsibility of the Chief Operations Officer (COO) and the Chief Technology Officer (CTO). Through close dialog and interaction with our key stakeholders, the Group Executive Board takes their concerns about sustainability into account. The associated sustainability team is set up across Business Areas and functions and is managed by the

Head of Sustainability of the Körber Group. We have specified a representative for sustainability in each Körber Business Area. In addition, we have defined clear functional responsibilities and accountabilities for each focus field and for the implementation of the measures in the Körber Group and its Business Areas. The core team, consisting of the representatives for sustainability in the Business Areas and the Head of Sustainability of the Körber Group, meets weekly to further develop and implement the sustainability strategy. The core team meets every three months to discuss in detail the necessary further developments, measures, and decisions together with the COO/CTO of the Körber Group. These matters are discussed and approved by the COO/CTO Circle, which also meets quarterly. This body brings together the COOs and CTOs of all Business Areas under the leadership of the COO/CTO of the Körber Group. Sustainability is an integral part of the agenda.

All of the measures are coordinated with the steering committee for sustainability. It comprises the Körber Group Executive Board, the CEOs of our Business Areas, and the Head of Sustainability of the Körber Group. The focus field representatives and the representatives for sustainability of the respective Business Areas are responsible for implementing the measures. Our Supervisory Board has the role of an independent reviewer. It is the highest supervisory body of Körber AG and consists of a total of twelve members: six shareholder representatives, including a legal representative of the Körber Foundation (sole shareholder), and six employee representatives. The Supervisory



<sup>1</sup> And other experts, for example from communications and controlling.

Board is composed of four women on the employee representative side and performs its duties in accordance with the German Stock Corporation Act by, among other things, advising and monitoring the Group Executive Board. Regular Supervisory Board meetings are held at which the Group Executive Board informs the Supervisory Board about relevant economic, social, and environmental issues and discusses them. The Supervisory Board also works together with the Group Executive Board on the corporate strategy, in which sustainability is anchored as a key component. To this end, the Group Executive Board and the sustainability team actively provide the Supervisory Board with all the necessary information for evaluating strategic and operational decisions in regard to sustainability. In addition, material economic risks are identified in the risk inventory and submitted to the Supervisory Board once a year in the form of a risk report. In doing so, environmental and social risks are also considered insofar as they can lead to economic risks.

**Our responsible conduct**

In its principles and corporate values, the Körber Group is committed to complying with all applicable

laws and implementing high ethical standards. In doing so, we are guided in particular by the United Nations Universal Declaration of Human Rights, the core labor standards of the International Labour Organization (ILO), and the principles of the United Nations Global Compact.

In the reporting year, we published a policy statement on human rights and environment-related risks.

We have anchored various aspects in the respective Group policies and made them accessible to all employees through the group-wide intranet. This includes, for example, the Code of Conduct for our employees.

With management systems for our risk management, environmental and energy management, and occupational health and safety, as well as other mechanisms such as supplier audits, we ensure responsible entrepreneurial behavior throughout the Körber Group. In line with our responsibilities, we focus on specific stakeholder groups that we involve in our activities. They do not include any vulnerable groups or groups in need of protection. In addition, we have established a whistleblower system that employees and third parties can access to report concerns or potential negative effects.

**Our management systems**

For the improvement of social, environmental, and economic aspects, we have integrated concepts and instruments that are supported by corresponding management systems. Due to structural and technical requirements, management systems are administered in a decentralized manner. At the same time, we continuously evaluate whether an expansion to additional Körber locations is beneficial in each case. Other management systems and approaches are mentioned in the corresponding focus fields, for example ISO 27001 in the “information management” focus field. In addition, two sites have established an environmental management system in accordance with EMAS.

| System   | Coverage                      |
|--|-------------------------------|
| ISO 14001<br>(Environmental management)                          | 31.4% of the production sites |
| ISO 45001, OHSAS 18001,<br>MASE (occupational safety management) | 25.7% of the production sites |
| ISO 50001<br>(Energy management)                                 | 11.4% of the production sites |

## Our EcoVadis ratings for fiscal year 2022

| Unit  | EcoVadis rating |
|---|-----------------|
| Business Area Technologies  | Silver          |
| Business Area Tissue  | Bronze          |
| <b>From the Business Area Supply Chain</b>  |                 |
| Körber Supply Chain Logistics GmbH  | Gold            |
| <b>From the Business Area Pharma</b>  |                 |
| Körber Pharma Packaging Materials S.R.O.  | Gold            |
| Körber Pharma Inspection GmbH   | Silver          |
| Körber Pharma Packaging AG  | Silver          |
| Körber Pharma Packaging GmbH  | Silver          |
| Körber Pharma, Inc.   | Silver          |
| Körber Pharma Packaging Materials AG  | Silver          |
| Körber Pharma Software GmbH, Körber Pharma Software, Inc.,<br>Körber Pharma Software Ltd., and Körber Pharma Austria GmbH | Bronze          |
| <b>From the Business Area Digital</b>   |                 |
| DAIN Group Oy   | Silver          |



### EcoVadis certification

EcoVadis is an independent platform for CSR assessments and makes analyses in four dimensions: environment, labor and human rights, sustainable procurement, and ethics. In recent years, we have already carried out successful EcoVadis assessments for our Business Areas and individual companies and have achieved good to very good results.

At the beginning of 2023, we took the next step and launched a consolidated assessment of the entire Körber Group based on the data for 2022. The result shows that we are on the right track. The Körber Group has for the first time been awarded a gold rating for its sustainability performance.

Stakeholder management

# Interaction with our stakeholders

**Through close dialog and interactions with our key stakeholders, we understand and address their concerns about sustainability.**

As a global technology group, we are part of a far-reaching network of players. Together with external experts and our sustainability management team, we identified our most important stakeholder groups as part of the 2021 materiality analysis: customers, suppliers, employees, society, as well as banks and investors. These stakeholders shape our work. In the same way, everyone benefits from a shared dialog. We maintain a regular open dialog with our stakeholder groups. This important task is performed by specialist departments; the sustainability team is also closely involved in sustainability issues.

In various interaction formats, we share our views regarding topics, issues, and concerns with our stakeholders, in particular regarding their preoccupations related to the environment, society, and corporate governance. This enables us to respond to these needs at an early stage and to incorporate the findings into our business decisions. We tailor the frequency of interaction and the type of collaboration to the needs of each stakeholder group.



### Customers

Our customers and their needs are the focus of our entrepreneurial activities. We therefore actively seek dialog, for example during regular visits to our customers, at our locations, and by inviting customers to our digital showrooms. We also use our participation in exhibitions, trade fairs, and events to hold ongoing discussions to understand the requirements and expectations of our customers, to respond to them adequately, and to define areas of action for the future. The close collaboration with our customers plays a key role in the sustainable orientation of our products, solutions, and services.

We develop innovative solutions with our customers in joint workshops; in addition, we pass on our expertise to customers in topic-specific webinars and individual online master classes. We are continuously accessible to our customers through our global sales organization with its regional sales and service hubs as well as local service offerings. We use a structured customer feedback approach to regularly survey the satisfaction of our customers in regard to software, service, facilities, and technical equipment.

At the customer's request, we act as an integrated one-stop shop to support our customers holistically and across all of our Business Areas. This helps to reduce interfaces and possible errors so that we can offer efficient overall solutions that are fully integrated and automated.

### Suppliers

We work closely with our suppliers so that we can grow together, foster innovation, and build sustainable supply chains. By working in partnership with our suppliers, we can develop innovative solutions and design our processes efficiently. Our group-wide standards ensure uniform supplier management, clearly defined processes, and a continuous dialog with suppliers. In 2022 we integrated the requirements defined by the German Supply Chain Act (LkSG) into our supplier management processes. Among other things, our contracts were updated and risk management was expanded to include topics such as human rights, occupational safety, environmental protection, and the CO<sub>2</sub>e footprint in the supply chain. We communicate our supplier evaluations and the underlying criteria transparently, in our Supplier Code of Conduct and elsewhere. The social and environmental practices of suppliers are a material evaluation criterion. We work together with the suppliers to define action plans to sustainably improve the supplier rating and establish a long-term partnership. Through audits, we regularly check compliance with our standards and guidelines, especially in regard to human rights, working conditions, and environmental protection. Important foundations for these audits include our Supplier Code of Conduct and our extended Purchasing Terms and Conditions. More than 4,000 Körber suppliers are connected via our IntegrityNext digital platform for sus-

tainability in the supply chain. These suppliers account for more than 80 percent of our yearly procurement volume.

During regular supplier days and town hall meetings, we inform our suppliers about current and future developments at the Körber Group. In 2022, the highlights were the European and Italian supplier days.

### Employees

Open and constructive dialog with our employees is central to our self-image as an attractive and fair employer. On the intranet, we share internal and external news and enable employees to communicate with us through their comments. This applies to both the Group and Business Area levels. Every employee can contact every member of the Group Executive Board directly through various channels. Our leadership principles have been rolled out across the Group and are part of our management training courses.

We have set up a dedicated email address that our employees can use to share information about sustainability issues. We share knowledge and information materials about sustainability topics throughout the Group in a dedicated Teams workspace. In addition, we support the dialog with all codetermination bodies. Special formats such as the global virtual Körber Career Week 2022 offer current and future employees five days of insights into our Home for Entrepreneurs and our diverse career opportunities.

## Society

In the spirit of a dialog-oriented corporate policy, we invite all interested parties as well as the press and other media to an open and transparent exchange of ideas. We welcome suggestions, questions, and constructive criticism via a contact form on our website that is accessible to everyone. Moreover, in the [Körber Xperience](#) we give in-depth insights into our time-honored past, our latest innovations, and the trends and technologies of tomorrow. On social media, we promote inspiring, open discussions with our stakeholders in order to build long-term relationships here as well. In the process, we communicate with other people as equals and remain objective and factual.

Research and development are key concerns for us as a technology group, because they combine economic success with social and environmental responsibility in the pursuit of sustainable development. We strengthen our ties with scientific and educational institutions by supporting university programs, participating in research projects, and sharing ideas with the academic community. We are also involved in [trade and industry associations and initiatives](#).

We take a stance regarding social and humanitarian issues and back up our attitudes with action. In 2022 our support for a number of measures, including refugee aid programs in connection with the war in Ukraine, went without saying.

In our yearly group-wide fundraising campaign, employees have a say regarding the organizations that will receive donations. Körber also supports initiatives such as the Klub der Künste (Club of Arts) in Hamburg through sponsorships. The promotion of art and culture was already important to our founder Kurt A. Körber, and it is being continued in this spirit.

## Banks and investors

For a globally active technology group such as Körber AG, the intensive dialog regarding ESG (the abbreviation for Environment, Social, and Governance) with players in the capital and financial markets is of great importance. Our ownership structure, which is committed to the common good, also sets special standards in this respect through the Körber Foundation.

We regularly engage in dialog about ESG-relevant topics with our investors, core banks, and asset management and capital management companies. This occurs at the highest level of management as well. For example, we constantly update our positioning in active investment together with our financial partners as part of our sustainability strategy and compliance with legal requirements. By utilizing a negative list based on various criteria, we want to increasingly exclude ESG-critical issuers.



### The Körber Foundation

The sole shareholder of Körber AG is the Körber Foundation. It supports our strategy geared toward sustainable, profitable growth. The Körber Foundation is a nonprofit foundation that takes on social responsibility.

Products, solutions, and services

## Our products, solutions, and services

**For several decades, our machines, equipment, and software offerings have been indispensable in many industries. By incorporating sustainability step by step, we are shaping the future in cooperation with our partners.**



Our activities enable a better life for current and future generations.

# 80%

of a product's environmental impact can be avoided as early as the development and design phase.

### We are Körber

At Körber, the future is ours to create — with innovative solutions and cutting-edge technologies. We aim to attain market leadership through technological leadership. The five Business Areas Digital, Pharma, Supply Chain, Technologies, and Tissue offer thrilling products, solutions, and services.

**Our Business Area Digital** develops digital business models and promotes the digital advancement of the entire Group.

**Our Business Area Pharma** offers solutions for safe and efficient processes for the manufacture, inspection, and packaging of pharmaceutical products as well as for pharmaceutical traceability.

**The Business Area Supply Chain** offers a wide range of leading solutions that enable our customers to master the complexity of the supply chain.

**The Business Area Technologies** develops customized solutions in the areas of machinery, equipment, software, measuring instruments, flavors, and service offerings with a focus on the tobacco and tobacco products industries.

**Our Business Area Tissue** offers innovative processing and packaging solutions for hygiene tissue papers.

### Ecodesign launched

Sustainability is part of our corporate strategy. The calculation of our corporate CO<sub>2</sub>e footprint has clearly shown that Körber's biggest lever is in Scope 3, specifically in Scope 3.1 (purchased goods and services) and in Scope 3.11 (Use of sold products, solutions, and services).

**“We are passionate about developing innovations for sustainable products, solutions, and services — together with employees, customers, suppliers as well as other business partners.”**

Stephan Seifert, Chairman of the Group Executive Board of Körber AG

At the same time, product life cycle assessments (LCAs) have shown<sup>1</sup> that 80 percent of the environmental impact of products has already been decided in the development and design phase, which is consequently also an important starting point for avoiding CO<sub>2</sub>e emissions. That is why we have launched ecodesign at Körber in recent years.

We are convinced that there are many ways to make our machines and plants more environmentally friendly. One way is to focus on their manufacture — for example, on the choice of materials used and how energy-intensive their production is. But the use of our

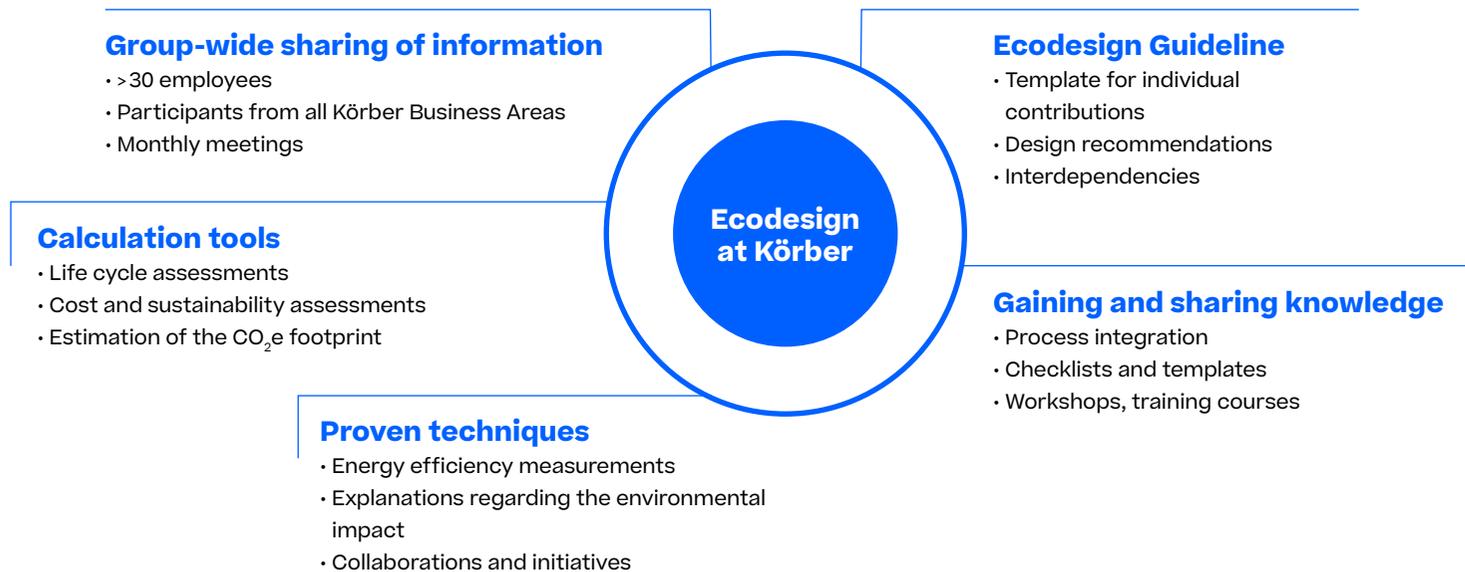
<sup>1</sup> Mit Ecodesign zu einer ressourcenschonenden Wirtschaft (Using ecodesign to move toward a resource-conserving economy), Technologieland Hessen, 2021. Kreislaufwirtschaft und Ecodesign (The circular economy and ecodesign), Technologieland Hessen (technologieland-hessen.de).

products, solutions, and services also has a wide range of effects on the environment and society that we can shape — for example, in terms of energy efficiency and emissions, spare parts and recycling, but also noise and safety.

All employees can contribute to sustainability. With around 12,500 employees at more than 100 locations, good structures and processes are needed to drive forward sustainable innovations in a targeted manner. Together with the representatives for sustainability of the five Business Areas, the sustainability team accompanies and orchestrates the process toward greater sustainability in our products. At our Technology Innovation Summit in May 2022, employees presented sustainable products, solutions, and services as well

as new ideas from the various Business Areas. Since then, discussions regarding ecodesign activities have taken place in a community with more than 30 participants across the five Business Areas. The Ecodesign think tank was established in parallel, with five representatives from the various Business Areas. For example, the think tank drafted the Ecodesign Guideline and now coordinates the Ecodesign Community. In April 2023, the Center of Excellence (CoE) Ecodesign was established to develop a group-wide approach to life cycle assessments and ecodesign projects. In the future, this will enable us to optimize our products, solutions, and services in terms of CO<sub>2</sub>e, costs, functionality, and customer benefits. The CoE is part of the K.Innovation Community.

## Communication and cooperation formats for ecodesign



### The Ecodesign Guideline

The Körber Ecodesign Guideline was developed in 2022. It helps balance different requirements (technical, economic, environmental) in product development and defines the basic understanding of ecodesign. The Körber Ecodesign Guideline provides developers, engineers, and designers with basic principles and criteria on the basis of which they can select an optimal technical solution, taking into account all relevant aspects. In addition to traditional design criteria such as performance, quality, and cost, the Guideline takes into account a wide range of environmental aspects, such as material and energy inputs, sourcing of materials, byproducts, recyclability, recycling, emissions, and waste.

### Examples of sustainable products, solutions, and services

Sustainable products, solutions, and services form an important part of our “House of Sustainability.”

We use our know-how and passion for innovation and excellent production processes to make our products, solutions, and services even more sustainable. In this area too, we strive for market leadership through technology leadership.

Through the sustainability of our products, solutions, and services, we are helping to ensure that we continue to achieve market leadership through technology leadership. The examples show that all areas contribute.

**“I am convinced that consistent environmental protection does not diminish a company’s earning power, but helps to safeguard it in the long term. In this regard, it behooves responsible companies to play a pioneering role and reduce the environmental impact on their own initiative – regardless of legal decisions.”**

Kurt A. Körber, Group founder, 1992

#### Business Area Digital



#### Artificial intelligence for greater precision

The Business Area Digital focuses on digitization. We have developed a software solution, InspectifAI, that works independently of the pharmaceutical testing machine in question. Artificial intelligence increases the accuracy of visual inspections and improves results. This results in greater safety for patients and saves valuable pharmaceutical products that are falsely rejected by conventional vision technologies.

[Find out more](#)  
→ [InspectifAI](#)

#### Business Area Pharma



#### Grass paper packaging for the pharmaceutical industry

The Business Area Pharma is one of the leading international systems suppliers for the pharmaceutical and biotech sectors. In May 2022, Körber was presented with the prestigious Pharmapack Sustainability Initiative Award at Pharmapack 2022. The innovative packaging made of grass paper impressed the judges, thanks to its sustainability, quality, and safety.

Grass paper offers companies in the pharmaceutical industry an interesting alternative to packaging made from recycled paper and cardboard. Grass paper for folding boxes replaces up to 40 percent of the fibers with grass fibers. This has clear advantages:

- Production requires significantly less water and energy, saving up to 95 percent of CO<sub>2</sub>e emissions.
- The almost unlimited regional availability of grass shortens transport distances.
- Grass-paper packaging is 100 percent compostable because it does not contain any chemical additives. The renewable resource grass has significantly shorter growth cycles than wood.

[Find out more](#)  
→ [Success story: Grass paper packaging](#)

### Business Area Supply Chain



#### Modular, energy-efficient palletizing systems

Rising energy prices are driving up the costs of logistics and production. Our Competence Center Manufacturing Logistics in the Business Area Supply Chain offers energy-intensive companies solutions for the reduction of energy consumption. Innovative product solutions enable precise counterweights to compensate for the inertia of the lifting belt and the compression unit. This allows the use of smaller motors in the hoist and the recovery of energy during downward movement. The medium version of the PA15 layer palletizer consumes 1.2 kilowatts per operating hour, which is up to 85 percent less energy than comparable market solutions.

Another focus is on the resource conservation of the product life cycle: We take sustainability into account from the selection of raw materials to the manufacturing process and assembly at the regional site. The modular design allows easy adjustments to production output, product content, product weight, and new circumstances.

[Find out more](#)

→ [Palletizing robots – Körber Supply Chain](#)

### Business Area Technologies



#### New applications based on existing know-how

In the Business Area Technologies our employees are also continuously looking for new applications, and sustainability plays an important role in this process. Here's an example: The Straw Maker produces paper drinking straws that require 50 percent less adhesive than comparable production lines. This reduces costs and the environmental impact. Körber applies the knowledge gained over many years from the production and automation processes of filter-producing machines and is constantly refining this know-how further. It's our contribution to creating a world with fewer plastic straws.

[Find out more](#)

→ [Technologies](#)

### Business Area Tissue



#### Contactless heating – a patent-ready invention

In the Business Area Tissue, we have developed an innovative technology for which a patent application has been filed. The Warm Up Contactless system heats the embossing rolls from the outside, increasing the strength and thus the volume of the end product, while maintaining the quality in terms of tensile strength, softness, and absorbency. This technology enables the production of high-volume rolls with less paper and fewer fibers, offering a more sustainable and economical alternative to conventional processing methods. Conventional hot embossing systems in the tissue industry are more complex to install, more expensive to maintain, and more capital intensive, especially for existing machines, as the embossing rolls need to be replaced. Körber has developed the world's first system to use electromagnetic induction for embossing. Thanks to electromagnetic induction, our patent-pending non-contact heating system heats the embossing rolls from the outside without requiring physical contact with the rolls themselves. The plug-and-play Warm Up Contactless solution reduces energy requirements by up to 60 percent. At the same time, it extends the life cycle of the machines.

[Find out more](#)

→ [Warm Up Contactless](#)

### Three questions for Erich Hoch

COO/CTO of Körber, Member of the Group Executive Board of Körber AG



### Where can Körber make a particularly big difference?

As a technology group, our main levers for reducing CO<sub>2</sub>e emissions are in Scope 3.1 (purchased goods and services) and in Scope 3.11 in the use of purchased products, solutions, and services. Here we rely on systematic approaches such as ecodesign and cooperation with suppliers and customers, because only together can we reduce CO<sub>2</sub>e emissions across supply chains.

### What has Körber achieved so far?

We have already been working for several years on reducing the energy consumption of our machines and systems and have been able to achieve significant improvements as a result. This is the case, for example, with the Multi Segment Maker of the Business Area Technologies and the PA15 layer palletizer of the Business Area Supply Chain. The latter consumes up to 85 percent less energy than comparable market solutions.

[Find out more](#)

→ [Multi Segment Maker](#)

→ [Palletizing robots – Körber Supply Chain](#)

### What are Körber's priorities in terms of innovation and sustainability?

We identify sustainable cutting-edge technologies at an early stage and bring them to fruition. It is our ambition to continue to develop innovative products such as the Körber Cell Maker in the future. Our top priority is to systematically expand our portfolio with the help of ecodesign so that we can continue to offer our customers sustainable products, solutions, and services.

[Find out more](#)

→ [Energy storage system: the Körber Cell Maker](#)



#### Our progress in 2022

- Drew up Ecodesign Guideline and established structures and processes for implementation
- Made examples of sustainable products, solutions, and services from all Business Areas available to all stakeholders
- Put sustainability on the strategic innovation agenda
- Established regular group-wide meetings for sharing ideas as well as working groups for ecodesign



#### Our targets from 2023 onward

- Creation of the Center of Excellence Ecodesign
- Development of concepts for life cycle assessments (LCAs) and environmental product declarations (EPDs) for Körber
- Determination of specific CO<sub>2</sub>e product footprints by means of the Körber Product Carbon Footprint Cloud
- Further rollout of the Ecodesign Guideline throughout the entire organization
- Training courses for all employees to boost their knowledge of sustainability
- Yearly in-house K.Sustainability Award

Highlights in 2022

## We lead the way

**Our driving force is to make our products, solutions, and services more sustainable. In the “We lead the way” section we present stories that provide an exciting glimpse into our work. The focus is primarily on the people who are involved in it with lots of enthusiasm and inspiring ideas.**



### Guidelines are needed for today’s leadership

Our five leadership principles are designed to empower employees to act in the spirit of a sustainable company at all times. A progress report.

[Find out more](#)

→ [We lead the way](#)



### Employees on a sustainable mission

In our Ecodesign think tank, our dedicated employees continuously lay the groundwork for optimizing our products day by day.

[Find out more](#)

→ [We lead the way](#)



### Environmental Circle: Pioneering thinkers with inspiring ideas

In Markt Schwaben, employees have voluntarily joined forces to make the site even more sustainable through their ideas.

[Find out more](#)

→ [We lead the way](#)



### Supply chains: Minimizing risks

We work with more than 10,000 suppliers in 80 countries. How digitization and other measures are helping us to ensure sustainable supply chains worldwide despite the high level of complexity.

[Find out more](#)

→ [We lead the way](#)

# 1 Environment



## Focus fields

|                    |    |
|--------------------|----|
| Climate protection | 25 |
| Circular economy   | 31 |

Climate protection

# We are reducing our greenhouse gas emissions and energy consumption

**Greenhouse gas emissions drive climate change. In Paris, the international community agreed to limit global warming to well below two degrees Celsius. At the 2021 climate summit in Glasgow, 200 countries pledged to continue efforts to limit the temperature rise to one and a half degrees. We at the Körber Group want to make a contribution toward achieving this goal.**

To contribute to the challenging task of climate protection, we are focusing on two issues: reducing our greenhouse gas (GHG) emissions and reducing our energy consumption. In our environmental policy, the measures for climate protection are laid down together with those for the second focus field in the environment pillar (circular economy).

## GHG emissions

In order to reduce our GHG emissions in a targeted and efficient manner, we have now achieved full transparency regarding these emissions and developed a reduction path for the Körber Group. For this purpose, we apply the principles and methods of the Greenhouse Gas Protocol. In 2022, Körber committed to a group-wide reduction of emissions by joining the Science Based Target initiative (SBTi).

We initially focused on reducing emissions over which we have direct influence. For emissions in Scope 1 and 2 and for emissions from our travel activities (Scope 3.6), we adopted initial reduction measures in 2021 and are pressing ahead with their implementation. Further measures will follow step by step, during which we will also increasingly include emissions from upstream and downstream activities in our value chain (Scope 3).

| Target                        |  |
|-------------------------------|--|
| Reduction of greenhouse gases | By 2025, we will be CO <sub>2</sub> e-neutral (Scope 1 and 2). |

## What we have achieved to date

In 2022, we were able to reduce our GHG emissions in Scope 1 and 2 by 34 percent from 27,186 tons to 17,944 tons; since 2019, we have reduced them by more than half (51 percent; market-based survey).



### Our progress in 2022

- Full transparency regarding GHG emissions in Scope 1 and 2 and relevant emission categories in Scope 3
- Creation of our group-wide environmental policy
- Accession to the Science Based Targets initiative (SBTi)

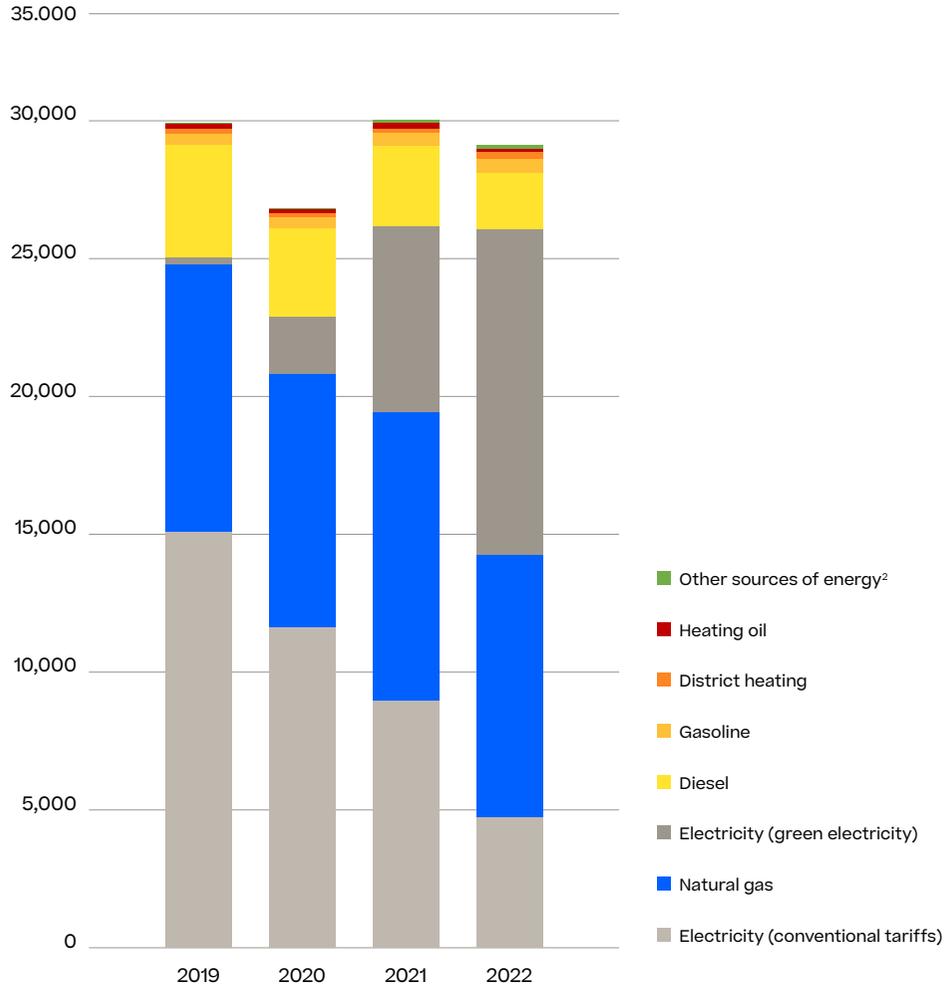


### Our targets from 2023 onward

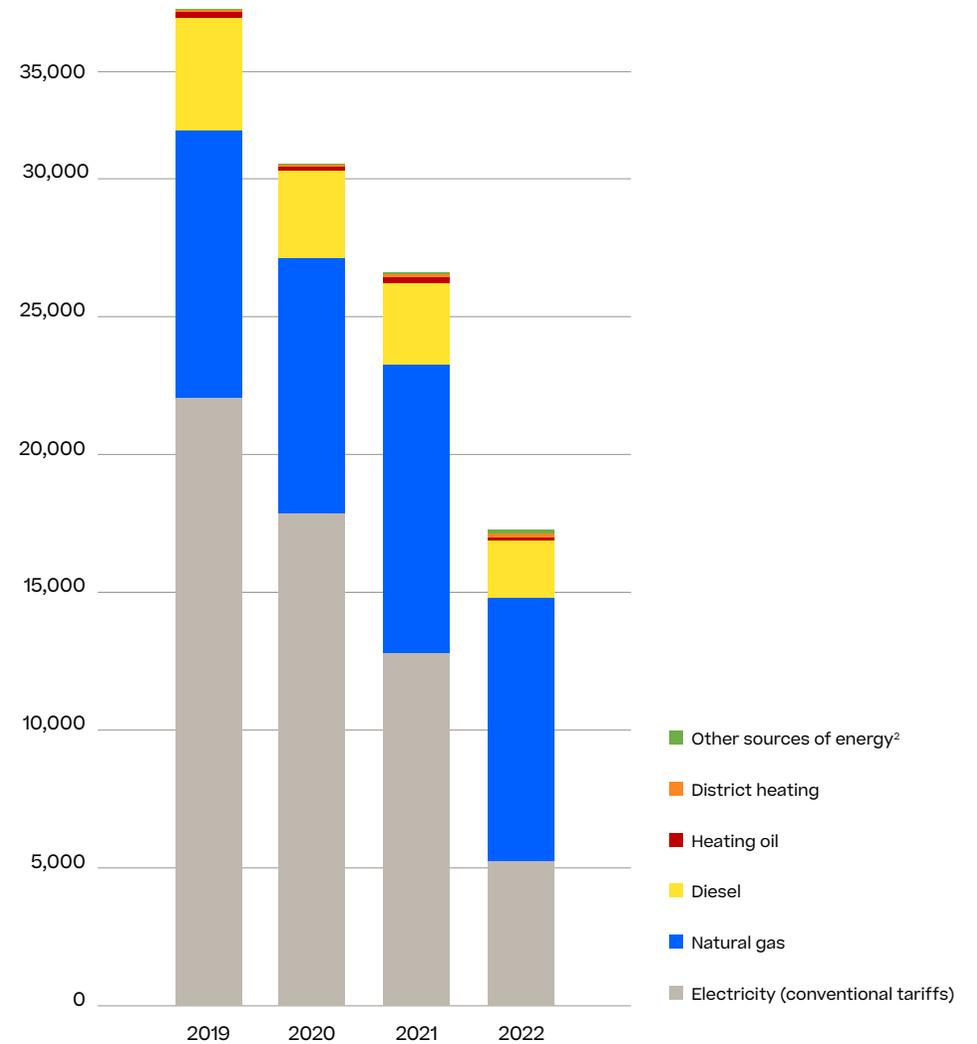
- Continue to rigorously implement measures for achieving CO<sub>2</sub>e-neutrality
- Creation of a policy for a sensible and high-quality offsetting of non-reducible emissions
- Confirmation of our net zero targets by the SBTi
- Definition of specific net zero targets for all Körber Business Areas
- Implementation of further measures to achieve net zero in Scope 1 and 2
- Definition of targets and measures to achieve net zero in relevant Scope 3 categories

## CO<sub>2</sub>e emissions of the Körber Group

**Scope 1 and 2, location-based<sup>1</sup>**  
in tons of CO<sub>2</sub>e



**Scope 1 and 2, market-based<sup>1</sup>**  
in tons of CO<sub>2</sub>e



<sup>1</sup> In the 2021 Sustainability Report, we had reported Scope 1 and 2 GHG emissions of 26,316 t CO<sub>2</sub>e (market-based). After publication, the data was updated for submission to the SBTi and is shown here corrected. For Scope 2 emissions, there were minor changes from the original calculation for 2019, 2020, and 2021, as slight adjustments were made to the market-based emission factors.

<sup>2</sup> Other energy sources such as biogas, electricity generated in-house from renewable sources, liquefied petroleum gas, and more.



### Our Scope 3 emissions

In 2022, our Scope 3 emissions<sup>1</sup> amounted to 1,895,652 tons (market-based), representing 99 percent of our total GHG emissions. These emissions are ten percent lower than in 2021. An important project in 2022 was taking an inventory of our relevant Scope 3 emissions. In total, we calculated and analyzed ten emission categories from Scope 3. This enabled us to identify the biggest levers for gradually reducing our emissions at the Körber Group and its Business Areas. We have developed further measures to reduce emissions in the value chain and initiated the implementation of the first measures. The emissions from purchased goods and services (Scope 3.1) and the use phase of our products<sup>2</sup> sold this year (Scope 3.11) are our main sources of emissions, accounting for 41 and 53 percent of the total, respectively. Many of our products have a long service life of 20 to 25 years. In accordance with the requirements of the GHG Protocol, the emissions of the products sold in a year, for example, our machinery and equipment, are added up over their entire lifetime. Due to the great importance of Scope 3.11 emissions, we are committed to making our products, solutions, and services even more sustainable, for example with the help of ecodesign and increased collaboration with suppliers and customers.

### Renewable energy

| Targets                                  |   |
|--|---|
| Expansion of the use of renewable energy | By 2023, we will be operating all suitable Körber sites with green electricity.                           |
|  | By 2025, we will operate all suitable Körber sites with green gas.  |
|  | By 2023, all Körber sites suitable for PV will have been identified and implementation will have started. |

The changeover from fossil fuels to green energy is a material contribution to the reduction of emissions. We are pushing ahead with this changeover at all of our sites. Wherever it makes sense, we switch to producing our own green energy.

#### What we have achieved to date

In 2022, total energy consumption decreased by 14 percent. The consumption of natural gas, electricity, diesel, and gasoline caused the highest emissions. Compared with the previous year, we were able to reduce consumption of natural gas and other non-renewable fuels and cut the share of conventional electricity tariffs. The share of green electricity<sup>3</sup> has increased substantially since 2019. The share increased from 48 percent in 2021 to 75 percent last year. All German sites that we manage independently are now supplied with green

electricity. We are working with green electricity internationally, for example at our locations in Hungary and the Czech Republic. We are also continuously working on solutions for sites where green power is not yet available. This also applies to leased areas in Germany, on which we have only limited influence for the purchase of green electricity. For several years now, we have also been focusing on the production of our own green electricity by means of photovoltaics (PV). More than ten years ago, our first system was installed in Leingarten (Germany). Two other sites have solar power systems (Alschwill in Switzerland and Richmond in the USA). We are currently discussing the final implementation of systems at six additional sites suitable for PV in 2023. We have also identified the locations where natural gas consumption is highest. We want to reduce our consumption and, if the conditions are right, use green gas (biogas). In doing so, we also want to avoid using natural gas whose CO<sub>2</sub>e emissions are offset by projects (eco-gas). We aren't currently able to obtain green gas at all locations. The challenges of switching to green energy have also increased immensely as a result of global developments. Due to the market situation, we had to postpone the complete switch to biogas at suitable sites. It was originally planned for 2023, but is now set for 2025. We plan to switch to green gas at all suitable sites by that time, provided it is available and we can ourselves select the energy provider. In addition, Körber is investigating the purchase of biogas certificates of origin, which ensure that biogas is fed into the network elsewhere. In parallel, we are

<sup>1</sup> Scopes 3.9, 3.10, 3.12, 3.13, and 3.14 are not relevant for Körber. Scope 3.8 is included in Scope 1 and Scope 2.

<sup>2</sup> Excluding emissions from software products.

<sup>3</sup> Excluding green electricity produced by our own PV systems.

working on sustainable alternatives to the use of gas and are cooperating with teams of experts to examine the technical implementation options at our sites. These measures require long-term planning. Currently, the share of green gas in our total gas consumption is still very low. Green energy's share of the total energy consumption has already increased from 13 percent in 2021 to more than 34 percent in 2022. The biggest lever in this development is increasing the share of green electricity. At the same time, consumption of non-renewable fuels has declined by 27 percent.



**Our progress in 2022**

- Completed nine preliminary studies regarding PV systems
- Identified six sites with suitability for PV
- Green electricity accounts for 75 percent<sup>1</sup> of energy consumption at our sites worldwide



**Our targets from 2023 onward**

- Final implementation testing at six sites suitable for PV; start of implementation in 2023; others to follow
- Continue to convert identified sites to green gas or alternative sustainable measures
- Expansion of renewable energy solutions for rental properties

**Green travel**

Business travel also pollutes our atmosphere through GHG emissions. That is why we only travel when it is really necessary. We are laying the foundations for this – for example, by further expanding the digital world of work. In addition, we are converting our own fleet of company cars to electric vehicles.

| Targets                   |   |
|---------------------------|---|
| Expansion of green travel | By 2030, our corporate fleet will consist exclusively of electric vehicles. <sup>2</sup>            |
|                           | By 2030, a charging infrastructure will have been established at all the relevant Körber locations. |
|                           | We are reducing our emissions due to business travel.   |

**What we have achieved to date**

We focus on real reduction measures. We have implemented a new policy that provides for the gradual replacement of all internal combustion models with electric vehicles. From 2021 to 2022, we maintained the share at 6.5 percent. Our target of electrifying the company fleet by 2025 is not possible due to the current market situation (primarily the low availability and long delivery times of corresponding vehicles). For this reason, we have extended the target achievement date to 2030. At the same time, we are expanding our

own charging infrastructure at all relevant Körber locations to ensure that vehicles can be charged at all times.

Our new travel policy provides only for unavoidable travel and focuses on sustainable travel options. This enables us to significantly reduce emissions from business trips. If a business trip cannot be avoided, the aim is to minimize GHG emissions as far as possible. If the travel time is less than five hours and the rail network permits, we travel by train. In 2022, we achieved a significant reduction of domestic German flights and traveled by rail on the majority of all routes within Germany.



**Our progress in 2022**

- Implemented new travel policy
- Substantial reduction of the number of domestic flights within Germany
- Travel by rail on the majority of all routes within Germany
- 6.5 percent of all vehicles ordered are electric vehicles.
- 75 charging stations for electric vehicles<sup>3</sup>



**Our targets from 2023 onward**

- Reduction of emissions from business trips
- Increase in the share of electric vehicles in the overall fleet
- Expansion of the charging infrastructure for electric vehicles
- Annual revision and adjustment of the travel policy

<sup>1</sup> Excluding green electricity produced by our own PV systems.

<sup>2</sup> Target is set at the current state of knowledge without taking into account future market changes (e.g. new drives).

<sup>3</sup> The 89 charging stations mentioned in the Sustainability Report 2021 were planned numbers.

## Energy consumption

It's good to use green energy, but of course, it's even better to reduce the overall energy consumption. We have already been contributing to the reduction of energy requirements in many areas for years. We are analyzing all our processes in order to use energy even more efficiently – in our manufacturing and production processes and by raising our employees' awareness of energy-saving behavior in their daily work.

### Target

|                                    |                                 |
|------------------------------------|---------------------------------|
| Optimization of energy consumption | Reduction of energy consumption |
|------------------------------------|---------------------------------|

In addition, we would also like to refurbish our existing buildings to improve their energy efficiency and design new buildings to be as climate-friendly as possible. Among other things, this includes the certification of our buildings according to the DGNB (German Sustainable Building Council) and the international standards LEED (Leadership in Energy and Environmental

Design) or BREEAM (Building Research Establishment Environmental Assessment Method). The guiding principles for the orientation of our real estate portfolio and its characteristics are geared, among other things, to making the properties sustainable and fit for the future.

### What we have achieved to date

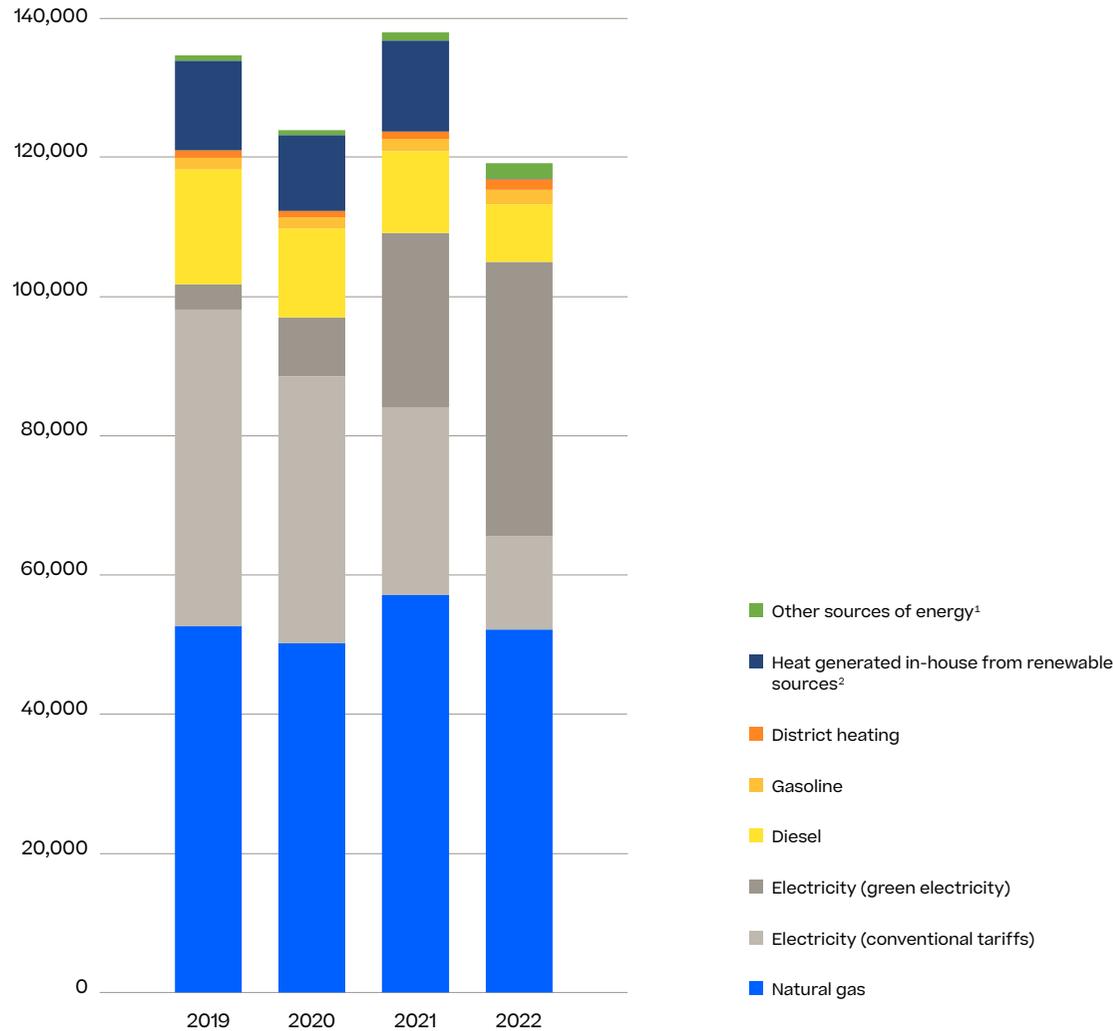
In Germany, we have already implemented numerous measures and also conduct regular energy audits. At our international sites too, we make sure to optimize energy consumption on the basis of defined standards and areas of action. At the site in Lucca (Italy), for example, solar thermal systems heat domestic water to optimize energy resources while at the same time reducing waste. In Lucca, the analysis of the energy consumption of each building also led to a more efficient use of lighting and thus to a reduction of energy consumption. Our colleagues at the Pécs site (Hungary) were recognized as an energy-efficient company in 2021 as part of the “virtual power plant” program.

The international ISO 50001 standard for energy management systems has currently been implemented and certified at four Körber production locations, including one site in the Business Area Technologies and three sites in the Business Area Tissue.

In 2022, the Körber Group consumed 119,144 megawatt hours of energy. Total energy consumption declined by 14 percent between 2021 and 2022. During this period, the Group grew by more than 20 percent from 10,655 to 12,798 employees, resulting in a decrease in energy intensity per employee. We achieved the greatest savings in energy from non-renewable fuels (27 percent reduction). Energy consumption in the properties was reduced, among other things, through the more efficient use of space and through various measures at the company. We started to implement energy efficiency projects well ahead of 2019. We have now almost exhausted our options in terms of potential savings. That is why our energy efficiency measures are now focusing on our main production processes.

### Energy consumption of the Körber Group, in megawatt hours (MWh)

In 2022, the Körber Group consumed 119,144 MWh of energy.



<sup>1</sup> Other energy sources such as biogas, electricity generated in-house from renewable sources, liquefied petroleum gas, and more.

<sup>2</sup> Until 2022, electricity and heat were combined in this indicator. Sharp decline in 2022 after the specifications of Körber Technologies GmbH Hamburg were revised.



#### Our progress in 2022

- Reduction of total energy consumption by 14 percent compared with the previous year
- Implementation of further land use concepts to optimize energy efficiency, for example, the joint use of real estate at one location by several Business Areas
- Modernization of the infrastructural building technology equipment



#### Our targets from 2023 onward

- Implementation of further ISO 50001 certifications at production sites (for example in the Business Area Tissue)
- Conducting energy audits at national and international sites and implementing the resulting recommendations for action
- Implementation of further land use concepts to optimize energy efficiency, for example, the joint use of sites and possible reductions in area
- Consideration of the relevant energy criteria in the renovation and modernization of our existing properties
- Optimization of existing lease structures on the basis of “green leases” as well as the development of sustainability targets for the properties and conclusion of associated agreements with the landlords

Circular economy

# We are improving our processes, products, solutions, and services in the direction of a circular economy.

**A circular economy is an effective approach for using as few resources as possible. We want to do our part and optimize material cycles to reduce waste, material use, and emissions, for example.**

For us, the circular economy is one of the driving forces for the reduction of our CO<sub>2</sub>e footprint. We want to increasingly design our products, solutions, and services in such a way that they impact the environment as little as possible. Therefore, we are intensifying our activities in the direction of ecodesign and design for the circular economy. We want to make extensive changes along our entire value chain, because we are firmly convinced that we can unlock significant potential in our value chain through durable designs, repairs, recycling, and reuse, for example.

That's why we are gradually converting our production systems and continuously minimizing our waste, our material and energy losses, and our emissions. We also spare no effort in reducing the use of materials. More-

over, we reuse raw materials and resources as far as possible or process them further. Among other things, we are focusing on the increasing use of recycled products and materials as well as the targeted use of raw materials with low greenhouse gas emissions. A key success factor is the fact that we take the entire life cycle into account right from the development and design stage of our products, solutions, and services. For us, the circular economy focus field encompasses the optimization of resource consumption, waste, environmental impact, water consumption, and the life of our products, solutions, and services.

| Targets   |                                       |
|---|---------------------------------------|
| Optimization of resource consumption                              | Reducing the use of finite resources  |
| Optimization of waste   | Reduction of our waste                |
| Optimization of environmental impact                              | Reduction of our environmental impact |
| Optimization of water consumption                                 | Reducing our water consumption        |
| Optimization of the life of our products, solutions, and services | In progress                           |

### What we have achieved to date

The Chief Technology Officers (CTOs) and Chief Operations Officers (COOs) from all the Business Areas work together to increasingly develop and produce our products, solutions, and services in ways that are environmentally friendly and resource-conserving. For the

implementation of measures, our teams in product development and production work together with procurement as well as with strategic marketing and sales.

In addition, in 2022 we established an in-house think tank, Ecodesign, that networks our employees across all Business Areas. The think tank facilitates in-depth communication about ongoing projects and promotes the group-wide sharing and expansion of knowledge. For this purpose, we have established our Ecodesign policy and summarized important aspects of the circular economy.

### The materials we use

As part of the analysis of our Scope 3 emissions, we also analyzed Scope 3.1, purchased goods and services. We have identified commodities that make a significant contribution to GHG emissions at Körber. In four of our five Business Areas, the main sources of these emissions are the purchase of processed steels and machine components. In addition, the Business Areas Technologies and Tissue purchase larger quantities of electrical equipment, while the Business Area Pharma mainly purchases paper and paper products. In our Business Area Digital, services in particular play a significant role. We currently record the emissions resulting from our purchased goods and services on a spend-based basis rather than on a mass-based one.

**“The circular economy is a key element of a sustainable future. This path requires profound changes in the way we produce. This is a collaborative effort in which we will also work closely with our suppliers, customers, and other stakeholders.”**

Michaela Thiel, Head of Sustainability, Körber AG

### Natural resources

We are already systematically relying on value engineering, which is a process-oriented and structured way of thinking for the development of innovations. Here our goal is to achieve the greatest possible benefit for our customers while keeping costs and the use of resources to a minimum. At Körber, this approach can be applied to specific components or an entire product. In this way, we use less material and thus conserve resources.

Through the consistent implementation of ecodesign, we continuously contribute to the reduction of environmental impacts under socially fair conditions. Our main ecodesign strategy includes the optimized use of

resources, environmentally friendly technologies, and renewable energies, as well as a longer use phase. One example is the PA15 layer palletizer from Körber’s Business Area Supply Chain, which needs less air and less electricity and has a longer service life. It was developed in line with the value engineering approach.

### Waste, environmental impact, water consumption

In addition, Körber’s Business Area Digital uses artificial intelligence to increase efficiency in production, both for us and for our customers. This can improve the productivity of machines, which saves energy and conserves resources.

One of our main goals is to reduce waste and increase recycling rates. We separate and properly dispose of waste that cannot be avoided. More than 70 percent of our production sites have already implemented a recycling program. In addition, we have started to collect data on waste amounts at all sites. After evaluating this data, we will determine a specific target path. Our production facilities are not exceptionally water-intensive, yet optimizing water consumption is an important concern for us. In total, 11 percent of our production sites have a water purification plant or recycling program in place to reduce water consumption. Compared to 2021, we were also able to reduce our freshwater consumption from 128,196 to 125,463 cubic meters as a result.

### Product end of life

Our machines and systems already have a long service life of 20 to 25 years. To further improve material and resource efficiency, our Business Areas Pharma, Tissue, and Technologies offer take-back programs for our customers.

Our Technical Improvement Program (T. I. P.) in the Business Area Tissue supports our customers in making their machines more durable and at the same time more energy- and resource-efficient through modernization. In the Business Area Technologies, for example, used machines have been modernized since 1989 and can thus be employed in a new production cycle. If components can no longer be reconditioned, we recycle them.



#### Our progress in 2022<sup>1</sup>

- Reduction of waste volume from 12,994 tons (2021) to 11,636 tons
- Reduction of freshwater consumption from 128,196 m<sup>3</sup> (2021) to 125,463 m<sup>3</sup>
- Expansion of the collection of current data as a basis for the derivation of targets



#### Our targets from 2023 onward<sup>1</sup>

- Use of the findings from the life cycle assessments of our products, solutions, and services
- Definition of targets and key performance indicators (KPIs) for all relevant subtopics of the circular economy focus field

<sup>1</sup> For planned activities in ecodesign, which also contribute to the circular economy focus field, see [Our products, solutions, and services](#).

# 2 Social



## Focus fields

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| Giving to society            | 39 |

Fair and attractive employer

## We are a fair and attractive employer

**At Körber, we want to be the first choice for everyone who works with us today or will do so in the future. We offer our employees secure, attractive jobs and a wide range of career opportunities.**

Our approximately 12,500 employees worldwide are the key to our success. At Körber, we create a safe working environment in which we interact respectfully. To this end, we are focusing on four topics:

- Working conditions
- Health and safety
- Diversity, equity, and inclusion
- Career management and training

### Employees by employment status

| Employment   | Germany      |             |              |             | International |            |              |             |
|--------------|--------------|-------------|--------------|-------------|---------------|------------|--------------|-------------|
|              | Women        |             | Men          |             | Women         |            | Men          |             |
|              | Number       | %           | Number       | %           | Number        | %          | Number       | %           |
| <b>Total</b> | <b>1,229</b> | <b>13.5</b> | <b>4,126</b> | <b>45.1</b> | <b>666</b>    | <b>7.3</b> | <b>3,119</b> | <b>34.1</b> |
| Permanent    | 1,138        | 12.5        | 3,942        | 43.1        | 627           | 6.9        | 3,029        | 33.1        |
| Temporary    | 91           | 1.0         | 184          | 2.0         | 39            | 0.4        | 90           | 1.0         |
| Full-time    | 812          | 8.9         | 3,898        | 42.7        | 613           | 6.7        | 3,060        | 33.5        |
| Part-time    | 417          | 4.6         | 228          | 2.5         | 53            | 0.6        | 59           | 0.7         |

The figures are based on the SuccessFactors system, which covers 35 companies representing 68.4% of our employees (9,140 employees in total). The Business Area Digital is not yet included in these figures.

**“At Körber we take a holistic view of social responsibility. The promotion of diversity, equity, and inclusion as well as the health of our employees are important building blocks for promoting the social aspects of sustainability within the company.”**

Gabriele Fanta, Head of Human Resources, Körber AG



### Our progress in 2022

- Establishing diversity as one of the management principles
- Continuation of the mentoring program “We Celebrate Diverse Perspectives.”
- Integration of the LGBTQ+ topic (sensitization, training) in the leadership camps and introductory seminars for trainees in Germany
- Start of evaluation of the extension of ISO certifications for the Körber Group, including the occupational health and safety management system ISO 45001 as the basis for a far-reaching health and safety regulation
- Further development of the 24h Körber Career Day in order to conduct the first global Career Week
- Introduction of a new learning management system
- Determining the appropriate number of learning hours per employee
- Group company agreement concluded regarding remote work abroad
- 75% of managers completed the internal talent development program GPS<sup>1</sup>.



### Our targets from 2023 onward

- Reach more than 50% of our employees in the first year of our Respectful Interaction e-learning module (2023)
- Evaluation of the implementation of occupational health and safety management systems (ISO 45001) at further sites
- Development of the implementation program for a broad Group regulation to promote the health and safety of our employees
- Continuation of our mentoring program
- Annual review of the utilization of our training courses
- Preparation and implementation of the global talent development program (GPS<sup>1</sup>) with the target of having 90% of managers participate by 2023
- By 2023, 100% of our employees can benefit from remote working models.

## Working conditions

A positive working relationship and a good working atmosphere include many aspects: flexible and remote working, a balanced combination of work and free time (work-life integration), and also measures that enable our employees to commute in an environmentally friendly way, for example through job tickets for local public transport.

| Targets                  |   |
|--------------------------|---|
| Extending mobile working | Continuous expansion of our group-wide remote working models to 100% by 2023 and promotion of new forms of collaboration. |

One of our focal points is flexible and remote working. We use digital opportunities for virtual collaboration to promote more flexible working hours and more environmentally friendly workflows. By continuously expanding the range of remote working models, we create the most flexible working environment possible. We support teams working together in different locations around the world by providing training and the appropriate infrastructure. Remote working and effective team management in virtual spaces are focal points that are regularly discussed by HR managers throughout the Group.

<sup>1</sup> GPS: Global Potential and Succession Management.

## Health and safety

The health and safety of our employees are our top priority. We see it as our responsibility to protect our employees from accidents or other impairments during work – for example, when transporting goods or handling heavy equipment, machinery, and hazardous substances in production. We create the appropriate framework for doing so.

Four key performance indicators (KPIs) are reported monthly via an internal health and safety dashboard. This covers around three quarters of our employees at production sites and corresponds to approximately half of our workforce.

| Targets  |  |
|--|--|
| Promoting the health and safety of our employees | Implementation of a broad Group regulation to promote the health and safety of our employees |

In order to prevent accidents, occupational safety officers at all Körber sites ensure that the policies and rules for occupational safety and health protection are communicated to the employees and are observed by them. We have appointed health and safety officers at all the major company sites and we regularly train our employees about these topics. 86 percent of our production sites have established occupational health and safety committees. In addition, an occupational health and safety risk assessment was carried out at 90 percent of our production sites. We have already implemented a certified occupational health and safety management system (ISO 45001) at around 26 percent of our production sites and will continue to expand the coverage of our production sites.

Because our employees operate worldwide, we offer international SOS medical and safety services in more than 90 countries.

We are committed to keeping an even closer eye on the health of our employees in order to further improve the comprehensive preventive healthcare of our employees worldwide and consolidate corresponding priorities in our company.

## Diversity, equity, and inclusion

At Körber we want to put diversity into practice, and we believe in the advantages of a diverse company. People with different backgrounds and different perspectives work together effectively at Körber.

The topics of diversity, equity, and inclusion should be considered in all of our corporate decisions and in the future orientation of Körber, and they should be firmly embedded in the consciousness of all our employees. Accordingly, this awareness must be raised at all levels of the company. One of our newly introduced leadership principles is “We promote diversity.” It forms the basis of everything we do to create a diverse, inclusive, and fair corporate culture.

The human resources function plays a particularly important role here, because it hires and develops employees and gives them advanced training regarding this important transformative element of leadership. Diversity, equity, and inclusion will also be criteria in the future when it comes to the recruitment, advanced training, and promotion of employees.

[Find out more](#)

→ [We lead the way](#)

We have introduced various offerings to promote diversity, equity, and inclusion in the Körber Group. For example, employees have the opportunity to exchange ideas with like-minded people in identity groups. Our “We Celebrate Diverse Perspectives” mentoring program also fosters connections among people of different genders, ages, and ethnic backgrounds.

| Targets   |  |
|---|--|
| Promoting a diverse, inclusive, and equitable corporate culture | Increasing equity of opportunity             |
|   | Increasing the proportion of female managers |

In 2022, the “Respectful Interaction” e-learning program was developed to create and maintain an inclusive and appreciative working environment. Starting in 2023, we want to raise awareness and train as many employees as possible on these issues. In addition, in 2022 we initiated a culture project aimed at establishing a common Körber culture that spans all Business Areas in order to promote a stronger sense of belonging and a coherent, positive working atmosphere.

## Career management and training

Employees at Körber should be included in opportunities for further development from the outset, throughout their entire careers and all of their career phases. Whether it’s data security, sustainability or career development at Körber – we always want to inform our employees clearly and openly about what we do and what is possible at our company. Programs for managers are based on the Körber principles, including the aspects of social responsibility and diversity at the company.

We are also consistently expanding the range of advanced training opportunities in order to firmly anchor a learning culture into our organization. In 2022, a new learning management system was established that enables more than 90 percent of all Körber employees worldwide to access learning opportunities. Our career events are very popular with both internal employees and external interested parties. This was impressively demonstrated at our first global 24h Körber Career Day in 2021, which immediately received 40 percent more applications. In 2022, we continued this success with Körber Career Week, which lasted five days. Each day was dedicated to an overarching theme, such as sustainability. There were contributions from both colleagues and external speakers, enabling interested parties and employees to deepen their knowledge in various subject areas.

| Targets   |   |
|---|---|
| Further development and training of our employees | By 2023, 90% of managers will participate in the global talent development program (GPS). |

We have started to align all management training and leadership programs (at the Group level) with the Körber strategy, the new management principles, and our “House of Sustainability.” For an overview of career paths, opportunities, and required skills, we have revised and are continuously expanding our talent management program GPS (Global Potential and Succession Management). The goal is for all employees in management and key positions to participate in the annual GPS cycle, which includes an employee dialog.

Because the in-depth involvement of our managers in the “GPS cycle” is a key component of our HR strategy, participation in this multi-day executive development program is a key metric for us. By 2023, our target is to have 90 percent of our managers enrolled in this important program. In 2022, we already saw a high participation rate of 75 percent, which shows us that the interest in and appreciation of this format is consistently positive. To further increase participation, we are continuously working on the training measures and on communicating the process. For all prospective and experienced managers, we also offer a management training program that lasts more than six months. This year we have extended this offer to senior managers. A uniform coaching process has been created throughout Germany. Employees can obtain information about this process at the HR portal.

Internal dialog

# We promote internal dialog

**Because people are the basis of Körber, we rely on active dialog and trust-based communication between employers and employees at our Group.**

We want to create a transparent and open working environment. Good communication includes negotiations of every kind, consultations, and information sharing between and among employers and employees, supervisors and colleagues. We are convinced that respectful and continuous communication is the best way to jointly shape the work environment at Körber.

| Targets   |  |
|---|--|
| Support for employee representatives on all levels of codetermination | Meeting of the European Works Council with the CEO and the Chief Human Resources Officer of Körber AG                                      |
|   | Quarterly discussions as part of the Group Works Council Committee meeting with the CEO and the Chief Human Resources Officer of Körber AG |
|   | Meeting of the Group Works Council with the Group Executive Board  |
|   | Regular dialog and exchange between management and employee representatives at company level   |

**“The sustainability team is intensifying its dialog with the Group Works Council. We have a volunteer from the Group Works Council for each pillar in the ‘House of Sustainability’ and discuss the respective topics.”**

Christian Bodler, HR Labour Relations Manager, Körber AG

**What we have achieved to date**

For us, codetermination is an important aspect of dialog. In collaboration with experts from all areas, we provide important expertise and support the organizations within the codetermination framework. In 2022, we concluded numerous Group company agreements and started negotiations, including on “Remote Work Abroad,” on taking on trainees and work-study students, on “We practice modern codetermination,” and on short-time work. To enable employees to voice their concerns on a day-to-day basis, all members of the Group Works Council and local works councils are listed on the Group intranet and can be contacted at any time. People with disabilities and trainees are represented by the Group Representative Council for Employees with Disabilities and the Group Youth and Trainee Representative Council (K-JAV). The representatives in these councils are elected at regular intervals. The Group Works Council and the Group Executive Board engage in a regular dialog within the Group Works Council Committee, which meets on a quarterly basis.

The interrupted format of a meeting of all German Works Councils with the Group Executive Board was resumed after the pandemic. In 2021, the Group Executive Board presented its corporate strategy to all German works councils and signed a joint statement of intent regarding the digital transformation. In 2022, the yearly European Works Council meeting was held in accordance with Germany’s European Works Council Act (EBRG). At these meetings, the Chairman of the Group Executive Board and the Chief Human Resources Officer provide information on the situation of the Group and on cross-border issues. This meeting is scheduled to take place again in 2023. In addition, a works council meeting was held at the Group level in February 2023 to continuously develop the dialog and trust-based communication with our employee representatives and to provide the Group’s works councils with a supra-legal opportunity to perform their duties.



**Our progress in 2022**

- Conclusion of the “We practice modern codetermination” agreement
- Quarterly meeting between the Group Works Council and the Chairman of the Group Executive Board of Körber AG
- Agreement on the “Remote Work Abroad” Group company agreement



**Our targets from 2023 onward**

- Extensive application of the “Remote Work Abroad” Group company agreement in the companies
- Continuation of the codetermination formats
- Regular communication, for example via the Works Council meeting and the European Works Council meeting

Giving to society

# We shape our social responsibility

**Since the founding of the Körber Group, we've regarded it as our mission to give something back to society from our success. Today this commitment is shared by many employees worldwide.**

At Körber, social commitment is part of the mission of sustainable entrepreneurship. Inspired by our company founder Kurt A. Körber, we strive to be the first to do the right thing at the right time.

**“Many committed colleagues around the world would like to become even more involved in the communities around our sites. As a company, we want to honor and support that.”**

Henriette Viebig, Head of Group Communications, Körber AG



### What is the Körber Foundation?

When the founder of our company, Kurt A. Körber, established the nonprofit Körber Foundation in 1959, he laid the cornerstone of our comprehensive social commitment. Körber was of the opinion that if a company is doing well, the general public should also benefit from it. The motto of the Körber Foundation is “Make society better.” Because this goal can only be reached through dialog and mutual understanding, the foundation aims to use its projects to bring together people who have different political, social, and cultural backgrounds and encourage them to take the initiative and take on responsibility.

It does this by means of debates about issues that our society is dealing with, as well as by using science, education, and culture to spread information and encourage people to reflect. It also promotes practical initiatives aimed at fostering international understanding and creating a vigorous civil society.

The Körber Foundation is the sole shareholder of Körber AG. As its owner, the foundation receives an yearly dividend, which it uses exclusively for socially beneficial purposes.

**Find out more**

- [Körber Foundation](#)
- [Transparency](#)

### Targets

|                                |   |
|--------------------------------|---|
| Expansion of social commitment | Expansion of our group-wide donation campaign by €1,000 per year until 2026 |
|                                | Expansion of volunteer programs in the Group                                |
|                                | Selected sponsorship activities   |

### What we have achieved to date

Körber is committed to the common good of society worldwide. To this end, it conducts a group-wide donation campaign and a wide range of initiatives.

We support the upcoming generation through our collaboration with schools, universities, and relevant organizations, and we would like to expand these activities in the future in order to live up to our sustainability promise.

We also assume responsibility in emergencies and disasters. In 2022, Körber supported both the German Action Alliance for Disaster Relief and an international refugee aid organization with a donation.

In addition to monetary donations, we also make in-kind donations such as office equipment, electronic devices or other donations in kind. For example, the Körber Campus in Pécs (Hungary) has repeatedly donated decommissioned office furniture and technical equipment to the local university in recent years.

This is just one of the many activities in which we are involved in the communities around our sites — often with the participation of employees. In 2022, 430 em-

employees engaged in volunteer work at 14 sites in five communities at the Körber Campus in Pécs. In total, these employees spent around 3,000 hours of their free time enhancing kindergartens, schools, animal shelters, and recreational facilities. In addition, more than ten million forints (about €25,000) were donated to local organizations such as kindergartens for adopted children. Employees also conduct such campaigns in Italy and the United States, for example. In Hamburg, Körber has been supporting the Klub der Künste (Club of Arts) since 2022. In this way, we are continuing the promotion of art and culture at our headquarters, a task that was already important to the company's founder. The Klub der Künste was established at Hamburg's Deichtorhallen in 2015 in order to offer a platform for people aged 16 to 26. Courses, exhibition talks, studio time, discussions, and field trips help them find careers in artistic and creative fields. The Klub der Künste is to be enlarged in order to make its offerings accessible to even more young people and to expand its content. Körber is supporting the expansion financially with a sponsorship that will initially run for three years.

### Our group-wide donation campaign

Every year, the Körber Group supports charitable organizations with monetary donations based on the age of the Group. Thus, 76 years of the Group in 2022 corresponded to a donation volume of €76,000. To mark our Group's 75th anniversary in 2021, we launched an interactive donation campaign. Since then, our employees have been able to vote each year on which initiatives Körber will support with a monetary donation.

In 2022, Körber supported six organizations along the three sustainability dimensions (Environment, Social, and Governance) with a cash donation of €10,000 each. For each dimension, the two organizations with the most votes in our employee voting received the cash donation. A seventh organization was supported with a cash donation of €16,000. For this special category, the employees first selected the focus topic ("Renaturation" in 2022) and then the corresponding organization.



### Our progress in 2022

- Special donations of €76,000 to seven charitable organizations
- Donations for emergency and disaster relief
- Volunteer days and campaigns in Pécs as well as in other sites
- Sponsorship of the Klub der Künste in Hamburg
- Updated donation and sponsorship policy



### Our targets from 2023 onward

- €77,000 for seven nonprofit organizations in 2023
- Strategic development of a group-wide volunteer program
- Focus on nonprofit initiatives with sustainability relevance

## These organizations were supported by the donation campaign in 2022

| Sustainability dimension              | Organizations supported                                    | Main focus                                       |
|---------------------------------------|--|--|
| Environment                           | One Earth One Ocean, Germany                               | Marine conservation                              |
|                                       | Misina Természet- és Állatvédő Egyesület, Hungary          | Animal welfare and nature conservation           |
| Social                                | Viva Con Agua, Germany                                     | Social concerns such as access to drinking water |
|                                       | "Lásd a világot autista szemmel" Egyesület, Hungary        | Living conditions of autistic children           |
| Governance                            | Weisser Ring, Germany                                      | Help for victims of crime and violence           |
|                                       | Human Rights Foundation, USA                               | Protection of human rights                       |
| Special project: "Renaturation" focus | NABU (Nature and Biodiversity Conservation Union), Germany | International wetland protection                 |

# 3 Governance



## Focus fields

|                                    |    |
|------------------------------------|----|
| Business ethics                    | 42 |
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Business ethics

# We follow high ethical standards

**We are the home for entrepreneurs, which is why ethical conduct is a key concern for us and our partners.**

We take decisive action against corruption, bribery, fraud and anti-competitive behavior, including antitrust violations. We resolve conflicts of interest at an early stage. We expect our employees and managers, as well as our suppliers and business partners, to commit to ethical behavior and act ethically. As an internationally active technology group, we set a uniform standard worldwide that meets the most stringent requirements. In this way, we at Körber deliberately go beyond the mandatory legal requirements and, in our compliance rules, voluntarily commit ourselves to high ethical standards everywhere and at every opportunity. We offer various options and secure reporting channels for pointing out misconduct and violations — both for employees and for people from outside the Group. To ensure that ethical behavior is practiced in all areas, we teach our employees about our compliance rules. We regularly review the effectiveness of and adherence to our compliance processes. Control procedures are also under constant review. We perform due diligence regarding corruption and bribery of commercial agents and other sales intermediaries. Go [here](#) to learn more about our Code of Conduct, compliance rules, and how to report any violations.

**“For us at Körber, it goes without saying that we not only comply with all applicable laws everywhere in the world but also set high ethical standards.”**

Dr. Fabian Eckard, Head of Legal & Compliance Office, Körber AG

| Targets   |   |
|---|---|
| Expansion and strengthening of the compliance culture | By 2024, 90% of the relevant employees will have a valid compliance training certificate. |

### What we have achieved to date

Körber already established a system for communicating and adhering to our compliance regulations in 2010. We have established rules for handling gifts, hospitality, and invitations and provided guidance on anti-trust compliance. To avoid sales-related risks, we have laid down strict policies on the involvement of commercial agents and other sales intermediaries. We have established policies regarding export control and the prevention of money laundering. Each of the five Business Areas has a compliance officer. In each company we have a compliance representative as a local contact for our employees. Employees will find advice in our Code of Conduct on what to do if rules are broken. All members of the management boards are obliged to report violations.

By means of yearly compliance reports, the compliance officers, together with the local compliance representatives, analyze the effectiveness of our compliance system and work out and systematically implement opportunities for further development. We strengthen our compliance culture by making compliance training mandatory for our relevant employees. This includes executives, i.e. all members of management and all employees in the first management levels below management, as well as all employees with direct sales- or procurement-related contact with (potential) customers and suppliers; also all employees in accounting. Mandatory compliance training must be repeated every 24 months. In 2021, we worked with an external service provider to develop comprehensive e-learning on the topics of the Code of Conduct, antitrust law, and corruption prevention. This was rolled out at the beginning of 2022.



### Our progress in 2022

- 90% of the relevant employees will have a valid compliance training certificate. The target was thus achieved ahead of schedule.



### Our targets from 2023 onward

- Maintain our high level of compliance

Responsible information management

# We handle information responsibly

**Responsible information management is important for employees and customers alike. We focus on two topics: data protection and cybersecurity.**

## Data protection has top priority

At Körber, digital information and its management are an important part of business success. Personal data of customers and employees must be protected and shielded from unauthorized access.

| Targets                          |  |
|----------------------------------|--|
| Protection of your data and ours | By 2024, 80% of the relevant employees will have a valid data protection training certificate. |

## What we have achieved to date

The Körber data protection organization looks after the data protection concerns of our employees and our business partners. Group-wide corporate policies on data protection have been in place for several years. Among other things, they contain policies on the deletion and erasure of personal data at Körber as well as on what to do in the event of a data protection breach.

You can read the Privacy Policy of Körber AG [here](#).

All employees are sensitized through data protection training, which they repeat every 24 months. Prior to the introduction of new IT tools and IT processes, the data protection officers assess data protection compliance and make recommendations to management. This is done in close cooperation with the group-wide IT organization and other specialist functions.

 **Our progress in 2022**

- 36% of the relevant employees have a valid data protection training certificate.

 **Our targets from 2023 onward**

- A valid data protection training certificate for 80% of the relevant employees

## Ensuring cybersecurity

In the digital age, many areas of life, work, and business are interconnected — and thus vulnerable to attack. It is therefore a central task for Körber to establish a system to protect all company-related data. In addition to the information itself, this includes the associated infrastructure: locally, in data centers and networked machines, and virtually in cloud systems.

| Targets  |  |
|--|--|
| Protection against cyberattacks                    | By 2023, 80% of the IT infrastructure will be monitored by the Cyber Defense Center (CDC).   |
| Reliable and trustworthy partner for our customers | By 2023, all software and IT companies of the Körber Group will have been certified according to ISO 27001 or an equivalent certification. |
| Security has top priority                          | Every year, 80% of the relevant employees are trained on information security.   |

## What we have achieved to date

To make all of our business operations resilient to cyberattacks, we have established security policies with clear functions and processes. The team headed by the Chief Information Security Officer is responsible for cybersecurity at the Group and Business Area levels across all areas.

Employees in security-relevant areas receive regular training and certified training, for example for secure software development. In parallel, we raise awareness of cybersecurity breaches among all employees, for example through awareness campaigns and interactive information and learning content. Our Cyber Defense Center (CDC), launched in 2020, and its specialized team of experts check our systems

**“Our customers are increasingly recognizing the value of cybersecurity. It will be the basis of further trust-based development toward the digital world. That’s why we always want to be one step ahead of what our customers expect from us.”**

Andreas Gaetje, Chief Information Security Officer, Körber AG

around the clock for possible anomalies and suspicious information flows. In addition, we analyze the global threat situation to identify security vulnerabilities in advance. In this way, we counteract damage to business operations in a preventive manner. Furthermore, the predominant IT services are monitored using our central security information and event management system (SIEM). If a security incident does occur, our central security architecture enables us to respond quickly and in a targeted manner.

We use a catalogue of measures to regulate the consent of participants to the processing, disclosure, and retention of confidential information and to the data retention schedule. To manage potential security

breaches of confidential information, we have established an incident response plan (IRP). We offer enhanced security measures to cover our digital services. To this end, we have introduced mandatory security controls in the product development cycle and are developing additional security precautions for our products.

Our cybersecurity measures are regularly audited by external companies and are also continuously tested by us for effectiveness in order to adapt them to changing threats. For this purpose, we have established internal audits and a risk-based information security management system (ISMS) based on international standards such as ISO 27001. It regularly analyzes services, addresses critical vulnerabilities via a rule process, and monitors their remediation. The acquisition of Siemens Logistics’ mail and parcel business meant that we integrated into the Group a company that already had ISO 27001 certification and was successfully recertified in 2022.

**66%**

coverage of the system check  
by the Cyber Defense Center  
(2021: 55%)



### Our progress in 2022

- 66% of employees with access to IT systems are trained.
- Joining the Alliance for Cybersecurity of the German Federal Office for Information Security (BSI)
- Coverage by the Cyber Defense Center 24/7 on 365 days
- Rollout of the central security architecture to all business units
- Two more companies have ISO 27001 certification (now three out of four companies).
- Restructured campaign for sensitizing employees to security-relevant topics



### Our targets from 2023 onward

- Expansion of the monitoring approach to include other security-relevant systems
- Attack simulations and rehearsals for emergencies
- ISO 27001 certification for the central IT of the Körber Group (four out of four companies certified)
- Further development of awareness-raising measures and tailored training courses for various employee groups

Supply chain responsibility

# We shape responsible supply chains

**Making our global supply chains more sustainable is more than a legal obligation for us. We act out of conviction and also see this as a key competitive advantage.**

Responsible supply chain management is an important part of our corporate governance. Over 10,000 suppliers from more than 80 countries supply the Körber Group. With our supplier management, we make an active contribution to increasing the sustainability and resilience of our supply chains. In addition to social and environmental practices, we also monitor issues such as anti-corruption, anti-bribery, and cybersecurity. We systematically check these issues when selecting our suppliers. At Körber, sustainability is thus anchored in risk management as well as in all supplier life cycle management processes: from vendor selection to onboarding, through evaluation and auditing, to the development of the supplier relationship.



## Social practices of suppliers and human rights

We expect our business partners to comply with internationally applicable human rights in their own activities and in upstream and downstream value chains. To this end, they must have established appropriate measures for preventing and avoiding human rights violations. This is also anchored in our Supplier Code of Conduct as well as in our procurement conditions and contracts. The Supplier Code of Conduct includes a section on avoiding the acquisition of minerals from

conflict regions. We require all our suppliers to comply with our guidelines and standards on human rights and working conditions, to communicate them to their employees, to establish them in their value chains, and to regularly monitor compliance.

### The basis: Our Supplier Code of Conduct

The Körber Code of Conduct for Suppliers is an important component of all orders placed by the Körber Group and describes the minimum requirements for social and environmental standards at our suppliers. Acceptance of the Code of Conduct for Suppliers is a basic prerequisite for receiving orders from 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 social standards such as respect for human rights and environmental practices at our suppliers is regularly reviewed through supplier self-assessments, audits, and queries to independent external information providers.

**80%**

of the procurement volume  
from relevant suppliers is covered by  
CSR self-assessments

**What we have achieved to date**

To implement the requirements of the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz), we have integrated all of the requirements into our procurement processes. Our Group Executive Board's policy statement on the protection and promotion of human rights is published on our website. A grievance mechanism is accessible to all employees, business partners, and interested parties. It enables our employees and external third parties to also report suspected human rights violations anonymously. We take a preventive approach in which we continuously monitor developments and make adjustments as changes occur. Our risk management system now

**Targets**

|  |   |
|--|---|
| Increase transparency on CSR practices of suppliers. | From 2023 onwards, >90% of the relevant purchasing volume will be covered by a continual CSR self-assessment of the relevant suppliers. |
|--|---|

The group of relevant suppliers includes all suppliers with a purchasing volume of more than 10,000 euros.



**Sustainability assessments via IntegrityNext**

In 2022, the IntegrityNext software was introduced at Körber worldwide to monitor the sustainability practices of our suppliers. IntegrityNext, a cloud-based platform, is used at Körber to monitor and continuously improve supplier sustainability and compliance practices. In addition to meeting important requirements specified in the Supply Chain Act, IntegrityNext enables the Körber Group to monitor all suppliers with regard to their CO<sub>2</sub>e footprint and reduction targets. In 2022, more than 4,000 Körber suppliers were evaluated via IntegrityNext. They cover more than 80 percent of Körber's yearly procurement volume.

Find out more at  
→ [We lead the way](#)

includes the regular performance of sustainability-related risk analyses. Our Group companies also carry out regular risk assessments. Risk management was also expanded to incorporate preventive and corrective measures. In the event of increased risks or anomalies (non-conformity), we work with our suppliers on remedial action including preventive and corrective measures. In the event of violations of the Code of Conduct, we reserve the right to terminate the business relationship.



**Our progress in 2022**

- Implementation of all of the requirements specified in the German Supply Chain Act (LkSG)
- Introduction of IntegrityNext software worldwide; integration of more than 4,000 suppliers
- Coverage of more than 80% of the relevant procurement volume via CSR supplier self-assessments
- Integration of sustainability clauses into our supplier contracts
- Adoption of a group-wide procurement guideline on sustainability
- Successful implementation of Supplier Days to strengthen the exchange of ideas: European Supplier Days 2022 in Pécs (Hungary) and Italian Supplier Days in Lucca (Italy)
- Sustainability training for all employees at Procurement & Supply Chain Management



**Our targets from 2023 onward**

- Regularly review Supply Chain Act requirements and systematically reduce risks in our supply chains through preventive measures
- Extend supplier assessments to include sustainability aspects and corresponding monitoring
- Coverage of more than 90% of the relevant procurement volume via CSR supplier self-assessments
- Continuous improvement of our suppliers' sustainability practices

## Environmental practices of suppliers

We require our suppliers to act in an environmentally responsible and resource-conserving manner. Environmental protection is part of our supplier sustainability assessments that are made via the IntegrityNext platform. In addition, we focus on gradually reducing CO<sub>2</sub>e emissions in our supply chains.

### What we have achieved to date

In order to derive CO<sub>2</sub>e reduction measures, we have established transparency regarding emissions in our supply chains. To do this, we calculate CO<sub>2</sub>e emissions

along upstream supply chains. A special focus here is on emissions category 3.1 “Purchased goods and services” according to the GHG Protocol. At the same time, we require our suppliers to become active themselves, to systematically reduce the CO<sub>2</sub>e footprint of their products and services, and to make the emissions transparent to Körber. This requirement is anchored in our procurement conditions and contracts. In addition, our suppliers are evaluated with regard to their environmental practices – this is another important criterion for future orders. The assessment is based on supplier self-assessments, audits, and independent CSR ratings.



### Our progress in 2022

- Transparency established for our suppliers
- CO<sub>2</sub>e emissions integrated into our supplier assessments
- Initial calculation of CO<sub>2</sub>e emissions in the supply chain according to the GHG Protocol; in particular, category 3.1 of the GHG Protocol



### Our targets from 2023 onward

- Implementation of supplier evaluations according to our further developed standards
- Calculations of product-related CO<sub>2</sub>e emissions (product carbon footprints) starting with our top suppliers
- Derivation of concrete reduction targets and measures for CO<sub>2</sub>e emissions in the supply chains

## How we have integrated sustainability into supplier management

### 1. Code of Conduct and General Purchasing Terms and Conditions

- The Körber Code of Conduct for Suppliers forms the basis for responsible cooperation with our suppliers and is an integral part of the General Purchasing Terms and Conditions.
- All suppliers must clearly commit to this Code of Conduct and accept and comply with all requirements contained therein.
- The Supplier Code of Conduct describes the minimum social and environmental standards required of our suppliers. In particular, we expect each supplier to comply with human rights in its area of operations and associated supply chains.

### 2. Country and commodity assessment

- In the vendor selection process, risks such as procurement category and regional origin are checked for sustainability risks.
- Initial due diligence using independent external sources of information provides information about the integrity as well as the creditworthiness of the potential supplier.

### 3. CSR self-assessment by suppliers

- Körber Procurement & Supply Chain Management manages sustainability via the IntegrityNext platform.
- Sustainability self-assessment via IntegrityNext is an integral part of supplier life cycle management and is already an important criterion during vendor selection. It covers issues related to human rights, supply chain responsibility, environmental protection, CO<sub>2</sub>e footprint, anti-corruption and anti-bribery, and occupational health and safety.

### 4. Supplier evaluation, auditing, and development

- Environmental, social, and governance practices are part of the regular supplier evaluation process.
- The assessment of sustainability is based on supplier self-assessments, risk analyses, and audit results.
- Our suppliers are regularly audited with regard to quality, management systems, and, in the future, sustainability.

### 5. Incentive for suppliers

- The sustainability assessments, performance, and risks of suppliers are used in the selection processes and the evaluation of suppliers.

Commitments and memberships

# Our involvement in associations and initiatives

**We actively participate in the development of our industry and are committed to the regions in which we operate.**

Körber AG, its companies, and the five Business Areas are members of a wide variety of associations, federations, and initiatives. This overview shows a selection of our commitments and memberships. In the future, we will also continue to expand our involvement in associations related to sustainability.

|  |  |  |
|--|--|--|
| <p><b>UN Global Compact</b><br/>Since August 2022</p>  | <p><b>SUSTAINABLE DEVELOPMENT GOALS</b><br/>Since August 2021</p>                  | <p><b>VDMA</b><br/>Mitglied Member<br/><b>Mechanical Engineering Industry Association (VDMA)</b></p> |
| <p><b>Science Based Targets initiative</b><br/>Since December 2022</p>   | <p><b>Industrieverband Hamburg</b></p>   | <p><b>German-speaking SAP® user group</b></p>  |
| <p><b>Alliance for Cybersecurity</b></p>   | <p><b>Bundesverband der Kommunikatoren</b></p>                                     | <p><b>European Academy of Childhood Disability</b></p>   |
| <p><b>World Economic Forum Global Innovators</b><br/>Business Area Digital</p>   | <p><b>Women in AI Finland</b><br/>Business Area Digital</p>                        | <p><b>Alliance to Zero</b><br/>Business Area Pharma</p>  |
| <p><b>VDI Wissensforum</b><br/>Business Area Technologies</p>  | <p><b>European Society of Gene &amp; Cell Therapy</b><br/>Business Area Pharma</p> | <p><b>Universal Postal Union</b><br/>Business Area Supply Chain</p>                                  |
| <p><b>Fraunhofer Institute for Manufacturing Technology and Advanced Materials IFAM</b><br/>Business Area Technologies</p> | <p><b>Bundesvereinigung Logistik</b><br/>Business Area Supply Chain</p>            | <p><b>NEW Manufacturing Alliance</b><br/>Business Area Tissue</p>                                    |
|  |  | <p><b>Technical Association of the Pulp and Paper Industry</b><br/>Business Area Tissue</p>          |

Sustainable Development Goals

# Our contribution to achieving the Sustainable Development Goals

The United Nations Sustainable Development Goals (UN SDGs) constitute a globally recognized roadmap. In 2021, we at Körber committed ourselves to contributing to the goals' achievement.

Our activities in Körber's "House of Sustainability" are making a contribution to sustainable development. As a first step, we are focusing on the six global goals that are linked to our three most important claims.



**The UN SDGs**  
The global 2030 Agenda of the United Nations focuses on 17 Sustainable Development Goals (SDGs), which with their 169 subgoals include economic, environmental, and social aspects. The SDGs were adopted by 193 countries at the United Nations General Assembly in September 2015. They are intended to provide worldwide guidance for addressing global challenges and to be achieved by 2030 (Agenda 2030).

**We are contributing to the achievement of six UN SDGs.**

You can read about what exactly we do in various places of our Sustainability Report.

**3** GOOD HEALTH AND WELL-BEING



Ensure **healthy lives** and promote well-being for all at all ages

**Find out more**  
In the focus field  
→ [Fair and attractive employer](#)

**5** GENDER EQUALITY



**Achieve gender equality** and empower all women and girls

**Find out more**  
In the focus field  
→ [Fair and attractive employer](#)

**7** AFFORDABLE AND CLEAN ENERGY



Ensure access to affordable, reliable, sustainable and modern energy for all

**Find out more**  
In the focus field  
→ [Climate protection](#)

**8** DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable **economic growth**, full and productive employment and **decent work** for all

**Find out more**  
In the focus fields  
→ [Supply chain responsibility](#)  
→ [Fair and attractive employer](#)  
→ [Giving to society](#)

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure **sustainable consumption and production** patterns

**Find out more**  
In chapter  
→ [Our products, solutions, and services](#)  
In the focus field  
→ [Circular economy](#)

**13** CLIMATE ACTION



Take urgent **action** to combat **climate change** and its impacts

**Find out more**  
In the focus fields  
→ [Climate protection](#)  
→ [Supply chain responsibility](#)

Key figures

## Our ESG key performance indicators

| Environment   | Unit                | 2021                | 2022      |
|---|---------------------|---------------------|-----------|
| <b>GHG emissions and energy consumption<sup>1</sup></b>           |                     |                     |           |
| Total Scope 1 emissions   | t CO <sub>2</sub> e | 14,311 <sup>2</sup> | 12,541    |
| Total Scope 2 emissions   | t CO <sub>2</sub> e | 12,875 <sup>2</sup> | 5,403     |
| Total gross Scope 3 emissions                                     | t CO <sub>2</sub> e | 2,104,555           | 1,895,652 |
| Total gross Scope 3 upstream emissions                            | t CO <sub>2</sub> e | 790,978             | 871,231   |
| Total gross Scope 3 downstream emissions                          | t CO <sub>2</sub> e | 1,313,577           | 1,024,421 |
| Total energy consumption  | MWh                 | 138,295             | 119,144   |
| Natural gas   | MWh                 | 57,089              | 52,149    |
| Electrical energy (non-renewable)                                 | MWh                 | 26,872              | 13,456    |
| Electrical energy (renewable)                                     | MWh                 | 25,136              | 39,320    |
| Energy from fuels (non-renewable)                                 | MWh                 | 15,019              | 10,963    |
| Energy from fuels (renewable)                                     | MWh                 | n.a.                | 587       |
| District heating, cooling and steam                               | MWh                 | 1,038               | 1,521     |
| Total renewable energy consumption                                | MWh                 | 18,461              | 40,472    |
| Share of renewable energy consumption on total energy consumption | %                   | 13.4                | 34        |
| Total energy consumption per employee                             | MWh                 | 13                  | 9.3       |
| Total reduction of energy consumption                             | MWh                 | n.a.                | 19,151    |
| Total reduction of energy consumption                             | GJ                  | n.a.                | 70,254    |
| Total reduction of energy consumption per employee                | %                   | n.a.                | -28.5     |
| Share of production sites covered by an ISO 50001 certification   | %                   | n.a.                | 11.4      |
| Suitable sites with photovoltaic system implemented               | total               | 2                   | 3         |
| Share of suitable sites with photovoltaic system implemented      | %                   | 33.3                | 50        |

| Environment   | Unit                | 2021    | 2022    |
|---|---------------------|---------|---------|
| <b>Travel</b>   |                     |         |         |
| Share of company vehicles with electric drive out of all company vehicles                   | %                   | 6.5     | 6.5     |
| Charging stations installed at locations with electric company vehicles                     | total               | n.a.    | 75      |
| Emissions from our business travel (Scope 3.6) <sup>1</sup>                                 | t CO <sub>2</sub> e | n.a.    | 15,762  |
| <b>Water<sup>1</sup></b>  |                     |         |         |
| Freshwater use  | m <sup>3</sup>      | 128,196 | 125,463 |
| Share of production sites with implemented water treatment / recycling program <sup>3</sup> | %                   | n.a.    | 11      |
| <b>Waste and pollution<sup>1</sup></b>  |                     |         |         |
| Total waste   | t                   | 12,994  | 11,637  |
| Waste (non-hazardous)   | t                   | 11,862  | 10,542  |
| Waste (hazardous)   | t                   | 1,132   | 1,095   |
| Share of production sites with implemented recycling program                                | %                   | n.a.    | 72      |
| Share of production sites with technologies for waste treatment and / or clean disposal     | %                   | n.a.    | 30      |

| Environment  | Unit      | 2021 | 2022 |
|--|-----------|------|------|
| <b>Products</b>  |           |      |      |
| Share of products with information on recyclability                        | %         | n.a. | 100  |
| Share of Business Areas with an implemented take-back program for products | %         | n.a. | 75   |
| Investments in research and development                                    | Million € | n.a. | 169  |
| Share of investments in research and development to total revenue          | %         | n.a. | 7.3  |
| <b>Management of environmental topics</b>                                  |           |      |      |
| Share of production sites covered by an ISO 14001 certification            | %         | n.a. | 31.4 |
| Share of production sites with environmental risk assessment conducted     | %         | n.a. | 51   |

| Social   | Unit  | 2021   | 2022   |
|--|-------|--------|--------|
| <b>Employees</b>   |       |        |        |
| Total Employees <sup>1,5</sup>   | total | 10,665 | 12,798 |
| Female employees in relation to the company as a whole <sup>1</sup>    | %     | 19.7   | 21.3   |
| Female employees in managerial position <sup>1</sup>                   | %     | 14.3   | 15.4   |
| Female employees in top executive positions <sup>1</sup>               | %     | n.a.   | 6.7    |
| Nationalities of employees <sup>1</sup>                                | total | n.a.   | 80     |
| Employees from minority groups <sup>1</sup>                            | %     | n.a.   | 1.9    |
| Employees from minority groups in top executive positions <sup>1</sup> | %     | n.a.   | 0      |

| Social  | Unit         | 2021 | 2022 |
|---|--------------|------|------|
| Share of employees whose nationality differs from that of the country where their Körber facility is located <sup>1</sup> | %            | 6.9  | 6.8  |
| Meeting of the European Works Council with CEO and Chief Human Resources Officer of the Körber AG                         | total / year | n.a. | 1    |
| Meetings of Group Works Council Committee with CEO and Chief Human Resources Officer of the Körber AG                     | total / year | n.a. | 4    |
| Meeting of Group Works Council and Körber Group Executive Board   | total / year | 1    | 0    |
| Meeting of the Economic Committee   | total / year | n.a. | 12   |
| Employees who receive paid annual vacation  | %            | 100  | 100  |
| Employees benefiting from Family Friendly Programs <sup>1</sup>   | %            | n.a. | 47.2 |
| Employees benefiting from flexible working conditions <sup>1</sup>  | %            | 80   | 80   |

| Health and safety (H&S)   | Unit | 2021 | 2022 |
|---|------|------|------|
| Share of production sites with certified H&S management system (OHSAS 18001, ISO 45001, MASE) | %    | n.a. | 25.7 |
| Share of production sites with conducted H&S risk assessment                                  | %    | n.a. | 90   |
| Share of production sites with H&S committees   | %    | n.a. | 85.7 |
| Share of employees at production sites represented by the H&S committee                       | %    | n.a. | 88   |

| Governance   | Unit      | 2021      | 2022  |
|--|-----------|-----------|-------|
| <b>Business ethics</b>   |           |           |       |
| Share of employees trained on business ethics issues <sup>1</sup>                          | %         | n.a.      | 90    |
| Share of employees who have received training on the Code of Conduct <sup>1</sup>          | %         | n.a.      | 90    |
| Employees trained on corruption and bribery <sup>1</sup>                                   | %         | n.a.      | 90    |
| Political contributions <sup>6</sup>   | €         | 0         | 0     |
| <b>Human rights</b>  |           |           |       |
| Share of sites with whistleblowing procedures on child or forced labor issues              | %         | n.a.      | 100   |
| Reports related to whistleblower procedure   | total     | n.a.      | 0     |
| <b>Supply chain responsibility</b>   |           |           |       |
| Purchasing volume  | Billion € | approx. 1 | 1.3   |
| Share of procurement budget spending on regional suppliers <sup>7</sup>                    | %         | n.a.      | 90    |
| Relevant suppliers for CSR self-assessment <sup>1</sup>                                    | total     | n.a.      | 6,100 |
| Share of relevant purchasing volume that has gone through CSR self-assessment <sup>1</sup> | %         | n.a.      | 80    |

| Governance  | Unit  | 2021 | 2022 |
|---|-------|------|------|
| <b>Responsible information management</b>   |       |      |      |
| Share of sites with an information security management system certified to ISO 27001 (or equivalent) <sup>8</sup> | %     | 25   | 75   |
| Monitored IT infrastructure by the Cyber Defense Center   | %     | 50   | 66.2 |
| Number of confirmed information security incidents <sup>9</sup>   | total | n.a. | 6    |
| Share of employees who have received training on cybersecurity <sup>1</sup>                                       | %     | 70   | 66   |
| Share of employees who have received training on information security breaches / data protection <sup>1,10</sup>  | %     | 78   | 36.4 |

<sup>1</sup> For calculation method see [Methodology](#).

<sup>2</sup> Data differs to last year's reporting due to adjustments in market-based emission factors.

<sup>3</sup> Only measures with relevance to production are considered.

<sup>4</sup> Applies only for our Business Areas with production facilities: Pharma, Supply Chain, Technologies, Tissue.

<sup>5</sup> For detailed breakdown see table in chapter [Fair and Attractive Employer](#).

<sup>6</sup> Our policies do not allow any kind of political contributions, whether financial or in-kind.

<sup>7</sup> Regional defined as sourcing within the same continent.

<sup>8</sup> Only four sites in total are relevant for an ISO 27001 certification.

<sup>9</sup> Only incidents with medium or high severity considered.

<sup>10</sup> Reduction in share is due to expired certificates, which were not renewed. A more functional system will be rolled out in 2023.

# GRI content index

This Sustainability Report has been prepared in accordance with the GRI Standards 2021 of the Global Reporting Initiative (GRI). The information corresponds to the latest available files of the German translation of the GRI standards, which are found [here](#). For more information on our approach and data collection, see [About the report](#) and [Methodology](#).

## GRI 2: General Disclosures

| GRI Standard   | Disclosure   | Page reference and explanations   |
|--|--|---|
| <b>1. The organization and its reporting practices</b> |  |   |
| 2-1  | Organizational details   | 2, 60   |
| 2-2  | Entities included in the organization's sustainability reporting | 60-62   |
| 2-3  | Reporting period, frequency and contact point                    | 60, 62  |
| 2-4  | Restatements of information                                      | 10-12, 25-28, 30, 62-65   |
| 2-5  | External assurance   | The report has not been externally assured.   |
| <b>2. Activities and workers</b>                       |  |   |
| 2-6  | Activities, value chain and other business relationships         | 2, 18, 20-21, 45, 60  |
| 2-7  | Employees  | 34, 57, 64-65; excluding employees with non-guaranteed working hours  |
| 2-8  | Workers who are not employees                                    | Due to inconsistent data collection among this group of individuals, no systemic evaluation is possible at this time. |

| GRI Standard         | Disclosure  | Page reference and explanations   |
|----------------------|---|---|
| <b>3. Governance</b> |   |   |
| 2-9                  | Governance structure and composition                    | 11-13; all members of the Supervisory Board are independent and non-executive; their term of office is five years. There is a Personnel Committee and a Balance Sheet Committee. Nominations are made on the basis of suitable competencies in accordance with the Stock Corporation Act. You can find further information about the Group Executive Board and the Supervisory Board <a href="#">here</a> . No information on other commitments and under-represented groups. |
| 2-10                 | Nomination and selection of the highest governance body | 12-13; the nomination and selection process for the Supervisory Board is regulated in the Articles of Association. Half of the members are appointed by the Körber Foundation, the other half by employee representatives in accordance with the German Codetermination Act. The shareholder representatives are selected by the responsible bodies, taking into account various qualifying criteria that are decisive for the success of Körber AG.                          |
| 2-11                 | Chair of the highest governance body                    | Richard Bauer; by German law, the Chairman of the Supervisory Board is not an executive of Körber AG.   |

**GRI 2: General Disclosures**

| GRI Standard | Disclosure  | Page reference and explanations   |
|--------------|---|---|
| 2-12         | Role of the highest governance body in overseeing the management of impacts | 11-12, 15   |
| 2-13         | Delegation of responsibility for managing impacts                           | 11-13; the Group Executive Board is elected by the Supervisory Board.   |
| 2-14         | Role of the highest governance body in sustainability reporting             | The Sustainability Report is approved by the Supervisory Board.   |
| 2-15         | Conflicts of interest   | The Supervisory Board's rules of procedure include an obligation to disclose conflicts of interest. All members are fully informed of the need to avoid conflicts of interest.  |
| 2-16         | Communication of critical concerns  | Critical concerns are subject to referral to the Group Executive Board. The Group Executive Board reports to the Supervisory Board in accordance with the German Stock Corporation Act. No critical concerns were communicated during the reporting year. |
| 2-17         | Collective knowledge of the highest governance body                         | 13  |

| GRI Standard | Disclosure   | Page reference and explanations   |
|--------------|--|---|
| 2-18         | Evaluation of the performance of the highest governance body | The performance of the Supervisory Board is addressed in discussions within the Board at Supervisory Board meetings. There is no independent evaluation.  |
| 2-19         | Remuneration policies  | The remuneration of the individual members of the Supervisory Board is determined by the Annual General Meeting at the beginning of the term of office or confirmed or adjusted at the Annual General Meeting. It is known to the entire Supervisory Board. The remuneration of the Group Executive Board is divided into a fixed and a variable remuneration component. The variable component is divided into a short-term remuneration (one-year term) and a mid-term or long-term remuneration (three or four-year term). The variable remuneration is based on clearly defined targets, which are essentially aligned with the strategic, economic, and ESG orientation. |

**GRI 2: General Disclosures**

| GRI Standard | Disclosure                        | Page reference and explanations  |
|--------------|-----------------------------------|--|
| 2-20         | Process to determine remuneration | The remuneration of the Supervisory Board is essentially based on the remuneration paid to the supervisory bodies of comparable companies and is adjusted as necessary by the Annual General Meeting. The remuneration of the Group Executive Board of Körber AG is generally reviewed every two years, both the total amount and the composition of fixed and variable remuneration. The most recent comprehensive review was at the end of 2022. An external remuneration consultancy firm was commissioned for this purpose. The findings and recommendations were presented and discussed by the entire Supervisory Board and subsequently incorporated into the remuneration adjustments. |
| 2-21         | Annual total compensation ratio   | Remuneration is determined by the entire Supervisory Board and takes into account appropriateness with regard to the Group as a whole. The increase in remuneration is based on external benchmarks as well as relevant collective agreement increases (e.g. IG Metall). This ensures an appropriate, balanced (fixed, variable), and long-term remuneration structure in the overall remuneration context.  |

| GRI Standard                               | Disclosure   | Page reference and explanations                              |
|--|--|--|
| <b>4. Strategy, policies and practices</b> |  |  |
| 2-22                                       | Statement on sustainable development strategy      | 4  |
| 2-23                                       | Policy commitments                                 | 13, 48   |
| 2-24                                       | Embedding policy commitments                       | 11-13, 42, 45-47, 49-50                                      |
| 2-25                                       | Processes to remediate negative impacts            | 12-13, 15-17, 18-19, 22, 31, 38, 42, 45-47, 49-50            |
| 2-26                                       | Mechanisms for seeking advice and raising concerns | 11-13, 15-17, 42, 45-47                                      |
| 2-27                                       | Compliance with laws and regulations               | 53; refers to reports based on the whistleblowing procedure  |
| 2-28                                       | Membership associations                            | 48   |
| <b>5. Stakeholder engagement</b>           |  |  |
| 2-29                                       | Approach to stakeholder engagement                 | 15-17, 38  |
| 2-30                                       | Collective bargaining agreements                   | 41.6%; employees covered by collective bargaining agreements |

**GRI 3: Material Topics 2022**

| Material Topics 2022 |                                      |    |
|----------------------|--------------------------------------|----|
| 3-1                  | Process to determine material topics | 11 |
| 3-2                  | List of material topics              | 11 |

**Material topic: Climate protection**

| GRI Standard                           | Disclosure | Page reference and explanations            |
|--|------------|--|
| GRI 3-3: Management of material topics |            | 25, 29                                     |
| GRI 302: Energy 2016                   | 302-1      | Energy consumption within the organization |
|  | 302-4      | Reduction of energy consumption            |
| GRI 305: Emissions 2016                | 305-1      | Direct (Scope 1) GHG emissions             |
|  | 305-2      | Energy indirect (Scope 2) GHG emissions    |
|  | 305-3      | Other indirect (Scope 3) GHG emissions     |
|  | 305-5      | Reduction of GHG emissions                 |

**Material topic: Circular economy**

|  |       |  |
|--|-------|--|
| GRI 3-3: Management of material topics |       | 31   |
| GRI 301: Materials 2016                | 301-1 | Materials used by weight or volume           |
| GRI 303: Water and Effluents 2018      | 303-1 | Interactions with water as a shared resource |
|  | 303-5 | Water consumption                            |

| GRI Standard        | Disclosure | Page reference and explanations                        |
|---------------------|------------|--|
| GRI 306: Waste 2020 | 306-1      | Waste generation and significant waste-related impacts |
|                     | 306-2      | Management of significant waste-related impacts        |
|                     | 306-3      | Waste generated  |

**Material topic: Fair and attractive employer**

|  |       |  |
|--|-------|--|
| GRI 3-3: Management of material topics |       | 35–37                                    |
| GRI 401: Employment 2016               | 401-1 | New employee hires and employee turnover |

In 2022, we recorded a strong increase of over 2,000 new employees. This was mainly due to the acquisition of the parcel logistics business in the Business Area Supply Chain (over 1,000 employees) and of enVista in the Business Area Supply Chain (over 350 employees). In addition, we hired around 800 new employees (calculated on the basis of data collected by our Success Factors HR management system; see [Methodology](#)).

**Material topic: Fair and attractive employer**

| GRI Standard                                 | Disclosure | Page reference and explanations  |
|--|------------|--|
| GRI 403: Occupational Health and Safety 2018 | 403-1      | Occupational health and safety management system<br>13, 36, 52; a far-reaching Group regulation is currently under development.  |
|  | 403-2      | Hazard identification, risk assessment, and incident investigation<br>36, 52; organized decentrally at the individual sites in accordance with statutory/bargaining agreement requirements. A far-reaching Group regulation is currently under development.                  |
|  | 403-3      | Occupational health services<br>36; organized decentrally at the individual sites in accordance with statutory/bargaining agreement requirements.  |
|  | 403-4      | Worker participation, consultation, and communication on occupational health and safety<br>52; organized decentrally at the individual sites in accordance with statutory/bargaining agreement requirements. A far-reaching Group regulation is currently under development. |
|  | 403-5      | Worker training on occupational health and safety<br>Organized decentrally at the individual sites in accordance with statutory/bargaining agreement requirements.   |
|  | 403-6      | Promotion of worker health<br>Our Corporate Benefit Platform also contains health offers that employees can voluntarily take.  |
|  | 403-7      | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships<br>Organized decentrally at the individual sites in accordance with statutory/bargaining agreement requirements.   |

| GRI Standard                                  | Disclosure | Page reference and explanations  |
|---|------------|--|
| GRI 404: Training and Education 2016          | 404-2      | Programs for upgrading employee skills and transition assistance programs<br>35, 37; related to supporting measures to upgrade employee skills |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1      | Diversity of governance bodies and employees<br>35; only in governance bodies and only according to gender and minorities                      |

**Material topic: Internal dialog**

|  |    |
|--|----|
| GRI 3-3: Management of material topics | 38 |
|--|----|

**Material topic: Giving to society**

|  |    |
|--|----|
| GRI 3-3: Management of material topics | 39 |
|--|----|

**Material topic: Business ethics**

| GRI Standard                           | Disclosure  | Page reference and explanations   |
|--|---|---|
| GRI 3-3: Management of material topics |   |   |
| GRI 205: Anti-corruption 2016          | 205-2<br>Communication and training about anti-corruption policies and procedures | 42, 53, 65; only total amount. Encompasses all members of the Group Executive Board (Group holding company, Business Areas, Group companies), all second-level managers within the aforementioned units, as well as all employees with direct sales- or purchasing-related contact with (potential) customers/suppliers, and all accounting employees in the areas of accounts payable/receivable, travel and entertainment expenses or commission payments |
| GRI 415: Public Policy 2016            | 415-1<br>Political contributions  | 52; political contributions are not permitted according to our Group policy on donations and sponsorships.  |

**Material topic: Responsible information management**

| GRI Standard                           | Disclosure  | Page reference and explanations |
|--|---|---------------------------------|
| GRI 3-3: Management of material topics |   |                                 |
| GRI 418: Customer Privacy 2016         | 418-1<br>Substantiated complaints concerning breaches of customer privacy and losses of customer data | None                            |

**Material topic: Supply chain responsibility**

| GRI Standard                                    | Disclosure  | Page reference and explanations  |
|---|---|--|
| GRI 3-3: Management of material topics          |   |  |
| GRI 204: Procurement Practices 2016             | 204-1<br>Proportion of spending on local suppliers                            | 53; share is average of all operating sites. Local corresponds to our definition Regional Suppliers, i.e. sourcing on the same continent.  |
| GRI 308: Supplier Environmental Assessment 2016 | 308-2<br>Negative environmental impacts in the supply chain and actions taken | 46, 53; the share of relevant suppliers with CSR self-assessment is disclosed, see <a href="#">Methodology</a> .   |
| GRI 412: Human Rights Assessment 2016           | 412-2<br>Employee training on human rights policies or procedures             | 42, 53; the topic of human rights is also addressed as part of the training courses on business ethics and the Code of Conduct for managers and corresponding employees. Further expansion is planned. |
| GRI 414: Supplier Social Assessment 2016        | 414-2<br>Negative social impacts in the supply chain and actions taken        | 46, 53; the share of relevant suppliers with CSR self-assessment is disclosed, see <a href="#">Methodology</a> .   |

# About this Sustainability Report

## About Körber

Körber AG is the holding company of an international technology group with around 12,500 employees worldwide and headquartered in Hamburg. The Group unites technologically leading companies with more than 100 production, service and sales sites. Körber combines the advantages of a globally present organization with the strengths of highly specialized and flexible medium-sized companies. These offer their customers products, solutions and services in the Business Areas Digital, Pharma, Supply Chain, Technologies and Tissue. The Körber AG is wholly owned by the non-profit Körber Foundation.

## Reporting approach

The Körber AG Sustainability Report is voluntary and published annually. The current Sustainability Report was published on July 19, 2023 and the editorial deadline was July 13, 2023. The last Sustainability Report was published on August 19, 2022. The report was prepared jointly with the central specialist departments and our five Business Areas Digital, Pharma, Supply Chain, Technologies and Tissue. The Sustainability Team of the Körber Group was responsible for the preparation of the report. The report was approved by the Executive Board of Körber AG. All forward-looking statements in this report are based on assumptions valid at the editorial deadline. Due to unknown

risks, uncertainties and other factors, the actual results, developments or performance of the Group may differ from our forecasts, estimates and announcements. For further information on our approach see [Methodology](#).

## Content and framework

This is the second Sustainability Report of the Körber AG. It describes the progress made with regard to sustainable business practices for fiscal year 2022 from January 1, 2022 to December 31, 2022. The Financial Report is also published on an annual basis and covers the period from January 1, 2022 to December 31, 2022 in each case. The selection of report content is based on the fields of action of the sustainability strategy (material topics), which are summarized in Körber's "House of Sustainability". The report is based on the principles of sustainability context, materiality, completeness and stakeholder involvement. This Sustainability Report has been prepared with reference to the GRI Standards 2021 of the Global Reporting Initiative (GRI). The content index summarizes the [GRI disclosures](#). No external review of the Sustainability Report took place.

## Scope of consolidation

In the Financial Report 2022 in addition to Körber AG as the parent company, the consolidated financial statements include the domestic and foreign companies, in which Körber AG can directly or indirectly exercise a controlling influence. Körber AG is the parent company of the largest consolidated group, which includes 100 companies in total. Companies of minor significance for the net assets, financial position and results of operations of the Group

(33 in total) are listed in the Financial Report as non-consolidated and therefore are not included in the consolidated financial statements. The annual financial statements of the companies included have been prepared as of December 31, 2022.

The scope of consolidation of this Sustainability Report in principle corresponds to that of the Körber Financial Report 2022. It includes 100 consolidated companies in which Körber AG can directly or indirectly exercise a controlling influence. In addition, it includes 20 non-consolidated companies where the Group has active operational control and ongoing business activity. The remaining 13 non-consolidated companies listed in the Financial Report 2022 but not included in this Sustainability Report are: Rondo-Pak LLC, BigRep GmbH, High-Tech Gründerfonds III GmbH & Co. KG, Magazino GmbH, Project A Buy-out Co-Invest I GmbH & Co. KG, Projects A Venture III GmbH & Co. KG, Project A Ventures IV GmbH & Co. KG, KSCS MLP GmbH, KSCS Co-Invest GmbH, KSCS GP GmbH, KSCS Körber GmbH & Co. KG, KSCS Körber GP GmbH. Those were not included because Körber AG does not have operational control and/or they do not have ongoing business activity. Unless otherwise indicated, all disclosures in this report relate to the entire scope of consolidation. If the coverage is different, it will be noted at the appropriate places. We conducted the calculation of the GHG inventory together with a specialized service provider. According to the Greenhouse Gas Protocol we collected primary data from entities representing 92 percent of employees. The remaining 8 percent were extrapolated. For detailed description please see [Methodology](#).

**List of companies included in the Sustainability Report:**

|   |  |  |   |   |
|---|--|--|---|---|
| Körber Digital GmbH   | Körber Supply Chain Basingstoke Ltd.         | Körber Supply Chain US, Inc.             | Körber Pharma Software, Inc.                          | Körber Technologies Instruments GmbH                            |
| DAIN Group Oy   | Körber Supply Chain BR Ltda.                 | KSCS HoldCo GmbH                         | Körber Pharma Switzerland GmbH                        | Körber Technologies Instruments S.A.S.                          |
| DAIN Studios Austria GmbH                                       | Körber Supply Chain Bristol Ltd.             | PT Körber Group Indonesia                | Körber Pharma, Inc.                                   | Körber Technologies Limited                                     |
| DAIN Studios GmbH   | Körber Supply Chain CA, Inc.                 | W+D UK Ltd.                              | Rondo-Pak Inc.  | Körber Technologies S.A.S.                                      |
| DAIN Studios Oy   | Körber Supply Chain CL SpA                   | Körber Supply Chain GB Ltd.              | WPG Pharma GmbH                                       | Körber Technologies S.p.A.                                      |
| FactoryPal GmbH   | Körber Supply Chain Consulting GmbH          | Körber Korea Co., Ltd.                   | ASL Analytic Service Laboratory GmbH                  | Körber Technologies Sp. z o.o.                                  |
| InspectifAI GmbH  | Körber Supply Chain DK A/S                   | Körber Tissue Fold S.r.l.                | Dickinson Fowler Pvt. Ltd.                            | Körber Technologies Teknik Hizmetler ve Ticaret Limited Sirketi |
| Körber Porto, Unipessoal Lda.                                   | Körber Supply Chain ES, S.L.                 | Körber Tissue Japan Co. Ltd.             | Dickinson Legg Group Limited                          | Körber Technologies Zweite Verwaltungsgesellschaft mbH          |
| KENGAGE, LDA.   | Körber Supply Chain GmbH                     | Körber Tissue S.p.A.                     | DLG America, Inc.                                     | Legg Limited  |
| COHESIO GROUP, INC.   | Körber Supply Chain Holdings UK Ltd.         | Körber Tissue, Inc.                      | Garbuio, Inc.   | PT. Garbuio Dickinson Indonesia                                 |
| enVista Consulting and Innovative Technology Services Pvt. Ltd. | Körber Supply Chain Limited                  | Roll-Tec Cilindro Ltda.                  | Hauni St. Petersburg Ltd.                             | Engraving Solutions S.r.l.                                      |
| Godrej Körber Supply Chain Limited                              | Körber Supply Chain LLC                      | Körber Pharma (Shanghai) Co., Ltd.       | Körber Japan Co., Ltd.                                | Fabio Perini Shanghai Co., Ltd.                                 |
| Körber Supply Chain (Beijing) Ltd.                              | Körber Supply Chain Logistics GmbH           | Körber Pharma Private Limited            | Körber Technologies (Pty.) Ltd.                       | Körber Brasil Ltda.   |
| Körber Supply Chain (Shanghai) Ltd.                             | Körber Supply Chain Ltd.                     | Körber Pharma Software Pte. Ltd.         | Körber Technologies (Shanghai) Ltd.                   | Körber Engineering Solutions (Nantong) Co. Ltd.                 |
| Körber Supply Chain AU Pty. Ltd.                                | Körber Supply Chain Lyon SASU                | Körber Pharma Austria GmbH               | Körber Technologies Ltda.                             | Sheer Machinery (Foshan) Co., Ltd.                              |
| Körber Supply Chain NZ Limited                                  | Körber Supply Chain Madrid, S.L.U.           | Körber Pharma Consulting GmbH            | Körber Technologies Pte. Ltd.                         | Bergedorfer Versicherungsvermittlung GmbH                       |
| Körber Supply Chain Software APAC Pte. Ltd.                     | Körber Supply Chain NA, Inc.                 | Körber Pharma GmbH                       | Körber Technologies Sdn. Bhd.                         | Körber AG   |
| Körber Supply Chain Software SG Pte. Ltd.                       | Körber Supply Chain NA, LLC                  | Körber Pharma Inspection GmbH            | Körber Technologies Digital S.r.l.                    | Körber Automation GmbH  |
| Körber Supply Chain Software SG Pte. Ltd.                       | Körber Supply Chain NL B.V.                  | Körber Pharma Packaging AG               | Körber Technologies (China) Limited                   | Körber Beteiligungen GmbH                                       |
| Körber Supply Chain Sydney Pty. Ltd.                            | Körber Supply Chain PT S.A.                  | Körber Pharma Packaging GmbH             | Körber Technologies Flavor GmbH                       | Körber IT Solutions GmbH  |
| Körber Supply Chain AG  | Körber Supply Chain Sainte Savine SAS        | Körber Pharma Packaging Materials AG     | Körber Technologies Erste Verwaltungsgesellschaft mbH | Körber Service GmbH   |
| Körber Supply Chain AT GmbH                                     | Körber Supply Chain SG Pte. Ltd.             | Körber Pharma Packaging Materials s.r.o. | Körber Technologies Digital S.r.l.                    | ReEnergy Repository GmbH  |
| Körber Supply Chain Automation Eisenberg GmbH                   | Körber Supply Chain Software EP Ltd.         | Körber Pharma S.à.r.l.                   | Körber Technologies Erste Verwaltungsgesellschaft mbH |   |
| Körber Supply Chain Automation GmbH                             | Körber Supply Chain Software GmbH            | Körber Pharma Software GmbH              | Körber Technologies Flavor GmbH                       |   |
|   | Körber Supply Chain Software Management GmbH | Körber Pharma Software GmbH              | Körber Technologies GmbH                              |   |
|   | Körber Supply Chain UK Ltd.                  | Körber Pharma Software Ltd.              | Körber Technologies, Inc.                             |   |

Of the companies listed above, the following companies were included in the consolidated financial statements in fiscal year 2022 for the first time: Effective January 1, 2022, DAIN Group Oy, DAIN Studios Oy and DAIN Studios GmbH. The companies were previously stated as non-consolidated companies. DAIN Studios Austria GmbH was founded in the fiscal year and also included in the consolidated financial statements for the first time. In fiscal year 2022, Körber Korea Co. Ltd. and Körber Pharma Austria GmbH, were founded in the Business Area Pharma and included in the scope of consolidation for the first time. In the Business Area Supply Chain, KSCS HoldCo GmbH and PT Körber Group Indonesia were founded and included in the consolidated financial statements for the first time in fiscal year 2022.

Effective July 1, 2022, the companies Körber Supply Chain LLC, Körber Supply Chain Madrid S.L.U, Körber Supply Chain Logistics GmbH, Körber Supply Chain AG, Körber Supply Chain Limited, Körber Supply Chain Ltd. and Körber Supply Chain (Beijing) Ltd. were included in the scope of consolidation for the first time. In September of fiscal year 2022, the companies Körber Supply Chain Software EP Ltd, Körber Supply Chain Software APAC Pte. Ltd. and enVista Consulting and Innovative Technology Services Pvt. Ltd, were included in the consolidated financial statements for the first time in the Business Area Supply Chain. In the same month, the companies Körber Supply Chain Software (BC) Corp, Körber Supply Chain Software ECS, LLC. and Körber Supply Chain Software FAP, LLC. were included in the scope of consolidation and merged with existing companies (therefore not in the company list above).

### Significant changes

Compared to the Sustainability Report published in the previous year, there have been numerous new presentations and changes in the reporting system of the Sustainability Report in order to meet the requirements of the new GRI Universal Standards, further develop our reporting and prepare for upcoming requirements (in particular CSRD). We point out significant changes at the appropriate places indicating them with GRI 2-4.

### Access

The Körber AG Sustainability Report 2022 is publicly available at [our website](#) in German and in English as a downloadable PDF. Selected content can also be found [online](#). Contact for questions regarding the report is Ms. Michaela Thiel, [michaela.thiel@koerber.com](mailto:michaela.thiel@koerber.com)

# Methodology

## Calculation method of GHG inventory

For calculating the GHG inventory of the Körber Group, the principles and methods of the Greenhouse Gas Protocol were applied. The system boundaries of the GHG inventory were set following the operational control approach. The following emissions are included in our Sustainability Report:

- Scope 1: Direct emissions from combustion processes in stationary applications, mobile applications, and direct emissions of fugitive gases.
- Scope 2: Indirect emissions from purchased electricity and district heating.
- Scope 3: Indirect emissions from purchased goods and services (3.1), capital goods (3.2), upstream fuel and energy-related emissions (3.3), upstream transport and distribution (3.4), waste generated in operations (3.5), business travel (3.6), employee commuting (3.7), the use phase of sold products (3.11), the end-of-life treatment of sold products (3.12), as well as investments (Scope 3.15). Scope 3.8 is included in Scope 1 and Scope 2.

In 2021 we calculated our GHG inventory for Scope 1 and 2 for the years 2019 to 2021 and started the calculation of our most relevant Scope 3 category emissions for 2021. Since 2022 we have had the first complete set of data for our major emission sources, including all relevant Scope 3 emission categories. Therefore, we defined 2021 as our base year and meet SBTi (Science Based Target initiative) requirements by choosing the most up-to-date base year possible.

For our calculation we used emission factors of the International Energy Agency (IEA) 2022 and the UK Department for Business, Energy & Industrial Strategy (UK DBEIS) 2022. In addition to those databases, emission factors from the United States Environmental Protection Agency (EPA) database for end-of-life treatment were also used for Scope 3. The emission factors are expressed in CO<sub>2</sub> equivalents (CO<sub>2</sub>e) and consider carbon dioxide as well as all other significant greenhouse gases as defined under the Kyoto Protocol.

## Scope 1 and 2 emissions

For the year 2022, energy and emission data of 46 entities and 50 Körber sites were collected. In a two-step process, the relevant sites for the primary data collection were chosen. The final selection of the 50 sites ensures data collection within all Business Areas and covers sites that represent 92 percent of the employees of the Körber Group. The emissions of the remaining 8 percent were extrapolated using average emission in-

intensities per employee for different types of sites (e.g. production sites, administration and sales offices). For the calculation of Scope 1 and 2 emissions we applied both the market-based and the location-based approach. In this report we present the results based on the marked-based approach.

In comparison to the previous years, our Scope 1 and 2 GHG calculation for 2022 now includes the balancing of specific energy carriers (acetylenes and propanes) as well as refinements of the emission factors for district heating and the residual mix for more accurate measurement. As no specific consumption amounts of mobile diesel and gasoline could be provided by queried sites, data from the central fueling list was used.

## Scope 3 emissions

An extensive screening of all Scope 3 categories was carried out in accordance with the SBTi requirements in order to define categories with relevance to the business model in 2022 (not relevant: 3.9, 3.10, 3.13, 3.14; 3.8 included in Scope 1 and 2). In our calculation of emissions, we used either a spend-based approach, Business Area and site-specific activity data or third-party data or a combination of these, depending on the best possible option to reach the most transparent and accurate results. In Scope 3.7 we also include emissions resulting from teleworking by employees, which arise from the usage of heat and energy

while working from home. The results of our Scope 3.11 inventory calculation showed that emissions of the Business Area Digital as well as the software business are negligible for the use-of-sold-products footprint. Therefore they are not included in our final GHG inventory. In comparison to the previous year, we made the following changes in our calculation:

- In Scope 3.1 we adapted emission factors through the DBEIS database provider to account for inflation and optimization effects and adapted emission factor matching for "not categorized" products to account for Business Area-specific differences. Furthermore, the extrapolation of emission calculations now covers 100 percent (previously >99 percent).
- In Scope 3.6 we enhanced the share of primary data through the involvement of a travel management agency.
- In Scope 3.11 we updated the assumptions concerning the running time of machines from different Business Areas to account more realistically for actual usage behavior at customer sites. In addition, we incorporated market-based energy consumption at customer sites where information was available.

- In Scope 3.12 assumptions are now based on the activity data of all Business Areas extrapolations based on sales volume (last year the assumptions were based on the data of the Business Area Technologies). Due to the negligible amount of emissions, this category is not included in the final GHG inventory.

#### **Calculation method of other environmental data**

Environmental data and information about the Körber Group is only available decentrally. It is obtained through extended queries connected with the Scope 1 and 2 data collection by the sustainability team. The environmental data has been collected for the same 46 entities and 50 Körber sites as those used for GHG inventory calculation. It represents 92 percent of the total employees of the Körber Group. The remaining 8 percent were extrapolated. For the extrapolation we used average consumption volumes per employee for different types of sites (e.g. production sites, administration and sales offices). Deviations are noted in the appropriate places.

#### **Calculation method for employees**

As of December 31, 2022, the number of employees was 12,571, significantly above the level of the previous year (10,453). Including non-consolidated companies,

the number of employees amounted to 12,798 (previous year: 10,665). The main reason for the increase was the acquisition of the Parcel Logistics business (1,098 employees; Business Area Supply Chain) and enVista (357 employees; Business Area Supply Chain). All employees reported in this Sustainability report are also reported in the Financial Report 2022.

#### **Segmentation of employee data**

Several indicators in the ESG data table apply only to a certain group of employees of Körber or experienced changes due to the further development of our sustainability reporting methods as well as the progressive harmonization of the data collection systems used. Definitions of the employee groups are as follows:

- Female employees in relation to the company as a whole, female employees in managerial positions, and female employees in top executive positions: Data accounts for 71 percent of total employees (68 percent by Success Factors, 3 percent manually by Business Area Digital).
- Proportion of the corresponding employees benefiting from Family Friendly Programs: Data was collected manually and accounts for 73 percent of total employees.

- Proportion of the corresponding employees benefiting from flexible working conditions: Data was collected manually for positions where remote work models are possible and accounts for 54 percent of total employees.
- Proportion of the corresponding employees trained on business ethics issues, employees trained on corruption and bribery and employees who have received training on the Code of Conduct: Data accounts for all members of management boards (group holding, Business Areas, group companies), all second-level executives within the aforementioned entities as well as all employees with direct sales- or purchase-related contact to (potential) customers/suppliers and all employees in accounting in the fields of accounts payable/receivable, travel and hospitality expenses or commission payments. Also included are additional employees using the e-learning platform of an external provider, whose data we currently cannot collect.
- Proportion of the corresponding employees who have received training on cybersecurity: Data accounts for employees with access to IT systems, which represent 82 percent of total employees. It was collected via our learning management platform ETWeb (in 2021 we used ETWeb plus two additional systems).

- Proportion of the corresponding employees who have received training on information security breaches/data protection: Data accounts for all employees who were included in ETWeb (2021 and 2022), who constitute 82 percent of total employees.
- Employees from minority groups, employees from minority groups in top executive positions, employees whose nationality differs from that of the country where their Körber facility is located, and nationalities of employees: Data considers all employees covered by our employee management system Success Factors, who constitute 68 percent of our total employees.
- As for nationalities of employees, since 2022 we only consider first nationality (previously: first and second nationality).
- As for minority groups, data with regard to employees with a degree of disability was included in 2022 for the first time.

**Definitions and calculation methods of further indicators**

Suitable sites for green electricity and green gas are those where we have the option to purchase green energy from an energy provider and can also legally determine the choice of the energy provider and, in case of green gas, where it also makes economic sense.

Suitable sites for photovoltaic systems (PV) are defined as those where we have a legal right to install PV and where it makes economic sense. These sites are identified through detailed preliminary studies. Sites with high energy consumption have priority for the expansion of PV.

The group of relevant suppliers includes all suppliers with over 10,000 euros of purchasing volume, which accounts for 6,100 of our suppliers. Not included are non-manageable external creditors (e.g. insurance companies, industry associations, and freelancers) regardless of their purchasing volume. In 2022, relevant suppliers accounting for 80 percent of the purchasing volume of this group – we call it relevant purchasing volume – went through a CSR self-assessment. Suppliers of the software business of Business Area Supply Chain are managed decentrally and do not belong to the group of relevant suppliers as described above.

Due to the further development of our sustainability reporting, we have renamed the key performance indicator (KPI) “travel budget” used last year to “emissions from our business travel” and aligned it to the requirements of our of the GHG Protocol Scope 3.6.

# Masthead

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## Editorial note:

All information in this report has been compiled to the best of our knowledge and with the greatest diligence and care from a variety of sources. To the best of our knowledge, the information, figures, and data contained herein are true. Nevertheless, no liability can be assumed for the correctness or completeness of the information.

This report is also available in German.  
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