

Doing the right thing

Shaping the future responsibly today.

Sustainability Report
Körber Group
Fiscal Year 2021



“I am convinced that continued environmental protection does not diminish a company’s earning power, but helps to safeguard it in the long term.

In this respect, responsible companies need to play a pioneering role and initiate activities to reduce their environmental impact – irrespective of legislative decisions.”

Founder of the Group
Kurt A. Körber



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[>> for our full online sustainability report click here](#)

“Shaping the future responsibly today”

Stephan Seifert
Chairman of the Executive Board of Körber AG



Dear readers,

The topic of sustainability is ever present in our global society like no other – and rightly so!

Sustainability has many aspects and starting points: Ecological responsibility, entrepreneurial innovation and shaping power, as well as social awareness and advancement. As a company, we combine these points with a clear commitment: to responsibly shape the future.

At Körber, we have the very best conditions for this: Entrepreneurial thinking and responsible conduct have characterized Körber since the beginning of our corporate history and are firmly rooted in our corporate culture. For our company founder Kurt A. Körber, technological innovations, economic success and sustainable and responsible behavior have always been in harmony – always with the focus to partake in a driving and shaping role.

And it is in this spirit that we have been acting and working as a company for decades. Sustainability has a high priority in all our business areas and is anchored as a central component of our corporate strategy. Together, in our global organization, we achieve our goals every day in a very focused and successful manner. This way, we make a better life possible for present and future generations.

I am delighted to present our latest Sustainability Report to you today and to inform you about where we currently stand, what we have already achieved, and how we are continuously thinking about and responsibly shaping sustainability.

I now wish you an insight into the sustainable activities of the Körber Group that is both informative and interesting, and I look forward – if you wish – to your feedback and suggestions.

Yours
Stephan Seifert
Chairman of the Executive Board of Körber AG



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

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

This is our sustainability promise. Here’s why we have made this promise and what it entails.

We at Körber have a clear position: We are the first to do the right thing at the right time. This applies to our innovations and to our collaboration with customers, business partners, suppliers, and all other stakeholders. This is especially true when we look ahead. After all, what tomorrow will look like is at the core of every idea of sustainability.

We are determined to create a better and more sustainable future by means of our experience, our activities, and our technological expertise. We don’t just put that on slides. We promise it. That’s because promises are given willingly if those who give them are convinced they can keep them.

Our sustainability promise is holistic in scope and encompasses all three dimensions of sustainability: Environmental, society, and governance.

We determined our key fields of action in the materiality analysis. They define the areas in which we are collecting goals and objectives, measures and indicators and provide the starting point from which we are developing our sustainability strategy.

[»Link](#)



Environmental:

We are reducing CO₂ emissions and energy consumption and thus helping to protect the climate. Our goal is a circular economy in which waste and pollution are avoided as far as possible, materials are reused, and natural resources are conserved.



Society:

We are a fair and attractive employer. The health and safety of our employees are our top priority. We enable diversity, equity, inclusion, and the compatibility of family and work. Our internal communications are frank and dialog-oriented. And, as a company, we are an active member of society. We get involved with donations and encourage volunteering — at the Group level and in the local communities at all of our locations.



Governance:

We rigorously align our business activities with ethical and moral standards. We ensure the security of our IT systems and the data that has been entrusted to us. We put our sustainability principles into practice in collaboration with our customers and our business partners. That is why we design our supply chains and the collaboration with our suppliers in an ethically, socially, and ecologically responsible manner.

Whenever we do anything, we do it right. Sustainability is our responsibility. That is why our sustainability promise is firmly embedded in our corporate strategy.

However, our promise is also an invitation to others. We want to inspire other people and work together with them to develop new ideas. After all, the best way to create a sustainable future is to shape it together.



We are measuring our successes on the road to sustainability

Sustainability will change all the aspects of our daily life, our economic activities, and our society. If we want to safeguard the basis of life for present and future generations, sustainability is essential. It offers abundant opportunities — for technological innovation and new forms of collaboration. All of these aspects make our report vivid and tangible. That's because what ultimately counts are our deeds.

Results are what matters. Projects are successful, if they reach their goals — reducing emissions, converting gray energy into green energy, and making the work environment safe and fair. The important thing is the outcome.

Accordingly, we have conducted an initial review, and now we know where we stand and where we will act to ensure a more sustainable future and intensify our efforts.

In this report we transparently present initial facts and figures. We describe our goals — and the extent to which we have achieved them. We also show where we need to improve. We are already orienting ourselves toward the requirements of the [Global Reporting Initiative](#) (GRI).

We are convinced that a comparison according to internationally recognized standards clearly shows how we are shaping a better, more sustainable future and what our path toward it looks like. In addition, the figures clearly show where there is the most room for improvement — within our company and also in other companies and groups in society.

That's why from now on we will continuously measure all the steps of our journey toward a sustainable company in a manner that is transparent and traceable. And we will repeatedly adapt our activities in line with these results.

Our carbon footprint indicates:

In 2021, we met the first proper environmental targets for Scope 1 and 2 and we will proceed this course.

Greenhouse Gas Inventory – Calculation Principles

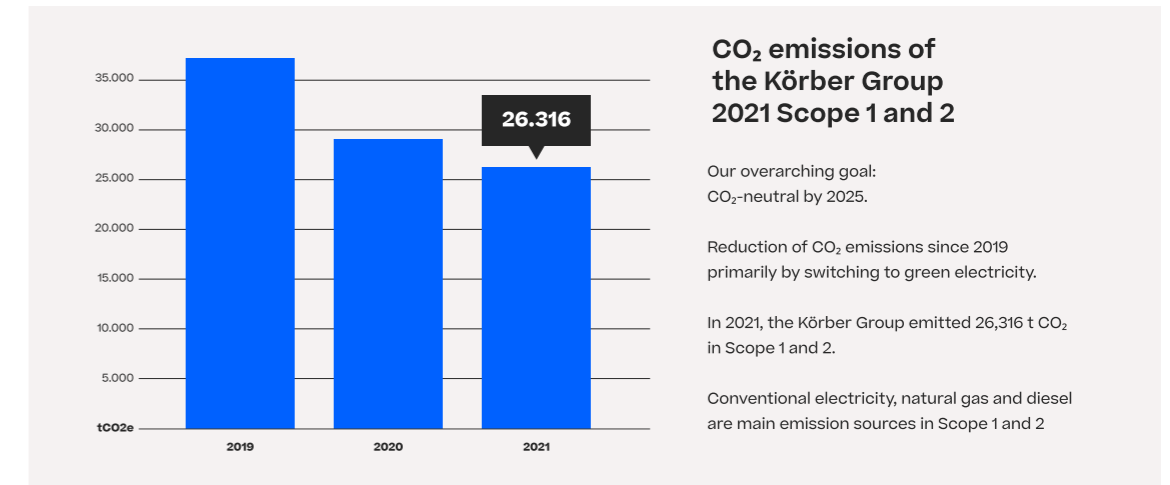
For calculating GHG inventory of the Körber AG the principles and methods of the Greenhouse Gas Protocol were applied. The system boundaries of the GHG inventory were set following operational control approach.

The following emissions are reported:

Scope 1: Direct emissions from combustion processes in stationary application (e.g., natural gas, heating oil), mobile applications (fuel from owned and leased vehicles) and direct emissions of fugitive gases (e.g., refrigerants, methane slip).

Scope 2: Indirect emissions from purchased electricity and district heating.

For Scope 1 and 2 the inventory covers the calendar years 2019, 2020 and 2021.



Scope 1 and 2 emissions

For the years 2019-2021 energy and emission data for 36 entities and 42 Körber sites have been collected. In a two-step process the relevant sites for the primary data collection have been chosen.

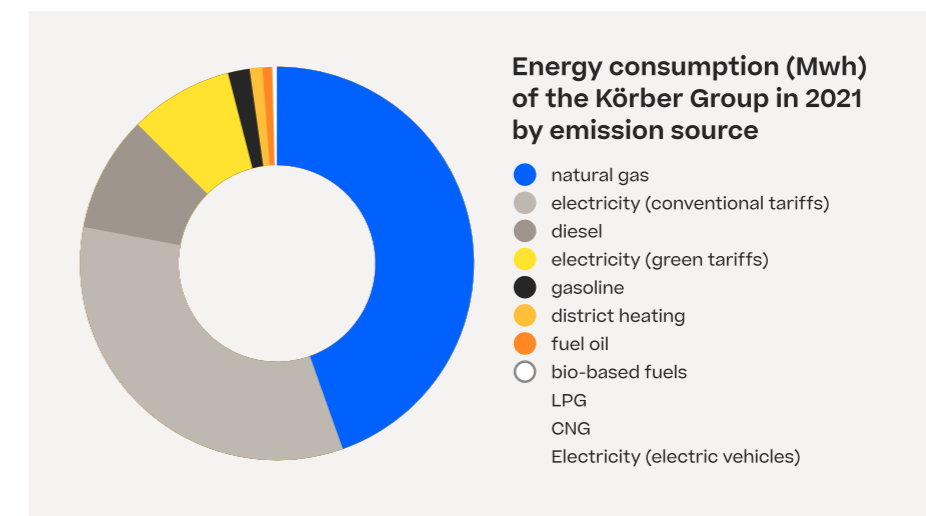
First, a list of sites which represents the chosen system boundary of operational control, was generated. This includes all entities that are consolidated in the financial statement. Secondly, out of the remaining sites, the most relevant sites for the data collection have been selected by applying several criteria. Most importantly the final selection of the 42 sites ensures data collection within all Business Areas and covers sites, that represent more than 90% of the employees of Körber AG.

Emissions of the remaining sites have been extrapolated using average emission intensities per employee for different types of sites (e.g., production, administration). Therefore, the

inventory includes emissions from all fully consolidated production sites, offices, and sales offices worldwide.

For the calculation of the GHG inventory for Scope 1 and 2 emissions, emission factors of the International Energy Agency (IEA) from 2021 covering the years of 2019-2020 and the conversion factors of the UK Department for Business, Energy & Industrial Strategy (UK DBEIS) database from 2021 have been used.

In the calculation of Scope 2 both, the market-based and the location-based approach, were applied. The emission factors are expressed in CO₂ equivalents and consider besides carbon dioxide also all other significant greenhouse gases as defined under the Kyoto Protocol (methane, nitrous oxide as well as hydrofluorocarbons, perfluorocarbons and sulfur hexafluoride). A specialized service provider was used to calculate our greenhouse gas balance.



Key findings and figures

An overview taken from the first Körber Sustainability Report for the fiscal year 2021.

Environment

Green energy

Objective:		
Wherever possible, we want to supply all Körber locations with green electricity by 2022 (100%)	In 2021 we purchased 18,461,031 KWh of electricity on the basis of green or renewable rates	Increase in the share of green electricity from 7.43 percent (2019) to 40.48 percent (2021)

Energy efficiency

Objective:		
We want to reduce our overall electricity and gas consumption and improve our energy efficiency	2022: Defining a feasible path for reducing energy consumption	Energy efficiency measures are implemented at all locations

Environmentally friendlier travel

Objective:		
We want to travel with a green conscience	In 2021, 6.5 % of our company vehicles were electric. This figure will rise to 100 % by 2025	Travel budget reduced by a third compared to 2019. Trips of up to 5 hours by train

Social

Working conditions

Objective:		
We support remote working and new forms of collaboration.	In 2021, 80% ¹ of Körber companies offered remote working models	After the pandemic, 100% ¹ of Körber companies are making remote work models possible

Footnotes:

- ¹ Taking into account 30 companies affiliated with Success Factors and representing approx. 62.9% of our employees
- ² Excluding temporary employees and taking into account 30 companies that are affiliated with Success Factors and represent approx. 62.9% of our employees
- ³ The following Körber Group companies are not connected to ETWeb in 2021: Körber Business Area Tissue, HORIZON as well as the companies Rondo-Pak Inc, WPG Pharma GmbH, Körber Supply Chain NA, LLC, Godrej Körber Supply Chain Ltd, Garbuio Limited. The Körber Business Area Tissue will be connected to ETWeb in the near future.
- ⁴ The following Körber Group companies are not covered by docebo and ETWeb in 2021: Körber Supply Chain and Körber Digital.
- ⁵ An idealistic target value of 100% cannot realistically be achieved because, for example, not all employee groups have online access. An expansion of online access to all employee groups is planned at a later date.

Equity

Objective:		
We are creating a diverse, inclusive, and fair corporate culture	In 2021, 6.9% ² of the employees had a first or second nationality (different from that of the Körber location)	In 2021, 19.7% ² of the employees were women; 14.3% ² of the employees in managerial positions were women

Internal dialog

Objective:		
We want to support the activities of employee representatives	Works council conference with the Körber Group Executive Board in 2021 and repetition every two years	Target: Quarterly information by the group works council

Giving to Society

Objective:		
We want to continue living up to our social responsibility	In 2021 we donated a total of €75,000 to 75 projects through our fundraising campaign	We show additional commitment in the form of special donations and volunteer work

Governance

Business ethics

Objective:		
We want to further expand and strengthen our compliance culture	Comprehensive e-learning about the Code of Conduct, antitrust law, and corruption prevention. Rollout in 2022	90% ⁵ of the intended employees will have a valid compliance training certificate by 2024

Data protection

Objective:		
We protect our data and yours	78% of employees with access to ETWeb ² had a valid data protection training certificate in 2021	80% ³ of the eligible employees will have a valid data protection training certificate by 2024

Cybersecurity

Objective:		
We want to protect business operations against cyberattacks	The Cyber Defense Center currently monitors 50% of the IT infrastructure	By 2023, 80% of the IT infrastructure will be monitored by the Cyber Defense Center

Objective:		
We want to be a reliable and trustworthy partner of our customers	2021: 1 out of 4 software and IT companies at the Körber Group is certified according to ISO 27001	By 2023, 4 out of 4 software and IT companies at the Group will be certified according to ISO 27001

Objective:		
Security has top priority	2021: 70% ⁴ of employees have a valid cybersecurity training certificate	80% ⁴ of the eligible employees should be successfully trained every year

Supply chain management

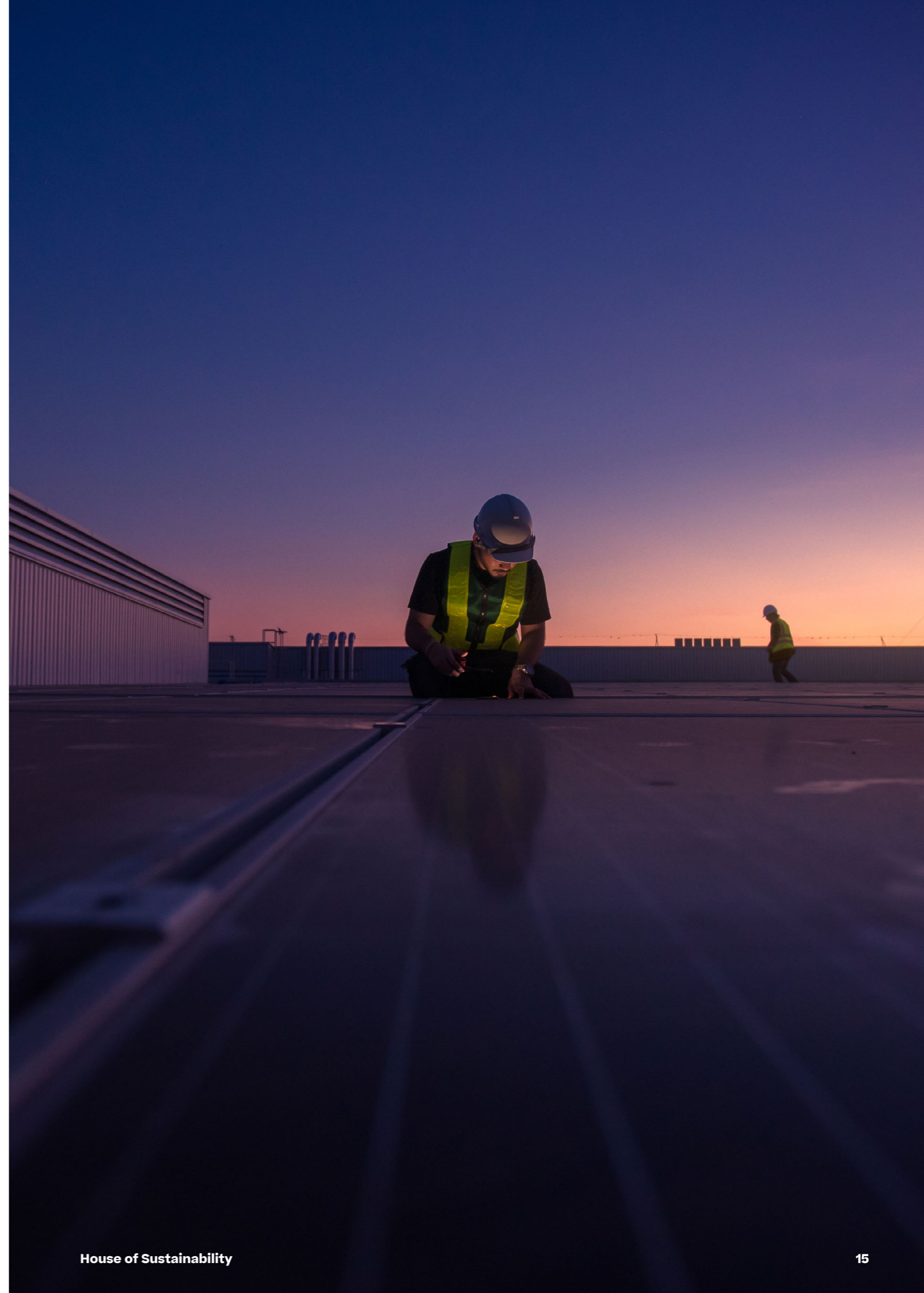
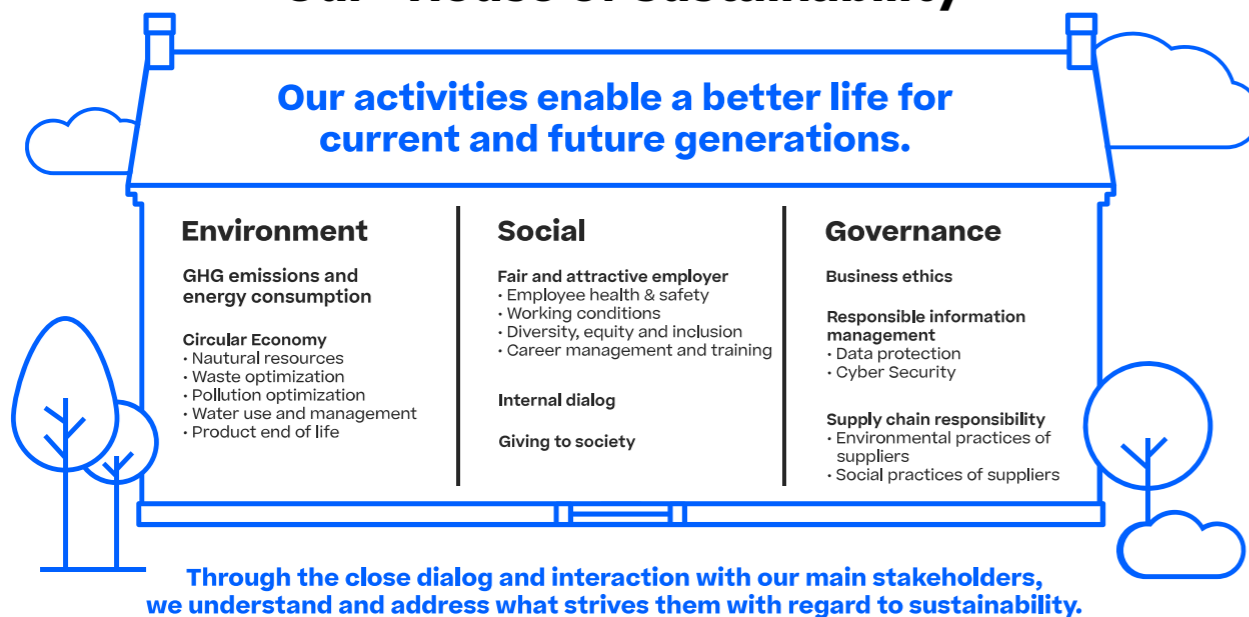
Objective:		
We make our supply chains sustainable	We want to create transparency in our supply chains and reduce CO ₂ emissions.	In 2022 we will implement all the requirements of the German Supply Chain Act

How we are reinventing the future

We have certainly set ambitious goals for ourselves. We are resolutely working to achieve them, and we hope this inspires others. Thinking in terms of sustainability and acting responsibly are not changes that happen overnight. Such changes require commitment, courage, and a clear plan.

How we are proceeding, what measures we are taking, and what we are planning to do next — all of this is shown by our “House of Sustainability”, our focus areas and material topics in the three pillars: “Environment”, “Social”, and “Governance”.

Our “House of Sustainability”



We defined three main focus fields:

- We reduce our energy consumption and become CO₂-neutral by 2025.
- We are a fair and attractive employer.
- We have responsibly organized supply chains.

We are convinced that this is where we can do the most to leverage our expertise, passion for innovation and entrepreneurial thinking to shape a more sustainable future.



These are our goals in the dimension ENVIRONMENT:

GHG emissions and energy consumption

Goal:

We want to use green electricity and green gas wherever and whenever possible.

What we have achieved to date:

Almost all of our German production sites are already supplied with green electricity. Moreover, we are already working with green electricity internationally, for example at our locations in Hungary, the Czech Republic, and Malaysia. The remaining switchover potential in Germany and internationally will be exploited by the end of 2022 wherever possible. Since a long time we have also relied on the production of our own green electricity using photovoltaics. Our first system was installed in Leingarten ten years ago. Since then two further locations have been added: At the end of 2020 a PV system was installed in Allschwil near Basel (Switzerland); the most recent addition was made in Richmond (USA) in 2022.

[>>LINK](#)

We have also identified other business locations with fundamental potential to generate electricity from solar energy. These measures will be gradually implemented at suitable locations between now and the end of 2023.

We have also identified the locations where natural gas consumption is highest. As yet, green gas is not being offered for all of these locations. By 2023 we accordingly plan to convert all the locations where green gas is available or to identify green alternatives to gas. To do this, we have to work together with teams of experts in order to examine the technical implementation options. In general, the challenges of implementing a changeover have increased enormously for everyone since the start of the Ukraine crisis. We are nevertheless working hard to find and implement sustainable solutions.

Goal:

We want to reduce our overall electricity and gas consumption and improve our energy efficiency.

What we have achieved to date:

In principle, all of our locations make sure to constantly optimize energy consumption. Some of them are making exceptional efforts in this regard. For example, we are pleased by the fact that our Hungarian colleagues at the site in Pécs received an award for their energy efficiency, and also by the energy-saving measures at our Lucca site. Here, solar thermal systems heat domestic water to optimize energy resources while reducing waste and costs at the same time. 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. From 2019 to 2021, the Group's total energy consumption fell lightly. We have been successfully implementing energy efficiency projects since well before 2019 and are now increasingly reaching our limits in terms of savings potential. That is why we are intensifying our energy efficiency efforts regarding our core production processes.

Goal:

We want to travel with a green conscience.

What we have achieved to date:

- New fleet policy: The proportion of electric cars in our fleet was five percent in 2020, and we were able to record an increase to 6.5 percent at the end of 2021.
- Expansion of charging stations: 103 charging stations at 19 locations by the end of 2022
- New travel guideline: Only unavoidable journeys are permitted, where sustainable travel must be a priority (e.g. use of trains with a travel time of up to five hours and the existence of a suitable rail network)



Circular economy

Goal:

We are improving our processes to create a circular economy.

What we have achieved to date:

Our Chief Technology officers (CTOs) and Chief Operations Officers (COOs) from all the Business Areas work together to develop and produce our products, solutions, and services in ways that are environmentally friendly and resource-conserving. We are already systematically employing value engineering so as to use less material and thus conserve resources. Through consistently implemented eco-design we continuously minimize the impact on the environment. One example of this is the newest palletizer of the Körber Business Area Supply Chain, the K.Handle layer palletizer PA15. It needs less air and less electricity, and it has a longer service life. In the future we will go one step further and systematically expand the eco-design approach in order to ultimately design for the circular economy.

Our machines and systems already have a long service life of 20 to 25 years. Older machines are given a general overhaul. In the Körber Business Area Tobacco, for example, used machines have been modernized since 1989 and can thus be employed in a new production cycle. In addition, the Körber Business Area Digital uses artificial intelligence to increase efficiency in production, at our facilities and those of our customers. This can improve the productivity of machines and thus save energy and conserve resources. Our innovative technologies from all Körber Business Areas enable us to jointly implement our concepts for sustainable production quickly and in a

targeted manner.

Through the detailed examination of our emissions in Scope 3 and our products, solutions, and services, we receive a great deal of information that helps us utilize the right measures. Such an examination is planned for 2022. On the basis of the results, we will define further concrete measures and target values. For the implementation of all these measures, our teams in product development and production work together across all Business Areas with procurement units as well as with strategic marketing and sales.

These are our goals in the dimension SOCIAL:

Fair and attractive employer - Working conditions

Goal:

We support mobile working and new forms of collaboration.

What we have achieved to date:

Teams that want to work together from different locations around the world in the future — and are able to do so because of the nature of their activities — receive training and are given the necessary resources. Successfully held remote events serve as illustrative examples and learning methods that show all employees how mobile working and team leadership can be effectively organized at a distance. The HR teams regularly discuss these matters throughout the Group, thus generating an extensive collection of methods that is used by all managers within the Group worldwide.

- Health and safety of our employees

Goal:

We protect the health and safety of our employees.

What we have achieved to date:

We have appointed health and safety officers at all the major company locations. In addition, our employees receive regular training regarding these issues. At some locations we have already implemented ISO 45001 (relating to occupational safety) and will continue to expand this in the future. Location-specific measures to improve working conditions in the facilities are also a continuous process. In the Business Area Tissue in Lucca (Italy), for example, anti-fatigue mats ensure greater comfort during standing activities, as do cordless ergonomic tools. The introduction of the summer shift (from 7 a.m. to 2 p.m. instead of 8 a.m. to 5 p.m.) makes it possible to reduce microclimate risks by shifting work to the cooler hours of the day. In dialog with other locations about such best practices, individuals can share their experiences for the ultimate benefit of all our colleagues.

We also take care of our employees' health and safety when they are on the road. In more than 90 countries, we offer international SOS medical and safety services for colleagues who are exposed to specific risks when traveling.

During the corona pandemic, ensuring the health of our employees is our top priority. Here we show strong leadership and act quickly and with foresight — even beyond what is required by political decision-makers. For this purpose, we convened a Global Corona Response Team, which

meets regularly to react to the rapidly changing current situations and plans the transition to new flexible working models. In the internal media, we continuously inform our employees about new safety and hygiene concepts and organize vaccinations. We are also actively helping to fight the pandemic with products from our packaging division.

- Diversity, equity, and inclusion

Goal:

We are creating a diverse, inclusive, and fair corporate culture.

What we have achieved to date:

One of our newly introduced leadership principles is “We celebrate diverse perspectives.” It forms the basis of everything we do to create a diverse, inclusive, and fair corporate culture. For example, we launched a mentoring program that has equal numbers of men and women and also connects people of different ages and ethnic groups. We have also defined and created identity groups to promote the sharing of ideas within these teams. Diversity, equity, and inclusion will also be equally important in the future when it comes to the recruitment, advanced training and promotion of employees.

Career management and training courses

Goal:

We want to treat our employees fairly and transparently.

What we have achieved to date:

The digitization of work processes has already been largely achieved in Germany, for example through the nationwide introduction of digital personnel files. The processing of inquiries sent to human resources management has also been largely digitized. In order to ensure an overview of our talents, career paths, and required competencies and how they relate to sustainable career opportunities within the company, we have revised our existing talent management system and are continuously expanding it. We are also constantly expanding the range of advanced training opportunities in order to firmly anchor a learning culture in our organization. In addition, we have started to align all management training and leadership programs (at Group-level) with the Körber strategy and the new leadership principles, including corporate social responsibility and diversity.

Internal dialog

Goal:

We want to support the activities of employee representatives.

What we have achieved to date:

The members of the Group Works Council and

the local works councils are accessible to all of our employees via the group intranet and thus are available for dialogue. In addition, we hold regular elections for group-wide representatives of severely disabled employees and of young employees and trainees (K-JAV). At the recently instituted conference of all German works councils, the Körber Group Executive Board presented its corporate strategy and signed a joint statement of intent regarding digital advancement. This document creates a framework for the shared creation of the work environment of today and tomorrow.

Giving to Society

Goal:

We want to continue living up to our social responsibility.

What we have achieved to date:

On the occasion of our 75th company anniversary in 2021, we launched a special donation campaign that supported 75 different projects all over the world with €1,000 each. The projects included, for example, Viva con Agua, Mother's Choice, and WWF Italy.

Our employees recommended the projects to be supported, and they voted on the final selection. In the years ahead, we will expand our commitment to society: Every year, a sum of €1,000 will be added to the support we give to projects and organizations as part of our group-wide donation campaign. In another donation campaign, we

assisted the victims of the flood catastrophe in the Ahrtal valley region in Germany.

In addition to this central commitment, the employees in our Business Areas have volunteered to work in specific projects located near their workplaces. These projects include the "wi mook dat" Day of the Business Area Tobacco in Hamburg, the Volunteer Days on the Körber campus in Pécs (Hungary), and the support given to kindergartens, recreational facilities, and zoos at the Lucca (Italy) location of the Business Area Tissue. In the future we want to continue reinforcing the volunteer activities of our employees and to consolidate these activities by means of a common approach.

We have also continued to enhance our contacts with educational institutions. For example, Stephan Seifert, the Chairman of our Group Executive Board, participated in an event in Düsseldorf in which he answered students' questions about education, career paths, and Körber. Our executives volunteer as guest instructors at universities, we make study rooms available, and we work together with universities on various projects. Starting this year, we are also participating in the newly established "New Generation Industry Leaders" program of the World Economic Forum – a community of young industrial leaders who are committed to careers and are promoting sustainability in the assembly and production sector.

[>> Link](#)

We have traditionally been a member of relevant sector associations such as the VDMA, and in the future we will increase our involvement in associations related to sustainability.

Info box

In 2021 our group-wide sustainability initiative was launched with an unusual message: We planted a tree for each one of our employees in order to support reforestation in South America.





These are our goals in the dimension GOVERNANCE:

Business ethics

Goal:

We want to further expand and strengthen our compliance culture.

What we have achieved to date:

More than ten years ago, the Körber Group established a system that ensures that our compliance regulations are communicated and observed. From the beginning, we have established rules for dealing with gifts, hospitality, and invitations and have given clear instructions on how to comply with antitrust laws. In order to avoid risks in and for sales operations, we have established strict guidelines for the involvement of intermediaries. Over time, this was followed by policies regarding export control and the prevention of money laundering. For each of our Business Areas there is a compliance officer who is personally responsible for the compliance of the Business Area companies. In each unit we have appointed a compliance representative as a local contact for our employees. In annual compliance reports, the Business Areas Compliance Officers, together with the local compliance representatives, analyze the effectiveness of our compliance system, work out further developments, and implement them consistently. Our Code of Conduct gives employees instructions on what to do if rules are violated. Managers are required to report violations. We strengthen our compliance culture by providing mandatory compliance training to our managers, i.e. all members of the executive boards and all employees on the top management levels below the executive boards; all employees with direct, sales or purchasing-related contact with (potential) customers and suppliers; and all employees in accounting. This training must be repeated every 24 months.

Responsible information management

- Data protection

Goal:

We protect our data and yours.

What we have achieved to date:

Group-wide company policies regarding data protection were defined several years ago. Among other things, they contain policies regarding the deletion and blocking of personal data at the Körber Group and behavior in the event of a data protection violation. The data protection organization deals with the data protection concerns of our employees as well as those of our business partners. To raise awareness of data protection issues, all employees are required to attend a data protection training course, which must be repeated every 24 months. Before new IT tools and IT processes are introduced, the data protection officers assess data protection compliance and make recommendations to the management. This is done in close collaboration with the group-wide IT department and other specialist functions.

- Cybersecurity

Goal:

We want to protect business operations against cyberattacks.

What we have achieved to date:

The Group policy on information security is already in place; so is the team of the Chief Information Security Officer at the Group and Business Area levels. We have set up an organization across all Business Areas and created an Information Security Management System (ISMS) based on ISO 27001. In addition, we have developed a risk-based approach to introducing further security improvements. Moreover, our Cyber Defense Center is established and can

now be gradually expanded to include additional services. The company also has a security policy with clear functional descriptions and processes. IT services are regularly checked for weak points; critical vulnerabilities are addressed using a regular process, and their elimination is monitored. We have set up a central security information system and have already integrated and monitored a number of services.

Goal:

We want to be a reliable and trustworthy partner for our customers.

What we have achieved to date:

The Hauni company in the Körber Business Area Tobacco was the first enterprise to receive ISO 27001 certification. Further certifications of our software companies will follow. In addition, a training offensive for secure software development was started in the individual operational areas in order to establish additional security tests in the development process. In a pilot project, security architectures are evaluated and concepts are developed to make the technology fit for future requirements from a security standpoint as well.

Goal:

Security has top priority

What we have achieved to date:

An initial educational campaign that has already been carried out is now being followed by regular training courses for our employees, which lead to increased awareness and the reporting of questionable e-mails, posts, and website activity.

Responsible supply chains

- Our suppliers' social practices

Goal:

We meet our obligation of corporate due diligence in supply chains.

What we have achieved to date:

As early as the selection process for suppliers, we check their social and environmental integrity through self-assessments and external information providers. This information is integrated into the complete supplier life cycle management of the risk management process. Acceptance of our Code of Conduct for Suppliers is an essential prerequisite for receiving orders from the Körber Group. We ask all our suppliers to comply with our guidelines and standards regarding human rights and working conditions, to communicate them to their employees, to establish them in their upstream supply chains, and to check compliance regularly. In the event of noncompliance or increased risks, we work closely with our suppliers and jointly develop remedial and preventive measures. Our complaints mecha-

nism enables our employees and external third parties to report suspected human rights violations.

The complaints mechanism is accessible to all employees, business partners, and interested parties.

[>> Link](#)

- Our suppliers' environmental practices

Goal:

We want to create transparency in our supply chains with regard to the CO₂ balance and systematically reduce CO₂ emissions in our upstream supply chains.

What we have achieved to date:

As a basis for the well-founded derivation of further CO₂ reduction measures, we create transparency about the emissions of our supply chains. The special focus here is on emission category 3.1 "Purchased Goods and Services" in accordance with the GHG Protocol. To do this, we calculate the CO₂ emissions along the upstream supply chains, but also ask our suppliers to become active themselves, to systematically reduce the carbon footprint of their products and services, and make the emissions transparent for Körber AG. This is also enshrined in our General Purchasing Conditions. In the future, our suppliers will also be evaluated with regard to their environmental practices; this will be an important criterion for future orders. The evaluation is based on supplier self-assessments, supplier audits, and independent CSR ratings.

We love collaboration

No matter how big a company is, it is always a part of society. More than anywhere else, this fact is crucial to the effort to create a sustainable future. This effort affects all of us, in every aspect of our lives. And that's exactly why a sustainability mindset consists of three pillars: environmental, society, and governance. We at Körber want to be the first to do the right thing at the right time — and to do so together with our employees, our customers, suppliers, investors, political decision-makers, and associations — in short, with society as a whole.

As the founder of our company, Kurt A. Körber, once put it:

“Entrepreneurs are among the essential supports of our democratic society. The better they prepare for the future (...), the more strongly they will live up to their function in society.”

Especially when it comes to sustainability, we are firmly convinced that we are stronger together. And we love collaboration — in every area. Internally, where we operate as a team of people from all of our Business Areas and specialist functions. And externally, where we are inspired by our customers and our participation in associations and organizations and can pass on our know-how and our experience. Constructive reflection and mutual encouragement help all of us to move forward.

“Sustainability is not an individual project. It is teamwork.”



We implement sustainability together

At Körber we look at sustainability from a holistic and group-wide perspective.

Our internal organization also shows the high priority we assign to this topic.

In his capacity as the Chief Operations Officer and Chief Technology Officer of the Körber Group, Erich Hoch is responsible for the sustainability initiative. The core team of the initiative crosses Business Areas and functions. It is led by Michaela Thiel, Head of Sustainability at the Körber Group. The team developed the Körber Group's sustainability strategy, implements it in collaboration with the Business Areas, and regularly reviews how we are moving toward our goals.

All of the measures are coordinated with the steering committee for sustainability. The steering committee comprises the Körber Group Executive Board, the Chief Executive Officers of our Business Areas, and Michaela Thiel. The projects are coordinated by the managers responsible for the focus areas and key topics and by the Business Area Representatives for Sustainability.



The Business Areas' representatives for sustainability in the Körber Group are:



Michaela Thiel,
Head of Sustainability,
Körber Group

Sustainability at the Körber Group:

For me, our claim "We are stronger together" is more valid today than ever before. Now that we have combined our sustainability-related activities into a shared group-wide approach, we can take our commitment in this area to the next level. I now look forward to actively shaping sustainability at Körber together with my colleagues and making life better for present and future generations through our activities.



Kirk Peterkin,
Senior Strategic and Innovation
Designer, Business Area Digital

Our contribution at the Business Area Digital:

In production-related contexts, we can reach valid conclusions in favor of greater sustainability on the basis of data. At our Business Area we develop digital solutions for gathering this data and coming to the right conclusions in order to reduce the use of valuable resources and environmentally harmful chemicals. Our applications are also used for process monitoring. They provide useful knowledge that helps us harmonize manufacturing processes and boost productivity.



Marwin Krull,
Assistant of the CTO,
Business Area Pharma

Our contribution at the Business Area Pharma:

Many of our customers specifically ask how we can support them with sustainable products and solutions. That's because the pharmaceutical and biotech industry is already very active in the area of sustainability. Fulfilling our customers' requests is an exciting challenge that requires strong collaboration and commitment across all work areas. As part of my function, I am creating a network of sustainability enthusiasts throughout our entire Business Area, and this task really inspires me.



Meike Schmidt-Krenz,
Senior Vice President
Procurement & Supply Chain
Management, Sustainability
and Gender-Diversity,
Business Area Supply Chain

Our contribution at the Business Area Supply Chain:

We support our customers' efforts to make their supply chains more sustainable and reduce their energy consumption. We have now set ourselves the ambitious goal of achieving carbon neutrality throughout the entire Körber Group by 2025. This is a strong and important message to all of our customers, who are also putting a stronger focus on sustainability. Additional material topics at our Business Area include responsibility in the supply chain and the topics of diversity, equal rights, and inclusion. Our collaboration with other Business Areas will be very useful for all of us.



Daniela Altariva,
Head of Operational Excellence,
Business Area Tissue

Our contribution at the Business Area Tissue:

The initiative "My heart is green" is only one of the many campaigns we have conducted at the Business Area Tissue in recent years. It's typical of the conviction and strong commitment that drive our activities to improve environmental protection. As we continue along this path, we will focus more strongly on diversity, inclusion, and respect for human rights.



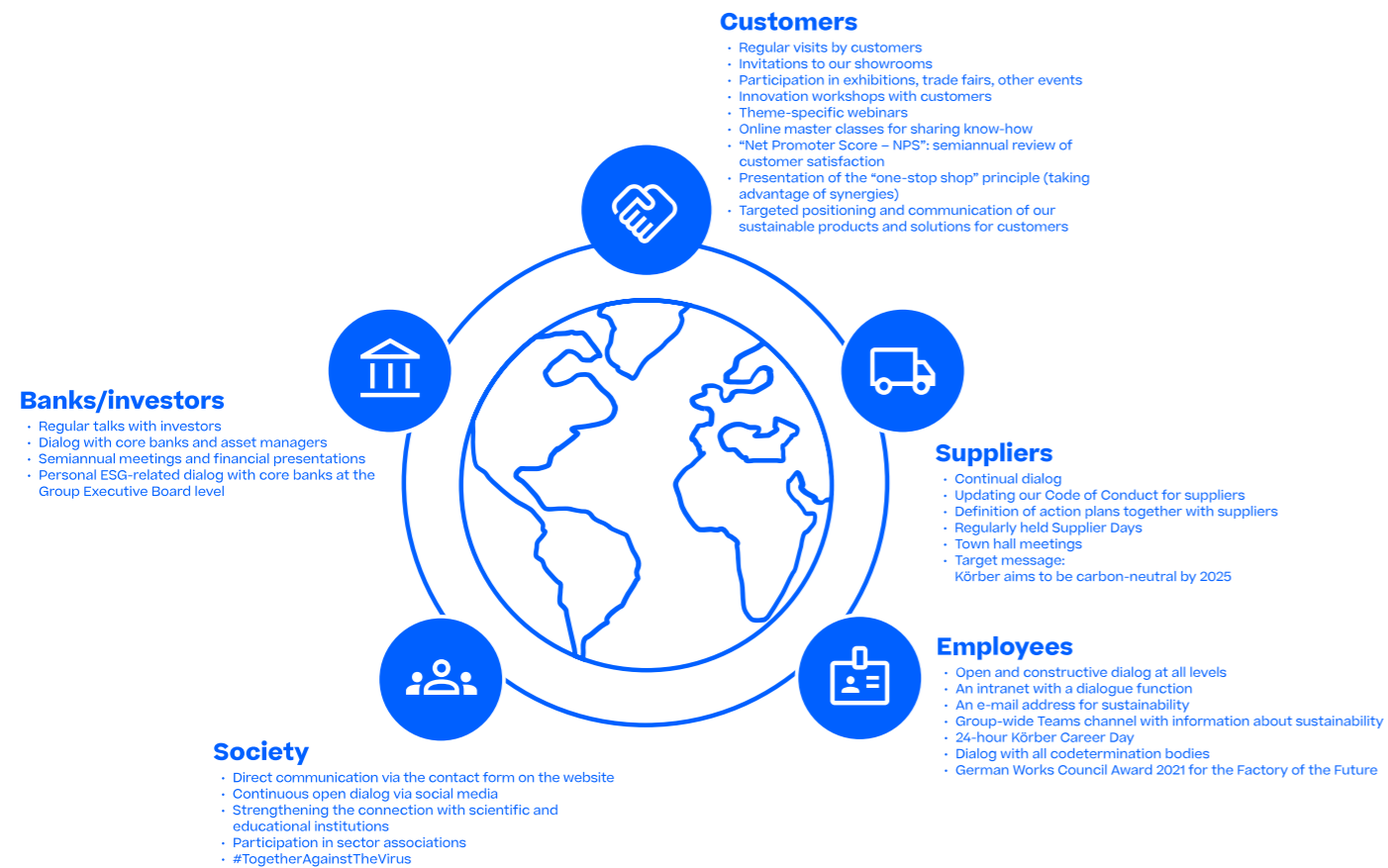
Jürgen Spykman,
Chief Executive Officer,
Business Area Tobacco

Our contribution at the Business Area Tobacco:

At the Business Area Tobacco we can look back on many years of commitment in the area of sustainability. As an integral component of our daily activities at the company, sustainability is firmly anchored in our corporate strategy. In addition to our ongoing activities in the areas of waste management, the environment, electric mobility in the corporate fleet, reduction of our energy consumption, and the social commitment of our company and our employees, we will now collaborate with the other Business Areas to stringently reduce our carbon footprint, further enhance our position as a fair and attractive employer, and continue living up to our social and environmental responsibility for our supply chain. Thanks to the many years of development work by Dirk Kronenberg, we have created an excellent foundation, and we are happy that we've been able to appoint Ruth Keller, a very experienced colleague who will promote the topic of sustainability in the Business Area Tobacco in cooperation with the other Körber Business Areas. We want to be a leader in the area of sustainability as well!

Interaction with our stakeholders

An active and constructive dialog with our stakeholders is an important component of our group-wide management of sustainability.



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