



Körting Hannover GmbH Hanover

Sustainability Report

for the financial year from 1
January to 31 December
2025



Table of contents

Foreword

About this report

1	Körting Hannover GmbH.....	6
1.1	Who we are	6
1.2	Organisation and corporate structure	7
1.2.1	Organisation.....	7
1.2.2	Management structure	7
1.3	Products, services and sales markets	8
2	Corporate governance	8
2.1	Code of Conduct	8
2.2	Mission statement	9
2.3	Management of sustainability issues	9
2.4	Stakeholder dialogue.....	10
2.5	Employee involvement	10
2.6	Data protection and cyber security.....	11
3	Product responsibility	11
3.1	Management approach.....	11
3.2	Quality and sustainability of products and services.....	11
3.3	Innovation	12
3.4	Product labelling.....	12
4	Human rights	12
5	Employees	13
5.1	Management approach.....	13
5.2	Employment structure	13
5.3	Remuneration	14
5.4	Co-determination	14
5.5	Training and further education	14
5.6	Performance appraisal.....	15
6	Environmental and climate protection.....	15
6.1	Management approach.....	15
6.2	Energy sources and consumption	17

6.2.1	Electricity.....	17
6.2.2	Natural gas	17
6.2.3	Heating oil	17
6.2.4	Fuels.....	17
6.3	Optimisation of energy consumption.....	17
6.4	Water and wastewater	18
6.5	Biodiversity	18
6.6	Emissions.....	18
6.7	Reduction of greenhouse gas emissions.....	19
6.8	Waste.....	19
6.8.1	Waste generated.....	19
7	Occupational health and safety	20
7.1	Organisation	20
7.2	Training and instruction	21
7.3	Key figures on occupational health and safety	21
7.4	Promotion of employee health.....	21
8	Purchasing/ Suppliers/ Supply chain	22
8.1	Suppliers	22
8.1.1	Evaluation of new suppliers	22
8.2	Materials	22
9	Social engagement	23
	Content index according to GRI.....	I

Excellence through tradition – a future through responsibility

Sustainability report of Körting Hannover GmbH for the financial year from 1 January to 31 December 2025

Foreword

As a family-owned company, we feel a special obligation to future generations. It is our responsibility to make an active contribution to shaping a better world for tomorrow. That is why we have been committed to sustainable development for many years, bringing the economy, environment and society into harmony. This development is characterised by continuous learning, further development and improvement. Responsible corporate action in the spirit of sustainability is a central theme for us. Sustainability is the core element of our actions and an integral part of our corporate culture. We are guided by the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda, the Sustainable Development Goals of the United Nations.



Source: www.bundesregierung.de

Hanover, 22 January 2026



Dr York Fusch Martin Fusch
Management of Körting Hannover GmbH

About this report

The sustainability report, published in German and English, brings together key financial and sustainability-related information. When selecting the topics to be covered in the report, we are guided by the principles of materiality, completeness, sustainability, balance and stakeholder involvement.

The reporting period covers the 2025 financial year. The report is published once a year for the previous financial year. The point of contact is the management.

The 2025 sustainability report was prepared voluntarily and has not been audited externally.

1 Körting Hannover GmbH

1.1 Who we are

Körting Hannover GmbH, founded in 1871, is an internationally positioned, medium-sized family business that specialises in engineering expertise and individual consulting in the respective fields of application worldwide. Well-trained and highly qualified employees who identify with both the company and the products and services it produces form the foundation for implementing the customer wishes and requirements brought to Körting Hannover GmbH.

Based on sophisticated, resource-saving products and technologies, as well as on services of the highest quality, our goal is to develop and produce durable products with optimum energy efficiency and to provide services that meet the requirements placed on us, thereby achieving the highest possible level of customer satisfaction.

Application-oriented research and development at our company forms the basis for the continuous optimisation and improvement of our existing products and services. It is a prerequisite for further developments and new developments as well as for the market launch of new technical concepts and solutions.

In-house production guarantees maximum flexibility, high quality and service quality.

In line with Körting's objectives, all employees take personal responsibility for ensuring that the processes required to create the products and services are observed and subject to continuous improvement.



1.2 Organisation and corporate structure

1.2.1 Organisation

As the parent company of the Körting Group, Körting Hannover GmbH, represented by its two managing directors, plays a leading role in the group. Körting Hannover GmbH exercises management functions within the group.

The domestic subsidiary Hans Hennig GmbH is represented in the Körting Group with its own specialist technical sales department and its own production facilities for certain proprietary products, although the subsidiary is increasingly involving the parent company as a supplier in order to optimise manufacturing process steps.

The foreign subsidiaries are primarily involved in sales support activities. In addition, our foreign subsidiaries, in close cooperation with the parent company, occasionally place production or manufacturing orders with suppliers in the country of the respective subsidiary.

1.2.2 Management structure

The management of Körting Hannover GmbH manages the company in the interests of the company with the aim of sustainable value creation and conducts the company's business in accordance with the statutory provisions, the currently valid Articles of Association, the Rules of Procedure and the currently valid schedule of responsibilities for the management.

The members of the management are committed to the interests of the company and are subject to a comprehensive non-competition clause during their employment with the company. In connection with their activities, they may not demand or accept unjustified advantages from third parties for themselves or for other persons, nor may they procure or grant unjustified advantages to third parties. They may not use business opportunities to which the company is entitled for themselves or for other (external) third parties. Any secondary activity, whether remunerated or unpaid, requires the prior approval of the shareholders' meeting.

In accordance with German GmbH law, the shareholders' meeting is the highest supervisory body for all matters concerning the company. In addition, there is an advisory board as a voluntary advisory body. Advisory board members are appointed by the shareholders' meeting for a term of three years. Re-election is permitted.

In accordance with the Articles of Association of Körting Hannover GmbH, shareholders' meetings are convened by the management. The Chairman of the Management Board chairs the shareholders' meeting.

1.3 Products, services and sales markets

The parent company in Hanover and its subsidiaries in Germany and abroad specialise in technical solutions for specific customer requirements in the field of process engineering machinery and plant construction.

The Körting Group's research and development activities are based at the parent company's headquarters in Hanover.

Jet pump and vacuum technology products are mainly used to generate a vacuum, compress gases and convey and mix liquids, gases, vapours and solids. These include steam jet vacuum systems, hybrid vacuum systems, vacuum condensers, ice condensation systems, steam jet heaters and mechanical water ring pumps. Venturi and jet gas scrubbers, wastewater aeration systems, evaporation plants and swirl droplet separators are used in exhaust gas purification and environmental technology. Process heat and combustion technology products are used in industrial burners, valve assemblies, furnace controls, flame monitors and switch cabinets, among other things.

In many countries, population growth is closely linked to increasing purchasing power. The resulting rise in demand for food and chemical and pharmaceutical products leads to regular investment surges among the Körting Group's industrial customers.

2 Corporate governance

2.1 Code of Conduct

Our actions are in line with the applicable legal framework and a responsible ethical understanding, which we have formulated in a Code of Conduct. This Code of Conduct is based on a shared understanding of socially responsible corporate governance. We assume responsibility within the scope of our respective capabilities and spheres of action by considering the legal, economic, technological, social and ecological consequences of our business decisions and actions. In this way, we contribute to the social and economic development of the countries and regions in which we operate. We promote equal opportunities and do not tolerate discrimination. We treat all people equally, regardless of gender, age, skin colour, ethnic origin, sexual identity and orientation, disability, religious affiliation, ideology or other personal characteristics. We do not tolerate corruption, bribery or extortion, as these prevent fair competition. Training courses on preventing and combating corruption are offered as part of the Prevenio training programme, among others, and are also documented there.

Gifts that are associated with the intention or could give the impression of influencing business decisions or obtaining any other improper advantage

are neither promised, offered, granted, demanded nor accepted in our business relationships, nor do we allow ourselves to be promised such benefits. A particularly strict standard must be applied when dealing with persons who are subject to special criminal and liability regulations (e.g. public officials).

The Code of Conduct is approved by the management of Körting Hannover GmbH and applies to all employees.

2.2 Mission statement

The Code of Conduct is also reflected in our mission statement:

Excellence through tradition – future through responsibility

As a leading medium-sized mechanical engineering company in jet pump and vacuum technology, we create innovative and sustainable solutions that impress with their outstanding quality and technological excellence.

Our employees are our most important asset: their expertise, commitment and creativity form the basis of our success. Together, we combine tradition with progress, act responsibly and create a future worth living.

Our values – trust, reliability, team spirit and innovation – shape our actions and make us a strong partner worldwide.

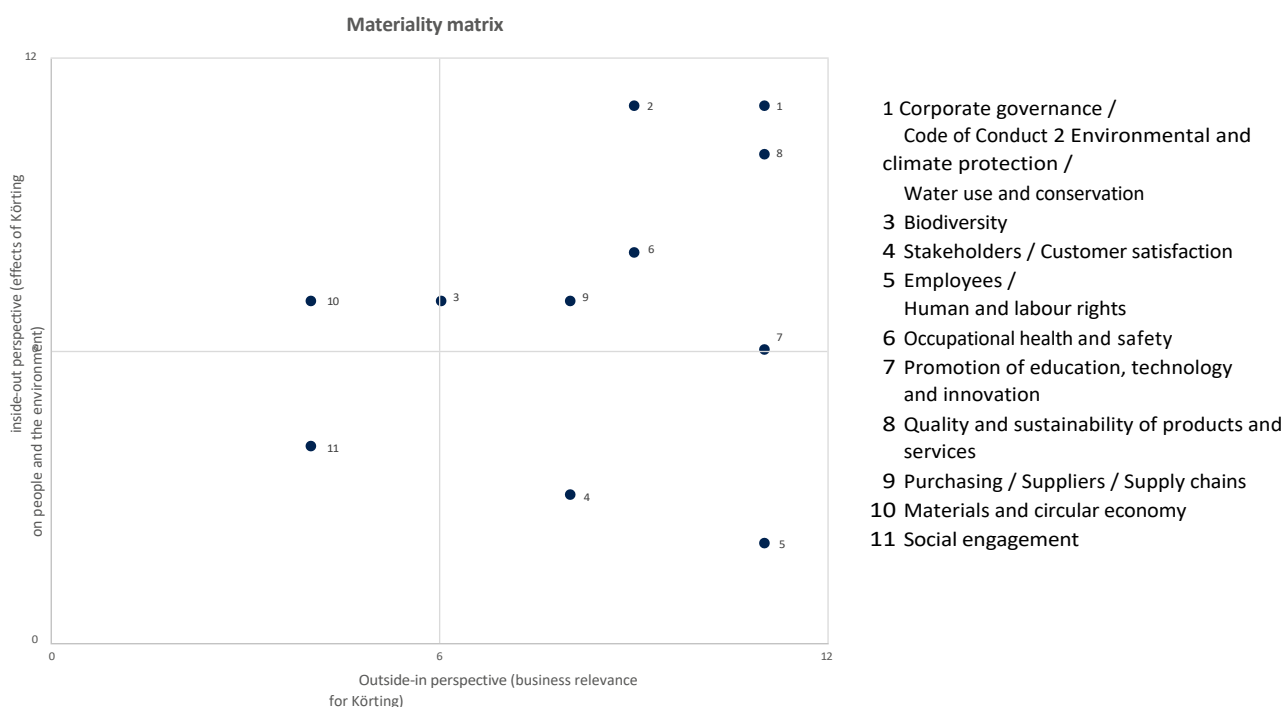
2.3 Management of sustainability issues

Responsible corporate governance focused on sustainable value creation is the benchmark for the actions and management of key issues by the Executive Board.

Sustainability is our compass. In accordance with the guidelines of the Global Reporting Initiative (GRI), we regularly evaluate the issues that are essential for understanding the economic, ecological and social impact of our company. When selecting the topics for our reports, we are guided by the principles of materiality, completeness, sustainability, balance and stakeholder involvement.

We are certified according to the management systems DIN EN ISO 9001:2015 for quality and DIN ISO 45001:2023 for occupational health and safety. Our energy management system is audited according to DIN EN 16247-1.

Since 2017, we have also been certified by the sustainability rating agency EcoVadis in Paris, France. This is based on international sustainability standards such as the United Nations Global Compact, the Global Reporting Initiative and ISO 26000, and analyses the sustainability performance of companies.



2.4 Stakeholder dialogue

Openness and honesty are among our core corporate values. That is why we rely on dialogue with our stakeholders that is based on respect and mutual trust and aims to promote our sustainability. Consideration of the interests of interested parties (stakeholders) is laid down in internal procedural guidelines, among other things. This is achieved, for example, through regular employee information and collective agreements, a shareholders' meeting held at least once a year, monthly summary reports to the advisory board, the publication of the annual financial statements in the electronic Federal Gazette (including the balance sheet and profit and loss statement, notes, management report with statements on the course of business, report on opportunities and risks, strategic orientation), membership in associations and interest groups, and this sustainability report.

Critical concerns can be communicated to management or the works council. We also offer our employees and business partners access to a secure mechanism for confidentially reporting possible violations of corporate governance principles.

2.5 Employee involvement

In order to achieve our sustainability goals, we actively involve our employees and seek to raise their awareness of sustainability. Internal audits help management to monitor, question and improve desired and established standards in corporate practice through dialogue and exchange with employees. They give employees the opportunity to actively contribute to our business with suggestions for improvement and/or ideas.

business processes and are therefore an important tool for their continuous development.

2.6 Data protection and cyber security

Information and cyber security are becoming increasingly important. In addition to protecting company-relevant data and IT infrastructure, they form the basis for successful digitalisation. We promote awareness among our employees of the importance of protecting data, information and know-how, for example through regular training courses.

The protection of customer data and company-relevant data is regulated in an internal IT security policy manual.

Up-to-date firewall systems and virus scanners are used to protect against data security risks arising from unauthorised access to IT systems.

Our company has appointed a data protection officer.

3 Product responsibility

3.1 Management approach

For us, product responsibility means that our products meet the highest quality standards and, when used properly, pose no risk to people or the environment. We are continuously working to achieve this.

3.2 Quality and sustainability of products and services

Our quality management system is certified according to DIN EN ISO 9001:2015.

All processes within the company associated with the realisation of products and services must be defined and designed.

Through their planning and control, the specified customer requirements for products and services are met, taking into account the applicable legal and regulatory requirements. Our company is certified for the manufacture of pressure equipment and piping in accordance with AD 2000 Merkblatt HP0, ASME (American Society of Mechanical Engineers) and the Manufacture Licence of Special Equipment People's Republic of China, among others.

In the circular economy, materials and products should be shared, leased, reused, repaired, refurbished and recycled for as long as possible. This extends the life cycle of products. The reuse and recycling of products slows down the use and consumption of natural resources, reduces the destruction of landscapes and habitats, and helps to limit the loss of biodiversity. Another advantage of the circular economy is a reduction in greenhouse gas emissions.

Our jet pumps and vacuum systems are mainly made of steel. At the end of a long service life, which can sometimes last for decades, steel becomes scrap metal again and thus a reusable, important raw material. Appropriate recycling enables almost unlimited reuse.

When used responsibly and properly, our products and services pose no risk to people or the environment.

3.3 Innovation

Innovations in our society would be inconceivable without mechanical and plant engineering. With its products and applications, mechanical and plant engineering creates sustainable solutions for climate protection, resource conservation, safe workplaces and more, and contributes to social and economic development worldwide.

As a global technology company, continuous and targeted research and development activities are essential for our long-term business success. Based on our findings, we develop new areas of application and continuously strive to improve our processes and plant technologies. This is mainly done in the context of orders and therefore in close consultation with our customers and their individual requirements. For example, employees from the Research & Development (R&D) department are involved in commissioning and special customer projects. This ensures close integration between the R&D department and customer and market requirements, among other things.

3.4 Product labelling

All products and services must be labelled in such a way that they can be clearly identified during production and service provision, monitoring and measurement requirements can be met, and traceability is ensured.

We provide our customers with operating instructions regarding the assembly, function, transport, storage, commissioning and decommissioning, safe operation and disposal of our products. In addition, there may be a wide variety of other documentation, such as customer documentation, documentation from subcontractors, documentation based on customer requirements or based on technical regulations and standards.

4 Human rights

Our actions are in line with the relevant legal regulations. We are guided by ethical values and principles, in particular integrity and honesty, as well as respect for human dignity, as laid down in the principles of the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the core labour standards of the International Labour Organisation (ILO) and the United Nations Guiding Principles on Business and Human Rights.

Our Code of Conduct is available on our website at www.koerting.de. We expect our business partners to share the same basic understanding. We also offer our employees and business partners a whistleblower system to report possible violations of the principles of our Code of Conduct.

5 Employees

5.1 Management approach

"Success is created by people." In line with this motto, our employees are our most important asset: their expertise, commitment and creativity form the basis for and contribute significantly to the success of our company. Together, we combine tradition with progress, act responsibly and create a future worth living.

We want to attract talent to our company, retain them and support them in their further development. The basis for this is an open management culture based on mutual trust, respect and motivation.

Good cooperation and reliable leadership are important pillars of our success. We rely on a culture that is open to change, thrives on the decision-making authority of our employees (empowerment) and promotes entrepreneurial action. The continuous development of our corporate culture is an overarching goal of Körting Hannover GmbH.

5.2 Employment structure

Our employees are divided into age groups as follows: 31 employees are under 30 years of age, 103 employees are between 30 and 50 years of age, and 108 employees are over 50 years of age. Women make up 19% of the total workforce. Excluding production, the proportion of women is 34%. Our employees come from 12 countries (including Germany).

During 2025, 15 new employees were hired, 5 employees resigned and 9 employees retired.

A total of 12 employees took advantage of the parental leave offer in 2025.

Employees with disabilities are an integral part of our workforce. According to voluntary information provided, we are aware of 20 employees with disabilities. The special needs of these employees are represented in the company by an elected representative for severely disabled persons.

In 2025, three temporary workers were employed at Körting Hannover GmbH. These individuals are employees of specialised temporary employment agencies, whose services give us the opportunity to deploy qualified workers at short notice and respond flexibly to changing personnel requirements.

Every temporary employment arrangement was approved in advance by the works council.

Managers at all hierarchical levels of Körting Hannover GmbH are generally recruited from within the company. Our subsidiaries exclusively employ personnel who originate from the regional communities in which the companies are based.

5.3 Remuneration

Körting Hannover was a founding member of the Lower Saxony Employers' Association in 1890. With the Stinnes-Legien Agreement of 1918, employers recognised trade unions as representatives of employees and agreed to regulate working conditions through collective agreements.

To this day, Körting remains expressly committed to equal opportunities, including equal pay, and offers its employees competitive remuneration. There are no differences in remuneration between women and men with comparable qualifications and job roles.

Our company is bound by collective agreements. The collective agreements for the metal and electrical industry for the state of Lower Saxony apply in their currently valid version.

All company benefits are offered to all employees, regardless of whether they are full-time or part-time employees.

5.4 Co-determination

We have a works council in accordance with the German Works Constitution Act. Trust-based cooperation with employee representatives is another essential part of our corporate culture. Through open and continuous dialogue, we create the conditions for balancing the interests of the company and its employees, even in challenging situations.

At the company level, issues are regulated in the form of works agreements. Changes within the company are communicated in accordance with legal and collective bargaining requirements.

5.5 Training and further education

Körting provides training in the fields of plant mechanics, metal technology, machining, technical product design and industrial business management, and offers a dual mechanical engineering degree programme specialising in design engineering. We currently have eight trainees.

The qualifications of our employees ensure that processes and requirements are met and that appropriate quality, occupational safety, health and environmental protection are guaranteed. Training and further education are key success factors in this regard. After all, the skills and competencies of our employees are crucial for the company's development and long-term success.

The skills and competencies of our employees are crucial for the company's development and long-term success.

Training requirements and further training measures are determined in the respective specialist areas, and training and further training measures as well as individual learning needs are agreed and defined jointly between the employee and the respective manager. These are adapted to the specific requirements of the respective position and future needs. The costs for training and further training measures are borne by the company.

External training and further education measures are evaluated after they have been completed.

In a broader sense, further training measures also include transitional assistance to support employees who are retiring or have been made redundant. These are regulated in the existing collective agreements.

5.6 Performance appraisal

All employees have the right to a performance review, which is conducted regularly or on request, as well as to the issuance of an interim reference to assess their performance.

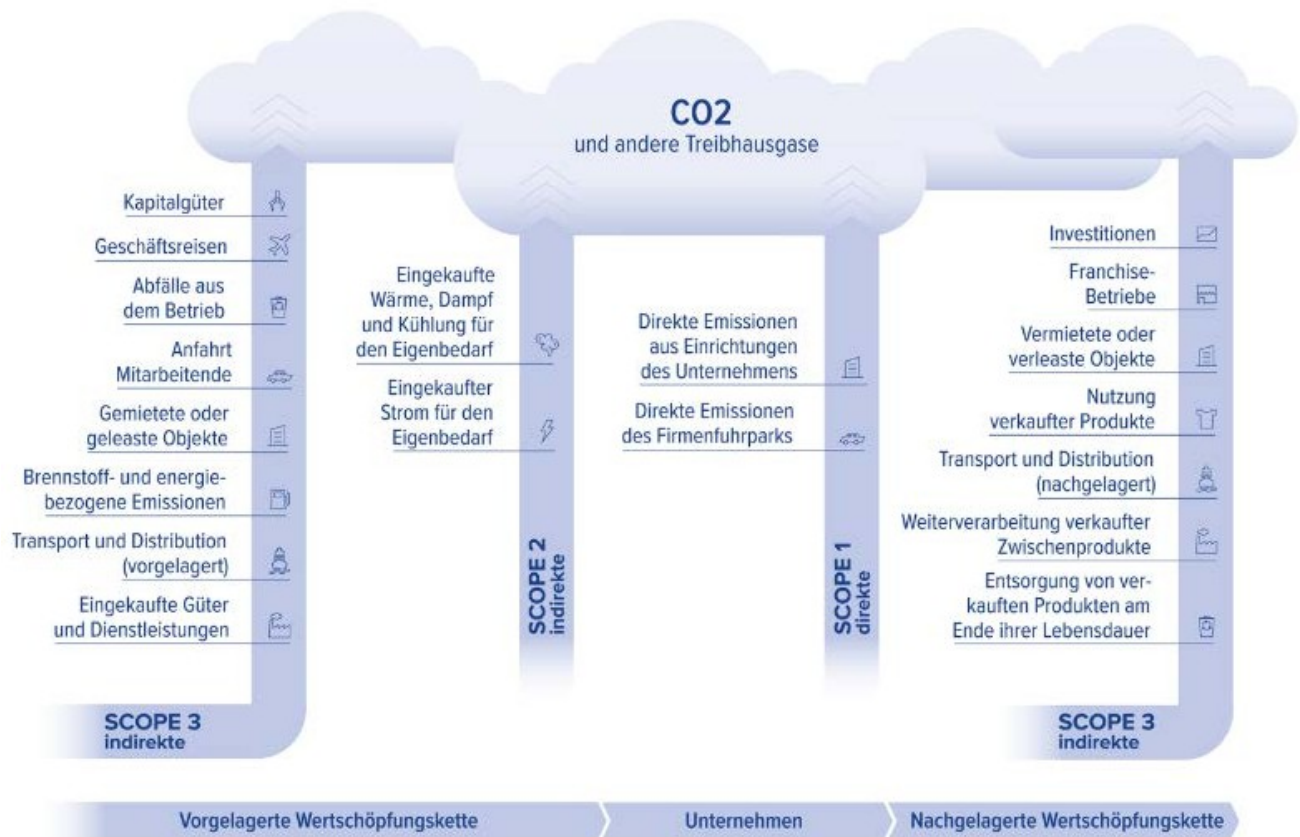
6 Environmental and climate protection

6.1 Management approach

Körting Hannover GmbH is committed to climate protection and contributes to this cause within the limits of what is economically and technically feasible. We are continuously working to reduce our environmental impact through emissions. Our employees are called upon to reduce energy consumption within the company and thus act in line with our sustainability strategy.

The new German Climate Protection Act came into force on 17 July 2024 after being published in the Federal Law Gazette. The German Bundestag and Bundesrat passed the amendment in spring 2024. According to the law, a 65% reduction in all greenhouse gases compared to 1990 levels is to be achieved by 2030. Germany is to be greenhouse gas neutral by 2045.

The Kyoto Protocol of 1997 established binding targets and measures to combat climate change. This agreement formed the basis for the Greenhouse Gas (GHG) Protocol. The GHG Protocol stipulates that all Scope 1 emissions and Scope 2 emissions must be recorded. The recording of Scope 3 emissions is optional according to the GHG Protocol.



Source: www.climatepartner.com

Scope 1 emissions are emissions from sources that are directly controlled or owned by companies. These include emissions from energy sources at the company's site, such as natural gas and fuels (e.g. from the operation of boilers). They are controlled or owned by companies. Scope 1 also includes emissions from the company's own vehicle fleet.

Scope 2 emissions are indirect greenhouse gas emissions from purchased energy (e.g. electricity, steam, district heating or cooling, which is generated outside the company's own system boundaries but consumed by it). For example, if electricity purchased from a utility company is generated outside the company's boundaries, the resulting emissions are considered indirect emissions. If companies generate energy themselves from sources for which they are responsible or which they control, the associated emissions are considered direct Scope 1 emissions. Other emissions from the production and processing of upstream fuels or the distribution of energy in a network are recorded under Scope 3.

Scope 3 emissions result from activities that are not directly related to a company (e.g. business travel or waste management).

6.2 Energy sources and consumption

Energy consumption has the greatest direct impact on greenhouse gas emissions. Therefore, the primary strategic approach is to increase energy efficiency and use renewable energy sources. For years, we have been sourcing 100% of our electricity from a third-party provider

Our employees are also encouraged to reduce energy consumption within the company and thus act in line with our sustainability strategy.

Our energy management system is audited in accordance with DIN EN 16247-1. The aim is to continuously save energy and costs through efficiency measures.

6.2.1 Electricity

For years, we have been sourcing our electricity from 100% renewable energy sources (100% clean green electricity). By doing so, we are reducing CO₂ emissions by around 329 tonnes per year compared to the average electricity generation mix in Germany in 2023. Energy consumption from electricity amounted to 745,082 kWh (grid supply).

In 2023, a photovoltaic system with a projected annual yield of around 95,900 kWh was installed. In the 2025 reporting year, 78,903 kWh were generated by our own photovoltaic system.

6.2.2 Natural gas

4,763,945 kWh were used for heat generation from natural gas.

6.2.3 Heating oil

15,520 litres were used to generate heat from heating oil.

6.2.4 Fuel

The fuel consumption of company vehicles amounts to 15,036 litres.

6.3 Optimisation of energy consumption

Our energy management system is audited in accordance with DIN EN 16247-1. The aim is to continuously save energy and costs through efficiency measures.

A reduction in energy consumption can be achieved, for example, by implementing more energy-efficient processes, optimising process flows or modernising buildings. More efficient lighting systems, improved insulation and more energy-efficient machines and devices are just a few examples of how energy efficiency can be improved in practice.

Since 2003, electricity consumption has been reduced by 49% and gas consumption by 34%.

6.4 Water and wastewater

The responsible and effective use of water and wastewater is an integral part of our commitment to sustainability and recognises the importance of managing water as a shared resource. We use water, among other things, as boiler feed water for our steam boiler in the research and development department and in production for pressure testing our apparatus and containers. Water is also used as drinking water, for personal hygiene and for flushing toilets.

We source our water exclusively from enercity AG, one of Germany's largest municipal energy and water service providers headquartered in Hanover, and do not extract water from surface water, groundwater or seawater, nor do we produce water ourselves. Our total water consumption during the reporting period was 6,450 m³.

Our water recirculation is subject to the normal regulatory and legal requirements for controlling the quality of water discharges. Recirculation is carried out via the Hanover municipal drainage system. We do not discharge any water into surface water, groundwater or seawater. We do not have our own water treatment facilities. The amount of water returned (waste water) was 2,565 m³. 1,848 m³ was used for the boiler feed water for our steam boiler (evaporated) and for the water for pressure tests on our equipment and containers (discharged into the sewer system).

6.5 Biodiversity

Biological diversity is the basis of life on our planet. Körting Hannover GmbH is aware that its own business activities can have an impact on nature and biological diversity. Protecting biodiversity and halting and reversing biodiversity loss is therefore an essential part of responsible corporate governance. By avoiding environmental pollution and minimising greenhouse gas emissions, we are helping to reduce the negative impact on biodiversity. We do not extract water from surface water, groundwater or seawater (see also section 6.4).

The property size of Körting Hannover GmbH is 34,931 m². Körting Hannover GmbH has no protected or renaturalised habitats in terms of biodiversity. The property is also not located near ecologically sensitive areas.

6.6 Emissions

Emissions are calculated using the CO₂ calculator provided by the Bavarian State Office for the Environment's Infozentrum UmweltWirtschaft (I-ZU). The consumption value (e.g. natural gas in kWh) x emission factor (emissions per unit, e.g. CO₂e per kWh) gives the emission load in t CO₂e. CO₂e stands for CO₂ equivalents, as other greenhouse gases with climate-impacting effects are also emitted. However, these are converted into CO₂ equivalents for better comparability.

Energy source (see 6.2.1 – 6.2.4)	Emission factor t	GHG emissions (CO ₂ e in tonnes)
Electricity PV	0.000057	4.46
Green electricity mix	0.000040	29.58
Natural gas	0.000252	1,200.51
Heating oil	0.0033042	47.21
Fuel (mobility)	0.003030 (petrol)	45.56

6.7 Reduction of greenhouse gas emissions

The following measures, among others, were implemented to reduce greenhouse gas emissions:

- Electricity procurement from renewable energy sources
- Own photovoltaic system with an annual yield of 78,903 kWh in 2025
- Further expansion of LED lighting
- Adaptation/improvement of the building fabric
- New boiler control system for the steam boiler, as our steam boiler accounts for approx. 30% of gas consumption

6.8 Waste

Through internal waste management, we aim to reduce material consumption and disposal volumes to the lowest possible level. We record our material flows and aim to avoid waste as far as possible by continuously improving our processes and procedures.

Our company has appointed a waste management officer. This person prepares the annual waste report.

6.8.1 Waste generated

In 2025, 425.46 tonnes of waste were recorded. Among other things, the following waste was sent for recycling:

- Carbon steel scrap: 38 tonnes
- Steel chips: 45 tonnes
- CrNi steel scrap: 53 tonnes
- Clearance scrap: 74 tonnes
- Brass chips: 2.66 tonnes

Among other things, the following waste had to be disposed of:

- Household waste (excluding "municipal waste disposal"): 28 tonnes
- Plastic chips: 19 tonnes
- Wood: 24 tonnes

- Paper and cardboard in general: 1.99 tonnes
- Biodegradable kitchen and canteen waste: 1.56 tonnes
- Biodegradable green waste: 15.38 tonnes

Hazardous waste is disposed of separately.

Compared to 2020, waste generation was reduced from 590 tonnes to 425 tonnes. This corresponds to a reduction of around 28%.

7 Occupational health and safety

A safe workplace and physical well-being are prerequisites for being able to perform well. Occupational safety and health protection are therefore among the key objectives of our company. The occupational safety and health protection objectives serve as guidelines for all employees in the performance of their work.

The occupational health and safety policy of Körting Hannover GmbH is determined by the management and regulated by organisational and technical implementation provisions in the documented information.

The management is responsible for ensuring that the occupational health and safety policy and its objectives are communicated, understood and effectively implemented throughout the company.

In accordance with Section 13 of the Occupational Safety and Health Act (Responsible Persons) and Section 13 of DGUV Regulation 1 – Accident Prevention Regulations / Principles of Prevention (Transfer of Duties), the employer may delegate tasks incumbent upon him with regard to accident prevention regulations to other persons. To this end, the management has transferred entrepreneurial duties to the heads of departments and divisions, among others.

7.1 Organisation

Our occupational health and safety management system is certified according to DIN ISO 45001:2023 and applies without exception to all employees of Körting Hannover GmbH.

The positions of occupational safety specialist, company doctor and fire safety officer are filled by external personnel.

The company doctor is available once a month for mandatory and optional examinations in accordance with the Occupational Health Care Regulation (ArbMedVV) and is also available outside these consultation hours for individually arranged appointments with employees. An overview of all mandatory and optional preventive care measures and their documentation is maintained by the person responsible for coordinating safety, health and environmental protection (SGU).

Hazard identification, risk assessment and investigation of incidents are carried out, among other things, at the quarterly occupational safety committee meetings (ASA) in the presence of the occupational safety specialist and the company doctor, as well as through regular inspections of the workplaces.

Risk assessments and operating instructions are continuously reviewed and adjusted as necessary. Internal audits help management to monitor, question and improve established standards of occupational safety and health protection in dialogue and exchange with employees. They give employees the opportunity to actively contribute to these topics with suggestions for improvement and/or ideas.

7.2 Training and instruction

Employees receive ongoing training in occupational health and safety. Occupational safety training is provided via the Prevenio online programme. In 2025, over 2,000 training courses were conducted and documented using Prevenio. Additional topic-specific personal instruction is also provided.

Employees of external companies must register with their respective contact person (accompanying person). Employees of external companies may only enter the production and production support areas as well as the warehouse and commence their work if they have been instructed by their accompanying person about the associated risks and necessary protective measures. This is documented. Employees of external companies must wear a high-visibility vest during their work within the production areas to identify them as external personnel.

7.3 Key figures on occupational health and safety

In 2025, 1 reportable accident at work, 1 reportable commuting accident and 1 reportable business trip accident were recorded. The causes of the accidents were analysed in detail. In the reported cases, no specific accident pattern was identified that would have justified special countermeasures. The employees concerned were given further training in accident prevention.

There are no known cases of illness due to working conditions.

7.4 Promoting employee health

We offer our employees a JobRad bicycle leasing scheme. This is also intended to promote active health care and environmental awareness. The scheme is currently being used by 32 employees.

Since 2008, the company has been promoting health care in the gym. The offer is currently taken up by 77 employees.

The company offers annual flu vaccinations by our company doctor and skin cancer screening every three years. Both services are free of charge for our employees. The next skin cancer screening is scheduled for 2026.

8 Purchasing / Suppliers / Supply chain

The added value of a Körting product also includes preliminary products from external suppliers. We rely on reliable relationships based on mutual trust. In line with our commitment to sustainable value creation and the expectations of our stakeholders, we pay close attention to standards in procurement. As part of our supplier management (responsible sourcing) policy, ecological and social aspects as well as transparency in the supply chain are important to us. We apply the same standards to our cooperation with our suppliers with regard to sustainability as we do to our own business activities.

8.1 Suppliers

Our purchasing management aims to minimise procurement risks such as supply bottlenecks and price risks and to ensure smooth production processes. Long-term supply contracts are also concluded with selected suppliers to secure procurement.

Suppliers from Germany account for 95% of all suppliers. Thirty-two of our 590 registered suppliers come from abroad.

8.1.1 Evaluation of new suppliers

As a global company, we source materials and intermediate products worldwide. We limit potential risks by carefully selecting and evaluating our suppliers. We expect our suppliers to comply with the principles of our Code of Conduct or to apply equivalent codes of conduct. Together with our suppliers, we want to improve sustainability in our supply chains.

New suppliers are evaluated on the basis of a defined standard, which is set out in the form of work instructions.

In addition, we require all our bronze casting suppliers to provide information about the possible use of conflict minerals.

8.2 Materials

Our companies use and process a wide variety of materials and preliminary products, such as steel, stainless steel, bronze and plastic, as most of our products are custom-made. The materials and preliminary products used are recorded using material numbers. For example, 229 sheet metal plates with a total weight of 197,015 kg were purchased.

9 Social commitment

Since 2005, we have been supporting the Gebr. Körting School with a fixed monthly amount. This support has been extended for a further three years until 2028.



Table of contents according to GRI

GRI 2 General information 2021

The following information for the sustainability report for the 2025 financial year is based on the GRI standard. For better comprehensibility and readability, the report and its information are kept as compact as possible.

In 2025, the GRI published the following new thematic standards:

- GRI 101: Biodiversity 2024 came into force on 1 January 2026 and replaced GRI 304: Biodiversity 2016.
- GRI 102: Climate Change 2025 comes into force on 1 January 2027
- GRI 103: Energy 2025 comes into force on 1 January 2027

Explanations of references: The abbreviations p. and chap. stand for page and chapter, respectively, and refer to the contents within this report. The abbreviations "CoC" and "GB" refer to the Code of Conduct and the Annual Report (Management Report) of Körting Hannover GmbH in their currently valid revised versions.

GRI Standards		References	Comment
GRI 2 General information 2021			
The organisation and its reporting practices			
2-1	Organisational profile	Chapter 1 & GB	
2-2	Entities covered in the organisation's sustainability reporting	p. 1	
2-3	Reporting period, reporting frequency and contact point	S.1 & 4	
2-4	Correction or restatement of information	Chapters 5.2, 6.2, 6.3, 6.6, 6.8, 7.3	
2-5	External audit		
Activities and employees			
2-6	Activities, value chain and other business relationships	Section 1.3; 8 & GB	
2-7	Employees	Section 5	
2-8	Staff members who are not employees	Section 5.2	
Company management			
2-9	Management structure and composition	Section 1.2 & GB	

GRI Standards		References	Comment
2-10	Nomination and selection of the highest control body	Section 2.1	
2-11	Chairmanship of the supreme control body	Section 2.1	
2-12	Role of the supreme audit institution in overseeing the management of the impact	Chapter 2.1	Specified in the German Limited Liability Companies Act
2-13	Delegation of responsibility for managing the effects	Section 2.1	Stipulated in the German Limited Liability Companies Act
2-14	Role of the highest supervisory body in sustainability reporting	Section 2.1	The shareholders' meeting is informed about this sustainability report.
2-15	Conflicts of interest	Section 2.1	
2-16	Communication of critical concerns	Section 2.4	
2-17	Collected knowledge of the highest supervisory body	Chap. 2.1	
2-18	Assessment of the performance of the supreme audit institution	Chap. 2.1	
2-19	Remuneration policy	Section 2.1	Specified in the German Limited Liability Companies Act
2-20	Procedure for determining remuneration	Section 2.1	Stipulated in the German Limited Liability Companies Act
2-21	Ratio of total annual remuneration	Section 2.1	Management remuneration is based on the size, complexity and economic situation of the company. Remuneration consists of fixed and variable components. The variable component is capped.
Strategy, guidelines and practices			
2-22	Declaration of application for the sustainable development strategy	p. 4	
2-23	Declaration of commitment to principles and courses of action	Chapters 2.1; 2.2	
2-24	Inclusion of declarations of commitment to principles and courses of action	Section 2.3	
2-25	Procedures for eliminating negative effects	Section 2.4 & CoC	
2-26	Procedures for seeking advice and reporting concerns	Section 2.4 & CoC	
2-27	Compliance with laws and regulations	Section 2.4 & CoC	

GRI Standards		References	Comment
2-28	Membership in associations and interest groups	Section 2.4	Positions in associations and interest groups require the approval of the shareholders' meeting and are specified in the management's schedule of responsibilities.
Strategy, stakeholder involvement Guidelines and practices			
2-29	Approach to stakeholder engagement	Chapter 2.4	
2-30	Collective agreements	Section 5.3	
GRI 3 Material topics 2021			
Disclosures on material topics			
3-1	Procedure for determining material topics	Section 2.3	
3	List of material topics	Section 2.3	
3-3	Management of key topics	Section 2.3	
GRI 101: Biodiversity 2024			
3-3	Management of material topics	Section 6.5	
101	Guideline for halting and reversing biodiversity loss	Section 6.5	
101-2	Management of impacts on biodiversity	Chapter 6.5	
101-3	Access and benefit sharing		Not assessed
101-4	Identification of impacts on biodiversity	Section 6.5	The property is not located near ecologically sensitive areas.
101-5	Location with impacts on biodiversity	Section 6.5	The property is not located near ecologically sensitive areas.
101-6	Direct drivers of biodiversity loss		Not assessed
101-7	Changes in the state of biodiversity		Not assessed
101-8	Ecosystem services		Not assessed
GRI 201: Economic performance 2016			
3-3	Management of material topics	GB	
201	Directly generated and distributed economic value	GB	
201-2	Financial consequences of climate change for		Not assessed

GRI Standards		References	Comment
	the organisation and others associated with climate change risks and opportunities		
201-3	Liabilities for defined benefit pension plans and other benefit plans	GB	
201-4	Financial support from the public sector		We have received a small amount of research and development tax relief.
GRI 202: Market presence 2016			
3-3	Management of material topics	GB	
202	Ratio of standard entry salary by gender to local statutory minimum wage	5.3	
202-2	Proportion of senior managers recruited from the local community	Section 5.2	
GRI 203: Indirect economic impacts 2016			
3	Management of material topics	GB	
203	Infrastructure investments and subsidised services		None
203-2	Significant indirect economic effects		Not known
GRI 204: Procurement practices 2016			
3-3	Management of material topics	Chapter 8 & GB	
204	Percentage of expenditure on local suppliers	Section 8.1	
GRI 205: Procurement practices 2016			
3	Management of material topics	CoC	
205	Operating sites that are screened for corruption		Körting Hannover GmbH
205-2	Communication and training on anti-corruption policies and procedures	Section 2.1	
205-3	Confirmed cases of corruption and measures taken		None
GRI 206: Anti-competitive behaviour 2016			
3	Management of key topics	GB	
206-1	Legal proceedings due to anti-competitive behaviour, cartel and monopoly formation		None

GRI Standards		References	Comment
GRI 207: Taxes 2019			
3-3	Management of material topics	GB	
207-1	Tax policy	GB	
207-2	Tax governance, control and risk management	GB	
207-3	Stakeholder Engagement and Management of Tax Concerns	GB	
207-4	Country-specific reporting		None
GRI 301: Materials 2016			
3-3	Management of material topics	Section 8.2	
301-1	Materials used by weight and volume	Section 8.2	
301-2	Recycled raw materials used	Section 6.8.1	
301-3	Recycled products and their packaging materials	Section 6.8.1	
GRI 302: Energy 2016			
3-3	Management of material topics	Section 6.1	
302-1	Energy consumption within the organisation	Section 6.2	
302-2	Energy consumption outside the organisation		None
30	Energy intensity	Section 6.2	
302-4	Reduction in energy consumption	Section 6.3	
302-5	Reducing energy consumption for products and services		No data was collected for this.
GRI 303: Water and wastewater 2018			
3-3	Management of material topics	Section 6.4	
303-1	Water as a shared resource	Section 6.4	
303-2	Dealing with the effects of water return	Chapter 6.4	
303-3	Water extraction	Section 6.4	
303-4	Water recirculation	Section 6.4	
303-5	Water consumption	Section 6.4	
GRI 305: Emissions in 2016			
3-3	Management of material topics	Section 6.1 & 6.6ff	

GRI Standards		References	Comment
305-1	Direct GHG emissions (Scope 1)	Section 6.6	
305-2	Indirect energy-related GHG emissions (Scope 2)	Section 6.6	
305-3	Other indirect GHG emissions (Scope 3)		Optional, no data was collected for this.
305-4	Greenhouse gas emissions intensity		An organisation can use an intensity quotient to indicate greenhouse gas emissions in relation to an organisation-specific parameter. Due to our predominantly customer-specific individual production, this intensity quotient is not determined.
305-5	Reduction of greenhouse gas emissions	Section 6.7	
305-6	Emissions of ozone-depleting substances		We do not produce, import or export ozone-depleting substances.
305-7	Nitrogen oxides (NO _x), sulphur dioxide (SO _x) and other significant air emissions		There are no known significant emissions of nitrogen oxides (NO _x) or sulphur oxides (SO _x).
GRI 306: Waste 2020			
3-3	Management of material topics	Section 6.8 & Waste Annual Report	
306-1	Waste generated and significant waste-related impacts	Section 6.8.1	
306-2	Management of significant waste-related impacts	Section 6.8.1	
306-3	Waste generated	Section 6.8.1	
306-4	Waste diverted from disposal	Section 6.8.1	
306-5	Waste forwarded for disposal	Section 6.8.1	
GRI 308: Environmental assessment of suppliers 2016			
3	Management of material issues	Section 8ff	
308	New suppliers assessed on the basis of environmental criteria	Section 8.1	
308-2	Negative environmental impacts in the supply chain and measures taken		None known
GRI 401: Employment 2016			
3-3	Management of material topics	Section 5ff	
401-1	Newly hired employees and employee turnover	Section 5.2	

GRI Standards		References	Comment
401-2	Employee benefits offered only to full-time employees, but not to temporary or part-time employees	Section 5.3	
401-3	Parental leave	Section 5.2	
GRI 402: Employee-employer relations 2016			
3	Management of material topics	Section 5ff	
402	Minimum notice period for operational changes	Section 5.4	
GRI 403: Occupational health and safety 2018			
3-3	Management of material topics	Section 7ff, Integrated Management Manual, processes, and procedural and work instructions	
403-1	Management system for occupational health and safety	Section 7.1	
403-2	Hazard identification, risk assessment and investigation of incidents	Section 7.1	
403-3	Occupational health service	Section 7.1	
403-4	Employee participation, consultation and communication on safety and health at work	Section 7.1	
403-5	Employee training on health and safety at work	Section 7.2	
403-6	Promoting employee health	Section 7.4	
403-7	Prevention and mitigation of impacts on occupational health and safety directly related to business relationships	Section 7.2	
403-8	Employees covered by a management system for safety and health at work	Section 7.1	
403-9	Work-related injuries	Section 7.3	
403-10	Work-related illnesses	Section 7.3	
GRI 404: Training and development 2016			
3	Management of material topics	Section 5.5	
404	Average number of hours spent on training and continuing education per year and employee		Not yet systematically recorded.

GRI Standards		References	Comment
	ten		
404-2	Programmes to improve employee skills and provide transitional assistance	Section 5.5	Not used during the reporting period.
404-3	Percentage of employees who receive regular assessments of their performance and professional development	Section 5.6	No percentage is collected.
GRI 405: Diversity and equal opportunities 2016			
3-3	Management of material topics	Section 5.5	
405-1	Diversity in supervisory bodies and among employees	Section 2.1	
405-2	Ratio of basic salary and remuneration of women to basic salary and remuneration of men	Section 5.3	
GRI 406: Non-discrimination 2016			
3	Management of material topics	Section 2.1	
406	Incidents of discrimination and corrective measures taken		No incidents of discrimination are known to have occurred during the reporting period.
GRI 407: Freedom of association and collective bargaining 2016			
3	Management of material topics	Section 5.4	
40	Operating sites and suppliers where the right to freedom of association and collective bargaining may be at risk		None known
GRI 408: Child labour 2016			
3	Management of material topics	Section 4 & CoC	
408-1	Operations and suppliers with significant risk for incidents of child labour		None known
GRI 409: Forced or compulsory labour 2016			
3-3	Management of material topics	Section 4	
409-1	Operations and suppliers with significant risk for incidents of forced or compulsory labour		None known
GRI 410: Safety practices 2016			
3	Management of material topics		No material topic
410-1			Körting Hannover GmbH does not employ its own security personnel.
GRI 411: Rights of indigenous peoples 2016			

GRI Standards		References	Comment
3-3	Management of material topics	Section 4 & CoC	
411-1	Incidents in which the rights of indigenous peoples were violated		No incidents are known during the reporting period.
GRI 413: Local communities 2016			
3-3	Management of material topics	Chap. 4 & CoC	
413-1	Operating sites with involvement of local communities, impact assessments and support programmes	Section 5.2	
413-2	Business activities with significant or potential negative impacts on local communities		No incidents are known during the reporting period.
GRI 414: Social assessment of suppliers 2016			
3	Management of material issues	Section 8.1 & CoC	
414	New suppliers assessed on the basis of social criteria		This indicator has not been collected to date.
414-2	Negative social impacts in the supply chain and measures taken		No incidents are known during the reporting period.
GRI 415: Political engagement 2016			
3-3	Management of material topics		Körting Hannover GmbH does not support any political parties, either financially or through donations in kind.
415-1	Party donations		
GRI 416: Customer health and safety 2016			
3	Management of material topics	Chapters 3.1 & 3.2	
416-1	Assessment of the impact of different product and service categories on health and safety	Chapter 3.2	
416-2	Violations related to the impact of products and services on health and safety		No violations are known during the reporting period.
GRI 417: Marketing and labelling 2016			
3-3	Management of material topics	Section 3.4	
417-1	Requirements for product and service information and labelling	Section 3.4	
417-2	Violations in connection with product and service information and labelling		No violations are known during the reporting period.

GRI Standards		References	Comment
471-3	Violations in connection with marketing and communication		No violations are known during the reporting period.
GRI 418: Protection of customer data 2016			
3-3	Management of material topics	Section 2.6	
418-1	Justified complaints regarding the violation of customer data protection and the loss of customer data		No complaints were reported during the reporting period.

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30453 Hanover

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Management
Dr York Fusch, Martin Fusch
info@koerting.de