



Körting Hannover GmbH
Hannover

Sustainability Report
for the financial year
from 1 January to 31 December 2025



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Excellence rooted in tradition – the future shaped by responsibility

Körting Hannover GmbH's sustainability report for the financial year from 1 January until 31 December 2025

Foreword

As a family-run company, we feel a special obligation to be accountable to future generations. It's our responsibility to play an active role in making tomorrow's world one worth living in. Which is why we've been working hard for many years to reconcile sustainable development with the economy, environment, and society. This development is defined by the company's continuous learning curve, as well as its willingness to evolve and improve. Our top priority is to conduct our business responsibility with a focus on sustainability. Sustainability lies at the heart of everything we do and is an integral part of our corporate culture. The United Nations' 17 Sustainable Development Goals, SDGs, outlined in its 2030 Agenda, guide us on this path.

THE GLOBAL GOALS For Sustainable Development



Source: <https://globalgoals.org/resources/>

Hannover, 22 January 2026


Dr York Fusch

Martin Fusch
Körting Hannover GmbH CEOs



About this report

This sustainability report in German and English amalgamates key financial and sustainability information. When selecting issues to report on, we're guided by the principles of materiality, completeness, sustainability, balance, and stakeholder engagement.

The reporting period covers the 2025 financial year and is published once a year for the previous financial year. The board of directors is the point of contact.

The 2025 sustainability report was prepared voluntarily and not independently audited.

1 Körting Hannover GmbH

1.1 About us

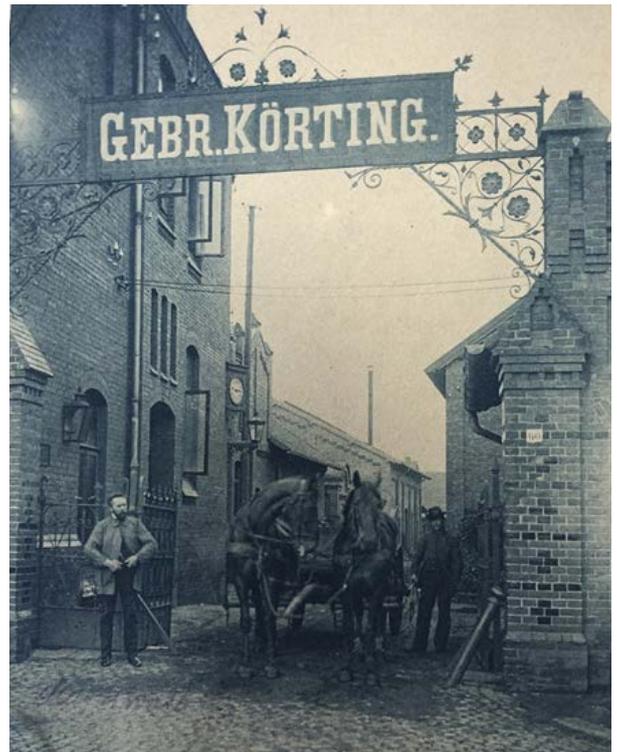
Körting Hannover GmbH was founded in 1871. It's an international, family-run SME that specialises worldwide in engineering expertise and customised support for the applications concerned. Körting Hannover GmbH meets customers' wishes and requirements thanks to its well-trained and highly skilled personnel who identify both with the company and its products and services.

We offer sophisticated, resource friendly products and technologies, as well as top-quality services. Based on these, we want to develop and manufacture reliable products in an energy efficient way and furnish services that meet all requirements and exceed customer expectations.

Application-driven research and development in our company ensure continual improvement of our existing products and services. This approach is pivotal to ongoing and new developments of products, as well as to the launch of new technical concepts and solutions.

Our own manufacturing facilities ensure a high degree of flexibility at a consistently superior level of product and service quality.

All employees are responsible for helping to achieve Körting's goals and ensuring that the relevant processes are applied and continually improved during product manufacture and service provision.



1.2 Organisation and corporate structure

1.2.1 Organisation

As the parent of the Körting Group, Körting Hannover GmbH, spearheaded by its two CEOs, has a leading role in the Group. Körting Hannover GmbH manages Group affairs.

In the Körting Group, domestic subsidiary Hans Hennig GmbH has its own technical sales department and production facilities for certain in-house products. However, to improve manufacturing processes, Hans Hennig is increasingly also involving the parent company as a supplier.

In particular, the foreign subsidiaries provide sales support. Our foreign subsidiaries also liaise closely with the parent company to place manufacturing orders with local suppliers in their own countries now and again.



1.2.2 Management structure

Körting Hannover GmbH's board of directors conducts business in line with statutory provisions, the articles of association, internal rules, and the schedule of responsibilities, with a focus on sustainable value creation.

The board of directors are required to act in the company's interests and subject to a comprehensive non-compete clause while employed there. In their role, they are not permitted to demand or accept unfair advantages for themselves or other third parties, or obtain or grant unfair advantages to third parties. They are not allowed to exploit business opportunities, which the company is entitled to, to their own or (external) third parties' advantage. Any unpaid or paid second job requires prior consent of the company shareholders' meeting.

As specified under the German Limited Liability Company Act (GmbHG), the shareholders' meeting is the supreme governance body for all company affairs. There is also an advisory board that acts in a voluntary capacity. The shareholders' meeting appoints members of the supervisory board for three years. These members can be re-elected.

Körting Hannover GmbH's articles of association state that the shareholders' meeting is convened by the board of directors. The chairperson of the board of directors presides over the shareholders' meeting.

1.3 Products, services and markets

The parent company in Hannover, Germany, and subsidiaries in Germany and abroad specialise in solutions for constructing customised process engineering machinery and equipment.

The Körting Group's research and development team is based at the parent company's location in Hannover.

Jet ejector and vacuum engineering products are primarily used to create vacuums, compress gases, as well as convey and mix liquids, gases, steam, and solid matter. These include steam jet vacuum systems, hybrid vacuum systems, vacuum condensers, ice condensation facilities, steam jet heaters, and mechanical liquid ring vacuum pumps. Venturi and jet scrubbers, wastewater aeration systems, evaporators, and swirl droplet evaporators are used for waste gas scrubbing and in environmental technology. Process heat and combustion technology products are deployed in industrial burners, valve assemblies, furnace controls, flame monitors and control boxes.

In many countries, population growth means greater purchasing power. The resulting rising demand for food, chemical, and pharmaceutical products regularly translates into surges in investments by the Körting Group's industrial customers.

2 Corporate governance

2.1 Code of conduct

We conduct business in line with statutory provisions and by adopting an ethical mindset, which our code of conduct outlines. This code of conduct is underpinned by a shared concept of what socially responsible corporate governance is. We act responsibly and consider the legal, commercial, technological, social, and environmental implications of our decisions as a business. As a result, we help to encourage the social and economic development of the countries and regions we operate in. We encourage equal opportunity and don't tolerate discrimination. We treat everyone equally, regardless of their gender, age, skin colour, ethnicity, sexual identity or leaning, disability, religion, philosophy, or other personal traits. We don't tolerate corruption, bribery, or blackmail, because they hinder fair competition. Programmes such as Prevenio deliver and document training on preventing and combating corruption.

When we do business, we do not promise, offer, grant, demand or accept gratuities whose intention is, or might appear to be to sway business decisions, or obtain an improper advantage, nor do we ask others to do likewise for us. A particularly stringent standard must be applied when dealing with people on whom special criminal and liability regulations are imposed (e.g. officials).

The Körting Hannover GmbH board of directors approves the code of conduct, which applies to the whole workforce.

2.2 Mission statement

The code of conduct is reflected in our mission statement:

Excellence rooted in tradition – the future shaped by responsibility

As a **leading medium-sized mechanical engineering company** producing jet ejector and vacuum technology products, we create innovative and sustainable solutions. Solutions that stand apart for their superior quality and technological excellence.

Our employees are our most important asset. Our success is the result of their skills, hard work, and creativity. Together, we combine tradition with progress, act responsibly and forge a sustainable future.

Trust, reliability, a team spirit, and an innovative DNA are part of our values. These aspects govern what we do and make us a dependable partner worldwide.

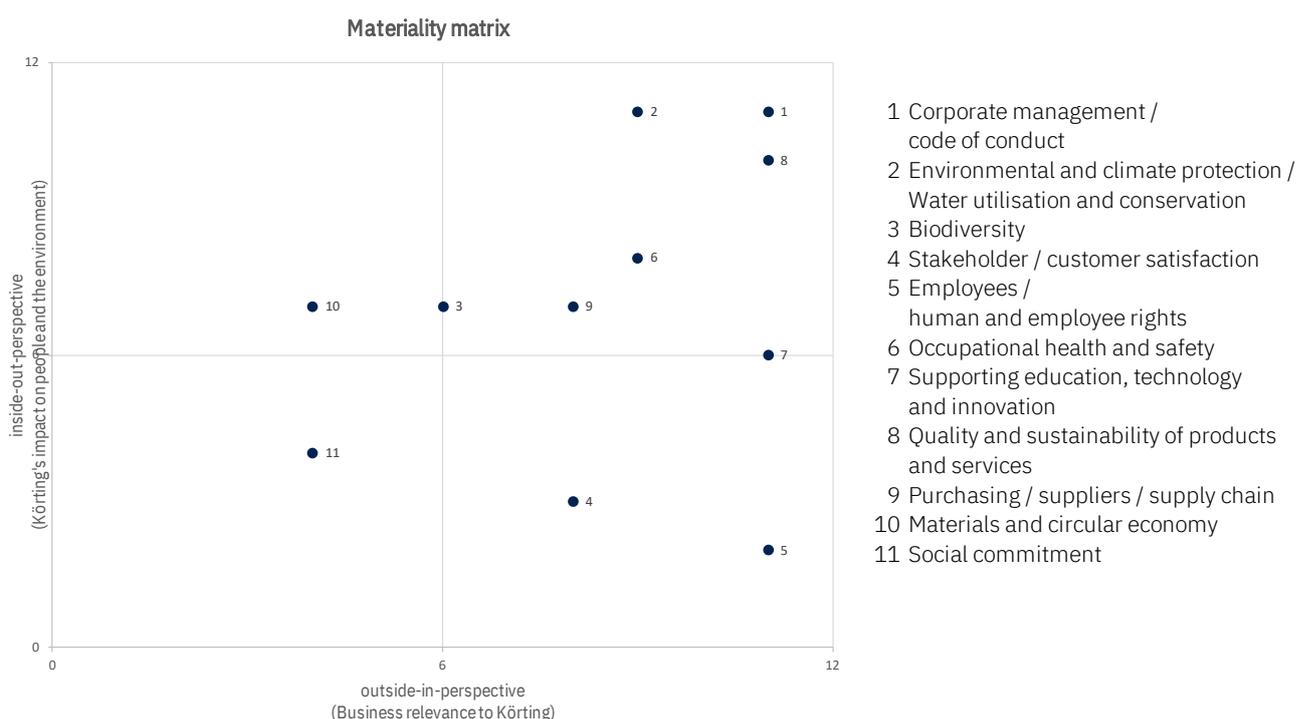
2.3 Managing sustainability issues

The board of directors bases its actions and key decisions on the principles of responsible and sustainable corporate governance.

Sustainability is our compass. Guided by the Global Reporting Initiative (GRI) standards, we continuously assess the commercial, environmental, and social factors that shape our company's impact. When selecting issues to report on, we follow the principles of materiality, completeness, sustainability, balance, and stakeholder engagement.

We have DIN EN ISO 9001:2015 management system certification for quality and DIN ISO 45001:2023 for occupational health and safety. Our energy management system has been audited to DIN EN 16247-1.

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



2.4 Stakeholder dialogue

Openness and honesty define how we work and lead. Sustainability grows from trust. Which is why we engage respectfully with all stakeholders. An internal process guideline stipulates that we consider stakeholder interests in our decision-making processes. We do so by providing frequent information to employees, through collective bargaining agreements, a shareholders' meeting at least once a year, monthly bulletins to the advisory board, by publishing the annual financial statement in Germany's electronic Federal Gazette (including the balance sheet and income statement, notes, management report with comments on how business is going, a report on opportunities and risks, strategy), and through membership in associations and interest groups, as well as this sustainability report.

The workforce can address any critical concerns to the board of directors or the works council. Our employees and business partners also have access to a confidential whistleblowing body to flag any breaches of corporate governance principles.

2.5 Employee engagement

To achieve our sustainability goals, we actively involve our employees to boost their awareness of sustainability. To monitor, scrutinise and improve desired and established standards in the day-to-day running of the company, internal audits help the board of directors to interact with employees. These audits allow employees to take an active role in the business because they can suggest improvements and/or contribute ideas. Therefore, they're an important way of ensuring personal development.

2.6 Data protection and cyber security

Cyber security is becoming an increasingly crucial issue. In addition to protecting key corporate information and the IT infrastructure, it underpins successful digitalisation. To make our employees aware of the need to protect data, information, and expertise, we hold frequent training sessions.

An internal IT security policy manual specifies how we protect our own and customer data.

Up-to-date firewalls and virus scanners shield us from data security risks and unlawful access to our IT systems.

Our company has a data protection officer.

3 Product responsibility

3.1 Management approach

Our definition of product responsibility is our products meeting top quality standards and posing no risk to human beings or the environment when used properly. This process is ongoing.

3.2 Quality and sustainability of products and services

Our quality management system has DIN EN ISO 9001:2015 certification.

All processes associated with providing products and services in the company must be defined and planned.

The purpose of planning and controlling the processes is to ensure that customers' specifications regarding the product/service are met and reflect the relevant statutory and official requirements. As a result, our company is certified for manufacturing pressure equipment and pipes under AD 2000-Merkblatt HPO, ASME (the American Society of Mechanical Engineers) and the Manufacture License of Special Equipment People's Republic of China etc.

The circular economy's purpose is to ensure that materials and products are shared, leased, re-used, repaired, restored, and recycled for as long as possible. As a result, product lifecycles are longer. Reusing and recycling products slows down the use and consumption of natural resources, minimises the destruction of landscape and habitats and helps to limit the loss of biodiversity. Another benefit of the circular economy is that it cuts greenhouse gas emissions.

Our jet ejectors and vacuum systems are made primarily of steel. Once they reach the end of an often decades-long useful life, steel becomes scrap metal again and an important and reusable raw material. Appropriate recycling enables reuse in virtually unlimited ways.

When used responsibly and properly, our products and services present no risk to human beings and the environment.

3.3 Innovation

Without manufacturing machinery and equipment, innovations would be inconceivable in our society. Manufacturing machines and equipment and associated products and applications creates future-proof solutions that protect the climate, are kind to resources, help safeguard jobs and ensure social and economic development worldwide.

For us as a global engineering player, consistent and specific research and development are vital to ensuring the lasting success of our business. We use our findings to develop new applications for our products. And we leave no stone unturned to improve processes and engineering technology even further. We primarily do so when customers place orders. We then liaise closely with them to come up with a tailor-made solution. Which is why the R&D team are involved in commissioning and special customised projects. As a result, we can ensure that R&D knows what customer and market requirements are.

3.4 Product labelling

All products and services must be labelled to make them clearly identifiable during production and service provision, to ensure compliance with monitoring and measurement requirements and guarantee traceability.

We give our customers instructions on how our products function, are assembled, transported, stored, commissioned, and decommissioned, operated, and disposed of safely. These instructions might also be flanked by a wide range of other literature, such as documentation from customers, subcontractors, due to customers' specifications, or technical regulations and standards.

4 Human rights

We abide by legal regulations. We draw upon ethical values and principles, in particular integrity, honesty, and respect for human dignity, as outlined in the United Nations' Universal Declaration of Human Rights, the OECD principles for multinational companies and the International Labor Organization (ILO) standards, as well as the United Nations' Guiding Principles on Business and Human Rights. Our code of conduct is on our website at koerting.de. We expect the same approach from our business partners. Our employees and business partners also have access to a confidential whistleblowing system to report any breaches of code of conduct principles.

5 Employees

5.1 Management approach

Success is people-driven. Our employees are the most important asset. Their skills, hard work and creativity underpin and play a big role in our company's success. Together, we combine tradition with progress, act responsibly and forge a sustainable future.

We want to attract talented people and help them on their personal development journey. The foundations are provided by an open management culture that is rooted in trust, respect, and dedication.

Good teamwork and reliable management are key pillars of our success. We create a culture that's open to change, thrives due to employee empowerment and that fosters an entrepreneurial mindset. Körting Hannover GmbH's overarching goal is to ensure that its corporate culture evolves on an ongoing basis.

5.2 Workforce demographics

Our employees fall under the following age groups: 31 are under 30, 103 between 30 to 50 and 108 over 50 years old. Women make up 19% of the workforce. Excluding production staff, 34% are women. Our employees come from 12 countries (including Germany).

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

A total of 12 employees took parental leave in 2025.

Employees with special needs are an integral part of our workforce. Based on voluntary information, we employ 20 people with special needs. An elected representative for seriously disabled people represents these people's interests.



Körting Hannover GmbH hired 3 temporary workers in 2025. They are employed by special temping agencies, which allows us to deploy skilled people at short notice and respond flexibly to changing manpower requirements. The works council gives prior consent to any deployment of a temp.

Managers from all levels of the hierarchy at Körting Hannover GmbH are usually recruited internally. Our subsidiaries only employ people from their local communities.

5.3 Pay

Körting Hannover was the founding member of the Employers' Association of Lower Saxony in 1890. Under the Stinnes–Legien Accord of 1918, employers recognised the trade unions as employee representatives and consented to regulate working conditions via collective bargaining agreements.

To this day, Körting is committed to ensuring equal opportunity, including equal pay, and guarantees pay is commensurate with the market. Where skills and jobs are comparable, men and women's pay is identical.

Our company is bound by collective bargaining agreements for the metal and electrical industry for the state of Lower Saxony.

All company benefits are offered to all full or part-time employees.

5.4 Co-determination

Under the German Works Constitution Act, we have a works council. Our trust-based relationship with the works council is another core component of our corporate culture. Frank and ongoing interaction means we can reconcile the interests of the company and employees, even in challenging situations.

At a company level, issues are regulated in the shape of works agreements. Changes in the company are communicated based on statutory and collective bargaining specifications.

5.5 Vocational training and upskilling

Körting provides vocational training in mechanics, metalworking, machining, technical product design, and industrial management. It also offers a cooperative mechanical engineering degree programme with a major in design technology. We currently have 8 apprentices.

Our employees' skills ensure that processes and requirements, as well as satisfactory quality, health and safety, health and environmental protection, are guaranteed. Vocational training and upskilling are key factors in our success. Our employees' skills are pivotal to our company's development and long-term success.

Each of the departments identifies training and upskilling measures and discusses these and personal learning requirements with employees and their line managers. These measures are attuned to the specific and future requirements of the job concerned. The company meets the costs for training and upskilling sessions.

Once completed, external training and upskilling sessions are assessed.

Upskilling programmes also include assistance to employees who are retiring or who have been laid off. These options are regulated in the collective bargaining agreements.

5.6 Appraisals

All employees have the right to performance reviews, which take place frequently or on request, and to an interim reference to assess their performance.

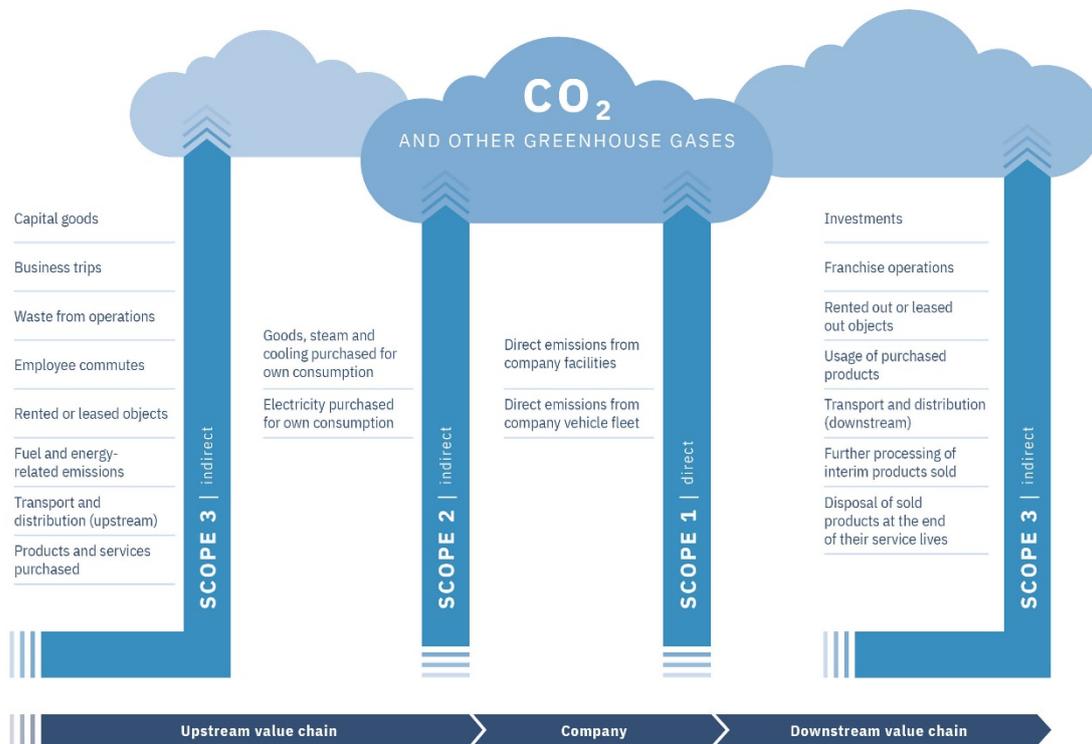
6 Environmental and climate protection

6.1 Management approach

Körting Hannover GmbH is committed to protecting the climate and does so where commercially and technically feasible. We're consistently working on cutting the pollution we cause from emissions. Our employees are required to reduce energy consumption in the company in line with our sustainability strategy.

Following publication in the Federal Law Gazette, the new German Climate Action Act came into force on 17 July 2024. The German Bundestag and Bundesrat passed the amendment in the spring of 2024. Under the amendment, Germany aims to reduce its greenhouse gas emissions by 65% compared to 1990 levels by 2030. By 2045, Germany is to achieve net-zero greenhouse gas emissions.

The Kyoto Protocol of 1997 established mandatory goals and action to combat climate change. This treaty is the basis for the Greenhouse Gas (GHG) Protocol. The GHG Protocol stipulates that all scope 1 emissions and scope 2 emissions are reported. Under the GHG Protocol, capturing scope 3 emissions is optional.



Source: www.climatepartner.com

Scope 1 emissions are those from sources that companies directly control or own. For instance, emissions from energy sources where the company is based, such as natural gas and fuels (e.g. from operating boilers). They are owned or controlled by companies. Scope 1 also includes emissions from a company's own vehicle fleet.

Scope 2 emissions are indirect greenhouse gas emissions from purchased energy (e.g. from electricity, steam, district heating, or cooling, which are generated externally but consumed by companies). For instance, if electricity purchased from a utility is generated externally, its emissions count as indirect ones. If companies generate energy themselves from sources that they own or control, the resulting emissions are direct scope 1 emissions. Other emissions from producing or processing upstream fuels, or distributing energy in a grid are reported under scope 3.

Scope 3 emissions arise from activities that aren't directly related to a company (e.g. from business travel, or waste management).

6.2 Energy sources and consumption

Energy consumption has the biggest direct impact on greenhouse gas emissions. Therefore, increasing energy efficiency and using renewable sources of energy are top priority. We've been

procuring our exclusively renewable electricity via a third-party provider for years. Our employees are also asked to reduce energy consumption in the company in line with our sustainability strategy.

Our energy management system has been audited to DIN EN 16247-1. The goal is to save energy and costs consistently via energy efficiency measures.

6.2.1 Electricity

We've been sourcing our electricity from fully renewable energy sources for years (it 100% green). As a result, compared with Germany's average mix of electricity consumption in 2023, we're cutting carbon emissions by around 329 tonnes annually. Energy consumption from electricity totalled 745,082 kWh (from the grid).

In 2023, we installed a solar power facility with a projected annual yield of approx. 95,900 kWh. In the 2025 reporting year, our solar power facility generated 78,903 kWh.

6.2.2 Natural gas

Some 4,763,945 kWh were consumed to generate heat from natural gas.

6.2.3 Heating oil

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

6.2.4 Fuel

Company vehicles consumed 15,036 litres of fuel.

6.3 Improving energy consumption

Our energy management system has been audited to DIN EN 16247-1. The goal is to save energy and costs consistently via energy efficiency measures.

Methods of cutting energy consumption include adopting energy-efficient processes, improving procedures, or modernising buildings. More efficient lighting systems, better insulation, energy-efficient machinery, and equipment are just some examples of improved energy efficiency in the real world.

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

6.4 Water and sewage

Dealing with water and sewage responsibly and effectively is key to our commitment to sustainability and recognises the importance of managing water as a shared resource. We use water to feed our boiler in the research and development department and on the production line for pressure testing our equipment and containers. It is also used as drinking water, for personal hygiene and flushing toilets.

All our water comes from enercity AG, one of Germany's biggest, Hannover-based, regional service providers of energy and water. None of it is drawn from surface water, groundwater, seawater,



and we don't have any water treatment facilities. In the reporting period, our water consumption totalled 6,450 m³.

Our water discharge is subject to the standard regulatory and statutory requirements in controlling the quality in water feed pipes. Hannover's municipal drainage system is responsible for discharging our water. We don't discharge any of it to surface water, groundwater, or seawater. We have none of our own water treatment facilities. The quantity of water discharged (dirty water) was 2,565 m³. Some 1,848 m³ was consumed to feed our boiler (evaporation) and for pressure tests on our equipment and containers (discharged into the sewers).

6.5 Biodiversity

Biodiversity is the basis of life on our planet. Körting Hannover GmbH is aware that its own business has an impact on nature and biodiversity. Which is why protecting, halting, and reversing biodiversity is key to responsible corporate governance. By preventing pollution or minimising greenhouse gas emissions, we're helping to cut the negative impact on biodiversity. We don't draw on surface water, groundwater, or seawater (see also chap. 6.4).

The size of the land where Körting Hannover GmbH is located is 34,931 m². At Körting Hannover GmbH, there are no protected or rewilded biodiverse habitats. The premises aren't close to ecologically sensitive areas either.

6.6 Emissions

The carbon calculator provided by the Bavarian Environment Agency's Infozentrum Umwelt-Wirtschaft (IZU) works out the emissions. The consumption figure (e.g. natural gas in kWh) x emission factor (emissions per unit, e.g. t CO_{2e} per kWh) produces the emission load in CO_{2e} t. In this case, CO_{2e} stands for carbon equivalents as other greenhouse gases impacting the climate are also emitted. However, to facilitate comparison, these are converted to carbon equivalents.

Energy source (see 6.2.1 – 6.2.4)	Emission factor t	GHG emissions (CO _{2e} in t)
Solar electricity	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 (transport)	0.003030 (petrol)	45.56

6.7 Cutting greenhouse gas emissions

Some of the steps to cut greenhouse gas emissions were as follows:

- Obtaining electricity from renewable energy sources
- Our own solar power facility with an annual yield of 78,903 kWh in 2025
- Adding more LED lighting

- Adapting/improving the building fabric
- Introducing a new control system for the boiler because our boiler accounts for approx. 30% of gas consumption

6.8 Waste

By managing waste internally, we aim to minimise material consumption and waste disposal as far as possible. We capture our material flows and want to prevent waste as much as possible by consistently improving our processes.

Our company has appointed a waste management officer. This officer draws up an annual waste report.

6.8.1 Waste generated

In 2025, we logged 425.46 t of waste. The following waste was recycled:

- Carbon steel scrap: 38 t
- Steel shavings: 45 t
- Stainless steel scrap: 53 t
- Scrap from clearances: 74 t
- Brass swarf: 2.66 t

The following waste required disposal:

- Domestic waste (excluding disposal by a municipal organisation called aha) 28 t
- Plastic shavings: 19 t
- Wood: 24 t
- Paper and cardboard in general: 1.99 t
- biodegradable kitchen and canteen waste 1.56 t
- Biodegradable green waste: 15.38 t

Hazardous waste is disposed of separately.

Compared with 2020, we reduced waste from 590 t to 425 t. This translates to a drop of around 28%.

7 Occupational health and safety

Productivity requires a safe workplace and fit employees. Maintaining occupational health and safety is therefore one of the company's prime objectives. The occupational health and safety objectives serve as guidelines for all employees in the workplace.

Körting Hannover GmbH's board of directors establishes the company's occupational health and safety policy with detailed documentation explaining the technical and organisational regulations.

The board of directors is responsible for ensuring that the occupational health and safety and objectives are communicated to the whole company, understood and implemented effectively.

Under section 13 of the German Occupational Safety and Health Act (Responsible Persons), as well as section 13 of the DGUV (German Social Accident Insurance) regulation 1 – Accident Prevention Regulation/Principles of Prevention (Transfer of Duties), the employer can task people with ensuring that the mandatory accident prevention regulations are followed. In this respect, the board of directors has given departmental heads employer duties.

7.1 Organisation

Our occupational health and safety management system is DIN ISO 45001:2023 certified and applies to all Körting Hannover GmbH employees.

External service providers take on the roles of occupational safety officer, company doctor, and fire safety officer.

The company doctor is on site once a month to carry out mandatory and optional examinations specified under the German Ordinance on Preventative Occupational Health Care. Employees can also arrange their own appointments with the doctor outside these hours. The officer responsible for coordinating safety, health and environmental protection updates an overview of all mandatory and optional healthcare measures.

The quarterly occupational safety committee meetings, which the occupational safety officer and the company doctor attend, as well as workplace inspections, highlight any hazards, assess risks and investigate incidents.

Risk assessments and operational instructions are continuously reviewed and adapted if necessary.

Internal audits help the board of directors to interact with employees to check, question and improve any occupational health and safety standards specified. These audits allow employees to take an active role in the business by suggesting improvements and/or ideas.

7.2 Training sessions and briefings

Employees undergo frequent occupational safety training. The Prevenio online program delivers occupational safety training sessions. In 2025, over 2,000 training courses were conducted and documented with Prevenio. Personal briefings on diverse issues are also carried out.

Third-party personnel are required to report to their designated contact (person accompanying them). Third-party personnel may only access and work in the manufacturing and production equipment areas and warehouses if the accompanying person has briefed them on the associated risks and protective measures required. This briefing is logged. While working in the production facilities, third-party personnel must wear high-visibility vests that indicate that they are not Körting employees.

7.3 Occupational health and safety performance indicators

In 2025, one notifiable accident at work, one notifiable commuting accident and one notifiable business travel accident were registered. The causes of the accidents were analysed in detail. These cases exhibited no specific accident pattern that would have justified any special counter-measures. The employees affected underwent a further accident prevention briefing.

We are not aware of any illnesses due to working conditions.

7.4 Promotion of employee health

Our employees can take part in a JobRad bike leasing scheme. The underlying idea is to encourage the workforce to take an active role in staying healthy and to engender environmental awareness. Some 32 employees are currently participating in the scheme.

Since 2008, the company has been sponsoring employee fitness in a gym. Some 77 employees have currently taken up the offer.

The company provides an annual flu vaccination from our company doctor and skin cancer screening every three years. Both options are free of charge to our employees. The next skin cancer screening is scheduled for 2026.

8 Purchasing/suppliers/supply chain

Körting products' value creation also includes semi-finished products from external suppliers. Our policy is to pick reliable providers based on mutual trust. Our desire for sustainable value creation and our stakeholders' expectations mean we insist on certain procurement standards. As part of our supplier management system (which mandates responsible sourcing), we place high priority on ecological and social aspects, as well as transparency, in the supply chain. When we collaborate with suppliers, we expect them to adopt the same sustainability standards as we do.

8.1 Suppliers

Our procurement management system aims to minimise procurement and price risks, shortages and guarantee perfect production workflows. We sign long-term contracts with selected suppliers to ensure we can procure the items needed.

German suppliers account for 95% of suppliers overall. Thirty-two of the 590 suppliers registered in 2025 come from abroad.

8.1.1 Evaluating new suppliers

As a global player, we source materials and semi-finished products worldwide. We minimise any risks by carefully selecting and evaluating our suppliers. We expect our suppliers to comply with our code of conduct or similar. We partner with our suppliers to improve sustainability in the supply chains.

We assess new suppliers based on an established standard, which is set out in procedural instructions.

We also require all our bronze casting suppliers to disclose whether they are using conflict minerals.

8.2 Materials

Our companies use and process a diverse range of materials and semi-finished products, such as steel, stainless steel, bronze, or plastic because most of our products are custom made. These materials and semi-finished products are logged using material numbers. For instance, we bought in 229 sheet metal plates weighing 197,015 kg.

9 Corporate social responsibility

Since 2005, we've been giving the Gebr. Körting School a fixed monthly grant. This support has been renewed for three more years up to and including 2028.





GRI standards

GRI 2 General Disclosures 2021

The following information in the sustainability report for the 2025 financial year is based on the GRI standard. To make the report easier to understand and read, we have kept the information as compact as possible.

In 2025, the GRI published the following new theme-based standards:

- GRI 101: Biodiversity 2024 came into force on 1 January 2026 and replaced GRI 304: Biodiversity 2016
- GRI 102: Climate change 2025 will come into force on 1 January 2027
- GRI 103: Energy 2025 will come into force on 1 January 2027

Explanations of references: abbreviations p. and chap. stand for page and chapter and refer to content in the report. CoC and MR stand for Körting Hannover GmbH's Code of Conduct and Management Report in their current versions.

GRI standards		References	Comment
GRI 2 General Disclosures 2021			
The organisation and its reporting practices			
2-1	Organizational details	chap. 1 & MR	
2-2	Entities included in the organisation's sustainability reporting	p. 1	
2-3	Reporting period, frequency and contact point	p. 1 & 4	
2-4	Restatements of information	chap. 5.2, 6.2, 6.3, 6.6, 6.8, 7.3	
2-5	External assurance		
Activities and workers			
2-6	Activities, value chain and other business	chap. 1.3; 8 & MR	
2-7	Employees	chap. 5	
2-8	Workers who are not employees	chap. 5.2	
Corporate governance			
2-9	Governance structure and composition	chap. 1.2 & MR	
2-10	Nomination and selection of the highest governance body	chap. 2.1	
2-11	Chair of the highest governance body	chap. 2.1	

GRI standards		References	Comment
2-12	Role of the highest governance body in overseeing the management of impacts	chap. 2.1	Stipulated in the German Limited Liability Company Act (GmbHG)
2-13	Delegation of responsibility for managing impacts	chap. 2.1	Stipulated in the German Limited Liability Company Act (GmbHG)
2-14	Role of the highest governance body in sustainability reporting	chap. 2.1	The shareholders' meeting is informed about this sustainability report.
2-15	Conflicts of interest	chap. 2.1	
2-16	Communication of critical concerns	chap. 2.4	
2-17	Collective knowledge of the highest governance body	chap. 2.1	
2-18	Evaluation of the performance of the highest governance body	chap. 2.1	
2-19	Remuneration policies	chap. 2.1	Stipulated in the German Limited Liability Company Act (GmbHG)
2-20	Process to determine remuneration	chap. 2.1	Stipulated in the German Limited Liability Company Act (GmbHG)
2-21	Annual total compensation ratio	chap. 2.1	The board of directors' compensation is based on the size, complexity, and financial situation of the company. The compensation is fixed but has variable components too. The variable component is capped.
Strategy, policies and practices			
2-22	Statement on sustainable development strategy	p. 4	
2-23	Policy commitments	chap. 2.1; 2.2	
2-24	Embedding policy commitments	chap. 2.3	
2-25	Process to remediate negative impacts	chap. 2.4 & CoC	
2-26	Mechanisms for seeking advice and raising concerns	chap. 2.4 & CoC	
2-27	Compliance with laws and regulations	chap. 2.4 & CoC	
2-28	Membership associations	chap. 2.4	Roles in associations and interest groups require approval of the shareholders' meeting and are specified in the management board's schedule of responsibilities.
Strategy, stakeholder involvement, guidelines and practices			
2-29	Approach to stakeholder engagement	chap. 2.4	

GRI standards		References	Comment
2-30	Collective bargaining agreements	chap. 5.3	
GRI 3 Material topics 2021			
Disclosures on material topics			
3-1	Procedure for determining material topics	chap. 2.3	
3-2	List of the material topics	chap. 2.3	
3-3	Management of the material topics	chap. 2.3	
GRI 101: Biodiversity 2024			
3-3	Management of the material topics	chap. 6.5	
101-1	Policies to halt and reverse biodiversity loss	chap. 6.5	
101-2	Management of biodiversity impacts	chap. 6.5	
101-3	Access and benefit sharing		Not assessed
101-4	Identification of biodiversity impacts	chap. 6.5	The premises aren't close to ecologically sensitive areas.
101-5	Locations with biodiversity impacts	chap. 6.5	The premises aren't close to ecologically sensitive areas.
101-6	Direct drivers of biodiversity loss		Not assessed
101-7	Changes to the state of biodiversity		Not assessed
101-8	Ecosystem services		Not assessed
GRI 201: Economic Performance 2016			
3-3	Management of the material topics	MR	
201-1	Direct economic value generated and distributed	MR	
201-2	Financial implications and other risks and opportunities due to climate change		Not assessed
201-3	Defined benefit plan obligations and other retirements plans	MR	
201-4	Financial assistance received from the government		We received minor research and development tax credits.
GRI 202: Market Presence 2016			
3-3	Management of the material topics	MR	
202-1	Ratios of standard entry level wage by gender compared to the local minimum wage	5.3	
202-2	Proportion of senior management hired from the local community	chap. 5.2	

GRI standards		References	Comment
GRI 203: Indirect Economic Impacts 2016			
3-3	Management of the material topics	MR	
203-1	Infrastructure investments and services supported		None
203-2	Significant indirect economic impacts		Unknown
GRI 204: Procurement Practices 2016			
3-3	Management of the material topics	chap. 8 & MR	
204-1	Proportion of spending on local suppliers	chap. 8.1	
GRI 205: Procurement Practices 2016			
3-3	Management of the material topics	CoC	
205-1	Operations assessed for risks of corruption		Körting Hannover GmbH
205-2	Communication and training about anti-corruption policies and procedures	chap. 2.1	
205-3	Confirmed incidents of corruption and actions taken		None
GRI 206: Anti-competitive Behaviour 2016			
3-3	Management of the material topics	MR	
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices		None
GRI 207: Tax 2019			
3-3	Management of the material topics	MR	
207-1	Approach to tax	MR	
207-2	Tax governance, control and risk management	MR	
207-3	Stakeholder engagement and management of concerns related to tax	MR	
207-4	Country-by-country reporting		None
GRI 301: Materials 2016			
3-3	Management of the material topics	chap. 8.2	
301-1	Materials used by weight and volume	chap. 8.2	
301-2	Recycled input materials used	chap. 6.8.1	
301-3	Reclaimed products and their packaging materials	chap. 6.8.1	
GRI 302: Energy 2016			
3-3	Management of the material topics	chap. 6.1	

GRI standards		References	Comment
302-1	Energy consumption within the organisation	chap. 6.2	
302-2	Energy consumption outside of the organisation		None
302-3	Energy intensity	chap. 6.2	
302-4	Reduction of energy consumption	chap. 6.3	
302-5	Reductions in energy requirements of products and services		No data captured.
GRI 303: Water and Effluents 2018			
3-3	Management of the material topics	chap. 6.4	
303-1	Interactions with water as a shared resource	chap. 6.4	
303-2	Management of water discharge-related impacts	chap. 6.4	
303-3	Water withdrawal	chap. 6.4	
303-4	Water discharge	chap. 6.4	
303-5	Water consumption	chap. 6.4	
GRI 305: Emissions 2016			
3-3	Management of the material topics	chap. 6.1 & 6.6 ff.	
305-1	Direct (scope 1) GHG emissions	chap. 6.6	
305-2	Energy indirect (Scope 2) GHG emissions	chap. 6.6	
305-3	Other indirect (Scope 3) GHG emissions		Optional, no data captured.
305-4	GHG emissions intensity		An organization can use an intensity ratio to indicate greenhouse gas emissions in relation to its own specific parameter. Because most of our products are customised on-offs, we don't establish this intensity ratio.
305-5	Reduction of greenhouse gas emissions	chap. 6.7	
305-6	Emissions of ozone-depleting substances (ODS)		We don't produce, import, or export any ozone-depleting substances.
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x) and other significant air emissions		We aren't aware of any significant emissions of nitrogen oxides (NO _x) or sulphur dioxides (SO _x).
GRI 306: Waste 2020			
3-3	Management of the material topics	chap. 6.8 and annual waste report	

GRI standards		References	Comment
306-1	Waste generation and significant waste-related impacts	chap. 6.8.1	
306-2	Management of significant waste-related impacts	chap. 6.8.1	
306-3	Waste generated	chap. 6.8.1	
306-4	Waste diverted from disposal	chap. 6.8.1	
306-5	Waste directed to disposal	chap. 6.8.1	
GRI 308: Supplier Environmental Assessment 2016			
3-3	Management of the material topics	chap. 8 ff.	
308-1	New suppliers that were screened using environmental criteria	chap. 8.1	
308-2	Negative environmental impacts in the supply chain and actions taken		None known of
GRI 401: Employment 2016			
3-3	Management of the material topics	chap. 5 ff.	
401-1	New employee hires and employee turnover	chap. 5.2	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	chap. 5.3	
401-3	Parental leave	chap. 5.2	
GRI 402: Labour/Management Relations 2016			
3-3	Management of the material topics	chap. 5 ff.	
402-1	Minimum notice periods regarding operational changes	chap. 5.4	
GRI 403: Occupational Health and Safety 2018			
3-3	Management of the material topics	chap. 7 ff. Integrated Management Manual, process, procedural and job instructions	
403-1	Occupational health and safety management system	chap. 7.1	
403-2	Hazard identification, risk assessment, and incident investigation	chap. 7.1	
403-3	Occupational health services	chap. 7.1	
403-4	Worker participation, consultation and communication on occupational health and safety	chap. 7.1	

GRI standards		References	Comment
403-5	Worker training on occupational health and safety	chap. 7.2	
403-6	Promotion of employee health	chap. 7.4	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	chap. 7.2	
403-8	Workers covered by an occupational health and safety management system	chap. 7.1	
403-9	Work-related injuries	chap. 7.3	
403-10	Work-related ill health	chap. 7.3	
GRI 404: Training and Education 2016			
3-3	Management of the material topics	chap. 5.5	
404-1	Average hours of training per year per employee		Not systematically logged at the moment.
404-2	Programs for upgrading employee skills and transition assistance	chap. 5.5	Weren't taken up in the reporting period.
404-3	Percentage of employees receiving regular performance and career development reviews	chap. 5.6	No percentage logged.
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of the material topics	chap. 5.5	
405-1	Diversity in governance bodies and employees	chap. 2.1	
405-2	Ratio of basic salary and remuneration of women to men	chap. 5.3	
GRI 406: Non-discrimination 2016			
3-3	Management of the material topics	chap. 2.1	
406-1	Incidents of discrimination and corrective actions taken		No incidents of discrimination are known of in the reporting period.
GRI 407: Freedom of Association and Collective Bargaining 2016			
3-3	Management of the material topics	chap. 5.4	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		None known of
GRI 408: Child Labor 2016			
3-3	Management of the material topics	chap. 4 & CoC	
408-1	Operations and suppliers at significant risk for incidents of child labor		None known of



GRI standards		References	Comment
GRI 409: Forced or Compulsory Labor 2016			
3-3	Management of the material topics	chap. 4	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		None known of
GRI 410: Security Practices 2016			
3-3	Management of the material topics		Not a significant issue.
410-1			Körting Hannover GmbH doesn't employ its own security personnel.
GRI 411: Rights of Indigenous Peoples 2016			
3-3	Management of the material topics	chap. 4 & CoC	
411-1	Incidents of violations involving the rights of indigenous peoples		No incidents known of in the reporting period.
GRI 413: Local Communities 2016			
3-3	Management of the material topics	chap. 4 & CoC	
413-1	Operations with local community engagement, impact assessments and development programs	chap. 5.2	
413-2	Operations with significant actual and potential negative impacts on local communities		No incidents known of in the reporting period.
GRI 414: Supplier Social Assessment 2016			
3-3	Management of the material topics	chap. 8.1 & CoC	
414-1	New suppliers that were screened using social criteria		No figures logged to date.
414-2	Negative social impacts in the supply chain and actions taken		No incidents known of in the reporting period.
GRI 415: Public Policy 2016			
3-3	Management of the material topics		Körting Hannover GmbH supports no political parties, either financially or through other donations.
415-1	Political contributions		
GRI 416: Customer Health and Safety 2016			
3-3	Management of the material topics	chap. 3.1 & 3.2	
416-1	Assessment of the health and safety impacts of product and service categories	chap. 3.2	
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services		No incidents known of in the reporting period.
GRI 417: Marketing and Labeling 2016			



GRI standards		References	Comment
3-3	Management of the material topics	chap. 3.4	
417-1	Requirements for product and service information and labeling	chap. 3.4	
417-2	Incidents of non-compliance concerning product and service information and labeling		No incidents known of in the reporting period.



GRI standards		References	Comment
471-3	Incidents of non-compliance concerning marketing and communications		No incidents known of in the reporting period.
GRI 418: Customer Privacy 2016			
3-3	Management of the material topics	chap. 2.6	
418-1	Substantiated complaints concerning breaches of customer privacy and loss of customer data		No complaints known of in the reporting period.

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