



Appendix to the Körber Sustainability Report 2021

Supplementary information on the internet
references inactive as of July 19, 2023 in
the Körber Sustainability Report 2021.



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

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

Founder of the Group
Kurt A. Körber



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Greenhouse Gas Inventory – Calculation Principles

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

The following emissions are reported:

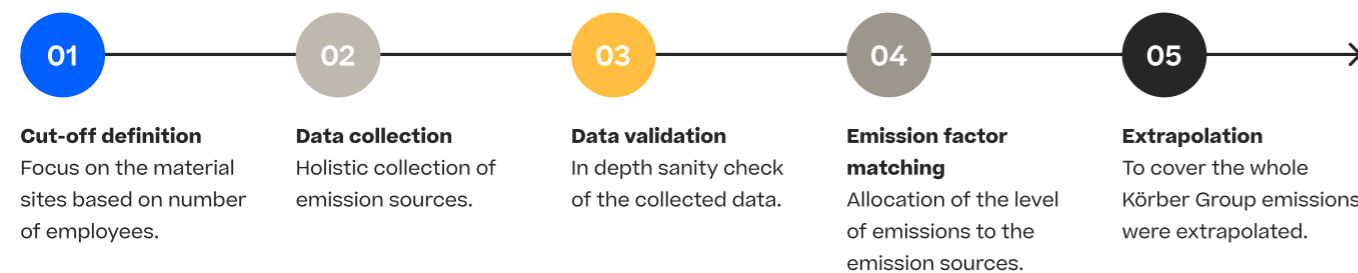
Scope 1:

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

Scope 2:

Indirect emissions from purchased electricity and district heating.

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



Scope 1 and 2 emissions

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

First, a list of sites which represents the chosen system boundary of operational control, was generated. This includes all entities that are consolidated in the financial statement. Secondly, out of the remaining sites, the most relevant sites for the data collection have been selected by applying several criteria. Most importantly the final selection of the 42 sites ensures data collection within all Business Areas and covers sites, that represent more than 90% of the employees of Körber AG. Emissions of the remaining sites have been extrapolated using average emission intensities per employee for different types of sites (e.g., production, administration). Therefore, the inventory includes emissions from all fully consolidated production sites, offices, and sales offices worldwide.

For the calculation of the GHG inventory for Scope 1 and 2 emissions, emission factors of the International Energy Agency (IEA) from 2021 covering the years of 2019-2020 and the conversion factors of the UK Department for Business, Energy & Industrial Strategy (UK DBEIS) database from 2021 have been used. In the calculation of Scope 2 both, the market-based and the location-based approach, were applied. The emission factors are expressed in CO₂ equivalents and consider besides carbon dioxide also all other significant greenhouse gases as defined under the Kyoto Protocol (methane, nitrous oxide as well as hydrofluorocarbons, perfluorocarbons and sulfur hexafluoride). A specialized service provider was used to calculate our greenhouse gas balance.

Clear goals: CO₂ reduction, fair and attractive employer, and responsible supply chains

As all of us know from daily life, sustainability is not a single activity, but a principle of action that encompasses numerous aspects. It is therefore important for companies to set the right priorities. This means that we first have to define the topics that are most relevant to our stakeholders and where the company can have the greatest impact.

This is precisely what we have done with the “materiality analysis.” In doing so, we have proceeded pragmatically, step by step.

It all started with an extensive literature assessment of our competitors’ sustainability issues and industrial risks. In addition, we defined the most important stakeholder groups for us in terms of sustainability: customers, suppliers and service providers, employees, society as a whole, as well as banks and investors. We then collected further possible topics in qualitative interviews with external sustainability experts, the Körber Group Executive Board, and the Heads of our Group Functions.



We sorted the resulting comprehensive list of topics according to priority in the materiality analysis. All Körber Business Areas assessed the topics based on two core questions: How relevant is this topic for the stakeholder groups? And what contribution can we as Körber make to this topic? The views of our stakeholders were introduced by people who are in close contact with the respective stakeholder groups.

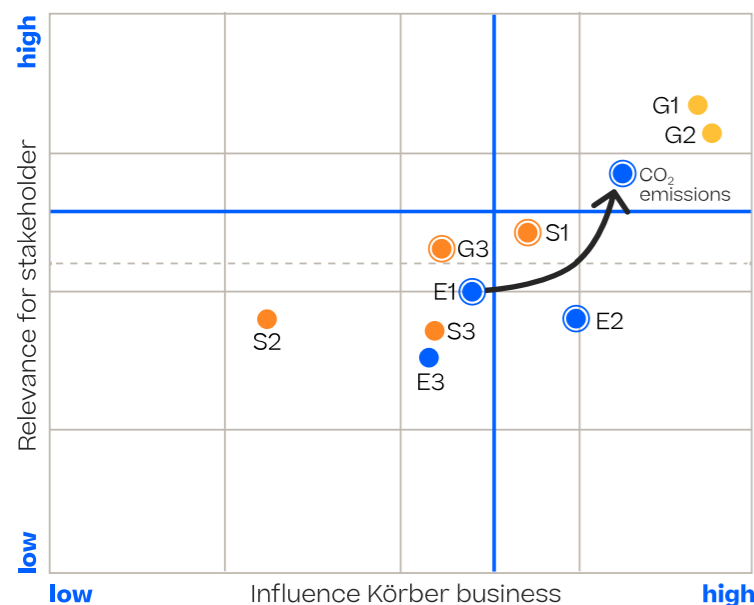
This resulted in a materiality matrix for each Business Area. The results of each Business Area were then weighted according to the number of employees in the Business Area and summarized at the Group level. We discussed and approved the prioritized topics again in a committee that encompassed all the Business Areas. The result is our “House of Sustainability”: It shows common material topics at the Group level as well as individual material topics for our Business Areas.

The highest-priority topics at the Group level are:

- Business ethics
- Responsible information management, with the material topics of data protection and in particular cybersecurity
- Fair and attractive employer
- Supply chain responsibility
- Reduction of CO₂ emissions and energy consumption

One topic plays a special role for us as a company, even though it has not yet appeared in the GRI standards: cybersecurity. From numerous discussions with stakeholders and other companies as well as our customers, we know that the security of data and networks has increasingly come into focus and has become a key concern for businesses. When hackers penetrate a company's IT and install malware, for example, not only is the employees' confidential data at risk, but the very existence of the company itself is at stake very quickly.

As a technology leader, Körber recognized the relevance of this topic early on and gave the heightening of security standards the highest priority. We devote our utmost attention and care to the security of our information architecture. For us as a company, cybersecurity is a strategic concern that makes a material contribution to the sustainability dimension of "responsible corporate governance."



- GRI 200 (Governance)
 - GRI 300 (Environment)
 - GRI 400 (Social)
 - Cyber Security
- G.1 Business ethics (anti corruption)
 - G.2 Responsible information management (cyber security, data protection)
 - G.3 Responsible Supply Chains
 - E.1 GHG emissions
 - E.2 Energy consumption
 - E.3 Circular economy
 - S.1 Fair & attractive employer
 - S.2 Giving to society
 - S.3 Social Dialog

The results of the materiality analysis were deliberated in our sustainability working group, which included all the Business Areas, and in the Sustainability Steering Committee.

We have set ourselves three main goals for the Group:



We have set a main goal for each sustainability dimension. For the environmental dimension, for example, this is "CO₂ emissions and energy consumption" due to the implications for society as a whole and the fact that we at Körber can make a major contribution here. For the social dimension, the topic of "fair and attractive employer" has the highest priority.

In the governance dimension, the topic of "responsible supply chains" was given higher priority, since the German Supply Chain Act must be complied with by 2023. The topics that have the highest priority in the materiality analysis, "corporate ethics" and "responsible information management," have been successfully implemented at Körber for years.

Organizational profile

GRI 102 to 102-13

Indicator	Name	Comment	Information
102-1	Name of the organization	Körber AG	Link
102-2	Activities, brands, products, and services	Körber AG is the holding company of an international technology group with about 10,000 employees worldwide. The Group unites technologically leading companies with more than 100 production, service, and sales locations. Körber combines the advantages of a globally represented organization with the strengths of highly specialized and flexible medium-size enterprises. These offer their customers solutions, products, and services in the Business Areas Digital, Pharma, Supply Chain, Tissue, and Tobacco.	Link
102-3	Location of headquarter	Körber AG has its headquarter in Hamburg, Germany, and is registered in the commercial register (HRB Hamburg 58961).	Link
102-4	Location of operations	By number of employees: Hauni Maschinenbau GmbH, Hamburg; Körber Hungária, Pécs; Werum IT Solutions GmbH, Lüneburg; Körber Tissue S.p.A., Lucca; Hauni Maschinenbau GmbH, Schwarzenbek	
102-5	Ownership and legal form	Unlisted stock company (Aktiengesellschaft/AG). All of the shares are owned by the Körber Foundation.	
102-6	Markets served	The main markets by sales are Europe (excluding Germany), North America, Asia, Germany, Central and South America, Africa, and Australia.	
102-7	Scale of the organization	Net sales in 2021: €2,033,121,000	
102-8	Information on employees and other workers	The company employs around 10,000 people worldwide.	Link

Indicator	Name	Comment	Information
102-9	Supply chain	At Körber, the Supply Chain Management (SCM) organization is involved in all material process steps within the supply chain. In addition to safeguarding the supply of materials and services, the SCM organization aims to make a lasting contribution to achieving and securing the competitiveness of the companies, the Business Areas, and Körber AG.	Page 32
102-10	Significant changes to the organization and its supply chain	Because this is the first sustainability report, there are no changes to a report from the previous year.	
102-11	Precautionary principle or approach	Our precautionary approaches comply with the legal regulations of the individual countries.	
102-12	External initiatives	The UN passed the Sustainable Development Goals (SDGs) in 2015. The German Federal Government adopted these goals in its National Action Plan on Sustainable Development. Our business activities contribute to selected UN SDGs.	
102-13	Membership of associations	Körber AG is represented in well over 100 associations in Germany and other countries in which Körber is active. Membership in the VDMA is of particular importance for Körber AG. Körber is actively involved in several sub-organizations of this association.	

Strategy

GRI 102-14

Indicator	Name	Comment	Information
102-14	Statement from senior decision-maker	The Chairman of the Executive Board of the Körber Group, Stephan Seifert and the Group Executive Board Member responsible for sustainability, Erich Hoch, have outlined in this Sustainability Report how important the orientation of the entire company to sustainability is regarded. Sustainability is an integral part of the Group's strategy.	Körber Sustainability Report 2021, page 4



Ethics and integrity

GRI 102-16 to 102-34

Indicator	Name	Comment	Information
102-16	Values, principles, standards, and norms of behavior	Körber AG as a whole has adopted a compliance code.	Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	Important questions about sustainability orientation on the company's Executive Board are discussed and decided on as needed.	
102-18	Governance structure	Körber AG is managed by a Group Executive Board that is elected by the Supervisory Board. It currently consists of 5 members. All operational tasks are assigned to a member of the Group Executive Board. A Supervisory Board monitors the business activities of the Group Executive Board, appoints new members of the Group Executive Board and, if necessary, dismisses members of the Group Executive Board.	
102-19	Delegating authority	On the Group Executive Board, this is assigned to the Member of the Group Executive Board Erich Hoch (COO/CTO)	
102-20	Executive-level responsibility for economic, environmental, and social topics	On the Group Executive Board, this is assigned to the Member of the Group Executive Board Erich Hoch (COO/CTO)	
102-21	Consulting stakeholders on economic, environmental, and social topics	See the 'Collaborate' section	Körber Sustainability Report 2021, page 28
102-22	Composition of the highest governance body and its committees	Supervisory Board	Link
102-23	Chair of the highest governance body	Mr. Richard Bauer	Link
102-24	Nominating and selecting the highest governance body	Addressed by the Group Executive Board; the nomination and selection process for the Supervisory Board of Körber AG is regulated in the Articles of Association. Supervisory Board consists of 12 members. Six members of the Supervisory Board are appointed by the Körber Foundation as the sole shareholder (shareholder representatives) and six representatives are elected in accordance with the Codetermination Act (employee representatives).	

Indicator	Name	Comment	Information
102-25	Conflicts of interest	The provisions of the German Stock Corporation Act are observed. There are no conflicts of interest.	
102-26	Role of highest governance body in setting purpose, values, and strategy	The provisions of the German Stock Corporation Act are observed. The Supervisory Board advises and controls the Group Executive Board.	
102-29	Identifying and managing economic, environmental, and social impacts	This is done by means of risk management. Material economic risks are identified in the annual risk assessment and a risk report is submitted to the Supervisory Board. In doing so, environmental and social risks are also considered insofar as they can lead to economic risks. This fulfills the legal obligations.	
102-30	Effectiveness of risk management processes	Addressed by the Group Executive Board and risk report to the Supervisory Board.	
102-31	Review of economic, environmental, and social topics	Regular Group Executive Board discussion once a year; ad hoc risks (e.g. COVID) are dealt with by the Group Executive Board/ extended Group Executive Board.	
102-32	Highest governance body's role in sustainability reporting	Approval by Group Executive Board and Supervisory Board.	
102-33	Communicating critical concerns	Addressed by Group Executive Board.	
102-34	Nature and total number of critical concerns	There are no recognizable risks that could jeopardize the continued existence of the Group. The Group can successfully manage the identified risks through defined measures.	

Stakeholder engagement

GRI 102-40 to 102-44

Indicator	Name	Comment	Information
102-40	List of stakeholder groups	The most important stakeholder groups of Körber AG are our owner, employees, customers, suppliers and service providers, governments, trade unions, banks and investors, media, NGOs and NPOs, and the general public.	Körber Sustainability Report 2021, page 28
102-42	Identifying and selecting stakeholders	See the materiality analysis	Page 6
102-43	Approach to stakeholder engagement	See the materiality analysis	Page 6
102-44	Key topics and concerns raised	See the materiality analysis	Page 6

Reporting practice GRI 102-45 to 102-56

Indicator	Name	Comment	Information
102-45	Entities included in the consolidated financial statements	In addition to Körber AG as the parent company, the consolidated financial statements include domestic and foreign companies over which Körber AG can exert direct or indirect control. Körber AG is the parent company of the largest scope of consolidation. Not included in the consolidated financial statements are companies that are only of minor importance for the net assets, financial position, and results of operations of the Group (Section 296 (2) HGB). The financial statements of the companies included are prepared as of 31 December 2021. In the fiscal year, seven companies were included in the consolidated financial statements for the first time and two companies were included for the last time.	
102-46	Defining report content and topic boundaries	See the materiality analysis	Page 6
102-47	List of material topics	See the materiality analysis	Page 6
102-48	Restatements of information	Because this is the first sustainability report, there are no changes to a report from the previous year.	
102-49	Changes in reporting	Because this is the first sustainability report, there are no changes to a report from the previous year.	
102-50	Reporting period	Calendar year	
102-51	Date of most recent report	Because this is the first sustainability report, there are no changes to a report from the previous year.	

Indicator	Name	Comment	Information
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	Ms. Michaela Thiel, Group Representative for Sustainability	Körber Sustainability Report 2021, page 26
102-54	Claims of reporting in accordance with the GRI Standards	This report has largely been prepared in accordance with the GRI Standards: Core option.	
102-55	GRI content index	See the 'GRI' section	
102-56	External assurance	The report for 2021 has not been externally assured.	



Material Topics (Economics) GRI 200 series

Indicator	Name	Comment	Information
GRI 201: ECONOMIC PERFORMANCE			
	Management approach disclosures	See the Annual Report 2018, pages 76ff.	Annual reports
201-1	Direct economic value generated and distributed	See the Annual Report 2018, pages 86ff.	Annual reports
201-2	Financial implications and other risks and opportunities due to climate change	This is done by means of risk management. Material economic risks are identified in the annual risk assessment and a risk report is submitted to the Supervisory Board. In doing so, environmental and social risks are also considered insofar as they can lead to economic risks. This fulfills the legal obligations.	
201-3	Defined benefit plan obligations and other retirement plans	See the Annual Report 2018, pages 86ff.	Annual reports
GRI 205: ANTI-CORRUPTION			
	Management approach disclosures	See the description of the focus area "Business ethics"	Körber Sustainability Report 2021, page 22
205-1	205-1: Operations assessed for risk related to corruption	Done by means of compliance summary reports, which are conducted annually by the local compliance representatives. These reports cover (almost) every location of operations.	
GRI 206: ANTI-COMPETITIVE BEHAVIOR			
	Management approach disclosures	See the description of the focus area "Business ethics"	Körber Sustainability Report 2021, page 22

Material Topics (Environmental) GRI 300 series

Indicator	Name	Comment	Information
GRI 302: ENERGY			
	Management approach disclosures	We have been striving for years to reduce our consumption of fossil fuels in order to become climate-neutral.	Körber Sustainability Report 2021, page 17
302-1	Energy consumption within the organization	In 2021, our Scope 1 emissions amounted to 12,918 t of CO ₂ .	
GRI 303: WATER AND EFFLUENTS			
303-5	Water consumption	Consumption of fresh water in 2021: 115.624 m ³	
GRI 305: EMISSIONS			
305-1	Direct GHG emissions (Scope 1)	12.918 t CO ₂ (market based)	Körber Sustainability Report 2021, page 10
305-2	Energy indirect GHG emissions (Scope 2)	13.398 t CO ₂ (market based)	Körber Sustainability Report 2021, page 10
305-3	Other indirect GHG emissions (Scope 3)	In the 2022 fiscal year, we are gradually gaining transparency about our Scope 3 emissions.	Körber Sustainability Report 2021, page 16
GRI 306: EFFLUENTS AND WASTE			
306-1	Water discharge by quality and destination	100 % gray water	
306-2	Waste by type and disposal method	Hazardous waste: 1,132t; non-hazardous waste: 11,862t	
306-3	Significant spills	None	
306-5	Water bodies affected by water discharges and/or runoff	None	

Material Topics (Social) GRI 400 series

Indicator	Name	Comment	Information
GRI 403: OCCUPATIONAL HEALTH AND SAFETY			
403-1	Occupational health and safety management system	We have a decentrally organized management system for occupational health and safety. It corresponds to legal requirements.	Körber Sustainability Report 2021, page 19
403-2	Hazard identification, risk assessment, and incident investigation	According to legal requirements/collective agreements; decentrally organized	
403-3	Occupational health services	According to legal requirements/collective agreements; decentrally organized	
403-4	Worker participation, consultation, and communication on occupational health and safety	According to legal requirements/collective agreements; decentrally organized	
403-5	Worker training on occupational health and safety	According to legal requirements/collective agreements; decentrally organized	
403-6	Promotion of worker health	The Corporate Benefit Platform also contains health offers that employees can voluntarily take.	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	According to legal requirements/collective agreements; decentrally organized	
403-8	Workers covered by an occupational health and safety management system	Implemented according to ISO 45001 at six locations.	
GRI 404: TRAINING AND EDUCATION			
404-2	Programs for upgrading employee skills and transition assistance programs	In-class and online training courses	

Indicator	Name	Comment	Information
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY			
	Management approach disclosures	See the description of the focus area 'Fair and attractive employer' and the associated deep-dive article.	Körber Sustainability Report 2021, page 18
405-1	Diversity of governance bodies and employees	Gender and nationality recorded at different management levels: around 20% female employees, around 14% in management positions.	Körber Sustainability Report 2021, page 18
GRI 406: NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken	Incidents are currently reported directly to the management of HR. An external person of trust is called in special cases.	
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No incidents known.	
GRI 408: CHILD LABOR			
	Management approach disclosures	The Code of Conduct is gradually being introduced as binding at all locations.	
408-1	Operations and suppliers at significant risk for incidents of child labor	No incidents known.	
GRI 409: FORCED OR COMPULSORY LABOR			
	Management approach disclosures	The Code of Conduct is gradually being introduced as binding at all locations.	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	There is no child labor.	
GRI 411: RIGHTS OF INDIGENOUS PEOPLES			
411-1	Incidents of violations involving rights of indigenous peoples	No incidents known.	

Indicator	Name	Comment	Information
GRI 415: PUBLIC POLICY			
	Management approach disclosures	Donations and sponsorships are regulated in a policy. The responsible individuals are defined at the level of the Group and the Business Areas.	Körber Sustainability Report 2021, page 20
415-1	Political contributions	Political contributions are not permitted according to the Group policy on donations and sponsorships	
GRI 418: CUSTOMER PRIVACY			
	Management approach disclosures	See the description of the focus area 'Responsible information management', material topic 'Data protection'	Körber Sustainability Report 2021, page 22
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	All customer data is currently secured using commercially available encryption methods.	



Diversity under a single brand

At Körber, we want to be the first choice for everyone who works with us already today and in the future. That's why our entrepreneurial diversity is also reflected in our employees.

10,000 employees at over 100 locations

Today more than 10,000 employees work for the Körber Group at more than 100 different locations worldwide in five Business Areas. In the course of our history of almost 76 years, new industries, new countries, and other cultures have been added through acquisitions, partnerships, and mergers.



Our work environment is diverse, colorful and multicultural

At Körber, we are diverse in our entrepreneurial orientation and the industries in which we are active, but that's not all. We also offer professional and personal development opportunities for people of various nationalities, ages, and genders, who have different personalities, skills, and life models. That's because the society in which we operate as a Group is equally diverse, colorful, and multicultural. This is also reflected in our working environment.

Mindful communication and appreciative leadership

We are creating the conditions for an inclusive culture in which people work together effectively. The topics of diversity, equity, and inclusion are an essential part of our human resources management and all of our recruitment and training measures. Among other things, our leadership training promotes mindful communication between people and provides support for appreciative leadership and conflict management.

We are the home for entrepreneurs

We are the home for entrepreneurs — a place for innovative people who have a “start-up gene.” We put inventions into practice and inspire our customers through pioneering technologies. But we are much more than that. At Körber we offer professional development opportunities for people who contribute creative ideas and act entrepreneurially. We offer these opportunities regardless of the employees' ethnic and social background, physical or psychosocial impairments, religious persuasion or sexual orientation.

Silo mentality has no place with us

Why does this work? Because employees, managers, customers, and business partners know that acting independently, confidently, and reliably also means taking on social responsibility. Thus there is no room for a silo mentality at Körber. The traditional work structure is also obsolete. In order to be flexible and agile, we are increasingly relying on individually combinable networks of people with different talents.

With us, every employee is heard

At Körber we promote entrepreneurship and the potential of our employees. That's why we count on people who stay curious and take lifelong learning for granted. As a company, we want to inspire these talented individuals' enthusiasm and loyalty. Our goal is to make Körber better known as a fair and attractive employer. We operate according to the principles of diversity, equity, and inclusion. At our company, every employee is heard and can get involved.

We have also enshrined all of these factors in our leadership principles for the Körber Group. They are an essential basis for responsible and diverse interaction that is based on trust.

On course to becoming a (more) attractive employer

In order to attract and retain the best talent, we at Körber want to act transparently, flexibly, and inclusively. We are proceeding in an entrepreneurial and socially responsible manner. Through these and many other measures, we are pursuing our goal of attracting potential future employees and retaining existing ones.

Our leadership principles

At Körber we are taking on the economic, environmental, and social challenges that face us, and we already began our transformation many years ago. When a company changes, the demands placed on the managers of its employees also change automatically. We have summarized our leadership principles as follows:

- >> We are entrepreneurs.
- >> We achieve results.
- >> We demonstrate trust.
- >> We enable and empower.
- >> We celebrate diverse perspectives.

24h Körber Career Day

The first global 24-hour Körber Career Day offered potential applicants a chance to find out more about career opportunities at Körber worldwide. During this 24-hour career event, employees from different cultures and four time zones introduced themselves and their diverse tasks. They provided online insights into our Business Areas from almost all our locations, reported on their experiences, and answered questions from the participants in virtual discussion panels. Trainees, students, and experienced professionals were also able to talk in person with managers, HR colleagues, and recruiters for individual departments. The public, virtual 24-hour Körber Career Day thrilled young professionals, experienced specialists, and career changers.

Mentoring program

In our first mentoring pilot program, we enable our employees to benefit from the experiences and the different perspective of a colleague for a year. When we put together the two-person teams, we made sure that mentors and mentees had as little in common as possible – because in our opinion, this is exactly what promotes interdisciplinary and diverse collaboration across existing or perceived hierarchies, functions, and geographic locations. We also considered it important to have a balanced ratio between female and male participants. The mentoring program is based on regular meetings of the two-person teams and recurring joint training sessions for all the program participants.

Identity groups for diversity, equity, inclusion

At the start of the group-wide initiative on diversity, equity, and inclusion at Körber, four working groups with different focus areas were set up. The "Gender" group is about promoting people of all genders and gender identities and actively demanding their equality in private life and at work. In addition, the "LGBTQIA+" group works to ensure that people can openly engage in their particular way of life. The "Inclusion" group deals with the recognition and self-determination of people with physical or psychosocial impairments and people with learning difficulties. The "Culture, Nationality, Skin Color, Ethnicity" group has set itself the task of making the advantages and potential of cultural diversity more tangible in daily work and promoting the sharing of ideas about these advantages within the Group.

At our Körber Campus in Pécs, Hungary, we are also actively working to get more women interested in IT and engineering professions. We are the sponsor and one of the organizers of a nationwide official TechGirls roadshow. Objective: Getting secondary school girls interested in careers in engineering, math, and science. At the Körber Campus in Pécs, nine of the 39 IT employees are women. The proportion of women in the entire workforce at our location in Hungary is currently around ten percent.

Replies: What our employees have to say about working at Körber

We believe in diversity! We rely on people who want to achieve something together and appreciate the open and trustful interaction at Körber.

As part of our LinkedIn Career Pioneers initiative, many employees from the Group report on what makes working at Körber so special for them.

We asked some of these Career Pioneers to come in front of the camera again in order to report on their impressions and experiences.

13

teams of two share their perspectives and experiences in the mentoring program

40

Percent more applications were received directly as a result of our first global 24-hour Körber Career Day

14

Percent¹ of the people in management positions in 2021 were women

¹ Excluding temporary workers and taking into account 30 companies that are connected to success factors and represent approximately 62.9% of our employees

“Hierarchical ways of thinking have been increasingly dissolving at our company for a long time”



Gabriele Fanta, Head of Group Human Resources, talks about leadership and diversity, recruiting more female talent, and attempts to eliminate stereotypes in job interviews.

Gabriele Fanta has headed the Human Resources department of the international technology group since December 2020. She is responsible for global HR management at Körber, including recruiting, employee development and employer branding.

Ms. Fanta, Körber wants to be a fair and attractive employer. What are you doing in this regard?

We are still quite young as an employer brand. About two years ago we started to unite our numerous companies from different industries under the common brand “Körber.” From September, the Business Area Tobacco will also operate under the Körber brand. At the moment it still appears on the market as “Hauni.” As “Körber” we can more effectively show the public who we are and what we stand for.

How are you doing this?

An important boost was our first global 24-hour, virtual Körber Career Day last year. We started early in the morning in Asia and followed the sun across the globe, ending back in Europe the next morning. Prospective applicants could follow our

online program around the clock and get to know all facets of the Körber Group. Two hundred colleagues were involved worldwide, both in the background during the preparations and actively in front of the camera, as they presented themselves, their jobs, and their locations by means of virtual tours and videos. This clearly showed the great diversity of the people who work with us at Körber.

How did people respond to the format?

It was fantastic! There was consistently positive feedback from the participants and also from our colleagues who took part. The number of applications rose by around 40 percent immediately after the event.

For applicants as well as long-serving employees, diversity, equity, and inclusion, or DEI for short, are central topics in the professional environment. How is Körber positioned in this regard?

Diversity can't be decreed. It has to evolve within the company. Körber has the ideal conditions for that to happen. We have steadily grown internationally, and as a globally operating group we unite numerous nationalities and ethnic groups within the company. For us it's quite normal to be a multicultural organization and to respect our differences. In terms of age, we've got all of the working-age generations here.

What about gender identity and sexual orientation?

Neither one plays a role in our recruitment and development activities. In other words, we don't want to label anyone as only a woman, a manager, an employee with a migration background or a homosexual employee. That's why our recruiters receive "unconscious bias" trainings, where they learn to question their own perceptions and to avoid thinking in stereotypes in job interviews. Our employees are recognized for what they achieve and what they stand for. That is our principle. External or personal characteristics play no role in our working environment.

Where does Körber stand in terms of inclusion?

Inclusion is about integrating people with mental or physical impairments into daily work processes. And we're on the right track here. In the future we will work more closely with the German Federal Employment Agency. First of all, it's important to find out whether there are people at our organization who have an impairment but don't dare to make it public. An impairment is not always a visible disability, for example in the case of our deaf trainees. Many people have mental disabilities or physical impairments that are not immediately visible. Of course we also want to integrate these people as well as possible. Together with the German Federal Employment Agency, we want to find out which jobs and profiles we can offer to them at Körber.

What makes Körber special as an employer?

We communicate openly with one another. No supervisor or board member hides in a closed-off area or even on a separate floor. All employees can engage in a dialog with managers and board members at any time. The contact details are visible to all, and everyone can be reached directly via numerous channels. This opportunity is used frequently. In our daily interactions, hierarchical communication structures have long since dissolved.

Where is there still room for improvement?

One of our major goals is to increase the proportion of female managers. This is currently 14.3 percent. If you consider that women make up 19.7 percent of our employees, that's not so bad. However, it is and will continue to be an adjustable target, because not every female employee wants to be a manager. The relevant factors include experience, a certain level of maturity and, last but not least, the number of working hours that are required. Leading a larger team part-time can be difficult. Of course we are experimenting with job sharing in such areas as well. One positive effect of the corona pandemic for our company is that some of our part-time female employees have increased their hours, because there's no longer any commuting when you work from home. Besides, all of us have now learned how to do management work remotely. That can be a great opportunity for talented women and men who want to, or have to, take care of family members.

Why is that, and what changes do you want to make?

In mechanical and plant engineering as well as in digital and technology companies, the number of female employees is unfortunately much lower than in other sectors of industry. This could be changed if many more women were trained in technical and digital professions, and if these women apply for vacancies in our organization. I advertise this wherever I can — #female talents welcome. And maybe companies that are more technology-oriented offer an environment with more opportunities, precisely because they have fewer women employees.

However, diversity is not limited to female or male colleagues...

You're absolutely right. I actually have a holistic understanding of diversity — and that also applies to Körber as a whole. It starts with people's ethnic background and goes all the way to methods and working times that can be designed individually and flexibly wherever possible. We consider it important to lead mixed teams successfully, whether online or offline. It's basically a question of achieving very good results efficiently, regardless of where the employees come from, how old they are, who they love or where they work. In this regard we're on the right track in all of our Business Areas. We are in the middle of a comprehensive transformation, and it's far from over.

Sustainability in our supply chains

Sustainable business is becoming the standard approach, encompassing responsible supply chains, environmentally friendly procurement, and trust-based supplier relationships.



Sustainability in our procurement strategy

An integral part of the purchasing & supply chain strategy is the cost- and resource-saving supply of materials and services. To ensure Körber's competitiveness in the long term, sustainability in particular is of central importance for our procurement and supply chain management. When selecting and evaluating suppliers, we pay attention to a wide variety of sustainability aspects in the areas of environmental protection, occupational health and safety, social standards, compliance, and above all human rights.

Our standards

Upholding human rights, ensuring fair working conditions, protecting the environment, and combating corruption – these are all aspects that are important to us as a Group and we have set them as our standards. The Körber Group's purchasing department, Group Procurement & Supply Chain Management, plays a key role in turning us into a thoroughly sustainable company. This department can promote innovations together with our suppliers and ensure positive and sustainable structural changes along the supply chains.

Our expanded Code of Conduct

The [Körber Supplier Code of Conduct](#) is an essential contractual component and describes the minimum requirements for our suppliers with regards to sustainability. Acceptance of the Körber Supplier Code of Conduct is a basic requirement for obtaining orders.

In the event of violations of the Code of Conduct, we reserve the right to terminate the business relationship.

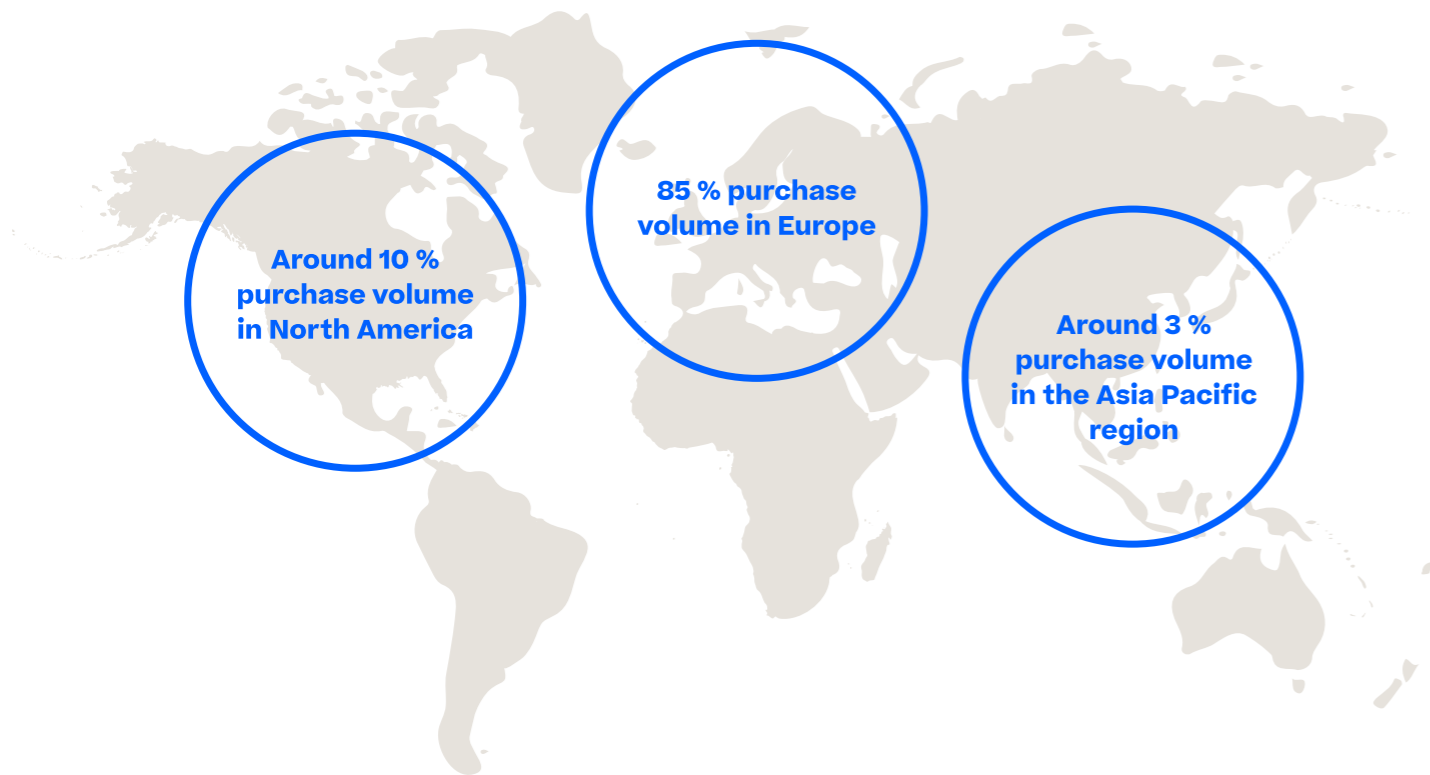
Regular checks

We require all our direct suppliers to comply with our guidelines and standards on human rights and working conditions, to convey them to their employees and to establish them in their upstream supply chains, and to regularly check their compliance. In the event of non-compliance or increased risks, we work closely with our suppliers and jointly develop corrective and preventive measures. Our grievance mechanism enables our employees and external third parties to report suspected human rights violations.

Our annual purchasing volume is around 1 billion euros.

Over 10,000 suppliers from more than 80 countries supply the Körber Group.

Our sourcing approach – local and regional



This is how we have integrated sustainability into supplier management

Country and product group check

As part of the supplier selection process, risks are evaluated with regard to aspects such as procurement category and regional origin in order to assess the sustainability risks associated with a particular procurement endeavor.

An initial check provides information on the integrity and creditworthiness of the potential supplier.

Depending on the planned procurement volume, the selection process is also expanded with the help of independent external information sources.

Supplier self-assessment

The platform for all supplier-related activities is the Körber Procurement & Supply Chain Management System “K.Procure”.

Self-assessment is an indispensable part of the supplier qualification process.

This includes essential information about the supplier such as general business data, the corporate structure in the areas of technology, production and development, and about existing management systems, e.g. for quality, environment, energy, occupational safety and sustainability.

Code of Conduct and General Purchasing Conditions

All suppliers must clearly commit to our [Supplier Code of Conduct](#) and accept all requirements contained therein.

The Supplier Code of Conduct describes the minimum requirements for social and environmental standards for our suppliers. In particular, we expect each supplier to comply with human rights in its area of operations and the associated supply chains.

Further sustainability requirements are also anchored in the General Purchasing Conditions.

Assessment, auditing, and development of suppliers

Ecological, social, and company-related criteria are part of the regular supplier evaluation.

The assessment for sustainability is based on supplier self-disclosures, risk analyses and audit results.

Our suppliers are regularly audited with regard to quality, management systems and, from 2022, explicitly on the aspect of sustainability. The selection and frequency of suppliers to be audited are based on the Business Area's guidelines and the planning of the audit program.

Based on the audit results and assessments, improvement measures are defined in cooperation with the suppliers.

“CO₂ reduction is only possible together with our suppliers”



Michael Stietz, Head of Group Procurement & Supply Chain Management, talks about the collaboration with the suppliers and the role played by Procurement with respect to sustainability at Körber.

Michael Stietz is the Senior Vice President & Chief Procurement Officer at Körber AG. He is responsible for the management and development of corporate procurement and the strategic orientation of the supply chain management function. He and his team work with around 10,000 suppliers in 80 countries.

Mr. Stietz, why is sustainability so important for Group Procurement & Supply Chain Management?

At Körber, around 50 percent of the Group's operating output is purchased. This means that a large part of the CO₂ emissions comes from our supply chains. If we as Körber want to make a significant contribution to CO₂ reduction, we can only do so with the involvement of our suppliers.

What options does Körber Procurement have to reduce the Group's carbon footprint?

Procurement plays a key role here. There are various options for actively controlling the internal reduction of the carbon footprint by tackling it as a team together with our suppliers. For example, we can influence materials through supplier innovations in the product development process or use mobility concepts to align our supply chains with sustainability aspects.

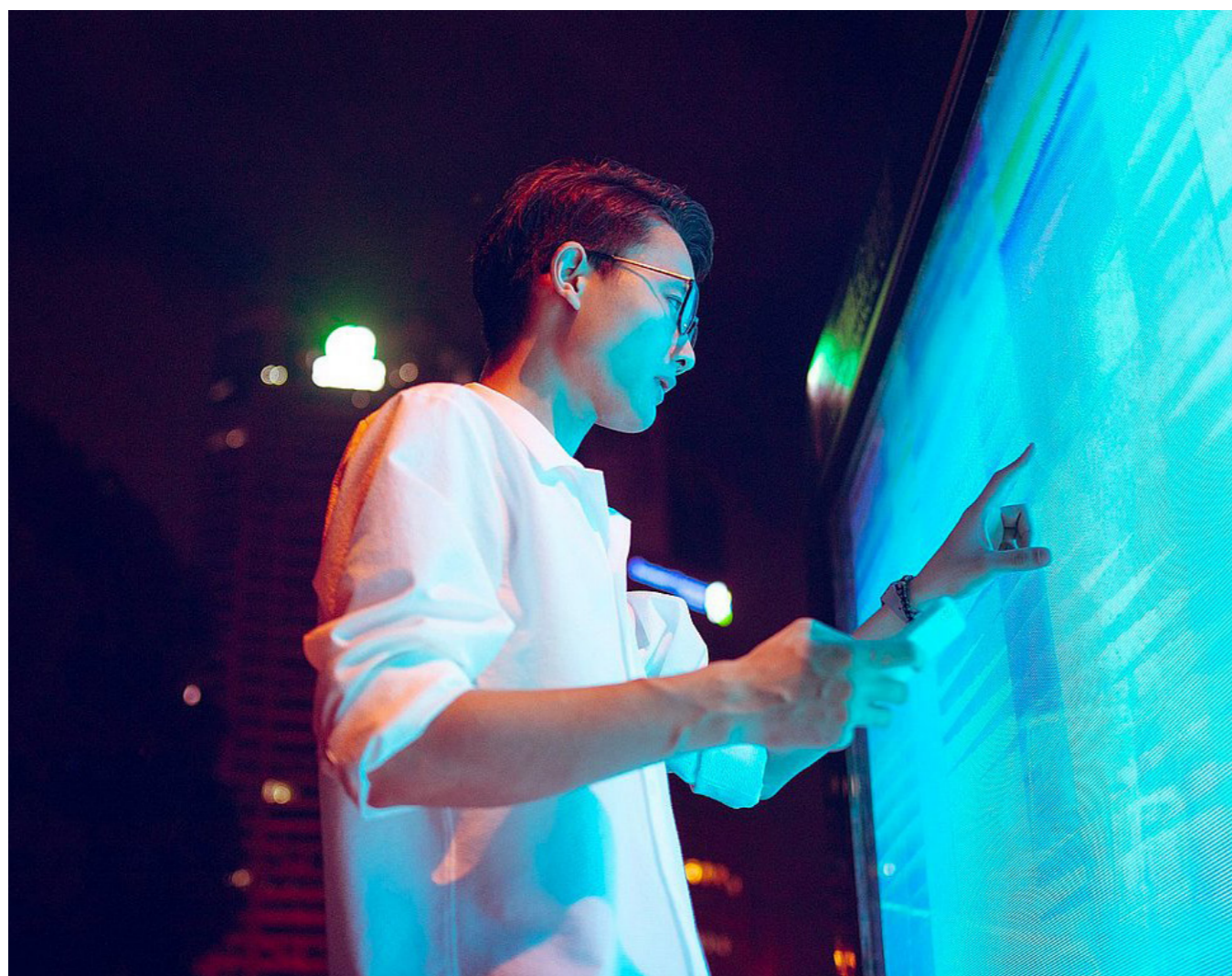
How does Körber position itself in this regard?

For example, in this area we have adapted our overall supplier management and the associated procedures for registration, qualification, the awarding of contracts, and supplier auditing.

For us, the topic of sustainability is a critical factor of success, so we consider it important that our suppliers internalize this as well. Together we discuss specific measures to reduce CO₂.

Protecting value: Cybersecurity at Körber

Cyberattacks not only endanger the company's success — they also hinder innovation and progress. In an interconnected world, reliable data protection and network security are essential to a sustainable corporate culture. Körber is taking on corporate and social responsibility by means of its own Cyber Defense Center (CDC) and a multi-level security concept.



Being forearmed against hacker attacks

Digitization makes processes faster and facilitates global business. Unfortunately, this also applies to criminal activities. That's because data thieves and extortionists also benefit from digital progress. Emails and messengers, social networks, tools for digital collaboration, mobile access to data and, last but not least, millions of downloads every day — all of this offers hackers a constantly growing target for attack. Given the increasing reliance on digital systems, the World Economic Forum (WEF) now rates data theft and network sabotage as a serious threat to society. According to the WEF Global Risk Report, the spread of extortion ransomware alone increased by more than 430 percent worldwide in 2020.

Handling data with care

Companies from all sectors can be targeted. "Today's hackers are usually well informed. They know where an attack is worthwhile and systematically look for weak points," says Andreas Gaetje. As Körber's Chief Information Security Officer (CISO), he is responsible for group-wide digital security. The office software is under his protection, but that's not all. As digitization progresses, production IT (operational technology, OT for short) must also be protected against external attacks, Gaetje explains. "We store and transport increasing amounts of data for our customers. They want to be assured that with us they are in safe hands," he says.

Maintaining trust, assuming responsibility

Protecting companies and data from cyberattacks is vital — not only for business reasons. It's also about trust — that of customers, employees, cooperating companies and suppliers, and ultimately society as a whole. The responsible, proactive handling of cyber risks is therefore a key principle of sustainable governance for Körber — along with environmental and social aspects. As a technology leader, Körber has a special responsibility. "Our clearly defined, risk-based Information Security Management System (ISMS) is based on international standards such as ISO 27001. All of the measures are continuously checked and constantly adapted to meet changing threats," says Gaetje.

Identifying and closing security gaps early on

Körber continuously invests in security-related technologies, expertise, and training in all areas of the company. For example, at the Cyber Defense Center (CDC) in Porto, which was set up in 2020, a team of data security experts is exclusively responsible for monitoring and threat prevention. These IT professionals monitor the global threat situation in order to identify and close security gaps as quickly as possible.

Latest security solutions for remote working environments

The coronavirus pandemic and the resulting widespread work from home increased the attack opportunities for hackers – and with them the challenges in the area of information security. Körber reacted in good time and prepared itself for the decentralized world of work. Advanced AI-supported security tools are used to secure local terminals, emails, and data traffic. New software applications are systematically tested for potential vulnerabilities during development, and internal teams of developers are continuously trained to deal with security aspects.

Regular training enhances security awareness

Not only in the IT departments but in all areas of the company, Körber consistently relies on regular training courses to continuously sharpen the attention and security awareness of users within the Group. In the training courses, employees receive for instance fake phishing emails, in order to raise their awareness for the increasingly sophisticated methods used by hackers. Körber is continuously updating and expanding its extensive internal range of information on topics such as the responsible handling of data, password security, fraudulent attempts at manipulation (social engineering), and correct behavior.

After all, “even the best technology can never offer 100 percent protection,” says Andreas Gaetje, adding, “and if something does happen, it is crucial that we are well-positioned and that we have clearly defined processes in place that enable us to contain the attack immediately and get back to business as quickly as possible.”



In an interconnected world, cybersecurity is not only safeguarding, but also paving the way for our global business.

Andreas Gaetje,
Chief Information Security Officer, Körber Group

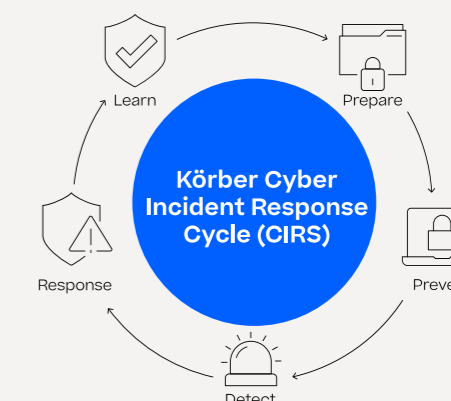
A danger detected is a danger less

In the digital business world, companies must protect themselves comprehensively against security gaps.



Structured improvement process

Körber's cyber security concept is based on careful prevention, rapid reaction and consistent improvement.



At a glance: Cybersecurity at Körber

- Thanks to regular training courses and certified training programs, our employees' security awareness and knowledge of cyber risks have improved significantly over the past two years.
 - 95% of Körber employees feel sufficiently informed about information security at their employer.
 - 80% are more careful than they were two years ago when clicking on links or choosing a password.
 - 90% of Körber employees find it easy to identify fraudulent e-mails and know how to respond.
- Independent ratings such as the Bitsight Security Rating and internationally recognized cybersecurity certificates verify and document our responsible group-wide handling of cyber risks.
- We continuously invest in the latest technological security solutions. Our own Cyber Defense Center will go into 24/7 operation in 2022.
- Our comprehensive approach to information security includes the operational technology of our machines and equipment and our customers' data. Together we are developing secure digital solutions for industrial manufacturing 4.0.

Measuring the impact on the climate

Only what is measurable can be managed in a targeted manner and sustainably improved. Our path to climate neutrality therefore begins with an objective and optimally comprehensive inventory of the greenhouse gas emissions that have been generated directly and indirectly. This is how we went about it:

In the spring of 2022, we teamed up with a specialized, external service provider to conduct a company-wide inventory of Scope 1 and 2 greenhouse gas (GHG) emissions for the years 2019, 2020, and 2021. A detailed description of our approach can be found in the [Facts chapter \(Körber Sustainability Report 2021, page 10\)](#).



The key facts at a glance:

Methodology: For our reporting, we apply the principles and methods of the GHG Protocol. This protocol defines an internationally recognized and widely used standard for calculating a company's corporate carbon footprint (CCF).

Scope: Both direct and indirect emissions resulting from our business activities are recorded. They are also referred to as Scope 1 (direct), 2, and 3 (indirect) in the reporting.

- Scope 1: Direct emissions result from the consumption of natural gas, heating oil or fuel. This also includes direct emissions of fugative gases from industrial processes (e.g. refrigerants or methane slip).
- Scope 2: This includes indirect emissions that arise from the production of purchased electricity and district heating from fossil sources.
- Scope 3: The largest and also the most difficult area to measure and influence consists of all the emissions indirectly related to our operations. They result from activities that take place upstream and downstream in the value chain. We will gradually gain transparency about our Scope 3 emissions over the coming years.

Time period: For Scope 1 and 2 emissions, the Körber Sustainability Report 2021 encompasses the years 2019, 2020, and 2021.

Scope of application: All fully consolidated production sites, offices, and sales branches of the Körber Group worldwide are included in the analysis.

Our path to climate neutrality



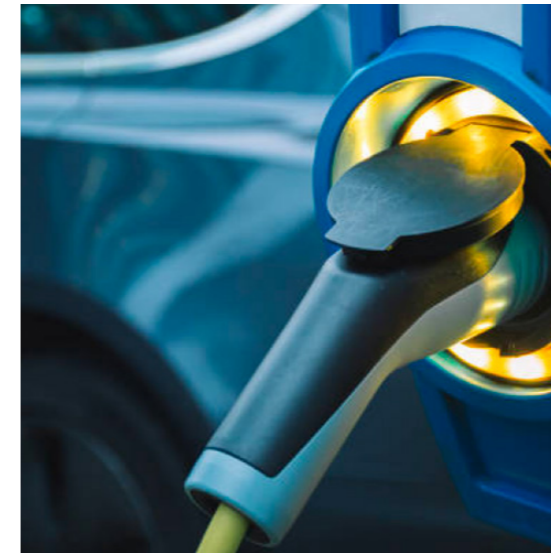
Step 1 We are purchasing climate-neutral energy.

We are gradually converting supply contracts for electricity and gas to climate-neutral rates. In Germany we are exclusively purchasing green electricity in 2022.



Step 2 We produce with self-generated solar power.

Wherever it makes technical and economic sense, we install photovoltaic systems at locations with high energy requirements. We already generate solar power for our use in Richmond (USA), Allschwil (Switzerland), and Leingarten (Germany). Nine additional locations are to follow by 2024.



Step 3 We are switching to electric mobility.

Our vehicle fleet will become electric by 2025. Around 10 percent of all company vehicles will run on electricity by the end of 2022. At the same time, we are pushing ahead with the expansion of our charging network.



Step 4 When it comes to business travel, we also think about the climate.

Avoiding business travel also avoids emissions. Compared to 2019, the travel budget has been reduced by a third. From now on, we will no longer travel by air on shorter routes.



Step 5 We are boosting energy efficiency.

Consuming less energy is the direct path to greater climate protection. We support our locations worldwide with energy efficiency projects and promote the company-wide exchange of knowledge.

We are being spurred on by awards such as those for the [Körber Campus Pécs](#) in Hungary.

A secure source: Solar power at Körber

Körber equips suitable locations around the world with photovoltaic systems in order to generate clean solar power for their own use directly on site.

The sun often lingers in Richmond, the capital of the state of Virginia. It shines here for nine to ten hours a day in summer, with an annual average of a whopping 7.5 hours a day. For centuries, the power of the sun has brought bountiful harvests to farmers in the southeastern United States. However, a machine manufacturing company like Körber can also benefit from it. The Körber Business Area Tobacco has been operating a plant for the American market in sunny Richmond since 1955. This location is now one of the trailblazers of the energy transition at Körber.



A worthwhile investment

Before the end of this year, Körber will commission a cutting-edge photovoltaic system to produce solar power in Virginia. With an area of 6,700 square meters and an output of around 1,100 kWp (kilowatt peak)¹, the in-house power plant on the roof is large enough to cover up to three-quarters of the plant's electricity needs with sustainably produced emission-free energy. "In the future, we can avoid an estimated 1,100 tons of CO₂ per year because we will purchase less conventionally generated energy," says project manager Timothy Williams. The CO₂ reduction that is forecast¹ takes into account the regional energy mix at the location, which has a high proportion of electricity from fossil sources. Even if concrete results are still pending, the project will make a significant contribution to climate protection and is an important step toward the Group's declared goal of operating climate-neutrally by 2025.

In economic terms as well, there is much to be said for sunshine as an accessible and almost inexhaustible source of energy. "Electricity is a major cost factor at many of our production sites," explains Peter Bär, who is responsible for the global procurement of capital goods at the Körber Group in Hamburg. "Electrical energy that is generated in-house from sunlight enables us to significantly reduce our electricity bill and become less dependent on rising energy prices." In addition to reduced electricity costs, tax breaks and public subsidies help to ensure that investments in climate protection pay off financially.

¹ Calculation by the photovoltaic service provider

A systematic expansion strategy

The climate balance can be improved with photovoltaics not only in sun-kissed Richmond but also in Europe. One example of that can be found in Allschwil, Switzerland, where the Körber Business Area Pharma operates a packaging plant that requires a lot of electricity. Since the end of 2021, the plant's roof-mounted power system has been generating sustainable energy for the plant's own use. "The site directly consumes around 86% of the solar power that is produced. That's a fifth of the local power requirement. The remaining 14% is fed into the local grid," says Peter Bär. Compared to the use of conventionally generated energy, this saves around 330,000 kg of CO₂ per year¹.

Given the positive effects, Körber will equip further locations with photovoltaics in the upcoming years. A project team made up of internal and external experts and coordinated by Peter Bär has identified suitable PV

locations at Körber worldwide. In addition to a high energy requirement and sufficient sunshine, structural conditions and the local energy mix played a role in the selection. “The question of when electricity is needed was also important, because we want to produce as much as possible for our own needs,” explains Bär. A further nine systems are to be planned and installed over the next two years, including Germany, Italy, the Czech Republic, and Hungary. Together, they will have the potential to produce more than 7,000 MWh of solar power annually (calculation by the photovoltaic service provider) – enough to cover around a third of the electricity requirements of the nine plants. Sunny prospects for the climate!

¹ Calculation by the photovoltaic service provider



Together, the planned new systems will produce more than 7,000 MWh of solar power annually – enough to cover around a third of the electricity requirements of the nine plants

Peter Bär,
Senior Category Manager CAPEX, Körber Group



Oldest facility:

In Leingarten near Stuttgart, the Körber Business Area Supply Chain has been successfully operating its own PV system for more than ten years.



Latest facility:

In 2022, Hauni will put its own power plant into operation in Richmond. The output is sufficient to cover three-quarters of the local electricity needs with sunlight.



Expansion target:

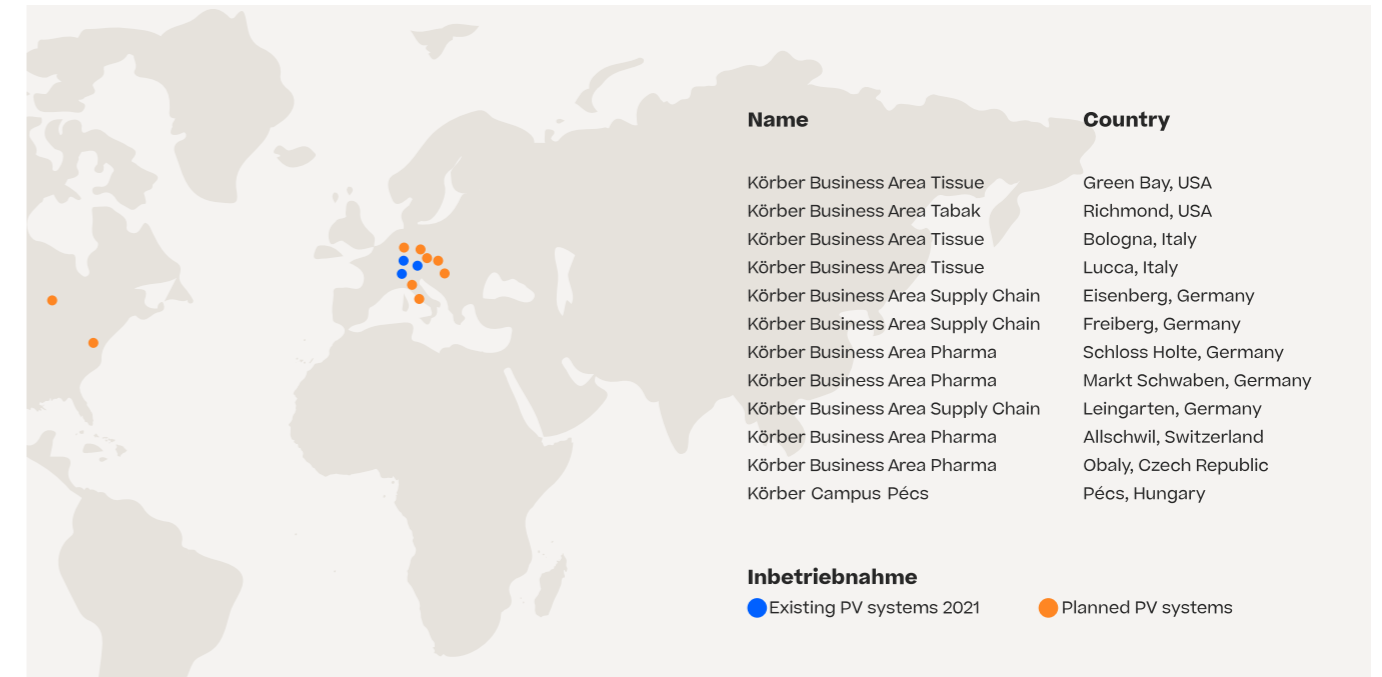
By 2023, nine additional locations in Europe and North America are to be equipped with PV systems.



Climate impact:

Locations with high energy consumption which also obtain a large proportion of their electricity from fossil-fuel power plants have priority when it comes to PV expansion.

Where Körber is investing in solar power – existing and planned PV locations worldwide



On the move: Green mobility at Körber

By traveling less, switching to climate-friendly means of transport, and consistently electrifying the company car fleet, we are systematically reducing our carbon footprint on business trips. From 2025 on, vehicles at Körber will only run on electricity worldwide.

Around a fifth of CO₂ emissions in Germany can be attributed to mobility. According to the German government’s current [Climate Protection Report](#), the transportation sector is

the third-largest emitter of greenhouse gases after the energy industry and industrial production – and is thus a decisive factor for climate protection.

At Körber we have found the right answers to this problem. Business-related driving and business trips are part of our controllable carbon footprint. We want to contribute to climate protection in this area by making the mobility of our employees as sustainable as possible.

For us, sustainability begins not with the selection of the means of transportation — but with the question of whether a trip is necessary at all. “In 2021 we started to redefine the word ‘unavoidable’,” says Dennis Schäfer, the Travel & Fleet Manager at Körber in Hamburg, who is also responsible for the new climate-conscious travel guidelines, which went into effect in 2022. These guidelines require employees to check alternatives before booking a trip. Would a virtual meeting suffice? Can the itinerary or the schedule be optimized? “We assume that a significant part of the travel activity can be avoided by means of appropriate planning,” explains Schäfer. Compared to 2019, the travel budget has been reduced by a third.

If an on-site appointment is indispensable, employees should make the trip to their destination as climate-friendly as possible. Here’s an example: If the journey can be managed within five hours by train, the new travel policy rules out flying as a means of transport. Further measures, including contracts with carbon-neutral hotels and a digital booking tool that takes climate aspects into account, are being planned.

A carbon-neutral vehicle fleet

In parallel, Körber is gradually electrifying its company fleet. By the end of 2022, around ten percent of all company cars will be running on electricity, and by 2025 that figure should be 100 percent. “The growing array of brands and models as well as more and more positive examples within the company are increasingly making colleagues want to switch,” says Dennis Schäfer.

Michael Greth and Stephan Plewa are among the electric mobility pioneers at Körber in Germany. In 2021 both of them received their first company cars with a rechargeable battery instead of a fuel tank — and they are completely satisfied. According to Stephan Plewa, Executive Vice President of Strategic Sales & Key Accounts at Körber’s Business Area Pharma in Schloß Holte-Stukenbrock, concerns about insufficient range or complicated charging processes are unfounded. Plewa, a self-professed e-mobility fan, drives an Audi e-Tron for work. In his private life as well, he is completely done with combustion engines.

Michael Greth, Senior Vice President of Accounting and Tax at Körber Supply Chain in Leingarten, takes a similar

view. “I was a bit nervous at first, but a range of around 300 km is perfectly sufficient for me,” he says.

Michael Greth’s long commute of more than 80 kilometers was the reason why he switched to an all-electric model as early as possible. For one thing, he saves money every month through the tax break for privately used electric company cars. Most importantly, however, he’s improving his own carbon footprint. “Electric mobility is an important way I can personally help to protect the climate,” he says. “I would make the same decision again at any time.”

Key facts

- **Ten percent of all company vehicles registered by the end of 2022 will already be electric. By 2025 our vehicle fleet will be completely converted to electric mobility.**
- **We’ve begun to set up the charging infrastructure for all our locations worldwide. By the end of 2022, 15 percent of all our locations will have charging options for electric cars.**
- **We will significantly reduce the number of business trips compared to 2019. Compared to 2019, the travel budget has been reduced by a third.**
- **The new climate-conscious travel policy came into force in 2022. It is being continuously reviewed in regard to our climate targets and updated annually if necessary.**
- **From now on, we will refrain from air travel whenever possible. On principle, journeys that take up to five hours are only made by train.**

“Only electric”



Stephan Plewa is an electric mobility pioneer at Körber. The 56-year-old engineer has been driving an electric vehicle as a company car since June 2021. His conclusion after one year: thoroughly positive.

Stephan Plewa is an expert for sophisticated packaging solutions at Körber's Business Area Pharma, and he travels a lot for work.

Mr. Plewa, you have been driving electrically since June 2021. Why did you switch?

As an engineer and a technology fan, I've been enthusiastic about electric mobility for a long time and I've already been driving an electric car privately since 2019. When I was allowed to choose my next company car in 2020, I knew that it should also be an electric vehicle.

Because sustainability and climate protection are important to you?

Definitely. But also because it's fun. Anyone who has ever experienced how quietly an electric car drives, with constant torque, without rattling or shaking, will be amazed. I'm now much more relaxed when I'm driving.

You serve demanding customers from the pharmaceutical industry and travel a lot by car. Aren't you afraid that you might run out of electricity on the road?

Thanks to my private electric car, I knew exactly what I was getting myself into and I felt no "range anxiety." But just to be on the safe side, I reviewed all the typical business trips at my desk beforehand and checked whether I could get everywhere in an acceptable amount of time. I've driven more than 30,000 kilometers to date, and I can say: Yes, it works perfectly.

Even if you have to recharge on the road when you travel long distances?

A lot has happened in the past two years in terms of the availability of charging systems. We already have several wall boxes at our company parking lot – and many other Körber locations are now being similarly equipped. A lack of charging stations is definitely no longer a counter-argument for me.

So it's not too early to switch to electric mobility?

As an engineer, I can say that in terms of efficiency an electric motor is now far superior to a combustion engine. It is almost maintenance-free, durable, and consumes much less energy. That means a state-of-the-art electric car impacts the environment and the climate significantly less than a combustion-engine vehicle.

What's your conclusion about switching to electricity?

Professionally and privately, I would no longer drive or buy a car with a combustion engine. For me, electric mobility is the future. That's why I'm very delighted that Körber is promoting the mobility transition. Our new company car policy already reflects the increasing variety of models.

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