



**Our goal by 2029:
CO₂ Neutrality**

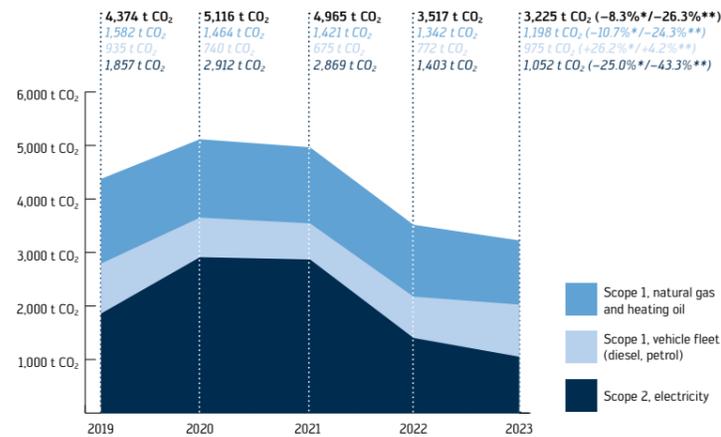
SUSTAINABILITY.

DRIVEN BY KURTZ ERSA.

About us

- Machine engineering company with 3 main pillars: Electronics Production Equipment, Moulding Machines and Automation
- Sustainable growth since 1779
- Workforce of 1,554 worldwide and turnover of EUR 343 million (Status: 31.12.2023)
- The Kurtz Ersa Group is a family-run company now operating in the seventh generation
- 2020: Start of the "GoGreen250" sustainability initiative with holistic ESG approach. This means the advancement of topics from the areas Environmental, Social and Governance

Development of the international Scope 1 and Scope 2 emissions from 2019. Reductions were achieved through the expansion of internal energy generation, consistent implement of energy-saving and energy-efficiency measures and the changeover to green electricity (from 2022).



*2023 to 2022. **2023 to 2019.

Beginning of 2020
Shareholder/Management decision: Kurtz Ersa is to become more sustainable

17.06.2020
First workshop with approx. 30 members of senior management

22.10.2020
Bavarian Energy Award (Main prize winner RF Technology)

August 2021 to January 2022
Stakeholder survey and materiality analysis

01.01.2022
Changeover to green electricity at all German sites, SCHILLER AUTOMATION from 01.01.2023

18.05.2022
IKU Award 2022 (Environment-friendly technologies)

06.06.2022
Membership in UN Global Compact

30.06.2022
Publication 1st Sustainability Report

05.07.2022
Commencement of programme *People & Culture*

13.07.2022
Bronze EcoVadis ESG rating

From March 2023
Sustainability training courses are offered through Hammer Academy

April to October 2023
Commissioning of three PV plants totalling just under 1.5 GWp

May to November 2023
Widespread changeover to LED lighting

30.06.2023
Publication of 2nd Sustainability Report
Publication of Kurtz Ersa Code of Conduct
Go-live of anonymous complaints / whistleblower system

15.07.2023
Commissioning of 70 e-charging points

September to December 2023
Two new heating systems incl. controls installed

01.01.2024
Changeover to biogas

Mid 2024
Commissioning of PV plant logistic centre
Publication of 3rd Sustainability Report
System go-live LkSG-software and internal training sessions

Autumn 2024
Implementation of CO₂ software to record our Scope 3 emissions

From 2025
Determination and submission of SBTi goals etc. (s. ESG goals)

2029
250th jubilee of the company and carbon neutrality (Scope 1 and 3 as well as partial Scope 3 emissions)

2020

2021

2022

2023

2024

2029

Sustainable Development

- Our development is geared towards the permanent overall reduction of emissions, energy consumption and the use of resources
- In choosing suppliers, we increasingly take sustainability aspects into account
- In specific terms, we will measure and optimise the energy consumption of our machinery



Sustainable Procurement

- For the provision of our products and services, Kurtz Ersa procures raw materials or pre-fabricated components across a global network of suppliers which we further process for our solutions
- We require our suppliers to observe ecological and social standards, for example fair working and social conditions
- We strive for a high degree of transparency in the supply chain and, with the measures we take, support the new Supply Chain Due Diligence Act (LkSG), so that ecological, economic and social risks along the supply chain can be recognised at an early stage



Sustainable Production

- Focus on internal processes, for example environment and energy management, our buildings and production processes, logistics processes and the vehicle fleet and waste management
- Steady increase in the percentage of internally-produced electricity
- We submit annually to an extensive audit and hold ISO 14001 (environment) certification, ISO 50001 (energy) certification and ISO 45001 (occupational health and safety) certification, among others



Sustainable Management

- As a family-owned company, we are financially independent and pursue corporate policies geared to the long term
- We take a sustainable management approach thus securing long-term customer relations and partnerships
- In recognition, we were able to directly secure bronze in the ESG rating
- Through the Anna Göbel und Otto Kurtz Stiftung, we coordinate our activities in the social area, for example the promotion of art, education, sports and culture



Sustainable Selling

- Intensive use of digital communication technology lowers the number of business trips and reduces the time and expense of travel (road, air, rail)
- Continuous electrification of the Kurtz Ersa vehicle fleet
- As a result of Industry 4.0 networking and direct online connection, services are increasingly offered as a digital option



Sustainable Living

- The Kurtz Ersa Spirit is our guiding principle and, in the broader sense, encompasses our employees, our business partners, and of course our customers
- We enthusiastically support the training and professional advancement of our employees and offer educational opportunities through the company's own Hammer Academy
- The promotion of employee health has the highest priority at Kurtz Ersa and is supported with a wide range of offers
- Diversity and equal opportunities are lived out daily in our company – our working environment is free of discrimination



ESG targets

Unless otherwise specified, the scope of the ESG targets encompasses the entire international Kurtz Ersa Group. (Status 31.12.2023)

ENVIRONMENT

Reduce greenhouse gas emissions

CO₂ neutrality in Scope 1



CO₂ neutrality in Scope 2



Implement Scope 3 reduction targets



Develop software-supported Scope 3 emissions audit based on GHG



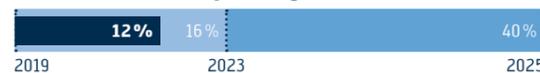
Determine and submit SBTi targets (Science Based Targets Initiative)



Increase energy efficiency*



Increase internal power generation**



Waste avoidance

Reduction of waste volume***



Reduction of hazardous waste***

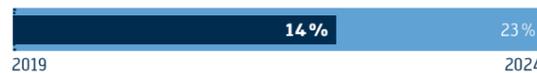


Reduction of packaging waste***



Electrification of German vehicle fleet

Share of e-vehicles



Share of hybrid vehicles



Involve strategic suppliers in CO₂ reduction target***



*Energy consumption (electricity, gas, oil and fuel) in BY per million € turnover.

**Relating to our sites in Kreuzwertheim and Wertheim.

***Waste volume in kg in relation to production hours at German sites.

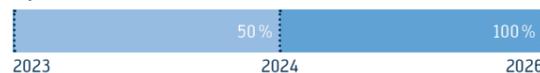
****Speak to all strategic suppliers regarding their CO₂ reduction.

SOCIAL

Quota of women in international top management incl. Advisory Board and shareholders

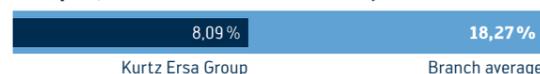


Implementation LMS (Learning Management System) incl. international roll-out*

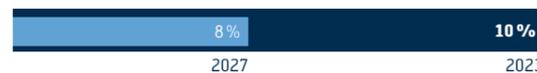


Occupational health and safety 2023

(Rate per 1,000 workers < BG [Mutual Indemnity Association] rate)**



Health management Improve gradual return to work rate***



Implementation of "People & Culture" measures



*Number of international employees involved.

**Number of work-related accidents with sick leave below branch average.

***Employees of German sites totalling 6 weeks of sick leave within 12 months.

■ Our goal
■ Goal achievement, Status 31.12.2023

GOVERNANCE

Result of ESG rating*



Result of CDP rating



International roll-out of IMS (Integrated Management System)**



ISO 9001 + ISO 50001



Measures

Extract from the international ESG Measures List regarding projects implemented in 2023 with the greatest anticipated impacts (final assessment of effectiveness to be conducted after 12 months). (Status 31.12.2023)

Expansion of use of regenerative energies



Purchase of green electricity at German sites



Reduction of our natural gas consumption



Replacement of heating and controls Kurtz



Replacement of heating and controls Ersa



Reduction of our water consumption



*With the exception of SCHILLER AUTOMATION (no natural gas connection available).

"Code of Conduct" training for all international employees



Annual sustainability budget***



*Achieving this target is an element of the annual bonus for Management Board members and senior management.

**ISO 9001-, ISO 14001-, ISO 45001- and ISO 50001-Covering all international employees.

***See calculation and projects on p. 60 of our Sustainability Report 2023.

