



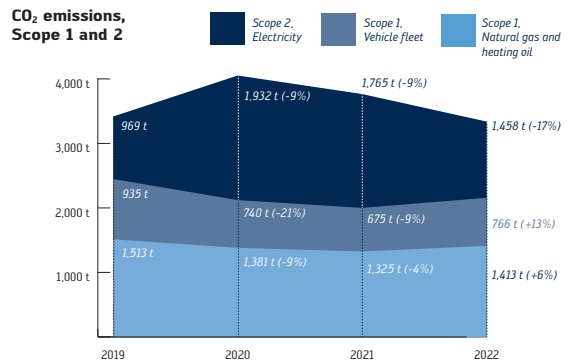
SUSTAINABILITY.

DRIVEN BY KURTZ ERSA.

About us

- Mechanical engineering company with 3 pillars: Electronic Production Equipment, Moulding Machines and Automation
- Sustainable growth since 1779: currently 1,518 employees worldwide and a turnover of 360 million euros (2022)
- The Kurtz Ersa group is an owner-managed family company now operating in the seventh generation
- 2020: Start of the sustainability campaign "GoGreen250"

Reduction of Scope 1 and Scope 2 emissions despite additional consideration of the international sites from 2022 onwards



Our aim by 2029:
Carbon neutrality

2020	2021	2022
<p>Beginning of 2020 Decision by shareholders/Management Board: Kurtz Ersa is to become more sustainable</p> <p>17.06.2020 First workshop with around 30 executives</p> <p>22.10.2020 Bavarian Energy Award (main prizewinner RF-Technologie)</p>	<p>08.+09.2021 Stakeholder survey</p> <p>01.01.2022 Analysis of material topics</p> <p>January 2022 Switch to green energy at all German sites (except Schiller Automation)</p>	<p>18.05.2022 IKU-Award 2022 (eco-friendly technologies)</p> <p>06.06.2022 Member of UN Global Compact</p> <p>30.06.2022 Publication of 1st Sustainability Report</p> <p>05.07.2022 Start of the programme <i>One Family: People & Culture</i></p> <p>13.07.2022 ESG rating in bronze from EcoVadis</p>

Sustainable development

- Our development aims to permanently reduce emissions, energy consumption and the use of resources in general
- Supplier selection is being based more and more on the consideration of sustainability aspects
- In concrete terms, we are going to measure and optimise the energy consumption of our machines



By end of 2024:
Definition of KPIs as a standard in development



Raising staff awareness
through goal setting and personal initiative

Sustainable procurement

- For the provision of our products and applications, Kurtz Ersa procures raw materials or prefabricated product parts via a global network of suppliers, which we further process for our solutions
- We require our suppliers to keep ecological and social standards e.g. humane working and living conditions
- We are striving to achieve more transparency in our supply chains and are supporting the new Supply Chain Due Diligence Law (LkSG) so that ecological, economic and social risks along the value creation chain are recognised in good time



From 2023:
CO₂ evaluation of the upstream transport route



Reduction of packaging material
(Kurtz Ersa Logistik GmbH, Purchasing and Development)

Sustainable production

- Focus on our internal processes e.g. environment and energy management, building and production processes, logistic processes as well as on vehicle fleet and waste management
- Ongoing increase in rate of in-house generated power
- We are monitored comprehensively every year and are certified to ISO 14001 (environment), ISO 50001 (energy) and ISO 45001 (health & safety) among others



16%
in-house generated power



-550.000 kWh
power (100%*)



Switch to green power
(100%*)



-380.000 kWh
natural gas (100%*)

From March 2023

- Sustainability training offered by Hammer Academy
- Infiltration ditch installed in KEL (rainwater cistern and retention basin)

04.04.2023
Commissioning of PV system ERSA R4

June 2023

Commissioning of PV system at Kurtz

30.06.2023

Publication of 2nd Sustainability Report, Kurtz Ersa Code of Conduct and go-live of anonymous complaint/whistleblower system

Q3/Q4 2023

Go-Live LkSG software

15.07.2023

Commissioning of 70 E-charging points

August 2023

Commissioning of PV system ERSA R3

2024
Switch to biogas

01.06.2024

Commissioning of PV system Logistic Centre

2029
250th company anniversary and carbon neutrality

Sustainable management

- As a family company, we are financially independent and pursue a long-term company policy
- We operate sustainably and thus secure long-term customer relationships and partnerships
- We were awarded the ESG rating in bronze at our first attempt
- We coordinate our activities in the social sector e.g. the promotion of art, education and culture through the Anna Göbel and Otto Kurtz Foundation



Sustainable selling

- Intensive use of digital communication technology reduces the number of business trips and mobility costs (car, plane, train)
- Ongoing electrification of the Kurtz Ersa vehicle fleet
- Thanks to Industry 4.0 networking and direct online connection more and more services are being provided digitally



Increase to 23%
electric vehicles (43%*)



Increase to 32%
hybrid vehicles (50%*)



Sustainable living

- **One Family** is our central guiding principle and in a broader sense covers our employees, our business partners and, of course, our customers
- We strongly support further training opportunities for our employees and train them in our own Hammer Academy
- Promoting employee health takes top priority at Kurtz Ersa and is supported by a range of offers
- We live diversity and equal opportunity day by day – our working environment is free from discrimination

2023

2024

2029