Driving progress sustainably

The KEMPER Sustainability Report 2024

KEMPER

DRIVING PROGRESS

f.l.t.r.: Martin Thiel, Christian Küster, and Dr Michael Rehse

Driving progress sustainably

Sustainability report as a central document of corporate activities for the future

As part of the implementation of our sustainability strategy we, Gebr. Kemper GmbH + Co. KG, present our updated 2024 Sustainability Report. We report on our activities in environmental, social, and governance factors. The report therefore continues to serve as a central document to describe the status quo within the company and publish objectives and actions for the future. This means shareholders, employees, customers, suppliers, business partners and external interested parties can gain a transparent overview.

Sustainable action will constitute one of the central challenges for the economy in general and medium-sized industrial enterprises in particular in the coming decades. Sustainability affects every area of the business. Sustainability is a social obligation, legal requirement and central customer demand at the same time. Long-term business success is only possible when economic, ecological and social aspects are harmonised in everyday business operations.

This year, KEMPER is reporting on its sustainability activities for the first time in accordance with the voluntary reporting standard VSME. However, the sustainability statement also covers the extensive disclosure requirements of the European Sustainability Reporting Standards (ESRS). Although KEMPER is not legally required to provide a statement of non-compliance, we wish to provide transparent insights into our sustainability performance by reporting in accordance with a recognised standard.

KEMPER stands for progress and quality. Over the past few years, we have launched a number of initiatives to improve energy efficiency, promote environmental protection, create attractive working conditions and expand our social commitment. We intend to continue to play a leading role as a medium-sized innovation pioneer in the field of corporate sustainability in the future. KEMPER can make an important contribution to people's living comfort and health with our products and services.

Christian Küster
Managing Director, Central Services

Dr Michael Rehse
Managing Director,
Casting and Building Technology

Martin Thiel
Managing Director,
Rolled Products

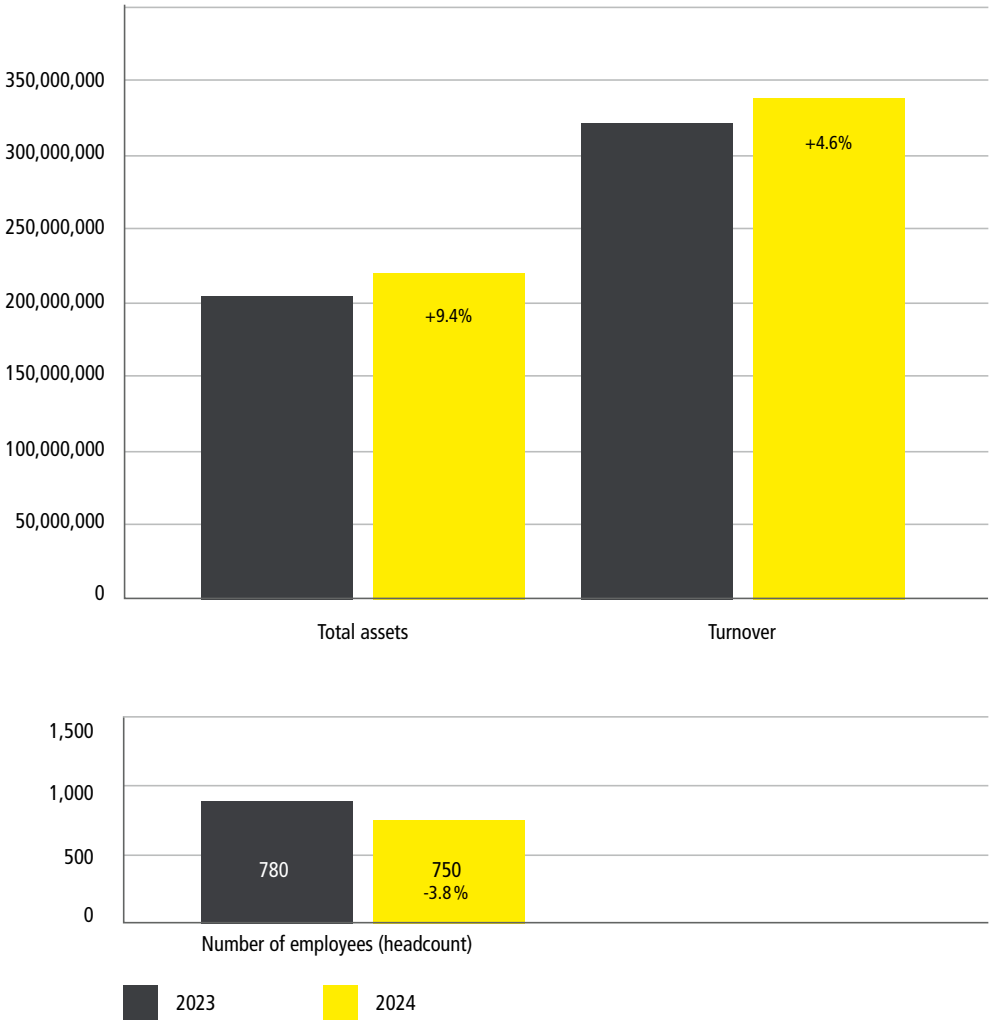
General information

Basis for preparation

This is the sustainability statement for Gebr. Kemper GmbH + Co. KG (Harkortstraße 5, 57462 Olpe). The sustainability statement has been prepared on an individual basis, meaning that the information disclosed relates solely to the company. In the coming years, the reporting is to be expanded to include a consolidated view that encompasses the subsidiaries.

The Sustainability Report has been prepared in accordance with the Voluntary SME Standard (VSME). KEMPER provides a detailed overview of the basic module and the comprehensive module. All disclosure requirements are reported in full. KEMPER does not rule out disclosures relating to classified or sensitive information. All information is reported truthfully, in a comparable manner, clearly and in a way that can be verified. In addition to the figures for the 2024 reporting year, figures from the previous year are also provided for comparison purposes, where available.

Under German law, KEMPER is organised as a limited liability company and limited partnership (GmbH & Co. KG). The company is classified under NACE sector 24.44: Manufacture and primary processing of copper. KEMPER is divided into three business units: Casting Technology, Building Technology, and Rolled Products. In 2024, total assets stood at EUR 220.24 million, representing an increase of 9.4 per cent compared with the previous year. In the past financial year, KEMPER increased its turnover by 4.6 per cent to EUR 333.251 million. The average number of employees in 2024 stood at 750. As a result, the level of employment fell slightly compared with the previous year.



The company's headquarters are located in Olpe, Germany. This is the only production site where the main activities and value creation take place. In addition, KEMPER owns four further rental properties in Germany, which house its sales offices.

Family business with over 150 years of history

KEMPER was founded over 150 years ago. Since then, the Kemper family has been running and managing the family company for several generations. Now the company can look back on a moving and very successful history. KEMPER tells the South Westphalian success story of a hidden champion with tradition and regional roots, which has established itself in the global market as one of the leading manufacturers of valves and system technology as well as high-performance rolled copper production for the connector industry.

1864

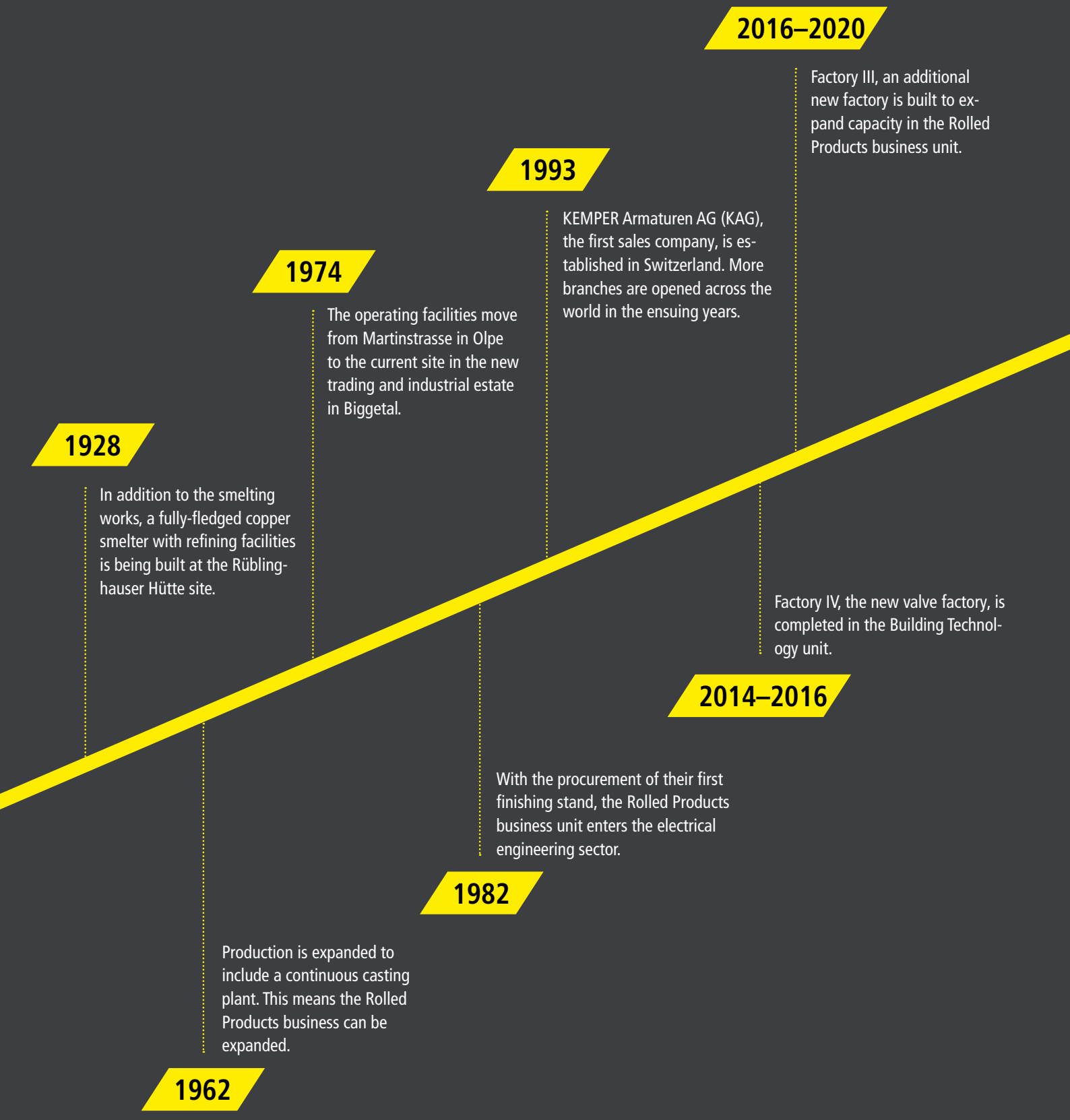
Town councillor Johann-Anton Kemper, landlord of the "Hotel zur Post", announced that he was going to open a hinge factory "Gebr. Kemper" with his younger brother. Eduard, and create new jobs.

1899

The Rüblinghausen Hütte site is transferred into the ownership of "Gebr. Kemper". As a company, KEMPER intends to set up a copper rolling mill here, where they will manufacture bars, sheets and wires from brass and phosphor bronze.

1904

The company manufactures at three sites, in Rüblinghausen (rolling mill and wire drawing), Sassmicke (copper hammer mill) and Olpe (foundry and valve factory).


2016–2020
Factory III, an additional new factory is built to expand capacity in the Rolled Products business unit.
1993
KEMPER Armaturen AG (KAG), the first sales company, is established in Switzerland. More branches are opened across the world in the ensuing years.
1974
The operating facilities move from Martinstrasse in Olpe to the current site in the new trading and industrial estate in Biggetal.
1928
In addition to the smelting works, a fully-fledged copper smelter with refining facilities is being built at the Rüblinghauser Hütte site.
Factory IV, the new valve factory, is completed in the Building Technology unit.
2014–2016
With the procurement of their first finishing stand, the Rolled Products business unit enters the electrical engineering sector.
1982
Production is expanded to include a continuous casting plant. This means the Rolled Products business can be expanded.
1962

Business model

The range of services

With its three business units – Building Technology, Casting Technology and Rolled Products – KEMPER offers a wide range of products. The focus is always on technological progress that benefits people's health, comfort, and safety.

Building Technology

Valves and systems

The Building Technology valves and systems to protect drinking water are synonymous with sustainability and ecology. Specialist wholesalers, designers, plumbing contractors, and building owners across Europe all place their trust in these branded valves. The wide range of products is characterised by the successful symbiosis of robust, corrosion-resistant installation valves and modern Building Technology systems. KEMPER offers a holistic concept for establishing and maintaining drinking water hygiene with our innovative solutions. Smart building services software components are also used for time and resource saving design.

Casting Technology

Gunmetal parts – non-machined and machined

The company's products place them among the world's leading suppliers. A major contributor to this is our vast experience in casting copper alloys. KEMPER is a specialist when it comes to particularly demanding and durable products. Expertise and experience form the basis of exceptional quality. The gunmetal used is not only corrosion-resistant, it also meets the strict requirements of the German Drinking Water Ordinance – and is even lead-free, now and in the future.

Rolled Products

Copper and copper alloy strips

KEMPER's Rolled Products position the company amongst the world leaders in the production of copper and alloy strips for the automotive and electronics industries. The high standard of quality of the strips, which only few companies around the world are able to produce, is crucial when it comes to miniaturising electronic components. The growing pace of electrification, networking, smart technology and sensor technology will also ensure continued progress in this area for the future. KEMPER has the right solutions for all these sectors thanks to the classic bronze and high-performance alloys.

Market and network

In Building Technology, large-scale public and private projects constitute the target market. KEMPER sets its distribution strategy exclusively on a three-tier network comprising wholesalers and specialist contractors in the plumbing, heating, and air conditioning sectors. In the field of Building Technology, the target market is focused on Germany and Europe, although the products are available worldwide on request. This also applies to Casting Technology. KEMPER is the largest single customer, as the renowned KEMPER brand valves for drinking water installations are manufactured in the foundry. Furthermore, the company distributes gunmetal components through direct B2B business.

The Rolled Products are used in the energy, automotive, and digital sectors. This is also implemented within a purely B2B business model with industrial clients. The Rolled Products business unit operates on a global scale. For its export business, KEMPER sets up local sales offices across all business units, which are tailored to the specific conditions and requirements of each market. This means that there are direct local contacts available in each country.

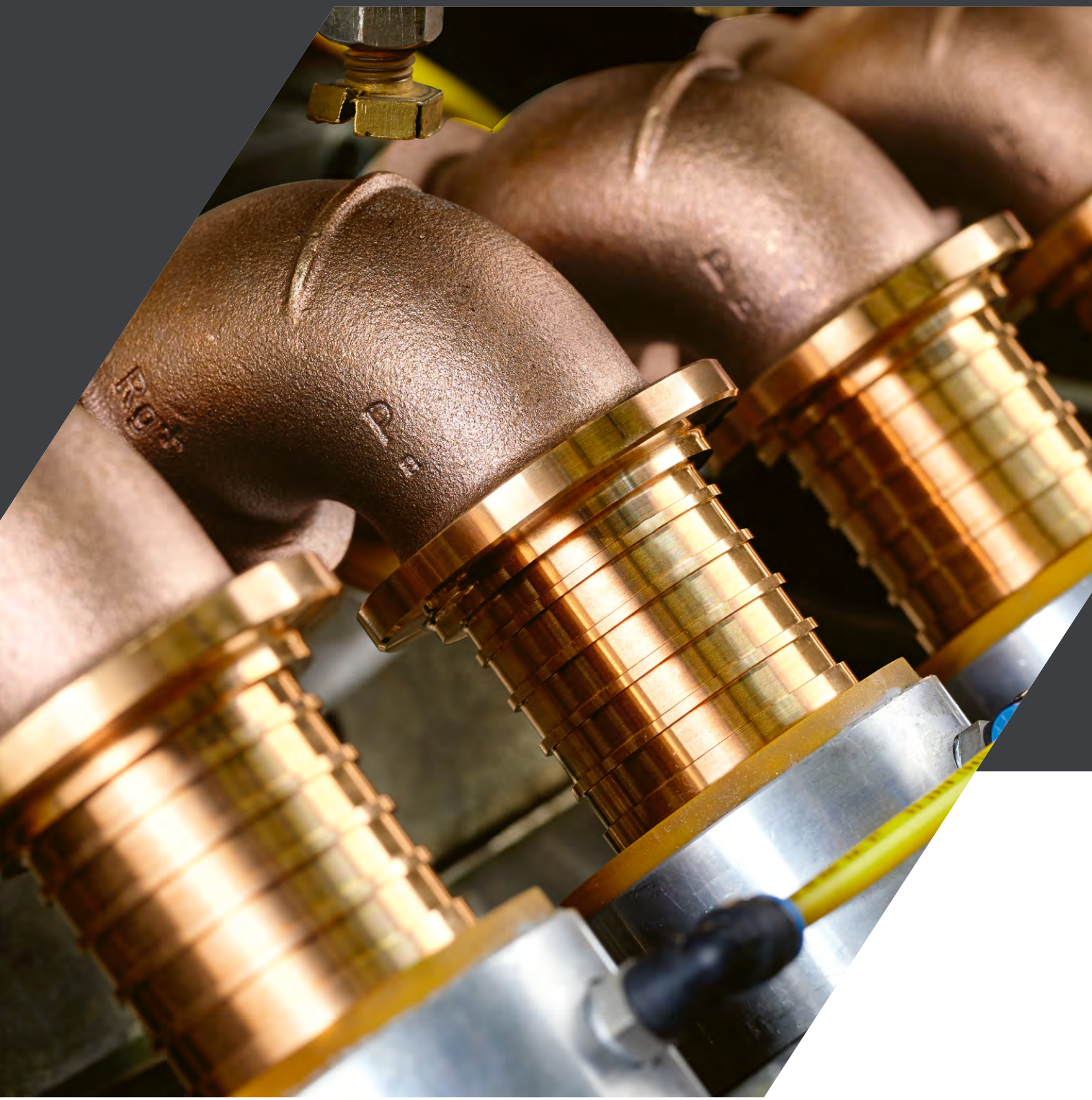
Key sales markets

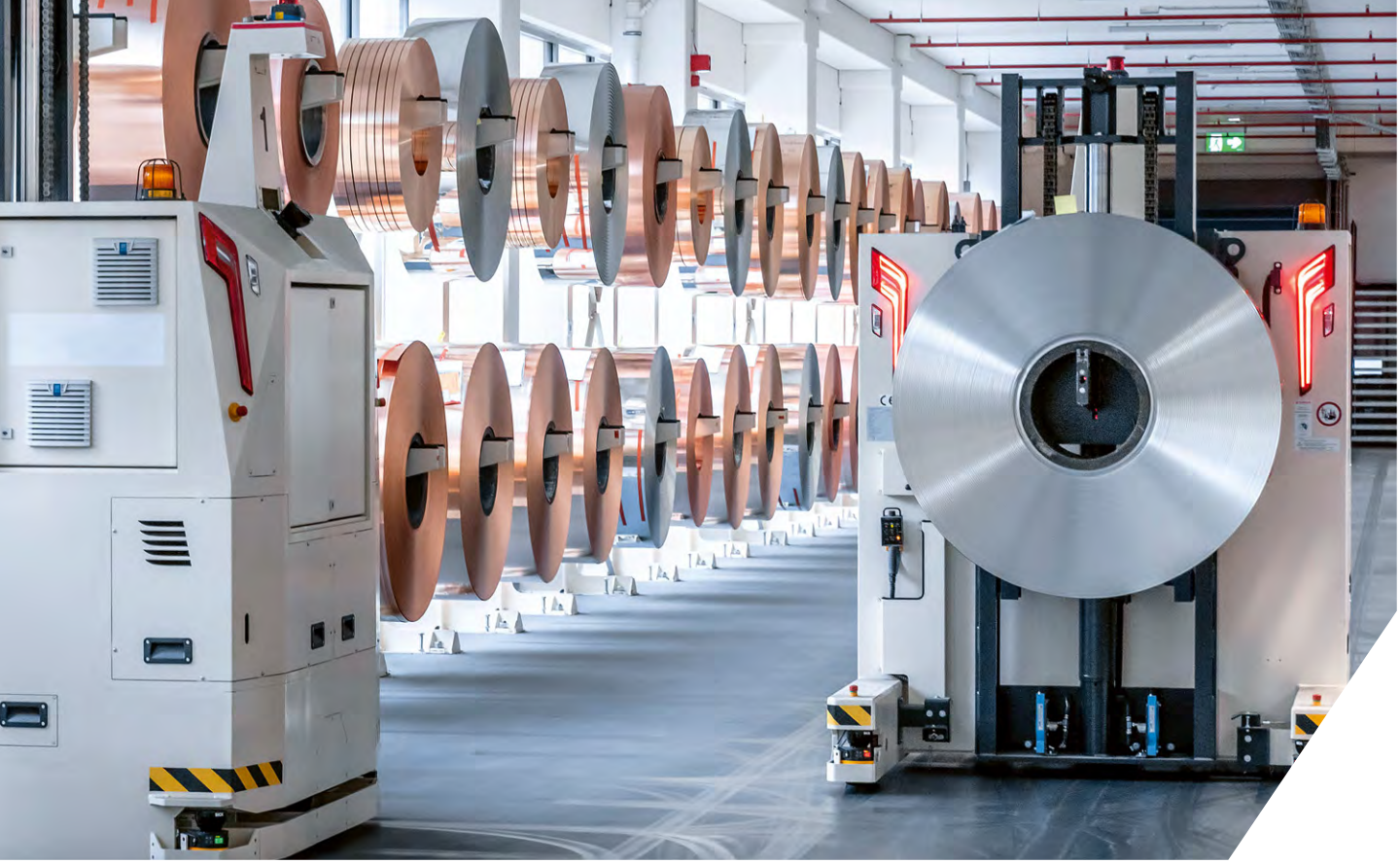
Germany	Austria
USA	Belgium
China	Italy
Switzerland	India
Czech Republic	Poland

Germany is the most important target market for KEMPER across all business units. The United States, China, and the European Union are the most significant export regions. Furthermore, India ranks among the top 10 key sales markets for KEMPER.

KEMPER's integrated position within international value creation chains gives rise to significant business relationships. KEMPER works closely with its suppliers on a basis of trust and long-term partnership. It is worth highlighting the importance of metal suppliers to the Casting Technology and Rolled Products business units. In the building technology sector, there is a broad portfolio of suppliers for parts and components. In total, KEMPER lists 2,136 creditors as suppliers for 2024. This represents a further increase from the 2,038 suppliers recorded in the previous year. Over 90 per cent of these suppliers are based in Germany. On the sales side, wholesale distributors and specialist contractors are the most significant business partners within the building technology sector. Due to the high level of technological complexity, expert advice is required for customers and users.

Competitiveness concerns





Value creation

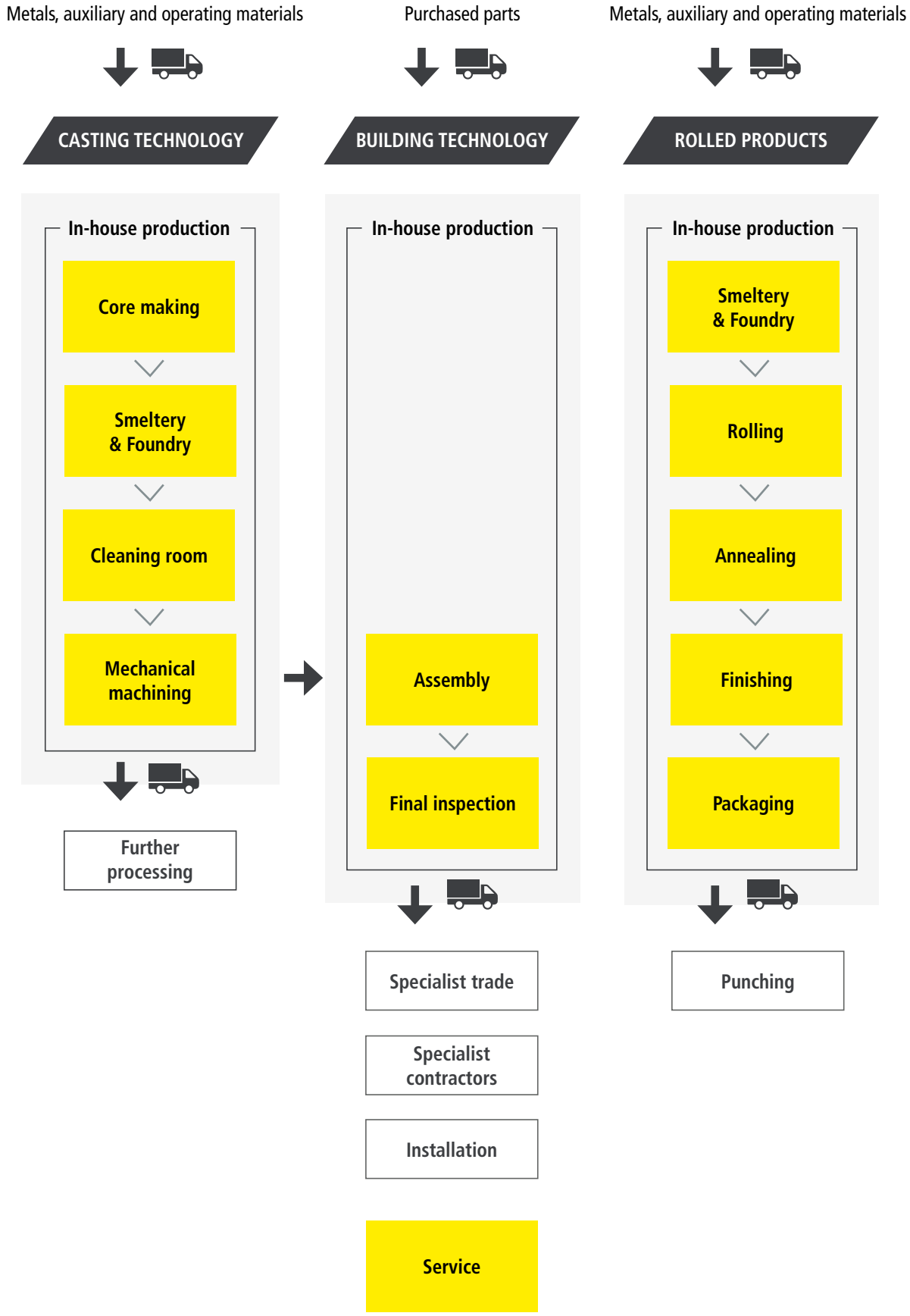
Through its three distinct business units, KEMPER also maps different internal value creation chains at its site in Olpe. Since Casting Technology is primarily an internal supplier for Building Technology, this represents integrated value creation.

Internal value creation begins in Casting Technology with core making. Here, special sand mixtures are used to produce the cores for the internal moulds and hollow structures of the castings. The purchased metal alloys are first sent to the smeltery. Here, they are melted down and liquefied in melting furnaces. The liquid metals are poured into prepared moulds in the adjacent foundry. Once the cooling process is complete, the finished castings are made. These are cleaned and processed in the cleaning room. This includes the blasting of residual sand and removal of sprues. Depending on the component, mechanical machining may also be carried out. This includes processes such as milling and turning.

The finished cast products are either used in Building Technology or supplied to external customers. In Building Services, other purchased components such as electronic parts are processed alongside our own cast products. These are assembled in Building Technology to form finished valves and systems. This is followed by packaging and transport to the customer.

In the case of Rolled Products, too, the smeltery and foundry mark the start of the value chain. The strips of copper and copper alloys are shaped during the subsequent rolling processes. The annealing process, which involves controlled heating and cooling of the strips, realigns the metal structures and relieves internal stresses. The final stage of custom finishing involves, for example, cutting and applying a finish to the metal strips. The manufactured rolled products are further processed in stamping plants worldwide.

Value creation within the company



Sustainability strategy

Key elements of the strategy

Principle of corporate sustainability

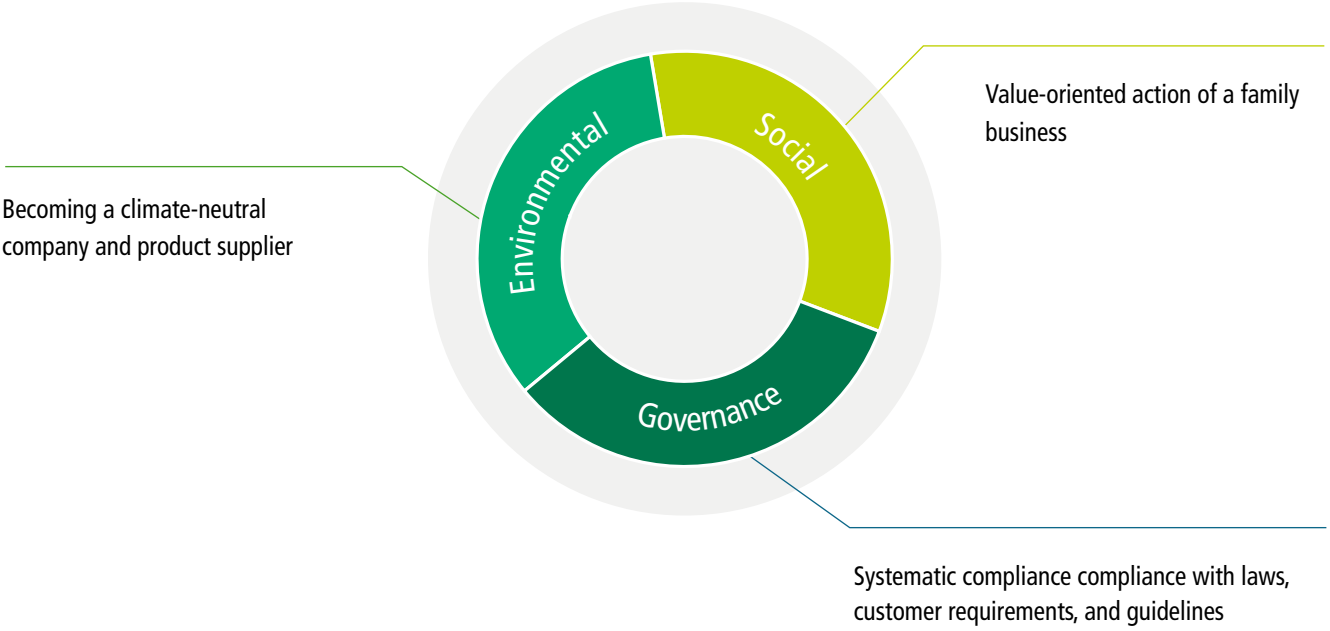
KEMPER's vision is to safeguard and enhance people's health, safety, and comfort worldwide through meaningful progress. As a global market leader, the company has strong regional roots whilst maintaining an international outlook. Its success is due to a large extent to the reliability, know-how, creativity and high level of commitment of its employees. Only highly qualified specialists and managers make KEMPER a lasting manufacturer of high-tech products with world market leadership.

KEMPER has embedded the topic of sustainability into its overarching corporate strategy. In this family business, sustainability is understood as long-term, multi-generational corporate success and the associated safeguarding of prosperity and employment at the home site.

The three pillars of sustainability – Environmental, Social, and Governance (ESG) – are deeply anchored in the KEMPER DNA.

Five areas of action have been identified within the scope of the sustainability strategy. One area of action is defined for each pillar of sustainability. In addition, there are two further overarching strategic objectives. In terms of the environment, KEMPER is striving to become a climate-neutral company. In the social sphere, the focus is on value-oriented action as a family business. Within the governance pillar, systematic compliance with legislation, customer requirements, and guidelines has been defined as an area of action. Overall, KEMPER is committed to long-term growth through innovation and investment. This involves continuous product development aligned with future and sustainability trends.

KEMPER Sustainability Strategy



The areas of action of the sustainability strategy are designed to support KEMPER's long-term development. Consequently, projects and measures that had already been identified have been implemented in each area. The areas for action are being driven forward operationally at this project level.

Sustainability certification and seals

In recent years, KEMPER has obtained several sustainability-related certifications and seals. First and foremost, the company maintains certified management systems. In 2024, KEMPER successfully underwent recertification of its environmental management system in accordance with ISO 14001:2015. At the same time, the energy management system was also recertified in accordance with ISO 50001:2018. An additional occupational health and safety management system in accordance with ISO 45001:2018 and an information security management system in accordance with ISO 27001:2022 are currently being implemented. These are scheduled to be certified for the first time in 2025.

Sustainability-related certifications

Certification	Issuing body	Date
Environmental Management System ISO 14001:2015	Bureau Veritas Certification Germany GmbH	07.2024
Energy Management System ISO 50001:2018	Bureau Veritas Certification Germany GmbH	07.2024
Family-friendly company	Regional Agency for the Districts of Siegen-Wittgenstein and Olpe	02.2022
South Westphalia Training Quality Seal	IHK Siegen, Chamber of Industry and Commerce	08.2023

In addition to the management systems, KEMPER has received several awards in recent years for its treatment of its workforce. In 2022, the company successfully completed its repeated recertification as a family-friendly company by the Regional Agency for the Districts of Siegen-Wittgenstein and Olpe. The seal is aimed at companies that demonstrate a particular commitment to helping employees balance work and family life. KEMPER's training programme has also been recognised. In 2022, the company was awarded the South Westphalia Training Quality Seal by the IHK Siegen. The certificate attests to the excellent training conditions within the family business. In addition, the company offers its employees a range of benefits that go beyond those provided for in the collective agreement.

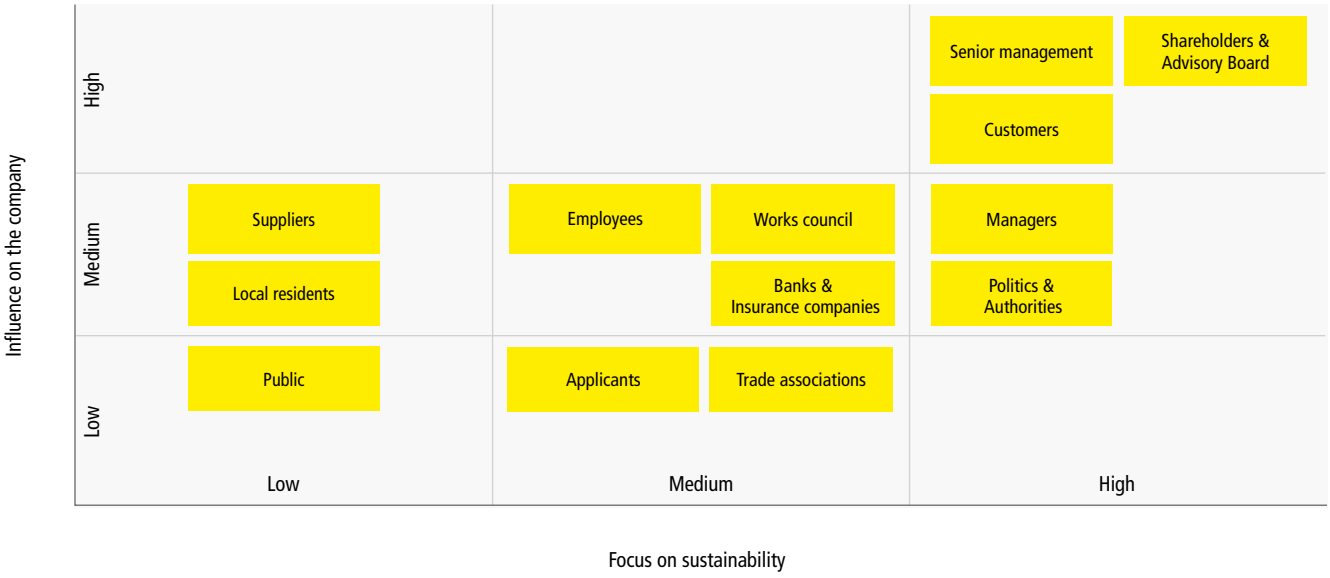
Stakeholders and interest groups

Key stakeholders

KEMPER actively involves its internal and external stakeholders in its sustainability management. The aim is to keep stakeholders continuously informed about the company's activities, whilst taking their needs and wishes into account in future planning. To this end, an ongoing dialogue with stakeholders has been established.

Senior management, the shareholders, and the advisory board have been identified as the most significant internal stakeholder groups with a high degree of influence and high level of interest in sustainability. These are followed by managers and the works council as the employee representative body. Above all, KEMPER places great importance on its entire workforce. As a result of the alignment and tradition as a family business, every internal stakeholder group has a high level of influence on the business and an increased interest in sustainability. This is also reflected in the shared commitment in this field.

Stakeholder matrix



In terms of external stakeholder groups, customers and suppliers were identified as the most relevant influencing factors. Legislation and supervisory authorities also have a regulatory impact on KEMPER. Insurance companies and banks also have a similar regulatory impact. Trade associations should be mentioned as key institutional partners. As a family business, KEMPER also views the local public, residents, and local community groups as important stakeholder groups in the immediate vicinity. This is underlined by the company's local roots and its value-based self-image.

Ongoing stakeholder dialogue

Various contacts within the company have responsibility for stakeholder dialogue. This allows concerns to be addressed immediately and joint solutions to be developed directly with stakeholders. Senior management is responsible for communications with the shareholders and advisory board. Communication in this respect is through a monthly report and four advisory board meetings per year. As well as economic corporate success, the shareholders identified the role of the company in the region and the working conditions within the company as important areas of sustainability.

Managers, the HR department and the advisory board act as communicators to the workforce. In this respect, the company has introduced a wide range of communication media such as the intranet, a staff magazine and smartboards. There are also regular feedback sessions and company meetings. The workforce primarily regards job security at the site, flexible working hours, and income security as central aspects of sustainability. An increasing number of applicants are raising specific environmental sustainability requirements with the company. KEMPER attaches great importance to taking employee concerns into account in the development of the company. For example, sustainability issues raised by the workforce were taken into account when designing workstations and electrifying the vehicle fleet.

Stakeholder dialogue

Stakeholder group	Communicator	Communication channels
Advisory board & shareholders	Senior management	Reporting & regular meetings
Employees	Managers, works council & HR	Regular meetings, smartboards & company meetings
Customers and suppliers	Purchasing and sales partners	In-person exchanges, trade fairs & contracts, Sustainability Report
Politics & authorities	Senior management	Association work, information requests & Sustainability Report
Banks & insurance companies	Senior management	In-person exchanges, reporting & Sustainability Report

The sales department acts as the point of contact for customers and suppliers. Dialogue takes place through in-person visits, telecommunications and written correspondence. In addition, trade fairs offer further opportunities for coordination. The key sustainability concern for customers is the transition to carbon neutrality. In addition, customers are raising concerns with KEMPER regarding human rights due diligence obligations. These requirements are addressed in the sustainability strategy.

Double materiality assessment

The aim of the materiality analysis is to systematically identify the sustainability issues that are significant to KEMPER and to determine priorities for sustainable action. The analysis is based on the principle of double materiality as the default for the European Sustainability Reporting Standards (ESRS).

Procedure for the materiality assessment
Within the framework of the double materiality analysis, a two-stage relevance test of the individual sustainability topics was conducted. First, KEMPER analysed the potential impact of its business activities on the environment and society. The financial implications were then assessed, specifically, the extent to which sustainability trends and developments have financial implications for KEMPER. This analysis was based on a top-down approach, in which all topics listed in the ESRS were systematically assessed.

The analysis went beyond the direct activities at the KEMPER site in Olpe. Instead, the entire value creation chain was taken into account, insofar as relevant information was available. The analysis was carried out for the first time for the 2024 reporting year and is to be updated every two years in the future.

Assessment framework for materiality analysis

Category	Severity – Scale	Severity – Scope	Severity – Irremediability	Likelihood of occurrence
Impact Materiality				
Scale	1 very low 2 low 3 medium 4 high 5 very high	1 very low 2 low 3 medium 4 high 5 very high	1 very low 2 low 3 medium 4 high 5 very high	1 very low 2 low 3 medium 4 high 5 very high
an actual positive impact	50%	50%	–	–
an actual negative impact	33%	33%	33%	–
potentially positive impact	25%	25%	–	50%
potentially negative impact	17%	17%	17%	50%

Financial Materiality		
Scale	1 Negligible impact on business performance 2 Minor impact on business performance 3 Impairs / supports business performance 4 Threatening / noticeable impact on business performance 5 Existential / transformative for the company 5 to be expected	1 very unlikely 2 unlikely 3 likely 4 realistic 5 to be expected
Opportunity	50%	–
Risk	50%	–

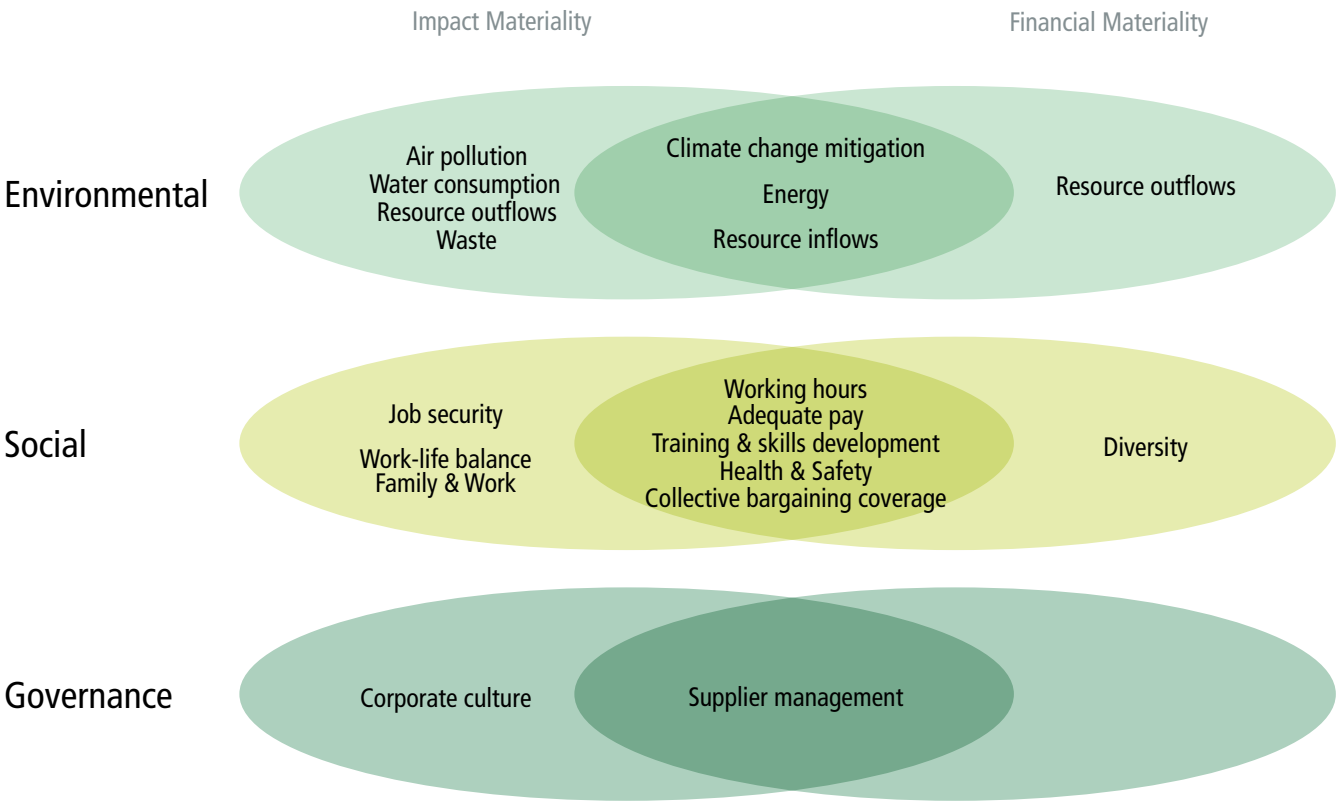
A series of preliminary tests were carried out in preparation. In addition to the stakeholder analysis, findings from media research and a scientifically based site analysis were incorporated into the assessment. The actual identification and assessment of significant impacts, opportunities and risks was carried out in interdisciplinary working groups involving KEMPER's department heads. The topics were assessed by mutual agreement within the groups on the basis of a defined assessment model with materiality thresholds.

Material impacts, opportunities, and risks

Through the materiality analysis, KEMPER identified material impacts, opportunities, and risks across all three sustainability pillars. In total, 19 sustainability aspects were rated as material. In the environmental sector, the topics of climate change mitigation, energy, and resource inflows are classified as relevant from both materiality perspectives. In addition, KEMPER considers the aspects of air pollution, water consumption, resource outflows, and waste to be relevant in terms of their impact materiality. Within the environmental context, financial materiality was identified regarding resource outflows.

A total of nine material sustainability aspects were identified in the social sphere. With regard to the company's own workforce, the following areas were rated as material: job security, working hours, fair pay, collective bargaining coverage, work-life balance, health and safety, skills development, and diversity. Furthermore, the protection of the health of consumers and end-users is considered material.

In the governance pillar, corporate culture was assessed as material from an impact perspective. KEMPER considers supplier management to be relevant in terms of both the materiality of the impact and financial materiality. The material impacts, opportunities, and risks are outlined in the following sections of the report, which are organised by topic.



Risk management and internal control mechanisms

KEMPER has taken steps to ensure the accuracy and reliability of its sustainability reporting. KEMPER has established an overarching risk management framework based on ISO 31000. As a result, there is already a strong understanding of risk within the organisation. Many employees are involved in identifying, prioritising, and managing risks.

Specifically, with regard to the sustainability statement, the focus is on the validity and integrity of the data points to be reported. To this end, the data is managed and processed within the system, primarily in the ERP system. In addition, KEMPER has established a central sustainability management system. This section documents the key figures, calculation methods, and changes over time.

Reporting is organised via a central control unit. There is a multi-stage control and approval process involving the support function, the specialist departments, and the senior management. In addition, KEMPER brings in external experts as required. The integrity of the reporting is confirmed through independent validation of the report.

Concepts and initiatives

in the transition to a sustainable economy

KEMPER has launched specific plans and initiatives to manage the transition to a sustainable economy. The basis for this is the adopted sustainability strategy. To begin with, KEMPER has enshrined the cornerstones of sustainability in its key policies. The Corporate Code of Conduct, the Supplier Code of Conduct, and the Corporate Policy should be included here. While the Code of Conduct and Corporate Policy are internally focused, the Supplier Code of Conduct addresses requirements for suppliers and business partners.

KEMPER publishes its Codes of Conduct transparently on the company website. The Corporate Policy and derived specialist guidelines are made accessible to employees via the internal document management system. Overarching responsibility for the Codes of Conduct and the Corporate Policy lies jointly with the three members of the senior management.

Sustainability considerations in concepts

Aspect	Corporate Code of Conduct	Supplier Code of Conduct	Corporate Policy
Climate change	No	No	Yes
Pollution	No	No	Yes
Water and marine resources	No	No	Yes
Biodiversity	No	No	Yes
Circular economy	No	No	Yes
Own workforce	Yes	No	Yes
Workers in the value creation chain	No	Yes	No
Affected communities	No	Yes	No
Consumers and end-users	No	No	No
Corporate policy	Yes	No	Yes

Sustainability targets

KEMPER has defined sustainability targets to monitor its sustainability performance. These are aligned with the sustainability strategy and the plans that have been drawn up. Progress towards achieving the targets is monitored annually. The specialist departments are responsible for the implementation and achievement of these targets.

Environmental

We are increasing the use of re-used raw materials within the production cycle.

Recycling rate	
Target	62%
Target date	2025

Environmental

We are continuously expanding our procurement of green electricity.

Green electricity	
Target	100%
Target date	2028

Social

We are increasing employee satisfaction to ensure long-term retention at KEMPER.

Employee turnover rate	
Target	3%
Target date	2025

Social

We create attractive and safe working conditions for our employees.

Sickness absence rate

Target	7%
Target date	2025

Governance

We pursue integrated compliance management.

Confirmed cases of corruption

Target	0
Target date	annual

Governance

We ensure compliance with global product requirements.

Fines and sanctions

Target	€ 0
Target date	annual

Measures and initiatives

KEMPER has already launched a wide range of measures and initiatives to achieve its sustainability targets. In the environmental sphere, the ongoing energy efficiency measures are particularly noteworthy. For example, a new lighting concept using LED lamps has been implemented. The energy management officer is responsible for the implementation, in conjunction with the operations managers of the respective business units. In addition, the senior management has entered into a green electricity agreement with the energy supplier. As a result, the procurement of green electricity will be steadily increased over the coming years.

Within the social pillar, the establishment of an occupational health and safety management system should be highlighted as an ongoing initiative for the improvement of occupational safety. The implementation is scheduled to be completed in the first half of 2025, followed by the certification of the management system. The in-house occupational safety officer is responsible. In addition, KEMPER has been running internal sustainability training courses for its employees since 2024. These are tailored to specific target groups, including specialists and managers, as well as apprentices and students on work-study programmes. The head of HR is responsible for the implementation of these training courses.

In the area of governance, particular attention should be paid to the revision of the legislative register in the fields of the environment, energy, and occupational health and safety. The company's designated representatives are responsible for setting this up and maintaining it.

There are also plans for the continuation of sustainability initiatives in the coming years. Plans are therefore in place for on-site power generation. Feasibility studies are currently underway regarding both solar and wind energy. The planning is being driven forward by the energy management officer in collaboration with senior management. KEMPER is also preparing an Employee Assistance Programme, which offers employees comprehensive support in the form of psychological, social, and family counselling. The head of HR is responsible for its introduction.

The Building Technology business unit is currently running programmes focused on the digitalisation and networking of valves and systems. Meaning we can offer customers improved service and greater ease of use. The aim is to optimise water consumption and maintain water hygiene.

Environmental concerns

Energy and greenhouse gas emissions

Material impacts, opportunities, and risks

Aspect	Category	Short-term	Medium-term	Long-term
Energy	Negative impact	X	X	X
Due to the energy-intensive production processes in the Casting Technology and Rolled Products business units, KEMPER has a high electricity consumption.				
Energy	Negative impact	X	X	X
The operation of the tunnel annealing plants, the strip flotation furnaces, and the heating systems results in a high demand for natural gas.				
Energy	Positive impact	X	X	
By switching to green electricity, KEMPER is conserving fossil fuels and reducing greenhouse gas emissions.				
Energy	Risk	X	X	
Due to geopolitical uncertainties and energy-policy market interventions, there is an increased price risk and higher volatility in the energy market.				
Climate change mitigation	Negative impact	X	X	X
Due to high energy and material intensity, KEMPER is responsible for significant greenhouse gas emissions across all three scopes at the Olpe site.				

Energy requirements

As a traditional metal-processing industrial company, our substantial energy requirements form the basis of our value creation. That is why KEMPER places particular emphasis on the efficient and resource-conserving use of energy. We manage this via our certified energy management system in accordance with ISO 50001.

In 2024, our total energy consumption stood at 59,357 MWh, representing an increase compared with the previous year due to higher production volumes. Energy consumption is divided into the energy sources of electricity, natural gas, and fuels. Accounting for over two-thirds of total energy consumption, electricity is the most intensively used energy source. Electricity is mainly used to

power the plants. The gas consumption of 17,329 MWh is primarily attributable to tunnel annealing furnaces, strip annealing plants, and heating systems. The fuels are used to operate vehicles.

Currently, renewable energy accounts for 19 per cent of our electricity mix. This proportion is set to increase steadily over the coming years. At present, renewable sources account for just under 13 per cent of total energy consumption. In this context, we are currently also carrying out feasibility studies in the field of on-site power generation. This applies to both solar and wind energy.

Energy consumption

	2023 (MWh)			2024 (MWh)		
	Fossil	**Renewable**	**Total**	**Fossil**	**Renewable**	**Total**
Electricity	29,182	8,845	36,027	32,509	7,625	40,134
Natural gas	15,359	0	15,359	17,329	0	17,329
Fuels	1,956	0	1,956	1,894	0	1,894
Total	**46,497**	**6,845**	**53,342**	**51,732**	**7,625**	**59,357**

Greenhouse gas emissions

Framework parameters

In order to compile a greenhouse gas balance, the framework parameters must first be defined. The basis for greenhouse gas accounting is DIN EN ISO 14064-1:2019, which specifies the principles and requirements for the quantification and reporting of greenhouse gas emissions. Furthermore, the standard defines principles for the removal of greenhouse gases at organisational level. The defined greenhouse gas sources and greenhouse gas sinks are central to the greenhouse gas inventories. Excluded greenhouse gas sources and greenhouse gas sinks are likewise visible in the greenhouse gas balances by referring to the materiality criteria. The organisation must set a base year for the comparison of greenhouse gas emissions and removals, and to demonstrate compliance with the requirements of the greenhouse gas programme. When setting the base year, the use and significance of the inventory, external requirements from stakeholders and customers, internal requirements regarding business strategy, and technical or organisational paradigms were taken into account.

The organisation has defined the year 2022 as the base year. On the basis of the applied methods, which meet the provisions of DIN EN ISO 14064- 1, the following years are to be compared to the base year. This allows improvements to be identified and quantified using key figures. In doing so, the calculation methods and assumptions from the base year are adopted to ensure comparability.

Organisational boundaries

KEMPER must define its organisational boundaries for accounting purposes. These boundaries may cover one or more facilities. The greenhouse gas emissions and removals at facility level are distinguished according to the following approaches:

X	**Financial control approach**	The organisation is accountable for all greenhouse gas emissions and removed quantities of greenhouse gases from facilities over which they have financial control. The greenhouse gas emissions or removals from operations in which it is involved but has no financial control over, are not taken into account.
☐	Operational control approach	The organisation is accountable for all greenhouse gas emissions and removals from facilities over which it has operational control. The greenhouse gas emissions or removals from operations in which it is involved but has no operational control over, are not taken into account.
☐	Equity share approach	The organisation is accountable for its share of greenhouse gas emissions and removals from the facilities concerned. This approach can be of use especially at multinational companies with operations in a range of different legal systems who want to determine their greenhouse gas balance.

KEMPER chooses the financial control approach because the only greenhouse gas emissions of interest are those we can influence financially. Upstream emissions from the provision of materials are not included due to the financial control approach. However, the key figures refer to the total output volume. The definition of greenhouse gas sources and sinks is provided in the evaluation of the greenhouse gas balance. Due to the intra-company relationships between Casting Technology and Building Technology, emitters are allocated to Building Technology, which is in decline.

Reporting boundaries

In addition to the organisational boundaries, the greenhouse gas reporting boundaries must be defined and documented. In so doing, direct, indirect, and removed emissions are defined and documented in the greenhouse gas balance. Direct emissions are identified in Scope 1 of the greenhouse gas balance. Energy sources purchased for stationary combustion come under direct greenhouse gas emissions. These are fossil fuels such as gas, oil, diesel and petrol for heating and for business travel in the company's own vehicles.

Indirect emissions are identified in Scope 2 and 3 of the greenhouse gas balance. The purchase of energy sources such as electricity and district heating (Scope 2) and the purchase of services and products by third parties such as raw, auxiliary and operating materials, business travel, and waste generation (Scope 3) come under indirect greenhouse gas emissions.

Data sources and emission factors

The emission factors are based on both primary and secondary data. In addition to data provided directly by suppliers, emission factors from recognised databases were used. These include, among others, the ecoinvent and EEW 2025, DBEIS, and GEMIS 5.1 databases. The origin of the emission sources and allocation to the emission factors are shown in detail in the greenhouse gas balance. The defined categories of emission sources are based on the standard and on the Greenhouse Gas Protocol. This ensures that a comprehensive selection of emitters has been considered.

The organisation has used a standardised procedure for calculating CO_2 equivalents (CO_2e). This means the required comparability can be ensured. The consumption data for CO_2 equivalents is derived from invoices, meters, and documentation. The underlying emission factors are derived from the databases described. Assumptions made in the calculation of CO_2 equivalents are also noted in the greenhouse gas balance. Furthermore, uncertainty additions may be added per emitter. In its financial reporting, KEMPER takes the following emission sources into account for the three divisions:

Scope 1 and 2 emitters

Scope 1 and 2	Emitter
Direct emissions from stationary combustion	Natural gas, light heating oil, diesel
Direct emissions from mobile combustion	Diesel
Direct emissions from industrial processes	Hydrogen, argon, helium, oxygen, nitrogen, carbon dioxide
Direct fugitive emissions	R410A
Indirect emissions from imported electricity	Electricity
Indirect emissions from district heating / steam	Not relevant, no emitter present

Direct emissions from combustion processes in stationary as well as mobile plants are taken into account in Scope 1. The emitters identified here are natural gas, light heating oil, and diesel for business travel, as well as diesel for vans. Direct emissions of fugitive gases and process emissions are also covered by Scope 1. Imported electricity is identified as the emitter from electricity in the Scope 2 indirect emissions. District heating and steam are not relevant to KEMPER's greenhouse gas balance, as no emitters are present.

Scope 3 emitters

Scope 3	Emitter
Upstream transport / distribution	Lorry, ship
Downstream transport / distribution	Lorry, ship, aeroplane
Employee commuting	Passenger car
Transport of customers and visitors	Exclusion Materiality
Business travel	Flights
Purchased goods	Metals, plastics, assemblies, consumables and operating materials, lubricants, packaging, catalogue items, PPE, fresh water
Energy procurement	Electricity, natural gas
Disposal	Industrial waste, batteries, paper/cardboard, wood, plastic, waste water
Use of capital goods	Exclusion Materiality
Use of plants	Exclusion Materiality
Product use phase	Exclusion Materiality
Leased / rented plants	Exclusion Materiality
End-of-life phase	Exclusion Materiality
Investments	Exclusion Materiality

In Scope 3, the greenhouse gas balance takes into account indirect emissions from upstream and downstream transport, employee commuting, business travel, purchased goods, the energy supply chain, and waste disposal. Based on a materiality assessment, emissions from the transport of customers and visitors, the use of capital goods and facilities, the product use phase, leased and rented assets, the end-of-life phase of products, and investments were excluded.

Uncertainty assessment

An uncertainty addition is defined and substantiated in the greenhouse gas balance for each emission source by the responsible person. The following summary contains approaches to assessing data accuracy.

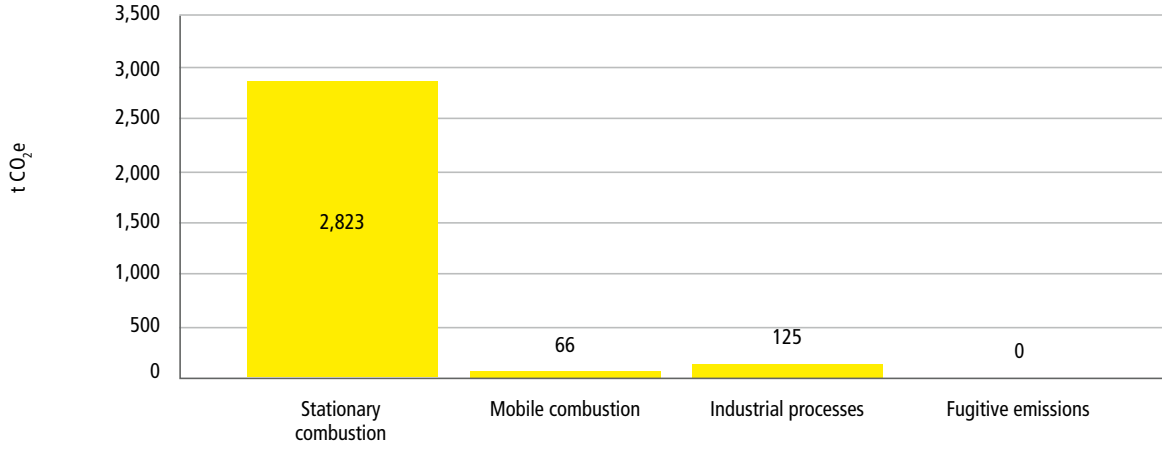
Uncertainty additions

Uncertainty addition	Reasons
No uncertainty addition	Data sources for the emitter's consumption and the corresponding emission factor are conclusive. For example, the information is set out in an invoice.
5%	Data sources for the emitter's consumption and the corresponding emission factor are almost conclusive. For example, the information is calculated on the basis of invoices.
10%	Data sources for the emitter's consumption and the corresponding emission factor are incomplete. For example, the calculation was made on the basis of assumptions.
20%	Data sources for the emitter's consumption and the corresponding emission factor are incomplete and difficult to estimate. An approximate calculation has been drawn up.

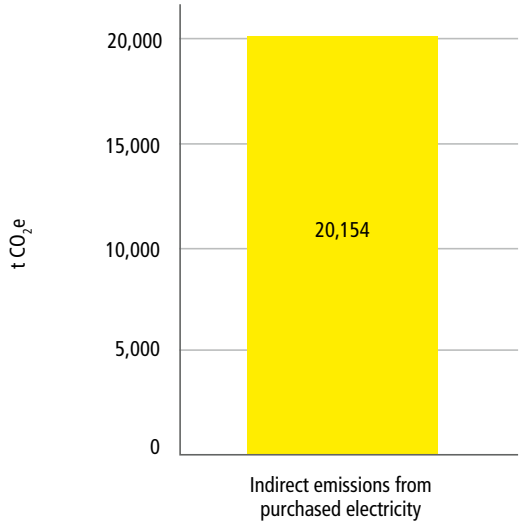
Rolled Products business unit

The greenhouse gas emissions for the KEMPER Rolled Products business unit are shown below. The emissions are shown according to the three Scope categories. In Scope 1, we have three emission drivers. Direct emissions from stationary combustion result primarily from the procurement of natural gas. At 94 per cent, stationary plants represent the largest share of emissions within Scope 1. Direct emissions from processes were identified as the second emitter. At four per cent, direct emissions from processes only make up a small proportion of Scope 1 emissions. Other emitters are emissions from the combustion processes of mobile equipment and fugitive emissions. This also includes emissions from fleet vehicles. Overall, the total Scope 1 emissions in the Rolled Product business unit in 2024 amounted to 3,014 t CO_2e.

Rolled Products Scope 1

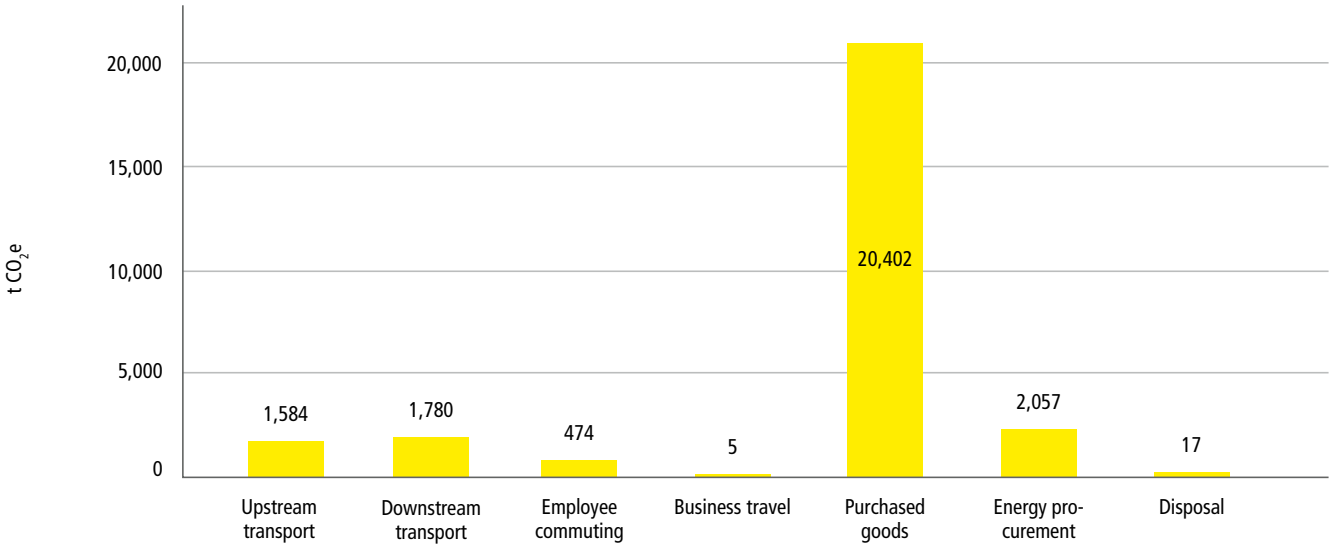


Rolled Products Scope 2



In Scope 2, one emission driver is to be identified for KEMPER. Indirect emissions from imported electricity come from the procurement of power. In the Rolled Products business unit, electricity is required for the energy-intensive smelting, casting, and rolling processes. The Scope 2 emissions in this business unit in 2024 were 20,154 t CO_2e.

Rolled Products Scope 3

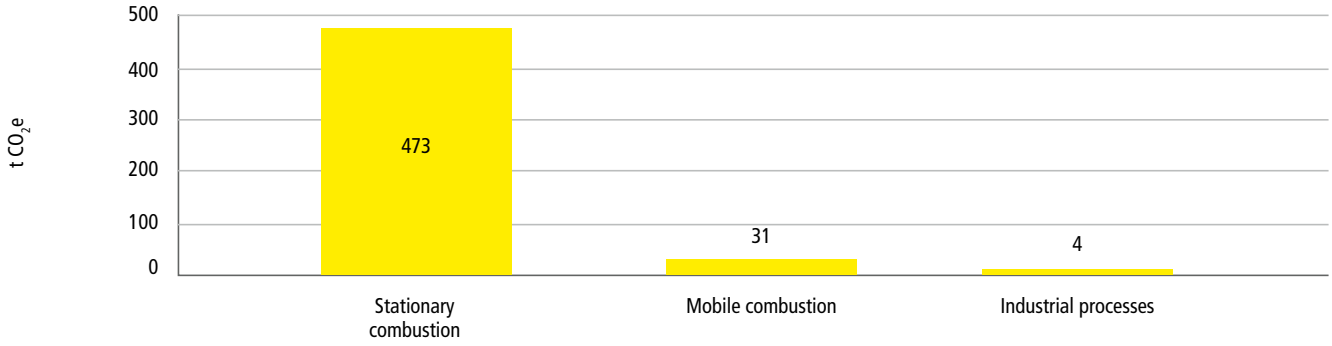


In Scope 3, purchased goods represent the largest emission driver within the Rolled Products business unit. At 20,402 t CO_2e, these account for approximately 41 per cent of total emissions within the business unit. In total, Scope 3 emissions for the Rolled Products division amount to 49,486 t CO_2e.

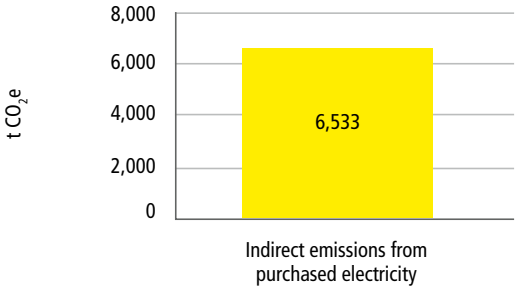
Casting Technology business unit

The following section presents the greenhouse gas emissions for KEMPER within the Casting Technology business unit. In Scope 1, emissions arise from stationary combustion, mobile combustion, and industrial processes. The Scope 1 emissions in this business unit in 2024 amounted to 508 t CO_2e. Over 93 per cent of these are attributable to stationary combustion.

Casting Technology Scope 1

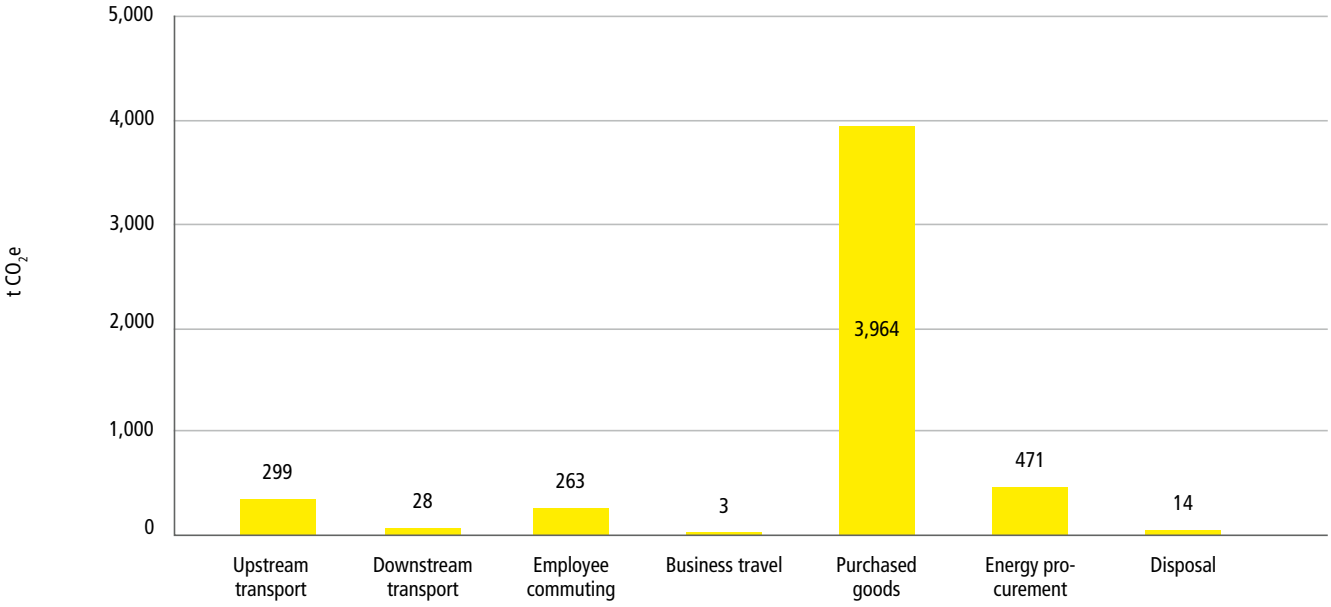


Casting Technology Scope 2



In Scope 2, emissions once again arise exclusively from imported electricity. Scope 2 emissions of 6,533 t CO_2e are to be reported here for the year 2024.

Casting Technology Scope 3

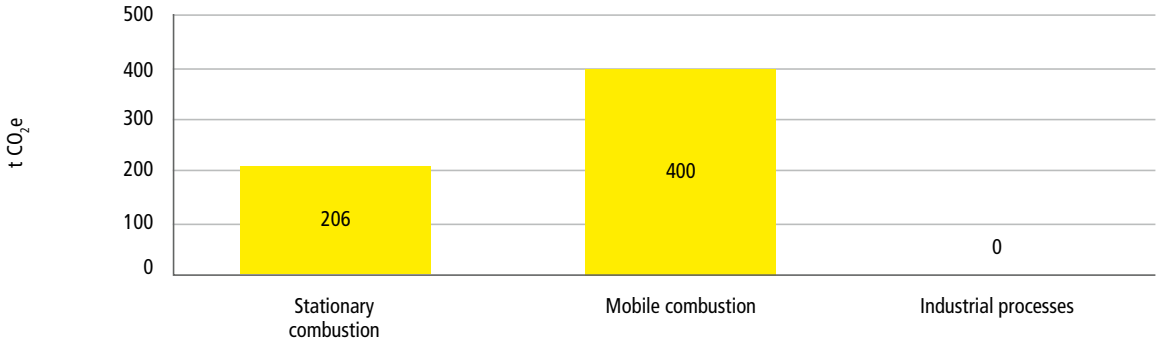


In Scope 3, purchased goods again represent the largest emission driver within the Casting Technology business unit. At 3,964 t CO_2e, they account for approximately 33 per cent of the business unit's total emissions. In total, Scope 3 emissions in the Casting Technology division amount to 5,040 t CO_2.e.

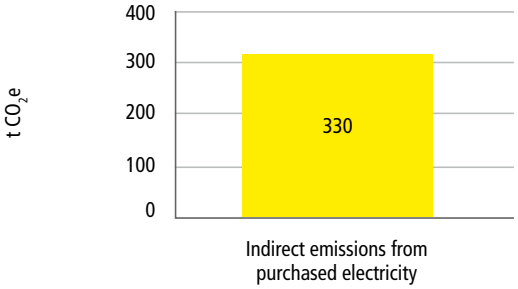
Building Technology business unit

The following section sets out KEMPER's greenhouse gas emissions for the Building Technology business unit. In Scope 1, emissions arise from stationary combustion, mobile combustion, and industrial processes. The Scope 1 emissions in this business unit in 2024 amounted to 607 t CO_2e. Around two-thirds of this is attributable to mobile combustion in company vehicles.

Building Technology Scope 1

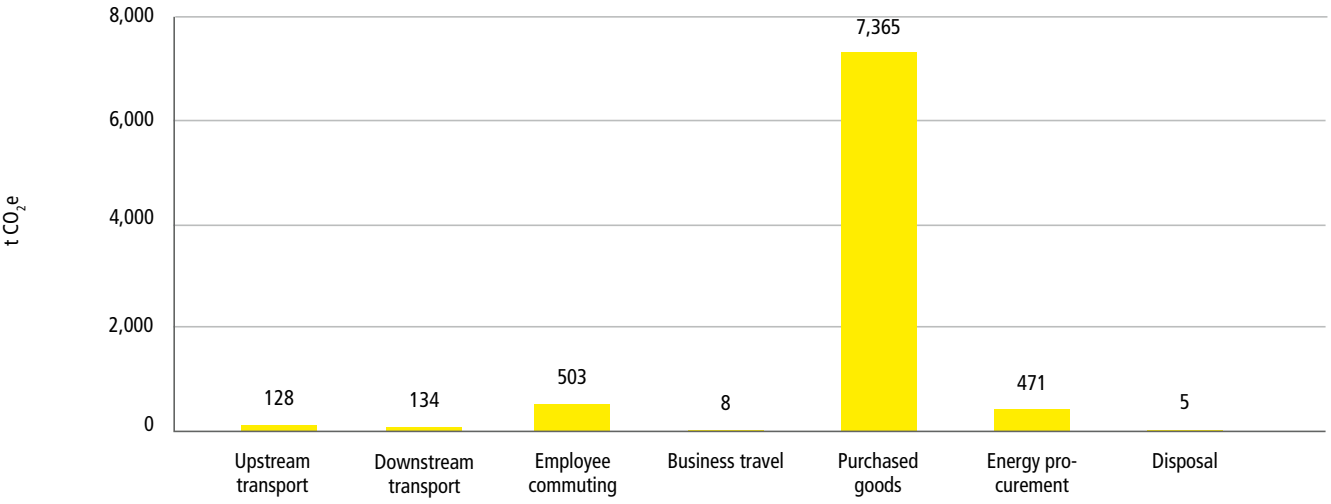


Building Technology Scope 2



In Scope 2, emissions also arise exclusively from imported electricity. For the year 2024, Scope 2 emissions of 330 t CO_2e are to be reported here.

Building Technology Scope 3



In Scope 3 of Building Technology, emissions from Casting Technology are proportionally allocated based on internally acquired cast components. Here, too, purchased goods represent the largest emission driver. At 7,365 t CO_2e, these also account for almost 80 per cent of the business unit's total emissions. In total, Scope 3 emissions for the Building Technology division amount to 8,338 t CO_2e.

Greenhouse gas emissions across the whole company

The greenhouse gas balance for the whole of KEMPER is generated from the total of the individual balances for the three business units. The central company roles were already allocated pro rata to the business units.

Business unit	**Scope 1** [t CO_2e]	**Scope 2** [t CO_2e]	**Scope 3** [t CO_2e]	**Totals** [t CO_2e]
Rolled Products	3,014	20,154	26,319	**49,486**
Casting Technology	508	6,533	5,040	**12,081**
Building Technology	607	330	8,338	**9,275**
Company Total	**4,128**	**27,017**	**39,697**	**70,842**

Combining the total corporate carbon footprint results in an emission total of 70,842 t CO_2e for the 2024 reporting year. Of this, 56 per cent is attributable to Scope 3. It also becomes apparent that the Rolled Product unit generates 70 per cent of the emissions. Accordingly, a much higher quantity of material is processed in this segment.

Key figures

Additional key figures have been generated to show the greenhouse gas balance in relation to KEMPER's business activities. The key figures were determined separately for the three business units and serve to evaluate future savings and monitor progress toward achieving climate neutrality by 2045. In addition to the absolute greenhouse gas emissions at the Scope level, consumption per employee, per output, and per turnover is also shown. This means consumption levels can be viewed in relation to the company's overall development.

Greenhouse gas balance key figures in the Rolled Products business unit

Key figure	Unit	2024
Total emissions	t CO_2e	49,486
Scope 1	t CO_2e	3,014
Scope 2 – Market-based	t CO_2e	20,154
Scope 2 – Location-based	t CO_2e	13,027
Scope 3	t CO_2e	26,319
Total emissions per employee	t CO_2e / employee	167.7
Total emissions per finished product	t CO_2e / t finished product	2.1
Scope 1 and 2 per turnover	t CO_2e / €1 million turnover	111.7

Greenhouse gas balance key figures in the Casting Technology business unit

Key figure	Unit	2024
Total emissions	t CO_2e	12,081
Scope 1	t CO_2e	508
Scope 2 – Market-based	t CO_2e	6,533
Scope 2 – Location-based	t CO_2e	4,223
Scope 3	t CO_2e	5,040
Total emissions per employee	t CO_2e / employee	56.7
Total emissions per finished product	t CO_2e / t finished product	7.4
Scope 1 and 2 per turnover	t CO_2e / €1 million turnover	217.1

Greenhouse gas balance key figures in the Building Technology business unit

Key figure	Unit	2024
Total emissions	t CO_2e	9,275
Scope 1	t CO_2e	607
Scope 2 – Market-based	t CO_2e	330
Scope 2 – Location-based	t CO_2e	215
Scope 3	t CO_2e	8,338
Total emissions per employee	t CO_2e / employee	35.0
Total emissions per finished product	t CO_2e / t finished product	5.7
Scope 1 and 2 per turnover	t CO_2e / €1 million turnover	10.0

Greenhouse gas reduction targets and climate change

Material impacts, opportunities, and risks

Aspect	Category	Short-term	Medium-term	Long-term
Climate change mitigation	Positive impact	X	X	X

Through ongoing investment and optimisation initiatives, KEMPER is constantly reducing its greenhouse gas emissions.

Climate change mitigation	Risk	X	X	

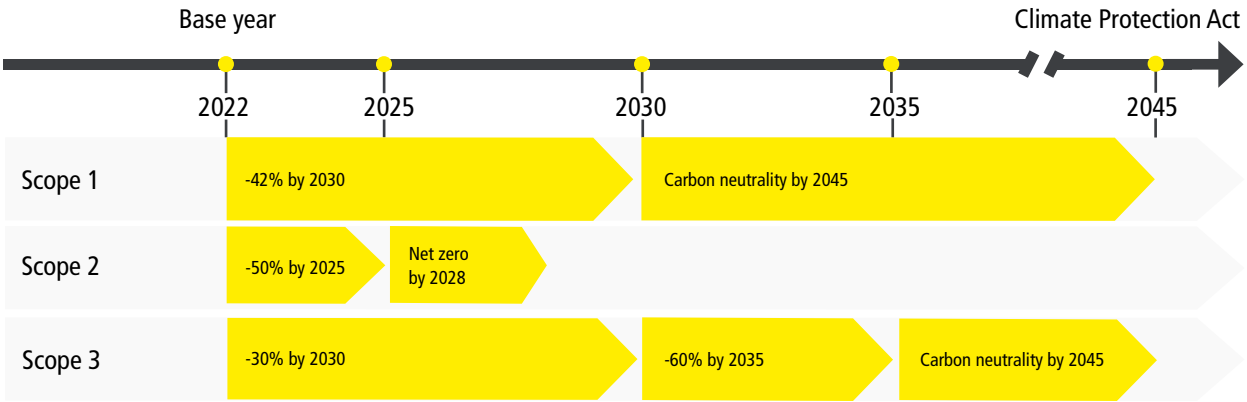
Political uncertainties surrounding climate policy pose risks to profitability and competitive position in relation to climate protection measures.

The path to carbon neutrality

Our aim is to achieve a long-term transformation into a climate-neutral company and product provider. We therefore also support the German Climate Protection Act and the German target of achieving climate neutrality by 2045. KEMPER is committed to continuously reducing its greenhouse gas emissions across all three scopes.

To achieve greenhouse gas neutrality, KEMPER has developed a climate neutrality strategy. This sets out milestones with reduction targets for each scope. The targets have been set relative to the base year 2022. KEMPER aims to reduce its Scope 1 emissions by 42 per cent by 2030. The aim is to achieve full carbon neutrality here by 2045. Under Scope 2, we are already aiming for a 50 per cent reduction in emissions by 2025 compared with 2022. The aim is to achieve Scope 2 greenhouse gas neutrality by 2028. KEMPER has set interim targets for Scope 3 emissions for the years 2030 and 2035. Greenhouse gas emissions should be reduced by 30 per cent or 60 per cent compared with the base year.

Climate neutrality strategy



KEMPER has set a range of measures to achieve the defined reduction targets. This is underpinned by the integrated environmental and energy management systems, which aim to achieve an annual improvement in energy efficiency of three per cent. The implementation of specific measures is continuously reviewed in consultation with the senior management. Specifically, the following measures are currently being planned for implementation:

Reduction measures

Measures	Timeline	Savings
Purchase of green electricity	Medium-term	-10,848.00 t CO_2e
Installation of a PV system	Medium-term	-576.30 t CO_2e
Use of wind energy	Medium-term	-9,492.00 t CO_2e
Use of waste heat (heating)	Medium-term	-804.00 t CO_2e
Burner modernisation	Medium-term	-60.30 t CO_2e

We have incorporated our decarbonisation efforts into a comprehensive transition plan. This ensures that our sustainability initiatives are aligned with our financial planning. Our approach to decarbonisation is not limited solely to our own business activities. Rather, we rely on a collaborative effort with our business partners, suppliers, and customers. This is the only way to actually achieve the goal of a climate-neutral value creation chain. To actively support our suppliers on this journey, we will establish an additional function within our procurement department in the coming year. Internally, we set interdisciplinary project teams comprising management system managers and technical specialists to lead our decarbonisation projects.

Environmental pollution – air, water, and soil

Material impacts, opportunities, and risks

Aspect	Category	Short-term	Medium-term	Long-term
Air pollution	Negative impact	X	X	X

Through the value-added processes of the rolling mills, the foundry, and the tinning plant, air emissions are released in the form of nickel, copper, tin, dust, and carbon.

KEMPER is committed to its responsibility for environmental protection. This means that we minimise our impact on the environment in the form of air, water, and soil pollution. We take various preventive measures to protect the environment. For example, the configuration of our production areas includes state-of-the-art extraction and filtration systems. In addition, substances that pose a risk to the soil or water are stored in special drip trays.

Environmental impacts are primarily in the segments associated with foundry operations, rolling operations, tinning operations, and upstream and downstream transport. In each of these segments, hazardous substances are released into the air. As far as transport is concerned, there is the usual level of particulate matter pollution. KEMPER maintains a source register which has identified a total of 14 emission sources. These are continuously checked and monitored. To this end, we also work closely with the relevant authorities. We have also set out our pollutant emissions in detail in our emissions statement:

Reduction measures

Hazardous substances	Emissions (kg)	Release medium (air, water, soil)
Carbon in compounds	664.00	Air
Hydrogen bromide	159.00	Air
Nickel	0.57	Air
Copper	22.97	Air
Tin	18.68	Air
Lead	1.20	Air
Rolling oil	367.00	Air
Phenol	1.34	Air
Formaldehyde	21.99	Air
Diethylamine	308.00	Air
Dust (unclassified residue)	398.00	Air
Organically bound carbon	308.00	Air
Total carbon	14,171.00	Air
Total particulate emissions	1,106.00	Air
PM10 particulate matter	944.00	Air
PM 2.5 particulate matter	667.61	Air

Soil and water contamination can only occur in the event of an accident. To this end, we have drawn up appropriate contingency plans setting out protective measures. For example, an oil boom was purchased for the Bigge river. Additionally, all operational and traffic areas are appropriately sealed to ensure the protection of the soil.

Biodiversity

We are committed to protecting ecosystems and biodiversity. KEMPER strives to ensure that its business activities do not have a negative impact on the local flora and fauna. To this end, we work closely with the relevant authorities and associations. We also raise awareness among our employees to encourage them to adopt environmentally responsible behaviour. There are no sites located in or adjacent to biodiversity-sensitive areas.

Land use

Type of land use	Previous year (ha)	Reporting year (ha)	Change (%)
Total land use	12.000	12.000	0%
Sealed surface	6.410	6.410	0%
Green space on-site	5.590	5.590	0%
Green space off-site	0	0	0%

We also take biodiversity aspects into account when designing our site. While 6.41 hectares of the company premises are sealed, a further 5.59 hectares are used as green spaces. This means that just under 46.6 per cent of the company's site is currently landscaped as green space. There were no changes in land use compared with the previous year.

Water resources

Material impacts, opportunities, and risks

Aspect	Category	Short-term	Medium-term	Long-term
Water consumption	Positive impacts	X	X	X

KEMPER valves in the Building Technology unit enable consumers to use water efficiently.

Responsible water management

KEMPER is committed to the responsible use of water resources. We adhere to this guiding principle throughout the entire lifecycle. We contribute to sustainable water management through our own valves from Building Technology. Consumers can use water safely and in a way that conserves resources.

Water extraction

Type of draw-off	2023 (m^3)	2024 (m^3)
Fresh water	22,611	30,120
River water	15,837	20,569
Total	**38,448**	**50,689**

KEMPER also uses water resources in its own production processes. This is essential, for instance, in the tinning plants, in preliminary strip manufacture, and in sand mixing. We are committed to continuously minimising our water consumption. In 2024, total water consumption amounted to 50,689 m^3. As a result, water consumption rose compared with the previous year due to the increase in production volume. In addition to fresh water, KEMPER also draws water from the river, thereby reducing the strain on the public water supply network. The water that has been drawn off is then discharged back into the environment. Various safeguards are in place to ensure water quality. During the reporting year, we used 30,120 m^3 of fresh water and 20,569 m^3 of river water. Apart from minor evaporation, drinking water use, and very small-scale consumption, all the water drawn off is returned to the water cycle via the sewage system or discharge into rivers. KEMPER is not located in a territory with high water stress.

Resource use, circular economy & waste management

Material impacts, opportunities, and risks

Aspect	Category	Short-term	Medium-term	Long-term
Resource inflows	Negative impact	X	X	X
Metal-processing value creation generates a significant demand for resources, including metals, auxiliary and operating materials, and packaging materials.				
Resource inflows	Positive impacts	X	X	X
By using a high proportion of secondary metals (scrap), KEMPER conserves primary raw materials.				
Resource outflows	Positive impacts	X	X	X
By manufacturing fully recyclable cast and rolled products, these can be returned to the materials cycle at the end of their lifecycle.				
Resource outflows	Positive impacts	X	X	X
Due to the exceptional durability of cast and rolled products, they often reach the end of their product lifecycle within their respective fields of application.				
Waste	Negative impacts	X	X	X
Due to the material-intensive nature of the value creation process, business activities are associated with a high volume of scrap, which cannot be fully reintegrated into the production process.				

Resource use and material flows

Given that our value chain is raw-material-intensive, we place particular emphasis on sustainability in resource use. We source large quantities of raw materials, intermediate goods, as well as auxiliary and operating materials. Particular mention should be made of the metals used in Casting Technology and the Rolled Products unit. We source metals in the form of block material for Casting Technology, copper cathodes, and reroll stock, as well as other metals such as tin and zinc for the smelting works. Within the segment of auxiliary and operating materials, silica sand represents the largest material flow. Incoming flows are triggered by orders placed with suppliers. External logistics providers or the supplier companies are responsible for transport. KEMPER does not use any significant biological materials in its manufacturing process.

Material flows	2023	2024
Metals (block material for Casting Technology)	1,726 t	2,460 t
Metals (copper cathodes)	2,264 t	1,916 t
Metals (reroll stock)	7,512 t	9,794 t
Metals (tin)	476 t	561 t
Metals (zinc)	45 t	75 t
Metals (phosphor copper)	144 t	186 t
Silica sand	1,110 t	1,609 t

In 2024, KEMPER procured 2,460 tonnes of block material for Casting Technology, 1,916 t of copper cathodes, and 9,794 t of reroll stock. In addition, 561 t of tin, 75 t of zinc and 186 t of phosphor copper were processed. Procurement of silica sand rose to 1,609 t.

The principle of the circular economy

KEMPER intends to successfully navigate the transition to a circular economy. To this end, we are continuing to develop our processes and products. It is only by working together with our suppliers and customers that we can achieve truly sustainable use and management of resources. Particularly when it comes to usage, durability, and recycling, we are already setting the standard for the circular economy. As part of our continuous development, we take sustainability requirements into account alongside quality requirements and market standards. Specifically, we are currently implementing the principles of the circular economy as follows:

Usage

We minimise the consumption of primary raw materials and replace them with metal scrap. In doing so, we ensure that customer and quality requirements are met.

Durability

Our products are installed in various fields of application. They are designed to cover the entire lifecycle, under normal conditions, reach the end of the life cycle of those applications.

Repairability

Some manufacturing defects can be rectified by reworking. Even after the applications have been installed, repairs can be carried out in the event of damage.

Dismantling and reuse

At present, there is no structured dismantling process in place once the end of the product's lifecycle has been reached. No components are reused.

Recycling

Our KEMPER products are 100 per cent recyclable. In particular, the processed metals are recycled and reintroduced into the value creation chain.

Return to the biological cycle

There is no return to the biological cycle.

Waste generation

KEMPER is taking steps to minimise the environmental impact caused by waste. The aim is to reduce the volume of waste generated and to sort the waste produced by type as strictly as possible. We fulfil our commitment within the framework of our certified environmental management system in accordance with ISO 14001. Our staff are briefed and trained in this. In 2024, the total volume of waste amounted to 4,497.85 t. This represents an increase compared with the previous year's figure of 3,782.25 t. The main waste streams include foundry waste sand, aqueous rinsing fluids, swabs, and halogen-free machining emulsions and solutions. In the past year, non-hazardous waste totalled 3,522.44 t and hazardous waste totalled 975.41 t. The proportion of hazardous waste is therefore at 21.7 per cent. In the previous year, this figure was 24.0 per cent. There is no radioactive waste at the company.

Waste generation	2023	2024	Change
Non-hazardous waste	2,873.76 t	3,522.44 t	+22.6%
Hazardous waste	908.49 t	975.41 t	+7.4%
Total waste	**3,782.25 t**	**4,497.85 t**	**+18.9%**

We strive to sort and process waste in such a way that it can be used in recycling and reuse processes. In 2024, a total of 1,945.69 t of our waste was directed to this area. This equates to a recycling and reuse rate of 43.3 per cent.

Waste types

Waste generation	Total volume	Recycling / Reuse	Disposal
Non-hazardous waste	3,522.44 t	1,568.61 t	1,953.83 t
Hazardous waste	975.41 t	377.08 t	598.33 t
Total waste	**4,497.85 t**	**1,945.69 t**	**2,522.16 t**

Climate risks

The effects of global warming and climate change are also being felt at KEMPER. The risk of climate-related hazards and climate-related transitional events is increasing. This applies both to our own production site and the entire upstream and downstream value creation chain. Specifically, the climate risks of heatwaves, water shortages, forest and wildfires, extreme precipitation, and flooding are of significance for KEMPER at the Olpe site. This is particularly true in the medium to long term. In addition, the transition risks associated with CO_2 pricing and statutory substitution requirements are having an impact on our business model. We likewise anticipate these will take on increasing importance in the medium to long term.

Climate risks and transition risks

Aspect	Category	Short-term	Medium-term	Long-term
Rising temperatures & heatwaves	Rising temperatures and heatwaves can put a strain on employees and plants.		X	X
Water shortage	Falling water levels caused by water shortages may jeopardise the draw-off of cooling water from the river.		X	X
Forest and wildfires	Fires spreading from adjacent woodland areas can cause damage to the production site.		X	X
Extreme precipitation	Heavy snow loads or extreme hailstorms can cause damage to buildings.	X	X	
Flooding	Due to the nearby Bigge river, there is a risk of flood-related damage to infrastructure.			X
CO_2 pricing	Rising CO_2 prices may lead to additional costs in the procurement of energy and intermediate inputs.		X	X
Substitution obligation	The ban on lead in gunmetal may give rise to new market requirements.		X	

KEMPER does not consider its assets, activities, or supply chain to be particularly exposed to climate risks. These are classified as standard for the market and industry. Regulatory or market-related disruptions can be mitigated through the division into three business units. With regard to the supply chain, we strictly adhere to a multi-supplier strategy. This means there are no dependencies on individual components or suppliers.

KEMPER has already implemented various measures to mitigate existing climate risks. As a result, additional air conditioning units and fans were purchased in anticipation of possible heatwaves. In addition, the sewer system is to be expanded to allow for faster drainage during heavy precipitation. In addition, a retention basin is being planned to provide further protection against flooding.

Climate risks can have noticeable negative impacts on the business activities and financial performance of companies. As far as KEMPER is concerned, we do not currently see a critical level of risk:

Impacts of climate risks

Potentially negative impact	Risk level
Loss of turnover following production impairments caused by damage to infrastructure	Low
Loss of turnover following production impairments caused by supply chain disruptions	Low
Loss of turnover following production impairments caused by staff shortages	Low
Replacement investments following damage to buildings	Medium
Replacement investments following damage to plants	Medium

Social engagement concerns

Social – General Characteristics of the Workforce

Material impacts, opportunities, and risks

Aspect	Category	Short-term	Medium-term	Long-term
Job security	Positive impact	X	X	X

Through permanent employment, all employees have a high level of job security and social protection.

Job security	Positive impact	X	X	X

Through a low rate of fixed-term employment contracts, employees are able to work at KEMPER on a long-term basis.

Job security	Positive impact		X	X

By dividing the company into three business units, employees can be temporarily transferred to other business units during periods of economic fluctuation.

Diversity	Risk		X	X

Due to staff leaving certain departments as they reach retirement age, there is a risk of losing continuity and expertise within those departments.

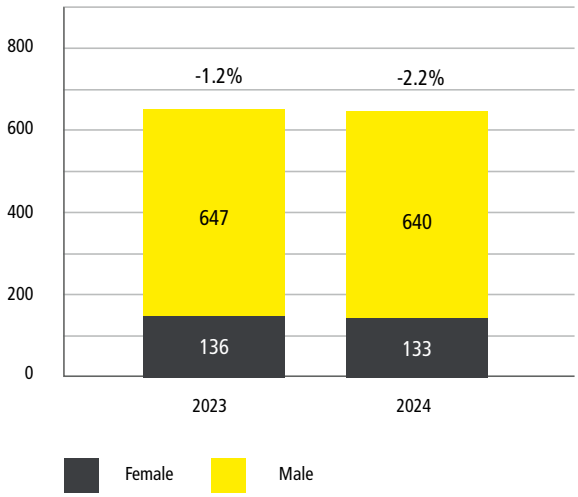
Our employment structure

KEMPER sets its sights on a long-term and trusting working relationship with its employees. As at the reporting date of 31 December 2024, the company had a workforce of 773 employees. This was a minimal decrease of 1.3 per cent compared to the previous year. All employees are based in Germany. As is typical of the metalworking industry, the workforce is predominantly male. In 2024, KEMPER employed 640 men and 133 women.

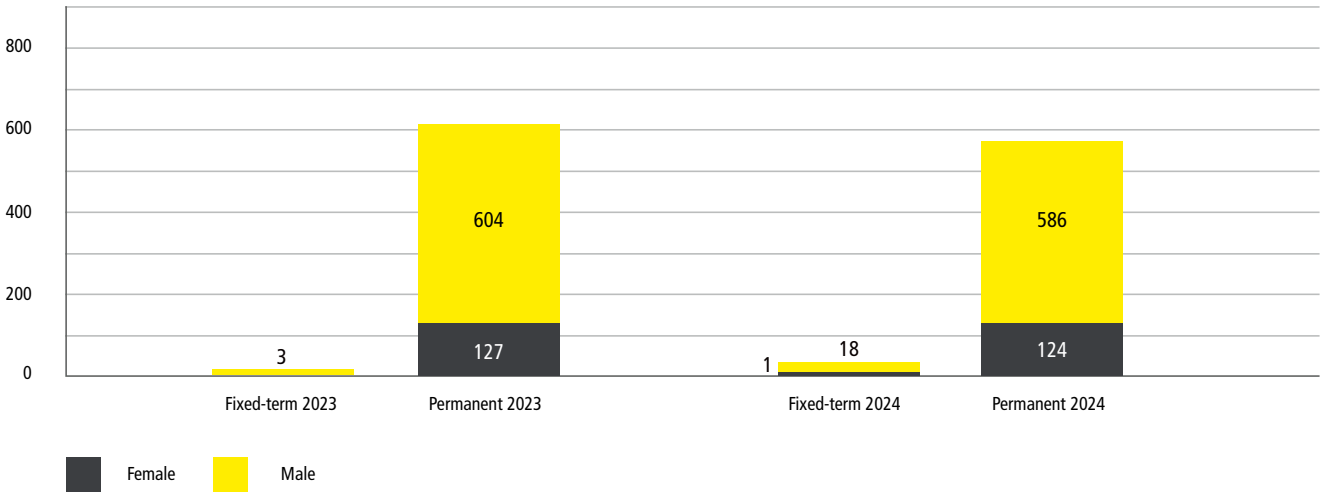
The commitment to employees is also reflected in the low rate of fixed-term contracts. No fixed-term contracts are used in administration or in production-related areas. In production, fixed-term contracts are limited to a maximum duration of two years. Only time-limited contracts are used in these cases. Excluding apprentices, 19 employees were in a fixed-term and 710 employees were in a permanent contracts in 2024. Consequently, at 2.6 per cent, the fixed-term contract rate remained at a very low level.

Apprentices are also to be transferred to permanent employment upon completion of their training. To this end, KEMPER has entered into a works agreement with a minimum retention rate. As a rule, offers of continued employment are presented that exceed the retention rate established in the agreement.

Employment structure by gender

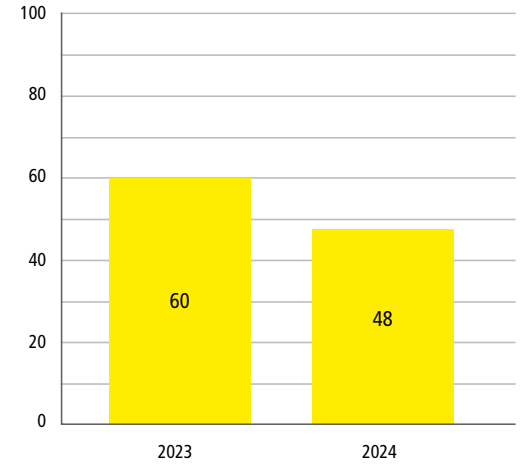


Employment structure by gender

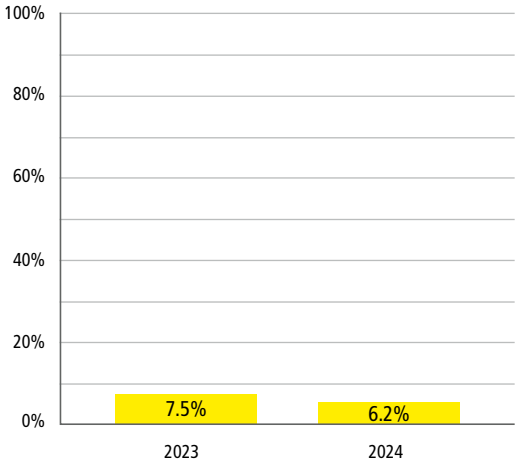


Employee turnover, including all causes

Number of employees who have left the company

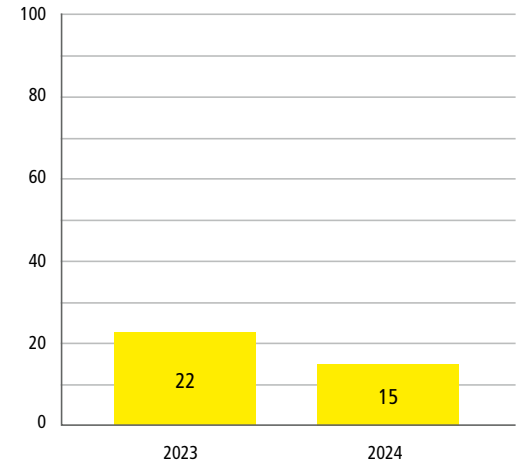


Employee turnover rate

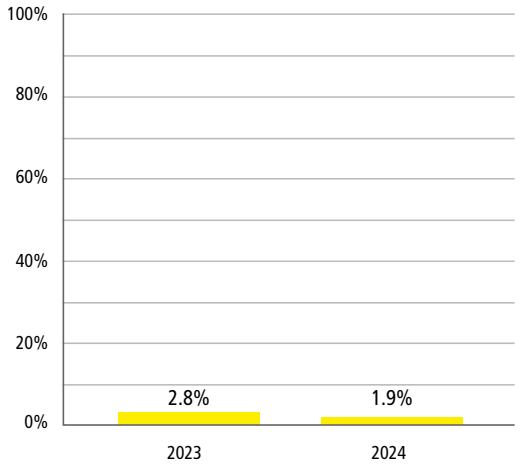


Employee turnover due to employee resignation

Number of employee resignations



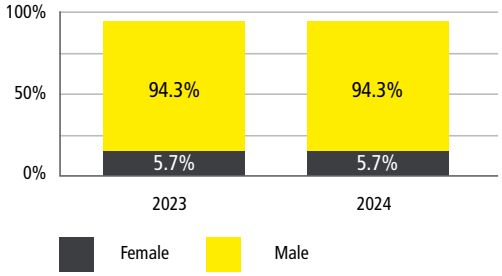
Employee turnover rate



In 2024, 48 employees left the company KEMPER. This includes all departures from the company, including resignations, dismissals by the company, expiring contracts, retirements, termination agreements, and deaths. The employee turnover rate fell from 7.5 per cent to 6.2 per cent in 2024. High employee satisfaction is evidenced by the low resignation rate. The employee turnover rate due to voluntary resignations stood at 1.9 per cent last year.

KEMPER has established various levels of management within the organisation. In addition to the senior management team, management staff include department and team leaders, factory and operations managers, sales managers, regional managers, foremen, and supervisors. In 2024, the KEMPER management team consisted of 105 persons. As with the overall employment structure, male managers are in the majority here too. In 2024, the proportion of male managers remained constant at 94.3 per cent of all leadership positions.

Management staff structure

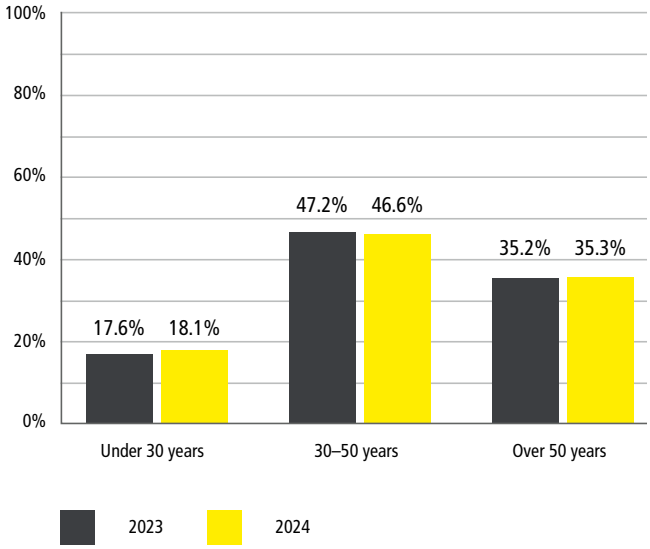


100%

KEMPER aims to consolidate expertise and know-how in-house. Therefore, we do not hire self-employed individuals or freelancers. Furthermore, KEMPER does not employ any temporary agency workers or other non-employees. All employees are employed directly by the company.

Average age

KEMPER connects generations within its workforce. Therefore, employees are spread evenly across the various age groups. Close to one fifth of employees is under 30 years old. While 47 per cent belong to the 30–50 age group, 35 per cent are from the 50+ generation. Younger and older employees work together in all business units.



3.5%

KEMPER also actively practices inclusion. Employees with physical or mental disabilities are also part of the workforce. As a family-orientated company, it is especially important to KEMPER that every employee can take part as much as possible in the daily work, irrespective of any disabilities. To achieve this, large parts of the production sites have been designed to be barrier-free, for example. Employees are supported by representatives for employees with severe disabilities. In 2024, the proportion of employees with a severe disability stood at 3.5 per cent.

Health and safety

Material impacts, opportunities, and risks

Aspect	Category	Short-term	Medium-term	Long-term
Health and safety	Negative impact	X	X	X

Given the nature of industrial manufacturing, the risk of occupational accidents and work-related illnesses on the part of employees in production cannot be ruled out.

Health and safety	Opportunity	X	X	X

Reducing staff absenteeism due to illness offers the opportunity to expand staffing levels and production capacity.

Occupational Health and Safety

The safety of our employees is a top priority at KEMPER. The clearly formulated objective is to safeguard and protect the health of its employees. KEMPER is also committed to the core labour standards of the International Labour Organisation (ILO). Continuous measure are taken to prevent work-related accidents and to continuously improve safety standards. To this end, KEMPER has introduced an in-house procedure for handling accidents at work. A total of 23 reportable accidents at work were recorded for the reporting year. That was six more accidents at work than in the previous year. The rate of reportable accidents at work per 100 full-time employees stood at 7.3, an increase of 1.1 points compared with the previous year. The most common types of work-related injuries in the workplace are cuts, bruises, or crush injuries. As in the previous year, there were again no fatalities resulting from work-related injuries or illnesses.

	2023	2024	Change
Number of reportable accidents at work	17	23	+35.3%
Rate of reportable accidents at work	6.2	7.3	+1.1 percentage points
Fatalities as a result of injuries and illnesses	0	0	±0.0%
Work-related absences	284	585	+106.0%

KEMPER has installed a central office within the business for occupational safety. In addition, the HR department, line managers, and the works council are committed to safeguarding the health of employees. The Occupational Safety Committee sets key objectives and measures on a quarterly basis. As well as the occupational safety officer, the committee comprises senior management, factory managers, department heads, maintenance, the works doctor, and the works council. Other experts are called in whenever as required. By involving senior management and the works council, the committee's capacity for decision-making is ensured. An occupational health and safety management system in accordance with ISO 45001 is currently being set up. This is scheduled to be completed and certified in 2025.

KEMPER also has preventive measures to protect the health of its employees. Various offerings, such as running groups, e-bike leasing, and aqua fitness courses, are organised for the employees. The holistic health package also includes occupational integration management as well as vaccination opportunities for employees. Employees in production and administration benefit from ergonomic workplace design with height-adjustable desks, user-optimised computer screen positioning and assistive equipment such as lifting aids. EAP-Assist's free services provide employees with quick access to specialist doctors.

Pay, collective bargaining, and working hours

Material impacts, opportunities, and risks

Aspect	Category	Short-term	Medium-term	Long-term
Collective bargaining coverage	Positive impact	X	X	X
Through the collective bargaining coverage provided by the sectoral collective agreement for the metal and electronics industry in North Rhine-Westphalia, employees enjoy favourable employment conditions with a high level of pay.				
Collective bargaining coverage	Opportunity			X
With collective bargaining coverage generally on the decline, there is an opportunity to gain a competitive advantage in the applicant market for recruiting specialists.				
Adequate pay	Positive impact	X	X	X
Through works agreements and event-related regulations, employees receive special payments above the collective scale.				
Working hours	Positive impact	X	X	X
Under the collective bargaining coverage, employees covered by collective agreements have a standard working week of 35 hours.				

Aspect	Category	Short-term	Medium-term	Long-term
Working hours	Positive impact	X	X	X

Through comprehensive working time accounts and flexitime systems in administrative areas, employees are able to organise their working hours flexibly.

Working hours	Risk		X	X

Due to a declining willingness among employees to take on shift work and overtime, there is a risk that a flexible shift system cannot be maintained.

Work-life balance	Positive impact	X	X	X

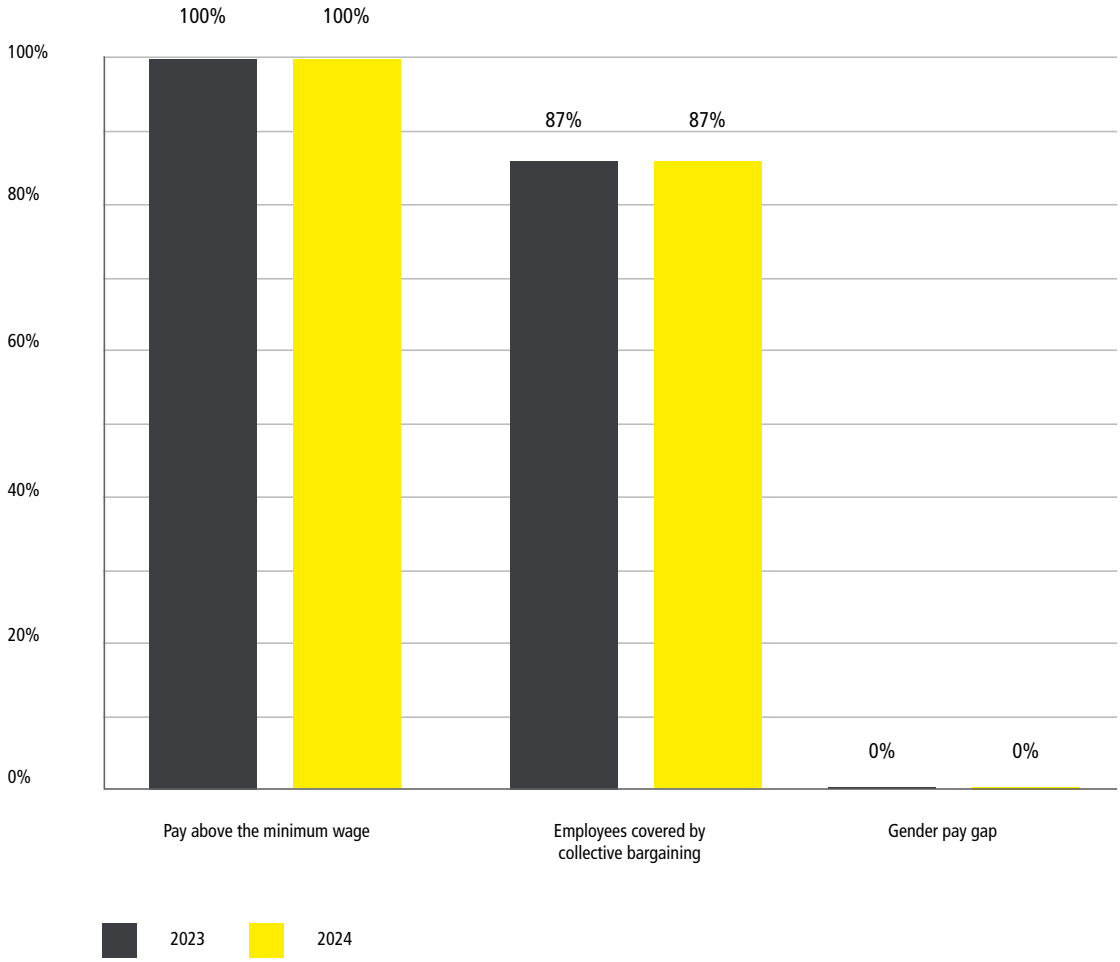
Through the option to defer pay for the supplemental collective pay, eligible parents, carergivers, and shift workers can convert parts of their salary into days off.

Work-life balance	Positive impact	X	X	X

Under a home-working policy, employees can choose where they work, provided this is compatible with their role.

Collective bargaining coverage and benefits

KEMPER is a collective bargaining member of the employers' association for the Olpe region.This means the company is committed to fair pay for its employees. It is guaranteed that all employees receive a wage significantly above the statutory minimum wage. Employees' pay is based on the framework collective pay agreement. Employees are grouped by job profile in the corresponding collective pay scale and paid with reference to the pay rates set out by the collective bargaining parties. This ensures that the same pay is paid for the same work or work of equal value. KEMPER thereby guarantees that there is no pay gap between male and female employees. To calculate the gender pay gap, comparison groups were formed based on the pay groups defined in the collective agreement. The gender pay gap figure reflects the mean value across the comparison groups, weighted by the number of employees. Where data protection provisions prevent the calculation of the comparative remuneration, corresponding pay groups are excluded from the calculation. In 2024, the mean gender pay gap stood at -0.1 per cent, demonstrating that KEMPER's remuneration practices are gender-neutral and fair.



As well as their basic pay, employees receive a performance bonus of 10 per cent. In addition, KEMPER pays a Christmas bonus, holiday pay, the supplemental collective pay (T-ZUG), the transformation bonus (T-Geld), and other company bonuses, such as loyalty and anniversary bonuses in accordance with the corresponding works agreement. In 2024, 87 per cent of employees were once again covered by collective agreements. The remaining 13 per cent are employees not covered by collective bargaining. Remuneration for employees not covered by collective bargaining is made up of a base salary and a variable remuneration portion. While the variable remuneration for field sales staff is based on a commission model, the variable remuneration for other employee groups is measured against target agreements and business results. Individual performance targets are defined at the beginning of the year in such cases.

In addition to the basic pay, KEMPER offers its employees additional incentive schemes and benefits. For example, staff can use a company pension scheme and get special offers for bicycle leasing.

Employees also benefit from corporate benefits schemes and other offerings, such as free workwear.

Through the company's suggestion scheme, employees receive additional incentives for making improvements at KEMPER. Employees have the opportunity to put forward suggestions for improvement outside their core area of activity. The optimisation projects submitted are assessed by a special committee. Each suggestion for improvement that is submitted is honoured with a flat rate payment of ten euros net. Any bonus on top of that is based on the potential saving and optimisation potential of the submitted initiative for the company and are always paid as "gross for net". It has already been possible to identify numerous projects for cost reductions within the company through this company suggestion scheme.

Working hours

KEMPER endeavours to offer its employees attractive working time arrangements that are in line with operational requirements. In fact, the majority of employees work a full-time model of 35 hours. This policy enables a healthy work-life balance and promotes employee satisfaction. Employees also have the option to work part-time. KEMPER offers the collective bargaining option of reduced full-time hours, which can be taken up over a period of 6 to 24 months.

Flexible working time accounts are available to all employees covered by collective bargaining. Under a works agreement, a guaranteed reduction in working hours is provided for, which means more free time. In the administrative department, a flexitime scheme is also offered, allowing staff to organise their working hours flexibly. There are also provisions for mobile working so a certain part of the monthly working hours can be worked outside of the business premises.

Training and development

Material impacts, opportunities, and risks

Aspect	Category	Short-term	Medium-term	Long-term
Training courses and skills development	Positive impact	X	X	X
Through a wide range of internal and external training programmes, specialists and managers are trained and developed to meet the demands of their roles.				
Training courses and skills development	Positive impact	X	X	X
Through comprehensive training in industrial and commercial sectors, young people from the region are provided with a wide range of career opportunities.				
Training courses and skills development	Opportunity		X	X
Through targeted qualifications in the areas of artificial intelligence digitalisation, and new technologies, there is an opportunity to improve internal efficiency and enter new business units.				

Ensuring technical and interdisciplinary expertise

The KEMPER motto "Making Progress" also focuses on the continuous development of employees. Only through excellence can innovation be driven forward and new standards be set in the market. In doing so, KEMPER aims above all to prepare employees for the transformation, including all legal, technological, and customer-specific requirements. Therefore, from a technical perspective, employees must always be at the cutting edge of technological development. This is ensured by the training on offer. Regarding managers, it is also essential to strengthen interdisciplinary and social skills.

To this end, KEMPER implemented a wide range of internal and external qualification measures in 2024. Across all employees, the average number of hours spent on annual training was 9.6 hours, excluding instruction sessions. That was 0.4 hours less than a year earlier. While female employees attended an average of 9.0 hours of further training in 2024, male employees attended 9.7 hours. The difference is attributable to the high proportion of men in the fields of Product Management as well as Project Development & Engineering, which require extensive further training.

The training portfolio is divided into technical and management training. While job-related qualifications are tailored to specific job profiles, interdisciplinary training is available to every employee when needed.

Employees can then also take advantage of project-related workshops. This is primarily the case when new systems are introduced. In its qualification efforts, KEMPER also observes statutory obligations governing further training and instruction. For example, fire safety assistant training drills are carried out on a regular basis.

Average annual further training hours per employee

KEMPER has set up a holistic management staff programme for over 100 employees. The aim is to improve management skills and develop a common leadership culture based on KEMPER's values. The programme runs for several years and cover various modules.

Internal further training process – CPD

KEMPER has implemented permanent processes to determine training needs, carry out further training and check the effectiveness of the measures. Primarily our senior management, the HR department and department heads are involved as the responsible offices. The HR department initiates an annual needs assessment within the specialist departments. Department heads identify qualification options in consultation with the employees. These are reported back to the HR department via a training matrix. This is where the department heads specify the concrete further training measures, training objectives, costs, and dates. The HR department submits this overview to senior management. Approval for the measures is communicated to the department heads by senior management via the HR department. The department heads are then responsible for preparing and holding the agreed training. Once further training is completed, the department management conducts an effectiveness review. The quality management officer and occupational safety officer take on subject-related responsibilities in the further training process. This relates to the preparation, delivery, and monitoring of training in accordance with statutory regulations and management system requirements.

Apprenticeships at the company

KEMPER regards in-company vocational training as a fundamental element of the qualification measures within the company. High-quality apprenticeships that are above all fit for the future therefore have high importance at KEMPER. Apprenticeships and work-study programmes in technical and commercial fields are offered every year. In 2024, KEMPER employed 34 apprentices and an additional 10 work-study students. To ensure a high standard of training, KEMPER continually invests in infrastructure and equipment. Tablets with specialised learning software are available for factory-based lessons. Apprentices can deepen and consolidate their knowledge using a digital learning platform.

	2023	2024
Apprentices	36	34
Work-study students	13	10
Total	**49**	**44**

Training and development partnerships

In order to realise the various training and development measures, KEMPER works with established long-term partners. In the field of technical vocational training, the company works with a local training workshop. For work-study courses, focus-based partnerships have been established with various universities. For example, the Building Technology business unit works with the South Westphalia University of Applied Sciences and the FH Münster, which offers a degree in building services engineering. While the University of Siegen is used for mechanical engineering and electronics subjects, there is a partnership with the University of Applied Sciences for Business (FHDW) in Bergisch Gladbach for business administration subjects. KEMPER also works with various external providers and experts for further training purposes.

Human rights

KEMPER's commitment

KEMPER is committed to respecting and protecting human rights and ensuring accountability across the supply chain. The company respects internationally recognised human rights and is dedicated to ensuring that no human rights violations are committed within the scope of our business activities. KEMPER complies with all relevant laws and applies national regulations in all our global operations. This includes, in particular, respect for the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. Our actions are always in line with these very fundamental principles and rights.

To this end, KEMPER has drawn up a code of conduct and a policy statement on the protection of human rights. This code of conduct contains the essential rules and principles of conduct for all employees. In our policy statement, KEMPER reaffirms its commitment to complying with human rights and environmental due diligence obligations. This statement is a key part of the corporate philosophy and underscores the commitment to responsible and sustainable business practices. KEMPER expects its suppliers and business partners to uphold the same high standards.

The code of conduct covers a wide range of sustainability issues in the environmental, social, and governance factors. This covers issues such as child labour, forced labour, human trafficking, and discrimination. Aspects relating to occupational safety and provisions on health and safety are not covered by the code of conduct. These are set out in detail in the policies and guidelines of the occupational health and safety management system. Overall, the code of conduct covers the following areas:

Environmental

Environment

Social

Human rights

Conflict minerals / metals

Anti-discrimination

Forced labour and child labour

Freedom of association

Anti-slavery

Governance

Conflicts of interest

Confidentiality

Protection of corporate values

Anti-corruption

Donations/sponsorship

Information integrity

Dealing with business partners

Data protection

KEMPER also strives to make a positive contribution to the protection of human rights in its collaboration with suppliers and business partners. For example, the company obliges supplying contractual partners to comply with legal and ethical requirements. In this context, KEMPER has created a Supplier Code of Conduct. This bans suppliers from participating in actions that violate human rights. The ban also relates to all the different forms of slavery, forced labour, and child labour. Furthermore, KEMPER outlines the expectation that suppliers additionally commit to respecting and protecting human rights at upstream stages of the value creation chain within the supply chain.

Risk analysis and incidents

As part of its supply chain due diligence management system, KEMPER has conducted a risk analysis to assess the impact of its business activities on human rights for the first time. The aim was to identify potential risks in the supply chains and to set priorities for the elimination of human rights issues. The declared objective, based on the findings of this risk analysis, is to implement measures that minimise potential risks, to align management processes accordingly, and to engage and raise awareness among our employees, business partners, and suppliers on the topic of human rights.

At KEMPER, there are no incidents relating to child labour, forced labour, human trafficking, discrimination, or other human rights violations within its own workforce. Similarly, there are no known incidents involving workers in the value creation chain, affected communities, or consumers and end-users. Consequently, no corrective measures need to be implemented at present.

Complaints procedure

KEMPER has set up a reporting channel through which complaints and information regarding human rights and environmental violations can be submitted. This channel is available to employees and all other persons, regardless of the nature of their contractual or business relationship with KEMPER. Reports can be submitted by email or via a digital whistleblowing portal on the company website.

Reports can be submitted either anonymously or by name. If whistleblowers choose to report anonymously, receipt of the note will be confirmed and the findings will be communicated once the investigation has been completed. KEMPER nevertheless accepts anonymous reports and follows them up in accordance with its obligations. Incoming messages are handled confidentially by an ombudsman. The ombudsman is legally bound by confidentiality and may not disclose any information to third parties without consent.

Governance

Compliance, anti-corruption and anti-bribery

Responsibilities in compliance management

KEMPER attaches great importance to compliance with legal, policy-specific, and voluntary requirements such that compliance has been identified as a strategic field of action for the future. The requirements of every interested party must be fulfilled as well as possible and to ensure product-related compliance.

In 2024, KEMPER introduced a comprehensive compliance management system designed to ensure adherence to legal and ethical requirements within the company and throughout the entire supply chain. This new system comprises several key components, all of which are designed to promote transparency and accountability. A central component of the compliance management system is the KEMPER codes: Code of Conduct, Supplier Code of Conduct, and Employee Code of Conduct.

Senior management has overall responsibility for compliance with all requirements. They delegate tasks and if appropriate, give subordinate responsibilities to individual business units so that product requirements in particular are ensured by the relevant specialist areas. In addition, KEMPER has appointed a permanent legal counsel as Compliance Officer.

KEMPER has already implemented a series of measures to achieve its self-defined compliance objectives. The company maintains a central collection of legislation and specific registers of legislation within each business division. Compliance management also includes checking the legal aspect of contracts and agreements before they are concluded. After contract conclusion, the entire process is documented in an archive for contracts and agreements for reasons of sustainability. This is the responsibility of the company's legal counsel. KEMPER conducts employee training on conduct that complies with laws and guidelines. These aim to ensure employees are made aware of the fundamental topic and receive practical help to implement compliance in their everyday work.

The senior management of KEMPER attaches great importance to compliance with these legal and ethical specifications. It emphasises that a strong compliance management system not only helps to identify and prevent legal risks at an early stage but also strengthens the trust of customers, partners, and the public in the company. Through these measures, KEMPER underscores its commitment to integrity and responsible conduct at all levels of the company.

KEMPER does not operate in the sectors of controversial weapons, tobacco cultivation and production, fossil fuels, or the manufacture of pesticides, and other agrochemical products. Furthermore, pursuant to Article 12(1) and Article 12(2) of Delegated Regulation (EU) 2020/1818, KEMPER is not excluded from EU climate transition benchmarks or Paris-aligned EU benchmarks.

Confirmed cases of corruption in the company

Legal proceedings in connection with corruption

Fines and sanctions related to compliance

Anti-corruption and anti-bribery

KEMPER expressly prohibits business practices involving bribery and the offering of undue advantages, and requires its business partners to compete fairly. KEMPER prohibits the acceptance or offering of personal benefits that could influence impartial decision-making.

Employees and business partners are required to report any inappropriate behaviour that could influence fair and objective decision-making through the offering of benefits directly to our senior management or to our Compliance Officer. In 2024, there were once again no convictions or fines for KEMPER relating to corruption or bribery.

Data protection

Technical and organisational protection of personal data

Organisation within the company

The protection of personal data is of high importance to KEMPER; consequently, data protection forms a fundamental legal aspect within the company. Every person whose personal data is processed in a company context should be guaranteed the greatest possible protection. This applies to employees, business partners and external visitors to the website. KEMPER undertakes to comply with the requirements of the relevant data protection laws, in particular the General Data Protection Regulation. This fulfilment of the obligations is ensured by a data protection management system. The appointed data protection officer is responsible for looking after the management system and has overall responsibility for data protection.

KEMPER undertakes to fulfil the principles of data protection such as the principle of lawfulness. Personal data is only processed if the relevant permission exists. For this reason, consent to data processing is obtained from the data subject, for example. Furthermore, the company keeps a record of processing activities in accordance with Art. 30 of the GDPR, which was consolidated into a procedures register in 2023. If there is a risk that a data processing operation could pose a high risk to data subjects, the relevant specialist department carries out a data protection impact assessment with the assistance of the data protection officer prior to the system being implemented. KEMPER describes all of the underlying data protection aspects transparently in the privacy policy on the company website. The data protection officer ensures compliance with data protection regulations by using process-related audits.

KEMPER Privacy guidelines and KEMPER Data protection manual

The central documents for protecting personal data at KEMPER are the Privacy guidelines and the Data protection manual. These set out the organisation of data protection, the aims of data protection, and all rights and duties concerning data protection within the company. The manual in particular gives every employee a guide to handling personal data in their daily work. Furthermore, the guidelines document the company's intentions to comply with data protection regulations and safeguard the data subject's informational self-determination. To this end, the data protection framework also includes a voluntary commitment from the senior management. In terms of content, the documents cover all the aspects relevant to the subject matter from general definitions of terms and the rights of the data subject to practical advice on how to run training sessions, mobile working, and data protection mechanisms.

Training and raising employee awareness

In order to be able to ensure the practical implementation of data protection in daily work, awareness of the subject matter must be raised amongst the workforce and underpinned through specific training sessions. For example, a compact flyer on the subject of data protection was drawn up, which every employee is given when they are hired. This flyer provides information on conduct that complies with data protection regulations and serves as an initial brief instruction. The document was designed together with the Foundation for Data Protection (*Stiftung Datenschutz*).

Employees who have a computer workstation and regularly use it to process personal data additionally receive regular training. The company uses various formats such as in-person events, webinars, and virtual training sessions to carry out this employee training. Webinar participation in 2024 was 84.3 per cent.

The company's governing bodies

KEMPER is managed by its senior management. It is responsible for the strategic further training and development of the company and steers the company's activities. KEMPER has appointed three members of senior management to head up the Central Services, Casting and Building Technology, and Rolled Products divisions. All three members of the management team are male. Accordingly, the gender diversity rate among senior management stands at 0.

In addition, KEMPER has set up an advisory board. The advisory board acts as a supervisory and advisory body to the senior management. Quarterly advisory board meetings are held between the senior management and the advisory board. The advisory board also monitors the senior management's progress towards achieving its objectives. This takes place within the framework of an annual meeting for the definition and achievement of objectives. Senior management's annual objectives are already broken down into financial and non-financial targets. The advisory board consists of a total of four people. The body is currently composed of three men and one woman. Ms Tessa Bertram acts as chair of the advisory board. This means the gender diversity rate within the advisory board is 0.33.

Overview of disclosure requirements

	B1 - Basis for preparation	B2 – Practices, strategies, and initiatives for a more sustainable economy	B3 – Energy and greenhouse gas emissions	B4 – Pollution of air, water, and soil	B5 – Biodiversity	B6 – Water
1.1 Basis for preparation	X					
1.2 Company history						
1.3 Business model						
1.4 Sustainability strategy						
1.5 Stakeholders and interest groups						
1.6 Double materiality assessment						
1.7 Risk management and internal control mechanisms						
1.8 Transition to a sustainable economy		X				
2.1 Energy and greenhouse gas emissions			X			
2.2 Greenhouse gas reduction targets and climate change						
2.3 Environmental pollution – air, water, and soil				X		
2.4 Biodiversity					X	
2.5 Water resources						X
2.6 Resource use, the circular economy, and waste						
2.7 Climate risks						
3.1 General characteristics of the workforce						
3.2 Health and safety						
3.3 Pay, collective bargaining, and working hours						
3.4 Training and development						
3.5 Human rights						
4.1 Compliance, anti-corruption, and anti-bribery						
4.2 Data protection						
4.3 The company's governing bodies						

B7 – Resource use, circular economy, and waste management	B8 – Workforce – General characteristics	B9 – Workforce – Health and safety	B10 – Workforce – Pay, collective bargaining, and training	B11 – Convictions and fines for corruption and bribery	C1 – Strategy: Business model and sustainability – Related initiatives	C2 – Practices, strategies, and initiatives for a more sustainable economy	C3 – Greenhouse gas reduction targets and climate change	C4 – Climate risks	C5 – Additional (general) characteristics of the workforce	C6 – Own workforce – Human rights policy and procedures	C7 – Severe human rights violations	C8 – Revenue from specific sectors and EU reference benchmarks	C9 – Gender diversity within the governing bodies
					X								
					X								
						X							
							X						
X													
								X					
	X								X				
		X											
			X										
			X										
										X	X		
				X								X	
													X

KEMPER

DRIVING PROGRESS

Gebr. Kemper GmbH + Co. KG
Harkortstraße 5
57462 Olpe

Tel. +49 2761 891-0
info@kemper-group.com
www.kemper-group.com