SUSTAINABILITY MAGAZINE 2023/24



KSB

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FOREWORD



CEO Dr. Stephan Timmermann

Liebe Leserinnen und Leser,

The principle of sustainability is deeply rooted at KSB and represents one pillar of our corporate strategy. This important topic is an indispensable part of our business activities. We view sustainable living and working as a continuous process which is embedded in our daily interactions. This applies not only to our colleagues in production facilities, sales offices and administration, but also to our customers, suppliers and business partners.

By signing the UN Global Compact in 2010, we committed ourselves to aligning our business activities with ten universal principles. KSB supports the 17 Sustainable Development Goals of the United Nations. That is why our company defined nine global sustainability goals in 2019 which are based on these Sustainable Development Goals. We want to achieve these individual goals by 2025 at the latest.

Many of the targets are in some way connected to water. Our pumps, valves and services perform essential tasks including supplying people with clean drinking water, protecting ecosystems and conserving valuable resources. These are just some of the sustainability activities covered in this magazine – and it is with great pleasure that I invite you to read on and discover more.

Enjoy the experience!

Yours,

Dr. Stephan Timmermann



The 17 Sustainable Development Goals of the United Nations are aimed at combining economic progress with social justice and environmental protection.

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KSB PROFILE

The 2023 Financial Year

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Order intake

€ 2,960 million

Sales revenue

€ 2,819 million

Employees

16,038

(31 December 2023)

EBIT

€ 223.9 million

Earnings before finance income / expense and income tax

Company profile

KSB is a leading supplier of pumps, valves and related support services. Its reliable, high-efficiency products are used in applications wherever fluids need to be transported, controlled or shut off, covering everything from building services, industry, chemicals and petrochemicals, water transport and waste water treatment, power plant processes and mining. Founded in 1871, the company has a presence on all continents with its own sales and marketing organisations and manufacturing facilities. Around the globe, service centres and some 3,500 service specialists are on hand to provide local inspection, servicing, maintenance and repair services under the KSB SupremeServ brand. KSB's success is based on continuous innovation that is the fruit of the company's research and development activities.

The 2023 financial year in 110 seconds

https://www.ksb.com/online-report/2023/110seconds.html

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WATER IS LIFE

Water is not just essential for sustaining human life. It is the habitat of numerous plants and animals. And it is a vital resource capable of providing clean energy. Sustainable water use is therefore a key challenge for the future.

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WATER FOR EVERYONE

Clean drinking water is recognised as a human right. Yet more than two billion children, women and men lack access to it in many parts of today's world. The availability of water must be ensured for everyone.

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PROTECT WATER

Wherever water is used, it must subsequently be cleaned. Only then can it be returned to the natural water cycle without polluting the environment. It is estimated that today only around 60 percent of waste water from households is recycled.

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REUSE WATER

Plants only absorb a fraction of the water used by agriculture. Intelligent water management allows this precious resource to be collected and reused.

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PROTECTION FROM WATER

Stormwater and flooding – water can also cause enormous damage. Climate change is making these extreme events more likely. Modern technology can mitigate the consequences of natural disasters.

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THE WATER CYCLE

KSB offers reliable and efficient products, solutions and technical expertise for drinking water, waste water, water reuse and flood control – around the globe.



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OUR NINE GOALS

In 2019, KSB set itself nine binding sustainability goals which the company aims to achieve by 2025 at the latest.

We reduce CO_2 emissions from our production sites

by 30 %.

Status in 2023 23.1 %

KSB water pumps save an annual

850,000

Status in 2023 814,000 tonnes of CO_2.

Women make up at least

20 %

of management staff.

Status in 2023 14 %

We assess the sustainability performance of

90 %

Status in 2023 68 %

of our key suppliers.

We are involved in

25

Status in 2023 44

social projects.

KSB rates the eco-balance of

more than half

Status in 2023 67 %

the newly developed products.

We increase the annual number of hours devoted to professional development per employee to

30

Status in 2023 21

hours.

The employee satisfaction index is

80 %.

Status in 2022 65 %

The number of working days lost due to occupational accidents is reduced to fewer than

0.3

Status in 2023 0.36

days per employee per year.

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ENVIRONMENT

As a manufacturing company, KSB takes care to use natural resources responsibly. The company is striving to reduce the consumption of energy and raw materials as far as possible. KSB aims to ensure that the materials used in its products are highly recyclable.

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FEWER EMISSIONS

By 2025 at the latest, KSB aims to reduce carbon dioxide emissions from its factories by at least 30 percent, compared with 2018 levels. To this end, the company is investing in new technologies at its locations worldwide.

⟶ Read more

KSB manufactures and assembles its products in more than 25 countries. The company's factories account for the largest share of its energy consumption. KSB is therefore focusing on reducing CO_2 emissions in these production facilities. Renewable energy already accounted for over 50 percent of the Group's overall electricity consumption. In order to further reduce emissions of climate-critical greenhouse gases, the company is investing worldwide in energy-saving measures and environmentally friendly construction projects.

The largest single project is the construction of a new, highly efficient heating station at the Group's largest location in Frankenthal, which was completed in 2023. It represents an investment of around 15 million euros. The new heating station will significantly increase the proportion of renewable heat from biomass at the Frankenthal factory. For example, KSB utilises packaging material made of wood, which is generated in abundance at the site. The projected annual energy savings will total some 3,700,000 kilowatt hours – equivalent to around 900 tonnes of carbon dioxide.



"An important contribution to mitigating climate change"

Daniel Geiger, project manager for the construction of the new heating station

"With the new heating station, we are making a significant contribution to mitigating climate change," says Daniel Geiger. As project manager, he ensured that the mammoth project was completed in just 18 months. "Reducing CO_2 emissions is important for future generations."

Covering an area of around 1,500 square metres, the heating station supplies the entire KSB site with heat. The system comprises two solid fuel and two gas boilers, as well as a buffer storage tank. Photovoltaic modules have been installed on the roof of the building. This allows the new heating station to further reduce KSB's CO_2 footprint.

The modern and highly efficient new heating station enables energy savings of 3,700,000 kilowatt hours per year at KSB's Frankenthal site. That corresponds to 900 tonnes of CO_2.



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ENTERING THE CIRCULAR ECONOMY

KSB is seeking to improve the sustainablity of its production on many levels. A significant contributing factor is the increased use of recycled raw materials.

From waste to value generation: Establishing a circular economy in which products can be easily repaired and recycled is a sustainability goal for KSB. This approach to business minimises environmental impact while increasing efficiency and making KSB less dependent on raw materials and market fluctuations.

The purchase of pre-products plays an important role here: “KSB has little influence on what happens to our products at the end of their life, even if they are recycled to a good standard,” says Daniel Gontermann, Head of Technical Product Management in Frankenthal. “But when it comes to pre-products, we have leverage. Here we can take the materials’ history into account.”

KSB has therefore sought to achieve transparency for selected products with the help of the MCI (Material Circularity Indicator). This indicator supports companies in measuring and evaluating their progress in implementing circular economy principles. The highest MCI value is 1. In this case, all of a product’s materials are integrated into the circular economy at the end of their life cycle.

“Our goal is to improve the MCI of five of our products by 20 percent by the end of 2024,” explains Daniel Gontermann. The MCI can be increased in many different ways. Daniel Gontermann names a few: “Using as few unrecycled raw materials as possible, reducing waste in our own production, and increasing the longevity of our products. Designing for repairability also plays an important role – i.e. designing products so that they can be easily repaired and reused.

It is important to implement all of these measures effectively, emphasises Daniel Gontermann. “But we must not neglect other important issues such as the durability and performance of our products.” Ultimately, the decisive factor is not some indicator, but benefits for customers and society as a whole.



Conserving resources: Daniel Gontermann ensures that KSB products are as well integrated as possible into the circular economy.

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ACHIEVING SUCCESS TOGETHER

Effective and motivated employees are the foundation for KSB's success performance. The company places particular emphasis on team spirit, because the challenges of the future are best tackled together.

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IT'S THE MIX THAT MATTERS

A company's culture is created by its people. And every person brings a unique mindset, experience, perspective, culture and way of life to the table. KSB values this diversity.

Currently, only 16 percent of the more than 15,000 KSB employees worldwide are female. The company is keen to correct this imbalance – especially at management level – in order to benefit from the female perspective and approach to problem-solving. KSB's goal is to have at least 20 percent of management positions filled by women by the year 2025. At the moment, women account for just 15 percent of KSB managers worldwide.

KSB's Moroccan subsidiary is one step ahead in this regard. Already, some 30 percent of its workforce and one in three of its managers are female. "The high proportion of women on our team reflects our commitment to an inclusive work environment," says Imane el Ouatili, who is responsible for sustainability issues at KSB Morocco. "We value talent and expertise, regardless of gender."

Gender equality at all levels of the company promotes creativity and efficiency. For Imane el Ouatili, diversity, inclusion and gender equality are the drivers of growth and innovation. This approach enables KSB to contribute to a more sustainable and inclusive future.

→ JOBS AT KSB



"Diversity, inclusion and gender equality are the drivers of growth and innovation."

Imane el Ouatili
from KSB Morocco

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HAVE FUN TOGETHER, EXPERIENCE SUCCESS TOGETHER

Employees around the world are committed to working together to find the best solutions for KSB's customers. But even after work, the team still matters. The motto: Let the games begin!



KSB has been supporting a charitable organisation in France for many years. Employees meet up for a fun and active weekend to celebrate this commitment.



Having fun at the global KSB SupremeServ service experts' event in the USA



True team spirit: More than 120 KSB employees take part in a corporate running challenge in Germany.



Brazilian employees take part in a sports day with their families. Gymnastics, running and Zumba are on the agenda.



Ready to roll: More than 600 employees in Germany use the company bicycle leasing scheme introduced at KSB in summer 2023 for journeys to work and in their free time.

→ INTERESTED IN THE TEAM?

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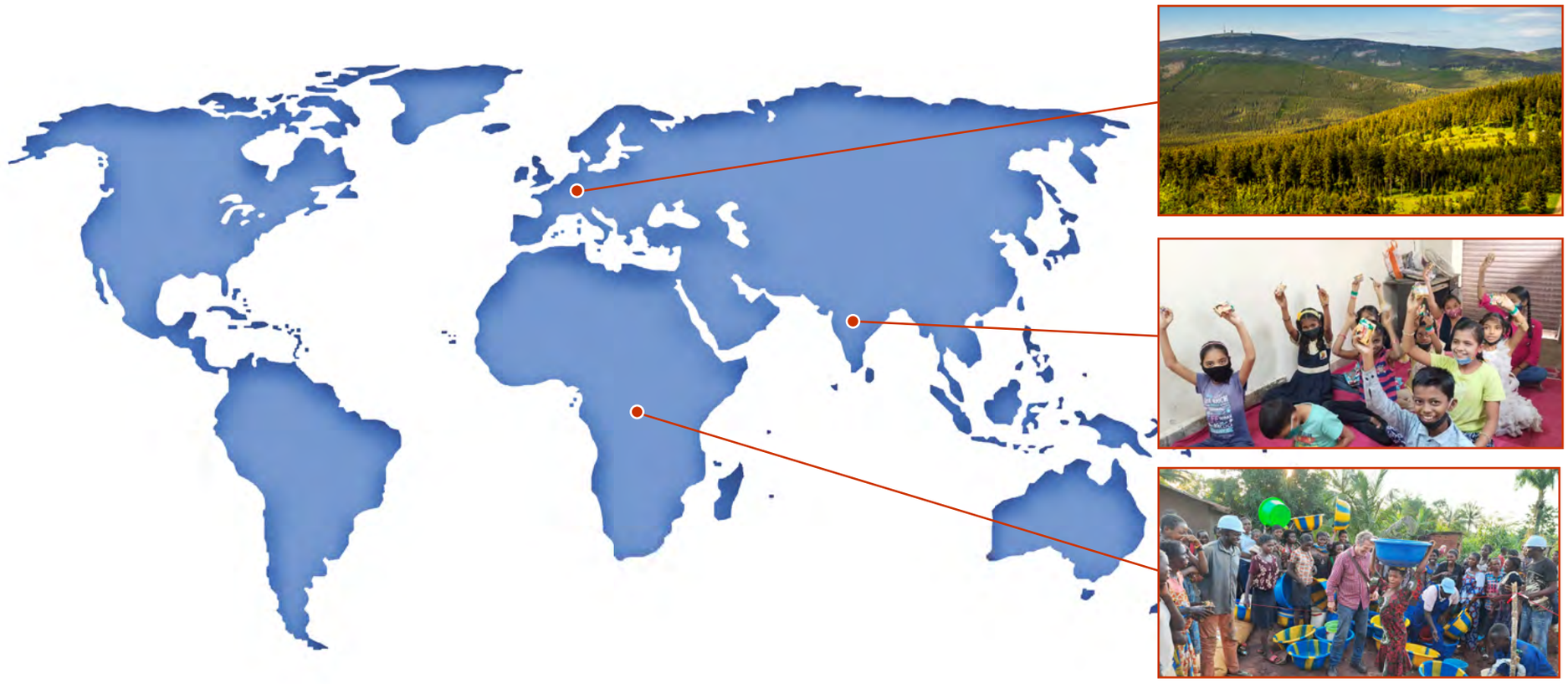
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ACTING RESPONSIBLY

KSB is committed to social causes. The company supports social and ecological projects around the world which seek to improve people's lives and prospects for the future.

Guaranteeing education, ensuring the availability of clean drinking water and protecting the environment – these are some of the focal points of KSB's social commitment.



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ENABLING OPPORTUNITY

Knowledge is the foundation of personal development and success. KSB's commitment to social issues therefore includes supporting numerous educational projects worldwide. → Read more

Millions of children and young people worldwide do not attend school, or have only limited access to educational facilities. As a result, they lack opportunity and future prospects. Ensuring the availability of high-quality education for everyone should therefore be a top priority.

Children and young people in rural regions of developing countries are particularly badly affected, as these areas often lack even basic educational provision. The key problem driving this trend is poverty: Parents cannot afford school fees or educational materials such as books. In addition, children often have to contribute to the family's livelihood by working.

KSB supports around 100 charitable projects and measures worldwide, many of which promote the education of young people. In India, for example, KSB has demonstrated strong commitment to charitable organisations and institutions in the vicinity of the company's locations for many years. One focus is on educational projects, for example to improve the living conditions of women and children in schools and social institutions.

KSB Limited in India, for example, covers the annual costs for two community education centres with around 100 pupils. This includes rent for the classrooms, learning materials such as books and writing tools for the pupils, the electricity bills and the teachers' salaries.



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BUILDING WELLS

Securing the availability of clean drinking water is one of the United Nations' Sustainable Development Goals. As a pump manufacturer, KSB supports water projects worldwide with materials donations and know-how. One example can be found in the Congo. ⟶ Read more

KSB donated two submersible borehole pumps for a Congolese well project run by the German "Keep Smiling" charity. Serving as test pumps for well drilling, their uses include testing the yields of potential well sites and creating measurement records. The energy required by the pumps is generated by solar modules. Together with its local partner, the Budikadidi organisation, Keep Smiling initially drilled wells in Tshikapa in the Kasaï region in the south-west of the country.

Keep Smiling has numerous supporters who make financial contributions to and work on the association's projects. One of them is KSB employee Michael Fath, an engineer who used his technical expertise to ensure the successful commissioning of the pumps for the well project.

"For me, there was no question of whether or not to help," says Fath. "I know from experience that projects with solar-powered pumps are not easily implemented." However, the KSB engineer was able to overcome all of the technical challenges from Germany. His know-how was sent to the project team in Congo via smartphone.

Today, a single well supplies up to 5,000 people a day with five litres of drinking water. Particularly important: The inhabitants of Tshikapa can manage the water supply independently without outside help. By now, well pump measurements with KSB pumps have led to the construction of three wells. More will follow. For Michael Fath, one thing remains clear: "I will continue to support this great project!"





Help with conviction: KSB employee Michael Fath used his expertise to support a well project in the Congo.

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TREES PLANTED

The consequences of climate change are being felt throughout the Central Uplands of Germany. The Harz Mountains in northern Germany are also affected, with dead forests leaving huge gaps in the landscape. KSB employees support a reforestation initiative. ⟶ Read more





Collecting for new trees: The production team from Halle participated in a reforestation campaign in the Harz Mountains.

Long periods of heat, too little rain, storms and pests such as the bark beetle are proving a struggle for the Harz Mountains. It is impossible to overlook the many large brown areas of dead spruce trees. The region is not far from KSB's Halle location. "Many of our employees know the regrettable state of the forests from their own experience," says Andreas Ernst, Head of Motor Construction in Halle. "We have to do something about it!" Around two thirds of all spruce trees in the Harz region have already died. In total, the bare areas of the Harz forests amount to around 21,000 hectares.

A well-known local radio station has launched a fundraising campaign to collect money for tree planting. The aim is to create a climate-tolerant, hardwood-focused mixed forest.

There was no doubt that Halle's Motor Construction team wanted to get involved in the initiative – so that future generations can also enjoy healthy and green forests. The production team of around 30 people collected money for the tree-planting campaign. Enough was collected for 150 seedlings to reforest areas in the Harz Mountains.

Even small contributions can make a big difference – as the production employees in Halle proved with their donation.

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SUSTAINABLE GROWTH

Long-term economic success is only possible for companies who act responsibly. KSB is pursuing sustainable and profitable growth – in the interests of employees, shareholders, customers, suppliers and future generations.

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COMPLIANT CONDUCT

A compliance management system supports the compliant conduct of all KSB employees around the globe. Its goal is to ensure consistent adherence to all applicable laws, directives and guidelines.

⟶ Read more



Impeccable conduct is extremely important for companies. Because in business, a good reputation is crucial for economic success. The adherence of companies and their employees to relevant rules and regulations is called compliance. This is the sum of all measures taken to ensure that the day-to-day behaviour of a company and its employees conforms to applicable rules and laws and to help prevent misconduct. It also includes honouring contractual agreements and voluntary commitments.

For KSB, lawful conduct is an important and integral element of corporate social responsibility. Integrity and honest conduct is also something customers and business partners expect of the company. Compliance with legal regulations and Group-wide directives and guidelines is therefore a matter of course for KSB. Our own Code of Conduct and numerous internal rules form the basis of the company's compliance system.

KSB trains all relevant employees on anti-trust/cartel law and anti-corruption policies. For example, the company uses a global matrix of requirements to ensure that all employees with customer or supplier contacts are familiarised with these topics. Group-wide training is repeated every three years and was performed in 2022. More than 3,000 employees took part. Training needs that arise in the interim are covered on a semi-annual basis.

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SUSTAINABILITY IN THE SUPPLY CHAIN

Germany's Supply Chain Act obliges companies to monitor compliance with environmental protection and human rights not only for themselves, but also for their suppliers. Rainer Michalik explains how this works at KSB.

⟶ Read more

Mr Michalik, since 1 January 2023 KSB has had to ensure that human rights are respected by all suppliers worldwide and – if suspected infringements are reported – also by subsuppliers. How does this work in practice? Our company works with around 13,000 direct suppliers worldwide. We don't have to check every single supplier – and we wouldn't be able to – but we do use risk analysis to scrutinise critical issues in the supply chains and determine which suppliers we should approach directly. This is to avoid possible infringements. If necessary, we discuss improvement measures together.

What factors do you consider when assessing the risks?Various factors are included in our analysis. These include specific geographical locations, our many years of experience with business partners, evaluation of specific questionnaires and relevance within our supply chain. The combination of all these factors indicates which companies are subjected to closer scrutiny.

How do you rule out the possibility of KSB employees working with companies that violate human rights?KSB does not work with companies that are known to violate human rights. We sensitise our employees to the issue, for example through mandatory training. In addition, all employees are required to comply with the company's Code of Conduct, which also covers human rights.

What can an employee do in the event of a concrete suspicion? There are various contact points. We have a Human Rights Officer at KSB. Of course, employees can always speak to their line managers. We have also set up a whistleblower system. Employees of suppliers, our employees or any other stakeholder can submit complaints regarding violations anonymously in several languages.

Keeping track of the supply chain: Rainer Michalik, Head of Integrated Management at KSB, has a strong focus on sustainability in the supply chain.



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