KONRAD
Armaturentechnik

# SUSTAINABILITY REPORT

**KONRAD Armaturentechnik GmbH**

Voluntary reporting under the VSME standard

# 2025

**Quality.**
Out of tradition and conviction.

KONRAD
Armaturentechnik

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# 1 Foreword by the Managing Director

Dear Readers,

Preparing a sustainability report in accordance with the VSME standard is no small undertaking for a medium-sized engineering company of our size. It takes time and resources.

**Why are we doing it anyway?**

Because we want to show where KONRAD Armaturentechnik GmbH can truly make a difference. Of course, we pay attention to how we manufacture, how much energy we use and where we can become more sustainable. That is part of our responsibility.

**But our greatest opportunity lies elsewhere:**

What matters is not only **how** we manufacture our industrial valves, but above all **that** we make valves designed to last as long as possible.

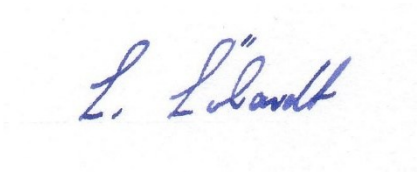
It makes a difference whether a durable KONRAD valve serves our customers for decades, or whether several valves have to be manufactured, replaced and disposed of over the same period.

**For us, the conclusion is clear: longevity is sustainability.**

This is where we can make a difference together with our customers. Investing in durable products conserves resources and avoids unnecessary replacements. The following pages describe what else we are doing to become more sustainable.

If you find this of interest, the work that went into this report will already have been worthwhile.

Bochum, 20 October 2026



Lutz Löbardt
Managing Director
KONRAD Armaturentechnik GmbH

# 2 About This Report

## 2.1 Purpose and Reporting Standard

This report aims to present the sustainability activities of KONRAD Armaturentechnik GmbH in a clear and transparent manner. Applying the VSME standard for the first time also provides a basis for recording, assessing and developing sustainability topics and the underlying data more systematically in the future.

The report was prepared at the individual company level in accordance with Option A, the Basic Module of the VSME standard, as set out in European Commission Recommendation (EU) 2025/1710. Selected voluntary disclosures have also been included where reliable data was available.

## 2.2 Reporting Period and Reporting Boundary

This sustainability report covers the **2025 financial year**, from 1 January to 31 December 2025.

Where necessary to put indicators into context or apply calculation methods, data from 2024 was also used. This applies to emission factors and individual comparative and reference values.

The report covers the activities of KONRAD Armaturentechnik GmbH at its site in Bochum. All significant business functions, including development, engineering, production, quality assurance, sales and administration, are based at this site. The report therefore covers the company's entire operating activity.

## 2.3 Methodology and Data Sources

The information and indicators presented in this report are based on internal company data and external records. These include utility bills, waste disposal records and other operational records.

Greenhouse gas emissions were calculated using consumption data available for the reporting year and recognised emission factors. The calculation follows the principles of the **Greenhouse Gas Protocol (GHG Protocol)**.

Where complete primary data was unavailable for individual topics, reasonable assumptions or estimates were made. These are explained transparently in the relevant sections.

## 2.4 Material Topics

The sustainability topics covered in this report were selected with reference to the business activities of KONRAD Armaturentechnik GmbH and the company's significant environmental, social and business impacts.

As a manufacturer that carries out a substantial proportion of production in-house, the company's key sustainability topics are particularly concentrated in the following areas:

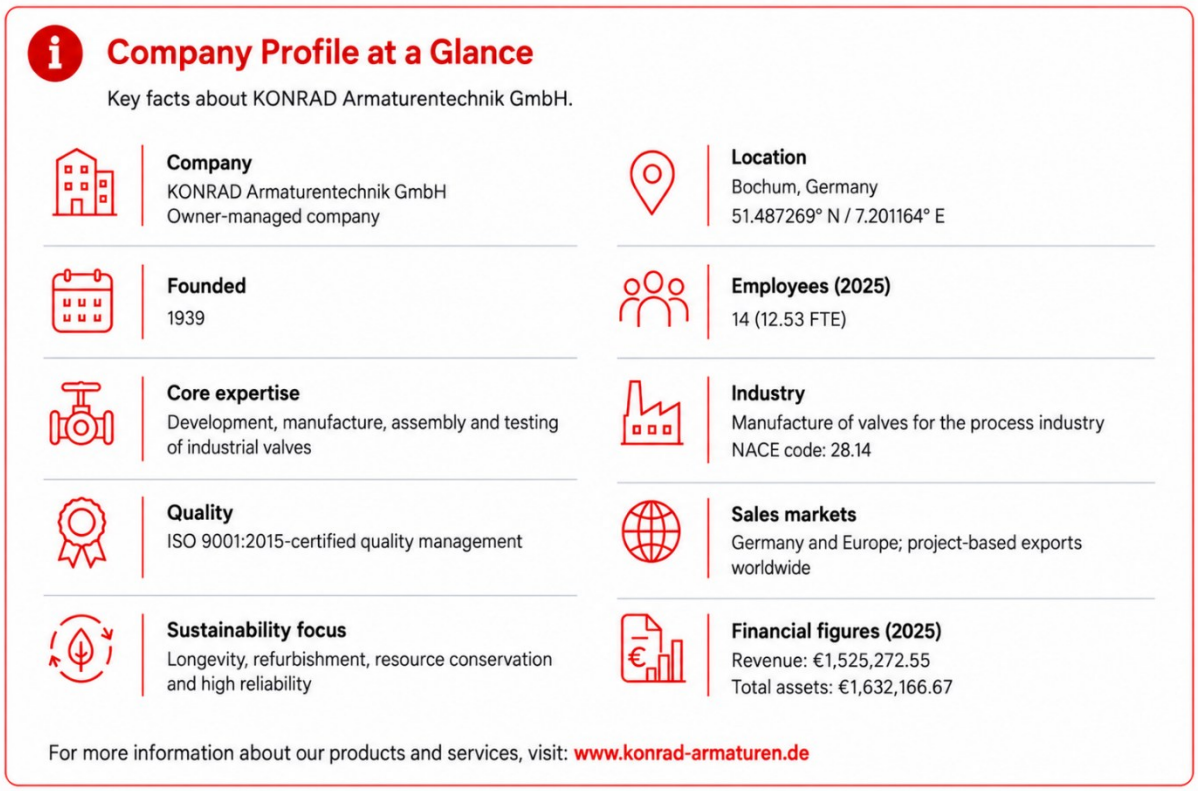
The development of long-lasting industrial valves is also particularly important. By extending product lifetimes and refurbishing existing valves, the company makes a significant contribution to conserving resources and reducing material use.

# 3 Company Profile

KONRAD Armaturentechnik GmbH is an owner-managed company based in Bochum. Since its founding in 1939 as Alfred Konrad Maschinenfabrik GmbH & Co. KG, the company has continued to develop and now specialises in the development, manufacture and refurbishment of high-quality industrial valves. Its products are sold in Germany and internationally.

As a medium-sized company, KONRAD combines many years of experience with technical expertise and close customer relationships. KONRAD manufactures customised solutions tailored to the requirements of each application. Its products are used in energy supply, the process and chemical industries, and water and district heating systems, among other sectors.

In addition to manufacturing new valves, KONRAD Armaturentechnik GmbH offers a comprehensive range of services, including the refurbishment of existing valves. The company thus supports its products throughout their life cycle and helps customers use them over the long term in an economical and resource-efficient way.




C1 Paragraph 47

# 4 Business Model and Value Creation

## 4.1 Our Business Model

KONRAD Armaturentechnik GmbH develops, manufactures and sells industrial valves for demanding applications and refurbishes existing valves. Its services range from technical advice, development and engineering through to manufacture, assembly, testing, maintenance and refurbishment.

KONRAD operates exclusively in the business-to-business market. Germany and other European countries are major sales markets, while customers around the world are supplied on a project basis. Key customer groups include plant operators and plant engineering companies in energy supply, the process and chemical industries, and water and district heating systems. Sales take place both through direct project business and through technical distributors and sales partners.

On the procurement side, KONRAD primarily relies on qualified suppliers based in the region. It purchases steel and semi-finished products, sealing materials, standard parts, and drive and gearbox components in particular. Technical suitability, dependable product quality, availability and reliable delivery are key supplier selection criteria. Long-standing and, wherever possible, regional business relationships contribute to shorter transport routes, a secure supply and consistently reliable quality throughout the supply chain.

All value-creating activities take place at the company's site in Bochum. Its high level of in-house production closely links development, manufacturing and quality assurance. This allows for short lines of communication and considerable flexibility while ensuring consistently high product quality.

## 4.2 Value Chain

KONRAD Armaturentechnik GmbH supports the entire life cycle of a valve, from initial technical advice to the refurbishment of existing products.

## 4.3 Sustainability as Part of the Business Model

The activities of KONRAD Armaturentechnik GmbH centre on long-lasting industrial valves that can be refurbished. Operational safety, reliability and a long service life are priorities from the development and engineering stages onward.

Refurbishing existing valves is an important part of the business model. Valves are dismantled, inspected and technically assessed. Serviceable components are reused, while worn parts are replaced as needed. The refurbished valves are then retested and approved for continued use.

This approach extends product life, reduces the need for new materials and prevents waste. For customers, refurbishment also offers an economical alternative to buying new valves. Metal offcuts from production are collected separately and sent for recycling. The refurbishment service and the recycling of metal offcuts thus contribute in particular to resource conservation and the circular economy.

# 5 Sustainability at KONRAD

## 5.1 Our Approach to Sustainability

Sustainability is embedded in the operations and decision-making processes of KONRAD Armaturentechnik GmbH. KONRAD considers economic, environmental and social factors with the aim of developing viable long-term solutions and acting responsibly towards employees, customers, suppliers and the environment.

The company's sustainability activities focus on four areas: products, the environment, employees and corporate governance. These areas arise directly from its business activities, provide the framework for this report and are described in the following chapters through specific measures and indicators.

## 5.2 Sustainability Practices and Areas for Development

By reporting on sustainability for the first time, KONRAD Armaturentechnik GmbH is establishing a basis for recording existing activities more systematically, showing their effects clearly and continuously improving its data. For this report, existing practices were assigned to the topics of the VSME standard. The following overview shows where practices or initiatives are already in place, whether they are publicly available and whether formal targets have been set.

**Sustainability practices – Environment**

Classification under VSME B2, paragraph 27 · Reporting year 2025

| SUSTAINABILITY TOPIC | PRACTICES / INITIATIVES | PUBLICLY AVAILABLE | TARGETS SET |
|---|---|---|---|
| Climate change | YES | YES | NO |
| Pollution | YES | NO | NO |
| Water and marine resources | NO | NO | NO |
| Biodiversity and ecosystems | NO | NO | NO |
| Circular economy | YES | NO | NO |

## Sustainability practices – Social and governance

Classification under VSME B2, paragraph 27 · Reporting year 2025

| SUSTAINABILITY TOPIC | PRACTICES / INITIATIVES | PUBLICLY AVAILABLE | TARGETS SET |
|---|---|---|---|
| Own workforce | YES | NO | NO |
| Workers in the value chain | NO | NO | NO |
| Affected communities | NO | NO | NO |
| Consumers and end-users | YES | YES | NO |
| Business conduct | YES | NO | NO |

The activities shown are predominantly specific operational practices rather than separate sustainability policies. Individual climate protection measures and product-related aspects are communicated publicly. Formal, measurable sustainability targets with defined time horizons have not yet been established.

## Examples from our business operations

**Climate change**
LED lighting · some hybrid vehicles

**Pollution**
Waste disposal processes · hazardous substances register · extraction systems in welding booths

**Circular economy**
Durable, maintainable products · refurbishment and repair

**Own workforce**
External occupational safety support · training and instruction · flexible working-time arrangements

**Consumers and end-users**
Design, manufacture and testing in accordance with standards · customised solutions

**Business conduct**
ISO 9001 · VDMA membership · long-standing business relationships

Topics not listed currently have no documented practices.

## 5.3 Sustainability in Practice: Refurbishment

Refurbishing existing industrial valves is a key element of the sustainability approach of KONRAD Armaturentechnik GmbH. Instead of replacing valves entirely, the company restores and tests them for further use. High-quality core components are retained, while worn parts are replaced as needed.

This approach can substantially extend the useful life of existing products and limit the use of new materials to what is necessary. It also avoids waste and keeps valuable materials in technical use for as long as possible. Refurbishment offers customers an economical alternative to buying new valves and helps reduce downtime.

# 6 Environment

The responsible use of natural resources is an essential part of how KONRAD Armaturentechnik GmbH operates. As a manufacturer, the company's environmental impacts arise mainly from energy and material use and from emissions and waste generated during production.

The company aims to use resources efficiently, minimise environmental impacts and comply reliably with legal requirements. Its main areas of focus are energy consumption, the associated greenhouse gas emissions, material use, the circular economy, and the responsible management of water and waste.

B3 Paragraph 29, 30

## 6.1 Energy

### 6.1.1 Importance of Energy Use

Energy is an important resource for the activities of KONRAD Armaturentechnik GmbH. It is needed primarily for production, the operation of technical equipment, lighting and heating the company's buildings. Fuel is also used for the company fleet.

Using energy efficiently helps reduce both operating costs and the greenhouse gas emissions associated with energy consumption. The company therefore aims to use energy as efficiently as possible and continually identify opportunities for savings.

### 6.1.2 Energy Consumption

The following overview shows consumption of the main energy sources in the 2025 reporting year. It is based on internal consumption records, supplier invoices and operational records.

## Total energy consumption in reporting year 2025

| Energy type | Renewable energy | Non-renewable energy | Total energy consumption |
|---|---|---|---|
| Electricity | 41.470 MWh | 0.441 MWh | **41.911 MWh** |
| Heating oil and fuels | 0.000 MWh | 250.329 MWh | **250.329 MWh** |
| **Total** | **41.470 MWh** | **250.770 MWh** | **292.240 MWh** |

Presented in accordance with VSME B3; consumption converted to megawatt-hours.
Totals may differ due to rounding.

## Energy at a glance

**292.240 MWh**
Total energy consumption

**14.2 %**
Renewable energy
41.470 MWh

**85.8 %**
Non-renewable energy
250.770 MWh

## Context

Electricity purchased for the site from renewable sources was classified as renewable energy. In the absence of specific proof of origin, electricity from public charging was conservatively classified as non-renewable; heating oil and fuels are non-renewable.

## Energy consumption by source (2025)

| Energy source | Consumption 2025 | Unit |
|---|---|---|
| Heating oil | 22,005 | l |
| Diesel | 1,825 | l |
| Petrol | 1,061 | l |
| Electricity purchased for the site | 41,470 | kWh |
| Electricity to charge plug-in hybrid vehicle | 441 | kWh |
| Acetylene | 126 | kg |
| Propane | 99 | kg |

Data sources: internal consumption records and EcoCockpit report 2025.

## Energy at a glance

**7**
Energy sources

**22,005 l**
Heating oil

**2,886 l**
Fuels (diesel and petrol)

**41,911 kWh**
Electricity purchased
Site electricity and vehicle charging

**225 kg**
Technical gases
Acetylene and propane

## Key point

Energy use at KONRAD Armaturentechnik GmbH is largely driven by heating oil used to heat the company buildings. Electricity purchased for the site is another major energy source. Fuel used by the fleet accounts for a smaller share.

## Data sources

Internal consumption records, supplier invoices and operational records.

### 6.1.3 Energy Efficiency Measures

KONRAD Armaturentechnik GmbH has already implemented various measures to improve energy efficiency. In particular, it is gradually converting its lighting to energy-efficient LED technology. Production equipment and building systems are also maintained regularly to ensure energy-efficient operation. Part of the company fleet has been converted to hybrid vehicles.

Attention is also paid to using energy consciously in day-to-day work. This includes switching off machines and lighting when they are not needed and raising employee awareness of efficient energy use.

Further measures are continually assessed for their technical and economic feasibility.

## 6.2 Greenhouse Gas Emissions

### 6.2.1 Importance of Greenhouse Gas Accounting

Recording greenhouse gas emissions enables KONRAD Armaturentechnik GmbH to present the main climate-related impacts of its operations transparently and identify opportunities for improvement. The emissions inventory provides a basis for systematically assessing sources of emissions and deriving measures to improve energy and resource efficiency.

For the 2025 reporting year, the inventory covers direct emissions from company-owned sources (Scope 1) and indirect emissions from purchased energy (Scope 2). The calculation follows the principles of the Greenhouse Gas Protocol (GHG Protocol).

Other indirect emissions along the value chain (Scope 3) were deliberately excluded from this first sustainability report. Measuring these emissions requires extensive data that the company is currently building up in stages.

### 6.2.2 Scope of the Inventory

The inventory covers all significant emission sources within the organisational boundary of KONRAD Armaturentechnik GmbH at the Bochum site.

In particular, it includes:

Scope 1 – Direct Emissions

- Heating oil used to heat company buildings
- Fuel used by the company fleet

Process gases used (acetylene and propane)

Scope 2 – Indirect Emissions

- Purchased electricity for production, administration and technical infrastructure
- Electricity purchased to charge company-owned hybrid vehicles

Emissions were calculated from consumption data recorded for the reporting year using generally recognised emission factors.

### 6.2.3 Greenhouse Gas Emissions in the Reporting Year

On a location-based basis, total greenhouse gas emissions of KONRAD Armaturentechnik GmbH amounted to 96,779.33 kg $CO_2e$ in 2025. Of this, 78,548.04 kg $CO_2e$ came from direct emissions from company-owned sources (Scope 1) and 18,231.29 kg $CO_2e$ from indirect emissions associated with purchased electricity (Scope 2). Location-based greenhouse gas intensity was 63.45 t $CO_2e$ per million euros of revenue.

On a market-based basis, total emissions were 78,739.88 kg $CO_2e$ and greenhouse gas intensity was 51.62 t $CO_2e$ per million euros of revenue. Scope 1 emissions are the same under both calculation methods. All electricity purchased for the company site is certified as renewable electricity with a contractually confirmed emission factor of 0 kg $CO_2e$/kWh and therefore generates no emissions in the market-based calculation.

The remaining market-based Scope 2 emissions of 191.84 kg $CO_2e$ arose from electricity used to charge the company plug-in hybrid vehicle, which is charged exclusively through EnBW's public charging network.

The following overview summarises location-based and market-based greenhouse gas emissions for the 2025 reporting year.

**Greenhouse gas emissions by scope (2025)** — location-based inventory

| Scope | Description | Emissions 2025 |
|---|---|---|
| Scope 1 | Direct emissions from company-owned sources | 78,548.04 kg $CO_2e$ |
| Scope 2 | Indirect emissions from purchased energy (electricity) | 18,231.29 kg $CO_2e$ |
| Scope 3 | Other indirect emissions (not quantified) | n/a |
| **Total emissions** | | **96,779.33 kg $CO_2e$** |

Data sources: EcoCockpit report 2025, electricity supply contract and consumption data.
Location-based: 41,911 kWh electricity purchased × 0.435 kg $CO_2e$/kWh.

**Key point**

The location-based inventory is dominated by Scope 1.
Direct emissions arise mainly from heating oil, fuels and technical gases.
Location-based Scope 2 covers all 41,911 kWh of electricity purchased.

On a market-based basis, 191.84 kg $CO_2e$ remain for electricity charged through EnBW's public network.

**Greenhouse gas emissions at a glance**

- **78,548.04 kg $CO_2e$** — Scope 1 · direct emissions
- **18,231.29 kg $CO_2e$** — Scope 2 · location-based, total electricity purchased
- **96,779.33 kg $CO_2e$** — Total emissions
- **6,912.81 kg $CO_2e$** — per employee, based on 14 employees
- **0.06345 kg $CO_2e$** — per euro of revenue

**Market-based supplement**

| | |
|---|---|
| Market-based Scope 2: | **191.84 kg $CO_2e$** |
| Total emissions: | **78,739.88 kg $CO_2e$** |

Site electricity: 0 kg $CO_2e$;
EnBW charging without separate proof of origin.

## 6.3 Material Use

### 6.3.1 Importance of Material Use

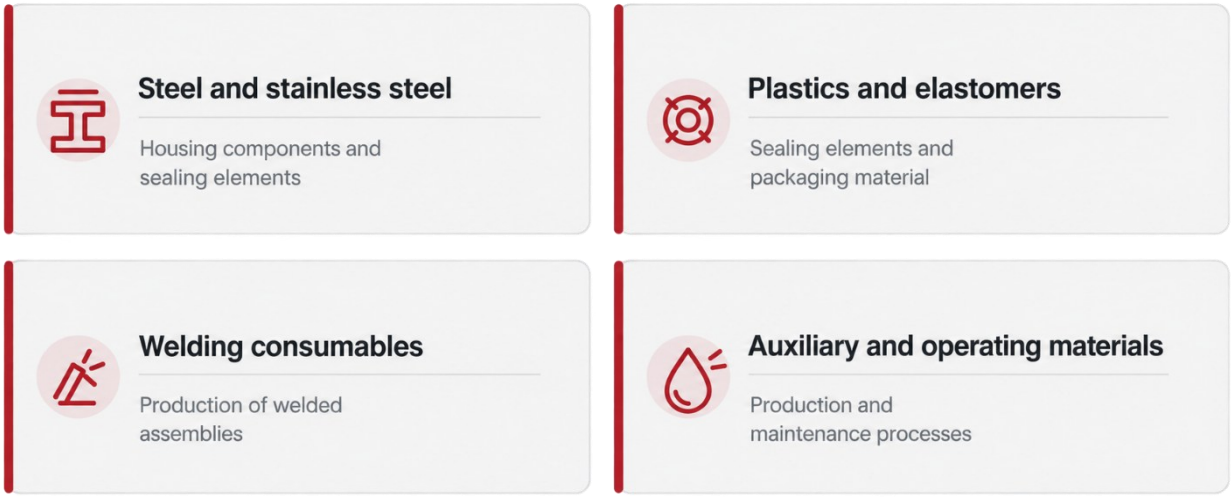
Material use is one of the significant environmental aspects of the business activities of KONRAD Armaturentechnik GmbH. As a manufacturer of high-quality industrial valves, the company mainly uses metals. The choice of materials has a substantial influence on product quality, operational safety and service life.

Steel and stainless steel are particularly important. The company also uses sealing materials, welding consumables and various auxiliary and operating materials. Materials are selected according to the application and the technical requirements of their intended use.

KONRAD Armaturentechnik GmbH aims to use materials efficiently while making durable products that can operate reliably for many years and be refurbished when needed.

### 6.3.2 Materials Used in the Reporting Year

The following overview shows the main material groups used during the reporting year:




Metals account for the largest share of material use and provide the basis for the products' long service life and reliability.

### 6.3.3 Resource Efficiency

KONRAD Armaturentechnik GmbH aims to use materials efficiently, minimise losses in production and extend the useful life of its products. Purchasing materials according to actual requirements and carrying out a substantial proportion of production in-house help achieve this.

Materials are selected for the specific operating conditions from the design stage onward. Suitable materials and maintenance-friendly designs also increase valve durability and allow valves to be used for many years through maintenance and refurbishment.

Metal offcuts are collected separately and sent for recycling. During refurbishment, serviceable components are reused after technical inspection and only worn parts are replaced. This keeps high-quality materials in use for longer and reduces the need for new materials.

# 6.4 Circular Economy and Resource Efficiency

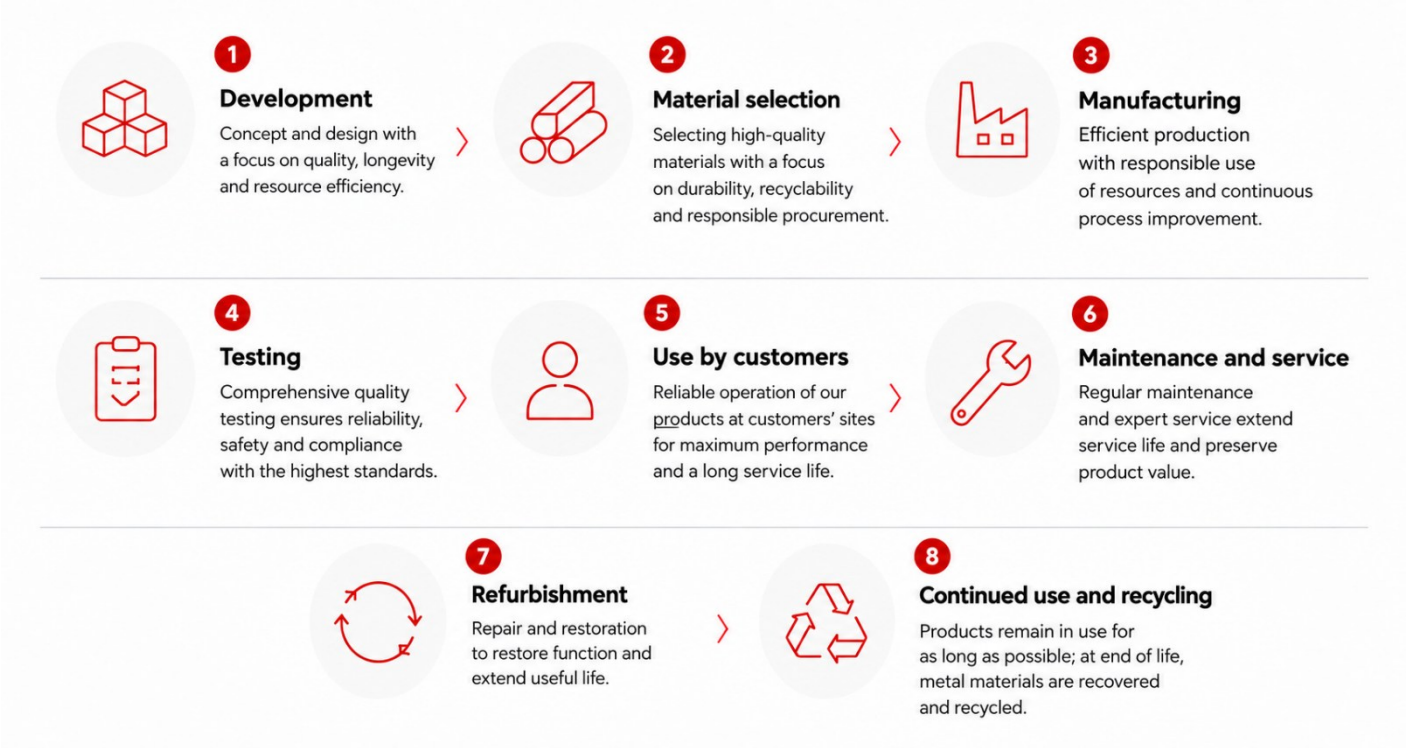
## 6.4.1 Longevity and the Circular Economy

For KONRAD Armaturentechnik GmbH, the circular economy means, in particular, keeping high-quality products and materials in use for as long as possible. Robust designs, material selection appropriate to the application, and options for maintenance and refurbishment help extend the service life of valves.

During refurbishment, serviceable components are reused after technical inspection and worn parts are replaced as needed. This can avoid the need for entirely new valves, reduce demand for virgin materials and cut waste.

## 6.4.2 Circular Economy Throughout the Product Life Cycle

The following overview shows how circular economy principles are considered throughout the product life cycle.



# 6.5 Water

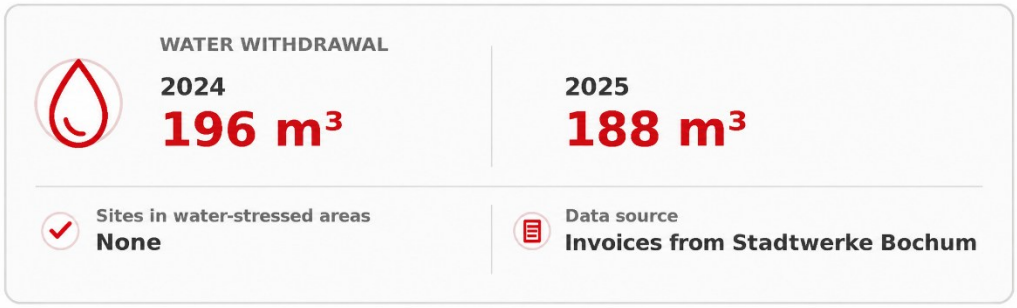
## 6.5.1 Importance of Water

At the KONRAD Armaturentechnik GmbH site, water is used mainly for sanitary purposes and in certain production and cleaning processes. Given the nature of its activities, the company does not use water-intensive production processes.

Responsible water use nevertheless forms part of the company's environmental responsibilities. The aim is to limit consumption to what is needed for operations and to prevent potential impacts on soil and water bodies through appropriate organisational and technical measures.

## 6.5.2 Water Withdrawal

Water withdrawal is recorded through the company's central drinking-water supply. The following overview shows water withdrawal in the 2025 reporting year.




Compared with other environmental aspects, particularly energy and material use, water withdrawal is of secondary importance for KONRAD Armaturentechnik GmbH.

## 6.5.3 Handling Substances Hazardous to Water

Various operating and auxiliary materials are used in production. Their storage and handling are subject to applicable legal requirements.

Hazardous substances are recorded in a central register and stored and used in accordance with legal requirements. Employees receive regular instruction on handling hazardous substances safely.

Appropriate organisational and technical safeguards are used to minimise risks to soil and water bodies. These include proper storage, suitable containment systems and clearly defined operational procedures for handling substances hazardous to water.

Operating materials and waste are recorded, stored and directed to appropriate recovery or disposal routes in accordance with established operational procedures.

There were no pollutant releases to air, water or soil requiring statutory notification during the reporting year.

## 6.6 Emissions to Air, Water and Soil

KONRAD Armaturentechnik GmbH is not required to report pollutant emissions to air, water or soil quantitatively. It does not currently collect this data voluntarily as part of an environmental management system either. There were no pollutant releases requiring notification in 2025.

To reduce air emissions from operations, welding workstations are fitted with suitable extraction systems. These capture welding fumes directly at the source and also help protect employees.

B7 Paragraph 38

## 6.7 Waste Management

### 6.7.1 Importance of Waste Management

Different types of waste arise from production and general business operations. The aim is to prevent waste wherever possible, collect recyclable materials separately and direct waste to appropriate recovery or disposal routes.

A key part of the company's waste management is the consistent separation of waste by material type. This allows valuable materials to be recycled and natural resources to be conserved. It also ensures that non-recyclable waste is disposed of properly and in accordance with legal requirements.

Waste management is therefore an important part of responsible resource use and complements measures relating to resource efficiency and the circular economy.

### 6.7.2 Waste Volumes and Recovery Routes

The following overview shows waste volumes recorded or estimated for 2025 and the respective recovery and disposal routes.

**Waste volumes and recovery routes 2025**

**33.58 t**
Metal offcuts
fully recycled

**55.38 m³**
Other non-hazardous waste
estimated by volume

**0**
Hazardous waste

| WASTE TYPE | CLASSIFICATION | QUANTITY 2025 | RECOVERY / DISPOSAL ROUTE |
|---|---|---|---|
| Metal offcuts | Non-hazardous | 33.58 t | Fully recycled |
| Paper and cardboard | Non-hazardous | approx. 14.30 m³ | Municipal waste disposal |
| Plastic waste | Non-hazardous | approx. 12.48 m³ | Municipal waste disposal |
| Residual and commercial waste | Non-hazardous | approx. 28.60 m³ | Municipal waste disposal |
| Wood waste | Non-hazardous | None generated | Not applicable |
| Hazardous waste | Hazardous | None generated | Not applicable |

Estimated from container sizes and collection intervals: paper 1,100 l × 13 collections; plastics 2 × 240 l × 26 collections; residual waste 1,100 l × 26 collections. Assumption: containers completely full.

The quantity of metal offcuts is based on available weighing records. Weight data was unavailable for paper and cardboard, plastics, and residual and commercial waste. Volumes were therefore estimated using container sizes and collection intervals.

B5 Paragraph 33, 34

## 6.8 Biodiversity and Land Use

The company site has a total area of 6,780 $m^2$. Of this, 5,000 $m^2$ is sealed. A further 1,780 $m^2$ is recorded as near-natural area on site, representing approximately 26.3% of the total site area. The company does not maintain near-natural areas outside its site.

The company site is neither within nor in the immediate vicinity of a biodiversity-sensitive area.

B8 Paragraph 39 / B10 Paragraph 42

# 7 Employees and Personnel Development

Employees are fundamental to the success of KONRAD Armaturentechnik GmbH. Developing, manufacturing and refurbishing high-quality industrial valves requires technical expertise, skilled workmanship and many years of experience. Qualified and committed employees are therefore essential to product quality and the company's long-term competitiveness.

## 7.1 Our Employees

The employees of KONRAD Armaturentechnik GmbH work in development, engineering, production, assembly, quality assurance, sales and administration. These different roles require skilled craftsmanship as well as technical and commercial expertise.

In 2025, the company used neither temporary agency workers nor self-employed individuals working exclusively for KONRAD Armaturentechnik GmbH.

All employees receive at least the statutory minimum wage. KONRAD Armaturentechnik GmbH is not bound by collective bargaining agreements; consequently, 0% of employees are covered by such agreements. The gender pay gap is not reported due to the size of the company.

B9 Paragraph 41

## 7.2 Occupational Health and Safety

Employee health and safety are high priorities for KONRAD Armaturentechnik GmbH. Regular measures are implemented, especially in production, to prevent workplace accidents and maintain safe working conditions.

The company's approach to occupational health and safety is guided by applicable legal requirements and includes both technical and organisational measures. These include regular risk assessments, safety training, personal protective equipment and safe workplace and production-area design. Machines, plant and work equipment are also inspected and maintained regularly. An external service provider supports the company with occupational safety and medical services.

No workplace accidents, including reportable accidents, were recorded in 2025. There were no days lost due to accidents and no work-related fatalities.

B10 Paragraph 42

## 7.3 Qualifications and Training

Continuing employee development is an important part of the company's sustainable development. Through regular training, instruction and professional development, KONRAD Armaturentechnik GmbH maintains technical skills, meets legal requirements and incorporates new developments into its operations at an early stage.

Employees take part in different training programmes according to their roles. These include forklift and crane instruction; training for first aiders and fire wardens; welder qualifications under DIN EN ISO 9606; qualification for penetrant testing; qualification for welding supervision personnel; and instruction on personal protective equipment, load securing and occupational safety.

Training hours were not yet recorded systematically or by gender in the reporting year. Reliable average figures are therefore not currently available.

## 7.4 Skills Development and Knowledge Retention

Retaining technical expertise over the long term is important to KONRAD Armaturentechnik GmbH. Developing, manufacturing and refurbishing high-quality industrial valves requires extensive technical knowledge and many years of practical experience.

Because many processes depend on specialist knowledge, passing on practical experience within the company is particularly important. New employees are systematically introduced to their duties and supported by experienced colleagues.

## 7.5 Corporate Culture

Trust, mutual respect and long-term cooperation are essential elements of the corporate culture at KONRAD Armaturentechnik GmbH. Short decision-making paths, direct communication and flat hierarchies allow close cooperation across all areas of the company.

Flexible working-time arrangements are available where operational processes permit. They help employees reconcile business requirements with their personal needs.

B 11 Paragraph 43

# 8 Corporate Governance and Responsible Conduct

For KONRAD Armaturentechnik GmbH, responsible corporate governance is the foundation of lasting business success. Legal compliance, a strong commitment to quality, integrity and dependable relationships with employees and business partners are integral to how the company is run.

## 8.1 Corporate Governance

As an owner-managed company, KONRAD Armaturentechnik GmbH makes decisions with a view to long-term, sustainable development. Economic, technical and social considerations all play a role. Short decision-making paths and flat hierarchies support close cooperation among management, development, production, sales and administration, as well as flexible responses to individual customer requirements.

KONRAD Armaturentechnik GmbH is a member of the German Mechanical Engineering Industry Association (VDMA) and thus participates in industry-specific networks and information channels.

## 8.2 Quality as a Core Principle

Quality is a central part of the corporate philosophy of KONRAD Armaturentechnik GmbH. It underpins reliable products and services and long-term customer relationships.

To maintain consistently high quality standards, the company operates a quality management system in accordance with DIN EN ISO 9001. Key processes, from development and production to final testing, are planned, documented and monitored systematically.

Because much of the work is carried out in-house, quality requirements can be considered as early as the design stage and maintained throughout production. This helps avoid unplanned failures and ensure consistently high product quality.

## 8.3 Compliance and Integrity

KONRAD Armaturentechnik GmbH expects all employees to act lawfully, responsibly and with integrity. Business decisions are made independently and transparently, in accordance with applicable law. Corruption, bribery and other unlawful conduct are not tolerated.

In 2025, there were no final convictions or fines relating to corruption or bribery.

## 8.4 Data Protection and Information Security

Protecting personal data and confidential company information is a high priority for KONRAD Armaturentechnik GmbH. Personal data is processed in accordance with the General Data Protection Regulation (GDPR) and other applicable data protection requirements.

Technical and organisational measures are used to protect company data and information relating to customers, suppliers and other business partners appropriately against unauthorised access, loss and misuse.

## 8.5 Responsibility in the Supply Chain

KONRAD Armaturentechnik GmbH works predominantly with established, long-standing suppliers. Its aim is to ensure a dependable supply of high-quality materials and components while maintaining long-term business relationships.

When selecting new suppliers, the company focuses in particular on quality, technical capability, reliability and compliance with legal requirements. Sustainability-related considerations are included in the selection process where information is available and relevant to the particular purchase.

# 9 Outlook

By preparing its first sustainability report in accordance with the VSME standard, KONRAD Armaturentechnik GmbH has taken an important step towards structured and transparent sustainability reporting. The report provides a basis for showing the company's sustainability-related development more clearly in the future.

Building on the experience gained during the first reporting year, the company intends to improve its data and the usefulness of its sustainability indicators. Priorities include recording material flows in greater detail, developing its greenhouse gas accounting and, as data availability improves, incorporating significant indirect emissions along the value chain (Scope 3).

KONRAD Armaturentechnik GmbH sees sustainability as a process of continuous improvement. It will therefore continue to develop its sustainability activities and reporting in line with the company's development and new legal and market requirements.

# 10 Publication Details

**Publisher**

**KONRAD Armaturentechnik GmbH**
Seilfahrt 67
44809 Bochum
Germany

Phone: +49 234 91517-0
Mail: info@konrad-armaturen.de
Website: www.konrad-armaturen.de

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|---|---|
| **Managing Director** | Dipl.-Ing. (FH) Lutz Löbardt |
| **Responsible for the report** | KONRAD Armaturentechnik GmbH, Tobias Kleinschnittger |
| **Reporting period** | 1 January 2025 to 31 December 2025 |
| **Publication date** | October 2026 |

**Reporting boundary**

The report covers the activities of KONRAD Armaturentechnik GmbH at its site in Bochum.