



SUSTAINABILITY REPORT

2025

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A. Company Profile & Background

A.1 Company and Scope of Operations

IDT Industrie- und Dichtungstechnik Werk Kupferring GmbH (hereinafter “we”; “IDT”) is part of IDT Holding GmbH, an internationally active family-owned company with over 100 years of history specializing in sealing technology (“The Smart Gasketeers”). IDT develops, manufactures, and distributes sealing solutions for industrial applications in the chemical, pharmaceutical, energy supply, mechanical engineering, and OEM sectors.

IDT Holding GmbH operates locations in Germany (Annaberg-Buchholz, Essen, Aschheim, Geisenfeld), Spain (Tarragona), and China (Shanghai) and employs more than 200 people across the group.

A.2 Corporate Policy and Mission Statement

The IDT Group’s mission statement is: “We bring safety to the world—reliably, responsibly, and together.” Sustainability is a core component of IDT’s corporate policy and applies to all companies and locations within the Group.

We view sustainability not as a trend, but as the foundation of our reliability. With the publication of our first VSME report, we are making our progress in the areas of environment, social, and governance (ESG) transparent and measurable.

We place particular emphasis on decarbonizing our processes and strengthening our resilience to fluctuations in energy and CO₂ prices. Together with our 157 employees and strong partners, we are consistently continuing on our path toward climate neutrality.

A.3 Management Systems and Certifications

IDT Industrie- und Dichtungstechnik Werk Kupferring GmbH operates an Integrated Management System (IMS) at its main location in Annaberg-Buchholz, comprising the following certified management systems.

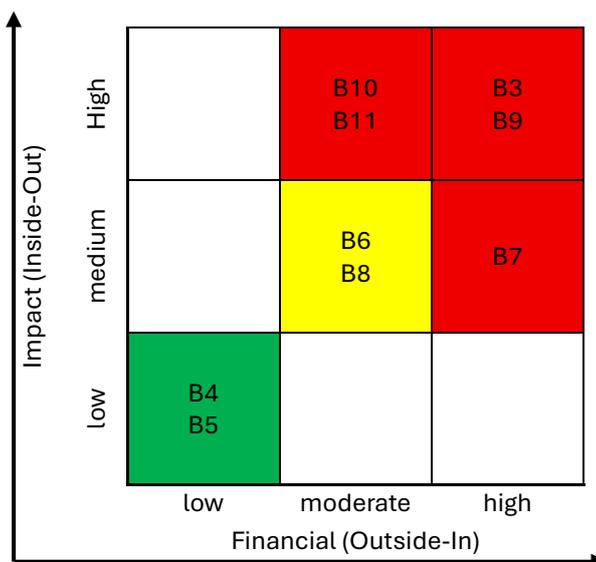
Standard	Description	Certified by
DIN EN ISO 9001	Quality Management System	TÜV Süd
DIN EN ISO 14001	Environmental Management System	TÜV Süd
DIN EN ISO 45001	Occupational Health and Safety	TÜV Süd
DIN EN ISO 50001	Energy Management System	TÜV Süd

A.4 Materiality Analysis (Impact & Financial)

We have identified the material topics based on the VSME framework. This is based on the impacts of our manufacturing processes, facilities, and the raw and auxiliary materials used.

Brief justification of materiality:

- **B7 Circular Economy/Waste:** Material and waste streams (including hazardous waste) are material to costs, compliance, and environmental impact. We handle over 70 hazardous substances; the hazardous waste (6.25 t) results primarily from process-related cooling lubricants.
- **B9 Health & Safety:** Production-related activities with occupational safety implications (accidents, PPE, BEM) influence employee safety and productivity.
- **B10 Working Conditions:** Adherence to collective bargaining agreements, employee participation, pay transparency, and equality are central to employer attractiveness and supply chain requirements.
- **B11 Convictions/Fines:** Governance risks such as corruption and bribery are critical for reputation and legal compliance; relevant metrics (number of convictions, total amount of fines) are reported in Chapter D.5.



B. Environment & Energy

B.1 Basis of Reporting (VSME B1)

Reporting Standard	VSME Voluntary Sustainability Reporting Standard for non-listed SMEs
Reporting Period	Fiscal Year 2025 (January 1 – December 31, 2025)
Reporting entity and scope	The reporting entity is IDT Industrie- und Dichtungstechnik Werk Kupferring GmbH (Annaberg-Buchholz site). The report covers all operational activities at the aforementioned site; group-wide information is only disclosed if explicitly identified.
Materiality and significance approach	The selection of reported topics is based on the company’s internal materiality analysis (Impact Inside-Out and Financial Outside-In). Material topics and their prioritization are documented in Chapter A.4. Decisions regarding “if applicable” elements were made on a risk-based basis and are indicated in the respective chapters.
Methodology	Energy data and water consumption are based on meter readings/bills; GHG figures are reported on a location-based basis. Rounding may result in discrepancies. Scope 1 and Scope 2 emissions were calculated based on internal consumption data and national emission factors. Scope 3 calculations are based on available supplier data, standardized emission factors, and estimation assumptions; the underlying categories are described in Chapter B.2.
Audit and Quality Assurance	Internal controls (management reviews, IMS processes) ensure data quality.
Industry	Manufacture of general machinery / sealing technology (ISIC 2819)
Employees	157 as of [2025]
Publication	March 30, 2026
Contact and Responsibility	Responsible for the report: Management; Operational coordination: Environmental and Energy Management Officer (UMB/EnMB). Please direct any inquiries to: a.guenther@idt-dichtungen.de .

B.2 Practices, Policies, and Future Initiatives (VSME B2)

Policies/Management Systems: ISO 9001, 14001, 45001, 50001; compliance structures; GDPR organization; Supplier Code of Conduct. Implementation Examples: On-site PV generation, transformation plan, energy-efficient renovation concept, waste separation, training program. Future initiatives: EcoVadis Silver medal target 100% CoC opt-in, expansion of on-site power generation.

B.3 Environmental & Climate Strategy

Our climate strategy is aligned with the goals of Germany (greenhouse gas neutrality by 2045) and the EU (climate neutrality by 2050). We aim to continuously reduce greenhouse gas emissions relative to the base year 2024 and to cut Scope 1 and 2 emissions by 40% by 2034. Management provides the necessary resources for this; the Environmental and Energy Management Officer (UMB/EnMB) coordinates implementation.

B.4 Energy & Greenhouse Gas Emissions (VSME B3)

Location-based emissions scope	KPI [Base Year 2024]
Scope 1 (direct emissions)	265 t CO ₂ e
Scope 2 (indirect energy)	168 t CO ₂ e
Scope 3 (supply chain)	17,230 t CO ₂ e

The high proportion of Scope 3 emissions stems primarily from the “Purchased Goods and Services” category (mainly due to the use of fluoropolymers). IDT addresses this factor through an intensified sustainable procurement strategy and the preferential selection of suppliers with certified environmental and sustainability management systems.

At the Annaberg-Buchholz site, we operate a certified energy management system. The focus is on the continuous improvement of energy performance, the reduction of fossil fuels, and the increase in the share of renewable energy (two PV systems in operation; a third system with 96 kWp in planning and approved by the holding company).

Energy Key Figure	Values [2025]
Total electricity consumption	647,300 kWh
Grid electricity consumption	429,500 kWh
Total PV electricity generation	269,500 kWh
PV electricity self-consumption	217,800 kWh
Share of PV electricity for own use	80.8%
Share of renewable energy used	33.6%
Natural gas consumption	1,068,000 kWh
Energy-efficient staff:	8 people (> 5% of the workforce)

B.5 Resource consumption & water (VSME B6)

Significant environmental aspects are managed through the environmental management system (DIN EN ISO 14001): hazardous substance management (substitution, safe storage, labeling, disposal), noise and emission control, water use (closed cooling circuits, optimized cleaning processes), and resource conservation through reuse and recycling.

Environmental indicator	Values [2025]
Total water consumption	1,297 m ³
CO ₂ emissions from all energy sources	433 t

B.6 Pollution (VSME B4) (not significant)

Based on the regulatory approval status, the activities carried out, and existing environmental controls, there are no significant impacts on air, water, or soil pollution. Emissions remain within approved limits. Due to the nature of the processes and the effective substitution of hazardous substances, IDT assesses this issue as non-material (Inside-out / Outside-in).

B.7 Biodiversity (VSME B5) (not material)

The site is not located in or adjacent to protected areas; there are no direct impacts on biodiversity-sensitive areas. Due to the nature of the operations, the site’s location, and the absence of interactions with sensitive habitats, this issue is classified as non-material.

B.8 Waste & Circular Economy (VSME B7)

Environmental Indicator	Values [2025]
Hazardous waste generated	6.07 t
Recycling rate for hazardous waste:	82%
Commercial waste generation	168.4 t
Recycling rate for commercial waste:	99%

With an 80.8% self-consumption rate for PV electricity and high recycling rates (82% / 99%), we make a measurable contribution to the circular economy. The planned third PV system also strengthens resilience against CO₂ price increases and energy price volatility.

B.9 Environmental Management (ISO 14001) – Risks & Opportunities

Risks: Price increases for fossil fuels, regulatory requirements (e.g., waste management laws, hazardous materials laws), supply chain requirements.

Opportunities: In-house electricity generation from PV, eligible investments in building technology (transformation plan), efficiency gains through systematic process optimizations.

C. Workforce

C.1 General Characteristics of the Workforce (VSME B8)

At the Annaberg-Buchholz site, we employ 157 people (as of 2025). Employees working in energy-related roles: 8 people (> 5%). We prioritize long-term employment relationships, fair working conditions, and the active participation of employees in improvement processes.

HR Key Figure	Values [2025]
Gender distribution: % f / % m / % diverse	22% (f) / 78% (m) / 0% (d)
Employment type: % full-time / % part-time	92.6% full-time / 7.4% part-time
Contract type: % permanent / % temporary	98% permanent / 2% fixed-term
Age structure: % <30 / % 30–50 / % >50	20% <30 / 50% 30–50 / 30% >50
Percentage of employees covered by collective bargaining agreements:	0%
Gender Pay Gap (unadjusted/adjusted): % / %	8.95% / 1.46%
Average weekly working hours:	38.4 hours
Average length of service:	15 years
Total absenteeism rate: %	7.5%

C.2 Working Conditions (VSME B10)

IDT is committed to fair and safe working conditions. We pay wages in accordance with the collective bargaining agreements of IG Metall Berlin-Brandenburg-Saxony, at a minimum in line with legal requirements, respect the rights to freedom of assembly and unionization, and work closely with the works council. Through company agreements, we combine social benefits (e.g., 13th-month salary, company pension plan, bike leasing) with protective measures (occupational safety, protection for non-smokers, whistleblowing). Discrimination based on gender, age, origin, religion, or other characteristics is not tolerated.

Our compensation and HR policies are based on fairness, transparency, and reliability. We promote work-life balance (e.g., clear rules regarding company holidays, paid leave for special life events). At the shareholder level, the proportion of women is 50%, which sends a clear signal regarding female leadership in a technically oriented industry.

C.3 Health & Safety (VSME B9)

We operate a certified management system in accordance with DIN EN ISO 45001. Core elements include: systematic risk assessments, regular training, emergency planning, provision of PPE, and preventive health measures (including skin protection and protection for non-smokers).

HSE Key Figure	Values [2025]
Reportable workplace accidents	2
Absenteeism due to reportable workplace accidents:	18 days
Work-related accidents resulting in fewer than 3 days of lost time	18
Accident frequency (LTIFR) <i>Calculation: (Number of accidents × 1 million) / hours worked</i>	9.12
Near misses	0

A structured workplace reintegration program (BEM workplace reintegration program) is in place for employees on extended sick leave. The goal is to adapt workplaces to individual needs and ensure sustainable participation in the workforce.

C.4 Training and Continuing Education

We promote continuous professional development to ensure quality, efficiency, and transformation (energy, environment, compliance). The goal is to systematically enhance technical and methodological competencies and to strengthen the development of young talent.

HR Key Figure	Values [2025]
Total training hours	396
Training hours per employee	2.5
Number of trainees	8

D. Governance

D.1 Corporate Governance

Management is responsible for the strategic direction, including sustainability. Responsibilities and resources are clearly defined; relevant sustainability issues are regularly addressed in management reviews. An integrated management system consolidates requirements related to quality, the environment, energy, and occupational safety.

D.2 Compliance & Corruption Prevention

IDT pursues a zero-tolerance policy toward corruption, bribery, and unethical conduct. We are supported in the areas of compliance and data protection by the external service provider equeo CompCor. For environment, energy, and occupational safety, an up-to-date legal register is provided by SR-Managementberatung GmbH.

Measures:

- Binding code of conduct,
- regular training (anti-corruption, data protection, competition law),
- internal compliance role model
- Consistent handling of violations.

D.3 Data Protection & Information Security

We ensure the protection of personal data in accordance with the GDPR. An external data protection officer (equeo CompCor) monitors compliance. Technical and organizational measures (TOM) protect data processing and systems; we conduct data protection impact assessments for relevant processes. To secure the premises, we use a camera-based surveillance system—with local, encrypted storage, a clearly defined purpose (property protection), transparent labeling, and rolling retention periods.

[Note: VSME does not report on data protection and information security as a separate B-item; this topic is addressed in the report under Practices and Policies (VSME B2) as well as under Governance.]

D.4 Whistleblower Reporting System (HinSchG)

In collaboration with equeo CompCor, we operate an independent, legally compliant whistleblower system in accordance with the “Whistleblower Protection Act” (HinSchG).

Portal: <https://idt-hinweisgebersystem.equeo-compcor.de> – all reports are handled confidentially and without reprisals. (See also BV 410 in the appendix).

D.5 Convictions and fines for corruption and bribery (VSME B11)

Compliance metric	Values [2025]
Number of convictions for corruption and bribery	0
Total amount of fines for corruption and bribery (EUR)	0

Explanation: IDT maintains a zero-tolerance policy; preventive measures include a Code of Conduct, annual anti-corruption training, and a legally compliant whistleblower system. If cases arise, the number of cases, the amount involved, and a brief description of the corrective actions taken are reported.

E. Sustainable Procurement & Supply Chain

E.1 Procurement Strategy

Sustainability requirements are embedded throughout the entire supplier management process—from selection and qualification through evaluation to development. We prioritize suppliers with certified management systems (DIN EN ISO 9001/14001/45001/50001) and credible sustainability ratings.

E.2 Supplier Management & Evaluation

For evaluation, we use structured self-reports, certifications, and—where available—external ratings (e.g., EcoVadis, IntegrityNext). Our suppliers are evaluated at least once a year. The results are incorporated into supplier classification and development measures.

Procurement Key Figure	Values [2025]
Strategic Suppliers [Number]	196
Suppliers with DIN EN ISO 9001 [%]	62.5%
Suppliers with DIN EN ISO 14001/45001/50001 [%]	32.7%

E.3 Supplier Code of Conduct

All suppliers commit to the IDT Supplier Code of Conduct. Confirmation is provided in writing to the Purchasing department; suppliers also commit to cascading the requirements throughout their own supply chains (in accordance with LkSG principles).

E.4 Material Compliance (REACH & Conflict Minerals)

We ensure that purchased materials comply with REACH requirements. For conflict minerals (EU Regulation 2017/821), we require suppliers to comply with due diligence obligations and verify this on a risk-based basis as part of supplier management.

E.5 Human Rights in the Supply Chain

We are committed to human rights throughout the supply chain: zero tolerance for child and forced labor, environmental and occupational safety, fair competition, and effective complaint channels (whistleblower system).

F. Goals, Measures, and Progress

F.1 Goals and Measures

Area	Goals / Implementation Period	Status
Climate Strategy	Calculation of all Scope 1/2/3 emissions / 2025	Completed
Climate strategy	Decarbonization measures / 2025	Completed
Energy	Installation of a third PV system / 2026	In planning
Supply chain	100% strategic suppliers with digital CoC opt-in / 2027	In planning
EcoVadis	Score improvement from 58 to 65+ (Target: Silver) / 2026	Started
Compliance	Compliance training for employees	Started
Reporting	Annual VSME Sustainability Report / 2025	Completed

F.2 Progress and Outlook 2026

Key Focus Areas: Commissioning of the third PV system, further efficiency measures (Energy & Resources), expansion of the supplier ESG assessment, continuous strengthening of data protection/information security, and continuation of the qualification priorities.

Appendix: Methodology and Calculation Assumptions

1. General Notes

- Reporting period: January 1, 2025–December 31, 2025.
- Reporting unit: IDT Industrie- und Dichtungstechnik Werk Kupferring GmbH, Annaberg-Buchholz location Annaberg-Buchholz.
- GHG reporting: Location-based for Scope 1 and 2.

2. Data sources

- Electricity and natural gas: Meter readings, annual statements.
- PV generation: In-house measurements of PV systems.
- Water: Meter readings.
- Waste volumes: Information from waste disposal companies
- HR data: Human resources management,
- Scope 3: Supplier data, purchase volumes, standardized emission factors.

3. Scope 3 Categories and Approach (Excerpt)

Category	Source / Method	Assumptions / Emission factors
Purchased goods and services	Purchasing data; material quantities	Emission factors by material type (Source: Supplier data; BAFA emission factors)
Purchased goods and services	Purchasing data; material quantities	Emission factors by material type (Source: Supplier data; BAFA emission factors)
Transport and distribution	Freight invoices, distance entries	t·km × truck/ship/rail (Allocation factor) (Source: Limon and supplier data)
Business travel	Travel expense reports	Emission factors for air travel/car/public transit
Employee mobility	Employee survey / estimate	Distance x Allocation Factor

4. Emission factors and sources

Calculated by Limon. For sources, see table

5. Calculation formulas (examples)

- Scope 1 (Fuel): Emissions = Consumption (kWh) × Emission factor (kg CO₂e/kWh).
- Scope 2 (location-based): Emissions = Grid electricity consumption (kWh) × national electricity factor.
- Scope 3 (Purchased goods): Emissions = \sum (Quantity_i × Factor_i).

6. Estimates, Uncertainties, and Rounding

- All estimates are identified as such. For Scope 3 estimates, a range of uncertainty is documented; methodological assumptions are explained.

7. Supporting Documents

Supporting documents: utility bills, delivery notes, waste disposal receipts, training lists, audit reports. Original documents are stored in the archive.