

SUSTAINABILITY FIGURES 2024



KNORR-BREMSE

ESG-Figures of Knorr-Bremse AG

As a global technology leader for braking systems and a leading supplier of other systems for rail and commercial vehicles, we take responsibility for the environment, society and good corporate governance. Sustainability is therefore a central component of Knorr-Bremse's corporate strategy. With this document we provide an overview of our key sustainability figures in the areas of ESG (Environment, Social, Governance) and show how we make our progress in these areas measurable.

This overview of key figures was derived from the information in the [Group Sustainability Statement 2024](#) contained in the [Knorr-Bremse AG Annual Report 2024](#) and supplemented by further information. The information published in the Group Sustainability Statement has been prepared in accordance with the European Sustainability Reporting Standards (ESRS). It was audited by KPMG Wirtschaftsprüfungsgesellschaft AG with limited assurance in line with the ISAE 3000 (revised) auditing standard.

General information on the key figures:

- The scope of consolidation corresponds to that of the consolidated financial statements of Knorr-Bremse AG.
- Acquisitions are included from the date of acquisition, in line with financial reporting. The key figures for 2023 have not been adjusted with regard to M&A activities and divestments from the reporting year.
- Changes in reporting for the 2024 financial year compared to previous reporting periods result from the transition in accordance with the requirements of CSRD/ESRS.
- Individual key figures are collected and published for the first time in the reporting year, meaning that no previous year's figures can be provided as a comparison. These are marked with "-".
- Environmental indicators are extrapolated for smaller locations with fewer than 50 employees using per capita averages or the number of employees.
- The values in the tables of key figures are rounded. Due to this rounding, it is possible that the rounded figures do not add up exactly to the totals given.
- In the event of deviations in content, the Group Sustainability Statement 2024 is binding.
- Detailed information on our key figures and the data collection methodology can be found in the Group Sustainability Statement 2024 in the Annual Report 2024.

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Environment

Energy consumption and mix¹

		2024	2023	2022
Total energy consumption	in GWh	479	476	486
Total energy consumption from fossil sources	in GWh	152	175	188
Share of fossil sources in total energy consumption	in %	31,6	36,7	38,6
Fuel consumption from crude oil and petroleum products	in GWh	29	30	27
Fuel consumption from natural gas	in GWh	101	107	119
Fuel consumption from other fossil sources	in GWh	2	5	8
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	in GWh	19	33	34
Total energy consumption from renewable sources	in GWh	327	301	298
Share of renewable sources in total energy consumption	in %	68,4	63,3	61,4
Fuel consumption from renewable sources	in GWh	1	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	in GWh	317	295	296
Consumption of self-generated non-fuel renewable energy	in GWh	10	6	2

¹ The data provided for the reporting period includes the proportional energy consumption by M&A activities since the time of acquisition. The prior-year figures were not retroactively adjusted. The values presented here are adapted to the CSRD methodological requirements.

Gross scopes 1 and 2 greenhouse gas (GHG) emissions¹

		2024	2023	2022	Baseline year
Scope 1					
Gross emissions	thousands of tons of CO ₂ e	31	33	41	38
Scope 2					
Location-based gross emissions	thousands of tons of CO ₂ e	122	119	115	145
Market-based gross emissions	thousands of tons of CO ₂ e	4	11	12	119
Scope 1 and Scope 2					
Total Scope 1 and location-based Scope 2 emissions	thousands of tons of CO ₂ e	152	152	156	183
Total Scope 1 and market-based Scope 2 emissions	thousands of tons of CO ₂ e	35	44	53	157

¹ The data provided for the reporting period includes the proportional emissions from M&A activities since the time of acquisition. The prior-year figures were not retroactively adjusted. The baseline figure fully accounts for M&A activity data.

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Gross scope 3 GHG emissions¹

		Baseline year		
		2024	2023	2021
Scope 3				
3.1 Purchased goods and services	thousands of tons of CO ₂ e	2.028	1.986	2.025
3.3 Fuel and energy-related activities	thousands of tons of CO ₂ e	24	26	29
3.4 Upstream transportation and distribution ²	thousands of tons of CO ₂ e	310	308	329
3.5 Waste generated in operations	thousands of tons of CO ₂ e	3	6	-
3.6 Business travel ³	thousands of tons of CO ₂ e	17	13	4
3.7 Employee commuting	thousands of tons of CO ₂ e	24	23	26
3.9 Downstream transportation	thousands of tons of CO ₂ e	60	44	47
3.11 Use of sold products	thousands of tons of CO ₂ e	37.452	39.128	41.236
Sum of significant scope-3-emissions (3.1, 3.4, 3.11)⁴	thousands of tons of CO ₂ e	39.791	41.422	43.589

¹ Based on our restatement policy, the values for Scope 3.3, Scope 3.4, Scope 3.9 and Scope 3.11 were adjusted for the base year 2021 and the previous year 2023. The values from 2022 were not recalculated retrospectively.

² Previous/baseline year values adjusted due to improvement of the data quality and calculation methodology.

³ The calculation of emissions from flights is based on different calculation methods depending on the travel agency. Due to the use of varying travel agencies over the years, comparability of emissions with the previous year is not possible.

⁴ Based on a screening of all Scope 3 categories according to factors including the size of emissions and the extent to which they can be influenced, the three Scope 3 categories mentioned here are the significant categories for Knorr-Bremse.

GHG intensity¹

		2024	2023	2022 ²
Total GHG emissions (location-based) per net revenue	thousands of tons of CO ₂ e/€ million	5,1	5,2	4,0
Total GHG emissions (market-based) per net revenue	thousands of tons of CO ₂ e/€ million	5,1	5,2	4,0

¹ The underlying emissions include the categories Scope 1, Scope 2, Scope 3.1, Scope 3.4 and Scope 3.11, which are our significant categories.

² The intensity values for 2022 were recalculated. However, the underlying emission values were not recalculated retrospectively, which is why comparability with the years 2023 and 2024 is limited.

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Other air emissions

		2024	2023	2022
Dust				-
From combustion processes	in t	0,4	0,4	-
From other processes	in t	12	-	-
Nitrogen oxides (NOx)	in t	40	39	-
Sulfur dioxide (SO ₂)	in t	0,5	0,6	-
Volatile organic compounds (VOC)	in t	51	-	-
Carbon monoxide (CO)	in t	34	-	-

Water consumption¹

		2024	2023	2022
Total water withdrawal²	thousands of m ³	2.190	575	657
From groundwater	thousands of m ³	1.704	-	-
From rainwater	thousands of m ³	5	-	-
From surface water	thousands of m ³	0	-	-
From third parties	thousands of m ³	483	-	-
Total water discharge	thousands of m ³	2.100	-	-
Discharge unchanged	thousands of m ³	1.637	-	-
Total water consumption³	thousands of m ³	90	-	-
Total water consumption in areas of high-water stress	thousands of m ³	33	-	-
Total water consumption in areas at water risk	thousands of m ³	2	-	-
Intensity of water consumption	in m ³ /€ million	11,5	-	-

¹ In previous years, groundwater withdrawal, which was used exclusively for cooling purposes and discharged unchanged, was not included in the total water withdrawal. From 2024, it will be included due to the adjustment to the CSRD requirements. The values for 2023 and 2022 were not adjusted retroactively.

² Water consumption is calculated on the basis of water withdrawals minus water outflows. Water consumption is recorded Group-wide and relates exclusively to direct operating activities.

³ The values in the tables of key figures are rounded. Due to this rounding, it is possible that the rounded figures do not add up exactly to the totals given.

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Ressource inflows¹

		2024
Total weight of products and technical and biological materials used	in t	402.900
Weight of the secondary components, products, and materials used, reused, or recycled in the manufacture of products	in t	129.300
Share of the weight of the secondary components, products, and materials used, reused, or recycled in the manufacture of products	in %	32

¹ The data regarding the shares of primary and secondary raw materials is based on estimates of industry averages, materials, and supplier locations.

Waste¹

		2024	2023	2022
Total amount of waste generated	in t	65.500	68.800	-
Non-recycled waste	in t	9.000	13.200	-
Non-recycled waste	in %	13,8	19,2	-
Total hazardous waste	in t	8.600	8.600	-
Transferred from disposal	in t	5.600	5.600	-
Preparation for reuse	in t	1.200	1.200	-
Recycling	in t	2.000	2.100	-
Other recovery operations	in t	2.400	2.300	-
Destined for disposal	in t	3.000	3.000	-
Incineration	in t	1.400	1.300	-
Landfill	in t	200	300	-
Other disposal operations	in t	1.400	1.400	-
Total non-hazardous waste	in t	56.900	60.200	-
Transferred from disposal	in t	50.900	50.000	-
Preparation for reuse	in t	300	1.300	-
Recycling	in t	44.800	44.000	-
Other recovery operations	in t	5.800	4.700	-
Destined for disposal	in t	6.000	10.200	-
Incineration	in t	3.300	5.300	-
Landfill	in t	2.400	4.400	-
Other disposal operations	in t	300	500	-

¹ The calculation basis for the reported waste is usually the invoices received from waste recipients. Where information on the disposal type is not available, the volumes of waste are allocated to the waste for landfill category.

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Social

Average number of employees by gender¹

		2024	2023	2022
Total number of employees	Number	29.051	29.487	28.709
Male	Number	22.604	22.639	21.921
Female	Number	6.350	6.249	5.880
Unknown	Number	97	599	908

¹ Contingent workers are not included in these metrics.

Number of employees by employment conditions and gender

		2024	2023	2022
Permanent employees	Number	27.139	27.289	26.415
Male	Number	21.212	21.031	20.175
Female	Number	5.830	5.663	5.347
Unknown	Number	97	595	893
Temporary employees	Number	1.912	2.198	2.294
Male	Number	1.392	1.608	1.746
Female	Number	520	586	533
Unknown	Number	0	4	15
Employees without guaranteed working hours	Number	156	175	160
Male	Number	88	96	85
Female	Number	68	78	75
Unknown	Number	0	1	0
Full-time employees	Number	27.407	27.615	26.513
Male	Number	21.634	21.512	20.544
Female	Number	5.677	5.518	5.068
Unknown	Number	96	585	901
Part-time employees	Number	1.644	1.855	2.196
Male	Number	970	1.113	1.377
Female	Number	673	728	812
Unknown	Number	1	14	7

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Gender distribution at the top management level (management levels 1 and 2)

		2024	2023	2022
Men	Number	98	94	93
	in %	86,0	88,7	90,3
Women	Number	16	12	10
	in %	14,0	11,3	9,7
Unknown	Number	0	0	0

Age structure

		2024	2023	2022
<30 years	Number	4.213	4.299	4.091
30–50 years	Number	17.761	17.597	16.863
>50 years	Number	6.983	7.003	6.862
Unknown	Number	94	588	893
Average age	in years	41,8	41,7	41,6

Employee turnover

		2024	2023	2022
Number of employees who have left Knorr-Bremse ¹	Number	3.458	3.793	4.701
Employee turnover rate ¹	in %	11,7	13,2	16,7
Turnover rate limited to employee resignation	in %	6,3	7,4	10,4

¹ Turnover reasons included: voluntary resignation, dismissal, retirement, and death.

Performance review coverage rate

		2024	2023	2022
Performance review coverage rate¹	in %	85,1	78,2	76,3
Female	in %	86,8	-	-
Male	in %	84,9	-	-
Unknown	in %	8,2	-	-

¹ Corresponds to the information on the proportion of performance reviews per employee. The coverage rate is influenced by the purchase of new companies (delayed system rollout) and new recruits in the second half of the year, as performance reviews are not held during an employee's first year. The relevant categories of people are not part of the performance review process, though they are included in the total number of employees.

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Share of employees with severe disabilities

		2024
Disability rate ¹	in %	2,1

¹ Since 2024, this data is collected and analyzed globally using a separate, manual query. The respective definitions of the countries were used. The countries Australia and Sweden were not included due to legal restrictions. In addition, the provision of this information is voluntary in other countries. The coverage rate comprises 28 countries.

Occupational safety

		2024	2023	2022
Fatalities as a result of work-related injuries and work-related ill health among Knorr-Bremse's own workforce	Number	0	0	0
Fatalities as result of work-related injuries and work-related ill health among other workers working on Knorr-Bremse's locations	Number	0	0	0
Recordable work-related accidents	Number	249	216	222
Number of reportable work-related accidents per 200,000 contractually agreed hours of work	Number	0,7	0,7	0,7
Number of reportable work-related accidents per 1 million contractually agreed hours of work	Number	3,5	3,3	3,5
Number of work-related accidents resulting in lost days per 200,000 contractually agreed hours of work	Number	0.5	0.5	0.6

Social commitment

		2024	2023 ¹	2022
Total donations	in € thousand	4.752	5.439	5.864
Donations Global Care	in € thousand	3.235	3.239	3.021
Donations Local Care	in € thousand	1.517	2.200	2.843

¹ Includes sponsoring of € 500k.

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Governance

Certified locations

		2024	2023	2022
Locations with a certified quality management system in accordance with ISO 9001, ISO 22163, or IATF 16949	Number	110	116	109
Coverage rate of employees	in %	91	94	-
Locations with a certified environmental management system (ISO 14001)	Number	84	77	71
Coverage rate of employees	in %	89	89	-
Locations with a certified energy management system (ISO 50001 or EN 16247)	Number	45	46	37
Coverage rate of employees	in %	44	57	-
Locations with a certified occupational safety management system (ISO 45001)	Number	50	50	46
Coverage rate of employees	in %	37	-	-
Locations with a certified information security management system (ISO 27001)	Number	34	30	31

Reports in the Group-wide whistleblower system

		2024	2023	2022
Reports recorded via whistleblower system	Number	174	112	90
Discrimination and harassment	Number	46	32	29
Conflicts of interest, theft, misuse of equipment, fraud, embezzlement	Number	22	28	5
Corruption	Number	15	9	9
Data protection, IT security, trade secrets	Number	4	6	3
Child labor, forced labor, modern slavery	Number	0	0	0
Other working conditions	Number	87	37	44

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Incidents of corruption and bribery

		2024
Convictions for violation of anti-corruption and anti-bribery laws (number)	Number	0
Fines for violation of anti-corruption and anti-bribery laws (€)	in €	0
Total number of confirmed incidents of corruption or bribery (number)	Number	2
Confirmed incidents in which employees were dismissed or disciplined for corruption or bribery (number)	Number	2
Confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery (number)	Number	0

Environmental incidents

		2024
Sites where significant environmental fines were paid ¹	Number	0

¹ By "significant" environmental penalties, we mean fines or penalties that individually exceed USD 10,000 (or the equivalent in local currency).

Supplier Code of Conduct

		2024	2023	2022
Share of suppliers that signed the Code of Conduct	in % of suppliers	90,2	89,1	86,2

Sustainability assessment of suppliers

		2024	2023	2022
Coverage of sustainability assessment of suppliers	in % of purchasing volume	75,9	70,7	69
Sustainability audits at suppliers	Number	14	10	30
Suppliers with ISO 14001 certification	in % of purchasing volume	45	61	62

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Reporting of conflict minerals¹

		2024	2023	2022
Number of suppliers invited to take the CMRT survey	Number	1.314	2.160	2.301
Response rate of surveyed suppliers in relation to number of suppliers	in %	60,0	68,0	51,2
Share of purchasing volume from surveyed suppliers in procurement expenditure	in %	87,4	74,4	44,1
Response rate of surveyed suppliers in relation to procurement expenditure	in %	74,8	87,4	71,8

¹ The figure for 2023 relates to the percentage of suppliers who have provided us with information on the use and origin of conflict minerals in the June 2023–April 2024 reporting period. The figures for 2024 represent an interim status for the period from August 2024 to February 2025. The current data collection process will end in April 2025.

Questions about our key figures? Contact our ESG experts at Knorr-Bremse:

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