

*#GROB<sup>4</sup>Sustainability*



# SUSTAINABILITY REPORT FY 23/24



# About this report

With its fourth, voluntary sustainability report, the GROB Group continues to fulfill its responsibility to inform the company's stakeholders. According to the present legal situation, there is no legal obligation for GROB to prepare this report. The report describes the company's performances based on non-commercial values.

This sustainability report is based on the current standards of the Global Reporting Initiative (GRI). The references to the GRI are presented in the GRI index in this sustainability report. This report was not audited by an external third party.

## Content and structure of the report

The relevance of the topics was validated in discussions with various functionaries in the company and divided into the following action areas with regard to sustainability:

- ✚ General
- ✚ Environment
- ✚ Social affairs
- ✚ Governance
- ✚ Global

The order of the chapters is not a reflection of their importance.

## Reporting period and additional information

Unless specified otherwise, the reporting period comprises the 23/24 fiscal year (March 1, 2023 to February 29, 2024). The statements essentially refer to the main plant in Mindelheim. The "Global" chapter explicitly presents the sustainability activities of the GROB production plants in Brazil, China, USA, and Italy. The sustainability report is published annually. The presented values are rounded in part for better readability.

The contact person for this sustainability report is the sustainability officer for GROB-WERKE GmbH & Co. KG Michael Jahn (michael.jahn@grob.de, +49 (0) 8261 996-7211).

## Statements about the future

Predictions and statements about the future in this sustainability report are based on current assessments and are therefore subject to uncertainty.

## Note on gender

Diversity and equality are crucial for GROB. For reasons of better legibility, the simultaneous use of the language forms for male, female, and diverse (m/f/d) is avoided.





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# Introduction

## Dear readers,

We are pleased to be able to present our latest sustainability report. This document does not just take a look back at our achievements to date, it also provides a compass for our future endeavors in the area of sustainability.

The past 23/24 fiscal year was dominated by considerable challenges as well as considerable opportunities. In view of the global, environmental, and social changes that are currently occurring, we have intensified our efforts to firmly entrench sustainable management in our corporate culture. We believe that sustainability is much more than just a catchphrase; it is a commitment that we are emphatically pursuing. This report aims to reflect on the progress that we have made in the areas of environment, social affairs, and governance (ESG). Among other things, we have recorded our Group-wide CO<sub>2</sub> emissions, expanded the use of renewable energies, and launched innovative resource efficiency projects.

The establishment of a comprehensive strategy for the sustainable development of the entire GROB Group, as part of our sustainability management, is a key pillar of our vision. We are particularly proud of our social initiatives. Targeted training programs and the promotion of diversity and inclusion allow us to create a work environment that is fair and inspiring for all employees. We are convinced that the diversity of our workforce is one of our greatest strengths and that this plays a major role in our success. But our responsibility does not end at the factory doors. We consider ourselves part of a global community and are actively committed to sustainable development in all the regions in which we operate. We work together closely with local organizations to create positive momentum and effect long-term change.

We are convinced that sustainability and economy can go hand in hand, and hope that you will join us on this path.

We wish you an enjoyable read

**Your GROB family and the Management Board of  
GROB-WERKE GmbH & Co. KG**

*F. Grob*  
Florian Grob

*C. Grob*  
Christian Grob  
Chairman of the  
Supervisory Board

*S. Wankmiller*  
German Wankmiller  
Chairman of the  
Board & CEO

*W. Weber*  
Wolfram Weber  
Vice Chairman of the  
Board & CFO

*C. Müller*  
Christian Müller  
Member of the  
Board & CSO



## Sustainability at GROB

has many aspects and reflects the international character of our company. We support global standards and innovations, which contribute to sustainable development in every region, by including our subsidiaries worldwide in our sustainability activities.







# 01

## General

GROB is a global leader that sets itself apart through innovation, quality, and sustainable business practices.

This sustainability report provides a comprehensive overview of GROB's sustainability efforts. The following chapter presents strategic collaborations, new products, and innovations as well as activities in the area of sustainability management, among other things.

GROB operates in a range of industries and has a broad portfolio of products and services that are tailored to the needs of a diverse, global customer landscape. As a result, the company places great importance on environmental sustainability, social responsibility, and transparent corporate governance.

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# GROB worldwide

GROB strives for continuous progress and improvement. Not only does GROB strive to develop outstanding solutions and products for its customers, we also seek to make a difference for our environment and future generations. This is firmly anchored in the corporate philosophy and is lived every day.

As a global, family-owned company, GROB has been developing manufacturing systems and machine tools for almost 100 years. Customers include the world's leading automotive manufacturers, their component suppliers, and other companies from a broad range of sectors. GROB has international reach with production plants in Mindelheim (Germany), Bluffton (USA), São Paulo (Brazil), Dalian (China), Pianezza (Italy), and Bangalore (India), as well as worldwide service and sales offices. The GROB Group employs 8,800 people worldwide and generated 1.80 billion euros in revenue (23/24 fiscal year) globally.

The portfolio ranges from universal machining centers to highly complex manufacturing systems with dedicated automation through to manual assembly stations and fully automated assembly lines. It also includes production plants for electric motors and manufacturing lines for battery and fuel cell technology. In addition, individual solutions are implemented for the machining of turbine housings as well as the machining of structural and chassis components. The proprietary GROB-NET<sup>4</sup>Industry software, developed for the digitalization and networking of production processes, enables the digital and transparent presentation of production processes.

80% in-house manufacturing

Revenue of EUR 1.8 billion (FY 23/24)

EUR 2.0 billion orders received (FY 23/24)

7 sectors

60% of orders received from e-mobility (FY 23/24)

## EUROPE

**Mindelheim, Germany**

**Pianezza, Italy**

Stratford-upon-Avon, Great Britain

Hengelo, Netherlands

Senlis, France

Baar, Switzerland

Poznań, Poland

Győr, Hungary

Istanbul, Turkey

## NORTH AMERICA

**Bluffton, Ohio, USA**

Detroit, Michigan, USA

Querétaro, Mexico

345,800 m<sup>2</sup> production area worldwide

15 sales and service branches

8,800 employees worldwide

6 production plants

## SOUTH AMERICA

**São Paulo, Brazil**

## ASIA

**Dalian, China**

**Bangalore, India**

Beijing, China

Shanghai, China

Yokohama, Japan

Suwon, South Korea

Haiphong, Vietnam

Bangkok, Thailand



# News from the global plants



*The 23/24 fiscal year was marked by global challenges for us as well.*

In a constantly changing world, we have stood for speed, flexibility, and dynamics for almost 100 years. Our success is largely due to our adaptability, particularly also in view of climate change. We bear a huge level of responsibility for our employees and the environment, and strive for sustainability in all our business activities.

German Wankmiller,  
Chairman of the Board & CEO of  
GROB-WERKE GmbH & Co. KG

## GROB Mindelheim

The main plant in Mindelheim underwent constant expansion in 2023. In October, assembly hall 14B was officially inaugurated with the arrival of the machines to expand the production area in Mindelheim to 199,000 m<sup>2</sup>. The hall also has a new employee canteen. But that's far from the whole story: The construction of hall 15 and an employee car park are planned for 2024. In addition, GROB will be investing in a new energy plant and photovoltaic system at the Mindelheim site in the coming year, together with the continued expansion of the e-charging stations on the company premises. The site will therefore continue to strengthen its sustainability activities, with a particular focus on social affairs and the environment.



## GROB Brazil

GROB Brazil was once again able to win numerous projects for the 4-axis type of construction this year. The Brazilian sales office is currently working on tapping new markets in this area, such as construction and agriculture, as well as general machine construction. It is also working together with GROB China to further optimize the machine design and work on cost reduction measures. "The 4- and 5-axis machines cover the entire national demand in all segments in Brazil: Automotive, tool and mold making, aviation and aerospace, as well as medical technology," reports Michael Bauer, CEO GROB Brazil.



## GROB USA

GROB USA customers have significantly reduced new investments in conventional combustion engines. The orders from the assembly business and electromobility segment now account for the majority of production orders, which presents a challenge, as the engineering group requires more capacity. The production facility in Bluffton now needs to be converted from larger to smaller parts, which is also a challenge for the troubleshooting team, as more capacity and expertise is required. Given the sharp growth in activities at GROB USA, particularly in electromobility, the plant in Bluffton will be expanded with an additional logistics and preassembly hall. The hall will increase the size of the production area by around 10,000 m<sup>2</sup>.



## GROB China

After a two-year coronavirus pandemic-enforced break, the CIMT and CWIEME, two of the most important exhibitions for the Chinese market, were once again held during the year. The CIMT in Beijing is a leading exhibition focused on machine tools. GROB China was in attendance, presenting the G700F and G350 live to visitors. The equivalent exhibition for electromobility is the CWIEME in Shanghai. So it was only fitting for GROB to attend both exhibitions this year.



## GROB Italy

GROB Italy's 2023 was marked by strong teamwork, both internally as well as primarily with GROB Mindelheim: Communication, the exchange of ideas and projects, and collaboration to achieve common goals were improved. GROB Italy also intensified its work to continue to optimize its internal processes: SAP, the introduction of the Kanban method to organize the supply chain and a general reorganization of the quality standards.



## GROB India

The groundbreaking ceremony for GROB's sixth production plant in Bangalore was held in May 2022. The opening of the new plant in the summer of 2024 is an important step for GROB and is expected to advance the development of the Indian market. The aim is to meet the growing requirements of Indian customers while also expanding our global presence.





# Strategic cooperation



**Dürr, GROB, and Manz have been working to establish themselves as European providers of battery production plants for the past one and a half years.**

**Dürr AG, GROB-WERKE GmbH & Co. KG, and Manz AG set up a cooperative venture to jointly acquire and implement projects for fitting out complete battery factories. This unique European alliance was established on September 15, 2022.**

This will allow the three industry-leading companies to combine their specific, complementary capabilities:

## » Dürr

contributes expertise in the area of electrode production and additional steps in cell production and battery assembly.

## » GROB,

as a pioneer in the sector, has extensive expertise in the development and production of high-volume production plants for the automotive industry.

## » Manz,

a high-tech engineering company sets itself apart with its longstanding experience in cell and module assembly.

The goal of this cooperation is to tap into the immense growth potential in the manufacturing engineering business for lithium-ion batteries and cover the entire value chain. In particular, the three companies are looking to establish themselves as European system providers of battery production plants and offer customers an effective alternative to existing, mostly Asian, suppliers. They plan to set innovative machine standards "made in Europe".

The main trigger behind the strong growth in demand for battery production technology is electromobility. The increasing number of electric cars on the roads has gone hand-in-hand with the increase in demand for high-quality, powerful batteries. In response, several battery producers and car makers are currently investing in battery factories or have announced plans to do so. Europe currently still has too little production capacity to meet the growing demand.

**UNIQUE EUROPEAN PARTNERSHIP FOR**

**PRODUCTION TECHNOLOGY FOR LI-ION BATTERIES**

The companies aim to position themselves as an effective alternative to the Asian manufacturers across the entire value chain, from electrode production through to the assembly of the battery pack.

This type of cooperation is a first in Europe, with no other supplier currently providing the entire plant engineering for producing vehicle batteries under one roof.

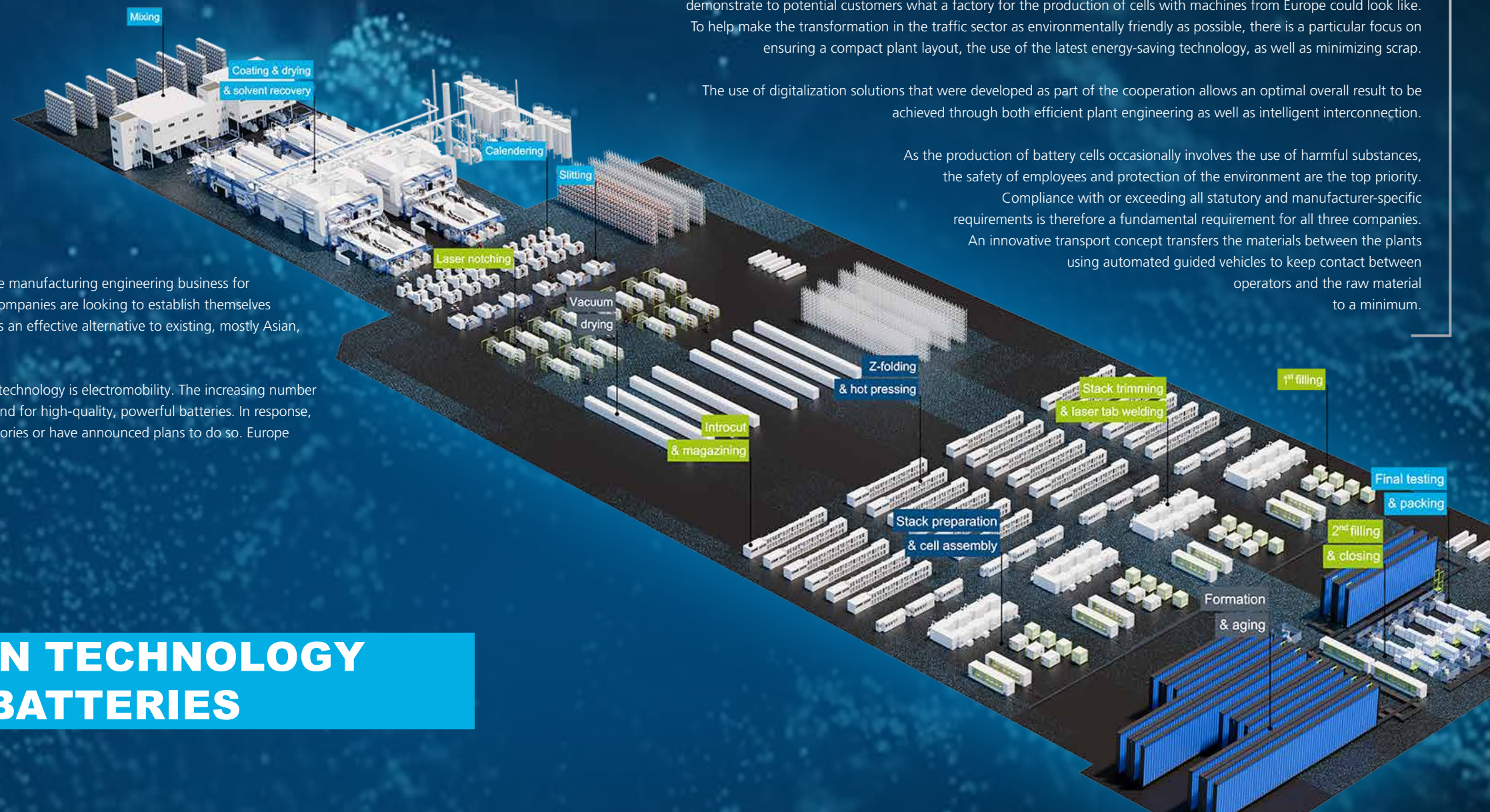
As part of the cooperation, GROB worked together with Dürr and Manz to develop a reference factory to be able to specifically demonstrate to potential customers what a factory for the production of cells with machines from Europe could look like. To help make the transformation in the traffic sector as environmentally friendly as possible, there is a particular focus on ensuring a compact plant layout, the use of the latest energy-saving technology, as well as minimizing scrap.

The use of digitalization solutions that were developed as part of the cooperation allows an optimal overall result to be achieved through both efficient plant engineering as well as intelligent interconnection.

As the production of battery cells occasionally involves the use of harmful substances, the safety of employees and protection of the environment are the top priority.

Compliance with or exceeding all statutory and manufacturer-specific requirements is therefore a fundamental requirement for all three companies.

An innovative transport concept transfers the materials between the plants using automated guided vehicles to keep contact between operators and the raw material to a minimum.





# Products and innovations

## Conventional machining systems and universal machining centers

GROB's development engineers are constantly examining whether the use of new technologies can improve energy efficiency. For instance, a whole suite of measures to increase the energy efficiency of the machining centers has been developed. Most of these measures are now included in the standard configuration of the machines at no additional cost to the customer; further measures are available as options.

Beyond the stipulated measures, GROB engineers are currently also working on the "Energy Efficiency Package II", which will further reduce the electrical power consumption of the machining centers.

With the development of the new G900 series, GROB is also supporting the transformation to sustainable (electro)mobility. These machines are specially designed for the forward-looking machining of battery trays/giga-castings (F series) and battery housings/extruded profiles (X series). What's more, the G900 series also makes a valuable contribution to securing GROB's competitiveness.

### Standard

- LED work area lighting
- Needs-based selection of the motorized spindle according to process requirements
- Automatic switch-off function during machine standstill
- Hydraulic power unit with needs-based intermittent duty
- Highly efficient drives
- Cooling unit with low-loss power control
- Regenerative frequency converter
- Speed-controlled work area exhaust system

### Option

- Double-spindle machining
- Speed-controlled high-pressure coolant pump
- Motorized butterfly valve for central exhaust system
- Minimum quantity lubrication
- Cooling unit for central cold water supply
- Consumption monitoring
- Intelligent cutting fluid circulation



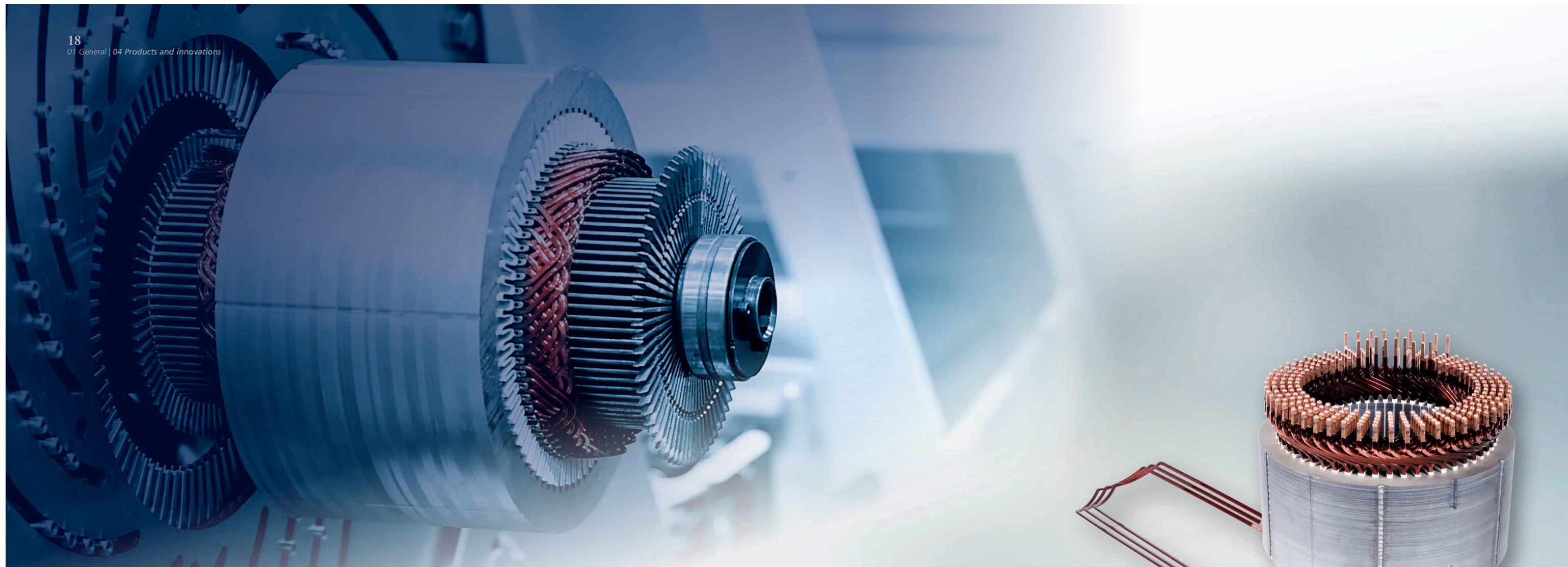
*Our new G900 series once again sets standards in the automotive industry!*

The machines were specially developed for machining large-volume components and are perfectly suited for the production of extruded profiles, battery trays as well as mega- and giga-castings. We want to use these machines to optimally support our customers in modern manufacturing and meet the requirements of advanced machining technology.

” *Christian Müller  
CSO and Member of the Board  
of GROB-WERKE GmbH & Co. KG*







# Products and innovations

## *Electric drive systems*

In the highly dynamic field of electromobility, a significant increase in productivity was achieved with the third generation of production systems for hairpin stators as a component of electric drives. This reduces the carbon footprint and the space requirements of the production facilities. The subsequent fourth generation advances the standardization/modularization of the systems with the goal of enabling simpler and faster commissioning of the production lines.

In addition, an optimization in the laser welding process with the latest image processing methods was able to significantly reduce scrap when contacting the hairpin stators.

## *Thermal impregnation process for stators*

Furthermore, GROB engineers are focused on the energy-intensive heating processes with heating ovens when impregnating the stators. Work is currently underway to optimize the process control to reduce the required oven capacity and to minimize losses by reducing the amount of exhaust air.

After installing the winding in a stator, additional protection is usually provided and the gap in the grooves is filled with impregnating resin. Usually, resins that cure at certain temperatures are used, which requires the component to be heated. To do so, before applying the impregnating resin, the stator is heated to a temperature of 90 to 130°C, as the resins display the maximum filling capacity in this temperature range and, above these temperatures, the resins start to cure during impregnation. The resins are subsequently cured at temperatures of up to 200°C.

A convection oven, despite the recirculation function, requires a heating time prior to impregnation of up to 45 minutes, while curing the resin takes up to 60 minutes. The reason for this is the high mass of the stators and the resulting large amount of energy required to heat it to the target temperature, which needs to be conducted into the stators using air convection. The long dwell time in the ovens and the additional, relatively poor efficiency of convection ovens due to thermal radiation and necessary exhaust air leads to high energy losses.

This can be resolved by using induction to heat the stators, which generates the energy for heating directly in the laminated core using eddy currents so the heat is not generated by hot air. The associated process control allows the necessary energy for the relevant target temperature to be precisely supplied to the stator within just a few minutes. The much shorter processing time and elimination of the need to heat the processing area means that less unused energy escapes into the environment, ensuring high overall efficiency. The installation space required for an induction heating process is also several times smaller than that required for a convection heating process. Inductive preheating has already been implemented in an initial large-volume customer project.



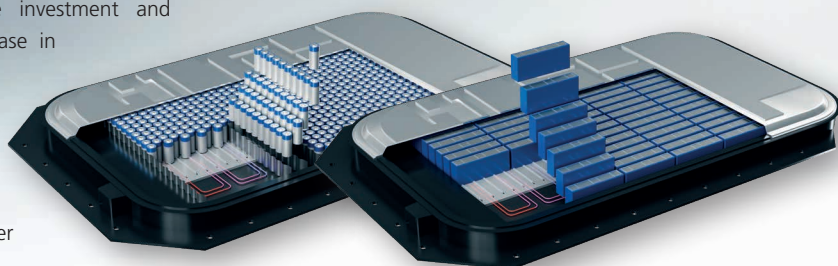
# Products and innovations

## Battery technology

In recent years, GROB has developed an impressive portfolio of assembly systems for the production of electrical powertrain components and successfully established itself on the market. Demand for assembly systems for battery storage systems is currently rising and becoming ever more important. The GROB organization established the Battery Systems business unit to further improve its organizational structure with a view towards this rapidly growing segment. GROB is continuously expanding its already extensive and attractive product portfolio with new product innovations from this business unit, which also has a positive impact on GROB's sustainable management.

The successful testing of the prototype systems for battery cell assembly allowed GROB to expand its product portfolio with two additional fully-automatic assembly systems for stacking cells: **Z-FOLDING** is a classic technology in which the separator is wrapped around the electrodes. These days, this technology is used in most gigafactories. GROB is able to use this assembly system to produce all conventional cell formats. The **LAMINATOR** is an innovative assembly solution in which the electrodes and separators are continuously machined. This procedure enables a faster line speed and therefore increases production capacity.

Systems for battery cell assembly are usually located in a large dry room. The investment and operating costs of a dry room increase in accordance with its size. The GROB laminator is therefore deliberately encapsulated to create a locally controlled production atmosphere. The assembly system itself is operated in a dry room with much lower conditioning requirements.



This reduces the workload on employees as well as reducing the investment and operating costs of the cell factory. After production of the battery cells, the energy storage systems were previously assembled in two main steps. The cells were first stacked and wired together to form modules that were subsequently installed in a battery housing. In the latest generation of battery storage systems, the cells are integrated directly in the battery housing. The modular structure of the GROB assembly systems and the longstanding experience in assembly technology ensures that the production steps can be quickly adapted for the individual customer products.

## Fuel cell

Fuel cells offer significant potential for the future. GROB successfully managed its entry to the technology by developing and successfully testing an assembly system for fuel cell stacks. The stacking system incl. press-fitting unit is already being implemented in a first customer project. Once again, GROB is investing in the development of products that secure the company's long-term future as well as enabling a sustainable transformation in the traffic segment.



*We are deliberately working on the continued improvement of the energy efficiency of our products!*

This includes increasing output and reducing space requirements, improving the energy efficiency of the individual assembly systems, as well as optimizing system availability and the reject rate. The latter is particularly important, as battery storage systems use a range of rare commodities and recycling is extremely laborious.

*Christian Lisiecki, Director  
Head of Business Unit  
Battery Systems*

” of GROB-WERKE GmbH & Co. KG



# Government funding at GROB

## *Funding to implement GROB innovations*

Another aspect of sustainability is economic performance. GROB is therefore committed to the responsible and sustainable use of its resources by making use of government funding to develop innovative technologies. Given the technical risks involved in new developments as well as the current challenges in times of change, this funding is critical for the ability to continuously develop new solutions. Having said that, the focus of the government funding programs is increasingly moving towards sustainability. In the 23/24 fiscal year, GROB received funding approval for e-charging stations on the plant premises. GROB also made use of the environmental bonus for the generous expansion of GROB's in-house electric fleet.

The funding is therefore an important financing component that actively contributes to significantly improving the sustainability and efficiency of products and processes as well as the in-house infrastructure. This improves GROB's competitive position in the market and also allows it to meet its environmental and social requirements.

## *Central interface*

The central funding unit is a specialist area that reports directly to the Management Board. It operates as a central interface for the sustainable bundling of funding management tasks. It works closely together with the departments (from the Development departments through to Compliance and Controlling) and represents GROB's interests externally in relation to project sponsors and ministries, as well as the competent tax office. Risk evaluation is another important part of the central funding unit. As part of a funding measure, GROB has already been recognized for its high level of innovation several years in succession.



*External  
funds support  
our vision.*

*The funding does not just provide an important financial boost, it also expresses confidence in our vision. It allows us to respond to the needs of the market and advance innovative projects.*

*German Wankmiller,  
Chairman of the Board & CEO of  
GROB-WERKE GmbH & Co. KG*

”



# Industrial property rights



*Intellectual property rights strengthen our competitive advantage!*

The consistent protection of our intellectual property rights does not just secure our competitive advantage, it also supports sustainable innovations that have a positive impact on society and the environment.

Dr. Carsten Krug  
Patent Attorney, European Patent,  
Trademark and Design Attorney  
of GROB-WERKE GmbH & Co. KG

GROB comprehensively safeguards new developments for production facilities as well as associated manufacturing processes across all areas of technology with industrial property right applications in a range of relevant countries. Our Patent department carries out the processes required for industrial property right applications and works together with numerous attorneys in Germany and abroad. The number of industrial property right applications has increased significantly in recent years, mainly due to our activities in the area of electromobility, with a peak in 2019 due to the developments in hairpin production technologies for electric motors.

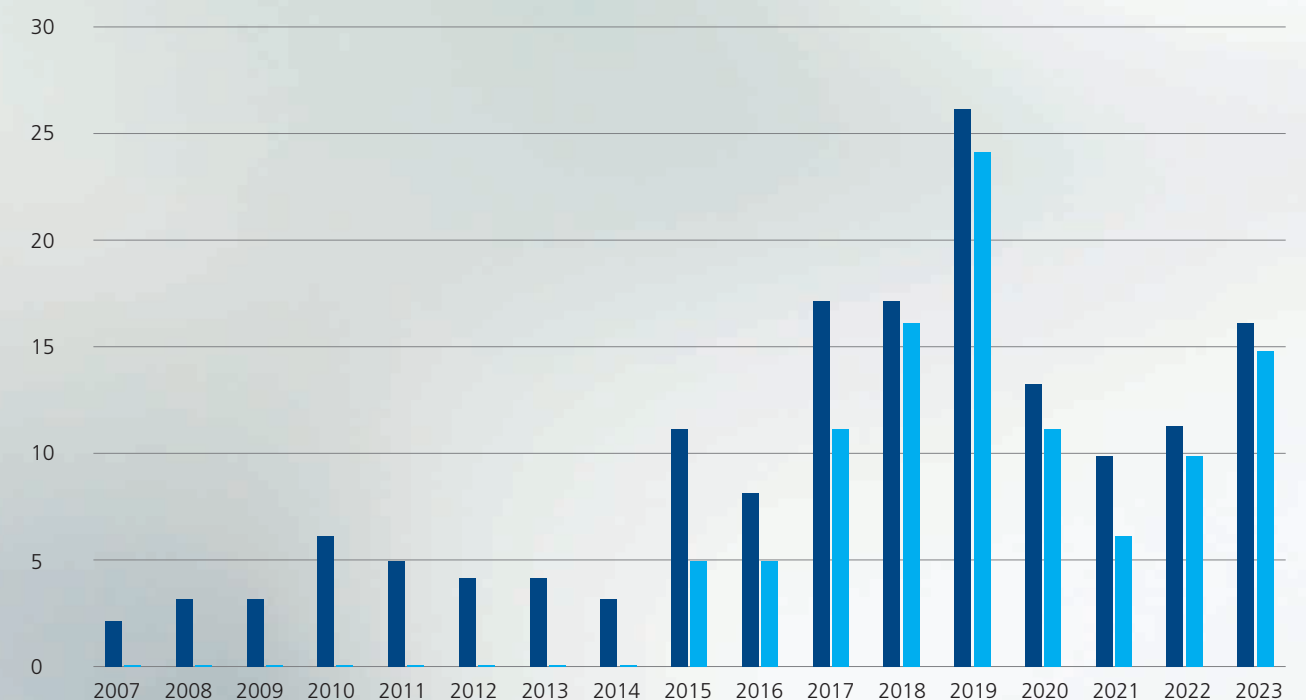
The scope of the industrial property right applications was consolidated in subsequent years by broad activities particularly in the area of electromobility. Besides industrial property right applications for production facilities and production systems for electric motors, for which GROB covers a broad range of technologies, which is also reflected in an increasing number of industrial property right applications in the area of continuous hairpin technology for example, an increasing number of industrial property right applications are particularly being reported for various production technologies in the area of battery cell production. In 2023, 16 initial applications and numerous secondary applications were filed abroad at a similar, stable level to previous years, but significantly more than 2021 and 2022.

Besides its own industrial property right applications, GROB also comprehensively monitors competitor industrial property rights. This monitoring has revealed that, in contrast to manufacturing equipment and production facilities for electric motors, an area in which both Asian as well as a number of European suppliers operate, industrial property right applications for manufacturing equipment and production facilities in the area of battery cell production are currently largely being filed by Asian competitors. GROB's activities in this field target the continued strengthening of its market position to differentiate itself from the competition with outstanding technologies and developments.



## Industrial property right applications from 2007 to 2023 (As of: 01/01/2024)

■ Total applications  
■ E-mobility proportion





# Sustainability management at GROB



## Our sustainability principles

Through our sustainable actions...

- ⊕ ... we secure our financial base.
- ⊕ ... we fulfill our legal requirements.
- ⊕ ... we improve our economic success.
- ⊕ ... we improve our image both internally and externally.
- ⊕ ... we play our part as a socially and environmentally responsible employer and business partner.

Michael Jahn  
Sustainability Officer  
of GROB-WERKE GmbH & Co. KG

## Sustainability vision and guiding principles

As an international company, GROB believes that it has a responsibility to make its business practices as sustainable as possible. GROB is aware that sustainability is not just a question of our corporate responsibility, it is also an opportunity to secure the long-term success of the business.

## "Excellence in sustainable technology"

Sustainability is firmly entrenched in the products and actions of the family-owned company GROB. This mindset is also reflected in the corporate vision. A firm commitment to a sustainable future. The new corporate vision underlines GROB's sustainability efforts, while the development and formulation of five sustainability principles reinforce our commitment to an integrated approach.

## Sustainability management

In the 23/24 fiscal year, GROB further intensified its focus on the development of a Group-wide sustainability strategy and continued to flesh it out.

GROB's high aspirations in the field of sustainability are particularly reflected by its appointment of a **sustainability officer** in the **Legal & Compliance organizational unit** who reports to the **CFO**. The establishment of a core sustainability team, comprised of experts from **Legal & Compliance**, **Energy Management**, and **Management System** shows that GROB takes an integrated approach to sustainability. This interdisciplinary and competent core team works together closely with **Human Resources**, **Occupational Safety**, **Development/Engineering**, and **Marketing** to meet the multifaceted requirements of end-to-end sustainability management.

As our efforts in the field of sustainability go beyond the Mindelheim site and GROB considers sustainability to be a team effort, the sustainability officer and the core team have a direct sustainability contact at each of the GROB production sites to coordinate and implement Group-wide sustainability activities. The direction and objectives of sustainability management are developed and resolved in direct consultation with the Management Board.





# Sustainability management at GROB

## Sustainability activities

The reduction of CO<sub>2</sub> emissions is one of the most pressing challenges of our time. In response, as part of its sustainability strategy, GROB has set itself the target of continuously reducing its CO<sub>2</sub> emissions at all levels of the company and in all relevant emission categories (scope 1, 2, and 3). In pursuing this target, GROB is guided by ambitious international standards (Greenhouse Gas Protocol (GHGP), Science Based Target Initiative (SBTi)) as well as the requirements of the European Green Deal (binding for GROB), with the target of becoming carbon-neutral by 2050.

GROB is aware that the challenges posed by climate change and the reduction of global CO<sub>2</sub> emissions can only be overcome by working together and that it involves a considerable amount of effort on the part of all stakeholders. GROB is therefore doing its part and is already in the process of defining a carbon strategy that meets the wide-ranging requirements and implementing this step-by-step, as well as adapting to the changing conditions.

## Measures with a direct and indirect impact on carbon reduction within the GROB Group:

- Annual assessment of the GROB Group's corporate carbon footprint by a certified service provider in line with the GHGP
- Definition of carbon reduction targets based on SBTi as well as the derivation of a Climate Action Plan
- Anchoring the sustainability mindset in the corporate vision: "Excellence in sustainable technology"
- Certification of the Mindelheim (Germany), Bluffton (USA), São Paulo (Brazil), and Dalian (China) sites in line with DIN EN ISO 14001 (environmental management) and the Mindelheim site in line with DIN EN ISO 50001 (energy management)
- Above average EvoVadis and Supplier Assurance assessment with continuous rating improvements in the environment segment, among other things
- Regular publication of a currently still voluntary sustainability report
- Emphasizing the importance of sustainability in the new Code of Conduct (CoC) for the GROB Group as well as the formulation of specific expectations in relation to GROB business partners (especially suppliers and customers) with regard to sustainability activities in the GROB Group's new Code of Conduct for Business Partners (CoC4BP)

## GROB Climate Action Plan for reducing CO<sub>2</sub> emissions:

- **Scope 1 & 2:** Improvement of energy and resource efficiency | Expansion of the in-house electric vehicle fleet | Expansion of energy production by the in-house energy center and photovoltaic systems | Procurement of green power | Raising employee awareness (CoC, CoC4BP, corporate vision, sustainability management)
- **Scope 3:** Procurement of energy-efficient components | Increase in the energy efficiency of the products | Reduction of transport paths | Increase in the recycling rate



*We are also facing unprecedented challenges in the social sphere.*

Looking forward, we want to continue to work towards a sustainable and just future with a view towards our employees as well as society by supporting effective projects and promoting equal opportunities through targeted engagement. In particular, the Human Resource and Occupational Safety departments are currently working together on concepts to increase employee motivation and improve safety at the workplace.

”  
Wolfram Weber  
Vice Chairman of the Board & CFO  
of GROB-WERKE GmbH & Co. KG





# Stakeholder dialog

Trust and respect, reliability and credibility, as well as responsibility are the cornerstones of GROB's corporate mission statement, which aptly describe the stakeholder dialog. GROB maintains a continuous dialog with its stakeholders and is therefore familiar with the needs, concerns, and views of its interested partners, and can incorporate these in corporate decisions. Furthermore, it is important for GROB to integrate the knowledge, expectations, and opinions of its internal and external stakeholders into the company in order to take overall responsibility for sustainability.

The expansion of GROB's sustainability management system also ensures that GROB is able to identify and fulfill regulatory requirements as well as stakeholder demands. GROB is in close contact with various stakeholders in the course of its business activities. It is vital that GROB identifies changes in stakeholder requirements at an early stage. The following stakeholders are therefore particularly relevant for GROB, as their satisfaction is critical for the long-term success of the company:

- ✚ **EMPLOYEES**  
(Staff meetings, employee surveys, intranet, idea management)
- ✚ **BUSINESS PARTNERS**  
(Customer/supplier meetings, code of conduct, audits, exhibitions)
- ✚ **LEGISLATOR / AUTHORITIES**  
(Dialog with legislator, collaboration on standards)
- ✚ **SCIENCE / RESEARCH**  
(Cooperation with educational institutions, support for research projects)
- ✚ **PUBLIC**  
(Website and social media, contact with specialist and local media)
- ✚ **LENDERS**  
(Inclusion of ESG clauses in loan agreements)

The sustainability officer and the core sustainability team are in close contact with various departments and in regular contact with the Management Board. The interface with Human Resource Management allows social sustainability requests and requirements to be identified early on (e.g., expansion of the corporate benefits or campaign to attract new apprentices).

The team is also in regular contact with Occupational Safety, as the continuous reduction of industrial accidents is an important goal within the scope of sustainability management. Industrial accidents are therefore analyzed together and effective measures are derived and implemented. Besides this, the sustainability officer is in contact with the idea management officer who provides direct feedback on where

the workforce sees specific potential for improving sustainability at GROB both now and in the future. These suggestions can then, in turn, flow through to sustainability management to enable a sustainability strategy tailored specifically to GROB.

GROB is in regular contact with professional associations such as the VDW (Association of German Machine Tool Factories) and the VDMA (German Engineering Association) in order to develop solutions to current topics and challenges, such as the Product Carbon Footprint or Corporate Sustainability Reporting Directive (CSRD).

GROB also places great importance on the exchange of experience on current and future sustainability topics. In the fall of 2023, two representatives of the GROB Legal & Compliance organizational unit presented the GROB Whistleblower System to the ESG forum at the Steinbeis Business School in Augsburg. In the spring of 2024, GROB participated in the Multivac sustainability conference.



*We remain in contact with our stakeholders in various frequencies using a range of methods.*

Our employees are regularly informed of current issues by staff meetings or information on the intranet. Besides this, HR Management conducts employee satisfaction surveys. The Works Council, too, regularly records the wishes and suggestions of the workforce and provides information about current issues, such as new collective agreements.

”  
Wolfram Weber  
Vice Chairman of the Board & CFO  
of GROB-WERKE GmbH & Co. KG



# Cooperation with educational institutions and associations



*We were very pleased to have the opportunity to host the VDW summer session in the summer of 2023.*

In addition to the inspiring Board meeting, we offered participants and their escorts an exclusive factory tour of our plant. It was an honor to be able to present our modern manufacturing processes and innovations to participants.

German Wankmiller,  
Chairman of the Board & CEO of  
GROB-WERKE GmbH & Co. KG

GROB works together closely with renowned universities, such as the **Institute for Machine Tools and Business Administration (TU Munich)**, the **Chair of Manufacturing Automation and Production (Uni Erlangen)**, and the **Institute for Laser Tools (Uni Stuttgart)**. Among other things, this includes research on the digitalization of production and on production concepts of the future (especially in the field of electromobility). Furthermore, GROB supports universities by providing machine tools for use in research and teaching as well as through guest lectures that delve into current practice.

These extensive activities in the field of research and development will enable GROB-WERKE to maintain its position as a global market leader in the future and to provide its customers with highly productive and efficient production facilities.

To recognize new development trends at an early stage and actively help shape these developments, GROB not only works closely with its customers, it is also involved in the **Association of German Machine Tool Factories (VDW)** and in **DIN and ISO standards committees**. In the summer of 2023, GROB also had the opportunity to host the VDW summer session.

For example, a uniform standard for measuring energy consumption for the acceptance of machine tools (VDMA 34179) was developed together with the automotive industry and other machine tool manufacturers. To do so, a state-of-the-art measuring system was developed that enables a detailed analysis of the energy and media consumption of the machines. These analyses make a valuable contribution to the further optimization of the machines.

GROB is currently working together with the VDW and other machine tool manufacturers on establishing a Product Category Rule for the standardized calculation of the Product Carbon Footprint of machine tools.



UNTERALLGÄU  
REGION

**GROB** **VDW**  
VDW SUMMER SESSION

JUNE 23–25,  
2023



# Materiality analysis

The aforementioned, comprehensive stakeholder dialogs allow key sustainability topics for GROB to be identified. The implementation of the resulting sustainability activities is ensured by the establishment of sustainability management in the company and the definition of five sustainability principles.

In preparation for the Corporate Sustainability Reporting Directive (CSRD), which will become legally binding for GROB in 2026, a comprehensive double materiality analysis in line with the CSRD will be carried out during the 24/25 fiscal year with external support. This will allow previous analyses and experience of key sustainability topics to be expanded and specified.

## Dimensions

### Environment

## Key topic areas\*

- ✚ CO<sub>2</sub> emissions
- ✚ Energy-efficiency and resource conservation
- ✚ Sustainable and energy-efficient products and technologies
- ✚ Digitalization

### Social affairs

- ✚ Fair working conditions and human rights
- ✚ Occupational safety and health
- ✚ Human resource development and further training
- ✚ Diversity, gender equality, and cooperation

### Governance

- ✚ Compliance management
- ✚ Tax compliance
- ✚ Sustainable supply chains
- ✚ Information and data security
- ✚ Material compliance
- ✚ Donations and sponsoring

\* This list is not exhaustive, it merely provides an insight into GROB's key sustainability topics.



*We consider the materiality analysis to be more than simply a risk evaluation instrument.*

It lies at the heart of our focus on sustainability. By identifying topics that are truly important to our stakeholders and for the long-term success of our company, we create a solid foundation for long-term growth. They enable the targeted use of our resources and allow the early identification of risks and consistent exploitation of opportunities to create genuine added value for all stakeholders.

Wolfram Weber  
Vice Chairman of the Board & CFO  
of GROB-WERKE GmbH & Co. KG

”



# Influence on the Sustainable Development Goals

In 2015, the United Nations (UN) defined 17 goals (Agenda 2030) that are intended to ensure sustainable development on an economic, social, and ecological level worldwide. In addition to politics, these goals also affect the economy and civil society.

As a global company with sites on three continents, these goals serve as clear guidelines for GROB, in particular the eight Sustainable Development Goals (SDGs), which the GROB Group can directly influence.

## SUSTAINABLE DEVELOPMENT GOALS



### HEALTH & WELL-BEING

Responsible leadership and employee-oriented health management are essential building blocks for maintaining and promoting the well-being and performance of employees. The implementation and consistent compliance with all relevant safety factors at production facilities, subsidiaries, and construction sites ensures the safety and health of employees and third parties. GROB products are developed according to the highest safety standards.



### HIGH-QUALITY EDUCATION AND TRAINING

The individual and continuous advancement of employees is a top priority. In addition, GROB provides flexible learning formats in combination with various personnel development programs and offers through the GROB Academy. To continue to meet the need for qualified specialists in the future, GROB provides training in a variety of professions. In addition, GROB specifically supports external educational institutions.



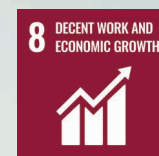
### GENDER EQUALITY

Gender equality is a universal human right and is an inherent part what GROB is striving to achieve. Empowering women in professional life is vital both economically and socially and is promoted by GROB by creating the corresponding framework conditions with the aim of continuously and sustainably increasing the proportion of female employees.



### AFFORDABLE AND CLEAN ENERGY

For building and process cooling, GROB has been using highly energy-efficient groundwater cooling for many years. In addition, the GROB plants are supplied with renewable district heating by a local utility company. The expansion of photovoltaic systems (started on the roof of assembly hall 14) and the increase in the procurement of green power are other planned measures.



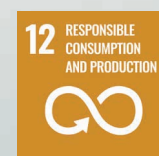
### DECENT WORK AND ECONOMIC GROWTH

GROB offers its employees a wage that exceeds the wage under collective agreements as well as comprehensive social benefits and supports the compatibility of work and private life (e.g., company agreement on the topic of "Mobile work"). The working conditions and work equipment at all locations worldwide are of the highest standard. GROB is firmly convinced that employees can only give their full commitment and contribute their creativity if this is supported by the general operating conditions. GROB rejects child labor and forced labor in any form.



### INDUSTRY, INNOVATION, AND INFRASTRUCTURE

In the constant pursuit of excellence, GROB recognizes changing market requirements at an early stage and develops innovative solutions based on extensive and versatile know-how. GROB is helping to shape the mobility of the future with its innovative products, such as stator, rotor, and electric motor assembly as well as battery and fuel cell assembly. GROB applies the highest standards that align with the principles of sustainability in its global modernization, renovation, and new construction projects in production and infrastructure.



### SUSTAINABLE CONSUMPTION AND PRODUCTION

GROB is committed to protecting the environment, using resources responsibly, and using environmentally friendly materials and technologies in manufacturing its products. To make the value chain sustainable, GROB takes care to minimize the amount of waste and residues and to continuously increase the recycling rate. If the production areas need to be expanded, GROB ensures that space is used sparingly, including the creation of buffer areas. For instance, in 2024 we will start construction of a car park on an existing GROB parking lot in order to minimize the area required for future car parking spaces.



### MEASURES FOR CLIMATE PROTECTION

Starting from the 21/22 fiscal year, GROB has been determining its annual carbon footprint based on the provisions of the Greenhouse Gas Protocol (GHGP). The Group-wide carbon footprint was determined for the very first time in the 22/23 fiscal year, taking scope 1, scope 2, and scope 3 emission categories into account. GROB is currently in the process of defining medium- and long-term goals for reducing Group-wide emissions and determining the necessary measures.



# Certifications and ESG ratings

Highest quality and optimal working conditions with the lowest possible impact on nature and the environment are the daily maxims in the development and manufacture of GROB products. To achieve this goal, GROB has established its integrated management system based on various standards for quality, environment, energy, and occupational health and safety. Compliance with these standards is regularly checked by accredited certification companies as part of on-site audits.

Sustainability in relation to the environment and energy begins, among other things, with the quality of the products. The fewer errors, rejects, rework, and service deployments, the fewer raw materials, energy, and CO<sub>2</sub> emissions are consumed or generated. This is one of the reasons why the GROB quality management system is set up and certified according to ISO 9001 and VDA 6.4.

In addition to the standards mentioned, GROB has other certifications at the Mindelheim site:

- ✚ Quality management DIN EN ISO 9001
- ✚ Quality management VDA 6.4
- ✚ Environmental management DIN EN ISO 14001
- ✚ Energy management DIN EN ISO 50001
- ✚ Specialized operation according to AwSV (Ordinance on Installations for the Handling of Substances Hazardous to Water)/WHG (German Water Act)
- ✚ Occupational health and safety management OHRIS with declaration of conformity for ISO 45001
- ✚ Welding technology DIN EN ISO 3834-2
- ✚ Authorized Economic Operator
- ✚ Information security management TISAX

## Current sustainability ratings

For several years, GROB has had its sustainability performance assessed by various specialized rating agencies. This type of assessment is used for self-reflection with regard to the activities at GROB as well as for verification purposes for customers and banks.

The financial market in particular is increasingly interested in supporting companies acting sustainably and ascribes importance to continuously improving ESG performance.

The results of the various assessments serve as an important input in the continuous pursuit to become a more sustainable company. GROB is pleased with the good results in the ESG ratings to date. But the company is committed to continuously improving its sustainability ratings.



## At a glance!

### Current sustainability ratings

#### ECOVADIS 2023:

**Bronze medal**  
**55 out of 100 points**

*(the areas of the environment, labor and human rights, ethics, and sustainable procurement were assessed)*

*This rating means that GROB is better than 63 % (63rd percentile) of the companies assessed by Ecovadis*

#### NQC | SUPPLIER ASSURANCE 2023:

**92 out of 100 points**  
**in SAQ 5.0**

*(the areas of business management, working conditions and human rights, occupational health and safety, business ethics, environment, supplier management, and the responsible procurement of raw materials were assessed)*

*The average for the mechanical engineering sector in the SAQ 5.0 assessment was 59 out of 100 points, which shows that GROB is well above average*

#### CDP – DISCLOSURE INSIGHT ACTION 2023:

**CLIMATE CHANGE: C ▶ Global Average C**

**WATER: C ▶ Global Average C**

**SUPPLIER ENGAGEMENT RATING: C ▶ Global Average C**

*Scale from A (best rating) to D- (worst rating)*







# 02

## Environment

The conservation and protection of the environment are an integral part of the GROB corporate philosophy and practice.

GROB's commitment to the environment is reflected in targeted projects and measurable goals, and is continuously improved.

This chapter of the sustainability report takes a look at the various measures and initiatives that are taken to minimize the environmental footprint and conserve natural resources.

### In this chapter

- 01 Environmental management
- 02 Environmental performance
- 03 Energy consumption
- 04 Corporate carbon footprint



# Environmental management

As a global company currently with five production sites on three continents and numerous service and sales offices, GROB is aware of its responsibility for climate and environmental protection. GROB is constantly working to improve energy and resource efficiency at all its sites. The aim of environmental and energy management is to reduce production-related environmental impacts, to conserve resources, to increase energy efficiency, and to further develop the products to sustainably decrease their environmental impact (e.g., energy and operating resource consumption).

Energy efficiency is an integral part of the energy transition, as every kilowatt-hour of electricity or heat saved does not need to be laboriously generated and transported through grids. The energy saved also helps avoid CO<sub>2</sub> emissions and reduce costs.

The GROB-WERKE headquarters in Mindelheim have been certified according to the international environmental management standard DIN EN ISO 14001 since 2002. Most recently, the system was successfully re-certified in the summer of 2023. A total of four out of five production sites of the GROB Group are certified according to DIN EN ISO 14001. These are the sites in Bluffton (USA), São Paulo (Brazil), Dalian (China), and the headquarters in Mindelheim (Germany). At the production facility in Italy, this certification is planned for the end of 2024. The main plant in Mindelheim (Germany) is also certified in line with DIN EN ISO 50001 (energy management).

A regular interdisciplinary environmental meeting is held with participants from the areas of occupational safety, waste and recyclables management, energy management, building and facility management, logistics, production, and maintenance. Items on the agenda of this meeting include the creation of the environmental protection program for the following year, review of environmental aspects and applicable legal provisions, and update of annual reports for authorities. The environmental program is approved in the subsequent management review meeting.

## Water management

In 2023, GROB-WERKE at the Mindelheim site drew 46,638 m<sup>3</sup> of water from the network of the local waterworks. Compared to 2022, this represented an increase in water consumption of 5,350 m<sup>3</sup>, or roughly 13 %. It should be noted here that both company performance (+15 %) and the number of employees (+6 %) as well as the building volume (+5.8 %, due to the construction of the new hall 14, among other things) increased significantly during this period.

The waste water (45,167 m<sup>3</sup>) is fed via the sewage system to the municipal sewage treatment plant. The rest (1,471 m<sup>3</sup>) is disposed of by certified waste management companies.

Groundwater extraction (well water), which is used, for example, to cool the machines and building, amounts to 3,226,944 m<sup>3</sup> and is returned in full in accordance with the official permit.

## Waste management

The total amount of waste increased by a total of 171 t (approx. 2.3 %) in 2023 (7,566 t) compared to 2022 (7,395 t).

The amount of hazardous waste was able to be reduced by 7.2 %, from 1,819 t to 1,688 t.

# At a glance!

*Innovations in recycling*

## PILOT PROJECT – Enhanced sorting of recyclables (metals)

*A position responsible  
for the following metal recycling tasks  
was established:*

**01**

**The recyclable materials copper, aluminum, brass, and stainless steel are separated from the metal waste**

**02**

**The recyclable materials are cleaned and disassembled as necessary**

**03**

**The recyclable materials are sorted by defined sorting criteria**

**04**

**Part of the recyclable materials returns to production and is reused**

**05**

**The rest is weighed and disposed of by type of material**

*The credit for recyclable materials has therefore increased by approximately 20,000 euros, as additional sorting expenses for the waste management company have declined.*





# Environmental performance

## GROB Mindelheim

Input	FY 2022	FY 2023	Difference
Water from third parties [m³]	41,288	46,638	+13.0%
Groundwater/well water [m³]	2,966,034	3,226,944	+8.8%
Total water procurement [m³]	3,007,322	3,273,582	+8.9%
Heating oil [l]	18,133	17,356	-4.3%
Natural gas (heating purposes) [m³]	888,342	949,967	+6.9%
Natural gas (process) [m³]	80,700	78,752	-2.4%
Diesel (vehicle fleet) [l]	422,825	428,160	+1.3%
Output	FY 2022	FY 2023	Difference
Waste water to sewage system [m³]	39,737	45,167	+13.6%
Waste water disposal via third parties [m³]	1,551	1,471	-5.2%
Return of groundwater/well water [m³]	2,966,034	3,226,944	+8.8%
Total quantity of waste [t]	7,395	7,566	+2.3%
Hazardous waste [t]	1,819	1,688	-7.2%
Non-hazardous wastes [t]	5,576	5,878	+5.4%
Quantity of recyclable waste [t]	5,635	5,610	-0.4%
Key data	FY 2022	FY 2023	Target value
Hazardous waste/total quantity of waste [%]	24.6	22.3	Currently without target definition
Non-hazardous waste/total quantity of waste [%]	75.4	77.7	Currently without target definition
Recyclables waste/total quantity of waste [%]	76.2	74.1	> 70
Heating energy/building volume [kWh/m³]	9.2	8.4	< 12
Water consumption/employee [m³/employee]	7.8	8.3	< 9
Recyclable material credit/disposal costs [%]	464	330	Currently without target definition
Reference parameters	FY 2022	FY 2023	Difference
Building volume [m³]	2,144,963	2,269,269	+5.8%
Number of employees	5,266	5,600	+6.3%
Recyclable material credit [€]	1,950,231	1,687,345	-13.5%
Net disposal costs excluding sales tax [€]	420,055	511,672	+21.8%

For the data and key figures, it must be noted that the company's performance, the number of employees, as well as the building volume increased in FY 2023 compared to FY 2022.



# Energy consumption

Part of the heating requirements for the GROB plant in Mindelheim is currently covered by regenerative district heating from a local supplier. The other part of the plant is supplied by a natural gas-powered energy center with an integrated combined heat and power plant (CHP), among other things. The CHP enables the particularly efficient use of natural gas, as in addition to heat, decentralized electricity is also generated for the plant, which does not have to be transported through the power grid.

## Energy consumption – GROB Mindelheim (FY 23/24)

Energy source	Energy consumption [MWh]
Electricity (grid)	35,673
District heat	9,519
Natural gas	11,851
Heating oil	171 *
Pellets	202 **
<b>Total</b>	<b>57,416</b>

\* 17,431 liters | Heat value 9.8 kWh/liter

\*\* 42,040 kg | 4.8 kWh/kg

In the 23/24 fiscal year, a total of 35,673 MWh of electricity were procured from the supply grid. The consumption of regenerative district heat during the same period amounted to 9,519 MWh. In addition, 11,851 MWh of natural gas and 171 MWh of heating oil were purchased. Total energy consumption therefore amounted to 57,416 MWh.

Total fuel consumption within the organization from non-renewable sources (natural gas, heating oil) amounts to 12,022 MWh. Fuel consumption within the organization from non-renewable sources (natural gas, heating oil) totaled 202 MWh.





# Corporate carbon footprint

In the 23/24 fiscal year, the corporate carbon footprint (CCF) for the entire GROB Group was able to be prepared for the second time in collaboration with an expert. At the time of publication of this report, the corporate carbon footprint of the GROB Group as well as GROB Mindelheim for the 23/24 fiscal year had not been finalized.

## Corporate carbon footprint – GROB Group

Scope	FY 22 / 23 [t CO <sub>2</sub> e]
Scope 1	5,711
Scope 2	38,095
Scope 3	1,171,664
Total	1,215,470

## Corporate carbon footprint – GROB Mindelheim

Scope	FY 22 / 23 [t CO <sub>2</sub> e]
Scope 1	3,657
Scope 2	23,180
Scope 3	866,942
Total	893,779

The calculation was carried out based on the Greenhouse Gas Protocol (GHG Protocol). The results are indicated in CO<sub>2</sub> equivalents (CO<sub>2</sub>e).

The emissions are divided into three categories (scopes). Scope 1 includes direct emissions from combustion in mobile or stationary installations/plants. Scope 2 covers purchased energy sources. Scope 3 is the broadest scope with a total of 15 subcategories. This takes account of all relevant upstream and downstream categories.

The "Use of sold products" (scope 3.11, proportion of approx. 70 %) and "Purchased goods and services" (scope 3.1, proportion of approx. 19 %) subcategories together account for the largest share of the GROB Group's total emissions.



*We have set ourselves ambitious, Group-wide CO<sub>2</sub> targets for the 26/27 fiscal year!*

In scope 1+2 (absolute emissions), our aim is to reduce emissions by around 21 % by the 26/27 fiscal year compared to the 22/23 fiscal year. In scope 3 (intensity), we are looking to reduce emissions by around 23 % by the 26/27 fiscal year compared to the 22/23 fiscal year.

”  
*German Wankmiller,  
Chairman of the Board & CEO of  
GROB-WERKE GmbH & Co. KG*





# 03

## Social affairs

The promotion of and support for social affairs is a fundamental part of the day-to-day activities at GROB.

This chapter presents the various initiatives and programs that GROB is implementing to strengthen social responsibility and public welfare. The focus is on establishing fair working conditions, promoting diversity and inclusion, as well as supporting local communities.

GROB is committed to sustainable social practices and responsible governance to effect positive change in the workforce and society as a whole.

### In this chapter

- 01 GROB as a fair and attractive employer
- 02 Human resource management in numbers
- 03 In-house training as a key to success
- 04 GROB training in numbers
- 05 Occupational safety
- 06 Health care and health management
- 07 Representative for severely disabled persons
- 08 Idea management



# GROB as a fair and attractive employer



*Our employees  
are the backbone  
of the company!*

As a family-owned company, we constantly aspire to achieve sustained growth through our own efforts. We have high expectations, while at the same time offering comprehensive opportunities for further individual training. We open up manifold career paths in a globally active technology company.

Our employees are the company's backbone, our key success factor, and our shaping force. They are instrumental to ensuring not only our presence among the international competition, but also to further enhancing our technology and market leadership.

Christian Grob,  
Chairman of the Supervisory Board  
of GROB-WERKE GmbH & Co. KG

## **GROB as an attractive employer**

GROB employees are an important foundation for the company's economic success. GROB is continuously working to further improve its excellent reputation as an employer. GROB combines the stability of almost 100 years of family history with the opportunities of an international technology company. This is also confirmed by external institutes and employer rankings – for example, GROB received the "Top Company" and "Open Company" awards from the "kunu" rating portal.

## **Employee handbook**

The GROB employee handbook provides orientation on the most important requirements relating to the employment relationship. For example, it contains general regulations on the structure of the employment relationship or information on the GROB social benefits.

## **Performance-based compensation in line with the market**

Remuneration is based exclusively on professional qualifications and performance and is generally determined independent of gender. In Germany, GROB bases its wages and salaries on collective bargaining regulations, while the legal requirements are complied with worldwide. In the global regions, GROB bases the different remuneration models on the respective market conditions.

## **Achieving a work-life balance – flexible work time models**

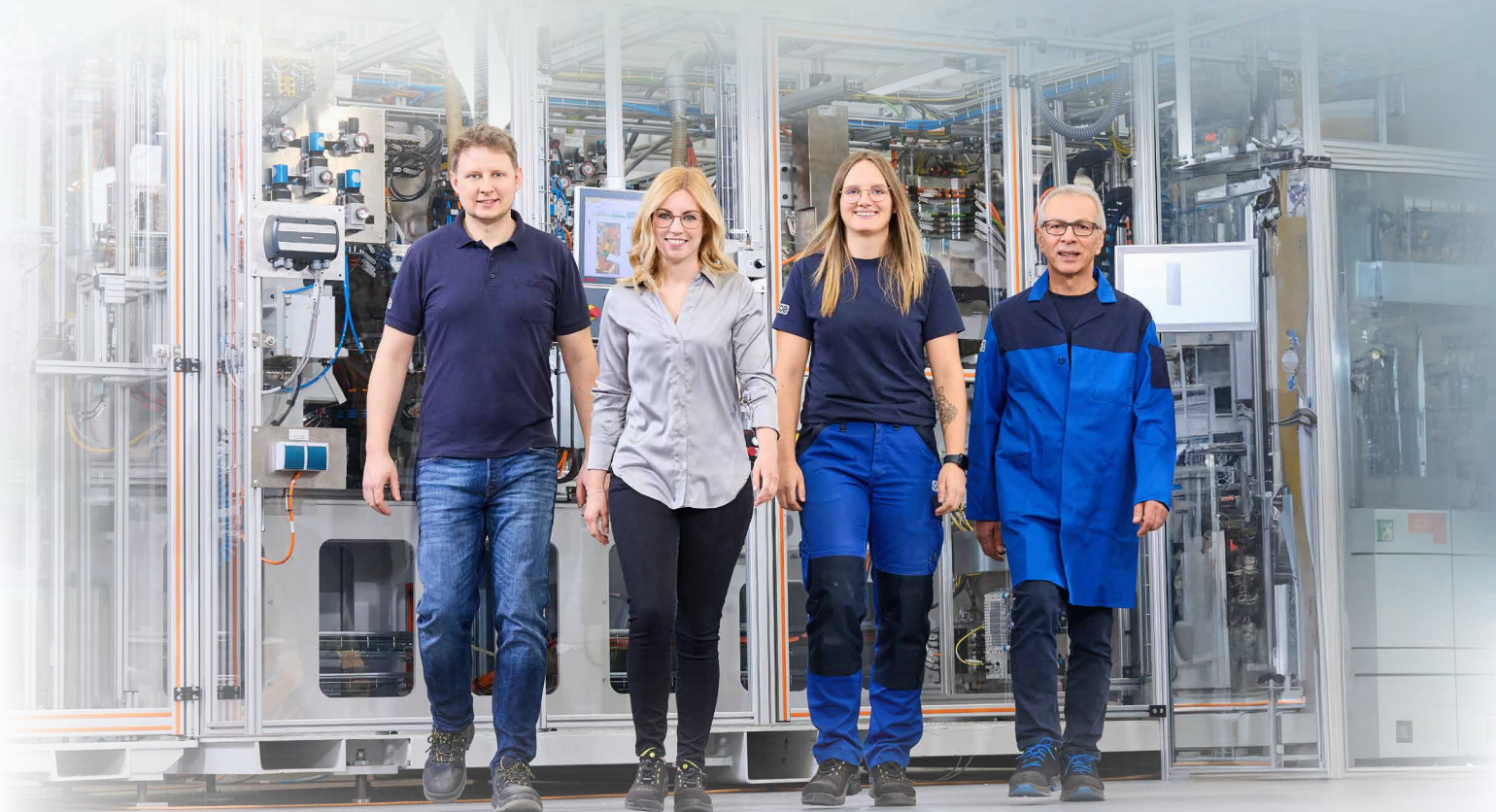
A work-life balance is important to employees. It is GROB's declared goal to offer employees an attractive working environment, including flexible working time models that are compatible with their respective life situations. GROB lives up to this claim, in particular through a generous work-from-home regulation. The integration of almost all those returning from parental leave into working time models that suit them while at the same time taking on challenging tasks shows the success of GROB's approach. In addition, GROB offers partial retirement models to enable employees to make an appropriate transition into retirement.

## **GROB Academy**

For many years, GROB has offered training and qualification options to its employees via our own GROB Academy. Highly qualified employees are the decisive key to ensuring and increasing competitiveness in a high-tech world. Especially in times of digitalization and rapidly changing circumstances, there is a need to develop new competencies in order to successfully respond to these challenges. It is therefore GROB's goal to prepare its staff as well as possible for their career challenges.

## **Strengthening employee loyalty**

In May 2023, over 9,000 runners took part in the 5.3-kilometer company run in Augsburg. The GROB team once again enjoyed strong representation. GROB had the third-largest contingent of runners, with a total of 436. GROB is proud to have participated in this fantastic initiative that contributes to a range of good causes.

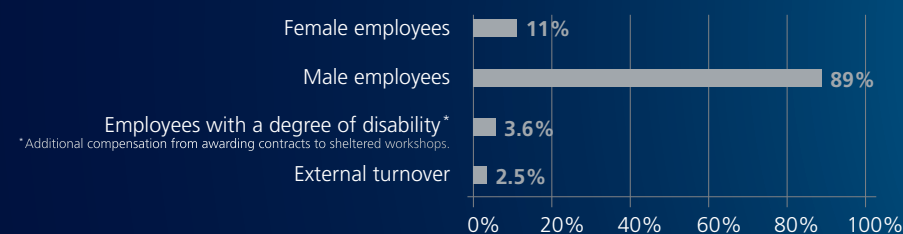




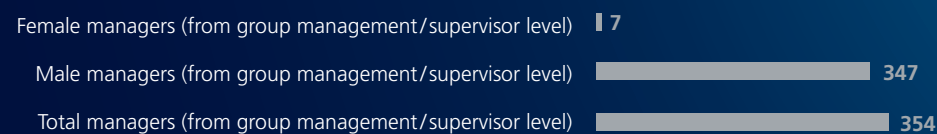
# Human resource management in numbers

## Workforce (as of: February 29, 2024)

GROB Mindelheim employed a total of 5,869 staff in the 23/24 fiscal year.



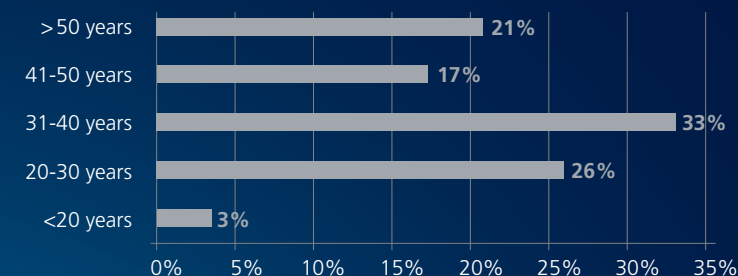
## Managers (as of: February 29, 2024)



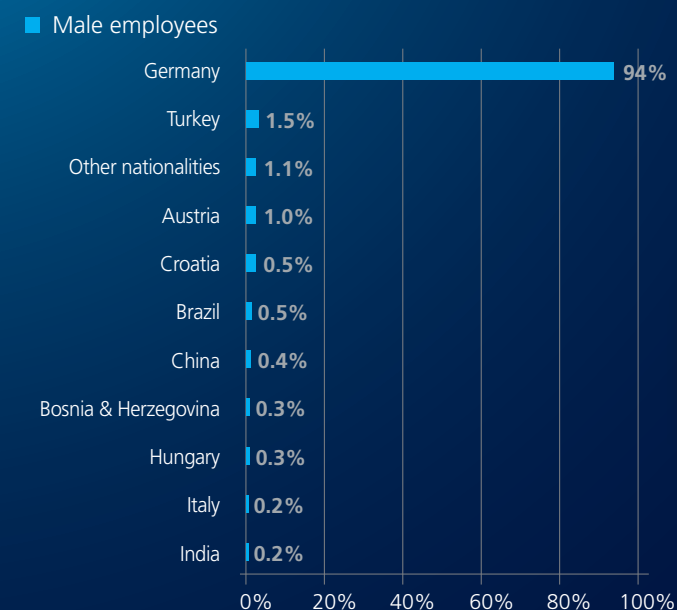
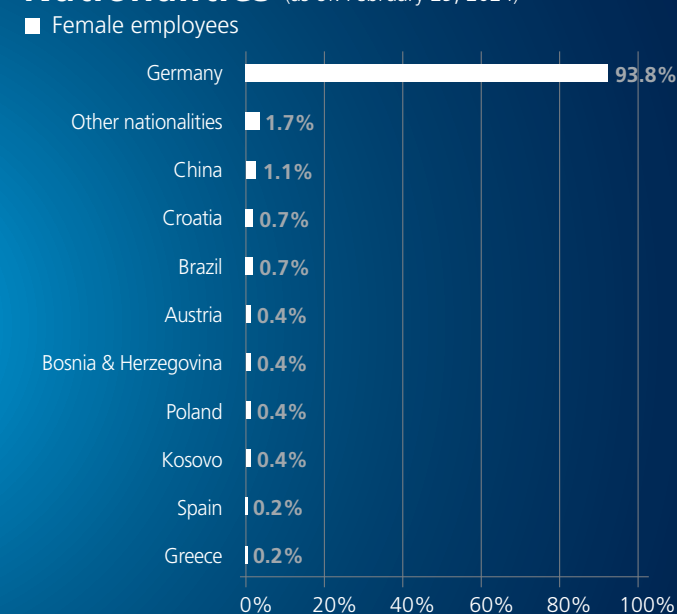
## Other key figures (as of: February 29, 2024)



## Age structure (as of: February 29, 2024)



## Nationalities (as of: February 29, 2024)



*One Team.  
One Vision.*

*At GROB, we are proud that our employees are as diverse as the challenges that we face. This is reflected in all areas of the company and at all our sites. In promoting diversity, we see a sustainable foundation for innovation and growth.*

Florian Grob  
GROB-WERKE GmbH & Co. KG



# Human resource management in numbers



## Key human resource development figures for GROB Mindelheim FY 23/24

	Actual figures FY 23/24			Target figures FY 24/25		
	Number of training sessions	Number of participants	Time h	Number of training sessions	Number of participants	Time h
Internal training programs	383	4,006	28,010	400	3,833	27,162
Technical qualifications	197	1,189	22,151	200	934	23,975
Customized training/Q programs	77	1,223	8,037	90	958	13,372
Apprentice training	22	306	8,458	25	330	8,856
External training	171	270	5,418	150	281	5,847
BGHM seminars	57	142	1,889	50	70	979
Online training	2,300	570	2,100	3,000	620	2,500
Company tours	27	801	2,223	52	1,560	3,900
Team development activities	19	336	2,941	20	292	2,560
LEAN Academy	31	258	1,027	30	250	1,000
Department presentations	7	46	69	10	70	85
Student programs	5	54	283	6	50	270
Executive development programs	20	201	2,787	31	340	3,868
Construction site manager programs	4	46	1,463	4	45	1,455
Qualification programs	2	16	1,120	2	16	1,200
Project manager programs	4	41	574	7	70	980
<b>Total</b>	<b>3,326</b>	<b>9,505</b>	<b>88,500</b>	<b>4,077</b>	<b>9,719</b>	<b>98,009</b>

## Comparison of GROB Mindelheim, M&E companies, and the overall economy

	FY 20/21	FY 21/22	FY 22/23	FY 23/24
Number of employees (as of February 28)	4,476	4,733	5,286	5,869
Advanced training costs [€]	428,860.00	551,758.64	773,392.33	1,231,030.86
Direct costs for advanced training/employee [€]	95.81	116.58	146.30	209.75
Advanced training days/employee	1.2	1.5	2.27	2.16
	GROB Mindelheim*	M & E**	Overall economy/industry***	
Direct costs for advanced training/employee [€]	209.75	228.63	496.00	
Advanced training days/employee	2.16	1.2	2.04	

\* Figures for GROB Mindelheim without travel expenses for external training sessions; these are included in the other studies

\*\* bayme vbm, M&E Benchmark (2020): Participation of 59 member companies

\*\*\* Advanced training survey by the German Economic Institute (Institut der deutschen Wirtschaft, 2020): Participation of 1,340 companies from all sectors, use of figures from industry

## GROB Mindelheim employee/satisfaction survey

	FY 22/23	FY 23/24
Number of employees surveyed	794	3,326
Response rate	558 (70.3%)	2,385 (71.7%)
Result (actual/maximum)	7.00/10	7.47/10



# In-house training as a key to success

An integral part of human resource management is training, which sustainably keeps expertise and know-how in the company. Training has a long tradition at GROB. GROB-WERKE is not only the largest employer in the region, but also the largest training company in the area. In Mindelheim alone, more than 2,100 young people have undergone training since the foundation of the plant, most of whom are still active in our company today. They all take advantage of the opportunity of long-term prospects in the company and appreciate the security to plan their lives, including the chance for further training in the company.

Our subsidiaries in the U.S., Brazil, and China also provided training as needed, including the opportunity for ongoing internal development. In order to balance and identify systemic, structural differences, we are currently creating an examination pool with qualitatively and quantitatively equivalent final examinations based on the German standard.

## At a glance!

*Facts and figures:*

### 236

apprentices in total –  
including 40 women  
(as of: February 2024)

### ***Flextime during training***

The opportunity to use flextime has been in place for our apprentices since September 2020. Apprentices have the option to work flexible hours during a time period that is determined by the company. The new work time model is very popular amongst our apprentices and provides additional motivation.

### ***Introduction of the e-bizA/ Biltech management software:***

A new management software (e-bizA), which is used by the entire department as well as apprentices and the responsible units, has been in use since the fall of 2023.

It facilitates interdivisional planning, the flow of information, performance controlling of the apprentices, and, in the near future, digital report management. At the start of the training, all apprentices are provided with an iPad or laptop, which they regularly use in their professional activities and so also independently use the new software. This is a significant improvement in the information structure. The new software also relieves the organizational and administrative burden on the vocational training department.

To meet the new commissioning challenges faced in the area of "new technologies", the classic Siemens control systems have been joined by the development of a Beckhoff didactic module for training. These modules make it possible to teach apprentices the fundamentals of programming Beckhoff systems. The most important course content includes the use of the TwinCAT interface, assembly connection/diagnostics, creation of a visualization, and programming with the "Structured Text" language.

### ***Robot training (KUKA, Fanuc, ABB)***

As GROB systems are increasingly being fitted with robotics (KUKA, Fanuc, ABB), robots have become an entrenched part of day-to-day life. In response, GROB has created space for robotics in the training, during which apprentices learn about the different control systems and their processes and tackle simple applications as well as problem-solving in commissioning. This basic knowledge facilitates their entry to professional life.

### ***Apprentices support the company's units***

Various orders that cannot be implemented in the halls for staffing reasons are executed in the Training Center. From the construction of special equipment and improvements through to overhauling machines (milling and grinding machines as well as drills), apprentices have the opportunity to get involved in the electrics and mechanics of maintaining the machinery and special equipment. They are able to independently plan, implement, and control the projects, and prepare complete documentation. This work relieves the burden on the production area and gives apprentices a good opportunity to gain initial experience with real-world activities.





# In-house training as a key to success

## ***Nutrition workshop/health management:***

A healthy diet and health management are becoming ever more important. As a result, GROB put a great deal of thought into how precisely this issue could be made more accessible to apprentices and integrated into their day-to-day activities. All apprentices have access to fresh, free fruit that is provided daily and another nutrition workshop was held in 2023. This was supported by an accredited dietician and nutritionist and her colleague. The workshop included topics such as healthy diet in everyday life, food science, food processing, as well as a joint cooking session and meal. The trainers at the Malteser in Mindelheim held a first-aid course for apprentices coming to the end of their training this year. This means that they are equipped for every situation in their daily activities as skilled workers, including as first aiders.

## ***Fit Apprentice campaign:***

It's not just nutrition, fitness also plays an important role in your future. In light of this, the "Fit Apprentice" campaign was held in January 2023. Split into two groups, the 95 apprentices spent a full working day at the "Pro-Physio" physiotherapy practice in Mindelheim. This campaign was actively supported by the Techniker Krankenkasse health insurer. The therapists had a challenging and very informative program in store for the apprentices. The apprentices were well-looked-after with a substantial breakfast (Bircher muesli, among other things) as well as a healthy, self-cooked lunch. The apprentices learned a great deal with strength measurements, nutrition lectures, circuit training, ergonomic exercises, and much more on the agenda. The training made a positive difference to both individual fitness and above all to team spirit. GROB is also planning to organize an in-house follow-up with the GROB physiotherapy practice for 2024 to ensure long-term added value.

## ***Apprentice exchange with Bosch in Blaichach***

Besides the apprentice exchange within the GROB plants worldwide, we have also organized an annual apprentice exchange with Bosch in Blaichach for several years. Two mechatronics apprentices from Mindelheim spent two weeks there, while apprentices from the BOSCH plants spent time working at GROB in Mindelheim. This arrangement gives the selected apprentices a fantastic opportunity to gain experience in other operations and also supports their professional as well as personal development.

## ***Energy Efficiency Day***

Sustainable development is one of the major challenges of the 21st century. However, it is only possible if the idea is supported and implemented by a large number of people. Education plays a vital role, especially for young people. In light of this, it is important for us to make our young apprentices aware of topics related to energy efficiency during their training. This is the reason why GROB has organized an "Energy Efficiency Day" with its apprentices in cooperation with the Mindelheim Vocational College for several years.

The event focuses primarily on teaching the basics of power generation, the physical laws of power and work as well as the resulting losses. The apprentices learn about the amount of work required to generate energy based on simple practical examples. They get together in teams to develop concepts on how to utilize existing energy efficiently and sustainably, using an "energy town" as an example. Apprentices are confronted with real-world problems such as energy production, security of supply, and the integration of renewable energies.

The event concludes with a "town parliament" task, where every apprentice is assigned an individual function in a committee. Roles such as mayor, officials of various political groups, representatives of the energy sector, industry, and many more are represented. This forum reaches decisions in consideration of different aspects of sustainability. The resulting discussions usually very quickly turn their focus to the relevant interests involved.

The insight gained during this project day clearly shows the apprentices that resource efficiency is not just the domain of specialists and that every individual shares responsibility. As sustainable actions are important for every profession and every industry, apprentices are a key group for the implementation of improvement measures. They have additional time for projects, socialize during the shared task, know the company, and therefore act as multipliers for the required changes in behavior.

## ***Environment Days***

In 2023, GROB once again participated in the "Environment Days". GROB re-launched the project together with the State Association for Bird Protection (LBV). Individual groups of third-year apprentices spent the day helping the association care for the surrounding conservation areas. This year, they were deployed to Hauser Moos conservation area, the Naturlehrgarten Mindelheim park, as well as Rothlache, a glade, for mowing and maintenance work.





# In-house training as a key to success



## *Apprentice exchange with GROB plants in Brazil, the USA, and China*

The time for the apprentice exchange arrived once again! In July 2023, the training department arranged an exchange with the subsidiaries in Bluffton, USA, Dalian, China, and São Paulo, Brazil. Following the registration period and subsequent selection process, two apprentices each traveled to Brazil and China, while four apprentices traveled to the USA. As a completely new experience in a foreign country and in a different plant, the candidates thoroughly enjoyed their stay. For three weeks they were able to actively participate, explore different departments, and get to know new work processes. Of course, there was also enough time on the weekends to explore the countries and, for instance, visit the sights or spend time with the local apprentices and trainers.

In return, in the fall, GROB Mindelheim hosted a total of 8 apprentices from the subsidiaries: two apprentices from Brazil, two apprentices from China, and four apprentices from the USA, currently completing apprenticeships as electronics engineers for automation technology, industrial mechanics, as well as cutting machine operators. A trainer as well as the secretary of the training department from Bluffton were also on-site in Mindelheim to continue to adapt the training processes and implement new ideas for the collaboration. Trainers from China and Brazil will visit at the start of 2024.

## *Women's meetings*

The Youth and Apprentice Council arranged women's meetings to enable an appropriate work environment for female apprentices. This allowed apprentices to openly discuss gender-specific concerns in their training woman-to-woman and address specific topics. This reinforces the inclusion of female apprentices as an integral part of training at GROB.

## *Involvement in ice-breaker days*

The Youth and Apprentice Council was also involved in the "Ice-Breaker Days" held in September 2023. They helped arrange the evening program in the youth hostels. This gave the new apprentices an opportunity to get to know one another better to strengthen team spirit throughout the organization.





# In-house training as a key to success

## Handover of skilled worker's certificate including vehicle presentation for the 3 best apprentices/students

For the very first time, GROB arranged a small celebration to mark the handover of the skilled worker's certificates to apprentices who completed their training early. This event was held in B6 on September 15, 2023. The training manager handed over the apprenticeship diplomas and awarded apprentices with the best mark an event voucher provided by the Mindelheimer Zeitung newspaper. As the crowning touch, the two best apprentices as well as the best Ulm student (Bachelor thesis) each received the key card to a vehicle from the GROB vehicle fleet. The VW models were available for their private use for six months, starting on October 1, 2023. This benefit has been included in the company's repertoire for rewarding outstanding performances.

## Apprentice Benefits

Apprentices have been eligible for "Apprentice Benefits" since the start of training in 2023. These include monetary benefits as well as other incentives for good performances. The benefits allow apprentices to enjoy, among other things, a monthly meal allowance of EUR 30, a travel allowance (varies depending on the route to work), as well as the E-GYM Wellpass offer. This provides a wide range of fitness activities based on a monthly subscription of EUR 25.

The "Apprentice Benefits" also reward outstanding performances. The best apprentices are given a leased vehicle for a period of six months. This does not result in any additional costs for the apprentices. Since March 2024, these benefits have also been included in a company agreement.

## Recruiting events

The largest event in the department is the "Job4You" vocational training fair, which was held in hall 12 from 10 a.m. to 2 p.m. on July 8, 2023. Many visitors were pleasantly surprised by the numerous hands-on workstations for students, a lottery, job presentations, and delicious catering. To give school leavers a deeper insight into apprenticeships, trainers and apprentices presented the ten apprenticeships as well as four degree courses available at GROB.

In addition, the "Job4You Special" was held at the start of 2023. This smaller-scale event provided an additional opportunity to present the apprenticeships and gave those interested the chance to go to the specific departments and, for example, watch a technical product designer at work.

As it does every year, GROB participated in GirlsDay, which aims to give young girls greater access to trades. On April 26, 2023, a total of 36 participants were given a sneak peek of the operations. From 3D printing through to soldering, there were a whole host of activities on offer for the girls to get involved in and they were then able to take their self-made "giveaways" home with them.



## Marketing measures

In 2023, GROB attended a total of 16 recruiting exhibitions. This included the BAM vocational training exhibition at the Forum in Mindelheim, the vocation training exhibition in Kaufering and Kempten, the apprenticeship market in Thannhausen, and many more. At the same time the training department organized plant tours with the partner schools (e.g., Maria-Ward Realschule middle school).

The apprentices have set up a "Social Media Team" that supports the marketing department by creating TikTok videos. In addition, three new video clips were created and updated to provide insight into the apprenticeships for electronics engineer for automation technology, industrial mechanic, and mechatronics engineer. The clips are also displayed in theaters in the area.



ACCESS OUR  
GROB VIDEO CLIPS  
FROM 2023 *HERE*

01| GROB training as industrial mechanic  
02| GROB training as mechatronics engineer



# GROB training in numbers

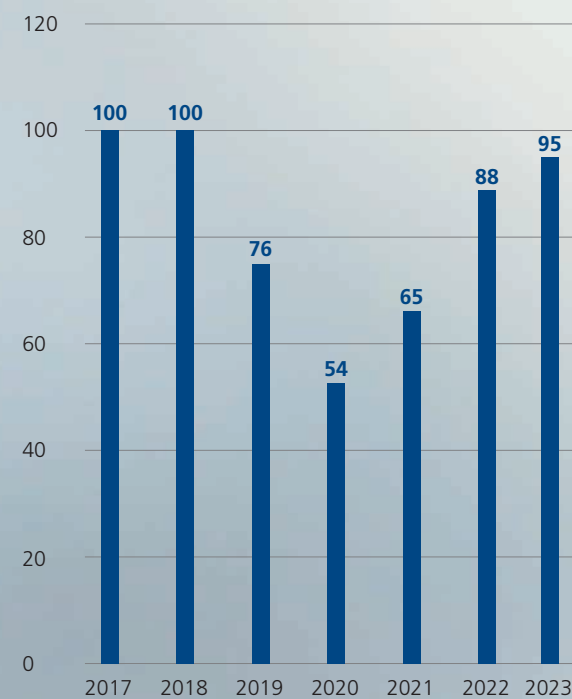


*We employed  
95 apprentices  
in 2023!*

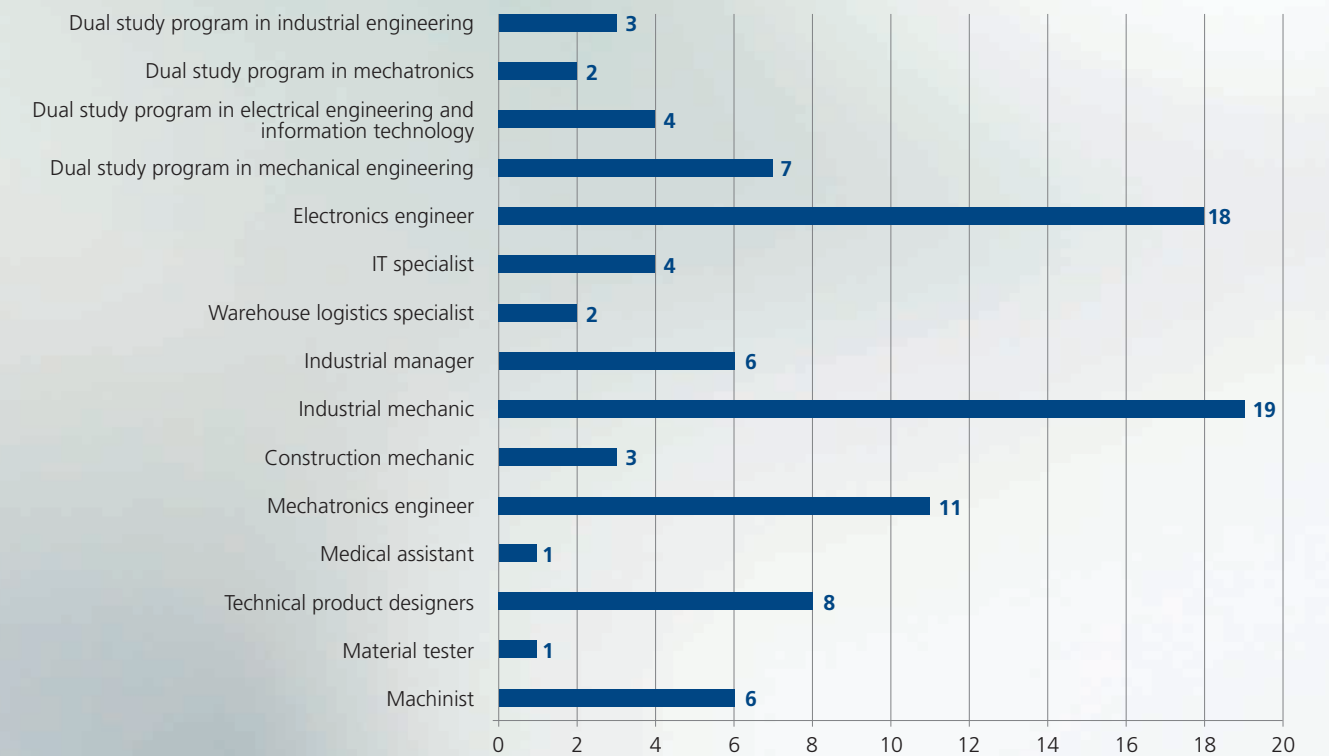
In total, we received 660 applications and held 16 recruitment tests as well as 220 job interviews. We also offered two of the apprentices introductory training. The aim of the introductory training is to offer young people seeking an apprenticeship the opportunity to trial the skilled profession in a training organization with a 6- to 12-month-long placement and give them the opportunity to prove themselves. If the placement student and organization are satisfied with the cooperation, an apprenticeship contract can be agreed following the introductory training. We will continue to recruit apprentices using the introductory training pathway in future (as needed). We are looking to reach a total of 110 apprentices for 2024.

Florian Rauch  
Training Manager Electrical Systems  
of GROB-WERKE GmbH & Co. KG

## Development of the number of newly employed apprentices (as of: September 1, 2023)



## Distribution of the 2023 apprentices across the skilled trades (as of: September 1, 2023)





# Occupational safety

GROB management is aware of the importance of a positive attitude towards occupational health and safety and promotes this consistently at all levels. As a social employer, GROB is responsible for ensuring that all employees are able to work in a safe and healthy work environment.

The implementation and compliance with all relevant safety factors in the production locations and branches, as well as on the construction and assembly sites, help protect the life and health of GROB employees and third parties. This enables the risk of accidents to be minimized.

Furthermore, GROB is constantly looking to do more to improve occupational health and safety beyond the required minimum standards. To do so, GROB has established and introduced an occupational and health protection management system, among other things. All GROB employees are required to actively participate in occupational health and safety and to improve accident prevention and protection against work-related diseases. At GROB, functioning occupational health and safety is about more than just ticking the boxes, it is something that we actively implement in practice every day.

Among other things, GROB Mindelheim is certified according to the German occupational health and safety management system OHRIS (Occupational Health and Risk Management), which satisfies the requirements of DIN ISO 45001:2018. OHRIS is an integral part of GROB's management system and demonstrably meets national and international standards.

## ***Rollout of the "International Occupational Safety" training strategy***

At GROB, employees who work in the subsidiaries receive basic training in occupational safety for their activities in the global environment. GROB ensures that branch employees, too, receive basic training in occupational safety that meets the high German standards. This includes:

- ⊕ Training as a crane operator
- ⊕ Training as a scaffold operator
- ⊕ Operation of pedestrian propelled industrial trucks
- ⊕ Safe working at heights

## ***REACH and PFAS and their sustainable avoidance***

The REACH Regulation and PFAS (per- and polyfluoroalkyl substances) Regulation have been further tightened in relation to substances such as diisocyanates and substances containing fluorine. GROB prepared itself early to ensure that it is able to meet the obligations. Work materials and hazardous substances were therefore once again checked and safe substances were introduced as alternatives where possible.

At the Mindelheim plant, around 500 employees received training in the use of diisocyanates. This training is valid for five years. In terms of the PFAS regulations, around 700 fire extinguishers that contained fluorine, all of which were due to be tested, were replaced. As a result, GROB no longer has any fire extinguishers containing fluorine in use. In the long-term, the procurement of fluorine-free fire extinguishers and agents will be ensured.

## ***Behavior-based occupational safety***

In Europe, the technical protection options in occupational safety are often exhausted. GROB employees are therefore regularly involved in occupational safety through targeted campaigns. The following campaigns were carried out in 2023:

- ⊕ Proper use of cut-resistant gloves
- ⊕ Keeping escape and emergency routes clear
- ⊕ Function of fire barriers and fire doors
- ⊕ Scooters – driving behavior and lighting



# Occupational safety

Occupational safety is measurable at GROB!

Key figures for GROB Mindelheim (FY 23/24)

<b>Number of reportable industrial accidents with absence ≥ 1 day</b> (Industrial accidents, excluding commuting accidents, suffered by GROB employees and temporary workers)	102
<b>Number of reportable industrial accidents with absence ≥ 3 days</b> (Industrial accidents, excluding commuting accidents, suffered by GROB employees and temporary workers)	92
<b>Severity</b> (Absence in hours by industrial accidents/hours worked) * 1,000,000	1.59
<b>Frequency</b> (Number of accidents ≥ 1 day/hours worked) * 1,000,000	12.82
<b>KPI3d</b> (Number of work accidents with absence ≥3 days/hours worked) * 1,000,000	11.56
<b>Ratio of reportable industrial accidents per 1,000 full-time employees</b> (Number of reportable industrial accidents with absence ≥ 3 days/Number of employees) * 1,000	16.02
<b>Number of first-aiders</b>	1,000
<b>Number of safety officers</b>	104
<b>Number of individual training sessions</b>	125
<b>Number of employees who received training in initial training sessions</b>	1,422
<b>Number of employees who received training in cranes and aerial work platforms</b>	427
<b>Number of employees who received training in "Work safety at heights"</b>	198
<b>Number of fire extinguishers that were inspected</b>	196
<b>Percentage of production sites certified in line with ISO 45001 or comparable standards for work management</b> (2 of 5 GROB production sites: GROB Mindelheim/Germany and GROB Dalian/China)	40 %

## High safety level at GROB!

All GROB employees are insured by the trade association. Common injuries included cuts, head injuries, as well as ankle and foot injuries. No deaths from industrial accidents were recorded at the site. One incident with a serious injury, i.e., extended absence from work in excess of six weeks, occurred at the site as the result of an industrial accident. A comprehensive accident analysis headed by Occupational Safety was launched immediately after the accident. Measures to prevent these kinds of accidents in the future were defined and implemented according to the S-T-O-P (Substitution, Technical, Organizational, and Personal protective measures) principle.

The ratio for reportable industrial accidents per 1,000 full-time employees of 16.02 shows, among other things, that GROB has a very good level of safety. By way of comparison, the frequency of reportable accidents at companies in the industry is significantly higher (Berufsgenossenschaft Holz und Metall (Wood and Metal Trade Association): 30.18).

GROB significantly increased its workforce in 2023 and the product portfolio changed, driven primarily by the ongoing transformation to e-mobility. These changes provided a particular challenge for the onboarding of new employees and the organization. This often also has an impact on the frequency of industrial accidents, which is why the ratio rose compared to previous years. This reinforces the need to pursue and implement a long-term strategy to reduce the number of accidents.

”



# Health care and management

## *New challenges in occupational healthcare*

The success of the company depends on the qualification, motivation, and health of its employees. Trends such as the aging workforce and skills shortage are placing greater demands on occupational healthcare at the GROB plants, too. Besides the traditional tasks enshrined in the German Occupational Health and Safety Act, occupational medical care pursues an integrated approach.

These days, the focus is on providing comprehensive advice in all health matters both at and outside of work. For instance, employees are given comprehensive heart and circulation check-ups in collaboration with cardiologists upon request.

## *A new addition to the company physician team*

The significant increase in the number of employees in 2023 required additional staff to be recruited to the Company Medical department. In the spring, two new specialists joined the Physiotherapy unit. Besides acute care, the "Physiotherapy" unit is actively involved in occupational health promotion and is therefore an important part of the overall occupational health management concept at GROB.

A new position was created in the area of medical assistants and filled with an apprentice. The medical team is still comprised of two medical specialists for occupational medicine.



## 1. quarter

01 Fascia training

## 2. quarter

- 01 "Healthy diet" campaign
- 02 Back training
- 03 Nordic Walking course
- 04 Running training
- 05 Skin cancer screening
- 06 Company run

## 3. quarter

- 01 Back training
- 02 Pilates courses
- 03 Kick-off of "Healthy Menu"

## 4. quarter

- 01 Back training
- 02 Pilates courses
- 03 Yoga courses
- 04 Flu vaccination campaign
- 05 Start of "Moving Breaks"



# Health care and management



## Company health management and prevention measures

In 2023, company health management measures were focused on back fitness. Regular in-house courses headed by the physiotherapists were offered. Health days on the topic of "Healthy work at the computer" and the "Foot consultation" complemented the offer and enjoyed plenty of interest. The plans for 2024 are already in place.

## Health care and management at the workplace are essential

for ensuring the long-term wellbeing and performance of our employees. Preventive measures and regular health checks not only help to prevent diseases, they also foster a positive work atmosphere and improve the motivation and satisfaction of our employees.

Dr. Peter Pawlitzki  
Company Physician  
of GROB-WERKE GmbH & Co. KG

## Occupational medical care at GROB

In the 23/24 fiscal year, over 5,600 staff were employed at the Mindelheim site. These employees are joined by up to 400 workers from various external companies and work contracts. Besides check-ups as defined in the German Ordinance on Preventive Occupational Health Care (ArbMedVV), the company medical practice at GROB offers open consultation hours every day during which employees can seek advice on health and wellbeing topics as well as on their physical and mental concerns. This close contact is absolutely critical for the good relationship of mutual trust enjoyed between the company physician and the workforce. For instance, more than 6,600 outpatient appointments were held during the company physician consultation hours in 2023.

## Occupational medicine in line with the German Occupational Safety Act (ASiG) and the German Ordinance on Preventive Occupational Health Care (ArbMedVV)

- ⊕ Hazard assessments
- ⊕ Workplace inspections
- ⊕ Industrial Health and Safety Committee meetings
- ⊕ Hazardous substance analyses
- ⊕ Physical agents
- ⊕ Biomonitoring
- ⊕ Shift work
- ⊕ New forms of work
- ⊕ Travel medicine

## Medical care

- ⊕ Open consultation hours
- ⊕ Emergency outpatient department
- ⊕ Instrument-based diagnostics and laboratory tests
- ⊕ Comprehensive consultation
- ⊕ Cooperation with the local health system

## Company reintegration management

- ⊕ Identification of employees with health impairments or disabilities
- ⊕ Reintegration in the workforce
- ⊕ Risk assessment in case of pregnancy
- ⊕ Cooperation with social security providers

## Company health promotion

- ⊕ Fitness and relaxation courses
- ⊕ Nutrition counselling
- ⊕ Healthy eating offer
- ⊕ Moving breaks
- ⊕ Health days
- ⊕ Company run

## Additional services

- ⊕ Crisis management in emergencies
- ⊕ Fitness examinations
- ⊕ Vaccination campaigns
- ⊕ Fit Apprentice campaign
- ⊕ Absence analysis
- ⊕ Management qualification
- ⊕ Addiction prevention



# Health care and management

## Company reintegration management

One of the key pillars in company health management is company reintegration management. The long-term illness cases are discussed in regular meetings between personnel officers, works councils, the representative for severely disabled persons, and the company physicians, and the individuals are then invited for a company reintegration management meeting. Almost all employees accept this invitation and work together with the company representatives at a round table to develop possible solutions to reduce or prevent absences in future. The goal is to identify performance-adapted and appropriate workplaces for physically restricted employees to preserve their long-term employability, improve quality of life, and safeguard expertise at the workplace.

## New occupational health challenges

From an occupational health perspective, new and interesting tasks are coming to light from projects in the area of new technologies, such as the development of systems for battery cell assembly lines. This requires medical issues and challenges in handling the new technologies to be assessed and dealt with to achieve the best possible prevention for workers.

Travel medicine with a country-specific counseling and vaccination offer remains a very important milestone in prevention with respect to the global deployment of employees.

*At a  
glance!*

*Facts and figures:*

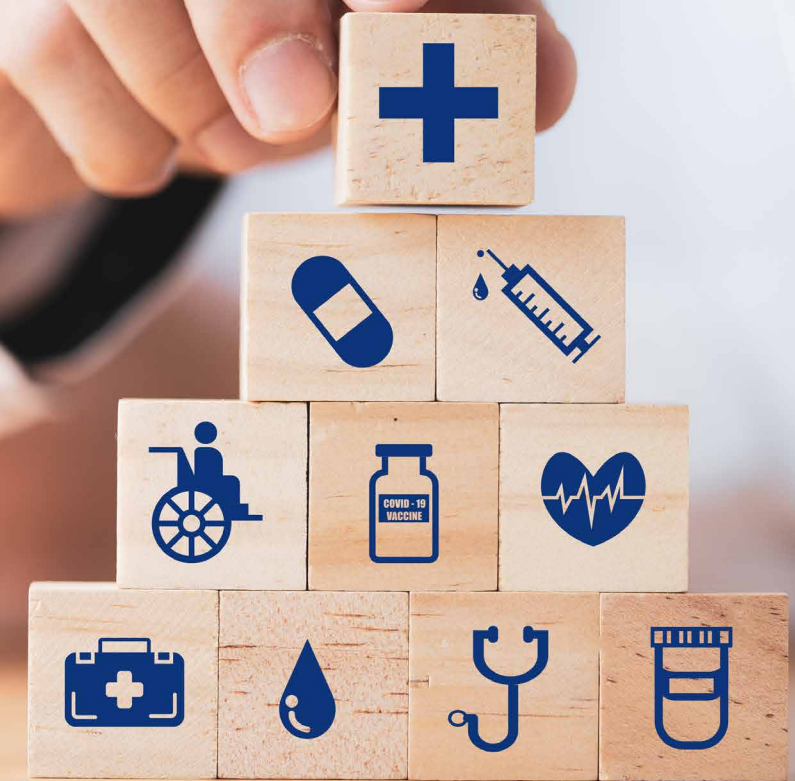
**2,658**  
optional and  
mandatory check-ups

**6,627**  
outpatient  
contacts

**5,151**  
technical  
tests  
(ECG, hearing test, eye test, etc.)

**94.6%**  
health  
rate

**593**  
participants in company  
health promotion measures





# Representative for severely disabled persons

GROB-WERKE GmbH & Co. KG is aware of its social responsibility and provides the necessary framework for employing people with disabilities in appropriate areas of work. As part of its social responsibility, GROB ensures that diversity and inclusion are always considered and pursued in an ongoing process.

## *The representative for severely disabled persons (RSDP) and its function*

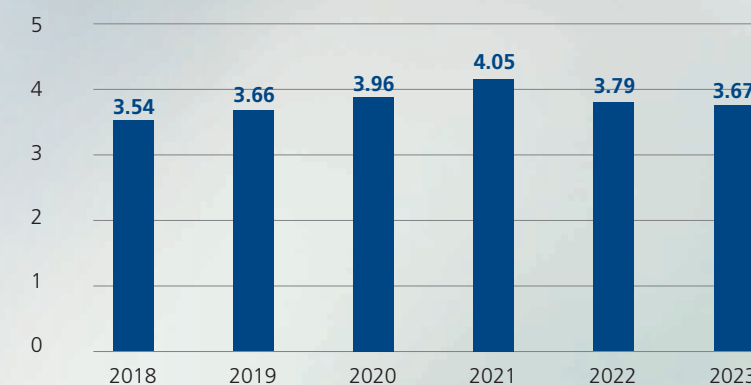
In addition to the works council, the RSDP is an independent employee representative body established in the fourth Social Security Code, Section 177 et seq. It promotes the integration of severely disabled people in the company, represents their interests, and offers advice and support. It fulfills its tasks, in particular, by monitoring the laws, collective agreements, and company agreements for disadvantages in relation to people with disabilities in the company. It supports employees with applications for a degree of disability and can independently request measures for this group of employees. The RSDP works closely together with the works council as well as the employer representatives and the company's inclusion officers.

GROB provides people with disabilities the relevant conditions to allow them to execute their work. For example, partial or permanent work from home opportunities are available. In addition, when disabled persons are employed, attention is paid to ensure that the work environment is appropriately designed and suitable for their requirements. GROB has a continuous need for improvement when it comes to the employment of people who rely on a barrier-free work environment. GROB provides additional support for apprentices with a disability by, for example, offering internships to gain experience in the future work.

In addition, GROB maintains business relationships with local sheltered workshops for people with disabilities. These workshops provide fantastic conditions and opportunities for people with disabilities, especially for people who are not able to participate in the conventional labor market. The cooperation between GROB and the workshops, and the resulting experience opens up the possibility of new workplaces for people with disabilities being created at GROB itself. This supports a sustained increase in the ratio of severely disabled persons.



## *Development of the severely disabled persons ratio at GROB Mindelheim*





# Idea management

## *Supporting the commitment, motivation, and expertise of all employees*

GROB is open to new ideas, which are then jointly tackled, implemented, and verified in the team. This challenges every individual to act as a role model. Innovation and progress are critical to continue to improve performance. Flexibility and creativity in the approach to new ideas encourages curiosity and ambition among colleagues. After all, productivity equals success, and success is a source of pride.

GROB idea management fosters the commitment, motivation, and expertise of all employees. It creates a typical "win-win situation" in which the person submitting the idea, the company, managers, and all other participants benefit. To ensure that this situation is preserved, ideas need to be assessed quickly. Employees may choose to implement ideas themselves and have the opportunity to receive bonuses.

This concept is reinforced by GROB's new IDM slogan published in 2023: "Ideas connect us".

In FY 23/24, 566 employees submitted 810 ideas at the Mindelheim site. The 703 implemented suggestions resulted in savings of around 1.5 million euros. Idea management also provides a platform for employees to contribute their ideas in the area of sustainability to the organization. For instance, 151 of the 810 submitted ideas related to environmental aspects, 190 of the 810 ideas were focused on occupational safety, and 490 of the 810 ideas looked at improving working conditions.

In 2023, an IDM campaign to strengthen the integration of employees with disabilities and the cooperation with the Unterallgäu sheltered workshop in Mindelheim was held. The focus was on finding and promoting ideas for identifying assembly activities for people with disabilities. Pleasingly, 16 ideas were submitted as part of this campaign.

For the second year in a row, monetary bonuses for ideas successfully implemented by the workforce as well as extensive and attractive special bonuses (incl. high-quality electronic devices, such as smartwatches and tablets, as well as vouchers for shopping at local retailers) were awarded. They were defined in consultation between the Management Board, the Works Council, and the IDM officer, and distributed to the entitled idea provider.

The employees' ideas show that the workforce is looking to get actively involved in the company's change processes. It also reflects the employees' ever-increasing commitment to solving social and environmental problems. For instance, they make an important contribution to GROB's ongoing development in the area of sustainability. All true to the motto of "Your ideas shape the future!"



*Creativity and innovation are firmly established parts of our corporate culture!*

With this in mind, we promote and support idea management and encourage our employees to contribute and implement their ideas. By being open to new ideas and constantly evolving, we can work together to ensure the success of the company.

” Wolfram Weber  
Vice Chairman of the Board & CFO  
of GROB-WERKE GmbH & Co. KG





# 04

## Governance

Strong and transparent corporate governance is the foundation for sustainable growth and is critical for long-term corporate success. The topics of responsibility, environmental protection, social justice, and equal opportunity are integrated in the company's governance activities.

GROB has implemented various measures, codes of conduct, and processes in the area of governance that demand and promote compliant behavior, integrity, as well as responsible and ethical manager and employee conduct.

GROB has established a multi-stage, effective management structure to ensure transparent, balanced decision-making within the framework of the statutory provisions. The associated processes, procedural instructions, guidelines, and control mechanisms ensure that decision-makers can reach informed decisions.

### In this chapter

- 01 Compliance management
- 02 Data protection and information security
- 03 German Supply Chain Due Diligence Act
- 04 Tax governance



# Compliance management

A particular focus of the Legal & Compliance OU (organizational unit) in fiscal year 23/24 was the continued expansion of the general compliance structures, starting with the Mindelheim site. One area of focus was on compliance-related risk analysis, an integral part of which is performing structured interviews. These were held across the fiscal year, focusing on all Sales units, Strategic Purchasing, Human Resource Management, and Occupational Safety. The findings on (potential) compliance risks gained in the interviews were systematically recorded in detailed records. These were and are used as a basis for deriving the necessary risk mitigation and avoidance measures in consultation with management, which were and are being continuously implemented depending on the risk priority.

An important milestone was the development of a new, Group-wide Code of Conduct (CoC), which was published in May 2024 (see [Compliance – GROB-WERKE](#)) and defines the fundamental positions and applicable benchmarks with regard to business ethics, human rights, and environmental concerns within the GROB Group. It replaces the Compliance Guideline, which had been in place since 2018. In addition, a Code of Conduct for Business Partners (CoC4BP) was drafted, in which GROB addresses its concrete expectations in these topic areas

in relation to its stakeholders, especially suppliers, but customers as well. The CoC4BP was published in July 2024 and replaced the previously applicable Supplier Sustainability Standards. The introduction of both these documents has been and will continue to be supported by various internal and external communication measures: All employees within the GROB Group were informed of the CoC, while the onboarding has been adjusted for new employees, and managers were required to sign the CoC to establish their commitment. Internally, the CoC4BP was communicated in particular to employees in contact with business partners and, externally, with a focus on business partners on the purchasing side.

A range of communication and awareness-raising measures were taken with regard to the prevention of corruption risks. In addition, the existing processes for onboarding new business partners were extensively revised. In this respect, the company is currently working on implementing a risk-based business partner audit, which will require every new business partner to undergo a targeted risk evaluation based on best practice standards.

Moreover, the Human Resource Management department, together with the Group data protection officer and information security officer, developed a training concept

to complement the basic training, which must be completed by all GROB Group employees and includes special training topics for selected departments, such as the prevention of corruption, antitrust law, and export control. A pilot project has been launched and Group-wide implementation is planned in 2025.

The compliance landing page was published on the GROB website (see [Compliance – GROB-WERKE](#)) at the start of 2023. Development of the site continued in the 23/24 fiscal year. In particular, this is where the new CoC and CoC4BP were published.

Another focus area of the compliance activities was on supporting the measures to implement the risk management for the purposes of the German Supply Chain Due Diligence Act, which has applied for GROB-WERKE since it entered into force on January 1, 2023 (details are provided in the "German Supply Chain Due Diligence Act" chapter in this Sustainability Report).

All of the aforementioned measures will be implemented across the Group. Specific contact persons have been or will be appointed as Compliance Officers for the GROB subsidiaries in Dalian (China), Bluffton (USA), São Paulo (Brazil), and Pianezza (Italy), who will remain in regular communication. They handle incoming reports concerning their specific subsidiary within the scope of the GROB whistleblower system, working largely autonomously or in collaboration with authorized employees from the Legal & Compliance OU in Mindelheim if necessary. In the GROB service companies, the local managing directors currently act as the central contact for compliance-related topics. In Germany, authorized employees from the Legal & Compliance OU in Mindelheim take over the processing of incoming reports.

GROB Mindelheim did not record any confirmed violations of the anti-corruption regulations in the 23/24 fiscal year. One external report concerning GROB Mindelheim was received via the GROB whistleblower system. No internal reports were received. The external report was processed and finalized in the 23/24 fiscal year.



*Only a stable  
and reliable  
foundation enables  
sustainable success!*

We rely on clear rules, binding values, transparent structures, and respectful cooperation. At GROB, we therefore define compliance not just as compliance with the law. Our commitment to integrity and compliance goes beyond national and international laws and industry standards, and also includes the values and rules to which we have committed ourselves, as well as in relation to our business partners. As a global third-generation family business, this is what we expect from ourselves and our employees, as well as our business partners.

*Dr. Korbinian Feller,  
General Counsel/Head of Compliance  
of the GROB Group*

## **GROB Group management takes responsibility and pursues clear expectations**

"Integrity is part of our identity. Breach of conduct is not tolerated in our Group – regardless of whether major or minor and regardless of the motives."

This "tone from the top" is both an expression of the role model function of GROB management and the cornerstone of an effective compliance culture in the company. GROB-WERKE's aim is to involve everyone – because, like any corporate goal, compliance can only be achieved together.





# Data protection and information security

The GROB IT security architecture reflects the current legal requirements as well as the requirements of business partners, in particular customers and insurers. It is constantly updated to reflect the state of the art and meet customer requirements, and to be able to be measured against international standards.

A comprehensive data protection organization also includes appropriate monitoring of data protection compliance. To be able to meet these requirements even better in the future, GROB is currently establishing a more comprehensive audit management process within the GROB Group itself as well as for monitoring the data protection compliance of its service providers.

GROB has already been able to record initial successes within the scope of the new format this year and successfully implement measures arising from the audits.

## Data protection management at GROB – strengthening trust with clear structures

Data protection is an integral part of the GROB processes and business activities. GROB is absolutely committed to protecting the privacy of its employees, customers, suppliers, and other concerned parties. GROB therefore considers the constant improvement of the data protection management system to be one of its most important missions, so that employees, business partners, and other stakeholders can continue to trust GROB without reservation.

To continue to improve our approach and achieve adequate results in future, GROB has implemented specialized software specifically for its purposes that optimally support compliant data protection management. GROB closely monitors the regulatory developments as well as the reports, guidelines, recommendations, and statements of the responsible data protection authorities and the European Data Protection Board and implements new requirements in the GROB data protection management system accordingly. The GROB Data Protection department is currently staffed by two employees who are dedicated to complying with all data protection provisions.

The most important normative basis for data protection for GROB is the General Data Protection Regulation (GDPR). Its regulations are reflected in the Group's data protection guidelines and, if necessary, supplemented by the respective local regulations in different countries.

## Data protection at GROB Mindelheim in numbers FY 23/24 (As of: February 29, 2024)

Number of requests by data subjects	3
Number of data protection incidents of which data subjects were informed	0
Number of data protection incidents reported to the data protection supervisory authority	1





# German Supply Chain Due Diligence Act



*We see the legal requirements as an opportunity!*

For us, these due diligence obligations defined by the German Supply Chain Due Diligence Act (LkSG) are not simply additional regulatory requirements that must be met. Rather, we see the legislative requirements as an opportunity to make an effective contribution to the sustainable design of the global value chain together with the other companies bound by the LkSG.

We have always valued respect for human rights and the environment, both inside and outside our own factory gates. In the LkSG, we now have a clear framework for action that is equally binding for everyone and so not only contributes to legal certainty, but also to equal competitive opportunities.

Dr. Korbinian Feller,  
General Counsel/Head of Compliance  
of the GROB Group

## *Statutory due diligence for the supply chain – an incentive for GROB*

GROB is aware of the global challenges along the supply chains in terms of social justice, equal opportunity, and environmental protection, and it looks to take responsibility in this area as well.

The past 22/23 fiscal year was characterized by the preparations for the German Supply Chain Due Diligence Act (LkSG), which came into force on January 1, 2023 and aims to improve the international human rights situation and the protection of the environment through the responsible design of supply chains.

The LkSG formulates a range of corporate due diligence obligations that are intended to ensure that obligated companies disclose threats to human rights and environmental risks in their supply chain, prevent or minimize them with appropriate measures, and remedy violations that have already occurred. This is a requirement with regard to their own business area, which essentially also includes their (foreign) subsidiaries, as well as their direct and indirect suppliers.

Specifically, this means that companies must set up an appropriate risk management system with defined responsibilities, carry out regular and ad-hoc risk analyses, establish coordinated preventive and remedial measures, and set up a complaints procedure that is easily accessible to all employees and external third parties. Companies are required to report regularly on the measures taken in this respect.

GROB-WERKE GmbH & Co. KG views the implementation of the requirements of the German Supply Chain Due Diligence Act as a Group-wide challenge that extends across a range of divisions and departments. The 23/24 fiscal year, as the first full fiscal year under the LkSG, was primarily used to expand the necessary processes and specifically implement the necessary operational steps. This task fell, in particular, to the Strategic Purchasing, Sustainability Management, Quality Management, and Legal & Compliance units. These units identified other relevant departments, particularly including Human Resource Management, Environmental Management, and Occupational Safety and involved these in the implementation as necessary.





# German Supply Chain Due Diligence Act

## Implementation of the German Supply Chain Due Diligence Act for the external business segment

GROB Strategic Purchasing is responsible for evaluating and qualifying new suppliers and service providers. The process for incorporating new suppliers is structured, centralized, and supported by software for integrated supplier management. New suppliers can find out more about the GROB Group's purchasing organization and their requirements at <https://www.grobgroup.com/unternehmen/lieferantenportal/>. They can then apply independently using a digital process.

In the abstract risk analysis, GROB first considers the potential risk to human rights and the environment that a supplier faces simply because of their sector affiliation and the country in which the headquarters are located. Based on this, all suppliers for which a relevant risk level was identified in this abstract risk analysis are subjected to a specific risk analysis and specific preventive and remedial measures are derived as a result.

By supplementing typical purchasing criteria (prices, delivery times, technological competence, quality) with the criteria of sustainability, GROB creates a comprehensible and responsible overview of its suppliers.

### Key figures – GROB Mindelheim (FY 23/24)

Number of signatory suppliers to compliance with the Supplier Sustainability Standards	586
Number of Strategic Purchasing employees who received training in sustainable procurement	approx. 30

## Implementation of the German Supply Chain Due Diligence Act for the internal business segment

The risk analysis in the internal business segment fundamentally covers all GROB Group companies in line with its legal obligations. As a first step, all GROB Group companies (GROB-WERKE GmbH & Co. KG and foreign subsidiaries, including production plants as well as pure service companies) undergo a software-based abstract risk analysis. To prepare for the specific risk analysis, all GROB companies received structured questionnaires that explicitly address human rights and environmental risks.

To implement the specific risk analysis in the internal business segment, the sustainability officer at the site in Mindelheim works together primarily with the Human Resource, Occupational Safety, Engineering, and Environmental Management departments. In the subsidiaries, this structured survey is carried out by the sustainability officer's contact person on site. Where necessary, the sustainability officer uses the responses to the questionnaires to closely coordinate with the individual units in Mindelheim and the contact persons at the subsidiaries to identify possible LkSG risks or even violations. Responsible specialists at the subsidiaries are consulted where necessary.



*Stable supply chains are essential to our activities!*

As a long-standing company, stable supply chains and enduring business relationships are essential to our activities. In the course of implementing the requirements of the LkSG, we specifically audit our business partners for compliance with human rights and environmental protection regulations, and make the establishment or continuation of the business relationship dependent on the outcome, among other things.

Compliance with our Supplier Sustainability Standards, which will be replaced by our Code of Conduct for Business Partners in the 24/25 fiscal year, is mandatory as is a positive result in the interrelated, software-based abstract and specific risk analyses, which we have been conducting since 2023.

Andreas Girlich  
Department Manager Strategic Purchasing  
of GROB-WERKE GmbH & Co. KG



# Tax governance

As a global company, GROB is regularly faced with the complex challenge of complying with national laws as well as the various legal requirements of the relevant countries in which GROB operates. To effectively meet these challenges, the GROB-internal professionals (accountants and lawyers) also consult with external, international consultants and experts as needed.

This shows that, even within the scope of its tax strategy, GROB supports a culture of vigilance and responsibility. GROB therefore encourages its employees and external third parties to report any suspicious circumstances using the online reporting platform. This allows GROB to provide a rapid and direct response to maintain the integrity of its tax activities.

## Political orientation

GROB-WERKE is committed to impartial and ethically correct behavior in all its business segments. GROB dissociates itself from any dishonest or illegal practices intended to unlawfully influence third parties. In accordance with its principles of fairness and transparency, GROB remains neutral and independent of political trends or party interests.

## Donations to local institutions

GROB-WERKE takes a careful and diligent approach to the donation process in compliance with the tax provisions as well as internal compliance guidelines. In the 23/24 fiscal year, GROB-WERKE donated a total of 103,000 euros to local institutions to support social infrastructure and educational institutions. This support is an expression of our connection to the region and our commitment to social responsibility and the sustainable development of the region.

## Tax strategy

GROB pursues a tax policy based on solid business principles and dissociates itself from any contradictory tax structuring. The processes and measures established within the scope of GROB Tax Compliance ensure that all aspects of the tax laws are consistently and effectively observed and implemented. This allows GROB to identify potential tax risks at an early stage and initiate the necessary measures in each specific case. GROB's tax strategy is focused on diligently complying with all tax obligations worldwide and ensuring respectful and close collaboration with the tax authorities.

The regular review and approval of the tax strategy by the CFO demonstrate management's sense of responsibility with regard to actively pursuing a culture of transparency and ethical action in the company. The Finance department takes on a key role in ensuring tax compliance within the organizational structure. It is responsible for the timely submission of all tax returns and the associated documentation obligations as well as for updating and regularly reviewing the central processes and guidelines to ensure compliance with all relevant regulations.







# 05

## Global

The integration of sustainability at the global sites is an integral part of the GROB sustainability strategy.

GROB relies on global standards and local adjustments to increase efficiency, conserve resources, and improve the quality of life of its employees. The commitment to sustainable practices in the global plants is reflected in a variety of innovative projects and measurable targets that promote GROB's environmental and social responsibility worldwide.

### In this chapter

- 01 Sustainability at GROB Brazil
- 02 Sustainability at GROB China
- 03 Sustainability at GROB USA
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# Sustainability at GROB Brazil

## Environment



Our sustainability activities are having an impact!

I am pleased that we were able to make substantial progress in terms of energy efficiency as well as in our water consumption in 2023. We achieved the lowest kWh/production value for the past five years and simultaneously reduced the water consumption per employee to a record low. These successes are particularly remarkable given that they were achieved despite an increase in the production volume. The recognition by the São Paulo Environment Journal validates our commitment to excellent environmental practices in water and waste water management, energy consumption, and waste reduction. In addition, we have taken important steps as part of our environmental audits for suppliers to involve our business partners in our sustainability goals. These resounding successes reflect our unceasing commitment to environmental responsibility and efficiency.

Michael Bauer, CEO  
B. GROB do Brasil S.A., Brazil

### Energy efficiency

GROB Brazil consumed 10,257,222 kWh of electricity in the 22/23 fiscal year. But, in the same period, GROB Brazil was able to achieve its lowest kWh/production value for the past five years, with a value of 60.28 kWh/PV. This is particularly remarkable given that overall use rose due to the high production volume, which reached a new record high in 2023. GROB Brazil has therefore been able to successfully maximize energy efficiency and minimize costs per kWh. This performance highlights the effectiveness of the cost control and energy saving measures taken.

### Water consumption/waste water situation

In the past fiscal year, GROB Brazil was able to record its lowest water consumption per employee for the past five years, even with a sharp rise in the number of employees. Water consumption amounted to 1.85 m<sup>3</sup>/employee. Total water consumption for the 23/24 fiscal year was 16,041 m<sup>3</sup>. The volume of waste water reached 204 m<sup>3</sup> in the 23/24 fiscal year. Total water consumption and the volume of waste water are well-controlled thanks to effective water and waste water management. The results reflect GROB Brazil's commitment to the sustainable use of resources and environmental awareness.

### Carbon footprint

Scope	FY 22/23 [t CO <sub>2</sub> e]
Scope 1	467
Scope 2	887
Scope 3	145,267
<b>Total</b>	<b>146,621</b>

The carbon footprint for the 23/24 fiscal year was not yet available at the time of publication of this report.

### Certifications

GROB Brazil was recognized by the São Paulo Environment Journal. This recognition is based on a comprehensive evaluation in the following areas:

- + Water and waste water management
- + Energy consumption
- + Resource and waste management
- + Emissions into the atmosphere
- + Environmental education

The distinction reflects GROB Brazil's commitment to excellent environmental practices and sustainable development in all relevant environmental aspects.

### Environmental audits for suppliers

In 2023, GROB Brazil started conducting environmental audits for its suppliers.

- + Two environmental audits were successfully completed in 2023.
- + A further three environmental audits are already planned for 2024. These audits are part of a comprehensive program to ensure that company suppliers comply with the environmental standards and contribute to the continuous improvement of the environmental footprint as well.



# Sustainability at GROB Brazil

## Social affairs

### Human resource development

In the period under review, GROB Brazil successfully held a range of training sessions and implemented new training programs to support the continued development of employee expertise.

#### Training held

- ⊕ Training events held: 303
- ⊕ Participants: 2,260

#### Newly introduced training

- ⊕ Anti-bullying/harassment: Training to prevent and raise awareness of bullying and harassment in the workplace.
- ⊕ Skills-based recruiting: Training to improve recruiting based on specific skills.
- ⊕ Diversity program: Training focused on integrating and supporting deaf people as well as people with physical and mental disabilities.

### Idea management FY 23/24

- ⊕ Record savings of 339,000 euros
- ⊕ Savings per employee: 459 euros

### Social events

GROB Brazil also organized various events to strengthen the community spirit.

- ⊕ Sports championships: Soccer, go-cart, fishing, and bowling championships
- ⊕ GROB festival: A festive occasion to celebrate the company and its employees
- ⊕ Pink October/Blue November: Events to support specific topics and campaigns
- ⊕ Vacation@Grob: A program that provides vacation offers for the children of employees
- ⊕ Breakfast with the CEO: An opportunity for employees to hold discussions with the company's CEO
- ⊕ International Women's Day: Events to celebrate and support the women in the company
- ⊕ Vaccination campaign: A campaign to encourage vaccinations for employees
- ⊕ Food donation: Community involvement through food donations

### Occupational safety

In the 23/24 fiscal year, GROB Brazil reported a total of 12 industrial accidents (with an absence  $\geq 3$  days). The frequency of industrial accidents declined to 9.3, a reduction of 21 % compared to the previous fiscal year. This shows a significant improvement in preventing accidents and the general safety situation at the workplace.

#### Training measures

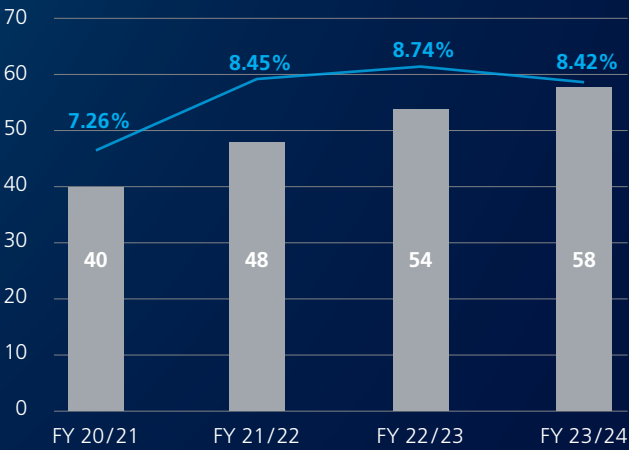
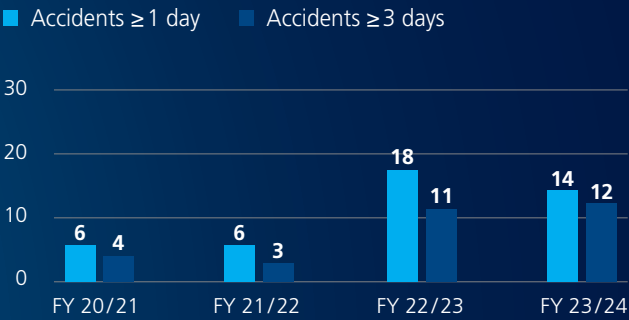
- ⊕ Training in safety procedures:  
The percentage of employees trained in safety procedures increased from 78 % to 81 %. This training includes 11 safety topics and contributes to greater safety awareness and prevention.
- ⊕ Fire department and first-aid training:  
In addition, the number of employees trained in fire department and first-aid measures increased by 10 %. This improves the company's preparedness for emergencies and the ability of employees to act quickly and effectively in critical situations.

GROB Brazil made significant progress in occupational safety in the 23/24 fiscal year. The reduction in the accident numbers and the frequency rate, as well as the higher training rate in safety procedures and emergency management are clear indicators of the success of the implemented safety measures. The constant focus on training and prevention will continue to be targeted to further improve the safety standards.

### Ratio of women

In the 23/24 fiscal year, the number of women in the workforce once again increased slightly, in absolute figures, compared to the 22/23 fiscal year. What is pleasing is that the number of women in the workforce has increased by 45 % in the past four fiscal years. The ratio of women in management positions was approx. 4 % in the 23/24 fiscal year.

### Industrial accidents





# Sustainability at GROB Brazil

## *Governance*

### **Compliance**

The implementation and expansion of Group-wide compliance structures was a focus in the 23/24 fiscal year. To identify potential compliance risks early on, GROB Brazil will hold its own employee interviews in line with process at GROB Mindelheim. In consultation with GROB Mindelheim, GROB Brazil appointed its own compliance officers who will work to develop and monitor the compliance processes.

At GROB Mindelheim, preparations for the introduction of the GROB training concept in the areas of compliance, data protection, and information security in GROB Brazil are underway. An initial test phase has been completed and the kick-off is planned for the start of 2025. Besides a training session on general compliance for all employees, training sessions on essential individual topics, such as corruption prevention and antitrust law, will also be held for selected employees in contact with business partners.

The central Code of Conduct developed by GROB Mindelheim applies Group-wide, including for GROB Brazil. Specific local factors are or will be taken into account as needed and may result in minor adjustments, but the defined framework is retained. The Code of Conduct for GROB Brazil is published in Portuguese. The Code of Conduct for Business Partners, also drafted in the period under review, has since been published as well and will be expanded to incorporate GROB Brazil in the same manner as the Code of Conduct in the near future.

A range of communication and awareness-raising measures were taken with regard to the prevention of corruption risks and processes that also concern GROB Brazil were revised. In particular, the onboarding process for business partners is currently being fundamentally revised in Mindelheim before it too is adopted in GROB Brazil. The Management Board in GROB Brazil has already been informed of the importance of corruption prevention for the GROB Group with communication measures and short presentations to help raise awareness. Besides this, the Code of Conduct as well as the Code of Conduct for Business Partners also address corruption prevention as a central topic.

The implementation of the German Supply Chain Due Diligence Act will have an impact on GROB Brazil as well. In the external business segment the implementation is controlled centrally by Strategic Purchasing at GROB Mindelheim. GROB Brazil's Purchasing department takes over the operational implementation for the relevant suppliers. In the internal business segment, the risk analysis is implemented by the GROB Mindelheim sustainability officers in coordination with the ESG contact at GROB Brazil. Potential risks are identified based on the completed questionnaire on human rights and environmental aspects, and appropriate measures are derived and implemented.

The GROB whistleblower system was launched at GROB Mindelheim at the start of 2023, from which point it was also accessible to GROB Brazil employees and business partners via the publication on the international website as well as the GROB intranet for the purposes of reporting possible violations and misconduct. Since then, further measures have been implemented, in particular the procurement of additional licenses for the whistleblower system in order for incoming reports to be processed by appropriately qualified GROB Brazil employees. Two reports concerning GROB Brazil were received via the system in the year under review, both of which were able to be processed and finalized.

### **Information security**

Information security is a priority at GROB Brazil. An effective information security system protects data and safeguards the workflows from threats and attacks. The performance of the information security systems has been continuously monitored and analyzed ever since their implementation. The information security systems have proven themselves to be extremely effective. No damage, attacks, or information losses were recorded, a fact that underscores the robustness and reliability of the security infrastructure. GROB Brazil will continue to work on optimizing the information security systems in order to maintain the current high standard and ensure the security of the data and systems.



# Sustainability at GROB China

## Environment

### Environmental management system

The environmental management system at GROB China has been continuously improved for many years and is monitored by a German management service company. In October last year, the company successfully completed the annual surveillance audit for ISO 14001 by TÜV SÜD.

### Environmental performance/energy consumption

Environmental performance	FY 22 / 23	FY 23 / 24	Difference*
Total volume of waste [t]	284	375	32%
Hazardous waste [t]	72	114	58%
Non-hazardous waste [t]	212	261	23%
Recyclable waste [t]	191	245	28%
Water [m³]	20,469	30,071	47%
Waste water [m³]	16,375	24,056	47%

Energy consumption	FY 22 / 23	FY 23 / 24	Difference*
Electricity (grid) [kWh]	16,433,707	18,369,054	12%
Gas [m³]	242,573	404,201	67%

\*For example, the increase in the volume of waste and energy consumption in the 23/24 fiscal year is due, among other things, to the commissioning of Plant II with a production area of approx. 25,000 m².

### Energy management

Numerous investments in/changes to energy management took place in the 23/24 fiscal year. To monitor the power consumption, the company installed a power monitoring platform in the substation, which exports the electricity consumption data of the individual machines and delivers information for future energy saving measures. Lighting systems in the production hall and office were replaced with highly efficient LED tubes, while existing refrigeration systems for the cooling water system in the production area were replaced by highly efficient devices. The preparations for the certification of the energy management system in line with ISO 50001:2018 by TÜV SÜD in October 2024 commenced in good time and are now in the final phase.

### E-shuttle buses and e-trucks

GROB China has been providing shuttle buses for transporting employees for more than 10 years. In 2022, all shuttle buses were replaced with electric buses to reduce emissions. E-trucks, among other equipment, are used to transport material between Plants I and II and the external warehouses. The charging stations are installed on the factory premises to improve energy management and charging convenience.

### Paint shop

The paint shop in the plant was replaced in 2023. The new abatement system reduces the emission of organic waste gases even more efficiently.

### Carbon footprint

In November last year, the company arranged an internal training session on the topic of greenhouse gas emissions in line with ISO 14064-1 for 20 employees. All participants passed the test and received the internal auditor certificates.

Scope	FY 22 / 23 [t CO <sub>2</sub> e]
Scope 1	286
Scope 2	9,461
Scope 3	83,351
Total	93,098

The carbon footprint for the 23/24 fiscal year was not yet available at the time of publication of this report.



# Sustainability at GROB China

## *Social affairs*

### ***Award ceremony for tenth anniversary***

In November 2023, GROB China organized an award ceremony for over 300 employees who have been with the company for 10 years. They received prizes and certificates from management as a mark of their loyalty and contribution.

### ***International Women's Day and employee development***

International Women's Day was used to celebrate and recognize the independence of women. The number of female employees has increased from 88 in 2019 to 142 today, or 11.3 % of the total workforce. The ratio of women in management positions is 18.5 %.

### ***Education cooperation***

GROB China maintains a strong education cooperation with the best local university in Dalian and four technical colleges in order to support the education and training of young people.

### ***Public welfare***

In November 2023, the CFO and HR Manager visited older people in need in the community to provide support on behalf of the company.

*At a  
glance!*

*Facts and figures:*

**1,252**  
total employees  
at GROB China

**11.3 %**  
female  
employees

**18.5 %**  
women in  
management positions

### ***Occupational health and safety***

The company has reduced its hazards from oil mist and dust, and improved the work environment by upgrading the welding dust exhaust systems and installing oil mist separators. In 2023, 215 employees in hazardous occupational positions attended a medical check-up for occupational diseases with an incidence rate of zero. The occupational safety and health management system in line with ISO 45001 has been monitored by TÜV SÜD Management Service GmbH for many years.

### ***Sport and health***

Employees at GROB China have their own soccer team and participate in training sessions and competitions. Badminton and table tennis are also very popular. The sports center in Plant II, which contains a range of indoor sports equipment, is one of the most popular locations for employees outside of working hours.

**71**  
apprentices,  
thereof 6 women

**8.8**  
industrial accidents  
per 1,000 employees

**1.0 %**  
employees with  
disabilities





# Sustainability at GROB China

## Governance

### Compliance

The GROB China compliance management system was upgraded and improved as part of the Group-wide expansion of compliance structures in the 23/24 fiscal year. GROB China, too, held its own employee interviews for the initial identification of risk areas in the company. A defined compliance officer is responsible for monitoring and advancing the compliance processes for GROB China, as well as for implementing necessary prevention measures to minimize risk.

In September 2023, the GROB China compliance management system underwent an ad-hoc audit by TÜV Rheinland. The audit was conducted in accordance with the rules of the Responsible Business Alliance (RBA) 7.0, which regulate the social responsibility of companies in areas such as labor, health and safety, environment, ethics, and supply chain management. GROB China achieved a very good result, scoring 125 out of a maximum of 200 points. The audit verified the effectiveness of the existing compliance management system.

The training concept established by GROB Mindelheim also includes GROB China and is expected to launch in 2025. By way of preparation, managers have already received training from compliance officers on site on the topics of corruption and prevention, among other things. In addition, since the revision of the Chinese Civil Code in 2020, the local trade union arranges training sessions on civil law for employees each year in order to explain legislative changes and promote legal awareness. These training sessions are an integral part of the continuous development and awareness of the workforce with regard to legal issues and also assist with risk reduction in the area of compliance.

The Group-wide Code of Conduct drafted in the year under review has already been published in Chinese and applies in China accordingly. The Code of Conduct for Business Partners is currently being prepared for international application.

In the area of corruption prevention, GROB China participates in the planned or already implemented Group-wide communication and awareness-raising measures to improve the existing processes.

For GROB China, too, Strategic Purchasing at GROB Mindelheim centrally manages the implementation of the German Supply Chain Due Diligence Act for the external business segment. Once again, the local Purchasing department is responsible for the operational implementation for the relevant suppliers of GROB China. In the internal business segment, the risk analysis is carried out by the GROB Mindelheim sustainability officer in collaboration with the ESG contact at GROB China and, if necessary, additional experts from other units.

GROB China has had access to the whistleblower system since its introduction in 2023 as well. Since then, GROB China has independently purchased an additional license for the whistleblower system to allow incoming reports to be processed by the appropriately qualified employee. One report concerning GROB China was received via the system in the year under review, which was able to be processed and finalized.

### Information security

An in-house training session on the topic of TISAX was held in July 2023, which was attended by colleagues from various departments, especially the Information Technology and Human Resource departments. As preparation for the annual internal audit within the scope of the integrated management system, a training session on the international standard for information security ISO 27001:2022 was held for all of the company's internal auditors in July 2024.

### ESG rating

GROB China achieved a very high sustainability score of 86 % as part of SAQ 5.0 implemented by the Supplier Assurance ESG rating platform. The sustainability assessment questionnaire (SAQ 5.0) includes topics such as corporate governance, human rights and working conditions, health and safety, business ethics, the environment, responsible management of the supply chain, and responsible procurement of resources.



*We place great importance on making sure that the Code of Conduct is observed and implemented at GROB China!*

In China, we have continuously and effectively implemented the GROB<sup>4</sup>Sustainability concept in measures for environmental protection, efficient energy use, emissions reduction, gender equality, and a range of opportunities for qualified education cooperation. Our company offers higher wages, more paid vacation, ergonomic workplaces, and a wide range of social activities targeted at maintaining the health and wellbeing of all employees, their families and the community.

” Sebastian Klingler, CEO  
GROB Machine Tools (China) Co., Ltd.



# Sustainability at GROB USA

## Environment

### Environmental management system

GROB USA has been certified in line with international environmental management standard ISO 14001 since 2000. As part of its environmental management, GROB USA is committed to efficient waste management, fosters the collaboration of all stakeholders in the proper disposal of waste, and searches for alternatives to reduce the volumes of waste sent to landfills.

### Energy management

GROB USA implements a range of measures to reduce energy consumption. For instance, a project to replace existing light fixtures with modern, energy-efficient LED lamps has been launched. Currently, LED lamps have already been fitted in 80 % of the building with the aim of reaching 100 % by the end of 2025. This project is being implemented in collaboration with the Hancock-Wood Electric Cooperative program for commercial and industrial lighting.

### Environmental performance/energy consumption

Environmental performance	FY 22/23	FY 23/24	Difference
Total volume of waste [t]	1,097	842	-23%
Hazardous waste [t]	201	75	-63%
Non-hazardous waste [t]	93	103	11%
Recyclable waste [t]	803	664	-17%
Water [m³]	18,963	18,032	-5%
Waste water [m³]	7,395	5,950	-20%

Energy consumption	FY 22/23	FY 23/24	Difference
Electricity (grid) [kWh]	11,434,480	11,103,162	-3%
Gas [m³]	511,599	474,687	-7%

### Carbon footprint

Scope	FY 22/23 [t CO <sub>2</sub> e]
Scope 1	443
Scope 2	3,994
Scope 3	62,872
<b>Total</b>	<b>67,309</b>

The carbon footprint for the 23/24 fiscal year was not yet available at the time of publication of this report.

### Sustainability in the cafeteria

The management of the GROB Cafeteria in Bluffton is outsourced to ISS Guckenheimer, which has committed to sustainable process management.

#### This includes the following measures:

- ⊕ Management of suppliers: Assessment of the origin and quality of the products based on strict standards. Farmers and regional partners are selected for fruit and vegetables.
- ⊕ Use of reusable containers to serve meals, such as ceramic, glass, and steel cutlery.
- ⊕ Responsible management of the supply chain: In December 2022, ISS Guckenheimer instructed its supply chain to remove all fish classified as unsustainable and overfished by the Marine Conservation Society from the range.
- ⊕ Priority reduction of food waste using the Winnow system to automatically record waste. Guckenheimer currently saves GROB around 45 % of food waste per week, which is the equivalent of around 12 complete meals.



*We are committed to providing a safe and protected work environment for all,*

by treating everyone with respect and providing equal opportunities, as well as by maintaining an honest work ethic. We use responsible business practices that minimize our impact on the environment, promote employee satisfaction, and make a positive contribution to the local community. We are convinced that integrating sustainability principles in our business activities not only strengthens our market position, but that it also helps to provide a more sustainable future for future generations.

Michael Hutecker, CEO  
GROB Systems, Inc.



# Sustainability at GROB USA

## *Social affairs*

75 apprentices in total (9 % women)

40 newly recruited apprentices in 2023 (10 % women)

103 training sessions held

300 total participants

1.32 industrial accidents per 1,000employees (FY 22/23)

0 industrial accidents per 1,000employees (FY 23/24)

### ***Fair working conditions***

GROB USA is committed to providing fair and attractive working conditions for its employees based on ethical standards, diversity, equality, respect, and social responsibility. The commitment to sustainability ranges from the recruitment and selection policy through to the social benefits and social initiatives, which are focused on improving professional skills and occupational safety.

### ***Training***

The GROB USA Training department works closely together with local schools and universities, and actively participates in local job fairs.

#### ***Activities in the 23/24 fiscal year:***

- ⊕ Visits from 16 schools to provide a deeper insight into the company
- ⊕ Participation in 16 local career fairs
- ⊕ Interviews at schools
- ⊕ Involvement in activities at local schools to convey fundamental STEM concepts

### ***Volunteering activities***

GROB USA presented opportunities for volunteer work in the local community in its internal newsletter to encourage the active involvement of employees. For example, a group of GROB employees gave up their time for the City Mission.

### ***Community events***

GROB USA apprentices are also involved in the local community. In the last fiscal year they participated in the annual "Blaze of Lights" Christmas parade in Bluffton. The GROB apprentice electricians took responsibility for the Christmas light show that was constructed for the City of Bluffton many years ago. Each year, the apprentices get to check and repair the various light chains, check the programming of the sequences, and set up the show.

### ***HR development program***

GROB USA is planning to establish a new Learning & Development (L&D) department. The goal is to convey the skills and abilities that employees need to support their career and professional growth within the company. The new department will focus on a range of training options to give all employees the chance to develop and realize their full potential. The GROB Academy is currently being developed to offer employees further development opportunities to improve their skills in various work areas. The internal newsletter publishes development opportunities every month and offers weekly meetings for employees to learn new skills and network within the company.

### ***International Women's Day***

To celebrate International Women's Day, GROB USA gathered all the women together in the company and ordered cookies from a local company managed by women. GROB USA currently employs 77 women in Bluffton, which accounts for around 9% of the total workforce. Besides this, a donation drive was held to provide items for the Hope House in Findlay, Ohio. Hope House is an important organization that gives women and children in need temporary accommodation, support, and resources. Their goal is to provide a safe environment for women and children facing difficult situations.





# Sustainability at GROB USA

## Governance

### Compliance

GROB USA significantly expanded and optimized its compliance management system in the year under review. The company has appointed a compliance officer responsible for the risk analysis at the site, among other things. Consultations are held with GROB Mindelheim as needed. For example, GROB USA will hold extensive employee interviews to identify structural risks early on and derive suitable measures.

GROB USA will also participate in the GROB training concept planned for 2025. Please refer to the information provided for GROB Brazil in this respect. In addition, GROB USA is planning to hold training sessions on the GROB Code of Conduct and GROB Code of Conduct for Business Partners in 2025.

The Code of Conduct for Business Partners prepared by GROB Mindelheim is currently undergoing revision for the purposes of its international application. The Code of Conduct was published in English in a slightly modified version for GROB USA. Local conditions were taken into account and resulted in minor adjustments, but the defined framework has been retained. Both documents are already available in English.

With regard to corruption prevention, GROB USA, too, expects to participate in the planned Group-wide measures, including communication and awareness-raising measures to improve the existing processes.

GROB Mindelheim centrally manages the implementation of the German Supply Chain Due Diligence Act for the external business segment. GROB USA's Purchasing department takes over the operational implementation for the relevant suppliers in the foreign business segment, including the supplier onboarding to the software that is used for the risk analysis. In the internal business segment, the risk analysis is carried out by the ESG contact on site, the GROB Mindelheim sustainability officer, and any necessary specialists as needed. This identifies human rights and environmental aspects in order to derive and implement site-specific measures.

GROB USA as well as its business partners have had access to the GROB Group's whistleblower system since the start of 2023. A license extension now allows incoming reports to be handled directly by the relevant qualified specialist on site. No reports concerning GROB USA were received via the system in the period under review.

### Information security

GROB USA has specified guidelines and procedures for the security of confidential information and data. No confirmed information security violations occurred in the 23/24 fiscal year. The company is planning to undergo a certification process in accordance with ISO 27001. Moreover, GROB USA is also planning to introduce CIS Critical Security Control to increase cybersecurity at the site. This project will also encompass specific training for employees. The project is expected to start in 2024 and be completed in 2026.



*We are committed  
to ensuring that we  
work in accordance  
with the highest ethical  
business standards*

*and in compliance with applicable  
laws and guidelines.*

Julia Benziger, Compliance Specialist  
GROB Systems, Inc.





# Sustainability at GROB Italy

## Environment

### Employee handbook – Sustainable action

GROB Italy is convinced of the significant role that industrial and technological research plays in improving the quality of life and the environment. The company is aware that its activities also need to serve the community and the common good. To strengthen this awareness, GROB Italy prepared a handbook for its employees. The goal is, among other things, to strengthen employee awareness of the issues of resource conservation and energy efficiency. The handbook underscores the importance of sustainable action and highlights that every individual can make a contribution in their professional as well as private life.

### Projects for the preservation of biodiversity

GROB Italy is committed to conserving biodiversity and protecting natural habitats. A range of measures are available to preserve the biodiversity at the site, such as reforestation or the protection of bees. GROB Italy is currently reviewing the projects that can be implemented in the future.

### Carbon footprint

Scope	FY 22/23 [t CO <sub>2</sub> e]
Scope 1	114
Scope 2	370
Scope 3	12,732
<b>Total</b>	<b>13,215</b>

The carbon footprint for the 23/24 fiscal year was not yet available at the time of publication of this report.

### Goals for the 24/25 fiscal year

- ⊕ Optimization of waste management and increase in the recycling rate
- ⊕ Reduction in energy consumption and CO<sub>2</sub> emissions
- ⊕ Increase in knowledge, expertise, and awareness in environmental issues
- ⊕ Increased supplier awareness of the promotion of recycling and compliance with sustainable procurement principles
- ⊕ Introduction of an environmental management system in line with ISO 14001



## Our contribution to a sustainable future!

*We are aware that technological progress can help us improve the quality of life and the environment. For instance, our photovoltaic system already covers around 30 % of our electricity needs. Our other corporate activities, too, are focused on the wellbeing of our workforce and our society.*

Pier Paolo Villois, CEO  
GROB Italy S.r.l.



# Sustainability at GROB Italy

## *Social affairs and governance*

### **Human resource development**

Human resource development is a key component of sustainable human resource management at GROB Italy and includes strategic investments in educating employees, improving their skills, and supporting their careers. The company considers personal development to be a top priority in order to ensure sustainable development. This encompasses training as well as opportunities to improve professional development. Investments in personal development do not just benefit every individual, they also strengthen the entire workforce in the long run.

### **Employee retention goals and measures**

GROB Italy's goal is to minimize employee turnover and improve employee loyalty at the company. Recognizing and promoting skills and abilities plays an important role in this respect, as does the creation of an attractive work environment. Various measures are being taken to achieve this goal:

#### **1. Training and teambuilding in the onboarding phase**

- ✚ GROB Italy places great value on the onboarding and training of new employees.

#### **2. Support and encouragement of professional development**

- ✚ Regular evaluations of the skills and abilities of employees.
- ✚ Development of specific training plans for targeted professional development.

#### **3. Involvement of employees**

- ✚ Promotion of a positive atmosphere within the company as well as individual wellbeing.

#### **4. Work-life balance**

- ✚ Initiatives to improve the work-life balance.

#### **5. Introduction of a HR management software**

- ✚ The company is currently examining the introduction of a HR management software to optimize the HR management processes.

#### **6. Internal communication strategy**

- ✚ Improvement of the verbal and non-verbal communication processes, e.g. with regular newsletters.

These extensive measures show GROB Italy's strong commitment to social responsibility and the sustainable development of its workforce. This not only helps to improve employee satisfaction and motivation, it also strengthens the company's competitiveness and capacity for innovation.

### **Compliance**

GROB Italy will implement and adapt compliance structures established by GROB Mindelheim to the specific site and has already participated in various measures to raise awareness in order to identify potential compliance risks early on.

The central Code of Conduct developed by GROB Mindelheim applies Group-wide, including for GROB Italy, and has been published in Italian. The Code of Conduct for Business Partners, also drafted in the period under review, has since been published as well and is currently undergoing revision for the purposes of its international application.

A range of communication and awareness-raising measures were taken with regard to the prevention of corruption risks and processes that also concern GROB Italy were revised. Specific training was provided for this purpose as well as for other compliance-related areas. The comprehensive training concept developed by GROB Mindelheim is expected to be launched for the entire GROB Group in 2025, including GROB Italy.

The implementation of the German Supply Chain Due Diligence Act in the foreign business segment for local GROB Italy suppliers is centrally managed by GROB Mindelheim, as GROB Italy and GROB Mindelheim have an almost identical supplier base. In the internal business segment, the risk analysis is implemented by the ESG contact on site and the GROB Mindelheim sustainability officers.

The GROB whistleblower system has been available to employees and external parties in Italy for the purposes of reporting possible violations and misconduct since the start of 2023. Given the geographic proximity and the largely identical legal bases, incoming reports are currently still handled by the appropriately qualified employees at GROB Mindelheim. No reports concerning GROB Italy were received via the system in the period under review.



# GRI index

The reporting by GROB-WERKE GmbH & Co. KG in this sustainability report for the 23/24 fiscal year is based on the Global Reporting Initiative (GRI) standard (GRI 1: Foundation 2021). The list of individual sections from the GRI does not mean that the report provided by the referenced chapter in this sustainability report aligns entirely with this GRI.

<i><b>GRI</b></i>	<i><b>Topic area</b></i>	<i><b>Chapter</b></i>
<b>#GRI 2</b>	General disclosures	<b>Chapter 1 General</b>
<b>#GRI 3</b>	Material topics	<b>Chapter 1 General</b>
<b>#GRI 201</b>	Economic performance	<b>Chapter 1 General</b>
<b>#GRI 202</b>	Market presence	<b>Chapter 1 General</b>
<b>#GRI 204</b>	Procurement practices	<b>Chapter 4 Governance</b>
<b>#GRI 205</b>	Anti-corruption	<b>Chapter 4 Governance</b>
<b>#GRI 207</b>	Tax	<b>Chapter 4 Governance</b>
<b>#GRI 301</b>	Materials	<b>Chapter 2 Environment</b>
<b>#GRI 302</b>	Energy	<b>Chapter 2 Environment</b>
<b>#GRI 303</b>	Water and effluents	<b>Chapter 2 Environment</b>
<b>#GRI 305</b>	Emissions	<b>Chapter 2 Environment</b>
<b>#GRI 306</b>	Waste	<b>Chapter 2 Environment</b>
<b>#GRI 308</b>	Supplier environmental assessment	<b>Chapter 4 Governance</b>
<b>#GRI 401</b>	Employment	<b>Chapter 3 Social affairs</b>
<b>#GRI 403</b>	Occupational health and safety	<b>Chapter 3 Social affairs</b>
<b>#GRI 404</b>	Training and education	<b>Chapter 3 Social affairs</b>
<b>#GRI 405</b>	Diversity and equal opportunity	<b>Chapter 3 Social affairs / Chapter 4 Governance</b>
<b>#GRI 406</b>	Non-discrimination	<b>Chapter 3 Social affairs / Chapter 4 Governance</b>
<b>#GRI 414</b>	Supplier social assessment	<b>Chapter 4 Governance</b>
<b>#GRI 415</b>	Public policy	<b>Chapter 4 Governance</b>
<b>#GRI 418</b>	Customer privacy	<b>Chapter 4 Governance</b>

You can find further information on our [GROB Homepage](#) (company mission and products as well as other topics) and on the [GROB Compliance](#) site (Code of Conduct and declaration of principles as defined in the German Supply Chain Due Diligence Act).





[www.grobgroup.com](http://www.grobgroup.com)

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