Sustainability@GROB

March 2026

Excellence in sustainable technology

TONE FROM THE TOP & CORPORATE VISION

As an international company, we see it as our responsibility to make our business practices as sustainable as possible. We are aware that sustainability is not only a question of our corporate responsibility, but also an opportunity to secure our long-term business success.

„Excellence in sustainable technology"

Sustainability is firmly anchored in our products and our actions at the GROB family business. This idea also reflects our corporate vision. A clear commitment to a sustainable future.

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Our five sustainability mission statements

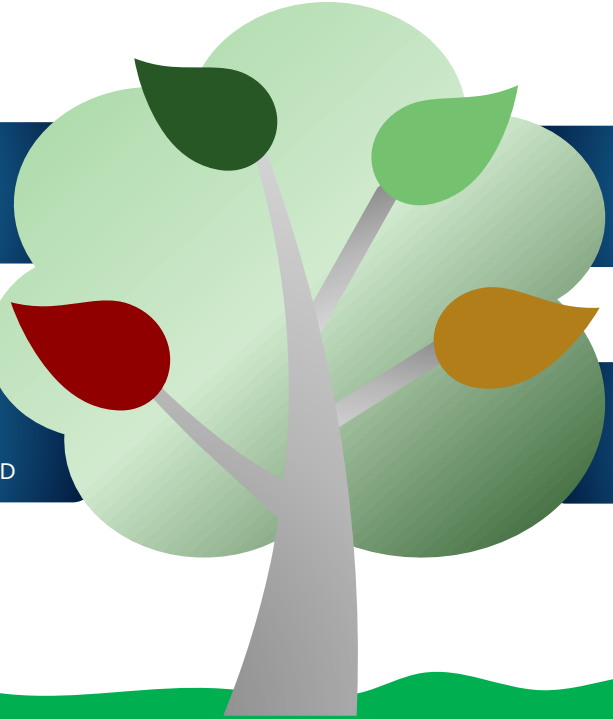
THROUGH OUR SUSTAINABLE ACTIONS…

…we protect our financial foundations.

Sustainable Finance

…we increase our economic success.

Customers, public, ESG ratings



…we fulfill the legal requirements.

in particular CSRD and LkSG/CSDDD

…we improve our internal and external impact.

Communication, training,
Employee retention and recruiting

…we live up to our role as a socially and environmentally conscious employer and business partner.

CSRD (Corporate Sustainability Reporting Directive), LkSG (Act on Corporate Due Diligence Obligations in Supply Chains), CSDDD (Corporate Sustainability Due Diligence Directive), ESG (Environment, Social, Governance).

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ENVIRONMENT AT GROB

The United Nations (UN) has defined 17 Sustainability Development Goals (SDGs) to guarantee sustainable development on an economic, social and ecological level worldwide. As a globally active company with sites on three continents, GROB uses these goals as a clear guideline, particularly the eight SDGs on which the GROB Group can exert a directly influence.

7 AFFORDABLE AND CLEAN ENERGY

Affordable and clean energy

GROB has been using the highly energy-efficient groundwater cooling system to cool buildings and processes for many years. In addition, GROB is supplied with renewable district heating by a local supplier. Further planned measures include the expansion of photovoltaic systems and an increase in green electricity purchases.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Sustainable consumption and production

GROB protects the environment and uses resources responsibly in the manufacture of its products by using environmentally friendly materials and technologies. GROB also ensures that waste and residual materials are reduced to a minimum and that the recycling rate is continuously increased.

13 CLIMATE ACTION

Climate protection measures

GROB continuously determines the Group-wide CO_2 footprint. Ambitious targets and measures are derived on this basis and anchored in a CO_2 strategy.

Further and up-to-date information on GROB's sustainability efforts can be found in the current GROB Sustainability Report on the GROB-Sustainability Webpage.

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ENERGY-EFFICIENT PRODUCT PORTFOLIO MACHINING

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

GROB's development engineers continuously check whether new technologies can be used to improve energy efficiency. A whole portfolio of measures has been developed to increase the energy efficiency of the machining centers. The majority of these measures are now included in the standard configuration of the machines - at no extra cost to the customer - while further measures are available as options.

Standard:

- LED workspace lighting
- Motor spindle selection according to process requirements
- Automatic switch-off function during machine standstill
- Hydraulic unit with intermittent operation as required
- Highly efficient drives
- Cooling unit with low-loss power control
- Regenerative frequency inverter
- 24 V supply with efficient switched-mode power supply units

Optional:

- Speed-controlled high-pressure cooling pump
- Demand-oriented working area extraction
- Minimum quantity lubrication
- Cooling aggregate with central cold water supply
- Consumption monitoring

With the new development of the machine series 9, GROB is also supporting the transformation towards sustainable (electric) mobility. These machines are specially designed for the future-oriented machining of battery trays, gigacastings (F series) or battery housings and extruded profiles (X series).

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ENERGIEEFFIZIENTES PRODUKTPORTFOLIO E-MOBILITÄT

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

In the last few years, GROB has also developed a considerable portfolio of assembly systems for the production of components for the of electric drivetrain components and has established itself very successfully on the market. The demand for assembly systems for battery for battery storage systems is growing steadily and is becoming increasingly important. Z-folding is a technology in which the electrodes are wrapped around the separator. With this assembly system, GROB is creating a range that can produce all common cell formats. This technology is used in most gigafactories today.

We are working specifically on further improving the energy efficiency of our products. This includes increasing output and reducing space requirements, improving the energy efficiency of individual assembly systems and optimizing system availability and the reject rate. The latter is particularly important as battery storage systems use a wide range of raw materials that are rare and very costly to recycle.

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SOCIAL MATTERS AT GROB

3 GOOD HEALTH AND WELL-BEING

Health and well-being

A responsible management approach and comprehensive, employee-oriented health management are key elements in maintaining and promoting the well-being and performance of our employees.

4 QUALITY EDUCATION

High-quality education

The individual and continuous development of employees is a high priority. To this end, GROB offers flexible learning formats in combination with various personnel development programs and offerings through the GROB Academy.

5 GENDER EQUALITY

Gender equality

The gender equality is a universal human right and a matter of principle for GROB. The empowerment of women in professional life is economically and socially indispensable and is promoted by GROB through the creation of appropriate framework conditions.

8 DECENT WORK AND ECONOMIC GROWTH

Decent work and economic growth

GROB offers its employees above-standard pay and comprehensive social benefits and promotes a good work-life balance (e.g. company agreement on "mobile working"). The working conditions and equipment at all locations worldwide are of the highest standard.

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COMPANY POLICY/GOVERNANCE AT GROB

Code of Conduct (CoC)

Here at GROB, we take responsibility and set high standards for ourselves. We have compiled all the rules of conduct that are both central and indispensable for us in a Code of Conduct (CoC), which we have recently updated and adapted to applicable standards. Our CoC is valid throughout the Group, as we want to use this document to express our self-image as a responsible employer and set binding guidelines that help each and every one of us to do the right thing in our day-to-day work.

Code of Conduct for Business Partners (CoC4BP)

The Code of Conduct for Business Partners (CoC4BP) is the basis for trusting cooperation between GROB and its business partners. In our CoC4BP, we address the GROB Group's foundation of values as well as the requirements for implementing sustainability standards and our expectations of risk management in the context of international supply chains with our business partners. In doing so, we attach importance to respecting human rights and environmental protection, as well as to ethically and legally impeccable business conduct and the responsible procurement of raw materials.

Policy statement on the GROB Group's human rights strategy in implementation of the Act on Corporate Due Diligence Obligations in Supply Chains (LkSG)

The policy statement on the GROB Group's human rights strategy specifically documents our commitment to respecting internationally recognized human and environmental rights, our expectations of our employees and suppliers based on these rights and the processes we have put in place to implement our human rights and environmental due diligence obligations. The declaration of principles supplements our central code of conduct (CoC) and our requirements for our business partners (CoC4BP).

Whistleblower system of the GROB Group

We take responsibility and want to motivate all those involved - whether our employees or external parties - to report suspicions of possible grievances, misconduct and irregularities within the GROB Group. We are convinced that a functioning whistleblower system will strengthen the integrity of our corporate group and the trust of our employees, customers, suppliers, partners and other stakeholders in the long term and that we will therefore remain a recognized business partner in the long term.

Further and up-to-date information on the CoC, CoC4BP, declaration of principles and whistleblower system can be found on the GROB Compliance Landingpage.

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ESG-RATINGS: GROB AT A GLANCE

GROB achieved a score of 56 out of 100 points in the 2025 EcoVadis assessment.

GROB's ESG rating is therefore higher than 56 % of all companies rated by EcoVadis.

EcoVadis is one of the world's largest providers of sustainability ratings, with a global network of more than 130,000 companies covered. These are evaluated in the areas of environment, labor and human rights, ethics and sustainable procurement.

On the ESG rating platform Supplier Assurance, GROB achieved a score of **92 out of 100 points** in the SAQ 5.0 questionnaire. With this rating, GROB is well above the industry average, which is 59 out of 100 points. The questionnaire evaluates companies in the areas of corporate governance, human rights and working conditions, health and safety, environment and supply chain, among others.

Further and up-to-date information on GROB's ESG ratings can be found in the current GROB Sustainability Report on the GROB-Sustainability Webpage.

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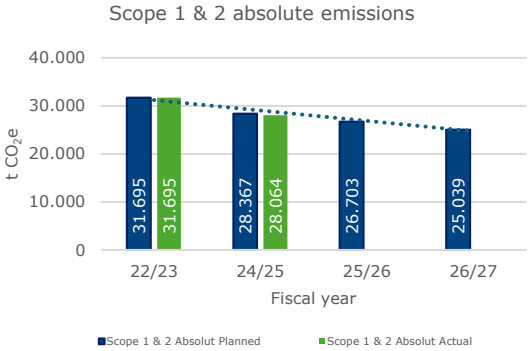
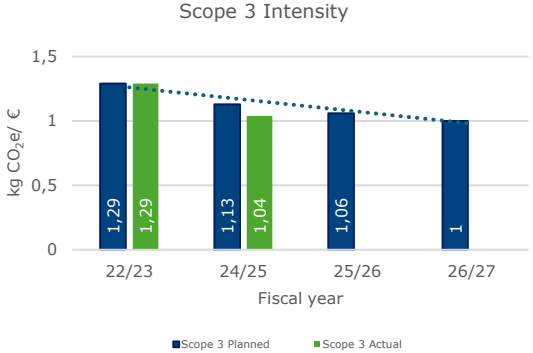
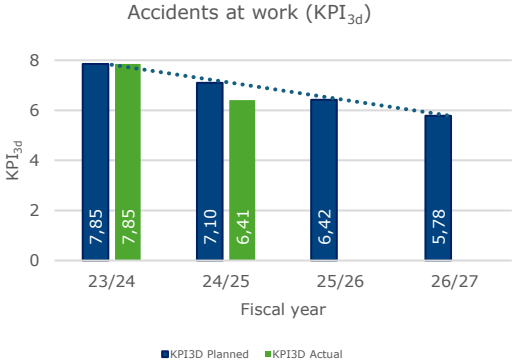
ESG-KPIS: GROB AT A GLANCE

GROB reports a wide range of ESG key figures in the sustainability report. The following ESG-KPIs of the GROB Group and the targets and measures derived from them are of central importance:







Reduction of the CO2 footprint in
Scope 1 & 2
by fiscal year 2026/2027 by approx.
21% compared to fiscal year 2022/2023.

Reduction of the CO2 footprint in
Scope 3 Intensity
by fiscal year 2026/2027 by approx.
23% compared to fiscal year 2022/2023.

Reduction of
accidents at work KPI_{3d}
by fiscal year 2026/2027 by approx.
26% compared to fiscal year 2023/2024.

CO_2 footprint GROB Group financial year 22/23 (base year): 1.215.470 t CO_2e (Scope 1 = 5.711 t CO_2e; Scope 2= 38.095 t CO_2e; Scope 3= 1.171.664 t CO_2e).
CO_2e = CO_2 equivalent, enables standardization of the various greenhouse gases in a single unit to facilitate comparability.
Scope 3 intensity = (Scope 3 absolute emissions / gross profit) * 1.000
KPI_{3d} = (number of occupational accidents ≥3 days absence / number of hours worked) * 1.000.000

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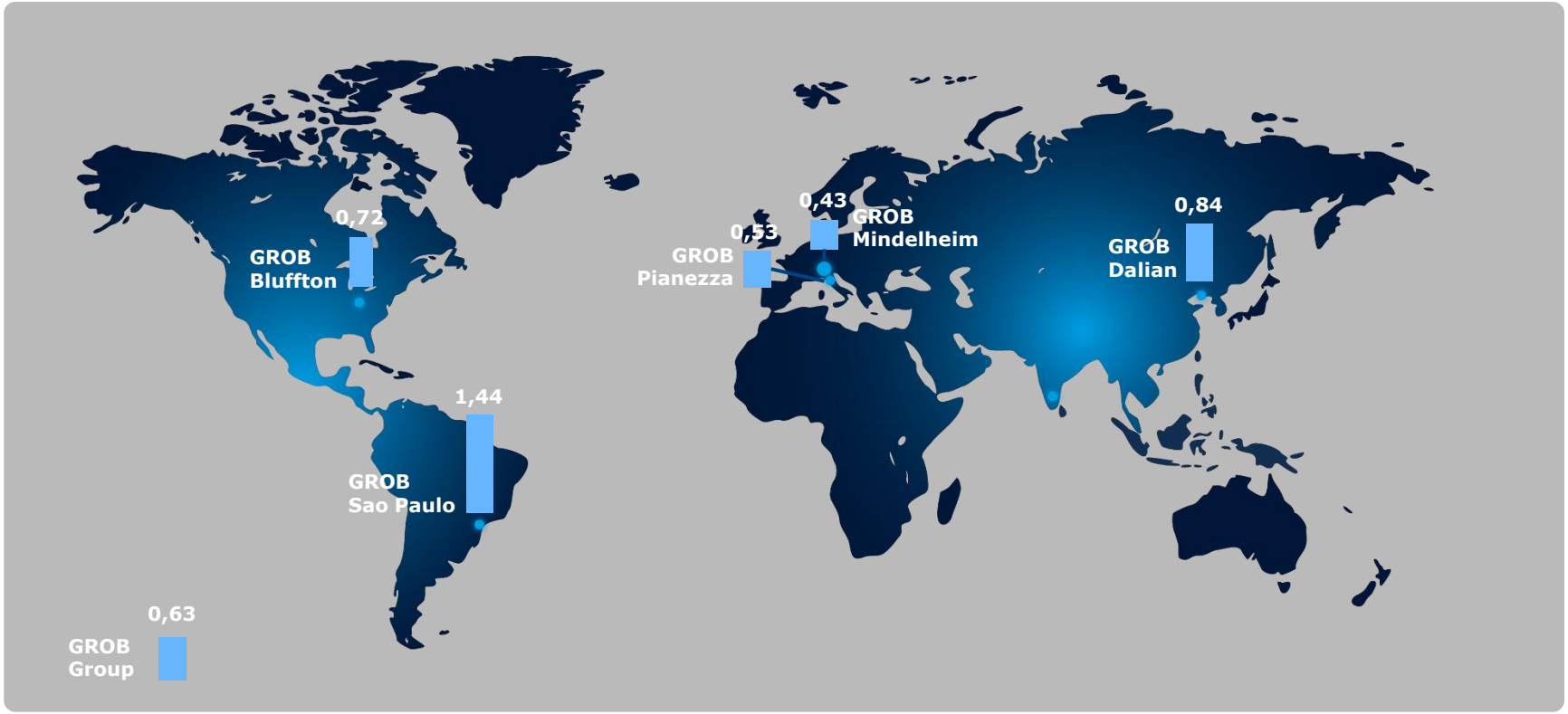
The GROB Group's CO_2 intensity (FY 24/25 | kg CO_2e / revenue €)

GROB ON THE PATH TO A GREENER FUTURE



The CO_2 intensities shown for the 2024/2025 fiscal year are calculated from kg CO_2e Scope 1+2+3 market-based / revenue €. The CO_2 footprint and revenue of the GROB Group have been certified by an auditor.

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CO_2 reduction measures at GROB Mindelheim

GROB ON THE PATH TO A GREENER FUTURE

Green energy from ground-mounted photovoltaic system

Since the beginning of 2025, GROB-WERKE Mindelheim has been sourcing green electricity from a photovoltaic system in the north of Mindelheim. The plant covers six hectares and produces up to 7.8 million kilowatt hours of green electricity annually – enough to supply over 3,000 households and save around 6,300 tons of CO_2 per year.

Further information can be found here.

Green energy from our own roof

Since November 2024, the company's own photovoltaic system on Hall 14 at the Mindelheim site has been in operation with a total output of approx. 1.8 MWp. Electricity generation of approx. 1.8 GWh is forecast for the 2025/2026 financial year, which corresponds to a saving of approx. 600 tons of CO_2 .

Pioneer of e-mobility in the commercial vehicle sector

With its pilot project "Electric trucks in factory traffic" GROB is demonstrating that electric trucks can already be operated economically over short distances – setting another milestone in reducing CO_2 e emissions at its locations. Thanks to a range of 270 km and a new 300 kW fast charger on site, the trucks can be used without any problems. The CO_2 reduction on the specified route Mindelheim–Ulm–Mindelheim amounts to over 123 tons per year.

Further information can be found here.

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WORKING GROUP DEVELOPS PRODUCT CATEGORY RULES

GROB experts are involved in a VDW working group on the topic of product carbon footprint (PCF).
The group developed a product category rule for machine tools.

VDMA 34178 specifies product category rules (PCR) for determining the partial product carbon footprint to support the assessment of the environmental impact of machine tools. This PCR is based on ISO 14067, which is based on the ISO standards ISO 14040 and ISO 14044 for life cycle assessment. This document considers the impact category "climate change" and the life cycle phases from cradle to gate.

The following steps are carried out in accordance with VDMA 34178 to calculate the PCF:

1. Determine the total mass of the product
2. Determine the residual mass of the product
3. Analyze 80% of the residual mass of the product
4. Take into account obtained & self-calculated PCFs
5. Linearly scale up the residual mass
6. Sum to calculate the total PCF

Further information can be found here.

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OUTLOOK FOR FUTURE ACTIVITIES

VDMA 34178 considers the impact category "climate change" and the life cycle phases from cradle to gate. The VDW working group intends to determine the PCF of subsequent life cycle phases (in particular transport from the factory gate to the customer, commissioning, use, and end of life cycle) in further parts or a revision of this VDMA specification.

The GROB team of experts has already created pilot product carbon footprints for G-modules. The creation of further product carbon footprints for products in the GROB product portfolio, including those from the field of e-mobility, is planned for the coming years.

Please send any inquiries regarding product carbon footprints to sustainability@grobgroup.com.

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