



Sustainability@GROB

03. February 2024



Excellence in sustainable technology

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.



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).

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 CO₂ footprint. Ambitious targets and measures are derived on this basis and anchored in a CO₂ strategy.

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).

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.

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.



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.



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

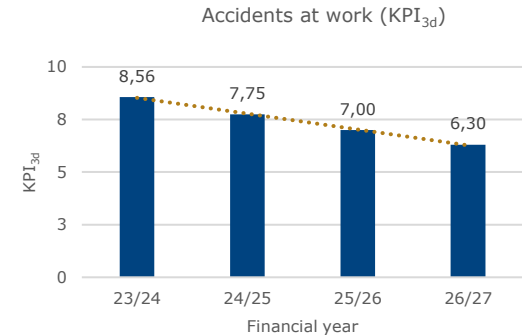
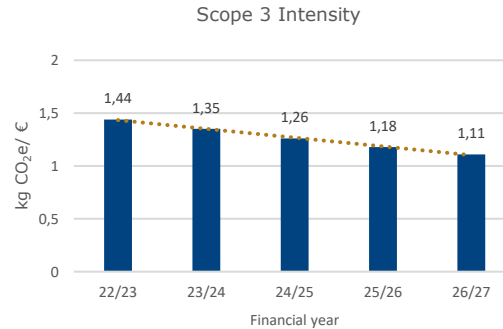
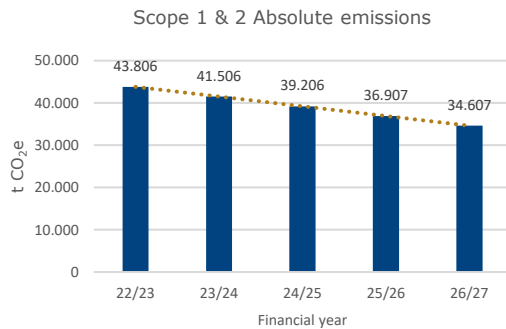
GROB's ESG rating is therefore higher than 56 % of all companies rated by EcoVadis.

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.

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



Measures to reduce the CO₂ footprint in Scope **1 & 2** by financial year 26/27 by approx. **21 %** and in **Scope 3 Intensity** by approx. **23 %** in comparison to financial year 22/23:

- Improving energy and resource efficiency
- Increasing the company's own e-fleet
- Expansion of energy generation through the company's own energy center and photovoltaic systems
- Purchase of green electricity Raising staff awareness (CoC, CoC4BP, corporate vision, sustainability management)
- Purchasing energy-efficient components
- Increasing the energy efficiency of our products

Measures to reduce accidents at work (**KPI_{3d}**) by around **26%** by financial year 26/27 compared to financial year 23/24:

- Expansion of occupational safety training and further sensitization of employees and managers
- Intensifying the analysis of the causes of accidents with the relevant departments
- Promoting the internal exchange of experience to prevent accidents at work

CO₂ footprint GROB Group financial year 22/23 (base year): 1,215,470 t CO₂e (Scope 1 = 5,711 t CO₂e; Scope 2= 38,095 t CO₂e; Scope 3= 1,171,664 t CO₂e).
 Scope 1 & 2 and Scope 3 emissions from financial year 23/24 are target values. CO₂ footprint GROB Group for financial year 23/24 will be available in summer/autumn 2024.
 CO₂e = CO₂ 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 / number of hours worked) * 1,000,000
 Further and up-to-date information on GROB's ESG key figures can be found in the current GROB Sustainability Report on the [GROB-Website](#).



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