



Sustainability Report Business Year 2024

Foreword

Dear readers,

Driving targeted sustainable transformation and maintaining the compatibility of environmental protection, fair working conditions, and business integrity is more relevant than ever for the future viability of our company.

Our commitment to performance and technological leadership in equipping the factories of the future goes hand in hand with our understanding of making a clear contribution to society: “We improve quality and make work easier through technology” as our company’s purpose particularly underscores the Broetje-Automation Group’s focus on sustainability.

We continued to implement strategic sustainability measures throughout the 2024 fiscal year. One focus was on preparations for implementing the EU Green Deal at our headquarters in Rastede. As the CSRD (Corporate Sustainability Reporting Directive) has not been implemented into German law and due to the Omnibus Regulation following at the beginning of 2025, Broetje-Automation will no longer be required to submit non-financial reports from the 2025 fiscal year onward. However, this will have no impact on the content of our sustainability strategy.

Data is the foundation for decisions and objectives in transformation processes. To ensure efficient data management, we set up a data tool for regular internal reporting last year. Improvements in greenhouse gas accounting in accordance with the GHG Protocol are being rolled out gradually across the group. The approaches for a transformation concept for greenhouse gas neutrality have also been defined for the headquarters.


The improvement in our score in the CDP (Carbon Disclosure Project) climate protection questionnaire, achieved for the third year in a row, confirms our approach and actions. Preparations are currently underway for the EcoVadis rating, which will enable us to have our overall sustainability performance assessed externally and to improve it further in the future, but also to increase trust and transparency towards our business partners.

In this report, we present our sustainability activities in more detail.

The management



Lutz Neugebauer



Dr. Axel Peters



Jiangxian Dai







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Company

and Strategy



As a leading supplier of complex production systems for the aerospace, wind energy, and other industrial sectors, we are committed to our customers, our workforce, the environment, and society. This means we take on a higher responsibility to actively contribute to a sustainable and future-proof world.

In addition to our goal of providing state-of-the-art technologies to increase the effectiveness and efficiency of our customers' production, this responsibility has been firmly anchored in our corporate strategy for many years.

Company profile

Broetje-Automation is a leader in production systems for large and complex structures, e.g. in the aerospace industry and wind energy. At 21 locations and service centers worldwide, we plan and implement machines and systems for our customers. By combining technology, research, project management, and service, we are shaping the factory of the future.

We implement high-tech automation with robots and machines as well as turnkey factory planning and digital integration. Our global service teams ensure that our customers' production runs smoothly and efficiently around the clock.

Working together in interdisciplinary teams with colleagues from over 20 nationalities is part of our everyday culture and the basis for our success. Our team spirit is based on friendliness and helpfulness, respect, and mutual appreciation. Mutual trust, continuous learning from one another, openness to innovation, and fair cooperation are the prerequisites for our top performance.

In the more than 45 years since the company was founded in 1979, Broetje-Automation has become the global market leader in automated panel assembly in aircraft construction, among others. Our customers include all well-known manufacturers of aircraft and their components worldwide, as well as their suppliers.

The product portfolio has been continuously expanded as the company has developed from a special machine manufacturer into a full-service provider of intelligent and integrated production systems. Today, the Broetje-Automation Group offers its customers worldwide solutions for equipping entire factories – from small hand tools to complete assembly lines.

This makes Broetje-Automation not only the market leader in numerous product segments, such as riveting automation, but also a key supplier and partner for many customers in the aerospace industry for production technology, from factory planning to machine maintenance.



Broetje-Automation has evolved from a mechanical engineering company to a full-service supplier of production technology for the aerospace industry.

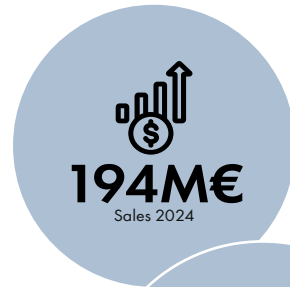
For several years now, the company has also expanded its customer and market profile to include additional industries. In particular, business development has focused on machinery and equipment for the automated production of composite components and the assembly of wind turbines.

In 2024, Broetje-Automation generated sales of around EUR 194 million (2023: EUR 173 million) with a total of 769 employees (2023: 648 employees).

The core of the Broetje-Automation Group is Broetje-Automation GmbH, based in Rastede, Germany. Compose 2 Compete GmbH is a consulting company and fully owned subsidiary of Broetje-Automation GmbH, specializing in consulting and engineering services for customers worldwide.

In addition, subsidiaries are located in the US, the UK, France, China, and Japan to serve the local markets. The group has manufacturing and assembly plants in Chicago, Toulouse, and Shanghai. It is present at a total of 21 locations worldwide.

Broetje-Automation has been part of the Shanghai Electric Group since 2015.





Locations of the Broetje Automation Group worldwide.

Business model

The group’s business model is largely based on long-standing, trusting customer relationships. Our aim is to shape the future with the latest high-tech solutions. We focus clearly on cutting-edge technologies that are closely tailored to customer needs and create added value for their production systems. Good customer relationships are essential for this.

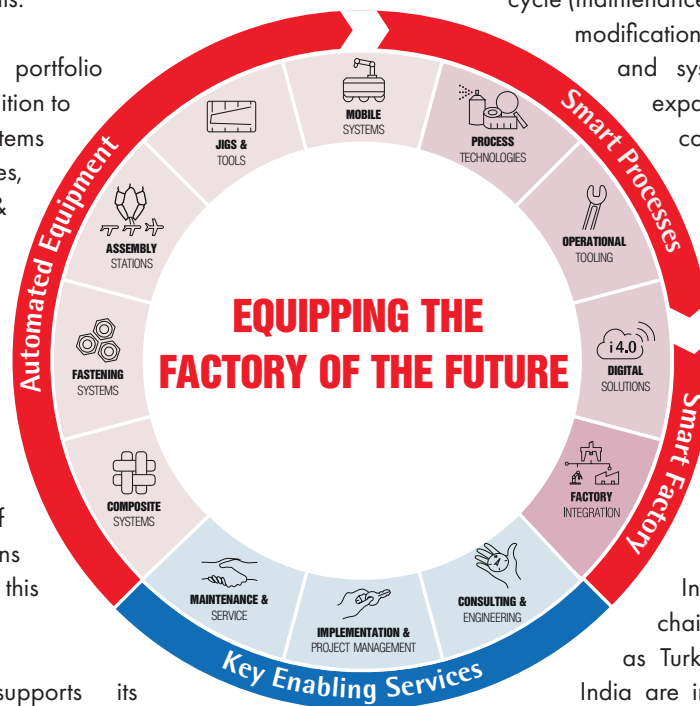
Our product and service portfolio reflects this commitment. In addition to automated machines and systems in the areas of composites, fastening, assembly, jigs & tools, and mobile systems, we use our extensive process and technology expertise to create customized solutions for our customers. This applies to tailor-made tooling as well as high-precision process automation. An extensive portfolio of specialized software solutions (digital solutions) also reflects this expertise in the digital realm.

Broetje-Automation also supports its customers as a turnkey provider in complex factory integrations and creates turnkey assembly lines.

Over many years, in addition to supplying hardware and software, the Broetje-Automation Group has established a broad portfolio of services. Factory planning, engineering services, modern implementation and project management, as well as support for all machines and systems throughout their entire life cycle (maintenance and repair services, upgrades & modifications, retrofits of complex machines and systems) have been significantly expanded in recent years and contribute significantly to the business success of the company.

Broetje-Automation’s core markets are in North America, Europe, and Asia. The aerospace industry is particularly active in these markets, but these regions are also of great importance for new business areas such as wind energy.

In addition, as our customers’ value chains are restructured, countries such as Turkey, Mexico, South Korea, and India are increasingly entering the aircraft component manufacturing market.



Corporate strategy

A clear corporate strategy ensures that the Broetje-Automation Group remains focused on its goals and sets the course for long-term, sustainable development. The corporate strategy is reviewed at regular intervals and adapted to changing objectives and conditions. The strategy is thus continuously updated and further developed in line with the market and environmental situation.

Our mission is at the heart of our corporate strategy:
Equipping the Factory of the Future.

- » “Equipping” means more than just supplying machines and systems. We offer our customers everything they need to equip their factory of the future. Our portfolio therefore includes a wide range of products, from the right hardware and in-depth process integration and digitalization to comprehensive service and support throughout the entire life cycle. When all components work together like a well-oiled machine and connected working becomes possible, this creates real added value for our customers.
- » Our area of expertise – our “arena” – is industrial manufacturing, the “factory”, both our customers’ and our own. This is also where research projects find their place, for future innovations, improved work processes, and sustainable employee safety.
- » Our vision of the “future” is what drives us. It stands for state-of-the-art technology in the form of technological and process expertise, as well as modern skills in organization and leadership.

We align our business model and all activities for the entire group of companies for the future with the mission, the fundamental objective of the company. With the aim of being a leader in production technology for complex products such as aircraft, wind turbines, and other large components, the comprehensive approach in the product portfolio is accompanied by a focus on high technology.

Since 2021, the company has been systematically diversifying beyond its traditional aerospace market. The skills and expertise that Broetje-Automation has accumulated over more than 45 years in the field of complex production systems offer potential for ramping up production in renewable energies, especially wind energy. The energy policy shift that is being driven forward in many countries worldwide to meet sustainability targets requires sufficient industrial production capacity. Only in this way can the expansion targets, particularly for offshore wind energy, be achieved. It is therefore a strategic goal for Broetje-Automation to contribute to this expansion with automation technology. Both classic automation technology for assembly tasks and extensive process know-how, especially with new materials (e.g., in composite automation), offer promising approaches for the future.



In 2024, Broetje-Automation expanded its corporate strategy to include the purpose-statement **“We improve quality and make work easier through technology”**. This statement describes the company’s core value proposition and purpose:

- » In special machine construction, improving quality means much more than just complying with standards: machines must operate with high precision to ensure consistent product quality – even with complex or varying requirements. The use of modern technologies makes machines more robust, low-maintenance, and sustainable. Technological innovations help minimize sources of error and achieve reproducible results – a decisive factor in industrial manufacturing.
- » Technology is not only used for automation, but also to make work easier, i.e., to relieve people of certain tasks: Machines take over physically demanding or dangerous tasks, making workplaces safer and more ergonomic. User-friendly interfaces, assistance systems, and AI-supported controls simplify operation and make it intuitive, even for less trained personnel. Automated processes increase efficiency by reducing manual intervention. They speed up work processes and improve resource utilization.
- » Technology is not an end in itself, but rather a tool for solving specific problems: In special machine construction, customized systems are developed that are precisely tailored to the customer’s needs. New technologies such as AI, IoT, and digital twins open up completely new possibilities in machine development and use.

Sustainability strategy

We have anchored sustainability as a core element of our corporate strategy in order to place the Group’s economic activities on a robust footing. The sustainability strategy is based on four thematic pillars, each of which contributes to several of the 17 United Nations Sustainable Development Goals:

Lead Production Technology: Excellence in automation is part of our DNA. We are convinced that our products, services, and innovation-driven portfolio enable us to make a positive impact globally. With our expertise in modern, highly flexible production technology, we serve not only the aerospace industry but also the wind energy sector as a key element of a sustainable energy supply.

Environmental friendliness, resource efficiency as well as savings are key drivers of our innovation efforts: Investments in sustainable R&D projects open up long-term opportunities for us to successfully meet current challenges together with our partners. Components of our systems are reused in line with the circular economy while simultaneously renewing the technology. This reduces resource consumption and also increases efficiency.

Empower People: Our employees, with their knowledge, daily commitment, and team spirit, are the foundation of our success. Broetje-Automation therefore offers above-average working conditions, promotes occupational safety, and attaches great importance to training and further education. It is important that everyone involved in the overall project communicates and cooperates in a spirit of trust, particularly when it comes to

improvements. Respect for human and labor rights in the value chain is firmly embedded in our Supplier Code of Conduct. We have also reaffirmed our commitment by participating in the UN Global Compact since 2023.

Protect Nature: We are committed to protecting the climate and preserving biodiversity as best we can. As a supplier to the aerospace industry, we bear a special responsibility in this regard. We leverage existing potential within our company, but also at our customers’ sites. Production technology and sustainable service concepts act as enablers to advance the climate and environmental impact of aviation by rapidly bringing resource-efficient aircraft generations to market. We also use the levers at our disposal to make our own production more sustainable.

Safeguard Integrity: Compliance with laws and ethical principles forms the basis of our business activities and governance. We foster a culture of open communication and transparency. In this way, we strengthen the trust our stakeholders place in us. Broetje-Automation attaches great importance to mutual respect and fairness within our company and outside it, together with our business partners.





Organization

and Governance



Our corporate structure and culture are based on the principles of good corporate governance: transparency through communication, constructive cooperation with employee representatives, effective risk management, and a sustainable corporate strategy.

Independent subsidiaries have been established in France, the United Kingdom, the United States, Japan, and China to handle local market development and sales support for the product units. We also maintain local production facilities in France, the United States, and China. We are currently represented at a total of 21 locations worldwide.

Good governance as a guideline for corporate leadership

Our customer base includes approximately 150 companies in the aircraft industry. Due to the structure of the market, the few leading manufacturers of medium-sized and large commercial aircraft and their Tier 1 suppliers in North America, Europe, and Asia are naturally of particular importance to our customer portfolio. Furthermore, the competitive environment is also highly concentrated on a few highly specialized companies. This leads to very close relationships between the individual companies in the supply chain.

We consider it essential to work closely together and to provide parts of the value chain locally at our customers' sites, continuously adapting our global value chain network to this end. In this market environment, we ensure that we have a clear set of rules and that compliance and legal regulations are strictly adhered to so that we can act professionally in project implementation. The central guideline for the entire Broetje-Automation Group is a binding code of conduct and ethics, which is centrally anchored in the company and serves as a behavioral guideline for all employees. Managers and employees receive regular training on this topic.

The year 2024 marked the beginning of preparations for a new strategy cycle for the Broetje-Automation Group. Initial results confirm that Broetje-Automation products must meet clear sustainability requirements in the medium term. The process preparations for product life cycle assessments (known as product carbon footprints) that began in 2024 directly contribute to these objectives. Theses by bachelor's and master's graduates have made important progress in this area for the company and enabled initial calculations to be made, which will be further refined in 2025.

Expertise in Sustainability

Transparency is essential for the success of the sustainability strategy. In order to involve the workforce in the communication and implementation of sustainability activities and to build sustainability expertise, information events ("coffee breaks"), staff meetings, and digital training and information materials have proven to be helpful tools since their introduction in 2023. In 2024, not only was knowledge shared about the changes to the requirements for our company in the Corporate Sustainability Reporting Directive (CSRD), but results on ratings and the group-wide approach to sustainability, which was introduced in stages, were also explained and anchored at all levels.

We stay up to date with the latest trends and developments – we also ensure this through external training courses. These were successfully implemented in 2024 by the sustainability expert team. For example, our in-house expert successfully completed the IHK-certified training course as a sustainability reporting coordinator. Outside the core sustainability team, there are also motivated employees in the network who are deepening their knowledge in other external formats: we now have two additional sustainability coordinators on the Broetje-Automation team.

Introducing the management team

Lutz Neugebauer

Chief Executive Officer

Lutz Neugebauer was born in Varel, Germany, in 1965. He graduated from Jade University in Germany with a degree in electrical engineering and electronics. Between 1991 and 2006, he held various management positions at Broetje-Automation and then moved to Claas Fertigungstechnik as Director of the Technology Center Aerospace. From 2013, he worked as CEO of BA Services GmbH at Broetje-Automation until he became Chief Operations Officer for the Broetje-Automation Group in 2017. Since 2019, Lutz Neugebauer has been CEO of the Broetje-Automation Group and is driving forward the sustainability strategy with great commitment.

Dr. Axel Peters

Chief Technology Officer

In 1966, Dr. Axel Peters was born in Bremen, Germany. After getting his engineering degree in automation technology from RWTH Aachen University, he became Head of Automation in the Automation Technology Department at the Machine Tool Laboratory WZL, RWTH Aachen. There, he got his doctorate in automation in 2001 and then held various management positions in the Technology division at LSW/Kuka. Dr. Axel Peters has been with Broetje-Automation since 2008, first as Chief Operations Officer and, since 2014, as President of BA Composites and Executive Vice President of Fastening. He has been a member of the management board as Chief Technology Officer since 2017. His high level of technical expertise gives significant impetus to more sustainable product developments in particular and is both valuable and indispensable for further sustainability goals.

Jianxian Dai

Chief Financial Officer

Jianxian Dai was born in Shanghai, China, in 1963. In 1983, he graduated with a degree in business administration, specializing in finance and accounting, from Zhejiang University of Economics in China. In 1985, he completed his postgraduate studies in accounting at Shanghai University of Finance and Economics in Shanghai, China. In 1997, he graduated with a degree in business administration from the University of Sciences Niederrhein, Germany. His professional experience began at Ningbo University of Technology in China as a lecturer and deputy head of the finance faculty. Since 1997, he has held various management positions as managing director and chief financial officer in China, until 2000 at Messer (Hoechst) Gas Systems Tianjin Co. Ltd. until 2003, at Stateline Telecom Co. Ltd, Shanghai until 2003, and at Voith Hydro Shanghai Co. Ltd. until 2019. Since 2020, he has been managing director and chief financial officer of the Broetje-Automation Group. The close interconnection between finance and sustainability makes Mr. Dai one of the key figures for the company's sustainability-related activities. Thanks to the support of Mr. Dai and his team, the collaboration is proving to be extremely positive.



Risk and opportunity management

Robust risk and opportunity management is crucial for the sustainable orientation of tomorrow’s companies.

The aviation certification of Broetje Automation at its sites in Rastede and Shanghai (EN 9100) already includes a comprehensive risk assessment for the company. This also applies across the group within the framework of ISO 9001. This basis has significantly accelerated and updated the introduction of the additional integration of sustainability-related risks and impacts.

Even though ESRS compliance is no longer directly required by our headquarters in Germany, our established risk management process still meets the requirements for extended risk assessments, which also exist in connection with ISO 14001 requirements, for example. Across the group, we have been successfully certified in the area of environmental management at three European locations for many years (Germany, United Kingdom, France).

The Head of Sustainability and Total Quality Management reports monthly to the CEO and manages the group-wide sustainability network with regular status meetings and additional information via established communication channels. She also represents the topic of sustainability in strategy meetings attended by management and the works council.

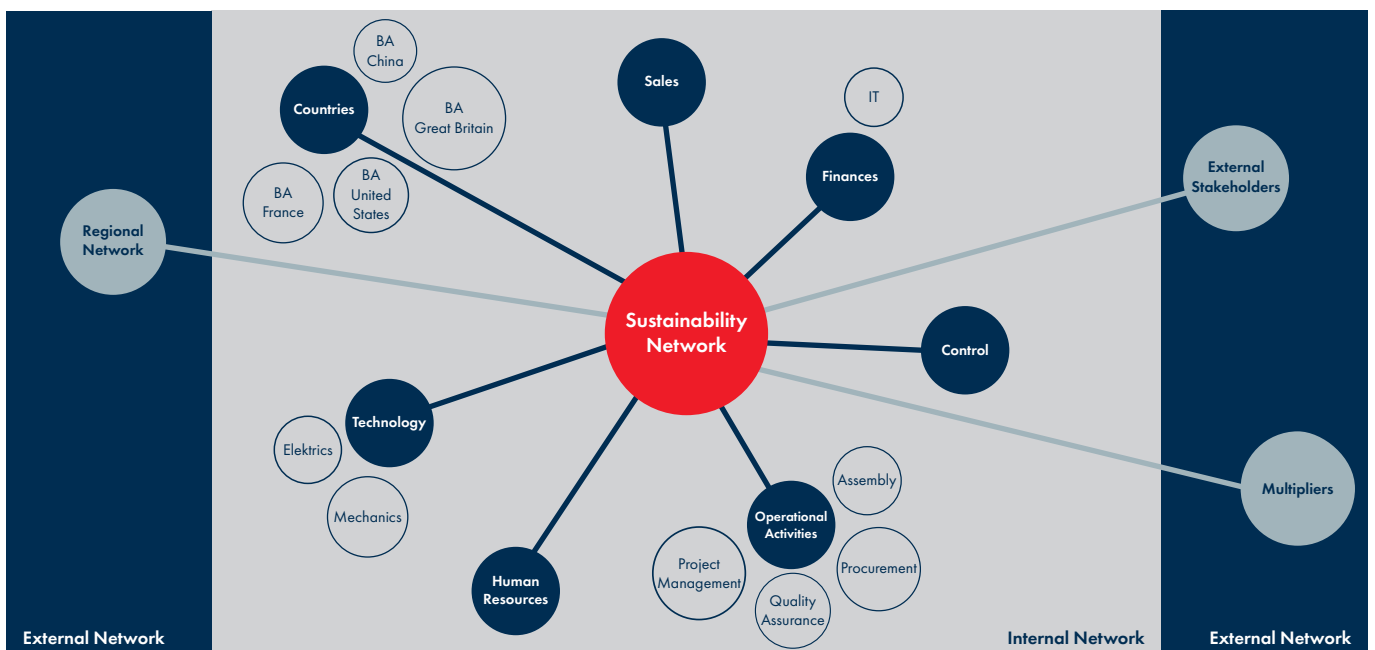
In addition, we network with stakeholders and multipliers in the industry and region. This includes regional working groups (e.g., Sustainability Network Northwest), participation in industry associations such as the German Aerospace Industries Association (BDLI) and the Wind Energy Network WAB e.V., involvement in STEM activities in the region, and membership in the UN Global Compact.

In 2024, preparations began for cooperation between Broetje-Automation and the University of Applied Sciences Emden/Leer to train the skilled workers of tomorrow. The project focuses on practical training in the field of “sustainable product development” and providing impetus for a sustainable future in mechanical engineering. The collaboration will begin in the course of 2025.

Sustainability network

To manage and embed sustainability within the organization, we rely on the involvement of management and a network presence throughout the entire group of companies. From the CEO to the sustainability team, there is a network of representatives consisting of around 20 coordinators across all departments and units of Broetje Automation worldwide.

In order to anchor these activities in the public eye, Broetje-Automation participates in various events and panel discussions as needed and actively communicates on the topic of sustainability. Consulting services provided by the company’s in-house team of experts have also been available through Compose 2 Compete GmbH since 2024 (see the report’s imprint for contact details).



Internal and external sustainability network of the Broetje-Automation Group



Stakeholder management

Part of our sustainability strategy is to take into account the interests and views of our stakeholders. We value a constant, trusting, and professional exchange on both sides.

The company's most important stakeholders include:

- » Customers
- » Suppliers
- » Employees
- » Subsidiaries
- » the parent company Shanghai Electric

In addition, other stakeholders such as financial institutions, landlords and neighbors of the sites, politicians, administrators, and the media are also taken into account. Opportunities for dialogue and exchange exist with all interest groups. Communication has been permanently established for stakeholders identified as highly relevant.

Cooperation between the subsidiaries and with the Broetje-Automation Group includes, in particular, joint strategic alignment and the implementation of sustainability organization and strategy. Since 2024 in particular, associated packages of measures have gradually become relevant for all of the Group's

locations. This is reflected, for example, in the expanded rating requirements and activities related to corporate transformation.

Without the satisfaction, loyalty, and commitment of our employees, we cannot be successful. Issues such as job security, appreciation, occupational safety and health protection, opportunities for further development, and motivating work are of high importance throughout the entire group of companies.

Close contact with customers is an important part of stakeholder management and our long-term success. In order to understand customer needs, improve products and services, and jointly implement sustainability efforts in areas such as aerospace and wind energy, close cooperation is required. Research projects are regularly initiated to work on potential, particularly in the area of resource and energy efficiency.

Suppliers represent another key stakeholder group and are an important pillar of Broetje-Automation's project success. The aim of stakeholder management is to maintain long-term business relationships and continue to uphold the quality of the products supplied. Regular communication with suppliers takes place primarily through the purchasing department and, when necessary, through the design and quality departments.



In 2024, targeted discussions were held with suppliers and customers in order to begin developing a strategy for a sustainable value chain. This exchange and the data and expertise gained contributed significantly to the first-ever calculation of the product carbon footprint for one of our core plants at the Rastede site.

Broetje-Automation takes the views and interests of its stakeholders seriously in order to meet their needs and maintain long-term, trust-based relationships.



Key

Topics



ESG content offers a wide range of possible starting points for companies to become active in the area of sustainability. A strategic and focused approach is crucial in order to address the issues that are essential for the individual company. This creates a stable foundation and allows sustainability measures to be used as an accelerator for future corporate performance.

Some of the relevant ESG issues have been a focus for many years, not least because of the Broetje-Automation Group's industry and collective bargaining affiliation: Environmental protection and resource conservation are firmly established in the ISO 14001 certification and the associated environmental management system. Our reputation as an excellent employer is widespread in the industry and in the region thanks to the working conditions we offer.

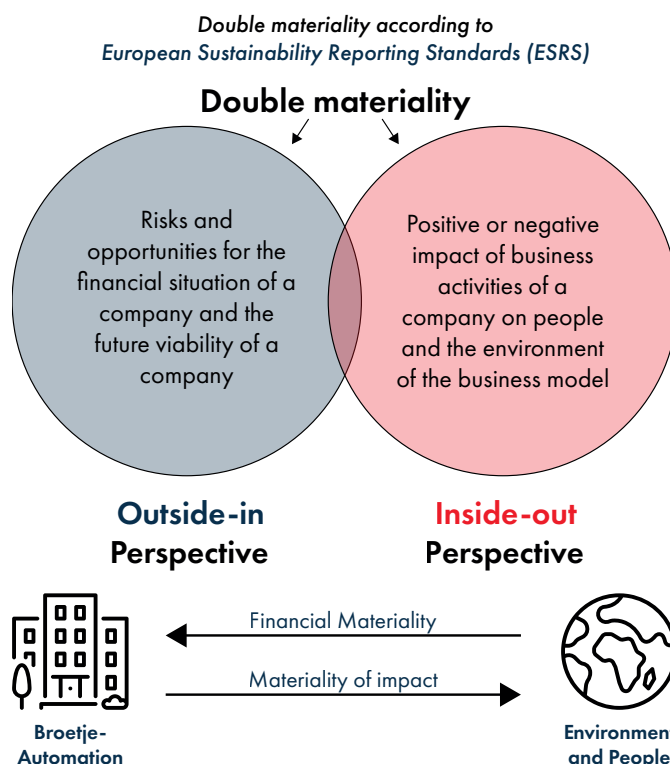
Materiality analysis remains the methodological basis

The key topics for Broetje Automation were determined based on the requirements of the EU Corporate Sustainability Reporting Directive (CSRD). Even though this will no longer be mandatory for our location in Germany due to short-term regulatory changes in the first quarter of 2025, the methodology known as "double materiality" ensures a multi-level approach for Broetje Automation in its sustainability assessment and analysis, and is therefore a suitable basis for our strategic actions:

Double materiality distinguishes between external financial impacts ("outside-in") and the impacts of business activities ("inside-out") on society and the environment. Issues are material to a company if they are either financially relevant or significant in terms of the company's impacts – or fall into both categories.

Financial materiality refers in particular to those sustainability aspects that affect the company from outside and from which opportunities and risks arise for Broetje-Automation. Opportunities and risks are assessed on the basis of their probability of occurrence on the one hand and their potential financial impact on the other.

In order to examine the impact that Broetje-Automation has on the environment and people, the first step was to structure the analysis according to actual and potential impacts, and the second step was to structure it according to positive and negative impacts. A distinction must also be made between the impacts that arise



within the company's own business activities and those that arise within the value chain. The severity of the impacts was assessed according to the factors of extent, scope and, in the case of negative impacts, irreversibility.

For this analysis, we first collected scientific papers, statistics, and other specialist articles relevant to the economy on sustainability aspects using desktop research and evaluated them with regard to their relevance for Broetje-Automation.

Finally, the resulting list of key sustainability aspects was compared with similar companies in the industry and expanded to include industry-specific topics. A supplementary stakeholder analysis provided the perspectives of the company's most important stakeholders. In 2024, expert interviews were conducted with internal contacts in the specialist departments. This enabled us to analyze and evaluate the impact of our business activities in

even greater depth and scope. We have included these in the materiality assessment accordingly.

The sustainability team carried out the double materiality analysis described above in an internal process. For this purpose, a staff unit was created within the organization that reports directly to the management.

As a result, the sustainability strategy is a fundamental component of Broetje-Automation's corporate strategy.



Results of the materiality analysis

An initial analysis was already carried out for Broetje-Automation in the 2023 fiscal year. With the innovations in risk and opportunity management implemented in 2024 (see page 15) and the internal expert interviews conducted, the list of key issues has been further confirmed. The following issues were classified as significant:

Environmental issues

- » Climate change and energy
- » Environmental management
- » Circular Economy
- » Sustainable R&D

Social issues

- » Fair working conditions
- » Occupational safety
- » Further education and training
- » Diversity
- » Labor and human rights
- » Supplier management

Governance issues

- » Corporate governance
- » Compliance
- » Information security

Beyond the ESRS standard, Broetje-Automation also considered investments in sustainable R&D projects, recycled products, and diversification into environmentally friendly industries to be important.

For Broetje-Automation, length of service, trainees, and international diversity are particularly important. For workers in the supply chain, working conditions, labor rights, and the prevention of child and forced labor are essential.



Areas of action – 4 pillars

A strategy is only as good as the defined priorities for action are implemented. We have therefore translated the results of the double materiality analysis within our sustainability strategy into four lines of action, which are backed up by concrete measures and projects.

Sustainability is a shared responsibility. It concerns the longterm viability of the economy, society, and the environment, particularly taking into account the involvement of all relevant stakeholders of the company.

For Broetje-Automation, the sustainability strategy rests on four pillars. These form the basis for the company's actions and integrate social and corporate perspectives into a coherent corporate strategy. Accordingly, they take into account

1. the recognized areas of action in the context of sustainability: "Environment," "Social," and "Governance/Corporate Management" (ESG)
2. the economic success of the company and its technological contribution to sustainability goals.

The main focus areas of each pillar were identified using materiality analysis (see page 19) and are described in the chapter "Sustainability Strategy" (see page 11). Measures and key performance indicators (KPIs) for the main topics have been defined and implemented.

The result: four pillars and areas of action in which Broetje-Automation operates within the framework of its strategic orientation and aligns corporate success with sustainability requirements in practice.

Equipping the Fac

Lead Production Technology

Global positioning
in automation

High Efficiency in process

Pioneer in new solutions
for products and services

Empower People

Highly-qualified workforce

Responsible Supply Chain
practices

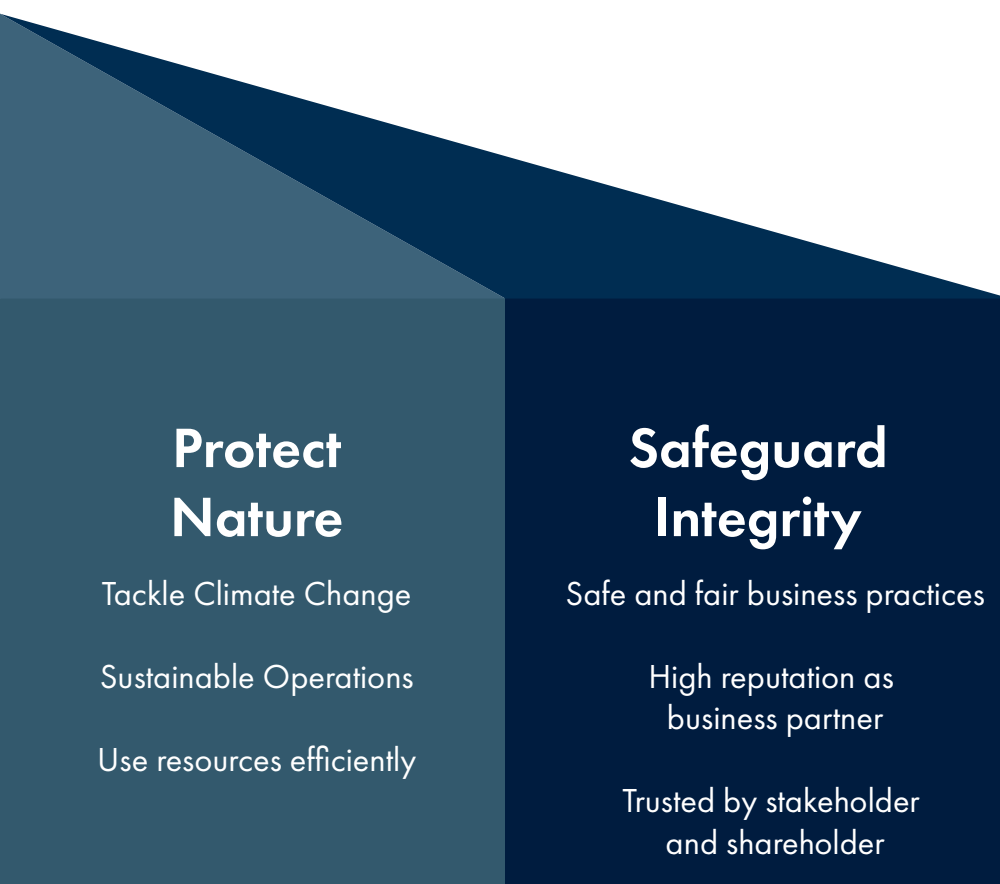
As a company, the most visible pillar is the economic dimension. **“Lead production technology”** is the driver of our business success, and harnessing technology is our greatest ambition. Broetje-Automation has a global presence and aims to reach new markets and customers with innovative new solutions, thereby remaining competitive.

Empowering people means providing our employees with everything they need to work together on Broetje-Automation’s mission of “Equipping the Factory of the Future.” This requires every single employee to contribute their knowledge and skills. However, “Empower People” also creates a clear link to the supply chain: this pillar involves close cooperation with our suppliers to ensure the success of our products through high-quality components and to continuously uphold human and labor rights in the supply chain.

Climate change and its consequences represent the greatest challenge to the global economy. Broetje-Automation is taking responsibility and aims to firmly establish environmental protection, and thus **“Protect Nature”**, as the third pillar of its sustainability strategy.

„Safeguard Integrity” is the fourth pillar and represents the governance component in the definition of corporate sustainability. This involves managing Broetje-Automation securely and exemplifying and implementing values and ethical behavior throughout the company. Only in this way can we ensure the continued existence of the company and strengthen the trust our stakeholders place in us.

Story of the Future



Areas of implementation for the sustainability strategy for the Broetje-Automation Group: “4-pillar model”



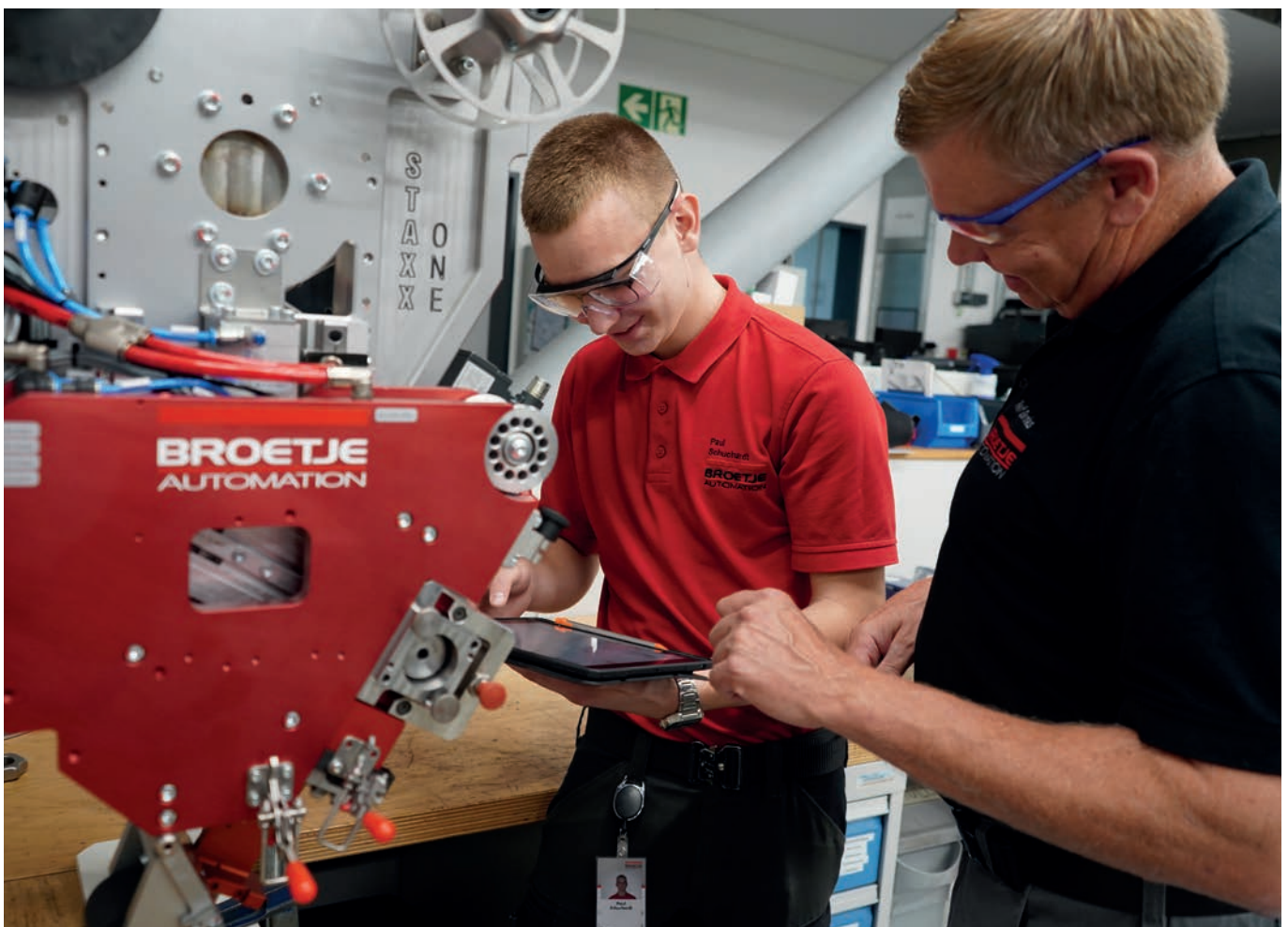
Lead Production

Technology



Environmental friendliness, resource efficiency, and savings are not only important from a sustainability perspective, but have always been our drivers of innovation: investments in sustainable R&D projects open up long-term opportunities for us to successfully meet current ecological challenges together with our partners. Components of our systems are reused in line with circular economy principles, while simultaneously upgrading technology and increasing efficiency.

State-of-the-art production technologies are also an important enabler for bringing resource-efficient future generations of aircraft to market quickly and reliably. Automation and modern production facility equipment can also support various sustainability-promoting industries, including the wind energy sector and thus the energy transition.



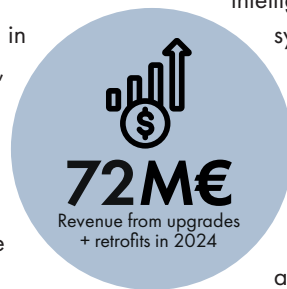
Circular economy as a service – maximising the service life of equipment

Many years ago, Broetje-Automation developed retrofits and upgrades of (old) systems as a business segment in addition to maintenance and spare parts supply. The potential exploited here is the improvement of efficiency and profitability while reducing negative environmental impacts.

Retrofits aim to modernize existing industrial plants in order to improve their efficiency, performance, safety, and environmental compatibility while extending their life cycle. The integration of new technologies, components, or systems into existing plants is our long-standing and ongoing contribution to the principle of circular economy. Our team has more than 20 years of experience in this field.

The modular design of Broetje-Automation riveting systems makes it possible to implement state-of-the-art technology even after many years of operation. Modernization measures upgrade assembly lines to meet current technical standards and ensure a higher degree of automation, productivity, resource efficiency, and fewer machine downtimes.

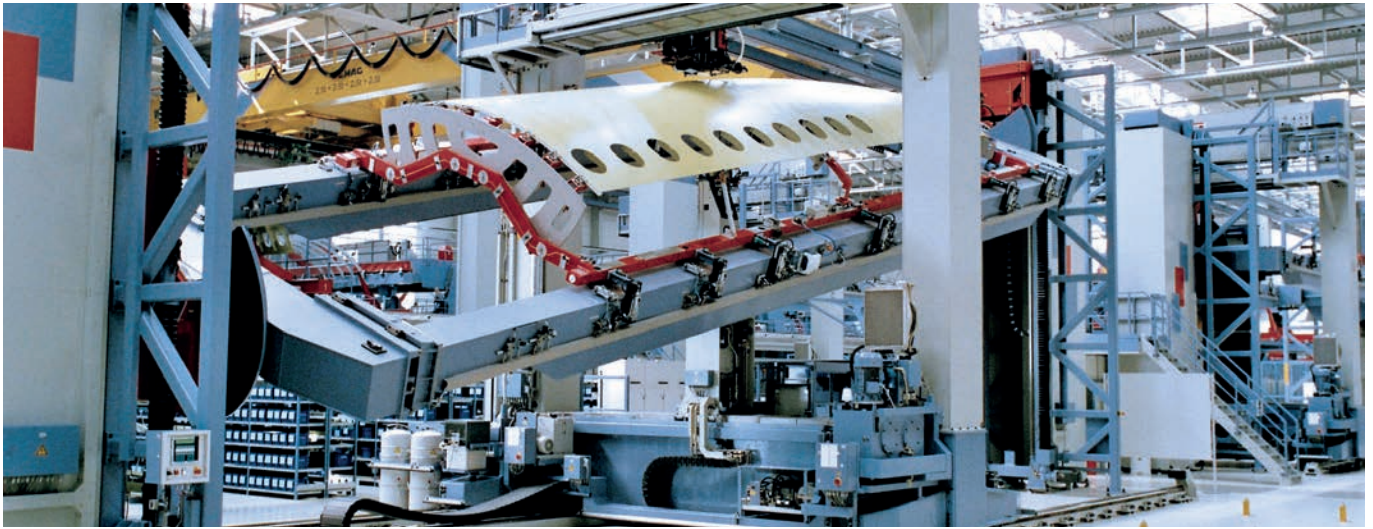
Increasing the degree of automation in a plant brings about a significant change. The installation of modern tool changing systems or new, digital NC controls ensures that machine operation becomes simpler and more intuitive. We improve production quality and ensure greater process reliability through intelligent, sensor-controlled monitoring and smart camera systems.



Retrofits also offer significant leverage for improving efficiency while reducing the carbon footprint of the production system, for example by continuing to use large steel assemblies and avoiding the need to replace floor foundations. Retrofits have the advantage of offering similar production efficiency to a new system, but reducing setup time during installation by reusing parts of the system while also reducing the carbon footprint.

In addition to the efficiency and productivity gains of the individual machines, retrofits also expand the range of components in a system. This allows the respective system to continue to be used even if the customer makes design or program changes.





The team of experts from Upgrades & Modifications (U&M) behind the projects:

Philipp

Leads the U+M team with his broad expertise.

Lea

Brings a business perspective and maintains a strong network within Broetje-Automation.

Andreas

Master mechanical engineer with many years of experience in Broetje-Automation assembly – focus on practical implementation.

Erik

As a development engineer in mechanical engineering, he brings fresh ideas and international construction site experience to the table.

Olaf

The most experienced member of the team in terms of plant construction provides support with his many years of expert knowledge.

Irina

Coordinates between departments and sales channels – the background as a business graduate is very helpful in this regard.

Portrait of a sustainability driver: Upgrades & Modifications

The U&M team is making significant progress in designing the factory of the future.

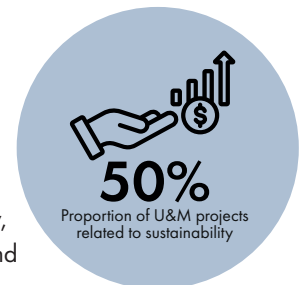
Various medium to small-scale projects help customers keep the systems supplied by Broetje-Automation up to date with the latest technology. Continuous adaptation to customer needs and conditions – throughout the entire product life cycle.

Philipp Zywitzka, head of the U&M team, emphasizes the necessary prerequisites for driving greater sustainability: partnerships with customers in implementing solutions and the delivery of high-end technical products by Broetje-Automation. "In 2024, around 50% of the projects implemented in the area of upgrades and modifications were directly related to sustainability in the field of lead production technology – either as a direct enabler for the customer or as a lever for Broetje-Automation's own sustainability performance," explains Zywitzka.

Energy efficiency, circular economy, improving working conditions, and accelerating cycle times stand out.

Two projects are worth highlighting for 2024:

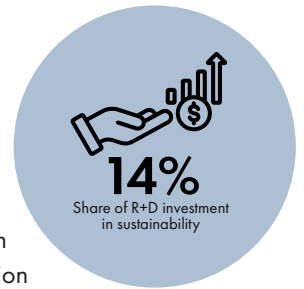
1. The modernization of end effectors, the technical heart of Broetje-Automation systems, and the additional introduction of state-of-the-art equipment will enable our customers in the aviation sector to extend their production times over the next 10 years.
2. Automation solutions in the field of wind energy for the installation of wind turbines by Broetje-Automation have been an integral part of the product portfolio since 2023. In addition, U&M has delivered further storage units to customers, which contribute to a significant increase in the efficiency of the installation process. This allows installation cycles on the customer side to be significantly accelerated.



Innovations

Requirements for resource efficiency and savings remain drivers of innovation at Broetje-Automation. We are committed to environmentally friendly production for our customers by using alternative materials, new processes, and the highest quality standards. In particular, collaboration with customers, research institutions, and technology partners on new products and process technologies is a key element of our innovation efforts.

FLEX4GREEN is a project launched in 2024 with the participation of Broetje-Automation, focusing on the sustainable optimization of resource consumption in aircraft assembly for shell and section construction. Our company's task is to design flexible assembly systems and digital process recording for the sustainable optimization of this consumption.



HyTank technology demonstrator at JEC World.

The **HyTank** and **SHOREliner** innovation projects, which were launched in 2023 (both scheduled for completion in 2026), showed further progress in 2024. While HyTank is working with other partners to advance the project to manufacture a tank system for storing hydrogen, SHOREliner describes the plan to bring CO₂-neutral and low-noise flying in the feeder and short-haul aircraft segment to market economically and enable their production.

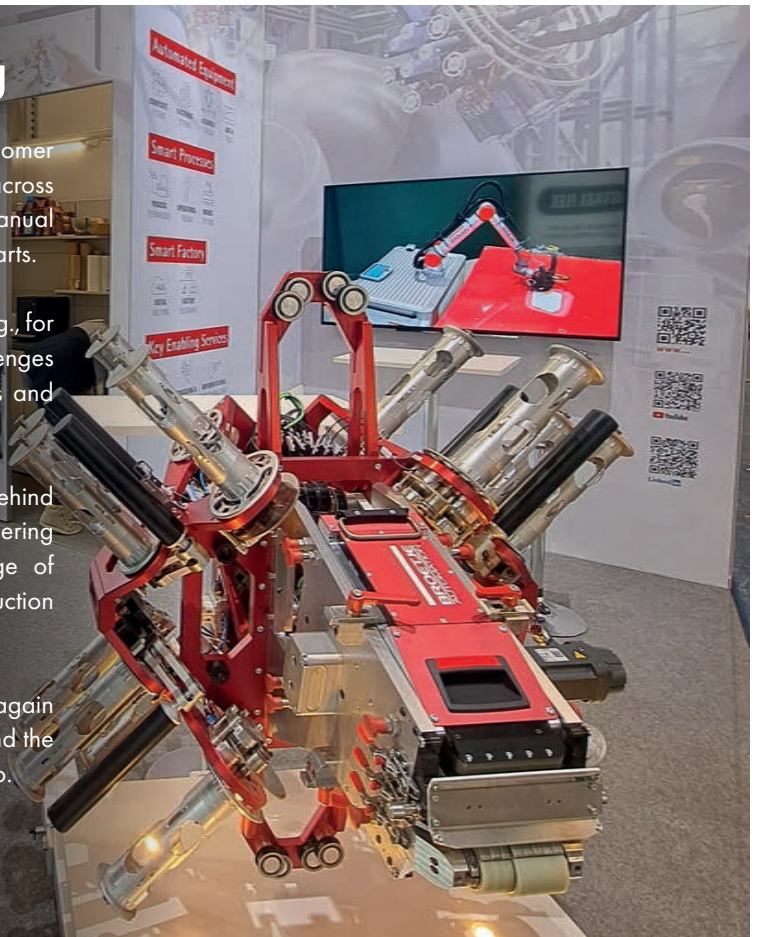
Composite manufacturing

Composite materials have long since evolved from a newcomer to an independent industry and are driving innovation across sectors, particularly in sustainability. However, manual processes still dominate the manufacture of composite parts.

Automated systems have been around for many years, e.g., for automated fiber placement, but they face ongoing challenges due to the high pressure to innovate in new materials and construction methods.

The aviation industry has always been a driving force behind this development. Broetje-Automation has taken a pioneering role in this field by offering a comprehensive range of composite solutions to meet global demand for production equipment.

In 2024, the associated product portfolio was once again presented at the leading trade fair JEC World in Paris and the Composites and Advanced Materials Expo in San Diego.



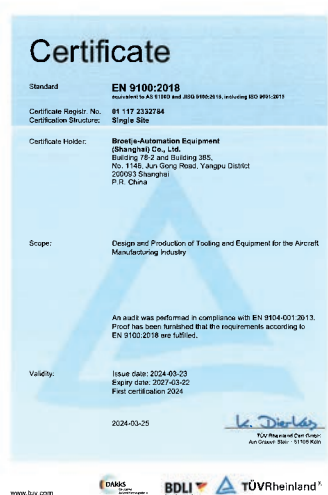
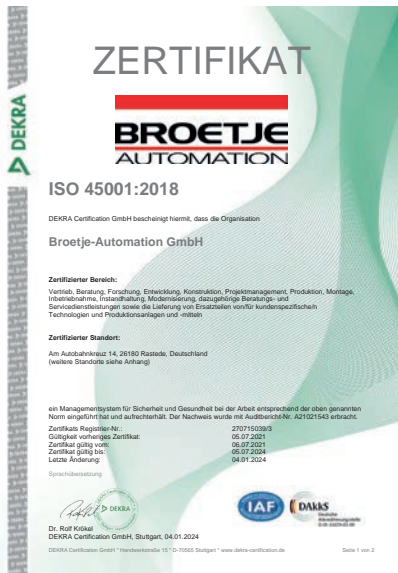
Quality management

Our goal is to develop and manufacture the highest quality systems for the factory of the future. Product and process quality are our top priority, as well as that of our business partners. They have always been at the heart of our business endeavors and are therefore also decisive for Broetje-Automation's sustainability strategy.

Continuous improvement at Broetje-Automation focuses on process compliance, maintaining long-standing certifications and obtaining new ones as required, and ongoing optimization throughout the entire company. This is confirmed not only by ISO 9001 and EN 9100 certifications, but also by the long-standing

matrix certification within the group in the area of environmental protection and occupational safety.

Product quality requirements are checked according to fixed criteria throughout the entire supply chain until customer approval is given. It is important to define quality standards internally and together with our suppliers and to check that these are being adhered to. Broetje-Automation can ensure sustainable product quality through project management based on lean principles and the involvement of the relevant departments within the company.





Empower

People



Our employees, with their knowledge, their daily work, and their team spirit, are the foundation of our success. Broetje-Automation therefore offers above-average working conditions, promotes occupational safety, and places great emphasis on training and continuing education. Trust-based communication and everyone’s collaboration on the overall project, including improvements, are essential. Broetje-Automation reinforces its respect for human and labor rights throughout the value chain through its participation in the UN Global Compact.

Our employees

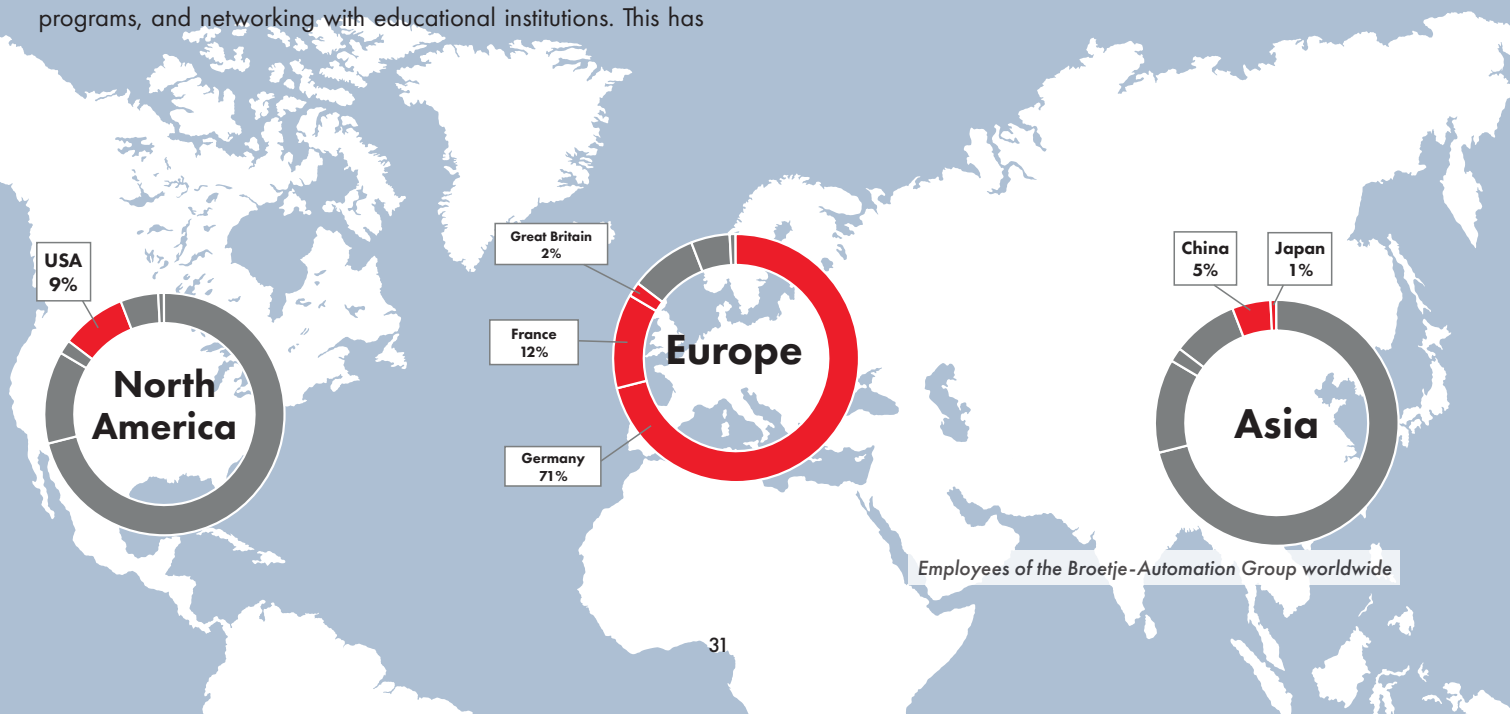
The world of work has changed dramatically in recent years: Digitalization, the interconnectedness of everyone, AI integration, and mobile working have become indispensable in everyday working life. Added to this is demographic change, which is becoming increasingly noticeable in Europe in the form of an aging society. All of these developments must be understood as new challenges facing companies. The growing shortage of skilled workers, in particular, is a serious factor in recruiting new, qualified employees, and thus also at Broetje-Automation.

Our human resources strategy reflects Broetje-Automation’s corporate strategy – to grow globally, enter new markets and industries, and position the company for the future. This requires highly qualified personnel who operate in an international context and possess the specialized knowledge of a large-scale plant manufacturer. Furthermore, a vision for potential is required. Therefore, we are striving to further strengthen our employer brand and distinguish ourselves by offering above-average working conditions, further expanding our personnel development programs, and networking with educational institutions. This has

helped us to build an excellent reputation as an employer in the region.

At Broetje-Automation, we place great value on trusting and respectful relationships with one another and with our business partners. The company’s code of conduct contains guidelines for responsible and ethical behavior for all employees. This code also commits us to respecting human and labor rights, implementing ISO 45001 occupational safety standards, eliminating discrimination, and promoting equal opportunities within the company. Our participation in the UN Global Compact demonstrates our efforts in implementing human and labor rights.

To ensure continuous, measurable review of our HR strategy, we have created a catalog of HR performance indicators. This allows us to measure the impact of our measures exceeding legal requirements and certification standards. This catalog of indicators has been in use since 2024 to make our efforts transparent and implement successful HR management.



Measures

We support our HR strategy with a variety of implementations. Below, we describe our measures in the areas identified as relevant, such as employee participation, training and development, occupational safety, and more.

Social dialogue

Representing our employees through the works council has a long tradition and is an essential component of co-determination at Broetje-Automation. The company and its management attach great importance to respecting employee rights. This is supported by the relevant committees and works agreements. The works council is the elected representative of all employees and advocates for their interests. Management also considers this a key success factor for a stable and future-oriented company. Management and the works council maintain close, regular, and trusting communication.

Works meetings are held quarterly at the Rastede site to ensure direct communication with the workforce. In addition to in-person meetings, works meetings are also organized as hybrid events to ensure adequate participation for employees who are unable to attend in person.

All employees have the opportunity to raise their concerns or suggestions in a protected environment with the works councils, the Chief Human Resources Officer or an independent ombudsman and to seek dialogue.

Diversity and togetherness

Broetje-Automation values a family-like atmosphere. Each member of our corporate family brings their own individual strengths to the company. Friendliness, helpfulness, respect, and appreciation are the essential tools here.

For us, interdisciplinary teams across departmental and national boundaries are the driving force and foundation of our success. We promote intercultural understanding through training and networking measures at all levels of the hierarchy and foster an open and tolerant working environment.



Team photo at the Rastede location



Cooperation and respect across national borders are core values of the company

Education and training

Broetje-Automation places particular emphasis on continuous employee training to meet future personnel needs. Regular training and continuing education, as well as the development of each individual's skills, are key factors here. Even during the onboarding process, our employees are provided with information on corporate culture, occupational safety, and other relevant topics.



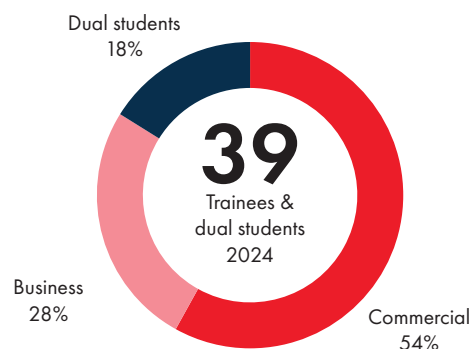
The onboarding process was converted to a digital platform, harmonizing and intensifying knowledge transfer and knowledge sharing across national borders within the entire group. The implementation of the e-learning platform will be further expanded to promote location- and time-independent learning for all employees.

A fundamental measure to counteract the risk of a skilled labor shortage in our company is the offer of apprenticeships or dual study programs. For Broetje-Automation, this means recruiting young, motivated talent every year and training them according to their needs. This ensures a future of qualified specialists who understand the challenges of our industry and develop innovative solutions. Therefore, the goal for every trainee is to integrate them into our dedicated team.

The training to become a specialist in the fields of electronics for industrial engineering, industrial mechanics, warehouse logistics, IT for system integration, and commercial management is practical

and on-the-job, providing the most varied and interesting training possible and preparing our young colleagues as best as possible for their professional lives. For 2025, we aim to involve our trainees more closely in sustainability projects, which they will be able to plan and implement independently. This will not only further advance the topic of sustainability with fresh ideas, but also ensure that project experience is implemented early on in the training program.

To support our approach of recruiting talent early on, we maintain close ties with various educational institutions and participate in projects that bridge the gap between business and education. This begins in the school environment and extends through various training networks, university collaborations, and research.



Trainees and dual students in 2024



Robot workshop with students as part of the AHOI MINT initiative

In 2023, we hosted the AHOI_MINT Cluster Northwest, among other things, to inspire young students about technology. The abbreviation MINT refers to the subjects of mathematics, computer science, natural sciences, and technology.

Health and safety

Occupational safety and health protection are central topics at Broetje-Automation. Therefore, our occupational safety management system has been certified according to ISO 45001 for years. The HSE management team manages all relevant measures related to safe working conditions within our company. It is responsible for the planning, implementation, monitoring, and optimization of operational processes in the areas of health, occupational safety, and environmental management. A cross-border occupational safety committee coordinates cooperation on HSE matters at all locations of the Broetje-Automation Group. It meets quarterly and is responsible for the implementation of measures. Providing safe working conditions for the best possible protection of our employees is our highest priority.

Another key focus is health protection. To provide long-term support to our employees, we offer regular check-ups with our company doctor as well as additional measures, such as needs-based ergonomic support for everyday work. This ensures the well-being of our employees and contributes to maintaining their health.

In addition, we are committed to preventative measures such as company

fitness, regular information events, health days, driver safety training, blood donation and vaccination campaigns, and actively support measures that promote physical activity. We are proud to have a very active workforce, as demonstrated not least by our joint participation in sporting events.

Professional and private life

Broetje-Automation also supports its employees in balancing their work and private lives to meet changing demands. We have implemented flexible working time models and offer the option of part-time work. We offer extremely flexible mobile working arrangements ("home office") that can be tailored to individual workplaces and needs. Under certain conditions, employees can also convert salary components into additional leave.

We are taking measures to counteract the special stresses that arise, for example, from frequent international travel, including during assembly and commissioning of machinery. These include special compensation, free vaccinations, and time off in lieu for the special time demands of travel.

Length of service

A hallmark of our human resources development is the long-term loyalty of our employees. Many employees have already completed their training with us. Many families feel a close connection to the company. It's not uncommon for several generations of a family to work for the company. For us, this loyalty doesn't end with retirement.



Participation in the "Run Between the Seas 2024"

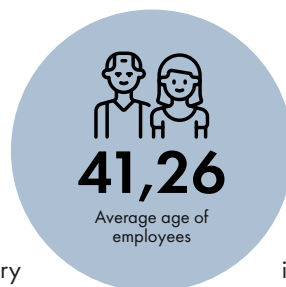
Supply chain

In recent years, the importance of a reliable supply chain for companies has increased. Delayed deliveries, volatile price developments, and rising commodity prices are just some of the issues facing businesses. In addition, additional regulatory requirements and laws are affecting the management of international supply chains.

In particular, the implementation of due diligence obligations to safeguard human and labor rights along the supply chain is a central task of corporate purchasing in Germany and will become legally binding in Europe.

Ensuring the delivery of high-quality products, components, and services is a priority for Broetje-Automation's purchasing department. Core elements of the procurement strategy are optimizing cost structures, expanding the supply chain, and minimizing risks.

Our goals are internal customer focus, collaboration with suppliers, international alignment, and supply chain optimization in terms of quality, costs, and deadlines. In particular, the digital development and expansion of our supplier management is intended to meet the needs of our corporate goals of continuous growth and diversification of our business.



We aim to comply with legal requirements, especially in the areas of sustainability and due diligence, at an early stage. Therefore, integrating sustainability aspects into supplier management is also part of our strategy. Compliance with due diligence obligations is a particular concern for Broetje-Automation.

The complete survey of Broetje-Automation Germany's supply chain structure by procurement volume and region shows that the majority of our procurement volume (~69%) is concentrated in Germany and Europe (~28%). Only a small share goes to North America (~3%). Currently, no procurement activities take place in South America.

As a supplier to the aviation industry, Broetje-Automation is continuously certified according to EN 9100. With the certification of our quality management, there is a clear focus on our supply chain and compliance with conformity requirements.

Collaboration between purchasing and the sustainability team was intensified to analyze and integrate existing and upcoming legal requirements. As a result, various measures were adopted to further integrate sustainability aspects into supplier management.

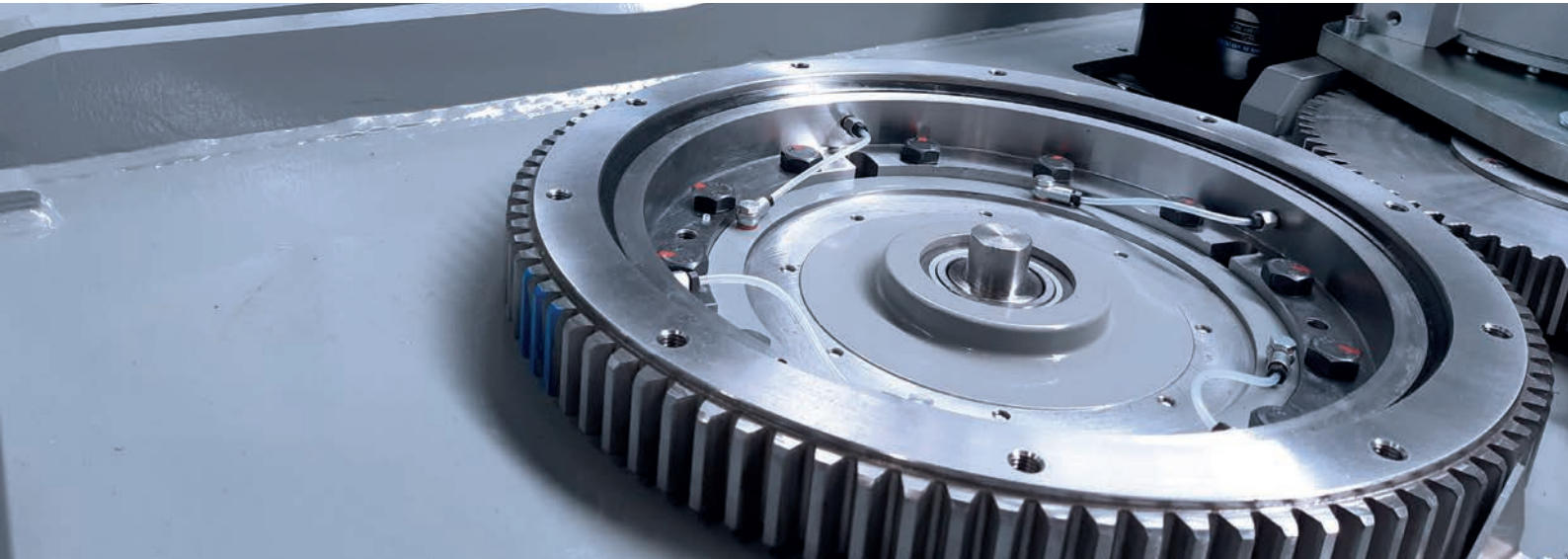
Cooperation with University of Applied Sciences Emden/Leer

Starting in 2024, Broetje-Automation, the City of Emden's Economic Development Agency, and University of Applied Sciences Emden/Leer will initiate a joint effort to develop and implement innovative solutions for future sustainability challenges in corporate practice. The focus will be on pioneering projects that emerge from Broetje-Automation's experience and the new knowledge of young students. This is being driven forward by the "Sustainable Product Development in Mechanical Engineering" degree program, which has been offered at University of Applied Sciences Emden/Leer since last year.



The new Sustainable Product Development program in Mechanical Engineering follows a project-oriented approach and offers companies the opportunity to cooperate and interact with committed students.

The signing of the cooperation agreement creates new opportunities to develop, promote, and implement innovative processes. The exchange of expertise and resources benefits companies, universities, economic development agencies, and the environment alike. For Broetje-Automation, the cooperation represents a further step toward sustainable corporate development, which Broetje-Automation has been actively pursuing for several years.



The aim is to integrate the sustainability performance and due diligence obligations of our suppliers even more strongly into the assessment and, where necessary, to implement appropriate supplier development measures to fulfill them.

In 2024, both the Supplier Code of Conduct and the supplier self-assessment were revised and expanded. As part of our ongoing due diligence process, an initial risk analysis of the supply chain structure will be conducted in line with existing and upcoming legislation.

Procurement volume by region

Region	2024
Germany	68,91%
Rest of Europe	27,57%
North America	3,26%
Asia	0,26%

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Protect

Nature



We are embracing the challenge of protecting the climate and preserving biodiversity as best as possible. As a supplier to the aerospace industry, we bear a special responsibility in this regard. We leverage existing potential within our company, but also at our customers' locations. Production technology and sustainable service concepts are enablers for advancing the climate and environmental effects of aviation by rapidly bringing resource-efficient aircraft generations to market.

Environment and climate

The need to protect and the value of our environment are increasingly coming into focus worldwide. Potential threats and pressures resulting from environmental changes have, among other things, negative impacts on business activities and the financial stability of companies. These risks can be diverse and often depend on the industry, geographical location, and specific business activities of a company.

The effects of climate change are felt globally and across all sectors. Recent years, in particular, have shown that extreme weather events are increasing sharply as a result of climate change. This presents politics, society, and the economy with significant new challenges.

With our company's focus on production technology for the global aerospace industry, we bear a special responsibility. According to calculations by the German Aerospace Center (DLR), international aviation accounts for approximately 3.5% of global climate impacts. Therefore, it is essential to rapidly support and advance the introduction of new aircraft generations through automation in the transition to climate-friendly aviation. Highly efficient and highly available production technology can make a decisive contribution to climate protection.

With its planned transformation, the EU has set itself the goal of becoming the first climate-neutral continent by 2050. These ambitious climate goals are accompanied by increasing regulatory demands, which are also reflected in the economy.

Legal frameworks are becoming more binding for companies of all sizes and sectors, particularly through disclosure requirements regarding their own environmental impacts, but also external threats caused by changes in ecosystems and climate.

For this reason, the integration of environmental and climate management is a fundamental component of our corporate strategy and is implemented in the Broetje-Automation Group's internal guidelines and processes, such as the company-wide sustainability policy and the code of conduct.

We have also already begun to systematically integrate our approach to addressing our own environmental and climate-related impacts, as well as risks and opportunities, into our corporate structure and culture (see page 15). This allows us to develop and implement measures based on thorough analysis and evaluation. Initial measures have already been successfully implemented – both in our own work and production practices and with regard to our product portfolio.

Environmental management

Broetje-Automation integrates environmental aspects into its operational processes to minimize environmental impacts and promote sustainable business operations. The goal is to reduce environmental pollution, comply with legal requirements, increase environmental awareness, and secure our company’s long-term competitiveness.

Transparency is important to us. Therefore, our environmental management system is certified according to the international standard ISO 14001. Certification demonstrably enables us to continuously improve our environmental performance, fulfill our commitments, and regularly review the effectiveness of the management system. This includes defining responsibilities, providing employee training, and communicating and documenting internal processes.

Climate management

An environmental risk analysis of the physical risks of climate change and an assessment of potential consequences revealed that, overall, the Broetje-Automation Group’s locations are not currently seriously affected, although this may change in the future. Our products must also be resistant to extreme weather conditions, such as heat waves, and remain operational.

Nevertheless, climate change is considered a particularly important international challenge, and this issue is therefore a top priority. The CEO, supported by the sustainability team and the environmental manager, is responsible for strategic direction. Measures are formulated and implemented within this framework. The company-wide and cross-border sustainability network (see page 15) is used to create transparency across the group and to network across measures.

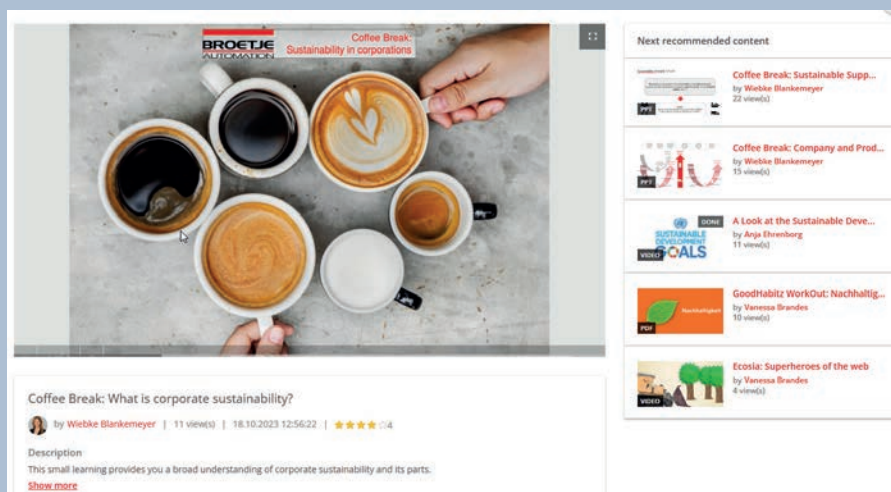
The company’s management structures are currently being further refined and aligned for the coming years. The goal is to reduce emissions in the long term. We ensure transparency about our current status of emissions and climate change by participating in an annual rating by the world-renowned Climate Disclosure Project (CDP). This provides us with an assessment of the effectiveness of our efforts, which have already led to a positive increase in our rating results in recent years. For the 2024 reporting year, the Broetje-Automation Group achieved a B- in the CDP rating.



Windenergy Hamburg 2024

Awareness-Campaign

One important measure is raising awareness among our employees through training on emissions and other environmental impacts of our business activities. Sustainability coordinators, in particular, are to gain comprehensive knowledge of corporate emissions calculation. In 2023, a voluntary training course on corporate emissions calculation was offered. The training materials are available to all employees as e-learning.



CO₂ balance and targets

In 2025, the Broetje-Automation Group plans to further develop a comprehensive climate strategy, starting at its headquarters in Rastede. The goal is to identify the most important decarbonization levers and set short- and long-term emission reduction targets based on science-based reduction pathways in line with the Paris 1.5°C target. Valid data collection on energy and emissions is crucial for a realistic climate strategy to achieve greenhouse gas neutrality:

As a first step, we began determining emissions in 2022 according to the internationally accepted GHG Protocol standard. Initially, we considered the direct and energy-related emissions of all locations ("Scope 1" and "Scope 2") and validated them by DEKRA Assurance Services GmbH.

To further develop our climate strategy, priority is given to measuring energy consumption and emissions along Broetje-Automation's value chain. Accordingly, we have begun to collect our indirect ("Scope 3") emissions along the value chain. The majority of Scope 3 emissions were not yet recorded in 2022. To get closer to this, we first conducted a materiality assessment of all upstream and downstream emissions.

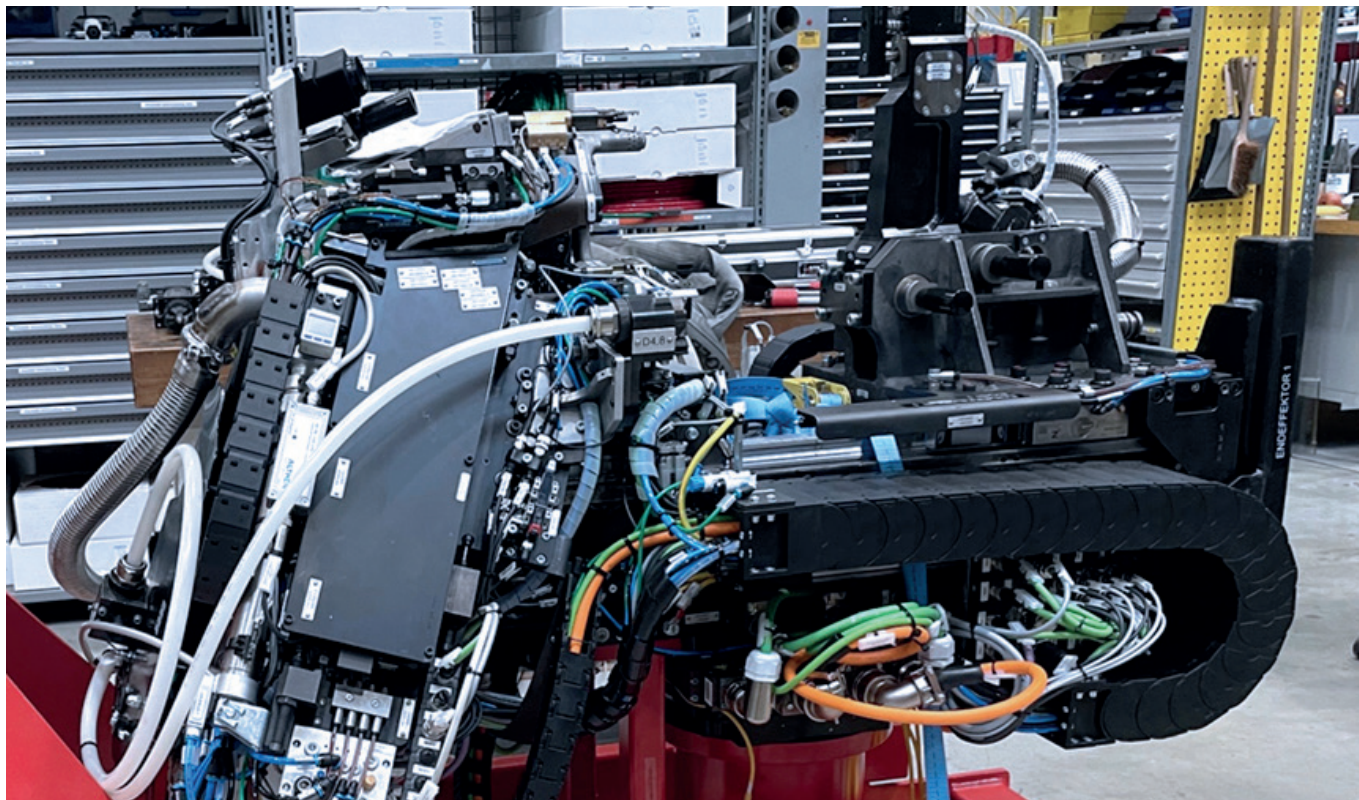
As a large-scale manufacturer of automated production equipment, the majority of our emissions, almost 90 percent, fall into Scope 3 Category 11 "Use of Sold Products," and the second largest share into Category 1 "Purchased Goods and Services." According to current research and available statistics, these two categories are estimated to account for approximately 95 percent of Broetje-Automation's total emissions (source: CDP Guidance).

Greenhouse gas emissions

Locations worldwide	Unit	2024
Scope 1	t CO ₂ eq	502,44
Scope 2 market-related	t CO ₂ eq	450,26
Scope 2 location-based	t CO ₂ eq	434,53
Scope 3 1 - Purchased goods	t CO ₂ eq	10.986,63
Scope 3 11 - Use of sold products	t CO ₂ eq	1.948,60

Germany	Unit	2024
Scope 1	t CO ₂ eq	390,44
Scope 2 market-related	t CO ₂ eq	317,71
Scope 2 location-based	t CO ₂ eq	304,01
Scope 3 1 - Purchased goods	t CO ₂ eq	8.039,24
Scope 3 11 - Use of sold products	t CO ₂ eq	1.316,53

t CO₂ eq = tonnes of CO₂ equivalent



Highly efficient end effector of a bulkhead clip riveting system

In addition to the gradual development of ESG data collection, the implementation of an ESG controlling tool was a further step towards rapid data calculation and improved reporting in 2024. With the help of a solid, valid database, a precise climate strategy and target formulation will be adopted and the fundamental decarbonization levers will be identified, initially for the Rastede site with subsequent group-wide expansion.

Within the Rastede office building, unused equipment such as printers and screen walls was significantly reduced to promote digitalization and save energy. LED lighting was installed in 2024.

In the area of mobility, we encouraged the conversion of company cars to electric vehicles and installed electric charging stations in the company parking lot. Furthermore, our employees have the opportunity to benefit from leasing e-bikes and commute to work without a car.

For the coming year, we are initially aiming for a short-term transition to a green electricity product for our headquarters. To reduce our (location-based) electricity-related Scope 2 emissions in the long term, we are also intensively investigating the potential for in-house generation using photovoltaic systems.

Climate protection through innovation

Broetje-Automation is addressing the challenges posed by climate change, but at the same time also sees opportunities for the company's future development. Mitigating anthropogenic climate change is one way to expand our business model. Measures and resources are being provided through investments in environmentally friendly R&D projects and diversification into other industries. More environmentally friendly technologies and services to increase resource and energy efficiency are expected to show positive sales trends, including in climate-friendly industries, in the coming years (see page 24).



Stator Torque System





Safeguard

Integrity



Compliance with laws and ethical principles is the foundation of our business activities and our governance. We cultivate a culture of open communication and transparency, thereby strengthening our stakeholders' trust in us. At Broetje-Automation, we value mutual respect and fairness within our company and externally, together with our business partners.

Compliance

Compliance with laws and other regulations, as well as ethically responsible behavior, are fundamental to business activities. The importance of compliance, both within and outside of companies, has increased in recent years. Misconduct by companies and their employees can lead to fines, immense reputational damage, and associated significant economic losses.

At Broetje-Automation, compliance is anchored organizationally directly under the Chief Financial Officer. In addition, affected employees and, where appropriate, third parties are informed about the compliance program and the defined roles and responsibilities so that they can adequately understand and properly fulfill their compliance-related duties.

Integrity, credibility, and transparency are the foundation of all our business activities and our interactions with stakeholders. Consistent compliance with legally binding regulations at the national and international level, as well as all voluntary commitments, is a matter of course for Broetje-Automation.

The ethical and legal requirements for companies and the workplace are becoming increasingly demanding. We want to take this development into account and consistently align ourselves with legal and ethical standards. We want to assume the responsibility that arises from the success of our company, the law, and our society.

Based on the overall corporate objectives and an analysis and weighting of the rules relevant to the company, the management defines the objectives to be achieved through compliance management. This includes, in particular, the definition of the relevant compliance sub-areas, their risk assessment, and the

rules to be observed in each sub-area.

The sub-areas were defined as part of a risk analysis as follows: competition and antitrust law, anti-corruption law, data protection and data security regulations, patent law, and product liability law. Each sub-area is assigned to a responsible person and supported by guidelines.

In addition to specific measures and processes for individually identified risks, there are fixed instruments and guidelines that have been established at a higher level to manage compliance risks:

Our code of conduct represents the central document of our guidelines for action and behavior, providing every employee with guidance on ethical behavior. Our principles on various topics are summarized here, and the document is centrally accessible. A comprehensive update of our Code of Conduct, particularly in the area of social issues, was implemented in 2024, and training was provided throughout the Group.

During the onboarding process and on a regular basis, employees undergo training on compliance topics and our code of conduct. This also includes the guidelines on competition and antitrust law, anti-corruption, data protection, patent law, and product liability. A subsequent test assesses the acquired knowledge.

Broetje-Automation's whistleblower system is in place and investigates all tips and reports of potential violations and misconduct to protect the company from greater harm. Tips can be submitted via an internal reporting center or anonymously via an independent ombudsman. The identity of whistleblowers is

protected, and the information is treated confidentially. Any form of discrimination against employees, business partners, or third parties based on a report is prohibited. This also applies if the report subsequently proves to be unfounded.

The adequacy and effectiveness of compliance management are regularly monitored in an appropriate manner. Any weaknesses in compliance management or violations of regulations are identified during monitoring, and these are reported to management. The management team is responsible for enforcing compliance management, eliminating deficiencies, and improving the system.

Compliance monitoring involves monitoring measures conducted by process-independent bodies. Supervision and monitoring are ensured through internal and external audits. The results of these monitoring activities and the effectiveness of the compliance management system are evaluated in the annual management review.

the smooth interaction of all components, as well as the effective and continuous adaptation of systems, security strategies, and concepts at all Group companies to current requirements and developments.

Cybersecurity measures are regularly developed, evaluated, and adjusted as needed as part of our continuous improvement process. Our information security management system is based on high standards and manages the topic organization-wide. Regular employee awareness and training regarding potential threats play a key role in this process.

The IT infrastructure chosen has met the new requirements for home office use in particular and will enable flexible remote work environments and international collaboration in the future.

Information Security

Information security encompasses the security of information technologies and the protection of computer systems and networks from attacks. Increasing digitalization not only opens up opportunities and efficiency potential for companies, but also the potential for threats to information systems. Today, the number and quality of attacks are constantly increasing.

Broetje-Automation's IT strategy offers uniform, standardized, and highly available overall structures. Our IT management ensures



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Are you looking for support or an exchange of experiences
with SMEs regarding ratings, networking, or transformation
concepts?

Contact us: sustainability@c2c.solutions

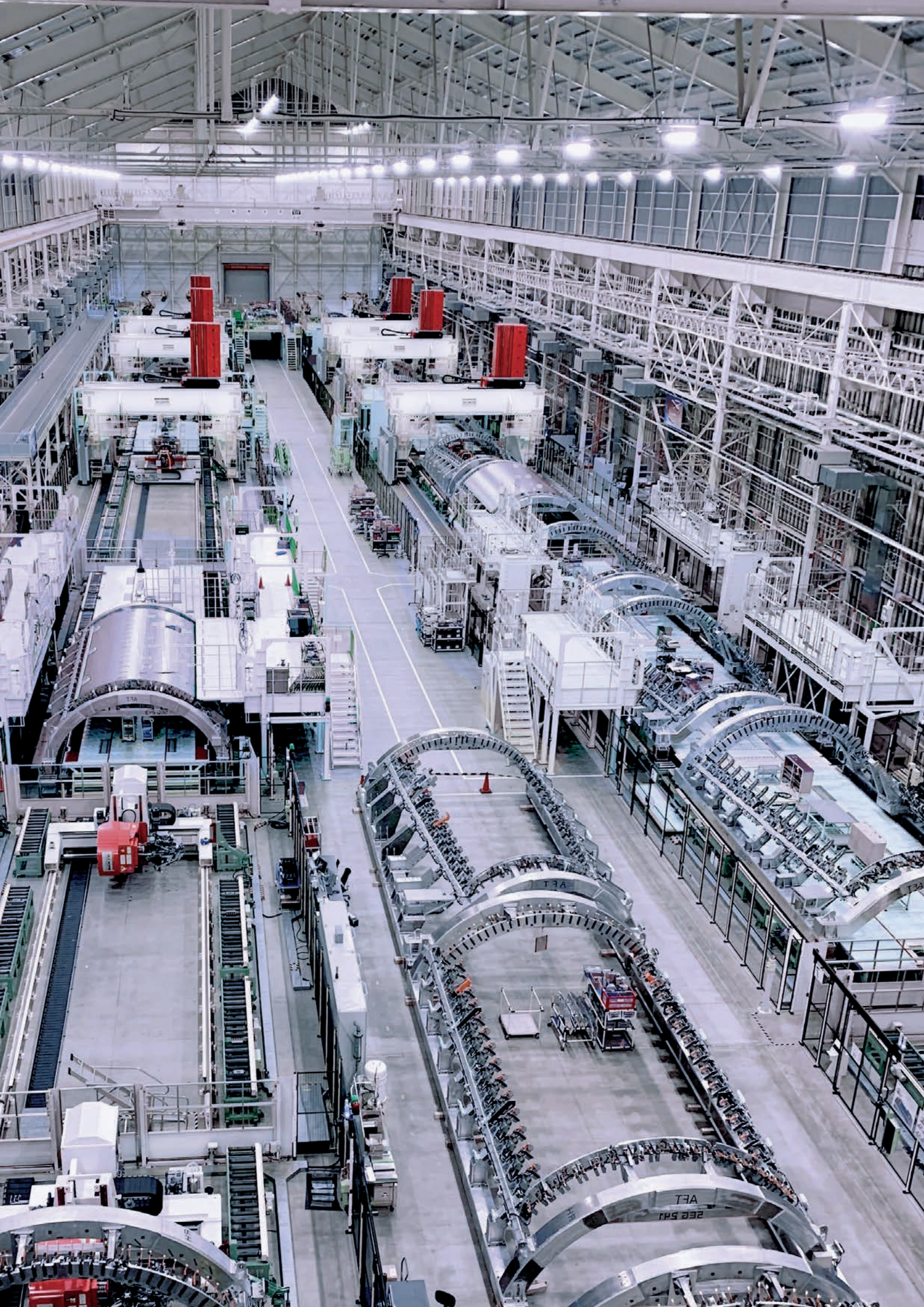


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ESG Data Sheet

Lead Production Technology

Funding for sustainable product development

	Unit	2024
Share of funding volumes on sustainable product development	Percent	14

Circular economy as a service

	Unit	2023
Revenue from upgrades and retrofits	EUR million	72

Empower People

Employees of the BA Group by country

	2024
Germany	527
France	120
USA	62
China	41
United Kingdom	13
Japan	4
Total	769

(incl. temporary work, service providers)

New appointments

	Unit	2024
Employees	Number	185

(incl. temporary work, service providers, students)

Fluctuation**

	Unit	2024
Fluctuation rate	Percent	3,31

Non-salaried employees

Category	Unit	2024
Temporary workers	Number	74
Service providers	Number	65
Student freelancers	Number	7
Total	Number	146

Gender distribution of the workforce

Gender	Unit	2024
female	Percent	17
male	Percent	83

(incl. trainees, students)

Age structure workforce**

Age groups in years	Unit	2024
under 30	Number	190
30 to 50	Number	227
over 50	Number	146
Average age	Years	41,26

(incl. trainees, students)

Trainees*

Apprenticeship	Unit	2024
Commercial	Number	21
Business	Number	11
Dual students	Number	7
Total trainees	Number	39

Occupational safety*

	Unit	2024
Total accidents	Number	5
Accident frequency*	Number	4,12

*per 1 million hours worked

Occupational safety management system*

ISO 45001	Unit	2024
Employee coverage	Percent	100

Share of purchasing volume by region

Region	Unit	2024
Germany	Percent	68,91
Europe	Percent	27,57
North America	Percent	3,26
Asia	Percent	0,26

Protect Nature

Environmental management system*

ISO 14001	Unit	2024
Employee coverage	Percent	100

Energy consumption (Germany)

Energy type	Unit	2024
Gas	MWh	656,60
District heating	MWh	7,01
Electricity	MWh	800,49
Share of renewable electricity	MWh	404,42
non-renewable	MWh	396,07
Consumption	MWh	1.464,10

Energy consumption (locations worldwide)

Energy type	Unit	2024
Gas	MWh	1.196,67
District heating	MWh	7,01
Electricity	MWh	1.202,62
Share of renewable electricity	MWh	486,65
non-renewable	MWh	715,97
Consumption	MWh	2.406,30

Emissions (Germany)

Category	Unit	2024
Scope 1	t CO ₂ eq	390,44
Scope 2 market-related	t CO ₂ eq	317,72
Scope 2 location-based	t CO ₂ eq	304,01
Scope 3 1 Purchased goods	t CO ₂ eq	8.039,34
Scope 3 11 Use of sold products	t CO ₂ eq	9.244,31

Emissions (locations worldwide)

Category	Unit	2024
Scope 1	t CO ₂ eq	502,44
Scope 2 market-related	t CO ₂ eq	450,26
Scope 2 location-based	t CO ₂ eq	434,53
Scope 3 1 Purchased goods	t CO ₂ eq	10.986,63
Scope 3 11 Use of sold products	t CO ₂ eq	1.948,60
Total market-related	t CO₂ eq	13.887,94
Total location-based	t CO₂ eq	13.872,22

Safeguard Integrity

Participation of employees in training courses

Training topic	Unit	2024
Code of conduct	Number	620
Compliance management	Number	92

(incl. temporary workers, service providers, students)

* Unless otherwise stated, all data refer to Broetje-Automation GmbH

** Broetje-Automation GmbH and Compose 2 Complete GmbH



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