



2024 // SUSTAINABILITY REPORT

The focus of our structured endeavours over the long term: our natural and social environment, now and in the future.

ARBURG

Foreword

Dear Readers,

We are pleased to present the fourth edition of our ARBURG Sustainability Report.

The year 2024 is characterised by economic challenges. Despite these difficult conditions, ARBURG remains committed to promoting sustainable practices and fulfilling our environmental responsibilities. Global economic and political parameters are changing rapidly. Geopolitical tensions and trade conflicts are influencing international markets and supply chains. ARBURG is adapting to the international challenges, but remains firmly rooted in its home region, the Black Forest.

Despite the challenges, we made significant progress in 2024. Our efforts to operate sustainably were once again rewarded with the EcoVadis gold medal. We also launched innovative projects that further improve our environmental footprint.

The forthcoming regulations of the Corporate Sustainability Reporting Directive (CSRD) for European companies also show how important transparent and responsible behaviour is. For this reason, reported ARBURG in accordance with the Global Reporting Initiative (GRI) standard for the first time in 2024. This reporting is not only crucial for our sustainability goals, but also for stable and efficient supply chains for us, our partners and our customers. We are here - for our environment and future generations.

Many people have contributed to this report with great dedication and commitment.

We hope you find this fourth issue another informative and stimulating read!

Juliane Hehl

Managing Partner

Michael Hehl

Managing Partner





arburgGREENworld brings together all of ARBURG's activities for greater production and resource efficiency and a more circular economy.

Sustainably green

**We are doing everything we can to achieve a goal that concerns us all:
a sustainable reduction in the carbon footprint of plastics processing.**

ARBURG is one of the world's leading machine manufacturers for plastics processing. Our product portfolio encompasses ALLROUNDER injection moulding machines with clamping forces of between 125 and 6,500 kN, freeformers for industrial additive manufacturing, robotic systems, customer and industry-specific turnkey solutions, and additional peripheral equipment.

In the plastics industry, we are pioneers in the areas of production efficiency, digitalisation, (Industry 4.0) and sustainability.

Since our foundation in 1923, we have manufactured exclusively in Lossburg in the Black Forest (Germany). Of our workforce of around 3,700, approximately 3,100 people are currently employed in Germany.

The inventors and tinkerers in our company have always provided the

innovations, while the company's owners and our local environment with its many recreational opportunities have ensured attentiveness to resource conservation and energy efficiency. Our environment is also the "home of injection moulding". As early as 2012, ARBURG was one of the first companies to be awarded triple certification for quality, environment and energy. In 2023, we added certifications for training quality and IT security.

Plastics have been viewed more critically in recent years, although in certain areas – such as medicine or e-mobility – we can no longer conceive of life without them. Yet the handling of plastics is our real problem. We have recognised this and want to do everything in our power to help find solutions to known problems such as degradability and waste accumulation. To achieve this, we take a holistic view of our products and produc-

tion processes. This has led to the development of our arburgGREENworld programme. Our aims are to continuously increase the production efficiency of plastics processing, to sustainably reduce its carbon footprint and to promote the use of recycled materials and bioplastics.

In 2021, we set out our understanding of arburgGREENworld in concrete terms in an action plan. We continuously analyse our situation, for example by again participating in the internationally renowned Carbon Disclosure Project (CDP) in 2024 and receiving a CDP score. The result: as in 2022, a score of "B", an above-average result. This certifies that ARBURG is on a very good course in the areas of climate protection, ecology and CO₂ emissions. In addition, EcoVadis and SBTi (Science Based Target Initiative), two further sustainability assessment projects, were

added in 2023. With the EcoVadis 'Gold Score', ARBURG regularly ranks among the top companies. ARBURG supports the ten principles of the United Nations Global Compact in the areas of human rights, labour standards, environmental protection and anti-corruption. We commit to integrating the UN Global Compact and its principles into our corporate strategy and culture and our day-to-day business, and to participating in cooperation projects that promote the general goals of the United Nations, in particular the Sustainable Development Goals.

arburgGREENworld is therefore both a statement and a milestone: for solutions at our customers' facilities and at our central production site. In this way, ARBURG makes a sustainable green impact.

KEY FIGURES AT A GLANCE

FOUNDED IN
1923
in Lossburg in the
Black Forest (Germany)
– to this day, the headquarters and production site
of the family-run company, now in its third generation



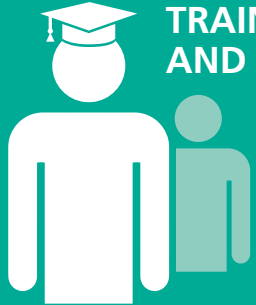
37
LOCATIONS
ARBURG has subsidiaries
in a total of 27 countries
around the globe



In 2024
3,600 EMPLOYEES GENERATED
EUR 600,000,000



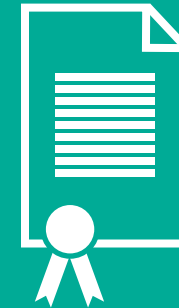
2,300
TRAINEES
AND STUDENTS



since 1949: we achieved this
impressive figure in 2024 in our
training division

5-fold
CERTIFICATION

in accordance with ISO 9001, 14001,
29993, 50001 and 27001 - quality,
environment, energy, training and
IT security



CDP SCORE



is official confirmation for
ARBURG that it performs
better than average in the
areas of climate protection,
ecology and CO₂ emissions
compared to other mechani-
cal engineering companies

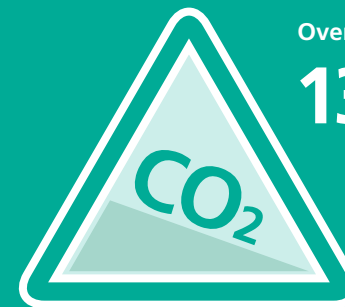
COMPANY HQ COVERING
210,000 m²

Our globally unique manufac-
turing facility delivers products
that are "Made by ARBURG –
made in Germany"



ARBURG generated around
2,600,000 kWh
OF SOLAR POWER

for its own use in 2024
with photovoltaics



Over
130,000,000 kg of CO₂
EMISSIONS SAVED
BETWEEN 2010 AND 2024

Clear evidence that we stand by our
responsibility

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01 // WE PRESERVE RIGHTS

**We work for and with people.
This is at the core of our brand promise.**





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"Wir sind da." We are here for everyone

For ARBURG as a long-established family company, regions, family and people have always been important aspects of our brand promise "Wir sind da." This sentence encapsulates our firm intention not only to deliver technological excellence, but also to champion the environment and the interests of our customers, employees and partners, as well as other stakeholder groups. We do this "without compromise", as succinctly summed up by our corporate philosophy: "You can rely on us, just like a trusted family-member."

Locally grounded, at home throughout the world

Our roots are in the Black Forest. This is our base. This is where the heart of the extended ARBURG family has been beating for almost 100 years. But the magic isn't confined to Lossburg: at all ARBURG locations around the world, employees, customers and business partners get to experience just what "Wir sind da." means. Our strong roots at our central production location do not mean that we are not also at home worldwide. As one of the leading machine manufacturers for plastics processing, ARBURG and its employees can be found in over 100 countries around the world. Since we are a global and cosmopolitan company, we also attach particular importance to the active protection and upholding of human and workers' rights.

Mutual esteem is our driving force

Words alone will not achieve lasting positive development for all – action is the key. This is why ARBURG acts according to the same moral principles all over the world and sets the bar particularly high in this respect. Equality and empathy are practised worldwide at ARBURG. After all, we all live and work together. All employees at ARBURG contribute in every respect to the ongoing success of the company and thus also directly to the well-being of all.

ARBURG and its trading partners are active in over

100

COUNTRIES

and are committed to human and workers' rights





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Our Code of Conduct: Universally applicable

Our Code of Conduct and the House of Compliance@ ARBURG (see [Section 10](#)) summarise the basic rules applicable throughout the ARBURG Group for ethical and legally compliant dealings with each other and with business partners, authorities and other third parties. Among other things, these cover compliance with national and international regulations, free and fair competition, the rejection of corruption and money laundering, exemplifying social and societal responsibility, and compliance with health and data privacy requirements.

// Due to the increasing globalisation of production processes, ARBURG attaches particular importance to compliance with ethical principles at all its locations. //

Accordingly, every person in a position of responsibility ensures that, within their area, the following aspects, for example, are observed and practised by

the company and its employees:

- Protection of and respect for human rights
- Guaranteeing workers' rights under the respective labour and collective bargaining laws (collective bargaining coverage)
- Ban on forced and child labour
- Application of the principles regarding equal opportunities in the selection of employees
- Ban on exercising undue influence or accepting benefits for favours

ARBURG expects all business partners to apply these binding values as the basis for a business relationship. In addition, business partners are expected to work towards the systematic dissemination of these standards in the supply chain. Pursuing these goals also ensures our national and international competitiveness through transparent behaviour and honesty. We also constantly communicate these principles to all employees, for example through our employee information or in our "New Joiners' Day" induction programme.



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Trust as a basis

When we say that we preserve rights, then that's what we do. World-wide. In equal measure. Without distinction. Our Code of Conduct is clearly formulated: "The prohibition of discrimination and the observance of human rights are a matter of course for ARBURG. [...] ARBURG expects all business partners to also apply these basic rules as a basis for a business relationship. ARBURG also expects these standards to be consistently propagated throughout the entire supply chain". We also check this by auditing our business partners and suppliers on site.

Trusting suppliers

Before suppliers are approved, they are surveyed via a Supplier Self-Assessment (SSA) on subjects such as the Code of Conduct. This is supplemented by a continuously updated energy and environmental questionnaire for energy-intensive suppliers or those with particular environmental risks. Grounds for immediate exclusion would include the use of child labour, for example, or a failure to respect human and workers' rights. The majority of our suppliers have ISO certifications in which the applicable law for each location is integrated.

ARBURG evaluates its suppliers on the basis of the knowledge gained in each case and formulates questions from this if certain facts are not clearly identifiable. This applies to the area of sustainability goals, for example.

Trusting employees

Without a long-term commitment to employees, there will be little motivation and identification with the company. Our management principles state the following: "We trust our employees. Regular staff appraisals help employees to act on their own responsibility within a defined framework." And it is precisely this autonomous behaviour that we want to promote. Through structured cooperation, teamwork, flat hierarchies, and open doors. We are interested in what our employees have to say. Because we want to remain innovative. And innovations only come about when we pool our efforts. Both in terms of thinking and acting.

Trusting partners

When it comes to our business partners, continuity and sustainability are also important, especially when production takes place at a central location. This is the only way for trust to develop and for a lasting and healthy collaborative relationship to be established. And of course this also applies to our customer ties. Here, as in all other relationships, we rely on longevity, trust and openness. Only this will create a lasting win-win situation for all. This is how it was. And this is how it will remain. "Wir sind da." We are here. And we are here to stay. Including when it comes to sustainability!



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02 // WE ENSURE THE WELL-BEING OF ALL OUR EMPLOYEES

All ARBURGers in the company should be in good health.
We work hard to achieve this.



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Focus on "ARBURGers"

Internally, our employees are called ARBURGers. They often call themselves this too – which shows how much our employees identify with the company. In recent years, a number of ARBURG employees who have been with the company for almost half a century have retired.

// Our ARBURGers enjoy working for us. And they usually do so for an above-average length of time. //

Our goal: To positively shape corporate culture

In our brand principles we have stated that people are a key part of our business. They are responsible for the company's success and are constantly working to make our brand promise "Wir sind da" a reality. In Development. In Production. In their interaction with customers. In Service. And in all other areas of the company. They carry out research, work meticulously, develop and optimise products, while always staying on course.

One of our goals is to continuously increase ARBURG's attractiveness as an interesting employer. Accordingly, the company is already a highly valued employer and partner, which can be seen, for example, in how sought-after our apprenticeships for young people are. As a medium to large-sized family-owned company, we are constantly developing within a dynamic environment in order to offer our employees first-class conditions for their personal and professional careers in the long term. Physical presence and digitalised work complement each other perfectly in this respect.

What we do for our ARBURGers

The ARBURG "Health allround" programme, which has been active for several years, includes special and continuously expanded investments and measures to improve and maintain the health of all employees. These include:

- Occupational health management with six employees
- The ARBURG Health Center (AHC), our training facility, supervised by sports therapists
- Workplace social counselling service
- Workplace integration management
- The ARBURG football tournament
- The ARBURG running championships
- The "Cycle to work" initiative
- Free flu vaccination
- Courses for healthy eating and stopping smoking
- The preventive health days for trainees
- Regular health checks for managers

On average, the age of ARBURG employees is 39.8 years and their

LENGTH OF SERVICE IS



 **Gesundheit
Allround**



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Protected: Health and work

A separate organisational unit headed by our full-time safety officer is responsible for ensuring safe and pleasant working conditions. On the subject itself, the ARBURG Code of Conduct states: "Employee health and safety are in the best interests of ARBURG. Health protection and occupational safety in accordance with the applicable regulations are therefore an integral part of all operational processes. ARBURG ensures that employees are kept informed through regular training. In addition, employees are required to actively familiarise themselves with the applicable safety regulations at work and at the premises of customers or business partners, to remain vigilant at all times, and to use the prescribed protective clothing and equipment."

Regular driving safety training courses for groups and departments with the company's own vehicles promote safety and enhance the company's image. These courses have a positive impact on ARBURG's accident statistics and on the company's image thanks to safe and defensive driving.

The framework conditions: Always fair

Our corporate philosophy states that ARBURG is aware of its social responsibility towards its employees, wherever in the world they are located. This is why we extensively guarantee the rights of employees under the relevant labour and collective bargaining laws. Reflecting the size of the workforce, the works council elected in ARBURG's headquarters in Lossburg in 2024 consists of 25 people from a wide range of corporate divisions, including eight women. The company offers voluntary financial benefits worldwide, such as special payments for many years of service, weddings and additions to the family. The subsidisation of travel costs for public transport or the company buses as part of mobility management and childcare for parents working at ARBURG at the headquarters in Lossburg complete the offer.

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ARBURGers should feel at ease

By dealing with each other in a spirit of partnership, we promote a positive working atmosphere. Regular staff appraisals help employees to act on their own responsibility. ARBURG also shows its appreciation for its employees through a broad-based training and development programme. The "SuccessFactors Learning" training portal, which combines services in the area of further training, is available to all ARBURG employees. They can view what's on offer, book training courses, and maintain their personal learning history via the portal. In addition to the "Leadership Allrounder" leadership development programme (see [Section 10](#)), the current offering includes language courses, specialised training and individual further training – online and also via external offers. In 2024, we conducted 115 face-to-face training events. There were also three online events and 84 e-learning courses.

Active provision of information to all stakeholder groups

With regard to cooperation and team spirit, the company's management guidelines state that "ARBURG pursues an open policy of providing information both externally to the public, e.g. to authorities, interest groups and citizens, and internally to employees." In this way, ARBURG lives up to its social responsibility. Ways in which we actively provide information to our employees include:

- The intranet, which is updated daily,
- Employee terminals at strategic points in the company,
- The staff newspaper "der allrounder" in German and English and the customer magazine "today" in six languages.

A representative analysis confirmed the excellent uptake of internal communication in 2020.

The working day: Flexible

At ARBURG, flexitime regulations apply both to normal working hours and to shift models. In 2021, remote working was expanded at ARBURG in the course of the coronavirus pandemic. Our new onboarding concept introduced in 2022 welcomes new employees "on board" in the most appreciative and positive way possible. The corporate culture should become visible and tangible and identify ARBURG as a highly attractive employer.

// In 2024, there were around 1,000 ARBURG employees working from home. In this way, we also did something for the environment. By not having to travel to work, it was possible to save a total of around 9,900,000 km. //



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Infrastructure at its finest

In recent years, the work infrastructure in the administrative area has been modernised in a way that positively promotes teamwork. This includes setting up open-plan offices with small, screened-off communication units, as well as coffee bars and meeting points where employees can not only spend their breaks but also gather for "casual" discussions. Each open-plan office also has several meeting rooms with fully networked audio-visual equipment for presentation and communication purposes. Our automatic, environmentally friendly and resource-efficient air-conditioning system, which ensures that the air is changed regularly in all indoor spaces, also helps to promote health. The generous glass façades allow pleasant views of the surrounding landscape, which also motivates our employees. Finally, flexible office equipment ensures that every workstation can be comprehensively adapted from an ergonomics perspective.

ARBURG Allround Center (AAC)

The AAC offers several balanced, wholesome meals for breakfast, lunch and dinner and always at least one additional vegetarian dish at lunchtime. All menus are subsidised for ARBURG residents. The new AAC has 648 seats and has been designed in such a way that the technology and space available will be able to cope with requirements in the medium to long term. We are thus offering our employees a comprehensive, top-quality catering experience.

ARBURG Health Center (AHC)

The AGC at the Lossburg location in Germany brings ARBURG's occupational health management together centrally in a 900-square-metre space. With its high-quality facilities, the in-house health facility offers employees added value beyond training and courses in the areas of promoting and maintaining their health. An app informs employees about news and changes in the ARBURG Health Center, which also stores device settings and training progress. All training areas are chip-controlled and adjust to the respective users; two trainers are also available for individual support.





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03 // WE ACCOMMODATE DIFFERENT INTERESTS

Identification and a sense of community are key points in
our dealings with all our stakeholders.



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The large ARBURG family

At ARBURG, everyone who works with and for us feels a special sense of community, which is expressed in a variety of ways:

- In the determination to keep our promises to all stakeholders
- In the care of this family-oriented company for its employees
- In our philosophy of taking care of the needs of the customers
- In the desire to foster cohesion and show loyalty
- In our appreciation of loyalty and solidarity as long-term perspectives

// Strengthening shared values, building and maintaining loyalty: ARBURG stands for reliability towards all stakeholders. //

Every person at ARBURG practices these values consistently, and our customers appreciate this. This is why we are the "home of injection moulding" for all our stakeholders.

Sticking together. Working together.

When we talk about "the ARBURG family", however, we mean much more than the owners. Besides all our current and former employees, the "family" also includes our customers and business partners, who have often been with us for many years. A close collaborative partnership is just as important to us as the expansion of our global technology expertise for all

relevant industries. This is how our family business is filled with life and becomes a corporate family. So an identification with ARBURG, this sense of community, encompasses everyone who has anything to do with us. And not only at our parent company in Lossburg, but at all our locations worldwide. This is what we mean by the special ARBURG spirit: this feeling of being welcome at ARBURG, of feeling at home at ARBURG.



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Our diverse group of stakeholders

The overall context in which ARBURG operates as a company includes a number of interested groups. We are committed to these stakeholders in a variety of ways. These include, for example, our own employees and subsidiaries, trade and project partners, customers and interested parties, suppliers, cooperating institutions such as the TÜV (German Technical Inspection Agency), insurance companies and employers' liability insurance associations, international bodies that ensure compliance with the respective country import requirements, as well as educational institutions, associations, the press and political parties.

In addition to these target groups, we are also dedicated to the stakeholder groups that are located in the vicinity of our corporate activities and perform important tasks. These include municipalities, associations and other organisations, authorities, neighbours and banks, but also interested community members. ARBURG also gains new ideas and inspiration from its many contacts and cooperations. Key examples include:

Young people. Through events like "Technolino", we already make contact with kindergarten children. We use regional training fairs and our ARBURG information days for school leavers to find interested young people and inspire them to take up training at ARBURG (see [Section 11](#)).

Academic institutions. We maintain close contacts with universities and research centres, with whom we conduct joint basic research in order to remain innovative. We support these institutions nationally and internationally with loans of machinery and also with our expertise (see [Section 8](#)).

Regional associations and institutions. We support regional associations and institutions. For example, ARBURG is the main sponsor of the regional combined youth teams in Freudenstadt and Lossburg/Wittendorf/Lombach (see also [Section 11](#)).

People with disabilities. We work with organisations for the disabled, such as Schwarzwaldwerkstatt Dornstetten, as suppliers.

Non-governmental organisations. We live up to our responsibility when we say that we not only build machines, but also ensure that they can be used in an environmentally friendly way. Through the use of biocompatible plastics. Or the processing of recycled materials. We want to raise awareness of this among all relevant target groups.

New employees. Our efforts to reach out to potential employees are not confined to trade fairs and other events. We are also breaking new ground in this area, for example with an action-packed cinema commercial.



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"Wir sind da." – live and virtual

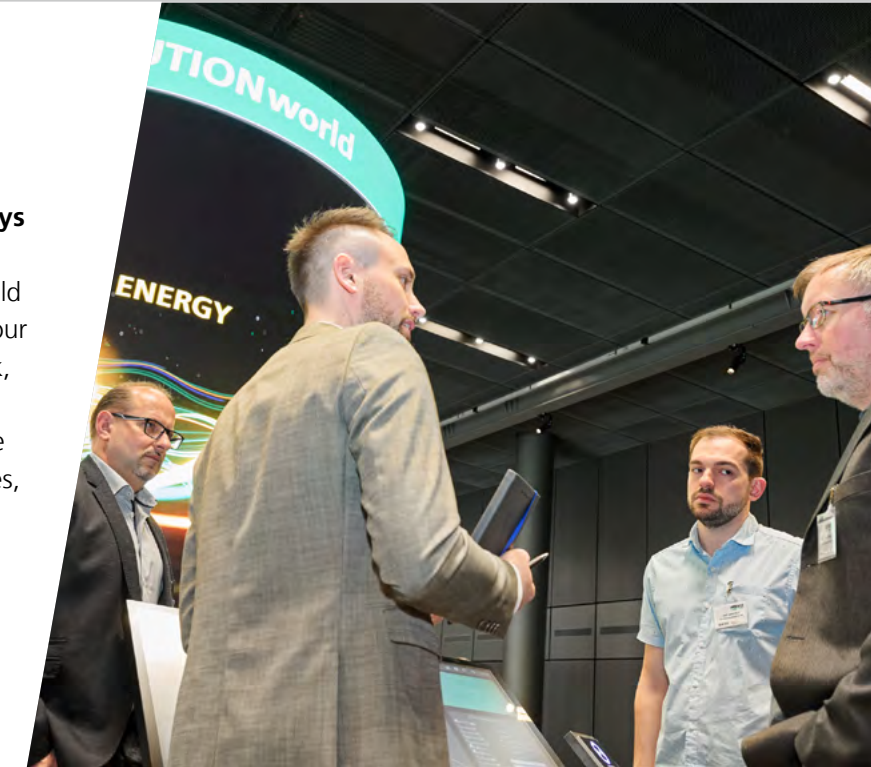
As well as our participation in trade fairs around the world, the ARBURG Technology Days in Lossburg are another highlight in the area of customer contact and support.

5,100 customers from 41 countries visited our "think tank" in the northern Black Forest from 13 to 16 March 2024. As always, the exhibition space extended over the entire company: as well as more than 50 exhibits and innovative applications, we also showcased our combined expertise on important topics such as sustainability, digitalisation, sustainability and automation. As well as the hybrid anniversary machine, also on show was more on the topic "Action Plan: Energy" for greater energy efficiency. Every second machine processed alternative plastics or recycled material.

Since 1999, we have welcomed around 110,000 visitors to our Technology Days. This makes this event the world's biggest in-house event in the plastics industry.

Communicating digitally – in meaningful ways

We complement participation in trade fairs and in-house events with extensive activities in the field of digital communication. We further expanded our social media presence with channels on Facebook, LinkedIn, Twitter, Instagram, YouTube, Wechat, TikTok and Line. We also held 30 webinars on the topics of digitalisation, GESTICA, special processes, medicine, maintenance and automation.





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04 // WE USE RESOURCES SPARINGLY

Our environmental and energy policy has been
shaped for generations by the protection of nature.

The Arburg logo is displayed in a bold, white, stylized font on the upper part of a modern glass building. The building's facade is composed of a grid of glass panels, and the logo is partially obscured by a teal-colored horizontal bar. The background of the entire page is a scenic landscape featuring rolling green hills, a thick layer of white fog or mist in the valleys, and a clear blue sky. A single wind turbine is visible on a distant hill. The foreground shows a grassy field with a few trees and a path.

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Taking the long view as a basis

Our corporate philosophy clearly states the basis of our environmental and energy policy. By helping to preserve the natural foundations of life and conserve resources, we are underscoring our forward-looking approach. Based on the analysis of all relevant indicators, we define specific, measurable targets and measures that we realise with our environmental and energy programme. Suppliers, service providers and external employees are also involved in these efforts. ARBURG has defined sustainability as an important

// We know that our business success can only be lasting – i.e. "sustainable" – if we also take ecological aspects into account in our work. //

goal, to be achieved through resource efficiency and a circular economy. Our thinking and actions are geared towards the long term and our decisions are not based on a short-term return on investment.

This not only allows us to maintain detailed control over our outstanding quality, but also guarantees short, reliable and flexible supply chains through

a high proportion (approximately 60 per cent) of in-house production and a majority of national and regional suppliers in our supply chain management system.

We also make sure to work with certified companies that place importance on the careful use of resources. While this may initially entail slightly higher costs, it has clear advantages in terms of quality, transparency, and auditing, along with flexibility and delivery capability.

We recognise that the global situation has changed, and respond to this in an appropriate way through targeted internationalisation efforts.

An important milestone in this context was the implementation of the Supply Chain Due Diligence Act in 2022, under which ARBURG obliges its suppliers worldwide to adhere to basic human rights standards. ARBURG has established appropriate escalation routines for this purpose.



Our suppliers are on average
ONLY 687 KM* AWAY
from our production site in Lossburg.

* calculated per tonne of product weight

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Making resources valuable

When we construct or renovate buildings, we think through these projects with a view to maximising resource efficiency. This has been the case since our first major plant expansion in the 1970s involving the administration building at our company headquarters in Germany. In that instance, we implemented a façade heating system that was a revolutionary technology for low-temperature heating at the time. Waste heat from production has been put to multiple use, which means we have been saving heating energy and reducing carbon emissions for more than 40 years.

This is achieved by means of an overarching process heat management system that ARBURG is continuously advancing in order to control the various heating circuits in the company in an energy-efficient and needs-

// Thanks to heat recovery, ARBURG makes multiple use of the energy supplied and can heat the buildings in a virtually cost and carbon-neutral manner. ARBURG has been operating several production halls with almost zero heating energy since the turn of the millennium. //

based way. The portfolio of technologies in use ranges from heat pumps to compressed air and electricity generation with heat recovery through to geothermal systems.

Geothermal energy: Using warmth and coolness in combination

Geothermal energy is the use of the ground as a store for warmth and coolness, which we manage to optimum effect using seasonal climate potentials. Waste heat from production can be stored in the rock during the summer months. At the same time, temperatures of between 14 and 16 degrees Celsius can be achieved with ground cooling, enabling buildings to be air-conditioned particularly efficiently. In winter, we then retrieve the stored waste heat from the ground.

As early as 2009, more than two million tonnes of rock were activated for geothermal energy through 24 bores during the construction of the Customer Center. In 2021, another 30 bores were added under the assembly hall 23. With this second geothermal system, an additional 1,200,000 kilowatt hours of heat and 800,000 kilowatt hours of cooling can be generated annually. This corresponds to what more than 50 households with four people use for heating each year.

780 kW

GEO THERMAL ENERGY



Underneath the company headquarters there are:

54 bores

199 m drilling depth

10,547 m drilled in total

42,188 m of pipeline

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Using natural resources

Due to natural influences, the share of renewable self-generated electricity in 2024 was 16.8 per cent, including self-generated wind power (see [Section 5](#)). Added to this is the use of rainwater as service water. Instead of letting water from sealed surfaces go unused, we collect it via several cisterns with a permanent storage capacity of 1,522 cubic metres (2022). The intelligent management of the rainwater tanks reduced the basic output and increased the proportion of rainwater.

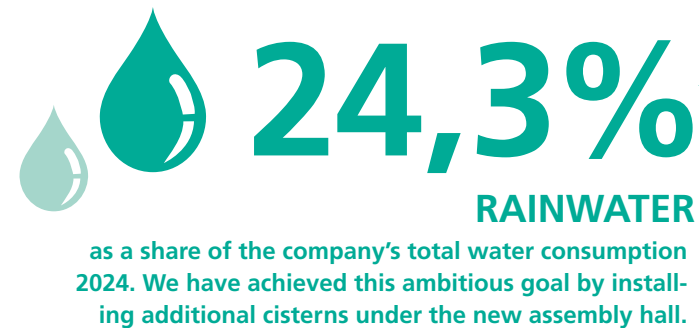
Building technology: Saving energy across the board

Another important goal is the utilisation of natural resources. In addition to generous glass facades, ARBURG's standard here also includes north light shed roofs, which minimise the need for electric lighting. Since 2020, we have been gradually converting our lighting at our headquarters to LED technology.

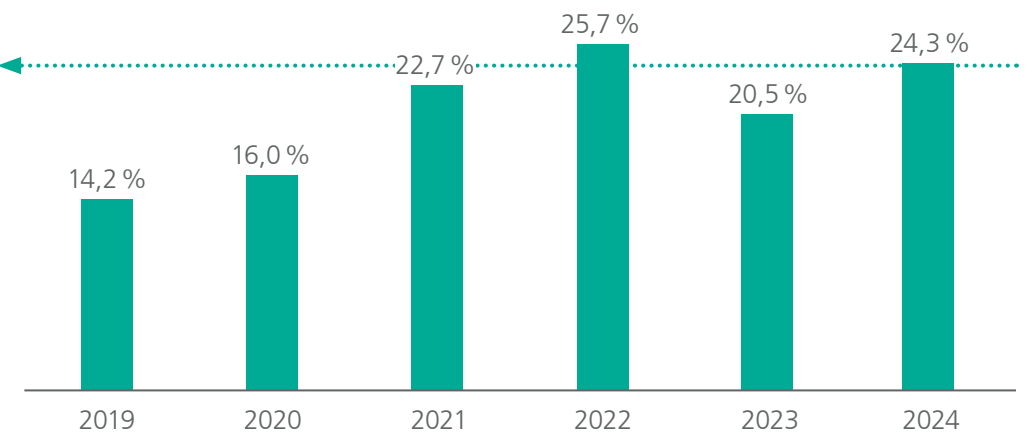
In addition, we also rely on solar energy utilisation via solar radiation and natural air conditioning via shading and outside air.

Always seeing the big picture is inextricably linked to ARBURG's DNA. For example, hybrid cooling towers save over 40 per cent fresh water compared to conventional open cooling towers. The utilisation of free cooling in winter also allows energy to be saved on compression chillers. A heat pump connected to the building's cooling water in 2024 reduces the energy requirement by an additional 180 MWh.

Ultimately, it is most efficient to avoid energy consumption completely. For example, several transformers were switched off completely during the holiday month of August 2024.



Share of total water consumption accounted for by rainwater





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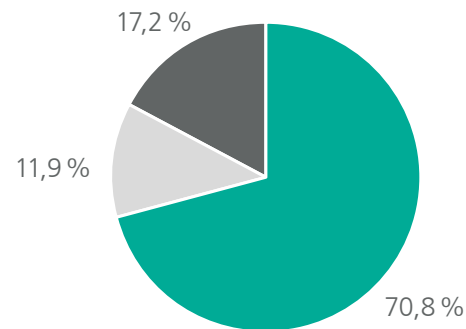
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Avoiding waste

Waste should be seen as a valuable material. True to this motto, ARBURG's waste management team ensures that all waste produced by the company is consistently separated. In 2024, ARBURG generated a total of 4,136 tonnes of waste, 1,770 tonnes less than in the previous year. The amount of hazardous waste fell by 132 metric tons in 2024 to 713 metric tons. This was exclusively due to the waste type "old emulsion", which is now completely disposed of externally. In addition, the company is also stepping up recycling. For example, by collecting plastic waste by type from moulded parts from customer trials and acceptance tests. We also advise customers on this topic as part of our arburgGREENworld programme.



Waste in 2024

- Circular economy
- Incineration, landfill, other processing
- Hazardous waste

RECYCLING RATE:

71%



of all waste generated was recycled in 2024. ARBURG attaches great importance to the topic of the circular economy

An integrated approach benefits everyone

A philosophy of environmental protection and resource conservation is also applied throughout the production process. For example, we work with FEM or bionically optimised moulded parts that require less material and machining time for the same stability. Cast and forged parts are already prefabricated in such a way that only minor in-house machining is required. Another example is our solvent-free and emission-free powder coating, which ensures highly resistant surfaces. In PCB assembly using SMD, we rely on lead-free solder. This not only reduces the proportion of hazardous substances but also increases employee safety in the long term.

// Electric charging stations in the visitors' car park, the promotion of local public transport and the use of bicycles by our ARBURGers show that even seemingly small details are considered when it comes to reducing our carbon footprint. //





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05 // WE PROTECT THE THINGS WE LOVE

We set ourselves ambitious targets for energy
and emissions – and keep to them!



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Energy and emissions pioneer

We have repeatedly spoken – including at various points in this Sustainability Report – about the fact that we have been working for decades to keep our carbon footprint as small as possible. This comes from an understanding of the issue that was initially rather emotional, but always innovation-oriented. In plain language: the ARBURG headquarters in Lossburg are located in the Northern Black Forest tourist region, in countryside with a high recreational value. ARBURG's owners, the Hehl and Keinath families, have always felt committed to this and have acted accordingly: the business operates without smoke and also blends very harmoniously into the landscape in terms of its external appearance.

To be able to sensibly manage energy use and hence a large part of the emissions, there are now detailed goals and targets to which both the partners and the entire workforce feel committed.

For example, the ARBURG Code of Conduct states that "environmental protection and the conservation of resources and energy ... are an integral part of ARBURG's corporate culture. ... ARBURG's environmental and energy programme contains the strategic and operational objectives for improving environmental protection, in particular for increasing energy efficiency and energy savings."

The ARBURG environment and energy programme

The annual planning for the environment and energy programme takes place on the basis of the results from the previous year's annual environmental report. The current company targets as well as indicators, measured values and other relevant inputs are taken into account as information. For energy planning, the consumption data for the entire company is used. Apart from the legal requirements, the objectives set by management are essential for planning. CO₂ reduction and total energy requirement in relation to the output of products and the ARBURG energy mix are important indicators for these objectives.

The planning is updated at least once a year by the Environmental Committee and the Energy Efficiency Panel. The results are documented in the environmental and energy programme, approved by management and published internally within the company.

Clear targets

ARBURG has set clear targets for reducing emissions. Based on the 2012 figures, the total energy requirement at the German headquarters should be reduced by a further five per cent by 2024. The share of photovoltaics and geothermal energy as renewable forms of energy should be increased to at least seven per cent of the total energy requirement in the same period.

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Saving energy is a priority

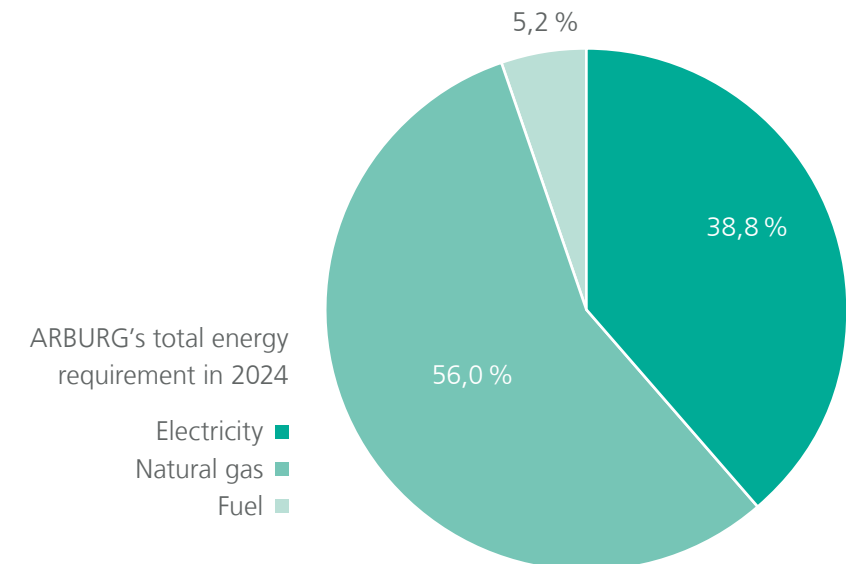
The successful implementation of an energy management system in 2012 with ISO 50001 certification is also proof of the company's efforts in terms of sustainable management.

In addition to considering absolute consumption, ARBURG also evaluates the technical degree of utilisation. This means that production capacity utilisation is taken into account as a key factor influencing consumption, thereby increasing the informative value when assessing energy efficiency measures.

ARBURG's total energy requirement naturally takes into account the sustainable reduction of carbon emissions. This indicator is made up of the consumption of natural gas for heat and power generation, electric power, and the fuel consumption of the entire vehicle fleet. The target formulated by ARBURG during the introduction of ISO 50001 in 2012 provides for a five per cent reduction in the total energy requirement at the German company headquarters by 2034. In 2024, we exceeded this target once again with a value of 1,970.2 kWh/t of product.

On the trail of potential savings

Investments in saving energy have played an important role throughout the company for decades. An important component of energy management according to ISO 50001 are specifically planned, detailed and continuous energy measurements to determine exactly where and how much energy is used in the IT infrastructure or in the manufacturing process, for example. By monitoring and analysing annual consumption, hidden potential savings can also be identified. In this regard, we also rely on the ideas and suggestions of all our employees, whose awareness of the topic of energy efficiency is raised through various activities.



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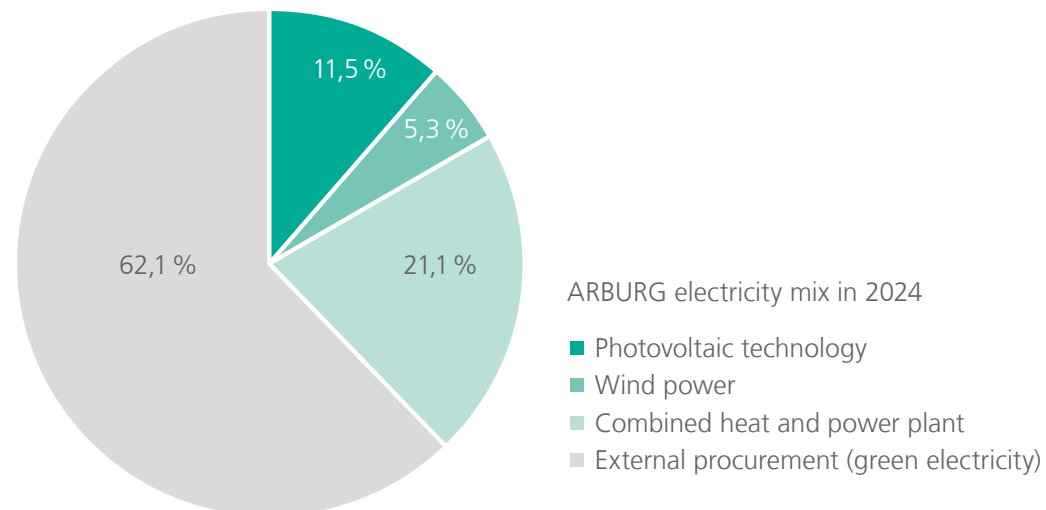
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Sustainable: ARBURG's electricity mix

Our electricity mix is one thing above all else: sustainable. This is because, in addition to self-generated electricity from photovoltaics, wind power, and combined heat and power, the mix for our location in Lossburg consists of regional electricity and gas purchased from outside sources. The electricity comes from completely ecological sources, meaning that it consists of 100 per cent carbon-neutral green electricity – and has done so since 2016. The modules generate an average annual output of 700,000 kilowatt hours. Added to this are 197 kWp from the roof of our construction hall 9 since 2023. This brings the installed total output to 2.86 megawatts peak, which is an annual consumption of about 700 households with four people.



Our goal of increasing the share of renewable energy forms such as photovoltaics and geothermal energy (see [Section 4](#)) to at least seven per cent of total electricity requirements by 2024 was already achieved for the first time in 2017 and actually exceeded it in 2024 with around eleven percent of our electricity requirement covered by solar-powered electricity. In addition, our two wind turbines generated approximately 1.2 million kilowatt hours of carbon-neutral green electricity in 2024.

Since 1996, we have also been using highly efficient combined heat and power plants with an efficiency of more than 90 per cent to generate process heat and electricity. The gas-powered combined heat and power plants contributed around 4.8 million kilowatt hours to the energy mix in 2024.

Compared to the German electricity
mix ARBURG's electricity mix generates
a carbon footprint up to

88%
SMALLER



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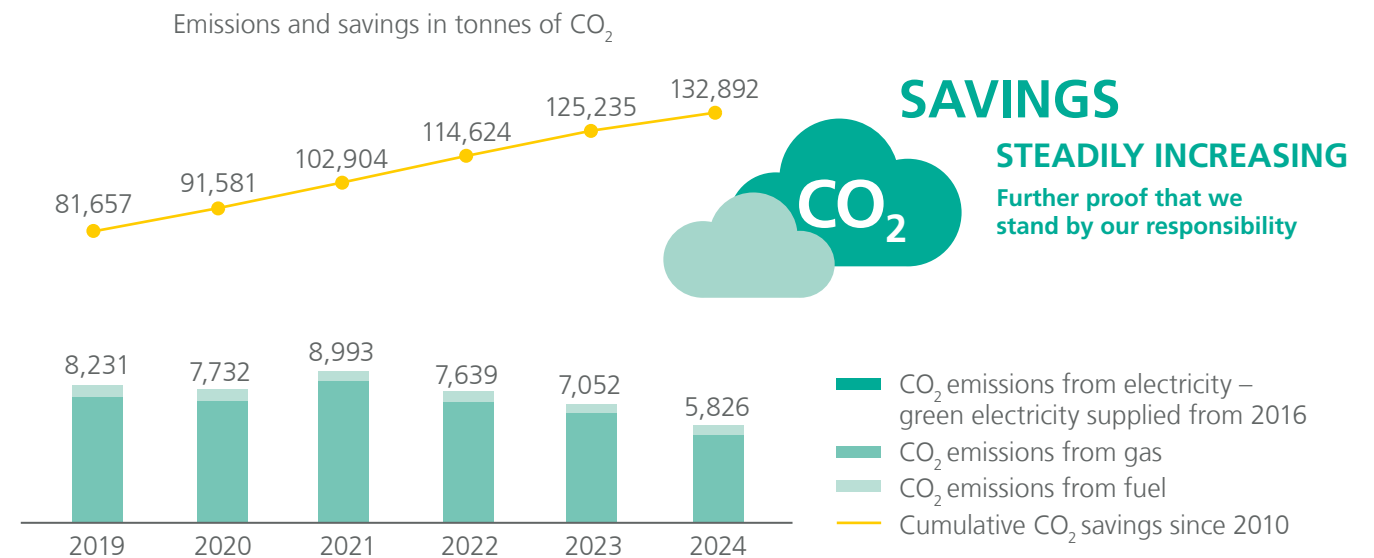
In 2024, a retrofit was carried out on one of the combined heat and power plants. This should lead to a clear increase in efficiency so that more electricity can be generated. In 2024, 21 per cent of the total electricity demand was already covered by combined heat and power plants.

To further improve its carbon footprint, the company has also exclusively purchased external green electricity from renewable sources (hydropower) since 2016 and from 2022 also carbon-neutral gas with corresponding CO₂ offsetting (promotion of climate protection offsetting projects). The share of electricity purchased from outside sources has been declining at ARBURG for years. For example, the company's inter-

nal Energy Efficiency Panel aims to reduce electricity consumption by one per cent compared to the previous year. Waste must be systematically avoided.

The total fuel consumption for the German headquarters' vehicle fleet was 240,023 litres in 2024, a significant increase of 29,167 litres compared with the previous year. The consumption per 100 km was slightly lower than in recent years, at 6.09 litres.

Thanks to the extensive measures taken with regard to energy, ARBURG has managed to save around 130 million kilograms of carbon emissions in the last eleven years.



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Climate management and climate strategy

To ensure comprehensive and legally compliant reporting, ARBURG reported in accordance with the Global Reporting Initiative (GRI) standard for the first time in 2023. The GRI standard is part of an EU directive that requires companies to disclose detailed information on their environmental, social and governance (ESG) impacts. ARBURG also plays a pioneering role in this area and reports significantly earlier than required by law. A central component of the GRI report is the Corporate Carbon Footprint (CCF), which has been calculated as part of the Carbon Disclosure Project (CDP) since 2021 - based on data from 2010. ARBURG was once again awarded a 'B' rating by the CDP - a sign of transparent and committed climate management. This is higher than a 'C' score, or "Awareness" level – the European average – which certifies that companies with this score

// In future, the corporate carbon footprint (CCF) will serve as an indicator guiding ARBURG's climate strategy. //

have "knowledge of the impact of climate issues". The average in the mechanical engineering sector is at an even lower level with a "D" score. These companies are merely "transparent on climate issues". This is all the more gratifying as the CDP criteria are continuously being tightened.

EcoVadis sustainability assessment

In 2023, ARBURG also participated in the EcoVadis sustainability assessment. EcoVadis is a platform for assessing corporate social responsibility and sustainable global procurement. With a gold medal, ARBURG is consistently in the top three percent of evaluated companies in the area "Production of special machines".

SBTi: Science Based Targets Initiative

ARBURG has also been a member of the Science Based Targets initiative since 2022. More than 3,000 companies and financial institutions worldwide are working together here to reduce their emissions in line with climate science. ARBURG is the only European manufacturer of injection moulding machines with validated climate targets in accordance with the

Science Based Targets Initiative (SBTi). As a fast mover, the company is pursuing ambitious targets for the reduction of greenhouse gas emissions by 2030 and is aiming for net zero emissions by 2050.



CDP SCORE



is official confirmation for ARBURG that it performs better than average in the areas of climate protection, ecology and CO₂ emissions compared to other mechanical engineering companies



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06 // WE STAND BEHIND OUR PRODUCTS

The quality and reliability of our products have top priority –
this is what ARBURG is known for worldwide.



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Quality made by ARBURG

The ARBURG brand stands for quality, reliability and personal proximity, which we clearly express with our "Wir sind da." brand positioning. We provide outstanding technology that is "made by ARBURG – made in Germany", and always where our customers are. Many companies can claim the same. But in our case, there is a decisive factor: we allow ourselves to be measured against our promises in the long term. Our customers, employees and the general public can rely on this. Impressive examples include our high proportion of in-house production and our regional supplier structure (see [Section 4](#)).

// Quality is the most important promise to our customers in every respect. This is why we produce our machines exclusively in Lossburg, Germany, under high environmental and energy standards. //

How we think about quality

We do almost everything in our own way, including and especially in this respect. And we do many things differently to other companies. Because for us, the quality and reliability of our products and services are our top priority. This enables us to respect economic, ecological and social requirements in equal measure. Our commitment to quality is also an important economic and competitive factor. We are guided by the

following principles, as set out in our employee information document "Company Philosophy":

- Quality means the satisfaction of our customers. We help them to manufacture their products efficiently and economically.
- Every employee is responsible for quality, because only qualified, motivated employees who are willing to work hard and who encourage each other can produce quality. This also secures the jobs of all employees.
- We manufacture flawless products. Any defects are identified at an early stage, analysed, and their causes eliminated.
- We demand flawless supplies. To achieve this, we clearly specify our requirements and insist that they are met.
- We want to constantly improve so as to optimise our quality and profitability on a sustainable basis.

How we ensure our quality

Quality assurance has many facets. We try to take a comprehensive view – which includes the following measures:

- Before series production starts, new technology is intensively tested and tried out by strategic partners.
- Machines are individually specified with regard to performance and energy requirements using calculation tools such as our economic efficiency calculator.

- Every machine and every system must complete a 48-hour test run before it is delivered.
- Turnkey projects are generally accepted in-house with customer participation.
- Online support is provided via a secure data line to save time.
- Spare parts for machines that are more than ten years old.

We also have a global service network. For our services, we have a local focus worldwide so that we can always be on site quickly. The majority of these specialists are trained at ARBURG's German headquarters or by qualified trainers at our subsidiaries.

To offer customers quick and easy access to standard machines, all European users of the arburgXworld customer portal can view the list of available machines and request quotations via the new "Ready2Go" app. In addition to "New Machines", the app also lists "Refurbished Machines" and "Showroom Machines".

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Sustainability means quality

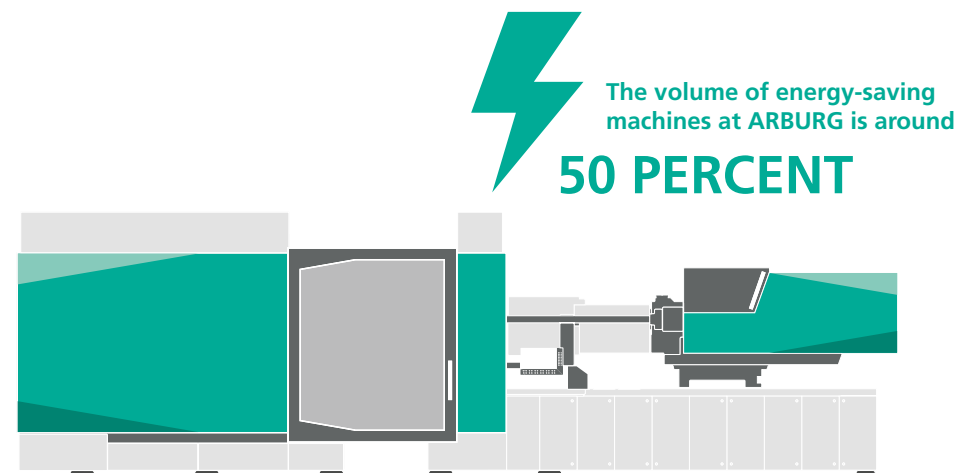
The strategic objectives for our products also correspond to our philosophy regarding quality. They are driven by technological developments, international customer needs and high production efficiency. With this in mind, our product portfolio is constantly reviewed, and expanded and supplemented in innovative ways. Energy-efficient machine concepts based on a modular system offer our global customers – who have varying industry focuses – customised efficient solutions for all aspects of plastics processing.

How we set ourselves product-related goals

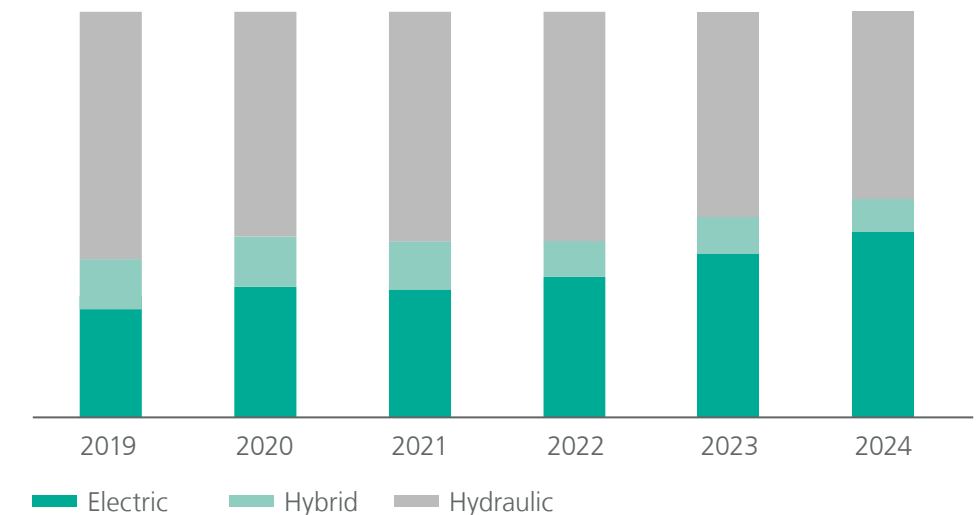
For us, quality and reliability also mean building machines and systems that lead the way in terms of environmental protection and resource conservation. By consistently developing and using high-end technology, we can help our customers unlock important added value time and time again. The potential that this opens up for our customers is demonstrated by our activities, as described in [Section 4](#). The sophisticated technology is paired with a space-saving and user-friendly machine

design. And it allows our machines to be easily integrated into existing production grids and lines. All of this saves costs and resources - both in planning and commissioning as well as in day-to-day production.

Electric machines now account for more than 40 per cent of total machine sales, while hybrid machines account for around 10 per cent. We will also continuously optimise our machine technology in terms of energy efficiency in the future.



Proportion of machines by drive type



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06.1 Quality made by ARBURG

06.2 Sustainability means quality

→ 06.3 All-round customer care

07 // We build on our success

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All-round customer care

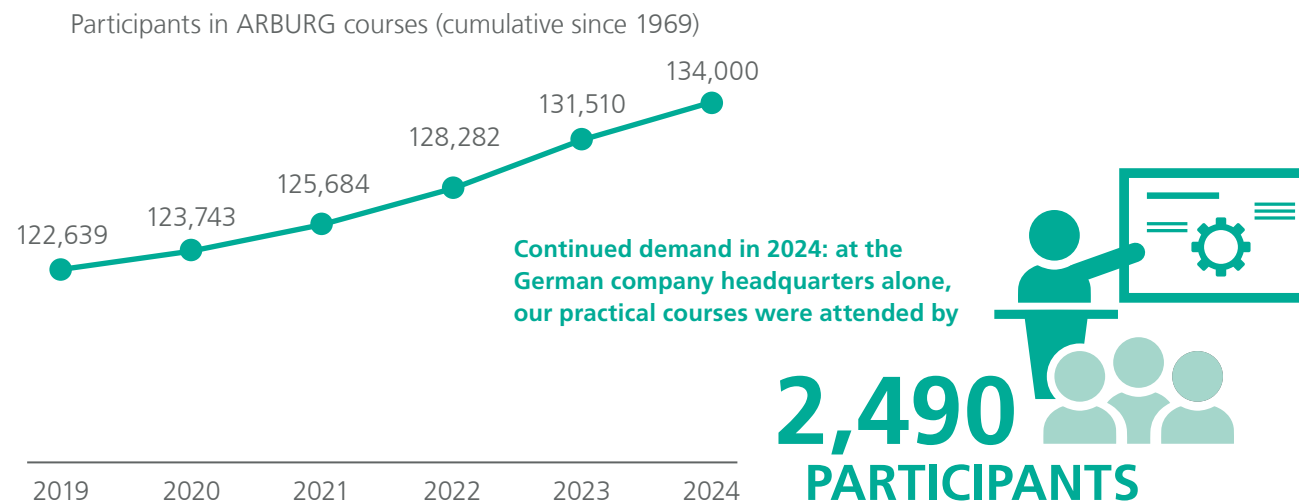
At our headquarters in Lossburg, Germany, we support our customers in our own Customer Center. More than 30 ALLROUNDER injection moulding machines, seven freeformers for additive manufacturing and laboratories for special processes are available in an area totalling 2,100 square metres. No questions are left unanswered in this respect, as our customers are provided with optimal conditions for tests and trials. These offerings are supplemented by ARBURG Technology Centers (ATC) or ARBURG Technology Factories (ATF) at our subsidiaries worldwide.

Support down to the last detail – in analogue and digital form

For support to be truly sustainable and effective, it must be comprehensive and also address important details that don't immediately spring to everyone's mind. Take the example of the "arburgXworld" customer portal: ARBURG offers digital services on a central platform in the form of numerous apps, with additional apps being added on an ongoing basis. All areas of the customer's business benefit from this – from purchasing, production planning, manufacturing, and maintenance through to management.

The transfer of specialist knowledge is also an important matter for us, because this is the only way to get the best out of our technology in terms of production and resource efficiency. Since we started providing customer training in 1969, we have been developing our range of courses to meet practical needs, and with a global focus. Our three-stage learning model shows all interested parties at a glance which courses complement each other, how to combine them in a meaningful way, and what recommendations our certified course leaders have for further information seminars. This ensures learning success.

Our Training Center is equipped in line with the latest insights into digital learning. For example, all course participants work with ARBURG touch screen PCs and simulated control systems that are cross-linked with each other. The centrepiece is the 1,200 square metre machine hall on the ground floor, where theory and practice can be combined even more closely.





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07.2 Training for lasting success

07.2 Ongoing investments

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07 // WE BUILD ON OUR SUCCESS

Continuous investment: Our key to sustainable
corporate success and secure jobs.



Headline

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Success safeguards jobs

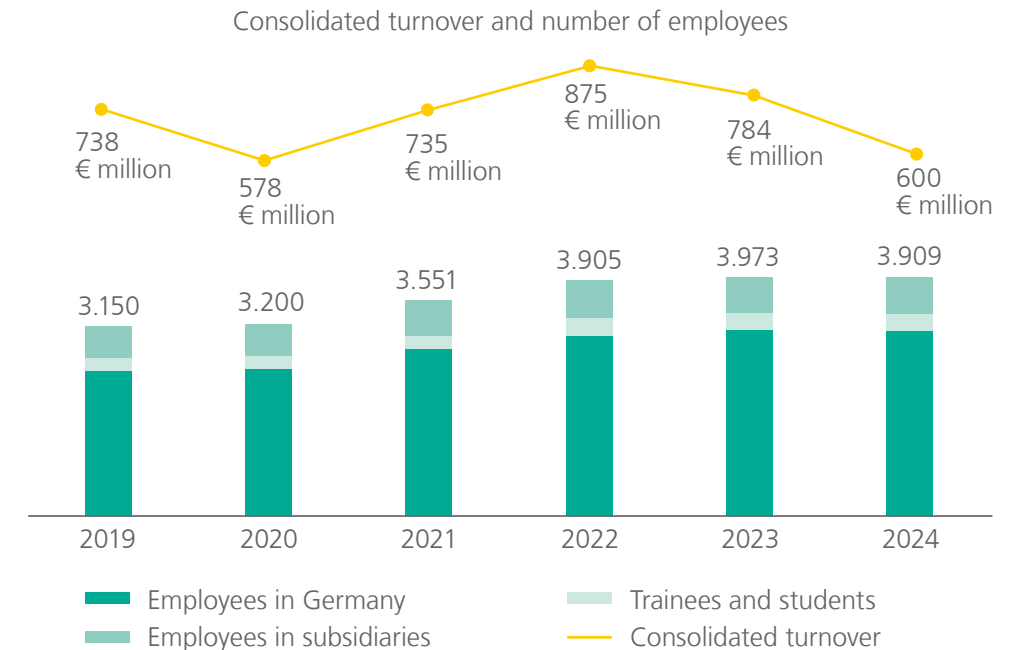
ARBURG's mission statement sums up our basic attitude: "We are an internationally independent, innovative, market-leading company with customer-oriented products of the highest quality. We transmit our employees' enthusiasm to our customers and partners!". ARBURG has a global presence, is one of the market leaders in the industry, and is also one of the most innovative machine manufacturers in Germany. Our fundamental performance figures prove that we are not exaggerating here: In 2023, the company, which is managed by the third generation of the family, achieved a consolidated turnover of 780 million euros in an economic environment that remains difficult. The continuous development of the company furthers and

expands our business activities. In addition, ARBURG constantly strives to optimise output and quality in all areas, thereby cementing its status as a high-performance company. The profits generated will secure our company's success in the long term. However, the company's healthy growth will also allow for extensive investments and the creation of more jobs worldwide in the future.

Important ARBURG positions

We have formulated key corporate principles in our employee information document "ARBURG Positions":

- ARBURG is and remains a private company
- ARBURG operates worldwide
- ARBURG grows through its own efforts
- ARBURG produces and supplies technologically sophisticated machines and systems
- ARBURG carries out systematic succession planning
- ARBURG employees always act with the company in mind



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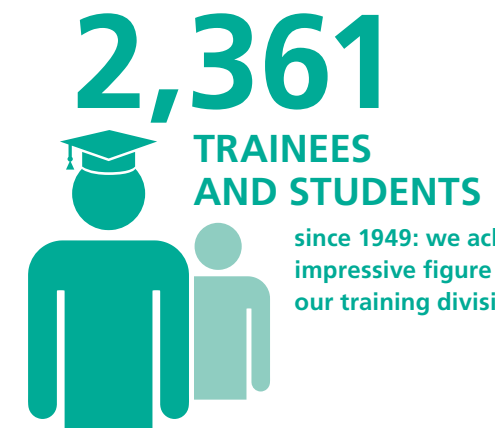
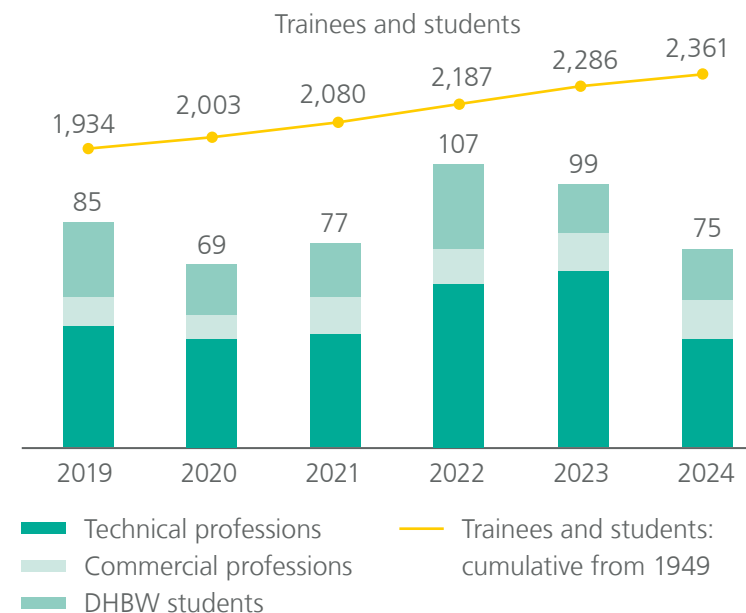
Training for lasting success

ARBURG has been helping young people to start their careers with training for more than 70 years. In 2023/24, there were 75 trainees and students at the Baden-Württemberg Cooperative State University (DHBW). ARBURG exclusively offers demand-oriented training in a total of twelve apprenticeships and eight degree courses. The current five-star rating of trainers in the business magazine "Capital" and our successful certification under "DIN ISO 29993 – Quality Management System for Educational Institutions" show that our training system is something to be proud of.

Networked and digital learning

ARBURG offers young career starters, whether trainees or students at the Baden-Württemberg Cooperative State University (DHBW), the perfect infrastructure for learning with a networked, digitalised Training Center covering 2,000 square metres. In the area of digital learning, this happens, for example via video conferencing, along with the introduction of e-learning via our mobile learning system for personalised study online and on all mobile devices. For the first time, DHBW students and the industrial trainees in the 2021 cohort have received their own personally

assigned laptops and tablets, which are networked both with their training institutions and with ARBURG, so that they can make good use of them. This means that almost 100 per cent of trainees and DHBW students can access digital learning tools for effective training work.



since 1949: we achieved this impressive figure in 2024 in our training division

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Ongoing investments

Permanent investments ensure the dynamic development of the company. Our construction activities alone in recent years have seen a total of a three-figure million amount flow into new buildings at just the Lossburg location.

// All our activities are dependent on our company's success, but they also determine it. This is why ARBURG continuously invests in the entire infrastructure. So that innovations are successful and competitive advantages are secured. //

In addition, we ensure our high productivity and innovative strength through continuous investments.

In 2024, investments included:

- The new ARBURG Innovation Hub in Karlsruhe, which will open in 2023, will serve to attract more IT and software experts to the company. The new location is perfect, since the nearby Karlsruhe Institute of Technology (KIT) and the Karlsruhe University of Applied Sciences (HKA) both offer computer science studies. In addition, the company headquarters in Lossburg are only around 100 kilometres away.
- The conversion of the lighting equipment in production to LEDs is currently still ongoing. The estimated energy saving once this work is complete will be one megawatt hour per year.

International growth

Another element of our brand promise is to be on the spot quickly anywhere in the world, thereby saving resources in the long term. Another key aspect of "Wir sind da." is that we are available to all our stakeholders and target groups quickly and at no great expense. Wherever they need us. This requires, among other things, an international presence with our own organisations and our own subsidiaries in 36 locations in 26 countries (2023). Last year and this year, we have primarily driven forward the expansion of our German and European locations, and we have done so above all with sustainability in mind:

- Our ARBURG Technology Center ATC in Radevormwald is currently being completely renovated. The annual energy requirement is thus reduced to 40 per cent of a new building.
- The ATC in Rednitzhembach is also currently being made more energy-efficient with the help of geothermal drilling and a photovoltaic (PV) system on the roof.

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LOCATIONS

ARBURG has subsidiaries in a total of 27 countries around the globe





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08 // WE ARE LONG-TERM INNOVATORS

The drive for constant improvement is
embedded in ARBURG's genes.



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A long tradition of innovation

Being a technological leader has always been ARBURG's guiding principle. We also formulate this in our strategic objectives: "One of the key reasons for ARBURG's excellent position in the global market is the company's strong innovation capabilities. In order to preserve and enhance this strength, we encourage innovation management at ARBURG, expand the skill sets of our entire workforce, continuously invest in research and development, and intensify our cooperation with universities and research institutes.

By ensuring our innovative strength, we aim to maintain a product range that always meets current market needs and sets trends in mechanical engineering and digitalisation. Our determination to constantly improve is what drives us forward."

These commitments clearly show that ARBURG was and is not only a pure mechanical engineering company, but also a process, automation, control and IT specialist.

Setting milestones, being innovative

We question the status quo, which is why we do many things differently from others and have often generated significant added value for our customers as a result. This can be seen from various technological milestones.

// In 2024, we bundled the various measures relating to production and resource efficiency under the motto 'arburgSOLUTIONworld'. //

We also set standards in digitalisation time and again. This is because we can draw on a pool of expertise spanning more than 60 years in controller technology and more than three decades in automated and IT-networked production. Our aspiration is to be your technology and system partner. For more value creation. For more resource efficiency. For brand new business models.

The future through innovation

Global and political conditions are changing rapidly and extensively. To adapt to this, we are strengthening the internationalisation of our sales and production. At the same time, we are strengthening our partnerships and co-operations as well as our in-house developments, such as the GESTICA control system, and our subsidiary AMKmotion.

From the development to the delivery of key components, we still have everything in our own hands. The computer architecture of our GESTICA is continuously being developed with a view to future topics such as IT security, machine learning and assistants.

We develop industry- and region-specific solutions such as FLEXLIFT for affordable entry-level automation and the GOLDEN ELECTRIC EVO, an injection moulding machine specially developed for the Asian market.

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Digitalisation delivers sustainability

Our two programmes "arburgXworld" and "arburg-GREENworld" are two sides of the same coin – our ongoing efforts to make plastics processing even more effective for society and for our customers worldwide in a sustainable way. For this purpose, dedicated presentation and consultation rooms were set up in the Customer Center at the headquarters in Lossburg, Germany, in 2022.

"arburgXworld": Creating added value

We continue to drive digitalisation both internally and externally. Around 3,000 customers are now enjoying the benefits of our "arburgXworld" customer portal. For this reason, too, we have continued to systematically expand our range of digital products and services in 2022.

Fast digitalisation: 5G Campus

A campus network has been installed at the ARBURG Customer Center in Lossburg since the Technology Days 2022. Campus networks offer, among other things, the possibility to maintain machines remotely or to make necessary changes in the production process online.

At the same time, we have started various projects and partnerships, which help us to remain innovative:

- **Project "CUNA":** In 2021, the sustainable injection moulding production of CUNA returnable cups made from vegetable raw material started at the SmartFactory of Ostwestfalen-Lippe University of Applied Sciences, Lemgo, Germany, with the help of ARBURG. ARBURG contributes expertise in the areas of automation, digitalisation and bioplastics processing to the project.
- **Institute of Plastics and Circular Economy (IKK):** ARBURG is underlining the seriousness and long-term nature of its arburgGREENworld programme through a strategic cooperation with Leibnitz University Hannover, Germany.
- **EuProGigant research project:** EuProGiant, an Austrian/German flagship project, is dedicated to a data infrastructure that will make Europe's production and manufacturing industry more sovereign,

powerful, resilient and sustainable. 16 companies, universities and research institutions have joined forces in this project. ARBURG is contributing a use case about better, more sustainable component design and production with fewer CO₂ emissions through the intelligent exchange of data.

- **The 'PlasticBond' project** is dedicated to the holistic evaluation and optimisation of the sustainability of plastic material cycles using digitalisation methods. ARBURG is contributing its expertise in the processing of recyclates in injection moulding. The consortium comprised renowned institutes such as the Institute of Plastics Processing (IKV) and the Machine Tool Laboratory (WZL) at RWTH Aachen University, as well as leading machine manufacturers and plastics processors.

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Focus on research

ARBURG continuously invests in research and development, for example in close collaborations with various universities and research institutes.

Focus: CO₂-negative materials

ARBURG demonstrates social responsibility through numerous collaborations, such as the project with the climate start-up carbonauten GmbH. The aim is to increase the industrial use of CO₂-negative NET Materials® at market-driven prices in order to make the decarbonisation of industry economically attractive. A unique carbonisation technology is used to process woody biomass residues into CO₂-negative biocarbons. The cooperation aims to process CO₂-negative compounds from carbonauten with ARBURG's injection moulding technology. This should bring many CO₂-negative plastic products onto the market. carbonauten polymers has built up unique global expertise in the development and production of CO₂-negative plastics. The start-up develops and produces industrial raw materials and precursors in decentralised factories. For the plastics

market, carbonauten polymers offers CO₂-negative composites with a biocarbon content. The ready-to-use masterbatches and compounds are plastic granulates filled with biocarbons, which have improved properties and are no more expensive than conventional materials. They are processed in the same way as other plastics, which makes defossilisation economically attractive.





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09 // WE INVEST WITH VISION

ARBURG: a private company that acts independently and grows autonomously



ARBURG

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Stubbornness as a positive attribute

There are truths that hold true because they have repeatedly proven themselves in the historical development of a company. For example, it is an inherent part of who we are that we take risks not only in economically strong phases, but also whenever it seems commercially appropriate to do so.

// At ARBURG, investments have never been made in response to economic cycles, but have always been driven by the wider context of the well-being of the company, the region, and its people. //

In the past, the strategic decisions in favour of high vertical integration and centralised production were correct and very successful. Due to the changed global conditions, necessary changes need to be analysed. ARBURG is implementing these changes with foresight, for the benefit of the company and the region.

Basis of our success

Our stubbornness, however, has nothing to do with narrow-mindedness, but with long-term striving for success! It is an expression of our desire to persevere in every way when we are convinced of something. An important determinant in this context is and remains the question of who benefits from our "stubborn" behaviour. If it is our customers, employees, suppliers and the regions, then we have done everything right!

Securing our autonomy in the long term

What drives us to adopt this approach is easy to explain: we can take our fate into our own hands, thereby remaining independent in our decisions and actions. In the process, we are securing the long-term independence of our company through a corporate and financial policy that is not only self-determined, but also forward-looking. ARBURG is and remains a "private family affair" and is not growing because financial investors want it that way, but because this is healthy and works with a sense of proportion. In other words: we spend our own financial resources in a focused way on the expansion of our own company. This view is common to all partners across all generations!

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Sustainable: Our financial policy

All our financing decisions are subject to the following criteria:

- Sustainable financial leeway must be guaranteed
- Autonomous action must not be restricted
- We do not expose our company to any risks
- Financing is only carried out in concert with reputable financial service providers, with whom we generally have a long-term collaborative relationship

// In addition to purely economic aspects, ARBURG also takes into account the concerns of employees and the environment. This is integrated social responsibility as ARBURG understands it. //

Proof of this approach can be seen in the construction of two assembly halls in recent years, each with around 28,500 square metres of floor space and an investment volume of tens of millions of euros. In addition, our Training Center is a modern facility for sophisticated customer support. But also the continuous investments in the expansion of our worldwide subsidiaries are part of this. This is flanked by further spending on production technology for state-of-the-art machining centres and systems for combined metal processing and finishing. The common sense argument here is that it is good for customers and the company in the long term if we invest in a targeted and responsible manner in expanding ARBURG into a high-tech company.

Best practice: Building for the future

With regard to the development and realisation of the ARBURG corporate buildings, Managing Partner Michael Hehl says: "For decades, we have been working in the area of corporate development in exactly the same way as we do with products and processes: progress and cutting-edge technology always go hand in hand with the conservation of resources and sustainability. Accordingly, our demands on architecture and building technology are high. They are usually far ahead of their time and the current state of the art. And that will not change. In many cases, we pioneered technologies and innovations that only found their way into other industrial buildings much later."

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The "ARBURG Family" is developing

One example of sustainable and strategically sensible ARBURG investments was the purchase of innovatiQ GmbH + Co KG and AMKmotion by the entrepreneurial families Hehl and Keinath in 2020 and 2021. The ARBURG Family thus consists of the companies ARBURG, AMKmotion for drive technology and innovatiQ for 3D printing.

// At ARBURG, takeovers also follow the historically successful path of managing all core competencies and the respective know-how in-house so that all important product components can be developed and manufactured sustainably by the company itself. //



AMKmotion: Member of the ARBURG family

ARBURG has been using AMK drive components for a long time – since

1994, to be precise. The purchase of AMK's Drives & Automation division and the renaming of the company to "AMKmotion" strategically secured important know-how for the long term, and also unlocked synergies in future development work from that point onwards. As a result, ARBURG has direct control over the entire electric drive train for its ALLROUNDERS. The division's 500 or so employees were retained, and the Kirchheim/Teck and Weida locations in Germany and Gabrovo in Bulgaria continued to operate.



New company ARBURGadditive

The acquisition of innovatiQ GmbH + Co KG as a "Member of the ARBURG Family" is an ideal fit for ARBURG's in-

dustrial additive manufacturing with the APF process and the freeformers. innovatiQ, with 25 employees in Feldkirchen, Bavaria, is engaged in the development and production of 3D printers.

The founding of ARBURGadditive GmbH + Co KG in October 2021, a subsidiary of ARBURG GmbH + Co KG based in Lossburg, Germany, will expand the range of machines and expertise available to our customers to include an additional additive manufacturing technology – including the unique LAM (Liquid Additive Manufacturing) processing patented by innovatiQ. Added to this are 3D printing systems that operate on the basis of FFF (fused filament fabrication) technology.



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10.2 Compliance@ARBURG

10.3 Making our principles a reality for
everyone

11 // We create more value for our
home region

12 // We think ahead together

✓ Reports per Klick generieren
Generate reports with a click

✓ Produktionsdokumente effizient managen
Manage production documents efficiently

10 // WE ARE OPEN AND HONEST

All our dealings are based on ethical principles.
Corruption is not an issue for us.



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ARBURG: A company with character

As a family business, we have grown organically for the most part. This is also reflected in our attitude: we were, are and will remain down-to-earth, reliable and honest. And this is the case everywhere in the world where we do business.

// "Substance over appearance" has long been the premise of our company's business activities. Our ethical principles should also be understood in this sense. //

Our conduct is shaped by ethical rules that apply throughout the company alongside regulations in compliance with legal requirements. When every employee knows how to behave in terms of adhering to fundamental values, the company takes on a character. In our case, that of a family business. With all its advantages. Because ARBURG is not only a B2B brand classic and hidden champion, but also a market leader

and go-getter. Plus a reliable and honest partner. With a mind and attitude of its own. Open and transparent in every respect. This is what sets us apart.



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Compliance@ARBURG

The House of Compliance@ARBURG, which is tailored to ARBURG's specific risk profile, and the ARBURG Code of Conduct form the framework of our compliance management and raise employee awareness with regard to compliance with applicable laws and rules. The values laid down are binding for all employees and managers.

// Compliance, i.e. conduct in conformity with the law and the rules, is the focus of our daily actions. Compliance includes adherence to all legal requirements as well as ethical guidelines, standards of conduct, voluntary codes and internal rules and regulations by the company and all its employees. //

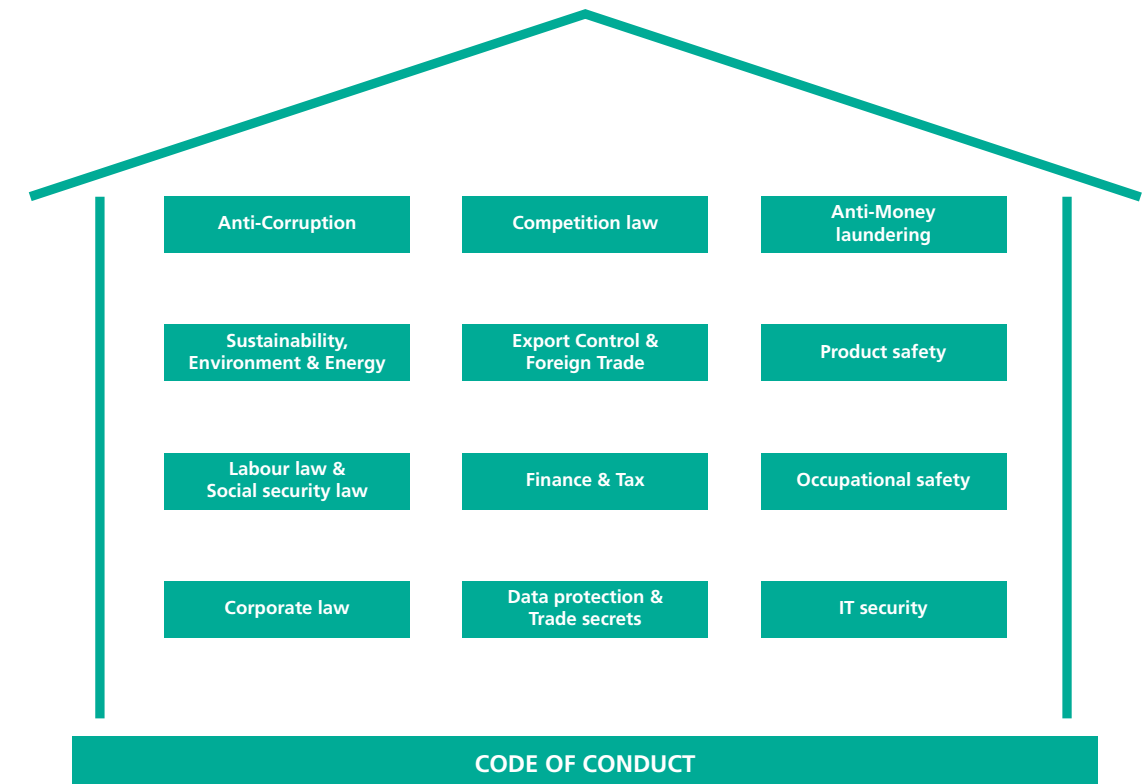
The organisation is committed to practising, observing and implementing these values and their substance, which are indispensable to us. The principles of compliance and conduct that apply to ARBURG include the following:

- Compliance with all requirements under company law
- Consistent action against fraud and anti-competitive practices
- Compliance with all applicable laws and regulations in connection with tax law, on the basis of which

the ARBURG companies must calculate and pay their taxes

- Guaranteeing the protection of privacy, the protection of personal data, and the security of all business information in all business processes
- Adherence to an appropriate standard of technical and organisational data security, in particular protection against unauthorised access and loss

- Compliance with regulations for the protection of employees and/or the reduction of risks to their safety and health, and implementation of measures for the avoidance of adverse effects on the health of employees





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Making our principles a reality for everyone

Developing these principles is one thing. Making them comprehensible, transparent and understandable for everyone, i.e. bringing them to life, can only be achieved through clear communication by the relevant line managers. To help with this, ARBURG has introduced the "Leadership Allrounder", an effective training tool for managers. All department and team managers as well as shift supervisors take part in this training at regular intervals in order to adequately communicate important rules and regulations to all employees in the company. Only if everyone is taught these guidelines, is familiar with them and acts accordingly will the company remain open and honest in the long run.

// One of the important goals of the Leadership Allrounder programme is to establish a uniform understanding of leadership and a common leadership culture in the medium term. //

The "Leadership Allrounder" mission

This programme is designed to teach managers at ARBURG more about self-management, employee and team leadership, and the corporate context. A mentoring programme is just as much a part of the training as a customisable development programme and leadership dialogue evenings with representatives from the management team. The goal is to produce superbly trained managers who practise a uniform ARBURG management culture and pursue an authentic management style. They should be able to self-reflect, manage, and lead and support their team members according to their strengths. Outstanding staff management is of strategic importance to ARBURG, as managers motivate and bind employees to the company. In addition, the Leadership Allrounder programme creates a framework in which employees can develop.

ARBURG: No place for corruption!

The ARBURG Anti-Corruption Policy was drafted to specify the company's compliance efforts with regard to corruption and has applied globally to the entire ARBURG Group since spring 2021. This Anti-Corruption Policy provides ARBURG employees with guidelines and specific recommendations on how to deal with gifts, invitations and other benefits.



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11 // WE CREATE MORE VALUE FOR OUR HOME REGION

Corporate responsibility includes social responsibility –
support for regional projects.





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Responsibility beyond the region

It goes without saying that a company with around 3,600 employees at its Lossburg headquarters alone has a responsibility not only as an employer, towards the environment and its partners, but also towards the region it calls home. This is where we are based, this is where our roots are. So we operate sustainably here too. We give some of our success back to many regional institutions in the form of social responsibility, thereby creating a win-win situation. ARBURG is perceived as a regionally important company that supports regional institutions. This helps both sides.

// We are also making a name for ourselves regionally – through our actions – this is what sets the ARBURG family company apart. //

73,000 km

BY BIKE



Despite wind, weather and working from home, 124 ARBURGers took part in the AOK "Cycle to Work" campaign on a total of 3,604 days in 2024. This is a clear indication that our employees also support their company's "green" commitment and promote it in the region



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Commitment to young people

We have discovered that you can successfully introduce children and young adults to technical subjects if you do it in a playful and very practical way. For this reason, our "education offensive" starts at a very early age: in pre-school.

The little ones are always amazed at our "**Little Scientists' House**" programme. As a company, we also regularly get involved in Lossburg's summer holiday programme and make the summer holidays exciting for all children with attractive activities at the company.

Educational partnerships connect us with various primary and secondary schools and training colleges in the region. These include the Progymnasium Alpertsbach, the Falkenrealschule Freudenstadt, the Gemeinschaftsschule Lossburg, the Heinrich-Schickhardt-Schule Freudenstadt, the John-Bühler-Realschule Dornhan and the Seminar für Ausbildung und Fortbildung der Lehrkräfte Freudenstadt (primary school). For primary school grades 1 to 4, we also organise school visits related to topics the children are learning about – for example, wind, sun, electric currents and bridge building.

In the school sector, we supplement our work with **regular school visits** by our trainees throughout the region.

The "**Girls' Day**" is aimed in particular at girls from the 5th grade upwards, with the aim of introducing them to a technical profession or a corresponding course of study. In other words, ARBURG is helping to encourage more women to take up technical professions.

Together with Technisches Gymnasium Freudenstadt, ARBURG organizes the **Student Engineer Academy (SIA)**. This cooperation model brings together schools, universities and companies to build a forum.

As an industrial partner and founding member, ARBURG is working with the **Black Forest Campus** in Freudenstadt to drive forward joint solutions in the mechanical engineering and manufacturing industries. The campus is a regional centre for teaching, research and technology transfer in the mechanical engineering and manufacturing industry with a focus on digitalisation, leadership and sustainability.

Various trade fair events and our own activities, such as the **ARBURG Info Days** also target school leavers as well as potential trainees and DHBW students.

The **Hector Children's Academy** in Lossburg supports gifted primary school children in order to awaken their interest in technology and science as early as possible. For this reason, ARBURG also cooperates with kindergartens and primary schools and offers a technology course every semester.



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Commitment from our surroundings to societies

ARBURG regularly supports regional associations with non-cash and cash donations. One example is the combined youth teams in Freudenstadt and Lossburg/Wittendorf/Lombach, of which the company is the main sponsor. Children and young people from several regional clubs are coached together in the teams. As the partnership is planned for several years, there is also a degree of long-term planning security.

Landscape restoration: offsetting and remedying
construction work

When a company with 210,000 square metres of total floor space at present starts building at its central production site in Lossburg, Germany, this not only creates jobs and production capacity, but also a lot of excavated earth, for example. This is balanced with appropriate natural areas, but also renaturalised with innovative projects, i.e. landscaped and planted in a near-natural way.

A recent project focused on greening the area around the newest assembly hall in Lossburg. In 2024, a large flower meadow was cultivated here again, which helps preserve the biodiversity of native animals and insects. The water requirement is far lower, and the meadow is only mown once a year by hand using a scythe.

Social commitment: Childcare, care for the elderly, fire service
and church

We are socially involved in the region in various ways and present ARBURG to all stakeholders as a company with a sense of responsibility:

- As a "Firefighters Partner" recognised by the German Firefighters Association, ARBURG supports both the company's own fire service with rope rescue and rescue service, as well as the Lossburg volunteer fire service.
- The initiative of the two senior citizens, Eugen and Karl Hehl, to establish the "Seniorenzentrum Gebrüder-Hehl-Stift" in Lossburg in 1999 was also regionally sustainable.



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12 // WE THINK AHEAD TOGETHER

Our goal is to develop unique solutions.



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Rethinking and thinking ahead

Others may shake their heads – but that does not stop us in our decisions. This is how we have been working from the very beginning. Highly flexible and always ready to question the status quo, even in its entirety, so that we can continue to develop in a new and sustainable way. Founded in 1923 as a medical technology manufacturer, ARBURG produced consumer goods after the war and then moved into flash light production. This varied product history alone shows the adaptability of the owners and their closeness to the market.

The switch to mechanical engineering was for the owners' own benefit to solve a problem with the product they were making back then. A key consequence of the company's rapid development is that it has also become more intensively involved in control, automation and IT technology, as well as production and building technology. At ARBURG, thinking ahead has always meant thinking disruptively and questioning everything in order to arrive at the best solution.

Best practice: Looking beneath the surface

As already discussed, sustainability at ARBURG is closely linked to quality. Particularly in times of increasingly complex supply chains, it is essential to ensure high-quality production processes. To ensure the quality of plastic parts and electronic assemblies, ARBURG relies on an industrial computer tomograph, among other things. This was put into operation in 2022 and opens up extensive possibilities for sustainable and precise quality inspection.

The computer tomograph, which is based on X-ray technology, has a wide range of applications: in addition to test parts made of plastic, it also inspects assemblies of our machines made of different materials - such as crimp connections and hose assemblies - as well as electronic components such as printed circuit boards and solder joints.

With its computer tomograph, ARBURG is taking a further qualitative step towards non-contact quality inspection - and is thus making an important contribution to sustainable, future-orientated production.





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Interdisciplinary cooperation

Our own developments and innovations keep our company "young" in the figurative sense and ensure our technological leadership. However, at ARBURG we also always have our ear to the market, enabling us to follow trends that may only pick up momentum in the coming years. This is what sets us apart and makes us a sought-after partner, even for large companies with global operations.

// There is a long tradition of continuous improvement at ARBURG. Employees are included in this and their good ideas are rewarded. //

One aspect of joint technology development is to initiate and support flexible innovation processes, for example. This broadens the base – because whatever is achieved in flagship projects of this type ultimately benefits all our customers, as it flows into the machine series. You can read more about this in [Section 8](#), where we have de-

scribed in more detail numerous research projects and initiatives in which ARBURG has been involved in recent years. For example, in relation to the meta-topics of lightweight construction and the circular economy.

Environmental Committee and Energy Savings Panel

Due to our tradition of environmental protection, we recognised very early on that we had to pool all our activities and actions on this front in order to remain successful in this area despite our dynamic growth. For this reason, the Energy Savings Panel has been in existence since 1996. As a committee, one of its tasks is to develop and implement the ARBURG environmental and energy programme. This contains strategic and operational targets:

- for improving environmental protection,
- for increasing energy efficiency,
- for savings opportunities in all types of energy used at the location.

The report from the Energy Savings Panel is included in the annual internal environmental report and the Sustainability Report. The Energy Savings Panel supplements the Environmental Committee. Among other things, this Committee is responsible for:

- continuously developing the environmental management system,
- following up on measures from the environmental programme,
- analysing environmental data for the environmental performance statement and report,
- reporting to the management team.

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Thinking and acting sustainably

arburgGREENworld

With the "arburgGREENworld" programme, we are combining our activities relating to circular economy and the conservation of resources. This starts with the energy-saving operation of the injection moulding machine and the safe, efficient processing of the materials used. New technologies and digital networking of the entire value chain are catalysts for a sustainable circular economy and moreover for greater competitiveness.

During the trade fairs in 2024, in particular at our Technology Days in Lossburg, "arburgGREENworld" was still ever-present. There, all important global questions around sustainability, circular economy and CO₂ reduction as well as their practical implementation in day-to-day industrial operations were discussed from many sides.

Together with customers and in prestigious research networks, we tackle the important issues of sustainability and resource conservation head on. This is only possible by considering the entire value chain and continuously transferring knowledge and expertise. The aim is to significantly reduce the carbon footprint in plastics processing through sustainability in production and products and to enable plastic as a recyclable material to be returned to the cycle.





Appendix and legal notice

About the Sustainability Report

The ARBURG Sustainability Report describes the measures and progress made by the company with regard to our sustainable business activities for the 2024 financial year (1 January 2024 to 31 December 2024).

The Report is based on the guiding principles of the WIN Charter, the sustainability management system of the state of Baden-Württemberg. Besides the voluntary commitment to sustainability by the participating companies, a prominent feature of the WIN Charter is its regionally binding component. The WIN Charter meets the requirements of EU Directive 2014/95/EU on sustainability reporting.

Unless otherwise stated, the key indicators and trend graphs in this Report refer to ARBURG's central production location in Lossburg, Germany. In individual cases, more up-to-date data for the 2024 financial year was not yet available as of the editorial deadline on 10 May 2025. For this reason, information at various points shown may also refer to the 2023 financial year. When adding data, discrepancies may occur due to rounding.

The 2024 Sustainability Report is available online in German and English.

Legal notice

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