

Products Climate People Culture

Sustainability report 2024
of the SCHUNK company group

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About this report

This is the first group-wide sustainability report of the SCHUNK company group, consisting of SCHUNK SE & Co. KG and Heinz-Dieter SCHUNK GmbH & Co. Spanntechnik KG. A sustainability report has already been published for SCHUNK SE & Co. KG for the year 2023. The current report was prepared in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) for the period from January 1 to December 31, 2024 and will be published annually in future. Unless otherwise stated, the data and information relate to the production locations Lauffen am Neckar, Brackenheim-Hausen, Mengen, St. Georgen, Cleebronn, Aadorf

(Switzerland), Caravaggio (Italy), Morrisville (USA), and the directly owned subsidiaries. The new production locations in Querétaro (Mexico) and Shanghai (China) are not yet included in this report, as production did not start until 2025. This is the first sustainability report published by Heinz-Dieter SCHUNK GmbH & Co. Spanntechnik KG in Mengen and the companies of Heinz-Dieter SCHUNK Beteiligungs GmbH. The current sustainability report was published in December 2025 on the company website schunk.com/sustainability. No external assurance of the report and the data was conducted.

Foreword



Dear Readers,

For SCHUNK, 2024 was a year of setting the course. We have further developed our sustainability strategy effectively and anchored it as an essential part of our corporate philosophy. As a global technology pioneer in toolholding, workholding, gripping, and automation technology, we are responsible for making industrial production more productive and efficient worldwide and for husbanding resources. We pursue this claim together with our customers and partners – Hand in hand for tomorrow.

We are making measurable progress in the areas of products, climate, people, and culture. With regard to "products for tomorrow", we are reducing the use of resources through additive manufacturing and by comprehensively remanufacturing products. SCHUNK solutions are used in the production of battery cells, solar cells, electric motors, and fuel cells. They directly contribute to decarbonization in central value chains.

In climate management, we now work with 96% reliable primary data for Scopes 1 and 2. This creates transparency and enables us to manage our emissions precisely. With our commitment to the Science Based Targets Initiative (SBTi) in January 2024, we are focusing on science-based guardrails in line with the 1.5-degree target – for all emission sectors. This is how we create orientation and commitment.

We are also making progress in the energy sector. Since January 1, 2025, our German plants have been using 100% certified green electricity. At our headquarters in Lauffen am Neckar, a 4 MWp ground-mounted photovoltaic system is being built together with farmers – construction began in November 2025 and it is planned to enter service in mid-2026. At the same time, we are continuing to electrify our vehicle fleet: 19% of company vehicles are already electric, and one in every three new company cars in 2024 was an electric car. Our new plant in Mexico, with its modern, sustainable lighting concept, lays an initial foundation for global energy efficiency standards. The philosophy behind it: decentralized solutions that are scaleable – step by step, location by location.

For us, sustainability also means empowering people. We have further digitalized our employee development under "people for tomorrow." Bookings for further education and training in our digital eCademy more than doubled in 2024 – supported by expanded English-language courses and mandatory digital training, including into artificial intelligence and its safe, effective use in products and enterprises. We are strengthening equality and diversity by joining the FairFuture funding program.

What matters to us: we combine ambition with executional strength. We prioritize data quality over estimates, scalable solutions over one-off measures, and a culture that fosters learning and embraces responsibility. This is how we create productivity gains, reduce emissions, and improve working conditions – along our path toward the "Healthy Factory."

This report shows the progress we have made in 2024, where we are deliberately continuing to develop, and the next steps we want to take over the coming years. We thank you for your trust and look forward to continuing this journey together with our customers, partners, and our global team.

The Schunk family

Partner of industrial change

With the aim of sustainably more efficient production

As a global technology pioneer in toolholding, workholding, gripping, and automation technology, SCHUNK has been creating productivity gains for customers and partners in industry for 80 years. To this end, 3,700 employees in 10 plants and 34 directly owned subsidiaries worldwide are working together with sales partners in 75 countries.

Hand in hand for tomorrow

SCHUNK develops pioneering technologies that are tailored to the requirements of modern manufacturing and automation processes. These arise from the interaction of different expertise and perspectives. "Innovation through Collaboration" stands for the power of active cooperation, which is evident at all levels: Close exchange within the team and with customers, as well as working together in innovation networks are factors which result in advanced processes and products that drive digitalization, automation, and the targeted use of artificial intelligence. The goal is the "Healthy Factory" – an industrial future that is efficient, conserves resources, and is also healthy for people and the environment.

The broad portfolio ranges from standard components and comprehensive engineering expertise for the development of customer-specific components and systems to complete machines for automation and electronics production. This makes it easier for customers to get started with automation and helps them efficiently optimize their potential in manufacturing. In its worldwide robot application centers, the so-called CoLabs, SCHUNK accompanies its customers' automation processes from validation to successful implementation. This makes SCHUNK a reliable partner for well-known OEMs and

companies along the entire value chain – in numerous industries such as automotive, electric mobility, life sciences, aerospace and electronics.

Tradition meets innovation

Founded in 1945 by Friedrich Schunk in Lauffen am Neckar, SCHUNK has stood for visionary thinking and reliability from the very beginning.

Under the management of his son Heinz-Dieter Schunk, the production enterprise evolved into a globally recognized technology supplier for robots and production systems.

Today, management of the family-owned company is run by the third generation: Kristina I. Schunk and Henrik A. Schunk. With a pioneering spirit and an open culture of innovation, they shape the future of the company and create new perspectives for people and markets – regionally and worldwide.

SCHUNK company group

- 10 plants
- 3,700 employees
- approx. €600 million turnover (2024)



Would you like to take a look? Here you go: our film "We are SCHUNK".



Our directly owned subsidiaries

With our local directly owned subsidiaries, the SCHUNK Intecs, and further distribution partners, we remain close to our customers in 75 countries.

- Australia
- Austria
- Belgium
- Brazil
- Bulgaria
- Canada
- China
- Czech Republic
- Denmark
- Finland
- France
- Germany
- Hungary
- India
- Ireland
- Italy
- Japan
- Mexico
- Netherlands
- Norway
- Poland
- Romania
- Singapore
- Slovakia
- South Korea
- Spain
- Sweden
- Switzerland
- Taiwan
- Turkey
- United Kingdom
- USA



- Directly owned subsidiaries
- Production plants

Our production plants

- Lauffen am Neckar, Headquarters, Germany
- Brackenheim-Hausen, Germany
- Mengen, Germany
- St. Georgen, Germany
- Cleeborn, Germany
- Aadorf, Switzerland
- Caravaggio, Italy
- Morrisville, USA
- Querétaro, Mexico
- Shanghai, China

One company, one team

What defines SCHUNK's leadership: respect and appreciation

Shaping a better future together – this basic attitude characterizes the corporate culture and cooperation at SCHUNK, both with customers and partners, as well as with our workforce. Respectful interaction is one of the company's core values and is firmly anchored in the leadership guidelines. SCHUNK cultivates a friendly and respectful "Hand-in-hand mentality" and attaches great importance to mutual support, recognition and a special team spirit in which everyone can use and develop their individual strengths.

In this way, SCHUNK has developed from a small workshop, which Friedrich Schunk founded in 1945 in Lauffen am Neckar, into an international technology company. Today, the company is run by the founder's granddaughter and grandson – Kristina I. Schunk and Henrik A. Schunk, the third generation of the family. Their father Heinz-Dieter Schunk, who played a decisive role in shaping the company's growth, continues to play a role in the company as Honorary Chairman of the Board.



Kristina I. Schunk (CEO, Chairwoman of the Management Board) and Henrik A. Schunk (Chairman of the Board) are the third generation to manage the company. In 2024, the Management Board will also include (from left to right) Johannes Ketterer (COO/CSO), Dr. Sebastian Hesse (CFO) and Timo Gessmann (CTO).



Certified management systems

SCHUNK is certified according to

- **Quality management:** ISO 9001:2015 (plants in Lauffen am Neckar, Brackenheim-Hausen, Cleebronn, Mengen, St. Georgen and Morrisville, USA)
- **Energy management:** DIN EN ISO 50001:2018 (plants in Lauffen am Neckar, Brackenheim-Hausen, Cleebronn, Mengen and St. Georgen)
- **Environmental management:** DIN EN ISO 14001:2015 (plants in Lauffen am Neckar, Brackenheim-Hausen, Cleebronn, Mengen and St. Georgen)

Sustainability in action

The industry can make a big difference. And SCHUNK, as your partner, can too.

As one of the largest consumers of resources and energy, industry has a correspondingly large scope for making processes sustainable. SCHUNK is a technology pioneer in toolholding, workholding, gripping, and automation technology, and makes an active contribution to solving global challenges. We live up to our ecological and social responsibility in the interests of everyone.

From individual activities to a sustainable corporate strategy

In order to consolidate this sustainability claim, SCHUNK integrated the topic of sustainability into its MOVE77 corporate strategy in 2022. One year later, a range of sustainability initiatives and measures were launched. They all build on previous ecological and social activities. Now, however, with a significantly stronger focus and a process-oriented approach. The previous EHS management² is now a strategic sustainability management system that aligns business practices holistically at the core. Always with the aim of ensuring that our innovative technologies and solutions contribute to a future worth living.

² EHS = Environment, Health, and Safety.

"Sustainability means acting wisely today in order to live better tomorrow. At SCHUNK, we combine technology and responsibility for a sustainable future."



Mona Schelle, Head of Sustainability Management SCHUNK

Sustainability management as a staff unit

As the CFO's staff unit, the sustainability department bundles all measures and manages the progress towards targets. It coordinates new and overarching topics such as reporting and stakeholder requirements. When new sustainability issues arise, this department initiates projects that are then transferred to the specialist departments in the medium term and become part of day-to-day business.

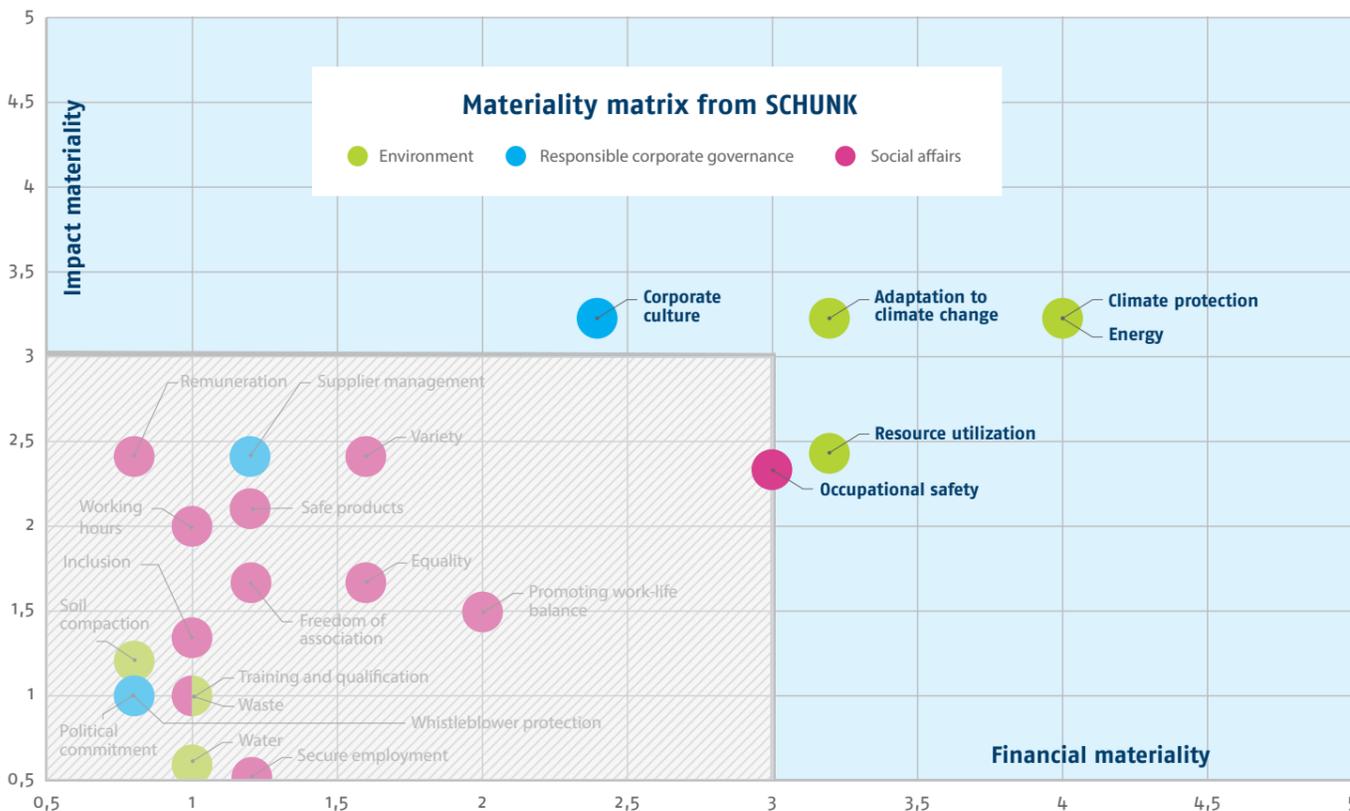


The strategy behind sustainability

How we focus on relevant goals with the materiality analysis

At SCHUNK, the double materiality analysis in accordance with the European Sustainability Reporting Standards (ESRS)³ is the central component of our sustainability management – and at the same time the basis for our sustainability report. Through this analysis, we identify the most important environmental, social, and governance issues for us that are relevant to both our stakeholders and our business activities. In doing so, we evaluate sustainability aspects that have an impact on the environment on the one hand and represent opportunities and risks for SCHUNK on the other.

³ Reporting standards for the implementation of the CSRD (Corporate Sustainability Reporting Directive of the EU).



SCHUNK focuses on four strategic areas in order to make industrial production more sustainable and safer as part of its core business. The materiality analysis and the sustainability strategy form the basis for this.

It all began with a thorough analysis

First of all, we have created an understanding of our corporate context. To this end, we analyzed SCHUNK's environment, including the value chain, and then conducted a stakeholder analysis and survey. In the next step, we scrutinized the collected results and considered the impacts, opportunities and risks of sustainability. To this end, we – together with our internal and external stakeholders – assessed all aspects on the basis of two factors:

- 1) The impact materiality** describes the impact of SCHUNK on the environment and society ("inside-out effect"). This includes, for example, not only greenhouse gases emitted by the company's production activities in particular, but also working conditions.
- 2) Financial materiality**, on the other hand, describes the opportunities and risks that have an impact on SCHUNK from the environment ("outside-in effect"). These include, for example, the availability of raw materials or recycling costs.

Consequently, it makes good sense to classify these relevant topics, because sustainable corporate governance is also associated with risks. One of these, for example, is the high investment costs for adapting to climate change. At the same time, however, it also opens up opportunities, such as successful employer branding through our ecological and social commitment.

Essential for SCHUNK: ecological issues

SCHUNK has extensively evaluated its impacts, opportunities, and risks with regard to the "inside-out effect" and the "outside-in effect". As part of this assessment, we determined a threshold value. Sustainability topics that exceed the threshold in the materiality matrix are considered material – and are therefore of great importance to SCHUNK. In total we have six topics from the three ESG areas⁴

- **Environment:** Climate protection, energy, adaptation to climate change, and resource use
- **Social:** Occupational safety
- **Responsible corporate governance:** Corporate culture

We focus on four areas

We have derived four strategic focus areas based on the materiality analysis and the MOVE77 sustainability strategy. Each of these areas consolidates two to five sustainability topics. We have also integrated SCHUNK's strong social commitment. The topics of biodiversity and water have also been included, and their relevance will continue to increase.

For all topics and focus areas, it is important to define overarching goals or to further develop existing goals. On the following pages, this sustainability report documents our progress towards our targets and selected measures.

⁴ ESG = Environmental, Social and Corporate Governance.

Products for tomorrow



> 2,100
customized solutions per year

> 13,000
components in the product portfolio

> 2,000
individually configured products per year

> 2,500
validated applications in 15 CoLabs (robot application centers) worldwide

> 8.5%
investment ratio in research and development

SCHUNK technologies for sustainability in use



Examples of the use of SCHUNK products in future-oriented industries



RCG grippers in battery cell production: Reliable handling of battery cells with Ø 46 mm, can be flexibly combined to form multiple gripper units

Clamping technology for the electrification of the construction industry

The SCHUNK engineering team developed an expansion arbor that is specially adapted to the requirements of the construction industry. This clamps the stators for very large electric motors in a form-fit manner. The largest SCHUNK arbor to date has a total height of 800 mm and a flange diameter of 1,100 mm. It weighs an impressive 1,000 kg.



Hydraulic expansion arbor for clamping stators with a high work-piece weight

Automated battery cell handling – for e-mobility

In addition to the production of high-performance battery cells, reliable and safe handling of energy storage systems in the subsequent process is also a key success factor for e-mobility. SCHUNK develops customized solutions for both handling the cells during assembly into battery packs, and for final assembly of the storage cells in the vehicle. SCHUNK has introduced the RCG round cell gripper as its first standard product. The pneumatically controlled magnet system enables handling of individual battery cells as well as – when used in multiple gripper units – precise, reliable loading of complete cell clusters without interfering contours. For the use in a production line, the system can be combined with additional SCHUNK components: matching sensors, compensation and cell spacing units, as well as linear direct axes enable precise, dynamic and safe processes in the series production of battery packs.

Linear direct axes from the Black Forest: precision for new energy technologies

The precision and repeat accuracy of linear direct axis systems are ideal for handling sensitive products. As linear direct drives operate without mechanical transmission stages, they are less susceptible to wear and require less maintenance than conventional drives. The high dynamics and speed of the drives shorten production cycles and improve manufacturing efficiency. The systems are used in production plants around the world and promote the development and spread of renewable energies.

Linear direct axis systems from St. Georgen are ideal for the production of:

... Solar cells

Linear direct-axis systems enable the efficient series production of solar cells that replace fossil fuels and reduce CO₂ emissions. Automation using linear direct drives not only increases production speed, but also reduces the energy requirement per solar cell produced.

... Electric motors

By supporting the precise and efficient production of electric motors, linear direct drive systems make a decisive contribution to the spread of environmentally friendly drive technologies. Another advantage is that the modular solutions can be easily adapted to different electric motor production requirements, which facilitates production for different vehicle types.

... Battery cells

Supporting battery production with linear direct drive systems accelerates the development and spread of electric vehicles. In addition, raw materials such as lithium and cobalt are optimally utilized thanks to automation, while production waste is reduced to a minimum.



Linear direct axis: The linear direct axis SLD stands for precise, reliable handling of sensitive products at high dynamics and speed.

ADHESO: Energy-free gripping for the hydrogen industry

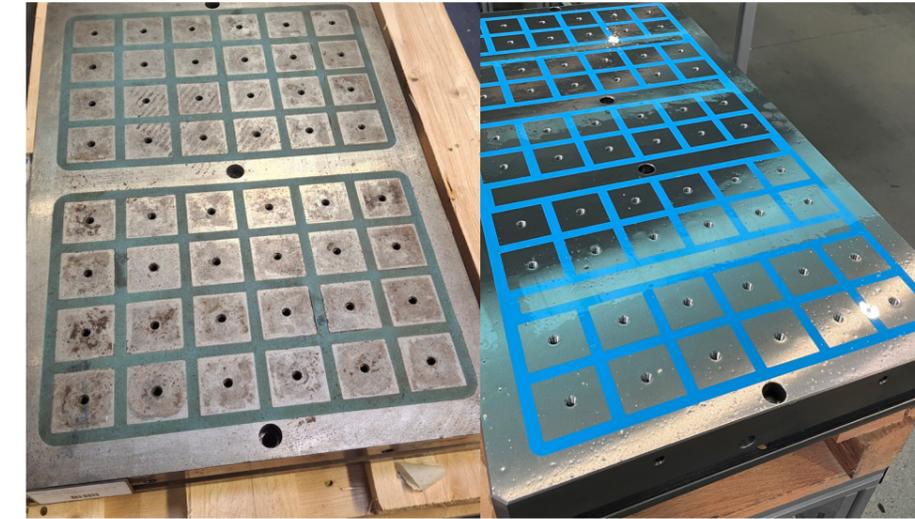
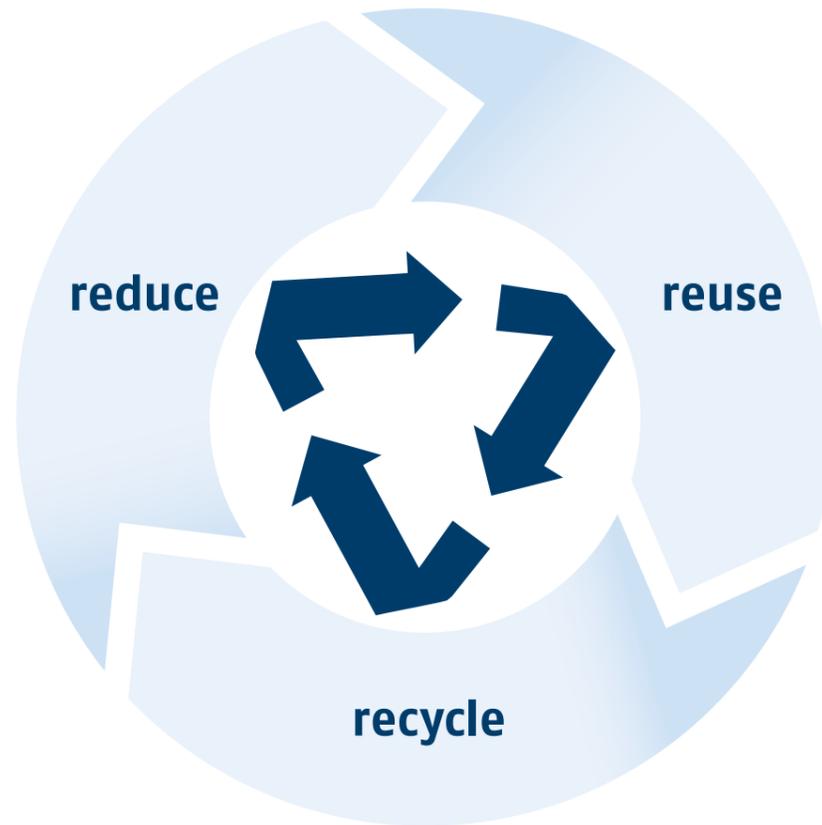
SCHUNK grippers are also used in the production of fuel cells. We are part of the H2SkaProMo research project (scaleable cyber-physical production systems for the assembly of fuel cell stacks). The aim is to lay the foundation for the flexible and scaleable production of fuel cell stacks for the hydrogen industry that is becoming necessary. The production of fuel cell stacks with industry-oriented and scaleable production systems should be placed on an economic footing.

ADHESO grippers equipped with a reversible gripping system were chosen to meet the different requirements for product variability, system flexibility, and output. They gently grip sensitive or hard-to-handle parts, leaving no residues and requiring absolutely no energy. They are therefore perfectly suited for handling bipolar plates for fuel cell production and make a decisive contribution to optimizing modern production processes in hydrogen technology.

Careful use of resources

Resource efficiency is of central importance to us

At a time when the responsible use of raw materials such as steel, aluminum, and petroleum-based materials is becoming increasingly important, we are focusing on innovative approaches to optimize resource inflows and outflows. Concrete application examples show how we actively and sustainably use our resources to achieve ecological and economic goals.



Used magnetic chuck on the left and a reconditioned one on the right

Lubricants: How we save on mineral oil-based operating materials

Sealed lathe chucks from Mengen

Batch sizes are getting smaller and smaller, orders are placed just-in-time. As a result, clamping devices often have to be exchanged. With ROTA THW3, SCHUNK has developed a lathe chuck which, thanks to its innovative sealing concept, manages the balancing act of short set-up times and low maintenance while maintaining a reliably constant clamping force. In addition, the seal prevents fine chips or dirt from penetrating into the chuck body. The innovative lathe chuck thus saves time, effort, and costs. This results in up to 20 times lower consumption of lubricants and cleaning agents, which ensures sustainable, resource-saving production with optimal functionality.

Apprentice project in Lauffen

A large quantity of cooling lubricants is required in production at SCHUNK. SCHUNK has developed a maintenance system based on a submersible pump at its own training center in Lauffen together with students from the Kaywald School for their treatment and longer use. The new system reduces costs and protects the environment: The lower power consumption and the extended use of cooling lubricants save valuable resources. At the same time, odors are reduced – a plus for the health and well-being of workers in production. Due to the good results, the technology was introduced in the Lauffen, Brackenheim-Hausen, and Mengen plants and is now in use on 179 production machines.



More insights into the project right here.

Economical use of materials through additive manufacturing

Additive manufacturing (3D printing) has become increasingly important. SCHUNK also uses this technology to make production processes more efficient and promote sustainability. We use additive processes to manufacture components in a targeted manner that is efficient in terms of material and saves resources. This enables us to develop lighter and more complex components that precisely meet our customers' requirements. At the same time, we are shifting value creation steps in-house and avoiding long transportation routes – this reduces our ecological footprint. Additively manufactured parts are used as standard in the new gripper series. They are also regularly used in special projects and meet our high quality requirements.

Reconditioning of magnetic chucks and magnetic lifters

The Italian SCHUNK subsidiary S.P.D. has been repairing and overhauling magnetic chucks and magnetic lifters, among other things, for its customers since 2003, thus saving valuable resources.

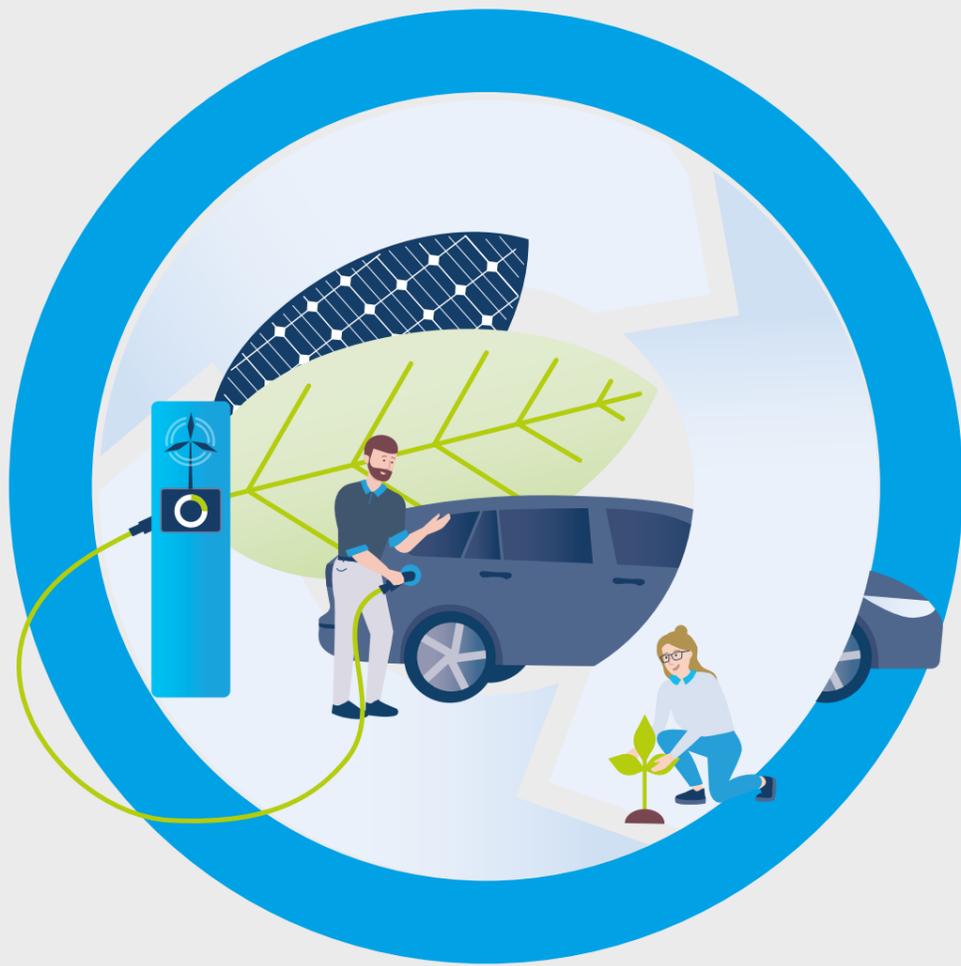
Every year, S.P.D. receives around 120 magnetic chucks for repair. Here, they are completely dismantled and reusable components are separated from defective ones. As a rule, up to 60% of the parts can be reused. Damaged or non-recyclable components (e.g., neodymium magnets) are disposed of in accordance with the applicable regulations and replaced in full; recyclable components (e.g., alnico magnets) are reused.

After assembly with old and new components, the repaired module undergoes the usual quality checks. After passing the test, it is "as good as new", with an ensured service life of at least ten years. We also take back products for repair at our other locations. Only if repair is not economically viable do we dispose of the components – and then in an environmentally friendly manner.

Repair rates by location

	Lauffen/Neckar	Brackenheim-Hausen	Mengen
Products submitted in 2024	1,813	3,456	944
Repair rate	54%	81%	87%

Climate for tomorrow



100%

green electricity in all German plants from 2025

13,174

tonnes of CO₂e in 2024 in Scopes 1 + 2

2030

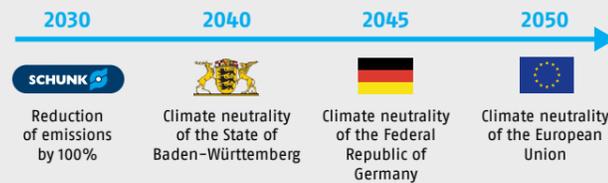
target year for 100% reduction in Scope 1 + 2 emissions

Our contribution to a better future

SCHUNK has set itself the target of reducing Scope 1 + 2 emissions by 100% by 2030

Global warming and its consequences are one of the greatest challenges of our time. The manufacturing industry plays a key role here: 48% of global greenhouse gas emissions are generated in this sector.¹ The engineering business, with its energy-intensive processes, plays a large part in this, as does iron and steel processing.

SCHUNK has set itself the goal of reducing its Scope 1 and Scope 2 emissions by 100% by 2030. Engineering companies in particular can contribute a great deal to reducing greenhouse gas emissions and thus support regional, national, and global efforts.



The start: defining climate targets

As a technology pioneer, we see it as our task to make an active contribution to reducing greenhouse gas emissions and thus help to achieve regional, national, and global climate targets. We defined our first climate targets as early as 2022 as part of our corporate strategy, which have now been updated and expanded based on the climate assessments for 2021 and 2022.

The basis: a structured climate assessment

For our climate assessments, we record all greenhouse gas emissions and other climate-impacting gases as CO₂ equivalents that occur along our entire value chain – in accordance with the standard of the globally recognized Greenhouse Gas Protocol. The GHG Protocol divides greenhouse gas emissions into different scopes.

The approach: a reduction in greenhouse gas emissions within the scopes of the Greenhouse Gas Protocol

In order to reduce greenhouse gas emissions and achieve climate neutrality in the medium term, SCHUNK is gradually switching to renewable energies and reducing energy consumption at the same time. We focus in particular on those scopes that we can influence directly and indirectly (Scopes 1 + 2). Electricity consumption offers the greatest potential for savings.

Scope 1 emissions

include all direct greenhouse gas emissions, which originate from the company's own sources, such as production facilities and vehicles.

We can influence these emissions directly. They offer potential for considerable savings.

Scope 2 emissions

relate to indirect greenhouse gas emissions caused by the consumption of purchased energy, such as electricity or heat. Although we do not cause these emissions directly, they are a consequence of our operational activities.

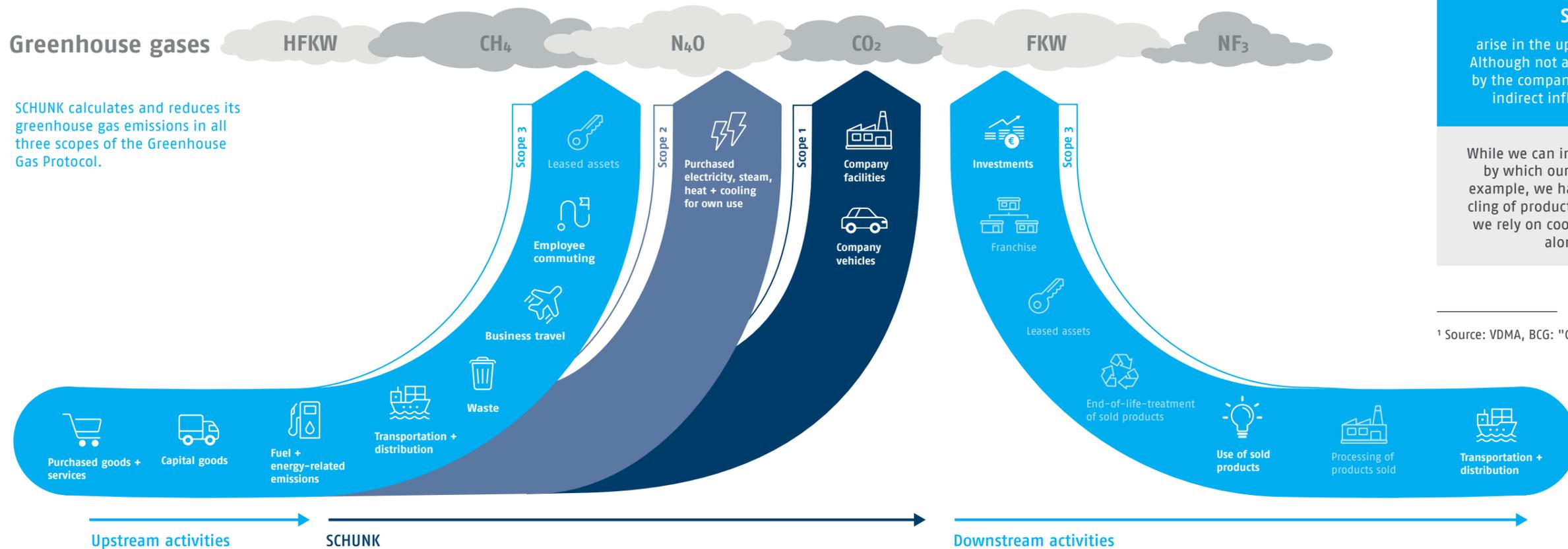
At SCHUNK, only the purchased electricity causes Scope 2 emissions. The combustion of coal and natural gas by energy suppliers produces greenhouse gas emissions. We can reduce this by purchasing renewable energy.

Scope 3 emissions

arise in the upstream and downstream activities. Although not all of them can be influenced directly by the company preparing the climate assessment, indirect influencing is possible nevertheless.

While we can influence the means of transportation by which our products reach our customers, for example, we have much less influence on the recycling of products at the end of their life. That is why we rely on cooperation with our business partners along the entire value chain.

¹ Source: VDMA, BCG: "Green technologies for green business," 2020.

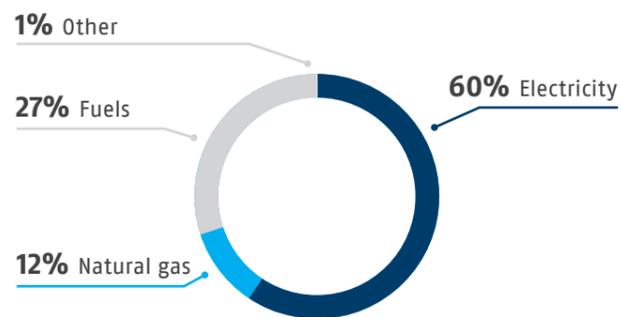


The climate assessment in Scopes 1 + 2

Greatest savings potential for electricity, diesel, and gasoline

At SCHUNK, the largest proportion of emissions results from power consumption. It is responsible for 60% of total emissions. Another significant proportion is caused by the consumption of diesel and gasoline. It is responsible for 27% of total emissions. In addition, the use of natural gas and heating oil contributes a total of 12% to emissions.

Emissions of nitrogen, ammonia as well as electricity for electric vehicles and district heating, on the other hand, are very low and each account for less than 1% of total emissions. To ensure a complete picture of the environmental impact, these emissions are listed in the corresponding diagram under "Other".



Shares of the individual energy sources in total emissions

Adjusted data basis enabled a more precise result

GHG emissions fell by around 2% in 2024 compared to the previous year. The reduced fuel consumption due to the higher proportion of e-vehicles in the fleet also reduced emissions. We were also able to significantly improve our data quality once again and can now present a more precise and complete picture of our GHG emissions.

At 3.60 tonnes of CO₂e/full-time equivalent (FTE) and 20.28 tonnes of CO₂e/million euros in sales, we are already at a good level compared to the rest of the industry.² However, we remain committed to improving our performance because we are convinced that by consistently reducing our Scope 1 and Scope 2 emissions, we are not only contributing to climate protection, but also to securing our long-term economic success and the positive development of our company.

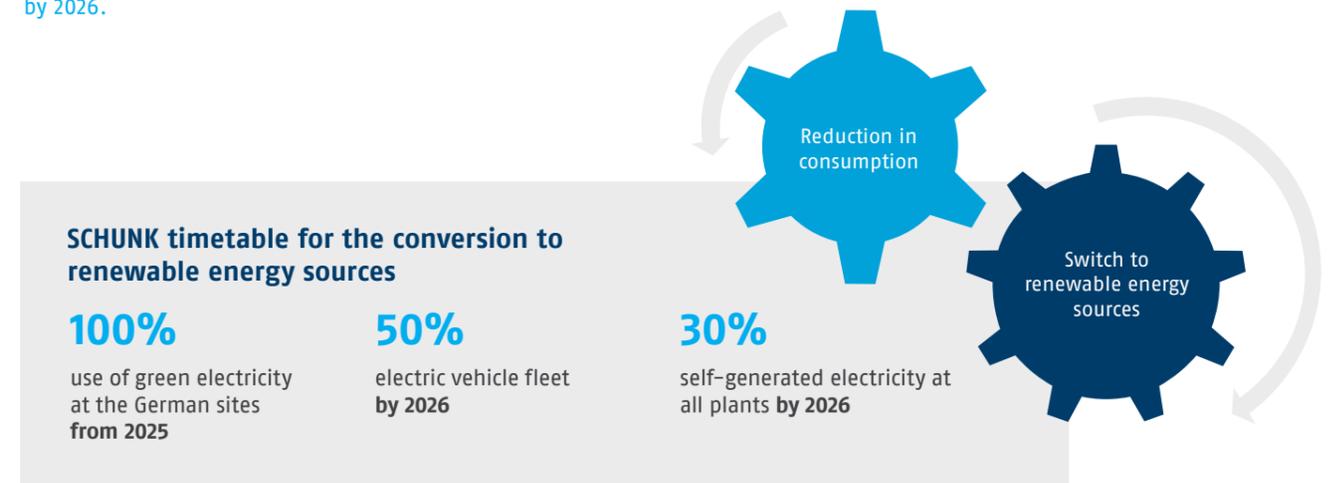
	2022	2023	2024
Scope 1 + 2 emissions in t CO ₂ e	14,201	13,415	13,174
Primary data share	76%	94%	96%



Half of the SCHUNK fleet is to be electric by 2026.

We have set ourselves an ambitious target: We want to reduce our direct emissions (Scopes 1 + 2) to zero by 2030. To achieve this, we are gradually switching to renewable energy sources and reducing our energy consumption (Energy efficiency topic from page 24 ff).

From 2025, all of our German plants will be changed over to green electricity. We also plan to install additional photovoltaic systems, convert our vehicle fleet to electric vehicles, and further increase energy efficiency in production.



Outlook On course for carbon neutrality – expanding the procurement of renewable energies

A key lever for becoming climate neutral in Scope 1 + 2 by 2030 is the consistent conversion of our electricity supply to renewable energies. From 2025, we will purchase 100% green electricity from renewable sources with proof of origin at our German locations. This will enable us to reduce site-related emissions from electricity consumption by around 77% and create transparency about the ecological quality of our energy purchases.

In addition to this conversion, from 2026 we will also be securing regionally generated, green electricity for

our headquarters in Lauffen am Neckar from a 4 MW ground-mounted photovoltaic system, which is located in the immediate vicinity of production.

With the combination of 100% renewable electricity procurement in Germany from 2025 and additional PV-backed green electricity from 2026, we are laying the foundations for sustainably reducing our Scope 2 emissions. Together with the decarbonization of heating, the vehicle fleet and processes, these steps will put us reliably on our target path to climate neutrality by 2030.

² Source: Lässig, Schütte, Riesner: Energieeffizienz-Benchmark Industrie – Energieeffizienz Kennzahlen 2022, p. 249.

The climate assessment in Scope 3

The main emissions are generated during purchasing and in the product use phase

In 2023, we at SCHUNK carried out the first calculation of Scope 3 emissions for the previous year. Non-relevant categories such as franchises, which do not occur due to our business model and structure, were excluded.³ Due to a lack of data, we were unable to calculate the emissions of category 12, which relates to the handling of products sold at the end of their life cycle. However, we recognize these as relevant. All remaining categories were calculated in full together with the Logistics, Purchasing, Product Management, Controlling, and Waste Management departments.

Emissions in 2022 are around nine times higher in Scope 3 than in Scopes 1 + 2.

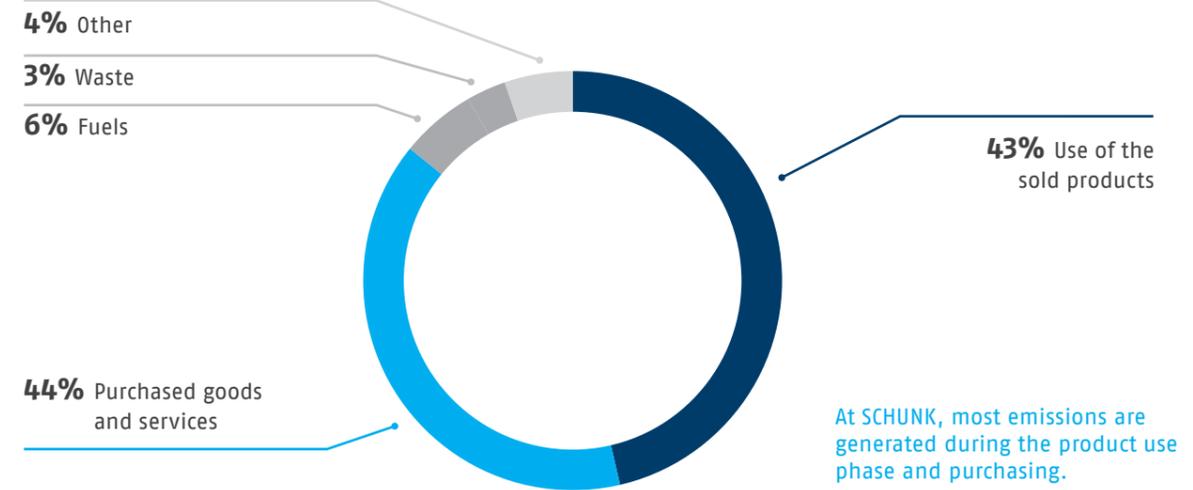


Scopes 1 + 2



Scope 3

Scope 3 emissions, broken down into the largest categories



At SCHUNK, most emissions are generated during the product use phase and purchasing.

Almost 90% of Scope 3 emissions from purchasing and product use

The data collection for Scope 3 emissions revealed that in 2022, these were around nine times higher than the combined emissions from Scopes 1 + 2. Within Scope 3 emissions, almost 90% are attributable to purchasing and the product use phase, which is characteristic of a company in the engineering sector. This is because even the procurement and production of the required raw materials (usually steel and aluminum in our case) is very energy-intensive. In addition, many SCHUNK products, especially the grippers, are powered by electrical and pneumatic energy throughout the entire use phase, which also leads to greenhouse gas emissions. The aim of this comprehensive data collection was to obtain an initial database for Scope 3 emissions and, building on this, to identify reduction potential.



Outlook

We are currently working on identifying further reduction potential in Scope 3 and continuously improving the data situation. We will repeat the corresponding calculation every two years. In January 2024, SCHUNK committed to the science-based climate targets of the Science Based Targets initiative (SBTi). We will have our targets for all three scopes validated by the SBTi by 2026.

Sample calculation in the "Employee commuting" category

Around one third of the employees at the Lauffen am Neckar and Brackenheim-Hausen sites took part in a mobility survey in September 2023. According to the survey, 87% drive, 8% regularly travel to by bike or e-bike and 2% use local public transport. We then investigated various options, such as setting up a shuttle service to the nearest train stations or promoting carpooling.

Using this information and the places of residence stored in the personnel systems as well as publicly available "emission factors", we calculated the distances and the resulting emissions for all SCHUNK colleagues. We

assumed a similar distribution of means of transportation at the other locations. Cycling and walking do not produce any greenhouse gas emissions. Driving a car, on the other hand, generates greenhouse gas emissions of around 166 grams of CO₂e per kilometer, while bus travel generates 93 grams of CO₂e per kilometer.

The result: emissions in the "Commuting of employees" category amount to 2,235 tonnes of CO₂e for the year 2022.



³ See also chart on pages 18 – 19

Full energy use, to save energy

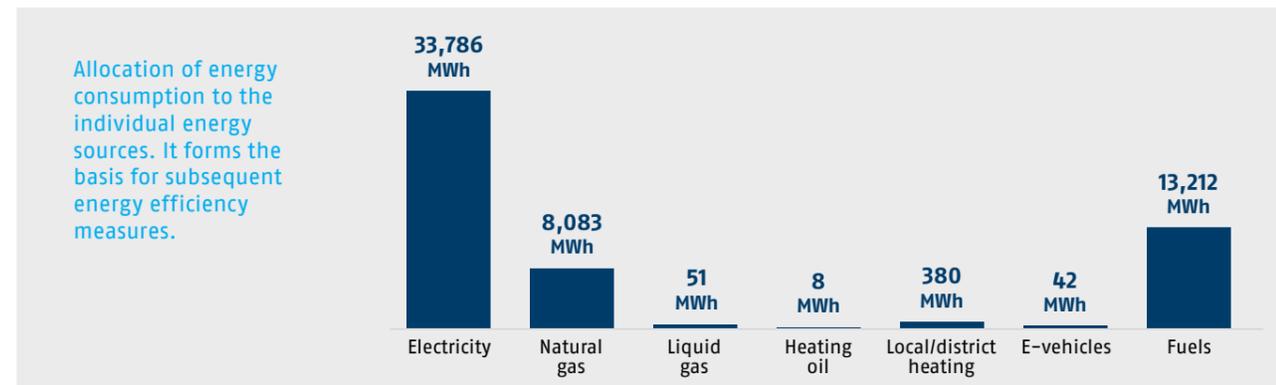
In focus: electricity and fuels

In addition to switching to renewable energies, we are also pursuing the goal of reducing final energy consumption. This amounted to 55,561 megawatt hours (MWh) at SCHUNK SE & Co. KG in 2024.

As electrical energy plays a key role in the production processes at SCHUNK, electricity accounts for the largest share of energy consumption at 33,786 MWh. In 2024, around 6% of electricity consumption was covered by renewable energy from photovoltaic systems. We will significantly increase this share over the next few years.

In second place is the consumption of fuels in the fleet. It amounts to 13,212 MWh. Natural gas follows as the third largest energy source with 8,083 MWh.

The electricity consumption of electric vehicles from the SCHUNK fleet is reported separately. At 42 MWh, it is comparatively low. The e-vehicle fleet is to be expanded in future and vehicles with combustion engines will be replaced. District heating is listed with a consumption of 380 MWh.



"We combine the use of renewable energies with advanced technologies to make our production processes more energy-efficient and sustainable, and thus minimize our ecological impact."



Björn Stalder, Energy and Environmental Manager, SCHUNK SE & Co. KG

Structural measures

New appointments and responsibilities in energy and sustainability management

Since June 2024, Björn Stalder has been responsible at SCHUNK SE & Co. KG for the operational implementation and strategic development of key energy and environmental issues. Ansgar Wachter also plays a key role in energy and sustainability management for H.-D. SCHUNK GmbH & Co. Spanntechnik KG in Mengen. Together, they ensure that energy management is effectively anchored in the organization, improve the data basis for decisions and accelerate the implementation of measurable efficiency measures. Collaboration across locations enables uniform standards, fast learning curves and the scaling of successful measures.

Core tasks:

- Carrying out annual external and internal audits to ensure compliance, effectiveness, and continuous improvement in accordance with DIN EN ISO 50001 and 14001
- Establishment of cross-location energy monitoring with transparent consumption, KPIs, and reports as well as the recording and further development of relevant environmental indicators
- Development of energy efficiency and environmental measures and their management
- Management of the interdisciplinary energy teams: Since 2024, employees from production, maintenance, facility management, occupational safety and health, and purchasing have been actively working on energy and environmental measures at every location. This is how we anchor energy efficiency and environmental protection in our daily practice at SCHUNK. Thanks to the group-wide exchange, successful measures can be scaled directly to all locations.



Outlook Energy monitoring

SCHUNK is building an automated, cross-site energy data collection system. It records relevant consumption data every 15 to 60 minutes and bundles it in a central analysis platform. The system creates transparency, systematically identifies potential savings, supports continuous improvement in accordance with DIN EN ISO 50001 and strengthens both reporting and energy procurement. Over the next two years, prioritized locations with high relevance will be rolled out, data sources integrated, and users trained. This allows us to create analyses more quickly, track measures clearly, manage our climate targets better, and control the systems based on data in order to save as much energy as possible. Following the group-wide rollout, consumption can be viewed worldwide at any time – and we are also increasing our productivity as a result.

In this way, we increase our employees' awareness of energy and environmental issues and achieve measurable sustainability effects as well as cost savings.

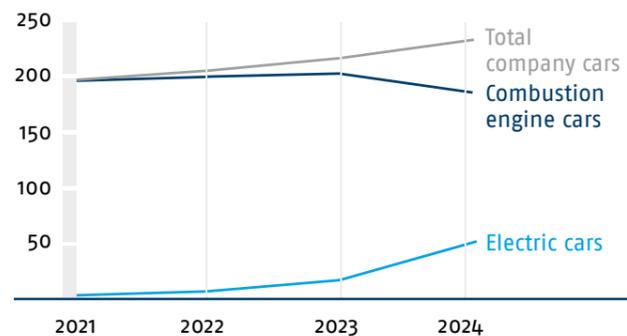
On the way to decarbonization

Green energy and efficiency measures reduce our emissions

Between 2021 and January 2025, we systematically increased the proportion of electric vehicles in the SCHUNK fleet, making a tangible contribution to our environmental targets. Starting with one e-vehicle in 2021, the fleet increased to 47 e-vehicles by 2024 (approx. 20% rate). At the same time, the number of diesel vehicles fell from 194 (2021) to 174 (January 2025). Despite a growing fleet overall, we were able to significantly increase the proportion of electric share and noticeably reduce our dependence on combustion-engine vehicles.

This development reduces operational emissions and contributes to our 2030 climate target.

Company cars at the German plants by drive type



Geothermal energy

At H. D. SCHUNK GmbH & Co. Spanntechnik KG in Mengen, halls 3 and 4, the campus, and large parts of the administration are reliably heated and cooled by a geothermal system.

The central medium is well water as a highly efficient energy transfer medium: six extraction wells pump around 190,000 liters of groundwater per hour, which flows through the heat exchangers installed there and provides stable temperatures all year round. In this thermal circuit, the waste heat from the machines, machining centers and ventilation systems is also integrated. With just 1 kW of electrical power for the water pumps, the heat exchangers generate around 5.3 kW of usable heat or cold.

The result is lower operating costs, high supply reliability and a stable supply even with changing outside temperatures. The technology makes it possible to dispense with fossil fuels, significantly reduces our site-related emissions (Scopes 1 and 2), and creates transparency regarding thermal energy flows – a key element in achieving our climate targets.



Heating distribution in Mengen

"The close cooperation between our SCHUNK companies pools expertise and resources and creates sustainable solutions from which everyone noticeably benefits."



Ansgar Wachter, Head of Quality, Environment and Health & Safety at H.-D. SCHUNK GmbH & Co. Spanntechnik KG in Mengen

Efficiency boost through optimized compressor control in Mengen

At H. D. SCHUNK GmbH & Spanntechnik KG in Mengen, we have equipped the main compressors with a superior "Atlas Copco Optimizer" control system and additional pressure sensors, thereby improving the control system from the ground up. Previously, there was no central control system: the actual air pressure was not recorded, which caused unnecessary running times and increased power consumption. The new, demand-based operating mode minimizes idle times and significantly increases system efficiency. Within a year, we reduce the running time by around 4,700 operating hours and save around 619,000 kWh of electricity. The project makes a measurable contribution to reducing our site-related emissions (Scope 2) and underlines how targeted technical measures effectively support our climate targets.

619,000

kWh of electricity saved by the new compressor control system per year. This is roughly equivalent to the annual electricity consumption of 183 households in Germany⁴

Tubular skylights at the Mexico plant

At the SCHUNK plant in Santiago de Querétaro, Mexico, tubular skylights were installed for natural daylight utilization in the production and logistics areas. The light-conducting systems bring sunlight deep into the building, significantly reducing the need for artificial lighting.

The result: measurable energy savings and a reduction in CO₂ emissions thanks to lower electricity consumption. At the same time, the uniform, natural light enhances the visual quality of workplaces, promotes concentration and well-being and contributes to a comfortable indoor climate – without additional heat pollution from direct sunlight. With the tubular skylights, SCHUNK is strengthening both energy efficiency and the well-being of its employees and is setting a further building block for sustainable production sites.

⁴ As of 2021, source: Destatis: <https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Umwelt/UGR/private-haushalte/Tabellen/stromverbrauch-haushalte.html>



Light tubes ("tubular skylights") bring natural daylight into the production hall of the SCHUNK plant in Mexico.

People for tomorrow



9.52 years

average length
of service*

Approx. **3,700**

employees worldwide

> 9%

Training rate

Share of apprentices, cooperative education
and dual students in the total workforce*

*Figures from the German plants:
10.81 years average length of service,
> 10% trainee rate

Working at SCHUNK – our DNA

We work on machines. But above all: with people

At SCHUNK, responsibility and personal accountability are at the heart of our corporate culture. A genuine maker mentality, along with the freedom to think independently and act with real agency, shapes our everyday work. At the same time, we support each other with a friendly and respectful "Hand-in-hand" mentality so that everyone can work to their own strengths.

Our drive: getting better together

"Hand in hand for tomorrow" is our claim. Behind this is the goal of collaboratively developing solutions that are relevant for the future. The strength of this community and the focus on a better future are the source of our innovative potential. From this, we develop products and services which sustainably increase our customers' productivity.



We work hand in hand, encouraging and supporting each other. This strength is the foundation for the new ideas and innovative products.

Cooperation as the basis for innovation

At SCHUNK, we put appreciation into practice and promote cooperation – both with internal and external partners. This collaboration is the fertile ground for long-lasting products and innovations. Our work culture is characterized by a deep understanding of technology and a clear view of the future, which we are actively helping to shape.

Partnerships with universities and institutes:

- DHWB Baden-Württemberg
- École 42
- Swiss Federal Institute of Technology Zurich (ETH)
- Karlsruhe University of Applied Sciences (HKA)
- Esslingen University of Applied Sciences
- Heilbronn University of Applied Sciences (HHN)
- Institute for Control Engineering of Machine Tools and Manufacturing Units at the University of Stuttgart (ISW)
- Karlsruhe Institute of Technology (KIT)
- Technical University of Munich (TUM)
- University of St. Gallen (HSG)

Working at SCHUNK:



Training at SCHUNK:



Training and studies: exciting career paths with a future

"There is more for you here!" – This is the motto under which we at SCHUNK offer a wide range of career paths and prospects. The quality of our training is certified at all our locations, as evidenced by the "Top Training Company" award given to the Lauffen location by the Heilbronn-Franken Chamber of Crafts. With 26 different technical and commercial apprenticeships as well as cooperative and dual study programs, there is a particularly large selection of entry opportunities here.

Strengthening people's own ideas and promoting exchange

Our apprentices and students are an important part of the SCHUNK community and are given plenty of opportunities to develop right from the start. For example, the SCHUNK Christmas market has been held at the training center in Lauffen am Neckar every year since 2016. It is organized independently by apprentices and students and offers employees at the Lauffen and Brackenheim-Hausen sites an atmospheric start to the Advent season.

Ways to join SCHUNK as a young person:

- Student internship
- Pre-internship
- Practical semesters
- Bachelor thesis
- Master thesis
- Working student activity

Training international

We have also been training apprentices at our plant in Morrisville, USA, since 2014: the four-year program is aimed at high school graduates who want to acquire manufacturing skills and practical experience, and graduate with a bachelor's degree. Every year, five apprentices are selected to benefit from full funding for their studies and a guaranteed job. This form of training is unusual in the USA, as there is no dual training system like in Germany.

Dedicated technology pioneer

Despite the ultra-modern, high-tech environment, we have a family-friendly atmosphere and a special team spirit. As a family-owned company, we know that people make the difference. Our apprentices can expect an exciting and secure working environment with extensive benefits and the prospect of being firmly integrated into the SCHUNK team.

Lifelong learning

Further training opportunities for every career step

Future-oriented technologies – made by people: Continuous further development is essential for this. Our comprehensive training programs support our employees at every step of their career and promote both professional and personal development.

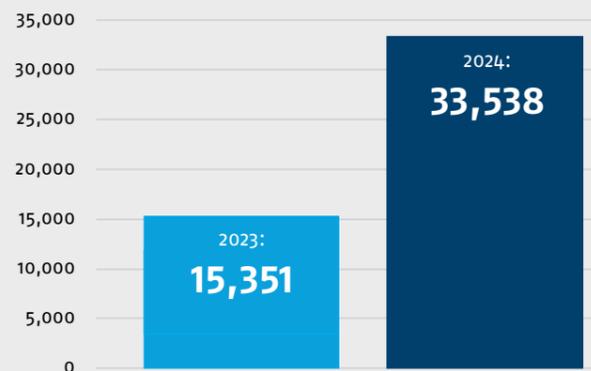


Supporting each other, learning from each other, sharing knowledge – with this spirit, SCHUNK creates high-quality solutions and new ideas.

Further training program for apprentices and students

Apprentices and students benefit from a structured further training program that extends over the entire duration of their training. In the first year, the focus is on communication and finance. In the following year, training courses are planned on topics such as self-organization and environmental protection. In the third year, we teach specialized content depending on the training occupation and also focus on examination management.

eCademy bookings



The number of bookings in the eCademy more than doubled across the Group from 2023 to 2024. This is due to the growing number of digitally available mandatory training courses, the introduction of structured onboarding plans and learning paths, as well as an expanded range of courses.



14,133 h

Further training (in total)
at the locations in Lauffen am Neckar and Brackenheim-Hausen for the year 2024.

Further training for all employees

The general training offering, which is aimed at all SCHUNK employees, is based on three pillars: the digital learning platform eCademy, the training catalog of the SCHUNK Academy and individual learning opportunities.

SCHUNK eCademy: The digital learning platform offers over 150 training courses for various target groups. Traditional classroom training is replaced by virtual training offerings such as online courses and webinars. Product training courses are also available for all product areas.

SCHUNK Academy: The further training catalog of the SCHUNK Academy comprises 180 training measures such as seminars, workshops, and training courses. These provide compact, practical knowledge imparted by experienced SCHUNK experts and external trainers. Target groups are new starters, sales staff, commercial, technical and industrial employees.

Individual learning offer: Personal development is planned together with the manager in the annual meeting or as required. On request, a behavioral profile analysis can also be carried out to identify individual strengths and potential, which then enables us to select the most suitable training courses from a wide range of internal and external training programs and seminars. The range is very broad: from methodological skills to personal development and office management.

Leadership development: The learning content for the SCHUNK Leadership Team is based on our leadership mission statement. In this way, we ensure that our values and principles are reflected in the company and put into practice.

Regional roots, international growth

Learning from each other, also internationally: We offer various programs to ensure that we deliver consistently high SCHUNK quality worldwide at and at the same time promote intercultural exchange. Two examples:

→ The "Technical Expert Training" program for employees of the international subsidiaries initially comprises digital product training and an English language test. The colleagues can then deepen their knowledge in one-week training courses at the various German locations. In 2024, 61 participants from 16 countries successfully completed the program.

→ In 2024, we launched a new program for trainees from China with a focus on engineering, who spent a total of six months in Germany. In 2024, four colleagues from China took part.

Occupational health and safety and health promotion

Safety and well-being in the workplace

The safety, health and well-being of our employees is our top priority. This is why we continuously invest in effective protective measures and a wide range of physical and mental health services. Our occupational health and safety management system comprises numerous processes and procedural instructions that we make available to all employees. We also regularly train the colleagues responsible for occupational health and safety at the Lauffen am Neckar, Brackenheim-Hausen, St. Georgen and Clebronn plants.

Prevention of accidents at work

In occupational safety, we regularly provide information and raise awareness of the most common causes of accidents and ensure the consistent use of personal protective equipment. Training requirements are determined according to department and/or activity. The corresponding training courses are organized accordingly.

Four times a year, all accidents at work and the respective causes are discussed, as well as current topics. Plant inspections are also carried out regularly. The identified potential for improvement is implemented promptly. Employees can also report safety problems, either via their manager, the occupational safety specialists, or the works council. This enabled us to reduce the number of reportable accidents at work² across the Group by 15% in 2024. Our long-standing company physician, who carries out regular health checks and is available to answer questions on a weekly basis, also contributes to this.

Our health and safety ambassadors also take care of the health and safety of their colleagues. Since 2021, SCHUNK employees who are interested in the topic have been trained as ambassadors. They act as the first contact persons in their respective departments.

Key figure workplace accidents in comparison	2023	2024
Reportable workplace accidents absolute	29	25
Workplace accident rate ²	5.89	5.0

² Definition: workplace accidents with more than three sick days; calculation: Number of reportable workplace accidents/working hours × 1 million; all plants in Europe, excluding sales companies.

City cycling at our German locations:

The annual city cycling initiative is now widespread in Germany and our German locations once again pedaled diligently during the 21-day campaign. Our teams took first place in the overall ranking for the municipality of Mengen, second place in Brackenheim and third place in Lauffen.



	Participants	Kilometers cycled
Lauffen am Neckar	30	7,323
Brackenheim-Hausen	29	5,705
Mengen	48	15,992

Free use of the fitness center

SCHUNK employees at the Lauffen am Neckar and Brackenheim-Hausen sites can use the nearby fitness center ALTE ZIEGELEI Sport+WellnessPark free of charge. Several times a year, their experts hold health days at our plants in Lauffen and Brackenheim-Hausen. This allows SCHUNK employees to test their mobility or take advantage of advice on health topics such as nutrition or ergonomic working.

Active together

At SCHUNK, numerous activities take place to get physically active together with colleagues:

- STIMME company run Heilbronn
- "Speedys" running group
- Participation in regional races (entry fee is covered)
- City cycling events and much else besides

Cycling connects

Since 2010, the "Bike Giro" has been held annually, a multi-day cycle tour through the most beautiful cities in Europe together with colleagues from the subsidiaries and plants in neighboring countries. In 2024, the SCHUNK team with 70 enthusiastic cyclists cycled a total of over 35,000 kilometers through Spain over five days.

Strengthening mental health

Since 2022, SCHUNK has been offering its employees support in difficult life situations. Whether financial worries, family burdens, fears about the future, learning stress, illness, bereavement or domestic violence – employees can take advantage of free social counseling from Diakonie or Lebenshilfe Bruno Fellhauer for social and psychological challenges. Counseling is strictly confidential. Employees can take advantage of up to three consultations; the company will cover the costs in full. This is how we support our employees in difficult times and help them to regain their balance and performance.



Mental health first aid team

Those affected are not always aware that they need psychological help. These are people in the immediate environment who notice the first warning signs. Ten mental health first aiders from various positions and departments were trained at our Lauffen and Brackenheim-Hausen sites in 2023 in order to recognize psychological crisis situations or noticeable behavioral in good time and provide assistance. The international principle is called Mental Health First Aid (MHFA) and applies the first aid concept to mental emergency situations. The training of additional employees as MHFA first aiders is expanded annually in order to cover as many departments at SCHUNK as possible.

New record: with over 70 participants, more SCHUNK employees and family members took part in the 2024 Rad-Giro cycling event than ever before.



Diverse and respectful cooperation

Together we are shaping the future

At SCHUNK, we align ourselves with the seven core dimensions of the Charta der Vielfalt (Charta of Diversity): age, gender and gender identity, ethnic origin and nationality, religion and worldview, sexual orientation, physical and mental abilities, and social background.

Diversity is closely linked to our self-image. As a family-owned company, we maintain our principles that have developed over the course of our history and that still make us successful today. Appreciation is part of it, but also cohesion and mutual respect. It is not for nothing that our claim is "Hand in hand for tomorrow". We believe in the strength of the many and are convinced that sustainable solutions can only be created by bringing together different personalities and backgrounds.

3.18%

The rate of severely disabled employees in 2024 at the German plants in Lauffen am Neckar, Brackenheim-Hausen, Mengen, St. Georgen and Clebronn



We live diversity, exchange, and togetherness. This is the only way to create good solutions and new ideas for our customers.

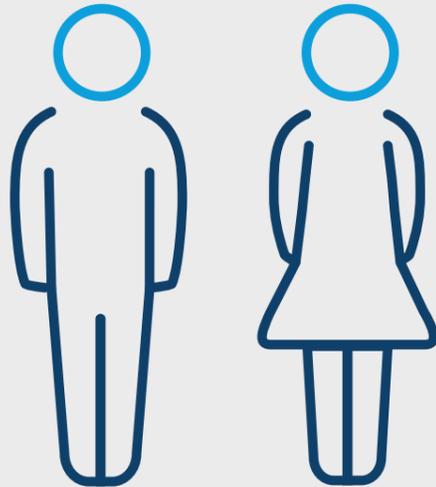
Inclusion: everyone benefits

Since 2006, SCHUNK has been cooperating with the Kaywald School, a special education school with a focus on intellectual as well as physical, and motor development. The special aspect of this collaboration: inclusion takes place in both directions. SCHUNK apprentices whose training includes the "social skills" module are integrated into the lessons of a vocational school class at the Kaywald School. In turn, the vocational students at the Kaywald School have access to a CNC machine at the SCHUNK training center. So far, 70 pupils from the Kaywald School and 120 SCHUNK apprentices have taken part in this initiative. Six Kaywald students have been integrated as permanent employees in this way.

The seven core dimensions of the Charta der Vielfalt, the largest employer initiative to promote diversity in companies.

Key figures on diversity

Gender of all employees 2023 and 2024



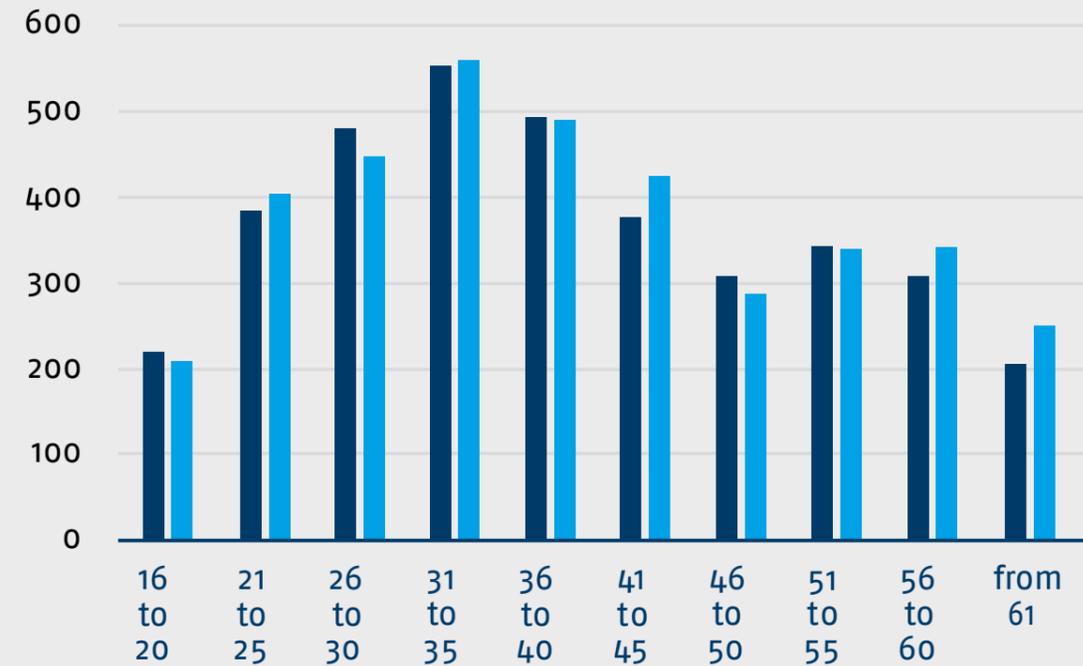
23%
female

77%
male



Age of all employees

2023 2024



Share of local site management abroad 2023 and 2024

10%
other nationalities

90%
local nationality



Female empowerment

Gender equality and the advancement of women at SCHUNK

By participating in Girls' Day and the Girls' Day Academy, we get girls interested in technical professions at an early age. In 2024, we welcomed a total of 20 talented participants to our training center in Lauffen on Girls' Day and introduced them to the world of technology over the course of three exciting days. They were able to put their technical and research skills to the test, for example by designing their own cubes on the CNC machine.

The Girls' Day Academy goes one step further: schoolgirls from the 7th grade onward can try out here, gain experience, and expand their knowledge. For one year, they spend one afternoon a week – including at SCHUNK – learning about careers and courses of study in the fields of technology and IT.

SCHUNK takes part in Girls' Day and the Girls' Day Academy every year, to attract young girls to technical professions.



"It is important that girls and young women come into contact with the fascination of future technical fields at an early age. The best way is through female role models who provide authentic insights into their exciting day-to-day work."

Kristina I. Schunk, CEO of SCHUNK



Female empowerment: more women in engineering professions

Female engineers continue to be significantly underrepresented in the machine and plant building industry. At the same time, many vacancies in the industry can no longer be filled. That is why we are committed to female empowerment within the framework of the VDMA industry association, with the aim of attracting more women to technical professions through active public relations work. Chairman of the Board Henrik A. Schunk advocates for more women in engineering professions. In her role as the CEO of SCHUNK, Kristina I. Schunk shows that women are successful at the top of technology companies.

Children's holiday program at the sites

To help employees balance work and family life, the St. Georgen site, among others, organizes a one-week children's vacation program every year during the summer vacations. In 2024, 165 children between the ages of five and 15 took part. Together with the apprentices, they built a barefoot path while their parents were able to relax during the vacation period. Further information on this can be found on page 51.



Outlook

SCHUNK is proud to be part of the first cohort of the FairFuture funding program for gender equality, funded by the European Union and the German Federal Ministry of Labor and Social Affairs. This first group of 25 companies was launched in February 2025. By summer 2026, the status quo will be analyzed and measures developed and implemented with the support of the project sponsor's experts. We have also launched an empowerment program for women and parents, which specifically supports these groups of people with various offers such as coaching and training so that everyone at SCHUNK can develop in the best possible way.

Culture for tomorrow



6

SCHUNK corporate values:
pioneering spirit, caring culture,
reliability, appreciation, quality,
and clarity

26

memberships in
networks,
associations, and
organizations

457

works of art submitted by colleagues
from 34 countries in the competition
for the visual presentation of
SCHUNK corporate values

Values that guide us

We put responsibility into practice – for people, innovations, and society

In a global age and an increasingly complex world, we uphold the values of our organically grown family-owned company. They are the basis for our actions and our cooperation, and set the benchmark for the careful treatment of our customers.



Reliability



Quality



Appreciation

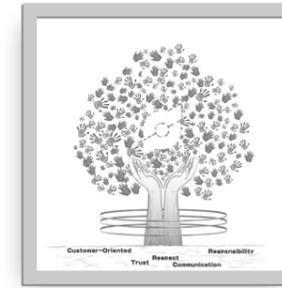
Employees shaped our SCHUNK corporate values and interpreted them visually.



Pioneering spirit



Clarity



Caring culture



The SCHUNK corporate values

Pioneering spirit, reliability, caring culture, appreciation, quality, and clarity: these six corporate values shape our daily work.

Pioneering spirit

It all started in 1945 with a vision and a used lathe. That was used by Friedrich Schunk to develop a solution for virtually any mechanical task. We have held on to that pioneering spirit to this day. We love tasks that allow us to grow and the solutions to which help our customers move forward.

Reliability

Technical products are only as reliable as the people who manufacture, sell and maintain them. We are committed and diligent, and we keep our promises.

Caring culture

When we care, we really care. Our high level of personal commitment inspires our customers and enables them to achieve their goals. We are only satisfied once we have found a compelling solution for the task at hand.

Appreciation

We work on machines. But above all: with people. With our friendly and respectful "Hand in hand mentality," we help support each other and truly value our actions, work and the impact we make. That is how everyone can pursue their own strengths.

Clarity

We want to deal with key issues of the future and create clarity for our customers about current developments and markets. This enables us to align and optimize our processes and products accordingly.

Quality

Quality is top priority. Our products are usually used for decades. Behind this high quality standard lies a great deal of experience and expertise, as well as a certain competitive ambition.

Rules and guidelines support our values

Compliance as the basis for responsible action

At SCHUNK, we see compliance as a key element for sustainable and ethical business practices. Compliance with legal regulations and internal guidelines is not only a legal necessity, but also an expression of our responsibility towards our employees, business partners and society.

Our Code of Conduct obliges us to implement our ethical values and convictions and put them into effect in our business operations on a daily basis. This is why our compliance structure runs through all levels of our company, including our subsidiaries worldwide, and creates a strong network of expertise and resources. Our Legal & Compliance team, which is based in Lauffen am Neckar, coordinates all activities centrally.



Shared responsibility: compliance affects us all

The managers at SCHUNK work together with Compliance Management to support all employees in familiarizing themselves with the Code of Conduct and the compliance guidelines, and integrating them into their day-to-day work. To this end, our Code of Conduct is communicated via various channels: from our website and intranet to information brochures. In addition, a bi-annual compliance newsletter has been established for employees to provide information on current and new topics – such as gifts during the Christmas season.



Comprehensive training concept increases awareness

To ensure that our employees always act in accordance with the applicable rules and ethical standards, we have developed a comprehensive compliance training concept. This training concept plays a key role in raising awareness of legal requirements and ethical behavior and promotes the anchoring of these values in our day-to-day work.

The training courses include

- **Compliance in the workplace:** a general training course that informs our employees about their duties in their day-to-day work and helps them to recognize risks at an early stage and respond to them correctly.
- **Human rights:** Respect for human rights is a central component of our corporate philosophy. With this training, we raise our employees awareness to the importance of human rights and their observance along the entire value chain.



"An effective compliance management system is crucial for SCHUNK to ensure our sustainable business practices. We are convinced that an active compliance culture is the basis for trust and long-term success."

Lena Trimpin, Head of Legal & Compliance SCHUNK

Sustainable partnerships: our supplier management

With over 5,000 suppliers at our side, we ensure that SCHUNK products reliably meet high standards. To this end, we have implemented comprehensive processes within our purchasing department. New suppliers are evaluated and categorized according to various criteria. If necessary, we develop suitable measures together with our colleagues from quality assurance and continuously monitor developments, for example through audits or joint workshops – always in dialog with the suppliers.

We work with an established digital platform provider to assess human rights risks in our supply chain, such as child or forced labor. All material suppliers must register in this

system. In addition, all suppliers are obliged to confirm our Code of Conduct. In the future, we would also like to use the platform for additional sustainability requirements for our suppliers. In general, we attach great importance to long-term and trusting cooperation, and prefer regional procurement. At the same time, however, we are also increasingly looking at global sourcing for various products in order to ensure the best quality, innovations, and prices.

The process described applies to our main production plants in Lauffen and Brackenheim-Hausen.



Reporting channels ensure whistleblower protection

Our customers, business partners, employees, and third parties can express concerns or observations easily and securely via our reporting process. Whistleblowers naturally enjoy special protection at SCHUNK. The contents of the reports are treated confidentially and are generally only available to the necessary extent to the investigating persons. In addition, the provisions of the EU Whistleblower Directive and the relevant national laws apply. Reports can be made by email, post, or via our electronic and anonymous whistleblower system.



Outlook Training on the Code of Conduct from 2025

This training conveys to our employees the core values and principles on which we base our business activities. It promotes responsible action in all areas of the company.

The basis for new ideas: cooperation and exchange

Memberships in associations and networks

We know: together we are stronger. This is why cooperation is an integral part of our day-to-day work – whether with other companies on innovative technologies (more information is provided about this on pages 13), on industry topics, or along the supply chain. We really appreciate it, when we can learn from each other and join forces.



SCHUNK is active in the following associations, networks, and organizations:

- Advanced Manufacturing Research Center (AMRC)
- ARENA2036 e. V.
- Bundesverband Industrie Kommunikation e. V. (bvik)
- Bundesverband Modell- und Formenbau e.V.
- Deutsche Forschungsvereinigung für Meß-, Regelungs- und Systemtechnik e. V. (DFMRS)
- Deutsches Institut für Normung e. V. (DIN)
- European Robotics Association (EUnited Robotics)
- Fascination Technology e.V.
- Förderverein Hochschule Albstadt-Sigmaringen e.V.
- Heilbronn-Franken Chamber of Crafts (HWK)

- Heilbronn-Franken Chamber of Industry and Commerce (IHK)
- Bodensee-Oberschwaben Chamber of Industry and Commerce (IHK)
- Industrial Digital Twin Association e. V. (IDTA)
- International Federation of Robotics (IFR)
- Innovation Park Artificial Intelligence (IPAI)
- Climate protection network of the Stuttgart Region and Heilbronn Chambers of Industry and Commerce
- MIN Manufacturing Innovations Network e.V.
- Industry 4.0 platform
- UVS Entrepreneurs' Association of the District of Sigmaringen
- Verband Deutscher Maschinen- und Anlagenbau e. V. (VDMA)
- Verein Deutscher Ingenieure e.V. (VDI)
- Campus Founders
- Umati

"We have a unique opportunity here to bring technologies and people together in one place. Here we can share our knowledge and experience, learn from each other and become faster together."

Timo Gessmann, CTO, SCHUNK



Example of IPAI, the future park

Baden-Württemberg is setting out to play in the top of the world league of artificial intelligence (AI) – and SCHUNK is getting involved right from the start. With the IPAI (Innovation Park Artificial Intelligence), a center for AI with an international format is being created in Heilbronn. In the IPAI building, referred to as the IPAI SPACES, we have our own premises for our team of AI experts who exchange ideas here with other specialists.

On a laboratory floor area, there are robot systems equipped with SCHUNK technology. They demonstrate how we are already using AI today – in our products, processes, and services. Through our commitment, we want to maintain our competitiveness, actively help define ethical values, and open up new horizons.



Image: IPAI

The first building of the Innovation Park Artificial Intelligence (IPAI) in Heilbronn: the IPAI SPACES

Social commitment all over the world

We support others to move more

The commitment of our employees is an essential part of our corporate culture and contributes significantly to our joint success. At SCHUNK, we focus on a variety of activities that strengthen motivation and cooperation, create an inspiring working environment, while at the same time offering added social value.



SCHUNK employees in Brazil donating blood

The sales company in Brazil supports the "Red June" initiative

Our sales company in Brazil has been actively involved in the "Red June" blood donation initiative since 2022. This initiative aims to raise awareness of the importance of blood donations and increase the number of donations in order to secure the supply of blood banks. In June, we encourage our employees to take part in this important initiative culminating each year with the World Blood Donor Day on June 14.

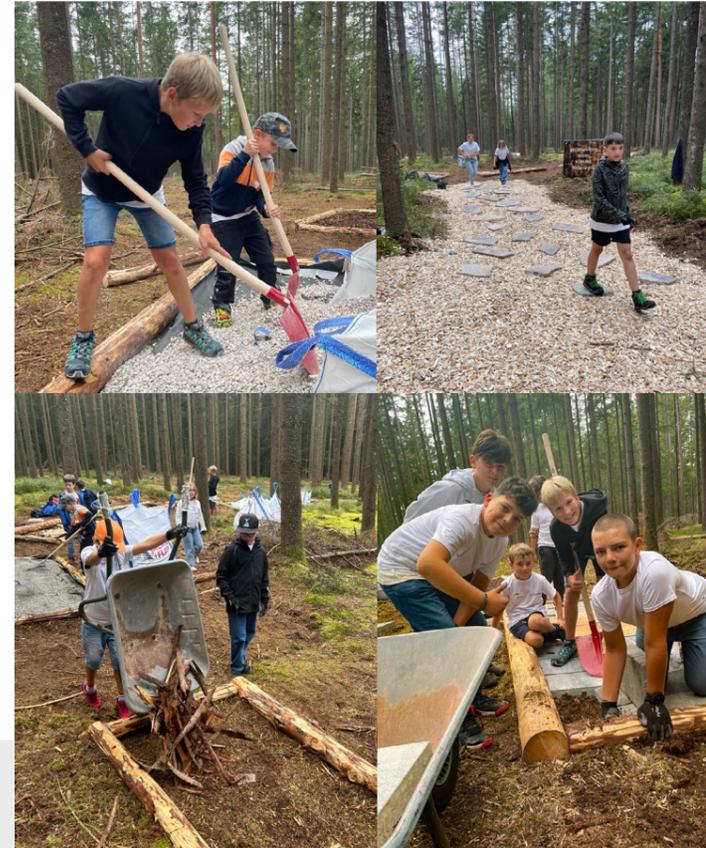
Clebronn plant: promoting sports in Tanzania

In northern Tanzania, the charity organization Mein Ball Dein Ball e.V. is committed to giving children access to school and club sports. Safe sporting facilities are being created that offer a protected space for young people.

The project attaches great importance to building cultural bridges and shows how development cooperation can work in both directions. The innovative upcycling of old soccerballs into training cones and coordination ladders is an approach that we are very happy to support with punched parts from our subsidiary Eberhardt GmbH & Co. KG.

In the Mwanza region, which is home to around 4 million people, 1,000 schools and 300 clubs benefit from targeted ball donations and training programs for coaches. These coaches receive athletic, organizational, and pedagogical training to promote the sport locally.

Find out more by scanning the QR code: <https://brnw.ch/21wPHEL>



St. Georgen plant: children's holiday program with a triple impact

In 2024, the children's holiday program at our plant in St. Georgen took place for the second time. This program achieves three positive effects at once: From 8 a.m. to 3 p.m., working parents are relieved during the vacations while their work-life balance is improved. The apprentices are responsible for planning and implementing the entire program, which helps them develop their social and project management skills.

The result of the program is the barefoot path, built together with regional and natural materials and comprising 20 different fields with different surfaces. This stimulates the foot reflex zones, strengthens the foot muscles, and improves balance – all in the midst of nature. This means that the trail also has added value for society by allowing anyone interested to experience the diversity of nature up close and free of charge.

Children build a barefoot path with apprentices in St. Georgen.

Morrisville plant, USA: waste collection campaign

For a decade, colleagues at SCHUNK USA have been committed to a clean environment around the site in Morrisville, North Carolina. Twice a year, employees from different departments take part in a joint waste collection campaign. The streets in the vicinity of the plant are cleared of litter.

This initiative is more than just a contribution to the cleanliness of the community. It strengthens team spirit, connects employees across departmental boundaries, and shows how important it is to take responsibility for the immediate environment and act proactively.

The commitment in Morrisville is exemplary for our approach of linking local activities with global awareness.



In Morrisville, the "SCHUNK Highway" is cleaned of litter.

Donations with real added value

A selection of projects that we supported in 2024

As a responsible employer, we are also socially involved at the SCHUNK sites. We support numerous regional projects and initiatives with financial and in-kind donations to improve the quality of life locally and strengthen communities. Our diverse donation activities range from promoting educational programs and sports clubs to supporting social institutions.



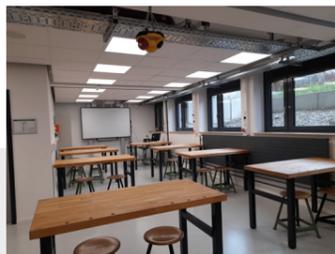
Brackenheim plant: help for families

The family partners of the town of Brackenheim support young families with a range of childcare services covering all aspects of education, care, and health. We are supporting this commitment with a donation of €2,000 to ensure that all children in Brackenheim have the best possible development opportunities and living conditions from birth.



Christmas donation 2024

In 2024, the annual Christmas donation of around €10,000 went to the Hölderlin Technical Secondary School in Lauffen am Neckar to equip the technology rooms with tools. To this end, tools such as drills, saw blades, and sandpaper were ordered as required to provide young people with practical learning opportunities.



The technology rooms at the Hölderlin Technical Secondary School in Lauffen am Neckar have been equipped with new tools.

St. Georgen plant: Tree donation with local carnival association

The Fasnetsverein Lehr-Hexen Niedereschach e.V. organized a tree planting campaign in spring 2024, in which native trees such as maple or oak and particularly heat-resistant species such as Douglas fir were planted. Trees lock up CO₂ and provide a habitat for native flora and fauna – thus making an important ecological contribution. Our St. Georgen site donated 40 trees directly; others were added by employees. Some SCHUNK employees were also active in the tree planting campaign itself.



Colleagues plant trees with Lehr-Hexen Niedereschach e.V.



In Sweden, the pink ribbon and mustache are used to draw attention to cancer prevention.

Subsidiary in Sweden: attention on cancer prevention

Our subsidiary in Sweden has once again set an example for cancer research and donated €2,000 to the "Rosa bandet" organization for breast cancer research and to "Mustaschkampen" for prostate cancer research. To draw attention to the importance of regular check-ups, the symbols of the two initiatives – the pink ribbon and the mustache – are also shown in a humorous way in everyday working life. This is because many cases of breast and prostate cancer are preventable through early medical examinations. With this campaign, we want to raise awareness of the importance of preventive health-care and medical care.

Mengen plant: support for the secondary school

Together with other local companies, our plant in Mengen has supported the local secondary school in making technology lessons more practical and vivid, and getting young people excited about technology. The €2,400 donation from SCHUNK was used to purchase a diode laser, which the pupils can use to cut and engrave various materials independently. This promotes an understanding of complex technical interrelationships and provides valuable practical insights into modern control technology.



The new diode laser is used in the secondary school in Mengen.

GRI – Standards index

The SCHUNK Group has reported in accordance with the GRI Standards for the period January 1 – December 31, 2024.

GRI indicator		Pages	Omission/comment
General specifications			
GRI 2: General disclosures 2021			
2-1	Organizational details	2, 5	
2-2	Entities included in the organization's sustainability reporting	2, 5	
2-3	Reporting period, reporting frequency and contact point	2, 56	
2-4	Correction or restatement of information	-	Initial report at group level
2-5	External assurance	2	
2-6	Activities, value chain, and other business relationships	4	
2-7	Employees	4, 29, 38	
2-8	Workers who are not employees	-	None
2-9	Governance structure and composition	6-7	
2-10	Nomination and selection of the highest governance body	6	
2-11	Chairman of the highest governance body	6	
2-12	Role of the highest supervisory body in overseeing the management of impacts	7	
2-13	Delegation of responsibility for managing impacts	7	
2-14	Role of the highest governance body in sustainability reporting	-	The sustainability report and the materiality analysis were approved by the Management Board.
2-15	Conflicts of interest	-	Confidential information
2-16	Communication of critical concerns	47	
2-22	Statement on sustainable development strategy	3	
2-26	Mechanisms for obtaining advice and reporting concerns	47	
2-27	Compliance with laws and regulations	46-47	
2-28	Membership in associations and interest groups	48	
2-29	Approach to stakeholder engagement	47	

GRI indicator		Pages	Omission/comment
key topics			
GRI 3: key topics 2021			
3-1	Procedure for determining material topics	8-9	
3-2	List of material topics	8-9	
3-3	Management of material topics	9	
Corporate culture			
GRI 2: General disclosures 2021			
2-23	Declaration of commitment to principles and practices	44-47	
2-24	Inclusion of the declarations of commitment to principles and practices	46-47	
Adaptation to climate change			
GRI 201: Economic performance 2016			
201-2	Financial implications and other risks and opportunities associated with climate change	18-23	
Resource utilization			
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	-	Information not available: The data basis has only been partially available to date. We are constantly working on improving the data basis for future reports.
301-2	Recycled raw materials used	-	
301-3	Recycled products and their packaging materials	14-15	
Energy			
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	20, 24	
302-2	Energy consumption outside of the organization	22-23	
302-4	Reduction in energy consumption	24-27	
Climate protection			
GRI 305: Emissions 2016			
305-1	Direct GHG emissions (Scope 1)	18-21	
305-2	Indirect energy-related GHG emissions (Scope 2)	18-21	
305-3	Other indirect GHG emissions (Scope 3)	22-23	
305-4	Intensity of GHG emissions	20	
305-5	Reduction of GHG emissions	18-27	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	20	
Occupational safety			
GRI 403: Occupational health and safety 2018			
403-1	Occupational health and safety management system	34-35	
403-4	Employee participation, consultation and communication on health and safety at work	34	
403-5	Employee training on health and safety in the workplace	34	
403-6	Promoting the health of employees	34-35	

Legal notice

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