

GRILLO-Werke AG

SUSTAINABLE DEVELOPMENT

Q1 2024



INTRODUCTION

Today sees the publication of the first issue on sustainable development at GRILLO. From now on, we will inform you about new developments and background information on a quarterly basis. The topics are always divided into two sections: Interesting facts and news.

Why all this?

The topic of sustainability concerns us all! It is of almost vital importance in the global development of society as a whole. In this context, the United Nations (UN) is currently talking about a threefold crisis that threatens us: climate change, loss of biodiversity and pollution of the environment. It is up to all of us to prevent this from becoming irreversible by crossing natural tipping points.

This will also entail far-reaching changes for GRILLO's business activities in order to successfully master the socio-ecological transformation indicated. This is entirely in line with our mission statement, which is aimed at intergenerational justice, and our vision and mission, which are geared towards sustainable, innovative products and solutions. At no time should profitability be allowed to fall by the wayside. Rather, the aim is to combine sustainability and profitability in the best possible way.

We look forward to making this sustainable change together with you. Last but not least, we would also like to help create an understanding of the interrelationships and provide starting points for sustainable action by each individual in their area of activity. We look forward to hear your views on this and to lively and stimulating debates or opinions, either at Viva Engage, via teams or in person.

MAY WE INTRODUCE?

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**A focus on sustainable,
long-term action is
fundamental to our day-
to-day activities and is
crucial to GRILLO's
future viability.**

Dr. Bastian Bach.



Dr. Bastian Bach, also known simply as Bastian, is 48 years old, currently lives in Essen and is our Group Officer for Sustainable Development.

But what exactly does that mean and what are his tasks?

- He acts as a central point of contact for the aspects and topics of sustainable development.
- He monitors the now constantly growing sustainability-related legal situation.
- ensures compliance for reporting issues, for example.
- He coordinates and sets internal standards within the Group.
- He supports the Executive Board with the sustainable development strategy for the GRILLO Group as well as sustainability programs and targets.
- He cooperates with Marketing for external and internal communication.

To achieve this, he relies on the support of every single employee, as sustainability is a cross-cutting issue. It encompasses all aspects and topics relating to ecology, social issues and management on an equal footing. A focus on sustainable, long-term action in these three dimensions is fundamental to our day-to-day activities and is crucial to GRILLO's future viability. Above all, it is demanded by our stakeholders, first and foremost our customers, the authorities, banks and insurance companies, our neighbors, us as employees and, in fact, society as a whole.

SUSTAINABILITY ORGANIZATION

Due to its particularly high relevance, we have now established sustainable development more firmly throughout the entire organization with roles and responsibilities in addition to the Group function itself. In this way, we aim to anchor the GRILLO self-image even more firmly and implement sustainable development effectively and efficiently.

In principle, our CEO Ulrich Grillo is responsible for managing the Group's sustainable development. He is supported by Management Circle 1 in the Sustainable Development Committee when it comes to far-reaching, comprehensive decisions.

The managing directors of the companies remain responsible for all operational aspects and topics relating to sustainable development within their areas of responsibility. The same applies to the heads of central divisions, locations and other services.

The Group Officer for Sustainable Development, Dr. Bastian Bach, is supported in the Sustainable Development Working Group by one representative from each of the production divisions and companies as well as the Energy Management Officer. These include Dr. Marianne Schönnenbeck, Dr. Ingo Biertümpel, Mr. Sven Schwarzbach and Mr. Lukas Matuschka. Dr. Bastian Bach also works closely with the marketing department.

NEWS



Jan. 24 — **Together for Sustainability**

We are delighted that our Chemicals division has successfully completed the "Together for Sustainability" (TfS) audit at our Duisburg site and achieved an outstanding result of 94%! This achievement is a flagship for our sustainable business practices and underlines our innovative and sustainable orientation. In addition, the audit helps to avoid further, sometimes resource-intensive audits by other chemical customers, as every TfS member can view the results of the audit. Together for Sustainability (TfS) is an initiative that raises corporate social responsibility standards across the chemical industry to promote a safe and ethical chemical industry committed to climate protection.

Let's continue to work together for a sustainable future and continue to make positive change for GRILLO and our world.



Dez. 23 — **VARTA Suppliers Sustainability Award**

At GRILLO, we have been systematically recording the climate-relevant emissions of our activities for several years. The survey of the so-called corporate carbon footprint regularly shows us that the greatest lever for reducing the carbon footprint of our zinc powder - in addition to our own efforts to constantly reduce emissions - lies in the primary zinc used. In collaboration with our raw material suppliers, we have found a solution for sourcing our primary zinc with a smaller footprint. With ECO ZINC, we now offer our zinc products with a significantly reduced carbon footprint. This year, we received the Suppliers Sustainability Award from VARTA AG for this outstanding commitment. In this way, we support our customers in achieving their own sustainability goals. The award underlines the fact that it is precisely this commitment that is demanded and recognized by our customers. Together, we have to do everything we can to make an even greater contribution to sustainable battery technologies in the future.

NEWS



Nov. 23 — **EcoVadis award in silver**

In 2023, we once again submitted to the EcoVadis sustainability certification.

Despite stricter criteria, we were again awarded "Silver" this year. This underlines our strong commitment to sustainability! What is special: Only 14% of all audited companies are better than GRILLO. High praise for all our sustainable activities.

EcoVadis is one of the most comprehensive sustainability certifications and audits areas such as environmental and energy practices, labor and human rights, business ethics and sustainable procurement. The certification enjoys a very high reputation and is a recognized flagship for supply chain care. It proves that we can meet the high demands that our customers place on us.

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Bastian Bach and Nadine Fabeck look forward to hear from you via Teams, e-mail, Viva Engage or telephone.