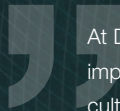




# Social responsibility

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At DRÄXLMAIER, reliability, trust and tolerance are of particular importance and characterise our corporate and management culture as central values. These values determine our actions – as an attractive employer for more than 70,000 employees, as a good neighbour in the vicinity of our sites and as a committed business partner across global supply chains.

**Roland Polte**  
Chief Human Resources Officer



## Social responsibility

GRI 2-7   GRI 3-3

### At a glance

- **Once again, numerous awards emphasise DRÄXLMAIER's attractiveness as an employer.**
- **More than 1,500 young people worldwide are preparing for their professional future as trainees at DRÄXLMAIER.**
- **Investment in the future: 16,000 globally available e-learning courses were added to our training portfolio in 2023.**

DRÄXLMAIER is a family-owned company that has been in business for 65 years. This implies a special responsibility towards the people who support us as a company, and first and foremost, this includes our employees. Their performance and motivation lay the foundations for our success, while their expertise and passion help drive our innovation and sustainability. Equally, we also strive to treat our business partners fairly and responsibly, as well as the many neighbours we have at our more than 60 locations around the world. As a corporate citizen, we are involved in a wide range of projects, always with the goal in mind of contributing to the sustainable development of society, of which we are a part.

We have committed to three policies that express the guiding principles of our actions throughout the company. They are characterised by the values of responsibility, trust and tolerance. Our [Social policy](#) ensures that [internationally recognised human rights](#) are respected and practised through-

out the DRÄXLMAIER Group. Our [Code of conduct](#) sets out the behaviour we expect from the managers and staff of the DRÄXLMAIER Group in their day-to-day work, both internally and externally. As well as the principles of environmental protection, our [EHS policy](#) defines the framework for occupational health and safety at the company.

## Attractive employer

GRI 3-3   GRI 401-1

Our global workforce comprises around 70,000 people of 90 different nationalities worldwide. As their employer, we feel a special responsibility towards these people and offer them a safe and attractive work environment, fair remuneration and numerous opportunities for personal and professional development – across all hierarchical levels and at all our locations around the globe. In short: we want to both be a top employer and be perceived as such, because we want to continue to attract top talents and experts moving forward. We support our employees and encourage their company loyalty in order to retain them for the long term.

Time and again, we receive independent confirmation that we are on the right track. In 2023, for instance, the DRÄXLMAIER Group was named a “Top Employer Germany” for the 15th time in a row, once again making our company one of the most attractive employers in Germany. In this comprehensive employer study, experts from the Top Employers Institute evaluate the HR processes and strategies of the participating companies. This award is confirmation that we always put our employees at the heart of our business, offering them an outstanding working environment with plenty of development opportunities.

In 2023 – as in the previous two years – our company was honoured by German broadsheet *die Welt* as part of the “Germany’s Best Employers” study for its “very high level of employer attractiveness”. In cooperation with the market research company ServiceValue, 728,000 citizens were asked to rate a total of 3,895 companies in terms of their attractiveness as employers.

Numerous awards confirm the attractiveness of the DRÄXLMAIER Group as an employer





In Poland, DRÄXLMAIER was also rated one of “Poland’s Best Employers” in 2023, according to business magazine Forbes and the online platform Statista in their annual ranking. We are especially pleased that in the overall ranking of all companies, DRÄXLMAIER Polska had improved by more than 100 places year on year to come 11th in its industry.

In China, DRÄXLMAIER was once again named as a “Top Employer China 2023”. This confirms both our successful HR work in China and that we are focusing on the right topics in this market with our Employer Value Proposition - just in time for the upcoming 20th anniversary of DRÄXLMAIER’s involvement in China. DRÄXLMAIER China has also been included in the well-known Chinese “Extraordinary Employer Programme” for the second time in 2023 – a further sign of the appreciation of DRÄXLMAIER’s work and corporate principles in the country.

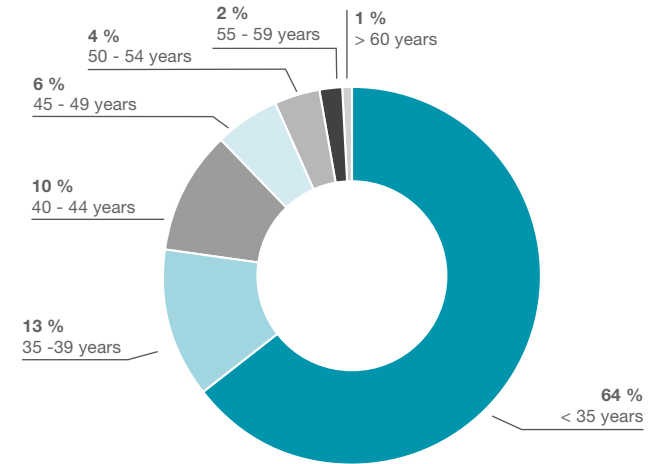
DRÄXLMAIER stands out internationally too, having been recognised by the experts from Forbes and Statista as one of the “World’s Best Employers” for the third time in a row in 2023. The annual selection is based on independent surveys of more than 170,000 employees from over 50 countries. Participants were asked whether they would recommend their employer to family and friends and could rate their employer across various categories, including talent development, opportunities for remote working, parental leave options, diversity and work-life balance.

**Clear framework for employment**

Fair remuneration consistent with the market is a basic prerequisite for attracting and retaining highly skilled and motivated employees. Fairness and equity determine our actions in this area further. For instance, DRÄXLMAIER has had globally uniform job mapping since 2015, as well as remuneration structures that are both aligned with the specific conditions of local markets and comparable and transparent on a global scale. This system is based on our global function structure, which allows an internationally consistent and comparable assessment of all roles in our company – across all countries, locations and companies. The only assessment criteria are the requirements and responsibilities of the respective role. The functional structure, in turn, lays the foundation for our remuneration structures. In this way, we ensure that remuneration is based on qualifications, the requirements of the role and individual performance. It goes without saying that we always adhere to the applicable legally guaranteed minimum pay and minimum standards. The respective remuneration is supplemented in each country by additional benefits such as company pension schemes, discounts for employees or bonuses for long-term service to the company.

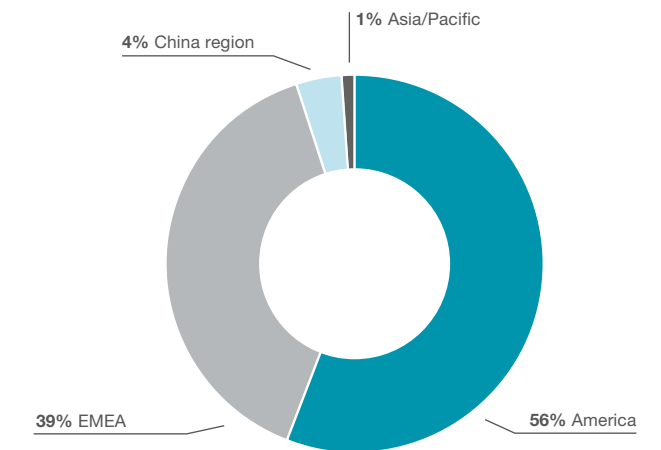
Despite the highly competitive labour market, the DRÄXLMAIER Group hired almost 22,000 people in 2023 (see also [chapter Social responsibility, KPIs](#)). This confirms the image of an attractive employer with a wide range of entry and development opportunities across all age groups.

DRÄXLMAIER Group new employee hires<sup>1</sup> by age in %



<sup>1</sup> in relation to the number of employees

DRÄXLMAIER Group new employee hires<sup>1</sup> by region in %



<sup>1</sup> in relation to the number of employees



### Retention of skilled employees

To ensure the innovative capability and success of the DRÄXLMAIER Group, it is crucial to acquire specific knowledge by recruiting employees from outside the company when needed. But at the same time, it is essential to offer our current employees suitable development opportunities in good time so that they can learn new and necessary skills and gain the right training and so that we can retain them within the company in the long term.

In order to respond to and meet the needs of our employees in as personalised a manner as possible, our global HR network utilises a retention toolkit available worldwide. This tried and tested catalogue of measures consists of successfully implemented best practices for employee retention in various countries, which are then shared throughout the company.

In 2023, local employee surveys resumed after the end of the Covid pandemic, for example in Tunisia, Macedonia, Germany and Mexico.

Beginning in 2024, we also want to reinstate our global employee surveys in order to measure employee satisfaction and use the results to derive improvement measures at a global and local level. With this in mind, we have revised our survey concept so that the local particularities at our locations can be more closely incorporated.

### Work-life balance

We intend to continuously increase our attractiveness as an employer in the coming years. In 2022, for example, we implemented a global hybrid work concept that offers our employees around the world optimum working conditions – both in the office and when working from home. Country-specific quotas ensure that both our needs and those of our employees are taken into account.

In 2023, we created the framework conditions for introducing a desk-sharing concept, so that in 2024, we can use resources more sparingly, for example in terms of maintenance costs for buildings and individual areas.

### + Digital transformation: HRevolution

By consistently simplifying and standardising our processes, we seek to make our HR services as user-friendly as possible for all employees. At the same time we continue to focus on systematically digitalising our portfolio of HR services. New platforms and self-service technologies should make collaboration within the company simpler, faster and even more targeted.



## Professional training and development

GRI 3-3 GRI 404-1/404-2

### Professional training

As a family-owned company, we think in terms of generations, not quarters – which is why training young people is particularly important to us. We invest a lot in our trainees, because their skills and expertise are the foundation for our future.

Around 1,504 trainees are currently preparing at DRÄXLMAIER for their professional future in ten different groups of professions at 33 locations in 11 countries. As a partner in the various regions, this helps us counteract the shortage of skilled workers, give young people options for the future and at the same time ensure high and globally uniform standards in training.

No matter which of our sites the trainees work at, we make sure the same high-quality tools, machines, facilities and measuring and testing parameters are used in training worldwide. The employees working in training and development are educated worldwide using a train-the-trainer concept according to a standardised qualification system, which is regularly adapted to new technologies and requirements.

We give our trainees responsibility at an early stage, encourage them to gain international work experience and offer long-term prospects with the company. Measures include annual stays abroad as part of the “Training Worldwide” programme of the

German Federal Ministry of Education and Research (BMBF) as well as visits to our Romanian sites in Timișoara and Hunedoara or specific language courses abroad.

With an apprenticeship quota<sup>1</sup> of 2%, we have achieved our target for 2023. We now need to maintain this quota over the next few years. An important step in this direction is the opening of another training centre in Landau (Germany). A total of 16 young people have started their training at our Tunisian sites in Jemmal and Neopark, while 22 trainees embarked on their careers at our site in Kumanovu (North Macedonia). And with the opening of another training centre in El Jem, Tunisia, we are continuing along the same path.

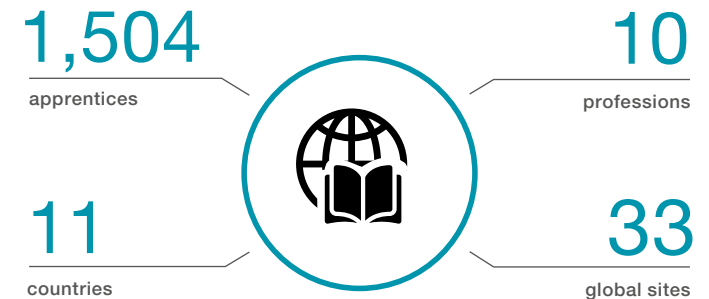
**We are proud to be able to offer many of our trainees a permanent employment.**

This not only demonstrates our social responsibility towards young career starters, to whom we offer attractive career prospects, but also actively counters the shortage of skilled labour, thus ensuring the continued positive development of our company. For many years, the performance of our trainees has proven we are taking the right approach. Over the last five years, on average 96% of our trainees in Germany were offered a job.

We offer scholarships for certain fields of study to trainees in Germany who achieved high marks in their Chamber of Industry and Commerce examinations. Participants are also usually employed at DRÄXLMAIER at the same time - three of them currently have a scholarship contract.

Our international trainee programme is just another way the DRÄXLMAIER Group helps contribute to the development of young people with high potential. Over the course of various modules and assignments, our trainees learn to work in intercultural teams, to reflect on themselves and to plan their careers, among other things. A range of assignments in different business unit functions promote interdisciplinary thinking and working, while also helping them to acquire complex knowledge and build a wide network within the company in no time. Depending on strategic need, we plan to offer local trainee programmes in different countries and regions moving forward, taking into account both our international standards and local requirements.

### Apprenticeship with the DRÄXLMAIER Group



<sup>1</sup> Proportion of trainees worldwide per year as a percentage of the number of employees worldwide.



### Success of dual work-study programmes

As a company rooted in Germany, we bring the concept of integrated work-study programmes to our locations around the world. We are an active partner in the acquisition of funding, we educate teaching and training staff on site in the countries and support schools, other companies and government institutions in setting up and designing training workshops and curricula. We proactively share our experience and knowledge to support the education of young individuals around the world – because we also see this as an important element of our corporate responsibility.

### Technical training for employees

We want to support our sites around the globe in the technical transformation of production processes. As such, we have focused our training on technical qualifications for employees. In the year under review 15 new modules were developed and 55 courses were offered. To date, more than 1,000 employees have received training in areas such as robotics, programming or automation and digitalization technology.

### Professional development

The future of our company depends on what our employees know. Based on this belief, our human resources work systematically targets skills development for our employees – professionally and personally, at all hierarchical levels and in all regions.

“We inspire to grow” – we empower our employees to develop not just their personal strengths, but also specific technical competencies to equip them with the skills they need for the future. In particular, we focus on topics related to the digital transformation of our company. Also important to us is ensuring professional development with the future in mind for our executives.

In this context, we are establishing a global performance and learning culture that promotes talent, rewards performance and offers employees innovative and individual development plans throughout their entire career. Based on our skills model and the respective professional requirements, we evaluate the individual development needs of all employees and provide a comprehensive and wide-ranging offer for personal and professional development. The range of measures extends from courses at the DRÄXLMAIER Business Academy with a globally standardised training programme and a diverse e-learning offer, to power-skills training and third-party seminars. In 2023, our portfolio of learning options was extended by connecting to LinkedIn Learning. Alongside the technical topics, the offer comprises especially soft-skills training and topics like leadership or diversity & inclusion.

Since January 2023, we have opened up around 16,000 courses available to employees with access to a PC.

This way, learning content is both more available and more closely integrated into the everyday working lives of our staff. At the same time, we are upping our response to the individual learning needs of our employees, because the platform means that content, or parts of it, can be quickly and easily repeated.

### Learning figures in 2023



more than **1,000** trainer-led courses

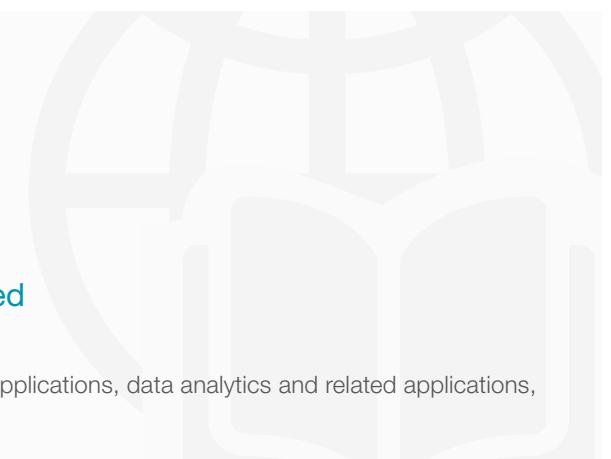


more than **16,000** e-learning courses



more than **367,000** courses completed

**Top topics:** leadership, project management, resilience, MS Office applications, data analytics and related applications, remote and hybrid collaboration





For 2024, the focus will be on expanding learning journeys, in which various learning units are combined, for example to prepare for a specific career step. Among other things, this will provide even more targeted support for the development of experts within the company.

We place special focus on professional training and development in the context of the digital transformation, spotlighting processes, roles and software applications to support our employees through the change. This way, we prepare them for future challenges by providing specific upskilling modules, enabling them to meet the challenges of increasing automation, connectivity and technologisation, while at the same time opening up new opportunities.

We also support our employees in their professional development through targeted mentoring. Experienced colleagues take on a mentoring role to show members of the mentoring programme career prospects based on their own experience. As well as individual career development, this also promotes a culture of open exchange within our company.

In this way, we empower all employees to pursue their career development in the long term and on an individual basis. In order to best fill vacant roles and offer our talent long-term prospects in the company, we identify, validate and develop high-potential individuals as part of our talent management.

To ensure we are prepared for future requirements, we combine our talent pools with strategic succession planning within the company. Our performance and talent management makes it possible to identify particularly top-performing and talented employees and then calibrate them within the various management levels.

We then promote visibility, self-initiative and networking among these individuals through talent programmes, such as cross-functional projects with opportunities to present the results at board level, networking meetings with senior leadership and individual development plans.

#### Learning sustainability

The various aspects of sustainability play a special role in our training programme. Since 2022, our Learning unit has been making new, sequential learning content available exactly for this purpose. In 2022, around 94% of employees with access to the learning platform were given a crash course in the basics of sustainability, meaning we have already exceeded our original target of 90% of existing staff. Now, we want to maintain the high rate of 80% continuously for new employees.

Alongside online training, we also developed training materials for colleagues without access to the learning platform. The standardised training material focused on our key core messages in nine languages and was offered to employees via various information channels.

In 2023, we wanted to focus on designing and creating field-specific learning material. For example, e-learning courses were produced to further boost the topic of sustainability in the Operations, Purchasing and Engineering functions. One example of this is the regulations set out in the Supply Chain Act, which are particularly relevant for employees in Purchasing. To further support the social aspects of our sustainability efforts, the development of learning content in 2024 will focus on the topics of diversity and inclusion.

#### Sustainability Talks put sustainability in the spotlight

In a total of six short video episodes, selected topics of the DRÄXLMAIER Group's commitment to sustainability were presented on the intranet that are particularly relevant to the four fields of action: governance, climate and environmental protection, sustainable products and social responsibility. Complex topics such as the obligations arising from the German Supply Chain Act (LkSG) or the preparation of a materiality analysis for employees were also made transparent. It was also explained what exactly is meant by ecological product design, how DRÄXLMAIER avoids and recycles waste and how the sustainability check for suppliers works. The series was rounded off with an overview of DRÄXLMAIER's activities around the world as a corporate citizen.



## Diversity, equity and inclusion

GRI 3-3   GRI 405-1/-2   GRI 406-1

For DRÄXLMAIER, diversity stands for a wide range of different individuals working together who communicate, influence, learn from one another and develop further in order to achieve shared goals. We are convinced that the different personalities, skills, mindsets and personal backgrounds of our 70,000-plus employees around the world are the catalyst for our innovative strength. That is why we value and promote diversity in our workforce – and embrace a culture that values differences. We strive to ensure that all age groups and genders are represented in the company in as balanced a way as possible. At DRÄXLMAIER, each and every individual is given the same opportunities to contribute, develop and perform at their best. This aspiration explicitly includes the topic of pay: for one thing, we create transparency around the comparability of roles and, for another, we ensure that employees are paid in line with the market based on their activities – irrespective of gender and gender identity, ethnic origin or nationality, physical and mental abilities, religion and ideology, age, social background and sexual orientation. In a global comparison of the salaries of men and women, we thus achieve an almost balanced ratio.

### Global comparison of the salaries<sup>1</sup> of men and women in %

	Employees	(Senior) Management
The Americas	100%	95%
China	99%	91%
Asia/Pacific	97%	88%
EMEA	96%	96%

<sup>1</sup> 100% corresponds to the average basic men's salary. In comparison, the average basic women's salary per region and employee category.

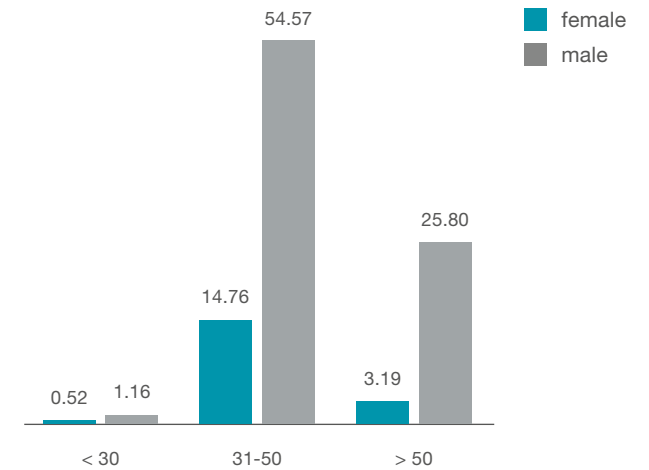
In terms of our company's cultural diversity, we benefit from the large number of different nationalities in our workforce. In 2023, people of 90 nationalities worked for the DRÄXLMAIER Group in over 20 countries. We value this cultural diversity and promote it through appreciation, respect and inclusion of individual needs and cultural differences, for example in our communication, as well as through employee offerings such as a family day or activities for International Women's Day.

We also provide special facilities such as prayer rooms for members of different faiths. We create the space and time for the practice of various religious activities, offer a wide range of catering for all needs and world views, and respect cultural customs in our corporate activities. At DRÄXLMAIER Tunisia, for example, various activities were organised during Ramadan. After sunset, employees and management eat the evening meal, the iftar, together in the canteen.

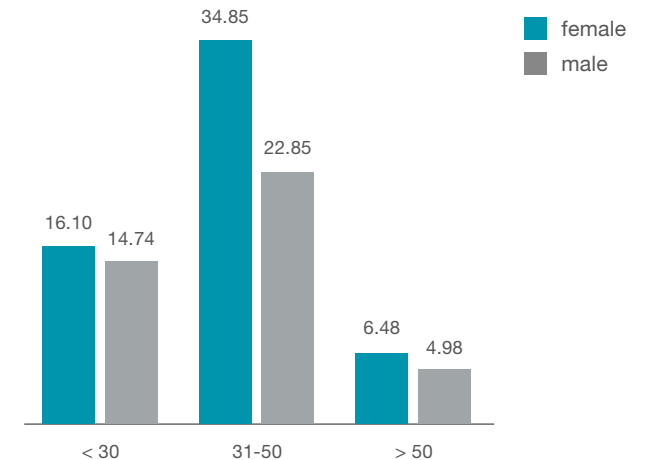
In addition, we create offers for the different phases of our employees' lives in order to ensure the best possible work-life balance. This includes, above all, flexible work-time models, modern and stress-relieving alternating shift models, job-sharing as well as part-time working in management, remote working and working from home, permanent remote roles, trust-based working hours in management and the possibility of using some of the company's computer equipment also for private purposes. If necessary, we allow special leave, sabbaticals or create and arrange childcare facilities.

### Diversity within the employees of the DRÄXLMAIER Group by age and gender in %

#### (Senior) Management<sup>2</sup>



#### Employees<sup>2</sup>



<sup>2</sup> in relation to the number of employees



At DRÄXLMAIER, diversity and equity already start with targeted training initiatives. Since 2016, DRÄXLMAIER has been committed to ensuring that refugees are given a chance to train at the company. Since then, 21 refugees have completed their training at DRÄXLMAIER – including as IT specialists, warehouse logistics specialists or mechatronics technicians. By taking part in an introductory course over several months, the young refugees were able to prepare ideally for the subsequent training, which the majority completed with very good results. Most of the trainees – around 90% – were subsequently hired into permanent roles by DRÄXLMAIER.

We are committed to encourage young women to seek out STEM professions and courses of study. We do so, among other things, at Girls' Day and the Girls' Day Academy in Landau, which takes place during the school year and in the holidays.

### Central point of contact for complaints

Diversity and equal opportunities are a practised culture at DRÄXLMAIER, as is repeatedly confirmed by local employee surveys, such as those conducted in 2023 in Germany and in various Latin American countries where the company has its own sites. The majority of the workforce confirmed that all employees are treated according to the same principles and rules within our company. In addition, a global employee survey will be carried out again from 2024 to ask employees' views on diversity and equal opportunities at DRÄXLMAIER and to derive and implement appropriate measures at global and local level. Anyone who nevertheless sees a reason to complain or wishes to report a violation of these principles has access to an established complaint mechanism that can be used by all employees worldwide – anonymously if so desired.

A globally applicable policy describes the process for handling a complaint, sets the standards and guidelines for the respective countries and also takes into account the applicable local framework. We regularly remind all employees worldwide about this complaints process, which has been structured as simply as possible to ensure maximum effectiveness.



On Girl's Day, schoolgirls gain an insight into technical professions at the DRÄXLMAIER Group and produce their own workpieces under the guidance of trainees.



## Occupational health and safety

GRI 3-3 GRI 403-1/-2/-3/-4/-5/-6/-7/-8/-9

We are committed to providing a safe work environment for our employees and to maintaining and promoting their health. Our [EHS policy](#) pledges not only to comply with the applicable laws and standards on occupational health and safety, but also to act responsibly in accordance with our own rules, which often go beyond the legal requirements. In doing so, we are always guided by state-of-the-art technology and use established procedures and tools such as 5-Why and Ishikawa to allow for further optimisation.

The skills of our employees are ensured by globally valid role and function descriptions, taking into account the DRÄXLMAIER skills profile. We have our sites audited in accordance with the internationally recognised ISO 45001 standard. In the reporting year, the group certification was successfully completed. 41 locations (2022: 33) took part and the corresponding matrix certificate was issued. Three sites were also positively audited as part of individual checks. Compared with the previous year, we therefore increased the level of coverage from 64.7% to 82% of all employees in our production networks.

### Compliance with legal and other obligations

To determine binding obligations, a software application was implemented at all DRÄXLMAIER production sites in 2023, which enables comprehensive compliance management.

Assessments of compliance with these obligations are carried out at each production site as part of regular EHS reviews. The on-site EHS managers determine the number and frequency of reviews based on the information on hazard potential and activity frequency. Findings from these reviews are documented and evaluated, and the causes are remedied. If necessary, information on these findings is forwarded to all other sites for review. This also ensures ongoing, cross-site improvement with regard to occupational health and safety.

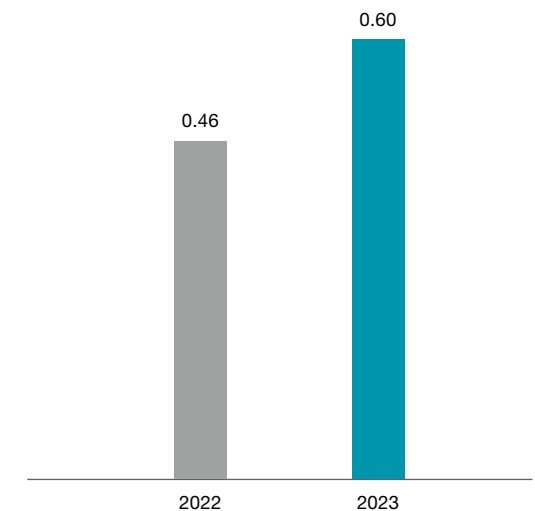
We are convinced that as a rule all occupational accidents and illnesses are preventable. Information on occupational accidents that could also occur at other sites is sent to all sites for review by means of an EHS alert. In this way, everyone learns from the experience of individuals – and all of us can improve together.

Regular risk assessments are carried out at every plant worldwide in accordance with legal and internal EHS requirements. The hazards are systematically assessed, and measures to minimise them are initiated and implemented. In addition, all employees are trained in occupational health and safety when they are first hired and at least once a year thereafter. If required by the individual role or national requirements, such training may be conducted more frequently.

DRÄXLMAIER uses the number of accidents at work resulting in lost days per 200,000 hours worked (Lost Time Injury Rate, LTIR) as a benchmark for safety in the workplace.

The accident rate (LTIR) in 2023 was 0.60 (2022: 0.46) accidents with lost time of one day or more per 200,000 hours worked. The year-on-year increase is due to a higher number of accidents with a longer period of absence. The majority of lost-time accidents were trip and fall accidents, as well as cuts and bruises that occurred while handling machinery and facilities.

### Development of the DRÄXLMAIER Group's accident rate in LTIR





All sites have established occupational safety committees that meet several times a year. Their organisation is the responsibility of the sites. Health and safety issues are regulated throughout the company by the [EHS policy](#). The organisational implementation of the policy is the responsibility of the sites and must include the legal requirements applicable there. Should employees want to report work-related hazards or anomalies, they can use the DRÄXLMAIER Ideas Portal, which is available worldwide, to make suggestions for improvement.

We also support the health of our employees through the “betterworkplace” programme. This involves creating a health management process (BGM) at DRÄXLMAIER to give all employees a higher degree of self-determination over their health in line with our corporate values and thus empower them to boost their health. For the time being, the BGM will be gradually implemented at all German DRÄXLMAIER sites in 2024. In the long term, the aim is to introduce it Group-wide. In doing so, we particularly want to create and strengthen structures that make a lasting contribution to healthy living and working conditions for our employees and actively improve their health literacy.

This approach is also underlined by the employee survey on the topic of “Health in the workplace”. It identifies both positive aspects and certain stress indicators, which are worked through together with the employees in solution workshops where specific measures are planned. With around 2,500 employees taking part, the participation rate was 42.5% and therefore higher than in the last survey from 2021. Participants were particularly positive about the general conditions in the workplace and working from home, as well as the regulations

on working hours and upskilling. However, they criticised the increasing time pressure, interruptions to work processes and noise pollution.

**With its preventive and promotive approach, DRÄXLMAIER plays a major part in maintaining and continuously improving the health, quality of life and performance of its employees.**

We provide occupational health care at our sites through permanently employed in-house physicians as well as through fee-based contracts with external physicians. The goals of occupational medicine are to promote, maintain and contribute to the restoration of health as well as employees’ fitness for work and their employability. Within occupational medicine, we focus on preventive measures. We assess working conditions in close partnership with occupational safety specialists to identify possible risk factors for health as well as to find and implement risk-minimisation measures and trial their efficacy. Workplace-related health hazards are also addressed as part of preventive occupational health measures, and we give employees extensive advice on how to avoid relevant hazards. Further treatment options or the procurement of special work equipment to maintain good health can be recommended.

As an international company, the DRÄXLMAIER Group also has a responsibility to protect its employees as well as possible during travel abroad. To this end, we offer advisory appointments before the start of the business trip and information on specific health hazards, combined with any potential vaccinations required. Our company medics are trained in travel

medicine and regularly attend advanced training courses. Should any medical problems arise during a business trip, employees can contact the company medical service at any time. Our Travel unit can also coordinate rapid transport home if necessary.

Preventive measures are not limited to workplace-related hazards but take a holistic approach. For example, we conduct regular flu jab and breast cancer early-detection prevention campaigns. Employees are also welcome to cooperate with “betterworkplace” to address health issues emphatically beyond one-off campaigns.



## Social engagement

GRI 3-3 GRI 413-1

As a family-owned, globally operating company, the DRÄXLMAIER Group considers itself a corporate citizen. We strive to play an active role in shaping the social environment around our sites as a reliable partner and sponsor of the arts, sports, education and social projects. Sustainability is always at the core of our corporate citizenship activities, which we align accordingly with economic, ecological and social objectives. These are also designed for our long-term involvement.

We get involved wherever we have sites, and our engagement is as diverse as the regions in which we are represented. In principle, we always want to achieve the best possible benefit for society with our commitment in order to be perceived as a trustworthy partner.

One focus of our activities is the promotion of young talent. By giving young talent the opportunity to develop their potential in the best possible way, we also ensure the future viability of our company.

Clear rules apply to this commitment, which we have laid down in our Corporate Citizenship Guideline. It defines the Group-wide strategic orientation of the DRÄXLMAIER Group with regard to sponsoring and donations. All approval channels, requirements, and processes for making decisions around do-

nations and approvals are clearly defined there. Corresponding signatory powers are limited to EUR 5,000 per project throughout the Group. Higher amounts must be approved by the Head of Marketing and Communications, who is also responsible for governance on the topics of corporate citizenship as well as the processing of all sponsorship and donation requests.

You can also find an overview of the DRÄXLMAIER Group's social engagement on our website: [Corporate Citizenship](#).

### A clear sign of corporate responsibility

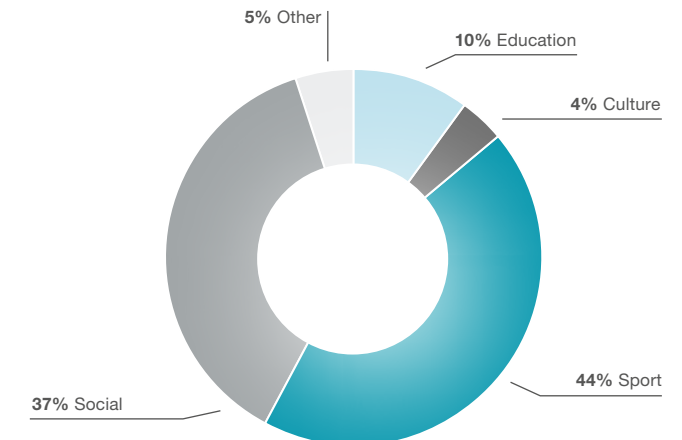
With our social engagement and our activities to protect the environment at our sites, we want to help enable future generations to lead a good life. We also want it to be clear from our activities that we understand social responsibility as a corporate obligation.

In 2023, our focus was on managing donations and sponsorship activities as well as ensuring that all measures were traceable. A newly created governance function is intended to ensure that

- CSR objectives and measures are standardised and consistent across all countries and business divisions,
- effective communication and coordination takes place between the various stakeholders, such as employees, customers, suppliers, investors, authorities and the public,

- transparency is guaranteed, accountability for CSR performance is ensured and legal and ethical standards are complied with,
- the synergies and potential arising from the company's global presence and knowledge exchange are utilised,
- the company's reputation as a responsible and sustainable player can become a competitive advantage.

### Sponsoring and donations of the DRÄXLMAIER Group worldwide in 2023 in %





224

projects in 10 countries

Here are some example projects from 2023:

#### Germany: Donation to the Vilsbiburg volunteer fire service

The DRÄXLMAIER Group supported the Vilsbiburg volunteer fire service with a donation of 30,000 euros for the purchase of a large-capacity fan. This device is an important fire-fighting aid, especially in large halls and underground car parks. Fire service commander Florian Grimm expressed his thanks, saying: “The donation is a great help for us to be able to fight fires in large buildings effectively and minimise the damage caused by fire smoke.”

#### North Macedonia: DRÄXLMAIER supports public health service

In North Macedonia, DRÄXLMAIER made it possible to purchase urgently needed new bed linen for the hospitals in Kavadarci, Veles, Prilep and Negotino. On the evening before 7 April – World Health Day – around 90 sets of bed sheets and pillowcases were distributed to the medical departments of the healthcare facilities in these regions to support their vital work for the benefit of patients.

#### Austria: Support for the World Robot Olympics (WRO)

A “Lego League” has been organised by WRO Austria in co-operation with local companies since 2018. DRÄXLMAIER also supported this robotics competition in 2023 to get children and young people aged between 8 and 19 interested in technology and science. Following the motto “Explore and discover”, special robots are built of Lego and equipped with various sensors and motors. This project teaches the basics of robotics and software development. The Lego League motivates pupils to try out their own ideas in a playful way and take their first steps in the field of research.

#### Romania: DRÄXLMAIER clean-up campaign in Pitesti

With DRÄXLMAIER’s support, the “Let’s do it” clean-up campaign was organised in the district of Arges. Over 100 DRÄXLMAIER volunteers and their children cleaned up the Grigoresti district of the municipality of Pitesti over a weekend. The campaign was organised to mark “World Cleanup Up Day”. The aim of the DRÄXLMAIER volunteers’ clean-up initiative was to improve the quality of life for the people around the site.



#### Poland: DRÄXLMAIER enables concerts for children

Music helps children balance their emotions, promotes a feeling for language and listening, conveys a sense of emotional security and joie de vivre and helps to develop a sense of community. DRÄXLMAIER Poland therefore donated PLN 10,000, around 2,300 euros, to enable a series of concerts to be organised for children. A total of ten concerts are planned, one per month.



#### Tunisia: Sponsoring the International CSR Forum

DRÄXLMAIER Tunisia has been working closely with the renowned National Engineering School of Sousse since 2020. This partnership has already given over 40 students the opportunity to develop their skills in SAP-ABAP – a highly sought-after qualification in today’s working world. To secure and further expand this successful collaboration, DRÄXLMAIER Tunisia opened an information technology centre and a laboratory for communication networks at the National Engineering School of Sousse in 2023, as well as a laboratory for cybernetic security at the Higher Institute of Computer Science and Communication Technologies in Hammam Sousse.



### Tunisia: DRÄXLMAIER Tunisia honoured for the best CSR campaign in 2023

Measures to promote environmental and social sustainability were once again the focus of our Tunisian sites in 2023. For example, the development of a more sustainable supplier network was stepped up. So-called “Cleaning days” and tree planting were also organised to keep the site’s surroundings liveable. In addition, activities were initiated to promote the health and well-being of employees. The highlight of the year was the award for the best CSR campaign 2023 for sustainable innovation at the International CSR Forum. DRÄXLMAIER Tunisia was honoured for the commissioning of a solar-powered bus stop in Jemmal, the first of its kind in the whole of Tunisia. DRÄXLMAIER Tunisia also received a second prize at this forum for its commitment to the introduction of a CSR approach. This recognition acknowledges the company’s ongoing efforts to promote sustainable development and exemplary environmental responsibility.



### Moldova: Financial support for health care centres in Balti

The DRÄXLMAIER Group Moldova responded to a request from the multifunctional centre for people with disabilities in Balti to help finance the reconstruction of the walkways around the facility in order to significantly improve mobility, especially for wheelchair users. As a token of gratitude, the centre’s administration organised a concert for all sponsors. To promote the further development of the Balti Clinical Hospital, a medical facility where more than 30,000 patients are treated as inpatients every year and a further 40,000 patients receive specialised medical care, the DRÄXLMAIER Group Moldova also provided financial support for a project to improve the space at the entrance to the emergency room.

### Serbia: Dual work-study – an investment in the future

Eight out of a total of 15 students from the technical school in Zrenjanin who completed a dual work-study programme at DRÄXLMAIER Zrenjanin, specialising in mechatronics, were offered a job at DRÄXLMAIER Zrenjanin immediately after graduation. Take Nikola Vuković, for example: she works in the maintenance department in a newly founded organisation for the production of components within the plant in Zrenjanin, the Focus factory LTS, in a workshop equipped with modern equipment and tools. Also worth a mention is Kosta Bodroža, who studied at DRÄXLMAIER for four years and won first place in the republic-wide competition for high school students in mechatronics and robot programming. “Ever since I was little, I have been interested in robots and toys with motors and electronics, and at DRÄXLMAIER I was able to apply my knowledge and learn how to work with them”, says Kosta.

### Serbia: Support for the education system

In Serbia, the DRÄXLMAIER Group donated almost 500 lockers for primary and secondary schools in the district of Mittelbanat to help improve the conditions in the schools, where children spend a large part of their day. Various forms of support and donations are aimed at helping to improve the quality of education.

### Serbia: Commitment to people with disabilities

The DRÄXLMAIER Group Serbia donated more than 6.8 tons of plastic material to the association “Čep za hendikep” (bottle tops for people with disabilities). This donation went towards the purchase of orthopaedic aids for people with disabilities throughout Serbia. The DRÄXLMAIER Group joined the “Čep za hendikep” campaign back in 2015 and since then has supported the organisation’s work with plastic donations every year. Almost 15 tons of plastic have been donated so far. The campaign is also supported by the employees who collect the bottle tops and sort them into specially labelled boxes. “As a socially responsible company, we motivate our employees, partners and the local community to take part in this important initiative”, says Čila Ungur, Plant Manager of the DRÄXLMAIER Group Zrenjanin.

### Mexico: “Juntos” summer camp

The DRÄXLMAIER Group in Mexico sponsored a summer camp for people with disabilities together with the non-profit organisation “Juntos”, thus helping to enable over 180 children with disabilities to take part in the two-week camp. Around 40 DRÄXLMAIER employees volunteered at this event.



## Overview of key figures on the social responsibility of the DRÄXLMAIER Group

## GRI 401-1

Employees	Unit	2023	2022	2021
Employees	quantity	72,100	73,373	70,765 <sup>1</sup>
Trainees	quantity	1,504	1,200	1,096
Temporary workers	quantity	1,444	1,295	1,750
Hiring	quantity	21,868	23,731	16,537 <sup>2</sup>
Staff turnover rate	percent	31.43%	28.76%	25.39% <sup>2</sup>

## GRI 405-1

Diversity	Unit	2023	2022	2021
Women in (senior) management	percent	18.46%	17.16%	16.87% <sup>2</sup>
Men in (senior) management	percent	81.54%	82.84%	83.13% <sup>2</sup>
Women (excluding (senior) management)	percent	57.43%	57.50%	57.02% <sup>2</sup>
Men (excluding (senior) management)	percent	42.57%	42.50%	42.97% <sup>2</sup>

<sup>1</sup> The calculation of the figure has been updated for more differentiated reporting. The number of employees as at 31 December 2023 includes salaried employees and wage earners. Trainees and temporary workers are reported separately.

<sup>2</sup> in relation to the number of employees