SEW EURODRIVE

Sustainability Report

2025



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Dear Readers,

We are still living in politically, socially, and economically challenging times, full of uncertainty and upheaval. For that very reason, I feel it is important to make a point of focusing on good news and positive developments. Speaking on behalf of the entire SEW-EURODRIVE team, I am proud that, once again this year, our latest Sustainability Report contains much in the way of encouraging news.

One example of significant progress is that we have now extended our carbon accounting to a total of 20 sites. Thanks to the fully digital platform that is being maintained independently by the relevant countries, we have taken a big step toward recording all consumption on a company-wide basis.

A further highlight is the opening of our solar park, which is now generating sustainable energy at the Plant for Large Gear Units in Bruchsal. Its size of 55 000 square meters is equivalent to around half the total area of all the soccer fields being used at this year's FIFA World Cup.
We have also achieved a great deal in terms of social sustainability. The opening of our new DriveEducation training center in Graben-Neudorf takes our lifelong learning full circle – from the company's "Morgentau" children's daycare center and our basic training and apprenticeships through to further training of our staff in the DriveAcademy.

Beyond our factory gates, we continue to demonstrate our commitment to the wider region. Our sponsoring of events such as the "Kultursommer Bruchsal" cultural festival sends out a clear message regarding our commitment to our site, the Bruchsal region, and the people who live here.
Besides taking responsibility as a company, we also recognize our responsibility as an employer by supporting the passionate social commitment of our staff in all kinds of areas. That makes it all the more gratifying to receive awards from the state of Baden-Württemberg for being a volunteer-friendly employer and from Bruchsal's business development agency for being a family-friendly company.

As all this shows, we can achieve a great deal if we use all the options available to us and work together for what really matters. And that's exactly what we will continue doing!

Yours,
Jürgen Blickle
Managing Partner



Sustainability Report 2025

About the 2025 Sustainability Report

With our Sustainability Report, we pursue three key objectives. We aim to inform customers, business partners, employees, and other stakeholders about the progress of all our initiatives and projects related to sustainability. At the same time, we fulfill our responsibility—including toward stakeholders in politics, society, the media, and other social organizations—to act as comprehensively and transparently as possible regarding sustainability at SEW-EURODRIVE.

Finally, the report's primary purpose is to document, as detailed and concisely as possible, the transformation of processes and structures within the company as part of the phased implementation of the CSRD (Corporate Sustainability Reporting Directive) and the GRI (Global Reporting Initiative), an internationally recognized framework for sustainability reporting.

The sustainability metrics currently cover approximately half of the countries worldwide in which SEW-EURODRIVE operates. This group includes all major production and assembly sites, as well as the Eurodrives with the highest revenue. As a result, the current metrics are not comparable to the previous year's figures, which covered only 8 countries.

For data collection, so-called Local Data Managers were appointed at the participating locations, from whom we electronically request the relevant key performance indicators. The majority of the data for Standard S1, "Own Workforce," comes from our central HR database.

The focal points of the reporting are primarily based on the sustainability topics identified in a materiality analysis. The 2025 Sustainability Report covers the fiscal year from January 1, 2025, to December 31, 2025, and has been approved by the Management Board of SEW-EURODRIVE.
The 2025 Sustainability Report is available online as a PDF in both German and English.

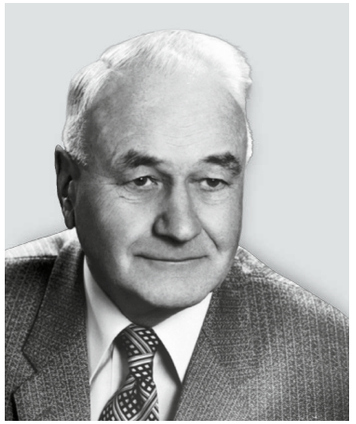


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About SEW-EURODRIVE



Ernst Blickle, son-in-law of the founder of Süddeutsche Elektromotoren-Werke SEW

“People don’t want products. They want solutions.”

Ernst Blickle, son-in-law of the founder of **S**üddeutsche **E**lektromotoren-**W**erke SEW

This principle, which was established back when our company was founded in 1931, is still highly apt today and captures the essence of SEW-EURODRIVE. We think and act based on holistic concepts and solutions that drive our customers. What makes us stand out from virtually every other company in our field is the way we have been combining movement, tradition, innovation, quality, and services for over 90 years. To achieve this, we also drive our own company and are playing a key role in shaping the future of drive technology.

We laid the foundation for this success back in 1951, when we introduced the first modular system for gearmotors.

Further milestones in our company’s history in terms of product and production technology were the completion of our modular system in 1965, the move into control technology in 1980, and the launch of decentralized drive technology with MOVIMOT® in 1996.





Rainer and Jürgen Blickle, who took over the SEW-EURODRIVE Group in 1987

About SEW-EURODRIVE



1931 Establishment
of Süddeutsche Elektro-motoren-Werke (SEW)



1945 Son-in-law Ernst Blickle
takes charge of the company



1951 Introduction
of the first modular system for gearmotors



1959 First foreign company
in Hagenau, France



1965 Completion
of the revolutionary modular system



1980 Move
into control technology



1987 Rainer and Jürgen Blickle
take over the SEW-EURODRIVE Group



1994 Establishment
of a subsidiary in China



1996 Introduction of decentralization
in drive technology, with MOVIMOT®



2002 Product of the Year
award for TorqLOC® hollow shaft mounting system



2005 Company growth
Sales > EUR 1 billion
Headcount > 10 000



2007 Start of the success story
of the industrial gear unit



2010 Commissioning
of the Plant for Large Gear Units in Bruchsal



2014 Industry 4.0
arrives at the Graben-Neudorf plant



2018 Opening
of the new electronics plant in Bruchsal



2019 Construction work
in Graben-Neudorf – opening of "South" site and start of "North" site



2021 Rainer Blickle
dies in March at the age of 73



2021 Opening
of the casting production plant and customer center in Graben-Neudorf and 90th anniversary of the company



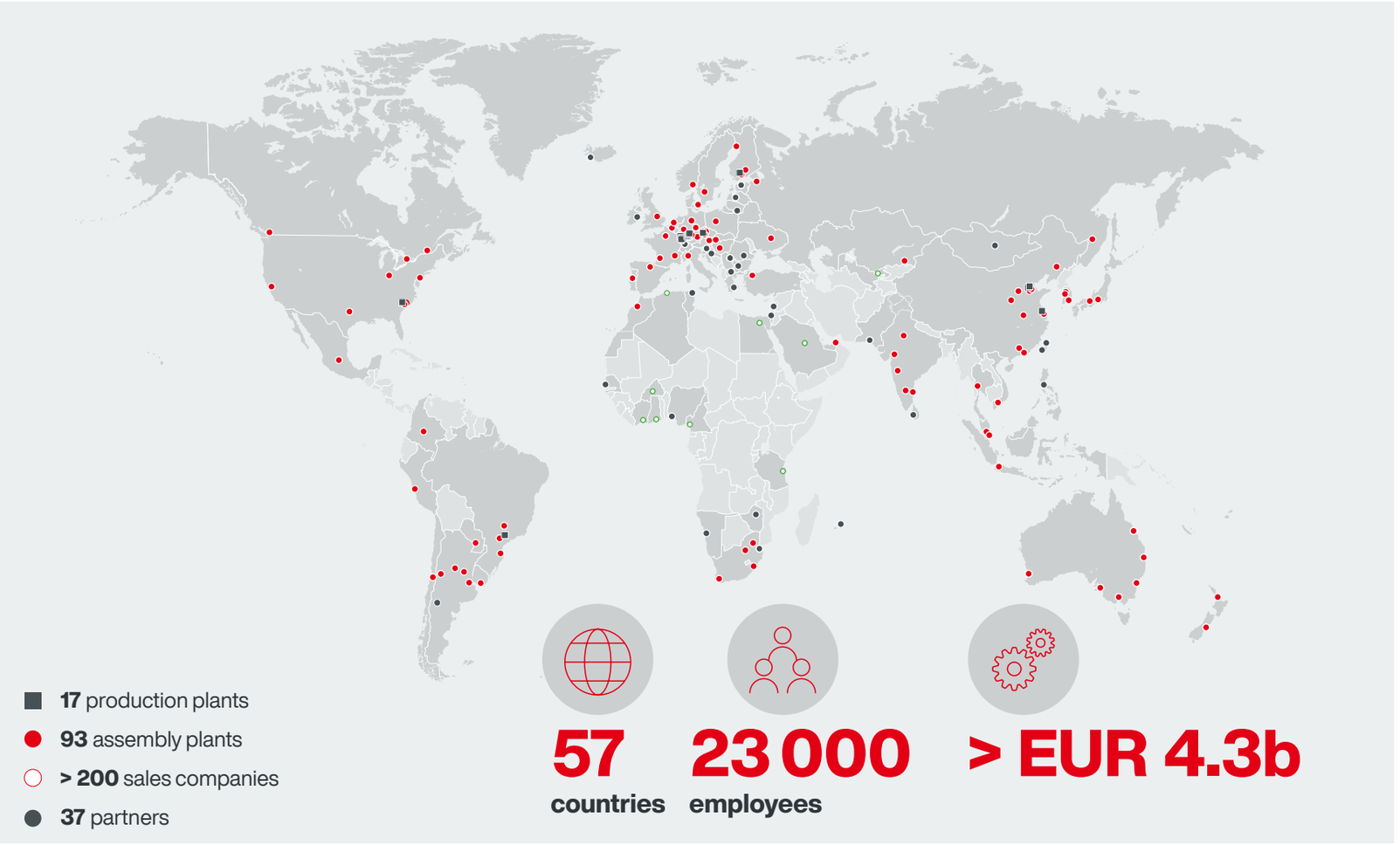
2022 The Green Side of Drive
Sustainability initiative with sustainability report

Our sites worldwide

Our principle of personal proximity – we are where our customers are
Our growing global presence means we are getting ever closer to our customers. From an early stage, we have been keen to ensure customer proximity beyond our headquarters in Bruchsal and the heart of our production operation in Graben-Neudorf.

With 17 production plants, 93 Drive Technology Centers, and over 200 sales companies in 57 countries, we are there for our customers worldwide. The distribution of our sites is as follows:

127	Europe
136	Asia
56	North and South America
22	Africa
10	Australia



Business model

Being a specialist in drive technology gives us our own very special drive
Thanks to our comprehensive product portfolio, we can find a solution for any requirement and any drive. What's more, our solutions are used in all kinds of sectors, in countless processes, plant systems, and machines.

Based on our flexible, modular design approach, we can precisely meet all customer needs with an exceptionally wide-ranging portfolio. Our individual products can be integrated into applications or system solutions, or adapted based on industry-specific criteria.

We create user-specific and application-specific drive solutions with standard gearmotors, and we produce industrial gear units with decentralized technology, servo technology, and control technology. We ensure functional safety and an interface-specific software connection for all our solutions.

Everything from a single source, comprehensively carefree, and fit for the future
Thanks to our application packages and preconfigured automation modules, we offer everything from a single source, meaning our customers have just one supplier and contact to deal with.

With the help of a comprehensive service concept and a constant stream of new technologies and ideas, we think ahead and look to the future. Our Life Cycle Services and 24 h Hotline give our customers a comprehensively carefree package for all repair and maintenance work.

Our journey into the digital future of Industry 4.0 started back in 2014 with our lean smart factory in Graben-Neudorf.

We ensure that our customers get precisely the solution they need – we manufacture with precision and to suit the market.



Our portfolio

Company management

The SEW-EURODRIVE Management Board
As CEO, Managing Partner, and Chairman, Jürgen Blickle has overall responsibility. Reporting directly to the CEO is Dr. Jörg Hermes, COO. He has overall responsibility for the departments under Managing Director Production Christian Mayer and Managing Director Innovation Mechatronics Dr. Hans Krattenmacher. New additions to the Management Board were Michael Luz, CFO, and Dr. Markus Wöppermann, Managing Director Corporate Innovation Mechanics.



Jürgen Blickle
CEO
Chief Executive Officer



Dr. Jörg Hermes
COO
Chief Operating Officer



Christian Mayer
Managing Director
Corporate Production



Dr. Hans Krattenmacher
Managing Director
Corporate Innovation
Mechatronics

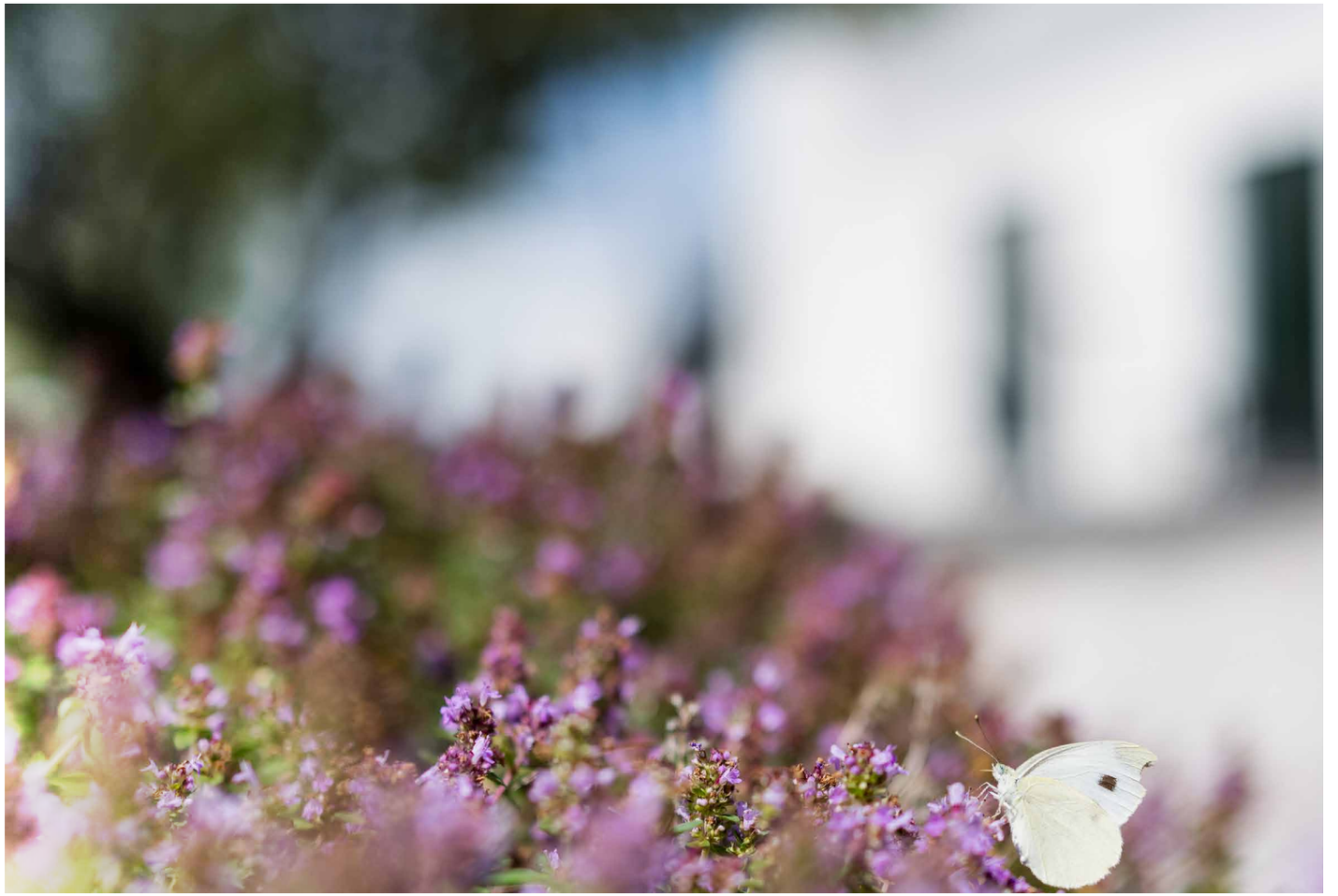


Dr. Markus Wöppermann
Managing Director
Corporate Innovation
Mechanics



Michael Luz
CFO
Chief Financial Officer

Sustainability and strategy



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The role of sustainability in the corporate strategy

Strategic relevance
Sustainability is a key element in SEW-EURODRIVE's long-term corporate strategy. As an international family-owned company with an entrepreneurial mindset across the generations, we see acting sustainably as a prerequisite for lasting business success. Our mission is to reconcile economic performance with ecological and social responsibility.

The global challenges of climate change and resource availability, together with society's changing expectations, are having a growing impact on our market environment, our value chains, and our business risks and opportunities. Regulatory requirements are increasing, too, as are the expectations of our customers, business partners, and staff with regard to ensuring transparency and acting responsibly. That makes sustainability not just an expression of our values, but also a key factor when it comes to our competitiveness and our future.

With all this in mind, we are systematically gearing our sustainability strategy toward long-term value creation, resilience, and innovation, including defined objectives and regular checks on progress. The aim of this strategy is to quickly recognize and mitigate risks, to leverage opportunities, and to future-proof our company in a dynamic, international environment.

Link with our business model
Our sustainability strategy is closely linked to our business model. Our business activities extend across different markets and regions, which makes them particularly dependent on ecological, social, and regulatory frameworks.

Sustainability aspects influence key elements of our business model – from procurement and production through to sales and customer relationships. Using resources responsibly, ensuring fair working conditions, and maintaining high standards when it comes to compliance and company management make a major contribution to the stability and performance of our processes.

Sustainability also opens up new business opportunities – thanks to more efficient technologies, innovative products and services, and access to new markets and customer segments, for example. Furthermore, systematically taking sustainability aspects into consideration strengthens our relationships with customers and business partners and helps ensure our company's long-term positioning as a dependable and responsible player in the international competitive environment.

This means our sustainability strategy is also closely linked to our operational business.

Investments in sustainability

At SEW-EURODRIVE, the financial resources that are needed to achieve our sustainability goals are determined and approved as part of our yearly operational and investment budget planning.

ESG-relevant expenditure, the effectiveness of which is regularly reviewed, forms an integral part of business processes and includes, among other things, certified management systems (ISO 14001, ISO 45001, and ISO 50001), energy-efficient buildings and technical facilities, the generation and procurement of renewable energy, the systematic electrification of our vehicle fleet, and defined efficiency standards for machinery and equipment.

SDGs and areas of activity

Highly developed, industrialized countries must set an example when it comes to fighting climate change. However, climate change also presents us with an opportunity to gradually establish a new way of living and a new philosophy of life that are in harmony with our planet. It was in this spirit that the United Nations defined 17 global sustainable development goals (SDGs) in 2015 as part of its Sustainable Development Agenda. To implement our "sustainability@SEW" initiative, we compared our activities against these 17 SDGs. This resulted in the identification of three key areas of activity – "supply and raw material chains", "production and business processes", and "products and services". Since individuals and what they do are always at the start of our value chain, "people" is our fourth area of activity. Our fifth and final area of activity is "ethics and governance", which is where all over-arching sustainability measures are anchored. In particular, this covers legal requirements and ethical principles.

Our sustainability strategy's five areas of activity, together with their assignment to SDG categories that are relevant to SEW-EURODRIVE, are shown on the next page.

17 global sustainable development goals



The basis of our business activities

Ethics and governance
- Risk management
- Legal compliance
- Social commitment
- Information security

People
- Workforce
- Health and safety management
- Qualifications, support, and knowledge transfer
- Being an attractive employer
- Diversity and equal opportunities

Products and services
- Circular economy and circular processes
- Sustainable product development
- Resource-efficient products
- Digital products and services
- Product carbon footprint

Supply and raw material chains
- Collaborative supplier management
- Resource-friendly raw material sourcing

Production and business processes
- Resource-friendly production
- Buildings and infrastructure
- Logistics and mobility



Sustainability organization

Being well organized is half the battle – the Sustainability Committee at SEW-EURODRIVE
Ongoing commitment is needed to anchor sustainability as a corporate goal and implement practical steps. Sustainable change can only be achieved if it is firmly established in day-to-day activities at every level of the company and developed further on a regular basis. In this way, we ensure that each and every employee can play their part and that sustainability is implemented effectively throughout the company.

To achieve the associated targets, responsibilities need to be clearly assigned. With all this in mind, a Sustainability Committee was established at SEW-EURODRIVE in 2022.

Structure and functions of the Sustainability Committee at SEW-EURODRIVE
Establishing the Sustainability Committee emphasizes the huge importance we attach to ensuring our company pursues sustainable development. The organizational chart on the right shows how the significance of this issue is reflected in our organization. The Sustainability Committee (SC) comes under the umbrella of Quality and Sustainability Management and reports directly to the SEW-EURODRIVE Management Board.

One of the most important tasks for the SC is to keep the Management Board informed and provide a basis for making decisions. Further key tasks include formulating and developing the SEW-EURODRIVE sustainability strategy and consolidating the programs, targets, and measures associated with that strategy. Ultimately, all the SC's activities are geared toward ensuring continuous progress with the various sustainability topics and projects within the five areas of activity. This also includes regularly carrying out certifications and audits.



Organization chart for the Sustainability Committee at SEW-EURODRIVE

Overarching responsibility ensures a holistic approach

The Sustainability Committee's field of activity covers the entire company, from research and development and sales to the plants and procurement. The primary focal point is advising and assisting individual divisions. As part of this approach, working groups and a central project organization have been established to drive forward specific activities and projects with as much focus as possible. This means that individual managers and executives have responsibility for the activities aimed at achieving targets and for implementing standards.

Composition and remit of working groups

To encourage networking, discussion among specialists, and company-wide coordination, specific climate protection and circular economy working groups have been established. These working groups serve as a platform for regular dialog between relevant divisions and sites. The aim is to formulate joint strategic guidelines, agree on sustainability goals, and identify, develop, and coordinate concrete measures. All this supports consistent and effective implementation of the sustainability strategy.

At the same time, a company-wide CSRD project has been initiated to systematically meet the requirements of the Corporate Sustainability Reporting Directive. Under this project, processes, structures, and base data are gradually being established and harmonized. By 2027, the first reporting year, it is envisaged that sites outside Germany will gradually have been integrated into the relevant sustainability and reporting processes. This will ensure consistent, transparent, and compliant sustainability reporting across all key sites.

Material topics and strategic objectives

1. Double materiality analysis
With a view to initiating productive activities working toward a sustainable future, a double materiality analysis was carried out in accordance with the requirements of the CSRD Directive. This also satisfies the requirements of the Global Reporting Initiative (GRI).

The material topics were formulated taking into account different stakeholder interests – including external stakeholders such as customers and suppliers – and by asking our experts about major impacts in terms of the environment and society (inside-out perspective) as well as the opportunities and risks for the company that are associated with sustainability-relevant influences (outside-in perspective).

The double materiality approach stipulates that a topic must be included in reporting when it has been identified as a material topic from at least one of these two perspectives.

An analysis based on the criteria defined by the ESRS (European Sustainability Reporting Standard) – scale, scope, irremediable character of the impact, and likelihood – was used to identify material IROs (impacts, risks, and opportunities). This analysis is carried out for each topic, and a distinction is made between the individual stages of the value chain.

An impact was judged to be material if it was found to have a significant influence on society or the environment. Opportunities and risks were evaluated based on the financial consequences for SEW-EURODRIVE. These could take the form of lower costs or a drop in sales, for example.

The IROs that were identified are integrated into the company's risk management.



2. Impacts and opportunities/risks
As part of our double materiality analysis, we identified impacts as well as opportunities and risks and assessed these in the overall context of our risk management system.

E1 – Climate protection
The company's own activities (Scope 1 and 2) result in greenhouse gas emissions worldwide relating to the business operations of SEW-EURODRIVE, which contribute to climate change. Greenhouse gas emissions are also produced worldwide along the upstream value chain and during the use of SEW-EURODRIVE products (Scope 3).

An energy-intensive production environment and growing climate protection requirements pose risks for SEW-EURODRIVE due to volatile energy prices, regulatory requirements relating to the reduction of emissions, and potential cost increases associated with fossil energy sources and CO_2 emissions.

Furthermore, physical impacts of climate change such as extreme weather events and hot spells can have an adverse effect on the availability of energy, the stability of supply chains, and the operation of sites.

At the same time, however, energy efficiency measures, the expansion of renewables, and the reduction of greenhouse gas emissions present major opportunities to cut costs, improve security of supply, and boost competitiveness. The development of energy-efficient and resource-friendly products and solutions helps customers achieve their climate targets and tap into new market potential. On top of that, forward-looking climate change adaptation makes the company more resilient and helps ensure stable and sustainable business development over the long term.

E5 – Circular economy
The large amounts of metals, rare earths, plastics, and cardboard we require are one particular factor with an indirect impact on the availability of these materials and on both ecological and social aspects relating to their extraction and manufacture.

Safeguarding the availability of raw materials and primary products, and taking a responsible approach to waste and emissions, are vitally important approaches at SEW-EURODRIVE. Our dependence on primary resources, the price and availability of which can fluctuate considerably due to geopolitical, regulatory, or market-related factors, poses particular risks. Increased waste avoidance and disposal requirements and environmental standards can also result in additional cost and compliance risks.

At the same time, however, systematically focusing on the principles of the circular economy can open up significant opportunities. Utilizing materials more efficiently, reducing waste, making increased use of secondary raw materials, and applying concepts focused on durable, repairable, and recyclable products can lessen dependence on primary resources and boost profitability. Especially in the mechanical engineering sector, modular design principles, the reuse of parts, and the reconditioning of components offer potential for conserving resources and developing additional customer-focused solutions. Increasing the focus on the circular economy therefore supports both the company's environmental sustainability and its competitiveness.

S1 – Social responsibility
SEW-EURODRIVE's business operations have a direct impact on the company's employees, especially when it comes to working conditions, occupational health and safety, qualification requirements, and equal opportunities. Since production processes, the way work is organized, and the use of new technologies influence the level of both physical and mental strain, appropriate measures to safeguard the health and safety of staff are needed. At the same time, HR and further training strategies, the approach to diversity and equality, and the involvement of employees in change processes have an impact on job security, motivation, and personal development options. In this context, we are guided by recognized international standards, especially the core labor standards of the International Labour Organization (ILO).

As a family-run business with an international workforce, we know that good working conditions are a key success factor. The skills shortage, demographic developments, and growing health and safety requirements pose particular risks. In addition to this, inadequate diversity, equality, education, and training measures can make us a less attractive employer and have an adverse effect on the long-term availability of qualified staff.

Offering attractive, safe, and fair working conditions enables us to recruit and retain qualified staff and boost the organization's performance. An appreciative corporate culture that is geared toward equality and inclusion helps increase staff motivation and satisfaction, as does systematic ongoing education and training to gain further qualifications. Employee surveys and other feedback mechanisms are among the strategies we use to ensure the effectiveness of our measures.

High social standards, lifelong learning, and safe working conditions also support the company's innovation, resilience, and long-term stability.

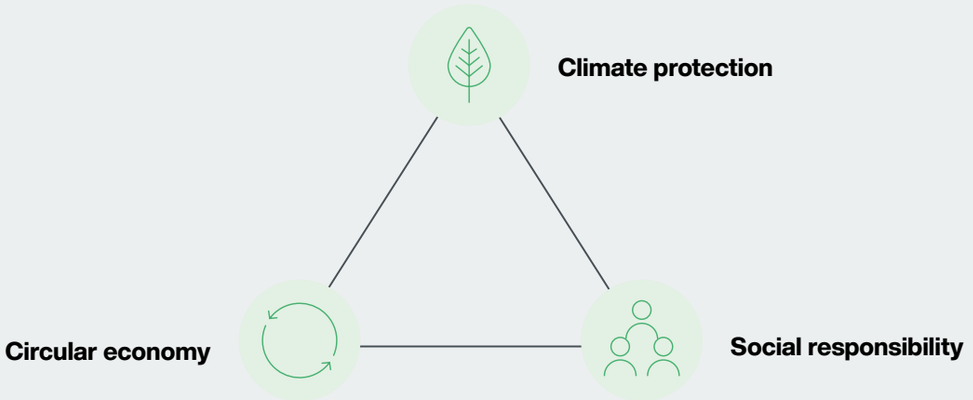
G1 – Company management
SEW-EURODRIVE's international business operations influence the demands placed on company management, especially when it comes to preventing corruption and bribery. Complex business relationships and a variety of different legal frameworks call for clear codes of conduct, effective control mechanisms, and the systematic anchoring of integrity in decision-making processes.

At the same time, regulatory requirements and stakeholder expectations influence the design of whistleblower systems. The effectiveness of these systems has a direct impact on transparency, internal monitoring, the handling of misconduct, and trust in the integrity of company management. Defined processes exist for examining, processing, and following up on reports that are received. We also ensure that whistleblowers are protected from discrimination and retaliation.

3. Strategic sustainability goals / vision

SEW-EURODRIVE pursues the goal of systematically aligning the company's long-term development with the principles of sustainability. Based on our technological strength and the high standards we set when it comes to quality and innovation, we want to actively play our part in creating an industry that combines economic success with ecologically responsible practices and social responsibility. In this context, we are guided by the limits of our planet and the requirements of future-proof industrial value creation. To ensure effective implementation, our strategic sustainability goals are supported by specific targets and appropriate key performance indicators (KPIs). They are also checked on a regular basis to transparently track and systematically steer progress.

Based on the result of the double materiality analysis, we have identified three key areas that SEW-EURODRIVE is focusing on.



Climate protection

Gradually moving toward net zero emissions is a key element of our company's vision. We are being guided by the targets of the Paris Agreement and endeavoring to achieve a long-term reduction in the greenhouse gas emissions associated with our business operations throughout the entire value chain. Technological product innovations, efficient processes, and the responsible use of energy are all playing a key role in this context. At the same time, we are taking a forward-looking approach when it comes to addressing the challenges of climate change.

Objectives, milestones, and ambitions	Current status and measures (2025)
Reducing Scope 1 and 2 CO_2 emissions - Calculating the company-wide CCF (2028) - Formulating a climate transformation plan based on the company-wide CCF	The key strategies we are leveraging to reduce emissions are to increase our use of renewables and replace fossil energy sources with alternatives. In this context, we have already started switching many of our sites to electricity obtained from renewable sources. This includes electricity generated by our in-house photovoltaic systems and green electricity procured externally. We are continuously pressing ahead with improving energy efficiency, which is among the requirements of ISO DIN 50001. We are also constantly exploring alternatives to fossil energy sources for the generation of building and process heat. The implementation of these measures and the progress we are making in reducing emissions are monitored on a regular basis and followed up in internal reporting. The formulation of a company-wide climate transformation plan will build on the results of the first CSRD report, for fiscal year 2027.
Reducing Scope 3 CO_2 emissions - Company-wide transparency regarding emissions (2028)	We are working hard to reduce greenhouse gas emissions in key parts of the upstream and downstream value chain. We endeavor to obtain transparency from our suppliers regarding emissions and aim to ensure this same transparency ourselves. To improve our control over Scope 3 emissions, relevant suppliers are increasingly being included in data gathering and evaluation measures – by means of structured data requests and supplier evaluations, for instance. The Scope 3 categories identified during a materiality analysis are as follows: 3.1 Purchased goods and services 3.11 Use of sold products

Circular economy

Strengthening the circular economy is a further focal point. We are increasingly gearing product development toward reusability, recyclability, and modular design principles. In this way, we are looking to close material loops, conserve resources, and help reduce both waste and emissions.

Objectives, milestones, and ambitions	Current status and measures (2025)
Circularity of our products - Implementing an Eco-Design Guideline in the product development process (2025)	A key element of our circular strategy is implementing the Eco-Design Guideline in the product development process to increase the circularity of our products. This guideline has been established as a binding part of the product development process and will therefore have a positive impact on the circularity and material efficiency of new products moving forward.
Rolling out circular processes - Clarifying the legal framework - Carrying out pilot projects	The focus is on high-quality loops such as repair loops, as well as internal reuse and remanufacturing in the SEW-EURODRIVE circular program. Potential loops are currently being assessed internally. In supporting areas, we are aiming to identify and implement regulatory requirements and additional potential circular processes. Logistics packaging loops are one example.
Reducing consumption of resources - Company-wide transparency about the proportion of recycled constituents in purchased materials. - Company-wide transparency about waste volumes and recycling (2028)	When it comes to our resource inflows, we are aiming to increasingly use materials and purchased parts with higher proportions of recycled constituents. At the same time, we are pursuing a waste avoidance strategy and ensuring that materials we can no longer use are fed back into external material loops. Based on initial data gathering, there are plans to further develop and expand the current monitoring of relevant key figures (e.g. waste volumes and recycling rates).

Social responsibility

We are committed to respecting human rights, providing fair working conditions, ensuring equal opportunities, and protecting the health and well-being of our staff on a sustainable basis. We also make a point of encouraging staff to undertake continuing education and training and gain further qualifications, so as to create tailored development opportunities and make our organization more future-proof.

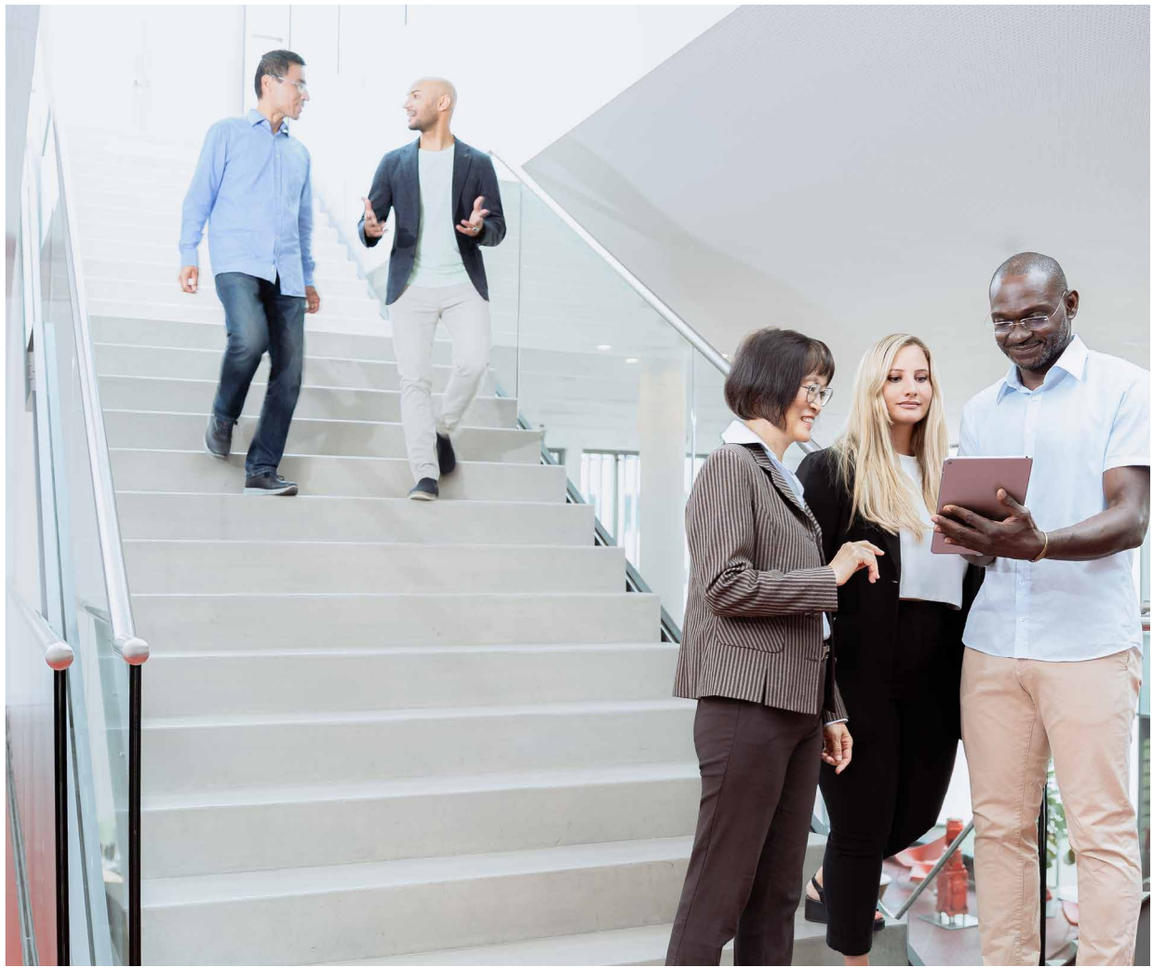
Objectives, milestones, and ambitions	Current status and measures (2025)
Education and training - Providing needs-based qualification training to ensure staff are always able to carry out their roles - Making SEW-EURODRIVE more innovative by providing appropriate learning and development opportunities - Ensuring the company has the skilled workers it needs	The education and training of our staff is a key element of our corporate culture. Our DriveAcademy® and DriveEducation training centers are key institutions for our trainees, apprentices, students, and staff, where they can develop their skills and prepare for the specific technical and personal challenges that lie ahead. The following measures have been implemented: - DriveEducation strategy based on the three-pillar model adopted - First part of the training initiative on the use of AI implemented - New learning formats such as Learning Expedition rolled out
Health and safety - Continuously reducing the number of occupational accidents and associated absences from work - Actively promoting the health and wellbeing of staff	We ensure compliance with occupational health and safety requirements at the workplace, in accordance with the applicable national provisions. We support the continuous further development of occupational health and safety measures and health protection in order to improve our working environment. Over and above our health protection measures, we also actively promote the health and wellbeing of staff. Both these points are covered by our vital 360 occupational health management system.
Diversity - Aiming to encourage a corporate culture where everyday interactions are characterized by respect, fairness, and openness. - Improving equal opportunities, increasing the proportion of female managers and experts, and making it easier to balance work and family life	At SEW-EURODRIVE, we are committed to ensuring all staff are listened to, appreciated, and acknowledged – regardless of their role, position, or background. Our “Respekt?Voll!” initiative clearly demonstrates this commitment to diversity and treating each other with respect at our company. As part of this initiative, structures have been created to ensure complaints are handled transparently and in good faith. In addition to this, behavioral guidelines have been adopted and a number of measures have been implemented to heighten awareness of how people should treat each other. The aim of the women’s network SEWWOMEN is to strengthen gender diversity and increase the visibility of women at our company. Measures have been taken to make SEW-EURODRIVE a more attractive employer for women, further develop family-friendly working conditions, and heighten awareness of gender issues. Networking and development opportunities for women working at SEW-EURODRIVE have also been created.
Human rights - Raising the profile of relevant institutions and assistance available at the company - Continuously increasing awareness of associated issues among staff and management	We have defined clear internal responsibilities for recognizing and complying with our due diligence obligations with regard to human rights. We make the necessary efforts to ensure the protection of human rights at our own company, in particular through our employees, but also in our supply chain. We are guided by the UN’s General Declaration of Human Rights. We have recently modified and modernized our company complaints office. An internal feedback channel called “SpeakUp” and the “Echo” platform (providing reactions to selected feedback) have also been introduced to create transparency.

Ethics and governance



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Ethics and governance – the highest standards for maximum integrity



Our most fundamental corporate principles

The high quality of our products and solutions is matched by a high benchmark when it comes to ethical guidelines and standards.
We believe that ethics and governance are about more than just abiding by applicable laws and global human rights. For us, ethics and governance are about actively managing sustainability and pursuing our company's core values of freedom, reliability, and humanity.

As one of the world's leading manufacturers of drive technology, we attach great importance to these standards, whether in terms of occupational health and safety, a corporate code of conduct, or functional safety.

Risk management

Conserving resources with supplier-related risk management

By involving our suppliers in our processes and value chain at an early stage, we ensure that risks relating to unethical practices or the use of materials, among other things, are manageable during ongoing operations and remain that way. The basis for this predictive risk management and the proactive implementation of measures is the ongoing monitoring of all our suppliers using a critical supplier watchlist. In return, our suppliers benefit from professional support and goal-oriented solutions. We want to be proactive, focusing on teamwork and results. Through open communication and a respectful approach, we assume social responsibility as part of a growing partnership.

Keeping track with enterprise risk management

We use our enterprise risk management system to record and evaluate all ESG-relevant opportunities and risks and present these to the decision-makers. In this way, we incorporate an overview of sustainability issues at managerial level and help ensure that these issues are taken into account when strategic decisions are being made at SEW-EURODRIVE. By integrating this system into our existing risk management process, we create an efficient control tool and avoid setting up parallel structures.

Guidelines for clear labeling and packaging

The example of our delivery and labeling requirements is a good illustration of how we use a clearly defined set of rules to make the packaging of goods and products delivered to us as efficient and sustainable as possible. This also applies to upstream and downstream processes.

Among other things, these rules precisely define the size of individual packaging items and forbid the use of prohibited packaging materials. To optimize handling processes, there are also detailed guidelines on how to structure labels and delivery notes. This clear labeling system saves energy by ensuring packages are not sent on wasteful journeys to the wrong warehouse or rack, for example.

Naturally, this same principle of maximum resource conservation through clear regulations for packaging and processes is also applied to the delivery of our own products to customers and partners.

The entire process for designing the packaging is described in detail in our comprehensive packaging manual. This includes the definition of various base carriers such as a Euro pallet and the packaging unit in the form of conductive or non-conductive carrying containers, SEW-EURODRIVE boxes, or reusable load carriers, to name just a few examples.

The design specifications for the packaging also cover factors such as internal securing elements and filling materials, the arrangement of goods, and the precise definition of the packaging material, which must, for example, be recyclable and comply with European environmental and material legislation.

The content and attachment of the goods tag, which sets out the necessary information on the contents of the delivery, are also precisely defined. In addition, the packaging manual describes the proper handling of individual load carriers, which are divided into load carriers that can be exchanged as part of a pool and reusable load carriers that are specific to SEW-EURODRIVE.

Having in-house packaging instructions in place ensures, for example, that the materials utilized are highly reusable.

The packaging requirements

- **Label must be attached to the smallest packaging unit.** Helps clearly identify the goods. Reduces errors in the goods receipt process. Saves time when identifying the goods.
- **Large packaging units (usually Euro pallets) must be provided with a VDA label.** Simple and secure retrieval of required information thanks to standardized label structure.
- **Packages (> 18 kg) must be suitable for handling with a gripper or suction lifter.** Optimizes the ergonomics of workstations and, as a result, occupational health and safety.
- **Delivery time must be specified to the day.** Results in even distribution of work volume and workload.
- **Prohibited packaging materials must not be used.** Prevents extra costs for disposal and additional work. Compliance with statutory provisions.
- **Delivery note is attached to the “large” packaging unit in a shipping bag and is clearly visible.**
- **Adequate transport and corrosion protection must be ensured.** Prevents production downtimes and additional outlay.

Systematic categorization of all suppliers creates clarity
Based on these results, all suppliers are systematically classified in a three-stage process.

The risk analysis is conducted based on the geographical location of the supplier in relation to various studies and indexes.

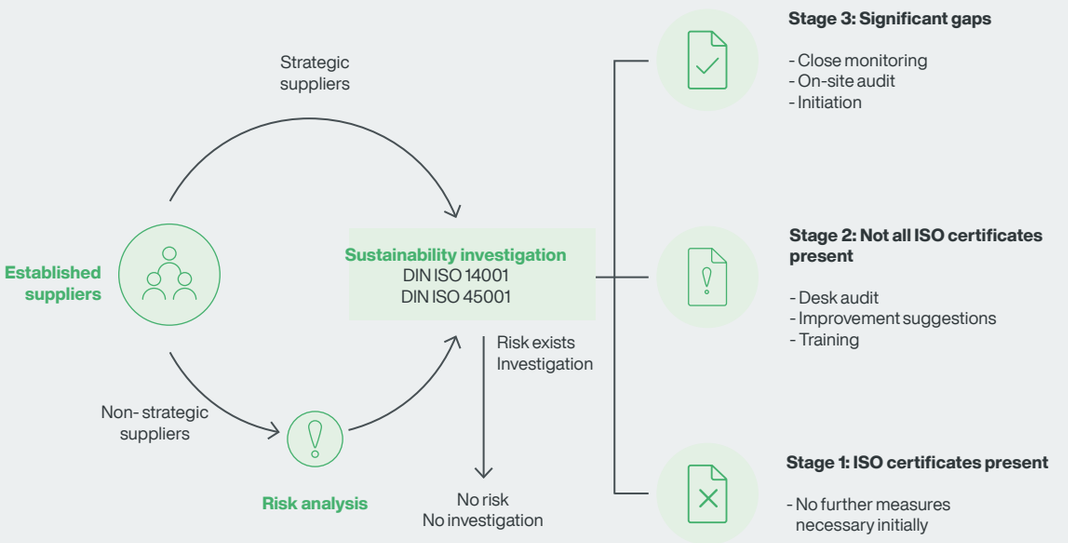
One example is the Corruption Perceptions Index maintained by Transparency International. During the risk analysis, we also take into account special sector-specific considerations. For example, sectors such as the textile industry and raw material mines are subject to special labor law risks, and sectors such as the steel industry and raw material mines are particularly impacted by environmental risks.

Stage 1
If all ISO certificates are present, no further measures will be implemented at first.

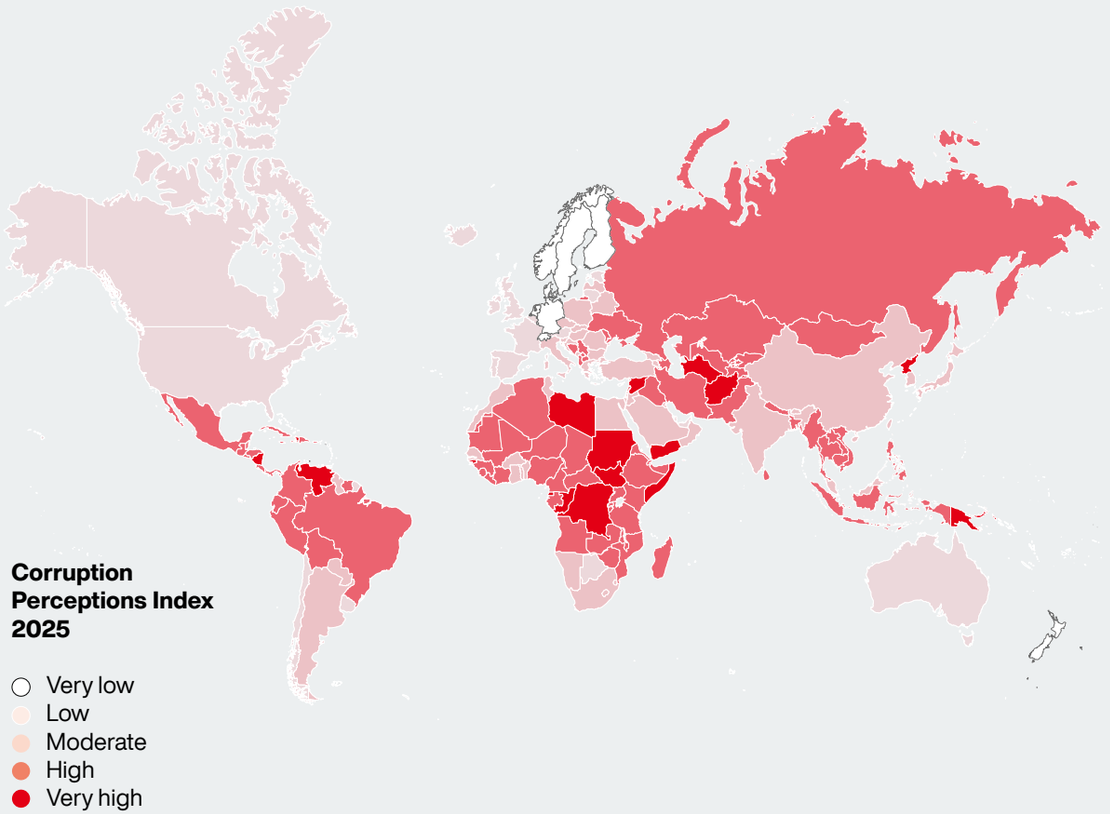
Stage 2
If not all ISO certificates are present, escalation action will be taken and prevention measures will be implemented.

Stage 3
If there are considerable gaps, the supplier will be closely monitored with an on-site audit and the initiation of a continuous improvement process.

Systematic approach to dealing with suppliers



Risk analysis based on the geographical location of the supplier 2025



Dependable data protection based on the GDPR and Data Protection Officers

As a company based in Germany, we naturally observe and abide by all provisions and regulations in the General Data Protection Regulation (GDPR), which entered into force in 2018. We have appointed in-house Data Protection Officers for this purpose.

Overview of all certificates and product compliance regulations

We comply with the applicable international standards for quality management, environmental management, and energy management in addition to other ISO standards on occupational health and safety and on information security. A full overview of all the standards, regulations, and product compliance directives that we abide by can be found on our website.

The risk analysis is conducted based on the geographical location of the supplier and a sector-specific risk factor. The Corruption Perceptions Index maintained by Transparency International is a useful source of information for conducting risk evaluations on our suppliers. During the risk analysis, we also take into account special sector-specific considerations.

Certificates and product compliance

The risk analysis is conducted based on the geographical location of the supplier in relation to the Corruption Perceptions Index maintained by Transparency International. During the risk analysis, we also take into account special sector-specific considerations.

Legal Compliance

The high quality of our products is matched by high ethical standards
This claim is firmly anchored on both a structural and organizational level at SEW-EURODRIVE by our corporate governance, by a compliance management system that has been rolled out across Germany and worldwide, and by an integrated management system for quality and energy management, environmental protection, and occupational health and safety. The same applies to IT security and data protection, as well as the responsible handling of conflict materials and dual-use goods. Within the framework of this compliance organization, we put in place monitoring to ensure that laws are followed and that in-house regulations such as our Code of Conduct, guideline on gifts, and signature procedures are observed. To support responsible business practices across our value chain, we expanded our Business Partner Code of Conduct in line with the German Supply Chain Due Diligence Act (LkSG), establishing clearer expectations for suppliers regarding human rights and environmental protection.

We also provide support in contractual negotiations with business partners, as far as assessing other legal questions in business relationships with third parties, and we take account of the legal implications when establishing or changing in-house business processes or business models.

Added to this are further measures within the framework of regular internal audits:

- Continuous monitoring the of internal stipulations of our Managing Partners and Management Board, as well as business processes, reporting, and compliance with laws, regulations, and directives.
- Identifying new and, as yet, unknown risks for all units and functions at the company.
- Auditing processes such as the sales process – starting with the request for a quotation and ending with accounting, including auditing operational and administrative steps and checks that are implemented throughout the core process.
- Communicating audit results directly to the Audit Committee, which consists of managing partners and Management Board members, and providing regular instruction for employees.

Whistleblower Hotline
We have also successfully launched a publicly accessible whistleblower tool in more than 90 languages on our website. The company's employees and external third parties such as suppliers can use this tool to submit anonymous tip-offs. Most importantly, the tool provides a channel of communication with the source of information, without that source having to reveal their identity.

We also undergo external audits, with regular verification by EcoVadis, SEDEX, IntegrityNext, and Supplier Assurance.

Last but not least, we encourage social engagement around the world by supporting social welfare establishments and organizations located close to SEW-EURODRIVE sites through donations and sponsorships. In Germany specifically, our interest is focused on helping the company's workforce engage in volunteering activities, make contributions to society, and develop their empathy.

Our whistleblower tool is open to the public.

The ethical guidelines for our day-to-day activities

Common ethical principles guide our everyday work. Through these principles, we make a commitment to abide by all applicable laws and the core values of our company, namely freedom, reliability, and humanity. At the same time, these principles help us acknowledge our responsibility as an international family business with a history that stretches back more than 90 years.

Our principles apply to every single member of staff, whether a senior executive or trainee, and to all hierarchy levels across all our branches and business units worldwide. Misconduct that violates these principles may be harmful to SEW-EURODRIVE and will not be tolerated.

The HQ Code of Conduct serves as a foundation for our core ethical principles and standards.

Our actions are governed by the following key principles

- **Abiding by the law**
  We always act in accordance with the applicable laws of the country.
- **Management culture and integrity**
  Our managers have a special responsibility to uphold our ethical principles, foster a culture of integrity, and prevent corruption.
- **Human rights and ban on child labor / forced labor**
  We reject child labor and forced labor, and we are vigilant with regard to any human rights violations.
- **Workers' rights**
  We respect the labor rights that apply in any given circumstance and support their enforcement.
- **Occupational health and safety**
  We place major emphasis on the health and safety of our employees and support the continuous further development of safety measures.
- **Working together and the prohibition of discrimination**
  We respect each other and reject any form of discrimination.
- **Environmental protection**
  We always consciously endeavor to minimize our impact on the environment and to conserve resources.
- **Tax compliance**
  We meet our tax and contribution obligations and provide constructive assistance to the relevant authorities.
- **Land, forest, water rights and forced eviction:**
  We respect land, water, and resource rights and the rights of local communities. We reject forced evictions.
- **Trade compliance:**
  We always conduct foreign trade in line with the applicable regulations, in particular complying with any relevant restrictions.
- **Anti-money laundering:**
  Our handling of financial transactions complies at all times with the applicable regulations on the prevention of money laundering.

Our principles also contain detailed rules for how to handle business relationships. For example, we reject any form of preferential treatment or bribery as part of our business dealings. We also have national policies regulating the giving and receiving of gifts. Any form of gratuity must not under any circumstances influence a business decision. Gifts and invitations exceeding defined monetary thresholds must be reported and comprehensively documented.

Any agreements that are anti-competitive are also prohibited. We avoid any semblance of a conflict of interest, as it is in our own business interest to do so. We also handle information with care, and always ensure that the appropriate level of confidentiality is assured. We place a strong emphasis on the protection of personal data.

Incidents, complaints, and severe human rights impacts	
Total number of discrimination incidents (including harassment) reported during the reporting period	2
Number of complaints filed through channels used by in-house staff to raise concerns	2
Sum total of fines, penalties, and compensation for damages as a result of incidents and complaints	EUR 0

Strengthening our human rights and compliance framework

The German Supply Chain Due Diligence Act came into force in 2023, which we viewed as an opportunity to reevaluate and strengthen our commitment to protect human rights in alignment with internationally applicable standards such as the UN's Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises. Based on our international and wide-ranging business model, we emphasize the local responsibility of the individual regions and countries. At the same time, we believe it is our duty to champion human rights and environmental standards even where the local understanding of these may diverge – in relation to occupational health and safety regulations, for instance. To better ensure that human rights are respected, we have also appointed a Human Rights Officer.

Across Europe, common ethical principles are reflected through local Codes of Conduct and related compliance structures. Where appropriate, the principles set out in the HQ Code of Conduct provide guidance for local implementation.

Following the ethical principles in everyday working life

Ethical principles are only worth having if they are lived on a daily basis. That is why we regularly train and communicate our ethical expectations towards our employees. All staff classed as being relevant to compliance receive in-person trainings or are given access to e-learnings.

We obtain corresponding contractual commitments from our suppliers, particularly to the effect that they undertake to comply with our HQ Code of Conduct. Furthermore, we carry out audits on a regular basis and as required by circumstances in order to check whether suppliers are abiding by the commitments they have made.

We have defined clear internal responsibilities for recognizing and complying with our due diligence obligations with regard to human rights. The Human Rights Officer is appointed directly by the Management Board.

We also involve relevant departments in the implementation of our HQ Code of Conduct, such as HR, Data Protection, and Procurement. These units are responsible for the necessary steps that are taken within their sphere of responsibility.

Gold rating for SEW-EURODRIVE

SEW-EURODRIVE has been registered with EcoVadis since 2021 and has once again improved its score this year. EcoVadis assesses private and public companies based on their social, ethical, and environmental impact. EcoVadis has assessed over 175.000 companies to date and has published scorecards for them. It acts as an evidence-based platform for ensuring transparency across the entire supply chain, providing supplier sustainability assessments, and enabling companies to evaluate their global suppliers through a paid rating.

The EcoVadis due diligence process covers four main categories – environment, labor and human rights, ethics, and sustainable procurement. Participating companies are confronted with a comprehensive set of questions, all of which require proof-based evidence.

Every year, the standards are raised to ensure these companies continuously improve their performance.

In the last evaluation, SEW-EURODRIVE GmbH & Co KG achieved a score of 82/100 in all categories. This puts us in the top 5% of all the companies assessed. In the industry rankings, we even made it into the top 2%!



Additional commitment
SEW-EURODRIVE is registered with the following ratings platforms:

INTEGRITY NEXT

ecovadis GOLD | Top 5% Sustainability Rating AUG 2026

Sedex Member

NQC SUPPLIER ASSURANCE

Further certifications:

TÜV SÜD ISO 9001 | TÜV SÜD ISO 14001 | TÜV SÜD ISO 27001 | TÜV SÜD ISO 45001 | TÜV SÜD ISO 50001

Supply Chain Due Diligence Act – heightening awareness internationally
To ensure human rights and the environment are better protected within the global economy, the German Federal Government passed new supply chain legislation in 2021. From 2023 onward, all companies with 3000 or more employees in Germany are required to do more to meet their global responsibility regarding the observance of human rights and environmental standards across the entire supply chain. Since January 1, 2024, this legislation has also applied to German companies with more than 1000 employees. Moreover, a European directive – the Corporate Sustainability Due Diligence Directive (CSDDD) – was published in 2024, with the aim of making supply chains more sustainable.

We carry out a risk analysis on all direct suppliers based on protected legal rights and environmental risks. This includes protecting employees, safeguarding people's livelihoods, and preventing the misuse of private or public security services for commercial aims. Furthermore, we audit breaches of environmental protection obligations. Reasonable precautions must be taken to protect people and the environment and to prevent such breaches.

Our suppliers undergo a multi-stage risk analysis process. This can be divided into an abstract risk analysis and a concrete risk analysis. Once the abstract risk analysis has been completed, suppliers exhibiting a definite risk are scrutinized in greater detail – and so, too, are strategically important suppliers, irrespective of their risk rating. The concrete risk analysis involves examining, assessing, and monitoring a whole range of sustainability criteria. If anomalies are found or if there are any grounds for suspicion, preventive measures are initiated. The Supply Chain Due Diligence Act process is supported by IntegrityNext software.



1 **Risk exposure analysis**
Analyzing all suppliers on the basis of sustainability-related key figures for specific countries and sectors.

2 **ESG risk analysis**
Evaluating the ability of suppliers to identify and prevent ESG risks. Standardized assessments are used for this purpose.

3 **Impact analysis**
Assessing the impact and opportunities SEW-EURODRIVE has in terms of influencing the supplier's sustainability.

4 **Preventive and corrective measures**
Measures to improve suppliers' ability to detect and prevent ESG risks.

5 **CSR report**
GRI-certified key figures and diagrams for supplementing sustainability reporting with supply chain data.

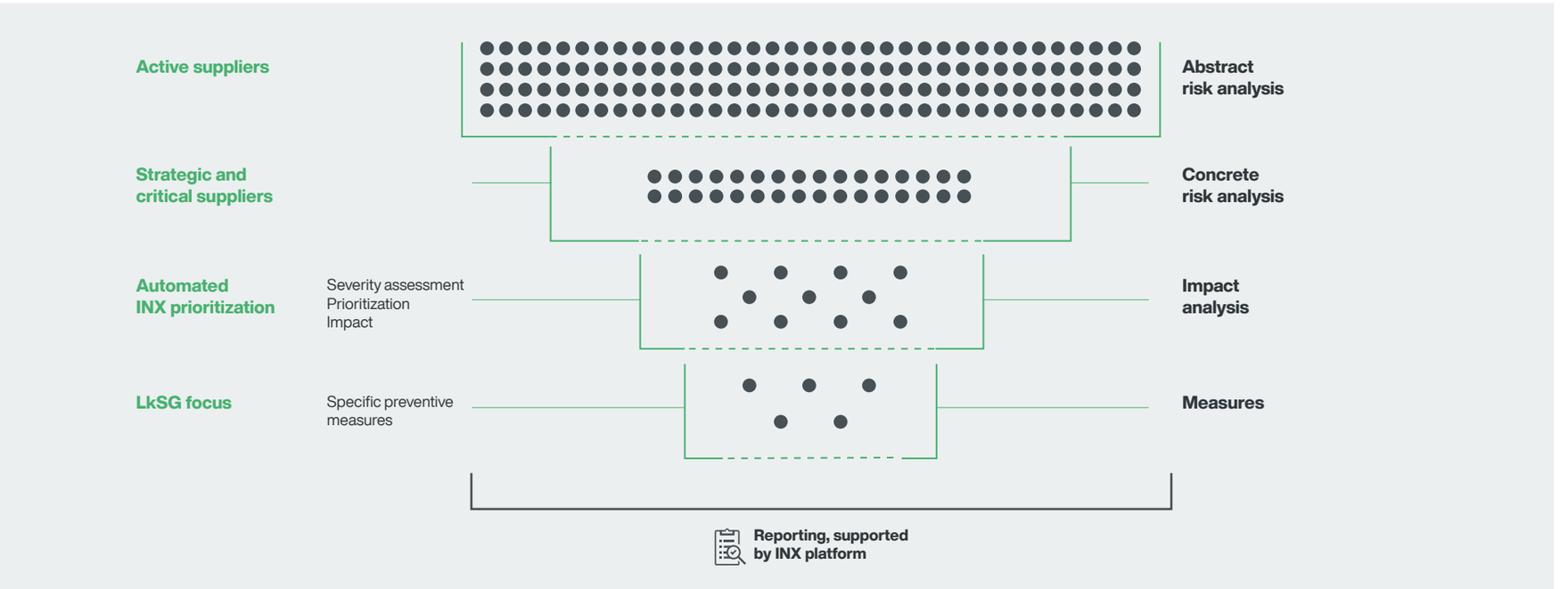
INTEGRITY NEXT

Despite the recent policy **amendments** to Germany's Supply Chain Due Diligence Act (LkSG) within the framework of the EU's Omnibus process, SEW-EURODRIVE is systematically continuing its international sustainability activities without any changes. The **amending and restructuring** of the regulatory requirements do not in any way affect our commitment to ensure ecological and human rights due diligence is anchored on a holistic and global basis. We are continuing to pursue a proactive approach that goes beyond the current minimum legal requirements. This ensures our processes, data structures, and risk management systems are aligned with future European requirements – especially the upcoming **Corporate Sustainability Due Diligence Directive (CSDDD)** – in good time.

By continuously developing our international sustainability standards, we are ensuring the company's smooth transition to the EU-wide due diligence obligations and reinforcing the compliance capabilities of our global supply chain for the long term.

IntegrityNext offers companies a comprehensive risk management system that enables them to meet LkSG requirements while also taking into account the stipulations of Germany's Federal Office for Economic Affairs and Export Control (BAFA). This platform can be used to carry out both abstract and concrete risk analyses, supports preventive and corrective measures, and provides documentation and reporting options.

- Meeting due diligence obligations
- Establishing a risk management system
- Carrying out regular risk analyses
- Adopting a policy statement
- Anchoring preventive measures
- Taking corrective actions
- Implementing due diligence obligations for indirect suppliers
- Establishing a complaints procedure
- Documenting and reporting



LkSG process overview

Social commitment

From a long-standing foundation to individual campaigns and the “MINT Minded Company” – our social commitment is as multi-faceted as our modular concept. It’s also part of our DNA.

SEW-EURODRIVE Foundation – the magic three of research, efficacy, and responsibility
The SEW-EURODRIVE Foundation was established on November 30, 1989 by Edeltraut Blickle, mother of CEO Jürgen Blickle, in memory of her husband Ernst Blickle, who died in July 1986. Each year, the SEW-EURODRIVE Foundation presents a Student Award worth 2500 euros for outstanding scientific work and projects in the fields of electrical engineering, mechanical engineering, and economics. The foundation also presents the ERNST-BLICKLE AWARD every two years to honor an individual working in research and enterprise, in recognition of their outstanding scientific achievements and their entrepreneurial commitment to progress, and for the benefit of society.

The SEW-EURODRIVE Foundation sees itself as a facilitator between free research, economic efficacy, and social and ecological responsibility.



In 2025, the Student Award was presented to 18 winners from Germany, Austria, and Switzerland, including no fewer than seven from Baden-Württemberg. Three graduated from the Karlsruhe Institute of Technology (KIT), one from Karlsruhe University of Applied Sciences (HKA), and two from the University of Stuttgart, while a further winner completed his outstanding final-year project at the University of Mannheim.

B2Run – running together
The B2Run company run, which is held at 17 sites across Germany, is all about fun, team spirit, employee motivation, and the emotion of crossing the finishing line. We share the experience of a memorable sporting event in a fantastic atmosphere – all based on the “Get off your office chair and put on your sneakers” slogan.



Bruchsal Run for Hope – the journey is the destination
It’s the taking part that counts. The Olympic creed rings all the more true for the Bruchsal Run for Hope, which is open to anyone who wishes to take part. Participants can run, walk, or take a leisurely stroll along the 3.5-kilometer route through Bruchsal city center and the baroque palace gardens. The more participants run their laps, the better – each completed lap raises money for social projects in Bruchsal, with even the entry fee going toward good causes. In 2025, over 200 runners covered a total distance of 1785 kilometers between them.

Maintaining a healthy and active lifestyle
Our Health Days – entire days dedicated to the health of our staff – are big events that take place every year. They offer participants a full program of exciting options relating to health, fitness, and much more besides. The possibilities on offer include fascinating talks, keynote speeches, and presentations, quick health check-ups – and, above all, plenty of activities to get involved in. Over 1000 visitors attended our Health Days and actively participated in the wide-ranging program.

Give blood and save lives
Every year, we organize a blood donation day, when all employees are invited to get involved and give blood to help those who need it. Without blood donors, millions of seriously injured and chronically ill patients would have no chance of survival.

283 blood donations, 46 first-time donors

CITY CYCLING
CITY CYCLING is an inter-municipality event run throughout Germany, with the aim of protecting the environment and promoting cycling. The goal is to cover as many kilometers as possible by bicycle – for work and leisure – over the course of 21 consecutive days, which benefits both the environment and the health of participants. Bruchsal is one of the municipalities that signs up each year. As in the previous year, SEW-EURODRIVE was again represented by many of its employees. In 2025, over 135 energetic cyclists covered a total distance of 37 497 kilometers between them.

Charity cyclists at SEW-EURODRIVE

The SEW-EURODRIVE charity cyclists Rainer Hassfeld, Christian Richling, and Matthias Beyer have been completing a yearly bicycle tour fundraiser since 1999.



The start of a remarkable journey
When they first came up with their idea of a joint bicycle tour, the three cyclists thought about who they wanted to raise funds for. "We thought about little Kira, about leukemia, and about the tests we'd had done the previous year to register as potential stem cell donors," Beyer recalls. The three cyclists therefore decided to raise funds for the young cancer patient from Russheim that first summer.

"First, though, we needed to ask Freundeskreis Leukämiekranker – a charity supporting leukemia patients – whether that was something they would welcome. Elke Jordan, the charity's chairperson, greeted the idea with enthusiasm. The next step was to find a sponsor – but that was easier said than done." Beyer continues. As he explains: "We were turned down by all the companies in the region we wrote to. We were on the verge of abandoning the idea when our FG1 production manager Otto Steinbach asked us if we'd tried putting our request to SEW-EURODRIVE. He offered to speak up for us. And, sure enough, it wasn't long before our boss, Mr. Blickle, promised sponsorship of a thousand German Marks. We were over the moon." Once that first hurdle of finding a sponsor had been overcome, it was time to decide on a destination for the fundraising tour. "We'll cycle north until the land meets the water," was the final decision, and so Bremen was chosen as the destination for the first tour. Ever since then, the cyclists have combined their tours with a visit to one of our SEW-EURODRIVE sites. Even as they were returning home by train from their first tour, they decided to cycle to Budapest the following year. And that was the start of a wave of euphoria that continues to this day.

In 2024, the charity cycling trio handed over the impressive sum of 31 111 euros to the "Förderverein zur Unterstützung der onkologischen Abteilung der Kinderklinik Karlsruhe (FUoKK)", which supports the work of the oncology department at Karlsruhe Children's Hospital. In so doing, they not only reached their cumulative total target of 325 000 euros, but actually exceeded it. The trio once again raised funds for the FUoKK in 2025. "This year, we headed into the mountains – to Germany's highest peak, the 'Zugspitze', to be more precise. During the four-day tour, we cycled almost 400 kilometers to reach Garmisch-Partenkirchen," reveals Beyer. This latest tour raised a further 31 111 euros.

"Another important point is that we see where the money goes and what it's used for."

Christian Richling

164 lovingly packed shoe boxes were collected for children in need.

Vital campaign – "The Gift of Giving"
As part of our Vital campaign, we give gifts to children and young people from local educational facilities as well as to senior citizens in our region. Under the motto "The Gift of Giving", we not only make children, young people, and senior citizens happy, but also ourselves. The aim of the Vital campaign was to collect as many gifts as possible.

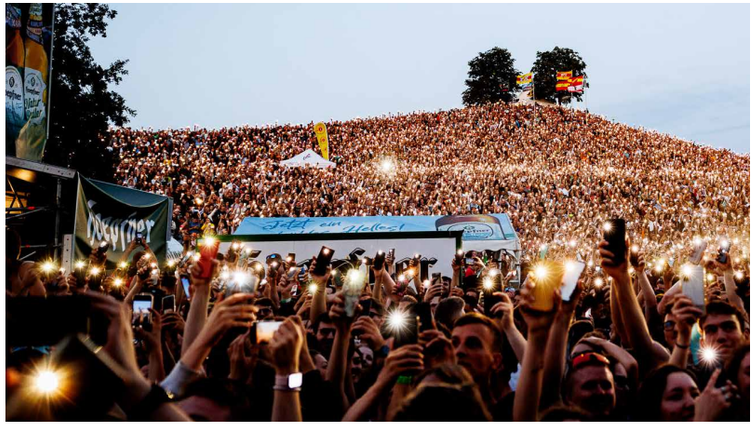
Summertime support – focused, visible, and regional
In 2025, SEW-EURODRIVE was a partner company of "DAS FEST" for the first time. Welcoming over 250 000 visitors, this festival in Karlsruhe is one of the region's cultural highlights during the summer months. It offers a wide-ranging program featuring music and other activities for all age groups. Organized by KME Karlsruhe Marketing und Event GmbH and held in Günther-Klotz Park, the festival celebrated its 40th anniversary in 2025.

In addition to "DAS FEST", SEW-EURODRIVE also supported other cultural and scientific events in the region in 2025:

"Schlosslichtspiele Karlsruhe" light festival:
As a festival business partner, SEW-EURODRIVE was able to project its own animation onto the walls of the castle – a visual statement in the corporate color red, which represents strength, energy, and passion.

200 years of KIT:
As a silver sponsor for the anniversary of the Karlsruhe Institute of Technology (KIT), SEW-EURODRIVE used a variety of communication initiatives throughout the year to demonstrate its close ties with the worlds of science and research.

"Kultursommer Bruchsal" cultural festival:
This is the second time SEW-EURODRIVE has sponsored the open-air festival in Bruchsal's Bürgerpark public park, generating a festival vibe right on its doorstep.



"DAS FEST" in Karlsruhe



The animation presented at the 2025 "Schlosslichtspiele Karlsruhe" light festival

Family-friendly approach recognized – accolade for SEW-EURODRIVE from Bruchsal's business development agency
In times when dual-income households have become the norm, balancing work and family life is becoming increasingly important. SEW-EURODRIVE is among the 2025 recipients of an award from the regional business development agency that goes to family-friendly companies in the Bruchsal economic area.

A total of 30 businesses from the region took part in the competition. The award recognizes the sustainable and structured implementation of family-friendly measures at companies. The business development agency, the chamber of commerce and industry, the chamber of trades and crafts, and the job center and employment agency were all represented on the panel of judges, alongside Bruchsal's municipal equal opportunities officer. The award ceremony took place during the "Bruchsal Women in Business Days" event.

"We support staff who have families by offering them flexible working hours, the option of remote working, use of our 'Morgentau' children's daycare center, and much more besides, so we are delighted about this award. Our family-friendly approach is a key element of our corporate culture – and also a crucial factor when it comes to being regarded as an attractive employer," explains Anke Karsch, Head of HR Development at SEW-EURODRIVE.

Award for supporting volunteers – SEW-EURODRIVE once again recognized as a volunteer-friendly employer for civil defense
In the event of a fire, a serious accident, or an environmental disaster, victims are dependent on immediate assistance. In most countries around the world, including Germany, civil defense and rescue services are mainly provided by volunteers. For volunteer emergency responders, having an understanding employer and being allowed to leave work immediately to rush to the aid of victims is particularly important. When this results in important work being interrupted, however, it poses a challenge for companies. Nevertheless, employers such as SEW-EURODRIVE rise to this crucial responsibility and release employees who act as volunteers from their obligations. In line with their social corporate values, these employers often take their support a good deal further by also offering advice, assistance, and funding.

SEW-EURODRIVE recognized for the third time
On the evening of October 30, 2025, Deputy Minister President and Minister of the Interior Thomas Strobl, representing the state of Baden-Württemberg, presented the coveted "Volunteer-friendly employer" award to 34 businesses and companies from the Karlsruhe region.



Presentation of the award recognizing volunteer-friendly employers for civil defense

The award also recognizes the dedication of many volunteers
Chief Operating Officer (COO) Dr. Jörg Hermes accepted the award, acting on behalf of Jürgen Blickle, Managing Partner of SEW-EURODRIVE.

In his acceptance speech, Dr. Hermes emphasized that showing humanity is a particular priority at SEW-EURODRIVE: "The most defining statement of our visionary late company owner Ernst Blickle was 'People make the difference'. Doing everything in his power to help the regions where our sites are located – worldwide – was always close to his heart. People who are committed to helping others, protecting them, and rescuing them from dangerous situations – such as the firefighters and rescue workers in the audience today – are a perfect fit for our team at SEW-EURODRIVE, our values, and our philosophy."

Information security

SEW-EURODRIVE has an information security management system (ISMS) in place that is certified to ISO/IEC 27001, ensuring both transparency and an appropriate level of information security. Through this ISMS, we make certain that our information security complies with the state of the art and that our corporate data is not exposed to any disproportionate risk. As in the case of data protection, the security objectives of confidentiality, integrity, and continuous availability are our top priorities when it comes to information security, too. The SEW-EURODRIVE Security Policy sets out and describes requirements relating to the following key issues:

- **Organizational measures:**
  These stipulate responsibilities for information security, for conducting risk analyses, and for defining and communicating security guidelines. Examples of key elements include the completion of preventive documentation requirements, such as contingency plans, and the response to security incidents.
- **Technological measures:**
  These include secure authentication, adequate encryption, network security, and verifying that all systems and applications are developed and run securely.
- **Physical measures:**
  These safeguard access restrictions, both on site and in relation to remote working, as well as video surveillance, protection against environmental influences such as fire and water, and the secure disposal of old devices and data carriers.
- **HR measures:**
  These particularly include annual security training, insider threat management, and clear specifications about responsibilities and required conduct when dealing with commercial or confidential information.

Dependable data protection based on the GDPR and Data Protection Officers
As a company based in Germany, we observe and abide by all provisions and regulations in the General Data Protection Regulation (GDPR), which entered into force in 2018. We have appointed in-house Data Protection Officers for this purpose.

All measures comply with international standard ISO/IEC 27001.

People



Workforce 42
Qualifications, support, and knowledge transfer 43
Health and safety management 47
Being an attractive employer 51
Diversity and equal opportunities 53

People make the difference



As our mission statement makes clear, it is the satisfaction of each and every individual member of staff that forms the all-important basis for our sustained corporate success.

We apply a whole raft of measures to incorporate and actively promote this mindset in our employees' day-to-day lives. These measures include everything from corporate health and safety management and the ongoing development of infrastructure for lifelong learning to a wide range of policies that support a good work-life balance and promote diversity and equal opportunities.

Workforce

Our corporate culture is steeped in mutual trust, respect, and appreciation. A trusting and inclusive approach ensures the shared collective success of the company and nurtures a high level of job satisfaction among the workforce.

SEW-EURODRIVE has a variety of different programs to anchor these values in everyday workflows and continuously revitalize them. They ensure our employees can enjoy equal opportunities, express their diversity, receive targeted training, and keep fit with the help of comprehensive health management.

The overarching goal is to offer our employees a framework in which they can maximize their strengths while also having the space to work on their weaknesses and grow by taking on challenges. Another essential part of this framework is a healthy work-life balance, which allows us to offer maximum flexibility even in times of personal difficulty. Yearly discussions are held with all employees to assess performance and professional development.

Driving the future together through innovation

We believe it is perfectly natural to give our employees the freedom they desire, and our corporate culture offers the necessary scope for self-improvement. Wherever possible, we support staff who are looking to change their area of work. We believe that freedom also means flexibility.

Research and development are top priorities for us. We aim to continuously drive the world with new ideas and approaches and help make our economy as sustainable as possible. With this in mind, we employ around 1400 engineers and computer scientists in Germany alone, as well as 850 research and development staff. With 190 technical and 41 IT and commercial trainees, 96 students on two types of cooperative study program (Cooperative State University degree program and StudiumPLUS), and 10 master's students, we get to benefit from countless new ideas from the youngest generation. Based in the Karlsruhe Technology Region, we have an excellent infrastructure at our disposal, as well as internationally renowned research institutions – all in an environment that is brimming with entrepreneurial spirit and innovation.

Our employees generally stay with the company for a very long time. In 2025, for example, a total of 206 long-serving employees marked a notable work anniversary. During the yearly anniversary celebration, which is always a special highlight in the calendar, staff are honored for their many years of service. This year, there were two members of staff who celebrated half a century of working at SEW-EURODRIVE.

7 innovation groups in our research section are driving forward the technological developments of tomorrow.

93% In Germany, 93% of our employees are covered by a collective bargaining agreement. Just 7% are employed outside collective bargaining agreements.

50 nationalities are represented at our company.

Number of employees by gender, broken down by continent

	Europe	America	Asia / Pacific	Africa / Middle East	Total
Male	8721	417	7137	232	16 507
Female	2116	85	810	35	3046
Other	1	0	0	0	1
Gender not reported	233	72	27	0	332
Total	11 071	574	7 974	267	19 886

Number of employees by type of employment, broken down by gender

	Male	Female	Other	Gender not reported	Total
permanent	15 615	2774	0	143	18 532
temporary	892	272	1	189	1354

Qualifications, support, and knowledge transfer

On course from the very start – personal and professional development

There is a lot to learn when starting a career at SEW-EURODRIVE. To ensure new employees feel comfortable and find their bearings right from the start, we support them from the outset with induction training that is tailored precisely to their particular field or area of responsibility, along with seminars and product training. As part of a systematic process that goes into exactly the depth they need for their position, participants are put into learning groups in our DriveAcademy® and learn all the key details about products, technologies, and the company, as well as valuable know-how for their role.

Diverse prospects at every career level

We also offer our employees a wide range of development opportunities as their careers progress at SEW-EURODRIVE. Our continuing training programs play a key part in the personal and professional development of every individual. In addition to training at our in-house academy, our staff can naturally also attend external training courses and conferences so they can keep their know-how up to date. This results in productive dialog between internal and external participants. Further elements in our comprehensive range of training measures include our Leadership and Management Excellence development program for managers at all levels and the SFU (Small Factory Unit) manager programs for Production.

Strategically filling key positions

Systematically sourcing talent, creating talent pools, and developing succession plans to find the perfect fit for key positions are all crucial steps in securing core skills and specific expertise for SEW-EURODRIVE by retaining high-potential, high-performing employees. All plans and pools are regularly reviewed and updated.

25% of our workforce is made up of engineers and computer scientists from a wide range of technical disciplines and specialist areas. Over 1400 of them are based in Germany.

Encouraging talent

Another measure is the structured support of talented individuals to prepare them for progression to a key position. The starting point for each individual development journey is usually a 360° feedback session, in which the talented employee in question receives honest feedback on their skills and conduct from people in their work environment. This feedback is then used to define subsequent development measures. The HR development team oversees this development journey in close cooperation with the relevant manager.

Ensuring knowledge transfer

Based on general demographic trends, it is clear that steps need to be taken to ensure SEW-EURODRIVE does not lose key knowledge and company-specific expertise, particularly in the coming years, when large numbers of staff will be entering retirement. To avoid a critical loss of knowledge, the HR development team conducts knowledge transfer workshops to ensure that knowledge relevant to the company's success is identified among key personnel, documented in knowledge maps, and shared with future successors.

The success of our company starts in our employees' heads. Whether in production, research, or service – at SEW-EURODRIVE, people are at the heart of everything. The expertise of our workforce is essential if we are to survive and thrive in the market on a long-term, sustainable basis.



1595

Number of in-house training offerings in our DriveAcademy®. These and 344 external training offerings were available to our staff in 2025.

Basic and further training is therefore crucially important to us, which is why we have created a dedicated SEW-EURODRIVE brand for it – the DriveAcademy®. This brand stands for a culture of lifelong learning based on innovative learning and teaching methods and an infrastructure that is growing and developing all the time. It creates the ideal framework for focused, technically grounded seminars and training courses as well as other methodological aspects relevant to management. Continuously updating our offerings to stay at the cutting edge of technological progress ensures we always have the very latest expertise in areas such as energy efficiency and resource consumption at our disposal. The training content we offer makes it possible for both the company and its customers to get the best out of SEW-EURODRIVE drives and systems, so as to achieve the optimum balance between economic and ecological interests.

When it comes to designing our training offerings, we are always learning

The broad portfolio of extremely practical units we offer is geared toward the needs of both our staff and our customers and distributors. Content ranges from specific product and application training to personal development. We keep content as relevant as possible to the needs of participants, making the whole experience beneficial, enriching, and fascinating. All our training staff are themselves continuously studying new education and presentation techniques so that we can provide training to a consistently high standard on an interpersonal level.

Headquartered in Bruchsal and with ten further sites, our DriveAcademy® has a regional presence throughout the whole of Germany and is always within easy reach. Besides being convenient, keeping journey times short for participants also helps reduce the CO_2 emissions generated by traveling to and from training courses. The ever-growing number of online courses and seminars is also helping to shrink this carbon footprint.

Training and skills development

Average number of hours spent on training and continuing education per full-time employee	7,03

Facts and figures for the DriveAcademy® in 2025

41 613

The number of times our staff took part in training

438

The number of digital learning materials available, such as videos and e-learning courses

6.6

The average number of training courses our employees attend each year

The future of learning is here

From digitalization and process management to energy efficiency – in a globally networked world, the requirements in terms of modern training and continuously updating the associated techniques and content are only growing. Built in 1989, our training center in Graben-Neudorf has reached its limits. The aim in building a new training center was to create the ideal surroundings to ensure lifelong learning of the highest caliber in the future, too.

Built on a 9230 m^2 site directly adjacent to our production and logistics plant in Graben-Neudorf, which is our largest worldwide, the brand new training facility with areas for technical, commercial, and IT trainees and all cooperative study program students was completed in fall 2025. The facility also includes IT, project, and seminar rooms, workshops, laboratories, and spacious social areas. Besides forward-looking training based on the latest technologies, the concept behind this new center also focuses on making flexible use of the building. The training center offers plenty of space for learning, experimenting, and being creative, so that future generations can also successfully help shape the future of SEW-EURODRIVE.

The new training center enables us to complete the “work-life circle” – from getting children excited about technology and providing basic and specialist training for skilled workers through to passing on knowledge and life experience. The center is intended as a place for experiencing, learning, and sharing knowledge and skills. **Official opening of the DriveEducation training center in Graben-Neudorf in October 2025**



SEW-EURODRIVE owner and CEO Jürgen Blickle, Chief Operating Officer (COO) Dr. Jörg Hermes, and long-time Managing Director Johann Soder – the driving force behind this major project – welcomed the invited guests and provided insights into how the new training center came about and the philosophy behind it. This was followed by a video message from Winfried Kretschmann, Minister President of Baden-Württemberg, and contributions from both Cem Özdemir, a former minister and the Green Party’s lead candidate for the 2026 state elections, and Graben-Neudorf’s mayor Christian Eheim.

All three clusters are closely linked and intertwined, both thematically and organizationally. Multidisciplinary training modules will address the future world of work and its (technological) challenges.

1. Introduction
This cluster is primarily about getting children and young people interested in technology and giving participants a genuine experience of the diverse world of STEM subjects in workshops, seminars, and fun, inspiring projects. Parents, teachers, and schools can also participate.

2. Training
Besides professional training, this cluster focuses on the methodological and personal development of young trainees, as well as hands-on training for high-school students and other interested parties. This is also where training collaborations will be based in the medium term, as we seek to boost and safeguard our regional economic area.

3. Specialization
This cluster is all about enhancing the expertise and skills of individual specialists in their particular area of activity. The topics covered are based around all the aspects of production and logistics technologies specific to SEW-EURODRIVE.



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Health and safety management

Reliable and verifiable health and safety management
Feeling safe at your own workplace is one of the key requirements for remaining relaxed and as focused as possible while working. All employees need the certainty of knowing they are protected as reliably as possible from workplace injuries, and that support is readily available if they get sick. With this in mind, SEW-EURODRIVE places a high premium on health and safety in the workplace. Our policies and practices on this subject closely align with ISO 45001 (management systems for health and safety at work). Using this as a basis, we can systematically prevent work-related injuries and illnesses and provide safe and healthy workplaces for staff to perform their respective duties.

Occupational health and safety is a top priority at SEW-EURODRIVE
Overall responsibility and accountability for compliance with the relevant requirements lies with company management, which highlights the major significance of occupational health and safety at SEW-EURODRIVE. The managers of the respective organizational units are obligated to implement requirements relating to their individual departments on their own responsibility. This includes meeting legal obligations and other requirements as well as the obligation to eliminate avoidable hazards and minimize risks.

The process of identifying work-related hazards and assessing risks is described in detail in our internal health and safety guidelines. These guidelines also regulate the process for reporting work-related hazards and dangerous situations as well as any workplace incidents.

32 We offer a total of 32 health and safety training courses.

Company medical service and company nurses
Modern occupational health and safety focuses on all aspects of wellbeing – physical, psychological, and social. Several company physicians and two company nurses are tasked with implementing specific measures at SEW-EURODRIVE. In addition to occupational health and safety concerns, they are also responsible for regular preventive occupational health checks.

Another area where our company medical service is active concerns ergonomic workplace design. Since the introduction of remote working, more and more consultations are also taking place over the phone to improve the ergonomic conditions of home offices. To better organize first aid, inspections were carried out at all the workshops in Bruchsal in 2024, and the equipment in all areas underwent a standardized overhaul.

Another key focal point is integrating people with disabilities into the work process and reintegrating people who have health problems. Our company medical service is supported by volunteer first-aiders, company paramedics, and addiction counselors.

By offering our employees a professional social support service, we give them the opportunity to reflect on and work through professional and private challenges and conflicts, as well as psychological and psychosomatic stress, at an early stage.

Employee health brochure for information and guidance
Our detailed health brochure clearly outlines to our employees the importance of health protection. Among other things, it explains the role and responsibilities of the company medical service, while also highlighting the scope and importance of personal protective equipment. First aid and the individual steps to be taken in the event of a workplace accident or fire are also described in detail.

Other sections of the brochure cover the integration of people with disabilities, employee reintegration management after long periods of illness, parental leave, and addiction counseling. The brochure also highlights special health offerings at SEW-EURODRIVE, such as health seminars and various tips on health and fitness, nutrition, and ergonomic workplace design.

Functional safety and product safety

The functional safety of our products and system solutions for drive technology is essential for protecting our staff and customers. As these products are increasingly being used in direct proximity to people, SEW-EURODRIVE develops, manufactures, and sells products and solutions with integrated safety features. We also offer services such as technical data sheets and project consulting.
Our Functional Safety Management team consistently satisfies all requirements set out in the IEC 61508 and IEC 61511 standards. These include the comprehensive documentation of all relevant processes and the provision of essential documents. A Corporate Safety Guideline also summarizes all management activities that are required for the implementation of functional safety. During the development process for new products and services, specialist and project-specific teams monitor compliance with these safety requirements.
A focused training program ensures our employees have the qualifications they need.

Product security is inextricably linked to functional safety and is ensured throughout the entire product life cycle. All safety-relevant products from SEW-EURODRIVE and bought-in components are reviewed in line with the requirements of the IEC 62443 series of standards. A certified product security management system helps our staff meet requirements relating to product security and monitors compliance with relevant processes and qualifications.

An overview of standards

The IEC 61508 and IEC 61511 standards set out the safety requirements for electrical, electronic, and programmable electronic (E/E/PE) systems. They are used to evaluate the reliability of safety-critical functions. The IEC 62443 international series of standards covers various safety areas and specifies maturity levels for processes, technical requirements, and aspects of industrial cybersecurity.

Health & Safety

	2025
Number of deaths resulting from work-related injuries and work-related illnesses among salaried employees	0
Number of deaths resulting from work-related injuries and work-related illnesses among non-salaried workers when they were working at the site	0
Number of reportable work-related injuries among salaried employees	312
Number of days of absence for the affected employees in the company's own workforce	12 120
working hours	16 665 882
Rate of work-related injuries per 1 million work hours	19

vital360° – integrated health management
The health of our staff is a key success factor and is firmly anchored in our corporate culture. Rather than treating vital360° as an isolated program, we are deliberately aiming for a holistically integrated occupational health management system that systematically combines occupational health management, health promotion, health protection, and employee reintegration.

Our holistic approach to health includes both physical and mental aspects and also factors in safe, healthy working conditions. Regardless of whether staff are working in offices, on the shopfloor, or remotely, we create sustainable structures that act quickly to ease the strain on them, strengthen their personal capacities, and help them maintain a high level of performance on a long-term basis. Exercise, a healthy lifestyle, and a balanced mental state are key factors when it comes to boosting resilience, flexibility, and the ability to deal with stress in the everyday working environment.

vital360° sees our company as a living organism in which each individual contributes to the overall success. Staff who feel healthy, valued, and supported have a positive impact on their environment and help boost motivation, improve team spirit, and create a more constructive working atmosphere. That means good health doesn't just benefit individuals, but is a key driving force behind an efficient, forward-looking organization.

A clear and sustainable governance structure controls the integrated health management system. An interdisciplinary working group known as a "Vital Circle" is responsible for the strategic planning, coordination, and ongoing development of all measures. This involves combining health promotion, occupational health and safety, occupational healthcare, and HR management expertise and coordinating it throughout the company.

One key element of vital360° is a network comprising over 80 qualified health scouts, including trained mental health first-aiders, who act as trusted low-threshold contacts, are good listeners, raise awareness, and offer timely support. This network helps us systematically encourage a culture of prevention that ensures action is taken at an early stage and stresses and strains are addressed before they pose a health risk.

vital360° offers a wide-ranging portfolio of practical measures. These include regular health initiatives such as a yearly Health Day, cooperation with health and fitness service providers, exercise and leisure activities, preventive training courses on stress management and mental health, and counseling related to social issues, addiction prevention, career matters, and caregiving. This portfolio is complemented by specific offerings for managers, occupational healthcare, occupational health and safety measures, and structured operational reintegration management.

Under vital360°, we take a sustainable, preventive, and integrated approach that focuses on the person as a whole. Rather than promoting individual aspects of health, we aim to ensure systematic protection, ongoing development, and long-term safeguarding of health – for healthy staff and a company that consistently maintains a high level of performance.

Number of employees covered by the health and safety management system

Percentage	100 %

The individual activities – an overview

- Regular events such as a yearly Health Day
- Attractive partner offers with gyms
- Leisure program including e.g. sports and cookery courses
- Operational reintegration management
- Recipe book with healthy recipes by employees, for employees
- Social support and addiction prevention
- Health seminars, e.g. for stress management
- Training for managers

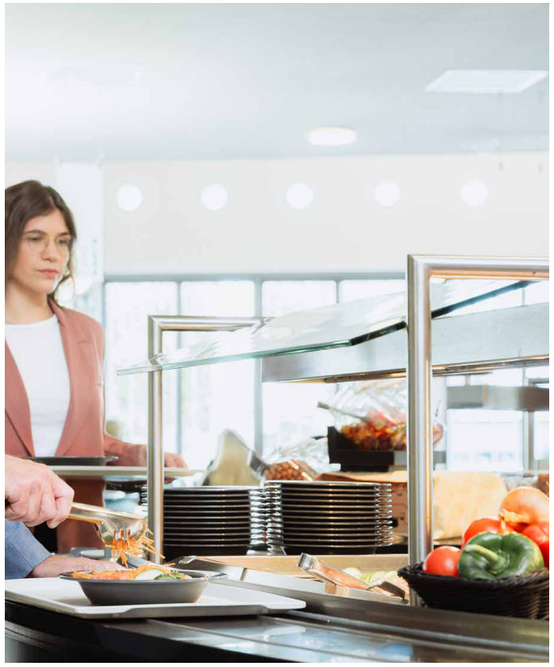
Sustainable canteen management for health and balanced nutrition

Sustainability is also a key consideration for us when it comes to food. The same applies to our catering partner Eurest, which prioritizes sustainability when sourcing its produce. The company is prudent in its use of resources, keeps transport routes short, and sources as many products as it can locally. This helps us both protect the environment and support regional producers.

Further sustainability traits at Eurest include choosing suppliers with great care, avoiding food waste, and clearly labeling environmentally friendly food in its app and in our staff restaurants.

The following points show that sustainability comes first for Eurest

- Focusing on animal welfare when creating recipes. Examples include Powered by Plants, Better Green, and chicken from the most ethical sources.
- Preparing for exclusive certification to the “360° für Morgen” standard (sustainable company restaurant).
- Participating in numerous organizations such as the Global Coalition of Animal Welfare and the European Better Chicken Commitment, being a founding member of United Against Waste, etc.
- Using Trim Trax software in Eurest kitchens to track all waste transparently and make savings.
- Carrying out regular training for Eurest staff on the subject of using resources sustainably.
- Sourcing work clothing that is made from environmentally friendly materials.
- Making a commitment to achieving Scope 1 and 2 carbon neutrality and hitting the net zero emissions target worldwide by 2050.



Being an attractive employer

Promoting a healthy work-life balance
As a family business, helping our staff strike a balance between home and work life – managing family and career, pursuing hobbies to the full, and being there for others – is crucial to our success. Our employees can only be expected to fully concentrate on their work if they have a clear head. To make this easier, we offer them a wide range of financial and organizational benefits.

Number of employees by age group, broken down by gender and continent

	Europe	America	Asia / Pacific	Africa / Middle East	Total	Total by Age
< 30 years						
Female	399	4	136	6	545	
Male	1627	85	2018	46	3776	4435
Not reported	109	0	5	0	114	
30 – 50 years						
Female	985	33	600	19	1637	
Male	4305	148	4534	143	9130	10 883
Not reported	94	0	22	0	116	
> 50 years						
Female	730	5	70	10	815	
Male	2784	60	583	43	3470	4300
Not reported	15	0	0	0	15	

Financial benefits

- Subsidies for meals in our company restaurant
- Above-average pension benefit
- Collectively agreed special payments and profit-sharing
- Anniversary bonuses
- Gift and special payment to mark births/marriages
- Flexitime accounts to compensate for overtime
- Low-interest employer loan to help when buying a home
- Company medical service and company nurses for optimum occupational healthcare
- Work clothing for commercial roles
- Free state-of-the-art parking facilities at large company sites

Work-life balance benefits

- A variety of working-time models for part-time or flexible working hours
- Attractive model for remote working
- Flexible parental leave arrangements, including clear prospects for returning to work
- “Morgentau” company daycare center for 100 children (including 30 crèche spaces), with a comprehensive and sophisticated care concept for learning through play
- Comprehensive sports and leisure program
- Framework agreements with three gyms
- Convenient leasing options for e-bikes and bicycles (JobRad)
- ”ubiMaster” homework support and tutoring for high school students, to ease the burden on parents
- Variety of employee discounts for shopping, travel, etc.
- Water dispensers in all buildings

SEW-EURODRIVE's "Morgentau" children's daycare center celebrates tenth anniversary



Having opened in September 2015 with just six children and eight staff, "Morgentau" now (as at October 2025) looks after 84 children split into seven groups, including 22 in the crèche.

The number of staff at the center has increased to 29, including trainees, a teaching assistant, a kitchen assistant, and student helpers.

"Morgentau" is especially proud of its approach to education and training. The last four trainees have stayed on as teaching staff – a strong indication of quality and loyalty. The center is supported by "netzwerk mensch" – an initiative of the big. Bechtold group headed by Managing Partner Daniela Bechtold.

A modern early-years educational concept has been developed in collaboration with the Karlsruhe University of Education and experts from the fields of educational science, elementary education, and teaching methodology. The 1500 m^2 daycare center doesn't merely look after the children – it also offers space for experimentation and discovery in lovingly designed themed areas. One particular highlight is the amphitheater at the heart of the center, which is used for performances in the summer and is popular with children and adults alike.



Diversity and equal opportunities

The network for women at SEW-EURODRIVE
SEW-EURODRIVE is an international company and has sites in 57 countries worldwide. Our employees also come from a whole range of nations, backgrounds, and cultures. One important aspect of diversity at SEW-EURODRIVE is our women's network SEWWOMEN.

Launched in October 2022, SEWWOMEN has a core team made up of women from all departments, representing a wide variety of technical, professional, and personal backgrounds. The network works to raise the profile of women within the company. Areas of activity include targeted employee marketing for women, enhancing family-friendly working conditions, and raising awareness of gender issues. The network maintains a continuous dialog with the management team and the relevant specialist departments.

15,6 % The percentage of women in the workforce as a whole



Percentage of employees by position, broken down by gender

	Male	Female	Proportion of women
Management Board	6	0	0 %
Executive employees	242	20	7,6 %
Workforce as a whole	16 507	3046	15,6 %

RESPEKT? Voll!

The "Respekt?Voll!" initiative – acting together to ensure a respectful and open working environment
SEW-EURODRIVE's "Respekt?Voll!" initiative is all about appreciation and equality. All employees are heard, seen, and acknowledged, whatever their role, position, or background may be. Our goal is to achieve a corporate culture where respect, fairness, and openness are the everyday norm.

Five guidelines developed on the basis of internal feedback from our "SpeakUp" initiative and a randomized survey on respect lay the foundations for focused actions and measures to continuously boost appreciative interaction at SEW-EURODRIVE.

To lower potential barriers to access, the company complaints office has been reorganized and the "SpeakUp" feedback channel has been created. The accompanying "Echo" platform enables staff to see comments on selected feedback and the resulting measures. In this way, we create transparency and sustainable solutions.

In 2025, SEW-EURODRIVE signed up to the Diversity Charter – the number one diversity initiative for companies. The signing of this charter demonstrates our clear commitment to equality and diversity. We have also revised our leadership programs and integrated the five "Respekt?Voll!" guidelines so that our managers act as role models and drivers when it comes to treating each other with respect.

Diversity was a particular focal point in 2025. For example, we organized a Diversity Week with interactive activities in the company restaurants and took part in the "Brusl Pride" parade.

Respekt?Voll!
How we treat each other – our five guidelines

1
We attach great value to punctuality and reliability.
We respect other people's time, keep to what has been agreed, and are prompt in responding.

2
We are polite and respectful.
We communicate with each other in a friendly way, listen actively, and support each other. We show empathy, are considerate, and respect personal boundaries.

3
We communicate openly, honestly, and fairly.
We encourage transparent and honest communication, stand up for what we believe in, and act as role models. We cultivate a positive feedback culture and treat each other as equals.

4
We are a family at SEW-EURODRIVE and embrace our team spirit.
We show appreciation for each other, recognize commitment, and take responsibility. We don't talk about each other, but with each other.

5
We embrace diversity and equality.
We reject discrimination and marginalization and accept different opinions and lifestyles. We live by our values of freedom, humanity, and reliability in our dealings with each other.



Integrating people with disabilities

Cooperation with the Lebenshilfe Bruchsal-Bretten workshops – a partnership that unites

SEW-EURODRIVE and Lebenshilfe Bruchsal-Bretten, an association that provides learning and work opportunities for people with disabilities, have been working together for over four decades – with successful results. A collaboration that started in the 1980s has become a real-life example of inclusion and regional solidarity.

Besides offering us support through its workshops, the association also helps us at our actual site. There are currently 16 permanent employees, three interns, and two group managers from the association in the external working group for electronics manufacturing at the Bruchsal site. They make components and products that are used in our drive and automation solutions, producing a total of over three million parts for SEW-EURODRIVE each year.



The association is much more than a social welfare organization, though. It is a professional service company and business partner. The focus is on quality and reliability – whether in relation to series production or for projects such as the sustainable "Comebags" that are made from recycled materials in the association's own workshops in Bruchsal.

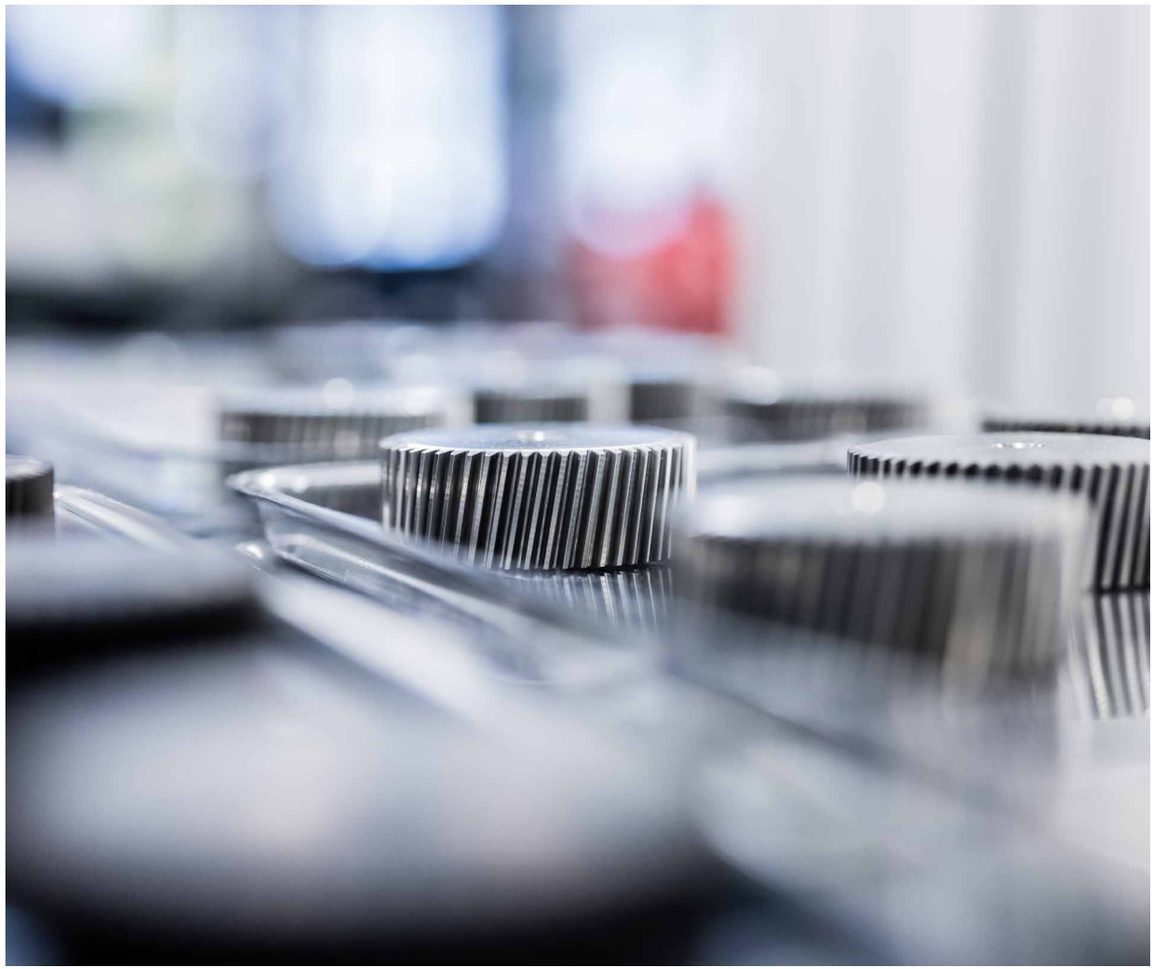
These workshops also maintain the company's fleet of bicycles to keep them in good working order. At SEW-EURODRIVE, we see this collaboration as part of our corporate responsibility, and as proof of diversity and cooperation in action.

Products and services



Circular economy and circular processes 58
Resource-efficient products 61
Sustainable product development 69
Digital products and services 71
Product carbon footprint 75

It all started with the modular system – sustainability across the entire value chain



The modular system behind our products has been a core starting point for the success we have enjoyed over many decades. It is a concept that is, by its very nature, resource-friendly and therefore sustainable. Starting from that concept, and working closely with our customers and partners, we take steps to ensure that processes throughout the entire value chain are progressively geared toward using energy and materials as efficiently and sustainably as possible – from product development right through to disposal.

Circular economy and circular processes

Using resources responsibly lies at the very heart of a sustainable approach. Designing processes to be as sustainable as possible throughout the value chain is a particularly big challenge for industrial manufacturing companies that use large amounts of energy and materials. This is where the circular economy approach comes into play. This production model keeps existing materials and products in circulation for as long as possible by repairing, refurbishing, remanufacturing, reusing, and recycling them. Resources are therefore used more efficiently, while waste volumes, energy consumption, and the associated emissions are minimized.

We apply the circular economy principle at SEW-EURODRIVE, too, and are working on incorporating the 9R strategies (see diagram on next page) into our value creation processes. Our objective is to extend product life cycles and to process product components after they have been used for their original purpose, thereby making our production as energy-efficient and resource-friendly as possible. A variety of in-house projects are underway with a view to achieving this.

Circular economy and eco-design at SEW-EURODRIVE

9R approach and resulting activities

Refuse
Dispensing with a product or replacing a function with a different product, e.g. a digital product or service.

Rethink
Re-evaluating an application to make more extensive use of the product, e.g. through shared use (sharing models) or multifunctionality.

Reduce by design
Implementing concepts, solutions, product designs, and production processes that can help to boost production, energy, material, and resource efficiency.

Reuse
Using canceled and/or returned products or product components that the customer no longer requires and that have been classified as “as new”, meaning they can fulfill their original function.

Repair
Repairing a particular defect and/or replacing defective and/or worn components of a product to restore its functionality on an order-specific basis and as part of a service. The customer still requires the product.

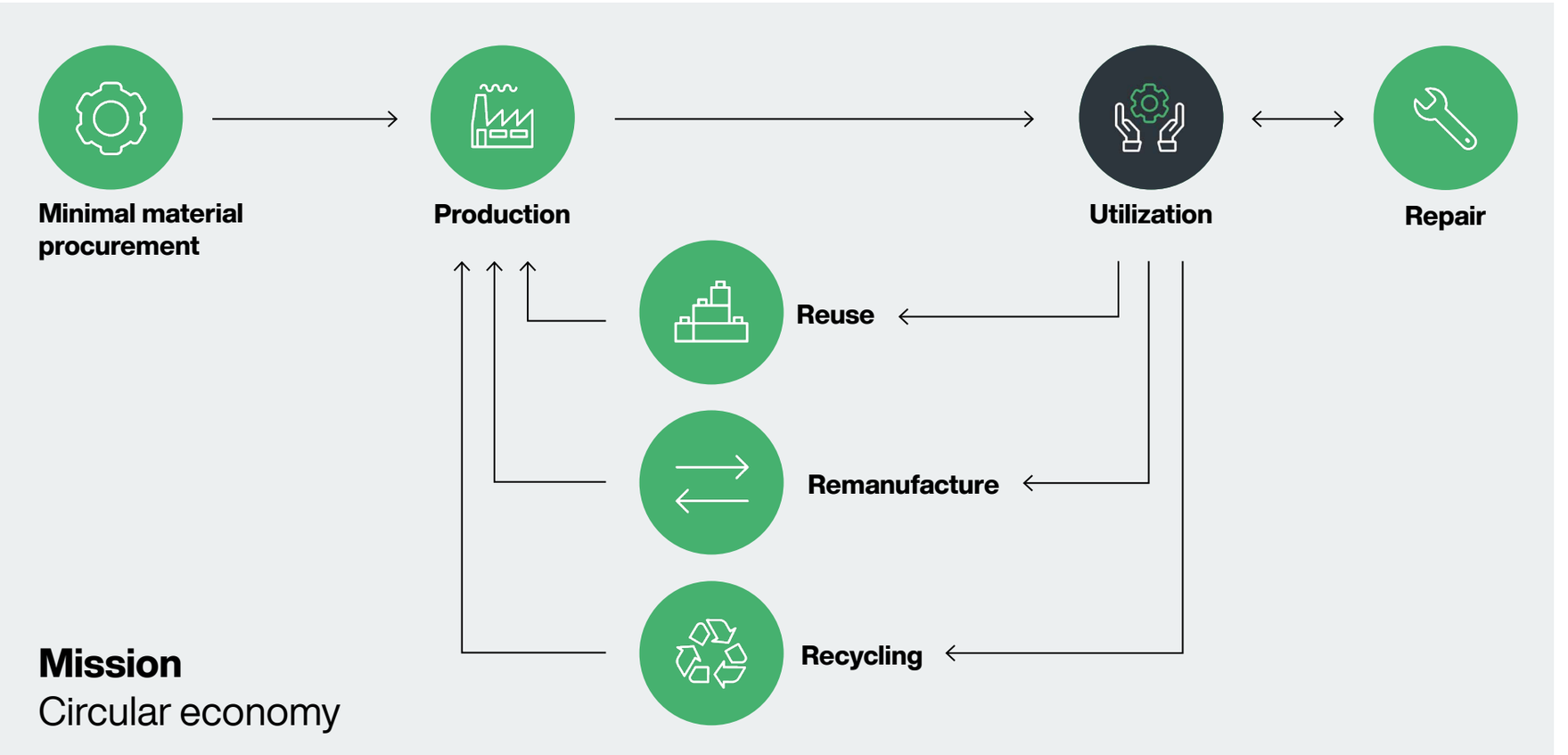
Refurbish
Restoring or enhancing the performance and/or functionality of a product or product components that a customer no longer requires.

Remanufacturing
Disassembling specific components in a product and carrying out technical processes to put them into an as-new or improved condition so they can be reused in a new product with the same function.

Repurpose
Processing and reusing withdrawn products or product components for a different purpose in a new product.

Recycle
Carrying out a process to recover materials from waste products with the aim of reusing these materials for their original purpose or for different purposes in new products.

Recover
Recovering energy from waste products that are unsuitable for material recycling.



9R projects and activities

Repairing our products is the centerpiece of our business model and the most important 9R principle for us. On this basis, we have started numerous initiatives to explore and implement further 9R strategies in both direct and indirect processes. The diagram shows the number of activities currently being carried out for each R principle.

You can find out more about eco-design at SEW-EURODRIVE here

The key objectives

We aim to use the circular economy to achieve the following objectives:

- Avoiding waste as a component of sustainable industrial production
- Improving resource efficiency and environmental protection
- Retaining the value that was incorporated into the product right at the start in the form of material and energy
- Proactively preparing for potential future regulatory requirements (see the EU Critical Raw Materials Act in relation to rare-earth magnets, for example)
- Enhancing security of supply;
- Implementing cost assurance

Resource-efficient products

Why our modular system is so sustainable
The modular concept behind our products is one of the most important reasons for their success and also contributes significantly to sustainability. So, what is it that makes this concept especially sustainable? Although the following points apply to many of our product series, the PxG® series precision planetary gear unit is a particularly good example to use in answer to this question. The sustainability of our modular gear units is principally based on the general idea of creating as many variants as possible from as few individual parts as possible. A good example of this is using the same gear set for multiple purposes. For instance, we take the gear wheel used for the last gear unit stage in one gear unit size and use it again for the preliminary stage in the next size. That means we can scale up the production of this particular gear wheel quite considerably, thereby making production more resource-efficient.

Since all components are compatible, the end result is greater variation. This in turn enables us to build solutions that are tailored as closely as possible to specific customer requirements. As a consequence, our production is very much geared to the market and we are therefore wasting virtually no resources on products that the market does not need or that do not work efficiently because they have not been optimally designed.

When reengineering the PxG® precision planetary gear unit, we focused very much on what our customers want and need from the product. This meant we could ensure from the very start that customers would want the series and that we would therefore be manufacturing to meet demand. At the same time, when developing product concepts, we always work to minimize friction and maximize efficiency. We were able to achieve this to particularly good effect with the PxG® precision planetary gear unit.

Our modular system – illustrated based on the PxG® precision planetary gear unit:

- All the components in the gear unit have been designed for minimum wear and a long service life.
- Maximum efficiency, with an overall efficiency of up to 94%. This is due in part to the use of our friction-optimized Premium Sine Seal oil seals, which extend the replacement interval for seals by 100% and reduce sealing losses by 45% compared to conventional sealing systems.
- Smallest possible rotating mass for energy-efficient acceleration.
- Energy-optimized design thanks to the use of different programming solutions to increase efficiency from 93.4% to 94.3% and reduce gear unit losses by 14%.
- Lubrication for life eliminates the need to change lubricant.
- All PxG® gear units are supplied uncoated to ensure optimum suitability for material circulation. Instead of being coated, they are given a special heat treatment for consistent corrosion protection. We can avoid the use of coatings on many other aluminum product series, too.
- Thanks to its use of GearOil by SEW-EURODRIVE, which incorporates cutting-edge additives, the PxG® precision planetary gear unit exhibits excellent aging resistance and ensures maximum wear protection for gearing and bearing parts.
- Every product has a digital twin. This virtual version of the product documents both the product in its as-supplied condition and other relevant details that facilitate optimum, resource-conserving service monitoring.
- Extremely low noise emission levels.

GearFluid premium lubricant made from high-quality biomass

84%

Compared to petroleum-based polyglycol base oils, the carbon footprint of GearFluid is reduced by 84%, according to our oil manufacturer's and supplier's specifications.

The challenge – developing a sustainable gear unit lubricant

Any company that, like SEW-EURODRIVE, has been building and developing gear units for all sorts of uses for over 90 years will have considerable expertise in tribology, which is the study of friction, lubrication, and wear on interacting surfaces in relative motion. In April 2022, we launched GearFluid Poly 220 E1, a product that draws on this expertise to provide the first CO_2-reduced gear unit lubricant made from sustainable biomass.

The implementation – a gear unit oil based on sustainable biomass

What makes our sustainable GearFluid gear unit oil really stand out from other industrial gear unit lubricants is the raw materials it is made from. Instead of utilizing petroleum or some other fossil raw material, as is usually the case, GearFluid is made from sustainable biomass. This improves the carbon footprint of GearFluid by an impressive 84% compared to petroleum-based polyglycol base oils. However, there are many more benefits both for the environment and for our customers. One important aspect of the biomass we have developed is that it does not need to be specially produced for us and does not take up any additional agricultural land. Instead, our biomass comes from sources such as green cuttings and food waste, which are readily available and can now be very easily recycled. This biowaste undergoes a complex synthesis process that transforms it into a high-quality base oil. The biomass used for this purpose complies with the EU Commission's Renewable Energy Directive. We have even thought carefully about the packaging, with the canisters made using 25% recycled plastic.

In the joint research project GearOil Loop, SEW-EURODRIVE is working with partners to develop a gear oil with strong circularity credentials. The aim is for high-quality gear oils not just to be used once, but to be fed back into the material loop using innovative recycling processes.

The customer benefits:

Less lubricant, lower CO_2 emissions, and higher efficiency

- **Outstanding potential**
  Switching all polyglycol lubricant in VG220 at SEW-EURODRIVE (approx. 250 000 liters) to GearFluid would save 545 metric tons of CO_2 per year.
- **Better efficiency**
  A service life that is up to 50% longer than conventional polyglycol oils and up to three times longer than mineral oils.
- **Same high quality as always**
  Low friction coefficients, high thermal and mechanical stability, and maximum wear protection for the gearing and rolling bearings combine to reduce the risk of failures.
- **Carefully tested**
  GearFluid satisfies the stringent quality requirements of SEW-EURODRIVE testing specification No. 07 004 03 13.
- **Ecological standard**
  Suitable as an initial fill for many standard gear units and standard gearmotors as well as for servo gear units and servo gearmotors.



Better energy efficiency across the entire system

For many years, our product development work has focused on delivering energy efficiency and thus safeguarding resources to the fullest extent possible. By maximizing energy efficiency at the concept development stage, we aim to make our drive solutions as economical as we can. The inverters in the latest generation of our MOVI-C® modular automation system are one good example of this. All the variants and products in this range satisfy the IE2 standard for inverter efficiency. Thanks to a compact product concept, we are using less aluminum. We have also cut down on the use of potting compound, opting instead for separate assemblies, which simplifies repair work. Regenerative units, energy storage devices, a standby mode, energy-saving functions, and energy-efficient brake management help achieve further savings. Another factor contributing to these savings is the use of simulation software when developing parts that are relevant to heat dissipation.

The key to making energy savings in the near future lies in the application. A paper published by the European Committee of Manufacturers of Electrical Machines and Power Electronics (CEMEP) refers to potential energy savings of up to 40% when using speed-controlled systems.

This means that, despite the additional losses associated with a frequency inverter, the amount of energy required to complete a motion task can be reduced by 40%. We believe that this, combined with other benefits of systems with frequency inverter control (such as being able to control drives dynamically in line with the application and to incorporate the asset digitally), will see the proportion of inverter-controlled motors rise from 30% today to at least 80% in ten years.

40% The energy consumption for a motion task can be reduced by 40%.

The synchronous motors in the DR2C.. series satisfy the highest standard-based efficiency class IE5 for adjustable-speed electric motors. This makes them yet another sustainable and energy-saving motor variant.

Switching from line-operated motors that run on an inverter or line-commutated motors to motors that have been developed for pure inverter operation offers major potential for additional energy efficiency gains. This is clear even from the stipulations set out in the relevant technical standards. For instance, while Part 30-1 of IEC 60034 stipulates that the highest possible efficiency class for line-operated motors (whether they run on an inverter or not) is IE4, Part 30-2 of the IEC/TS 60034 standard sets the highest class for inverter motors at IE5. The biggest savings are achieved when the potential for speed control that these IE5 motors offer is consistently and effectively utilized in systems and machinery.

When combined with efficient gear units and intelligent frequency inverters, they produce energy-saving drive solutions that home in on losses in the widest range of applications. Addressing the interplay of components as part of a predictive approach to running systems helps achieve much bigger energy savings than simply boosting the efficiency of a single component.

From a systems perspective, the IE5 motors from SEW-EURODRIVE offer further benefits. Designed as synchronous motors, their rotational speeds are not load-dependent. This means daisy-chained system parts can be designed with connections that are mechanically locked rather than friction-based. Another key advantage of the synchronous motor technology is the virtually loss-free rotor and the resulting low thermal load. Cooler motors have longer service lives.

Combined with the full potential offered by the frequency inverters in the MOVI-C® modular automation system from SEW-EURODRIVE, it is possible to create energy-optimized drive solutions. Efficient components and controlled systems together have a positive impact on carbon footprints. Realizing the potential that exists with regard to energy performance is a socially responsible way of shaping the future.



Making good use of energy – with Power and Energy Solutions

Power and Energy Solutions make up a system with an intelligent approach to managing power and energy for industrial drives. The technology recovers energy and quickly and temporarily stores it in capacitors.

This approach means stored energy can be continuously fed back into the system and, if there is a power outage, the system can be shut down safely. As a result, spikes in the power being drawn from the grid are significantly reduced. Power and Energy Solutions help increase system availability, cut energy consumption and costs, and reduce strain on the electrical power supply.

In particular, Power and Energy Solutions are used in machines and systems that often accelerate or decelerate very dynamically, thereby generating losses due to braking energy and causing high energy spikes in startup scenarios due to the loads involved. The new power and energy management system compensates for such peaks by temporarily storing the braking energy generated by the machine or system and making it available again as required. The result for the grid supply is that the energy flow becomes consistent and energy spikes are reduced. Consequently, a system's power supply no longer needs to be designed around power peaks and can instead be designed in line with the average power rating. This means the system's electrics can be dimensioned to be more compact, lightweight, and resource-efficient, both in the control cabinet and in terms of their line connection.

If a DC grid is available on site, the DC link can be connected to external DC supply grids in a bidirectional arrangement via a DC/DC converter. That on-site grid could be a battery, for example, or a DC grid with direct infeed from regenerative sources. In this arrangement, the energy in the storage capacitor serves as an uninterruptible power supply (UPS) for the system. It supplies the drives, motor brakes, and 24 V level (PLC and safety circuits). Power outages no longer lead to system malfunctions, damaged products, or tedious restarts, and – in regions that experience frequent power failures – follow-up costs are considerably reduced.

The power supply module measures performance data and provides energy meter readings. These can be integrated into ISO 50001 energy management systems.

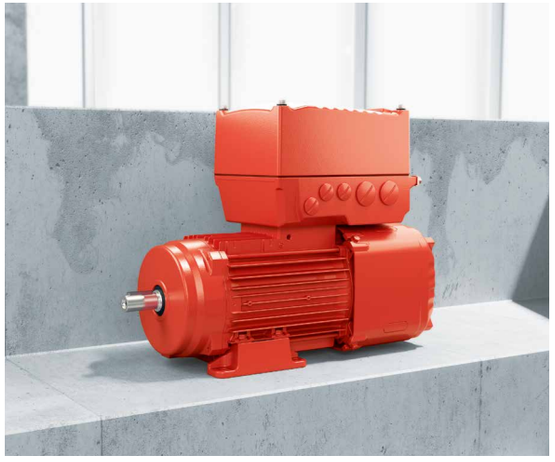


MOVIDRIVE® modular multi-axis system, combined with intelligently connected capacitor banks and DC-link coupling

Due to its standardized housing concept, gear unit compatibility, and electrical interfaces, the MOVIMOT® advanced drive unit offers a simple solution for switching from IE3 to IE5.

The MOVIMOT® advanced drive unit is one of a range of products in the MOVI-C® modular automation system. MOVIMOT® advanced combines a motor with a frequency inverter to create a decentralized drive unit. It therefore offers a great deal of flexibility, since it can be used with any of the standard gear units from SEW-EURODRIVE and makes any installation scenario possible, whether directly on the shaft or below the material handling system.

Integrating the new DR2C.. synchronous motor turns MOVIMOT® advanced into a highly efficient IE5 drive unit. This new motor has a high overload



capacity but is also very space-saving. As a result, whatever the energy efficiency requirements are for an application, SEW-EURODRIVE offers the ideal solution, whether that's a DRN.. motor in IE3, a DRU.. motor in IE4, or a highly efficient DR2C.. motor in IE5.

The new IE5 synchronous motors in the DR2C.. series from SEW-EURODRIVE boost efficiency enormously. Operators can cut their energy consumption by 30% or even more.

Mobile materials handling technology for resource-friendly logistics

Our solutions for mobile materials handling technology – MOVITRANS® line and MOVITRANS® spot – offer completely new options for handling intralogistics transport tasks with ease, even when longer routes are involved. Based on the principle of an inductive power supply, energy is transferred via an air gap in a contactless system. This is a quiet, wear-free, and low-maintenance transfer solution.

In the case of MOVITRANS® line, a line cable is laid along the pre-planned route. The route layout can be configured in any way necessary and flexibly adapted to suit new conditions. This makes the complex and expensive process of laying contact conductor and drag cable systems and other fixed floor installations a thing of the past.

Alternatively, MOVITRANS® spot provides the option of point-based energy transfer for even more peak power. With this option, vehicles can be operated that move around completely freely and autonomously, and are fully independent of fixed routes or line cables. The magnetic field used is equipped with a unique safety function for reliable shutdown. Consequently, the technology can be used not only in industrial environments, but also in urban applications, such as a miniature railway that takes theme park visitors from A to B in a low-emissions solution.



Components from the mobile material handling solution MOVITRANS®

MOVITRANS® – more sustainability for less material usage and energy

Straightforward integration into existing systems, greatly reduced maintenance compared to conventional solutions with fixed floor installations, lower material consumption, and utilization of the latest component technologies are all features that safeguard resources and allow for greater energy efficiency. MOVI-DPS® (Drive Power Solution) also helps boost energy efficiency. Comprising a variety of components and suitable for use with both MOVITRANS® solutions, MOVI-DPS® facilitates intelligent power and energy management in mobile and stationary applications. For example, this smart drive solution can be used to reduce the connected load of storage/retrieval systems by up to 80%.

ECO2 – no coating and brilliant for the environment

The idea for ECO2 came from the coating-free design of very small drives dating from earlier years. Made largely from aluminum, these drives have proved very successful in straightforward ambient conditions. The ECO2 initiative extended this approach to the aluminum gearmotor portfolio and has since taken it gradually further.

Kinder on the environment – and on costs

These coating-free drives are setting new standards in relation to sustainability and environmental protection. Eliminating the energy-intensive coating process and therefore saving on raw materials such as coatings and solvents gives them a better ecological footprint. The metallic surfaces of the ECO2 gearmotors are predominantly aluminum, which is not prone to corrosion under normal conditions. Aluminum reacts with oxygen to form a thin protective layer. The abbreviation ECO2 stands for a double sustainability benefit – ECO2 is both ECOlogical and ECOnomical. At the end of their life cycle, non-coated components can also be incorporated into a circular process more easily.

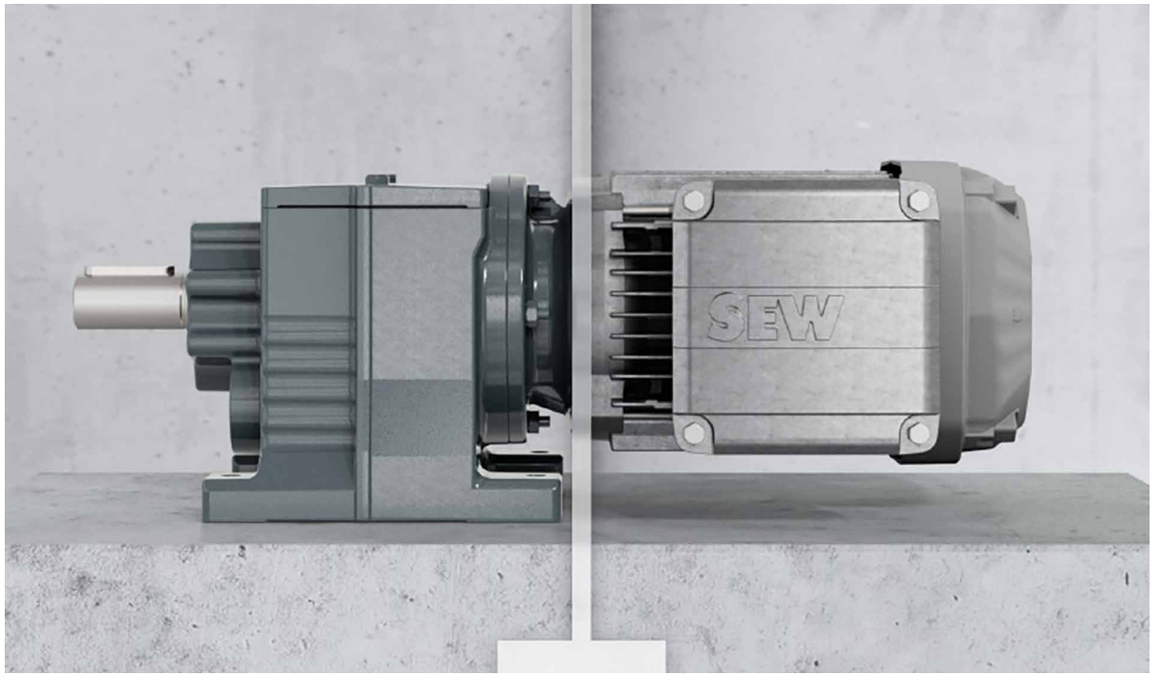
Last but not least, by opting not to coat these products, we can also achieve a significant reduction in costs – and we pass on this saving directly to our customers.

Support when switching to our coating-free design

To ensure the ECO2 design can be used to its full advantage, SEW-EURODRIVE offers the right process for every requirement, from order placement through to maintenance.

ECO2 as a global standard

In 2024, SEW-EURODRIVE began switching the worldwide manufacturing process for its gearmotors to coating-free ECO2 versions. This applies to all the gearmotors included in the ECO2 portfolio that are to be used inside buildings and are not exposed to humidity or moisture.



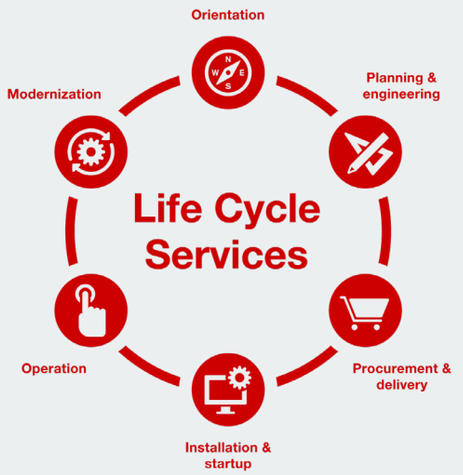
Holistic service concept

It is part of SEW-EURODRIVE's DNA that its products should always be designed to be as maintenance-friendly and repair-friendly as possible. For example, our gear units and gearmotors can be disassembled non-destructively and then reassembled again once faulty or worn parts have been replaced. In addition, all individual components are available worldwide for decades. This means we can extend the service life of our existing products and services and avoid using unnecessary resources.

Our Life Cycle Services represent the next logical step in this approach. They are based on the concept of a holistic and carefully thought through closed loop that covers the entire service lifespan of a product while it is in use with the customer.

Thanks to this service from a single source, which is provided by a dedicated contact, our customers can rest assured that they are getting the best possible expertise and advice for their drive technology.

- Orientation in the form of personal advice, including current and future trends, application and industry expertise, and rules and regulations
- Planning and engineering, including concept development, variant management, and energy consulting
- Procurement and delivery, including electronic data interchange, delivery services, and electronic dispatch notifications
- Installation and startup, including installation advice and application programming
- Operation at the customer's premises, including product support via remote service, repairs, servicing, maintenance, spare parts service, and energy efficiency tools
- Modernization through retrofitting



Exceptionally maintenance-friendly connection between gear unit and motor
The connection between the gear unit and motor on all our standard gearmotors offers a good example of just how maintenance-friendly our solutions are. It is made via a pinion shaft that has a key and a mounted pinion with a corresponding slot. Unlike on crimped pinions, this connection can be disassembled without destroying the parts. Any necessary repairs can be carried out at the customer's premises or in one of our service centers.

We ensure that our customers get precisely the solution they need – we manufacture with precision and to suit the market.

How our Life Cycle Services are sustainable

- By providing personal consulting and working in partnership to plan customized drive and automation solutions, we ensure our customers always get precisely the solution they really need. In other words, we always manufacture with precision and to suit the market.
- As the digitalization of our supply chain progresses, we are continuously reducing the amount of paper we use, while simultaneously maximizing transparency.
- Together, a preliminary in-house check and startup support ensure that our gearmotors run as smoothly and efficiently as possible from the outset.
- Thanks to our remote services, we can leverage predictive maintenance to reduce repair outlay and the associated production of spare parts.
- A customized and broad-based spare parts production system that satisfies the highest standards in terms of technology and quality helps us maximize flexibility while also minimizing costly and energy-hungry downtime and extending the service life of our components both safely and reliably.
- By providing our Pick-Up Boxes for mechanical drive components as part of our Pick-Up and Delivery Service, we are optimizing the logistics outlay.
- Our retrofitting and modernization concept ensures that every system can be kept up to date and in the best possible energy-efficient state.
- Our 800 sales and service experts provide 30 services at 33 sites directly and rapidly, thereby enabling us to reduce the energy use and resource consumption associated with long journey times.

Expert energy consulting for designing systems to be more energy-efficient

The development of our new DR2C.. series of motors was no fluke. We put a great deal of effort into effiDRIVE® – a tried-and-tested concept that our customers have been using for many years now to save energy and, therefore, reduce CO_2 emissions. A major part of effiDRIVE® and our Life Cycle Services is energy consulting in order to optimize the energy efficiency of our customers' systems.

The ideal basis for optimizing our customers' energy consumption is direct, on-site consultancy provided by our specialists, who work with the responsible contact people to analyze the system and identify energy-saving factors. Thanks to this comprehensive analysis, we can ensure an energy-efficient solution. After all, it is important to consider the entire process and not just a single component. We support our customers every step of the way, from basic consulting and data capture through to energy efficiency analysis and success monitoring.

Three interrelated modules ensure a systematic methodology

Our energy consulting starts with basic consulting. During this phase, we explain the basics of state-of-the-art energy management as well as key energy-saving principles in drive and automation technology. Practical sample calculations and reference projects are used to identify specific savings potential. We also explain all the main normative and legal conditions.

Data is captured either by SEW-EURODRIVE customers using standardized and application-specific query forms, or by SEW-EURODRIVE specialists. In the latter case, this service is scalable. Depending on the customer's preference, it can contain up to three steps – an optional performance assessment, identification of additional energy-saving potential, and a recommendation regarding the prioritization of measures.

In the final energy efficiency analysis, an optimization concept is drawn up as a way to specify the precise savings potential and level of investment and calculate cost-effectiveness. The results of the consulting exercise are comprehensively documented in an energy report, which then also serves as the basis for selecting the appropriate drive technology.

Sustainable product development

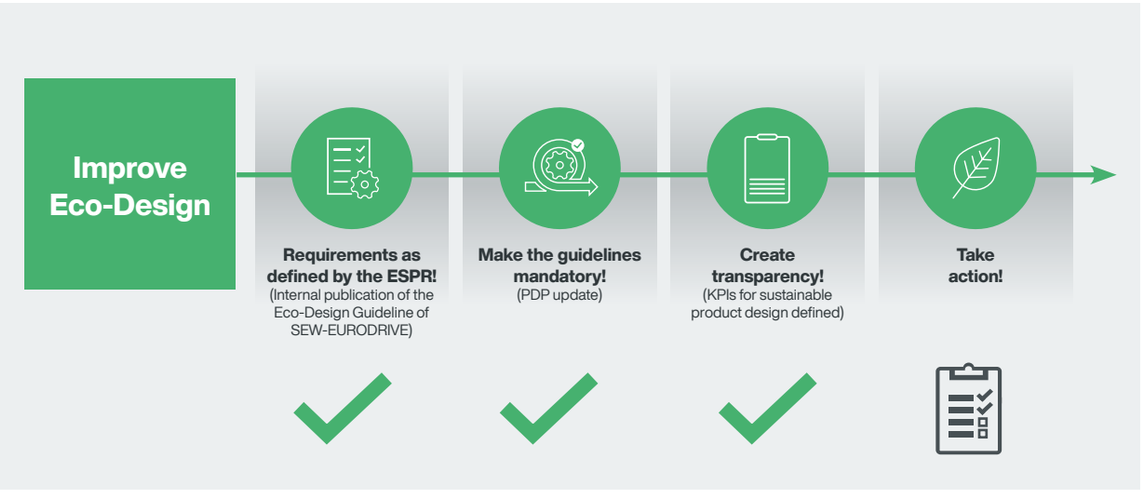
SEW-EURODRIVE is actively committed to the ESPR – the EU's "Ecodesign for Sustainable Products Regulation" (EC, 2024) – and published its own in-house Eco-Design Guideline last year. This guideline sets out the internal and external requirements, complemented by some initial best-practice examples to inspire ideas. The main objective of focusing on the increased energy efficiency and recyclability of SEW-EURODRIVE solutions is to continuously reduce the following negative effects in the context of sustainable development:

- Negative environmental impacts and resource consumption
- Greenhouse gas emissions
- Dependence on suppliers, especially when it comes to procuring critical raw materials.

Alongside a description of the relevant requirements, specific sustainability criteria have been added to the product development process at SEW-EURODRIVE. To ensure these criteria are met, appropriate key figures that must be determined for all new development projects have been defined. The following diagram shows the progress that has been made in the "Eco-Design@SEW-EURODRIVE" context.

Eco-design workshops

To ensure decisions are made as consciously as possible in favor of environmentally friendly design, right from the product development phase, SEW-EURODRIVE holds regular eco-design workshops for the relevant development areas. A total of over 40 such workshops have been successfully completed in recent years, identifying eco-design optimization potential and taking this into account during further product development activities. This ensures a continuous improvement process in the context of sustainable product development.



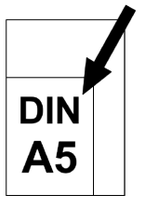
40 eco-design workshops completed

Examples of successful eco-design

New CM3P.. series synchronous servomotors (high dynamic)
CM3P.. motors combine excellent energy efficiency and high power density with a comparatively small size, thanks in part to optimized winding technology in the stator and the use of loss-minimized materials. This makes it possible to further reduce the standstill current and maximum current (which boosts energy efficiency) as well as the motor length and weight (which boosts material efficiency) compared to the existing CMP.. series. At the same time, parameters such as standstill torque and torque density can be increased further (which optimizes power density). As a result, the CM3P.. series is effective in helping to make products more sustainable.



New paper format for motor wiring diagrams
By optimizing the layout of the printed wiring diagrams that must be included with products by law as a guide to correct connection, SEW-EURODRIVE has succeeded in reducing the paper format from A4 to A5 and also in making the diagrams clearer for customers. This optimization will save around 500 000 sheets of paper at the company's European production sites each year.



Added energy efficiency from virtualization and digitalization
The ever-growing opportunities associated with virtual simulations and digital models can play an important role in helping to save energy during product development stages. They can also provide valuable insights into how a product will actually be used and thus help developers focus on what really matters.

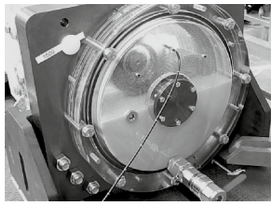
Generally speaking, preliminary simulations that are run during development projects help to deliver important findings at an earlier stage. As a result, far fewer practical experiments and specially built models or prototypes are needed, which can save a lot of resources.

One specific example of this is a virtual simulation of oil flows, which helps eliminate the need to carry out experiments in a test center. Reducing the number of prototypes and experiments means less material is used and less CO_2 is emitted.

Simulations can also support analyses to establish potential reductions in power losses. That leads to higher operational efficiency standards, which results in much lower current consumption. Once again, oil flow simulations offer a good example of this. The same applies to oil level optimizations during operation.

Shortening the test run times for XS.e
In another project, we succeeded in reducing the testing time for installed units from the XS.e series. More specifically, this meant being able to tell after just 15 minutes whether the temperature sensor was in line with the approximate progression forecast. As a result, the development team was able to reduce the overall testing time for each unit from 2 hours (one hour each for counterclockwise and clockwise rotation) to 30 minutes, which equates to a total yearly saving of approximately 4500 hours.

We intend to roll out this model for all single-piece housings and additional sizes.



TestCenter reality



A digital simulation
When it comes to development projects, advanced simulations offer great opportunities by providing early insights, lowering costs, and reducing the number of tests required.

Digital products and services

Knowing today what will happen tomorrow, thanks to condition monitoring and DriveRadar®

Sustainability through intelligent maintenance – that's how our customers can safeguard resources and boost efficiency with condition monitoring. As a midsize mechanical engineering company that supplies cutting-edge technology, we help our customers strike the perfect balance between sustainability and cost-efficiency. Our DriveRadar® condition monitoring system supports businesses when it comes to making maintenance processes more efficient, plannable, and resource-friendly.

Predictive maintenance for added sustainability
By continuously capturing and analyzing data, we create a sound basis that helps our customers achieve precise condition monitoring. Sensors measure critical parameters such as the temperature, speed, oil level, and vibration behavior of their gear units. This data flows into our secure cloud platform, where it is evaluated.

Efficient use of resources thanks to smart forecasts
The data that is collected helps our customers accurately predict the maintenance requirements of their machines. This means they can minimize downtime and avoid expensive emergency callouts. Targeted maintenance measures extend the service life of machine components and considerably reduce resource consumption.

Automated processes for enhanced environmental protection
Automated systems for capturing, evaluating, and analyzing data help our customers to optimize their processes. They can then manage valuable resources such as oil and spare parts efficiently.

Thanks to our customizable cloud solutions, we can ensure low-outlay insights that help deliver targeted measures.

DriveRadar® – sustainability in practice
Our DriveRadar® system has been used to good effect in many different applications, including by a leading manufacturer of EPDM sealing products. Sensors at the company provide real-time monitoring for critical machine parameters such as:

+ Oil temperature and fill level
+ Ambient temperature
+ Torque and speed
+ Vibration behavior of rolling bearings and gearing

Since customers are able to plan the replacement of components and manage the stocking of spare parts accordingly, they can lower their material consumption and avoid unnecessary logistics outlay. Use-dependent analyses also help extend the gaps between oil changes.

Reliable forecasts and resource-friendly maintenance
A traffic-light system in our DriveRadar® IoT Suite ensures that potential problems are identified and signaled at an early stage. A precise data analysis gives our customers fully automated, concrete evidence about the condition of their machines, makes it possible to forecast the remaining service life, and helps to optimize the planning of maintenance intervals. That's how to make maintenance efficient!

How we help conserve resources
In these solutions, we are combining technological excellence with ecological responsibility – for a sustainable future in mechanical engineering.

MOVIKIT® software modules – parameterization instead of programming
Operating data, including data that is collected during condition monitoring, is also used to preconfigure drive solutions and therefore simplify

their startup. Our prefabricated MOVIKIT® software modules make the essential configuration steps much easier, because users simply enter individual parameters in the user-friendly and graphically optimized interface of our MOVISUITE® engineering tool. A large proportion of our software modules can be started up via this simple parameterization process. The MOVIKIT® portfolio ranges from simple drive functions, such as speed control and positioning, to complex motion sequences and motion control functions. The MOVIKIT® software modules can also still be freely programmed if the application calls for this.

The software modules in the "Power and Energy Solutions" category deserve a special mention in this context. These modules ensure that energy is managed intelligently and that energy is used appropriately during the recovery phase. The end result is fewer power peaks, fewer components in the system as a whole, and more energy savings. The MOVIKIT® solutions in this category have earned accolades from the trade press.

Industry 4.0 for more flexibility and decentralization in production

Like other companies, SEW-EURODRIVE is exploring cloud solutions for decentralized access to software solutions (Internet of Services), the networking of individual machines and systems with the Internet (Internet of Things), and the networking of these machines with each other as part of a cyber-physical system – all Industry 4.0 topics – within the context of a smart factory. These cyber-physical systems can make decentralized decisions on the basis of digital information and are therefore potentially capable of learning. They can be used throughout the production chain – from assembly operations to logistics assistants and assembly assistants, and all the way through to logistics and handling.



The basic aim of the smart factory developed as part of Industry 4.0 is to create the perfect symbiosis of people and technology and/or of people and machinery, thereby relieving the strain on individual workers and optimizing processes. This can result in a lower error rate, for example, which also means fewer production rejects. Another example is a mobile assembly assistant, which contains all the information about a job order and can be very specific when communicating special designs or customer requirements to the fitter.

Augmented reality for smart order management

In the context of Industry 4.0, digitalization also means using augmented reality to give individual people or employees a much broader perspective. That includes using a smart order to support a production process, for example. This user interface mask contains all the assembly, manufacturing, and logistics information for a product. For example, a smart order helps users identify at a glance the availability of the machinery for the next step. A smart order can also use machine-to-machine communication to coordinate the equipment and systems and combine them with each other to fulfill the order.

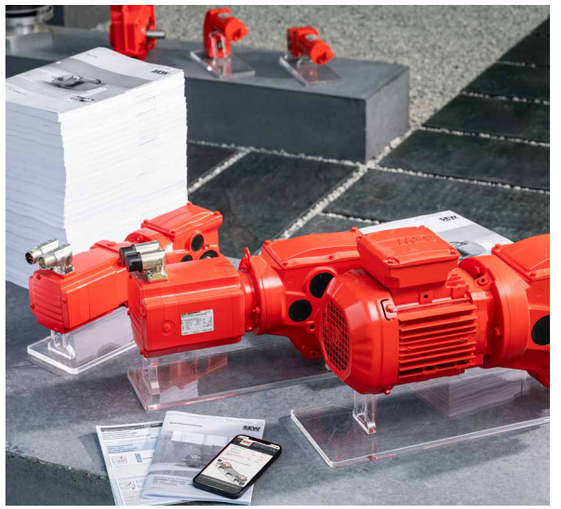
Other options and concepts within the context of augmented reality include smart work. This involves staff being given ergonomic support, e.g. through gesture control during assembly work, to relieve the physical strain on them. These assistance systems can be requested to suit specific requirements and tasks. One particular long-term benefit is that they improve concentration. A smart director can also support the detailed planning of day-to-day production sequences. With predictive order simulation, the available resources can be used optimally, flexibly, and with a clear focus on the desired outcome. This also means that energy consumption can be reduced in the medium to long-term.

Whether it's a case of a smart factory, Industry 4.0, or human-machine interaction – when digitalizing our production processes, our top priority is always to put people and staff at the heart of what we do.

Digital documentation – legally compliant document management benefits customers and the environment alike

The Innovation Services Technical Communication (IST) department at SEW-EURODRIVE decided it was time to move away from paper and embrace a legally watertight, customer-focused document management system.
In the past, if a customer ordered 100 identical drives (such as ATEX gearmotors), they would, in the worst-case scenario, also take delivery of 100 packages, each containing several sets of operating instructions (motor, gear unit, accessories) and even DVDs. Not only did 99 out of the 100 document packages usually end up in the garbage – so, too, did the DVDs, because modern laptops no longer have a DVD drive. Even before the launch of the current sustainability campaign, this resulted in the management team asking the IST department to think about a solution that would be legally compliant, customer-focused, and fit for the future.

It proved to be an extremely challenging project. Besides factoring in the very different legal requirements that apply in different countries, the team also needed to explore the technical options for providing previously printed documentation and information via an online channel. The IST department has therefore drawn up and implemented a three-step plan of action that takes account of all aspects.



Fewer stacks of paper thanks to reduced delivery volumes, operating instructions that have been optimized for their actual usage, and digital documentation.

62% fewer items of documentation for gearmotors with functional safety (example)

40% fewer items of documentation for ATEX gearmotors

"It's not about taking something away from the customer or even about simply reducing the use of paper. We also want to optimize accessibility and offer our customers genuine added value by introducing a state-of-the-art and, above all, consolidated document management system."

Marc Kögel, manager ISTS (Innovation Services Technical Communication/Standardization)

Step 1: Reduce

The first step involves reducing the minimum number of printouts that need to be included in product deliveries, and also limiting the proportion of additional copies. A lawyer specializing in technical communication was brought in to explore the legal possibilities. The specific minimum quantity of paper documentation was determined for the relevant order and options in the order processing department. The language in which documentation must be supplied also plays a key role here, since the crucial factor is often not the delivery location, but rather the place where the product is later put into use. In the future, if customers require more than this minimum quantity, they will need to indicate this when they place their orders. Relevant instructions have been implemented in order processing.

Step 2: Refuse

The decision to stop supplying DVDs (and the cases they come in) will also save a lot of plastic in the future. "The aim is to make the majority of the relevant information accessible via Online Support. We've only just started this switchover and are building up the system on an ongoing basis. The Machinery Regulation will offer further possibilities for reducing the amount of paper we use in

the future," Kögel explains. However, as he is also keen to emphasize, until this new regulation comes into force, there is a minimum amount of information that will still need to be supplied in the form of paper printouts with deliveries. Optimizing both the documents themselves and the provision of information in general is a vital part of preparing for the future.

Step 3: Rethink

Based on the insights gained from the "Reduce" and "Refuse" steps, a new, customer-focused documentation concept was then created. One example is the legally valid version of a set of consolidated operating instructions that have been cut down in size by 74% on average, thereby further reducing the scope of delivery. There are also order-neutral operating instructions in poster format specifically for simple products.

0 % plastic thanks to avoidance of DVDs and cases

67 % less paper by switching to compact operating instructions

Adapting document management to the Machinery Regulation

Work has already started on further reducing paper inserts in line with the Machinery Regulation, which permits the delivery of user information by digital means. However, there is a raft of peripheral conditions that need to be checked and preconditions for paperless delivery that need to be met:

- Checking exceptions to paperless delivery (non-EU countries, special directives)
- Ensuring access to digital information "for the lifetime"
- Ensuring documents can be properly reproduced by the customer
- Implementing subsequent ordering options for customers
- And much more besides

The information that is no longer included in the printed document will instead be available in a new product manual. This manual has been consolidated based on the cross-product structure and, in addition to PDF format, will also be available in HTML5 in the Online Support tool, where a new option for accessing the document via an additional symbol has been specially set up. The digital HTML5 document format, which has been optimized for mobile devices and features convenient functions such as switching language or conducting a free text search, makes it easier to find more detailed information and comprehensive product knowledge faster and more directly.





Udo Marmann, market management, Eurodrive Germany

"With our new, uniform document structure, we are presenting information to users in a very focused way. When combined with digital networking and visualization, the number of documents that are supplied with products can also be reduced. Less printed documentation means less paper waste, which saves resources and is better for the environment. Thanks to the ongoing improvements being made to Online Support, customers can always access the latest versions of product information and other documents."



Damien Diebolt, manager of Méthodes, Brumath

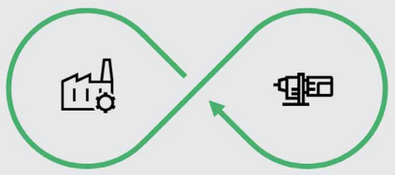
"Digital documentation and the significant reduction in paper printouts of operating instructions are taking a huge amount of pressure off logistics. The time needed to process customer orders is also being reduced by hours – or even by days in the most extreme cases. Moving forward, this will also ease the strain on our in-house digital printers, which have been growing increasingly temperamental due to their high workload. It's great to see our company going to such efforts in these areas, too, setting an example and helping to save our planet."

Product Carbon Footprint

What kind of CO_2 emissions does a drive solution from SEW-EURODRIVE generate?
Due to the modular nature of our product portfolio, this question is impossible to answer on a generic basis, since every solution is tailored to a customer's specific needs.

However, to approximate the specific emissions for each solution as best we can, we are working on calculating the Product Carbon Footprints (PCFs) of our standard products. The general conditions and methods for working out PCFs are specified by ISO 14067. DIN EN 50598-3 sets out further product-specific requirements applicable to drive technology. Initial PCF calculations have already been performed, which have given us valuable insights into the CO_2 hotspots of our products.

Across all products generally, it has become clear that the greatest influencing factor for the PCF is the product's use by our customers. Based on the applicable product category rule from



DIN EN 50598-3, well over 90% of all product-related emissions are caused by customers' use of the product in the case of motors and frequency inverters. Even though the calculations are based on the specific use scenario from DIN EN 50598-3, the results make one thing clear – in the case of SEW-EURODRIVE products, which have a long service life, energy consumption during use will always have a major influence on the total CO_2 emissions. Energy efficiency will therefore continue to play an important role in the development of SEW-EURODRIVE products.

In addition, we were able to use this carbon accounting process as a basis for working out potential CO_2 savings within the cradle-to-gate system boundaries – in other words, during material procurement and product manufacture. This makes it possible to improve the carbon footprint of products, particularly by integrating components and used products into a circular economy. SEW-EURODRIVE therefore already works with a particular focus on circular economy concepts right from the development stage (see the "Circular economy and circular processes" section on page 58).

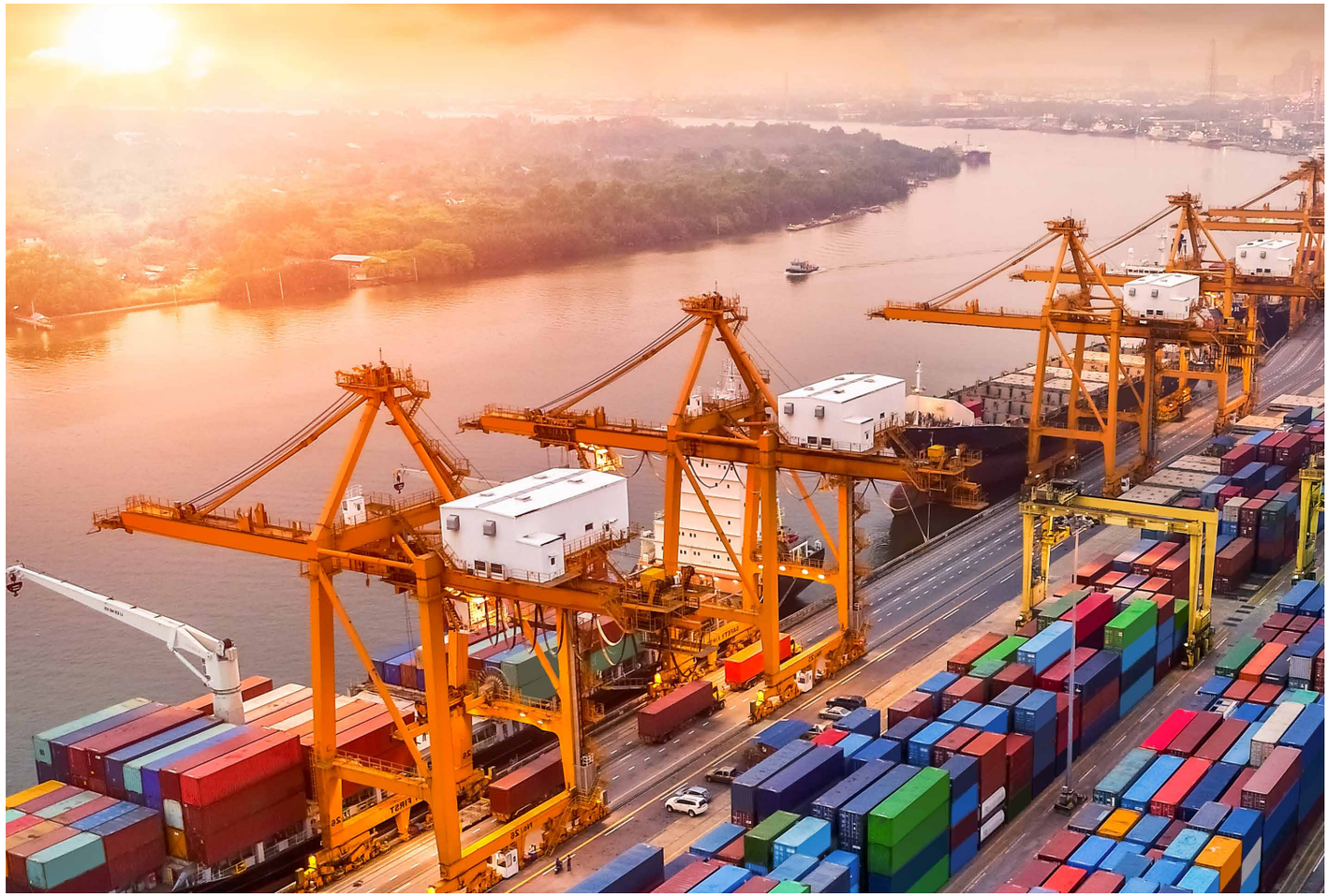
OVER

90*%

of our CO_2 emissions are accounted for by our customers' use of our products

* Based on a strict interpretation of DIN EN 50598-3. The calculation method in the standard is currently under review. This part of EN 50598 sets out the principles for implementing environmentally conscious product design, evaluating eco-design performance, and communicating the potential environmental impacts of drive and motor systems for applications.

Supply and raw material chains



Collaborative supplier management 78
Resource-friendly raw material sourcing 81

At home around the world
Keeping things local



“Think global – act local.” This means thinking globally but acting locally and taking as local an approach as possible to delivery and procurement. For many companies, this combination of globalization and localization – sometimes known as “glocalization” – has become one way of improving their carbon footprint. Given the many problems currently impacting supply chains, a large number of businesses are making concerted efforts to achieve as much flexibility as possible moving forward. They are looking to avoid overdependence on individual countries and regions.

The same applies to the supply and raw material chains of SEW-EURODRIVE. To achieve our goals related to optimizing our carbon footprint, we aim to use our global network to ensure both the procurement of raw materials and our products and solutions themselves are located as close as possible to our sites and our customers. By keeping transportation routes short in this way, we will reduce our CO_2 emissions and minimize the amount of packaging involved.

Collaborative supplier management

At SEW-EURODRIVE, procurement is shaped by a holistic approach for greater sustainability and by partnership-based supplier management. As part of our dynamic development for greater environmental awareness and a supply chain that is better overall at conserving resources, we constantly endeavor to optimize our processes and create new ways of ensuring optimal cooperation with our suppliers. To improve our standards on an ongoing basis and keep them up to date, we also cooperate closely with many trade associations and prestigious universities.

To achieve our sustainability goals, we engage in constant dialog with everyone involved – internally with all departments of the company and our procurement teams across our many branches, for example, but also externally with our suppliers. We also take account of our customers' wishes, including in relation to the choice of materials and punctual deliveries.

Our 360° procurement concept – our code of practice

Our holistic approach is reflected in our 360° procurement concept, which clearly defines and sets out every single step of our procurement process.

1. Procurement: We apply clearly defined standards to the selection of our suppliers, thereby ensuring that our high quality requirements are sustainably met. The transparency of global procurement markets enables us to identify opportunities and risks at an early stage and deal with these pragmatically through our decentralized procurement organization.

2. Supplier management: We use our SEW-EURODRIVE Supplier Management Toolbox to ensure reliable processes – from supplier selection and assessment through to supplier development. In our Supplier Steering Committees, experts from Procurement, Development, Quality, and Logistics make decisions together.

3. Quality management: At the start of a partnership with suppliers, we ensure that everything will run smoothly by conducting feasibility studies in advance,
intervening fast, and communicating directly right from the outset. As the partnership proceeds, we also apply multi-stage escalation management that is coordinated with everyone responsible to ensure rigorous follow-up.

4. Risk management: We safeguard ongoing operations by identifying supplier-related risks at an early stage and monitoring suppliers via a critical supplier watchlist.

5. Statutory provisions: We apply active, cross-functional supervision to ensure that all legal requirements, including the German Supply Chain Due Diligence Act, are understood and complied with throughout the value chain.

6. Process optimization: Through our dedicated team within the Procurement department, we utilize digitalization to expand highly automated processes, involving both internal and external partners in the coordination of interfaces.

7. Organization: The Procurement department is directly involved in the processes of individual plants and is therefore close to production and innovation activities.

8. Evaluation: With flexible, ad hoc evaluations and independent analyses, we keep a close eye on our suppliers' performance, thereby ensuring that we always make decisions on the basis of valid key figures.

8 steps are defined in our concept for the procurement process.

Our procurement guidelines
Looking beyond the Supply Chain Due Diligence Act, which came into force at the start of 2023, SEW-EURODRIVE operates in line with a number of other statutory regulations and directives.
These include:

- The REACH regulation, which is the European regulation on the registration, evaluation, authorization, and restriction of chemicals.
- The RoHS directive for limiting the use of certain substances in electrical and electronic devices, such as lead, mercury, and cadmium.
- The U.S. Dodd-Frank Act for keeping conflict minerals such as gold, tantalum, tin, and tungsten out of supply chains to eliminate them as a source of financing for violence and human rights violations in conflict zones and high-risk regions.
- The WEEE directive for the environmentally friendly disposal of electrical and electronic equipment and other associated provisions.
- The EU Deforestation Regulation (EUDR), in light of which we mainly opt for FSC®-certified or PEFC-certified products when purchasing paper.

Terms and conditions of purchase to download

These rules and regulations set out various requirements for our products, relating to the substances they contain as well as the environmental friendliness of the products themselves and how resource-friendly they are. All the products and materials that are supplied to us must meet these requirements. What's more, all the individual suppliers are also required to ensure these standards are met in their own supply chain. Terms and conditions of purchase make reference to the finer details of these provisions (product compliance guideline).

While refining and realigning our collaborative approach to supplier management, we decided to make a major change. In the past, our priority in procurement has been to secure the best and most consistent material quality at the best possible conditions on all kinds of markets.

However, focusing exclusively on conventional requirements such as minimizing costs and risks is no longer enough. Besides the origin and price of procured services and products, procurement will also – and more especially – need to take account of their use and subsequent disposal.

Besides the origin and price of procured services and products, procurement will also need to take account of their use and subsequent disposal.

Launch of a sustainability rating system

Environmental criteria are already selection criteria for every single one of our suppliers. Through our supplier sustainability rating system, we aim to make it much easier to ensure our suppliers operate in line with sustainable criteria for the benefit of SEW-EURODRIVE and our customers in the future.

Covering seven different topics, our sustainability rating questionnaire includes ecological, economic, and social criteria that can largely be checked on the basis of hard facts (e.g. certificates).

By gathering data in this way, we produce a sustainability rating that is factored into yearly strategic supplier evaluations and a one-off supplier assessment carried out at the start of the collaboration.

The sustainability information collated in procurement includes ecological, economic, and social criteria.

Award for holistic eSolutions supplier scouting
In 2021, the German Association for Supply Chain Management, Procurement and Logistics (BME) presented us with an award for the all-round innovative approach we have adopted in our supplier scouting activities for eSolutions. The BME was particularly impressed by the holistic supply chain management we have put in place for procuring IT solutions. As part of its "Procurement 360°– see the big picture" initiative, SEW-EURODRIVE put Procurement front and center as an interface manager.

The Procurement team works with the relevant specialist departments to coordinate the approach, thereby enabling it to control the selection process efficiently and professionally to the company's advantage.

This has since helped the Procurement team convince other departments and units of how valuable a central procurement management system is when it comes to maximizing cost-efficiency and environmental friendliness at our company.

Sustainability rating system
ISO 14001



Resource-friendly raw material sourcing

- Focusing on consistently environmentally friendly and resource-friendly product design with a minimal carbon footprint, including the procurement of suitable raw materials and the use of materials that can be recycled as easily as possible.
- Extending the zero-paper strategy by fully leveraging opportunities for digital collaboration both internally and externally.
- Continuously optimizing business processes to ensure the efficient and sustainable use of resources.
- Reviewing global supply chains on a yearly basis, particularly to expose and tackle inhumane working conditions.
- Establishing collaborative supplier relationships with a focus on mutual reliability and social responsibility.
- Continuing to specifically prioritize local service providers and suppliers.
- Complying with international product compliance directives in collaboration with our suppliers as a way of protecting people and the environment.
- Extending due diligence measures to ensure compliance with the German Supply Chain Due Diligence Act.
- Maintaining transparency in the global supplier pool so risks can be systematically analyzed and targeted measures implemented.
- Using procurement to drive innovation so as to put ecological and social values on an equal footing with economic profit.



Purchased materials

Material category	Weight in metric tons
Steel	134 483
Gray cast iron	106 220
Cardboard packaging	22 623
Cast aluminum	14 549
Copper	8708
Lubricants	7517
Electronics components	3788
Cast steel	1762
Plastic parts	1359
Paint	1354
Cast bronze	965
Total	**303 328**

Biological material from verifiably sustainable sources	
Weight in metric tons	680

Reused or recycled components, products, and materials (including packaging)	
Weight in metric tons	22 057
Percentage (%)	7.27

Professional recycling of various types of metal scrap

When it comes to conserving resources and protecting the environment, asking "how?" is often more important than focusing on "what". Thanks to the cutting-edge technologies that our recycling partners use, we can process a lot of the materials left over from production in their entirety, without leaving anything behind, and feed them back into the material cycle. An ingenious material-type management system also ensures that metals are not downcycled, an environmentally harmful process whereby metals are reduced in quality when they are recycled. As part of a holistic approach to environmental management, our recycling partners also implement noise reduction concepts with a view to minimizing their impact on nearby residents and pursue rigorous measures to protect the soil and groundwater.

Further exemplary partners for optimum resource conservation

Other exemplary SEW-EURODRIVE partners include an iron foundry that has a silver eco-rating from EcoVadis and a Green Machine mechanical engineering firm. The foundry smelts down 100% of the material waste associated with the cast housings it manufactures for us, using this in the production of new parts. Meanwhile, our mechanical engineering partner manufactures machines for us on a carbon-neutral basis, meaning that when they arrive at our company, they can be put to good energy-efficient and low-emission use.

We are also pursuing very promising approaches to resource-friendly sourcing in our administrative operations by procuring hardware from an eco-friendly global closed-loop system and working with a partner for office supplies that is dedicated to sustainability. Our hardware procurement partner already utilizes recycled plastic in its product design, procures 50% of its materials from recycled sources, and refurbishes used PCs and laptops. Meanwhile, our office supplies partner is aiming to make closed-loop packaging available for all products by 2025 and achieve the ambitious target of a "zero-waste workplace" by 2026. We also take the most sustainable approach possible when it comes to reusing discarded smartphones and cellphones, thanks to usage-oriented asset life cycle management.

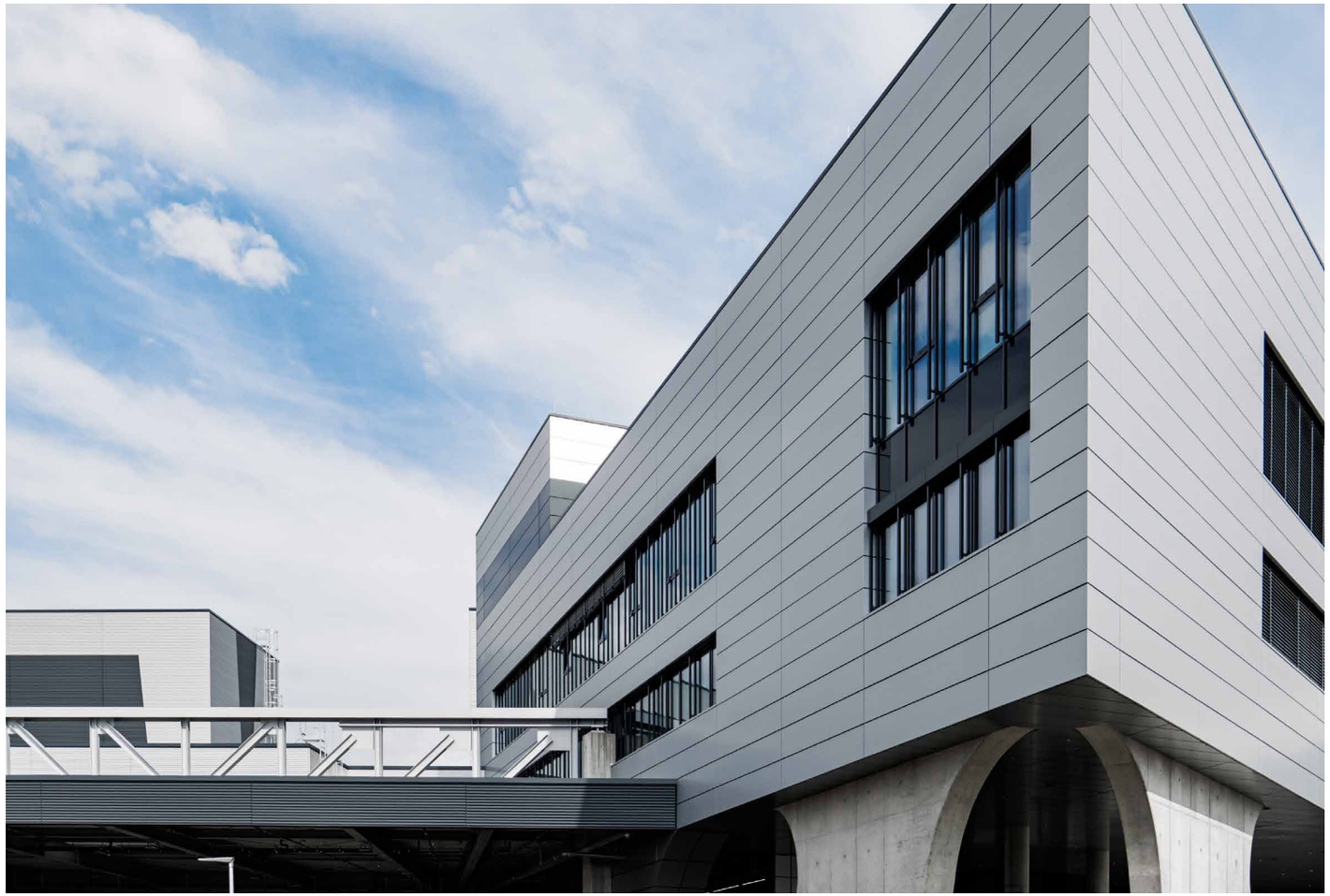
Green steel with 100% green electricity

Thanks to a new collaboration initiated with GMH Gruppe's Georgsmarienhütte steelworks in 2023, SEW-EURODRIVE can now also give the green light for the procurement of green steel. This Green Power Steel is smelted using 100% green electricity.

Other advantages of Green Power Steel include its outstanding mechanical properties, its excellent fine-grain stability during case hardening, and cost benefits thanks to an optimized alloy concept. The steel is processed further at the Plant for Large Gear Units in Bruchsal.

The project is based on intensive and collaborative product development. Plans to expand the collaboration to continue the procurement of Green Power Steel are already in the pipeline.

Production and business processes



Resource-friendly production 85
Buildings and infrastructure 92
Logistics and mobility 97
Waste management 99

Using intelligent energy management to make production and business processes more sustainable



Use less energy and conserve more resources – it sounds simple on the surface, but dig deeper and what emerges is a complex multi-layered transition. We began this transition in our building management operations many years ago now, and have invested in a variety of solutions.

Resource-friendly production

Continuous improvement in both the finer details and the bigger picture

We aim to boost our efficiency and added value across individual areas by ensuring our production and assembly processes are ideally coordinated, by enhancing these processes with supporting automation, and by adopting a smart approach to the digitalization of our business processes.

Our highly functional factory and office buildings, which are geared toward maximum efficiency, combine with sustainable energy concepts to play a particularly important part in helping to conserve resources. We are continuously investing in the construction and renovation of our buildings to satisfy the latest energy standards, and this includes designing outdoor spaces to be sustainable and close to nature.

In terms of production operations themselves, we constantly strive to further improve workflows across all process chains and avoid waste and inefficiency. This includes, for example, optimized cooling lubricant management for extended service life and a general reduction in quantities of cooling lubricant. Other examples are using efficient heat pump technology to help dry paint that has been applied to drives at the service sites in Germany, optimized compressed air management, and the ongoing digitalization of our business processes to reduce the amount of paper being used.

What's more, some of the energy we generate and other resources can also be reused. Specific examples of this include heat recovery from production processes and the reclamation of metalworking oils.

One overarching activity is the ongoing expansion of our network of assembly, service, and sales sites, which is further strengthening our local presence both across Germany and worldwide. This is the only way we can continue to gradually reduce transport and travel routes.

However, we are going much further than just focusing on our production and delivery processes. For instance, we are also looking to ensure maximum carbon neutrality when printing documentation at our in-house print shop.

100% green electricity procured for German sites since 2024

Improved energy efficiency in Graben-Neudorf and Bruchsal

Every gram of CO_2 emissions avoided helps the environment. With that in mind, we have been running a range of energy-saving projects at our site in Graben-Neudorf for a number of years now.

Heat recovery on compressed air systems

The compressors in a compressed air system generate a lot of waste heat during operation. Instead of simply being dissipated, this waste heat is now fed into the existing heating network through a heat recovery system. This has resulted in energy savings of 391 579 kWh compared to the previous year.

Switching to dry filter elements for paint separation

Instead of using water for paint separation, we have switched to dry filter elements in order to save valuable resources. This means 600 m^3 less water and 17.2 metric tons less paint sludge. The total energy saving was 125 000 kWh compared to the previous year.

Reducing the base energy load in Graben-Neudorf at weekends

The machines and systems at the Graben-Neudorf Production Plant were analyzed to determine whether the base energy load could be reduced at weekends. Traffic signal layouts have been created for the production units. The colors displayed indicate the statuses the machines/systems are to be set to at the end of a shift. This approach saves 90 000 kWh of power every weekend between the hours of 2 p.m. on Saturday and 10 p.m. on Sunday.

Energy-saving plan for inverter assembly in Bruchsal

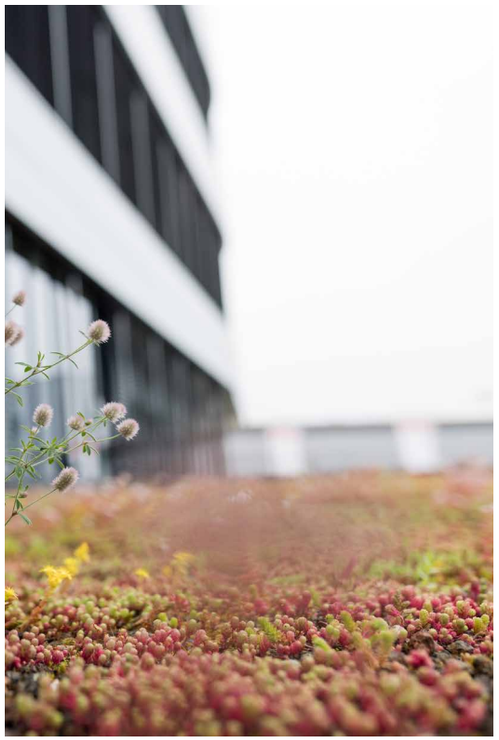
At the end of their shift or at the weekend, staff at the Bruchsal Electronics Plant switched off the individual consumers. Three different switch-off categories were defined – “daily”, “weekly”, and “on instruction”. These categories were color-coded and displayed on a special board.

Pursuing resource-friendly production

Example: Graben-Neudorf site



- **Photovoltaic systems** for generating electricity in-house
- **Procuring green electricity**
- **Heat recovery** from in-house installations
- **Combined heat and power plants** for producing heat and generating electricity in-house
- **Roof greening/ biodiversity area**
- **Switch-off management**
- **Absorption refrigeration units** for generating cooling energy
- **Feedback of surface water** via a pumping plant and infiltration pits
- **Energy-related renovation** of existing building stock
- **Heat recovery** from the production process
- **Use of rainwater/ condensate**
- **Preparing a connection** to deep geothermal energy / use of waste heat from the hardening shop



32 % Proportion of energy from renewable sources as a percentage of total energy procurement

Fossil fuels

		2025
Natural gas fuel consumption	MWh	204 946
Fuel consumption from crude oil and petroleum products	MWh	78 713
Fuel consumption from other fossil sources	MWh	256
Consumption of electricity, heat, steam, or cooling received	MWh	81 901
Total fossil energy consumption	**MWh**	**365 815**
Share of fossil fuels in total energy consumption	%	62

Renewable energy sources

Fuel consumption from renewable sources	MWh	156
Consumption of electricity, heat, steam, or cooling received	MWh	186 748
Consumption of self-generated renewable energy that is not a fuel	MWh	2833
Total consumption of renewable energy	**MWh**	**189 736**
Share of renewable sources in total energy consumption	%	32

Nuclear energy sources

Consumption of electricity, heat, steam, or cooling received	MWh	35 592
Total nuclear energy consumption	**MWh**	**35 592**
Share of nuclear sources in total energy consumption	%	6

Total consumption	**MWh**	**591 144**

Energy generation

		from renewable sources	from fossil sources
Energy production	MWh	6338	17 745
Sale to third parties	MWh	6338	0

Cross-site carbon reporting

How do you compile a reliable, standardized carbon report that can be used as a basis for comparisons? Having established an initial basis for determining CO_2 emissions in our 2023 Sustainability Report, we have now used these figures to develop a strategy for calculating greenhouse gas emissions and the necessary data acquisition. As with many other processes aimed at getting companies on a sustainable footing, there are also globally established standards for calculating emissions. These are summarized in the internationally recognized Global Reporting Initiative (GRI).

When it comes to the carbon reporting for our key sites, we always refer to the GRI data points for energy, emissions, and waste. We also take into account the Corporate Sustainability Reporting Directive (CSRD or Directive (EU) 2022/2464) and the associated European Sustainability Reporting Standard (ESRS).

To ensure we have a future-proof process in place, we have also developed a standardized system that we aim to extend and improve with each reporting period. Through carbon accounting, we intend to enable standardized, end-to-end process performance and ensure various different aspects of our operations can be compared.

To achieve our target of an 80% reduction in Scope 1 and 2 CO_2 emissions at our German sites by 2026, we aim to record all the greenhouse gas emissions of our relevant sites so we can derive reduction targets and draw up the necessary roadmap. The first step was to analyze our large European production plants and assembly sites (Drive Technology Centers, or DTCs). These include the production facilities in Graben-Neudorf and the Bruchsal Electronics Plant.

Further objectives for 2025 and beyond

- Extension of the data collection methodology to other European sites
- Creation of greater transparency regarding the carbon footprint of further branches
- Extension of our reporting to cover other scope categories



1. Collection of basic data and information by individual divisions and system sources

2. Calculation of greenhouse gas (GHG) emissions based on comparable systems

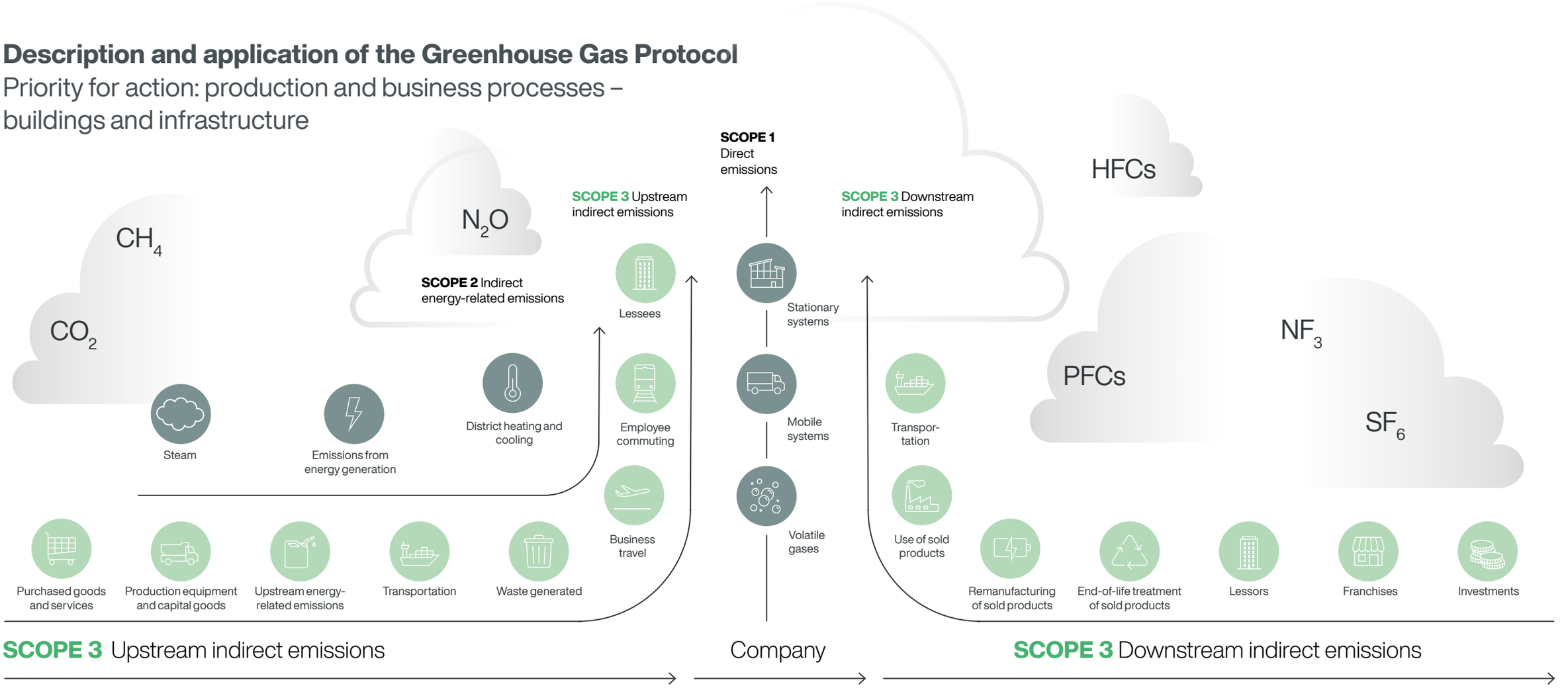
3. Publication of GHG emissions and derivation of further carbon reduction targets

4. Optimization and detailed development of the process to improve precision and reduce outlay

The SEW-EURODRIVE process for carbon reporting

Description and application of the Greenhouse Gas Protocol

Priority for action: production and business processes – buildings and infrastructure



The Greenhouse Gas Protocol
The Greenhouse Gas Protocol is the global standard for greenhouse gas emissions accounting. It specifies three different scopes:

Scope 1:
CO_2 output from direct climate gas emissions such as burning natural gas, heating oil, or diesel in stationary systems (e.g. heating) and mobile systems (e.g. vehicle fleet).

Scope 2:
Indirect emissions from purchased energy, such as electricity, district heating, and district cooling. The emissions are generated by the energy supplier.

Scope 3:
All other indirect emissions that do not fall under Scope 2, such as the extraction, processing, and transportation of raw materials, the fuel consumption of rented or leased vehicles, waste and wastewater, the use of sold products by customers, and the disposal of those products.

Scope 2 differentiates between market-based and location-based emissions. This recognizes the situation whereby organizations can take out contracts for CO_2-free green energy on the market, but CO_2 emissions can still be generated due to the location-based electricity mix in the local energy network.

In terms of the carbon footprint of SEW-EURODRIVE, the use phase of sold products, i.e. our customers' use of the products, is particularly relevant in Scope 3. This accounts for more than 90% of the CO_2 emissions associated with our products. Only 0.1% of our CO_2 emissions are generated in Scope 1 and 2 and therefore in our production operations.

Prozess für Carbon Accounting



Collection
The individual Eurodrives gather the necessary data.

Management
This data is managed (amalgamated, archived, and validated) via a central infrastructure

Centralized methodology
This is used to calculate the greenhouse gas emissions and ensure results can be compared

Results
These are made available from HQ and used as the basis for optimizations

Overview of carbon accounting – overview of individual emissions categories

The following categories have been taken into account in carbon accounting:

- **1.1** **Stationary systems:** One example is a central heating system that serves the site.
- **1.2** **Mobile systems:** The emitters in this case are mobile systems such as the company's own vehicles.
- **1.3** **Volatile gases:** These are primarily refrigerant and solvent emissions.
- **2.1** **Purchased electricity:** The location-based approach is taken when determining emissions.
- **2.2** **Purchased district heating and steam:** The business activities of SEW-EURODRIVE do not cause any emissions in this context.
- **3.1** **Purchased goods and services**
- **3.3** **Fuel- and energy-related activities**

Scope 1

			2025
1.1	**Stationary systems** (e.g., heating)	tCO_2eq	36 841
1.2	**Mobile systems** (e.g., vehicle fleet)	tCO_2eq	6801
1.3	**Volatile gases** (e.g., solvents)	tCO_2eq	1908
Total		tCO_2eq	45 550

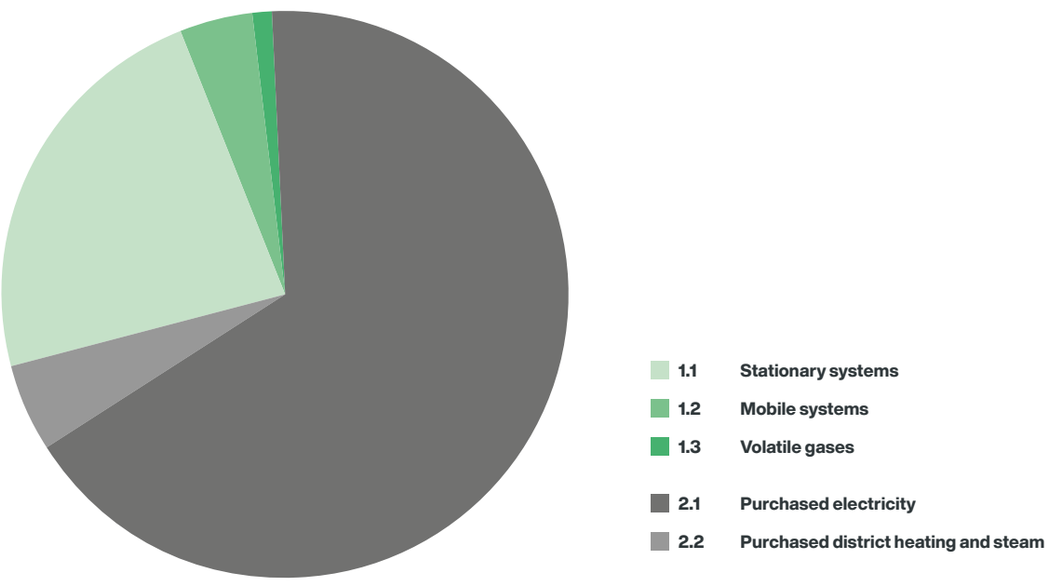
Scope 2

			2025
2.1	**Purchased electricity**	tCO_2eq	105 644
2.2	**Purchased district heating and steam**	tCO_2eq	7689
Total		tCO_2eq	113 334

Scope 3

			2025
3.1	**Purchased goods and services**	tCO_2eq	565 894
3.2	**Fuel- and energy-related activities**	tCO_2eq	45 156
Total		tCO_2eq	611 051

Scope 1 and 2



Buildings and infrastructure

Sustainable energy from photovoltaics and combined heat and power plants
From green roofs and photovoltaics to combined heat and power plants and much more besides – to maximize the carbon-free performance of our building management operations, we design all our buildings to be as functional, energy-efficient, and sustainable as possible.

Green roof areas
Extensive green roof areas on our buildings provide a valuable habitat for plants and insects. The roofs are planted with various types of sedum that require little or no upkeep or artificial watering. Additional benefits include reduced rain runoff, thanks to the natural capacity of the green roofs to store water, and effective protection for roof seals.



Overview of our areas of extensive roof greening

- SEW-EURODRIVE "Morgentau" children's daycare center, Bruchsal: 1390 m^2
- Energy center, Bruchsal: 2180 m^2
- Plant for Large Gear Units, Bruchsal: 680 m^2
- Electronics manufacturing, Bruchsal: 410 m^2
- Fire station, Bruchsal: 2590 m^2
- Customer center, Graben-Neudorf: 155 m^2
- Parking garage, Graben-Neudorf: 140 m^2
- Pumping station, Graben-Neudorf: 75 m^2
- Extension to Plant for Large Gear Units, Bruchsal: 705 m^2
- Parts Production, North Hall, Graben-Neudorf: 2155 m^2
- DriveEducation training center: 1590 m^2
- Caba-Blind, Kehl: 400 m^2
- DTC West, Haan: 4655 m^2
- DC, Ulm: 510 m^2

Using surface water and rainwater
Our aim is to return as much precipitation water as possible to the natural water cycle via pumping plants and infiltration pits and to utilize rainwater for irrigation by storing it in reservoirs. For example, we use a roof area measuring 5760 m^2 at the Plant for Large Gear Units (GGW) in Bruchsal to collect rainwater in a reservoir with a capacity of 180 m^3. This gives us a supply of around 1.5 million liters of water a year.

Other examples of environmentally friendly rainwater usage can be found at Motor Production, South Workshop and Parts Production, North Workshop (active roof area of 1800 m^2, saving around 720 000 liters of drinking water a year by using the rainwater reservoir) at the Graben-Neudorf site, the parking garage in Bruchsal (approx. 265 l/s), and the "Morgentau" children's daycare center in Bruchsal (approx. 22 l/s). Precipitation water that falls here is returned to the natural water cycle via infiltration pits and/or a pumping plant.



Wildflower meadows in Bruchsal and Graben-Neudorf
In the outdoor spaces in Bruchsal and Graben-Neudorf, we have created wildflower meadows in line with the recommendations of the working group for nature conservation and environmental protection. They provide a valuable habitat for many plant species, animal species such as wild bees, bumblebees, butterflies, and beetles, and various bird species. The soil also helps to store carbon, and the meadows do not need to be irrigated.

Generating power in-house at the Graben-Neudorf site
In a gradual process designed to make our energy generation as environmentally friendly as possible, we have commissioned combined heat and power (CHP) plants and absorption refrigeration units at our sites.

The power supply at our Graben-Neudorf site is already running on natural gas, which is more environmentally friendly than other fossil fuels. Gas is also used to generate heat there and, since the end of 2024, three CHP plants with an electrical output of approx. 2300 kW and a thermal output of approx. 2200 kW per CHP plant. The associated CO_2 savings amount to 1500 metric tons per year.

In Graben-Neudorf, three CHP plants commissioned in 2024 provide an electrical output of approx. 2300 kW each and a thermal output of around 2200 kW each. In this case, too, the associated CO_2 savings amount to around 1500 metric tons per year.

Generating power in-house at the Bruchsal site
The power supply at the Bruchsal site also runs on gas. Heat is generated by gas burners and CHP plants. The Plant for Large Gear Units also has a thermal solar plant for generating hot water.

The combined heat and power plant at the infrastructure headquarters of the Plant for Large Gear Units in Bruchsal was commissioned in 2009. It provides an electrical power output of approximately 201 kW and a thermal output of around 303 kW. CO_2 savings amount to 485 metric tons per year. We use the waste heat from this CHP plant to run an absorption refrigeration unit for the infrastructure headquarters. This unit was commissioned in 2022 and helps us save 650 metric tons of CO_2 yearly compared to using conventional compression refrigeration units.

The CHP plant at the SEW-EURODRIVE “Morgentau” children’s daycare center in Bruchsal has been in operation since 2015, providing an electrical output of approximately 6 kW and a thermal output of around 13.5 kW. CO_2 savings amount to 5 metric tons per year.

32,1%
increase in power generated in-house at the Bruchsal site (not including GGW)

In the Bruchsal energy center, two further CHP plants commissioned in 2022 provide an electrical output of approximately 720 kW each and a thermal output of around 800 kW each. This saves approximately 530 metric tons of CO_2 emissions per year.

Generating power in-house at the Kehl site
At the site in Kehl (Caba-Blind), a CHP plant commissioned in 2023 generates around 720 kW, which saves approximately 530 metric tons of CO_2 emissions per year.

Use of waste heat at the Bruchsal and Graben-Neudorf sites
Heat is recovered from all ventilation and compressed air systems at both sites. The Plant for Large Gear Units in Bruchsal uses the waste heat from the hardening shop and compressed air generation. This saves approximately 790 metric tons of CO_2 emissions per year.

Photovoltaics, solar thermal energy, and waste heat
By installing photovoltaic (PV) systems and solar thermal systems, we are not only helping to save the environment – we are also easing the strain on power supplies across the whole of Germany in times of crisis by generating our own electricity.

PV system at Motor Production, South Workshop in Graben-Neudorf
+ 370.3 metric tons less CO_2 yearly
+ Area: 5000 m^2
+ System size: 614.8 kWp
+ Yield per year: approx. 606 982 kWh

PV system, parking garage, Graben-Neudorf
+ Approx. 276.4 metric tons less CO_2 yearly
+ Area: 4900 m^2
+ System size: 505.2 kWp
+ Yield per year: approx. 473 363 kWh

PV system, training center, Graben-Neudorf (since 2025)
+ Approx. 61 metric tons less CO_2 yearly
+ Area: 1040 m^2
+ System size: 99.6 kWp
+ Yield per year: approx. 96 000 kWh

PV system, Parts Production, North Hall, Graben-Neudorf
+ Approx. 1550 metric tons less CO_2 yearly
+ Area: 20 000 m^2
+ System size: approx. 2.5 MWp
+ Yield per year: approx. 2 250 000 kWh

PV system, parking garage, Bruchsal
+ Approx. 334.4 metric tons less CO_2 yearly
+ Area: 5000 m^2
+ System size: 625.3 kWp
+ Yield per year: approx. 566 808 kWh

PV system, Plant for Large Gear Units, Bruchsal
+ Approx. 101.5 metric tons less CO_2 yearly
+ Area: 1360 m^2
+ System size: 154.8 kWp
+ Yield per year: approx. 145 000 kWh

Expansion of PV system, Plant for Large Gear Units, Bruchsal
+ Approx. 428 metric tons less CO_2 yearly
+ Area: 4500 m^2
+ System size: 545 kWp
+ Yield per year: approx. 490 000 kWh
+ CO_2 emissions saving: approx. 326 metric tons/year

Solar thermal system, Plant for Large Gear Units, Bruchsal
+ Approx. 5 metric tons less CO_2 yearly
+ In use since: May 2009
+ Area: 37 m^2
+ Buffer capacity: approx. 3000 liters
+ Water heating capacity for washrooms and shower rooms: approx. 1250 liters

PV system, SEW-EURODRIVE "Morgentau" children's daycare center, Bruchsal
+ Approx. 2 metric tons less CO_2 yearly
+ In use since: June 2015
+ System size: 3.72 kWp
+ Yield per year: approx. 3700 kWh

PV system, Electronics Production, Bruchsal
+ Approx. 433 metric tons less CO_2 yearly
+ Area: 5800 m^2
+ System size: 723.84 kWp
+ Yield per year: approx. 651 600 kWh

PV system, Spitzhalle, Bruchsal
+ Approx. 23 metric tons less CO_2 yearly
+ Area: 320 m^2
+ System size: 40 kWp
+ Yield per year: approx. 40 000 kWh
+ Direct feed into the public grid

PV system, fire station, Bruchsal
+ Approx. 61 metric tons less CO_2 yearly
+ Area: 800 m^2
+ System size: 99 kWp
+ Yield per year: approx. 90 000 kWh
+ System belonging to the municipality of Bruchsal

PV system, energy center, Bruchsal
+ Approx. 116 metric tons less CO_2 yearly
+ In use since: 2022
+ Area: 1520 m^2
+ System size: 190 kWp
+ Yield per year: approx. 171 000 kWh

PV system, Ernst Blickle Innovation Center, Bruchsal
+ Approx. 76 metric tons less CO_2 yearly
+ Area: 1000 m^2
+ System size: 125 kWp
+ Yield per year: approx. 112 500 kWh
+ Direct feed into the public grid

PV system, test center, Bruchsal (under construction)
+ Approx. 458 metric tons less CO_2 yearly
+ In use from: 2025 / 2028 (in two construction phases)
+ Area: 6000 m^2
+ System size: 750 kWp
+ Yield per year: approx. 675 000 kWh

PV system, Caba-Blind, Kehl
+ Approx. 312 metric tons less CO_2 yearly
+ Area: 4000 m^2
+ System size: 511 kWp
+ Yield per year: approx. 460 000 kWh

PV system, DTC West, Haan
+ Approx. 185 metric tons less CO_2 yearly
+ Area: 2400 m^2
+ System size: 310 kWp
+ Yield per year: approx. 280 000 kWh

PV system, DC, Ulm
+ Approx. 79 metric tons less CO_2 yearly
+ Area: 1000 m^2
+ System size: 130 kWp
+ Yield per year: approx. 117 000 kWh

DriveAcademy® parking lot bicycle shelter, Bruchsal
+ Approx. 21 metric tons less CO_2 yearly

Area: 270 m^2
System size: approx. 34 kWp
Yield per year: approx. 30 600 kWh

Administration center, Bruchsal (under construction)
Approx. 97 metric tons less CO_2 yearly
Commissioning: 2027
Area: 1250 m^2
System size: approx.160 kWp
Yield per year: approx. 144 000 kWh

Open-air solar park, Plant for Large Gear Units, Bruchsal

Area: 55 000 m^2
System size: 7030 kWp
Yield per year: approx. 6.72 GWh
CO_2 emissions saving through use of PV system: approx. 1700 metric tons/year



55 000 m^2

Lower energy consumption thanks to systematic switch-off management

Geopolitical uncertainties over recent years have increased general awareness that we need to be more careful and economical in our use of available energy resources. Increased electricity and gas prices have also played a part in this. SEW-EURODRIVE has therefore set out to further minimize energy consumption at our production facilities and sites. One method involves using a carefully conceived switch-off plan that ensures the lights of parking garages and outdoor facilities are switched off after the end of the working day, at night, and at the weekends.

We have introduced a color-coded points system to ensure this switch-off plan can be implemented as easily and effectively as possible. Systems and devices that are coded blue, such as monitors, soldering irons, and hot-glue guns, must be switched off daily. Yellow-coded devices such as testing machines, which need to heat up before they can be used, should preferably be switched off on a weekly basis. Red-coded devices can only be switched off when an instruction is issued to do so. Otherwise, there is a risk of production downtime. Detailed workshop plans have been drawn up to provide a better overview. There are many other measures through which we aim to optimize power consumption at our plants and sites:

- Lowering the heating to 18 °C in production workshops and 20 °C in office buildings
- Switching off ventilation systems in production workshops and office buildings at the weekends
- Reducing cooling output by gradually adjusting the temperatures in data centers and equipment rooms
- Reducing and switching off external lighting and illuminated logos at the weekend
- Switching off corridor lighting at times of day when there is sufficient daylight
- Reducing the quantity of small devices/ electrical consumers in use

Yearly savings for the individual plants

Plant 01 (headquarters, WBE, WBP)
- 29 588 kWh/a from switching off machinery and systems
- 143 803 kWh/a from adjusted control temperatures
- 238 346 kWh/a from optimized lighting
- 21 934 kWh/a from optimized ventilation

Plant 15 (GGW)
- 12 572 kWh/a from adjusted control temperatures
- 18 444 kWh/a from optimized lighting

Plant 03 (WGF, WGL, WGM)
- 4160 kWh/a from switching off machinery and systems
- 14 563 kWh/a from adjusted control temperatures
- 8520 kWh/a from optimized lighting

There are three different switch-off classes

DAILY

Devices that start up without any problems and/or which pose a hazard (e.g. monitors, soldering irons, hot-glue guns)

WEEKLY

Devices that need to heat up before being used

ON INSTRUCTION

Devices associated with a risk of production downtime

Logistics and mobility

Energy-efficient logistics and mobility
For a global company such as SEW-EURODRIVE to achieve a comprehensive overview of its carbon footprint, it is crucial to factor in logistics and mobility. We have introduced a whole range of separate measures in order to take our first steps in doing so.

Sustainable travel guidelines
Under our travel guidelines, we undertake to adopt a sustainable and resource-friendly approach to travel. Business trips should be as cost-effective as possible and both financially and ecologically proportionate. Before planning external activities, it should always be explored whether these can be replaced by digital platforms or telecommunications, including e-mails, conference calls, online conferences, and video conferences.

Unnecessary trips should be avoided as far as possible by combining appointments.

Electrification of our vehicle fleet
Of our approximately 600 vehicles registered in Germany, 225 are currently fully electric. This means their share of the total vehicle fleet has doubled again in the space of one year. The average mileage of electric vehicles is 40 000 km per year. The electrification of our vehicle fleet will continue. This also relates to the vehicles in SEW-EURODRIVE's car pool.

190 charging points for electric vehicles
Staff have been able to charge their electric vehicles on company premises since March 2020, and there are now 190 charging points available to them. The charging infrastructure is continuously being expanded and has been subsidized by the German state of Baden-Württemberg.



Internal logistics

Establishing sustainable container management

When an international drive technology supplier such as SEW-EURODRIVE wants to minimize its carbon footprint, it is only logical that it should scrutinize its logistics chain. That includes putting in place a management system for transportation and load handling that is as sustainable and therefore as environmentally friendly as possible.

A key step in this process is establishing sustainable closed loops for containers, both within internal production sequences and in external dealings with customers and suppliers. The following are key areas of focus:

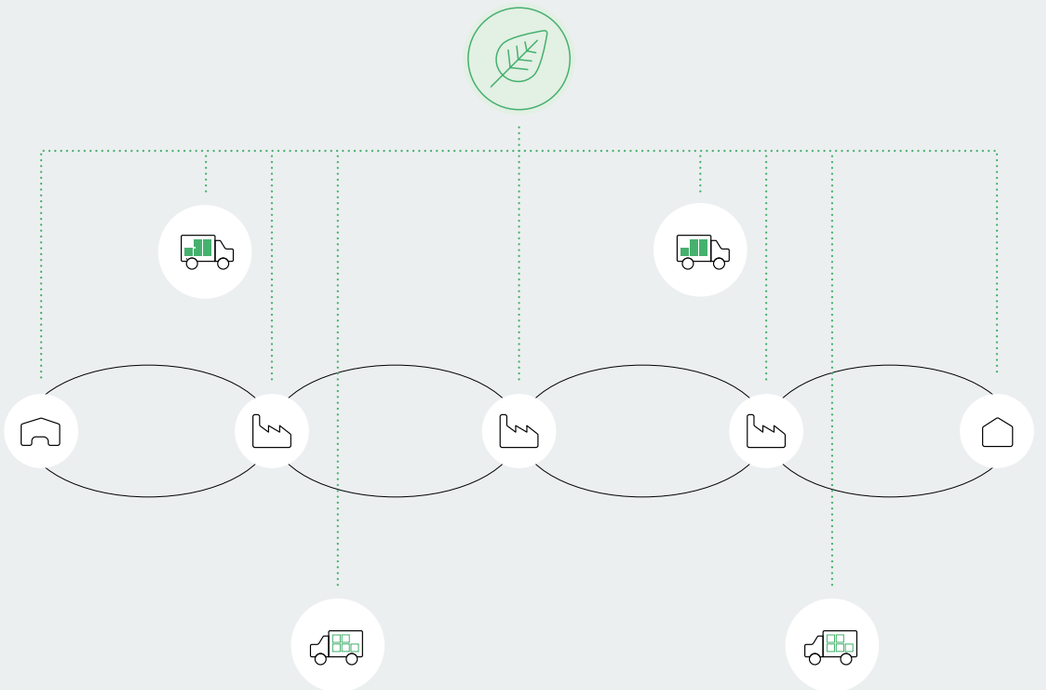
+ Reducing loss and depletion
+ Using multi-compartment containers
+ Repairing containers instead of replacing them with new ones

For some years, we have also been using reusable shuttle crates rather than individual packaging for internal deliveries between the sites in our network of German and French plants.

External logistics

We intend to carry on reducing transportation and route distances by continuously expanding our local presence across Germany and around the world, adding further assembly, service, and sales sites to our global network.

Sustainable container management



Waste management

The waste material to be taken into account is generated during the manufacture of products, the disposal of packaging, and the disposal of the products themselves at the end of their life cycle. The majority of this waste is made up of metallic materials that are fed back into the material loop via existing recycling processes.

However, new requirements are to be introduced for manufacturing companies in the future, in the form of regulations relating to waste management and the recyclability of products.

Processes are in place at the various sites – particularly production facilities – to manage waste volumes, applicable statutory regulations, waste reduction measures, and the circular economy. Sites are independently responsible for passing on waste to waste disposal companies.

Waste and packaging management
Avoiding waste in the first place is always the best option when it comes to conserving resources. With this in mind, we have rolled out a range of appropriate measures in our production operations.

Examples of measures designed to reduce waste and packaging materials
At the Graben-Neudorf plant, we are avoiding waste and inefficiency through a continuous improvement process that covers all process chains. This includes reusing packaging materials.

For example, our systematic use of reusable packaging in the internal material loop avoids 4.5 metric tons of special waste every year. We have also been able to save 11.9 metric tons of cardboard and 1046 liters of anti-corrosion agents each year.

Total amount of waste generated

t	81539



Material supply in a shuttle crate without individual packaging

Waste saved from disposal

		Hazardous waste	Non-hazardous waste
Preparation for reuse	t	526	5415
Recycling	t	2365	44992
Other restoration processes	t	3352	10152
Total	t	6244	60559

Waste sent for disposal

		Hazardous waste	Non-hazardous waste
Combustion	t	3203	755
Landfill	t	17	982
Other form of disposal	t	1865	7914
Total	t	5085	9651

Non-recycled waste

Weight	t	34182
As a percentage total waste	%	41,92

Project to reduce wood waste

Initial situation
Deliveries to the Plant for Large Gear Units in Bruchsal from the Graben-Neudorf motor plant and the Graben-Neudorf logistics center generate large quantities of wood waste. Added to this is the packaging that comes to the Plant for Large Gear Units from external suppliers. What's more, the fact that the automated packaging process can only handle disposable pallets in specific dimensions makes changing the pallets at the logistics center in Graben-Neudorf more difficult. Equally, however, automation saves time and money.



Flat steel pallet for internal transportation

Transport system already introduced between the motor production plant in Graben and the Plant for Large Gear Units in Bruchsal
In 2023, a flat steel pallet was introduced for transporting large motors within the company. Deliveries of around six to ten motors are made to the Plant for Large Gear Units roughly once or twice a day. Steel pallets have a much longer service life than wooden pallets, which offer only limited durability.

New concept for a future transport system between the logistics center in Graben-Neudorf and the Plant for Large Gear Units in Bruchsal
In 2024, a solution aimed at resolving the challenges that had been identified was tested as part of an initial phase. Significant optimizations included stopping the practice of nailing squared timbers onto disposable pallets, which had previously prevented these pallets from being reused. Now, anti-slip mats, disposable pallets, wooden lids, and squared timbers are collected at the Plant for Large Gear Units and returned to Graben-Neudorf for reuse. According to the final calculation, this saved around 980 pallets a year.

Bringing on board suppliers
Suppliers often deliver parts in wood packaging that cannot be reused or returned. This inevitably leads to significant quantities of wood waste.

The main suppliers to the Plant for Large Gear Units were identified and contacted, with a view to exploring potential for optimization. The next step involved working in collaboration with the suppliers to investigate a closed-loop concept and implement it where possible. This resulted in one supplier switching over to Euro pallets, for example, while another supplier implemented a circular management concept for wooden transport protection.

Reducing waste by recycling used paper towels
Used paper towels are now being recycled to make new tissue products. During the course of 2024, the Tork PaperCircle® system was rolled out in the washrooms of several buildings at the Bruchsal site. This involved modifying the existing dispensers.

The switch to the Tork PaperCircle® system offers a number of benefits. For example, the volume of non-recyclable waste has been reduced by more than 25% and the cost efficiency of the washrooms has also been improved.

The paper towels can only be recycled if they are kept separate from other waste, so staff are asked to throw their used paper towels into specially labeled garbage cans.

These garbage cans are then emptied by the cleaning staff and their contents are gathered together in a separate container. The used paper towels are subsequently collected by a recycling partner and taken to a local plant, where they are turned into new paper towels and other similar products.

In 2024, a total of 4.49 metric tons of paper towels were collected at the Bruchsal site and returned to Tork. This represents a saving of around 4580 kg of CO_2eq (based on the 1 835 400 paper towels used during this period).

GRI indicator

	Disclosure	Location	Comments	ESRS standard
GRI 2: General disclosures				
GRI 2-1	Organizational details	SEW Management Report 2024		See requirements of Directive 2013/34/EU
GRI 2-2	Entities included in the organization's sustainability reporting	p 4		ESRS 2 BP-1
GRI 2-3	Reporting period, frequency, and contact point	p 4		ESRS 1
GRI 2-4	Restatements of information	p 4		ESRS 2 BP-2
GRI 2-5	External assurance	none		See external requirements of Directive (EU) 2022/2464
GRI 2-6	Activities, value chain, and other business relationships	p 9		ESRS 2 SBM-1
GRI 2-7	Employees	p 41 ff, p 51	Source: Global HR system	ESRS 2 SBM-1 ESRS S1 S1-6
GRI 2-8	Workers who are not employees	none		ESRS S1 S1-7
GRI 2-9	Governance structure and composition	p 10		ESRS 2 GOV-1 ESRS G1
GRI 2-11	Chair of the highest governance body	p 10		ESRS 2 GOV-1 ESRS G1
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	p. 10		ESRS 2 GOV-1 ESRS G1
GRI 2-13	Delegation of responsibility for managing impacts	p 15 - 16		ESRS 2 GOV-1 ESRS G1
GRI 2-14	Role of the highest governance body in sustainability reporting	p 15 - 16		ESRS 2 GOV-5
GRI 2-15	Conflicts of interest	SEW – Code of Conduct		ESRS 2 GOV-1
GRI 2-16	Communication of critical concerns	p 30		ESRS 2 GOV-2 ESRS G1
GRI 2-17	Collective knowledge of the highest governance body	p 16		ESRS 2 GOV-1
GRI 2-22	Statement on sustainable development strategy	p 3		ESRS 2 SBM-1
GRI 2-23	Policy commitments	SEW – Corporate principles, SEW – Code of Conduct		ESRS 2 GOV-4, MDR-P, ESRS S1 – S4 ESRS G1
GRI 2-24	Embedding policy commitments	SEW – Code of Conduct		ESRS 2 GOV-2, MDR-P ESRS S1 – S4, ESRS G1
GRI 2-25	Processes to remediate negative impacts	SEW – Code of Conduct		ESRS S1 – S4
GRI 2-26	Mechanisms for seeking advice and raising concerns	SEW – Code of Conduct		ESRS S1 – S4, ESRS G1

	Disclosure	Location	Comments	ESRS standard
GRI 2-27	Compliance with laws and regulations	SEW Code of Conduct		ESRS 2 SMB-3, ESRS E2 ESRS S1, ESRS G1
GRI 2-28	Membership of associations	Not specified	Membership of associations at national level	ESRS G1
GRI 2-29	Approach to stakeholder engagement	p 17		ESRS 2 SBM-2 ESRS S1-S4
GRI 2-30	Collective bargaining agreements	p 42		ESRS S1
GRI 3: Material topics				
GRI 3-1	Process to determine material topics	p 17		ESRS 2 BP-1
GRI 3-2	List of material topics	p 17		ESRS 2 SBM-3
GRI 3-3	Management of material topics	p 20 – 23		ESRS 2 ESRS S1-S4
GRI 201: Economic performance				
GRI 201-2	Financial implications and other risks and opportunities due to climate change	p 18 – 19		ESRS 2 SBM-3 ESRS E1
GRI 301: Materials				
GRI 301-1	Materials used by weight or volume	p 82		ESRS E5
GRI 301-2	Recycled input materials used	p 82		ESRS E5
GRI 301-3	Reclaimed products and their packaging materials	p 82		ESRS E5
GRI 302: Energy				
GRI 302-1	Energy consumption within the organization	p 87		ESRS E1
GRI 302-4	Reduction of energy consumption	p 21, p 88		ESRS E1
GRI 302-5	Reductions in energy requirements of products and services	p 61 – 66		ESRS E1
GRI 305: Emissions				
GRI 305-1	Direct (Scope 1) GHG emissions	p 91		ESRS E1
GRI 305-2	Energy indirect (Scope 2) GHG emissions	p 91		ESRS E1
GRI 305-3	Other indirect (Scope 3) GHG emissions	p 91		ESRS E1
GRI 305-5	Reduction of GHG emissions	p 21, p 85 ff		ESRS E1
GRI 306: Waste				
GRI 306-1	Waste generation and significant waste-related impacts	p 99 – 100		ESRS E5
GRI 306-2	Management of significant waste-related impacts	p 99 – 100		ESRS E5

	Disclosure	Location	Comments	ESRS standard
GRI 306-3	Waste generated	p 99		ESRS E5
GRI 306-4	Waste diverted from disposal	p 99		ESRS E5
GRI 306-5	Waste directed to disposal	p 99		ESRS E5
GRI 308: Supplier environmental assessment				
GRI 308-1	New suppliers that were screened using environmental criteria.	p 78 – 80		ESRS G1
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	p 78 – 82		ESRS 2 SBM-3
GRI 401: Employment				
GRI 401-1	New employee hires and employee turnover	Not specified	No disclosures are being made about employee turnover.	ESRS S1
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p 51		ESRS S1
GRI 403: Occupational health and safety				
GRI 403-1	Occupational health and safety management system	p 47 – 50		ESRS S1
GRI 403-2	Hazard identification, risk assessment, and incident investigation	p 47		ESRS S1
GRI 403-3	Occupational health services	p 47		ESRS S1
GRI 403-5	Worker training on occupational health and safety	p 47		ESRS S1
GRI 403-6	Promotion of worker health	p 49		ESRS S1
GRI 403-9	Work-related injuries	p 48		ESRS S1
GRI 403-10	Work-related ill health	p 48		ESRS S1
GRI 404: Training and education				
GRI 404-1	Average hours of training per year per employee	p 45		ESRS S1
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	p 43 – 46		ESRS S1
GRI 405: Diversity and equal opportunity				
GRI 405-1	Diversity of governance bodies and employees	p 43 – 46		ESRS 2 GOV-1 ESRS S1
GRI 406: Non-discrimination				
GRI 406-1	Incidents of discrimination and corrective actions taken			ESRS S1

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