

A close-up photograph of industrial machinery, likely a battery manufacturing line. The image shows several rollers and a conveyor system. A strip of copper tape is being processed, with some sections already wrapped around a component. The machinery is made of polished metal, and the background is slightly blurred, showing more of the factory environment.

GROB

INTERNATIONAL

2021

**IN A SHORT TIME, GROB IS BECOMING A LEADER
IN ELECTRIC DRIVE AND BATTERY STORAGE SYSTEM TECHNOLOGIES
THEREBY SECURING THE FUTURE OF THE COMPANY**

DEAR EMPLOYEES, DEAR BUSINESS PARTNERS, DEAR FRIENDS OF THE GROB COMPANY,

We are pleased to give you an overview of our activities in 2021, as this year is coming to a close, and to give you an outlook into the New Year with this edition of GROB International. Unfortunately, in times of Corona, the social contacts, regular personal conversations and meetings, both in-house and external have been somewhat neglected. This is very unfortunate because we strongly appreciate personal contact with you. But necessity is the mother of invention, and we were able to mostly solve this problem using new means of communication. We think that, after some initial skepticism, we have succeeded quite well. However, we have also learned that certain processes or working methods can be redesigned and, in some cases, made more efficient.

In addition to all the economic and technological challenges, Corona has stayed with us and challenged us in 2021. Thanks to our regularly convening Corona Crisis Management Team, we have always been able to respond to current developments in time. With all our measures, we have often acted more cautiously than required by law, which has enabled us to keep our case numbers



Florian Grob and Christian Grob

to a minimum. It has been important to us to always focus on the health of our employees. We would like to express our sincere thanks to the whole team.

We also successfully continued production without any major interruptions. All of us need to continue exercising caution and discretion to maintain this situation. Because Corona will stay with us, in whatever form. We have come a long way on our path of transformation, and have made excellent technological progress. These successes are apparent in our factory buildings worldwide. We are able to provide all technologies for

the production of electric motors. In the field of batteries, we have gained extensive experience in module and package assembly. In the future, we will be able to offer various technologies for battery cell production. We see massive long-term potential for our company in this area. In the traditional field of conventional machining, we have also fully aligned ourselves to the new vehicle components with new machine concepts. Thanks to all our activities, measures and decisive steps, we can proudly say that our company is now positioned for a successful future. We have developed a clear vision for the future, creating a solid foundation

for securing our jobs. We are happy to note that market conditions are improving again and requests are increasing significantly. We expect to reach our capacity limits again very quickly and return to a growth trajectory. As a result, new investments in hall infrastructure will be made worldwide in GROB Group. We recently laid the foundation for a second plant in Dalian, China. New construction plans exist for India near Bangalore, and there are expansion plans for Bluffton, Ohio. Our diligence and perseverance combined with the right strategic decisions have proven themselves at a time when conditions are changing rapidly. High flexibility and focus on the new challenges are still required. We will start the New Year with great confidence. And with the expectation of facing major challenges. Yet we are convinced that we will take the right path together with you and successfully master it.

Thank you for your continued commitment and support. We wish you and your families a merry Christmas season and a happy and successful new year 2022. Stay healthy,

Your Grob Family

DEAR EMPLOYEES,

In the course of the past year, capacity utilization at our main plant in Mindelheim has improved continuously. Whereas in the first few months we still had major gaps in our production program and in some cases even a significant underload, demand for machinery and equipment from the automotive and supplier industries increased significantly from September onwards and the market situation improved continuously. A key driver of this improved demand is the disproportionate increase in projects and orders from the electromobility sector. While these project inquiries currently come mainly from the German and European market, the inquiries for projects for the production of electric drives and battery storage systems from China and the USA are steadily increasing.

But it is not only in the area of electromobility that we have been able to successfully position the GROB brand. Demand for our 4- and 5-axis universal machining centers is also developing

very positively. In combination with our GROB automation systems such as part storage and robot cells, we are continuously expanding our market position. At the same time, GROB machining centers for production systems in the automotive industry are being expanded with new developments in the F-series in order to ideally machine the new, large structural and housing components for electromobility with these machines. Since we pushed

ahead with these new developments at a very early stage, we are now in a position to respond comprehensively to all market requirements with the two GROB core technologies of machining and electromobility.

All of these developments have put us in a position to securely position and partially reposition our Mindelheim plant and the entire GROB Group, regardless of the transformation of drive technology

in the global automotive industry. We are benefiting from the fact that technological changes in drive systems in industrialized nations have gained further momentum, as the reduction of CO₂ emissions is becoming increasingly important worldwide. This is a development that we at GROB anticipated years ago and thus consequently adapted our machine technologies. In order to secure this growth for the future, GROB will continue to adhere to its investment strategy, also in order to secure existing jobs and create new ones.

Dear employees, all of management would like to thank you for your ongoing commitment, good cooperation, and for your willingness and motivation to take on new tasks and challenges in these difficult times. We wish you all a great holiday season, spending time with your families, and plenty of time to relax.

Your Management



CFO Wolfram Weber, CEO German Wankmiller, CSO Christian Müller (from left to right)

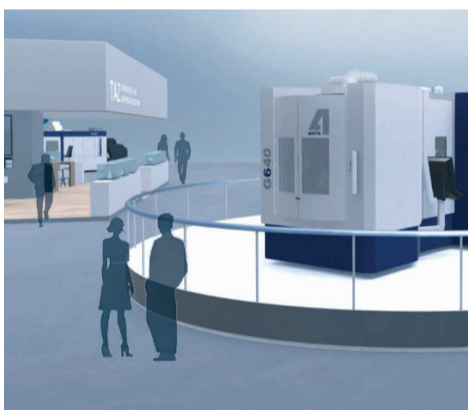
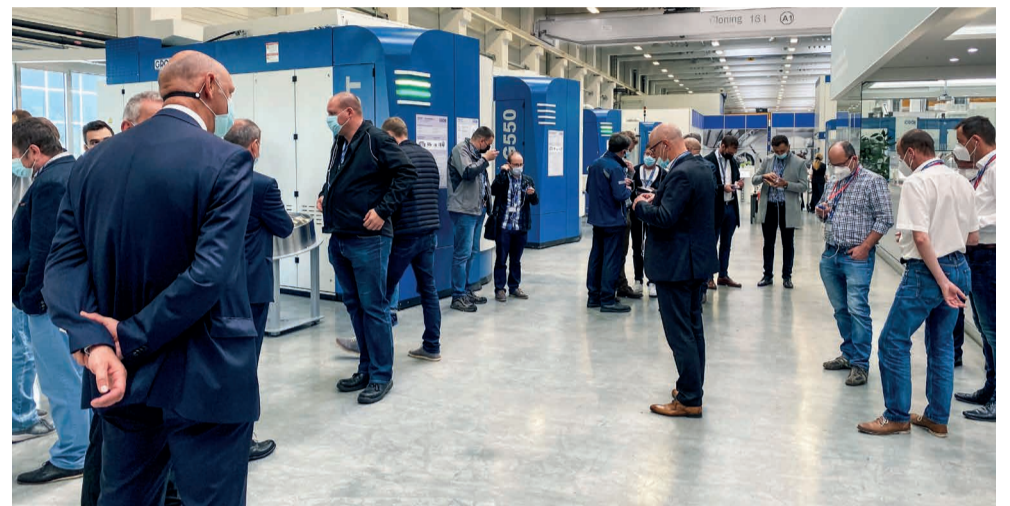
ANNUAL REVIEW

In 2021, GROB continues to have its sights firmly set on the future 95 years after its founding. And so the past year at the GROB Group was all about strategic realignment and transformation. In addition to the new and further development of innovative technologies and products, digital events, informative trade fairs and significant customer awards for the work of our employees characterized the year.

2021

SUCCESS OF THE FIRST GROB INDUSTRY DAYS

At the end of October, GROB welcomed visitors for the first time to its exclusive industry days at the Technology and Application Center in Mindelheim. In addition to live machining and the presentation of the new 4-axis series, a total of 236 participants from 91 different companies were treated to an exciting plant tour and industry-specific technical presentations.



March – At its second Virtual Open House, GROB impressed digital visitors with its latest technologies.



April – Positive response: GROB China convinced the trade audience at the CIMT in Beijing with the first presentation of the 4-axis machine G640.



May – GROB receives the SAIC-GM Supplier of the Year Award and the China Metal Working Innovative Product Award of the magazine MM.



September – A total of 135 new apprentices have started their training at the GROB Group this year. Of those, 64 of them in Mindelheim.



September – Electromobility trade fair: At Coiltech in Pordenone, GROB Italy presented its winding technologies for stator production.



September – German Wankmiller as guest at the EMO Hannover Relaunch Conference on "The Future of Sustainability in Production".



October – To further strengthen the market in India, GROB decided this year to build its sixth production plant in Bangalore in southern India. The new plant will replace the current facility and is expected to start production as early as 2023 after construction begins next year.



LAYING OF THE FOUNDATION STONE GROB CHINA

On October 25, 2021, the foundation stone was laid for the second GROB plant in China in the direct vicinity of the existing plant in Dalian. The new building takes into account the increased space requirements and increases the production capacities of GROB China. "I am convinced that this investment and the expansion of our product portfolio will secure the China location for GROB for decades to come," explains Marcus Ostler, CEO of GROB China.

ELECTROMOBILITY

GROB – A Full-Service Provider in Electromobility

The reorientation of GROB Group with regard to the future requirements of the international automotive industry enables us to cover the entire new powertrain of fully electric vehicles with our machines and systems. GROB defined four essential technologies where solutions can be offered and produced for the international automotive industry to meet the requirements of the automotive industry in the field of electromobility. This includes machines and systems for producing electric drives, battery modules, battery packs – also referred to as high-voltage battery systems – and battery cells.

MACHINES AND SYSTEMS FOR ELECTRIC DRIVES

GROB masters all winding and assembly technologies for the production of the various electric drives. The GROB plants in Mindelheim and Pianezza, Italy, are leading the way. Winding and insertion technologies, which are used to draw round wires into the stator using a complex process, are based at GROB Italy. Furthermore, the technologies for rotor production will be expanded in Italy. Various developments and processes in regard to the rotor technologies have already been tested in Mindelheim and are now being launched and implemented in Pianezza.

By contrast, GROB Mindelheim develops and produces the stator technologies for rectangular copper wire, also known as hairpin technology and wave winding technology. The technologies of both plants enable GROB to provide all known manufacturing processes for electric drives that are relevant for automotive companies.



Rotor Production with Needle Winding



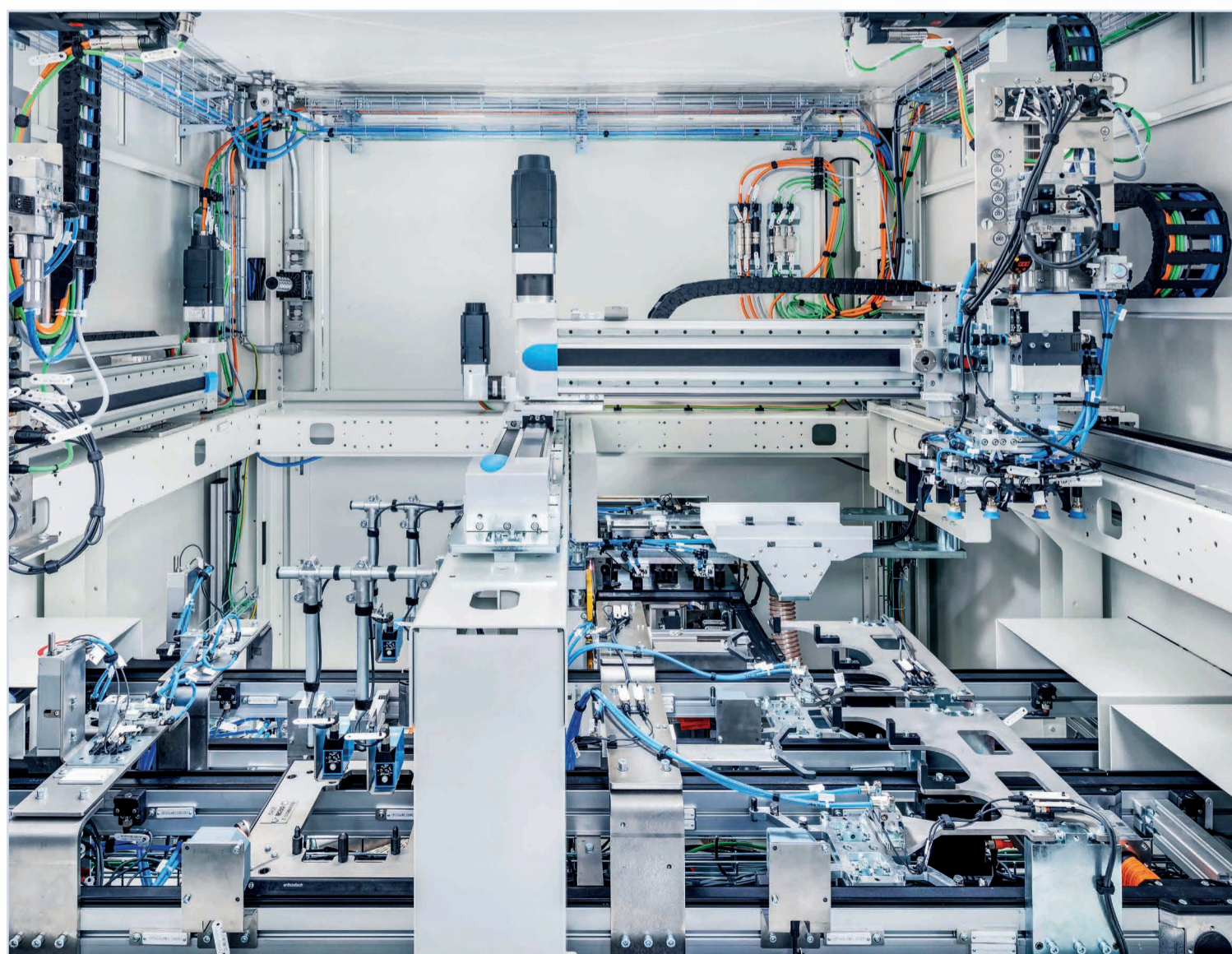
Insertion Technology



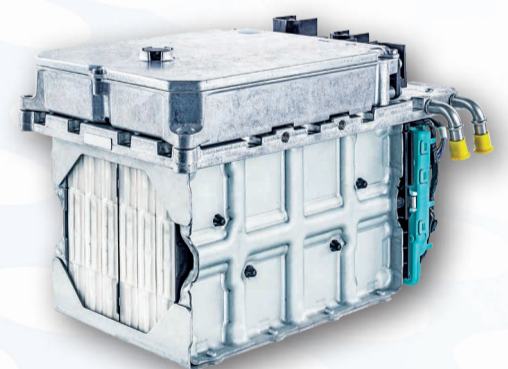
Hairpin



Continuous Hairpin



BATTERY MODULE ASSEMBLY SYSTEMS

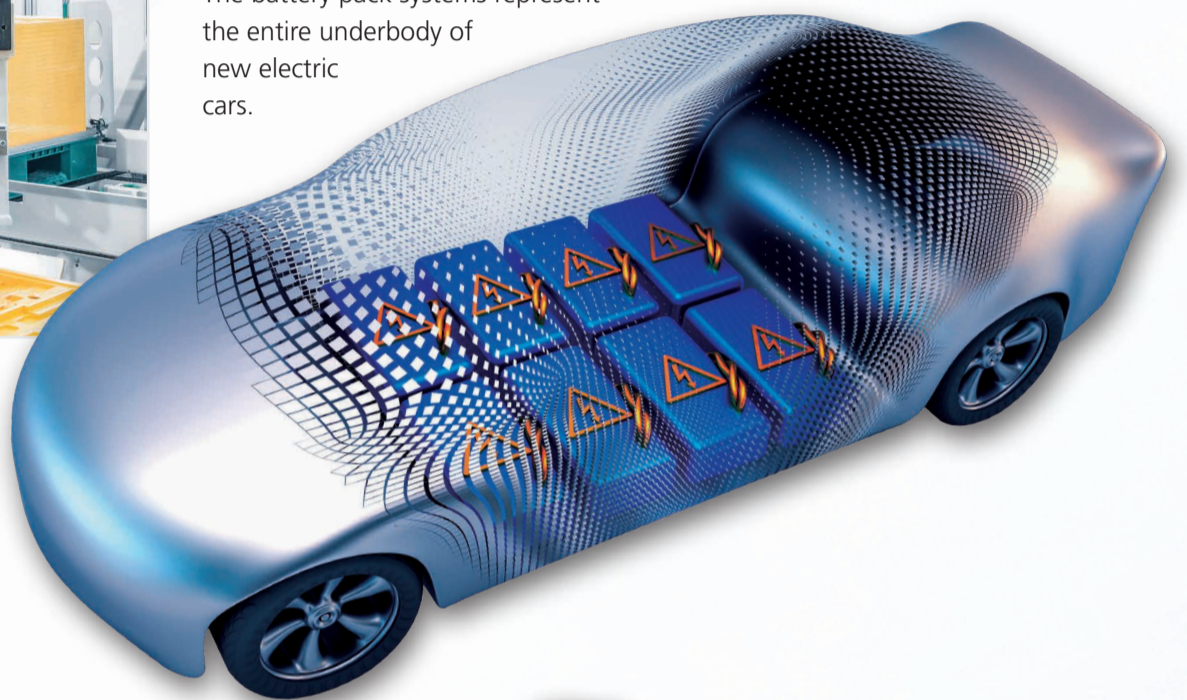


In addition to winding and assembly technology, GROB has extensive knowledge and experience in the production of highly complex battery module systems. For example, GROB Mindelheim has delivered or is processing eight large production lines for the battery module assembly of prismatic cells and pouch cells for the German automotive industry. This technology has developed into another successful pillar of GROB's product range.



SYSTEMS FOR BATTERY PACK ASSEMBLY AND HIGH-VOLTAGE BATTERIES

In the future, GROB Mindelheim will also develop and produce large-scale systems for the final assembly of complete battery pack systems. These systems are the final process step in the production of entire battery storage systems in automotive engineering. In GROB production plants, complex process steps are used to assemble, fix and electrically connect battery modules in the large, trough-like housing components. The battery pack systems represent the entire underbody of new electric cars.



PRODUCTION SYSTEMS FOR BATTERY CELL MANUFACTURE

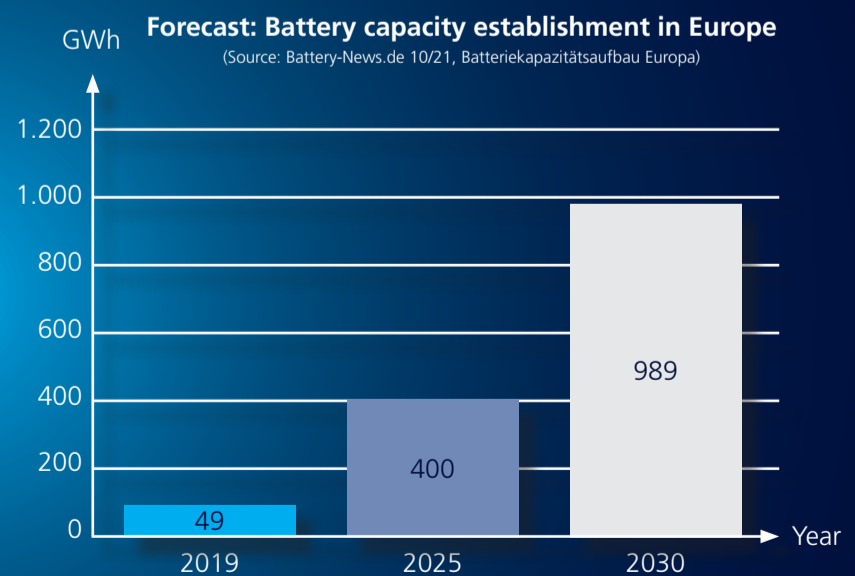
Within the last twelve months, the decisions of the automotive and automotive supplier industries to build new gigafactories for the production of battery cells have become concrete. GROB anticipated this development early, analyzed it fully and started with state-of-the-art machines and production plants for these pioneering technologies two years ago. GROB specializes primarily in the processes for the production of electrode formats, contacting and cell assembly.



The production process of battery cells involves very short cycle times. The necessary production facilities have very large dimensions. GROB expects the needs for such systems to massively increase in Europe in the next ten years. Current forecasts show that by 2030 there will be a demand for 1000 gigawatt hours of battery storage capacity in Europe.

The market relevant for this production process for GROB has an investment volume of more than six billion euros for machines and systems. According to internal analyses, this area of new technologies represents by far the largest development potential for our company.

The four technologies we described, which will gradually become established with the adoption of electric cars, are an important foundation for GROB Group to ensure reliable utilization, safeguarding of jobs and a successful further development of our family business.



MACHINING – PRODUCT HIGHLIGHTS OF THE YEAR

Innovative Developments Strengthen the Machining Business

For over 95 years, GROB has been a pioneer in the construction of highly innovative production and automation systems and continues to impress with forward-looking machining solutions despite the dynamic changes in the automotive industry. In addition to machines and systems for the system and universal machining business, the GROB portfolio today also includes machines for the new electromobility market. This enables GROB to bridge the gap between OEMs and suppliers, thus strengthening its position in a highly competitive market.

G-SERIES

Extensive expansions of GROB universal machining centers

The newly introduced 4-axis series with its G440, G640 and G840 machine variants offers customers from various industries the right solution for efficient machining projects. The machining centers can be configured according to specific requirements due to their modular design and a high variety of options and are characterized by a high loading weight as well as high feed forces and accelerations of the main axes.

Also successfully established on the market this year was the G150 5-axis machine, which rounds off the lower end of GROB's universal machining center portfolio. The largest 5-axis machining center G750 is available since this fall in the second generation featuring modular machine software.



AUTOMATION

NEW AUTOMATION SOLUTIONS FROM GROB

The wide range of GROB automation solutions enables flexible adaptation to capacities and guarantees perfectly coordinated pallet and/or part handling.

The new PSS-R1800 and PSS-L1800 rotary and linear pallet storage systems for the G440 and G640 4-axis machines each offer a pallet size of 500 x 500 mm and 630 x 630 mm, respectively.

While the PSS-R1800 expands the machining center into a flexible manufacturing cell and offers highly efficient production for transfer weights of up to 1,800 kg, the PSS-L1800 is suitable for a single machine or linking of identical machines.

The new GRC-V vision robot cell is at the heart of contract and order production and, thanks to its camera-controlled component recognition, is the right solution for the series production of small and medium-sized lot sizes. The PSS-T300 variable pallet tower storage system for the G150 and G350 5-axis machines enables the connection of up to two machines and is characterized by its large memory for small plates.



F-SERIES

The machine series for all important e-mobility components

The compact two-spindle machine variants G520F and G720F of the F-series from GROB meet all requirements for aluminum machining of chassis and structural components. This includes battery housings and subframes from the field of electromobility as well as stators.

With a spindle distance of 1,500 mm each, the machining centers offer a large working area and are ideally suited for the parallel production of two parts in lightweight construction due to their high dynamics and their option for 6-sided machining. With their flexibility and reusability, they are particularly interesting for suppliers from the Tier 1 sector.



G-MODULE

Generation 7 of the G300 and G500 machine variants

With the presentation of the seventh generation of its G300 and G500 G-modules, GROB once again underscores its claim to market leadership in the area of complete system solutions. Characteristic features of the new development stage are the vertical disk-type tool magazine and the division of the linear axes between the part and the tool side. The G300 and G500 thus ensure an even more robust and efficient workflow and guarantee high dynamics and rigidity in a small installation space. The 2-fold pallet changing system from GROB, which is compactly integrated into the machine, is now also available for single-spindle system machines and ensures rapid exchange of pallets between the work area and setup station.

FORECAST

WHAT DOES THE MACHINING OF THE FUTURE LOOK LIKE?

The machining market has changed significantly due to the paradigm shift in the automotive industry. In addition to decreasing lot sizes and shorter product life cycles of the components manufactured on the machines, the topics of modularization, reuse and flexible automation will continue to gain in importance. This will particularly grow the market for 5-axis machines.

Additional NC-axes are individually integrated into the machines themselves to enable additional options such as forwarding motions. Milling lathes with hydraulic clamping will combine different machining operations with the possibility of automation. As machines need to be retooled more quickly for different applications, tool holders, cutting fluid supply and chip disposal as well as clamping fixtures will change. In addition, it can be assumed that automation concepts will develop even more strongly in the direction of industrial robots in order to replace inflexible concepts and integrate additional scopes of work such as deburring, cleaning and assembly.

DIGITALIZATION

Into the Digital Future with GROB-NET⁴Industry

Since its market launch in 2015, the GROB-NET⁴Industry portfolio has grown to a total of 14 software modules that can be used according to the needs of the customer. In addition to the universal machining center market, GROB-NET⁴Industry is also gaining a foothold in the systems business and will enable the digitalization of smaller GROB production lines in the future.

GROB-NET⁴Industry is paving the way to the digital future and offers manufacturing companies various software modules for cross-plant networking, planning, control and productivity growth. Thanks to decades of experience in mechanical engineering, specially optimized processes and high IT affinity, GROB has succeeded in bringing modular software solutions into perfect alignment with customer requirements, further developing them effectively and continuously expanding the portfolio. Our software solutions enable universal connectivity and allow customers to connect all their machines and stay constantly informed about their data and status.

Currently, GROB-NET⁴Industry applications can be used for the Siemens, Heidenhain, Fanuc and Beckhoff control systems. Even if machines have no control system or are very old, they can now be connected with so-called IIoT kits (Industrial Internet of Things).



DIGITALIZATION MODELED AT KIEL UNIVERSITY OF APPLIED SCIENCES

As a chair and a proper production company, Kiel University of Applied Sciences uses its own machines to develop and manufacture racing cars, which are later used in the Formula Student. In cooperation with the Institute of CIM Technology Transfer, GROB has now made this manufacturing transparent and tangible with the "Digital Factory" project. GROB-NET⁴Industry provides an open software platform to process all machine data, monitor production and connect further projects. A currently unique component on the market is the automated transmission and 3D visualization of information and location data from autonomously moving transport systems to the GROB⁴Portal cloud solution. Project Manager Prof. Dr.-Ing. Henning Strauss of Kiel University of Applied Sciences and GROB CEO German Wankmiller discussed the current status of the project and further steps in Mindelheim in October.



DIGITALIZATION IN ELECTROMOBILITY

Now that GROB-NET⁴Industry has been successfully used in the machining sector for years, GROB has started digitalization in electromobility as well: Complex processes and systems with a high output require different software solutions than machining, with a particular focus on the digital recording of process and quality data.

GROB meets these requirements and develops under high pressure new software applications for electromobility systems to be used by both the customer and for commissioning and quality assurance of our own production lines.



CLIMATE PROTECTION & ENERGY EFFICIENCY AT GROB

WE ARE CERTIFIED!

According to environmental management standard DIN EN ISO 14001 and energy management system DIN EN ISO 50001

The protection of our climate and a successful energy transition are the main challenges of the 21st century, requiring the responsible use of resources. GROB assumes economic, social and ecological responsibility through diverse measures in the four areas of products & innovation,

environment & energy, employee responsibility and social commitment. The strategic reorientation towards electromobility in particular makes GROB a driver of innovation for sustainable technologies, while concrete measures at the Mindelheim site support us on our path to climate neutrality.

ENERGY-EFFICIENT PRODUCTION

Implementation of energy-saving measures for production, e.g. shutdown strategies, consumption monitoring or frequency-controlled drives

ECO-FRIENDLY CAFETERIA

Regional suppliers and seasonal meal plans in the company cafeteria as well as the use of sustainable packaging material and reusable containers

DISTRICT HEAT

Supply of all buildings at this location with district heat

PLANT AND INSECT DIVERSITY

Promotion of plant and insect diversity by planting and building flower meadows, shrubs, trees and nest boxes

CHP UNIT

Decentralized electricity and heat generation by a high-efficiency CHP unit

RESEARCH AND WORKING GROUPS

Permanent working groups to optimize energy consumption and participate in research projects such as MAXIEM of the Technical University of Darmstadt or FOR Energy of the Technical University of Munich

GROUNDWATER COOLING

Supply of most cooling requirements via energy-efficient groundwater cooling

LED LIGHTING

Conversion to LED lighting in various factory buildings

NEXT STEP: CARBON FOOTPRINT

Creation of our own CO₂ footprint according to the guidelines of the Greenhouse Gas Protocol and definition of additional measures for further improvement of our climate footprint

Sustainability at the GROB plant in Mindelheim

GROB CHANGE MANAGEMENT SMALL STEPS TO BIG CHANGES

GROB Change Management promotes the continuous change of our company: The department carries strategies and goals of the management into the company and lays the foundations for the change of the corporate culture. It defines processes for dealing with deviations and creates framework conditions for continuous improvement. Behind this mission is a team of eleven experts. It is not without reason that Change Management has adopted the chameleon as the symbol of its work, since it ensures the dynamic adaptation of the company in the face of constantly changing conditions.



SALES – STRATEGIC REALIGNMENT

The opening up of new markets and technologies has also fundamentally changed GROB's sales requirements:

The company has responded by bundling its global marketing and sales activities across all phases of the customer journey, creating new structures internally and

externally, using the entire range of tools from traditional to digital marketing, and strengthening its long-term customer relationships. This has created a fully integrated, globally oriented sales organization for all areas of the systems and universal machining center business as well as for electromobility, combining the three international hubs of America, Europe and Asia.

GSR & BUSINESS DEVELOPMENT – CENTRAL IMPULSE GENERATOR FOR THE SALES DEPARTMENT

To support worldwide sales and to introduce a powerful customer relationship management tool, the "Global Strategy and Reporting (GSR) & Business Development" department was created by bundling various responsibilities within GROB-WERKE.

With its work, the team not only develops identical sales tools and strategic business development for all GROB plants and subsidiaries, but at the same time researches and analyzes trends in order to derive recommendations for action for new developments and the development of new markets. The department makes all this information available centrally as a management report, which ensures a globally comprehensive approach to market development. In addition, the team supports sales colleagues with the generation of new contacts from various sources in customer acquisition.



DIGITAL AND GLOBAL – THE NEW GROB MARKETING



With its new marketing and communications strategy, GROB is focusing entirely on the digital world: Through a variety of online marketing measures, topic-specific campaigns and virtual trade fairs, GROB has been able to sustainably expand its digital visibility in recent months and tap into new target groups. Social media channels such as LinkedIn or Instagram are used to generate an ever-growing community as well as more and more contacts that are passed on to global sales.

"Digital lead generation is a particular focus for us," explains Marketing Group Manager Anna-Lena Sutter. "As a result, we are creating steady growth with enormous potential for new customers and prospects." GROB CSO Christian Müller adds: "With our new strategy, we are pursuing an integrated approach for a global and efficient process. We are creating a presence on all online and offline channels and ensure data-driven identification of possible sales potential. Local needs are taken into account and regional differences are adapted for this."

UNIVERSAL MACHINING CENTER SALES – 5-POINT PLAN FOR REALIGNMENT



In order to further improve its position in the highly competitive universal machining center market and optimally position its innovative technologies in the machining business as a whole, GROB is setting the course for an active and modern sales philosophy with market and competition analyses, a new communication strategy, and far-reaching training activities. A 5-point plan was used to establish completely realigned structures and create processes in line with the market. Globally networked customer relationship management and a whole range of tools and apps for using virtual information create the closest possible proximity to the customer, support the sales team, and generate personalized contacts around the world. In this way, the entire range of sales activities is covered in the fiercely contested universal machining center market in order to be able to meet the company's competitive objectives.

Tobias Trautmann
Senior Manager Sales Universal Machining Centers International

PROJECT PLANNING – A MAJOR PARADIGM SHIFT



The transformation of the powertrain, smaller orders from automotive suppliers, an expanded product portfolio in machining and new technologies, as well as increasing time and price pressure from the markets: Against the background of the transformation in the automotive industry, the project planning area as the link between sales, design, purchasing, costing and production also had to be completely restructured. In this context, the topics digital world and engineering are becoming increasingly important in sales consulting, not least in order to meet customers' growing demands for flexibility and speed. This development can be observed in the areas of machining and new technologies as well as in universal machining centers. As a result, the new project planning not only has a completely different function in the entire GROB sales organization, but has become more than ever an indispensable part of the GROB Group's strategic reorientation and competitiveness.

Bruno Zweier
Division Manager Sales Project Planning

KEY ACCOUNT MANAGEMENT E-MOBILITY – DUAL POSITIONING FOR THE TASKS OF THE FUTURE



GROB has created a dual structure for e-mobility and machining in its key account management in order to take into account the growth of electromobility in the global market and its ever-increasing importance for GROB. This dual focus enables us to place inquiries and projects in a targeted manner, both with our customers and in our internal processing. GROB is thus in a position to respond even better to customer requirements in the various technologies and to bring its expertise to bear in the area of production equipment related to powertrain technologies. We are convinced that this will enable us to meet the challenges of the coming years and the transformation of powertrain technology in the best possible way.

Johannes Jung
Senior Manager Key Account Management – E-Mobility

KEY ACCOUNT MANAGEMENT MACHINING – NEW SALES THINKING AND ADAPTED STRUCTURES



With the decline in demand for combustion engines and the shift of machining of new electromobility components to the supplier market, GROB has fundamentally revised the structures and processes in key account management. The strategic realignment of the product portfolio at GROB requires a completely new way of thinking, something that has now been successfully established. Whereas three years ago over 80 percent of all G-modules built at GROB were delivered directly to vehicle manufacturers, today around 50 percent of machines are already sold to the supplier market. This is a tremendous effort for the key account managers, since companies in the supplier market are mostly new customers. The fact that this difficult sales transformation is already bearing fruit today is due to GROB's standardization and competitive positioning, which convinces with solution-oriented offers and extremely short delivery times.

Carsten König
Senior Manager Key Account Management – Machining

WORLDWIDE STRATEGIC REALIGNMENT OF GROB LOCATIONS



Today's dynamic world is characterized by profound changes in the market and the ongoing demand for new technologies. In order to ensure constant capacity utilization at our production plants and to meet the high demands of the industry, GROB locations are being given a clear reorientation with a strategy that applies to all

plants and subsidiaries.

Subdivided into the three areas of systems business, universal machining centers, and electromobility with focus on e-motor and battery, clear targets were agreed and set with the site managers. The implementation of these goals is tracked by the GROB Mindelheim sales team and discussed weekly with the

individual locations. "Since we have significantly expanded our product portfolio and customer base, we have to plan much more precisely than in the past," CSO Christian Müller explains the strategy. "Especially with the shift to e-mobility, we are looking at new components, such as frame structural parts and battery housings. These are smaller-scale projects that are mostly established

in the supplier market and require a completely new orientation, to which we first had to adjust." The newly established GROB Centers of Excellence and the GSR & Business Development department team are providing additional support for the change with their technical expertise. With its strategy and goals firmly in mind, GROB will successfully realize the realignment of its worldwide locations.

TRAINING PROGRAMS

Worldwide Training Program for GROB Employees

As part of the strategic realignment of its worldwide locations, GROB offers an extensive and specifically coordinated training program to promote the know-how of its employees and ensure the usual high GROB quality of new products and technologies across the globe.

Most of the time, employees come to the Mindelheim plant for training. However, if there is a great demand on site, the trainers also travel to GROB locations or make the training content available in digital form

via GROB's own e-learning platform GROB Campus. All training activities focused on employees from technical areas, such as commissioning engineers. In the process, more and more training courses are being offered on the topics of electromobility and digitization in order to bring all plants and subsidiaries up to speed. This year, this has already enabled many employees from the USA to be optimally prepared for an upcoming electromobility project, and numerous colleagues in Mindelheim have also undergone further training from mechanics to electrical specialists in industry.





EMPLOYEE DEVELOPMENT AND TRAINING AT GROB

Four Questions to CFO Wolfram Weber

The transformation at GROB, which has been ongoing for several years, places high demands on personnel development, employee training and apprenticeships. GROB employees must be prepared and trained for the changes associated with this transformation. This applies primarily to requirements related to electromobility, but also to new conventional machining parts and products. Wolfram Weber, member of the Executive Board and responsible for personnel, explains how this is handled at GROB.

How did GROB manage to adapt its personnel development and training to the new requirements in the company within such a short time?

To be honest, it was a mixture of explicitly planned measures and programs, and also many spontaneous and unplanned training steps in the project. We have certainly benefited from having a lot of know-how available through our human resources development and, of course, through the qualified personnel in the Business Units, so we could pass on learning content to employees relatively quickly and in a structured and systematic manner.

How were the necessary qualification programs set up and implemented?

The qualification programs are handled in-house by our GROB Academy and designed and implemented by our human resources development team together with the technical departments. The Academy offers in-house further training programs, tailored training and technical qualifications, as well as external and digital training courses.

The training content includes both concrete qualifications, such as handling new control systems in e-mobility or robot programming, and soft skills, such as management training and project management. This is supplemented with additional content, such as language and safety training courses as well as learning content for apprentices.

How has training changed at GROB against the background of the transformation to e-mobility?

Training has always been a very high priority at GROB. Many of our top performers and executives have undergone our training. In this respect, training is crucial not only for e-mobility, but also for the System Machines, Universal Machining Centers and After-Sales Business Units and for all other functions of our company. We now train for ten different skilled trades. A new trade is the Materials Tester in Metal Technology, for example, which is also important for e-mobility products. In addition, we enable our apprentices to get to know the various GROB locations through our international exchange program, which is currently suspended because of Corona.

Why would you recommend vocational training at GROB for young people?

I am very excited to see how many, sometimes very young, employees already carry out crucial functions with us, often in technically demanding projects with tight deadlines. Especially in the field of electromobility, it is often young employees who make a project a success with their enthusiasm and technical skills. Anyone who loves technology and wants to continue to develop in a dynamic and international environment should join GROB. The high level of social responsibility that we as a family business feel for all our employees, especially for our apprentices, is another reason that speaks for GROB.



WORLDWIDE STRATEGIC REALIGNMENT OF GROB LOCATIONS

USA

NEW CORPORATE STRUCTURE AND PLANT EXPANSION

In order to meet the increase in e-mobility projects, GROB Bluffton is investing more in machinery and the further training of its employees. In addition, the site has modernized its personnel structure with the introduction of an additional management level, which, in addition to strong growth and the new requirements of electromobility, also takes into account the responsibility of the employees. In order to increase production capacity, a further plant expansion is also planned for the next few years.



BRAZIL

WELL ESTABLISHED IN THE 4-AXIS MARKET

Despite strong competition, GROB was able to successfully establish itself in the Brazilian 4-axis market in 2021. In order to further shorten delivery times and meet demand, B. GROB do Brasil will produce around twenty 4-axis machines in stock in the coming year. At the same time, Brazil also manufactures 4-axis machining centers and assemblies for the GROB plant network, thus underscoring the importance of cross-company projects.



MEXICO

NEW SPINDLE REPAIR CENTER

Last year, an 800 m² spindle repair center was opened at GROB Mexico with an investment volume of one million euros in order to be able to implement motor spindle service for customers on site faster and with even better quality. In addition to standard and partial repairs, the center also offers express repairs. To date, 18 motor spindles have already been repaired.

SINGAPORE

NEW GROB SHOWROOM

On the initiative of its local representative GraBaTech Asia Pacific Pte. Ltd., a new showroom will be opened for GROB in the entrance hall of the German Centre Singapore by GraBaTech Managing Director Thomas Grabe in spring 2022. In addition to the presentation of Smart Factory products, a GROB universal machine will be on display, with machining operations broadcast live on a large screen. Next year, the showroom will be brought to life directly as part of an open house event with around 250 participants per day.



ITALY

CHANGE OF LEADERSHIP AT GROB ITALY

With the completion of the new GROB plant in Pianezza at the beginning of the year, production capacities were expanded and the electromobility and universal machines divisions were combined at one location. As of January 01, 2022, Klaus Eberts will take over as CEO together with the second CEO Marco Debilio and CTO Paolo Villois. The previous Managing Director, Mauro Marzolla, is retiring and will continue to support GROB Italy as a consultant. Klaus Eberts has been with the company since 1995 and has been a department manager in GROB-WERKE's sales department since 2010.

THAILAND

NEW BRANCH OFFICE IN BANGKOK

On January 01, 2022, the new subsidiary GROB Machine Tools (Thailand) Co. will begin its work under the management of Uwe Wedler. The five-strong office replaces the current representative office in Bangkok and is a strategically important milestone in strengthening sales activities in Southeast Asia. Following initial major orders, GROB Thailand thus has a strong structure to ensure fast and effective service for local customers.

CHINA

FOUNDATION LAID FOR GROB PLANT II

With an investment volume of around 17 million euros, GROB Dalian is being expanded by a new plant building with a total area of 35,000 m². After completion of the construction phase, the assembly of system machines and turnkey production lines, as well as the production of the 4- and 5-axis series will move in there at the end of August 2022. GROB China is thus significantly increasing its production capacities and at the same time creating up to 300 new jobs.



INDIA

CONSTRUCTION OF A NEW PRODUCTION PLANT

To build up and further expand the Indian universal machining center market and after sales service, a new GROB production plant with an area of 4,674 m² and around 300 jobs is being built near Bangalore at a cost of six million euros. Construction of the site is scheduled to start in 2022, with production of the first turnkey projects and retrofits scheduled for 2023.

JAPAN

EXPANSION OF THE BRANCH

Two years after its opening, the GROB Japan branch in Yokohama is being further expanded for the universal machine market and its service support for local customers is being strengthened. The focus is here on the aerospace, tool and die, and energy technology sectors. In the automotive sector, GROB Japan would like to support leading car manufacturers with its know-how in the transition to electromobility and CO₂ neutrality.



GROB WORLDWIDE



NORTH AMERICA

Bluffton, Ohio, USA
Detroit, Michigan, USA
Querétaro, Mexico

SOUTH AMERICA

São Paulo, Brazil

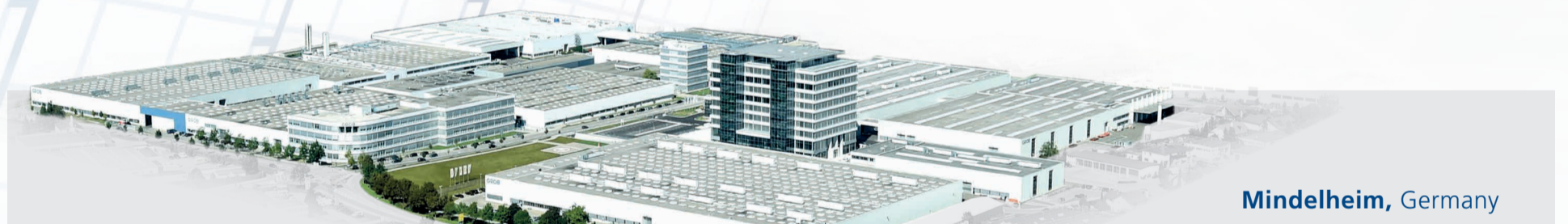
EUROPE

Mindelheim, Germany
Pianezza, Italy
Birmingham, Great Britain
Hengelo, Netherlands
Senlis, France
Baar, Switzerland
Poznań, Poland
Győr, Hungary
Moscow, Russia

ASIA

Dalian, China
Beijing, China
Shanghai, China
Yokohama, Japan
Seoul, South Korea
Haiphong, Vietnam
Bangkok, Thailand
Hyderabad, India

PRODUCTION PLANTS



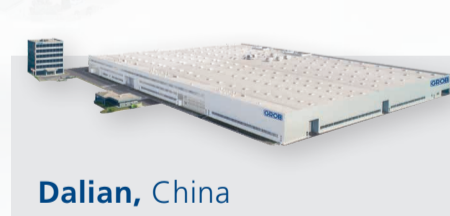
Mindelheim, Germany



São Paulo, Brazil



Bluffton, USA



Dalian, China



Pianezza, Italy



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Diversity and gender equality are crucial for us. However, in the interest of better readability, only one gender was used.