



MASCHINENFABRIK
ALFING KESSLER GMBH

SUSTAIN ABILITY REPORT



OF MASCHINENFABRIK ALFING KESSLER GMBH

DATE 31/12/25



**“WHAT WE DO TODAY
DECIDES WHAT THE
WORLD WILL LOOK
LIKE TOMORROW.”**

Marie von Ebner-Eschenbach

FOREWORD FROM THE MANAGING DIRECTOR

Dear Readers,

Thinking and acting in a long-term and sustainable manner is fundamental to the corporate culture of Maschinenfabrik ALFING Kessler GmbH (known as MAFA).

It has guided the decision-making processes throughout our 115-plus years of operation. This approach is becoming increasingly important for us and our stakeholders, with a major impact on future strategy and growth opportunities.

Current and future challenges are anchored in MAFA's corporate targets and in our vision for 2030. Key issues include climate change, resource scarcity, demographic shifts and evolving user requirements. At the same time, Maschinenfabrik ALFING Kessler GmbH is focused on actively meeting the demands

we are facing in terms of occupational safety, health protection and the compatibility of personal and professional life, as well as demographic shifts in our region. As an international industrial company with over 1,450 employees, we want to use our opportunities to further promote the necessary change processes in our market and in society with the goal of sustainable management. We recognise our regional and global responsibilities and take targeted measures that reflect our thinking through consistent actions. We see the economic stability of Maschinenfabrik ALFING Kessler GmbH and values-based corporate management as the foundation for the implementation of our sustainability goals.

At management level, we assume responsibility for advancing towards these goals together with our employees. On the following pages of this Sustainability Report, we present our commitment to sustainability with a focus on the future.



Our efforts to date are illustrated by a variety of examples that address aspects ranging from corporate management, the value chain and products through to environmental protection, employee well-being and wider society.

Konrad Grimm
Managing Director of Maschinenfabrik
ALFING Kessler GmbH

MASCHINENFABRIK ALFING KESSLER GMBH

Maschinenfabrik ALFING Kessler GmbH (MAFA) delivers the highest level of expertise in the forging, heat treatment, machining and assembly of high-precision components. This modern and customer-oriented family business is represented on the world markets with its wide range of products and services. Located in Aalen-Wasserralfingen in southern Germany, it is classed as a hidden champion.

At its production site covering more than 170,000 m², there are state-of-the-art production facilities and technology areas. In conjunction with experienced and qualified employees, these are an important prerequisite for the company's strong performance. Rock-solid business partnerships and employees' close identification with the company's

goals contribute significantly to corporate success.

Endlessly versatile, powerful and innovative

MAFA is the world's biggest manufacturer of large crankshafts with a length of 2 to 8 m (engine output 1 to 12 MW in the Industrial Components division).

In the power components sector, Maschinenfabrik ALFING Kessler GmbH is a sought-after partner of traditional brands and exclusive manufacturers throughout Europe (length range up to 2 m). It aims to evolve from being the technological leader for crankshafts – and become the innovation leader for the manufacture of high-precision components.

The company has earned its reputation by providing reliability in demanding conditions and meeting the highest levels of quality.

The Hardening Machines division is powered by MAFA's decades of experience in the inductive hardening of rotationally symmetrical parts. Over 500 hardening and heating systems have been produced across a period of more than 60 years. The company uses these hardening machines in its own production processes and has also enjoyed great success in selling them to customers worldwide.

With its expertise, extensive experience and technical capabilities, Maschinenfabrik ALFING Kessler GmbH is constantly expanding its product portfolio for a wide range of applications in various industries. Headed by Managing Director Konrad Grimm, this medium-sized company in Wasserralfingen maintains a subsidiary for sales and service in Shanghai together with a subsidiary for crankshaft production in Guilin, China. The strong market position of Maschinenfabrik ALFING Kessler GmbH is based not least on the reliability of its experienced and qualified employees, their commitment to the company, and their systematic training and further education. Every year, Maschinenfabrik ALFING Kessler GmbH offers traineeships in numerous technical and commercial professions at its new training centre as well as study places in cooperation with Aalen University or Baden-Wuerttemberg Cooperative State University (DHBW) in Heidenheim.



AERIAL VIEW OF
MASCHINENFABRIK
ALFING KESSLER GMBH

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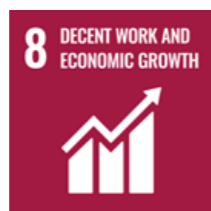
01

SUSTAINABLE CORPORATE GOVERNANCE

// 1.1. SUSTAINABILITY STRATEGY, ORGANISATION AND GOALS

It is necessary to integrate the sustainability strategy into the entire value chain. This applies above all to core processes, procurement cycles and procedures as well as to the interests of our employees, customers and business partners. These form the basis for product design and development, together with the establishment of new business areas. Our sustainability strategy is based on Agenda 2030 and the defined Sustainable Development Goals (SDGs) of the United Nations. We have anchored corporate guidelines for the areas of occupational safety, the environment and energy in our corporate policy.

Our activities are underpinned by an integrated management system, which is drawn up according to the international standards IATF 16949 (quality management), ISO 14001 (environmental management), ISO 50001 (energy management) and ISO 45001 (occupational safety management) and which we are constantly improving. The essential processes are presented and described in a process manual. Process and procedure descriptions regulate details that apply to the entire company. We regularly review the implementation of the requirements and the success of the management system in our divisions. In doing so, we commit to complying with all applicable laws and regulations and we act accordingly in a responsible manner. Machines and systems are planned, procured, operated and maintained so that hazards are eliminated and risks are minimised.



OUR MOST IMPORTANT FIELDS OF ACTIVITY AND OBJECTIVES ARE:

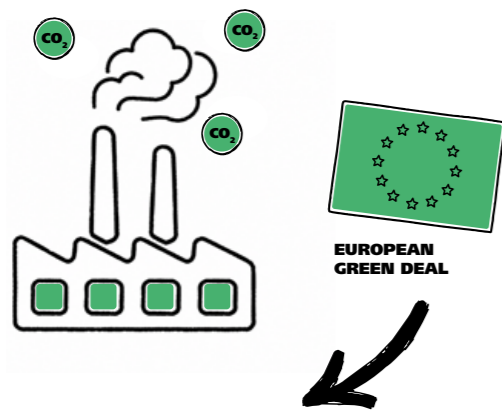
CLIMATE NEUTRALITY BY 2050

We want to be climate-neutral by 2050. Our annual savings goal for CO₂ emissions is supported by efficiency measures and the expanded use of renewable energy. We are a partner of NOCARB-FORGING 2050.



ECO-FRIENDLY VALUE CREATION THAT CONSERVES RESOURCES

We manufacture products with a long service life and excellent performance. Professional repair methods help extend the service life of our products. Not only are we working towards lower-CO₂ products, we also reduce the environmental impact and return waste to the circular economy.



OBJECTIVE

Carbon-neutral production by 2050

RESPONSIBLE INTEGRATION OF STAKEHOLDERS

We maintain an ongoing and open exchange with all relevant stakeholders in order to identify expectations at an early stage and develop solutions together. Through regular analysis, training and transparent communication, we establish trust and promote sustainable partnerships.

- › Employees
- › Customers
- › Shareholders
- › Works Council
- › Management
- › Applicants
- › Suppliers
- › Workers' associations
- › Social environment
- › Employers' associations
- › Employers' liability insurance associations
- › Classification societies
- › District Office
- › City
- › Community
- › Residents
- › Media
- › State
- › Legislators (national)
- › Legislators (international)
- › Insurance companies
- › Banks and credit insurance companies
- › Certification companies

COLLEAGUES

The objective of MAFA MOVE is to foster mutual support.



WE ARE MAFA.

PRODUCTION THAT DRIVES THE WORLD OF TOMORROW.

- › Communication is the key to successful teamwork
- › Respectful and productive interaction is the foundation of our company culture
- › Continuous improvement is crucial to our competitiveness
- › Our customers, employees and products are the future of MAFA

BOOSTING ENERGY EFFICIENCY AND USING RENEWABLE ENERGIES

New technologies and production processes enable us to constantly increase energy efficiency. We use energy in a way that conserves resources.



02 CORPORATE GOVERNANCE

// 2.1. VALUES AND COMPLIANCE

Over the course of more than 115 years, Maschinenfabrik ALFING Kessler GmbH has grown into an internationally active company with a high status in the market. We set high standards in our business relationships with our suppliers, including with their own suppliers, subcontractors, service providers, advisers, customers and other partners.

In order to emphasise the continued importance of compliant conduct in times of growing internationalisation of our business activities, we have outlined and published our own company guidance.

The basis for long-term economic success is compliance with applicable laws, regulations and guidelines. Our Code of Conduct for employees and business partners ensures sustainable and responsible action both internally and externally.

The principles generally deal with:

- › *General conduct guidelines and fair business conduct*
- › *Occupational safety and environmental protection*
- › *Corruption*
- › *Environmental protection / energy efficiency / sustainable activity*
- › *Information protection and handling of resources*
- › *Violations / responsibilities and contact persons*
- › *Whistleblower protection*



Code of Conduct for employees and business partners – available to download from the Maschinenfabrik ALFING Kessler GmbH website: mafade.alfing.delenl.com/company/code-of-conduct

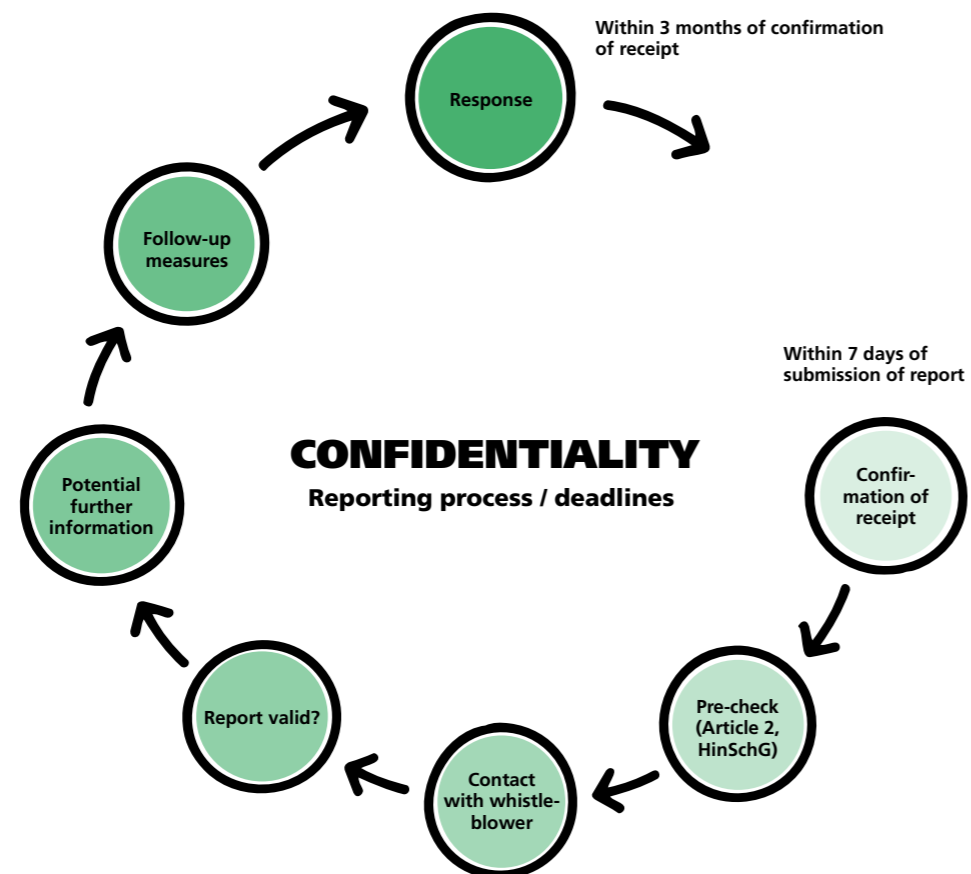


Our business partners are required to ensure and monitor compliance with these principles of conduct along the value chain according to the applicable laws (e.g. by granting audit rights, participating in the resolution of violations or specific suspected cases, passing on information, etc.).

At the beginning of their employment at Maschinenfabrik ALFING Kessler GmbH, new employees are informed about the principles of conduct and regularly receive corresponding training. Each employee is responsible for complying with and implementing these principles. Beyond these principles of conduct, we have also issued further regulations that apply to our employees (e.g. working rules, process instructions and work instructions).

The legal and self-imposed compliance obligations are laid down by the management in more far-reaching regulations (notification procedures, responsibilities, decision-making criteria, IntegrityNext) and in a fundamental declaration pledging to respect environmental and human rights, responsibility, and sustainable activity.

The management and the appointed compliance officer are responsible for updating and monitoring these principles of conduct.



// 2.2. IMPLEMENTATION OF THE GERMAN WHISTLEBLOWER PROTECTION ACT (HINSCHG)

The German Whistleblower Protection Act (HinSchG) governs the protection of persons who, in the context of their work-related activities, have obtained information about violations and notified the appropriate reporting offices.

It implements the European whistleblower regulations within German legislation and applies to all companies with 50 or more employees.

A key element of this law is assuring confidentiality for every whistleblower who reports a crime or infringement to the reporting office.

We take the whistleblower protection regulations very seriously, ensuring that no such individuals should fear any negative consequences because of or subsequent to a legitimate report being made.

In making their report, these individuals contribute to preventing, revealing and eliminating violations within our company. Written and digital channels have been established for the purpose of reporting.

We encourage all our employees who encounter anything suspicious in the context of their work-related activities to contact our internal reporting office and provide as much specific information as possible.

The law states that a violation may be reported to the

internal reporting office or to an external reporting office, with the internal reporting office to be given preference and the external reporting office only to be consulted in the event that a report submitted internally receives no response. This has been sufficiently communicated to all employees.

We ensure that their personal data and that of persons affected by the report is handled confidentially. The German Whistleblower Protection Act further obligates us to extensively protect the identity of the whistleblower and of persons affected by the report. This means that personal data is known only to the responsible persons at the internal reporting office and may be disclosed only in legally defined exceptional cases (see Article 9 of the German Whistleblower Protection Act). We take these regulations very seriously.

The reports are documented according to the statutory regulations. This documentation must be deleted three years after the conclusion of the process. Documentation may be stored for a longer period in order to fulfil the requirements according to this law or other legislation, provided that this is necessary and proportional.

An internal contact person has been appointed to answer questions on the reporting process.

// 2.3. INFORMATION PROTECTION AND CYBERSECURITY

IT security is of major importance to us. The modern security technologies and processes that we deploy are subject to regular checks – both internally and by external specialists – to ensure their effectiveness.

We integrate as much redundancy as possible into our infrastructure to prevent outages. There are multiple backups of critical resources such as server rooms, core switches, internet connections and power supplies. This means that, even if certain components should fail, we can continue operations without interruption. A central monitoring system continuously tracks the status of all significant systems, issuing early alerts in the event of anomalies so as to prevent faults.

We use a modern XDR system and an external 24/7 Security Operations Centre (SOC) to detect and protect against cyberattacks. Both systems harness the power of AI, automatically identify suspicious activities and isolate affected devices where necessary. Servers and devices are protected by the latest endpoint protection solutions. Only known devices are permitted to connect via our Network Access Control (NAC). Firewalls, VLANs and finely graduated microsegmentation prevent the undesired movement of data within the network. Wi-Fi access is safeguarded by certificate-based authentication.

External access is granted exclusively via VPN connections with multi-factor authentication. Only those network resources that are truly necessary are made available.

Our data backups are immutable and additionally archived offline. The central backup server is separate from the domain network. Regular recovery tests, even at the level of complete systems, are performed to ensure the availability of data in emergencies.

Incoming emails are inspected via an external gateway that filters out spam, malicious links and infected attachments. Only messages featuring TLS 1.2 encryption or higher are accepted. This reduces the risk of malware or phishing emails entering our system.

To prevent the leakage of data, technical security mechanisms are used to block the undetected transfer of confidential information.

Our password guideline complies with the regulations issued by the German Federal Office for Information Security (BSI) and is updated when necessary. Employees are required to deploy unique strong passwords for each system and make use of password safes.

Regular training and internal awareness campaigns inform our employees of IT-related security risks and promote the responsible use of digital tools.

The protection of personal data is just as essential as the protection of our IT systems. We process personal data exclusively within the framework of the applicable data protection laws, in particular the General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG).

Our data protection processes ensure that data is only gathered, processed and stored for a proper purpose. Only authorised persons are granted access to personal data, with all employees obligated to maintain confidentiality.

We ensure that our service providers and partners have the same high data protection standards as us. They are subject to corresponding Data Processing Agreements (DPAs) in line with Article 28 of the GDPR.

All employees receive regular training on topics relating to data protection and are made aware of the responsible handling of personal data. We thereby ensure that data protection is not only a legal obligation but something permanently practised within our company.

03

ENVIRONMENT AND ENERGY

// 3.1. MANAGEMENT APPROACH

Responsible handling of energy and environmental resources is a core part of corporate policy at Maschinenfabrik ALFING Kessler GmbH. Both environmental protection and energy management are independent yet closely interlinked tasks that are firmly anchored in our operational processes. Our goal is to continuously reduce energy consumption and make sustainable use of resources.

Just like how process optimisation involves examining and improving each individual work step and its dependence on others, Maschinenfabrik ALFING Kessler GmbH also sees the protection of the environment as a holistic issue. Our focus is on buildings, production facilities and the manufacturing processes of all divisions. We encourage our employees to behave responsibly and in an environmentally conscious manner. Key performance indicators provide the basis for defining and reviewing environmental protection goals.

These key performance indicators are defined when determining the environmental impact of environmentally relevant processes. Regular reviews of the current key performance indicators also involve assessment of the suitability, appropriateness and effectiveness of the management system. This ensures a continuous improvement process for reducing the environmental impact. Environmental indicators including the consumption of energy, water and operating materials, as well as the generation of waste and emissions, provide a basis for the planning and evaluation of environmental protection goals.

As part of regular system effectiveness checks, the environmental protection officer ensures compliance with the environmental policy – supported by the officers for immission protection, waste management, hazardous substances and dangerous goods. Special attention is paid to systems that require approval according to the German Federal Immission Control Act (BImSchG), which sees us work closely with expert organisations and the factory inspectorate.



ENVIRONMENTAL MANAGEMENT
ISO 14001

// 3.2. GREENHOUSE GAS EMISSIONS

Maschinenfabrik ALFING Kessler GmbH generates greenhouse gas emissions largely through burning processes that are directly linked to the use of fossil fuels such as natural gas, diesel and liquid gas (scope 1). There are also indirect emissions (scope 2) resulting from the use of electrical energy.

Key causes of direct emissions into the atmosphere:

- › Decentralised generation of process heat in forging operations and the heat treatment facility
- › The burning of natural gas in the central heating systems (boiler house)
- › Emissions-related processes in the surface treatment of components, particularly when hardening and cleaning
- › Internal factory traffic on the company premises

Indirect emissions are generated by:

- › The purchase and use of electrical energy

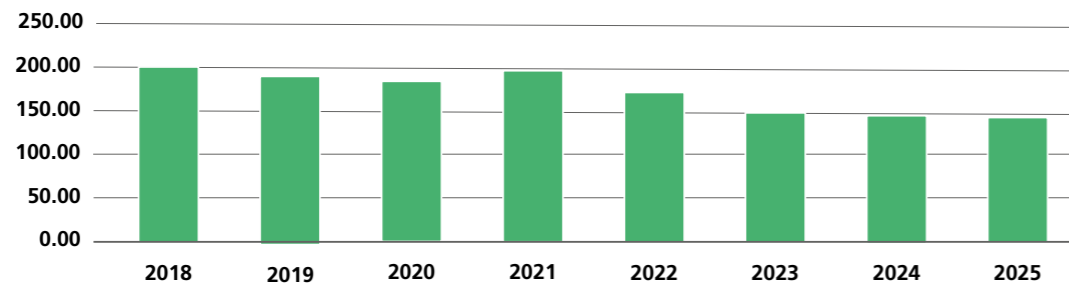
IN TONS	2024	2025
ELECTRICITY	21,463	21,836
NATURAL GAS	24,462	28,679
HEATING OIL	143	158
DIESEL	370	296
PROPANE	11	19
TOTAL GREENHOUSE GAS EMISSIONS	46,449	50,988

We have calculated our entire Company Carbon Footprint for the first time, with the result being 85.73 kt.

Company Carbon Footprint in kt



**Total share of emissions
[t CO₂e / €m]**



Reducing greenhouse gas emissions is a core concern and a key aspect of the corporate sustainability strategy at Maschinenfabrik ALFING Kessler GmbH. Regular internal measurements are performed to ensure the continuous monitoring of airborne pollutants, with a particular focus on detecting the carbon monoxide and nitrogen content of various exhaust gas flows. Processing facilities in the area of forging that fall within the scope of the German Federal Immission Control Act (BImSchG) are subject to rotating external checks. These multi-day measurements are performed by accredited environmental laboratories. The measurement results confirm compliance with statutory regulations and are considerably below the stipulated limits.

Reduction measures are particularly inspired by targeted energy savings and the step-by-step changeover to lower-CO₂ energy sources. These measures make an important contribution to reducing site-related emissions and achieving the company's climate goals. The greenhouse gas intensity indicator provides an important means of evaluating the extent to which these goals are being met. By regularly checking the effectiveness of implemented measures and drawing a comparison with the annual reduction goal, we can transparently trace the current trend and take targeted adjustment measures where necessary.

**// 3.3.
ENERGY MANAGEMENT**

Energy is a key issue for Maschinenfabrik ALFING Kessler GmbH, not least because of our manufacturing processes. Energy management is therefore an essential part of our corporate policy alongside environmental management. The focus in this regard is on the efficient use of energy and the continual reduction of energy consumption.

The energy management system is certified according to DIN EN ISO 50001. In addition to the energy management officer, two energy teams with members from all company divisions are responsible for the implementation of the energy targets. Compliance with the set goals and the requirements of the standard is inspected through regular internal and external audits. Any deviations identified are specifically remedied as part of the management process.

To ensure that we are always up to date with the latest legal and technical developments, we are an active participant in the German Federal Association of Energy Consumers (VEA) and in the EnBW ODR energy community.



**ENBW ODR ENERGY
COMMUNITY**

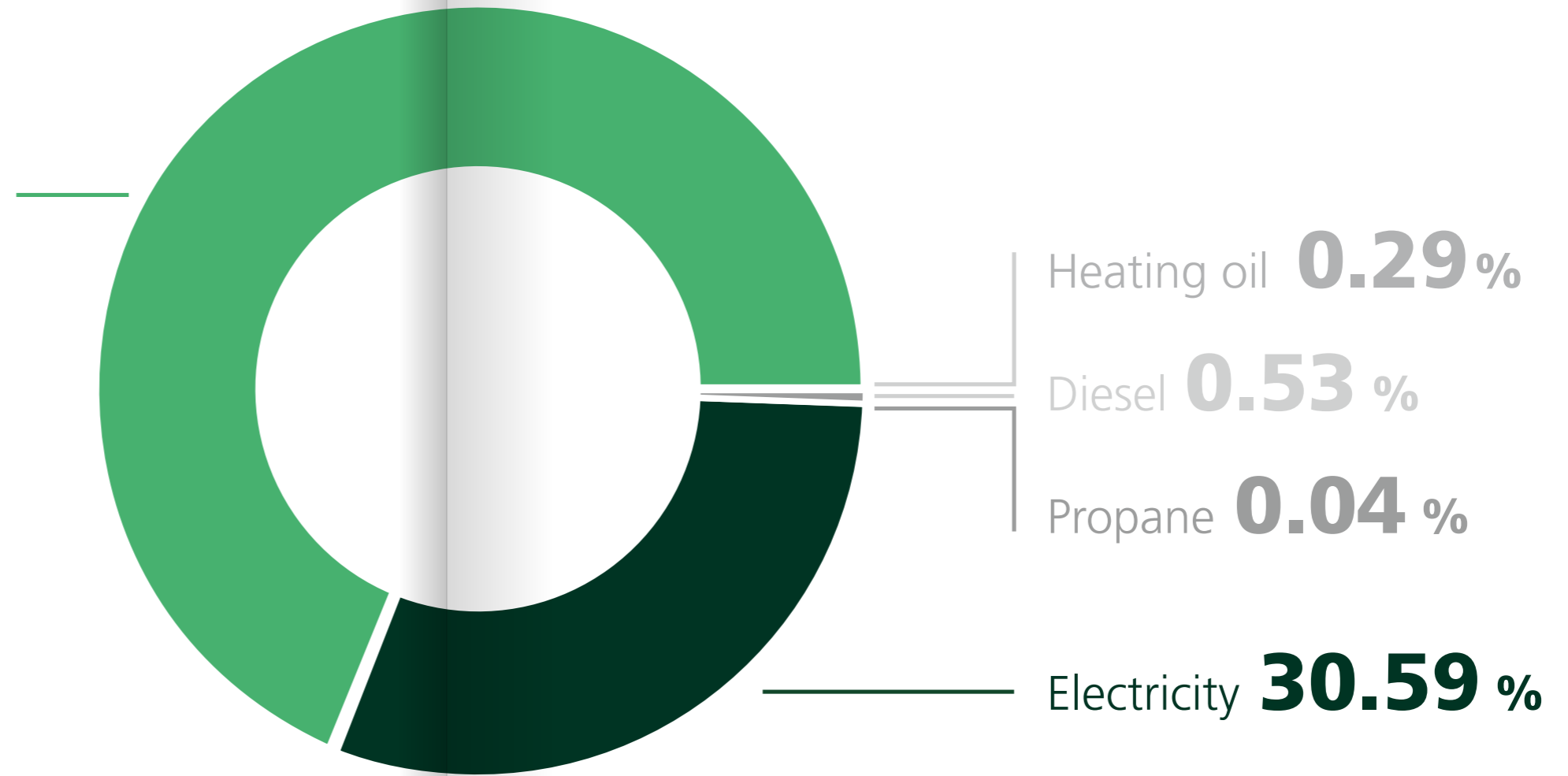


**GERMAN FEDERAL ASSOCIATION
OF ENERGY CONSUMERS**

**ENERGY MANAGEMENT
ISO 50001**

Energy mix 2025

Natural gas
68.55 %



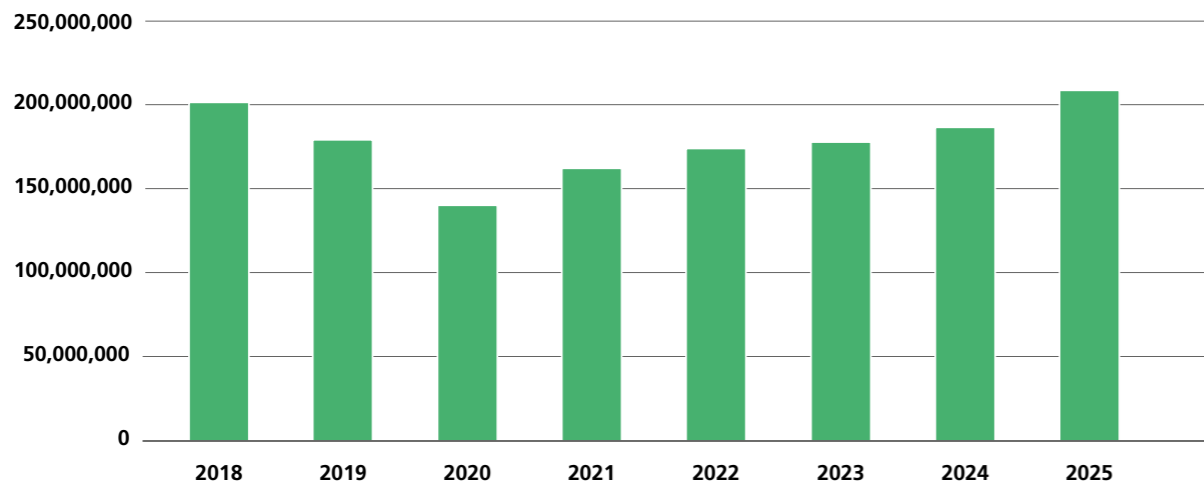
The best energy is that which is not consumed. For this reason, we pay attention to the use of energy-efficient technologies when investing in new buildings or machines and we also perform regular optimisations in existing buildings and infrastructure. For example, we are gradually converting the lighting to LED technology, purchasing more efficient compressed air generators, pumps and motors, and tapping into the potential of waste heat for the heating of buildings. The building management system is continuously being expanded to enable the control of consumers in line with demand. The planned increase in internal roof surfaces with photovoltaic systems for in-house power supply represents a further step towards sustainability.

In addition to these technical measures, employee awareness is being sharpened through targeted instruction and training. This starts as early as the traineeship phase.

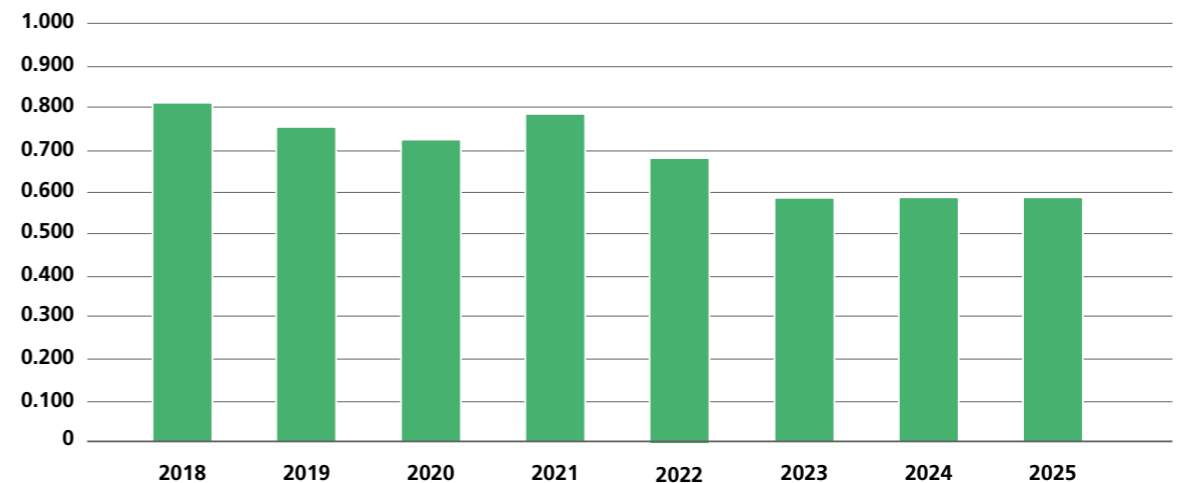
Energy performance indicators (EnPIs) are used to systematically monitor energy consumption. The energy intensity indicator addresses the effectiveness of the measures and evaluates the extent to which the goals are being met. The defined goal is for savings to increase

by 2% annually compared with the original baseline energy figure. Evaluation is performed at least once per year by the energy management officer, who initiates corrective measures where necessary.

Absolute energy consumption [kWh/a]



Energy intensity [kWh/€]



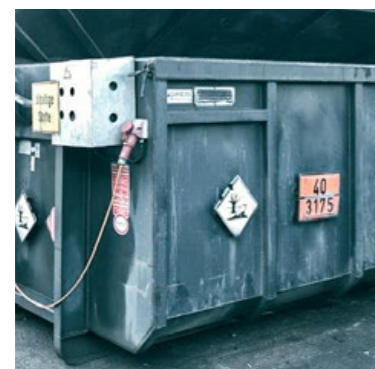
// 3.4. RECYCLABLES AND WASTE MANAGEMENT

Maschinenfabrik ALFING Kessler GmbH operates a waste management system with separate and safe disposal of all waste types.

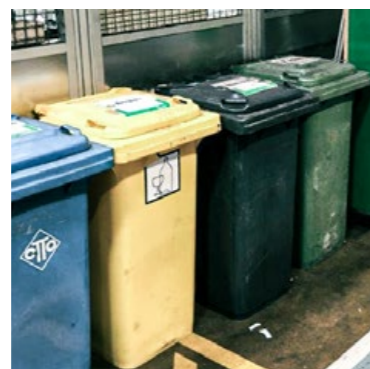
First and foremost, we try to avoid waste. When supplying products to our customers, we almost exclusively use reusable packaging or recyclable packaging materials. In accordance with the requirements of the German Closed Substance Cycle Management Act (KrWG), including the dangerous goods regulations, all waste is separately collected, sorted and transported. It is then properly recycled or disposed of.

Through consistent waste separation, we achieve high recycling and sorting rates. The recycling rate is > 95%. To dispose of our waste volumes, we work almost exclusively with regional waste management companies. The amount of waste generated and the recycling routes

depend on production capacity utilisation and construction activities. Maschinenfabrik ALFING Kessler GmbH operates its own recycling presses in order to efficiently collect waste in the smallest possible space and then recycle it. Our largest waste categories, namely metallic steel chips, cast iron chips and scrap, are not listed separately because they are fed into the recycling market as secondary raw materials.



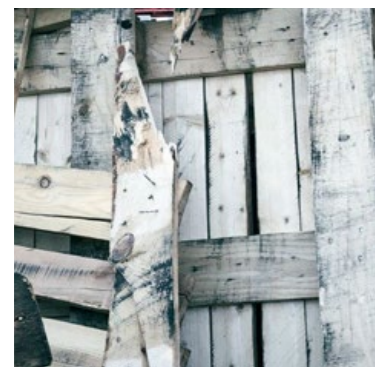
WASTE SEPARATION OF OILY OPERATING MATERIALS



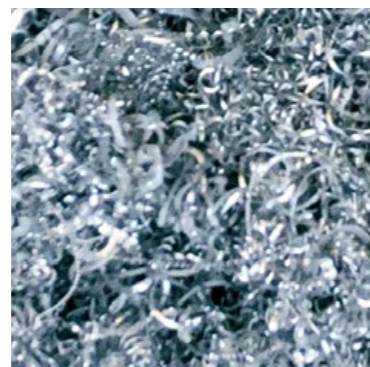
WASTE SEPARATION ON PRODUCTION FLOOR



CONSISTENT WASTE SEPARATION OF RECYCLABLES



WASTE SEPARATION OF WOOD



WASTE SEPARATION OF NON-FERROUS METALS



REUSABLE PACKAGING: POWER COMPONENTS

// 3.5. HAZARDOUS SUBSTANCES AND DANGEROUS GOODS MANAGEMENT

The production process at Maschinenfabrik ALFING Kessler GmbH is characterised by a high level of vertical integration. Numerous operating and auxiliary materials are therefore used, such as:

› Cooling lubricants and additives

› Acids and alkalis

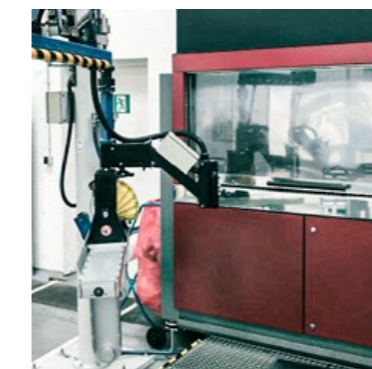
› Oils and fats

› Process gases and coolants

storage are regulated in keeping with the legal requirements. All substances are listed in a centralised register. Regular inspection of the substitution of hazardous substances or processes with another substance/process helps reduce hazards.

With the coolants we use, the aim is to continuously convert all air conditioning systems to environmentally friendly coolants and to reduce losses through regular maintenance work. All persons involved in the transport of dangerous goods are trained and regularly instructed according to their role. Authorised persons are appointed and, together with the dangerous goods officer, monitor compliance with the regulations. Packing and loading processes that comply with dangerous goods legislation are checked using checklists. Goods are packed in approved transport containers and are declared in accordance with applicable regulations.

New or adapted substances are evaluated and approved by the building and safety management department, as well as by the company doctor. Accordingly, handling and



WORKING ON THE HAZARDOUS SUBSTANCES CABINET



HAZARDOUS SUBSTANCES CABINET WITH TECHNICAL VENTILATION



SMALL CONTAINER STORAGE ON THE PRODUCTION FLOOR



SECONDARY STORAGE OF HAZARDOUS SUBSTANCES



SECONDARY PROTECTION FOR COOLING LUBRICANT: CENTRAL UNITS



FAULT REPORTING TECHNOLOGY

// 3.6. REACH / CONFLICT MINERALS

As a 'downstream user', Maschinenfabrik ALFING Kessler GmbH observes the activities undertaken as part of the revision of the chemicals policy within the EU's REACH regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals).

Only registered chemicals from EU imports are used in our processes. The aspects of inspecting and archiving safety data sheets, maintaining a hazardous substance registry and complying with the intended usage of these substances are all monitored by appointed officers. We are committed to ensuring a sustainable and transparent value chain without any conflict materials and support the objectives stated in Section 1502 of the USA's Dodd-Frank Act. This forms a contractual requirement for every order.



// 3.7. WATER / INDUSTRIAL WASTEWATER / SOIL

Water / industrial wastewater

The water requirement of Maschinenfabrik ALFING Kessler GmbH is divided into the consumption of fresh water and municipal water. The fresh water is pumped from a nearby well.

Municipal water is obtained exclusively from the public network as drinking water. The proportion of fresh water in the total consumption is approx. 83%. This water is used in sanitary facilities, the washing hall, cooling circuits and as a source for specially treated water.

As a result, it has been possible to drastically reduce the purchase of municipal drinking water by Maschinenfabrik ALFING Kessler GmbH.

Industrial wastewater from the production facilities is pretreated before being discharged indirectly into the public sewer system. This is done by an ultrafiltration process, which is used for heavy metal precipitation and oil separation. Due to the legal requirements of the German Water Resources Act (WHG), a water law notice is required for ultrafiltration. The monitoring of the concentrations used (limit value specifications) is checked at least twice a year by an accredited environmental

laboratory. Random checks in the in-house laboratory are carried out monthly. Most of the results are well below the legally prescribed limits. The pH value is continuously monitored and the wastewater is therefore readily biodegradable. Using this process, about 75% of the industrial wastewater produced can be treated internally. Treatment with energy-intensive procedures has consciously been avoided.

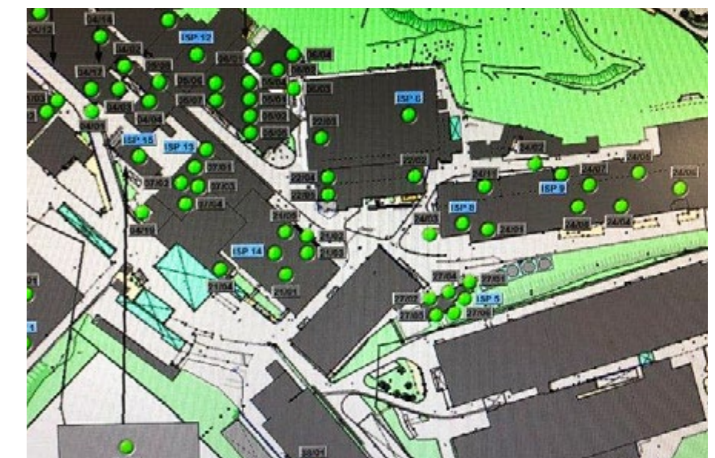
Soil

A fundamental requirement in the event of a malfunction is that escaping water-polluting substances are quickly detected, retained and eliminated. Examples of infrastructural or technical measures include automatic fault signalling devices operated in connection with a permanently staffed position. This enables better monitoring of risky plants and areas, which in turn means we can initiate the necessary emergency measures through our plant security as quickly as possible in the event of a malfunction.

We are recognised and certified as a specialist company according to the German Water Resources Act (WHG).



SECONDARY PROTECTION FOR COOLING
LUBRICANT: CENTRAL UNITS



CENTRAL FAULT ALARM SYSTEM



SPECIALIST COMPANY CERTIFICATE ACC. TO
THE GERMAN WATER RESOURCES ACT (WHG)



CONTROL OF INDUSTRIAL
WASTEWATER TREATMENT

// 3.8. IMMISSION PROTECTION

Emissions from cleaning processes

The emission of volatile organic compounds (VOCs) is mainly associated with the cleaning of semi-finished and finished goods at various plants. Through the use of aqueous cleaning systems, consumption has been significantly reduced in recent years. The input/output balance sheet according to the 31st edition of the Regulation on the German Federal Immission Control Act (BImSchV) is updated annually and submitted to the supervisory authority for inspection.

Emissions from noise

In general, noise emissions are limited by encapsulation of machines and systems as well as by building envelopes. The processes in the closed die forge shop are subject to further organisational measures to reduce noise. In building approval procedures, acoustic engineering reports are prepared that take into account all conditions on site. Based on the guideline values of the German Technical Instructions for Protection against Noise (TA Lärm) and defined immission points, compliance with the requirements is confirmed and monitored by independent experts.

Increasing capacity / checking relevance of immission protection legislation

Whenever we expand our capacity, for example via buildings, machinery, systems, process technology or storage, we check these projects to establish the relevance of immission protection legislation. In doing so, we work closely together with the approval authority and specialist planners.

The projects are checked in detail to assess the necessity of an approval process in line with immission protection legislation or of an alteration notification according to Article 15 of the German Federal Immission Control Act (BImSchG).

With regard to the application documents, the condition and operation of a system, and the notification, there is an open exchange with the parties involved.



EXTERIOR OF
FORGE SHOP LSUP



PROCESS GAS STORAGE APPROVED
ACC. TO IMMISSION PROTECTION LEGISLATION



PROCESS TECHNOLOGY APPROVED ACC.
TO BUILDING LEGISLATION HEAT TREATMENT



EVAPORATION COOLING SYSTEM IN THE
INDUSTRIAL COMPONENTS DIVISION

Storage of process gases / relevance of environmental and immission protection legislation

The use of process gases in our highly complex heat treatment processes is a sign of quality indicating high component strength. All storage facilities are checked in terms of relevance to immission protection legislation and granted approval where necessary. Environmental aspects and the necessary safety technology continue to play an important role. Our systems are checked, repaired and properly examined by specialist organisations according to the relevant deadlines.

Process cooling with evaporation cooling systems / cooling towers

Evaporation cooling systems remain the state of the art and provide a conventional energy-efficient method of heat dissipation for our machines and systems. We comply with all the strict legal requirements in order to minimise potential health risks.

We ensure proper hygienic operation by complying with the requirements of the 42nd German Federal Immission Protection Regulation (BImSchV). The systems are state of the art, regular internal checks are performed by means of laboratory inspections and the stipulated system inspection deadlines are met with the support of external expert organisations. Our systems are entered in the state registry according to the applicable regulations.

**// 3.9.
EXPENSES FOR ENVIRONMENT /
ENERGY / OCCUPATIONAL SAFETY**

Environmental protection, occupational safety and the conservation of resources are all core tasks for our company management, who must serve as role models of responsible behaviour.

Health and performance are safeguarded through close cooperation between the management, the employees, and the experts specialising in occupational safety and health protection.

We consider it essential to consistently observe and implement operational environmental protection measures. We always keep our safety infrastructure up to date and encourage our employees to maintain responsible, environmentally conscious behaviour.

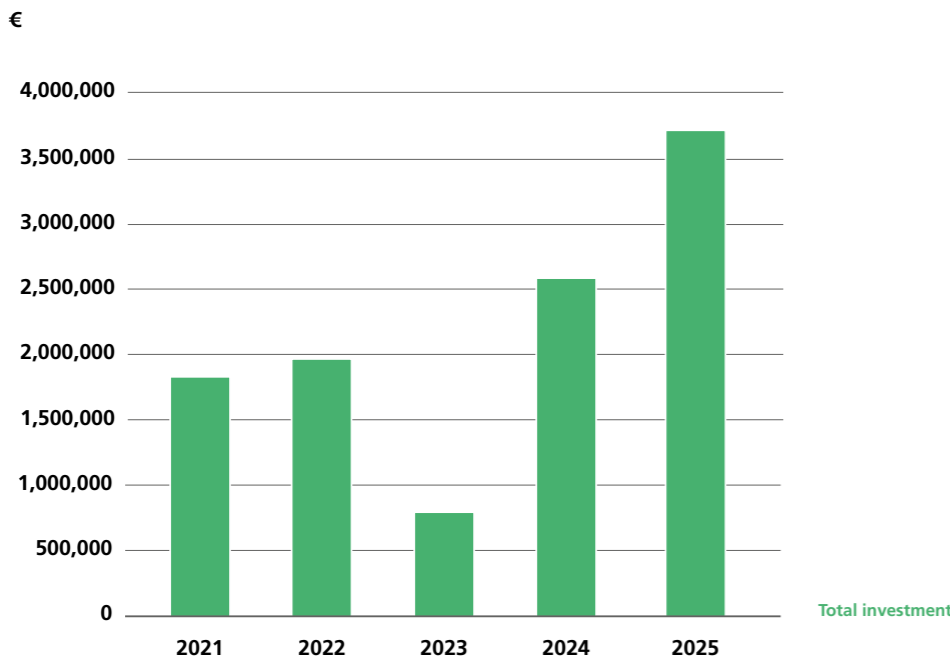
When setting up workplaces and procuring machines and systems, we are guided by the state of the art together with the latest findings in work science and energy.

Our company is committed to addressing the products, processes and other activities that have a major impact on energy consumption in addition to providing information and resources on meeting our stated goals.

We undertake to continuously monitor and improve our energy efficiency. Our goal is the reduction of energy costs and carbon dioxide emissions.

In accordance with technical and economic framework conditions, we seek to minimise the impact of our activities on the environment and avoid risks by implementing corrective measures at the right time.

Relevant investments in environment / energy / occupational safety corporate programme



The energy goals are in keeping with our corporate policy and are defined for all relevant functions and levels that have a significant influence on energy efficiency.

The expenses for environmental measures, energy efficiency measures and occupational safety are explained and updated in our corporate programme. The resources are regularly planned, then evaluated and approved with the company management. A special budget is available for necessary immediate measures.



04 SOCIAL ISSUES

// 4.1. PERSONNEL POLICY, DEVELOPMENT AND FURTHER EDUCATION

Maschinenfabrik ALFING Kessler GmbH in figures

A total of 1,293 people were employed by MAFA as of 31/12/2025. The number of trainees, students from Aalen University and students from Baden-Wuerttemberg Cooperative State University (DHBW) at this point in time was 83. The average age of MAFA employees as of 31/12/2025 was 42.85 years. The average length of service was 17.3 years.

Working environment, development opportunities, perspectives

New challenges are constantly arising for our employees due to increasing digitisation in the individual production areas. Through targeted qualification measures, employees are prepared for future production processes and boost their professional advancement. The focus in this regard is on the safe handling of digital technologies and media.

Thanks to the wide-ranging development opportunities within our company, employees who have attended further training measures for a role such as master craftsman or technician or who have undertaken part-time studies can recommend themselves for higher positions and also advance their personal development. The need for future employees can be effectively determined and analysed on the basis of the ongoing review of our age structure.

With our company agreement on job advertisements, various attractive positions in the company are also advertised internally and filled according to a transparent selection process. In this way, we promote fair opportunities, internal career advancement and sustainable personnel development.





Education and training

Even though Maschinenfabrik ALFING Kessler GmbH enjoys an excellent reputation as a regional employer and a longstanding, internationally active family business, our company has to continually reposition itself when competing for qualified applicants. To support these efforts, the management provides a corresponding training budget for the specialist development and qualification of our employees. This ensures that employees with the right qualifications and skills can be deployed in the roles that best correspond to their abilities and the needs of the company.

In order to meet the future demand for qualified skilled workers, we rely especially on our own training. Our modern training centre provides well-founded theoretical and practical knowledge in various training occupations. This optimally prepares our trainees for their working life while also helping us gain excellently qualified specialists from within our own ranks.

The success of our training is reflected not only in the large number of outstanding qualification results, but

also in the scholarships that enable many of our trainees to undertake subsequent studies after completing their vocational qualification. In addition, trainees from our company are regularly awarded prizes at state and regional level – which further reflects the high quality of our training.



WE RECEIVED 5 COMMENDATIONS IN INDUSTRIAL MECHANICS, MECHATRONICS AND CUTTING MECHANICS

Our company founder Karl Kessler and his wife Auguste always placed particular emphasis on training young people. Following this tradition, we continue to attach great importance to first-class training that goes far beyond the mere teaching of technical content. We aim to holistically promote social and professional skills, thereby comprehensively preparing our trainees for their working life.

Alongside regular training content, we integrate interdisciplinary learning, seminars and foreign language teaching in order to provide targeted support for the personal and professional growth of our young talents. Through intensive collaborations with local schools and a range of work experience internships within BORS, BOGY and other programmes, we establish contact with potential future trainees at an early stage.

This is reinforced by our participation in all five regional apprenticeship fairs, where we provide a detailed introduction not only to the company itself but above all to our training division. Our ongoing activities are rounded off by the annual company training day, which gives all interested parties and potential applicants a hands-on opportunity to familiarise themselves with the entire training division.



VISIT FROM OUR PARTNER KINDERGARTEN ST MARTIN IN WASSERALFINGEN, WHERE WE WERE JOINED BY AALEN'S LORD MAYOR FREDERICK BRÜTTING DURING A TOUR OF THE MAFA PLANT



STRONG TOGETHER – TRAINEES AT A SOCIAL EDUCATION SEMINAR



MASTER TRAINER ROLF RIEGER IN CONVERSATION WITH DISTRICT ADMINISTRATOR DR JOACHIM BLÄSE AT THE TRAINING FAIR IN AALEN

Maschinenfabrik ALFING Kessler GmbH is currently training 25 trainees per year in the following training occupations:

- › *Metal machining mechanic*
- › *Industrial mechanic*
- › *Mechatronics technician*
- › *Process technology mechanic for steel processing*
- › *Industrial clerk*
- › *IT specialist for system integration*
- › *Material inspector for metal technology*

The following study courses can be provided on a demand-driven basis at Maschinenfabrik ALFING Kessler GmbH:

- › *General mechanical engineering (bachelor's)*
- › *Mechatronics (bachelor's)*
- › *Industrial engineering (bachelor's)*
- › *Business IT (bachelor's)*
- › *Data science and artificial intelligence (bachelor's)*
- › *Business administration for industry (bachelor's)*



Even after they successfully complete their training, our trainees are specifically prepared for future tasks by means of further qualification and development measures such as technician training or master craftsman training.

It is especially noteworthy that Maschinenfabrik ALFING Kessler GmbH has achieved a training rate of over 7%. This ensures that, despite the much-discussed shortage of skilled workers, the company can secure its need for qualified specialists over the long term through in-house training.

This is a key part of what will enable us to continue delivering technologically high-quality products to our customers at the usual standard.

With a proportion of skilled workers of over 85% and the associated extensive qualifications of the entire workforce, Maschinenfabrik ALFING Kessler GmbH is also in a position to adapt quickly and flexibly to changes in the market environment. This high proportion of skilled workers also represents a significant and lasting competitive advantage.

// 4.2. ATTRACTIVE EMPLOYER

As a family-owned company with a history dating back more than 115 years, Maschinenfabrik ALFING Kessler GmbH is highly aware of its responsibility towards its employees. Our company is a fair and reliable employer, taking employees' individual situations into account while also placing high demands on employees in return. MAFA therefore offers training opportunities and a variety of career opportunities within the company. This strengthens the trust of our employees and binds them to our company for the long term. A major concern of Maschinenfabrik ALFING Kessler GmbH is to provide safe workplaces for colleagues with health impairments, who are supported within the company by our representative body for severely disabled employees in all matters.

Family and career

Maschinenfabrik ALFING Kessler GmbH is a family-friendly company. This is also reflected in the increasing number of male employees taking parental leave. In the 2025 reporting period, 25 employees applied for parental leave and were approved. These applications are flanked by flexible working time models and diverse individual options for customised working. These include flexible working hours, the possibility of working from home, and part-time models with a gradual increase in working hours, enabling employees to optimise their work in accordance with individual personal circumstances.



// 4.3. OCCUPATIONAL SAFETY AND HEALTH PROTECTION

The occupational safety objectives for ensuring a safe and healthy working environment are in line with our corporate policy and are defined for all roles and levels. Standards in occupational safety and health protection minimise risks and support the well-being of our employees. The focus is on prevention, a regular exchange within the team and the promotion of health measures. We regularly evaluate working conditions according to

the German Occupational Health and Safety Act (ArbSchG) and derive measures accordingly. After an incident has occurred, hazard assessments of the respective working environment are inspected and updated in order to reduce risks as part of a continuous process. Not only do we keep standards high via instruction and training, we encourage our employees to act in a responsible and safety-conscious manner and to actively participate in the occupational safety process. New employees are integrated through the onboarding process. From the very start, we place great emphasis on safety-conscious behaviour and provide information on existing risks. Statistics relating to accident rates are regularly analysed to enable the early detection of weak points and the introduction of corresponding measures. We conduct occupational accident analyses in order to investigate incidents, identify improvements, and implement and monitor measures according to the TOP principle.



OCCUPATIONAL SAFETY MANAGEMENT
ISO 45001



MEETING WITHIN THE FRAMEWORK
OF SHOP FLOOR MANAGEMENT

The Occupational Health and Safety Committee meets four times a year to promote internal communication between the safety specialists, the company doctor and the works council with representatives from the various departments. After the inspections, protocols are drawn up and necessary measures are derived. To improve occupational safety, we use a management system that translates basic requirements into practical procedures.

Internal audits are carried out to randomly check compliance with all the requirements of the ISO 45001 occupational health and safety standard. Detected deviations are documented and tracked, then remedied in a timely manner by taking corresponding measures. Compliance with the occupational health and safety policy is monitored by the occupational health and safety management officer appointed by the management.



INSPECTION OBLIGATIONS: SYSTEMS / LOAD-BEARING EQUIPMENT / FORKLIFT TRUCKS / CRANE SYSTEMS

Due to our high level of vertical integration, the heating and forming processes, and high transport volumes at heavy weights, accidents at work cannot be avoided one hundred per cent.

We have determined the type, scope and deadlines for the inspection of work equipment based on the experience gained in the company and according to

the manufacturer specifications. Regular inspections are therefore essential for the safe operation of work equipment so that unsafe conditions are detected in good time.

Since accidents at work are mostly caused by behavioural errors, we attach great importance to training and instruction that we carry out both internally and externally.

For the purpose of securing the plant and at the same time ensuring the greatest possible safety for our visitors and business partners, we have introduced a visitor and external company management concept. It regulates the principles of conduct for employees of Maschinenfabrik ALFING Kessler GmbH as well as for visitors and external companies. The aim is to avert danger, damage and injury affecting Maschinenfabrik ALFING Kessler GmbH, employees and visitors by maintaining safety and order.



**CONTROLLED ACCESS TO THE FACTORY
BY A PERMANENTLY STAFFED POSITION (24/7)**



GET INVOLVED, SAVE LIVES!

Join our company medical team today.



This is supported by a permanently staffed position (24/7). In emergencies, rescue workers are requested by the staff at the gate. The first aid services to be provided and the defensive fire protection are ensured by the company's own rescue forces. For this purpose, we have a well-trained medical team and a recognised plant fire brigade on site. Regular training sessions and further education help maintain a high level of training. The firefighting equipment, technical assistance equipment and the personal equipment of firefighters are state of the art. We work closely with the local fire brigades and the control centre so as to be equipped for every emergency.

VARIOUS EXERCISES AND TRAINING COURSES FOR FIRE PROTECTION AND EVACUATION ASSISTANTS IN COOPERATION WITH THE PLANT FIRE BRIGADE AND THE MEDICAL TEAM AT MASCHINENFABRIK ALFING KESSLER GMBH



**Alfing
Fire Service**

**ANSWER
THE CALL!**

Join our company fire service today.

Operational health management at Maschinenfabrik ALFING Kessler GmbH includes a spectrum of measures for promoting our employees' physical and mental well-being.

We see this as a competitive factor when it comes to attracting and retaining employees. Our active health management means we are recognised as an attractive employer. It reinforces our company culture, boosts our image and helps improve the working climate. Social relationships within our team, an excellent management culture and working climate, and a range of social and cultural programmes are decisive to long-term employee retention at our company.

Our personnel statistics reveal an above-average duration of employment in all company divisions. We view health management as a holistic process in the following areas:

- › Occupational medicine
- › Management and internal communication
- › Operational health promotion
- › Occupational safety and health protection
- › Personnel management



COMPANY RESTAURANT



PREVENTIVE/HEALTH CAMPAIGNS



PERSONAL COUNSELLING



Regular health checks, counselling programmes, workplace design and social counselling lay the foundations for a modern and safe working environment. The company additionally supports the health of its employees through activities like weekly running groups and further sporting activities, as well as consultation sessions that are run by health insurance providers and relate to their health promotion programmes. These activities provide a holistic boost to well-being and have a preventive effect on health burdens.

Our modern company restaurant serves discounted meals made from fresh regional ingredients, ensuring balanced and varied nutrition. In taking these measures, Maschinenfabrik ALFING Kessler GmbH guarantees compliance with legal requirements and meets the obligations imposed by our company goals.

We thereby create a working environment in which our employees feel good and identify with Maschinenfabrik ALFING Kessler GmbH as a company.

// 4.4. DIVERSITY, INCLUSION AND EQUALITY

Maschinenfabrik ALFING Kessler GmbH

considers diversity, inclusion and equality to be core values for sustainable corporate development. We are convinced that a respectful and discrimination-free working environment not only promotes the personal development of our employees, but also reinforces the innovative strength and competitiveness of our company.

How we act

We observe and respect internationally recognised human rights, supporting compliance with these in all company divisions and throughout our supply chain. We strictly reject all forms of forced labour, child labour or exploitative working conditions. The dignity and personality of each individual represent indispensable fundamental principles for us. We act according to the following maxim: "Treat others as you would like to be treated."

Equality and anti-discrimination

MAFA rejects all forms of discrimination. We commit to treating all employees and business partners in a fair and respectful manner. No individual shall be put at a disadvantage on account of their race, ethnic origin, gender, religion or worldview, disability, age, sexual identity, nationality or other legally protected characteristics. We promote equal opportunities and the inclusion of women in economic processes.

Inclusive working culture

Our company culture is based on openness, communication and mutual trust. We create a working environment that recognises diversity as a strength and values individual differences. Members of the management serve as role models and actively contribute to the prevention of unacceptable behaviour.

Fair working conditions

We observe the applicable national work-related legislation and collective agreements. All employees receive at least the wage guaranteed by law or in their wage agreement. Recruitment of new employees is performed in a manner that is fair, transparent and in keeping with international working standards.

Responsibility within the supply chain

Our business partners are also obligated to implement the principles of equal treatment and non-discrimination. They respect human rights, reject all forms of discrimination and guarantee fair working conditions. They additionally respect the rights of indigenous peoples and the diversity of nature.

Whistleblower system

In order to safeguard these principles, we operate a confidential whistleblower system according to the German Whistleblower Protection Act (HinSchG). Violations of equal treatment, human rights or other ethical principles can be reported at any time. All reports are dealt with appropriately and in confidence.

05 RESPONSIBILITY FOR PRODUCTS AND SUPPLY CHAINS

// 5.1. PRODUCT RESPONSIBILITY

Our customers are focused on innovative technologies, a long service life and optimum system solutions for drives, decentralised energy generation, and alternative drive solutions. New standards will increasingly be set, with both the environment and end customers poised to benefit.

Products – precision steel components

SUSTAINABILITY	Longer service life	Higher strain capacity	Repair and service
IMPACT	Less recycling required	Lower fuel consumption	Extended life cycle
IMPLEMENTATION	Fatigue strength increased with patented processes	Fatigue strength increased with patented processes	Tested repair method
PROOF	On fatigue strength test benches	On fatigue strength test benches	Repair and service contracts with customers

Manufacture of products – precision steel components

SUSTAINABILITY	Recycling of scrap	Preparation of cooling media	Recyclability of packaging materials
IMPACT	Collection and separation of scrap	Long usability within a cycle	Lower demand for packaging material
IMPLEMENTATION	Central collection systems	Central units	Components are sent in reusable packaging
PROOF	Scrap report	Reduced waste	Reduced waste



**CONSISTENT
WASTE SEPARATION**



**COOLING LUBRICANT
CENTRAL SUPPLY SYSTEM**



**UNIAXIAL AND BIAxIAL
FATIGUE STRENGTH TEST**



**UNIAXIAL AND BIAxIAL
FATIGUE STRENGTH TEST**



**APPLICATION AREA:
BIOGAS PLANT**



**NEWLY INSTALLED
BOILER IN BOILER HOUSE**

// 5.2. SUPPLIER RELATIONS

We are committed to ensuring a sustainable and transparent value chain without any conflict materials and support the objectives stated in Section 1502 of the USA's Dodd-Frank Act. This forms a contractual requirement for every order.

With our Code of Conduct, we require our business partners to comply with statutory requirements relating to the environment, occupational safety and proper behaviour. These requirements are explicitly stated in our general conditions of purchase. Suppliers must therefore fulfil various conditions, such as completing a special catalogue of questions online and uploading the relevant documents and certificates.

The supplier selection process considers ecological, economical and social factors, as well as the topic of risk assessment.

Suppliers who provide services on our premises must sign a working rule for external companies and subcontractors. They must also state their written consent to the conditions stated therein relating to occupational safety, environmental protection and energy efficiency. Our general conditions of purchase impose a number of conditions, such as compliance with REACH, occupational safety and environmental protection.

// 5.3. SUSTAINABLE PROCUREMENT AND SUPPLY CHAIN DUE DILIGENCE OBLIGATIONS

We are committed to maintaining a responsible, sustainable and transparent value chain. Our goal is to link economic success with social and ecological responsibility, thereby making an active contribution to sustainable value creation. We see sustainable procurement as a fixed component of our corporate responsibility and as the foundation of long-term trust-based partnerships with our suppliers.

Sustainable procurement

For us, sustainability in purchasing means more than simply complying with legal regulations. We pursue a procurement policy that accounts for ecological, social and ethical criteria, and that promotes collaboration with partners who share our values. When selecting our suppliers, we place great emphasis on price, quality and reliability – and additionally on environmental management, production that conserves resources, reducing CO₂, and fair and safe working conditions.

These requirements form a binding part of our Code of Conduct and our general conditions of purchase, and are a prerequisite for every order. We expect our business partners to comply with all relevant regulations relating to the environment, occupational safety and ethical behaviour.

These requirements are implemented and monitored via the digital sustainability platform IntegrityNext. We determine the sustainability performance of our suppliers through standardised questionnaires and proof. The results serve as the basis for risk analyses and targeted improvement measures. Suppliers who provide services on our premises must sign a working rule for external companies and subcontractors. They must also confirm their consent to the requirements stated therein relating to occupational safety, environmental protection and energy efficiency.

Supply chain due diligence obligations

In accordance with current legislation, we commit to observing the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) and its principles. We conduct regular risk analyses in order to identify potential violations of human rights, working standards or environmental standards and to introduce corresponding preventive measures. By maintaining an open exchange with our suppliers, we promote a shared understanding of responsible activity along the entire supply chain. Through the use of IntegrityNext and the consistent implementation of our due diligence obligations, we ensure transparency, promote sustainable activity and make an important contribution to compliance both with international standards and our own sustainability goals.



06 SOCIAL ENGAGEMENT

// 6.1. SOCIAL ENGAGEMENT

Active social engagement going beyond company issues is also integral to our corporate philosophy and to the traditional identity of Maschinenfabrik ALFING Kessler GmbH as a family company.

In 2025, we teamed up with local football club Viktoria Wasseralfingen for another penalty shootout tournament, with the donations and funds raised being given to charity. MAFA's company tournament took place in the morning and a tournament against other local companies followed in the afternoon.

When it comes to making donations, Maschinenfabrik ALFING Kessler GmbH considers it essential to ensure that the money goes to reputable and deserving organisations. It is also just as important that these donations have a clear link to our region, our business areas, our company culture and our values.

The focus of these activities is on regional projects and contributions, with assistance provided either by means of cash grants or material resources.

This also ensures support for social and cultural projects. These include the renovation of the 'Blauwagen' construction trailer, which is deployed on playgrounds across Aalen and serves as a waffle kitchen, art workshop, meeting place and jukebox. This project was carried out with our trainees under the direction of the Catholic company chaplaincy and in cooperation with other companies. MAFA also took part in a project to restore the Gaulbad park, which is located at the former town hall car park in Aalen – under which the Kocher river flowed for a number of decades.

These activities are complemented by the MAFA Foundation, which supports a large number of regional institutions and projects. Examples include a local kindergarten, the 'explorhino' kids' laboratory at Aalen University and the '50/50 Taxi' project, which ensures young people can travel by taxi safely and at significantly reduced prices on weekends. We thereby make an active contribution to strengthening our region and promoting community initiatives.



LOCAL POLITICIAN RODERICH KIESEWETTER VISITS THE MAFA CUP 2025



A VISIT TO EXPLORHINO PHOTOS: © EXPLORHINO – KIDS' LAB AT AALEN UNIVERSITY

THERE ARE MANY ECHOES OF AALEN'S ROMAN PAST ON THE PREMISES OF THE NEW GAULBAD, WHICH RECEIVED SUPPORT FROM MAFA. THE PLAYGROUND IS EQUIPPED WITH A ROMAN HORSE AND CART AS WELL AS A MINI ROMAN TOWER.





MAFA CUP 2025

Education and academia

Good education and proper training are the basic prerequisites for potential future success. That is why we provide active and sustained support to kindergartens, schools and higher education institutions.

In the higher education sector, Maschinenfabrik ALFING Kessler GmbH annually awards the Karl Kessler Prize in recognition of outstanding bachelor's and master's theses in the field of technology. In this way, we provide targeted support for academic excellence and young talents in technology.

We enable our students from Baden-Wuerttemberg Cooperative State University and Aalen University to do interesting internships abroad through worldwide cooperation with various customers and business partners. This international experience not only boosts their specialist skills, but also promotes their personal development and intercultural abilities.

TRAINEESHIP DAY AT MASCHINENFABRIK
ALFING KESSLER GMBHAWARDING OF THE KARL KESSLER
PRIZE 2025CYCLING TEAM OF MASCHINENFABRIK
ALFING KESSLER GMBHRUNNING GROUP OF MASCHINENFABRIK
ALFING KESSLER GMBH

Sporting activities

At Maschinenfabrik ALFING Kessler GmbH, we actively promote our employees' well-being both in their professional environment and in their sporting activities. As a result, a running group and an ever-growing cycling group have been established within the company.

Maschinenfabrik ALFING Kessler GmbH provides wide-ranging support for its employees to participate in these sporting activities: from providing the necessary equipment to lending organisational support, we ensure optimum conditions for our employees to get involved.

This not only boosts the health and fitness of our employees, it also strengthens team spirit and togetherness within the company.





**"IF YOU DON'T WANT TO
CHANGE ANYTHING, YOU
WILL ALSO LOSE WHAT
YOU WANT TO KEEP."**

Gustav Heinemann

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