



# 2024

## SUSTAINABILITY REPORT



**PROBAT** seit 1868

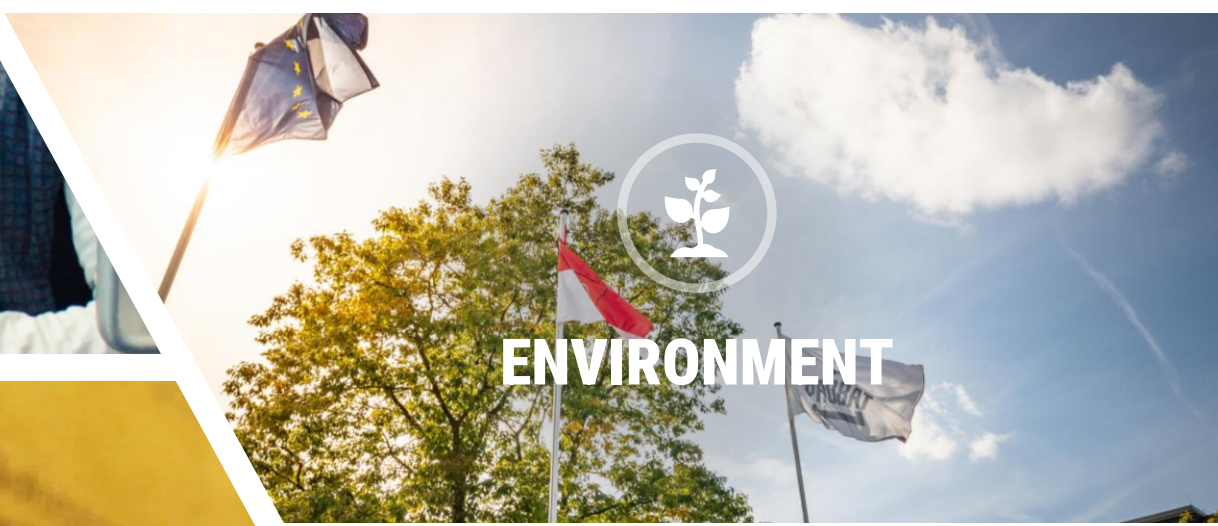
**INTRODUCTION**



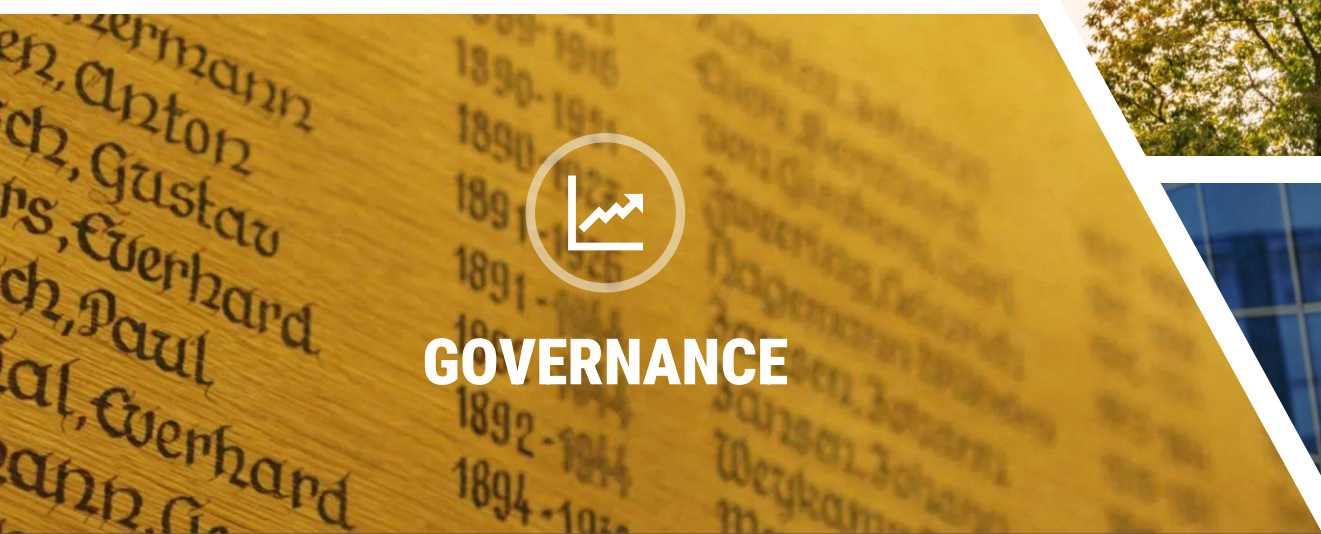
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# FOREWORD FROM THE CEO



The legal obligation for small and medium-sized enterprises (SMEs) to report on sustainability in accordance with the Corporate Sustainability Reporting Directive (CSRD) has just been overturned. Following the European Parliament's decision on November 13, 2025, PROBAT will also be exempt from future reporting requirements. We welcome the objective of reducing administrative burdens and strengthening the competitiveness of SMEs as a whole. However, this does not affect our commitment to sustainable corporate management, which considers not only economic performance, but also environmental compatibility and social justice. Similarly, our commitment to ensuring that our stakeholders can clearly understand the impact of our corporate activities on society and the environment will continue.

The desire to reconcile long-term economic success with value-oriented action while taking into account the needs of future generations lies at the heart of all our sustainability efforts, as documented in this ESG report. Our sustainability strategy guides our daily work and all our business activities.

During the reporting period, we strengthened our position in the global cocoa, chocolate and snack sector significantly by acquiring Royal Duyvis Wiener and AC Horn. By transferring technology and creating synergies, we can market our products and services across segments, thereby increasing the visibility of the PROBAT brand. Our long-term goal is to increase our global market share in the food processing industry even further.

**"Our customers are at the heart of everything we do."**

Our customers are at the heart of everything we do. With our pioneering innovations, we help them reduce their operational CO<sub>2</sub> emissions. The NEPTUNE 4000 drum roaster meets the highest requirements for energy-efficient production processes and is equipped with heat recovery as standard. It can also be equipped with an optional hydrogen-compatible burner. This makes the largest roasting machine of its kind on the market also the most environmentally friendly.

As a global organization, we naturally see ourselves as having a social responsibility at the local level too. We are particularly proud of our commitment to the most vulnerable people: thanks to our financial support, SOS-Kinderdorf Niederrhein was able to implement a series of measures in 2024 that provide the children living there with space to live, learn and develop in harmony with nature and for a sustainable society.

Find out about our sustainability progress in 2024 and join us in setting standards for sustainable value creation.

Yours, Wim Abbing

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PROBAT SUSTAINABILITY REPORT 2024

## PROBAT AT A GLANCE

PROBAT-Werke von Gimborn GmbH is the sole shareholder of PROBAT SE, a public limited company with headquarters in Emmerich am Rhein. As a global company, we are active in almost every country in the world and strive for first-class standards in our area of business. Our structure as a public limited company underlines our dedication to transparency and responsible commercial action on a global level.

Through strategic acquisitions in food processing, enhanced technology exchange within the group and continuous expansion of its global service network, PROBAT has established itself as a leading one-stop shop for the food processing sector. As well as designing and manufacturing machinery, PROBAT plans and implements turnkey industrial plants, environmental technologies and advanced control solutions with integrated smart data management. With around 1,200 employees and locations in Brazil, Canada, India, Italy, Scotland, the Netherlands, and the United States – plus a presence in over 40 countries – PROBAT delivers comprehensive solutions, exceptional service, and deep industry expertise. Worldwide. From a single source.

This sustainability report focuses solely on the impact of PROBAT SE's business activities.





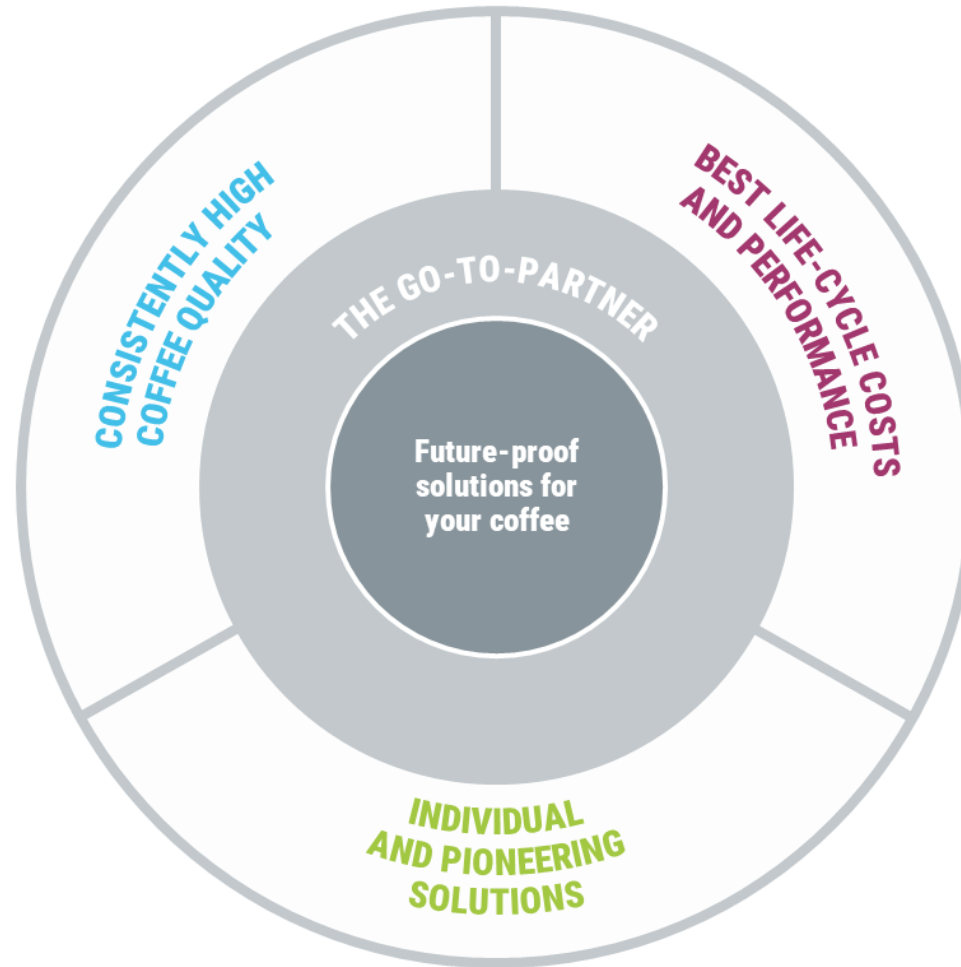
## BRAND

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### BRAND VISION

Everyone, who wants to learn about roasting and processing coffee, asks PROBAT first. Our vision shows what we want to achieve in the coming years.

### BRAND MISSION

Future-proof solutions for your coffee: Our mission is our daily and passionate drive for our work.

### BRAND IDENTITY

Our brand identity unites the characteristics that sustainably shape the holistic character of PROBAT. It illustrates what ultimately makes our brand unique.





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There are many ways to get involved and take a stand. Especially as a global market leader and especially in times like these, PROBAT sees this as both a challenge and an opportunity to make the global economy and society more future proof.

Our roasters and solutions are used on every continent. We think and act globally. We have representatives in over forty countries and subsidiaries on nearly every continent. We work closely with our customers all over the world and are thus in a position to address individual requirements in every country in every part of the world. Our customers are often also friends, and our business relationships are always partnerships on an equal footing.

It is a privilege for PROBAT to be able to work with approx. 1,200 colleagues around the world with various nationalities, experiences, talents, know-ledge, and creativity. Diversity in all of its forms is also a common thread in our corporate structure, beyond hierarchies and competencies. It is the cement that bonds our interdisciplinary teams, gives wings to the creativity of the employees, and enriches our work culture. Promoting the unique character of every employee is the foundation of our value system and a prerequisite for our success. There is no place for any type of discrimination!

As a company, we strive to create a meaningful benefit for us and the entire industry. As an employer, we are aware of our social responsibility and confront any extremist forces that wish to destroy our basic democratic order.

**THAT'S WHAT WE STAND FOR.  
WE ARE PROBAT.**



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## PROBAT SUSTAINABILITY REPORT 2024

# BRAND



Since 1868, PROBAT has been a reliable partner for all things coffee. Building on this tradition, we are now shaping the future of cocoa, chocolate, nuts, popcorn and other innovative foods. Our mission goes far beyond manufacturing machines; we support our customers every step of the way to ensure their success. We develop solutions that focus on precision, innovation, and reliability, tailored to their individual needs and goals. By combining a customer-oriented approach with state-of-the-art technology and uncompromising quality, we create sustainable added value.

We conduct our business activities strictly in accordance with the ethical principles anchored in our corporate strategy and expect our suppliers and other business partners to comply with minimum standards of integrity, transparency, and social responsibility.

We foster very close customer connections that put us in a position to efficiently react to emerging market and customer requirements. We can assess, plan, and realize all important processes and developments with foresight and thus act with a long-term view within the framework of the corporate strategy.

In addition to our products, we also offer our customers comprehensive training and consultation services throughout the entire business process. We use all process technologies and solutions based on them in our pilot plants worldwide for active sales support and as a basis for product development consulting. We present our software solutions through to comprehensive system controls in workshops and then configure these with the client. All training sessions in our facility or at the customer are performed by certified trainers, and we also offer long-term targeted consulting regarding customer process improvements. All brand managers work consistently on a successful and sustainable positioning of our products and services on the global market. "We are the ones, who make things possible": Against this background, PROBAT is passionately committed to maintaining its relationships with all stakeholders, some of which go back many years. As a global market leader, it is our aspiration to create and lead the way. Together with the culture of an owner-led SME, this is the basis for a transparent and progressive communication with all of the stakeholders of our company.

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## PARTNERSHIPS



### SUSTAINABLE THROUGH MUTUAL RESPONSIBILITY

As part of its overall corporate responsibility, PROBAT actively supports selected partners who are all working toward the same goal: the long-term sustainability of the economy and society. Through collaborative research and the ongoing exchange of knowledge and experience, we address industry-specific challenges to find answers to tomorrow's social issues today and drive positive change.



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# PARTNERSHIPS



### CLIMATEPARTNER

Together with ClimatePartner we regularly analyze our Corporate Carbon Footprint (CCF), our CO2 footprint as a company. All of the emissions we produce are taken into consideration in this. The detailed analysis of our CCF since 2020 shows significant potentials for further CO2 reductions, in particular in the areas of energy and mobility. We are consistently compensating emissions by supporting selected climate protection projects from the ClimatePartner portfolio.



### CUP OF EXCELLENCE

The Cup of Excellence program contributes to identifying the best coffees in the world. It awards not only the most renowned honor for coffee, but also improves the lives of thousands of farmers. The unsurpassed focus of the program on discovery of quality, premiums for farmers and transparency has markedly changed the specialty coffee industry. PROBAT provides the right roasting technology to Cup of Excellence in the search for the best coffees in the world and emphatically supports the drive to improve living conditions for the farmers in the country of origin.



### DEUTSCHE RÖSTERGILDE (GERMAN ROASTERS GUILD)

Deutsche Röstergilde (German Roasters Guild) is the only specialist interest group of specialty coffee roasters in the German-speaking area. As a sustaining member, PROBAT supports artisan coffee roasting and the continual exchange of information among specialty coffee roasters.



### DEUTSCHER KAFFEEVERBAND (DKV – THE GERMAN COFFEE ASSOCIATION)

Coffee is the second-most traded commodity, and Germany is the third largest coffee market. Deutscher Kaffeeverband (German Coffee Association) unites the German coffee industry and promotes positive framework conditions in the coffee sector. As a board member, PROBAT is actively involved in the work of the DKV.



### NATIONAL COFFEE ASSOCIATION

The National Coffee Association (NCA) is one of the oldest trade associations in the USA. It has been representing the entire American coffee sector from harvest to cup since 1911. PROBAT and the NCA support the coffee industry through common projects using their comprehensive know-how.

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# PARTNERSHIPS



### SPECIALTY COFFEE ASSOCIATION

The Specialty Coffee Association (SCA) has made it their task to integrate the global specialty coffee industry. Openness, inclusiveness, and the exchange of knowledge are the basic pillars on which the work of the SCA rests. PROBAT supports the SCA with its efforts to create a community of like-minded coffee professionals.



### UC DAVIS

University of California Davis. The center is dedicated to the subject of coffee from a scientific point of view and has a holistic approach to research and education in the coffee industry.

PROBAT supports the UC Davis Coffee Center not only through the provision of roasting machines for research purposes, but also through concrete funding and sponsorships.



### WORLD COFFEE RESEARCH (WCR)

Climate change, poor harvests, diseases, and pests are among the major threats to the livelihoods of coffee farmers and all companies involved in the value chain. PROBAT supports the efforts of World Coffee Research to find solutions to these complex problems through collaborative scientific research. The company has been the first roaster manufacturer to support the work of WCR since 2012 and is sponsoring a collaborative project to investigate the influence of different environments on the sensory profile of coffee varieties.



### ALLIANCE FOR CYBERSECURITY

Nearly every day the media reports targeted attacks on IT systems, known as cyber-attacks. Companies are also affected, often with serious consequences such as production or operating failures. This is why PROBAT is constantly expanding its knowledge of security. As a member of the Alliance for Cybersecurity, created by the Federal Information Security Agency, the company is always informed of potential cyber risks and regularly adjusts the protective measures implemented to the increasingly intelligent methods of attack.

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# PARTNERSHIPS



Happiness is having a family that is there for you. The SOS Kinderdorf e.V. is an aid organization active in Germany and around the world helping children, adolescents, and families in need in many ways. PROBAT supports the work of the organization in empowering young people and giving them hope and a future. Specifically, we support educational projects and aid programs in the Lower Rhine region. During the reporting period, SOS-Kinderdorf Niederrhein was able to realize the following projects thanks to financial support from PROBAT:

- Construction of a nature-oriented adventure area made of durable natural wood and stone, with elements for digging, damming and scooping, as well as climbing, jumping and balancing.
- Construction of a playground for children under three years of age made of durable wood and a mud pit.
- Tutoring for children and young people
- Language courses with childcare
- Furnishing children's and youth rooms with durable furniture.
- Extension of daycare opening hours



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# SUSTAINABILITY STRATEGY

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2. GUIDING QUESTIONS
3. FIELDS OF ACTION
4. MATERIAL TOPICS
5. STAKEHOLDERS



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# SUSTAINABILITY STRATEGY



Within the framework of our dedication to a sustainable development and to meet the requirements of comprehensive ESG reporting, PROBAT hereby declares its obligation for the integration and promotion of sustainable practices in all areas of the business. This understanding of sustainability serves as the fundamental guidelines for reporting on environmental stewardship, social responsibility, and governance (ESG). PROBAT is obligated to reduce its ecological footprint by the continual optimization of resource efficiency and energy consumption.



## ENVIRONMENT

- PROBAT is obligated to reduce its ecological footprint by the continual optimization of resource efficiency and energy consumption.
- We strive for environmentally friendly production processes and the use of sustainable materials.
- We continually work on the further development of environmental technologies that reduce the emissions of the food sector and lower energy consumption.



## SOCIAL

- The health, safety and well-being of our employees is the highest priority.
- PROBAT promotes an integrative and diverse corporate culture supporting equal opportunity and inclusion.



## GOVERNANCE

- Our company strives for effective corporate management and compliance with applicable laws and standards.
- PROBAT is dedicated to transparent and ethical business practices that represent the interests of all stakeholders.

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# SUSTAINABILITY STRATEGY

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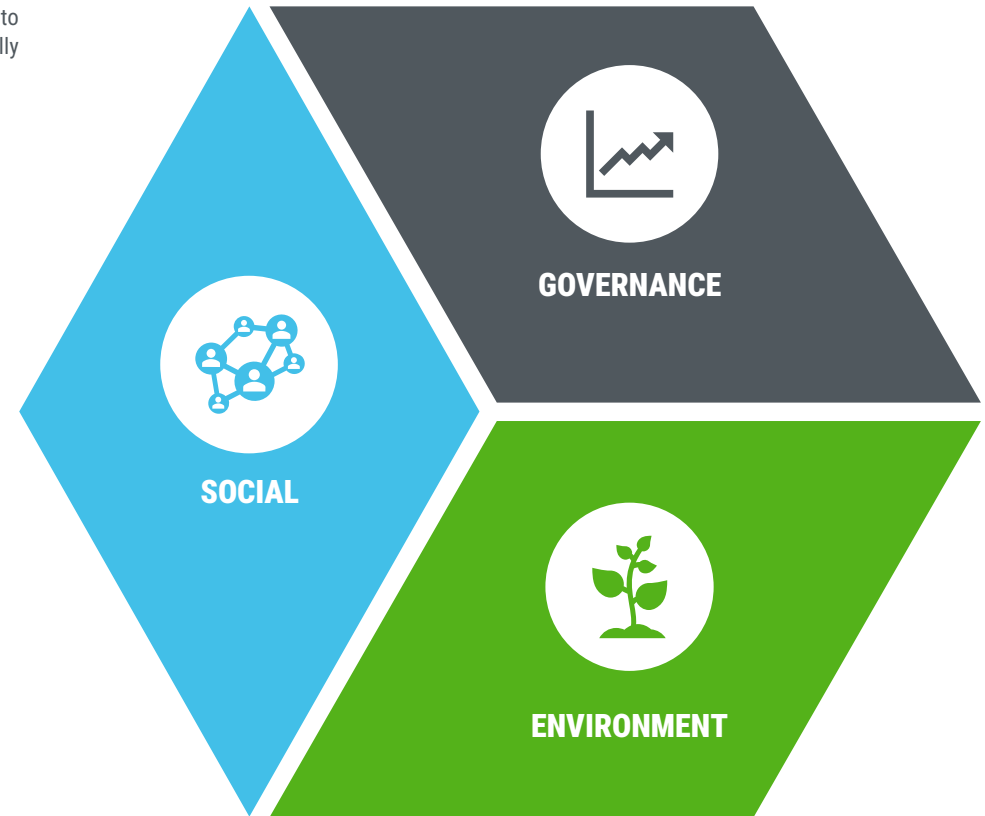


# UNDERSTANDING OF SUSTAINABILITY



This understanding of sustainability forms the basis of our ESG report, which contains detailed information on the points listed as well as progress and goals. To guarantee transparency for its stakeholders, PROBAT pledges to report regularly on efforts in the area of sustainable development.

We are firmly convinced that a sustainable corporate management contributes not only to the creation of a long-term added value for our company, but also to the formation of an ecologically compliant, socially fair, and economically strong global society.



# UNDERSTANDING OF SUSTAINABILITY



## SUSTAINABILITY AT PROBAT

In a dynamic and rapidly changing environment, we as a company are confronted with increasing challenges in demanding surroundings. This requires not only a fundamental understanding of the changes, but also the ability to react quickly and flexibly to new situations. Just this willingness to adapt enables us to ensure sustainable success.

Increasingly volatile geopolitical conditions are leading to the fragmentation of value and supply chains. An organization focused on sustainable success must not only be prepared to accept changes, but also actively take initiatives and ultimately adapt their structures and processes accordingly.

It is inevitable that we take a comprehensive look at the manner in which we act as an organization. This includes a critical review of our existing processes, strategies, and methods. Only through a continual readiness for change can we ensure that we meet the evolving requirements and be able to successfully exist in this challenging environment.

Within the scope of our sustainability aspirations, we place special focus on the bundling of capacities in the areas in which we can achieve effective changes.

## A SERIES OF GUIDING QUESTIONS HELPS US IDENTIFY THE LEVER FOR MORE SUSTAINABILITY:



How can we become more sustainable as a **company**?

How can we contribute to a more **sustainable society**?

How can we make our **production processes** more sustainable?

How do we anchor sustainability into the **corporate strategy**?

How can we help to make the **processing methods of our customers** more sustainable?

How can we make the **food industry as a whole** more sustainable?



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## GUIDING QUESTIONS



### How can we become more sustainable as a company?

PROBAT follows a holistic approach to the integration of sustainability in all business processes. This includes measures to reduce our ecological footprint, to promote a sustainable corporate culture and to ensure responsible corporate management.

### How can we make our production processes more sustainable?

We draw on innovative technologies and processes to continually improve the energy efficiency of our machines, to minimize consumption of resources and to avoid waste.

### How can we help our customers to make their processing operations more sustainable?

We support our customers by providing comprehensive process solutions that enable more sustainable processing of coffee, cocoa, chocolate, snacks, and other products from other areas of application in the highest quality. As a full-service provider to the food industry, we offer turnkey production plants, environmental technologies and intelligent control systems with integrated smart data management. Our training and consulting services help our customers to improve the energy and resource efficiency of their production processes, as well as their environmental friendliness.

### How can we make the food sector more sustainable overall?

For PROBAT, actively participating in the sustainable development of global society is a natural obligation. Our corporate strategy firmly anchors the holistic conviction that innovations along the entire value chain are necessary to ensure long-term benefits for all stakeholders, while protecting natural resources and promoting social justice. That is why PROBAT actively supports selected research and educational institutions, associations and organisations that are all working towards a common goal: the sustainable development of the global food industry.



## GUIDING QUESTIONS



### How can we contribute to a more sustainable society?

For PROBAT, the 'why' is a constant driver of its progressive development and a guiding principle in its pursuit of meaningful corporate design. The company aims to provide future-proof solutions for the food industry and considers ecological and social responsibility to be an integral part of its business activities. As an employer, we resolutely oppose any extremist forces that seek to destroy our democratic order. At PROBAT, people are at the heart of everything we do. We firmly believe that everyone has the right to be themselves. This is why we are committed to diversity. We consider it a privilege to work with our 1,200 employees worldwide, who represent a variety of nationalities, experiences, talents, knowledge and creativity. These people, united in their diversity, shape the cultural values within the company and thus form the basis for PROBAT's sustainable success.

PROBAT is actively involved in the community, promoting initiatives for education, social integration and sustainable development. By cooperating with local partners and organisations, we aim to make a positive contribution to society and bring about long-term change.

### How can we incorporate sustainability into our corporate strategy?

As the global market leader, we recognize our responsibility to pioneer the efficient use of finite resources and minimize harmful emissions. To this end, we consistently implement prevention, reduction and compensation measures as part of our environmental commitment, with the aim of reducing our own carbon footprint. In 2021, we introduced and certified an environmental management system in accordance with ISO 14001. Our Supplier Code defines the minimum non-negotiable standards for sustainability issues that our suppliers and their sub-suppliers must adhere to in our business transactions. This code acts as an interface between PROBAT's sustainability values and goals and the desired behaviour of our business partners. Voluntarily publishing an ESG report in accordance with the GRI standard highlights our comprehensive sustainability efforts and demonstrates that this issue significantly influences our strategy and is firmly embedded in our corporate policy.

Overall, we are committed to achieving our strategic goal of being the 'pacemaker for the food industry'. We have translated this overarching goal into clearly measurable corporate objectives, enabling us to continuously review the success of our decisions.



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### ENVIRONMENT/ECOLOGY

- Ambition net zero
- Responsible use of resources
- Development of environmentally friendly technologies



### ORGANIZATION/ COMPANY/ ECONOMY

- Operational excellence
- Compliance & ethical business practices



### COMMUNITY/SOCIAL

- Health
- Safety & Well-being
- Inclusion and equal opportunities



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## MATERIAL TOPICS



### KEY TOPICS SELECTED FOR 2024

#### SPECIFIC TOPICS HAVE BEEN IDENTIFIED WITHIN THE SCOPE OF THE ACTION AREAS FOR 2024:



#### ENVIRONMENT

- Recording the corporate carbon footprint (CCF) for 2024.
- Offsetting the CCF through climate protection projects.
- Developments in adapting burner technology for the scalable use of hydrogen.
- Development of digital twins of roasting processes to optimise energy requirements.
- Investments at the Emmerich site to reduce energy consumption.
- Introduction of an energy audit and energy consultancy to identify weak points and implement improvement measures.
- Introduction of a circular economy concept, conserving resources through maintenance, reuse, refurbishment, reprocessing, recycling and composting.



#### COMMUNITY/SOCIAL

- Health
- Safety & Well-being
- Inclusion and equal opportunities



#### ORGANIZATION/COMPANY/ECONOMY

- Focus on digitalization as a driver for innovation and international standards
- Integration of PROBAT Ladenröster GmbH into PROBAT SE to strengthen efficiency, innovation, and competitiveness
- Standardization of internal communication processes to strengthen multilateral exchange across the group

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## MATERIAL TOPICS



### PROCESS FOR DETERMINATION OF MATERIAL TOPICS

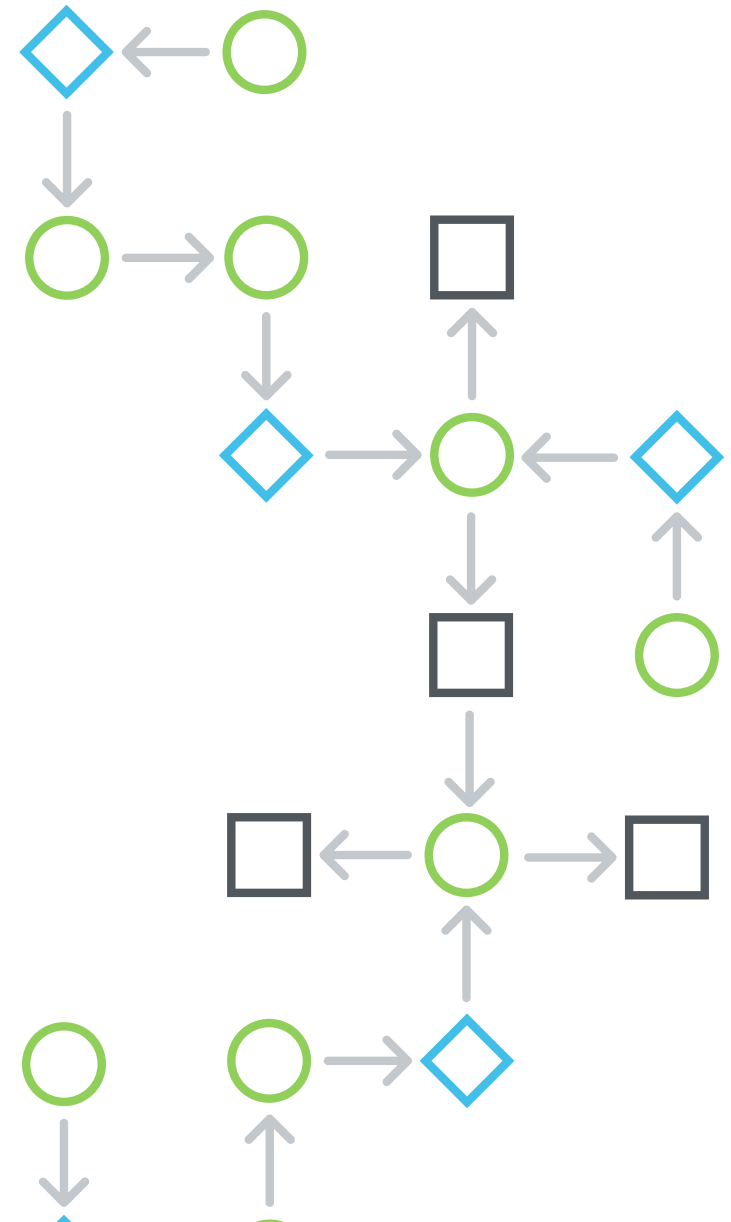
A component of this ESG report is also the description of the process to determine material topics. This process forms the backbone of our efforts to integrate ecological and social aspects as well as responsible business management equally into our corporate strategy.

Our approach to identifying material topics is based on a participative partnership approach. We conduct stakeholder dialog to understand their perspectives and expectations. In this, we involve customers, employees, suppliers, non-profit organizations, and regulatory and industry-specific interest groups.

Through the use of materiality analyses we assess the effects and relevance of various subjects for our company and our stakeholders. This evaluation process enables us to identify aspects that are decisive both for long term added value creation as well as for sustainable development.

Our approaches and measures in the area of environment, social and governance (ESG) are monitored and assessed. This process of regular review and updating ensures that our organization can react dynamically to changing environmental conditions, social challenges, and governance requirements.

Pursuant to the principle of accountability, the current report documents our efforts and progress in achieving our sustainability goals. The key themes identified within this context and their implementation for the creation of a sustainable benefit for our stakeholders and society overall are presented transparently.



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PROBAT SUSTAINABILITY REPORT 2024

## MATERIAL TOPICS

### MANAGEMENT VON MATERIAL TOPICS

This report lays out the potential and actual effects of PROBAT's business activities on the environment, people, and the economy. Observance of human rights is also taken into consideration here. The positive and negative consequences are considered in the following dimensions:

#### ENVIRONMENTAL EFFECTS:

- + Reduction of the ecological footprint through switching to renewable energies and the optimization of internal resource flows in the areas of both administration and production. Promotion of bio-diversity.
- Strain on the ecosystem through operational emissions and waste production.

#### SOCIAL EFFECTS:

- + Promotion of social justice through inclusive employment practices, diversity in the workplace and investment in internal community projects (such as diversity) and local social programs.
- Potential negative effects on communities through changes of location or structural changes.

#### EFFECTS ON HUMAN RIGHTS:

- + Obligation to uphold human rights standards in the entire supply chain. Promotion of training and conscious practices promoting human rights.
- Risks related to working conditions and human rights violations in the supply chain. Potential indirect involvement in violations of human rights, in particular in conflict regions. Risks associated with forced labor, discrimination, and unethical behavior.



#### ECONOMIC EFFECTS:

- + Contributing to local economic development through creation of jobs and investments. Promotion of innovation and technologies that contribute to competitive capability.
- Risks associated with business practices or economic instabilities. Potential effects on local communities through business decisions.

We regularly review the extent to which our organization is involved in negative effects based on its business activities or commercial relationships. Currently there is no clear documentation process, the decision for reporting is made on a case-by-case basis. In the future we not only want to hone the awareness of potential risks, but also to provide clear insights into our efforts for identification, monitoring, and handling of these risks, in particular in the following ESG areas. PROBAT tries to ensure that sustainable and positive changes are promoted, and any negative effects can be effectively managed through proactive measures and close cooperation with all stakeholders.



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### APPROACH TO THE INTEGRATION OF STAKEHOLDERS

Our approach to the integration of stakeholders involves the following steps:

#### ANALYSIS FOR THE IDENTIFICATION OF THE STAKEHOLDERS:

Analysis for the determination of the main interest groups who are affected by or could be influenced by our company's activities.

#### ESTABLISHMENT OF COMMUNICATION CHANNELS:

Creation of communication channels for dialog with our stakeholders. Implementation of regular exchange sessions and feedback mechanisms to ensure active communication.

#### INTEGRATION OF STAKEHOLDER PERSPECTIVES INTO THE REPORT:

Future integration of collected information and feedback of the stakeholders in the ESG report to ensure a uniform and balanced perspective. This considers in particular the subjects that are of high relevance to our stakeholders.

#### CONTINUOUS IMPROVEMENT:

Obligation for continuous improvement of the stakeholder inclusion, based on the feedback and the changing needs of our interest groups. The dialog with the stakeholders is considered a dynamic process that adapts to new developments and challenges.





# GOVERNANCE

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4. INVESTMENTS
5. STRATEGY
6. ECONOMIC PERFORMANCE
7. RISK MANAGEMENT
8. ANTI-CORRUPTION
9. PRODUCT LABELING





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Responsible corporate management is a core element of PROBAT’s sustainability strategy and a fundamental requirement for achieving long-term economic success. We place strong emphasis on transparency and ethical conduct in all our operations.

Through our ESG reporting, we offer clear insights into our governance structures and processes, which also serve as guiding principles to ensure compliance with legal and ethical obligations, effective risk management, and the promotion of sustainable corporate practices. In this section, we present key aspects of our governance framework and our ongoing efforts to drive continuous improvement.

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## CORPORATE POLICY

### 1. CORPORATE POLICY

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4. INVESTMENTS

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6. ECONOMIC PERFORMANCE

7. RISK MANAGEMENT

8. ANTI-CORRUPTION

9. PRODUCT LABELING



Our corporate policy commits us to acting responsibly in accordance with laws, ethics, human rights, environment, labor, and privacy.

Internationally recognized human rights are fully supported as part of a declaration of commitment to respect human rights in corporate policy. In particular, vulnerable groups such as those based on nationality, religion or sexual identity are explicitly included.

PROBAT expressly prohibits child and forced labor and is committed to complying with all labor law regulations within the company and along the entire supply chain. This ensures equal opportunities for employment, work, and remuneration.

Discrimination of any kind based on gender, age, ethnic or national origin, religion, sexual identity, union membership or any disability is strictly rejected.

The company prohibits the use of physical or psychological disciplinary sanctions in any form, particularly against employees who report violations of national, international, or internal regulations in good faith.

This corporate policy is made available to all employees of the German companies in the common information system "PRIMA." Principles affecting our business partners are anchored and communicated separately in the Supplier Code of Conduct.





## CORPORATE POLICY

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### EMBEDDING POLICY COMMITMENTS

PROBAT's global business activities are subject to a variety of international regulations, internal guidelines, and self-imposed standards of conduct. These form the basis for our responsible business actions. Consistent compliance with all relevant laws, regulations, ancillary provisions, and requirements arising from approval and voluntary commitments has the highest priority for PROBAT. Top priority is protecting employees from misconduct, promoting legally compliant behavior, and minimizing risks.

All PROBAT employees uphold the principles of partnership and respect, in particular the dignity and personality of each employee. Positive working atmosphere in the company reflects this behavior. Equal opportunities and tolerance round off PROBAT's corporate culture, which is also an indispensable prerequisite for the company's economic success.

PROBAT rejects and does not tolerate corrupt and otherwise unlawful behavior. The company's anti-corruption policy contains corresponding principles that are equally binding for all managers, employees, and business partners. PROBAT also adheres to the principles of the European General Data Protection Regulation. The focus here is on lawfulness, purpose limitation, transparency and factual accuracy when handling personal data. Principles laid down in the company policy, Code of Conduct and Anti-Corruption Guidelines are also anchored in our supply chain and summarized in the Supplier Code. By working with PROBAT, every business partner undertakes to comply with these regulations.

### COMPLIANCE WITH LAWS AND REGULATIONS

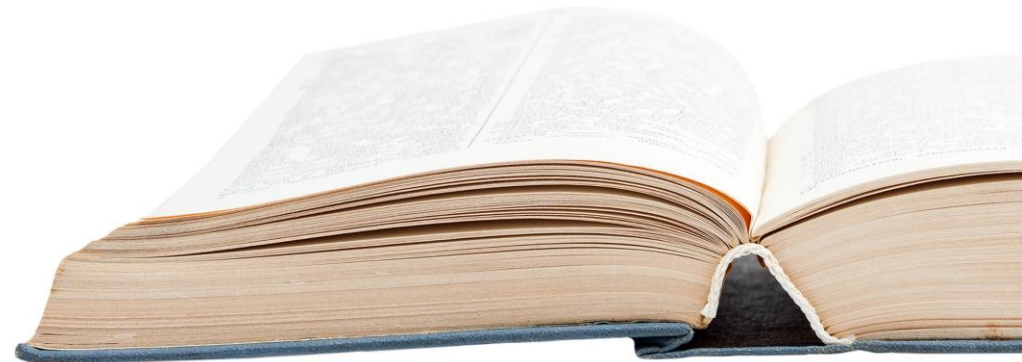
During the reporting period, we continually ensure compliance with all applicable laws and regulations. We recorded no violations of these during this period. Our obligation to legal compliance remains a core part of our business operations and we remain committed to fully complying with all legal requirements.

In 2023, an internal reporting office was also set up for all employees in accordance with the Whistleblower Protection Act. This law regulates the protection in particular of natural persons who have obtained information about violations in connection with their professional activities or in the run-up to a professional activity and report or disclose these to the reporting offices provided for under this law (whistleblowers).

With these reports, our employees make an important contribution to the prevention, detection and elimination of errors in our company. They are often the first to notice when something goes wrong in our company. We take the requirements for the protection of whistleblowers seriously and ensure that they do not have to fear any disadvantageous measures due to or following a justified report.

GRI 2-24

GRI 2-27



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# ORGANIZATION

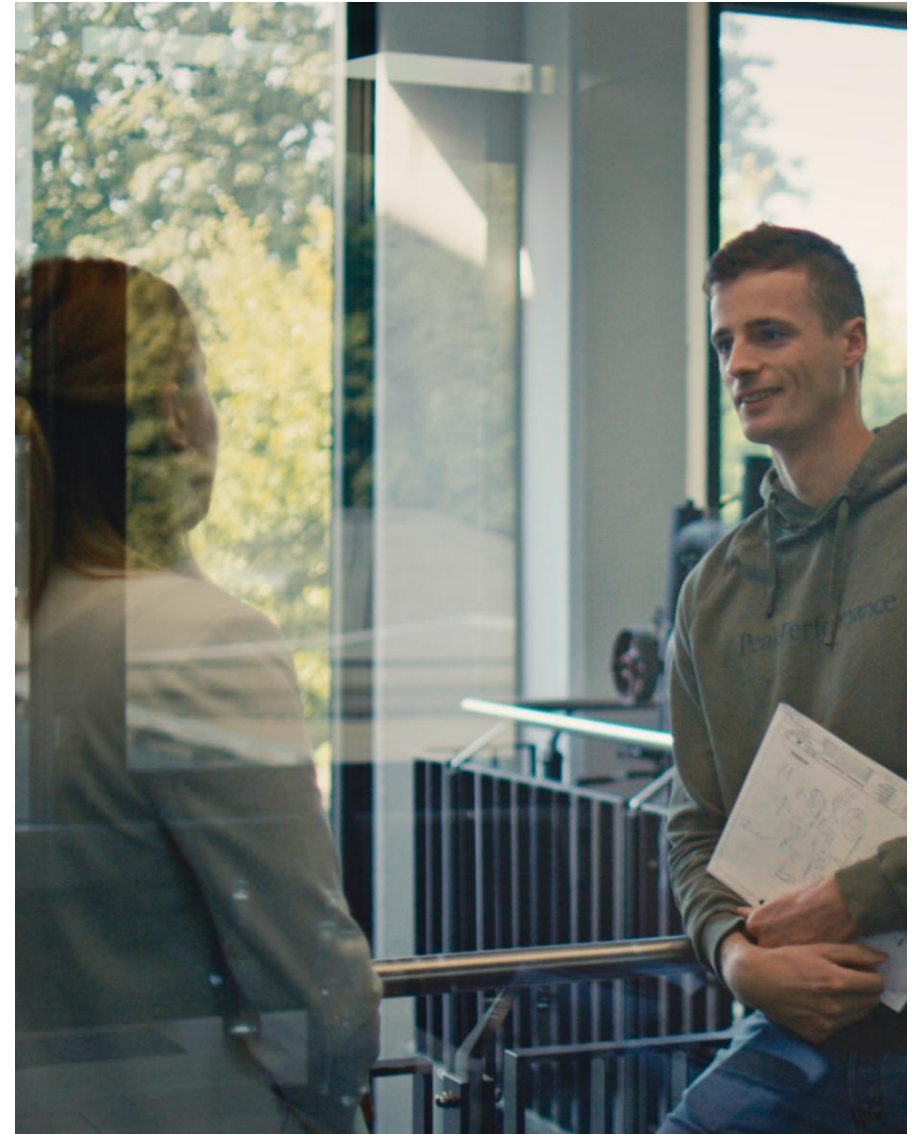


Our organizational structure is based on a customer orientation. This enables us to competently incorporate the Group's broad coffee knowledge into communication with customers. At the same time, a cooperative business relationship is established. To this end, we communicate in a binding, open and honest manner. Organizing our processes also allows a clear solution-oriented approach. We collaborate with the customers to find the best individual solution for them.

The associated process landscape is accessible to all employees via a digital portal in which process diagrams are presented in an explanatory manner. Direct search functions allow access to all associated procedures, documents, and templates. Individual processes are assigned to process managers who evaluate the relevant KPIs to derive continuous improvement potential.

The cross-functional collaboration between Research & Development, Order Processing, and Service & After-Sales ensures that all activities are focused on customer satisfaction.

We regularly review our digitization processes and adjust priorities accordingly.



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# ORGANIZATION

## CONTINUITY AND FUTURE VIABILITY

We ensure the future viability of our management through long-term staffing planning. Our senior management is a 'healthy' mix of experienced people promoted from within and external, i.e., newly recruited, people with a balanced age structure. When staffing the management team, the focus is primarily on long-term development of successors from within the company.

PROBAT is an owner-managed company that has been family-owned for more than 155 years. A shareholder agreement ensures continued existence, not least because of a strict right of first refusal that regulates the sale of shares in the interests of shareholder families.

The integration process of PROBAT Ladensröster GmbH into PROBAT SE began with the joint operation in summer 2024. The merger is part of a comprehensive restructuring that responds to changing market conditions and new requirements. The goal is to leverage synergies through closer alignment of corporate divisions, optimize processes, and strengthen innovation capabilities. This enables more efficient use of resources, better utilization of production capacities, and increased competitiveness. At the same time, the integration ensures the company's long-term stability and creates a sustainable foundation for the preservation of jobs in this area.



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GRI 202

GRI 202-2



# EXECUTIVE LEADERSHIP



## PROPORTION OF SENIOR MANAGERS RECRUITED FROM THE LOCAL COMMUNITY

We define North Rhine-Westphalia (NRW) as the local community for PROBAT SE. Senior managers of our company include Executive Board members as well as authorized signatories. As a rule, our senior managers are recruited from within our local community, although exceptions are of course possible.

## ADVISORY BOARD, SUPERVISORY BOARD, AND SHAREHOLDERS

PROBAT has been supported for many years by a very active Advisory and Supervisory Board, which assumes a strong control and advisory role and acts as a sparring partner for management. This means there is regular and intensive exchange with management on current topics. Coordinating business transactions requiring approval takes place at short notice.

The advisory committee consists of three members; each of the three owner families sends one member of the Supervisory Board. This is currently staffed by one member from a shareholder family and two external members. The Supervisory Board makes all decisions with a two-thirds majority. Supervisory Board meetings take place quarterly. There are also four finance calls on the quarterly key figures and forecasts for the current financial year. All PROBAT subsidiaries are controlled by the Supervisory Board. Local management of the subsidiaries takes part in Supervisory Board meetings on a rotating basis or depending on the situation. In the meantime, a specially established digital exchange platform ensures consistent and comprehensive information.

PROBAT shareholders meet once a year – to approve annual financial statements, determine the level of payout amount and discharge the management. At the same time, we also use the shareholders' meetings for direct, informal exchange with top management. In addition, shareholders are kept up to date with current events in our company through responsible managers' cross-departmental presentations on developments and projects.



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GRI 203

GRI 203-1



# INVESTMENTS



PROBAT has successfully completed the revitalization and new construction of the production and logistics halls at the Emmerich site. The sustainable factory concept forms a central foundation for the “factory of the future” and strengthens the company’s long-term competitiveness. As part of the PROBAT GO project, around 250 photovoltaic modules were installed, and a combined heat and power plant was put into operation, saving approximately 460 kg of CO<sub>2</sub> per day. In addition, energy-efficient facade renovations and optimized lighting concepts improve working conditions.

**Progress through Innovation:** Following the completion of construction, the focus is on the continuous optimization of production processes and working conditions with regard to efficiency, innovation, and sustainability. New technical infrastructure—including modern welding workstations with energy-efficient extraction systems, expanded crane systems, and realistic testing station concepts—ensures workplace safety, quality assurance, and technical independence.

**Efficiency and Ergonomics:** Automation solutions such as a cable assembly machine, welding turntables, and height-adjustable assembly lift tables improve process quality, resource conservation, and ergonomically sound workplaces.

**Sustainability and Environment:** Modern electric vehicles, e-charging stations, a real-time electricity measurement system, and high-performance extraction and filtration systems increase energy efficiency, promote sustainable mobility, and improve air quality in production.

In addition to its special importance for the company itself, the Emmerich production site has a strong signaling effect for the regional economy. The modern manufacturing facility not only supports the local economy but also positions PROBAT as an attractive employer with a forward-looking work environment. The clear industrial architecture of the new production and logistics halls has now been complemented by an open, communication-friendly office structure that emphasizes the standards of a modern workplace. The workspaces are designed not only to be functional but also to foster collaboration and well-being—an important factor in the competition for qualified skilled workers.



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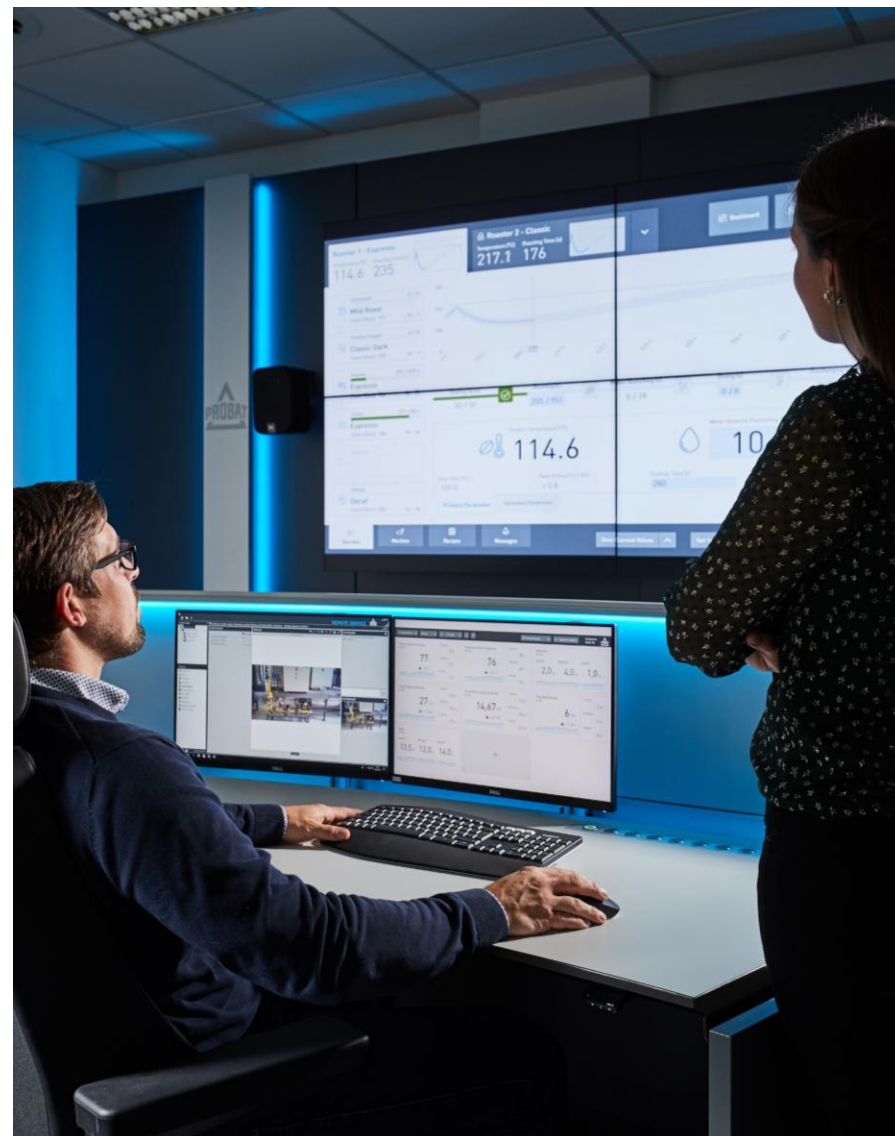
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# INVESTMENTS

## DIGITALIZATION

In 2024, important progress was also made in the area of digitalization. The introduction of a new Customer Relationship Management (CRM) platform has enabled more efficient internal processes and improved customer support. The solution strengthens our service quality and increases responsiveness – especially in the international context. Furthermore, our digital infrastructure has been consistently further developed. The expansion of our in-house software solution into cross-market systems strengthens our global position without compromising proven internal know-how. In this way, we are setting new standards not only internally but also internationally – as a benchmark for quality, efficiency, and innovation in our core markets.



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# INVESTMENTS



### SUSTAINABILITY CRITERIA IN FINANCING DECISIONS

As part of our corporate responsibility and commitment to sustainable development, we place great importance on integrating sustainability criteria into our financing decisions. We align ourselves with ecological, social, and ethical principles to ensure that our investments are not only economically viable but also socially and environmentally responsible.



### ENVIRONMENTAL COMPATIBILITY

Projects and companies supported by our financing should make a positive contribution to environmental and climate protection or at least not have significant negative impacts on natural resources, biodiversity, or the climate.

### SOCIAL RESPONSIBILITY

We ensure that supported initiatives promote fair working conditions, equal opportunities, and social participation. Human rights, occupational safety, and social justice are central criteria in our evaluation.

### GOOD CORPORATE GOVERNANCE

Transparent decision-making processes, ethical business conduct, and compliance with legal and regulatory standards are essential to us. We prefer partners who are committed to integrity and responsible corporate governance.

### LONG-TERM IMPACT

Our financing decisions aim to promote sustainable economic development that benefits future generations. Short-term return interests are not prioritized over long-term sustainability goals.



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# STRATEGY



### DEVELOPMENT

The corporate strategy is translated into individual divisional strategies and regularly reviewed by management for goal attainment. Various KPIs, such as project completion or delivery rates, as well as the continuous analysis of customer satisfaction, provide clear control metrics for this purpose.

Within the framework of various formats, the individual contents are regularly reviewed and adjusted as needed. Primarily, this takes place in the weekly HQ management meetings, but especially in the international “Global Leadership Meeting,” which is held once every six months. Here, the top management makes the key strategic decisions for the entire company and, of course, ensures they are followed up. Overall, these instruments serve to align all operational business activities across the company at all times with the strategic objectives and make adjustments where necessary.

Furthermore, the shareholder families place great importance on ensuring that the supervisory board is composed of individuals with diverse industry knowledge, which is highly beneficial for our strategy development. Through close interaction with the supervisory board, we gain a qualified 360-degree view of our strategy. The owner-driven corporate culture helps all parties respond quickly, even in dynamic environments.

### BRAND STRATEGY

Surveys on the perception of the PROBAT brand by employees and customers form the starting point for the strategy process. In particular, a regularly conducted international customer survey provides crucial insights into customer needs, as well as relevant differentiation potentials. Since then, the brand managers have consistently aligned the brand in all areas—not just in communications—according to customer needs.



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# STRATEGY



## IMPLEMENTATION

By consistently converting the company into a process-oriented matrix organization, we primarily want to strengthen and expand customer orientation and speed across all areas. Individual process owners prioritize the necessary measures together with cross-departmental teams. All project progress, challenges and general conditions can be viewed transparently by the entire organization at any time on a specially created platform. Process managers exchange information about possible control requirements every two weeks.

By converting to an in 2023 SE, we are setting the course for the realization of our planned growth course and at the same time strengthening the international brand presence of our company. PROBAT-Werke von Gimborn Maschinenfabrik GmbH initially became PROBAT AG in 2022, and was finally converted into a Societas Europaea (SE), a legal form for public limited companies in the European Union, in the current reporting year. The existing structures at holding company level remain unaffected. This transformation demonstrates the adaptability of our company, which always has its sights firmly set on the future.



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# STRATEGY



### DIALOGUE WITH STAKEHOLDERS

As soon as you find out more about PROBAT on the website, for example, you immediately come across the company's mission statement and can make sure this strategic framework massively influences the range of services offered.

The most important components of brand identity are also communicated everywhere in the company – for example in every meeting room or directly in the entrance area. Overall, the strategy is distributed to individual stakeholders via a variety of channels. The intensity also illustrates the high impact on all operational activities of the company.

As part of onboarding, new PROBAT employees or partners receive the brand manual with all components and specifications as part of CD and CI. In the web-based partner portal, all strategy documents can be accessed at any time, regardless of location, differentiated by target group.



All employees can communicate on a daily basis via our intranet. This serves not only in times of home office, but basically more efficient cross-location collaboration. By publishing a customer magazine, important strategic decisions and successes are distributed digitally to customers, employees, shareholders, and partners. We have expanded the so-called "Joint Breakfast" to all members of top management. This means we can invite all company employees to this format during a year. It allows all participants to discuss topics relevant to them directly with company management in a relaxed atmosphere.

Top management meets every week to discuss important business decisions. On a global level, we organize weekly jour-fixe appointments within the individual areas or at management level. Twice a year, the international management discusses the corporate strategy challenges and approaches in the so-called "Global Leadership Meeting."

Since the beginning of 2020, we have been inviting all colleagues to a virtual town hall meeting at least once a year. Here, current decisions and challenges for the company are named and explained by management.



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# STRATEGY

### KEY RESOURCES AND COMPETENCIES

Various Group areas employ employees with a wide variety of training and skills. This is usually not the case in traditional mechanical and plant engineering companies. For this reason, the availability of know-how, experience and market knowledge is extremely high.

We bundle our resources in loose or fixed project teams and work from the first customer contact throughout the entire project process to find solutions within the framework of the guide-lines defined by our corporate strategy.

We respond to regional market requirements with our own sales, technology, development, and manufacturing capabilities both at headquarters and subsidiaries in North America, South America, and Asia. We work together in targeted coordination teams and within the framework of the development and product management process to establish targeted, modular solutions with appropriate customer benefits.

Technological trends are followed by specialized employees who have the appropriate freedom during their regular working hours. When a trend is identified, it is included in the discussion process between product management and research & development and, if necessary, transferred to a research or development project. This path has made us a pioneer in CO<sub>2</sub>-neutral coffee roasting. As part of a research project, we initially examined the potential of hydrogen as an energy source for the coffee roasting process together with burner manufacturers and gas suppliers. Now we are the only hydrogen roaster provider in the world. We also offer our customers electrical heating for all roasters.

Where our own resources or skills are not yet sufficient, we cooperate directly with colleges, universities, and other companies to develop new products and business models. This sometimes results in joint ventures to establish new business models that PROBAT cannot always implement independently.



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# ECONOMIC PERFORMANCE



## PERFORMANCE INDICATORS

PROBAT uses a variety of state-of-the-art standard and company-specific key figures to measure company performance. Our Group-wide KPIs in the individual areas include in particular:

- **Order situation**  
Order backlog including expected profitability, order intake, project pipeline with probability of realization
- **Profitability**  
Sales, margins, cost drivers, contribution margins and various earnings indicators
- **Cash**  
Cash flow, net working capital, investments, net financial debts
- **Personnel**  
Strong focus on operational security and health, such as group-wide monitoring of sickness rates and work accidents
- **Function-specific key figures**  
Success rate, customer satisfaction, supplier evaluations, milestone controlling

Our KPI systems are designed so that deviations from the business plan are noticed as early as possible (traffic light system) and reported to management immediately. Budget and review meetings are held regularly with individual Group companies, including strategy discussions to coordinate operational success with strategic corporate goals. Annually creating a 10-year plan and comparing it with short-term planning are important to us.

## ECONOMIC PERFORMANCE

### DIRECTLY GENERATED AND DISTRIBUTED ECONOMIC VALUE (PROBAT GROUP)

PROBAT GROUP	2024	2023	2022
 <b>Number of employees</b>	980	884	896
 <b>Total revenue</b>	218,5 Mio. €	198,3 Mio. €	200,9 Mio. €
<b>% Revenue growth %</b>	+10,2	-1,3	+ 25,5
 <b>Earnings before taxes</b>	-4,3 Mio. €	14,4 Mio. €	8,3 Mio. €
<b>€ EBITDA</b>	5,7 Mio. €	20,8 Mio. €	15,1 Mio. €
 <b>Total assets</b>	182,5 Mio. €	152,4 Mio. €	138,6 Mio. €
 <b>Net equity</b>	56,1 Mio. €	61,7 Mio. €	54,8 Mio. €

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GRI 201-1



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GRI 2-16



# RISK MANAGEMENT



## SUBMITTING CRITICAL CONCERNS

Critical issues related to our organization are handled appropriately. They are taken into account both in the management review and reports of representatives, e.g. water protection officer, and communicated to the board. There is also the possibility of direct exchange with our CEO, Wim Abbing, during so-called ONE-ON-ONE meetings. Here, important topics can be discussed in person and possible solutions found together. We promote an open communication culture to effectively address critical issues and continually improve our management systems.



## RISK MANAGEMENT SYSTEM

PROBAT has implemented a risk management system in which internal and external risk areas relevant to the company are holistically viewed, evaluated, and combined in an information system. Maintenance and updates are carried out using practical software. The system supports strategic decisions, structural improvements, and operational business. It is audited by leading international audit firms according to IDW PS 340 and recognized as a suitable system in accordance with the Act on Control and Transparency in the Corporate Sector (Kon-TraG).

To ensure that all risks are up to date and identify possible new risks, an annual audit discusses, analyses, and assesses in detail all existing risks as well as new topics/risks. Existing and newly identified risks are considered regarding their possible level and expected probability of damage occurring. In addition, risk management is reviewed and assessed whether the measures taken are appropriate and sufficient or further measures need to be defined. All those people responsible at the first and second management levels participate in the update.

In addition to regular updates, the risk situation is adapted to potential changes in workshops and individual discussions every year. Participants in these workshops and individual discussions are all risk managers at the first and second management levels, i.e., board and authorized signatories as well as all department and team leaders. If necessary, additional participants from other areas are involved. A risk report is created on the results of the discussions or changes.

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# RISK MANAGEMENT

## RISK DIVERSIFICATION

With its separation into two areas, the PROBAT Group serves not only the coffee market segment but also the food sector, which contributes to risk diversification and enables use of technical synergies. Growth can be achieved through the food division in particular, as the high market share in the coffee sector only offers limited growth potential.

The distribution policy agreed with our shareholders allows us to retain most of our profits. In this way, we improve our equity base every year.

Of course, we also continually check our Group's composition. Our financial performance allows us to develop the two divisions strategically through new companies, mergers, partnerships, or acquisitions. In addition to the Group's profitable growth, the yardstick for action is the satisfaction of current or future anticipated customer needs.

PROBAT Service GmbH was founded as an independent company within the Group to ensure a clear separation between our product and service offerings. As an international organization with bases on all continents, the Service GmbH bundles all service, support and after-sales activities of the Group companies.



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GRI 418

GRI 418-1



# RISK MANAGEMENT



## CYBER SECURITY

PROBAT is continually expanding its security competencies. As a participant in the Alliance for Cyber Security launched by the Federal Office for Information Security, the company is always informed about possible cyber risks and regularly adapts the protective measures implemented. All employees receive regular training to promote awareness of this topic in their everyday work. An information security management system (ISMS) with the aim of ISO 27001 certification is currently being developed.

## CUSTOMER DATA PROTECTION

The informational self-determination and protection of personal rights of our customers, partners, suppliers and not least employees are an essential part of how we manage personal data. We are guided by the seven basic principles for data processing in accordance with Article 5 GDPR, which form the basis for protecting personal data in the EU:

- Legality, processing in good faith, transparency (Art. 6-10, Art. 13-20 GDPR, §§ 22-36 BDSG)
- Purpose limitation (Art. 6 Para. 1f, Para. 4 GDPR § 23, 24 BDSG)
- Data minimization (Articles 17, 32 GDPR, § 35 BDSG)
- Accuracy (Articles 17, 24 GDPR, § 34 BDSG)
- Storage limitation (Art. 4 No. 5, 17 GDPR, § 35 BDSG)
- Integrity and confidentiality (Article 32 GDPR)
- Accountability (Art. 24 ff. GDPR)

## BREACH OF PROTECTION AND LOSS OF CUSTOMER DATA

There were no substantiated complaints regarding breach of protection or loss of customer data in 2024.

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GRI 205-2



# ANTI-CORRUPTION



Corruption has no place at PROBAT. Any form of advantage-taking or bribery weakens the integrity and performance of our company and fair competition. In a Group-wide anti-corruption policy, we have defined rules of conduct for preventing and combating corruption to avoid any behavior in connection with undue influence or interference at an early stage.

We conduct our business in accordance with the laws of the jurisdiction in which we operate. In competition, we behave fairly, transparently, and reliably. We focus on performance, customer orientation and quality of our products and services, not on illegal or ethically questionable behavior. We do not tolerate corruption, neither by our employees nor by our business partners, regardless of the countries in which they operate. If this anti-corruption obligation is violated, we will take appropriate measures.

### GUIDELINES FOR PREVENTING CORRUPT BEHAVIOR:

#### GENERAL PROHIBITION

It is generally forbidden to offer, promise or grant unacceptable personal benefits to an employee or sales representative directly or indirectly. Consequently, corrupt behavior by PROBAT or third parties commissioned by the company or acting on its behalf is also prohibited. These bans apply to all countries in which PROBAT operates or intends to act and all employees, regardless of their nationality. They apply even if corrupt behavior is common in a country and is not considered unethical by local business partners.

#### FACILITATION PAYMENTS

In some countries it is customary to make payments to officials at the relevant working level to speed up official actions to which there is a legal claim. These so-called "facilitation payments" are in most cases illegal and may not be made.

#### VERIFICATION REQUIREMENT FOR SERVICE PROVIDERS OF ALL KINDS

When third parties provide services to PROBAT, active or passive corruption or actions giving rise to suspicion may occur, i.e., illegal funds may be paid or accepted by these persons/companies. When contacting service providers, PROBAT employees must always make it clear that PROBAT acts in accordance with applicable law, does not tolerate corrupt or other illegal behavior and will immediately terminate cooperation with a service provider in the event of corruption or other illegal behavior.

#### PAYMENTS TO CUSTOMERS, EMPLOYEES, OR REPRESENTATIVES OF OTHER COMPANIES

PROBAT does not make unauthorized payments to employees or representatives of other companies either directly or through service providers. Although such payments may be common practice in some countries, they are illegal and unacceptable to PROBAT.

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GRI 417-3



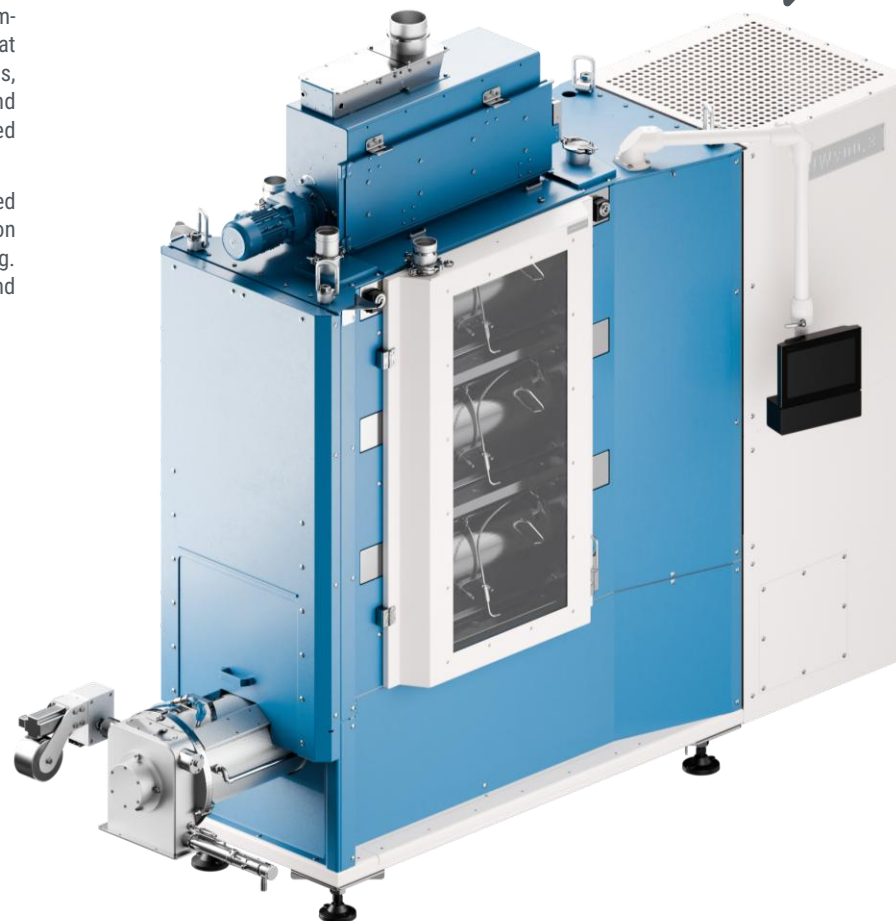
## PRODUCT LABELING



### PRODUCT AND SERVICE INFORMATION

It is crucial for PROBAT to meet information and labeling requirements for products and services. This includes providing accurate and complete information about our products and services, including their characteristics, origin, possible effects and uses. These requirements are an integral part of our CE process. Through the CE process, aimed at compliance with applicable EU directives, we ensure that our products and services meet required standards, and all relevant information is made transparent and accessible so that our customers can make informed decisions.

During the reporting period, PROBAT monitored compliance with the requirements for information about products and services as well as their labeling. No violations of these requirements were found during the reporting period.





# ENVIRONMENT

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- 3. EMISSIONS
- 4. WASTE
- 5. SUPPLIERS
- 6. MATERIALS
- 7. OUTLOOK
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## ENVIRONMENT

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### PROBAT'S ENVIRONMENTAL PROMISE

Climate change is one of the greatest challenges facing humanity. As a leading full-service provider in the food processing industry, PROBAT believes it has a responsibility to make bold, forward-looking decisions that are crucial for the sustainable development of the sector. The climate action plan adopted in the reporting year primarily involves the avoidance and reduction of direct and indirect greenhouse gas emissions. Emissions that cannot be completely avoided are offset by supporting certified climate protection projects.

Our environmental promise also includes the careful use of resources and the continuous reduction of raw material consumption in all business processes. We pay particular attention to the economical use of energy and water. Wherever possible, we favor the use of renewable resources.

We pay particular attention to the economical use of energy. Wherever possible, we prioritize the use of renewable resources.

PROBAT is continuously working on environmental technologies to optimize the energy-saving and emission-reduction potential of production processes in the food industry.



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# ENVIRONMENTAL PROMISE



PROBAT is aware of its responsibility for the environment and is committed to protecting it in the best possible way and reducing possible environmental pollution. Compliance with relevant environmental standards is a matter of course for PROBAT.

This ESG report analyses the environmental impact of our business activities in the 2024 reporting year and provides an overview of the measures implemented to reduce this impact.

We are committed to careful resource management, continuously reducing raw material consumption and our own greenhouse gas emissions across all business processes. We pay particular attention to the economical use of energy. Wherever possible, we favor the use of renewable resources. As part of this reporting, we also provide a detailed overview of our customer solutions for saving energy, using alternative energies and reducing process-related emissions.



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GRI 302

GRI 302-1

GRI 302-4



# ENERGY



Since 2015, PROBAT has conducted an energy audit in accordance with DIN EN 16247-1 every four years. As well as meeting legal requirements, the energy audit aims to analyze the company's energy efficiency in a systematic and holistic way.

## REDUCING ENERGY CONSUMPTION

At PROBAT, energy efficiency measures are developed and ranked according to the "Efficiency First" principle, as well as in terms of their relevance, the resources they use, and their technical and financial feasibility, payback period and effectiveness. The following top measures were implemented in 2024:

- Energy audit in accordance with DIN EN 16247-1
- Energy consulting
- Energy consumption measurement concept

The photovoltaic system installed on the roof of the production hall, which opened in 2022, produces an average of approximately 6,000 kWh of electricity per week. This contributes significantly to minimizing CO<sub>2</sub> emissions at the company's headquarters. Use of the Sunny Portal, a platform for monitoring solar systems, enables accurate tracking of current CO<sub>2</sub> savings.

In the 2024 reporting year, total electricity consumption amounted to 1,866,778 kWh. Of this, 216,936 kWh was generated by the photovoltaic system and 483,588,233 kWh by the CHP plant. The remaining 1,166,254 kWh was purchased from the electricity supplier MVV.

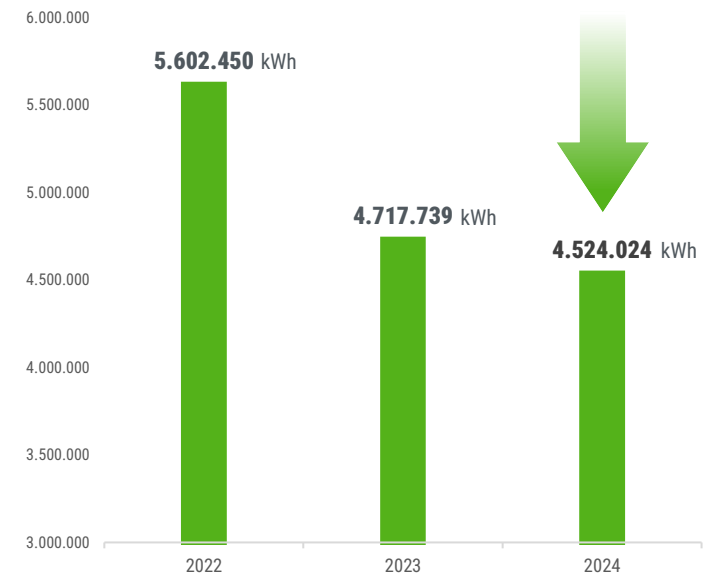
Gas consumption during the same period was equivalent to 2,657,246 kWh.

PROBAT's ventilation and air conditioning system, which has an air delivery capacity of 75,000 m<sup>3</sup>/h, is primarily used to supply tempered air to the company's open-plan offices. Innovative technologies are being implemented to reduce the energy required by the system and its associated costs. In future, not only will the HVAC system consume approximately 60% less energy, it will also monitor and regulate the CO<sub>2</sub> content as well as the room temperature and humidity, providing an overall better indoor climate.

As part of the energy audit conducted in accordance with DIN EN 16247-1, our energy consumption was systematically inspected and analyzed to identify energy flows and potential energy efficiency improvements.

To this end, we have implemented a building-related measurement concept to make future electricity consumption in our buildings more transparent. By recording and analyzing consumption data, areas with potentially high energy consumption can be identified. Based on this information, we can develop and implement targeted measures to reduce energy consumption in the long term. We are supported by a professional energy consultancy in compiling this so-called 'hit list'.

Additionally, we plan to replace the administrative lighting with modern, energy-efficient systems, which will significantly reduce electricity consumption. These approaches represent another important step towards the responsible use of energy resources.



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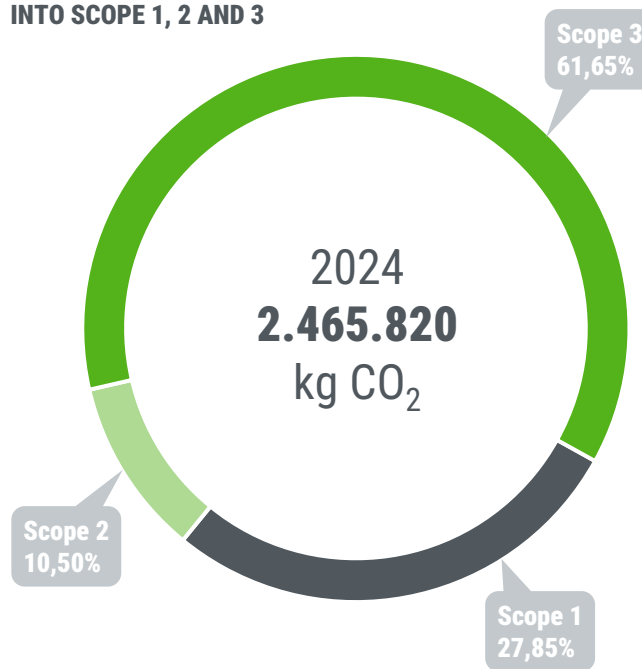


# ENERGY

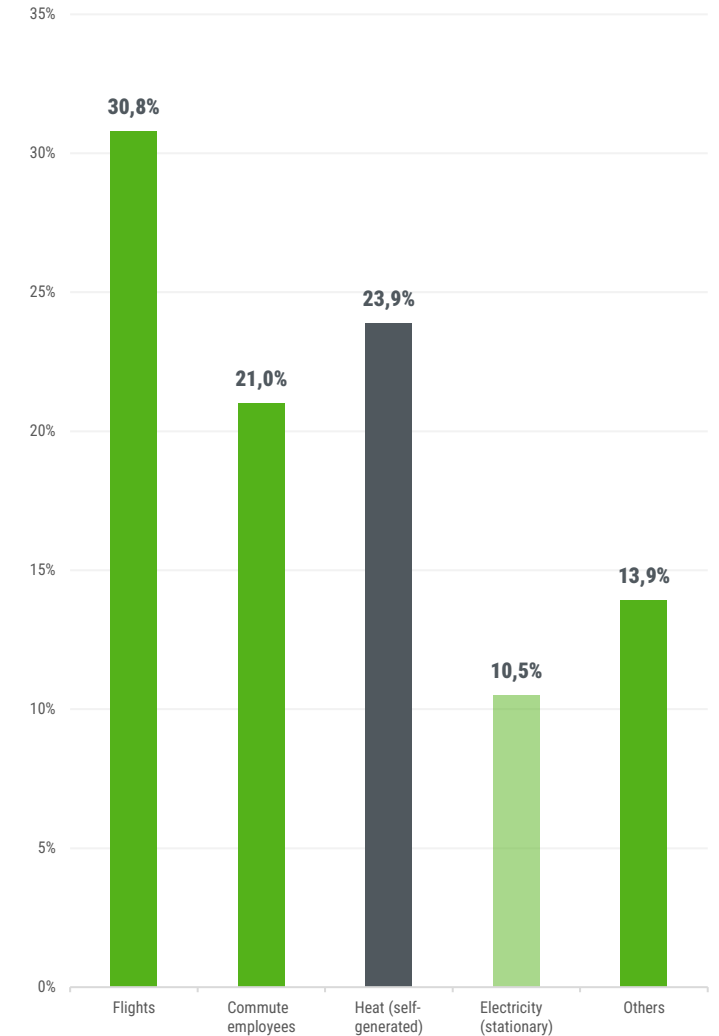


Since 2020, PROBAT has been calculating the location-based carbon footprint on the basis of the Greenhouse Gas Protocol (GHG Protocol), an important, internationally recognized standard for calculating greenhouse gas emissions. Scope 1-3 each describe the different types of greenhouse gas emissions that are caused by the activities of companies. To this end, relevant data on electricity and fuel consumption is collected annually, the resulting CO<sub>2</sub> emissions are calculated, and appropriate avoidance, reduction and compensation measures are derived. Upstream or downstream CO<sub>2</sub> emissions from our products, such as those caused by raw material processing, transport, use and disposal, are not taken into account in the calculation.

## BREAKDOWN OF CO<sub>2</sub> EMISSIONS INTO SCOPE 1, 2 AND 3



## THE LARGEST CO<sub>2</sub> EMISSION SOURCES



## EMISSIONS

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### SCOPE 1

686.770 kg CO<sub>2</sub>



#### STATIONARY COMBUSTION

▪ 588.690 kg CO<sub>2</sub> (24 %)



#### CARPPOOL

▪ 98.080 kg CO<sub>2</sub> (4 %)

### SCOPE 3

1.520.360 kg CO<sub>2</sub>



#### EMPLOYEE COMMUTER TRANSPORT

▪ 516.980 kg CO<sub>2</sub> (21 %)



#### WATER

▪ 570 kg CO<sub>2</sub> (<1 %)



#### WASTE

▪ 207.170 kg CO<sub>2</sub> (8 %)

### SCOPE 2

258.690 kg CO<sub>2</sub>



#### ENERGY

▪ 258.690 kg CO<sub>2</sub> (11 %)



#### PURCHASED GOODS AND SERVICES

▪ 36.000 kg CO<sub>2</sub> (1,5%)



#### BUSINESS TRIPS

▪ 759.460 kg CO<sub>2</sub> (31 %)



GRI 305-1

GRI 305-2

GRI 305-3



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GRI 305-1

GRI 305-2

GRI 305-3



# EMISSIONS



As a global company, PROBAT cannot completely avoid travel. Due to the size and complexity of the machines and equipment the company produces, the presence of experts on site for assembly, commissioning and maintenance is essential. In addition, PROBAT attaches particular importance to maintaining close partnerships with all customers worldwide. Specific issues often require joint and personal coordination to find optimal solutions. Nevertheless, we are aware of our responsibility towards the environment and have been offsetting our air travel since 2020.

A detailed analysis of our corporate carbon footprint (CCF) clearly shows where further CO<sub>2</sub> reductions could be made, particularly in the areas of energy and mobility. The CCF is regularly collected and updated, enabling comparisons with previous years and other companies. The following measures are planned for 2025 to further reduce emissions: Based on the building-related measurement concept, energy indicators are being developed to transparently present consumption and identify specific areas for optimization. Additionally, a roadmap is being developed and further energy-reduction measures are being planned strategically on the basis of the energy audit and consultancy. It is important to continuously monitor performance in order to achieve our long-term goal of net-zero emissions.



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GRI 305-4

GRI 305-5



## EMISSIONS

### SPECIFIC EXAMPLES OF AVOIDANCE AND REDUCTION

- Introduction of a job bike scheme to promote sustainable employee mobility
- Conducting an energy consultation and an energy audit in accordance with DIN EN 16247 to identify the largest energy consumers
- Establishment and expansion of globally distributed service hubs to reduce travel costs and emissions
- Implementation of a building-related measurement concept for detailed recording and optimization of energy consumption.

### REDUCTION OF GREENHOUSE GAS EMISSIONS

The photovoltaic system installed on the roof of the new production hall produces an average of approx. 6,000 kWh of electricity per week, thus contributing significantly to minimizing CO2 emissions at the company's headquarters. The use of the Sunny Portal, a platform for monitoring solar systems, allows for accurate monitoring of current CO2 savings. The PV system has enabled us to save an average of 460 kg of CO2 per day within a year.

For 2025, we plan to develop energy indicators using the building-related measurement concept, create a roadmap, and strategically plan energy-reducing measures based on the energy audit and energy consulting.

### PARTICIPATION IN CLIMATE PROTECTION PROJECTS

The reduction measures already implemented are proving effective, but we are not yet in a position to avoid all emissions. That is why, in addition to avoidance and reduction, offsetting is an important tool. We offset emissions by supporting selected climate protection projects.

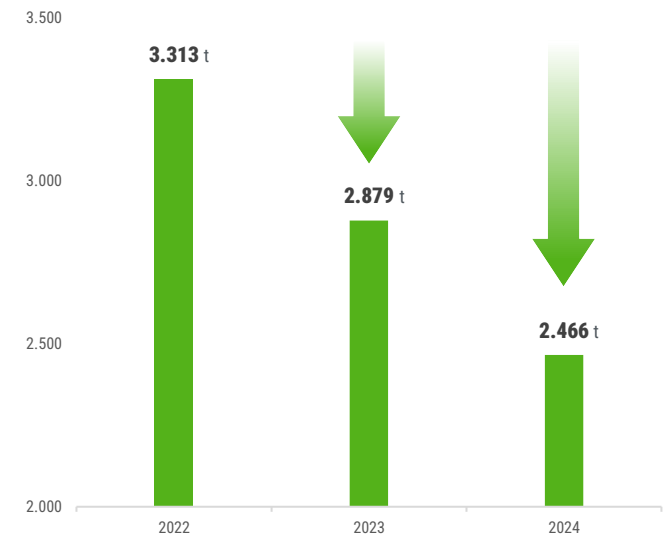
PROBAT supports a regional forest conservation project in Germany that aims to preserve near-natural forest stands. An investment was made based on the corporate carbon footprint to help ensure the protection of the natural forest in the Eifel low mountain range in Germany for the next 50 years.



### MOBILITY

In line with its overall corporate responsibility, PROBAT is committed to creating conditions that enable its customers and employees to contribute to sustainable global development as individuals. To this end, additional charging stations for electric cars were installed in the company's own parking lot during the reporting year. Customers and employees with electric vehicles can recharge them in an environmentally friendly manner directly on the PROBAT premises, and thanks to the smart charging function, without restriction. Employees can also charge their e-bikes free of charge at the e-bike charging stations on the company premises. These measures promote sustainable mobility and facilitate the switch to environmentally friendly means of transport. Additionally, the company bike leasing program provides employees with access to high-quality (electric) bicycles on attractive terms.

### THE POSITIVE DEVELOPMENT OF THE CO2 EMISSIONS AT THE EMMERICH SITE:



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GRI 305-6

GRI 305-7



## EMISSIONS



### SUPPORT FROM EXTERNAL COMPANIES

External companies support PROBAT in reducing its own corporate carbon footprint.

Verso, a leading provider of ESG software solutions, calculates our corporate carbon footprint for us and helps us identify potential reductions and implement appropriate measures. All emissions directly caused by our activities are taken into account. The detailed analysis of our corporate carbon footprint since 2020 has identified potential for further CO2 reductions, particularly in the areas of energy and mobility. We offset emissions by supporting selected climate protection projects.

PROBAT is actively committed to regional environmental and climate protection and supports a local forest conservation project in Germany aimed at preserving the forest in its original state. In 2025, PROBAT made an investment that will enable it to secure and sustainably protect more than two hectares of natural forest in the Eifel low mountain range in Germany over a period of 50 years. This investment is based on the corporate carbon footprint calculated for 2024.



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GRI 306

GRI 306-3



# WASTE



At PROBAT, waste is avoided wherever possible, and materials are reused wherever possible. The transport, storage and environmentally friendly treatment and disposal of unavoidable waste are all regulated. Substances that could harm humans or the environment if released are avoided wherever possible. Hazardous substance management ensures the safe use, transport, storage, recycling, reuse and disposal of hazardous substances.

We regularly check and store the waste disposal certificates and certificates of the waste disposal companies in the Quentic portal, where we document all requirements in the areas of occupational safety, environmental protection, quality management, and sustainability management. Regular checks and inspections with the quality and environmental management officers ensure compliance with legal regulations.

In 2024, 31 types of waste were collected separately across the company and disposed of correctly. The corresponding waste code numbers were assigned. Waste separation and disposal were carried out in accordance with the provisions of the Commercial Waste Ordinance, achieving a separate collection rate of >83.29% (compared to 91.2% in the previous year).

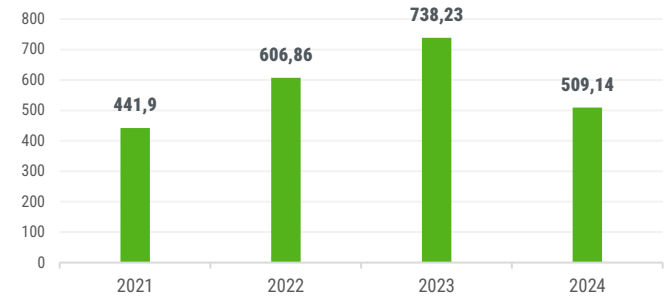
## WASTE GENERATED

A total of 509.14 tons of waste was disposed of in 2024 (compared to 738.23 tons in the previous year), of which 29.79 tons was classified as hazardous. Of this, 20.23 tonnes were sent for recycling.

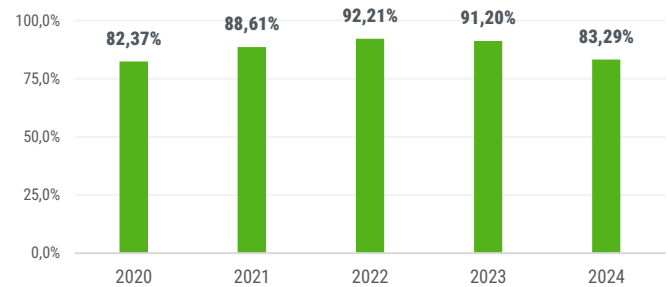
The recycling rate for hazardous waste was 67.91% (compared to 62.5% in the previous year), while the recycling rate for non-hazardous waste was 97.25% (compared to 99.92% in the previous year).

A comprehensive waste disposal concept for production is to be developed in the future that meets the high requirements for sustainable and efficient waste management. The aim is to establish resource-saving processes, reduce waste volumes and optimise recycling potential.

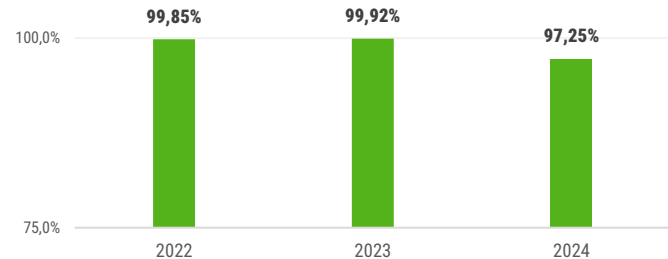
## DISPOSED WASTE IN TONNES



## SEPARATE COLLECTION QUOTA



## RECYCLING RATE



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GRI 308

GRI 308-1

GRI 308-2



# SUPPLIERS



## ENVIRONMENTAL ASSESSMENT OF SUPPLIERS

We assess our suppliers not only on traditional economic parameters, but also on ESG criteria. It is important to emphasize that we only consider suppliers who have signed our Supplier Code of Conduct. This code sets out our expectations for the ethical, social, and environmental standards to which our suppliers must adhere. By adhering to these standards, we can ensure that our supply chain meets our sustainability goals and helps minimize our impact on the environment.

## NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND MEASURES TAKEN

In accordance with the GRI standard, we report on negative environmental impacts in our supply chain and measures implemented to remedy these impacts. No action has yet been taken. However, it is our priority to continuously improve the identification, assessment, and minimization of potential environmental impacts in the supply chain. We strive to partner and develop appropriate strategies to minimize negative environmental impacts and promote sustainability throughout our value chain.



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GRI 301

GRI 301-1

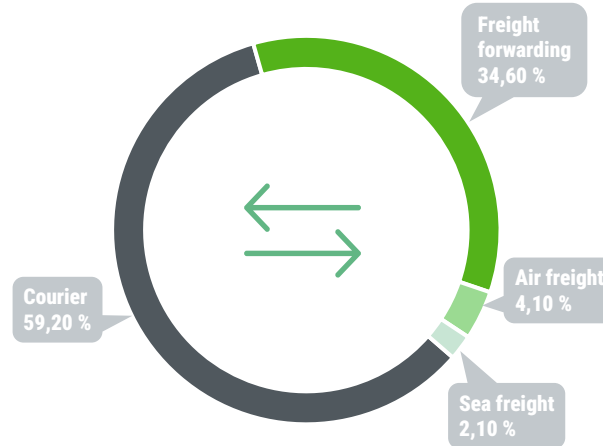


## MATERIALS



### MATERIALS USED BY WEIGHT OR VOLUME

**TOTAL: 4,779 SHIPMENTS**



### CONSUMPTION OF PACKAGING MATERIALS



**28.445 pieces of cardboard**  
(renewable material)



**517 pieces of other**  
(e.g., fabric tarpaulin, etc.; non-renewable material)



**11.802 m of other**  
(e.g. U-profiles; non-renewable material)

A total of 4,912 shipments were sent. Of these, 59.2% were transported by courier service, 34.6% by freight forwarder and just 4.1% by air freight. Sea freight accounted for just 2.1%. Not only did the shipping methods vary during the reporting period, but the range of packaging materials used was also quite broad.

A total of 28,445 pieces of cardboard, a renewable raw material, were used to manufacture packaging. In addition, 517 pieces of non-renewable packaging materials, such as tarpaulins and tension belts, were used. Furthermore, 11,802 metres of other packaging materials, such as U/C profiles, were used; these materials are also non-renewable. Additionally, 28 rolls of biodegradable VCI film were used during the reporting period. We source our wood requirements regionally wherever possible.

PROBAT is working with its logistics service provider on a concept to reduce returns and is investigating the use of more sustainable transport methods. One option is intermodal transport, where truck trailers are placed on rails. However, this method is currently only feasible for full loads and certain destinations such as Italy and Spain.

Another approach to greater sustainability is an agreement with our logistics partner ExPack. Here, packaging materials that are unpacked at PROBAT's logistics centre are reprocessed into new packaging by ExPack. This concept promotes recycling and reduces the amount of waste.

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# MATERIALS

In 2024, our focus was on implementing and further developing a variety of measures to optimize our value-adding processes. The aim was to make process flows more efficient, safer and more sustainable. To this end, we modernized technical infrastructures, integrated digital solutions, and implemented sustainable workplace concepts. By investing in automation, low-emission technologies and health-oriented working environments, we are improving our operational performance while taking environmental and social responsibility throughout the entire value-added process, from engineering to commissioning.

### OPTIMIZATION OF PROCESS ORGANIZATION

Significant optimizations were implemented as part of a customer-focused reorganization of business processes: agile scheduling, simultaneous engineering and optimized team structures have been firmly integrated into the process landscape and everyday work. These changes will sustainably strengthen efficiency, transparency, and collaboration. The development of a cloud-based, cross-location data management system is well underway and will enable even more consistent and resource-efficient data management in future.

### FOCUS ON SUSTAINABLE ACTION!

At PROBAT, sustainability is at the heart of everything we do. Our optimized engineering concepts ensure that our machine and plant components are designed to be efficient and conserve resources. This allows us to save materials and energy while strengthening the long-term cost-effectiveness of our products. The result is more efficient processes, higher manufacturing quality and another step towards responsible, sustainable production throughout the entire value chain.



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## MATERIALS

### FURTHER DEVELOPMENT OF OPERATIONAL CONTROL AND DIGITAL PROCESSES:

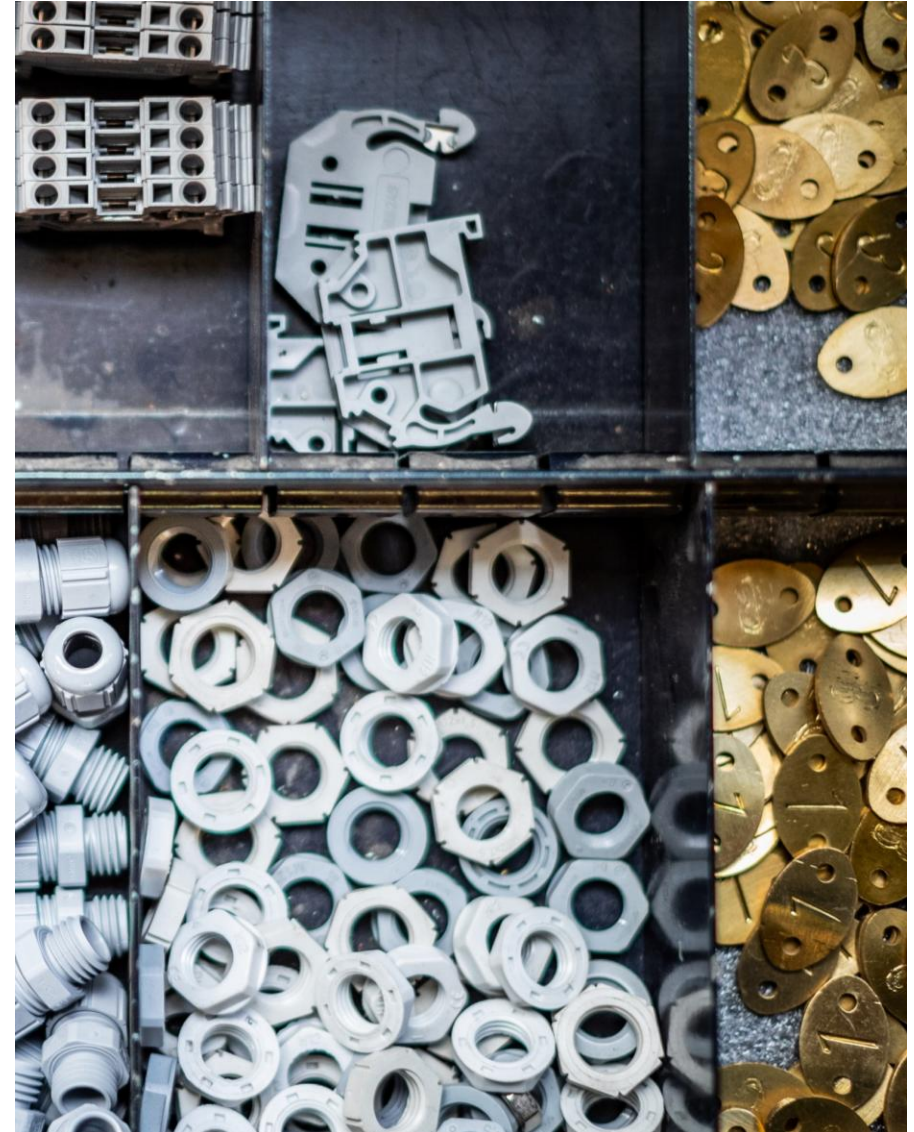
In 2024, the existing shop floor management system was further developed to improve transparency in production areas. Key figures are now updated regularly and systematically evaluated in cross-departmental meetings. The aim is to encourage a more holistic approach and implement concrete improvements.

### LOGISTIK

In materials logistics, the flow of materials from the inventory warehouse to flexible marketplaces was optimized. These marketplaces serve as organizational and logistical hubs within production, enabling efficient collaboration throughout the production process. This has shortened throughput times and significantly improved information quality.

### SOFTWARE

Additionally, our materials logistics software solution has been further developed strategically. Based on our proprietary solution, we have adapted a proven system to meet our needs. This enables us to utilise our expertise to the fullest extent while strengthening our global competitiveness.



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# OUTLOOK



In order to further minimize our ecological footprint, we are planning a series of measures to avoid and reduce emissions by 2025.

### LED LIGHTING

The lighting in our administrative buildings will be replaced with modern, energy-efficient systems. This will significantly reduce our electricity consumption and contribute to the sustainable use of energy resources.

### ELECTRIC THERMOSTATS AND HEATING CONTROL

To optimize energy consumption, we will replace the thermostats in our administrative buildings with energy-efficient electric ones and modernize our heating control system.

### FACADES AND ROOF

To minimize heat loss and reduce energy consumption for heating and cooling, the insulation of the facades and roofs of our administrative buildings will be improved.

### STAFF

Training courses, information events and internal communication measures will educate our employees and raise awareness of environmental issues. Through these measures, we aim to promote environmentally conscious behaviour in the workplace and encourage sustainable practices.





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# PRODUCT DEVELOPMENTS

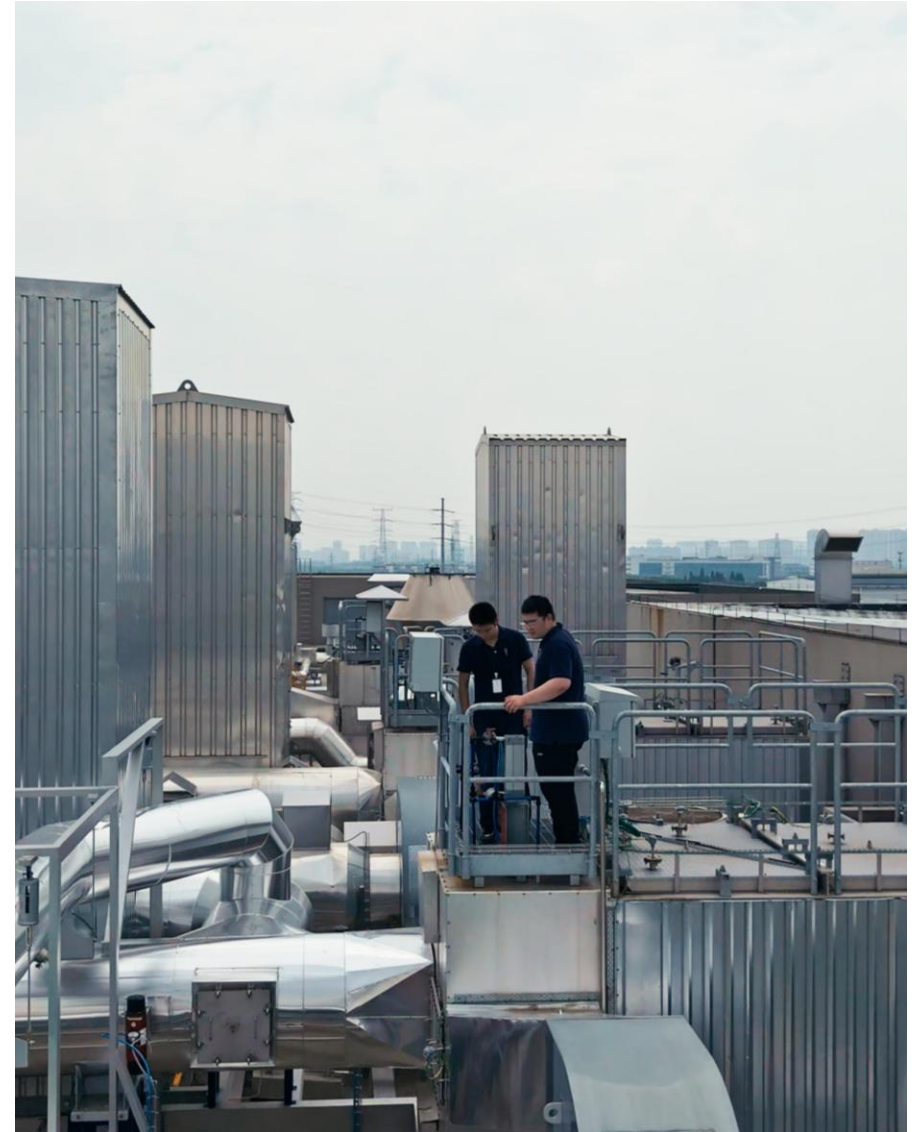


## MORE EFFICIENCY, LESS EMISSIONS

The dynamic landscape of consumer markets is typically defined by fleeting trends, though there are exceptions. The increased focus on sustainability, which has had a significant impact on industries across all sectors of the economy in recent years, is also influencing consumer behaviour worldwide. Consumers value sustainability throughout the entire value chain, including in food processing. Additionally, the Corporate Sustainability Reporting Directive (CSRD), which came into force at the beginning of 2023, has forced many food processing companies to reconsider their approach by tightening the regulations governing the social and environmental information that must be reported. Large companies must now disclose the impact of their business activities on people and the environment.

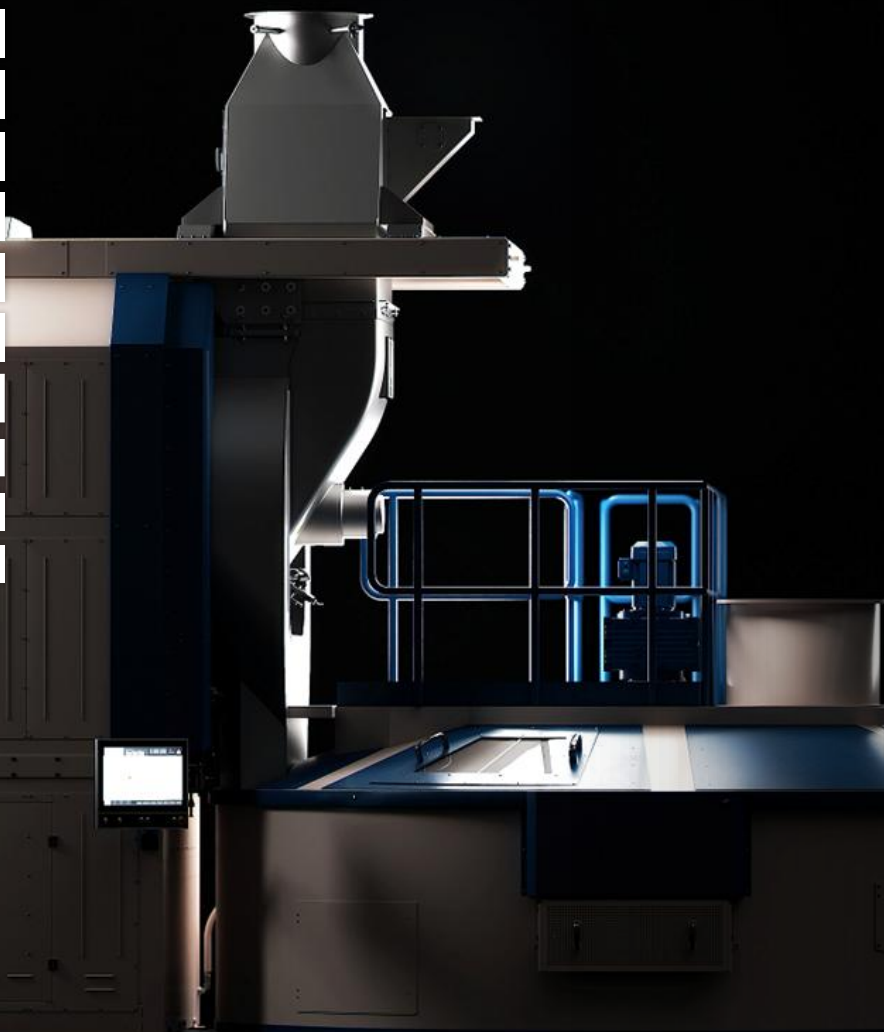
Consequently, many food producers are seeking technical solutions to save energy or utilise renewable energy sources to minimise their carbon footprint. They are also required to minimise environmentally harmful process emissions.

PROBAT supports its customers worldwide in designing sustainable production processes with forward-looking environmental technologies and intelligent sensor technology.





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## NEPTUNE 4000

PROBAT has revolutionized the coffee industry worldwide with innovative roasting concepts. The company's drum roaster portfolio offers an exceptionally wide range of machines tailored to individual requirements in terms of efficiency, productivity, and quality—from small batches to capacities of almost one ton of green coffee.

With the introduction of the NEPTUNE 4000, PROBAT is setting new standards: as the world's largest drum roaster, it impresses not only with its impressive performance and cost-effectiveness, but above all with its maximum energy efficiency. Thanks to standard high-performance cyclones and integrated recirculation technology for thermal energy recovery, the NEPTUNE 4000 meets the highest requirements for resource-saving production processes:

Once the roasting process is complete, the purified exhaust air is usually discharged into the open air via a chimney, resulting in a loss of valuable heating energy. Partial recirculation utilizes some of this heating energy that would otherwise be wasted and feeds it directly back into the roasting process. This not only reduces exhaust air emissions by approximately 70%, but also reduces the amount of fossil fuels required for energy production. Compared to a roasting machine without partial recirculation, this results in energy savings of approximately 30%. In combination with a low-temperature catalytic converter, which is supplied by its own burner, the savings can even be as high as 40%. The advantage here is that the roasting and exhaust air treatment processes are carried out independently of each other.

The optional hydrogen-compatible burner makes the NEPTUNE 4000 future-proof and underscores the company's commitment to reducing operational emissions to a minimum.

With batch sizes ranging from 440 to 880 kg and a roasting capacity of up to four tons of green coffee per hour, the NEPTUNE 4000 offers unrivalled value for money. At the same time, its innovative hygienic design ensures easy cleaning and minimal downtime. PROBAT thus enables its customers to achieve maximum yields with significantly reduced energy consumption – for a sustainable and economical future in coffee roasting.





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### ALTERNATIVE HEATING METHODS

#### HYDROGEN

In 2022, we unveiled a hydrogen-powered P05 specialty roaster to the international coffee industry for the first time. The following year, it won the Specialty Coffee Association's Best New Product Award at the World of Coffee in Athens. In the meantime, our R&D team has successfully developed adaptations to the burner technology so that hydrogen can be used as a scalable energy source, making it an option not only for smaller roasting machines but also for industrial roasting facilities. At a major international industry event in spring 2023, we then presented the first hydrogen-powered large-scale roaster – a Px 120 with a roasting capacity of 500 kg of green coffee per hour. However, CO<sub>2</sub>-neutral hydrogen is still a long way from being an essential part of the global energy supply. The hydrogen available today is mainly produced from fossil fuels, releasing CO<sub>2</sub> in the process. However, its use merely shifts emissions elsewhere. If green hydrogen is available in sufficient quantities and the necessary infrastructure for the safe and efficient operation of a hydrogen-powered roaster is in place, it offers a real opportunity to decarbonize the coffee industry. We have already received numerous inquiries for hydrogen-powered roasters in the 2024 reporting year.

### GREEN ELECTRICITY

In terms of energy efficiency, using electricity to power our roasting machines is the best solution because it is more efficient than using hydrogen. Furthermore, producing hydrogen is very energy-intensive, and energy is lost during transport and storage. During the reporting period, we completed the electrification of our P series specialty roasters by launching the P25e. After the P01, P05 and P12 – the latter of which has a roasting capacity of 85 kg of green coffee per hour – the largest roaster in this series is now also available in an electric version.

During the 2024 reporting period, we sold a total of 34 roasting machines equipped with innovative electric heating technology. Nineteen of these can roast 17 kg of green coffee per hour, while 15 can roast up to 40 kg per hour with reduced CO<sub>2</sub> emissions. Only together can we find a way out of the looming climate catastrophe. We therefore continue to urge our customers to familiarize themselves with electric and hydrogen roasting methods at our technical centre, as they deliver consistent and reproducible roasting results without affecting the taste, just like gas-powered machines. The rising sales figures speak for themselves.

Electric hot air blowers are also available for industrial roasters with high capacities, and are capable of generating the large amounts of energy required to power large machines. However, the ecological balance of electrically powered roasting machines is only improved when green electricity is used.



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# PRODUCT DEVELOPMENTS



## ENERGY SAVING

### HEAT RECOVERY SYSTEMS

PROBAT's extensive product portfolio also includes highly efficient solutions for saving energy by utilizing excess heat from process exhaust air.

A lot of unused energy escapes with the exhaust air from the roasting process. The green coffee preheating system developed by PROBAT uses this excess energy to heat the green coffee beans in a preheating container to a defined drying temperature before they are fed into the roasting machine. As no additional heating energy is required to preheat the green coffee, the energy consumption for the roasting process is significantly reduced. Roasting cycles are also shortened.

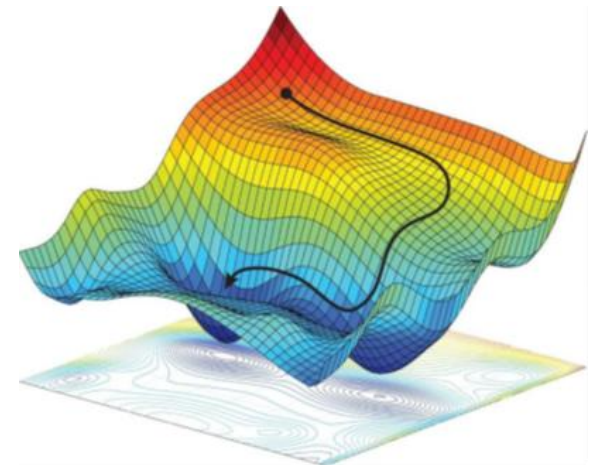
Partial recirculation uses the hot exhaust air after the actual roasting process and feeds it back into the burner. This significantly reduces the amount of exhaust air and the energy consumption of a roasting machine, as less fresh air is required for the roasting process.

All PROBAT roasting machines can also be equipped with a so-called air recuperator - a heat exchanger - which makes it possible to heat cold incoming air with the help of hot roasting exhaust air. This also reduces the energy consumption of a roasting machine.

## OPTIMAL PROCESS CONTROL

Using electrical components to optimize processes, particularly to save energy and raw materials, is also becoming increasingly important in the food industry. For instance, fitting PROBAT solutions with frequency converters helps reduce energy consumption by enabling efficient motor power control. Our software products support our customers by helping them to record energy-related data. For instance, batch reporting records the energy requirements of a roast depending on the type of coffee roasted and the roast recipe. PROBAT has developed Colour Control, a measuring system that records the color value of coffee beans by measuring the radiation they reflect in the near-infrared range rather than the product temperature. These values are converted into electrical signals and sent to the roasting machine or plant control system. When the preset color value is reached, the system automatically stops the roasting process. Factors that influence roasting, such as product temperature and time, are eliminated. Recording energy input via color value determination optimizes energy consumption.

PROBAT's research uses digital twins: mathematical models of roasting machines and coffee beans. These models can be used to accurately map control variables, such as burner output, damper position, fan speed and surface temperature of the coffee beans. Combined with model predictive control, the system can calculate the process sequence in advance and select the control variables to achieve the desired heat input into the beans with minimum energy consumption. The potential for optimizing sustainable, energy-efficient food processing is huge, as more and more machine and process data will be available in the future that can be represented in mathematical models.



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## 8. EXCURSUS

### PRODUCT DEVELOPMENTS

CUSTOMER SUCCESS STORY

MACINTYRE

# PRODUCT DEVELOPMENTS



## EXHAUST AIR TREATMENT

The process-related pollutants produced during coffee roasting are mainly in the form of volatile organic compounds. However, smoke, odors and fine-grained particles such as coffee husks or dust are also components that need to be removed from the process air to reduce environmental impact. In addition to the degree of roasting and the type of coffee bean, emissions from coffee roasting are also influenced by the roasting process. Therefore, the systems offered by PROBAT for the treatment of emissions generated during roasting are tailored to the respective roasting process.

To remove smoke and odors from the exhaust air stream, PROBAT has been offering an electrically powered catalytic converter in its specialty roaster portfolio since the 2024 reporting year. The ReiCatino® is characterized by its high overall cleaning efficiency and ease of maintenance. It replaces the gas-powered exhaust air treatment systems that were previously used for this task, namely the afterburner and the thermal pre-cleaner with catalytic afterburning. Using electricity for flameless oxidation instead of a natural gas-powered burner reduces CO<sub>2</sub> emissions and produces less NO<sub>x</sub>, making the ReiCatino® the first choice for environmentally conscious roasters.

The high-performance cyclones are an energy-efficient solution for optimized skin separation, reduced dust deposits and improved cleaning results. They are used for the removal of coffee chaff and the cleaning of roasting, cooling, and destoner exhaust air.

Thermal pre-cleaners significantly reduce visible roasting gases and odor emissions. They have a modular design to enable retrofitting of an even more efficient catalytic post-combustion system, for example.

PROFORTE is the high-end product and has the lowest energy consumption and the highest cleaning efficiency of all the air purification systems offered. Flameless regenerative thermal oxidation eliminates the need for an additional burner. Exhaust emissions are well below the German TA-Luft limits for hydrocarbons and carbon monoxide and well below the recommended guidelines for nitrogen oxide (NO<sub>x</sub>).

PROAIR is an energy-saving, high-performance solution for reducing odors from cooling exhaust air, specially tailored to the needs of the coffee industry. PROAIR works without the energy-intensive use of catalytic or thermal oxidation technologies and is based solely on a non-thermal plasma process that converts clean air into active oxygen. Introduced into the exhaust duct, the active oxygen oxidizes the odor-intensive components of the exhaust air, reducing odor pollution by up to 91%.

To improve transparency within the value chain, PROBAT has also developed a special CO<sub>2</sub> calculator for the industry, which makes it possible to analyze the emissions of a coffee processing plant depending on various parameters.



# CUSTOMER SUCCESS STORY

EXCURSUS



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# CUSTOMER SUCCESS STORY



## LABENZER STOLZ: RESPONSIBLE COFFEE ENJOYMENT

Labenz, a tranquil village in Schleswig-Holstein, is tucked away between Lübeck and Hamburg, a city that's globally recognised for its coffee culture. It was here that the idea arose to bring sustainable urban lifestyle values to the countryside. This vision led to the creation of the Labenzer Stolz coffee roastery. The swan, the company's trademark, embodies elegance and pays tribute to a place whose name means 'swan' in Old Slavic.

However, the founders, Matthias Berndt and Carmen Szkolaja, wanted to achieve more than just roasting coffee. They wanted to show that enjoyment and responsibility can go hand in hand. Instead of using a gas-powered roaster, they deliberately chose the forward-thinking P05e electric roaster from PROBAT. The roastery is powered by green electricity from wind and solar energy and is completely free of fossil fuels.

Today, their high-quality coffees, which have won numerous awards in recent years, are known far beyond northern Germany. Best of all, no customer has noticed a difference in taste compared to conventionally roasted coffee. However, the way coffee is produced has changed: it is now climate-friendly and produced regionally with a genuine passion for sustainability. It's a real success story for both PROBAT and Labenzer Stolz.



# ENVIRONMENT

PROBAT SUSTAINABILITY REPORT 2024

## MACINTYRE



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# MACINTYRE



In recent years, MacIntyre Chocolate Systems Ltd. (a subsidiary of PROBAT) has implemented a range of ESG initiatives to reduce its carbon footprint, support employees, and strengthen the local community:

- **Renewable Energy:** Installed over 378 solar panels, reducing 41 tons of CO<sub>2</sub> annually..
- **Sustainable Commuting:** Introduced EV and Cycle-to-Work schemes and partnered with Transport Know How Scotland on a travel survey and awareness video.
- **Health & Wellbeing:** Hosted on-site events with local charities to promote physical and mental health.
- **Circular Economy:** Collaborated with Abertay University and Innovate UK to explore reuse of by-products such as spent grains, coffee grounds, chaff, and rice straw in refining processes.
- **Local Supply Chain:** Sourced several key suppliers within one mile of the factory to reduce transport emissions and support local economic growth.

## EMPLOYEE ENGAGEMENT IN SUSTAINABILITY:

- **Awareness & Behavioural Change:** Conducted commuting surveys and provided tools and incentives to encourage greener travel, including EV adoption, cycling, and car sharing.
- **Transparency & Responsibility:** Shared carbon footprint results across the business and developed a Net Zero roadmap in collaboration with Scottish Enterprise and Business Energy Scotland.
- **Continuous Improvement:** Lean processes encourage employees to identify and eliminate waste across all operations.



### BEST PRACTICE

MacIntyre's solar panel project, which delivers a 41-tonne annual CO<sub>2</sub> reduction with a 2.5-year payback, exemplifies the environmental and financial benefits of renewable energy.



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# MACINTYRE



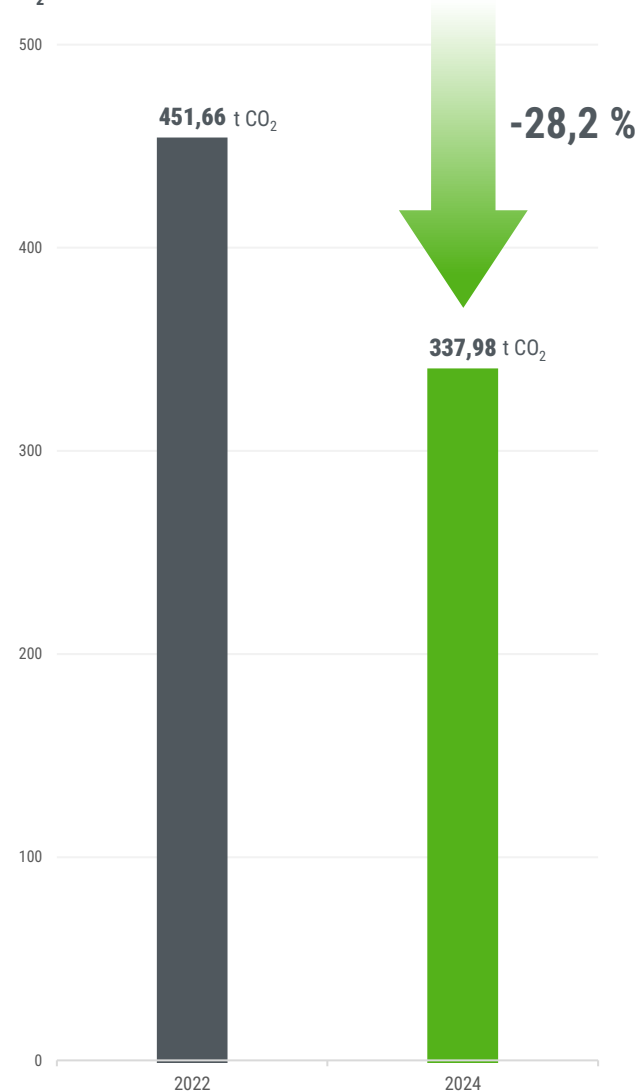
### COLLABORATION & COMMUNITY ENGAGEMENT:

- **Knowledge Sharing:** Participates in industry workshops and seminars to stay informed on best practices and emerging carbon-reduction technologies.
- **Open Engagement:** Hosts events for local colleges, regulators, and the wider business community to showcase sustainability initiatives and encourage collaboration.
- **Community Support:** Sponsors local organizations and community events.
- **Skills Development:** Supports youth employment through apprenticeships and work experience, having trained four local apprentices with plans for four more in 2026.
- **Governance:** Maintains a CAPEX sustainability plan to ensure investments align with long-term

### SUSTAINABILITY GOALS:

- Eliminate on-site gas usage by early 2026, transitioning fully to electric and renewable systems.
- Improve energy efficiency with air stratification systems.
- Store and reuse excess solar-generated energy.
- Monitor and invest in emerging technologies to further reduce footprint and optimize operations.

### CO<sub>2</sub> REDUKTION





## SOCIAL

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MAIN MENU



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We act in the best interests of our stakeholders and the environment. Social responsibility is firmly anchored in our corporate culture and an integral component of our sustainability strategy. We believe that the long-term success of PROBAT is not only based on the financial numbers, but always also an expression of our entrepreneurial dedication to a social, economic, and ecologically just embodiment of global society.

In this section of our ESG report, we provide an overview of our social initiatives, programs, and activities. We will explicitly address the subjects of employee engagement, workplace safety, diversity and inclusion, education and training options and social commitment. We are proud to be making a positive contribution to a sustainable society and are constantly reviewing our efforts.



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# FAMILY BUSINESS

PROBAT is not only dear to the hearts of the proprietor families. This is made clear to all visitors right in the foyer of the company headquarters in Emmerich. In addition to the modern design of the lobby area, multiple wooden “family trees” hang there. These are testament to our employees’ extraordinary dedication to the company and the esteem in which our company is held. These trees hold the names of the employees who have worked in the company for 25 years or longer, and more names are added each year. It is not unusual for companies to stay in the company through generations and entire families are connected to PROBAT.

We usually fill new positions quickly. We train our own new talent and that of other companies in the region in our own training center.

For PROBAT, sustainability means maintaining years of company affiliation in addition to the development of complete solutions to preserve resources and the environment, because humankind, nature and the environment are a common responsibility. The employees, with their outstanding know-how, have been the foundation of our sustainable success for over 155 years. Therefore, we also care intensively for the numerous former employees, be it through an annual retiree gathering or through inclusion in various other activities. We also celebrate anniversaries and retirements and are grateful for the work they performed.

Our headquarters is also home to the Museum of Coffee Technology. Here we invite visitors on a journey through coffee history. Over 1,000 exhibits tell the story of our heritage and the development of coffee roasting. On a tour you can experience how PROBAT has become one of the world's leading companies in the coffee industry.



## PROGRESS THROUGH CHANGE

Despite our long-standing position at the forefront of the industry, our company still shows a progressive willingness to change. Despite the crisis, we launched PROBAT GO in 2020 and have been pushing ahead with digitalization along the entire value chain since 2021. In 2022, we surprised the entire industry with the first “hydrogen roaster.” Through the acquisition of AC HORN Manufacturing and the entry of Royal Duyvis Wiener into the PROBAT Group, we are also specifically strengthening our technological expertise and expanding our portfolio in the global food sector.

The management encourages and supports trendsetting decisions. Many of our customer projects are also development projects that are initially associated with higher insecurity. So, we have to bravely blaze new trails to offer successful solutions. In addition, we promote the classic virtues of entrepreneurship amongst our employees. A distinct error culture is therefore exceptionally helpful for the necessary changes. The supervisors see themselves as guides and sparring partners.



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# FAMILY BUSINESS



## INTERNATIONALITY

PROBAT is a global company that collaborates with customers and partners all over the world. Cultivating personal contacts across borders is part of our tradition. We show our visitors special appreciation by flying the flag of their country of origin in front of our main building during their visit.

Dealing with different cultures is part of our daily business. We not only successfully manage project-related tasks with our international partners, but also work on an equal footing to develop a shared understanding of global challenges.

## DIVERSITY AND INTEGRATION

As early as the beginning of 2016 we started the “Joint Integration” network with four other companies to become active in the refugee crisis and to support people in need, long before politics offered solutions. In addition to German lessons, the companies involved also offered internships and many employees have voluntarily offered their time for this project.

We support various social initiatives and social welfare institutions, particularly those focused on the well-being and education of children and adolescents. We are a partner of the SOS Kinderdorf of the Lower Rhine and also support other important charitable projects in the local area, for which above all the staff act as the driving force.

PROBAT is still mainly managed by men. However, the Diversity Committee promotes careers in the company regardless of gender, religion, or ethnic origin of the employees. PROBAT is an esteemed employer in the region and beyond. We are aware of our responsibility to the weaker members in society, reward the actions of all employees and promote unlimited spirit of innovation.





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### PHILOSOPHY AND MANAGEMENT TEAM

The tradition of a family business does not mean standing still. We believe that the success of the individual determines the success of the team. We encourage the innovative spirit of our employees and value new ideas that contribute to the further development of our company. Being part of the PROBAT Group means combining excellence with global teamwork, characterized by respect and diversity. We think in generations, not quarters. We are a global brand with fifteen sites in nine countries. Founded in 1868 in Emmerich.

PROBAT SE is managed by a dual management system consisting of an Executive Board and a Supervisory Board. In 2024, the Executive Board consisted of the Chairman Wim Abbing and Christian Thimm. The Executive Board is appointed by the Supervisory Board for a maximum term of six years, with the possibility of reappointment for a further six years.

The Supervisory Board consists of three members, one from each of the three owner families. The Board currently consists of Chairman Nils Erichsen, Deputy Chairman Dr Stephan Feldhaus and Dr Michael Müller-Brockhausen. The Board has a strong supervisory and advisory role and also acts as a sparring partner for management. There is a regular and intensive dialogue with management on current issues. Votes on transactions requiring approval are taken at short notice. The Board takes all decisions by a two-thirds majority. The Board meets on a quarterly basis. In addition, four financial meetings are held to discuss the quarterly key figures and forecasts for the current financial year. All PROBAT subsidiaries are supervised by the Supervisory Board. The local management of the subsidiaries participates in the Supervisory Board meetings on a rolling basis or as required. Meanwhile, a digital exchange platform set up specifically for this purpose ensures consistent and comprehensive information.

The term of office of the members of the Board of Directors normally ends at the Annual General Meeting that decides on the discharge of the Board of Directors after the fourth financial year of the term of office. Re-election is possible. If a member retires before the end of his or her term of office, a successor is appointed for the remainder of the term.

PROBAT's shareholders meet once a year - in particular to approve the annual financial statements, determine the amount of the dividend and discharge the management. At the same time, we use the shareholders' meetings for direct, informal dialogue with top management. In addition, shareholders are kept up to date on the latest developments and projects in our company through cross-divisional presentations by the responsible managers.

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## EMPLOYEES



### INFORMATION ON THE WORKS COUNCIL

The term of office for members of the Works Council of PROBAT SE is four years, with unlimited re-election possible. Only employees of PROBAT SE are eligible to be elected to the Works Council. The PROBAT SE Works Council meets weekly for sessions. The Works Council currently consists of 11 members, including 7 men and 4 women.

The PROBAT SE/Overall Works Council meets twice a year for joint sessions with the management board, usually once within 4 weeks after the determination of PROBAT SE's annual financial statements and again six months later. These in-person meetings take place in Emmerich. The PROBAT SE/Overall Works Council currently consists of 6 members, including 4 men and 2 women.

In 2024, in addition to its ongoing co-determination work, the Works Council again made an important contribution to social cohesion, the further development of working conditions, and support for employees. These activities highlight the commitment to a responsible, employee-oriented, and future-focused corporate and social culture.



### SOCIAL AND ORGANIZATIONAL ACTIVITIES 2024

- Organization of the company Christmas party to foster a sense of community
- Birthday visits and greeting cards for former employees over 80 years old
- Donation to the Emmerich food bank as a sign of social responsibility
- Commemoration of deceased former employees during the works assembly
- Active participation in ASA and canteen committees to improve work and life quality
- Support with partial retirement models and guidance through the transition to retirement
- Conducting the election of the Youth and Trainee Representation (JAV)

### AWARENESS AND SOCIAL RESPONSIBILITY

- Information campaigns on the intranet on topics such as workplace appreciation and violence against women to promote a respectful corporate culture

### FLEXIBLE WORKING HOURS

- Promotion of mobile work and home office arrangements to improve work-life balance
- Further development of flexible working time models with planned implementation in 2025

### COMPLETED WORKS AGREEMENTS

- "Job Bike": Promotion of sustainable mobility through bicycle leasing
- On-Call Duty: Regulation of deployment times and compensation
- Company Holidays: Transparent and fair vacation planning
- Conversion of special collective agreement payments into time off



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# EMPLOYEES



### HUMAN RESOURCES AND EMPLOYER BRANDING

Motivated and satisfied employees are a significant precondition for the entrepreneurial success of PROBAT. So, we focus on the promotion of the health of all employees. We want to create a good balance between leisure, private life, and work. We support the individual wishes and needs of each individual employee as much as we can and therefore also offer work-time models that extend beyond the regular "home office".

The dishes in our modern and light company restaurant "Werk III" are designed to provide a balanced diet. A restaurant committee made up of employees ensures sustainable quality and variety. There are regular physio appointments in our company and the employees can take part in our open running group or kick a ball with colleagues in the company team.

Our health circle also organizes weekly sports sessions and other activities. We invest in our employees and want them to be up to date on the current state of events and be able to expand their knowledge as needed. Whether quality management, software or data technology, management development, specific technical training and further education programs or sessions regarding workplace safety, health management and environmental protection. We offer our employees a comprehensive range of education and training. In 2023, a coaching program was introduced for the further development of managers at all management levels with the aim of strengthening and improving cooperation.

The estimation of our employees is an elementary component of our corporate culture. This also includes direct exchange with the CEO, who personally thanks all employees every year before Christmas. Company gatherings have been held digitally or in person since the Corona crisis, and the CEO personally provides information in so-called Town Halls about company developments. The employees are also informed and involved via management meetings and the internal social network.

Our new "PROBAT connected" exchange format, which gives employees the opportunity to work in another PROBAT Group subsidiary for a certain period of time, was also launched in 2023. In the reporting period, three colleagues took part for a period of two to three months - the project was continued in 2024.

In 2024, PROBAT held an employee summer festival featuring live music, a diverse culinary offering, and a family-friendly program for all relatives.

Important progress was also made in the area of digitalization: in 2024, the new HR software "Rexx" was selected and the investment approved. The applicant management module was successfully implemented in the same year, while the full implementation is planned for 2025. The Job Bike program was successfully launched in spring 2024 and has since promoted sustainable mobility among our employees.



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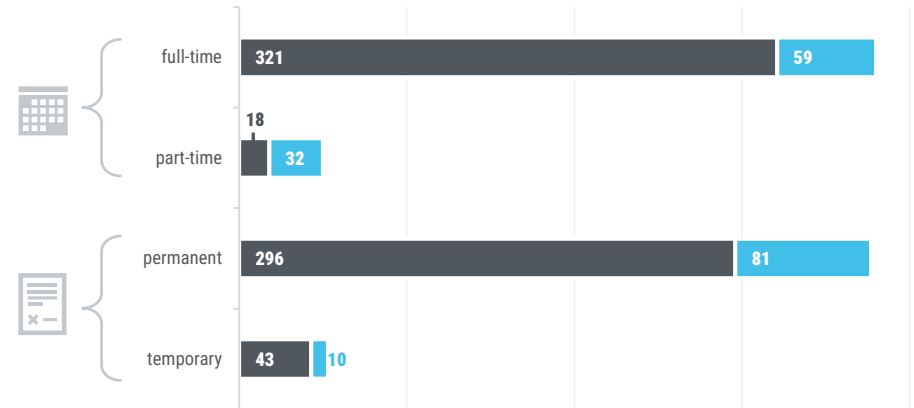
# EMPLOYEES



## EMPLOYEES

In 2024, PROBAT SE employed a total of 430 people. Of this, 377 were permanent employees, of which 296 men and 81 women. There were also 53 employees on temporary contracts and interns, of which 43 men and 10 women. We usually offer new employees temporary contracts, which after two years are converted into permanent contracts. There are three men and two women in the group of hourly employees, who are also included in the temporary contracts. If one considers employment according to working time models, 380 were full-time employees (male: 321; female: 59) and 50 part-time employees (male: 18; female: 32).

In the reporting year, our team consisted primarily of male employees. Therefore, we are promoting gender diversity in our company and encourage women to apply for open positions.



GRI 2-7



# SOCIAL

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GRI 401-3



PROBAT SUSTAINABILITY REPORT 2024

## EMPLOYEES

### NEW EMPLOYEES AND EMPLOYEE TURNOVER

In the reporting year, a total of 28 new employees were hired, representing approximately 6.5% of the total workforce. Of these new hires, 17 people were between 16 and 29 years old, 6 people between 30 and 39, 4 people between 40 and 49, and 1 person 50 years or older. Overall, 21 of the new employees were male and 7 female. These data demonstrate PROBAT's commitment to a diverse and age-appropriate workforce, as well as the promotion of equal opportunities for new hires.

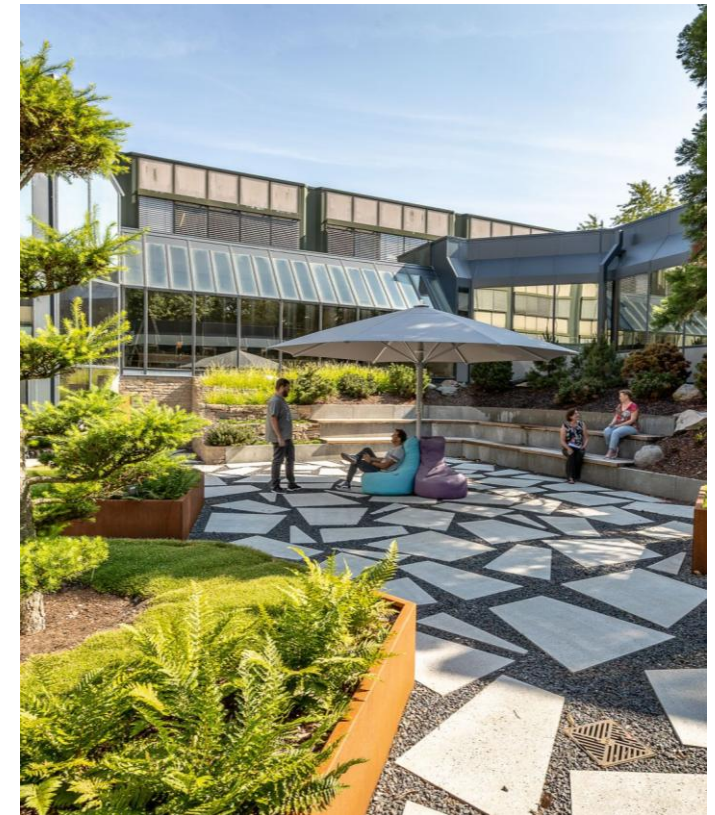
During the same period, 31 employees left the company, of whom 27 were male and 4 female. The age distribution of departing employees shows that 14 people were between 16 and 29 years old, 4 people between 30 and 39, 6 people between 40 and 49, and 7 people 50 years or older. These data provide insight into workforce turnover and help the company identify potential causes for employee departures and develop targeted measures to encourage employee retention.

### CORPORATE BENEFITS

PROBAT offers corporate benefits to all employees, regardless of their employment status. In the interest of equal opportunities and a fair work environment, no benefits are exclusively reserved for full-time employees.

### PARENTAL LEAVE

All PROBAT employees have the right to parental leave in order to balance family responsibilities with their professional duties. In 2024, 5 employees successfully returned to work after an extended parental leave and continue to be employed at the company. We promote and support the compatibility of work and family life by creating an environment in which our employees can fulfill their professional and personal obligations without restrictions.



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## PROBAT SUSTAINABILITY REPORT 2024

# EMPLOYEES



### BETRIEBLICHE VERÄNDERUNGEN

According to the Works Constitution Act, the works council (11 members), as the representative body of the employees, must be consulted in good time on various personnel measures. It has a right of co-determination in matters relating to labor law. For hiring, transfers, restructuring and grouping, the hearing deadline is one week, for statutory notice of termination one week, and for immediate termination three days. The notice periods are set out in the German Civil Code (BGB) and apply contractually to both parties.

The notification periods for short time work are set forth pursuant to the legal determinations in the compensation contract otherwise the legal provisions apply. In Germany, the fundamentals of employee participation are followed, whereby the notification deadlines at least meet or even exceed the legal regulations. We are committed to fair and transparent working conditions and comply with national, collective bargaining and local reporting requirements.

### TRAINING AND FURTHER EDUCATION

With a diverse offering of training courses, PROBAT is meeting the current challenges for the training of skilled workers spurred on by the changing requirements of the international coffee market. Applicants can choose from a total of nine commercial and industrial training positions.

In cooperation with the Rhine-Waal University of Applied Sciences, PROBAT also offers dual degree programs in the areas of industrial engineering and international business management, which conclude with a bachelor's degree. After that, one can also continue toward a master's degree.

The apprentices who are learning a technical trade are trained in our own company training center together with apprentices from other companies. They are intensively supported by a total of six instructors. Despite the variety of the individual trades, the training at PROBAT is of very high quality due to the intensive supervision and learning in small groups of trainees. Thus, PROBAT has an outstanding reputation in the entire region as a training establishment and has already been honored by the Lower Rhine Chamber of Industry and Commerce (IHK Niederrhein) for its special commitment to training.

Many of the trainees then decide to stay in the company after their training. They utilize the numerous supportive further education opportunities to qualify for attractive positions at PROBAT.



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GRI 404-3



# EMPLOYEES



### AVERAGE NUMBER OF HOURS FOR TRAINING AND FURTHER EDUCATION

During the reporting period a total of 325 hours were dedicated to training and further education. These numbers are based exclusively on the employees working for PROBAT. The assessment of the training courses was made using the HR time recording system ATOSS. At PROBAT, we place particular emphasis on our employees' continuous professional development.

### IMPROVEMENT OF SKILLS

Within the scope of our efforts to advance the skills of our employees, we have implemented various programs during the reporting period. These include both internal and external training courses with the goal of continually improving the competencies and knowledge of our employees. Through these programs we offer our employees the opportunity to further develop in their careers and to face the constantly changing demands of the employment market.

### REGULAR PERFORMANCE ASSESSMENT

During the reporting year, we laid great value on the regular assessment of the performance and career development of our employees. This process reflects our dedication to the recognition and appreciation of individual performance and the contribution of the individuals to fulfilling our company goals. The regular performance assessments and the associated career discussions support our employees in recognizing their strengths, identifying potential for their development and to pursue and extend their occupational goals.

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# DIVERSITY AND EQUAL OPPORTUNITIES



We at PROBAT for are convinced that all people have the right to be themselves. So, we are committed to diversity. It is an essential part of our corporate culture. For us, diversity means the plurality of people. We highlight the commonalities of the differences and unite this feeling of belonging under the guiding idea of "PROWIR": Through a clear avowal of the management and the establishment of a diversity circle, we want to sustainably anchor a consciousness of diversity in the heads of our employees - both at the workplace and in private life. We hold many campaigns in the 2024 reporting year, publish contributions on the intranet, initiate discussions and offer training programs to reinforce the understanding of diversity. We also continually review our existing processes and adjust them as needed if they stand in the way of a diverse corporate culture or management.

In order to officially underline our dedication, we are part of the Charta der Vielfalt, the largest German diversity network.





GRI 405-1

GRI 405-2



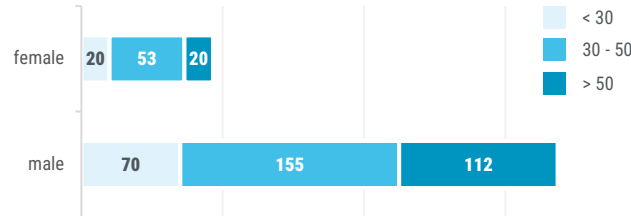
# DIVERSITY AND EQUAL OPPORTUNITIES



## SUPERVISORY BODIES AND EMPLOYEES



In the reporting year, 31 people were part of the management team, of whom 29 were male and 2 female. No manager was under 30 years old, 20 were between 30 and 50 years old, and 11 were over 50 years old.



Of the total 430 employees, 339 are male and 92 female. In the under-30 age group, there are 70 men and 20 women. In the 30 to 50 age group, there are 155 men and 53 women. In the over-50 age group, there are 112 men and 20 women.

The data continue to show a predominance of male employees across all age groups.

## BASIC SALARY AND REMUNERATION IN GENDER COMPARISON

PROBAT is committed to gender equality and fair pay. There are no differences between the basic salary and remuneration of women and men in the company. This is ensured by clear collective agreements that guarantee equal pay for work of equal value. At the same time, we continually work to ensure that all employees, regardless of gender, have the same opportunities for career advancement.



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GRI 2-30

GRI 406

GRI 406-1



PROBAT SUSTAINABILITY REPORT 2024

# NON-DISCRIMINATION

## TOGETHER AGAINST DISCRIMINATION

During the reporting period, we took various measures at PROBAT to prevent incidents of discrimination and to promote an inclusive working environment. These include, in particular, training for the Diversity Group to promote awareness of diversity and equality and to prevent discrimination. No incidents of discrimination were reported in the company in the year under review. This positive development demonstrates our commitment to a culture of tolerance, respect, and fairness in the workplace. We will continue to actively combat discrimination in all its forms and ensure that our employees feel protected and respected.

## COLLECTIVE LABOR AGREEMENTS

The remuneration of our 430 employees is based on the collective agreement for the metal and electronics industry in North Rhine-Westphalia. There are employees at PROBAT who are paid outside the collective agreement. Their salaries are generally higher than the collectively agreed rates. In order to compensate for this, there are different overtime regulations for employees who are paid according to the collective agreement and those who are not. In this way, we ensure fair and appropriate working conditions for all employees.

## FAIR PAY

PROBAT sets clear standards for the remuneration of employees with collectively agreed minimum wages that are well above the statutory minimum wage level. We pay salaries on the basis of fair and transparent remuneration models and regardless of gender.

## WORKING TIME REGULATIONS AND WORK-LIFE-BALANCE

PROBAT is actively committed to the compatibility of work and family. Our employment contracts not only stipulate maximum working hours, but we also offer flexible working time models.

In this way, our employees can better bring their work obligations into balance with their personal needs.



## PARTICIPATION AND INVOLVEMENT

PROBAT promotes the active participation of employees in operational decisions because the possibility of co-determination contributes to a positive corporate culture. Through regular communication and involvement in decision-making processes, we create a motivated and committed workforce.

## FURTHER EDUCATION AND PROFESSIONAL DEVELOPMENT

We support the training and development of our employees. This enables them to continually improve their skills and qualifications to meet the changing demands of the labor market. This not only contributes to the personal development of each individual, but also strengthens the competitiveness of our business.



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GRI 403

GRI 403-2

GRI 403-3

GRI 403-4



# HEALTH AND SAFETY



## IDENTIFICATION OF HAZARDS, RISK ASSESSMENT AND INVESTIGATION OF INCIDENTS

In occupational safety, we follow the applicable laws, ordinances, guidelines, and technical regulations. Pursuant to the occupational safety law, we are obligated to protect the safety and health of our employees at the workplace. Through risk assessment, we anticipate possible hazards and can remedy them before they become a danger to safety or health.

We not only detect potential dangers through regular inspections, but also for new acquisitions or process changes. If there is an occupational accident or a work-related illness, we endeavor to identify the circumstances and the associated risks and to remedy them as quickly as possible.

Hazard identification, risk assessment and incident investigation are part of the integrated management system. If necessary, these are discussed at the Occupational Safety Committee (OSC) meeting and appropriate action is taken. Employees have the option of reporting near misses and unsafe situations anonymously in our occupational safety management tool (Quentic) if necessary, or contacting safety officers and the works council.

## OCCUPATIONAL MEDICAL SERVICES

PROBAT collaborates with the PIMA Health Group to maintain and promote the physical and mental health of its employees and the resulting performance. There is a permanent company doctor who conducts employee examinations, workplace inspections, advises specialists and managers, supports the preparation of risk assessments and general occupational health and safety in the company within the legally prescribed minimum framework.

## OCCUPATIONAL SAFETY COMMITTEE

The employees can turn to the safety manager or occupational safety officer at any time if they have concerns about safety and health. These will then discuss the subject in the OSC meeting.

The OSC has the subordinate task of providing information on the subject of occupational safety in a clear and comprehensive manner to reduce the number of workplace accidents to a minimum and to further develop health protection. This includes in particular the creation of measures and actions as well as their implementation or at least close monitoring and the implementation of regular inspections of the facilities and analysis of these. The OSC is made up of members of the management, company officers, employees of the human resources department, works council members, safety officers, the production management, the occupational safety officer, the company medical service and other experts in the field. The meetings of the OSC take place at least every quarter.

## EMPLOYEE TRAINING

Employee training on occupational safety and health includes, among other things, general safety instructions on office and computer workstations, working and being present in production areas, workplace- and task-specific instructions, annual evacuation drills, and mobile work. In addition, three new safety officers were trained during the reporting period, who play an important role in ensuring compliance with occupational safety and health regulations.

The three new safety officers participated in a second training session in 2024, which enabled them to exchange experiences with other safety officers. Additionally, a new occupational safety specialist was trained and successfully completed the qualification.

### The training covered the following topics:

- Organization of in-house occupational safety
- Cooperation with external partners in the field of occupational safety
- Identification of hazards and stress factors
- Occupational safety measures and the scope of action of safety officers
- Road safety as an area of responsibility

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# HEALTH AND SAFETY



## HEALTH CIRCLE

PROBAT employees meet regularly in various internal groups. These group activities organized by the PROBAT health circle are put on especially for the promotion of health in the workplace. In addition to regular running and swimming sessions, there are advice rounds on subjects such as balanced diet and mental health. The offering of company supported preventative physiotherapy rounds off the portfolio of the regular activities of the health circle. With the fruit day every Tuesday, PROBAT supports its employees to follow a healthy and balanced diet. An annual highlight organized by the health circle is the HOME RUN - a regional charity run. In 2024, 78 participants from PROBAT took part and covered a total of 1,390 kilometers. The run raised €1,500, which will be donated to charity.

Individual specific actions of external institutions are also supported, such as DKMS, an international nonprofit organization dedicated to the fight against blood cancer and blood disorder. In the past, PROBAT has already undertaken bone marrow typing to identify suitable stem cell donors. In total, more than 100 PROBAT employees have now been registered with DKMS as potential donors in the fight against leukemia.

Beyond the activities of the health circle, PROBAT regularly organizes events such as seminars, employee parties, anniversary tributes and retiree meetings to reinforce the feeling of togetherness. Thus, there are many opportunities for intensive exchange beyond work.

As a family company, PROBAT lays special value on the balance of work and family. In addition to a first consultation for pregnant women, part-time models and break rooms that offer a relaxed atmosphere, the company offers an open ear for individual situations. Parental leave has already been used by many mothers and fathers.



GRI 403-5

GRI 403-6



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# HEALTH AND SAFETY



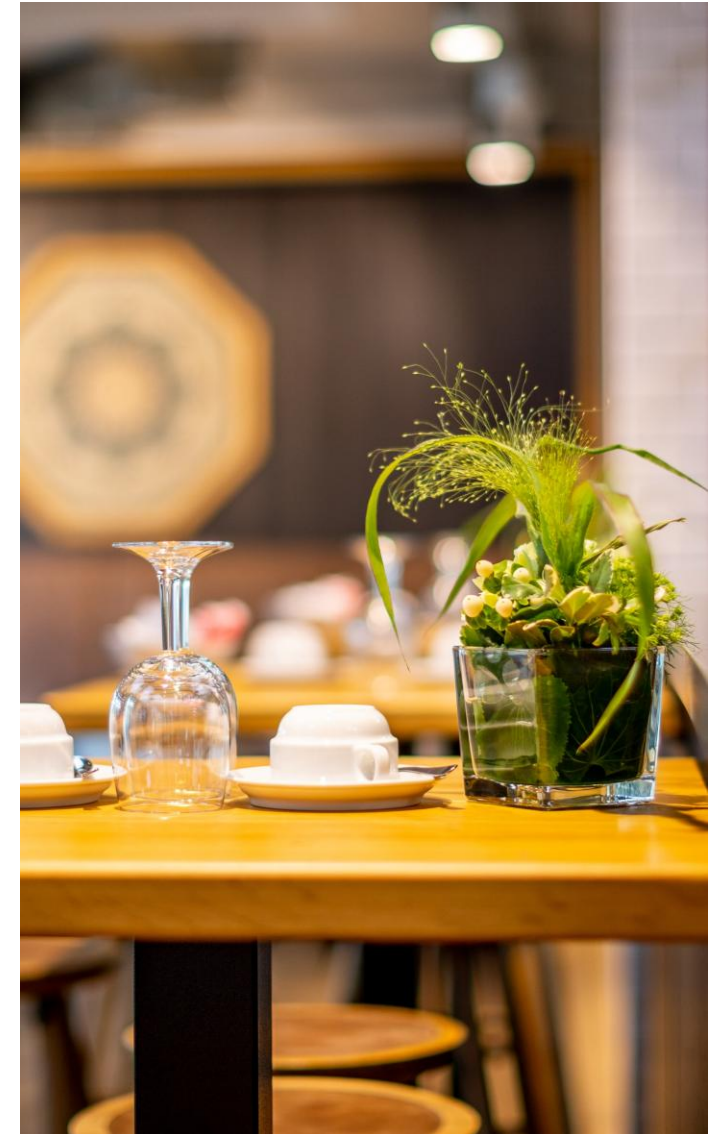
### RESTAURANT WERK III

In the PROBAT company restaurant "Werk III", all guests and employees can expect a varied selection of freshly prepared and well-balanced dishes. The menu changes daily and consists of three dishes:

Wellfit, vegetarian or hearty traditional, there is something to suit every taste. Sunny breaks can be enjoyed on the spacious outdoor terrace overlooking the garden.

**PROBAT attaches great importance to the sustainable management of the company restaurant:**

- Selection of high-quality and sustainable ingredients
- A preference for regional and seasonal products
- Conscientious preparation, fresh on site as much as possible
- Conservative handling of resources and careful recycling
- Use of glass instead of PET beverage bottles
- Exclusive use of reusable packaging



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GRI 403-7

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GRI 403-10



# HEALTH AND SAFETY

## SAFETY AND HEALTH AT THE WORKPLACE

In the reporting year, we once again carried out a comprehensive risk assessment in order to avoid or reduce the impact of our business activities on the health and safety of our employees as far as possible. Among other things, a new risk assessment was carried out for the area of "Traffic safety and presence on the factory premises". The risks identified were eliminated through suitable protective measures, ensuring a safe working environment overall.

In addition, back training courses were introduced in the current reporting year: We have been offering two 10-week back training courses. Our back school is run by our physio team and offers a variety of exercises and advice to improve back health, relieve tension and develop better posture. The courses on offer were used intensively by employees.

In addition, a new beading and flanging machine was purchased for our production department. We have acquired a state-of-the-art machine for simple and precise sheet metal processing.

Logistics was also optimized: electric pallet trucks were purchased in the specialist area to improve ergonomics at the workplace and optimize internal transport and the storage of pallets.

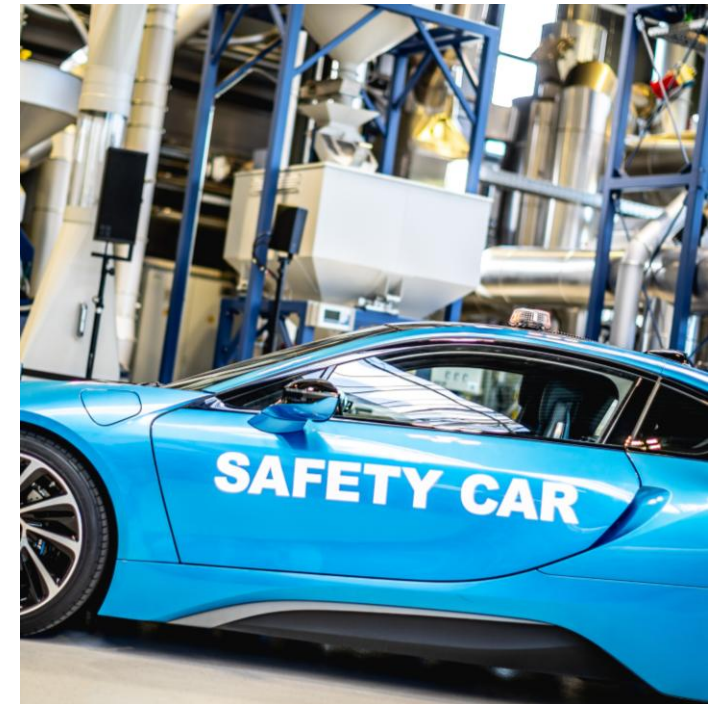


## WORK-RELATED INJURIES

In 2024 there were no work-related injuries in our company with severe consequences. There was a total of seven documented accidents at work, most of which involved cuts and sprains. These events caused a total of 378 lost working hours. There were no work-related injuries among employees who are not salaried and whose work and/or workplace is still monitored by our organization. In 2024, no new work-related hazards were identified that would represent a risk of injuries with severe consequences.

## WORK-RELATED ILLNESSES

In 2024 there were neither documented work-related illnesses nor deaths due to work-related illnesses.



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GRI 410

GRI 410-1



# BUSINESS ETHICS

PROBAT follows the laws of all states in which the company is active. In competition, we promote performance, customer orientation and the quality of our products and services. We follow the national and international laws and regulations as well as the relevant international agreements set forth in our contracts. Products and services endanger neither humans nor the environment and fulfill the agreed or legally stipulated standards for product safety. PROBAT disapproves of corrupt and otherwise illegal activity and does not tolerate it. All commercial activities are subject to the rules of fair competition. PROBAT prohibits child and forced labor and dedicates itself to upholding all labor law provisions and laws in its own company and in its own supply chain.

The company respects equal opportunity in hiring, employment, and remuneration. No one may be discriminated against based on gender, age, ethnic or national origin, religion, sexual identity, union membership or disability. Physical or psychological disciplinary measures in any form are forbidden. This applies in particular if employees report company practices in good faith which violate national, international or internal regulations.



## SOCIALLY ACCEPTABLE WORKING CONDITIONS

Workplace safety and protection of health must be ensured at a minimum within the framework of the national regulations. PROBAT is obligated to introduce guidelines and procedures for workplace safety and to protect health and to communicate these to the employees to reduce or prevent accidents and work-related illnesses. Fair remuneration and adhering to set or industry stipulated minimum wages are a matter of course for PROBAT. In this, as a company we guarantee our employees receive the legal social services they deserve. Our remuneration system is transparent, and payments are made regularly and in the legal currency. Illegal and unjustified deductions from pay and deductions as disciplinary measures are not permitted. We make sure that our employees keep to the set maximum hours that are legal, set by the labor law or normal for the industry in the respective country. Voluntary overtime is paid within the framework of the legal stipulations. After six successive working days, the employees have a right to a free day. In addition, the employees have a claim to annual holiday leave. The employees have the right to collective bargaining and the right to organize in unions. If a country does not permit unions for political reasons, PROBAT will enable independent groupings in another form. Neither employee representatives due to their position nor union organized employees will suffer disadvantages from their membership.



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MAIN MENU

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# ABOUT THIS REPORT



### REPORT PROFILE

This report illustrates the relevance of the subject of sustainability within the PROBAT Group for PROBAT SE with headquarters in Emmerich am Rhein. PROBAT SE is 100 percent owned by the PROBAT-Werke von Gimborn GmbH, whose shareholders are the generations succeeding the three founders Alex van Gülpen, Johann Heinrich Lensing and Theodor von Gimborn.

### REPORTING FRAMEWORK

The awareness of our social responsibility is reflected in our reporting. In 2024 we created an internal and external sustainability report for the third time and still on a voluntary basis. In this, analogous to the consolidated financial statement, quantitative data were collected for the period from 01/01/2024 to 12/31/2024. The collection of qualitative data was performed up until the copy deadline in December 2024. Data deviating from the listed reporting framework are labeled accordingly. The current report for the fiscal year 2024 was created under the guidelines of the Global Reporting Initiative (GRI) and is not subject to external audit. The Sustainability Report 2024 was published on December 17, 2025 in German and in English. Artificial intelligence (AI) was used selectively in the preparation of this report to support text drafting and editorial structuring.

### ENTITIES THAT ARE CONSIDERED IN THE SUSTAINABILITY REPORTING OF THE ORGANIZATION

Within the framework of this sustainability report, we are focusing on PROBAT SE with its location in Emmerich am Rhein. By focusing on the reporting year 2024 we are able, currently still on a voluntary basis, to provide detailed insights into our sustainability efforts and to comprehensively assess the effects of PROBAT's activities on the environment, society, and governance (corporate management).

### REPORTING PERIOD, REPORTING FREQUENCY AND CONTACT

Our sustainability report covers the period from 01/01/2024 to 12/31/2024. To document transparency and to guarantee the continual progress of our sustainability efforts, the reporting will take place every year from now on. For questions and suggestions, please contact our central contact center at: [sustainability@probat.com](mailto:sustainability@probat.com)

We look forward to your feedback and cooperation in the further development of our sustainability strategy.

### EXTERNAL AUDITS

PROBAT's current sustainability report was not subject to external audit because the creation of the report is still voluntary.

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