

ProXES

your processing partner

ESG Report 2025

October 2026

Executive Summary



In 2025, we continued to embed sustainability more deeply into our strategy, operations, product development, and supplier engagement. Guided by our vision to develop smart processing together with our customers and create sustainable value, our efforts focus on four areas: Product Design & Life Cycle, Environmental Impact of Operations, Employee Wellbeing, and Sustainability Governance & Transformation. Many of our customers operate in industries being reshaped by changing nutritional needs, digitalisation, energy challenges and resource scarcity. Through our ESG-by-Design approach, application expertise and co-creation model, we aim to help customers develop more efficient and durable products and processes.

A key area of progress in 2025 was the continued integration of sustainability into our product and lifecycle approach. We launched the "Lifecycle Watt Watch" project to improve transparency around machine energy consumption and developed a standardised calculation template for selected product families. We also advanced implementation of our circular economy strategy, increasing the number of retrofits to existing machines to 84 in 2025 from 80 in 2024 and refurbishing second-hand machinery to extend product life.

From an environmental perspective, we continued to advance our approach to carbon and resource management. Our carbon reduction plan supports our ambition to reduce absolute Scope 1 and 2 emissions by 42% by 2030 from a 2023 base year, developed with reference to SBTi near-term criteria (but not validated by the SBTi). During the year, we expanded renewable electricity arrangements at selected sites, progressed the transition towards district heating at Rheinfelden and updated our company-car policy to support the adoption of electric vehicles. We also introduced a more detailed approach to measuring recycling performance, providing greater visibility into resource use across our operations.

Employee wellbeing and safety remained an important focus. Employee turnover decreased from 17% in 2024 to 15% in 2025, while absenteeism remained broadly stable at 4.7%. Our safety performance reinforced the importance of continued action, and we remain focused on incident investigation, targeted training and preventive measures.

Sustainability governance continued to evolve in 2025. We revised and expanded our ESG Guideline, developed and began implementing a Sustainable Procurement Policy, and introduced additional governance indicators such as business ethics training and information security incidents. External recognition of our sustainability progress continued, and for the third consecutive year, we received an EcoVadis Bronze Medal. Following the November 2025 assessment, our overall score increased by six points year on year to 69 out of 100, placing ProXES within the top 19% of companies rated by EcoVadis.

Overall, 2025 marked further progress in translating our sustainability strategy into action. Looking ahead, our focus is on turning the frameworks developed during the year into sustained progress, supported by a safer and more inclusive workplace, closer supplier engagement and better information on the environmental impact of our products and operations.

Key performance indicators 2025:

1337	47	84	15	69
tCO_2e / €m rev	%	#	%	#/100
Carbon intensity	Renewable electricity use	Retrofits to existing machines	Employee turnover	EcoVadis score

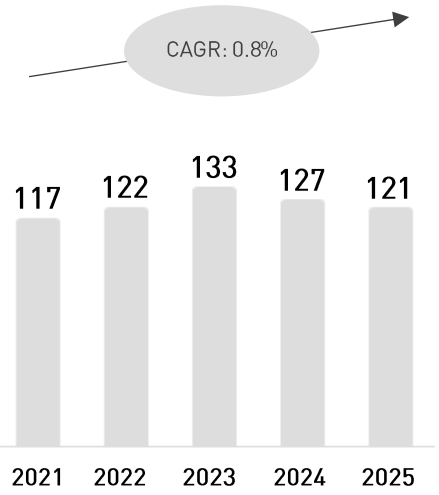
Company Overview

About ProXES

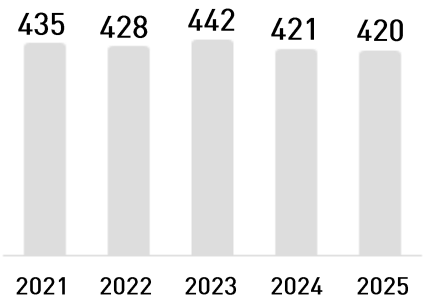
ProXES is a leading European provider of processing and automation solutions for the food, personal care, healthcare, pharmaceutical and advanced-materials markets.

City, Country of HQ	Hamelin, Germany
Primary industry	Industrial Machinery
Website	www.proxes.com

Revenue (EURm)



Employees (#FTE)



Relevance of ESG to ProXES:

- The performance of our machinery can contribute to the energy and resource consumption associated with our customers' production processes. Improving machine efficiency and generating more reliable use-phase data can therefore help customers reduce energy consumption and associated emissions in energy-intensive production processes, while enabling us to evaluate and improve our products more effectively.
- Durability, repairability and circularity are important considerations across the product lifecycle. Our refurbishment, retrofit and spare parts services help keep machinery and components in use for longer, while better product-level data can improve understanding of energy consumption and environmental impact.
- Product safety and quality remain fundamental to our business. This includes identifying and managing risks during product design and supporting the safe and effective operation of our machinery throughout its lifecycle.
- Hygienic design is particularly important for the food, pharmaceutical, cosmetics and other hygiene-sensitive industries we serve. Cleanability and contamination prevention are therefore key considerations when designing machinery for these applications.
- Our sustainability responsibilities extend into the supply chain. Greater supplier engagement and clear expectations provide a stronger basis for identifying and managing environmental, social and operational risks.



ProXES
ESG Report 2025

Progress Overview

ProXES' Sustainability Strategy

Sustainability is an integral part of our corporate strategy and is firmly anchored in our culture. We strive to harmonise ecological and economic goals and to create fair working conditions for our approximately 450 employees.

Our sustainability strategy is structured around four focus topics: Product Design & Life Cycle, Environmental Impact of Operations, Employee Wellbeing and Sustainability Governance & Transformation. These focus areas reflect where we believe we can have the greatest impact to manage sustainability-related topics and support long-term value creation.



Product Design & Life Cycle

We want to understand and minimise the environmental impact of our products by improving energy and resource efficiency.



Environmental Impact of Operations

We want to make our business as environmentally friendly as possible by reducing CO_2 emissions and using resources efficiently.



Employee Wellbeing

We want to offer our employees a fair, safe and inclusive working environment that promotes their health, satisfaction and personal development.



Sustainability Governance & Transformation

We want to embed sustainability into our business strategy and culture to transform our business for the future.

The following section provides an overview of our activities, initiatives and progress across each pillar during the reporting period.

I. Product Design & Life Cycle

Progress Overview 2024-2025

- Through our ESG by Design approach, introduced in 2022, we integrate environmental considerations into product development from the outset. Long service life, modular design, maintenance, upgrades, retrofits and refurbishment support the continued use and adaptation of our machinery. Depending on the type of equipment and its operating conditions, machine life can exceed 20 years, helping to keep materials and components in use for longer and support resource-efficient customer solutions.
- In 2025, we developed a structured circular economy strategy covering product design, materials and waste, and use-phase services. The strategy sets out measures including circular design checkpoints, improved material transparency, production-waste analysis and the continued expansion of maintenance, retrofit and refurbishment activities.
- Building on the first cradle-to-grave Product Carbon Footprint assessment completed for the Stephan Vacutherm in Q1 2024, we launched 'Lifecycle Watt Watch' in 2025 to improve use-phase energy data. The project defines reference machines, applications, recipes, and typical usage scenarios, enabling comparison within machine families and across generations. The methodology was applied to selected product families in 2025, and a standardised calculation template will support the continued expansion of use-phase energy transparency across the portfolio.
- Product quality and safety remain integral to our product lifecycle approach. Internal quality management processes include incoming-goods inspections for selected items, documented intermediate inspections, acceptance tests and final test-bench inspections. Internal audits are based on ISO 9001[1], GAMP 5[2] principles are considered at applicable sites, and machines are evaluated for CE marking[3] under the Machinery Directive.
- We saw a decrease in customer complaints from 209 in 2024 to 125 in 2025[4], supported by increased visibility of complaints, stronger assembly-stage quality controls, a dedicated change-management process and the resolution of specific automation issues. At ProXES, complaints are categorised by root cause and addressed through targeted countermeasures involving quality, engineering, production and procurement.

Indicators	Progress over time	2023	2024	2025
Second-hand machines refurbished and reintroduced (#)		3	3	2
Retrofits to existing machines (#)		50	80	84
Order intake from plant-based products (for new-machine sales) (%)		15%	2%	8%
Customer complaints (#)[4]		225	209	125

[1] ISO 9001:2015 - Quality management systems.
[2] GAMP 5: Good Automated Manufacturing Practice.
[3] CE Marking.
[4] Complaints received during the year related to product quality and were categorised by root cause, with relevant functions involved in developing targeted countermeasures.

II. Environmental Impact of Operations

Progress Overview 2024-2025

- In 2025, we continued to strengthen environmental management, with particular focus on emission reduction planning, energy transparency and resource efficiency. We have established a carbon-reduction plan with reference to science-based criteria, targeting a 42% reduction in absolute Scope 1 and 2 emissions by 2030 from a 2023 base year. This provides a clearer medium-term direction for operational decarbonisation and creates a stronger basis for tracking future progress.
- In parallel, we plan to calculate Product Carbon Footprint (PCF) assessments for our 10 best-selling machines and collect supplier PCFs for items above €50,000 annual order value by 2030.
- Our total carbon footprint decreased by 16% in 2025 from 2024, reflecting updates to emission factors used in the calculation. Scope 1 and 2 emissions decreased by 6%, supported by expanded supplier-specific renewable electricity arrangements at selected sites and an updated district-heating emission factor at Hamelin. Scope 3 emissions remained the principal contributor, with the use of sold products accounting for 86% of Scope 3 emissions in 2025.
- Energy-efficiency measures continued across our sites, informed by energy audits and assessments of renewable-energy opportunities. At Rheinfelden, the annual energy-efficiency review was completed, and work progressed on a district-heating connection to support the transition away from fossil fuel-based heating. Renewable electricity is used across several ProXES locations, including Rheinfelden, Neuenburg, Mundelein and the Belgian office. Across the Group, 47% of purchased electricity came from renewable sources in 2025, excluding the regional grid mix, up from 43% in 2024. We intend to continue expanding renewable electricity procurement over time.
- Mobility was another area of focus. Electric-vehicle pilots demonstrated the potential for emissions reductions and cost savings, leading us to update our company-car policy to enable electric-vehicle procurement under defined conditions. Our Travel Policy also encourages employees to minimise travel and use public transport where practical.
- Reported recycling figures increased in 2025, with the proportion of materials recycled rising from 22% to 49% and the volume increasing from 65 to 120 tonnes. The year-on-year movement partly reflects the introduction of a more detailed activity-based calculation methodology in 2025, which we aim to continue implementing going forward.

Indicators	Progress over time	2023	2024	2025
Scope 1 emissions (tCO_2e)		684	648	658
Scope 2 emissions (tCO_2e)[1]		244	270	203
Scope 3 emissions (tCO_2e)		286198	191184	161370
Scope 1+2 emissions (tCO_2e)		928	918	861
Total emissions (tCO_2e)		287126	192102	162231
Scope 1+2 revenue intensity (tCO_2e/€m rev)		7.0	7.3	7.1

Total emissions revenue intensity (tCO_2e/€m rev)		2155	1519	1337
Total emissions per FTE (tCO_2e/FTE)		650	456	386
Total energy consumption (MWh)		6260	6021	5779
Energy intensity (MWh/€m rev)		47	48	48
Total renewable energy consumption (MWh)		2636	2381	2134
Renewable energy use (%)[2]		42%	40%	37%
Total electricity consumption (MWh)		1100	1092	1126
Electricity intensity (MWh/€M rev)		8.2	8.6	9.3
Renewable electricity use (%)[3]		42%	43%	47%
Hazardous or radioactive waste generated (Tonnes)		35	21	24
Non-hazardous waste generated (Tonnes)[4]		269	280	245
Non-hazardous waste recycled (Tonnes)[5]		83	65	120
Proportion of materials recycled (%)[5]		27%	22%	49%
Water withdrawal (m3)[6]		4738	5810	4913

Report notes:

[1] Market-based emissions.

[2] The lower renewable energy share in 2025 mainly reflects reduced district heating consumption, while natural gas consumption for heating increased slightly.

[3] Including the renewable share of standard electricity tariffs, an estimated 75% of electricity consumed was from renewable sources in 2025, based on supplier-specific fuel mix data where available and national grid mixes otherwise. The reported 47% includes only electricity procured through dedicated renewable electricity contracts.

[4] All locations are included. Where actual data were unavailable for PCN, PUK, PAP, PFR, PUS NJ, PRX and PPL, waste volumes were estimated using average waste generation per m^2.

[5] The increase in non-hazardous waste recycled in 2025 partly reflects a methodology change rather than an actual rise in waste volumes. In 2025, non-hazardous waste recycled was calculated using Tanso and activity-based factors, while the 2024 figure was derived through a manual allocation approach.

[6] All locations are included. Where actual data were unavailable for PFR, PUK, PUS NJ, and PRX, withdrawal was estimated using average withdrawal per m^2.

III. Employee Wellbeing

Progress Overview 2024-2025

- Supporting a fair, inclusive working environment and employee development remains an important part of our approach. In 2025, we introduced a structured onboarding and offboarding framework covering key stages of the employee lifecycle. This includes onboarding plans, mentor and buddy support, regular check-ins and feedback sessions, structured knowledge transfer and practical tools for managers.
- We continued to develop our approach to equality and inclusion. Following the launch of our Equality & Inclusion initiative and accompanying Guideline in 2024, company-wide training was assigned to employees in 2025 to strengthen awareness and support consistent implementation. We also set targets to increase the proportion of women to at least 15% in Executive Management and 25% in middle management by 2026 (base year 2024).
- Providing a safe and healthy working environment also remains a key priority for ProXES. Internal health and safety audits are conducted across our sites, with follow-up measures overseen by quality management. Safety officers develop action plans following incidents and monitor implementation, alongside established processes for tracking safety performance.
- At the Rheinfelden site, we follow Switzerland's industry-specific occupational safety framework through Swissmechanic[1] and complete an annual audit questionnaire. In 2025, the site strengthened its H&S management system through updated documentation, an internal H&S audit, and an updated electrical safety concept. SUVA[2] also conducted an inspection focused on hearing protection, after which agreed improvement measures were implemented. At the Hamelin site, we continued annual internal H&S audits to review compliance, identify improvement areas and track follow-up actions.
- Health and safety performance is closely monitored to identify risks and inform preventive action. In 2025, work-related injuries increased from seven to ten, contributing to an accident rate of 2.5. The increase in days lost, from 43 to 225, was primarily driven by two accidents involving extended recovery periods. In response, we continue to focus on incident investigation, targeted training, and preventive measures.

Indicators	Progress over time	2023	2024	2025
Employee turnover (%)		16%	17%	15%
New hires excluding those from M&A (FTE)		85	65	58
Female hires excluding those from M&A (FTE)		12	19	15
Absenteeism rate (%)		6.6%	4.8%	4.7%
Total absenteeism hours (#)		53504	37378	37138
Number of employees trained over the reporting period (#)		436	455	460

[1] Swissmechanic is the Swiss employers' association for the mechanical, electrical and metal industries and provides an industry-specific occupational safety framework.
[2] SUVA (the Swiss National Accident Insurance Fund) is the primary institution for occupational health, safety and accident prevention in Switzerland.

Average training hours per FTE during the last 12 months (#)[1]		3	5	4
Employee engagement survey response rate (%)[2]		-	49%	-
Total number of board members (#)		4	4	4
Number of women on the board (#)		0	0	0
Gender diversity of the board (%)		0%	0%	0%
Total number of employees in executive management (#)		5	3	3
Total number of women in executive management (#)		0	0	0
Gender diversity of executive management (%)		0%	0%	0%
Number of middle management members (excl. group executive mgmt.) (#)		29	36	36
Number of female middle management members (excl. group executive mgmt.) (#)		7	8	6
Gender diversity of middle management members (%)		24%	22%	17%
Total number of women in the workforce (FTE)		73	75	79
Gender diversity of the workforce (%)		16.6%	17.9%	18.7%
Percentage of women among the top 10 highest paid in the company at the end of the year (%)		0%	20%	0%
Unadjusted gender pay gap (%)		20.5%	11.4%	21.4%
Work-related injuries (#)		6	7	10
Days lost due to injury (#)[3]		53	43	225
Number of work-related injuries (>1 day leave) (#)		6	5	9
Work-related fatalities (#)		0	0	0
Accident rate (#)		1.5	1.8	2.5
LTIF rate (#)		1.5	1.3	2.3

Total hours worked (labour hours) (#)	805934	783390	789163
Sexual harassment or discrimination issues (#)	1	0	0

Report notes:

[1] Average across all employees (FTE) and all recorded trainings, including e-learning, compliance and anti-corruption training.

[2] Employee engagement survey was not conducted in 2025 and is planned for 2026.

[3] The 2025 increase versus 2024 is driven by two individual work-related accidents, each resulting in an extended period of absence.

IV. Sustainability Governance & Transformation

Progress Overview 2024-2025

- Our sustainability governance is supported by cross-functional engagement and regular management oversight. Our Sustainability Circle brings together colleagues from across the organisation, with ESG topics also addressed through regular updates to Executive Management.
- Building on the first ESG Guideline introduced in 2023, we revised and expanded the Guideline in 2025. The updated version provides practical guidance and ESG principles for employees, alongside forward-looking targets covering operational energy and emissions, product carbon footprint transparency, circularity, responsible procurement, water stewardship, information security and ESG reporting.
- We also developed and started implementing a Sustainable Procurement Policy in 2025. The Policy covers the integration of sustainability criteria into supplier selection, promotes low-emission transport options and the application of our Supplier Code of Conduct. 14 preferred suppliers were audited in 2025.
- Policies and guidelines currently in place include the ESG Guideline, Employee Code of Conduct, Code of Conduct for Business Partners, Group Guideline on Sustainable Procurement, Group Guideline for Equality and Inclusion, and supporting policies and procedures covering anti-bribery and corruption, data protection and information security, whistleblowing, gifts and hospitality, human rights and environmental management.
- For the third consecutive year, we received an EcoVadis Bronze Medal, providing external recognition of our sustainability management approach. In the 2025 assessment, our score increased by six points compared with the previous year to 69 out of 100, placing us within the top 19% of companies assessed by EcoVadis.
- We introduced additional indicators covering business ethics training and information security incidents, providing greater visibility of these governance topics.

Indicators	Progress over time	2023	2024	2025
Preferred suppliers audited (#)		26	14	14
Percentage of employees trained in business ethics (%)		-	-	50%
Number of confirmed information security incidents (#)		-	-	1
EcoVadis score (/100)		-	63	69
EcoVadis medal		Bronze	Bronze	Bronze

2025 Action Plans

This section contains action plans and initiatives aimed at improving our ESG performance over the reporting year. The action plans contain a description of the planned initiative, a progress description, the material ESG theme, a target date, a responsible person, and a status.

Project 1

Initiative: Data quality improvement for energy consumption during the use phase of machinery



Supports SDG Target 13.2 to integrate climate change measures into national policies, strategies and planning

Progress description: In 2025, we launched the project "Lifecycle Watt Watch" to improve data quality and transparency on energy consumption during the use phase of our machines. A standardised reference framework was established, defining reference machines, applications, recipes and usage times, including cleaning cycles. Based on this reference logic, expected energy consumption per use case can be calculated. The approach has been applied to initial product families and will be continuously expanded.

ESG Theme	Target date	Responsible	Status
Product Design & Life Cycle	Q4 2025	M. Setzen and S. Falkenberg	Completed

Project 2

Initiative: Develop and implement a sustainable procurement policy



Supports SDG Target 12.7 to promote public procurement practices that are sustainable

Progress description: In 2025, we developed and started implementing a Sustainable Procurement Policy to align purchasing decisions with our sustainability commitments. The policy defines key principles and targets, including the integration of sustainability criteria into supplier selection, the use of low-emission transport options and the application of our Supplier Code of Conduct. Initial implementation steps include adapting procurement documents, preparing trainings and starting to build the necessary data infrastructure to support consistent application.

ESG Theme	Target date	Responsible	Status
Sustainability Governance & Transformation	Q4 2025	M. Setzen and S. Falkenberg	Completed

Project 3

Initiative: Develop and implement a structured onboarding process



Supports SDG Target 8.5 to achieve full and productive employment and decent work for all

Progress description: In 2025, we redesigned and implemented a structured onboarding and offboarding framework covering the full employee lifecycle. New onboarding tools include a welcome email, a structured three-to-six-month onboarding plan, a mentor/buddy programme, and regular check-ins and feedback sessions. In parallel, standardised offboarding tools were introduced to ensure knowledge transfer, structured feedback and respectful transitions. All tools are bundled in a dedicated toolbox for managers with leadership responsibilities.

ESG Theme	Target date	Responsible	Status
Employee Wellbeing	Q4 2025	M. Setzen and S. Falkenberg	Completed

2026 Action Plans

This section contains action plans and initiatives aimed at improving our ESG performance over the coming years.

Project 1

Initiative: Product Carbon Footprint calculation - development of a standardised calculation tool



Supports SDG Target 13.2 to integrate climate change measures into national policies, strategies and planning

Description: Building on the first PCF calculation completed in previous years, the goal of this project is to develop a standardised in-house tool for calculating cradle-to-gate Product Carbon Footprints in accordance with VDMA guidelines. The tool creates transparency on product-related emissions, ensures a consistent and verifiable methodology across the product portfolio, and enables ProXES to respond to customer requests for product-level carbon data. First machine types will be calculated with the tool in 2026; the PCF coverage of the machine portfolio will be extended in the coming years.

This project includes:

- Development of a standardised PCF calculation tool (cradle-to-gate) with a maintained emission factor reference and built-in data quality checks
- Calculation of the PCF of the first machine types using the tool
- Development of a standardised, customer-facing PCF report format

ESG Theme	Target date	Responsible	Status
Product Design & Life Cycle	Q4 2026	ESG Team	In progress

Project 2

Initiative: Sustainability training for all employees



Supports SDG Target 4.7 to ensure that all learners acquire the knowledge and skills needed to promote sustainable development

Description: The goal of this project is to develop a company-wide sustainability training and have it completed by all ProXES employees. The training is designed as an interactive e-learning module delivered via the learning management system and covers why sustainability is relevant for ProXES, which sustainability goals and principles ProXES pursues, and how employees can contribute in their own roles and everyday decisions.

This project includes:

- Development of an interactive e-learning module with a final knowledge check
- Roll-out to all employees, with completion documented via the learning management system

ESG Theme	Target date	Responsible	Status
Sustainability Governance & Transformation	Q4 2026	ESG Team	In progress



ProXES

your processing partner

Carbon Report 2025

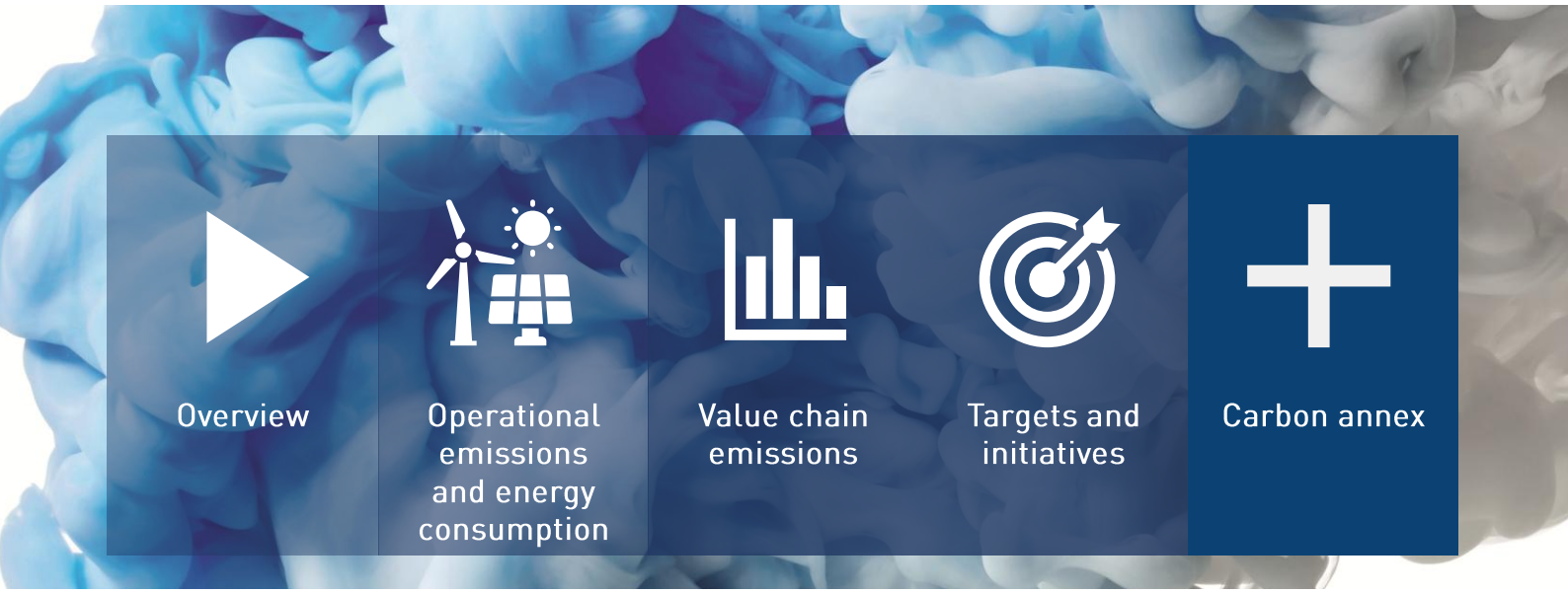
About this report

This section of the report presents ProXES' greenhouse gas footprint assessment, covering emissions across Scope 1, Scope 2 and relevant Scope 3 categories. The assessment was prepared using the data collected through our licensed carbon accounting software, supplemented by operational records, desk research, supplier and customer information, and input from relevant internal stakeholders.

Company profile

ProXES is a global process technology group headquartered in Hamelin, Germany, providing industrial machinery and processing solutions for the food, pharmaceutical, cosmetics and chemical sectors. Through our brands FrymaKoruma, Stephan, and Terlet, ProXES combines decades of expertise in mixing, emulsifying, and processing technologies to deliver integrated solutions for semi-liquid and liquid products worldwide.

Temporal limits	2023 - 2025
Standard	GHG Protocol Corporate Standard and Corporate Value Chain (Scope 3) Standard
Emission factor sources	Emission factors were taken from a range of recognised sources depending on the material or activity concerned, including BEIS/DEFRA, IPCC (AR6), EXIOBASE, environmental product declarations (EPDs) and peer-reviewed research papers.
Study approach	• Operational control approach. • The assessment aims to cover all material emission sources within the defined organisational and operational boundaries, subject to data availability and the exclusions described in this report. • Scope 2 values are reported using the market-based approach, unless otherwise stated.
Exclusions from study	Emission categories were excluded where they are not applicable to our business model or of negligible materiality. Details can be found on pages 9-11 of this report.



Overview

Our total carbon footprint decreased by 16% in 2025, primarily reflecting updated emission factors across key operational and value chain categories

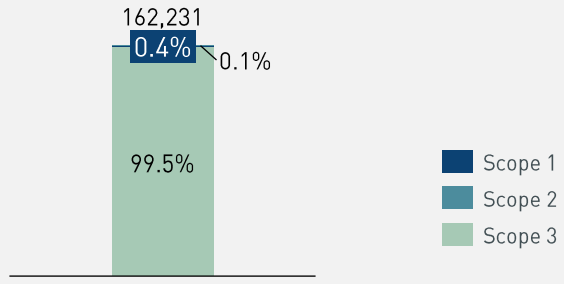
Total carbon footprint & carbon intensity (Scope 1, 2 & 3)

162,231	2025, tCO_2e[1]
192,102	2024, tCO_2e[1]
1,337	2025, tCO_2e/mEUR
1,519	2024, tCO_2e/mEUR

Our carbon footprint was primarily driven by Scope 3 emissions, with the use of sold products accounting for 86% of Scope 3 emissions, that reflect the energy consumed by our equipment during customer operation. Our total carbon footprint decreased by 16% in 2025, driven largely by updated emission factors rather than material changes in underlying activity. The operational (Scope 1 and 2) emission reduction was supported by increased renewable electricity procurement at selected facilities and updated district heating emission factors at the Hamelin site, while Scope 3 emissions decreased due to lower expense-based emission factors applied to material purchases and freight.

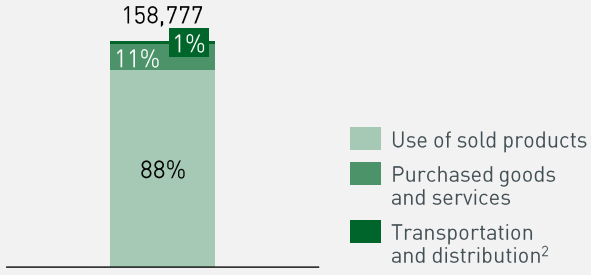
GHG Protocol Scope breakdown

GHG Emissions (2025, tCO_2e)



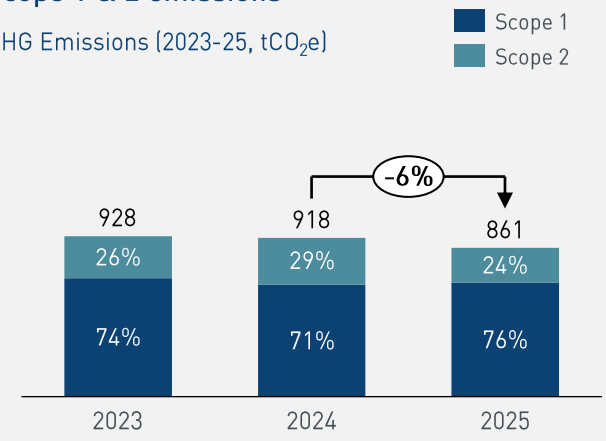
Top three GHG Protocol emission categories

GHG Emissions (2025, tCO_2e)



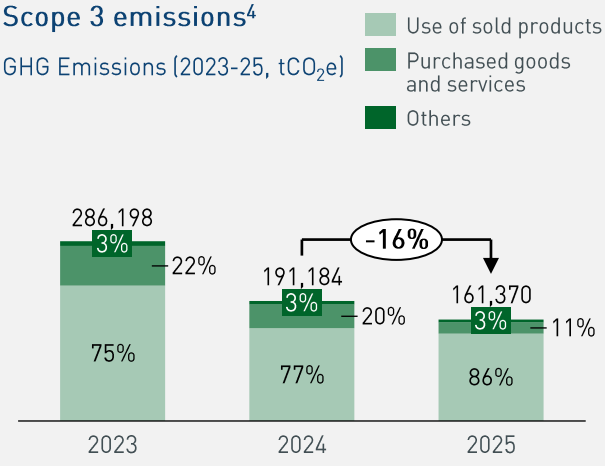
Scope 1 & 2 emissions[3]

GHG Emissions (2023-25, tCO_2e)



Scope 3 emissions[4]

GHG Emissions (2023-25, tCO_2e)



Data quality

Scope 1 and 2: High Scope 3: Medium Indicative data quality	Our Scope 1 and 2 data quality is high, supported by comprehensive consumption reporting and supplier-specific emission factors where available, while our Scope 3 inventory is based on a mixed data approach, combining supplier-specific, activity-based and spend-based inputs depending on category-level data availability.

ProXES' 2025 hypothetical carbon costs[5]

INDICATIVE

€70 k	0.06%
Company carbon cost based on €82/tCO_2e carbon price	Carbon cost vs revenue

[1]The carbon footprint is expressed in tonnes of carbon dioxide equivalent (tCO_2e) and includes the seven greenhouse gases, namely CO_2, SF_6, CH_4, N_2O, HFCs, PFCs and NF_3; [2]This includes Scope 3 emissions from both upstream and downstream transportation and distribution; [3]Scope 2 emissions are presented using the market-based method unless otherwise stated. Location-based results are shown on page 4; [4]A detailed breakdown of all Scope 3 categories included in the analysis is provided on page 5; [5]These figures illustrate the hypothetical annual cost of applying an internal or external carbon price of €82/tCO_2e. Reference: EU Carbon Permits - Price - Chart - Historical Data - dated July 27, 2026.

Operational emissions & energy consumption

Our operational emissions decreased by 6% in 2025, driven by increased renewable electricity procurement and the application of an updated emission factor for district heating

Performance

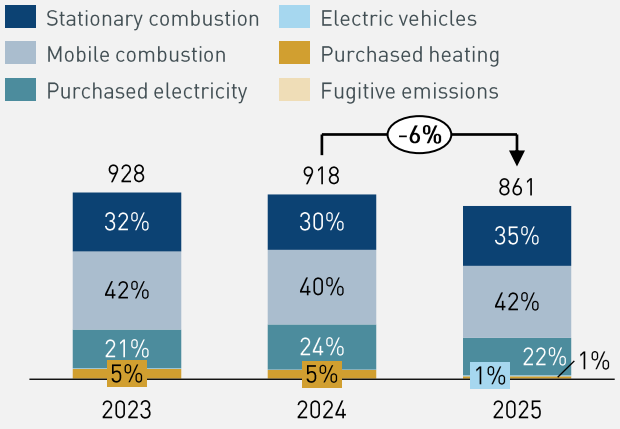
Our operational emissions were primarily driven by Scope 1 emissions, with mobile combustion representing the largest source, followed by stationary combustion, while emissions from purchased electricity and district heating accounted for the remainder under Scope 2. In 2025, our operational (Scope 1 and 2) emissions decreased by 6% compared to 2024, while overall energy consumption remained broadly stable. This reduction was primarily attributed to a 25% reduction in market-based[1] Scope 2 emissions, supported by expanded supplier-specific renewable electricity arrangements at selected sites[2], alongside the application of an updated emission factor for district heating at the Hamelin site. Scope 1 emissions from stationary combustion increased marginally by 8%, driven by higher natural gas consumption across facilities, while mobile combustion emissions decreased by 3% due to lower diesel use in our company fleet. This reduction in diesel use was partly supported by the broader transition towards battery electric vehicles (EVs). While this shift contributed to lower diesel-related emissions, the increased use of EVs led to a fourfold increase in associated electricity-related emissions compared to 2024.

Data quality

Our Scope 1 and Scope 2 data quality improved in 2025, supported by comprehensive consumption reporting across relevant Scope 1 and 2 categories and the use of supplier-specific emission factors where available. This enhanced the robustness of the emissions calculation and supports year-on-year (YoY) comparison.

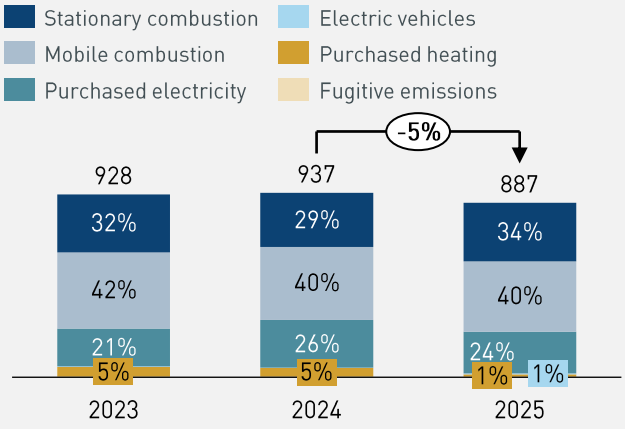
Scope 1 & 2 emissions (market-based)[1]

2023-25 (tCO_2e)



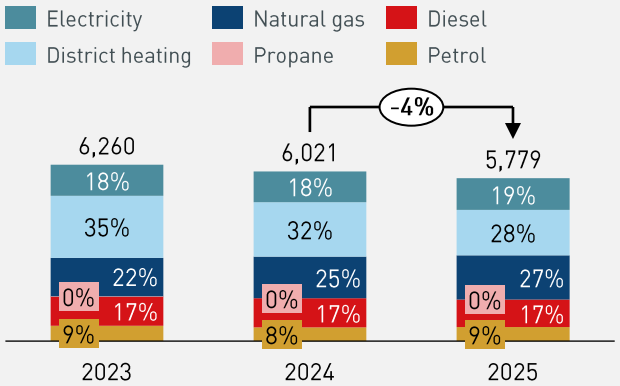
Scope 1 & 2 emissions (location-based)[1]

2023-25 (tCO_2e)



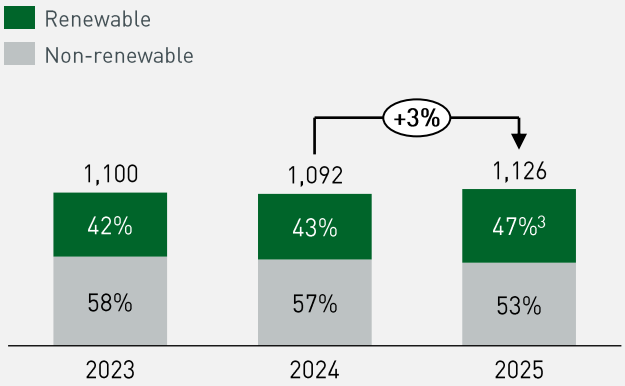
Energy consumption

Per fuel type, 2023-25 (MWh, %)



Purchased electricity consumption[2,3]

Renewable vs non-renewable, 2023-25 (MWh, %)



[1]The market-based approach reflects emissions for the type of electricity procured, whereas location-based reflects the emissions from the local grid; [2]Rheinfelden (CH), Neuenburg (DE) and Nazareth-De Pinte (BE) facilities continued to procure renewable electricity in 2025, while the Mundelein (US) site reported zero market-based Scope 2 emissions by completely transitioning to renewable electricity during the year. [3]Including the renewable share of standard electricity tariffs, an estimated 75% of electricity consumed was from renewable sources in 2025, based on supplier-specific fuel mix data where available and national grid mixes otherwise. The reported 47% includes only electricity procured through dedicated renewable electricity contracts.

Value chain emissions

Our Scope 3 emissions decreased by 16% in 2025, primarily attributed to updated spend-based emission factors across key categories, while use of sold products remained our most material category

Performance

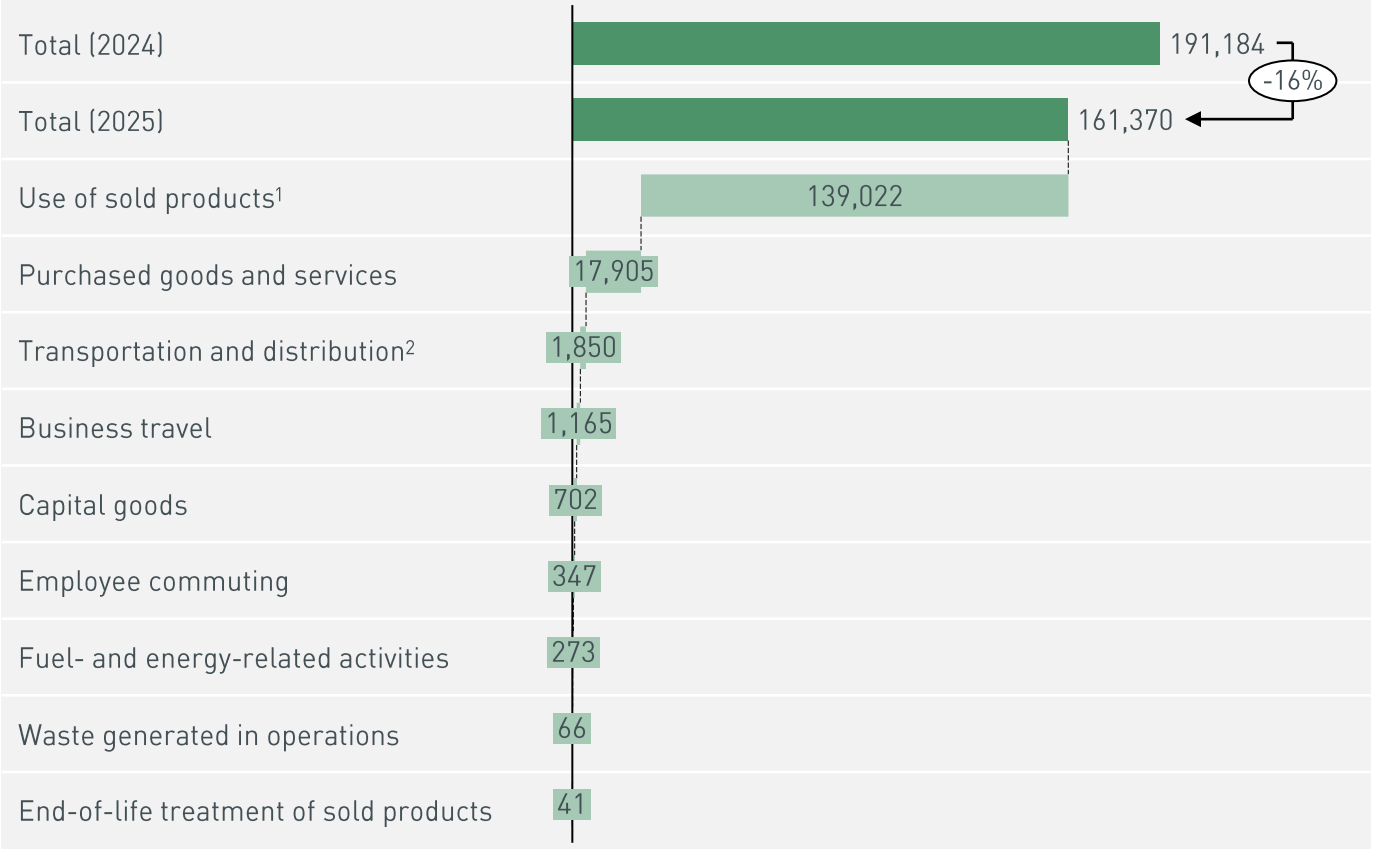
Emissions from the use of our sold products represented 86% of our total Scope 3 footprint in 2025, making this our most material Scope 3 category. This reflects the downstream energy impact of our processing equipment during operation by our customers, over its expected useful life.
In 2025, our total Scope 3 emissions decreased by 16% compared with 2024, primarily driven by the use of updated emission factors. Purchased goods and services recorded the largest absolute reduction, decreasing by 52% year-on-year (YoY). Our underlying expenditure and quantity data did not indicate a material change in procurement patterns between 2024 and 2025. Therefore, the reduction was primarily driven by lower expense-based emission factors. The 44% year-on-year reduction in freight emissions was similarly driven by lower spend-based emission factors, with no significant changes observed in transport activity or logistics arrangements. In contrast, emissions from capital goods increased by 79%, driven by a 43% increase in our capital investments in 2025. Other Scope 3 categories remained comparatively small contributors to the overall footprint. Employee commuting emissions remained broadly stable, while emissions from business travel and the end-of-life treatment of sold products decreased YoY.

Data quality

Our Scope 3 inventory is based on a mix of supplier-specific, activity-based and spend-based data, reflecting the level of information available for each category. Where available, supplier-specific or activity-based data were used; our most material category, use of sold products, is estimated based on rated power, assumed usage patterns and country-specific grid emission factors.

Scope 3 emissions breakdown

2024-25 (tCO_2e)



[1]Emissions from the use of our sold products have been modelled from the rated power of the machines sold, combined with assumed usage patterns and annual operating hours, to derive an estimated annual energy consumption per machine. This is extrapolated over an assumed machine lifetime of 20 years and multiplied by the location-based electricity emission factor of the country of sale, giving energy consumption and emissions per country, which are then aggregated. The assumptions applied are approximations; internal projects are underway to improve the underlying data basis in future reporting cycles; [2]Freight emissions in 2025 have been reported under Scope 3 Category 4 (Upstream transportation and distribution), as ProXES does not currently have consistent information to distinguish between transport paid for by ProXES and transport paid for by customers, which should be classified under Scope 3 Category 9 (Downstream transportation and distribution).

Targets and initiatives

Our emissions reduction approach combines operational decarbonisation, product-level efficiency improvements and stronger Scope 3 transparency to support measurable emissions reductions over time

Carbon footprint reduction targets and initiatives

We aim to reduce our absolute Scope 1 and 2 greenhouse gas emissions by 42% by 2030 from a 2023 base year. The target has been developed with reference to SBTi near-term criteria but has not been validated by SBTi. We do not yet have a quantified Scope 3 reduction target.

We are implementing a range of measures across our operations and products to support our progress towards achieving our emissions reduction targets:

Measure	Category	Description	Status
Site-level energy efficiency measures	Scope 1, Scope 2	We are improving energy efficiency across our sites through targeted operational measures. At the FKA site, we replaced an existing compressor with a more efficient unit in 2023, while LED lighting was rolled out at the STM site and in key areas at FKA to reduce electricity consumption.	⧗
Heating transition	Scope 1, Scope 2	We are progressively transitioning away from gas-based heating to district heating at the Rheinfelden (CH) site. We began this transition in 2024 and continued implementation in 2025. This measure is expected to reduce our reliance on fossil fuel-based heating, particularly natural gas, and support lower operational emissions over time.	⧗
Fleet electrification	Scope 1	We initiated the transition to electric vehicles in 2025 through a pilot that indicated the potential for lower emissions and operating costs compared with conventional vehicles. EV adoption is ongoing, supported by an updated company car policy that enables the transition under defined conditions.	⧗
Renewable electricity procurement	Scope 2	We source renewable electricity at selected facilities, including Rheinfelden (CH), Neuenburg (DE), Nazareth-De Pinte (BE) and Mundelein (US), supporting lower market-based Scope 2 emissions across our operations.	✓
Solar PV feasibility assessment	Scope 1, Scope 2	We are assessing the feasibility of installing photovoltaic systems at the FKA and STM sites to inform potential future renewable energy investments.	→
ESG by Design and product efficiency	Scope 3	We integrate environmental considerations into product development through our ESG by Design approach, with a focus on reducing product life-cycle impacts and improving energy efficiency during customer use. Product efficiency improvements are already being delivered, including the ProxxD 700 homogenizer, which achieves 30–50% energy savings per batch compared with its predecessor.	✓
Lifecycle Watt Watch and use phase emissions	Scope 3	We launched project 'Lifecycle Watt Watch' in 2025 to improve transparency and comparability of use-phase energy consumption through standardised reference machines, applications and usage times, supporting future product-level carbon reduction initiatives.	⧗
Product carbon footprint (PCF) assessment	Scope 3	We completed a cradle-to-grave PCF assessment for the Stephan Vacutherm, giving us greater transparency on where emissions occur across the product life cycle. The assessment identified the use phase as a key emissions driver and helps us identify optimisation opportunities to reduce the carbon footprint of our products.	✓
Supplier and value chain transparency	Scope 3	We are improving transparency on emissions embedded in purchased goods, services and transport by strengthening supplier assessments, integrating sustainability requirements into supplier engagement and further developing our data infrastructure.	⧗

Implemented ✓ In progress ⧗ Planned →



Carbon Annex

Annex – Process overview

This annex summarises the methodology for calculating ProXES' carbon footprint. It outlines key steps aligned with the GHG Protocol to ensure accuracy and actionable insights.

Boundary setting & materiality assessment

1 **The boundaries and scope of the study are defined based on company activities.**

Organisational and operational boundaries are defined to determine the scope of the report. An analysis of ProXES' business offerings, operations, and their supply chain interactions informs whether specific emission categories are identified as relevant and material.

Data collection

2 **Data is collected for all material emission categories.**

We collect carbon data across our operations using operational records, supplier information and other relevant sources. This can involve direct communication with suppliers, monitoring our operational data (e.g. energy bills), and other means.

Data validation

3 **The data is reviewed, classified and validated.**

The data undergoes a review for relevance, completeness, and consistency to ensure an accurate emissions assessment. During this process, emphasis is placed on the most accurate data types, prioritising supplier-specific data, followed by activity data, and finally, spend-based data.

Carbon measurement

4 **The carbon footprint is calculated in line with the GHG Protocol.**

When applicable, geographically and temporally relevant emission factors are applied to convert activity- or spend-based data, enabling the calculation of the carbon footprint for a particular activity. In cases of data gaps, estimation models may be employed to derive the carbon footprint for that activity.

High-level reduction opportunities

5 **High-level reduction opportunities are identified.**

The carbon footprint assessment offers insights into our primary emission drivers, revealing crucial information and pinpointing avenues for reduction. This analysis can lead to the formulation of carbon reduction measures aligned with our objectives.

Annex – Materiality assessment Scope 1 & 2

To enable an effective and efficient carbon monitoring and reduction process, it is key to focus on material emissions sources. We assessed the materiality of our Scope 1 and 2 emission sources based on operational relevance, data availability and contribution to the footprint. Categories were included where they were relevant to our operations and could be reasonably quantified, including categories with a comparatively small contribution to the reported footprint.

Analysis boundary

Organisational boundary	Our organisational boundary covers 14 sites under our operational control, including offices in Illinois and New Jersey, nine locations across Europe in countries like Germany, Switzerland, France, Belgium, the Netherlands, the UK, and Poland, and three sites in Asia, specifically Bangkok, Shanghai and Singapore.
Scope of upstream activities	Activities at our locations include manufacturing, installation, spare-parts provision and maintenance services.

Emission category		Materiality	Reason for inclusion/exclusion
Scope 1	Stationary combustion	✓	Some of our operational facilities use fuels such as natural gas for heating and other site-level energy needs, resulting in direct Scope 1 emissions from stationary combustion.
	Mobile combustion	✓	We operate vehicles using fuels such as diesel, petrol and LPG, with emissions calculated based on reported fuel consumption.
	Fugitive emissions	✓	We operate equipment such as refrigeration and air-conditioning systems that result in fugitive emissions, and these sources are therefore included where relevant.
Scope 2	Purchased electricity (facility use)	✓	We purchase electricity across our facilities, including both renewable electricity and grid electricity, resulting in Scope 2 emissions calculated using the applicable market-based and location-based approaches.
	Purchased electricity (vehicle use)	✓	We operate electric vehicles, with associated Scope 2 emissions calculated based on reported electricity consumption.
	Purchased heat and steam	✓	We procure purchased heat or steam at selected sites, and the associated Scope 2 emissions are included in the assessment where consumption data is available.

✓ Material and included → Material but not included in assessment X Deemed not material

Annex – Materiality assessment Scope 3 (upstream)

For the Scope 3 emission categories, we assessed materiality and relevance based on our business activities, value chain interactions and emissions contribution. Categories were included where they were relevant to our operations and could be reasonably quantified, including categories with a comparatively small contribution to the reported footprint. Categories are excluded where they are not applicable to our business model or where the emissions contribution is negligible.

Analysis boundary

Scope of upstream activities

Our upstream value chain includes the procurement of materials, components, equipment, services, energy-related inputs, transportation services, business travel and employee commuting associated with our manufacturing and service activities.

Emission category		Materiality	Reason for inclusion/exclusion
Scope 3 Up-stream	Purchased goods & services	✓	We purchase materials, components, equipment, electronics, consumables and services to support our manufacturing and business operations. The associated emissions are included based on a mix of activity-based and spend-based inputs, depending on data availability.
	Capital goods	✓	We purchase capital goods such as machinery, equipment, construction-related and long-term business assets. The associated emissions are included based on reported capital expenditure and applicable emission factors.
	Fuel-and energy-related activities	✓	We consume fuels, electricity and purchased heat across our operations. Upstream emissions associated with the production and distribution of these energy sources are included under Scope 3.3.
	Upstream transportation & distribution	✓	We use transportation and distribution services across our value chain. As transport cost ownership is not consistently available, freight emissions are reported under Scope 3 Category 4 rather than split between Scope 3.4 and 3.9.
	Waste generated in operations	✓	We generate operational waste across our sites, and associated emissions are included based on reported waste activity data and supplementary estimates where granular data is not available.
	Business travel	✓	Our employees travel for business-related activities, and associated emissions are included based on available travel activity, supplier-specific and spend-based data.
	Employee commuting	✓	Our employees commute to work, and associated emissions are included based on available commuting activity data and relevant assumptions where direct data is not available.
	Upstream leased assets	X	We have not leased assets from other third parties; therefore, this category is not applicable and is excluded from the assessment.

✓ Material and included → Material but not included in assessment X Deemed not material

Annex – Materiality assessment Scope 3 (downstream)

Analysis boundary

Scope of downstream activities

We sell processing equipment and related solutions to customers across sectors such as food, health and personal care, and pharmaceuticals. Downstream activities primarily relate to product transportation, customer use of sold equipment, and end-of-life treatment of sold products.

Emission category		Materiality	Reason for inclusion/exclusion
Scope 3 Down-stream	Downstream transportation & distribution	→	We distribute products to customers; however, downstream transportation is not separately quantified because transport arrangements and cost ownership are not consistently available. As ProXES cannot reliably distinguish between Scope 3.4 and Scope 3.9, all freight-related emissions are reported under Scope 3 Category 4.
	Processing of sold products	X	We do not sell intermediate products that require further processing before use or onward sale. This category is therefore not applicable to our business model and is excluded from the assessment.
	Use of sold products	✓	We sell energy-consuming processing equipment that is operated by customers over its useful life. The associated use-phase energy consumption is included in the assessment and represents the most material Scope 3 category for ProXES.
	End-of-life treatment of sold products	✓	We sell equipment that will eventually require end-of-life treatment. Emissions are estimated based on the material composition and total weight of sold products.
	Downstream leased assets	X	We do not lease assets to customers or other third parties; therefore, this category is not applicable and is excluded from the assessment.
	Franchises	X	We do not operate a franchise business model; therefore, this category is not applicable and is excluded from the assessment.
	Investments	X	We do not have relevant investment-related emissions within the assessment boundary; therefore, this category is not included in the analysis.

✓ Material and included → Material but not included in assessment X Deemed not material

Annex – Glossary

Metric	Unit	Definition
Total energy consumption	MWh	The calculated total energy consumption from all sources (Scope 1 and Scope 2; including electricity, fuel, gas, and if relevant, steam and heat), during a reporting period.
Carbon intensity	tCO_2e / €M rev	Greenhouse gas emissions, expressed in tCO_2e, per million euros of net revenue during the reporting period.
Scope 1 emissions	tCO_2e	Direct greenhouse gas emissions from sources owned or controlled by the company during the reporting period.
Scope 2 emissions	tCO_2e	Indirect greenhouse gas emissions associated with the generation of purchased electricity, steam, heat or cooling consumed by the company, during the reporting period.
Scope 3 emissions	tCO_2e	All indirect emissions (i.e. not included in Scope 1 or Scope 2) that occur in the company's value chain, including both upstream and downstream emissions. Accounted for using the GHG Protocol, during a reporting period.
Proxy data	-	Proxy data refers to indirect or substitute information used to estimate GHG emissions when direct emissions data is unavailable or difficult to obtain.
Activity data	-	Quantitative data describing an activity that gives rise to emissions, such as litres of fuel consumed, kilowatt-hours of electricity used, kilometres travelled, tonnes of material purchased or tonnes of waste generated.
Spend data	-	Financial expenditure data used to estimate emissions by applying environmentally extended input-output or other spend-based emission factors.
Supplier-specific data	-	Supplier-specific data is information provided by suppliers or vendors that is relevant to GHG emissions accounting. This data typically includes details about the emissions associated with the production, transportation, or provision of goods and services by suppliers.
Market-based approach	-	A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice).
Location-based approach	-	A location-based approach accounts for emissions based on the average emissions intensity of grids where energy consumption takes place, primarily utilizing grid-average emission factor data.
Base year	Year	A historical year (a specific year or an average over multiple years) against which a company's emissions are tracked over time.
CO_2 equivalent	CO_2e	The universal unit of measurement to indicate the global warming potential (GWP) of each of the seven greenhouse gases, expressed in terms of the GWP of one unit of carbon dioxide. It is used to evaluate different greenhouse gases against a common basis.



ProXES
your processing partner

Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) Report

Reporting year 2025

Prepared voluntarily in alignment with the VSME Basic and Comprehensive Modules

Table of contents

About this annex	3
B1 Basis for preparation	3
C1 Business model, markets and sustainability strategy	4
B2 / C2 Sustainability practices, policies, initiatives and targets	5
B3 / C.B3 Energy and greenhouse gas emissions	8
C3 GHG targets and climate transition	10
C4 Climate-related risks	10
B4-B7 Pollution, biodiversity, water and circular economy	12
B8-B10 / C5 Workforce, health, safety and training	13
C6-C7 Human rights policies, processes and incidents	14
B11 / C8-C9 Business conduct and governance	15

About this annex

This annex presents ProXES' sustainability information using the structure and disclosure principles of the VSME Basic and Comprehensive Modules. ProXES uses VSME voluntarily as the reporting reference for undertakings outside the CSRD scope and to support proportionate value-chain information requests, rather than as a statement that ProXES meets the EU SME size definition. It accompanies the ESG and Carbon Reports and provides a concise, structured view of the information requested by the framework.

Reporting parameter	ProXES approach
Reporting period	1 January to 31 December 2025
Reporting basis	Consolidated
Reporting framework	Basic Module and Comprehensive Module
Reporting currency	EUR
External assurance	Not subject to external assurance
Comparative information	First year of VSME reporting; comparative information is provided where available
Sensitive omissions	No disclosures have been omitted because they are classified or sensitive

B1 Basis for preparation

Disclosure	2025 information
Legal form	Limited liability company (GmbH)
NACE codes	28.93 - Manufacture of machinery for food, beverage and tobacco processing; 28.99 - Manufacture of other special-purpose machinery n.e.c.
Total assets	EUR 146.8 million. Preliminary figure; the FY2025 financial audit is pending.
Turnover	EUR 121.36 million. Preliminary figure; the FY2025 financial audit is pending.
Own workforce	412.99 FTE at year-end
Temporary workforce	7.43 agency-worker FTE at year-end
Employee headcount	450 own employees at year-end
Primary operations	Manufacture and servicing of process machinery and integrated process lines for food, pharmaceutical, cosmetics/personal care and advanced materials customers.
Sustainability rating	EcoVadis Bronze Medal, issued by EcoVadis SAS in November 2025; overall score 69/100 and top 19% globally.

Reporting boundary

Entity / location	Country	Site type	Registered address	Latitude, longitude
ProXES GmbH, Hamelin	Germany	Registered office / headquarters	Stephanplatz 2, 31789 Hamelin	52.099353, 9.373474
ProXES Technology GmbH, Neuenburg	Germany	Technology centre / office	Fischerstrasse 10, 79395 Neuenburg	47.811144, 7.554538
Stephan Machinery GmbH, Hamelin	Germany	Production site / technology centre	Stephanplatz 2, 31789 Hamelin	52.099353, 9.373474
FrymaKoruma AG, Rheinfelden	Switzerland	Production site	Theodorshofweg 18, 4310 Rheinfelden	47.562080, 7.805282
ProXES Benelux B.V., Nazareth	Belgium	Office / branch	Sluis 11, 9810 Nazareth	50.956226, 3.651614
ProXES Benelux B.V., Almelo	Netherlands	Office / branch	Twentepoort Oost 55 D, 7609 RG Almelo	52.324143, 6.651046
ProXES France SAS, Lognes	France	Office / branch	1-3 rue des Campanules, 77185 Lognes	48.832530, 2.636500
ProXES Polska Sp. z o.o., Poznan	Poland	Office / branch	ul. 28 Czerwca 1956 r. 400, 61-441 Poznan	52.360110, 16.903660
ProXES UK & Ireland Ltd., Huntingdon	United Kingdom	Office / branch	Castle Hill House, High Street, Huntingdon PE29 3TE	52.328350, -0.180874
ProXES (Shanghai) Machinery Co. Ltd., Shanghai	China	Technology centre / office / branch	Room 101, Building No. 3, No. 525 Yuan Jiang Road, Minhang District, Shanghai	31.074956, 121.486044
ProXES Asia Pacific Co., Ltd., Bangkok	Thailand	Technology centre / office / branch	Unit 1858/85, 18th Floor, Interlink Tower, Debaratna Road, Bangna-Tai, Bangkok 10260	13.663638, 100.651741
ProXES Asia Pacific Pte. Ltd., Singapore	Singapore	Office / branch	Mapex, 37 Jalan Pemimpin #06-13, Singapore 577177	1.348857, 103.841014
ProXES Inc., Mundelein, Illinois	United States	Technology centre / office / branch	1385 Armour Boulevard, Mundelein, IL 60060	42.238170, -87.980857
ProXES Inc., Parsippany, New Jersey	United States	Office / branch	1 Gatehall Drive, Suite 309, Parsippany, NJ 07054	40.847434, -74.463537

C1 Business model, markets and sustainability strategy

VSME reference	2025 information
C1-47(a) Products and services	ProXES develops, manufactures and sells machines, process units and customer-specific process lines under the FrymaKoruma, Stephan and Terlet

VSME reference	2025 information
	brands. The portfolio covers mixing, comminution, emulsifying, vacuum processing, heating and cooling, homogenising and integrated lines. Services include engineering, installation, commissioning, maintenance, repair, spare parts, updates and process optimisation.
C1-47(b) Markets	ProXES serves business-to-business customers in the food, pharmaceutical, cosmetics/personal care and advanced materials industries across EMEA, North America and Asia.
C1-47(c) Business relationships	ProXES' key business relationships span customers, suppliers and its sales and service channels. Customers range from internationally active corporates to specialised manufacturers. ProXES works with approximately 800 active suppliers, mainly across machinery, metalworking, electrical engineering, automation, drive technology and industrial services. Sales run primarily through ProXES's own sales organisations and its international sites and technology centres, complemented by a global service business covering maintenance, spare parts and technical support across the equipment life cycle.
C1-47(d) Sustainability strategy	Sustainability is an integral part of ProXES's business strategy and closely linked to its business model as a provider of process equipment and solutions. ProXES links sustainability to energy- and resource-efficient process solutions, lower-impact operations, sustainable procurement and a safe, fair and inclusive workplace. Product efficiency, operational energy and emissions, circularity, supplier standards, occupational safety and employee development are the principal areas of focus.

B2 / C2 Sustainability practices, policies, initiatives and targets

These sections present sustainability matters for which ProXES has relevant practices, policies, future initiatives or targets. Biodiversity and Ecosystems and Affected Communities are omitted from this table because no dedicated practices, policies, initiatives or targets were identified. The separate B5 biodiversity-sensitive area disclosure is retained below.

Sustainability matter	Practices	Publicly available policies	Initiatives	Targets
Climate change	In place	In place (not public)	In place	In place
Pollution	In place	In place (not public)	In place	Not in place
Water and marine resources	In place	In place (not public)	In place	Not in place
Circular economy	In place	In place (not public)	In place	In place
Own workforce	In place	In place (not public)	In place	In place
Workers in the value chain	In place	In place	In place	In place
Consumers and end-users	In place	In place (not public)	In place	In place
Business conduct / governance	In place	In place	In place	In place

Climate change

Element	ProXES response
Practices and actions	Annual Corporate Carbon Footprint covering Scope 1, 2 and 3; site energy data; energy audits and efficiency measures; product energy analysis and selected product carbon footprints.
Policies	ESG Guideline; Group Guideline on Sustainable Procurement.
Future initiatives	Increase renewable electricity; expand electric vehicles; replace natural gas with district heating at one site; develop product carbon footprints and supplier carbon data.
Targets	Reduce Scope 1 and 2 market-based emissions by 42% by 2030 from a 2023 base year. Calculate PCFs for the 10 best-selling machines and collect supplier PCFs for items above EUR 50,000 annual order value by 2030.
Most senior accountable level	CFO / Sustainability Manager.

Pollution

Element	ProXES response
Practices and actions	Fine-dust extraction during sanding; filtration for etching; compliant handling of hazardous substances; mobility and logistics measures that can reduce local air pollutants.
Policies	Internal operational controls and relevant site procedures.
Future initiatives	Continue technical controls and logistics optimisation.
Targets	No separate quantitative pollution target.
Most senior accountable level	Site management.

Water and marine resources

Element	ProXES response
Practices and actions	Water withdrawal recorded across all sites; water is primarily used in machine testing and customer trials.
Policies	Internal operational controls and relevant site procedures.
Future initiatives	Evaluate closed-water-cycle solutions and product-related water-efficiency opportunities where technically feasible.
Targets	No quantitative water target has been set.
Most senior accountable level	Site management / Product Management.

Circular economy

Element	ProXES response
Practices and actions	Long-life, resource-efficient machinery, typically exceeding 20 years; use of recyclable stainless steel; service, maintenance, spare-parts supply and refurbishment; measurement of production-site waste streams to support waste reduction and improved recycling.
Policies	ESG Guideline; Group Guideline on Sustainable Procurement; Circular Economy Strategy.
Future initiatives	Embed circular design in specifications and reviews; develop a positive-materials guideline; improve product and material data; analyse waste streams at production sites; expand service and preventive maintenance offerings.
Targets	Train 50% of employees on circular economy by end-2027; collect product-specific emission factors for purchased items above EUR 50,000 annual order value by 2030; record and reduce site waste streams.
Most senior accountable level	Sustainability Manager.

Own workforce

Element	ProXES response
Practices and actions	Compliance with applicable employment, health & safety and human rights laws; role-based remuneration; living-wage assessment; site-level occupational safety; training, onboarding and offboarding; equality and inclusion measures.
Policies	Code of Conduct; ESG Guideline; Group Guideline for Equality and Inclusion.
Future initiatives	Conduct 2026 group-wide Employee Engagement Survey; develop department-specific sustainability training; strengthen equality and inclusion measures.
Targets	At least 15% women in executive management and 25% in middle management within two years; maintain and develop occupational health and safety management.
Most senior accountable level	CEO / Group Director HR.

Workers in the value chain

Element	ProXES response
Practices and actions	Supplier requirements; sustainability checks in supplier audits; integration of sustainability issues into supplier relationship management to improve supplier performance.
Policies	Code of Conduct for Business Partners; Group Guideline on Sustainable Procurement.
Future initiatives	Extend formal supplier relationship management and supplier sustainability engagement.
Targets	Integrate the 15 most important suppliers of the production sites and the French

Element	ProXES response
	and US sales companies into a formal supplier relationship management system, including sustainability performance reviews, by the end of 2030.
Most senior accountable level	Group Director Procurement.

Consumers and end-users

Element	ProXES response
Practices and actions	ESG by Design approach; product energy analysis; PCFs where available; service, repair, retrofit and preventive maintenance.
Policies	ESG Guideline.
Future initiatives	Develop Lifecycle Watt Watch methodology and extend product carbon footprint coverage.
Targets	PCFs for the 10 best-selling machines by the end of 2030.
Most senior accountable level	Sustainability Manager / Product Management.

Business conduct / governance

Element	ProXES response
Practices and actions	Compliance guidelines and regular training covering corruption, competition, conflicts, anti-money laundering, export controls, data protection and information security; independent whistleblowing channel.
Policies	Employee Code of Conduct; Code of Conduct for Business Partners; supporting compliance and information-security policies.
Future initiatives	Extend the Code of Conduct for Business Partners across the supply base; establish annual VSME-referenced reporting.
Targets	100% of suppliers to have signed the Code of Conduct for Business Partners by end-2030.
Most senior accountable level	CFO / CEO.

B3 / C.B3 Energy and greenhouse gas emissions

Metric	2025 result	Basis / note
Total energy consumption	5,779.0 MWh	Electricity and fuels across the reporting boundary.
Electricity	1,125.8 MWh	Renewable: 528.8 MWh; non-renewable: 597.0 MWh.
Fuels	3,039.6 MWh	Non-renewable: 3,039.6 MWh.

Metric	2025 result	Basis / note
District/purchased heating	1,613.5 MWh	Renewable: 1,605.5 MWh; Non-renewable: 8.0 MWh.
Scope 1	658.3 tCO_2e	Direct emissions.
Scope 2, location-based	227.8 tCO_2e	Location-based method.
Scope 2, market-based	203.1 tCO_2e	Market-based method.
Scope 1 + 2, location-based	886.1 tCO_2e	
Scope 1 + 2, market-based	861.4 tCO_2e	Used for the reported intensity and tracking the 2030 Scope 1 and 2 reduction target.
GHG intensity	7.1 tCO_2e per EUR million (market-based)	861.4 tCO_2e / EUR 121.4 million turnover; turnover remains preliminary.

C.B3-52 Scope 3 GHG emissions

GHG Protocol category	2025 emissions (tCO_2e)
3.01 Purchased goods and services	17,904.5
3.02 Capital goods	702.3
3.03 Fuel- and energy-related activities	272.6
3.04 Upstream transport	1,849.8
3.05 Waste	66.0
3.06 Business travel	1,164.6
3.07 Employee commuting	346.8
3.11 Use of sold products	139,022.3
3.12 End-of-life treatment	40.7
Scope 3 total	161,370
Total Scope 1 + 2 + 3 (market-based)	162,231

C.B3-53 Methodology

Emissions are calculated using Tanso carbon-accounting software and the GHG Protocol. Depending on data availability, supplier-specific, average-data or spend-based approaches are used. Emission factors include BEIS/DEFRA, IPCC AR6, EXIOBASE, environmental product declarations and peer-reviewed research.

Category 3.11 is modelled using machine rated power, assumed usage and operating hours, an assumed 20-year lifetime and country-of-sale electricity factors. These assumptions are approximate and ProXES is working to improve the underlying data. Category 3.09 cannot be separated from upstream transport and is included in category 3.04. Categories 3.08, 3.10 and 3.13 to 3.15 were assessed as not material.

C3 GHG targets and climate transition

Disclosure	ProXES response
C3-54(a) Target	Reduce absolute Scope 1 and Scope 2 market-based emissions by 42% by 2030 against a 2023 base year. The target was developed with reference to science-based criteria but has not been submitted to or validated by the SBTi. For Scope 3 emissions, ProXES is implementing reduction measures; however, no quantitative target has been set.
C3-54(b) Base year	2023. Scope 1: 684 tCO_2e; Scope 2: 244 tCO_2e; Scope 3: 286,199 tCO_2e.
C3-54(c) Units	Metric tonnes of carbon dioxide equivalent (tCO_2e).
C3-54(d) Coverage	100% of reported Scope 1 and Scope 2 emissions.
C3-54(e) Main actions	ProXES' main decarbonisation actions include fleet electrification, lower-carbon heating, increased renewable electricity sourcing and energy-efficiency measures informed by site energy audits. The company is also improving emissions data, analysing machine energy consumption during the use phase, developing product carbon footprints and integrating emissions data and sustainability criteria into supplier engagement.
C3-55 Transition plan	ProXES has not yet adopted a formal climate transition plan. The target and supporting decarbonisation measures set the current strategic direction.
C3-56 Future adoption	ProXES intends to develop a formal transition plan but has not set an adoption date. Priority in the current reporting cycle lies with establishing the emissions data basis and delivering the existing target to reduce Scope 1 and Scope 2 emissions by 42% by 2030 against a 2023 base year. A target date for adopting a transition plan will be set in a future reporting cycle.

C4 Climate-related risks

Climate-related hazard or transition event	Type and value-chain position	Potential financial or operational effects	Time horizon	Current response or planned action	Financially material
Disruption of the upstream supply chain due to extreme weather, including low water and heat	Physical / upstream	Reduced availability of raw materials and components, delivery delays and price surcharges.	Short, medium and long	Addressed through existing risk-management processes. ProXES plans to deepen its assessment through a dedicated site-level physical climate-risk analysis.	Yes. This was the only climate-related risk assessed as financially material.
Extreme weather at ProXES production sites, including increasing heat, heavy rainfall	Physical / own operations	Potential effects on production processes, working conditions and the stability of temperature-	Medium and long	Physical climate hazards are considered through the existing risk-management process and ISO 9001 audits. No	No

Climate-related hazard or transition event	Type and value-chain position	Potential financial or operational effects	Time horizon	Current response or planned action	Financially material
and storms		sensitive operations. Overall physical exposure of ProXES' own sites was assessed as low.		dedicated adaptation measures have been prioritised due to their currently low assessed relevance. A site-level analysis is planned.	
Rising carbon costs and tightening climate regulation, including carbon pricing and the EU ETS	Transition / own operations	Potential increases in carbon-related costs and regulatory requirements.	Short and medium	ProXES is improving energy efficiency and reducing its reliance on fossil fuels.	No
Stricter energy-efficiency requirements for buildings and equipment	Transition / own operations and products	Potential investment and retrofit requirements.	Medium and long	ProXES is implementing energy-efficiency measures and improving the energy efficiency of its machines through ESG by Design.	No
Higher energy and material costs, including steel, and price volatility and supply risk related to fossil-fuel dependence	Transition / own operations	Increased energy and material costs, price volatility and potential supply risks associated with gas heating and the vehicle fleet.	Short and medium	Measures include converting the Rheinfelden site to district heating, improving energy efficiency and introducing a revised company-car policy that allows electric vehicles.	No
Pressure to maintain energy-efficient products and demonstrate credible emissions performance	Transition / downstream	Increased expectations from customers and investors regarding product energy efficiency and credible emissions performance.	Medium and long	ProXES is continuously improving machine energy efficiency through ESG by Design and developing its emissions reporting and product-level transparency.	No

ProXES assessed climate-related risks qualitatively through its double materiality assessment, initiated in 2023 and updated in 2025. Internal experts considered the severity and likelihood of each risk, its position in the value chain and the relevant time horizon: short term (0–3 years), medium term (3–10 years) or long term (more than 10 years). Potential financial and operational effects have not been quantified. ProXES plans to deepen the assessment through a site-level physical climate-risk analysis based on hazard, exposure and vulnerability, drawing on ISO 14091 and IPCC concepts.

B4-B7 Pollution, biodiversity, water and circular economy

VSME reference	2025 information
B4-32 Pollution	ProXES was not required to report emissions of pollutants to air, water or soil under an applicable legal requirement or environmental management system during 2025. No quantitative pollutant emissions are therefore disclosed.
B5-33 Biodiversity-sensitive areas	One existing built-up site, FrymaKoruma AG in Rheinfelden, was identified through proximity screening using a 200-metre threshold as being near a protected reserve. The site covers 1.35 hectares and remained unchanged during 2025, with no land-use change or expansion planned. Based on the current screening, no significant impact on the protected area is expected.
B6-35 Water withdrawal	4,913.2 m^3 across all locations. Where sub-metering was unavailable, estimates were based on average use per m^2 of occupied floor space. Water withdrawn in high-stress areas was 339.6 m^3, based on WRI Aqueduct baseline water stress above 40%.
B6-36 Water consumption	ProXES does not operate water-intensive production processes and water is returned to the water cycle. Consumption is considered negligible and is not separately quantified.
B7-37 Circular economy	ProXES's Circular Economy Strategy covers product design, materials and waste, and use-phase services. Its approach includes reducing material use and product losses, supporting repairability and upgradeability through modular design, and manufacturing long-life machinery from recyclable stainless steel. Service, preventive maintenance, spare-parts supply and refurbishment help retain product value, while production-site waste streams are measured to inform reduction measures.
B7-38 Waste	Non-hazardous waste generated: 245 tonnes. Hazardous waste generated: 24 tonnes. Waste diverted to recycling or reuse: 120 tonnes. Annual mass flow of relevant materials used: approximately 922 tonnes.

Material flows

Material flow	Tonnes	Boundary / basis
Materials embodied in products shipped	879	Estimated from the mass of products shipped during 2025.
Production metal scrap	43	Metal scrap generated at Hamelin and Rheinfelden.
Annual mass flow of relevant materials used	922	Sum of product-embodied materials and production metal scrap.

The calculation covers Stephan Machinery in Hamelin, FrymaKoruma in Rheinfelden and ProXES Technology in Neuenburg. Other Group entities and flows relating to energy and water are not included. The figure represents a conservative first-year estimate based on shipped product masses and internal metal scrap. ProXES intends to refine the data basis and reporting coverage in future reporting cycles.

B8-B10 / C5 Workforce, health, safety and training

Metric	2025 result	Scope / methodology
Own employees	450 headcount; 412.99 FTE	The own workforce comprises permanent and fixed-term employees. An aggregated FTE breakdown by contract type was not available for the 2025 reporting cycle and will be reported separately from the next reporting cycle onwards.
Agency workers	10 headcount; 7.43 FTE	Workers supplied by employment agencies.
Self-employed workers working exclusively for ProXES	1	Self-employed individual without personnel working for ProXES.
Own employees by gender	334.21 male FTE; 78.78 female FTE	Covers the own workforce of 412.99 FTE and excludes agency workers. ProXES does not currently collect data on employees identifying as non-binary, so no figure is disclosed for this category.
Employee turnover	15.4%	FTE leavers during the reporting period, excluding divested businesses, divided by closing FTE at the end of the previous year.
Recordable work-related accidents	10	Number of recordable work-related accidents involving employees during 2025.
Recordable accident rate	2.53	Calculated as 10 recordable work-related accidents divided by 789,163 hours worked, multiplied by 200,000.
Fatalities	0	Fatalities resulting from work-related injuries or work-related ill health during 2025.
Minimum wage	All employees receive remuneration at or above the applicable statutory minimum wage	Assessment based on the applicable statutory minimum wage in each country of employment.
Unadjusted gender pay gap	21.4%	Difference in average hourly earnings between female and male employees, expressed as a percentage of average male hourly earnings.
Collective bargaining coverage	0.0%	ProXES is not bound by collective bargaining agreements. Indirect or knock-on effects from collective agreements are not tracked.
Average recorded training hours	Male: 4.47; female: 3.60	Average training hours per employee (FTE)

Metric	2025 result	Scope / methodology
		by gender. Hours from training with gender-attributable attendance are allocated by gender. Hours from training without gender-specific attendance records (e-learning, general compliance and anti-corruption training) are allocated equally per FTE, i.e. in proportion to the gender distribution of the workforce. Group-wide average: 4.3 hours per FTE.
Female-to-male middle-management ratio	0.20	Calculated as six female middle-management members divided by 30 male middle-management members.

Employees by country

Country	Own-employee headcount
Germany	227
Switzerland	131
United States	24
Singapore	19
France	18
Netherlands	15
China	8
Poland	5
United Kingdom	3

C6-C7 Human rights policies, processes and incidents

VSME reference	ProXES response
C6-61(a) Human rights policy	Human and labour rights are addressed through the employee Code of Conduct, ESG Guideline and Code of Conduct for Business Partners.
C6-61(b) Topics covered	Child labour; forced labour; discrimination; accident prevention; data protection; anti-corruption; competition law; conflicts of interest; environmental requirements. Human trafficking is not named explicitly though substantive elements are addressed through the prohibition of forced labour, including controls over identity documents, recruitment fees, bonded labour, fraudulent debt and coercion. ProXES is considering explicit wording in a future revision.
C6-61(c) Complaints mechanism	ProXES's Code of Conduct provides a complaints-handling mechanism through which employees may report suspected violations of laws or internal rules confidentially or anonymously. Reporting channels include a designated compliance contact, a dedicated email address and an external ombudsman, who is also accessible to business partners for human-rights-related concerns.

VSME reference	ProXES response
C7-62 Severe human rights incidents	ProXES identified no confirmed incidents of child labour, forced labour, human trafficking, discrimination or other severe human-rights incidents in its own workforce during the reporting period. ProXES was also not aware of any confirmed incidents involving workers in the value chain, affected communities, consumers or end-users. As no incidents were confirmed, remedial action was not applicable.

B11 / C8-C9 Business conduct and governance

VSME reference	2025 information
B11-43 Corruption and bribery	Convictions: 0. Fines: EUR 0.
C8-63(a) Controversial weapons	No revenue from controversial weapons.
C8-63(b) Tobacco	No revenue from tobacco cultivation or production.
C8-63(c) Fossil fuels	No revenue from coal, oil or gas activities.
C8-63(d) Pesticides and agrochemicals	No revenue from pesticides or other agrochemical products.
C8-64 EU reference benchmarks	ProXES is not excluded from EU reference benchmarks aligned with the Paris Agreement.
C9-65 Governance-body gender diversity	Women represented 0% of governance-body members.

ProXES
your processing partner

Niklas Möller
niklas.moeller@proxes.com

Marc Setzen
marc.setzen@proxes.com

ProXES GmbH
Stephanplatz 2
31789 Hamelin,
Germany