



ProXES ESG Report 2024

Generated by



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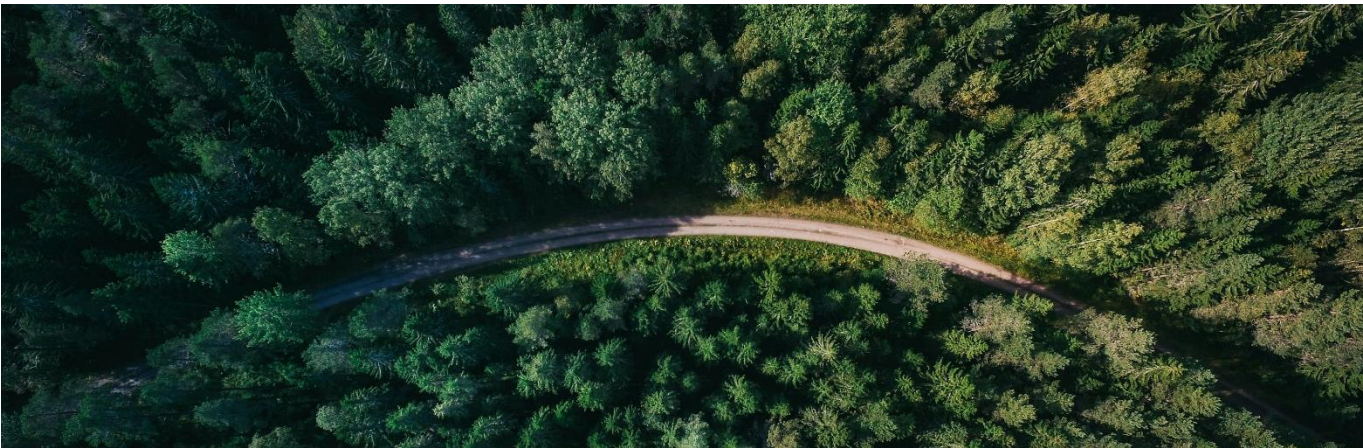
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Executive Summary



This year marks the fifth annual ESG assessment of ProXES as part of the Capvis ESG review cycle.

ProXES continues to build on its commitment to sustainability by integrating ESG principles throughout its operations and product development. The company has identified that many of its customers operate in industries undergoing significant transformation, driven by global megatrends such as new nutritional needs, the energy crisis, digitalisation, and resource scarcity. To help address these changes, ProXES enhanced its ESG strategy in 2024, focusing in particular on product lifecycle & design, environmental impact of operations, employee wellbeing, and sustainability governance & transformation.

Environmentally, ProXES has taken steps to manage its carbon footprint by developing a carbon reduction plan for operational emissions that identifies key reduction opportunities and outlines actionable measures to achieve emission reductions in line with SBTi criteria. In 2024, the company conducted energy assessments, explored feasibility of installing PV systems, and increased its share of renewable electricity, which now accounts for 43% of total usage. In relation to product lifecycle and design, ProXES completed its first cradle-to-grave Product Carbon Footprint (PCF) for the Stephan Vacutherm early in the year, identifying the use phase as the most emissions-intensive. Valuable insights from the assessment will be applied across all other product lines. Circularity efforts have progressed, with retrofits increasing from 50 to 80 machines since 2023, presenting an opportunity to further promote circular practices among customers.

On social themes, ProXES places strong emphasis on employee H&S. The company continues to monitor safety metrics with protection targets in place, though 2024 saw an increase in lost workdays due to three accidents at the Rheinfelden site. Safety training was conducted for all employees at our sites in Hamelin and Hamburg, and an employee engagement survey was launched which achieved a 49% response rate. Regarding product quality and safety, ProXES continues to uphold high standards, and in 2024 implemented an action plan to enhance performance. Internal quality processes align with ISO 9001.

Looking ahead, ProXES has now established a sound foundation for continued ESG progress. The company acknowledges the need for increased visibility into its large supplier base and aims to take a more proactive approach to address sustainability challenges within the supply chain. In doing so, ProXES can better ensure ESG standards are upheld throughout its entire value chain, further solidifying its reputation as a trusted partner.

Key performance indicators 2024

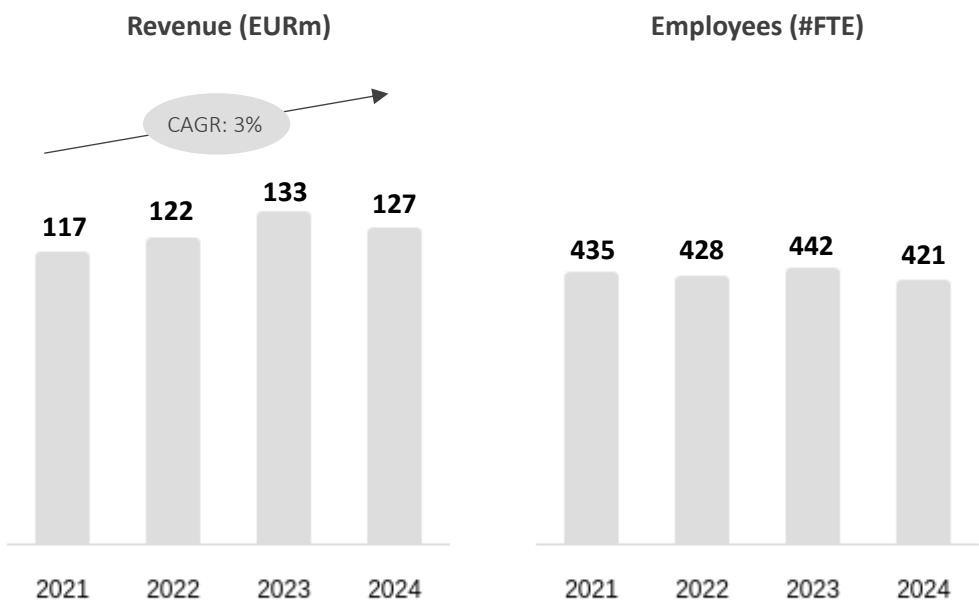
1519	431	18%	6	3
tCO ₂ e / €m net rev	#	%	#/6	#/3
Carbon intensity	Days lost due to injury	Gender diversity of the workforce	Governance policies in place	SDG projects achieved

Company Overview

About ProXES

ProXES is Europe's leading provider of processing and automation solutions for the food end market, personal, health care and pharmaceutical products as well as advanced materials.

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







Relevance of ESG:

- For companies operating in the industrial machinery sector, a strong ESG strategy is key not only to ensure compliance and risk mitigation but to drive innovation, operational excellence and long-term resilience.
- To enhance sustainability, companies are expected to design energy-efficient machines that minimise carbon footprints, supporting customer to reduce their operational emissions. Implementing resource-efficient production methods, and incorporating recyclable materials are also key measures to reduce environmental footprint.
- On social themes, given the industries that ProXES supplies to, ensuring machinery meets strict safety and hygiene standards (e.g. GMP or ISO 12100) is essential to protect customers. At company level, machinery should be designed with operator safety in mind to reduce workplace accidents and days lost.
- Promoting ethical sourcing, fair labour practices, and responsible supplier management is part of responsible business. Companies can further support customers and maintain brand reputation by providing traceability and ensuring regulatory compliance across the supply chain.

ESG Theme Performance

Please see below an overview of the selected material ESG themes. For each of the selected material themes, a self-assessment has been conducted on a 5-point performance scale, ranging from 'reactive' to 'future proof' performance. For an overview of the tailored ESG performance descriptions for each selected theme, please see the Theme Performance Overview Section in the Annex. While proprietary to ESG Advantage, the performance levels are aligned with science-based and international standards wherever possible.

Performance of ESG material themes

	Carbon footprint management	Theme performance rating¹	3
<p>Theme progress 2023-24: ProXES remains committed to monitoring and managing scope 1, 2, and 3 emissions in alignment with the GHG Protocol. In 2024, an operational emissions' reduction plan was developed, identifying key reduction opportunities and outlines actionable measures to achieve emission reductions in line with the SBTi criteria. Regular energy audits are conducted, with recommendations evaluated and implemented to improve efficiency. A Travel Policy encourages all employees to minimise travel emission, e.g. by videoconferencing or using public transportation. In 2024, 43% of global electricity came from renewable sources.</p>			
	Integration of ESG strategy	Theme performance rating	3
<p>Theme progress 2023-24: In 2024, ProXES further developed the company-wide sustainability strategy focused on product design & lifecycle, environmental impact of operations, employee well-being and sustainability governance & transformation and newly introduced DEI guidelines. Targets, KPIs and measures are monitored continuously. The Sustainability Circle meet regularly with strategically positioned colleagues and with C-level support. An ESG policy has been established for internal stakeholders to formalise the approach.</p>			
	Employee health and safety	Theme performance rating	3
<p>Theme progress 2023-24: ProXES prioritises H&S of employees through monitoring and proactive measures. Safety officers develop action plans in response to work-related incidents and provide targeted training. Regular, job-specific health and safety training is provided, supplemented by comprehensive risk assessments. Protection targets are set, and employees are informed and trained to raise awareness of potential risks. Key metrics are monitored including absenteeism, accidents and fatalities.</p>			
	Supply chain control	Theme performance rating	2
<p>Theme progress 2023-24: While management prioritises compliance with regulatory and international standards, there is limited visibility into the responsible and sustainable behaviour of suppliers. A Supplier Code of Conduct is in place and major suppliers were engaged to sign. Some supplier assessments and audits take place, however, ProXES aims to further its proactive stance by improving transparency, engagement & monitoring mechanisms.</p>			

¹ Theme performance rating is based on Holtara's 5-point maturity scale, please see annex for more details on methodology.



Product lifecycle & design

Theme performance rating

3

Theme progress 2023-24: Product Carbon Footprint analysis was conducted in 2024, which yielded valuable insights into the environmental impact of products throughout their lifecycle. In 2022, ProXES introduced ESG by Design, outlining the company's approach to integrating ESG factors into the product design and development process. The approach focuses on assessing the environmental impact of our products throughout the supply chain. By embracing these principles, ProXES aims to create products that not only meet customers' functional needs but also embody environmental sustainability and social responsibility.



Product quality & safety

Theme performance rating

3

Theme progress 2023-24: ProXES is committed to ensuring product quality and safety, as evidenced by ISO 9001 certification, dedicated quality control and assurance staff, and a systematic customer complaint management system. In 2024, an Action Plan was implemented, including KPIs and targets, to further raise standards. Rigorous analysis of complaints, including root cause analysis, ensures continuous improvement.

ESG Performance Rating¹

2.8

¹ Overall performance rating is a simple average of the individual theme ratings listed above.

SDG Projects 2024 - Progress

This section contains self-defined action plans and initiatives aimed at improving the ESG performance over the coming years. The action plans contain a description of the planned initiative, a progress description, to which ESG theme the initiative is linked, a target date, a responsible person, and a status. Please see below an overview of the ESG initiatives.

Project 1



Initiative: Energy measurement equipment for Technology Centre

Aligned SDG target: Target 12.7 to promote public procurement practices that are sustainable

Description: The goal of this project is to evaluate the installation of metering equipment to monitor electricity, water and steam consumption during trials at the Technology Centres and potentially equip them with selected systems. By gathering energy consumption data, ProXES can inform customers about machine energy requirements and validate PCF calculations.

This includes:

- Assessment of internal and external requirements
- Technology Evaluation and Selection
- Installation and trials (depending on the results of the points above)

Progress description: ProXES has successfully evaluated the installation of metering equipment to monitor the energy and resource consumption of their products. The design concept has been developed and the budget for detail engineering, to start in Q3/2025, has been approved.

ESG Theme	Target date	Responsible	Status
Product life cycle & design	2024/12/31	ESG Team	Completed

Project 2



Initiative: Carbon reduction plan aligned with SBTi

Aligned SDG target: Target 13.2 to integrate climate change measures into national policies, strategies and planning

Description: The project aims to develop a comprehensive Carbon Reduction Plan for Scope 1 & 2 emissions in alignment with the Science Based Targets Initiative (SBTi).

The project will include:

- A thorough analysis of current carbon emissions
- Identifications of key reduction opportunities
- The establishment of specific, measurable, achievable, relevant, and time-bound (SMART) targets for reducing carbon emissions

Progress description: In 2024, ProXES developed a carbon reduction plan for Scope 1 and 2 emissions. The plan identifies key reduction opportunities and outlines actionable measures to achieve emission reductions in line with the SBTi criteria. For Scope 3 emissions, the current data quality is insufficient to

set reduction targets and track progress. As a result, ProXES' focus in this area is on improving data quality to accurately identify and prioritize further reduction opportunities in the future.

ESG Theme	Target date	Responsible	Status
Carbon footprint management	2024/12/31	ESG Team	Completed

Project 3



Initiative: Diversity, Equity & Inclusion Initiative

Aligned SDG Target: Target 10.2 to empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

Description: This project aims to execute a comprehensive Diversity, Equity & Inclusion (DEI) initiative within the organisation.

It will involve:

- Conducting an employee engagement survey
- Engaging in dialogue with employees to understand perspectives and needs to develop a robust DEI roadmap
- The creation of a formal DEI policy
- The definition of Key Performance Indicators (KPIs), such as gender participation targets
- Offer intercultural training opportunities and e.g. language trainings to promote understanding and inclusivity across the workforce

Progress description: The Diversity, Equity & Inclusion Guideline implemented in 2024 underlines ProXES' commitment to a diverse, equitable, and inclusive corporate culture that recognises and promotes the potential of every individual. The policy also includes a gender participation target that ProXES has set for itself. ProXES has also decided on a training format for managers using a learning management platform and is currently developing this training to be delivered in 2025.

ESG Theme	Target date	Responsible	Status
Integration of ESG strategy	2024/12/31	ESG-Team	Completed

Other 2024 ESG Projects

Project 4			
Initiative: Product Carbon Footprint Calculation			
Description: The aim of the project is to calculate, analyse and improve the Product Carbon Footprint (PCF) of Stephan Vacutherm according to international standards. This should: create transparency about the resulting CO2 emissions, sensitise internal and external stakeholders to the issue of carbon footprint, and make a first sustainable contribution (by initiating a measure) in the value chain, to design machines and systems to meet (future) customer requirements for sustainable food production. Results will be available by end of Q1/2024.			
Progress description: At the beginning of 2024, ProXES completed its first cradle-to-grave PCF calculation, gaining valuable insights into the environmental impact of its products throughout their lifecycle. These insights will be applied across all product lines.			
ESG Theme	Target date	Responsible	Status
Product life cycle & design	2024/03/31	M. Setzen and S. Falkenberg	Completed

SDG Projects 2025

Project 1			
Initiative: Data quality improvement for energy consumption during the use phase of machinery			
Target 13.2 to integrate climate change measures into national policies, strategies and planning			
Description: The project aims to improve the data quality regarding the energy consumption of our machines during their use phase. To do this, we need information on operating hours, applications and energy consumption. This project includes:			
<ul style="list-style-type: none">• Re-evaluation of the defined operating hours and the assumed energy consumption per machine.• Development of standardized reference recipes per machine.• Establishment of a central data base.			
ESG Theme	Target date	Responsible	
Product life cycle & design	Q4 2025	M. Setzen and S. Falkenberg	



Project 2



Initiative: Develop and implement a sustainable procurement policy

Target 12.7 to promote public procurement practices that are sustainable

Description: The goal of this project is to develop and implement a sustainable procurement policy that aligns our purchasing practices with our sustainability commitments. This project includes:

- Development of a sustainable procurement policy, including the definition of key principles and targets
- Implementation of measures to integrate the policy into procurement practices and ensure its application

ESG Theme	Target date	Responsible
Supply Chain control	Q4 2025	M. Setzen and S. Falkenberg

Project 3



Initiative: Develop and implement a structured onboarding process

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

Description: The project aims to establish a structured onboarding process to ensure a positive and supportive experience for new employees at ProXES. A consistent approach covering all phases from preparation before the first day of work to full integration into the organization will ensure efficiency, compliance and increased employee retention. This project includes:

- Development of a structured onboarding approach, including key steps, responsibilities and required resources.
- Implementation of digital and in-person onboarding elements

ESG Theme	Target date	Responsible
Employee well-being	Q4 2025	M. Setzen and S. Falkenberg











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Annex 1 - ESG Indicators & Policies

ESG Indicators

This section provides an overview of a number of key ESG indicators, including the Carbon Footprint. Progress on the ESG indicators is displayed over the last three years.















Carbon Indicators ¹	Progress over time	2022	2023	2024
Scope 1 emissions (tCO ₂ e) [*]		444	684	648
Scope 2 emissions (tCO ₂ e) [*]		666	244	270
Scope 3 emissions (tCO ₂ e) [*] ²		207	286,199	191,184
Scope 1+2 emissions (tCO ₂ e)		1,110	928	918
Total emissions (tCO ₂ e)		1,316	287,127	192,102
Scope 1+2 revenue intensity (tCO ₂ e/€m Rev)		9.1	6.9	7.3
Revenue intensity (tCO ₂ e/€m Rev)		-	2,159	1,519
Employee intensity (tCO ₂ e/FTE)		-	650	456

Report notes:

* EDCI indicator.

¹2023 values have been updated to reflect accurate emissions reporting and will vary compared to values in previous year's reporting.

²In 2023, ProXES measured full scope 1+2+3 emissions. However, 2022 Scope 3 emissions are limited to business travel and indirect emissions from purchased natural gas and electricity.

Environmental Indicators	Progress over time	2022	2023	2024
Renewable energy use (%) ¹		9%	42%	40%
Total renewable energy consumption (MWh) [*]		468	2636	2381
Total energy consumption (MWh) [*]		5126	6260	6021
Energy Intensity (MWh/€m rev)		42	47	48
Total electricity consumption (MWh) ²		996	1092	1088
Renewable electricity use (%)		47%	42%	43%
Renewable energy produced (MWh)		0	0	0
Non-renewable energy produced (MWh)		0	0	0
Total energy production (MWh)		0	0	0
Emissions to water (Tonnes)		0	0	0
Hazardous or radioactive waste (Tonnes)		20	35	21
Non-hazardous waste generated (Tonnes) ³		253	269	280
Non-hazardous waste recycled (Tonnes)		79	83	65
Water consumed (Tonnes) ⁴		-	4738	5810

Report notes:

* EDCI indicator.
















¹ The 2023 increase in renewable energy is attributed to the inclusion of district heating in Hamelin.

² Electricity consumption excludes consumption used for electric vehicles (2023: 1100 MWh, 2024: 1092 MWh)

³ All locations covered but calculated with average consumption per m² used for PCN, PUK, PAP, PFR, PUS NJ, PRX, PPL.

⁴ All locations covered but calculated with average consumption per m² used for PUK, PUS NJ, PRX.

Social Indicators	Progress over time	2022	2023	2024
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 (FTE) [*]		6	5	3
Total number of women in executive management (FTE) [*]		0	0	0
Gender diversity of executive management (%)		0%	0%	0%
Number of middle management members (excl. group executive mgmt.)(FTE)		35	29	36
Number of female middle management members (excl. group executive mgmt.)(FTE)		7	7	8
Total number of women in the workforce (FTE)		81	73	75
Gender diversity of the workforce (%)		19%	17%	18%
Percentage women among top 10 highest paid in the company at end of year (%)		-	-	20%
Male earnings (€ per hour)		45	39	44
Female earnings (€ per hour)		40	31	39
Unadjusted gender pay gap (%)		11%	21%	11%
Employee engagement survey response rate (%)		-	-	49%
Employee turnover (%)		17%	16%	17%
Absenteeism rate (%)		5.6%	6.6%	8.4%
Total absenteeism hours (#)		42700	53504	63251
Number of employees trained over the reporting period (#)		200	436	455
Average training hours per FTE during the last 12 months (#)		3	3	5.4

New hires excluding those from M&A (FTE)		77	85	65
Female hires excluding those from M&A (FTE)		28	12	19
Leavers due to M&A (FTE)		0	0	0
Leavers excluding those from M&A (FTE) [*]		74	69	74
Net change in FTEs due to M&A (#FTE) [*]		0	0	0
Employees benefitting from the profit sharing scheme (FTE)		113	121	108
Number of permanent employees covered by public/private health insurance (#) ¹		316	470	452
Number of permanent employees covered by public/private death or disability insurance (#) ¹		304	470	452
Work-related injuries (#) [*] ²		5	6	6
Days lost due to injury (#) [*] ³		266	53	431
Number of work-related injuries (>1 day leave)(#) ⁴		5	6	5
Work-related fatalities (#) [*]		0	0	0
Accident rate (#)		5.8	6.8	7.1
Sexual harassment or discrimination issues (#)		0	1	0
Non-permanent employees (FTE)		-	10	8
Total hours worked (labour hours)(#)		755925	805934	750714
Average hours worked per FTE/year (#)		1776	1868	1794






















Report notes:

* EDCI indicator.

¹ No distinction made between private and statutory.

² 2022-2023 data for the following indicators have been updated retrospectively due to updated calculation methodology: work-related injuries, days lost due to injury, number of work-related injuries (>1 day leave).

³ The figure for 2024 relates to days lost in 2024. The increase in 2024 relates to long-term incapacity to work due to three accidents at work at the Rheinfelden site continues up to the reporting date.

Custom Indicators	SDG ¹	Progress over time	2022	2023	2024
Second-hand machines refurbished and reintroduced (SDG 12.2.)(#)			12	3	3
Retrofits to existing machines (SDG 12.2.)(#)			29	50	80
% order intake from plant-based products (for New Machine Sales)(%) ²			6%	15%	2%
Complaints(#)			169	225	209
Preferred suppliers audited(#) ³			15	26	14
Volume of materials recycled (SDG 12.5.)(tonnes)			79	83	65
Proportion materials recycled (SDG 12.5.)(%)			31%	27%	22%
LTIF rate (SDG 8.8.)(#)			6.6	1.7	1.9
Absenteeism (SDG 8.8.)(%)			5.6%	6.6%	4.7%
Reduction in Scope 1 and 2 CO2 emissions (SDG 13.2.)(% (base year 2021)) ⁴			-14%	-16%	-1%
Electricity intensity (SDG 13.2.)(MWh/€M net revenue)			8.1	8.3	8.6
Renewable energy consumption (SDG 13.2.)(%)			9%	42%	40%

Report notes:

¹The UN Sustainable Development Goals (SDG) targets in brackets indicate the KPIs which have been developed to better measure our progress in supporting certain SDGs. Please refer to the UN SDG targets on <https://sdgs.un.org/goals> for a full description.

²Values for 2022 have been adjusted to show figures in comparison to new machine order intake only, not the overall order intake.

³Preferred suppliers are A-suppliers based on turnover (approximately 80 suppliers of more than 800 active suppliers).

⁴Data in 2023 and 2024 is incomparable to data in 2022 given that all sites are included in the calculation in recent years.

ESG Policies

This section highlights which ESG-related policies are in place.

ESG Policies	
Anti-bribery and anti-corruption policy [*]	Yes
Biodiversity policy	No
Data security and privacy policy [*]	Yes
Diversity, equity and inclusion policy	Yes
Employee Code of Conduct [*]	Yes
Environmental policy	No
ESG / sustainability policy [*]	Yes
Gifts and hospitality policy [*]	Yes
Health and safety policy	No
Human rights policy	Yes
Purchasing policy	No
Supplier Code of Conduct	Yes
Whistleblowing policy [*]	Yes
Cybersecurity policy	Yes
Energy consumption policy	No
Climate / carbon policy	No
Waste management policy	No
Workplace accident prevention policy	No
Modern Slavery statement	Yes

Employee survey conducted in the reporting year

Yes

Employee survey conducted at least bi-annually

Yes

Report notes:

* Policy required by Capvis – total of 6/6 policies in place.



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Annex 2 - ESG Performance Ratings

Theme Performance Overview

Please see below an overview of the tailored ESG performance descriptions for each selected material ESG theme.

Please note that information within the maturity scale is used as an indicative guide for ESG performance. Companies are required to select the performance level that best matches their current performance with the view that the majority of requirements must be met to fall within that level.

Carbon footprint management- Performance Overview¹

Rationale: Companies that focus on reducing carbon emissions can reduce their exposure to fluctuating energy prices and lower costs spent on energy and business travel. Additionally, a sustainable proposition can help to attract talent, provide and edge in tenders, and boost the firm's image.

2023-24 progress:

- ProXES has energy improvement initiatives in place with energy audits conducted and energy-intensive processes replaced with more efficient alternatives. The Rheinfelden plant undergoes annual energy efficiency assessments, and in 2024 the feasibility of installing a PV system was investigated. Additionally, to replace the old gas heating system, the building was connected to the district heating network.
- Facilities in Rheinfelden, Neuenburg, and Belgium use 100% renewable electricity contributing to a company-wide renewable electricity share of 43%.
- ProXES has developed a carbon reduction plan for Scope 1 and 2 emissions. The plan identifies key reduction opportunities and outlines actionable measures to achieve emission reductions in line with the SBTi criteria.
- ProXES travel policy encourages minimised travel through videoconferencing and selecting locations for meetings that reduce travel. Emissions from business travel and employee commuting are monitored.

		2023 Assessment			2024 Assessment
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future proof	
Reactive ESG management driven by regulations.	Ambition to improve ESG has been formulated, baseline identified and initial progress mode.	Strategy for improved ESG risk and opportunity management has led to strong performance.	Company-wide integration of ESG has brought a future-proof business within reach.	Business proposition and management is fully aligned with a future-proof society.	
<ul style="list-style-type: none">• Management aims to adhere to (local) energy regulations (i.e. EED (EU), ESOS (UK), Wet Milieubeheer (NL))• No insight into employee commuting & business travel	<ul style="list-style-type: none">• Basic monitoring of energy and carbon emissions and targets set for net-zero before 2050 (Scope 1 + 2)• Ad-hoc initiatives to improve business travel sustainability• >70% of the electricity is sourced from renewable sources (not necessarily local)• Energy audit conducted and quick-wins addressed (e.g. procurement of green electricity)	<ul style="list-style-type: none">• Comprehensive monitoring of Scope 1 + 2 emission sources according to recognised accounting standards (e.g. CO2 Prestatieladder, GHG Protocol)• Encouraging video conferencing, including monitoring of avoided emissions due to avoided flights• Monitoring emissions resulting from business travel and employee commuting• Onsite renewable energy generation potential assessed (e.g. rooftop potential assessed for solar panels)• >90% of electricity is derived from local renewable sources• Scope 1, 2 and 3 emission target for net-zero before 2045 set and officially committed to Science-Based Target Initiative (SBTi)	<ul style="list-style-type: none">• Science-Based Targets set in line with the 1.5°C climate scenario (X ≥ 4.2% annual linear reduction)• All distances reachable within 6 hours by train are travelled by train• Onsite renewable energy generation deployed, if possible (e.g. full rooftop potential realised for solar panels)• Science-Based Targets set in line with well-below 2°C climate scenario (X ≥ 2.5% annual linear reduction) on business travel emissions	<ul style="list-style-type: none">• Net-zero emissions achieved for Scope 1 and 2• Employees only commute by bike, public transport or electric vehicles• Net-zero carbon footprint achieved (business travel reduced to absolute minimum)• Total energy consumption reduced to absolute minimum• Year-on-year progress realised on Scope 3 emissions of at least 2.5% linear annual reduction rate (in line with SBTi)	

¹ This theme was assessed for the first time in 2023.

Employee health and safety- Performance Overview

Rationale: Providing adequate safety training and ensuring the health and well-being of employees is key to ensuring safety. Such provisions help firms avoid reputational damage and lower revenue losses.

2023-24 progress:

- H&S audits are conducted at certain ProXES sites. H&S management systems are in place at the Rheinfelden location which adheres to Swiss industry-specific safety framework through Swissmechanic, requiring an annual audit via a detailed questionnaire. The Hamelin site conducts annual internal H&S assessments and is yet to be aligned to a H&S management system.
- ProXES takes an active approach to monitoring employee H&S with safety officers in place to create action plans in response to accidents, supported by targeted training which was completed by all employees at Hamburg and Hamelin sites in 2024.
- ProXES monitors key H&S metrics including work-related injuries, absenteeism rate and LTIF all of which have remained stable since 2023. The company also sets protection targets. However, ProXES saw a sharp increase in days lost due to injury in 2024 from 53 days to 431 due to three accidents at the Rheinfelden site.
- An employee survey was launched in 2024, receiving 49% response rate.

		2020 Assessment			2024 Assessment
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future proof	
Reactive ESG management driven by regulations.	Ambition to improve ESG has been formulated, baseline identified and initial progress mode.	Strategy for improved ESG risk and opportunity management has led to strong performance.	Company-wide integration of ESG has brought a future-proof business within reach.	Business proposition and management is fully aligned with a future-proof society.	
<ul style="list-style-type: none">• Risk audit conducted (e.g. NL - RI&E)• Management aims to adhere to (local) H&S regulation• Basic monitoring of absenteeism and accidents	<ul style="list-style-type: none">• Risk and safety audit conducted (e.g. VCA), H&S guidelines available• Ad hoc follow-up of identified risks• Monitoring of absenteeism, accidents, fatalities	<ul style="list-style-type: none">• H&S management system (e.g. ISO 45001) and H&S policy in place• Sound follow-up structure through monthly board reporting on H&S performance and subsequent mitigating efforts against work-related diseases• LTIF and absenteeism below industry average, or else an action plan is in place, including KPIs and targets• Comprehensive reporting standards, including near-misses, LTIF-rates, short/mid/long-term absenteeism	<ul style="list-style-type: none">• Embedded safety culture, with strong H&S management systems (e.g. ISO 45001) and policies in place• Continuous follow-up on identified risks through multiple reporting avenues, with proof of mitigation/improvements against work-related illnesses• All accidents are monitored, and consistently ranked below industry benchmarks for >3 consecutive years	<ul style="list-style-type: none">• Best-in-class H&S management system and practices in place. H&S certifications available, such as ISO 45001, and QHSE manager takes overall responsibility for topic• YoY reduction of risks identified in audits due to successful improvement plans• Accidents are continuously monitored in all categories, and results are significantly below industry benchmarks for >3 years. Absenteeism and turnover rates are significantly below industry benchmark for >3 years.	

Integration of ESG strategy- Performance Overview

Rationale: Integrating ESG throughout the organisation can bring about several benefits, e.g. revenue growth, new market opportunities, and reduced reputational and regulatory risks.

2023-24 progress:

- ProXES views sustainability as an integral part of its corporate strategy, aiming to incorporate ESG into its culture and into its products. By implementing its ‘ESG by Design’ approach, ProXES considers the impact of its products on the environment as well as fair working conditions, diversity, and compliance throughout its supply chain.
- In 2024, the company enhanced its company-wide sustainability strategy to focus on four areas: product design & lifecycle, environmental impact of operations, employee wellbeing, and sustainability governance & transformation. Targets and KPIs have been developed to monitor progress regularly.
- A 'Sustainability Circle' of strategically positioned colleagues meets regularly to embed sustainability in the organisation by creating a structured space to share knowledge, gather input from different departments and receive feedback.
- Regular Sustainability Management Review with C-Level to update on status quo and define strategic initiatives.
- Transparency is important to ProXES, and via its dedicated ESG webpage and public reporting, the company aims to share both positive and negative developments with its stakeholders.
- ProXES achieved EcoVadis Bronze Medal for the second year placing them in the top 87% percentile of companies assessed. This demonstrates ProXES’ commitment to sustainability management and continuous improvement.

		2020 Assessment		2024 Assessment	
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future proof	
Reactive ESG management driven by regulations.	Ambition to improve ESG has been formulated, baseline identified and initial progress mode.	Strategy for improved ESG risk and opportunity management has led to strong performance.	Company-wide integration of ESG has brought a future-proof business within reach.	Business proposition and management is fully aligned with a future-proof society.	
<ul style="list-style-type: none">• No ESG statement on the website and no other (external) visibility with regards to ESG• ESG criteria are not included in the remuneration policy and/or incentives are not linked to sustainability performance• ESG is discussed on an ad hoc basis on the board agenda (mostly from a risk or cost efficiency perspective)• No (internal or publicly disclosed) ESG policy or strategy (including materiality assessment, KPIs and targets) in place	<ul style="list-style-type: none">• Limited ESG statement on the company website• Limited ESG incentive schemes in place (<5% of management bonus)• Limited C level ESG accountability and responsibilities are in place• Limited ESG-related memberships, industry standards and/or certifications in place• Limited (internal or publicly disclosed) ESG policy, and/or ESG strategy (including materiality assessment, KPIs and targets) in place	<ul style="list-style-type: none">• ESG (internal or publicly disclosed) policy in place• Incentives for ESG performance are in place (between 5% and 15% of management bonus)• ESG is formally discussed at the board level on a regular basis, also including more strategic value creation topics (instead of solely ESG risk mitigation)• ESG- related memberships, industry standards and/or certifications are in place• ESG (internal or publicly disclosed) strategy in place (including materiality assessment, KPIs, and targets, such as ensuring minimised product disposal effects or mitigated ESG risks)	<ul style="list-style-type: none">• ESG policy and strategy (including materiality assessment, KPIs, and targets) are updated annually and communicated to stakeholders (e.g. through public disclosure)• Dedicated manager in place that oversees the ESG integration performance of the company• Incentives for ESG performance are pioneering the sector (>15% of management bonus)• ESG is formally discussed at the board level on a regular basis, also including more strategic value creation topics (instead of solely ESG risk mitigation) and tangible ESG board oversight progress is demonstrated (YoY)• On track to reach ESG (KPI) targets• YoY progress on ESG strategy integration is demonstrated	<ul style="list-style-type: none">• The company's ESG measures and strategy (including materiality assessment, KPIs, and targets) are amongst the top of the industry and peers, as well as demonstrating (best-practice) results• Dedicated business unit in place that oversees and executes the ESG integration plan of the company• Incentives for sustainability performance are pioneering the sector (>15% of management bonus)• ESG board oversight acts as a role model for the sector and/or other organisations (e.g. board is strongly involved in the company's ESG processes)• Initiator/frontrunner of ESG strategy initiatives and pushing ESG standards in the industry	

Product life cycle & design- Performance Overview¹

Rationale: Firms can improve lifecycle impacts and save costs with innovations on recyclability and longevity, including end-of-life product recovery and durable material use.

2023-24 progress:

- In Q1 2024, ProXES completed its first cradle-to-grave Product Carbon Footprint (PCF) calculation for the ‘Stephan Vacutherm’. The analysis identified the use phase as the largest contributor to CO₂, emphasising the need for energy-efficient technologies and materials in ProXES’ products. Findings will be applied to other machines in the portfolio and data validation is ongoing to ensure accuracy.
- The ‘ESG by Design’ concept, implemented in 2022, integrates ESG considerations into product development. Products are designed for long-term durability, often exceeding 20 years, with a focus on upgrades, retrofits, and refurbishment.
- ProXES tracks product circularity metrics including retrofits to existing machines which has increased from 50 to 80 since 2023. The company also monitors second-hand machines refurbished and reintroduced which has remained in line with 2023 levels (3 per year).

<div>2023 Assessment</div> <div>2024 Assessment</div>				
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future proof
Reactive ESG management driven by regulations.	Ambition to improve ESG has been formulated, baseline identified and initial progress mode.	Strategy for improved ESG risk and opportunity management has led to strong performance.	Company-wide integration of ESG has brought a future-proof business within reach.	Business proposition and management is fully aligned with a future-proof society.
<ul style="list-style-type: none">• Management aims to adhere to relevant laws & regulations (e.g. product warranty)• No business model initiatives to contribute to a more circular economy• -No product design initiatives to ensure products, components or raw materials stay in use as long as possible	<ul style="list-style-type: none">• Extended product warranty• Design choices made to ensure products, components or raw materials stay in use as long as possible (e.g. through modular design, increasing repairability)• Some business initiatives implemented to contribute to a more circular economy (e.g. through product as a service, buyback programs)	<ul style="list-style-type: none">• Impact Assessment (e.g., LCA) conducted for key products, covering over 25% of revenues• Action plan in place to keep products (and materials) in circulation as long as possible, incl. KPIs, targets and design criteria (e.g. repairability, modularity)• Action plan in place to align the business model with a circular economy, including KPIs and targets (e.g. related to product as a service, buyback programs)	<ul style="list-style-type: none">• LCA conducted for products covering over 50% of revenue streams• Tangible progress made to steer towards circulating products (and materials) at their highest value, which is supported by progress on KPIs or by an LCA• Significant increase in revenue from more circular products or through a more circular business model (e.g. increase in revenue from rental options, product as a service, as stipulated in action plan)	<ul style="list-style-type: none">• Pushing circularity standards in the industry, e.g. by taking back large volumes of products at end-of-life, and collaboration throughout the value chain• Product strategy aligned to become part of a circular economy, e.g. by obtaining relevant certifications (such as Cradle to Cradle or any other certifications relevant in the industry)• Circular business model/product is a key revenue driver of the business

¹ Rating criteria was updated in 2023 and therefore 2020 rating is not comparable.

Product quality & safety- Performance Overview

Rationale: Ensuring safety and responding appropriately when unintended features are identified can protect companies from regulatory action, customer lawsuits, market withdrawals, and many other hurdles that can result in high costs and reputational damage.

2023-24 progress:

- In 2024, ProXES implemented an Action Plan relating to product quality and safety including KPIs and targets to further raise the standards within the company.
- Product quality is ensured through internal quality management processes e.g. incoming goods inspections, intermediate checks, and final acceptance tests. Internal audits follow ISO 9001¹ and product safety is confirmed with CE² marking based on the Machinery Directive. GAMP 5³ guidelines are taken into consideration at the Rheinfelden site.
- ProXES has been a member of the European Hygienic Engineering & Design Group (EHEDG) since 2007, demonstrating its commitment to setting high quality standards. EHEDG’s primary goal is to ensure food safety by enhancing hygiene technology and design throughout the food production process.
- ProXES monitors key metrics including customer complaints and customer welfare-related incidents. In 2024, the company received 209 complaints (reduced from 225 in 2023), with 206 related to product quality and 3 concerning safety. A component produced by Siemens was recalled, which affected several of their customers. ProXES assessed the issue, informed customers, and is actively working on replacements.

<div>2020 Assessment</div> <div>2024 Assessment</div>				
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future proof
Reactive ESG management driven by regulations.	Ambition to improve ESG has been formulated, baseline identified and initial progress mode.	Strategy for improved ESG risk and opportunity management has led to strong performance.	Company-wide integration of ESG has brought a future-proof business within reach.	Business proposition and management is fully aligned with a future-proof society.
<ul style="list-style-type: none">• Management aims to adhere to country regulation (e.g. GPSD, CPSC)• Relevant certifications in place, tracked in compliance register (e.g. CE marking, BIFMA)• Annual review of compliance register• No insight in customer satisfaction	<ul style="list-style-type: none">• Quality management system in place (e.g. ISO 9001, NEN-EN15224)• Product safety standard in place (e.g. ISO 10377, ISO10393)• Quality control staff in place• Customer complaint management system in place<ul style="list-style-type: none">• Recall and tracking procedure in place• Customer satisfaction and retention rate monitored	<ul style="list-style-type: none">• Action plan regarding quality & safety, including KPIs and targets (e.g. product recall, increasing customer satisfaction and retention, zero defects)• Procedures in place to safeguard product quality & safety (e.g. safety trainings, safety & quality manuals)• Complaints are analysed and follow-up procedure in place (e.g. Root Cause Analysis)• Quality assurance staff in place. Staff performs market-conform quality checks• No product safety recalls in the past 3 years	<ul style="list-style-type: none">• Extensive procedures in place to safeguard product quality & safety (e.g. quality and safety checks by third parties)• Quality control issues throughout the supply chain are monitored, enabling continuous improvement in product design/procurement• No customer welfare incidents or product safety recalls in the past 3 years	<ul style="list-style-type: none">• Product quality & safety commitments that go beyond legal obligations (e.g. GFSI, TPS)• Constant feedback loop between complaint handling team, product development and/or manufacturing team, and other BUs• Quality & safety mgmt. includes disciplinary and preventive action plans• YoY improvement of consumer satisfaction score

¹ ISO 9001 relates to Quality Management Systems.

² The logo signifies that products sold in the EEA have been assessed to meet high safety, health, and environmental protection requirements.

³ Good Automated Manufacturing Practices published by the International Society for Pharmaceutical Engineering (ISPE).

Supply chain control- Performance Overview¹

Rationale: Reputational damage may arise if a company’s suppliers perform poorly on environmental/social issues. Firms can mitigate these risks and capture market opportunities by actively engaging with suppliers on ESG practices.

2023-24 progress:

- ProXES supply chain management approach is categorised as ‘Involved’, focusing on regulatory and international standards compliance. However, the company recognised its visibility into suppliers’ responsible behaviour and impact remains limited.
- A Supplier Code of Conduct is in place covering key areas e.g. child and forced labour, H&S, discrimination, working hours, and remuneration. Certain suppliers are audited based on turnover; however, the quantity remains low in relation to the entire supplier base (more than 800 active suppliers).
- Moving forward, ProXES aims to adopt a more proactive approach by enhancing supplier engagement and monitoring mechanisms to address sustainability in its supply chain.

		2020 Assessment			2024 Assessment
1. Reactive	2. Involved	3. Committed	4. Integrated	5. Future proof	
Reactive ESG management driven by regulations.	Ambition to improve ESG has been formulated, baseline identified and initial progress mode.	Strategy for improved ESG risk and opportunity management has led to strong performance.	Company-wide integration of ESG has brought a future-proof business within reach.	Business proposition and management is fully aligned with a future-proof society.	
<ul style="list-style-type: none">• Management aims to adhere to minimum regulatory and international standards (e.g. ILO & UN Global Compact principles including reference to the respect of human rights stated in supplier contracts)• Little to no insight into the impact and responsible conduct of suppliers	<ul style="list-style-type: none">• ESG supplier due diligence assessments of first tier suppliers (including tracking of indicators such as fair labour conditions, modern slavery, waste management, and hazardous materials).• Material risks and mitigation opportunities (i.e. policy, GRI auditing and certification schemes) identified throughout the supply chain, including first-tier suppliers, services, and input materials• Supplier code of conduct signed by >90% of first-tier suppliers	<ul style="list-style-type: none">• Strategy in place (including KPIs and targets) to eliminate risk exposure through supplier risk assessment, standards and audits (e.g. SA8000, SMETA 4P, Amfori BSCI, GRI 414, Sedex) as well as responsible product certification schemes• Based on due diligence findings, site-visit audits are conducted, and first-tier suppliers are assisted when implementing corrective actions• Engagement with first-tier suppliers to identify risks from indirect suppliers	<ul style="list-style-type: none">• Strategy and policy fully embedded in operations• First-tier suppliers and products meet the highest audit scores and responsible conduct (e.g. sourcing certified products or suppliers, obtaining certifications and labels)• Actively propagating responsible value proposition• Pro-active chain engagement to raise the bar of responsible conduct (e.g. through training and/or resources, collaborative initiatives with other players in the supply chain to improve social or environmental impact)• Maximised efforts directed towards establishing full transparency from source to gate	<ul style="list-style-type: none">• Supply chain risks fully mitigated and active contribution to sustainable development• Collaborative efforts and partnerships in place to support stakeholders in the supply chain, both to improve sustainability performance and to raise the bar in the wider industry• Company proactively takes up innovative and far-reaching initiatives to tackle supply chain issues and improve the industry standard (i.e. on packaging, living wage, sustainable transport)• Full supply chain transparency with the ability to trace products from source to consumer (i.e. farm-to-fork strategy)	

¹ Rating criteria was updated in 2023 and therefore 2020 rating is not comparable.

Carbon Report

2024



ProXES

About this report

Company profile

ProXES

ProXES is a leading provider of high-end batch processing and automation solutions tailored for the food sector, health and personal care products, and pharmaceutical applications. ProXES has production facilities in both Hamelin and Rheinfelden, a technology center in Neuenburg, and extends its global presence through sales offices in Belgium, the Netherlands, France, Poland, the UK, the US, China, and Singapore.

Temporal limits



2021 - 2024

Standard



GHG Protocol Corporate Standard and Corporate Value Chain (Scope 3) Standard

Study approach



Operational Control Approach¹
With the aim of covering 100% of the activities carried out

Exclusions from study



Emission sources exclusion criteria are based on:

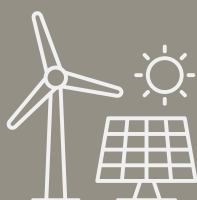
1. Low materiality (negligible effect on footprint)
2. Low data quality, integrity or accessibility of information

Details can be found on the Materiality page

This document presents the greenhouse gas footprint assessment of ProXES conducted in Q1 2025, based on desk research, data provided by the company, its suppliers, and customers, as well as several discussions between company management and Holtara.



Overview



Scope 1 & 2



Scope 3



Annex

¹ Scope 2 values are reported using the market-based approach, unless otherwise stated.

While ProXES achieved an overall reduction in its total carbon footprint, market-based Scope 2 emissions increased in 2024 compared to 2023 levels

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

192,102

2024, tCO₂e¹

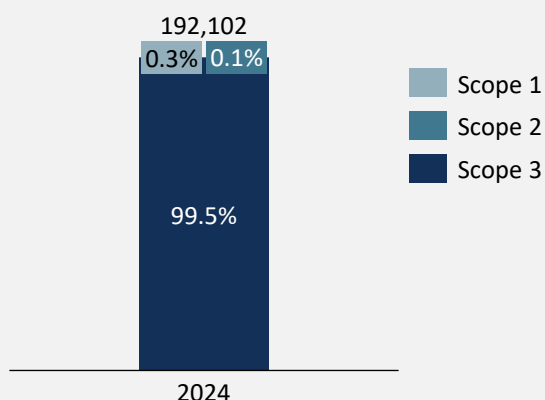
1,519

2024, tCO₂e/mEUR

ProXES' carbon footprint consisted of 192,098 tCO₂e in 2024. Operational (Scope 1 and 2) emissions accounted for 0.5% of the total footprint and have decreased by 1.1% compared to 2023. Meanwhile, value chain emissions contributed the most (99.5%) to the overall footprint, with the greatest share arising from the 'Use of sold products', 'Purchased goods and services' and 'Upstream transportation and distribution activities.'

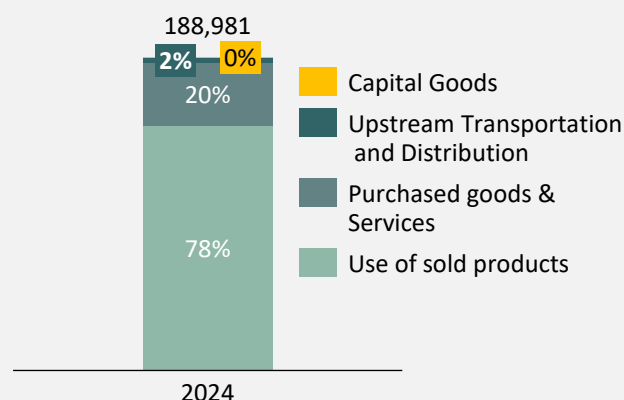
GHG Protocol scope breakdown

GHG Emissions (2024, tCO₂e)



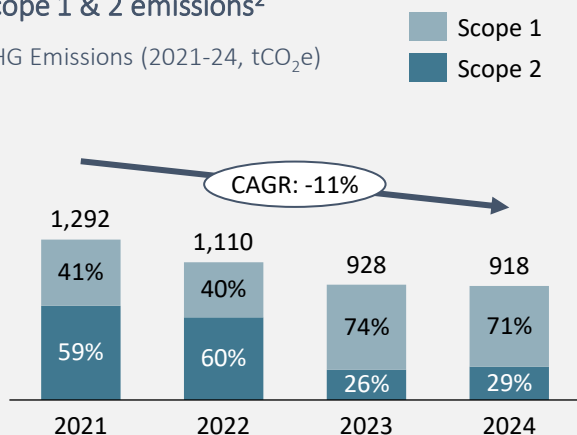
Top 2024 Scope 3 emission categories

GHG Emissions (2024, tCO₂e)



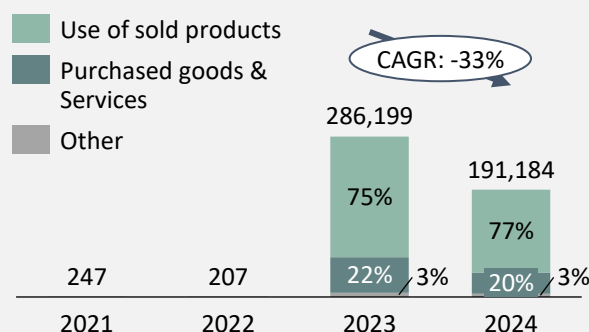
Scope 1 & 2 emissions²

GHG Emissions (2021-24, tCO₂e)



Scope 3 emissions

GHG Emissions (2021-24, tCO₂e)



Data quality

High Quality

Indicative data quality

ProXES has provided high quality data which is a mixture of consumption-based and activity-based. Pre-calculated emissions provided by ProXES were used for the analysis.

ProXES 2024 hypothetical carbon costs³

€67 k

Company carbon cost based on €73/tCO₂e carbon price

0.05%

Carbon cost vs revenue

¹ The carbon footprint includes the GHG emissions CO₂, SF₆, CH₄, N₂O, HFCs, PCFS, and is usually expressed in equivalent tons of carbon dioxide (tCO₂e); ² This shows a market-based approach. Location-based emissions can be found on the next page; ³ Figures are indicative; these figures give an insight into annual costs if an internal or external carbon price would be set to €73,-/tCO₂e. Reference: [EU Carbon Permits - Price - Chart - Historical Data - News](#), dated March 20, 2025.



Operational emissions have decreased slightly in 2024, due to marginally lower energy consumption

Performance

ProXES' operational emissions are driven by a range of sources, from natural gas consumption and electricity in buildings to diesel and other car fuels for the car fleet, as well as purchased heating. Operational emissions declined slightly due to lower energy consumption in mobile combustion, purchased heat¹ and purchased electricity.

Main actions

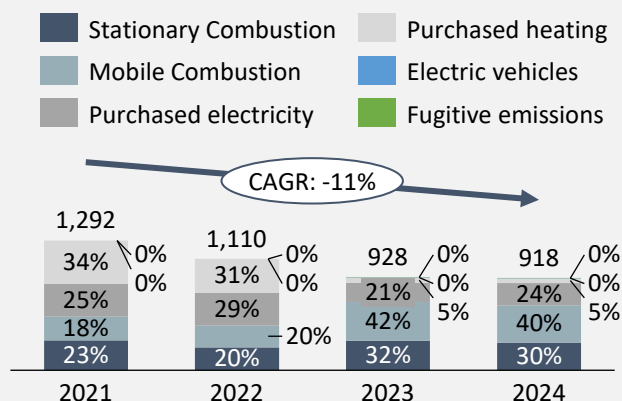
ProXES procures ~43% of its purchased electricity (locations) from renewable sources. This share has remained similar compared to last year's distribution. Additionally, 99% of purchased heating (district heating) comes from renewable sources.

Data quality

Data quality for both Scope 1 and 2 emissions is high. ProXES provided precalculated emissions including a detailed underlying inventory comprised of a mixture of activity-based and consumption-based data.

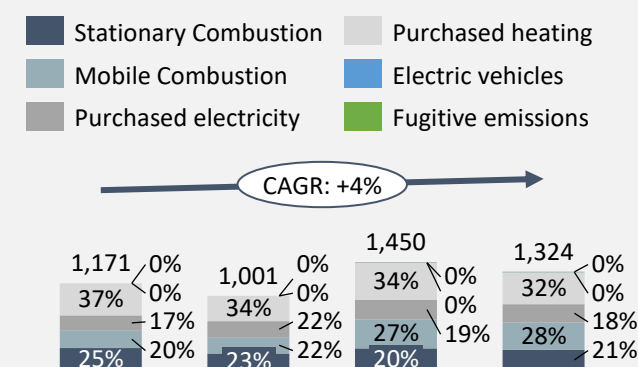
Scope 1 & 2 emissions (market-based)²

2021-24 (tCO₂e)



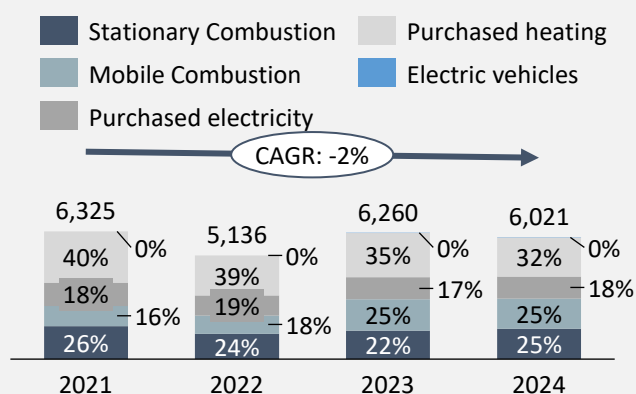
Scope 1 & 2 emissions (location-based)

2021-24 (tCO₂e)



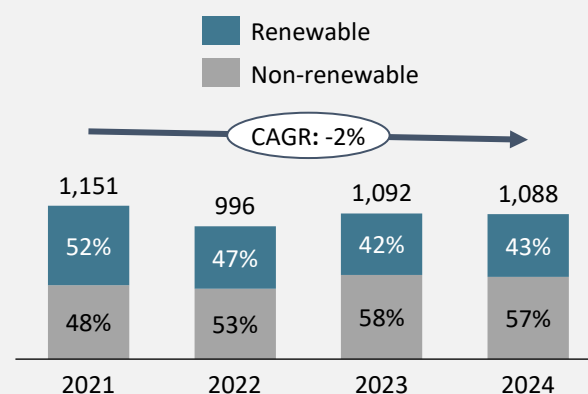
Energy consumption

Per fuel type, 2021-24 (MWh, %)



Electricity consumption (locations)

Renewable vs non-renewable, 2021-24 (MWh, %)



¹ ProXES indicated that there was a defective measuring device for Plant I at the Hamelin site. Missing values were calculated based on the consumption of Plant II. The respective quota was formed from the average of the past 3 years.; ² The market-based approach reflects emissions for the type of electricity procured, whereas location-based reflects the emissions from the local grid.

The value chain carbon footprint has decreased in 2024 with use of sold products continuing to represent the largest proportion of scope 3 emissions

Performance

ProXES' Scope 3 emissions were 33.2% lower in 2024 than in 2023, dropping from 286,199 tCO₂e to 191,184 tCO₂e. The category 'Use of sold products' is the largest contributor and makes up 77% of the company's Scope 3 footprint. The second biggest contributor is 'Purchased goods and services', which makes up 20% of the Scope 3 footprint.

Main actions

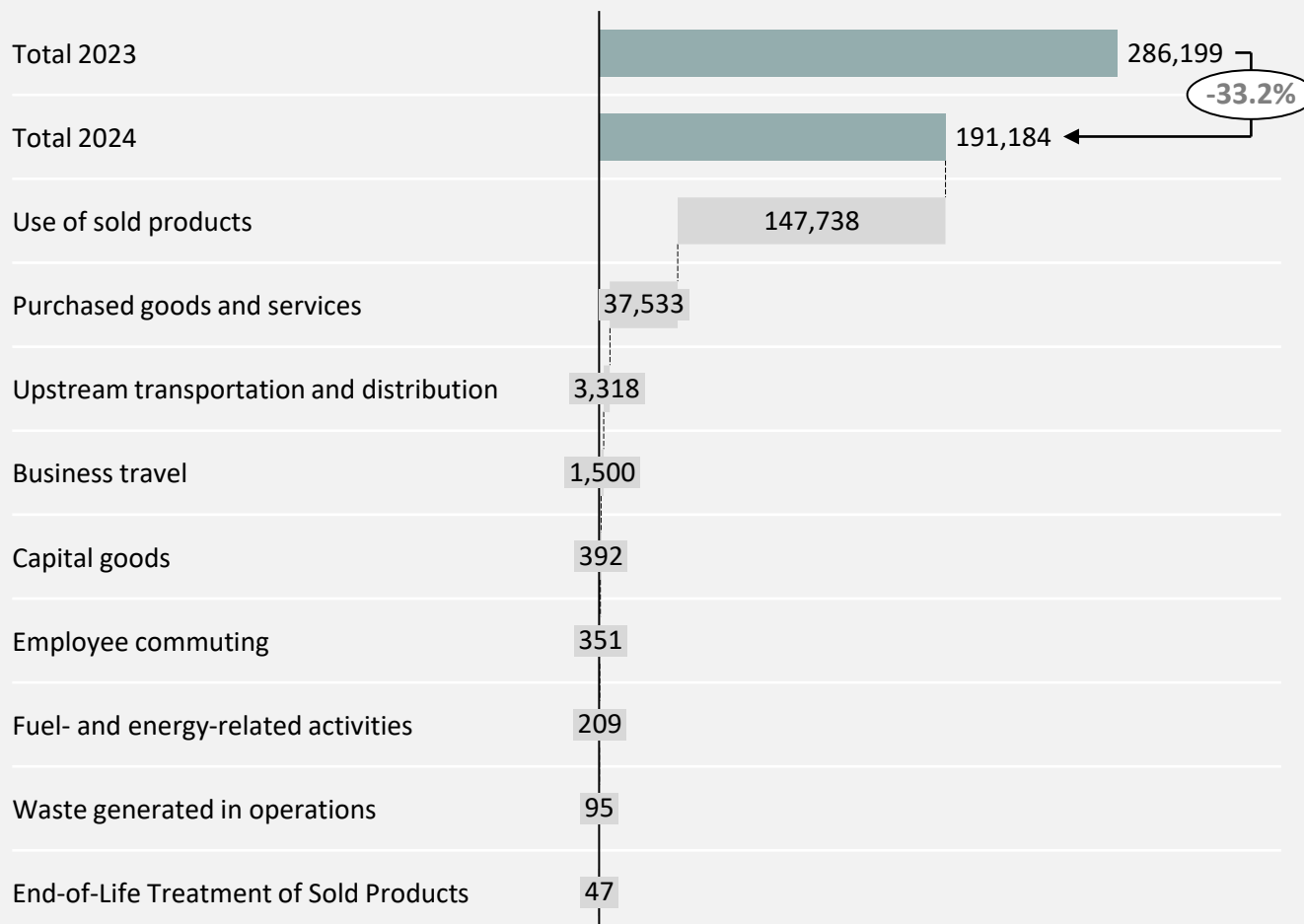
Major reductions in both the 'Use of sold products' and 'Purchased goods and services', which together account for 97% of ProXES' Scope 3 footprint, have contributed significantly to the drop in overall Scope 3 emissions. For 'Use of sold products' decreased emissions were observed due to fewer machines sold in 2024 and adjusted emission factors.',

Data quality

ProXES provided medium-quality Scope 3 data, combining activity-, consumption-, and spend-based approaches. The largest category, 'Use of sold products,' relies on assumptions due to a lack of underlying measured energy consumption. Data quality for 'Employee commuting' improved significantly following a group-wide survey on commuting patterns and fuel use. 'Purchased goods and services' also improved, as 50% of the purchase volume shifted from a consumption- to a volume-based approach.

Scope 3 emissions breakdown

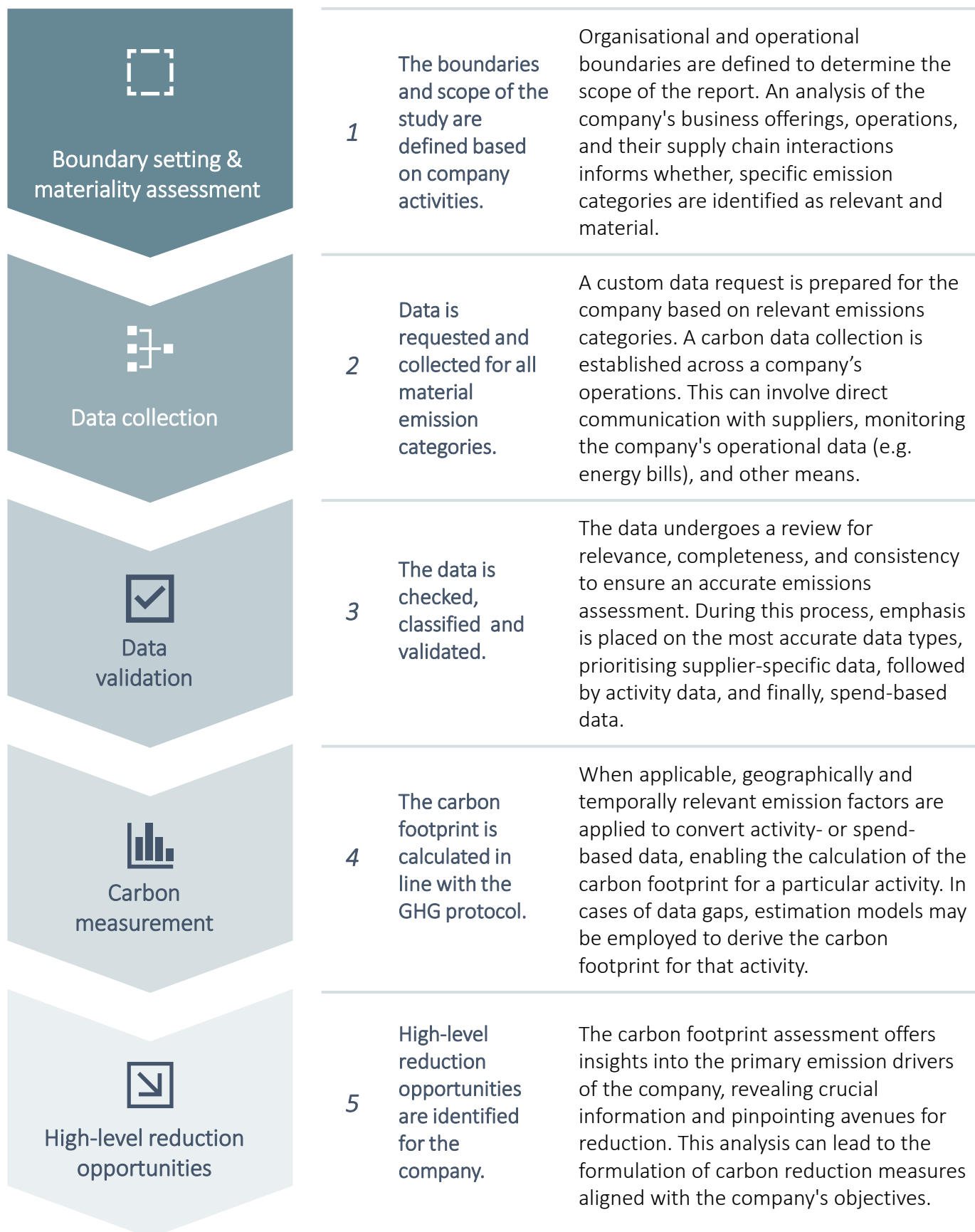
2023-24 (tCO₂e)





Annex

Annex



Annex

Scope 1 & 2 – Materiality assessment

To enable an effective and efficient carbon monitoring and - reduction process, it is key to focus on material emissions sources. An analysis of the company's business offerings and operations was performed, informing whether specific emission categories are identified as relevant and material. Material emission sources contribute significantly to the company's overall footprint, whereas a category is deemed immaterial if its contribution to the overall footprint is negligible (<1% of overall footprint).

Analysis boundary

Organisational boundary		ProXES directly controls 13 sites, 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 two sites in Asia, specifically Shanghai and Singapore.
Scope of activities		Main activities at company locations include production activities, as well as providing installation, spare parts, and maintenance services.
Emission category	Materiality	Reason for inclusion/exclusion
Scope 1	Stationary combustion	✓ ProXES heats its locations through the combustion of natural gas, with the associated emissions derived from annual consumption values.
	Mobile combustion	✓ ProXES operates a fleet of diesel-, petrol-, and LPG-burning vehicles, emissions from which are estimated by litres of fuel consumption.
	Fugitive and process emissions	✓ ProXES is involved in activities or in possession of equipment that could materially lead to process or fugitive emissions.
Scope 2	Purchased electricity (facility use)	✓ ProXES procures a mix of renewable electricity and electricity from the national grid across locations, so the associated emissions are included in the analysis.
	Purchased electricity (vehicle use)	✓ ProXES operates an electric vehicle fleet, the emissions from which are estimated based on energy consumption (kWh).
	Purchased heat and steam	✓ ProXES procures heat and steam energy at the STM location and ProXES Polska, therefore the associated emissions are included in the analysis.

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

Annex

Scope 3 Upstream – Materiality assessment

For the scope 3 emission categories, a materiality analysis was performed based on the company's business offerings, and supply chain interactions, informing whether specific emission categories are identified as relevant and material. Categories are deemed immaterial if they are either not applicable to the company's operations and/or supply chain, or their contribution to the overall footprint is negligible (e.g. <1% of overall footprint).

Analysis boundary

Organisational boundary		ProXES directly controls 13 sites, including offices in Illinois and New Jersey, nine locations across Europe and two sites in Asia, specifically Shanghai and Singapore.
Scope of activities		ProXES's upstream value chain actors are predominately in the industrial sector, supplying parts for assembly at ProXES locations.

Emission category		Materiality	Reason for inclusion/exclusion
Scope 3 Up-stream	Purchased goods & services	✓	ProXES purchases final products from garment manufacturers, as well as homeware, with the associated emissions estimated based on product-specific LCAs that are carried out following the EU PEF ¹ .
	Capital goods	✓	ProXES purchases capital goods to enable its business activities, so the associated emissions are included in the analysis.
	Fuel-and energy-related activities	✓	ProXES purchases natural gas and electricity (scope 1 and 2), so indirect emissions are included in the analysis.
	Upstream transportation & distribution	✓	ProXES purchases transportation and distribution services, the emissions of which are included based on transportation type, weight, and distance.
	Waste generated in operations	✓	ProXES produces waste during its operations, so the associated emissions are included in the analysis.
	Business travel	✓	ProXES' employees travel for business-related activities (in vehicles not owned or controlled by the company), so the associated emissions are included in the analysis.
	Employee commuting	✓	ProXES' employees commute to work, so emissions are included in the analysis, so the associated emissions are included in the analysis.

Annex

Scope 3 Downstream – Materiality assessment

For the scope 3 emission categories, a materiality analysis was performed based on the company's business offerings, and supply chain interactions, informing whether specific emission categories are identified as relevant and material. Categories are deemed immaterial if they are either not applicable to the company's operations and/or supply chain, or their contribution to the overall footprint is negligible (e.g. <1% of overall footprint).

Analysis boundary

Organisational boundary		ProXES directly controls 13 sites, including offices in Illinois and New Jersey, nine locations across Europe and two sites in Asia, specifically Shanghai and Singapore.
Scope of activities		ProXES services end markets in the food, health and personal care products, as well as pharmaceutical sectors.

Emission category		Materiality	Reason for inclusion/exclusion
Scope 3 Downstream	Downstream transportation & distribution	→	ProXES distributes products downstream to customers, but has little oversight on transportation orchestrated by the customer.
	Processing of sold products	X	ProXES does not sell intermediate products, so this category is not considered in the analysis.
	Use of sold products	✓	ProXES does sell products that consume energy, so this category is not considered in the analysis.
	End-of-life treatment of sold products	✓	ProXES sells products that will turn into waste at the end of their lifetime; these emissions are estimated based on the material and total weight of sold products.
	Downstream leased assets	X	ProXES does not lease to others, so this category is not considered in the analysis.
	Franchises	X	ProXES does not operate franchises, so this category is not considered in the analysis.
	Investments	X	ProXES does not have investments, so this category is not considered in the analysis.

Material and included
 Material but not included in assessment
 Deemed not material

Metric	Unit	Definition
Total energy consumption	MWh	The calculated total energy consumption from all sources (scope 1 and 2; including electricity, fuel, gas, and if relevant, steam and heat), during a reporting period.
Carbon intensity	tCO ₂ e / €M rev	Carbon emissions in metric tonnes per millions of net revenue, during a reporting period.
Scope 1 emissions	tCO ₂ e	Direct emissions due to owned, controlled sources accounted for using the GHG Protocol, during a reporting period.
Scope 2 emissions	tCO ₂ e	Indirect emissions due to purchase of electricity, heat, steam, etc. accounted for using the GHG Protocol ² , during a reporting period.
Scope 3 emissions	tCO ₂ e	All indirect emissions (i.e. not included in scope 1 or 2) that occur in the company 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	-	Activity data specifies how many units of a particular product or material that a company has purchased. For example, it could be litres of fuel, kilograms of textile, etc.
Spend data	-	Spend data relates to the financial expenditures associated with GHG emissions. It involves tracking the monetary costs associated with activities, processes, or purchases that lead to emissions.
Supplier 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 historic datum (a specific year or an average over multiple years) against which a company's emissions are tracked over time.
CO ₂ equivalent	CO ₂ e	The universal unit of measurement to indicate the global warming potential (GWP) of each of the six 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.

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