

2025 SUSTAINABILITY REPORT

PROTEKTORWERK FLORENZ MAISCH GMBH & CO. KG & THE PROTEKTOR GROUP



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Dear readers,

We are delighted to present Protektor's 2025 Sustainability Report to you today.

As a leading medium-sized company in the construction sector, we take our responsibilities seriously – both environmental and social. The report is based on the VSME standards and continues to be published on a voluntary basis – out of conviction, because sustainability is close to our hearts.

We are building on previous successes, such as the German Raw Materials Efficiency Award (2013), and are continuously developing our resource-efficient processes and participating in innovative research projects, with the aim, amongst other things, of reducing greenhouse gas emissions. At the same time, our employees are at the heart of what we do: we promote a safe, fair working environment and invest in health and further training. In this report, we transparently set out where we stand, what we have achieved and what our next goals are.

With best regards

Dr. Christof Maisch

Dr. Jörg Böllhoff

Dr. Andreas Metzger



About this report.

This sustainability report has been prepared on a voluntary basis and is based on the EFRAG VSME standard. As a medium-sized company, we are not subject to the statutory reporting requirements under the CSRD. Nevertheless, we have made a conscious decision to continue our sustainability reporting.

Legal form: GmbH & Co. KG

NACE codes: 22.23; 22.29; 24.10; 24.31; 24.33; 25.11; 25.12

This report covers the financial year 2025 and has been prepared on a consolidated basis for the entire Protektor Group. Where this report refers to 'Protektor', this refers to the parent company based in Gaggenau. The term 'Protektor Group' also encompasses all domestic and foreign subsidiaries.

Compared with the previous year, we have expanded the scope of this report: for the first time, energy consumption and greenhouse gas emissions (Scope 1 and Scope 2), as well as social indicators, are recorded and reported not only for our German companies but also for our overseas subsidiaries. This should be borne in mind when comparing figures with those of the previous year.

We are making targeted use of the experience and methods we developed whilst compiling our first report to gradually integrate our international sites. In doing so, we are laying the foundations for comprehensive and comparable reporting at Group level in the future.

The data contained in this report is based on internal sources; it has been carefully collected and verified through existing internal processes. The ecocockpit tool was used to calculate greenhouse gas emis-

sions, applying the latest emission factors from the Federal Environment Agency.

The administrative, management and supervisory bodies of the Protektor Group are composed of experienced executives with extensive industry expertise. The management board consists of three executive members. The shareholders' meeting is the central supervisory body.

In addition, employee representation is ensured by the works council, which comprises 11 members as well as a youth and trainee representative.

The members of our management team possess in-depth knowledge of the industry, particularly in the areas of development, production and marketing of our products. Their experience in the fields of the circular economy and resource efficiency shapes our strategic direction. They also contribute expertise in international sales, business development, and financial and risk management.

Our company benefits from the diverse professional backgrounds of our staff. Thanks to our international focus, a wide range of perspectives and experiences are incorporated into decision-making processes, fostering innovative solutions.

The shareholders' meeting is responsible for overseeing the management. It supports strategic decisions and monitors their implementation to ensure that environmental, social and governance (ESG) risks

and opportunities are appropriately taken into account.

Operational responsibility for the measures described in this report lies with the management, which is responsible for integrating them into the corporate strategy. The shareholders' meeting ensures that these issues are reviewed regularly and adjusted where necessary. Regular management meetings ensure efficient and transparent decision-making.

Both internal and external risks are systematically identified, assessed and analysed as part of our risk management system, so that countermeasures can be taken immediately should any risks be identified.

To ensure that our governing bodies possess the necessary specialist knowledge, we maintain an ongoing dialogue with relevant stakeholders – including business partners, banks, auditors, specialist experts and industry associations.

Furthermore, senior management keeps itself regularly informed about new developments and, where necessary, delegates specific tasks to managers or staff to ensure efficient and professional implementation.

Dry lining. Lightweight steel construction.

Protektor offers a range of high-quality beads for dry lining and lightweight steel construction. Our general building authority approval marks for walls and ceilings allow for free choice of products and ensure additional fire protection. Our team of experts in lightweight steel construction offers comprehensive advice and support in the development of customer projects.

Plaster. ETICS.

Our beads make it easier to apply interior and exterior plaster, thermal insulation plaster and composite thermal insulation systems. Specialist contractors can work more efficiently and quickly – whether carrying out the work by hand or using modern plastering machines. The facade looks attractive and remains so for the long term.

Roof drainage.

We have been manufacturing plastic gutters since 1964. The well-known INEFA products are also made by Protektor, as are complete drainage systems for the roofs of garages, carports, garden sheds, dachas and tool sheds.

Facade. Ventilation.

Protektor facade and ventilation profiles for ventilated rainscreen facades and all connections to roofs or other structures facilitate the formation of edges, joints, connections and soffits. For roof and façade ventilation, our profiles comply with the DIN 4108 minimum ventilation cross-section for roofs and the DIN 18516 minimum ventilation cross-section for façades.



Practices, guidelines and initiatives.

The Protektor concept 'The Green Circle' summarises our measures in the areas of resource efficiency, emissions reduction and the circular economy. It is complemented by our Code of Conduct for customers, employees and suppliers, a certified energy management system in accordance with ISO 50001, and our participation in and active involvement with KLIMAWIN BW.

Environment – selected measures and key figures

We operate our own photovoltaic systems, which cover 7.33 per cent of our total electricity consumption, and use waste heat from compressors to heat our production halls. The lighting at our sites has been converted to LED. 79 per cent of forklift operating hours at Protektor are powered by electricity. MAXI-TEC® is produced using a folding technique, which generates no scrap waste during the production process. The production-related CO₂e emissions from this process are 15 per cent lower than those of the conventional punching process. Protektor's products are listed by the Sentinel Holding Institute for common building certifications (QNG, DGNB, BNB, BREEAM). For more than ten years, over 9,000 reusable steel pallets (Pro.-Box) have been replacing the use of single-use wooden pallets. Our employees have access to electric vehicle and jobbike leasing schemes.

Social responsibility.

Protektor collaborates with social organisations to employ people with disabilities, provides ongoing training for apprentices and operates an active health management programme.

Governance.

Protektor is a member of DGNB, DIN, IBU and other trade associations, participates in the EcoVadis rating scheme and complies with the requirements of the Supply Chain Due Diligence Act — 100 per cent of active suppliers have undergone a risk analysis.

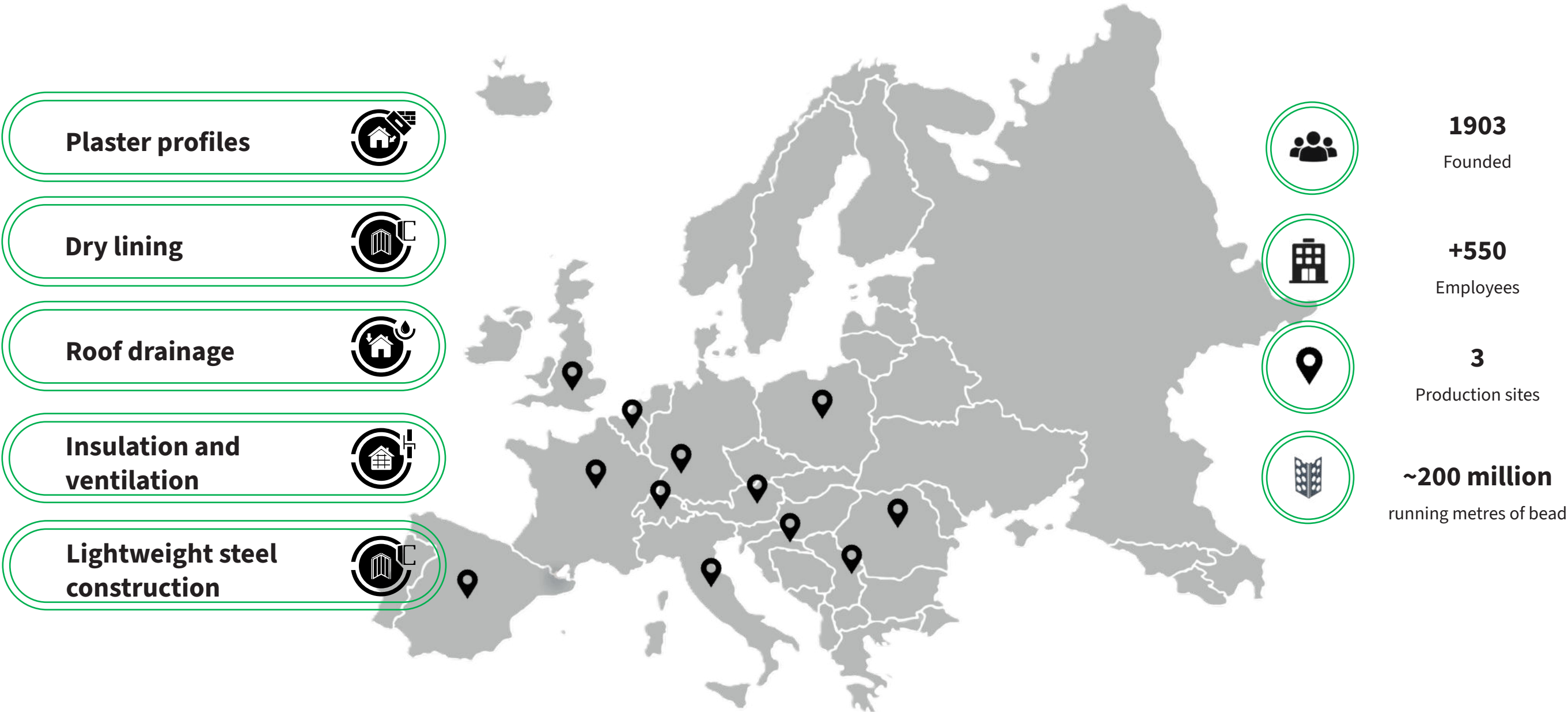
Protektor Group.

Our business model.

Protektor has established itself as a leading manufacturer of building profiles and operates in more than 40 countries. Our company is distinguished by a wide range of high-quality building profiles, including bead profiles, drywall profiles, substructures for partition walls and suspended ceilings, facade, screed and concrete profiles, as well as lightweight steel construction and roof drainage products. As a market leader and family-run business, we place great emphasis on innovation and are proud to be a partner to the trades, a problem-solver in

the construction sector and a supplier to industry. Our international presence enables us to act as local advisers and problem-solvers. Our long-standing tradition, innovative strength and commitment to the highest quality are the cornerstones of our success. At Protektor, we see ourselves not only as a reliable employer and dedicated trainer, but also as an innovator and regional sponsor. Our aim is to enrich the construction industry with reliable and innovative solutions, whilst integrating resource efficiency and social responsibility into our busi-

ness processes. Through the Protektor Academy, we foster close collaboration with partners and customers and contribute to the professional development of skilled tradespeople. We pride ourselves not only on solving problems, but on always offering the best solution.



Our guidelines.

People & the Workplace

We respect and protect human rights and the rights of our employees. We ensure equal opportunities and prevent all forms of discrimination and exploitation in all our processes.

We promote the health, safety and wellbeing of our employees.

Environment & Climate

We are improving the energy efficiency of our production sites, utilising renewable energy sources and working to reduce our Scope 1 and Scope 2 emissions in line with the targets and measures set out (see pp. 13–15).

Products, Value Creation & Innovation

We take responsibility for our products and services by optimising material use and recyclability throughout the product life cycle and by ensuring transparency. We promote innovation in products and services – particularly with regard to resource efficiency and the circular economy. We create added value for the region in which we operate and beyond.

Corporate Governance, Integrity & Dialogue

We take all relevant stakeholders into account in our decision-making. We make financial decisions responsibly and with a view to their long-term impact. We prevent corruption and consistently sanction breaches. We provide incentives for new ways of thinking and innovative action, and involve employees and stakeholders in a process of continuous improvement.

Our vision.

As a leading company in our sectors, we see ourselves as trendsetters and problem-solvers – our customers associate us with expertise and trust. We work on innovations that really make a difference, whilst constantly pushing the boundaries of what is possible. As a profitable, growing and independent family-run business, we pursue long-term goals rather than short-term profit-taking – underpinned by a lean,

goal-oriented organisational structure with clear lines of responsibility. Our success is built on our staff: trust is the foundation of everything we do, team spirit takes precedence over individual decisions, and the open exchange of information drives us forward every day.

Our mission.

Our business activities are based on four equally important pillars: we fulfil our social responsibilities towards our employees and society; we safeguard our economic performance to ensure long-term growth; we work to reduce our environmental impact in terms of emissions, resource consumption and waste; and we bring all of this together through responsible corporate governance that creates long-term value.



The Green Circle – by Protektor.

Through its ‘The Green Circle’ initiative, Protektor is taking a holistic approach to promoting sustainability throughout the entire value chain.

Under the motto ‘**Reduce. Reuse. Recycle.**’, the company focuses on resource-saving technologies, energy-efficient processes and the circular economy.

Specifically, The Green Circle comprises measures such as optimising material usage through innovative manufacturing technologies (e. r B. MAXI-TEC®), the reuse and recycling of packaging and pallets, and a certified energy management system in accordance with ISO 50001. The use of renewable energy – for example, through photovoltaic sys-

tems – as well as digital planning tools such as Edificio further contribute to reducing emissions and raw material consumption. Through our involvement in environmental support programmes, we have access to innovative approaches for reducing greenhouse gas emissions.

Furthermore, Protektor promotes social responsibility and community engagement through its own training programmes, inclusion initiatives and targeted investments in employee participation and development. Environmental Product Declarations (EPDs) and listings in recognised sustainability databases ensure transparency for customers and planning partners.



Protektor most recently won the German Brand Award for the seventh time in 2024. This award in the ‘Branded CSR Activities – Environmental’ category recognises the company’s outstanding commitment to sustainability and environmental protection.

The award is regarded as one of the most prestigious in the German brand landscape.



Ultra-efficient factory.

Measures for optimisation on both a small and large scale

The vision of the ultra-efficient factory is based on a holistic approach that reconciles efficiency (the avoidance of waste) and effectiveness (environmental safety).

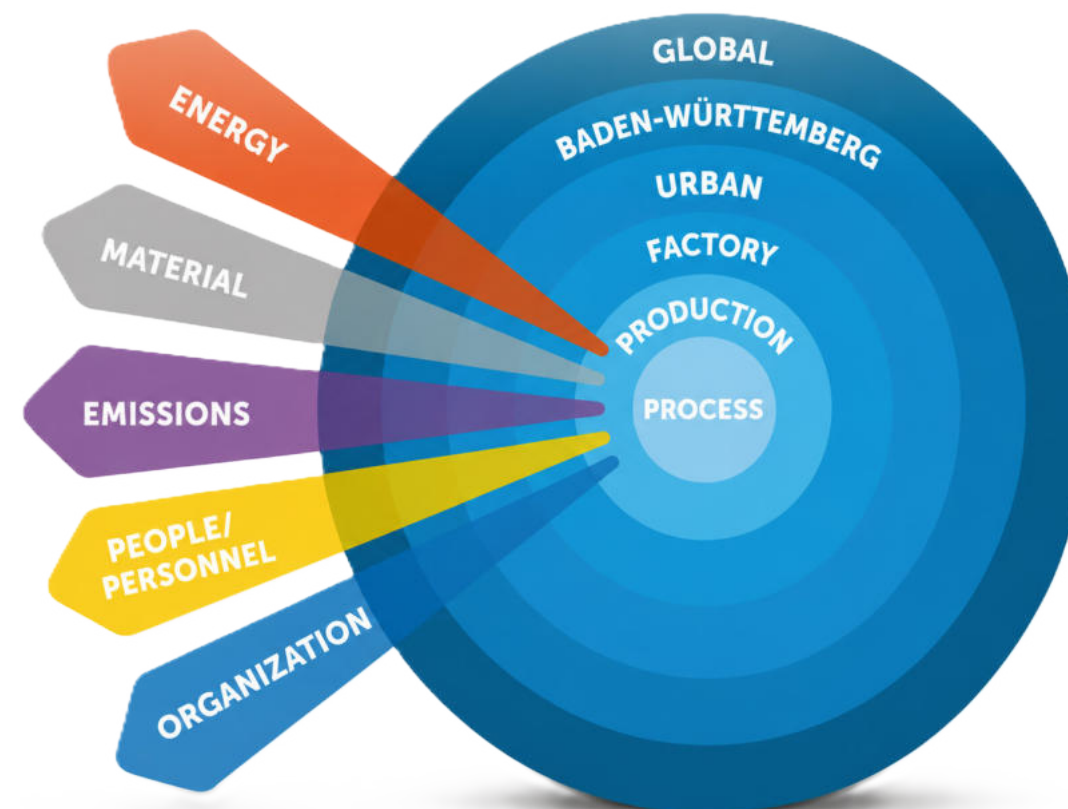
The focus is on five key areas of action:

energy, materials, emissions, people/staff and organisation. In each of these areas, potential for optimisation is systematically identified, measures are devised, and interactions as well as possible conflicting objectives are taken into account. The aim is to utilise all resources in

such a way that waste, emissions and energy losses are avoided as far as possible – whilst ensuring productivity and quality.

Materials are preferably selected so that they can be recycled – either reused directly or reintroduced into production as raw materials. Methodological tools such as ‘failure mode and effects analysis (FMEA)’ – we carried out such an FMEA as part of the project – support continuous improvement.

At an organisational level, too, the ‘Green Circle’ is used to strategically embed sustainability objectives. Through preventive maintenance, training and structured process analysis, Protektor creates the conditions for production in an urban environment that is as loss-free and resilient as possible.



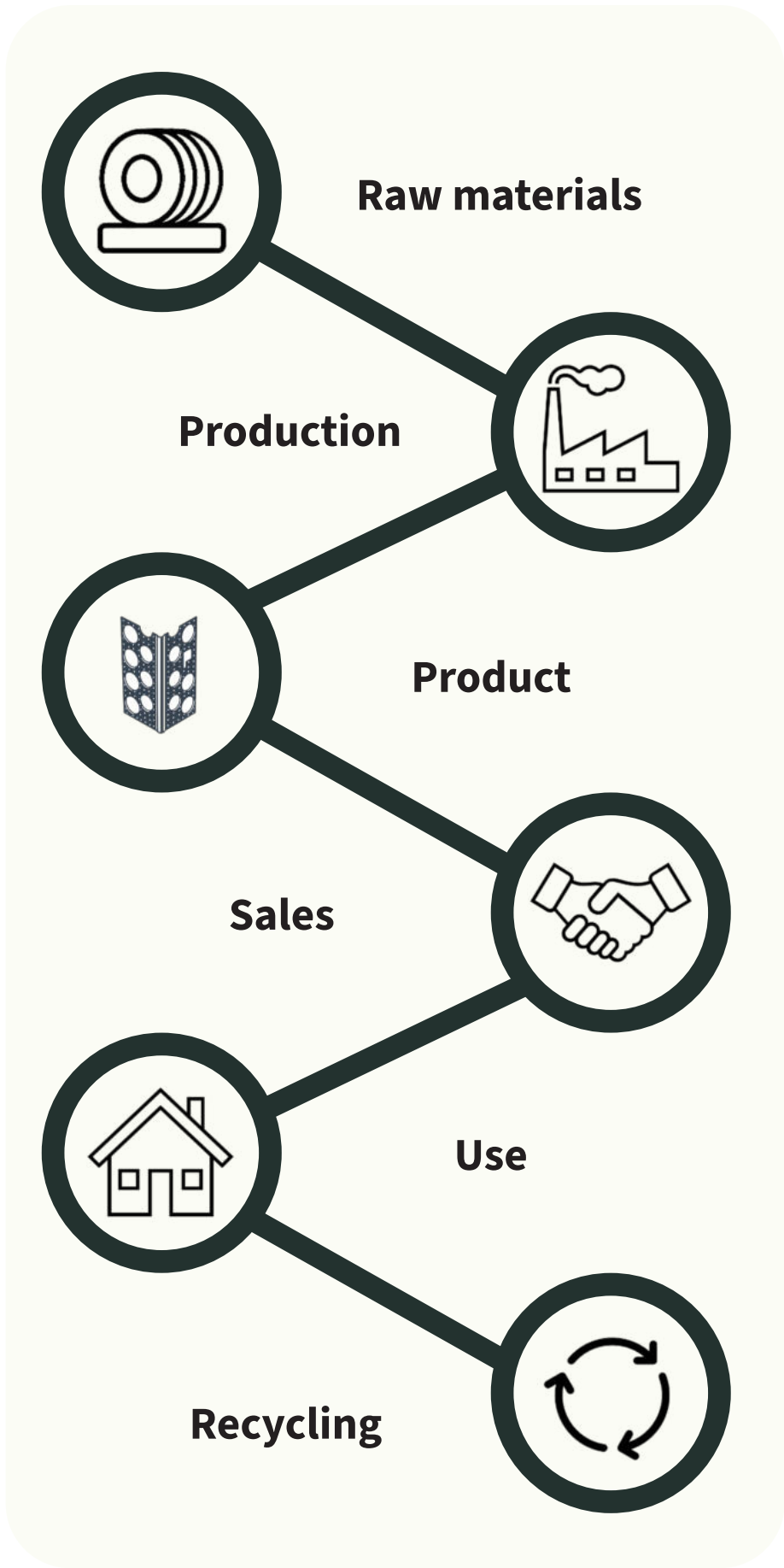
More information.



Value chain.

Protektor is working to systematically implement social and environmental requirements throughout the value chain by adhering to strict norms, regulations and ethical standards. We are committed to fair working conditions and strive to use energy and resources efficiently at our production sites.

As part of our materiality analysis, as well as our day-to-day business operations, we are in constant dialogue with our suppliers and customers, which enables us to be aware of the impacts of our direct value chain. Where the available information and data permit, we therefore also incorporate the upstream and downstream value chains into our reporting. As part of our corporate mission statement, we are clearly committed to our Code of Conduct. Our suppliers are subject to the Supplier Code of Conduct, and their acceptance of and compliance with this code is a mandatory prerequisite for collaboration. This Code ensures that practices compliant with our guidelines are upheld throughout the value chain. Although, as a company with fewer than 1,000 employees, we are not subject to the Supply Chain Due Diligence Act, we voluntarily monitor social and environmental standards among our direct suppliers and improve them where necessary.



Sustainable Development Goals.

In shaping our environmental and social initiatives, we have taken our cue from the Sustainable Development Goals (SDGs), which were adopted by the United Nations in 2015.

The SDGs comprise 17 goals aimed at tackling social, economic and environmental challenges worldwide – including poverty, inequality, environmental degradation and social justice. They provide a shared agenda to be implemented at global, national and local levels, taking into account the complex interrelationships between social, economic and environmental aspects.

We regard the SDGs as an important framework for our actions and are convinced that businesses can play a crucial role in achieving these goals. Our corporate strategy is geared towards contributing to the SDGs through concrete measures in the areas of resource efficiency, emissions reduction, the circular economy and fair working conditions.

The specific measures and associated key performance indicators are set out in the relevant sections of this report. In the following, we would like to provide you with an insight into the measures we have taken to support their implementation.



The SDGs, also known as the 17 Sustainable Development Goals, were adopted by the United Nations in September 2015. They serve as a universal call to action to promote sustainable development at a global level by 2030.

The SDGs address a wide range of challenges, including poverty, inequality, environmental degradation and social justice. The SDGs were developed in response to the recognition that a holistic approach to development is necessary to tackle the complex interconnections between social, economic and environmental issues.



Climate and the environment.

Our corporate strategy is structured around the three dimensions of Environment, Social and Governance. We have defined targets for the Environment and Social areas, and we outline their implementation and progress in the following chapters. In the area of Governance, we rely on established structures and processes that ensure responsible corporate governance. We view our work on these targets as an ongoing process.



Our environmental objectives.

Transition to renewable energy.

Our aim is to increase the share of renewable energy in our electricity consumption to at least 80 per cent by 2028 (current figure for 2025: 60.6 per cent). Furthermore, we aim to source at least 50 per cent of our total energy consumption — including heat and process energy — from renewable energy sources (current figure for 2025: 35.9 per cent). Both figures relate to all Protektor Group sites in Germany, France, Switzerland and England. Protektor is certified to ISO 50001. Our PV system on Hall 9 already covers around 6.2 per cent of the Group's electricity requirements (around 7.8 per cent at the Gaggenau site); further installations have been completed or are in the planning stage. In addition, Protektor has acquired a stake in a 56 MWp solar project in Andalusia (approx. 118 GWh annual capacity) — a clear commitment to renewable energy, which, due to the lack of direct feed-in to our sites, is not factored into the quota calculation.

Reduction of CO₂ emissions.

We have set ourselves the target of reducing our group-wide Scope 1 and Scope 2 CO₂ emissions per 100 running metres of building profile by at least 10 per cent by 2030 compared with the base year 2025. The baseline is the emissions intensity for the 2025 reporting year, which has been calculated on a consolidated basis for the first time. This production-related metric enables us to track emissions reductions transparently, regardless of fluctuations in production volume. This will be achieved by optimising our production processes and the targeted use of low-emission technologies. These include, amongst other things, the electrification of plant, the switch to more energy-efficient machi-

nery and the continuous monitoring of our fuel consumption at all sites. In addition, the existing site-specific time series for Gaggenau (base year 2016) will continue to be maintained as an internal benchmark.

Waste recycling.

We aim to further increase the recycling rate at our sites and to avoid landfill as far as possible. In the 2025 reporting year, around 99.9% of the total waste generated at the Gaggenau, Itzehoe and England sites — amounting to approximately 3,745 tonnes — was recycled, of which 97.3% was recycled as material and 2.6% was used for energy recovery. Less than 0.1 per cent of the waste generated was sent to landfill. To further reduce the remaining gap, we are working on the consistent separation of recyclable materials during the production process and on close collaboration with specialist waste management partners.



Resource-efficient product range.

We are actively working to expand our range to include products with improved resource efficiency. In doing so, we focus on developing product solutions that help reduce material consumption through the use of recycled or recyclable materials, resource-efficient manufacturing processes, or an extended service life. The aim is to increasingly offer our customers alternatives that are both functionally impressive and meet the growing demands for resource-efficient construction.

Circular economy.

We are actively committed to waste prevention and supporting circular construction. This means keeping materials in the cycle for as long as possible and designing products so that, at the end of their service life, they can be returned to the recycling cycle. In practical terms, this involves the take-back and reprocessing of products, the promotion of reusable systems — such as our Pro.Box pallets, over 9,000 of which have been in use for more than ten years without any loss of quality — as well as close collaboration with partners along the value chain to gradually expand closed-loop material cycles.

Environmental and efficiency measures.

Energiesprong

Protektor is part of the Energiesprong network and supports the large-scale, energy-efficient refurbishment of existing buildings. Using prefabricated beads as well as facade and wall elements, the company enables rapid, resource-efficient refurbishments with significantly improved energy efficiency. In this way, Protektor actively contributes to reducing energy consumption and CO₂ emissions in the building sector.

Neues Bauen Network

As an official top partner, Protektor is involved in the 'Neues Bauen – 80 Sekunden' network, one of the leading platforms for resource-efficient construction in Germany. The network brings together decision-makers from politics, the housing sector and the construction industry, and places a clear focus on the refurbishment of existing buildings, energy efficiency and the circular economy. Through its active involvement, Protektor can contribute its expertise and play a part in developing new standards for resource-efficient and energy-efficient construction.

Climate Festival

By taking part in the Climate Festival for the Construction Transition, Protektor is demonstrating its commitment to energy-efficient and resource-conserving construction. The festival brings the industry together to discuss topics such as climate protection measures in the building sector, the circular economy and energy-efficient construction methods. For Protektor, it serves as a platform to further develop its own solutions and exchange ideas with industry stakeholders.



Electric forklifts

The high proportion of electric forklifts in the logistics sector helps to reduce diesel consumption and emissions. Around 79 per cent of the operating hours recorded at Protektor are powered by electricity – meaning that the majority of internal transport operations take place without the use of fossil fuels. This not only avoids direct CO₂ emissions but also reduces noise and exhaust fumes in the warehouses.



PV plant in Spain

Protektor has taken a stake in a solar project in the Spanish region of Andalusia. The project involves the construction of a solar power plant with a capacity of 56 MWp and an annual production capacity of approximately 118 GWh. During the reporting year, the second phase of the plant was connected to the grid. This represents a strategic investment in the expansion of renewable energy infrastructure.



Pro.-Box reusable system for waste prevention

In 2025, the use of our reusable Pro.-Box steel pallets was further expanded. The deposit system enables transport packaging to be reused multiple times and single-use wooden pallets to be systematically replaced. One Pro.-Box is equivalent to up to 100 single-use pallets, thereby making a significant contribution to waste prevention and the sustainable use of wood as a raw material.

Environmental and efficiency measures.

Waste heat recovery from compressed air compressors

The waste heat from the compressed air compressors is used to heat the production halls. Thanks to the installation of a hot water buffer tank, this heat can now be utilised on a larger scale and also for other areas of the halls. This significantly reduces the heating energy requirement during the winter months – with a potential saving of around 400,000 kWh of heating oil per year.

Switch to energy-efficient LED lighting

The gradual switch to LED lighting permanently reduces electricity consumption whilst simultaneously improving the quality of light in the work areas. LEDs are long-lasting, energy-efficient and create a more pleasant working environment. This measure has already resulted in savings of over 200,000 kWh per year in the production halls.

Lower-emission staff mobility

In 2025, the e-mobility scheme continued to be utilised and expanded. Employees can lease e-vehicles and e-bikes via Protektor, enabling them to travel with lower emissions. The programme promotes alternative mobility in everyday life and contributes to reducing traffic-related CO₂ emissions.



Regular leak detection

Leaks in compressed air systems often cause high energy losses without being noticed. Through regular leak detection as part of our energy management programme, leaks are systematically identified and rectified. In 2025 alone, this resulted in energy cost savings of over €5,000 at the Gaggenau site. This initiative is being continued, internal staff are being trained, and the AI-based leak detection tool introduced in the reporting year is being improved.

Affordable green electricity

All Protektor employees can sign up to discounted tariff agreements for 100% green electricity with Stadtwerke Gaggenau. The aim is to increase the use of renewable energy in the private sector as well.

Statutory due diligence obligations in the supply chain.

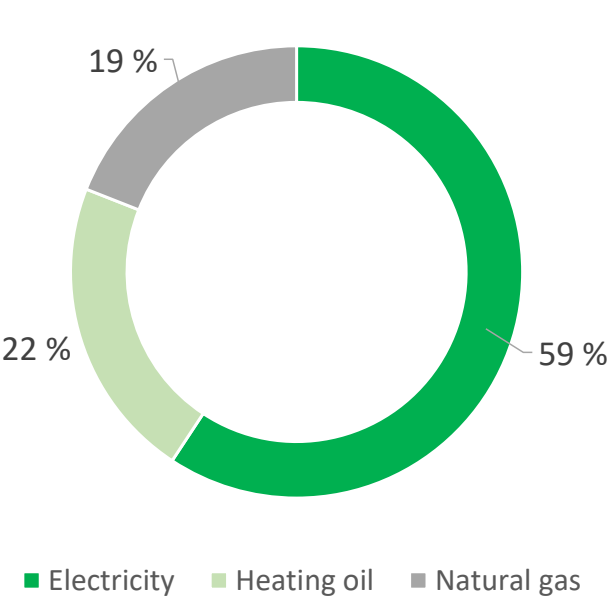
Under the Supply Chain Due Diligence Act, 100 per cent of our active suppliers in the procurement system have been subject to at least an abstract risk analysis. Furthermore, we require all A-tier suppliers to either accept our own Code of Conduct or submit their own equivalent code. Should an increased risk be identified with a supplier, we contact them immediately to address any potential issues. Suppliers who do not meet these requirements are excluded from the procurement process. Currently, there are no suppliers in the 'high-risk' category within our portfolio. To ensure that our requirements are met, we also expect all suppliers to provide us with a self-declaration. In cases where the abstract risk analysis yields concerning results, the submission of a self-declaration is mandatory.

Energy and Environmental management.

Total energy consumption in 2025

The Group’s total energy consumption in the 2025 reporting year amounted to approximately 8,429 MWh. Electricity accounted for the largest share at 59% (4,997 MWh), followed by heating oil at 22% (1,828 MWh) and natural gas at 19% (1,604 MWh).

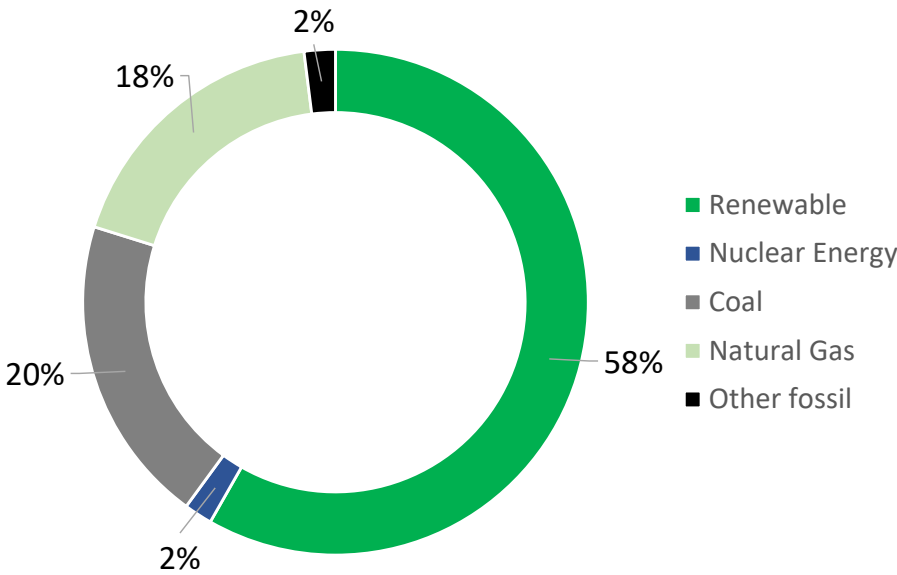
Total energy consumption of the Group 2025



Breakdown of electricity purchased from external sources

The electricity procured by the Group in the 2025 reporting year amounted to around 5.0 GWh and, weighted according to electricity consumption in the four countries (Germany, France, Switzerland and England), is broken down as follows: renewable energies account for the largest share at 58.2 per cent. Fossil fuels comprise coal (19.8 per cent), natural gas (18.2 per cent) and other fossil fuels (2.0 per cent); nuclear energy accounts for 1.8 per cent. The high proportion of renewable energy stems primarily from the German green electricity mix (62.3 per cent) and the 100 per cent renewable Swiss electricity.

Weighted electricity mix of the Group 2025



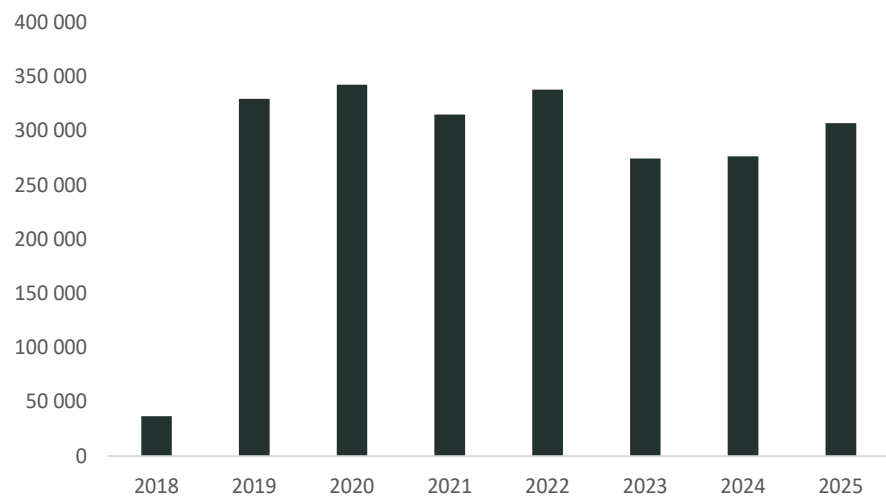
Electricity generated by our own PV system (in kWh)

An important part of our energy strategy is the use of our own renewable energy sources. By operating our photovoltaic systems, we are able to meet part of our electricity requirements at the Gaggenau site ourselves, thereby reducing our reliance on externally generated energy.

In the 2025 reporting year, a total of 7.33% of our electricity consumption was covered by electricity generated on-site from our photovoltaic systems. The system on Hall 9 makes a significant contribution to this.

We plan to continue increasing the proportion of self-generated renewable energy in the future and to gradually expand our photovoltaic capacity. In this way, we aim to reduce our external energy procurement in the long term and further increase the share of renewable energy within our company.

Self-generated electricity from PV system



Scope Management

Scope 1 & 2 greenhouse gas emissions

For the reporting year 2025, the Protektor Group reports Scope 1 emissions of 1,903.54 tCO₂e and Scope 2 emissions of 857.5 tCO₂e – totalling around 2,761 tCO₂e. The calculation was carried out using the ecocockpit tool, applying current emission factors, and is based in part on assumptions and projections.

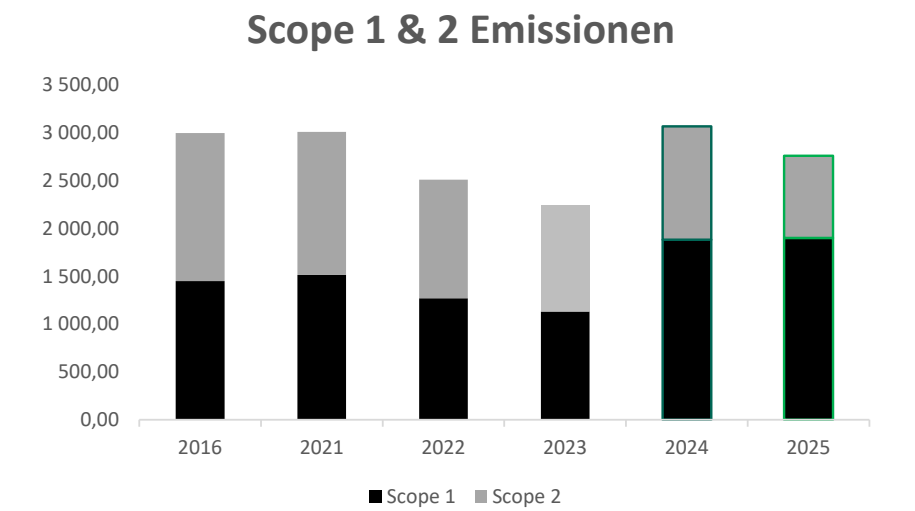
Consolidated group

For the first time, the scope of consolidation includes not only the German sites but also the international subsidiaries in the UK, Switzerland, France, Spain and Italy. Until 2023, only the emissions from the Gaggenau site were recorded; from 2024 onwards, the entire German Protektor Group will be included. The significant increase in total emissions in 2024 and 2025 is therefore primarily attributable to the gradual expansion of the scope of consolidation – a direct comparison with the previous year’s figures is only possible to a limited extent. The reporting system is still being developed across the Group and will be further refined in the coming reporting years. Notwithstanding

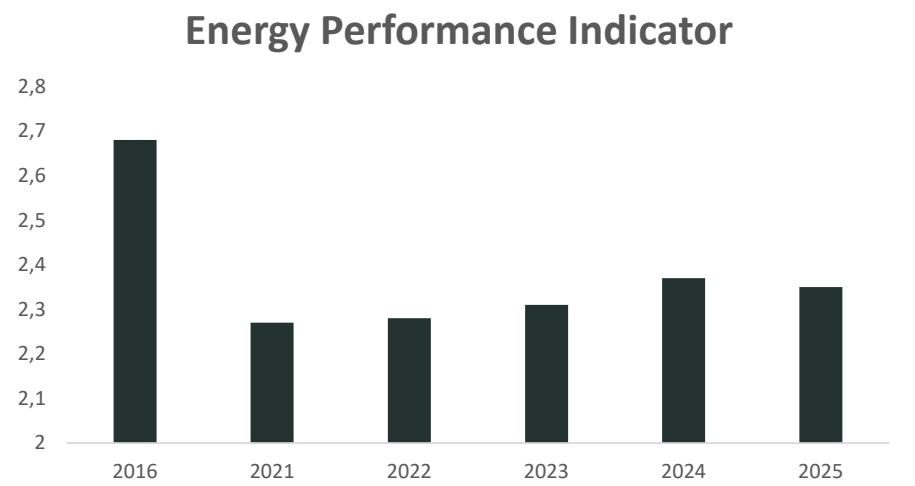
Energy Performance Indicator

The EnPi (Energy Performance Indicator) describes the electricity consumption per 100 running metres of beads produced. Compared with the 2016 baseline, electricity consumption has fallen by just under 12 per cent; however, it should be noted that in 2021 and 2022 we experienced a one-off effect due to an exceptionally high capacity utilisation caused by economic conditions.

the methodological limitations, the expanded reporting framework provides, for the first time, a comprehensive overview of the Protektor Group’s emissions and forms the basis for identifying targeted reduction measures.



*Expanded scope of consolidation from 2024: 2016–2023 Gaggenau site; 2024 Protektor Group Germany; 2025 including subsidiaries in the UK, Switzerland and France. The figures are therefore only comparable within the same level of consolidation.



Waste management and resource recovery.

In the 2025 reporting year, the total volume of waste generated by Protektor amounted to around 3,745 tonnes. Disposal is carried out by certified waste management partners. All scrap metal is recycled and returned to steelworks and foundries as raw material.

Waste category	Quantity (tonnes)
Non-hazardous waste	~3,742
Hazardous waste	~3
Total	~3,745

The largest proportion consists of metal scrap from the production process, followed by wood, paper/cardboard, plastic and mixed waste. Hazardous waste accounts for around 0.1 per cent of the total volume.

Recovery route	Share
Material recovery (recycling)	~97.3 %
Energy recovery	~2.6%
Landfilling	<0.1%

The high material recovery rate of 97.3 per cent is largely due to the complete return of production scrap to the material cycle.

Climate risk analysis.

We have carried out a qualitative climate risk analysis for our main site in Gaggenau (Rastatt district). As part of this, physical climate risks and transition risks were identified and assessed. The analysis is based on publicly available climate data from the LUBW, the flood hazard maps of the State of Baden-Württemberg, and current EU regulatory developments.



Physical risks

Heat: According to the LUBW’s 2025 annual climate review, 2025 was the third-warmest year in Baden-Württemberg since records began in 1881, with an annual average temperature of 9.8 °C. The warming trend is continuing, and the number of hot days is rising further. For our production site in Gaggenau, this means potentially rising cooling requirements and increased strain on staff in the production halls. As our halls have adequate ventilation and the site is not located in an urban heat island area, we assess the risk as low to medium (medium to long term).

Heavy rain/flooding: According to the state’s flood hazard maps, however, our site in Gaggenau is not located in a designated floodplain. Localised heavy rain events can nevertheless lead to short-term disruption to infrastructure and logistics. Risk: low (short term).

Storms: There is a certain degree of exposure due to the large-scale nature of our buildings, but this is mitigated by the structural integrity of the buildings and regular maintenance. Risk: low (short term).

Drought: Our production process does not involve above-average water consumption. Water is supplied via the public network. Risk: low (long-term).

Transition risks

Rising energy prices: With total energy consumption of around 6,675 MWh at our German site, we are significantly dependent on energy price trends. The ongoing introduction of CO₂ pricing and volatile natural gas and heating oil prices represent the single greatest risk. We are addressing this through the expansion of our solar power capacity and energy management. Risk: high (short term).

Tighter regulation: Expanded EU climate regulation may lead to rising compliance costs in the medium term. We are proactively preparing for this through our voluntary VSME reporting. Risk: medium (medium term).

Technological transition: Replacing fossil-fuelled systems with electrified alternatives requires investment but offers efficiency gains in the long term. Risk: medium (medium term).

Customer demand: Customers increasingly expect robust environmental and social metrics, as well as lower-emission products. We are addressing this through our emissions reduction targets and the expansion of our resource-efficient product range. Risk: medium (medium term).

Our main location has a moderate climate risk profile. The physical risks are predominantly low. The greatest challenges lie in the area of the energy transition — particularly with regard to energy costs. Thanks to the expansion of renewable energy, our emissions reduction targets and our proactive reporting, we are well placed to address these risks.

Pro.-Box – Closed circle.

Durable steel pallets as an alternative to wooden pallets – Steel as a recyclable raw material

9,000+
units in service

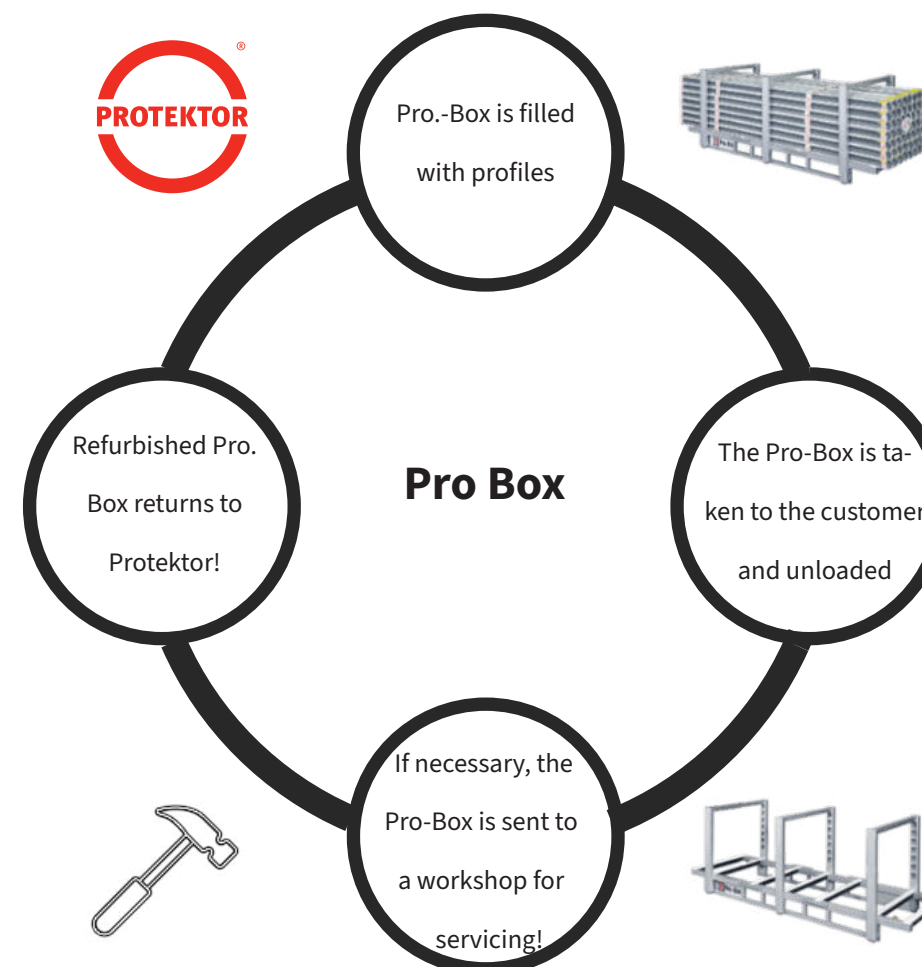
10+ years
Average service life

Durability that matters.

Conventional wooden pallets generally only achieve a limited number of usage cycles before they have to be taken out of service due to wear and tear, breakage or moisture damage. In contrast, Pro.Box pallets are designed from the ground up for maximum service life and durability. Over 9,000 units have been in continuous use for more than ten years — without any measurable loss of quality. This not only significantly reduces material consumption and waste, but also lowers ongoing procurement costs and the logistical effort involved in replacing damaged load carriers.

Reusable rather than single-use.

Steel pallets contribute to resource-efficient logistics. Unlike single-use packaging, they are reused multiple times over many years whilst retaining their functionality and stability. At the end of their service life, steel pallets are fully recycled, allowing the material to be returned to the production cycle without any loss of quality. This keeps the material cycle closed, ensuring that valuable raw materials are not lost.



Key figure 2025*

Pro. Box units dispatched –	5,633 units
Wood mass saved	approx. 408 t
Equivalent to timber volume	approx. 817 fm
Equivalent to tree equivalence (spruce)	approx. 467 trees

Safety and efficiency.

The Pro.-Box impresses with its high stability, optimal stackability and long-lasting dimensional stability. This ensures that the delicate Protektor beads are reliably protected against breakage, deformation and other damage during transport and storage. At the same time, the well-thought-out design enables efficient handling throughout the entire supply chain – from production to the building site. This not only reduces damage, but also speeds up logistical processes and cuts costs.

Less wood. Greater resource conservation.

The use of the Pro.-Box helps to reduce the consumption of timber for transport packaging. In the reporting year 2025, the use of the Pro.-Box saved around 408 tonnes of timber, which corresponds to a volume of approximately 817 solid cubic metres or a tree equivalent of approximately 467 spruce trees.

*Assumptions: Each Pro.Box dispatched replaces a single-use wooden pallet (72.5 kg). With 5,633 shipments, this results in approximately 408 t of timber saved. Conversion to solid cubic metres at 500 kg/m³ (softwood), tree equivalent at 1.75 fm/spruce. Production waste and avoided disposal emissions are not taken into account.

Folding instead of punching. MAXI-TEC® Protektor

-15% CO₂e

The production of MAXI-TEC® CW75 beads results in a 15 per cent reduction in CO₂e emissions compared with conventionally manufactured CW75 beads. This is achieved through the resource-efficient folding process, which simultaneously reduces raw material usage, energy consumption and waste.

-15 %

CO₂ savings compared to the
CW75 standard

100 %

Recyclable material (sheet steel)

≈ 0

Production waste due to folding
technique

F90

Maximum fire resistance class
achievable

Great atmosphere.

The folding technology process uses only cutting and forming operations. This means there is virtually no waste. Compared with conventional CW75 production, this results in a 15% reduction in CO₂e emissions during the manufacturing process.

Tested safety.

MAXI-TEC® systems meet all product and system requirements set out in DIN/EN standards and DIN SPEC 91311 regarding stability, structural integrity, fire resistance and sound insulation. Test certificates from independent institutes are available.

Improving build quality.

The innovative design offers significant advantages during installation work. Lighter weight, more fixing options and a textured surface for precise alignment of the C-wall profiles during assembly.

Compatible system.

MAXI-TEC® beads can be combined with standard beads where required. The bead range is suitable for use in all wall applications in dry lining: partition walls, cladding systems, shaft walls and side walls.



The three-step process

01

Cutting.

Sheet steel is cut to size with precision – no punching, no material loss due to punch-outs.

02

Folding.

Forming processes create the characteristic MAXI-TEC® bead – maximum stability with minimum material usage.

03

Finished bead.

Virtually no waste, lighter than standard profiles, ready for immediate use – complete with all test certificates.

We are Protektor.

Our staff are at the heart of the company.



Objectives and measures for our staff.

Objective: Health management and duty of care

Measure 1: BEM discussions

Conducting structured discussions as part of the Workplace Integration Management (BEM) scheme to support employees following a prolonged period of illness, with the aim of permanently restoring their ability to work and preventing a recurrence of incapacity for work.

Measure 2: Ergonomic desks

Equipping all workstations with height-adjustable desks to promote ergonomic working, prevent health problems and take account of employees' individual needs.

Measure 3: Workplace glasses

Subsidies for computer workstation glasses where a medical need has been confirmed by specialist doctors or the company doctor; partial reimbursement of up to €150 for standard models, and full reimbursement for necessary safety glasses.



Objective: Supporting young talent

Measure 1: Trade fair appearances with apprentices

Active participation in training and careers fairs alongside our apprentices to provide an authentic insight into day-to-day working life and to engage with potential future employees.

Measure 2: School visits and factory tours

Organising school visits to present the company and its apprenticeship opportunities, as well as offering factory tours for school classes to provide practical insights into our working environment.

Measure 3: School work placements

Offering school work placements to support early career guidance, during which young people can gain practical experience and learn about various job roles within the company.

Initiative 4: alphaben – Digital reading promotion

Supporting digital reading promotion by providing the 'alphaben' reading app to primary school children in Gaggenau, which can be used free of charge for one year to boost motivation and reading comprehension

Initiative 5: Sports Awards and Youth Development

Commitment to honouring female and male athletes and teams of the year, with a particular focus on awarding youth development prizes to support up-and-coming sporting talent.

Objective: Social engagement

Measure 1: Collaboration with Murgtal Werkstätten und Wohngemeinschaften (MWW)

Cooperation with Murgtal Werkstätten und Wohngemeinschaften to promote the participation of people with disabilities; regular employment within the company as a contribution to inclusion in working life

Measure 2: Cooperation with the North German Society for Diakonia
Close collaboration with the North German Society for Diakonie and the targeted employment of people with disabilities at the warehouse in Itzehoe to promote integration and equal opportunities.

Measure 3: Support for the voluntary fire service

Granting employees time off during working hours to carry out duties with the voluntary fire brigade, in order to encourage voluntary engagement and actively support regional emergency response.

Measure 4: Support for the DRV Rescue Dog Unit

Northern Black Forest

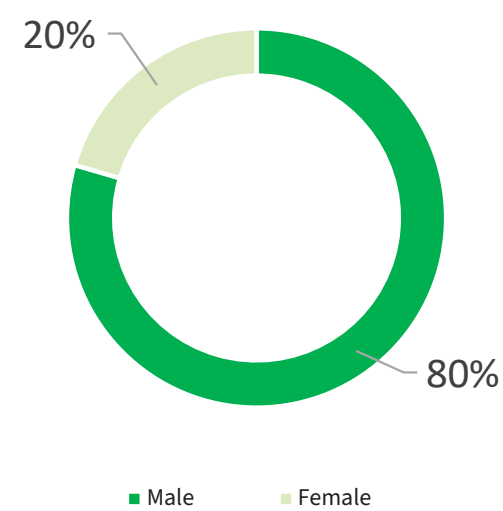
which operates with experienced volunteers and currently 10 dogs in training across the area from Freudenstadt to Karlsruhe, thereby making an important contribution to regional safety.



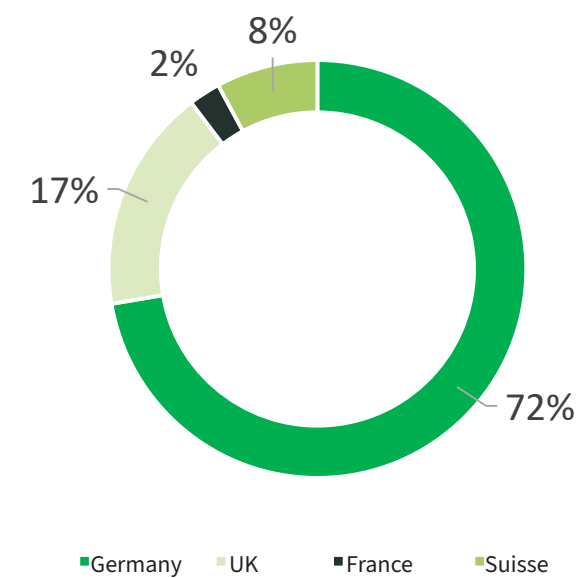
Our team in figures.

At the end of the 2025 financial year, the Protektor Group employed approximately 570 staff, 413 of whom were based at the Gaggenau site alone.

Distribution of employees by gender



Workforce distribution by country



Staff turnover

In the 2025 reporting year, staff turnover at the Gaggenau site stood at 14.7 per cent. The turnover rate was calculated as the ratio of the number of departures to the average headcount during the reporting period.

Employment Status

All permanent employees of the company are employed on a permanent contract.

Employees with disabilities

As at the reporting date, 25 employees with a recognised disability were employed at the Gaggenau site.

Health and Safety

In the 2025 reporting year, a total of 19 reportable workplace accidents were recorded at the Gaggenau site. In addition, there were 6 commuting accidents which are not classified as workplace accidents. The total number of days lost due to accidents was 200, of which 149 days were attributable to workplace accidents and 51 days to commuting accidents. No fatalities resulting from work-related accidents or occupational illnesses were recorded during the reporting period.

Training hours

Systematic recording of the annual number of training hours per employee has not yet been implemented during the reporting period. The company is considering introducing a corresponding recording system for future reporting periods.



Training for the future.

25 Apprentices and dual-study students

With 25 apprentices and dual-study students currently enrolled across all years of training, they form a prominent group within the company.

Currently 100% Employment rate

Protektor provides training tailored to its needs and pursues the long-term goal of being able to offer all graduates a permanent position.

Health and safety at work.

Ensuring safe and healthy working conditions is a key aspect of Protektor's corporate responsibility. As a manufacturing company, we regularly review our working environment, technical equipment and organisational processes with the aim of identifying risks at an early stage and minimising them through preventive measures.

During the reporting period, existing production facilities were gradually brought up to the latest safety standards. These measures serve to continuously improve health and safety at work and ensure that our technical facilities comply with the applicable requirements.

> 10 Apprenticeship and degree programmes

Whether in commercial, industrial-technical or IT specialism roles – as a recognised training provider and partner of the Baden-Württemberg Dual Universities, we offer a wide range of opportunities.



Regular training and awareness-raising for our staff are also a key component of our safety strategy. Last year, first-aiders were once again trained to ensure qualified first aid is provided in an emergency. Further measures are planned for the current year, including the training of additional fire protection officers and practical fire extinguisher drills. The aim is to boost confidence in taking appropriate action and to further promote awareness of preventive fire protection.

What our trainees get from us.

Notebook

For school, university and personal use – provided free of charge (except for industrial mechanics).

Health

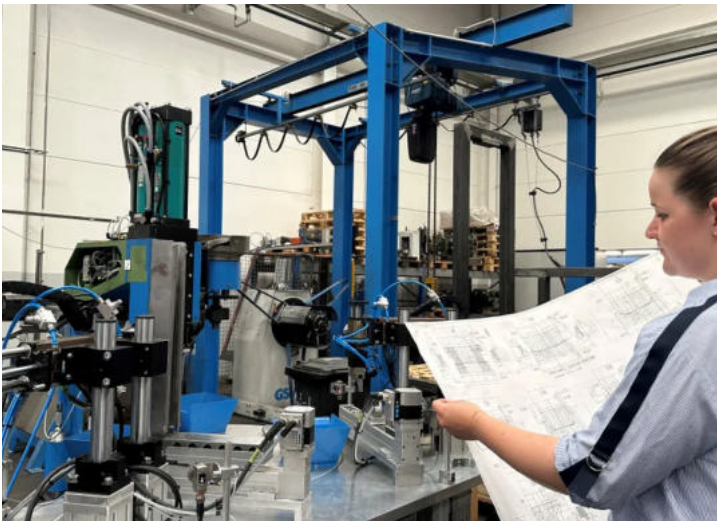
Gym subsidy, corporate benefits and a health programme.

Learning support

Costs covered for books, SAP courses, programming and further training.

Team induction

Joint induction days, cross-departmental projects and off-site meetings.



Governance.

At Protektor, responsible corporate governance is the responsibility of the management. Our management creates the structural framework to ensure that environmental and social considerations are taken into account in our decision-making processes. As an owner-managed family business, we recognise the importance of responsible corporate governance. Transparency and integrity form the basis of our actions – both today and with a view to future generations.

Our Code of Conduct.



Structures that build trust.

Action 1: Member of the Institut Bauen und Umwelt e.V.

By providing the necessary data for the life-cycle assessment of buildings, Protektor enables a well-founded evaluation of the environmental impacts of construction products and helps our partners to make more informed decisions regarding material selection and construction processes.

Measure 2: Memberships on supervisory boards and advisory boards.

Our employees and shareholders are represented on various supervisory and advisory boards, which gives us the opportunity to play an active role in important industry decisions. These roles enable us to contribute our expertise and experience to discussions, thereby exerting a positive influence on shaping the future of our industry.

Measure 3: Representatives in professional associations.

Protektor is also involved in various professional associations, guilds and institutes. These include, amongst others, the German Institute for Standardisation, the German Sustainable Building Council (DGNB), the Association for Insulation Systems, Plaster and Mortar, and other guilds and trade associations within the skilled trades sector. Protektor is also actively represented in Chamber of Industry and Commerce (IHK) activities, such as Industry 4.0, as well as in the Karlsruhe Technology Region and the Freiburg WVIB. This enables a continuous exchange of ideas and the sharing of specialist knowledge and expertise.

Measure 4: Improving the EcoVadis rating.

Protektor has recognised the growing importance of standardised environmental and social assessments and is actively pursuing the continuous improvement of its EcoVadis rating. EcoVadis assesses companies against the criteria of Environment, Social & Human Rights, Ethics and Responsible Sourcing. Through targeted measures in these areas – including the further development of our reporting, the strengthening of internal processes and the close involvement of our supply chain – we aim to improve our rating. A strong EcoVadis rating creates transparency for customers and business partners and strengthens our competitive position.



Awards and certifications.

We have been awarded,

- ✓ German Raw Materials Efficiency Award
- ✓ 100 Companies for Resource Efficiency
- ✓ Environmental Technology Award
- ✓ 7th German Brand Award
- ✓ Top Supplier to the Retail Sector

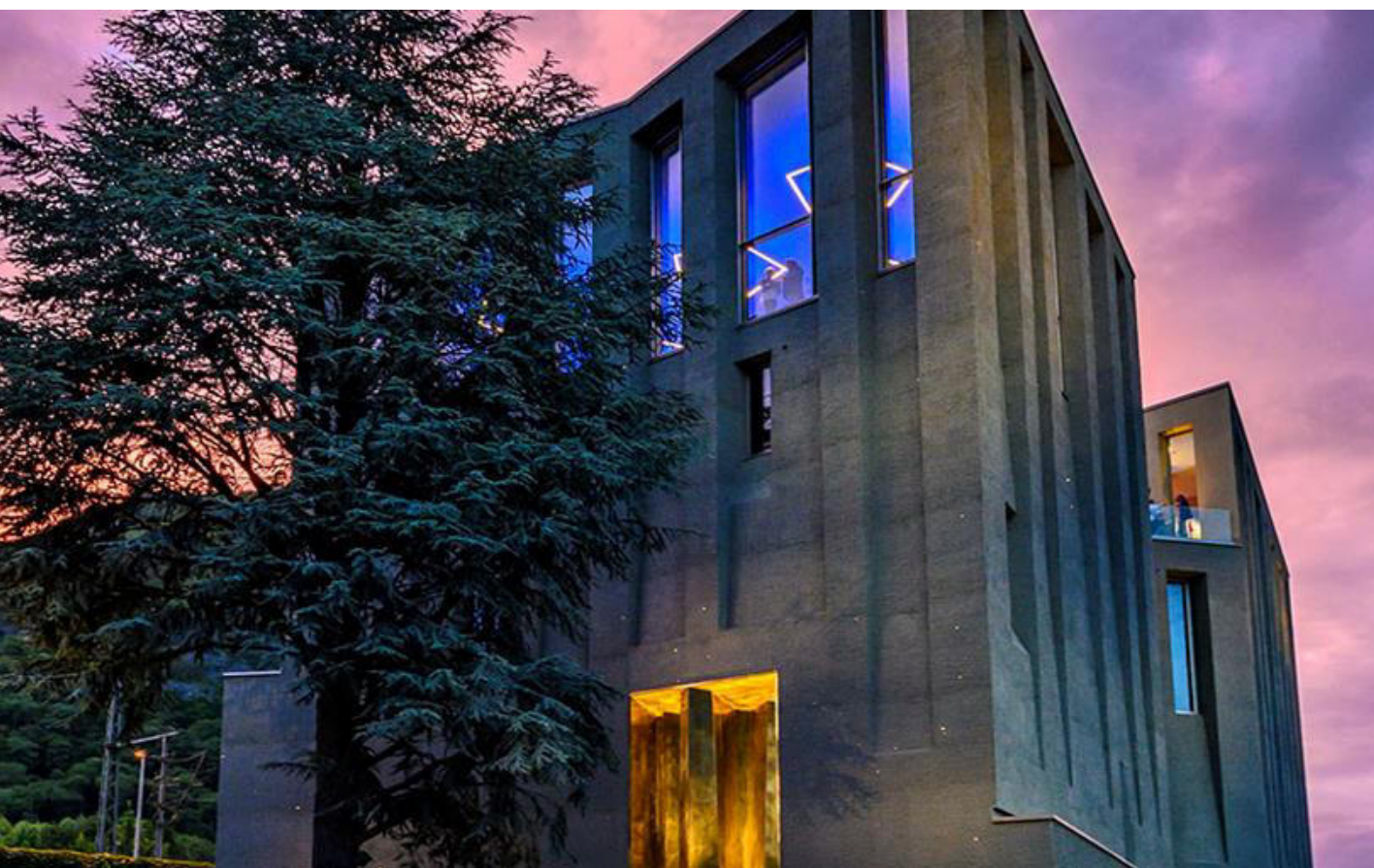
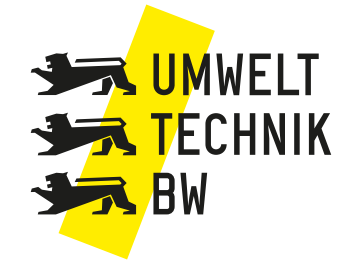
Get involved, contribute,

- ✓ Institute for Construction and the Environment e.V.
- ✓ German Institute for Standardisation
- ✓ German Society for Sustainable Construction e.V.
- ✓ Sentinel Holding Institute GmbH
- ✓ Association for Insulation Systems, Plaster and Mortar
- ✓ Guilds and Trade Associations
- ✓ Signatories to KLIMAWIN

and are certified.

- ✓ Energy Management ISO 50001
- ✓ Ecovadis (committed)
- ✓ CSTB certification 'NF certifié par CSTB'
- ✓ ISO 9001, 14001, 45001 (Protektor Group UK)

You can find more information on
our website



News.

Award at the ARCHITECTS' DARLING Awards 2025

Protektor was awarded bronze at the prestigious ARCHITECTS' DARLING Awards in November 2025.

Presented annually since 2011, the award is one of the most significant industry prizes in architecture and construction and is often referred to as the 'Oscar of the construction industry'.



A total of 36 Phoenix Trophies were presented at the awards ceremony, including 22 Brand Awards and 14 Jury Awards. The assessment was based on a comprehensive multimedia survey of 2,192 architects and planners, as well as the evaluation by a 64-member jury comprising media and communications experts.

In the dry lining category, Protektor took third place behind the major companies Knauf Gips and Fermacell, making it the only medium-sized manufacturer on the winners' podium.

The award underscores the high regard in which our products and services are held in the market and confirms Protektor's successful positioning as a reliable partner for architecture, planning and construction practice. At the same time, it recognises the commitment and innovative spirit of our staff.

Modular construction with Protektor lightweight steel construction Innovative facade infill for the Max Towers in Aesch

In Aesch, near Basel, the Max Towers – two striking residential high-rises – have been built, forming the centrepiece of the new Aere district. The project combines high-quality living space with innovative construction methods. As the main contractor, HRS Investment AG was responsible for planning and implementation, with comprehensive guarantees on cost, quality and schedule.

A key element of the construction project is the façade infill using Protektor's ediWall IF system. The buildings, constructed using a concrete skeleton structure, were fitted with a non-load-bearing external wall system

comprising lightweight steel elements. On the exterior, a weather-resistant Weather Defence panel provides protection, whilst in the interior there is a two-layer cladding of hard plasterboard. Mineral wool is used as the insulation material.



Copyright: Stefan Müller

The structure is lightweight, non-combustible (RF1) and meets high standards for sound, thermal and fire protection. At the same time, the system enables rapid, dry installation without drying-out periods, thereby helping to speed up the construction process.

By integrating the façade solution into the drywall system, interfaces with other trades have been reduced and construction processes made more efficient. The structure also reliably withstands wind and impact loads; seismic verification has also been provided.

From the perspective of the circular economy, the system is particularly impressive due to its complete dismantlability and the ability to separate materials by type. The ediWall facade thus supports resource-efficient construction methods and future circular economy concepts in the building sector.



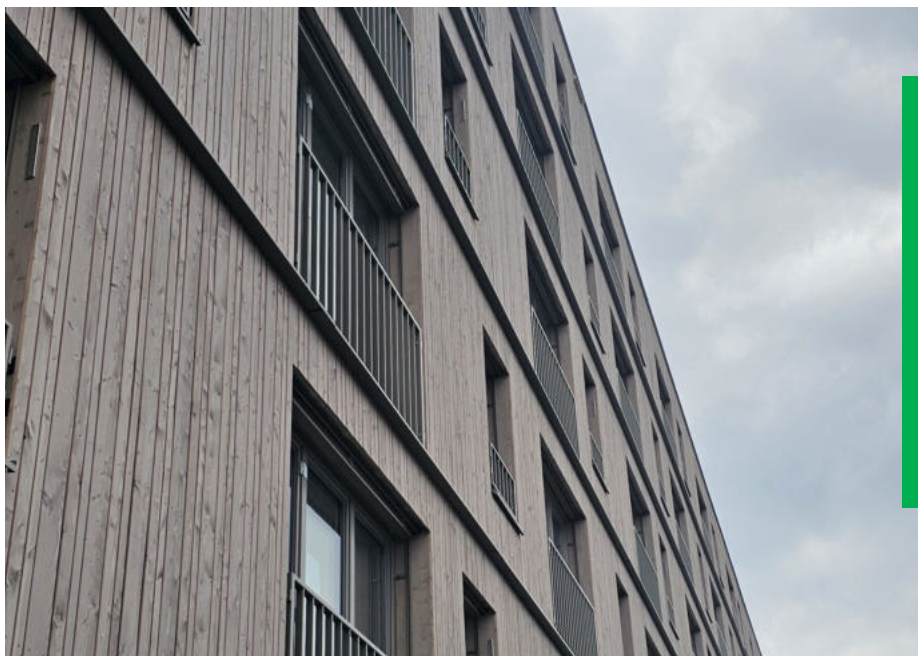
Copyright: Stefan Müller

Product innovation: Horizontal fire barriers for safe timber facades

With its Z-Protect beads, Protektor offers a reliable solution for fire protection in rear-ventilated timber façades. In the event of a fire, the horizontal fire barriers made of sheet steel limit the spread of fire within the façade structure, thereby enhancing the safety of modern timber construction methods.

The beads are installed floor by floor at ceiling height and are available in various sizes and system variants. This allows them to be flexibly adapted to project-specific requirements whilst remaining cost-effective for application.

Application is carried out in consultation with the fire safety officer, taking into account the applicable building and fire safety regulations. Z-Protect beads enable a durable and robust construction and help to meet the growing demand for safe and resource-efficient timber façades in commercial and residential construction.



Listing in the SHI database

Protektor has its products certified by the Sentinel Holding Institute (SHI) and listed in the SHI database – Europe's largest database for emission-tested building materials, which is audited every six months by the independent testing organisation SGS-TÜV Saar. The certification confirms compliance with the pollutant limits set by common building certification schemes (QNG, DGNB, BNB, BREEAM). An SHI product passport is available for each listed product as a digital summary of compliance. The relevant sustainability documents are available for direct download on the product pages of the Protektor website.



Expansion of logistics space – Efficiency in logistics and operations

In the 2025 financial year, the logistics efficiency project at the Gaggenau site was largely completed. The project involved the complete redesign of the site and the digitalisation of logistics processes, with a total investment of around EUR 3.0 million, funded by the 'Innovationsfinanzierung 4.0' programme run by L-Bank, the state bank of Baden-Württemberg.

On an optimised area of around 4,000 square metres, heavy-duty zones were created for modern cantilever racking, enabling an improved storage structure and shorter transport routes. The implementation of SAP Warehouse Management forms the basis for the automation of logistics processes and leads to greater process reliability, improved on-time delivery and a lower complaint rate.

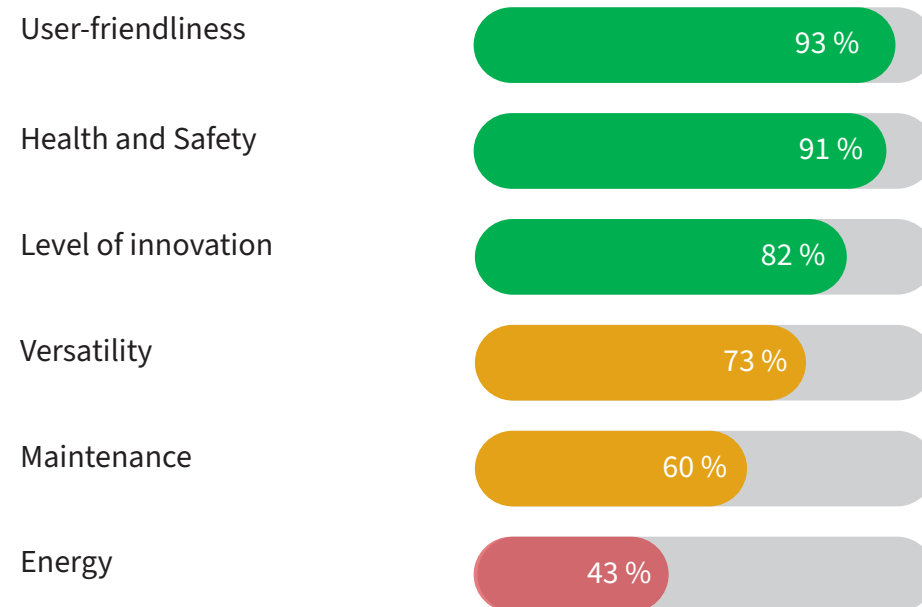
The optimised travel routes reduce the energy consumption of our electric forklifts per unit transported. In addition, demurrage charges are reduced thanks to faster lorry handling. Overall, we expect a productivity increase of approximately 13 per cent.



OES

Indicator for sustainable production plant management

Overall Equipment Sustainability combines environmental, energy and social factors relating to a production line into a single key performance indicator.



From OEE to OES — making resource efficiency measurable.

Limited resources, rising energy prices and new legislation call for the efficient use of materials and energy. Protektorwerk is rising to these challenges, including in the production of beads for modern construction.

In collaboration with the Fraunhofer IPA, the S-Tec project – funded by the State of Baden-Württemberg – expanded the traditional OEE (Overall Equipment Effectiveness) metric to include quantitative and qualitative sustainability factors, resulting in OES (Overall Equipment Sustainability).

Benefits for Protektor

01 An overview of the environmental efficiency of specific plants, expressed as a clear key performance indicator.

02 A basis for continuous improvement in sustainability — optimisations in plant operations become measurable and comparable.

03 Evaluation of measures aimed at the continuous improvement of manufacturing processes.

04 Sustainability criteria in procurement — from the investment decision through to plant operation.

Validation

The OES rating system was validated at Protektor on an extruder line used to manufacture plastic profiles. With a score of 72 per cent, the line ranks in the top half of the ratings — performing particularly well in terms of user-friendliness and occupational safety. The greatest potential lies in the energy efficiency category, where it scored 43 per cent.

Key figures

Overall rating

72% OES

Top half of the rating — extruder system, plastic profiles.

Top scores

> 90%

User-friendliness and occupational safety.

Greatest potential

43% energy

A key driver for reducing CO₂ emissions and costs during plant operation.

Methodology

Qualitative Basic assessment	Quantitative Process evaluation
• Energy & degree of innovation • Adaptability • Health and safety • User-friendliness • Maintenance-friendly design • Circular design	• OEE: availability, performance, Quality • Supplementary factors: – Energy efficiency – Material efficiency – Consumables & social factors

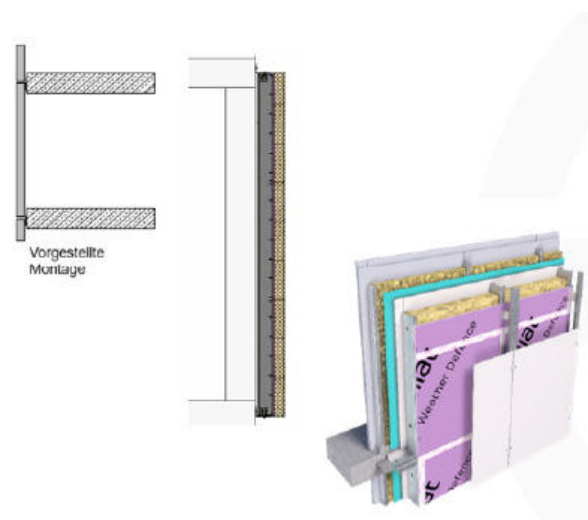
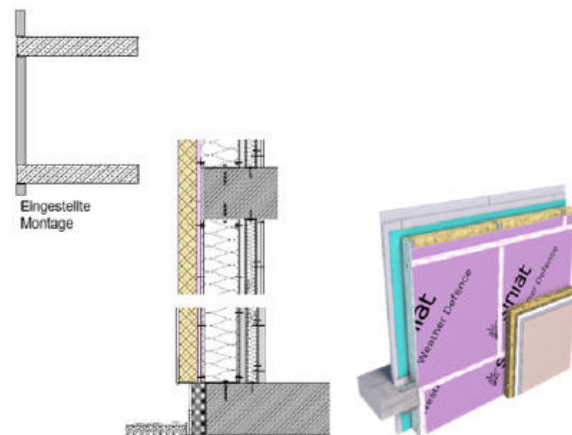
Project • S-Tec Baden-Württemberg

Funded by the Ministry of Economic Affairs,
Labour and Tourism
Project management: Fraunhofer IPA, Stuttgart.

 **Bundesministerium
Wirtschaft, Energie
und Tourismus**

ediwall – Lightweight steel construction wall for large-scale refurbishment projects

Prefabricated external wall elements for sustainable new-build projects and the industrial refurbishment of existing buildings.



Building more efficiently. Create more living space.

Developments in lightweight steel construction featuring load-bearing external wall structures are not only being seen in room-in-room systems, roof extensions and detached and multi-family dwellings, but also complement traditional reinforced concrete frame construction with façade elements.

The low weight of lightweight steel walls enables savings to be made in the primary load-bearing structures — through slimmer floor structures, reduced reinforcement, smaller column cross-sections and slimmer foundations.

Impact

- 01 Contributing to sustainable buildings through reduced use of materials throughout the entire load-bearing structure.
- 02 More usable living space with the same level of thermal insulation — crucial in conurbations where every m² counts.
- 03 Serial refurbishment based on ediwall OS wall elements following the Energiesprong principle.
- 04 Factory-manufactured by Expocover (a wholly-owned subsidiary of Protektor) – fast and standardised.

Renovation concept

ediwall forms the basis for an industrial refurbishment concept that enables buildings to be modernised quickly, in a standardised and sustainable manner, to achieve lower energy consumption levels — implemented using factory-manufactured OS wall panels.

Key figures.

Construction method

lightweight steel construction

Load-bearing external wall structures, factory-built

Savings on load-bearing structure

4 levers

Slimmer slabs · less reinforcement

Fewer columns · slimmer foundations.

Field of application

New builds · Refurbishment

Including roof extensions and room-within-a-room systems.



Energiesprong Concept

Batch refurbishment using factory-manufactured ediwall OS wall panels — implemented by Expocover.



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