

HUBER SE

Sustainability Report 2025



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Our way to more sustainability

G4-1, G4-5

Dear Reader,

It is with great pleasure that we present to you the sixth Sustainability Report of HUBER SE on our responsible corporate activities. At a time of growing challenges posed by climate change and limited resources, it is more important than ever to act with foresight and prudence. As a globally active company in the field of water and wastewater treatment, we have a particular responsibility to protect the environment.

This report offers you a comprehensive insight into our activities, which aim to harmonise ecological, social and economic aspects. Our goal is to use innovative technologies and solutions to enable the careful use of natural resources and ensure their long-term preservation.

Since its foundation in 1872, HUBER has developed from a small coppersmith to a global player. Our history is characterised by innovative strength, a clear understanding of values and a corporate culture that focuses equally on consistency and progress.



Fig. 1: The board of directors of HUBER SE – Georg Huber (CEO), Rainer Köhler, Dr.-Ing. Oliver Rong (Vice CEO), Dr.-Ing. Johann Grienberger (left to right).

We introduced an environmental management system in accordance with ISO 14000 and EMAS back in 1997. This was followed in 2021 by an occupational health and safety management system in accordance with ISO 45001. These measures demonstrate our ongoing commitment to improving our environmental performance and actively living up to our social responsibility.

Even though we can look back on many successes, we know that there is still a long way to go. The coming years will bring new challenges – and we are ready to meet them with a spirit of innovation, targeted investments in research and development, and a clear strategic focus.

From the 2026 reporting year onwards, HUBER will also comply with the requirements of the Sustainable Finance Disclosure Regulation (SFDR) and the Corporate Sustainability Reporting Directive (CSRD). These regulations are intended to enhance the transparency and comparability of environmental and social information, thereby promoting sustainable development.

We would like to express our special thanks to all employees¹, customers, partners and stakeholders who accompany us on this journey. Your commitment is invaluable to us.

We hope that our HUBER Sustainability Report 2025 will provide you with valuable insights into our work and inspire you to join us in working towards a future worth living.

Management Board of HUBER SE

¹ For ease of reading, we use the generic masculine form throughout this document. HUBER explicitly addresses all genders.

HUBER – organisation, products, markets

Our organisation

G4-3, G4-5, G4-7, G4-12, G4-17, G4-34, G4-LA12

HUBER is a medium-sized group of companies headquartered in Berching.

The HUBER Group develops, produces and distributes worldwide machines, plants and products for drinking water supply and treatment, wastewater treatment and sludge treatment. Furthermore, HUBER offers a comprehensive after-sales service for its products.

HUBER SE plays a central role within the HUBER Group. As the largest company by sales and number of employees within the HUBER Group, HUBER SE takes the responsibility for and manages the group's entire operational business and is also the parent company of all domestic and foreign subsidiaries.

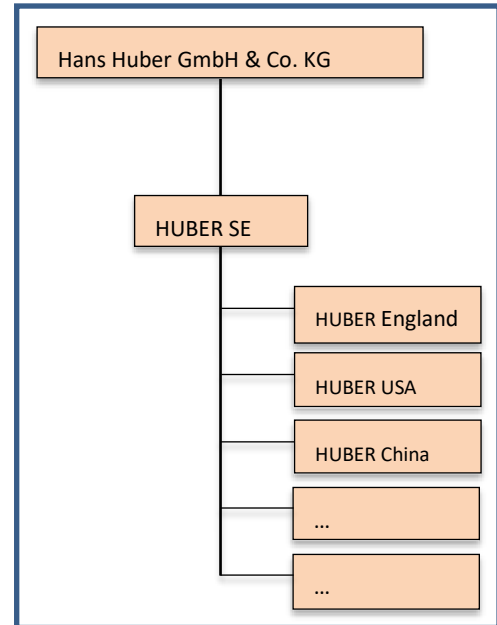


Fig. 2: Structure of the HUBER Group

This report therefore reports mainly on HUBER SE.



Fig. 3: Visualisation of the new HUBER office building, scheduled for completion in 2026.

HUBER SE is managed by the board of directors consisting of four members.

Georg Huber (Chief Executive Officer)
 Dr.-Ing. Oliver Rong (Vice CEO), Rainer Köhler
 Dr.-Ing. Johann Grienberger

Each member of the board of directors has overall responsibility and is additionally responsible for specific areas.

Georg Huber	Dr.-Ing. Oliver Rong	Rainer Köhler	Dr.-Ing. Johann Grienberger
<i>Finance Controlling Personnel IT</i>	<i>Production Engineering Purchasing Quality, Environmental & Occupational Safety</i>	<i>Sales Service Marketing</i>	<i>Innovation</i>

Table 1: Distribution of board responsibilities

Dr.-Ing. E.h. Hans Georg Huber

*06.09.1942 †15.03.2014



1969 – Dec 2009:

Co-owner and
Managing Director / CEO
of HUBER SE

Jan 2010 – March 2014:

Supervisory Board Chairman of HUBER SE

2004: Federal Cross of Merit

2006: German Environmental Award

2007: Bavarian Order of Merit

2007: Honorary doctorate awarded by TU Munich

Dr.-Ing. E.h. Hans G. Huber took over the family business from his father in 1967 and built up the HUBER Group as we know it today. Consistently and with determination he pushed the company's development into a worldwide leading group on the environmental engineering sector and a supplier of solutions for water and wastewater treatment.

After his studies of process engineering at the Technical University of Munich from 1961 to 1967, he took over in 1969, together with his brother Karl-Josef, the management of the family-owned company business. HUBER owes its focus on the development, production and sales of machinery and plants for water treatment as well as its consistent positioning as a solution provider for the treatment of water, wastewater and sludge to his impulses. Due to his efforts the company has further developed into a globally active corporation.

Beside his entrepreneurial activity he held numerous honorary posts and was an active member of a number of organisations. He received a number of awards. In 2006, he further initiated the foundation of the 'Huber Technology Foundation' with the goal to support ideas, concepts and projects that stand for a sustainable use of water.

The board of directors is controlled by the supervisory board, which consists of three members and is thus the highest controlling body.

	Members	m/f	Age < 30	Age 30 – 50	Age > 50
Supervisory board	3	2/1	0	0	3
Board of directors	4	4/0	0	0	4

Table 2: Supervisory board and board of directors by age and gender

The supervisory board has been composed as follows since April 2016:

- Alois Ponnath
(Supervisory Board Chairman)
- Hans Spitzner
(Deputy Chairman of the Supervisory Board)
- Johanna Rong



Fig. 4: Supervisory Board of HUBER SE (from left to right) Alois Ponnath, Hans Spitzner, Johanna Rong.

Karl-Josef Huber

*26.08.1946 †24.06.2016



1696 – Dec 2009:

Co-owner and Managing Director /
Vice CEO of HUBER SE

Jan 2010 – March 2014:

Deputy Chairman of the
HUBER SE Supervisory Board

Apr 2014 – Apr 2016:

Chairman of the
HUBER SE Supervisory Board

2006: Honorary citizen of Berching

2011: Bavarian Order of Merit

Karl-Josef Huber joined his parents' company back in 1967 before taking over the company management in 1969 together with his brother Hans Huber.

At that time, 25 people were employed in the company. By focusing on the material stainless steel and the issue 'water' the two brothers developed the family business from a small, regional enterprise into an internationally operating company with a worldwide established reputation.

A key success factor in this process has been, and still is, the HUBER production which, under the management of Karl-Josef Huber, developed from a small handicraft business to a state-of-the-art facility where a wide range of machines and plants are manufactured. Over all the years, he was tireless in his efforts to continuously further develop the production facilities to ensure that high-quality products can be manufactured cost-effectively at the location Berching and delivered to the global customers on schedule. Due to a high vertical range of manufacture it has been possible to permanently incorporate innovative product ideas very quickly into the production process.

Under his direction, a completely new manufacturing plant was built on a greenfield site in the industrial area Berching-Erasbach in 1992. Thanks to his forward-looking planning and design of the production halls as well as the production processes, it was possible to expand the production capacity in order to meet the company's growth in the following years at all times.

HUBER SE comprises 25 companies with a majority shareholding and one company with a 46% shareholding. 11 subsidiaries are based within Europe, 7 on the American continent and 7 in Asia. There were no changes in the structure of the HUBER organisation in the reporting period 2023/2024. Neither any locations nor business activity has changed.

The following companies belonged to the HUBER Group as at 31 December 2024:

HANS HUBER GmbH & Co KG* - Germany
HUBER SE – Germany *
Picatech HUBER AG * – Switzerland
HUBER Environmental Technology (Taicang) Co. Ltd * – China
Hans Huber Environmental Technology (Shanghai) Co. Ltd.* – China
HUBER Technology Austria * – Austria
Rotamat Ltd. * – England
Hydropress HUBER AB * – Sweden
HUBER Technology Inc. * – USA
HUBER Technology Ltd.** – Canada
HUBER Technology SARL * – France
HUBER Technology España S.L.U. * – Spain
HUBER Technology GmbH * – Italy
HUBER Technology Sp. z o.o. * – Poland
MENA WATER FZC * – United Arab Emirates
HUBER Technology de México* – Mexico
OOO HUBER Technology ** – Russia
HUBER Technology Asia-Pacific Pte. Ltd. ** – Singapore
HUBER Technology (M) SDN. BHD. ** – Malaysia
HUBER CS spol. s r.o. ** – Czech Republic
HUBER SK spol. s r.o. ** – Slovakia
HUBER do Brasil Ltda. ** – Brazil
HUBER Latin America Y Cia. Ltda. ** – Chile
HUBER Colombia S.A.S. ** - Colombia
HUBER Technology Perú S.A.C.** – Peru
HUBER Technology Middle East FZE * – United Arab Emirates
A.T.E. HUBER Envirotech Private Limited ** - India (46% share)

* included in the consolidated financial statements (2024) of HANS HUBER GmbH & Co. KG

** not included in the consolidated financial statement (2024) of HANS HUBER GmbH & Co. KG



Fig. 5: HUBER Environmental Technology Co., Ltd. In Taicang/China.

HUBER expands in the USA



The ground-breaking ceremony for the expansion of the HUBER Technology Inc. site in Denver (North Carolina) took place on 7 October 2022. With an investment of approximately US\$40 million, HUBER expanded its production facilities to 17,000 m².



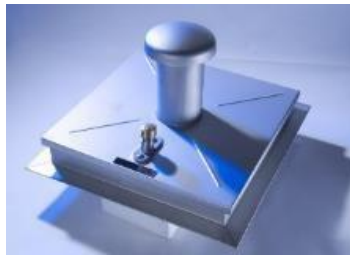
The official inauguration of the new production halls, which include a full immersion pickling facility, took place on 17 April 2024. HUBER can now supply the US market with 100% 'Made in the USA' machines and products of the high, proven HUBER quality.



The brand 'HUBER' stands for high-quality and innovative products and solutions worldwide.



The most important business segments are:



Safe Access Solutions

We offer a comprehensive programme of equipment for water supply facilities, waterworks and sewage treatment plants. The main products in this business line are manhole covers and technical doors, as used particularly in drinking water reservoirs.



Mechanical wastewater treatment

Machines for the removal of solids from wastewater and process solutions for the advanced treatment of the solids are the core products of this business segment. These include our world-renowned ROTAMAT® coarse and fine screens, our Max-family screenings systems, as well as wash presses and grit treatment plants.



Mechanical and thermal sludge treatment

Our product portfolio comprises machines for sludge screening, thickening and dewatering. We also implement both small and large-scale systems for solar and thermal sludge drying.



Advanced wastewater treatment

For advanced wastewater treatment, we offer machines for micro-screening, cloth filtration as well as sand filters and activated carbon filters. These products enable us to provide solutions for phosphorus elimination and the removal of endocrine substances, for example.



Green building

Heating and cooling are important factors in sustainable building technology. With our RoWin wastewater heat exchanger, we can design innovative heating and cooling solutions for buildings using wastewater from sewer systems, sewage treatment plants, or surface water. This enables us to reduce the consumption of fossil fuels.



World-wide service

With our globally active HUBER Service we reliably serve our customers worldwide. In cooperation with our local service teams in the individual countries we take care of necessary spare parts, repairs, plant optimisation and preventive maintenance work for the approximately 60,000 machines installed worldwide.

Our markets and countries

G4-6, G4-8, G4-9

HUBER is active globally in more than 60 countries.

The orders received by HUBER SE at a volume of approx. € 219 million in 2024 were placed from various regions in the world as specified in the below diagram.

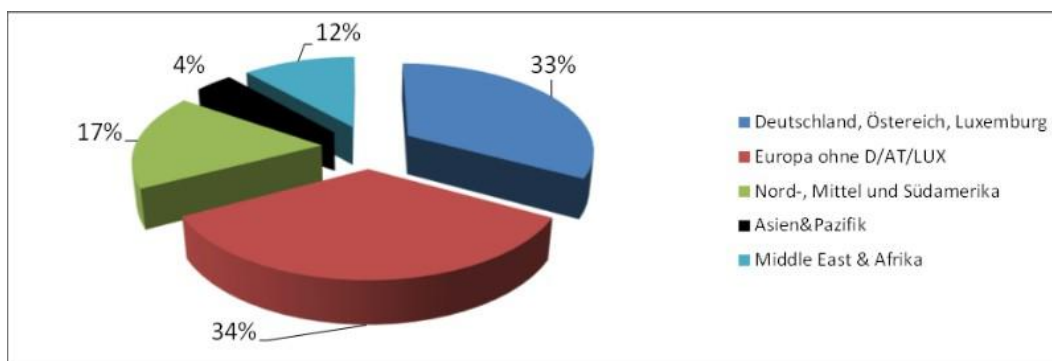


Fig. 6: Distribution of the orders received by HUBER SE according to regions.

Approximately 83% of our customers are municipalities (sewage treatment plants, drinking water suppliers), 17% are industrial enterprises. In industrial operations, we are active in numerous industries: food industry, wood and paper industry, beverage industry & brewery, fish industry, textile and leather industry, chemical and petrochemical industry.

Our economic performance

G4-9

The sales revenues of HUBER SE in the business year 2024 (Jan 1, 2024 – Dec 31, 2024) amounted to approximately € 188.2 million. The consolidated sales of the HUBER Group over the same period was € 357.9 million. The overall capitalisation of the HUBER Group on 31 December 2024 was approximately € 317.9 million.

HUBER Group	2023	2024
Equity	150,103	175,731
Reserves	48,878	59,428
Liabilities	69,655	80,718
Total capitalisation	268,798	317,839

Table 3: Capitalisation in T€

The dialogue with our stakeholders is important to us

G4-16, G4-24, G4-25, G4-26, G4-27

We are in close contact with our stakeholders and want to further maintain and, where necessary and possible, optimise this contact. This dialogue is the substantial input for the strategic orientation of our company and the definition of our strategic goals.

In contact with our stakeholders, we realise the demands they are making on the company and can therefore define fields of activity in order to achieve a sustainable success as a company.

Selection of relevant stakeholder groups

The most important stakeholders are those who are very closely connected with our value creation chain and our business success and/or can exert an intensive and direct influence on it. Such stakeholders are for us: shareholders, employees, customers, sales partners, and suppliers.

Furthermore, the following stakeholders are of special importance: banks, authorities, non-government organisations, associations, the media, politics, research institutions and university organisations, as well as the civil society, especially in the vicinity of our locations.

Stakeholder engagement

Shareholders: HUBER is a family business 100% owned by Huber GmbH & Co. KG. The shares of Huber GmbH & Co. KG are distributed as follows:

50% Georg Huber

50% Johanna Rong

The two shareholders Johanna Rong and Georg Huber are very well engaged in the company. Besides his role as a shareholder, Mr. Georg Huber is also the CEO of HUBER SE and thus fully integrated in the business processes.

Mrs. Johanna Rong is a member of the supervisory board and the wife of Dr.-Ing. Oliver Rong (Vice CEO of HUBER SE).

Employees: The communication between the employees and the company takes place in a variety of ways. Besides frequent departmental meetings there are meetings between the board of directors and the supervisory board at regular intervals. At works meetings, the works council and the board of directors inform all employees about the current business situation and important events.

The employee magazine 'HUBER Intern' reports quarterly about current events. This magazine is sent home by mail to all employees to keep their families informed as well. Employee surveys as well as 'Praise & Blame' letterboxes and an IT-supported whistleblower portal provide the opportunity to anonymously pass on criticism and suggestions to the company management at any time.

Customers: Every day, our sales and service employees are in direct contact with our customer groups: end customers (sewage treatment plants, waterworks, industrial enterprises), planning offices, plant manufacturers, traders. Furthermore, we inform our customers about news from HUBER annually in our customer magazine HUBER Report, several times a year through our newsletters, and weekly on social media.

Stakeholder	Engagement	Primary objectives
Annual general meeting of shareholders and supervisory board	Personal contact Company general meeting Supervisory board meeting Employee newspaper Customer magazine	Increase the company value Long-term profits from capital employed Low-risk business models Information
Employees	Employee surveys Employee appraisal interviews Staff magazine Works meeting	Performance-based pay Recognition Occupational health Family-friendly company Secure job Education/training Information
Works council	Meeting of works council and board of directors	Respect the rights of the work council Compliance with the employees' rights Information Job security
Customer –operator	Survey Personal contact Customer magazine	Reliable products and solutions Reliable after-sales service Good cost-performance ratio Adherence to deadlines
Customer – planner	Survey Personal contact Customer magazine	Planning support Reliable products and solutions Product innovations Adherence to delivery dates
Subsidiaries & sales partners	Survey Personal contact Newsletter Sales meetings	Reliable products and solutions Reliable after-sales service Competitive products Adherence to delivery dates Product innovations Competitive delivery times Information
Suppliers	Supplier evaluation Surveys Personal contact	Cooperative partnership Reliable payment
Banks & insurance companies	Personal contact Customer magazine	Long-term business relationship Information
Authorities and associations	Personal contact Project-related discussions Active and passive membership (Associations)	Exchange of information with industry and economy Technical and financial support (Associations)
Civil society & regional press	Open day Orientation day for trainees Tours of the factory on request Reports	Reliable employer Support local associations and public institutions Retention and attraction of new citizens Information
Regional universities	Applications Bachelor/master thesis Personal conversations	Possibility for internships, bachelor/master theses Jobs for graduates

Table 4: Core stakeholders

HUBER exhibits its products on an own booth at numerous trade fairs in Germany and abroad every year, thus enhancing the dialogue with customers.

We additionally conduct anonymous customer surveys approximately every three years to have customers evaluate our services and give them the possibility to submit proposals or pass on criticism. Our service team identifies the customer feedback in a personal telephone call after completion of the service work.

Sales partners: Sales partners include the HUBER subsidiaries and HUBER representations. The HUBER sales and service staff are in daily contact with these stakeholders. The employees of this group of share holders are distributed all over the world. The 'Internal HUBER Newsletter' informs all of them 8-10 times a year about news and activities. In addition, annual sales meetings are used for an intensive exchange of information. Anonymous surveys conducted at regular intervals give our sales partners the possibility to rate the performance of the parent company.

Suppliers: The main contact persons for suppliers are the employees in the purchase department but also many employees in the sales and design departments. Supplier ratings at regular intervals and exchange in personal conversations lead to a good understanding of mutual expectations.

Associations: HUBER, or HUBER employees respectively, played a special role in the following associations in the reporting period 2024:

German Water Partnership
DWA (German Association for Water, Wastewater and Waste)
UmweltCluster Bayern (Environmental Cluster of Bavaria)
IHK (Chamber of Industry and Commerce)



Feedback on the Sustainability Report

The main function of the sustainability report is to provide information and the intent to establish a constructive dialogue with the stakeholders that has a positive impact on the future development of the company. We want to develop a better understanding of the stakeholders' views, expectations and ideas and, in return, inform them about the numerous and extensive efforts the company makes in the various fields, which successes have been achieved, and where there is need for action.

The employee attitude surveys we conducted showed us that our employees have a high demand for more information. We want to satisfy this demand, among other, with this sustainability report.



Fig. 7: At the IFAT, the world's largest trade fair for water and wastewater technology, HUBER presented innovative products and solutions on a stand of over 1300 m² in 2024. Top right: CEO Georg Huber, Bavarian Environment Minister Glauber, Management Board member Rainer Köhler and Vice CEO Dr.-Ing. Oliver Rong (from left to right).

Our corporate responsibility topics

G4-18, G4-19, G4-20, G4-21, G4-22, G4-23

The point of departure for the selection of our corporate responsibility topics were the aspects defined by the Global Reporting Initiative (GRI). These topics were discussed by a core team (consisting of a member of the board of directors and two employees) and evaluated in terms of their meaning for the company and the stakeholders (see table 6).

‘Material aspects’ were defined and after discussion with the entire board of directors revised and extended.

The board of directors incorporated in their considerations the results of the long-term corporate strategy and medium-term corporate goals. The resulting most important fields of action are summarised in Table 5.

Responsibility	Topics and fields of action	Page in report
Core business	Our responsible business activities include: - Profitable growth - International competitiveness - Long-term customer relationship based on mutual trust - High quality of our products and services - Sustainable procurement - Compliance	12 12 20 21 26 19, 44
Environment	Careful use of resources and minimisation of the environmental impairment by our business operations. Recognize the opportunities and risks of the looming climate change and derive appropriate actions.	30 46
Society	Our understanding of social responsibility as a company, especially in our region.	49
HUBER as an employer	We want to be an attractive employer for our employees, today and in the future. The following topics are important to us: - Education and training - Open communication - Occupational safety and health promotion - Work-family balance - Secure specialist staff - Equal opportunity	61 60 70 68,69 54 72

Table 5: Topics and fields of action

The below table shows which of the material aspects suggested by the GRI are considered as important for HUBER.

This report is the sixth issue of our sustainability report and there are no changes compared to the previous issue.

Aspects of the category 'ECONOMICAL'	
Economic performance	EC1 – EC4
Market presence	EC5, EC6
Procurement	EC9
Aspects of the category 'ECOLOGICAL'	
Materials	EN1, EN2
Energy	EN3 – EN7
Water	EN8 – EN10
Biodiversity	EN11 – EN14
Emissions	EN15 – EN21
Wastewater and waste	EN22 – EN26
Products and services	EN27 – EN28
Compliance	EN29
Transport	EN30
Total expenditure and investments for environmental protection	EN31
Evaluation of suppliers in terms of ecological aspects	EN32, EN33
Complaint mechanisms in terms of ecological aspects	EN34
Aspects of the category 'SOCIAL'	
<i>Sub-category "Labour practices and decent work"</i>	
Employment	LA1 – LA3
Occupational health and safety	LA6, LA7
Education and training	LA9 – LA11
Diversity and equal opportunity	LA12
Equal pay for men and women	LA13
Evaluation of suppliers in terms of labour practices	LA14
<i>Sub-category 'Human rights'</i>	
Investments	HR1, HR2
Non-discrimination	HR3
Child labour	HR5
Forced and compulsory labour	HR6
Safety practices	HR7
Indigenous population's rights	HR8
Test	HR9
Evaluation of suppliers in terms of human rights	HR10, HR11
Complaining mechanisms in terms of human rights violation	HR12
<i>Sub-category 'Society'</i>	
Local communities	SO2
Fighting corruption	SO3, SO5
Anticompetitive practice	SO7
Compliance	SO8
Evaluation of suppliers in terms of social impacts	SO9, SO10
<i>Sub-category "Product responsibility"</i>	
Customer health and safety	PR1, PR2
Labelling of products and services	PR3, PR4, PR5
Marketing	PR6
Customer data protection	PR8
Compliance	PR9

Table 6: Material aspects according to GRI

Corporate responsibility in the core business

Code of conduct and whistleblowing

G4-56

The HUBER Code of Conduct

HUBER SE is committed to conducting its business activities in a legal and ethical manner. We are always a reliable partner to our customers, partners and suppliers and we build trust with our way of working.

Our compliance system provides a clear framework for our decisions and actions. It is based on our **HUBER Code of Conduct**, which was communicated to all HUBER SE employees in February 2022. All employees are required to adhere to the principles set out in it and to ensure that we live up to our corporate responsibility and ethical standards in our daily work.

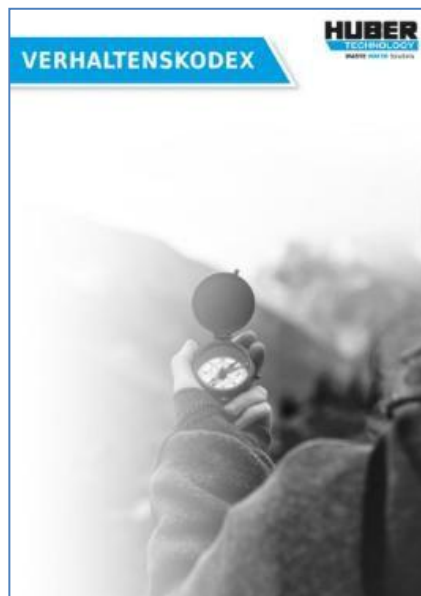


Fig. 8: The HUBER Code of Conduct is available on the internet at www.huber.de/compliance.

Whistleblowing

HUBER SE is committed to conducting business in compliance with applicable laws, regulations and company policies as summarised in the HUBER Code of Conduct. If anyone has concrete evidence that our Code of Conduct, internal rules or laws are being or have been violated, we ask you to share this information with us and actively assist in clarifying the incidents. This offer to speak up is made to all our employees but also to our customers, suppliers and other business partners.



Fig. 9: In order to comply with the EU Whistleblower Protection Directive, HUBER set up a whistleblower system at the beginning of 2022. Available at www.huber.de/compliance

Concrete evidence or concerns can be submitted via our **Whistleblower Portal**, which can be accessed by anyone via www.huber.de/compliance.

The whistleblowing system allows both written and verbal reports. Everyone is free to decide whether to submit the report anonymously or by providing contact details. In the case of anonymous reporting, the whistleblower system enables the establishment of a protected mailbox through which written communication can be made in order to ask further questions that are important for the investigation, as well as to information about the progress of the investigation. Your anonymity is always guaranteed.

Customer satisfaction and customer retention

G4-PR5, G4-PR8

Serving the customer is our main priority

The customer's benefit and their satisfaction are the basis of our past and future success.

From the HUBER Vision & Mission Statement

The customer and his needs are the focus of our activities. His confidence in our company, our expertise and reliability, and his satisfaction with our products and services are the basis for our business success. It is our endeavour to establish long-term partnerships with our customers.

We treat our customer's data in the spirit of trust and observe the data protection regulations of the General Data Protection Regulation (GDPR). There have been neither any complaints relating to the violation of the customers' privacy so far, nor any incidents of customer data loss.

The positive feedback from our customers is the motivation for our inside and field staff for their daily work. We know that we have to work hard day after day for the confidence of our customers and consider it our duty to not only fulfil our customers' expectations but to exceed them. We want to provide expert consultancy, deliver the suitable products and solutions speedily and within the agreed time and execute installation and commissioning as agreed. We have set up our after-sales service to ensure the trouble-free and optimal operation of our products around the clock and around the world.

To be able to live up to the intended customer focus the best possible way in practice, three points are of special importance for us and have therefore been made an inherent part of our organisation's policy.

- 1.) We must know the requirements and expectations of our customers.
- 2.) Our success in meeting the customer requirements must be the measure by which we evaluate our performance.
- 3.) We have to further increase our efficiency.

In addition to the daily personal feedback our employees receive in direct contact with our customers, two other processes are of fundamental importance to us:

- Recording and rectifying customer complaints
- Customer surveys

Recording and rectifying customer complaints:

All customer complaints are recorded and processed immediately to eliminate the reason for the complaint. We analyse all complaints and derive measures to improve our performance and avoid repetitive errors. We understand and appreciate complaints as a chance for improvement.

Customer surveys:

Our after-sales service team contacts every customer directly after one of our service engineers has visited the customer's site. Customer surveys provides a permanent overview of this service aspect of our company.

Additionally, if possible, we conduct an anonymous online survey of our customers every two to three years. The last survey in Germany was conducted in 2024.

Customer survey Germany²	2016	2018	2020	2024
Organisation				
Market communication (worse than competition) ³	2.72%	2.7%	3.8%	0.8%
Field sales	2.12	2.01	2.21	2.15
Proposal management	2.00	1.87	2.04	2.15
Order processing	1.95	1.84	2.07	2.15
After-sales service	2.13	2.02	2.22	2.33
Products and services				
Cost-performance ratio	2.40	2.40	2.56	2.59
Product quality	1.75	1.75	2.0	2.15
Customer benefits	1.87	1.90	2.14	2.27
Performance in special solutions	2.05	2.15	2.29	2.31
Adherence to delivery dates	1.98	2.04	2.23	2.28

Table 7: Customer satisfaction surveys

Surveys give us the opportunity to identify the customer opinion of our various services, separately according to customer groups (municipal sewage treatment plants, planners, industrial companies, water works, etc.) and regions (e.g. the German Federal State). Moreover, free text fields give customers the opportunity to add comments, such as requests, suggestions, praise and criticism.

Survey results deliver valuable information for us how to further improve our services.

Table 7 shows the results of the surveys conducted in 2016, 2018, 2020 and 2024 for the main business location Germany. The next survey for Germany is planned to take place in 2026.

² Award marks according to the German school grade system

³ In 2024, 0.8 % of the surveyed were of the opinion that HUBER has a poorer market communication than its competitors. This means that 99.2 % were of the opinion that HUBER's market communication is as good as that of the competition or better.

Our products – innovative, reliable, safe

G4-PR1, G4-PR2, G4-PR3, G4-PR4, G4-PR6, G4-PR9, G4-EN27 to G4-EN30

Game-changing technical solutions

We offer innovative high quality products on a competitive basis. Our solutions can be tailored to meet specific requirements of individual customers.

From the HUBER Vision & Mission Statement

Our goal is to develop solutions for water, wastewater and sludge treatment that continue to set new standards in this field. These should not only take account of new social or legal requirements, but also significantly drive progress in terms of conserving our valuable resource, water.

In our innovation process, we transform the energy that reaches us through internal or external innovation impulses into innovative solutions that make a real difference in the market.

Our point of departure is to look at various future possibilities and trends, from which we derive indicators for realistic developments and applications that can be used to create needs-based and customer-orientated solutions. This is reflected in the phases of our innovation process:

- Future impulses: Foresight
- Developments: Ideation/Development/Testing
- Market-orientated solutions: Impact in the market



Fig. 10: Our innovation process – from future impulse to market-ready solution.

Product safety for man and environment:

The aspect of safety and health when handling our products is considered already in the development phase and incorporated into the development.

All machines and plants manufactured by HUBER are treated according to the Machinery Directive 2006/42/EC and undergo a risk assessment. We take all measures required in connection with compliance with the Machinery Directive. In most cases, the CE marking according to the Machinery Directive is affixed after installation and commissioning of the complete plant at the customer's site as, in the vast majority of cases, HUBER supplies machines which are defined as 'partly completed machines' by the Machinery Directive. Only in exceptional cases, we deliver machines with an ex works CE marking ('complete machines').

By providing additional installation and operating instructions we ensure that the health and safety requirements for handling our machines are met.

In this way, we have been able to ensure that no cases of incidents occurred during the reporting period in which safety instructions and behavioural rules relating to the impacts of products and services on safety and health were not observed.

As a result of Brexit, the UKCA mark (UK Conformity Assessed) will be valid from 01/01/2021 with a four-year transition period as a replacement for the CE marking requirements for products placed on the market in the United Kingdom.

The UKCA mark makes it clear that a product placed on the UK market meets the conformity requirement of that market. Since the beginning of 2023, HUBER has been delivering all products to the United Kingdom with a UKCA marking.

The majority of all HUBER products consists of the material stainless steel, which is ideal in terms of recyclability. Within the product development process, all new materials added as well as operating and auxiliary materials are listed and analysed for environmental compatibility in cooperation with the environmental manager with the aim to use always those materials that are ecologically safer.

The HUBER portfolio generally does not include any products the sale of which is forbidden or is a contentious issue in certain markets or countries. If an embargo is imposed on certain countries for political reasons, HUBER will observe the embargo regulations.

No contraventions of laws or provisions have occurred relating to making available and using products or services.



Ecological impacts of our products and services

As all our products are ultimately used to protect the environment and specifically to keep water clean, the use of our products has an overall positive impact on the ecology.

We know, however, that energy and resources are consumed both in the manufacture and during the use of our products. For this reason, we strive to constantly reduce the use of resources in production (see table 15 'Core indicators').

However, we also pay special attention to:

- a) the durability of our products. For example, we have developed intelligent systems that detect impurities at an early stage, so that malfunctions or damage can be prevented.
- b) the consumption of energy and operating materials of our products and systems during their useful life on site. This is where we constantly strive to increase the energy and resource efficiency of our machines and processes. We also use the possibilities of digitalisation and offer our newly developed IoT platform HUBER Cloud Solutions to our customers as an intelligent tool for operational support and process optimisation.

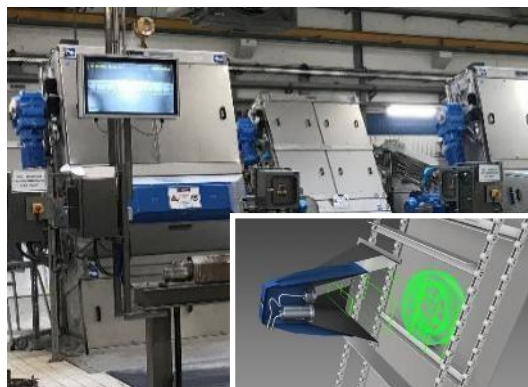


Fig. 11: The HUBER Safety Vision system detects critical material, stops the operation of the wastewater screen and notifies the operating personnel. This prevents longer operational disruptions and damage.

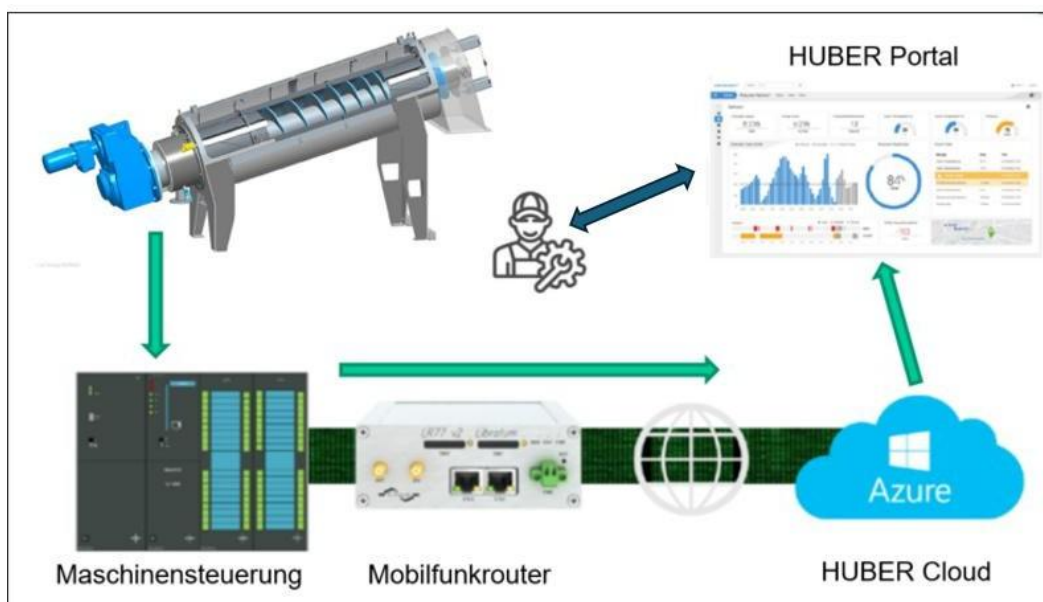


Fig. 12: Simplified principle of the HUBER Cloud Solution for operational support and process optimisation.

As an internationally active company we have to transport our products to the customer. This is done by truck or, in the case of overseas transport, by truck and ship. In an emergency, we also resort to transport by air.

We have no information about the ecological impact of transport. Since we use the usual transport routes, we assume that we do not cause any significant negative effects.

Overall, we strive to keep the volume to be transported as low as possible through transport-friendly design and space-saving loading.

For transport, our products are packaged appropriately to prevent damage during transport. The packagings are usually wooden boxes or wooden transport frames with a protective film. Usually, these are disposed of on site.

The majority of our products and plants are manufactured from stainless steel. Their service life is usually 15 - 25 years. At the end of their service life, the products are disposed of by the customer. As stainless steel scrap is a much sought-after material worldwide, we assume that our machines are recycled in this way. HUBER itself does not take back any products.



Fig. 13: The Management Board and Supervisory Board opening the new P3 production hall (below) in 2023 in the presence of Bavarian Minister of Finance and Home Affairs Albert Füracker (centre).

Sustainable procurement

As a manufacturing company with a wide product range, we need a variety of different materials and parts for our production.

In addition, we need products like pumps, dosing plants, silos, etc., which we supply as project-specific purchase items to the customer together with the manufactured machines and plants.

We also need, among others, consumables as office supplies, IT devices, software, consulting services, translation services, cleaning services, garden maintenance, vehicles, rental cars and fuels, electricity and natural gas.

The explicit consideration of sustainability criteria in the procurement process is still in its infancy. We are challenged to attach more importance to the sustainability aspect in the procurement process and communicate the concept of sustainability consciousness to our suppliers.

As a first step, we defined sustainability topics in the Code of Conduct that applies to all suppliers.



Fig. 14: Code of Conduct for suppliers, available at www.huber.de.

Our supply chain

G4-12, G4-EC9, G4-EN32, G4-EN33

The purchase volume of HUBER SE was approx. € 100 million in 2024, distributed to approx. 980 suppliers. The percentage of the purchases from local suppliers (suppliers with their business location in Germany) is approximately 90%.

The 50 suppliers with the largest purchase volume make more than 70% of our total purchase volume.

The largest single purchase item is the raw material stainless steel of various types (tubes, bars, plates). We purchase these materials from various different steel traders.

Other important suppliers are the suppliers of drives (motors, gearings) and control technology.

Additionally, there is a multitude of suppliers who often supply various parts even in small quantities.

As part of our certified quality and environmental management system, we regularly survey production-relevant suppliers about their quality, work safety and environmental activities. The results are then included in the supplier evaluation. In addition, this questionnaire was expanded to include the social aspect. The questionnaire contains specific questions on acting sustainably.

In the future, we will pay more attention to the aspect of sustainability in the procurement process and incorporate this into the process of supplier selection and evaluation wherever possible. Due to our competitive situation and type of business, we need suppliers who deliver reliably and on schedule products that meet our quality requirements, at prices that allow us to successfully survive on the global market.

'Blue Angel' recycled paper has proven its worth

In 2013, we switched the entire company to recycled paper and since then have only used paper with the 'Der Blaue Engel' label ('Blue Angel' label). Introduced in 1977, the 'Blue Angel' is the first and oldest environmental label in the world for products and services that meet specific guidelines.



Fig. 15: Ecological balance of recycling paper
(Source: www.bvse.de)

Papers labelled with the 'Blue Angel' are made of 100% recovered paper, ensuring optimal utilisation of the raw material wood. Furthermore, the use of toxic chemicals is strictly regulated. Therefore, paper with the 'Blue Angel' label meets health protection requirements.



Fig. 16: Regular training courses at the head office for HUBER service engineers from all over the world are the key to excellent service.

Electricity from hydropower and photovoltaics

As a manufacturing company we need a variety of machine tools to manufacture our products. We therefore use lathes, laser machines, trimming presses, etc. in our production halls. All these machines require electricity and so the annual electricity consumption of HUBER SE adds up to approx. 3,400,000 kWh. This is an enormous amount, approximately equivalent to the average annual consumption of 1,000 private households.



Fig. 17: Green electricity certificate

Depending on how the electricity is produced, more or less CO₂ is generated or even no CO₂ at all. On average, approx. 380 g CO₂ per 1 kWh of electricity is emitted in Germany (German electricity mix 2023). If we calculate our annual current demand on the basis of this average CO₂ reference, the result is approximately 1,292 t annual CO₂ production.

In order to take a big step forward as a company in the direction of environmental and climate protection, we have been sourcing 100% green electricity from hydropower since January 2014. We have chosen the Austrian company Vorarlberger Kraftwerke AG as the supplier and producer of our green electricity. The green electricity that we have been purchasing since 2014 is 100% produced in small and big water power plants in Austria. This is also confirmed and certified by the Technical Inspection Authority (TÜV).

When we built two new production halls, we installed photovoltaic systems on the roofs (603 kWp and 519 kWp). These systems generated approximately 740,000 kWh of electricity in 2024, primarily for the company's own consumption.



Fig. 18: The solar panels installed on the roofs of the production halls have a total output of 1122 kWp.

Heating production halls with heat pumps

There are four production halls on the HUBER SE factory premises. The two halls completed in 2022 and 2024 were equipped with a ventilation system including heat recovery and heat pump technology, so that they can be heated without using fossil fuels. As HUBER also uses green electricity or electricity generated by its own photovoltaic systems to operate the ventilation system and heat pumps, this is an environmentally friendly and sustainable solution.



Fig. 19: Ventilation systems with heat recovery and heat pumps installed on the roof of the production hall.

Changeover from paper towels to cloth towels

During 2018, we switched from paper towels to cloth towel rolls.

As stated by the Federal Environment Agency, the system of cloth towel rolls with modern fabric towel dispensers meets all the requirements of hygiene, fitness for use and environmental protection. After drying hands, it again presents the next guest with a clean and dry piece of cloth to dry the hands. The cloth towel rolls themselves are characterised by a long service life (80-100 turns) and hygienic properties because they are made of strong cloth and have a grip. Furthermore, the long life of cloth towels and their reuse, e.g. as polishing cloths and cleaning rags, leads to a low waste volume. The system of cloth towel rolls in roller dispensers also includes the cleaning of the towel rolls and the functional efficiency of the towel dispensers. The 'Blue Angel' label for the cloth towel rolls also guarantees that no agents containing biocidal substances are used during the entire cleaning and after-treatment process.

HUBER now saves approx. 300,000 paper towels annually by using the reusable cloth towels!

Corporate responsibility for the benefit of our environment

G4-EN1 to G4-EN26

Environmental impacts from our business operations

Responsibility for the environment and society

We contribute to the protection of the environment through our products and services and always aim for sustainability in our business activities. It is our goal as a company to live up to our responsibility toward society.

From the HUBER Vision & Mission Statement

In the HUBER Mission Statement, we have committed ourselves to minimizing the impacts of our business operations on the environment as much as possible.



Fig. 20: The new 5,500 m² assembly and logistics hall P4 was completed and commissioned in 2024.

Our environmental policy

G4-14

We want to fulfil our responsibility for the environment and society as laid down in the HUBER Mission Statement by taking the following concrete measures:

Environmental impact

We regularly review all our activities and processes in order to minimise potential negative impacts on the environment as well as energy and resource consumption. When developing new products and using new equipment and materials, we assess their environmental compatibility in advance. Our aim is to avoid environmental pollution.

Legal obligations and requirements

We commit ourselves to observing environmental laws and regulations. We cooperate with the competent authorities.

Control and continuous improvement

Compliance with the environmental policy is regularly monitored and evaluated. We are committed to continuously improving our environmental performance. Every year, we set ourselves specific environmental goals.

Employees

All employees are responsible for acting in an environmentally conscious manner that conserves energy and resources. Managers ensure that a sense of responsibility is promoted at all levels.

Suppliers

We request and encourage our suppliers to apply the same environmental standards as we do.

The public

We inform the public about the company's environmental performance at regular intervals through our Environmental Statement.

Through our environmental policy, we also want to take into account the precautionary principle, which is laid down in Principle 15 of the Rio Declaration:

Principle 15 of the Rio Declaration on Environment and Development

In order to protect the environment, the precautionary approach shall be widely applied by States according to their capabilities. Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.

Our environmental management systems

We decided already in 1997 to introduce an environmental management system according to ISO 14000 and EMAS for HUBER SE. We have our environmental management system audited annually by an external auditor according to the requirements of Regulation (EC) No. 1221/2009.

The results of assessment and validation confirm that there is no evidence of any non-compliance with the applicable environmental regulations and that the data and information in the consolidated Environmental Statement provide a reliable, trustworthy and true picture of all the company's activities within the scope specified in the Environmental Statement. The Environmental Statement as validated by the environmental auditor is always available at www.huber.de. The content of the 2024 Environmental Statement is also part of this Sustainability Report.



Fig. 21: HUBER has also developed solutions to treat water even further than usual. A so-called 4th treatment stage removes trace substances, such as pharmaceuticals, from the wastewater by adsorbing these substances to activated carbon.

Organisation of our environmental management

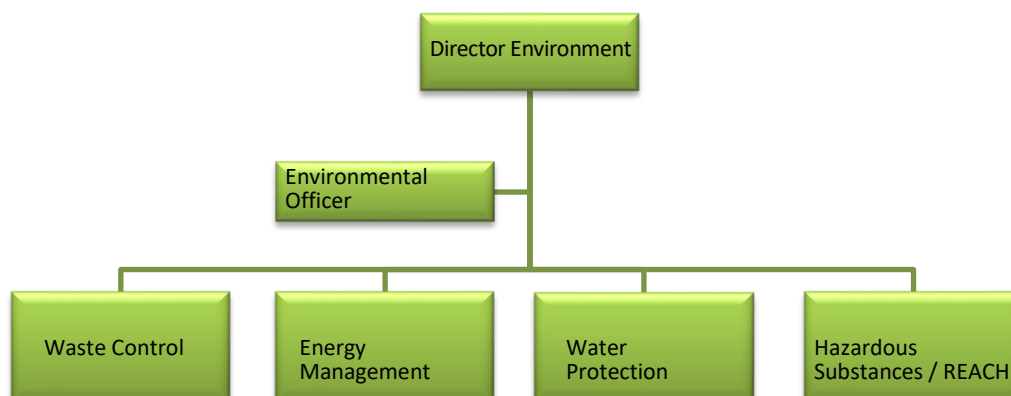


Fig. 22: Environmental management organisation

Environmental protection concerns all sections and processes of the company. In order to effectively design the continuous improvement process, the heart of a management system, communication and collaboration with the most important interfaces is elementary.

We primarily involve in this responsibility the production, the product development and procurement departments, the employees from occupational health and safety, and the education system. The responsible managers monitor the implementation of the environmental requirements in their departments. Each employee is responsible for environmental protection at his or her workplace. Within the framework of the internal training system, we attach importance to raising the awareness and personal responsibility of our employees towards the environment.

Our improvement suggestions system gives all employees the opportunity to contribute their own ideas for improving the company's environmental performance. The 'Praise and Blame' letterbox introduced in 2013 also provides an opportunity to express opinions anonymously. In 2022, a Whistleblower Portal was set up (LegalTegrity), which offers every person the opportunity to submit anonymous reports via the HUBER website www.huber.de.

The environmental officer reports to the board of directors. She is responsible for implementing the environmental management system, has an advisory and supportive function for all employees and reports directly to the board of directors. She sets the environmental goals, defines the responsibilities for environmental protection and monitors the effectiveness of the system.

Environmental aspects

The general evaluation of all environmental aspects and selection of ecologically relevant substances is carried out with the help of the approach developed by the Institute for Ecological Economy Research (IÖW) and is evaluated in a matrix using the ABC/XYZ method.

The qualitative selection is made with regard to substances and their impact, among other things, in terms of hazard potential for water (W), air (L), soil (B) and humans.

Quantitative selection is carried out by additionally considering quantity-based consumption. This is done by multiplying the quantity of a substance by its ABC assessment score. The aspects with the highest numerical values pollute the environment the most.

We monitor the results internally and use them to form targets and measures.

The following table shows an example of the procedure for pickling acids.

Substance name	U	G	L	B	W	M	S	H	E	$\Sigma (A+B+C)$	Assessment score	Quantity 2024	Unit
Nitric acid HNO ₃	B	B	C	A	A	A	A	A	A	621	44.873.460	72.260	kg
Hydrofluoric acid HF	B	B	C	A	A	A	A	A	A	621	18.630.000	30.000	kg

Table 8: Evaluation method for substances – extract

HUBER environmental performance figures

G4-EN1 to G4-EN26

In the ecological balance sheet of our company in the form of an input-output balance sheet, the operational inputs are presented separately according to substances (materials) and energies. On the output side, the products and the material and energy emissions are recorded. This quantitative analysis is thus intended to show not only the marketed product, but also the by-products, waste and emissions generated. The calculation basis for determining the procurement mass of 'Other plastics' was adapted to the trend of partially replacing plastics with stainless steel and corrected retrospectively.



Fig. 23: The production of HUBER SE – When manufacturing our machines and plants, we want to keep the impact on the environment as low as possible and always try to minimize the consumption of resources.

Input

Description	2022	2023	2024	Unit
RAW MATERIALS				
Stainless steel (V2A)	2,837	2,894	2,878	t
Stainless steel (V4A + other)	1,697	1,848	2,022	t
Non-ferrous metals	15.04	17.24	16.29	t
Polyvinyl chloride (PVC)	4.97	4.85	4.21	t
Other plastics	76.62	49.84	75.53	t
Auxiliary materials				
Paints, varnishes, surface sprays	880	962	1,298	Pcs
Solvents, machine cleaning agents	960.8	958.4	1,017	kg
Silicone cartridge foam seal	1,207.9	1,121.02	1,057	kg
Wood packing	487.82	621.05	533.6	t
PU foams	6,350	4,500	5,750	kg
Polystyrene	259.2	228.96	233.3	m³
Adhesives	569.52	591.26	509.7	kg
Operating equipment and material				
Pickling paste, -cleaner	6,026	5,659	5,286	kg
Hydrofluoric acid (HF)	33.4	35.1	28.1	m³
Nitric acid (HNO ₃)	58.6	59.0	58.6	m³
Sodium hydroxide solution (NaOH)	14.8	15.2	13.7	m³
Hydrogen peroxide	18.9	17.3	17.6	m³
Hydrochloric acid (HCl)	0.97	1.1	1.03	m³
Chlorine bleaching lye	11.2	11.4	10.2	m³
FE (II) sulphate (FeSO ₄)	1.05	2.5	2.5	t
Lime	53.24	54.58	50.28	t
Energy				
Natural gas	199,559	180,614	171,066	m³
Electrical energy	2,986,436	3,092,896	3,431,436	kWh
Water				
Drinking water Erasbach	10,402	11,247	10,694	m³

Table 9: Input flows of HUBER SE

As part of our waste management, we visited the disposal company that processes sludge from oil and water separators. This resulted in an adjustment to the density value of the mass, which we corrected for previous years from 2022 onwards. A typo was corrected in the tonnage for waste paper in 2023. The tonnage for waste paper was also adjusted for 2023, since only waste produced at the Erasbach site is taken into account.

Output – wastewater, exhaust air and waste

Water 2024	2022	2023	2024	Unit
Total wastewater, Erasbach (fresh water = wastewater volume)	10,402	11,247	10,694	m ³
Of which process water from own wastewater treatment plant	3,018.4	3,045.54	3015.22	m ³

Table 10: Output flow – wastewater

Exhaust air emissions 2024				
Suction plants Welding fume	Suction plant Pickling plant	Exhaust system Grinding shop	Roof ventilators	Exhaust system Welding robot
11.5 million m ³ /a	6,000 m ³ /h	1,850 m ³ /h	321,863.17 m ³ /h	1,648,800 m ³ /a

Table 11: Output flow – exhaust air

Hazardous waste 2024 for recovery or disposal by waste code number (ASL)					
ASL	Description	2022	2023	2024	Unit
13 02 05*	Non-chlorinated mineral oil-based machine, gear and lubricating oils	1.08	1.98	1.81	t
13 05 02*	Sludge from oil and water separators	44.51	49.28	67.10	t
19 02 05*	Metal hydroxide sludges	115.68	115.28	110.94	t
20 01 21*	Fluorescent tubes, batteries	0	0.09	0	t
12 01 09*	Machining/drilling emulsion	2.3	3.95	4.50	t
15 02 02*	Absorbent and filter materials	0	0	0.173	t
20 01 33*	Batteries and accumulators	0.004	0	0.141	t
16 05 06*	Chemicals	0.035	0.051	0.002	t
16 07 09*	Wastes containing other hazardous substances	0.08	0.002	0	t
20 01 35*	Used electrical devices	1.5	0	1.5	t

* hazardous waste according to AVV, § 43 of KrWG (German Recycling Management Act)

Table 12: Waste output stream – hazardous waste

Non-hazardous waste 2024 for recovery or disposal according to ASL					
ASL	Description	2022	2023	2024	Unit
20 01 08	Biodegradable kitchen and canteen waste	1.9	1.7	1.6	t
15 01 02	Films, plastic residues, mixed plastics	14.76	11.571	8.847	t
12 01 01	Waste turnings and filings of iron	84.0	93.4	92.9	t
17 04 01	Brass scrap	1.02	1.6	1.2	t
15 01 03	Wood packagings	110.7	83.8	111.3	t
17 04 05	Iron and steel (mixed scrap)	36.6	79.5	34.2	t
12 01 02	Iron dust and iron parts (stainless steel scrap)	1,362.7	1,314.8	1,392.3	t
20 01 01	Waste paper	39.6	44.6	57.9	t
17 01 07	Mixtures of concrete, bricks, tiles and ceramics	4.8	66.8	27.5	t
17 03 02	Bitumen mixtures (asphalt)	0	218.15	180	t
17 05 04	Soil and stones (excavated)	300.6	57.4	13,523.4	t
17 09 04	Mixed construction and demolition waste	604.0	314.8	480.8	t
12 01 15	Water jet sludge	96.6	105.28	143.1	t
20 03 01	Municipal waste / commercial waste	59.0	73.72	63.44	t

Table 13: Output flow of waste – waste for recovery and disposal



Fig. 24: A large proportion of our waste consists of stainless steel. Reducing waste is a prerequisite for cost-optimised and resource-saving production when processing high-quality materials. HUBER therefore nests the parts to be manufactured from stainless steel with state-of-the-art CAM software for all orders. 100% of the stainless steel waste generated during production is recycled.

Core indicators

In the reporting year, we recorded a slight decline in turnover compared with the previous year, but this had only a minor impact on the key figures for the previous year.

Waste

Process-related metal scrap and hydroxide sludge are generally among the relevant influencing factors.

Biodegradable kitchen waste shows an approximate value - at approx. 30% fill level/bin and a density of 0.7 kg/l.

Construction measures

Almost immediately after the P4 production hall went into operation, excavation work began on the company's own multi-storey car park. This is reflected in the biodiversity indicator, as can be seen in the following diagram. These fractions also include freight that is currently being stored on site temporarily and is due to be disposed of in 2025. As this separation is likely to be difficult to track, we report the total mass in this statement. Not included are green excavations, which may be intended as later fill material and are also stored on the company premises.

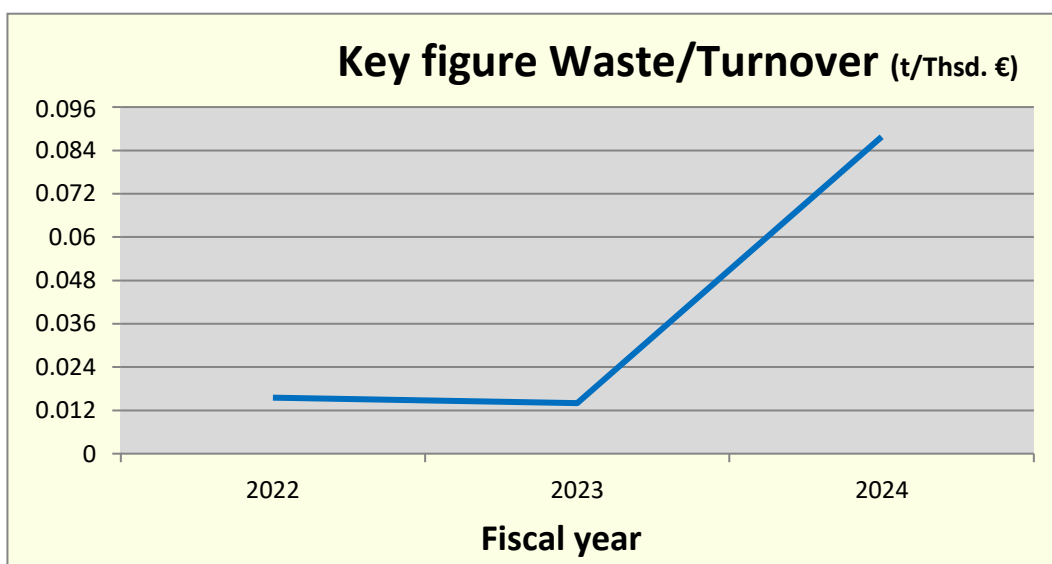


Fig. 25: Key figure – core indicator Waste

Emissions

Dust content from exhaust air:

Our extraction systems for welding fumes have been recording actual values (connected load/consumption) since 2023. Systems without measurement capabilities, i.e. those used prior to 2023, are included in this evaluation with a maximum volume flow calculated mathematically. The assumed value of 1 mg dust content/m³ after the filters was reviewed by experts in 2023. It was calculated to be significantly lower, but we want to maintain this safety factor, as several parameters (number of welders, individual activation/deactivation, etc.) can influence this amount of emissions.

Greenhouse gas equivalents (CO_{2e}) from direct sources

We calculate the data according to the Greenhouse Gas Protocol. Since we have only been purchasing green electricity since 2014, we only evaluate according to Scope 1. Included are, for example, gas consumption, welding gases or refrigerants.

Absolute gas consumption fell for the fourth consecutive year in 2024, primarily due to milder winters. This decline occurred despite the company moving into the new production halls in mid-2023 and 2024. While both new halls are heated using environmentally friendly heat pump technology, there was an increase in intermodal traffic to and from the existing halls.

Refrigerants are high emitters of greenhouse gases, which is why we switched our vehicle fleet to a medium that has significantly (approx. 97%) less global warming potential. In absolute terms, we recorded a slight decrease in Scope 1 emissions.

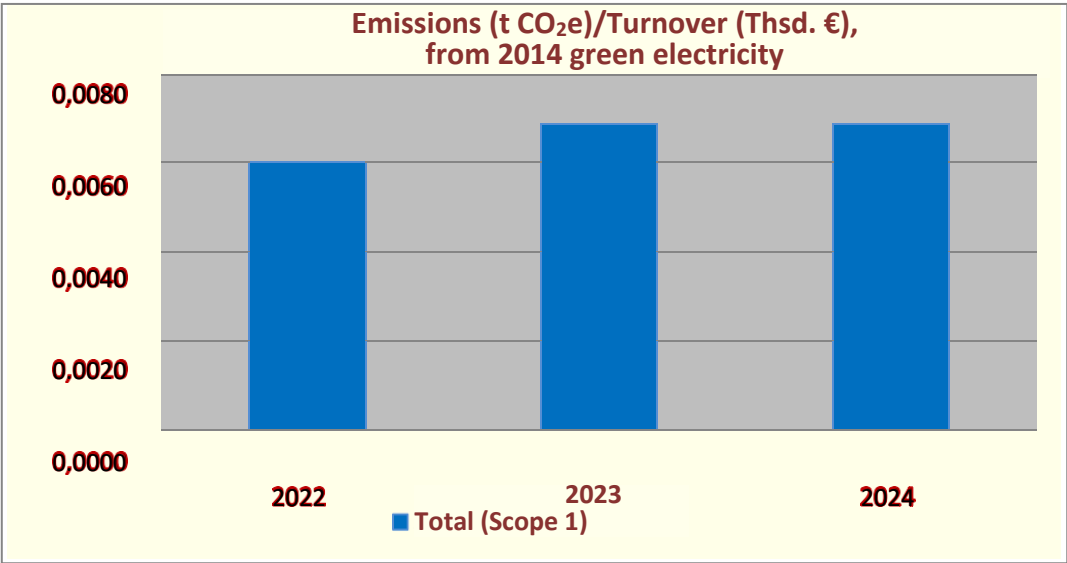


Fig. 26: Figure – core indicator Emissions

Water

In 2024, we were able to reduce our drinking water consumption by approximately 5%.

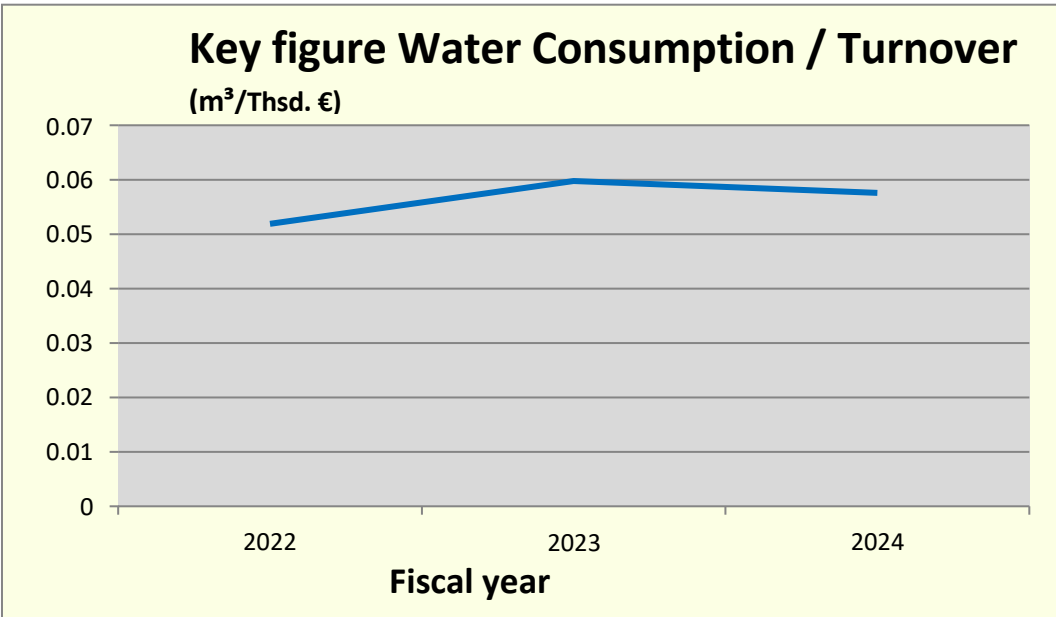


Fig. 27: Key figure – core indicator Water

Material

This key figure fell by over 10% due to a decline in the material cost ratio (commercial index).

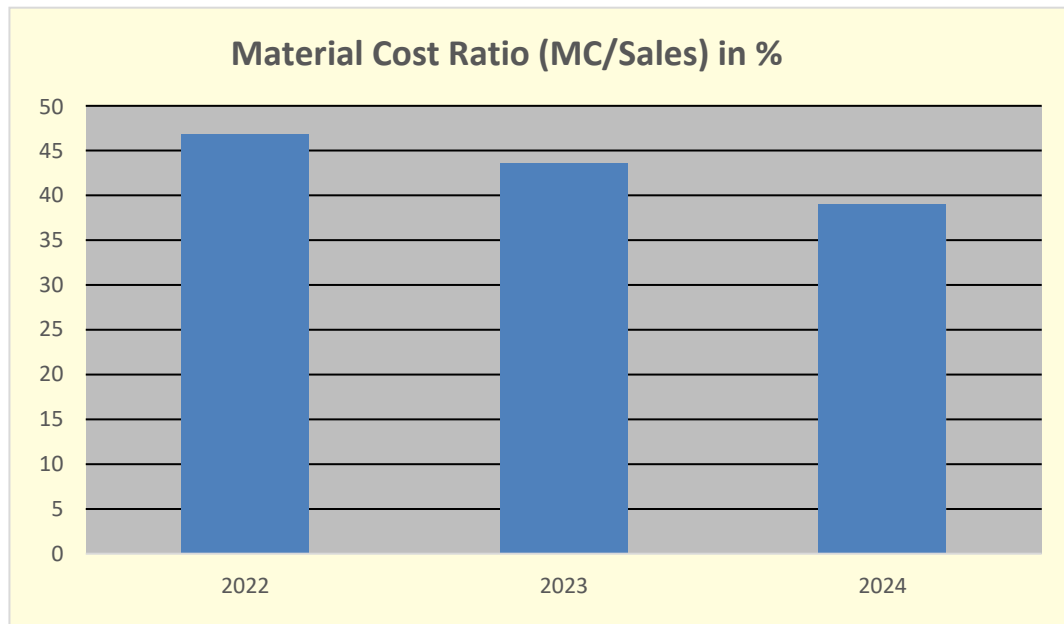


Fig. 28: Key figure – core indicator Material



Fig. 29: HUBER SE processes approximately 4,500 t of stainless steel annually and from this manufactures different products for the field of water supply and wastewater disposal.

Energy

Absolute electricity consumption increased by around 10%, primarily due to the commissioning of an additional production hall in 2024. This means that we now heat two of the four production halls using conventional methods, while the two most recently added production facilities are heated using environmentally friendly heat pump technology.

The gas consumption shown in fig. 27 is adjusted by the correction factor for degree-day figures.

These key figures refer to consumed energy, i.e. including the renewable energy generated by our photovoltaic systems since 2024 (total 735,438 kWh).

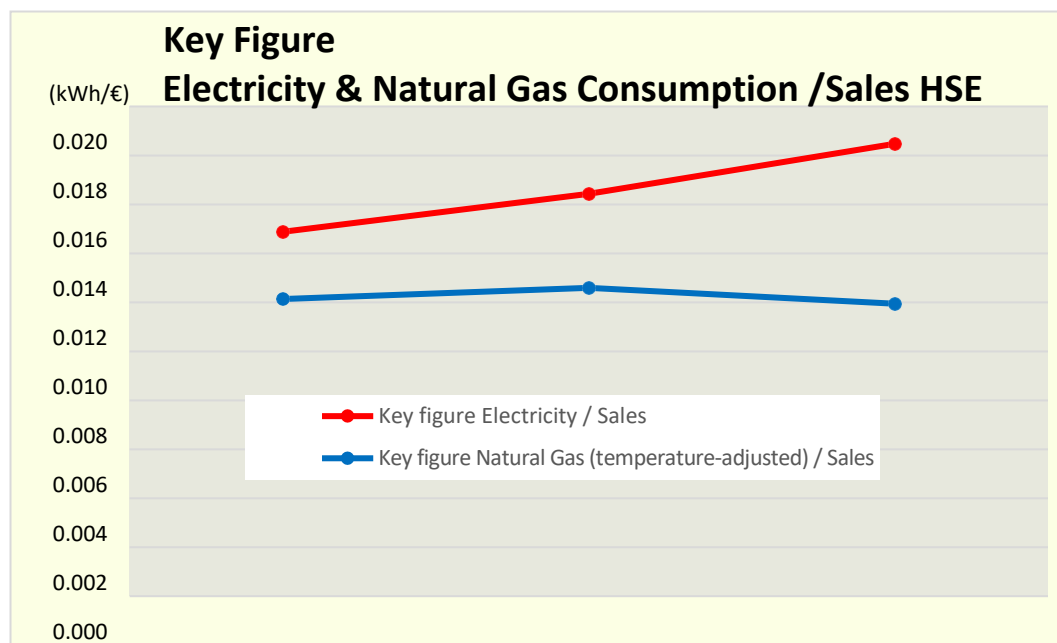


Fig. 30: Key figure – core indicator Energy

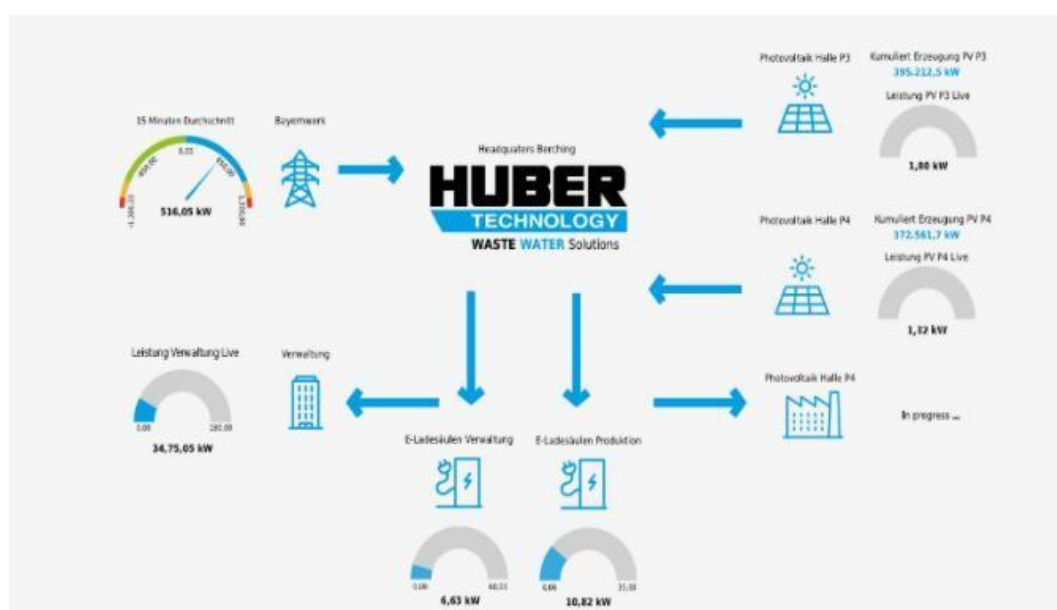


Fig. 31: The energy management system introduced at HUBER SE in 2024 is an important building block for increasing energy efficiency.

Biodiversity

A large part of the near-natural area had to give way to the construction of the car park and the adjacent access roads, which were paved with asphalt.

The following table describes the area and type of land at the site.

Core indicator	Description
Total land use at the site	Both plots of land adjacent to the road are included. The company headquarters with production is on one side of the road, a storage yard is opposite.
Sealed area	The fully sealed area is the built-up area plus the parking spaces and access roads (approx. 100,195 m ²); the gravelled areas for storage or for further parking facilities and the newly designed lawn liner (approx. 9,000 m ²) are sealed less.
Near-natural area at the site	Green areas partly as meadow but also as lawn; planted enclosures with hedges and flowers (on both sides of the road).

Table 14: Biodiversity



Fig. 32: For the outdoor facilities of the HUBER Forum, care was taken to minimise sealed surfaces.

The requirement of EMAS III, Annex IV demands an overview of the core indicators, which the following table fulfils:

Core indicator impact	2022	2023	2024	Unit
Energy				
Energy efficiency: Energy / Turnover See fig. 27	0.027	0.029	0.030	kWh/ €
Natural gas, adjusted with correction factor	2,429,190	2,369,225	2,217,519	kWh
Electricity	2,980,436	3,092,826	3,431,436	kWh
Rate of regenerative energy	55.1	56.6	60.7	%
Material				
Material efficiency: Material Costs / Turnover See fig. 25	46.8	43.6	39.0	%
Water				
Water efficiency: Drinking Water Supplies / Turnover See fig. 24	0.052	0.06	0.058	l / k€
Process water rate / total supplies	29.0	27.1	28.2	%
Waste				
Waste efficiency: Waste / Turnover See fig. 21	0.0156	0.0144	0.8777	t / k€
Non-hazardous waste	2,946.4	2,537.5	16,119.6	t
Hazardous waste	170.31	177.64	186.34	t
Biodiversity				
Total land consumption at the Erasbach site	215,952	215,952	215,952	m ²
Near-natural area on site	135,375	117,256	106,757	m ²
Sealed area at the site	80,577	98,696	109,195	m ²
Emissions				
CO₂e Emissions / Turnover See fig. 22	0.0061	0.0069	0.069	t / k€
Total emission to the air*				
SO ₂	1,068.954	965.09	965.09	kg
NO _x	498.408	449.98	449.98	kg
The annual dust emissions amount to approximately 13.17 kg/a (dusts from filtered welding fumes with approximately 1 mg dust content per m ³).				
The stationary air conditioning systems are maintained. In 2024, 6.6 kg of refrigerant (motor vehicles and/or air conditioning units) were refilled.				
*SO ₂ and NO _x emissions are caused with the combustion of natural gas.				

Table 15: Core indicators

Compliance

To ensure legal compliance, we have compiled a legal register. All relevant rules and regulations are listed there. The required up-to-dateness of the relevant standards is especially ensured through access to an online portal. A regional network and regular training courses on current legal topics support us in ensuring compliance.

Internal audits validate the legal compliance as well as compliance with all recurring audits.

Special environmental relevance

The surface treatment of the stainless steel by passivation serves to protect against corrosion and is the process with the greatest environmental relevance for us. We treat the weld seams in a full immersion pickling plant. This pickling plant is state of the art in terms of pickling technology with subsequent wastewater treatment and clearly exceeds the legal and official regulations. Our water protection officer monitors the regeneration plant very closely. In this way, we ensure that no pickling acid has to be disposed of.

The fully automatic process control system monitors all processes in the pickling plant. The parameters specified by the authorities are regularly monitored by the environmental verifier and by the authorities themselves. In addition, an independent institute checks all relevant influencing variables. The measurement results relating to the plant also showed that, in some cases, the values were significantly better than the required limits.

We report these internal and external measurement results to the relevant authorities.

Since 2024, HUBER SE has been subject to the 12th Federal Immission Control Ordinance (12. BImSchV). The required management system was established and validated by the authorities on site for the first time in 2025.

Our expenditures and investments for environmental protection

G4-EN31

Our expenses for waste disposal amounted to approximately € 96.000 in 2024, without construction work and metal scrap.

The costs for prevention and environmental management amount to approximately € 360,000 in 2024. This sum includes the expenditure for quality management and occupational safety and health management.

EHS⁴ target setting

In 2021, HUBER SE implemented another management system in accordance with DIN EN ISO 45001. Environmental and occupational health and safety targets are jointly formulated as follows:

Targets 2025 Health, Safety & Environment	
Energy	Optimise lighting Introduce peak load management
Material	Reduce waste
Water	Safe process at the wastewater treatment plant Reduce consumption for leakage tests
EHS Management	Implementing an automatic dispensing concept (e.g. for PPE) in production.
Emissions	No increase in CO ₂ emissions in relation to turnover Further improve noise protection Review the need for a new exhaust air scrubber and install one if necessary
Waste	German Commercial Waste Ordinance GewAbfV: disposal company visit
Biodiversity	Strengthen biodiversity
Health and safety in production	Safe handling in the pickling process Improve accident analysis Improve light quality Promote individual health Expand online health services Conduct more workplace inspections

Table 16: EHS targets 2025

⁴ All aspects are internally stored with measurable key figures, responsibilities and deadline assignments and can go beyond the year 2025.

Climate change – risks and opportunities

G4-EC2

Available data and scenarios on global climate change indicate that the water sector will be affected worldwide. It can be assumed that the effects will generally be negative and will lead to extremely different conditions depending on the region. Generally, it can be presumed that the temperature will increase and rainfall patterns will change. Depending on the region, this will lead to or aggravate water shortage.

Precipitation will become heavier and, depending on local conditions, lead to increased flooding.

Storms (tornadoes, hurricanes, ...) will occur more frequently and cause corresponding damage.

In water management, discussions are already underway on how to minimise risks from climate change and how to take appropriate precautions.

In addition to efforts to minimise the negative impacts of climate change, many countries are trying to reduce emissions of climate-damaging gases (especially CO₂). In this context, saving energy and thus fossil fuels plays an important role. The following fields of action result from the climate change for HUBER:

Heavy rainfall / flooding:

As we know that floods caused by heavy rainfall will occur more frequently, more investments will have to be made in flood protection. HUBER's product range includes suitable products for this purpose, such as flood-proof manhole covers and doors. With the use of these products, the failure of important supply and disposal facilities can be avoided. The entire sewer system including stormwater retention basins as well as wastewater treatment plants also have to face the challenges associated with such heavy rainfall events. HUBER is therefore permanently developing new solutions for sewers and wastewater treatment plants for the treatment of rainwater and wastewater.



Fig. 33: A discharge structure with HUBER Storm Screen ROTAMAT® RoK1 TS units that operate reliably even in heavy rain, combined with large amounts of screenings.

Water shortage:

Due to climate change, water will become a temporary or even permanent scarce commodity in many countries. The reliable supply of drinking water, irrigation water for agriculture and process water for industry must be ensured. HUBER has developed solutions to treat wastewater to such an extent that it can subsequently be used for agricultural irrigation. We also provide river and sea water extraction solutions to supply desalination plants for drinking water production and other industries such as power plants.

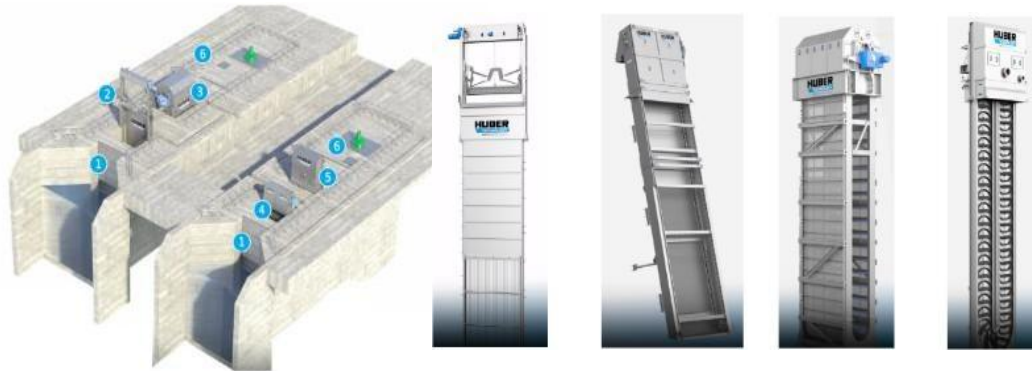


Fig. 34: Water intake solutions from rivers and seas – HUBER has developed various screening systems (right image) which are used in structures for water intake (left image).

Energy efficiency:

There is growing awareness among many HUBER customers that special attention must be paid to energy efficiency also in wastewater treatment and sludge processing. For this reason, we attach great importance to low energy consumption when developing new products and processes. Examples of highly energy-efficient products are our screw presses for sewage sludge dewatering and our sewage sludge dryers, which use solar energy or otherwise unused exhaust heat to dry the sludge.

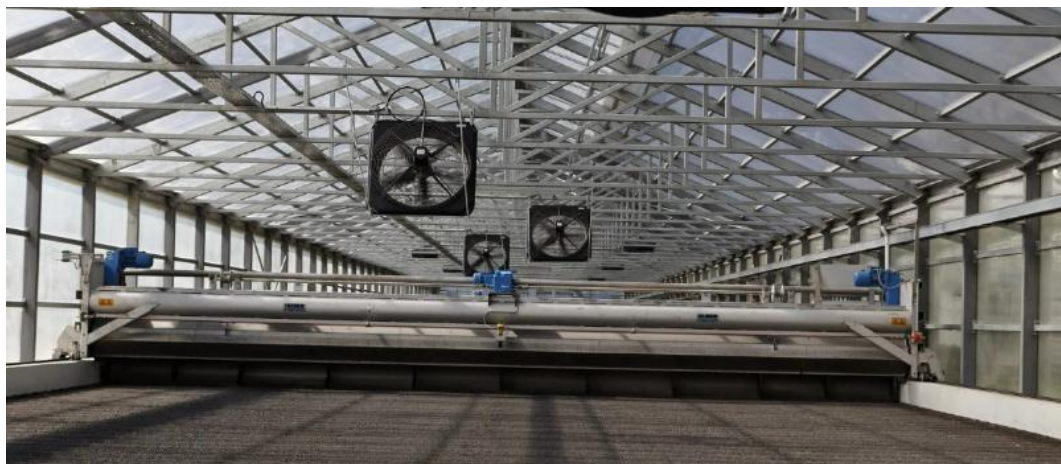


Fig. 35: Our HUBER Sludge Turner SOLSTICE® dries sludge in a glass house energy-efficiently with the power of the sun.

Moving away from fossil energy: heating and cooling with wastewater

We use the thermal energy potential of wastewater to heat and cool larger buildings in combination with a heat pump and our HUBER Heat Exchanger RoWin. Our ThermWin process saves our customers enormous amounts of fossil energy and thus reduces CO₂ emissions.

However, energy efficiency does not only play a role in our products, but we also want to save fossil energy sources and reduce climate-damaging emissions in our operational environment. In addition to other measures to increase energy efficiency, we decided in 2013 to only use electricity from regenerative energy from 2014 on.



Fig. 36: Wastewater heat utilisation
– the Museum ‘House of Bavarian History’ in Regensburg (pictured above © Picture documentation, City of Regensburg) uses the HUBER ThermWin system with the HUBER Heat Exchanger RoWin (pictured below) to heat and cool the building. This replaces fossil fuels with renewable wastewater energy.



For HUBER, climate change means:

We want to help with our products and solutions where the climate change has or will cause negative effects in the water management sector.

We want to ensure that our customers consume as little energy as possible when operating our products and solutions, and we also want to minimise climate-damaging emissions when manufacturing our products.

Corporate responsibility for the benefit of society

As a medium-sized family business, HUBER SE has strong roots in the region and has operated under the name HUBER since 1872. The company has always stood by its commitment to the location Berching and become the largest employer in the municipal area of Berching.

In 2022, HUBER celebrated the 150th anniversary of the company not only together with the employees, but also with the people in the region.

The substantial basis of our activities for the society are our economic activities in our core business. As a company with a focus on long-term thinking and acting, we create added value for the society and the stakeholders through

- providing secure jobs with adequate remuneration,
- offering vocational training for young people,
- generating taxes to finance public services,
- our core business: products and solutions to protect water.

For us, however, creating shared value goes one step beyond that. That is why we support numerous projects by institutions and organisations from the region in the areas of science, culture, sport and various social concerns.

On the following pages we describe some specific projects as examples to explain how we assume our social responsibility.

Contribution from our core business

G4-EC1

With its core business alone, HUBER is able to contribute a great share to developing the local society. We are well networked at our location in Berching as well as in the neighbouring municipalities and administrative districts where the majority of our employees are living. We are active in social and cultural projects, intentionally focusing on local projects.

The basis of calculation of the financial equivalent value of the services we provide for the society is the company performance of HUBER SE. The company performance in 2024 was € 188.2 million. This is the sum of all values we generated with our employees and the invested capital.

In 2024, HUBER SE paid out more than € 66 million as wages and salaries, social contributions and taxes.



Fig. 37: 26 trainees and two dual students started at HUBER SE on 1 September 2024 into professional life.

Moreover, HUBER SE trains more young people than average. On 31 December 2024, 13 young women and 61 young men were employed under articles of apprenticeship. We train young adolescents and young adults in different qualification levels, thus contributing to the professional qualification of the society.

Social responsibility

G4-15

As a company that is active throughout Germany and internationally, we are frequently asked for financial support in projects. We therefore decided very intentionally to focus on local projects in our immediate region.

We do not support externally developed economical, ecological and social charters, principles or other initiatives.

We, however, contribute in many ways our share to cultural, social and sports projects in Berching or in the close proximity to Berching.

In addition to regular financial support to regional sports clubs, kindergartens, schools and churches, company and employees always donate proceeds from internal events to social institutions in the region.



Fig. 38: Employees and CEO Georg Huber (left) present a nursery school with a donation for a new playhouse and equipment shed.

Education and science

As an innovative technology company, HUBER depends on employees who have completed a sound education at a college or university.

We offer students the possibility to do internships and write their bachelor's, master's or diploma thesis. We award research contracts to universities and exchange views on scientific results. Furthermore, we support university events. For many years, we have been a partner of Ostbayerische Technische Hochschule Amberg-Weiden (University of Applied Sciences Amberg-Weiden) and supported the Technical University of Munich (TUM) as a member of the association 'Freundeskreis der Universität' (Friends of TU Munich).

We support the **Huber Technology Foundation**⁵ financially and with personnel. The Huber Technology Foundation has made it its task to financially support projects of both non-profit organisations and students / doctoral students, provided the projects include the subject of responsible and sustainable use of water and/or innovative ideas and solutions for wastewater and sludge treatment.



⁵ More information on the Huber Technology Foundation can be found at www.huber.de/about-huber/huber-technology-foundation.html.

Acting in an environmentally responsible manner: Huber Technology Foundation supports regional activities



HUBER SE Chief Executive Officer Georg Huber (right) and Foundation Director Prof. Dr.-Ing. Franz Bischof (left) presented the cheque to the Berching water rescue service. With this donation, the Huber Technology Foundation is supporting water and nature conservation work in the municipality of Berching.



Prof. Dr.-Ing. Franz Bischof (Huber Technology Foundation Director) and Rainer Köhler (Chief Sales Officer HUBER SE) present the symbolic donation cheque to the fishing association. The donation will enable various projects to be carried out to promote a healthy habitat for fish and other aquatic organisms.

Financial assistance received from government

G4-EC4

Time and again, the government offers support programmes and schemes for business companies. We consider it an integral part of our responsibility towards the general public to report on such financial assistance.

Subsidies: HUBER did not receive any subsidies in 2023 and 2024.

Investment grants: HUBER received investment subsidies from the Federal Office of Economic Affairs and Export Control (BAFA) for energy-saving measures in the amount of € 8,475 in 2023 and € 1,380 in 2024.

Research grants: HUBER received research grants of € 198,130 in 2023 and € 7,251 in 2024. These grants result from programmes launched by the German Federal Ministry for Education and Research. The programmes support research projects executed by universities in cooperation with companies, giving the company 50% of their own costs as grants.

Awards:

HUBER did not apply for any awards in 2023 and 2024.

However, HUBER was listed by Wirtschaftswoche magazine in the 'World Market Leader Champions 2025' ranking in its special edition, published in November 2024.



Fig. 39: CEO Georg Huber (centre) accepted the Bavarian Best 50 award from Minister of Economic Affairs Hubert Aiwanger (left).

© SX Heuser

Other: HUBER SE were not granted any royalty holidays, nor did we receive any financial assistance from Export Credit Agencies (ECAs), financial incentives or other financial benefits from any government for any operation.

The information disclosed refers exclusively to Germany.

The government is not present in the shareholding structure of the HUBER Group.

HUBER as an employer

HUBER relies on a responsible management and corporate culture. It is invaluable for us to have competent and motivated employees with an entrepreneurial mindset. We give freedom of decision and action and expect dependently acting employees.

We want to be an attractive employer who supports and challenges employees. Employee satisfaction is the precondition for long years of service and sustainable business success.

Responsibility for employees

We know that only if we have the well-trained and motivated employees we need for our business will we be able to ensure our business success today and in the future.

In our Vision & Mission Statement we have incorporated the following:

Success through cooperation

Our company actively encourages cooperation in working relationships and exemplary management based on trust and respect. Our company employs highly qualified staff and we ask each and every one of them for a high level of commitment, motivation and professionalism.

From the HUBER Vision & Mission Statement

As part of our human resources management, we constantly aim to further improve according to requirements in the fields of personnel development, remuneration and work-family balance.



Fig. 40: Joint excursion of the HUBER trainees to play swin/football golf in September 2024.

Employee figures

G4-9, G4-10, G4-LA1, G4-LA12

The following table shows our employee figures as an average for 2024 as a whole. The average was determined by totalling the number of employees at each end of the quarter and dividing the sum by 4.

Average number of employees in 2024		m	f
White-collar employees	354	283.5	70.5
Commercial trainees	14	6	8
Industrial trainees	42	37.25	4.75
Dual education students	7.25	6.25	1
Workers, industrial employees	365.75	358.75	7
Students in a mandatory internship / student trainees	5.5	3.5	2
Inactive work contracts	12	1.5	10.5
Part-time employees	64.25	10.5	53.75
Marginal employees	7	1	6
Board of directors	4	4	0
	875.75	712.25	163.5

Table 17: Annual average number of employees of HUBER SE in 2024

The table below shows the number of employees as of December 31, 2024.

12/2024		m	f
White-collar employees	364	291	73
Commercial trainees	14	6	8
Industrial trainees	51	47	4
Dual education students	9	8	1
Workers, industrial employees	364	358	6
Students in a mandatory internship / student trainees	8	6	2
Inactive work contracts	10	1	9
Part-time employees	73	13	60
Marginal employees	5	0	5
Board of directors	4	40	0
	897	734	163

Table 18: Number of employees of HUBER SE as of December 31, 2024.

On December 31, 2024, a total of 897⁶ persons were employed at HUBER SE.

	31/12/2023	31/12/2024	Change on previous year	Change on previous year
Total number of employees	868	897	29	3.3%
Male	702	734	32	4.6%
	80.9%	81.8%		
Female	166	163	-3	-1.8%
	19.1%	18.2%		
Age structure				
Up to 30 years	244	253	9	3.7%
	28.1%	28.2%		
30 to 50 years	415	420	5	1.2%
	47.8%	46.8%		
Older than 50 years	209	224	15	7.2%
	24.1%	25.0%		
Region				
< 25 km	688	740		
	79.3%	82.5%		
> 25 km	180	157		
	20.7%	17.5%		

Table 19: Employees by gender, age and commute distance

As of 31 December 2024, the number of employees was 29 higher than at 31 December 2023 and 51 higher than at the end of 2022 (see Sustainability Report 2023).

The proportion of women in 2024 is 18.2% and 19.1% for 2023. In 2022, the proportion of women was 17.7%.

The number of employees aged up to 30 has increased by 3.7% compared to 2023 and their share of the workforce was 28.1% in 2023 and 28.2% in 2024.

The largest group in terms of numbers are employees between the ages of 30 and 50. Their share fell slightly from 47.8% (2023) to 46.8% (2024).

25.0% of the employees are over 50 years old, and their share increased again in 2024 compared to the previous year 2023 (24.1%). In 2022, the percentage of employees older than 50 years was 23.6%.

⁶ Persons are considered employees of the company if their company-internal status is that of a marginally employed person (remuneration below 538 € / month), part-time or full-time employee or trainee. Additionally, persons with an inactive work contract (e.g. employees not entitled to wage continuation due to sick leave, employees on parental leave, etc.) and the members of the company's board of directors are considered employees. Persons who worked for the company temporarily under a fixed-term contract, whether on a normal internship or short-term taster internship or as a holiday worker, and hired staff or other external employees, such as freelancers, are consequently no employees.

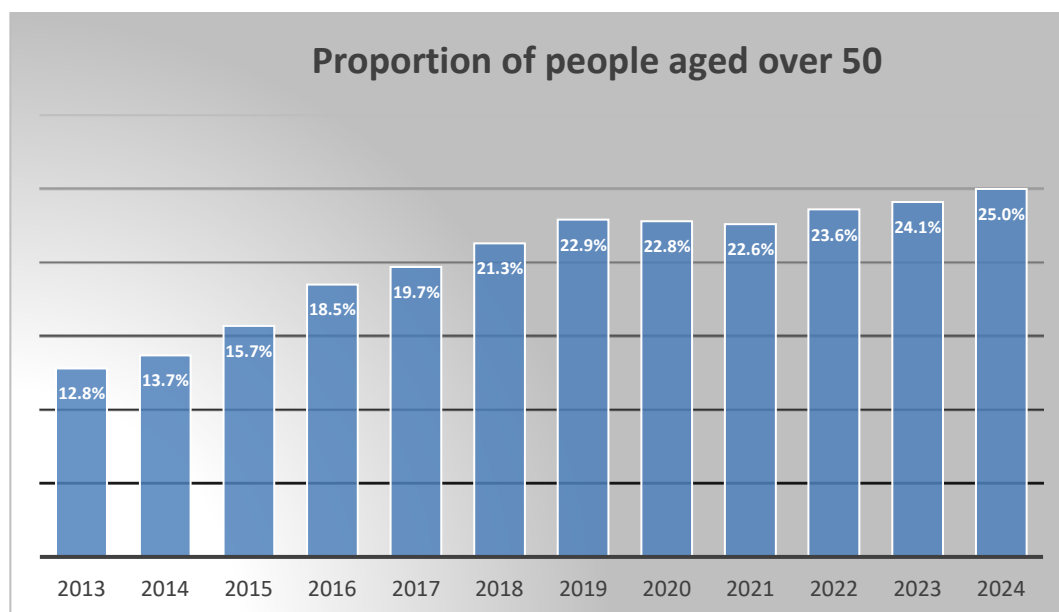


Fig. 41: Proportion of people aged over 50.

About 83% of our employees live within a radius of 25 km around Berching. 17% of our employees area based outside the 'region'.

The following table shows the development of the number of full-time and part-time employees.

Status on 31 December 2023	Total	Male	Female
Full-time employees including trainees, dual education students, board of directors	802	695	107
Part-time employees and marginally employed persons	66	7	59
Total	868	702	166

Table 20: Full time, part time / marginal employment – 31 December 2023

Status on 31 December 2024	Total	Male	Female
Full-time employees including trainees, dual education students, board of directors	824	721	103
Part-time employees and marginally employed persons	73	13	60
Total	897	734	163

Table 21: Full time, part time / marginal employment – 31 December 2024

On 31 December 2024, the number of full-time and part-time employees including marginally employed persons was 897, which is 29 more than on 31 December 2023.

The number of full-time employees decreased by 22, the number of part-time employees / marginally employed persons by 7.

In 2024, 73 of the in total 897 employees worked part time or were marginally employed persons. The percentage of this group was 8.1%. In 2024, this percentage was 7.6%, in 2022 it was 6.7%. For employees in part-time/marginal employment, the proportion of men was 17.8% in 2024 and 10.6% in 2023 (2022: 10.5%; 2021: 8.0%)

Temporary workers are employed only to a limited extent.

25 temporary workers were employed by HUBER SE as of 31 December 2023 and 27 temporary workers as of 31 December 2024.

The percentage of self-employed persons is negligible (< 1 %).

There is no seasonal variation in employment numbers, apart from (short-term employed) holiday workers during school summer holidays.

The following tables show the increase and reduction in the workforce figures of HUBER SE for 2023 and 2024. In 2024, the number of new hires was 54, whereas 40 employees left the company for different reasons. The total rate of turnover was 5.08% in 2024, which is similar to the rate in 2023 (5.05%) (2022: 8.07%; 2021: 6.08%). The resulting rate of employee turnover for 2024 is 4.44%. This rate was 3.75% in 2023 (2022: 5.76%, 2021: 4.06%).

2023	New hires	Persons leaving ⁷	Termination by employee ⁸	Annual average of employees	Total turnover rate ⁹	Employee turnover ¹⁰
White-collar employees	32	16	13	401	3.99%	3.24%
Blue-collar workers	14	23	16	372	6.18%	4.30%
Sum:	46	39	29	773	5.05%	3.75%

Table 22: Number of new hires, employees leaving and labour turnover rate in 2023

2024	New hires	Persons leaving	Termination by employee	Annual average of employees	Total turnover rate	Employee turnover
White-collar employees	31	17	15	422	4.03%	3.55%
Blue-collar workers	23	23	20	366	6.28%	5.46%
Sum:	54	40	35	788	5.08%	4.44%

Table 23: Number of new hires, employees leaving and labour turnover rate in 2024

⁷ Persons leaving include: termination by employer, termination agreement, termination by employee, fixed-term contract, retirement, death

⁸ Termination by employee: employees who terminated their employment contract

⁹ Total turnover rate: Persons leaving in a year related to the annual average of employees

¹⁰ Employee turnover: number of employees who terminated their employment contract related to the annual average of employees

Employee rights

G4-11, G4-EC5

A HUBER works council was established decades ago already to represent the employees' interests towards the company management.

The works council concludes labour-management agreements with the company management. All employees (with few exceptions) are subject to these company agreements.

The labour-management agreement valid for the reporting period 2024 was concluded in November 2016. There are also several supplementary agreements. The following supplementary agreements were signed in the 2023/2024 reporting period:

- *Labour-management agreement 'Introduction and Handling of Mobile Working' (Updated 2022 version)*

The works council members are elected by the company workforce for a four-year term by secret ballot. In 2022, the present works council (13 works council members) was newly elected.

Regular quarterly meetings, and if necessary additional meetings, are held between the works council and the company management representatives. An economic committee composed of works council members, staff and representatives of the wider management team was established. The representatives meet regularly to exchange information on various aspects of the development of the company.

In addition to the works council, youth and trainees' representatives are elected to represent the trainees' interests towards the company. The interests of the persons with disabilities employed at HUBER SE are represented by a Disabled-Employee Officer.

The company's main business location is Berching. The minimum wage regulations in force in Germany since January 1, 2015 are met.



Fig. 42: During the official welcome event, the new employees were given a plant tour, introduced to the HUBER working world by the HR department and officially welcomed to the company by the board of directors and the works council.

Opinion of the employees

G4-LA11

We know that the success of our company depends on employing qualified people with a motivation for long-term commitment.

It is therefore necessary to create and maintain the working and employment conditions and framework that is required to remain an attractive employer who is able to successfully survive in the competition for qualified employees.

The board of directors of HUBER SE as the highest governing body bears the responsibility for employee commitment and satisfaction.

Personal conversations

At least once a year, there is an official meeting between the department manager and employee. These meetings provide an opportunity for employees and supervisors to discuss work-related matters, such as work performance, development opportunities and satisfaction.

Furthermore, each employee is free to approach any time his division manager or managing board member responsible for a conversation.

Employee surveys

An anonymous employee survey was conducted at HUBER SE for the first time in April 2013. A comprehensive questionnaire was prepared in cooperation with the works council and sent by mail to all employees. The completed questionnaire could then be inserted into the sealed containers provided. A second employee survey took place in 2015 and a third in 2018. The fourth employee survey was conducted in 2023 as an online survey. The response rate was 72.75%, which was significantly higher than in previous surveys, which had response rates of between 38% and 52%.

The employees were asked several questions about different topics. The summarized results are presented in the table below, in which '1' means the highest possible rating score and '4' the lowest possible score.

Series of questions	2023	2018	2015
Employee satisfaction	2.01	2.07	2.05
Assessment of own area of work	1.65	1.66	1.7
Assessment of working conditions	2.25	2.28	2.32
Assessment of managers	2.38	2.47	2.5
Assessment of training opportunities	2.28	2.15	2.33

Table 24: Results of the 2023 employee survey

Another way for employees to communicate their wishes and suggestions to the company management is the 'Praise & Blame' letterbox and the whistleblower portal. Here, employees can write messages (anonymously if they wish), which the board will then discuss and use to derive measures if necessary.

Secure qualified personnel

G4-LA9, G4-LA10, G4-LA11

As an employer we are faced with an ageing society. Moreover, we are located in an economically strong region with a very low unemployment rate. In the competition with other local companies, it is becoming increasingly difficult to find sufficiently qualified personnel. A resulting shortage of skilled workers is already noticeable.

Our good reputation as an employer is important but we will additionally have to focus on staff education and training in the future, even more than in the past.

Trainees at HUBER

Offering vocational training for young people has always been of great importance at HUBER. On 31 December 2024, 13 young women and 61 young men were working for HUBER SE in training position (including dual study).

While the trainees receive a sound education in the profession they are learning, they get to know the entire company and frequently have the possibility to work in one of our subsidiaries abroad for some time. Learning English, and also Spanish, is actively promoted. We offer our trainees who successfully complete their professional training a permanent position in the company.

In addition to technical training, we also train young people in general topics such as rules for dealing with each other, behaviour on the phone or giving presentations. We promote team spirit and the mutual exchange among our trainees through offering various joint adventures, such as excursions to other countries of Europe, prize competitions, sports events, etc.

31/12/2024	Total	Male	Female
Trainees – commercial/technical	14	6	8
Trainees – industrial	51	47	4
Dual education students	9	8	1
Sum	74	61	13

Table 25: Vocational training by type and gender.



Fig. 43: Vice CEO Dr.-Ing. Oliver Rong (left) and the HR employee responsible for training Katrin Tischner (right) honoured the six trainees who completed their type of vocational training with the best results in 2024.

Secure and retain junior staff / graduate specialists

In addition to qualified skilled labour we need now and for the future engineers of different disciplines to be able to live up to the standards we set ourselves as an innovative company.

As far as possible, we try to recruit such staff locally and maintain close relationships with all universities in our vicinity.

In 2023 and 2024, 12 students took the opportunity to write their project, bachelor or master theses at HUBER SE. Furthermore, 29 young people completed their internships (university of applied sciences, college) at HUBER.

Staff training

To acquire the necessary knowledge and improve and update the knowledge one has is an ongoing task for each employee. We know that only with the best qualified staff can we be sure to successfully survive in the national and international competition.

HUBER promotes lifelong learning offering internal and external training courses. In addition to face-to-face training, we use an E-learning platform, especially for safety and health subjects, to train our service technicians independent of time and place. Since 2016, the HUBER Academy has also been using e-learning in other areas of the company for various annual occupational safety and IT safety instructions. In the course of 2024, a number of further learning units for the qualification and further training of our employees was made available via the HUBER Academy. Moreover, the training needs assessment process is now also integrated in the learning management system.

We make sure that the training programmes we support are in line with the requirements of the present and future occupational activities at HUBER. Moreover, we want to further the employee's occupational and consider his/her personal development and capabilities.

The hours of training performed within the reporting period are summarized and differentiated by gender in the below table.

	2023	2024
Total hours of training	7613.42	7454.15
(Average) number of employees	863.75	875.75
Training hours per employee	8.81	8.51
Training hours of male employee	5789.42	5892.8
Number of male employees	703.75	712.25
Training hours per male employee	8.23	8.27
Training hours of female employees	1824.0	1561.35
Number of female employees	160	163.5
Training hours per female employee	11.4	9.55

Table 26: Hours of training at HUBER SE in 2023 and 2024.

On average, each employee received approx. 8.8 hours of training and continuing education in 2023 and approx. 8.5 hours in 2024. Female employees received slightly more training hours on average.

To date, HUBER has not offered any programmes to accompany employees going into retirement and prepare them for their retirement.

Regular employee performance appraisal and career planning

Performance appraisals are conducted in different form in the different departments of the company.

Up to now, we have not applied systematized regular appraisals and corresponding career planning.

Benefits provided to employees

G4-EC3, G4-LA2, G4-LA3

In addition to salaries and wages, HUBER provides several benefits to its employees. We do not differentiate between full-time and part-time employees when providing benefits. Only marginally employed persons are excluded from such benefits.

We provide the following benefits for our employees:

Company pension scheme:

Employees who entered the company up to 30 June 2006 receive an occupational pension from HUBER. In 2006, this was transferred to a pension fund. The pension rights accrued up to that date (past service liabilities) are covered by the pension fund at the insurance company Alte Leipziger. Fluctuations on the financial markets may lead to underfunding of the pension fund. On 31 December 2024, the cover ratio for past service liabilities was 77.77%.

To exclude the risk of additional payment liability, the pension rights accruing as part of the occupational pension scheme have been paid into a support fund of Allianz insurance company since 1 January 2014 (future service).

The following liabilities are covered by the company's business assets:

- a) Potentially required financing of underfunding for past service
- b) Annual contribution to support fund (future service) at the amount of approximately € 280,000

HUBER offers deferred compensation in the form of a direct insurance, i.e. employees can contribute a portion of their gross salary on a tax-deferred basis to supplement their retirement benefit. For this purpose, HUBER and Allianz concluded a collective agreement. Employees can decide themselves on the contribution amount up to the legal maximum. (In 2024, the legal maximum was 302 €/month.) HUBER subsidizes this form of retirement pension at the amount of the social security contributions saved. In addition, employees receiving a monthly salary are paid contributions to pension capital formation (= AVWL) at the amount of € 26.59 monthly. The contribution for trainees is € 13.29.

We inform about the possibility of deferred compensation through contribution of a portion of the gross salary on a tax-deferred basis as follows:

- a) For new hires (e-learning unit for new employees of HUBER SE)
- b) At works meetings (approx. once a year)
- c) Through publications on SharePoint and in the employee magazine
- d) At information meetings through the commissioned insurance agency (Allianz)

Approximately 30% of the employees are entitled to occupational pension, approximately 30% of the staff additionally make provisions for old age through deferred compensation.

Bonuses:

HUBER pays tribute to long years of service with an award during the annual Christmas party or optionally during special anniversary celebrations. The award is associated with a financial contribution. This bonus payment depends on the years of service and can amount to up to € 13,000. Employees are awarded on the following anniversaries: 10, 20, 25, 30, 35, 40, 45 and 50 years of service.



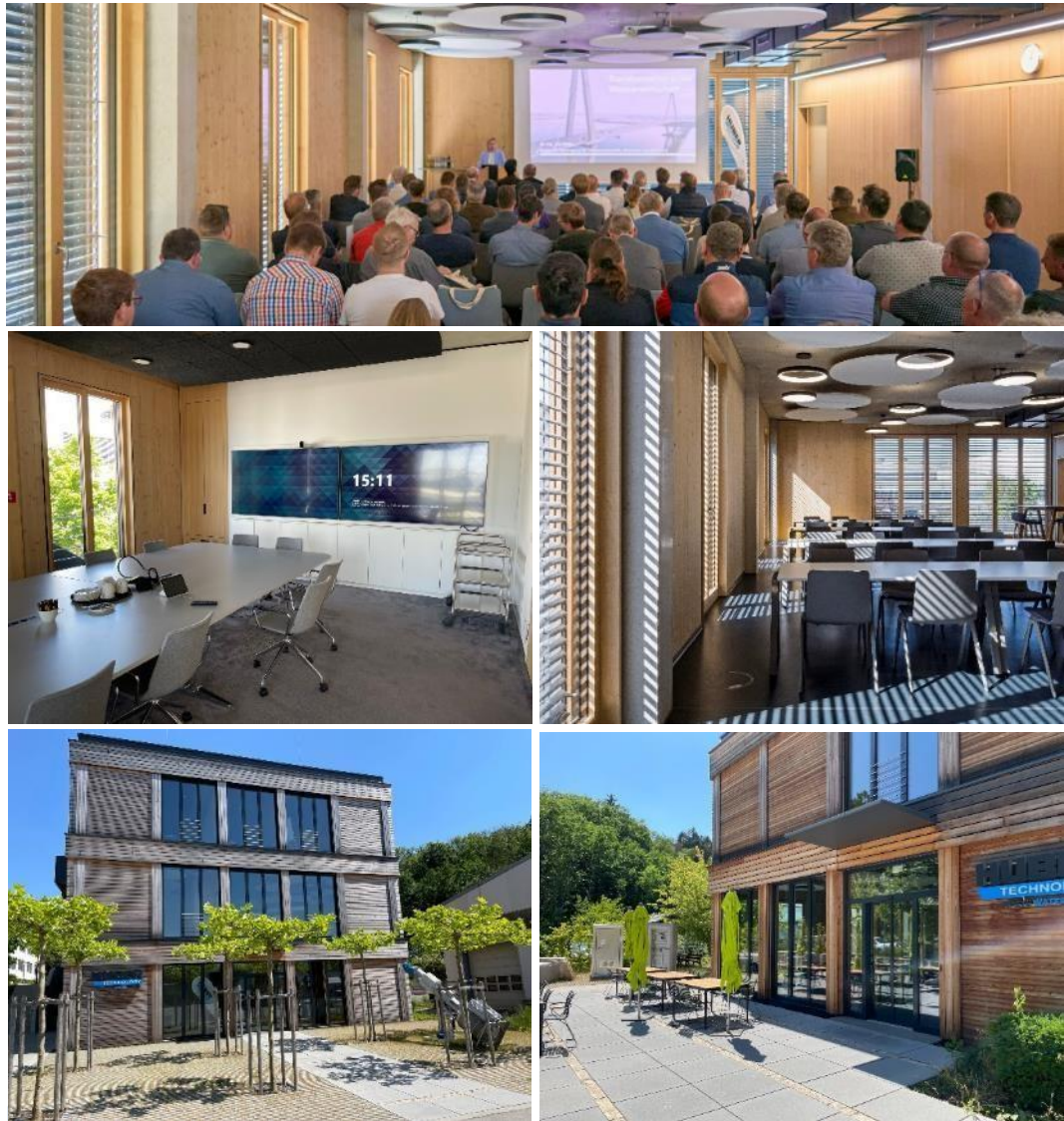
Fig. 44: In 2024, a total of 74 employees were honoured for their many years of loyalty to HUBER at two events.

HUBER FORUM with cafeteria:

In 2020, we inaugurated a three-storey 'House of Encounter' as meeting place, which was named 'Forum' at the suggestion of an employee. On the ground floor is the reception area for our external visitors, which started operating in the course of 2021, and on the first floor a cafeteria.

We attached particular importance to the choice of catering. We decided to offer fresh, regional products to our guests and staff in the specially built kitchen. Our partner company supplies 90% local food from certified producers in the immediate vicinity.

On the second and top floor of the Forum, there are several conference rooms of different sizes and furnishings. These rooms are equipped with the latest technology and allow both direct and virtual exchange on all upcoming topics on a global level.



The cafeteria (centre right) serves lunch to employees from Monday to Thursday. The room can also be used for larger events (top). In summer, the outdoor seating area (bottom right) is also available. There are numerous meeting rooms with state-of-the-art technology (centre left) available for internal use and meetings with customers.

Fit for the future: More parking spaces and additional office space

In order to accommodate the company's planned growth and the associated increase in the number of employees, a multi-storey car park was built on the company premises in 2024. The eight-storey car park offers space for 600 cars and also caters for the growing trend towards e-mobility.

Twenty charging stations (22 kW each) were installed in the car park, which are operated with an intelligent load management system.

This ensures that the vehicles are fully charged as quickly as possible – without overloading the power grid. The charging process is conveniently controlled via an app.



Fig. 46: State-of-the-art charging stations for employees' electric cars and company cars.



Fig. 47: The car park was built in 2024 and has been used by all HUBER SE employees since April 2025.

During the construction phase of the car park, planning for another office building was already underway. An additional new administration building for 200 employees with an integrated canteen is now to be built on an area in front of the existing office building, which was previously used as a car park. The symbolic ground-breaking ceremony took place on 5 February 2025 in the presence of Minister President Dr Markus Söder.

With the opening of the car park in April 2025, construction work on the new office building began. Completion is planned for 2026.



Fig. 48: Symbolic ground-breaking ceremony for the new office building with Minister President Dr Markus Söder on 5 February 2025. Bottom left: a sketch of an aerial view of the current administration building, HUBER Forum, with the planned office building (right) and a possible further building (left).

Team building activities

To strengthen the team spirit within the departments, the company started in 2016 to financially support staff activities outside the company with 60 € per employee and year. In consultation with his team, the department manager organizes an event to take place outside of working hours. The wide variety of activities ranges from cookery courses or canoe trips to visiting the traditional local folk festival in Berching together.

Other:

At HUBER, we not only work together, we also come together to party. HUBER SE finances the annual summer fete on the company premises organized by the works council to which all employees and their families are invited.

At the end of the year, HUBER SE invites all employees to the annual Christmas party that is also financed completely by the company.

In addition, the company provides fresh fruit to all employees on a weekly basis.



Fig. 49: The HUBER Christmas Market 2024 on the company premises was an all-round successful event for all employees.

Parental leave

All employees are entitled to parental leave from the date they become parents. As shown in the table below, a total of 59 employees were entitled to parental leave within the period 2023 and 2024.

Number of employees entitled to parental leave (Birth of child 2020, 2021, 2022, 2023, 2024)	2020	2021	2022	2023	2024
Male	29	21	29	26	23
Female	7	13	10	5	5
	36	34	39	31	28

Table 27: Number of employees entitled to parental leave

It has to be noted, however, that we have not yet introduced an internal process ensuring that we as employer know for sure in every case if an employee has become mother or father. If a male employee has become father but has not submitted a request for correction of his electronic wage tax deduction data or for special leave (due to childbirth), this employee will not be registered. The actual number of employees entitled to parental leave could therefore be higher.

The number of employees who went on parental leave in 2023 and 2024 is 123.

Number of employees who went on parental leave	2020	2021	2022	2023	2024
Male	34	39	40	49	37
Female	15	18	25	21	16
	49	57	65	70	53

Table 28: Employees on parental leave

The entitlement to parental leave exists up to the child's third birthday, i.e. 36 months. As an option, a portion of 12 months of the parental leave can be

transferred to the time up to the child's eighth birthday by application to the employer. This explains why, during the period 2023/2024, the number of employees who went on parental leave was higher than the number of employees entitled to parental leave.

During the period 2023/2024, 16 female and 84 male employees returned from parental leave.

Number of employees who returned from parental leave	2020	2021	2022	2023	2024
Male	34	39	37	47	37
Female	5	6	7	8	8
	39	45	44	55	45

Table 29: Employees returning from parental leave

Number of employees who returned from parental leave and worked for at least 12 months after their return	2020	2021	2022	2023	2024
Male ¹¹	13	19	32	19	31
Female	3	4	6	6	6
	16	23	38	25	37

Table 30: Employees working for at least 12 months after their return from parental leave

The number of employees who returned after their parental leave and were still working in the company 12 months after their return, are summarized in table 30. We had 25 employees in 2023 and 37 employees in 2024 who returned from parental leave and continued to work at least for 12 months.

	On parental leave 2020 to 2024	Returned from parental leave 2020 to 2024
Male	199	194
Female	95	34
Sum	294	228

Table 31: Rate of return from parental leave

During the five-year period from 2020 to 2024, 294 employees went on parental leave and 228 returned. The 'return rate' resulting therefrom is approx. 78%.

In 2023, 55 employees returned from parental leave. At the end of 2024, 37 of them were still working for the company. The resulting 'continuation rate' is 67%.

¹¹ Male employees take second parental leave more often within 12 months

Employees' health

G4-LA6, G4-LA7

Our employees' health is important to us. We know that there are different accident and health risks in the different departments of our company.

In cooperation with our Occupational Health and Safety Officer, works doctor and the German Social Accident Insurance Institution for industries, we carry out regular workplace inspections and make risk analyses to minimize potential health risks for our employees.

Whereas the risk of work accidents is low in the administration departments, there is an increased risk for employees working in the production or for service technicians working in the field on sewage treatment plants and other sites.

In addition to the risks of injury typical for industrial employees, the employees who are in direct contact with wastewater and/or work in certain countries are additionally faced with the risk of infection. We therefore introduced mandatory regular vaccination against hepatitis A and B for this group of employees. Other specific precautionary measures are taken in consultation with the works doctor according to where the site is located.

All employees complete annual training courses on occupational health and work safety.

No work-related fatalities or cases of occupational diseases happened during the reporting period 2023/2024.

However, 36 work accidents happened in 2023 and 31 in 2024. These are listed in the below table by type of injury.

Work accidents	2023	2024
Cuts, laceration wounds, abrasions, flesh wounds	5	7
Fractures	11	4
Sprains, bruises, contusions	16	18
Ligament injuries	0	2
Other injuries (lost time > 3 days)	4	0
Other injuries (lost time < 3 days)	0	0
Total number of accidents	36	31
Lost day rate in working days	530	392
Annual average of employees	863.75	878.75
Scheduled working days of total workforce	214,210	218,937
Lost day rate	0.25%	0.18%

Table 32: Work accidents in HUBER SE

In total, lost time due to occupational accidents amounted to 530 working days in 2023 and 392 working days in 2024. The lost day rate for 2023 was 0.25% and fell to 0.18% for 2024.

The rate of lost days due to sick leave was more than 10 times higher than the rate of lost days due to accidents, as table 34 shows. In 2024, there was a total of 8.904 lost days due to sick leave, which is equivalent to a sickness rate of approximately 4.1%.

HUBER Occupational Health and Safety Management System

HUBER SE introduced an occupational health and safety management system according to ISO 45001 and carried out the initial certification for the scope 'Development, sales and service of machines and systems for water, wastewater and sludge treatment'.

ISO 45001 provides guidance for the creation and maintenance of a management system that helps prevent work-related injuries and illnesses and creates safe and healthy workplaces. In accordance with the **HUBER Occupational Health and Safety Policy** (see www.huber.de), the following points are part of an occupational health and safety management system according to ISO 45001:

- a) Safe and healthy workplaces
- b) Setting goals for occupational health and safety
- c) Compliance with all legal obligations and other requirements
- d) Avoiding and eliminating hazards and dangers
- e) Continuous improvement with employee involvement



Occupational health and safety management is actively supported by company doctor (Dr. med.) Judith Auer. Here she gets an idea of the work of our HUBER service technicians on site on a wastewater treatment plant.

The sickness rate in 2023 was 4.0%.

	Number of employees (Average value)	Working days	Sick days	Sickness rate
2020	738	184,785	6,357	3.4%
2021	771	191,060	7,226	3.8%
2022	828	203,639	8,834	4.3%
2023	864	211,784	8,462	4.0%
2024	876	216,330	8,904	4.1%

Table 33: Sickness rate in HUBER SE

Equal rights

G4-LA13

The below diagram shows a comparison of the wages and salaries of female and male employees (status of December 31, 2024).

At HUBER, all positions are classified into job function levels based on type of work/duties performed.

To ensure a high degree of representativeness, we used in the diagram the four function levels that represent a sufficient number of employees to make a reasonable and reliable statement. The average salary of all employees assigned to these four function levels was calculated and put into relation to the average wage of the male and female employees.

In two of the evaluated function levels (A and D), the female employees have a higher salary compared to the average and in function level B a slightly lower salary. Function level C shows a very balanced ratio. This is evidence that there is no gender discrimination in pay.



Fig. 50: Comparison of the wages and salaries of female and male employees.

Senior management

G4-EC6

A total of 24 employees worked in senior management positions at HUBER SE on December 31, 2024. We define 'senior management' as follows: board of directors, wider management team, department managers and business unit managers. We as a company are interested in long-term retention of senior management staff. We therefore appreciate it if senior management employees live in or transfer the centre of their life to our company's home region.

Senior management employees are referred to as 'local' management staff if their place of residence and centre of life (not their secondary residence) lies within a radius of 25 km from our company headquarters in Erasbach/Berching.

On December 31, 2022, 18 of the 24 senior management employees were 'local' management staff, which is a percentage of 71%.



Fig. 51: HUBER Belt Dryer BT installed at BASF in Ludwigshafen. Since 2023, 90,000 tonnes of dewatered sludge have been dried from 27% to 45% dry residue (DR). This saves coal as a supporting fuel for sewage sludge incineration and avoids more than 24,000 tonnes of CO₂ emissions.

Human rights and social and ecological impacts

G4-LA14, G4-HR1, G4-HR2, G4-HR3, G4-HR5 to G4-HR12, G4-SO2, G4-SO3, G4-SO5, G4-SO7 to G4-SO10, G4-EN29, G4-EN34

We have not conducted employee training on human rights policy and observance of human rights so far. Due to the nature of our business activity, at no part do we see any risk of human rights violation. We also do not know of any case of human rights violation in the past, nor has a case of violation ever been reported to us by an employee or third party.

None of our business locations has explicitly been assessed in respect of human rights but employees of our head office visit, and have visited, all our business locations several times a year. They have never reported any incidents of human rights violation.

In 2023/2024, the following significant investments (investments greater than €1 million and outside Germany), which had already been decided in previous years, were implemented. These did not result in any violations of human rights.

Investments greater than €1 million:

USA: Production facility established at HUBER Technology Inc.
(Denver/South Carolina)

Italy: Expansion of the HUBER Technology srl (Rivazzano) site

As to investments within Germany, it is assumed that there is generally no risk of human rights violation and therefore no due diligence investigation is required.



Fig. 52: Inauguration of the new HUBER Italy location in Rivanazzano Terme in 2024. The new location now offers sufficient office space as well as assembly and logistics areas for further growth in the coming years.

We apply the principle of equal treatment to all applicants, employees, customers and suppliers. There have been no cases of discrimination.

There are no business locations in the HUBER Group where there is a risk of child labour. As the majority of our business locations (HUBER subsidiaries) are mere sales companies, no activities are performed there which could in any way be covered with child labour. Only four of our business locations have own production facilities:

USA: HUBER Technology Inc.
Sharjah, United Arab Emirates: MENA WATER FZC
China: HUBER Environmental Technology Co., Ltd.
India: A.T.E. HUBER Envirotech Private Limited (minority interest)

No risk of child labour is however given there either since working in production is impossible without having completed the necessary vocational education. Besides, employees of HUBER SE visit, and have visited, these locations several times a year so that the practice of child labour can be excluded.

Virtually all suppliers of HUBER SE are based in Germany or the EU so that we can assume that no child labour is used there. Additionally, we verify through supplier self-assessment reports if complaints are known about labour practices, violation of human rights, cases of corruption, or society complaints.

No case of human rights violation by one of our suppliers is known to us so far. Therefore, we have not needed to induce any measures or terminate a business relationship.

The statements regarding child labour apply analogously to forced and compulsory labour and negative impacts on society. Also in this respect, no case with a supplier is known to us.

HUBER does not employ security personnel so that there is no necessity for training on the observance of human rights in this respect.

There have been no incidences of violation of any rights of the indigenous population.

There is no business activity existing in the HUBER Group that would lead to significant or indeed potentially negative impacts on local communities.

We have not examined any of our business locations for corruption risks. No risk analysis has been made to identify corruption risks. There have been no incidents in connection with corruption.

There have been no occurrences in connection with anticompetitive practice or cartelization and monopolization.

No fines have been paid and no non-monetary penalties have been imposed on HUBER SE.

Complaints about environmental impacts:

There were no complaints about environmental impacts in 2023 and 2024.

About this report

G4-28, G4-29, G4-30, G4-33

This is the sixth sustainability report published by HUBER SE. The report refers to the business year 2024 (January 1 to December 31).

This report has been prepared without any external support and is without approval by an independent third party.

We intend to publish the next report for 2027 and will report on 2026 here in accordance with the Corporate Sustainability Reporting Directive (CSRD).

Global Reporting Initiative (GRI)

G4-32

This sustainability report has been prepared in accordance with the G4 Sustainability Reporting Guidelines of the Global Reporting Initiative (GRI), without claiming formal application of the current GRI standards.

When preparing our sustainability report we chose the G4 Core 'in accordance' option and included the essential elements identified as material aspects for our company.

GRI Content Index

G4-32

The application of the GRI G4 Guidelines requires general standard disclosures on the organisation and detailed information on the organisation's main fields of activity in the sectors core business, environment and society. A detailed content index is attached in the appendix, indicating where exactly in this sustainability report the required disclosures are provided.

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G4-31

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Attachments

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