

The Raben logo consists of the word "Raben" in a bold, red, sans-serif font, positioned within a white rectangular box in the top right corner of the image.

**Raben**

The title "ESG KEY INDICATORS" is written in a large, bold, white, sans-serif font, centered within a red rectangular background on the left side of the image.

**ESG KEY  
INDICATORS**

The text "DETAILED DATA SUPPLEMENT TO RABEN GROUP SUSTAINABILITY REPORT 2024" is written in a bold, white, sans-serif font, centered within a dark grey rectangular background on the left side of the image.

**DETAILED DATA SUPPLEMENT  
TO RABEN GROUP  
SUSTAINABILITY REPORT 2024**

The "eco<sub>2</sub>way" logo is written in a white, sans-serif font, positioned within a dark green rectangular box in the bottom right corner of the image.

**| eco<sub>2</sub>way**

# SUSTAINABLE DATA SHEET

## ENVIRONMENTAL PERFORMANCE

### Energy consumption within the organization (by type) [GJ]

302-1

Stationary energy consumption (offices and warehouses)	2024	2023	2022	2021	2020
Electricity	286,656	269,326	284,498	289,653	265,076
Natural gas	155,756	159,391	207,382	252,788	186,080
Heat*	15,797	17,264	21,015	21,781	19,562
Burning oil	3,236	3,617	3,187	4,976	5,655
Propane	1,652	2,152	1,878	2,121	3,723
Diesel	3,361	1,807	2,242	1,771	1,392
LPG	15	3,365	3,527	198	87
Petrol	202	823	147	-	-
Electricity (PV)	6,090	5,020	2,019	-	-
<b>TOTAL</b>	<b>472,765</b>	<b>462,765</b>	<b>525,895</b>	<b>573,288</b>	<b>481,575</b>

\* There is no steam consumption

### TOTAL (offices and warehouses + transportation)

1,313,427    1,341,411    1,319,020    1,370,633    1,242,894

Energy consumption (by source) [GJ]	2024	2023	2022	2021	2020
Renewable (own)*	6,090	5,020	2,019	-	-
Total production	14,208	12,622	2,447	-	-
Electricity sold back to the grid	8,118	7,602	428	-	-
Renewable (other)	295,019	192,849	210,553	154,453	24,327
Total renewable (own + other)	301,110	197,869	212,572	154,453	24,327
Non-renewable	1,012,318	1,143,542	1,106,448	1,216,180	1,218,567
<b>TOTAL</b>	<b>1,313,427</b>	<b>1,341,411</b>	<b>1,319,020</b>	<b>1,370,633</b>	<b>1,242,894</b>

\* Renewable (own) = Total production - Electricity sold back to the grid

Transportation fuels	2024	2023	2022	2021	2020
<b>Own truck fleet</b>	<b>767,589</b>	<b>805,029</b>	<b>732,748</b>	<b>742,617</b>	<b>709,555</b>
Diesel	740,681	788,810	721,187	723,889	684,492
Biodiesel HVO100	22,005	2,725	-	-	-
LNG	3,835	12,741	11,535	18,728	25,063
Electricity	1,068	753	24	-	-
<b>Passenger fleet</b>	<b>73,073</b>	<b>73,617</b>	<b>60,377</b>	<b>54,728</b>	<b>51,765</b>
Diesel	51,566	55,730	49,699	46,264	45,733
LPG	269	369	252	596	620
Petrol	20,593	17,226	10,355	7,868	5,411
Electricity	645	292	71	-	-
CNG	-	-	-	-	1
<b>TOTAL</b>	<b>840,662</b>	<b>878,646</b>	<b>793,125</b>	<b>797,345</b>	<b>761,320</b>

Renewable energy ratio (%)	2024	2023	2022	2021	2020
Renewable (own)	0.46%	0.37%	0.15%	0%	0%
Renewable (other)	22.46%	14.38%	15.96%	11.27%	1.96%
Non-renewable	77.08%	85.25%	83.89%	88.73%	98.04%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

# SUSTAINABLE DATA SHEET

## ENVIRONMENTAL PERFORMANCE

### Energy consumption within the organization (by type)

302-1

<b>Electricity consumption - offices and warehouses</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Total electricity [MWh]</b>	<b>81,318.18</b>	<b>76,207.36</b>	<b>79,588.10</b>	<b>80,459.30</b>	<b>73,632.30</b>
Green electricity [MWh]	76,652.52	52,585.95	58,480.24	42,903.55	6,757.55
Green electricity (own production - PV) [MWh]	1,691.60	1,394.49	560.88	-	-
Total production	3,946.60	3,506	679.88	-	-
Electricity sold back to the grid	2,255	2,112	119	-	-
Green electricity ratio	96.3%	70.8%	74.2%	53.3%	9.2%

\* Green electricity (own production - PV) [MWh] = Total production - Electricity sold back to the grid

### Energy consumption outside the organization

302-2

<b>Energy consumption outside the organization</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Well-to-Wheel (WTW) energy subcontractors	8,479,365	8,163,169	8,559,296	8,242,869	7,839,152
Well-to-Tank (WTT) energy sources for own activities	217,476	215,700	196,579	197,885	189,309
Tank-to-Wheel (TTW) energy sources in downstream leased assets	2,768	-	-	-	-
<b>TOTAL (WELL-TO-WHEEL)</b>	<b>8,699,609</b>	<b>8,378,869</b>	<b>8,755,875</b>	<b>8,440,754</b>	<b>8,028,461</b>

### Energy intensity

302-3

<b>Offices and warehouses</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Energy intensity within organization [MJ/m <sup>2</sup> ]*	241	255	309	356	303
<b>Transportation</b>	<b>2024</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Well-to-Wheel (WTW) energy intensity [MJ/tkm]**	1.397	1.414	1.416	1.417	1.510

\* Electricity, Natural gas, Heat, Burning oil, Propane, Diesel, LPG, Electricity (PV), Petrol

\*\* Diesel, LNG, Electricity

# SUSTAINABLE DATA SHEET

## ENVIRONMENTAL PERFORMANCE

### Greenhouse gas emissions [tCO<sub>2</sub>e]

Market-based approach		2024		2023		2022		2021		2020	
305-1	<b>Scope 1</b>	<b>68,417</b>	<b>7.63%</b>	<b>72,446</b>	<b>8.25%</b>	<b>68,979</b>	<b>7.63%</b>	<b>71,894</b>	<b>8.24%</b>	<b>66,446</b>	<b>8.06%</b>
	Fuels	<b>65,996</b>	<b>7.35%</b>	69,991	7.97%	66,433	7.35%	69,101	7.92%	62,928	7.63%
	Diesel	54,666	6.09%	58,152	6.62%	54,790	6.06%	52,039	6.08%	50,269	6.10%
	Petrol	1,471	0.16%	1,277	0.15%	762	0.08%	557	0.06%	383	0.05%
	LNG	216	0.02%	719	0.08%	1,303	0.14%	962	0.11%	1,280	0.16%
	Natural gas	8,772	0.98%	8,978	1.02%	10,513	1.16%	13,953	1.60%	10,278	1.25%
	Burning oil	233	0.03%	261	0.03%	219	0.02%	350	0.04%	398	0.05%
	Other (LPG, Propane, AdBlue, CNG)	348	0.04%	602	0.07%	534	0.06%	240	0.03%	321	0.04%
	Biodiesel HVO100	289	0.03%	3	0.00%	-	-	-	-	-	-
	Refrigerants	2,421	0.27%	2,454	0.28%	2,546	0.28%	2,793	0.32%	3,518	0.43%
305-1	<b>Biogenic emissions - outside of scope</b>	<b>4,941</b>	<b>-</b>	<b>3,580</b>	<b>-</b>	<b>2,414</b>	<b>-</b>	<b>3,286</b>	<b>-</b>	<b>2,290</b>	<b>-</b>
305-2	<b>Scope 2</b>	<b>2,822</b>	<b>0.31%</b>	<b>13,901</b>	<b>1.58%</b>	<b>12,051</b>	<b>1.33%</b>	<b>15,432</b>	<b>1.77%</b>	<b>44,013</b>	<b>5.94%</b>
	Purchased electricity	1,750	0.19%	12,727	1.45%	10,709	1.18%	14,025	1.61%	42,857	5.20%
	Purchased heat	1,072	0.12%	1,174	0.13%	1,342	0.15%	1,407	0.16%	1,156	0.14%
	<b>Scope 1 + Scope 2</b>	<b>71,239</b>	<b>7.94%</b>	<b>86,347</b>	<b>9.83%</b>	<b>81,030</b>	<b>9.4%</b>	<b>87,326</b>	<b>10.01%</b>	<b>110,459</b>	<b>13.40%</b>
	<b>CO<sub>2</sub> reduction</b> (reporting year vs. 2020 baseline)	<b>35.51%</b>	<b>-</b>	<b>21.83%</b>	<b>-</b>	<b>26.64%</b>	<b>-</b>	<b>20.94%</b>	<b>-</b>	<b>-</b>	<b>-</b>
305-3	<b>Scope 3</b>	<b>826,205</b>	<b>92.06%</b>	<b>791,732</b>	<b>90.17%</b>	<b>823,293</b>	<b>91.04%</b>	<b>785,487</b>	<b>89.99%</b>	<b>713,755</b>	<b>86.60%</b>
	Category 1 - Purchased goods and services	31,088	3.46%	28,945	3.30%	25,777	2.85%	29,115	3.34%	24,620	2.99%
	Category 2 - Capital goods	78,157	8.71%	58,489	6.66%	32,419	3.58%	25,628	2.94%	17,770	2.16%
	Category 3 - Fuel- and energy-related activities	21,648	2.41%	25,110	2.86%	23,564	2.61%	28,567	3.27%	25,391	3.08%
	Category 4 - Upstream transportation and distribution	674,656	75.18%	658,533	75.00%	720,945	79.72%	681,710	78.10%	625,506	75.89%
	Category 6 - Business travel	248	0.03%	255	0.03%	188	0.02%	66	0.01%	68	0.01%
	Category 7 - Employee commuting	20,400	2.27%	20,400	2.32%	20,400	2.26%	20,400	2.34%	20,400	2.48%
	Category 13 - Downstream Leased Assets	8	0.001%	-	-	-	-	-	-	-	-
305-3	<b>Biogenic emissions (from category 4) - outside of scope</b>	<b>30,926</b>	<b>-</b>	<b>25,225</b>	<b>-</b>	<b>21,050</b>	<b>-</b>	<b>25,570</b>	<b>-</b>	<b>17,881</b>	<b>-</b>
	<b>TOTAL</b>	<b>897,444</b>	<b>100.00%</b>	<b>878,078</b>	<b>100.00%</b>	<b>904,323</b>	<b>100.00%</b>	<b>872,813</b>	<b>100.00%</b>	<b>824,214</b>	<b>100.00%</b>
	Carbon insetting credits (emission reduction achieved via fuel switch with biodiesel within road transportation)	-	-	<b>-50</b>	-	<b>0</b>	-	<b>0</b>	-	<b>0</b>	-

# SUSTAINABLE DATA SHEET

## ENVIRONMENTAL PERFORMANCE

### Greenhouse gas emissions [tCO<sub>2</sub>e]

Market-based approach	2024	2023	2022	2021	2020
<b>Scope 1</b>	<b>68,417</b>	<b>72,446</b>	<b>68,979</b>	<b>71,894</b>	<b>66,446</b>
Offices and warehouses	11,443	11,841	13,322	16,917	12,803
Owned truck fleet	51,957	51,938	51,494	51,205	50,080
Passenger fleet	5,017	5,071	4,162	3,772	3,563
<b>Scope 2</b>	<b>2,822</b>	<b>13,901</b>	<b>12,051</b>	<b>15,432</b>	<b>44,013</b>
Offices and warehouses	2,757	13,872	12,042	15,432	44,013
Passenger fleet	65	28	9	-	-
<b>Scope 3</b>	<b>826,205</b>	<b>791,732</b>	<b>823,293</b>	<b>785,487</b>	<b>713,755</b>
Road freight (subcon. fleet)	624,222	600,942	630,106	606,229	576,506
Air transport	27,281	11,848	39,253	16,378	11,346
Sea transport	23,025	45,542	51,147	58,951	37,500
Rail transport	129	202	439	152	154
Business trips	248	255	188	66	68
Other	151,300	132,943	102,160	103,711	88,181
<b>TOTAL</b>	<b>897,444</b>	<b>878,078</b>	<b>904,323</b>	<b>872,813</b>	<b>824,214</b>

### Location-based approach [tCO<sub>2</sub>e]

305-2

	2024	2023	2022	2021	2020
<b>Scope 1</b>	<b>68,417</b>	72,446	68,979	71,894	66,446
<b>Scope 2</b>	<b>43,640</b>	45,506	42,536	40,000	38,186
<b>Scope 3</b>	<b>837,237</b>	799,505	831,856	789,417	713,960
<b>TOTAL</b>	<b>949,294</b>	<b>917,457</b>	<b>943,372</b>	<b>901,311</b>	<b>818,592</b>

### Emissions intensity

305-4

	2024	2023	2022	2021	2020
Transport GHG emissions intensity [gCO <sub>2</sub> e/tkm]	<b>102.6</b>	104.0 <sup>*</sup> 99.9 <sup>**</sup>	104.3	104.3	111.1
Warehouse and offices GHG emissions intensity [kgCO <sub>2</sub> e/m <sup>2</sup> ]	<b>7.2</b>	14.1	14.9	20.1	35.8

\* Emission factor based on GLEC/ecoinvent 3.9.1

\*\* Emission factor based on EN 16258

### Total water consumption

303-5

	2024	2023
Total water consumption from all areas [megaliters]	<b>170.85</b>	<b>176.19</b>

### Waste generated

306-3

Weight of waste generated, by type [tonnes]	2024	2023
Hazardous	<b>206.38</b>	<b>285.51</b>
Non-hazardous	<b>11,673.86</b>	<b>10,884.05</b>
<b>Total weight of waste generated</b>	<b>11,880.24</b>	<b>11,169.56</b>
<b>Total weight of segregated waste</b>	<b>11,333.47</b>	<b>10,495.26</b>
Share of segregated waste [%]	<b>95%</b>	<b>94%</b>

# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

GRI 2-7	TOTAL NUMBER OF EMPLOYEES (BY GENDER)	2024			2023			2022		
		TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female
	<b>Total number of employees</b> [head count]	<b>12,222</b>	<b>7,911</b>	<b>4,311</b>	<b>11,845</b>	7,683	4,162	<b>11,983</b>	7,735	4,248
	Number of permanent employees [head count]	9,973	6,375	3,598	<b>9,837</b>	6,291	3,546	<b>9,727</b>	6,219	3,508
	Number of temporary employees [head count]	2,249	1,536	713	<b>2,008</b>	1,392	616	<b>2,256</b>	1,516	740
	Number of full-time employees [head count]	11,098	7,253	3,845	<b>10,980</b>	7,220	3,760	<b>11,757</b>	7,607	4,150
	Number of part-time employees [head count]	1,124	658	466	<b>865</b>	463	402	<b>226</b>	128	98

GRI 2-7	TOTAL NUMBER OF EMPLOYEES (BY REGION*)	2024														
		Poland		Germany		Austria		The Czech Republic		Italy		The Netherlands		Other countries		
	TOTAL	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	<b>Total number of employees</b> [head count]	<b>12,222</b>	<b>3,771</b>	<b>2,231</b>	<b>2,073</b>	<b>728</b>	<b>398</b>	<b>168</b>	<b>445</b>	<b>341</b>	<b>143</b>	<b>116</b>	<b>192</b>	<b>75</b>	<b>889</b>	<b>652</b>
	Number of permanent employees [head count]	<b>9,973</b>	2,633	1,699	1,810	637	398	168	368	278	142	114	148	59	876	643
	Number of temporary employees [head count]	<b>2,249</b>	1,138	532	263	91	-	-	77	63	1	2	44	16	13	9
	Number of full-time employees [head count]	<b>11,098</b>	3,611	2,165	1,694	464	366	129	441	319	123	92	177	54	841	622
	Number of part-time employees [head count]	<b>1,124</b>	160	66	379	264	32	39	4	22	20	24	15	21	48	30

\* Country breakdown adopted in compliance with the financial statements.

GRI 2-7	TOTAL NUMBER OF EMPLOYEES (BY REGION*)	2023														
		Poland		Germany		Austria		The Czech Republic		Italy		The Netherlands		Other countries		
	TOTAL	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
	<b>Total number of employees</b> [head count]	<b>11,845</b>	3,548	2,113	2,146	736	385	159	441	332	137	116	223	82	803	624
	Number of permanent employees [head count]	<b>9,837</b>	2,571	1,661	1,898	655	385	159	362	284	136	113	144	55	795	619
	Number of temporary employees [head count]	<b>2,008</b>	977	452	248	81	-	-	79	48	1	3	79	27	8	5
	Number of full-time employees [head count]	<b>10,980</b>	3,535	2,096	1,781	485	351	118	441	311	126	100	210	53	776	597
	Number of part-time employees [head count]	<b>865</b>	13	17	365	251	34	41	-	21	11	16	13	29	27	27

\* Country breakdown adopted in compliance with the financial statements.

# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

GRI 405-1 Diversity	2024					2023				
	TOTAL	Male	%	Female	%	TOTAL	Male	%	Female	%
<b>Supervisory Board*</b>	<b>4</b>	<b>3</b>	<b>75%</b>	1	<b>25%</b>	<b>3</b>	<b>3</b>	<b>100%</b>	-	<b>0%</b>
Under 30	-	-	-	-	-	-	-	-	-	-
30-50	2	1	25%	1	<b>25%</b>	-	-	-	-	-
Over 50	2	2	50%	-	-	3	3	100%	-	-
<b>All managerial position</b>	<b>1,929</b>	<b>1,278</b>	<b>66.25%</b>	<b>651</b>	<b>33.75%</b>	<b>1,841</b>	<b>1,251</b>	<b>67.95%</b>	<b>590</b>	<b>32.05%</b>
Under 30	148	106	5.5%	42	2.2%	121	88	4.8%	33	1.8%
30-50	1,425	917	47.5%	508	26.3%	1,384	905	49.2%	479	26.0%
Over 50	356	255	13.2%	101	5.2%	336	258	14.0%	78	4.2%
<b>Statutory Board of Raben Group N.V.</b>	<b>3</b>	<b>2</b>	<b>66.7%</b>	<b>1</b>	<b>33.3%</b>	<b>3</b>	<b>2</b>	<b>66.7%</b>	<b>1</b>	<b>33.3%</b>
Under 30	-	-	-	-	-	-	-	-	-	-
30-50	2	1	33.3%	1	33.3%	2	1	33.3%	1	33.3%
Over 50	1	1	33.3%	-	-	1	1	33.3%	-	-
<b>Raben Group Board</b>	<b>5</b>	<b>3</b>	<b>60.0%</b>	<b>2</b>	<b>40.0%</b>	<b>5</b>	<b>3</b>	<b>60.0%</b>	<b>2</b>	<b>40.0%</b>
Under 30	-	-	-	-	-	-	-	-	-	-
30-50	3	1	20.0%	2	40.0%	3	1	20.0%	2	40.0%
Over 50	2	2	40.0%	-	-	2	2	40.0%	-	-

\* Supervisory Board Members and self-employed are not included in the all managerial position.

# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

### GRI 405-1 Employees (by the area of operations, gender and age)

	2024					
	TOTAL	%	Male	%	Female	%
<b>Total number of employees</b>	<b>12,222</b>	<b>100%</b>	<b>7,911</b>	<b>64.7%</b>	<b>4,311</b>	<b>35.3%</b>
<b>Number of white collar employees</b>	<b>6,901</b>	<b>56.5%</b>	<b>3,300</b>	<b>47.8%</b>	<b>3,601</b>	<b>52.2%</b>
Under 30	1,597	13.1%	779	11.3%	818	11.9%
30-50	4,250	34.8%	1,945	28.2%	2,305	33.4%
Over 50	1,054	8.6%	576	8.3%	478	6.9%
<b>Number of blue collar employees</b>	<b>5,321</b>	<b>43.5%</b>	<b>4,611</b>	<b>86.7%</b>	<b>710</b>	<b>13.3%</b>
Under 30	1,148	9.4%	965	18.1%	183	3.4%
30-50	2,707	22.1%	2,354	44.2%	353	6.6%
Over 50	1,466	12.0%	1,292	24.3%	174	3.3%

### GRI 405-1 Employees (by the area of operations, gender and age)

	2023					
	TOTAL	%	Male	%	Female	%
<b>Total number of employees</b>	<b>11,845</b>	<b>100%</b>	<b>7,683</b>	<b>64.9%</b>	<b>4,162</b>	<b>35.1%</b>
<b>Number of white collar employees</b>	<b>6,652</b>	<b>56.2%</b>	<b>3,151</b>	<b>47.4%</b>	<b>3,501</b>	<b>52.6%</b>
Under 30	1,485	12.5%	718	10.79%	767	11.5%
30-50	4,193	35.4%	1,889	28.4%	2,304	34.6%
Over 50	974	8.2%	544	8.2%	430	6.5%
<b>Number of blue collar employees</b>	<b>5,193</b>	<b>43.8%</b>	<b>4,532</b>	<b>87.3%</b>	<b>661</b>	<b>12.7%</b>
Under 30	1,104	9.3%	952	18.3%	152	2.9%
30-50	2,674	22.6%	2,338	45.0%	336	6.5%
Over 50	1,415	11.9%	1,242	23.9%	173	3.3%



# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

### GRI 405-1 Employees (by the area of operations, gender and age)

	2022					
	TOTAL	%	Male	%	Female	%
<b>Total number of employees</b>	<b>11,983</b>	<b>100.0%</b>	<b>7,735</b>	<b>64.5%</b>	<b>4,248</b>	<b>35.5%</b>
<b>Number of white collar employees</b>	<b>6,791</b>	<b>56.7%</b>	<b>3,219</b>	<b>47.4%</b>	<b>3,572</b>	<b>52.6%</b>
Under 30	1,616	13.5%	743	10.9%	873	12.9%
30-50	4,218	35.2%	1,933	28.5%	2,285	33.6%
Over 50	957	8.0%	543	8.0%	414	6.1%
<b>Number of blue collar employees</b>	<b>5,192</b>	<b>43.3%</b>	<b>4,516</b>	<b>87.0%</b>	<b>676</b>	<b>13.0%</b>
Under 30	1,138	9.5%	972	18.7%	166	3.2%
30-50	2,650	22.1%	2,308	44.5%	342	6.6%
Over 50	1,404	11.7%	1,236	23.8%	168	3.2%

# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

Total number of external workers <sup>1</sup>	2024		2023		2022	
	Number of companies [GRI 2-6]	Number of workers [GRI 2-8]	Number of companies [GRI 2-6]	Number of workers [GRI 2-8]	Number of companies [GRI 2-6]	Number of workers [GRI 2-8]
Self-employed	-	44	-	45	-	33
Interns/apprentices	-	302	-	295	-	258
Transport subcontractors**	3,403	11562***	2,449	8,002***	2,276	9,295***
Part-time job agencies****	143	2,011	122	1,751	142	1,784

\* The breakdown of external workers into drivers and warehouse workers, applies to the largest group of our subcontractors.

\*\* Transport subcontractors – companies: based on the real trips carried out by regular carriers in Q4 2024. Data from Raben Transport and Raben Ukraine based on financial data.

Transport subcontractors – drivers: drivers of regular carriers.

\*\*\* The number of drivers among providers is measured in a head count. Where direct data is not available, we count drivers according to the number of trucks.

\*\*\*\* Part-time agencies reported as of 31.12.2024. External warehouse workers are expressed in FTE. Number of hours worked as of 31.12.2024.

# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

GRI 401-1	New hires and exits (by age group and gender)	2024				2023				2022			
		Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
	<b>New hires</b>	2,095	69.3%	926	30.7%	1,766	72.7%	664	27.3%	2,321	69.9%	1,002	30.1%
	Under 30	844	27.9%	440	14.6%	739	30.4%	283	11.6%	948	28.5%	427	12.9%
	30-50	988	32.7%	430	14.2%	822	33.8%	341	14.0%	1,088	32.7%	510	15.4%
	Over 50	263	8.7%	56	1.9%	205	8.4%	40	1.6%	285	8.6%	65	2.0%
	<b>Employees who left</b>	1,793	70.6%	748	29.4%	1,787	70.9%	735	29.1%	1,895	69.0%	853	31.0%
	Under 30	567	22.3%	230	9.0%	558	22.1%	218	8.6%	649	23.6%	256	9.3%
	30-50	914	36.0%	432	17.0%	910	36.1%	439	17.4%	956	34.8%	483	17.6%
	Over 50	312	12.3%	86	3.4%	319	12.6%	78	3.1%	290	10.6%	114	4.2%

Employee figures are presented on a consolidated basis. Due to the scale of the business, presenting the ratio by region is currently not available.

Breakdown by major regions will be added in subsequent reporting periods.

GRI 401-1	Employees turnover ratio (by gender and age)	2024		2023		2022	
		Male	Female	Male	Female	Male	Female
	<b>Employees turnover ratio</b>	23.0%	17.6%	23.3%	17.7%	24.5%	20.1%
	Under 30	35.1%	25.4%	33.4%	23.7%	37.8%	24.6%
	30-50	21.4%	16.2%	21.5%	16.6%	22.5%	18.4%
	Over 50	16.4%	12.9%	17.9%	12.9%	16.3%	19.6%
	<b>Total turnover ratio</b>	21.1%		21.3%		22.9%	

# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

GRI 403-8 <b>Workers covered by OHS management system</b>	2024		2023		2022	
	No.	%	No.	%	No.	%
Employees covered by OHS management system (internal)	12,202*	99.8%	11,845	100%	11,983	100%
Employees covered by OHS management system (certified)	7,733	63%	8,991	76%	5,222	44%

All external workers are covered by the OHS management system. Total number of employees covered by the certified system is estimated based on the average number of employees in locations with a certified OHS management system.

OHS management system has been certified in 60% of the locations (depots). As external workers are not assigned to a specific location, we are not able to disclose the number and percentage of external workers covered by such system. Total number of employees covered by the certified system is estimated based on the average number of employees in locations with a certified ISO standards.

\* The number of employees covered by the internal OHS management system excludes 20 employees from smaller companies in Germany. These companies fully comply with all legal requirements; however, due to their size, only basic OHS requirements are implemented, and full application of the internal management system is not required.

GRI 403-9 <b>Work-related injuries</b>	2024		2023		2022	
	Employees	External workers	Employees	External workers	Employees	External workers
Total number of injuries	191	39	164	11	166	9
Total number of fatalities	-	***	-	-	-	1
Total number of high-consequence injuries	-	-	-	-	3	-
Total number of hours worked	19,291,481	4,039,479**	18,847,680	3,516,755*	19,326,384	3,900,492
High-consequences injuries frequency rate	-	0	-	-	-	-
All injuries frequency rate (AIFR)	9,90	9,65	8,70	3,13	8,95	2,82
		All drivers**		All drivers**		
Number of traffic accidents caused by drivers	0	33	0	13	0	0
Number of fatalities among drivers	0	1	0	2	-	-
Number of kilometers driven	0	920 246 416,97	0	741 045 628,85	0	0
Rate of fatalities among drivers per 1,000,000 km	0	0,0011	0	0,0027	-	0,0015
Rate of road incidents per 1,000,000 km	0	0,036	0	0,018	5,4	0,05

\* Total number of hours worked for external workers reported only for warehouse workers.

\*\* Drivers employed by Raben Group companies and subcontractors.

\*\*\* Excluding fatalities among external drivers.

The main types of work-related injury in 2024 (employees and external workers): cut/lacerations, bruising, fractures strains and sprains, crushes. On roads the main causes of injuries were collisions front to rear and front to front, no collision overturning.

In 2024, no cases of work-related ill health were reported (cases of work-related ill are reported based on local regulations; identification of work-related ill is based on cases officially reported and accepted by relevant health authorities).

# SUSTAINABLE DATA SHEET

## SOCIAL PERFORMANCE

GRI 404-3 Percentage of employees receiving regular performance and career development reviews	2024			2023			2022		
	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female
							63%	61%	67%
White collars	54%	55%	54%	57%	58%	56%	68%	67%	68%
Blue collars	62%	61%	70%	48%	46%	57%	57%	56%	61%

In 2023, the calculation of the indicator has been changed. Due to the differences in the approach to the annual performance and career development reviews process for white collars and blue collar, the percentage is presented separately for each group. It is not possible to consolidate the indicator.

GRI 404-1 Training and development [h/per year and per employee]	2024			2023			2022		
	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female
	11.2	9.8	13.7	9.3	8.4	11	9.6	10.8	7.5
White collars	14.6	14.1	15.1	11.6	11.2	11.9	9.9	11.9	8.1
Blue collars	6.6	6.7	6.3	6.4	6.4	6.5	9.3	9.9	4.7

GRI 2-30 Collective bargaining agreement	2024	2023	2022
	Percentage of total employees covered by collective bargaining	19.3%	21.4%

# SUSTAINABLE DATA SHEET

## GOVERNANCE PERFORMANCE

	2024		2023	
	Registered	Confirmed	Registered	Confirmed
GRI 2-16 <b>Total number of critical concerns (including corruption, data leakage, fraud, etc.)</b>	16*	3	24*	22
Total number of data leakage	4	3	2	2
GRI 2-5-3 <b>Total number of anti-corruption incidents</b>	5	-	1	-
* Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	5	-	1	-
** Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	5	-	-	-
Other	7	-	-	-
GRI 418-1 <b>Total number of substantiated complaints received concerning breaches of customer privacy</b>	-	-	-	-
* complaints received from outside parties and substantiated by the organization	-	-	3	3
** complaints from regulatory bodies	-	-	-	-
GRI 418-1 <b>Total number of identified leaks, thefts, or losses of customer data</b>	2	2	3	3
Own Total number of other non-customer-related data leaks	-	-	14	14
GRI 2-27 <b>Total number of significant instances of non-compliance with laws and regulations during the reporting period</b>	-	-	-	-
* instances for which fines were incurred	-	-	-	-
** instances for which non-monetary sanctions were incurred	-	-	-	-
GRI 2-27 <b>Total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period</b>	-	-	-	-
* fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	-	-	-	-
** fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	-	-	-	-

The data prepared based on statements of members of the board (from all companies), forensic cases registered, register of personal data register

\* Including GRI 418-1

# SUSTAINABLE DATA SHEET

## GOVERNANCE PERFORMANCE

GRI 2-16 <b>Group locations certification coverage</b>	<b>2024 by number of employees in depots</b>	<b>2024 by number of depots</b>	<b>2023</b>	<b>2022</b>
ISO 9001	82%	84%	91%	79%
ISO 27001	22%	23%		
ISO 14001	72%	63%	80%	60%
ISO 45001	63%	60%	76%	37%
ISO 50001	19%	21%	24%	20%
ISO 22000	7%	6%	6%	5%

Total number of employees covered by the certified system is estimated based on the average number of employees in locations with a certified ISO standards. A depot is a location or facility within Raben Group used for operational purposes, including transport and logistics activities. Depots comply with applicable legal requirements and may include offices and warehouses.

There were no incident resulting in legal actions for anti competitive behavior, anti-trust, and monopoly practices.

## Contact details

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