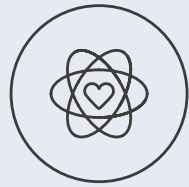


Corporate
Social
Responsibility

2024





“Each story in this report
is proof that it is about
dealing seriously with
**important issues and
the ability to act with
both heart and mind.**”

Friedrich Santner
(CEO Anton Paar GmbH)



Dear readers,

In a world marked by challenges and changes, it is the small and large gestures of humanity that make the difference. Our Corporate Social Responsibility (CSR) report is more than just a collection of facts and figures – it documents the commitment and willingness to help of our employees worldwide.

As the CEO of this company, I am filled with pride and gratitude to see how our teams go far beyond their professional obligations to make a positive contribution. Whether in environmental projects that protect our planet or in social initiatives that improve life in our communities, helping should be a given. However, in the hustle and bustle of everyday life, the necessity of togetherness is often overlooked. It is all the more remarkable when people stand by each other.

Each story in this report is proof that it is about dealing seriously with important issues and the ability to act with both heart and mind. It is the many individual initiatives and countless hours of voluntary work that make a sustainable difference.

Be inspired by these stories of commitment and a willingness to help. And above all, let us continue to work together to make the world a better place for all of us and for future generations.

With best regards,

Friedrich Santner,
(CEO Anton Paar GmbH)

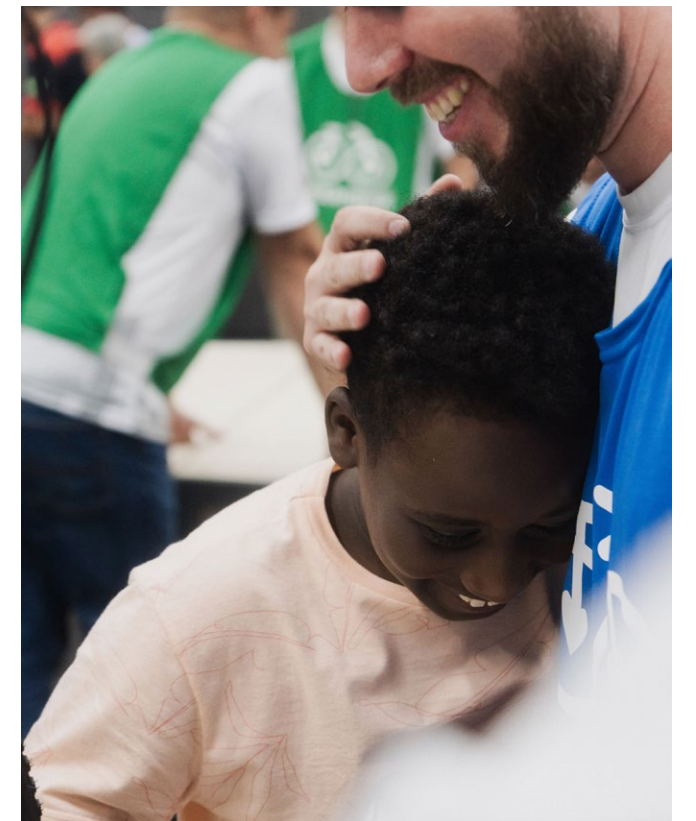


“Eradicating poverty is a moral obligation and **an indispensable requirement for sustainable development.**”

From the 2030 Agenda
for Sustainable Development of the United Nations

Heart Bike

To celebrate its tenth anniversary, **Anton Paar Brazil** came up with something special. In a team building event, employees built bicycles for children from a nearby shanty town. The children's bright eyes at the joint celebration created emotional moments.





Natal Solidário

The special Christmas campaign “Natal Solidário: Criando Memórias, Devolvendo Sorrisos” (“Christmas of Solidarity: Creating Memories, Returning Smiles”) was supported by **Anton Paar Brazil** and marked another year of commitment and support for the community. As part of this campaign, 420 Christmas and staple food baskets containing essential food items and gifts were donated to five different institutions. These baskets not only materially support needy families, children, and young people, they also bring joy and hope.



VinziBus: Food for All

Since 1991, the VinziBus has been providing daily meals and hot drinks to needy people in Graz. This charitable project has been supported by Anton Paar GmbH for many years, for example, through the financing of the buses. “On behalf of all those people who receive compassion and care every day, we would like to express our heartfelt thanks to Anton Paar,” said Amrita Böker, coordinator of the VinziWerke.

Regularly, employees of Anton Paar meet to prepare snacks together, which they then personally distribute to those in need.

Supporting people in need is also an important issue for Friedrich Santner, CEO of **Anton Paar GmbH**: “Not all people are naturally equipped with the same opportunities, and it is society’s responsibility to support the weaker ones – this principle is firmly anchored in our corporate culture.”



FRESH Program

Anton Paar Singapore supports the FRESH program, a dedicated project where volunteers accompany children to nearby supermarkets to buy fresh food and essential household and personal care items with a budget of SGD 50 (approx. EUR 34) per child. The shopping vouchers are sponsored by the volunteers. The program aims to teach the children a healthier lifestyle and better money management, and to strengthen their sense of responsibility and independence.



Unbureau- cratically

It's not only natural disasters, economic and environmental crises, or the aftermath of wars and terrorist attacks that require immediate assistance. Often, it is the less visible, everyday needs that go unnoticed and urgently require support. An example of this is the situation of a single mother of two children in Graz, who suffers from alcoholism and cannot afford food or adequate housing. In this case, **Anton Paar GmbH** provided quick and unbureaucratic help by supplying food vouchers and covering the costs of urgently needed medical care.

Baby-Nest

The “Baby-Nest” organization in Belgium plays a crucial role in supporting families and children affected by poverty. In Belgium, over 2.1 million people, including a significant number of children, are threatened by poverty or social exclusion (Statbel). In the European Union, almost a quarter of children, around 20 million, are affected by poverty and social exclusion (UNICEF).

Organizations like “Baby-Nest” provide valuable services to mitigate the negative impacts of poverty on children and their families. These services include the delivery of clothes, baby articles (infant carriers, baby strollers, etc.) and many of the necessary baby hygiene articles that are particularly crucial for early childhood development. In addition, Baby-Nest also shows mothers of newborns where to go for additional support. With financial support of EUR 2,500, **Anton Paar Belgium** helps improve the living conditions of these children and provides them with a better future. “It is a small regional project through which the support directly reaches the families in need,” explains Pascal Gillioen, Managing Director of Anton Paar Belgium.



Shelter for the Homeless

Being homeless means far more than merely not having a roof over your head. People without homes face significant challenges – physical, emotional, and social. Without a permanent address, it is almost impossible to find work or receive social benefits. It is a vicious cycle of poverty that is very difficult to break.

Anton Paar Spain financially supports the "Santa Maria de la Paz" center to give homeless people a new perspective. The mission of the center is to provide comprehensive care, improve quality of life, and promote the rehabilitation of physical and psychological issues.

The center offers stable accommodation and meals for nearly 100 men aged between 40 and 65. These individuals often suffer from severe personal problems including unemployment, loss of family and home, prolonged homelessness, and addiction issues, which lead to deep social dislocation.



Help and Solidarity

The girls and young women housed from the "Aid & Solidarity for Homeless Girls" home have had to endure incredibly cruel and brutal circumstances. Most come from broken families and have often faced sexual abuse, extreme poverty, or neglect. Anton Paar's social project in Mexico focuses on supporting this home, which cares for girls and young women aged five to 22 years.

Since 2022, Anton Paar has supported this project with donations of goods such as clothing, shoes, toys, and school supplies. Various projects are undertaken each year, such as providing gifts for Epiphany, supplying school items for the new school year, and donating laptops and mobile phones for the education and university training of the girls and young women.

In addition to financial support from **Anton Paar Mexico**, colleagues also spend time with the girls. Shared dinners or singing together helps the affected individuals forget their fears, worries, and bad experiences for a few hours. The focus is on giving the girls and young women the opportunity to rediscover their dreams and exercise their human rights by providing them with basic needs, education, individual psychotherapy, and medical support.



“Education is the most powerful weapon which you can use to change the world.”

Nelson Mandela
(politician and Nobel laureate)

Forum Alpbach

By funding two scholarships worth EUR 4,000 each, **Anton Paar GmbH** enables talented students to participate in the European Forum Alpbach. The scholarship recipients have the opportunity not only to deepen their professional education in Alpbach but also, in particular, to engage in interdisciplinary dialogue at an international level. Supporting young scientists and intensifying international exchange are important priorities for Anton Paar.

Education for Refugees

Education changes lives, especially for those who have been displaced from their homes. For this reason, **Anton Paar Nordic** supports a UNHCR project (United Nations High Commissioner for Refugees) dedicated to providing educational opportunities for young refugees. The initiative focuses on giving young refugees access to education and equipping them with the tools they need to succeed despite their challenging circumstances.

Fostering Young Talent

The Physics, Chemistry, and Mathematics Olympiads for students foster young talent in the natural sciences and mathematics. They provide students with the opportunity to test and expand their knowledge and skills at a high level. These competitions spark curiosity and enthusiasm for science and technology, inspire creative problem-solving, and promote critical thinking. Through financial support and internship opportunities at **Anton Paar GmbH**, the company aims to ignite a passion for science in young people and support them on their journey to becoming innovative thinkers.



Museum Visit for Children

For many people, a museum visit is a popular leisure activity. For 70 children in São Paulo, this became a very special experience, thanks to **Anton Paar Brazil**. Supported by the organization “Instituto Devolver,” the children had the opportunity to visit the “Museu Catavento” in São Paulo – an interactive museum specifically designed to bring the world of science closer to young visitors.

Employees of Anton Paar Brazil accompanied the children and guided them through the museum. Additionally, Anton Paar Brazil covered the costs for entrance tickets, snacks, and small gifts for the children. This museum visit not only provided an educational opportunity, it also brought joy to the children and created unforgettable memories for them.

Science for Everyone

In December 2023, **Anton Paar Spain**, in cooperation with the Institute for Vocational Education in the Natural Sciences, IES San Fernando, launched the social project “Scientific Technology for All.” The aim of this project is to provide aspiring laboratory technicians with access to modern technology, even though the school itself has limited resources.

As a contribution to this support, Anton Paar Spain provided an EasyDens device. In addition, the company organized an excursion for the students to the demonstration laboratory. There, they spent a morning gaining insight into the latest developments in laboratory and process technology and experiencing these firsthand.



Book Sponsorship

“Of all the worlds that man has created, that of books is the most powerful” (Heinrich Heine, poet and writer). To preserve this “powerful world,” **Anton Paar GmbH** has been supporting the restoration of old books through book sponsorships for many years. These sponsorships not only provide much-needed financial support to enable the intricate restoration processes, they also help preserve cultural heritage.

Old books, which often offer unique insights into past eras, are thus preserved for future generations. The restoration of these treasures involves meticulous work, from cleaning, to repairing damaged pages, to renewing the binding. Restored books are made available again to researchers and educational institutions, serving as valuable sources in scientific studies. In this way, knowledge of the past is kept alive and made accessible.



Learning in Rural Areas

Anton Paar Taiwan actively supports the right to education and the promotion of STEM (Science, Technology, Engineering, and Mathematics) interests among children in rural areas through the charitable project “2024 APTW Charitable Event: Rural Children Support.” This important project aims to provide children in rural areas with access to education through donations of school supplies, books, classroom equipment, meals, and school fees. A half-day event at a rural elementary school, featuring demonstrations with the DMA 35, Abbemat, and ViscoQC devices, is designed to engage children in STEM subjects in a playful manner. These devices, typically used for checking everyday requirements, offer a hands-on learning experience.

Anton Paar Taiwan has invested a total of TWD 257,940 (over EUR 7,200) in the project. In particular, support for the School for the Visually Impaired in Taipei and WangAn Junior High School, where great things are achieved through modest means, deserves special mention. “These targeted measures have significantly improved not only the lives of the children but also those of their families. The joy and gratitude of the children and their parents, who obtain new hope and perspectives through this support, make every investment in this project particularly valuable,” says Ronland Tsai, Managing Director of Anton Paar Taiwan.



Anton Paar Learning Café

Doing homework, preparing for exams, having fun together, making friends – learning cafés in Austria offer support and care for children and young people who can’t manage on their own. They receive help not only with schoolwork but also get to interact with people from different nationalities, thereby strengthening their social skills. One such learning café in Graz has been funded by **Anton Paar GmbH** for several years.



Innovation Award

In 2023, **Anton Paar Australia** focused on promoting young talents and science by establishing the "Anton Paar Battery Innovation Award" and supporting a young researcher. Additionally, they donated an amount of AUD 5,000 (approximately EUR 3,100) to the Australian Battery Society.



Science and Education

In 2023, **Anton Paar Thailand** initiated a collaboration with Walailuk University. Anton Paar instruments were provided to assist in the study of nanomaterials. Additionally, a "Science Tour" is planned in collaboration with the Faculty of Science at Khon Kaen University to promote education in the remote areas of Thailand's northeast region.



Mentoring Sindbad

Sindbad is a mentoring program that helps young people transition from compulsory schooling to further education and professional life with the assistance of volunteer youth mentors. Mentors support young individuals in finding the right apprenticeship or further schooling. The time spent together is very personalized – sports and leisure activities are as much part of the program as writing applications or preparing for job interviews.

"Young people from socially disadvantaged backgrounds often struggle to get the right education and to establish themselves in the professional world. The Sindbad project and the many volunteer mentors do a great job helping these young people realize their potential. Therefore, it was a major priority for us to support this program with a contribution of EUR 15,000," said Friedrich Santner at the donation handover.

"The entire Sindbad Graz team is delighted with the generous Christmas donation from **Anton Paar GmbH** and sincerely thanks them for supporting our mission for greater equality of opportunity," said Gabriela Javornik, co-location manager of Sindbad in Graz.



School Project Kalam

“Kalam” means “pen” in Hindi and is the name of the flagship CSR project that is being passionately managed by **Anton Paar India** in collaboration with the entire Anton Paar Group since 2015. Under this project, EUR 196,000 has been spent thus far on nine schools, impacting over 5,000 students. The schools have been renovated and equipped to provide children with a place where they can feel comfortable and be optimally prepared for their future.

Nitin Prabhakar, Managing Director of Anton Paar India, speaks positively about the commitment: “Education opens up new perspectives, and school education is essential for developing knowledge, values, skills, beliefs, and social understanding. Investing in the renovation of schools, where some of our colleagues once studied, is a wonderful way of giving back to society. Every team member of Anton Paar India is proud to support the educational institutions that shape future generations.”

In India, a country with over 1.4 billion inhabitants, a quarter of whom are under 14 years old and thus of school age, there is great need to ramp up educational infrastructure, especially in rural areas. Thanks to the help of volunteers, the commitment of school officials, and financial support through the Kalam project, these educational institutions are being transformed into places where children enjoy learning.

Teaching and Research

Anton Paar Germany has reaffirmed its support for the academic community with contributions totaling over EUR 5,600. These funds were provided to institutions such as Ruhr University Bochum, events like the “Young Tribologists Research Symposium,” and outstanding scientific publications, including the best paper in Rheologica Acta. The aim of this support is to promote innovative research projects and teaching methods, provide a platform for young scientists to exchange and present their work, and recognize excellent scientific achievements.

Talented Students

Anton Paar China demonstrates its commitment to promoting education and scientific research by funding a scholarship for Jiangnan University. With a donation of RMB 30,000 (approximately EUR 3,800), the company supports talented students specializing in food technology, particularly in the field of brewing science.

Jiangnan University is renowned in the academic world for its leading role in food technology and especially in brewing education. This makes it an ideal partner for Anton Paar, a company deeply rooted in technology and research for the brewing industry. Through this scholarship, Anton Paar China reaffirms its commitment to supporting outstanding academic achievements and fostering the next generation of professionals in this important industry.

Santisuk Foundation

The Santisuk Foundation supports needy children in the slums of Bangkok by providing them with education, healthcare services, and daily care. The foundation’s goal is to promote hope, dignity, and independence among the children to enable them and their families to lead better lives. **Anton Paar Thailand** supports the organization with financial donations intended not only to promote scientific education but also to create job opportunities for parents, thereby improving their financial situation and strengthening family relationships.



“Health is not everything,
**but without health,
everything is nothing.”**

Arthur Schopenhauer
(philosopher)

Each Birth, a Donation

Anton Paar Italy is committed to the well-being of young families and celebrates every newborn of the employees with a special gesture: For each child born, the company makes a donation to the Regina Margherita Children's Hospital in Turin. In 2023, three babies were born, and in 2024, three newborns have already been welcomed into the Anton Paar family.

Children and Health

Children's hospitals are more than just medical facilities, they are places of hope and healing. **Anton Paar USA** made a donation of USD 25,000 (approx. EUR 22,900) to one such hospital. This donation will help create an environment where young patients, together with their families and loved ones, feel well cared for and comfortable.

Help for Children

Anton Paar Hungary is engaged in various social projects, supporting in particular two foundations that promote children's hospitals to improve medical care and the quality of life for sick children in Hungary. Through this support, Anton Paar Hungary helps provide essential resources for treatments and therapeutic services.

In addition to financial contributions to the foundations, Anton Paar Hungary has also demonstrated its social responsibility through in-kind donations. Last year, the company donated old office furniture to the Pápay Ágoston Általános Iskola, an elementary school. This donation not only helps reuse resources wisely but also assists in furnishing the educational institution to create a more pleasant learning environment for the students.



Help for Self-Help

Addiction is a serious issue that can heavily burden individuals and families. Through the financial support of EUR 7,000 for the training of therapists, **Anton Paar Austria** helps ensure that people with addiction problems receive the professional help they urgently need.

Qualified care and support for individuals with addiction is essential. Staff at Addiction Counseling Obersteiermark (SBO) and the Psychosocial Network (PSN) are continuously trained to expand their range of addiction help services and to work more effectively. "We are very grateful for the financial support from Anton Paar Austria for this training," say Kamil Kaminski from SBO in Leoben and Gregor Hoffmann from PSN in Judenburg. The counseling aims to find ways out of addiction, establish and strengthen psychosocial stability, prevent relapses, learn healthy substance use habits, and promote long-term abstinence. Counseling includes, among other

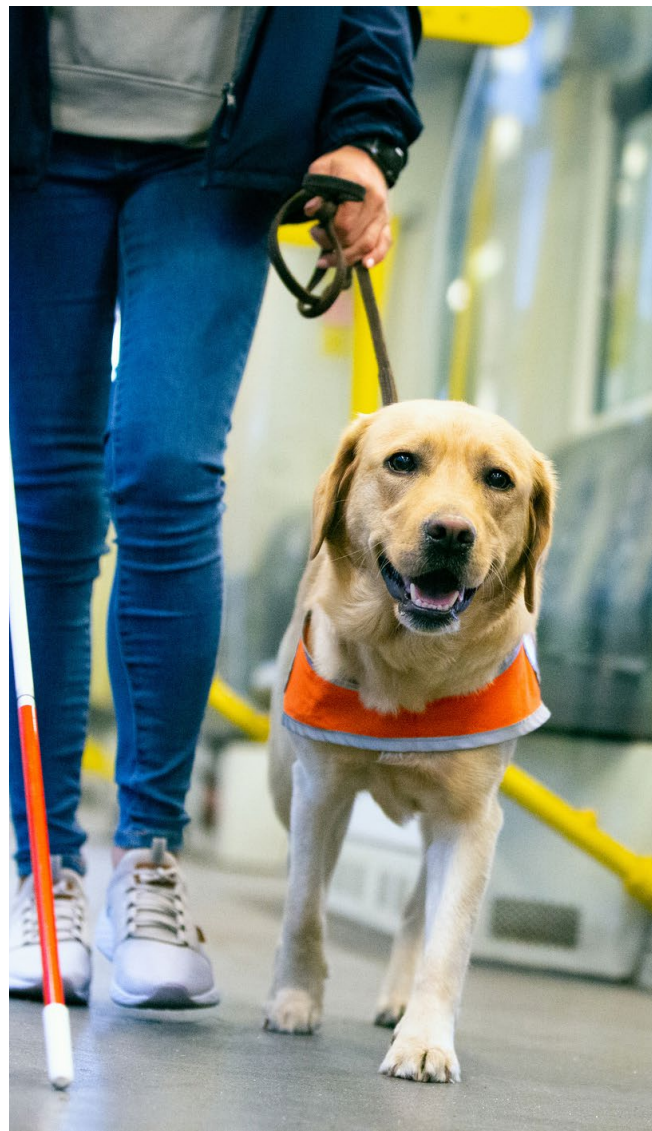
things, referral to therapy, psychosocial support, providing information about addiction diseases and treatment methods, and promoting self-help groups and other resources.

By supporting these institutions, Anton Paar Austria significantly contributes to improving the quality of life of affected individuals and their families. "At Anton Paar Austria, we are aware of the importance of social responsibility and feel obliged to make a positive contribution wherever we can. Addiction Counseling Obersteiermark and the Psychosocial Network in Murtal do excellent work, and we want to support that," says Robert Hammer, Managing Director of Anton Paar Austria.



Support in Everyday Life

Assistance dogs play an indispensable role in the lives of many people living with physical and mental impairments or having therapeutic needs by making daily life easier and often even possible in the first place. **Anton Paar Netherlands** has recognized the importance of these “helpers in everyday life” by supporting the “Stichting Hulphond Nederland,” an organization dedicated to the training and provision of assistance dogs through a donation of EUR 2,500. These specially trained dogs enhance the independence and quality of life of the people they are assigned to and are indispensable companions for life.



You Are Not Alone

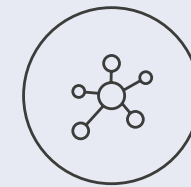
Crises do not only involve global or distant events, they can also happen directly and personally in our own environment. This became particularly clear when three **Anton Paar employees in the USA** were confronted with serious cancer diagnoses, either personally or in their immediate family. During these challenging times, their colleagues demonstrated impressive solidarity.

Support ranged from motivating and comforting words to practical help. Colleagues were there for those affected, and they listened and provided emotional support whenever it was needed. Moreover, there was a remarkable financial aid initiative: over USD 7,000 (approx. EUR 6,400) was raised to assist the sick employees and their families with medical and everyday expenses. Additionally, the Anton Paar team in the USA provided practical everyday support.

The team donated meals worth USD 1,000 (approx. EUR 900), organized rides to medical treatments, and helped with household chores. These diverse forms of support demonstrate how deeply the sense of community and solidarity is rooted at Anton Paar. They illustrate that in times of need, cohesion within the team represents an invaluable strength.

Healthy Snack

Through their donation of EUR 300, **Anton Paar Germany** promotes the “School Fruit Project,” which delivers fruit to kindergartens in Ostfildern. This project promotes healthy eating habits from an early age and also supports local fruit growers. Through this initiative, Anton Paar contributes to promoting healthy lifestyles while also strengthening local agricultural businesses.



“If you want to
go fast, go alone;
**but if you want to
go far, go together.”**

African proverb

alpha nova

alpha nova helps people with disabilities to lead their own lives as part of society. For more than 20 years, people with disabilities, supported by alpha nova, have been working at **Anton Paar GmbH**. This provides them with a structured daily routine, a meaningful job, and integration into the company.



Book Project

Graz resident Martin Raith has always wanted to conduct interviews and work as a journalist despite his physical disability. **Anton Paar GmbH** supported his book project “Sammelknödel oder Apfelstrudel” and contributed EUR 6,000 towards the printing costs.



Addiction Prevention Offline

The “Offline” project is an initiative, dedicated to addiction prevention and combatting addiction, and is fully funded by the non-profit **Santner Private Foundation**. The project offers people with addiction the opportunity to work in low-threshold projects where they can acquire new skills and gradually reintegrate into professional life. Through hands-on work, participants receive valuable support in rebuilding their independence and self-confidence, enabling them to lead a long-term, addiction-free life.

NGO Renovation

The “Novos Herdeiros Humanísticos” organization plays a significant role in the community of Ipiranga, São Paulo. Since its founding in 1998, it has positively impacted the lives of over 700 families. The organization focuses on promoting social inclusion and personal development through sports, culture, and education. Its holistic approach aims to positively change the lives of young people and their entire environment, and **Anton Paar Brazil** supported them in this effort.

In an impressive project, employees of Anton Paar Brazil engaged in redesigning the premises of the local non-profit organization. The goal of the project was to create a more beautiful and conducive environment that contributes to the development of socially disadvantaged children and adolescents. These young people regularly visit the facility and now benefit from an environment that prioritizes their needs and well-being.

In addition to redesigning and renovating the spaces, Anton Paar Brazil also donated essential equipment and materials. These contributions will improve and expand the daily work of the organization by providing caregivers and educators with additional resources to conduct their educational programs more effectively. Through this initiative, Anton Paar Brazil has demonstrated not only their social commitment but also a deep understanding of the importance of education and personal development in early life stages as well as of an entire community.



Progetto Itaca

“Progetto Itaca” is a project aimed at promoting information, prevention, support, rehabilitation, and social reintegration for people suffering from mental illness. One of Progetto Itaca’s programs is “Job Stations,” which supports people with disabilities in finding employment in companies in Italy. **Anton Paar Italy** has also hired an employee through the program, and is now one of 30 companies in Italy supporting this project and helping people with disabilities reintegrate into the workforce. “We got to know Progetto Itaca in 2022 and immediately fell in love with the Job Stations program. Our first Job Stationer now supports our team with the goal of becoming 100% integrated into the company. Perhaps we will also work with more Job Stationers in the future,” says Maria Calvini, Head of Human Resources at Anton Paar Italy.

In addition, through a donation of EUR 45,000 in 2023 Anton Paar Italy financed the renovation of a facility that Progetto Itaca uses for activities and events.



Integration Through Sport

For several years, Anton Paar Switzerland has been supporting the PluSport association, which promotes integration through sport. PluSport offers programs for people with intellectual and physical disabilities, encompassing all types of recreational and competitive sports for all target groups and age levels.

In addition to financial support, colleagues from **Anton Paar Switzerland** also wished to be personally involved. As a result, all employees will be asked to propose projects that are in line with the company’s values. Projects will then be voted on, and the management team at Anton Paar Switzerland will decide which of the top three projects to invest in.

“This approach allows us not only to provide financial support but also to strengthen team spirit and make a direct contribution to promoting integration and inclusion through sport. We look forward to seeing the diverse ideas and proposals from our employees and selecting a project together that has a positive impact on our community,” explains Doïna Gachet, Marketing Manager at Anton Paar Switzerland.



“The greatest threat to our planet is the belief
that someone else will save it.”

Robert Swan
(polar explorer)

Crisis Zone

In early February 2023, several severe earthquakes resulted in a state of emergency in the Syrian-Turkish border region. More than 57,000 people were victims of the quakes, over 120,000 were injured, and hundreds of thousands lost their homes and lacked essential items like food, clothing, heating materials, and more. **Anton Paar Türkiye** actively engaged and supported projects and organizations providing aid in the earthquake-affected regions of Turkey. A significant part of these efforts was the collaboration with AFAD, the Disaster and Emergency Management Authority. Anton Paar Türkiye provided TRY 100,000 (EUR 2,800) to significantly improve the effectiveness of relief measures in the affected areas.

Another important project during the earthquake disaster was supporting the CP Türkiye, the Spastic Children's Foundation of Turkey. The organization was founded to improve the quality of life of people with cerebral palsy. Its activities include providing medical treatment, rehabilitation, and educational programs, as well as promoting the inclusion of these individuals into society.

Anton Paar Türkiye supported this project with TRY 6,750 (EUR 190) to specifically help children in the earthquake regions.

Anton Paar Türkiye continues its support by providing financial aid to chemistry students from the earthquake-affected areas. Professors in the chemistry departments of nominated Turkish universities named students, who were then interviewed by Anton Paar. Four of them were selected and are now each being supported with TRY 5,000 (approx. EUR 140) per month. Additionally, employees of Anton Paar Türkiye are planning to take on the role of mentors, helping students not only financially but also through knowledge transfer and personal development. These measures aim to help young talents continue their education and develop long-term career prospects.

When the Earth Quakes

In early 2023, family members of some employees were directly affected by the earthquake in Turkey and Syria and the surrounding areas. **Anton Paar USA** responded immediately to the emergency, which was exacerbated by freezing temperatures. The Anton Paar USA team followed a colleague's call to action and donated approximately USD 3,000 (EUR 2,800) in the form of new clothing, winter gear, and monetary amounts. Many colleagues brought items to the office in Ashland, which were then sent to the Turkish embassy.

Rapid Help

After natural disasters, those affected need rapid help from outside, as was the case with the earthquake in Syria and Turkey. To this end, employees of **Anton Paar GmbH** spontaneously launched a fundraising campaign. A total of EUR 5,000 was handed over to Caritas Austria, which was able to use it to effectively help people in the crisis area.



Supporting Customers in Need

In August 2023, Slovenia was struck by a severe natural disaster when heavy floods devastated the country, destroying communities and significantly affecting many lives. One of our long-standing customers, TAB Mežica, a manufacturer of various types of batteries, was particularly hard hit. The floods affected all their facilities in Črna na Koroškem and Žerjav, causing damages exceeding EUR 20 million.

Anton Paar Slovenia offered proactive assistance and, given the urgency and scale of the destruction, provided TAB Mežica with free annual maintenance and service support for all their high-quality Anton Paar instruments.

Energy and Environment

The **headquarters in Graz** has a 3,200 sqm photovoltaic system that generates over 630,000 kWh of energy annually and saves over 128 tons of CO₂. More than 36 % of the site's thermal energy needs are covered by alternative energy sources, and about 20 % of the electrical power is also produced from alternative sources. Additionally, one of the largest ice storage systems in Europe was built for the new technology center in Graz. With over three million liters of water, the ice storage system aids cooling in summer and provides heat in winter, covering about 40 % of the cooling and heating needs. Employees who do not commute by car are rewarded with a bonus. Electric cars are available for business trips, and e-bikes can be used for short distances. Employees who commute using an electric vehicle can use free charging stations.

Bee Happy Miel

For five years, **Anton Paar France** has been committed to the "Bee Happy Miel" environment project. As part of this initiative, beehives can be sponsored, and the proceeds from the sale of the harvested honey go towards promoting biodiversity. There are two of these beehives near the Anton Paar France site. Anton Paar France receives about 50 % of the honey produced there, which amounts to approximately 20 kg per year. Employees harvest the honey themselves and are also in charge of the centrifugation. The team then receives the final 125 g jars with Anton Paar stickers on them – a special edition, complete with specially printed labels commemorating Anton Paar's 100th anniversary year, was also produced. The jars are given as gifts to participants of workshops and product demonstrations, as well as distributed at trade fairs. The biodiversity promotion initiative, which has been in place since 2019, is also very popular among employees, especially since they have the opportunity to actively participate in the honey harvest each year.

Sustainability

Anton Paar UK has a strong focus on sustainability and its promotion both in academic research and within their own corporate and personal responsibilities.

"A significant part of our work involved assessing our own corporate environmental impact. This was done as part of a program coordinated by our industry association GAMBICA in the UK, which led to a benchmark assessment of our environmental performance," explains Huw Bevan, Managing Director of Anton Paar UK.

In the future, the sites plan to launch more sustainability initiatives and take concrete measures to reduce their environmental impact, with the goal of gradually moving towards climate neutrality.

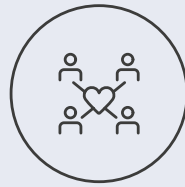
Greening Malaysia

Anton Paar Malaysia will plant 102 trees in 2024, corresponding to the number of years the company Anton Paar has been in existence. Employees of Anton Paar Malaysia can participate in the planting activities as volunteers. This initiative is carried out in collaboration with the Selangor State Forestry Department and the Global Environment Centre. It aims to improve ecological balance and promote both sustainability and active community engagement.



CO₂ Reduction

Through numerous different environmental measures at their respective locations, **Anton Paar Czech Republic** and **Anton Paar Slovakia** have successfully and sustainably significantly reduced their CO₂ footprint. Together, both subsidiaries achieved a reduction in CO₂ emission of more than 75,000 kg in 2023. The Clean Advantage® CO₂ offset certificate demonstrates that Anton Paar is working seriously to reduce its environmental impact not just, in theory but also in practice.



“Not all of us can
do great things.
**But we can do small
things with great love.”**

Mother Teresa
(missionary and Nobel laureate)

Volunteer Fire Department

The volunteer fire department is indispensable for the safety and protection of the community. It provides quick and professional assistance in fires, accidents, and emergencies. Volunteer firefighters sacrifice their time and risk their own safety to save lives and protect property. **Anton Paar GmbH** is pleased to have the competent and professional volunteer fire department in Seiersberg close by and happily supported them with a donation of EUR 5,000. This donation is a token of appreciation for the tireless dedication and important work that the volunteer fire department in Seiersberg performs daily.



Children's Rights

Anton Paar Korea is actively committed to the well-being of children in Korea through a monthly donation to ChildFund Korea. This commitment is based on the four principles of the UN Convention on the Rights of the Child: the right to equality, the right to protection from discrimination, the right to life, survival and development, and the right to participation. Since February 14, 2022, Anton Paar Korea has been donating KRW 200,000 (EUR 135) monthly to ensure that children can grow up in a healthy and safe environment. Through this support, Anton Paar Korea aims to help keep children's dreams alive and enable them to have a better future.



The Joy of Giving Back

What do maintenance work, a golf day and financial support for a special school have in common? All these things are part of a charity initiative for a children's home in South Africa, organized by **Anton Paar Southern Africa**.

Bill* is 11 years old. He started school quite late and now suffers from a lack of education in the higher classes. Jane* and Joe* are 14- and 16-year-old siblings, both suffering from PTSD (post-traumatic stress disorder), ADHD (attention deficit hyperactivity disorder) and concentration problems due to trauma earlier in their lives. And 12-year-old Lilly* is a special needs child, who relies on an appropriate education to meet her needs. All of these children and many more share the same fate: They have been neglected and/or abused. And they need help.

A home for children

Yenzani children's home in Midrand, South Africa, offers this kind of help. Currently, 14 children from the ages of six to 18 years live in the home, both girls and boys together, which is uncommon in South Africa. Unfortunately, the care they receive from the home staff alone is not enough. They also need helping hands from the outside. This is where Anton Paar Southern Africa comes into play.

A charity journey begins

"All Anton Paar subsidiaries may donate up to 5 % of their return per year. Even before we knew about that, during a management meeting, we decided that we wanted to focus on a charity initiative focusing on education and children – the future of our tomorrow," says Lorin Renaud, Marketing Coordinator at Anton Paar Southern Africa. In April 2023 the charity journey with Yenzani children's home began: The first step was to provide maintenance work inside the home, like fixing damp walls and painting the walls professionally. It did not stop there, as two colleagues of the service team jumped in to fix the broken gate motor. Step number two was to boost their financial needs by organizing a charity golf day. All in all, 40 golfers came together, and sponsored a hole or a four-ball (different golf games) and played together. Green fees, coffee, and lunch were fully covered by Anton Paar Southern Africa, so all the sponsored money went directly to Yenzani, and ZAR 85,000 (approx. EUR 4,150) was collected and donated from the golf day.

Education is key

One of the most important things of this charity journey is to provide a proper education for all of the children in the home. Some of them – as mentioned

above – need special schooling in order to compensate for their past and special needs. "There are some straight-A students among the children in Yenzani, but also some who are struggling. With a monthly payment, we are able to help them attend a school that fits their needs," says Lorin Renaud. In addition to the main donations, Anton Paar Southern Africa also provided first aid training for the home staff.

Taking it personally

Over ZAR 200,000 (approx. EUR 10,300) was donated by the company, but also a total of over ZAR 17,000 (approx. EUR 860) came from the employees themselves, providing daily necessities like mattresses, bedding, and grocery vouchers for the home as well as a contribution towards Secret Santa gifts. The charity committee even individualized each child's gift to make it extra special for them. With Anton Paar Southern Africa's donations and initiatives, Yenzani is well-supported for the next three years. "It is important for us as a company to give something back. It shows that we care and creates a community beyond us as colleagues," says Lorin Renaud.

*Names changed and children's pictures anonymized for child protection reasons.



Lifesavers

Every year, lifeguards on the coasts of Australia save over 10,000 lives. To support the work of the lifesavers, **Anton Paar Australia** donated AUD 5,000 (approx. EUR 3,100) to the Surf Life Saving Foundation in 2022.



Singing is Fun

The HIB.art.chor is renowned for its outstanding musical performances and its commitment to promoting young talent. Through financial support, **Anton Paar GmbH** aims to contribute to cultural projects and the artistic development of young people. A musical performance offers students the opportunity to showcase their creative skills on stage and gain valuable experience in the performing arts.



Silent Companionship

The term “hospice” represents a global movement dedicated to supporting people in their final phase of life. Dying, death, and mourning are inevitable parts of life, and it is our duty to make this last phase of life dignified. The Hospice Association in Styria has been committed to this valuable task for 30 years. Since the association’s inception, **Anton Paar GmbH** has donated more than EUR 400,000 to support the important and irreplaceable work of the association.

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