



Together we care.

Sustainability Report
Financial Year 2025/2026

SALESIANER 



Statement from the Management



**Mag. Thomas
Krautschneider**
Managing Partner

Dr Victor Ioane
Chief Executive
Officer

For many years, we have reported openly and transparently on our progress in the area of sustainability. Even though we are no longer required to do so under the current provisions of the Corporate Sustainability Reporting Directive (CSRD), we have made a conscious decision to continue this reporting. For us, sustainability is not merely a reporting issue, but an integral part of our daily operations—and transparency is, of course, an essential part of that.

In the past fiscal year, we made progress in several areas, but we also clearly recognize where further action is needed. Some key figures have shown positive development compared to the previous year: In particular, we succeeded in further reducing waste intensity and packaging use and significantly increasing the share of environmentally certified products. At the same time, we have consistently further developed our supply chain—for example, all key suppliers now have ESG ratings.

At the same time, it is also evident that progress is not always linear. In certain areas, such as energy and water intensity as well as the use of detergents, we recorded slight increases compared to the previous year. The recycling rate for textiles has also declined slightly following encouraging improvements in the previous year.

We analyze these developments very carefully, as they are closely linked to capacity utilization, structural changes, and other operational conditions. For example, the decline in the recycling rate is attributable, among other things, to changes in the laundry mix.

Our goal is to specifically address such short-term developments and achieve sustainable improvements. An important step in this direction was the launch of a joint recycling project with five other industry partners.

The aim of this initiative is to further develop textile cycles beyond company boundaries and create scalable solutions for a functioning circular economy. In doing so, we are consciously pursuing a pragmatic approach—moving away from isolated individual projects toward collaborative, industry-wide solutions.

At the same time, we closely monitored and actively engaged with regulatory developments over the past fiscal year. Issues such as the design of extended producer responsibility (EPR) for textiles or the introduction of digital product passports (DPP) will significantly shape our industry in the coming years. We are actively engaging at all levels to help shape practical and effective solutions.

For us, sustainability always means finding the right balance between environmental, social, economic, and operational requirements. That is why this report deliberately highlights not only progress but also challenges and conflicting priorities. This is precisely where we see our commitment: to report transparently, realistically, and comprehensibly, to clearly contextualize developments, and to consistently work toward improvements.

We also view this report as a foundation for dialogue with our customers, partners, and other stakeholders. Together, we want to take the next steps—with a clear focus on impact, feasibility, and sustainable prospects.

Together we care.

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Executive Summary

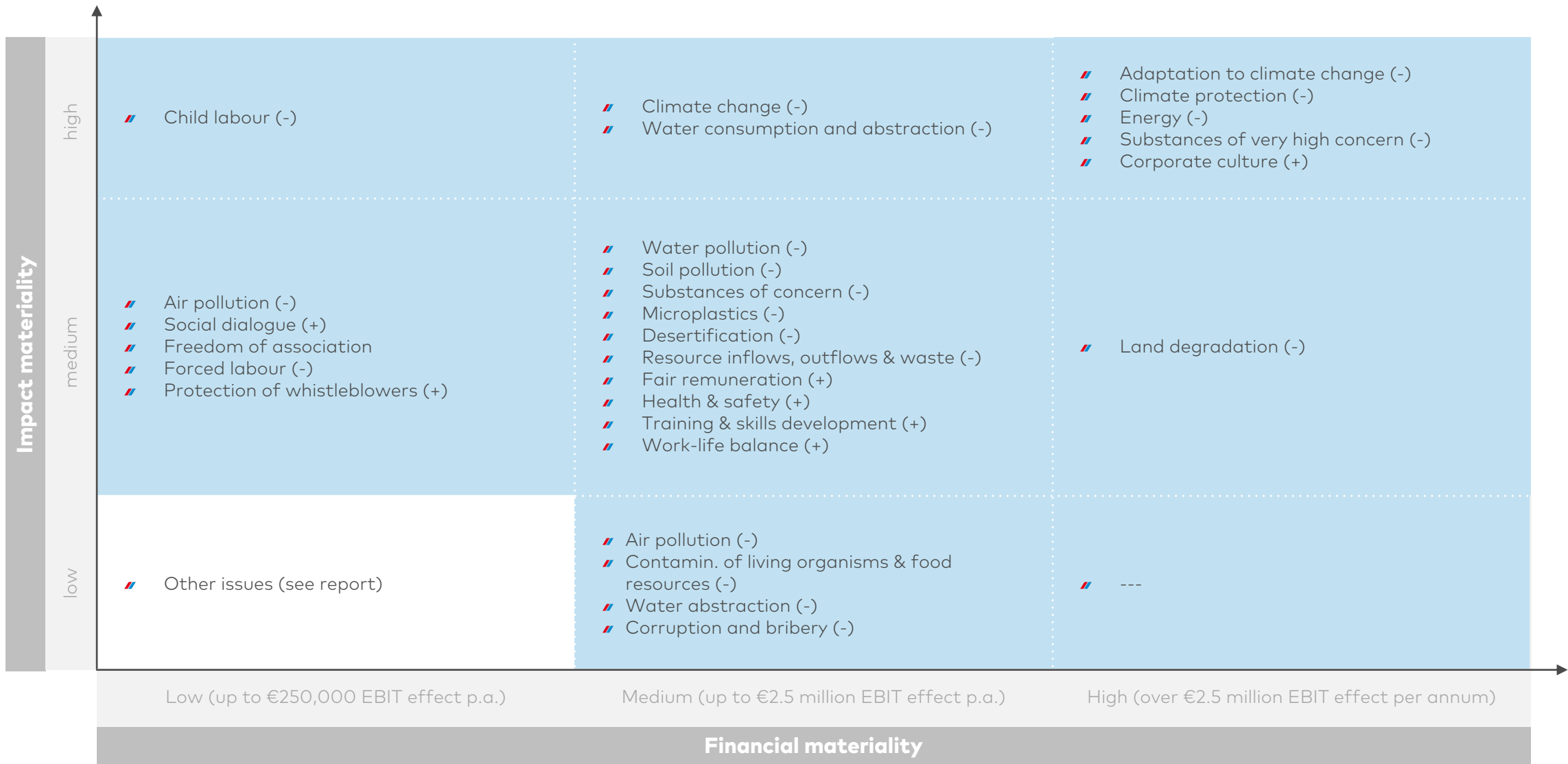


- 0.1 **Key Topics**
- 0.2 **KPI Development**
- 0.3 **Measures**

0.1 Key Topics

As part of a comprehensive double materiality analysis, taking our value chain into account and in collaboration with internal and external stakeholders, we identified those topics that are significant for the SALESIANER Group from an impact and/or financial perspective. These include, in particular:

Topic	Reason
Climate Change	Due to our energy consumption and energy mix, our textile procurement, and climate risks within the value chain
Water resources	Due to our direct water consumption in our laundries and our indirect water footprint in the value chain, particularly in relation to textiles
Environmental pollution	Due to production conditions in the textile supply chain
Biodiversity and ecosystems	Due to the importance of cotton in our textiles and thus for our business model
Resource use and circular economy	Due to the use of textiles and their recovery
Workforce in the value chain	Due to working conditions in the textile supply chain



0.2 KPI trends

Compared with our base year and the previous year, we were able to achieve some significant progress in our sustainability performance across the Group in the past financial year (FY). However, we also recognise that we must make further efforts to improve even further.

Topic	Key Performance Indicator (KPI)	Unit	FY 23/24 (base year)	FY 24/25	FY 25/26	Δ compared to the previous year in %	Δ compared to the base year in %	Target FY 30/31
Energy	Energy intensity including fuels	kWh/kg	1.48	1.44	1.45	+ 1 %	- 2 %	0.87 *
	Energy intensity excluding fuels	kWh/kg	1.22	1.19	1.20	+ 1 %	- 2 %	0.72 *
Greenhouse Gases	Greenhouse gas intensity Scope 1–3	CO ₂ e/€	0.36	0.30	0.31	+ 2 %	- 13 %	n/a
	Greenhouse gas intensity Scope 1–3	CO ₂ e/kg	0.71	0.63	0.67	+ 7 %	- 6 %	0.44
	Scope 1 greenhouse gas intensity	CO ₂ e/kg	0.27	0.27	0.27	- 1 %	+/- 0 %	0.14
	Scope 2 greenhouse gas intensity	CO ₂ e/kg	0.03	0.02	0.01	- 73 %	- 78 %	0.02
	Scope 3 greenhouse gas intensity	CO ₂ e/kg	0.42	0.33	0.40	+ 20 %	- 5 %	0.28
Water	Water intensity	l/kg	8.60	8.82	8.81	+ 1 %	+ 3 %	7.20
Detergents	Detergent intensity	g/kg	14.71	14.27	15.50	+ 9 %	+ 5 %	≤ 15
	Ecolabel share	%	26.06	43.71	49.21	+13 %	+ 89 %	≥ 50
Waste and Circular Economy	Residual waste intensity	g/kg	7.08	6.41	7.01	+ 9 %	- 1 %	2.50
	Packaging intensity	g/kg	1.57	1.58	1.43	- 10 %	- 9 %	1.20
	Reuse and recycling rates for textiles	%	55.36	75.02	69.16	- 8 %	+ 25 %	80.00
Supply Chain	Key suppliers with ESG rating	%	5	94	100	+ 6 percentage points	+ 95 percentage points	100 **
	Key suppliers with environmental certification	%	Not collected	71	71	+/- 0 %	---	100 **
Health and Safety	Workplace accidents per employee	Rate	0.067	0.043	0.048	+ 11 %	- 29 %	0.026

FY = Financial Year | € = Revenue | kg = Kilograms of laundry processed, excluding rewashing | * derived from science-based decarbonisation targets (SBTs) on the assumption that there would be no further change in the energy mix | ** Target FY 25/26

0.3

Measures

Topic	Rationale for KPI development	Current and planned measures
Energy	Increase in energy intensity, primarily due to shifts in the laundry mix, new sites and productivity changes related to processes and capacity utilisation	- Energy monitoring - Ongoing optimisation of processes, technology and electricity mix in CEE/SEE - Expansion and in-house use of photovoltaic systems - Switch to new washing processes ('Cool Chemistry', low temperature) - New, more energy-efficient machines (for replacement investments) - Conversion from gas- to steam-powered machinery - Sector coupling of waste heat - Use of biomass - Productivity gains and higher output - Implementation of energy projects in Wiener Neustadt as a major lever
Greenhouse Gases	Increase in total emissions due to Scope 3, particularly Scope 3.1 purchased goods (textiles) and services, as well as Scope 3.2 capital goods.	- Development and use of the 'T-LIFE' (Textile Lifespan Evaluation) tool - Textile procurement: Mandatory sustainability assessment for new items, review of existing items every two years, and consistent quality label management - Implementation of customer-specific projects - Implementation of pilot projects, including those involving alternative materials - Support for research projects such as ReSTex
Water	- Increased fresh water consumption due to hygiene and quality requirements, e.g. in Hungary - Expansion into Switzerland with higher water consumption - Increase in water intensity due to a changed laundry mix, e.g. in Serbia - Partial adjustment of wash programmes	- Reduction in water consumption in Switzerland by 8 l/kg - Switch to new washing processes ('Cool Chemistry') with lower water usage
Detergents	- Expansion into Switzerland with higher detergent consumption - Increase in detergent intensity due to a changed laundry mix, e.g. in Serbia - Countermeasures in response to customer complaints - Increase in the proportion of Ecolabel products through consistent supplier development	Switch to new washing processes ('Cool Chemistry') with lower detergent usage
Waste and Circular Economy	- Reduction, particularly of plastic packaging (-30 %), by persuading customers - Lower reuse and recycling rates, primarily due to changes in the laundry mix	- Intensification of cooperation with textile suppliers in the area of 'Circular Design' - Further expansion of recycling partnerships
Supply Chain	Improvement in KPIs due to consistent dialogue and follow-up	- Maintaining high coverage with existing key suppliers - Onboarding of new key suppliers in the area of sustainability
Health and Safety	Increase in workplace accidents per employee, primarily due to falls linked to the age structure (rise in days lost)	- Reduction in the causes of falls, such as water - Training/raising awareness among employees

General Disclosures (ESRS 2)



- 1.1 **Basis for preparation**
- 1.2 **Governance**
- 1.3 **Strategy**
- 1.4 **General disclosure requirements**
- 1.5 **ISO certifications**

1.1

Basis for preparation

*General principles for the preparation
the Sustainability Statement [ESRS 2 BP-1]*

Reporting level: This report is the consolidated non-financial or sustainability report of SALESIANER MIETTEX Beteiligungs GmbH, based in Vienna (Commercial Register number FN 94483 x), and its subsidiaries in Austria, Germany, Switzerland, Eastern and Southern Europe (hereinafter collectively referred to as: 'SALESIANER Group' or "SALESIANER"). The reporting covers the SALESIANER Group's own business activities as well as – insofar as relevant to the presentation of key sustainability aspects – upstream and downstream stages of the value chain.

As part of the supply chain assessment, particular emphasis was placed on the textile value chain. Special attention was paid to cotton production in Asia and East Asia, which was classified as critical in terms of potential environmental and social impacts.

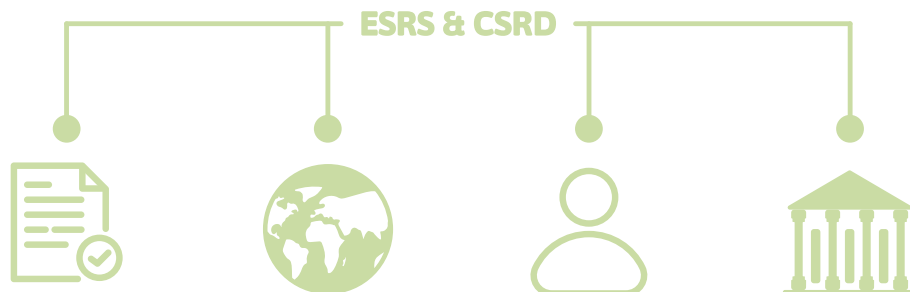
Reporting period: The reporting period covers the 2025/2026 financial year, which runs from 1 April 2025 to 31 March 2026. Unless otherwise stated, all information and data contained in this report relate to this period.

Reporting standard:

The SALESIANER Group's sustainability statement was prepared on a voluntary basis in accordance with the Corporate Sustainability Reporting Directive (CSRD) and the Simplified European Sustainability Reporting Standards (Simplified ESRS), which were in draft form at the time of preparation.*

materiality analysis:

In the 2024/2025 financial year, a comprehensive double materiality analysis was carried out involving internal and external stakeholders. In the past financial year, this analysis was reassessed as part of an internal review to ensure it remained up to date.



For further
information
or enquiries
please
please contact:

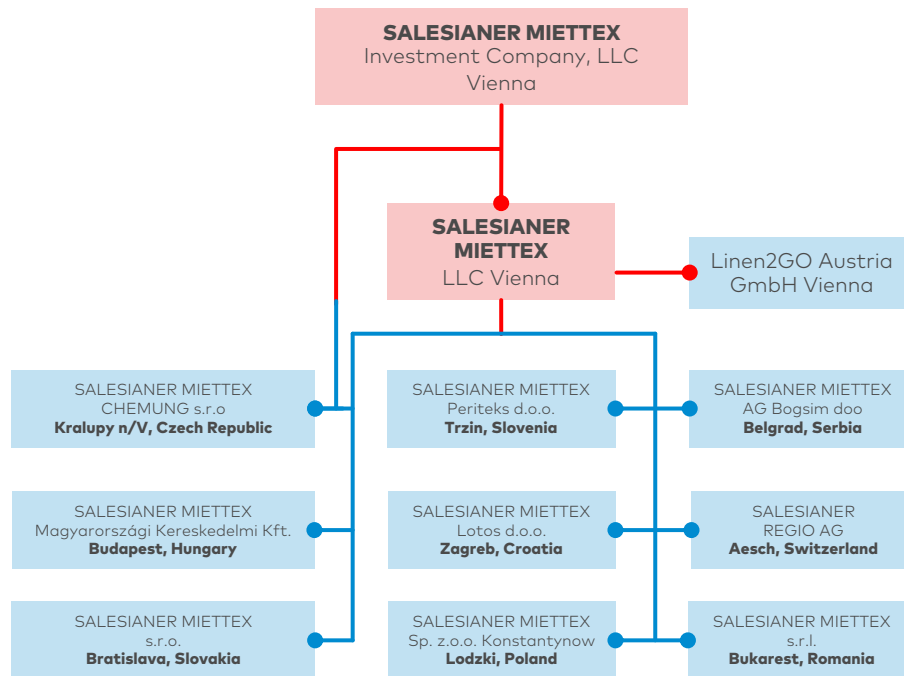
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1.2

Governance

The role of the management, executive and supervisory bodies [ESRS 2 GOV-1]

The management structure of the SALESIANER Group as at 31 March 2026 was:



(from left to right) Johann Kandelsdorfer (CFO), Romana Steinböck (CCO), Thomas Krautschneider (Managing Partner), Victor Ioane (CEO), Phillip-Sebastian Marchl (COO)

Management of SALESIANER MIETTEX GmbH as the operational parent company of all companies within the SALESIANER Group:

Thomas Krautschneider is responsible for overall management in his capacity as managing partner. Victor Ioane serves as Chief Executive Officer (CEO), Johann Kandelsdorfer as Chief Financial Officer (CFO), Romana Steinböck as Chief Customer Officer (CCO) and Phillip-Sebastian Marchl as Chief Operations Officer (COO). The management team is responsible for the strategic direction, the implementation of strategic objectives and the management of operational activities.



Christine Krautschneider
Chair (since 2010)



Simone Oremovic
Executive Vice President People,
Projects and Supply Chain,
RHI Magnesita (since 2018)



Michael Lagler
Partner, Schönherr
Lawyers (since 2010)



Franz Schweiger
Managing Director,
BF Consulting (since 2022)



Jörg Weselka
Chairman of the
Central Works Council
SALESIANER(since 2023)



Sandra Nelson
Deputy Chair of the
Central Works Council,
SALESIANS (since 2023)

Members of the Supervisory Board (as at 31 March 2026)

Supervisory Board of SALESIANER MIETTEX GmbH, the operating parent company of all companies within the SALESIANER Group:

The Supervisory Board is the company's highest supervisory body and consists of six members, equally divided into three women (50%) and three men (50%). The Chair of the Supervisory Board is Christine Krautschneider (since 2010). Other members of the supervisory board are: Simone Oremovic (RHI Magnesita, since 2018), Michael Lagler (Schönherr Rechtsanwälte, since 2010), Franz Schweiger (BF Consulting, since 2022), Jörg Weselka (Chairman of the Central

Works Council / employee representative, since 2023) and Sandra Nelson (Deputy Chair of the Central Works Council / employee representative, since 2023). The supervisory board is nominated annually at the shareholders' meeting and has no conflicts of interest. Its responsibilities include the professional oversight and management of the company, with a focus on economic, environmental, social, integrity and compliance matters. The supervisory board has consistently been granted full discharge, including for the financial year 2025/2026.

Informing the Supervisory Board about IROs:

The Supervisory Board is informed about material sustainability issues, opportunities and risks at quarterly meetings and through management reports and annual reports. It issues strategic guidelines to the Management Board, which delegates their implementation to downstream units and reports on progress. In addition, the Head of Sustainability reports personally to the supervisory board at least once during the financial year and, where necessary, also during the year.

Key focus areas for the administrative, management and supervisory bodies:

The administrative, management and supervisory bodies of the SALESIANER Group regularly address key sustainability aspects:

Environmental issues: The focus is on climate change, energy consumption, environmental pollution, waste management and resource use. Measures to reduce environmental impact are developed and implemented.

Social issues: Working conditions, staff development, diversity and inclusion, health and safety at work, and the social impact on communities are analysed and promoted. Measures to improve the company's social performance are implemented.

Governance issues: Issues such as corporate governance, ethical business practices, anti-corruption and transparency are monitored. It is ensured that governance structures comply with recognised standards.

Progress review and implementation of measures:

Progress review: The governing bodies regularly monitor the implementation of the sustainability strategy and assess performance using key performance indicators and reports. Corrective measures are initiated where necessary.

Implementation of measures: Projects and initiatives are implemented to achieve the company's sustainability goals and continuously improve sustainability performance. This structured approach promotes the long-term integration of environmental, social and governance aspects into the SALESIANER Group's business strategy.

Organisational structures and collaboration:

To ensure that sustainability considerations are taken into account in all decision-making processes, specific organisational structures and mechanisms have been established.

Central Sustainability Unit: This unit has been in place since 1 January 2023 and reports directly to the Executive Board and the supervisory board. It is supported by the Integrated Management Systems (IMS) department and other central departments such as Technology Management, Plants, Supply Chain Management (SCM), Legal and Human Resources (HR). This underscores the high priority given to sustainability within the company.

Sustainability Steering Group: This interdisciplinary committee – comprising the departments of Sustainability, Supply Chain Management, Technology Management, Integrated Management Systems, Human Resources, Logistics, Legal, Sales, Commercial Management, Marketing and IT – meets every four to six weeks to drive the sustainability strategy forward on an interdisciplinary basis and to coordinate key projects and topics across departments.

Sustainability Jour Fixe: The Head of Sustainability coordinates with the Chief Financial Officer (CFO) every two weeks regarding ongoing and planned activities, and with other members of the Executive Board as required.

Inclusion of sustainability-related performance in incentive schemes [ESRS 2 GOV-2]

Description of the characteristics of the incentive schemes / future proportions and planned specific targets: Although SALESIANER does not currently have a dedicated incentive scheme under the heading 'Sustainability', there are nevertheless individual target agreements at management and staff level that include such sustainability criteria

(e.g. reduction in energy, water and chemical consumption) and are derived from the strategic objectives (see section 2 onwards). Furthermore, sustainability is an integral part of the SALESIANER Strategy 2030 with corresponding targets, which in turn are incorporated into individual target agreements.

Statement on Due Diligence [ESRS 2 GOV-3]

Through its vision, mission statement, commitment to sustainable action and a corresponding Code of Conduct and Ethics for both employees and suppliers, the SALESIANER Group has committed itself to exercising due diligence with regard to human rights and environmental standards throughout the entire value chain. This includes:

Environmental standards: The SALESIANER Group works to ensure that all environmental standards are met. This includes reducing emissions, the responsible use of resources and minimising environmental impact.

Supplier management: The SALESIANER Group works closely with its suppliers to ensure that they also comply with due diligence requirements regarding human rights and environmental standards. This includes regularly reviewing supplier performance and implementing measures to improve standards.

Human rights: The SALESIANER Group ensures compliance with human rights in all business areas and throughout the entire value chain. This includes the prevention of child labour, forced labour and discrimination, as well as the promotion of fair working conditions.



Lidya Acikgöz
Legal



Andreas Schrollenberger
Supply Chain Management



Frank Frachetti
Logistics



Andreas Petö
Human Resources



Mathias Nell
Sustainability & Grants



Michael Celeric
Sales



Paul Hauer
Technology Management



Matthias Paar
Integrated Management
Systems



Natascha Schuster
Marketing



Johann Kandelsdorfer
Chief Financial Officer (CFO)



Michael Eder
IT

Risk assessment: The SALESIANER Group also carries out regular risk assessments as part of its ISO certifications (9001, 14001, 27001, 45001, 50001...) to identify and evaluate potential risks relating to human rights and environmental standards. This enables proactive management and minimisation of risks.

Reporting and transparency: The SALESIANER Group reports regularly on its measures to comply with due diligence obligations. This includes the publication of reports and providing information to stakeholders. For example, upon request, customers receive an overview of supplier certifications (e.g. ISO 9001, ISO 14001) and quality labels (e.g. OEKO-TEX 100, Green Button, Fairtrade) associated with their rental linen.

Procedure for fulfilling due diligence obligations: The SALESIANER Group has developed a comprehensive procedure to fulfil its due diligence obligations, in order to ensure as far as possible that environmental and social standards are upheld throughout the entire supply chain. This procedure is based on a four-stage management system:

- 1. Commitment:** Through our Code of Conduct and Ethics for Suppliers, we commit our suppliers to fundamental, universally recognised principles that are important to us, including environmental and climate protection.

- 2. Self-declaration:** Key suppliers with an annual procurement volume exceeding €100,000 must demonstrate their commitment to sustainability through a comprehensive self-declaration. A solution accredited by the Global Reporting Initiative (GRI) is used for this purpose.
- 3. Monitoring:** With the help of this external system, our key suppliers are subject to ongoing monitoring of their sustainability performance.
- 4. Measures:** Where necessary or appropriate, we take preventive, supportive and reactive measures or conduct audits to ensure compliance with sustainability standards and the requirements set out in our Supplier Code of Conduct.

These steps help us to identify and assess risks in the supply chain, carry out targeted due diligence checks and, as far as possible, ensure that our supply chain is structured in a sustainable and responsible manner. These checks are carried out in accordance with the requirements of relevant EU directives on sustainability and due diligence assessments.

Risk management and internal controls Sustainability Reporting [ESRS 2 GOV-4]

Risk management: The SALESIANER Group has implemented a risk management system designed to identify, assess and manage potential risks at an early stage. This system comprises various procedures and controls intended to ensure that all relevant risks associated with non-financial reporting are taken into account. Material components include:

Risk assessment: Regular assessment of risks by the Sustainability department (e.g. as part of materiality analysis, analysis of physical climate risks, legal monitoring) as well as the Commercial Management division and the Integrated Management Systems (IMS) department in collaboration with other relevant departments.

Monitoring and control: Implementation of internal control mechanisms to ensure compliance with established standards and procedures.

Reporting: Transparent communication of the identified risks and the measures taken to the management and other stakeholders

Risk assessment: The risk assessment approach at SALESIANER is based on a systematic analysis and evaluation of potential risks that could affect the company's sustainability objectives. The methods include:

Qualitative and quantitative analyses: A combination of qualitative assessments and quantitative measurements to obtain a comprehensive picture of the risks.

External assessments: Involving external experts to ensure the quality and timeliness of data and to carry out independent assessments

The most significant sustainability risks identified include:

Environmental risks: Risks related to greenhouse gas emissions, energy consumption and waste management.

Social risks: Risks related to occupational safety and the supply chain.

Compliance risks: Risks relating to compliance with legal and regulatory requirements.

Internal controls for sustainability reporting:

To ensure a relevant and comprehensive report containing accurate data, SALESIANER has involved a number of key stakeholders and taken measures, including:

- /// This report was prepared, reviewed and approved in accordance with the dual-review principle, with the involvement of the relevant specialist departments. This ensures that potential errors are identified and rectified.
- /// Given the significance of the report, we engaged a sustainability consultancy for the double materiality analysis in the 2024/2025 financial year.
- /// To determine greenhouse gas emissions and our Corporate Carbon Footprint (CCF), we use a service and consultancy provider whose solution has been developed in accordance with the relevant scientific standards (Greenhouse Gas Protocol, Science-based Targets Initiative, ISO 50001) and legal requirements (CSRD).



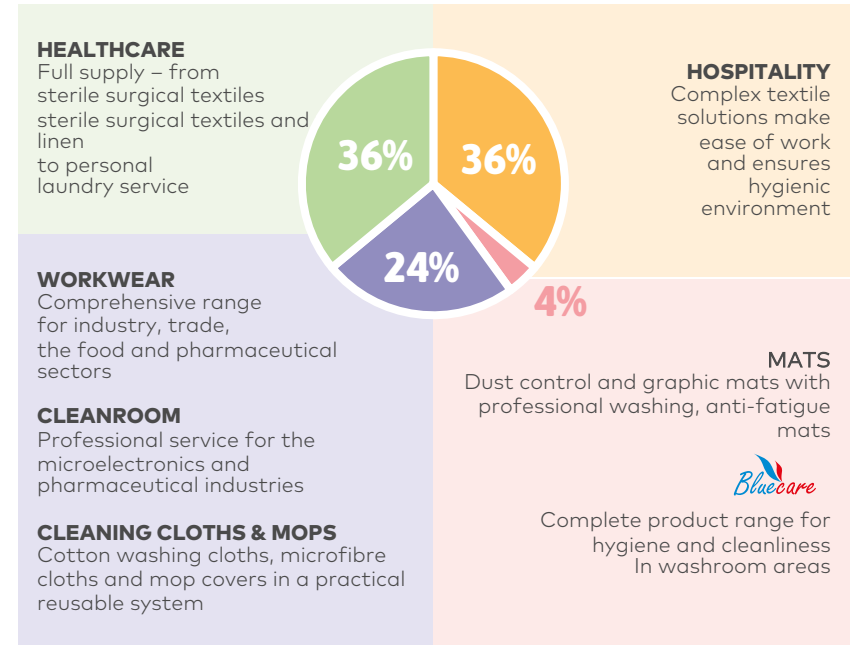
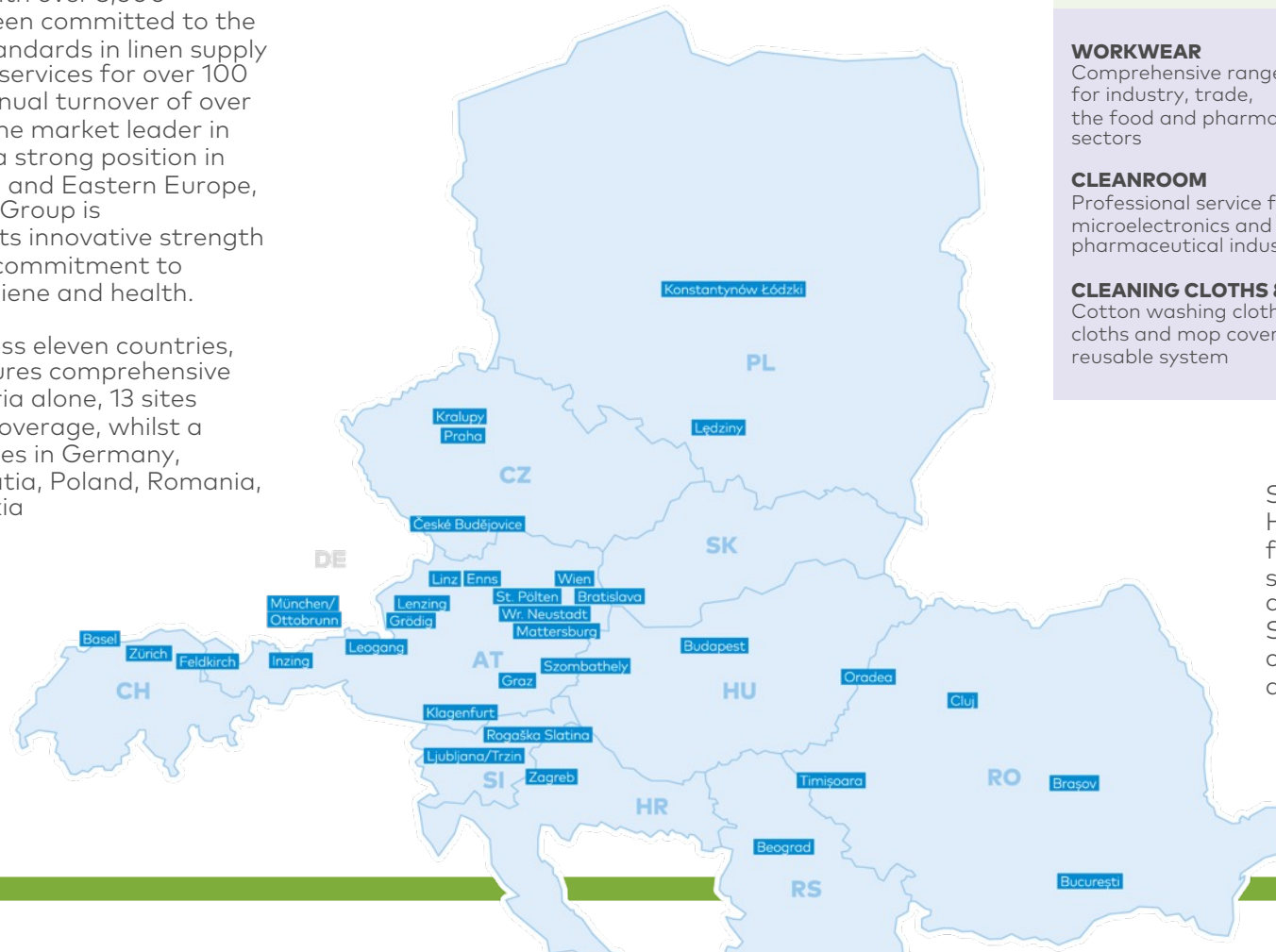
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Strategy

Strategy, business model and value chain [ESRS 2 SBM-1]

SALESIANER is an Austrian family-run business which, with over 3,600 employees, has been committed to the highest quality standards in linen supply and rental textile services for over 100 years. With an annual turnover of over €300 million, as the market leader in Austria and with a strong position in Central, Southern and Eastern Europe, the SALESIANER Group is characterised by its innovative strength and a consistent commitment to sustainability, hygiene and health.

With 32 sites across eleven countries, the company ensures comprehensive coverage. In Austria alone, 13 sites provide regional coverage, whilst a further 20 branches in Germany, Switzerland, Croatia, Poland, Romania, Serbia and Slovakia



Slovenia, the Czech Republic and Hungary. The core business comprises a full textile supply for the healthcare sector, Hotels and restaurants, as well as industry and commerce. SALESIANER also offers solutions for cleanroom textiles, washroom hygiene, and designer and dirt-trapping mats.

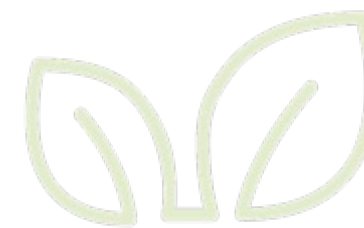
The SALESIANER Group's sustainability strategy is an integral part of its business model and value chain.



VISION

Together, we take **responsibility** for our customers, fellow human beings and future generations.

Through **innovation** and **technology**, we make the world a more hygienic and safer place.



MISSION

People and our **environment** are at the heart of everything we do.

As a reliable partner we create added value for our customers. **Enthusiasm** and **trust** form the basis of our commercial success.

We guarantee impeccable **hygiene** and **safety** through high-quality textile services and certified processes.

Business model: SALESIANER's business model is designed to create long-term value for all stakeholders. This involves providing high-quality services and products that meet the highest sustainability standards. SALESIANER was a pioneer in the sharing and circular economy with the introduction of rental textiles 50 years ago and has since built up extensive expertise in the procurement of high-quality textiles.

Business and sustainability strategy: SALESIANER aims to consolidate its position in its home market of Austria through regional supply to its customers and to further expand in the Central and Eastern European (CEE/SEE) markets as well as in Switzerland. The SALESIANER Group's business strategy focuses primarily on market penetration, market development and product development. To protect our competitive interests, this report does not go into further detail regarding the business strategy.

The business strategy is supported by a comprehensive sustainability strategy based on the principles of environmental, social and legal/ethical sustainability. This strategy aims to promote and embed sustainable practices across all business areas and markets, and to take a pioneering role wherever possible.

Our sustainability strategy is therefore an integral part of the overarching business strategy and is founded on the understanding that the SALESIANER Group can only maintain and expand its position in the long term and across generations through an integrated approach to economic, environmental, social and legal sustainability. This stems, on the one hand, from regulatory requirements, but on the other hand also from the requirements of our customers as well as changing environmental and social conditions. We see sustainable business practices as our 'licence to operate' both today and tomorrow.

In the area of environmental sustainability, for instance, we have clear and time-bound targets regarding

climate protection, energy consumption, water consumption, chemical use, waste and in our collaboration with our suppliers.

In the area of social sustainability, we focus primarily on occupational health and safety, customer safety, and, with regard to our suppliers, on uncompromising compliance with, for example, human rights. Here too, there are clear targets and the responsibilities and measures derived from them.

In the area of legal and ethical sustainability, the SALESIANER Group pursues a zero-tolerance policy.

Only clean business is SALESIANER business, which is why the clear objective is that there must be no misconduct in key compliance areas such as corruption and bribery, fair competition or data protection.

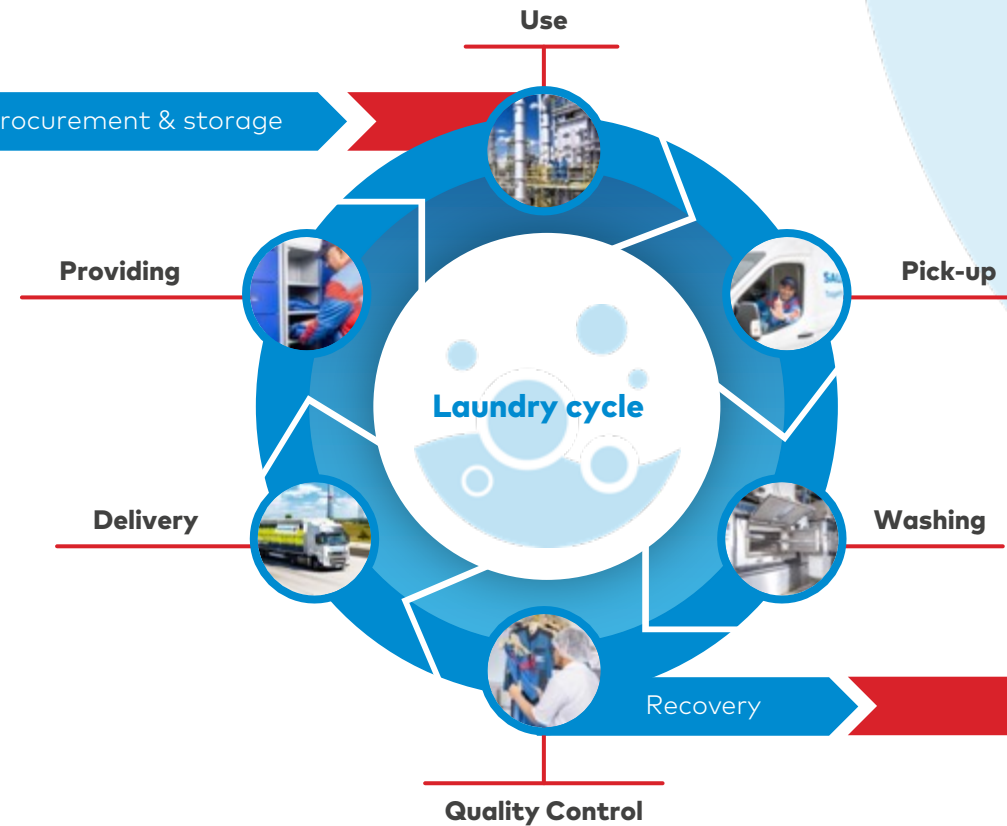
The specific objectives, their rationale and assessment – for example, with regard to product groups and key strategic challenges – can be found in the following sections of the report.



Value Chain:

The SALESIANER Group's value chain is essentially composed of the following links:

- 1. Sales & After-Sales**
Acquiring new customers and supporting existing ones.
- 2. Textile procurement & storage**
Purchasing of textiles via central procurement, inbound and outbound logistics, and storage in the central warehouse.
- 3. Use**
Use of the textiles and our services by our customers.
- 4. Pick-up**
Pick-up of textiles using our own vehicle fleet and transport to our laundries.
- 5. Washing**
Washing and care of the textiles in our own laundries and, where necessary, partner laundries.
- 6. Quality control**
Inspection of textiles, replacement where necessary, and carrying out repairs. Where appropriate, removal of textiles and transfer for recovery **(end of life)**.
- 7. Eelivery**
Delivery of textiles to customers using our own vehicle fleet.
- 8. Providing**
Providing textiles to our customers, e.g. also in so-called Smart Rooms.



Stakeholder interests and views [ESRS 2 SBM-2]

SALESIANER attaches great importance to taking into account the interests and viewpoints of its stakeholders when developing its sustainability strategy. This includes:

- Stakeholder identification:** We have identified the relevant stakeholders who are affected by or have an influence on the company's business activities. Stakeholders include employees, customers, suppliers, investors, local communities and regulatory authorities.
- Stakeholder engagement:** We conduct regular dialogues and feedback sessions with stakeholders to understand their needs and concerns. This includes face-to-face meetings, surveys, workshops and online platforms.
- Consideration of interests:** We take stakeholders' interests and viewpoints into account when developing and implementing the sustainability strategy. This includes integrating stakeholder feedback into strategic planning and adapting measures in line with stakeholders' needs.
- Transparency and communication:** We ensure that communication with stakeholders is transparent and open. This includes regular reporting on

progress and challenges in the area of sustainability, as well as providing information on the company's measures and initiatives.

- Partnerships and collaborations:** We work closely with our stakeholders to achieve shared sustainability goals. This includes forming partnerships and collaborations with other companies, NGOs and public institutions.
- Stakeholder engagement:**
 - Employees:** We gauge our employees' satisfaction through, among other things, regular online surveys and during face-to-face discussions (e.g. employee appraisals). In addition, the Sustainability Department engages in regular dialogue with employees through site and operational visits, training sessions and workshops
 - Customers:** We conduct regular (at least annual) surveys to measure customer satisfaction and identify areas for improvement. The Sustainability Department also accompanies sales and after-sales colleagues on customer visits to record their sustainability requirements and integrate them strategically and operationally.

- Suppliers:** In particular, our key suppliers (those accounting for more than 1% of the total monetary procurement volume over the last three financial years, or more than 10% of the business unit's monetary procurement volume over the last three financial years, or those based in a potential risk country) are regularly assessed on their sustainability performance to ensure they meet our high standards. Furthermore, as with customers, we maintain regular dialogue with our suppliers to keep abreast of new products and services related to sustainability.
- Banks:** Regular meetings and reports keep our banks informed about progress and challenges in the area of sustainability. For example, our main banks have access to the so-called ESG Data Hub of the Austrian Control Bank (OeKB).
- Society:** We frequently accept invitations to public events and conferences, on the one hand to present our sustainability strategy and measures, and to gather suggestions for improving our sustainability performance.

Our stakeholders' priorities are increasingly shifting from purely technical issues to more holistic topics. More and more stakeholders are demanding evidence on a wide range of topics, including:

- Process quality:** Ensuring the high quality of our services, e.g. through ISO certifications.
- Responsible procurement:** Assessing our suppliers' sustainability to ensure they adopt sustainable practices.
- Greenhouse gas emissions and energy-efficient solutions:** Developing and implementing scientifically sound targets to reduce greenhouse gas emissions and improve energy efficiency.
- Health and safety:** Ensuring the safety of our customers and employees through strict safety standards and regular training.

The members of the supervisory board are informed by the relevant departments (including Sustainability) as part of the reporting on the views and interests of key stakeholder groups of materiality.

Interactions between material impacts, risks and opportunities and the strategy and business model [ESRS 2 SBM-3]

SALESIANER MIETTEX's business model is based on a circular, service-oriented approach in the rental textiles sector and is inextricably linked to the company's sustainability strategy. Sustainability is an integral part of the strategic direction and forms an essential basis for business decisions.

The value chain extends from the procurement of textiles and services, through the company's own operational activities, to the reuse and recovery of textiles. Material sustainability impacts arise along this value chain, which are systematically analysed and integrated into the company's management.

These impacts arise primarily from the following areas of materiality:

- Upstream value chain** Environmental and social impacts arise in particular from the manufacture of textiles, e.g. through land use, the use of chemicals, and potential risks relating to working conditions and human rights.
- Own operational activities** The provision of services (washing, care, logistics) leads to the consumption of resources, particularly energy, water and detergents, and thus has a direct impact on the climate and the environment.
- Downstream value chain** The reuse, recycling and recovery of textiles result in both negative and significant positive impacts, particularly with regard to waste prevention and resource efficiency.

At the same time, the business model is designed to achieve targeted positive sustainability impacts, particularly by extending the useful life of textiles and promoting a closed-loop system.

The risks and opportunities derived from these impacts are systematically analysed and influence both the business model and strategic management along the entire value chain.

This gives rise in particular to the following material risk categories:

- Environmental and climate risks** Risks arising from energy consumption, emissions and regulatory requirements in connection with climate protection measures, as well as risks, for example, in connection with winter tourism in Austria
- Supply chain and compliance risks** Risks arising from potential breaches of environmental and social standards by suppliers
- Resource risks** Dependencies on raw materials and trends in their prices and availability (e.g. cotton)

In contrast, material opportunities arise in particular from:

- Growing demand for (sustainable) solutions** Rising demand, for example, for healthcare solutions, partly as a result of demographic change combined with heat stress, as well as increasing customer expectations regarding sustainable services and products
- Efficiency gains through innovation** Technological developments to reduce resource consumption and emissions
- Competitive advantages through sustainability positioning** Differentiation through certifications, ratings and transparent sustainability performance

These opportunities contribute to strengthening the business model and securing long-term competitiveness.

For the coming financial year 2026/2027, we have planned a more in-depth, quantitative analysis, focusing primarily on risks and opportunities, as part of SALESIANER's long-term strategy.

Description of the process for identifying and assessing of material impacts, risks and opportunities [ESRS 2 IRO-1]

Explanation of the material IROs* :

This report contains our materiality matrix, which serves as the basis for our sustainability framework. This was developed in the 2024/2025 financial year in accordance with the requirements of the CSRD and with the involvement of our stakeholders, and was updated in the 2025/2026 financial year. The topics defined in the materiality matrix determine the priorities for our sustainability strategy, the focus of this report and our sustainability targets. The methods and assessment procedures are explained in more detail in the following chapter.

Results of the double materiality analysis: The SALESIANER Group has identified several material impacts, risks and opportunities (IROs) related to its sustainability strategy and business model. The standard-related impacts, opportunities and risks are described in the respective section.

Explanation of non-material

Topic "Affected Communities": Whilst the sub-topics included in S3, such as adequate housing or nutrition, may play a role particularly within the supply chain, both the impact that SALESIANER may have on these topics and the financial implications were considered to be very low or low, and thus below the defined materiality threshold.

Indication of the expected time horizons:

The expected time horizons for the material IROs vary depending on the nature of the challenge or opportunity. Short-term time horizons refer to impacts, risks or opportunities that are likely to occur within one year (within the reporting period), whilst medium-term time horizons cover 1–5 years and long-term time horizons extend beyond 5 years. The time horizons are listed in the respective topic-specific chapter in relation to impacts, risks and opportunities.

Methods and assumptions: Key topics were already identified and reported in previous reports in accordance with the Global Reporting Initiative (GRI) guidelines. For this report, we carried out the dual materiality analysis in accordance with the requirements of the CSRD and ESRS in the following steps:

- 1. Research:** Identification of relevant topics and development of a long list. Consolidation and prioritisation of the results to develop a short list. Description of the IROs.
- 2. Assessment:** Identification and assessment of the impacts of our business activities on the environment and society (impact materiality / inside-out perspective) as well as financial impacts (financial materiality / outside-in perspective)
- 3. Prioritisation:** Ranking of key topics and development of a materiality matrix

The assessment of key topics was carried out both against the backdrop of the SALESIANER business model

of SALESIANER and by taking the value chain into account. With regard to the value chain, the focus was on the cultivation of cotton for the production of textiles.

Both internal and external stakeholders were involved in the materiality analysis. Following the identification and description of potential impacts, risks and opportunities, a comprehensive assessment was carried out.

Stakeholder engagement

To identify the relevant issues, external stakeholders, in particular customers, suppliers and banks, were surveyed in online meetings last year. Stakeholders were selected based on their significance to the SALESIANER Group. The surveys were conducted by subject matter experts such as sustainability managers, procurement managers and owners. An NGO was specifically consulted to assess environmental issues such as biodiversity and ecosystems, as well as social issues within the value chain.

In addition to external stakeholders, internal stakeholders, including senior management, were also taken into account in the relevance analysis. Furthermore, employee surveys on key topics from previous years were incorporated into the overall assessment.

The identification of impacts, opportunities and risks associated with relevant topics was carried out in collaboration with internal stakeholders. This involved the Sustainability Department for environmental issues, Human Resources management for social issues relating to the company's own workforce, Supply Chain Management for social issues within the value chain, operational management – particularly for governance issues – and the Chief Financial Officer (CFO) for financial Materiality. All IROs were subsequently aligned with external consultants and further refined in a second round together with all stakeholders. The IROs were also finalised in consultation with the Executive Board.

For the current financial year, key stakeholders were again involved in updating the assessment of the issues classified as having materiality in the previous year.

Information on assessment procedures

The IROs were assessed using the EFRAG* methodology.

The underlying scoring model for weighting was developed in collaboration with an external consulting partner. The assessment of the IROs was carried out by specialist staff and managers within the organisation. In addition, the entire process was accompanied and supported by external expertise.

- 1. Assessment:** Impacts were assessed according to the criteria of magnitude, scope, reversibility and probability, and risks and opportunities according to the criteria of magnitude and probability. A uniform scale was used for all assessment criteria, where 0 represents the lowest and 5 the highest impact or maximum probability of occurrence. Environmental, social and governance impacts were considered and presented separately in the impact description.
- 2. Weighting:** A score was calculated for each assessed impact, risk and opportunity. In addition, a threshold was set to determine materiality.
- 3. Identification of key topics:** All topics with a score at least equal to the defined materiality threshold were classified as material – regardless of whether this value was achieved in the context of impact materiality or financial materiality. Furthermore, it was checked whether topics assessed as relevant in previous materiality analyses were no longer included in the current assessment. Where applicable, such topics were also considered material.

Dates for the next review of the materiality analysis:

The materiality analysis is reviewed annually and adjusted in the event of changes, for example, to exogenous factors such as climatic developments, as well as to business activities and locations.



ESRS disclosure requirements covered by the company's sustainability statement [ESRS 2 IRO-2]

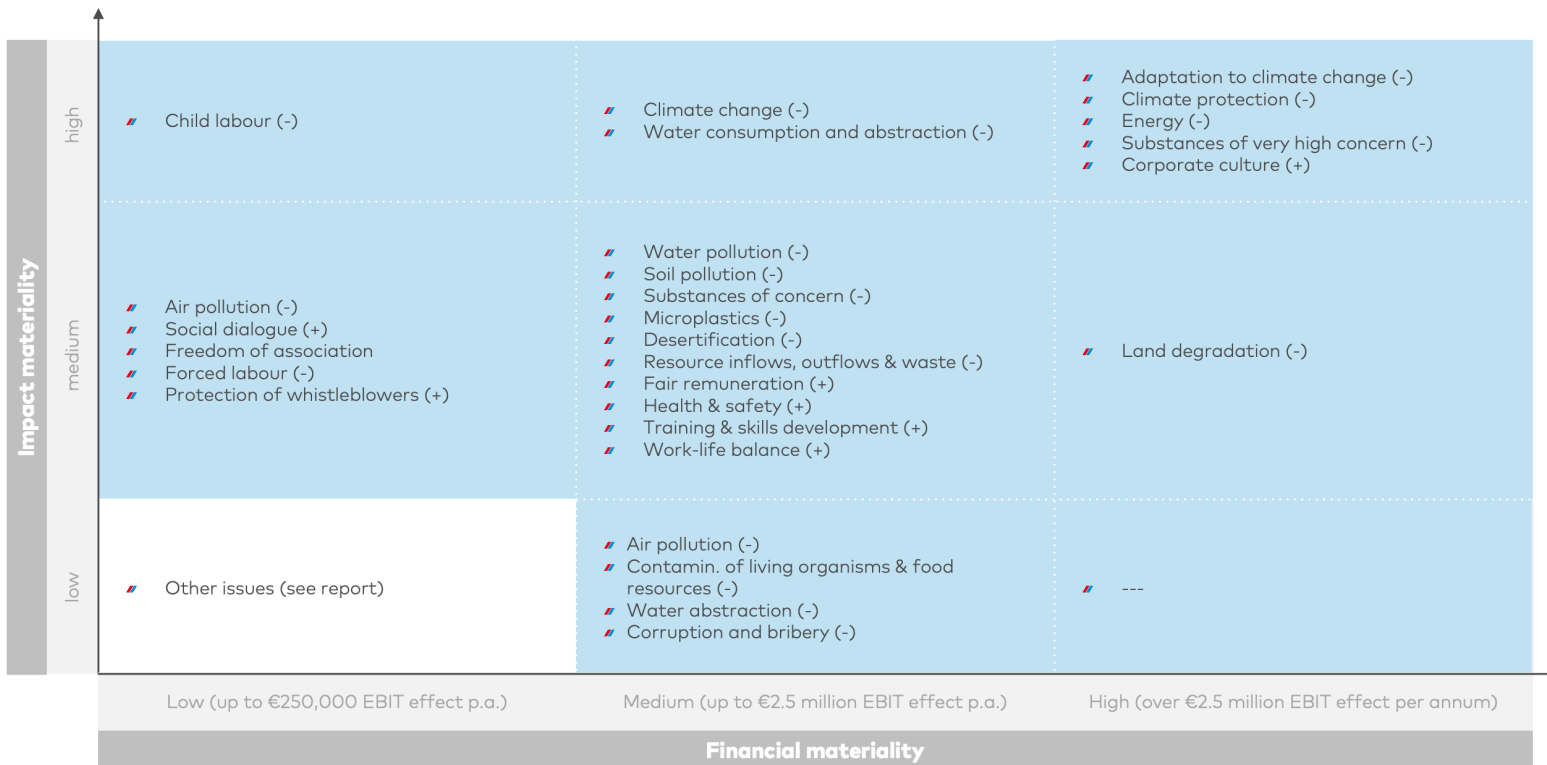
Key topics: The materiality analysis shows that several issues exhibit dual materiality, including climate change, environmental pollution, biodiversity and ecosystems, resource use and the circular economy, as well as workforce and corporate governance. In these areas, SALESIANER's activities have an impact on both the environment and society, whilst at the same time, external

factors may influence the company's financial position.

For other issues, such as water, labour in the value chain, and consumers and end-users, however, only impact significance was identified, whilst no financial materiality was found.

materiality aspect	key topics
Pure impact significance Impact Materiality	E3: Water S2: Workforce in the value chain S4: Consumers and end users
Pure financial materiality Financial materiality	---
Double materiality Double Materiality	E1: Climate change E2: Environmental pollution E4: Biodiversity and ecosystems E5: Resource use and circular economy S1: The company's workforce G1: Corporate governance
Not material Non-material	S3: Affected communities

Particularly significant (potentially) negative impacts were identified in relation to the sub-themes 'Adaptation to climate change, climate protection and energy' and 'substances of very high concern'. By contrast, corporate culture was assessed – in consultation with stakeholders – as having a particularly positive influence. Further details on the respective IROs can be found in the topic-specific sections from Chapter 2 onwards.



Environmental sustainability

Key Issues	Key Sub-Topics
E1: Climate change see Section 2	Adaptation to climate change, climate protection, Energy
E2: Environmental pollution see Section 3	Air pollution, water pollution, soil pollution, Contamination of living organisms, Substances of (Particular) Concern, microplastics
E3: Water see Section 4	Water abstraction and wastewater
E4: Biodiversity and ecosystems see Section 5	---
E5: Resource use and circular economy See Section 6	Resource inflows and outflows, waste

Social sustainability

Key Issues	Key Sub-Topics
S1: The company's workforce see Section 7	Working conditions, equal opportunities, other work-related rights (e.g. data protection)
S2: Workers in the value chain see Section 8	Working conditions, equal opportunities, Other labour-related rights (e.g. child labour)
S4: Consumers and end users see Section 9	Personal safety of consumers and end users

Legal sustainability (governance/compliance)

Key Issues	Key Sub-Topics
G1: Corporate governance see Section 10	Corporate culture, whistleblower protection, supplier management and payment practices, corruption and bribery

HYGIENE GUARANTEE

Your bed and bath linens are professionally cleaned
and disinfected in accordance with highest hygiene
standards.



SALESIANER

1.4

General disclosure requirements*Approaches to addressing material sustainability issues [ESRS 2 GDR-P]*

The approaches to addressing material sustainability aspects are presented in the relevant section on key topics to ensure a smooth reading flow.

Key figures for managing material sustainability topics [ESRS 2 GDR-M]

The key figures relating to key sustainability aspects are presented in the relevant section under the key topics to ensure a smooth reading flow.

Measures and resources for managing sustainability issues of materiality [ESRS 2 GDR-A]

The measures and resources relating to material sustainability aspects are presented in the relevant section on key topics to ensure a smooth reading flow.

Targets for managing material sustainability issues [ESRS 2 GDR-T]

Salesianer has defined targets for managing sustainability issues of materiality and has listed these in the relevant section on the topic.



1.5 ISO certifications

	ISO 14001		ISO 50001		ISO 45001		ISO 9001		ISO 30415		ISO 27001		ÖNORM EN14065		ISO 22000		ISO 13485	
COUNTRY/Location	YES/ NO	Valid until	YES/ NO	valid until	YES/ NO	valid until	YES/ NO	valid until	YES/ NO	valid until	YES/ NO	valid until	YES/ NO	valid until	YES/ NO	valid until	YES/ NO	valid until
Austria (AT)																		
SALESIANER MIETTEX GmbH (Vienna incl. central warehouse)	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	YES	27/10/28	YES	8 July 2026	YES	24/09/26			YES	03/04/28
SALESIANER MIETTEX GmbH: Enns branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				YES	24/09/26			YES	03/04/28
SALESIANER MIETTEX GmbH: Grödig branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				NO					
SALESIANER MIETTEX GmbH: Graz branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				YES	24/09/26				
SALESIANER MIETTEX GmbH: Klagenfurt branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				YES	24/09/26			YES	03/04/28
SALESIANER MIETTEX GmbH: Inzing branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				via RAL	31/12/26				
SALESIANER MIETTEX GmbH: Lenzing branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				YES	24/09/26	YES	16/10/26		
SALESIANER MIETTEX GmbH: Leogang branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				NO					
SALESIANER MIETTEX GmbH: Linz branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				NO					
SALESIANER MIETTEX GmbH: Wiener Neustadt branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	YES	27/10/28			YES	24/09/26			YES	03/04/28
SALESIANER MIETTEX GmbH: Mattersburg branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				NO					
Coverage in Austria (AT):	100%		100%		100%		100%		18%		9%		64%		9%		36%	
Central and South-Eastern Europe (CEE/SEE)																		
Romania																		
SALESIANER MIETTEX s.r.l: Bucharest site	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				YES	24/09/26				
SALESIANER MIETTEX s.r.l: Oradea branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				YES	24/09/26				
SALESIANER MIETTEX s.r.l: Brasov branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				YES	24/09/26				
Hungary																		
SALESIANER MIETTEX Magyarországi Kft.: Location Budapest	YES	24/09/26	YES	24 September 2026	YES	14/09/26	YES	24/09/26	NO				NO					
SALESIANER MIETTEX Magyarországi Kft.: Szombathely branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				NO					
Slovakia																		
SALESIANER MIETTEX s.r.o.: Bratislava site	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				YES	24/09/26				
Czech Republic																		
SALESIANER MIETTEX CHEMUNG s.r.o.: Budweis (Kralupy) site	YES	24/09/26	NO		NO		YES	24/09/26	NO				About TZU	04/12/26				
Poland																		
SALESIANER MIETTEX Sp. z o.o.: Lodz site	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				via WFK	19/03/28				
Ledziny site	YES	24/09/26	YES	24/09/26	YES	14 September 2026	YES	24/09/26	NO				NO					
Slovenia																		
SALESIANER MIETTEX PERITEKS d.o.o: Trzin site	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				via RAL	31/12/26				
SALESIANER MIETTEX PERITEKS d.o.o: Rogaska Slatina branch	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				via RAL	31/12/26				
Croatia																		
SALESIANER MIETTEX Lotos d.o.o.: Zagreb site	YES	24/09/26	YES	24/09/26	YES	14/09/26	YES	24/09/26	NO				via RAL	31/12/26				
Serbia																		
SALESIANER MIETTEX DOO: Belgrade office	YES	24/09/26	NO		YES	14/09/26	YES	24/09/26	NO				YES	24/09/26				
Coverage of Central and South-Eastern Europe (CEE/SEE):	100%		85%		92%		100%		0%		0%		69%		0%		0%	
Coverage SALESIANER MIETTEX GmbH (Group):	100%		92%		96%		100%		9%		4%		67%		4%		17%	

2 Climate change (ESRS E1)



- 2.1 **Materiality**
- 2.2 **Climate Transition Plan**
- 2.3 **Climate-related risks and scenario analysis**
- 2.4 **Climate resilience**
- 2.5 **Status and measures**

2.1

Materiality

Impacts, risks and opportunities

Climate change represents one of the greatest global challenges of our time – with potentially far-reaching economic, environmental and social consequences. As one of Europe's leading companies in the field of textile management, SALESIANER is aware of its responsibility to actively contribute to mitigating global warming and to consistently align its own business processes with sustainable principles.

Inside-out: SALESIANER has been tracking its process-related greenhouse gas emissions since 2016. In 2023, all emission categories were recorded and assessed across the group for the first time in accordance with the Greenhouse Gas Protocol (GHG).

This comprehensive GHG inventory provides transparency regarding our CO₂ footprint and simultaneously highlights the specific areas where we can and must take targeted action to effectively reduce our GHG emissions. It can thus be established that the SALESIANER Group's corporate carbon footprint is primarily determined by two emission sources: energy consumption (Scope 1 and 2, as well as indirectly 3.2) and textile procurement (the most significant part of Scope 3.1).

Outside-in: The consequences of global warming do not stop at the gates of the textile and laundry industry.

For SALESIANER, climate change presents a wide range of challenges – both in day-to-day operations and throughout the value chain.

Increasingly extreme weather events such as heatwaves, droughts or heavy rainfall can disrupt the supply of water and energy – two key resources in our industry. Shortages, price rises or regulatory restrictions pose potential risks to our sites, particularly in regions with already strained infrastructure or growing resource scarcity.

Climate change can also affect the supply to our customers. Extreme weather conditions can complicate logistics and lead to supply disruptions – with direct

impact on our service quality and customer satisfaction. At the same time, stricter legal requirements and societal expectations are increasing the demand for sustainable, low-carbon transport solutions.

Furthermore, climate change also influences our customers' purchasing behaviour and expectations. Demand for resource-efficient, climate-friendly products and solutions is rising steadily – and with it the need to adapt our products and processes accordingly.

The materiality analysis has yielded the following results in relation to the topic of climate change:

Twelve electric charging stations have been installed at our Vienna headquarters. However, important foundations for **sustainable mobility** have also been laid at our other sites in Austria and across the entire Group.



Environmental pollution	Impact significance rating (0–5)	Financial materiality rating (0–5)
Materiality threshold	≥ 3.00	≥ 3.00
Adaptation to climate change	4.33 (high)	4.50 (from €2.5 million EBIT effect p.a.)
Climate protection	4.33 (high)	4.50 (from €2.5 million EBIT effect p.a.)
Energy	4.00 (high)	3.60 (up to €2.5 million EBIT effect p.a.)

Adaptation to climate change

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Our GHG emissions accelerate climate change and hinder adaptation solutions	in fact	Upstream own activities	Medium and long term	Decarbonisation
Risks	Necessary adaptation solutions, e.g. in connection with flooding, water stress and heat stress	Potential	own activities	Medium and long term	Annual risk monitoring, assessment and reporting Development and implementation of measures Climate risks as part of due diligence reviews (greenfield and M&A)
Opportunities	---	---	---	---	---

Climate protection

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Generation of GHGs, primarily in connection with energy consumption and textile procurement	in fact	Upstream own activities	Medium and long term	Decarbonisation
Risks	OpEx and CapEx associated with decarbonisation measures / climate transition CO ₂ -related levies	potentially	own activities	Medium and long term	Budgeting Green financing Funding
Opportunities	---	---	---	---	---

Energy					
Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Negative: Energy-intensive sector due to high heat demand (up to 200°C)	in fact	Upstream own activities	short, medium and long term	Energy efficiency
Risks	Cost increases due to a shortage of fossil fuels and/or the switch to renewable energies	potentially	own activities	Medium and long term	Energy efficiency and substitution
Opportunities	---	---	---	---	---

Financial impacts [E1-11]

The identified financial impacts associated with climate change are assessed as significant overall, with a potential negative impact on EBIT* of over €2.5 million per year. The financial risk associated with necessary adaptation measures and the substitution of fossil fuels is particularly high. Both are assessed not only as cost-intensive but also as highly likely to be required or necessary to implement.

2.2

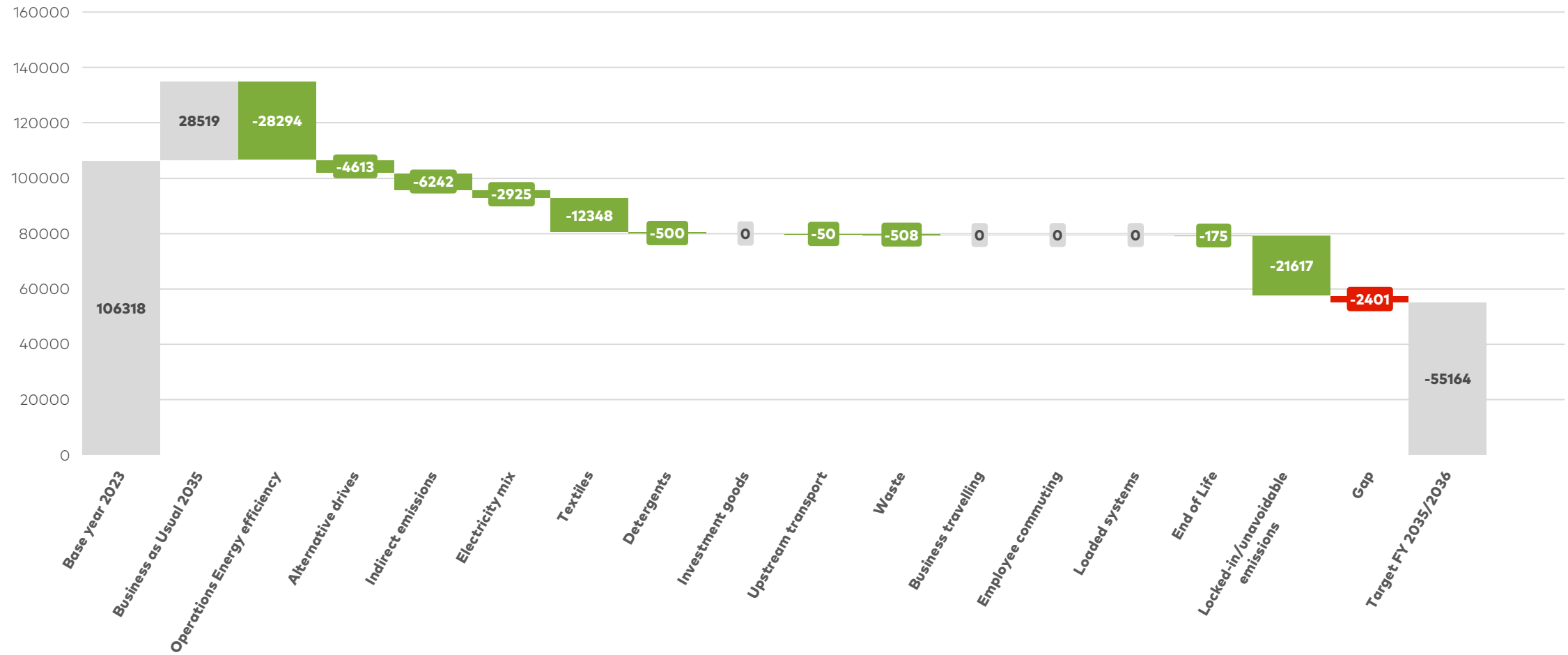
Climate Transition Plan [E1-1]

The SALESIANER Group is pursuing a climate transition approach to the gradual reduction of its greenhouse gas emissions, which is integrated into the corporate and sustainability strategy. The aim of the transition approach is to ensure the compatibility of the business model with long-term climate goals and to manage material climate-related risks associated with the transformation.

SALESIANER sets its targets for reducing greenhouse gas emissions in line with science-based targets in accordance with the 2015 Paris Agreement. This means:

Greenhouse gas emissions target (GHG) Accounting for Business as Usual (BAU) growth	FY 2030/ 2031 (near-term target)	FY 2035/ 2036 (mid-term target)	FY 2050/ 2051 (long-term target)
Δ CO2e Scope 1 and 2 in % compared to the base year 2023 1.5°C ambition	- 41%	- 71%	- 92% (Net Zero)
Δ CO2e Scope 3 in % compared to the base year 2023 WB2C Ambition**	- 30%	- 51%	- 92% (Net Zero)
Δ Total CO2e in % compared to the base year 2023 Inclusion	- 34%	- 59%	- 92% (Net Zero)

Climate Transition Plan FY 2035/2026 [tCO₂ e]



With regard to the short-term interim target for the 2030/2031 financial year, we would like to note that, contrary to the Science-Based Targets Initiative (SBTi), which sets a target for 2035, we are reporting this target solely on the basis of the current requirements of the CSRD/ESRS; however, we do not consider it realistic that this target will be achieved. The reasons for this are as follows: The SALESIANER Group has set itself ambitious growth targets. These are expected to lead to rising energy consumption and also to an increase in the volume of textiles purchased, which, at approximately 65%, are the two main drivers of our corporate carbon footprint.

Scope 1: We do not currently expect to be able to offset the effects of growth by the 2030/2031 financial year through energy efficiency measures alone. Alternative, renewable energy sources to natural gas are not available, or not sufficiently available, or are not feasible technologically or economically in the short term, despite rising CO₂ levies. We are therefore aiming for a gradual switch to steam-heated machinery as a prerequisite for our medium- and long-term 'Get Out of Gas' ambition.

Furthermore, according to our forecasts, alternative powertrains for our fleet of over 350 lorries will in any case for heavy

goods vehicles (> 3.5 t) will not be available to the required extent in the short term by the 2030/2031 financial year, or the technical and infrastructural conditions will not be sufficiently in place. Against this backdrop, our goal in the field of electric mobility is to have converted all passenger cars to electric powertrains by the 2030/2031 financial year, as well as 70% of our light commercial vehicles (up to 3.5 tonnes). By the 2040/2041 financial year, we also envisage a switch for heavy commercial vehicles, although this will depend primarily on the infrastructure requirements and costs.

Scope 3.1 (Textile procurement): Our greenhouse gas emissions associated with textile procurement are driven by two factors: (1) volume and (2) fabric composition. Due to our growth ambitions, the volume is expected to rise this financial year as well, despite optimisation measures such as even gentler washing processes, product range reduction, procurement and inventory optimisation, and raising awareness among our customers.

More sustainable fabric compositions (e.g. using organic and recycled fibres), on the other hand, are currently associated in Europe with significant price premiums in some cases, which a large proportion of our customers cannot bear, or can only bear in part, in the challenging market environment until the short-term target of 2030/2031. On the other hand, we do not expect a recycling industry to have established itself in Europe within the next five years that produces recycled fibres of the required quality (keyword: durability of textiles) at competitive prices.

For instance, McKinsey & Company (2022) forecasts in a study that fibre-to-fibre recycling could account for 18–26% of European textile waste recovery by 2030, but that this would require investments of €6–7 billion. At the time of writing, however, we have observed a decline or stagnation in the required recycling capacities. For instance, we had to suspend our collaboration with Lenzing AG because demand for recycled fibres had fallen. Furthermore, the Swedish company Re:NewCell AB was forced to file for insolvency in 2024.

Against this backdrop, we are aligning our decarbonisation strategy and the associated measures with the medium-term target for the 2035/2036 financial year and the long-term target for 2050/2051, with corresponding 5-year periods.

Planned measures: The SALESIANER Group's overarching strategy for achieving science-based targets focuses primarily on energy and textiles:

Energy (Scope 1 and 2):

- /// Gradual switch to steam-heated machinery as a prerequisite for the decarbonisation of heating ('Get off gas')
- /// Increasing efficiency and reducing electricity consumption in conjunction with the expansion of renewable electricity
- /// Improving heating efficiency

Textiles (Scope 3):

- /// Further increase in lifespan/service life
- /// Procurement of textiles with more sustainable fabric compositions
- /// Further optimisation of end-of-life recovery

Planned measures	Description
S1: Efficiency and reduction in consumption	- New, more energy-efficient machines (dryers, ironers...) - Switch to steam-powered machines - Switch to new processes ('Cool Chemistry') - Optimisation of heat recovery - Reductions in temperature and pressure - Optimised fabric compositions to reduce, for example, drying times - Process optimisations - Insulation
S1: Switch Alternative drive systems	- Electrification of company cars - Electrification of transport lorries (especially light commercial vehicles < 3.5 t)
S2: Improvement Energy mix	- Expansion of photovoltaics - National changes in the electricity mix (purchased)
S3: Optimisation of textile procurement	- Product range reduction - Procurement and stock optimisation - Extending product lifespan through gentle washing and optimised product selection - Organic materials and recycled fabrics
S3: Optimisation of detergent use	- Formula and programme optimisations - Switch to new processes ("Cool Chemistry") - Increase in the proportion of Ecolabel products (change in EF*)
S3: Reduction indirect emissions	Follows from S1: Efficiency and reduction in consumption
S3: Upstream transport	Alternative drive systems
S3: Reduction in waste	Optimisation of waste management
S3: Reduction in packaging	- Switch to more (recycled) paper - Raising customer awareness about avoiding packaging

The impact of these measures was calculated as follows during the reporting period; the resulting climate transition plan, including locked-in and unavoidable emissions as assessed based on current knowledge, is reviewed and updated at least annually.

Climate Transition Plan [tCO ₂ e, rounded]	FY 23/24 (Base year incl. BAU)	Target FY 35/36 (mid-term target)	Σ expected CapEx [€ million, rounded]
Total	134,873	55,164	
Planned measures		- 55,655	29.5
Scope 1 (S1): Efficiency improvements and consumption reduction		-28,294	24.0
Scope 1 (S1): Expansion of alternative drive systems		- 4,613	5.5
Scope 2 (S2): Improvement of electricity mix		- 2,925	---
Scope 3 (S3): Optimisation of textile procurement		- 12,348	---
Scope 3 (S3): Optimisation of detergent use		- 500	---
Scope 3 (S3): Reduction of indirect emissions		- 6,242	---
Scope 3 (S3): Upstream transport		- 50	---
Scope 3 (S3): Waste reduction		- 508	---
Scope 3 (S3): Reduction in packaging		- 265	---
Locked-in emissions Unavoidable emissions (based on current knowledge; reviewed annually)		- 21,617	---
Current gap to science-based target Emissions not covered by a target (Scope 1 and 2; 1.5°C Scope 3: WB2C)		- 2,401	---

2.3

Climate-related risks and scenario analysis [E1-2]

Climate change poses significant challenges for companies worldwide, but it also presents opportunities. For SALESIANER, as one of Europe's leading textile hire companies, it is essential to identify the associated transition risks and opportunities and address them strategically.

Transition risks arise from the shift towards a low-carbon economy and include regulatory changes, technological innovations and evolving market requirements. These risks can put pressure on existing business models, but they also offer potential for innovation and competitive advantages.

Transition risks were identified as part of the double materiality analysis and assessed in accordance with the evaluation methodology defined therein.

In the coming financial year, we will subject climate-related risks to an even more in-depth and tool-based analysis at country and site level.

Category	Description	Time horizon	Potential financial impact
Transition risks	Regulatory: Risks associated with the direct and indirect costs of energy resources, e.g. due to CO2 pricing	Medium to long term	Medium to high (€1.0 – €2.5 million EBIT effect p.a.)
	Technology: Risks associated with the costs of transitioning to low-carbon technologies, e.g. high-performance heat pumps	Medium to long term	High to very high (from €2.5 million EBIT effect p.a.)
	Market: Risk of excessive expectations among stakeholders (employees, customers, lenders, etc.) regarding the contribution to climate protection	Medium term	Medium to high (€1.0 – €2.5 million EBIT effect p.a.)
Transition opportunities	Technologies: Opportunities arising from reduced costs through increased energy efficiency Technologies: The development of new transport technologies with zero or reduced emissions could, in future – particularly if conurbations introduce restrictions – enable access to city centres or facilitate such access, thereby meeting customer demand	short and medium term Long term	Medium to high (€1.0 – €2.5 million EBIT effect p.a.) Medium (up to €1.0 million EBIT effect p.a.)
	Market: Rising demand for critical products and services with a lower CO ₂ . Through its business model, the SALESIANER Group enables its customers to reduce their emissions compared to conventional business models (purchase or single-use). Furthermore, the SALESIANER Group carries out numerous activities (materials, optimisation of industrial processes, logistics fleet, etc.) to reduce the environmental footprint of its products and services throughout their entire life cycle. Customers' growing awareness of climate change issues and the SALESIANER Group's commitment in this area could open up new opportunities for us	Short and medium term	medium to high (€1.0 – €2.5 million EBIT effect p.a.)
	Market: Rising demand for products and services based on the principles of the circular economy, enabling lower consumption of resources (textiles, water, energy, etc.) and a reduction in the carbon footprint. The SALESIANER Group could therefore benefit from existing or future regulations on the reuse and repair of products and the fight against single-use products, etc.	Short and medium term	



Physical climate risks | aggregated by country

Snow	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Frost days	0.19	0.17	0.16	0.13	0.15			0.16	0.16	0.13	0.15	0.16
Drought (SPI)	0.17	0.29	0.07	0.30	0.28			0.05	0.30	0.30	0.27	0.27
Rain	0.22	0.23	0.20	0.22	0.19			0.18	0.19	0.19	0.23	0.19
Cold spell days	0.06	0.06	0.06	0.06	0.06			0.06	0.06	0.06	0.06	0.06
Soil erosion	0.02	0.07	0.03	0.14	0.05		0.95	0.03	0.04	0.00	0.16	0.00
Crop failure	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Earthquake	0.44	0.39	0.33	0.47	0.41	0.58	0.64	0.37	0.45	0.59	0.50	0.48
Wind	0.40	0.30	0.34	0.37	0.42	0.40	0.41	0.25	0.33	0.39	0.37	0.44
Heat wave days	0.30	0.30	0.27	0.33	0.30			0.28	0.34	0.32	0.33	0.29
Drought (PDSI)	0.50	0.52	0.50	0.53	0.53	0.49	0.46	0.53	0.53	0.50	0.53	0.52
Ice days	0.10	0.09	0.09	0.07	0.08			0.09	0.09	0.07	0.07	0.08
Landslide	0.07	0.00	0.00	0.00	0.00			0.00	0.00	0.00	0.00	0.00
Hail	0.60	0.60	0.45	0.61	0.46	0.95	0.66	0.31	0.48	0.52	0.71	0.52
River flood	0.11	0.00	0.45	0.54	0.00			0.00	0.00	0.00	0.00	0.00
Cyclone	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Heat stress	0.00	0.12	0.08	0.00	0.00	0.95	0.95	0.14	0.09	0.00	0.00	0.56
Temperature variability	0.00	0.10	0.07	0.00	0.00	0.78	0.77	0.12	0.09	0.00	0.00	0.47
Water stress	0.40	0.40	0.42	0.46	0.37	0.85	0.85	0.59	0.56	0.35	0.46	0.35
Coastal flood	0.00	0.00	0.00	0.00	0.00	0.00	0.66	0.00	0.00	0.00	0.00	0.00
Wildfire	0.31	0.18	0.28	0.33	0.34	0.58	0.89	0.25	0.43	0.34	0.34	0.56
	Austria	Switzerland	Czechia	Croatia	Hungary	India	Pakistan	Poland	Romania	Serbia	Slovenia	Slovakia
							Supply chain (proxy)					

very high



very low



Physical climate risks Own sites [Observation period: up to 2054]	Potentially highly affected
Temperature	
Heat stress	---
Hot days	---
Frost days	---
Forest fires	---
Water	
Water stress	Bucharest (RO) Łódź (PL)
Hail	Grödig (AT) Graz (AT) Lenzing (AT) Klagenfurt (AT) Linz (AT) St. Pölten (AT) Zagreb (HR) Brasov (RO) Trzin (SI) Rogaska (SI) Wallisellen (CH)
Flood	České Budějovice (CZ) Kralupy (CZ) Inzing (AT) Lenzing (AT)
Soil	
Earthquake	Belgrade (RS) Graz (AT) Klagenfurt (AT)
Note: The analysis involves a review of all material physical climate risks associated with the plant sites, projected over a 30-year period. The risk analysis covers all relevant RCP (Representative Concentration Pathway) scenarios, where available, or, where necessary, a subset thereof. These scenarios are weighted according to their probability of occurrence, resulting in a normalised and weighted average risk value. The weighted average is assessed using the following weights: RCP 2.6: 1 RCP 4.5: 2 RCP 6.0: 2 RCP 8.5: 1	

Physical risks are those that pose an immediate threat to human life, infrastructure and business operations. These include acute risks, such as those arising from climatic hazards like extreme storms, floods, heatwaves and droughts, as well as chronic risks such as rising sea levels, desertification and rising global average temperatures.

Since the 2024/25 financial year, the SALESIANER Group has been using an external solution to identify and assess potential physical climate risks and any associated adaptation risks. All plants and sites of the SALESIANER Group, as well as two major cotton-growing regions in the supply chain (Punjab in India and Sindh in Pakistan), were examined and assessed for physical climate risks over a 30-year period (2024 to 2054 and 2026 to 2056 respectively). Biodiversity and ecosystem risks were also assessed. Given the business model and the value chain, the climate risks listed in the table (left) are to be classified as particularly relevant.



Physical climate risks in the supply chain [Time frame: up to 2054]	Punjab (India)	Sindh (Pakistan)
Temperature	Heat stress: very high (38.97 °C) Temperature fluctuations: very high (17.33 °C)	Heat stress: very high (39.15 °C) Forest fires: very high (5.51%) Temperature fluctuations: high (17.19 °C)
Water	Water stress: very high (905.19%) Hail: very high (108.91%)	Coastal flooding: high (2.85 m)
Soil	---	Soil erosion: very high (200.00 t/ha)



2.4

Climate resilience [E1-3]

Due to the regional diversification of the sites, the decentralised operational structure and the long-term investment and renewal cycles, the business model is assessed as fundamentally resilient to identified climate-related risks. Climate-related stresses at individual sites, such as heat or water stress, may occur locally but do not jeopardise the viability of the business model as a whole. A comprehensive, tool-based analysis is planned for the coming financial year.

A material contribution to climate resilience also stems from the diversification of the textile supply chain. The SALESIANER Group is reducing its dependence on individual suppliers, regions or raw materials and taking climate-related risks into account in the further development of its procurement strategy. In addition, more climate-resilient fabrics, alternative material compositions and the use of recycled and recycled fibres are being examined in order to increase the supply chain's resilience to climate-related risks in the long term.

The resilience of the strategy and business model is further supported by existing management systems, regular risk reviews and the gradual implementation of the climate transition approach. Climate-related risks are taken into account in strategic decisions, investment planning and the further development of sites and procurement processes.

With regard to physical climate risks, we plan to carry out a more detailed analysis of possible adaptation solutions, particularly for the identified high-risk areas:



Potentially high physical climate risks at our own sites [Timeframe: 2024 – 2054]	Adaptation solutions
Temperature	
Heat stress	Expansion of cooling systems in the plants
Water	
Water stress	- Rainwater harvesting and use - Further increase in water recovery - Regular monitoring of water consumption - Raising staff awareness
Hail	- Identification of affected infrastructure (e.g. lorries, solar panels, glazing...) - Review and, if necessary, adjustment of insurance cover
Flooding	Protective barriers

2.5

Status and measures

IRO Management and Guidelines [E1-4]

Organisation and Responsibility:

Key topics have already been presented in previous reports in accordance with the guidelines of the Global Reporting Initiative. The SALESIANER Group bases its targets for reducing greenhouse gas emissions on science-based targets (SBTs) in line with the 2015 Paris Agreement. Operational responsibility for reducing energy-related greenhouse gas emissions – which, at 42,379 tonnes of CO₂ e in the 2025/2026 financial year, accounted for the largest share of the Corporate Carbon Footprint (CCF, approx. 41%), operational responsibility lies primarily with the plants and laundries, logistics and the Technology Management division, in collaboration with the Integrated Management Systems (IMS) division and the Sustainability department. These divisions are grouped together in the Energy Management Team. They propose appropriate concepts, measures and budgets to the Executive Board and the management teams in the respective countries, as well as – where required due to internal factors – to the supervisory board.

The final decision on providing the necessary funds and resources, as well as the actual approval for implementation, rests with the management teams or the supervisory board.

Specific climate-related considerations have not yet been incorporated into the remuneration of the administrative, management and supervisory bodies. However, as outlined in Section 1, improvements with an impact on greenhouse gases (e.g. in the area of energy efficiency) form part of individual target agreements.

IRO Management: All plants and sites of the SALESIANER Group are certified to ISO 14001 (environmental management) and the majority (91%) are also certified to ISO 50001 (energy management) (see overview in Section 1).



Given the significance of energy consumption for the SALESIANER Group's corporate carbon footprint, energy management under ISO 50001 plays a key role in managing the impacts associated with climate change through its integral components, such as energy policy, energy targets and energy efficiency measures. Energy and greenhouse gas management is supported by a dedicated sustainability controlling system, in which energy and greenhouse gas-related key performance indicators are recorded and analysed on a quarterly basis and reported to the relevant departments and the management. Plan-actual variances are analysed, and measures are developed by the Energy Team and the Sustainability Steering Group and submitted to the management for decision.

Relevant guidelines/policies:

-  Commitment to sustainable action
-  Guideline for the Sustainable Procurement of Textiles
-  Code of Conduct and Ethics for Suppliers
-  Code of Conduct and Ethics for Employees



Key figures

Energy consumption and energy mix (E1-7)

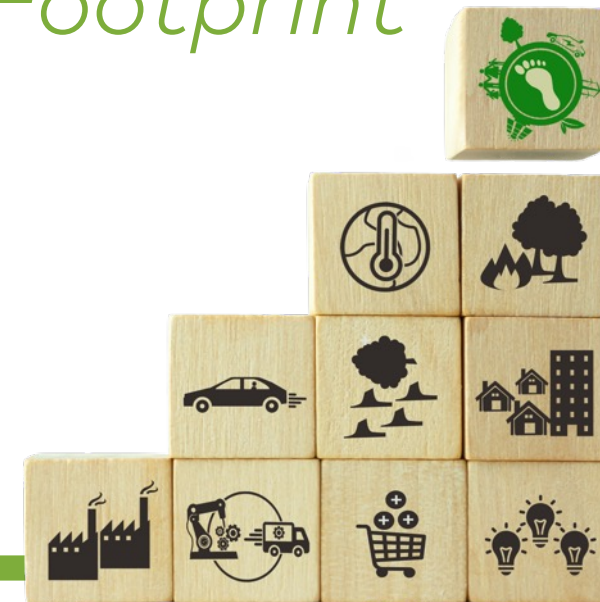
Energy consumption and energy mix [MWh, rounded]	FY 23/24	FY 24/25	FY 25/26	as % of total	Change from previous year in %
Total consumption	220,068	220,730	223,222	100 %	+ 1 %
Heat	155,518	155,690	158,420	71 %	+ 3 %
Natural gas	147,402	152,127	153,451	69 %	+ 1 %
Heating oil	4,368	82	0	0 %	- 100 %
Steam	3,748	3,480	4,969	2 %	+ 43 %
Fuels	38,692	38,220	37,138	17 %	- 3 %
Electricity	25,858	26,820	27,664	12 %	+ 3 %
Purchased	25,876	26,226	26,472	11 %	+ 1 %
of which from fossil sources	3,860	3,811	2,760	1 %	- 28 %
of which from nuclear sources	3,067	3,236	3,135	1 %	- 3 %
of which from renewable sources	18,931	19,179	20,577	9 %	+ 7 %
Photovoltaic self-consumption	0	594	1,193	1 %	+ 101 %
Energy intensity [kWh/kg]	1.48	1.44	1.45	---	+ 1 %
Energy intensity [kWh/€]	0.74	0.70	0.67	---	- 4 %
Energy intensity excluding fuels [kWh/kg]	1.22	1.19	1.20	---	+ 1 %
Energy from fossil fuels	198,070	197,721	198,317	89 %	0 %
Energy from nuclear sources	3,067	3,236	3,135	1 %	- 3 %
Energy from renewable sources	18,931	3,135	21,770	10 %	+ 10 %

Greenhouse gas emissions (E1-8)

Greenhouse gas emissions (GHG) [tCO ₂ e]	FY 23/24 (base year)	FY 24/25	FY 25/26	Δ compared to previous year in %	Δ compared to base year in %
Total market-based	106,318	96,314	104,115	+ 8%	- 2%
Total location-based	107,012	97,130	107,391	+ 11%	- 0%
Scope 1	39,983	41,784	41,394	- 1%	+ 4%
as a % of total (market-based)	38%	43%	40%	---	---
Scope 2 market-based	4,271	3,637	986	-73%	- 77%
as a % of total (market-based)	4%	4%	1%	---	---
Scope 2 site-based	4,965	4,453	4,262	- 4%	- 14%
as a % of total (location-based)	5%	4%	4%	---	---
Scope 3	62,064	50,893	61,735	+ 21%	- 1%
as a % of total (market-based)	58%	53%	59%	---	---
Scope 3.1 (Goods and services)	41,505	32,018	38,712	+ 21%	- 7%
Scope 3.2 (Capital goods)	4,925	2,634	8,144	+ 209%	+ 65%
Scope 3.3 (Emissions from fuels/energy)	8,821	9,312	8,596	- 8%	- 3%
Scope 3.4 (Upstream transport/distribution)	301	144	178	+ 23%	- 41%
Scope 3.5 (Waste)	1,516	1,544	1,285	- 17%	- 15%
Scope 3.6 (Business travel)	76	63	124	+ 95%	+ 63%
Scope 3.7 (Employee commuting)	4,597	4,885	4,442	- 9%	- 3%
Scope 3.8 (Upstream leased assets)	8	7	34	+ 407%	+ 330%
Scope 3.9 (Downstream transport/distribution)	0	0	0	+/- 0%	---
Scope 3.10 (Processing of products sold)	0	0	0	+/- 0%	---
Scope 3.11 (Use of sold products)	0	0	0	+/- 0%	---
Scope 3.12 (End-of-life treatment of products)	315	285	220	- 23%	- 30%
Scope 3.13 (Leased assets)	0	0	0	+/- 0%	---
Scope 3.14 (Concessions/Franchises)	0	0	0	+/- 0%	---
Scope 3.15 (Investments)	0	0	0	+/- 0%	---

Greenhouse gas emissions (GHG) [tCO ₂ e]	FY 23/24 (base year)	FY 24/25	FY 25/26	Δ compared to previous year in %	Δ compared to base year in %
Total GHG intensity [CO₂ e/kg]	0.71	0.63	0.67	+ 7%	- 6%
GHG intensity Scope 1 [CO ₂ e/kg]	0.27	0.27	0.27	- 1%	+/- 0%
Scope 2 GHG intensity [CO ₂ e/kg]	0.03	0.02	0.01	- 73%	- 78%
Scope 3 GHG intensity [CO ₂ e/kg]	0.42	0.33	0.40	+ 21%	- 4%
Total GHG intensity [CO₂ e/€]	0.36	0.30	0.31	+ 3%	- 13%

Corporate Carbon Footprint



Scope 1 and Scope 2 emissions account for the majority of our greenhouse gas emissions in the reporting year, at around 41%. They break down as follows:

Scope 1 (FY 2025/2026)	tCO ₂ e market-based	Δ compared to previous year in %	Share of total GHG (Basis: market-based, rounded)
1.1 Stationary combustion processes	0	- 100%	0%
1.2 Combustion processes in the vehicle fleet	9,742	- 6%	9%
1.3 Chemical processes	0	+/- 0%	0%
1.4 Process emissions	31,652	+ 1%	31%
Total	41,394	- 1%	40%

Scope 2 (FY 2025/2026)	tCO ₂ e market-based	Δ compared to previous year in %	Share of total GHG (Basis: market-based, rounded)
1.1 Electricity	986	- 67%	1%
1.2 Steam	0	- 100%	0%
Total	986		1%

Furthermore, Scope 3.1 accounts for a significant proportion of the SALESIANER Group's Corporate Carbon Footprint (CCF) – around 37%, as in the previous year. Purchased textiles once again play the most significant role, accounting for approximately 24%.

Scope 3.1 (FY 2025/2026)	tCO ₂ e	Δ compared to previous year in %	Share of Scope 3.1 (rounded)	Share of total GHG (Basis: market-based, rounded)
Textiles*	25,057	+ 14%	65	24%
Detergents	2,841	+ 28%	7%	3%
Packaging materials	1,123	+ 42%	3%	1%
Miscellaneous (maintenance, office supplies, etc.)	9,692	+ 38%	25%	9%
Total	38,712	+ 21%	100%	37%

*** Note:** The CO₂e accounting for textiles was carried out on the basis of the fabric compositions and weights stored in the internal ERP system at item level, using the emission factors available in ecoinvent version 3.12 for cotton, polyester and other materials, based on blend factors. Finishes for workwear (e.g. flame retardants) were still not accounted for in the 2025/2026 financial year due to insufficient data and emission factors.



Concepts and measures implemented [E1-5]

Concepts: In the 2024/2025 financial year, the SALESIANER Group carried out a comprehensive analysis of potential energy and greenhouse gas savings at plant level (dryers, ironers, tunnel finishers, etc.) across all its plants. The analysis recorded potential reductions in consumption, potential changes in greenhouse gas emissions, and the capital expenditure (CapEx) associated with the measures. For the Enns site, the largest plant in the SALESIANER Group with the highest share of greenhouse gas emissions, a concept was derived from the analysis and evaluation and put into practice. Based on the findings from the Enns site (e.g. planned vs. actual potential), corresponding energy monitoring systems and energy audits, site-specific concepts are subsequently developed and implemented in collaboration with partners. This analysis was updated during the reporting year.

Furthermore, the Sustainability Department, in collaboration with the relevant specialist departments, has identified, analysed and evaluated further potential for reducing greenhouse gas emissions outside the scope of energy consumption, and has developed initial implementation concepts.

Measures implemented: Within the SALESIANER Group, measures to reduce energy consumption and increase energy efficiency – and thus to decarbonise – were continuously implemented during the 2025/2026 financial year. These include, among others:

Plants/laundries:

- /// Conducting energy audits
- /// Gradual roll-out of energy monitoring
- /// Expansion of photovoltaic systems
- /// Replacement of machinery with more energy-efficient models (e.g. dryers, washing lines or irons)
- /// Reduction of processing times (e.g. during drying) through optimised fabric compositions
- /// Optimisation of heat recovery from water and exhaust air
- /// Implementation of temperature and pressure reductions
- /// Switching to new processes (e.g. 'Cool Chemistry')
- /// Optimisation of processes (e.g. washing and drying)
- /// Installation of insulation

Vehicle fleet:

- /// Replacement of diesel cars with electric cars and replacement of transport lorries with the highest possible Euro standard classification
- /// Further roll-out of our eco-driving bonus, which rewards particularly efficient driving with up to €100 per quarter
- /// Regular fuel-saving training as part of, for example, the C95 training programme

Total energy consumption rose by about 1% compared with the previous year, although fuel consumption was reduced by approximately 3%. Energy intensity (kWh per kg of laundry washed) also increased by approximately 1%. During this fiscal year, the measures taken were unable to offset changes in, among other things, the laundry mix and productivity.

Consequently, greenhouse gas emissions also rose by around 8% compared with the previous year, although this is not attributable to an increase in Scope 1 (-1%) or 2 (-78%), but rather in Scope 3 (+21%). The main drivers here were: an increase in Scope 3.1 (+21%) and Scope 3.2 (+209%).

The **new lorry workshop** in Neusiedl/See has been fully operational since June 2025 and, thanks to in-house repairs, enables significant savings and **the sustainable maintenance** of vehicles and containers.



In the Scope 3 categories of capital goods (3.2), business travel (3.6), employee commuting (3.7) and leased equipment (3.8), we do not currently see any (further) potential for reduction.

- Capital goods: The design, components and materials used are relatively fixed and we have little influence over them.
- Business travel: A travel and meeting policy is already in place, which obliges employees to undertake sustainable business travel (e.g. train instead of flight, Teams instead of on-site meetings). At the same time, however, we are a sales-oriented company whose success also depends on frequent personal contact with customers.
- Employee commuting: The SALESIANER Group has already implemented a number of measures, including the introduction of a shuttle/pooling service at the Inzing site. However, our sites are often located in outlying areas with poor public transport links. Furthermore, our laundries mainly operate on a shift basis (06:00 – 14:00 and 14:00 – 22:00), which makes switching to public transport difficult due to timetables, but also for safety reasons.
- Leased facilities: The design, components and materials used are relatively inflexible and we have little influence over them.

With regard to physical climate risks: For our own sites, which could be particularly vulnerable to certain risks (primarily heat stress, water stress and hail), adaptation strategies will be developed over the next two financial years, followed by the implementation of measures.

Our own shuttle bus for staff at the Inzing site (Austria)



3

Environmental pollution (ESRS E2)



- 3.1 **Materiality**
- 3.2 **Status**
- 3.3 **Next steps**

3.1

Materiality

Impacts, risks and opportunities

Environmental pollution is a key issue for the SALESIANER Group – particularly given its role within the textile value chain. As a service provider in the field of textile management, we share responsibility for the environmental impacts that may arise from the manufacture, processing and care of textiles.

Inside-out: Viewed from an inside-out perspective, the use of chemicals is a particularly relevant environmental aspect. In the production and finishing of textiles, substances are used that both impair air quality and can potentially enter soil and water.

For example, residues from pesticides used in cotton cultivation or chemicals from textile treatment can degrade soil quality, disrupt the ecological balance and, in the long term, endanger the health of plants, animals and humans.

There is also a responsibility to minimise environmental risks in day-to-day operations – for instance, when using detergents and cleaning agents. The focus here is on the use of substances of very high concern (SVHCs) and the release of microplastics from synthetic fibres.

These substances can enter the environment, accumulate in ecosystems and ultimately have an impact on human health.

Outside-in: The use of substances of very high concern (SVHCs) may entail financial risks for the SALESIANER Group – particularly with regard to possible further regulations, potential changes of supplier and the associated additional costs. Additional financial burdens may also arise from the future mandatory certification of further sites, for example in accordance with the UZ70 eco-labelling directive.

Environmental pollution	Impact materiality rating (0–5)	Assessment Financial Materiality (0-5)
Materiality threshold	≥ 3.00	≥ 3.00
Air pollution	3.00 (medium)	0.00 (up to €10,000 EBIT effect p.a.)
Water pollution	3.33 (medium)	2.25 (up to €1 million EBIT effect p.a.)
Soil pollution	3.33 (medium)	2.40 (up to €1 million EBIT effect per annum)
Contamination of living organisms and food resources	3.33 (medium)	0.00 (up to €10,000 EBIT effect per annum)
Substances of concern	3.33 (medium)	2.40 (up to €1 million EBIT effect p.a.)
Substances of very high concern	4.00 (high)	3.20 (up to €2.5 million EBIT effect p.a.)
Microplastics	3.67 (medium)	2.55 (up to €1 million EBIT effect per annum)

Air pollution

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Chemicals are used in the production and processing of textiles, which can be released into the air. These include volatile organic compounds (VOCs), which can contribute to air pollution and health problems.	In fact	Upstream	short-, medium- and long-term	Commitment to suppliers regarding ethics and codes of conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Water pollution

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Chemicals are used in the production and processing of textiles, which may be released into or discharged into water.	In fact	Upstream	short-, medium- and long- term	Suppliers' commitment to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Soil contamination

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: The use of pesticides and fertilisers in cotton cultivation, as well as chemicals in textile finishing, can contaminate soil. These pollutants can impair soil quality and endanger the health of plants, animals and humans.	In fact	Upstream	short-, medium- and long- term	Commitment of suppliers to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Contamination of living organisms and food resources

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: The chemicals used in textile production, such as dyes and bleaches, can be toxic and harm the health of animals and plants. These pollutants can enter the food chain and pose a risk to both animals and humans. When washing synthetic textiles, microplastic fibres can be released, which may enter food cycles.	In fact	Upstream	short-, medium- and long- term	supply chain: Suppliers' commitment to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits In-house activities: ISO 14001 Indirect discharge and regular wastewater inspections Filtration systems
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

At the **"Open Factory Experience"** in Oradea, SALESIANER Romania presented a factory tour, its product portfolio and the tram-train project. **Networking, refreshments and a prize draw** rounded off the event.



Substances of Concern (SOC)

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Negative: Substances of concern are chemicals that may have potentially harmful effects on the environment or human health. During laundry, particularly at high temperatures, these substances can be released and enter the wastewater. Many such substances are also used in textile production, including: Per- and polyfluoroalkyl substances (PFAS): These chemicals are frequently used in water- and stain-repellent textiles. They are extremely persistent and can affect both the environment and human health.	in fact	upstream	short-, medium- and long- term	supply chain: Suppliers' commitment to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits In-house activities: ISO 14001 Indirect discharge and regular wastewater checks Filtration systems
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Our **Christmas initiative in Poland supported families of children with cancer through donations and clothing**. Christmas cards featuring children's drawings and a QR code encouraged further involvement.



Substances of very high concern (SVHC)

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Substances of very high concern are chemicals that may have particularly harmful effects on the environment or human health. During washing, particularly at high temperatures, these substances can be released and enter the wastewater. SVHCs may also be used in textile production, e.g. formaldehyde.	in fact	Upstream, own activities	short-, medium- and long-term	Supply chain: Commitment of suppliers to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Occasion-specific audits Quality labels such as OEKO-TEX STANDARD 100 for textiles Declarations of conformity from detergent suppliers (e.g. REACH) In-house activities: ISO 14001 Wastewater testing currently does not include SVHC test parameters / not required under wastewater legislation
Risks	Substances of very high concern pose financial risks for SALESIANER in connection with regulatory requirements, the possible need to replace certain items (particularly in the workwear sector) and the associated costs. The sometimes mandatory certification of additional sites, e.g. in accordance with the UZ70 eco-label directive, can also lead to financial risks.	Potential	own activities	medium and long term	Legal monitoring Supplier dialogues
Opportunities	---	---	---	---	---

Microplastics

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Microplastics have negative impacts on ecosystems (e.g. soil and water quality), on marine life (fish, shellfish, plankton...) and on humans (ingestion via food, health risks). Microplastics can be generated during the production and wear of textiles containing synthetic fibres. Furthermore, microplastics can be generated during the laundry and finishing of textiles and enter the environment.	in fact	Upstream, own activities	short-, medium- and long-term	Supply chain: Commitment of suppliers to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits In-house activities: ISO 14001 Filter systems Collaboration with testing institutes such as Hohenstein
Risks	Required replacement or installation of filter systems depending on regulatory changes and standardisation, e.g. regarding the definition of microplastics	Potential	In-house activities	Medium and long term	Legal monitoring Participation in standardisation groups
Opportunities	---	---	---	---	---

Financial implications

The SALESIANER Group has identified potential financial risks primarily in connection with substances of very high concern (SVHCs) in textiles. Should cases arise in which suppliers deliver textiles containing such substances, the potential financial impact is classified as significant, with an EBIT effect of up to €2.5 million per year.

However, the likelihood of this scenario occurring is assessed as low. The reason for this lies in our rigorous quality control: virtually all textiles used meet at least the OEKO-TEX® 100 standard. This high standard significantly reduces the risk of an actual incident occurring.

3.2

Status

IRO Management and Guidelines [E2-1]

Organisation and Responsibility: Whilst the management teams of the SALESIANER Group bear ultimate responsibility for environmental pollution and its prevention within their respective companies, operational responsibility lies primarily with the plants and plant management, the Technology Management division (for detergents), the Supply Chain Management division (primarily for textiles) and the Integrated Management Systems (IMS) division in a coordinating and supporting role.

IRO Management: All sites of the SALESIANER Group are certified to ISO 14001 (Environmental Management). Environmental pollution management therefore takes place within the framework of the environmental management system established within the SALESIANER Group. This includes, amongst other things, a regular analysis of environmental impacts, the identification, design and implementation of appropriate measures, as well as the ongoing monitoring of developments and progress.

The environmental management system is supported by regulatory audits carried out by authorised third parties. This primarily covers the areas of air and water pollution, with the latter area being of particular importance due to the significance of water as a resource for the SALESIANER Group. It should be noted that the SALESIANER Group is an indirect discharger and is therefore subject to corresponding inspections.

With regard to substances of concern and substances of very high concern, textiles and detergents play a particularly significant role. All suppliers (in the case of textiles, our key suppliers*) are bound by our Code of Conduct and Ethics for Suppliers. This Code of Conduct and Ethics contains specific provisions aimed at reducing the environmental impact of production facilities, products and services, including in relation to air, water and soil.

Relevant guidelines/policies:

 [Commitment to sustainable action](#)



Air pollution: For this report, data on air pollution was collected in relation to textiles and packaging materials (upstream value chain) as well as fuels and combustibles (our own vehicle fleet and facilities). The starting point for this survey was the material flows presented in Section 6 (Resource Use and circular economy) in conjunction with the data available in ecoinvent.

With regard to microplastics, SALESIANER carried out an analysis with Hohenstein Laboratories in 2021 and is using filters at several sites in Austria and CEE/SEE. Implementation at further sites is planned as soon as there is regulatory clarity regarding the definition and measurement of microplastics. Accordingly, the Integrated Management Systems (IMS) division is participating in standardisation groups. No further management of the issue of microplastics has yet been established.

Key figures [E2-4, E2-5]

We require our textile suppliers to hold valid certification in accordance with the OEKO-TEX® STANDARD 100 – which ensures compliance with global regulations, including Annexes XVII and XIV of the REACH Regulation, CPSIA requirements and the ECHA SVHC Candidate List – as well as the relevant certificates of conformity for detergents.

Corresponding checks are carried out regularly. In this way, we ensure that the impacts and risks associated with substances of (particular) concern are minimised.

Air emissions from packaging (upstream) [t, rounded]	FY 24/25	FY 25/26
SOx (sulphur oxides)	0.8	0.7 (- 13%)
NOx (nitrogen oxides)	1.1	0.9 (- 18%)
VOCs (volatile organic compounds)	0.056	0.002 (- 96%)
NMOVCs (Non-methane volatile organic compounds)	1.3	1.4 (- 8%)
PM < 10 µm (particulate matter < 10 micrometres)	0.4	0.2 (- 50%)

Air emissions from textiles (upstream) [t, rounded]	FY 24/25	FY 25/26	Δ in %
SOx (sulphur oxides)	44	33	- 25%
NOx (nitrogen oxides)	57	50	- 12%
VOCs (volatile organic compounds)	0.153	0.050	- 67%
NMOVCs (Non-methane volatile organic compounds)	25	11	- 56%
PM < 10 µm (particulate matter < 10 micrometres)	22	18	- 18%

Air emissions from fuels and lubricants (upstream) [t, rounded]	FY 24/25	FY 25/26	Δ in %
SOx (sulphur oxides)	4	5	+ 25%
NOx (nitrogen oxides)	18	18	+/- 0%
VOCs (volatile organic compounds)	0.006	0.007	+ 17 %
NMOVCs (Non-methane volatile organic compounds)	26	21	- 19%
PM < 10 µm (particulate matter < 10 micrometres)	2	2	+/- 0%

Soil contamination: For the upstream value chain, where soil contamination was identified as having significant materiality in the double materiality analysis, we had no usable data available at the time of reporting.

Water pollution: At all sites, authorised third parties regularly collect and analyse wastewater samples in accordance with local regulations. To date, we are not aware of any information indicating that the specified limit values, e.g. for AOX or free chlorine, have been exceeded, which is why we have refrained from reporting the test results here.

For the current financial year 2025/2026, however, as in the previous year, we have recorded water emissions associated with textiles and packaging materials (upstream value chain) as well as with fuels and combustibles (our own vehicle fleet and our own facilities). As with air pollution, the data was collected using the material flows described in Section 6 (Resource Use and circular economy) in conjunction with the data available in ecoinvent.

Water emissions from textiles (upstream) [t, rounded]	FY 24/25	FY 25/26	Δ in %
Nitrates	1,164	1,312	+ 13 %
Phosphates	23	20	- 13%
Hydrocarbons	0.4	0.051	- 86%

Water emissions from packaging (upstream) [t, rounded]	FY 24/25	FY 25/26	Δ in %
Nitrates	0.4	0.4	+/- 0%
Phosphates	0.7	0.7	± 0%
Hydrocarbons	0.0025	0.0057	+ 128%

Water emissions from transport and heating fuels (upstream) [t, rounded]	FY 24/25	FY 25/26	Δ in %
Nitrates	0.552	0.597	+ 8%
Phosphates	1.232	1.385	+ 12%
Hydrocarbons	0.072	0.130	+ 80%

With regard to potential water pollution, we also track and monitor the detergent intensity and the proportion of Ecolabel-certified detergents we use.

Chemical usage	FY 23/24	FY 24/25	FY 25/26	Δ in %
Detergent intensity [g/kg]	14.71	14.27	15.50	+ 9%
Ecolabel share [%]	26.06%	43.71%	49.21%	+ 13%



Microplastics: Due to the prohibitively high costs of a group-wide survey of microplastic levels – which, because of varying laundry mixes and technological setups, would have to be carried out for each plant over an extended period to enable reliable extrapolation from samples to the population – we are currently unable to provide any metrics on microplastics. It should be noted, however, that all detergent suppliers have confirmed that their chemicals do not contain microplastics.

(Substances of) particular concern: Due to their potentially very high risk to humans and the environment, we have again asked our textile and detergent suppliers to provide data on the quantities of substances of concern and substances of particular concern, as well as PFAS, for the 2025/2026 financial year. The results are presented in the tables below.

Environmental protection in the supply chain: The implementation status of environmental measures in the supply chain is shown in the table below.

Textiles [kg]	FY 23/24	FY 24/25	FY 25/26	Δ in %
Substances of concern (SOC)	Not collected	62.20 (incomplete)	719.28	---
Substances of very high concern (SVHC)	not collected	0.00	0.36	---
Per- and polyfluoroalkyl substances (PFAS)	Not collected	not collected	15,591.58	---

Detergent [kg]	FY 23/24	FY 24/25	FY 25/26	Δ in %
Substances of concern (SOC)	Not collected	4,022	No information received	---
Substances of very high concern (SVHC)	Not collected	0.00	No information received	---
Per- and polyfluoroalkyl substances (PFAS)	Not collected	Not collected	19,877.10	---

During the reporting period, a total of 2,415,095 kg of detergent was used within the SALESIANER Group. The proportion of PFAS is therefore 0.008%. For textiles (procurement volume in FY 25/26: 2,499,420 kg), the figures are as follows: SOC account for 0.029%, SVHC for 0.000014% and PFAS for approximately 0.064%.

Note: It was not possible to categorise hazards into classes for the reporting period; this is planned for the coming financial year. We would like to point out that all detergent suppliers are subject to European regulations, e.g. the REACH* Regulation, and therefore the relevant limit values must not be exceeded. The relevant declarations of conformity were obtained for the reporting period.

Environmental protection in the supply chain [in %, for key textile suppliers]	FY 23/24	FY 24/25	FY 25/26	Δ in %
Recognition of the SALESIANER Code of Conduct and Ethics for Suppliers as an integral part of the contract	30%	91%	100%	+ 9 %-p.
Key suppliers with environmental certification (ISO 14001, EMAS, OEKO-TEX STeP...)	Not surveyed	71%	71%	+/- 0%
Key suppliers with an external ESG assessment / an external ESG rating (e.g. Ecovadis or CRIF Synergy)	5%	94%	100%	+ 6 %-p.
The top 10 items per key supplier have quality labels that go beyond the OEKO-TEX Standard 100	New KPI		25%	n/a
Top 10 key suppliers with an on-site audit	New KPI		20%	n/a

Concepts and measures implemented [E2-2]

Concepts and measures relating to environmental pollution were developed and implemented as part of the ISO 14001 environmental management system. With regard to microplastics, our sites have been and are being equipped with appropriate filtration systems.

Soil vapour and groundwater remediation at the Linz site:

SALESIANER has taken over a former dye works and later laundry at the Linz site, which was included in the Contaminated Sites Atlas in 1994 as a contaminated site. Between 1991 and 2012, soil vapour extraction works were carried out and successfully completed. Groundwater remediation, however, is still ongoing.

Between 2019 and 2025, a total of 59.5 kg of volatile halogenated hydrocarbons (VHCs) were removed from the ground-water.

To this end, a new well and a stripping plant were commissioned in 2004. The remediation work is expected to continue until 2040. The target value for the residual LHKW concentration is a maximum of 10 µg/l. The most recent measurement data, collected in March 2025, still showed a concentration of 49.2 µg/l.

3.3

Next steps

Targets and planned measures [E2-2, E2-3]

Objectives: To further reduce the environmental impact associated with the use of chemicals, SALESIANER has set itself the goal of reducing the average detergent usage per kilogramme of processed laundry

to below 15 g/kg by the 2030/2031 financial year, whilst simultaneously increasing the average proportion of Ecolabel products to over 50%.

Chemical usage	FY 24/25	FY 25/26	Target FY 30/31
Detergent intensity [g/kg]	14.27	15.50	≤ 15
Ecolabel share [%]	43.71%	49.21%	≥ 50%

In order to manage the impacts and risks in the upstream value chain / among our suppliers effectively, we have set ourselves the following objectives:

Environmental protection in the supply chain [in %, for key textile suppliers*]	FY 24/25	FY 25/26	Target FY 25/26	Target FY 30/31
Adherence to the SALESIANER Code of Conduct and Ethics for Suppliers or the existence of an equivalent voluntary commitment	91%	100%	100%	
Key suppliers with environmental certification (ISO 14001, EMAS...)	71%	71%	---	100%
Key suppliers with an external ESG assessment / an external ESG rating (e.g. Ecovadis)	94%	100%	100%	
The top 10 items per key supplier have quality labels that go beyond the OEKO-TEX Standard 100 (GOTS, GRS...)	New KPI	25%	---	100%
Top 10 key suppliers with an on-site audit	---	20%	---	100%

*Key textile suppliers: (1) More than 1% of the € procurement volume over the last 3 financial years or (2) more than 10% of the € procurement volume within a business unit over the last 3 financial years or (3) based in a potential risk country (e.g. India or Pakistan)

Planned measures: SALESIANER continues to work closely with its detergent suppliers. Our objectives are enshrined in the relevant contracts and will be incorporated into future tenders. The Sustainability department, in collaboration with the Technology Management division, monitors any deviations on a quarterly basis.

In the area of microplastics, - SALESIANER has decided to continuously install or retrofit appropriate filter systems in some plants in Austria as well as in Eastern and South-Eastern Europe over the coming financial years.

For the other environmental pollution topics in accordance with ESRS E2, the SALESIANER Group has not yet set any targets that go beyond regulatory/authority requirements. This is because we are convinced that the respective national regulations on air, soil and water emissions, their monitoring by authorised third parties, and the measures derived therefrom (e.g. the use of 'low-NOx burners') are sufficient to adequately address the impacts, risks and opportunities. Furthermore, aspects of environmental pollution are proactively addressed within the framework of the group-wide, ISO 14001-certified environmental management system. Consequently, the planned measures are derived from the environmental management system and aim to continuously improve SALESIANER's environmental performance and, above all, to consistently meet legal obligations.

The OpEx team supports plants in making processes more efficient, clearer and more sustainable.

With experience, technical expertise and fresh perspectives, the four-person team facilitates optimisations, workshops and projects directly on-site – always in collaboration with staff and tailored to the requirements of day-to-day operations.



4

Water (ESRS E3)



- 4.1 **Materiality**
- 4.2 **Status**
- 4.3 **Next steps**

4.1

Materiality

Impacts, risks and opportunities

In industrial laundries such as SALESIANER, water consumption is naturally high – due to the daily washing of large quantities of textiles (around 600 tonnes per day). Water also plays a crucial role throughout the entire value chain, particularly in textile production, and is one of the most intensively used resources.

Inside-out: Despite the reuse of water through water recycling, the SALESIANER Group's impact on water resources remains significant. Fresh water consumption during the reporting period stood at around 1.4 million m³. Within the supply chain, cotton cultivation is also recognised for its high water consumption.

Depending on the source, this can range from 1,200 to 11,000 litres per kilogram. Regardless of actual consumption: with an indirect procurement volume of around 1,200 to 1,500 tonnes of cotton per year (for textiles made of 100% cotton as well as blended fabrics), indirect water consumption is also significant in the context of our business model.

By contrast, the extraction and use of marine resources are not of significant importance for SALESIANER, as these do not fall within the company's business scope. On the one hand, the SALESIANER Group has no sites located near the sea; on the other hand, for example, no algae derivatives are used in its textiles.

Outside-in: In the long term, water stress may pose material risks to SALESIANER or individual Group sites (see Section 2 on climate change).

Water and marine resources	Impact significance assessment (0–5)	Financial materiality assessment (0–5)
Materiality threshold	≥ 3.00	≥ 3.00
Water consumption and water withdrawal	4.33 (high)	2.55 (up to €1 million EBIT effect p.a.)
Water of water	3.33 (medium)	1.80 (up to €200,000 EBIT effect p.a.)
Discharge of water into the oceans	3.66 (average)	0.00 (up to €10,000 EBIT effect p.a.)
Extraction and use of marine resources	0.00 (no impact)	0.00 (up to €10,000 EBIT effect p.a.)



Water consumption | Water abstraction

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Large quantities of water are required both in textile manufacturing and when washing textiles. This can contribute to water scarcity, soil salinisation and damage to ecosystems.	in fact	Upstream, own activities	short, medium and long term	Supply chain: Suppliers' commitment to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits In-house activities: ISO 14001 Water recovery
Risks	Increase in water pricing, restrictions on water consumption due to water stress in affected regions	potentially	own operations	Long-term	Monitoring of location-specific physical climate risks and (environmental) policy developments
Opportunities	---	---	---	---	---



Water drainage

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: The discharge of wastewater in countries with no or inadequate sewage systems can have negative environmental impacts (e.g. water quality, harm to living organisms, food resources...) through direct discharge or leaks during indirect discharge (poor infrastructure)	in fact	Upstream, own activities	short, medium and long term	Supply chain: Suppliers' commitment to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits In-house activities: ISO 14001 Indirect discharge and regular wastewater checks
Risks	Stricter regulations, e.g. regarding microplastics, and associated fee increases	Potentially	own activities	Long-term	Monitoring of (environmental) policy developments
Opportunities	---	---	---	---	---

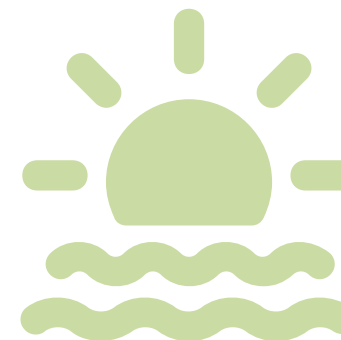


Discharge of water into the oceans

Significant	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Negative: Toxic chemicals are sometimes used in the manufacture of textiles, which may end up unfiltered in local waterways and ultimately in the oceans. This can sometimes have serious consequences for the environment and human health, e.g. through food consumption (fish)	in fact	Upstream	short, medium and long term	Supply chain: Suppliers' commitment to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Financial impacts

With regard to water, we have not identified any significant risks or opportunities in our materiality analysis, with the exception of water stress. However, this risk is already addressed in Section 2 on climate change and taken into account quantitatively.



4.2

Status

IRO Management and Guidelines [E3-1]

Organisation and responsibility: Within the SALESIANER Group, the respective plants and plant management teams are responsible for the resource-efficient use of water. They are supported in this primarily by the Technology Management department (design, planning and implementation of the plants' technical set-up) and Integrated Management Systems (IMS) as part of the environmental management system.

IRO Management: All plants within the SALESIANER Group have an ISO 14001-certified environmental management system, which also covers the legally compliant management of water in terms of both consumption/abstraction and discharge.

Relevant guidelines/policies:
 Commitment to sustainable action
 Code of Conduct and Ethics for employees

Key figures [E3-4]

Water consumption [m³]	FY 23/24	FY 24/25	FY 25/26	Δ in %
Total	1,318,583	1,353,349	1,368,124	+ 1%
of which in areas with water risks*	106,105 (8%)	120,361 (9%)	106,733 (8%)	- 11%
of which recovered and reused	not recorded	964,452 (71%)	998,731 (73%)	+ 4%
of which stored	0	0	0	+/- 0%
Water intensity [m³/kg]	0.00880	0.00882	0.00887	+ 1%
Water intensity [m³/€]	0.0044	0.0043	0.0041	- 5%
Water intensity [l/kg]	8.60	8.82	8.87	+ 1%

Concepts and measures implemented [E3-2]

Concepts: Every site within the SALESIANER Group has a site-specific water and wastewater management plan that is subject to the ISO 14001 environmental management system. These plans are continuously reviewed and updated to ensure they comply with legal requirements and are capable of achieving the SALESIANER Group's environmental objectives.

Measures implemented: Given the importance of water as a resource for the provision of our services and for our sustainability performance, the SALESIANER Group has also implemented a wide range of measures in the 2025/2026 financial year to further optimise water consumption. These include:

-  **Investments in modern technologies:** Older washing machines often require more water than more modern appliances. That is why – as in Hungary, for example – we invested in modern machines featuring water-saving technologies during the reporting period in order to continuously reduce our water consumption.
-  **Optimisation of washing and drying processes:** We have also improved our washing and drying processes across the Group. For example, where permitted by law and customer requirements, we wash textiles with similar washing requirements together to reduce water consumption.
-  **Water recycling / water recovery systems:** The use of water during the washing of our textiles also makes a significant contribution to reducing our water consumption. For example, we use special recovery systems. In this process, wastewater from our laundries is collected and passed through a filter system that removes dirt particles. The purified water can then be used in accordance with regulatory requirements and following thorough quality controls (e.g. regarding the absence of pollutants and bacteria). Such systems were implemented in Romania, for example, during the reporting period. In Hungary, on the other hand, the water is used during the washing of mats.

4.3

Next steps

Targets and planned measures [E3-2, E3-3]

Objectives: To further reduce our water footprint, we have set ambitious targets for our average water consumption within the SALESIANER Group.

Measures implemented: As water is one of the key resources for SALESIANER, we are already operating at a very high standard and have a high level of maturity regarding the optimisation of our water consumption as well as the reduction and optimal treatment of our wastewater. New processes, such as 'Cool Chemistry', are being used at many sites. At the same time, we are continuously evaluating innovative methods and opportunities to improve even further in this area. These include, for example:

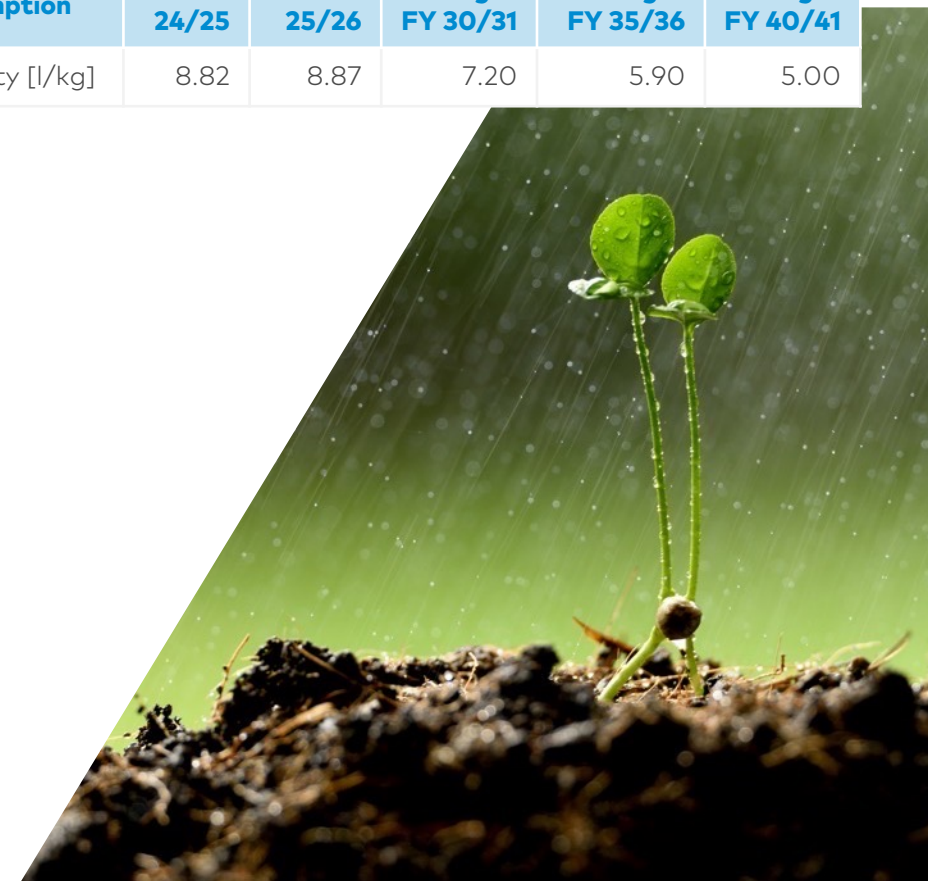
Rainwater harvesting: Under certain ecological and economic conditions (e.g. absence of pollutants and the costs of the necessary rainwater treatment systems), the use of rainwater can be a sustainable method in the context of an industrial laundry. In addition to being used for washing laundry, rainwater can also be used in washrooms. This is currently being evaluated at our site in Zagreb.

Reverse osmosis systems: In this process, water is passed through a semi-permeable membrane, which removes dissolved minerals, salts and other impurities from the water. This process can also be used to treat highly contaminated wastewater. Such systems are already used at our site in Bratislava. And we want to test to what extent we can also use them in wastewater recycling in combination with superfiltration.

Electrocoagulation: In this process, the wastewater is treated with electrodes to remove the pollutants it contains. The treated water can then be used again or returned to the water cycle. A corresponding project is currently underway and is being evaluated.

Nanocoatings: Such coatings can be applied to textiles to make them more water-repellent. In principle, this can also reduce the amount of water required for washing. However, potential disadvantages or risks must also be considered, such as the as yet unknown effects on the environment and possible impacts on human health, as nanoparticles could be released from the coating and enter the human body. For these reasons, SALESIANER has decided not to use such coatings.

Water consumption	FY 24/25	FY 25/26	Target FY 30/31	Target FY 35/36	Target FY 40/41
Water intensity [l/kg]	8.82	8.87	7.20	5.90	5.00



5 Biodiversity and Ecosystems (ESRS E4)



- 5.1 **Materiality**
- 5.2 **Status**
- 5.3 **Next steps**

5.1 Materiality

Impacts, risks and opportunities

The preservation of biological diversity and stable ecosystems is essential for ecological balance and a sustainable future. Changes to habitats, the loss of biodiversity and the impairment of ecosystem services can be negatively affected by high energy and resource consumption. SALESIANER also has a responsibility to take these interrelationships into account and to reflect on its impact on the environment and nature.

Since the last materiality analysis and a comprehensive review of our entire value chain

the topic of biodiversity and ecosystems has been classified as having high materiality.

Inside-out: The greenhouse gas emissions generated by SALESIANER's business activities not only contribute negatively to climate change but can also subsequently affect biodiversity and the stability of ecosystems. In addition to greenhouse gases, we also see potentially negative impacts on biodiversity and habitats, particularly along the textile value chain – for example, through unsustainable farming methods and the use of fertilisers and pesticides.

Outside-in: The ongoing loss of biodiversity and the degradation of ecosystems could, in the long term, pose substantial financial risks to our business model. Particularly relevant in this context is a potential shortage of cotton resulting from environmental changes (e.g. water stress), which could lead to price increases or supply bottlenecks. In such cases, a strategic adjustment to the choice of materials and the increased use of alternative fibres may become necessary.

Biodiversity and ecosystems	Assessment of materiality of impact (0–5)	Assessment of financial Materiality (0–5)
Materiality threshold	≥ 3.00	≥ 3.00
climate change	4.33 (high)	2.55 (up to €1 million EBIT effect p.a.)
Land use, freshwater and marine use	3.33 (medium)	0.00 (up to €10,000 EBIT effect p.a.)
Direct exploitation	2.13 (low)	2.55 (up to €1 million EBIT effect p.a.)
Invasive alien species	2.25 (low)	2.40 (up to €1 million EBIT effect p.a.)
Environmental pollution	3.33 (medium)	2.55 (up to €1 million EBIT effect p.a.)
Other, such as light and noise pollution	0.00 (no impact)	0.00 (up to €10,000 EBIT effect p.a.)
Population size of species	3.33 (medium)	0.00 (up to €10,000 EBIT effect p.a.)
Land degradation	3.33 (medium)	4.25 (over €2.5 million EBIT effect p.a.)
Desertification	3.20 (medium)	3.20 (up to €2.5 million EBIT effect per annum)
Soil sealing	2.33 (low)	0.00 (up to €10,000 EBIT effect p.a.)
Impacts and dependencies on ecosystem services	3.33 (medium)	1.60 (up to €200,000 EBIT effect p.a.)

climate change

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Climate change can have negative impacts on biodiversity, such as changes to habitats and changes in phenology, and can ultimately lead to biodiversity loss and the impairment of ecosystem services. SALESIANER influences climate change through their energy and resource consumption.	in fact	upstream, own activities	short, medium and long-term	supply chain: Commitment of suppliers to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits In-house activities: ISO 14001 and 50001 Decarbonisation
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Changes in land use, freshwater use and marine use

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Land-use changes can lead to the destruction of natural habitats and consequently to a reduction in genetic diversity. Cotton cultivation in particular could lead to land-use changes.	In fact	Upstream	short-, medium- and long-term	Commitment by suppliers to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Environmental pollution

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Environmental pollution can occur along the value chain, particularly in cotton cultivation, e.g. through the use of fertilisers and pesticides.	In fact	Upstream	short-, medium- and long- term	Commitment of suppliers to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Kestrels have been **nesting on the company building in Budapest for years**. This year, two chicks hatched successfully and were ringed by ornithologists and fitted with GPS transmitters to track their development. Meanwhile, the mother returned. The project supports the **conservation of this species and enables long-term monitoring of its habitat**.



Population size of species

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Textile production can have negative impacts on species populations: Habitat loss: Deforestation for the cultivation of raw materials such as cotton leads to the loss of natural habitats. This can result in population decline and even the extinction of species. Water pollution: Chemicals and dyes used in textile production often end up in water bodies and harm the organisms living there. This affects water quality and can lead to the death of fish and other aquatic life. Soil degradation: The intensive cultivation of cotton and other fibres can lead to soil erosion and degradation, destroying the livelihoods of many soil organisms. Air pollution: Emissions from textile production contribute to air pollution, which has a negative impact on the health of animals and plants.	in fact	upstream	short-, medium- and long- term	Commitment to suppliers regarding ethics and codes of conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

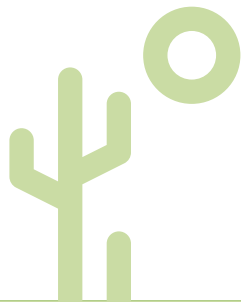
Land degradation

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Land degradation, in the form of deteriorating soil quality, can have negative impacts on ecosystems, e.g. through loss of biodiversity and water scarcity. Cotton cultivation contributes to land degradation through the use of fertilisers and pesticides.	in fact	Upstream	Medium and long term	Commitment of suppliers to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits
Risks	Land degradation may pose a financial risk to SALESIANER within the value chain associated with cotton cultivation. Cotton production requires fertile soil.	potentially	Upstream	Long-term	Annual climate risk monitoring of key cotton-growing regions (e.g. Sindh and Punjab) Stakeholder dialogues Testing fabrics made from cotton alternatives
Opportunities	---	---	---	---	---



Desertification

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Desertification can have negative impacts on ecosystems, e.g. through loss of biodiversity and water scarcity. The high water requirements of cotton cultivation can contribute to soil desiccation and thus to desertification.	In fact	Upstream	long-term	Commitment of suppliers to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits
Risks	Desertification may pose a financial risk to SALESIANER within the value chain associated with cotton cultivation.	potentially	Upstream, own activities	long-term	Annual climate risk monitoring of key cotton-growing regions (e.g. Sindh and Punjab) Stakeholder dialogues Testing of fabrics using cotton alternatives
Opportunities	---	---	---	---	---



Impacts and interdependencies of ecosystem services

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Ecosystem services are essential for many aspects of daily life. Important ecosystem services include, for example, water purification, climate regulation, pollination and soil protection. The failure of ecosystem services can have significant consequences for the environment and society (e.g. climate change, food shortages, loss of biodiversity) Impacts are likely to occur primarily within the value chain of cotton cultivation.	In fact	upstream	in the medium and long term	Commitment of suppliers to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Financial implications

The greatest financial risk in the context of biodiversity loss and ecosystem changes is the limited availability of cotton – caused by land degradation and advancing desertification in the growing regions. The probability of this risk occurring is assessed as medium, but the potential extent of damage is considered very high, with a possible impact on EBIT of > €2,500,000 per year.



5.2

Status

IRO Management and Guidelines [E4-2]

Organisation and responsibility: Monitoring of risks associated with biodiversity and ecosystems within the value chain is the responsibility of the Sustainability Department. To this end, it coordinates primarily with Supply Chain Management (SCM) as well as Sales and After Sales, and reports to the Sustainability Steering Group, the Executive Board and the supervisory board.

IRO Management: During the reporting period, SALESIANER used a SAAS solution to identify and assess biodiversity and ecosystem risks both at its sites and in the upstream value chain. In the upstream value chain, we have identified the two regions of Punjab (India) and Sindh (Pakistan) as two of the largest cotton

production areas from which SALESIANER also indirectly sources cotton or whose cotton forms part of the textiles purchased. The analysis provided clarity for the first time within the value chain regarding potential financial risks in the short, medium and long term. SALESIANER monitors these risks and their development at least annually and is currently working on a strategy to adequately address them.

Relevant guidelines/policies:

 Commitment to sustainable action

Biodiversity and Ecosystem Transition Plan [E4-1]

To date, we have not yet developed a transition plan for the conservation of biodiversity and ecosystems, as this requires further in-depth analysis.

Key figures [E4-5]

The following key figures have been identified in relation to ecosystem and biodiversity risks in the supply chain. Their development is reviewed at least once a year.

Biodiversity and ecosystem risks in the supply chain [period under review 2024-20254]	Punjab (India)	Sindh (Pakistan)
Atmosphere	Air pollution: high (283.84 µg/m³)	Air pollution: high (183.54 µg/m³)
Biodiversity	Endangered biodiversity: high (129.00)	Biodiversity Integrity Index: high (39.16%)
Land	Pollination: very high (0.00)	Pollination: very high (0.00)
Soil	Water stress: very high (905.19%)	Water stress: very high (902.23%)
	Pollination: very high (0.00)	Pollination: very high (0.00)
Water	Water stress: very high (905.19%)	Water stress: very high (902.23%)
	Biological oxygen demand: very high (5822.45 mg/l)	Biological oxygen demand: very high (5944.60 mg/l)
Sea	---	Eutrophication potential in coastal areas: very high (chlorophyll a ≥5 mg/m³)

To measure the extent to which the impact on biodiversity and ecosystems within the supply chain has been minimised, SALESIANER uses the following two indicators:

Protection of biodiversity and ecosystems in the supply chain [Key textile suppliers*]	FY 23/24	FY 24/25	FY 25/26	Δ in%
Recognition of the SALESIANER Code of Conduct and Ethics for Suppliers as an integral part of the contract	30%	91%	100%	+ 9 %-p.
Key suppliers with environmental certification (ISO 14001, EMAS, OEKO-TEX STeP, Green Dot...)	21%	71%	71%	+/- 0%

Policies and measures implemented [E4-3]

To reduce the impact on biodiversity and ecosystems, SALESIANER relies on its suppliers' commitment to its Code of Conduct and Ethics, or the existence of an equivalent voluntary commitment in the form of a Code of Conduct or corresponding (environmental) guidelines. In addition, the existence of operational environmental management systems, evidenced by certifications such as ISO 14001 or EMAS (Eco-Management and Audit Scheme), is verified.

With regard to the financial risks associated with biodiversity and ecosystems – particularly concerning the future availability and quality of cotton – SALESIANER has begun to

hold discussions with its key suppliers of cotton-intensive products. During regular meetings with key suppliers, the topic of cotton availability and quality is addressed, and key suppliers are asked to outline their strategies in this regard (e.g. supply chain diversification).

In addition, opportunities to reduce cotton requirements are being explored. This includes, for example, reducing the proportion of cotton in existing products and testing alternatives. So far, however, we do not yet see any possibility for economically viable, scalable substitutes for cotton.



5.3 Next steps

Objectives and planned measures: Concepts [E4-3, E4-4]

Objectives: At present, there are no quantitative targets regarding the reduction of financial risks associated primarily with cotton (outside-in perspective). However, in order to

impact (inside-out perspective) in the upstream value chain and among our suppliers, we have set ourselves the following objectives:

Protection of biodiversity and ecosystems in the supply chain [Key textile suppliers*]	FY 24/25	FY 25/26	Target FY 25/26	Target FY 30/31
Adherence to the SALESIANER Code of Conduct and Ethics for Suppliers or the existence of an equivalent voluntary commitment	91%	100%	100%	
Key suppliers with environmental certification (ISO 14001, EMAS, Green Button...)	71%	71%	---	100%
The top 10 items per key supplier have quality labels that go beyond the OEKO-TEX Standard 100 (GOTS, GRS...)	New KPI	25%	---	100%

Planned measures: For the coming years, we intend, on the one hand, to engage in even more intensive dialogue with our key suppliers, particularly in the cotton-intensive product categories of flat linen and terry towelling, in order to further assess the risks and derive courses of action from this. On the other hand, we will also discuss the potential risks of a shortage in cotton availability with competitors, suppliers and partners within the framework of the European Textile

Services Association (ETSA) to discuss the potential risks of a shortage in cotton availability with competitors, suppliers and partners, and to identify industry-wide solutions. We are convinced that a concerted approach across company and national borders is both necessary and the most effective way forward on this important issue.



6

Resource use and circular economy (ESRS E5)



- 6.1 **Materiality**
- 6.2 **Status**
- 6.3 **Next steps**

6.1 Materiality

Impacts, risks and opportunities

With the introduction of rental textiles 50 years ago, SALESIANER was one of the pioneers of the sharing and circular economy in the rental textiles sector. By renting out textiles through a highly specialised system, we enable optimal multiple use and thus contribute to reducing the consumption of various resources (primarily energy, water, chemicals and raw materials for textile production).

Inside-out: As one of the largest rental textile suppliers in Europe, SALESIANER has a significant resource consumption, particularly in relation to textiles, energy, water and detergents/chemicals. This resource consumption can be shortage

of raw materials and ultimately lead to supply bottlenecks.

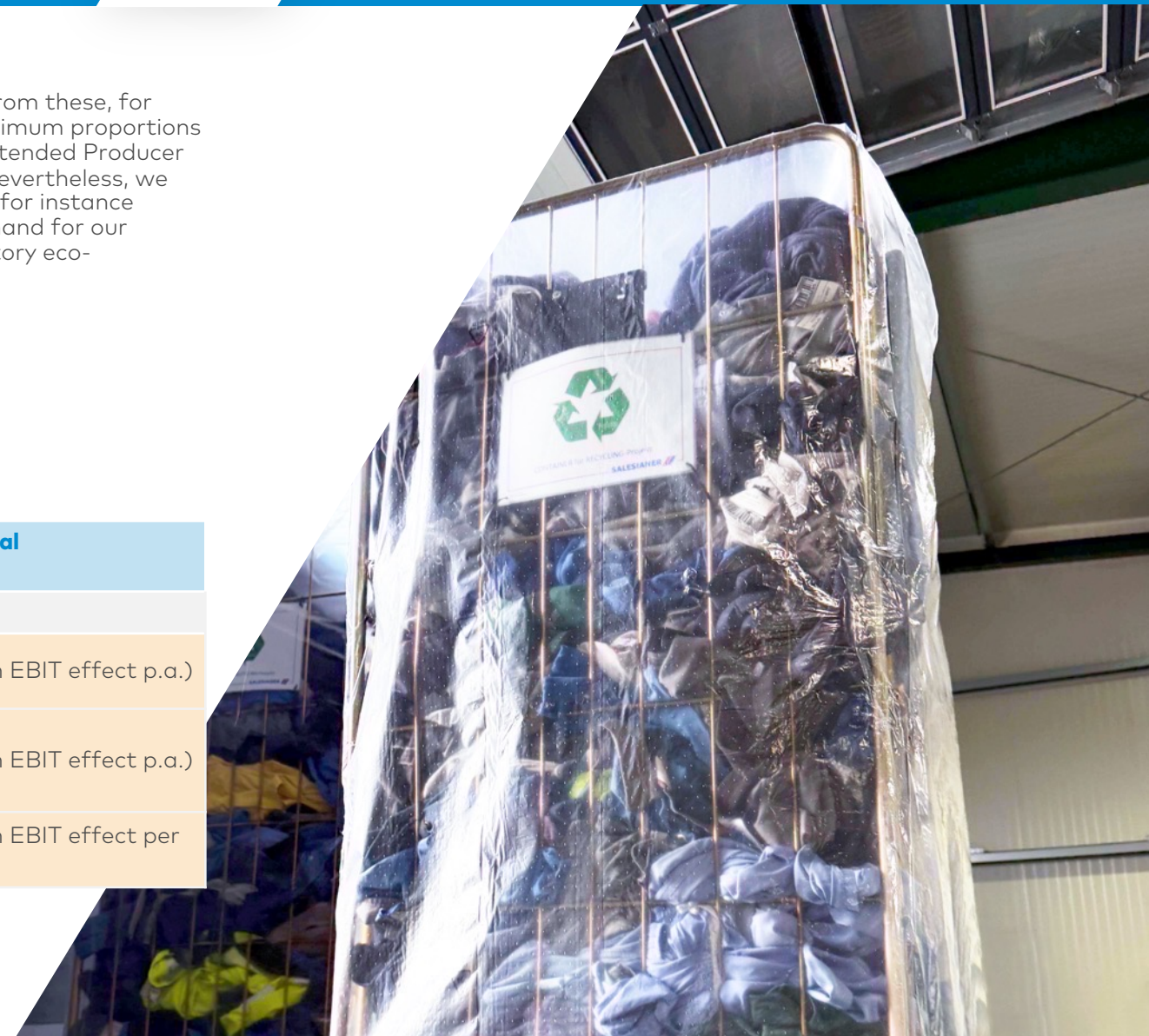
However, through our circular business model, we ensure that resources remain in the cycle for as long as possible, thereby making a positive contribution to the sustainable use of resources. In the area of waste, we focus on prevention, reuse and recycling.

We see a potential risk to people and the environment in connection with waste primarily in our textile supply chain, as waste standards there (particularly in India, Pakistan and Asia) sometimes do not meet the high European standards.

Outside-in: Regulatory requirements relating to resource use and the circular economy, in particular, may present challenges for SALESIANER or pose financial risks. This is particularly relevant for textiles and the requirements and

specifications arising from these, for example regarding minimum proportions of recycled fibres or Extended Producer Responsibility (EPR). Nevertheless, we also see opportunities, for instance through increased demand for our services and in mandatory eco-modulation schemes.

Biodiversity and ecosystems	Assessment of materiality of impact (0–5)	Assessment of financial Materiality (0–5)
Materiality threshold	≥ 3.00	≥ 3.00
Resource inflows, including resource use	3.33 (medium)	3.40 (up to €2.5 million EBIT effect p.a.)
Resource outflows related to products and services	3.50 (medium)	3.60 (up to €2.5 million EBIT effect p.a.)
Waste	3.33 (average)	3.40 (up to €2.5 million EBIT effect per annum)



Resource inflows, including resource use

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Negative: Impact on the circular economy and recycling in the textile sector for blended fabrics (particularly workwear, sterile laundry and mat service). Textiles containing blended fabrics have an indirect negative impact on the circular economy. As it is more difficult to separate and process mixed materials, recycling costs rise, leading to lower recycling rates and more waste.	In fact	Upstream	short, medium and long term	Collaboration with suppliers regarding eco-design and the conduct of tests Support for research projects (e.g. ReSTex) and recycling companies such as CIBUTEX
Risks	Mandatory requirements regarding recycled content combined with higher purchase prices for recycled textiles	Potential	own activities	Long-term	Ongoing legal monitoring
Opportunities	---	---	---	---	---

SALESIANER supported **Lebenshilfe Vöcklabruck** with a donation towards a privacy screen for the garden – a valuable contribution to greater **privacy and well-being for children and young people**.



Outflows of resources relating to products and services

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: Recycling has a positive impact on the environment and the economy by conserving resources, reducing environmental pollution and minimising waste. SALESIANER recycles the textiles it purchases in a laundry cycle. A large proportion of the used textiles is also reused for reuse or recycling purposes. Furthermore, SALESIANER uses textiles and packaging materials containing recycled content in some cases.	In fact	own activities downstream	short-, medium- and long-term	Own activities: Gentle laundry washing Sewing workshops for repairs Checks before textiles are removed Preparation for reuse and recycling / pre-sorting Downstream: Customer awareness Penalties, e.g. for misuse of laundry
Risks	Mandatory requirements regarding recycled content combined with higher purchase prices for recycled textiles	Potentially	In-house activities	Medium and long term	Ongoing legal monitoring
Opportunities	Increased demand for rental textiles	Potential	In-house activities	Medium and long term	Sales, after-sales and marketing activities

Together with **SAUBERMACHER**, we are launching a 12-month project to collect and analyse workwear, hotel linen and healthcare textiles. **The aim is to highlight the potential for material recovery and to lay the foundations for scalable circular models** – in collaboration with partners who are committed to actively closing the loop.



Resource inflows, including resource use

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Production waste has a negative impact on the environment if it is not disposed of properly.	In fact	Upstream own activities	Short, medium and long term	Upstream: Suppliers' commitment to a code of ethics and conduct Environmental management certifications such as ISO 14001 or EMAS Ad hoc audits In-house activities: ISO 14001 Waste management officers Downstream: Collection of textiles as part of the rental textile service Customer awareness Penalties, e.g. for misuse of linen
Risks	Mandatory requirements regarding recycled content combined with higher purchase prices for recycled textiles	Potential	In-house activities	Medium and long term	Ongoing legal monitoring
Opportunities	Increased demand for rental textiles	Potential	In-house activities	Medium and long term	Sales, after-sales and marketing activities

Financial implications

The greatest financial risk for the SALESIANER Group was identified in the materiality analysis regarding resource outflows in connection with extended producer responsibility and the Ecodesign Regulation.

The risk is classified as very likely and its magnitude as high, with an EBIT effect of up to €2.5 million per year.

6.2

Status

IRO management and guidelines [E5-1]

Organisation and responsibility: All employees are responsible for the resource-efficient use of resources; there is also a particular responsibility in the following areas:

- Sales and After Sales:** Convince new and existing customers of the benefits of rental textiles and sustainable products.
- Supply Chain Management (SCM):** Procure sustainable products from reliable suppliers
- Plants:** Manage resources carefully within the framework of, for example, the established environmental management system (ISO 14001) / Waste management officers
- Integrated Management Systems (IMS):** Supports the entire SALESIANER Group, including in environmental management
- Sustainability:** Provides information on sustainability requirements, proposes measures and supports implementation projects

IRO Management: SALESIANER has developed a comprehensive management concept based on the sustainable procurement of materials and the reduction of waste and resource consumption. The concept comprises the following key measures:

Purchasing: We are committed to the responsible procurement of materials and raw materials that are both environmentally and socially sustainable. In our procurement, taking into account acquisition costs, Total Cost of Ownership (TCO) and competitiveness considerations, we therefore give preference to raw materials and materials that are as environmentally friendly and durable as possible. This is regulated in the "Sustainable Procurement of Textiles" guideline.

Awareness-raising: Against this backdrop, we regularly raise awareness among our staff in sales, after-sales and purchasing regarding environmentally sound procurement practices, as well as among our staff in the plants and our customers regarding the responsible handling of materials. We also work closely with our suppliers to ensure they meet our standards regarding environmental and social responsibility, so that together we can achieve our goal of reducing our environmental footprint. We are also committed to informing both our existing and new customers about our sustainability goals and measures and involving them in our efforts – for example, through relevant product training and by offering alternative, more sustainable products, product variants and services.

Monitoring: We regularly measure and monitor our environmental impact across the three main impact categories – textiles, detergents and packaging – to assess our sustainability performance, measure our progress towards targets and identify potential for improvement at an early stage. We currently use various key performance indicators (KPIs) for this purpose and are committed to developing and monitoring further meaningful KPIs in light of regulatory and customer requirements.

The issue of waste also poses a challenge for an industrial laundry such as SALESIANER. The handling, washing and packaging of textiles generate various types of waste that can have an environmental impact. Against this backdrop, SALESIANER is actively committed to sustainable waste management

to minimise environmental impact and conserve resources.

All SALESIANER Group sites are certified to the ISO 14001 standard. In doing so, SALESIANER adheres to the principles of the environmental management system and is committed to the continuous improvement of its waste management processes.

The overarching management concept, as defined by the ISO standard, sets out the guidelines and measures we implement in the area of waste. These include, above all, regular waste analysis, the introduction of waste prevention measures and waste separation systems, as well as the ongoing optimisation of waste disposal.

Another key aspect is the reuse and recycling of our discarded textiles.

Relevant guidelines/policies:

- Commitment to sustainable action**
- Guideline for the Sustainable Procurement of Textiles



During the reporting period, the SALESIANER Group recorded a total of around 2,540 tonnes of textiles and 395 tonnes of packaging material. These two categories were identified as categories of materiality, as they are of crucial importance to our business.

A large proportion of the materials used consists of organic materials such as cotton or cellulose. The percentage share of these organic materials is around 66%, and there are several certifications such as **the Better Cotton Initiative (BCI), Cotton made in Africa (CmiA), Fairtrade, the Global Organic Cotton Standard (GOTS) or the Organic Cotton Standard (OCS).**

SALESIANER also uses recycled and reused materials. The total weight of these materials in the textile sector for the reporting period is around 15 tonnes and, according to the data currently stored in our ERP system, accounts for approximately 1% of the total textile materials procured.

Cash outflows	FY 25/26					
Material category [kg and %, rounded]	Total weight (Δ in % compared to previous year as % of total)		of which organic materials (as a % of total)		of which recycled materials (as a % of total)	
Textiles	2,499,430 (+ 13%)	100%	1,661,965	66%	10,285	< 1%
Cotton	1,644,152 (+ 13%)	66%	1,644,152	66%	0	0%
Cellulose	17,814 (+ 5 %)	1%	17,814	< 1%	0	0%
Polyester	824,469 (+ 21 %)	33%	0	0%	15,350	< 1%
Other materials	12,996 (-540%)	< 1%	0	0%	0	0%
Floor mats	93,057 (-139%)	100%	0	0%	0	0%
Rubber and nylon/polyamide						
Packaging materials	219,986 (-10%)	100%	128,975	59%	0	
Packaging: Paper	128,975 (+ 8%)	59%	128,975	59%	0	0%
Packaging: Plastics	88,372 (-30%)	40%	0	0%	0	0%
Packaging: Iron	2,639 (- 198%)	1%	0	0	0	0%
Packaging intensity [g/kg]	FY 25/26: 1.43 (-10%)					

Resource consumption: SALESIANER has thousands of items in its range and in circulation. We therefore provide an overview below of the average lifespan of selected products, measured in wash cycles and weeks in circulation.

Another key component of our sustainability strategy is the responsible use of packaging materials. The majority of our textiles are transported and stored in reusable packaging – such as robust laundry bags. In this way, we systematically reduce the use of single-use materials and make an important contribution to waste prevention. For sterile items, the use of single-use packaging is necessary for hygiene reasons. Here, we use special plastic films that are 100% recyclable. In this way, we ensure that environmental considerations are taken into account as effectively as possible in these areas too.

Waste: The waste figures on the following page relate to the calendar year, as we receive the data annually from waste management companies on a calendar year (CY) basis.

Resource outflows	Age of retired parts FY 25/26
Product category (illustrative selection)	Average service life* Number of wash cycles Weeks in use
White T-shirt (35% cotton/65% polyester, 195 g/m ²)	27 137
White T-shirt (100% cotton, 175g/m ²)	15 73
White T-shirt (60% cotton/40% polyester, 220g/m ²)	32 164
Tunic (65% polyester / 35% cotton, 145 g/m ²)	34 187
Tunic (50% Tencel / 50% PES, 200 g/m ²)	52 120
Trousers (60 CO / 40 PES, 200 g/m ²)	40 145
White jeans (63% polyester / 34% cotton / 3% elastane, 250 g/m ²)	46 224

***Note:** The figure given here refers to average values for representative reference products that were disposed of during the reporting period. With regard to clothing, it should be noted that clothing can also be washed by or at the customer's premises, which is why the number of wash cycles and weeks in circulation does not necessarily reflect the actual service life.

Around 60 employees completed **practical container training** in Trzin – to enhance safety, team spirit and efficient processes in day-to-day work. The **successful programme has been rolled out across the group.**



Waste [tonnes, rounded, period 1 January 2025 – 31 December 2026]	FY23/24	FY 24/25	FY 25/26	Δ in %
Total waste	3,035.36	2,883.26	2,703.34	- 6%
Total waste (not for disposal)	1,854.32	1,685.37	1,524.66	- 10%
Hazardous waste	5.14	8.09	3.80	- 53%
Preparation for reuse	---	---	---	---
Recycling	5.14	8.09	3.80	- 53%
Other recovery methods	---	---	---	---
Non-hazardous waste	1,849.18	1,617.77	1,520.86	- 9%
Preparation for reuse	---	59.52	21.78	- 63%
Recycling	1,849.18	1,617.77	1,499.08	- 7%
Other disposal methods	---	---	---	---
Total waste (for disposal)	1,181.15	1,197.88	1,178.68	- 2%
Hazardous waste	59.68	78.06	96.73	+ 24%
Incineration of hazardous waste	59.68	78.06	96.73	+ 24%
Hazardous waste landfill	---	---	---	---
Other disposal options	---	---	---	---
Non-hazardous waste	1,121.47	1,119.82	1,082.09	- 3%
Incineration	1,121.47	1,119.82	1,082.09	- 3%
Landfilling	---	---	---	---
Other disposal methods	---	---	---	---
Total amount of non-recycled waste (%)	1,181.15 (39%)	1,197.88 (42%)	1,178.68 (43.60%)	- 2%
Total amount of hazardous waste (%)	64.82 (2%)	78.06 (3%)	100.39 (4%)	+ 17%
Residual waste intensity [g/kg] (own KPI)	7.08	6.41	7.01	+ 9%
Reuse/recycling rate for used textiles [%] (own KPI)*	55.36%	75.02%	69.16%	- 8%



Concepts and implemented measures [E5-2]

As textiles are one of the cornerstones of our business model, the SALESIANER Group has adopted the following approach alongside its established environmental management system:

Used textiles

Single-material items (cotton or polyester):

Pilot closed-loop recycling projects in collaboration with customers and subsequent scaling

Blended fabrics (polycotton and other fabric compositions):

Support for research projects as well as selected open- and closed-loop pilot projects with or without customer involvement



This is **Sonja**, who is responsible at our Vienna site for monitoring the textiles separated during the cleaning process. Thanks in part to her, the **volume of used textiles in Vienna** has been **reduced by approximately 70%**.



In partnership with leading Austrian companies such as **Austrian Airlines, ÖBB and Austrian Post, SALESIANER recycles end-of-life workwear.**

Against this background, the following measures, amongst others, were implemented or were in the process of being implemented during the reporting period:

- /// Intensifying cooperation with manufacturers of cleaning cloths
- /// Further processing of discarded textiles into insulation boards in collaboration with other leading European textile rental companies
- /// Production of yarn from discarded clothing in collaboration with other companies
- /// Production of towels containing recycled material from discarded towels
- /// Production of polo shirts for our lorry drivers from discarded surgical clothing
- /// Launch of a proof-of-concept collaboration for a fibre factory in Austria

ETSA members launch joint recycling project

Mathias Nell
Head of Sustainability & Grants



“ Together we care. This is not just an empty advertising slogan, but a conviction we live by. That is why we are delighted to be working with other leading suppliers of rental textiles to drive forward the recycling of used textiles. The project demonstrates that **real impact is achieved when corporate boundaries are overcome.** ”

Dr Diana Wolf
Research and Development



“ **Local recycling strengthens Europe's strategic autonomy.** By keeping materials within the EU, we reduce our dependence on external suppliers and our environmental footprint. ”

Under the leadership of SALESIANER, a major **open-loop recycling project** was launched in the 2025/26 financial year in collaboration with market partners.

Among other things, durable insulation mats are produced from discarded clothing.

Thomas Neyer
Head of Coordination Staff Function, ETSA President



“ **When an industry pulls together, change can be achieved.** Our collaboration shows that the circular economy is at its strongest when it is shaped collectively. ”

Wolfram Rees
Managing Director, bardusch group (CSO)



“ The future of textile services is not just about managing products, but about managing materials. **Our project helps to redefine our industry as a shaper of fibre flows** – from first use to the next life cycle. ”

Kati Pallasaho
Senior Vice President, Strategy & Sustainability



“ **The circular economy is not a vision.** It is a process that we are shaping today. ETSA members are testing solutions that keep valuable resources in the cycle for longer. ”

Hartmut Engler
CEO



“ With this joint recycling project, we are extending our service promise beyond the product's useful life. By combining reliable textile services with **circular economy solutions**, we are turning sustainability into tangible added value for our customers and for the industry. ”

6.3

Next steps

Objectives and planned measures [E5-2, E5-3]

Objectives: The SALESIANER Group is committed to continuing to reduce its negative impact in the area of resource use

and expand its positive impact in the area of the circular economy. To this end, the following objectives have been set:

Resource use and circular economy	FY 24/25	FY 25/26	Target FY 30/31	Target FY 35/36	Target FY 40/41
Residual waste intensity [g/kg]	6.41	7.01	2.50	2.25	2.00
Packaging density [g/kg]	1.58	1.43	1.20	1.15	1.00
Reuse/recycling rate for used textiles [%]*	75%	70%	80%	85%	90%
The top 10 items per key supplier have quality labels that go beyond the OEKO-TEX Standard 100 (GOTS, GRS...)	New KPI	25%	100%		

We are also considering the inclusion of sustainability targets regarding the procurement of textiles with a higher organic and/or recycled content. However, at the end of the reporting period, the relevant deliberations and decisions had not yet been finalised.

Planned measures: As our customers play a crucial role in resource use and the circular economy, we will raise their

awareness of more sustainable product alternatives, the careful handling of textiles, and various recovery options at the end of their life cycle. We therefore plan to develop positive incentive schemes to encourage the purchase of more sustainable textiles, e.g. in the form of environmental and climate protection projects that SALESIANER supports together with its customers by opting for

sustainable textiles. We also want to explore with customers the possibilities of jointly shouldering the additional costs of textile recycling even before the implementation of extended producer responsibility.

Furthermore, across all our product categories – from flat linen and clothing to our surgical sets – we will continue to prioritise recycling and design and implement recycling projects. For example, the addition of a further supplier to our mat service opens up new possibilities for recycling standard and logo mats at the end of their life cycle, both in closed-loop and open-loop systems. Furthermore, we will test whether cleaning cloths made from our used textiles can be produced at competitive prices and to the quality required for our rental textile services

can be leased to customers. Last but not least, we intend to launch a recycling project for workwear in collaboration with other European laundries and manufacturers who are members of the European Textile Services Association (ETSA). We firmly believe that only by combining the efforts of all stakeholders can we achieve a functioning and economically viable circular economy within our industry.

Furthermore, the SALESIANER internal marketplace will be further promoted and expanded to other business areas (primarily workwear). In addition, the successful concept of final inspection of end-of-life textiles will be gradually rolled out to all sites.

Own workforce (ESRS S1)



7.1 Materiality

7.2 Status

7.3 Next steps

7.1

Materiality

Impacts, risks and opportunities

Our workforce of over 3,600 employees is the heart of SALESIANER. They are crucial to our shared success. Their diverse perspectives and experiences foster innovation and create a strong, dynamic working culture that drives us forward as a company, as an employer and as a community.

Inside-out: In numerous areas, SALESIANER has a positive impact on its workforce as an employer, for example in terms of fair pay, social dialogue and work-life balance.

The company also offers extensive training and professional development. Diversity is actively promoted, and any form of discrimination is strictly prohibited. As an employer, we see room for improvement in the areas of health and safety at work.

Outside-out:

- /// Opportunities: Perceived good work-life balance and thus lower staff turnover; training to enhance employee satisfaction and improve performance
- /// Risks: lack of health and safety measures can lead to workplace accidents and reputational damage; potential compensation payments for failing to meet inclusion targets

Stakeholder interests and perspectives:

SALESIANER consistently complies with all national and European labour law regulations, thereby ensuring that its employees are paid fairly and on time. Furthermore, the company places great emphasis on a people-oriented corporate culture through a regular staff survey.

This gives all employees the opportunity to share their opinions, experiences, as well as specific suggestions and requests for change. This ensures that their perspectives are taken seriously and actively incorporated into internal improvement processes.

The company's workforce	Assessment of materiality (0–5)	Assessment of financial materiality (0–5)
Materiality threshold	≥ 3.00	≥ 3.00
Job security	2.00 (low)	2.10 (up to €1.0 million EBIT effect p.a.)
Working hours	2.33 (low)	2.80 (up to €2.5 million EBIT effect p.a.)
Appropriate remuneration	3.00 (medium)	2.80 (up to €2.5 million EBIT effect p.a.)
Social dialogue	3.50 (medium)	2.00 (up to €200,000 EBIT effect per annum)
Freedom of association, existence of works councils and employees' rights to information, consultation and co-determination	3.50 (medium)	3.00 (up to €1 million EBIT effect p.a.)
Collective bargaining, including the proportion of the workforce covered by collective agreements	3.50 (medium)	3.00 (up to €1 million EBIT effect per annum)

Work-life balance	3.00 (medium)	0.70 (up to €50,000 EBIT effect p.a.)
Health and safety	3.00 (medium)	3.00 (up to €1 million EBIT effect p.a.)
Gender equality and equal pay for equal work	2.57 (low)	3.00 (up to €1 million EBIT effect per annum)
Training and skills development	3.00 (medium)	0.00 (up to €10,000 EBIT effect per annum)
Employment and inclusion of people with disabilities	2.00 (low)	0.90 (up to €50,000 EBIT effect p.a.)
Measures against violence and harassment in the workplace	2.50 (low)	1.40 (up to €200,000 EBIT effect p.a.)
Diversity	3.00 (medium)	1.40 (up to €200,000 EBIT effect p.a.)
Child labour	2.10 (low)	0.00 (up to €10,000 EBIT effect p.a.)
Forced labour	2.10 (low)	2.25 (up to €1 million EBIT effect per annum)
Suitable accommodation	1.75 (low)	3.00 (up to €1 million EBIT effect p.a.)
Data protection	3.00 (medium)	3.00 (up to €1 million EBIT effect per annum)

Fair pay

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: Fair pay has a positive impact on those concerned. For employees: financial worries, mental strain, lack of motivation at work. SALESIANER makes a positive contribution by paying fair wages.	in fact	own activities	short-, medium- and long- term	Pay in line with the collective agreement and, in some cases, above the standard rate
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Social dialogue

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: Effective social dialogue has a positive impact on the following areas: promoting equal treatment, strengthening workers' rights and improving working conditions.	in fact	own activities	short-term, medium-term and long- term	Involving our employees in decision-making processes
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---



Freedom of association, the existence of works councils and employees' rights to information, consultation and co-determination

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: Freedom of association is important for safeguarding employees' labour rights, such as promoting equal treatment and improved working conditions. Overall, these mechanisms contribute to a fairer and more productive working environment and promote long-term stability and staff satisfaction.	In fact	own activities	short-term, medium-term and long-term	Compliance with legal requirements
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Collective bargaining, including the proportion of the workforce covered by collective agreements

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: Collective bargaining and collective agreements are important for safeguarding employees' labour rights, such as promoting equal treatment and improving working conditions. Overall, these mechanisms contribute to a fairer and more productive working environment and promote long-term stability and staff satisfaction.	In fact	own activities	short-term, medium-term and long-term	Compliance with legal requirements
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Work-life balance

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: A good work-life balance has a positive impact on the mental and physical health of our employees.	In fact	own activities	short-, medium- and long-term	One day working from home flexitime arrangements Part-time working schemes for older employees
Risks	---	---	---	---	---
Opportunities	The (perceived) good work-life balance offers the financial opportunity to succeed in the so-called war for talent, as well as lower staff turnover and the costs normally associated with it.	potentially	own activities	short, medium and long term	see above

Health and Safety

Key	Description	Actual/ Potential	Value Value chain	Time horizon	Measures
Impacts	Negative: A lack of occupational safety and health protection can have negative effects on the physical well-being and health of our employees. Even though SALESIANER implements many measures to prevent workplace accidents, they still occur.	In fact	own activities	short-, medium- and long-term	Mandatory training Briefings by qualified personnel Occupational safety specialists Container driving licence Recording and reporting of workplace accidents
Risks	A lack of health and safety protection poses the following financial risks in particular for SALESIANER: (Long-term) absences from work and damage to reputation	---	---	---	see above
Opportunities	---	---	---	---	---

Training and skills development

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: Our training programmes and support for skills development contribute to the personal and professional development of our staff, which in turn leads to increased motivation and satisfaction.	In fact	own activities	short-, medium- and long- term	SALESIANER Academy High-Potential Programme Individual training and development
Risks	---	---	---	---	---
Opportunities	Targeted training and skills development offer the financial opportunity of employee satisfaction and the skills necessary for the growth of SALESIANER.	potential	own activities	short-, medium- and long-term	see above

Diversity

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: Diversity is a sign of non-discrimination. Furthermore, a diverse workforce brings different perspectives and ideas to the table, which in turn lead to creative problem-solving and innovative products. Our teams, made up of people from diverse backgrounds, tackle problems from different angles and are therefore more effective and efficient.	In fact	own activities	short-, medium- and long- term	Job advertisements are aimed equally at women, men and diverse candidates Non-discrimination in recruitment procedures and hiring Country-specific agreements with countries outside the European Union (e.g. the Philippines)
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Employment and inclusion of people with disabilities

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	---	---	---	---	---
Risks	Employing people with disabilities below any applicable quotas entails a financial risk for SALESIANER in the form of compensation payments. In Austria, these amount to around €400 per month for each unfilled post. The quota stands at 4% of staff	potentially	own activities	short-, medium- and long-term	Non-discrimination in recruitment procedures and hiring 'Include' project Encouraging staff to come forward if they meet the government criteria
Opportunities	---	---	---	---	---

Privacy Policy

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Negative: Inadequate data protection can infringe on the privacy of data subjects and, in serious cases, lead to psychological distress.	Potential	Own activities	short-, medium- and long-term	GDPR compliance programme comprising data protection officers, policies, technical and organisational measures (TOMs), training, data processing agreements, audits ISO 27001 certification
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---



Financial implications

The key issues for the SALESIANER Group identified were work-life balance (potential annual EBIT effect of up to €1 million) and training and skills development (potential annual EBIT effect of up to €1 million). The two main risks lie in the

areas of health and safety (potential annual EBIT effect of up to €1 million) and the employment and inclusion of people with disabilities below any statutory quotas (potential annual EBIT effect of up to €1 million).



7.2

Status

IRO Management and Guidelines [S1-1]

Organisation and responsibility: Overall responsibility for the key issues identified as having materiality in the area of the company's workforce lies with the Executive Board or the management teams in the respective countries. They are supported in this by various departments and units within the company. These include, in particular:

- Human Resources (HR)** for fair remuneration, social dialogue, freedom of association, collective bargaining, health, work-life balance, training and skills development, diversity, and the employment and inclusion of people with disabilities.
- Integrated Management Systems (IMS)** for occupational safety. The central occupational safety specialists are also grouped within this area.
- Legal / Legal Department** for data protection.

In addition, there are works council members in all countries and at all sites where this is possible or provided for.

IRO Management: The SALESIANER Group is clearly committed to its employees. This is clearly demonstrated, among other things, by the embedding of employee-centred values.

Alongside the respective managers, the works council members act as a central point of contact for our employees should they feel that our values are not actually being put into practice on a daily basis.

At the **"Women for Women" conference** in Slovakia, leading figures from the worlds of culture, sport and business came together, including Zuzana Čaputová and Petra Vlhová. SALESIANER was represented and used the event for **networking, exchange and inspiration on the topics of female leadership and entrepreneurship.**



Our works council members and senior management meet regularly to ensure that there are no breaches of the law or of our internal values and guidelines, and to discuss any incidents that may have occurred and determine appropriate action.

Furthermore, with the exception of the Czech Republic, all SALESIANER Group sites are certified to the ISO 45001 standard (occupational health and safety management). ISO 45001 is the internationally recognised standard for occupational health and safety management systems. For the SALESIANER Group, it provides the material framework for managing health and safety risks to ensure a safe and healthy workplace at all times.

We also set high standards in the area of data protection and have developed a data protection compliance organisation that strictly adheres to the requirements of the European General Data Protection Regulation (GDPR) and works to ensure that the entire SALESIANER Group protects personal data in compliance with the law at all times.

Relevant guidelines/policies:

-  Commitment to sustainable action
-  Guideline for the Sustainable Procurement of Textiles
-  Code of Conduct and Ethics for Employees



In Hungary, the focus in September was on occupational health and safety. **Training sessions, interactive workshops and events conveyed important rules for the safe use of containers.** An obstacle course, team activities and a shared lunch reinforced employees' knowledge, teamwork and safety awareness in a relaxed atmosphere.



Key figures

Characteristics of the company's employees (S1-5)

Characteristics of the company's employees: Group [Number and FTEs, reference date 31 March 2025 or 31 March 2026] 	FY 24/26	FY 25/26				Δ in % (total)
	Total	Male	Female	Diverse	Total	
Total	3,607	1,454 (40%)	2,154 (60%)	0 (0%)	3,608 (100%)	+/- 0%
Employees	684	274	396	0	670	- 2%
Workers	2,923	1,180	1,758	0	2,938	+ 1%
Employees under 30	540	248	311	0	559	+ 4%
Employees aged 30–50	1,804	755	1,018	0	1,773	- 2%
Employees aged over 50	1,263	543	817	0	1,270	+ 1%
Admissions	1,558	758	870	0	1,628	+ 1%
Withdrawals	1,506	685	845	0	1,530	+ 4%
Staff turnover	42%	47%	39%	---	42%	+/- 0%
Permanent employment contracts	3,301	1,366	2,068	0	3,334	+ 1%
Fixed-term employment contracts	210	87	87	0	174	- 17%
Temporary staff (agency workers)	150	84	116	0	200	+ 33%
External contracts without a fixed number of hours (e.g. freelancers)	13	10	1	0	11	- 15%
Full-time equivalents (FTE)	3,476	1,460 (41%)	2,121 (59%)	0 (0%)	3,581 (100%)	+ 3%

Collective agreement coverage and social dialogue (S1-7): Collective agreement coverage and social dialogue are material components of the SALESIANER Group's corporate policy. These elements help to ensure fair working conditions and protect the interests of employees.

Collective agreement coverage: At the SALESIANER Group, all employees are covered by collective agreements or minimum wage regulations. This applies to both white-collar and blue-collar workers in all regions where the company operates. Compliance with these collective agreements ensures that employees' working and employment conditions are fair and transparent.

Social dialogue: Social dialogue within the SALESIANER Group encompasses various levels and mechanisms to represent employees' interests and promote constructive cooperation between employees and employers:

Works Council: The Works Council is a key body that represents the interests of employees and acts as an intermediary between the workforce and management. Regular meetings and consultations with Works Council members ensure that employees' concerns are taken into account and incorporated into decision-making processes.

European Works Council: The SALESIANER Group actively participates in the European social dialogue and has entered into agreements for the representation of employees by a European Works Council (EWC). This facilitates cross-border cooperation and the exchange of best practices.

Trade unions: Cooperation with trade unions is another important aspect of social dialogue. The SALESIANER Group works closely with trade unions to continuously improve working conditions and protect employees' rights.

Feedback mechanisms: To promote social dialogue, the SALESIANER Group has established various feedback mechanisms. These include regular staff surveys, feedback boxes and digital platforms where staff can express their opinions and suggestions anonymously and confidentially.

Own employees covered by collective agreements

[Number and % of total, as at 31 March 2026]

Group

FY 25/26

2,476 (69%)

The **47th International Tennis Tournament** in Vienna brought together 24 participants from various countries. **Sport, team spirit, fairness, exchange and shared enjoyment** were at the heart of the event.



Diversity (S1-8): The SALESIANER Group attaches great importance to diversity within the organisation and strives to achieve a balanced gender and age distribution.

Our plants in Vienna and Wiener Neustadt (Austria) have been successfully certified to **ISO 30415 (Diversity & Inclusion)**.

The following section presents the gender distribution at senior management level and the age distribution among employees.

Diversity: Group [Number, as at 31 March 2026]	FY 24/25			
	Male	Female	Diverse	Total
Men – Women – Other	1,454 (40%)	2,154 (60%)	0 (0%)	3,608 (100%)
Employees in management positions (up to team leader level, excluding senior management)	108 (57%)	82 (43%)	0 (0%)	190 (100%)
Employees at the highest management level (top management, executive board)	12 (75%)	4 (25%)	0 (0%)	16 (100%)
Number of nationalities	---	---	---	65
Countries represented	Afghanistan, Egypt, Albania, Armenia, Azerbaijan, Ethiopia, Belarus, Belgium, Bolivia, Bosnia and Herzegovina, Brazil, Bulgaria, Côte d'Ivoire, Denmark, Germany, Dominican Republic, Eritrea, Georgia, Ghana, Greece, India, Iraq, Iran, Italy, Serbia, Cameroon, Kenya, Kyrgyzstan, Colombia, Kosovo, Croatia, Latvia, Morocco, Macedonia, Moldova, Mongolia, Nepal, Netherlands, Nigeria, North Macedonia, Austria, Pakistan, Paraguay, Philippines, Poland, Portugal, Roma/Sinti, Romania, Russian Federation, Switzerland, Slovakia, Slovenia, Somalia, Spain, Syria, Tajikistan, Thailand, Czech Republic, Tunisia, Turkey, Uganda, Ukraine, Hungary, Uzbekistan, Vietnam			

The SALESIANER Group has been awarded the Bronze Seal from **Best Recruiters** for the first time—making it the first laundry company in Austria to receive this honor. The award recognizes the **ongoing improvement of its recruiting and onboarding processes**.



Two key SALESIANER sites have been certified to **ISO 30415** (Diversity & Inclusion).



Fair remuneration (S1-9): The SALESIANER Group ensures that all its employees receive fair remuneration in line with applicable benchmarks. This includes compliance with national and international standards as well as collective bargaining agreements.

All employees of the SALESIANER Group receive remuneration that meets at least the statutory minimum wage and the provisions of collective agreements, where such agreements exist. This applies to all locations and regions in which the company operates. Compliance with these standards is regularly reviewed to ensure that remuneration is fair and appropriate.

See also S1-7 Collective agreement coverage.

Social security (S1-10): The SALESIANER Group ensures that all its employees are covered against loss of earnings due to significant life events through public schemes or company-provided benefits. This cover includes the following areas:

Illness: All employees of the SALESIANER Group are covered against loss of earnings due to illness. This is provided through statutory health insurance schemes paid into in the respective countries, as well as through additional company health insurance schemes. These insurance schemes cover both short-term and long-term illness and ensure that employees are financially protected in the event of illness.

Unemployment: The SALESIANER Group ensures that its employees are covered against unemployment from the moment they start working for us. This is provided through statutory unemployment insurance, which is mandatory in the respective countries. This insurance offers financial support in the event of job loss and helps employees bridge the period of unemployment financially.

Accidents at work and incapacity for work: All employees of the SALESIANER Group are covered against loss of earnings due to accidents at work and incapacity for work. This is provided through statutory accident insurance as well as additional company accident insurance. These insurance schemes provide financial support in the event of an accident at work or incapacity for work and ensure that employees and their families are protected in the event of an emergency.

Parental leave: The SALESIANER Group supports its employees in taking parental leave. All employees are entitled to parental leave in accordance with the statutory provisions in their respective countries. In addition, the company offers company-specific arrangements that enable employees to organise their parental leave flexibly and receive financial support during this period.

Retirement: The SALESIANER Group ensures that all its employees are provided for in retirement. This is achieved through statutory pension schemes and company pension schemes. These schemes offer employees financial and social security in retirement and enable them to maintain their standard of living even after leaving working life.

Employees who are covered against loss of income due to any of the following major life events through public schemes or benefits provided by the company: (a) illness; (b) unemployment from the date on which the employee commences employment with the company; (c) occupational accident and acquired disability; (d) parental leave; and (e) retirement
[Number, as at 31 March 2026]

FY 25/26

Total

3,608 (100%)

People with disabilities (S1-11): The SALESIANER Group is actively committed to the inclusion and support of people with disabilities. The company attaches great importance to diversity and equal opportunities and promotes a working environment in which all employees can realise their full potential.

Training and skills development (S1-12): The SALESIANER Group attaches great importance to the continuous training and skills development of its employees. The following table shows the percentage of employees who have taken part in regular performance and career reviews, as well as the average number of training hours per employee.

* **Note:** A standardised and documented employee appraisal was introduced in the fourth quarter of the 2024/2025 financial year.

Δ **Note:** This figure includes mandatory internal training, e.g. in connection with ISO certifications. As these are mandatory training sessions, the training hours are the same across all countries and include male, female and diverse employees.

People with disabilities [Number, as at 31 March 2026]	FY 25/26 (Δ compared to previous year in %)
Total	61 (+ 2%)

Training and skills development [Number, period 1 April 2025 – 31 March 2026]	FY 25/26 (Δ compared to previous year in %)	
	Employees who have participated in regular performance and career development reviews *	Internal training hours per employee Δ
Total	167 (+ 178%)	1.72 (+ 52 %)

A **smoke-free seminar** supported employees in quitting smoking through practical content, discussion and motivation. Participants report gaining new perspectives, self-confidence and achieving successful, **sustainable changes towards a smoke-free life.**



Coverage of internal ESG training* [in %, period 01/04/2025 – 31/03/2026]	FY 25/26
IMS training (Quality, Environment, Occupational Safety, Energy, ISO certifications)	92%
Departmental safety briefing	93%
Hygiene training	94%

* **Note:** The training rate indicates the proportion of relevant employees who received training during the reporting period. The population varies depending on the subject area, as training requirements depend on role, area of operation and activity, and have been taken into account accordingly.

Health and Safety

(S1-13): The SALESIANER Group is committed to continuously improving the health and safety of its employees. All sites, with the exception of the Czech Republic, are certified to ISO 45001, which ensures a systematic approach to occupational health and safety. This management system encompasses leadership and employee involvement, regular reviews and continuous improvement.

In the area of employee health, SALESIANER offers a wide range of services, including occupational health services and fitness facilities. At some sites, there are special initiatives such as 'Vitamin Days' and discounted rates for private supplementary insurance, as well as psychological counselling paid for by SALESIANER and therefore free of charge for employees.

Our aim is to reduce absenteeism and maintain the long-term health of our employees. Safety officers and safety representatives are available as points of contact. Hazards are continuously identified and assessed, and accidents are comprehensively recorded and analysed.

Regular safety inspections and central safety committee meetings ensure that safety standards are adhered to.

A breakdown by employees and external workers was not possible at the time of reporting.

The increase in workplace accidents this year is partly due to a rise in falls.

For example, wet floors are not sufficiently recognised as a hazard. Given the average age of the workforce in plants, this can lead to serious injuries resulting in long periods of absence.

Appropriate awareness-raising measures are planned or already being implemented.

Health Protection and Safety [Number, period 01/04/2025 – 31/03/2026]	FY 25/26 (change from previous year in %)		
	Days lost	Fatalities	Work-related accidents per employee
Total	1,401 (+ 11 %)	0 (+/- 0 %)	0.048 (+ 11 %)

SALESIANER supports diversity and team spirit even outside of work. **Staff from the Filipino community in Zagreb take part in a basketball league that strengthens cohesion, culture and identity.** Their commitment on the court reflects the strong team spirit and the inclusion practised in everyday working life.



Work-life balance (S1-14): The SALESIANER Group actively supports its employees in balancing their professional and private lives. The relevant key figures regarding leave of absence for family reasons are presented below.

Reconciliation of work and private life [Number, as at 31 March 2026]	FY 25/26	
	Employees entitled to leave of absence/holiday for family reasons [Number, as at 31 March 2025]	Employees who have exercised this entitlement
SALESIANER Group	2,948	113 (4%)

These figures illustrate the SALESIANER Group's commitment to offering its employees the opportunity to fulfil family obligations without neglecting their professional duties. Support in the form of leave of absence for family reasons helps to improve employees' work-life balance and boost their satisfaction and productivity.

Data protection: At the time of writing, there were no legal proceedings pending in connection with breaches of the European General Data Protection Regulation (GDPR) or data protection regulations in Switzerland and Serbia.

Data protection: Proceedings pending before the courts
[Number, period 1 April 2025 – 31 March 2026]

SALESIANER Group

**FY 25/26
(Δ compared to previous year in %)**

0 (+/- 0%)

In Wiener Neustadt, two long-serving managers were bid farewell as they retired. At a celebration featuring music, cake and shared memories, the team paid tribute to their achievements. **A sense of camaraderie and a warm farewell** characterised the celebration for the two newly retired employees.



Concepts and measures implemented [S1-3]

In the 2025/2026 financial year, numerous measures relating to our employees were implemented. These include, amongst others:

- /// Launch of the 'Resilient Leadership' initiative
- /// Introduction of a pool of coaches for managers
- /// Successful TÜV certification to ISO 30415:2021 "Diversity & Inclusion"
- /// Events such as the annual party, summer party and Christmas party
- /// Creation of "support and flexibility schemes for single parents"
- /// Implementation of the 'Own Work. Own Pay.' initiative to promote independence and women's rights in collaboration with local works councils
- /// Development and implementation of various training and further education measures
- /// Expansion of our e-learning courses into 8 languages
- /// Repetition of the "High Potential Programme" due to its great success
- /// Digitisation of various tools (travel expenses, self-service, etc.)
- /// Active promotion of partial retirement schemes
- /// Switch of the severance pay fund to the strongest provider on the market
- /// Cooperation with AMS training partners to integrate people into the labour market
- /// Creation of an "Employees recruit employees" programme with attractive bonuses
- /// Focus on containers, e.g. our container driving licence, as well as training and monitoring of accountability principles to reduce workplace accidents
- /// Various other development measures

Family Day

On 10 April 2026, SALESIANER hosted the HQ Family Day in Vienna – featuring quizzes, games, factory tours, a photo booth and exciting insights for the whole family.



Carnival

For Carnival, there were sweet surprises at several locations – doughnuts for all staff – a small gesture with a big impact!



Easter

Whether it was chocolate bunnies in Enns, colourful eggs in Grödig or the "Giant Bunnies" show at SAWR – Easter was celebrated creatively at many locations.

20 Years in Romania

SALESIANER Romania celebrated 20 years of company history with festive Christmas parties in Bucharest, Braşov and Oradea – together with employees, partners and many special moments.



Breast Cancer Screening

As part of the "Ancora – Alături de tine" programme, SALESIANER Romania organised an in-house seminar on breast cancer prevention and early detection to raise awareness of prevention and health.



7.3 Next steps

Objectives and planned measures [S1-3, S1-4]

The safety of our employees is of particular importance to us. Every employee should go home at the end of their shift as healthy as they were when they arrived at work. We have therefore set ourselves the following health and safety objectives:

Health and Safety	FY 24/25	FY 25/26	Target FY 30/31	Target FY 35/36	Target FY 40/41
Work-related accidents per employee	0.043	0.048	0.026	0.020	0.013
Total Recordable Injury Rate (TRIR)	32.25	36.50	14.00	10.00	7.00
Lost Time Injury Rate (LTIR)	20.92	25.10	12.00	9.00	6.00

To achieve these goals, we have primarily planned the following measures:

- Work instructions and training courses that better reflect the linguistic diversity within our company
- Expansion of the so-called 'container driving licence'
- Further intensification of site-specific inspections regarding occupational safety

SALESIANER took part in **the SKV Prague Charity Floorball Tournament**, which combines sport, inclusion and support for wheelchair athletes. The company team came second, enjoyed some thrilling matches and a varied programme of events for families. The focus was on **team spirit, interaction and joint support for an inclusive sporting event.**



8

Workers in the value chain (ESRS S2)



8.1 Materiality

8.2 Status

8.3 Next steps

8.1

Materiality

Impacts, opportunities and risks

Social responsibility is also a top priority for SALESIANER within our supply chain. As raw materials and supplies are sourced directly and indirectly from various sources, it is crucial that all partners and suppliers act in a socially responsible and ethically sound manner. By actively integrating social responsibility into our supply chain, we aim to help improve working conditions in the countries, as well as in the factories and plants, from which our raw materials and supplies originate, and to ensure compliance with labour standards and human rights.

Inside-out: The global textile industry is often characterised by challenging working conditions – particularly in regions of Asia, where a large proportion of global textile production takes place and where statutory labour and social standards sometimes lag behind those of European countries. As we purchase textiles in large quantities for use by our customers, we are part of this global supply chain. This gives us a special responsibility to look closely at the situation and take measures to promote fair and humane production conditions.

Outside-in: The disclosure of poor working conditions or a lack of respect for human rights within SALESIANER's value chain could have a negative impact on the company's image and, consequently, on our growth.

Stakeholder interests and perspectives: SALESIANER attaches great importance to incorporating the interests and perspectives of its stakeholders

in its sustainability strategy. This involves regular dialogue and feedback sessions to understand needs and concerns and to integrate them into our decisions and day-to-day work. Key stakeholders in the value chain include suppliers, employees, residents living near cultivation areas and production sites, and logistics companies.

Company workforce	Assessment of materiality (0–5) Materiality	Assessment of financial materiality (0–5)
Materiality threshold	≥ 3.00	≥ 3.00
Job security	3.33 (medium)	1.50 (up to €200,000 EBIT effect p.a.)
Working hours	3.00 (average)	0.00 (up to €10,000 EBIT effect p.a.)
Appropriate remuneration	3.33 (average)	0.00 (up to €10,000 EBIT effect p.a.)
Social dialogue	2.27 (low)	0.00 (up to €10,000 EBIT effect p.a.)
Freedom of association, existence of works councils and employees' rights to information, consultation and co-determination	3.00 (medium)	0.00 (up to €10,000 EBIT effect p.a.)

Collective bargaining, including the proportion of the workforce covered by collective agreements	3.00 (medium)	0.00 (up to €10,000 EBIT effect p.a.)
Work-life balance	3.00 (medium)	0.00 (up to €10,000 EBIT effect p.a.)
Health and safety	3.67 (medium)	1.50 (up to €200,000 EBIT effect p.a.)
Gender equality and equal pay for equal work	3.00 (medium)	0.00 (up to €10,000 EBIT effect p.a.)
Training and skills development	1.40 (low)	0.00 (up to €10,000 EBIT effect p.a.)
Employment and inclusion of people with disabilities	2.33 (low)	0.00 (up to €10,000 EBIT effect p.a.)
Measures against violence and harassment in the workplace	1.50 (low)	0.00 (up to €10,000 EBIT effect p.a.)
Diversity	2.67 (low)	0.00 (up to €10,000 EBIT effect p.a.)
Child labour	4.00 (high)	1.50 (up to €200,000 EBIT effect p.a.)
Forced labour	3.67 (average)	1.50 (up to €200,000 EBIT effect p.a.)
Adequate accommodation	2.13 (low)	1.50 (up to €200,000 EBIT effect p.a.)
Data protection	2.55 (low)	0.00 (up to €10,000 EBIT effect p.a.)

Secure employment

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: A lack of (financial) stability, job security and financial protection has negative effects on people, e.g. on their physical and mental health, as well as on their ability to consume, save and thus provide for their retirement.	Potential*	Upstream	short, medium and long term	Supplier commitment to ethical and code of conduct standards Certifications such as Grüner Knopf, OEKO-TEX STeP, Amfori BSCI, Fairtrade Annual, tool-supported ESG survey of key suppliers Ad hoc audits Gradual expansion of quality labels at product level to cover social standards, such as Grüner Knopf or Fairtrade
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

During a **supplier audit in Turkey** in November 2025, we visited, among other things, the **spacious, modern staff canteen, where fresh meals** are prepared **daily for the workforce**.



* The impacts relating to workers in the value chain are classified as 'potential', as SALESIANER had no information at the time of reporting regarding actual (negative) impacts on key sub-topics classified as material, such as child labour.

Working hours					
Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: Irregular or excessively long working hours have a negative impact on the health and mental well-being of those affected. Shift work can also have a negative impact in this regard.	Potential	Upstream	Short, medium and long term	Supplier commitment to ethical and code of conduct standards Certifications such as Grüner Knopf, OEKO-TEX STeP, Amfori BSCI, Fairtrade Annual, tool-supported ESG survey of key suppliers Ad hoc audits Gradual expansion of quality labels to product level, covering social standards such as Grüner Knopf or Fairtrade
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Together with the Rotary Clubs of Bratislava and Košice, workwear for operating theatres, **protective clothing, baby clothes and bed linen worth €135,000** were **donated to Ukraine**.



Fair pay

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Negative: Inadequate pay has negative consequences for the individuals concerned and for employers. For employees: financial worries, psychological strain, lack of motivation at work, and even social exclusion. For companies: increased staff turnover.	Potential	Upstream	short, medium and long term	Commitment of suppliers to a code of ethics and conduct Certifications such as Grüner Knopf, OEKO-TEX STeP, Amfori BSCI, Fairtrade Annual, tool-supported ESG survey of key suppliers Ad hoc audits Gradual expansion of quality labels at product level to cover social standards, such as Grüner Knopf or Fairtrade
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---



Freedom of association, the existence of works councils, and employees' rights to information, consultation and co-determination

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: Freedom of association has a positive impact on employees' labour rights, such as promoting equal treatment and improving working conditions	Potential	Upstream	Short, medium and long term	Suppliers' commitment to ethical and codes of conduct Certifications such as Grüner Knopf, OEKO-TEX STeP, Amfori BSCI, Fairtrade Annual, tool-supported ESG survey of key suppliers Ad hoc audits Gradual expansion of quality labels to product level, covering social standards such as Grüner Knopf or Fairtrade
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---



Collective bargaining, including the proportion of the workforce covered by collective agreements

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Negative: The absence of collective bargaining has a negative impact on employees' labour rights, such as the promotion of equal treatment and improved working conditions.	Potential	Upstream	Short, medium and long term	Suppliers' commitment to a code of ethics and conduct Certifications such as Grüner Knopf, OEKO-TEX STeP, Amfori BSCI, Fairtrade Annual, tool-supported ESG survey of key suppliers Ad hoc audits Gradual expansion of quality labels to product level, covering social standards such as Grüner Knopf or Fairtrade
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---



Work-life balance

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impacts	Negative: The lack of work-life balance has a negative impact on the mental and physical health of workers in the value chain. See also Working hours.	Potential	Upstream	short-, medium- and long-term	Supplier commitment to ethical and code of conduct Certifications such as Grüner Knopf, OEKO-TEX STeP, Amfori BSCI, Fairtrade Annual, tool-supported ESG survey of key suppliers Ad hoc audits Gradual expansion of quality labels to product level, covering social standards such as Grüner Knopf or Fairtrade
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---



Health and Safety

Key	Description	Actual/ Potential	Value Value chain	Time horizon	Measures
Impacts	Negative: A lack of or inadequate health and safety protection in the workplace has a negative impact on the health of the people affected.	Potential	Upstream	Short, medium and long term	Supplier commitment to code of ethics and conduct Certifications such as Grüner Knopf, OEKO-TEX STeP, Amfori BSCI, Fairtrade Annual, tool-supported ESG survey of key suppliers Ad hoc audits Gradual expansion of quality labels at product level to cover social standards, such as Grüner Knopf or Fairtrade
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---



Gender equality and equal pay for equal work

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Negative: Unequal pay for equal work exacerbates social inequalities and discrimination. Career prospects may be limited, and a lack of social security increases the risk of poverty and social exclusion.	Potential	Upstream	short, medium and long term	Supplier commitment to ethical and code of conduct Certifications such as Grüner Knopf, OEKO-TEX STeP, Amfori BSCI, Fairtrade Annual, tool-supported ESG survey of key suppliers Ad hoc audits Gradual expansion of quality labels at product level to cover social standards, such as Grüner Knopf or Fairtrade
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---



Child labour

Key	Description	Actual/ Potential	Value Value chain	Time horizon	Measures
Impact	Negative: Child labour has significant negative impacts on those affected, e.g. health problems such as chronic pain or developmental disorders and psychological distress. Furthermore, children may be limited in their future employment opportunities due to a lack of (basic) education.	Potential	Upstream	short, medium and long term	Supplier commitment to ethical and code of conduct Certifications such as Grüner Knopf, OEKO-TEX STeP, Amfori BSCI, Fairtrade Annual, tool-supported ESG survey of key suppliers Ad hoc audits Gradual expansion of quality labels to product level, covering social standards such as Grüner Knopf or Fairtrade
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

A long-standing key supplier to SALESIANER achieved a significant success for people and the environment during the reporting period. **Alsico Madagascar has been certified to OEKO-TEX® STeP Level 3**, making it the first garment factory in the Indian Ocean to receive this certification.



Forced labour					
Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Negative: Forced labour has significant negative impacts on the people affected, particularly psychological distress. In some cases, forced labour is also associated with the threat of physical violence.	Potential	Upstream	short, medium and long term	Supplier commitment to ethical and code of conduct standards Certifications such as Grüner Knopf, OEKO-TEX STeP, Amfori BSCI, Fairtrade Annual, tool-supported ESG survey of key suppliers Ad hoc audits Gradual expansion of quality labels to product level, covering social standards such as Grüner Knopf or Fairtrade
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Financial impacts

No material financial risks or opportunities were identified in relation to the workforce in the value chain. Although the stakeholders surveyed concluded that, in particular, any child labour

and forced labour in the upstream supply chain could lead to significant reputational damage and thus to a loss of growth for SALESIANER, they considered the actual occurrence of child and

forced labour as unlikely due to the measures taken.

8.2

Status

IRO Management and Guidelines [S2-1]

Organisation and Responsibility: Textile procurement is handled centrally for the entire SALESIANER Group by the Supply Chain Management (SCM) department. This means that operational responsibility for compliance with social standards in the supply chain also lies with this central unit. Ultimate responsibility rests with the management.

IRO Management: SALESIANER bears responsibility for the social and environmental impacts along its own supply chain and translates this responsibility into the following key operational measures of materiality:

A key component is the obligation on our suppliers to comply with the principles set out in our Code of Conduct and Ethics for Suppliers. These principles include the following labour and human rights:

- /// Freedom of association and the right to collective bargaining
- /// Compliance with statutory working hours
- /// Wages and social benefits

- /// Health and safety
- /// Non-discrimination
- /// Fair treatment
- /// No forced labour
- /// No human trafficking
- /// No child labour
- /// Young workers only within the legal framework (e.g. work placements)
- /// Ethical recruitment
- /// Protection of women's rights

Another key element of our supply chain management is the annual, tool-supported sustainability survey of our key suppliers, which creates transparency regarding their sustainability performance in social aspects as well as environmental and governance issues.* In addition, we carry out both routine and ad hoc audits, for example following reports of (alleged) violations.

Our suppliers are obliged to provide SALESIANER, upon request, with all information necessary for the conduct of social audits at their premises.

Dealing with violations in the supply chain: Should we become aware of indications of human rights violations or non-compliance with social standards, as well as statutory minimum requirements and supplier code requirements within our supply chain, for example through reports or via the whistleblowing system, this triggers the following measures:

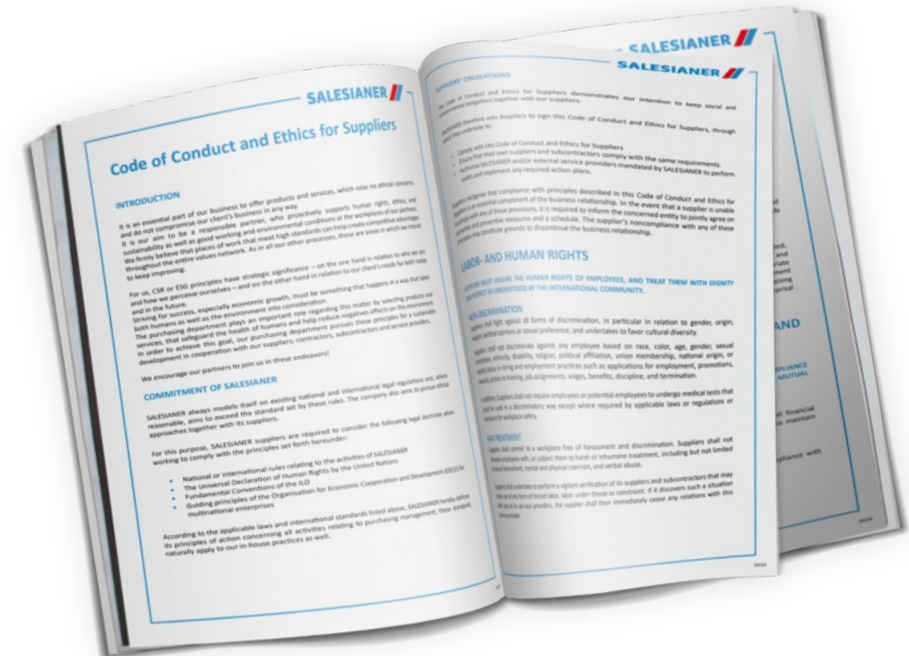
1. Immediate investigation of the matter
2. Request for a statement
3. Request to implement corrective measures
4. Monitoring and follow-up
5. Termination of the business relationship where appropriate

Involvement of workers in the value chain: With the exception of a system for reporting complaints, SALESIANER has not established any specific procedures for involving workers in the indirect value chain (Tier 2 and above). However, we hold discussions with our key direct suppliers at least every six months, during which sustainability in general and social issues in particular are discussed. We are pursuing the long-term goal of making social responsibility measurable and visible beyond the level of textile products. To this end, we are focusing on the gradual expansion of recognised quality labels, such as the Green Button or Fairtrade, which ensure clear social standards across the entire supply chain (Tier 2 and above).

Relevant guidelines/policies:

- /// Commitment to sustainable action
- /// Guideline for the Sustainable Procurement of Textiles
- /// Code of Conduct and Ethics for Suppliers

Supply chain due diligence measures





STeP



Key figures

The European Sustainability Reporting Standards (ESRS) do not contain any specific key performance indicators relating to the workforce in the value chain, nor do they require such indicators. Given the importance of having a positive impact beyond our company's boundaries, SALESIANER has developed the following internal key performance indicators.

Concepts and measures implemented [S2-3]

In the 2025/2026 financial year, our key suppliers were newly selected or re-qualified. We also carried out a comprehensive risk assessment of our key suppliers. To this end, all relevant suppliers were asked to disclose their sustainability performance using a standardised tool. The company is a licensed software partner of the Global Reporting Initiative (GRI).

The aim was to create transparency regarding our respective commitment and performance in the areas of environmental, social and governance (ESG) issues. In addition, we have carried out the following country-specific risk classification regarding the workforce in the value chain for our key suppliers (Tier 1):

Social responsibility in the supply chain

[in %, for key textile suppliers*]

	FY 23/24	FY 24/25	FY 25/26	Δ in %
Recognition of the SALESIANER Code of Conduct and Ethics for Suppliers as an integral part of the contract	30%	91%	100%	+ 9 %-p.
Key suppliers with an external ESG assessment / external ESG rating (e.g. Ecovadis or CRIF Synergy)	5%	94%	100%	+ 6 %-p.
Top 10 key suppliers with an on-site audit	New KPI		20%	n/a

Training for buyers on sustainable procurement*

[in %, period 1 April 2025 – 31 March 2026]

	FY 25/26
SCM & Sustainability training (Background, objectives and measures for a sustainable textile supply chain)	100%

*** Note: All staff in SALESIANER's central purchasing department received training on sustainable procurement during the reporting year. In addition, there is an ongoing dialogue between the 'Supply Chain Management' and 'Sustainability' departments regarding the implementation of sustainable projects within the supply chain.**

Headquarters	Key textile suppliers (Number, %)	Risk classification
European Union, Switzerland, United Kingdom	19 (79%)	Low
China, Pakistan, Turkey	5 (21%)	Elevated
Total	24 (100%)	Overall low

A media search also carried out during the reporting period revealed that there are currently no known indications of human rights risks or breaches of labour law within our supply chain.

8.3

Next steps

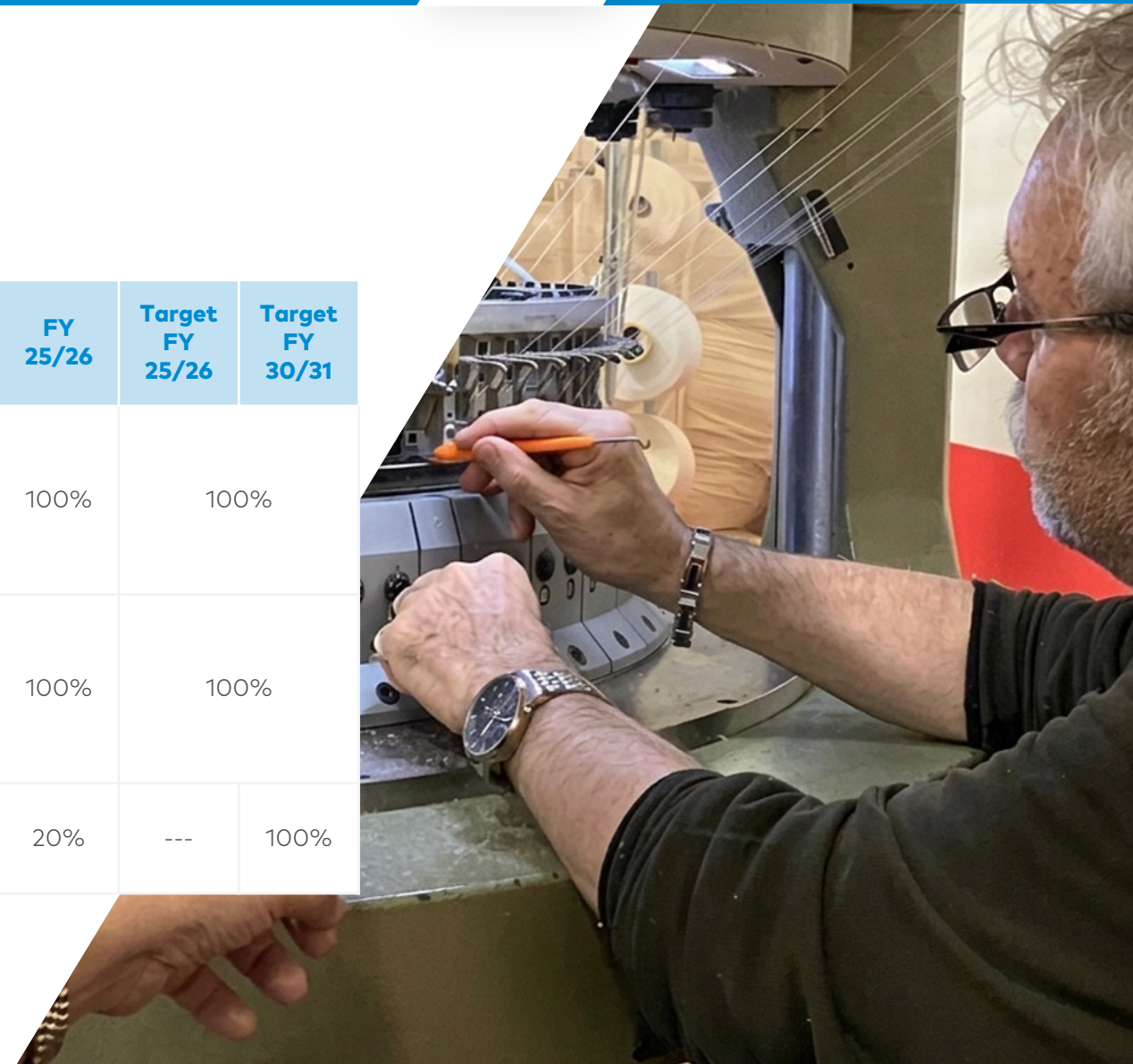
Objectives and planned measures [S2-3, S2-4]

To further strengthen social responsibility within our supply chain, we set ourselves the target that all key suppliers would have accepted our Code of Conduct and Ethics for Suppliers by the end of the 2025/2026 financial year. We have achieved this target. In addition, the sustainability assessment using our tool-based questionnaire is to be completed for 100% of our key suppliers. This also includes the inclusion of new suppliers in this monitoring. We have also achieved this target.

Furthermore, we have set ourselves the target that, by the end of the 2030/31 financial year, our top 10 key suppliers, who account for over 60% of our procurement volume, should have undergone an ESG-specific on-site audit.

Two key suppliers have already been audited in this financial year.

Social responsibility in the supply chain [in %, for key textile suppliers*]	FY 24/25	FY 25/26	Target FY 25/26	Target FY 30/31
Recognition of the SALESIANER Code of Conduct and Ethics for Suppliers as an integral part of the contract	91%	100%	100%	
Key suppliers with an external ESG assessment / external ESG rating (e.g. Ecovadis or CRIF Synergy)	94%	100%	100%	
Top 10 key suppliers with an on-site audit	New KPI	20%	---	100%



9

Consumers and end users (ESRS S4)



9.1 Materiality

9.2 Status

9.3 Next steps

9.1

Materiality

Impacts, opportunities and risks

Just as we want our employees to go home as healthy as they were when they arrived at work, our products and services must not cause any harm to our customers or their employees, guests and patients. That is why SALESIANER places the utmost importance on their safety and health too.

Inside-Out: It is precisely through the wearing of our workwear that SALESIANER has a direct influence on the health and safety of end users. This is particularly evident in the area of personal protective equipment (PPE).

Here, the focus is on protecting the people concerned, for example in the areas of welding, heat and flame protection. But our cleanroom textiles also help to prevent contamination, for example in the pharmaceutical industry. Furthermore, in the healthcare sector, hygienically impeccable and high-quality textiles make a significant contribution to people's well-being and safety, for example through our sterile reusable surgical sets.



Outside-in: Regulatory changes in the area of data protection, in particular, or stricter health and safety requirements may have an impact on SALESIANER, for example by requiring further optimisation of the existing data protection management system and ensuring that relevant textiles meet even higher standards. However, the materiality analysis did not identify any topics that are actually material to the SALESIANER Group from such an outside-in perspective, based on the defined materiality threshold.

Stakeholder interests and viewpoints:

Customer surveys are conducted across the entire SALESIANER Group at least once a year. These are complemented by regular and direct interaction between our sales and after-sales staff and customers. Furthermore, a large number of customers, particularly from the industrial sector, carry out their own audits at SALESIANER. These audits also provide a good and suitable framework for identifying the interests and viewpoints of consumers and end-users and incorporating them into our decisions and day-to-day work.

Consumers and end users	Impact materiality rating (0–5)	Assessment of financial Materiality (0–5)
Materiality threshold	≥ 3.00	≥ 3.00
Data protection	2.67 (low)	2.25 (up to €1 million EBIT effect p.a.)
Freedom of expression	0.00 (none)	0.00 (up to €10,000 EBIT effect per annum)
Access to (high-quality) information	2.33 (low)	0.00 (up to €10,000 EBIT effect p.a.)
Health and safety	3.50 (medium)	2.10 (up to €1 million EBIT effect p.a.)
Personal safety	3.00 (medium)	0.00 (up to €10,000 EBIT effect per annum)
Child protection	1.63 (low)	0.00 (up to €10,000 EBIT effect p.a.)
Non-discrimination	0.00 (none)	0.00 (up to €10,000 EBIT effect p.a.)
Access to products and services	0.00 (none)	0.00 (up to €10,000 EBIT effect p.a.)
Responsible market practices	1.75 (low)	2.10 (up to €1 million EBIT effect p.a.)

Health and Safety

Key	Description	Actual/ Potential	Value Value chain	Time horizon	Measures
Impacts	Positive: Textiles that are fully functional and hygienic promote the (occupational) safety and health of users	in fact	own activities	short, medium and long term	ISO 9001 Quality checks, including repairs OEKO-TEX Standard 100 Hygiene standards and hygiene certifications Manuals Product and application training
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

In October, **first aiders** in Graz refreshed their knowledge at **the EH-2 refresher course**. The course was motivating and helps to boost confidence, team spirit and responsible behaviour in an emergency.



Personal safety					
Significant	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: Functional and hygienically sound textiles promote personal safety	in fact	own activities	short, medium and long term	ISO 9001 Quality checks including repairs OEKO-TEX Standard 100 PPE clothing with quality mark OEKO-TEX Standard 100 Hygiene standards and hygiene certifications Manuals Product and application training
Risks	---	---	---	---	---
Opportunities	---	---	---	---	---

Financial implications

With regard to consumers and end users, no material financial risks or opportunities were identified in the materiality analysis for the 2025/2026 financial year.

9.2

Status

IRO Management and Guidelines [S4-1, S4-2]

Organisation and Responsibility: In relation to consumers and end users, the management of the SALESIANER Group is responsible for the strategic direction. This includes setting targets and monitoring progress. Operational implementation is primarily the responsibility of the following areas or departments:

-  Supply Chain Management (SCM): Procures certified textiles
-  Plants & Logistics: Ensures the correct handling of textiles within the framework of the ISO 9001 quality management system
-  Sales & After-Sales: Provides customers with the necessary information
-  Integrated Management Systems (IMS): Supports the entire organisation in the further development of the quality management system

IRO Management: To manage its impacts, as well as risks and opportunities, SALESIANER has established a group-wide quality management system in accordance with ISO 9001. In addition to setting and monitoring specific targets, this system primarily encompasses the development, implementation and ongoing refinement of guidelines, as well as the active involvement of our customers through feedback channels and regular surveys.

Relevant guidelines/policies:

-  Commitment to sustainable action
-  Quality guidelines
-  ÖNORM standards
-  Emergency and crisis management

Concepts and measures implemented [S4-3]

SALESIANER places great importance on the health and safety of its customers. To achieve this goal, we have implemented numerous measures. Firstly, our hygiene and medical products hold certifications confirming their efficacy and safety; secondly, we conduct regular risk analyses and assessments to identify potential sources of danger and take appropriate precautions. To date, no risks have been identified provided our products are used as intended.

This is ensured by comprehensive product information and training. Our regular, business-unit-specific customer surveys are also part of our management concept for maximum customer safety and health. This is underlined by the fact that there have been no incidents relating to the impact of our products and services on the health and safety of our customers, nor have any such incidents been brought to our attention.

Key figures

No specific key figures are required in ESRS S4. Nevertheless, SALESIANER has defined its own key figures.

Customer safety and health [Quantity and percentage]	FY 24/25	FY 25/26	Δ in %
Reported significant and confirmed health and safety concerns from customers	0	0	+ / - 0%
Complaint rate	0.29%	0.24%	- 18%

9.3

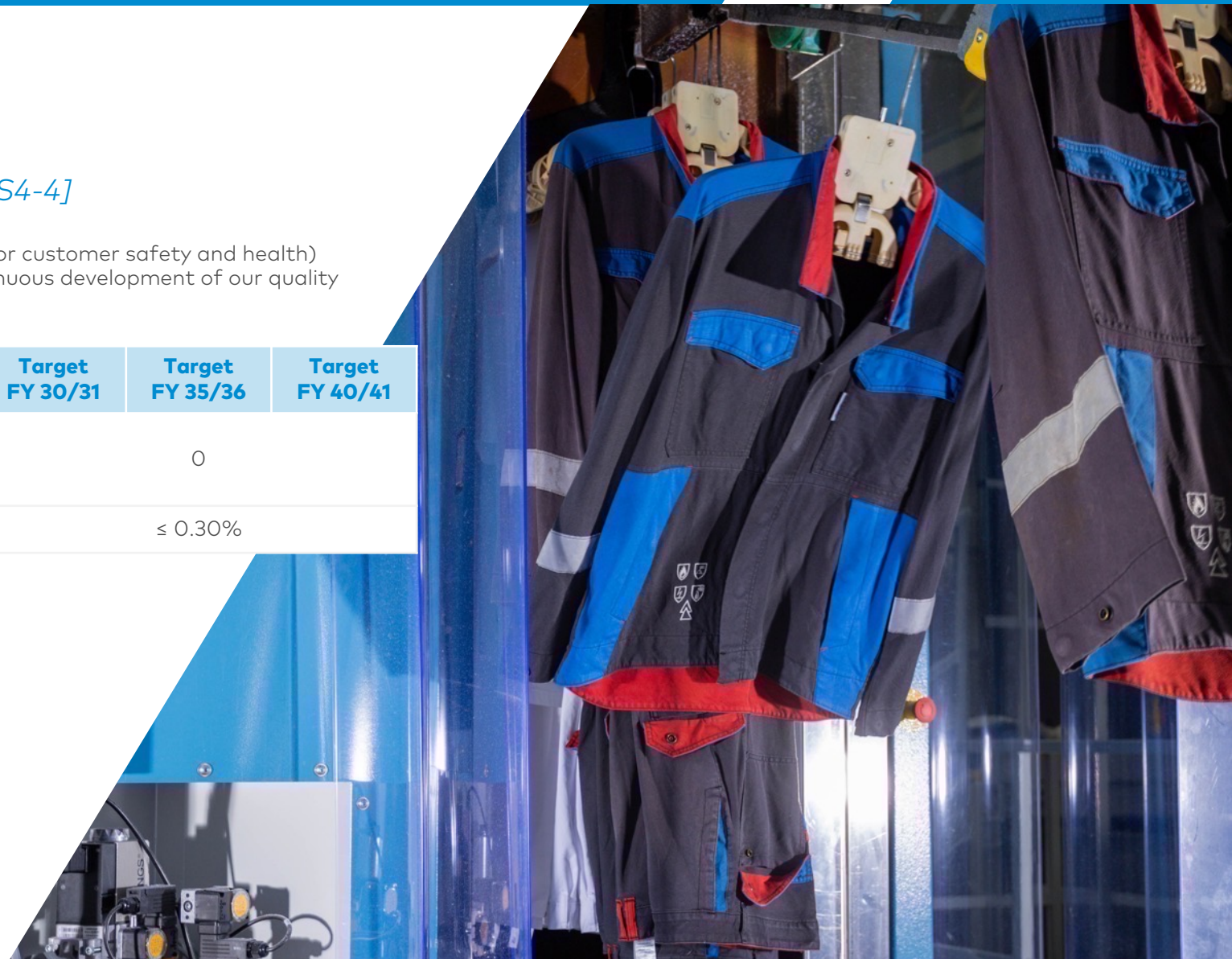
Next steps

Objectives and planned measures [S4-3, S4-4]

Our objective is to keep the complaint rate (as a proxy for customer safety and health) below 0.30%. We plan to achieve this through the continuous development of our quality management system.

Customer safety and health [Quantity and rate]	FY 24/25	FY 25/26	Target FY 30/31	Target FY 35/36	Target FY 40/41
Reported, substantiated and confirmed health and safety concerns raised by customers	0	0		0	
Complaint rate [in %]*	0.29%	0.24%		≤ 0.30%	

*** Note: For the financial year 24/25, the complaints rate is shown for Austria; for the financial year 25/26, it is shown for the entire group.** Reason: At the time of reporting, the complaints rates for the other countries were not available with sufficient accuracy.



Business conduct (ESRS G1)

10



- 10.1 **Materiality**
- 10.2 **Status**
- 10.3 **Next steps**

10.1

Materiality

Impact, risks and opportunities

Only clean business is SALESIANER business. We act in accordance with this self-image and principle.

Inside-out: We are aware that our activities have not only economic, social and environmental impacts, but that, as one of Europe's leading companies in the rental textiles sector, we also bear legal and ethical responsibilities and thus serve as a role model. We therefore ensure that the entire SALESIANER Group operates in accordance with all relevant laws and

regulations and generally accepted ethical standards for decision-making and conduct in day-to-day business. Only in this way can we further expand positive impacts and minimise any negative impacts.

Outside-in: Our stakeholders – above all our customers – expect us to always operate within legal requirements, good practice standards and the additional limits they individually impose.

Any breach of these limits or failure to meet the expectations placed upon us may have serious consequences for the SALESIANER Group, including legal action (e.g. claims for damages), exclusion from tenders, the termination

of existing contractual relationships, and a significant loss of reputation, which may have a negative impact on our growth targets as well as on the recruitment market.

Corporate Governance	Assessment Impact materiality (0–5)	Assessment of financial Materiality (0–5)
Materiality threshold	≥ 3.00	≥ 3.00
Corporate culture	4.00 (high)	4.00 (up to €2.5 million EBIT effect p.a.)
Whistleblower protection	3.00 (medium)	2.10 (up to €1.0 million EBIT effect per annum)
Animal welfare	0.00 (no impact)	0.00 (up to €10,000 EBIT effect per annum)
Political engagement	0.00 (no impact)	0.00 (up to €10,000 EBIT effect p.a.)
Management of supplier relationships, including payment practices	3.50 (medium)	2.00 (up to €200,000 EBIT effect p.a.)
Corruption and bribery: prevention and detection	2.50 (low)	3.00 (up to €1.0 million EBIT effect p.a.)
Corruption and bribery: Incidents	2.40 (low)	1.50 (up to €200,000 EBIT effect p.a.)



Corporate culture*

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: 'Together we Care' means that every SALESIANER employee is responsible for our sustainability performance. This principle, put into practice, helps SALESIANER to reduce negative impacts on the environment and people.	in fact	own activities	short, medium and long term	Written and communicated principles of leadership and accountability Ongoing information and awareness-raising In some cases, incentive schemes in the form of target agreements
Risks	---	---	---	---	---
Opportunities	Higher growth, higher productivity, lower staff turnover	potentially	own activities	Short, medium and long term	None

The **Christmas party in the Czech Republic marked the 30th anniversary of SALESIANER**. With speeches, a buffet, a raffle, entertainment and music, we celebrated together, looked back on our successes and recognised the contribution of all employees to the company's development.



*When assessing the topic of 'corporate culture', we took into account not only compliance aspects but also environmental and social aspects.

Protection of whistleblowers

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Negative: The lack of protection for whistleblowers can have a negative impact on the detection of misconduct, the promotion of integrity and transparency, the prevention of reprisals, compliance with legal requirements, and also on the improvement of corporate governance as a whole. A lack of protection for whistleblowers can lead to negative consequences for the individuals concerned (physical, psychological, financial).	Potential	own activities	short, medium and long term	Code of Conduct and Ethics for Employees Information sheet Whistleblowing system (also for suppliers and other partners) Process description Works Council Agreement
Risks	---	---	---	---	---
Opportunities	The lack of protection for whistleblowers poses a financial risk for SALESIANER, as it means that malpractices within the company and its value chain may not be reported, and therefore may not be uncovered and ultimately rectified	potentially	own activities	short, medium and long term	None

In early April, **training sessions on principles of responsibility such as occupational safety, efficiency and teamwork** were held in Budapest and Szombathely. The training was combined with an Easter celebration and promoted exchange, awareness and team spirit among staff.



Management of supplier relationships, including payment practices

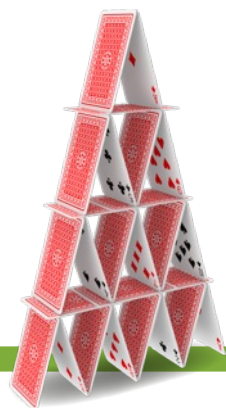
Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Positive: Long-term, partnership-based supplier relationships create a positive environment within the supply chain	in fact	Upstream	short, medium and long term	General Terms and Conditions of Purchase (GTCs) Regular communication with suppliers
Risks	A lack of management of supplier relationships, including payment practices, poses a financial risk to SALESIANER in the form of negative cash flow (payment terms) and also impacts earnings (discounts).	in fact	own activities	short, medium and long term	General Terms and Conditions of Purchase (GTC) payment terms
Opportunities	---	---	---	---	---

In Budapest and Szombathely, staff took part in an **IT security training course on phishing and online fraud**. Interactive exercises and practical examples raised awareness of digital risks and helped participants to identify suspicious messages at an early stage and **improve IT security in their day-to-day work**.



Corruption and bribery

Key	Description	Actual/ potential	Value Value chain	Time horizon	Measures
Impact	Negative: Active corruption and bribery can have consequences for the economy, the state and society	potentially	own activities Downstream	short, medium and long term	Code of Conduct and Ethics for Employees Compliance policy on the acceptance and granting of benefits Training Whistleblowing system, including a works agreement Internal control system (ICS) Preventive and reactive audits
Risks	---	---	---	---	---
Opportunities	The consistent prevention and detection of corruption and bribery offers the financial opportunity to avoid fines and penalties, reputational damage, and the legal costs associated with corruption and bribery.	in fact	own activities	short, medium and long term	---



Whistleblowing enables the secure reporting of breaches of rules such as fraud, data protection or security issues within the company. Reports can be made in writing or verbally, and may also be anonymous. Personal conflicts are excluded. The system helps **to identify risks at an early stage, prevent damage and strengthen a fair, safe working environment.**

**Share what
you notice.**

Anonymously and
securely via our
whistleblowing tool.



Financial impacts

The topic of 'corporate culture' was identified during the materiality analysis as having the greatest positive impact (an opportunity with a potential EBIT effect of over €2.5 million per year). Furthermore, it was assessed that the effective prevention and detection of

corruption and bribery presents an equally material opportunity for SALESIANER (up to €1.0 million EBIT effect per year). No material risks were identified in ESRS G1 as part of the stakeholder survey and assessment.

10.2

Status

IRO management and guidelines [G1-1]

Organisation and responsibility: Given the diversity of topics covered in ESRS G1, organisation and responsibility can be outlined as follows:

Corporate culture: This is an expression of shared values practised throughout the SALESIANER Group and at all levels of the hierarchy. Nevertheless, it is the responsibility of senior management to define values that correspond to the desired vision of a positive corporate culture. It is the responsibility of managers and the respective divisions and departments to communicate these values and embed them throughout the organisation.

Protection of Whistleblowers It is the responsibility of the senior management of the SALESIANER Group to ensure the legally compliant and effective protection of whistleblowers. Operational responsibility for the implementation

of a corresponding whistleblowing system lies with the Legal Department. The Legal Department also receives reports submitted via the whistleblowing system and involves other departments within the company in a clearly defined and written process.

Corruption and bribery: As with the protection of whistleblowers, overall responsibility lies with the management of the SALESIANER Group. In this regard, it is supported primarily by the Legal Department, both in an advisory capacity and with regard to the implementation of relevant guidelines. The Legal Department also conducts face-to-face training sessions and develops online training courses as a mandatory component of the SALESIANER Academy. Preventive and reactive audits, for example to assess the effectiveness of the internal control system (ICS), are primarily carried out by Commercial Management and Legal, and locally by the relevant departments and units (e.g. Accounting) as well as external parties (e.g. auditors and law firms).

Management of supplier relationships, including payment practices: This task is entrusted to the Group-wide Supply Chain Management (SCM) division, supported by the Commercial Management division. SCM falls under the organisational responsibility of the Chief Operations Officer (COO), whilst Commercial Management falls under that of the Chief Financial Officer (CFO).

IRO management: As part of the materiality analysis, three topics with a significant impact and/or risks and opportunities were identified: (1) corporate culture, (2) protection of whistleblowers, and (3) management of supplier relationships, including payment practices.

Corporate culture: The 'mood' regarding corporate culture is gauged, among other things, through regular employee, customer and supplier surveys. During staff appraisals, too, attention is paid to aspects important to corporate culture, such as leadership and accountability principles. The findings derived from this are incorporated into relevant strategies and measures and are subject to impact assessment.

Protection of whistleblowers: The potential negative consequences for whistleblowers arising from reporting potential misconduct within and outside the company are countered by a whistleblowing system compliant with the Whistleblower Directive (EU) 2019/1937. Where necessary, authorised third parties (solicitors) who are bound by confidentiality are consulted. There is a works agreement in place regarding the whistleblower system and the protection of whistleblowers.

Corruption and bribery: Among the most important measures is the establishment of guidelines and procedures to prevent corruption and bribery. As part of its compliance policy, SALESIANER has also introduced an anti-corruption policy that clearly defines which activities are considered corruption and bribery and how employees should behave in such situations. This compliance policy forms part of the employment contracts, is provided alongside them, and acknowledgement of its contents must be confirmed by signature. In addition, there is a so-called ICS policy, which is communicated and implemented across the group and sets out and defines clear responsibilities, for example by means of a RACI matrix (Responsible, Accountable, Consulted, Informed). Where necessary, authorised third parties (solicitors) who are bound by confidentiality are consulted.

Management of supplier relationships, including payment practices: To ensure that smaller and medium-sized suppliers in particular do not face financial difficulties, there are clearly defined and fixed payment cycles throughout the SALESIANER Group.

Relevant guidelines/policies:

- /// BV Whistleblower Scheme
- /// Compliance Police
- /// Internal Control System Policy
- /// Commitment to sustainable action
- /// Code of Conduct and Ethics for Suppliers
- /// Code of Conduct and Ethics for Employees

Key figures [G1-4, G1-5, G1-6]

Protection of whistleblowers	FY 24/25	FY 25/26	Δ in %
Number of reports received	4	4	+/- 0%
Number of reports investigated / internal investigations initiated as a result of the reports	3	4	+ 33%

Corruption and bribery	FY 24/25	FY 25/26	Δ in %
Number of internal enquiries (e.g. regarding the acceptance or granting of benefits)	0	1	+ 100%
Number of compliance training sessions	0	0	+/- 0%
Number of compliance audits	10	11	+ 10%
Number of confirmed incidents of corruption and bribery	0	0	+/- 0%
Number of confirmed incidents in which the company's own employees were dismissed or disciplined for corruption or bribery	0	0	+/- 0%
Number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to breaches involving corruption or bribery	0	0	+/- 0%

Payment practices	FY 24/25	FY 25/26	Δ in %
Average number of days until invoices are paid from the date on which the contractual or statutory payment period begins	30	30	+/- 0%
Percentage of payments that meet the standard payment terms	100% ^Δ	100%	+/- 0%
Number of pending legal proceedings due to late payment	0	0	+/- 0%

^Δ In accordance with the General Terms and Conditions of Purchase (GTCs), the standard payment terms are 30 days with a 5% discount or 60 days net. The average number of days is 30. Therefore, 100% of payments comply with the standard payment terms or exceed them.

Compliance audits	FY 25/26
Countries and companies	100%: all countries and companies within the SALESIANER Group
Audit focus areas*	▀ Corruption & bribery ▀ Fraud / Fraudulent acts
Audit procedures*	▀ Account reconciliation ▀ Audit of asset disposals ▀ Audit of the age structure of receivables and payables ▀ Customer assessments of revenue ▀ Audit of property, plant and equipment within the framework of the fixed asset register ▀ Further actions

Concepts and measures implemented [G1-2]

SALESIANER has a group-wide Compliance Management System (CMS). This consists of the following components:

Tone at the Top		
Compliance Organisation		
Prevention	Early Detection	Response
Policies and procedures	Risk/Threat Analyses	Case management
Training	Whistleblower protection	Sanctions
Consultancy	Audits	Optimisation

Tone at the Top: Just as with our laundry, the same applies to our business conduct: only clean business is SALESIANER business. The management of the SALESIANER Group communicates this expectation regularly, for example during management meetings and in the so-called Up2Date meetings. These expectations are also clearly set out in the Code of Conduct and Ethics for both employees and suppliers.

Compliance Organisation: The group-wide Legal Department is responsible for compliance matters. It reports to the Chief Operations Officer (CCO), who is a member of the Executive Board.

Prevention: Through clear and unambiguous guidelines, such as our Code of Conduct and Ethics, risk-based procedures (e.g. the dual-control principle for contract conclusions and payment approvals – the so-called xFlow system), regular training, particularly for high-risk areas/functions such as our procurement department, and through ongoing consultancy, the compliance organisation helps to avert damage to SALESIANER, its employees and business partners. In addition, the SALESIANER Group has developed a set of indicators that may point to potential irregularities or compliance breaches.

Early detection: Furthermore, it is crucial to identify potential compliance risks at an early stage in order to counter them effectively. This is achieved through group-wide risk and threat analyses, the protection of whistleblowers and preventive audits. During the reporting period, SALESIANER systematically identified and assessed compliance risks and, building on this, developed an audit plan.

Response: Furthermore, we consistently investigate any suspicious incidents as part of a standardised group-wide procedure and impose sanctions where necessary. The insights gained are incorporated into the ongoing improvement of the compliance management system.



10.3

Next steps

Objectives and planned measures [G1-2, G1-3]

Objectives: We plan to continue our commitment to comprehensive compliance in the future. This extends not only to corruption and bribery, but also to other significant issues such as data protection,

antitrust and competition law as well as tax compliance. In the area of supplier management, too, we aim to continue to consistently meet standard payment terms.

Corporate governance	FY 24/25	FY 25/26	Target FY 30/31	Target FY 35/36	Target FY 40/41
Number of compliance proceedings pending in court	0	0		0	
Compliance with standard payment terms for suppliers	100%	100%		100%	

Planned measures: A special campaign is planned for the coming financial year to provide further information and raise awareness among potential whistleblowers. The aim is to ensure that employees and external parties feel confident in proactively reporting any irregularities without fear of reprisals.

In addition, the preventive compliance audits already carried out in the reporting year will be continued in the coming financial years with the aim of having audited all countries within the SALESIANER Group accordingly. The topic of money laundering will also be integrated into the Code of Conduct.



Appendix

11

11.1 Key performance indicators 11.2 Abbreviations

11.1 Key performance indicators

Laundry processed in-house without rewashing	FY 23/24	FY 24/25	FY 25/26	Change from previous year in %
kg	148,799,526	153,438,960	154,267,368	+ 1%

11.2

Abbreviations

CapEx	Capital Expenditures	HR	Human Resources
CEE/SEE	Central and Eastern Europe / South-Eastern Europe	IMS	Integrated Management Systems
CMS	Compliance Management System	IRO	Impacts, Risks & Opportunities
CO ₂	Carbon dioxide	ISO	International Organization for Standardization
CSRD	Corporate Sustainability Reporting Directive	KPI	Key Performance Indicator
CY	Calendar year	OpEx	Operating Expenditures
EBIT	Earnings before Interest and Taxes	p.a.	per annum
ERP	Enterprise Resource Planning	PCF	Product Carbon Footprint
ESG	Environment, Social & Governance	PPE	Personal Protective Equipment
ESRS	European Sustainability Reporting Standards	REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
FTE	Full-time equivalents	SBTi	Science-based Targets Initiative
FY	Financial Year	SCM	Supply chain management
GDPR	General Data Protection Regulation	t	tonnes
GHG	greenhouse gases		
GRI	Global Reporting Initiative		
GTP	General Terms and Conditions of Purchase		
ha	hectares		

Legal Notice



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