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SUSTAINABILITY REPORT 2025–2026

14.08.2026



As a textile company, we recognise our responsibility to promote sustainable and socially responsible business practices throughout the entire value chain. Climate change and the social challenges within global supply chains make it necessary to develop new approaches to textile production that take both environmental and social considerations into account.

As part of our Policy Statement on Responsible Business Conduct, we are committed to the following principles: respect for human rights, environmental responsibility, integrity and business ethics, responsible sourcing and purchasing practices, the promotion of living wages, and the continuous increase in the use of sustainable materials. These principles form the foundation of our actions and set the standards for our business processes.

Our high expectations apply not only to our own company but also extend to our suppliers and all stakeholders throughout the value chain. We expect all our partners to adhere to the same ethical, social and environmental standards and to actively contribute to their continuous improvement. Only through close cooperation and the consistent implementation of these standards can we collectively ensure a sustainable, fair and future-ready supply chain that is capable of meeting the challenges of an increasingly complex global environment.

We integrate due diligence processes into our day-to-day business operations and mitigate material risks through effective grievance mechanisms and appropriate protective measures.

A SUSTAINABLE SOURCING MODEL IS THE WAY FORWARD

FL Textil positions itself as a strong and reliable supplier in the workwear sector, providing its customers with comprehensive, end-to-end solutions. Our services range from design and product development to production, warehousing, inventory management, and delivery to our customers' points of sale. We follow an integrated approach to ensure that our customers receive all services from a single source.

Our business model is based on an annual production cycle for each customer. This structure enables careful planning and provides sufficient lead time for the development and production of garments. By continuously monitoring

inventory levels, we can plan production proactively and thereby prevent shortages or delays. Our suppliers are informed at an early stage, allowing them to reserve the necessary production capacities and organise the procurement of raw materials in a timely manner. This minimises the risk of price reductions or inaccurate forecasts and prevents difficulties arising from short-term adjustments to order volumes. Furthermore, in 2025, all Key Account Managers with primary responsibility for managing production completed training on KPIs related to purchasing and sourcing.

We plan order quantities based on a thorough analysis of historical and expected orders while incorporating realistic buffer quantities. This enables us to respond to unexpectedly high order volumes without having to rely on additional small production runs.

Our products are designed for intensive daily use in industrial environments, which is why we maintain high quality standards. Regular testing and a strong focus on product durability and longevity are key elements of our quality assurance processes.
Long-term, collaborative business relationships are particularly important to us. We maintain regular communication with our production facilities and agencies and work closely together on joint activities such as production planning and quality assurance. Through this close cooperation, we ensure that all parties involved – from suppliers to logistics partners – fully understand their responsibilities, product expectations, and timelines. This enables us to ensure on-time deliveries while avoiding excessive overtime.

Our product expectations and the quality standards to be met are clearly communicated through detailed specification documents. Should any uncertainties arise during the production process, our production team ensures that they are resolved promptly. This also includes the timely review, feedback, and approval of colour samples, quality samples, and other relevant production samples.

Our expectations towards our suppliers are clearly communicated through our Code of Conduct and the associated Severe Risk and Crisis Management Guideline. Our Code of Conduct, including the Severe Risk and Crisis Management Guideline, is signed by 100% of our direct suppliers. We conduct an annual supplier evaluation covering 89% of our direct suppliers. As part of this evaluation, suppliers are assessed against a range of criteria, including social standards, sustainability standards, and occupational health and safety.

We concentrate our production activities in Bangladesh, China, and India. The majority of our partners are located in the Dhaka region of Bangladesh, Tamil Nadu in India, and the Fujian and Jiangxi provinces of China. This regional focus enables us to manage our production processes efficiently while maintaining consistently high product quality.
Through on-site audits and follow-up audits conducted by our local Corporate Responsibility (CR) team at our direct suppliers, we ensure compliance with our high standards. In 2025, 100% of our direct suppliers were covered by these audits.
Following each audit, a Corrective Action Plan (CAP) is established to address identified findings. Through these plans, we monitor the implementation of corrective measures and track our suppliers' progress.

The materials and components required for our products are sourced locally by our partners wherever possible. In some cases, however, certain components need to be imported from other countries due to availability or quality requirements. The cotton used by our suppliers is sourced from cotton-growing regions including India, Brazil, Australia and the USA.

Through the business model described above and our systematic risk management approach, we continuously work to identify, assess, and minimise potential risks throughout our supply chain.

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OUR RISKS

Responsible business conduct requires the continuous assessment of potential risks to people and the environment. We therefore analyse our supply chain systematically and comprehensively in order to identify risks at an early stage and implement appropriate preventive measures. Through close cooperation with our partners and regular assessments, we work to ensure that ethical and environmental standards are upheld throughout the entire value chain.

Our risk analysis is based on ILO-related risks and is conducted at several levels. First, we assess country-specific risks using tools such as the MVO Risk Checker and the amfori Risk Compass, as well as other publicly available studies and sources. In addition, we assess risks within our partner companies and production facilities through on-site social audits and BSCI reports.

The identified risks are then mapped to our product groups and assessed according to their specific characteristics. Furthermore, we review our business model for potential structural risks, particularly those associated with sourcing strategies, time constraints, and the selection and management of suppliers. Finally, all identified risks are evaluated collectively and prioritised as part of our overall risk analysis.
Our production takes place within both locally and globally interconnected supply chains, which can be associated with risks to people and the environment. The most significant general risks, based on ILO principles and standards, include:

- Child labour
- Forced labour
- Discrimination
- Working hours and overtime
- Occupational health and safety
- Freedom of association and collective bargaining
- Non-compliance with minimum wage legislation and the absence of living wages
- Corruption and bribery
- Chemicals management
- Water consumption and water pollution
- Greenhouse gas emissions
- Working conditions and protection of homeworkers

In addition to the general risks associated with the garment industry, there are also product-specific challenges. Our workwear products are predominantly made from cotton and polyester.

Cotton cultivation is particularly associated with high water consumption and the use of pesticides and fertilisers, which can have adverse impacts on the environment and human health. Polyester production relies on fossil-based raw materials, generates significant CO_2 emissions, and contributes to environmental pollution through the release of microplastics.

Wet processing is another critical stage of production, as it requires substantial amounts of water, chemicals, and energy. Inadequately treated wastewater can pose risks to both the environment and human health.

At the garment manufacturing stage, the main focus is on social risks, including excessive working hours and overtime, inadequate occupational health and safety measures, and discrimination. Particularly during time-critical production phases, tight deadlines can result in increased pressure on workers and production facilities.

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Within our supply chains, specific risks relate to working time regulations, overtime, weekly rest periods, and extended periods of continuous work. These risks arise particularly during time-critical production phases, for example in new projects where tight deadlines and high market pressure may result in longer working hours.

Further risks relate to occupational safety standards, including the absence of appropriate personal protective equipment, inadequate machine safety measures, blocked emergency exits, or insufficient evacuation plans.

Despite these challenges, no severe cases of corruption, child labour, or sexual discrimination have been identified within our supply chain.

We follow a continuous approach to identifying and reducing risks in order to detect potential vulnerabilities at an early stage and ensure a sustainable and resilient supply chain.

PREVENTION AND MITIGATION MEASURES IN SUPPLY CHAIN MANAGEMENT

To prevent and mitigate potential adverse impacts within the supply chain, the company focuses on long-term supplier relationships, strategic capacity planning, and forward-looking order placement.

75% of our main production facilities operate at medium or high capacity utilisation, while only 25% have low capacity utilisation. 91.7% of our main production facilities are long-standing business partners with an above-average duration of cooperation. Through regular coordination with our production partners, information on peak and low-capacity periods is incorporated into production planning at an early stage.

For example, at one of our long-standing garment manufacturing partners in China, an anticipated seasonal capacity peak was taken into account several months before the start of production. Orders were scheduled across a wider timeframe and confirmed at an early stage, helping to avoid excessive overtime, short-notice production relocations, and urgent orders.

Another example relates to the consideration of increased labour and wage costs during price negotiations. During the reporting period, price adjustments requested by individual suppliers in Bangladesh were accepted rather than passing the full cost pressure on to them. This helped maintain stable, long-term business relationships while reducing financial pressure on our production partners.

The effectiveness of these measures is monitored using defined key performance indicators (KPIs). During the reporting period, no orders were cancelled, no additional production runs were required within six months of the original production, and no production start was delayed by more than 21 days due to outstanding advance payments or delays in opening letters of credit.

SUSTAINABILITY CERTIFICATIONS AND MEMBERSHIPS

To ensure that our products and manufacturing processes meet the highest environmental and social standards, we work with various international organisations and certification schemes:

- **GOTS-Zertifizierung (Global Organic Textile Standard)**

Since October 2023, we have been proud to be officially GOTS-certified, marking an important milestone in our commitment to promoting sustainable and responsible textile production. The Global Organic Textile Standard

(GOTS) is the world's leading standard for the processing of textiles made from organically produced natural fibres. It ensures compliance with strict environmental and social criteria throughout the entire supply chain – from the environmentally responsible sourcing of raw materials and socially responsible processing through to final production. GOTS certification ensures compliance with strict requirements regarding the use of chemicals, working conditions, and environmentally and socially responsible production processes.

Since our initial certification, we have successfully completed another certification cycle and further expanded our activities in the field of GOTS-certified production. During this time, we have continuously developed our internal standards while also broadening our portfolio of sustainable textile products. This enables us to respond even more effectively to the growing expectations of our environmentally conscious partners and to provide responsible, high-quality solutions within the textile industry.

- **AMFORI / BSCI (Business Social Compliance Initiative)**

We have been a member of amfori, a leading global business association for open and sustainable trade, for several years. Through the amfori BSCI programme, we work to systematically monitor and continuously improve social standards throughout our supply chain.

The BSCI Code of Conduct is based on the conventions of the International Labour Organization (ILO), the United Nations human rights declarations, the UN Global Compact, and the OECD Guidelines. It supports companies in implementing responsible business practices throughout their supply chains.

Through our amfori membership and the use of BSCI reports, we are able to assess our partners at an early stage, identify potential risks in a targeted manner, and strengthen social and environmental standards throughout our supply chain.

In addition, our employees once again participated in amfori training programmes during the past year. At the same time, we provided our supply chain partners with access to these training opportunities, supporting the joint development and continuous improvement of responsible and sustainable business practices.

- **FAIRTRADE-Produktion**

As part of our sustainability strategy, we place great importance on fair and responsible production conditions. By using FAIRTRADE cotton, we support stable minimum prices and additional Fairtrade Premium payments. This contributes to improving the living and working conditions of people in cotton-producing countries and plays an important role in addressing exploitative child labour and forced labour.

FAIRTRADE cotton, like all other certified raw materials we use, is free from genetically modified organisms (GMOs).

- **Green Button**

Since 2024, FL Textil has offered products carrying the Green Button (Grüner Knopf) certification label, helping to ensure compliance with social and environmental standards throughout the supply chain. The certification is based on comprehensive criteria covering key stages of the value chain, from raw material sourcing through to production.

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- **BCI Cotton (Better Cotton Initiative)**

We are increasingly using Better Cotton (formerly known as BCI Cotton) in our production to further strengthen our commitment to more sustainable textiles. Better Cotton is a global programme that aims to improve cotton production worldwide – for the environment, for the people who produce it, and for the future of the sector.

Better Cotton is produced according to principles and criteria designed to promote more sustainable water use, improve soil health, reduce the harmful effects of crop protection practices, and support decent working conditions. By increasing our sourcing of Better Cotton, we actively contribute to the promotion of more sustainable farming practices and greater social responsibility. Our goal is to continuously increase the proportion of more sustainable materials used in our products and to offer our customers high-quality, responsibly produced textiles.

In 2025, we were able to expand the number of production runs incorporating Better Cotton, further strengthening our commitment to more sustainable raw materials.

- **Cotton made in Africa**

In June 2025, FL Textil entered into a licensing partnership with Cotton made in Africa® (CmiA). By taking this step, we are strengthening our commitment to a more sustainable future for the textile industry. Cotton made in Africa®, an initiative of the Aid by Trade Foundation, is one of the leading international standards for sustainably produced cotton. Its approach is based on empowering people to improve their own livelihoods – not through donations, but through trade. In this way, CmiA contributes to improving the living and working conditions of smallholder farmers in Africa while also promoting environmental protection.

To achieve this, CmiA works with a broad network across cotton-producing countries, including partners throughout the textile value chain as well as governmental and non-governmental organisations. This helps ensure that the standard's requirements are consistently implemented and that certified raw materials are correctly processed throughout the global supply chain.

For our customers, this means products that combine quality and design with greater social and environmental responsibility. We are proud to have already successfully completed our first production runs using Cotton made in Africa® and look forward to continuing on this path together with our customers and partners.

- **Recycled Polyester**

Our product portfolio increasingly includes items made from recycled polyester. By using recycled materials, we reduce the consumption of virgin resources and contribute to reducing waste. The recycled polyester we use is derived, among other sources, from recycled PET bottles, helping to reduce the carbon footprint associated with our products. This approach also supports the transition towards a circular economy by giving waste materials a new purpose. By placing greater emphasis on sustainability in our material selection, we promote more environmentally responsible manufacturing processes and contribute to reducing plastic waste that might otherwise end up in landfills or the environment.

To verify the origin of recycled polyester (rPET), TÜV SÜD Hungary has developed a new testing method. In cooperation with FL Textil, the TÜV laboratory has successfully conducted the first tests on recycled PET using this method. This new approach enables us to provide greater transparency regarding the origin of our polyester and to strengthen confidence in recycled textiles.

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Overview of Sustainable Sourcing Initiatives Over the Past Three Years

	GOTS		Fairtrade	Green button	BCI	CMIA	Recycled PES
Year	**GOTS Level**	**Quantity**	**Quantity**	**Quantity**	**Quantity**	**Quantity**	**Quantity**
2023	100% Organic Cotton	51.385	51.385		260.029	Vertrag ab 2025	
2024	100% Organic Cotton	465.510		489.772	122.445	Vertrag ab 2025	136.722
	Made with	24.262					
2025	100% Organic Cotton	186.032		218.057	131.725	227.620	57.544
	Made with	32.025					

CHEMICAL MANAGEMENT

The use of hazardous chemicals represents a significant risk in the production of workwear, both for the environment and for the health and safety of workers. To address this risk, we have started monitoring chemical use in selected production processes with the help of a specialised tracking tool.

By introducing the BHive/BVE3 system for chemical inventory tracking at selected production facilities, we are able to monitor the chemicals used in our production processes in greater detail. This system enables us to identify potentially harmful substances used in our production at an early stage and to progressively replace them with more environmentally responsible alternatives.

EFFICIENT TRANSPORT MANAGEMENT

Efficient logistics management and the optimisation of transport routes are key components of our sustainability strategy. Through careful transport planning, efficient packaging management, and the consolidation of shipments, we minimise empty runs and reduce fuel consumption.

We use modern technologies to optimise our route planning and further reduce CO_2 emissions. Through these measures, we actively contribute to reducing greenhouse gas emissions and improving the environmental performance of our entire supply chain.

GRIEVANCE MECHANISMS AND PROTECTIVE MEASURES

Effective grievance mechanisms are an important part of fulfilling our responsibilities throughout the supply chain. Our production partners have internal grievance mechanisms in place, which we regularly review through audits and on-site worker interviews.
In addition, together with our local Corporate Responsibility (CR) Managers, we have introduced the “Speak for Change” initiative at some of our key production facilities. The initiative aims to give workers throughout our global supply chain a voice, strengthen their rights, and provide access to remedy. It provides a platform that enables workers, particularly potentially vulnerable groups such as women, minorities, and homeworkers, to openly raise their concerns and share their experiences.
Through “Speak for Change” and the FL Textil grievance mechanism, workers have the opportunity to submit complaints anonymously by email or telephone. Notices displayed at the production facilities and dedicated training sessions inform workers about where and how they can raise concerns. Our objective is to promote

transparency, identify potential misconduct or adverse impacts, and take appropriate corrective and remedial action. In 2025, no complaints were submitted to FL Textil through the FL Textil grievance mechanism.

The grievance mechanism includes the following key elements:

- Posters containing the relevant contact details of the respective local CR Manager are displayed at production facilities, enabling workers to contact us directly.
- Individuals who may be affected by violations can contact us directly. We are committed to protecting complainants from retaliation and safeguarding their anonymity.
- Where legitimate complaints or indications of adverse impacts on human rights, the environment, or business integrity are identified and have been caused or contributed to by our activities, we provide for or cooperate in appropriate remediation.
- Within our own company, an anonymous grievance box is available and reviewed regularly to ensure that concerns and suggestions for improvement can be handled confidentially and promptly. To date, no complaints have been submitted through this channel. While this may indicate general satisfaction with current working conditions, we continue to encourage all employees to use this mechanism to anonymously raise any concerns or suggestions for improvement.

During the reporting period, no complaints were submitted through the “Speak for Change” grievance mechanism introduced by FL Textil. Consequently, no remedial or corrective measures were required.
At the same time, our experience shows that workers at some production facilities increasingly raise social concerns through established external grievance channels. FL Textil monitors relevant information from these channels and incorporates identified concerns into its dialogue with production partners.
Based on these observations, we recognise the importance of further increasing awareness and accessibility of our own grievance mechanisms and regularly evaluating their effectiveness through audits and worker interviews.

ENGAGEMENT WITH EXTERNAL STAKEHOLDERS AND POTENTIALLY AFFECTED GROUPS

Our suppliers are continuously engaged through regular communication with the FL Textil team in Vienna as well as through on-site visits by our local Corporate Responsibility (CR) Managers. Depending on the purpose of each visit, discussions focus on relevant social and environmental topics. Since 2024, we have also maintained an active dialogue with our suppliers regarding our strategy to promote living wages.

As part of our audit process, we engage directly with potentially affected individuals through targeted worker interviews. These interviews provide workers with an opportunity to openly share their experiences, perspectives, and concerns. This enables us to gain valuable insights into day-to-day working practices and the practical implementation of relevant standards.

Particular attention is given to potentially vulnerable groups, such as young workers, migrant workers, and employees in low-wage positions. Their perspectives are considered through worker interviews as well as through regular dialogue with local management and worker representatives. In addition, findings from audits, supplier dialogue, and industry-specific initiatives are continuously incorporated into the further development of our due diligence processes.

ENVIRONMENTAL MANAGEMENT STARTS AT OUR HEADQUARTERS

Our European office plays a central role in implementing our environmental management strategy, even though our production activities take place in the Far East. By integrating energy-efficient technologies and sustainable practices at our premises, we work to significantly reduce our environmental footprint.
Our measures include the use of renewable energy, the procurement of refurbished laptops, the proper disposal of waste, and efforts to minimise waste as well as electricity and water consumption. We are also planning further digital solutions to reduce paper consumption and make our working processes more resource-efficient.

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All employees receive regular training and awareness-raising on the responsible use of resources. We also encourage our employees to apply this awareness in their everyday lives and, wherever possible, choose more resource-efficient and climate-friendly alternatives.

OUR CHALLENGES AND LESSONS LEARNED

Initiative	Measure	Objective	Lessons Learned
Code of conduct	Distribution of our Code of Conduct to all partners throughout the supply chain, with a request for acknowledgement and confirmation by signature.	To ensure that our expectations and requirements are acknowledged and applied throughout the production process.	Without continuous monitoring and follow-up, our expectations are not consistently implemented.
BHive- bzw. BVE3-System	Introduction of the BHive/BVE3 system for chemical inventory tracking at selected production facilities.	To monitor the use of chemicals on a monthly basis using a dedicated tracking tool and chemical inventory system.	Onboarding production facilities has proven to be a time-consuming and challenging process. Large dyeing facilities in particular do not always recognise the need for new tracking tools and can be difficult to convince to adopt the required standards. Only a small proportion of dyeing facilities are currently willing to upload their chemical inventories to the platform on a monthly basis. An additional challenge is that dyeing facilities are selected by fabric suppliers rather than directly by our production partners. This makes communication more difficult, as FL Textil is not the direct contracting party.

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Initiative	Measure	Objective	Lessons Learned
SPEAK FOR CHANGE AND FL TEXTIL GRIEVANCE MECHANISM	Introduction of additional grievance mechanisms in Bangladesh, India, and China.	To give workers at production facilities a voice, identify areas requiring further action, and find appropriate solutions and remedies for grievances.	It takes time for workers to become familiar with additional grievance mechanisms and to develop sufficient trust to use them. Some factories are concerned that serious complaints, particularly if communicated to end customers, could negatively affect or potentially result in the termination of business relationships.
SUPPLY CHAIN TRANSPARENCY	Requiring suppliers to disclose their supply chains down to the origin of the raw materials.	To achieve transparent mapping and documentation of the supply chain down to raw material origin.	In general, there is a high level of willingness among suppliers to provide the required information. However, we have encountered challenges in obtaining full transparency at certain deeper tiers of the supply chain, particularly in China.
STRATEGY TO PROMOTE LIVING WAGES The wage gap analysis is conducted annually. FL Textil uses the lowest wage paid as the basis for its calculations, as this figure is reported in the BSCI report. The applicable living-wage benchmark is determined according to the respective region. Calculation: Percentage wage gap = [(Living Wage − Lowest Wage Paid) / Living Wage] × 100 A positive percentage indicates that the lowest wage paid is below the applicable living-wage benchmark.	- Annual review of wage gaps based on BSCI reports. - Distribution of information to suppliers to encourage them to reduce identified wage gaps. - Conducting awareness training on living wages with at least one direct supplier per year. - Creating incentives by highlighting how improvements in this area can strengthen the business relationship, including through the potential increase of future order volumes.	To raise awareness at a minimum of one direct supplier per year in connection with order placement. This is carried out by the CR team in close cooperation with Customer Management. **Results 2025** • Awareness training conducted with one selected direct supplier. • Order volume with the selected direct supplier was increased. **Results 2026** • Awareness training conducted with one selected direct supplier.	Suppliers show the greatest willingness to engage with the topic of living wages when it is addressed in connection with the placement of new orders or an increase in order volumes

RAISING CUSTOMER AWARENESS	- As a customer-oriented company, many of our production processes are influenced by the requirements and specifications of our customers.	To increase the share of more sustainable production through targeted consultation, recommendations, and customer engagement.	We are seeing an increasing willingness among customers to consider more sustainable solutions, although implementation generally takes place gradually and over a longer period of time.

TOGETHER TOWARDS A BETTER FUTURE WITH OUR CUSTOMERS AND SUPPLIERS

WE ARE WORKING TOWARDS A CIRCULAR ECONOMY

Together with one of our customers, we are currently testing innovative materials that can be fully recycled after use, with the aim of actively promoting circularity and establishing more sustainable production methods.
The objective of this project is to identify materials that are not only more environmentally responsible but can also be reused multiple times, thereby significantly reducing the consumption of virgin raw materials and the amount of waste generated. Through this close cooperation, we aim to develop a solution that enables products to be returned to the production process in closed-loop systems at the end of their life cycle.
This approach can contribute to reducing waste and CO_2 emissions while also raising awareness of more sustainable production and consumption practices. Through this initiative, we are taking an important step towards a circular value chain in which resources are conserved and materials are used more efficiently.
Our joint commitment reflects our ambition to develop innovative solutions and contribute to a more sustainable and future-ready economy.





LOCAL SOCIAL ENGAGEMENT AS PART OF SUSTAINABLE SOURCING

In April 2025, FL Textil supported a centre for people with physical and intellectual disabilities located near one of our partner production facilities in India by providing food supplies. Through this initiative, we contributed to supporting the local community and promoting stable and responsible supply chains.

PROMOTING FAMILY-FRIENDLY WORKING CONDITIONS IN THE SUPPLY CHAIN

In August 2025, FL Textil worked together with a long-standing partner in Bangladesh to support the redesign of a childcare area within the production facility, creating a safe and welcoming environment for children.

This initiative highlights the importance of family-friendly working conditions and contributes to improving the compatibility of work and family life while promoting equal opportunities for employees. By supporting the well-being of workers and their families, we contribute to an inclusive and respectful working environment, which is an important element of responsible and sustainable sourcing.

STRENGTHENING EQUAL TREATMENT THROUGH TARGETED TRAINING IN THE SUPPLY CHAIN

In 2025, FL Textil conducted targeted training on maternity rights and benefits at a production facility in Bangladesh after assessments had identified areas for improvement. The training aimed to strengthen equal treatment and proactively address potential discriminatory practices within the supply chain.

In addition, in 2026, stress management training was conducted for managers at two production facilities in Bangladesh. The training focused on respectful communication, preventing stress-related inappropriate behaviour, and promoting dignified treatment of employees. These measures also contribute to reducing the risk of harassment and discriminatory behaviour in the workplace.

OUTLOOK AND OBJECTIVES

Our company will continue to place a strong focus on sustainability and social responsibility in the years ahead. By 2027, we aim to increase the share of recycled materials used in our production by 5% and significantly reduce the use of hazardous chemicals by further expanding the use of chemical inventories at our wet-processing facilities.

Our objective is to obtain a sustainability-compliant chemical inventory with a compliance rate of at least 80% from all key wet-processing facilities during the month in which wet processing takes place. In addition, we are committed to continuously improving working conditions throughout our supply chain in order to offer products that are both environmentally and socially responsible.

The following section outlines our environmental, social, and integrity-related objectives for our office and administrative operations.

ENVIRONMENTAL OBJECTIVES

Aspect	Objective	Measures Implemented to Date	Key Performance Indicator (KPI) / Unit	2024 Value	2025 Value	Target Value – Current Year
Paper Consumption	Reduction in Paper Consumption	Employee Training on the Environmental Policy	Number of Printed Pages per Order	0,87	1,4	< 1,5
Renewable Energy	Use of Renewable Electricity	Management Directive to the Environmental Officer	Electricity from 100% Renewable Energy Sources	100%	100%	100%
Energy Consumption	Maintaining an Appropriate Level of Electricity Consumption	Employee Training on the Environmental Policy	kWh per Employee	304	306	< 330
IT / Resource Conservation	Procurement of Refurbished Laptops	Management Directive to the IT Department	Percentage of Refurbished Laptops Procured	100%	80%	> 80%

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Aspect	Objective	Measures Implemented to Date	Key Performance Indicator (KPI) / Unit	2024 Value	2025 Value	Target Value – Current Year
Mobility / Greenhouse Gas Reduction	Maintaining an Appropriate Level of Customer Visits by Air Travel	Information Provided During the Weekly Customer Jour Fixe	Number of Flights per Key Account Manager	1,75	1,25	<2
Mobility / Greenhouse Gas Reduction	Maintaining an Appropriate Number of Home-Office Days per Employee	Home-Office Policy	Home-Office Days per Employee	19	24	>12
Waste Management	Waste Prevention	Employee Training Environmental Statement	Number of trash bags per week		3,8	<4

SOCIAL AND INTEGRITY OBJECTIVES

Aspect	Objective	Measures Implemented to Date	Key Performance Indicator (KPI) / Unit	2024 Value	2025 Value	Target Value – Current Year
Occupational Safety	Minimisation of Work-Related Risks in the Office	Employee Training on Occupational Safety, Fire Safety and Evacuation	Number of Workplace Accidents in the Office per Employee	0	0	0
Occupational Safety	Safe Working Environment	Inspection of First-Aid Equipment and Safety Infrastructure by the Occupational Safety Officer	Inspection of Occupational Safety Infrastructure	1	0	1
Health Protection	Minimisation of Infection Risks Through Improved Air Quality in the Open-Plan Office	Indoor Air Quality Monitor Providing Timely Ventilation Reminders	Air Quality Monitor per Open-Plan Office	One Device per Office – Trial Run	No Device Available for the Office	1
Training, Qualification and Development	Promotion of Employees' Professional and Personal Development	Employee Feedback and Development Reviews	Development Review per Employee	1	1	1

Aspect	Objective	Measures Implemented to Date	Key Performance Indicator (KPI) / Unit	2024 Value	2025 Value	Target Value – Current Year
Anonymous Internal Grievance Mechanism	Respectful, Fair and Discrimination-Free Working Environment	Handling of Complaints (Anonymous or Raised Directly) Within 30 Days	Percentage of Complaints Resolved Within 30 Days	100%	100%	100%
Equal Opportunities	Balanced Gender Representation	Unbiased Candidate Selection	Percentage of Female Employees	74%	69%	>50%

Our commitment to a more sustainable textile industry remains a key objective of our corporate strategy. We firmly believe that responsible and sustainable business practices are not only a responsibility towards people and the environment, but also contribute to long-term economic success.

CONTACT

For further information about our sustainability initiatives and partnerships, please feel free to contact us.