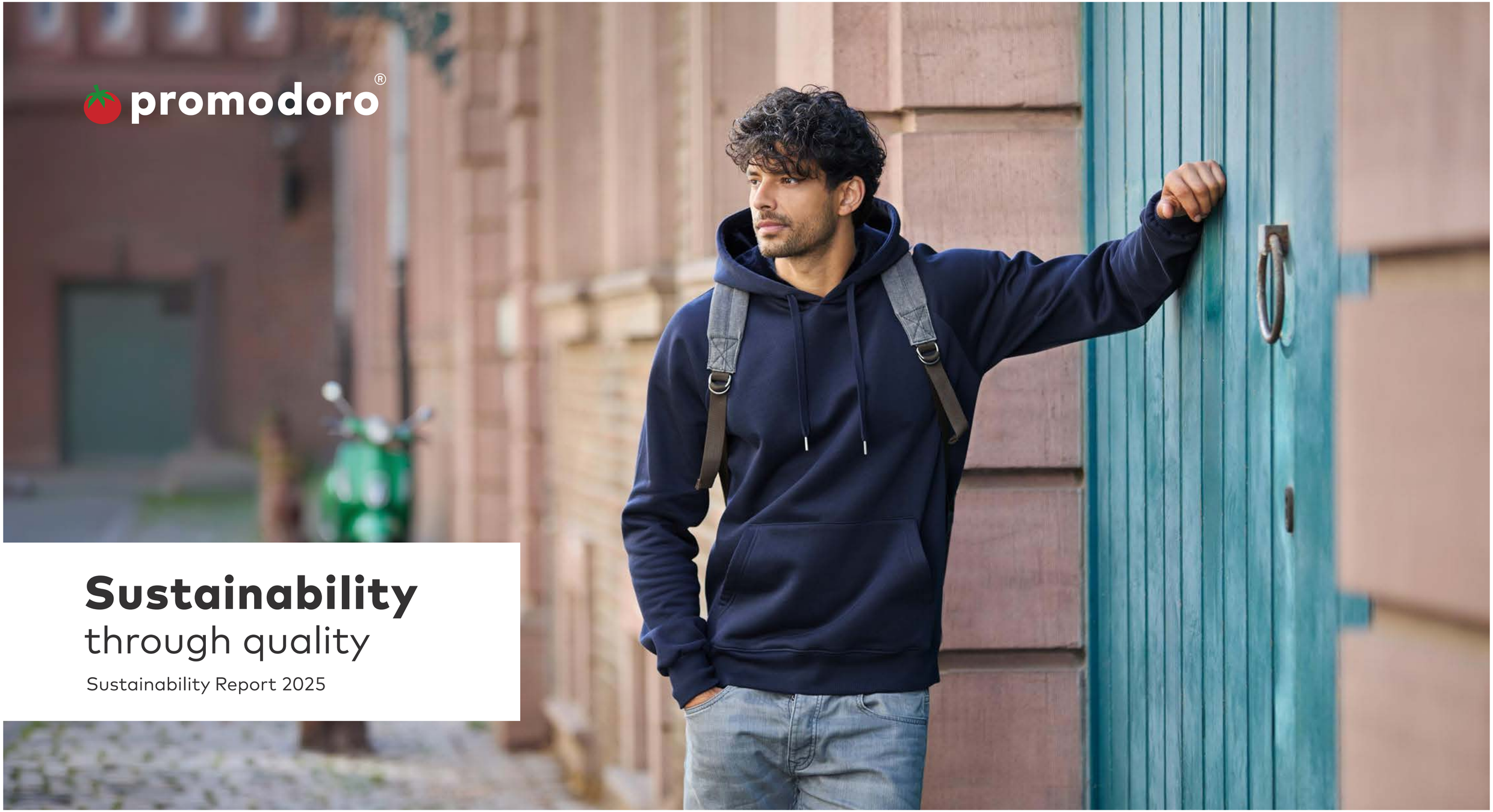
promodoro®

Sustainability
through quality

Sustainability Report 2025



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Foreword

I have worked with textiles for many years and know how much work goes into a seemingly simple T-shirt. Bringing fibre, yarn, workmanship and fit together in a way that ensures a garment still performs well after many washes takes experience, patience and extensive testing. The quality that promodoro stands for today has been built up over many years.

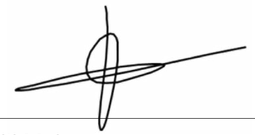
Durability has always been a key part of our understanding of quality. Initially, sustainability did not have nearly the same significance in society as it does today. We now consider more deliberately how closely quality, long product life and the responsible use of resources are connected. Our guiding principle, „Sustainability through Quality", captures this connection. This reflects our approach that using textiles for longer can help conserve resources. We therefore work on material selection, workmanship and quality testing to promote the durability of our textiles.

In 2025, we continued to strengthen the structure of our sustainability work. For the first time, we systematically asked customers and employees which topics mattered most to them and incorporated the results into our planning. We introduced new principles for good leadership and corruption prevention and are breaking new ground with WILDPLASTIC® packaging for smaller orders. Since 2025, we have also participated in the UN Global Compact. At the same time, being awarded EcoVadis Gold for the second year in a row shows me that our many individual measures are increasingly coming together as a coherent system.

Good ideas also have to work in practice. New materials and processes must meet our quality requirements and be economically viable. Not every trial delivers the desired result straight away. Some developments take time; others require us to rethink our approach.

For me, sustainability is reflected not only in policies, assessments or technical solutions. It also means caring for the people who make our products. Together with a production partner within our corporate group, we supported the provision of more than 546,000 free hot meals for employees in 2025. This directly benefits people in their day-to-day working lives. Such measures do not replace standards and controls, but they show how responsibility can take concrete form.

Our company depends on resources, people and long-term partnerships, and our decisions have an impact beyond promodoro. That is why it is important to me to be transparent about where we stand, what we have learned and where we still want to improve.



Khalil Mehanna
Managing Director of Promodoro Fashion GmbH

About This Report

This sustainability report was prepared for the 2025 financial year on a consolidated basis for Promodoro Fashion GmbH and its subsidiary Casual by Promodoro GmbH. The reported data and metrics cover both companies.

This report is based on selected content and structures of the European Voluntary Standard (VS), the voluntary European sustainability reporting standard for small and medium-sized enterprises, under Commission Delegated Regulation (EU) 2026/1560. A VS-compliant version containing the full disclosures of the Basic Module is available to business partners on request.

Company Data 2025

Reporting Basis	Consolidated for Promodoro Fashion GmbH and Casual by Promodoro GmbH
Legal Form	Limited liability company (GmbH)
NACE Code	46.42 – Wholesale of clothing and footwear
Average Number of Employees During the Year	66
Country of Main Business Activity	Germany
Registered Address and Main Site	Am Gatherhof 57, 40472 Düsseldorf (both companies)
Geolocation	51.266813, 6.816237

Sustainability in 60 Seconds

Check quality. Measure impact. Show progress.
These figures provide a quick overview of our sustainability work in 2025.

6 Stages of Quality Assurance / 55 Wash Cycles

Our quality assurance process extends from product development through to regular long-term testing.

4 + 9 Assessments of Climate Impact

4 corporate carbon footprints and 9 product life cycle assessments show us where emissions arise.

79 out of 100 points

EcoVadis Gold 2025 for the second year in a row.

Update 2026:
84 out of 100 points and Gold for the third year in a row.

87 Articles with OEKO-TEX® MADE IN GREEN

The label combines harmful-substance testing, more responsible production conditions and traceable manufacturing routes.

94,2 % Electricity from Renewable Sources

In 2025, 94.2 % of the electricity supplied at our site came from renewable sources.

20.000 WILDPLASTIC® Shipping Bags

301 kg of plastic recovered from the environment,
483 kg CO_2 saved compared with virgin plastic.[1]

393 Responses in the first materiality assessment

Customers and employees told us what matters to them. The results feed into our planning.

59 % Women in Leadership Positions

More than half of our leadership positions are held by women.

546,205 free hot meals

We supported a production partner in our corporate group in providing these meals to its employees in 2025.[2]

[1] Impact figures provided by WILDPLASTIC® for our 2025 order. The shipping bags consist of 80 % recovered „wild plastic“ and 20 % recycled plastic from other sources.
[2] The number of hot meals is based on information provided by our supplier for 2025.



Our **Sustainability Strategy**

Our Sustainability Strategy

Our vision is a textile industry in which textiles are used for a long time, people and the environment are treated responsibly, and sustainability is communicated honestly.

Two Levers for Our Sustainability Work

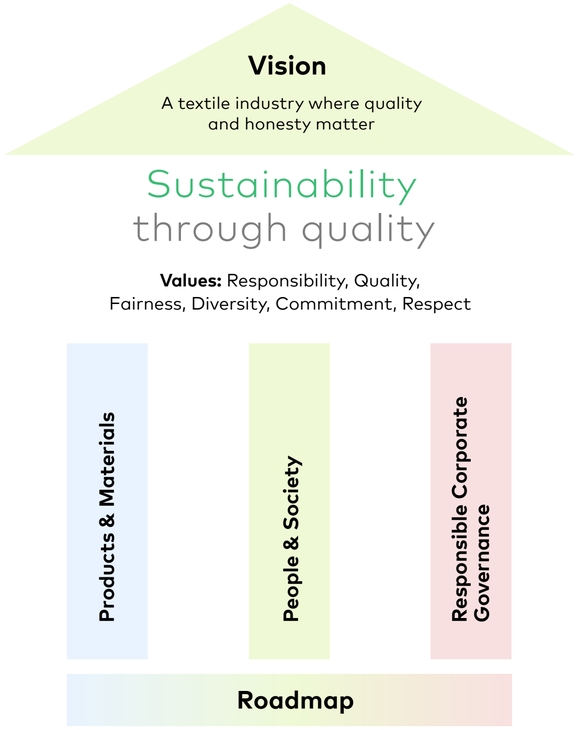
To move closer to our vision, as a textile company we focus on two areas: our products themselves and the impacts that arise along their journey.

The first lever is the lifetime of our textiles. The longer a product can be used, the less often it needs to be replaced. For us, durability begins with quality: suitable materials, good workmanship and consistent testing. This is the origin of our guiding principle, „Sustainability through Quality".

The second lever is reducing impacts along our supply chain. From fibre and manufacturing to transport, impacts on people and the environment arise. We want to understand these better, make them more transparent and reduce them step by step. We also consider the use phase and the end of life of our textiles.

Three Action Areas for Our Goals

The two levers show what we fundamentally want to change: extend the lifetime of our textiles and reduce impacts along our supply chain. We therefore work in three action areas. We have defined specific goals and measures for each action area. Our three action areas reflect the ESG dimensions of environmental, social and responsible corporate governance.



- Products & Materials
  This area focuses on extending the lifetime of our textiles and reducing their impacts on the environment and resources. It includes materials, climate action, chemicals management, circular economy, traceability and packaging.

- People & Society
  This area focuses on people at promodoro and throughout our supply chain. It includes safe and fair working conditions, health, development, diversity, social engagement and social standards.

- Responsible Corporate Governance
  Here we establish the rules, data and structures needed for reliable sustainability management. This includes compliance, risk management, data protection, supply chain management, reporting and credible communication.

We do not determine on our own which topics within these action areas are particularly important for our future work. In 2025, we therefore systematically involved customers and employees for the first time.



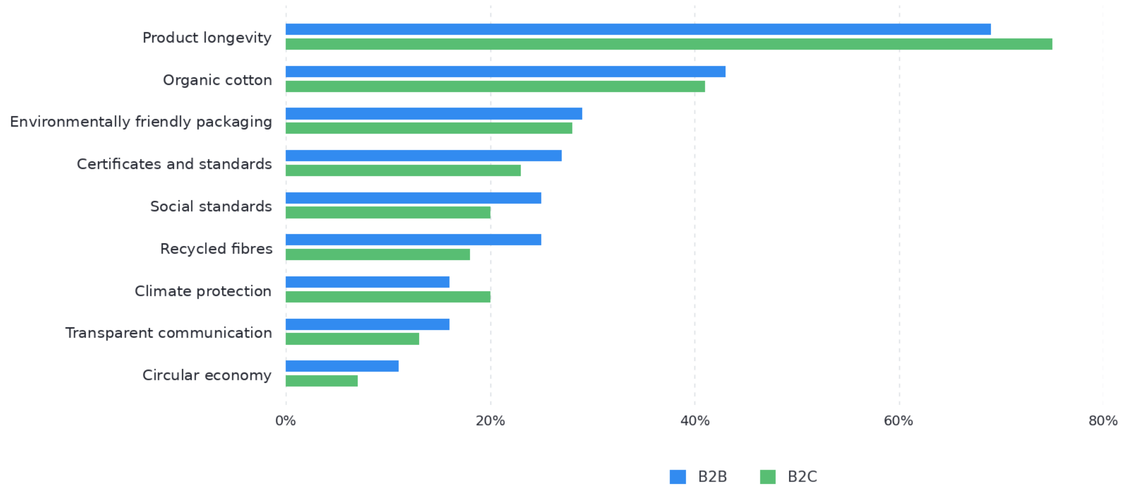
Materiality Analysis

In the 2025 reporting year, we systematically identified for the first time which sustainability topics are particularly important to our customers and employees. To do this, we surveyed both groups as part of our first materiality analysis.

In summer and autumn 2025, 255 B2B customers, 97 B2C customers and 41 employees took part in the surveys. In addition to rating predefined topics, participants were also able to contribute their own topics and comments. The surveys revealed different priorities. For customers, durability and quality were the main focus. The chart shows which other sustainability topics were particularly important to B2B and B2C customers.

Priorities of our customers

Share of respondents who identified each topic as particularly important.



Our employees rated safe and healthy workplaces, fair working conditions in the supply chain, transparent sustainability communication and durability particularly highly. Certifications and labels, as well as equal treatment and diversity, were also among the highest-rated topics.

In 2025, the survey focused on customers and employees. Suppliers and other business partners were not included as separate survey groups. We remain in dialogue with them through our ongoing business relationships. In future assessments, we want to examine how additional stakeholder groups can be involved more systematically.

The results of the materiality analysis feed into the further development of our sustainability priorities and our action roadmap. In future, we plan to repeat the materiality assessment every two years.

Our Action Roadmap

Our action roadmap translates the strategy into specific goals and measures. Sustainability should not sit alongside day-to-day business, but should be considered in our decisions and processes. The roadmap shows what we want to achieve in our three action areas and the steps we are taking to get there.

Our priorities are derived from our two strategic levers, the findings from our product life cycle assessments and the results of our materiality assessment. They also take into account risks, new requirements and developments that are important for our products, our supply chain and our own operations.

In 2024, we fundamentally developed the roadmap further because our product life cycle assessments made the importance of material choice, durability and use even clearer. In 2025, we also incorporated the results of our first materiality assessment. The importance of durability and quality, as well as social topics, safety and transparency, became particularly clear. We reflected these findings in our goals and measures.

The goals and priorities in our action roadmap have different time horizons. We review them regularly and further develop measures when new findings, changing conditions or practical experience make this necessary.

The following overview shows key priorities and goals, measures already implemented and next steps. The individual topic chapters explain the current status and the underlying data in greater detail. The timeframes shown reflect our current planning; measures and schedules are reviewed regularly and adjusted in light of new findings or changing conditions.

Action Area: Products & Materials

Action Topic	Strategic Goal	Goals & Key Measures	SDG
Climate Action	Gradually reduce greenhouse gas emissions and further develop climate action measures	Ongoing: continue the Corporate Carbon Footprint annually; further improve the data basis; increase the share of electricity from renewable sources; continue the gradual electrification of the vehicle fleet; further optimise transport and mobility options	7, 12, 13
Materials, resources & circular economy	Circularity Strategy by 2030; promote durability, recyclability & resource efficiency and further develop materials	By 08/2026: align packaging with the PPWR By 2026: 10 LCAs By 2027: prepare an external testing procedure for product lifetime By 2030: product life cycle assessments for 100 % of the portfolio; circularity strategy Ongoing: Design for Recycling; circularity pilot projects; office and hygiene materials	9, 12, 13, 14, 15
Sustainable Chemicals Management	Responsible use of chemicals	Ongoing: expand MADE IN GREEN; REACH compliance; review chemical requirements annually	6, 12
Environmental Pollution	Investigate plastic and microfibre releases and further develop suitable measures	2026: microplastic filters installed on all washing machines at the site Ongoing: evaluate use and experience; support plastic recovery projects; test polyester alternatives; raise awareness	12, 14, 15
Transparency & product information	Traceable material & supply chain transparency	By 2027: prepare for the Digital Product Passport (DPP) Ongoing: MADE IN GREEN; certified suppliers; clear product information	12, 16, 17

Action Area: People & Society

Action Topic	Strategic Goal	Goals & Key Measures	SDG
Health & Safety	Promote health, safety & well-being	By 2025: Blue Point By 2026: annual training on ergonomics, stress & mental health Ongoing: health management; 100 % safety instruction coverage Target: 0 workplace accidents per year	3, 8
Social Engagement & Culture	Strengthen sustainability culture & social engagement	By 2025: stakeholder dialogues By 2026: ≥ 2 social projects per year From 2027: annual Sustainability Day Ongoing: consumer education	4, 8, 11, 12, 17
Learning, Development & Employer Attractiveness	Promote skills, satisfaction & retention	From 2025: annual employee survey By 2026: 100 % development plans Annually: average of 15 training hours	4, 5, 8
Diversity, Equity & Inclusion (DEI)	Fair & inclusive working environment	By 2026: DEI programme Ongoing: DEI training; ≥ 40 % women in management; mentoring & equal opportunities Target: 0 discrimination cases	5, 8, 10
Social Standards in the Supply Chain	Ensure fair & safe working conditions	By 2027: further develop documentation of evidence Ongoing: production partners certified to social and environmental standards; code & contractual clauses	8, 10, 12, 17

Action Area: Responsible Corporate Governance

Action Topic	Strategic Goal	Goals & Key Measures	SDG
Standards & External Assessment	Systematically strengthen sustainability management and further develop external evidence	By 2027: renewed certification to ISO 14001 and ISO 45001 By 2030: EcoVadis Platinum Ongoing: review further standards and labels	8, 9, 12, 16
Ethics, Compliance & Fair Business Practices	Permanently ensure compliant, fair and ethical business conduct	By 2025: Management Rules; anti-corruption policy By 2026: review whistleblowing procedure From 2026: annual risk analysis Ongoing: compliance programme; fair payment terms; policy reviews; training Target: 0 confirmed cases of corruption and fraud	8, 16
Corporate management & reporting	Embed sustainability firmly in management and reporting	From 2025: materiality assessment every two years By 2027: VSME/VS reporting (achieved early in 2026) Annually: record key sustainability metrics	8, 12, 16
Credible communication	Communicate sustainability clearly, transparently and on a factual basis	From 2025: greenwashing training By 09/2026: align communication processes with EmpCo By 2026: renew sustainability website Ongoing: green-claim review	12, 16, 17
Partnerships & innovation	Promote innovation & cooperation	By 2025: join MaxTex; participate in the UN Global Compact Ongoing: cooperation with research & associations	9, 12, 17
Data protection & information security	Ensure data protection & security	Annually: 100 % training Ongoing: internal audits; regular reviews	9, 16
Supply chain & risk management	Partnership-based, risk-aware procurement	By 2030: risk assessment in accordance with the German Supply Chain Act (LkSG) Ongoing: social and environmental standards; review policies and certificates; supplier training	8, 12, 17

Our Contribution to the Global Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) provide a common global framework for sustainable development. Through our goals and measures, we also want to contribute to these goals. Our sustainability work is particularly closely linked to three SDGs:



In addition, individual goals and measures are intended to contribute to further SDGs. In our action roadmap, we show the relevant links directly alongside the individual goals and measures.







Environmental **Responsibility**

Environmental Responsibility

Environmental responsibility concerns our products as well as the supply chain and our own operations. For our textiles, we address material selection, product development, manufacturing and transport. For the use phase, we provide guidance on careful care and the longest possible use. We also consider the end of life of our products and provide information on responsible options for dealing with them.

In addition to product-related topics, we consider the environmental impacts of our site and our operational processes. These include greenhouse gas emissions, energy consumption, packaging, water, waste and resource use. In these areas, we work to reduce emissions, use resources more consciously and further improve processes.

The following chapters show what we achieved in these areas in 2025, what we learned and where further work is needed.

2025 At a Glance

Around -85 % Emissions from Air Freight

Emissions from our upstream air freight fell from around 126.6 to 19.5 t CO_2e compared with 2024.

2 Material Alternatives Tested

Recycled cotton and biodegradable polyester were tested for their suitability for our products.

301 kg of Plastic Recovered

For our order of 20,000 WILDPLASTIC® shipping bags, WILDPLASTIC® reports 301 kg of recovered plastic and 483 kg CO_2 savings compared with virgin plastic.

Climate Action and GHG Reduction

Emissions Accounting and Methodology
Since 2022, we have calculated our greenhouse gas emissions annually in a Corporate Carbon Footprint (CCF). The calculation follows the GHG Protocol Corporate Standard and the operational control approach. It includes Scope 1, Scope 2 and the Scope 3 emissions relevant to promodoro.

In 2025, we further improved our data basis. For electricity, gas and water, we use direct meter readings wherever possible instead of invoice data, which in some cases had been based on estimates by the utility provider. We now also include the electricity consumption of the sprinkler system. To keep the time series comparable, we recalculated the corresponding prior-year values. They may therefore differ from figures published previously.

We are also continuing to improve the data basis for Scope 3. Since 2024, we have taken the average commuting distances of our employees into account. From the 2025 reporting year onwards, we supplement these data with an employee survey to make the previously estimated commuting data more accurate and robust.

For transport emissions, we use data from our logistics partners. The calculations are based, among other things, on ISO 14083 and take factors such as distance, vehicle type and utilisation into account. An adjusted calculation methodology is planned from 2026 to further improve comparability.

We use our annual CCFs to track how our emissions are developing. In addition to the total figure, we also look at factors such as purchasing and sales volumes, transport routes and changes in the data basis. This helps us to put developments into context and further develop our climate action measures in a targeted way.

Development of Our GHG Emissions 2022-2025[3]

Environmental KPI	2022	2023	2024	2025
Scope 1 GHG Emissions	159.3 t CO_2e	175.0 t CO_2e	202.7 t CO_2e	189.9 t CO_2e
Scope 2 GHG Emissions (market-based)	97 t CO_2e	7.2 t CO_2e	8.6 t CO_2e	1.0 t CO_2e
Scope 2 GHG Emissions (location-based)[4]	/	/	/	74.6 t CO_2e
Scope 3 GHG Emissions	31,546.4 t CO_2e	35,418.0 t CO_2e	29,681.0 t CO_2e	32,996.7 t CO_2e
Total GHG Emissions (market-based)	31,802.7 t CO_2e	35,600.2 t CO_2e	29,892.2 t CO_2e	33,187.5 t CO_2e
Change in GHG Emissions Compared with the 2022 Base Year	The 2022 CCF is the base year.	Scope 1+2 -28.9 % Scope 3 +12.3 % total +11.9 %	Scope 1+2 -17.6 % Scope 3 -5.9 % total -6.0 %	Scope 1+2 -25.5 % Scope 3 +4.6 % total +4.4 %

Interpretation of the Figures

The development of our greenhouse gas emissions presents a mixed picture in 2025. Our total emissions increased by around 11 % compared with 2024 and were therefore 4.4 % above the 2022 base year. The increase was mainly attributable to Scope 3.

Scope 1 and 2 emissions developed differently. Combined, they were around 9.6 % below the previous year in 2025 and 25.5 % below the 2022 base year.

Scope 1 and 2: What Is Behind the Development

For electricity, one factor in 2025 was the conversion of lighting in Hall 2 to LED technology with daylight sensors. Total electricity consumption fell, although by less than we had expected in the project calculation. At the same time, the share of electricity from renewable sources in our electricity supply increased to 94.2 %. We want to increase this share further. For market-based Scope 2 emissions, we use a supplier-specific emission factor from Stadtwerke Düsseldorf for the electricity not covered by our renewable electricity product. In 2025, this factor was 79 g CO_2e/kWh and therefore significantly lower than the factor used in the 2024 calculation. In addition to the high share of electricity from renewable sources, the lower emission factor contributed to substantially lower market-based Scope 2 emissions in the inventory. Gas consumption was also below the previous year's level. Weather conditions played a role: the heating period was longer and colder in 2024, while heating demand was correspondingly lower in 2025. However, gas consumption remained above the 2022 level. We will continue to monitor this development and examine which operational measures can further reduce consumption.

The transition of our vehicle fleet has begun: by the end of 2025, two of our eleven vehicles were fully electric. At the same time, fuel consumption increased. We intend to continue electrifying the fleet gradually.

Scope 3

The increase in our total emissions in 2025 was mainly attributable to Scope 3. Scope 3 emissions rose by 11.2 % year on year to 32,996.7 t CO_2e and were 4.6 % above the 2022 base year. They continue to account for more than 99 % of our Corporate Carbon Footprint. Purchased goods and services and the use of sold products account for the largest shares.

More Purchased Products Shape the Result

For purchased goods, we currently use a flat emission factor per item. Because this factor is applied to each purchased item, higher purchase volumes mathematically lead to higher emissions. As the number of our product life cycle assessments increases, we want to gradually replace this approximation with more product-specific data. The life cycle assessments provide us with more precise information on individual products and their life cycle stages. In 2025, corresponding assessments were available for nine products. We aim to increase this number to ten by 2026.

[3] For the VS-disclosures, Scope 1 and location-based Scope 2 emissions are used. The total shown above, by contrast, is based on the market-based Scope 2 value and additionally includes Scope 3.
[4] Location-based Scope 2 emissions and the VS-metrics derived from them were calculated for the first time for the 2025 reporting year. Comparable figures for prior years are not available.

Consumption Data 2022–2025	2022	2023	2024	2025
Fuel Consumption of Own Vehicle Fleet (Petrol)	3,800 litres	2,600 litres	2,660 litres	2,880 litres
Fuel Consumption of Own Vehicle Fleet (Diesel)	9,300 litres	10,541 litres	12,447 litres	14,000 litres
Electricity Consumption of Own Vehicle Fleet	/	780 kWh	780 kWh	1,200 kWh
Refrigerant Leakage	0 kg	0 kg	0 kg	0 kg
Electricity Consumption	215,635 kWh	219,427 kWh	223,298 kWh	211,896 kWh
of which electricity from renewable sources	0 kWh	205,832 kWh = 93.8 %	207,498 kWh = 92.9 %	199,638 kWh = 94.2 %
Gas Consumption	707,171 kWh	790,936 kWh	890,405 kWh	808,463 kWh

Lower Emissions from Upstream Transport

We made progress in upstream transport in 2025. Emissions fell from around 216.9 t CO_2e in 2024 to 152.5 t CO_2e in 2025. The reduction in air freight was particularly significant, with emissions falling from around 126.6 to 19.5 t CO_2e.

This brought us a step closer to our goal of shifting transport to lower-emission modes wherever possible. We intend to continue on this path and further use and optimise transport by sea and rail.

Customer Transport: Higher Volume, Slightly Better Efficiency

For transport to our customers, the emissions reported by Dachser increased by around 5.7 % in 2025. At the same time, both the number of shipments and the transported weight increased. Calculated emissions per shipment and per tonne transported, however, were slightly lower than in the previous year.

The higher total figure is therefore mainly due to the greater transport volume. At the same time, calculated efficiency per shipment and per tonne transported improved slightly.

The Use Phase Remains an Important Source of Emissions

The calculated emissions from the use of sold products also increased slightly in 2025. The calculation is currently based on sales volume and a flat factor of around 2.60 kg CO_2e per item sold. This was derived from external life cycle assessment data on the importance of the use phase. The basis includes studies by Systain and TU Berlin.[5]

We cannot yet use this approach to capture how our customers actually use their textiles. Relevant factors include, for example, the number of washes, washing temperature and the type of drying.

In 2025, we therefore also expanded the information we provide on the use phase. Through care guidance on our website, we show how textiles can be cared for gently and used for as long as possible. In future, we want to improve our data basis for the use phase and examine how we can collect real-world usage data, for example through surveys.

Additional Emissions Offsetting for UPS Transport

For some of our customer transport, we continue to use the UPS-Carbon-Offset-programme. For January to December 2025, UPS reports 57.95 t CO_2e as offset through the programme. The programme was verified by SGS.

We do not deduct this amount from the transport emissions reported in our Corporate Carbon Footprint. This keeps the accounted emissions and the additional offsetting clearly separate.

[5] For the 2025 CCF calculation, a flat factor of 2.60 kg CO_2e per item sold is used for the use phase. The factor was derived internally from literature values published by Systain and TU Berlin on the significance of the use phase.

Products and Materials

Context and Outlook

The year 2025 shows that our emissions are developing differently across the individual areas. While we made further progress in Scope 1 and 2, Scope 3 remains the greatest challenge for our climate targets. The key will therefore be both to reduce emissions further and to improve our data basis step by step.

Update 2026 |
Stronger Support for Public Transport
Since February 2026, we have subsidised the Deutschlandticket Job for our employees by 50 %. In doing so, we are implementing another measure from our action roadmap and making it easier to use public transport for commuting.

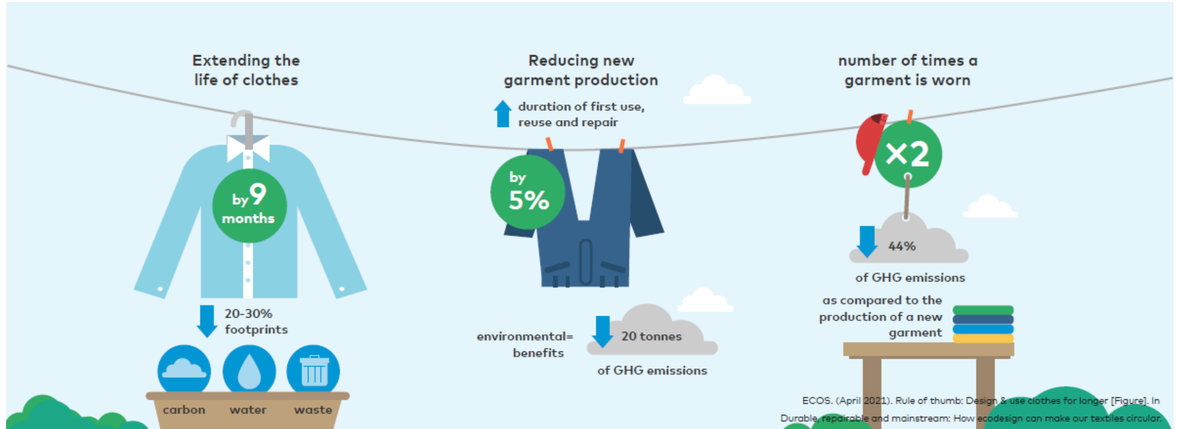
Quality as the Basis for Long Use

For us, quality is the foundation of durability. Textiles that retain their shape, colour and function even after frequent use can remain in use for longer. That is why we consider durability as early as material selection, design and processing and use findings from quality and durability tests in product development. Our guiding principle, „Sustainability through Quality", sums up this connection.

We do not use materials of animal origin. For cotton, we use long-staple, combed and ring-spun qualities. These enable stable yarns, smooth surfaces and good durability. Certified organic cotton has been part of our range since 2014; recycled polyester is also now used.

Longer Use Can Reduce Environmental Impacts

If a textile is used for longer, the greenhouse gas emissions associated with its production are spread across more uses. At the same time, textiles need to be replaced less often. A model calculation cited by ECOS, for example, shows that extending the use of a garment by nine months can reduce the associated carbon emissions by around 27 % in the scenario considered.[6]



Scenario	Carbon savings	Water saving	Waste savings	Savings in resource costs
10% longer lifetime (i.e. 3 months)	8% (3 Mt CO_2e)	10% (600 million m^3)	9% (150,000 tonnes)	9%
33% longer lifetime (i.e. 9 months)	27% (10 Mt CO_2e)	33% (2,000 million m^3)	22% (400,000 tonnes)	22%

[6] ECOS (April 2021). https://ecostandard.org/wp-content/uploads/2021/04/ECOS-REPORT-HOW-ECODESIGN-CAN-MAKE-OUR-TEXTILES-CIRCULAR.pdf

Our 6 Pillars of Quality Assurance
Our quality assurance process accompanies a product from development through to regular long-term testing. It comprises six pillars:

1. Product design and development: We define requirements for quality and durability as early as material selection, fit and function.
2. Planning and production: Manufacturing takes place at production facilities certified to social and environmental standards. The individual production steps are monitored and controlled.
3. Testing during production: Yarns and fabrics are tested during manufacturing. In our laboratory in Düsseldorf, we examine, among other things, shrinkage, colour fastness, pilling and fabric twisting.
4. Final inspection: Before the goods leave production, a final sample inspection is carried out in accordance with the internationally established AQL procedure.
5. Incoming goods inspection: After delivery to Düsseldorf, we inspect the goods again, including for quality deviations and possible transport damage.
6. Regular long-term tests: Our textiles undergo long-term tests with 55 wash cycles. Among other things, we examine how shape, colour and material change with repeated washing.

The findings from these tests are fed back into product development. This enables us to identify anomalies and further improve existing products.

New Materials Must Prove Themselves in Practice
In the 2025 reporting year, we tested new material solutions, including recycled cotton in different blends. The variants tested have not yet met our requirements for quality and processing. We also tested biodegradable polyester as a possible material alternative. The required yarn count was not yet available at a sufficient level of quality. We are therefore continuing to monitor material developments. For us, this kind of result is also part of responsible product development. New materials must combine sustainability ambitions, quality and practical suitability. Only when these requirements come together are they suitable for our products.

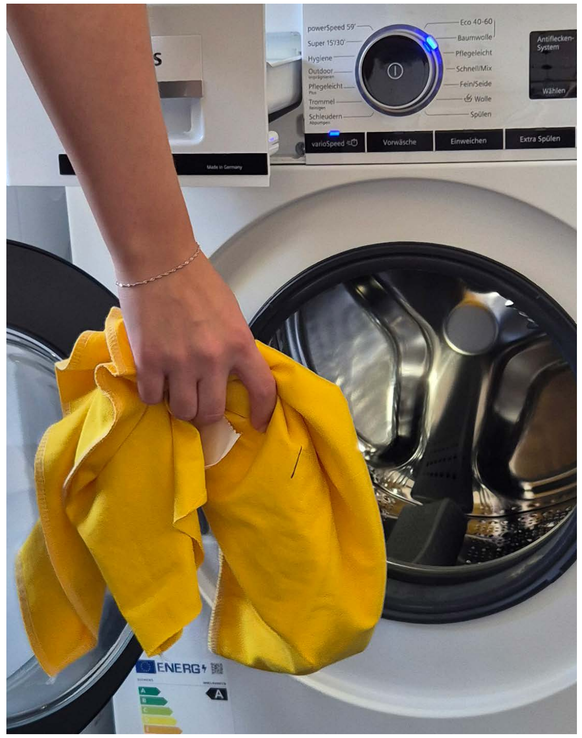
Two Levers, Specific Starting Points
Our measures in product development and quality assurance support both strategic levers: they help reduce impacts along the supply chain and extend the lifetime of our textiles. The overview shows which approaches support one or both levers.

	Reducing Impacts Along the Supply Chain	Extending the Lifetime of Textiles
Product development with a focus on durability		✓
Selection of suitable yarns from OEKO-TEX®-certified sources	✓	✓
Dyeing and finishing processes with defined quality requirements	✓	✓
OEKO-TEX®-certified dyes and accessories	✓	✓
In-house laboratory in Düsseldorf that tests all parameters of every batch before sewing		✓
AQL inspection before shipping		✓
Re-inspection upon receipt of goods		✓
5 test washes in day-to-day operations		✓
Long-term tests with 55 wash cycles		✓
REACH Compliance	✓	
OEKO-TEX® STANDARD 100	✓	
OEKO-TEX® MADE IN GREEN	✓	

Making Product Lifetime More Measurable
We use the experience gained from our quality and long-term tests to assess the lifetime of our textiles more transparently. In our action roadmap, we had planned to develop our own product-lifetime indicator for this purpose. Our long-term tests provide an important foundation for this.

Update 2026
We have further developed this approach. Instead of creating our own metric, we are working to have product lifetime assessed and documented on the basis of an independent external testing procedure. This supplements our internal long-term tests with an independent external assessment.

Life Cycle Assessments Broaden the Perspective
Life Cycle Assessments Broaden the Perspective
Our life cycle assessments consider the climate change impact category across different stages of the product life cycle: from raw materials and production through packaging, transport and storage to use and end of life. The calculations are based on the principles of ISO 14040 and ISO 14044. For certain assumptions relating to the use phase, requirements from the draft Product Environmental Footprint Category Rules (PEFCR) for apparel and footwear available at the time were also used.



Environmental KPIs	2022	2023	2024	2025
Number of Life Cycle Assessments	1	1	9	9

In the long term, they are also intended to help improve the data basis for our Corporate Carbon Footprint. In accounting for purchased products, we currently still use a flat emission factor per item. As the data basis improves, we want to gradually make greater use of product-specific values.
In 2025, corresponding assessments were available for nine products. This number remained unchanged from 2024. Our next target is ten life cycle assessments by 2026.

The Use Phase Makes a Difference
Our product life cycle assessments also include the use phase and end of life. For the use phase in particular, this means that we have to work with assumptions: we do not know how often a textile is actually washed, at what temperature, or whether it is air-dried or tumble-dried.
We therefore calculate different use scenarios.
The assumptions are based in part on the PEFCR requirements used for the life cycle assessments. We also take into account specific values for electricity and water consumption during washing and energy consumption during drying and ironing. The scenarios show how strongly different usage patterns can affect the result. They are not measurements of our customers' actual behaviour.

Our product life cycle assessments show that assumptions about the use phase can have a significant influence on the result. These include the frequency of washing, washing temperature and the type of drying. We therefore consider different use scenarios in order to better assess the possible impacts of different patterns of use.

When comparing CO_2 values, it is crucial to understand which life cycle stages and assumptions are included in the respective calculation. An assessment that considers only raw materials and manufacturing, for example, cannot be compared directly with an assessment that also includes use and end of life.

Supporting Longer Use
Care also influences how long a textile can be used. Through guidance on our website, we provide information on how textiles can be cared for gently and used for as long as possible. Examples include lower washing temperatures, air drying, using full washing-machine loads and choosing efficient programmes.

Update 2026
On our newly redesigned sustainability website, we have further expanded the information on sustainable use. In addition to care tips, we also show how conscious product selection, choosing the right size and long use can help conserve resources.

Context and Outlook
In 2025, we linked our product assessments more closely to questions of material choice, use and durability. Our life cycle assessments show how different stages of the product life cycle affect greenhouse gas emissions. At the same time, the tests with recycled cotton and biodegradable polyester showed that new material solutions do not yet meet our quality and processing requirements in every case.

Next, we want to increase the number of our product life cycle assessments to ten, test further material alternatives and gradually make greater use of product-specific data in our Corporate Carbon Footprint. For product lifetime, we have adjusted our original approach: instead of developing our own metric, we want to assess and document the durability of our textiles in future on the basis of an independent external testing procedure.

Customer Safety, Chemicals and Standards

Safety Starts with the Product
The safety of our textiles is an integral part of our product responsibility. We therefore apply clear requirements to materials and chemicals, ranging from statutory requirements to additional standards that we have defined for our products and production partners.

All promodoro textiles are certified to OEKO-TEX® STANDARD 100 and are tested for relevant harmful substances. The standard incorporates, among other things, the requirements of the European chemicals regulation REACH and goes beyond them in various test criteria. It therefore forms our basic standard for product safety.

For organic cotton, we use fibres certified to GOTS or OCS. For recycled fibres, we use the Global Recycled Standard (GRS). It combines verification of recycled materials with requirements for traceability, chemicals management and environmental and social criteria in processing.

Our Own Chemical Requirements
In addition to statutory requirements and external standards, our own Chemical Requirements apply to our production partners. They define requirements and limit values for the use of chemicals.

We review our Chemical Requirements regularly and adapt them as necessary to new requirements and findings. In this way, we also want to ensure in future that our requirements go beyond statutory minimum requirements.

We work with long-standing production partners, many of which combine several manufacturing steps at a single site. Some of them also operate their own wastewater treatment facilities.

Product Responsibility Metrics	2022	2023	2024	2025
Articles with OEKO-TEX® MADE IN GREEN[7]	86 articles	80 articles	89 articles	87 articles
Confirmed REACH Violations	0	0	0	0
Product Recalls	0	0	0	0
Confirmed Health and Safety Incidents Involving Customers	0	0	0	0

MADE IN GREEN Combines Safety and Traceability

The OEKO-TEX® MADE IN GREEN label supplements harmful-substance testing with requirements for more responsible production conditions and traceability. A unique product ID makes it possible to trace information on the manufacturing of a labelled product.

In 2025, 87 articles carried the OEKO-TEX® MADE IN GREEN label, compared with 89 in the previous year. The slight decline is related to changes in the product range and different validity periods of individual MADE IN GREEN labels. For some articles that remained in the range, renewed certification did not follow immediately after the previous validity period expired.

MADE IN GREEN remains an important part of our product strategy. We want to further expand the associated traceability and make it even easier for customers to access.

Looking ahead to upcoming requirements, we want to further develop our product data and processes. This includes preparing for the Digital Product Passport (DPP). Existing information on materials, certifications and traceability provides an important foundation for this.

Packaging

Protection with as Little Material as Possible

Packaging protects our textiles on their way to our customers. At the same time, it consumes material and is often used only for a short period. We therefore want to use packaging as sparingly as possible, keep materials in use for longer and further reduce the use of virgin plastic.

Our 2025 materiality assessment confirms the importance of this topic: environmentally responsible packaging is one of the most important sustainability topics relating to our products for our customers. Packaging is also rated as a relevant action area by our employees.

For shipping, we use cardboard packaging made from recycled material as well as recycled polybags in the B2C segment. We reuse our suppliers' cartons for shipping to our customers. If they are damaged and no longer provide sufficient product protection, they are compacted at our site and sent for recycling.

Reusing Cartons More Often

In 2025, we examined in greater detail which supplier cartons are suitable for onward shipping and in which cases the goods need to be repackaged. We also considered waste volumes and costs.

Based on these findings, we now want to work with our suppliers to find solutions. This includes, for example, greater standardisation of cartons or clear criteria for size, stability and reusability. This could allow more incoming cartons to be used directly for onward shipping and avoid additional packaging. At the same time, this approach supports us in further reducing packaging material and packaging volume and aligning our processes with the requirements of the PPWR.

[7] For comparability, we count articles that held a valid OEKO-TEX® MADE IN GREEN label for at least 90% of the calendar days in the reporting year. Colour and size variants are not counted separately. The figures were reassessed using this methodology.

WILDPLASTIC®: Bringing Plastic Back into the Cycle

At the end of 2025, we ordered 20,000 shipping bags from WILDPLASTIC®. In doing so, we implemented one measure from our action roadmap: supporting plastic-recovery projects.

WILDPLASTIC® uses the term „wild plastic" for plastic found, for example, on streets, at open or illegal dumps, or in nature, particularly in regions with inadequate waste and recycling systems. The material is collected, sorted and cleaned by partner organisations, then processed into granulate and used for new products such as shipping bags.

When selecting our new shipping bags, we also considered paper-based solutions. The packaging must reliably protect our textiles from moisture and dirt while using as little material as possible. Uncoated paper offers only limited protection, while additional coatings or material composites can make recycling more difficult.

Another factor in favour of WILDPLASTIC® was its approach of recovering plastic that has already entered the environment and using it again as a raw material. The social component of the collection model was also relevant to our decision. A life cycle assessment prepared by Planet A in accordance with ISO 14040 and ISO 14044 compares WILDPLASTIC® shipping bags with cardboard packaging, among other alternatives. In the scenarios examined, the WILDPLASTIC® shipping bags have lower greenhouse gas emissions and lower water demand than the cardboard packaging considered.

According to the provider, our shipping bags consist of 80% of this recovered plastic and 20% recycled plastic from other sources. For our order of 20,000 shipping bags, WILDPLASTIC® reports the following impact:

Impact of the Order[8]	Information Provided by WILDPLASTIC®
Plastic Recovered from the Environment	301 kg
CO_2 Savings Compared with Virgin Plastic	483 kg CO_2
Workdays under Defined Social Standards	5.5 days

To the Wildtracker

Enter the number 5000401411 into the wildtracker from WILDPLASTIC® and discover where the plastic in our shipping bags comes from.

Less Packaging for Internal Orders

In 2025, we also addressed packaging in orders placed by our employees. Colleagues can specify that they would like to receive the textiles without polybags. These orders are grouped by department and provided in reusable boxes. This allows us to avoid unnecessary single-use packaging without compromising product protection.

Context and Outlook

In 2025, we took action in several areas to keep packaging in use for longer and avoid single-use material. With WILDPLASTIC®, we also introduced a new shipping solution in which plastic that has already entered the environment is used again as a raw material.

As a next step, we want above all to work with our suppliers to enable more incoming cartons to be used for onward shipping. At the same time, we are examining further options for reducing packaging material and packaging volume and are gradually implementing the relevant PPWR requirements. The resulting findings will feed into the further development of our circularity approaches.

[8] The figures were calculated by WILDPLASTIC® for our order. According to WILDPLASTIC®, the 5.5 workdays relate to collection, processing and recycling of the raw material used. The participating partners pay at least a living wage and provide personal protective equipment.

Resource and Waste Management

Using resources as efficiently as possible, avoiding waste and keeping materials in use for as long as possible are important building blocks of a circular economy. Alongside products, materials and packaging, waste, recovery and water consumption at our site also play an important role.

In 2025, we further improved our waste and water data and reviewed the prior-year figures again. Some classifications were standardised, so earlier disclosures may differ from the figures shown here. This improves comparability between the years.

Waste and Water Metrics	2022	2023	2024	2025
Water Withdrawal - Administration	530 m³	516 m³	512 m³	622 m³
Water Withdrawal - Warehouses	/	/	570 m³	436 m³
Total Water Withdrawal	/	/	1,082 m³	1,058 m³
Paper, Paperboard and Cardboard Waste	18,811 kg	28,211 kg	34,812 kg	32,992 kg
Plastic and Packaging Waste	8,280 kg	7,122 kg	3,641 kg	3,582 kg
Residual Waste	20,880 kg	17,344 kg	12,084 kg	14,394 kg
Textile Waste	/	6,360 kg	1,020 kg	600 kg
Bulky Waste	/	1,900 kg	620 kg	0 kg
Construction Timber	/	6,090 kg	8,880 kg	4,440 kg
Metal	/	380 kg	4,120 kg	1,870 kg
Total Weight of Waste Generated	47,971 kg	67,532 kg	65,302 kg	58,003 kg
of which: Non-Hazardous Waste	47,971 kg	67,532 kg	65,302 kg	58,003 kg
of which: Hazardous Waste	0 kg	0 kg	0 kg	0 kg
Waste Sent for Recycling[9]	27,091 kg	50,188 kg	53,218 kg	43,609 kg
Recycling Rate	56.5 %	74.3 %	81.5 %	75.2 %

[9] The total weight of recovered waste also includes organic waste from the offices, which is not shown separately in the table.

Water Withdrawal

For water withdrawal, we expanded our data basis. In addition to the directly recorded water consumption of the administration building, we now also include promodoro's share of the water consumption of the warehouse buildings. This is not measured separately for promodoro, but is allocated among the various tenants based on total consumption and leased floor area. This enables us to present our water withdrawal more comprehensively.

Washing our textiles can release microfibres into wastewater. We therefore included a target in our action roadmap to equip all washing machines at our site with microplastic filters by 2026.

Update 2026 | Microplastic Filters Installed
In 2026, we equipped all washing machines at our site with microplastic filters.

Less Waste Overall

The recorded total waste volume fell to 58,003 kg in 2025. Following 67,532 kg in 2023 and 65,302 kg in 2024, the downward trend in total quantities continued. Compared with the previous year, the waste volume decreased by around 11 %. However, a look at the individual waste types shows that a lower total volume does not automatically mean a higher recovery rate.

Recycling Rate at 75 %

The recycling rate was 75 % in 2025, below the previous year's 82 %. The changed composition of the waste recorded also contributed to this: in 2024, larger amounts of construction timber, metal and textiles were generated and could be recovered. These quantities were significantly lower in 2025. Paper, paperboard and cardboard remained the largest recoverable waste fraction at 32,992 kg. Plastic and packaging waste were almost unchanged from the previous year. Residual waste, by contrast, increased from 12,084 to 14,394 kg. We are taking this development as an opportunity to review our collection and separation structures at the site in greater detail. No hazardous waste was generated in 2025 either.

Data Basis and Methodology

Our waste data come from several disposal routes. The large containers collected by REMONDIS are weighed. We record the quantities from Interzero collections on the basis of the respective invoice and credit-note data. No weighed quantities are available for bins disposed of via AWISTA. Here, we calculate the quantities based on container volume, collection frequency, fill level and reference values for the relevant waste type. Recognised values from the Baden-Württemberg State Statistical Office are used as references; where no suitable values are available for individual fractions, supplementary reference values from Umweltberatung Wien are used.[10] [11]

Conserving Resources in Everyday Work

Conscious use of resources also remains important in everyday work. The work instruction on resource-conscious behaviour introduced in 2024 remained in force in 2025 and gives employees clear guidance on waste prevention and waste separation.

Context and Outlook

Despite the lower total waste volume, we continue to see a need for action, particularly in relation to residual waste and waste separation.

As a next step, we want to make waste separation at our site simpler and more reliable. Together with our cleaning service provider, we want to review and improve the existing processes and structures. The aim is to make correct waste separation as intuitive as possible in everyday work and for everyone involved to take responsibility for it.

In addition, for future orders we want to assess our needs more carefully and align order quantities more closely with actual demand in order to reduce excess stock and avoidable waste.

The findings from our waste data, product development and packaging activities feed into our Circularity Strategy through 2030.

[10] https://www.statistik-bw.de/fileadmin/user_upload/Daten_melden/33_A_Umrechnungsfaktoren.pdf
[11] https://www.umweltberatung.at/download/?id=abfallumrechnungstabelle-3044-umweltberatung.pdf

Engagement for the Environment and Community

Environmental responsibility is reflected not only in large projects. Specific measures in everyday work can also help promote nature at our site and raise employees' awareness of environmental topics.

Promoting Nature at Our Site

At our company premises, we use various measures to create small habitats for insects. These include several insect hotels distributed around the site and our wildflower meadow, which has existed since 2022. In 2025, we added fresh soil to parts of the heavily compacted ground and sowed new wildflower seeds.

As part of our internal sunflower challenge, the teams also grew their own sunflowers and then planted them in the wildflower meadow. The two winning teams were rewarded with ice cream at the end. At the end of the season, we harvested seeds from one sunflower, dried them and saved them for the following year.

Making Sustainability Tangible in Everyday Work

One goal of our action roadmap is to strengthen internal awareness of environmental and resource topics. In 2025, we continued existing activities and introduced new initiatives for this purpose.

In 2025, employees were again able to use our gift box, where they pass on well-preserved items they no longer need. Anything that does not find a new use internally is donated to a local second-hand store. By participating in STADTRADELN, we also once again integrated climate-friendly mobility into everyday working life.

Such activities complement our structural measures in the areas of climate, resources and circular economy. For us, sustainability also belongs in everyday working life. We want to show that we do not have to wait for major changes, but can also start small. Many individual contributions do not replace structural change, but they can complement it in a meaningful way.





Social **Responsibility**

Social Responsibility

Social responsibility begins within our own company. This includes safe and healthy working conditions, equal opportunities and professional development. At the same time, our responsibility extends beyond our own site. In our supply chain, we rely on long-term partnerships and binding requirements relating to human rights and working conditions.

Since the beginning of 2025, we have participated in the UN Global Compact. In doing so, we commit to its ten principles in the areas of human rights, labour standards, the environment and anti-corruption. We also align our approach with the UN Guiding Principles on Business and Human Rights, the ILO core labour standards and the OECD Guidelines for Multinational Enterprises.

2025 At a Glance

59 % Women in Leadership

The share is above our target of at least 40 %.

BLUE POINT Greater Safety in the Warehouse

The Blue Point system and alarm bar have complemented our protective measures since 2025.

100 T-Shirts for well:fair

supporting drinking-water and sanitation projects.

Health and Safety

The health and safety of our employees are our top priority. Sustainable people management means designing working conditions so that people can work safely and remain healthy over the long term. Regular risk assessments form the basis of our prevention approach. We identify and assess risks at the site and derive the necessary protective measures from them.

In 2025, we further improved safety in the warehouse in particular. In April, our forklift trucks were equipped with the Blue Point system. A blue light spot on the floor makes approaching vehicles visible at an early stage. In September, an alarm bar was added at a location where there had previously been several minor collisions with door frames or installations beneath the ceiling. If a vehicle comes too close to the bar or touches it, the bar gives a warning using a flashing light and audible signal. Floor markings, impact protection and spacers supplement the safety measures in the warehouse. We also purchased fire-resistant battery bags for e-bike batteries to reduce the fire risk while charging.

For us, health protection also means keeping physical strain as low as possible. In the warehouse, this is supported by lifting and carrying aids, exoskeletons, height-adjustable work platforms and pallet trucks, as well as roller conveyors and standing mats. In the offices, height-adjustable desks and a variety of seating options support ergonomic working.

Preventive healthcare is also part of this approach. In November 2025, our company doctor offered influenza vaccinations at the company.

Update 2026 | Preventive Healthcare Expanded

In 2026, we carried out a display-screen workstation analysis to review the ergonomic design of our office workstations in a targeted way. For us, protecting health also means identifying issues early. Since September 2026, we have therefore offered expanded occupational health screening: from preventive care for display-screen work to a broad health check for employees aged 45 and over.

Health and Safety in Figures	2022	2023	2024	2025
Number of Reportable Workplace Accidents	1	0	2	3
Number of Reported Commuting Accidents	0	0	1	1
Number of Fatalities Due to Work-Related Injuries and Work-Related Illnesses	0	0	0	0
Number of Employees Trained in Health and Safety	50	56	60	58

Workplace Accidents 2025: Context

In 2025, three reportable workplace accidents in the warehouse and one commuting accident were recorded. The workplace accidents were investigated individually. No common systemic cause was identified. Findings from the individual incidents are incorporated into our prevention measures and safety instructions.

Our goal remains to avoid workplace accidents entirely. We did not achieve this goal in 2025. We therefore review every incident carefully and implement improvement measures where necessary. Regular safety instruction remains an important part of our prevention approach.

Promoting Well-being and Mental Health

A healthy working environment means more to us than workplace safety. Physical and mental well-being are equally important. We want to create conditions in which employees feel comfortable over the long term, find a healthy balance and work well together. This also benefits the way we interact with our customers: personally, openly and with enthusiasm for what we do.

We support exercise and balance through a range of voluntary offerings. Our employees can use the company's own fitness room, sauna and, since 2024, boxing room.

We changed our free food offering during the 2025 reporting year. Instead of primarily offering sweets as before, since the end of the year we have focused more on fruit, vegetables and protein- and nutrient-rich snacks such as skyr and nuts. These are intended not only to provide short-term energy, but also to support a more balanced diet and contribute to well-being over the long term.

Community and mutual support are also important to us. Under the name „Happy for More", shared meals and team events take place. In special personal circumstances, employees can also receive financial support through our employee loan initiative. The Corporate Benefits programme introduced at the end of 2024 also remained available in 2025 and offers discounts from various partner companies.

In 2025, we wanted to integrate mental health more strongly into our occupational health management. The topic was also raised explicitly in our internal materiality survey, including requests for mindfulness and resilience offerings. Specific initiatives were still being developed in 2025.

Update 2026 | Greater Focus on Mental Health

In 2026, we first conducted a mental health survey to better understand pressures and needs. Based on this, we offered our employees a free workshop on mindfulness and stress management. We are using the experience gained from the survey and workshop to further develop our offerings.

Professional Development and Workplace Culture

We want our employees to be able to develop professionally. We therefore create opportunities to deepen specialist knowledge, build new skills and strengthen personal capabilities. We use different formats for this, including specialist training, e-learning and workshops. Statutory training and instruction are also included in our training statistics.

In 2025, the average recorded training time was 8.8 hours per employee. Our action roadmap provides for an average of 15 hours per year. We did not yet achieve this target in 2025. We therefore want to further expand training and document training and development measures more consistently in future.

New employees complete a structured onboarding process. During the first one and a half to two weeks, in addition to familiarisation within their own area, they spend time in Sales, Quality Assurance and the warehouse and take part in product training. This gives them an early practical understanding of processes and interfaces. After four to eight weeks, a feedback meeting is held that also addresses development opportunities and further training.

Our action roadmap also provides for individual development plans for employees. By the editorial deadline in September 2026, we had not yet implemented this measure. The topic remains part of our further people development activities.

Professional Development and Workplace Culture in Figures	2022	2023	2024	2025
Average Training Hours per Employee	5.1	6.6	8.9	8.8
Of which, per Female Employee	/	/	/	9.6
Of which, per Male Employee	/	/	/	7.5

Remuneration and Collective Bargaining Coverage
All employees were paid above the statutory minimum wage in 2025. promodoro is not bound by a collective bargaining agreement, so no collective agreement applies to any of our employees (0 %).

Workplace Culture and Employee Retention
External feedback also provides us with indications of our workplace culture. Our Kununu rating was 4.4 out of 5 in both January and September 2025. The recommendation rate increased from 75 % to 80 % over the same period. The Great Place to Work certification received in 2024 provides us with another indication of how promodoro is perceived as an employer.

Update 2026 | Kununu Rating Increased
As of September 2026, the Kununu rating stands at 4.5 out of 5, with a recommendation rate of 94 %. The feedback provides us with further indications of how promodoro is perceived as an employer.



Diversity, Equity and Inclusion

In 2023, we took an in-depth look at what promodoro stands for and how we want to further sharpen our brand identity in a brand workshop. This process resulted in our guiding principles. They express core values and attitudes and provide orientation in our everyday work.

Our understanding of diversity is particularly reflected in the guiding principles „promodoro is cheerful and colourful" and „Everyone is welcome, no one is excluded." They express our belief that different life paths, experiences, abilities and perspectives naturally belong in our team. Our aim is for all employees to be able to contribute their individual personalities and feel valued.

We want to interact openly, respectfully and personally, support one another and build trust. Discrimination and harassment have no place at promodoro.

In 2025, we also reflected this understanding in our internal communication. On Diversity Day, we published a post for our employees entitled „promodoro is colourful - and that's a good thing". An accompanying video addressed topics such as prejudice, belonging and respectful interaction. This provided a specific impulse to raise awareness of diversity in everyday working life.

Accessible Communication

In 2025, a team leader from Marketing took part in training on digital accessibility. Topics included sufficient contrast, understandable text and clear design of digital content. The findings are intended to help make our communication more accessible to people with different impairments.

Our Workforce in Figures	2022	2023	2024	2025
Total Number of Employees	70	70	71	66
Permanent Employees	50	56	60	58
Fixed-Term Employees	20	14	11	8
Total Number of Full-Time Employees[12]	33	42	43	43
Total Number of Part-Time Employees[13]	12	14	15	14
Number of Interns and Apprentices	5	4	2	1
Total Number of Female Employees	40	43	44	41
Total Number of Male Employees	30	27	27	25
Share of Women in Leadership Positions	56 %	56 %	56 %	59 %
Share of Men in Leadership Positions	44 %	44 %	44 %	41 %
Nationalities Represented	10 different nationalities	10 different nationalities	11 different nationalities	8 different nationalities
Share of Employees < 30 Years	19 %	20 %	20.7 %	16.9 %
Share of Employees Aged 30-50	47 %	29 %	27.6 %	32.2 %
Share of Employees > 50 Years	34 %	52 %	51.7 %	50.8 %
Number of Whistleblowing Cases Concerning Discrimination or Harassment	0	0	0	0

[12] Fixed-term employees are not included in the breakdown by full-time and part-time employment.
[13] Fixed-term employees are not included in the breakdown by full-time and part-time employment.

Development of Our Workforce Structure
In 2025, promodoro employed an annual average of 66 people. Our workforce is diverse: people from eight nationalities and different age groups work together at promodoro. Women accounted for 59 % of leadership positions, above our target of at least 40 %.

For us, diversity also includes the participation of people with disabilities. Where necessary, we adapt workplaces and work equipment to individual requirements. To promote equal opportunities, in 2025 we also supported the participation of one female employee in a two-day seminar for women in leadership positions.

From 2022 to 2025, all employees received pay above the statutory minimum wage. promodoro is not covered by a collective bargaining agreement, so no collective agreement applies to our employees.

Our action roadmap provides for further strengthening diversity and equal opportunities. This includes additional training opportunities and the goal of maintaining a share of at least 40 % women in leadership positions. We want to gradually develop further approaches, for example in the area of mentoring.

Human Rights in the Supply Chain

Our responsibility for human rights does not end at our own site. We also expect fair and safe working conditions from our production partners. This is particularly important to our employees as well: in the 2025 materiality assessment, fair working conditions at suppliers were among the three highest-rated topics for employees.

We have set out our requirements for production partners in binding specifications. These include in particular our Supply Chain Policy and Supplier Code of Conduct. They include requirements on the prohibition of child and forced labour, safe working conditions, regulated working hours, freedom of association, fair remuneration and protection from discrimination.

Reviewing Requirements
Before we work with a new production partner, we review relevant documents and evidence. We also regularly check certificates and audit reports during the business relationship. Social standards used by our production partners include amfori BSCI, WRAP, SMETA and Better Work. By 2027, we want to review the existing process and examine how supplier documentation can be recorded even more clearly.

WRAP
Certification for fair working conditions

amfori BSCI
Trade with purpose
Initiative for Corporate Social Responsibility

Sedex
Platform for ethical supply chains

EURO CERT
ISO 9001
Quality management

EURO CERT
ISO 45001
Occupational Health and Safety Management Systems

EURO CERT
ISO 14001
Environmental Management Systems

OEKO TEX®
MADE IN GREEN
Sustainability certification for textiles

OEKO TEX®
STANDARD 100
Textiles tested for harmful substances

OEKO TEX®
STeP
Standard for production facilities

Global Recycled Standard
Proof of recycled content and traceability

Global Organic Textile Standard · GOTS
Proof of certified organic cotton

regenagri
Standard for regenerative agriculture

BetterWork
Programme for better working conditions

Further standards and certifications provide us with information on environmental management, quality, product safety and traceability. The following overview shows a selection of standards and certifications used by our production partners.

Fair Wages Are Part of the Approach
Our Supply Chain Policy requires at least compliance with the statutory minimum wage or a higher collectively agreed industry standard. Beyond this, our suppliers are expected to work progressively towards living wages.

Identifying Risks and Driving Improvements
Our Supply Chain Policy provides for identifying human rights and environmental risks and assessing them according to severity and likelihood. If deviations or risks are identified, we examine which measures are required. Depending on the situation, additional evidence, corrective measures, training or technical improvements may be agreed. Our policy also explicitly provides for support to suppliers. If serious violations persist or our requirements are not met, the business relationship may be terminated.

Grievance mechanisms are also part of our approach. Employees at the production facilities should be able to raise concerns locally. Appropriate grievance channels should be available for this purpose, including the option of anonymous reporting.

Long-term Partnerships
We deliberately focus on long-term relationships with our production partners. Over the years, this creates continuous dialogue about requirements, changes and opportunities for improvement. For us, it is not only about meeting minimum standards and maintaining formal evidence. It is also important how responsibility is lived in the day-to-day work of the production facilities.

One example is our support for the provision of free hot meals to employees of one of our production partners within our corporate group. In 2025, the partner provided a total of 546,205 meals. This gives employees a tangible additional benefit in their everyday working lives that goes beyond our basic requirements for working conditions and remuneration.
For us, this example shows that social responsibility does not have to end with certifications and minimum requirements. It can also take the form of additional support that directly benefits employees in their everyday working lives.

People & Community

Social engagement is part of responsible interaction for us. That is why we support selected social projects and initiatives outside our company, both in Düsseldorf and beyond.

In 2025, we supported well:fair with 100 printed T-shirts for volunteers. The organisation works to improve access to clean drinking water and sanitation in East Africa. We also supported social and humanitarian projects in previous years. In 2024, we donated 100 warm jackets to three support centres for people experiencing homelessness in Düsseldorf. In 2023, we took part in the „Drei Akkorde für deine Spende" campaign by the Düsseldorf band Die Toten Hosen in aid of earthquake victims in Turkey and Syria. We supplied T-shirts at cost price, and the proceeds from the campaign went to various aid organisations.

Expanding Our Engagement Further
For 2026, we have set ourselves the goal of expanding our social engagement and supporting at least two social projects per year. In future, we also want to examine how we can involve our customers more closely in the selection of social projects.





Governance

Governance

For us, responsible corporate governance means creating clear structures, defining responsibilities unambiguously and establishing reliable rules for everyday work. It also includes identifying risks early, dealing with potential violations, protecting sensitive information and making sustainability information transparent and understandable.

Policies and codes provide the framework for this. They are supplemented by regular reviews, external assessments and our sustainability reporting.

2025 At a Glance

Management Rules
Putting Good Leadership into Practice

In 2025, we introduced common leadership principles for promodoro for the first time.

Corruption Prevention
Policy Framework Expanded

In 2025, we introduced a dedicated Anti-Corruption Policy.

Materiality Analysis
Conducted for the First Time

In 2025, we systematically surveyed customers and employees on sustainability topics.

Responsibilities and Policies

Management bears overall responsibility for our sustainability and compliance topics and decides on key goals and priorities. Implementation is carried out jointly with Sustainability Management and the responsible specialist departments.

Since September 2024, a Sustainability Manager at promodoro has been responsible for coordinating cross-functional sustainability topics. She works closely with management and the specialist departments. New requirements, progress and next steps are discussed in regular coordination meetings. The responsibilities of Sustainability Management include further developing our sustainability strategy and action roadmap, coordinating our sustainability data and supporting external assessments such as EcoVadis. New regulatory requirements are also reviewed and communicated to the relevant departments.

promodoro has a framework of company-wide policies, codes and work instructions that translate legally compliant and responsible conduct into practical requirements for everyday work. Core foundations were revised in 2024 and further developed in 2025.

Statement of Compliance
The Statement of Compliance provides the overarching framework for our company-wide standards and the policies and processes derived from them. It describes fundamental requirements for legally compliant conduct as well as human rights, environmental protection, product safety and fair business practices. It also defines responsibilities and describes how violations are handled. The statement is reviewed regularly and adjusted where necessary.

Code of Conduct
Our Code of Conduct sets out binding principles for ethical and legally compliant behaviour. These include fair business practices, corruption prevention, data protection and information security, respect for human rights, non-discrimination, and requirements relating to working conditions, health, safety and environmental responsibility.

Since the 2025 reporting year, the Code of Conduct has also been used as a binding element in the recruitment process: new employees sign it when they join the company.

Management Rules and Leadership Principles
At the end of 2025, we introduced our Management Rules, „Good Leadership at promodoro“, thereby implementing one goal from our action roadmap. They also build on our guiding principles and translate them into everyday leadership. In practical terms, this means trusting employees, sharing responsibility, listening, communicating clearly and providing regular feedback. Problems should be addressed early, different opinions respected, and decisions not only communicated but also explained.

Health and collaboration also play an important role. Managers should keep workloads and recovery periods in view, offer support where needed and promote collaboration across departments. They should also know the applicable rules, lead by example and support compliance within their teams.

Anti-Corruption Policy
In the 2025 reporting year, we added a dedicated Anti-Corruption Policy to our policy framework. It supplements our Code of Conduct and specifies requirements for dealing with corruption, bribery and conflicts of interest. How we assess corruption risks and raise employee awareness is described in the chapter „Ethics & Corruption Prevention“.

Environmental Policy
The Environmental Policy applies to all environmentally relevant activities at promodoro, from product development and production through transport to resource management. It describes goals and principles for reducing environmental impacts, conserving resources and continuous improvement. Roles and responsibilities for implementation are defined, and the policy is reviewed regularly and updated where necessary.

Work Instruction on Resource Conservation
The „Conserving Resources“ work instruction introduced in 2024 translates environmental requirements into specific rules for everyday work at the site. These include saving energy and water, preventing and separating waste, and resource-conscious behaviour in shared areas.

Supply Chain Sustainability Policy
Our internal Supply Chain Sustainability Policy governs how we identify and assess human rights and environmental risks and how we deal with possible deviations or complaints. How these requirements feed into our supplier management is described in the chapter „Supply Chain Management“.

Ethics & Corruption Prevention

Fair business relationships require decisions to be made objectively and without influence from personal interests. We therefore regulate how corruption and conflicts of interest are handled, assess the corresponding risks and provide a confidential reporting channel for violations.

Systematically Assessing Corruption Risks
At the end of 2024, we systematically assessed potential corruption and conflict-of-interest risks in Procurement, Sales, Finance, Human Resources and the warehouse for the first time. Existing controls such as the four-eyes principle, defined pricing and payment processes, and documented procedures were also taken into account. Overall, the assessment found a low likelihood of occurrence for the risks examined.

On this basis, we further developed our compliance structures. Corruption-prevention training had already taken place in 2024. Based on the initial risk assessment, the Anti-Corruption Policy was introduced in 2025. From 2026, our action roadmap provides for an annual risk assessment.

As in previous years, there were no convictions or fines in the 2025 reporting year for violations of anti-corruption or anti-bribery laws.

Update 2026
In 2026, all employees with supplier contact in Accounting, Import, Quality Management and Finishing took part in corruption-prevention training provided by EcoVadis. This enabled us to deepen awareness of corruption risks specifically in the areas that work regularly with suppliers and business partners.

Governance KPIs	2022	2023	2024	2025
Number of Reported Business-Ethics Violations through Internal or External Whistleblowing Procedures	0	0	0	0
Number of Confirmed Corruption Incidents	0	0	0	0

Whistleblowing System

Since 2024, a whistleblowing system has been available to employees and external stakeholders, allowing potential violations to be reported confidentially and anonymously. Our action roadmap provides for a review of the procedure in 2026.

Ethics and Compliance in Everyday Work

Training and awareness measures are intended to help employees know our rules and identify potential risks early. Regular ethics and compliance training is therefore part of our action roadmap.

Information Security & Data Protection

Information security and data protection affect many areas of our everyday work. Personal and business information should be protected from unauthorised access, loss and misuse. To achieve this, we combine technical and organisational safeguards with regular risk reviews and employee awareness. Our data protection management is supported by an external Data Protection Officer.

Reviewing Risks Regularly

In November 2024, we systematically assessed information-security risks for the first time. The assessment covered, among other things, unauthorised access to data and systems, data transfers, backups, phishing and ransomware. Existing safeguards and residual risks were evaluated. The risk assessment is to be reviewed regularly and updated where necessary.

Employees also play an important role in protecting data and systems. Our action roadmap therefore provides for regular training and further information-security reviews.

As in previous years, no confirmed data or information security incidents were recorded in 2025.

Update 2026
In 2026, all employees took part in AI training that also covered the data-protection-compliant use of AI applications.

Supply Chain Management

Several binding foundations govern our cooperation with production partners. These include the Supplier Code of Conduct, the General Quality Agreement, our Chemical Requirements and the internal Supply Chain Sustainability Policy. Together, they provide the framework for social, environmental, chemical and quality requirements.

The review and documentation of relevant evidence is embedded in our quality management. Certificates, audit reports and other documents feed into the ongoing assessment of our production partners. In 2025, all suppliers had signed the Supplier Code of Conduct and agreed corresponding contractual clauses on environmental, labour and human rights requirements.

We describe how we assess human rights risks, review working conditions and deal with potential deviations in the Chapter „Human rights in the supply chain".

Management Systems, External Assessments & Networks

Our certifications to ISO 14001 and ISO 45001 were valid until September 2024. Since then, we have been working to further develop the underlying management systems and integrate them more closely into our operational processes. In doing so, we want to further clarify and systematise responsibilities, processes and documentation.

We introduced a new software tool for this purpose in 2024. It supports us in documenting key processes and responsibilities, tracking measures and bringing relevant evidence together in a structured way.

Our action roadmap provides for renewed certification to ISO 14001 and ISO 45001. In 2025, the initial focus was on further internal development of the management systems; no renewed certification took place during the reporting year. The project remains part of our ongoing development.

EcoVadis as an External Assessment
Since 2024, we have had our sustainability work assessed annually by EcoVadis. EcoVadis assesses the company as a whole rather than individual products. The four areas evaluated are Environment, Labour & Human Rights, Ethics and Sustainable Procurement. The assessment is based, among other things, on policies and targets, implemented measures, evidence, metrics and sustainability reporting.

In our first assessment in 2024, we achieved 74 out of 100 points and received the Gold medal. In 2025, we improved our score to 79 out of 100 and were awarded Gold for the second consecutive year. The assessment adds an external perspective to our internal review and management processes and at the same time shows us where we can further develop our structures and evidence.

We evaluate the results and feedback from the assessment and incorporate them into the further development of our policies, processes and reporting. Our action roadmap provides for strengthening sustainability management and external evidence; in the long term, we aim to achieve an EcoVadis Platinum rating by 2030.

Update 2026
In February 2026, we received the EcoVadis Gold medal for the third consecutive year. Our overall score increased by another five points to 84 out of 100. According to the current assessment, this places us among the top two per cent of all companies assessed by EcoVadis worldwide.

Our scores also improved year on year in all four individual areas: Environment from 82 to 89 points, Labour & Human Rights from 78 to 81 points, Ethics from 81 to 84 points, and Sustainable Procurement from 76 to 85 points.

External Orientation and Dialogue
Since 2025, we have participated in the UN Global Compact and thereby commit to its ten principles in the areas of human rights, labour standards, the environment and anti-corruption. Participation also includes the annual Communication on Progress, through which companies report publicly on their progress. In 2026, we published our first Communication on Progress.

Also in 2025, we joined the MaxTex network. Dialogue with companies and experts from the textile industry helps us identify new developments, requirements and solution approaches relating to sustainable textiles at an early stage.

Governance KPIs	2022	2023	2024	2025
ISO 45001 (Occupational Health & Safety)	✓	✓	✓ until 09/2024	/
ISO 14001 (Environmental Management)	✓	✓	✓ until 09/2024	/

Communication & Transparency

Sustainability information should be understandable, transparent and verifiable. We therefore base statements on concrete data and evidence, such as OEKO-TEX® MADE IN GREEN, our EcoVadis assessment, Corporate Carbon Footprints and life cycle assessments, as well as documented metrics and policies. We take care not to make statements broader than the underlying evidence allows.

Our 2025 materiality assessment confirms the importance of transparent and understandable sustainability information. Transparent sustainability communication was rated particularly highly by our employees. Certifications and labels also played an important role for customers and employees.

Communicating on the Basis of Facts
Our action roadmap provides for adapting green-claim reviews and communication processes to the requirements of the EmpCo Directive and regularly raising employee awareness of greenwashing risks. In the 2025 reporting year, a team leader from Marketing took part in anti-greenwashing training. This was a first concrete step. Regular awareness activities and further standardisation of review and approval processes remain open tasks.

Transparency on Products and Reporting
For appropriately labelled products, OEKO-TEX® MADE IN GREEN enables information on the manufacturing route to be traced via a unique product ID. In addition, we provide information on materials, certifications and the standards used.

In 2025, we increased our communication on why CO_2 values for different textiles cannot readily be compared with one another. Differences in data sources, system boundaries and assumptions about the use phase can significantly influence results. Through posts in our newsletter and on LinkedIn, we aimed to raise awareness that sustainability metrics should not be viewed in isolation and that simplified comparisons should be assessed critically. For us, transparent communication therefore also means explaining the limitations and conditions behind such figures in an understandable way.

Our sustainability reporting is also part of this approach to transparency. Since 2022, we have published a sustainability report regularly. It brings together key metrics and developments, makes changes over several years transparent and shows progress as well as goals we have not yet achieved.

Update 2026 | Transparency Further Expanded
For the 2025 reporting year, we systematically aligned our sustainability reporting with the European Voluntary Standard (VS) for the first time. This report follows selected content and structures of the Voluntary Standard. At the same time, we redesigned and significantly expanded the sustainability section of our website. A dedicated transparency section brings together, among other things, our sustainability reports, corporate policies and certifications. It also provides information on initiatives, networks, requirements and evidence in the supply chain.

Outlook

The year 2025 showed where our measures are working and where further work is needed. We improved our data basis, carried out a materiality assessment for the first time and implemented several projects from our action roadmap.

Over the next few years, we particularly want to make further progress on Scope 3, product lifetime and circular economy. This includes more precise data for our emissions calculations, supplementing our long-term tests with external testing, and further material and circularity approaches. Workplace safety, training, equal opportunities, compliance and the review of sustainability claims also remain important priorities.

At the same time, regulatory requirements and framework conditions continue to evolve. These include the PPWR, EmpCo and the Digital Product Passport. We want to prepare our processes and product information for these step by step. Dialogue with partners, networks and research also remains important to us. In sustainability in particular, requirements, methods and solution approaches continue to evolve. We want to use this dialogue to identify new developments early and assess their relevance for promodoro.

Several next steps are already underway in 2026. We redesigned the sustainability section of our website, are working to supplement our internal long-term product-lifetime tests with an independent external testing procedure, and implemented additional measures in the areas of mental health and corruption prevention. Our EcoVadis assessment also improved again.

Not every initiative develops exactly as originally planned. What matters to us is learning from this, refining our approaches and translating our goals step by step into concrete improvements. We therefore have a lot planned for the coming years.

