



Sustainability through quality

Sustainability Report 2024



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CEO message

Globally and across Europe, 2024 was one of the warmest years since records began. Heatwaves and unusually heavy rainfall led to tangible impacts in many regions. These developments underline the importance of climate compatible production and highlight the responsibility companies carry today. At the same time, the European Union has further sharpened key regulatory frameworks: the Ecodesign Regulation, the Anti Greenwashing Directive, and the requirement for separate collection of used textiles taking effect from 2025 are all driving demand for durable, repairable, and transparently manufactured products. The textile industry is therefore tasked with aligning product quality, material choices, and supply chains more strongly and more transparently with long term environmental impacts.

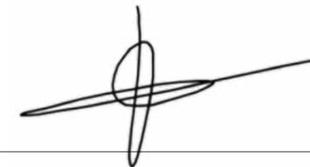
At promodoro, we take on this responsibility by grounding our decisions more firmly in reliable data and product lifetime. In 2024, new life cycle assessments and wash tests further strengthened the basis for our material and product decisions. Our near complete switch to renewable electricity, along with the modernization of our warehouse lighting, helps reduce emissions in the long term. We also made important progress on social issues. We expanded our health and safety offering with a new boxing room, and with break

time bicycles, our fitness room, and initiatives such as Stadtradeln and B2Run, physical activity remains an integral part of our daily working life. In addition, we were recognized as a Great Place To Work® in 2024, a result that highlights the importance of our company culture and our commitment to a healthy and supportive working environment. We also donated one hundred warm jackets from our stock to people experiencing homelessness in Düsseldorf.

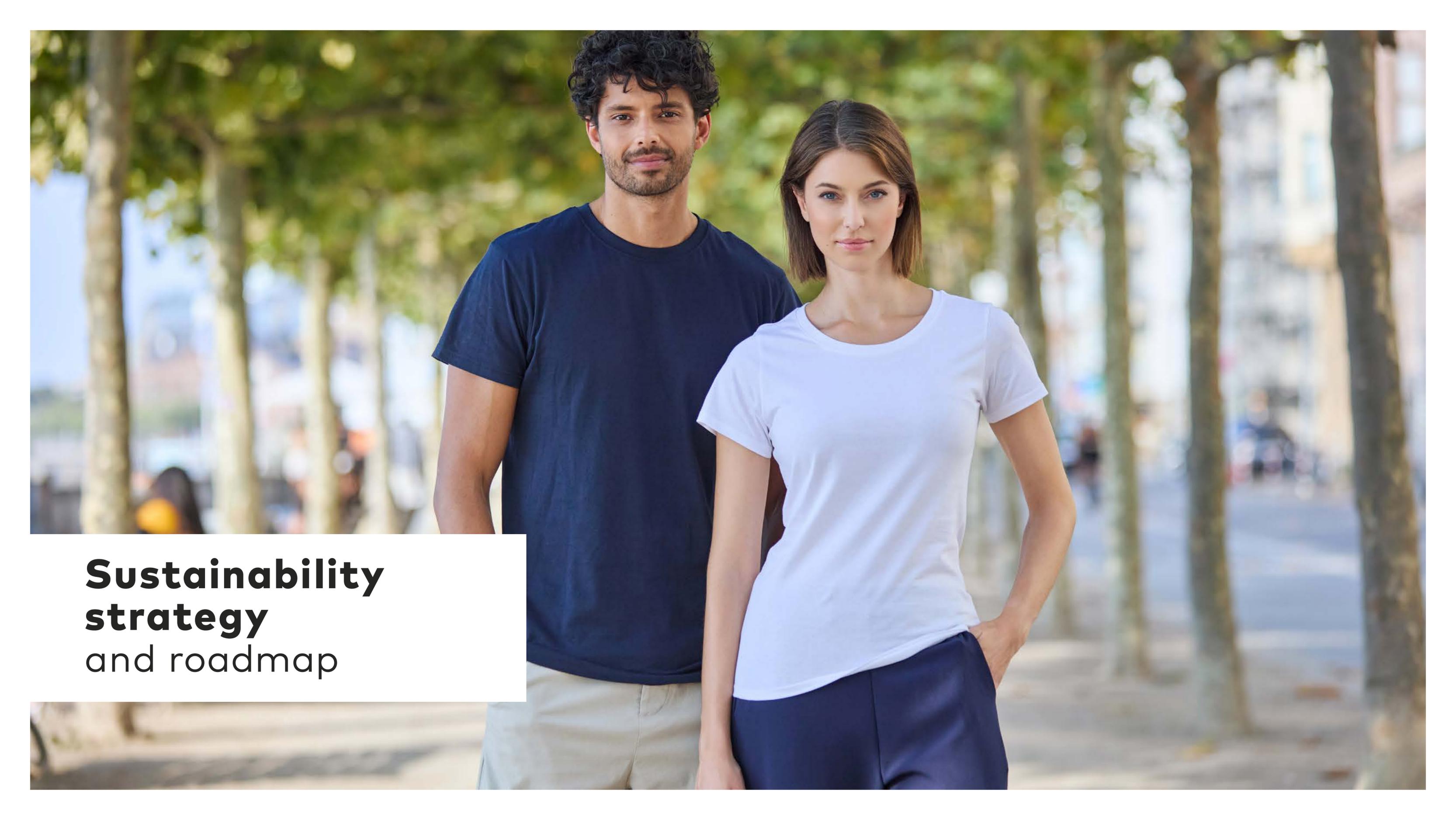
A special milestone was our first EcoVadis assessment. With Gold status, we rank among the top five percent of assessed companies worldwide. With the newly created Sustainability Manager role, we have anchored sustainability within our organization and linked it more closely to strategic steering. This enables goals, measures, and progress to be coordinated more effectively and documented more transparently. Training on sustainable procurement, anti corruption, and governance further strengthens this development.

In the coming years, we will work to have our climate targets validated by the Science Based Targets initiative and to further develop our circularity strategy. One of the key challenges remains the availability of sustainable materials that meet our quality standards

and enable long product lifetimes. Materials that may appear environmentally friendly but wear out quickly do not meet this expectation. Products that need to be replaced multiple times ultimately place a greater burden on the environment than durable alternatives. We will continue to develop our products and processes with the aim of making responsibility along the entire value chain traceable and increasing the service life of our textiles. We look forward to continuing on this path together with you.



Khalil Mehanna
Managing Director, Promodoro Fashion GmbH

A man and a woman are standing outdoors in a park-like setting. The man, on the left, has dark curly hair and a beard, wearing a dark blue t-shirt and light-colored pants. The woman, on the right, has long brown hair and is wearing a white t-shirt and dark blue pants. They are both looking directly at the camera. The background is a blurred street scene with trees and buildings.

**Sustainability
strategy
and roadmap**

Sustainability Strategy and Action Roadmap

Our Vision and Responsibility

Our vision is a textile industry in which quality and honesty matter and in which durable products represent the future. As a medium-sized textile company, we take responsibility through high-quality textiles, fair and safe working conditions, and a mindful use of resources along the entire value chain.

For us, sustainability means consciously and continuously getting better through consistent action, transparency, and realistic goals. We focus on what we can influence directly: durable materials, transparent supply chains, safe working conditions, and credible communication. These principles have shaped our actions for many years and are firmly embedded in our corporate culture.

Our products are the most visible expression of this approach: we invest in high-quality fabrics, high manufacturing quality, and responsibly sourced materials. Life cycle assessments (LCAs) help us understand the environmental impact of our textiles from fiber to end-of-life disposal and improve it in a targeted way. A growing share of our range carries the MADE IN GREEN by OEKO-TEX® label, which ensures traceability and socially and environmentally responsible production throughout the supply chain.

External assessments such as the 2024 EcoVadis evaluation, in which promodoro was awarded Gold, also confirm this path. At the same time, they highlight where we can continue to develop and help us make sustainability even more systematic and measurable.

Our understanding of sustainability is aligned with European developments: the Ecodesign Regulation for Sustainable Products in force since 2024, the EU Strategy for Sustainable and Circular Textiles, and the Anti-Greenwashing Directive pursue the same goal: to promote durability, repairability, resource efficiency, and credible communication.

For us, this is a validation of our direction: quality and honesty as the core of sustainable business. We do not see responsibility as an obligation, but as a mindset that is reflected in everyday decisions and in the way we produce, collaborate, and communicate.

Our Guiding Principle and Our Values

The principle "Sustainability through Quality" describes our aspiration to shape responsibility through durability, reliability, and transparency, in our products as well as in our relationships. For us, quality means far more than the physical characteristics of a textile: it includes ethical conduct, reliability in how we work with one another, and honesty in communication.

This mindset is anchored in six values that shape our thinking and actions:



1. We are **responsible** and **reliable** in order to live up to our sustainability ambitions.
2. We deliver **high quality** and act with confidence in our sustainability efforts.
3. We behave **ethically** and treat one another and others **fairly**.
4. We embrace **diversity** and are **colourful**.
5. We are **committed** and **motivated** to improve our sustainability performance day by day.
6. We are **supportive** and **personal**, and we treat ourselves and others with respect.

Sustainability Strategy and Action Roadmap

Our Three Fields of Action (ESG)

We implement our sustainability strategy through three core fields of action. In this way, our values are translated into concrete responsibility along the entire value chain, from product design to corporate governance. The fields of action are aligned with the ESG principles (Environmental, Social, Governance), which provide the overarching framework. Our fields of action are:

- **Products and Materials**

We develop durable, resource-efficient products and rely on responsibly sourced materials. Our quality is the basis for sustainability: the more robust a product is, the smaller its environmental footprint. That is why we invest in high-quality fibers, certified supply chains, and transparent communication about origin and processing.

- **People and Society**

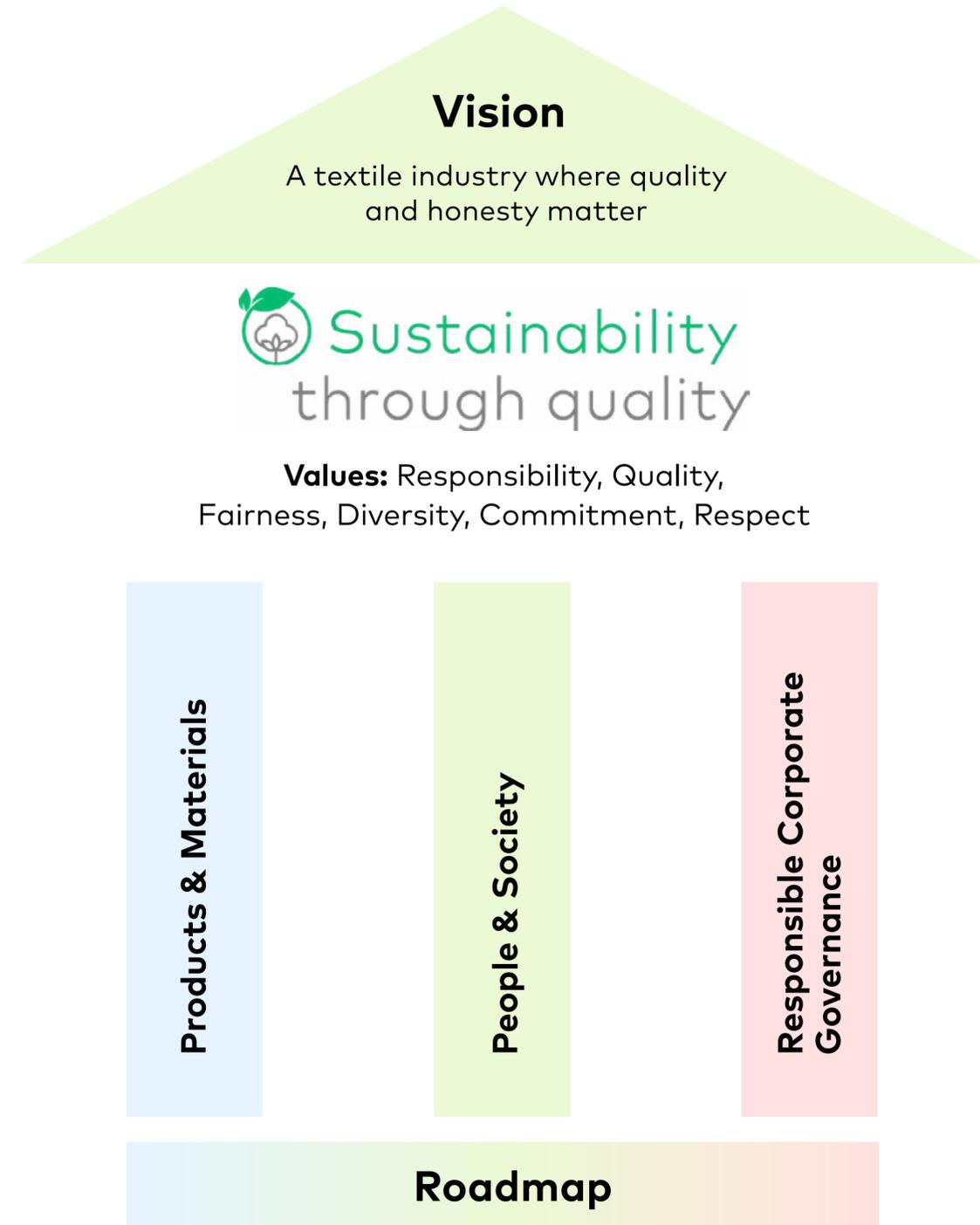
We foster a safe, diverse, and supportive working environment, at promodoro and along our supply chain. This includes fair working conditions, opportunities for development, and a culture of respect and openness. In addition, we engage in society and see our employees as the most important multipliers for sustainable action.

- **Responsible Corporate Governance**

We act transparently, in a spirit of partnership, and guided by values. Integrity, clear processes, and responsible supply chain management form the foundation of our actions. Our goal is to build trust, among our customers, partners, and employees, and to develop stable relationships for the long term.

Together with our vision, our guiding principle, and our values, these three fields of action form the foundation of our sustainability strategy and the framework for the action roadmap.

The following graphic illustrates how our principles and fields of action are connected and how they contribute to the shared roadmap.



Sustainability Strategy and Action Roadmap

Action Roadmap 2025–2050

promodoro's action roadmap is directly linked to our sustainability strategy and our guiding principle "Sustainability through Quality." It brings our values to life within the fields of action and shows how we systematically take on and further develop environmental, social, and corporate responsibility.

The three fields of action in our strategy, Products and Materials, People and Society, and Responsible Corporate Governance, form the basis of the roadmap. Within these fields, we have prioritized the action topics that are relevant for promodoro. They range from climate protection, circular economy, and chemicals management to health, diversity, and social supply chain standards, as well as transparency, compliance, and credible communication.

In 2024, the action roadmap was comprehensively revised and further developed. It was based on new insights from our life cycle assessments (LCAs), which highlighted the influence of material choices, durability, and use phases on environmental impacts. At the same time, numerous goals were adjusted or further developed because they had already been achieved or exceeded. In this way, we set new priorities and refined our sustainability goals to make progress measurable and impacts more effectively manageable. We view the stated goals as interim targets until validation by the Science Based Targets initiative (SBTi). They provide the framework within which we transparently manage our progress and make the effectiveness of our sustainability work measurable.

Field of action: Products & Materials

Action topic	Strategic goal	Key measures	SDG
Climate action	1.5°C-aligned GHG reduction: -42% (Scope 1+2) and -63% (Scope 3) by 2030; net zero by 2050	Gas -10% by 2026; 100% green electricity and LED by 2027; 100% e-fleet by 2030; transport optimization (sea/rail); promote JobRad and public transport; customer communication on sustainable textile care	7, 12, 13
Resources and circular economy	Circularity strategy by 2030, promoting durability, recyclability, and resource efficiency	Design for Recycling; circular pilot projects; product service life indicator by 2027; 10 LCAs by 2026 (100% by 2030); sustainable office and hygiene materials; optimized packaging	9, 12, 13, 14, 15
Sustainable chemicals management	Responsible use of chemicals beyond legal requirements	90% OEKO-TEX® MADE IN GREEN by 2030; 100% REACH compliance; annual verification review	6, 12
Pollution	Reduction of microplastics along the value chain	Support plastic recovery projects; test biodegradable polyester alternatives; 100% microplastic filters in washing machines by 2026; awareness raising internally and externally	12, 14, 15
Transparency and product information	Traceable transparency on materials and supply chain	Traceability via OEKO-TEX® MADE IN GREEN; certified suppliers only; clear communication on website, labels, and catalog	12, 16, 17

Sustainability Strategy and Action Roadmap

Field of action: People & Society

Action topic	Strategic goal	Key measures	SDG
Health and safety	Promote health, safety, and well-being	Occupational health management; training on ergonomics, stress, mental health (annually by 2026); 100 % safety briefings; Blue Point by 2025; 0 occupational accidents	3, 8
Social engagement and culture	Strengthen a culture of sustainability and social engagement	Annual Sustainability Day from 2027; consumer education and anti-greenwashing; stakeholder dialogues by 2025; ≥ 2 social projects/year by 2026	4, 8, 11, 12, 17
Learning, development, and employer attractiveness	Promote competencies, satisfaction, and retention	100 % development plans by 2026; avg. 15 training hours p.a.; annual employee survey from 2025	4, 5, 8
Diversity, equality, and inclusion (DEI)	Fair and inclusive working environment	DEI program by 2026; 100 % DEI training; maintain ≥ 40 % women in leadership; mentoring and equal opportunities; 0 discrimination cases	5, 8, 10
Social standards in the supply chain	Ensure fair and safe working conditions	Maintain 100 % social and environmental certification; safeguard code and contractual clauses; further develop evidence documentation by 2027	8, 10, 12, 17

Field of action: Responsible corporate governance

Action topic	Strategic goal	Key measures	SDG
Certificates and credibility	Secure and expand sustainability standards	ISO 14001/45001 recertification by 2026; EcoVadis Platinum by 2030; review additional labels (e.g., Grüner Knopf)	8, 9, 12, 16
Ethics, compliance, and responsible conduct	Secure ethics and compliance in the long term	External training (e.g., EcoVadis); annual policy review; management rules by 2025; introduce compliance program; 90 % training participation rate by 2027; 0 ethics violations; annual risk analysis from 2026; strengthen internal communication	8, 16
Governance and compliance	Strengthen values-based governance system	Annual report on governance and ethics; anti-corruption policy by 2025; risk management from 2026; compliance training; annual governance reporting	16, 17
Corporate management and reporting	Integrate sustainability into management and reporting	Materiality analysis by 2025; VSME-compliant reporting by 2027; annual ESG KPIs	8, 12, 16
Transparency and fair business practices	Credible, fact-based communication	Further develop website; green claim check; anti-greenwashing training by 2025; KPI-based reporting	12, 16, 17
Innovation	Promote sustainable innovation and cooperation	Join MaxTex and UN Global Compact by 2025; cooperation with research and associations	9, 12, 17
Data protection and information security	Ensure data protection and security	100 % training annually; internal audits; regular reviews	9, 16
Sustainable and resilient supply chain	Partnership-based, risk-aware sourcing	Risk analysis in line with LkSG by 2030; binding social and environmental standards; regular review of policies and certificates; supplier training	8, 12, 17
Business ethics and fair practices	Ensure fair, ethical business conduct	0 violations of corruption/fraud; fair payment terms; 100 % ethics training by 2027; annual policy review; review whistleblowing procedures by 2026	8, 16

Sustainability Strategy and Action Roadmap

The following sections show which topics we have identified as strategic priorities from this roadmap and why they represent the greatest leverage for sustainability at promodoro.

Explanation of the priority setting

Our strategic prioritization follows the insight that the greatest environmental impact is achieved where quality and service life work together. Analyses across the product life cycle show that the CO₂ footprint of a garment can largely be managed through its lifetime. When a product is used for longer, emissions and resource consumption decrease disproportionately. On this basis, in the coming years we will focus on priorities that combine durability, material cycles, and transparency and contribute to achieving our climate targets.

A central focus is on increasing product longevity. We develop textiles that retain their shape, color, and function over many years and thereby actively contribute to climate protection. Quality and durability tests help us identify improvement potential and incorporate it into product development. Looking ahead, we will develop metrics for product longevity to make our progress measurable and comparable. This makes our guiding principle "Sustainability through Quality" measurable and controllable.

At the same time, material cycles and resource efficiency are moving more strongly into focus. By 2030, a comprehensive circularity strategy is to be in place that brings together durability, recyclability, and

material innovation. This includes resource-efficient materials, recyclable product concepts, as well as more environmentally friendly packaging and measures to reduce plastic inputs into the environment. In this way, we link quality with active environmental protection along the entire product life cycle. In addition, we are strengthening responsible chemicals management that protects health and the environment and secures clear standards along the supply chain.

Equally important is transparency along the supply chain. The growing share of our products carrying the OEKO-TEX® MADE IN GREEN label stands for traceability, fair working conditions, and verified environmental standards. Joint further development and systematic review of social standards in collaboration with our partners is also part of this understanding of responsibility. With instruments such as a materiality assessment and reporting aligned with VSME, we will anchor transparency and traceability in our strategic and operational work going forward. This also includes credible communication and clear alignment with recognized guidelines in order to avoid misinformation and greenwashing.

In addition, we view conscious use behavior as an important lever for a more sustainable textile industry. Care and use by end consumers significantly influence a product's environmental footprint. Through targeted communication, we want to convey how textiles can be cared for in an energy-saving way, repaired, and used for a long time. For us, sustainability does not end at the point of sale, it continues throughout the use phase.

We also set clear priorities in the fields of People and Society and Responsible Corporate Governance. We promote health, safety, and well-being at the workplace, invest in education and training, and strengthen diversity and equal opportunities. Sustainability should be lived at promodoro as a shared mindset, supported by training, internal communication, and social engagement. In parallel, we anchor sustainability more strongly in leadership and decision-making structures with clear compliance rules, transparent reporting, and a values-based understanding of governance. In addition, we strengthen integrity, transparency, and responsible conduct in order to safeguard our standards in compliance, risk awareness, and fair business practices over the long term.

Durable products reduce resource consumption and emissions, circular and more environmentally friendly materials reduce waste and plastic pollution, fair working conditions and lived responsibility strengthen the social foundation, and values-based corporate governance ensures credibility and stability. In this way, we combine environmental, social, and corporate responsibility into an integrated sustainability approach that translates our "Sustainability through Quality" mindset into concrete action.

Global Responsibility and SDG Alignment

We see our sustainability strategy as a contribution to a broader responsibility. It is guided by international frameworks such as the Science Based Targets initiative (SBTi) and the United Nations' Sustainable Development Goals (SDGs).

Our measures contribute particularly strongly to SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action). These three goals form the core of our sustainability work.

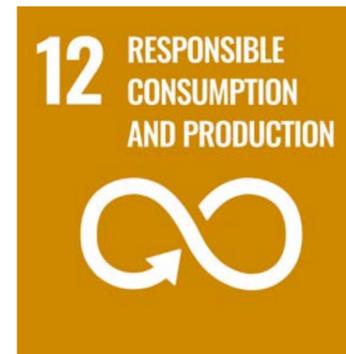
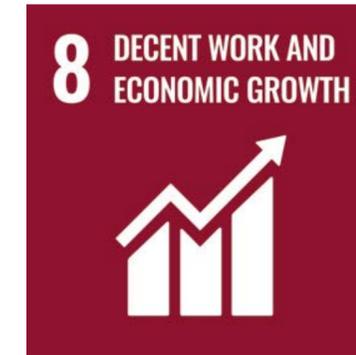
In addition, we make substantial contributions to further SDGs, especially in the areas of health and well-being (SDG 3), gender equality (SDG 5), innovation (SDG 9), as well as responsible governance and partnerships (SDG 16 and SDG 17). These links result from clearly defined measures in our three fields of action.

Our three fields of action are closely connected to these global goals.

In the field of Products and Materials, our circularity strategy, durable textiles, and clear climate targets promote responsible consumption and climate action (SDG 12 and SDG 13). Measures to increase traceability, chemicals management, more sustainable packaging, and technical solutions for microplastic filtration also contribute to cleaner production and resource protection (SDG 6 and SDG 14, indirectly).

In the field of People and Society, fair working conditions, health, safety, and diversity are in focus. Programs for occupational safety, mental health, training, and equality make direct contributions to SDG 3, SDG 4, SDG 5, and SDG 8. Our social projects and supply chain standards promote equal opportunities and partnerships beyond company boundaries (SDG 10 and SDG 17).

Key SDGs within our sustainability strategy



Sustainability Strategy and Action Roadmap

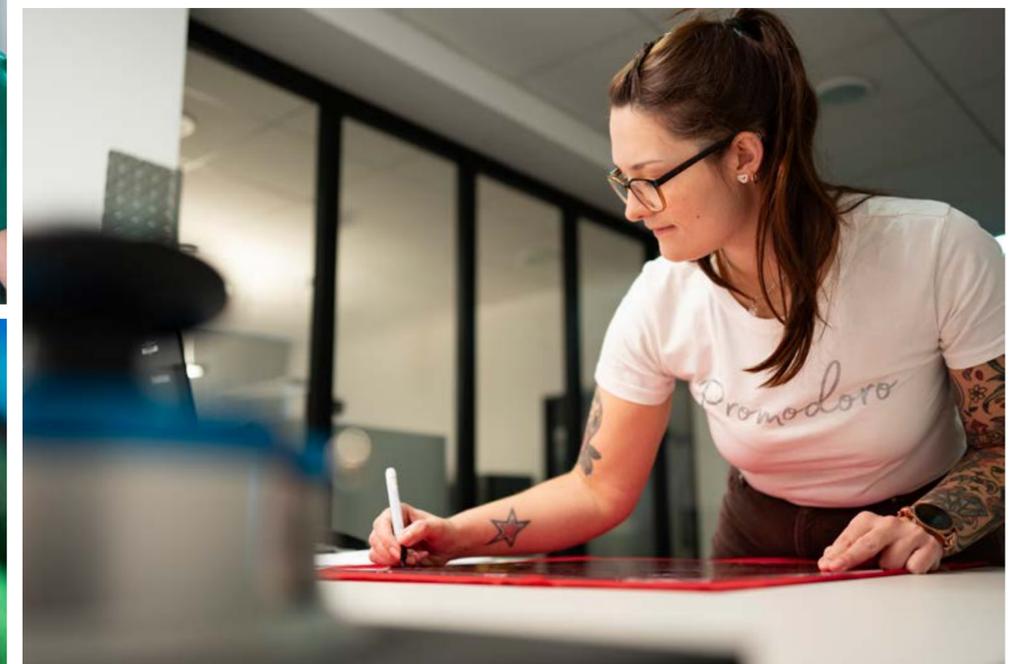
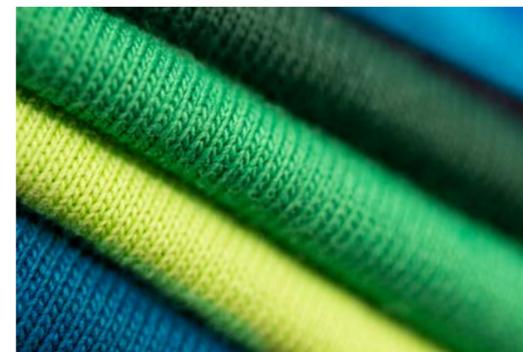
Implementation and Outlook

Sustainability is part of our day-to-day work, from product development and procurement through to communication with our customers. Our goal is to consistently embed sustainability into our ways of thinking and decision-making and to integrate it step by step into our corporate culture.

Since 2024, sustainability has been anchored organizationally. The Sustainability Manager role coordinates all ESG activities, creates interfaces between departments, and connects strategic goals with operational implementation. Insights from projects, audits, and assessments flow directly into the further development of our measures.

In the coming years, the focus will be on making the targets we have set measurable and on communicating the impact of our activities transparently both internally and externally. We view sustainability as a long-term process of learning and change that can only succeed if everyone is involved and takes responsibility.

Our strategy and the action roadmap provide orientation in this respect. They form the framework for entrepreneurial action that brings together quality, fairness, and environmental awareness.



A man and a woman are standing outdoors in a forest. The man is on the left, wearing a grey jacket and a red backpack, smiling. The woman is on the right, wearing a red jacket, also smiling. The background is filled with green and yellow leaves, suggesting an autumn setting. The lighting is bright and natural.

Ecological
responsibility

Environmental Responsibility

promodoro combines economic goals with environmental and social responsibility and works to reduce environmental impacts along the entire value chain. We are guided by international frameworks such as the European Green Deal, the United Nations Sustainable Development Goals, and the principles of the UN Global Compact. A central role is played by the development of durable, high-quality textiles that conserve resources and reduce emissions throughout their entire service life.

Long-term vision through 2050

promodoro aims to reach net zero by 2050 and to make value creation increasingly circular. This journey includes the further development of our operational processes as well as our products and supply chains. Transparency, scientifically grounded methods, and the involvement of relevant stakeholders form the foundation for this.

Since 2022, we have been guided by science-based climate targets that are aligned with the 1.5°C goal. The basis for this is our Corporate Carbon Footprint, which, together with annual data collection and analyses, supports the strategic direction of our climate protection measures. Systematically capturing emissions enables us to measure progress and prioritize areas for action in a targeted way.

Focus areas in 2024

Building on our sustainability strategy and the updated action roadmap, we implemented targeted measures in the 2024 reporting year to reduce emissions, use resources responsibly, and protect the environment. A particular focus was on further developing our data foundations, including through new life cycle assessments for selected products. These analyses make it possible to better understand the impact of our measures across the entire product life cycle and to align future activities even more precisely.

This chapter shows what progress promodoro made in 2024 on the path toward stronger climate and environmental protection and how we are further developing our environmental responsibility across key topic areas.

Climate Protection Measures and GHG Reduction

Emissions Accounting and Methodology

promodoro accounts for its greenhouse gas emissions in accordance with the GHG Protocol Corporate Standard and applies the operational control approach. Scope 1, Scope 2, and all Scope 3 categories relevant to the company are included. The Corporate Carbon Footprint (CCF) therefore serves as the central basis for systematically capturing emission sources, identifying hotspots, and deriving effective reduction measures.

In 2024, we further expanded and refined our data foundation. In addition to updated consumption figures, we recorded employees' average commuting distances for the first time. The calculation is based on an anonymized HR analysis of postal codes and enables a realistic representation of this Scope 3 component.

For transport emissions, we work with our logistics partners on the basis of international standards such as ISO 14083. Calculations are performed on a route-by-route basis and reflect real processes, including load factors, vehicle type, routing, and day-to-day fluctuations. Many of these influencing factors are outside our direct control. As a result, efficiency measures such as weight reductions or lower shipment volumes are not always directly visible in the emissions

figures. From 2026, our logistics partners will introduce a simplified and more stable calculation methodology that will more clearly reflect changes resulting from our own measures. Until then, we continuously assess the results in order to ensure the best possible comparability.

In the 2024 CCF, a total of 9 of the 15 Scope 3 categories were quantified for Scope 3 GHG emissions. One category cannot yet be quantified due to low data quality, and 5 categories are not applicable to the business context of promodoro (e.g., Category 14 Franchises) or were not triggered in 2024 (e.g., Category 15 Investments). promodoro will gradually continue to improve data granularity and quality in order to increase the robustness and completeness of the annual CCF, particularly with regard to the quantification of Scope 3 GHG emissions.

Our science-based climate targets from the 2022 base year remain unchanged. They continue to provide the framework for our strategic direction:

- **Reduction of Scope 1 and Scope 2 by 42% by 2030**
- **Reduction of Scope 3 by 63% by 2030**
- **Net zero for Scope 1 through Scope 3 by 2050**

Environmental Responsibility

Environmental KPIs	2022	2023	2024
Scope 1 GHG emissions	143.6 t CO ₂ e	148.9 t CO ₂ e	189.6 t CO ₂ e
Scope 2 GHG emissions (market-based)	94.1 t CO ₂ e	6.2 t CO ₂ e	5.9 t CO ₂ e
Scope 3 GHG emissions	31,707.5 t CO ₂ e	35,413.4 t CO ₂ e	29,701.0 t CO ₂ e
TOTAL GHG emissions	31,945.3 t CO ₂ e	35,568.5 t CO ₂ e	29,896.5 t CO ₂ e
GHG emission reductions for Scope 1+2 and Scope 3	The CCF of 2022 is the base year.	Scope 1+2: -34.7% Scope 3: +11.7% Total: +11.3%	Scope 1+2: -17.7% Scope 3: -6.3% Total: -6.4%

These targets are aligned with the requirements of the Science Based Targets initiative (SBTi). Validation is planned once the announced stabilization of the transport methodology from 2026 enables robust comparability across years.

Interpretation of the Figures

The development of greenhouse gas emissions between 2022 and 2024 presents a multifaceted picture. Alongside weather-related fluctuations, structural progress is now clearly emerging for the first time. Total emissions in 2024 are below both the previous year's level and the 2022 base year, marking a noticeable trend reversal.

Scope 1 and Scope 2

In 2024, direct emissions in Scope 1 increased, entirely due to higher gas consumption. The heating season started significantly earlier and was noticeably colder than the previous year over several months, meaning more energy was required to heat warehouse and office areas. This increase is therefore a temporary

one-off effect. Fuel consumption also shows a shift between fuel types (see the "Energy and Consumption Data" table below). Petrol consumption remained low, while diesel consumption increased. This is linked to the switch from a petrol-powered rental car to an owned diesel vehicle, as well as higher driving volume. Electricity consumption of the electric vehicle could only be estimated in 2024 because the vehicle change meant that complete mileage data was not available. From 2025 onward, data collection will be vehicle-specific.

A different picture emerges for Scope 2: the near-complete switch to renewable electricity in 2023 is proving stable and long-lasting. Market-based emissions in 2024 remain at the low level of the previous year, representing an important structural improvement. The slight decline in electricity consumption to 214,413 kWh reinforces this trend. For one building billed by the landlord, no own consumption data was available; accordingly, the share was extrapolated based on the previous year.

At the end of 2024, the conversion of lighting in Hall 2 to LED technology with daylight sensors was commissioned. This measure is expected to reduce electricity consumption for lighting from 65,520 kWh to 8,986 kWh per year and avoid around 339 tonnes of CO₂ over ten years. Because existing fixtures will continue

to be used, not only energy but also material resources will be conserved. The savings will become visible in Scope 2 emissions from 2025 onward.

The following energy and consumption data complements this assessment:

Environmental KPIs	2022	2023	2024
Fuel consumption of the company-owned fleet (petrol)	3,800 liters	2,600 liters	2,660 liters
Fuel consumption of the company-owned fleet (diesel)	9,300 liters	10,541 liters	12,447 liters
Electricity consumption of the company-owned fleet		780 kWh	780 kWh
Refrigerant leakage	0 kg	0 kg	0 kg
Electricity consumption	210,980 kWh	218,722 kWh	214,413 kWh
of which green electricity	0 kWh	205,122 kWh = 94 %	201,552 kWh
Gas consumption	620,044 kWh	645,982 kWh	819,355 kWh
Carbon offset program for transporting products to customers	100 % achieved and verified by third parties (the compensated GHG emissions were not credited in the Corporate Carbon Footprint in accordance with the GHG Protocol standard)	100 % achieved and verified by third parties (the compensated GHG emissions were not credited in the Corporate Carbon Footprint in accordance with the GHG Protocol standard)	100 % achieved and verified by third parties (the compensated GHG emissions were not credited in the Corporate Carbon Footprint in accordance with the GHG Protocol standard)

Environmental Responsibility

Scope 3

Scope 3 emissions continue to account for more than 99% of promodoro's total Corporate Carbon Footprint and are therefore the key lever for reducing our climate impact. After a significant increase in 2023, mainly due to methodological adjustments by logistics partners, 2024 marked the first noticeable trend reversal. Despite sales volumes being 2.15% higher, Scope 3 emissions fell by 6.3% compared with the previous year and are again below the 2022 base-year level.

The largest contribution to this improvement came from upstream transport. After the share of air freight temporarily rose sharply in 2023 due to global supply chain disruptions, it was significantly reduced in 2024. Around 39% of upstream transports were carried out by air freight in 2023; in 2024 this figure fell to 32.7%. As a result, the corresponding emissions decreased from 237.76 t CO₂e to 126.59 t CO₂e, a reduction of almost 47%. This development is due to the fact that promodoro actively shifted to lower-emission transport modes such as sea freight.

Downstream transport also became slightly less emission-intensive despite higher sales volumes. Here, more efficient route planning and optimized transport processes by our logistics partner had a particularly positive effect.

Within Scope 3, the largest emission shares still come from the categories purchased goods and services and use of sold products. Together, these two areas account for around 96% of total Scope 3 emissions.

Emissions from purchased goods and services decreased in 2024. They correspond to the actual material usage: optimized inventory and demand planning helped to reduce material consumption. The calculations continued to be based on standard factors. Structural improvements, such as the use of more sustainable materials, only become visible when actual product-specific data are available. To address this gap, nine new life cycle assessments were conducted in 2024. These will enable a more accurate representation of material- and product-related emissions in the future and provide an improved basis for product development.

Emissions from the use of sold products increased slightly in 2024. Since this category is calculated purely based on sales volumes and no real usage data is available, it follows sales volumes directly. In the future, sustainable care guidance is to be communicated more strongly, and in the longer term real usage data is also to be collected in order to influence this category and make changes visible.

Relevant developments can also be observed in other categories. Business travel was reduced through fewer international flights. The employees' commuting distances recorded for the first time result in an emissions figure of 70.8 t CO₂e and, for the first time, create the opportunity to develop targeted measures for more climate-friendly commuting. Emissions from waste were lower, mainly due to updated DEFRA emission factors.

Since 2024, promodoro has also calculated emissions per item sold. This metric is an important additional indicator because it filters out volume effects and shows how efficiently emissions are managed relative to sales. If sales volumes increase, absolute emissions inevitably rise. Emissions per product sold, by contrast, make it visible whether structural improvements, for example through more efficient transport, optimized processes, or more durable materials, are actually taking effect.

The results show clear progress:

- 9.7 kg CO₂e per product sold in 2022
- 11.0 kg CO₂e per product sold in 2023
- 9.0 kg CO₂e per product sold in 2024

This means that in 2024, the value is for the first time again below the base-year level. The reduction in air freight was a key driver.

The existing offsetting program for transport of products to customers will be continued unchanged. One hundred percent of these emissions are offset through an externally verified provider. In the Corporate Carbon Footprint, they continue to be fully accounted for and are not deducted, so that reduction measures remain clearly distinguishable from offsetting activities.

Circular Economy and Resource Management

Assessment and Outlook

Overall, 2024 shows a clear trend reversal. Total emissions are once again below both the previous year and the base-year level. The reduction in air freight, consistently low Scope 2 emissions thanks to renewable electricity, improved data depth, and the LED conversion demonstrate that promodoro is addressing the key levers. The greatest emissions levers continue to be material use, transport processes, and the use phase of sold products. The new LCAs and the commuting distances recorded for the first time provide the basis for measuring progress even more precisely in the future and for further developing measures in a targeted way.

Based on these results, promodoro will focus in the coming years on reducing gas consumption, increasing the share of renewable electricity and LED technology, and fully electrifying the vehicle fleet by 2030. In addition, climate-friendly mobility will be supported through offerings such as job bikes. In transport, the shift toward lower-emission transport routes will be further advanced. From 2026, more stable calculation methods will enable even more precise management. At the same time, extending product lifetimes, improving usage behavior, and expanding the data basis through additional LCAs will remain central components in consistently pursuing the 1.5°C pathway.

Circular economy is an important guiding principle for promodoro. The aim is to keep materials usable for as long as possible, avoid waste, and handle unavoidable residual materials in a way that enables them to be returned to the material cycle wherever possible. In the 2024 reporting year, the focus was on bringing this ambition closer to everyday operations. We recorded our waste streams in greater detail and communicated correct separation and collection internally.

At the same time, we began to systematically explore the market for textile take-back solutions and fiber-to-fiber recycling. Discussions with potential partners are being prepared for 2025 in order to assess which processes and collaborations could be technically and organizationally suitable for promodoro. This preparatory work provides the basis for developing more circular solutions for textiles, packaging, and operational materials in the coming years.

Analysis of Environmental KPIs

Environmental KPIs	2022	2023	2024
Water consumption	530 m ³	516 m ³	491 m ³
Waste from paper, cardboard, and cartons	18,811 kg	28,211 kg	34,812 kg
Waste from plastics and packaging	8,280 kg	7,122 kg	3,641 kg
Remaining waste	20,880 kg	17,344 kg	8,234 kg
Textile waste	–	6,360 kg	1,020 kg
Bulky waste	–	1,900 kg	620 kg
Construction wood	–	6,090 kg	8,880 kg
Metal	–	380 kg	2,760 kg
Total weight of recovered waste	16,940 kg	50,188 kg	49,358 kg
Recovery rate	35%	74%	82%
Total weight of hazardous waste	0 kg	0 kg	0 kg

Environmental Responsibility

Waste development in 2024 continues the positive trends of previous years and shows a clear stabilization of our waste streams. The recovery rate increased from 35% in 2022 to 74% in 2023 and reached over 82% in 2024. At the same time, residual waste decreased from 17,344 kilograms in 2023 to 8,234 kilograms in 2024. The previous year was shaped by extensive warehouse clean-up activities that noticeably increased waste volumes, while 2022 was also strongly influenced by one-off effects. 2024 therefore represents a return to a regular waste level for the first time.

The total volume of recoverable waste remained almost constant at 49,358 kilograms. Shifts within individual fractions can be explained by specific factors: the increase in paper, cardboard, and cartons results from the disposal of outdated marketing materials. The decline in plastics and packaging waste is linked to the disposal of large surplus polybag stocks in 2023. Textile waste is also lower because in the previous year around 60 pallets of printed textiles had to be disposed of for licensing reasons. Slight increases in construction wood and metal are due to minor construction and maintenance measures.

Data Basis and Methodology

Waste quantities are documented using a combined recording approach. Large containers collected by Remondis are weighed directly and included in the statistics without conversion. For bins disposed of

via Awista, no weights are available. The quantities are therefore determined using monthly sampling: the fill level is estimated for each waste type and converted into weights using reference density values. Recognized reference values from the Statistical Office of the German state of Baden-Württemberg¹ are used; where no suitable values are available for specific fractions, supplementary reference values from Umweltberatung (Vienna)² are applied. Because the bin quantities make up only a small share of total volumes, the estimated portion remains manageable and has only a minor impact on the overall data.

Internal Measures for Awareness Building

To further support the positive development, internal measures to prevent waste and improve waste separation were deliberately expanded in 2024. A company-wide Christmas campaign on waste separation, as well as a new work instruction for resource-saving behavior, strengthened awareness of waste reduction and correct separation. These measures help employees act more efficiently and in a more environmentally conscious way and stabilize the high recovery rate. In addition, we are assessing how office and hygiene materials can also be made more sustainable in order to further reduce resource consumption in day-to-day operations. From 2026, we will install microplastic filters in our operational washing machines. This will reduce potential inputs into wastewater and strengthen our operational contribution to resource protection.

¹ www.statistik-bw.de/DatenMelden/Formularservice/33_A_Umrechnungsfaktoren.pdf

² www.umweltberatung.at/download/?id=abfallumrechnungstabelle-3044-umweltberatung.pdf

Focus Areas for 2025 and 2026

At the same time, the results show that certain waste streams respond sensitively to internal processes and one-off effects. To avoid such fluctuations in the future, sustainability management will take on a stronger coordinating role from 2025. This includes more realistic planning of polybag requirements, closer coordination between marketing and purchasing, and clear processes for checking print materials and embellished textiles at an early stage for potential disposal risks.

Another focus arises from the structurally high share of paper and cardboard waste. A large proportion of supplier cartons cannot currently be reused for shipping due to insufficient stability. To address this challenge systematically, in 2025 we will carry out a detailed analysis of carton qualities. This will include origin, material thickness, reject rate, and potential reuse rate. From 2026, measures will be developed together with suppliers on this basis to increase stability, improve reusability, and reduce cardboard volumes in the long term.

For 2025 and 2026, four key priorities emerge: first, systematic analysis of supplier cartons; second, reducing avoidable waste through improved internal coordination; third, further expansion of material recycling; and fourth, a clear distinction between structural developments and one-off special effects to better manage long-term trends. These steps are

part of our intended circularity strategy, which we aim to build by 2030 and gradually anchor in our processes, products, and materials.

Environmental Responsibility

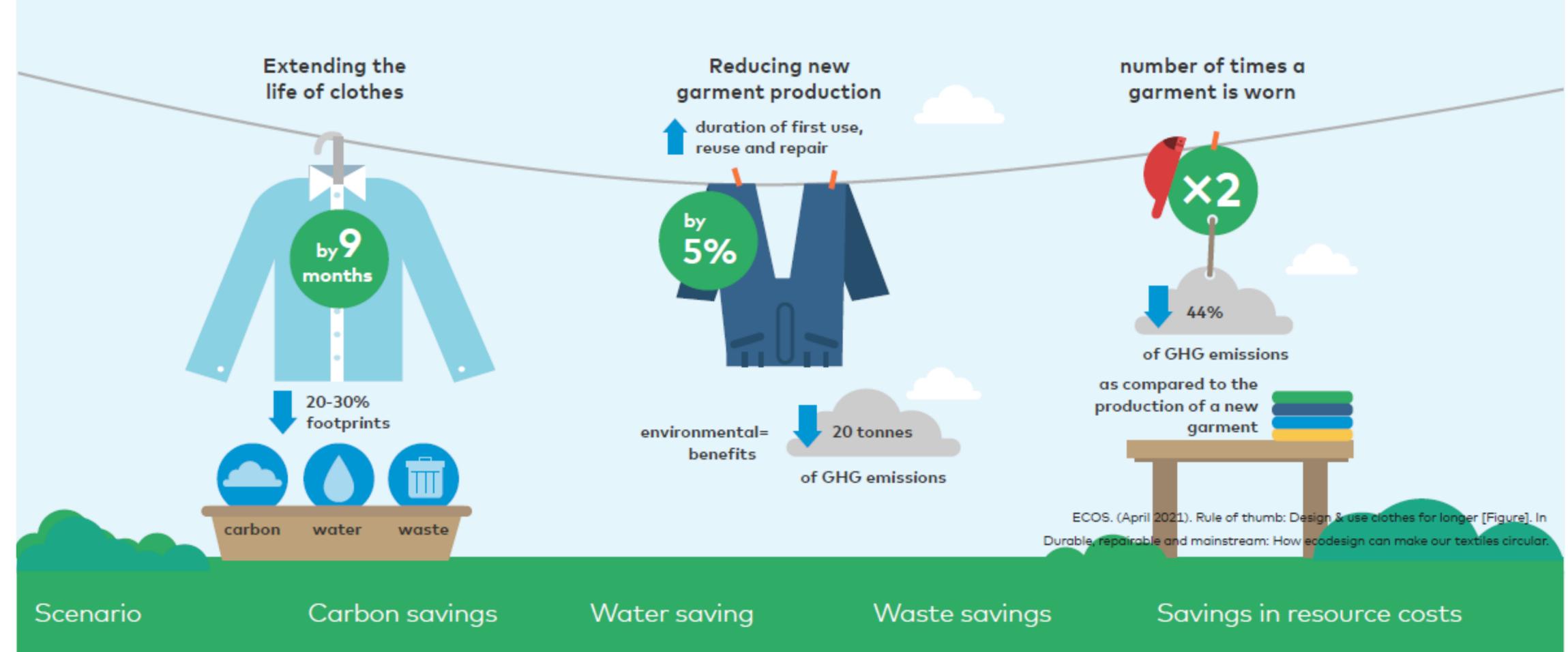
Products and Materials

Products and materials are at the heart of our environmental responsibility. They determine a large part of the environmental impacts along the value chain and are more controllable by promodoro than many downstream factors. That is why we consistently embed sustainability into product design and base decisions on a robust data foundation.

Our product strategy aims to firmly anchor environmental responsibility in the development, production, and use of our textiles. High-quality materials, careful workmanship, and a long service life form the basis for this. The guiding principle "Sustainability through quality" links material selection, workmanship, and durability into a holistic approach.

We do not use any materials of animal origin. For cotton, we rely on long-staple, ring-spun qualities that enable an even stitch appearance, high durability, and a long service life. Since the launch of our first organic cotton item in 2014, we have continuously further developed the range. In 2022, our first product made from recycled polyester was added.

We assess new material options based on their environmental impact and their suitability for long-lasting products. Considerations regarding later recycling are also increasingly incorporated into our design decisions.



The service life of a textile is a decisive factor in its environmental footprint. The longer a product is used, the more the environmental impacts of its production are offset. Studies show that extending the useful life by nine months can reduce a garment's carbon emissions by up to 27 percent.³

We ensure the durability of our textiles through systematic quality testing along the entire value chain. Every batch is tested in our laboratory in Düsseldorf before it is further processed. After production, additional checks follow, as well as random sample inspections in goods receipt and in shipping.

In 2024, selected items were tested over many wash cycles in order to gain insights into shape and color retention as well as surface quality. The investigations were conducted as part of a master's thesis at Hochschule Niederrhein, through which data collection and analysis were scientifically supervised. The results show at which points product adjustments can further increase service life.

³ ECOS. (April 2021). Using clothes for longer time could potentially reduce our footprint and prompt savings in resource costs [Table]. In Durable, repairable and mainstream: How ecodesign can make our textiles circular.

Environmental Responsibility

	SUSTAINABILITY (reducing supply chain impacts)	QUALITY (increasing the lifespan of textiles)
Products designed for durability		✓
High-quality yarns, all sources OEKO-TEX certified	✓	✓
State-of-the-art dyeing and finishing technology	✓	✓
High-quality, 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 arrival		✓
5 test wash cycles in daily operations		✓
Quarterly test wash cycles for selected products (54 wash cycles)		✓
REACH Certificate of Compliance	✓	
OEKO-TEX® STANDARD 100	✓	
OEKO-TEX® MADE IN GREEN	✓	

The following overview shows selected measures and standards along the value chain and the contribution they make to reducing environmental impacts and increasing product service life.

On this basis, we are developing an indicator for product service life that is intended to present durability more transparently in the future and provide guidance both internally and for customers.

Life Cycle Assessments and Per Use

In addition to the service life analysis, we significantly expanded the life cycle assessments (Life Cycle Assessments, LCAs) of our products in 2024. They capture the environmental impacts of a textile along the entire life cycle, from development, material selection, and sourcing through production and use to the end of its service life. Nine representative items were assessed, the data were stored in the new software tool, and the teams involved were trained. This will enable LCAs to be created independently in the future and integrated into product development.

Environmental KPIs: Number of Life Cycle Assessments

A key focus is the assessment of emissions per use. This per-use perspective explicitly takes into account the actual frequency of use and care of the products. The results clearly show that durable textiles used over many wear cycles perform significantly better in this view than products with a short service life, even if their production initially has a similar environmental impact.

However, for durable products, usage behavior is also of decisive importance. How often and at what temperatures the user washes the textile, how it is dried, and whether it is ironed makes the decisive difference here. We address this point in our life cycle analyses and thus go far beyond simply presenting a single number: we show the number in relation to different usage profiles. This allows customers to better understand what lies behind an LCA figure and how they themselves can influence the environmental impact of a textile. In summary, we use our LCAs for product development and see it as our task to explain this complex topic to customers in an understandable way. We provide transparent information on materials, certifications, and origin via labels, catalogs, and our website so that customers can understand what our textiles stand for. In the coming years, we want to further expand this kind of communication.

Environmental KPIs	2022	2023	2024
Number of product life cycle assessments (Life Cycle Assessments, LCAs)	1	1	9

Customer Safety, Chemicals, and Standards

Future projects from 2025 onwards

The findings from wash tests and life cycle assessments form the basis for the next steps in material and product development. From 2025 onwards, we will launch pilot projects where the biggest ecological levers lie:

- Design for Recycling to improve separability and recyclability
- Recycled cotton as a potential material option in cooperation with external partners
- Biodegradable polyester to reduce potential microplastic emissions
- Further development of customer-oriented sustainability communication

By 2050, we plan to gradually increase the share of sustainable raw materials to 90 percent. The pilot projects deepen the data-based approach of 2023 and 2024 and support the goal of reducing the environmental impacts of our range without compromising on quality and service life.

A key part of our product responsibility is the safety of the people who wear our textiles. We select materials and chemical auxiliaries in a way that meets high requirements for health and environmental protection. The basis is the EU chemicals regulation REACH, whose requirements we comply with in full. In addition, we implement further requirements that go beyond legal minimum standards.

All promodoro textiles are certified according to OEKO-TEX® STANDARD 100. This standard is based on the requirements of REACH, but it sets stricter limit values and tests additional substances that are not regulated by law or are only partially regulated. STANDARD 100 is therefore our binding minimum requirement for product safety and ensures that every product is tested for a wide range of potential harmful substances and is safe for human health.

For products in which organic cotton is used, we exclusively use certified fibers according to the Global Organic Textile Standard (GOTS) or the Organic Content Standard (OCS). Both standards promote resource-conserving, low-chemical cultivation and set clear ecological criteria for processing and the supply chain.

For items with recycled fibers, we use the Global Recycled Standard (GRS) as our reference. The standard not only defines the minimum share of recycled raw materials, but also includes requirements for chemicals management, environmental impact, and social criteria in production.

In addition, we use the OEKO-TEX® MADE IN GREEN label for a large part of our items. It combines the criteria of STANDARD 100 with requirements for environmentally friendly production processes and a transparent, traceable supply chain. Each product ID shows customers in which facilities the respective textile was produced and which testing steps were carried out.

Our products are created in long-standing, trust-based partnerships with selected manufacturing facilities. A key part of this cooperation is that we consistently refrain from subcontracting. This ensures that our textiles are produced exclusively in facilities whose processes are fully verifiable and that meet our quality, environmental, and social standards.

All suppliers must sign our Chemical Requirements and our Code of Conduct. The Chemical Requirements contain specific limit values that are aligned with international best-practice standards and exclude numerous substances that go beyond REACH. The Code of Conduct defines ecological and social minimum requirements along the entire supply chain and creates a clear basis for responsible and fully auditable production processes at all times. We review these requirements regularly and adjust them as needed to reflect new legal requirements or scientific findings. Many of our partner facilities have vertically integrated production steps and their own wastewater treatment plants, enabling precise control over the use of chemicals and the quality of wastewater.

Another aspect of product safety concerns packaging. In the B2C segment, we use polybags with multilingual warning notices and ventilation holes in order to minimize potential risks, for example the risk of suffocation, from the outset. In this way, we combine the necessary product protection with clear safety information for our customers.

Environmental Responsibility

Environmental KPIs	2022	2023	2024
Number of items certified according to OEKO-TEX® MADE IN GREEN	86 certified items	81 certified items	83 certified items
Number of confirmed REACH violations	0	0	0
Number of product recalls	0	0	0

The absence of REACH violations confirms the effectiveness of our chemical requirements and testing processes. The number of OEKO-TEX® MADE IN GREEN certified items changed slightly from 86 in 2022 to 83 in 2024. The reason is a strategic further development of the range, in the course of which some older items were removed from the program. The certification remains a fixed component of our product strategy, and new or revised items are deliberately developed in such a way that they meet the requirements for OEKO-TEX® MADE IN GREEN.

In the long term, we want to increase the share of our OEKO-TEX® MADE IN GREEN certified items to around 90 % by 2030, thereby offering a large part of our range under these expanded environmental and social standards.

Overall, it becomes clear that certified materials, strict chemical requirements, long-standing partnerships with responsible suppliers, and systematic testing processes work closely together. They form the basis for ensuring that promodoro textiles are both durable and safe, and environmentally compatible.

Packaging

Strategic importance

Packaging is a visible part of our quality promise. It protects the textiles on their way to the customer and shapes the first impression of our product. Because we understand quality not only as a product attribute but also as an expression of our values, the conscious use of resources is a key component of our packaging concept. The goal is to balance functionality, brand standards, and environmental responsibility.

Status quo in 2024

For shipping, we use fully recycled cardboard boxes. In the B2C segment, we use recycled polybags to reduce the use of virgin plastic. Boxes that cannot be reused are compacted on site and fed into the recycling loop. As the stability of the delivered cardboard boxes varies depending on their origin, part of them currently cannot be reused for shipping. We want to systematically examine this topic from 2025 onwards in order to develop suitable improvements together with our suppliers from 2026.

Reduction of plastic and packaging volume

In the coming years, one focus will be on reducing the use of polybags and on overall more efficient handling of packaging materials. For internal orders, we are developing a crate system in which goods are provided without additional polybags, without compromising product protection. This reduces single-use packaging while at the same time raising awareness of resource-conserving alternatives.

In addition, we take a holistic view of packaging volume. This includes space-saving shipping solutions such as optimized shipping bags and adjusted carton sizes. In all decisions, we consider not only the visible waste for the customer, but also the overall ecological footprint of the materials, for example energy and water consumption in paper production and in recycling.

With a view to the European requirements that will apply from 2026 regarding the reduction of empty space and improved recyclability, we are using 2025 as a build-up phase. Plans include an analysis of the reusability of supplier cartons, a comprehensive

assessment of the packaging quantities and formats used, and, based on this, pilot projects for volume-saving and material-saving solutions. From 2026 onwards, we plan to specifically support projects to recover plastics in order to strengthen circular approaches in the area of packaging and further reduce plastic leakage into the environment.

The goal is a packaging system that requires less virgin plastic and fewer single-use materials, enables higher reuse rates, and at the same time ensures reliable protection of our textiles. In doing so, we aim to meet both the expectations of our customers and the upcoming regulatory requirements.

Environmental KPIs	2022	2023	2024
Certificate of extended producer responsibility (EPR) for household packaging	100 % achieved and verified by third parties	100 % achieved and verified by third parties	100 % achieved and verified by third parties

Environmental Responsibility

Engagement for the Environment and the Community

Environmental responsibility is not created solely through technical measures, but also through everyday life, cooperation, and the decisions of many people. That is why we link our environmental commitment with initiatives that strengthen awareness, foster community, and make tangible change visible. This takes place on our premises, in daily work, and in our immediate surroundings.

Nature-friendly areas on the company premises

Since 2022, we have maintained a wildflower meadow on the company premises that serves as a habitat for bees, bumblebees, and other insects. It is complemented by several insect hotels, which are increasingly being populated by various beneficial species. Small internal projects, such as growing tomato plants in line with the company logo, show how easily a connection to nature can be lived within the company.

These measures strengthen local biodiversity and make it visible how even small, continuous steps can have an impact in the long term. In the coming years, we want to further structure this area and expand it in a targeted way.

Making sustainability tangible in everyday working life

Sustainability gains strength when many people actively contribute. In 2024, we therefore continued existing activities and introduced new impulses that combine environmental awareness, team spirit, and health promotion.

Activities such as Stadtradeln and B2Run motivate people to integrate exercise and climate-friendly mobility more strongly into everyday life. At the same time, they connect colleagues across departmental boundaries. In the working environment, internal communication measures on waste separation as well as a new binding work instruction on resource-conserving behavior strengthen the understanding of which levers each individual has in their own hands. This includes, among other things, the conscious use of paper, energy consumption, and waste separation.

An established example of a circular economy in practice is our gift box. There, employees can drop off well-preserved items that they no longer need. Items that do not find a new owner are donated to a local second-hand department store. The gift box extends product lifetimes and at the same time raises awareness for resource conservation in everyday life.

Environmental responsibility as a shared journey

Environmental responsibility emerges when strategy and personal action work together. That is why we rely internally and externally on clear and factual communication and provide transparent information about goals, measures, and progress. Life cycle analyses, quality testing, circular approaches, and the further development of our packaging systems form the substantive foundation for this.

At the same time, many small initiatives, from the gift box to Stadtradeln and B2Run and measures to avoid waste, show what sustainable action can look like in everyday life. They strengthen the awareness that environmental responsibility is not created only in projects or specialist departments, but is a shared task.

Our approach combines structural measures for climate and environmental protection with active cooperation that makes sustainability tangible within the company. This combination helps us to continuously improve our environmental performance and to take steps together toward a more sustainable future.



A man and a woman are standing in front of a large, ornate blue door. The woman on the left is wearing a light grey zip-up jacket over a black top and dark pants. The man on the right is wearing a dark blue zip-up jacket over a white t-shirt and dark pants. They are both looking towards the camera. The background shows a blurred street scene.

Social
Responsibility

Social Responsibility

Promodoro Fashion GmbH sees it as its responsibility to create a working environment that promotes safety, health, and well-being, strengthens diversity and equal opportunities, and respects human rights. We align ourselves with the SDGs and the 10 principles of the UN Global Compact. In addition, international frameworks such as the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Core Labour Standards, and the OECD Guidelines provide important guidance for social responsibility and human rights due diligence. For 2025, we also plan to join the UN Global Compact.

As a medium-sized company with around 70 employees, we know that our success is closely linked to taking responsibility, both toward our employees and toward the society in which we operate. Our measures promote an appreciative and reliable working culture, support satisfaction and development, and provide help for people in special emergency situations. Our social commitment is a fixed part of our understanding of social responsibility.

Health and Safety

The core of our social responsibility is our commitment to an accident-free environment. In addition to complying with all legal requirements, we go beyond them in many areas. With the support of an external consultant and regular meetings of our safety team, we continuously develop strategies to ensure a safe working environment. Training on first aid, fire safety, and health-promoting working methods raises awareness of these important topics among all employees every year.

Our preventive approaches include a wide range of ergonomic work equipment that is adapted to the specific requirements of different work areas. In the warehouse, for example, we use lifting aids, exoskeletons, special lifting devices, and roller conveyors to reduce physical strain. Anti-fatigue mats provide additional comfort for standing activities, while gravity roller conveyors make it easier to unload larger containers. In the offices, we promote the health of our employees with height-adjustable desks that enable switching between sitting and standing work. In addition, we offer the option to choose between different seating solutions in order to adjust sitting posture individually and prevent strain.

With a company-owned gym, a sauna, and, since October 2024, our own boxing room, we strengthen the physical and mental health of our employees.

Break bikes and other exercise formats support active recovery in everyday working life. Our loan bicycles offer an ideal opportunity for exercise during breaks and contribute to active recovery. We believe in the importance of a healthy body as a complement to a healthy mind.

Our extensive safety equipment as well as the ergonomic aids help to make daily work easier and minimize physical strain. In our company, we are convinced that healthy, safe, and satisfied employees are the foundation of our success. We are committed to continuously improving these standards and ensuring them in the long term.

In 2024, one occupational accident was recorded, resulting in a total of 35 hours of lost time. Fortunately, the accident was not serious, and the affected person was able to be reintegrated into the work process after one week. We report our accident figures based on 1 million hours. Due to our comparatively small workforce, even a single accident leads to a statistically high Lost Time Injury Rate (LTIR). To provide better context, we therefore also report the accident rate: in 2024, the incident corresponded to a share of 1.4% of employees. For us, however, what is decisive is that we analyzed the causes and took preventive

measures to avoid similar incidents in the future. As in previous years, there were also no customer health and safety incidents in 2024.

By 2026, we will establish a comprehensive occupational health management system that includes regular training on ergonomics, stress prevention, and mental health. By 2025, we will increase safety at particularly sensitive points in the warehouse area through the introduction of the BlueSpot warning system. Our goal remains to completely avoid occupational accidents and to create an environment that sustainably strengthens health and well-being.

Social KPIs	2022	2023	2024
Share of employees with a salary above the minimum wage	100 %	100 %	100 %
Accident rate	1.4 %	0	1.4 %
Lost Time Injury (LTI) frequency rate for the direct workforce – (total number of lost time injuries × 1,000,000 / total hours worked company-wide)	40 hours lost in total (1 person, 1 week)	0 Stunden Verlust insgesamt (LTI: 0)	35 Stunden Verlust insgesamt (1 Person, 1 Woche) LTI: 251.5
Number of fatalities due to work-related injuries and work-related illnesses	LTI: 280.5	0 hours lost in total (LTI: 0)	35 hours lost in total (1 person, 1 week)
Number and rate of reportable occupational accidents	LTI: 251.5	0	1
Number of employees trained on health and safety issues	50	56	60
Share of employees who are health insured	100 %	100 %	100 %
Number of customer health and safety incidents	0	0	0

Promoting Well-Being and Mental Health

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Professional Development and Working Culture

A healthy and supportive working environment forms the basis for professional development and satisfaction. At the same time, a company can only grow if employees are given the time and space to develop further. Continuous learning is a prerequisite for remaining competitive in the long term.

Building on this, we promote the competencies of our employees through targeted measures and development programs. We offer a wide range of training formats, from e-learning to workshops, in order to expand knowledge and strengthen career paths. In 2024, there were three internal promotions in different areas of the company, demonstrating that we prefer to develop and fill leadership positions internally.

Social KPIs	2022	2023	2024
Number of training sessions conducted	87	109	212
Average training hours completed per employee	5.1	6.6	8.8

Social Responsibility

Diversity, Equal Opportunities, and Inclusion

The training data show a significant increase in 2024. With 212 training sessions conducted and an average of 8.8 hours of continuing education per employee, qualification within the company has continued to grow. The figures show that further training, safety, and skills development are increasingly firmly embedded in everyday working life.

The metric "training minutes per employee" shows how much time Promodoro invests in continuous training. It includes both legally required instructions and professional and personal training. The evaluation is based on the available training records from the specialist departments.

In 2024, we conducted an internal survey to better understand the satisfaction of our employees. The results provided us with valuable insights that help us to further strengthen well-being and working culture. On this basis, we were awarded the "Great Place To Work®" certification.

By 2026, we will establish individual development plans for all employees and increase the average training time to 15 hours per year. From 2025 onwards, the annual employee survey will be firmly anchored in our improvement process. The documentation of all training data will be standardized from 2026 onwards so that competency development can be fully recorded and managed in the future.

Promodoro Fashion GmbH is committed to promoting a culture of diversity, equal opportunities, and inclusion (DEI). We are convinced that a diverse and inclusive workforce is the key to creativity, innovation, and competitiveness. Through targeted training, flexible working models, and a share of 56% women in leadership positions, we actively promote equal opportunities.

Our goal is to create a working environment in which all employees feel valued, respected, and included, regardless of gender, age, ethnic origin, religion, sexual orientation, physical disability, or other personal characteristics. Discrimination and harassment are not tolerated at our company.

Social KPIs	2022	2023	2024
Total number of employees	70	70	71
Number of permanent employees	50	56	60
Number of fixed-term employees	20	14	11
Total number of full-time employees	33	42	43
Total number of part-time employees	12	14	15
Number of interns and apprentices	5	4	2
Total number of female employees	40	43	44
Total number of male employees	30	27	27
Share of women in leadership positions	56 %	56 %	56 %
Share of men in leadership positions	44 %	44 %	44 %
Diversity of employees' geographic nationalities	Total of 10 different nations	Total of 10 different nations	Total of 11 different nations
Share of employees by geographic origin:			
Germany	85.7 %	85.7 %	85.7 %
United Kingdom of Great Britain and Northern Ireland	1.4 %	1.4 %	0 %
Poland	1.4 %	2.9 %	2.9 %
Portugal	1.4 %	0 %	0 %
Russian Federation	1.4 %	1.4 %	0 %
Serbia	1.4 %	0.0 %	0 %
Thailand	1.4 %	1.4 %	1.4 %
Turkey	1.4 %	1.4 %	1.4 %
Ukraine	1.4 %	0 %	1.4 %
Uzbekistan	1.4 %	1.4 %	1.4 %
Syria	0 %	2.9 %	2.9 %
Bulgaria	0 %	1.4 %	1.4 %
France	0 %	0 %	1.4 %
Bangladesh	0 %	0 %	1.4 %
Percentage of employees from minorities and/or vulnerable groups in the overall organization	1.4 %	1.4 %	1.4 %
Share of employees < 30 years	19 %	20 %	20.7 %
Share of employees aged 30–50 years	47 %	29 %	27.6 %
Share of employees over 50 years	34 %	52 %	51.7 %
Number of whistleblower cases of discrimination or harassment	0	0	0
Number of employees trained on the topic of discrimination or harassment	0	0	21

Human Rights in the Supply Chain

The development of our workforce structure shows a stable and at the same time positive dynamic. The number of permanent employment relationships increased significantly between 2022 and 2024, while fixed-term contracts became less common. This development strengthens job security and underlines our ambition to create long-term prospects. Our workforce brings together people from eleven nations who, with their experiences, ways of thinking, and life paths, contribute equally to the company's success. With a share of 56 % women in leadership positions, we clearly meet our target of at least 40 %. We also pay attention to the protection of human rights in our supply chains. All of our manufacturers are socially and environmentally certified, and the OEKO-TEX® MADE IN GREEN and GOTS certifications confirm that social criteria are met along the entire value chain.

By 2026, we will introduce a structured DEI program that includes training, awareness-raising offerings, and clear development goals. The objective is to enable equal development opportunities for all employees and to further strengthen an inclusive working environment. We strive for full participation in DEI training and will continue to promote a balanced share of women in leadership positions. We aim to permanently rule out cases of discrimination.

Protecting human rights along the entire value chain is a core part of our social responsibility. In doing so, promodoro aligns itself with internationally recognized frameworks such as the UN Guiding Principles on Business and Human Rights, the Core Labour Standards of the International Labour Organization (ILO), the UN Convention on the Rights of the Child, and the OECD Guidelines for Multinational Enterprises. These standards provide direction for how we select suppliers and shape long-term partnerships.

We work exclusively with production partners that meet defined social, environmental, and ethical minimum standards. All of our manufacturers are socially and environmentally certified and commit to complying with our supplier code. This code sets expectations regarding labor rights, health protection, fair wages, working hours, anti-discrimination, and integrity, and is supplemented by binding contractual clauses.

Before we start a cooperation, we review all submitted social and environmental certificates for validity and completeness. Only once this evidence is available do we include new production partners in our supply chain.

A key element of our sourcing strategy is refraining from subcontracting. Our products are manufactured exclusively in facilities that carry out the relevant processing steps themselves. This practice creates transparency, clear responsibilities, and a reliable basis for assessing working conditions.

Our business partners submit annually valid certificates and audit reports from independent organizations. These include, among others, the standards shown in

the following overview, which range from labor and social standards to environmental management and chemical product safety.

 Certification for fair working conditions	 Initiative for Social Corporate Responsibility	 Platform for Ethical Supply Chains	 Climate-neutral shipping
 Management systems for health and safety at work	 Environmental management systems	 Quality management	 Supply chain security against terrorism
 EU Chemical Regulation	 Sustainability standards for raw materials and finished products	 Implementation of environmental protection measures in the manufacturing process	 CO ₂ reduction through recycling
 Sustainability label for textiles	 Outdoor textiles tested for harmful substances	 Textiles tested for harmful substances	 Eco textiles tested for harmful substances

Social Responsibility

These various standards cover a broad spectrum, from occupational safety and social standards to environmental management and chemical product safety. We review the submitted documents and incorporate them into the assessment of our suppliers.

Our human rights due diligence includes reviewing relevant risks before and during cooperation. We analyze certificates, audit reports, and additional information on working conditions, safety, and environmental practices.

We have been working with the same manufacturers for many years. These established partnerships make a significant contribution to identifying risks at an early stage and discussing them openly. Improvements are implemented in close coordination, for example through additional documentation, investments in safety technology, or updated work processes. The foundation always remains a partnership-based cooperation and an open exchange.

We will further professionalize our documentation and verification processes by 2027. This includes clearer renewal cycles for certificates, more systematic documentation, and transparent procedures for risk assessments. In this way, we will increase the traceability and effectiveness of our human rights due diligence in the long term.

Supply Chain KPIs	2022	2023	2024
Share of sustainably certified suppliers	100 %	100 %	100 %
Percentage share of target suppliers that have signed the Supplier Code of Conduct	100 %	100 %	100 %
Percentage of target suppliers with contracts containing clauses on environmental, labor, and human rights requirements	100 %	100 %	100 %
Percentage share of target suppliers that have undergone an assessment of their environmental and/or social practices	100 %	100 %	100 %
Percentage of target suppliers for which an on-site CSR audit was conducted	100 %	100 %	100 %
Percentage of audited/assessed suppliers involved in corrective actions or capacity building	100 %	100 %	100 %
Percentage share of all buyers who received training on sustainable procurement	100 %	100 %	100 %

People and Community

promodoro takes responsibility for the people we work with and for. Our commitment applies both to our employees and to the communities around us. Diversity, inclusion, and mutual support shape our corporate culture and also guide our social actions beyond everyday business.

In 2024, we donated 100 warm jackets to people experiencing homelessness in Düsseldorf and distributed them to three central contact points in the city area. The initiative arose from the idea of making warm jackets from our stock accessible to people who have a particular need for protection and warmth during the winter months.

By 2026, we want to further structure our social engagement and develop clear criteria for social projects. Planned measures include regular stakeholder dialogues, at least two social projects per year, and, from 2027 onwards, an annual Sustainability Day. In addition, we are planning a donation vote in which customers will be able to help decide which regional or national projects we support in the future. In this way, we want to make our social engagement more transparent and create social impact together with our customers.

In this way, we create a reliable framework that is intended to have an impact in the long term.

Social Responsibility

Summary

Our social responsibility is reflected in many areas. These include a safe and healthy working environment, fair development opportunities for all employees, a diverse and respectful corporate culture, and a commitment that extends beyond the company. We regularly review and further develop our measures so that they remain effective and meet the needs of our employees and our community.

We are convinced that satisfied, protected, and valued employees are the foundation for stability and long-term success. That is why we continuously invest in well-being, development, and collaboration.

Our commitment does not end at the company boundary. Whether through direct support for people in need, the promotion of regional projects, or the systematic expansion of our social engagement from 2025 onwards, we want to take responsibility where we can make a concrete contribution.

In this way, we create a corporate culture characterized by respect, cohesion, and social responsibility and contribute to a future that is fair and supportive for everyone involved, within the company and beyond.



A man and a woman are standing in front of a stone building with a large, ornate wooden door. The woman is in the foreground, wearing a maroon polo shirt and dark pants, with her right hand resting on a stone ledge. The man is standing behind her, wearing a light blue polo shirt and dark pants, with his left arm around her shoulder. The background features a large, textured stone pillar and a highly detailed wooden door with intricate carvings.

Governance: **Responsibility**
and **transparency** at
promodoro

Governance

For promodoro, responsible corporate governance means continuously developing rules, responsibilities, and control mechanisms in order to implement compliance, transparency, and sustainability reliably in everyday work. In doing so, we align ourselves with recognized international frameworks and translate these principles into binding company standards.

We commit to the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination against Women, the conventions of the International Labour Organization (ILO), as well as the OECD Guidelines for Multinational Enterprises. These international reference frameworks shape our corporate self-understanding and form the basis for our company-wide standards.

Our declaration of compliance translates these principles into binding requirements for all business areas and defines how responsibilities are exercised and requirements are met. Executive management bears direct responsibility for implementing these principles and for further developing our sustainability strategy.

Policies, Codes, and Compliance

promodoro has a structured set of rules that defines responsible conduct, compliance with legal requirements, and the implementation of our sustainability goals as binding. In 2024, all key documents were revised and supplemented with clear areas of application, responsibilities, and consequences in the event of non-compliance.

Declaration of Compliance

The declaration of compliance forms the binding framework for promodoro's company-wide standards and thus also for the policies and processes derived from them. It describes fundamental requirements for lawful conduct as well as for human rights, environmental protection, product safety, and fair business practices and applies to all business areas as well as along the supply chain. It also specifies responsibilities and defines how violations are assessed and addressed. The declaration of compliance is reviewed regularly and adjusted earlier if necessary.

Code of Conduct

The code of conduct defines binding minimum standards for ethical and lawful conduct for employees and business partners. It includes, among other things, fair business practices, anti-corruption, data protection and information security, respect for human rights, non-discrimination, as well as requirements for working conditions, health and safety, and environmental responsibility. Violations may result in disciplinary measures. The code is reviewed regularly.

Environmental Policy

The environmental policy applies to all environmentally relevant activities of promodoro, from product development and production to transport and resource management. It describes objectives and principles for reducing environmental impacts, conserving resources, and continuous improvement, and is aligned, among other things, with the SDGs, the UN Global Compact, and the European Green Deal. Roles and responsibilities for implementation are defined, and the policy is reviewed regularly and updated if necessary.

Work Instruction on Resource Conservation

To implement environmental requirements in everyday work in a binding manner, the work instruction defines specific measures for resource conservation and waste separation at the site. It describes practical requirements for saving energy, electricity, and water, as well as for waste separation and behavior in the communal kitchen. Responsibilities are defined: employees implement the measures, managers monitor implementation, and the Head of Sustainability oversees compliance, receives suggestions for improvement, and provides regular information and training.

Policy on Sustainability in the Supply Chain

The company policy on sustainability in the supply chain defines the principles of due diligence and describes how promodoro identifies, prioritizes, and mitigates human rights and environmental risks in the

supply chain. It includes due diligence checks, requirements for evidence and certificates, regular monitoring through audits, as well as corrective actions and grievance mechanisms. Responsibilities for implementation are defined, and the policy applies to suppliers and business partners along the supply chain.

Governance Structure and Responsibilities

The implementation of our policies and codes is managed by executive management and, in cooperation with sustainability management and the relevant specialist departments, transferred into operational processes. Regular coordination, systematic documentation of key evidence, and defined control steps help to gradually sharpen responsibilities, track measures, and implement improvements in a targeted manner.

Since September 2024, promodoro has had its own sustainability department. With the position of Sustainability Manager, the function is being built up step by step and a central coordination of ESG topics is being established. The role is designed as an interface between executive management and specialist departments so that requirements can be consolidated, prioritized, and integrated into existing processes.

The Sustainability Manager is closely connected to executive management and involved in regular steering meetings. In this context, new requirements are assessed, priorities are set, and the implementation of key measures is coordinated. Tasks also include the further development of the ESG strategy, bundling data collection, and the gradual establishment of a VSME-compliant reporting approach in cooperation with the relevant departments.

Implementation takes place in the respective specialist departments and is managed through regular coordination between executive management,

sustainability management, and the relevant departments. In these rounds, progress is discussed, measures are tracked, and new requirements are integrated into existing decision-making paths and operational processes. The coordination also helps to further clarify responsibilities and strengthen implementation in everyday work.

Our requirements define roles and responsibilities for implementation. The environmental policy assigns tasks, among others, to the Head of Sustainability, the Head of Warehouse, the Head of Quality, IT, and Purchasing. The work instruction on resource conservation shows how requirements are translated into concrete operational processes and implemented in everyday work.

To ensure transparency and compliance, relevant evidence is systematically documented. This includes, in particular, the regular review and archiving of certificates from production partners, as provided for in the underlying requirements.

Sustainability management consolidates requirements from internal and external sources, gathers input from specialist departments and external networks, and translates suitable approaches into prioritized measures. It coordinates internal and external sustainability communication in cooperation with the responsible departments and supports assessments such as EcoVadis, including preparation, data collection, and evaluation of results. Relevant regulatory

developments are continuously monitored, and new requirements are prepared for the organization. In addition, internal information and awareness-raising formats are implemented to strengthen awareness and implementation skills within the company. In this way, the fields of action products and materials, people and society, and responsible corporate governance are further developed in a coordinated manner.

Management Systems, External Assessments, and Certifications

Our previous certifications according to ISO 9001, ISO 14001, and ISO 45001 expired in September 2024. We are deliberately using this point in time to realign our existing management systems and further develop them so that they better support our day-to-day operations and create real added value for quality, safety, and environmental performance. What matters to us is that management systems do not merely exist as formal structures, but are actively applied within the company and continuously improved. In this way, they directly contribute to structured and reliable corporate governance.

To strengthen practical implementation, we introduced a new software tool in 2024 that transparently maps all system-relevant processes. It supports the clear assignment of responsibilities, facilitates documentation, and makes improvements easier to manage.

In the coming months, we will further develop our management systems step by step and fill them with practice-relevant content. Recertification according to ISO 9001, ISO 14001, and ISO 45001 is planned by the end of 2026 and aligns with the goals of our action roadmap for the further development of corporate governance.

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

Governance

In February 2024, promodoro was assessed by EcoVadis for the first time and achieved Gold status right away. This places the company among the top five percent of all companies assessed worldwide. The award confirms the quality of the existing governance, environmental, and social structures and shows that promodoro has already effectively integrated key sustainability requirements into its processes.

The annual EcoVadis assessment complements our internal management and control mechanisms with an independent external perspective. The results from the debriefing and alignment meeting are systematically evaluated and incorporated into the further development of our policies, management systems, and processes. In this way, EcoVadis serves not only as a performance indicator, but also as an active instrument for the continuous improvement of our corporate governance.

Ethics and Anti-Corruption

Integrity and responsible conduct are integral parts of promodoro's corporate governance. To consistently ensure these standards, we initiated key steps in 2024 to strengthen ethics and anti-corruption.

Corruption risk assessment 2024

At the end of 2024, we carried out a systematic risk assessment for the first time. Potential corruption and conflict-of-interest risks were analyzed in procurement, sales, finance, HR, and the warehouse. Overall, the assessment found a low likelihood of occurrence and showed that existing controls such as the four-eyes principle, fixed pricing and payment processes, and documented procedures are effective. The risk assessment will serve as the basis for a dedicated anti-corruption policy, which we will develop in 2025.

Strengthening compliance structures

Based on the analysis, initial measures were implemented, including the definition of additional control points and an anti-corruption training session in October 2024. The results will feed into the revision of our compliance documents, which will be reviewed annually in the future. In the longer term, a comprehensive compliance program will be established, including management rules by 2025 and an annual risk analysis from 2026 onwards.

Whistleblowing system since 2024

Since 2024, an anonymous whistleblowing system has been available to employees and external stakeholders. It enables secure reporting of violations and strengthens transparency and integrity. The system will be reviewed regularly from 2025 and is intended to be further developed by 2026.

Ethical business conduct

promodoro is committed to fair, transparent, and lawful business relationships. This includes refraining from corruption and bribery, complying with anti-money laundering requirements, and ensuring fair payment terms. In recent years, training content on ethics and compliance has been provided and communicated within teams. In 2024, promodoro began expanding these formats into a structured training program. From 2026 onwards, participation in these training courses will be documented in a standardized manner in order to specifically support program

planning and further development. In line with our action roadmap, we aim to achieve a participation rate of at least 90 % by 2027.

Another component of our business ethics is the responsible handling of financial obligations. The average payment term has improved continuously in recent years and was 20.7 days in 2024. This underlines our goal of ensuring fair and reliable payment terms for our business partners.

Governance KPIs	2022	2023	2024
Ethics and compliance training	Training materials provided	Training materials provided	Training materials provided and additionally first online training
Number of reported cases of business ethics violations through internal or external whistleblowing procedures	0	0	0
Number of confirmed corruption incidents	0	0	0
Average time we need to pay an invoice	25.5 days	23.1 days	20.7 days

Information Security and Data Protection

Protecting sensitive information is a key element of responsible corporate governance. To identify potential risks at an early stage and strengthen our systems in a targeted manner, promodoro carried out its first structured information security risk analysis in 2024.

Information security risk assessment 2024

The analysis was based on a systematic assessment method and considered both digital and physical aspects of information security. In particular, IT security measures, data access rights, the use of external service providers, as well as emergency and escalation management processes were assessed. The assessment confirmed that existing security mechanisms are effective, while also highlighting potential for improvement, including in documentation and employee awareness.

Based on the analysis, promodoro adjusted processes, updated security policies, and introduced additional protective measures. The risk assessment forms the basis for expanding our information security management, which will be developed step by step from 2025 onwards.

Data protection and information security within the company

promodoro commits to processing personal and business data in accordance with applicable data protection laws and to meeting the highest security standards. Technical and organizational measures such as encryption, access restrictions, and regular system

checks safeguard our data and systems. Our data protection strategy is supported by an external data protection officer who monitors policies and conducts regular reviews.

Employees are trained on data protection and security requirements to avoid risks in everyday work. The action roadmap provides for annual training, the establishment of internal audits, and regular reviews in order to ensure data protection and information security remain at a consistently high level.

Further development from 2025 onwards

promodoro aims to continuously improve information security and data protection and to permanently avoid incidents, a goal we achieved in 2022 and 2023. From 2026 onwards, systematic risk assessments will be carried out annually, training programs will be further expanded, and internal audits will be firmly integrated into our security management.

Governance KPIs	2022	2023	2024
Number of confirmed data and information security incidents	0	0	0

Responsibility in the Supply Chain

Managing and regularly reviewing our supply chain is a core part of our corporate governance and an important lever for implementing our social and environmental standards. We manage procurement processes in a transparent, compliant, and reliable way. The basis for this is binding requirements for all production partners as well as a procedure for regularly reviewing compliance.

A key building block is the Supplier Code of Conduct, which all partners must sign before cooperation begins. Our requirements are aligned with internationally recognized frameworks, including the International Human Rights Conventions, the UN Guiding Principles on Business and Human Rights, the UN Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination against Women, the ILO Core Labour Standards, and the OECD Guidelines for Multinational Enterprises.

All production partners must comply with the General Quality Agreement and our Chemical Requirements. We work exclusively with manufacturers that are certified in various areas along the production chain. These certifications cover a broad range of topics, including social standards, sustainability, and or environmental protection. We accept recognized independent certifications such as GOTS, GRS, OEKO-TEX® MADE IN GREEN, and amfori BSCI. The review and documentation of relevant manufacturer evidence is anchored in our quality management and is updated

at least annually. In this way, changes in social, environmental, and sustainability documentation are taken into account in a timely manner. In addition, we monitor the development of further standards and review whether additional certifications should be meaningfully added.

promodoro has been working for many years with a constant and carefully selected group of manufacturers. The stability of these partnerships facilitates the implementation of our requirements and increases transparency along the supply chain. New manufacturers are added only when there is an actual need and undergo a complete document review in advance. Structured monitoring includes document reviews, quality controls according to AQL standards, and the evaluation of independent audit reports. Since we do not allow subcontracting, responsibilities remain clear and traceability of key production steps is ensured. The results feed into our quality and compliance management and are updated annually.

Competency development in purchasing is a fixed component of our governance. Our buyers are regularly trained on sustainable procurement, certification requirements, and internal policies. In addition, we make use of selected external training opportunities, for example as part of sustainability or compliance assessments.

In line with our action roadmap, we are further developing our supply chain management in a targeted way. This includes the regular updating of key policies and certificates as well as the expansion of our training offering for internal and external partners. In addition, we plan to further expand our sustainability standards by 2030 and to review additional certifications such as the Grüner Knopf in order to strengthen transparency and credibility in the long term. From 2026 onwards, we will embed an annual policy review as a fixed component of our governance system.

Our long-standing partnerships remain an essential foundation in this regard, as they support the further development of our standards and increase transparency in the supply chain.

Governance KPIs	2022	2023	2024
Share of sustainably certified suppliers	100 % achieve	100 %	100 %
Percentage share of target suppliers that have signed the Supplier Code of Conduct	100 %	100 %	100 %
Percentage of target suppliers with contracts containing clauses on environmental, labor, and human rights requirements	100 %	100 %	100 %
Percentage share of target suppliers that have undergone an assessment of their environmental and/or social practices	100 %	100 %	100 %
Percentage of target suppliers for which an on-site CSR audit was conducted	100 %	100 %	100 %
Percentage of audited/assessed suppliers involved in corrective actions or capacity building	100 %	100 %	100 %
Percentage share of all buyers who received training on sustainable procurement	100 %	100 %	100 %

Communication and Transparency

Credible and fact-based communication is a core element of responsible corporate governance. promodoro pursues the goal of providing information openly, transparently, and without exaggeration. Our ambition is to consistently link sustainability statements to robust evidence, for example certificates, verified data, or clearly documented processes. At the same time, we continuously further develop our internal review processes so that statements become more consistent over time, more comparable, and easier to verify. In this way, we strengthen the trust of our customers and our business partners and reduce the risk of misleading representations.

Fact-based sustainability communication

Our sustainability statements are based on recognized evidence such as MADE IN GREEN, EcoVadis, or our life cycle assessments and are aligned with applicable legal requirements, including requirements for transparent green claims. We are working to further standardize wording, the data basis, and approval processes so that our communication remains correct, understandable, and verifiable. Anti-greenwashing training supports employees in identifying risks and formulating statements responsibly. In addition, we are strengthening internal documentation step by step in order to provide evidence efficiently and secure the quality of communication in the long term.

Transparency about products, processes, and progress

promodoro pursues the goal of continuously expanding transparency, both in external communication and in reporting. This includes:

- Product transparency: Traceable information on the supply chain, certificates such as OEKO-TEX® MADE IN GREEN, and clear information on materials and standards.
- Website transparency: Step-by-step expansion of sustainability content on the company website, including updated certificate evidence and explanations of product standards.
- Reporting transparency: Annual publication of a fact-based sustainability report with clear KPIs, transparent methods, and documented progress.

These measures support clear, honest, and verifiable communication and align with the goals of our action roadmap: to further develop credible communication, avoid greenwashing, and provide fact-based information across all channels.

Stakeholder Dialogue

Open exchange with our stakeholders is a key part of our understanding of good corporate governance. Even today, promodoro actively collects feedback from customers, monitors market needs, and uses direct conversations to identify wishes and expectations at an early stage. Internally, we also promote regular exchange with employees in order to incorporate perspectives and requirements from everyday work into our decisions. In 2025, we will further professionalize this dialogue.

A comprehensive materiality analysis is planned that systematically captures which topics have priority for our most important stakeholder groups, especially customers, employees, and business partners. In addition, in 2025 we will conduct both a customer survey and an employee survey in order to incorporate their expectations into our sustainability strategy in a structured and evidence-based manner.

promodoro also maintains open communication with suppliers and external partners. Through clear requirements, transparent cooperation, and regular exchange, we ensure that our values and principles of responsibility are lived along the entire value chain. This continuous dialogue supports us in making well-informed decisions and aligning our actions with shared goals.

Outlook and Governance Roadmap

Good corporate governance is an ongoing process that we continue to develop step by step. In the coming years, we will focus on sharpening key elements of our governance system, increasing transparency, and managing risks systematically.

With the introduction of the Sustainability Manager role in 2024, we have embedded ESG topics organizationally. By 2026, we will build on this through a comprehensive compliance program, regular policy reviews, and the gradual integration of ESG risk assessments across all business areas. Our whistleblowing system will also be further developed to ensure a reliable and secure reporting structure for all stakeholders.

promodoro will further professionalize its reporting and external communication. This includes conducting a materiality analysis in 2025, implementing VSME-compliant reporting by 2027, and ensuring clear, fact-based statements across all communication channels. The further development of the website, green claim reviews, and anti-greenwashing training support a credible presentation of our sustainable performance.

By 2026, we plan to recertify our management systems (ISO 14001 and ISO 45001) and will review additional sustainability labels such as the Grüner Knopf. We will further strengthen transparency along the supply chain through clear requirements, regular evidence, and partnership-based cooperation with our long-standing production partners.

To further develop our sustainability strategy, we aim to join industry initiatives such as MaxTex as well as the UN Global Compact. Cooperation with associations and research institutions is intended to foster innovation and further strengthen the future viability of our products.

For promodoro, quality remains a central benchmark for sustainable business. We are convinced that the future of the industry will be decided by the durability of materials and the credibility of responsibility. With clear standards, transparent processes, and responsible leadership, we create the foundation for long-term success.

Outlook

Sustainability remains a path that we will continue to follow step by step. The coming years will be shaped by decisions that we make consciously and together, with our employees, our partner facilities, and the people who wear our textiles. This also includes the planned stakeholder dialogues and the materiality analysis in 2025. They are intended to show which expectations and needs will be brought to us in the future and how we will further develop our priorities.

We want to make the next steps transparent and align our goals so that they remain understandable. Quality, durability, and responsible processes remain important points of reference for us. At the same time, we want to communicate more strongly what influence the use and care of a textile has on its environmental impact and how durable products can realize their potential in everyday life.

A key part of our work will continue to be cooperation along the value chain. We want to deepen existing partnerships and remain open to new collaborations if they help to further develop materials, processes, and circular approaches. This shared look ahead is crucial for us in order to implement progress sustainably.

For us, it is clear that sustainable developments arise where many stakeholders share responsibility. We want to consistently continue on this path while remaining open to input from our environment. In this way, we create the basis for durable, responsibly manufactured textiles to be used more and more as a matter of course.

