TOI TOI & DIXI



SUSTAINABILITY REPORT

2025

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GRI 2-22

Foreword

**Dear readers,
business partners
and employees,**

2025 was in many respects a dynamic year. This momentum had a direct and positive effect on our business in several ways.

We further consolidated our position as the global market leader in our core business, expanded our existing portfolio of products and services, and successfully launched various new products and services. Alongside this, we made significant progress worldwide in the integration of new operating companies and regions, thereby further strengthening our organizational structures. Yet we remained unchanged in our commitment to improving people's health and wellbeing by providing them with portable sanitation solutions and delivering the highest standards of hygiene.

The business environment in the year under review was characterized by continued geopolitical tensions and changing macroeconomic and regulatory conditions. These factors in some cases resulted in increased uncertainty and had forward planning implications for our business decision-making.

Despite this, we remained true to our strategic direction in every respect. We achieved growth, embraced challenges as opportunities for development, and once again demonstrated the strength of our sustainability strategy as a solid and future-oriented foundation for our business.

In the 2025 reporting year, we further improved our sustainability management and successfully implemented a number of core sustainability measures. Like its predecessors, this report provides transparency regarding the progress we have made, and the challenges encountered, across our three strategic pillars of "Products & Services," "Environment," and "Employees." It is addressed to our key stakeholder groups including, in particular, our customers, employees, finance partners, business partners, and owners.

Of note here is our ability to combine economic and environmental value creation. A particularly positive example of this can be seen in our "Water" action area, where, in the space of just one year, we succeeded in establishing a new "watercourse protection" line of business in Germany. This relates to our portable wastewater treatment units, which allow construction site operators to remove suspended solids from site wastewater and neutralize its alkalinity before it is discharged into the sewage system. We are thus making a real contribution to resource conservation and efficiency while creating value for diverse stakeholders.

In our "Waste" action area, 2025 showed once again that sustainable development is always more effective when innovation and cooperation combine. Progress is especially evident when businesses, partners and other stakeholders work together on solutions – whether for collecting and separating waste at shared premises or ensuring data transparency around disposal channels.

GRI 2-22

We have also made systematic progress in our traditional and strategically important employee-related topics. This includes our management of challenges in the areas of occupational health and safety, targeted training and professional development offerings, and ongoing maintenance of our corporate culture. These matters are important, because having a safe, healthy and respectful working environment is fundamental to effective collaboration, innovation, and commercial success at all our locations worldwide.

Looking ahead, we will continue to steadfastly drive sustainable value creation – both within our own business and, by working with our partners, along our entire value chain.

The present report documents our progress in this regard in 2025. It also provides a structured basis for dialog with our stakeholders across all markets, regions, and challenges. It is about transparency, because transparency is the key to trust, and trust is the key to the future of our business model.

Sincerely,
The TOI TOI & DIXI management team.



Dr. Holger Wirtz
Chief Technology Officer

Max Teichner
Chief Executive Officer

Dr. Matthäus Pietz
Chief Financial Officer

Frank Feuerstacke
Chief Operating Officer

GRI 2-1, 2-2, 2-6, 2-7

Overview of TOI TOI & DIXI

TOI TOI & DIXI is the global market leader for rental portable sanitation units, with a comprehensive range of services to match. In 2025, our national operating companies consolidated in this report achieved an aggregate operating performance of about 730 million euros (2024: approximately 733 million euros). Our total workforce at the end of the financial year numbered 4,928* employees (2024: 4,798).

Global market leader for sanitation and service solutions

The merger of sanitation service providers DIXI® and TOI TOI® in 1997 was a crucial milestone on our journey to becoming the global market leader. Since then, we have steadily grown our leadership position through innovation and the expansion of our service offerings.

At the same time, our market leadership necessitates continuous development. Thus, in 2025, we expanded our portfolio by investing in camcontrol, a company that provides portable video masts and camera systems for security surveillance at large facilities and projects. These smart video surveillance solutions for construction sites, industrial facilities, and events allow our customers to optimize their security. By integrating the servicing of these systems into our established routines, especially our container servicing runs, we can combine processes and hence reduce resource use and further improve efficiency.

TOI TOI & DIXI has continued to advance the sustainability of its products and services in recent months, offering customers bundled product and service solutions with a strong focus on sustainability. For example, when it comes to sanitation chemicals, we use biocide-free sachets if requested by the customer and where environmental conditions allow *(see "Chemicals," p. 51)*. The number of portable toilets containing recycled material also continues to grow *(see "Making portable toilets from recycled material," p. 36)*.

As part of its commitment to the sustainable use of water *(see "Water consumption and conservation," p. 47)*, TOI TOI & DIXI added another offering to its product portfolio last year. Our portable wastewater treatment units treat contaminated construction site wastewater by removing solids such as cement, gravel, and sand, and neutralizing highly alkaline water. The treated wastewater can then be discharged into the sewer system in a compliant and environmentally responsible manner.

**Applies only to the 2025 scope of consolidation.*

GRI 2-1, 2-6

Stable ownership at TOI TOI & DIXI

TOI TOI & DIXI has been majority-owned by the private equity firm Apax Partners LLP since 2019. This has enabled the TOI TOI & DIXI Group to pursue targeted acquisitions of its own, thereby realizing international synergies and development opportunities and positioning itself for continued long-term growth.

The group operates globally and has a presence in 32 countries across Europe, Asia, and the United States. We are headquartered in Germany, and our portable toilet and vehicle superstructure production facilities are located in Germany, Italy, and the USA.

Our core business

TOI TOI & DIXI develops portable infrastructure and service solutions for efficient and hygienic environments and spaces. Our services include requirements planning, delivery, setup, scheduled cleaning, collection, final cleaning of portable toilets and containers, proper disposal of collected contents, security surveillance systems and portable wastewater treatment units for construction sites.

The production of portable sanitation solutions and their distribution through partner networks are also key components of our international core business.

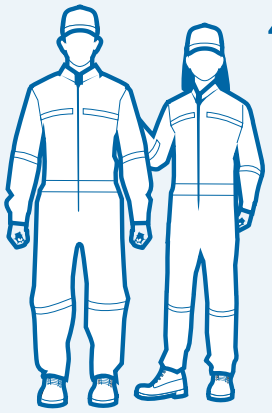
Our core target markets are the construction and events industries. We also provide services to the manufacturing and agricultural sectors, municipalities, local authorities, clubs, private individuals, the military, and aid organizations.

The brands of TOI TOI & DIXI

Our portfolio now includes over 30 successful brands worldwide under the umbrella of TOI TOI & DIXI, Sebach, and Armal (as of Q2/2026).

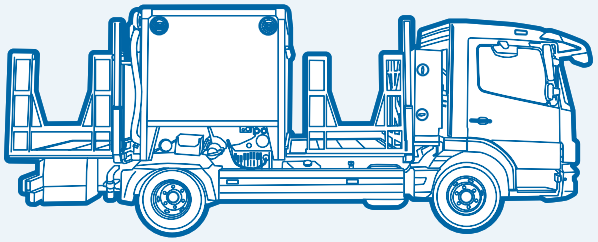
GRI 2-1, 2-6, 2-7

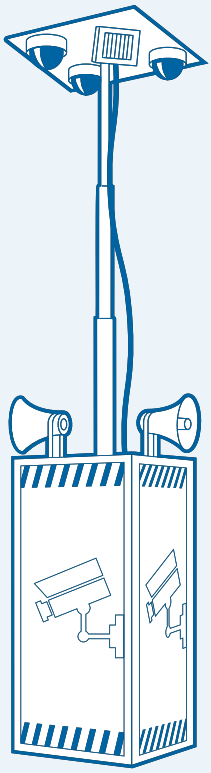
Key figures for our core business (2025)



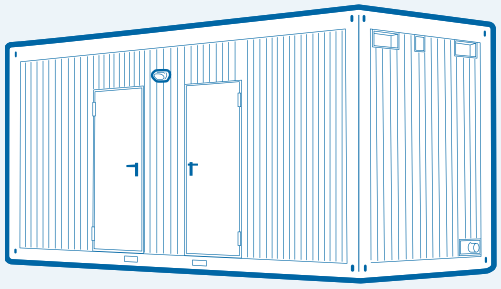
2,386
service drivers

2,664
service vehicles



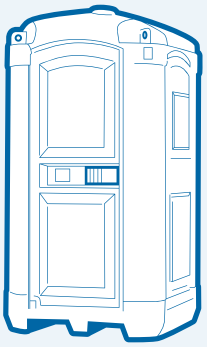


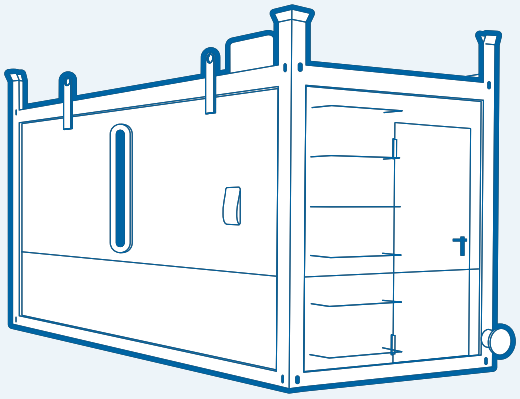
36,621
containers



441
construction site security surveillance systems

437,295
portable toilets





8
wastewater treatment units

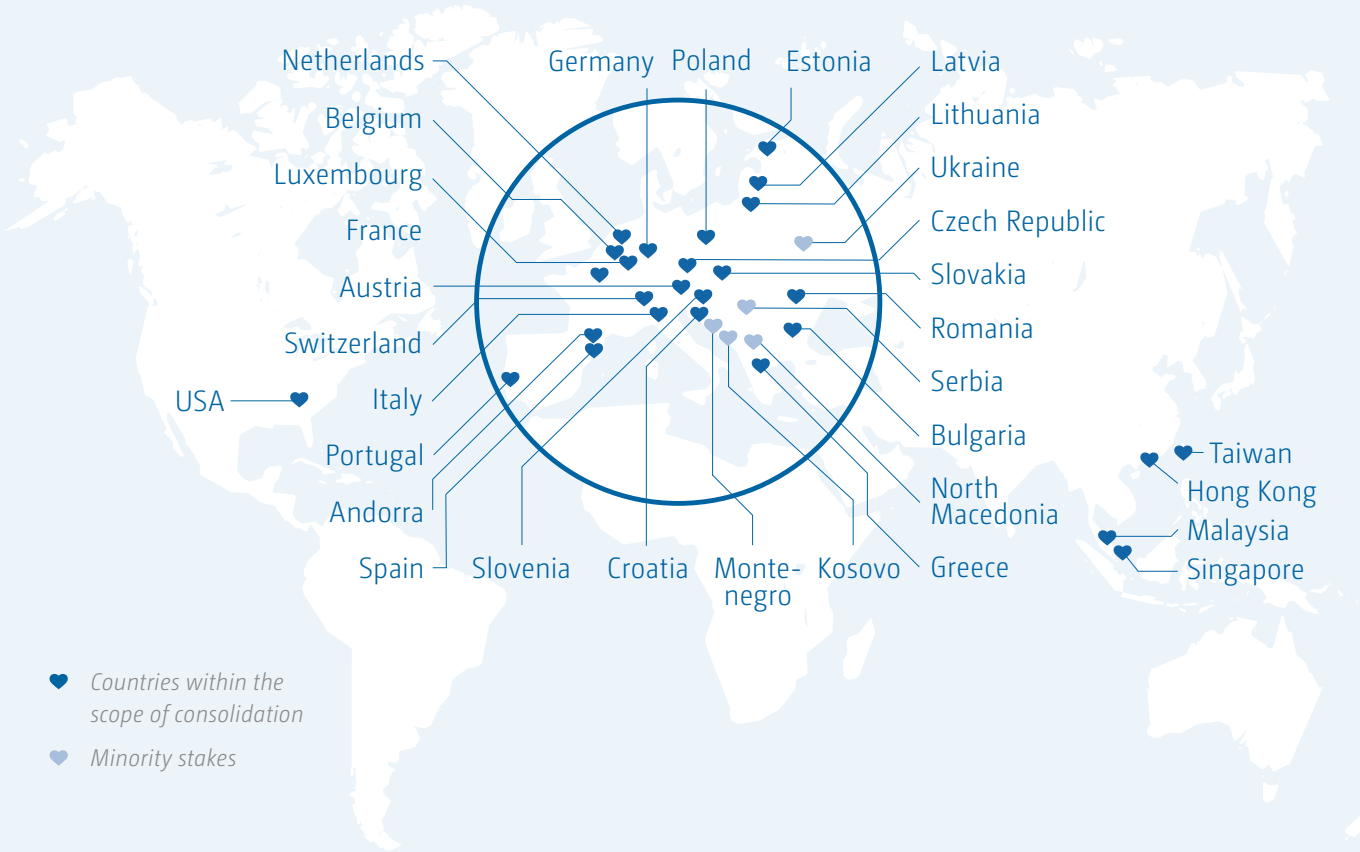
GRI 2-1, 2-2, 2-4, 2-6, 2-7, 2-23

What drives us

Our solutions are tailored to meet the diverse needs of our customers, ensuring the highest hygiene standards – whether in temporary or long-term use, in public areas, at workplaces, or at events.

Never complacent about the superior quality of our products and services and our strong stakeholder relationships, we are constantly striving to achieve further optimizations in the interests of sustainability and for the benefit of our customers, partners, and employees.

At the end of 2025, our team comprised a total of 4,928 colleagues across the 27 countries covered by our international scope of consolidation*



Together, our international team addresses the group-wide and local sustainability challenges encountered in our business models.

At the end of 2025, the TOI TOI & DIXI sustainability community included 42 sustainability managers from 75 companies.

** Figures as of December 31, 2025; excl. the employees of the five non-consolidated related companies in Kosovo, Montenegro, North Macedonia, Serbia, and Ukraine.*

GRI 2-2, 2-3, 2-4

About this report

As in previous years, this TOI TOI & DIXI sustainability report is based on the Global Reporting Initiative (GRI) framework, with this year's report providing additional information on a range of topics. The reporting level is "in accordance with the GRI Standards."

As such, the report complies, as always, with the fundamental reporting principles of accuracy, balance, clarity, comparability, completeness, sustainability context, and timeliness. It also complies with all mandatory formal requirements and disclosures relating to the organization, reporting period, and reporting frequency, as well as the identification and management of material topics.

The primary purpose of using the GRI Standards is to inform our readers of progress to date in the implementation of our sustainability strategy and to facilitate comparability both within TOI TOI & DIXI and beyond.

Our preparations for the EU's Corporate Sustainability Reporting Directive (CSRD), as outlined in the previous year's report, were revisited by the TOI TOI & DIXI sustainability team in the fourth quarter of 2025 in response to the "Omnibus" package of amendments. As a result of these amendments, TTD Holding I GmbH and its consolidated majority holdings will now not become subject to mandatory reporting until 2028, with respect to the 2027 financial year. Despite this development, the alignment of our material issues with the European Sustainability Reporting Standards (ESRS), which took place in 2024 and 2025, is beneficial for our future reporting *(see 'Materiality Analysis', p. 13)*.

The present report documents the organizational changes and performance data as at the end of the 2025 financial year with reference to the baselines established in our strategic action areas in 2023. The established structure of our previous reports has been largely retained.

The quantitative information in the report pertains primarily to the 2025 financial year. In terms of content, the focus here is on the implementation of our sustainability strategy in the operational processes of a total of 75 national operating companies across 27 countries.* The present report also includes information from the current calendar year up until the copy close date in April 2026.

Our contribution to the Sustainable Development Goals *(> SDGs)* defined by the United Nations as part of its 2030 Agenda remained unchanged in the year under review *(see "Our contribution to SDGs," p. 61)*.

** In 2025, TOI TOI & DIXI operated in 32 countries and had a total of 75 operating companies. The scope of consolidation for the present report, on the other hand, comprises 70 operating companies across 27 countries. These companies generated 99% of TTD Holding I GmbH's total turnover in 2025.*

GRI 2-3, 2-5

In preparing the present report on the 2025 financial year, we enlisted the expert support of an independent consulting firm. No further external assurance activities were undertaken.

The report is published in German and English and is available in PDF format on our corporate website at > *www.toitoidixi.com/sustainability* veröffentlicht.

Our report history

Since 2022, TOI TOI & DIXI has been reporting on the challenges and progress associated with the implementation of its sustainability strategy.



GRI 2-22, 3-1

Sustainability strategy

13 Materiality analysis
15 Stakeholder engagement

In 2025, as in 2024, our sustainability strategy centered on pursuing the goals that we defined in 2023 on the basis of our materiality analysis *(see "Materiality analysis," p. 13)*. Like any successful and dynamic company, TOI TOI & DIXI regularly integrates new topics, and 2025 was no exception. This did not, however, change the core pillars of our sustainability strategy, because all new topics and action areas were integrated into the existing framework.

Development of TOI TOI & DIXI's sustainability strategy to date

2023
Initial development work on sustainability strategy

- **Internal identification of sustainability topics** by the core sustainability management team, departments, international colleagues, and the management team of TOI TOI & DIXI
- **Feasibility analysis** of initial operational targets and measures carried out by internal experts within the operating units
- **Economic feasibility analysis** and **CapEx planning**
- **Materiality analysis in accordance with GRI**, including an external stakeholder survey
- **Initial definition of strategic pillars, action areas, and goals**

2024 und 2025
Verification of strategic pillars, action areas, and goals

- **Additional review** based on the double materiality principle in accordance with the EU's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS)
- **Assessment of sustainability-related business activities** in accordance with the EU Taxonomy Regulation
- **Cross-checking against the current overarching group strategy**
- **Cross-checking against developments and progress within the operational sustainability program**



GRI 2-4, 2-7, 2-22, 3-2

The review of the strategic pillars, action areas, and goals carried out in 2025 identified that adjustments will be needed within the "Environment" action area for the 2026 reporting cycle. In light of forthcoming European reporting requirements, the drinking water reduction target was broadened to encompass total freshwater consumption. The other action areas remain unchanged.

Strategic pillars, areas of action, and goals for 2025

Strategic Pillar	Action Area	Goal
Products & services	Hygiene	50% of all new PTs* contain germ-reducing materials.
		Increase to 100% the share of PTs with wash basins or sanitizer dispensers in markets without mandatory plumbed-in handwashing facilities.
	Products & materials	Use 50% recycled materials in new PTs.
		Increase the recycling rate of end-of-life PTs to 100%.
Environment	Energy & greenhouse gas emissions	Reduce greenhouse gas emissions.
	Water	Reduce freshwater consumption.
	Waste	Implement a unified waste management system.
	Chemicals	Increase the use of biocide-free sanitation chemicals.
Employees	Occupational health & safety	Reduce the accident rate.
	Training & professional developmen	Increase tailored training and development initiatives.
	Diversity, respect & integration	Improve employee satisfaction.

** PT: portable toilets*

GRI 2-7, 2-25, 2-27, 3-1, 3-2, 205-2

Materiality analysis

In 2023, TOI TOI & DIXI systematically analyzed and defined its key sustainability topics and structured them into three strategic pillars and nine action areas. These were validated in subsequent years *(see "Sustainability strategy," p. 11).*

In addition, in 2024 and 2025, in preparation for mandatory CSRD reporting, we applied an expanded materiality approach based on the ESRS as the binding reporting framework. We carefully mapped the topics and subtopics set out in the ESRS against our value chain processes and analyzed potential risks and opportunities, as well as the scale, scope, and irremediable character of potential impacts. Furthermore, in line with the principle of double materiality, we assessed the impact of external sustainability factors on the company's financial performance.

The ESRS-based materiality assessment identified the following:

Environment

ESRS E1 – Climate change mitigation

The company considers climate change mitigation to be a key environmental priority. The focus is on reducing greenhouse gas emissions and implementing measures to limit climate-related impacts across the company's own operations and its value chain.

ESRS E3 – Water and marine resources

The company's freshwater consumption was assessed across its own operations, with a particular focus on the volume of water resources and whether this entails any potential positive and negative impacts on the environment or society. The assessment is based on available consumption data and the professional judgment of internal experts. Marine resources were assessed as not material to TOI TOI & DIXI's business model.

ESRS E5 – Resource outflows related to products and services

The topic of resource outflows encompasses materials use and waste generation associated with the production of products and services. The assessment was carried out across the service life of our products, in particular our portable toilets, taking into account both direct and indirect impacts.

Social

ESRS S1 – Working conditions of our own workforce

The company is committed to fair and safe working conditions for its workforce. The assessment included aspects such as occupational health and safety, working time, remuneration, and employee representation. The assessment of materiality was based on internal expertise and consideration of employees' interests.

Corporate governance

ESRS G1 – Corporate culture, protection of whistleblowers, management of relationships with suppliers, anti-corruption, and anti-bribery

Structured, rules-based corporate governance is fundamental to TOI TOI & DIXI's business activities. As part of the materiality analysis, we evaluated corporate culture, existing compliance structures, whistleblower protection, the management of supplier relationships, and measures to prevent corruption and bribery. The assessment was based on internal policies, established monitoring and reporting procedures, and evaluations provided by the relevant specialist functions within the organization. In the assessment, we considered the structures already in place as well as areas requiring further development, particularly with regard to policies and management systems.

GRI 2-26, 3-1

The results of the ESRS-based materiality assessment largely align with the analysis of strategic and material sustainability topics that TOI TOI & DIXI conducted in 2023 *(see "Sustainability strategy," p. 11)*. Any minor inconsistencies, such as differences in terminology, will be picked up and carefully adjusted as part of our CSRD reporting from the 2027 reporting cycle onwards.

In preparation for CSRD reporting, TOI TOI & DIXI's economic activities were also reviewed in accordance with the EU Taxonomy Regulation. Activities are considered non-material under the current version of the Taxonomy Regulation if they account for less than 10% of total revenue, total CapEx, or OpEx. Activities exceeding these thresholds underwent further review.

As a result of this additional analysis, in our core business we specifically assessed criteria relating to our rental model and the associated utilization and lifespan of our products. We also recorded the associated revenue, operating expenditure, and capital expenditure across the relevant business activities. The updated data will be published in line with mandatory CSRD reporting in 2028 for the 2027 reporting cycle.*

In addition to the CSRD-aligned materiality assessment methodology, relevant topics were in 2025, as in prior years, evaluated based on the expertise of TOI TOI & DIXI's internal and international sustainability team and other internal subject matter experts, who also considered external stakeholder perspectives. Financial materiality was assessed separately by the finance and accounting teams. This assessment was based primarily on the finance team's evaluation of potential financial impacts and likelihood of occurrence *(see chapter Sustainability team & organization," p. 18)*.

** As part of the analysis of taxonomy-eligible and taxonomy-aligned economic activities at TOI TOI & DIXI, we also assessed the so-called DNSH (Do No Significant Harm) criteria, which ensure that an economic activity contributing substantially to one environmental objective does not significantly harm any of the other five taxonomy objectives. The same applies to the Minimum Safeguards, which ensure compliance with fundamental social standards. These include alignment with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, and the ILO Core Labour Standards (e.g., the prohibition of child labor).*

GRI 2-26, 2-29, 3-1

Stakeholder engagement

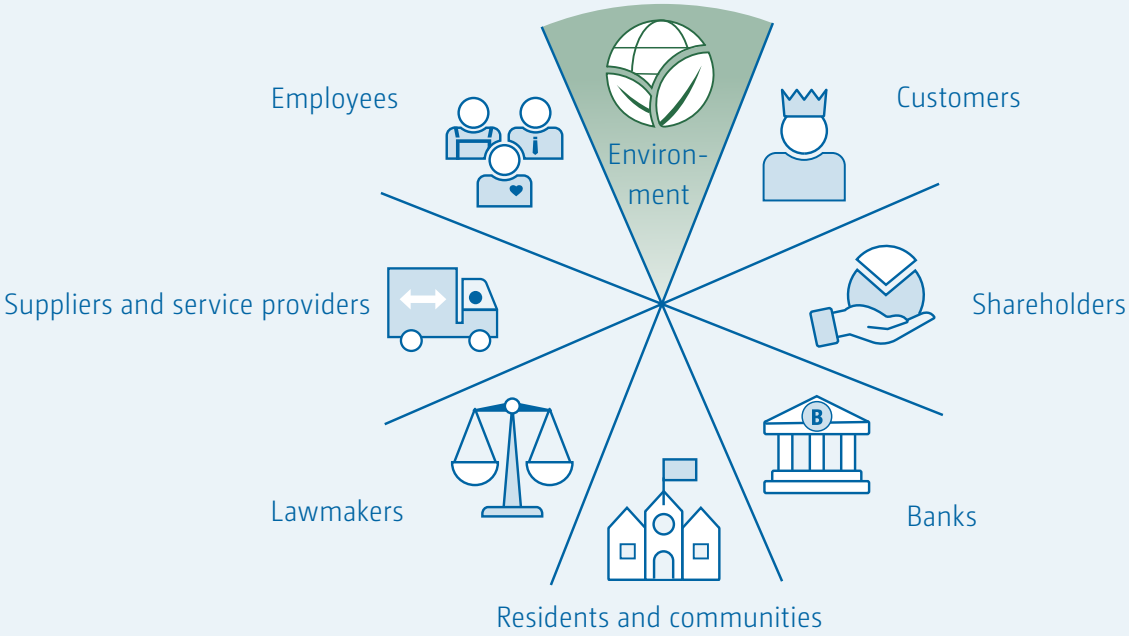
TOI TOI & DIXI employees are in constant dialog with relevant stakeholders: customers, partners, suppliers, service providers, and colleagues within the organization. Potential sustainability improvements feature regularly as part of this exchange.

Accordingly, in addition to conscientious fulfillment of our core day-to-day responsibilities, we see active listening and understanding the expectations and needs of external stakeholders as key drivers of continuous improvement in our services and value creation.

Successful implementation of our sustainability strategy hinges on collaboration with external stakeholders. In our annual review of our material and strategic topics, we are reliant on external stakeholder input, as many sustainability challenges have implications that extend beyond our own operations.

In 2022, TOI TOI & DIXI undertook a systematic prioritization analysis of its relevant stakeholder groups. In 2023, the company updated the stakeholder list to reflect changes in organizational structures. No changes were made in 2024 or 2025. Long-standing relationships with representatives of relevant stakeholder groups enable continuous and open dialog and provide a balanced view of resolved, ongoing, and emerging sustainability challenges.

The TOI TOI & DIXI stakeholder universe



GRI 2-9, 2-11, 2-12, 2-13, 2-14, 2-15, 2-17, 2-23, 2-24, 2-25, 2-29

Corporate governance

TOI TOI & DIXI's governance structures, responsibilities and methods are based on modern best practices and on its requirements as an international organization. Sustainability has become an increasingly important focus in recent years, alongside traditional corporate governance and oversight topics.

The management team of TOI TOI & DIXI Group GmbH *(see "Foreword," p. 3)* serves as the highest decision-making body for sustainability management within the reporting organization. It bears overall responsibility for risk oversight, economic, environmental and human rights impact assessments, the integration of sustainability into our corporate strategy, and compliance with financial and sustainability reporting requirements. In addition, the TOI TOI & DIXI majority shareholder's oversight of the management team's activities via internal reporting structures and regular reporting cycles includes monitoring implementation of the group's ESG strategy. No additional governance body has been established at TOI TOI & DIXI to date.

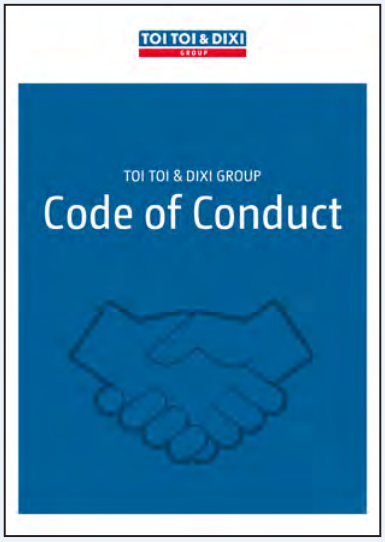
In recent years, the management team has continuously strengthened its capacity to fulfill its sustainability-related responsibilities. It has been actively supported in this by sustainability experts within the organization.

At TOI TOI & DIXI, management-level coordination with relevant internal and external stakeholders on strategic and material sustainability topics takes place on an ongoing basis *(see "Stakeholder engagement," p. 15)*.

The management team delegates responsibility for operational-level implementation of sustainability measures to either the internal

Transparency: a matter of principle

Transparent reporting on the development and implementation of our sustainability strategy is a core part of our corporate governance system, as are our various guidelines, policies, and in-house rules. Our > *Code of Conduct*, for example, is available in all languages relevant for our workforce and gives all leadership personnel, staff and partners across the entire group clear guidance and unambiguous definitions regarding ethical and sustainable conduct. We have also developed a Diversity, Non-Discrimination and Non-Harassment Policy, which has been in place groupwide since 2022. The policy ensures a shared understanding of what is acceptable and what is not and sets out mandatory rules of conduct. Additionally, in January 2023, we introduced our > Policy Statement which specifies the social and ecological standards and human rights due diligence duties applicable along our supply chains.



Available in 30 languages: Our Code of Conduct

sustainability team or directly to experts in the operational units. These parties communicate critical concerns back to the management team as necessary. Within TOI TOI & DIXI's organizational structure, no conflicts of interest arise in the execution of governance, operational, and oversight functions.

At TOI TOI & DIXI, the selection and appointment of the management team is based solely on the organization's needs and economic considerations, and on performance-related and sustainability criteria defined by the majority shareholder. The annual evaluation of the performance of the international leadership team is carried out by the management team of TOI TOI & DIXI Group GmbH, while the performance of the management team is evaluated by the shareholders.

No supervisory board was established for the reporting organization in the 2025 financial year. Accordingly, the EU legislative requirement to establish targets for female representation in the highest governance body does not apply.

The remuneration of senior executives comprises the fixed pay set out in their employment contracts and any performance-based bonuses they receive during the financial year. Disclosure of the ratio of the annual total compensation for the highest-paid individual to the median annual compensation within the organization is currently not practicable and is not planned for the future. As a matter of principle, TOI TOI & DIXI complies with all applicable legal transparency and disclosure requirements relating to pay structures in the countries in which it operates.

Given that TOI TOI & DIXI operates in diverse economic and social environments, it also takes due account of differing local cultural practices, standards, and legal requirements. Compliance with laws and regulations is fundamental to running a sustainable, successful business and is closely monitored by our *(see "Compliance management," p. 22* and *"Risk management," p. 24)*.

Operational steering of sustainability activities within our international sustainability community, which was established in 2023, continues to rest with our central sustainability manager and our cross-departmental sustainability committee *(see "Sustainability team & organization," p. 18)*.

Within this framework, the executive officers of the national operating companies receive regular updates on sustainability management decisions and activities. In return, they are required to report specific facts and figures on sustainability from their operating business in accordance with a defined reporting structure.

Our control mechanisms and methods for risk assessment and compliance with legally mandated due diligence requirements across international supply chains have been continuously strengthened in recent years. They remained effective in 2025, despite EU deregulation during the reporting year *(see "Compliance management," p. 24* and *"Supply chain management," p. 25)*.

The management team of TOI TOI & DIXI Group GmbH will continue to foster a shared understanding of sustainability across the organization, define groupwide standards, and take country-specific needs into account.

GRI 2-2, 2-7, 2-9, 3-3

Sustainability management

18 Sustainability team & organization
20 Sustainability data
21 Management systems & approaches
27 Operational sustainability program

Sustainability team & organization

At the operational level, we continued to pursue the implementation of our sustainability strategy in a focused and systematic manner in 2025. In the past financial year, we again encountered unforeseen challenges, many of them location-specific, that were not anticipated in the sustainability program.

For example, a last-minute change in EU legislative planning on reporting requirements in 2025 allowed us to free up internal resources, which were then redirected to the implementation of energy management systems at various locations *(see "Systematic energy management," p. 41)*.

THE INTERNATIONAL SUSTAINABILITY TEAM AT TOI TOI & DIXI

TOP-LEVEL MANAGEMENT

- Chief Executive Officer
- Chief Technology Officer
- Chief Operating Officer
- Chief Financial Officer

INTERNATIONAL SUSTAINABILITY COMMUNITY

- 27 Countries
- 75 Companies
- 42 Contact persons

CORE SUSTAINABILITY MANAGEMENT TEAM

- Occupational Safety
- Chemical Analytics
- Controlling
- Purchasing
- Automotive Technology
- Research & Development
- Human Resources
- Plastics Technology
- Legal & Compliance
- Marketing & Sales
- ESG/Sustainability Management

GRI 2-3, 2-9, 2-19, 2-20, 2-21, 2-29, 3-3

In 2025, the TOI TOI and DIXI Group continued to benefit from a highly effective operational-level sustainability community comprising an international network of sustainability managers and a core sustainability team.

Effective communication among sustainability managers in our national operating companies is crucial. These managers have firsthand knowledge of local challenges and implement local measures. Further, they collect and pass on relevant data to our central sustainability management team, which in turn regularly consolidates the data and information and disseminates it to relevant internal and external stakeholders.

Sustainability has become a core strategic pillar

“Despite the regulatory rollbacks in the EU in 2025 and various broader political and macroeconomic changes, the requirements for effective sustainability management have remained unchanged.

Mounting external pressures mean that we must be more adaptable, without losing focus on the long-term goals associated with our material topics. TOI TOI & DIXI remained unchanged in its commitment to sustainability in 2025, despite these changing conditions.

This shows that, at TOI TOI & DIXI, sustainability has become a core strategic pillar with international relevance.

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GRI 3-3

Sustainability data

In 2025, we calculated key performance indicators for the sustainability topics defined as part of the materiality analysis. As in previous years, we did this using existing reporting structures across various business units as well as ESG data management tools employed by regional teams.

In addition, the central sustainability manager conducted the annual year-end sustainability survey, collecting data from a total of 42 international sustainability managers across the group. This process captured data and information on groupwide sustainability topics as well as on business unit- and location-specific sustainability topics.

The survey takes into account regional conditions, the nature and scale of the various value creation processes, national regulatory requirements, and the feasibility and relevance of location-specific data collection.

In 2025, as in the prior years, responsibility for the quality of the data submitted rested with the executive officers and designated employees in the respective operating companies. The central sustainability management team also carried out additional plausibility checks on the data.

The data collected for the 2025 reporting cycle enables quantitative comparability with the 2023 baseline and the 2024 reporting cycle using an expanded set of KPIs.

To meet growing expectations around data quality and granularity on the part of both internal and external stakeholders, we will further expand and optimize the functionality and robustness of our structures and data flows.

GRI 2-27, 3-3, 302-4, 303-5, 306-2

Management systems & approaches

At TOI TOI & DIXI, we implement our sustainability strategy through dedicated management systems and approaches that we continuously develop and submit for certification by external auditors at multiple locations across our international operations.

Environmental management

In the 2025 reporting period, 13 TOI TOI & DIXI operating companies had their environmental management systems certified to ISO 14001 by local auditors. These systems are used to document location- and product-specific environmental performance and challenges, as well as our goals and plans for improvements.

Quality management

For many years, we have also been using the ISO 9001 standard for our quality management system. During the 2025 reporting period, as in 2024, this system was in use in our national operating companies in Germany, Belgium, Bulgaria, the Netherlands, Slovakia, Greece, Italy, Lithuania, Poland, Romania, Spain, and Singapore. Certified by independent auditors, it gives our customers assurance that we adhere at all times to defined standards of quality in the provision and ongoing development of our products and services.

Waste management

In its core market of Germany, TOI TOI & DIXI is certified as a waste management operator under the German Circular Economy Act (KrWG) and the Regulations on Specialized Waste Management Companies (EfbV). This legislation encompasses all the requirements for businesses involved in waste collection, transportation, storage, treatment, and removal, and has a strong focus on environmentally sustainable disposal. All other national operating companies likewise meet their countries' legal requirements for waste and wastewater management operators. An expansion of waste management is planned for 2026 in cooperation with an external waste management partner.

Water management

Water consumption remains a material topic for us at TOI TOI & DIXI because our business model relies on using this valuable resource. We are therefore developing measures to conserve water, particularly for regions heavily affected by climate change and increasing drought *(see "Water," p. 47)*.

In 2025, rather than imposing a standardized management system for water, we again continued our practice of developing tailored measures for heavily affected regions and locations. We also expanded our business activities in the area of construction site wastewater treatment systems *(see "Our core business," p. 6* and *"Water," p. 47)*.

GRI 2-27, 3-3, 302-1, 302-4, 303-5

Chemical and hazardous substances management

The use of chemicals is necessary for our core business and to ensure hygiene. TOI TOI & DIXI has therefore identified chemicals and hazardous substances as one of its key sustainability topics and is managing them in rigorous alignment with the goal of minimizing use while maintaining uncompromising standards of disinfection and hygiene *(see "Chemicals," p. 51)*.

Thus, before a cleaning agent or disinfectant can be used at TOI TOI & DIXI, it must meet a number of criteria. Our chemicals and hazardous substances management practices are aligned with the > *EU Directive on the use of certain hazardous substances in electrical and electronic equipment* (RoHs Directive) and the > *EU Regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals* (REACH Regulation).

Energy management

We record our energy consumption internationally based on standardized surveys. Further, at the start of 2024, we began implementing an energy management system in accordance with DIN EN ISO 50001 at six operating companies in Germany. Our purpose in doing so is to meet the requirements of Germany's Energy Efficiency Act (EnEfG).

Following successful pre-audits in the first quarter of 2025, we further refined certain energy-saving targets. The steps for implementing the necessary measures have now been successfully integrated into the processes of the respective locations *(see "Energy & greenhouse gas emissions" p. 41)*.

Regardless of the prospect of further regulatory changes in the coming years, we are currently evaluating the introduction of energy management systems at additional locations. In any case, we will ensure that the insights gained from the energy management systems already implemented and in operation also benefit other operating companies.

Compliance management

The complexity of the regulatory environment for sustainable business practices has given rise to diverse challenges in recent years. To be sure we can address these challenges effectively at both the local and international levels, we rely on close cooperation between our Compliance department, our national operating companies, and our central sustainability management team.

We are supported in this by a compliance management system developed in line with the "Principles of Proper Auditing of Compliance Management Systems" published by the German Institute of Public Auditors (IDW) in audit standard PS980. This systematic approach comprises the aspects and mechanisms outlined in the paragraphs that follow:

GRI 2-16, 2-26, 2-27, 2-29, 3-3, 205-2, 308-1

Prevention

To deepen our shared understanding of compliance matters and keep everyone up to date with changes in the law, we undertake regular communication activities. For example, we offer target group-specific courses on compliance, which have been part of our continuing professional development portfolio for years and are delivered via our online learning platform. We also send out topic-specific legal and compliance newsletters to our employees.

This is not to say that our communications on compliance matters are directed solely at in-house audiences. We also inform external stakeholders, such as customers, suppliers, business partners, and potential employees, about our approach to the regulatory and ethical fundamentals of our business. We do this using the Compliance page on our website, where we publish our > Code of Conduct in several languages and make other key information publicly available.

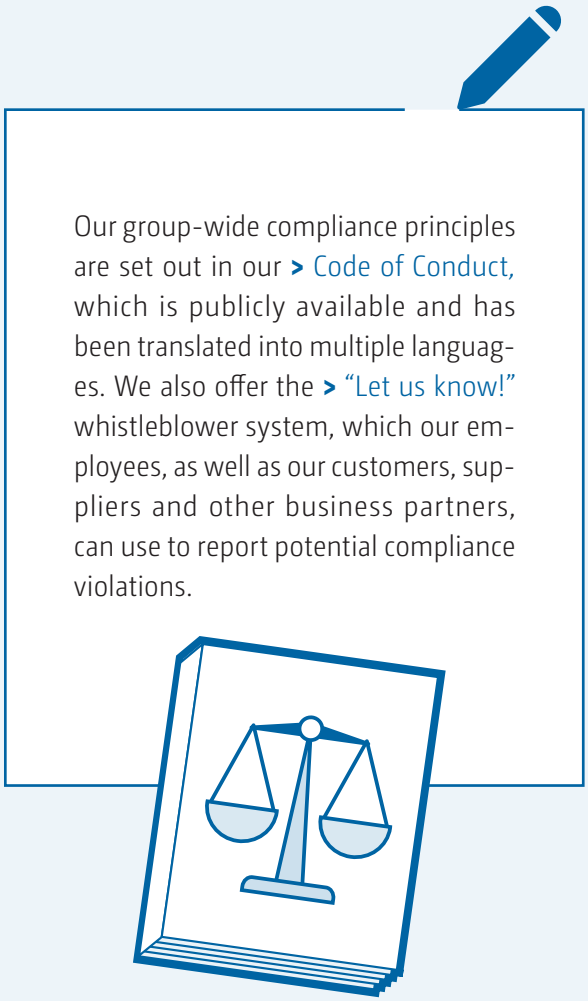
Our preventive communication measures for ensuring compliance with laws and best practices along our value chains also include a special Supplier Code of Conduct.

Whistleblower system

We have a dedicated telephone hotline that all internal and external stakeholders can use to let our compliance team know about any questions or concerns they may have regarding regulatory and legal requirements.

We also have a whistleblower system called **>** *"Let us know!"* that is designed to make reporting potential non-compliances easy. Tip-offs are confidential and can be made at any time of day or night from any location worldwide, with complete anonymity if so desired. This system allows us to address potential issues promptly and effectively, thereby minimizing harm to the company and stakeholders.

Global compliance principles



Our group-wide compliance principles are set out in our **>** Code of Conduct, which is publicly available and has been translated into multiple languages. We also offer the **>** "Let us know!" whistleblower system, which our employees, as well as our customers, suppliers and other business partners, can use to report potential compliance violations.

GRI 2-27, 3-3, 308-1, 406-1

Sanctions

Potential violations of our Code of Conduct, of laws, or of any sustainability standards with which we are aligned are investigated by our compliance team – thoroughly, discreetly, and in accordance with applicable whistleblower laws and data privacy regulations.

The approach taken varies depending on the nature and severity of the alleged violation. The first step is always for our compliance team to assess the underlying facts and the relevance of the reported allegation. Face-to-face interviews with affected individuals, responsible managers, or HR representatives are typically the first important step in clarifying such matters.

Appropriate measures are then taken based on the findings of a thorough examination of all the ascertained facts. Depending on the circumstances, these measures can take the form of spot audits on site, legal opinions from local experts, or disciplinary measures such as suspensions, warnings, or dismissals.

There were eight potential non-compliance cases reported in 2025. As in the previous year, none were found to be serious.

Internal and external audits

As part of the risk management system *(see "Risk management," p. 24)*, our Internal Audit department regularly reviews our internal compliance management system and organizational structures and processes. This allows us to identify potential risks and initiate preventive measures at an early stage.

The structure and practices of the Internal Audit department are based on generally accepted standards, such as the > *International Professional Practices Framework (IPPF)* promulgated by the > *Institute of Internal Auditors (IIA)* and the recommendations of the > *Deutsches Institut für Interne Revision e.V. (DIIR*).

Risk management

The TOI TOI & DIXI operating companies integrate environmental and social criteria into their business objectives and processes as part of their commercial due diligence obligations. In doing so, they comply with legal requirements and group standards and report on material non-financial risks where these are linked to business activities, business relationships, products, or services.

In close cooperation with the departmental heads and managing directors of our operating companies, we verify risk areas annually and assess potential risks. We are thus continuously refining our review methodologies and driving their standardized application across our international locations.

These reviews are conducted via our central risk management system in the Internal Audit department as well as at local level in the national operating companies. For each company, the internal auditor draws up a tailored schedule of measures in consultation with the company's executive officers and implements it in cooperation with the relevant local managers.

GRI 2-26, 2-27, 2-29, 3-3, 308-1

Our expectation going forward is that sustainability criteria will take on a much more important role in risk management – despite the current ESG regulatory retreat. For this reason, we will work closely with our international locations and our operating companies to make risk management more consistent across our value chains.

Supply chain management

In addition to the sustainability aspects for which we have direct responsibility, we also review our due diligence obligations for human rights and environmental protection in the upstream and downstream processes of our value chains. In doing so, we compare the social and environmental standards managed across departments at TOI TOI & DIXI with those applied throughout the processes of our strategic partners.

In 2024, the management team of TOI TOI & DIXI Group GmbH appointed a committee for compliance with supply chain due diligence. The committee is made up of colleagues from our Purchasing, Legal & Compliance, Internal Audit, and Sustainability departments. This step was taken as part of our preparations to ensure compliance with planned EU and national-level supply chain laws, which have since been significantly watered down. At present, TOI TOI & DIXI is either fully compliant with all legal requirements, or, as is the case with the European threshold values, no longer in scope. Nevertheless, we continue to pursue our active approach to sustainable supply chain management regardless of regulatory developments.

In our **>** *Policy Statement*, we inform stakeholders about control and optimization mechanisms for environmental standards and human rights due diligence along our supply chains and reaffirm our commitment to meeting sustainability standards.

In addition, an updated Supplier Code of Conduct has been in place since 2024. We now require our strategic suppliers to actively confirm their adherence to this code or, alternatively, provide evidence of compliance with equivalent standards and principles. In addition to compliance with national laws, the code contains clear criteria to ensure environmental protection and respect for human rights, as well as fair business practices and open access to reporting systems and grievance mechanisms along our suppliers' own value and supply chains.

GRI 2-7, 2-27, 3-3

Data protection and IT security management

TOI TOI & DIXI takes a comprehensive approach to data security, with a modern IT system and mandatory guidelines and policies in place to ensure the best possible protection. As a global corporate group, we comply with both local legislation and international standards. We ensure compliance through a groupwide information security management system (ISMS) aligned with the international ISO/IEC 27001 standard. Additionally, we run regular awareness campaigns, targeted training, and phishing simulations as integral parts of our information security framework.

Responsibility for the oversight and continuous improvement of this information security management system rests with our central Information Security department. In addition, our Compliance department ensures compliance with data protection requirements for personal data by means of a standardized data protection management system that includes relevant policies and supporting documentation, a data protection handbook, and training materials.

Further, our Austrian and German operating companies use external data protection officers, while other national operating and subsidiary companies have in-house data protection coordinators.

Occupational health & safety

The key data collected by our HR management team includes data that has relevance for sustainability management and annual reporting. This includes facts and figures on training and education, health management, and occupational safety.

Developments in 2025 prompted us to expand our measures in the action area of "Occupational health & safety management" *(see "Employees," p. 52)*. We systematically analyze the causes of accidents and injuries and use these insights to make targeted improvements to our occupational health and safety training and to safety inspections of work equipment.

Our operating companies in Bulgaria, Greece, Italy, Romania, Singapore, and Spain have implemented management systems in accordance with ISO 45001 and are regularly certified by external auditors. At our other locations, we use country-specific management systems that are based on national occupational health and safety requirements.

GRI 2-2, 3-3

Operational sustainability program

We achieve our strategic sustainability goals through a programmatic approach, with clearly defined measures and responsibilities at the operational level. Thanks to reliable data and information *(see "Sustainability data," p. 20)* from our national operating companies, we are able to internally compare and track progress against the previous reporting cycle and the 2023 baseline.

Concrete examples of the operational implementation of sustainability measures are described in the *"Action areas in our core business"* section on page 31 and following. Additional details relating to the action areas are provided in the *"Key performance indicators"* and following.

Our operational sustainability program continues to serve as a roadmap for achieving our sustainability goals in our material action areas. We will continue to measure – and be measured by – our performance against quantitative and qualitative targets in the coming years.

Measures to implement the operational sustainability program are carried out within these three strategic pillars.



GRI 3-3, 301-2

Operational sustainability program / Products & Services

Strategic goal	Operational area	Measures	KPIs	Baseline 2023	Status 2024	Status 2025	Time horizon*
Hygiene							
50% germreducing material in new PTs produced exclusively for TOI TOI & DIXI	• Production	• Use of "Hygiene+" material** in PTs	• Percentage of PTs produced exclusively for TOI TOI & DIXI that have "Hygiene+" material	17	23	59	2028
100% of PTs in markets without mandatory hand-washing facilities have wash basins or hand sanitizer dispensers.	• Production • Operating companies	• New PTs with preinstalled wash basins and/or hand sanitizer dispensers • Retrofitting existing PTs with wash basins and/or hand sanitizer dispensers	• Percentage of PTs with wash basins and/or hand sanitizer dispensers	45	50	49	2028
Products & materials							
50% recycled material in all new PTs produced exclusively for TOI TOI & DIXI	• Production • Research & Development	• Use of old plastic fishing nets • Use of old PTs (own and purchased) • Development of new sources	• Percentage of recycled plastics used in PTs produced exclusively for TOI TOI & DIXI	1	23	28	2028
100% recycling rate for end-of-life PTs	• Production • Research & Development • Operating companies	• Cooperation with recycling partners • Investments in own recycling processes	• Percentage of PTs recycled, out of total end-of-life PTs	20	20	18	2028

* *Earliest possible achievement date*

** *Hygiene+ = additive mixed in with the plastic during production. It reduces the number of microbes on component surfaces by more than 99% over the entire life of the portable toilet.*

GRI 2-4, 3-3, 302-4, 303-5, 305-5, 306-2

Operational sustainability program / Environment

Strategic goal	Operational area	Measures	KPIs	Baseline 2023	Status 2024	Status 2025	Time horizon*
Energy and greenhouse gas emissions							
Reduce greenhouse gas emissions	• Service fleet	• 5% avg. reduction of distance between service stops through route optimization	• Kilometers per PT service stop	5.7	4.6	5.0	2028
		• 50% of all new service vehicles purchased over the period from 2023 to 2028 have alternative drive technologies	• Percentage of all service vehicles purchased over the period from 2023 to 2028 that are vehicles with alternative drive technologies	2.2	2.8	2.5	2028
	• Properties**	• Purchasing of certified green electricity	• Percentage of all electricity purchased for properties that is certified green electricity	17.2	20.4	11.4 ***	2026
Water							
Reduce water intensity****	• Research & Development • Services	• Conserve water by not prefilling PT wastewater tanks • Optimize processes that consume water	• Cubic meters of water per €1m of turnover	429	464	411	TBD
Waste							
Implement waste management system	• Operating companies	• Introduce a standardized waste management system at all locations in Germany (as pilot for groupwide rollout)	• Percentage of locations in Germany with standardized waste management system	0	0	20	2025
Chemicals							
15% of all sanitation concentrates used are biocide-free	• Research & Development • Operating companies	• Test alternatives to conventional sanitation concentrates • Define processes for the standard use of biocide-free sanitation concentrates • Drive sales of biocide-free offerings	• Percentage of total sanitation concentrate purchase volume that is biocide-free**	2	4	5	2027

* *Earliest possible achievement date*

** *Germany only*

*** *The reason for this drop is that, during 2025, several TOI TOI & DIXI operations already using green electricity were shut down or relocated to sites that are currently not using green electricity.*

**** *The definition of water has been aligned with the CSRD reporting standards (see "Water consumption and conservation," p. 47); this is also the reason for the change in the consumption figures in this action area.*

GRI 2-4, 2-7, 3-3

Operational sustainability program / Employees

Strategic goal	Operational area	Measures	KPIs	Baseline 2023	Status 2024	Status 2025	Time horizon
Occupational health & safety management							
Reduce accident rate	• HR / Entire workforce	• Record and analyze accident causes • Preventive measures for blue-collar employees: Streamlined loading/ unloading solutions • Lightweight PTs to reduce strain on service employees • Personal protective equipment • Safety training	• Accident rate (number of accidents x 1,000 / full-time employee headcount)*	33.8	23.6	28.4	On-going
Training & professional development							
Increasing need-based training and education	• HR / Entire workforce	• Central tracking of internal training hours • Digital training via central platform • Tailor internal training to employee needs	• Avg. training hours per employee per year	4.0	4.9	4.3	On-going
Diversity, respect & integration							
Increase employee satisfaction	• HR / Entire workforce	• Employee surveys / Employee Net Promoter Score (eNPS) • Develop actions based on survey results	• eNPS	1	0	-6	On-going

** The ratios have been adjusted for the 2023 and 2024 reporting periods. In the current calculation, the divisor used is the headcount of full-time employees. In the previous reporting years, the headcount of all employees was used.*

Action areas in our core business

32 Products & Services
Hygiene
Products & materials

40 Environment
Energy and greenhouse gas emissions
Water
Waste
Chemicals

52 Employees
Occupational health & safety management
Training & professional development
Diversity, respect & integration

Our sustainability topics and action areas are grouped into three strategic pillars. This paradigm again shaped our sustainability management processes and reporting in 2025.

Products & Services

The "Products & Services" pillar focuses on our core offering and the associated sustainability challenges.

Environment

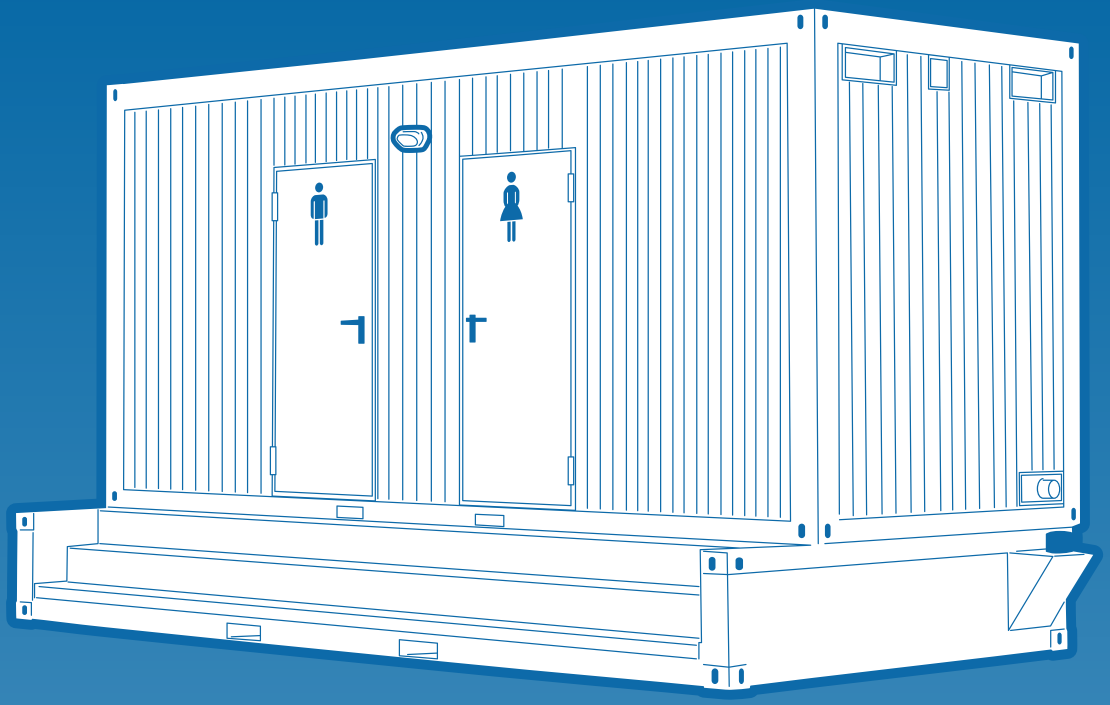
The "Environment" pillar encompasses material topics relating to the environmental impacts of our business operations.

Employees

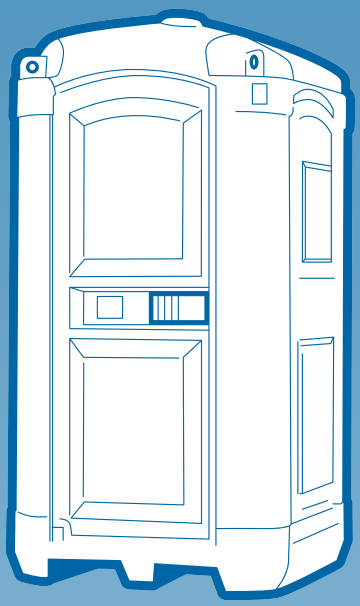
The "Employees" pillar looks at sustainability-relevant topics and action areas from the perspective of personnel development.

On the following pages, we present specific examples of the sustainability activities we undertook in various operating units and departments both in 2025 and up until the copy close date of this report, as well as the specific challenges we are likely to face in the future.

The activities described are case examples of our strategic goals and action areas, drawn from our core operating business *(see "Sustainability strategy," p. 11, "Operational sustainability program," p. 27* und *"Key performance indicators," p. 62)*.



Products & Services



We are constantly working on optimizing our existing offering and on developing new and innovative products and services. We have made sustainability performance a key priority and are continuously optimizing it in our “Hygiene” and “Products & materials” action areas.

Hygiene

TOI TOI & DIXI is committed worldwide to the highest hygiene standards in portable sanitation solutions. For us, providing hygienic sanitation systems is a sustainability contribution of great societal relevance.

Germ-reducing material

Our hygiene standards include thorough disinfection of all components that customers come into contact with when using our portable toilets. In addition, we have made the use of self-disinfecting materials a unique selling point.

99% fewer germs – scientifically proven

Our germ-reducing material is now used as standard in our TOI® HYGIENE+, TOI® GREEN and DIXI® GREEN portable toilets, and we plan to use it in further TOI TOI & DIXI products in the coming years.

The material's 99.9% germ protection property has been tested and confirmed by two independent research institutes: QualityLabs BT GmbH and Ostthüringische Materialprüfgesellschaft für Textil-und Kunststoffe mbH.



TOI® HYGIENE+



TOI® GREEN



DIXI® GREEN

These plastic components made with a special germ-reducing additive now feature in a range of products at TOI TOI & DIXI. By the end of 2025, we had produced and delivered to our operating companies a total of 7,903 portable toilets built with germ-reducing material.

Portable toilets with wash basins and hand sanitizer dispensers

TOI TOI & DIXI also promotes high hygiene standards through portable toilets equipped with wash basins and sanitizer dispensers, particularly at sites without dedicated hand-washing facilities. Given the number of such sites, we are increasing production of portable toilets with pre-installed wash basins and sanitizer dispensers while also retrofitting existing units.

In 2025, 63% of all new portable toilets supplied to our operating companies were equipped with wash basins. In addition, 1,187 retrofit kits were produced for existing portable toilets. In 2025, the number of portable toilets with wash basins thus increased to 199,660, making up 46% of our total inventory. In some regions, units with wash basins already constitute 100% of inventory.

Increasing the number of portable toilets with wash basins

Our portable toilets with wash basins make a significant contribution to hygiene in countries that lack regulations requiring wash basins in portable sanitation facilities*.



of our inventory in these regions is equipped with pre-installed wash basins. We will increase this share year on year by including wash basins in new portable toilets and retrofitting them in existing units.

In Spain and the United States, plumbed-in wash basins are required by law.

GRI 301-2

Products & materials

TOI TOI & DIXI's products are manufactured in the company's own plants in Germany, Italy, and the USA. When developing them further, we focus on the following sustainability aspects in addition to high hygiene standards:

- Producing robust, long-life products
- Increasing the use of recycled and recyclable materials
- Implementing innovative upcycling and recycling concepts to conserve resources

Our portable toilets' modular design allows for easy replacement of defective parts, thus avoiding the need to replace the entire product and supporting our sustainability objectives.

Our motto is to repair rather than discard. Given proper maintenance and due replacement of individual components, our portable toilets can last over 20 years.

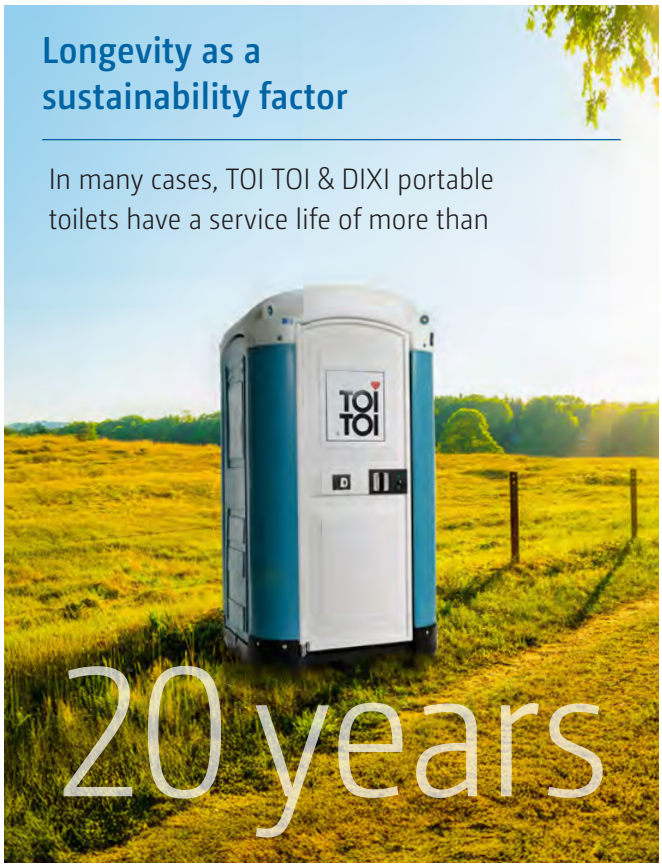
Reducing the net volume of material used in our portable toilets is another important way in which we contribute to sustainability. This helps conserve valuable resources, reduces the use of plastics, and lowers the weight of the portable toilets, leading to significantly lower fuel consumption for service vehicles during transport.

We are therefore constantly working on solutions for further reductions in plastic use in each and every component of our portable toilets. For example, we have been building the portable toilets in our TOI® range using low-weight roofs for several years.

Our service vehicles, too, are designed for modularity. Components such as water tanks or pumps can be easily removed from the chassis and reused on other vehicles. Here too, long-life, reusable products and structures represent an effective contribution to sustainability.

Longevity as a sustainability factor

In many cases, TOI TOI & DIXI portable toilets have a service life of more than



GRI 301-2

Making portable toilets from recycled material

We actively pursue opportunities to increase the share of recycled materials in our products wherever possible. However, recycled plastics can differ from virgin plastics in terms of quality and properties. To ensure the longevity of our end products we use recycled material selectively and in combination with virgin plastics.

This approach is working well. Recycled plastics make up 12% of all material used in each of our TOI® FRESH and TOI® HYGIENE+ portable toilet lines, and the side panels of our DIXI® PLUS units now consist of about 67% recycled material.

In addition, we have developed the DIXI® GREEN, a portable toilet in which over 53% of the plastic used is from recycled sources. Some 56% of the recycled material used comes from old fishing gear, nets and ropes. We have been successfully renting this portable toilet model to sustainability-conscious customers since 2022.

Demand for portable toilets with a higher percentage of recycled material continued to grow in 2025. To meet this demand, we diversified our development focus, adding portable toilets with a higher percentage of recycled material to our TOI® range. The resulting TOI® GREEN contains 31% recycled material, of which 61% comes from old fishing gear, nets and ropes.

The launch of this new product promises to be just as successful as that of the DIXI® GREEN, which is now well established in the market.

In 2025, production of portable toilets at our German manufacturing locations used a total of 327 metric tons of polyethylene. Some



The various superstructures on our service vehicles can be easily changed. This increases the longevity of the individual components and thus contributes to sustainability.

GRI 301-1, 301-2

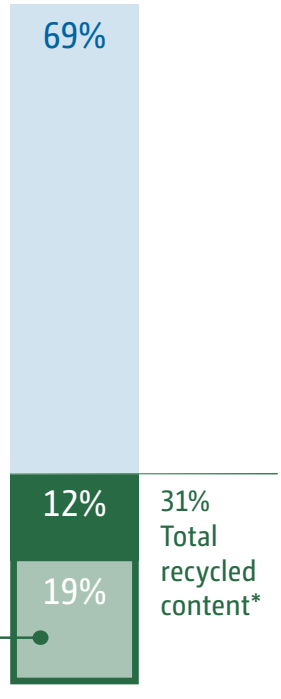
116 tons (35.5%) of this volume was recycled material. During the same period, production at our international manufacturing locations used 1,760 metric tons of polyethylene, of which 111 tons (6.3%) was recycled material. These locations produce portable toilets for our Sebach service partners and for sale to other customers.

Furthermore, we remain firmly committed to our ambitious goal of increasing the proportion of recycled materials used in portable toilets produced exclusively for TOI TOI & DIXI to 50% by 2028 *(see "Operational sustainability program," p. 27)*. To achieve this, we will continue to look for alternative sources of viable recycled materials and optimize our processes.

Recycled plastics in our GREEN portable toilets

TOI® GREEN



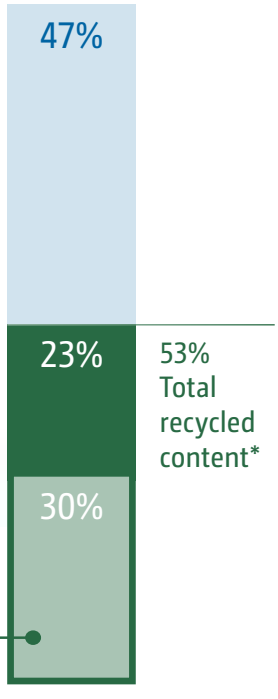


31% Total recycled content*

Recycled material from old fishing gear, nets and ropes

DIXI® GREEN





53% Total recycled content*

Recycled material from old fishing gear, nets and ropes

*Percentage of recycled material in the plastic components of our newly manufactured toilet cubicles.

GRI 301-2

Increasing the recycling rate of end-of-life portable toilets

Despite their longevity and modularity, all portable toilets eventually reach the end of their service life. It therefore remains our goal to fully recycle 100% of these end-of-life portable toilets, thereby making our core product completely circular *(see "Operational sustainability program," p. 27)*.

To this end, we installed our own plastic mill at our production location in Gerstungen at the start of 2024. Upstream from this facility, we engage external partners to shred production scraps and defective parts from toilet production. We then grind this shredded material to powder in our plastic mill so that we can use it as feedstock for the production of new portable toilets. This recycling process is also practiced at our subsidiary Armal's production location in Italy.

Closing the materials loop

To transition our portable toilets to materials circularity, we collect end-of-life units, production scraps, and defectively manufactured components. This material is processed into feedstock which is then used in the manufacture of new portable toilets at our own production facilities.



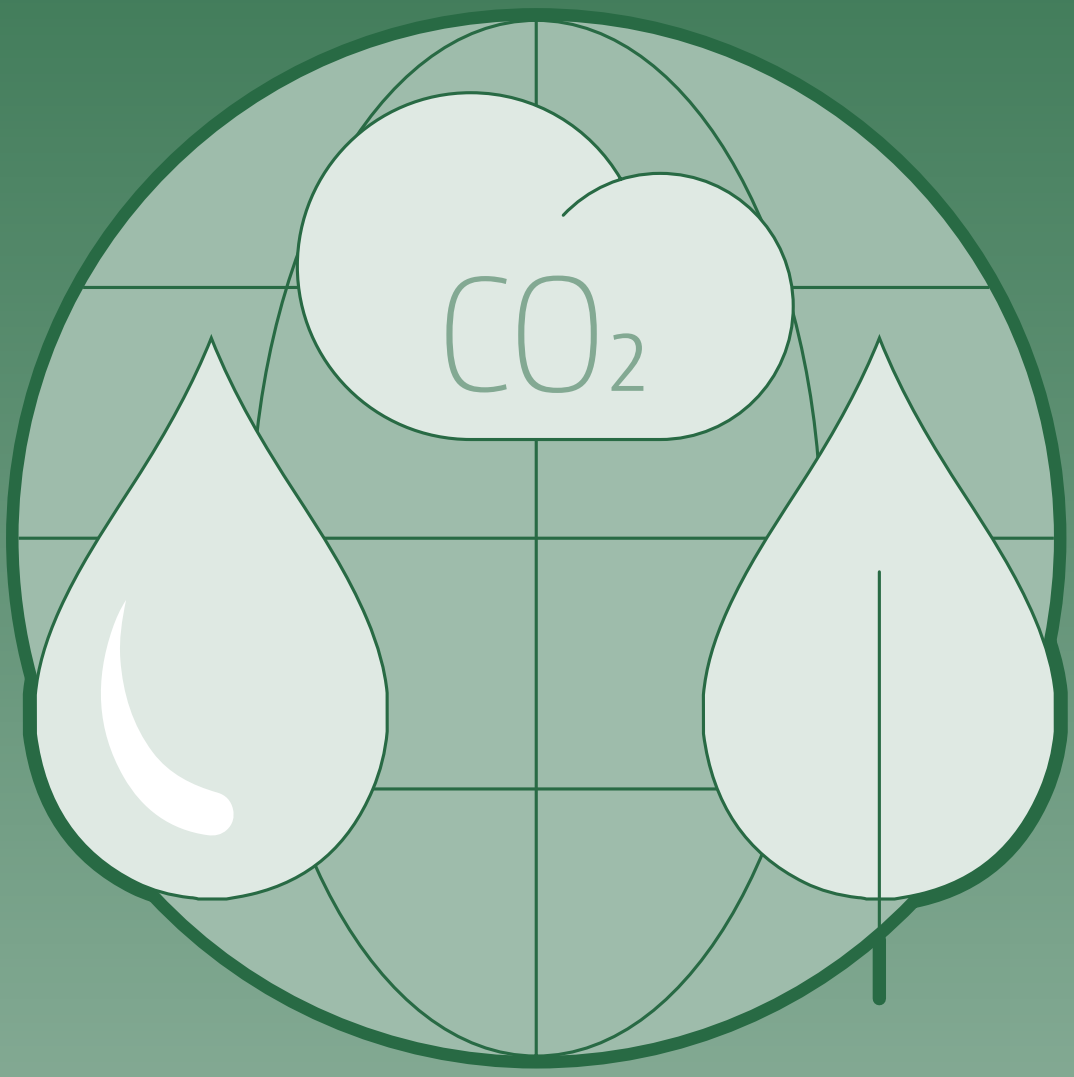
GRI 301-2

Recycling end-of-life portable toilets, on the other hand, requires significantly more complex processes. We are currently working on implementing these. There are several challenges. First, after years of use, the toilet units have a build-up of impurities. Second, the components are made from a range of different plastics and must therefore be processed separately to produce high-quality recyclate.

Hence, for successful and efficient recycling to occur, it is first necessary to remove and sort the individual components, wash them, and then re-wash them to remove any stickers. All the components can then be shredded and processed into granulate for use as feedstock in the production of new portable toilets. Wastewater tanks are an exception here. By the end of their service life, they are heavily contaminated and therefore not suitable for recycling into new portable toilets.

We are currently working with external partners to put in place the logistical and technical processes required for recycling end-of-life portable toilets.

Environment



We measure and analyze the environmental impacts of our operations across various areas of our operating business. These insights form the basis for targeted measures in the action areas of “Energy & greenhouse gas emissions,” “Water,” “Waste,” and “Chemicals.”

GRI 302-1, 302-4, 305-5

Energy & greenhouse gas emissions

Energy consumption and greenhouse gas emissions are important from both a cost and climate perspective, and we are committed to continuously improving performance in both areas.

Systematic energy management

In 2024, we implemented an energy management system in line with DIN EN ISO 50001 at six locations in Germany. In 2025, pre- and interim audits were completed successfully, thereby ensuring TOI TOI & DIXI complies with Germany's Energy Efficiency Act (EnEfG).

Beyond ensuring legal compliance, the energy management system provides valuable insights into overall energy consumption and relevant consumption points. These analyses show that in 2025, conventionally powered service vehicles at our locations continued to account for around 81% of total energy consumption. A smaller share of consumption relates to heat and electricity use at our properties – energy required for operating buildings and ancillary processes such as standalone electrically powered equipment and EV charging infrastructure.

At those of our German locations where we have the option of switching suppliers at short notice, we aim to move to 100% certified green electricity by 2028. Further measures to reduce energy consumption identified through systematic energy management are currently being assessed for technical feasibility and cost-effectiveness.

Many of the insights gained from the energy management system are transferrable to other international locations – even if they are in different climate zones or have different supply contexts.

Route optimization

There is significant potential for energy savings in optimizing service routes and vehicle powertrains.



GRI 305-1, 305-2, 305-3, 305-5

Measuring and reducing greenhouse gas emissions

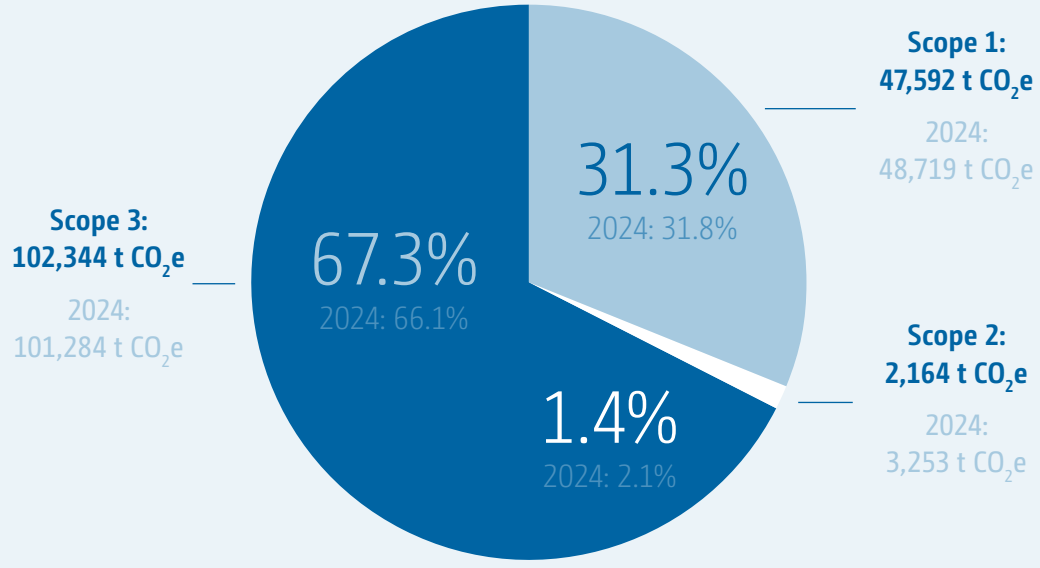
In calculating and classifying greenhouse gas emissions generated directly or indirectly across our value chain, we follow the methodology of the > *Greenhouse Gas Protocol* covering Scope 1, Scope 2 and Scope 3 emissions.

The direct emissions (Scope 1) that we measure are calculated based on actual consumption data. For Scope 2 emissions, we applied the location-based method for locations that do not use green electricity. We used the market-based method for locations where 100% of the electricity requirement was verifiably met from green sources.

In terms of indirect emissions occurring in our upstream and downstream value chain, we currently measure 7 of the 15 categories in Scope 3:

- Purchased goods and services (Category 1)
- Capital goods (Category 2)
- Upstream transportation and distribution (Category 4)
- Waste generated in operations (Category 5)
- Business travel (Category 6)
- Employee commuting (Category 7)
- Downstream transportation and distribution (Category 9)

Greenhouse gas emissions Scope 1-3



GRI 2-4, 305-1, 305-5

We use the emission factors published in the databases of the UK > *Department for Environment, Food & Rural Affairs (DEFRA)* and the > *Environmental Protection Agency (EPA)*, both of which are recognized as international references for this purpose.

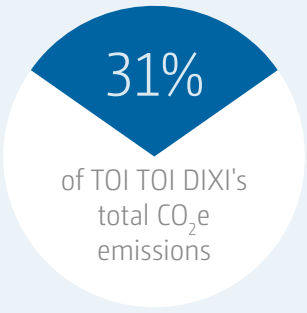
In 2025, we further improved the quality of data collection in the categories "Employee commuting" and "Downstream transportation and distribution." For the other five Scope 3 categories, for which the available data was insufficient, we applied cost-based methods, international average emission factors, or extrapolations.

Reducing emissions in our service fleet

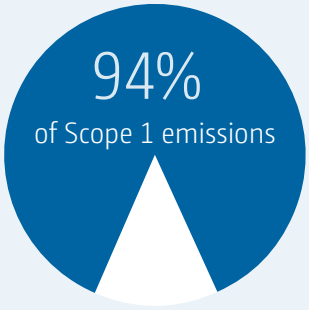
Our biggest lever for reducing CO_2e emissions is our service fleet, which at the end of 2025 numbered 2,664 vehicles (2024: 2,557*). Together, these vehicles traveled a total of 74.1 million kilometers in the last reporting cycle (2024: 65.6* million).

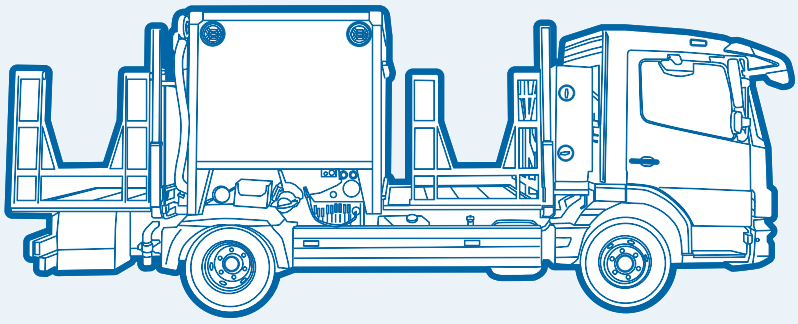
The service vehicle fleet causes the majority of our Scope 1 emissions and hence about a third of all emissions identified to date across our entire value chain. We pursued a diverse range of measures to reduce these emissions in 2025.

Share of greenhouse gas emissions by service vehicles



Our 2,664 service vehicles traveled a total distance of 74.1 million kilometers in 2025.





** The figures have been adjusted compared with the 2024 sustainability report because of the introduction of a new data collection method in 2025.*

GRI 302-4, 305-1, 305-5

Electrically driven superstructure systems

TOI TOI & DIXI's latest-generation service vehicles have electrically driven superstructure systems.



Effective measures rely on solid data, and in 2025, the central sustainability management team made significant progress in this area. As a result, our data on internationally used vehicles is now more detailed and more meaningful than before.

There are still challenges at the measure implementation level in this action area. Specifically, fitting new vehicles with customized superstructures is both time and resource intensive, and there is still only a limited range of transport vehicles on the market with alternative drives that meet TOI TOI & DIXI's operational requirements.

Our vehicle technology team regularly updates our service companies on relevant market developments and insights gained from the use of pilot vehicles. This effective intra-group communication is particularly important, as TOI TOI & DIXI does not operate a centralized fleet management system, and individual companies are largely responsible for managing their own vehicles.

When it comes to developing electric vehicles, our vehicle technology team works closely with other vehicle manufacturers. This is yielding tangible results: We deploy our fully electric service vehicles in city centers to help reduce both greenhouse gas emissions and noise pollution in these heavily built-up areas.

However, due to limited battery capacities and the resulting range constraints, there is still only limited scope for using electric-drive vehicles for longer journeys and service operations that require flexible deployment planning.

GRI 2-4, 302-1, 302-4, 305-1, 305-5

To support longer operating distances, we have therefore developed a hybrid service vehicle that combines the advantages of electric and combustion technologies. The vehicle's installed superstructure systems, such as the vacuum pump and high-pressure cleaner, are fully electric and powered by a separate battery system. This expansion of our service fleet helps further reduce emissions in our operational activities without compromising on performance or operational flexibility.

Reducing our travel distances makes sense economically and is an effective way to lower greenhouse gas emissions. We plan and manage our routes using two key metrics: 1) the number of service stops (i.e., the number of stops at individual portable toilets), and 2) the distances between service stops.* In 2025, the amount of CO_2e emitted between service stops averaged 3.0 kilograms (2024 :3.0)**.

The service stops and corresponding routes taken by our service vehicles depend on the nature of the service orders we receive and the geographic distributions involved. Large events and construction sites, for example, make for a denser network of individual service stops and hence shorter travel distances. In the 2025 financial year, orders that involved servicing smaller numbers of portable toilets increased slightly compared with the previous year. Thus, between 2024 and 2025 the order situation resulted in an increase in the total number of service stops from 14,206,322 to 14,760,998 (+3.9%), while the average distance between service stops increased from 4.6 to 5.0 kilometers (+8.7%).

Our medium-term goal is to optimize routes to reduce the average distance between service stops by 5% compared with 2023 *(see "Operational sustainability program" table, p. 29)*.

Reducing energy consumption and emissions at our operational locations

Energy is required at multiple points across the 372 locations of the operating companies consolidated in this report. It is needed for heat and lighting in buildings; for cleaning, maintaining, and storing portable toilets and containers; for maintaining our vehicles and producing modular vehicle superstructures; and for many other activities. Individually, not all of these activities are energy-intensive, but collectively they are material to our overall energy consumption.

The production of plastic components for our portable toilets accounts for a significant share of our energy demand, which is why we are

** In 2024, route planning and analysis were based on the number of vehicle stops at service sites and the distances traveled to and between those sites. However, the number of "service stops" per portable toilet is a more meaningful metric, as a single service site (e.g., a large festival event or construction site) can have multiple portable toilet units).*

*** This figure is calculated as the sum of the fuels (quantity of gasoline, diesel, natural gas, and LPG) and electricity consumed to power the vehicle fleet, multiplied by the applicable emission factors, divided by the number of service stops.*

GRI 302-1, 302-4, 305-5

continuously working to optimize energy use at the relevant locations. At our German production location, the acquisition of an electrically powered machine has reduced energy consumption by around 30% compared with the previous machine.

In 2025, we finalized plans at our Italian location to convert part of a system from hydraulic to electric drive technology. The conversion is scheduled for 2026 and is expected to deliver energy savings of around 47.5% compared with the current technology.

We are also reducing greenhouse gas emissions by purchasing certified renewable energy for our heat, cooling, and electricity needs. Our procurement is aligned with this approach. For example, in 2025, we concluded a new framework agreement with a green electricity supplier for several of our locations in Germany. Across the group, energy procurement is managed independently by the national operating companies. Data submitted to the central sustainability management team for 2025 confirms that the group is continuously increasing the renewable share of its total energy use.

As well as this, we are investing in self-generation of renewable energy. In 2025, photovoltaic arrays installed on leased and company-owned roofs generated a total of 420,121 kilowatt-hours of green electricity (2024: 393,064), representing an increase of almost 7%.

Through our own solar power generation, more targeted procurement, improved lighting concepts, and optimized heat and cooling systems, we aim to gradually improve energy efficiency across our locations and reduce greenhouse gas emissions.

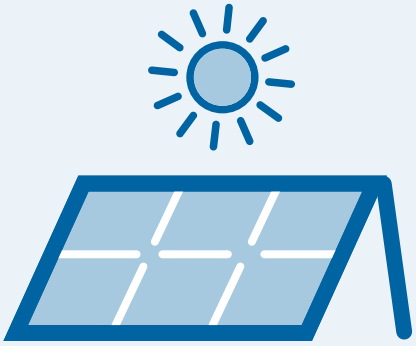
At many locations, our ability to achieve our goals does, however, depend in part on the cooperation of the lessors of the properties in question. Our practice, therefore, is to share our learnings with our partners and foster open communication with them so that we can all work together in the interests of sustainability and the climate.

Green electricity from the roof

420,121 KWh

In 2025, green electricity was generated on the roofs of TOI TOI & DIXI units using photovoltaics. Compared to the previous year, his represents an increase of nearly

7%



GRI 303-5

Water

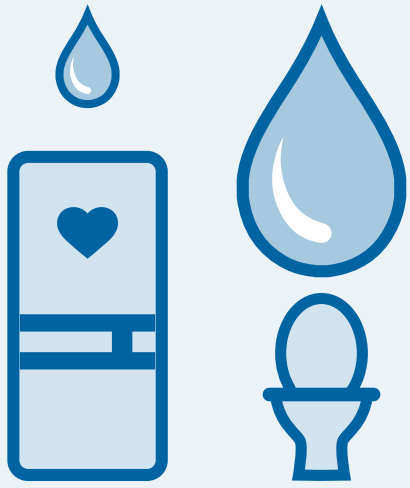
Water is essential to our core business, where it is needed not only for using but also for cleaning our portable toilets and containers. A significant volume of water consumption arises from filling wastewater tanks and from use of the wash basins permanently installed in many of our portable toilets *(see "Portable toilets with wash basins and hand sanitizer dispensers," p. 34)*.

Of course, the importance of water extends far beyond our business model and the use of our products. It is therefore extremely concerning that this resource is becoming scarcer at many locations due to climate change. This fact further strengthens us in our resolve to systematically reduce water consumption across our operations.

As a long-standing partner to the construction industry, we have, since 2025, also been offering an efficient solution for treating contaminated construction site wastewater *(see "Construction site wastewater treatment," p. 48)*.

Water-saving portable toilets

FIt takes between 10 and 15 liters of water to prefill the wastewater tanks of our portable toilets. Since conventional flushing toilets use between 3 and 7 liters per flush, portable toilets already achieve water savings after an average of just 3 uses.



Water consumption and conservation

In 2025, we aligned the definitions used in this area with the requirements of the European Sustainability Reporting Standards (ESRS). We now focus on freshwater as a whole and no longer categorize drinking water separately.

In 2025, our total freshwater consumption from operational processes amounted to 300,050 cubic meters (2024: 339,948). Our water intensity, defined as water consumption in cubic meters per million euros of turnover, was 411 (2024: 464).

GRI 303-5

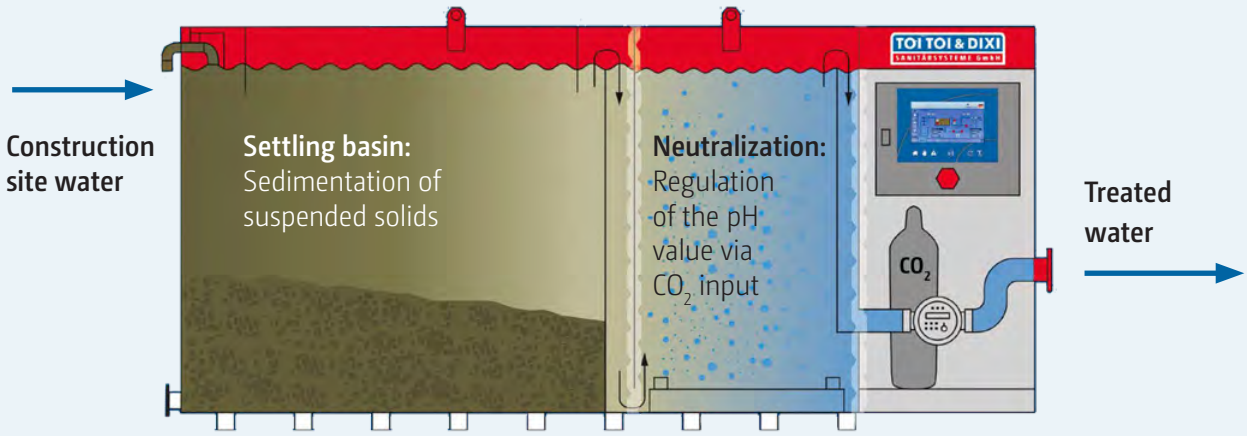
We have pursued our consumption reduction targets here by analyzing our requirements and through measures such as improved filling systems and more efficient pressure washers. Not only do these optimizations save water, they also have the further positive effect of reducing the weight carried by service vehicles, thereby lowering fuel consumption.

Construction site wastewater treatment

In 2025, TOI TOI & DIXI successfully developed its "watercourse protection" business area in the German market. We offer customers specialized portable units that remove suspended solids from construction site wastewater and use CO_2 to neutralize its alkalinity. Treated water from construction sites can then be discharged into the sewage system.



Water protection in two steps:



GRI 306-2, 306-5

Waste

Our core business generates wastewater and waste. We therefore follow the principle of avoiding, reducing, and recycling. While complete avoidance is not always possible, we remain committed to continuous reduction and effective recycling.

Wastewater disposal

At all our locations, wastewater is disposed of in accordance with the highest quality standards, in compliance with the respective disposal licenses and via official disposal channels. In this way, we ensure that the environment is not unnecessarily burdened by our wastewater disposal practices. Last year, across our core business, a total of 513,832 cubic meters (2024: 504,277 cubic meters) of wastewater was disposed of at wastewater treatment plants.*

Managing our waste

In managing our waste, we follow the waste hierarchy, with waste prevention accorded the highest priority, followed by reduction and proper disposal. In practice, however, effective waste management is often only possible in cooperation with partners.



Our sanitary containers can be installed at all sorts of locations, with or without a waste water connection. To ensure environmentally responsible and efficient waste water disposal in such situations, we have a fleet of state-of-the-art suction vehicles.

** Freshwater and wastewater volumes vary across our core business depending on customer behavior, product type, and product use. At sites with direct local freshwater and wastewater connections, the volumes of freshwater used in sanitary containers and the volumes of wastewater generated are not included in the calculation of our KPIs.*

GRI 306-2, 306-5, 308-1

We avoid waste by purchasing products with minimal packaging. For hygiene products, however, there are limits, as strict safety regulations mandate high packaging standards, particularly in the case of soaps and hand sanitizer. Our core products – primarily portable toilets, containers, and wastewater treatment and monitoring systems – are delivered without any additional transport packaging. As a result, waste generated during service operations is limited to the outer packaging and residues of hygiene and cleaning products.

Where waste is generated in the course of our service runs, it is collected by our employees and properly disposed of. Compliance with all environmental standards and disposal requirements mandated for specialized waste management companies is a matter of course for us.

We comply with legal requirements for waste separation and collection, and we implement separation systems based on the logistical and organizational conditions at our service locations. However, we occasionally face limitations in this area, as many of our service locations are on multi-tenant leased sites where other tenants also generate waste and collect it via a shared container system. In addition, in some cases, the shortage of space limits options for setting up separate waste collection containers. This can lead to certain logistical and organizational challenges. We address these challenges through clear communication and close cooperation around waste separation and disposal.

We also depend on the cooperation of municipal and commercial waste disposal companies. These stakeholders do not always provide reliable data and information – such as details of volume-to-weight calculations and waste disposal channels. There is still considerable potential for improvement in this area.

To date, we have only partially achieved our goal of implementing a standardized waste management system across Germany. This is because of the extreme diversity of the challenges we face at our various locations, and because in some cases implementing standardized approaches across all local processes is highly complex. Nevertheless, we have made progress in this action area. At several locations, we have systematically categorized our waste according to type and volume, based on the > *German Ordinance Implementing the European Wastes Catalogue* (Abfallverzeichnis-Verordnung, AVV).

In addition, our waste management processes now include the following standardized steps:

- Separating, classifying and documenting our generated waste according to categories such as paper, lightweight packaging and recyclables, hazardous materials, residual waste, etc.
- Using accounting data on historical procurement and waste disposal volumes
- Preparing forecasts for future waste volumes
- Conducting location-specific analysis of drivers of waste generation
- Developing, planning, and implementing targeted measures

Chemicals

Effective hygiene requires the use of disinfectants and cleaning agents. We are nevertheless working to reduce the use of these chemical substances to the absolute minimum.

The sanitation chemicals we use contain active ingredients that are harmless to humans and the environment when used correctly. The biocides used break down into harmless substances within their period of application and can thus be disposed of using standard processes at municipal sewage treatment plants.

All cleaning and sanitation agents used by TOI TOI & DIXI are thoroughly checked with reference to safety data sheets and > *Chemical Abstracts Service* (CAS numbers) and entered in a comprehensive, in-house chemicals register. Our standard procedures also include checking all chemicals that we use against the latest requirements of the European > *REACH regulation*.

Biocide-free sanitation chemicals

We avoid using biocides in cases where our portable toilets are cleaned daily as part of our services. In other cases, we generally use sachets containing biocides.

As an alternative, we offer our customers a bio-based, biocide-free product which, although less effective than the biocide-based variant, still meets the required standards of hygiene throughout longer cleaning intervals. Biocide-free-sachets are also used as standard whenever our portable toilets are deployed in nature reserves.

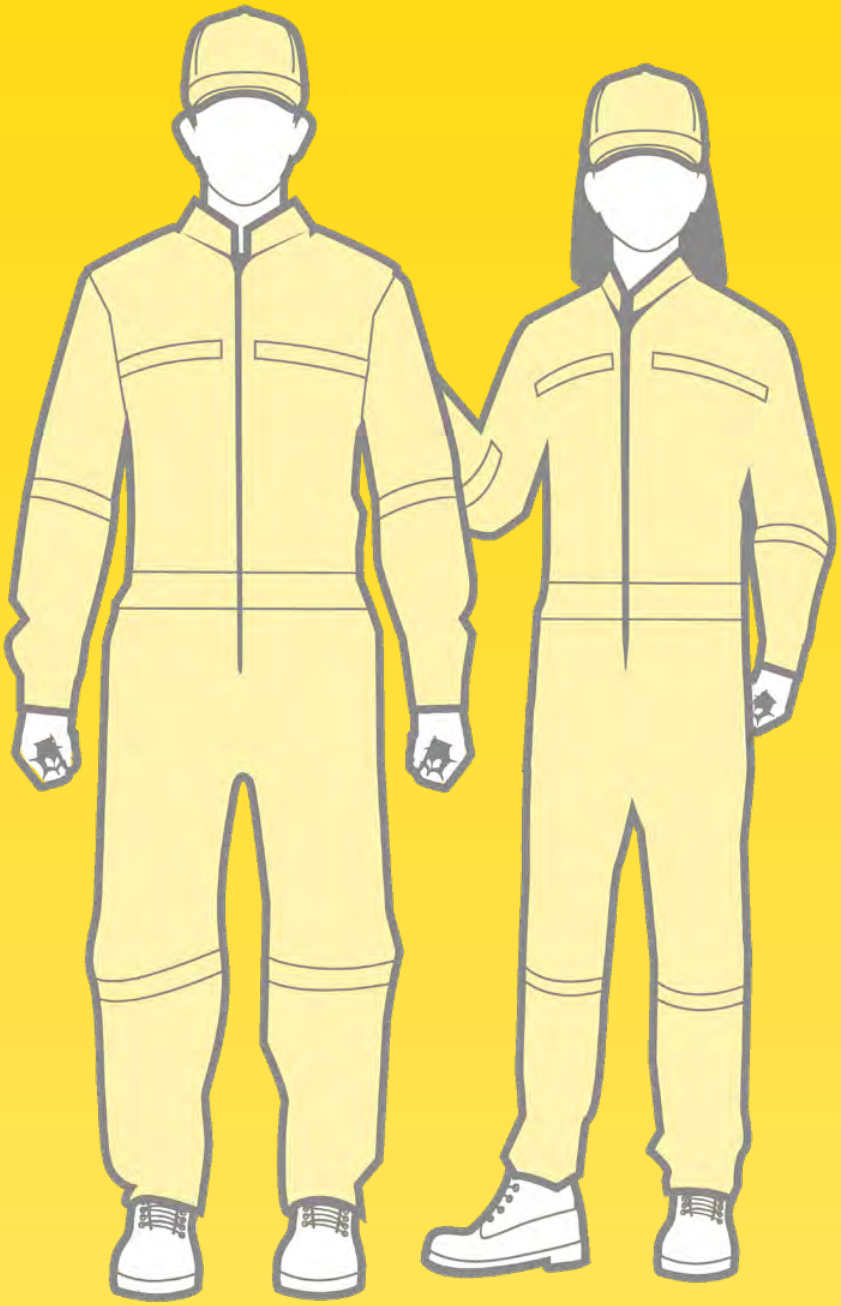


Additional alternative, biocide-free sanitation chemicals are currently being developed and tested in Germany. The success of the tests depends on various factors, such as ambient temperature. Temperature is important because during colder periods of the year, reduced bacterial growth and odor formation allow the temporary use of biocide-free products.

We remain committed to our goal of increasing the use of more eco-friendly substances in toilet services and reducing the use of biocides. To track our progress here, we collect data on the quantities of sanitation chemicals used. By the end of 2027, we aim to increase biocide-free sachets to at least 15% of our total use in Germany.

GRI 2-7

Employees



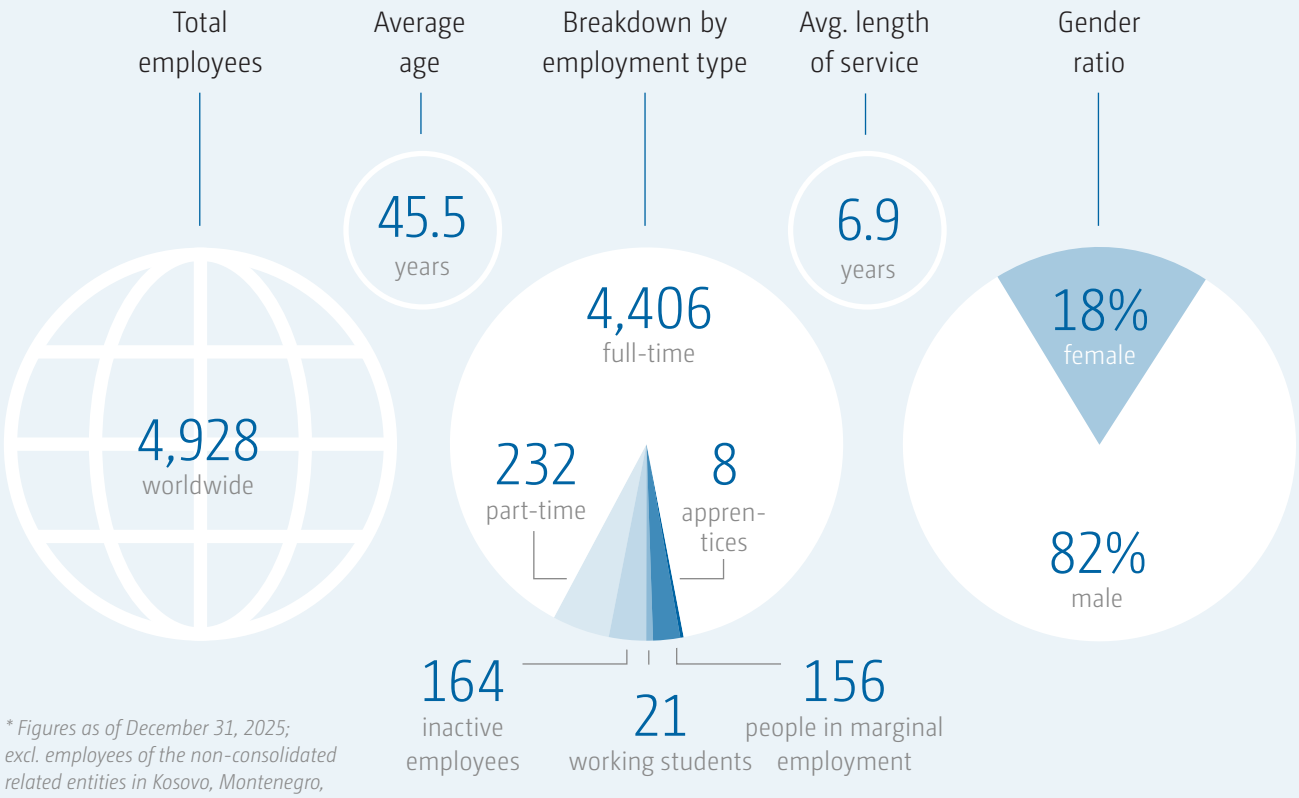
Fostering a supportive and respectful workplace where employees feel valued and can grow is fundamental to our company's success. We therefore continuously work to improve our performance in the action areas of "Occupational health & safety management," "Training & professional development," and "Diversity, respect & integration."

GRI 2-7, 401-1, 403-6

Occupational health & safety management

To ensure that everyone at TOI TOI & DIXI has a healthy working environment, we approach occupational health and safety management in a way that is holistic while also catering to the individual needs of each employee. Our core business includes regular cleaning of portable toilets – an activity that requires special health protection measures. These measures include equipping all locations with hygiene products and taking precautions against infections through special personal protective equipment, regular medical examinations, and vaccination offers.

Workforce in figures*



** Figures as of December 31, 2025; excl. employees of the non-consolidated related entities in Kosovo, Montenegro, North Macedonia, Serbia, and Ukraine*

GRI 2-4, 2-7, 2-25, 403-5, 403-6, 403-9, 403-10

Reducing the accident rate

In the 2025 reporting period, the average sick leave taken per employee was 15.8 days (2024: 13.0); and work-related injuries totaled 125 (2024: 113)*, resulting in 5,974 days of absence (2024: 6,690).

Across the group, the accident rate (work accidents x 1,000 / full-time employee headcount) in 2025 was 28.4 (2024: 23.6)*. Once again, there were no work-related fatalities in the reporting period.

A significant portion of TOI TOI & DIXI's operational activity is conducted outdoors, involves physical labor, and is often undertaken under challenging on-site conditions. This primarily relates to work performed at the sites where our portable sanitation facilities are deployed, where working conditions are often variable. At our own operating facilities, on the other hand, we have direct control over safety measures in the immediate working environment.

Personal protective equipment is made available to TOI TOI & DIXI employees for all work locations and service sites as a matter of course. Wherever the work environment calls for personal protective equipment, its use is mandatory. In addition, wherever processes allow, auxiliary tools are provided, and potential hazards are reduced through modern work equipment. This includes, for example, the use of lifting platforms, which minimize physical workload during the loading and unloading of portable toilets. In this way, we implement technical optimizations worldwide and tailor work processes at the regional level in accordance with local conditions and legal requirements.

The negative trend in the accident rate compared to the previous year (see above) prompted us to take an even closer look at workplace risks and the causes of accidents and to address potential hazards in our core processes through internal preventive measures.

A key measure under "Occupational health & safety management" at TOI TOI & DIXI consists of raising awareness among employees of how they can protect their own health and that of their colleagues. In addition to regular training sessions, in the past year we significantly increased employee awareness regarding occupational health and safety through enhanced communication across various channels.

** In the 2025 reporting period, only reportable work-related injuries were included in the calculation. That is why the 2024 figure shown in the present report is lower than the 2024 figure shown in the report for the 2024 year. The same applies to the reported accident rate.*

GRI 2-7, 2-29, 403-5, 403-6, 404-1

Training & professional development

Coordinated, well-matched training and professional development is the key to a skilled and highly engaged workforce. We are therefore continuously expanding our in-house training and development offering in line with employee needs.

As well as fostering personal development for employees, this has a positive impact on our company's competitiveness. We therefore aim to foster a culture of lifelong learning and innovation within our organization.

Increasing needs-based training and education

Employees who are trained according to their needs and the requirements of our organization and stakeholders have the skills to strengthen TOI TOI & DIXI's position as an industry leader. For this reason, we design our training and education programs to be highly needs-based.

For us, training and education quality and regular learning content reviews are more important than the number of training hours. This is one of the reasons why the average number of training and education hours per employee may vary from year to year. In 2025, it stood at 4.3 hours (2024: 4.9 hours). In total, 21,082 hours of training were delivered (2024: 23,562).

Our departmental heads hold regular talks with employees to ensure that the training courses provided match actual needs and individual requirements. Overall training need is ascertained in close coordination with the executive officers of our operating companies. This structured approach enables us to identify our employees' strengths and interests, develop their abilities, and make optimal use of their skills.

Our central e-learning platform contains both optional and compulsory training courses that are integrated into our advanced training and continuing professional development portfolio. The platform is available in various languages to the employees of our companies in 30 countries. It has been designed so that specific training courses can be assigned to employees based on their individual needs. Consequently, our employees can undertake training programs that are precisely relevant to their needs, work areas, and duties.

In addition, the TOI TOI & DIXI Academy has been a certified training provider for the past three years, offering training and education programs for various target groups since 2024.

GRI 2-7, 2-29

We also have an arrangement with regional job centers operated by Germany's Federal Employment Agency (BfA) with a view to making the academy program available and attractive to potential external learners and hence enhancing the TOI TOI & DIXI employer brand.

Certified educational institution: the TTD Akademie



Detailed information about all educational offerings is available on the website > *www.ttdakademie.com*

GRI 2-7, 2-19, 405-1

Diversity, respect & integration

At TOI TOI & DIXI, diversity and respect are among the core values underlying our corporate culture. To ensure that these values are clear to all employees right from their first day on the job, they are reflected in the principles enshrined in our Code of Conduct.

We attach great importance to ensuring that our everyday dealings with one another are based on mutual respect at all times, regardless of gender, ethnic origin, religion, or cultural background. Our strength is built just as much on our differences as on what we have in common – a consideration of especial importance for an international company that employs people of many different nationalities.

We have established clear rules for our interactions:

- Our Code of Conduct is binding for all employees.
- We ensure that interactions within and between our teams are respectful.
- We encourage active and open knowledge-sharing between our employees.
- Experienced employees act as mentors for junior employees.
- It is not permitted for any of the following dimensions of diversity to cause any employee to be disadvantaged in terms of the duties they are given or the remuneration they receive: gender, nationality, ethnic origin, religion and worldview, disability, age, sexual orientation, and identity.

By communicating our values and rules with consistency and determination, we are facilitating a conflict-free corporate culture and smooth teamwork at TOI TOI & DIXI. In addition, equal treatment for all employees is continuously monitored and safeguarded by our HR and compliance management system.

Clear rules for respectful and conflict-free collaboration

The TOI TOI & DIXI Code of Conduct sets out not only company-wide compliance principles, but also a clear commitment to diversity, respect, and inclusion in day-to-day interactions. This framework is available in more than 30 languages.



GRI 2-7, 405-1

Increasing employee satisfaction

We gauge employee satisfaction through regular surveys. In 2025, a total of 1,492 participants answered survey questions about their length of service and their satisfaction levels with respect to various work situations.

The survey was also conducted in the years prior to that, with participation in 2024 open to employees at our locations in Austria, Belgium, Czechia, Germany, Italy, the Netherlands, Poland, Spain, and Switzerland. In 2025, the survey's scope of participation was expanded to include colleagues in Estonia, Latvia, and Lithuania.

We again selected the scientifically based Employee Net Promoter Score (eNPS) as the scoring system for the survey. It measures employee engagement and loyalty. The survey was made available to employees in a total of 12 languages, which improved comprehension and increased the response rate.

In addition to these scores, the survey also called for improvement suggestions. These were collected anonymously and discussed with team leaders and managers to collectively identify opportunities for future improvement. Based on these feedback rounds, specific improvement measures are discussed at our various locations and, where appropriate, implemented so as to constantly increase employee satisfaction.

GRI 2-26, 2-28, 2-29

Appendix

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Memberships & initiatives

As part of society, TOI TOI & DIXI listens to the concerns of various stakeholders and supports local communities – regardless of any direct commercial purpose. Furthermore, as a taxpayer, we also make an important indirect contribution to the social development initiatives of local municipalities.

For us, being the market leader means more than merely competing with other companies. It encompasses taking responsibility both for the positive transformation of our industry and for fair competition that rewards investment in sustainable technologies and business models. For the same reasons, we are also actively involved in various associations, initiatives, and organizations in manya countries.

Germany: In many regions of our core market, Germany, we are members of local chambers of commerce. We are also voluntarily affiliated with the waste, water and environmental service association > *Bundesverband der Deutschen Entsorgungs-, Wasser- und Kreislaufwirtschaft e. V. (BDE)*.

Austria: TOI TOI Mobile Sanitärsysteme GesmbH is a member of the waste management association > *Verband Österreichischer Entsorgungsbetriebe (VOEB)*, which advocates, among other goals, for circularity and modern resource management practices.

The Netherlands: DIXI Sanitary Services is an active member of > *Logistiek 010,* an initiative promoting cleaner, more efficient urban logistics in the interests of making the city of Rotterdam cleaner and healthier. Our colleagues in the Netherlands are also actively involved in a research project initiated and spearheaded by Wageningen University called > *KNAP.* The objective of the project is to identify potential solutions for increasing wastewater circularity.

Poland: Our colleagues at TOI TOI Polska are members of > *Stowarzyszenie Branży Mobilnych Toalet*, a national association of portable sanitation operators that advocates for modern standards in the sanitation services sector.

Czechia: Our colleagues at our national operating company in Czechia use their membership in various organizations to champion greater sustainability. These organizations include the music festival association > *FESTAS – festivalová asociace z.s.* and the construction industry association > *Svaz podnikatelů ve stavebnictví (SPS)*.

Latvia: Through its membership in > *Latvijas Personāla vadīšanas asociācija (LPVA)*, TOI TOI Latvija promotes best practices in personnel management. The association's mission includes fostering the creativity, innovativeness, and active involvement of its members.

Bulgaria: Our colleagues at Ekotoi Ltd. in Bulgaria are members of various associations, including the German-Bulgarian Chamber of Industry and Commerce. They are also supporters of the Bulgarian Diversity Charter co-initiated by the > *Bulgarian Diversity Charter des Bulgarian Business Leaders Forum (BBLF)*.

USA: TOI TOI USA Ltd. is a member of > *Portable Sanitation Association International (PSAI)*, an organization that provides information about the portable sanitation industry.

Switzerland: TOI TOI AG in Switzerland is a member of several organizations advocating for sustainable and fair business relationships. One such organization is > *Baukader Schweiz*, which focuses on protecting and promoting professional, economic, and legal interests, as well as supporting professional development and social connections within the construction industry.

Spain: TOI TOI SANITARIOS MOVILES, S.A. is a member of the portable sanitation association > *Asociación Española de Saneamiento Portátil (AESPE)*, which promotes and safeguards the interests of its members, who operate in the portable toilet manufacturing and rental sectors.

Italy: Our colleagues at Sebach are members of the waste and wastewater management association > *Associazione Nazionale Gestori Rifiuti Manutenzioni e Spurghi reti fognarie e idriche (ASPI)*, where they promote sustainable and efficient maintenance and cleaning of wastewater and water networks.

In 2025, our international companies' active involvement in social initiatives again went beyond mere compliance with national laws and regulations. Looking ahead, we will continue to share ideas and examples of social engagement and involvement in initiatives, with the intention of identifying best practices within the TOI TOI & DIXI Group, inspiring each other, and driving even greater sustainability in our business.

GRI 2-7, 303-5

Our contribution to SDGs

We support the > *Sustainable Development Goals (SDGs)* formulated by the United Nations as part of the 2030 Agenda. Our direct influence on the achievement of these global objectives is narrow in scope and focuses on the specific goals and corresponding targets listed below.

SDG	Description	Our contribution	Target Year
Clean Water and Sanitation. 	Ensure availability and sustainable management of water and sanitation for all.	Our core business is the provision of portable toilets and sanitation facilities. By ensuring access to clean and hygienic sanitation, we are directly contributing to achieving SDG #6. Our sanitation solutions are vital in areas with inadequate infrastructure or during emergencies such as natural disasters and refugee crises, where access to clean water and sanitation facilities is critical in preventing disease spread.	2030
Decent work and economic growth. 	Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.	By offering employment opportunities and fair pay to people from diverse social, cultural, and academic backgrounds, we are contributing to economic growth. Additionally, our services support events, construction sites, and public infrastructure projects – all of which contribute to economic growth.	2030
Sustainable cities and communities. 	Make cities and human settlements inclusive, safe, resilient and sustainable.	Our services contribute both directly and indirectly to the development of cities and communities. Specifically, we support local communities and ensure that people in temporary settlements or accommodations also have access to essential sanitation facilities.	2030

Key performance indicators

Our centrally controlled sustainability management framework collects relevant information and data from various departments across the organization both during and at the end of each reporting period.

Hence, for example, the reporting system yields monthly data from HR Management on employee numbers, churn rate, sick days, and training and professional development measures *(see "Employees," p. 52)*.

Similarly, we use existing reporting lines to gather weekly data and information on container and portable toilet inventory and utilization, our service vehicle numbers, the number of service runs conducted, and the number of kilometers driven by our own and leased vehicles.

The operating units provide data in traditional table formats, which are then compiled by the central Sustainability department and validated, analyzed, and evaluated in collaboration with Controlling.

That is not to say that data, on its own, is any guarantee of success in the transformation towards greater sustainability. But it is a vital starting point because we need to know exactly what we are consuming and what externalities we are generating before we can begin to identify causes and implement countermeasures. We are therefore continuing to raise awareness of data quality among all employees with responsibility for data collection and analysis. We are making these colleagues part of the solution.

Consolidated figures

Business figures

Data	Unit	Total			Comment
		2023	2024	2025	
Total turnover	million €	736	733	730	
Companies with implemented ISO 9001	number	24	23	23	
Companies with implemented ISO 14001	number	11	12	13	
Companies with implemented ISO 45001	number	6	7	7	
Violations of OECD Guidelines	number	0	0	0	
Contribution to SDGs	SDG number	3 (count)	3 (count)	3 (count)	Contribution to SDGs #6, #8, #11 *(see p. 61)*

GRI 301-2

Products & Services

Data	Unit	Total			Comment
		2023	2024	2025	
Delivered PTs, total	number	32,333	26,113	28,306	
Internally delivered PTs	number	22,879	6,043	3,179	
Internally delivered PTs with “Hygiene+” material	number	3,794	1,416	1,873	
Internally delivered PTs with at least 50% recycled material	number	320	1,416	881	
Internally delivered PTs with wash basins	number	13,881	2,852	2,010	
PT inventory	number	431,607	440,201	437,295	
PT inventory with wash basins	number	201,111	203,290	199,660	
PT inventory with no wash basins	number	226,496	236,831	237,635	
Disposed PTs	number	12,171	15,521	16,874	
PTs recycled	number	2,495	3,104	3,055	
End-of-life PTs used for new PT production	number	66	0	0	Pilot delivery of old PTs for internal recycling
Service stops	number	14,539,985	14,206,322	14,760,998	
Container inventory	number	32,587	34,936	36,621	
Service vehicle inventory	number	2,519	2,557	2,664	
Service vehicles with combustion engines	number	2,517	2,548	2,654	
Service vehicles with alternative drives	number	2	9	10	
Combustion-engine service vehicles registered since 2023	number	189	220	326	
Alternative-drive service vehicles registered since 2023	number	2	9	10	
Distance driven by service vehicles	kilometers	82,290,411	65,636,046	74,092,056	
Camera system inventory	number	0	0	441	
Inventory of wastewater treatment units	number	0	0	8	

GRI 302-1, 305-1, 305-2, 305-3, 305-5

Environment

Data	Unit	Total 2023	Total 2024	Total 2025	Comment
Total CO_2e emissions*	metric tons CO_2e	143,723	153,256	152,100	
Scope 1 CO_2e emissions*	metric tons CO_2e	51,105	48,719	47,592	
Scope 2 CO_2e emissions*	metric tons CO_2e	3,936	3,253	2,164	For details regarding calculation of Scope 2 CO_2e emissions according to the GHG Protocol, refer to the *"Measuring and reducing greenhouse gas emissions" section, p. 42*
Scope 3 CO_2e emissions*	metric tons CO_2e	88,682	101,284	102,344	For details regarding calculation of CO_2e emissions in the selected categories of Scope 3 according to the GHG Protocol, refer to the *"Measuring and reducing greenhouse gas emissions" section, p. 42*
Greenhouse gas intensity	metric tons CO_2e / € 1,000,000 turnover	195	215	208	
Total CO_2e emissions by service vehicles	metric tons CO_2e	44,091	46,911	44,622	Emission factors: 2.70 kg CO_2e/liter diesel 2.33 kg CO_2e/liter gasoline 0.24 kg CO_2e/kWh electricity
Total diesel consumption by service vehicles	liters	15,295,204	16,646,551	15,551,939	Calorific value of 10.4 kWh/liter corresponds to: 159,070,122 kWh (2023) 173,124,130 kWh (2024)
Total gasoline consumption by service vehicles	liters	1,194,987	815,527	815,527	Calorific value of 9.7 kWh/liter corresponds to: 11,591,374 kWh (2023), 7,910,612 kWh (2024)
Total electricity consumption by service vehicles	kWh	38,791	41,585	107,093	
Total energy consumption	kWh	206,165,942	190,658,644	190,315,377	Calculated on the basis of the energy carriers' calorific value
Energy consumption from renewable sources	kWh	966,579	1,244,574	3,164,779	Green electricity at properties
Energy consumption from fossil fuels	kWh	205,199,363	189,396,433	187,150,598	

** For the emission factors, we have used uniform factors for reasons of comparability and internal benchmarking, based on data from the U.S. Environmental Protection Agency (EPA), the UK Department for Environment, Food & Rural Affairs (DEFRA), and the International Energy Agency (IEA). Average values of all applied emission values were used for the total results of greenhouse gas emissions in Scopes 1–3.*

GRI 302-1, 303-5

Environment

Data	Unit	Total			Comment
		2023	2024	2025	
Total energy consumption at properties	kWh	21,825,116	23,519,776	23,432,884	
Total energy production at properties	kWh	188,829	393,948	420,122	Electricity production from installed photovoltaic systems
Total electricity consumption	kWh	10,733,561	8,645,280	10,429,617	
Total electricity consumption, DE	kWh	3,331,320	2,821,382	3,309,891	
Electricity consumption from grid mix	kWh	9,878,229	7,400,706	6,844,716	
Electricity consumption from grid mix, DE	kWh	2,794,346	2,287,070	2,932,985	
Total green electricity consumption	kWh	777,750	851,510	3,164,779	
Green electricity consumption, DE	kWh	536,974	534,312	376,906	
Locations with standardized waste management system, DE	number	0	0	27 (von 135)	
Total freshwater used	m^3	315,976	339,948	300,050	
Wastewater from services	m^3	582,077	504,227	513,832	
Standard sachets purchased in DE	number	4,080,000	4,368,000	4,749,040	
Biocide-free sachets purchased in DE	number	80,000	128,000	209,120	
Activities that have a negative impact on areas with vulnerable biodiversity	number	0	0	0	
Discharge of solid, liquid, or gaseous pollutants into bodies of water	metric tons	0	0	0	

GRI 2-7, 2-8, 401-1, 403-5, 403-6, 403-9, 403-10, 404-1

Employees

Data	Unit	Total			Comment
		2023	2024	2025	
Total employees	headcount	4,671	4,798	4,928	
Male employees	headcount	3,719	3,809	4,031	
Female employees	headcount	952	989	897	
Diverse employees	headcount	0	0	0	
Full-time employees, internal	headcount	4,128	4,098	4,284	
Full-time employees, external	headcount	103	100	122	
Part-time employees, internal	headcount	194	216	223	
Part-time employees, external	headcount	10	11	9	
Apprentices	headcount	39	32	8	
Working students	headcount	17	21	21	
People in marginal employment	headcount	144	156	115	
Inactive employees	headcount	149	164	146	
Average employee age	years	46	44,9	45,5	
Average length of service	years	7,0	6,8	6,9	
Total hours worked	number	7,575,493	7,150,918	7,409,784	
Work-related reportable injuries	number	158	113	125	
Lost days due to work-related injuries	number	6,135	6,690	5,974	
Work-related fatalities	number	0	0	0	
Accident rate	rate	33,8	23,6	28,40	
Sick days	number	73,736	62,287	77,754	
Training hours	number	18,756	23,562	21,082	
Average training hours per employee	number	4.0	4.9	4.3	
Participants in employee survey	number	1,148	1,112	1,492	
Employee Net Promoter Score	score	1	0	-6	
Net new hires	headcount	97	127	226	

GRI content index

TOI TOI & DIXI's Sustainability Report once again uses the standards of the Global Reporting Initiative (GRI) framework for the 2025 reporting cycle. The organization has reported in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025. This includes compliance with all GRI principles for high-quality and proper reporting, as well as all formal requirements.

No industry-specific standards applicable to TOI TOI & DIXI's business model currently exist; therefore, no statement is provided regarding omissions of industry-specific topics.

The content index refers, using the corresponding nomenclature, to the relevant information contained in the main body of the report.

GRI 1 used: GRI 1: Foundation 2021

GRI Standards	Pages in the 2025 Sustainability Report / other references	Comment	Alignment with the ESRS*
GRI 2: General Disclosures 2021			
Organizational profile and reporting practice			
GRI 2-1: Organizational details	5-8		ESRS 2 SBM-1
GRI 2-2: Entities included in the organization's sustainability reporting	5, 8, 9, 18, 27	See footnote on p. 9	ESRS 2 BP-1
GRI 2-3: Reporting period, frequency and contact point	9, 10, 19, 69		ESRS 2 BP-2
GRI 2-4: Restatements of information	8, 9, 12, 29, 30, 43, 45, 54	The report builds on the GRI Report 2024. Restatements of information and progress updates result from this at various passages.	ESRS 2 BP-2
GRI 2-5: External assurance	10		ESRS 2 GOV-5
Activities and workers			
GRI 2-6: Activities, value chain and other business relationships	5, 6, 7, 8		ESRS 2 SBM-1
GRI 2-7: Employees	5, 7, 8, 12, 13, 18, 26, 30, 52-58, 61, 66		ESRS S1-6
GRI 2-8: Workers who are not employees	66		ESRS S1-6

** In principle, there is a high degree of alignment between the GRI Standards and the European Sustainability Reporting Standards (ESRS). However, the ESRS tend to integrate content into overarching disclosure requirements and place greater emphasis on aspects such as governance, strategy, opportunities and risks, and double materiality. Consequently, a one-to-one mapping of the content of the two frameworks is not currently possible.*

GRI 2-30, 3-2

GRI Standards	Pages in the 2025 Sustainability Report / other references	Comment	Alignment with the ESRS
Governance			
GRI 2-9: Governance structure and composition	16-19		ESRS 2 GOV-1
GRI 2-10: Nomination and selection of the highest governance body			ESRS 2 GOV-1
GRI 2-11: Chair of the highest governance body	16, 17		
GRI 2-12: Role of the highest governance body in overseeing the management of impacts	16, 17		
GRI 2-13: Delegation of responsibility for managing impacts	16, 17		
GRI 2-14: Role of the highest governance body in sustainability reporting	16, 17		
GRI 2-15: Conflicts of interest	16		ESRS G1-1
GRI 2-16: Communication of critical concerns	23		ESRS G1-1
GRI 2-17: Collective knowledge of the highest governance body	16		
GRI 2-18: Evaluation of the performance of the highest governance body	17		
GRI 2-19: Remuneration policies	19, 57		ESRS 2 GOV-3
GRI 2-20: Process to determine remuneration	19		
GRI 2-21: Annual total compensation ratio	19		
Strategy, policies and practices			
GRI 2-22: Statement on sustainable development strategy	3, 4, 11, 12		ESRS 2 SBM-1
GRI 2-23: Policy commitments	8, 16, 17		ESRS 2 MDR-P
GRI 2-24: Embedding policy commitments	16, 17		ESRS 2 MDR-A
GRI 2-25: Processes to remediate negative impacts	13, 16, 54		ESRS 2 MDR-A
GRI 2-26: Mechanisms for seeking advice and raising concerns	14, 15, 23, 25, 59, 60		
GRI 2-27: Compliance with laws and regulations	13, 21-26		ESRS G1-1
GRI 2-28: Membership associations	59, 60		
Stakeholder engagement			
GRI 2-29: Approach to stakeholder engagement	15, 16, 19, 23, 25, 55, 59		ESRS 2 SBM-2
GRI 2-29: Collective bargaining agreements	68	The employment relationships at TOI TOI & DIXI are generally not subject to collective bargaining agreements. No exceptions to this could be determined for 2025.	ESRS S1-8
Material topics			
GRI 3-1: Process to determine material topics	11, 13-15		ESRS 1
GRI 3-2: List of material topics	12, 13, 68		ESRS 2 IRO-1
GRI 3-3: Management of material topics	18-30		ESRS 2 MDR

GRI Standards	Pages in the 2025 Sustainability Report / other references	Comment	Alignment with the ESRS
Topic Standards (GRI Standards 2016, unless otherwise stated)			
GRI 200: Economic Standards Series			
GRI 205: Anti-corruption			
GRI 205-2: Communication and training about anticorruption policies and procedures	13, 23		ESRS G1-3
GRI 300: Environmental Standards Series			
GRI 301: Materials			
GRI 301-1: Materials used by weight or volume	37		ESRS E5-4
GRI 301-2: Recycled input materials used	28, 35-39, 63		
GRI 302: Energy			
GRI 302-1: Energy consumption within the organization	22, 41, 45, 46, 64, 65		ESRS E1-5
GRI 302-4: Reduction of energy consumption	22, 29, 41, 44-46		
GRI 303: Water and effluents (2018)			
GRI 303-5: Water consumption	21, 22, 29, 47, 48, 61, 65		ESRS E3-4
GRI 305: Emissions			
GRI 305-1: Direct (Scope 1) GHG emissions	42-45, 64		ESRS E1-6
GRI 305-2: Energy indirect (Scope 2) GHG emissions	42, 64		ESRS E1-6
GRI 305-3: Other indirect (Scope 3) GHG emissions	42, 64		ESRS E1-6
GRI 305-5: Reduction of GHG emissions	29, 41-46, 64		ESRS E1-4
GRI 306: Waste (2020)			
GRI 306-2: Management of significant waste-related impacts	21, 29, 49, 50		
GRI 306-5: Waste directed to disposal	49, 50		ESRS E5-5
GRI 308: Supplier environmental assessment			
GRI 308-1: New suppliers that were screened using environmental criteria	23-25, 50		
GRI 400: Social Standards Series			
GRI 401: Employment			
GRI 401-1: New employee hires and employee turnover	53, 66		ESRS S1-6
GRI 403: Occupational Health and Safety (2018)			
GRI 403-5: Worker training on occupational health and safety	54, 55, 66		
GRI 403-6: Promotion of worker health	53-55, 66		
GRI 403-9: Work-related injuries	54, 66		ESRS S1-14
GRI 403-10: Work-related ill health	54, 66		
GRI 404: Training and education			
GRI 404-1: Average hours of training per year per employee	55, 66		ESRS S1-13
GRI 405: Diversity and equal opportunity			
GRI 405-1: Diversity of governance bodies and employees	57, 58		ESRS S1-9
GRI 406: Non-discrimination			
GRI 406-1: Incidents of discrimination and corrective actions taken	24		ESRS S1-17

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