ESG Report 2025

alsico®

Our impact

Thank you for reading our 2025 ESG Report.

We hope this document offers more than numbers and charts. We want it to offer insight into the choices we make, the challenges we face, and the direction we are committed to follow.

Bonjour. Goeiedag. Hello.

This is our fourth group-wide ESG report, covering the period from 1 January 2025 to 31 December 2025, and comparing our progress with our base year 2022 and the previous reporting years.

This report is complemented by our CSRD-compliant sustainability statement, which contains the full set of disclosures required under the European Sustainability Reporting Standards (ESRS).

While the CSRD report focuses on structured, detailed information, this ESG report provides context: how we approach sustainability in practice and how our actions evolve over time.

Both documents are based on the same data and analysis, but serve a different purpose. One ensures compliance, the other helps explain what that data means in practice.

In addition to our group-level reporting, we are developing more targeted reports at unit level. These reports will provide insight into local actions, performance and priorities, supported by selected GRI indicators.

This allows each unit to better understand its own impact, highlight initiatives on the ground and support more informed decisions.

Sustainability is not only managed at group level, it is built locally.

Our journey is not a perfect straight line. It never will be.

Real progress includes learning, recalibrating, and sometimes taking a step back in order to move forward. What matters to us is that every action we take (big or small) moves us toward reducing our negative impacts and strengthening our positive ones.

To prepare this report, we relied on the latest GRI and ESRS Standards, supported by data captured through Worldfavor®.

Emission factors were sourced from DEFRA, ADEME, AIB, CO_2 Strategy, and bAwear Score.

Our GHG data and methodologies were independently verified by SGS Belgium SA, who conducted audits at four of our sites: Alsico Group (headquarters), Alsico NV, Alsico Logistics, and Union Micronclean Co.,Ltd (see Annex IV)

Our hope with this report is that it helps you understand not only what we are doing, but why. And that, in reading it, you feel invited to walk alongside us as we keep working toward a better future.

Happy reading!

Pauline Latruwe
Sustainability Coordinator

Contents

1. Introduction

We know you're busy, and we know sustainability reports often feel overly technical or disconnected from day-to-day reality.

We wanted this report to be different.

We want to speak to you directly; as colleagues, as partners, and as people who care about the future of our industry.

Alsico has always been a family business. As brothers, and now as fathers ourselves, we feel the weight and the privilege of guiding a company that has been built through generations of hard work, trust, and commitment. The choices we make today don't just shape our business, they shape the world our children will grow up in. That responsibility is never far from our minds.

Over the past years, we've seen Alsico grow, adapt, and stretch itself in ways we're incredibly proud of. Whether it's the development of new garments with innovative fibres, the expansion of certifications across our sites, or the everyday improvements in how we manufacture, we see the commitment of our teams everywhere we look. And truly, that inspires us.

But we also want to be honest with you: this journey isn't easy. Some days, progress feels slow. Sometimes we're faced with uncomfortable questions about the realities of global manufacturing. Yet these are exactly the questions we need to keep asking if we want to be better tomorrow than we were yesterday.

What keeps us moving is simple: we believe in the people of Alsico.

We see the talent, the potential, and the willingness to grow, whether on the factory floor, in our offices, or with partners who challenge us to improve.

Our goals are ambitious

We want our garments to last longer, impact less, and support more.

We want every person in our supply chain to work in a safe and dignified environment.

We want to build a business that future generations can be proud of.

And we know we can't achieve this alone.
Your engagement, your feedback, and your willingness to walk this path with us makes all the difference.

This report is our way of opening that conversation. You'll find achievements we're proud of, challenges that still worry us, and plans that give us energy for the road ahead.

Please enjoy, and feel free to question us.
We welcome it.
We need it.

Thank you for being part of this journey, for your trust, your patience, and your belief that doing things the right way matters.

Warmly,

Gauthier Siau | CEO Alsico
Vincent Siau | Managing Director,
Alsico NV & Alsico Academy

“We exist to ensure the workers of the world can perform at their very best whilst doing all we can to protect the planet we live on.”

Alsico began as a small Belgian family business in 1934. Over the decades, it has grown into one of Europe’s leading workwear manufacturers, but size alone isn’t what defines us. What matters most is the purpose behind what we make.

From hospitals and laboratories to factories, workshops, and emergency services, our clothing is designed to help teams do their work safely, confidently, and comfortably. When people are equipped with the right protection, they can focus on what truly matters: caring, creating, building, repairing, serving. Workwear is simply the tool that helps them get there.

Today, Alsico owns and operates production units across 12 countries, employing more than 8.000 colleagues. This global footprint gives us both scale and perspective: the ability to combine local service and responsiveness with international experience, shared expertise, and continuous improvement. It allows us to offer solutions tailored to the specific needs of customers while staying connected to the realities and opportunities across our global value chain.

As a company, we recognise our role in shaping a fairer and more sustainable textile industry. We aim to contribute to an economy that respects planetary boundaries and protects basic rights.

This means integrating ecological, social, and economic considerations into the decisions we make every single day, from material choices to manufacturing methods to the way we support the people who work with us.

Our commitment to learning and improvement is strengthened by the work of the Alsico Academy, which brings together expertise from across the group to drive innovation, deepen knowledge, and challenge the status quo.

At Alsico, protecting workers and their world is not a project or a department.

It is the way we choose to operate and the responsibility we carry forward.

The world we operate in

- Headquarters
- Business unit
- Production unit
- Business and production unit

Our workers

Total Employees 8.170

Hours worked 17.107.881

Alsico Group Headquarters

Employees: 15

For more info see page 75-76

Alsico NV Business unit

Employees: 54

For more info see page 107-111

Alsico High Tech Business unit

Employees: 46

For more info see page 87-91

Alsico Laucuba Ltd. Business unit

Employees: 103

For more info see page 77-81

Alsico Iberia Business unit

Employees: 88

For more info see page 102-106

Alsico Czechia s.r.o. Business/production unit

Employees: 172

For more info see page 82-86

Alsico Hitec USA Business/production unit

Employees: 84

For more info see page 92-96

Cindico SA Business/production unit

Employees: 2.438

For more info see page 147-152

Carthafina Production unit

Employees: 961

For more info see page 122-126

Union Microclean Co., Ltd Production unit

Employees: 213

For more info see page 142-146

Htm confection Production unit

Employees: 944

For more info see page 137-141

E-Toile SA Production unit

Employees: 946

For more info see page 132-136

Diep Vu Co Ltd. Production unit

Employees: 1.510

For more info see page 127-131

Beltex M Production unit

For more info see page 117-121

Alsico Promex Production unit

Employees: 582

For more info see page 112-116

Alsico Logistics Logistics unit

Employees: 14

For more info see page 97-101

The world we operate in

The world is changing. Our work must change with it.

The world we depend on is built on a fragile balance between the carbon stored in forests and soils, the chemistry of the atmosphere, and the natural rhythms of ecosystems. For millennia, nature maintained that balance. In just a few generations, human activity has tipped the scale.

We cut down forests.
We burn fossil fuels.
We transform landscapes.

And in doing so, we also built industries (including our own).

At Alsico, our work connects raw material extraction, energy-intensive production, global logistics and distribution, and supply chains that stretch across continents. We know this gives us reach, capacity, and opportunity but it also means we carry a share of responsibility for the impact.

Where we stand in 2025

According to the Climate Action Tracker, current global policies still lead to a projected warming of around 2,6 °C by 2100 (far beyond the 1,5 °C pathway scientists consider safe).

That trajectory means more frequent and severe climate impacts: extreme weather, resource scarcity, disruptions to supply chains, pressure on ecosystems. Risks that can impact workers, material sourcing, production stability, and the people who make and wear our garments.

Even if all countries meet their current pledges, global warming remains likely to exceed 2 °C, illustrating how small differences in climate action today make huge differences for the future.

These facts remind us: this isn't a distant future scenario. It touches production, communities, and supply chains now. And it asks companies like Alsico to seriously reflect on what we produce and how.

Why this matters for us

As a global workwear manufacturer, the materials we source, the energy we use, the factories we operate, the logistics we mobilise,... All of this is tightly connected to global environmental and social risks.

What happens to the planet affects supply-chain resilience. What happens to ecosystems affects raw-material availability. What happens in production sites affects workers' health and their communities.

Our industry depends on stable ecosystems, fair labour practices, and predictable supply chains. If global warming, resource scarcity, or social injustice undermines those pillars, we all lose.

That's why recognising our own share of impact isn't about guilt. It's about accountability. It's about accepting that being part of the problem means committing to be part of the solution.

The future is still in our hands

Change is still possible. And it starts with choices: the materials we select, the processes we use, the way we treat people, the way we plan for long-term resilience.

If we act decisively by reducing material impact, improving energy efficiency, redesigning for circularity, eliminating harmful chemistry, and investing in the people who make our garments, we can help shape a world that is safer and more stable.

We rely on nature to produce, but we know we also trade on its stability. It's time to earn that privilege.

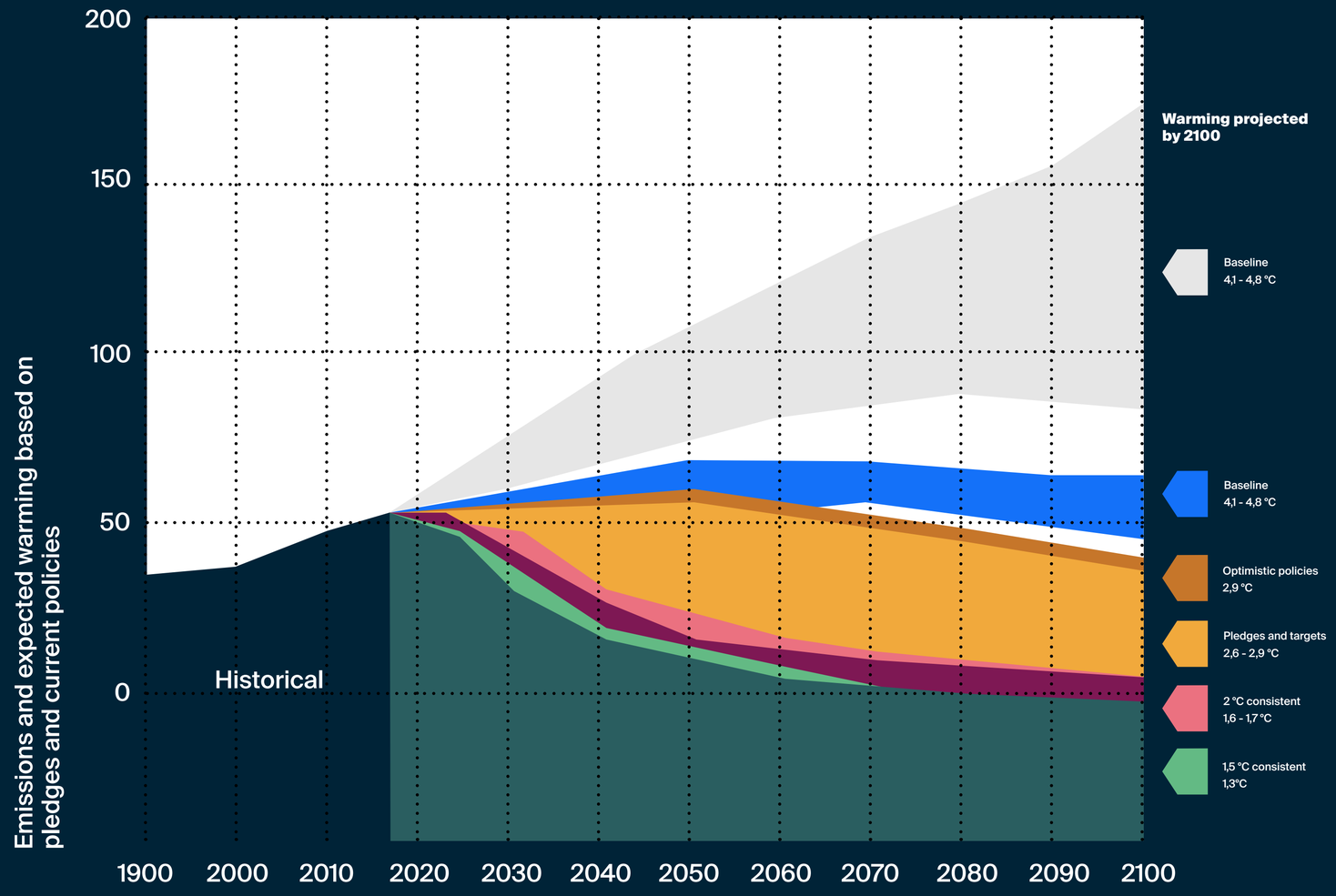
People first. Planet always.


“We rely on nature to produce, but
we also know we trade on its stability.
It’s time to earn that privilege.”

2100 warming projections

2100 warming projections. Emissions and expected warming based on pledges and current policies.

Building on the context provided on page 11, this graph illustrates how different global emissions pathways translate into different warming outcomes by 2100. It highlights the gap between current policy trajectories and the emissions reductions required to align with a 1,5°C future.



Source: Climate Action Tracker

Response

The better future system. A strategy that provides the pathway for our future.

In 2024, we introduced The Better Future System as our long-term sustainability framework. As a family business with more than 90 years of history, we created it to bring clarity, focus, and shared direction to the challenges our industry faces and to the responsibilities we carry as a global manufacturer.

But having a strategy is not enough. What matters is what we do with it.

That is why, in 2025, we moved from design to implementation by creating taskforces for each of our sustainability objectives. These taskforces bring together colleagues from across our units and countries.

Their purpose sounds simple: turn our goals into realistic, actionable progress.

They identify priorities, explore solutions, share knowledge across sites, and monitor results. By working together, they ensure that sustainability is not the work of one team, but of the entire organisation.

The Better Future System gives us direction. Our taskforces give us momentum.

Together, they shape how we work toward a better future.

Our objectives

Alsico's environmental objectives

EO1 | Phasing out virgin synthetics	9 12 13 15
EO2 | Renewable energy	7 9 12
EO3 | Product traceability	1 9 12 13 16
EO4 | Eco-design for products	9 12 13 14 15
EO5 | Eco-design for packaging	9 12 13 14 15
EO6 | Circular chemisty	6 9 12 13 15
EO7 | Sustainable transport	7 9
EO8 | Regenerative organic sourcing	9 12 13
EO9 | Biodiversity restoration efforts	14 15
EO10 | ARX	8 9 12 13

Alsico's social objectives

SO1 | Living wage	1 7
SO2 | Training and education	4
SO3 | Social due diligence assessment tool	9 3 8 10 16
SO4 | Hardship funds	9 13
SO5 | Equal opportunities	5 8 10 16

Alsico's goverance objectives

GO1 | Corporate governanace framework	12 17
GO2 | Certifications	12

Our objectives

Continuously working on making a positive impact on the environment and the people in our value chain.

Near-term goals

By 2027:
- DPP for all non PPE garments

By 2030:
- 40% preferred fibres
- Scope 2 is 100% renewable
- 100% eco-design of all non PPE garments
- 100% eco-design of all packaging
- 10% ZDHC circular chemistry
- 20% sustainable transport
- All business units have min. 1 bio-restoration project
- 50% of Alsico units have an ark-like initiative
- A living wage for the people at our own entities
- Min. 18 hours training/FTE/year
- SDD assessment at own entities and tier 1 suppliers
- SDD assessment at own entities and tier 2 suppliers
- Hardship fund at high risk units

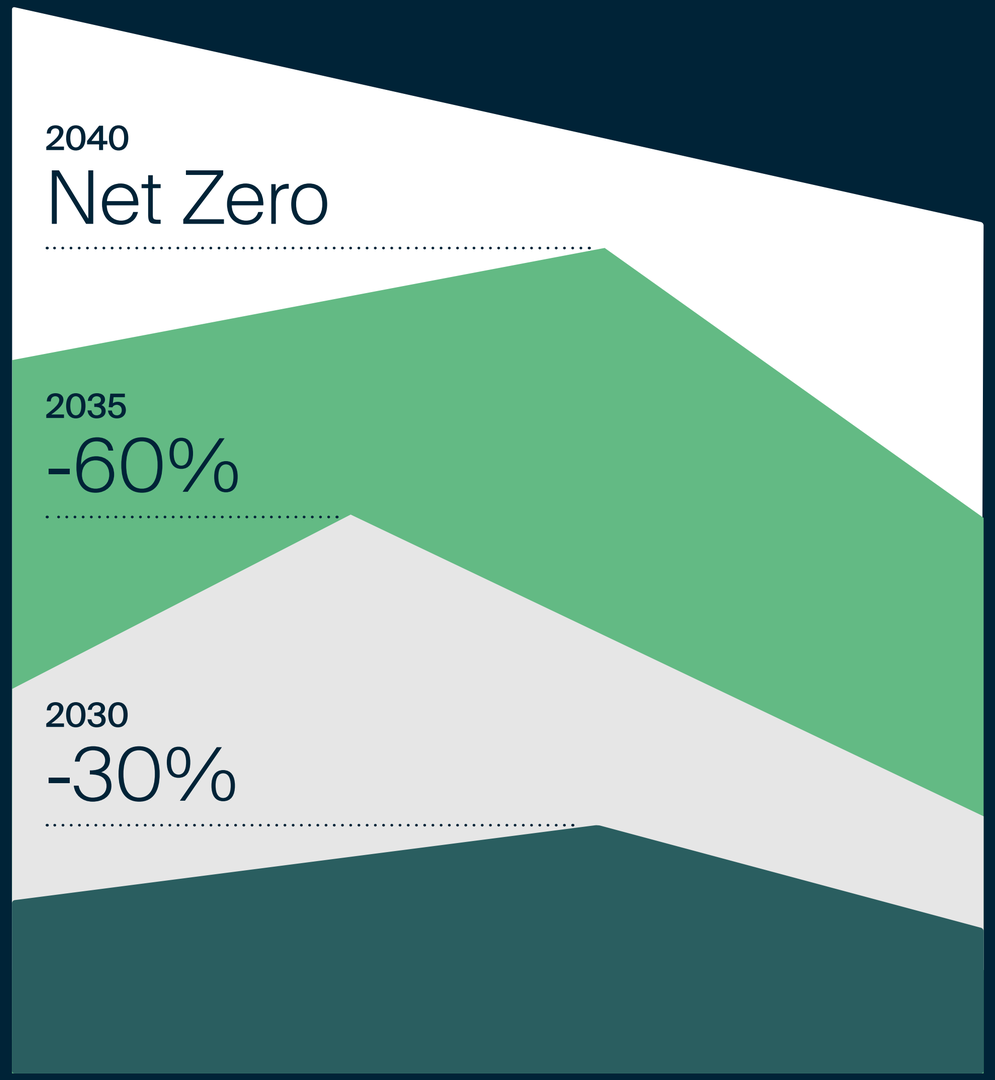
Mid-term goals

By 2035:
- 70% preferred fibres
- 50% renewable energy (scope 1)
- DPP for all garments
- 100% eco-design of all garments
- 80% ZDHC circular chemistry
- 80% sustainable transport
- 60% regenerative fibres
- All Alsico units have min. 1 bio-restoration project
- 70% of Alsico units have an ark-like initiative
- A living wage for own fabric tier 2 suppliers
- Min. 24 hours training/FTE/year
- SDD assessment at tier 3 suppliers
- Hardship fund at medium risk units

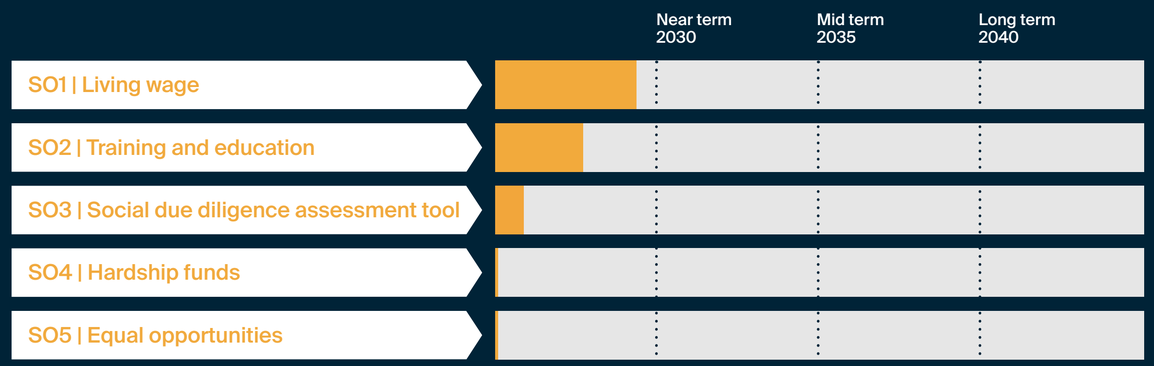
Long-term goals

By 2040:
- 90% preferred fibres
- 70% renewable energy (scope 1&2)
- DPP for all garments
- 100% eco-design
- 100% ZDHC circular chemistry
- 100% sustainable transport
- 100% regenerative sourcing
- All units contribute to the 10% emissions offsetting and support min. 1 life on land and marine life restoration project
- All Alsico units have an ark-like initiative
- A living wage for own fabric tier 3 suppliers
- Min. 36 hours training/FTE/year
- SDD assessment at tier 4 suppliers
- SDD assessment on the whole supply chain
- All units have a hardship fund

Onwards:
- Continuously working on projects, for example out tree-planting project



Objectives progress barometer



Understanding what matters most

Our 2025 Double Materiality Assessment

In 2025, we completed our first formal Double Materiality Assessment (DMA) in line with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). This assessment is a turning point for Alsico. It is the process that tells us (with evidence, with stakeholder insight, and with transparency) what truly matters across our value chain, and why.

While our sustainability strategy gives us direction, the DMA ensures that our actions are focused where our impact is greatest and where risks and opportunities are most significant. It is the lens that sharpens our priorities and strengthens our Better Future System.

How we conducted the assessment

Working with Karomia, we followed a structured, ESRS-aligned approach that evaluates both:

- **Impact materiality** the effect Alsico has on people and the planet
- **Financial materiality** the sustainability topics that may affect our business resilience and performance

The work began with a detailed identification of Impacts, Risks, and Opportunities (IROs) across our operations and full value chain. This included analysis of internal documents (sustainability reports, codes of conduct, risk assessments, sourcing data) and external sources (sector reports, regulatory frameworks, scientific studies).

To ensure credibility early in the process, BDO performed an external sanity check on the draft list of IROs, verifying sector alignment, completeness, and the clarity of topic definitions before stakeholders were engaged.

Engaging the people who know us best

A DMA is only as strong as the voices behind it.

Across our global footprint, we engaged 193 stakeholders, generating 2.102 responses, including surveys, interviews, and focus groups. Stakeholders included: employees, managing directors, customers, suppliers, NGOs, industry associations, financial institutions, and the Board of Directors.

This broad representation ensured that:

- operational realities were captured
- regional nuances were understood
- supply chain expectations were reflected
- financial insights were included
- end-user and societal concerns were heard

Stakeholders evaluated each IRO based on scale, scope, likelihood, irremediability, and financial implications. Weighting was then applied based on expertise, engagement method, and relevance per topic, creating a balanced and robust materiality outcome.

Understanding what matters most

Understanding what matters most

Scoring Methodology

193 stakeholders engaged across 8 distinct groups using a structured weighted scoring approach. Engagement covered both impact and financial materiality dimensions, with qualitative comment integrated to validate subtopic conclusions.

Scoring Weights

- Expertise level — high = 3 · medium = 2 · low = 1
- Engagement method — interview = 3 · focus group = 6 × participants · survey = 1
- All scores on a 1–5 scale, rescaled via MinMax normalisation for consistency

Aggregation & Scope

- Weighted average per ESRS topic using a topic–stakeholder group relevance matrix
- Impact materiality — broad base: employees, customers, suppliers, managing directors, board of directors, NGOs, industry federations & associations
- Financial materiality — finance-focused: board of directors, financial institutions

Thresholds

IM ≥ 3,05 · FM ≥ 3,90

Conducted on the Karomia platform in line with EFRAG/CSRD requirements

Employees

Surveys · Focus Groups

Highlighted high turnover rates, work-related injuries and excessive workloads. Stressed emissions tracking, renewable energy expansion and the need for transparency toward consumers.

Board of Directors

Surveys · Interviews

Highlighted circular workwear as a competitive advantage. Advocated for reducing water use and embedding ethical values in governance and transparent decision-making.

NGOs

Surveys

Stressed negative impacts of poor wages and working conditions on social well-being. Advocated for stronger labour rights protections and supply chain transparency across all tiers.

Customers

Surveys · Interviews

Underscored cotton's water and pesticide use. Urged supply chain mapping and supplier collaboration on environmental impact. Suggested digital product passports for downstream transparency.

Managing Directors

Surveys

Acknowledged financial risks from recruitment, training and reputational damage due to poor working conditions. Viewed higher compliance costs as long-term investments reducing corrective actions.

Financial Institutions

Surveys

Assessed financial exposure linked to ESG regulatory requirements including carbon pricing, energy transition costs and supply chain labour risks. Emphasised the importance of robust ESG data for credit and risk assessment.

Suppliers

Surveys · Interviews

Reported compliance with certifications (amfori BSCI, OEKO-TEX STeP) but acknowledged gaps in lower supply chain tiers. Flagged Scope 1 increases and water use in dyeing processes.

Industry Federations and Associations

Surveys

Provided sector-level context on sustainability standards and regulatory trends in the textile and workwear industry. Advocated for harmonised reporting frameworks and collective supplier engagement initiatives.

Understanding what matters most

Materiality

- ☐ Material
- ■ Not material

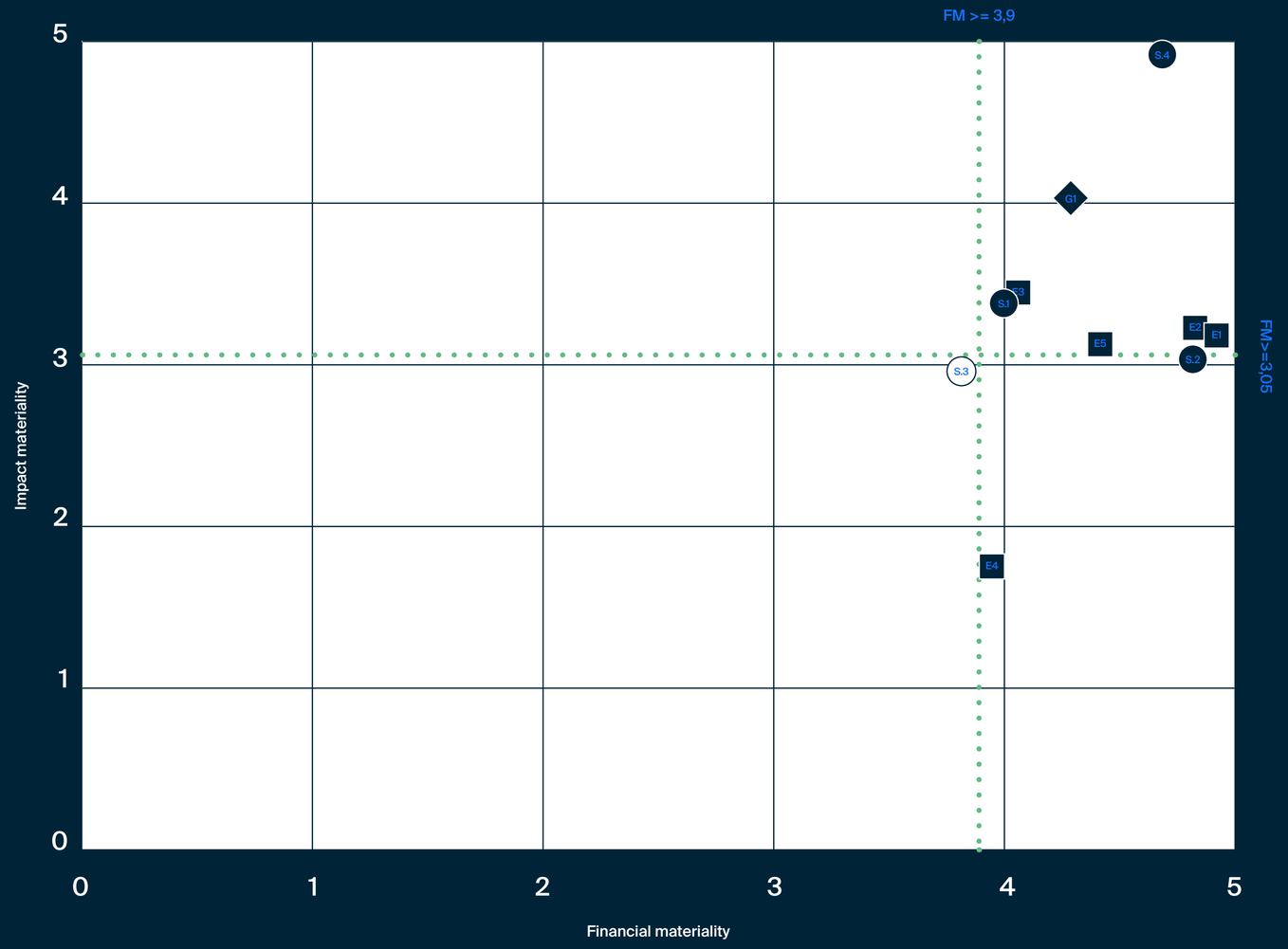
Category

- ☐ Environment
- ○ Social
- ◇ Governance

Topics

E1.1 GHG change
E2 Pollution
E3 Water and marine resources
E4 Biodiversity and ecosystems
E5 Circular economy
S1 Own workforce
S2 Workers in value chain
S3 Affected communities
(not material)
S4 Consumers and end-users
G1 Business conduct

Materiality Matrix - Topic Level



Understanding what matters most

Our 2025 Double Materiality Assessment.

What the DMA revealed

The DMA identified nine ESRS topics as material for Alsico. These include climate change, pollution, water and marine resources, biodiversity, circular economy, business conduct, own workforce, workers in the value chain, and consumers & end-users. Each topic is supported by detailed IRO scoring, qualitative insights, and stakeholder expectations.

Importantly, the DMA also required us to look again at several ESRS subtopics that scored just below the initial threshold. Through internal review (considering regulatory momentum, stakeholder comments, and strategic alignment) nine additional subtopics were reclassified as material, including substances of concern, equal treatment and opportunity, and information-related impacts for consumers.

This reflects a core principle of double materiality: materiality is not a mathematical exercise, it is a judgment shaped by context.

Material topics at a glance

What matters most, according to our 2025 Double Materiality Assessment

Here is a clear overview of the material ESRS topics identified through our 2025 DMA with Karomia. These topics represent the areas where Alsico has the most significant impact and where external conditions have the greatest potential to affect our business resilience.

This is our map: the issues we focus on, invest in, and build progress around.

Materiality

- Material
- Not material

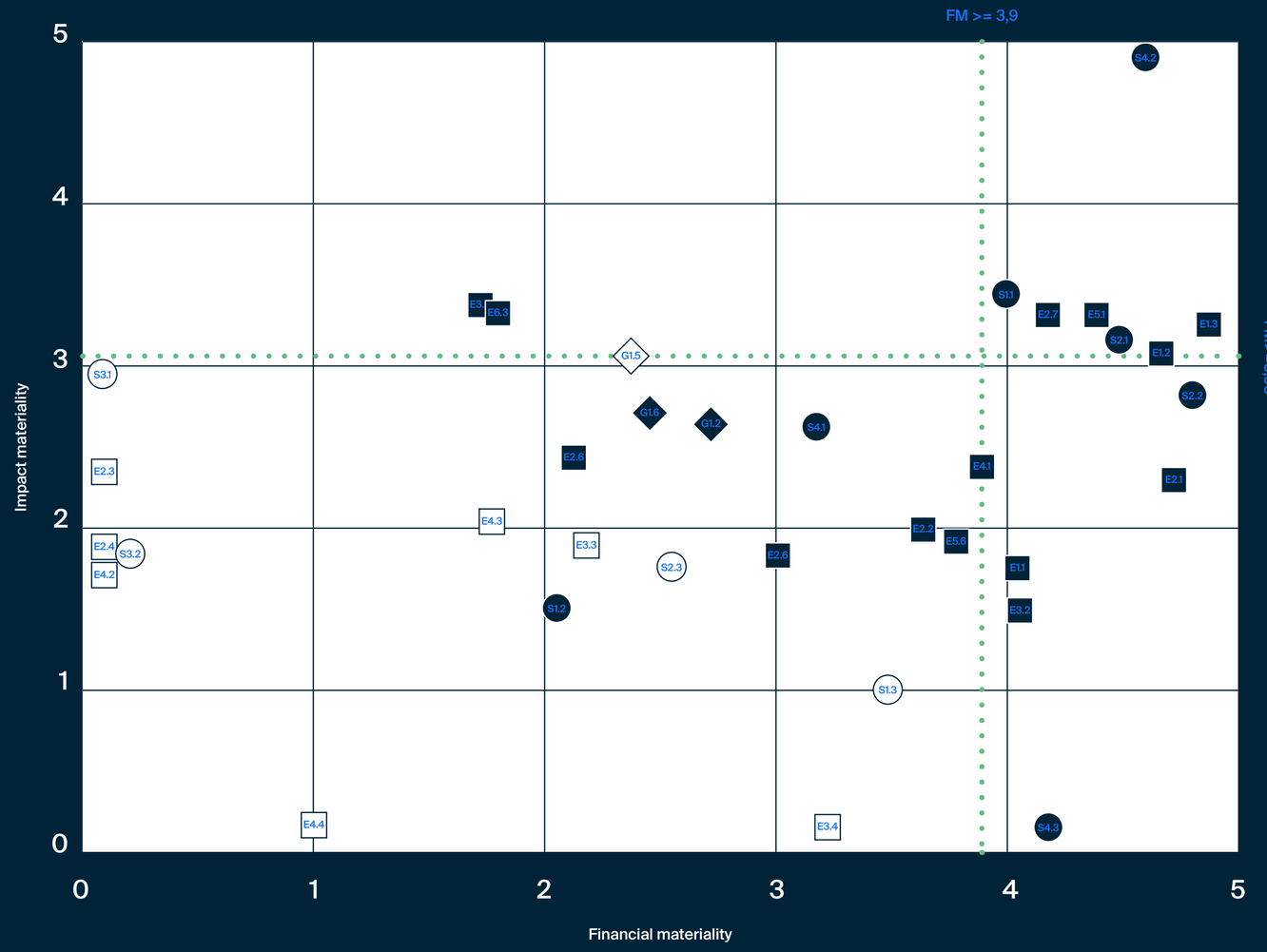
Category

- Environment
- Social
- Governance

Subtopics

E1.1 GHG / energy
E1.2 Climate adaption
E1.3 Climate mitigation
E2.1 Air pollution
E2.2 Water pollution
E2.5 Substances of concern
E2.6 Substance v. high concern
E2.7 Microplastics
E3.1 Water consumption
E3.2 Water withdrawals
E4.1 Biodiversity drivers
E5.1 Resource inflows
E5.2 Resource outflows
E5.3 Waste
S1.1 Working conditions
S1.2 Equal treatment
S2.1 VC working conditions
S2.2 VC equal treatment
S4.1 Consumer info impacts
S4.2 Person safety
S4.3 Social inclusion
G1.1 Corporate culture
G1.2 Whistle-blowers
G1.6 Anti-corrruption

Materiality Matrix - Subtopic Level



Material topics

9 of 10 assessed ESRS topics are material. S3 Affected Communities is the only non-material topic identified.

Thresholds: IM ≥ 3,05 and/or FM ≥ 3,90.

Environment (E)

E1 Climate Change

Insufficient GHG emission reductions and continued fossil fuel reliance create financial risk via CO_2 taxes and reputational damage. Climate-resilient workwear and comprehensive emissions tracking represent significant financial opportunities.

IM: 3,24 | FM: 5,00

E2 Pollution

Fibre production and logistics operations generate air pollutants. Release of microplastic fibres from synthetic textiles during production, use and end-of-life contributes to environmental contamination and human health impacts.

IM: 3,31 | FM: 4,73

E3 Water and Marine Resources

Excessive water consumption in upstream dyeing and wet-processing negatively impacts communities and ecosystems in water-stressed regions. Water withdrawals create regulatory and operational efficiency risks.

IM: 3,37 | FM: 4,07

E4 Biodiversity and Ecosystems

Cotton sourcing and petrochemical inputs drive habitat degradation and biodiversity loss. Regulatory and reputational risk rises as biodiversity legislation tightens.

IM: 2,37 | FM: 3,90 (defined as material by decision)

E5 Circular Economy

Reliance on virgin fibres creates regulatory risk as circular economy legislation tightens. Non-recyclable materials generate persistent textile waste at end-of-life. Circular product lines using recycled inputs represent a financial opportunity.

IM: 3,31 | FM: 4,39

Social (S)

S1 Own Workforce

Inadequate wages negatively impact employee well-being, contributing to high turnover rates. Financial risks from recruitment, training costs and reputational damage from poor working conditions are significant.

IM: 3,44 | FM: 4,00

S2 Workers in the Value Chain

Supplier non-compliance with labour standards creates financial risk. Equal treatment gaps in partner factories create regulatory exposure. Ethical sourcing practices represent an opportunity.

IM: 3,21 | FM: 4,81

S4 Consumers and End-users

Alsico's protective workwear delivers the highest positive impact of any assessed topic. Product safety gaps create liability exposure. Inclusive design represents a financial opportunity.

IM: 5,00 | FM: 4,61

Governance (G)

G1 Business Conduct

Ethical conduct, whistleblower protection and anti-corruption measures safeguard Alsico's governance integrity and underpin long-term stakeholder relationships.

IM: 4,03 | FM: 4,31

2. Environmental

Our emissions story

Understanding our footprint to reduce our impact.

Alsico's emissions footprint reflects the nature of our industry: global production, energy use across multiple countries, and extensive material flows.

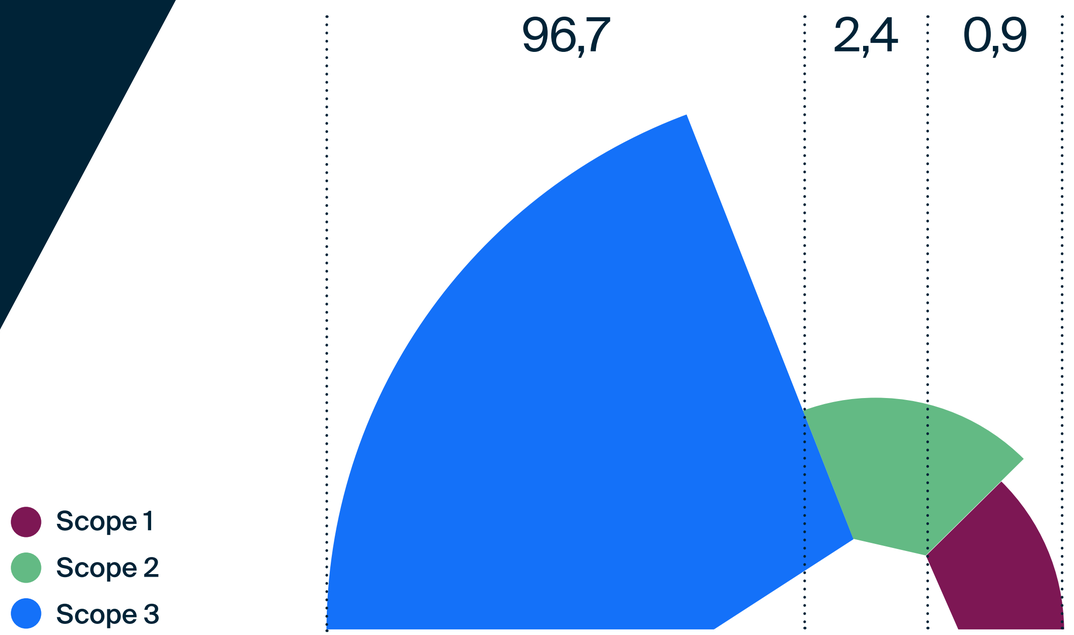
To reduce our GHG impact responsibly, we first need a clear and honest understanding of where our emissions come from.

Our emissions profile shows what is typical for textile manufacturers:

Scope 3 dominates our footprint.

This is the part of our impact we share with our suppliers and where collaboration is most essential. But before we talk about reduction, we start with transparency.

	2022		2023		2024		2025	
	Ton CO_2e	Share %	Ton CO_2e	Share %	Ton CO_2e	Share %	Ton CO_2e	Share %
Scope 1	827	0,6%	1.050	0,8%	934	0,7%	1.167	0,9%
Scope 2	3.791	2,7%	3.512	2,6%	3.314	2,5%	3.186	2,4%
Scope 3	134.540	96,7%	130.940	96,6%	126.398	96,8%	128.550	96,7%
Total	139.158	100%	135.503	100%	130.646	100%	132.903	100%



Our emissions story

Scope 1: What happens within our walls.

Scope 1 represents the emissions from sources we directly control: heating our buildings, fuel used in company vehicles, and operational processes in our facilities.

This is the smallest part of our total footprint. But it is fully ours.

Every improvement in energy efficiency, every shift away from fossil fuels, every decision to modernise equipment or electrify transport reduces this part of our impact. It is where responsibility feels most immediate, and where change is most tangible.

Where our scope 1 emissions come from:
(table with sources of scope 1 emissions)

The challenges we face

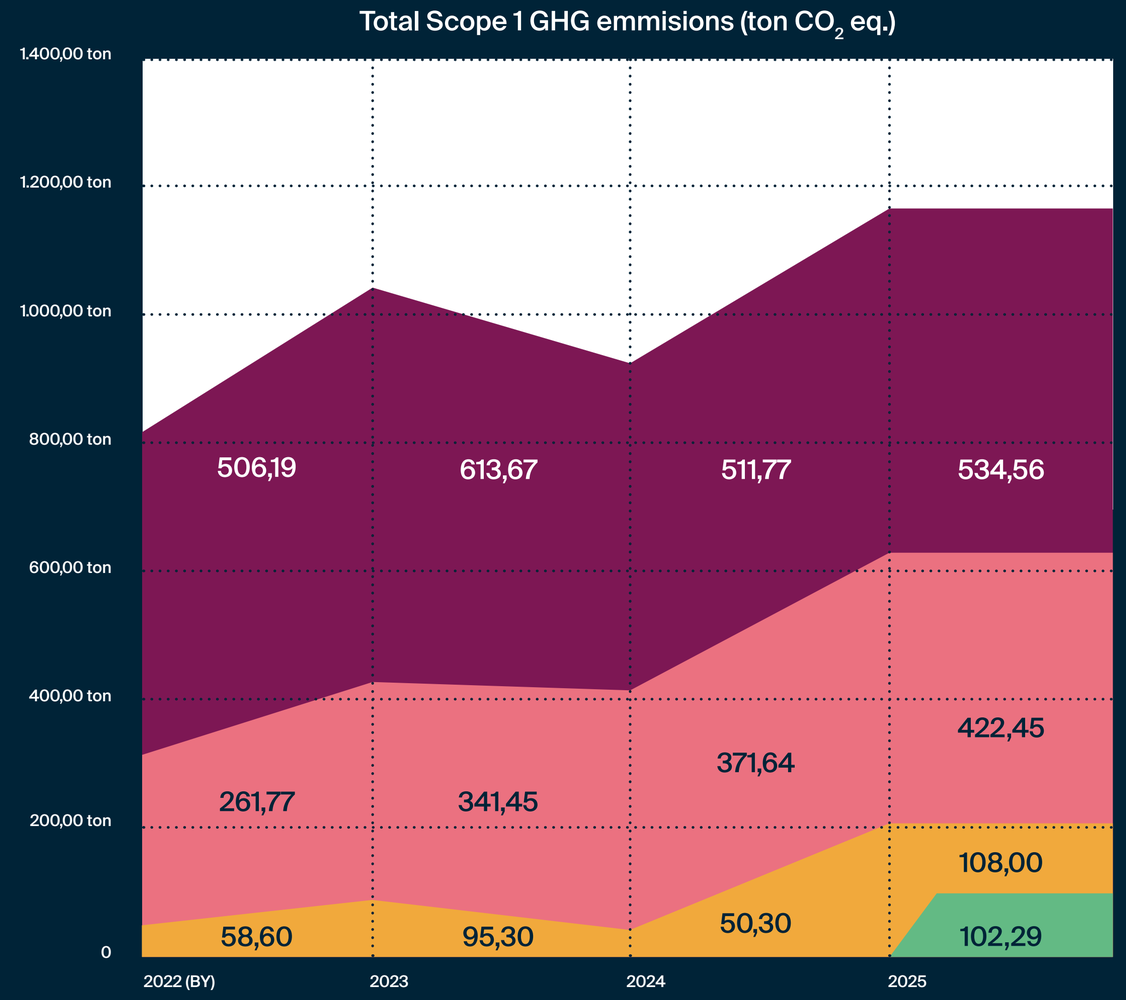
Reducing Scope 1 emissions is technically straightforward in theory but implementation differs per location. In some countries, electric vehicle infrastructure is still limited. In others, heating alternatives to fossil fuels are not yet economically viable or require significant investment.

Transitioning too quickly without stable alternatives could disrupt operations. Moving too slowly undermines climate ambition. Balancing both is part of responsible decision-making.

What we are doing

- Gradually electrifying company vehicles where infrastructure allows
- Improving energy efficiency in buildings
- Monitoring fuel consumption more accurately across units
- Phasing out outdated systems when feasible

This is all part of our Better Future Strategy.
Under EO2: Renewable energy.



Our emissions story

Scope 2: The energy we purchased.

Scope 2 represents the emissions linked to the electricity we use to run our sites, from production machinery to lighting, ventilation and logistics operations.

Unlike Scope 1, these emissions are shaped by the energy systems of the countries in which we operate. The same machine can carry a very different carbon footprint depending on whether it runs on coal-heavy electricity or a grid supported by renewables.

Where our scope 2 emissions come from

But not all of that electricity is purchased.

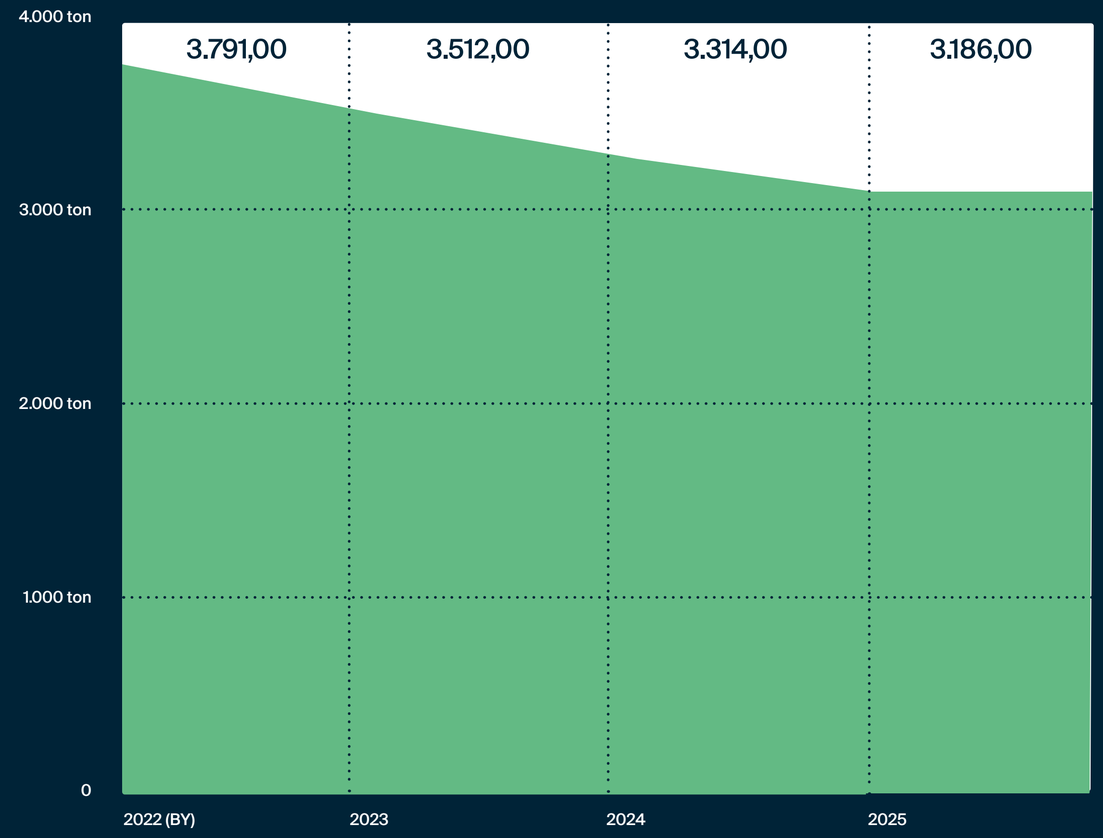
At several of our locations, we generate renewable electricity through on-site solar panels. Every kilowatt-hour produced on our roofs reduces our reliance on fossil-based grid electricity. It is a visible reminder that energy transition can start locally.

The challenges we face

Our ability to reduce Scope 2 emissions depends heavily on geography and on our capacity to generate or access renewable electricity, such as through on-site solar installations.

- In some countries, renewable energy contracts are accessible and affordable.
- In others, the grid remains fossil-intensive and renewable infrastructure is still developing.
- Solar installation is not always technically feasible due to building structure, ownership models or regulatory barriers.
- Energy price volatility can influence transition speed.

Total Scope 2 GHG emissions (ton CO_2 eq.)



Our emissions story

Scope 2: The energy we purchased.

This means that progress does not move at the same pace everywhere. What works in one country cannot always be replicated immediately in another.
What we are doing

- Expanding on-site solar production where feasible
- Increasing renewable electricity procurement when markets allow
- Monitoring electricity consumption per site to identify efficiency opportunities
- Improving energy efficiency in machinery and infrastructure
- Integrating energy considerations into investment decisions

Electricity is where climate ambition meets operational reality.

Every decision (from installing panels to replacing lighting systems) moves us incrementally toward a lower-carbon footprint.

1.744.062 kwh

amount of electricity produced by the Alsico Group in 2025 through solar pannels

Our energy in practice

At E-Toile SA, solar capacity was expanded with the installation of 96 additional solar panels and 72 batteries in 2025.
This brings the total to 312 solar panels, enabling an average production of 750 kWh per day, supported by battery storage with a capacity of 360 kW.

This investment contributes to reducing reliance on grid electricity and supports the transition towards lower-emission energy sources in daily operations.

96 additional solar panels

72 batteries

Our emissions story

Scope 3: The energy we purchased.

Scope 3 represents the emissions that occur across our value chain, before materials reach us and long after garments leave our facilities.

For Alsico, this is where the majority of our climate impact lies.

It reflects the reality of our industry: global sourcing, textile production, transport networks, and the lifetime use of garments in demanding professional environments.

Where our scope 3 emissions come from

Use phase (washing, drying and care) and end-of-life treatment are recognised as relevant lifecycle stages for workwear. However, due to variability in customer behaviour, data limitations, and methodological uncertainty, we do not yet include quantified emissions for these stages in our Scope 3 calculations.

We acknowledge that this means our current Scope 3 footprint does not represent the full lifecycle impact of our garments.

The challenges we face

Reducing Scope 3 emissions is complex because we do not control the systems that generate them.

- Supplier data availability and accuracy vary across regions.
- Lower-impact materials are not always available at scale.
- Innovative fibres can carry higher costs or limited supply.
- Transport routes depend on global logistics realities.
- Use-phase emissions vary significantly depending on how garments are washed and maintained.

Capturing reliable use-phase and end-of-life data requires assumptions about customer behaviour and disposal practices — areas where we currently lack consistent primary data.

Scope 3 requires collaboration, not control.
It demands long-term partnerships rather than short-term decisions.

What we are doing

- Improving the accuracy of material-level emission calculations
- Engaging suppliers to increase transparency and data quality
- Reducing reliance on virgin fossil-based synthetics
  Exploring lower-impact material alternatives
- Designing garments for durability to extend product life
- Evaluating methodologies to better estimate use-phase and end-of-life impacts in future reporting cycles

Scope 3 reminds us that climate responsibility extends far beyond our own operations.

It connects our design decisions, sourcing strategies, and customer relationships to the broader climate system.

Our current calculations reflect the most reliable data available today. Expanding the scope and precision of our footprint will remain a priority as our systems and partnerships mature.

	2022	2023	2024	2025
Raw materials (ton CO_2eq.)	125.703,00	121.864,00	115.136,00	116.594,00
Upstream transportation and distribution (ton CO_2eq.)	3.910,63	3.761,40	5.624,53	5.684,06
Downstream transportation and distribution (ton CO_2eq.)	515,84	529,51	986,22	1.206,95
Business travel (ton CO_2 eq.)	595,00	1.084,00	1.108,00	1.233,00
Employee commuting (ton CO_2eq.)	2.645,00	2.535,00	2.536,00	2.730,00
Capital goods (Office and factory machinery) (ton CO_2eq.)	420,00	413,00	384,00	429,00
Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2eq.)	330,00	287,00	191,00	129,00
Purchased goods and services (Office material) (ton CO_2eq.)	190,00	204,00	180,00	149,00
T&D losses from scope 3 fuel-and energy-related activities (ton CO_2eq.)	0,00	0,00	0,00	102,00
Water (ton CO_2eq.)	14,80	13,40	29,30	28,60
Waste generated in operations (ton CO_2eq.)	33,60	40,90	9,46	8,03

Direction

Climate direction

From measures to momentum.

Measuring our emissions
is not the end goal.

It is the starting point.

We use 2022 as our baseline year for greenhouse gas reporting. Since then, we have expanded our Scope 3 mapping, refined emission factors, and strengthened internal data systems. This gives us a clearer picture of where our climate impact truly lies and where action will matter most.

Our direction is straightforward:

- Reduce absolute emissions from our own operations.
- Lower the carbon intensity of the energy we use.
- Address the structural drivers of Scope 3 emissions, especially materials.
- Design garments that last longer and require fewer replacements.

We know that most of our footprint sits upstream in fibres and textile production. That means our climate strategy is inseparable from our material strategy. It requires innovation, supplier engagement, and a willingness to rethink long-standing practices.

Transition does not happen in a straight line. It depends on infrastructure, technology, cost, and partnership. But our ambition is clear: steadily reduce our reliance on fossil-based inputs and move toward a lower-carbon value chain.

Climate responsibility is not a one-year target.

It is a long-term commitment embedded in how we design, source, produce and improve.

Climate direction

What has changed because of this

Understanding our footprint did more than produce numbers.

It changed conversations.

Carbon is now part of discussions that were once focused solely on cost, performance or lead time. Material choices are evaluated not only on durability and safety, but also on their climate impact. Energy investments are assessed through both operational and environmental lenses. Supplier engagement increasingly includes data transparency and emission reduction pathways.

Scope 3, in particular, has shifted our perspective. It reinforced that climate action cannot sit within one department. It connects design, sourcing, production, logistics and sustainability in a way that demands coordination rather than isolation.

We are still learning. Our data systems are evolving. But climate considerations are now embedded in decision-making across the organisation, not treated as an afterthought.

From strategy to everyday practice

At Alsico Iberia, a Good Practices Committee was created to translate environmental objectives into concrete actions within daily operations.

The committee is composed of employees from different departments, bringing together perspectives from across the Spanish organisation. Its focus is on identifying practical improvements that can be implemented directly in the workplace. It goes from reducing resource use to improving waste management.

This has resulted in a structured approach to everyday environmental practices, supported by an internal guide shared with employees . The guide covers topics such as water and energy use, waste separation, responsible use of materials and promoting local sourcing.

Rather than focusing only on large-scale initiatives, this approach targets small, repeated actions, recognising that operational behaviour plays a key role in overall environmental impact.

Beyond Carbon

What leaves our process

Climate tells us how we affect the atmosphere.

This section looks at what may affect the air we breathe, the water we discharge, and the substances embedded in our materials.

In textile manufacturing, impact is not only measured in tonnes of CO_2. It is also measured in how responsibly chemicals are handled, how wastewater is treated, and how production systems protect the communities around them.

For Alsico, managing these impacts is not about reacting to regulation. It is about building systems that prevent harm before it occurs.

Cleaner air starts with cleaner energy

Air emissions in our operations are primarily linked to energy use, heating systems, machinery and logistics. While we are not a heavy industrial emitter, the combustion of fossil fuels in buildings and transport contributes to local air pollutants as well as greenhouse gases.

This is why our energy transition matters beyond climate.

By reducing fossil fuel use in our facilities and increasing renewable electricity generation, including through on-site solar installations, we lower both carbon emissions and associated air pollutants. Efficiency upgrades in lighting, heating and machinery further reduce the need for combustion-based energy.

The transition is not uniform across all countries where we operate. Infrastructure, cost structures and regulatory frameworks differ. But our direction is consistent: cleaner energy systems lead to cleaner air.

Beyond Carbon

Chemicals:
Preventing risk at the source.

Textile production relies on chemical inputs. Dyes, auxiliaries, coatings and finishing agents are part of creating garments that meet strict performance and safety requirements. Some of these substances are classified under international regulations as substances of concern or substances of very high concern due to their potential impacts on human health and ecosystems.

Managing these substances is not simply a matter of compliance. It is a matter of prevention.

Within our Better Future System, we have defined a clear objective: aligning our suppliers with the ZDHC Manufacturing Restricted Substances List (MRSL). The MRSL does not focus on testing finished products alone.

It restricts the intentional use of hazardous substances in production processes. This shifts the emphasis upstream, from reacting to contamination to preventing it from entering the system in the first place.

This approach strengthens control where it matters most: at the chemical input stage.

Prevention, however, is not only about restricting substances. It also means rethinking the processes where they are used.

In textile production, dyeing is one of the most resource-intensive steps, requiring significant amounts of water, energy and chemicals. By removing or reducing this step, the use of chemical inputs can be significantly lowered.

With zr0.dye, a development by Alsico High Tech, we eliminate the dyeing stage for white fabrics. This avoids the need for dyes and associated chemical processes, while maintaining the required performance of the material. As a result, water use, energy consumption and emissions are reduced, demonstrating how design choices can prevent impact before it occurs.

By 2026, Alsico Group will join the ZDHC Gateway. This step will enhance transparency, enable structured chemical data reporting and improve traceability across wet-processing suppliers. It marks a move from fragmented documentation to systematic chemical governance.

Chemical management is not static. Regulatory frameworks evolve. Scientific understanding develops. Substances that were once common may become restricted. Our responsibility is to anticipate these shifts rather than respond to them late.

Prevention reduces long-term risk, for workers handling chemicals, for communities near production sites, and for customers wearing our garments.

Reducing hazardous chemical inputs is not always visible in the final product. But it shapes the integrity of the entire production system.

Microplastics

Microplastics are no longer only associated with oceans. They have been detected in rivers, soil, the air and even in our blood. Their presence reflects a broader dependence on synthetic materials across modern industries.

As a manufacturer of professional workwear, synthetic fibres such as polyester remain part of our portfolio because of their strength, durability and protective performance. These properties are essential in demanding working environments. At the same time, synthetic textiles can release microfibres during production, use and washing.

Whether polyester is virgin or recycled, fibre shedding can still occur. The origin of the polymer does not eliminate the risk. Microfibre release depends on yarn construction, fabric structure, finishing processes, garment durability and washing conditions.

Measuring fibre shedding is complex. Many studies assess total fibre release (“lint”) rather than strictly isolating microplastics. For example, filtration methods capture mixed fibres, while smaller particles may pass through, and the composition is not always analysed, yet results are often reported as microplastics.

In addition, there is no globally standardised method that reflects real-life conditions. Laboratory results vary depending on methodology and assumptions, making comparison and benchmarking difficult.

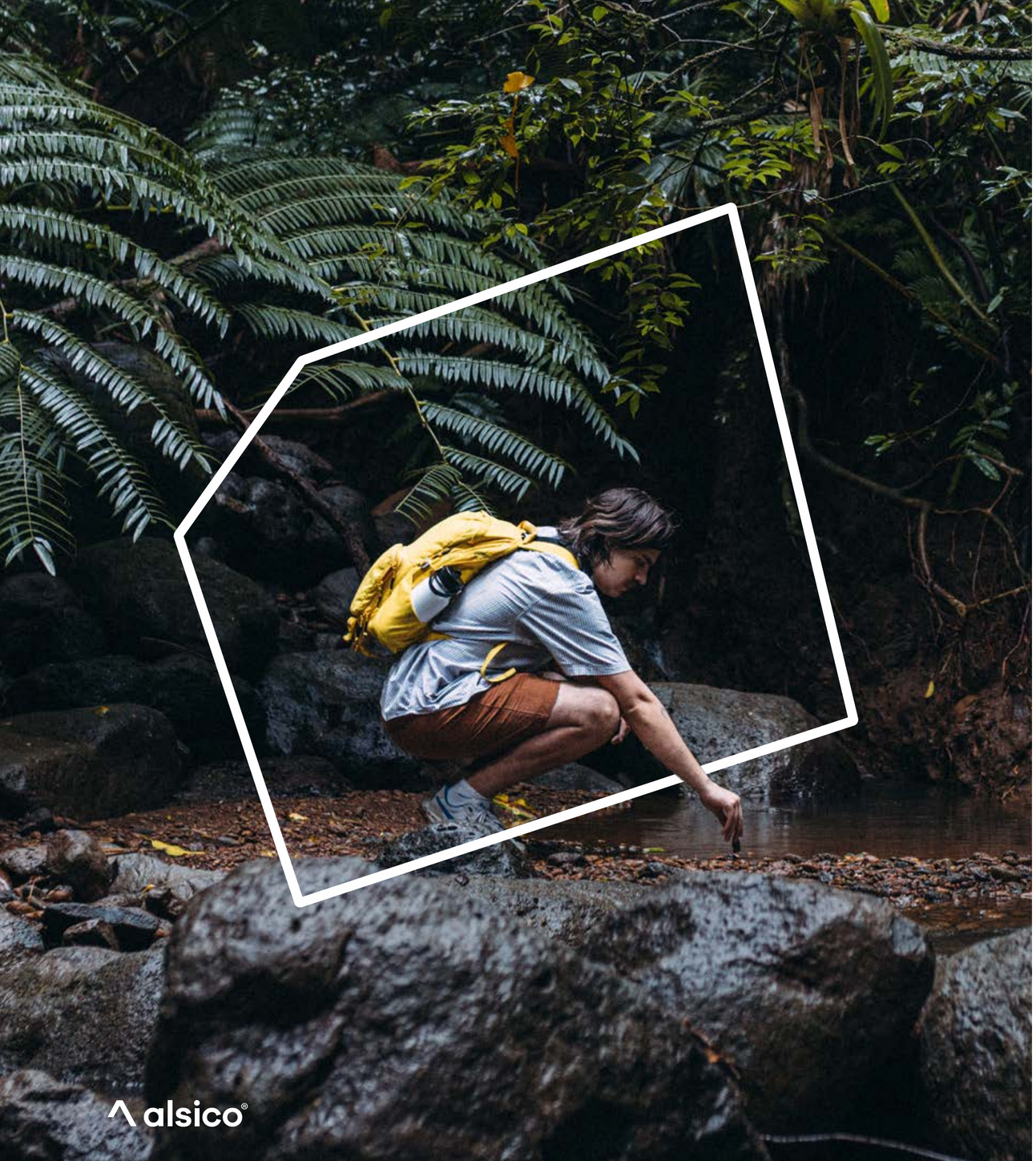
For this reason, we are cautious about making simplified claims.

At Alsico, we are monitoring scientific and regulatory developments in this field and evaluating how microfibre release can be better understood within professional textile applications. Our focus today lies in designing durable garments that maintain integrity over time, reducing unnecessary fibre fragmentation and limiting replacement frequency.

Microplastics represent a systemic material challenge. Addressing them requires long-term material innovation, improved production practices and collaboration across the textile value chain. The science is still evolving. So is our approach.

Addressing microplastics requires collaboration across the value chain, from fibre production to garment use and end-of-life systems.

Microplastics: A material challenge we are still learning from.



Water: a local resource, a shared responsibility

Water does not accumulate in the same way as carbon.

Water impacts are local, shaped by availability, infrastructure and ecosystem resilience, even though water systems themselves are interconnected.

A facility operating in a water-abundant region faces a different level of risk than one located in a basin under stress. For this reason, understanding geography is essential when discussing water.

Water at our own locations

At Alsico's own locations, water plays a limited and largely functional role. In offices, logistics centres and most production sites, it is used primarily for sanitary purposes such as toilets, sinks and basic facility operations. These activities do not involve large-scale industrial processing.

As a result, our direct water footprint is modest compared to the water-intensive stages of textile production.

In 2025, our total water withdrawals amounted to 109.223m^3, with the majority sourced from municipal supply systems. Given the nature of our operations, most of this water is returned through local wastewater infrastructure after use.

To better understand the context in which we operate, we assessed water availability and stress levels at our owned locations using the WWF Water Risk Filter. This assessment focuses solely on Alsico's own facilities and does not yet include the full geographic footprint of our supply chain.

The results indicate that the majority of our sites are located in regions with low to moderate water risk. This provides an important baseline for understanding our direct exposure.

Water availability at the Alsico locations

The source: WWF Water Risk Filter

Very low risk (1.0-1.8)	Low risk (1.8-2.6)	Medium risk (2.6-3.4)	High risk (3.4-4.2)	Very high risk (4.2-5.0)

Water availability at the Alsico locations

Where relevant, we monitor both water withdrawals and estimated consumption to maintain visibility over our resource use. While consumption is limited, tracking these figures allows us to identify trends and ensure responsible use over time.

Water footprint through cotton purchases*	2022	2023	2024	2025
Cotton purchases (ton)	1.960	2.114	1.943	1.851
Blue water** footprint (extracted) at plantation (m^3/ton)	8.314.320	8.967.588	8.242.206	7.851.942
Green water*** footprint (captured) at plantation (m^3/ton)	8.357.440	9.014.096	8.284.952	7.892.664
Bleaching (m^3/ton)	58.800	63.420	58.290	55.530
Dyeing (m^3/ton)	274.400	295.960	272.020	259.140
Printing (m^3/ton)	372.400	401.660	369.170	351.690
Finishing (m^3/ton)	274.400	295.960	272.020	259.140
Total (m^3/ton)	17.651.760	19.038.684	17.498.658	16.670.106

* These figures are model-based and do not reflect site-specific supplier data. They provide directional insight rather than precise measurement.
** Irrigation water sourced from surface and groundwater.
*** Rainwater naturally available in the soil for crop growth.

Even where volumes are low, understanding how we use water remains important. It provides a baseline and ensures that resource awareness is embedded across all sites.

Water in our value chain

While water use within our own operations is limited, the same is not true for the materials we source. Textile production, particularly fibre cultivation and wet processing, can be water-intensive. As a result, the majority of the water footprint linked to our products sits upstream, beyond our direct operations.
To better understand this impact, we estimated the water footprint of our material use based on established research by Chapagain and Hoekstra (2006). This approach links material volumes to average water consumption and withdrawal factors across different stages of textile production.

This provides an indicative view of where water is used across the value chain.

Our analysis shows that the largest share of water use is linked to raw material production, particularly cotton cultivation. Compared to this, water use in processing steps such as dyeing, printing and finishing represents a smaller, though still relevant, share.

We currently lack supplier-level geographic visibility. Improving visibility on supplier locations and production practices will be an important next step in refining our understanding of water-related impacts.

Impactful

Biodiversity & ecosystems

Biodiversity is the variety of plants, animals, fungi and microorganisms that make life on Earth possible. Healthy ecosystems provide clean water, fertile soils, pollination, climate regulation and many of the natural resources businesses and communities depend on every day. When biodiversity declines, these services become less reliable, creating risks for people, nature and the economy.

Understanding impact Supporting recovery

Biodiversity loss is not always visible in our products. But it is linked to how materials are sourced, how land is used, and how ecosystems are managed.

For Alsico, this impact is mostly indirect, but it is part of the systems we depend on.

Where we are present

The regions in which we operate are not all the same. Some face higher pressure on ecosystems due to land use, water stress or environmental degradation. To better understand this context, we mapped our locations against global biodiversity indicators.

Biodiversity pressure at Alsico locations

Biodiversity pressure varies by region. This map provides context for where Alsico operates.

The source: WWF Water Risk Filter

Very low risk (1.0-1.8)	Low risk (1.8-2.6)	Medium risk (2.6-3.4)	High risk (3.4-4.2)	Very high risk (4.2-5.0)

Where we contribute

Alongside understanding impact, Alsico units support local restoration initiatives.

These projects are often small in scale, but meaningful in context. They contribute to restoring ecosystems and strengthening the connection between our operations and the environments in which we work.

Life in water commitment

Life on land commitment

How we approach biodiversity

Our approach to biodiversity is structured through two dedicated workstreams within our Better Future System:

Restoration

Through our biodiversity taskforce, we support local projects that contribute to ecosystem recovery. These initiatives are small in scale, but directly connected to the environments in which we operate.

Regenerative sourcing

Through another taskforce, we explore how material sourcing can move beyond reducing impact and begin to restore soil health and ecosystems.

This includes assessing regenerative (organic) approaches to fibre production and strengthening supplier engagement over time.

Our projects

Madagascar reforestation

At E-Toile SA, reforestation activities are carried out annually in partnership with the NGO EDEAN.

In March 2025, plants of various species were planted in Imerinavaratra Ankazo Anosiala, contributing to local ecosystem restoration.

These initiatives support biodiversity at a local level and reflect how individual sites engage with their surrounding environment.

They have now planted a total of 8.000 plants of various species.

Planted 8.000 plants

Supporting local biodiversity

Materials in motion

What we use. What we make. What we keep in use.

Circularity starts long before a product is worn.

It begins with the materials we choose and how we use them.

For Alsico, materials are the main driver of impact. Changing them, and using them more efficiently, is a key part of our Better Future System, particularly through our objectives on eco-design, circular materials and regenerative sourcing.

What we use

Our products are made from a mix of natural and synthetic fibres, each with a different impact profile.

Today, a significant share of our materials is still based on virgin fossil resources. At the same time, we are working to increase the share of recycled and lower-impact alternatives.

Tracking what goes into our products allows us to make more informed choices and gradually shift towards better alternatives.

This shift is not always straightforward.

We developed Fitzroy, a fabric composed of 65% polyester and 35% cotton, where the polyester is made entirely from recycled textiles. It shows what is possible but also highlights the challenge. In professional workwear, materials must meet strict requirements for durability, safety and performance. Not all recycled inputs meet those standards today.

Different recycling technologies also lead to different outcomes. Mechanical recycling preserves fibres but can reduce quality over time. Chemical recycling, such as the process developed by our partner Sixone, breaks materials down to the monomer level, allowing them to be rebuilt with properties comparable to virgin polyester.

Both approaches have a role to play.

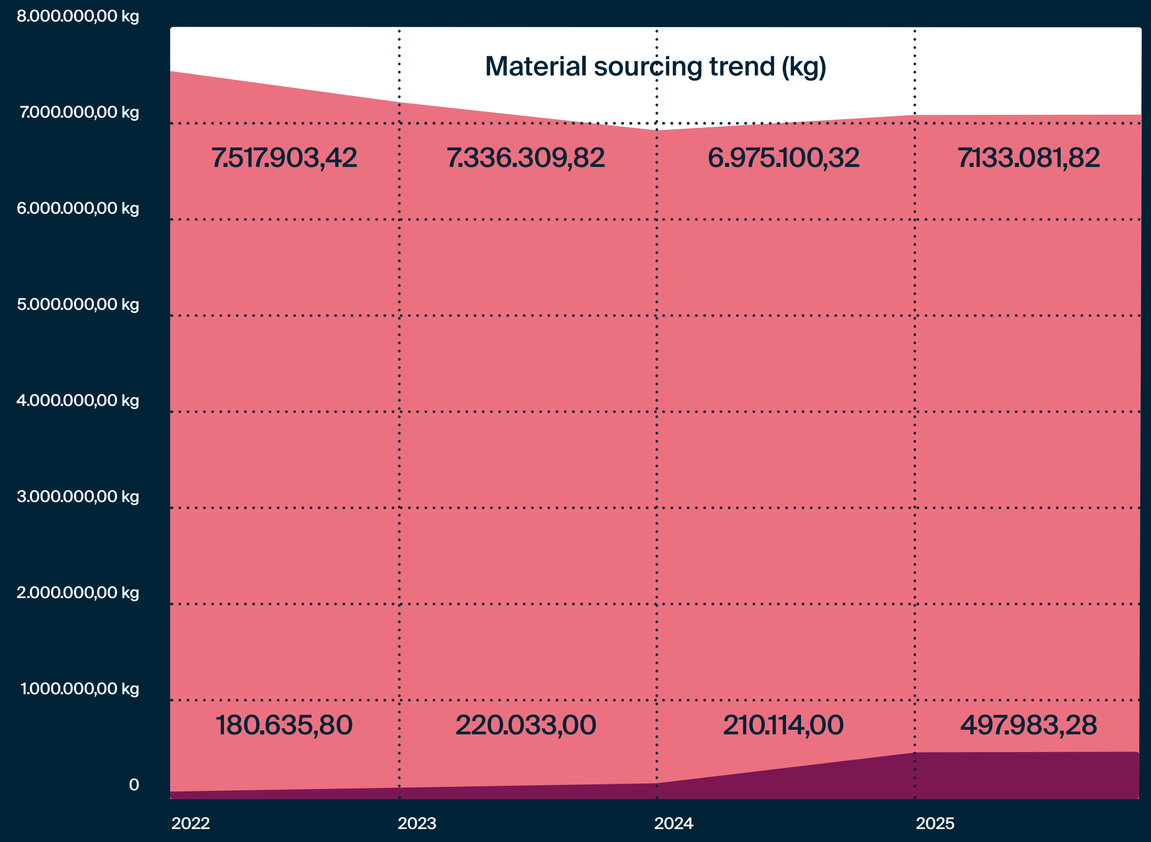
Circularity is not one solution, but a combination of pathways, each suited to different materials and applications.

Moving towards circular materials therefore requires continuous testing, adaptation and trade-offs.

Total materials sourced

Total recycled materials sourced

We increased recycled content from 2,4% in 2022 to 7% in 2025.



Our projects

Repurposing fabric in Czechia

At Alsico Czechia s.r.o., leftover fabrics were repurposed into products for local community initiatives, in collaboration with STŘED z.ú., an organisation supporting children and families in vulnerable situations.

Materials that would otherwise have been discarded were used to create items such as notebooks with fabric covers and children's cooking aprons.

This approach extends the use of materials beyond production, combining waste reduction with practical local impact.

Fabric waste repurposed

Supporting vulnerable families

What we make

Most of our garments are not produced for stock. They are made on demand.

This helps avoid overproduction and reduces unnecessary use of materials and resources. At the same time, some stock remains necessary to ensure availability and service levels. Producing what is needed (when it is needed) is a practical step towards a more circular system.

A large share of our garments is used in professional laundry systems. This extends their lifespan significantly. Garments are washed, repaired and reused many times within controlled environments, reducing the need for frequent replacement.

Our garments are designed to perform in these conditions. In professional environments, durability is not a feature, it is a requirement.

Through our eco-design objective and taskforce, we focus on improving product longevity, functionality and material efficiency. The ARX initiative builds on this by rethinking how garments are used over time, aiming to extend their lifespan and reduce replacement.

Circularity is not only about what happens at the end of a product's life. It is shaped by how long it stays in use and whether it is made in the first place.

What we send out

Our products do not leave our facilities alone. Packaging is part of how materials flow through our operations.

In many cases, packaging is designed for protection and transport efficiency. At the same time, it represents an additional use of resources often with a short lifespan.

We are exploring ways to reduce this impact, including shifting from single-use packaging to reusable systems where possible. This requires coordination with customers and logistics partners, and is therefore developed step by step.

Our projects

Union Microclean

In practice 1:

At Union Microclean Co. Ltd, a licensed textile waste disposal system was introduced in 2025.

This ensures that textile waste is handled, treated and documented through authorised channels, in line with environmental regulations.

The initiative strengthens traceability and control over waste flows, moving towards a more structured and compliant approach to waste management.

In practice 2:

At Union Microclean Co. Ltd, single-use carton packaging is being gradually replaced by reusable fabric bags for product delivery.

These bags are returned and reused within the logistics system, reducing reliance on disposable packaging and lowering paper waste over time.

This approach supports the transition towards more circular logistics, where materials are kept in use for longer.

Licensed textile waste system with improved traceability

Reusable bags are replacing single-use

Closing the loop

Closing the loop requires more than collecting garments.

It requires solutions that can transform them into new value.

Through our partnership with Sixone and other partners, we are developing a system where end-of-life garments can be broken down and rebuilt into new raw materials. Using chemical recycling technology, polyester can be recovered at the molecular level (even from complex blended fabrics) and reintroduced into new value chains.

This enables a different approach to circularity: not only extending product life, but creating the conditions for materials to be used again.

Through our garment collection system at Alsico NV, linked to ARX, we take back used garments from partners such as Elis, Zijlstra, Ardo, CWS, MEWA and St Anna.

In 2025, this amounted to 140.753,80 kg of collected garments.

What happens next depends on the material.

Some garments are processed through mechanical recycling, finding a second life in insulation panels or new fabrics. Others are sent to our chemical recycling partner Sixone, where materials are broken down and prepared for reuse in new value chains.

At the same time, we continue testing additional recycling solutions. Not every pathway delivers the required quality or scalability. We do not see collection as an end point, but as part of an ongoing process of learning and improvement.

Circularity does not only depend on what returns from customers.

It also includes how production waste is managed before products even leave our facilities.

	2022	2023	2024	2025
Total weight (kg)	32.779	12.676,90	61.103,91	104.325,50

Managing production waste at Cindico

At Cindico SA, efforts to improve circularity focus on fabric offcuts generated during cutting and garment manufacturing.

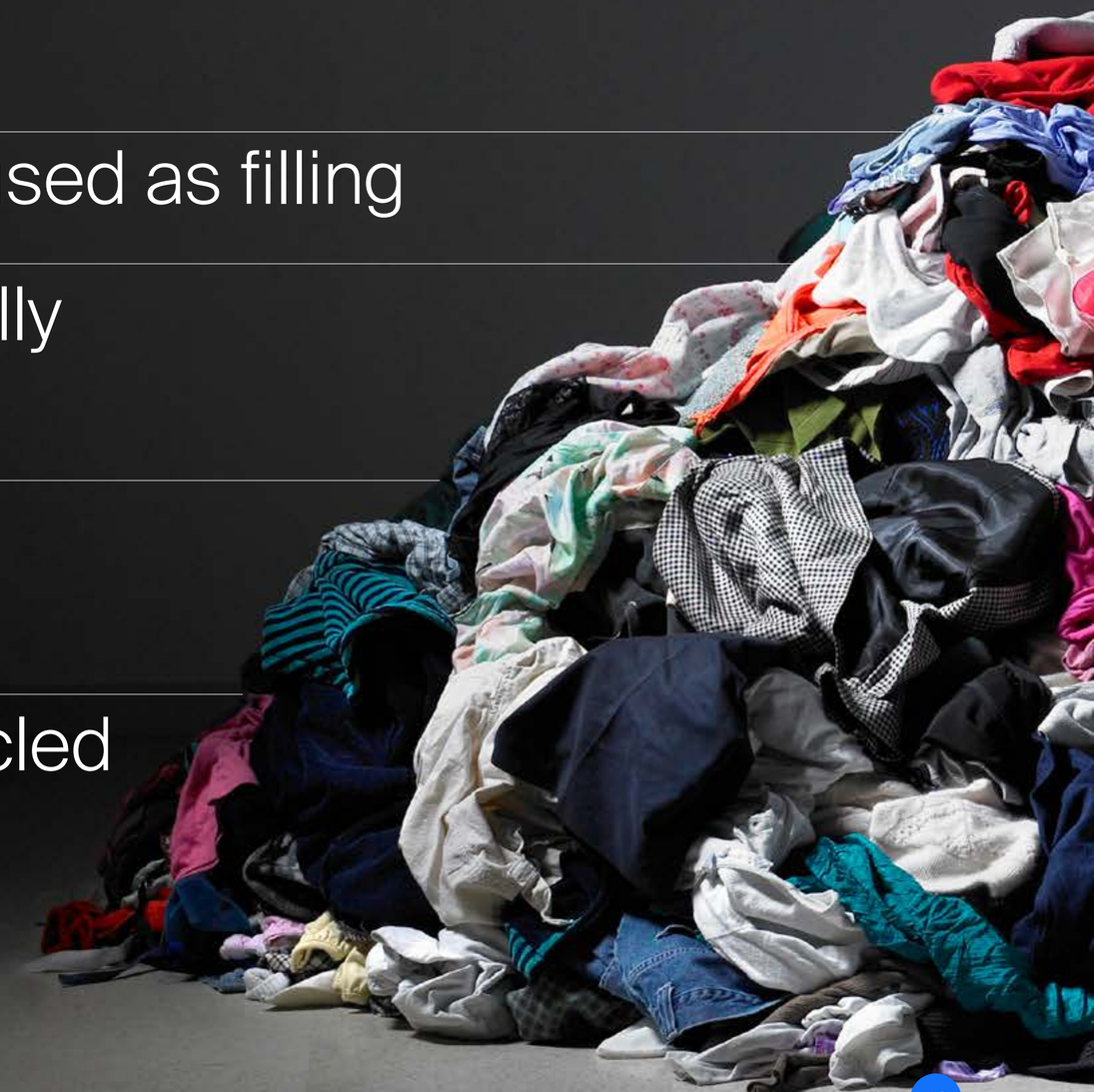
In 2025, several valorisation pathways were implemented:

- 43,68 tonnes of coloured fabric offcuts were reused as mattress filling
- 12,81 tonnes of smaller fabric pieces were repurposed by local workshops, including for cap production
- 5,88 tonnes of textile wadding were reused as filling material

In addition, 1,39 tonnes of fabric offcuts were used in a recycled fabric development project with MarinaTextil, exploring how production waste can be reintegrated into new materials.

At the same time, 283,80 tonnes of mixed fabric and kraft paper waste were directed to energy recovery through incineration. This highlights an area where further progress is needed to improve recycling rates.

- 43,68 tonnes reused as filling
- 12,81 tonnes locally repurposed
- 5,88 tonnes reused wadding
- 1,39 tonnes recycled development



Our projects

Reuse of plastic waste in Madagascar

At E-Toile SA, we collaborate with the local company Andao to support the reuse of plastic waste into functional products.

In 2025, this resulted in the production of recycled plastic furniture, including:

- 50 benches and 4 desks for the Fitroafana public primary school
- furniture for the ceremony hall of Talatamaty Municipality

While the materials do not originate from our own production, these initiatives support local recycling efforts and demonstrate how waste can be transformed into durable, practical applications.

Recycled plastic furniture with Andao

3. Social


“Sustainability is not only about materials and emissions. It is also about people.”

The people behind our work

Across our own operations and value chain, we work with thousands of individuals in different roles, countries and contexts. Ensuring fair conditions, safe workplaces and opportunities to grow is part of how we define responsibility.

This section focuses on three areas: Our own workforce, workers in our value chain, and the people who use our products.

The Alsico family

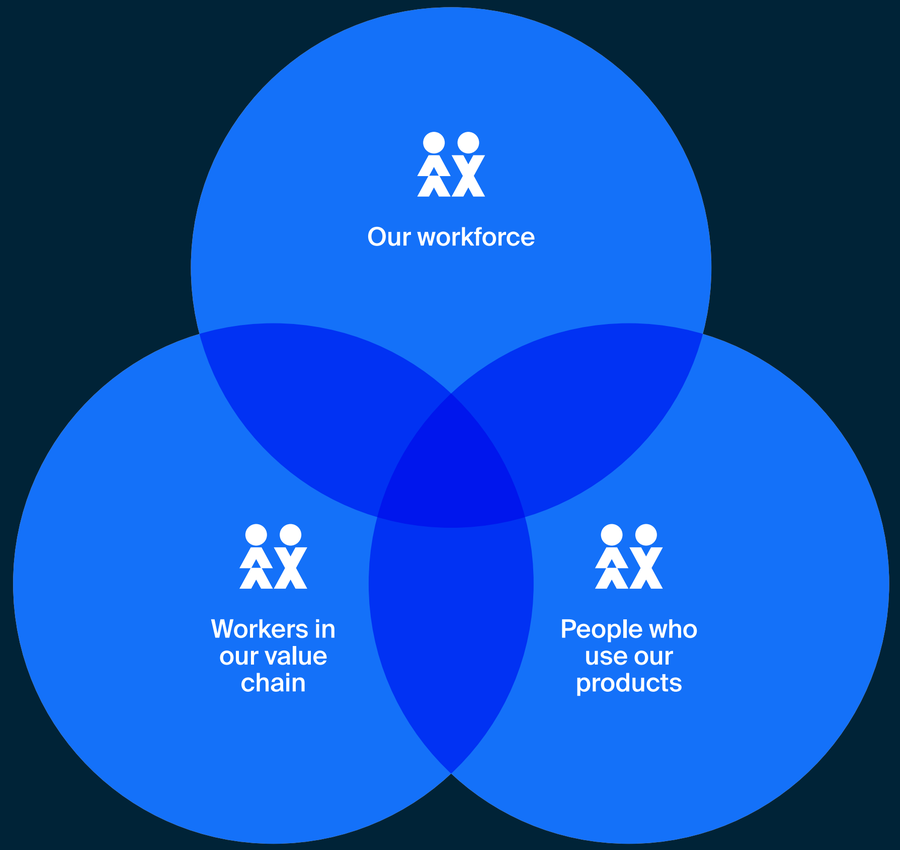
How we work and grow together. Behind every garment are people across offices, logistics centres and production units.

At Alsico, we often refer to this as the Alsico family. Not as a slogan, but as a reflection of how we see responsibility: long-term, people-focused and rooted in the environments where we operate.

Working conditions are shaped by local realities, but guided by shared expectations: work should be safe, fair and allow people to develop over time.

In 2025, we also marked important milestones in our operations, including 50 years of Alsico Tunisia and 30 years of Cindico SA.

These moments reflect the long-term presence of our teams in these regions and the role they continue to play in shaping our organisation over time.



Our projects

Awards

In practice 1:

Alsico Tunisia was recognised with the Anchor Award at the 30th anniversary of FIPA, acknowledging its long-term contribution and presence in the region. This recognition reflects the role of local operations in building lasting relationships and contributing to economic and social development over time.

In practice 2:

Alsico Laucuba Ltd. was also recognised with the Sustainable Company of the Year award at the Safety & Health Excellence Awards, reflecting its efforts to integrate sustainability into its operations and services.

Long-term contribution

Awarded 2025 Sustainable Company

Safe work comes first

Health and safety is fundamental in all our operations, particularly in our production units.

Several of our sites are certified under OEKO-TEX® STeP, a framework that assesses environmental performance, chemical management and social conditions, including safety. Rather than focusing on one indicator, it provides a structured view of how sites are managed and where improvements are needed.

This helps us move beyond compliance and work towards continuous improvement across multiple areas — including workplace safety.

Safety is not a fixed standard.

It requires ongoing attention, training and adaptation to local conditions.

- 9 out of 15 OEKO-TEX STeP certified production sites
- 100% sites with H&S system

Our projects

Medical support in Madagascar

At E-Toile SA, access to occupational healthcare was strengthened through the establishment of an on-site branch of OSTIE, an inter-company occupational health organisation. By integrating these services directly within the factory, employees have improved access to medical support and health monitoring as part of their working environment.

This reflects how health and safety extends beyond prevention, to ensuring that appropriate care is accessible when needed.

- On-site healthcare access
- Employee medical support

Fair conditions, local reality

Alsico operates in regions where wage levels and working conditions vary significantly.

We aim to provide stable employment and fair conditions, while recognising that legal minimum wages do not always reflect a decent standard of living.

For this reason, we have carried out living wage analyses across several of our production locations, based on the Anker methodology. This approach looks beyond minimum wages and considers the real cost of living including housing, food, healthcare and education.

Living wages are not a fixed number. They depend on family situations, local context and economic realities. In practice, this means detailed data collection and continuous evaluation.

A dedicated living wage taskforce, with representatives from different units and supported by finance, coordinates this work and helps translate analysis into action.

Learning and development

Work evolves, and so do skills.

Through our learning and development taskforce, we are building a more structured approach to training across the group. This includes a set of standard trainings that can be rolled out across sites, alongside opportunities for employees to grow both within their role and beyond.

Training is not only about operational skills. It is also about creating pathways for development.

In 2023, employees received on average 9 hours of training, up from 7 hours in 2022 a first step in strengthening this approach.

Listening and improving

Understanding working conditions requires more than audits.

It requires direct input from the people doing the work.

In Tunisia, we collaborate with &Wider, a digital worker engagement platform that gathers anonymous feedback directly from employees through mobile-based surveys. Workers can share their experiences on topics such as working conditions, wellbeing and communication, providing insights that are often not visible through traditional audit systems.

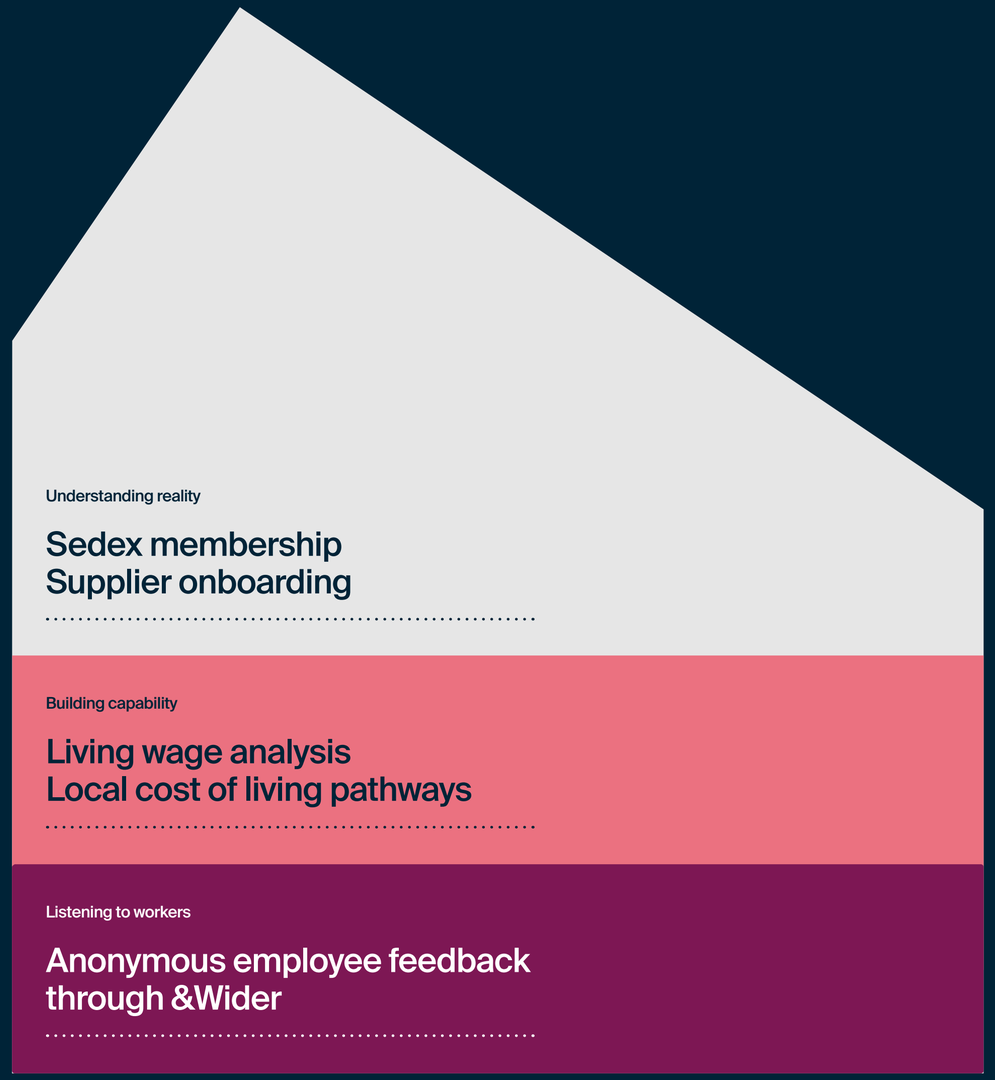
This allows us to identify issues earlier, understand local realities better and respond more effectively.

Based on the results in Tunisia, we are exploring how this approach can be expanded to other production units over time.

At the same time, Alsico Group is now active on Sedex, strengthening our approach to responsible business practices and supply chain transparency. While Sedex provides a structured framework for monitoring and reporting, tools like &Wider help us understand what is happening on the ground.

Both are needed.

Not all challenges are captured in data. Some require listening and acting on what is heard.



Fair conditions, local reality

Following the 2025 &Wider employee survey, Alsico Tunisia translated employee feedback into a structured and pragmatic action plan, focusing on the topics that matter most to its workforce.

A key priority identified was the high level of physical fatigue reported by operators. In response, cross-functional teams from HSE, maintenance and production carried out on-site assessments to better understand daily working conditions. These observations were complemented by short, direct exchanges with operators to capture their experiences related to posture, work pace and heat. Based on these insights, several ergonomic improvements were implemented, including adjustments to workstation heights and initial reorganisation of certain tasks to reduce unnecessary movements. In parallel, targeted coaching sessions are being rolled out to raise awareness on good practices such as posture, fatigue prevention and simple stretching exercises that can be performed directly at the workstation.

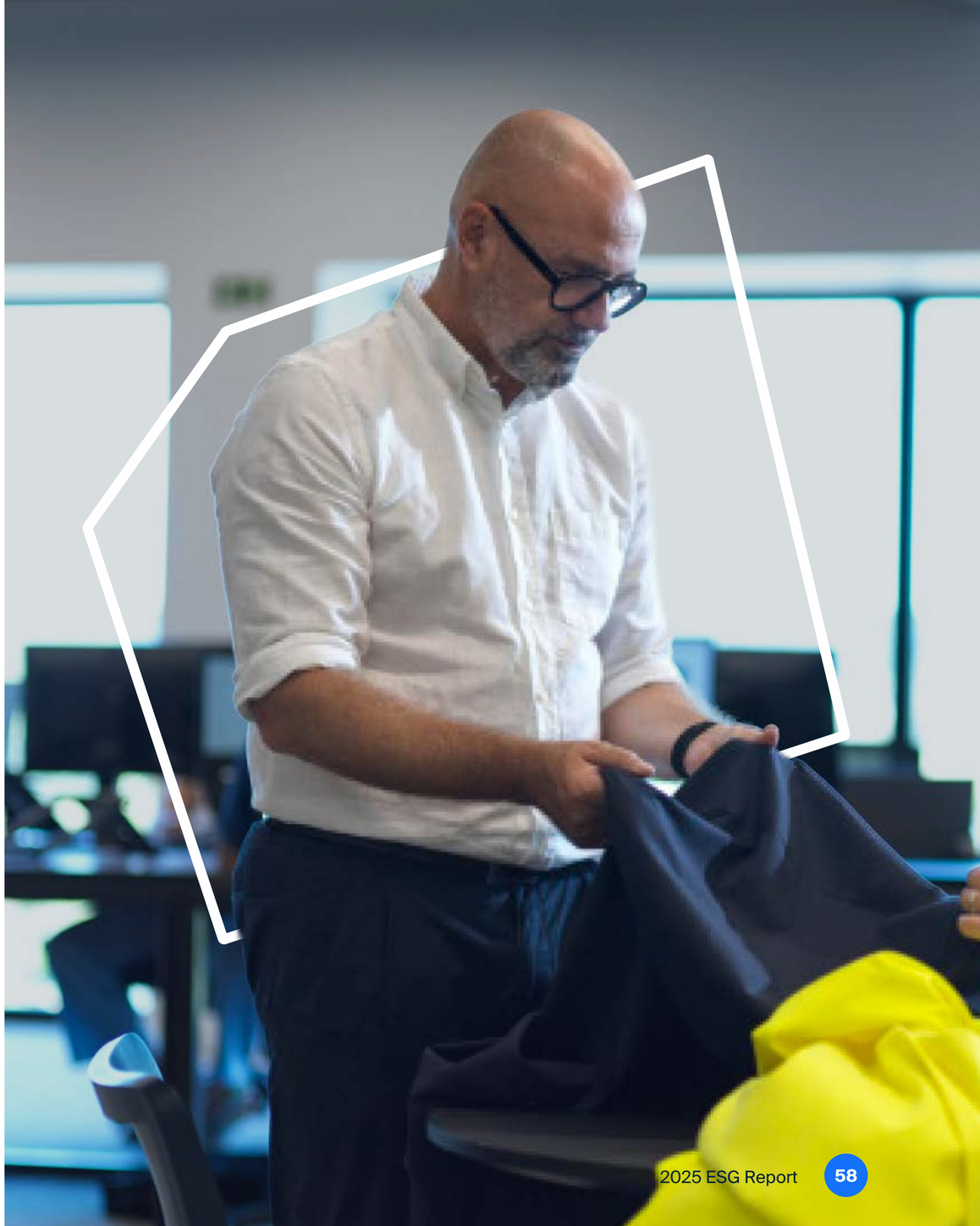
Beyond physical conditions, the survey highlighted the importance of strengthening engagement and motivation. To address this, teams introduced short daily check-ins, creating space for simple but meaningful questions such as how employees are feeling and whether support is needed. Recognition practices were also reinforced through initiatives like “Bravo of the day” and weekly acknowledgements, alongside a shift towards more frequent positive feedback moments throughout the year.

Creating space for employee voice was another important focus area. Awareness around existing suggestion mechanisms has been reinforced, and additional tools, such as visual boards allowing employees to spontaneously share ideas or requests, are being progressively introduced to encourage open expression.

Concerns related to financial pressure were addressed through improved communication and support measures. Efforts include clearer explanations of bonus systems, performance-related incentives and opportunities for career progression. At the same time, Alsico Tunisia strengthened existing benefits such as subsidised transport and is exploring local partnerships to provide additional support to employees.

Finally, several actions aim to improve communication quality and managerial culture. Middle managers are receiving coaching to foster more constructive dialogue, with emphasis on active listening, openness to feedback (including negative feedback), and effective response techniques. These efforts are supported by regular structured meetings with employee representatives to ensure continuous dialogue and follow-up.

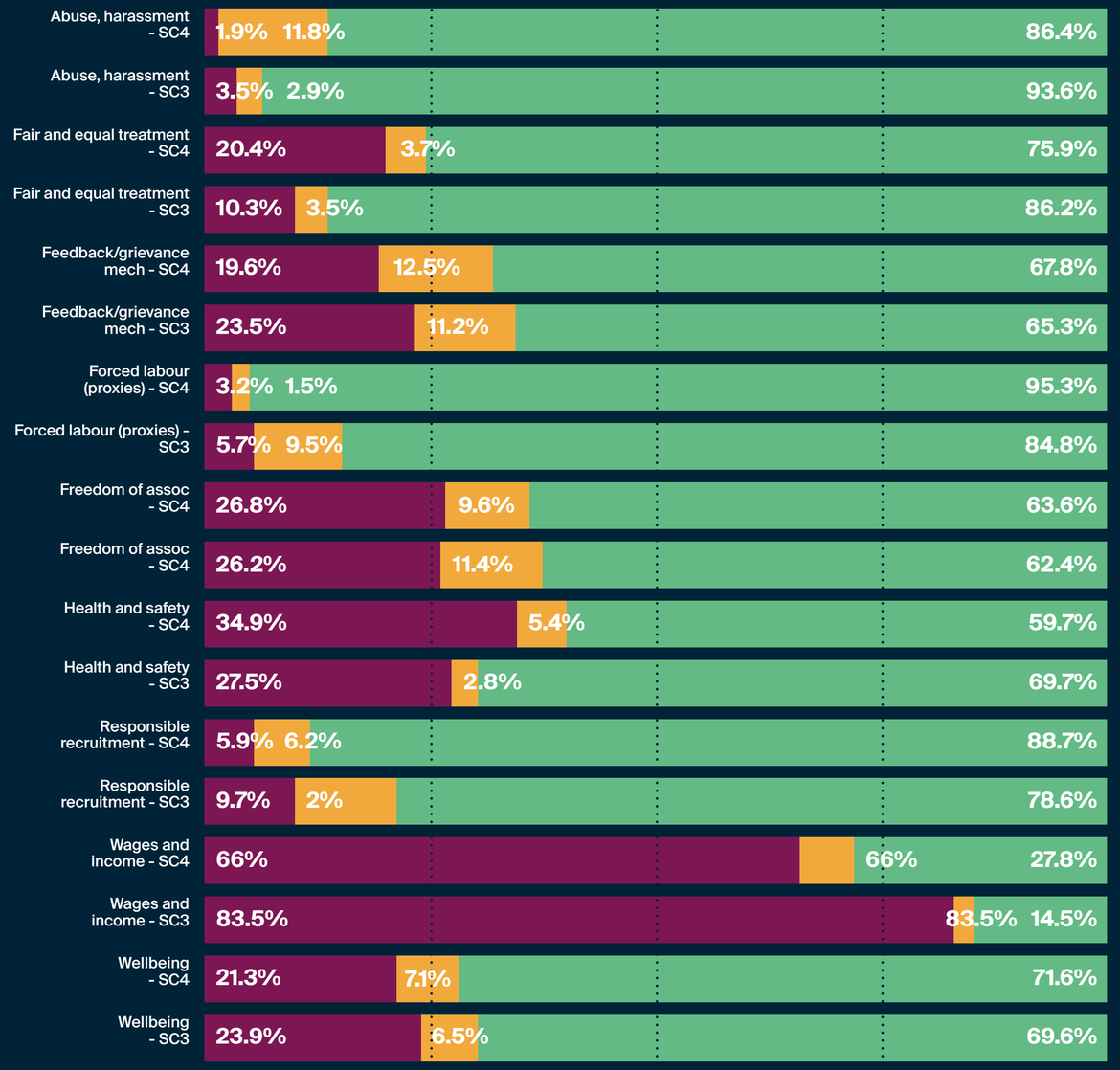
Overall, the survey results are not only monitored but actively used to drive tangible improvements, with a combination of completed actions and ongoing initiatives that demonstrate a continuous commitment to enhancing employee well-being and workplace quality.



Fair conditions, local reality

The table shows the change over time comparing the survey cycles of 2024 and 2025 across survey themes.

- Negative %
- Neutral %
- Positive %



Our projects

Local community engagement

At Alsico Czechia s.r.o., employees engaged in local initiatives supporting hospice care in collaboration with Oblastní charita Třebíč.

Through campaigns such as “Cake for Hospice” and “Plant a Good Deed”, colleagues contributed alongside the wider community. The initiatives combined awareness raising with practical support – from fundraising events to the sale of herb and vegetable seeds.

In 2025, these efforts contributed to a total of 461.807 CZK, including 11.275 CZK raised directly by Alsico employees, supporting the development of a new hospice and care centre in Třebíč.

These initiatives reflect how local teams engage with the communities they are part of.

Hospice support community initiatives

461.807 CZK raised total

Not only about safety

Fairness and opportunity and stability

Working conditions are not only about safety and stability. They are also about fairness.

At Alsico, we aim to provide equal opportunities across our operations regardless of gender, background or role. This is shaped by local context, but guided by a shared principle: people should be treated with respect and have the opportunity to develop.

In practice, this is not always straightforward. Our operations span different regions, cultures and labour markets, each with their own norms and challenges.

We approach this through a combination of policy, local management and ongoing dialogue.

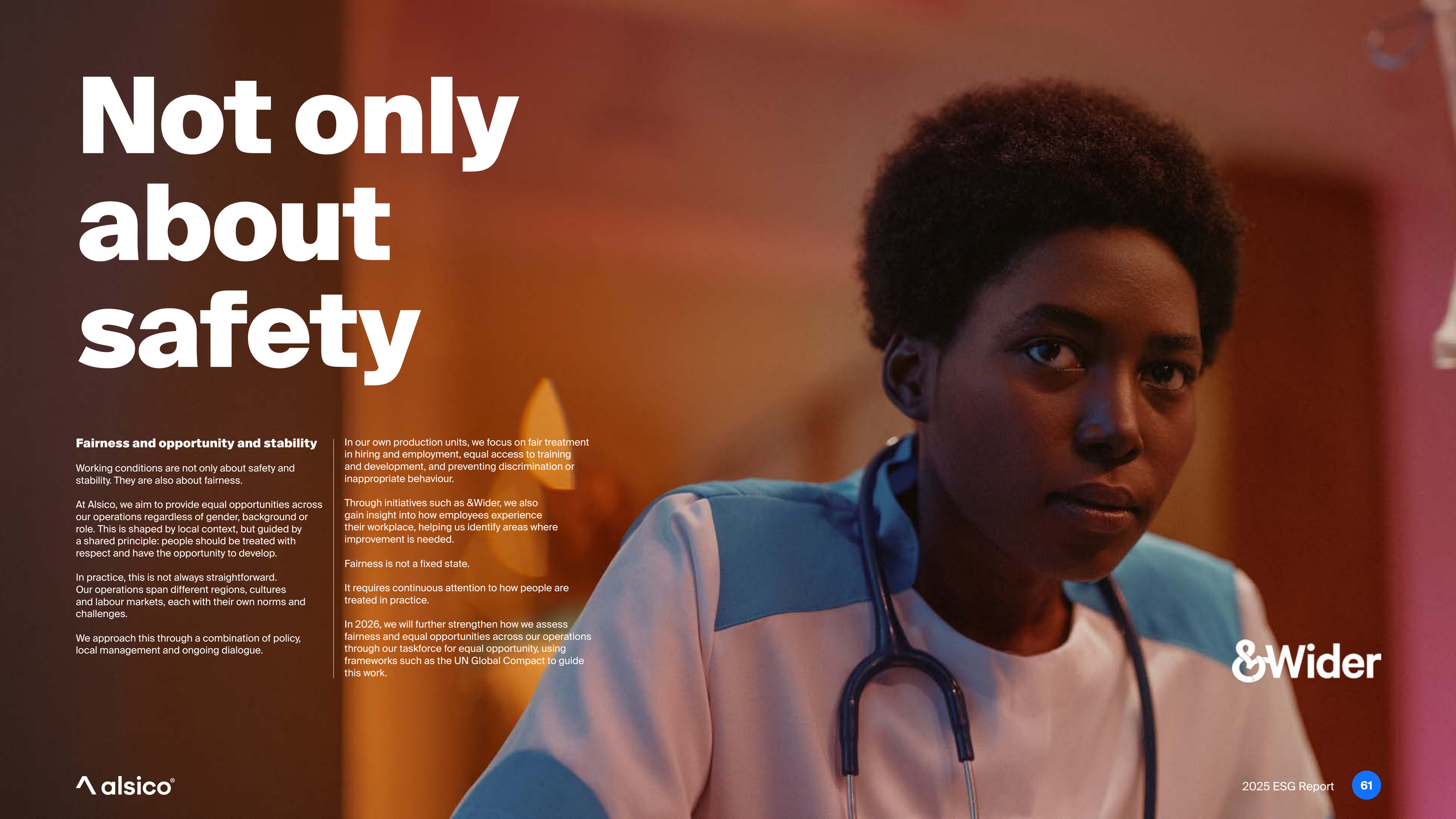
In our own production units, we focus on fair treatment in hiring and employment, equal access to training and development, and preventing discrimination or inappropriate behaviour.

Through initiatives such as &Wider, we also gain insight into how employees experience their workplace, helping us identify areas where improvement is needed.

Fairness is not a fixed state.

It requires continuous attention to how people are treated in practice.

In 2026, we will further strengthen how we assess fairness and equal opportunities across our operations through our taskforce for equal opportunity, using frameworks such as the UN Global Compact to guide this work.



Beyond our own walls

Understanding where we have less visibility.

The people behind our products are not only part of our own operations.

Across our value chain (from raw material production to garment manufacturing) working conditions are shaped by a wide range of local realities. Compared to our own production units, our visibility and influence in these parts of the chain are more limited.

Where we stand today

At this stage, our understanding of working conditions beyond our own operations is still developing.

While we work with long-term partners and maintain regular contact, we do not yet have the same level of detailed insight across our full supply chain as we do within our own production units.

Being transparent about this gap is important.

Building a more structured approach

Our Code of Conduct (see annex I) sets out the minimum expectations we have for our suppliers, including requirements related to working conditions, labour rights and business ethics. It provides a common baseline across our value chain, but does not replace the need for deeper insight into how conditions are experienced in practice.

At the end of 2024, Alsico Group became a member of Sedex, a platform that supports responsible business practices and supply chain transparency.

In 2026, we started onboarding suppliers onto the platform. This is a first step towards creating a more structured overview of working conditions, risks and performance across our supply chain.

Sedex provides a framework.
But building real understanding takes time.

Our projects

Supporting local skill

At E-Toile SA, equipment and materials were repurposed to support local skill development through collaboration with the AVOKO association.

In 2025, six sewing machines, along with fabric coupons and thread cones, were donated to support the creation of a sewing training programme for young girls in vulnerable situations.

This initiative extends the use of materials beyond production while contributing to local capacity building.

- Donated equipment for training
- Supporting local skills development

The people who wear our products

Our products are designed to be worn in real working environments.

Protection, performance and responsibility

From industrial settings to healthcare, the people who wear our garments rely on them for protection, comfort and durability. The impact of our products is therefore direct. This creates a direct responsibility in how garments are designed, communicated and applied.

Safety in use

Workwear is designed to protect. Depending on the application, our garments provide protection against risks such as heat, chemicals, visibility hazards or mechanical exposure. Ensuring that garments perform as intended is essential.

This goes beyond product design. It also depends on correct use, maintenance and replacement over time.

A garment that is used incorrectly, or beyond its intended lifespan, may no longer provide the required level of protection.

Clear information matters

Providing accurate and accessible information is part of product responsibility.

Users and professional clients need to understand how garments should be used, maintained and when they should be replaced. This information is provided through labelling, product specifications and direct communication with customers. In many cases, our clients (such as professional laundries) play a key role in ensuring garments are maintained and used correctly over time.

Looking ahead, we are preparing for the introduction of a digital product passport, expected to be implemented from 2027. In 2026, we are working on how product-level information can be structured and made accessible, supporting greater transparency across the lifecycle of our garments.

At the same time, we explore how existing certification systems can support this. Through OEKO-TEX® MADE IN GREEN, it is possible to provide traceable product information linked to certified production facilities. As several of our sites are certified under OEKO-TEX® STeP, this creates opportunities while recognising that full product certification also depends on fabric suppliers and other partners in the value chain.

Clear information supports safe use. Without it, even well-designed products can fail in practice.

Designed for use

Our garments are used intensively, often within professional laundry systems where they are worn, washed and reused many times.

This defines how we design them.

A garment must perform consistently over time. It must remain functional after repeated washing, fit correctly and allow freedom of movement in daily tasks. If it does not, it affects not only comfort, but also safety.

Working with professional laundries extends product lifespan significantly. At the same time, it requires clear guidance on maintenance and replacement to ensure garments continue to perform as intended.

Through initiatives such as ARX, we further build on this system. Improving how garments are used, maintained and eventually returned.

4. Goverance

How we do business

Responsibility in a decentralised organisation

A decentralised starting point

Sustainability is not only about what we do, but also about how we make decisions. Alsico operates as a group of different business units, each with its own structure, policies and local context. Governance is therefore not centrally standardised across all locations. This decentralised model creates flexibility and local ownership, but also makes alignment more complex.

Historically, the way we do business has been shaped more by culture than by formalised group-wide systems. As a family business, responsibility, long-term thinking and close involvement with operations are embedded in how decisions are made. At the same time, we recognise that relying on culture alone is not sufficient as expectations on governance, transparency and accountability increase.

Building structure over time

Today, business conduct is primarily guided at local unit level, where individual policies and practices are in place. At several sites, trusted persons act as accessible contact points for employees to raise concerns, in line with requirements such as OEKO-TEX® STeP. This approach is based on proximity and trust, but it is not yet part of a formalised, group-wide whistleblowing system.

Similarly, a unified framework on topics such as ethics, anti-corruption and responsible business conduct is not yet fully developed at group level. This reflects the current stage of maturity of our governance structure.

In 2025, no incidents of corruption or bribery were reported across our operations. At the same time, we recognise that prevention requires more than the absence of reported cases. We will continue to strengthen awareness and provide training on how to identify, address and report potential misconduct through existing channels at each unit.

As expectations evolve (including under CSRD) we are working towards a more structured and aligned governance approach. This includes developing group-wide policies, improving consistency across business units and strengthening mechanisms for raising and handling concerns.

Strong governance is not built overnight.

It requires structure, but also consistency in how people act across the organisation.

2025 ESG data : Alsico Group

GRI 205 | Anti-corruption 2016

	2022 (BY)	2023	2024	2025
205-1 | Operations assessed for risks related to corruption				
Total number of operations assessed for risks related to corruption	15	15	17	17
Percentage of operations assessed for risks related to corruption	100%	100%	100%	100%
205-2 | Communication and training about anti-corruption policies and procedures				
Percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to	68,00%	92,00%	100,00%	100,00%
Percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	20,40%	26,70%	18,00%	39,30%
Percentage of suppliers that the organization's anti-corruption policies and procedures have been communicated to	17,90%	17,00%	21,90%	55,20%
Percentage of governance body members that have received training on anti-corruption	33,30%	54,80%	47,10%	34,00%
Percentage of employees that have received training on anti-corruption	3,51%	8,16%	6,85%	13,40%
205-3 | Confirmed incidents of corruption and actions taken				
Total number of confirmed incidents of corruption	2	0	0	0
Number of public legal cases regarding corruption brought against the organization or its employees	0	0	0	0

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume (kg)	7.517.903,42	7.336.309,82	7.925.636,64	7.498.919,40
Packaging	0,00	0,00	950.536,32	330.591,59
From non-renewable materials, bought (kg)	0,00	0,00	59.862,55	53.855,99
Cardboard	-	-	-	-
Plastic	-	-	59.862,55	53.855,99
From renewable materials, bought (kg)	0,00	0,00	890.673,78	276.735,60
Cardboard	-	-	890.673,78	276.735,60
Plastic	-	-	-	-
Materials	7.517.903,42	7.336.309,82	6.975.100,32	7.168.327,82
From non-renewable materials, bought (kg)	5.357.823,92	5.025.863,02	4.814.966,51	4.983.457,66
From renewable materials, bought (kg)	2.160.079,50	2.310.446,80	2.160.133,81	2.184.870,16

Please note that packaging data has been included in our reporting only since 2024.

301-2 | Recycled input materials bought (kg)	180.635,80	220.033,00	210.114,00	497.983,28
Recycled input materials bought (%)	2,40%	3,00%	2,65%	6,64%
Recycled input materials bought (kg)	180.635,80	220.033,00	210.114,00	497.983,28

301-3 | Reclaimed products	0,5%	0,2%	0,9%	1,5%
Reclaimed products* (%)	0,5%	0,2%	0,9%	1,5%

* does not include the packaging materials.

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization (kWh)	8.740.885,10	9.219.549,42	8.893.180,25	9.382.710,57
Total fuel consumption within the organization from non-renewable sources (kWh)	7.895.123,10	8.046.077,02	7.508.464,25	7.090.397,57
Electricity consumption (bought)	6.751.359,00	6.585.813,00	5.893.389,00	5.257.310,00
District heating consumption	-	6.008,00	39.723,00	63.364,00
Diesel	381.250,00	776.600,00	1.003.220,00	1.018.490,00
Natural gas	438.946,00	516.412,00	446.900,00	452.192,00
Petrol	82.387,30	115.246,10	103.213,30	155.038,00
LPG/propane	177.424,80	30.224,52	21.346,20	91.891,32
Burning/Heating oil	63.756,00	15.773,40	672,75	52.112,25
Total fuel consumption within the organization from renewable sources (kWh)	845.762,00	1.173.472,40	1.384.716,00	2.292.313,00
Solar power (generated)	262.581,00	576.855,00	881.890,00	1.744.062,00
Certified renewable electricity consumption (bought)	508.212,00	407.789,00	502.826,00	548.251,00
Wood pellets	74.969,00	17.992,00	-	-
Biodiesel HVO	-	170.836,40	-	-

	2022 (BY)	2023	2024	2025
302-2 | Energy consumption outside of the organization (ton CO_2eq.)	511,66	495,68	404,54	385,10
Total energy consumption outside the organization	511,66	495,68	404,54	385,10
WTT - Direct energy (ton CO_2 eq.)	54,70	75,20	83,60	92,60
WTT - Company cars (ton CO_2 eq.)	127,00	133,00	130,00	139,00
WTT - Company trucks (ton CO_2 eq.)	0,00	0,00	0,00	24,50
WTT - Indirect energy (ton CO_2 eq.)	329,96	287,48	190,94	129,00

* the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-3 | Energy intensity				
Energy consumed per unit produced (kWh)	-	-	0,99	0,74
Number of units produced	-	-	8.972.490	12.757.699

302-4 | Reduction of energy consumption	0,0%	5,5%	-3,5%	5,5%
Total energy consumption (kWh)	8.740.885,10	9.219.549,42	8.893.180,25	9.382.710,57

302-5 | Reductions in energy requirements of products and services				
There are currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal (ML)	45,65	59,41	125,60	109,22
Total water withdrawal from all areas in megaliters (ML)	45,65	59,41	125,60	109,22
Surface water	0,36	0,04	0,04	0,00
Groundwater	1,60	16,77	27,54	25,62
Third-party water	43,69	42,60	98,03	83,61
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	106.508,00	388.298,00	348.998,00	348.998,00
303-4 | Water discharge (ML)	36,51	39,69	95,36	88,70
Total water discharge to all areas in megaliters (ML) by the following types of destination	36,51	39,69	95,36	88,70
Surface water	4,57	4,89	4,60	0,00
Groundwater	1,60	5,77	13,80	14,64
Seawater	-	-	-	-
Produced water	-	-	-	-
Third-party water	30,34	29,03	76,97	74,06
303-5 | Water consumption (ML)	9,14	19,72	30,24	20,52
Total water consumption of our own location (= Total water withdrawal minus the total water discharge) (ML)	9,14	19,72	30,24	20,52

We recognise that there is an inconsistency in our water data and are actively working to optimise and standardise this aspect of our reporting.

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	826,56	1.050,42	933,71	1.167,30
Mobile combustion (Company cars) (kg CO_2 eq.)	506.188,00	613.673,00	511.766,00	534.556,00
Diesel cars	390.483,00	431.198,00	393.286,00	386.385,00
Petrol cars	112.047,00	174.307,00	99.936,00	137.872,00
Hybrid cars	3.658,00	8.168,00	18.544,00	10.299,00
Electric cars	-	-	0,00	0,00
Mobile combustion (Company trucks) (kg CO_2 eq.)	0,00	0,00	0,00	102.290,00
Van – Class II	-	-	-	8.850,00
Van – Class III (1,74 – 3,5 t)	-	-	-	71.400,00
HGV – Rigid (3,5 – 7,5 t)	-	-	-	12.400,00
HGV – Rigid (7,5 – 17 t)	-	-	-	9.640,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	261.772,00	341.451,00	371.643,00	422.450,00
Diesel	97.517,00	195.087,00	252.088,00	261.836,00
Biodiesel HVO	-	627,00	-	-
Natural gas	88.786,00	104.661,00	90.560,00	91.659,00
Petrol	20.012,00	30.366,00	24.135,00	36.044,00
LPG/propane	39.021,00	6.647,00	4.695,00	20.210,00
Burning/Heating oil	15.647,00	3.870,00	165,00	12.701,00
Wood pellets	789,00	193,00	-	-
Solar power	0,00	0,00	0,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	58.600,00	95.300,00	50.300,00	108.000,00

	2022 (BY)	2023	2024	2025
305-2 | Energy indirect (Scope 2) GHG emissions (ton CO_2 eq.)	3.791,00	3.512,00	3.314,00	3.186,00
Purchased electricity (kWh)	7.259.571,00	6.993.602,00	6.396.215,00	5.805.561,00
Location-based emissions (ton CO_2 eq.)	3.791,00	3.512,00	3.314,00	3.186,00
Market-based emissions (ton CO_2 eq.)	2.490,00	2.478,00	2.068,00	1.946,77

The locations based emissions are currently used to calculate our overall emissons

305-3 | Other indirect (Scope 3) GHG emissions (ton CO_2 eq.)	134.539,57	130.940,41	126.398,11	128.549,74
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	125.703,00	121.864,00	115.136,00	116.594,00
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	3.910,63	3.761,40	5.624,53	5.684,06
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	515,84	529,51	986,22	1.206,95
Category 6: Business travel (ton CO_2 eq.)	595,00	1.084,00	1.108,00	1.233,00
Category 7: Employee commuting (ton CO_2 eq.)	2.645,00	2.535,00	2.536,00	2.730,00
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	420,00	413,00	384,00	429,00
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	330,00	287,00	191,00	129,00
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	190,00	204,00	180,00	149,00
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	181,70	208,20	213,60	256,10
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	102,00
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	14,80	13,40	29,30	28,60
Category 5: Waste generated in operations (ton CO_2 eq.)	33,60	40,90	9,46	8,03

The materials reporting was corrected by some of our units resulting in an increase of 5.044,6 tonnes of emissions in 2022, 5.037,3 tonnes in 2023 and 5.424,66 tonnes in 2024.

GRI 306 | Waste 2020

306-3 | Waste generated	2022 (BY)	2023	2024	2025
Total weight of waste generated (tons)	1.572,78	1.966,07	3.574,90	1.669,59
Aqueous hazardous liquid	0,00	0,00	0,05	0,00
Biowaste	0,17	0,33	0,27	0,13
Composite fabric waste	16,13	12,13	10,74	8,86
Composite packaging	16,12	12,13	10,74	8,86
Cooling liquid	0,26	0,00	0,06	0,00
Electronic equipment	1,89	0,73	0,73	0,24
Fluorescent tubes	0,50	0,19	0,47	0,06
Glass	0,11	0,00	0,31	0,00
Hazardous absorbents	0,13	0,16	0,24	0,16
Hazardous packaging	0,05	0,16	0,16	0,11
Medical waste	0,01	0,02	0,01	0,02
Metal	0,65	7,54	1,61	2,87
Mixed waste	63,36	51,50	0,00	0,00
Municipal waste	11,36	61,21	202,40	217,08
Oil	0,47	0,36	2,24	1,11
Other	0,53	0,00	0,00	0,00
Paper and cardboard	199,43	251,26	141,67	311,43
Plastic waste	27,41	24,80	34,68	52,16
Printing toner	0,24	0,13	0,16	0,12
Residual waste	0,00	31,14	54,96	38,97
Small hazardous waste	0,00	0,00	0,45	0,00
Textile waste	402,08	362,00	685,24	855,24
Wood	28,94	40,56	65,04	64,30
Chemicals	0,00	0,00	0,00	0,08
Other undefined waste	802,94	1109,73	2362,68	107,78

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	815,98	910,84	2.752,40	701,61
Total weight of waste diverted from disposal (tons)	815,98	910,84	2.752,40	701,61
Total weight of non hazardous waste diverted from disposal (tons)	815,47	910,47	2.751,20	697,11
Total weight of non hazardous waste diverted from disposal offsite (tons)	815,47	910,47	2.751,20	697,11
In preparation for reuse	0,00	0,00	20,02	2,53
Undefined	0,00	0,00	20,02	2,53
Sent for recycling	813,05	909,74	2.730,44	694,42
Biowaste	0,17	0,33	0,27	0,13
Glass	0,11	0,00	0,31	0,00
Metal	0,65	7,54	1,61	0,87
Mixed waste	63,36	51,50	0,00	0,00
Oil	0,00	0,00	0,47	0,00
Paper and cardboard	199,43	251,26	141,67	297,16
Plastic waste	27,41	24,80	34,68	50,67
Residual waste	0,00	31,14	54,96	38,97
Textile waste	72,85	66,96	221,74	230,92
Undefined	420,15	435,66	2209,71	11,58
Electronic devices	0,00	0,00	0,00	0,04
Wood	28,94	40,56	65,04	64,08

	2022 (BY)	2023	2024	2025
Other disposal operations	2,42	0,73	0,73	0,16
Electronic equipment	1,89	0,73	0,73	0,16
Undefined	0,53	0,00	0,00	0,00
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,50	0,37	1,20	4,50
Total weight of hazardous waste diverted from disposal offsite (tons)	0,50	0,37	1,20	4,50
In preparation for reuse	0,00	0,18	0,08	3,99
Paper and cardboard	0,00	0,00	0,00	3,75
Undefined	0,00	0,18	0,08	0,24
Sent for recycling	0,00	0,00	0,65	0,45
Oil	0,00	0,00	0,20	0,45
Metal	0,00	0,00	0,00	0,80
Small hazardous waste	0,00	0,00	0,45	0,00
Other disposal operations	0,50	0,19	0,47	0,06
Fluorescent tubes	0,50	0,19	0,47	0,06
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

	2022 (BY)	2023	2024	2025
306-5	Waste directed to disposal	757,15	1.055,54	818,54	967,20
Total weight of waste directed to disposal (tons)	757,15	1.055,54	818,54	967,20
Total weight of non hazardous waste directed to disposal (tons)	755,94	1.054,72	817,72	966,32
Total weight of non hazardous waste directed to disposal offsite (tons)	755,94	1.054,72	817,72	966,32
Incineration (with energy recovery)	363,52	321,24	365,29	320,02
Composite fabric waste	16,13	12,13	10,74	8,86
Composite packaging	16,12	12,13	10,74	8,86
Municipal waste	1,76	1,81	1,62	1,75
Plastic waste	0,00	0,00	0,00	0,01
Metal	0,00	0,00	0,00	0,07
Electronics	0,00	0,00	0,00	0,04
Textile waste	329,24	295,04	331,50	291,42
Undefined	0,27	0,13	10,69	9,01
Landfilling	392,41	733,48	452,44	646,30
Municipal waste	9,60	59,40	200,79	215,33
Metal	0,00	0,00	0,00	1,13
Oil	0,00	0,00	1,50	0,29
Paper and cardboard	0,00	0,00	0,00	10,52

	2022 (BY)	2023	2024	2025
Plastic waste	0,00	0,00	0,00	1,48
Textile waste	0,00	0,00	132,00	332,91
Undefined	382,81	674,08	118,15	84,42
Wood	0,00	0,00	0,00	0,22
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	1,21	0,82	0,82	0,89
Total weight of hazardous waste directed to disposal offsite (tons)	1,21	0,82	0,82	0,89
Incineration (with energy recovery)	1,21	0,82	0,82	0,89
Aqueous hazardous liquid	0,00	0,00	0,05	0,00
Cooling liquid	0,26	0,00	0,06	0,00
Hazardous absorbents	0,13	0,16	0,24	0,16
Hazardous packaging	0,13	0,16	0,24	0,13
Medical waste	0,01	0,02	0,01	0,02
Chemicals	0,00	0,00	0,00	0,08
Oil	0,45	0,36	0,07	0,37
Printing toner	0,24	0,13	0,16	0,12
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	2116	2286	2399	2657
Number of male employees hired	561	612	585	637
Number of female employees hired	1555	1674	1814	2020
Percentage of female employee hires	73,5%	73,2%	75,6%	76,0%
Percentage of employee hires <30 years	48,8%	59,8%	54,5%	62,2%
Percentage of employee hires 30-50 years	46,6%	37,6%	42,5%	35,7%
Percentage of employee hires > 50 years	4,6%	2,6%	3,0%	2,1%
Employees leaving	1503	2000	2211	2660
Number of male employees leaving	366	644	674	586
Number of female employees leaving	1137	1356	1537	2074
Percentage of female employees leaving	75,6%	67,8%	69,5%	78,0%
Percentage of employees leaving <30 years	47,5%	32,5%	51,6%	51,0%
Percentage of employees leaving 30-50 years	45,4%	56,7%	40,9%	40,4%
Perecentage of employees leaving > 50 years	7,1%	10,8%	8,0%	8,6%
Total number of employees	8.020	8.145	8.038	8.170
Employee turnover rate	18,74%	24,55%	27,51%	32,56%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	271	298	315	405
Percentage of employees that were entitled to parental leave	3,7%	3,7%	3,9%	5,0%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	90,5%	91,9%	93,5%	100,0%

403-9 | Work-related injuries	122	204	138	120
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	6	13	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	1,07	2,19	0	0
Total number of recordable work-related injuries	116	191	138	120
Rate of recordable work-related injuries	27,9	31,7	30,6	26,9

The main types of work-related injuries are cutting and piercing incidents involving sewing machines or needles.

403-10 | Work-related ill health	78	82	103	125
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	78	82	103	125

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	6,79	9,36	10,7	7,71
Average training and development expenditure per FTE	€ 26,40	€ 30,20	€ 29,60	€ 31,90

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	565,00	690,00	3.689,00	1.624,00
Percentage of employees who received a regular performance and career development review	7,3%	8,5%	45,9%	19,9%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1 | Diversity of goverance bodies and employees				
Members of the board	12	12	10	10
Percentage of female members of the board	0%	0%	0%	0%
Percentage of boardmemebers who are <30 years	0%	0%	0%	0%
Percentage of boardmemebers who are 30-50 years	50%	50%	40%	40%
Perecentage of boardmemebers who are > 50 years	50%	50%	60%	60%
Total number of employees	8.364	8.139	8.038	8.170
Percentage of female employees	80,2%	79,0%	78,6%	77,7%
Percentage of employees <30 years	29,3%	28,3%	26,4%	28,8%
Percentage of employees 30-50 years	56,9%	58,8%	59,8%	56,7%
Perecentage of employees > 50 years	13,6%	12,4%	13,8%	14,5%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1 | incidents of discrimination and corrective actions taken	0	0	1	0
Total number of incidents of discrimination during the reporting period	0	0	1	0
Actions taken	-	-	Written warning	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1 | Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

4016-2 | Incidents of non-compliance concerning the health and safety impacts of products and services				
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1 | Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Alsico Group

Alsico Group functions as Alsico's head office but does not have a physical location of its own, and is primarily focused on administrative functions rather than operational activities. Its employees work across various Alsico locations, meaning much of the data related to production, energy consumption, and other operational aspects is attributed to the respective Alsico units rather than Alsico Group itself. As a result, the figures reported under Alsico Group primarily reflect administrative activities, while other key metrics are embedded within the data of the operational sites where its employees are active.

	2022 (BY)	2023	2024	2025
302-2 | Energy consumption outside of the organization	9,23	9,33	6,58	3,56
Total energy consumption outside the organization	9,23	9,33	6,58	3,56
WTT - Direct energy (ton CO_2 eq)*	-	-	-	-
WTT - Company cars (ton CO_2 eq)	9,23	9,33	6,58	3,56
WTT - Indirect energy (ton CO_2 eq)*	-	-	-	-

* The employees of Alsico Group work across various Alsico locations, and therefore, their energy consumption is accounted for within the respective Alsico sites.

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions	38.435,00	38.212,00	26.331,00	11.197,00
Mobile combustion (Company cars) (kg CO_2 eq.)	38.435,00	38.212,00	26.331,00	11.197,00
Diesel cars (kg CO_2 eq)	38.435,00	38.212,00	21.288,00	10.408,00
Hybrid cars (kg CO_2 eq)	-	-	5.043,00	789,00
Electric cars (kg CO_2 eq)	-	-	0,00	0,00

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	25,94	28,66	163,68	189,26
Category 6: Business travel (ton CO_2 eq.)	2,18	2,61	137,00	149,00
Category 7: Employee commuting (ton CO_2 eq.)	11,50	15,40	16,80	17,60
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	0,00	0,00	1,88	0,00
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	3,03	1,32	1,42	19,10
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	9,23	9,33	6,58	3,56

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	4	3	2	6
Number of male employees hired	1	1	1	5
Number of female employees hired	3	2	1	1
Percentage of female employee hires	75,00%	66,67%	50,00%	16,67%
Percentage of employee hires <30 years	0,00%	33,30%	0,00%	0,00%
Percentage of employee hires 30-50 years	100,00%	66,70%	50,00%	66,66%
Percentage of employee hires > 50 years	0,00%	0,00%	50,00%	33,33%
Employees leaving	0	0	3	7
Number of male employees leaving	0	0	3	1
Number of female employees leaving	0	0	0	6
Percentage of female employees leaving	0,00%	0,00%	0,00%	85,71%
Percentage of employees leaving <30 years	0,00%	0,00%	0,00%	14,29%
Percentage of employees leaving 30-50 years	0,00%	0,00%	66,70%	71,43%
Perecentage of employees leaving > 50 years	0,00%	0,00%	33,30%	14,29%
Total number of employees	12	15	14	15
Employee turnover rate	0,00%	0,00%	21,43%	46,67%

	2022 (BY)	2023	2024	2025
401-3 | Parental leave				
Number of employees that were entitled to parental leave	1	1	0	0
Percentage of employees that were entitled to parental leave	8,33%	6,67%	0,00%	0,00%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,00%	100,00%	100,00%	100,00%

403-9 | Work-related injuries	0	0	0	0
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	0	0	0	0
Rate of recordable work-related injuries	0	0	0	0

403-10 | Work-related ill health	0	0	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	0	0	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	54,1	33,5	31,4	55,8
Average training and development expenditure per FTE	€ 447,00	€ 330,00	€ 548,00	€ 461,00

	2022 (BY)	2023	2024	2025
404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	12	15	14	15
Percentage of employees who received a regular performance and career development review	100,00%	100,00%	100,00%	100,00%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1 | Diversity of goverance bodies and employees				
Total number of employees	12	15	14	15
Percentage of female employees	58,30%	60,00%	71,40%	53,30%
Percentage of employees <30 years	0,00%	6,67%	7,14%	6,67%
Percentage of employees 30-50 years	58,30%	60,00%	55,52%	53,33%
Perecentage of employees > 50 years	41,70%	33,33%	37,34%	40,00%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1 | incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1 |Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	-	-	-	-

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Alsico laucuba Ltd.

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume	750.871,90	833.241,90	669.821,52	517.570,87
Packaging	0,00	0,00	7.646,34	4.907,91
From non-renewable materials, bought (kg)	0,00	0,00	6.533,82	2.844,75
Plastic	-	-	6.533,82	2.844,75
From renewable materials, bought (kg)	0,00	0,00	1.112,52	2.063,16
Cardboard	-	-	1.112,52	2.063,16
Materials	750.871,90	833.241,90	662.175,18	512.662,96
From non-renewable materials, bought (kg)	503.146,60	541.403,30	477.688,87	430.636,16
From renewable materials, bought (kg)	247.725,30	291.838,60	184.486,31	82.026,80

Please note that packaging data has been included in our reporting only since 2024.

301-2 | Recycled input materials bought	10.489,00	29.454,00	72.278,00	166.232,70
Recycled input materials bought (%)	1%	4%	11%	32%
Recycled input materials bought (kg)	10.489,00	29.454,00	72.278,00	166.232,70

301-3 | Reclaimed products and their packaging materials	0	0	0	0
Reclaimed products* (%)	0	0	0	0

* does not include the packaging materials.

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	281.260,00	277.171,00	259.909,00	265.351,00
Total fuel consumption within the organization from non-renewable sources (kWh)	281.260,00	277.171,00	259.909,00	265.351,00
Electricity consumption (bought)	281.260,00	277.171,00	259.909,00	265.351,00
Natural gas	170.227,00	187.933,00	171.817,00	143.907,00
Total fuel consumption within the organization from renewable sources (kWh)	0,00	0,00	0,00	0,00

302-2 | Energy consumption outside of the organization	30,54	31,5	30,26	29,52
Total energy consumption outside the organization	30,54	31,5	30,26	29,52
WTT - Direct energy (ton CO_2 eq.)	5,87	6,29	5,75	4,82
WTT - Company cars (ton CO_2 eq.)	2,47	3,31	4,01	3,7
WTT - Indirect energy (ton CO_2 eq.)	22,2	21,9	20,5	21

* the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0%	-1%	-6%	2%
Total energy consumption (kWh)	281.260,00	277.171,00	259.909,00	265.351,00

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	0,85	0,84	0,80	0,83
Total water withdrawal from all areas in megaliters (ML)	0,85	0,84	0,80	0,83
Third-party water	0,85	0,84	0,80	0,83
Total water withdrawal from all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	1.613,00	1.544,00	1.483,00	1.529,00

303-4 | Water discharge	0,85	0,84	0,80	0,83
Total water discharge to all areas in megaliters (ML) by the following types of destination	0,85	0,84	0,80	0,83
Third-party water	0,85	0,84	0,80	0,83
Total water discharge to all areas in megaliters (ML) by the following categories*	0,85	0,84	0,80	0,83
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	0,85	0,84	0,80	0,83
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	-	-
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	50,00%	50,00%	50,00%	50,00%

* Our sanitary discharge, including wastewater from toilets and sinks, is likely classified as other water under GRI 303-4, as it may exceed the 1,000 mg/L TDS threshold due to organic waste and cleaning agents.

303-5 | Water consumption	1590	1521	1468	1.503
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	0,00	0,00	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	1.590	1.521	1.468	1.503

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	43,70	50,00	49,16	41,42
Mobile combustion (Company cars) (kg CO_2 eq.)	9.271,00	11.912,00	14.344,00	12.254,00
Diesel cars	4.077,00	-	-	-
Petrol cars	5.194,00	11.912,00	14.344,00	12.254,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	34.432,00	38.088,00	34.817,00	29.170,00
Natural gas	34.432,00	38.088,00	34.817,00	29.170,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	-	-	-	-

305-2 | Energy indirect (Scope 2) GHG emissions (ton CO_2 eq.)	62,5	61,1	53,8	47
Location-based emissions (ton CO_2 eq.)	62,5	61,1	53,8	47
Market-based emissions (ton CO_2 eq.)	90,1	101	53,8	112

The locations based emissions are currently used to calculate our overall emissons

305-3 | Other indirect (Scope 3) GHG emissions (ton CO_2 eq.)	14.192,19	15.885,16	12.905,41	10.145,89
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	13.202,89	14.665,87	11.286,13	8.413,73
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	861,68	1.049,68	1.259,50	1.450,51
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	45,37	78,18	70,99	74,31
Category 6: Business travel (ton CO_2 eq.)	36,40	38,20	79,10	147,00
Category 7: Employee commuting (ton CO_2 eq.)	1,10	1,12	1,04	1,10
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	0,00	1,96	164,00	2,99
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	22,20	21,90	20,50	21,00
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	12,60	17,70	13,80	21,40
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	8,34	9,60	9,76	8,52
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	4,92
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,36	0,32	0,27	0,30
Category 5: Waste generated in operations (ton CO_2 eq.)	1,25	0,63	0,32	0,11

* Correction was made to the 2024 intrastream, part of upstream truck transportation (351 ton CO_2 eq. -> 164 ton CO_2 eq. and waste reporting.

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	58,50	29,50	49,87	23,08
Total weight of waste generated (tons)	58,50	29,50	49,87	23,08
Undefined	58,50	29,50	49,87	23,08
306-4 | Waste diverted from disposal	58,23	29,37	39,20	14,07
Total weight of waste diverted from disposal (tons)	58,23	29,37	39,20	14,07
Total weight of non hazardous waste diverted from disposal (tons)	58,23	29,37	39,20	14,07
Total weight of non hazardous waste diverted from disposal offsite (tons)	58,23	29,37	39,20	14,07
Sent for recycling	57,69	29,09	39,18	11,54
Undefined	57,69	29,09	39,18	11,54
In preparation for reuse	0,55	0,28	0,02	2,53
Undefined	0,55	0,28	0,02	2,53
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
306-5 | Waste directed to disposal	0,27	0,13	10,69	9,01
Total weight of waste directed to disposal (tons)	0,27	0,13	10,69	9,01
Total weight of non hazardous waste directed to disposal (tons)	0,27	0,13	10,69	9,01
Total weight of non hazardous waste directed to disposal offsite (tons)	0,27	0,13	10,69	9,01
Incineration (with energy recovery)	0,27	0,13	10,69	9,01
Undefined	0,27	0,13	10,69	9,01
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	26	7	19	13
Number of male employees hired	13	2	12	9
Number of female employees hired	13	5	7	4
Percentage of female employee hires	50,0%	71,4%	36,8%	30,8%
Percentage of employee hires <30 years	19,2%	57,1%	21,1%	30,8%
Percentage of employee hires 30-50 years	69,2%	42,9%	73,7%	69,2%
Perecentage of employee hires > 50 years	11,5%	0,0%	5,3%	15,4%
Employees leaving	17	17	15	22
Number of male employees leaving	11	7	5	7
Number of female employees leaving	6	10	10	15
Percentage of female employees leaving	35,3%	58,8%	66,7%	68,2%
Percentage of employees leaving <30 years	11,8%	23,5%	26,7%	18,2%
Percentage of employees leaving 30-50 years	70,6%	58,8%	73,3%	40,9%
Perecentage of employees leaving > 50 years	17,6%	17,6%	0,0%	40,9%
Total number of employees	117	115	107	103
Employee turnover rate	15%	15%	14%	21%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	5	3	6	103
Percentage of employees that were entitled to parental leave	4,3%	2,6%	5,3%	100,0%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	2	4	7	3
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	2	4	7	3
Rate of recordable work-related injuries	2	3,97	7	3,44

The main types of work-related injuries are due to equipment use and a person tripping.

403-10 | Work-related ill health	2	3	1	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	2	3	1	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	15,4	10,4	9,35	4,46
Average training and development expenditure per FTE	€ 76,40	€ 62,40	€ 165,00	€ 409,00

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	29	115	107	103
Percentage of employees who received a regular performance and career development review	24,8%	100,0%	100,0%	100,0%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1 | Diversity of goverance bodies and employees				
Total number of employees	117	115	107	103
Percentage of female employees	65,0%	62,6%	65,4%	62,1%
Percentage of employees <30 years	10,3%	7,8%	10,3%	10,7%
Percentage of employees 30-50 years	54,7%	54,8%	56,1%	55,3%
Perecentage of employees > 50 years	35,0%	37,4%	33,6%	34,0%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1 | Incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1 | Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

4016-2 | Incidents of non-compliance concerning the health and safety impacts of products and services				
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Alsico Czechia s.r.o.

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1	Materials bought by weight or volume	568.669,00	641.385,00	665.180,90	634.434,00
Packaging	0,00	0,00	79.560,00	80.294,00
From non-renewable materials, bought (kg)	0,00	0,00	10.187,00	11.777,00
Cardboard	-	-	0,00	0,00
Plastic	-	-	10.187,00	11.777,00
From renewable materials, bought (kg)	0,00	0,00	69.373,00	68.517,00
Cardboard	-	-	69.373,00	68.517,00
Plastic	-	-	0,00	0,00
Materials	568.669,00	641.385,00	585.620,90	554.140,00
From non-renewable materials, bought (kg)	347.234,00	398.197,00	336.815,90	336.197,40
From renewable materials, bought (kg)	221.435,00	243.188,00	248.805,00	217.942,60

301-2 | Recycled input materials bought	1.428,00	20.780,00	6.301,00	2.502,00
Recycled input materials bought (%)	0%	3%	1%	0%
Recycled input materials bought (kg)	1.428,00	20.780,00	6.301,00	2.502,00

301-3 | Reclaimed products and their packaging materials	0%	0%	0%	0%
Reclaimed products* (%)	0%	0%	0%	0%

* does not include the packaging materials.

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	433.839,30	341.336,00	354.787,00	363.976,39
Total fuel consumption within the organization from non-renewable sources (kWh)	409.833,30	318.370,00	151.474,00	175.772,39
Electricity consumption (bought)	272.450,00	224.691,00	29.894,00	28.722,00
District heating consumption	-	6.008,00	39.723,00	63.364,39
Diesel	132.960,00		-	-
Natural gas	-	87.671,00	81.857,00	83.686,00
Petrol	4.423,30	-	-	-
Total fuel consumption within the organization from renewable sources (kWh)	24.006,00	22.966,00	203.313,00	188.204,00
Solar power (generated)	24.006,00	22.966,00	20.897,00	23.204,00
Certified renewable electricity consumption (bought)	-	-	182.416,00	165.000,00

302-2 | Energy consumption outside of the organization	60,68	48,93	20,48	19,92
Total energy consumption outside the organization	60,68	48,93	20,48	19,92
WTT - Direct energy (ton CO_2 eq.)**	8,42	2,93	2,74	2,8
WTT - Company cars (ton CO_2 eq.)**	9,06	10,4	13	11,8
WTT - Company trucks (ton CO_2 eq.)	0,00	0,00	0,00	0,77
WTT - Indirect energy (ton CO_2 eq.)**	43,2	35,6	4,74	4,55

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.
**In 2025 we made a correction to 2022, 2023 and 2024 WTT emissions resulting in an increase of 30 ton for 2022 and 3 ton in 2023 and a decrease of 10 ton in 2024.

302-4 | Reduction of energy consumption	0%	-21%	4%	3%
Total energy consumption (kWh)	433.839,30	341.336,00	354.787,00	363.976,39

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	1,32	1,25	1,21	1,16
Total water withdrawal from all areas in megaliters (ML)	1,32	1,25	1,21	1,16
Third-party water	1,32	1,25	1,21	1,16
Total water withdrawal from all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	1.084,00	1.217,00	1.219,00	1.077,89

303-4 | Water discharge	1,32	1,25	1,21	1,16
Total water discharge to all areas in megaliters (ML) by the following types of destination	1,32	1,25	1,21	1,16
Third-party water	1,32	1,25	1,21	1,16
Total water discharge to all areas in megaliters (ML) by the following categories*	1,32	1,25	1,21	1,16
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	1,32	1,25	1,21	1,16
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	-	-
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	0,00%	0,00%	0,00%	0,00%

* Our sanitary discharge, including wastewater from toilets and sinks, is likely classified as other water under GRI 303-4, as it may exceed the 1,000 mg/L TDS threshold due to organic waste and cleaning agents.

	2022 (BY)	2023	2024	2025
303-5 | Water consumption	1910	0	0	0
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	0,00	0,00	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	1.910,00	0	0	0

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions	72.535,00	60.368,00	69.922,00	68.854,00
Mobile combustion (Company cars) (kg CO_2 eq.)	37.452,00	42.600,00	53.334,00	49.161,00
Diesel cars	36.043,00	41.361,00	52.896,00	48.986,00
Petrol cars	1.409,00	1.239,00	438,00	175,00
Mobile combustion (Company trucks) (kg CO_2 eq.)	0,00	0,00	0,00	2.730,00
Van – Class II	-	-	-	2.730,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	35.083,00	17.768,00	16.588,00	16.963,00
Diesel	34.008,00	-	-	-
Natural gas	-	17.768,00	16.588,00	16.963,00
Petrol	1.075,00	-	-	-
Solar power	0,00	0,00	0,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	-	-	-	-

305-2 | Energy indirect (Scope 2) GHG emissions	138,00	145,00	130,00	114,00
Location-based emissions (ton CO_2 eq.)	138,00	145,00	130,00	114,00
Market-based emissions (ton CO_2 eq.)	138,00	158,00	15,40	27,90

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	10.515,51	11.843,50	10.230,46	9.459,76
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	9.778,40	10.585,67	9.566,44	8.940,90
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	477,63	1.012,83	375,35	295,04
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	51,05	33,63	64,65	68,17
Category 6: Business travel (ton CO_2 eq.)	33,70	55,80	42,70	26,40
Category 7: Employee commuting (ton CO_2 eq.)	94,80	92,90	94,30	93,00
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	2,18	1,26	1,56	1,78
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	43,20	35,60	4,74	4,55
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	14,40	9,83	64,00	13,20
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	17,48	13,33	15,74	15,37
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	0,53
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,55	0,47	0,41	0,42
Category 5: Waste generated in operations (ton CO_2 eq.)	2,12	2,19	0,57	0,40

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	99,44	102,99	89,52	84,37
Total weight of waste generated (tons)	99,44	102,99	89,52	84,37
Paper and cardboard	35,65	46,05	41,60	40,01
Plastic waste	8,23	8,21	8,34	8,22
Glass	0,11	0,00	0,31	0,00
Wood	0,00	0,00	0,00	0,40
Metals, iron, steel	0,45	2,05	0,65	0,42
Textile waste	20,77	20,25	15,19	15,53
Composite fabric waste	16,13	12,13	10,74	8,86
Composite packaging	16,12	12,13	10,74	8,86
Biowaste	0,17	0,33	0,27	0,13
Municipal waste	1,76	1,81	1,62	1,75
Motor oils	0,02	0,00	0,00	0,05
Packaging from hazardous substances	0,02	0,02	0,04	0,06
Absorbent agents	0,02	0,02	0,04	0,09
Undefined	0,00	0,00	0,00	0,00

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	65,37	76,88	66,36	64,71
Total weight of waste diverted from disposal (tons)	65,37	76,88	66,36	64,71
Total weight of non hazardous waste diverted from disposal (tons)	65,37	76,88	66,36	64,71
Total weight of non hazardous waste diverted from disposal offsite (tons)	65,37	76,88	66,36	64,71
Sent for recycling	65,37	76,88	66,36	64,71
Paper and cardboard	35,65	46,05	41,60	40,01
Plastic waste	8,23	8,21	8,34	8,22
Glass	0,11	0,00	0,31	0,00
Wood	0,00	0,00	0,00	0,40
Metals, iron, steel	0,45	2,05	0,65	0,42
Textile waste	20,77	20,25	15,19	15,53
Biowaste	0,17	0,33	0,27	0,13
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

306-5 | Waste directed to disposal	34,07	26,11	23,17	19,66
Total weight of waste directed to disposal (tons)	34,07	26,11	23,17	19,66
Total weight of non hazardous waste directed to disposal (tons)	34,01	26,07	23,10	19,47
Total weight of non hazardous waste directed to disposal offsite (tons)	34,01	26,07	23,10	19,47
Incineration (with energy recovery)	34,01	26,07	23,10	19,47
Composite fabric waste	16,13	12,13	10,74	8,86
Composite packaging	16,12	12,13	10,74	8,86
Municipal waste	1,76	1,81	1,62	1,75
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,06	0,04	0,07	0,19
Total weight of hazardous waste directed to disposal offsite (tons)	0,06	0,04	0,07	0,19
Incineration (with energy recovery)	0,06	0,04	0,07	0,19
Packaging from hazardous substances	0,02	0,02	0,04	0,06
Absorbent agents	0,02	0,02	0,04	0,09
Motor oils	0,02	0,00	0,00	0,05
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	16	11	7	6
Number of male employees hired	2	2	2	1
Number of female employees hired	14	9	5	5
Percentage of female employee hires	87,5%	81,8%	71,4%	83,3%
Percentage of employee hires <30 years	12,5%	18,2%	0,0%	33,3%
Percentage of employee hires 30-50 years	68,8%	72,7%	85,7%	50,0%
Perecentage of employee hires > 50 years	18,8%	9,1%	14,3%	16,7%
Employees leaving	24	17	23	12
Number of male employees leaving	1	3	4	1
Number of female employees leaving	23	14	19	11
Percentage of female employees leaving	95,8%	82,4%	82,6%	91,7%
Percentage of employees leaving <30 years	0,0%	0,0%	4,4%	8,3%
Percentage of employees leaving 30-50 years	54,2%	23,5%	65,2%	58,3%
Perecentage of employees leaving > 50 years	45,8%	58,8%	30,4%	33,3%
Total number of employees	200	194	178	172
Employee turnover rate	12%	9%	13%	7%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	0	0	0	0
Percentage of employees that were entitled to parental leave	0,0%	0,0%	0,0%	0,0%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	2	0	0	3
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	2	0	0	3
Rate of recordable work-related injuries	1,26	0	0	2,17

403-10 | Work-related ill health	0	0	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	0	0	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	0,3	0,49	0,51	8,75
Average training and development expenditure per FTE	€ 11,50	€ 27,20	€ 23,20	€ 31,90

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	0	0	0	0
Percentage of employees who received a regular performance and career development review	0,0%	0,0%	0,0%	0,0%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	200	194	178	172
Percentage of female employees	88,0%	87,6%	85,4%	86,6%
Percentage of employees <30 years	2,5%	2,1%	0,6%	1,2%
Percentage of employees 30-50 years	59,0%	60,3%	56,7%	48,8%
Perecentage of employees > 50 years	38,5%	37,6%	42,7%	50,0%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1 |Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

4016-2 |Incidents of non-compliance concerning the health and safety impacts of products and services				
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1 |Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Alsico high tech

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume	421.775,00	284.753,88	427.553,00	486.995,90
Packaging	0,00	0,00	5.138,00	5.138,00
From non-renewable materials, bought (kg)	0,00	0,00	1.182,00	1.182,00
Cardboard	-	-	0,00	0,00
Plastic	-	-	1.182,00	1.182,00
From renewable materials, bought (kg)	0,00	0,00	3.956,00	3.956,00
Cardboard	-	-	3.956,00	3.956,00
Plastic	-	-	0,00	0,00
Materials	421.775,00	284.753,88	422.415,00	481.857,90
From non-renewable materials, bought (kg)	415.258,00	265.234,08	414.289,00	464.712,32
From renewable materials, bought (kg)	6.517,00	19.519,80	8.126,00	17.145,58

301-2 | Recycled input materials bought	0,00	796,00	7.331,00	17.686,00
Recycled input materials bought (%)	0%	0%	2%	4%
Recycled input materials bought (kg)	0,00	796,00	7.331,00	17.686,00

301-3 | Reclaimed products and their packaging materials	-	1%	11%	19%
Reclaimed products* (%) **	-	1%	11%	19%

* does not include the packaging materials.
** average weight of garments has been increased from 0,2 kg to 0,3 kg which resulted in an update of 2023 and 2024 data reporting

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	0,00	161.210,00	202.151,00	266.665,00
Total fuel consumption within the organization from non-renewable sources (kWh)	-	0,00	0,00	0,00
Electricity consumption (bought)	-	-	-	-
Heating consumption	-	-	-	-
Total fuel consumption within the organization from renewable sources (kWh)	-	161.210,00	202.151,00	266.665,00
Solar power (generated)	-	83.565,00	114.978,00	175.538,00
Certified renewable electricity consumption (bought)	-	77.645,00	87.173,00	91.127,00

The total energy consumption of Alsico Europe Contamination Control for 2022 has been reported by Alsico Logistics.

302-2 | Energy consumption outside of the organization	7,73	7,99	6,65	2,17
Total energy consumption outside the organization	7,73	7,99	6,65	2,17
WTT - Direct energy (ton CO_2 eq.)	0,00	0,00	0,00	0,00
WTT - Company cars (ton CO_2 eq.)	7,73	7,99	6,65	2,17
WTT - Indirect energy (ton CO_2 eq.)	0,00	0,00	0,00	0,00

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption			25%	32%
Total energy consumption (kWh)	0,00	161.210,00	202.151,00	266.665,00

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	0,00	0,06	0,09	0,13
Total water withdrawal from all areas in megaliters (ML)	0,00	0,06	0,09	0,13
Surface water	-	-	-	-
Groundwater	-	-	-	-
Seawater	-	-	-	-
Produced water	-	-	-	-
Third-party water	0,00	0,06	0,09	0,13
Total water withdrawal from all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

303-4 | Water discharge	0,00	0,06	0,09	0,13
Total water discharge to all areas in megaliters (ML) by the following types of destination	0,00	0,06	0,09	0,13
Surface water	-	-	-	-
Groundwater	-	-	-	-
Seawater	-	-	-	-
Produced water	-	-	-	-
Third-party water	0,00	0,06	0,09	0,13
Total water discharge to all areas in megaliters (ML) by the following categories*	0,00	0,06	0,09	0,13
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	0,00	0,06	0,09	0,13
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	-	-
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	0,00%	0,00%	0,00%	0,00%

* Our sanitary discharge, including wastewater from toilets and sinks, is likely classified as other water under GRI 303-4, as it may exceed the 1,000 mg/L TDS threshold due to organic waste and cleaning agents.

	2022 (BY)	2023	2024	2025
303-5 | Water consumption	0	0	0	0
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	0,00	0,00	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	32,18	32,76	25,96	4,42
Mobile combustion (Company cars) (kg CO_2 eq.)	32.179,00	32.755,00	25.963,00	4.416,00
Diesel cars	32.179,00	32.755,00	25.963,00	4.416,00
Petrol cars	-	-	-	-
Hybrid cars	-	0,00	0,00	0,00
Electric cars	-	-	0,00	0,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	0,00	0,00	0,00	0,00
Diesel	-	-	-	-
Natural gas	-	-	-	-
Petrol	-	-	-	-
LPG/propane	-	-	-	-
Heating oil	-	-	-	-
Solar power	-	0,00	0,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	-	-	-	-

305-2 | Energy indirect (Scope 2) GHG emissions	-	9,45	9,77	9,55
Location-based emissions (ton CO_2 eq.)	-	9,45	9,77	9,55
Market-based emissions (ton CO_2 eq.)	-	0,00	0,00	0,00

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	7.428,94	5.118,64	9.776,55	9.506,63
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	7.206,82	4.790,83	7.273,37	7.702,58
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	105,04	85,74	2.306,82	1.646,81
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	40,38	103,69	71,86	47,10
Category 6: Business travel (ton CO_2 eq.)	21,40	85,00	77,90	60,90
Category 7: Employee commuting (ton CO_2 eq.)	45,30	43,90	37,40	45,30
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	2,27	0,81	2,17	1,56
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	7,73	7,99	6,65	2,17
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,00	0,02	0,03	0,05
Category 5: Waste generated in operations (ton CO_2 eq.)	-	0,65	0,35	0,16

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	0,00	30,54	54,69	34,00
Total weight of waste generated (tons)	0,00	30,54	54,69	34,00
Paper and cardboard	-	17,11	13,99	13,40
Plastic waste	-	0,44	0,73	0,46
Wood	-	5,81	12,74	8,65
Residual waste	-	7,18	27,01	11,49
Small hazardous waste	-	0,00	0,22	0,00
Undefined	-	0,00	0,00	0,00

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	0,00	30,54	54,69	34,00
Total weight of waste diverted from disposal (tons)	0,00	30,54	54,69	34,00
Total weight of non hazardous waste diverted from disposal (tons)	0,00	30,54	54,47	34,00
Total weight of non hazardous waste diverted from disposal offsite (tons)	0,00	30,54	54,47	34,00
Sent for recycling	0,00	30,54	54,47	34,00
Paper and cardboard	-	17,11	13,99	13,40
Plastic waste	-	0,44	0,73	0,46
Wood	-	5,81	12,74	8,65
Residual waste	-	7,18	27,01	11,49
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,22	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Sent for recycling	0,00	0,00	0,00	0,00
Small hazardous waste	-	0,00	0,22	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

306-5 | Waste directed to disposal	0,00	0,00	0,00	0,00
Total weight of waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	3	2	2	6
Number of male employees hired	1	0	1	1
Number of female employees hired	2	2	1	5
Percentage of female employee hires	66,7%	100,0%	50,0%	83,3%
Percentage of employee hires <30 years	33,3%	0,0%	100,0%	66,7%
Percentage of employee hires 30-50 years	33,3%	100,0%	0,0%	16,7%
Perecentage of employee hires > 50 years	33,3%	0,0%	0,0%	16,7%
Employees leaving	1	2	0	2
Number of male employees leaving	0	0	0	1
Number of female employees leaving	1	2	0	1
Percentage of female employees leaving	100,0%	100,0%	0,0%	50,0%
Percentage of employees leaving <30 years	100,0%	50,0%	0,0%	0,0%
Percentage of employees leaving 30-50 years	0,0%	0,0%	0,0%	50,0%
Perecentage of employees leaving > 50 years	0,0%	50,0%	0,0%	50,0%
Total number of employees	38	39	41	46
Employee turnover rate	3%	5%	0%	4%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	0	1	1	3
Percentage of employees that were entitled to parental leave	0,0%	2,6%	2,4%	6,5%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	0	0	0	0
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	0	0	0	0
Rate of recordable work-related injuries	0	0	0	0

403-10 | Work-related ill health	2	0	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	2	0	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	4,55	6,95	29,3	11,3
Average training and development expenditure per FTE	€ 68,10	€ 38,30	€ 38,00	€ 13,20

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	34	39	41	46
Percentage of employees who received a regular performance and career development review	89,5%	100,0%	100,0%	100,0%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	38	39	41	46
Percentage of female employees	78,9%	79,5%	78,0%	78,3%
Percentage of employees <30 years	15,8%	15,4%	19,5%	21,7%
Percentage of employees 30-50 years	44,7%	48,7%	48,8%	39,1%
Perecentage of employees > 50 years	36,8%	33,3%	31,7%	39,1%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1	Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

4016-2	Incidents of non-compliance concerning the health and safety impacts of products and services			
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Alsico hitec USA

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1	Materials bought by weight or volume	916.820,00	605.865,00	508.638,00	580.534,00
Packaging	0,00	0,00	15.050,00	21.060,00
From non-renewable materials, bought (kg)	0,00	0,00	50,00	60,00
Plastic	-	-	50,00	60,00
From renewable materials, bought (kg)	0,00	0,00	15.000,00	21.000,00
Cardboard	-	-	15.000,00	21.000,00
Materials	916.820,00	605.865,00	493.588,00	559.474,00
From non-renewable materials, bought (kg)	912.741,00	603.311,00	491.156,80	546.998,00
From renewable materials, bought (kg)	4.079,00	2.554,00	2.431,20	12.476,00

301-2 | Recycled input materials bought	0,00	0,00	0,00	0,00
Recycled input materials bought (%)	0,00%	0,00%	0,00%	0,00%
Recycled input materials bought (kg)	0,00	0,00	0,00	0,00

301-3 | Reclaimed products and their packaging materials	0%	0%	0%	0%
Reclaimed products* (%)	0%	0%	0%	0%

* does not include the packaging materials.

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	939.198,40	456.124,52	333.640,20	409.261,32
Total fuel consumption within the organization from non-renewable sources (kWh)	939.198,40	456.124,52	333.640,20	409.261,32
Electricity consumption (bought)	653.076,00	226.530,00	192.440,00	193.332,00
Natural gas	173.203,00	170.000,00	115.404,00	116.028,00
Petrol	24.030,00	29.370,00	4.450,00	8.010,00
LPG/propane	88.889,40	30.224,52	21.346,20	91.891,32
Total fuel consumption within the organization from renewable sources (kWh)	0,00	0,00	0,00	0,00

302-2 | Energy consumption outside of the organization	96,90	39,83	30,65	33,22
Total energy consumption outside the organization	96,90	39,83	30,65	33,22
WTT - Direct energy (ton CO_2 eq.)	9,93	8,40	4,71	6,81
WTT - Company cars (ton CO_2 eq.)	1,57	1,83	0,74	1,11
WTT - Indirect energy (ton CO_2 eq.)	85,40	29,60	25,20	25,30

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0%	-51%	-27%	23%
Total energy consumption (kWh)	939.198,40	456.124,52	333.640,20	409.261,32

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	2,74	2,31	1,42	1,35
Total water withdrawal from all areas in megaliters (ML)	2,74	2,31	1,42	1,35
Third-party water	2,74	2,31	1,42	1,35
Total water withdrawal from all areas with water stress in megaliters (ML)	2,74	2,31	1,42	1,35
Third-party water	2,74	2,31	1,42	1,35
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

303-4 | Water discharge	0,00	0,00	1,40	1,35
Total water discharge to all areas in megaliters (ML) by the following types of destination	0,00	0,00	1,40	1,35
Third-party water	-	-	1,40	1,35
Total water discharge to all areas in megaliters (ML) by the following categories*	0,00	0,00	1,40	1,35
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	1,40	1,35
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	1,40	1,35
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	1,40	1,35
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	0,00%	0,00%	0,00%	0,00%

* Our sanitary discharge, including wastewater from toilets and sinks, is likely classified as other water under GRI 303-4, as it may exceed the 1,000 mg/L TDS threshold due to organic waste and cleaning agents.

	2022 (BY)	2023	2024	2025
303-5 | Water consumption	2,74	2,31	0,01	0,00
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	2,74	2,31	0,01	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	65,91	55,44	31,77	49,52
Mobile combustion (Company cars) (kg CO_2 eq.)	5.487,00	6.595,00	2.647,00	3.928,00
Petrol cars	5.487,00	6.595,00	2.647,00	3.928,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	60.420,00	48.840,00	29.122,00	45.591,00
Natural gas	35.034,00	34.454,00	23.385,00	23.519,00
Petrol	5.837,00	7.739,00	1.042,00	1.862,00
LPG/propane	19.549,00	6.647,00	4.695,00	20.210,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	-	-	-	-

305-2 | Energy indirect (Scope 2) GHG emissions	296,00	87,60	74,40	74,74
Location-based emissions (ton CO_2 eq.)	296,00	87,60	74,40	74,74
Market-based emissions (ton CO_2 eq.)	130,00	87,60	74,40	74,70

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	16.177,39	10.826,53	8.934,05	10.351,26
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	15.433,26	10.276,56	8.347,18	9.706,34
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	79,40	61,24	201,76	239,59
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	24,15	14,82	18,64	22,81
Category 6: Business travel (ton CO_2 eq.)	17,50	25,40	24,00	21,70
Category 7: Employee commuting (ton CO_2 eq.)	520,00	399,00	305,00	315,00
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	0,68	6,99	0,28	0,28
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	85,40	29,60	25,20	25,30
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	4,84	2,09	6,02	8,24
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	11,50	10,23	5,45	7,92
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	3,58
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,41	0,41	0,48	0,48
Category 5: Waste generated in operations (ton CO_2 eq.)	0,25	0,20	0,05	0,03

* Aramide thread was added to 2024 emissions, adding 1,92 ton of CO_2 eq. emissions

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	11,75	9,50	8,00	6,00
Total weight of waste generated (tons)	11,75	9,50	8,00	6,00
Undefined	11,75	9,50	8,00	6,00

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	0,00	0,00	0,00	0,00
Total weight of waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

306-5 | Waste directed to disposal	11,75	9,50	8,00	6,00
Total weight of waste directed to disposal (tons)	11,75	9,50	8,00	6,00
Total weight of non hazardous waste directed to disposal (tons)	11,75	9,50	8,00	6,00
Total weight of non hazardous waste directed to disposal offsite (tons)	11,75	9,50	8,00	6,00
Landfilling	11,75	9,50	8,00	6,00
Undefined	11,75	9,50	8,00	6,00
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	19	0	2	4
Number of male employees hired	5	0	2	3
Number of female employees hired	14	0	0	1
Percentage of female employee hires	73,7%	0,0%	0,0%	25,0%
Percentage of employee hires <30 years	15,8%	0,0%	0,0%	0,0%
Percentage of employee hires 30-50 years	84,2%	0,0%	100,0%	75,0%
Perecentage of employee hires > 50 years	0,0%	0,0%	0,0%	25,0%
Employees leaving	59	112	42	2
Number of male employees leaving	9	22	13	1
Number of female employees leaving	50	90	29	1
Percentage of female employees leaving	84,7%	80,4%	69,0%	50,0%
Percentage of employees leaving <30 years	18,6%	6,3%	2,4%	0,0%
Percentage of employees leaving 30-50 years	64,4%	48,2%	69,0%	100,0%
Perecentage of employees leaving > 50 years	16,9%	45,5%	28,6%	0,0%
Total number of employees	335	123	82	84
Employee turnover rate	18%	91%	51%	2%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	0	0	0	0
Percentage of employees that were entitled to parental leave	0,0%	0,0%	0,0%	0,0%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	10	2	5	5
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	10	2	5	5
Rate of recordable work-related injuries	4,13	1,11	5,12	6,31

The main types of work-related injuries are strains.

403-10 | Work-related ill health	5	0	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	5	0	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	0,09	0,12	0,18	5,33
Average training and development expenditure per FTE	€ 41,80	€ 114,00	€ 73,20	€ 312,00

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	0	0	0	0
Percentage of employees who received a regular performance and career development review	0,0%	0,0%	0,0%	0,0%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	335	123	82	84
Percentage of female employees	75,8%	68,3%	69,5%	67,9%
Percentage of employees <30 years	12,2%	4,9%	6,1%	6,0%
Percentage of employees 30-50 years	63,9%	56,9%	52,4%	52,4%
Perecentage of employees > 50 years	23,9%	37,4%	41,5%	41,7%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1	Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

	2022 (BY)	2023	2024	2025
4016-2	Incidents of non-compliance concerning the health and safety impacts of products and services				
Total number of incidents of non-compliance with regulations and/ or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Alsico logistics

Alsico Logistics serves as the logistics hub for both Alsico Europe and Alsico Europe Contamination Control. It is responsible for the stocking and distribution of fabrics and finished garments on behalf of these two business units. As such, all emissions related to transportation and packaging activities are allocated to Alsico Europe and Alsico Europe Contamination Control.

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	429.959,00	234.746,00	232.397,00	320.696,00
Total fuel consumption within the organization from non-renewable sources (kWh)	122.075,00	78.318,00	84.532,00	116.071,00
Diesel	26.650,00	7.510,00	6.710,00	7.500,00
Natural gas	95.425,00	70.808,00	77.822,00	108.571,00
Total fuel consumption within the organization from renewable sources (kWh)	307.884,00	156.428,00	147.865,00	204.625,00
Solar power (generated)	119.764,00	64.123,00	88.228,00	134.699,00
Certified renewable electricity consumption (bought)	188.120,00	92.305,00	59.637,00	69.926,00

302-2 | Energy consumption outside of the organization	6,63	4,57	4,54	5,38
Total energy consumption outside the organization	6,63	4,57	4,54	5,38
WTT - Direct energy (ton CO_2 eq.)	4,91	2,83	3,01	4,09
WTT - Company cars (ton CO_2 eq.)	1,72	1,74	1,53	1,29
WTT - Indirect energy (ton CO_2 eq.)	0,00	0,00	0,00	0,00

* the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0,0%	-45,4%	-1,0%	38,0%
Total energy consumption (kWh)	429.959,00	234.746,00	232.397,00	320.696,00

	2022 (BY)	2023	2024	2025
302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	0,71	0,07	0,09	0,15
Total water withdrawal from all areas in megaliters (ML)	0,71	0,07	0,09	0,15
Surface water	0,36	0,04	0,04	0,00
Third-party water	0,35	0,03	0,05	0,15
Total water withdrawal from all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Surface water	-	-	-	-
Groundwater	-	-	-	-
Seawater	-	-	-	-
Produced water	-	-	-	-
Third-party water	-	-	-	-
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

	2022 (BY)	2023	2024	2025
303-4 | Water discharge	0,71	0,07	0,09	0,15
Total water discharge to all areas in megaliters (ML) by the following types of destination	0,71	0,07	0,09	0,15
Surface water	-	-	0,05	0,00
Third-party water	0,71	0,07	0,04	0,15
Total water discharge to all areas in megaliters (ML) by the following categories*	0,71	0,07	0,09	0,15
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	0,71	0,07	0,09	0,15
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	-	-
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	-	-	-	-

* Our sanitary discharge, including wastewater from toilets and sinks, is likely classified as other water under GRI 303-4, as it may exceed the 1,000 mg/L TDS threshold due to organic waste and cleaning agents.

303-5 | Water consumption	0,00	0,00	0,00	0,00
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	0,00	0,00	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	33,26	23,24	23,63	29,31
Mobile combustion (Company cars) (kg CO_2 eq.)	7.139,00	7.006,00	6.173,00	5.370,00
Diesel cars	7.139,00	6.033,00	5.198,00	5.370,00
Petrol cars	-	652,00	635,00	0,00
Hybrid cars	-	321,00	340,00	0,00
Electric cars	-	-	-	-

	2022 (BY)	2023	2024	2025
Stationary combustion (Direct energy) (kg CO_2 eq.)	26.119,00	16.238,00	17.456,00	23.935,00
Diesel	6.817,00	1.887,00	1.686,00	1.928,00
Natural gas	19.302,00	14.351,00	15.770,00	22.007,00
Petrol	-	-	-	-
LPG/propane	-	-	-	-
Heating oil	-	-	-	-
Wood pellets	-	-	-	-
Solar power	-	0,00	0,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	0,00	0,00	0,00	0,00

305-2 | Energy indirect (Scope 2) GHG emissions	23,10	11,20	6,69	7,33
Location-based emissions (ton CO_2 eq.)	23,10	11,20	6,69	7,33
Market-based emissions (ton CO_2 eq.)	0,00	0,00	0,00	0,00

The locations based emissions are currently used to calculate our overall emissons

305-3 | Other indirect (Scope 3) GHG emissions	14,34	12,83	11,94	11,97
Category 6: Business travel (ton CO_2 eq.)	0,04	0,00	0,00	0,00
Category 7: Employee commuting (ton CO_2 eq.)	7,37	7,33	7,33	5,10
Categroy 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	0,00	0,84	0,00	1,14
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	0,00	0,00	0,00	0,13
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	6,63	4,57	4,54	5,53
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,24	0,02	0,03	0,05
Categroy 5: Waste generated in operations (ton CO_2 eq.)	0,06	0,07	0,05	0,02

* Aramide thread was added to 2024 emissions, adding 1,92 ton of CO_2 eq. emissions

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	2,61	3,06	7,71	3,27
Total weight of waste generated (tons)	2,61	3,06	7,71	3,27
Paper and cardboard	-	0,00	0,00	0,00
Plastic waste	-	0,01	0,01	0,02
Wood	-	0,00	0,00	0,00
Residual waste	-	3,05	7,64	3,25
Small hazardous waste	-	0,00	0,06	0,00
Undefined	2,61	0,00	0,00	0,00

306-4 | Waste diverted from disposal	2,61	3,06	7,71	3,27
Total weight of waste diverted from disposal (tons)	2,61	3,06	7,71	3,27
Total weight of non hazardous waste diverted from disposal (tons)	2,61	3,06	7,65	3,27
Total weight of non hazardous waste diverted from disposal offsite (tons)	2,61	3,06	7,65	3,27
Sent for recycling	2,61	3,06	7,65	3,27
Paper and cardboard	-	0,00	0,00	0,00
Plastic waste	-	0,01	0,01	0,02
Wood	-	0,00	0,00	0,00
Residual waste	-	3,05	7,64	3,25
Undefined	2,61	0,00	0,00	0,00
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,06	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Sent for recycling	0,00	0,00	0,00	0,00
Small hazardous waste	-	0,00	0,06	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

306-5 | Waste directed to disposal	11,75	9,50	8,00	6,00
Total weight of waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

401-1 | New employee hires and employee turnover	2022 (BY)	2023	2024	2025
Employee hires	2	2	3	0
Number of male employees hired	1,975	1,975	3	0
Number of female employees hired	0,025	0,025	0	0
Percentage of female employee hires	50,0%	50,0%	0,0%	0,0%
Percentage of employee hires <30 years	100,0%	100,0%	100,0%	100,0%
Percentage of employee hires 30-50 years	0,0%	0,0%	0,0%	0,0%
Perecentage of employee hires > 50 years	0,0%	0,0%	0,0%	0,0%
Employees leaving	0	1	0	0
Number of male employees leaving	0	1	0	0
Number of female employees leaving	0	0	0	0
Percentage of female employees leaving	0,0%	0,0%	0,0%	0,0%
Percentage of employees leaving <30 years	0,0%	100,0%	0,0%	0,0%
Percentage of employees leaving 30-50 years	0,0%	0,0%	0,0%	0,0%
Perecentage of employees leaving > 50 years	0,0%	0,0%	0,0%	0,0%
Total number of employees	18	16	14	14
Employee turnover rate	0%	6%	0%	0%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	1	1	1	0
Percentage of employees that were entitled to parental leave	5,6%	6,4%	7,2%	0,0%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%
403-9 | Work-related injuries	1	1	0	0
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	1	1	0	0
Rate of recordable work-related injuries	7,91	8,55	0	0

The main types of work-related injuries are cuts.

403-10 | Work-related ill health	1	1	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	1	1	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	3,78	1,02	0,58	0,58
Average training and development expenditure per FTE	€ -	€ -	€ -	€ -
404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	17	0	12,9	14
Percentage of employees who received a regular performance and career development review	94,4%	0,0%	92,8%	100,0%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees (FTE)	18	16	14	14
Percentage of female employees	22,2%	22,9%	24,5%	24,5%
Percentage of employees <30 years	11,1%	6,4%	0,0%	0,0%
Percentage of employees 30-50 years	65,0%	51,0%	50,0%	52,0%
Perecentage of employees > 50 years	35,0%	49,0%	50,0%	48,0%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Alsico Iberia

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume	69.612,30	84.485,80	108.308,54	134.191,21
Packaging	0,00	0,00	12.653,14	14.983,83
From non-renewable materials, bought (kg)	0,00	0,00	2.376,72	4.431,73
Plastic	-	-	2.376,72	4.431,73
From renewable materials, bought (kg)	0,00	0,00	10.276,42	10.552,10
Cardboard	-	-	10.276,42	10.552,10
Materials	69.612,30	84.485,80	95.655,40	119.207,38
From non-renewable materials, bought (kg)	53.645,10	64.578,40	71.428,70	84.182,10
From renewable materials, bought (kg)	15.967,20	19.907,40	24.226,70	35.025,28

301-2 | Recycled input materials bought	444,00	510,00	392,00	7.371,00
Recycled input materials bought (%)	0,64%	0,60%	0,36%	5,49%
Recycled input materials bought (kg)	444,00	510,00	392,00	7.371,00

301-3 | Reclaimed products and their packaging materials	0	0%	0%	0%
Reclaimed products* (%)	0%	0%	0%	0%

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	259.146,00	274.932,00	273.654,00	238.683,00
Total fuel consumption within the organization from non-renewable sources (kWh)	259.146,00	274.932,00	273.654,00	197.949,00
Electricity consumption (bought)	259.146,00	274.932,00	273.654,00	197.949,00
Total fuel consumption within the organization from renewable sources (kWh)	0,00	0,00	0,00	40.734,00
Certified renewable electricity consumption (bought)	-	-	-	40.734,00

302-2 | Energy consumption outside of the organization	32,79	34,04	36,10	33,90
Total energy consumption outside the organization	32,79	34,04	36,10	33,90
WTT - Direct energy (ton CO_2 eq.)	0,00	0,00	0,00	0,00
WTT - Company cars (ton CO_2 eq.)	9,89	9,74	11,90	16,40
WTT - Indirect energy (ton CO_2 eq.)	22,90	24,30	24,20	17,50

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0,0%	6,1%	-0,5%	-12,8%
Total energy consumption (kWh)	259.146,00	274.932,00	273.654,00	238.683,00

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	0,92	1,14	1,11	1,89
Total water withdrawal from all areas in megaliters (ML)	0,92	1,14	1,11	1,89
Third-party water	0,92	1,14	1,11	1,89
Total water withdrawal from all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	58.724,00	44.277,00	70.241,00	74.986,00

303-4 | Water discharge	0,92	1,14	1,11	1,89
Total water discharge to all areas in megaliters (ML) by the following types of destination	0,92	1,14	1,11	1,89
Third-party water	0,92	1,14	1,11	1,89
Total water discharge to all areas in megaliters (ML) by the following categories*	0,92	1,14	1,11	1,89
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	0,92	1,14	1,11	1,89
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	-	-
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	42,90%	42,90%	42,90%	45,50%

* Our sanitary discharge, including wastewater from toilets and sinks, is likely classified as other water under GRI 303-4, as it may exceed the 1,000 mg/L TDS threshold due to organic waste and cleaning agents.

	2022 (BY)	2023	2024	2025
303-5 | Water consumption	93.276,00	65.575,00	56.960,00	56.960,00
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	0,00	0,00	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	93.276,00	65.575,00	56.960,00	56.960,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	39,61	38,76	47,99	63,78
Mobile combustion (Company cars) (kg CO_2 eq.)	39.197,00	38.421,00	47.985,00	63.782,00
Diesel cars	27.045,00	24.960,00	31.761,00	50.999,00
Petrol cars	8.494,00	8.167,00	8.196,00	5.037,00
Hybrid cars	3.658,00	5.294,00	8.028,00	7.746,00
Electric cars	-	-	-	-
Stationary combustion (Direct energy) (kg CO_2 eq.)	0,00	0,00	0,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	410,00	340,00	0,00	0,00

305-2 | Energy indirect (Scope 2) GHG emissions	39,70	45,00	33,30	24,00
Location-based emissions (ton CO_2 eq.)	39,70	45,00	33,30	24,00
Market-based emissions (ton CO_2 eq.)	70,50	75,60	44,10	57,80

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	2.043,83	2.088,31	2.476,56	3.142,67
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	1.660,03	1.756,51	2.120,33	2.652,16
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	213,23	113,79	115,18	245,49
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	46,34	48,07	61,37	64,06
Category 6: Business travel (ton CO_2 eq.)	25,80	69,50	60,40	50,60
Category 7: Employee commuting (ton CO_2 eq.)	56,80	60,20	69,90	75,60
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	2,28	0,29	3,43	2,13
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	22,90	24,30	24,20	17,50
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	5,45	4,56	9,25	14,20
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	9,89	9,74	11,90	16,40
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	3,67
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,39	0,43	0,38	0,69
Category 5: Waste generated in operations (ton CO_2 eq.)	0,72	0,92	0,23	0,17

* Upstream and downstream transportation data for 2024 have been updated following the identification of an error in the original reporting. A similar issue affected the raw materials data for the 2022–2024 period. As a result, reported emissions have increased by 260 tonnes in 2022, 34 tonnes in 2023, and 80 tonnes in 2024.

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	34,00	43,00	36,20	35,62
Total weight of waste generated (tons)	34,00	43,00	36,20	35,62
Paper and cardboard	-	-	-	14,45
Plastic waste	-	-	-	4,48
Residual waste	-	-	-	15,59
Metals	-	-	-	0,80
Electronic devices	-	-	-	0,04
Textile				0,26
Undefined	34,00	43,00	36,20	-

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	23,80	25,00	33,45	35,62
Total weight of waste diverted from disposal (tons)	23,80	25,00	33,45	35,62
Total weight of non hazardous waste diverted from disposal (tons)	23,80	25,00	33,45	34,82
Total weight of non hazardous waste diverted from disposal offsite (tons)	23,80	25,00	33,45	34,82
Sent for recycling	23,80	25,00	33,45	34,82
Undefined	23,80	25,00	33,45	-
Paper and cardboard	-	-	-	14,45
Plastic waste	-	-	-	4,48
Residual waste	-	-	-	15,59
Electronic devices	-	-	-	0,04
Textile	-	-	-	0,26
In preparation for reuse	-	-	20,02	-
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,00	0,80
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Sent for recycling	0,00	0,00	0,00	0,00
Metals	0,00	0,00	0,00	0,80
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

306-5 | Waste directed to disposal	10,20	18,00	2,75	0,00
Total weight of waste directed to disposal (tons)	10,20	18,00	2,75	0,00
Total weight of non hazardous waste directed to disposal (tons)	10,20	18,00	2,75	0,00
Total weight of non hazardous waste directed to disposal offsite (tons)	10,20	18,00	2,75	0,00
Landfilling	10,20	18,00	2,75	0,00
Undefined	10,20	18,00	2,75	0,00
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	7	9	13	7
Number of male employees hired	2	2	5	3
Number of female employees hired	5	7	8	4
Percentage of female employee hires	71,4%	77,8%	61,5%	57,1%
Percentage of employee hires <30 years	14,3%	22,2%	15,4%	14,3%
Percentage of employee hires 30-50 years	42,9%	66,7%	69,2%	71,4%
Perecentage of employee hires > 50 years	42,9%	11,1%	15,4%	14,3%
Employees leaving	6	7	5	5
Number of male employees leaving	4	2	1	1
Number of female employees leaving	2	5	4	4
Percentage of female employees leaving	33,3%	71,4%	80,0%	80,0%
Percentage of employees leaving <30 years	16,7%	0,0%	20,0%	20,0%
Percentage of employees leaving 30-50 years	33,3%	71,4%	20,0%	20,0%
Perecentage of employees leaving > 50 years	50,0%	28,6%	60,0%	60,0%
Total number of employees	78	81	89	88
Employee turnover rate	8%	9%	6%	6%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	2	2	1	1
Percentage of employees that were entitled to parental leave	2,6%	2,5%	1,1%	1,1%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	0	1	1	1
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	0	1	1	1
Rate of recordable work-related injuries	0	1,38	1,26	1,27

403-10 | Work-related ill health	0	0	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	0	0	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	4,95	41,5	55,5	32,9
Average training and development expenditure per FTE	€ 865,00	€ 849,00	€ 1.223,00	€ 954,00

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	78	81	89	88
Percentage of employees who received a regular performance and career development review	100,0%	100,0%	100,0%	100,0%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	78	81	89	88
Percentage of female employees	75,6%	76,5%	70,8%	69,3%
Percentage of employees <30 years	1,3%	3,7%	4,5%	4,5%
Percentage of employees 30-50 years	43,6%	43,2%	41,6%	45,5%
Perecentage of employees > 50 years	55,1%	53,1%	53,9%	50,0%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1	Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

	2022 (BY)	2023	2024	2025
4016-2	Incidents of non-compliance concerning the health and safety impacts of products and services				
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Alsico NV

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume	1.003.194,00	824.600,24	771.462,06	847.739,30
Packaging	0,00	0,00	4.774,00	6.805,50
From non-renewable materials, bought (kg)	0,00	0,00	818,00	625,00
Cardboard	-	-	0,00	0,00
Plastic	-	-	818,00	625,00
From renewable materials, bought (kg)	0,00	0,00	3.956,00	6.180,50
Cardboard	-	-	3.956,00	6.180,50
Plastic	-	-	0,00	0,00
Materials	1.003.194,00	824.600,24	766.688,06	840.933,80
From non-renewable materials, bought (kg)	582.177,00	452.269,24	422.812,76	472.318,90
From renewable materials, bought (kg)	421.017,00	372.331,00	343.875,30	368.614,90

301-2 | Recycled input materials bought	88.825,00	38.841,00	35.198,00	85.615,00
Recycled input materials bought (%)	8,85%	4,71%	4,56%	10,10%
Recycled input materials bought (kg)	88.825,00	38.841,00	35.198,00	85.615,00

301-3 | Reclaimed products and their packaging materials	2,6%	0,7%	2,7%	1,4%
Reclaimed products* (%)	2,6%	0,7%	2,7%	1,4%

* does not include the packaging materials.

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	351.511,60	363.996,16	301.456,00	428.305,00
Total fuel consumption within the organization from non-renewable sources (kWh)	63.487,60	15.241,16	0,00	51.700,00
Heating oil	63.487,60	15.241,16	-	51.700,00
Total fuel consumption within the organization from renewable sources (kWh)	288.024,00	348.755,00	301.456,00	376.605,00
Solar power (generated)	-	92.924,00	127.856,00	195.200,00
Certified renewable electricity consumption (bought)	213.055,00	237.839,00	173.600,00	181.405,00
Wood pellets	74.969,00	17.992,00	-	-

302-2 | Energy consumption outside of the organization	17,35	13,06	15,20	16,55
Total energy consumption outside the organization	17,35	13,06	15,20	16,55
WTT - Direct energy (ton CO_2 eq.)	6,05	1,46	0,00	2,65
WTT - Company cars (ton CO_2 eq.)	11,30	11,60	15,20	13,90
WTT - Indirect energy (ton CO_2 eq.)	0,00	0,00	0,00	0,00

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	0,07	0,08	0,18	0,17
Total water withdrawal from all areas in megaliters (ML)	0,07	0,08	0,18	0,17
Third-party water	0,07	0,08	0,18	0,17
Total water withdrawal from all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	1.851,00	1.714,00	1.509,00	1.535,00

303-4 | Water discharge	0,07	0,08	0,18	0,17
Total water discharge to all areas in megaliters (ML) by the following types of destination	0,07	0,08	0,18	0,17
Third-party water	0,07	0,08	0,18	0,17
Total water discharge to all areas in megaliters (ML) by the following categories*	0,07	0,08	0,18	0,17
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	0,07	0,08	0,18	0,17
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	-	-
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	39,00%	51,00%	51,00%	30,00%

* Our sanitary discharge, including wastewater from toilets and sinks, is likely classified as other water under GRI 303-4, as it may exceed the 1,000 mg/L TDS threshold due to organic waste and cleaning agents.

303-5 | Water consumption	3.284,00	3.023,00	2.671,00	2.678,00
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	0,00	0,00	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	3.284,00	3.023,00	2.671,00	2.678,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	63,37	51,48	58,76	63,94
Mobile combustion (Company cars) (kg CO_2 eq.)	46.980,00	47.545,00	58.764,00	51.239,00
Diesel cars	46.980,00	47.545,00	56.243,00	51.239,00
Hybrid cars	-	-	2.521,00	-
Electric cars	-	-	0,00	0,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	16.385,00	3.936,00	0,00	12.701,00
Diesel	-	-	-	-
Natural gas	-	-	-	-
Petrol	-	-	-	-
LPG/propane	-	-	-	-
Heating oil	15.596,00	3.743,00	-	12.701,00
Wood pellets	789,00	193,00	-	-
Solar power	-	0,00	0,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	0,00	0,00	0,00	0,00

305-2 | Energy indirect (Scope 2) GHG emissions	26,10	29,00	19,50	19,02
Location-based emissions (ton CO_2 eq.)	26,10	29,00	19,50	19,02
Market-based emissions (ton CO_2 eq.)	0,00	0,00	0,00	0,00

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	17.441,11	13.823,85	12.941,24	13.915,56
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	16.959,70	13.409,84	12.564,94	13.495,93
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	306,52	253,47	247,00	295,67
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	34,15	26,09	23,44	20,74
Category 6: Business travel (ton CO_2 eq.)	70,40	51,80	44,60	28,60
Category 7: Employee commuting (ton CO_2 eq.)	1,34	49,60	40,20	37,80
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	0,00	0,00	0,00	19,20
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	50,30	18,70	5,49	0,82
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	17,35	13,06	15,20	16,60
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,01	0,02	0,06	0,06
Category 5: Waste generated in operations (ton CO_2 eq.)	1,34	1,28	0,31	0,15

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	63,36	99,58	47,86	31,08
Total weight of waste diverted from disposal (tons)	63,36	99,58	47,86	31,08
Total weight of non hazardous waste diverted from disposal (tons)	63,36	99,58	47,70	31,08
Total weight of non hazardous waste diverted from disposal offsite (tons)	63,36	99,58	47,70	31,08
Sent for recycling	63,36	99,58	47,70	31,08
Paper and cardboard	-	17,11	13,99	13,40
Plastic waste	-	0,44	0,65	0,38
Wood	-	5,81	12,74	8,65
Residual waste	-	20,91	20,31	8,64
Metal	-	3,81	0,00	0,00
Mixed waste	63,36	51,50	0,00	0,00
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,16	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Sent for recycling	0,00	0,00	0,00	0,00
Small hazardous waste	-	0,00	0,16	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	63,36	99,58	47,86	31,08
Total weight of waste generated (tons)	63,36	99,58	47,86	31,08
Paper and cardboard	-	17,11	13,99	13,40
Plastic waste	-	0,44	0,65	0,38
Wood	-	5,81	12,74	8,65
Residual waste	-	20,91	20,31	8,64
Small hazardous waste	-	0,00	0,16	0,00
Metal	-	3,81	0,00	0,00
Mixed waste	63,36	51,50	0,00	0,00

306-5 | Waste directed to disposal	0,00	0,00	0,00	0,00
Total weight of waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	2	3	4,1	6,8
Number of male employees hired	2	2	2,2	3
Number of female employees hired	0	1	1,9	3,8
Percentage of female employee hires	0,0%	33,3%	46,3%	55,9%
Percentage of employee hires <30 years	50,0%	66,7%	36,6%	28,4%
Percentage of employee hires 30-50 years	50,0%	0,0%	24,4%	57,9%
Perecentage of employee hires > 50 years	0,0%	33,3%	39,0%	13,7%
Employees leaving	5	6	4	5
Number of male employees leaving	1	2	1	0
Number of female employees leaving	4	4	3	5
Percentage of female employees leaving	80,0%	66,7%	75,0%	100,0%
Percentage of employees leaving <30 years	0,0%	0,0%	0,0%	0,0%
Percentage of employees leaving 30-50 years	60,0%	0,0%	0,0%	40,0%
Perecentage of employees leaving > 50 years	40,0%	100,0%	100,0%	60,0%
Total number of employees	53	49	52	54
Employee turnover rate	9%	12%	8%	9%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	1	1	0	0
Percentage of employees that were entitled to parental leave	1,9%	2,0%	0,0%	0,0%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	0	0	1	2
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	0	0	1	2
Rate of recordable work-related injuries	0	0	2,95	5,5

403-10 | Work-related ill health	0	0	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	0	0	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	17,1	18,6	17,8	23,3
Average training and development expenditure per FTE	€ 206,00	€ 241,00	€ 302,00	€ 202,00

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	40	45	45	46
Percentage of employees who received a regular performance and career development review	75,5%	91,8%	86,5%	85,2%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	53	49	52	54
Percentage of female employees	71,7%	73,5%	69,2%	64,8%
Percentage of employees <30 years	8,0%	3,2%	3,9%	7,9%
Percentage of employees 30-50 years	43,5%	45,5%	50,0%	50,7%
Perecentage of employees > 50 years	48,5%	51,3%	46,2%	41,4%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1	Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

	2022 (BY)	2023	2024	2025
4016-2	Incidents of non-compliance concerning the health and safety impacts of products and services				
Total number of incidents of non-compliance with regulations and/ or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Alsico Promex

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume	0,00	0,00	28.813,00	25.614,50
Packaging	0,00	0,00	28.813,00	25.614,50
From non-renewable materials, bought (kg)	0,00	0,00	0,00	157,50
Cardboard	-	-	0,00	0,00
Plastic	-	-	0,00	157,50
From renewable materials, bought (kg)	0,00	0,00	28.813,00	25.457,00
Cardboard	-	-	28.813,00	25.457,00
Plastic	-	-	0,00	0,00
Materials	0,00	0,00	0,00	0,00
From non-renewable materials, bought (kg)	0,00	0,00	0,00	0,00
From renewable materials, bought (kg)	0,00	0,00	0,00	0,00

301-2 | Recycled input materials bought	0,00	0,00	0,00	0,00
Recycled input materials bought (%)	0,00%	0,00%	0,00%	0,00%
Recycled input materials bought (kg)	0,00	0,00	0,00	0,00

301-3 | Reclaimed products and their packaging materials	-	-	-	-
Reclaimed products* (%)	-	-	-	-

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	697.879,00	843.529,00	879.788,00	1.207.468,00
Total fuel consumption within the organization from non-renewable sources (kWh)	697.879,00	843.529,00	682.462,00	509.228,00
Electricity consumption (bought)	468.815,00	577.506,00	285.342,00	25.854,00
Diesel	175.130,00	258.280,00	397.120,00	424.990,00
Petrol	53.934,00	7.743,00	0,00	58.384,00
Total fuel consumption within the organization from renewable sources (kWh)	0,00	0,00	197.326,00	698.240,00
Solar power (generated)	-	-	197.326,00	698.240,00

302-2 | Energy consumption outside of the organization	100,26	125,17	80,36	41,87
Total energy consumption outside the organization	100,26	125,17	80,36	41,87
WTT - Direct energy (ton CO_2 eq.)	14,40	16,30	24,30	29,80
WTT - Company cars (ton CO_2 eq.)	4,06	7,87	6,26	7,14
WTT - Company trucks (ton CO_2 eq.)	0,00	0,00	0,00	0,42
WTT - Indirect energy (ton CO_2 eq.)	81,80	101,00	49,80	4,51

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0,0%	20,9%	4,3%	37,2%
Total energy consumption (kWh)	697.879,00	843.529,00	879.788,00	1.207.468,00

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	1,60	1,60	10,29	8,80
Total water withdrawal from all areas in megaliters (ML)	1,60	1,60	10,29	8,80
Third-party water	1,60	1,60	10,29	8,80
Total water withdrawal from all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

303-4 | Water discharge	1,60	1,60	8,50	8,80
Total water discharge to all areas in megaliters (ML) by the following types of destination	1,60	1,60	8,50	8,80
Groundwater	1,60	1,60	8,50	8,80
Total water discharge to all areas in megaliters (ML) by the following categories*	1,60	1,60	8,50	8,80
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	1,60	1,60	8,50	8,80
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	-	-
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	0,00%	0,00%	0,00%	0,00%

	2022 (BY)	2023	2024	2025
303-5 | Water consumption	0,00	0,00	1,79	0,00
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	0,00	1,79	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	83,96	98,36	124,42	153,11
Mobile combustion (Company cars) (kg CO_2 eq.)	15.626,00	31.440,00	24.631,00	28.506,00
Diesel cars	9.068,00	25.703,00	17.601,00	21.273,00
Petrol cars	6.558,00	5.737,00	7.030,00	7.233,00
Mobile combustion (Company trucks) (kg CO_2 eq.)	0,00	0,00	0,00	1.770,00
Van – Class II	-	-	-	1.770,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	57.896,00	66.921,00	99.788,00	122.831,00
Diesel	44.796,00	64.881,00	99.788,00	109.257,00
Petrol	13.100,00	2.040,00	-	13.574,00
Solar power	-	-	0,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	10.440,00	0,00	0,00	0,00

305-2 | Energy indirect (Scope 2) GHG emissions (ton CO_2 eq.)	202,00	173,00	85,60	7,76
Location-based emissions (ton CO_2 eq.)	202,00	173,00	85,60	7,76
Market-based emissions (ton CO_2 eq.)	218,00	363,00	179,00	0,00

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions (ton CO_2 eq.)	1.384,69	1.343,67	627,67	692,84
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	932,31	530,90	0,00	0,01
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 6: Business travel (ton CO_2 eq.)	295,00	624,00	433,00	536,00
Category 7: Employee commuting (ton CO_2 eq.)	39,90	39,90	51,20	51,40
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	0,30	11,90	56,20	56,50
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	81,80	101,00	49,80	4,51
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	12,00	3,25	4,48	4,96
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	18,46	24,17	30,56	37,36
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	0,48
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,00	0,00	1,58	0,00
Category 5: Waste generated in operations (ton CO_2 eq.)	4,92	8,55	0,85	1,62

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	231,00	402,00	133,50	345,40
Total weight of waste generated (tons)	231,00	402,00	133,50	345,40
Paper and cardboard	-	-	0,00	10,52
Plastic waste	-	-	0,00	1,48
Textile waste	-	-	132,00	331,83
Oil	-	-	1,50	0,29
Wood	-	-	0,00	0,22
Metal	-	-	0,00	1,07
Undefined	231,00	402,00	0,00	0,00

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	0,00	0,00	0,00	0,00
Total weight of waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

306-5 | Waste directed to disposal	231,00	402,00	133,50	345,40
Total weight of waste directed to disposal (tons)	231,00	402,00	133,50	345,40
Total weight of non hazardous waste directed to disposal (tons)	231,00	402,00	133,50	345,40
Total weight of non hazardous waste directed to disposal offsite (tons)	231,00	402,00	133,50	345,40
Landfilling	231,00	402,00	133,50	345,40
Paper and cardboard	-	-	0,00	10,52
Plastic waste	-	-	0,00	1,48
Textile waste	-	-	132,00	331,83
Oil	-	-	1,50	0,29
Wood	-	-	0,00	0,22
Metal	-	-	0,00	1,07
Undefined	231,00	402,00	0,00	0,00
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	225	261	357	426
Number of male employees hired	93	117	156	79
Number of female employees hired	132	144	201	347
Percentage of female employee hires	58,7%	55,2%	56,3%	81,5%
Percentage of employee hires <30 years	64,0%	63,2%	37,0%	56,1%
Percentage of employee hires 30-50 years	35,6%	36,0%	56,0%	42,7%
Perecentage of employee hires > 50 years	0,4%	0,8%	7,0%	1,2%
Employees leaving	213	284	301	283
Number of male employees leaving	88	131	255	137
Number of female employees leaving	125	153	46	146
Percentage of female employees leaving	58,7%	53,9%	15,3%	51,6%
Percentage of employees leaving <30 years	57,3%	49,1%	62,5%	47,0%
Percentage of employees leaving 30-50 years	42,3%	50,5%	37,2%	52,3%
Perecentage of employees leaving > 50 years	0,4%	0,4%	0,3%	0,7%
Total number of employees	454	436	474	582
Employee turnover rate	47%	65%	64%	49%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	14	14	6	6
Percentage of employees that were entitled to parental leave	3,1%	3,2%	1,3%	1,0%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	0,0%	0,0%	10,0%	100,0%

403-9 | Work-related injuries	5	5	34	4
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	5	5	34	4
Rate of recordable work-related injuries	1,04	1,18	6,97	0,6

The main types of work-related injuries are cutting and piercing by sewing machines/needles

403-10 | Work-related ill health	0	0	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	0	0	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	3,96	2,23	1,35	1,46
Average training and development expenditure per FTE	€ -	€ 2,29	€ 1,69	€ 1,72

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	0	0	0	0
Percentage of employees who received a regular performance and career development review	0,0%	0,0%	0,0%	0,0%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	454	436	474	582
Percentage of female employees	62,1%	61,2%	58,2%	59,6%
Percentage of employees <30 years	43,6%	47,1%	40,5%	47,4%
Percentage of employees 30-50 years	50,9%	49,4%	54,0%	49,8%
Perecentage of employees > 50 years	5,5%	3,5%	5,5%	2,8%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1	Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

4016-2	Incidents of non-compliance concerning the health and safety impacts of products and services			
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Beltex

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume	0,00	0,00	0,00	0,00
Packaging	0,00	0,00	0,00	0,00
From non-renewable materials, bought (kg)	0,00	0,00	0,00	0,00
Cardboard	-	-	-	-
Plastic	-	-	-	-
From renewable materials, bought (kg)	0,00	0,00	0,00	0,00
Cardboard	-	-	-	-
Plastic	-	-	-	-
Materials	0,00	0,00	0,00	0,00
From non-renewable materials, bought (kg)	0,00	0,00	0,00	0,00
From renewable materials, bought (kg)	0,00	0,00	0,00	0,00

301-2 | Recycled input materials bought	0,00	0,00	0,00	0,00
Recycled input materials bought (%)	0,00%	0,00%	0,00%	0,00%
Recycled input materials bought (kg)	0,00	0,00	0,00	0,00

301-3 | Reclaimed products and their packaging materials	-	-	-	-
Reclaimed products* (%)	-	-	-	-

Beltex doesn't put garments directly on the market and will not take back garments. This responsibility lies with the business units.

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	32.317,00	69.025,00	29.503,00	26.800,00
Total fuel consumption within the organization from non-renewable sources (kWh)	32.317,00	69.025,00	29.503,00	26.800,00
Electricity consumption (bought)	32.317,00	69.025,00	29.503,00	26.800,00
Total fuel consumption within the organization from renewable sources (kWh)	0,00	0,00	0,00	0,00

302-2 | Energy consumption outside of the organization	5,93	12,70	5,46	4,96
Total energy consumption outside the organization	5,93	12,70	5,46	4,96
WTT - Direct energy (ton CO_2 eq.)	0,00	0,00	0,00	0,00
WTT - Company cars (ton CO_2 eq.)	0,00	0,00	0,05	0,04
WTT - Indirect energy (ton CO_2 eq.)	5,93	12,70	5,41	4,92

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0,0%	113,6%	-57,3%	-9,2%
Total energy consumption (kWh)	32.317,00	69.025,00	29.503,00	26.800,00

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	0,80	0,80	0,71	0,71
Total water withdrawal from all areas in megaliters (ML)	0,80	0,80	0,71	0,71
Third-party water	0,80	0,80	0,71	0,71
Total water withdrawal from all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

303-4 | Water discharge	0,80	0,80	0,71	0,71
Total water discharge to all areas in megaliters (ML) by the following types of destination	0,80	0,80	0,71	0,71
Third-party water	0,80	0,80	0,71	0,71
Total water discharge to all areas in megaliters (ML) by the following categories*	0,80	0,80	0,71	0,71
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	0,80	0,80	0,71	0,71
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	-	-
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	0,00%	0,00%	0,00%	0,00%

*Our sanitary discharge, including wastewater from toilets and sinks, is likely classified as other water under GRI 303-4, as it may exceed the 1,000 mg/L TDS threshold due to organic waste and cleaning agents.

	2022 (BY)	2023	2024	2025
303-5 | Water consumption	0,00	0,00	0,00	0,00
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	0,00	0,00	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	0,00	0,00	0,20	0,16
Mobile combustion (Company cars) (kg CO_2 eq.)	0,00	0,00	204,00	164,00
Diesel cars	-	-	204,00	164,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	0,00	0,00	0,00	0,00
Solar power	-	-	0,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	0,00	0,00	0,00	0,00

305-2 | Energy indirect (Scope 2) GHG emissions	13,10	33,20	9,80	8,33
Location-based emissions (ton CO_2 eq.)	13,10	33,20	9,80	8,33
Market-based emissions (ton CO_2 eq.)	13,10	35,70	9,23	10,20

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	92,58	17,77	11,47	9,72
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 6: Business travel (ton CO_2 eq.)	0,19	0,20	0,00	0,00
Category 7: Employee commuting (ton CO_2 eq.)	4,09	4,03	3,89	3,15
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	81,80	0,11	0,11	0,11
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	5,93	12,70	5,46	4,92
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	0,23	0,43	1,72	0,74
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	0,00	0,00	0,05	0,04
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	0,50
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,34	0,30	0,24	0,26
Category 5: Waste generated in operations (ton CO_2 eq.)	0,00	0,00	0,00	0,00

For 2024, the transportation is been taken into account by Alsico Europe Contamination Control.

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	0,06	0,06	0,04	0,04
Total weight of waste generated (tons)	0,06	0,06	0,04	0,04
Undefined	0,06	0,06	0,04	0,04

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	0,06	0,06	0,04	0,04
Total weight of waste diverted from disposal (tons)	0,06	0,06	0,04	0,04
Total weight of non hazardous waste diverted from disposal (tons)	0,06	0,06	0,04	0,04
Total weight of non hazardous waste diverted from disposal offsite (tons)	0,06	0,06	0,04	0,04
Sent for recycling	0,06	0,06	0,04	0,04
Undefined	0,06	0,06	0,04	0,04
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

306-5 | Waste directed to disposal	0,00	0,00	0,00	0,00
Total weight of waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	12	21	21	9
Number of male employees hired	2	1	1	1
Number of female employees hired	10	20	20	8
Percentage of female employee hires	83,3%	95,2%	95,2%	88,9%
Percentage of employee hires <30 years	9,3%	4,8%	8,4%	0,0%
Percentage of employee hires 30-50 years	70,5%	66,6%	27,4%	88,9%
Perecentage of employee hires > 50 years	20,2%	28,6%	64,2%	11,1%
Employees leaving	24	26	66	169
Number of male employees leaving	4	1	3	8
Number of female employees leaving	20	25	63	161
Percentage of female employees leaving	83,3%	96,2%	95,5%	95,3%
Percentage of employees leaving <30 years	4,2%	0,0%	3,0%	2,4%
Percentage of employees leaving 30-50 years	58,3%	46,2%	13,6%	42,6%
Perecentage of employees leaving > 50 years	37,5%	53,8%	83,4%	55,0%
Total number of employees	210	205	160	169
Employee turnover rate*	11%	13%	41%	100%

*Beltex, starting from 2026, will no longer be operated under the Alsico Group

401-3 | Parental leave				
Number of employees that were entitled to parental leave	0	1	3	0
Percentage of employees that were entitled to parental leave	0,0%	0,5%	1,9%	0,0%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	0	0	0	0
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	0	0	0	0
Rate of recordable work-related injuries	0	0	0	0

403-10 | Work-related ill health	0	0	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	0	0	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	0,14	0,15	0,13	0
Average training and development expenditure per FTE	€ 1,19	€ 1,22	€ 1,50	€ -

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	17,6	19	0	0
Percentage of employees who received a regular performance and career development review	37,0%	39,0%	0,0%	0,0%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	210	205	160	0
Percentage of female employees	93,8%	94,1%	95,6%	0,0%
Percentage of employees <30 years	4,7%	3,4%	1,8%	0,0%
Percentage of employees 30-50 years	52,4%	51,2%	49,4%	0,0%
Perecentage of employees > 50 years	42,9%	45,4%	48,8%	0,0%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1	Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

4016-2	Incidents of non-compliance concerning the health and safety impacts of products and services			
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Carthafina

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume	0,00	0,00	67.612,00	72.374,00
Packaging	0,00	0,00	67.612,00	72.374,00
From non-renewable materials, bought (kg)	0,00	0,00	13.352,00	14.072,00
Cardboard	-	-	-	-
Plastic	-	-	13.352,00	14.072,00
From renewable materials, bought (kg)	0,00	0,00	54.260,00	58.302,00
Cardboard	-	-	54.260,00	58.302,00
Plastic	-	-	-	-
Materials	0,00	0,00	0,00	0,00
From non-renewable materials, bought (kg)	0,00	0,00	0,00	0,00
From renewable materials, bought (kg)	0,00	0,00	0,00	0,00

301-2 | Recycled input materials bought	0,00	0,00	0,00	0,00
Recycled input materials bought (%)	0,00%	0,00%	0,00%	0,00%
Recycled input materials bought (kg)	0,00	0,00	0,00	0,00

301-3 | Reclaimed products and their packaging materials	-	-	-	-
Reclaimed products* (%)	-	-	-	-

Carthafina doesn't put garments directly on the market and will not take back garments.
This responsibility lies with the Alsico business unit.

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	1.026.862,80	1.119.379,00	1.010.256,10	1.032.531,90
Total fuel consumption within the organization from non-renewable sources (kWh)	1.026.862,80	1.119.379,00	1.010.256,10	1.032.531,90
Electricity consumption (bought)	1.026.656,00	1.118.862,00	1.009.584,00	1.032.170,00
Heating oil	206,80	517,00	672,10	361,90
Total fuel consumption within the organization from renewable sources (kWh)	0,00	0,00	0,00	0,00

302-2 | Energy consumption outside of the organization	21,11	19,13	14,84	24,42
Total energy consumption outside the organization	21,11	19,13	14,84	24,42
WTT - Direct energy (ton CO_2 eq.)	0,01	0,03	0,04	0,02
WTT - Company cars (ton CO_2 eq.)	21,10	19,10	14,80	24,40
WTT - Indirect energy (ton CO_2 eq.)	0,00	0,00	0,00	0,00

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0,0%	9,0%	-9,7%	2,2%
Total energy consumption (kWh)	1.026.862,80	1.119.379,00	1.010.256,10	1.032.531,90

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	5,63	5,64	5,49	9,18
Total water withdrawal from all areas in megaliters (ML)	5,63	5,64	5,49	9,18
Third-party water	5,63	5,64	5,49	9,18
Total water withdrawal from all areas with water stress in megaliters (ML)	5,63	5,64	5,49	9,18
Third-party water	5,63	5,64	5,49	9,18
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

303-4 | Water discharge	0,00	0,00	0,04	0,57
Total water discharge to all areas in megaliters (ML) by the following types of destination	0,00	0,00	0,04	0,57
Third-party water	0,00	0,00	0,04	0,57
Total water discharge to all areas in megaliters (ML) by the following categories*	0,00	0,00	0,04	0,57
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	0,00	0,00	0,04	0,57
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	0,04	0,57
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	0,00	0,00	0,04	0,57
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	0,00%	0,00%	0,00%	0,00%

*Our sanitary discharge, including wastewater from toilets and sinks, is likely classified as other water under GRI 303-4, as it may exceed the 1,000 mg/L TDS threshold due to organic waste and cleaning agents.

	2022 (BY)	2023	2024	2025
303-5 | Water consumption	5,63	5,64	5,45	8,60
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	5,63	5,64	5,45	8,60
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	76,65	70,76	79,13	149,48
Mobile combustion (Company cars) (kg CO_2 eq.)	76.596,00	70.628,00	53.962,00	87.889,00
Diesel cars	18.530,00	15.352,00	7.381,00	9.359,00
Petrol cars	58.066,00	55.276,00	46.581,00	78.530,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	50,80	127,00	165,00	88,90
Heating oil	50,80	127,00	165,00	88,90
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	0,00	0,00	25.000,00	61.500,00

305-2 | Energy indirect (Scope 2) GHG emissions	598,00	651,00	588,00	600,72
Location-based emissions (ton CO_2 eq.)	598,00	651,00	588,00	600,72
Market-based emissions (ton CO_2 eq.)	351,00	383,00	346,00	353,00

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	646,73	640,97	581,24	765,70
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	0,86	0,64	23,02	37,05
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	29,42	20,24	0,00	0,00
Category 6: Business travel (ton CO_2 eq.)	0,00	26,90	63,00	103,00
Category 7: Employee commuting (ton CO_2 eq.)	543,00	472,00	437,00	532,00
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	41,20	90,20	36,40	41,60
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	10,30	8,38	5,75	6,46
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	21,11	19,13	14,84	24,42
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	19,10
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,84	1,00	0,85	1,85
Category 5: Waste generated in operations (ton CO_2 eq.)	0,00	2,49	0,38	0,23

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	0,00	117,22	59,16	49,67
Total weight of waste generated (tons)	0,00	117,22	59,16	49,67
Paper and cardboard	-	-	-	22,67
Plastic waste	-	-	-	17,17
Textile waste	-	-	-	9,65
Metal	-	-	-	0,07
Electronics	-	-	-	0,04
Chemicals	-	-	-	0,08
Undefined	0,00	117,22	59,16	0,00

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	0,06	117,22	59,16	49,47
Total weight of waste diverted from disposal (tons)	0,06	117,22	59,16	49,47
Total weight of non hazardous waste diverted from disposal (tons)	0,06	117,22	59,16	49,47
Total weight of non hazardous waste diverted from disposal offsite (tons)	0,06	117,22	59,16	49,47
Sent for recycling	0,06	117,22	59,16	49,47
Undefined	0,06	117,22	59,16	0,00
Paper and cardboard	-	-	-	22,67
Plastic waste	-	-	-	17,16
Textile waste	-	-	-	9,65
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

306-4 | Waste diverted from disposal	0,06	117,22	59,16	49,47
Total weight of waste diverted from disposal (tons)	0,06	117,22	59,16	49,47
Total weight of non hazardous waste diverted from disposal (tons)	0,06	117,22	59,16	49,47
Total weight of non hazardous waste diverted from disposal offsite (tons)	0,06	117,22	59,16	49,47
Sent for recycling	0,06	117,22	59,16	49,47
Undefined	0,06	117,22	59,16	0,00
Paper and cardboard	-	-	-	22,67
Plastic waste	-	-	-	17,16
Textile waste	-	-	-	9,65
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	609	281	233	219
Number of male employees hired	115	71	38	39
Number of female employees hired	494	210	195	180
Percentage of female employee hires	81,1%	74,7%	83,7%	82,2%
Percentage of employee hires <30 years	61,4%	48,5%	42,9%	37,9%
Percentage of employee hires 30-50 years	25,6%	47,9%	54,1%	57,1%
Perecentage of employee hires > 50 years	13,0%	3,6%	3,0%	5,0%
Employees leaving	354	261	184	145
Number of male employees leaving	13	62	29	61
Number of female employees leaving	341	199	155	84
Percentage of female employees leaving	96,3%	76,2%	84,2%	57,9%
Percentage of employees leaving <30 years	47,7%	38,3%	28,8%	40,0%
Percentage of employees leaving 30-50 years	42,3%	52,5%	58,2%	47,6%
Perecentage of employees leaving > 50 years	10,0%	9,2%	13,0%	12,4%
Total number of employees	1.347	988	765	961
Employee turnover rate	26%	26%	24%	15%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	57	38	45	43
Percentage of employees that were entitled to parental leave	4,2%	3,9%	5,9%	4,5%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	38,0%	70,0%	86,0%	100,0%

403-9 | Work-related injuries	18	29	14	20
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	1	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	18	28	14	20
Rate of recordable work-related injuries	2,31	2,7	1,92	1,97

403-10 | Work-related ill health	0	0	15	1
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	0	0	15	1

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	0,19	0,39	0,47	0,23
Average training and development expenditure per FTE	€ 6,50	€ 14,00	€ 4,62	€ 5,39

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	0	24	24	587
Percentage of employees who received a regular performance and career development review	0,0%	2,4%	3,3%	61,1%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	1.347	988	765	961
Percentage of female employees	88,8%	85,1%	84,2%	85,5%
Percentage of employees <30 years	34,9%	34,2%	27,6%	26,4%
Percentage of employees 30-50 years	54,9%	58,6%	64,6%	64,5%
Perecentage of employees > 50 years	10,2%	7,2%	7,8%	9,1%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1	Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

4016-2	Incidents of non-compliance concerning the health and safety impacts of products and services			
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Diep Vu Co Ltd.

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume	1.537.851,00	1.545.051,00	1.370.913,26	1.480.840,29
Packaging	0,00	0,00	1.131,26	1.035,29
From non-renewable materials, bought (kg)	0,00	0,00	500,53	465,70
Plastic	-	-	500,53	465,70
From renewable materials, bought (kg)	0,00	0,00	630,74	569,59
Cardboard	-	-	630,74	569,59
Materials	1.537.851,00	1.545.051,00	1.369.782,00	1.479.805,00
From non-renewable materials, bought (kg)	1.207.598,00	1.193.684,00	1.008.563,70	1.053.566,00
From renewable materials, bought (kg)	330.253,00	351.367,00	361.218,30	426.239,00

301-2 | Recycled input materials bought	79.402,00	119.006,00	34.272,00	28.989,00
Recycled input materials bought (%)	5,16%	7,70%	2,50%	1,96%
Recycled input materials bought (kg)	79.402,00	119.006,00	34.272,00	28.989,00

301-3 | Reclaimed products and their packaging materials	0,0%	0,0%	0,0%	0,0%
Reclaimed products* (%)	0,0%	0,0%	0,0%	0,0%

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	1.126.185,00	1.872.708,00	1.974.730,10	2.033.283,00
Total fuel consumption within the organization from non-renewable sources (kWh)	1.126.185,00	1.872.708,00	1.974.730,10	2.033.283,00
Electricity consumption (bought)	1.126.185,00	1.478.128,00	1.555.607,00	1.585.197,00
Diesel	0,00	394.580,00	410.410,00	446.840,00
Petrol	0,00	0,00	8.713,10	1.246,00
Total fuel consumption within the organization from renewable sources (kWh)	0,00	0,00	0,00	0,00

302-2 | Energy consumption outside of the organization	13,20	57,90	37,10	42,45
Total energy consumption outside the organization	13,20	57,90	37,10	42,45
WTT - Direct energy (ton CO_2 eq.)	0,00	24,10	25,60	27,40
WTT - Company cars (ton CO_2 eq.)	13,20	33,80	11,50	8,26
WTT - Company trucks (ton CO_2 eq.)	0,00	0,00	0,00	6,79
WTT - Indirect energy (ton CO_2 eq.)	0,00	0,00	0,00	0,00

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0,0%	66,3%	5,4%	3,0%
Total energy consumption (kWh)	1.126.185,00	1.872.708,00	1.974.730,10	2.033.283,00

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	8,75	22,00	78,74	65,44
Total water withdrawal from all areas in megaliters (ML)	8,75	22,00	78,74	65,44
Groundwater	-	11,00	22,24	19,77
Third-party water	8,75	11,00	56,50	45,67
Total water withdrawal from all areas with water stress in megaliters (ML)	8,75	22,00	78,74	65,44
Groundwater	-	11,00	22,24	19,77
Third-party water	8,75	11,00	56,50	45,67

303-4 | Water discharge	8,75	11,00	56,50	45,67
Total water discharge to all areas in megaliters (ML) by the following types of destination	8,75	11,00	56,50	45,67
Third-party water	8,75	11,00	56,50	45,67
Total water discharge to all areas in megaliters (ML) by the following categories*	8,75	11,00	56,50	45,67
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	8,75	11,00	56,50	45,67
Total water discharge to all areas with water stress in megaliters (ML)	8,75	11,00	56,50	45,67
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	8,75	11,00	56,50	45,67
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	0,00%	0,00%	0,00%	0,00%

*Our sanitary discharge, including wastewater from toilets and sinks, is likely classified as other water under GRI 303-4, as it may exceed the 1,000 mg/L TDS threshold due to organic waste and cleaning agents.

	2022 (BY)	2023	2024	2025
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	11,00	22,24	19,77
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	8,75	0,00	0,00	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	54,77	283,51	166,04	208,94
Mobile combustion (Company cars) (kg CO_2 eq.)	54.772,00	129.686,00	46.975,00	33.032,00
Diesel cars	54.772,00	65.993,00	45.468,00	32.511,00
Petrol cars	0,00	63.693,00	1.507,00	521,00
Mobile combustion (Company trucks) (kg CO_2 eq.)	0,00	0,00	0,00	28.240,00
Van – Class III (1,74 – 3,5 t)	-	-	-	18.600,00
HGV – Rigid (7,5 – 17 t)	-	-	-	9.640,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	0,00	99.121,00	105.168,00	115.164,00
Diesel	-	99.121,00	103.127,00	114.875,00
Petrol	-	-	2.041,00	289,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	0,00	54.700,00	13.900,00	32.500,00

305-2 | Energy indirect (Scope 2) GHG emissions	646,00	848,00	933,00	951,12
Location-based emissions (ton CO_2 eq.)	646,00	848,00	933,00	951,12
Market-based emissions (ton CO_2 eq.)	0,00	0,00	0,00	0,00

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	25.550,04	25.929,87	23.708,62	25.213,43
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)*	25.092,00	25.432,36	22.494,42	23.729,73
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	0,00	0,00	193,79	90,36
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	0,01	0,12	460,37	541,58
Category 6: Business travel (ton CO_2 eq.)	0,00	0,00	55,30	61,70
Category 7: Employee commuting (ton CO_2 eq.)	387,00	377,00	389,00	489,00
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	45,70	47,80	53,20	202,00
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	8,06	10,20	5,73	10,10
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	13,20	57,90	37,10	42,45
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	29,40
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	3,68	4,16	19,10	16,50
Category 5: Waste generated in operations (ton CO_2 eq.)	0,39	0,33	0,61	0,60

Raw materials reporting was updated for 2022-2024 increasing the emissions for 2022 (from 20.335 ton to 25.092 ton), 2023 (from 20.432 ton to 25.432 ton) and 2024 (from 17.092 ton to 22.494 ton)

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	16,36	17,49	94,68	84,02
Total weight of waste generated (tons)	16,36	17,49	94,68	84,02
Paper and cardboard	15,51	16,25	15,80	18,46
Plastic waste	0,86	1,24	2,20	2,53
Textile waste	-	-	76,20	63,03
Oil	-	-	0,47	0,00
Hazardous waste (undefined)	-	-	0,01	0,00

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	16,36	17,49	94,68	84,02
Total weight of waste diverted from disposal (tons)	16,36	17,49	94,68	84,02
Total weight of non hazardous waste diverted from disposal (tons)	16,36	17,49	94,67	84,02
Total weight of non hazardous waste diverted from disposal offsite (tons)	16,36	17,49	94,67	84,02
Sent for recycling	16,36	17,49	94,67	84,02
Paper and cardboard	15,51	16,25	15,80	18,46
Plastic waste	0,86	1,24	2,20	2,53
Textile waste	-	-	76,20	63,03
Oil	-	-	0,47	0,00
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,01	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,01	0,00
Sent for recycling	0,00	0,00	0,01	0,00
Hazardous waste (undefined)	-	-	0,01	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

306-5 | Waste directed to disposal	0,00	0,00	0,00	0,00
Total weight of waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	298	610	899	943
Number of male employees hired	69	201	159	179
Number of female employees hired	229	409	740	764
Percentage of female employee hires	76,8%	67,0%	83,2%	81,0%
Percentage of employee hires <30 years	64,8%	89,0%	70,9%	74,1%
Percentage of employee hires 30-50 years	35,2%	11,0%	29,0%	25,6%
Perecentage of employee hires > 50 years	0,0%	0,0%	0,1%	0,3%
Employees leaving	248	610	783	973
Number of male employees leaving	49	250	135	193
Number of female employees leaving	199	360	648	780
Percentage of female employees leaving	80,2%	59,0%	82,8%	80,2%
Percentage of employees leaving <30 years	67,3%	24,1%	72,3%	71,8%
Percentage of employees leaving 30-50 years	32,7%	75,9%	26,9%	27,1%
Perecentage of employees leaving > 50 years	0,0%	0,0%	0,8%	1,0%
Total number of employees	1.239	1.445	1.537	1.510
Employee turnover rate	20%	42%	51%	64%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	44	70	78	91
Percentage of employees that were entitled to parental leave	2,8%	4,9%	5,1%	6,0%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	36	110	43	47
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	1	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	36	109	43	47
Rate of recordable work-related injuries	4,33	7,57	2,36	2,58

403-10 | Work-related ill health	56	75	87	123
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	56	75	87	123

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	0,4	1,3	3,11	6,57
Average training and development expenditure per FTE	€ 0,37	€ 0,41	€ 0,95	€ 0,95

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	258	277	606	488
Percentage of employees who received a regular performance and career development review	20,8%	19,2%	39,4%	32,3%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	1.239	1.445	1.537	1.510
Percentage of female employees	82,8%	82,9%	83,4%	84,0%
Percentage of employees <30 years	52,2%	49,4%	44,3%	44,9%
Percentage of employees 30-50 years	45,1%	47,9%	52,9%	52,1%
Perecentage of employees > 50 years	2,7%	2,7%	2,8%	3,0%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1	Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

	2022 (BY)	2023	2024	2025
4016-2	Incidents of non-compliance concerning the health and safety impacts of products and services				
Total number of incidents of non-compliance with regulations and/ or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : E-Toile SA

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume	498.596,00	705.513,00	1.326.031,10	1.299.802,80
Packaging	0,00	0,00	547.544,10	78.001,80
From non-renewable materials, bought (kg)	0,00	0,00	8.122,35	8.671,80
Plastic	-	-	8.122,35	8.671,80
From renewable materials, bought (kg)	0,00	0,00	539.421,75	69.330,00
Cardboard	-	-	539.421,75	69.330,00
Materials	498.596,00	705.513,00	778.487,00	1.221.801,00
From non-renewable materials, bought (kg)	296.474,00	428.326,00	515.578,00	475.401,00
From renewable materials, bought (kg)	202.122,00	277.187,00	262.909,00	746.400,00

301-2 | Recycled input materials bought	0,00	0,00	0,00	82.500,00
Recycled input materials bought (%)	0,00%	0,00%	0,00%	6,75%
Recycled input materials bought (kg)	0,00	0,00	0,00	82.500,00

301-3 | Reclaimed products and their packaging materials	0,0%	0,0%	0,0%	0,0%
Reclaimed products* (%)	0,0%	0,0%	0,0%	0,0%

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	304.179,00	611.309,10	589.657,00	603.831,00
Total fuel consumption within the organization from non-renewable sources (kWh)	284.626,00	499.827,10	495.156,00	429.715,00
Electricity consumption (bought)	248.926,00	322.504,00	235.096,00	206.357,00
Diesel	35.700,00	99.190,00	170.170,00	135.960,00
Petrol	0,00	78.133,10	89.890,00	87.398,00
Total fuel consumption within the organization from renewable sources (kWh)	19.553,00	111.482,00	94.501,00	174.116,00
Solar power (generated)	19.553,00	111.482,00	94.501,00	174.116,00

302-2 | Energy consumption outside of the organization	9,08	16,92	20,17	19,87
Total energy consumption outside the organization	9,08	16,92	20,17	19,87
WTT - Direct energy (ton CO_2 eq.)	2,18	11,20	16,30	14,00
WTT - Company cars (ton CO_2 eq.)	6,90	5,72	3,87	4,95
WTT - Company trucks (ton CO_2 eq.)	0,00	0,00	0,00	0,92
WTT - Indirect energy (ton CO_2 eq.)	0,00	0,00	0,00	0,00

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0,0%	101,0%	-3,5%	2,4%
Total energy consumption (kWh)	304.179,00	611.309,10	589.657,00	603.831,00

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	3,85	4,88	5,93	7,25
Total water withdrawal from all areas in megaliters (ML)	3,85	4,88	5,93	7,25
Groundwater	-	4,17	5,30	5,85
Third-party water	3,85	0,71	0,63	1,40
Total water withdrawal from all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

303-4 | Water discharge	3,85	4,88	5,93	7,25
Total water discharge to all areas in megaliters (ML) by the following types of destination	3,85	4,88	5,93	7,25
Groundwater	-	4,17	5,30	5,85
Third-party water	3,85	0,71	0,63	1,40
Total water discharge to all areas in megaliters (ML) by the following categories*	3,85	4,88	5,93	7,25
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	3,85	4,88	5,93	7,25
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	-	-
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	0,00%	0,00%	0,00%	0,00%

*Our sanitary discharge, including wastewater from toilets and sinks, is likely classified as other water under GRI 303-4, as it may exceed the 1,000 mg/L TDS threshold due to organic waste and cleaning agents.

	2022 (BY)	2023	2024	2025
303-5 | Water consumption	0,00	0,00	0,00	0,00
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	0,00	0,00	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	34,09	66,54	77,94	77,18
Mobile combustion (Company cars) (kg CO_2 eq.)	24.747,00	21.039,00	14.128,00	18.043,00
Diesel cars	4.128,00	3.627,00	2.258,00	3.472,00
Petrol cars	20.619,00	17.412,00	11.870,00	14.571,00
Mobile combustion (Company trucks) (kg CO_2 eq.)	0,00	0,00	0,00	3.860,00
Van – Class II	-	-	-	3.860,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	9.131,00	45.504,00	63.812,00	55.272,00
Diesel	9.131,00	24.917,00	42.760,00	34.953,00
Petrol	-	20.587,00	21.052,00	20.319,00
Solar power	0,00	0,00	0,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	210,00	0,00	0,00	0,00

305-2 | Energy indirect (Scope 2) GHG emissions	213,93	193,83	141,29	124,02
Location-based emissions (ton CO_2 eq.)	213,93	193,83	141,29	124,02
Market-based emissions (ton CO_2 eq.)	213,93	193,83	141,29	124,02

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	8.533,49	11.657,03	13.338,37	12.965,93
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	7.967,53	11.349,44	12.668,73	11.676,21
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	343,41	99,18	385,85	805,38
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	80,72	69,00	52,42	227,53
Category 6: Business travel (ton CO_2 eq.)	2,66	35,80	28,50	5,48
Category 7: Employee commuting (ton CO_2 eq.)	49,60	0,00	159,00	170,00
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	61,60	70,60	9,94	48,30
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	7,39	8,54	12,80	8,30
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	9,08	16,92	20,17	19,87
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	3,82
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	1,62	0,27	0,21	0,51
Category 5: Waste generated in operations (ton CO_2 eq.)	9,88	7,28	0,75	0,53

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	324,91	239,40	81,72	79,18
Total weight of waste diverted from disposal (tons)	324,91	239,40	81,72	79,18
Total weight of non hazardous waste diverted from disposal (tons)	324,91	239,40	81,52	78,73
Total weight of non hazardous waste diverted from disposal offsite (tons)	324,91	239,40	81,52	78,73
Sent for recycling	324,91	239,40	81,52	78,73
Paper and cardboard	-	-	0,97	1,35
Plastic waste	-	-	0,13	1,63
Textile waste	-	-	77,92	74,75
Wood	-	-	2,50	1,00
Undefined	324,91	239,40	0,00	0,00
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,20	0,45
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,20	0,45
Sent for recycling	0,00	0,00	0,20	0,45
Oil	-	-	0,20	0,45
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	464,16	342,00	117,07	113,62
Total weight of waste generated (tons)	464,16	342,00	117,07	113,62
Paper and cardboard	-	-	0,97	1,35
Plastic waste	-	-	0,13	1,63
Textile waste	-	-	77,92	74,75
Wood	-	-	2,50	1,00
Oil	-	-	0,20	0,45
Undefined	464,16	342,00	35,35	34,44

306-5 | Waste directed to disposal	139,25	102,60	35,35	34,44
Total weight of waste directed to disposal (tons)	139,25	102,60	35,35	34,44
Total weight of non hazardous waste directed to disposal (tons)	139,25	102,60	35,35	34,44
Total weight of non hazardous waste directed to disposal offsite (tons)	139,25	102,60	35,35	34,44
Landfilling	139,25	102,60	35,35	34,44
Undefined	139,25	102,60	35,35	34,44
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	296	205	302	493
Number of male employees hired	158	91	130	242
Number of female employees hired	138	114	172	251
Percentage of female employee hires	46,6%	55,6%	57,0%	50,9%
Percentage of employee hires <30 years	58,1%	65,4%	57,6%	60,9%
Percentage of employee hires 30-50 years	40,9%	33,6%	41,4%	36,7%
Perecentage of employee hires > 50 years	1,0%	1,0%	1,0%	2,4%
Employees leaving	159	161	241	330
Number of male employees leaving	96	88	130	143
Number of female employees leaving	63	73	111	187
Percentage of female employees leaving	39,6%	45,3%	46,1%	56,7%
Percentage of employees leaving <30 years	46,5%	48,4%	51,4%	56,4%
Percentage of employees leaving 30-50 years	51,0%	46,6%	46,5%	41,5%
Perecentage of employees leaving > 50 years	2,5%	5,0%	2,1%	2,1%
Total number of employees	646	758	823	946
Employee turnover rate	25%	21%	29%	35%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	32	24	35	29
Percentage of employees that were entitled to parental leave	5,0%	3,2%	4,3%	3,1%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	16	19	10	6
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	16	19	10	6
Rate of recordable work-related injuries	2,07	2,22	1,1	0,59

403-10 | Work-related ill health	0	0	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	0	0	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	7,58	14,6	28,5	8,14
Average training and development expenditure per FTE	€ 91,00	€ 86,40	€ 5,73	€ 6,62

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	37	46	40	66
Percentage of employees who received a regular performance and career development review	5,7%	6,1%	4,9%	7,0%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	646	758	823	946
Percentage of female employees	56,5%	57,9%	59,7%	55,9%
Percentage of employees <30 years	41,3%	41,7%	40,1%	42,9%
Percentage of employees 30-50 years	54,5%	52,8%	55,2%	50,7%
Perecentage of employees > 50 years	4,2%	5,5%	4,7%	6,3%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1	Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

4016-2	Incidents of non-compliance concerning the health and safety impacts of products and services			
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Htm Confection

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1	Materials bought by weight or volume	0,00	0,00	22.682,00	15.923,25
Packaging	0,00	0,00	22.682,00	15.923,25
From non-renewable materials, bought (kg)	0,00	0,00	4.797,00	6.412,00
Plastic	-	-	4.797,00	6.412,00
From renewable materials, bought (kg)	0,00	0,00	17.885,00	9.511,25
Cardboard	-	-	17.885,00	9.511,25
Materials	0,00	0,00	0,00	0,00
From non-renewable materials, bought (kg)	0,00	0,00	0,00	0,00
From renewable materials, bought (kg)	0,00	0,00	0,00	0,00

301-2 | Recycled input materials bought	-	-	-	-
Recycled input materials bought (%)	-	-	-	-
Recycled input materials bought (kg)	-	-	-	-

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	320.853,00	298.316,00	372.977,00	562.018,00
Total fuel consumption within the organization from non-renewable sources (kWh)	320.853,00	298.316,00	332.767,00	407.963,00
Electricity consumption (bought)	310.053,00	285.116,00	317.297,00	407.963,00
Diesel	10.800,00	13.200,00	15.470,00	0,00
Total fuel consumption within the organization from renewable sources (kWh)	0,00	0,00	40.210,00	154.055,00
Solar power (generated)	0,00	0,00	40.210,00	154.055,00

302-2 | Energy consumption outside of the organization	0,66	1,64	1,94	1,01
Total energy consumption outside the organization	0,66	1,64	1,94	1,01
WTT - Direct energy (ton CO_2 eq.)	0,66	0,81	0,95	0,00
WTT - Company cars (ton CO_2 eq.)	0,00	0,83	0,99	1,01
WTT - Indirect energy (ton CO_2 eq.)	0,00	0,00	0,00	0,00

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0,0%	-7,0%	25,0%	50,7%
Total energy consumption (kWh)	320.853,00	298.316,00	372.977,00	562.018,00

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	0,00	0,00	0,00	0,00
Total water withdrawal from all areas in megaliters (ML)	0,00	0,00	0,00	0,00
Total water withdrawal from all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

HTM Confection has currently no means of measuring the water taken from the well, used for sanetary purposes.

303-4 | Water discharge	0,00	0,00	0,00	0,00
Total water discharge to all areas in megaliters (ML) by the following types of destination	0,00	0,00	0,00	0,00
Total water discharge to all areas in megaliters (ML) by the following categories*	0,00	0,00	0,00	0,00
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	-	-
Total water discharge to all areas with water stress in megaliters (ML)	0,00	0,00	0,00	0,00
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	-	-	-	-
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	0,00%	0,00%	0,00%	0,00%

HTM Confection's wastewater was discharged at the municipal treatment plant but there are currently no means of measuring the quantity.

	2022 (BY)	2023	2024	2025
303-5 | Water consumption	0,00	0,00	0,00	0,00
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	0,00	0,00	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	2,76	6,72	7,93	4,20
Mobile combustion (Company cars) (kg CO_2 eq.)	0,00	3.400,00	4.042,00	4.198,00
Diesel cars		3.400,00	4.042,00	4.198,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	2.764,00	3.316,00	3.887,00	0,00
Diesel	2.764,00	3.316,00	3.887,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	0,00	0,00	0,00	0,00

305-2 | Energy indirect (Scope 2) GHG emissions	196,88	181,05	201,48	259,06
Location-based emissions (ton CO_2 eq.)	196,88	181,05	201,48	259,06
Market-based emissions (ton CO_2 eq.)	139,54	128,32	142,80	280,04

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	112,64	114,81	118,66	166,94
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 6: Business travel (ton CO_2 eq.)	0,00	0,00	0,07	0,00
Category 7: Employee commuting (ton CO_2 eq.)	97,10	96,80	96,80	109,00
Categroy 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	11,90	9,58	11,10	36,90
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	2,96	3,25	8,29	12,20
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	0,66	1,64	1,94	1,01
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	7,56
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Categroy 5: Waste generated in operations (ton CO_2 eq.)	0,02	3,54	0,46	0,27

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	0,86	166,46	72,22	56,27
Total weight of waste generated (tons)	0,86	166,46	72,22	56,27
Paper and cardboard	-	-	-	5,00
Wood	-	-	-	6,46
Textile waste	-	-	-	5,01
Metal	-	-	-	0,06
Undefined hazardous waste	-	-	-	0,24
Undefined	0,86	166,46	72,22	39,50

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	0,05	9,47	4,11	15,63
Total weight of waste diverted from disposal (tons)	0,05	9,47	4,11	15,63
Total weight of non hazardous waste diverted from disposal (tons)	0,05	9,29	4,03	11,64
Total weight of non hazardous waste diverted from disposal offsite (tons)	0,05	9,29	4,03	11,64
Sent for recycling	0,05	9,29	4,03	11,64
Undefined	0,05	9,29	4,03	0,00
Paper and cardboard	-	-	-	1,24
Wood	-	-	-	6,46
Textile waste	-	-	-	3,93
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,18	0,08	3,99
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,18	0,08	3,99
In preparation for reuse	0,00	0,18	0,08	3,99
Undefined	0,00	0,18	0,08	0,00
Paper and cardboard	-	-	-	3,75
Undefined hazardous waste	-	-	-	0,24
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

306-5 | Waste directed to disposal	0,81	159,98	68,11	40,64
Total weight of waste directed to disposal (tons)	0,81	159,98	68,11	40,64
Total weight of non hazardous waste directed to disposal (tons)	0,81	159,98	68,11	40,64
Total weight of non hazardous waste directed to disposal offsite (tons)	0,81	159,98	68,11	40,64
Landfilling	0,81	159,98	68,11	40,64
Undefined	0,81	159,98	68,11	39,50
Textile waste	-	-	-	1,08
Metal	-	-	-	0,06
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	242	305	164	363
Number of male employees hired	41	26	17	47
Number of female employees hired	201	279	147	316
Percentage of female employee hires	83,1%	91,5%	89,6%	87,1%
Percentage of employee hires <30 years	55,4%	56,4%	65,9%	68,0%
Percentage of employee hires 30-50 years	40,5%	42,3%	32,3%	29,8%
Perecentage of employee hires > 50 years	4,1%	1,3%	1,8%	2,2%
Employees leaving	96	167	140	199
Number of male employees leaving	41	18	28	24
Number of female employees leaving	55	149	112	175
Percentage of female employees leaving	57,3%	89,2%	80,0%	87,9%
Percentage of employees leaving <30 years	55,2%	48,5%	50,7%	61,3%
Percentage of employees leaving 30-50 years	39,6%	49,1%	42,9%	37,2%
Perecentage of employees leaving > 50 years	5,2%	2,4%	6,4%	1,5%
Total number of employees	600	754	780	944
Employee turnover rate	16%	22%	18%	21%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	15	24	24	26
Percentage of employees that were entitled to parental leave	2,5%	3,2%	3,1%	2,8%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	10	22	9	13
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	5	11	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	1,03	2,05	0	0
Total number of recordable work-related injuries	5	11	9	13
Rate of recordable work-related injuries	1,03	2,05	1,42	1,86

403-10 | Work-related ill health	0	0	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	0	0	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	0,027	0,011	0,037	0,017
Average training and development expenditure per FTE	€ 1,67	€ 0,60	€ 0,51	€ 0,51

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	0	0	0	0
Percentage of employees who received a regular performance and career development review	0,0%	0,0%	0,0%	0,0%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	600	754	780	944
Percentage of female employees	85,2%	87,5%	88,1%	87,5%
Percentage of employees <30 years	55,5%	39,8%	38,1%	44,5%
Percentage of employees 30-50 years	40,5%	55,4%	56,5%	50,5%
Perecentage of employees > 50 years	4,0%	4,8%	5,4%	5,0%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1	Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

4016-2	Incidents of non-compliance concerning the health and safety impacts of products and services			
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Union Microncleaning Co. Ltd.

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume	155.467,62	189.243,00	205.013,26	173.635,29
Packaging	0,00	0,00	9.849,48	4.453,51
From non-renewable materials, bought (kg)	0,00	0,00	2.540,13	3.156,51
Plastic	-	-	2.540,13	3.156,51
From renewable materials, bought (kg)	0,00	0,00	7.309,35	1.297,00
Cardboard	-	-	7.309,35	1.297,00
Materials	155.467,62	189.243,00	195.163,78	169.181,78
From non-renewable materials, bought (kg)	138.008,62	170.898,00	182.123,78	156.370,78
From renewable materials, bought (kg)	17.459,00	18.345,00	13.040,00	12.811,00

301-2 | Recycled input materials bought	0,00	0,00	0,00	0,58
Recycled input materials bought (%)	0,00%	0,00%	0,00%	0,00%
Recycled input materials bought (kg)	0,00	0,00	0,00	0,58

301-3 | Reclaimed products and their packaging materials	0,0%	0,0%	0,0%	0,0%
Reclaimed products* (%)	0,0%	0,0%	0,0%	0,0%

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	433.543,00	583.483,40	402.676,00	338.014,00
Total fuel consumption within the organization from non-renewable sources (kWh)	433.543,00	412.647,00	402.676,00	338.014,00
Electricity consumption (bought)	433.543,00	412.647,00	402.676,00	402.676,00
Total fuel consumption within the organization from renewable sources (kWh)	0,00	170.836,40	0,00	0,00
Biodiesel HVO	-	170.836,40	-	-

302-2 | Energy consumption outside of the organization	72,10	70,37	68,50	60,69
Total energy consumption outside the organization	72,10	70,37	68,50	60,69
WTT - Direct energy (ton CO_2 eq.)	0,00	0,65	0,00	0,00
WTT - Company cars (ton CO_2 eq.)	6,20	7,02	7,30	2,16
WTT - Company cars (ton CO_2 eq.)	0,00	0,00	0,00	7,23
WTT - Indirect energy (ton CO_2 eq.)	65,90	62,70	61,20	51,30

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0,0%	34,6%	-31,0%	-16,1%
Total energy consumption (kWh)	433.543,00	583.483,40	402.676,00	338.014,00

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	4,57	4,89	4,60	4,68
Total water withdrawal from all areas in megaliters (ML)	4,57	4,89	4,60	4,68
Third-party water	4,57	4,89	4,60	4,68
Total water withdrawal from all areas with water stress in megaliters (ML)	4,57	4,89	4,60	4,68
Third-party water	4,57	4,89	4,60	4,68
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	146,00	0,00	0,00	0,00

303-4 | Water discharge	4,57	4,89	4,60	4,68
Total water discharge to all areas in megaliters (ML) by the following types of destination	4,57	4,89	4,60	4,68
Surface water	4,57	4,89	4,60	0,00
Third-party water	-	-	-	4,68
Total water discharge to all areas in megaliters (ML) by the following categories*	4,57	4,89	4,60	4,68
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	4,57	4,89	4,60	4,68
Total water discharge to all areas with water stress in megaliters (ML)	4,57	4,89	4,60	4,68
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	4,57	4,89	4,60	4,68
Percentage of suppliers with significant water-related impacts from water discharge that have set minimum standards for the quality of their effluent discharge (%)	0,00%	0,00%	0,00%	0,00%

	2022 (BY)	2023	2024	2025
303-5 | Water consumption	0,00	0,00	0,00	0,00
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,00	0,00	0,00	0,00
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	0,00	0,00	0,00	0,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	27,32	28,69	29,07	46,02
Mobile combustion (Company cars) (kg CO_2 eq.)	24.618,00	28.067,00	29.069,00	7.138,00
Diesel cars	18.398,00	21.889,00	19.771,00	0,00
Petrol cars	6.220,00	3.625,00	6.687,00	5.374,00
Hybrid cars	-	2.553,00	2.611,00	1.764,00
Electric cars	-	-	-	-
Mobile combustion (Company trucks) (kg CO_2 eq.)	0,00	0,00	0,00	30.100,00
Van – Class III (1,74 – 3,5 t)	-	-	-	30.100,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	0,00	627,00	0,00	0,00
Biodiesel HVO	-	627,00	-	-
Solar power	-	-	0,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	2.700,00	0,00	0,00	8.780,00

305-2 | Energy indirect (Scope 2) GHG emissions	215,00	205,00	200,00	167,99
Location-based emissions (ton CO_2 eq.)	215,00	205,00	200,00	167,99
Market-based emissions (ton CO_2 eq.)	228,00	241,00	235,00	197,00

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	2.808,16	3.409,56	3.084,92	2.941,25
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	2.483,91	3.110,63	2.931,03	2.806,42
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	0,66	3,72	2,06	3,44
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	3,11	3,13	9,73	2,29
Category 6: Business travel (ton CO_2 eq.)	68,10	50,10	38,30	28,10
Category 7: Employee commuting (ton CO_2 eq.)	20,20	24,20	25,30	21,90
Category 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	121,00	105,00	0,34	0,09
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	65,90	62,70	61,20	51,30
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	38,40	41,50	8,88	10,30
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	6,20	7,67	7,30	9,39
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	6,26
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	0,68	0,87	0,70	1,69
Category 5: Waste generated in operations (ton CO_2 eq.)	0,00	0,04	0,08	0,08

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	0,00	1,90	12,42	16,41
Total weight of waste generated (tons)	0,00	1,90	12,42	16,41
Paper and cardboard	-	1,90	8,42	4,30
Plastic waste	-	-	0,06	0,01
Textile waste	-	-	-	7,62
Undefined	-	-	3,94	4,48

	2022 (BY)	2023	2024	2025
306-4 | Waste diverted from disposal	0,00	1,90	8,48	4,31
Total weight of waste diverted from disposal (tons)	0,00	1,90	8,48	4,31
Total weight of non hazardous waste diverted from disposal (tons)	0,00	1,90	8,48	4,31
Total weight of non hazardous waste diverted from disposal offsite (tons)	0,00	1,90	8,48	4,31
Sent for recycling	0,00	1,90	8,48	4,31
Paper and cardboard	-	1,90	8,42	4,30
Plastic waste	-	-	0,06	0,01
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

306-5 | Waste directed to disposal	0,00	0,00	3,94	12,10
Total weight of waste directed to disposal (tons)	0,00	0,00	3,94	12,10
Total weight of non hazardous waste directed to disposal (tons)	0,00	0,00	3,94	12,10
Total weight of non hazardous waste directed to disposal offsite (tons)	0,00	0,00	3,94	12,10
Incineration (with energy recovery)	0,00	0,00	0,00	7,62
Textile waste				7,62
Landfilling	0,00	0,00	3,94	4,48
Undefined			3,94	4,48
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal offsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	54	11	7	16
Number of male employees hired	8	3	3	3
Number of female employees hired	46	8	4	13
Percentage of female employee hires	85,2%	72,7%	57,1%	81,3%
Percentage of employee hires <30 years	13,0%	63,6%	28,6%	18,8%
Percentage of employee hires 30-50 years	83,3%	18,2%	57,1%	75,0%
Perecentage of employee hires > 50 years	3,7%	18,2%	14,3%	6,3%
Employees leaving	46	26	50	25
Number of male employees leaving	10	4	14	8
Number of female employees leaving	36	22	36	17
Percentage of female employees leaving	78,3%	84,6%	72,0%	68,0%
Percentage of employees leaving <30 years	32,6%	26,9%	12,0%	16,0%
Percentage of employees leaving 30-50 years	52,2%	26,9%	52,0%	56,0%
Perecentage of employees leaving > 50 years	15,2%	46,2%	36,0%	28,0%
Total number of employees	279	266	221	213
Employee turnover rate	16%	10%	23%	12%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	0	16	9	11
Percentage of employees that were entitled to parental leave	0,0%	6,0%	4,1%	5,2%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	3	2	0	0
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Total number of recordable work-related injuries	3	2	0	0
Rate of recordable work-related injuries	1,08	0,62	0	0

403-10 | Work-related ill health	0	0	0	0
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	0	0	0	0

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	4,94	0,27	0,55	0,16
Average training and development expenditure per FTE	€ 10,40	€ 14,20	€ 26,00	€ 10,40

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	2	4	1	10
Percentage of employees who received a regular performance and career development review	0,7%	1,5%	0,5%	4,7%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	279	266	221	213
Percentage of female employees	81,7%	81,2%	82,4%	84,0%
Percentage of employees <30 years	14,0%	15,4%	12,7%	10,3%
Percentage of employees 30-50 years	54,8%	57,1%	56,1%	56,8%
Perecentage of employees > 50 years	31,2%	27,4%	31,2%	32,9%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	0	0
Total number of incidents of discrimination during the reporting period	0	0	0	0
Actions taken	-	-	-	-

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1	Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

4016-2	Incidents of non-compliance concerning the health and safety impacts of products and services			
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1	Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

2025 ESG data : Cindico SA

GRI 301 | Materials

	2022 (BY)	2023	2024	2025
301-1 | Materials bought by weight or volume	1.595.046,60	1.622.171,00	1.753.608,00	1.846.563,00
Packaging	0,00	0,00	148.083,00	137.088,00
From non-renewable materials, bought (kg)	0,00	0,00	9.403,00	8.465,00
Plastic	-	-	9.403,00	8.465,00
From renewable materials, bought (kg)	0,00	0,00	138.680,00	128.623,00
Cardboard	-	-	138.680,00	128.623,00
Materials	1.595.046,60	1.622.171,00	1.605.525,00	1.709.475,00
From non-renewable materials, bought (kg)	901.541,60	907.962,00	894.509,00	963.075,00
From renewable materials, bought (kg)	693.505,00	714.209,00	711.016,00	746.400,00

301-2 | Recycled input materials bought	47,80	10.646,00	54.342,00	107.087,00
Recycled input materials bought (%)	0,00%	0,66%	3,10%	5,80%
Recycled input materials bought (kg)	47,80	10.646,00	54.342,00	107.087,00

301-3 | Reclaimed products and their packaging materials	0,0%	0,0%	0,0%	0,0%
Reclaimed products* (%)	0,0%	0,0%	0,0%	0,0%

GRI 302 | Energy consumption

	2022 (BY)	2023	2024	2025
302-1 | Energy consumption within the organization	1.717.274,00	1.524.335,00	1.503.621,00	1.406.904,00
Total fuel consumption within the organization from non-renewable sources (kWh)	1.618.016,00	1.322.540,00	1.305.727,00	1.217.894,00
Electricity consumption (bought)	1.618.016,00	1.318.700,00	1.302.387,00	1.214.694,00
Diesel	0,00	3.840,00	3.340,00	3.200,00
Total fuel consumption within the organization from renewable sources (kWh)	99.258,00	201.795,00	197.894,00	189.010,00
Solar power (generated)	99.258,00	201.795,00	197.894,00	189.010,00

302-2 | Energy consumption outside of the organization	22,50	25,73	25,40	45,86
Total energy consumption outside the organization	22,50	25,73	25,40	45,86
WTT - Direct energy (ton CO_2 eq.)	0,00	0,23	0,20	0,20
WTT - Company cars (ton CO_2 eq.)	22,50	25,50	25,20	37,40
WTT - Company trucks (ton CO_2 eq.)	0,00	0,00	0,00	8,26
WTT - Indirect energy (ton CO_2 eq.)	0,00	0,00	0,00	0,00

*the energy consumption outside of the organisation only includes the energy coming from upstream Scope 3 extraction, refining and transportation of the direct energy sources prior to their combustion.

302-4 | Reduction of energy consumption	0,0%	-11,2%	-1,4%	-6,4%
Total energy consumption (kWh)	1.717.274,00	1.524.335,00	1.503.621,00	1.406.904,00

302-5 | Reductions in energy requirements of products and services				
There is currently no requirements for reducing energy of sold products	-	-	-	-

We do not engage in the sale of electricity, heating, cooling, or steam. All conversion factors used in our calculations are sourced through Worldfavor, which obtains them from DEFRA and AIB.

GRI 303 | Water and Effluents 2018

	2022 (BY)	2023	2024	2025
303-3 | Water withdrawal	13,84	13,85	14,96	16,24
Total water withdrawal from all areas in megaliters (ML)	13,84	13,85	14,96	16,24
Third-party water	13,84	13,85	14,96	16,24
Total water withdrawal from all areas with water stress in megaliters (ML)	12,62	12,37	14,96	16,24
Third-party water	12,62	12,37	14,96	16,24
Total water withdrawal by suppliers with significant water-related impacts in areas with water stress (ML)	146,00	0,00	0,00	0,00

303-4 | Water discharge	13,15	13,15	14,22	15,43
Total water discharge to all areas in megaliters (ML) by the following types of destination	13,15	13,15	14,22	15,43
Third-party water	13,15	13,15	14,22	15,43
Total water discharge to all areas in megaliters (ML) by the following categories*	12,62	12,37	14,96	15,43
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	12,62	12,37	14,96	15,43
Total water discharge to all areas with water stress in megaliters (ML)	12,62	12,37	14,96	15,43
Freshwater (≤1.000 mg/L Total Dissolved Solids)	-	-	-	-
Other water (>1.000 mg/L Total Dissolved Solids)	12,62	12,37	14,96	15,43
Other water (>1.000 mg/L Total Dissolved Solids)	4,57	4,89	4,60	4,68

	2022 (BY)	2023	2024	2025
303-5 | Water consumption	3.599,69	3.648,69	3.561,75	3.787,81
Total water consumption of our own location (= Total water withdrawal minus the total water discharge)	0,69	0,69	0,75	0,81
Total water consumption by suppliers with significant water-related impacts in areas with water stress (ML)	3.599,00	3.648,00	3.561,00	3.787,00

GRI 305 | Emissions 2016

	2022 (BY)	2023	2024	2025
305-1 | Direct (Scope 1) GHG emissions (ton CO_2 eq.)	110,69	125,53	115,45	184,21
Mobile combustion (Company cars) (kg CO_2 eq.)	93.688,00	104.368,00	103.213,00	143.987,00
Diesel cars	93.688,00	104.368,00	103.213,00	143.987,00
Mobile combustion (Company trucks) (kg CO_2 eq.)	0,00	0,00	0,00	34.500,00
Van – Class III (1,74 – 3,5 t)	-	-	-	22.100,00
HGV – Rigid (3,5 – 7,5 t)	-	-	-	12.400,00
Stationary combustion (Direct energy) (kg CO_2 eq.)	0,00	965,00	839,00	823,00
Diesel	-	965,00	839,00	823,00
Solar power	0,00	0,00	0,00	0,00
Fugitive emissions (Refrigerants) (kg CO_2 eq.)	17.000,00	20.200,00	11.400,00	4.900,00

305-2 | Energy indirect (Scope 2) GHG emissions	1.111,00	837,00	827,00	771,00
Location-based emissions (ton CO_2 eq.)	1.111,00	837,00	827,00	771,00
Market-based emissions (ton CO_2 eq.)	1.111,00	905,00	894,00	834,00

The locations based emissions are currently used to calculate our overall emissons

	2022 (BY)	2023	2024	2025
305-3 | Other indirect (Scope 3) GHG emissions	27.430,41	28.223,22	27.487,07	29.063,63
Category 1: Purchased goods and services (Raw materials) (ton CO_2 eq.)	25.782,89	26.488,40	25.883,76	27.468,42
Category 4: Upstream transportation and distribution (ton CO_2 eq.)	590,14	550,00	512,56	574,55
Category 9: Downstream transportation and distribution (ton CO_2 eq.)	161,15	132,56	152,77	138,37
Category 6: Business travel (ton CO_2 eq.)	21,70	18,60	24,20	13,30
Category 7: Employee commuting (ton CO_2 eq.)	765,00	850,00	803,00	762,00
Categroy 2: Capital goods (Office and factory machinery) (ton CO_2 eq.)	51,60	66,60	46,20	11,50
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Indirect energy) (ton CO_2 eq.)	0,00	0,00	0,00	0,00
Category 1: Purchased goods and services (Office material) (ton CO_2 eq.)	17,20	73,50	29,80	17,70
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (Well-to-tank-emissions from consumed direct energy) (scope 1) (ton CO_2 eq.)	22,50	25,73	25,40	45,86
Category 3: Fuel- and energy-related activities (not included in Scope 1 or 2) (T&D losses from scope 3 fuel-and energy-related activities) (ton CO_2 eq.)	0,00	0,00	0,00	22,50
Category 1: Purchased goods and services (Water) (ton CO_2 eq.)	5,64	5,03	4,93	5,74
Categroy 5: Waste generated in operations (ton CO_2 eq.)	12,60	12,80	4,45	3,69

GRI 306 | Waste 2020

	2022 (BY)	2023	2024	2025
306-3 | Waste generated	590,67	600,78	694,05	786,74
Total weight of waste generated (tons)	590,67	600,78	694,05	786,74
Municipal waste	9,60	59,40	200,79	215,33
Textile waste	381,32	341,75	383,93	347,57
Paper and cardboard	148,27	152,84	46,89	167,88
Plastic waste	18,33	14,46	22,55	15,78
Wood	28,94	28,94	37,06	38,92
Metal	0,20	1,68	0,96	0,45
Electronic equipment	1,89	0,73	0,73	0,16
Printing toner	0,24	0,13	0,16	0,12
Oils	0,45	0,36	0,07	0,33
Packaging containing residues of dangerous substances	0,03	0,14	0,13	0,05

	2022 (BY)	2023	2024	2025
Absorbents, filter materials, wiping cloths and protective clothing contaminated by hazardous substances	0,11	0,14	0,20	0,07
Aqueous liquid waste containing hazardous substances	-	-	0,05	0,00
Fluorescent tubes and other waste containing mercury	0,50	0,19	0,47	0,06
Medical and pharmaceutical waste	0,01	0,02	0,01	0,02
Cooling liquid	0,26	-	0,06	0,00
Other	0,53	-	-	-

306-4 | Waste diverted from disposal	250,74	245,55	161,09	287,02
Total weight of waste diverted from disposal (tons)	250,74	245,55	161,09	287,02
Total weight of non hazardous waste diverted from disposal (tons)	250,23	245,36	160,62	286,96
Total weight of non hazardous waste diverted from disposal offsite (tons)	250,23	245,36	160,62	286,96
Sent for recycling	247,81	244,63	159,88	286,80
Textile waste	52,08	46,71	52,43	63,77
Wood	28,94	28,94	37,06	38,92
Paper and cardboard	148,27	152,84	46,89	167,88
Plastic waste	18,33	14,46	22,55	15,78
Metal	0,20	1,68	0,96	0,45
Other disposal operations	2,42	0,73	0,73	0,16
Electronic equipment	1,89	0,73	0,73	0,16
Other	0,53	-	-	-
Total weight of non hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste diverted from disposal (tons)	0,50	0,19	0,47	0,06
Total weight of hazardous waste diverted from disposal offsite (tons)	0,50	0,19	0,47	0,06
Other disposal operations	0,50	0,19	0,47	0,06
Fluorescent tubes and other waste containing mercury	0,50	0,19	0,47	0,06
Total weight of hazardous waste diverted from disposal onsite (tons)	0,00	0,00	0,00	0,00

	2022 (BY)	2023	2024	2025
306-5 | Waste directed to disposal	339,94	355,22	532,96	499,72
Total weight of waste directed to disposal (tons)	339,94	355,22	532,96	499,72
Total weight of non hazardous waste directed to disposal (tons)	338,84	354,44	532,29	499,13
Total weight of non hazardous waste directed to disposal offsite (tons)	338,84	354,44	532,29	499,13
Incineration (with energy recovery)	329,24	295,04	331,50	283,80
Textile waste	329,24	295,04	331,50	283,80
Landfilling	9,60	59,40	200,79	215,33
Municipal waste	9,60	59,400	200,79	215,33
Total weight of non hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00
Total weight of hazardous waste directed to disposal (tons)	1,10	0,78	0,68	0,59
Total weight of hazardous waste directed to disposal offsite (tons)	1,10	0,78	0,68	0,59
Incineration (with energy recovery)	1,10	0,78	0,68	0,59
Medical and pharmaceutical waste	0,01	0,017	0,01	0,02
Printing toner	0,24	0,132	0,16	0,12
Oils	0,45	0,360	0,07	0,33
Packaging containing residues of dangerous substances	0,03	0,139	0,13	0,05
Absorbents, filter materials, wiping cloths and protective clothing contaminated by hazardous substances	0,11	0,135	0,20	0,07
Aqueous liquid waste containing hazardous substances	-	-	0,05	0,00
Cooling liquid	0,26	-	0,06	0,00
Total weight of hazardous waste directed to disposal onsite (tons)	0,00	0,00	0,00	0,00

GRI 401 | Employment 2016

	2022 (BY)	2023	2024	2025
401-1 | New employee hires and employee turnover				
Employee hires	303	557	377	139
Number of male employees hired	49	93	66	22
Number of female employees hired	254	464	311	117
Percentage of female employee hires	83,8%	83,3%	82,5%	84,2%
Percentage of employee hires <30 years	51,8%	34,8%	40,8%	48,9%
Percentage of employee hires 30-50 years	46,6%	59,8%	55,2%	46,8%
Perecentage of employee hires > 50 years	1,6%	5,4%	4,0%	4,3%
Employees leaving	251	303	354	481
Number of male employees leaving	39	53	53	0
Number of female employees leaving	212	250	301	481
Percentage of female employees leaving	84,5%	82,5%	85,0%	100,0%
Percentage of employees leaving <30 years	35,8%	37,6%	32,5%	29,7%
Percentage of employees leaving 30-50 years	52,2%	55,5%	58,2%	56,3%
Perecentage of employees leaving > 50 years	12,0%	6,9%	9,3%	13,9%
Total number of employees	2.390	2.661	2.701	2.438
Employee turnover rate	11%	11%	13%	20%

401-3 | Parental leave				
Number of employees that were entitled to parental leave	99	102	106	92
Percentage of employees that were entitled to parental leave	4,1%	3,8%	3,9%	3,9%

GRI 403 | Occupational Health and Safety 2018

	2022 (BY)	2023	2024	2025
403-8 | Workers covered by an occupational health and safety management system				
Percentage of workers covered	100,0%	100,0%	100,0%	100,0%

403-9 | Work-related injuries	**19**	**10**	**14**	**16**
Total number of fatalities as a result of work-related injury	0	0	0	0
Rate of fatalities as a result of work-related injury	0	0	0	0
Total number of high-consequence work-related injuries (excluding fatalities)	1	1	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0,042	0,043	0	0
Total number of recordable work-related injuries	18	9	14	16
Rate of recordable work-related injuries	0,76	0,39	0,52	0,63

The main types of work-related injuries are cutting and piercing incidents involving sewing machines or needles, as well as various types of falls.

403-10 | Work-related ill health	**0**	**0**	**0**	**1**
Total number of fatalities as a result of work-related ill-health	0	0	0	0
Number of cases of work-related ill health	0	0	0	1

GRI 404 | Training and Education 2016

	2022 (BY)	2023	2024	2025
404-1 | Average hours of training per year per employee				
Average hours of training per FTE	18,3	20,8	17,6	14,9
Average training and development expenditure per FTE	€ 10,30	€ 17,40	€ 22,00	€ 23,90

404-3 | Percentage of employees receiving regular performance and career development reviews				
Total number of employees who received a regular performance and career development review	21	5	2701	151
Percentage of employees who received a regular performance and career development review	0,9%	0,2%	100,0%	6,2%

GRI 405 | Diversity and Equal Opportunity 2016

	2022 (BY)	2023	2024	2025
405-1	Diversity of goverance bodies and employees			
Total number of employees	2.390	2.661	2.701	2.438
Percentage of female employees	82,8%	81,2%	80,8%	80,4%
Percentage of employees <30 years	13,5%	13,9%	12,7%	10,7%
Percentage of employees 30-50 years	70,6%	71,3%	68,3%	64,5%
Perecentage of employees > 50 years	15,9%	14,8%	19,0%	24,7%

GRI 406 | Non-discrimination 2016

	2022 (BY)	2023	2024	2025
406-1	incidents of discrimination and corrective actions taken	0	0	1	0
Total number of incidents of discrimination during the reporting period	0	0	1	0
Actions taken	-	-	Written warning	

GRI 416 | Customer Health and Safety 2016

	2022 (BY)	2023	2024	2025
4016-1 |Assessment of the health and safety impacts of product and service categories				
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	0,0%	0,0%	0,0%	0,0%

4016-2 |Incidents of non-compliance concerning the health and safety impacts of products and services				
Total number of incidents of non-compliance with regulations and/ or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	0	0	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0	0
Incidents of non-compliance with voluntary codes	0	0	0	0

GRI 418 | Customer Privacy 2016

	2022 (BY)	2023	2024	2025
4018-1 |Substantiated complaints concerning breaches of cutomer privacy and losses of customer data				
Total number of substantiated complaints concerning breaches of customer privacy.	0	0	0	0

Alsico has not received any substantiated complaints concerning breaches of customer privacy.

GRI content index

Statement of use	Alsico has reported the information cited in this GRI content index for the period 1 january 2025 – 31 december 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Comments	Location
GRI 2: General Disclosures 2021	2-1 Organizational details		p. 8-10
	2-2 Entities included in the organization's sustainability reporting		p. 10
	2-3 Reporting period, frequency and contact point		p. 3
	2-4 Restatements of information	All changes in the reported data are mentioned in the recalculation policy.	annex III
	2-5 External assurance	The audit was conducted by SGS.	p. 173
	2-6 Activities, value chain and other business relationships	Alsico's head office is located in Ronse, Belgium, overseeing the development of workwear, marketing, purchasing, manufacturing, warehousing, and sales operations within the textile and apparel sector. The company has sales organizations in various countries, including Belgium, Spain, the UK, Morocco, the USA and Czech Republic, and serves customers worldwide through business-to-business. All garments are designed and developed in-house and manufactured at Alsico's own production facilities, including sites in Bulgaria, Czech Republic, Morocco, Mexico, Madagascar, Laos, Thailand and Tunisia, as well as through carefully selected suppliers. Alsico's supply chain is built on long-term partnerships aligned with the company's requirements, sustainability goals, and environmental strategy, which may occasionally result in adjustments to supplier relationships.	

GRI Standard	Disclosure	Comments	Location
GRI 2: General Disclosures 2021	2-7 Employees		p. 73
	2-8 Workers who are not employees	All workers performing work for Alsico are employees.	p. 73
	2-9 Governance structure and composition	Alsico's board consists of Gauthier Siau CEO (Alsico Group), Geert Gijsels CFO (Alsico Group) Bernard Siau former CEO (Alsico Group), Vincent Siau Managing Director Alsico SA, David Toon former Managing Director Alsico Laucuba, Jozef Behiels former ING director, Antoon Van Coillie, Hans Crijns professor and partner at Vlerick Business School, Herman Van de Velde owner of Van de Velde nv and Tobias Tousseyn managing director Raytech. Gauthier Siau, Geert Gijsels and Vincent Siau serve as executive members of the board. The board currently does not represent any under-represented social groups. The board members bring extensive industry knowledge and experience, supporting Alsico's sustainability ambitions and strategic objectives	
	2-10 Nomination and selection of the highest governance body	Candidates are unanimously selected by the board for a term of one year, subject to re-evaluation. Stakeholder views, including those of shareholders, are taken into account during the selection process. In the current year, the term was extended to two years.	
	2-11 Chair of the highest governance body	The chairman of the board is Bernard Siau.	
	2-12 Role of the highest governance body in overseeing the management of impacts	The board of directors at Alsico approves and reviews the company's mission, values, sustainability strategy, policies, and goals, in close collaboration with the executive team. The board oversees due diligence and impact management on economy, environment, and people. It considers stakeholder input, and integrates outcomes into strategic decisions. The effectiveness of these processes is reviewed annually during the management review.	
	2-13 Delegation of responsibility for managing impacts	The board of directors approves and reviews Alsico's mission, values, sustainability strategy, policies, and goals, together with Jo Van Landeghem (Sustainability Manager) and Pauline Latruwe (Sustainability & Education Coordinator). The board oversees due diligence and impact management on economy, environment, and people. Stakeholder input is considered in strategic decisions. These processes are reviewed bi-annually during the strategy summit, with updates led by Pauline Latruwe.	

GRI Standard	Disclosure	Comments	Location
	2-14 Role of the highest governance body in sustainability reporting	The sustainability department is responsible for the publication of the sustainability report. Board members and the management team are involved in defining the material topics. The reported information is prepared by Pauline Latruwe (Sustainability and education Coordinator), and reviewed by the board before publication.	
	2-15 Conflicts of interest	At Alsico, the board of directors follows a clear code of conduct to prevent and manage conflicts of interest. Board members are expected to act with integrity and in the best interest of the company. Potential conflicts are disclosed internally and addressed through transparency and recusal from decision-making when needed. Conflicts of interest related to cross-board membership, cross-shareholding, controlling shareholders, and related party transactions are disclosed where relevant and in line with legal requirements. Currently, there are no known conflicts in these areas. Any potential conflicts of interest would be disclosed to stakeholders upon request.	
	2-16 Communication of critical concerns	Critical concerns are continuously communicated to the board by the CEO. There were no critical concerns raised during the year.	
	2-17 Collective knowledge of the highest governance body	Critical concerns are communicated to the board by the CEO on an ongoing basis, as part of regular management reporting and direct dialogue. No critical concerns were reported to the board during the reporting period.	
	2-18 Evaluation of the performance of the highest governance body	External members of the highest governance body receive a fixed annual fee. Senior executives receive fixed pay, with limited variable pay based on company performance. No sign-on bonuses or recruitment incentive payments are provided. Termination payments follow standard labour regulations and are not different from those for other employees. There are no special clauses or accelerated benefits. No clawback policies are currently in place. Remuneration for senior executives reflects overall company performance and may include sustainability-related objectives, though no formal link is made to specific impact KPIs. The board's fixed compensation is not performance-based.	

GRI Standard	Disclosure	Comments	Location
	2-19 Remuneration policies	External members of the highest governance body receive a fixed annual fee. Senior executives receive fixed pay, with limited variable pay based on company performance. No sign-on bonuses or recruitment incentive payments are provided. Termination payments follow standard labour regulations and are not different from those for other employees. There are no special clauses or accelerated benefits. No clawback policies are currently in place. Remuneration for senior executives reflects overall company performance and may include sustainability-related objectives, though no formal link is made to specific impact KPIs. The board's fixed compensation is not performance-based.	
	2-20 Process to determine remuneration	Today, any compensation and formalities, are handled by the management and CEO.	
	2-21 Annual total compensation ratio	This information is currently not disclosed, but we are evaluating future transparency on this topic.	
	2-22 Statement on sustainable development strategy		p. 14-17
	2-23 Policy commitments		p. 165-169
	2-24 Embedding policy commitments		p. 165-169

GRI Standard	Disclosure	Comments	Location
	2-25 Processes to remediate negative impacts	Alsico is committed to addressing negative impacts it has caused or contributed to, and cooperates in remediation where relevant, in line with international standards and responsible business conduct. Each unit within Alsico has systems in place for raising grievances, including whistleblowing mechanisms that allow employees and stakeholders to report concerns confidentially. Where negative impacts are identified, Alsico works with affected stakeholders and relevant partners to provide or support remediation. This includes dialogue, corrective actions, and, where appropriate, updates to internal processes or supplier engagement. Stakeholders are engaged through ongoing feedback, surveys, and local dialogue, which inform the operation and improvement of grievance mechanisms.	
	2-26 Mechanisms for seeking advice and raising concerns	All units have a whistleblowing mechanism and/or a designated trust person.	
	2-27 Compliance with laws and regulations	Alsico had no significant instances of non-compliance with laws and regulations during the reporting period. No fines or non-monetary sanctions were incurred, and no payments were made related to non-compliance. Significant non-compliance is defined as any breach resulting in formal sanctions, financial penalties, or reputational impact. Alsico remains committed to full legal compliance across all its operations.	
	2-28 Membership associations		p. 161-163
	2-29 Approach to stakeholder engagement		p. 18-23
	2-30 Collective bargaining agreements	Collective bargaining agreements are in place at the local level. The percentage of employees covered varies by country and unit. For employees not formally covered, working conditions and terms of employment are often aligned with applicable collective agreements or national standards.	

GRI Standard	Disclosure	Comments	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics		p. 18-23
	3-2 List of material topics		p. 18-23
	3-3 Management of material topics		p. 18-23
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	€ 270 mil.	
	201-2 Financial implications and other risks and opportunities due to climate change		p. 11 & p. 18-23
	201-3 Defined benefit plan obligations and other retirement plans	Not disclosed in this report.	
	201-4 Financial assistance received from government	Not disclosed in this report.	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	All units do an internal assessment and report them annually.	
	205-2 Communication and training about anti-corruption policies and procedures		p. 67 & p. 165-169
	201-3 Confirmed incidents of corruption and actions taken		p. 67
GRI 207: Tax 2019	207-1 Approach to tax	Not disclosed in this report.	
	207-2 Tax governance, control, and risk management	Not disclosed in this report.	
	207-3 Stakeholder engagement and management of concerns related to tax	Not disclosed in this report.	
	207-4 Country-by-country reporting	Not disclosed in this report. We report facility by facility.	
GRI 301: Materials 2016	301-1 Materials used by weight or volume		p. 44
	301-2 Recycled input materials used		p. 44
	301-3 Reclaimed products and their packaging materials		p. 48 & p. 67
GRI 302: Energy 2016	302-1 Energy consumption within the organization		p. 26 & p. 68
	302-2 Energy consumption outside of the organization		p. 27 & p. 68

GRI Standard	Disclosure	Comments	Location
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		p. 35-38
	303-2 Management of water discharge-related impacts		p. 35-38
	303-3 Water withdrawal		p. 69
	303-4 Water discharge		p. 69
	303-5 Water consumption		p. 69
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored		p. 39-41
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		p. 69
	305-2 Energy indirect (Scope 2) GHG emissions		p. 70
	305-3 Other indirect (Scope 3) GHG emissions		p. 70
	305-5 Reduction of GHG emissions		p. 25
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		p. 70-72
	306-2 Management of significant waste-related impacts		p. 45 & p. 70-72
	306-3 Waste generated		p. 70-72
	306-4 Waste diverted from disposal		p. 70-72
	306-5 Waste directed to disposal		p. 70-72

GRI Standard	Disclosure	Comments	Location
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		p. 73
	401-3 Parental leave		p. 73
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		p. 73
	403-2 Hazard identification, risk assessment, and incident investigation		p. 73
	403-8 Workers covered by an occupational health and safety management system		p. 73
	403-9 Work-related injuries		p. 73
	403-10 Work-related ill health		p. 73
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		p. 74
	404-3 Percentage of employees receiving regular performance and career development reviews		p. 74
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		p. 74
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		p. 74
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		p. 74
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		p. 74
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		p. 74

Memberships and partnerships

ASOCIACE HOTELŮ A RESTAURACÍ ČESKÉ REPUBLIKY	AHR	Alsico Czechia s.r.o
aitex	AITEX	Alsico Laucuba Ltd. Alsico NV
amfori BSCI	Amfori BSCI	Alsico NV
AMITH	AMITH	Cindico SA
ARTA	ARTA	Alsico hitec USA
ASEPAL	ASEPAL	Alsico Iberia
Aspec	ASPEC	Alsico High Tech
ATOK	ATOK	Alsico Czechia s.r.o
better cotton member	BCI	Alsico Group

BCW	BCW	Alsico High Tech
BSiF	BSIF	Alsico Laucuba Ltd.
CARE ENGLAND The voice of care	Care England	Alsico Laucuba Ltd.
	Catalan Chambre wof Commerce	Alsico Iberia
CHAMBRE DE COMMERCE BELGO-LUXEMBOURGEOISE AU MAROC	CCBLM	Cindico SA
CCISPM	CCISPM	Cindico SA
cecot	CECOT	Alsico Iberia
CENTEXBEL	Centexbel	Alsico NV
CHAMBRE FRANÇAISE DE COMMERCE ET D'INDUSTRIE DU MAROC	CFCIM	Cindico SA

Memberships and partnerships

	CGEM	Cindico SA
CIBUTEX CIRCULARITY FOR BUSINESS TEXTILES	Cibutex	Alsico NV
DTV Deutscher Textilreinigungs-Verband	Deutscher Textil-reinigungs-Verband	Alsico NV
	DMP	Alsico Laucuba Ltd.
DRRI | Deutsches ReinRaumInstitut e.V.	DRRI	Alsico High Tech
ESF	ESF	Alsico NV
etion	ETION Ledenwerking vzw	Alsico NV
ETSA	ETSA	Alsico Group
afmps fagg	FAGG-AFMPS	Alsico NV

Febelsafe	Febelsafe	Alsico NV
GEIST	GEIST	Alsico NV
IEST	IEST	Alsico HiTec USA
imec	imec	Alsico High Tech
MODINT.	Modint	Alsico NV
	Okresni Hospodarska Kommora Trebic	Alsico Czechia s.r.o
SCIENCE BASED TARGETS	SBTi	Alsico Group
Scottish Care	Scottish Care	Alsico Laucuba Ltd.
Sedex	Sedex	Alsico Group Alsico Czechia s.r.o - Alsico Laucuba Ltd. - E-Toile

Memberships and partnerships

COLLECTIEF CIRCULAIR TEXTIEL	Stichting Collectief Ciruculair	Alsico NV
Stowarzyszenie Pralników Polskich	Stowarzyszenie Pralników Polskich	Alsico Czechia s.r.o
TE TENDER EXPERTS	Tender Experts	Alsico NV
Texfor CONFEDERACIÓN INDUSTRIA TEXTIL	TEXFOR	Alsico Iberia
Textile Exchange	Textile Exchange	Alsico Group
czech association for textile care	The Czech Association for Textile Care	Alsico Czechia s.r.o

THE SHIFT	The Shift	Alsico NV
tsa	TSA	Alsico Laucuba Ltd.
United Nations Global Compact	UN Global Compact	Alsico NV
VCCN	VCCN	Alsico High Tech
VOKA Vlaams netwerk van ondernemingen	VOKA	Alsico NV
	WMP	Alsico Laucuba Ltd.

5. Annexes

Annex I
Alsico Group code of conduct

1. Human Rights

1.1. Respect for human rights
The following specific guidelines should be followed. Evidence of non-compliance will result in a demand for immediate action on – proven - remediation. Unwillingness to cooperate on resolving breaches or repeated misconduct, will result in terminating the agreements of collaboration and all or any orders without notice and with immediate effect.

1.2. Avoid complicity in abuse
We will make sure that we are not complicit in human rights abuses. We shall ensure that that our affiliates, representatives, agents, subcontractors, suppliers and employees comply with all applicable human rights laws including all the articles of the European Convention on Human Rights.

1.3. Zero tolerance for sexual harassment
Alsico Group directors, employees and associated person, the company's suppliers, their affiliates, representatives, agents and subcontractors reject all forms of harassment, including sexual, psychological or verbal harassment. They shall strive to create working conditions to prevent any kind harassment. If any Alsico employee, supplier or associated person would breach the relevant provisions of this clause, or otherwise act in contravention of anti-harassment legislation or human rights law we shall have the right to terminate the agreements of collaboration and all or any orders without notice and with immediate effect.

1.4. Grievance mechanisms
Alsico Group, the company's suppliers, their affiliates, representatives, agents and subcontractors shall provide low barrier grievance mechanisms where people can file anonymously complaints, such as a trusted person, a grievance box managed by a third party and/or by a designated responsible who is bound to confidentiality. Parties that have access to the mechanism shall keep record of the grievances and the treatment of the case (see also 6.2.).

2. Working conditions

2.1 Freedom of Association and Collective Bargaining
We recognize and respect the rights of workers to exercise lawful rights of free association, including joining or not joining any association. We also respect any legal right of workers to engage in collective bargaining (ILO Conventions 87 and 98). In those situations in which the right to freedom of association and collective bargaining are restricted under law, we facilitate parallel means of independent and free association and bargaining for all workers. Workers' representatives shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions. (ILO Convention 135 and Recommendation 143)

2.2. Fair remuneration
Workers shall be paid a living wage instead of just the legal minimum wage. Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and always be sufficient to meet basic needs of workers and their families and to provide some discretionary income. (ILO Conventions 26 and 131).

2.3. Child Labour
We categorically reject the employment of children. Under no circumstances there shall be use of child labour. The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years. (ILO Convention 138)

2.4. Special Protection for Young Workers
We commit to provide special protection to any workers who have reached the minimum age to work but who have not reached legal adult age. Children [in the age of 15-18] shall not perform work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals. (ILO Convention 182)

2.5. No forced or compulsory labour;
We do not tolerate any type of involuntary or forced labor, including indentured, bonded, prison or slave labor.

There shall be no forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour. (ILO Conventions 29 and 105)

2.6. No discrimination

We reject all forms of discrimination in respect of employment and occupation. Discrimination in employment and occupation means treating people differently or less favorably because of characteristics that are not related to their merit or the inherent requirements of the job. In national law, these characteristics commonly include: race, color, sex, religion, political opinion, national extraction, social origin, age, disability, HIV/AIDS status, trade union membership, and sexual orientation.

Recruitment, wage policy, admittance to training programs, maternity protection, employee promotion policy, policies of employment termination, retirement, and any other aspect of the employment relationship shall be based on the principle of equal opportunities (ILO Conventions 100 and 111).

Meanwhile we have the duty to create working conditions free of sexual, psychological or verbal harassment (ILO Convention 190).

Alsico will actively monitor the grounds where discrimination in employment and occupation may occur. We put in place processes to exclude and remediate any kind of disadvantageous treatment, such as grievance mechanisms and trusted persons (see 6.1 and 6.2.).

2.7. Occupational Health and Safety

We must ensure a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it. In order to create a safe and hygienic working environment the best occupational health and safety practice shall be promoted. Appropriate protective equipment shall be made available to all employees working in identified risk environments. Special attention shall be paid to occupational hazards that are specific to our branch of the industry and assure that a safe and hygienic work environment is provided for.

We shall comply with the highest standard of health and safety regulation, to prevent accidents and minimize health risks (following ILO Convention 155). In addition, employee and leadership participation in the improvement of health and safety-processes shall be promoted, bearing in mind the prevailing knowledge of the industry and of any specific hazards.

2.8. Working hours

Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not be required to work in excess of 48 hours per week on a regular basis. They shall be provided with at least one day off for every seven-day period. Overtime shall be voluntary, shall not exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate. (ILO Convention 1)

2.9. No precarious employment

We have the duty to hire workers based on documented contracts according to the law. Apprenticeships can be used as a way to hire personnel, but the apprentices have to be offered an outlook to further employment. Younger workers shall be given the opportunity to participate in education and training programs. (ILO Convention 122)

3. Environment

3.1. Basic principles of our environmental policy

Alsico Group, the company's suppliers, their affiliates, representatives, agents and subcontractors shall abide by the following principles:

- Protect the Environment throughout the production chain according to the precautionary principle, as defined in the Kyoto Protocol, in order to exclude any harmful substance, also in case of doubt.
- Improve environmental performance in all aspects of our business and in particular to significant aspects of our operations.
- Reduce/ Reuse / Recycle materials wherever we see opportunities to do so. In a way that eco design becomes the standard for all our products.
- Minimize the environmental impact, for the full life cycle (including disposal) of all plant, equipment, and other physical assets under our control.
- Promote awareness of the specific environmental issues that are involved in our operations amongst staff, clients and other stakeholders.
- Comply with or exceed applicable legal requirements, compliance obligations, directives and guidelines, at all times.
- Establish clear, measurable and appropriate strategic goals, objectives and action plans for the detected environmental aspects relevant to our operations and supply chains;

3.2. Non-toxicity of production process, products and services

We take all necessary steps in order to make sure that processes, products and services are safe for human beings and compliant with all European environmental and safety regulations as well as the local laws of the country and region in which they operate.

- Alsico Group Suppliers shall cooperate with Alsico Group purchase officers to supply products that are compliant with the Group's preferred inputs list.
- Alsico Group Suppliers shall be compliant with the ZDHC waste water guidelines.
- Alsico Group Suppliers shall encourage their business partners to take the same precautionary approach to environmental challenges.

3.3. Circular approach to raw materials and energy

We have the duty to pursue effective environmental protection using measurable data in a management system in order to reduce the environmental footprint of our products through-out their life-cycle.

This comprehensive approach includes but is not limited to: reducing energy, water consumption, CO_2-emissions, waste, increasing use of renewable materials and energies, sourcing locally, training people, invest in environmentally friendly technologies.

4. Ethical business behaviour

4.1. Alsico Group does not tolerate any acts of corruption, extortion, embezzlement or bribery in its own nor the Supplier's facilities nor in its supply chain. Suppliers, their affiliates, representatives, agents, sub-contractors, suppliers and employees shall comply with all applicable anti-bribery laws and regulations, including the US Foreign Corrupt Practices Act and the UK Bribery Act 2010.

Suppliers are expected to operate honestly and equitably throughout the supply chain in accordance with local laws pertaining to:
- Business Integrity - Anti-Corruption rules
- Disclosure of Information to stakeholders
- Protection of Intellectual Property
- Responsible Sourcing
- Respect of Company and Personal Data: compliance to GDPR
- Conflicts of interest

4.2. Alsico Group suppliers warrant that they shall not (they shall ensure that their affiliates, representatives, agents, sub-contractors, suppliers and employees shall not) give, offer or pay (either directly or through a third party) the payment of any financial or other advantage to any third parties, which would cause us, our affiliates or any group companies or agents to be in violation of any applicable anticorruption laws, including the US Foreign Corrupt Practices Act and the UK Bribery Act 2010.

4.3. Alsico Group suppliers shall disclose to us all payments they (and/or their affiliates, representatives, agents, sub-contractors, suppliers and employees) have made, are obligated to make or intend to make to any agents, brokers, intermediaries or other third parties in connection with the awarding of any Orders.

4.5. Specifically Alsico Group directors, employees and associated persons are not permitted to pay or offer to pay (directly or indirectly) bribes anywhere in the world with the intention of securing business, or an advantage in the conduct of business, for Alsico Group. Should any kind of such acts be revealed, then Alsico Group has the right to terminate the Agreements of collaboration without notice and with immediate effect. In addition, Alsico Group directors, employees and associated persons are not permitted to request, receive or accept any financial or other advantage from third parties. Bribes can include (but are not limited to) cash, gifts, electronic equipment, offers of employment, entertainment, loans, travel, charitable donations and/or political contributions.

4.5. Any breach of the relevant provisions of this Clause, or otherwise act in contravention of anti-corruption legislation or human rights law shall give us the right to terminate the agreements and all or any orders without notice and with immediate effect.

5. Respect of company and personal data

5.1. Alsico Group suppliers - independently from their location or their registered office being within or outside of the EC - agree to comply fully with the stipulations of the REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data in his relations with Alsico Group and or Alsico Group customers.

5.2. Alsico Group suppliers will in particular comply with the stipulations of article 28 of the above mentioned Regulation: Processor, and the (in)directly derived articles from article 28 i.e. articles 31 to 36:
- Cooperation with the supervisory authority
- Security of processing
- Notification of a personal data breach to the supervisory authority
- Communication of a personal data breach to the data subject

- Data protection impact assessment
- Prior consultation

The enumeration of the article numbers above is exemplary and not exhaustive.

5.3. At the end of the services or on the termination of the contract Alsico Group suppliers shall return all personal data to Alsico Group whatever choice is made by Alsico Group and delete any existing copies of the personal data unless otherwise required by EU law.

5.4. In addition Alsico Group suppliers will make available all information necessary to demonstrate its compliance with its obligations under Article 28 and others of the GDPR, and allow for and contribute to audits by Alsico Group or another auditor mandated by Alsico Group.

5.5. Alsico Group and their suppliers agree that if one of both parties should be held responsible for a breach of this clause that originated from the other party, the remaining party should be paid a compensation covering all costs, damages, fees or losses that were incurred from the respective breach.

6. Supply chain transparency

6.1. We shall cooperate in building a transparent supply chain by sharing information on the location (country) and the name of suppliers. This we need in order to conduct a sound human rights and environmental due diligence. Alsico Group guarantees its suppliers the confidential treatment of any information of this kind they share.

6.2 External grievance mechanism

Alsico Group maintains several internal grievance procedures, ranging from trusted persons to preventive surveying on worker conditions and possible grievances. In addition to that we offer the possibility to our stakeholders to report on negative impact that is a consequence of our activity. Grievance reporting is possible through our yearly stakeholder consultation or through this form, managed by BSCI amfori. Any business partner confronted with a situation that is likely to breach a law, regulations or the principles stipulated in this code of conduct may freely report this specific situation through the BSCI amfori grievance mechanism. The form is made available through the following website:
https://www.amfori.org/content/amfori-external-grievance-mechanism-form

All grievances will be reviewed by the amfori secretariat, who will seek to find a fair, timely and objective resolution.
Grievances can be lodged by:

- Workers/employees (that belong to the amfori members' supply chains);
- amfori members and their business partners (including subcontractors and suppliers);
- Service providers;
- Stakeholders, including third parties with explicit authority to represent a grievant.

The grievant should be able to provide information that is:

- A statement about a perceived or real wrong or unfair treatment,
- Related to amfori services, their members and/or services providers and
- Factual and evidence-based

The amfori secretariat owes a duty of confidentiality to the grievant. All communication and procedural steps towards remediation will not disclose any sensitive or personal information. A grievant's personal details will only be made available to amfori secretariat employees or agents involved in the grievance process. amfori complies with all obligations applicable under the EU General Data Protection Regulation.

8. Continuous improvement

Alsico Group commits to periodically reviewing this policy in order to continually improve, taking into consideration changes in legislation and regulation, any updates in line with best practice, any other requirements to which the Company subscribes and in order to ensure the adequacy, suitability and continuing effectiveness of the policy.

9. Cascading the code of conduct

We, Alsico Group suppliers, hereby declare that we will uphold these standards and cascade them down our supply chain.

1) Alsico Group accounts the following emissions:

Scope 1: Direct GHG emissions

For all 16 controlled units Alsico Group reports GHG emissions from sources they own or control as scope 1. Following Direct GHG emissions are accounted for in the report:

- Generation of heat, steam or electricity.
- Transportation of materials, products, waste, and employees. (cf. company cars)
- Fugitive emissions. (cf. refrigerants)

Scope 2: Electricity indirect GHG emissions

For all 16 controlled units Alsico Group reports electricity indirect GHG emissions. These encompass GHG emissions from the generation of purchased electricity consumed by the company. Purchased electricity is defined as electricity that is purchased or otherwise brought into the organizational boundary of the company.

Scope 3: other indirect GHG emissions

Following indirect GHG scope 3 emissions are accounted for in the report.

Upstream

- purchased goods and services
- transportation and distribution
- waste generated in operations
- business travel
- employee commuting
- capital goeds: purchase of office machinery and supplies has been accounted for

Downstream

- transportation and distribution
- leased assets: this would come to emissions from property of Alsico Group that has been leased toa third party. No assets of Alsico Group have been leased over 2024.
- franchises: these would be emissions from an Alsico Group operation of franchises in the reporting year, not included in scope 1 and scope 2. No such operation exists.

2) The reporting period covered.

This GHG accounting report covers the calendar year 2024.

3) The list of all exclusions and their justifications

Scope 1:

Following direct GHG scope 1 emissions are not accounted for in the report:

- Physical or chemical processing. Emissions that area result from manufacture or processing of chemicals and materials, e.g., cement, aluminium, adipic acid, ammonia manufacture, and waste processing. No such activities are taking place at our factories.

Scope 2:

Following indirect GHG scope 2 emissions are not accounted for in the report:

- Indirect emissions associated with distribution and transmission. No such activities are taking place at our factories.
- Scope 3: other indirect GHG emissions
- Following indirect GHG scope 3 emissions are not accounted for in the report:

Upstream

- fuel and energy related activities: for Alsico Group this would come to emissions from transport of fuels. Due to lack of data we have not accounted for the distance/weight of the fuels when transported to our locations.
- leased assets: emissions from leased company cars are reported for under scope 1.

Downstream

- processing of sold products: for Alsico Group this would come to the emissions of all downstream processing our products. Since these are finished garments, processing is limited (unpacking, washing, ironing). No reliable data on these handling processes - at our clients - are available.
- use of sold products: for Alsico Group this would come to the emissions from washing and transporting garments from and to laundry and its clients. There are no reliable data on these activities, that are taking place at our clients. We will work to include these emissions at a later stage. This will most likely lead to a recalculation of the base year emissions (see annex III Recalculation policy)
- end-of-life treatment of sold products: this would come to the emissions from discarding garments after use. The decision when a garment is ‘end-of-life’ is taken by our clients. We offer them the possibility to bring back clothing for recycling, therefore, we have included the amount of products collected for recycling in the ‘recycled waste’ category. On the remaining part we have no reliable data.
- investments: debt, equity or project financing of Alsico Group have not been included the GHG accounting. Most include property, which is included in scope 1 and 2 emissions. We will consider including this category in future accountings.

Annex II
Inventory boundary

1. Organizational boundary

- Alsico Group reports GHG emissions for all entities under its operational control.
- For 2025, this includes 16 controlled units within the group.

2. Operational Boundary

Scope 1 – Direct emissions

- Includes emissions from sources owned or controlled by Alsico:
- Stationary combustion (heat, steam, fuel use)
- Mobile combustion (company vehicles, transport)
- Fugitive emissions (e.g. refrigerants)

Scope 2 – Indirect energy emissions

- Includes emissions from purchased electricity consumed within the organization.

Scope 3 – Other indirect emissions

Upstream categories:

- Purchased goods and services
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Capital goods (office and factory machinery)
- Fuel- and energy-related activities (not included in Scope 1 and 2), including transmission and distribution (T&D) losses
- As of 2025, Alsico Group has expanded its Scope 3 boundary to include transmission and distribution (T&D) losses related to purchased electricity under Category 3: Fuel- and energy-related activities.
- This change reflects improved data availability and aligns with the GHG Protocol guidance. The inclusion of T&D losses enhances the completeness of the GHG inventory.
- In line with the recalculation policy, Alsico will assess whether this change exceeds the significance threshold and whether base year emissions require recalculation to ensure consistency and comparability over time.

Downstream categories:

- Downstream transportation and distribution
- Leased assets (not applicable)
- Franchises (not applicable)

3. Reporting period

- The reporting covers the calendar year 2025.

4. Exclusions and limitations

Scope 1 exclusions:

No emissions from industrial processing (not applicable to operations)

Scope 2 exclusions:

- No transmission and distribution losses included

Scope 3 exclusions (due to lack of reliable data):

- Fuel- and energy-related activities (transport of fuels)
- As of reporting year 2025, transmission and distribution (T&D) losses related to purchased electricity are included in the GHG inventory.
- Other fuel- and energy-related activities (e.g. upstream fuel transport) remain excluded due to lack of reliable data.
- Processing of sold products
- Use of sold products (e.g. washing by clients)

- End-of-life treatment of sold products (partially included via recycling data)
- Investments (not included in GHG inventory)
- These exclusions may lead to future recalculations once data becomes available.

5. Future Improvements

- Alsico aims to progressively expand Scope 3 coverage as data quality improves, particularly for downstream emissions categories.

Annex III
Recalculation policy

1. Purpose
The purpose of this policy is to ensure that Alsico Group's greenhouse gas (GHG) emissions data remains accurate, consistent, and aligned with the GHG Protocol. It defines when and how base year emissions must be recalculated to ensure transparent tracking of progress towards Alsico's net zero ambition.

2. Base Year
Alsico Group has selected 2022 as its base year, as it represents the first year with comprehensive Scope 1, 2, and 3 reporting at Group level, providing a reliable baseline for target setting.

3. Recalculation triggers and criteria
Recalculation of base year emissions is required when significant changes occur. A threshold of ±5% change in emissions is applied. Recalculation may also occur below this threshold if changes are considered structurally significant.

Recalculation triggers include:
a) Structural changes
Acquisitions, divestitures, or mergers
Changes in operational control or ownership of entities
Recalculation may be delayed by up to one year after acquisition to ensure data quality

b) Methodological changes
Updates in emission factors
Improved data availability or quality
Changes in calculation methodologies or standards

c) Data errors and boundary changes
Discovery of significant errors
Changes in organizational or operational boundaries

4. Recalculation process
Changes are assessed annually against the significance criteria
If triggered, base year emissions are recalculated using the same methodology as the current year
Recalculations are finalized at the end of the reporting year

5. Disclosure
Any recalculations are transparently disclosed in the annual ESG report, including justification and impact.

6. Review
This policy is reviewed annually to ensure alignment with best practices and GHG Protocol requirements.

Annex IV
Greenhouse Gas Verification Opinion

Greenhouse Gas Verification Opinion

Project Number: 260227

The methodology and calculations used for the determination of the GHG inventory of calendar **year 2025** for company:

Alsico Group
Zonnestraat 223
9600 Ronse - Belgium

is verified against the requirements of:
GHG Protocol - Corporate Accounting and Reporting Standard

Based on our examination of the evidence, nothing comes to our attention which causes us to believe that the reported GHG emissions in the inventory of Alsico Group being **131.664 ton CO2 eq** (market-based)
132.903 ton CO_2eq (location-based) over the year 2025 are materially incorrect.

This conclusion is based on the criteria as described in the remainder of this verification opinion.
The GHG emissions are divided over scope 1, 2, 3 and scope 3 as follows:

- scope 1: 1.167 ton CO_2e;
- scope 2: 1.947 ton CO_2e (market-based)
  3.186 ton CO_2e (location-based)
- scope 3: 128.550 ton CO_2e.

This verification opinion belongs to the addressed GHG inventory, as published in the annual corporate ESG report, and should be read in combined with it.

Date of verification opinion: 22 May 2026

Lead Auditor: Natacha Van Malder
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This verificatiion opinion is not valid without the complete scope, goal, criteria and findings, as presented on the following pages

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Type of engagement

Since the GHG data to be verified are historical in nature, the type of engagement is "verification", as defined in ISO 14064-3:2019 (process for evaluating a statement of historical data and information to determine if the statement is materially correct and conforms to criteria).

Brief description of the verification process

SGS Belgium NV has been contracted by Alsico Group for the verification of direct and indirect carbon dioxide (CO_2) equivalent emissions as provided by Alsico Group in their GHG inventory, concerning the reporting year 2025.

The assignment concerns the verification of the anthropogenic sources of GHG, inside the operational boundaries and based on the demands of the standard GHG Protocol - Corporate Accounting and Reporting Standard

The approach used by SGS is based on the outcome of a risk analysis of the reported GHG emissions and the measures taken to control these risks. We conduct our verification in accordance with ISO 14064-3:2019 (*Specification with guidance for the validation and verification of greenhouse gas statements*). This International Standard requires that we comply with ethical requirements and plan and perform the verification to obtain limited assurance that the onsite GHG emissions, removals, and storage in the GHG statement are free from material misstatement.

The verification activities included:

- sampling of supporting evidence of the reported data;
- analytical checks;
- verification of calculations;
- verification of emission factors;
- interviews with the employees involved in the development of the GHG inventory.
- Visit of 2 sites:
    - Alsico nv (Belgium)
    - Microclean Co., Ltd. (Thailand)

Roles and responsibilities

Alsico Group is responsible for the organization's GHG information system, the development and maintenance of records and reporting procedures in accordance with that system, including the calculation and determination of GHG emissions information and the reported GHG emissions.

It is SGS' responsibility to express an independent GHG verification opinion on the emissions as provided in the GHG Inventory of Alsico Group, for the whole year 2025.

Objective

The objective of this verification exercise is, by review of objective evidence, to independently confirm that the organization GHG inventory 2025 is free from material misstatement and conform to the verification criteria, as listed below.

Criteria

The criteria against which the verification is performed are:

- The GHG Protocol : Corporate Accounting and Reporting Standard
- The GHG protocol - Scope 2 guidance : an amendment to the GHG Protocol
- The GHG protocol - Corporate Value Chain (Scope 3) Accounting and Reporting Standard

Level of assurance

The agreed level of assurance is limited.

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Scope

The verification establishes conformance with the requirements of the GHG Protocol within the scope of the verification as outlined below. Data and information supporting the CO_2 equivalent assertion were historical in nature and proven by evidence.

The assessed data is based on invoices and internal record keeping. This engagement covers verification of emissions from anthropogenic sources of greenhouse gases included within the organization's boundary.

a) boundaries: Alsico Group including affiliates in various countries:

- Alsico Czechia sro,
- Alsico Hightech,
- Alsico Hitec USA,
- Alsico Iberia,
- Alsico Laucuba ltd,
- Alsico Logistics,
- Alsico NV,
- Alsico Promex,
- Beltex M,
- Berphina,
- Carthafina,
- Cindico SA,
- Diep Vu Co ltd,
- E-Toile SA,
- HTM Confection,
- Union Micron Clean co ltd.

b) facilities, physical infrastructure, activities, technologies, and processes:

- Activities: design, production, distribution and sales;
- Facilities and physical infrastructure: business centres/offices, production units; warehouses

c) GHG SSRs (sources, sinks and reservoirs):

- sources : combustion of fuels (heating, cooling, vehicles…) use of electricity, all emission sources associated with the production, transport and marketing of workwear. The scope includes:
  - scope 1: direct emissions ;
  - scope 2: indirect emissions associated with electricity/heat;
  - scope 3:
    1. Purchased goods and services;
    2. Capital goods;
    3. Fuel- and energy-related activities;
    4. Upstream transportation and distribution;
    5. Waste generated in operations;
    6. Business travel;
    7. Employee commuting;
    9. Downstream transportation and distribution;

    .
- sinks and reservoirs: not applicable

d) types of GHGs: as required by GHG protocol, carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF6). Some of those GHG might be negligible or not relevant for the scope

e) time period: 01/01/2025 to 31/12/2025

The indirect emissions from electricity were reported as "market-based "and "location-based", as required by GHG protocol. Under "market-based" reporting, some entities have reported the

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supply of green electricity supported by Guarantees of Origin or similar arrangements, resulting in lower indirect emissions from the use of electricity than for "location based" which reflects the average physical supply in a given region.

The GHG emissions subject to verification were monitored, calculated and reported and per individual facility.

Materiality

The materiality required of the verification was considered by SGS to be below 5%, based on the needs of the intended user of the GHG Inventory.

Non-conformities

After remediation of the findings, the following non-conformities remained:

- For Scope 3 business travel (air travel), the emission factor (EF) applied corresponds to "average person long-haul to/from UK." However, based on the reviewed flight details, the travel appears to be international non-UK routes, for which the "average person international to/from non-UK" EF would be more appropriate. The rationale for selecting the UK-based EF instead of the more representative non-UK international EF has not been justified, leading to a potential misrepresentation of emissions.
- Direct greenhouse gas (GHG) emissions have not been adequately quantified and reported separately for individual gases, namely CO_2, CH_4, N_2O, NF_3, SF_6, and other relevant GHG groups (e.g., HFCs, PFCs), in tonnes of CO_2 equivalent (tCO_2e), as required by Section 5.2.2 of the GHG Protocol.

Recommendations

- For the calculation of waste-related emissions, a general emission factor (EF) is currently applied. Given that detailed waste categories are available, it is recommended to use specific emission factors per waste type. This would improve the accuracy and representativeness of the reported emissions.
- Emissions related to fire extinguishers are currently omitted. It is recommended to assess and include these emissions where relevant, to ensure completeness and improve the accuracy of the emissions inventory.

Note: The findings recorded hereon are based upon an audit performed by SGS. A full copy of this verification opinion and the supporting GHG Inventory may be consulted at Alsico Group.

Thank you for caring