



Sustainability Report

2025

Impressum

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www.relineeurope.com

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DISCLAIMER

This Sustainability Report distinguishes between measured data, estimates, and qualitative statements. Measured data are based on actual records and verified internal data sources. Estimates are derived using internally defined methodologies, assumptions, and calculation models. Qualitative statements reflect descriptive assessments of policies, processes, or contributions to sustainability objectives and do not represent quantified or measured impacts unless explicitly stated otherwise.

In line with the European Sustainability Reporting Standards (ESRS), this report uses the term “impacts” to refer to actual or potential positive or negative effects on people or the environment that are linked to RELINE’s activities, products or services.

For reporting purposes, impacts are distinguished based on the company’s role in causing or contributing to them:

- *Caused or direct impacts* refer to actual effects arising from the RELINE’s own operations or activities, where a clear and immediate causal relationship exists.
- *Contribution impacts* describe effects to which the company contributes through its activities, products, services or business relationships, but which are not solely or directly caused by RELINE. In such cases, the company contributes to the impact but does not solely cause it, in line with ESRS principles.



Marc Stiebing
(left) and
Patrick Heimpold,
Managing Directors
of RELINE

Dear Reader,

Can trenchless sewer rehabilitation make the world a better place?

For several years now, RELINE has been exploring this question. The company views itself as a responsible corporate citizen. Like every citizen, RELINE bears social, environmental, and ethical responsibilities as part of society.

This responsibility is not a burden, but a core conviction. That is why RELINE operates on multiple levels: we develop sustainable water networks through innovative solutions. RELINE is already making a difference by pioneering one of the most environmentally friendly methods of sewer rehabilitation worldwide, UV-CIPP. This commitment is rooted in strong values that are reflected both inside and outside the company, combined with a continuous drive for improvement.

This strategy has already taken RELINE among the leaders in the industry. Consistently pursuing it will remain key to the company’s future success. Studies show that sustainability and ethical corporate governance are not only moral imperatives but also increasingly decisive economic factors.

So, can trenchless sewer rehabilitation make the world a better place? The answer is yes — but not on its own. Genuine transformation at all levels — social, economic and environmental — requires collective effort.

RELINE would like to thank its workforce and business partners who continue to support and shape this journey with us despite ongoing challenges. And we would like to invite others to join us in this mission.

Patrick Heimpold Marc Stiebing

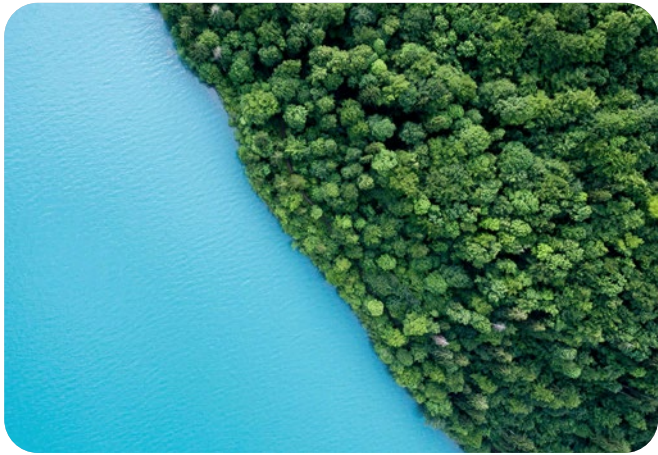
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Basis for Preparation

in accordance with VSME B1 | in reference to ESRS BP1

FRAMEWORKS:

This sustainability report is prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), published by EFRAG, adopting both the Basic and Comprehensive modules. The report covers the calendar year 2025.

The sustainability statements have been aligned with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

In addition to VSME disclosures, this report includes supplementary information aligned with ESRS requirements to provide a more comprehensive and transparent view of RELINE’s sustainability efforts. All greenhouse gas emissions (Scope 1, 2, and 3) are reported in accordance with the Greenhouse Gas Protocol.

RELINE is proud to be among the early adopters voluntarily implementing the VSME standard whilst referring to the ESRS guidelines. Through this approach, we aim to support international sustainability initiatives, set industry benchmarks, and contribute to the advancement of a more sustainable and inclusive economy.

OMISSIONS AND SCOPE OF CONSOLIDATION:

The scope of consolidation for this sustainability report has been determined based on the principle of control, in line with the requirements of the European Sustainability Reporting Standards (ESRS). The report has been prepared on

a consolidated basis and includes the parent company Pipe Holding GmbH and all subsidiaries over which the RELINE Group exercises full operational control. Entities classified as joint ventures are excluded from the scope of consolidation, as the Group neither holds a majority interest nor exercises operational control over these entities, as outlined in the table below. In accordance with GRI and ESRS, entities over which the Group has significant influence but not control fall outside the scope of consolidation for sustainability reporting purposes.

Unless stated otherwise, the information disclosed in this report refers to the consolidated RELINE Group, hereinafter referred to as ‘RELINE’. All policies, measures, and targets described in this report apply equally to both the parent company, Pipe Holding GmbH, and its subsidiary, RelineEurope GmbH.

As RelineEurope GmbH (hereinafter “RelineEurope”), conducts material business activities and is subject to additional ESG ratings, certain disclosures are presented separately for this subsidiary. Such disclosures are clearly stated as “RelineEurope”.

No material information has been omitted on the grounds of sensitivity or confidentiality.

EXTERNAL REVIEW AND ASSURANCE:

Sustainability information and related claims have been externally verified under limited assurance by RELINE’s auditor PKF Riedel Appel Hornig GmbH. Please refer to the auditor’s limited assurance report on page 101.

Legal Form:

Limited liability company, registered in Germany

NACE Codes:

NACE Code — Pipe Holding GmbH:
70.10 Activities of head offices

NACE Code — RelineEurope GmbH*:
22.21 Manufacture of plastic plates, sheets, tubes and profiles

*Subsidiary with material operations within the consolidation scope

Balance Sheet Total:

€ 146,872,000

Turnover:

€ 64,319,000

Employees:

Headcount: 187
FTE: 176

Locations of Primary Operations

(This represents the Group’s only production sites):

Große Ahlmühle 31, 76865 Rohrbach
Große Ahlmühle 20, 76865 Rohrbach
Offenbergweg 10, 48432 Rheine

TABLE: Subsidiaries

Company name	Place of business	Shares held by the group in %		Relationship type	Valuation method in the financial statements	Part of Consolidation Scope in this report
		31.12.2025	31.12.2024			
RelineEurope GmbH	Rohrbach	100	100	Subsidiary	Full consolidation	Yes
RELINE MANAGEMENT Corp. LLC	New York / USA	100	100	Subsidiary	Full consolidation	Yes
RELINEAMERICA LLC	Saltville / USA	50	50	Joint Venture	Equity method	No
RELINEJAPAN LLC	Tokyo / Japan	50	50	Joint Venture	Equity method	No
RELINE UV ASEAN PVT LTD	New Delhi, India	50	50	Joint Venture	Equity method	No





A
**Sustainability
Vision**

Key external ESG frameworks and ratings

(SDGs, SBTi, Ecovadis)



ECOVADIS

EcoVadis is a global leader in sustainability ratings, specifically designed for businesses to assess their performance in critical areas regarding environmental, social, and governance (ESG) criteria. RelineEurope has been awarded an EcoVadis Bronze Medal for its outstanding sustainability since 2022. Herewith, RelineEurope ranks among the top 35 % performers of all 150,000+ companies, rated by EcoVadis in 2025.



UNITED NATIONS GLOBAL COMPACT AND SUSTAINABLE DEVELOPMENT GOALS (SDGs)

RELINE is committed to contributing to the SDGs through its sustainability programmes, (see page 20). As a provider of UV-cured liner solutions for the rehabilitation of water and wastewater infrastructure, we recognize our responsibility to contribute to a more sustainable, resilient, and resource-efficient future. We align our strategy, operations, and innovation efforts with the United Nations Sustainable Development Goals (SDGs), focusing on areas where our technologies and expertise can deliver the greatest positive impact.



SCIENCE-BASED TARGETS INITIATIVE (SBTi)

The Science Based Targets initiative (SBTi) is a corporate climate action organisation that enables companies and financial institutions worldwide to contribute effectively to combating the climate crisis. Science-Based-Targets specify how much and how quickly companies need to reduce GHG emissions to avoid a 1.5°C or 2°C global temperature increase, compared to pre-industrial levels.

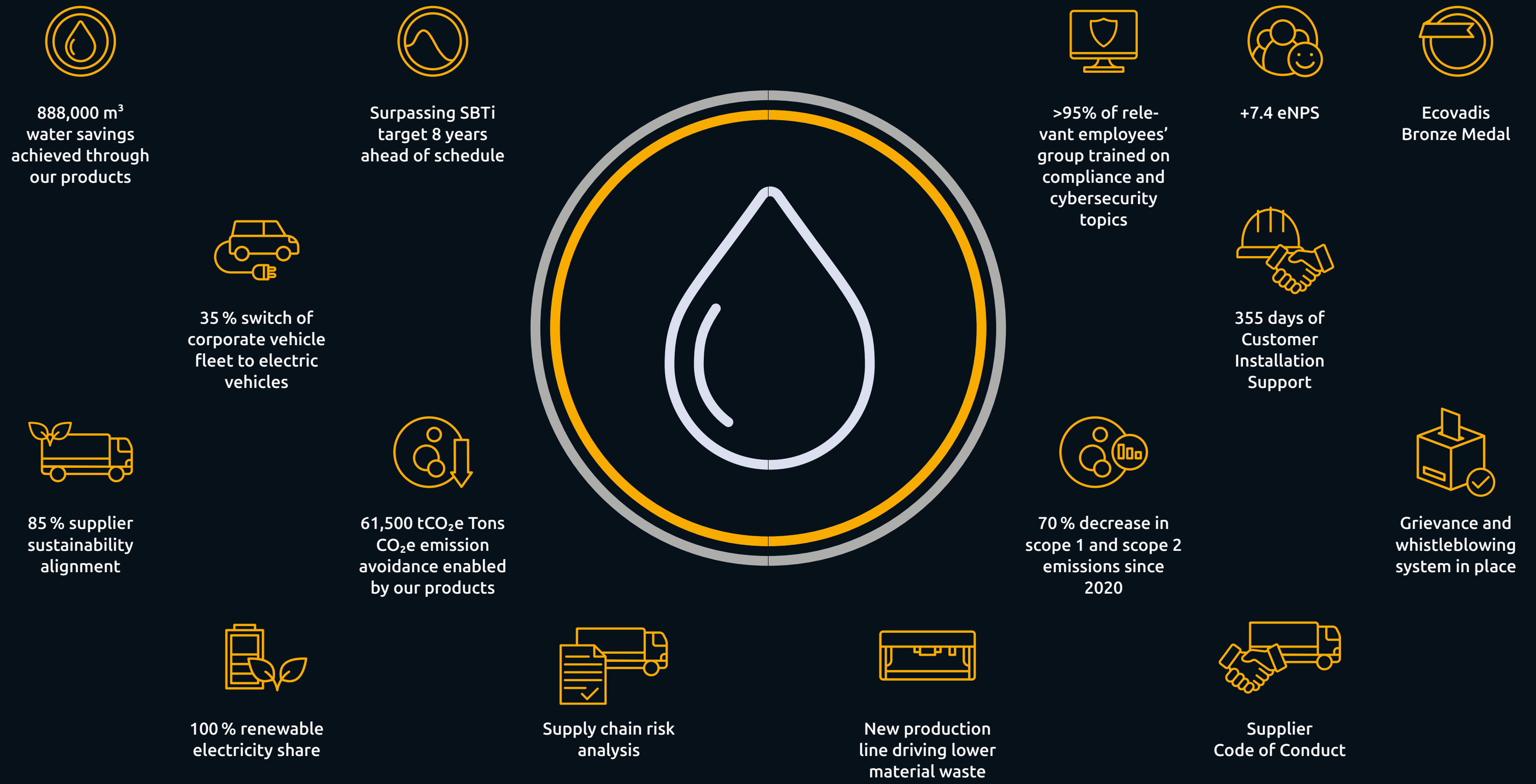
RelineEurope is part of the 6,000+ companies globally that have committed to reduce GHG emissions in alignment with the requirements of the Paris Climate Agreement and prevailing climate science and to have their targets approved by the SBTi. It was the first company in its industry to join the Science Based Targets Initiative (SBTi) in 2022.

RelineEurope’s Corporate Carbon Footprint (CCF) is calculated following the Greenhouse Gas Protocol (see page 54).

RelineEurope’s approved targets can be viewed here: sciencebasedtargets.org/target-dashboard



Sustainability Highlights



Sustainability and Value Creation

in accordance with VSME B2, C1, C2 | in reference to ESRS2 SBM-1, MDR-P

In Europe alone,
approximately 20–25 %
of non-revenue water
is lost because of
pipe leakages

Access to safe potable water and effective wastewater management remains one of the most pressing challenges of our time. According to international estimates, around two billion people globally lack access to safely managed potable water.^{R1}

Globally, approximately 30 % of total water abstractions are lost due to leaks in distribution systems, with more than 32 billion cubic metres of potable water physically leaking annually from urban supply networks.^{R5} In Europe alone, an estimated 20 to 25 percent of non-revenue-water is lost through pipe leakages.^{R6} At the same time, ageing and deteriorating sewer systems pose increasing risks to environmental integrity and public health, as wastewater losses from exfiltration and infrastructure leakage represent a material threat to groundwater resources and long-term environmental sustainability.^{R4} These figures highlight both the critical importance and growing vulnerability of global water infrastructure.

These challenges are further exacerbated by climate change. Scientific evidence shows that climate change is contributing to more frequent and severe weather events, including flooding, wildfires, and droughts, resulting in significant economic losses and population displacement.^{R1} At the same time, climate impacts limit access to basic needs, essential services and critical infrastructure, thereby reinforcing social and regional inequalities. In this context, companies play a vital role in addressing global challenges, particularly with regards to climate change mitigation, the energy transition, and the protection of critical infrastructure.

Against this backdrop, RELINE's technologies and solutions contribute directly to the reliability, safety, and sustainability of water infrastructure.^{R3} The company's trenchless pipe rehabilitation solutions are specifically designed to protect groundwater and preserve potable water resources. Compared to conventional open-cut construction methods, these solutions significantly reduce construction-related CO₂e emissions whilst minimising disruption to communities and the environment.^{R3}

As an impact-driven company, RELINE's core products provide a measurable and scalable contribution to environmental objectives, particularly the protection of water resources and the reduction of CO₂e emissions compared to alternative rehabilitation methods. Revenue growth is directly linked to increasing environmental impact, making this strong connection between commercial success and environmental performance a central element of RELINE's business model and a foundation for long-term resilience and sustainable growth.

Beyond its environmental impact, RELINE pursues a holistic sustainability strategy. The company places strong emphasis on responsible business conduct, value chain collaboration and transparent governance structures. Fairness, integrity, and stakeholder engagement are supported through robust internal policies, standardised processes, and comprehensive compliance frameworks. This integrated approach reflects RELINE's commitment to environmental stewardship, social responsibility and long-term value creation.

IMPACT THROUGH INNOVATIVE SOLUTIONS FOR SUSTAINABLE WATER NETWORKS.

The foundation of RELINE's sustainability strategy is its corporate purpose to create measurable environmental and social impact through innovative solutions for sustainable water networks. This purpose-driven strategy supports the long-term viability of the business by strengthening competitiveness, fostering innovation capacity and enhancing operational resilience. RELINE acknowledges that its economic performance is closely linked to the environmental and social systems in which it operates and therefore integrates sustainability considerations into core strategic and operational decision-making.

Guided by a double materiality assessment and a comprehensive risk evaluation (page 39 ff), RELINE systematically identifies, prioritises and addresses material environmental, social, and governance topics. This approach supports the mitigation of sustainability-related risks and the identification and realization of opportunities for long-term value creation, whilst also enhancing RELINE's attractiveness to customers, partners, employees, and other key stakeholders.

Although RELINE primarily operates in B2B and B2G markets, the ultimate beneficiaries of its products are citizens, businesses, and public institutions that depend on safe, reliable, and environmentally sound water infrastructure. Through the application of its trenchless rehabilitation technologies, RELINE contributes to tangible outcomes, including:

- Improved safety and reliability of water and wastewater systems^{R7}
- Prevention of leaks and reduction of environmental damage, particularly to soil and groundwater^{R8}
- Reduced construction time, noise, emissions, and traffic and disturbance for local residents compared to conventional open-cut methods^{R9}
- Extended service life of existing infrastructure assets, supporting resource efficiency and asset preservation^{R10}

STRATEGIC PILLARS AND IMPACT AREAS

To support its purpose of creating impact through innovative solutions for sustainable water networks, RELINE has established a sustainability strategy structured around three focus areas where the company is well positioned to contribute to sustainability objectives and to further develop its solutions.

Innovation, environmental protection, and partnerships form the strategic pillars of this approach. These pillars reflect both the nature of RELINE's business and its responsibility within the value chain. Innovation drives the continuous improvement of products and processes; environmental protection defines RELINE's measurable impact; and partnerships enable the scaling of sustainability-related activities beyond the company's direct operations.

Together, these pillars support the integration of sustainability into RELINE's business strategy and decision-making processes, with the objective of contributing to resilient infrastructure, responsible growth, and long-term value creation across the water infrastructure sector.

Our Strategic Pillars and Impact Areas

Environment



Environmental protection is intrinsically linked to RELINE’s products and operations, as its technologies help prevent groundwater contamination^{R8}, preserve water resources^{R7}, and significantly reduce emissions compared to conventional methods.^{R3}

A central challenge is the need to significantly reduce greenhouse gas emissions and other environmental impacts associated with infrastructure rehabilitation.^{R11} By offering solutions that represent low-carbon and environmentally efficient alternatives^{R3}, RELINE enables cities and infrastructure operators to achieve their climate targets whilst maintaining cost efficiency.

Water scarcity and increasing pressure on potable water resources represent another major global challenge. RELINE’s products are designed to restore structural integrity and hydraulic performance, thereby reducing water losses and supporting efficient resource use.

In addition, soil and water contamination caused by infiltration and exfiltration pose significant environmental and public health risks. Deteriorated sewer systems allow wastewater to escape into surrounding soils and groundwater whilst allowing external water to infiltrate the system.^{R4}

Through products that effectively prevent both infiltration and exfiltration^{R8}, RELINE helps protect soil quality, groundwater reserves, and surface waters, contributing to healthier ecosystems and safer communities.

Together, RELINE’s solutions address key sustainability challenges related to climate protection, water conservation, and pollution prevention, positioning the company as a provider of environmentally responsible and future-ready infrastructure solutions.

Partnership



Partnerships play a decisive role in addressing key sustainability challenges in the infrastructure sector, where systemic change cannot be achieved by individual companies alone^{R15}. Therefore, partnerships across the value chain and beyond — including suppliers, customers, research institutions, and industry stakeholders — are crucial to scaling impact, accelerating technological progress and advancing sustainability standards within the trenchless rehabilitation sector.

RELINE leverages strategic collaborations to extend its impact beyond its own operations and to actively shape more sustainable industry practices.

One major sustainability challenge is the reduction of upstream emissions and environmental impacts embedded in materials and components.^{R16} Through partnerships in research and development and structured collaboration with key suppliers in procurement, RELINE works jointly to develop CO₂-reduced products and material solutions. These partnerships enable innovation at the material and system level, improve data transparency along the supply chain, and support the transition toward lower-carbon, resource-efficient product designs.

Another significant challenge lies in the lack of harmonised sustainability standards and consistent evaluation criteria within the industry.^{R17} In co-operation with industry associations, municipalities, and customers, RELINE actively promotes sustainability across

Innovation



the sector. This includes contributing to the development of industry-wide standards for Environmental Product Declarations (EPDs) and supporting the integration of sustainability criteria into public procurement procedures.

By fostering dialogue and collaboration among key stakeholders, these partnerships help create comparability, transparency, and a level playing field for sustainable solutions, providing more reliable decision-making foundations for contracting authorities and planning firms. At the same time, this underscores RELINE’s ambition to consistently link technical innovation with measurable ecological benefits. Further information can be found in publications and resources provided by the RSV/BTG association.^{R18}

Together, these collaborative approaches address critical challenges related to supply chain emissions and the scaling of sustainable practices. By engaging in partnerships across and beyond the value chain, RELINE contributes to accelerating the transition toward more sustainable, resilient, and future-oriented water infrastructure.

Innovation is essential to continuously improve the performance, durability, and environmental footprint of our solutions, enabling more resource-efficient rehabilitation of critical underground infrastructure. One of the most pressing challenges is the urgent need to reduce greenhouse gas emissions across infrastructure projects, as approximately 79 % of global GHG emissions are linked to infrastructure.^{R11}

With CO₂-reduced liners, RELINE aims to enable its customers to significantly reduce their own carbon footprint of their sewer rehabilitation projects. This directly supports climate targets and the decarbonisation of essential infrastructure.

The construction and infrastructure sectors also face increasing pressure to reduce the use of hazardous substances, conserve resources, and transition toward more sustainable material solutions.^{R12} Through the increased use of environmentally friendly materials, including optimised resin systems and resource-efficient designs, RELINE contributes to reduced environmental and health impacts whilst supporting circularity and responsible material sourcing.

Together, the R&D efforts to develop CO₂-reduced liners and sustainable material innovations form RELINE’s integrated response to climate change and enable infrastructure operators and contractors to meet their climate targets without compromising technical

reliability, economic efficiency, or long-term asset performance.

Sustainability as part of corporate strategy

in accordance with VSME C1 | in reference to ERS2 MDR-A, MDR-T

What we do today shapes the world of tomorrow

Sustainability is an integral part of RELINE's corporate strategy and a key driver of long-term value creation. As a leading manufacturer of UV-cured liners for trenchless sewer rehabilitation, RELINE recognises its responsibility to contribute to the protection of critical infrastructure, natural resources and the environment.

By continuously strengthening the strategic focus on sustainability, RELINE aims to reduce environmental impacts whilst supporting its customers in achieving their own sustainability objectives. In doing so, the Group actively addresses material impacts, risks, and opportunities (IROs) and contributes to climate change mitigation, resource efficiency, and infrastructure resilience.

The integration of ESG goals into our corporate strategy ensures that sustainability considerations systematically guide decision-making across the organisation, and are embedded in governance structures contributing to long-term business resilience.

Through this holistic approach, RELINE aims to enable sustainable growth whilst making a long-term contribution to environmental protection, resource conservation, and lasting value creation for stakeholders.



Sustainability Commitments

Strategic Goals

Strategic pillar	Impact Area and Strategic Goal	Contribution and Sustainability Commitment	KPI	Contribution to SDGs	
Environment	Climate Protection (CO ₂ e-Savings)	RELINE contributes to the achievement of national and international climate targets by providing trenchless rehabilitation solutions that significantly reduce environmental impacts and emissions compared to conventional sewer rehabilitation methods.	CO ₂ e saved		
	Preservation of potable water	The company's UV liner solutions restore structural integrity and leak-tightness, reducing water losses and supporting the efficient use of water resources.	Potable Water saved		
	Reduction of soil and groundwater pollution	RELINE's UV liner solutions seal leaks and prevent exfiltration as well as infiltration, protecting soil, groundwater, and aquatic ecosystems.	Exfiltration avoided		
Partnerships	Partnerships with industry associations	By collaborating with peers, industry associations and municipalities, RELINE supports industry-wide EPD standards and the integration of sustainability criteria into procurement processes.	Industry standard for EPD Industry guide for integration of sustainability criteria into procurement processes		
	Partnerships with suppliers	Through partnerships between R&D, procurement and key suppliers, the company develops CO ₂ -reduced products and lower-impact material solutions.	CO ₂ -reduced liner Strategic partnerships with key suppliers to reduce scope 3 emissions		
	Partnerships with customers	RELINE fosters strategic partnerships across the value chain and beyond to scale impact and drive systemic change.	Collaboration projects with customers for a joint scope 3 reduction		
Innovation	Decarbonisation	RELINE strategically addresses the infrastructure sector's GHG reduction challenge by evolving its product portfolio, driving innovation, and reducing the PCF of its products.	tCO ₂ e / MEUR (revenue) tCO ₂ e / t (liner) Carbon neutral operations (Scope 1+2)		
	Resource Conservation and Material Efficiency	Targeted material research improves material efficiency and supports resource conservation in trenchless infrastructure rehabilitation.	Waste Reduction (%) Recyclable waste intensity (%)		
	Product sustainability	Innovation drives the development of more sustainable and increasingly circular material solutions for trenchless infrastructure rehabilitation.	Scope 3 emissions (tCO ₂ e)		
			PCFs and CCFs from key suppliers (%) Market mapping of alternative materials Feasibility analysis of climate-neutral liner		

Contribution to SDGs

As a provider of UV-cured liner solutions for the rehabilitation of water and wastewater infrastructure, RELINE recognises its responsibility to contribute to a more sustainable, resilient, and resource-efficient future. The company aligns its strategy, operations, and innovation efforts with the United Nations Sustainable Development Goals (SDGs), focusing on areas where our technologies and expertise can deliver the greatest positive impact.

Based on the nature of its business activities, RELINE has a particularly strong contribution on the achievement of Sustainable Development Goals 6, 9, 11, 12, 13, 14, 15 and 17.



SDG 6: CLEAN WATER AND SANITATION
We are committed to supporting the availability and sustainable management of water resources by extending the service life of ageing water and wastewater networks. Our trenchless UV liner solutions help utilities reduce leakage, prevent contamination, and improve system integrity — contributing to safer potable water, improved sanitation, and reduced water loss.
Our direct impact to SDG-6 in 2025: 888,000 m³ Water Savings



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION
We strive to improve resource efficiency across the value chain by extending the lifespan of existing assets rather than replacing them. Our UV liner systems reduce excavation, lower raw material demand, and minimize construction waste compared to traditional open-cut methods.
The long service life of the liners further reduces the need for repeated interventions, limiting land disturbance and resource consumption over time.
We promote sustainable consumption by supporting the integration of sustainability criteria into procurement through partnerships.



SDG 14: LIFE BELOW WATER
SDG 15: LIFE ON LAND
According to studies, wastewater exfiltration is responsible for up to 19 % of nitrate and phosphate enrichment in soil and groundwater. ^{R4} Excessive contamination of the soil with these substances can have serious ecological and health consequences, such as soil acidification, loss of biodiversity in the soil, and even water contamination, which can have serious health consequences.
UV-cured liners support the rehabilitation and sealing of pipeline infrastructure, helping to prevent leaks of wastewater and other pollutants into soils, groundwater, rivers, and marine environments. By reducing the risk of uncontrolled discharges, these solutions play a role in protecting biodiversity and maintaining ecosystem health both on land and in aquatic systems.



SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE
We actively promote resilient infrastructure through innovative, trenchless rehabilitation technologies. By enabling non-invasive renewal of pipelines, our solutions minimize disruption, reduce material consumption, and enhance the long-term performance of critical water infrastructure.



SDG 13: CLIMATE ACTION
By enabling trenchless rehabilitation, our solutions significantly reduce greenhouse gas emissions associated with excavation, transportation, and construction activities. We are committed to continuously improving the environmental performance of our products and operations to support climate change mitigation.
Our direct impact to SDG-13 in 2025: 61,500 tCO₂e Savings



SDG 17: PARTNERSHIPS FOR THE GOALS
The Sustainable Development Goals can only be achieved through collective action. Companies, governments, and other organisations must work together to maximise the impact of their respective contributions.
As a provider of UV-cured liner solutions, the company contributes to SDG 17 by fostering partnerships across the value chain and beyond to scale impact and drive systemic change. Collaboration with suppliers, industry associations, municipalities and clients enables the exchange of expertise, the alignment of sustainability standards, and the joint development of innovative and more sustainable infrastructure solutions.
By leveraging partnerships RELINE supports collective action toward sustainable development and the achievement of the Sustainable Development Goals.



SDG 11: SUSTAINABLE CITIES AND COMMUNITIES
Our technologies support municipalities in maintaining reliable underground infrastructure whilst limiting surface disruption, noise, and traffic impact. This contributes to more liveable, resilient, and sustainable urban environments and supports the long-term functionality of essential public services.

TABLE: ESG Commitments

ESG Pillar	Commitement Area	Sustainability Goal	KPI	Unit
Environment	Climate change and carbon emissions	Decarbonisation and Climate Protection (CO ₂ e-Savings)	Renewable electricity share*	%
			Renewable Energy Share	%
			EV infrastructure share	%
			Scope 1+2 emissions	tCO ₂ e
			Scope 3 emissions	tCO ₂ e
			Carbon intensity revenue Scope 1+2	tCO ₂ e/m€ (revenue)
			Carbon intensity material Scope 1+2	tCO ₂ e / t (liner)
			Carbon intensity revenue Scope 1+2+3	tCO ₂ e/m€ (revenue)
			Carbon intensity material Scope 1+2+3	tCO ₂ e / t (liner)
			Data on PCFs and CCFs from key suppliers	% of key suppliers with a CCF or PCF
			Strategic partnerships with key suppliers** to reduce scope 3 emissions	Strategic partnership
			Collaboration project with customers for a joined scope 3 reduction	Collaboration project
			CO ₂ e-Savings compared to conventional open-cut rehabilitation method	tCO ₂ e
			GHG Inventory (Total Emissions)	tCO ₂ e
	Water and Marine Resources	Water savings	Water saved through elimination of pipe leaks through our products	m³ water
	Circular Economy	Increasing transparency of the ecological footprint of our products	Availability of externally veriefied life cycle assess-ments and EPDs (%)	%
			Market mapping of alternative materials	Market mapping
		Product sustainability	Feasibility analysis of climate-neutral liner	Feasibility analysis
			CO ₂ -reduced liner	PCF
		Waste Reduction	Share of recycled waste	%
			Waste intensity	t/mEuro

*for all controllable electricity consumption
**Key suppliers: suppliers of BU Liners, that encompass 60 % of total purchasing volume. The focus lies on BU Liners, as ths Business Unit contributes to 90 % of total revenues.

2023	2024	2025	Target 2026	Target Year	highest senior level accountability	Responsibility
99	100	100	Achieve 100 % renewable electricity for all control-lable electricity consumption, whilst maintaining an overall renewable electricity share of ≥99 %.	2025	Senior Sustainability Officer	CFO
54	56	57	Increase renewable energy share up to 60 %	2026	Senior Sustainability Officer	CFO
–	–	34	Increase EV infrastructure up to 45 %	2026	Senior Sustainability Officer	CFO
382	387	365	Achieve climate neutral operations as part of RELINE's Net-Zero pathway	2027	Senior Sustainability Officer	CFO
34,355	33,994	32,947	30 % reduction from a 2021 base year	2030	Senior Sustainability Officer	CFO
6.2	6.1	5.7	Keep average carbon intensity reduction level	2030	Senior Sustainability Officer	CFO
0.04	0.04	0.03	Keep average carbon intensity reduction level	2030	Senior Sustainability Officer	CFO
567	545	518	Keep average carbon intensity reduction level	2030	Senior Sustainability Officer	CFO
3.21	3.12	3.03	Keep average carbon intensity reduction level	2030	Senior Sustainability Officer	CFO
–	–	Data Collection in process	Collect data from 80 % of key liner suppliers on their PCF and CCF	2027	Head of Purchasing	CFO
–	–	–	Evaluate partnership potentials with key suppliers to achieve Scope 3 reductions	2027	Head of Purchasing + Head of R&D	CFO
–	–	–	Foster collaboration with customers for joined market enablement to reduce scope 3 emissions	2027	Senior Sustainability Officer	CEO
–	55,430	61,500	Reach potential tCO ₂ e reduction of at least 65,000 tCO ₂ e in 2026	2026	Director Sales	CEO
34,737	34,381	33,312	Corporate Carbon Footprint (CCF) according to the GHG Protocol	2025	Senior Sustainability Officer	CFO
634,000	565,000	888,000	Reach water savings of at least 800,000 m³ water in 2026	2026	Director Sales	CEO
–	LCA/EPD: 100/0	LCA/EPD: 100/0	LCA and EPDs for liner (90 % revenue share)	2026	Senior Sustainability Officer	CFO
–	–	–	Conduct market mapping of alternative materials	2026	Head of R&D	CEO
–	–	–	Conduct a feasibility analysis of climate-neutral liner	2026	Head of R&D	CEO
–	–	–	Develop and test a CO ₂ -reduced liner	2030	Head of R&D	CEO
30.4	27.8	36	Maintain share of recycled waste at or above 30 %	2026	Head of Quality	Director Operations
16.3	16.2	14.5	Reach total waste intensity of 14 t/mEuro	2026	Head of Quality	Director Operations

TABLE: ESG Commitments

ESG Pillar	Commitement Area	Sustainability Goal	KPI	Unit
Social	Own Workforce	Diversity, equality, and inclusion	Voluntary turnover rate*	%
			Female representation	%
		Human rights	Percentage of relevant employees' group** being trained in business ethics topics	%
			Percentage of new employees introduced to Code of Conduct	%
			Confirmed incidents related to discrimination	Number
		Social benefits	Social Benefits Coverage	%
			Employees who received an employment contract in accordance with local laws and regulations	%
			Employees who are granted paid annual vacation	%
		Career Development, Training & Engagement	Average training hours per employee	h
			Trainings Coverage and Transparency	Training tracking overview
			Employee satisfaction and engagement level	eNPS score
		Employee health and safety	Fatality Rate	Number
			Safety Walk&Talks	Number
			Safety Officers	Number
			Regular Safety Officer Trainings	-
			Annual Safety Training	%
		Accident prevention	Recordable work related injury rate (LTIF rate)	%
			ISO 45001 Occupational Health and Safety Management System	ISO 45001 certification
	Workers in the Value Chain	Responsible supply chain	Key suppliers*** assessed against environmental and social risks	Supply Chain Risk Assesement Cetificate
			Percentage of key suppliers who have signed or are aligned with our Supplier Code of Conduct	%
			Key suppliers evaluated according to their ESG / sustainability roadmap	ESG Evaluation
	Consumers and end-users	Customer safety and customer enablement	Customer Installation Trainings in days	Number

*excluding retirements, dismissals and temporary employees)
**Definition for relevant employees' group: All salaried employees outside of production, as well as hourly employees with external interaction (customers or service providers), representing functions with elevated compliance risk.
***Key suppliers: suppliers of BU Liners, that encompass 60 % of total purchasing volume. The focus lies on BU Liners, as ths Business Unit contributes to 90 % of total revenues.

2023	2024	2025	Target 2026	Target Year	highest senior level accountability	Responsibility
10.5	11.6	12.8	Maintain voluntary turnover below industry average of 13 %	2026	Head of HR	CFO
19	22	25	Maintain total female representation above industry avg. of 14 % at all levels	2026	Head of HR	CFO
100	96	99	Mainain the coverage of at least 95 %	2026	Head of HR	CFO
100	100	100	Maintain coverage of 100 %	2026	Head of HR	CFO
0	0	0	Maintain a yearly target of no incidents	2026	Head of HR	CFO
100	100	100	100 % of employees have access to core social benefits (Healthcare, retirement provision)	2026	Head of HR	CFO
100	100	100	Maintain coverage with employment contract at 100 %	2026	Head of HR	CFO
100	100	100	Maintain coverage with paid annual vacation at 100 %	2026	Head of HR	CFO
11.8	12.5	10.5	Maintain average training hours per employee at least at 10 hours	2026	Departments Heads	CFO / Director Operations
-	-	-	Establish a company-wide consolidated training over-view and achieve full (100 %) tracking of all training sessions and training hours across all departments	2026	Senior Sustainability Officer	CFO
-	(+)7.4	-	Maintain eNPS above (+)7	2027	Head of HR	CFO
0	0	0	Zero fatalities — maintain 0 fatalities across all operations	2026	CE Representative	Director Operations
-	-	529	Regular quick safety updates in production	2026	CE Representative	Director Operations
-	-	8	Increase number of safety officers to 10	2026	CE Representative	Director Operations
-	-	-	Monthly safety officer training updates (12 trainings per year)	2026	CE Representative	Director Operations
-	-	-	Employee participation rate of at least 90 %	2026	All Managers	Director Operations
49	37.1	25.9	Reduce LTIF rate to industry average of 22 %	2026	CE Representative	Director Operations
			Achieve ISO 45001 certification	2026	CE Representative	Director Operations
Yes	No	Yes	Conduct annual risk assessment of key suppliers in the supply chain	2026	Head of Purchasing	CFO
83	85	85	Achieve coverage of at least 90 %	2026	Head of Purchasing	CFO
No	Yes	No	Evaluate at least 80 % of key suppliers according ESG criteria	2026	Head of Purchasing	CFO
373	311	355	Increase the number of customer installation training days up to 400 days	2026	Head of Application Technology	Director Sales

TABLE: ESG Commitments

ESG Pillar	Commitement Area	Sustainability Goal	KPI	Unit
Governance		Partnerships with industry associations, suppliers and customers	Active participation in task force to develop an industry standard for EPD	Publication of EPD standard
			Active participation in task force to develop an industry guide for integration of sustainability criteria into procurement processes	Industry guide
			Strategic partnerships with key suppliers to reduce scope 3 emissions	Strategic partnership
			Collaboration project with customers for a joined scope 3 reduction	Collaboration project
	Business ethics		Percentage of relevant employees' group* being trained in business ethics topics	%
			Percentage of new employees introduced to Code of Conduct	%
			Confirmed compliance incidents related to discrimination, corruption or ant-competitive prtices	Number
	Business conduct	IT Security	Number of confirmed information security incidents	Number
			Number of confirmed high-severity* information security incidents	Number
			Share of business-critical systems tested annually	%
			Share of operational sites with a at least one penetration test during the year in %	%
			Percentage of successfully prevented attacks	%
			Reported cybersecurity incidents	Number
			Overall system vulnerability indicators (hackability score)	Score
			Share of operational sites with a hackability score <5	%
			Number of IT trainings conducted per white collar employee (employee with a corporate E-Mail account)	Number
			Percentage of white collar employees being trained in IT security topics	%
			Average error rate in internal phishing simulations	%
	ESG Ratings		SBTi commitment for Scope 1 & 2	Target
			ISO14001 environmental management system	ISO 14001 certification
			Ecovadis	Medal
	Sustainability Governance		ESG Board Meetings	Number Meetings
			Implement Formal Sustainabilty Governance	Number Meetings of Governance Bodies

*Definition for relevant employees' group: All salaried employees outside of production, as well as hourly employees with external interaction (customers or service providers), representing functions with elevated compliance risk.

2023	2024	2025	Target 2026	Target Year	highest senior level accountability	Responsibility
–	–	Active participation in industry standard development	Publish the industry standard for EPD	2026	Senior Sustainability Officer	CFO
–	–	Active participation in the development of industry guide	Finalize an industry guide for integration of sustainability criteria into procurement processes	2026	Senior Sustainability Officer	CFO
–	–	–	Evaluate partnership potentials with key suppliers to achieve Scope 3 reductions	2027	Head of Purchasing	CFO
–	–	–	Foster collaboration with customers for joined market enablement to reduce scope 3 emissions	2027	Senior Sustainability Officer	CEO
100	96	99	Mainain the coverage of at least 95 %	2026	Compliance Board	CFO
100	100	100	Maintain coverage of 100 %	2026	Compliance Board	CFO
0	0	0	Maintain 0 breaches on a yearly basis	2026	Compliance Board	CFO
–	–	1	Year-on-year reduction of <5 % in information incidents	2026	Head of IT	CFO
0	0	0	Zero high-severity incidents	2026	Head of IT	CFO
0	0	100	100 % of business-critical systems tested annually	2026	Head of IT	CFO
–	–	100	Maintain share of 100 %	2026	Head of IT	CFO
–	–	100	At least 95 % of detected attacks automatically contained without business disruption	2026	Head of IT	CFO
0	0	0	100 % of incidents reported via formal channels	2026	Head of IT	CFO
–	2.5	1	Score < 5	2026	Head of IT	CFO
–	–	100	Maintain share of 100 %	2026	Head of IT	CFO
–	–	4	At least 2 mandatory IT-security trainings per employee per year	2026	Head of IT	CFO
–	–	84	Maintain rate of > 80 %	2026	Head of IT	CFO
–	–	15.04	Maintain rate < 10 %	2026	Head of IT	CFO
Targets approved	Targets met	Targets met	Meet SBTi targets published on https://sciencebasedtargets.org/target-dashboard	2030		CFO
–	–	–	Achieve ISO 14001 certification	2026	Head of Quality	Director Operations
Bronze (top 30 %)	Bronze (top 30 %)	Bronze (top 30 %)	Achieve score at the top 15 % (ecovadis silver medal)	2026	Senior Sustainability Officer	CFO
2	2	2	Maintain at least 2 ESG Meetings at board level per year	2026	Senior Sustainability Officer	CFO
–	–	–	Implement defined Sustainability Governance Structure, organize and track meetings of Governance bodies	2026	Senior Sustainability Officer	CFO



B

Sustainability Statements

1. Business Model and Value Chain

in accordance with VSME C1 | in reference to ESR2 SBM-1

RELINE's business model is designed to deliver sustainable, high-quality solutions for the rehabilitation of water and wastewater infrastructure. The company's activities span product development, manufacturing, and distribution, with a strong focus on innovation, environmental performance and the resilience of critical infrastructure. Understanding the full value chain of core products and stakeholder relationships is essential to assess the company's environmental, social and governance (ESG) impacts across its operations and markets.

RELINE'S PRODUCTS

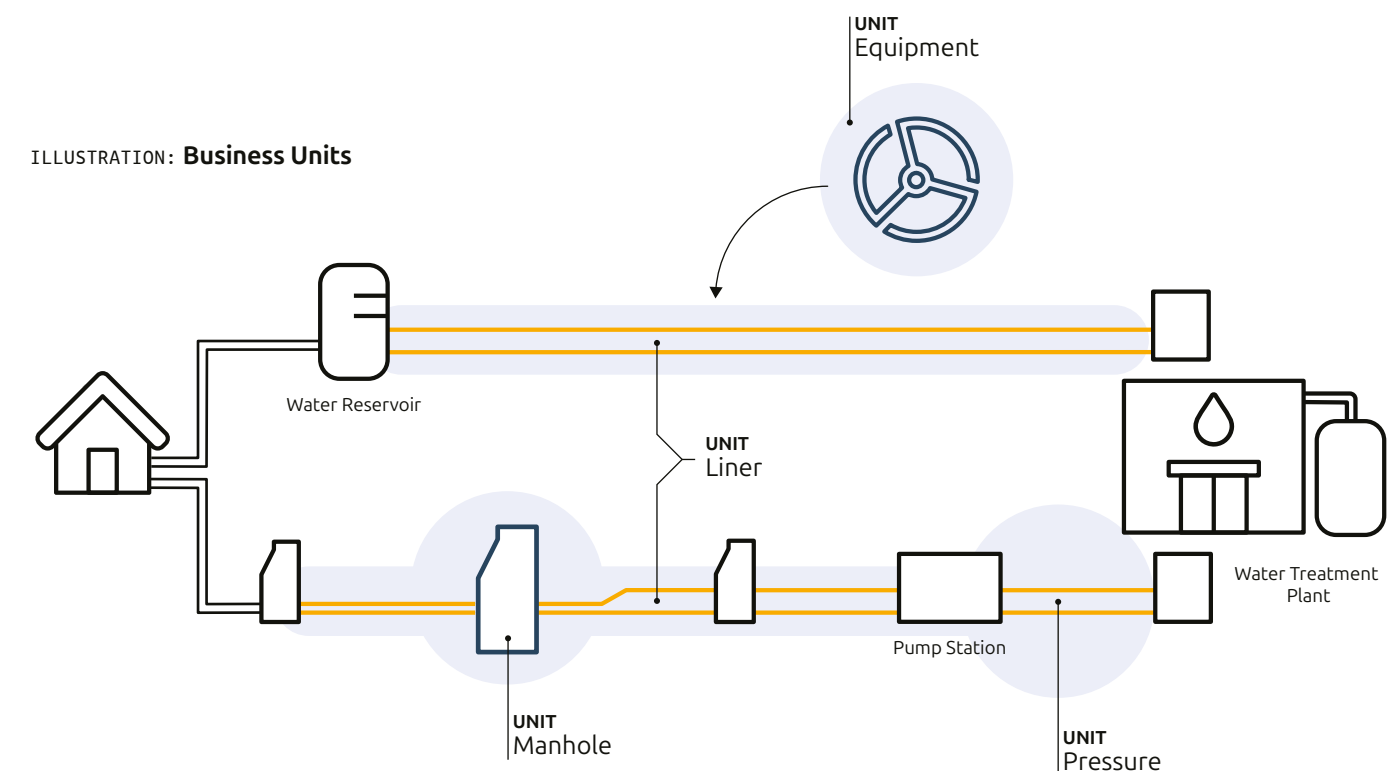
The company is structured into four business units: Liner, Pressure, Manhole and Equipment.

The Liner business unit produces GRP (glass-reinforced plastic) liners for trenchless rehabilitation of wastewater pipes. These methods are widely recognized as safe, cost-efficient, and environmentally sustainable solutions for sewer rehabilitation. GRP liners offer a significantly lower CO₂e footprint

compared to traditional felt liners or full replacement of wastewater pipelines with new concrete pipes.

New products are continuously being developed, resulting in the creation of the Pressure business unit, which covers GRP liners for potable water and pressure pipes, as well as the Manhole business unit, which covers hose liners for the rehabilitation of manholes. The Equipment business unit designs and manufactures complete systems for curing GRP liners with UV light.

ILLUSTRATION: Business Units



General
Information

RELINE’s global network ensures that its trenchless rehabilitation solutions can be deployed efficiently and sustainably in diverse infrastructure environments worldwide.

In terms of revenue contribution, the Liner business unit represents by far the largest share of RELINE’s operations. As shown in the table below, more than 90 % of the Group’s current revenue is generated in this segment. In addition to its financial significance, the Liner business unit also accounts for most of the Group’s CO₂-e emissions.

Given its dominant contribution to both revenue and CO₂-e emissions, liner products are the most relevant for the company’s overall environmental and social impact. Consequently, this Sustainability Report focuses primarily on liner products, as they most accurately reflect RELINE’s core activities and material sustainability impacts.

TABLE: Revenue and CO2e-emissions

	BU Equipment	BU Liner
Revenue	9 %	91 %
CO ₂ e-emissions	1 %	77 %

MARKET PRESENCE

The Group operates internationally and maintains a strong presence in key markets for trenchless pipeline rehabilitation. Through its headquarters in Europe and a network of regional entities and partners, the company serves customers across multiple continents, including North America and Asia. This international footprint enables RELINE to support infrastructure rehabilitation projects in more than 60 countries and to respond effectively to regional market requirements.

To strengthen its global reach, RELINE has established several regional joint ventures. These include RELINE America LLC (USA), RELINE Japan LLC (Japan) and RELINE ASEAN Pvt. Ltd. (India). Whilst these entities contribute to the Group’s international market presence and strategic partnerships, they are not included in the consolidation scope of this Sustainability Report.

Overall, RELINE’s global network allows the company to combine centralized technological expertise with strong regional market access, ensuring that its trenchless rehabilitation solutions can be deployed efficiently and sustainably in diverse infrastructure environments worldwide.

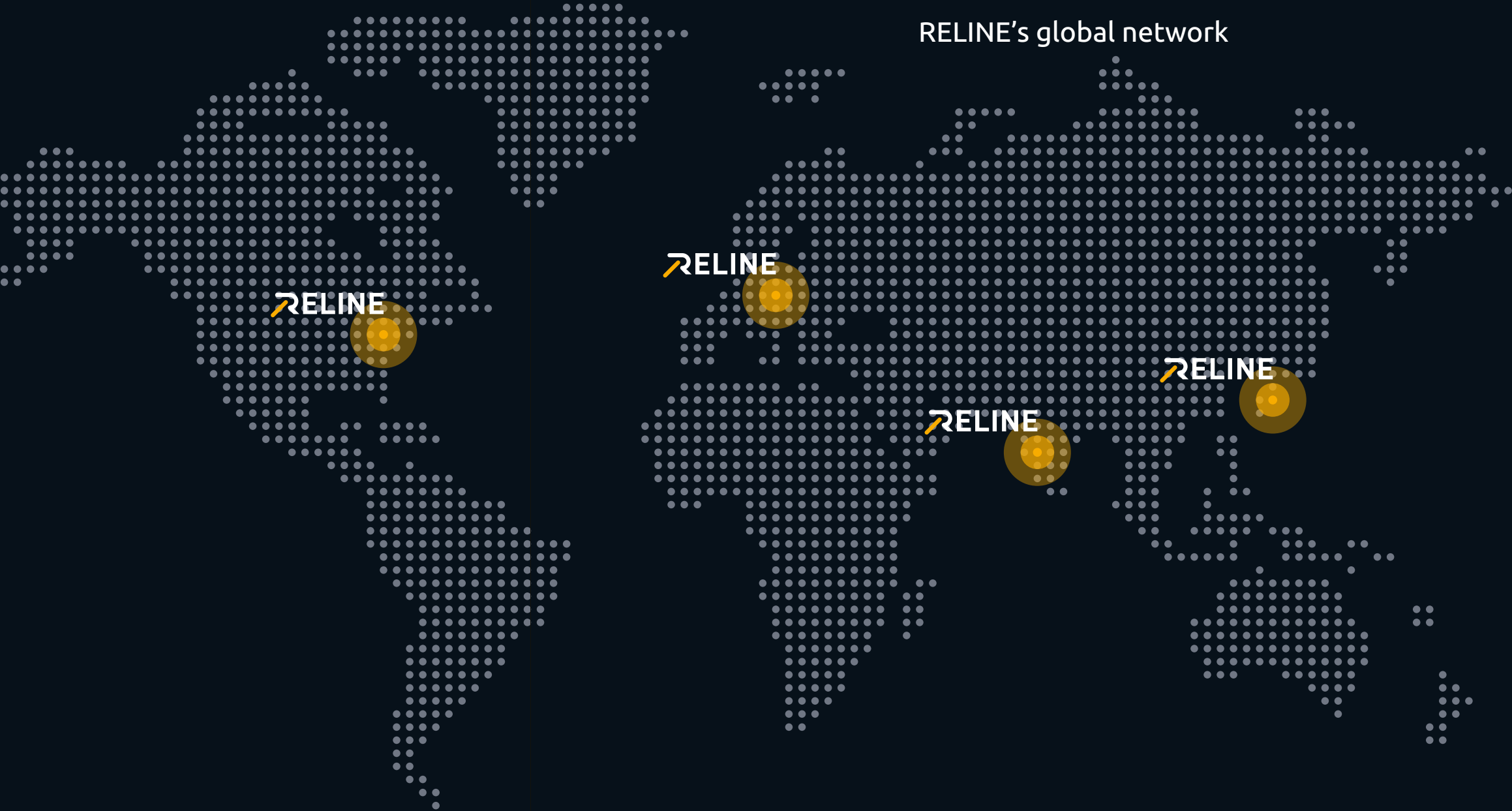
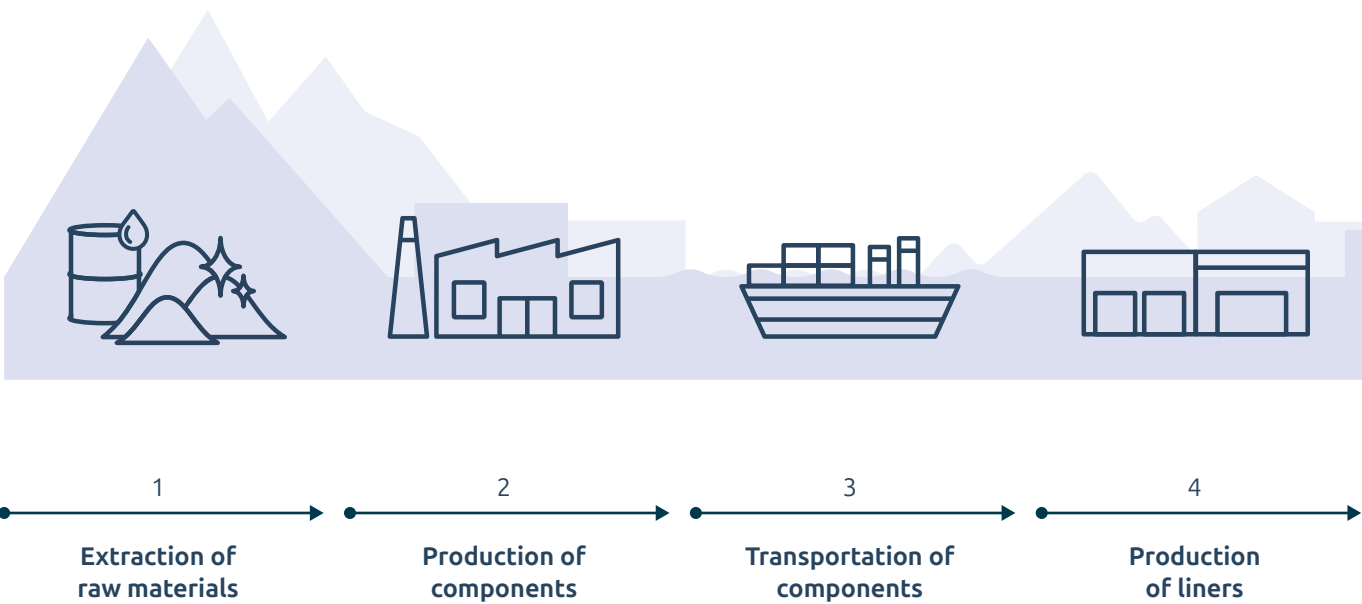


ILLUSTRATION: Value Chain



CUSTOMER STRUCTURE

RELINE operates within a multi-stakeholder regulation-driven value chain typical of public infrastructure and pipe rehabilitation, where municipalities define rehabilitation strategies and select technologies. Whilst the company sells its products directly to construction and installation firms, projects are awarded through public tenders in which these firms submit proposals covering both service execution and the products used.

Consequently, although RELINE engages directly with installers, municipal and regulatory authorities largely determine product specifications, performance standards and procurement criteria. Within this framework, RELINE’s products contribute to safe, resilient and sustainable water infrastructure.

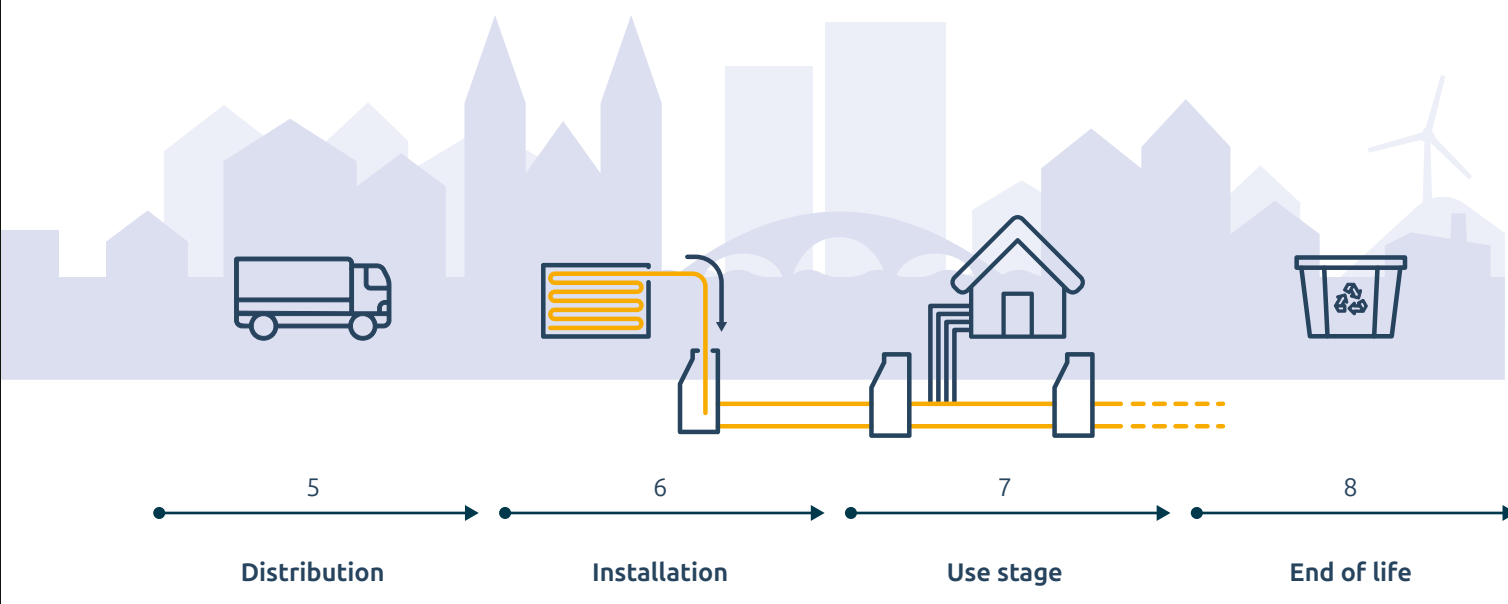
SUPPLIERS

Suppliers form the foundation to produce high-quality GRP liners. Key material inputs include glass-fibre mats, which are essential for the structural performance of the liners, as well as resins that react during the UV-curing process to form the liners’ structural layer. Protective films are used to ensure product quality, processability and installation safety throughout manufacturing and application.

In addition, packaging and transportation materials — primarily wood-based — are required to support safe

logistics and delivery. Various additives and chemicals are also used to provide the necessary mechanical properties, facilitate processing and ensure the long-term durability of the final product.

RELINE fosters continuous dialogue with suppliers on sustainability topics and involves them in the development of new CO₂-reduced materials. Suppliers are expected to comply with robust environmental and social standards, report transparently on production processes and contribute to the development of resource-efficient solutions.



THE VALUE CHAIN OF LINERS

The value chain for liners spans five key stages: raw material production, manufacturing, installation, use and end-of-life treatment.

It begins with the production of key raw materials, including glass fibre reinforcements, resins, and plastic films. These materials are transported to RELINE’s production facilities, where the manufacturing of the GRP liner takes place.

The multiaxial glass-fibre mats used in liner production are sourced either from external suppliers or produced internally at RELINE’s facility in Rheine (Germany).

These mats are impregnated with application-specific resins in a controlled wet-out process and undergo a subsequent storage phase to achieve the required processing characteristics. The impregnated mats are then combined with protective inner and outer films and wound into a flexible hose, forming the GRP liner. After production, the liner is folded into a crate for transport to the installation site.

At the installation site, specialised companies insert the liner into existing pipes or manholes. It is then sealed and inflated using internal air pressure so that it presses tightly against the host structure. The liner is subsequently cured using ultraviolet (UV) light applied by a mobile curing train, which initiates the chemical reaction in the resin and forms a new structural pipe within the existing infrastructure.

During the use phase, the liner provides a durable, long-term structural solution for the rehabilitated infrastructure.

At the end of its service life, several end-of-life pathways are available. In many cases, the existing liner can remain in place, enabling further rehabilitation without removal. Where removal is required, the material can be thermally recycled, with energy recovery through waste-to-energy facilities or co-processing in cement kilns, where it substitutes conventional fuels.

2. Sustainability Governance

in reference to ESR S2 GOV-1

To ensure effective management of sustainability topics, the company is establishing a structured governance framework, consisting of three interconnected levels: strategy development and coordination, oversight, and operational implementation. This framework is already implemented in practice and will be further formalised and strengthened over time.

During the reporting year 2025, sustainability topics were already regularly discussed and coordinated across the Management Board, Sustainability Management and relevant departments. Whilst these exchanges took place in formats aligned with the future governance structure, they had not yet been formally defined. The governance model outlined below therefore represents the target structure for future sustainability management.

The company's sustainability strategy is jointly developed and defined by the Management Board and the Sustainability Management team. Within the Sustainability Management Meeting, strategic priorities, sustainability targets and key initiatives are discussed and agreed upon. The meeting also serves to monitor progress and coordinate sustainability activities across the organisation.

Oversight of the sustainability strategy is provided by the Advisory Board Sustainability Review. In these meetings, the Advisory Board reviews the strategy developed by the Management Board and Sustainability Management, as well as operational progress against sustainability objectives.

At the operational level, sustainability activities are implemented and coordinated through cross-functional collaboration. Sustainability Working Groups support the implementation of initiatives across departments and contribute to sustainability data collection and reporting. Specific topics are addressed in dedicated formats such as the Scope 3 Working Group, which focuses on the management and reduction of emissions along the value chain. In addition, Departmental Sustainability Reviews are conducted with individual departments to monitor sustainability KPIs and the implementation of agreed measures.

Compliance-related aspects of sustainability, including regulatory developments, and adherence to internal policies, are overseen by the Compliance Committee.

TABLE: Overview of Sustainability Governance Framework

Governance Level	Format	Participants	Key Responsibilities	Typical Meeting Frequency
Oversight	Advisory Board Sustainability Review	Advisory Board, Management Board	Review and oversight of the sustainability strategy and monitoring of progress toward sustainability objectives	1–2 times per year
Strategy Development & Coordination	Sustainability Management Meeting	Management Board, Sustainability Management	Development and definition of the company's sustainability strategy, priorities and targets; coordination of sustainability initiatives and monitoring of progress	3-4 times per year
	Sustainability Working Groups	Sustainability Management, representatives from relevant departments	Coordination and implementation of sustainability initiatives and support for sustainability data collection and reporting	6–12 times per year
Operational Implementation	Scope 3 Working Group	Sustainability Management, Procurement, R&D	Management and reduction of Scope 3 emissions, coordination of value chain measures	3-4 times per year
	Departmental Sustainability Reviews	Sustainability Management, Department Heads	Bilateral monitoring of sustainability KPIs and implementation of departmental measures	2-4 times per year
Compliance Oversight	Compliance Committee	Compliance, Legal, Management representatives	Oversight of regulatory developments, compliance risks and internal policies	4-6 times per year

3. Stakeholder Engagement and Dialogue

in reference to ESR S2 SBM-2

Engaging with stakeholders is an integral part of RELINE's DNA. Through continuous dialogue with relevant stakeholder groups, the company aims to better understand expectations, identify potential impacts, risks and opportunities and incorporate stakeholder perspectives into strategic decision-making and operational activities.

Stakeholder engagement supports the identification and assessment of material sustainability topics and contributes to the continuous improvement of the company's products, services and processes. The company maintains structured and regular dialogue with key stakeholder groups along its value chain and in the broader societal context.

Key stakeholders include customers, suppliers, employees, capital providers, research and development representatives and industry associations. Engagement takes place through a variety of formal and informal channels, depending on the stakeholder group and the specific objectives of the dialogue. These interactions enable the company to gather feedback on product performance, innovation needs, working conditions, regulatory developments, and broader sustainability expectations.

Customer dialogue is maintained through regular interactions in sales and service activities, participation in industry fairs and exhibitions, engagement in industry associations and systematic customer satisfaction analyses. This exchange provides valuable insights into customer needs, product performance and expectations regarding sustainability and innovation.

The company maintains close and continuous dialogue with its suppliers on sustainability-related topics. Regular exchange with suppliers enables the company to address environmental and social aspects within the supply chain and to jointly identify opportunities for improvement. Suppliers are also involved at an early stage in development processes, particularly in the development of new materials and components with reduced CO₂ emissions. Through this collaborative approach, the company aims to promote innovation, support the transition to more climate-friendly materials and strengthen long-term, responsible partnerships across the value chain.

Employees represent a key stakeholder group and are actively involved through regular employee discussions, employee surveys, internal communication channels and formal complaint procedures. These mechanisms enable employees to share feedback, raise concerns and contribute ideas for improving working conditions and organizational processes.

Investors represent a key stakeholder group for RELINE, as they provide both strategic guidance and financial support for sustainability initiatives. The company actively engages with investors on its sustainability strategy, ongoing ESG initiatives and planned investments, such as the development of resource-efficient production facilities. ESG topics are of high importance to these stakeholders, who emphasize transparent, consistent and high-quality ESG reporting. Regular dialogue with investors enables the company to incorporate their perspectives into strategic planning, strengthen accountability and ensure that sustainability performance and reporting meet their expectations.

Banks and financial institutions represent an important stakeholder group for RELINE, as they support the company's financing activities and long-term investments. RELINE maintains regular dialogue with its financing partners on financial performance, risk management and sustainability-related developments. In particular, sustainability and ESG performance are increasingly relevant in the context of lending conditions and financing decisions.

Through regular reporting and financing discussions, the company provides banks with transparent information on its business development, investment plans and sustainability performance. This exchange enables financial institutions to assess ESG-related risks and opportunities and supports RELINE in securing financing for long-term investments.

RELINE also engages with research institutions and the scientific community through cooperation with universities and educational institutions as well as by supporting scientific publications. These collaborations contribute to knowledge exchange, innovation and the development of sustainable solutions.

In addition, the company actively participates in industry associations and professional organisations. Through involvement in working groups on sustainability and the joint development of publications and technical guidelines, the company contributes to industry-wide dialogue and the advancement of sustainable practices within the sector.

Through these engagement activities, the company ensures that stakeholder perspectives are systematically integrated into its sustainability management and strategic development.

Double Materiality and Risk Management

in reference to ESRS2 SBM-3, IRO-1

TABLE : Overview of Key Stakeholders and Dialogue Formats

Governance Level	Format	Participants
Customers	Daily sales and customer service interactions, participation in trade fairs, engagement in industry associations, customer satisfaction analyses	Understanding customer expectations, improving products and services, identifying sustainability requirements and innovation opportunities
Suppliers	Continuous dialogue on sustainability topics, early supplier involvement in development processes, collaboration on the development of CO ₂ -reduced materials and components	Promoting sustainability within the supply chain, developing lower-carbon materials and products, fostering innovation and strengthening long-term responsible partnerships
Employees	Employee discussions, employee surveys, complaint procedures, internal company communication	Gathering employee feedback, improving working conditions, strengthening engagement and organisational development
Investors	Regular meetings and consultations, strategy alignment, reporting and feedback on ESG performance	Align sustainability strategy and initiatives, secure investment support, ensure high-quality, transparent ESG reporting
Banks and Financial Institutions	Sustainability and ESG reporting, exchange on risk and compliance topics	Ensuring transparent financial and ESG reporting, securing financing for investments and sustainable projects, aligning on sustainability-related risk assessment
Research and Academia	Collaboration with universities and educational institutions, support of scientific publications	Promoting knowledge exchange, fostering innovation and developing sustainable solutions
Industry Associations	Active participation in working groups of industry and professional associations, joint development of publications and technical guidelines	Contributing to industry dialogue, shaping sector developments and promoting sustainable standards

Methodology of the Double Materiality Assessment

In line with the requirements of the European Sustainability Reporting Standards (ESRS), RELINE conducted a structured Double Materiality Assessment (DMA) to identify and evaluate the sustainability topics that are material to its business. The assessment follows the principle of double materiality, considering both the company’s impacts on the environment and society (“impact materiality”) as well as sustainability-related risks and opportunities that may affect RELINE’s financial performance, financial position, or future prospects (“financial materiality”).

IDENTIFICATION OF POTENTIAL SUSTAINABILITY TOPICS

As a first step, a comprehensive list of potential sustainability topics was compiled. This long list was derived from the thematic structure of the ESRS standards and supplemented by relevant international frameworks, industry-specific sustainability topics, regulatory requirements and peer analyses. The aim of this step was to ensure comprehensive coverage of all potentially relevant environmental, social and governance (ESG) topics.

IDENTIFICATION OF IMPACTS, RISKS, AND OPPORTUNITIES

For each identified topic, potential impacts, risks, and opportunities (IROs) were analyzed across the company’s own operations as well as its upstream and downstream value chain. The analysis considered both positive and negative impacts on the environment and society, as well as potential financial effects arising from sustainability-related developments, including regulatory changes, market shifts, technological developments, and physical climate risks.

STAKEHOLDER CONSIDERATION

External stakeholder perspectives were considered based on feedback obtained through regular business interactions with customers, suppliers and employees in the course of ongoing operational activities. These exchanges provided qualitative insights that were used to identify and assess relevant sustainability topics. To complement these insights, external sources, including industry publications and regulatory developments, were reviewed to ensure a comprehensive and balanced assessment of material topics.

ASSESSMENT OF IMPACT MATERIALITY

Impact materiality was assessed based on the ESRS criteria of scale, scope, irremediability of potential impacts, and the likelihood of occurrence of those impacts. This assessment considered both actual and potential impacts across the value chain and evaluated their significance in relation to environmental and social systems.

ASSESSMENT OF FINANCIAL MATERIALITY

Financial materiality was evaluated by analyzing sustainability-related risks and opportunities that could influence the company’s financial performance or future development. The assessment considered factors such as the potential magnitude of financial effects, the likelihood of occurrence, and relevant/ time horizons (short-, medium-, and long-term).

SCORING AND PRIORITIZATION

Each identified impact, risk and opportunity was systematically evaluated using a structured scoring methodology. The scoring combined qualitative expert judgment with quantitative criteria where applicable.

Based on the results, sustainability topics were prioritized according to their significance from both an impact and a financial perspective.

Topics that met the defined materiality thresholds from either an impact or financial perspective were classified as material sustainability topics in accordance with ESRS requirements. These topics form the basis for RELINE’s sustainability reporting, strategy development and risk management processes.

The DMA identified a set of sustainability topics that are material to the Company from both an impact perspective and/or a financial perspective, in accordance with the requirements of the ESRS. The assessment evaluated potential IROs across environmental, social and governance topics covering the company’s own operations and relevant parts of the value chain. The company’s IROs with double materiality are described in detail in the table below.

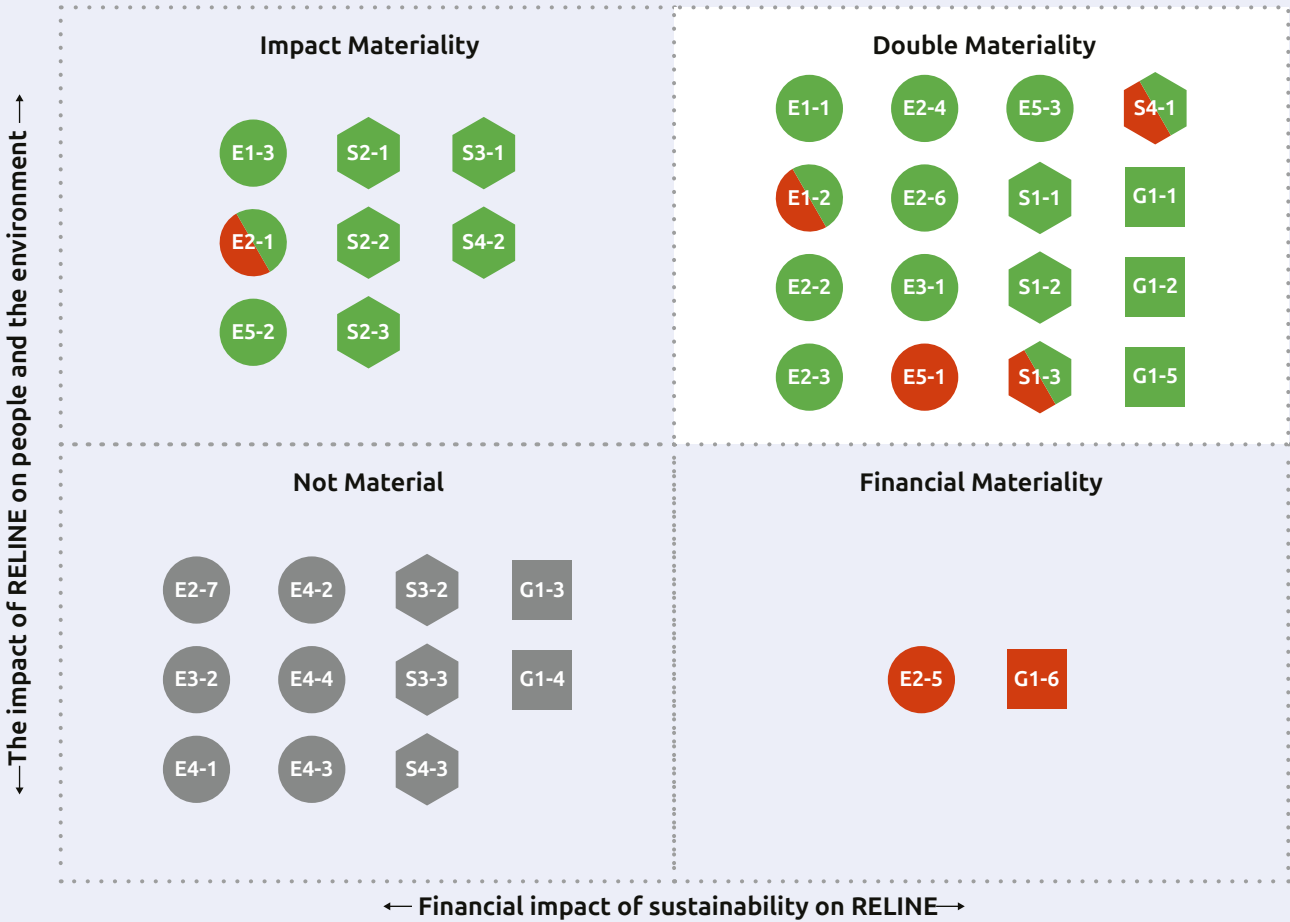
Overall, the analysis identified climate-related aspects, pollution prevention, resource efficiency, employee-related topics, product responsibility and governance integrity as the most relevant areas.

The results highlight both the company’s strong positive contribution to essential infrastructure resilience and its exposure to upstream environmental and social risks, reflecting the material relevance of the company’s role in the water and wastewater sector.

Results of the DMA

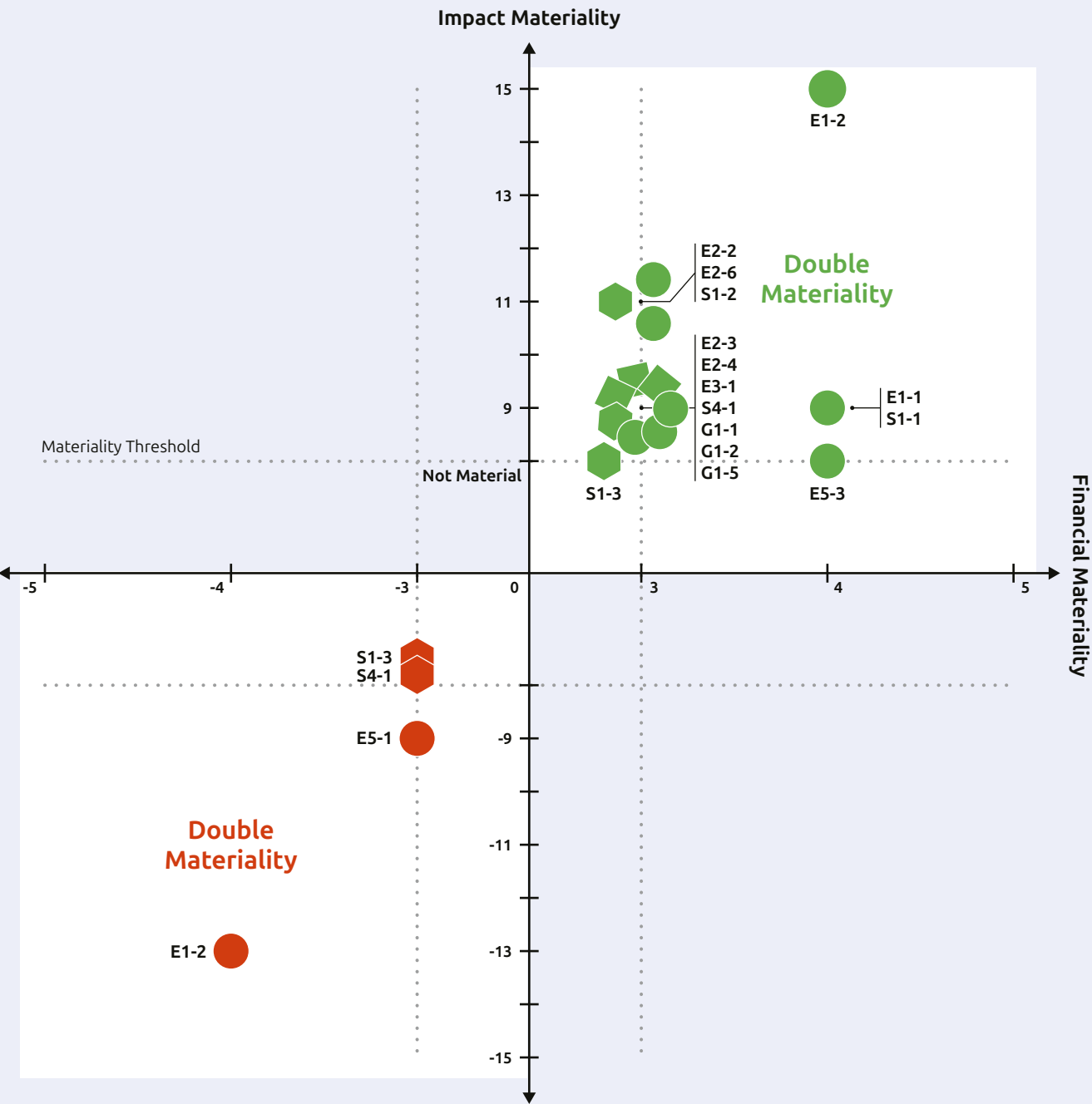
ILLUSTRATION: Double Materiality 2024

positive negative



ENVIRONMENTAL		SOCIAL		GOVERNANCE			
							
E1-1	Climate change adaption	E3-1	Water	S1-1	Working conditions	G1-1	Corporate culture
E1-2	Climate change mitigation	E3-2	Marine Resources	S1-2	Equal treatment and opportunities for all	G1-2	Protection of whistleblowers
E1-3	Energy	E4-1	Direct Impact drivers of biodiversity loss	S1-3	Other work-related rights	G1-3	Animal welfare
E2-1	Pollution of air	E4-2	Impact on the state of species	S2-1	Working conditions	G1-4	Political engagement
E2-2	Pollution of water	E4-3	Impacts on the extent and condition of ecosystems	S2-2	Equal treatment and opportunities for all	G1-5	Relationships with suppliers
E2-3	Pollution of soil	E4-4	Impacts and dependencies on ecosystem services	S2-3	Other work-related rights	G1-6	Corruption and bribery
E2-4	Pollution of living organisms and food resources	E5-1	Resource inflows, including resource use	S3-1	Communities' economic, social and cultural rights		
E2-5	Substances of concern	E5-2	Resource outflows related to products and services	S3-2	Communities' civil and political rights		
E2-6	Substances of very high concern	E5-3	Waste	S3-3	Rights of indigenous peoples		
E2-7	Microplastics			S4-1	Information-related impacts for consumers and/or end-users		
				S4-2	Personal safety of consumers and/or end-users		
				S4-3	Social inclusion of consumers		

ILLUSTRATION: Results of the Materiality Analysis



The results of the Double Materiality Assessment reveal an overall opportunity-driven sustainability profile for RELINE. A particularly notable finding is that a large number of ESG topics demonstrate both high impact materiality and high financial materiality. In total, significantly more topics were identified with positive impacts and positive financial relevance than topics associated with negative impacts and negative financial materiality (15 versus 4 topics).

The strong overlap between impact and financial materiality demonstrates that sustainable solutions can simultaneously contribute to the transformation of infrastructure while creating tangible business and revenue growth opportunities.

A particularly significant result is the positioning of SDG 13 (Climate Action) as a clear outlier in both positive and negative double materiality. This reflects RELINE’s unique market position: the company’s products and underlying technology are themselves part of the solution to infrastructure decarbonization. Compared to alternative trenchless rehabilitation methods, RELINE’s trenchless UV liner technology generates

substantially lower CO₂ emissions and directly supports customers in reducing their environmental footprint.

At the same time, the analysis transparently highlights the environmental challenges associated with the products themselves. UV liners are based on energy-intensive and oil-based raw materials, particularly resin and glass fiber, which explains the strong negative materiality reflected within SDG 13.

The results of the double materiality analysis show, that RELINE not only addresses sustainability-related risks, but also provides measurable climate-related benefits through its technology and business model. The results of the DMA therefore underline a company whose long-term enterprise value creation is closely linked to positive climate impact and the acceleration of sustainable infrastructure transformation.



Material Impacts, Risks and Opportunities

TABLE : ESRS topics and impacts

ESRS topics	Positive Impacts	Negative Impacts	Risks	Opportunities
ESRS E1 Climate Change	Rehabilitation technologies strengthen climate adaptation by improving resilience of sewage and potable water infrastructure to extreme weather and water scarcity.	High Scope 3 upstream emissions driven by oil-based inputs and energy-intensive upstream production processes.	Potential cost increases for carbon intensive materials. High investment needs for CO ₂ -reduced may increase operational expenditures.	Growing demand for climate change adaptation solutions (e.g. water infrastructure resilience) drives revenue growth. LCA based procurement processes in municipalities/ governments incentivise low emission solutions.
	Use of glass fibre reinforced UV technologies significantly reduces GHG emissions compared to conventional open-cut techniques.	Scope 1 & 2 emissions from stationary and mobile combustion still to contribute to climate change.		Improved climate performance may reduce cost of capital.
	Product carbon footprint assessments and SBTi target setting support long term decarbonisation across the value chain.			
	Fleet electrification and renewable energy switching reduce Scope 1 & 2 emissions.			
ESRS E2 Pollution	Trenchless technologies reduce wastewater leakages and lower pollution of water and soil and protect local ecosystems.	Air, soil and water pollution in the upstream supply chain due to raw material extraction and manufacturing processes.	Future regulatory tightening on substances of concern may increase operational costs.	Cleaner, less intrusive technologies (e.g., trenchless methods) increase attractiveness for environmentally conscious customers. Reducing pollution exposure lowers liability risks for customers, increasing demand.

ESRS topics	Positive Impacts	Negative Impacts	Risks	Opportunities
ESRS E3 Water & Marine Resources	Trenchless rehabilitation significantly reduces water losses, improving water use efficiency and sanitation systems.	No material negative impacts.	No material risks.	Rising importance of water conservation enhances demand for advanced rehabilitation technologies.
	Enhances community access to clean water and wastewater management.			
ESRS E5 Circular Economy	An effective waste management system has been set in place to further reduce material usage	High use of non renewable materials due to the lack of alternatives that ensure same product functionality	Price volatility of non renewable, oil-based materials creates supply chain instability.	Resource efficiency initiatives reduce material costs and waste disposal expenses.
		Significant use of resources and generation of waste associated with manufacturing processes		LCA based differentiation improves customer retention.
				Usage of more renewable materials in the products can lower the dependency on price volatility of oil-based product components. Development of CO ₂ -reduced products strengthens companies reputation meets demand for climate neutral infrastructure of municipalities till 2045

ESRS topics	Positive Impacts	Negative Impacts	Risks	Opportunities
ESRS S1 Own Workforce	Strong working conditions, equal treatment policies, training programmes, and extensive health and safety measures.	No material negative impacts	Talent attraction is challenged due to competition with companies offering collective agreements.	Better working conditions drive productivity, retention and reduced hiring costs.
	Secure employment practices and flexible work models support employee wellbeing.		Financial risks linked to workplace accidents, absenteeism and rising costs for additional measures for further working conditions improvements.	Enhanced employer reputation increases access to qualified talent.
	Anti-discrimination policy through a code of conduct that fosters respectful behavior among colleagues and prohibits violence and harassment in the workplace.			
	Policies are in place to ensure and enhance employee data privacy.			
ESRS S4 Consumers & End Users	Improved health and safety through increase water quality and reliable rehabilitation systems.	No material negative impacts.	GDPR related fines and reputational damage in case of customer data incidents.	Strong customer service and inclusive communication improve satisfaction and sales.
	Dedicated customer service and installation support.		Costs associated with warranty repairs or product replacement.	High product quality standards and certifications (ISO) strengthen market trust.
	Full information on environmental impacts of full lifecycle of the product (LCA-Data).			
	Certified high product quality.			
	The company has a variety of policies in place to improve customer and consumer data privacy (privacy policy/data policies, penetration testing, data security policy).			

ESRS topics	Positive Impacts	Negative Impacts	Risks	Opportunities
ESRS G1 Governance	Robust Code of Conduct, anti corruption policies, whistleblowing channels, and supplier due diligence improve ethical behaviour company wide.	No material negative impacts	Corruption cases could lead to severe financial and reputational harm.	Strong governance frameworks increase investor trust, reduce capital costs and stabilise supplier relationships.
	ESG integration at board level strengthens governance culture.			Whistleblower protection fosters transparency and employee confidence.
	Supplier due diligence ensures that social and environmental standards are upheld across the entire value chain			

Overall Synthesis

Across all ESRS topics, the DMA shows that the company’s most material impacts and opportunities are rooted in its core contribution to resilient water, wastewater and sanitation infrastructure, combined with its technological advantages that reduce environmental harm compared to conventional methods.

Material risks are concentrated in the upstream value chain, particularly in relation to GHG-intensive processes, pollution, resource extraction and labor and human rights conditions.

The company’s governance framework, supplier management approach and environmental technologies help mitigate key risks and create both financial and societal value.

Environment Matters

Environmental protection is intrinsically linked to RELIN's core business, as its technologies are designed to preserve vital water resources ^{R7} and significantly reduce emissions compared to conventional open-cut rehabilitation methods. ^{R3}. By enabling trenchless solutions that minimize surface disruption, material use, and energy consumption, RELIN's products actively contribute to more sustainable infrastructure development and to the responsible management of natural resources.

Growing water scarcity and the rising pressure on potable water resources present another major global challenge. Ageing and leaking sewer systems cause considerable water losses and reduce the efficiency of the urban water cycle. ^{R6} RELIN's products address this issue by restoring the structural integrity and hydraulic performance of pipelines, thereby preventing infiltration and exfiltration, reducing losses, and supporting the more efficient use of water resources. ^{R7} Through these contributions, the company helps safeguard water as a key resource for current and future generations whilst strengthening the environmental sustainability of urban infrastructure systems.

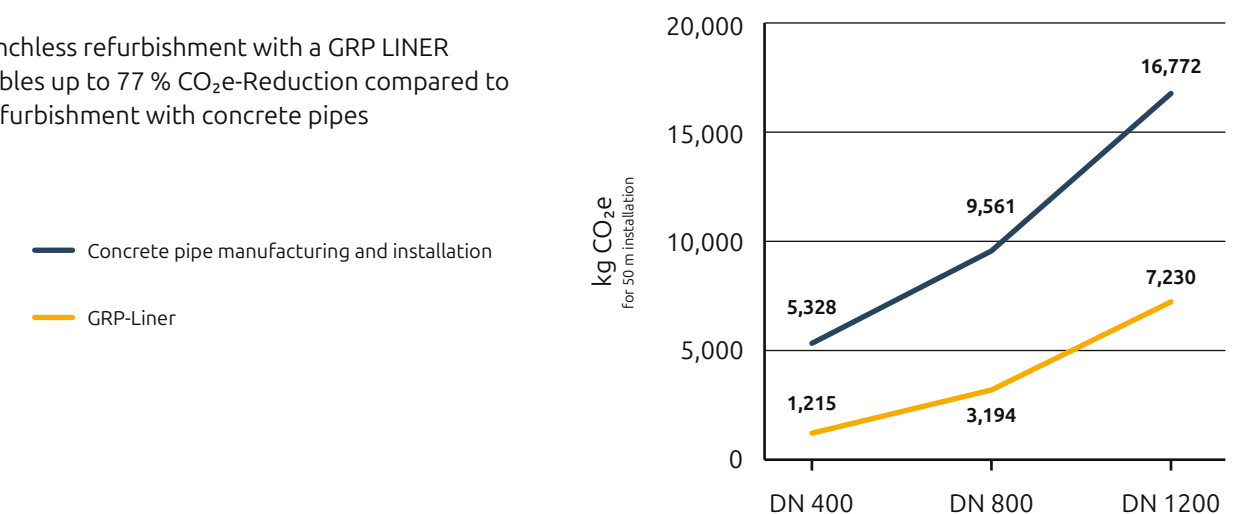
At the same time, reducing greenhouse gas emissions remains one of the most urgent global priorities. Infrastructure projects are responsible for a substantial share of worldwide emissions, ^{R11} placing cities and infrastructure operators under increasing pressure to lower their environmental footprint whilst maintaining economic efficiency. In this context, the rehabilitation of existing sewer networks plays a crucial role. RELIN provides solutions that represent an environmentally responsible and CO₂-efficient alternative to traditional open-cut construction.

Its technologies can help municipalities to significantly reduce the CO₂e emissions of rehabilitation projects and make measurable progress toward climate targets. In this way, the company directly supports climate change mitigation whilst ensuring the long-term performance and resilience of critical infrastructure.

Environmental Information

ILLUSTRATION: CO₂-emissions trenchless GRP Liner vs Trench methode with concrete pipes

Trenchless refurbishment with a GRP LINER enables up to 77 % CO₂e-Reduction compared to a refurbishment with concrete pipes



Source: Fraunhofer Institute for environmental, safety, and energy technology UMSICHT – Scientific Research Results

To ensure continuous improvement and monitor the progress of its positive environmental impacts the company has defined following targets and corresponding KPIs:

TABLE : Climate Change and Water Savings KPIs

Commitment Area	Sustainability Goal	KPI	Unit	2023	2024	2025	Target 2026	Target Year	Responsibility
Climate change and carbon emissions	Decarbonisation and Climate Protection (CO ₂ e-Savings)	Renewable electricity share*	%	99	100	100	Achieve 100 % renewable electricity share*	2025	Senior Sustainability Officer
		Renewable Energy Share	%	54	56	57	Increase renewable energy share up to 60 %	2026	Senior Sustainability Officer
		EV infrastructure share	%	–	–	34	Increase EV infrastructure up to 45 %	2026	Senior Sustainability Officer
		Scope 1+2 emissions	tCO ₂ e	382	387	365	Achieve Net-Zero in Scope 1+2	2027	Senior Sustainability Officer
		Scope 3 emissions	tCO ₂ e	34,355	33,994	32,947	30 % reduction from a 2021 base year	2030	Senior Sustainability Officer
		Carbon intensity revenue Scope 1+2	tCO ₂ e/m€ (revenue)	6.2	6.1	5.7	Keep average carbon intensity reduction level	2030	Senior Sustainability Officer
		Carbon intensity material Scope 1+2	tCO ₂ e/t (liner)	0.04	0.03	0.03	Keep average carbon intensity reduction level	2030	Senior Sustainability Officer
		Carbon intensity revenue Scope 1+2+3	tCO ₂ e/m€ (revenue)	567	545	518	Keep average carbon intensity reduction level	2030	Senior Sustainability Officer
		Carbon intensity material Scope 1+2+3	tCO ₂ e/t (liner)	3.21	3.12	3.03	Keep average carbon intensity reduction level	2030	Senior Sustainability Officer
		Data on PCFs and CCFs from key suppliers	% of key suppliers with a CCF or PCF	–	–	Data Collection in process	Collect data from 80 % key liner suppliers on their PCF and CCF	2027	Head of Purchasing
		Strategic partnerships with key suppliers to reduce scope 3 emissions	Strategic partnership	–	–	–	Evaluate partnership potentials with key suppliers to achieve Scope 3 reductions	2027	Head of Purchasing + Head of R&D
		Collaboration project with customers for a joined scope 3 reduction	Collaboration project	–	–	–	Foster collaboration with customers for joined market enablement to reduce scope 3 emissions	2027	Senior Sustainability Officer
		CO ₂ e-Savings compared to conventional open-cut rehabilitation method	tCO ₂ e	–	55,430	61,500	Reach potential tCO ₂ e reduction of at least 65,000 tCO ₂ e in 2026	2026	Director Sales
Water and Marine Resources	Reduction of soil and groundwater pollution	GHG Inventory (Total Emissions)	tCO ₂ e	34,737	34,381	33,312	Corporate Carbon Footprint (CCF) according to the GHG Protocol	2025	Senior Sustainability Officer
		Water saved through elimination of pipe leaks with our products	m³ water	–	541,767	888,000	Reach water savings of at least 950,000 m³ water in 2026	2026	Director of Sales

*for all controllable electricity consumption

1. Climate Action and GHG Emissions

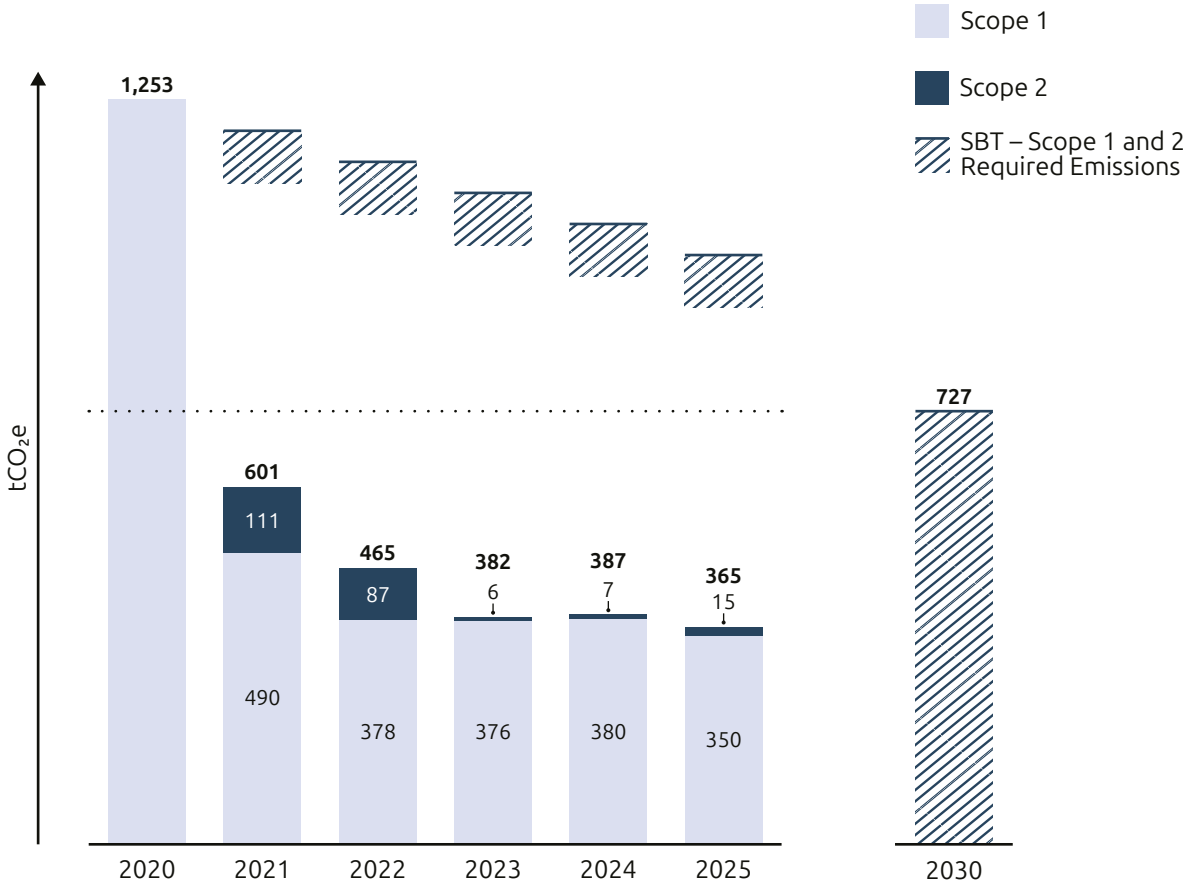
in accordance with VSME B3, C3 | in reference to ESRS E1

RELINE has continuously taken steps to reduce the GHG emissions of UV liner production. Several years ago, the company began to map the carbon footprint of its operations and products and conduct full lifecycle assessments (LCAs) to gain complete transparency over its Scope 1, 2 and 3 emissions. This deep understanding of emissions at each stage, from raw materials to end-of-life, formed the basis of its company-wide sustainability initiatives, such as powering manufacturing plants with 100 % renewable electricity, increasing the use of renewable energy and gradually electrifying the vehicle fleet.

SCIENCE BASED TARGETS

To ensure its efforts align with global climate goals, the company has committed to the Science Based Targets initiative (SBTi), aligning with the 1.5°C scenario set by the Paris Agreement. Its validated near-term target is a reduction of 42 % in absolute Scope 1 and 2 emissions by 2030 compared to the 2020 baseline. As of 2025, the company has already achieved an 70 % reduction in Scope 1 and 2 emissions and exceeded its target well ahead of schedule.

ILLUSTRATION : Scope 1 and 2 Emissions

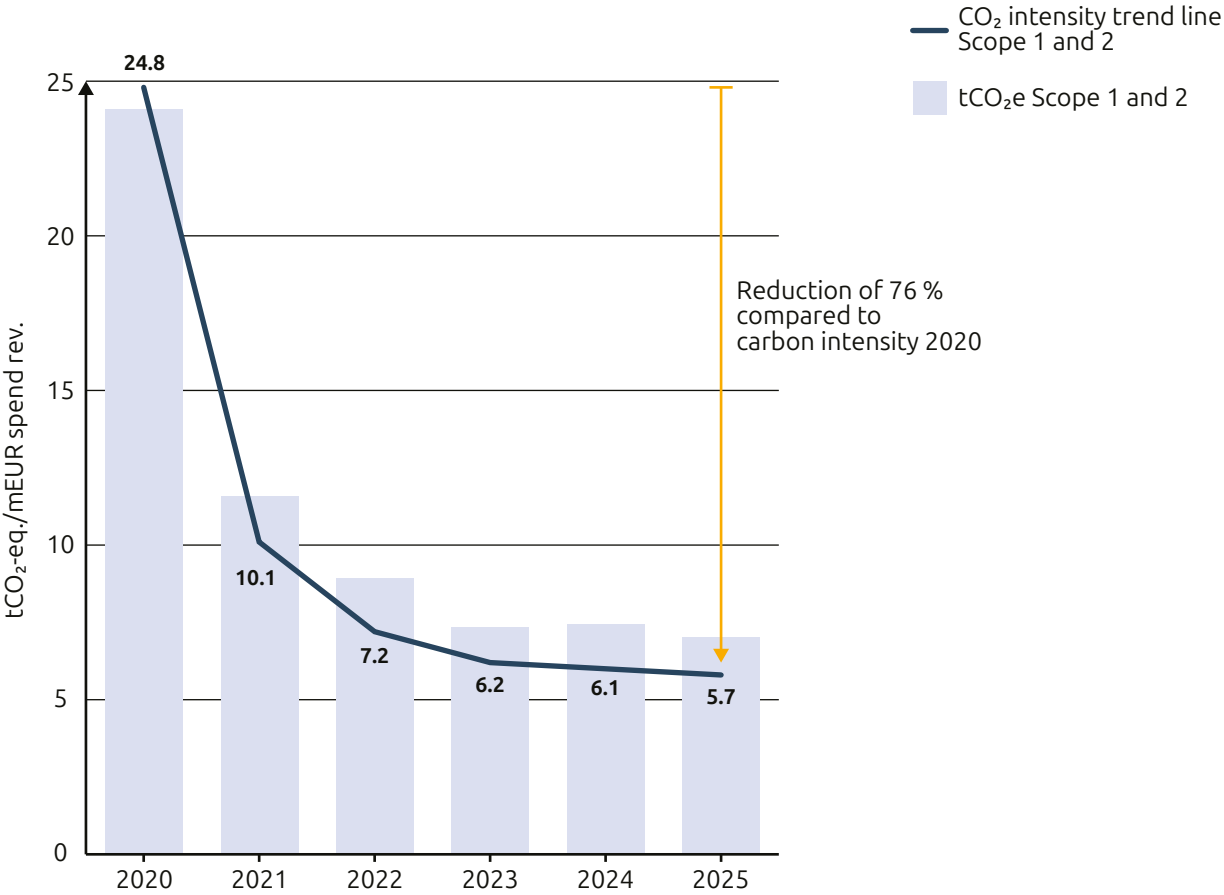


RELINE’s targeted actions in recent years, particularly those addressing its Scope 1 and Scope 2 emissions, which are the emissions the company directly controls, are already delivering measurable results. Thanks to these focused efforts, operational emissions now account for just 1% of its total greenhouse gas footprint.

Wherever feasible, RELINE continues to avoid or replace fossil-based sources such as gas, oil and fuel with renewable energy alternatives. In 2022, the company converted its heating system from natural gas to wood pellets. The company continuously monitors its energy consumption, providing essential data to calculate greenhouse gas emissions and support further reduction efforts. RELINE closely monitors its CO₂e intensity trend line as a key performance indicator

of its environmental progress, and compared to its base year, the company has successfully reduced its CO₂e intensity by 76 %, reflecting its clear commitment to continuously reducing the carbon footprint of its operations.

ILLUSTRATION: CO₂-intensity trend line



In addition to its ongoing emission reduction efforts, the company addresses unavoidable residual emissions through high-quality carbon offsetting. In 2025, a total of 160 tCO₂e were neutralised through the purchase of certified carbon credits. These credits originate from climate protection projects outside the company’s operations that meet the rigorous standards of the Gold Standard, ensuring verified emission reductions as well as measurable social and environmental co-benefits. By selecting high-integrity projects, the company aims to ensure that the neutralisation of its remaining emissions contributes credibly and transparently to global climate action.

The analysis of its greenhouse gas emissions clearly shows that most of its total emissions are attributable to Scope 3, as illustrated in the chart below. Within Scope 3, purchased goods and services — particularly raw materials — account

for the largest share, making material selection and sourcing a critical lever for further emission reductions. Recognising this, its R&D and Procurement teams are working closely with suppliers to develop a new generation of low-emission liners with a significantly reduced carbon footprint. The company is convinced that addressing emissions across its upstream and downstream value chain can make a decisive contribution to overall decarbonisation. By systematically focusing on material innovation, supplier engagement, and value chain transparency, the company aims to unlock substantial reduction potential beyond its direct operational boundaries.

ILLUSTRATION: GHG Emissions Break-Down

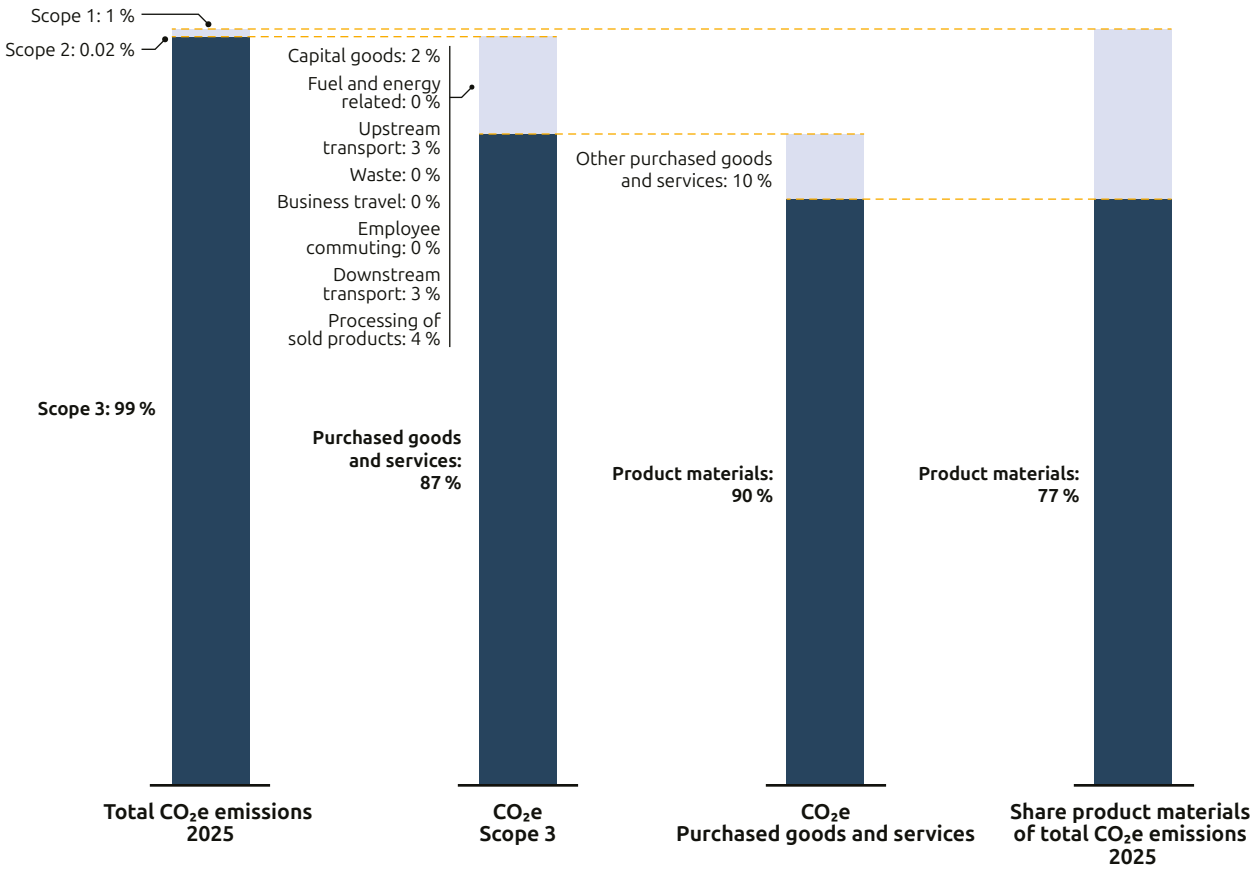


TABLE : GHG Emissions

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Scope 1 & 2 emissions					
Scope 1	tCO ₂ e	376	380	333	350
Scope 2	tCO ₂ e	6	7.1	8	15
Total Scope 1 & 2	tCO ₂ e	382	387	342	365
Emissions related to Scope 3					
Purchased goods and services	tCO ₂ e	29,850	29,447	28,630	28,609
Capital goods	tCO ₂ e	504	782	702	702
Upstream transportation	tCO ₂ e	816	1,033	1,062	1,062
Waste generated in operations	tCO ₂ e	294	22	4	4
Business travel	tCO ₂ e	264	206	149	157
Employee commuting	tCO ₂ e	144	162	158	158
Downstream transportation	tCO ₂ e	931	809	892	892
Processing of sold products	tCO ₂ e	1,552	1,534	1,363	1,363
Total Scope 3	tCO ₂ e	34,355	33,994	32,961	32,947
Total Emissions (Scope 1+2+3)	tCO ₂ e	34,737	34,381	33,302	33,312

Transition Plan Towards Net Zero

RELINE’s transition plan sets out a clear and structured path-way to achieve Net Zero emissions, reflecting both the ur-gency of climate action and its responsibility as an industrial company with a global value chain. It is based on a detailed understanding of its emissions profile and translates its climate ambition into concrete measures, milestones, and governance mechanisms.

AMBITION AND STARTING POINT

The company’s current emissions baseline shows that Scope 1 and Scope 2 emissions amount to 365 tCO₂e. Of these, around 40 % originate from mobile combustion, primarily from its vehicle fleet, whilst around 55 % result from sta-tionary combustion, particularly heating systems. At the same time, Scope 3 emissions account for approximately 99 % of its total Corporate Carbon Footprint, underlining

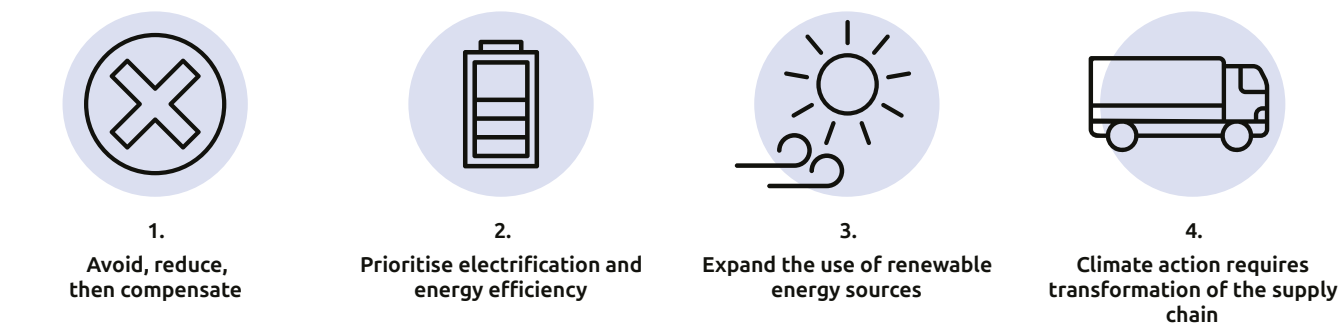
that most of its climate impact lies within its upstream and downstream value chain.

In response, the company has set two overarching cli-mate targets: achieving climate neutral operations by 2027 as part of its Net-Zero pathway and reaching Net Zero across its entire value chain by 2050. These targets reflect its com-mitment to decarbonize its direct operations within the near term whilst systematically addressing value chain emissions over the long term.

TABLE :

Scope	2020 Baseline	Target 2030	Target 2050
Scope 1	1,253 tCO ₂ e	–42 %	–90 % / Net Zero
Scope 2		727 tCO ₂ e	
Scope 3	–	measure and reduce Scope 3 emissions	

ILLUSTRATION: Strategic approach



STRATEGIC APPROACH

RELINE’s decarbonisation pathway is guided by four core principles. First, the company consistently applies the mitigation “avoid, reduce, then compensate,” ensuring that emission prevention and reduction remain its primary focus, whilst neutralisation is limited to unavoidable residual emissions. Second, the company prioritises electrification and energy efficiency as key levers to phase out fossil fuels. Third, the company is committed to expanding the use of renewable energy sources across its operations. Fourth, the company recognises that meaningful climate action requires active transformation of its supply chain, making Scope 3 engagement a strategic priority.

MEASURES FOR SCOPE 1 AND 2

To achieve climate neutral operations by 2027, the electrification of its vehicle fleet represents RELINE’s central measure, as mobile combustion accounts for the largest share of its direct emissions. The gradual replacement of combustion-engine vehicles with zero-emission alternatives significantly reduces its operational carbon footprint.

This core measure is complemented by further steps, including the evaluation of a potential switch to biogas and fossil-free heating technologies, such as heat pumps. Together, these initiatives form a coherent package aimed at eliminating fossil energy use from its operations.

MEASURES FOR SCOPE 3 TRANSFORMATION

Given that Scope 3 emissions account for most of RELINE’s Corporate Carbon Footprint, their reduction is essential for achieving long-term Net Zero. A key focus area is supplier engagement. RELINE plans on systematically collecting Product Carbon Footprint (PCF) data from key suppliers to improve transparency and identify reduction hotspots. Going forward,

the company wants to integrate climate performance into procurement decisions by introducing CO₂e as a supplier selection criterion and by prioritizing low-carbon materials. In parallel, RELINE is working on the development of CO₂-reduced products. This includes the use of materials with a lower carbon footprint, increasing the share of recycled content, and optimizing product design to reduce overall material consumption. Through innovation and close collaboration between R&D and Procurement, the company aims to significantly reduce emissions embedded in its products. Logistics optimization constitutes another important lever. RELINE is considering prioritizing collaboration with logistics partners using HVO fuels or operating zero-emission fleets, while consolidating shipments to minimize transport-related emissions.

ROADMAP AND MILESTONES

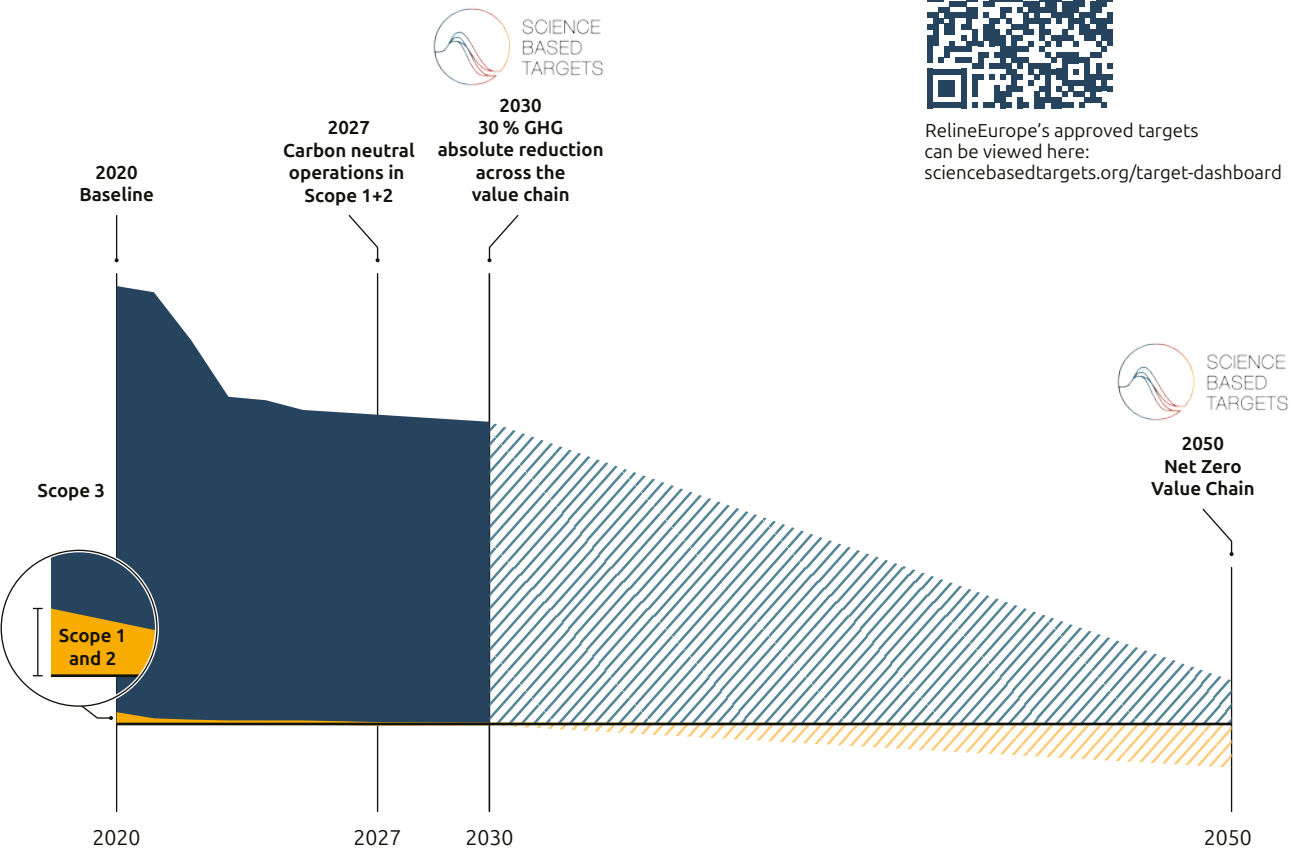
The year 2025 marked the baseline and planning phase, during which the transition plan and detailed decarbonization roadmap were developed. In 2026, the company plans to enter the first implementation phase, targeting a 40–50 % electrification rate of its fleet, initiating a pilot project for a CO₂-reduced product, and completing PCF data collection for key suppliers representing most Scope 3 emissions. In addition, the company plans to evaluate and define suitable carbon removal measures, such as biochar or long-term afforestation projects, based on strict criteria including permanence, certification, and the exclusion of avoidance-based projects. By 2027, the company aims to achieve climate neutral operations by 2027 as part of its Net-Zero pathway. This includes reaching a 70–80 % emission-free fleet, replacing 80 % of fossil heating systems compared to base year, sourcing 100 % renewable electricity, and neutralising any remaining residual emissions through certified, permanent carbon removal solutions.

GOVERNANCE AND MONITORING

The successful implementation of this transformation plan is anchored in robust governance structures. Climate targets are embedded in company’s overall sustainability strategy and supported by a formal commitment to achieve climate neutral operations by 2027 as part of its Net-Zero pathway. The ESG team will oversee progress and ensure cross-functional alignment. Performance is continuously monitored through clearly defined indicators, including absolute emissions (tCO₂e) and emissions intensity metrics (tCO₂e per product and per revenue). This dual perspective enables us to track both overall reductions and efficiency improvements as the business grows.

Through this comprehensive and structured approach, the company is establishing a credible pathway to operational carbon neutrality by 2027 and full value chain decarbonisation by 2050, thereby contributing meaningfully to global climate mitigation efforts.

ILLUSTRATION: Decarbonisation Path to Net-Zero



SCOPE 1 AND 2

Decarbonizing our operations with:

- Sites electrification
- Vehicle fleet electrification
- Sourcing of renewable power

Residual emissions from Scope 1 and 2:

As of 2025, a total amount of 160 tCO₂e were neutralised through the purchase of certified carbon credits.

SCOPE 3

Decarbonizing our value chain with:

- Engaging and supporting suppliers to decarbonize
- Designing products with lower CO₂e footprint
- Sourcing of low-carbon materials

CARBON CREDITS

Residual emissions must be balanced with high-quality and high-durability removals. In 2050, high-durability carbon removal credits shall equal residual value chain emissions.



2. Water

in accordance with VSME B6 | in reference to ESRS E3



888,000 m³

**Water Savings achieved
through our products in 2025**

Water stewardship is a key topic in RELINE's sustainability strategy. Whilst its own production processes are not water-intensive and water consumption occurs primarily in sanitary facilities, the topic of water remains highly material to its business. The reason is clear: the company's products make a measurable and lasting contribution to water conservation.

Water scarcity and the increasing pressure on potable water resources represent one of the most pressing global challenges of our time. Across many regions, ageing and leaking sewer systems result in substantial water losses and significant inefficiencies within the urban water cycle. Every cubic meter of water lost through damaged infrastructure places additional strain on already limited resources.

Its products are specifically designed to address this challenge. By restoring the structural integrity and hydraulic performance of pipelines, the company helps prevent leakage, reduce infiltration and exfiltration, and improve the overall efficiency of water networks. In doing so, the company actively supports municipalities and infrastructure operators in safeguarding valuable water resources and strengthening the resilience of urban water systems.

The impact is tangible: over the past five years alone, the use of its products has saved over 9 million cubic metres of water. This volume is roughly equivalent to the annual water consumption of about 200,000 people in Germany.

Looking ahead, the company remains committed to further advancing water protection. By 2030, its goal is to enable cumulative water savings of at least 36 million cubic metres through the use of its products. This annual saving would correspond to the annual water consumption of approximately 800,000 people in Germany — underscoring the substantial positive impact the company aims to achieve.

Through innovation, quality, and close collaboration with its partners, the company continues to contribute to the responsible management of water resources and to a more sustainable future.

3. Circular Economy

in accordance with VSME B7 | in reference to ESRS E5

A circular economy requires transparency about where environmental impacts occur — and decisive action where they matter most. A detailed review of RELINE’s Corporate Carbon Footprint (CCF) (see Figure 3 in this chapter) provides a clear picture of its emissions structure and the key levers for change.

Its analysis shows that Scope 3 emissions account for approximately 99 % of its total greenhouse gas (GHG) emissions. Within Scope 3, 90 % are attributable to purchased goods and services. Of these, 91% stem directly from materials used in product manufacturing (with the remaining 9 % relating to other upstream activities). In total, this means that approximately 81 % of RELINE’s overall GHG emissions originate from the materials used in its products.

These findings underline a crucial fact: the path toward a circular economy and meaningful decarbonisation lies primarily in product materials and the supply chain.

LIFECYCLE TRANSPARENCY AS THE FOUNDATION FOR ACTION

To deepen its understanding, the company conducted a comprehensive Life Cycle Assessment (LCA) and Product Carbon Footprint (PCF) analysis in collaboration with with an external expert (Fraunhofer UMSICHT). The LCA evaluates the environmental footprint of its products across every stage of their life cycle — from raw material extraction and production through installation and use to end-of-life treatment.

The LCA does not focus solely on greenhouse gas emissions. It assesses the overall environmental balance, including impact categories such as soil acidification, resource use, ozone formation, and water consumption. Its results are clear: global warming potential and resource use are the most significant impact categories.

The LCA findings confirm RELINE’s internal CCF analysis. By far the largest share of emissions is generated by the core product materials — resin, glass-fibres, and films. In contrast, the installation phase plays a comparatively minor role in the overall life cycle of a cured-in-place pipe (CIPP) liner.

ILLUSTRATION: Life cycle assessment

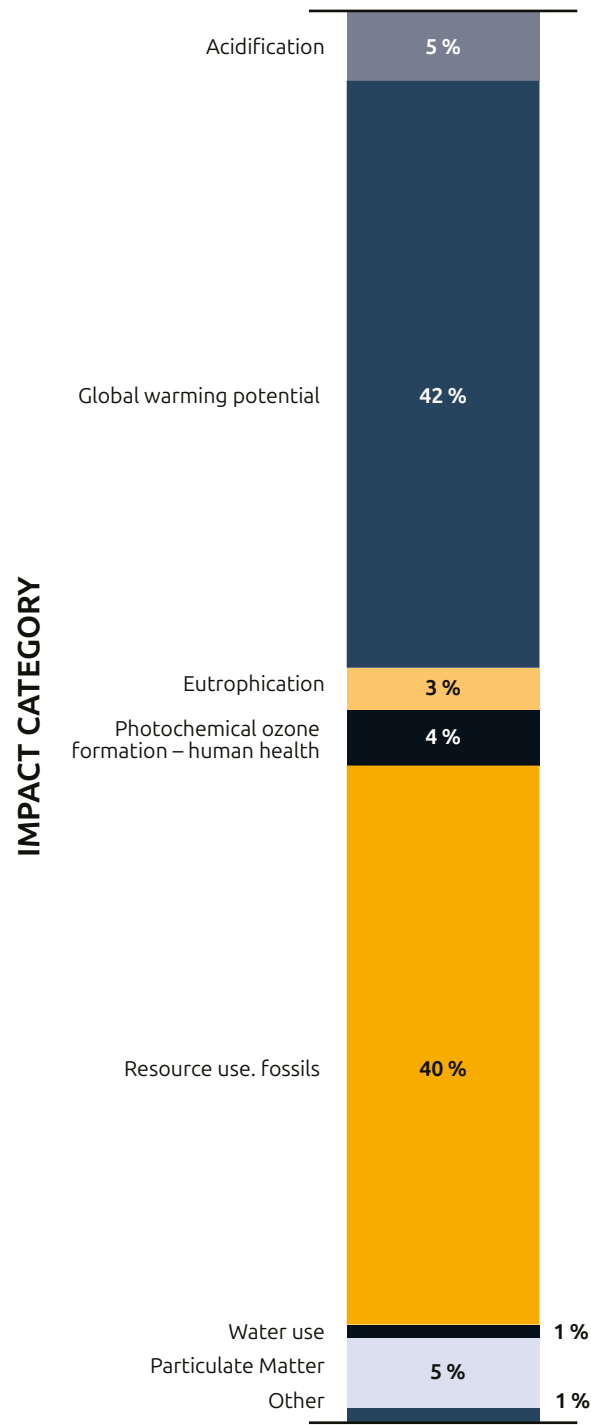
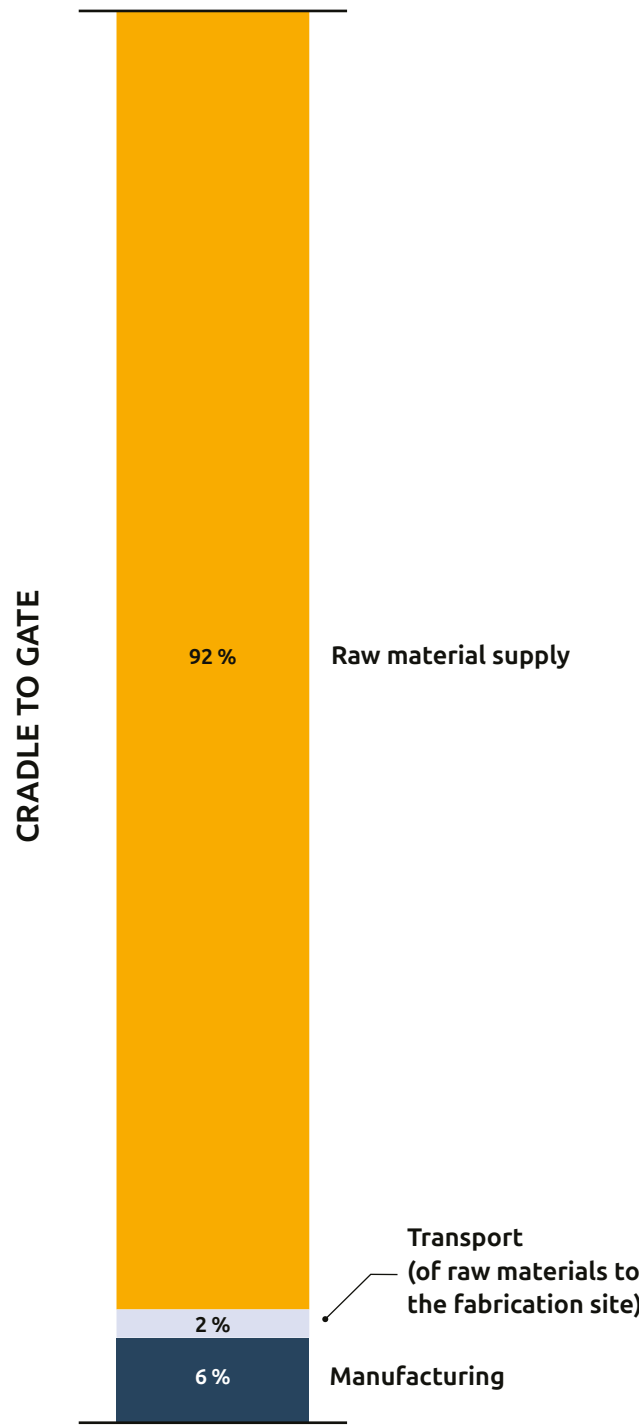


ILLUSTRATION: Product Carbon Footprint of DN300 Alphaliner

These values apply to liners ranging from DN150 to DN300 with a wall thickness of up to 5.1 mm

GWP (Global Warmin Potential) in kg CO₂e



ENVIRONMENTAL ADVANTAGE OF TRENCHLESS TECHNOLOGY

The relatively low environmental impact of installation is a defining strength of trenchless rehabilitation. Compared to conventional open-cut construction methods, trenchless solutions enable overall environmental savings of approximately 50 % to 80 % for a full rehabilitation project.

This characteristic has two important implications:

1. It demonstrates the substantial systemic environmental advantage of trenchless rehabilitation compared to traditional methods. Given that installation impacts are already comparatively low, further progress must focus on reducing the embodied carbon of the product itself.
2. It means that within trenchless rehabilitation, the Product Carbon Footprint (PCF) from cradle to gate — i.e., up to delivery to the construction site — will play an increasingly important role for municipalities and infrastructure operators pursuing their own CO₂e reduction targets.

In other words, as installation impacts are already comparatively low, further progress must focus on reducing the embodied carbon of the product itself.

MEASURES TOWARD CIRCULARITY AND DECARBONISATION

To address this challenge, RELINE has defined two primary levers:

- 1. The use of CO₂-reduced materials in its products, particularly in emission-intensive components such as resins, glass-fibres, and films.
- 2. Active dialogue and collaboration with its suppliers to reduce their Scope 1 and Scope 2 emissions and to support the transition of their production processes toward renewable energy sources.

By combining material innovation with supply chain transformation, the company aims to significantly lower the carbon intensity of its products whilst maintaining the highest standards of quality and performance.

Advancing circularity means designing products that conserve resources, minimize environmental impacts, and create long-term value for society. With a clear understanding of its emission hotspots and a focused strategy to address them, the company is committed translating responsibility into measurable progress.

To ensure continuous improvement and monitor the progress of its circular economy initiatives, the company has defined the following targets and KPIs:

TABLE :

Commitment Area	Sustainability Goal	KPI	Unit	2023	2024	2025	Target 2026	Target Year	Responsibility
Circular Economy	Increasing transparency about the ecological footprint of its products	Availability of externally verified life cycle assessments and EPDs (%)	%	–	LCA (100 %) EPD (0 %)	LCA (100 %) EPD (commissioned)	LCA and EPDs for 100 % of main liner products (90 % revenue share)	2026	Senior Sustainability Officer
		Market mapping of alternative materials	Market mapping	–	–	–	Conduct market mapping of alternative materials	2026	Head of R&D
	Product sustainability	Feasibility analysis of climate-neutral liner	Feasibility analysis	–	–	–	Conduct a feasibility analysis of climate-neutral liner	2026	Head of R&D
		CO ₂ -reduced liner	PCF	–	–	–	Develop and launch a liner with a 30 % CO ₂ -reduced PCF	2030	Head of R&D

WASTE MANAGEMENT

Responsible waste management is a fundamental component of its circular economy strategy. The company prioritises waste prevention and reduction at every stage of production, aligning its approach with the European Union’s waste management hierarchy: prevention first, followed by reuse, recycling, recovery — and landfill only as a last resort.

Its ambition is clear: to ensure that materials are recycled, upcycled, or used for energy recovery wherever possible, whilst systematically avoiding disposal in landfill. By embedding waste avoidance principles into its operational processes and continuously monitoring material flows, the

company integrates waste reduction into its activities from the ground up.

Waste generation in its industry is closely linked to material use — particularly glass-fibre reinforced plastic (GRP), resins, films, cardboard cores, and auxiliary materials. For this reason, its waste management strategy focuses not only on downstream recycling solutions but, above all, on preventing waste at its source through process optimization and improved material handling.

The company has implemented and initiated a series of targeted measures to reduce material losses and increase reuse rates:

Implemented	Currently being tested	In planning
— Reusing cardboard tubes: The company has developed an in-house closed-loop system that allows the reuse of the fabric’s cardboard tubes. This helps to avoid waste from single-use packaging. — Reducing GRP waste through optimised sewing: By sewing GRP fabric directly to the impregnation systems, the company aims to reduce GRP offcuts from approximately two metres per fabric roll to just 50 centimetres. — Reusing film remnants: By lengthening outer films, the company plans to enable the continued use of film remnants that would otherwise become waste. — Reusing tape material: Sewing on longitudinal tapes allows the reutilisation of tape material and reduce auxiliary material losses.	— Lengthening of input fabric rolls: The use of longer fabric rolls is being tested to minimize change-over-related waste and further reduce GRP remnants. — Lengthening of GRP rolls: The use of longer GRP rolls is being tested to minimize changeover-related waste and further reduce GRP remnants. — Process optimization to reduce GRP remnants: Changes to the procedure for wrapping and storing GRP rolls result in a reduction in GRP offcuts — Reducing resin and GRP waste through new systems: The introduction of advanced mixing and impregnation systems is being planned to optimize dosing accuracy and minimize excess resin and GRP waste.	— Reuse of single-use pallets: Reusing single-use pallets as packaging material for liners reduces waste from waste wood. — Optimising the design of the packing crates reduces waste when sawing the timber

Through these measures, RELINE is systematically reducing material consumption, improving resource efficiency, and lowering the environmental footprint of its production processes. At the same time, many of these initiatives directly contribute to reducing upstream emissions, given the high carbon intensity of key raw materials.

By consistently applying circular economy principles to waste management, the company not only preserves valuable resources but also strengthens operational efficiency and long-term resilience. Waste reduction is not a standalone initiative — it is an integral part of how the company designs, manufactures, and continuously improves its products and processes.

To ensure continuous improvement and monitor the progress of its waste reduction initiatives, the company has defined the following targets and KPIs:

TABLE: Waste Reduction

Commitment Area	Sustainability Goal	KPI	Unit	2023	2024	2025	Target 2026	Target Year	Responsibility
Circular Economy	Waste Reduction	Share of recycled waste	%	30.4	27.8	36	Maintain share of recycled waste at or above 30 %	2026	Director Operations
		Waste Intensity	t/mEuro	16.3	16.2	14.5	Reach total waste intensity of 14t/mEuro	2026	Director Operations



Social Information

Social Matters

Governance, Strategy, and Executive-Level Integration

Policies

As a responsible small and medium-sized enterprise (SME), RELINE recognises that sustainable success is built on supporting the well-being of our employees, partners, customers, and the communities we serve. In line with the Voluntary Sustainability Reporting Standard for SMEs (VSME) and guided by the principles of the European Sustainability Reporting Standards (ESRS), the company is committed to managing social matters in a structured, transparent, and proportionate manner.

Social responsibility is an integral component of our corporate strategy and is firmly embedded at the highest level of leadership. The Executive Management bears overall responsibility for social sustainability and reviews, on regular basis, the achievement of objectives, the risk landscape and the effectiveness of implemented measures.

RELINE's approach to social sustainability is risk-based and opportunity-driven. We assess the actual and potential impacts of our activities on people, considering the size and nature of our operations, our value chain relationships and the sectors in which we operate.

Social matters form part of our formal sustainability management system. Roles and responsibilities are clearly defined and include:

- **Executive Management Board** (strategic oversight and target setting)
- **Human Resources** (working conditions, employee development, diversity)
- **Compliance Function** (ethics, whistleblowing system, investigations)
- **Procurement** (supplier due diligence obligations)

Our approach to social responsibility is based on the ILO Core Labour Standards, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises.

Our social policies are formally adopted, documented, applicable across the entire organisation, and subject to regular review and updates.

In alignment with the European Sustainability Reporting Standards (ESRS), we maintain formalised and documented policies that define our fundamental labor and ethical standards. These policies establish a clear framework for responsible employment practices and apply across our organisation. They ensure full compliance with applicable labor laws and explicitly prohibit discrimination, harassment, child labor, and forced labor. We are committed to equal treatment and equal opportunity, fostering a respectful and inclusive working environment grounded in the protection of internationally recognised human rights. Our standards further encompass the provision of appropriate and safe working conditions, robust occupational health and safety measures, fair compensation aligned with legal and market requirements, and compliance with regulated working hours. Through clearly defined responsibilities, regular communication, and ongoing monitoring, we ensure that these principles are effectively implemented and continuously strengthened across our operations.

RELINE's internal and external Codes of Conduct cover in addition the following topics:

- Social responsibility
- Environmental protection
- Conflicts of interest
- Bribery and corruption
- Compliance with competition and antitrust laws
- Handling of information
- Tax compliance
- Prevention of money laundering
- Handling of company property and assets
- Protection of employees' rights
- Procedures in cases of uncertainty, violations, and misconduct

These principles are embedded in internal policies, employment contracts, and our internal and external Codes of Conduct. They apply to 100 % of our employees, cover all operational sites, and form an integral part of our internal compliance framework.

1. Own Workforce

in accordance with VSME B8, B9, B10, C5, C6 | in reference to ESRS S1

Measures and KPIs

WORKING CONDITIONS AND EQUAL TREATMENT

We are committed to providing fair, safe, and inclusive working conditions for all employees. Our employment practices are guided by applicable labor laws and internationally recognized standards, including the principles of the International Labour Organisation (ILO) and the UN Guiding Principles on Business and Human Rights.

We promote equal opportunities and prohibit discrimination because of gender, age, ethnicity, nationality, disability, religion, sexual orientation, or any other protected characteristic. Recruitment, remuneration, and career development decisions are based on qualifications, performance, and business needs.

We aim to offer competitive and transparent compensation structures. Remuneration is aligned with market conditions and internal fairness considerations.

The reported gender pay gap at RELINE Group level is primarily influenced by the current workforce structure and the differing distribution of men and women across occupational groups and functions, particularly between operational/technical roles and administrative positions. The company continuously reviews remuneration practices to ensure equal pay for equal work and is committed to promoting equal opportunities, diversity, and balanced representation across all levels of the organization. In addition, targeted measures in recruitment, development, and career advancement are intended to further reduce structural disparities over time. These measures include in particular gender-neutral recruitment processes and inclusive job advertisements, structured onboarding and mentoring programs, equal access to trainings, flexible working models and family-friendly workplace policies.

COMPLIANCE WITH LIVING WAGES — REGIONAL BENCHMARKING

The concept of a *living wage* goes beyond a statutory minimum wage. A living wage is defined as the wage necessary for a worker to meet basic needs and maintain a decent standard of living, considering essentials such as food, housing, health-care, education, transportation, and clothing, without reliance on excessive working hours or government support. ^{R20}

At our company, we are committed to ensuring that all employees receive remuneration that supports a decent standard of living. In addition to complying with statutory minimum wage requirements, our company measures its remuneration practices against living wage benchmarks that reflect regional cost of living differences. According to research, analyses of household income and expenditure patterns indicate that living wage requirements in Germany vary significantly by region and household type, and that a uniform statutory minimum wage does not necessarily cover all basic living costs for all families without additional support. ^{R19}

Our remuneration policy ensures that 100 % of our employees receive a gross hourly wage, which exceeds the local living wage benchmarks established for our main locations of operations in Rheine and Rohrbach. ^{R19}

By paying above this benchmark, we demonstrate compliance with living wage principles — ensuring that our wages not only meet legal minimum standards but also reflect the real economic needs of workers in our region. This approach contributes to economic security, fosters social participation, and aligns with internationally recognised concepts of decent work and living wages. ^{R20}

We are committed to regularly reviewing wage levels and cost of living data to ensure that our remuneration continues to support a decent standard of living for all employees, in line with best practices and evolving socioeconomic conditions.

WORKING HOURS & SOCIAL BENEFITS

RELINE complies with all applicable laws regarding working hours, breaks, and public holidays. Regular weekly working hours are determined by national legislation. Overtime is permitted only within the limits defined by legal requirements and individual employment contract provisions. Flexible working arrangements, including mobile work and flexitime models, are available.

RELINE offers a comprehensive range of social and employee benefits that go beyond statutory requirements. These include, among others, 30 days of annual leave, additional paid leave for special occasions, and an attractive company pension scheme. Employees benefit from extensive opportunities for professional development, a corporate accident insurance plan for frequent travellers, and supplementary health insurance.

Additional benefits include complimentary work clothing and professional cleaning services for workwear in production, free drinking water, and seasonal amenities such as fresh fruit or ice cream. Employees also receive a subsidised commuting allowance, access to corporate benefits programmes, and annual gifts such as a Christmas present.

To promote employee well-being, the company offers health-related initiatives in cooperation with health insurance providers, as well as sustainability-focused programmes. Team events, company celebrations (e.g., summer and/or Christmas events), and participation in local activities such as the Landau Company Run foster a strong community spirit. Occasion-based gifts — for example for births or weddings — are also provided. High-quality personal care products are available in our shower facilities.

TABLE: Working Conditions KPIs

Commitment Area	Sustainability Goal	KPI	Unit	2023	2024	2025	Target 2026	Target Year	Responsibility
Working Hours and Social Benefits	Diversity, equality, and inclusion	Voluntary turnover rate*	%	10.5	11.6	12.8	Maintain voluntary turnover below industry avg. of 13 %	2026	Head of HR
		Female representation	%	19	22	25	Maintain female representation above industry avg. of 14 %	2026	Head of HR
		Percentage of relevant employees' group* being trained in business ethics topics	%	100	96	99	Achieve at least coverage of 85 %	2026	Head of HR
	Human rights	Percentage of new employees introduced to Code of Conduct	%	100	100	100	Maintain coverage of 100 %	2026	Head of HR
		Confirmed incidents related to discrimination, corruption or anti-competitive practices	Number	0	0	0	Maintain 0 breaches	2026	Compliance Board
		Social Benefits Coverage	%	100	100	100	100 % of employees have access to core social benefits	2026	Head of HR
	Social benefits	% employees with employment contract in accordance with local laws and regulations	%	100	100	100	Maintain coverage at 100 %	2026	Head of HR
		% employees with paid annual vacation	%	100	100	100	Maintain coverage with paid annual vacation at 100 %	2026	Head of HR

*Definition for relevant employees' group: All salaried employees outside of production, as well as hourly employees with external interaction (customers or service providers), representing functions with elevated compliance risk.

EMPLOYEE DEVELOPMENT AND ENGAGEMENT

We believe that employee development is essential to long-term business success. RELINE supports professional growth through targeted trainings and development measures, such as

- Structured recruitment processes based on the principle of equal treatment
- Structured onboarding programmes
- Regular employee performance and development discussions
- Regular IT security trainings
- Annual social and compliance training

All new employees are introduced to the company’s core values, code of conduct, information security policies and safety requirements upon joining.

Satisfaction and well-being of our employees are important to us. We measure it and strive to continuously improve on it conducting Employee Engagement Survey. Our current eNPS Score of +7.4 highlights high level of employee engagement and is above the industry average.

TABLE: Employee Development and Engagement

Commitment Area	Sustainability Goal	KPI	Unit	2023	2024	2025	Target 2026	Target Year	Responsibility
Employee Development and Engagement	Career Development, Training & Engagement	Average training hours per employee	h	–	12.5	10.5	Maintain average training hours per employee at ≥ 10h	2026	Departments Heads
		Trainings Coverage and Transparency	Training tracking overview	–	–	–	consolidated training overview and tracking	2026	Senior Sustainability Officer
		Employee satisfaction and engagement level	eNPS score	–	–	(+)7.4	Maintain eNPS above 7	2027	Head of HR

*excluding retirements, dismissals and temporary employees
**white collar employees

OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety of our employees is a top priority. We are committed to providing a safe and healthy working environment for all employees and to preventing work-related injuries and illnesses. Our approach is based on compliance with applicable legal requirements and the implementation of proportionate preventive measures tailored to the specific risks of our operations. Regular workplace risk assessments are conducted to identify potential hazards, and appropriate technical and organisational controls are implemented accordingly. Employees receive relevant health and safety information and training. Workplace incidents are systematically documented and reviewed to iden-

tify root causes and implement corrective actions. Through continuous monitoring and improvement of our occupational health and safety practices, we aim to minimize risks, enhance employee well-being, and foster a safe and resilient working environment.

Our employees are regularly examined by the company doctor for work-related issues. In addition, we organize a health day at least once a year. As part of this campaign, specific measurements are carried out by a health insurance company. Our employees can participate in such measures on a voluntary basis.

To monitor effectiveness and ensure continuous improvement, we have defined following targets and KPIs in respect to occupational health and safety:

TABLE: Occupational Health and Safety KPIs

Commitment Area	Sustainability Goal	KPI	Unit	2023	2024	2025	Target 2026	Target Year	Responsibility
Occupational Health and Safety	Employee health and safety	Fatality Rate	Number	0	0	0	Zero fatalities — maintain 0 fatalities across all operations	2026	CE Representative
		Safety Walk&Talks	Number	–	–	529	Regular quick safety updates in production	2026	CE Representative
		Safety Officers	Number	–	–	8	Increase number of safty officers up to 10	2026	CE Representative
		Regular Safety Officer Trainings	–	–	–	–	Monthly safty officer training updates	2026	CE Representative
		Annual Safety Training	%	–	–	–	Employee participation rate of at least 90 %	2026	All Managers
	Accident prevention	Recordable work related injury rate (LTIF rate)	%	49	37.1	25.9	Drop LTIF rate to industry avg. of 22 %	2026	CE Representative
		ISO 45001 Occupational Health and Safety Management System	ISO 45001 certification	–	–	–	Achieve ISO 45001 certification	2026	CE Representative

GRIEVANCE MECHANISMS AND REMEDIATION

In alignment with ESRS requirements we maintain structured and effective grievance and remediation mechanisms. Open communication and employee participation are fundamental elements of our corporate culture. Employees have access to direct communication channels with management and are encouraged to raise concerns, suggestions, or potential misconduct without fear of retaliation. In addition, we operate a formal whistleblowing system that ensures strict confidentiality, explicitly prohibits reprisals, and provides for structured and impartial investigations. Reported concerns are systematically documented, assessed, and, where substantiated, followed by clearly defined and documented corrective and remedial actions. Complaints and reported incidents are analyzed to identify root causes and are integrated into our continuous improvement processes.

The responsibility for the grievance and remediation process is held by the Compliance Board

Through these mechanisms, we aim to foster a transparent speak-up culture, strengthen accountability, and ensure the effective prevention and remediation of adverse impacts

2. Workers in the Value Chain

in reference to ESRS S2

Whilst our direct influence is strongest within our own operations, we recognise that social impacts may also arise within our upstream and downstream value chain.

In reference to ESRS S2, RELINE recognises its responsibility to promote fair working conditions and respect for human rights throughout our value chain. All strategically relevant suppliers are required to acknowledge and comply with our binding Supplier Code of Conduct, which establishes minimum standards including adherence to the ILO Core Labour Conventions, the prohibition of child and forced labour, the provision of safe and healthy working conditions, respect for freedom of association, non-discrimination, and compliance with applicable local labour laws.

Our supply chain management follows a structured, risk-based due diligence process comprising country- and sector-specific risk analyses, supplier self-assessments, risk evaluation and prioritization, and, where necessary, enhanced reviews. In cases where risks are identified, corrective action plans are defined and implementation is monitored. In the event of severe or persistent violations, we reserve the right to terminate the business relationship.

To ensure transparency and continuous improvement, we monitor following key performance indicators. These metrics are reviewed regularly and support the ongoing strengthening of our responsible supply chain management practices.

TABLE : Workers in the Value Chain

Commitment Area	Sustainability Goal	KPI	Unit	2023	2024	2025	Target 2026	Target Year	Responsibility
Workers in the Value Chain	Responsible supply chain	Key suppliers* assessed against environmental and social risks	Supply Chain Risk Assessment Certificate	Yes	No	Yes	Conduct annual risk assessment of key suppliers in the supply chain	2026	CFO
		Percentage of key suppliers who have signed or are aligned with our Supplier Code of Conduct	%	83	85	85	Achieve coverage of at least 90 %	2026	CFO
		Key suppliers evaluated according to their ESG / sustainability roadmap	ESG Evaluation	No	Yes	No	Evaluate at least 80 % of key suppliers according ESG criteria	2026	CFO

*Key suppliers: suppliers of BU Liners, that encompass 60 % of total purchasing volume. The focus lies on BU Liners, as this Business Unit contributes to 90 % of total revenues.

3. Affected Communities

in reference to ESRS S3

In reference to ESRS S3, we are committed to minimizing potential adverse impacts on local communities whilst actively contributing to positive environmental and social outcomes. Through the application of RELINE’s products and solutions, we generate measurable water savings by eliminating pipe leaks, thereby supporting the sustainable management of local water resources. RELINE’s technologies and solutions contribute directly to the reliability, safety, and sustainability of water infrastructure in local communities. ^{R3} The company’s trenchless pipe rehabilitation solutions are specifically designed to protect groundwater and preserve potable water resources. Compared to conventional open-cut construction methods, these solutions reduce construction-related CO₂e emissions whilst minimizing disruption to communities and the environment. ^{R3}

By preventing leakages, we also contribute to the prevention of environmental damage, helping to protect soil, groundwater, and surrounding ecosystems within the communities in which we operate. Furthermore, our UV liner installation method is designed to ensure minimal noise emissions and significantly reduced traffic disruptions compared to conventional construction techniques. This trenchless approach reduces inconvenience for residents, limits temporary infrastructure impacts, and enhances overall community acceptance of rehabilitation projects. Through these contributions, we aim to create tangible local value, contributing to more liveable, resilient, and sustainable urban environments and supporting the long-term functionality of essential public services.

As an impact-driven company, we strive to continuously increase our positive direct environmental impact and our contribution to the SDGs 6, 11, and 13 by expanding our impact on water savings, CO₂ reduction, and soil and groundwater protection in local communities.

To ensure this continuous improvement progress, we measure water savings and potential CO₂ reductions delivered by our products monthly.



888,000 m³

Water Savings achieved through our products in 2025



61,500 tCO₂e

emission reductions enabled by our products in 2025

4. Consumers and End-Users

in reference to ESRS S4

PRODUCT SAFETY AND QUALITY

In reference to ESRS S4, RELINE places the highest priority on product safety, quality, customer support, and the protection of customer data. We ensure full compliance with all applicable regulatory requirements, and our products meet stringent approval criteria and recognised standards and certifications such as DIBt (Germany), CSTB (France), WRc (UK), and ASTM/F1216 and related international benchmarks. Beyond compliance, we actively support our customers throughout the entire project lifecycle by providing on-site technical assistance during installation and comprehensive training programmes. Each year, RELINE delivers more than 350 days of structured customer training as well as ad hoc training formats in response to short-term operational needs. In the event of complaints, we conduct systematic root cause analyses to identify underlying issues and implement corrective and preventive measures, thereby strengthening product reliability and long-term customer satisfaction.





Governance Information



Governance Matters

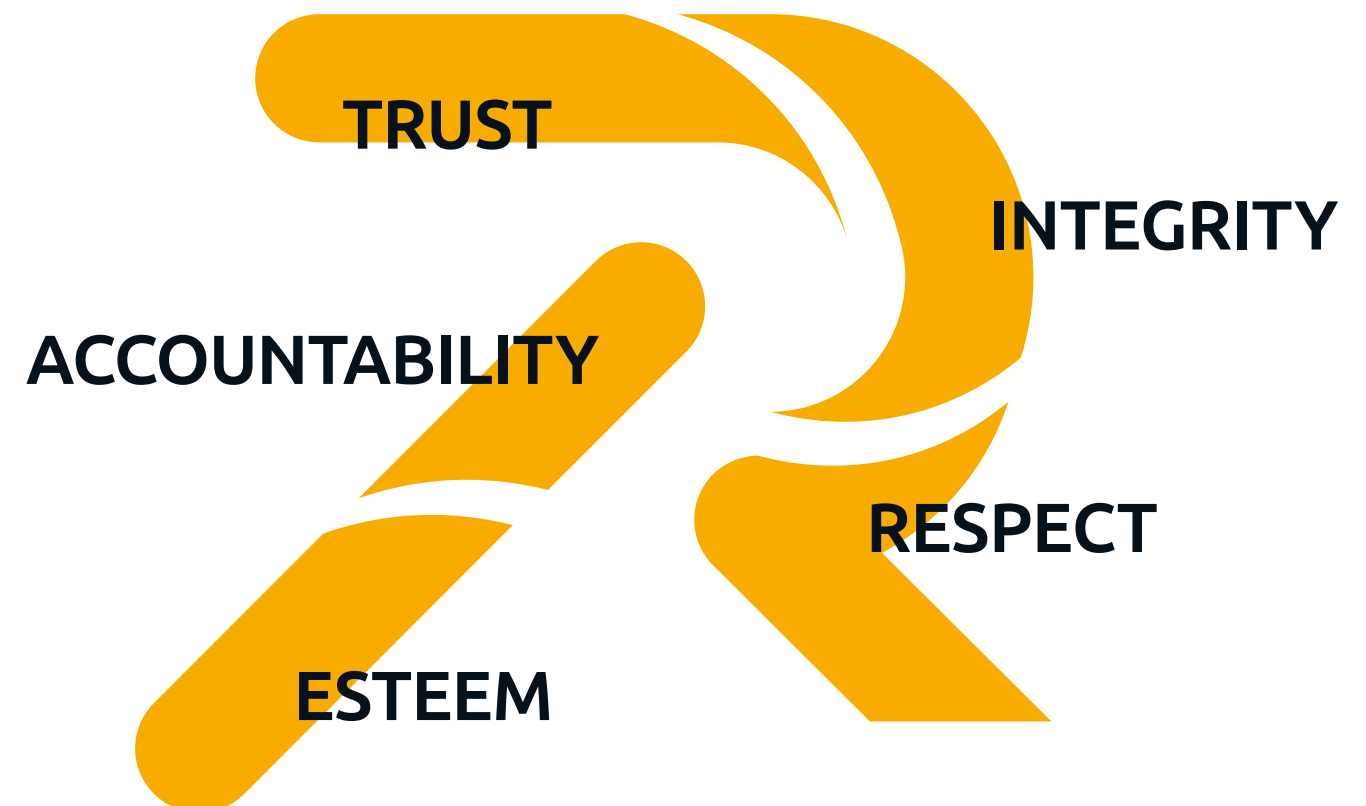
in accordance with VSME B11, C6 till C9 | in reference to ESRS G1

BUSINESS ETHICS

Upholding strong business ethics is fundamental to the way RELINE operates. It means consistently acting with trust, integrity, respect, esteem, and accountability—values that are firmly anchored in the corporate culture and guide our daily decisions and interactions. Responsible, principles-based corporate governance is therefore a key prerequisite for credibility and a strong reputation, both internally and externally. These shared values form the common foundation for how we work together across the Group and how we engage with our stakeholders.

By embedding ethical conduct into our governance framework, we reinforce confidence in our actions and support our long-term success. At the same time, we rely on strong partnerships to address the challenges of our time collaboratively. Acting based on Group-wide ethical standards, we take responsibility for contributing to a more sustainable future and for creating lasting value for society, the environment, and our business.

ILLUSTRATION: Our culture of values at RELINE



POLICIES AND GOVERNANCE

Based on a strong foundation of shared values, RELINE has established a comprehensive governance and compliance framework that provides clear guidance for responsible and ethical conduct across the Group. At its core are the Internal Code of Conduct as well as an External Code of Conduct, which serve as a compass for daily business activities and support employees in making informed and responsible decisions, particularly in challenging situations. These Codes, which are approved by the Compliance Board and Executive Management, reflect our corporate identity and are regularly reviewed to ensure their continued effectiveness and alignment with internationally recognised standards, including the protection of human rights. They apply consistently across all operations and to all employees as well as third parties acting on the company’s behalf, thereby ensuring a uniform understanding of ethical behavior throughout the value chain. New employees receive comprehensive onboarding on Internal Code of Conduct and commit to its principles, whilst annual compliance training reinforces awareness of legal and ethical responsibilities. The Codes cover key topics such as our general principles, social and environmental responsibility, conflicts of interest, compliance with competition and anti-trust law, information handling, the protection of employee rights and the prevention of bribery and corruption.

A value-driven corporate culture, shared by all employees, forms the basis for ethical conduct and compliant behavior across countries and cultural contexts. It provides the orientation needed to prevent compliance risks such as corruption, conflicts of interest, or anti-competitive practices and fosters an environment characterized by trust, integrity, respect, esteem, and accountability. To further strengthen this culture, a whistleblower process has been implemented that enables concerns to be reported securely and anonymously.

The company’s clear stance against corruption and unethical conduct underpins its reputation and guides business decisions, which are based exclusively on legitimate interests and in line with the integrity standards defined in the Codes. Together, these policies and governance structures create a consistent framework for responsible corporate management and sustainable value creation.

RESPONSIBILITIES, MEASURES AND KPIS

RELINE’s compliance management provides an overarching framework for all relevant compliance topics and is built on the three pillars of prevention, detection and response.

Prevention:
Preventive measures focus on comprehensive training and e-learning formats that simulate real-life situations and enable employees to identify risks and respond appropriately in critical circumstances. In this way, compliance is firmly embedded in everyday business processes and individual decision-making.

Detection:
Potential violations can be reported through clearly defined and accessible channels. In addition to personal points of contact — such as the local compliance representative or the direct supervisor — the whistleblowing system is available to both employees and external stakeholders. The system allows information to be submitted anonymously, thereby ensuring the highest level of protection for whistleblowers.

Response:
All reported cases are handled through a structured case management process that guarantees objective investigation, proper documentation and, where necessary, the implementation of appropriate corrective measures and sanctions.

Data Protection and IT Security
Customers, suppliers and employees entrust RELINE with sensitive information, including business secrets, intellectual property and personal data. Targeted technical and organizational measures ensure that this information is handled securely and in accordance with applicable data protection laws and recognised information security standards. Access to internal data is based on a strict authorization concept, and personal data are stored only for as long as necessary in line with defined deletion policies. Additionally, employees receive regular awareness training on IT security and data protection to reinforce a strong security culture across the organisation. Data protection-relevant incidents are systematically documented and assessed.

The growing importance of these topics is reflected in the appointment of a designated Data Protection Officer and the responsibility of our Head of Information Technology, who oversees the continuous development of information security as well as the prevention of cyber risks.

To monitor effectiveness and ensure continuous improvement, we track the following IT security KPIs:

TABLE : KPI Dashboard IT

Commitment Area	KPI	Unit	2023	2024	2025	Target 2026	Target Year	Responsibility
Cybersecurity	Number of confirmed security incidents	Number	–	–	1	Year-on-year reduction of ≥ 10 %	2026	Head of IT
	Number of confirmed high-severity security incidents*	Number	0	0	0	Zero high-severity incidents	2026	Head of IT
	Number of successfully conducted penetration tests	Number	0	0	1	100 % of business-critical systems tested	2026	Head of IT
	Share of operational sites with penetration test	%	–	–	100	Maintain share of 100 %	2026	Head of IT
	Successfully prevented attacks	Number	–	–	1	≥ 95 % of detected attacks automatically contained	2026	Head of IT
	Reported cybersecurity incidents	Number	0	0	0	100 % of incidents reported	2026	Head of IT
	Hackability score	Score	–	2.5	1	Score < 5	2026	Head of IT
	Share of operational sites with hackability score <5	%	–	–	100	Maintain share of 100 %	2026	Head of IT
	Number of IT trainings conducted per employee**	Number	–	–	4	≥ 2 IT-security trainings per employee	2026	Head of IT
	Percentage of employees** being trained in IT security topics	%	–	–	84	Maintain rate of >80 %	2026	Head of IT
	Average error rate in internal phishing simulations	%	–	–	15.04	Achieve rate < 10 %	2026	Head of IT

*A high-severity security incident is any event that poses a significant and immediate threat to the confidentiality, integrity, or availability of RelineEurope's information systems and data.
**Employee with a corporate E-Mail account

Prevention of Corruption and Bribery:

RELINE pursues a strict zero-tolerance approach to corruption and bribery. Regular training courses raise awareness of risk situations and provide clear guidance for appropriate conduct in particularly sensitive contexts, including business travel and the granting or acceptance of benefits.

Safeguarding of Fair Competition:

RELINE is committed to fair competition and to compliance with all applicable national and international antitrust regulations. Lawful and responsible behavior by all employees is essential to preventing risks related to anti-competitive practices and to safeguarding open and functioning markets as a foundation for innovation and sustainable growth.

Partnerships

Partnerships play a decisive role in addressing key sustainability challenges in the infrastructure sector, where systemic change cannot be achieved by individual companies alone.^{R15} Therefore, partnerships across the value chain and beyond — including suppliers, customers, research institutions, and industry stakeholders — are crucial to scaling impact, accelerating technological progress, and advancing sustainability standards within the trenchless rehabilitation sector.

RELINE leverages strategic collaborations to extend its impact beyond its own operations and to actively shape more sustainable industry practices. One major sustainability challenge lies in the lack of harmonised sustainability standards and consistent evaluation criteria within the industry.^{R17} In cooperation with industry associations, municipalities, and customers, RELINE actively promotes sustainability across the sector. This includes contributing to the development of industry-wide standards for Environmental Product Declarations (EPDs) and supporting the integration of sustainability criteria into public procurement procedures.

By fostering dialogue and collaboration among key stakeholders, these partnerships help create comparability, transparency, and a level playing field for sustainable solutions, providing more reliable decision-making foundations for contracting authorities and planning firms. At the same time, it underscores RELINE’s ambition to consistently link technical innovation with measurable ecological benefits. These collaborative approaches address critical challenges related to supply chain emissions and the scaling of sustainable practices. By engaging in partnerships across and beyond the value chain, RELINE contributes to accelerating the transition towards more sustainable, resilient, and future-oriented water infrastructure.

To monitor effectiveness and ensure continuous improvement, RELINE tracks the following business ethics KPIs:

TABLE : Business Ethics KPIs

Commitment Area	KPI	Unit	2023	2024	2025	Target 2026	Target Year	Responsibility
Business Ethics	Percentage of relevant employees' group* being trained in business ethics topics	%	100	96	99	Maintain the coverage of at least 95 %	2026	Compliance Board
	% of new employees introduced to Code of Conduct	%	100	100	100	Maintain coverage of 100 %	2026	Compliance Board
	Confirmed incidents related to discrimination, corruption or anti-competitive practices	Number	0	0	0	Maintain 0 breaches	2026	Compliance Board
Responsible Supply Chain	Key suppliers** assessed against environmental social risks	Supply Chain Risk Assessment Certificate	Yes	No	Yes	Social and environmental risk assessment of key suppliers	2026	Head of Purchasing
	Percentage of key suppliers who have signed RELINES Supplier Code of Conduct	%	83	85	85	Achieve coverage of ≥ 95 %	2026	Head of Purchasing
	Key suppliers evaluated according to their ESG/ sustainability roadmap	ESG Evaluation	No	Yes	No	Evaluate at least 80 % of key suppliers according ESG criteria	2026	Head of Purchasing
Partnerships	Active participation in task force to develop an industry standard for EPD	Industry standard for EPD	–	–	Active participation in industry standard development	Publish industry standard for EPD	2026	Senior Sustainability Officer
	Active participation in task force to develop an industry guide for integration of sustainability criteria into procurement processes	Industry guide	–	–	Active participation in the development of industry guide	Finalize an industry guide for integration of sustainability criteria into procurement processes	2026	Senior Sustainability Officer
	Strategic partnerships with key suppliers to reduce scope 3 emissions	Strategic partnership	–	–	–	Evaluate partnership potentials with key suppliers to achieve Scope 3 reductions	2027	Head of Purchasing
	Collaboration project with customers for a joined scope 3 reduction	Collaboration project	–	–	–	Foster collaboration with customers for joined market enablement to reduce scope 3 emissions	2027	Senior Sustainability Officer

* white collar employees
**Key suppliers: suppliers of BU Liners, that encompass 60 % of total purchasing volume. The focus lies on BU Liners, as this Business Unit contributes to 90 % of total revenues.



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Disclosures and External Assurance



Disclosures

Environment

Climate Data — GHG Emissions

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Scope 1 & 2 emissions					
Scope 1	tCO ₂ e	376	380	333	350
Scope 2	tCO ₂ e	6	7	8	15
Total Scope 1 & 2	tCO ₂ e	382	387	342	365
Emissions related to Scope 3					
Purchased goods and services	tCO ₂ e	29,850,23	29,447	28,630	28,609
Capital goods	tCO ₂ e	504	782	702	702
Upstream transportation	tCO ₂ e	816	1,033	1,062	1,062
Waste generated in operations	tCO ₂ e	294	22	4	4
Business travel	tCO ₂ e	264	206	149	157
Employee commuting	tCO ₂ e	144	162	158	158
Downstream transportation	tCO ₂ e	931	809	892	892
Processing of sold products	tCO ₂ e	1,552	1,534	1,363	1,363
Total Scope 3	tCO ₂ e	34,355	33,994	32,961	32,947
Total Emissions (Scope 1+2+3)	tCO ₂ e	34,737	34,381	33,302	33,312
Carbon intensity ratio of scope 1 & 2 emissions per revenues					
Scope 1	tCO ₂ e / M€	6.14	6.02	5.18	5.44
Scope 2	tCO ₂ e / M€	0.10	0.11	0.13	0.24
Scope 3	tCO ₂ e / M€	561.23	538.94	512.46	512.24
Total Scope 1 & 2	tCO ₂ e / M€	6.24	6.14	5.31	5.67
Total Scope 1 & 2 & 3	tCO ₂ e / M€	567.47	545.08	517.77	517.92
Carbon intensity ratio of scope 1 & 2 emissions per tons liner material used					
Scope 1	tCO ₂ e / t material	0.03	0.03	0.03	0.03
Scope 2	tCO ₂ e / t material	0.00	0.00	0.00	0.00
Scope 3	tCO ₂ e / t material	3.17	3.09	3.00	3.00
Total Scope 1 & 2	tCO ₂ e / t material	0.04	0.04	0.03	0.03
Total Scope 1 & 2 & 3	tCO ₂ e / t material	3.21	3.12	3.03	3.03

Energy Consumption

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Liquid Propane Gas (Flüssiggas)	MWh	246	370	386	386
Gas oil (Heizöl)	MWh	146	131	118	123
Wood pellets (Holzpellets)	MWh	572	719	638	638
Natural gas (Erdgas)	MWh	367	275	372	372
Car fuels (diesel/gasoline)	MWh	831	829	539	599
Fuels renewable	MWh	572	719	638	638
Fuels non-renewable	MWh	1,591	1,605	1,415	1,480
Total fossil fuel consumption	MWh	2,163	2,324	2,053	2,118
Electricity facility use	MWh	1,270	1,335	1,319	1,319
Electricity Vehicle Use	MWh	9	10	12	21
Electricity renewable	MWh	1,270	1,335	1,319	1,319
Electricity non-renewable	MWh	9	10	12	21
Purchased electricity total	MWh	1,279	1,345	1,331	1,341
Share of renewable electricity	%	99	99	99	98
Electricity intensity ratio (revenues)	kWh/M€	20.28	21.32	20.69	20.84
Electricity intensity ratio (liner material used)	kWh/kg	0.12	0.12	0.12	0.12
Total renewable energy consumption	MWh	1,842	2,054	1,957	1,957
Total non-renewable energy consumption	MWh	1,600	1,615	1,427	1,501
Total energy consumption	MWh	3,442	3,669	3,384	3,458
Share of renewable energy in total energy consumption	%	54	56	58	57
Energy intensity ratio (revenues)	kWh/M€	54.57	58.17	52.61	53.77
Energy intensity ratio (liner material used)	kWh/kg	0.31	0.33	0.31	0.31

Materials

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Resin UP	kg	3,941,000	4,310,370	4,379,282	4,379,282
Resin VE	kg	69,000	58,600	70,400	70,400
Glass Roving	kg	3,971,249	3,488,243	3,405,031	3,405,031
Non Woven Total	kg	317,746	329,169	381,334	381,334
Yarn	kg	41,607	47,460	47,371	47,371
PE/PA film and PE/PA/PE Total	kg	526,138	543,189	541,824	541,824
PVC film Elbtal schwarz	kg	159,744	194,306	205,624	205,624
PVC fabric film Heytex blau	kg	356,274	397,208	403,218	403,218
Wood NHK	kg	1,121,420	1,240,142	1,211,190	1,211,190
Longitudinal bands	kg	320,524	394,184	342,224	342,224
Total weight of liner material used	t	10,825	11,003	10,987	10,987

*disclosed material consumption refer to liner materails, as this is RELINE's main product, encompassing over 90 % of revenues.

Waste

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Non-hazardous waste					
Waste wood A1	tons	–	150.0	211	211
Aluminum	tons	–	1.0	0	0
Iron and steel	tons	–	11.2	11	11
Mixed municipal waste	tons	–	0.0	0	0
Mixed packaging	tons	–	581.8	440	440
Glass-reinforced plastic (GRP)	tons	–	15.3	8	8
Fiberglass waste	tons	–	121.0	139	139
Sludge containing solvents	tons	–	3.6	0	0
Paper and cardboard	tons	–	88.3	75	75
Mgo IBC residues	tons	–	0.6	0	0
Plastic packaging	tons	–	34.7	34	34
Plastic waste	tons	–	0.0	5	5
Mixed metals	tons	–	0.0	4	4
Total weight of non-hazardous waste	tons	–	1,007.6	927	927
Hazardous waste					
Solvents and solvent mixtures	tons	–	10.6	6	6
Reaction and distillation residues	tons	–	2.2	1	1
Electrical equipment containing hazardous components	tons	–	0.2	0	0
Paint and varnish waste	tons	–	0.0	0	0
Laboratory chemicals	tons	–	0.5	0	0
Solvents and solvent mixtures	tons	–	0.4	0	0
Aerosol cans	tons	–	0.1	0	0
Total weight of hazardous waste	tons	–	14.0	7	7
Waste total	tons	–	1,021.5	934	934
Waste recycled	tons		285	335	335
Share of waste recycled	%		28	36	36

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Waste recovery: waste diverted to recycle or reuse					
Waste wood A1	tons	–	150.0	211	211
Aluminum	tons	–	1.0	0	0
Iron and steel	tons	–	11.2	11	11
Mixed packaging	tons	–	581.8	440	440
Glass-reinforced plastic (GRP)	tons	–	15.3	8	8
Paper and cardboard	tons	–	88.3	75	75
Plastic packaging	tons	–	34.7	34	34
Plastic waste	tons	–	0.0	5	5
Mixed metals	tons	–	0.0	4	4
Total weight of waste recovered*	tons	–	882.4	788	788
Share of waste recovered	%	–	86	84	84
Waste intensity ratio revenue	tons of waste/M€	16.3	16.2	14.5	14.5
Waste intensity ratio liner material used	tons of waste/ t material	–	0.1	0.1	0.1

Water

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Amount of water consumed in production	m³	0	0	0	0
Total amount of water consumed	m³	1,765	2,467	1,743	2,051
Water intensity ratio revenue	m³ of water/M€	28.8	39.1	27.1	31.9
Water intensity ratio liner material used	m³ of water/t material	0.2	0.0	0.2	0.2

*Recoverd waste = Nonhazardous waste recycled + Nonhazardous waste subjected to energy recovery

Social

Workforce

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Total employees at year end (headcount)	Number	191	192	162	187
Number of employees with permanent contract	Number	182	184	157	182
Number employees with temporary contract	Number	9	8	5	5
Number of Full-Time Employees	Number	179	174	153	176
Number of self-employed workers	Number	0	0	0	0
Employees per category					
Blue collar	Number	107	116	89	89
White collar	Number	63	56	62	80
Management	Number	21	20	11	18
Country					
Germany	Number	188	189	159	184
France	Number	2	2	2	2
Czech	Number	1	1	1	1
Employee Turnover					
Voluntary turnover rate	%	10.5	11.6	14.2	12.8
Employees left	Number	35	37	42	43
Employees left voluntarily	Number	20	24	23	24
New hires	Number	43	40	34	36
Employees joined due to M&A activities	Number	0	0	0	0
Employees left due to M&A activities	Number	0	0	0	0

Diversity, equality, and inclusion

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Male	Number	154	150	130	141
Female	Number	37	42	32	46
Other	Number	0	0	0	0
Percentage of women workforce	%	19	22	19.8	25
Percentage of men workforce	%	81	78	80.2	75
Number of women with management responsibility employed in C-suite minus one positions, reporting directly to C-suite	Number	2	2	1	2
Number of men with management responsibility employed in C-suite minus one positions, reporting directly to C-suite	Number	15	15	10	14
Female-to-male ratio in C-suite minus one positions, reporting directly to C-suite	%	13	13	10	14
Percentage of women working in management (S-suite)	%	12	12	9	13
Pay gap between female and male employees	%	–	25	28	23
Employee engagement survey (eNPS)	Yes / No	No	Yes	No	No
eNPS	Score	–	+7.4	–	–

Working Conditions and Human Rights

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Employees who received an employment contract in accordance with local laws and regulations	%	100	100	100	100
Employees who are granted paid annual vacation	%	100	100	100	100
Employees covered by social benefits	%	100	100	100	100
Percentage of relevant employees’ group* being trained in business ethics topics	%	100	96	100	99
Percentage of new employees introduced to Code of Conduct	%	100	100	100	100
Reported incidents on discrimination	Number	0	0	0	0
Percentage of employees covered by collec- tive bargaining agreements	%	0	0	0	0
Wages					
Average gross hourly pay level of male employees	EUR/h	–	34.8	32.4	36
Average gross hourly pay level of female employees	EUR/h	–	26	23.3	27.7
Percentage of total employees receiving wages above the living wages niveau (including external employees)	%	100	100	100	100
Percentage of direct employees whose wages fall below living wages	%	0	0	0	0
Percentage of total employees whose wages fall below the agreed living wages (including external employees)	%	0	0	0	0

*Definition for relevant employees’ group: All salaried employees outside of production, as well as hourly employees with external interaction (customers or service providers), representing functions with elevated compliance risk.

Career Development & Training

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Total number of training hours	h	2408.5	2408.5	1626.3	1967.25
Average number of training hours per employee	Number	11.8	12.5	10.4	10.5

Employee health and safety

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Total number of hours worked in a year by all employees	h	244,362	269,238	234,075	270,561
Recordable work-related accidents	Number	–	10	7	7
Recordable work related injury rate (LTIF rate)	%	49	37	26	26
Rate of recordable work-related accidents in the reporting period	Rate	–	7.4	5.98	5.17
Maternity and paternity leave					
Total of female employees entitled to maternity leave	Number	37	–	32	46
Total of female employees that took maternity leave	Number	0	–	1	2
% of affiliates offering maternity leave	%	–	–	100	100
Total of male employees entitled to parental leave	Number	154	–	130	141
Total of male employees that took parental leave	Number	0	–	7	7
% of affiliates offering paternity leave	%	–	–	100	100
Total of female employees that took parental leave	Number	2	–	0	1
% of affiliates offering paternity leave	%	–	–	100	100

Governance

Business Ethics

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Existence of Code of Conduct	Yes / No	Yes	Yes	Yes	Yes
Existence of complaints handling mechanism for own workforce	Yes / No	Yes	Yes	Yes	Yes
Percentage of new employees introduced to Code of Conduct	%	100	100	100	100
Percentage of relevant employees' group* being trained in Code of Conduct (Indepth Training)	%	100	96	100	99
Percentage of relevant employees' group* being trained in business ethics topics	%	100	96	100	99
Percentage of relevant employees' group* being trained in anti-corruption policy	%	100	96	100	99
Corruption incidents	Number	0	0	0	0
Convictions for corruption and bribery	Number	0	0	0	0
Fines for corruption and bribery	Number	0	0	0	0
Reported complaints of own workforce	Number	2	2	2	2
Confirmed incidents in own workforce re- lated to Code of Conduct	Number	0	0	0	0
Confirmed incidents in its own workforce related to child labour	Number	0	0	0	0
Confirmed incidents in own workforce re- lated to forced labour	Number	0	0	0	0
Confirmed incidents in own workforce re- lated to human trafficking	Number	0	0	0	0
Confirmed incidents in own workforce re- lated to discrimination	Number	0	0	0	0
Awareness of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users	Yes / No	No	No	No	No

*Definition for relevant employees' group: All salaried employees outside of production, as well as hourly employees with external interaction (customers or service providers), representing functions with elevated compliance risk.

IT security

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Number of confirmed information security incidents	Number	–	–	1	1
Number of confirmed high-severity* information security incidents	Number	0	0	0	0
Identified phishing e-mails	Number	–	–	10158	10158
Number of successfully conducted penetration tests	Number	0	0	1	1
Share of operational sites with a at least one penetration test during the year in %	%	–	–	100	100
Successfully prevented attacks	Number	–	–	1	1
Reported cybersecurity incidents	Number	0	0	0	0
Overall system vulnerability indicators (hackability score)	Score	–	2.5	1	1
Share of operational sites with a hackability score <5	%	–	–	100	100
Number of IT trainings conducted per white collar employee (employee with a corporate e-mail account)	Number	–	–	4	4
Conducted Training hours (total oder per white collar employee)	h	–	–	172	242
Number of white collar employees being trained in IT security topics	Number	–	–	58	82
Percentage of white collar employees being trained in IT security topics	%	–	–	80	84
Average error rate in internal phishing simulations	%	–	–	15	15.04

*Definition of high-severity security incidents: A high-severity security incident is any event that poses a significant and immediate threat to the confidentiality, integrity, or availability of RelineEurope's information systems and data.

**Employee with a corporate E-Mail account

Sustainable Procurement

KPI	Unit	2023	2024	2025 RelineEurope	2025 RELINE
Key suppliers signing/aligned with RELINE's Supplier Code of Conduct	%	83	85	85	85
Key suppliers evaluated according to their ESG/sustainability roadmap	ESG Evaluation	No	Yes	No	No
Key suppliers assessed against environmental and social risks	Supply Chain Risk Assessment Cetificate	Yes	No	Yes	Yes
Number of identified social or environmental risks of our key suppliers	Number	2	–	0	0

Indexes

VSME Disclosure Index

VSME Disclosure	Disclosure name	Page in report	Comment
VSME Basic Module Disclosures			
B1	Basis for preparation	6–7	
B2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	14–21	
B3	Energy and greenhouse gas emissions	50–54, 85–86	
B4	Pollution of air, water, and soil	–	None of the materials used belongs to the group of substances of very high concern as listed by Echa. Therefore the undertaking is not yet tracking any data on that topic.
B5	Biodiversity	–	No impacts on biodiversity, ecosystems, and land-use as non of the production sites are located near or adjacent to protected areas or biodiversity-sensitive zones.
B6	Water	59, 89	
B7	Resource use, circular economy, and waste management	60–64, 87–89	
B8	Workforce — General characteristics	90–91	
B9	Workforce — Health and safety	71, 93	
B10	Workforce — Remuneration, collective bargaining, and training	92	
B11	Convictions and fines for corruption and bribery	94	
VSME Comprehensive Module Disclosures			
C1	Strategy: Business Model and Sustainability-Related Initiatives	14-21, 22-27, 31-35	
C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	14-21	
C3	GHG reduction targets and climate transition	54-57	
C4	Climate risks	39-47	
C5	Additional (general) workforce characteristics	68-70	
C6	Additional own workforce information - Human rights policies and processes	67	
C7	Severe negative human rights incidents	94	
C8	Revenues from certain sectors and exclusion from EU reference benchmarks	–	The company confirms that it does not generate revenues from activities related to fossil fuel extraction, coal, oil, or gas production, nor from the manufacture or sale of controversial weapons, tobacco products, or other sectors excluded under EU reference benchmark regulations. Accordingly, the company is not exposed to revenues from sectors restricted under the EU Climate Transition Benchmark (CTB) and Paris-aligned Benchmark (PAB) criteria.
C9	Gender diversity ratio in the governance body	91	

ESRS Disclosure Index

	ESRS Reference		Disclosure Requirement	Page in report
General Disclosures	ESRS 2 — General Disclosures			
	ESRS 2 BP-1	General basis for preparation		6–7
	ESRS 2 GOV-1	Governance structure		36
	ESRS 2 GOV-2	Information provided to administrative, management and supervisory bodies		37–38
	ESRS 2 SBM-1	Strategy, business model and value chain		14–21, 31–35
	ESRS 2 SBM-2	Interests and views of stakeholders		37–38
	ESRS 2 SBM-3	Material impacts, risks and opportunities		39–47
	ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities		39
	ESRS 2 IRO-2	Disclosure requirements in ESRS covered by the sustainability statement		85–95
	ESRS 2 MDR-P	Policies adopted to manage material sustainability matters		14–21
	ESRS 2 MDR-A	Actions and resources in relation to sustainability matters		22–27
	ESRS 2 MDR-T	Targets related to sustainability matters		22–27
Environmental Disclosures	E1 — Climate change			
	E1-1	Transition plan for climate change mitigation		55–57
	E1-2	Policies related to climate change mitigation and adaptation		49–57
	E1-3	Actions and resources in relation to climate change policies		49–57
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	E1-5	Energy consumption and mix		86
	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions		54
	E3 — Water and Marine Resources			
	E3-2	Actions and resources		59
	E3-3	Targets		22–23
	E5 — Resource Use and Circular Economy			
	E5-1 till E5-3	Policies, Actions, Targets		60–64
	E5-4 till E5-5	Resource inflows and outflows		87

	ESRS Reference		Disclosure Requirement	Page in report
Social Disclosures	S1 — Own Workforce			
	S1-1 till S1-4	Policies, Actions		67
	S1-5	Targets		24–25
	S1-6	Workforce characteristics		90
	S1-7	Non-employees in workforce		90
	S1-8	Collective bargaining coverage		92
	S1-9	Diversity metrics		91
	S1-10	Wages		68, 92
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	S2 — Workers in the Value Chain			
	S2-1 till S2-5	Workers in the Value Chain		72
Governance Disclosures	S3 — Affected Communities			
	S3-1 till S3-5	Affected Communities		73
	G1 — Business Conduct			
	G1-1	Business conduct policies		77–81
	G1-2	Supplier relationships		77–81
	G1-3	Corruption and bribery		77–81
	G1-4	Confirmed incidents		77–81
	G1-5	Political influence and lobbying		77–81

Auditor's Limited Assurance Statement

Independent German public auditor's report on a limited assurance engagement on the VSME report

To Pipe Holding GmbH, Rohrbach

ASSURANCE CONCLUSION

We have conducted a limited assurance engagement on the disclosures in the accompanying "Sustainability Report" (VSME-Report) of Pipe Holding GmbH, Rohrbach, (hereinafter "the Company"), for the period from 1 January to 31 December 2025 (hereinafter the "Report").

Any prior-year information contained in the Report was not subject to our assurance engagement.

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the disclosures in the accompanying Company's Report for the period from 1 January to 31 December 2025 are not prepared, in all material respects, in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs of the European Financial Reporting Advisory Group (hereinafter the "VSME Standard").

BASIS FOR THE ASSURANCE CONCLUSION

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in section "German Public Auditor's Responsibilities for the Assurance Engagement on the Disclosures in the Report".

We are independent of the Company in accordance with the requirements of German professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has complied with the quality management system requirements of the IDW Standard on Quality Management: Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)) issued by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW). We believe that the assurance evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion.

RESPONSIBILITIES OF THE EXECUTIVE DIRECTORS
FOR THE DISCLOSURES IN THE REPORT

The executive directors of the Company are responsible for the preparation of the Report in accordance with the VSME Standard. They are also responsible for the design, implementation and maintenance of such internal controls as they have considered necessary to enable the preparation of a Report in accordance with the VSME Standard that is free from material misstatement, whether due to fraud (i.e., manipulation of the Report) or error.

This responsibility of the executive directors includes selecting and applying appropriate reporting policies for preparing the Report as well as making assumptions and estimates and determining forward-looking information on individual sustainability related disclosures.

INHERENT LIMITATIONS IN THE PREPARATION OF
THE REPORT

The VSME standard contains wording and terms that are still subject to considerable interpretation uncertainties and for which no authoritative, comprehensive interpretations have yet been published. As such wording and terms may be interpreted differently by regulators or courts, the legal conformity of measurements or evaluations of sustainability matters based on these interpretations is uncertain.

These inherent limitations also affect the assurance engagement on the Report.

GERMAN PUBLIC AUDITOR’S RESPONSIBILITY
FOR THE ASSURANCE ENGAGEMENT ON THE
DISCLOSURES IN THE REPORT

Our objective is to express a limited assurance conclusion based on the assurance engagement we have conducted on whether any matters have come to our attention that cause us to believe that the disclosures in the Company’s Report for the period from 1 January to 31 December 2025 have not been prepared, in all material respects, in accordance with the VSME Standard, and to issue an assurance report that includes our assurance conclusion on the disclosures in the Report.

As part of a limited assurance engagement pursuant to ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism.

- We also:
- obtain an understanding of the process to prepare the Report.
 - identify disclosures where a material misstatement due to fraud or error is likely to arise, whether due to fraud or error, design and perform assurance procedures to address these disclosures and obtain limited assurance to support the assurance conclusion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misleading representations, or the override of internal controls. In addition, the risk of not detecting a material misstatement within value chain information from sources not under the control of the company (value chain information) is generally higher than the risk of not detecting a material misstatement of value chain information from sources under the control of the company, as both the executive directors of the Company and we, as assurance practitioners, are ordinarily subject to limitations on direct access to the sources of value chain information.
 - evaluate the forward-looking information, including the appropriateness of the underlying assumptions.

There is a significant unavoidable risk that future events will differ materially from the forward-looking information.

Heidelberg, 18 May 2026

SUMMARY OF THE ACTIVITIES PERFORMED BY THE
ASSURANCE PRACTITIONER

A limited assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing and extent of the procedures selected are subject to our professional judgement.

In conducting our limited assurance engagement, we have, amongst other things:

- inquired of the executive directors and relevant employees involved in the preparation of the Report about the preparation process, and about the internal controls relating to this process.
- evaluated the reporting policies used by the executive directors to prepare the Report.
- evaluated the reasonableness of the estimates and the related disclosures provided by the executive directors.
- performed analytical procedures and made inquiries in relation to selected information in the Report.
- considered the presentation of the information in the Report.

RESTRICTION OF USE

We draw attention to the fact that the assurance engagement was conducted for the Company’s purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is solely towards the Company. We do not accept any responsibility, duty of care or liability towards third parties.



Dieter Wilhelm
Wirtschaftsprüfer

P K F Riedel Appel Hornig GmbH
Wirtschaftsprüfungsgesellschaft
Steuerberatungsgesellschaft



Franz-Josef Appel
Wirtschaftsprüfer

List of abbreviations

Abbreviation	Description
ASTM/F1216	American Society for Testing and Materials Standard F1216
BGT	German Association for Trenchless Technology
CCF	Corporate Carbon Footprint
CO ₂ -e	Carbon Dioxide Equivalent
CSRD	Corporate Sustainability Reporting Directive
CSTB	Centre Scientifique et Technique du Bâtiment (France)
DMA	Double Materiality Analysis
DIBt	German Institute for Construction Technology
DN	Nominal Diameter
EFRAG	European Financial Reporting Advisory Group
eNPS	Employee Net Promoter Score
EPD	Environmental Product Declaration
ESG	Environmental, Social and Governance
ESRS	European Sustainability Reporting Standards
EV	Electric Vehicle
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
GRP	Glass Reinforced Plastic

Abbreviation	Description
ILO	International Labour Organization
IRO	Impacts, Risks and Opportunities
ISO	International Organization for Standardization
KPI	Key Performance Indicator
LCA	Life Cycle Assessment
LLC	Limited Liability Company
LTIF	Lost Time Injury Frequency
OECD	Organisation for Economic Co-operation and Development
PCF	Product Carbon Footprint
RSV	German Association for Trenchless Rehabilitation
SBTi	Science Based Targets initiative
SBM	Strategy and Business Model
SDG	Sustainable Development Goal
UNGP	United Nations Guiding Principles on Business and Human Rights
UMSICHT	Fraunhofer Institute for Environmental, Safety and Energy Technology UMSICHT
UV	Ultraviolet
VSME	Voluntary Sustainability Reporting Standard for SMEs
WRc	Water Research Centre (United Kingdom)

List of references

R1

1. Klimawandel verstärkt Überschwemmungen, Dürren, Waldbrände: [IPCC AR6](#); [Umweltbundesamt](#) (Dürre); [OECD](#) (Waldbrände, Dürre)
2. Klimawandel führt zu großem Bevölkerungsdruck/ Vertreibung: [UNHCR](#); [UN-Berichte zu Vertreibung](#)
3. Bedeutende wirtschaftliche Schäden durch extreme Wetterereignisse: [Climate Risk Index](#), [WMO-Statistik](#)

R2

1. [WHO / UNICEF Joint Monitoring Programme \(JMP\) — Progress on household drinking water, sanitation and hygiene 2000–2024](#)
2. [UN-Statistik — SDG-Indikatoren zu Wasser \(Sustainable Development Goal 6\)](#)

R3

1. Ecological comparison of wastewater pipe rehabilitation with glass fiber liners compared to replacement with new concrete pipes in Germany (2026) [\[CrossRef\]](#)
2. Comparison of Trenchless and Excavation Technologies in the Restoration of a Sewage Network and Their Carbon Footprints (2024) [\[CrossRef\]](#)
3. Comparative Assessment of Environmental Impacts from Open-Cut Pipeline Replacement and Trenchless Cured-in-Place Pipe Renewal Method for Sanitary Sewer9s Infrastructures (2020) [\[CrossRef\]](#)

R4

1. [Impact of Leaky Sewers on Groundwater Contamination](#): exfiltrierende Stoffe aus Abwasser verursachen mikrobiologische Kontamination in flach liegendem Grundwasser
2. [Harmonized assessment of nutrient pollution including sewer exfiltration](#) — zeigt quantifizierte Emissionen von Nährstoffen (Nitrat/Phosphat) aus exfiltrierenden Kanälen und deren Beitrag zur Umweltbelastung.

R5

1. [World Bank Document](#)

R6

1. [Water loss management in Europe: perceptions, drivers, responses/strategies, and results | Water Practice & Technology | IWA Publishing](#)
2. [Assessing the environmental impact of wastewater leakage: A case study on grey water and carbon footprints in wastewater collection networks](#)

R7

1. [Water Environment Research Foundation \(WERF\) Report](#) — “Demonstration and Evaluation of Innovative Wastewater Main Rehabilitation Technologies” beschreibt UV-CIPP als innovative Technologie, die in der Praxis zur Sanierung und damit zur Verbesserung der Netzstabilität und Sicherheit beiträgt.

R8

1. [Trenchless-Works / Fraunhofer UMSICHT Life-Cycle-Assessment \(LCA\)](#) zeigt, dass UV-curable GRP-liners deutlich geringere Umweltauswirkungen haben als herkömmliche Verfahren. Die Autoren betonen, dass UV-liner die Umwelt schützt und negative Einflüsse (z. B. durch Leckagen und Störfälle) reduziert werden, da die erneuerte Rohrstruktur wasser- und schadensdicht ist.
2. [DWA-M143-1 Guideline overview](#) hebt hervor, dass CIPP/UV-liner Sanierungen dazu beitragen, Infiltration und Exfiltration zu verhindern und so Umweltschäden (Boden- oder Grundwasserbelastung) zu reduzieren

R9

1. [University of Texas at Arlington — MDPI Study](#) zeigt, dass trenchless Verfahren im Vergleich zu Open-Cut-Technologien signifikant geringere CO₂-Emissionen, weniger Energieverbrauch und geringere ökologische Einflüsse aufweisen — was auch kürzere Bauzeiten und weniger Verkehrsstörungen impliziert.
2. [Underground Construction article](#) über moderne UV-curing Systeme beschreibt explizit, dass diese Methode den Projektzeitraum verkürzt, den Energieverbrauch senkt und keine Dampf- oder zusätzliche Abwasseremissionen verursacht — was die Bauumweltbelastung reduziert.
3. [PTS Trenchless Pipeline Rehabilitation Review](#) hebt hervor, dass trenchless Methoden deutlich weniger Verkehrsbehinderungen, Lärm und Staub verursachen und schneller abgeschlossen werden als Open-Cut-Methoden.

R10

1. [Advanced Trenchless Solutions](#) und verwandte Fachliteratur weisen darauf hin, dass trenchless Sanierungen die Lebensdauer von Rohrleitungen um bis zu 50 Jahre oder mehr verlängern können, da wiederhergestellte Rohre länger funktionstüchtig bleiben.
2. [Trenchless-Works Digital Magazines](#) berichten über etablierte CIPP/UV-liner Projekte, die langfristig dicht und strukturell belastbar bleiben, wodurch die Nutzungsdauer bestehender Infrastrukturen deutlich erhöht wird.

R11

1. [IPCC Sixth Assessment Report \(AR6 Synthesis Report\)](#) — umfassende wissenschaftliche Bewertung zum Klimawandel, die auch zeigt, wie Infrastruktur- und Bausektor wesentliche Emissionstreiber sind und welche Transformationsmaßnahmen nötig sind.

2. [Global Status Report for Buildings and Construction 2024](#) — zeigt Trends, Herausforderungen und Status des Bau- und Infrastruktursektors hinsichtlich Nachhaltigkeit und CO₂-Reduktion.
3. [Infrastructure for Climate Action \(UNOPS Report\)](#) — behandelt die Bedeutung der Infrastruktur für Klimaaktionen und hohe Treibhausgasanteile durch Bau- und Infrastrukturprozesse.

R12

1. [Probabilistic Multi-Criteria Decision-Making for Circularity Performance of Modern Construction Products](#) — eine wissenschaftliche Arbeit zu Materialwahl, Nachhaltigkeitskriterien und zirkulärer Bewertung im Bauwesen.
2. [IPCC Special Report on Climate Change and Land](#) (und AR6) — diskutiert Material- und Landnutzungsaspekte im Kontext nachhaltiger Entwicklung und Umweltwirkungen (verbunden mit Bau/Materialfragen).

R15

1. [IPCC AR6 and Synthesis Report](#) — betonen Bedeutung systemischer Lösungen und multi-stakeholder Kooperation für Klimaziele und nachhaltige Infrastruktur.

R16

1. [Fraunhofer LCA der UV-Liner und anderer Rohrmaterialien](#)

R17

1. [Global Status Report for Buildings and Construction](#) — erläutert, dass mangelnde gemeinsame Nachhaltigkeitsmetriken Vergleichbarkeit erschwert.

R18

1. [RSV -Merkblätter-Download](#)

R19

1. [Inequality of earnings and housing costs — developments between and within regions | Journal for Labour Market Research | Springer Nature Link](#)
2. [Das Potential von Living Wages als Antwort auf heterogene Lebenshaltungskosten](#)

R20

1. [Global Living Wage Coalition](#)
2. [Forum Fairer Handel-Living Incomes und Living Wages im Fairen Handel](#)

OUR PURPOSE

A large, light blue, abstract shape resembling a stylized 'C' or a brushstroke, positioned on the left side of the page, partially overlapping the main text.

Innovative Solutions for Sustainable Water Networks