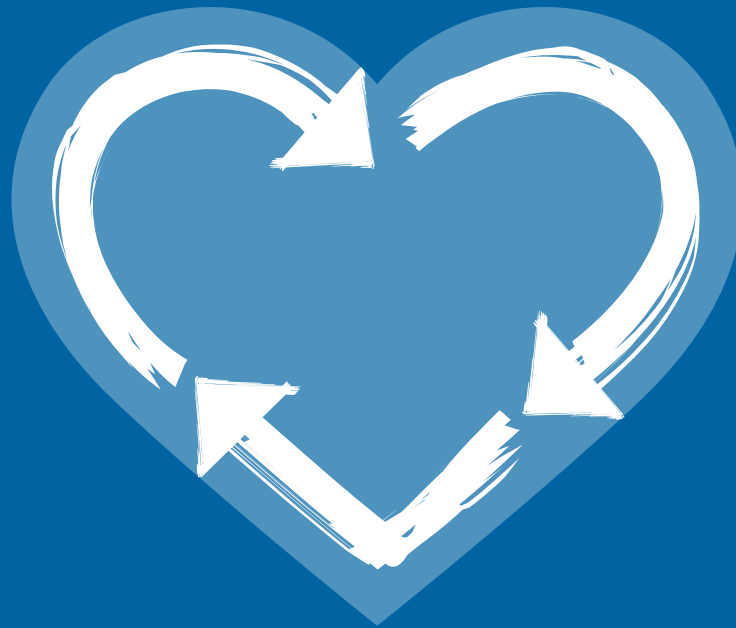


# SUSTAINABILITY

SHORT REPORT 2022



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## TOI TOI & DIXI GROUP: Facts & Figures



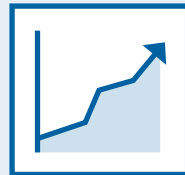
4,019 employees worldwide



11,359,738 service runs per year



77,479,154 vehicle kilometers per year



510 million euros annual turnover



27 countries where TOI TOI & DIXI GROUP has a presence

## Dear readers, business partners and employees,

TOI TOI & DIXI is a familiar name to almost everyone today, and many know us from having used our products and services at events, on work sites, in parks, or at lakeside swimming venues. Our commitment is to keep providing these facilities with an ever-diminishing resource footprint and constantly improving hygiene outcomes. We service locations of all kinds, providing temporary and non-permanent hygiene and sanitation solutions and concepts that equal the facilities found in buildings in terms of convenience, and increasingly also of quality. At the same time, we are continuously striving to be more environmentally friendly.

Our business model is based on offering products and services on a rental basis. Consequently, our capital investment decisions have a long-term focus, and the long service life of our products delivers real benefits to our customers, to the environment, and

to us. Quality, conserving resources, and environmentally friendly processes across the entire service chain are therefore integral parts of our recipe for success.

Today's push for increased sustainability is driven by longstanding environmental priorities such as the need to reduce water consumption and waste and use cleaning agents responsibly. Increasing importance is being given to reducing CO<sub>2</sub> emissions, both in the home and in business and industry. Like many other suppliers, we are critically examining all emission-relevant processes across our entire business model and implementing measures to reduce our CO<sub>2</sub> footprint. In the medium to long term, this includes switching our entire vehicle fleet over to alternative powertrain technologies, such as electrification. To achieve this, our vehicle technology experts are working closely with leading manufacturers of commercial vehicles in

order to make rapid progress towards intelligent solutions for this core challenge.

Our products and services contribute directly to meeting many of the sustainable development goals declared by the United Nations in its Agenda 2030. These include first and foremost the goals of "good health and wellbeing" and "clean water and sanitation" (SDGs 3 and 6). Our ability to make a significant contribution to human health through hygiene and sanitation services has been demonstrated very clearly during the COVID-19 pandemic.

Our continuous improvement in this area is based on intensive R&D investment and maintaining our own in-house production capabilities. This enables us to maintain our position both as a world market leader in mobile sanitation solutions and as a driver of innovation in sustainable products and services. Our ➤

> development of an antibacterial portable toilet is a prime example of this. Another of our innovations relates to the use of recycled maritime waste, such as old fishing nets, in the production of portable toilets.

And last but not least, the success of our business model is very much due to our many employees. We are an agile company committed to being available to our customers 24/7, and that cannot be achieved without a highly motivated workforce. This can-do attitude defines our corporate culture and is reflected in the successful achievement of our sustainability goals. We are committed to being an open and sympathetic employer who is dynamic and always offering development opportunities for our employees. Fair and generous remuneration therefore go hand in hand with training and professional development programs, along with continuous improvements in working methods, equipment, and safety.

This report aims to provide the first comprehensive overview of the organization, successes and challenges of our sustainability management system. We hope its contents clearly communicate just how excited we are about pursuing this task, and we look forward to your feedback and to opportunities for active dialogue and exchange with you.

Yours faithfully,  
Max Teichner



Dr. Holger Wirtz, Frank Feuerstacke, Torsten Jagdt, Max Teichner (left to right)

### Management team

**Max Teichner**

Chief Executive Officer

**Frank Feuerstacke**

Chief Operating Officer

**Torsten Jagdt**

Chief Financial Officer

**Dr. Holger Wirtz**

Chief Technology Officer

## TOI TOI & DIXI GROUP at a glance

TOI TOI & DIXI GROUP is the world market leader for rental mobile sanitary units. The group generated turnover of more than 500 million euros in 2021, with a total of 4,019 employees at year end. We are a successful global group represented by 47 operating companies in 27 countries in Europe, the USA, and Asia. Our corporate headquarters are located in Germany (Ratingen), as are most of the production facilities for our products and vehicles (Gerstungen).

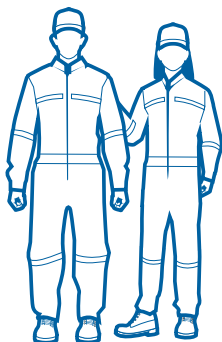
Germany was also the first market for our group's services. Our success story began there 50 years ago and is reflected in multiple "brand of the century" awards. The amalgamation of the two sanitary service providers DIXI® and TOI TOI® in 1997 was a key milestone on our path to becoming the international market leader – a position we have held ever since, thanks to continued growth and our outstanding range of services.

### Our core business

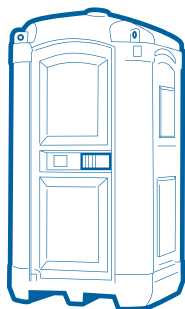
TOI TOI & DIXI GROUP develops portable infrastructure and service solutions for efficient and hygienic environments and spaces. Our service portfolio covers requirements planning, delivery, collection, cleaning, and disposal. The construction and events industries are our core business segments. We also provide services to the agricultural sector, municipalities and local authorities, and military and aid organizations.

### Key figures for the group for the 2021 year

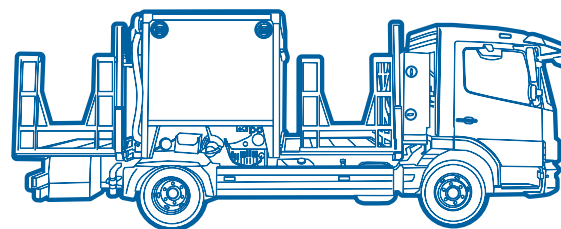
1,941 service drivers



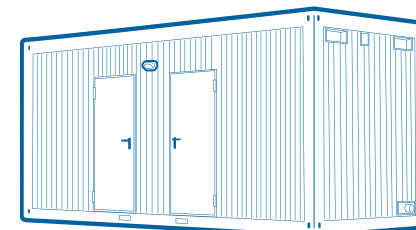
314,717 portable toilets  
and sanitary units



2,046 service vehicles



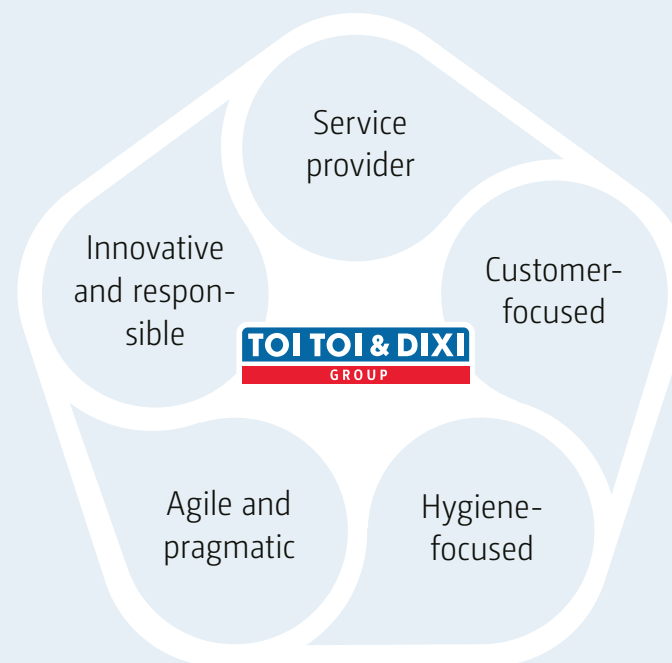
35,064 containers



## What drives us

We are committed to being wherever we are needed, and what drives us is hygiene. Whether for temporary or long-term use in public spaces, at workplaces or events, our solutions are tailored to each specific situation and meet the highest standards of hygiene at all times. Our overall approach and everything we do are defined by our five guiding principles.

Never complacent about the widely acknowledged quality of our products and services and our excellent stakeholder relationships, we are constantly working on further optimizations in the interests of our customers, our partners, our employees, and sustainability.



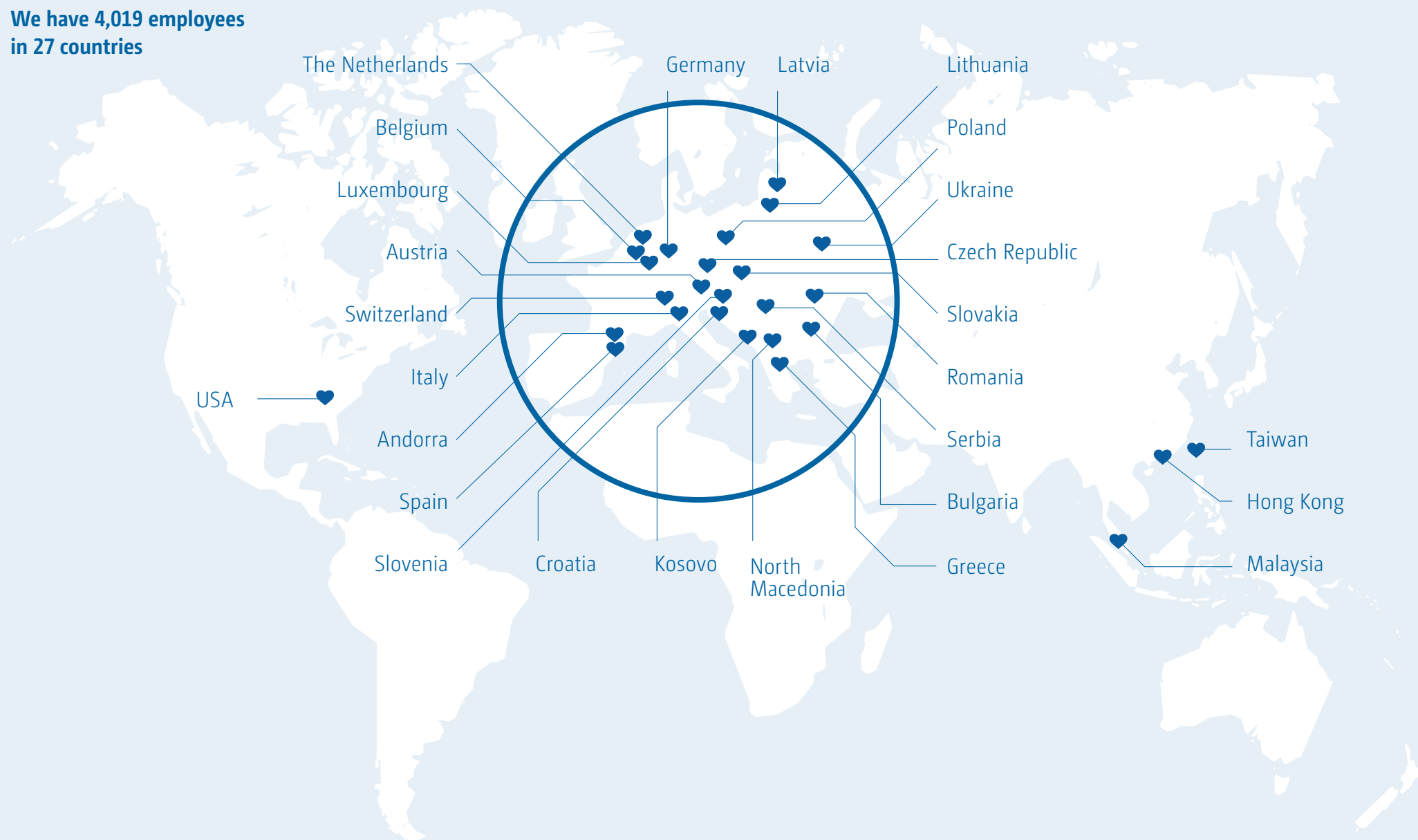
## Our guiding principles

Our guiding principles are more than mere aspirations; they reflect the way we work with each other and for our customers. They provide clarity for our employees and focus us on the needs of our various key stakeholders.

By living and breathing these principles we have built up a key strength – our ability to respond swiftly to individual customer requirements and

provide tailored solutions. What's more, we are always striving to develop even better solutions for our customers and key stakeholders. That is why our research and development activities are constantly generating new ideas for a more environmentally friendly future. And in everything we do, we are committed to shouldering our responsibilities to our customers, our employees, and our environment.

**We have 4,019 employees  
in 27 countries**



## About this report

TOI TOI & DIXI GROUP has been engaged in the development of sustainable solutions for several decades, and is constantly optimizing the various processes along its value chain to make them more sustainable. Now the time has come to report on these activities because we want our position as the world market leader to be confirmed and further highlighted by our achievements in the sustainability arena.

True to the maxim of “do good and talk about it,” this short report is a sign of things to come, offering our stakeholders for the very first time an overview and progress report on our specific sustainability initiatives and the challenges we face in various action areas.

The quantitative and qualitative indicators in this short report mainly refer to the 2021 financial year. This report also includes some significant information from the current calendar year up until the copy close date in September 2022.

As well as defining the reporting period, we have also defined the report’s scope of consolidation. We chose this approach partly to ensure a representative presentation of sustainability achievements across the whole of the group, but also to allow for certain practicalities. Capturing definitive and reliable sustainability data along our entire global value chain is a challenging process, which we are developing for our internal and external reporting in stages and with

considerable rigor. We have therefore decided to begin by reporting from our highest turnover European national operating companies, namely our companies for Germany, the Czech Republic, Poland, Spain, and Switzerland\*.

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\* Approximately 65% of the group’s total turnover was generated in Germany, the Czech Republic, Spain and Switzerland in 2021.



## How we manage sustainability

At TOI TOI & DIXI, creating value has traditionally meant continuously optimizing our processes, products and services in terms of economic, social and environmental sustainability. In the 2022 year we made the decision to gather these various ongoing sustainability activities together and to set up a corporate center function charged with their systematic management in close consultation with the various operating units.

With the assistance of external consultants, we created the required structures for a cross-border and cross-departmental sustainability management system. This incorporates existing systems that have proven to be effective, including our supplier, waste disposal, quality, compliance, data protection, and information security management systems (ISMS).

In addition, during 2022 we also considered a range of options for a software-supported system for managing sustainability data. We expect to make a decision on an appropriate solution for this purpose in the near future so that the implementation process can get under way during the current year, or at the latest in the first quarter of 2023.

The sustainability goals we set ourselves at the strategic level will be achieved by having clearly defined spheres of responsibility. These include the creation of a sustainability function at our corporate center, establishing the cross-departmental sustainability committee, and defining clear reporting lines from the group's national operating companies.

To boost the profile of our sustainability management activities, we have developed the WE CARE logo, which symbolizes our commitment as a sustainable business.



*“Over the next few years, we will roll our operational sustainability management system out across our entire core business.”*

**Max Teichner,**  
CEO of TOI TOI & DIXI GROUP GmbH

## Our stakeholders

At TOI TOI & DIXI GROUP, sustainability does not end at the factory gate. We may have created a sustainability management system internally, but our sustainability goals can only be achieved in partnership with all relevant stakeholders.

In 2022 we therefore set up a systematic stakeholder management process as an integral part of our sustainability management system. We started by identifying and prioritizing the relevant stakeholder groups of TOI TOI & DIXI from the perspective of the various parts of our organization.



In 2022, to provide a basis for systematic communication with external stakeholders on sustainability topics, we designed and conducted a survey with the assistance of an independent consulting firm. We wanted to find out what our stakeholders thought about various sustainability topics.

The results of this survey further encouraged us to meet the challenges faced in the identified action areas and to continue engaging with our stakeholders on specific topics on an ongoing basis.

## Materiality analysis

Performing a materiality analysis was a key step towards being even more focused and effective in our use of resources as we set about harnessing the potential for greater sustainability across our entire business model and value chain. The analysis was especially important given that we had been pursuing various sustainability activities for several years, and the various parts of our organization had developed their own perspectives and assessments regarding specific topics and action areas.

The systematic materiality analysis therefore looked in detail at the topics raised by the individual business units and at potential measures and resources for further optimizing sustainability performance. These topics were then duly included in the survey of external stakeholders. These internal and external assessments regarding material sustainability topics ultimately resulted in the definition of material strategic and operational action areas.

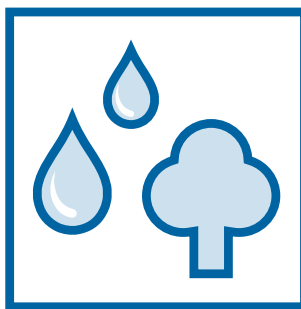
# Our action areas for greater sustainability

On the basis of the sustainability topics identified in the materiality analysis process, we defined a number of action areas, which we assigned to strategic pillars.



## Products & Services

“Products & Services” focuses on our core business and the specific sustainability challenges arising from it.



## Environment

The “Environment” pillar covers material topics from environmental management in the traditional sense, across the entire span of the group’s operational business.



## Employees

The “Employees” pillar covers sustainability topics from the staff training and professional development point of view.



# Products & Services

The “Products & Services” pillar is focused on three action areas in which we manage and monitor sustainability challenges and goals in our operative core business.

## Hygiene

First and foremost is our commitment to hygiene – including in very specific situations. During the COVID-19 pandemic, for example, we have been making a major contribution towards containing the resulting community health risks by leveraging our capabilities as the world market leader for connection-free sanitary units.

## Production

Our own production operations are an important pillar of our business. We manufacture, recycle, and refurbish our long-life and sustainable products in-house.

## Research & Development

The Research & Development department is our innovation driver. Working closely with all relevant operating units, the R&D team optimizes existing products and services and develops pioneering new solutions for the future.

Regular service intervals ensure a high standard of quality.



11,359,738  
service runs



## Products & Services Hygiene

TOI TOI & DIXI has more than 1,900 service personnel working at various locations to keep our portable toilets meticulously clean. From time to time we also have to meet some very specific challenges, such as the spike in demand for portable toilets with wash basins since the start of the COVID-19 pandemic. We have been able to meet this need promptly and reliably by retrofitting basins to our modular systems.



### + 105 % wash basins

We more than doubled our market share in **portable toilets with wash basins** in our core markets. From 18% just prior to the pandemic at the end of 2019, we increased it to 37% by the end of 2021 through extensive retrofitting of our existing stock.



### 99.9 % fewer microbes

In June 2022 we launched our **TOI® HYGIENE+** product on the market. All plastic components that come into contact with users of this innovative portable toilet incorporate **antimicrobial additives**. These work around the clock, reducing by 99.9% the number of microbes on component surfaces. This antibacterial action has been confirmed by leading independent research institutions.



## Products & Services Hygiene

### In-house hygiene protective measures (selection):

- Equipping our locations with hygiene articles and non-contact sanitizer dispensers
- Fitting conference rooms with plexiglass screens and air purifiers
- Providing service staff with disposable protective overalls as protection against the heightened risk of infection
- Free COVID-19 rapid antigen tests and instructions on hygiene measures



317  
vaccination and testing  
centers\*

\*supported by multipurpose containers and portable toilets.  
Within scope of consolidation.



**TOI® CARE hand sanitizers: Regular hand washing and disinfection at all locations reduce the risk of microbe transfer.**

### External hygiene protective measures for government offices, businesses, and construction sites (selection):

- Support for compliance with stricter hygiene guidelines
- Mobile hand sanitizer dispensers at various locations
- Portable toilets at border crossings and in COVID-19 testing and vaccination centers
- Refilling of sanitizer dispensers at frequent intervals
- Shorter final cleaning intervals for portable toilets and containers
- Higher-intensity surface disinfection and routine cleaning



## Products & Services Production

**Our products are robust, durable, and recyclable. We are committed at all stages of their development and production to the highest quality standards and optimized sustainability performance. We are constantly enhancing our upcycling and recycling concepts, minimizing our resource footprint, and planning for long product life cycles.**

### State-of-the-art production facilities

The latest of our five machines for the production of portable toilets is significantly more energy-efficient than the older machines, resulting in more sustainable production processes. We plan to continue investing in energy-efficient production facilities.

### Less material. Less weight. Less fuel consumption.

The less plastic we use in our products, the lighter they are, and the more fuel we save on our service vehicle journeys. We are therefore constantly working on new solutions for reduced use of plastic, including optimizing the design of the roof and other components.

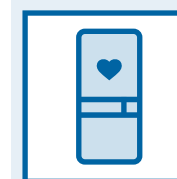
### New upcycling/recycling concepts

Going forward, some of our portable toilets will be made with recycled fishing nets. This recycled material will account for about 35% of the overall mix which will not affect the high quality of the product in any way. Around 500 portable toilets will be produced in this way by the end of 2022. We are also reusing plastic from disused portable toilets or end-of-life products from other manufacturers in the construction of new units. Since mid-2022, for example, the side walls of our DIXI® PLUS products have been made from 67% recycled material.

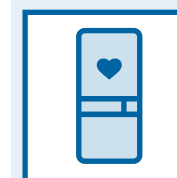
### Modular construction and long product life

Modular construction makes it easy to replace individual components of our products. If only some parts of a toilet unit have become worn or damaged, they can simply be replaced, and the unit will be restored to full functionality. Even major repairs can be carried out in this way. The life cycle of a portable toilet through until when it is recycled or correctly disposed of is very long, averaging 20 years.

The superstructures of our service vehicles also consist of individually replaceable components. This makes our processes more flexible, extends the service life of our vehicles, and saves valuable resources.



**20+**  
years of service life  
for a portable toilet



**67%**  
recycled material in the  
side walls of the DIXI® PLUS



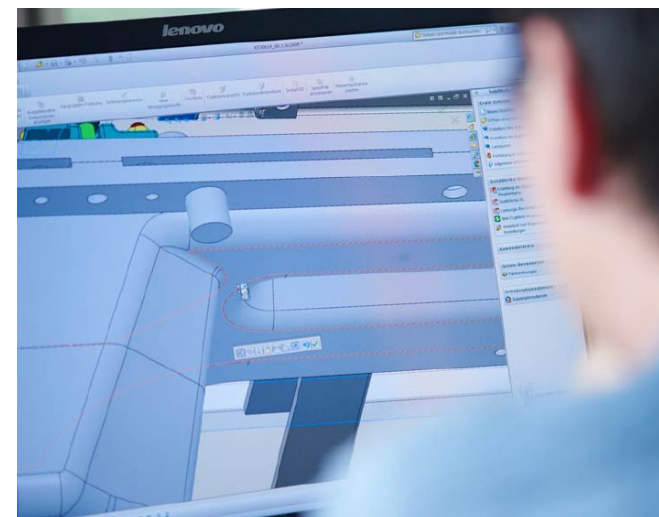


## Products & Services Research & Development

We are constantly optimizing our products and services for greater sustainability. This work is carried out in close collaboration with our Plastics Technology and Automotive Technology departments.

### Our research initiatives

- Method and process innovations for increasing the use of recycled materials in our products
- Improved formulations for more environmentally-friendly materials
- Highly skilled staff with the required expertise for sustainable development projects
- Optimization of our concepts for sustainable automotive technology



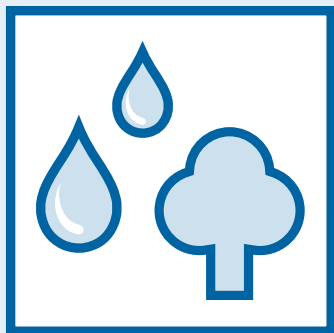
The R&D department is constantly working on sustainable product improvements.



9  
employees in R&D



10  
patents in 2021



# Environment

The “Environment” strategic pillar relates to our environmental management activities. It encompasses all material topics and action areas in which we are able to measure, analyze and – ideally – minimize the environmental impacts of our activities.

## Energy, CO<sub>2</sub>, Waste, Water

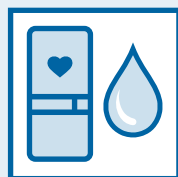
We invest in effective measures to quantify and minimize our environmental footprint.

## Chemicals

We contribute to human health and wellbeing, observing the maximum level of environmental responsibility in our use of resources for that purpose.

## Waste water disposal

We offer rapid and reliable solutions for waste water disposal, complying with the highest environmental standards at all times.



1,581,843,517  
liters of water savings\*

\*fresh water savings from the use of  
TOI TOI & DIXI portable toilets as compared  
with permanent toilets



## Environment Energy, CO<sub>2</sub>, Waste, Water

We want our business model to make a significant contribution to the task of protecting the environment and minimizing CO<sub>2</sub> emissions and energy consumption. Our environmental management activities are unwaveringly focused on achieving this goal.

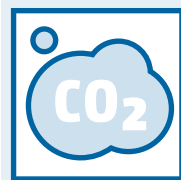
### Reducing energy consumption and CO<sub>2</sub> emissions

Our service fleet accounts for 37.4% of our CO<sub>2</sub> footprint. We are therefore committed to progressively minimizing these emissions. For more than 20 years we have been working on route optimization for our service vehicle journeys, and we have succeeded in reducing the average distance between stops to a minimum.

We have also invested in alternative drive technologies and are working with leading automakers towards changing our entire service fleet over to climate-friendly electromobility technology in the medium-term future. In addition, we are making efforts to limit energy consumption and CO<sub>2</sub> emissions in our stationary production facilities. For example, we have purchased a new production machine that consumes 30% less energy than its predecessor.



77,479,154  
vehicle kilometers



74,220  
metric tons of CO<sub>2</sub>\*



37.4%  
share of vehicle fleet in  
total CO<sub>2</sub> emissions\*



30%  
more energy-efficient  
production machine

\*within the scope of consolidation



## Environment Energy, CO<sub>2</sub>, Waste, Water

### Avoiding waste

We are taking the most effective waste-avoidance measures right at the production stage – through the manufacture of long-life portable toilets that can be used for many years before they need to be disposed of as waste once no further recycling is possible. Major waste savings can also be achieved by economizing on materials and appropriate recycling. And naturally we are also taking steps to reduce the volume of waste generated across all our business units, including paper use in all our administrative processes. Wherever possible, we sort our waste prior to disposal by municipal or private organizations. For example, several of our locations in Germany have implemented strict sorting of waste by component materials and disposal by local municipal providers. The aim is now to introduce this approach across our entire group of companies.

### Reducing water consumption

We are currently running a pilot project to develop the technology and operating parameters for the treatment of rainwater and its reuse in our service operations. It is hoped that this will result in a significant reduction in our fresh water use for service operations in the medium term.



210,433,700  
liters of fresh water used\*

\* Total consumption within the scope of consolidation



**Reducing resource consumption helps with the long-term conservation of ecosystems.**



## Environment Chemicals

**While the use of disinfectants and cleaning agents is essential for effective hygiene, we are determined to balance this with the needs of the environment and are therefore constantly striving for solutions to reduce our use of chemical substances to an absolute minimum.**

### Our guiding principle:

**We take the utmost care in determining what disinfectants are required to prevent bacteria and viruses from spreading and becoming a public health hazard.**

### Our sachets

Every TOI TOI & DIXI GROUP hygiene solution is designed and produced with maximum attention to environmental considerations. A good example of this is the sachets used in our portable toilets, which ensure hygiene and reduce odors while at the same time complying with environmental standards. We are also conducting research into the use of biocide-free sachets that use bacteria and enzymes to compete with intestinal bacteria, providing a more eco-friendly alternative to conventional biocides. These are supplemented by agents that act via the air to neutralize odors.



### Our criteria

We carefully determine what disinfectants are required to prevent bacteria and viruses from spreading and becoming a public health hazard. But before any cleaning agent or disinfectant can be used by TOI TOI & DIXI, it must meet a number of criteria:

- Effectiveness and performance
- Protection of employees' and customers' health
- Standardized properties for optimal use, dosage levels, and dilution
- Environmental compatibility and break-down properties (e.g. hydrogen peroxide for disinfection of container tanks and pipelines).

**The chemicals we use take between 0 and 7 days to break down completely.**





## Environment Waste water disposal

Our job doesn't end with setting up and cleaning portable toilets, for there is another key task area that also demands a high degree of environmental responsibility: waste water disposal.

### High, externally audited standards

TOI TOI & DIXI waste water disposal operations are carried out to the highest quality standards. We maintain strict compliance with stringent regulatory requirements, and we ensure there are no unnecessary impacts on the natural environment. Needless to say, we are a certified waste management operator.

### Audited!

In Germany, our core market, we are a certified, externally audited waste management operator under the German Circular Economy Act.



Outstanding quality: In 2022 TOI TOI & DIXI again achieved certification under the quality management standard ISO 9001.





# Employees

The third strategic pillar focuses on the needs and development of TOI TOI & DIXI GROUP employees.



## Health & Safety Management

Health and safety management is the top priority here. We have implemented a range of measures to minimize any risk of health hazards and further optimize occupational safety.

## Training & Professional Development

Ongoing training and professional development across all departments and units are the key to a skilled and motivated workforce and hence to the success of our company.

## Diversity, Respect & Integration

Diversity and respect for one another are part of our TOI TOI & DIXI corporate culture, lived and practiced every day. To ensure these values are communicated to all our employees right from their first day on the job, we have included principles to this effect as an integral part of our code of conduct.



4,019  
employees in 27 countries



## Employees Health & Safety Management

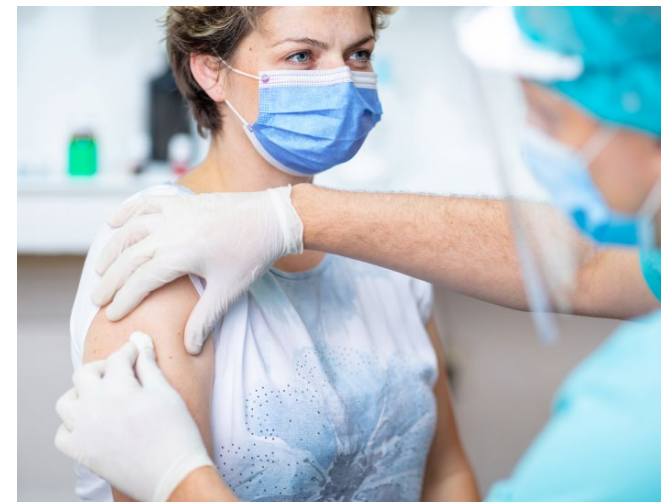
**TOI TOI & DIXI operates a state-of-the-art health and safety management system that covers all risk categories. When using disinfectants and cleaning agents, we take every precaution to protect the health of our employees and customers. We have further preventive measures in place to protect our portable toilet cleaning personnel from any micro-organisms. In addition, all employees regularly complete courses on occupational health and safety.**

### Preventive measures

Whenever working with disinfectants and cleaning agents, our employees are issued with appropriate personal protective equipment to safeguard their health. TOI TOI & DIXI also offers an extensive occupational health program, which includes vaccinations against hepatitis A and B. To minimize the risk of occupational accidents at our facilities and in transit,

we are constantly analyzing the processes involved to ensure early detection of any potential hazards. Further health and safety protection measures for our employees include:

- Training courses for leadership personnel on their tasks and duties regarding workplace safety
- Ergonomics advice for administrative staff
- In-house rules, safety guidelines, and job safety analyses
- Service location inspections and training of safety officers
- Regular in-house COVID-19 tests and training courses on correct testing procedures



**Our in-house vaccinations program gives employees effective protection against infectious diseases.**





## Employees Training & Professional Development

Customer needs and market expectations are constantly changing, and ever shorter innovation cycles make it necessary to provide in-house training on new products. These are just two of the reasons why it's essential for us to provide ongoing professional development for our employees and high-quality training for new talent. At TOI TOI & DIXI, we see such programs as a way of building lasting customer satisfaction, showing appreciation for our employees, and fostering loyalty all round.

### Training

We offer a number of apprenticeship programs that give talented young people the opportunity to join TOI TOI & DIXI. We also actively promote part-time and dual-track university study programs, and our in-house talent management program prepares high potentials for leadership roles. In addition, we are planning to set up a TOI TOI & DIXI training academy in 2023.

### Professional development

Our employees are offered training courses on occupational health and safety, compliance, and IT security to keep them up with the latest developments at all times. Through an external training partner we also offer an extensive range of optional training programs. Examples include career advancement courses, English courses, training courses in project management and MS Office applications, and coaching on team building and sales. Our leadership personnel also receive regular training on the tasks and challenges in their respective areas of responsibility.

Our in-house talent management program prepares high potentials for leadership roles.



38,128  
training course hours\*

\*within the scope of consolidation



## Employees Diversity, Respect & Integration

Being an international group, TOI TOI & DIXI encompasses a wide range of nationalities. We attach great importance to ensuring that our everyday dealings with one another are based on mutual respect at all times, regardless of gender, ethnic origin, religion or cultural background. Our strength is built both on what we have in common and on what makes us different from each other.

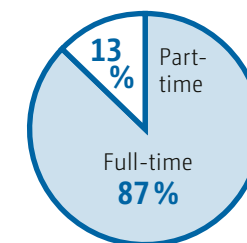
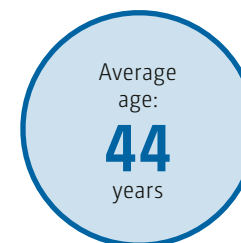
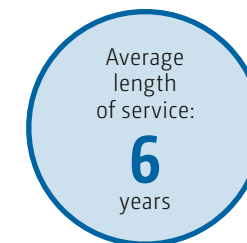
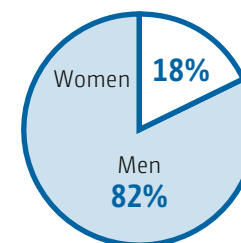


### Clear rules

- Our code of conduct is binding on all managers and employees.
- When putting a team together, we ensure that different generations are represented, and that all members are respectful in their dealings with one another.
- We encourage active and open knowledge-sharing between our employees.
- Experienced employees act as mentors for junior employees.



### Workforce in figures\*



\*within the scope of consolidation

## Social engagement

**TOI TOI & DIXI has a proud tradition of giving back to society, including in areas not directly connected to our core business. Often this is to address a particular crisis. It is always for the good of others.**

### Help for the people in Ukraine

The crisis in Ukraine, a country where we have a number of locations, calls for action, and we have responded rapidly and pragmatically with assistance measures since the start of the war there. The assis-

tance measures for our Ukrainian employees and their families are being coordinated by our regional managers as well as by employees in Poland who are in direct contact with our Ukraine locations.

Our Ukrainian employees have been exempted from military service and are able to focus solely on providing sanitation services for the military and the many refugees. In addition, TOI TOI & DIXI is providing Ukraine with portable toilets, containers and

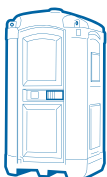
trucks via our operating companies in neighboring countries. We are also active on a daily basis in the border regions with sanitary facilities and multipurpose containers for refugees in Poland, Slovakia, and Romania. When originally shipped, the facilities and containers were loaded with donations of urgently needed supplies.

### Donation of 40,000 euros

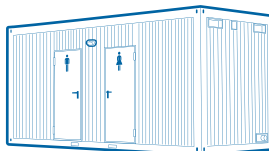
Through an especially created “TOI TOI Ukraine” fund, financial donations totaling 40,000 euros have been provided as a way of getting assistance to our staff and their families in Ukraine as quickly as possible and enabling them to continue their support for the military and for refugees.

### Our immediate aid for Ukraine and the refugees in bordering regions in Poland, Slovakia, and Romania

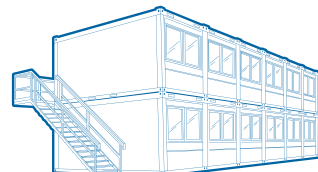
**744**  
portable  
toilets



**11**  
sanitary containers  
with showers



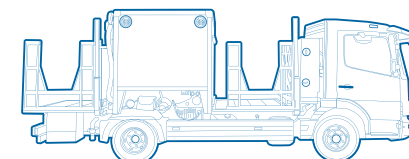
**30**  
multipurpose  
containers



**40**  
TOI® CARE HAND  
SANITIZER units



**8**  
Trucks



## Next steps

In the coming months we will finalize our sustainability strategy. For all action areas we will define specific indicators and targets that can be used to measure our sustainability performance.

Over the next few years we will systematically pursue our path towards more sustainable processes, products, and services, and we will regularly update our stakeholders on all material sustainability topics and activities.

In addition to regular sustainability reporting, we will integrate our sustainability criteria into our codes of conduct for employees and partners and make meeting those criteria a non-negotiable prerequisite for any form of collaboration.

And finally, during the first half of 2023 we plan to publish our first sustainability report according to the standards of the Global Reporting Initiative (GRI).



# Overview

## Facts & Figures

	Scope of consolidation: DE, CH, CZ , ES, PL	Group	Page
<b>Turnover</b> in million EUR		509.6	2, 5
<b>Countries</b>		27	2, 5, 7, 23
<b>Employees</b>		4,019	2, 5, 7, 23
<b>Women</b> as percentage of workforce	18		26
<b>Men</b> as percentage of workforce	82		26
<b>Average age</b> in years	44		26
<b>Average length of service</b> in years	6		26
<b>Full-time positions</b> in percent	87		26
<b>Part-time positions</b> in percent	13		26
<b>Number of training courses, internal/external</b> in hours	38,128		25
<b>Service vehicles</b>		2,046	5
<b>Portable toilets</b>		314,717	5
<b>Multipurpose containers</b>		35,064	5
<b>Service personnel</b>		1,941	5, 14
<b>Number of service runs</b>		11,359,738	2, 13
<b>Water use (fresh water)</b> in liters	210,433,700		20
<b>Water savings</b> in liters		1,581,843,517	18
<b>Increase in share of portable toilets with wash basin (2019-2021)</b> in percent	105		14
<b>Increased energy efficiency from new production machines</b> in percent		30	19
<b>Proportion of recycled material in DIXI® PLUS side walls</b> in percent		67	16
<b>Vehicle journeys (own fleet + leased fleet)</b> in kilometers		77,479,154	2, 19
<b>Proportion of CO<sub>2</sub> emissions generated by service fleet</b> in percent	37.4		19
<b>Average service life of a portable toilet</b> in years		20	16
<b>CO<sub>2</sub> emissions</b> in metric tons	74,220		19
<b>Number of supported vaccination and test centers</b>	317		15
<b>Number of patents held</b>		10	17
<b>Research &amp; development employees</b>		9	17

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