

OUR PATH INTO THE FUTURE.

COMPANY REPORT



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Imprint
A WALTER GROUP company



DEAR READERS!

Company reports are usually stocktaking exercises. They essentially focus on the status quo and what a company has achieved in the past. However, they are also a good basis for looking ahead. In line with our products, we interpret the future as a free space to think ambitiously and boldly outside the box and implement new ways of working as well as innovative structures. Our corporate spirit is the expression and additional catalyst for this forward-thinking mindset: PROGRESS NEEDS PROVIDERS. This basically means that all WALTER GROUP employees – including those at CONTAINEX – are shaping tomorrow with their ideas. Because people have always been at the heart of our company and our values. This will also be the case in the future.

For us, as one of the largest suppliers of mobile space systems on the European market, the future also means taking responsibility beyond our company and making a contribution to society and the environment.



CONTAINEX management board: Robert Gaspar, Markus Pöcksteiner, Markus Rossmann

In fact, all stakeholders, our employees, their families and our business partners, benefit equally from economic prosperity and social cohesion. In this way, we are helping to safeguard the social standards of all interest groups and create new jobs in Europe. We also focus on preserving the livelihoods of future generations. An important keyword here is: CONTAINEX GREEN technology.

Beyond the environmental aspect, we are, of course, constantly working on improvements in the areas of safety, health and quality.

In addition, the focus of our business activities is on the meticulous compliance with human rights and the ban on child labour along the entire supply chain.

We are committed to honesty, respect for others and the strict prevention of corruption. In other words: By adhering to these cornerstones, we endeavour to always offer you the best possible products and services in every respect.

CONTAINEX Management Board

Robert Gaspar

Markus Pöcksteiner

Markus Rossmann

September 2024

1.





FACTS & FIGURES

FACTS & FIGURES



1.1. Our core business

CONTAINEX is a **private Austrian company**. It was founded in 1981 and is part of the WALTER GROUP.

Our core business is **supplying distributor and direct customer markets with portable office containers and sanitary cabins** as well as **storage containers** throughout Europe and to Central Asia and Africa.

More than **60,000 customers worldwide** rely on CONTAINEX. These include international corporations as well as small and medium enterprises and local authorities.

Thanks to our **first-class credit rating** from international credit agencies, all business partners can rest assured that they have a reliable and financially stable partner at their side.

At the two premises in Wiener Neudorf/Vienna (headquarters) and Kufstein/Tirol, CONTAINEX currently employs **more than 380 employees**. In addition, more than 100 colleagues in the WALTER GROUP Shared Service divisions contribute to the company's success.

Since 2010, CONTAINEX has carried the **coat of arms of the Austrian state** – an award presented by the Austrian Federal Ministry for outstanding services to the economy.

Extract from our product portfolio:



PLUS Line portable office container



CLASSIC Line portable office container



Storage containers



BM/SA Box 5'



BM/SA Box 8'



1981
Incorporation

€ 509 million*



FIRST-CLASS CREDIT RATING
THROUGH INTERNATIONAL
CREDIT AGENCIES:

D&B (No. 30-9354):

5A1

Creditreform (No. 911.00563469):

143

KSV1870 (No. 37207):

221



380 +
Staff



80,000 +
Units sold/year



20,000 +
Customer visits per year



50,000 +
Hire cabins



250 +
Delivery depots throughout Europe

KEY BUSINESS FIGURES 2024

1.3. Internal Organisation

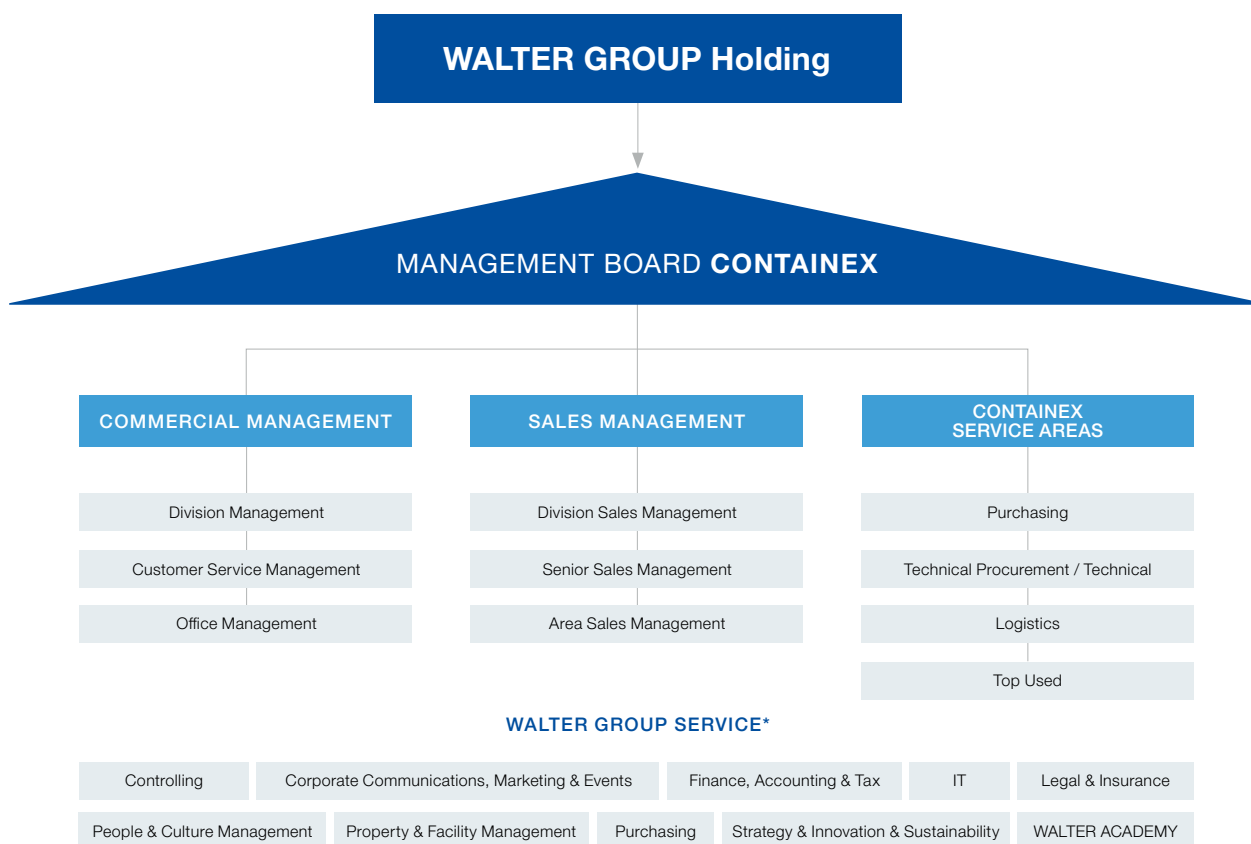
CONTAINEX is structured as a **decentralised profit centre organisation** i.e. in divisions. They are organised according to geographical aspects and structured as follows:

- **Management Board**
- **Commercial Management/Sales Management**
- **Division Management/Division Sales Management**
 - Internal Sales/External Sales
- **Services**

Group-wide tasks within the WALTER GROUP are performed by Shared Services (e.g. People & Culture Management (HR), Corporate Communications) and special **officers** (e.g. customs clearance). They advise and support the operational profit centres or supervise and report directly to the management board.

The support services **purchasing, technical procurement, technical and logistics** ensure the preparation, development and procurement of containers and cabins as well as the transport to the customer. The Quality Control division is a separate service within the Technical Procurement and Technical department and reports directly to the management board.

The **Health + Safety** as well as the **Sustainability** division are covered by specialists from their respective areas. They have supervisory and advisory functions and are directly subordinate to, and thus obliged to report to, the management board. This also includes responsibility for the development of suggestions for improvements as well as their internal implementation, in compliance with legal requirements.



* In-house corporate services of the WALTER GROUP Holding AG

1.4. SHEQ management at CONTAINEX

More than 25 years ago, with the launch of a quality management system, CONTAINEX laid the foundation for today's SHEQ management.

The integrated management system combines the processes, methods, and tools into a standard structure which is necessary to accomplish multiple tasks in the areas of **safety, health, environment, and quality**.



The SHEQ management team also comprises management employees who handle cross-topic agendas directly without additional interfaces. This also contributes to the continuous quality improvement of our products.

1.5. Tasks of SHEQ management

The SHEQ management team at CONTAINEX fulfils many demanding tasks:

- ✓ Organisation and implementation:
 - Regular round table discussions of the SHEQ Management team
 - Specific specialised training courses and workshops
 - Employee coaching
 - Internal Audits
 - Regular management meetings with the Executive Board and the Management Board
- ✓ Planning, implementation and controlling of topic-related projects (e.g. development of security management), involvement of other shared services
- ✓ Help Desk in emergencies
- ✓ Risk Management: Analysis of incidents, development of preventive measures
- ✓ Participation in international working groups (harmonisation, development and improvement of standards, etc.)
- ✓ Coordination and collaboration with the Corporate Social Responsibility (CSR) team



2.





SOCIAL
RESPONSIBILITY

SOCIAL RESPONSIBILITY



2.1. Statement by the Holding Executive Board

Social Responsibility

In addition to economic and environmental criteria, we also consider social responsibility for employees, and business partners as an important prerequisite for sustainable corporate success. That's why we place people, and in particular their personal development first in our corporate culture.

Our corporate philosophy is based on the assumption that people seek meaning in their economic activities and thus a task that allows self-fulfilment. Therefore, at the WALTER GROUP we maintain a cooperative management style and give our employees a lot of freedom, for which they are largely responsible.

In addition, we are working to meet our social responsibility in the best possible way with many other measures to create an optimal framework:


- ✓ The WALTER GROUP offers its employees a challenging and communicative working environment with interesting prospects for personal and professional development.
- ✓ As part of our programme against alcohol and drug abuse, we promote a healthy lifestyle, initiate sports and recreational programmes, and we support social and cultural activities.
- ✓ By recruiting the best talent in Europe, we demonstrate our appreciation of the cultural diversity within the WALTER GROUP.
- ✓ In order to achieve and maintain the greatest possible mutual trust, the WALTER GROUP strives to guarantee its customers high-quality services and products as well as fair cooperation with its transport partners and their drivers in all its business units on a daily basis. Along the entire value chain, we are committed to our economic, environmental, and social responsibility to all stakeholders – with the aim of making a sustainable contribution to economic prosperity and social cohesion.
- ✓ The WALTER GROUP offers its employees and business partners the security of a healthy, financially strong private company. It is our corporate goal to continue to play a leading and responsible role in all the business sectors we are operating in.



Christian Bernegger



Christoph Pernsteiner



Daniel Ritz

July 2024

2.2. Statement by the Holding Executive Board

The WALTER GROUP Code of Conduct

The WALTER GROUP and its companies operate successfully in various business sectors throughout Europe and worldwide.

It is one of our corporate principles to combine entrepreneurial behaviour with ethical values and social responsibility.

The WALTER GROUP Code of Conduct is a promise to all stakeholders to adhere to it without reservation.

Our aim is to offer all customers reliable services and high-quality products that fully meet their needs. Our services and products should also meet today's requirements in terms of ethical behaviour, sustainability, safety, legal compliance, anti-corruption and fair competition.

The international nature of our markets means that our business activities are subject to legal regulations and business practices, which can vary from country to country.

The Code of Conduct is intended to serve our employees and managers as a guideline for their decisions and their entrepreneurial activities.

We expect them to observe these principles, comply with all laws and rules and not to abuse the trust that our suppliers, customers and authorities place in us.

We also expect our business partners to respect this Code of Conduct and behave in accordance with its requirements.

By signing the Code, we undertake to implement and unconditionally comply with the principles of behaviour within the WALTER GROUP.

Handwritten signature of Christian Bernegger in blue ink.

Christian Bernegger

Handwritten signature of Christoph Pernsteiner in blue ink.

Christoph Pernsteiner

Handwritten signature of Daniel Ritz in blue ink.

Daniel Ritz

July 2024



2.3. The Pillars of our Social Development

Since its beginnings, CONTAINEX has attached great importance to responsible dealings with all employees, customers and business partners. This is why **social and environmental commitment** has long been an integral part of our corporate culture in all business areas, from which we also recruit our own CSR team. It coordinates all related activities and initiatives across all departments.

Our commitment to social responsibility rests on the following pillars:

- Social Responsibility
- Environmental Responsibility
- Sustainable Business

2.4. Social Responsibility

CONTAINEX is uncompromisingly committed to its social responsibility. We maintain an open dialogue with customers, suppliers, authorities and society about this. We conduct this dialogue on the strict condition that human trafficking, child labour and slavery are prohibited without exception in our own production plants for portable office, sanitary and storage containers.

We check compliance with these requirements as part of regular audits. They are part of our "CONTAINEX GREEN technology" environmental and quality standards.

CONTAINEX also supports **humanitarian aid projects** and **social initiatives** organised by our employees. Specifically in the form of financial donations, donations in kind and personal involvement.

In addition to customer satisfaction, the satisfaction of our employees is also one of CONTAINEX's corporate principles. In other words: Everyone should feel at home with us. That is why we cultivate a **co-operative management style with the greatest possible personal responsibility** in accordance with the principle of support, challenge and freedom. We reward the resulting high level of personal commitment on a performance-related basis. We also promote the family team spirit that has characterised our company for decades.

Last but not least, our employees work in a fascinating, international working environment. It offers far-reaching prospects for personal and professional development. CONTAINEX has been one of the most culturally diverse companies in Europe for decades. Employees with different talents from more than 22 countries enrich us with their language, mentality and culture.

2.4.1. Corporate Spirit

Meaningful work is an important guarantee for the long-term development of the WALTER GROUP. With our corporate spirit **PROGRESS NEEDS PROVIDERS**, we have made our purpose visible to all employees. Their ideas and spirit form the basis on which we reshape the present and think ahead to the future.

**“WE MAKE SURE
THAT THE WORLD
NEVER STOPS.”**

By bridging the distances between people, cultures and the future, we promote the progress and prosperity of our society. Experience, creativity and openness form the basis on which we grow beyond ourselves.

PROGRESS NEEDS PROVIDERS stands for our uniqueness. This special spirit shows the direction in which we are heading together. A spirit of innovation and courage unite our colleagues, fuelling their personal development and their ability to play a key role in shaping our company.

The WALTER GROUP's corporate spirit, which was launched in October 2020, has been given a modern home at the Wiener Neudorf and Kufstein sites. Both are inspiring places for the future and a change of perspective.

The future is what we make of it. In autumn 2020, all employees were invited to take responsibility a step further and dare to try something new.

Numerous ideas were presented in the areas of **“Society, Employees, Organisation, Partners and Spirit”** in spring 2021. We've already successfully implemented many of these.



2.4.2. Education Projects

Our understanding of social responsibility also includes commitment in the field of education. Here, it is mainly projects in schools and universities that we support. A few selected projects:

- ✓ Support for school leaving exam projects, graduation balls etc. at HTL Mödling
- ✓ All-day guided tour to give 40 students and two professors from the University of Applied Sciences Wiener Neustadt an insight into the international working environment of CONTAINEX
- ✓ Support for master's thesis at the Burgenland University of Applied Sciences, e.g. on the topic of "Web marketing in the B2B sector"



2.4.3. ECOVADIS

EcoVadis is an independent, international platform for companies that are committed to "Social Responsibility" and "Sustainability". They analyse and **evaluate the performance of** their members **in the areas of environment, labour and human rights, ethics and sustainable procurement**. Since 2022, we have undergone an annual evaluation by ECOVADIS and regularly rank among the international leaders.



2.4.4. Training and further education

WALTER ACADEMY

After the death of our company founder, Franz Krauter, we have lovingly renovated his former home. Since then, it has been a centre of encounters, dialogue and the talent factory of the WALTER GROUP. The building in the southern outskirts of Vienna has established itself as a training, seminar and internal conference centre. It is the ideal place to pass on our company philosophy, core values and the WALTER spirit to future generations.



Executive Programme

As part of the WALTER ACADEMY Executive Programme, we invite outstanding personalities from a wide range of specialist fields to give lectures. The following excerpt from the lecture series emphasises the relevance of the topics:

The digital revolution and the future of work

Prof. Dr. Richard David Precht

From the euro crisis to the innovation offensive

Prof. Dr. Hans-Werner Sinn

Does.work.make.sense?

Dr. Harald Pichler (Viktor Frankl Institute)

What business men can learn from an astronaut

Terry Virts, NASA astronaut & ISS commander

Learning and working in the digital world

Dr. Bernd Hufnagel

Brain under power

Prof. Dr. med. Volker Busch

The high performance mindset

Dr. Kurt Matzler

Training courses

As part of the "Training 2020" project, we have thoroughly analysed the efficiency and effectiveness of the existing training system. Over 100 suggestions and ideas for modernisation were submitted, analysed and used to develop a new training profile.

The new training profile with three focal points

✓ The **trainee programme** has far exceeded our original expectations. During the onboarding week at the WALTER ACADEMY, we get new employees excited about our company. The focus is on familiarising the trainee with the entire WALTER GROUP as well as sharing specific knowledge in the area of the company in which the trainee has chosen to work. Irrespective of this, we communicate our values, visions, corporate spirit and much more. The chosen format of the peer group creates an initial experience of evidence, so that the introduction is playful and easy.

Additional training blocks lasting several days and an accompanying job rotation in different areas of the company during the first three months ensure that knowledge is shared and that what has been learnt is tested practically. From then on, we begin to assign the first tasks for which they are responsible.

✓ Since the pandemic, we have increasingly implemented **digital and hybrid training formats in our advanced training**. The findings are continuously incorporated into our projects. Training platforms such as LinkedIn Learning and Blended Learning are gaining in importance. Specifically, for example, a learning journey for sales onboarding has been successfully implemented.

✓ **To make training management even more efficient**, we have been working with the Easylearn training management system **since September 2022**. All employees are connected to it so that they can largely control their own training. With Easylearn, managers have the opportunity to intervene in the further development of their own colleagues and to encourage them.

✓ Because the positive development of CONTAINEX also depends on the quality of its management, we are constantly expanding the leadership programme and adapting it to new challenges.



2.4.5. Blood donation campaign

Since 2008, the WALTER GROUP has organised a large blood donation campaign for the Austrian Red Cross every year, in which CONTAINEX participates. With the donated blood, the often scarce stocks of the blood bank can be replenished. About 200 WALTER GROUP employees participate in this humanitarian initiative every year.



2.4.6. Nursery school

With the “IZIBIZI Kids Corner” kindergarten and crèche, CONTAINEX is making an important contribution to to balance work and family life. It is located in the immediate vicinity of our company site in the Lower Austrian South Industrial Centre in Wiener Neudorf and offers particularly employee-friendly opening hours.



2.4.7. Kids Days at CONTAINEX

Twice a year, things get really exciting for our employees' children. On the 24th and 31st December, the big “Kids Days” take place at CONTAINEX. On these two working days, the little ones take their mum or dad by the hand in the morning and accompany them to their workplace. And to ensure that it doesn't get boring in the offices and meeting rooms during the day, a children's cinema, games, good food and drinks provide excitement, fun, and culinary variety.





2.4.8. Subsidies, voluntary social benefits, flexibility

Employee satisfaction is one of the WALTER GROUP's corporate principles. That is why we provide a humane working environment and finance voluntary social benefits.

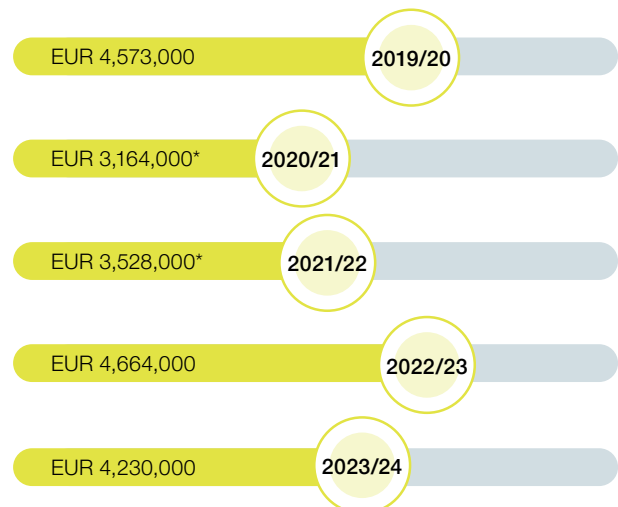
The benefits range from a high-quality coffee, tea and fruit service to generous subsidy for lunch and a free transport service by company bus between the Wiener Neudorf site and Vienna. Accident insurance for employees who travel a lot or who have been with the company for 20 years is part of our benefits programme, as is the support of company sports activities and family celebrations. Outside the company, the WALTER GROUP supports social commitment by providing financial resources.

Apart from social benefits, we organise attractive purchasing terms for our employees at many retailers.

In addition to the mandatory five or six weeks of annual leave, all employees can draw from a voluntary pool of hours, which is replenished with a week's worth of working hours on an annual basis.

The home office arrangement introduced during the pandemic is now standard and part of employment contracts. The introduction of "flexitime" also gives our employees the option of starting the working day between seven and nine o'clock and ending it earlier or later accordingly. With these more flexible working conditions, we are improving the work-life balance for all employees.

Voluntary social expenses of the WALTER GROUP:



Figures based on financial year

* Restrictions of the COVID-19 pandemic taken into account

Every year, the WALTER GROUP approves a budget to provide financial support to schools, universities and other educational initiatives for the training of young people. We also support humanitarian aid projects and disaster relief operations with considerable sums of money.

Since 2021, the WALTER GROUP has been supporting the social commitment of its employees for the benefit of the non-profit educational organisation "Teach For Austria". In addition to financial donations, we enable our employees to support children and young people at socio-economically disadvantaged schools as volunteers during their working hours. The support ranges from specific individual support in subjects to personality development and projects.

3.





SAFETY &
SECURITY

SAFETY & SECURITY



3.1. Statement by the Management Board

Safety Policy

In line with its corporate philosophy, CONTAINEX assumes a high degree of responsibility for the safety of its employees and business partners. We protect sensitive company areas and ensure the safe production, delivery and assembly of our space solutions.

We continuously monitor all work processes with our comprehensive risk management system. Together with our production plants and partner companies, we evaluate possible safety risks at the operating sites. Based on the results, we quickly and consistently implement appropriate risk avoidance measures.

CONTAINEX actively involves employees as well as assembly and transport partners to ensure that the measures are optimally understood and even more effective. We motivate them to report safety-related incidents in their workflows and to present proposals for optimisation.

With the following measures, CONTAINEX ensures maximum safety and security in the areas of personal and property protection:

- ✓ Implementation of a safety and risk management system for the risk assessment of our business processes
- ✓ Analysing risk scenarios
- ✓ Planning and implementation of safety and security strategies and measures
- ✓ Creation of best-practice solutions
- ✓ Definition of responsibilities in safety-relevant areas
- ✓ Internal and external training of our employees
- ✓ Organising safety meetings with our customers, production plants, suppliers and also assembly and transport partners
- ✓ Behaviour in emergencies
- ✓ Documentation and root cause analysis of safety-relevant incidents, emergencies, and accidents for development of preventive measures (Continuous Improvement Process)
- ✓ Compliance with all legal requirements and additional internal safety standards

CONTAINEX Management Board

A handwritten signature in blue ink, appearing to read "Gaspar".

Robert Gaspar

A handwritten signature in blue ink, appearing to read "Pöcksteiner".

Markus Pöcksteiner

A handwritten signature in blue ink, appearing to read "Rossmann".

Markus Rossmann

September 2024



3.2. Safety and security at the highest level

CONTAINEX has developed a strategy with a comprehensive catalogue of measures. This ensures the safety of all employees and business partners.

We protect sensitive data and handle our services securely. Recognising and managing risks plays a central role in this.

3.3. Risk assessment and risk management

3.3.1. Why risk management?

The success of entrepreneurial activity depends, among other things, on the willingness to take risks. With the help of a risk management system, they can be recognised, evaluated and, on this basis, measures can be taken to control them.

For decades, CONTAINEX has been assessing risks in all work and decision-making processes in order to protect the company, its employees and all customers and suppliers from damage in the best possible way. Risk management at CONTAINEX is also character-

ised by the fact that we always put people first. For this reason, it is deeply rooted in the corporate culture. By involving all employees and business partners and acting responsibly, we ensure a safe working environment for everyone involved.

3.3.2. Risk Management Tasks

Risk management is a management task in which the risks of an organisation are identified, analysed and evaluated (definition according to ISO standard 31000:2009).

At CONTAINEX, the risk management process consists of the following tasks:

- ✓ Identification of hazards (description, causes, effects)
- ✓ Risk mitigation through measures that reduce risks and probabilities or make harmful consequences manageable
- ✓ Analysis of identified dangers in terms of their probability of occurrence and impacts
- ✓ Risk assessment using the Zurich method
- ✓ Risk monitoring and documentation of all actions



The threat of blackouts and the rapidly increasing risk of cyberattacks also pose completely new challenges for CONTAINEX's risk management. By introducing and continuously maintaining a comprehensive business continuity management system, we are able to conduct our operational business largely undamaged and protect sensitive company and partner data.

Excerpt from the risk analysis, based on one year

PROBABILITY OF OCCURRENCE	IMPACT		
	LOW RISK	AVERAGE RISK	HIGH RISK
FREQUENT	<ul style="list-style-type: none"> ■ Vandalism ■ Currency risk 		
OCCASIONAL	<ul style="list-style-type: none"> ■ Burglary ■ Loss of receivables 	<ul style="list-style-type: none"> ■ Cybercrime ■ Contract risk from trade agreements 	
UNLIKELY	<ul style="list-style-type: none"> ■ Corruption ■ Power failure ■ Telephone failure 	<ul style="list-style-type: none"> ■ Fire ■ Sabotage ■ Strike 	<ul style="list-style-type: none"> ■ Strategically bad decisions ■ War

Explanations:

LOW RISK:	No impact on the company
AVERAGE RISK:	Tangible impact on the company
HIGH RISK:	Massive impact – can endanger the company's existence

3.4. Responsibility – Safety

Together with our partners, all CONTAINEX employees contribute significantly to the implementation of safety-relevant measures. Only a joint effort by all those involved can succeed in minimising risks along the entire supply chain – from suppliers to production in the company's own factories (incl. factory regulations) until safe delivery.

The SHEQ management is responsible for the following tasks:

- ✓ Definition of general, internal safety policies
- ✓ Advising and supporting the management in the implementation of necessary measures
- ✓ Identification and assessment of risks and definition of preventive measures in the context of risk management and the assessment of safety-relevant key figures (e.g. accident statistics):

- “Near misses” in recognised hazardous situations (near-accidents)
- Global threat scenarios (e.g. pandemics, cyberattacks, blackouts)

- ✓ Continuous further development of safety and security policy
- ✓ Organisation and implementation of regular internal and external audits
- ✓ Assessment of information and training needs, organisation and implementation of internal and external training courses

When it comes to safety management measures, CONTAINEX makes a fundamental distinction between personal protection (safety) and property protection (security).



3.5. Personal protection on the premises

The safety of people in the workplace has always been one of the most important issues in safety management at CONTAINEX. We ensure a safe and healthy working environment along the entire supply chain and consistently adhere to the relevant guidelines for occupational safety, health, fire and environmental protection at all locations and in all production plants.

CONTAINEX has fire alarm systems in both Wiener Neudorf and Kufstein with a direct connection to the fire brigade. An emergency lighting system secured with an emergency generator provides adequate escape lighting in the event of an emergency.

Our safety officers in Wiener Neudorf and Kufstein check all safety-related equipment and escape routes every month and immediately report any safety risks to the responsible board or the management.



As part of the personal protection measures, employees are specially trained for the following areas of responsibility:

- Safety experts and safety officers
- Fire safety officers and fire wardens (internal firefighting teams)
- Dangerous goods officer
- Waste management officers
- Lift engineers
- First aider

Reportable work and commuting accidents at CONTAINEX

	EXTERNAL PERSONNEL	INTERNAL PERSONNEL	
	Work accidents	Work accidents	Commuting accidents
2024			
Wiener Neudorf site	0	1	1
Kufstein site	0	0	0
2023			
Wiener Neudorf site	0	1	0
Kufstein site	0	0	1
2022			
Wiener Neudorf site	1	0	0
Kufstein site	0	0	0
2021			
Wiener Neudorf site	0	0	0
Kufstein site	0	0	0

3.6. Property Protection/Security

The security management of CONTAINEX covers two areas:

- Property protection of our premises and equipment
- All security measures during movements on the container depot (theft prevention)

3.6.1. Security Services

CONTAINEX protects its office buildings and facilities against criminal activities with the following measures:

- ✓ Access controls for all entrance and exit areas
- ✓ Professional external security service
- ✓ Securing of mission-critical IT areas through:
 - Burglar-proof doors, sealed concrete tanks, redundant power supply and air conditioning
 - Early fire detection and gas extinguishing system
 - Two spatially and geographically separate data centres
 - Modern firewalls



3.6.2. Security Training for Staff

The security experts in our SHEQ management team regularly organise security training courses for employees. After all, in-house specialists are the best way to effectively counter this growing threat.

In practice-oriented workshops, training participants develop effective preventive measures and best practice solutions based on an analysis of specific loss events.

The workshops sensitise employees to risks, promote consistent action, and thereby maintain a continuous improvement process.

CONTAINEX is also advised by experienced security experts on the subject of security management. Together we define the required measures and organise special training.



3.6.3. Data Protection

CONTAINEX collects, stores and processes the data of all employees and its business partners in strict confidence and with the greatest possible care on the basis of the General Data Protection Regulation (GDPR) and the laws applicable in this area. We collect and use the data of our business partners exclusively in order to process our customer orders reliably and in line with requirements. All employees sign a declaration of commitment to data confidentiality and are informed about the requirements as part of personal training and e-learning sessions. In addition, our in-house data protection coordination centre monitors strict compliance with legal requirements.

The principles of “privacy by default” and “privacy by design” apply to software development. This ensures that business requirements are collected and processed on the basis of a legitimate purpose in the form of a legitimate interest or consent to processing.

A comprehensive, audited data and software security concept prevents external users from accessing external and internal data. The security concept was created and implemented by Risk Advisory in collaboration with EY and is continuously reviewed and updated.

3.6.4. Protection against cyberattacks

The probability of cyberattacks has increased massively in recent years. For affected companies, an attack usually means a considerable restriction of business operations, even threatening their existence. CONTAINEX is aware of this risk. As a result, we have significantly increased our protective measures and investments in IT security. This means that we are optimally prepared for any eventuality.

Like all companies in the WALTER GROUP, CONTAINEX works with a business continuity management programme that includes the following protective measures:

- ✓ Ensuring the ability to communicate
- ✓ Provision of emergency documents
- ✓ Regular training courses
- ✓ Emergency tests and clearly defined responsibilities
- ✓ Measures for the fastest possible restart of our IT systems and the recovery of data

With the new cyber security legislation NIS2, mandatory security measures and reporting obligations for security incidents have been in force since 2025.

The WALTER GROUP's central IT service provider, the WALTER GROUP Services business unit, has already been certified with the NIS2 Gold Label.

3.6.5. Analysis of Security-Related Incidents

Analysis of criminal events is a central task of the security experts of the SHEQ management at CONTAINEX. In close co-operation with all parties involved, they investigate the course of events, examine possible weak points and develop preventive measures. One main focus is on theft protection (e.g. for rental containers) using the latest technologies such as GPS trackers.

The process in detail:

- ✓ Internal and external investigation of a specific incident and examination of order processing for irregularities
- ✓ Cooperation with security agencies, detective agencies and insurance companies
- ✓ Internal and external communication of the investigation outcome
- ✓ Development of preventative measures
- ✓ Adaptation of the handling process
- ✓ Assessment of anomalies
- ✓ Evidencing of incidents and noticeable persons in our database
- ✓ Internal training

4.





HEALTH

HEALTH



The WHO (World Health Organisation) defines health as a state of comprehensive physical, mental and social well-being.

CONTAINEX uses a variety of measures to help ensure the health of its employees in their workplaces and promote general well-being within the company.



4.1. Our Contribution to Better Health

CONTAINEX is making great efforts on numerous levels to optimise health in the work context.

The following activities take centre stage:

- ✓ Taking measures to protect all employees from work-related health and safety hazards
- ✓ Effective protective measures in the event of a fire, such as “organised evacuation” of the workplace or building
- ✓ Training of safety officers, fire safety officers and fire wardens as well as first aiders
- ✓ Creation of a pleasant working environment – e.g. through noise reduction
- ✓ Ergonomic workstations
- ✓ Information on the information screens at the meeting points on fitness and health
- ✓ High-quality and efficient in-house health care
- ✓ Supporting employees in leading a healthy lifestyle and engaging in regular physical activity to reduce stress
- ✓ Strengthening personal responsibility and promoting competences for one's own health
- ✓ Mental well-being through social relationships, cohesion and security
- ✓ Healthy nutrition for all employees
- ✓ Pandemic safety concept to protect our employees

These activities enable CONTAINEX to avoid health and safety hazards, expand preventive healthcare and increase the number of healthy years of life for our employees.

SHEQ Management, Shared Service People & Culture Management and all managers are responsible for implementing all activities in this regard with the following measures:

- ✓ Compliance with statutory employee protection in the company
- ✓ Informing employees about all health protection measures
- ✓ Constantly ensuring the highest possible level of safety in the workplace as well as the health-orientated design of workplaces
- ✓ Informing and training new employees with regard to health and safety measures in the workplace
- ✓ Introduction of home office and flexibility of working hours
- ✓ Compliance with precautionary measures in the event of a pandemic (pandemic emergency plan)
- ✓ Provision of voluntary health initiatives beyond the statutory regulations, e.g. vaccination service, blood donation campaigns or psychological counselling service (Employee Assistance Programme)
- ✓ Fostering of social needs within the business, for example, training and continued education offers, tolerance and open-mindedness, cooperative leadership and work style as well as community involvement
- ✓ Optimisation of workplaces and working conditions as part of a continuous improvement process
- ✓ Support of sporting activities



4.2. Sports and Leisure

In line with the motto “Mens sana in corpore sano”, supporting a healthy lifestyle is high on CONTAINEX's list of priorities. Sport provides the ideal balance to regenerate through physical activity, to relieve tension and stress and clear your head. Therefore, the WALTER GROUP organises several sports and leisure events every year. These include various running events, the football and beach volleyball tournament during the family celebrations in Wiener Neudorf and Kufstein, as well as a tennis tournament. These events do not only support physical well-being, but also inspire team spirit.

In addition, dedicated employees arrange the following sports activities:

- Football
- Ice hockey
- Squash/Tennis
- Skiing
- Aerobics, spinning
- Baseball
- Volleyball
- Running clubs



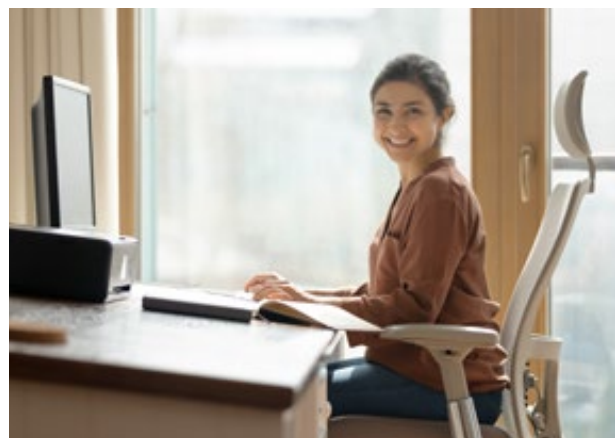
4.3. Holistic health promotion

We have also established an Employee Assistance Programme (EAP) and work together with MAVIE, which offers holistic occupational health management:

Once a year, the Health Mobile visits our two locations in Wiener Neudorf and Kufstein. This gives our employees the opportunity to take advantage of a free medical check-up by highly qualified medical specialists. We also offer an in-house medical service and all routine immunisations. Especially in times of pandemic, we have succeeded in creating a largely safe working environment with an in-house vaccination service and extensive preventive measures.

As part of the EAP, we also offer our employees a comprehensive psychological counselling service. We provide professional, free and completely anonymous support in all professional, health and private matters.

Sitting correctly at work needs to be learnt and protects against long-term damage to the musculoskeletal system. To enable back-friendly sitting, we have equipped our workstations with ergonomic, multi-adjustable office chairs with armrests. We also provide height-adjustable desks. Standing desks and our meeting points also bring a healthy change to our everyday office life.





4.4. Pandemic plan

In response to the spread of the “new flu – A/H1N1” in 2008, the SHEQ management team drew up a pandemic business continuity plan as a precautionary measure. This emergency plan had two primary objectives: firstly, to protect all employees from illness, and secondly, to safeguard our services for our customers.

In subsequent years, our SHEQ management regularly reviewed this pandemic plan to ensure it was up to date and adapted it to the changed requirements.

The emergency plan was put to the test during the COVID-19 pandemic in spring 2020.

After its activation, the SHEQ task force took over the coordination of the necessary measures. These measures were prioritised and rolled out immediately at the two locations.

Within just one week, it was possible to set up 1,400 remote workstations within the WALTER GROUP. More than 85 per cent of all employees completed their work from home without any significant loss of quality. In short: Thanks to ideal teamwork and the exemplary commitment of all employees, CONTAINEX was able to overcome the challenges posed by the pandemic.





4.5. Sporting competition in everyday work

At CONTAINEX, we consider work and the pursuit of success as not only a job, but also a sporting challenge. Not least because everybody inherently possesses a certain amount of sportsmanship.

The decentralised profit centre structure at CONTAINEX proves to be the ideal constellation for determining and awarding the most successful teams in the “sporting competition” between divisions. This is how the championship was created many years ago.

Across several categories, the winners receive travel vouchers and additional annual leave days.

The annual award ceremony takes place at the WALTER GROUP Christmas party. This evening, which traditionally takes place in the Vienna Hofburg, is one of the highlights of the year for all employees.

5.





ENVIRONMENT

ENVIRONMENT



5.1. Statement by the Management Board

Environmental declaration

Protecting the environment as far as possible is one of CONTAINEX's most important goals. As a result we consistently conduct all our business activities in line with this goal while taking into consideration the wider economic situation. With this in mind, it goes without saying that we also strictly comply with all environmentally relevant laws and regulations.

We are also in regular dialogue with the authorities in order to keep up to date with current procedures, measures and environmental activities. Naturally, we also rely on the use of renewable energy at our two sites in Wiener Neudorf and Kufstein as well as in our production plants. With the help of geothermal solutions and photovoltaics, CONTAINEX is well on the way to an energy self-sufficient and emission-free future at both sites.

As one of the largest distributors and manufacturers of mobile space systems in Europe, we also focus on optimising our production sites. In this respect, CONTAINEX will increase its future efforts even further by fully utilising the innovation potential of materials and production technologies.

CONTAINEX also makes use of technical progress to improve computer-aided production and transport optimisation. On the one hand, this enables the plants to be efficiently utilised. On the other hand, we keep CO₂ emissions as low as possible through combined transport solutions. Because every investment is made with our environmental philosophy in mind, the efficiency of our consumption of resources such as energy, water and raw materials is constantly increasing.

We also attach great importance to the opinions of our employees in environmental matters. That's why we implement constructive proposals or initiatives to the best of our ability. Environmental protection is therefore also an essential topic in our internal education and training programmes.

As a professionally communicating company, CONTAINEX reports comprehensively and regularly on the status quo and activities in the environmental sector. Communication takes place both internally and externally. We maintain an ongoing and open dialogue with the wider society, with our employees, customers, suppliers, with the neighbouring communities and the authorities.

CONTAINEX Management Board

A handwritten signature in blue ink, appearing to read "Gaspar".

Robert Gaspar

A handwritten signature in blue ink, appearing to read "Pöcksteiner".

Markus Pöcksteiner

A handwritten signature in blue ink, appearing to read "Rossmann".

Markus Rossmann

September 2024

5.2. Environmental Responsibility

Environmental protection is a pillar of sustainability and plays a key role in today's social discourse and in the economy. CONTAINEX anticipated this issue back in the 1990s and took on a shared responsibility for the environment. We grow with foresight and take economic, ecological and social aspects into account. As a result, minimising our impact on the environment is high on our list of priorities.

This prioritisation has manifested itself in the form of important projects and measures over the last 10 years.

For example, the environmental team focused on environmental compatibility aspects in product development, production and container transport. In a joint effort, we succeeded in achieving all the goals we had set ourselves.

Passionate development work by the employees and a series of measures were crucial to the success. For example, the use of recyclable materials, the development of environmentally friendly production processes, decisive progress in the efficient use of resources and much more. The new generation of container products therefore bear the CONTAINEX "GREEN technology" environmental seal.

5.3. External environmental activities

5.3.1. CONTAINEX GREEN technology

We summarise our exceptionally high quality and environmental standards under "CONTAINEX GREEN technology". They serve as binding guidelines for us when selecting suppliers, purchasing materials, in production and in quality assurance. In other words: CONTAINEX GREEN technology is a closed loop from material purchasing to container delivery.

Our long-standing partnership with certified production plants ensures a controlled and high product quality. GREEN technology also stands for energy-efficient construction, the use of recyclable materials and environmentally-friendly production processes. We manufacture our portable office and sanitary containers and storage containers in accordance with strict environmental and quality standards and also attach great importance to low energy consumption.

GREEN technology measures at a glance:

- ✓ Selection and use of recyclable materials
- ✓ Energy-efficient and environmentally friendly production in our own European production plants
- ✓ CO₂ savings and low pollutant emissions during production, transport and ongoing container use
- ✓ Ongoing quality controls and environmental audits in the supply plants
- ✓ Durable container products – reuse instead of new production
- ✓ High-quality insulation – low energy consumption



5.3.2. Suppliers and Materials

CONTAINEX selects suppliers and materials according to strict criteria with regard to sustainability as well as climate and environmental protection. For example, we do not use any critical materials. All other minimum requirements are similarly high.

Supplier requirements and testing:

- ✓ Certified environmental management systems (e.g. ISO 14001)
- ✓ Certified quality management systems (e.g. ISO 9001:2000)
- ✓ Selection of European suppliers or products
- ✓ Selection and use of recyclable materials
- ✓ Reuse/recycling of production waste
- ✓ Signing of our Code of Conduct (CoC) as a basis for any co-operation

Steel:

- ✓ Free from Cr6 (chromium VI, a carcinogenic substance)
- ✓ European production

Wood:

- ✓ FSC-certified wood (no tropical wood e.g. solid wood interior staircase beech)
- ✓ European production, formaldehyde-free according to E1

Floor cover:

- ✓ Vinyl floor coverings that comply with the new European VOC standard prEN 15052 (especially low release of volatile organic substances)

Insulation:

- ✓ Installation of high-quality insulation materials (thickness from 60 to 140 mm)
- ✓ CFC-free production of PU insulation (Huntsman quality standard) “energetic amortisation”
- ✓ Plastic windows with insulated triple glazing and gas filling, insulated roller shutters and external steel doors
- ✓ Insulated linking materials for container links

Paint:

- ✓ Modern paint shops according to the European VOC standard



Fixtures:

- ✓ Energy-efficient electrical equipment as recommended by the Austrian Energy Agency (AEA) and CFC-free coolant for air conditioning and cooling units
- ✓ Purchase from European brand manufacturers

Production:

- ✓ Exclusively European production plants
- ✓ Use of state-of-the-art production equipment (increases the production precision, reduces production waste and much more) and ongoing process optimisation (e.g. production-flow optimisation)
- ✓ Waste sorting, recycling, energy recovery systems
- ✓ Working conditions in consideration of social responsibility
- ✓ Safety management in the production plants

Transport:

- ✓ Short transport routes – over 250 depots throughout Europe and optimised transport planning
- ✓ Transport reduction through combined transport and the delivery of transpack and storage containers in sets
- ✓ Use of modern, low-emission trucks
- ✓ Check carriers before initial contract using checklists
- ✓ After the first meeting, the potential new transport partner receives the “Guidelines for cooperation” (internally GZA), which they complete with binding data about their company and return.

5.3.3. Further environmentally friendly developments in our production plants

CONTAINEX produces all containers in an energy-efficient and environmentally friendly way using high-tech automatic production machines. State-of-the-art technology does not only increase production precision, but also reduces rejects and production waste. Efficient use of materials reduces production waste to an ecological and economical minimum. Our own certified production plants are also unique in Europe because they use several particularly environmentally friendly multi-layer painting systems.



For example, most of our plants already use environmentally friendly powder coating. In contrast to the wet coating previously used for finishing, this innovative process only produces harmless residual waste and no hazardous waste, as was previously the case. CONTAINEX has also invested in a new production hall at ARCONT, which ensures an even healthier working environment. At CS-CONT and CZECH-CONT, we were able to significantly increase energy efficiency by constructing new office buildings and a new canteen.



5.3.4. Ongoing Quality Controls and Environmental Audits

CONTAINEX places high demands on its supply plants to comply with and improve quality and environmental standards. This is because every container must fulfil the CONTAINEX GREEN technology specifications. This is achieved through on-site audits and thorough final inspections before the modules are delivered. An accompanying test report confirms conformity. Our container plants also have modern water treatment plants. They recycle the water required for container cleaning for multiple reuse.

Environmentally friendly production also requires the development of resource-saving and low-emission technologies. This is exactly what CONTAINEX does in its own Research & Development department. It played a leading role in the creation of the “GREEN technology” standards.

CONTAINEX is particularly proud of the state-of-the-art paint shops, which are used in the main supply plants. As a result, the emission and VOC values legally required by the EU are significantly undercut!



5.3.5. Development of sustainable products

Sustainable products are always the result of maximum efforts at various environmentally relevant levels. Consequently, our product development focuses on the use of recyclable materials, high-quality insulation materials and energy-efficient technologies. Some current developments are:

- ✓ Wall panels with highly insulating wood fibre insulation with plaster cladding and exterior wooden cladding
- ✓ Suspended ceiling with wood fibre insulation board
- ✓ Linoleum floor coverings
- ✓ PV modules
- ✓ Smart control of space systems and heat pump technology for heating and water

- ✓ Electric heaters with weekly timer for temperature optimisation
- ✓ System for detecting open windows

CONTAINEX also scores highly in terms of sustainability with its durability. This is because our high-quality containers can be used several times over a long period of time. We have also expanded our trade in used containers in recent years. Specifically, we offer both the buy-back of CONTAINEX containers that are no longer required and the sale of TOP USED containers.



5.3.6. Reduction of CO₂ emissions during transport

Transport is a central starting point for maximising sustainability and reducing pollutants. CONTAINEX delivers its containers to virtually every country in Europe and beyond. With the “Transpack® Container”, a portable office container that can be delivered disassembled as a package, we have taken an important step in terms of efficiency. Since then, we have been able to load eight 20' portable office containers onto a lorry and deliver them. In conventional construction, there are only two. This innovation alone reduces pollutant emissions by up to 400 per cent. By introducing the set delivery with up

to five storage containers in a set, we were also able to significantly reduce environmental pollution. The same applies to transport with low-emission lorries.

Due to the sometimes distant target markets, intelligent transport solutions also offer great potential for CO₂ savings. That is why we at CONTAINEX rely on the experience of our transport management, the use of modern IT systems for transport control and the advantages of combined transport by road, rail and ship. This saves us more than 55 tonnes of carbon dioxide per year.





5.4. Environmental goals

CONTAINEX is committed to the **CO₂ reduction targets in accordance with SBTi**:

The Science Based Targets Initiative (SBTi) is an organisation that supports companies worldwide in playing their part in the fight against the climate crisis. It develops standards, tools and guidelines that enable companies to set greenhouse gas emission targets that are in line with scientific evidence and aim to keep global warming below catastrophic levels and reach net zero by 2050 at the latest.

TARGETS AND MEASURES BY 2030

Scope 1 and Scope 2:

✓ **Target:** Reduction of CO₂ emissions by 42 % by 2030.

✓ **Measures:**

- Implementation of energy-efficient technologies and processes in production and operations.
- Switch to renewable energies, such as solar and wind power, to cover energy consumption.

- Improving energy efficiency by modernising infrastructure and introducing energy management systems.
- Promotion of sustainable mobility solutions, such as electric vehicles and bicycles, for employees and logistics.

Scope 3:

✓ **Target:** Reduction of CO₂ emissions by 25 % by 2030.

✓ **Measures:**

- Working with suppliers and partners to reduce their CO₂ emissions and promote sustainable practices.
- Introduction of sustainable procurement guidelines that minimise the carbon footprint of purchased products and services.
- Promote circular economy models that reduce waste and support the reuse and recycling of materials.
- Raising awareness and training employees and stakeholders to promote sustainable behaviour and practices.

5.5. Digitalisation

The digitalisation of work processes is a focal point of software development at CONTAINEX. In 2019, the go-ahead was given for a fundamental modernisation of the CRM and ERP software landscape. Since then, CONTAINEX has been working continuously with external partners to implement a forward-looking digitalisation strategy. The focus is on the implementation and ongoing development of a central PLM/PDM system and a central ERP solution. All production plants are networked with each other via these tools. We also implement and further develop new environment systems within the Group.



5.6. Environmental activities at our office premises

In addition to environmental initiatives in the production areas, we also promote environmental measures at our office sites. Under the motto “Green for Future”, we are gradually developing our site-related environmental activities.



For example, with the following measures:

- ✓ Planning and construction of new buildings according to ecological aspects (energy requirements, sustainable building materials etc.)
- ✓ Purchasing of environmentally compatible products and services
- ✓ Holistic energy management or energy monitoring (water consumption, electrical energy, fossil fuels)
- ✓ Use of renewable energy (geothermal energy, photovoltaics)
- ✓ Purchase of 100 % green electricity
- ✓ Energy optimisation through a building management system
- ✓ Energy recovery systems as well as warm water treatment in the low temperature range
- ✓ Extensive waste reduction and prevention, careful waste separation and proper disposal
- ✓ Free bus service for employees
- ✓ Carpooling app “Carpoyee”, Nextbike and Jobticket in Kufstein
- ✓ Operational pool of ideas for continuous improvement of our environmental commitment
- ✓ Resource-conserving travel and the best possible use of video conferencing systems
- ✓ Electrification of the company car fleet, where possible

5.6.1. Ecological aspects in building and facility management

The WALTER GROUP's facility management continuously increases the energy efficiency of our buildings. This applies to new buildings as well as refurbishments and the maintenance of existing properties. Key aspects include prioritising the use of sustainable materials and building materials as well as state-of-the-art building technology. The office building extensions in Wiener Neudorf and Kufstein as well as the new WALTER GROUP Campus are examples of our sustainable construction.

The potential for reducing energy consumption is considerable.

We achieve it mainly through the use of renewable energy, energy recovery systems, consumption optimisation through building management systems and with the help of comprehensive energy controlling. All measures are based on the premise of offering all employees an optimal indoor working environment.

Further measures in this field:

- Investing into smart lighting systems
- Increasing the share of renewable energies
- Improving thermal insulation
- Using environmentally friendly, recyclable building materials, etc.



5.6.2. Construction of photovoltaic systems

In 2020, the WALTER GROUP began using existing roof areas to install photovoltaic systems. PV panels with an output of 4.65 MWp were installed by summer 2024. From this, we generate over 4.7 MWh of green electricity. This corresponds to an annual energy requirement of over 1,300 households and makes a significant contribution to the sustainable production of our mobile space systems.



5.6.3. “Carplooyee” carpooling app

Since 2019, our employees have been able to organise company car pools using the “Carplooyee” app. The carpooling scheme does not only reduce travel costs, but also reduces pollutant emissions and relieves the pressure on car parks.

We promote the use of “Carplooyee” by offering employees who use this car pool a garage parking space in the immediate vicinity of the office building.

5.6.4. Environmentally-friendly company cars

When purchasing new company cars, we consistently favour low-emission vehicles. Switching to economically viable, alternative drive systems is part of our forward-thinking strategy. Several electric and plug-in hybrid vehicles have now been purchased. We provide e-charging stations in our car parks for both company cars and private vehicles.



5.6.5. Video conferencing instead of business trips

Digital communication tools such as Webex and Microsoft Teams offer new opportunities for visits to business partners.

We use them in addition to business trips in order to remain flexible and reduce our pollutant emissions in this way too.



6.





QUALITY

QUALITY



6.1. Statement by the Management Board

Quality Policy

In daily competition, satisfied customers are the key to success. With this in mind, CONTAINEX has defined a central corporate principle:

**“WHEN PROVIDING OUR PRODUCT SERVICES
WE ARE BETTER THAN OUR COMPETITORS IN
MEETING OUR CUSTOMERS' REQUIREMENTS.”**

By “better in meeting our customers' requirements”, we mean the competent behaviour of our staff as well as flexibility, reliability and punctuality in implementing customer requirements. Additionally the seamless monitoring of production processes, quality controls, prompt processing of complaints, and preventive measures play an important role in avoiding errors. The integration of our suppliers and partners into our management systems and our long-term and close relationships form another cornerstone in achieving these quality objectives.

We also document all work processes without exception. This is part of our “CONTAINEX GREEN technology” quality management system and forms the basis for the continuous improvement process (CIP). To this end, we agree measurable quality targets with all organisational units. Modern IT systems support us in monitoring the achievement of targets. The results are analysed across all management levels and form the basis for future management decisions.

CONTAINEX Management Board

A handwritten signature in blue ink, appearing to read "Gaspar".

Robert Gaspar

A handwritten signature in blue ink, appearing to read "Pöcksteiner".

Markus Pöcksteiner

A handwritten signature in blue ink, appearing to read "Rossmann".

Markus Rossmann

September 2024

**“THE WINNER OF THE RACE
will not be the cheapest but it
WILL BE THE ONE WHO
OFFERS THE BEST SERVICE”**

In keeping with this motto, customer satisfaction is CONTAINEX's number one priority. After all, outstanding and reliable quality is in the interest of our customers. On the other hand, it ensures our sustained profitability. To ensure that we can consistently guarantee maximum satisfaction, we provide all services in accordance with clearly formulated and highly efficient internal processes.

6.2. Quality responsibilities

Our quality officers fulfil many tasks:

- ✓ Responsibility for all quality assurance measures, and reporting directly to the management board
- ✓ Structuring and documentation of work processes
- ✓ Management of the Continuous Improvement Process (process management)
- ✓ Training of internal auditors
- ✓ Annual auditing of operations and service areas
- ✓ Measuring our quality of service based on quality-relevant KPIs (Key Performance Indicators), analysis and evaluations as well as reporting to Commercial Management, Sales Management and the Management Board
- ✓ Development of necessary corrective actions in cooperation with the training department (coaching, training, etc.)
- ✓ Accompaniment of the annual external audit, conducted by LRQA
- ✓ Risk Management

6.3. Success through Quality

Our “Success through Quality” programme has been running since 2012. This quality offensive, initiated by the management board, is fuelling the gradual improvement of our service standards. The aim is to fulfil them without errors or deviations.

The continuous improvement process concentrates on four core areas:

- Customer Agreements
- Communication and Information
- Production control
- Optimised utilisation of the entire rental fleet

6.4. Internal Quality Audits

More than 20 trained WALTER GROUP auditors organise more than 120 cross-site audits per year. The audits are managed and documented using the ConSense software programme. Our team consistently ensures that the audit topics are always practice-orientated and take current customer requirements into account.

Mandatory audit content:

- Compliance with the work processes
- Review of qualitative goal achievement
- Quality KPIs
- Compliance with safety, security, or environmental requirements of customers
- Monitoring of the education and training measures carried out by employees

Rating system:

- Major deviation incl. deviations from the norm
- Minor deviation
- Potential for improvement
- Best Practices

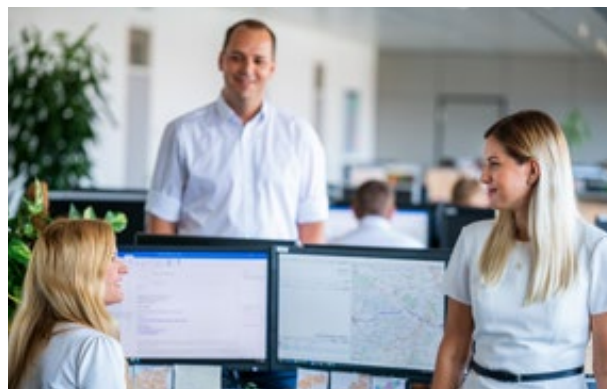
If there are deviations, our auditors initiate suitable measures within a maximum of three months. They then check the effectiveness of the quality management system. Before and after each audit, the responsible managers consult with each other. A trained coach in the audit team ensures that even the slightest deviations are immediately followed up on site.

In the event of frequently recurring deviations, the staff training department receives a request to include the respective topic in the current training programme. The Holding Executive Board and the Management Board of CONTAINEX receive a management summary.



6.5. Quality KPIs

In order to objectify the quality assessment in the best possible way, CONTAINEX's quality management team, together with the controlling department, has expanded the existing quality measurement with additional relevant key figures. The new parameters enable a more differentiated assessment of our products and services. They support targeted corrective measures as part of the continuous improvement process. The analyses also form the basis for the quality targets of the individual divisions. Development of the quality indicators is part of our "Success through Quality" initiative.

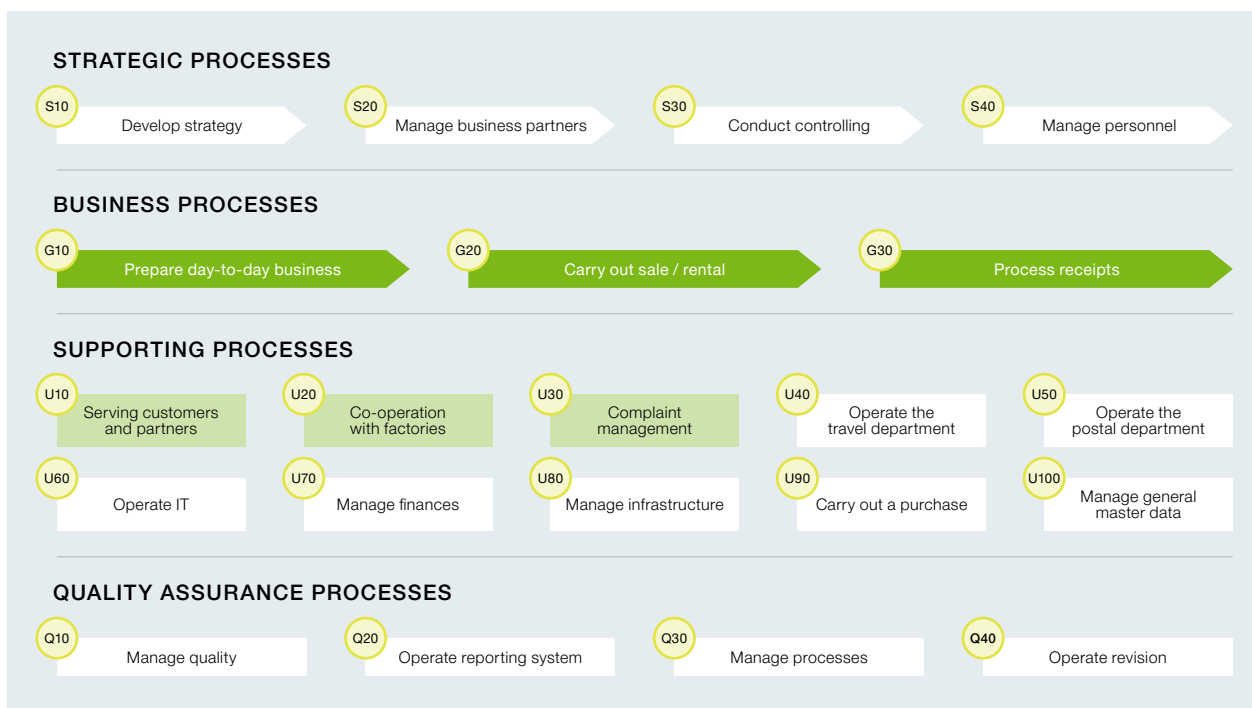


6.6. Process Management and Lean Management

CONTAINEX accompanies the continuous modernisation of the software landscape with analyses of the existing actual processes in production, services and shared services. The aim is to make them as simple as possible with regards to automated processes.

In addition, we optimally coordinate all activities that are necessary for the provision of our products and services. Naturally, with precise consideration of customer and supplier expectations within the framework of the leanest possible organisation in the sense of ambitious lean management.

Business Process Map



7.



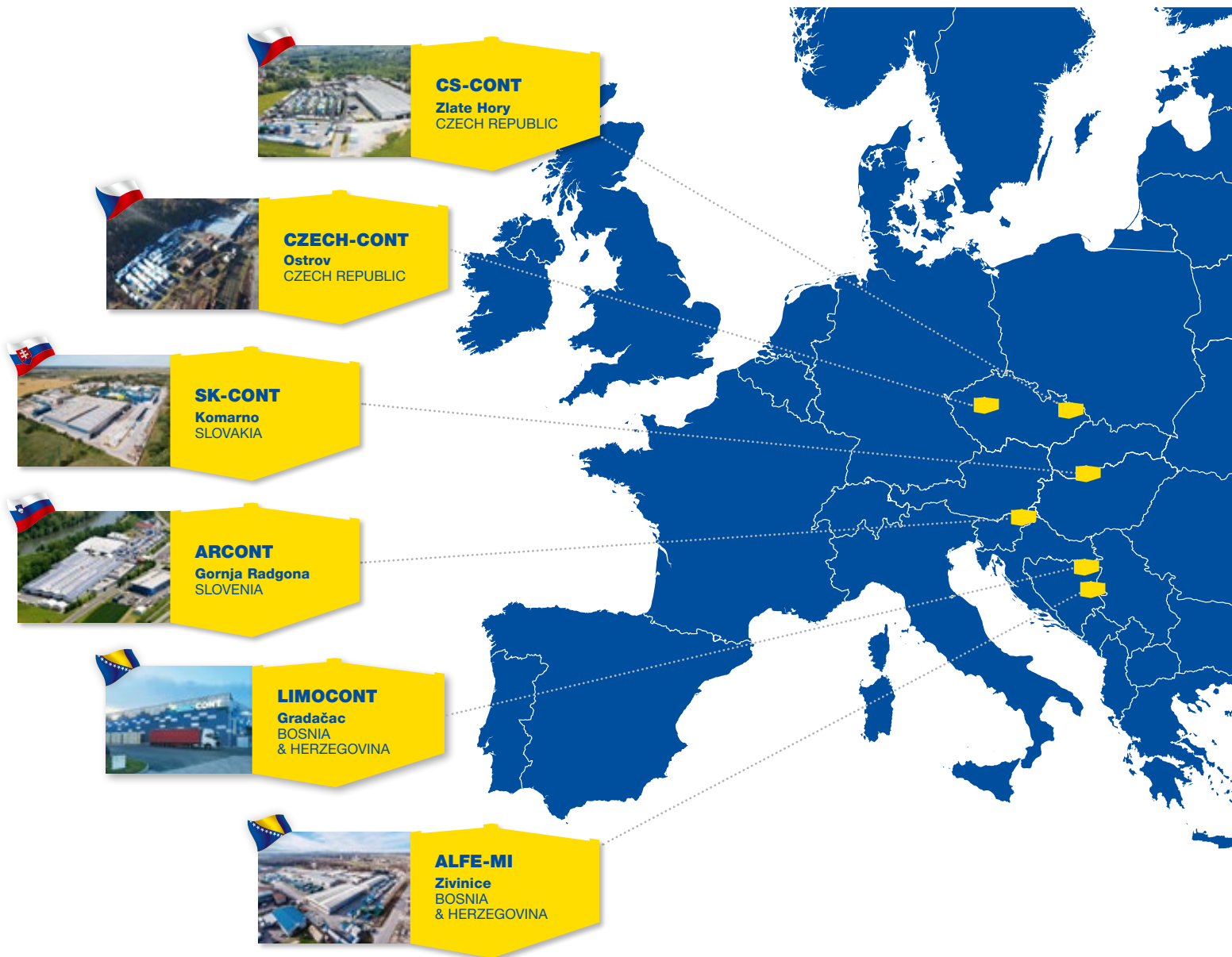


IN-HOUSE
PRODUCTION PLANTS
IN EUROPE

IN-HOUSE PRODUCTION

The decades-long partnership with our own certified production plants ensures CONTAINEX a controlled and high product quality.

This means that we are largely independent of suppliers and can guarantee a continuous production volume of consistently high quality.



7.1. Latest Technologies

CONTAINEX currently has modern, fully automated processes in the areas of production and painting. Cutting, plasma welding and production work with the help of robots generate time savings on the one hand and improve workplace quality for employees on the other hand. Semi-finished products do not have to be laboriously produced by human hands. The employees monitor all steps to ensure high quality. CONTAINEX is therefore working intensively on the further expansion of robotic systems in all production plants.



7.2. Certifications

Our production facilities are certified by renowned institutes in accordance with EN 1090 and the products are CE-certified. This enables us to fulfil the production and product quality required in Europe.

Further certifications such as EN ISO 9001:2015 or EN-14001 ensure the high standard of production technology and processes.

7.2.1. EN ISO 9001:2015

EN ISO 9001 specifies the minimum requirements for a quality management system (QM system). Every organisation must meet its criteria in order to provide products and services that meet customer expectations and any regulatory requirements. The standard also requires a continuous improvement process for the management system.

The process-oriented approach is based on the four main processes of an organisation, which transforms input into output. The standard considers these processes and compares the target specifications (planning) with the actual values. In case of deviations, improvements and changes are defined and planned. This completes the “Plan – Do – Check – Act” loop, also called the PDCA cycle.

The eight main chapters of the standard are:

- ✓ **Chapter 1-3:** Foreword and general information
- ✓ **Chapter 4:** Quality management system
- ✓ **Chapter 5:** Management responsibility
- ✓ **Chapter 6:** Management of resources
- ✓ **Chapter 7:** Product realisation
- ✓ **Chapter 8:** Measuring, analysing and improving



7.2.2. EN 1090

The introduction of the Construction Products Directive 89/106/EEC required, among other things, the creation of the following standardised regulations throughout Europe:

- ✓ Standards for the design and construction of metal structures
- ✓ Definition of conformity assessment procedures

EN 1090-1

As a harmonised standard (hEN), it regulates the requirements for proof of conformity for steel, aluminium and composite steel and concrete structures, each manufactured in series and non-series production as well as an assembly kit.

EN 1090-2

Contains technical regulations for the construction of steel structures and is a replacement for all pre-standards for this part as well as partial replacement for DIN 18800-7.

7.2.3. CE Declaration of Conformity

The CE marking confirms that a construction product complies with a “harmonised” European standard (hEN). It recognises the application of the system of attestation of conformity laid down therein.

With the EU declaration of conformity, the manufacturer (or, if located outside the EU, its authorised representative within the EU) confirms that the product they have placed on the market corresponds to the basic health and safety requirements of all relevant European directives and therefore conforms to them. The EU-declaration of conformity is the basis for the CE-mark of the corresponding product.



7.2.4. DNV-GL

The DNV-GL certificate provides a type test for all storage containers and the products, materials and processes used with them. The methods comply with international or national standards and are continuously improved.



7.2.5. ISO 14001

ISO 14001 certification is an essential part of our commitment to sustainable environmental management. It ensures that we continuously adhere to high environmental standards and minimise our ecological impact. This certification demonstrates our endeavour to take responsibility for the environment and promote sustainable business practices. The central elements of the standard are:

- ✓ **Planning:** Definition of environmental targets and corresponding measures, responsibilities and procedures
- ✓ **Implementation:** Implementation of the defined measures and procedures
- ✓ **Control:** Review of responsibilities and procedures and the measures with regards to the environmental goals and the environmental guidelines (so-called “environmental policy”) of the organisation
- ✓ **Improvement:** Adjustment of responsibilities, procedures and measures and, if applicable, the environmental goals and environmental guidelines



7.3. Centralised Purchasing and Product Development

All production plants purchase raw materials centrally via CONTAINEX. This saves resources and has many other advantages.

- ✓ Centralisation of all purchasing activities
- ✓ Bundling of quantities
- ✓ Products can be freely combined with each other
- ✓ Uniform appearance
- ✓ Optimised process costs
- ✓ Improvement of logistics, invoice control and invoice payments

7.4. Sustainable product development

Our energy-efficient, durable and environmentally friendly products are the result of intensive development work by our engineers. They emphasise their leading expertise through a range of innovations that benefit both customers and the environment.



7.4.1. Environment

A main focus in CONTAINEX's product development is the use of recyclable materials, high-quality insulation materials and sustainable, energy-efficient production technologies. It is not without reason that our products bear the CONTAINEX GREEN technology seal. It stands for compliance with ecological standards and sustainable development.

Specifically, CONTAINEX's fundamental environmental goals are the rational use of raw materials, resources and energy, as well as the reduction of waste and its sorting and processing. Environmentally friendly paints and energy-efficient equipment are used in the painting line. The same applies to permanent technological air and waste water treatment. The company's own mechanical-biological wastewater treatment plant is another milestone in sustainable production.

Here is a small selection of environmentally friendly developments from the recent past:

- ✓ Eco-components: Wall panels made of highly insulating wood fibre insulation with plaster cladding and wooden exterior façade, suspended ceiling with wood fibre insulation board, linoleum floor covering
- ✓ Heating with heat pump technology
- ✓ Hot water preparation using heat pump technology
- ✓ PV modules for your own electricity production
- ✓ Smart control of space systems
- ✓ Electric heaters with weekly timer for temperature optimisation and "open window detection"

7.4.2. Health & Safety

CONTAINEX is constantly investing in modern technology, work preparation and IT processes. In this way, we reduce stress and noise in the production plants and create an employee-friendly working environment. We also attach great importance to product safety and therefore do not use critical materials. Sports activities and specially created health promotion programmes help our employees to improve their mental and physical well-being and quality of life.



7.4.3. Staff

CONTAINEX has clearly defined the basic values of its organisational culture and consistently ensures that they are adhered to:

- ✓ Pleasant working environment
- ✓ Appropriate system of internal communication
- ✓ Diversified remuneration model

Based on these values, we establish a working environment that promotes long-term satisfaction and motivation and in which our employees in the production plants can develop their great potential in the best possible way. To this end, we also offer many different training courses, further education and development opportunities, several school and university internships and summer jobs every year.

7.5. Material Procurement, Product Development and Production

CONTAINEX's production plants manufacture high-quality products using selected raw materials and modern, environmentally friendly technologies. Specifically, we operate strictly in accordance with the guidelines of the CONTAINEX GREEN technology certificate. CONTAINEX thus guarantees precisely defined quality and environmental standards according to which we select suppliers, purchase materials, develop and manufacture our products and monitor their quality.

A number of factors play a role in the selection of suppliers. Certifications (ISO 14001 and ISO 9001:2015) are just as important as the commitment to act in accordance with the WALTER GROUP Code of Conduct.

It aims to harmonise entrepreneurial activity with ethical values and social responsibility. In particular, we demand strict compliance with all provisions of the EU Anti Slavery Act of 2015, which states, among other things:

- ✓ No one shall be held in slavery or servitude.
- ✓ No one shall be compelled to perform forced or compulsory labour.
- ✓ Human trafficking is prohibited.





7.5.1. Modern and precise component production

The CONTAINEX plants are equipped with state-of-the-art production machinery. The high degree of automation makes it possible to manufacture the individual components with absolute precision.

It is the prerequisite for the optimal dimensional accuracy and compatibility with standards of the finished office, sanitary and storage containers.

7.5.2. Productive and efficient assembling

Our experienced employees weld prefabricated components with the smallest tolerances into individual semi-finished products using precise templates and continue to process them further.

Skilled and certified welders guarantee perfect welding to dimensionally accurate floor and roof frames.

7.5.3. Environmentally-friendly paintwork

The CONTAINEX production plants also use state-of-the-art technologies to protect the frame components against corrosion. Our experts use a particularly innovative, environmentally friendly primer, energy-efficient nanotechnology and a high-quality powder coating.

This special surface treatment protects against both mechanical damage and UV rays in the long term.

7.5.4. Final Assembly: modular and extendable

The so-called completion work is carried out by experienced fitters, plumbers and electricians exactly according to the customer's specifications.



7.5.5. Quality control and safety

CONTAINEX sees quality control as a continuous process that affects every production department. Without exception, all containers are thoroughly checked before entering the next processing stage.

After completion, the final inspection is carried out. If the product fulfils the prescribed quality, it receives a green dot. Important: The CONTAINEX production plants are certified according to EN 1090 and the products are certified according to CE.

7.5.6. Loading: Transport and Satisfaction

The finished product leaves the production plant after being loaded and secured for transport. This final step in the manufacturing process is also subject to strict criteria relating to both load securing and transport protection.

They ensure that the end product reaches the recipient in perfect condition.



8.



ENVIRONMENTAL DATA



8.1. Energy Expenditure CONTAINEX Wiener Neudorf and Kufstein



ENERGY CONSUMPTION/YEAR	2021	2022	2023
Electricity (purchased)	2,732,466 kWh	2,517,805 kWh	2,226,034 kWh
Electricity (self-produced)	0 kWh	100,000 kWh	205,342 kWh
Natural gas HQ Vienna/Wiener Neudorf	817,761 kWh	810,315 kWh	707,676 kWh
District heating Kufstein/Tirol site	40,000 kWh	35,289 kWh	40,905 kWh
Water HQ Vienna/Wiener Neudorf & Kufstein/Tirol site	431 m ³	516 m ³	379 m ³

8.2. Waste Balance 2023

NAME AND KEY CODE		CONTAINEX
Industrial waste, general waste	91101	22,057 kg
Bulky waste (skip)	91401	4,330 kg
Packaging material, cardboard boxes	91201	3,090 kg
Plastic packaging/films	57119	2,980 kg
Styrofoam	57108	--
Paper waste	18718	9,520 kg
Wooden packaging (untreated)	17201	--
Wood treated (material)	17202	15,580 kg
Old varnishes, paints, solvents*	55502	112 kg
Empty spray cans (compressed gas packaging)*	59803	676 kg
Solid grease- or oil-smeared equipment (workshop waste)*	54930	20 kg
Waste oil and waste oils in containers	54102	526 kg
Used oil containers	54926	--
Discarded metal, scrap	35103	10,300 kg
Scrap (cans) mixed	35103	--
Mineral fibre waste, hazardous	31437	110 kg
Lead accumulators	35322	80 kg
Cooling and air conditioning units	35205	380 kg
Construction site waste	91206	3,140 kg
Contents of grease separator	12501	--

NAME AND KEY CODE		CONTAINEX
Electronic scrap	35202	500 kg
Visual display units, incl. picture tube device	35212	50 kg
Printing ink residue, toner	55509 57129	through WALTER GROUP
Clear glass	31468	coloured glass only
Coloured glass	31469	--
Oil and petrol separator contents	54702	--
Kitchen and canteen waste	91202	--
Fats (e.g. frying oils)	12302	--
Refrigerant*	55205	by maintenance companies
Fluorescent lights *) **)	35339	26 kg
Rubble	31409	by professionals
Organic waste	91104	in general waste
Coffee grounds (plant food residues)	92107	in general waste
Coffee capsules (Nespresso)	35315	in general waste
Screens	35201	through WALTER GROUP, WND
(Small) batteries, unsorted	35338	through WALTER GROUP, WND
Residues from sewer cleaning	94702	750 kg
Road sweepings	97101	--
Lumber and demolition wood after construction work	17202	by professionals

* Accompanying licence required

**) returned in exchange to Elektro Schwarzmann, Aspang **) As part of the refurbishment of the Kufstein office building, the entire office lighting was converted to LED!

8.3. Waste Balance 2024

NAME AND KEY CODE		CONTAINEX
Industrial waste, general waste	91101	26,220 kg
Bulky waste (skip)	91401	--
Packaging material, cardboard boxes	91201	4,370 kg
Plastic packaging/films	57119	3,366 kg
Styrofoam	57108	230 kg
Paper waste	18718	9,070 kg
Wooden packaging (untreated)	17201	--
Wood treated (material)	17202	13,380 kg
Old varnishes, paints, solvents*	55502	--
Empty spray cans (compressed gas packaging)*	59803	790 kg
Solid grease- or oil-smeared equipment (workshop waste)*	54930	210 kg
Waste oil and waste oils in containers	54102	--
Used oil containers	54926	--
Discarded metal, scrap	35103	6,130 kg
Scrap (cans) mixed	35103	--
Mineral fibre waste, hazardous	31437	Waste disposal – construction sites
Lead accumulators	35322	--
Cooling and air conditioning units	35205	--
Construction site waste	91206	Waste disposal – construction sites
Contents of grease separator	12501	--

NAME AND KEY CODE		CONTAINEX
Electronic scrap	35202	595 kg
Visual display units, incl. picture tube device	35212	15 kg
Printing ink residue, toner	55509 57129	through WALTER GROUP
Clear glass	31468	coloured glass only
Coloured glass	31469	1,000 kg
Oil and petrol separator contents	54702	--
Kitchen and canteen waste	91202	--
Fats (e.g. frying oils)	12302	--
Refrigerant*	55205	by maintenance companies
Fluorescent lights *) **)	35339	18 kg
Rubble	31409	by professionals
Organic waste	91104	in general waste
Coffee grounds (plant food residues)	92107	in general waste
Coffee capsules (Nespresso)	35315	in general waste
Screens	35201	through WALTER GROUP, WND
(Small) batteries, unsorted	35338	through WALTER GROUP, WND
Residues from sewer cleaning	94702	17,950 kg
Road sweepings	97101	--
Lumber and demolition wood after construction work	17202	by professionals

* Accompanying licence required

**) returned in exchange to Elektro Schwarzmann, Aspang **) As part of the refurbishment of the Kufstein office building, the entire office lighting was converted to LED!

9.





ENVIRONMENTAL ACTIVITIES

ENVIRONMENTAL ACTIVITIES



9.1. Environmental activities at the premises

OBJECTIVE	MEASURES	RESPONSIBILITY	STATUS
PRODUCTION PLANTS			
Sustainable purchasing	Sustainable product procurement	Central purchasing	✓
Sustainable production	Production according to the CONTAINEX GREEN technology quality principle: <ul style="list-style-type: none"> - Selection and use of recyclable materials - Energy-efficient and environmentally friendly production - In-house European production plants – short delivery and transport routes - CO₂ savings and low pollutant emissions during production, transport and ongoing container use - Ongoing quality controls and environmental audits in the supply plants - Durable container products – reuse instead of new production - High-quality insulation – low energy consumption 	Central purchasing	✓
	Using state-of-the-art production technology	Central purchasing	✓
ENVIRONMENTAL MANAGEMENT SYSTEM			
Certification according to CONTAINEX SHEQ & CONTAINEX GREEN technology	The environmental management system implemented in 2008 is continuously developed in the course of regular quality audits.	SHEQ Management	✓
ENVIRONMENTAL MANAGEMENT			
Cooperation with stakeholders	“CSR and Sustainability EcoVadis” Participation in the platform for companies involved in the areas of Social Responsibility (CSR) and Sustainability	SHEQ Management	✓
	Participation in the Eco-Management Programme (Lower Austrian Environment System)		✓

Key to symbols: ✓ = Project completed ○ = Project ongoing or under implementation

OBJECTIVE	MEASURES	RESPONSIBILITY	STATUS
NEW BUILDINGS AND REVITALISATION OF EXISTING PROPERTIES			
High energy efficiency and sustainable construction	Planning, construction and revitalisation of buildings in accordance with ecological factors	Asset Management	☑
Use of sustainable and recyclable construction materials	Recyclable carpet tiles from environmentally-certified production		☑
	Conversion of lighting systems to low-consumption LED lighting		○
OFFICE BUILDING ANNEX “OFFICE BUILDING NORTH”			
<ul style="list-style-type: none">■ Energy-efficient and sustainable construction method■ Low-energy office building■ Excellent indoor environment for a high-quality place of work for our employees■ Improved use of daylight	Use of sustainable construction materials	Asset Management	☑
	Intelligent lighting systems (movement- and daylight-dependent, low-consumption LED lighting)		☑
	Use of geothermal energy and 100 % green electricity		☑
	High thermal insulation		☑
ENERGY			
Comprehensive energy monitoring	Measurement of water and electricity consumption for all buildings	Asset Management	☑
	Comparison with previous periods		☑
	Determination of energy requirements per employee (Corrective action where necessary)		☑
Use of renewables for heating and cooling	Use of geothermal energy using heat pumps		☑
	Construction of solar energy plants for hot water treatment		☑
Construction of a photovoltaic system	Assessment of construction costs, the degree of efficiency and the direct use of the generated energy		☑
Increase in energy efficiency	Building management system in all buildings		☑
	Energy recovery systems		☑
	Hot water treatment in low temperature ranges		☑
	All premises equipped with automatically controlled external blinds		☑

OBJECTIVE	MEASURES	RESPONSIBILITY	STATUS
WATER			
Reduction of water consumption per employee	Flushing stops in the toilet facilities	Asset Management	☑
	Central cleaning of tea and coffee cups in the commercial kitchen dishwasher		☑
PURCHASING			
Consideration of environmental aspects when purchasing supplies, equipment and machinery as well as services	Test and selection of energy-optimised office equipment	Shared Service General purchasing	☑
	Consideration of recyclable materials		☑
	Use of wood-free, chlorine-free photocopying paper from environmentally-certified production		☑
	Use of multi-purpose toner cartridges for refilling		☑
WASTE			
Waste reduction and waste prevention	Reduction of paper consumption through software solutions such as electronic transport files, electronic archive or electronic invoice	Shared Services IT and General Purchasing	☑
	Double-sided copying		☑
	Multiple use of PVC file folders		☑
Waste reduction and waste prevention	Presentation of ideas for waste prevention	Innovation Team	○
Waste separation	Waste separation at all meeting points and in the offices	Asset Management	☑
Waste management concept	Renewal of the waste management concept	Shared Services Safety, fire protection, waste management	☑
Disposal of packaging material	Release and licence agreement with ARA (Altstoff Recycling Austria)	Shared Services Safety, fire protection, waste management	☑

Key to symbols: ☑ = Project completed ○ = Project ongoing or under implementation

OBJECTIVE	MEASURES	RESPONSIBILITY	STATUS
CLEANING			
Use of environmentally-friendly cleaning products	Awarding of the cleaning contract to an environmentally award-winning service company	Asset Management	☑

Key to symbols: ☑ = Project completed ○ = Project ongoing or under implementation



OBJECTIVE	MEASURES	RESPONSIBILITY	STATUS
EMPLOYEES			
Training and motivation to environmentally conscious behaviour	Introductory training for new staff on waste separation, optimal use of building services and environmentally-conscious behaviour in the workplace	Shared Services Staff training and safety, fire protection, waste management	☑
	Internal workshops, moderated by the SHEQ team		○
Coordination of Environmental Activities	Development of job descriptions for all environmental officers	SHEQ Management	☑
	Preparation of training materials		○
	Implementation of training courses and workshops		○
	Evaluation of ideas on environmental topics		☑
	Efficient travel (using a software programme for efficient appointment planning, ..)		○
	Avoidance of travel (purchase of several video conferencing systems in Wiener Neudorf and Kufstein)		☑
Promote the use of public transport	Free company bus service from and to Vienna	People & Culture Management	☑
Environmentally-friendly company cars	Purchasing company cars according to ecological procurement guidelines	Shared Service General purchasing	☑
LEGAL COMPLIANCE			
Complying with applicable legal regulations in the sectors of Energy, Safety and Environment	Performance of periodic inspections	Shared Services legal matters and security, fire protection, waste management	☑
	Appointment of officers		
	Creation of waste management concept		☑
	Check of conformity with official notifications		☑
	Performance of workplace evaluation		☑
	Energy audits under the Energy Efficiency Act		☑

Key to symbols: ☑ = Project completed ○ = Project ongoing or under implementation

Note:

In this text, we may not have used gender-specific language in all situations due to readability. However, both genders are always addressed in terms of equal treatment.

Legal Notes:

The contents have been carefully researched, using reliable sources. For completeness, we accept no responsibility for the correctness and accuracy of the content. All information subject to misprints and typesetting errors.

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