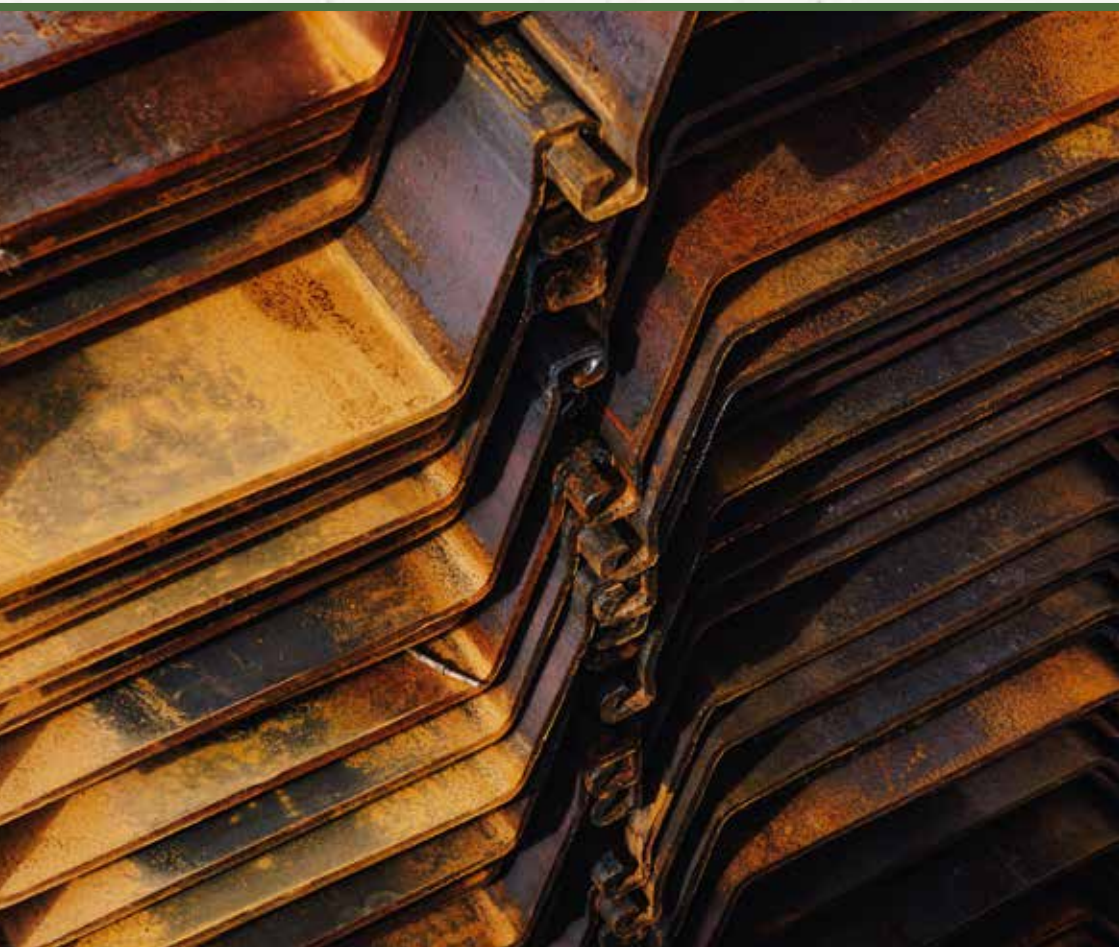
HIRNBÖCK
STABAU

SUSTAINABILITY REPORT

2025 / 2026



Foreword from Management

Environmental awareness, sustainability and social responsibility guide our actions. In the 2025/26 financial year, we developed our activities further, focusing on the long-term use of our steel products, responsible resource use and reliable partnerships.

We increased our rental share from 75% in the previous year to 78%. After use, our steel products are returned, refurbished and rented out again. This extends their service life and strengthens the circular economy.

We also take responsibility in our own operations. Alongside our use of renewable electricity and support for sustainable mobility, we worked with Anderskompetent to have our old IT equipment professionally recycled.

The health and development of our employees are equally important to us, as is our longstanding social and regional commitment. These are integral parts of our corporate culture.

Thank you to our employees, customers and business partners for their trust and their contribution to our shared development.



Kind regards,
Friedrich Hirnböck
Managing Director
Hirnböck Stabau GmbH

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About us

Our product range includes steel sheet piles, trench sheets, steel beams, steel pipes, rails and steel plates. We use robust, recyclable steel. Steel sheet piles are at the heart of our business and can remain in a closed loop for many decades. After use in construction projects, we prepare them for reuse before they are fully recycled at the end of their life cycle. By renting out these materials, we enable repeated use, reducing the need for new production and conserving natural resources. Integrating sheet piles into a circular economy is central to our environmental commitment. Our sites are in Elixhausen (head office) and Nußdorf/Weitwörth near Salzburg.

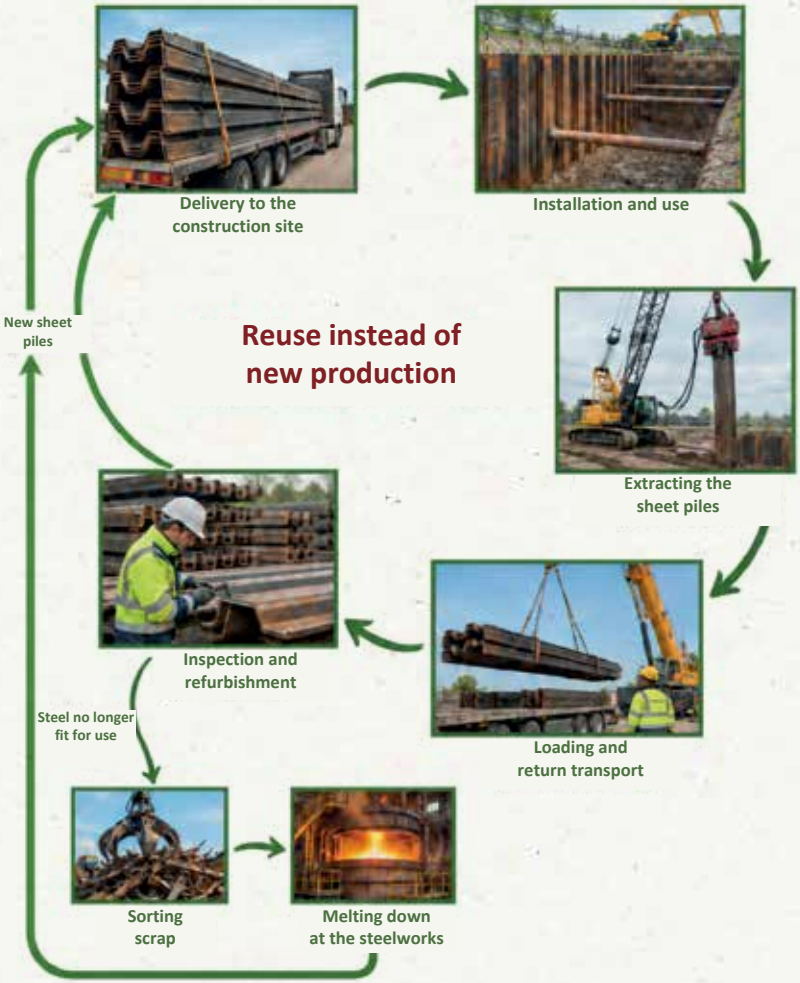


Steel is a natural product. This natural resource is inexhaustible because steel can be recycled repeatedly without loss of material or quality.



Our value chain

Steel production has significant environmental and social impacts, from greenhouse gas emissions to working conditions. Hirnböck Stabau participates in industry-wide efforts to promote more sustainable production methods, including the use of recycled steel and green steel. These measures reduce CO2 emissions and conserve natural resources.



Purpose and scope of this report

This sustainability report provides an overview of our progress in environmental, social and governance (ESG) matters and shows how our company contributes to a more sustainable and inclusive economy.

This sustainability report of Hirnböck Stabau GmbH for the 2025/26 financial year follows the voluntary European sustainability reporting standard for small and medium-sized enterprises (VSME). The European Commission published the standard as a recommendation in July 2025.

Basis for preparation (B1)

This sustainability report uses the Basic Module and selected parts of the Comprehensive Module of the VSME Standard.

In the Basic Module, disclosures B1-B11 cover general ESG topics. These topics were not necessarily identified as material to our company in the double materiality assessment. Where available, comparative information for the previous year is included.
This sustainability report covers Hirnböck STABAU GmbH in Elixhausen at individual company level only. Our company has exercised its right to withhold sensitive information and has not made certain data public.

• Industry classification (ÖNACE 2025): 46.82-1 - Wholesale of ores, iron, steel and semi-finished products

• Number of employees: 19 (headcount)

• Country of principal operations and assets: Austria

• Sites: Elixhausen, Weitwörth (Salzburg)

This sustainability report is intended for the following stakeholder groups:

• Employees: We encourage active participation through transparent communication and continuous training.

• Suppliers: We work with partners who share our environmental and social standards.

• Customers: We reliably meet their expectations and keep them informed about our sustainability efforts.

• Investors and banks: We seek partners who invest in sustainable projects.

• Communities and society: We are locally involved and aim to have a positive social impact.

• Logistics partners: We promote sustainable supply chains and efficient transport solutions to reduce emissions.

Note
The information in this report has been carefully compiled and is based on current data and analyses. A key element is the double materiality assessment used to identify and evaluate our most important sustainability topics.

Strategy: business model and sustainability (C1)

Our commitment to sustainability is reflected in a broad range of products and services that make a significant contribution to stability and safety in construction and infrastructure projects.
Hirnböck Stabau specialises in buying, selling and renting the following products:

• Steel sheet piles (hot-rolled/cold-formed) for excavation support and flood protection, and for quays, wastewater treatment plants, pumping stations and groundwater-retaining structures
• Trench sheets for sewer and trench shoring
• Steel beams and steel pipes for applications such as noise barriers, forest road construction and excavation bracing
• Rails and steel plates for specific requirements such as driven piles, crane runways and bracing

Markets

We operate primarily in the B2B and wholesale sectors, enabling us to build strong business relationships and extensive networks. We are active in Austria, Bulgaria, Croatia, the Czech Republic, Denmark, France, Georgia, Germany, Greece, Italy, Liechtenstein, Lithuania, Norway, Poland, Romania, Serbia, Slovenia, Spain, Sweden, Switzerland and Türkiye.

Business relationships

Our business relationships are a key pillar of our success. We work closely with leading suppliers such as Vitkovice

and serve major construction groups in specialist civil engineering. Partnerships with freight forwarders such as Bachleitner Transport GmbH and Vexo Spedition GmbH are also essential to delivering our products efficiently and reliably to customers across Europe. Our employees are the key to our continued success and are supported through ongoing training and health promotion programmes.
This sustainable approach responds to current environmental requirements and demonstrates our proactive commitment to the future. We are proud to contribute to a safer, more sustainable world through our products, services and valued business relationships.

Responsibilities for sustainability matters

Sustainability responsibilities at Hirnböck Stabau are allocated as follows:
• Management develops and implements the company's sustainability strategy.
• A sustainability manager monitors implementation, coordinates sustainability initiatives and reports directly to management.

Hirnböck Stabau holds the following certifications:
• ISO 9001
• BGF Quality Seal for Workplace Health Promotion

Partnerships and initiatives

Hirnböck Stabau supports a range of social and sustainability projects to make a positive contribution to society. Our focus is on supporting disadvantaged groups and promoting culture and sport.

Our initiatives in the past financial year:

• Lebenschance Uganda: Support for pregnant girls and young mothers in Uganda

• SOS Children's Villages: Help for orphaned children and emergency aid in crisis areas

• Hilfsdienst Elixhausen: Support for meal deliveries and assistance services for older people and people with disabilities.

Supporting local projects:

• Sport:
- Support for the Trumer Tri Team
- Obertrum club championships
- USV Elixhausen youth team
- Sportunion-RFV St. Stephan



• Culture: Support for local cultural events

• Community: Contributions to the work of the Nussdorf and Elixhausen volunteer fire brigades to ensure regional safety



Ironman 2026

Sustainable management of old IT equipment

In 2026, we implemented our planned cooperation with Anderskompetent and had our old IT equipment professionally recycled. This helps recover valuable raw materials and supports the circular economy.

Practices, policies and future initiatives for the transition to a more sustainable economy (B2)

Hirnböck Stabau has implemented a series of measures to promote the transition to a more sustainable economy. These include targeted activities to minimise negative impacts on people and the environment and increase positive impacts. A double materiality assessment was conducted to identify the sustainability topics material to Hirnböck Stabau. The first step was to

map the steel industry's value chain and identify the following impacts:

• Energy consumption and CO2 emissions: Significant emissions arise mainly from blast furnace processes, ore extraction, transport and processing.
• Water consumption and pollution: Water is used for cooling and cleaning and is often contaminated, affecting aquatic ecosystems.
• Air pollution: Blast furnace processes and other combustion generate significant CO2, SO2 and NOx emissions.
• Biodiversity and ecosystems: Land use and pollution from mining damage habitats and destroy ecosystems.
• Circular economy: Recycling scrap steel plays a key role. It uses less energy than primary steel production and significantly reduces our carbon footprint. It also conserves resources and improves environmental conditions throughout the value chain, including water use, pollution, ecosystem protection, working conditions and quality of life in affected communities.
• Workers: Hazardous working conditions and health risks exist, while economic fluctuations affect job security.
• Affected communities: Steelworks cause local environmental problems such as air pollution.
• Governance: Transparency, corruption prevention and respect for human rights underpin responsible business relationships throughout our supply chain.

Employees, customers, suppliers, freight forwarders and banks were consulted about their expectations and concerns in a stakeholder survey. They provided valuable insights for prioritising and implementing sustainability measures.

Stakeholder	Method	Relevant topics
Banks	Questionnaire (November 2024, Salzburger Sparkasse Bank AG)	Energy, resources, supply chain, human rights
Customers	Qualitative interviews, e.g. Infra-Süd GmbH, Stahlhandel Beck GmbH	Circular economy, compliance, supplier selection, transport, certifications, CO2 reduction measures
Suppliers, freight forwarders	Regular dialogue (e.g. with VÍTKOVICE STEEL), expert interviews, questionnaire	Code of Conduct, circular economy, green steel, CO2 reduction, compliance, diversity, human rights, renewable energy, climate change, innovation, transport, audits
Employees	Annual anonymous survey and ongoing involvement	Training, work-life balance, working from home, employee motivation and wellbeing

Materiality assessment

We focus our sustainability work on topics where we can make a particular difference and which matter to our company. Our materiality assessment considers both our impacts on the environment and society ("inside-out") and external risks and opportunities for our company ("outside-in").

The assessment, updated in 2025, forms the basis of our current sustainability priorities. It takes account of new developments, regulatory requirements and stakeholder feedback.

Topic	Impacts on the environment and people	Financial risks and opportunities for Hirnböck Stabau
E1 Climate change	Energy use and CO2 emissions from steel production and processing, and delivery journeys	Rising steel prices due to the transition and higher energy prices; higher costs for alternative delivery routes
E2 Pollution	Air and water pollution in the upstream value chain (steel production and processing)	Higher steel prices due to investment in new technologies and more environmentally friendly processes
E5 Circular economy	Scrap steel recycling reduces environmental impacts	Higher prices due to new technologies and the production or processing of green steel
S1 Own workforce	Positive impacts on employees through development opportunities and participatory management	Lower staff turnover and recruitment costs through highly motivated employees
S4 Consumers and end-users	Customer satisfaction through improved quality	Stable orders and greater competitiveness through higher satisfaction
G1 Business conduct	Transparent business practices and clear responsibilities support corruption prevention and respect for human rights in the supply chain.	Risks from corruption, human rights violations and lack of transparency

The following topics were classified as not material:

Topic	Reason
E3 Water and marine resources	Low water use in our own operations; sourcing recycled steel uses less water than producing new steel.
E4 Biodiversity and ecosystems	The steel industry affects biodiversity through land use and pollution. Hirnböck Stabau minimises its impact through an effective circular economy, so this topic was classified as not material.
S2 Workers in the value chain	In the steel industry, economic fluctuations affect working conditions and health risks. Hirnböck Stabau minimises its influence on these risks by sourcing recycled steel and implementing a Code of Conduct, so this topic is considered not material.
S3 Affected communities	As we operate in markets with clear regulatory frameworks and have no direct impacts on local communities, this topic was classified as not material.

Sustainability programme (C2)

The following United Nations Sustainable Development Goals were identified for developing our objectives and measures:



• SDG 3: Steel sheet piles and beams improve construction site safety and help prevent flooding, protecting health and wellbeing in at-risk areas.

• SDG 4: Promoting quality education through training and professional development programmes for our employees

• SDG 7: Working with steel producers who use energy-efficient and environmentally friendly production methods

• SDG 12: The full recyclability of our steel products supports the circular economy and recycling

• SDG 13: Using sheet piles in protective systems to mitigate climate impacts and strengthen infrastructure against extreme weather events

Environmental and climate protection

E1 Climate change

Objectives

• Reduce energy use and CO2 emissions in the value chain through our steel suppliers
• Reduce CO2 emissions from delivery journeys
• Achieve ISO 14001 certification
• Industry: Continually reduce CO2 emissions through technologies such as green steel and electric arc furnaces

Completed measures

• Replaced existing lighting with LEDs
• Gradually switching the fleet to electric vehicles

• Subsidised 50% of the Klimaticket Salzburg public transport pass for all employees and leased 7 electric company bicycles (as at 30 June 2026)
• Decarbonising transport routes through alternative solutions
• Reduced misdirected deliveries at our sites by improving delivery note labelling
• Ongoing dialogue with steel industry suppliers to reduce CO2 emissions
• Continuous dialogue with business partners on alternative transport solutions and monitoring transport routes

Planned measures

• Continue the 50% subsidy for the Klimaticket Salzburg public transport pass for all employees
• Prepare for ISO 14001 certification in 2027
• Together with our steel suppliers, explore opportunities to source more steel products made with lower emissions, taking account of new production processes and the availability of suitable materials.

E2 Pollution

Objectives

• Environmentally friendly products and services
• Industry: More environmentally friendly production processes

Completed measures

• Replaced all cleaning products and detergents with environmentally friendly, regional products

Planned measures

• Industry dialogue to improve the environmental performance of the production route

E5 Circular economy

Objectives

• Increase recycled content in our products and operating supplies
• Continually increase the scrap content of steel products

Completed measures

• Regular dialogue with suppliers to gradually increase the scrap content of steel products and reduce energy use
• Steel products that can no longer be used are sent for recycling.
• Switched to 100% recycled, certified paper

Planned measures

• Ongoing dialogue with steel suppliers to advance recycling and sustainable production processes

S1 Own workforce

Objectives

• Involve employees in sustainability initiatives
• Training and professional development
• Health protection
• Data protection

Completed measures

• Training programmes (sustainability workshops, nutrition advice, ISO 9001 training, digitalisation, data protection)
• Increased average annual training hours per employee from 13.64 to 19.04
• Renewed the BGF Quality Seal for 2024-2026

Planned measures

• Renew the BGF Quality Seal for 2027-2029
• Establish an anonymous reporting channel for employees

S4 Consumers and end-users

Objectives

• Improve customer satisfaction through process improvements and quality control
• ISO 9001 recertification in 2027

Completed measures

• Introduced a quality management system (ISO 9001)
• Assessed customer satisfaction: measuring and analysing the complaints rate through the introduction of ISO 9001

Planned measures

• Measures for ISO 9001 recertification in 2027

G1 Corporate governance

Objectives

• Strengthen responsibility and transparency in corporate governance and the supply chain
• Make company knowledge easier to access using AI
• Use AI to make processes and documentation more efficient
• Support supplier assessment and risk identification with AI
• Train employees to use AI safely and responsibly

Completed measures

• Created and distributed a Code of Conduct to all relevant business partners in 2024
• Developed an IT security policy for employees
• Set Ecosia as the default browser to support data protection and climate action

Planned measures

• Build a central knowledge base with AI-powered search
• Trial AI for documentation, supplier assessment and risk analysis
• Train employees and extend internal rules on AI use

Energy and greenhouse gas emissions (B3)

Climate change has had tangible effects worldwide, presenting new challenges for society and business alike. The European Union has responded with stricter regulations to minimise environmental impacts and pave the way for a more sustainable future.
Hirnböck Stabau also recognises its responsibility to make an active contribution. With a clear focus on energy efficiency and resource conservation, we work continuously to reduce our environmental impacts.

Total energy consumption
Our offices and storage sites in Elixhausen and Weitwörth are supplied entirely with renewable electricity. Around 40% of our electricity comes from the Sisi-Strom citizen energy community and is generated entirely from Austrian solar and hydropower. Salzburg AG supplies the remaining demand with renewable electricity.
Both sites use electric heating (Elixhausen: heat pump; Weitwörth: electric heating). Electricity for heating is included in electricity consumption.
Energy consumption is stated in megawatt hours and distinguishes between fossil fuels (vehicle fleet, process gases) and electricity. Electricity consumption is further broken down into renewable and non-renewable sources.



Energy sources	Energy consumption (MWh) 2025/26
Fossil fuels	241.0
Fleet (mobile machinery and company vehicles)	239.1*
Process gases (acetylene, propane)	Acetylene: 1.925 Propane: 0.022
Electricity (total) - of which from renewable sources	49.6 49.6
- of which from non-renewable sources	-

* Includes fuel consumed by our mobile machinery and company vehicles.

Gross greenhouse gas emissions

Our estimated gross greenhouse gas (GHG) emissions are stated in tonnes of CO2 equivalent (tCO2e), taking account of the GHG Protocol Corporate Standard.

This includes:
• Scope 1 emissions: Direct emissions from sources we control
• Scope 2 emissions (location-based): Indirect emissions from generating purchased energy, such as electricity, heat, steam or cooling
• Information on selected Scope 3 emissions

In the 2025/26 financial year, we considered selected indirect greenhouse gas emissions (Scope 3). Emissions from purchased transport services were estimated on the basis of our transport expenditure. We also report estimates for employee commuting and operational waste. Of these three categories, purchased transport services account for the largest share.

Scope	Greenhouse gas emissions (tCO2e) 2025/26
Scope 1	68.9
Scope 2 (location-based)	1.7
Scope 3 (selected categories, estimated) *Categories included: Category 5: Waste from operations Category 7: Employee commuting Category 4: Purchased transport services	 0.1 8.5 558
Total Scope 1 and Scope 2:	70.6
Total Scope 1/2/3* (*selected categories listed above)	637.2

Calculation method changed; not comparable with the previous year.

• Scope 1: Gradually switching our fleet from combustion engines to more environmentally friendly alternatives, currently including one electric vehicle and three hybrid vehicles, helps reduce greenhouse gas emissions.

• Scope 2: In the 2025/26 financial year, the company met all its electricity needs from sustainable energy sources. All lighting has also been replaced with energy-efficient LED technology.

• Scope 3: To reduce Scope 3 emissions, employees received a 50% discount on the Klimaticket Salzburg public transport pass. Financial contributions also enabled seven employees to lease electric company bicycles through the Jobrad scheme. We also shifted some steel transport to environmentally friendly rail services to reduce road traffic and make deliveries more efficient and resource-conserving. Last year, 15.3% of the total annual distance of 549,716 km was transported intermodally, equivalent to 84,107 km.

These changes are part of our ongoing commitment to more sustainable and environmentally friendly business practices.

Potential long-term measures to reduce Scope 3 emissions include:
- Full decarbonisation of upstream and downstream transport routes
- Using recycled (secondary) steel from electric arc furnaces



Air, water and soil pollution (B4)

Emissions of pollutants

No pollutants in air, water or soil are known at our two Salzburg sites. An inspection under section 134 of the Austrian Water Act 1959 (WRG 1959) was conducted at Weitwörth on 20 August 2024.

Biodiversity (B5)

We report metrics on our impacts on biodiversity, ecosystems and land use. These disclosures make the interactions between our operations and the environment more transparent.

Number and area of sites
The following owned or leased sites are near areas with sensitive biodiversity. A nature conservation permit was granted for Weitwörth, where a protected area for amphibians was established.

Site	Area (m²)	Biodiversity-sensitive area	Specification
Elixhausen (office)	243 m²	No	
Weitwörth (operating site)	8,639 m²	Yes	Water protection area under the Austrian Water Act (WRG); nature conservation area under the Habitats Directive (92/43/EEC) and Birds Directive (2009/147/EC)
Weitwörth (built-up area)	17 m²	Yes	

Land use

Land use (m²)	2024/25	2025/26
Office area	243 m²	243 m²
Operating site area (Weitwörth)	8,639 m²	8,639 m²

Water (B6)

We report our total water withdrawal, meaning the volume of water entering our company. Water consumption is calculated as the difference between water withdrawal and water returned from our processes.
Elixhausen and Weitwörth were assessed using the World Resources Institute (WRI) Water Risk Atlas to determine whether they are in water-scarce areas. Both sites are in regions with no water risk, classified as "Water Risk - LOW".

Site	Water withdrawal in m³	Water consumption in m³
Elixhausen (office)	70 m³	-
Weitwörth (operating site)	*56 m³	-
Sites in water-scarce areas	-	-

*Estimated figures for 2025/26

Resource use, circular economy and waste management (B7)

In the 2025/26 financial year, we sold or rented a total of 86,615 tonnes of steel. We increased the rental share from 75% in the previous year to 78%. After use, rented products are returned, refurbished and rented out again. This extends their service life, conserves resources and strengthens the circular economy.

After use on construction sites, our sheet piles are inspected, refurbished where necessary and reused. At the end of their service life, steel products that can no longer be used are sent for recycling. This keeps valuable raw materials in circulation and conserves natural resources.

We work continuously with our main supplier, Vítkovice Steel, to increase the recycled content of our products. For example, it supplies sheet piles with a scrap content of 40%, as confirmed by an Environmental Product Declaration.

Our waste management strategy aims to minimise waste and promote the reuse and recycling of materials.



ELEKTROTECHNICKÝ ZKUŠEBNÍ ÚSTAV

ATTESTATION OF VALIDITY OF ENVIRONMENTAL PRODUCT DECLARATION TYPE III (EPD)

ezú

Environmental Declaration by Vítkovice Steel

	Total waste generated in tonnes	Waste sent for recycling or reuse in tonnes	Waste sent for disposal in tonnes
Non-hazardous waste	-	-	-
Steel	101.56	101.56	-
Waste paper	0.83	0.83	-
Light packaging and metal	0.41	0.41	-
Residual waste	0.7	-	0.7
Hazardous waste	0.523 t waste oil	-	0.523 t waste oil

Recycling and resource use in office operations

We have taken important steps to improve resource efficiency in our offices:

• Paper: We use only 100% recycled, certified paper and digitalise documents to minimise paper consumption.

• Cleaning products: We source our cleaning products from Frosch, reducing environmental impacts and supporting local producers.

Social matters

Hirnböck Stabau places great importance on creating a working environment based on safety, appreciation and mutual trust.

Workforce - General characteristics (B8)

Working time arrangements are flexible and tailored to employees' individual needs, with working from home offered wherever possible. We also use tailored incentive schemes, discussed individually with all employees, to maximise motivation and satisfaction.

Type of employment contract	Number of employees (headcount)
Fixed-term contract	0
Permanent contract	19

Gender	Number of employees (headcount)
Female	3
Male	16
Other	-
Not known	-

Country	Number of employees (headcount)
Austria	18
Italy	1

Other data points	
Apprentices	-
Staff turnover	2
Sick leave / employee / year	6.2 days
Average age	48 years

Workforce - Health and safety (B9)

We have held the BGF Quality Seal for Workplace Health Promotion since 2021, with successful recertification confirmed for 2024-2026.

Our "Stahlpower" project team coordinates a comprehensive health promotion programme. It encourages activities such as cycling to work, standing meetings and table tennis in the office. We promote healthy eating with free lunches, fruit and nuts. We also offer smoking cessation seminars. Ergonomic advice and a health-related reading corner support wellbeing, as do our annual "healthy dialogues". We monitor employee health through regular bioelectrical impedance analysis (BIA) measurements and assess overall wellbeing. The "Salzburg radelt" cycling initiative and the Businesslauf corporate run promote a holistic awareness of health.

There were no work-related accidents or fatalities in the reporting year, underlining the success of our occupational safety measures.



Workforce - Pay, collective agreements and training (B10)

We ensure fair working conditions and place great importance on continuous employee development. All employees receive remuneration in line with the collective agreements for the trade sector, meeting minimum wage requirements. In addition, 100% of our workforce is covered by collective agreements.

Average annual training hours per employee total 19.04 hours (previous year: 13.64 hours). Training covers key topics including sustainability, nutrition, ISO 9001, digitalisation and data protection, and is a central part of our corporate culture.

Following our 2025 employee survey, we implemented additional measures to further increase satisfaction and engagement. These include more training hours, incentive schemes and regular coordination meetings that encourage participation in our sustainability initiatives. By living a sustainable corporate culture, our employees integrate sustainable practices into their daily work, improving the working environment and supporting our company objectives. We also developed an IT security policy, in force since 2024, to strengthen data protection.

Corporate governance

Convictions and fines for corruption and bribery (B11)

As in previous years, there were no convictions or fines for corruption or bribery during the reporting period. Our Code of Conduct and clear responsibilities strengthen integrity in our actions.

Workers in the value chain (C6)

Our binding Code of Conduct sets out our requirements for responsible conduct throughout the value chain. These include fair and safe working

conditions, respect for human rights, environmental protection, and the exclusion of child labour, forced labour and exploitation. In future, we intend to use AI to analyse supplier information and supporting evidence more effectively. Our employees will carry out the checks and assessments.





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STABAU

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