

Declaration of conformity 2024

Dussmann Group

Indicator set

GRI SRS

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Indicator set

The declaration was drawn up in accordance with the following reporting standards:

GRI SRS

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General

General Information

Describe your business model (including type of company, products / services)

The Dussmann Group employs around 70,000 people in 21 countries with ideas and passion for people. The Berlin-based service provider achieved consolidated sales of €3.3 billion in 2024 with its three business divisions. The largest division, Dussmann, is a passionate solutions partner in the areas of Facility Management, Food Services and Technical Solutions. Dussmann Facility Management bundles all integrated facility management services with a high level of in-house performance: cleaning, security services, building services and electrical and communication technology. Dussmann Food Services offers diverse and sustainable catering concepts for children, staff, patients, and guests in retirement homes with warm hospitality. Dussmann Technical Solutions comprises the business units for technical installations and technical services. They offer solutions for the entire life cycle of facilities and buildings, from planning, construction and commissioning to maintenance and repair in the fields of electrical engineering, automation technology, refrigeration and air-conditioning technology and elevator technology. With two joint venture companies in Germany and Italy, Dussmann offers cyber security solutions that protect companies before, during and after cyber-attacks. The Care & Kids division provides care and nursing for senior citizens under the "Kursana" brand and childcare close to the workplace under the "Dussmann KulturKindergarten" brand. Germany's largest media department store "Dussmann das KulturKaufhaus" in Berlin is also part of the family-owned Dussmann Group. More information at news.dussmanngroup.com

CRITERIA 1–10: SUSTAINABILITY POLICY

Criteria 1–4 concerning STRATEGY

1. Strategic Analysis and Action

The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.

In our role as a global service provider operating in 21 countries around the world, we are active across many different areas, industries, and cultures. Through it all, though, we always pursue the same aims: making life a little easier for everyone who uses our services.

We see ourselves as a provider of solutions and as a partner in shaping everyday worlds and gear our thinking and activities toward people's needs and wishes. To this end, our employees develop customized solutions. This has resulted in over 100 individual services. The goal of our work as an innovation driver remains to create benefits for our clients, our society, and the world around us.

The Dussmann Group strategy reflects overarching megatrends and the challenges they bring with them while identifying areas of focus for strategic action. Sustainability (ESG aspects) is a key strategic cornerstone for us and our clients. We firmly believe that focusing on sustainability (ESG) as a core topic will have a substantial impact on the Dussmann Group's future economic success.

Dussmann Group ESG Strategy



[Full-size image: Dussmann Group ESG strategy](#)

The shared values expressed in our Group strategy form the cornerstone of the ESG strategy: environmental awareness, integrity, passion, social responsibility and fairness. Our ESG strategy links these fundamental principles with the sustainability aspects that have been identified as material. The focus on materiality forms the basis for deriving our group-wide sustainability goals (ESG goals), including the resulting measures to achieve these goals. The materiality assessment process and our goals are described in detail in criteria 2 and 3 below.

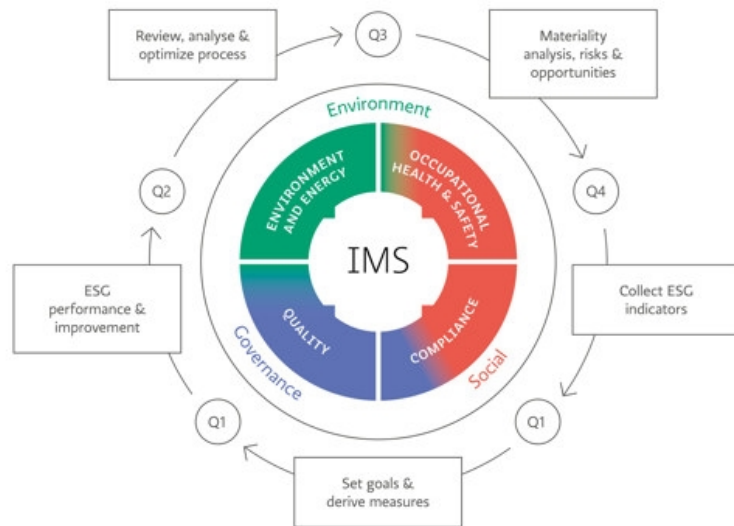
To us, sustainable and responsible action means giving equal consideration to environmental, social and governance aspects as well as the demands of our internal and external stakeholders in all our corporate processes. Financial resilience, and thus the ability to adapt to change and improve ESG performance, pave the way for sustainable growth. Identifying risks and opportunities at an early stage is essential for this and an important process component of our integrated management system (see criterion 6).

We are currently aligning our Group Strategy with our long-term vision for 2030, ensuring close integration with our ESG strategy. The existing ESG goals (see criterion 3) will remain in effect through the reporting year 2025 and will be revised as part of our ongoing strategy process, particularly to reflect shifting expectations and evolving requirements. In the upcoming reporting year, we will provide a more in-depth overview of our strategic direction and ambitions as part of our "Road to 2030".

Since the reporting year 2023, the Dussmann Group has been a participant in the United Nations Global Compact (UNGC). By supporting this global initiative, we are taking joint responsibility for the respect of human rights and labor standards, for the prevention of corruption and for the protection of the environment and climate. We remain committed to contributing to achieving

the 17 global Sustainable Development Goals (SDGs) of the United Nations, with a particular focus on the SDGs that are material to us (see chapter 2 on materiality and chapter 3 on goals).

Implementation of the ESG strategy within the Dussmann Group



The continuous improvement and consistent implementation of our Integrated Management System (IMS) enables us to actively implement our ESG measures in all business areas. Our ESG strategy is synchronized with our quality, health, safety, environmental and energy management standards and is therefore fully and efficiently integrated. This ensures regular monitoring of effectiveness, also as part of the ISO certifications (see criterion 7). We have incorporated our commitment to continuous improvement in our group-wide sustainability policy, which itself consistently puts the Dussmann Group strategy into action. The sustainability policy is available in 11 languages. In this way, we ensure that we consider the key sustainability aspects in our business activities and fulfil the expectations and obligations towards our stakeholders.

2. Materiality

The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company’s processes.

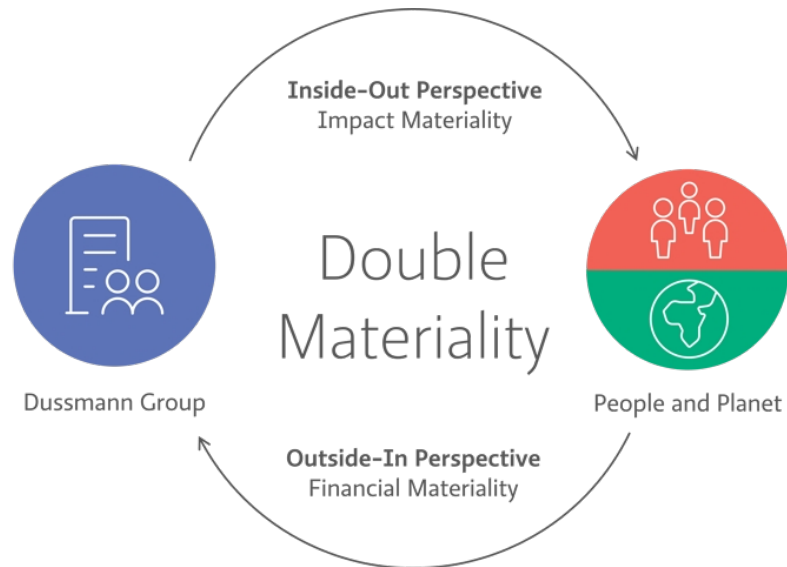
Through our business operations, we shape day-to-day life and work across society and the business sector. Our business environment is marked to a particular degree by the heterogeneous nature of the markets where we operate, the needs of our clients, and the

relevant market volumes and existing infrastructures. Social and environmental particularities can vary considerably as a result, depending on the relevant business units and international subsidiaries. This means the potentially material sustainability aspects that relate to us, and our business activities are equally diverse.

Material aspects of our business activities

We assess the materiality of ESG topics according to the principle of double materiality in accordance with the European Sustainability Reporting Standards (ESRS). This means that we take the following two perspectives into account when determining the material sustainability aspects:

- **Inside-out perspective:** actual and potential, negative and positive impacts of our company and our business activities on people, the environment and the climate
- **Outside-in perspective:** risks and opportunities with a financial impact on our company and our business success that could potentially arise from sustainability-related events, hazards, dependencies or impacts



These impacts, risks and opportunities (IROs) are mapped to sustainability aspects. We consider an ESG topic to be material if it is assessed as material from one or both perspectives.

The materiality assessment process

In the 2024 reporting year, we adapted the materiality assessment process to comply with the requirements of the ESRS. As part of this, we implemented the ESRS criteria and compared our material sustainability aspects of the three ESG dimensions from our previous materiality assessments with the topics listed in ESRS 1. For the first time, we have also integrated sustainability-related risks and opportunities with a financial impact from the Group-wide

Enterprise Risk Management (ERM).

Our approach: IRO assessment

1. **Identification:** In the first step, we identified all potential and actual impacts on people, the environment and the climate. This includes both negative and positive impacts of our own business activities as well as those resulting from the Dussmann Group's business relationships and supply chain. In addition, all risks and opportunities with a financial impact on our company and our business success that could potentially arise from sustainability-related events, hazards, dependencies or impacts were identified. We have also positioned the identified IROs in the value chain, taking into account the short, medium and long-term time horizons.
2. **Evaluation:** Once the IROs were identified, we evaluated them to determine their materiality. In doing so, we evaluated the identified impacts based on the criteria of scale, scope and likelihood. In the case of negative, actual impacts, we also evaluated the irremediability. Each risk and each opportunity that we identified was evaluated on the basis of its financial impact and probability of occurrence.
3. **Prioritization:** We use a threshold value for prioritization. For us, an IRO is considered material if - assuming a probability of occurrence of at least >90% - it either has a significant impact on people and the environment or has a significant financial impact on our company or our business success.
4. **Validation:** To validate the results of our materiality assessment, we involve stakeholders who are directly or indirectly affected. In the reporting year, we did this in the form of expert workshops. Our most important stakeholders and stakeholder groups are described in more detail in criterion 9.
5. **Process calibration:** To adjust the process, we use quantitative and qualitative data queries as well as the results of (risk) assessments, for example as part of the regular financial planning processes.

The scope of the assessment covers our entire business activity as well as the upstream and downstream value chain. The results of this materiality assessment are incorporated into our ESG strategy and form the basis for the Dussmann Group's sustainability policy.

This process is crucial as it determines which ESG topics we report on. It is of great importance for the selection of performance indicators and for the formulation and prioritization of our ESG goals. Through the IMS, we ensure efficient implementation of the measures and promote ongoing development.

Our material sustainability aspects

The results of our materiality assessment are explained in detail below. The Dussmann

Group views the sustainability aspects of the three ESG dimensions as being of equal importance rather than competing with each other. In the context of this report, the mentioned sustainability aspects are assigned to one of the categories along their strongest expression, but in mutual interaction they have an impact on several dimensions.

There is greater tension surrounding the assessment of sustainability aspects within the context of the materiality analysis than was previously the case. On the one hand, the requirements of a price-driven market and the resulting framework conditions have an impact on our business activities. This stands in contrast to our aim of providing services as sustainable as possible. This tension serves as the source of our approach to finding solutions, as we view it as an opportunity to work with our clients to forge ahead and shape the sustainable further development of our business activity.

Environmental aspects

In the area of the environment, we focus our operational activities on minimizing the consumption of resources and using environmentally friendly products and equipment. This applies both to our own operational resources and to the resources of our clients. Material consumptions are energy, water, chemicals and other materials. On the client side, the consumption of energy, chemicals and water plays a particularly important role.

The aim of our efforts is to reduce the potential negative environmental impact of our business operations. We are focusing on operational mobility: Our priority in this regard is to make the access to clients' properties and workplace accessibility for our employees more sustainable. This is achieved on the one hand by creating incentive systems for private individual transport and on the other hand by improving the environmental impact of our own fleet and internal transport processes.

We ensure that raw materials are handled sensitively and actively promote resource- and energy-efficient innovations. In this way, we also support our goal of reducing waste, particularly packaging materials and other consumable materials. Measures in the area of circular economy enable us to use limited resources more sustainably and efficiently.

Adapting to climate change and climate protection are global challenges and are therefore also highly important to us. The analysis of our climate-relevant emissions, with a focus on determining our Carbon footprint in Scope 1 and 2 (see criterion 13), is a prerequisite for identifying and optimizing environmental impacts over which we have direct and indirect influence.

The following table also reflects the results of the IRO assessment:

Topic and description	Type	Value chain			Time horizon
		Up-stream	Own operation	Down-stream	
Climate protection [ESRS E1]					
Indirect and direct GHG emissions in Scope 1 & 2: Use of fossil fuels in facilities and vehicle fleet	Negative impact (actual)		X		Short- to long-term
Indirect GHG emissions in Scope 3: Procurement (Scope 3.1 and 3.2) and employee commuting (Scope 3.7)	Negative impact (actual)	X			Short- to long-term
Transition risk: Increased cost pressure due to CO ₂ pricing	Risk		X		long-term
Energy [ESRS E1]					
Energy consumption: Fuel consumption of vehicle fleet.	Negative impact (actual)		X		Short- to long-term
Market price risk (energy): Rising energy prices (electricity, heat)	Risk		X		long-term
Financial risk: Costs due to the implementation of energy efficiency measures	Risk		X	X	long-term
Regulatory risk: Costs to fulfil new or amended energy efficiency requirements for buildings	Risk		X	X	long-term
Market price risk (resources): Volatile prices of fossil fuels	Risk		X		long-term
Water resources (water consumption and withdrawal) [ESRS E3]					
Water consumption in the supply chain: Procurement of water-intensive agricultural products, potentially from water stressed areas	Negative impact (actual)	X			Short- to long-term
Waste management [ESRS E5]					
Waste generation: Disposal of waste from own operations	Negative impact (actual)		X		Short- to long-term

Social aspects

We believe respecting and observing human rights is an integral part of responsible corporate governance. Employees' concerns are a high priority for the companies of the Dussmann Group and their stakeholders. Key social sustainability aspects include compliance with occupational health and safety standards, employee engagement and the promotion of training and education. We strengthen aspects such as job security, resilience, social and personal skills with measures and activities for continuous qualification and to increase the satisfaction of our employees.

For us, fair pay means equal pay for equal work within a given social setting where the same rules apply, regardless of gender, origin, or religion. Besides this, our pay structure also considers the level of qualification, experience as well as workload.

The work environment, and with it the legal and factual circumstances under which our employees do their jobs, not least ensure that we deal with each other in a spirit of mutual trust and respect. A safe and healthy work environment helps to prevent work-related injuries and illnesses and plays a material role in minimizing risk and hazards at work.

Data protection and information security are becoming increasingly material for us and our stakeholders. Protecting and ensuring the security of the personal data of our clients and employees is a top priority for us. The same applies to the handling of business data of clients or third parties, for example while providing services.

Social engagement is another material factor for us: Promoting cultural education among kids and teens and supporting young musical talents are key concerns for the Dussmann Group.

We are convinced that the satisfaction of our employees and clients and the high quality of our services are closely linked. We therefore consider it an essential responsibility of our business activities to create the best possible conditions for the development and further growth of our employees. This is achieved above all by focusing on good employee communication and leadership.

The consolidated overview of our most important IROs in the social dimension is shown in the table below:

Topic and description	Type	Value chain			Time horizon
		Up-stream	Own operation	Down-stream	
Working conditions (e.g. working hours, appropriate remuneration, etc.) [ESRS S1 and S2].					
Job security: Promotion of secure employment through diverse business areas and sustainable corporate growth	Positive impact (actual)	X	X		Short- to long-term
Employee retention: Attractive working conditions increase employee satisfaction and retention	Positive impact (actual)	X	X		Short- to long-term
Working hours: Non-compliance compromises well-being and may result in legal consequences in terms of labour law	Negative impact (potential)	X	X		Short- to long-term
Occupational health and safety [ESRS S1]					
Occupational safety: Improving working conditions and minimising hazards by introducing safe working procedures	Positive impact (potential)		X		Short- to long-term
Work-related accidents and ill-health: Financial losses due to lost working time	Risk		X		Medium-term
Equal treatment and equal opportunities [ESRS S1]					
Discrimination/harassment in the workplace can lead to employee dissatisfaction, increased staff turnover and legal consequences	Negative impact (potential)		X		Short- to long-term
Other labour-related rights [ESRS S1, S2 and S4]					
Human/labour rights: Possible violations of regulations or contractual obligations can have legal consequences	Negative impact (potential)	X	X		Short- to long-term
Human/labour rights: Prevention and control measures to avoid violations	Positive impact (potential)	X	X		Short- to long-term
Data protection and information security: Penalties and decrease in satisfaction of persons concerned due to potential violations	Negative impact (potential)	X	X	X	Short- to long-term
Personal safety of consumers/end users [ESRS S4]					
Quality focus: High standards improve the quality of life of vulnerable groups (Care & Kids)	Positive impact (actual)		X	X	Short- to long-term
Social stability: Promoting well-being and health through qualified care and specialised care (Care & Kids)	Positive impact (actual)		X	X	Short- to long-term

Governance aspects

Client retention and satisfaction, proactive advice and the implementation of targeted measures, digitalization, innovation and the quality of our operational activities with regard to client requirements are the primary sustainability aspects for us in the area of governance. These create added value for our clients and form the basis of forward-looking, sustainable corporate development. We have formulated the ethical values of the Dussmann Group in our code of conduct. These include fair competition as well as respect and confidentiality in our dealings with our business partners.

We support our employees in dealing with ethical issues and maintain an open dialogue - including sanctions for violations of ethical principles. We also obligate our subcontractors and suppliers to comply with our Code of Conduct.

We strive to promote and improve social and environmental standards throughout the entire supply chain. A sustainable supply chain considers the entire value chain and aims to create long-term relationships among all stakeholders on a foundation of trust, cooperation and a shared understanding of sustainability.

The sustainability aspect of corporate governance was included in the assessment for the first time in the 2023 reporting year. Risk management & business continuity, and in this context ensuring the ability to act in exceptional situations, play an important role in responding to unforeseen events and being able to identify and minimize risks at an early stage.

We focus on transparent provision and communication of material information and decisions, which strengthens trust among our relevant stakeholder groups while helping to build greater understanding and maintain our credibility.

The results of the IRO assessment are summarized below:

Topic and description	Type	Value chain			Time horizon
		Up-stream	Own operation	Down-stream	
Corporate culture [ESRS G1]					
Declaration of Human Rights Principles: Commitment to respect human rights along the entire value chain	<i>Positive impact (potential)</i>	x	x	x	Short- to long-term
Due Diligence: Non-compliance of due diligence obligations towards people and the environment can have legal and economic consequences	<i>Risk</i>	x			Medium-term
Whistleblower protection [ESRS G1]					
Whistleblower system: Promoting trust, ensuring confidentiality and preventing incidents	<i>Positive impact (actual)</i>		x		Short- to long-term
Animal welfare [ESRS G1]					
Animal welfare-orientated procurement: Higher costs through the selection of products with better husbandry methods or animal welfare labels.	<i>Risk</i>	x			long-term
Supplier management, including terms of payment [ESRS G1]					
Human rights/environmental standards: Implementation of due diligence obligations to respect human rights and environmental standards along the supply chain	<i>Positive impact (potential)</i>	x			Short- to long-term
Regulatory risk: Non-compliance with legal requirements can lead to fines and exclusion from public tenders	<i>Risk</i>	x			Medium-term
Corruption and bribery [ESRS G1]					
Corruption and bribery: Corruption can lead to criminal proceedings and lead to fines	<i>Risk</i>	x	x	x	Short- to long-term

3. Objectives

The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.

Dussmann Group Sustainability Goals 2025

In line with our ESG strategy, three long-term target perspectives in the areas of environment, social and governance were derived from the result of the prioritization of our material sustainability aspects. As a result, associated medium-term sustainability goals were formulated for the Dussmann Group. The following illustration shows the breakdown according to ESG criteria:

Dussmann Group ESG Goals 2025



[Full size image: Dussmann Group ESG Goals 2025](#)

The sustainability goals (ESG goals) are explained and described in detail below.

Environment: Become climate neutral (see criteria 11-13)

To protect the climate and mitigate the negative effects of climate change, we have set ourselves the long-term goal of making our business activities climate-neutral. This is in line with the European Union's efforts to achieve climate neutrality by 2050 in accordance with the European Climate Law, which aims to limit global warming to well below 2°C above pre-industrial levels. Achieving net zero emissions and becoming greenhouse gas neutral means that all climate-relevant emissions caused by the company are either avoided or neutralized.

The prerequisite for this is the comprehensive and complete recording of all Scope 1, 2 and all relevant upstream and downstream emissions in Scope 3, in accordance with the Greenhouse Gas Protocol (GHG Protocol). In the reporting year 2024, we were able to calculate all of our material Scope 3 categories for the first time, which means we can now quantify our entire corporate carbon footprint.

Only this detailed and accurate overview enables us to define specific, quantitative emission reduction goals at a local level and to track our progress. In doing so, we consider the entire value chain, taking into account the individual characteristics and the resulting differences between the individual business areas and sectors in which we operate (see criterion 13). By focusing on innovative solutions, including those geared toward adapting to climate change and reducing emissions, we are supporting SDG 13 "Climate action", which is aimed at combating climate change and its impacts.

Identifying negative environmental impacts along the value chain and minimizing resource consumption is an ongoing challenge, the urgency of which stems from the need to preserve our natural resources. Our environmental approach is based on our commitment to act sustainably in our internal processes and in the provision of services for our clients. One of our core aims is therefore to promote sustainable product development and

collaboration concepts that are in line with our environmental, social and economic values and goals.

Our goal of increasing the percentage of sustainable materials used is in line with the United Nations' SDG 12 "Sustainable Consumption and Production". This calls for the environmentally friendly handling of chemicals and all waste throughout the entire life cycle as well as the efficient use of natural resources.

Goal: Identify & reduce carbon footprint (Scope 1 & 2 & 3)					
KPI: CO2e (Scope 1 + 2 market-based) per revenue [t/Mio.€]					
	Value 2023	Value 2024	Variance	Goal 2025	Goal 2030
Dussmann Group	18.3*	17.8	-3%	16	12
Dussmann FM & FS	14.2	13.9	-2%	11	8
Dussmann TS	8.8*	9.5	8%	7.5	7
Care & Kids	40.4	37.1	-8%	30	27
KulturKaufhaus	1.9	1.2	-37%	1	0

*Correction of the previous year's figure

Note: Total overall performance is used as the reference figure for calculating the relative key figure, as this represents a holistic reflection of our company's overall economic activity.

Our Group goal for 2025 of purchasing 35% eco-friendly chemicals was already achieved in the 2024 reporting year:

Goal: Increase proportion of environmentally-friendly materials				
KPI: Share of eco-friendly chemicals [%]				
	Value 2023	Value 2024	Variance	Goal 2025
Dussmann Group	33.4	36.9	10%	35
Dussmann FM & FS	32.8	37	13%	34
Dussmann TS	54.7	52.9	-3%	55
Care & Kids	n.a.	0.1	/	n.a.
KulturKaufhaus	n.a.	n.a.	/	n.a.

Measures implemented to achieve the goal:

Determining and reducing the Carbon footprint (Scope 1, 2 and 3):

- Modernization of vehicle fleet and expansion of charging infrastructure for electric vehicles (Dussmann Group)
- Reduction of fuel consumption through route planning (Dussmann FM)
- Gradual switch to electricity supply contracts from 100% renewable energies (Dussmann Group)
- Further digitalization of processes and documentation (Dussmann Group)
- Successive expansion of the recording and identification of emissions in Scope 3 (Dussmann Group)
- Use of natural or recycled refrigerants (Dussmann TS)

Increase the use of environmentally friendly materials:

- Sustainable cleaning agents, equipment and technologies (Dussmann FM)

- Increasing the proportion of environmentally friendly chemicals and reusable packaging materials (Dusmann FM & FS)
- Raising employee awareness of environmental protection and resource efficiency through training and communication measures (Dusmann FM)
- Improving the availability and quality of data on sustainable procurement (Dusmann FM & FS)

Social: Be employer of choice (see criteria 14-16)

Qualified and motivated employees are the foundation of our company's success. It is our declared goal to be an employer of choice that recognizes the potential of its employees and managers and develops their skills and competencies in a targeted manner. Through these actions, we want to contribute to achieving SDG 8 "Decent Work and Economic Growth", which aims to protect labor rights and safe working conditions, decent employment, and higher economic productivity through diversification and technological modernization and innovation.

By qualifying and training our employees, we want to proactively shape the transition to changing requirements and minimize negative effects. In doing so, we are implementing another measure that contributes to the continuous improvement of occupational health and safety. This is a highly material objective for us.

People are at the heart of everything we do: our employees are our most important resource. This is why we are also developing an HR strategy as part of the Group strategy, along with action plans to actively promote employee retention.

Of course, this also includes practicing equal opportunities at all hierarchical levels and protecting against discrimination. Anchoring diversity and inclusion as central elements of our social responsibility and corporate culture is of great importance. It is important to us that all our employees are given the same opportunities and can develop their full potential. We want to create an inclusive work environment that promotes equality, fairness, personal responsibility, collaboration and teamwork. This is the prerequisite and goal of our efforts to reduce inequality. In doing so, we are committed to achieving SDG 5 "Gender Equality" and SDG 10 "Reduced Inequalities". In line with SDG 4 "Quality Education", we also support educational institutions that are child-, disability- and gender-sensitive and provide a safe, inclusive, and effective learning environment (see criterion 18).

Goal: Improve occupational health and safety				
KPI: LTAF [Number LTA / Mio. hours worked]				
	Value 2023	Value 2024	Variance	Goal 2025
Dussmann Group	18	16.5	-8%	16
Dussmann FM & FS	16.9	17.2	2%	15
Dussmann TS	13	12.7	-2%	10
Care & Kids	31.9	13.2	-59%	27
KulturKaufhaus	6.4	13	103%	2
KPI: ASR [days lost / Mio. hours worked]				
	Value 2023	Value 2024	Variance	Goal 2025
Dussmann Group	342	346	1%	320
Dussmann FM & FS	306	348	14%	270
Dussmann TS	140	373	166%	110
Care & Kids	791	344	-57%	600
KulturKaufhaus	48	317	560%	0

Goal: Actively promote employee retention				
KPI: Employee turnover rate (voluntary) [%]				
	Value 2023	Value 2024	Variance	Goal 2025
Dussmann Group	12.6	12.8	2%	12.6
Dussmann FM & FS	12.2	12.8	5%	12.2
Dussmann TS	14	11.9	-15%	14
Care & Kids	16.9	13.7	-19%	16.9
KulturKaufhaus	11.4	10.6	-7%	11.4

Measures implemented to achieve the goal:

Improve occupational health and safety:

- Implementation and systematic recording of training and instruction (Dussmann TS, Dussmann FM)
- Carrying out planned internal and external audits as well as (object) controls and site inspections (Dussmann Group)
- Raise awareness among employees (Dussmann Group)
- Optimization of communication processes (Dussmann Group)
- Use of man-down devices (Dussmann FM & FS)
- Digitalization of work and health processes in the context of risk assessments and operating instructions (Dussmann FM & FS)

Actively promote employee retention:

- Improvement of internal communication through e.g. frequent employee meetings and introduction of internal HR communication channels to reach all employees, such as newsletters (Dussmann FM & FS, TS)
- Promotion of professional development through targeted training and internal further education and training programmes (Dussmann Group)
- Quarterly reporting for the systematic analysis and recording of reasons for

resignation following resignations by our employees (Dussmann Group)

- Support programmes to promote employee flexibility (Dussmann Group)

Governance: Be partner of choice (see criteria 4 and 10)

Our clients are at the heart of everything we do. That is why we have set ourselves the goal of being a "Partner of Choice". As a service partner, it is important to us to offer holistic solutions that are aligned with our clients' needs. We strive for a reliably high quality of our service provision in respect to the requirements of our clients as well as continuous further development of our services and processes in the interests of greater client benefit.

Regular audits are an important control instrument for increasing the level of quality. An audit examines whether processes, activities and guidelines fulfil the required standards and requirements and whether these are also observed and complied with in practice. This helps to recognize potential for improvement and the need for action at an early stage. We have therefore set ourselves the goal of increasing and optimizing our audit frequency. This means that we are not only focusing on the frequency of audits, but also on their quality. The integration of all necessary audit dimensions such as quality, occupational safety, environmental protection and governance in conjunction with a risk-based approach makes it possible to optimize the impact of audits on our operational performance and at the same time obtain a good picture of our actual ESG performance. Consequently, we will continue to develop this performance indicator.

We also aim to minimize negative economic, social and environmental impacts along our supply chains while enforcing and complying with quality standards. We therefore require business partners, subcontractors and suppliers to comply with minimum standards when they sign contracts with us. We maintain a partnership-based relationship with our subcontractors and suppliers. The selection process takes place at company level and is implemented by the local purchasing department, which takes into account the relevant requirements of the business divisions (see criterion 4).

Goal: Increase audit frequency				
	KPI: Audit Frequency [No./Mio.€]			
	Value 2023	Value 2024	Variance	Goal 2025
Dussmann Group	5.3*	8.2	55%	5
Dussmann FM & FS	6.7	10.9	63%	6.5
Dussmann TS	4.8*	4.9	2%	5
Care & Kids	0.2	0.6	200%	0.2
KulturKaufhaus	0.1	0.1	0%	0.2

Goal: Comply with internal standards in supply chain				
KPI: Relevant supplier evaluation rate [%]				
	Value 2023	Value 2024	Variance	Goal 2025
Dussmann Group	75.7*	68.2	-10%	90
Dussmann FM & FS	71.5*	69.3	-3%	88
Dussmann TS	100	54.9	-45%	100
Care & Kids	N/A	N/A	/	N/A
KulturKaufhaus	N/A	N/A	/	N/A
KPI: Relevant subcontractor evaluation rate [%]				
	Value 2023	Value 2024	Variance	Goal 2025
Dussmann Group	83	67	-20%	98
Dussmann FM & FS	81	64	-20%	96
Dussmann TS	100	100	0%	100
Care & Kids	N/A	N/A	/	N/A
KulturKaufhaus	N/A	N/A	/	N/A

**Correction of previous year's figures*

Note: Due to the adjustment of definitions and the resulting change in data, the previous year's figures are only comparable to a limited extent.

Measures implemented to achieve the goal:

Increase the frequency of audits:

- Utilization of a digital software solution for efficient documentation of audits, (object) controls and site inspections (Dussmann Group)
- Purchasing equipment for digital on-site documentation (Dussmann FM)
- Qualification programme and training courses for internal auditors (Dussmann FM)
- Simplification of measure tracking through Quentic (Dussmann Group)

Comply with internal standards in the supply chain:

- Updating the code of conduct for business partners and maintaining the requirements processes as a binding part of the contract (Dussmann Group)
- Analysis and evaluation of existing suppliers in accordance with the requirements of the German Supply Chain Act (Dussmann Group)
- Review and optimization of the supplier evaluation and auditing process (Dussmann Group)
- Strengthening awareness of processes through global deployment and use of suitable software - SAP Signavio (Dussmann Group)
- Risk analysis and implementation of new criteria for evaluation (Dussmann FM)

Process for setting sustainability goals

Each of our companies sets its own quantitative goals in line with our Group-wide ESG goals. These are documented as part of ESG reporting and also serve as the basis for the companies' ISO management reviews. The locally set targets are consolidated at Group

level and build the foundation for the medium-term goal perspectives. Our goals are based on our ESG strategy, sustainability policy, material sustainability aspects and the associated opportunities and risks for our business divisions.

The United Nations' Sustainable Development Goals (SDGs) serve as a guiding framework. The centerpiece of the UN's agenda for 2030 is an ambitious list of 17 sustainability goals that take the subjects of people, planet, prosperity, peace, and partnership equally into account in an effort to balance the drive for prosperity and economic progress with social equity and environmental concerns. Through our values and goals, we aim to make a positive contribution to realizing the SDGs that are relevant to us (also see criterion 1).

We are convinced that our sustainable corporate success is directly dependent on reaching the goals set, which requires effective implementation of all necessary measures. This is the responsibility of the Executive Board of the Dussmann Group and of the executive management of each of the subsidiaries within the group. Effectiveness is measured through our targeted key performance indicators (KPIs), which we have derived based on added value analysis. These indicators serve to make our development and our progress on matters of sustainability measurable and visible. They are shown in table format at the end of each goal dimension. In line with our corporate organization, we implement the "bottom-up principle". Our business units and divisions set quantified local goals for themselves in the context of sustainability reporting and implement these in the integrated management system. This includes both the planning and budgeting of measures to achieve the targets and the monitoring of the effectiveness of the measures taken.

The Executive Board, in conjunction with the Supervisory Board, is responsible for monitoring the achievement of goals, as presented in this report.

The use of our central software solution (Quentic) for the comprehensive recording and consolidation of our sustainability indicators was continued in the reporting year. By using this database, we are improving data quality and increasing the efficiency of the data collection and evaluation process. In this way, we link the developed goal parameters with the Integrated Management System (IMS) and enable a deeper understanding of the data and a quantification of our goals. We believe we are well prepared for the implementation of the European Corporate Sustainability Reporting Directive (CSRD). Following the publication of the new reporting standards (ESRS), preparation and comparison with existing indicators has been initiated. In the reporting year 2024, our main focus was the integration of CSRD and ESRS requirements. We adjusted existing indicators, recorded new data points and identified data gaps, enabling us to obtain an ESRS-compliant database for the first time for the reporting year 2024. In the coming reporting year, we will focus on closing the identified data gaps and further improving data quality and efficiency

All our sustainability data is broken down by the following business units: Dussmann Facility Management and Food Services (Dussmann FM & FS), Dussmann Technical Solutions (Dussmann TS), Care&Kids, and KulturKaufhaus. This allows us to take full account of structural particularities and industry-specific factors. We report the consolidated Group

figures under "Dussmann Group". It should be noted that additional administrative units and holdings are consolidated under the Dussmann Group which are not part of the four subdivided business divisions.

4. Depth of the Value Chain

The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.

The extent of self-delivery and the possibilities of reviewing and influencing ESG criteria vary widely among the very heterogeneous business areas of the Dussmann Group (see "General information" and criterion 2). We strive to ensure that all our products, including food, are developed, produced, and supplied in accordance with our clients' requirements. Due to the diversity of our services, it is not possible to map a homogeneous value chain.

In the food and non-food segments, the relevant stages of the value chain are the procurement of products, storage, production, on-site service, cleaning, and disposal. The procurement of products from fair and sustainable sources as well as the reduction of material use and avoidance of waste are of particular relevance. The provision of services to clients - and subsequently our business operations - is largely dependent on the procurement of the necessary products. Therefore, a potential risk lies in the availability and sourcing of the necessary raw materials and goods in accordance with the requirements contractually agreed with clients (e.g. organic food, local agreements, and similar in the food segment). The risks are continuously evaluated as part of supplier and risk management and measures are derived if necessary (e.g. change of suppliers) (see also criterion 17). Our aim is to minimize the risks in our supply chain with regard to sustainability aspects. How we do this is described in criterion 17. In all service segments where we work with people, we ensure that as much of the work as possible is performed in-house so we can offer the highest possible service quality.

Supplier management

For our core business, we review ESG criteria as part of the supplier selection process. This is done, for example, through electronic supplier files, supplier self-assessments (Business Partner Self Assessment) including sustainability questionnaires and the agreement of our current ["Code of Conduct for Business Partners"](#).

Compliance with the "Code of Conduct for Business Partners" is generally mandatory for the following business partners:

- Subcontractors who are involved in the provision of services for our clients, in particular if it is a contractually agreed client requirement;
- Suppliers from risk areas identified on the basis of local framework conditions (e.g.

- food supply);
- Suppliers with whom central framework agreements exist or are concluded;
 - Suppliers for whom the Dussmann Terms and Conditions of Purchase are part of the supplier contract.

We also carry out an annual risk assessment for our material business partners in accordance with the German Supply Chain Act, in order to identify human rights and environmental risks in our supply chain and define measures to minimize them (see criterion 17).

We are constantly working to optimize our supplier portfolio in order to better implement our ESG requirements.

We work closely with some manufacturers to discuss product requirements, test prototypes and provide feedback on product and service ideas (for example in the area of personal protective equipment). In some cases, we also enter into development partnerships with selected manufacturers, for example in the area of cleaning processes. We earn most of our revenue in Germany, Italy, Luxembourg, and Austria, where we focus on consistently building and refining occupational health and safety, quality, and environmental standards. Our fundamental aim is to continuously implement these standards, including in our business activities in developing markets.

Together with our suppliers, relevant ESG aspects along the value chain are prioritized, developed further as required and driven forward. This approach is becoming an even higher priority, particularly in light of the importance of the German Supply Chain Act.

Criteria 5–10 concerning PROCESS MANAGEMENT

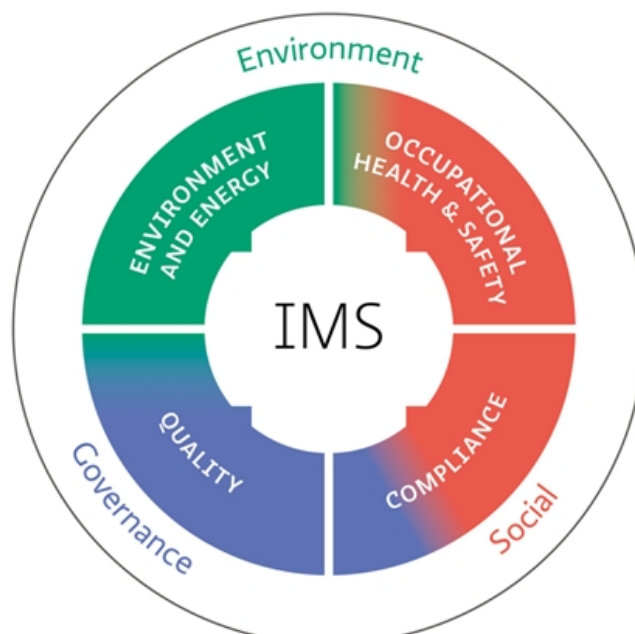
5. Responsibility

Accountability within the company’s management with regard to sustainability is disclosed.

The integrated management system (IMS) combines methods and tools for meeting requirements associated with quality, occupational health and safety, and environmental protection in a standardized structure that serves to manage and monitor the organization. Within the Dussmann Group, the Dussmann Facility Management & Food Services division, which is controlled by the Dussmann Stiftung as the legal entity, uses an integrated management system for the effective organisation of tasks and processes on the basis of international standard requirements. There is also an IMS for the Dussmann Technical Solutions subgroup and at company level (for example in Italy or at Care & Kids).

Responsibility lies with the Executive Board of the Dussmann Group and the management of the individual companies.

The Dussmann Group's ESG strategy is operationalized in the IMS; the "Group QHSE & Sustainability" (Quality, Health, Safety and Environment & Sustainability) department is in charge, bundles the activities and interlinks the company's process levels. The three ESG criteria - environmental, social and governance - are directly related and interact with each other (see illustration).



6. Rules and Processes

The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.

The Dussmann Group's Integrated Management System (IMS) is certified in accordance with international standards (ISO 9001, ISO 14001, ISO 45001; also ISO 50001, ISO 27001 and ISO 22000 in some cases) and is therefore suitable for mapping business processes in a comprehensible way. The Dussmann Group's sustainability policy is also available in the IMS for all our internal and external stakeholders. Our sustainability policy focuses on the impact of our business activities on society, the environment, our clients and the economy.

Our Code of Conduct forms the basis for business relationships with our clients and suppliers and serves as a common guideline for ethical and successful collaboration. At the same time, the Code of Conduct sets out globally binding principles for our employees.

The basic guidelines for document and process management have been revised and harmonized. The aim is to ensure group-wide validity and to establish document control and process documentation as a set of rules and easily accessible sources of information. By successively supplementing the process documentation and visualizing the processes, the understanding of interrelationships, interfaces and tasks can be optimized further and further.

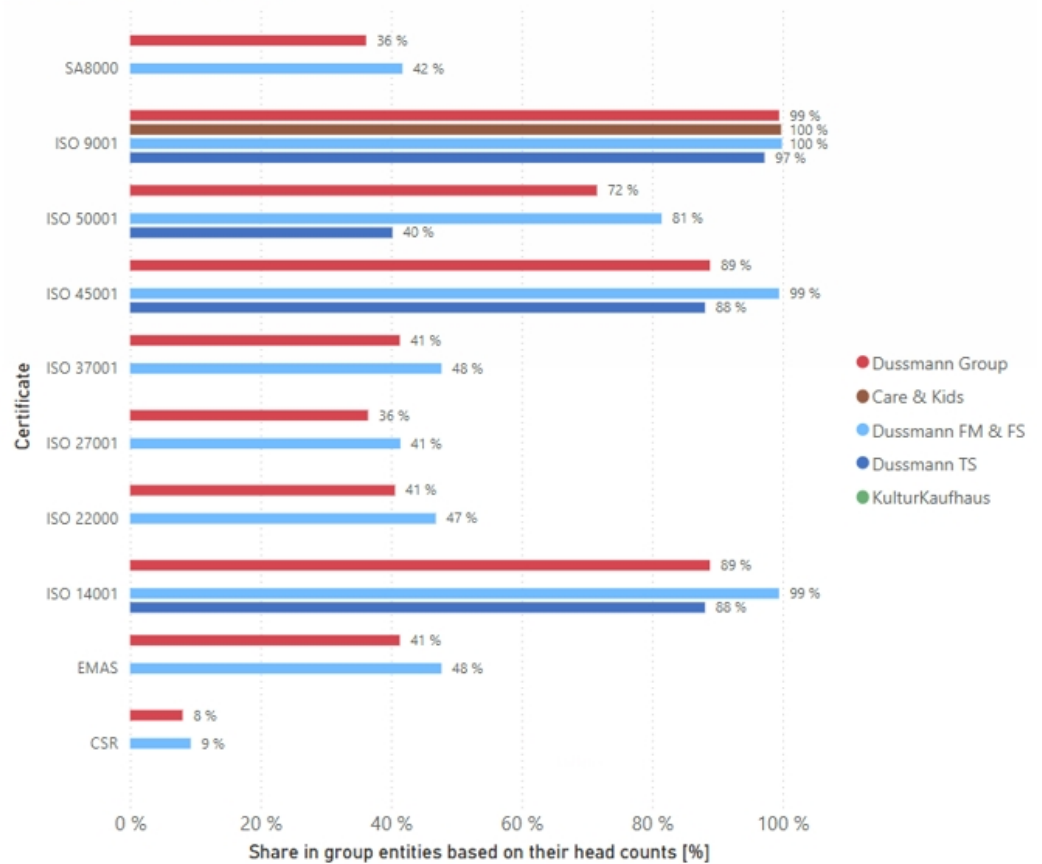
7. Control

The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.

Sustainability aspects are continuously monitored at the locations where we provide our services. The effectiveness of this monitoring is reviewed through internal and external audits as part of the ISO certifications. In addition, this is done quantitatively and qualitatively for all performance indicators listed under criterion 3 as part of the annual ESG reporting for each company.

The ISO certifications of the entire Dussmann Group are shown in the following overview:

Overview certifications 2024



The processes and their associated documents are generally designed in such a way that risks can be identified and suitable measures derived.

The resulting goal parameters are continuously tracked in the form of KPIs to evaluate and manage the key processes as part of the Group ESG strategy. Our central software solution for collecting data on all sustainability indicators across all divisions and individual companies serves as a fundamental reporting tool (see criterion 3). This enables us to efficiently and interactively consolidate, collect and evaluate all relevant data for sustainability reporting and ensures that our sustainability data can be audited. In the reporting year 2024, all material ESRS data points were collected and recorded for the first time.

We pay particular attention to the quality of all ESG data collected in the reporting year and strive to continuously improve our sustainability performance as part of our Group-wide ESG strategy. At the same time, we are preparing for the upcoming mandatory audit of sustainability data in accordance with CSRD.

For the third time in a row, the Dussmann Group has achieved the highest rank in the EcoVadis rating with platinum status. This puts us once again in the top one per cent of more than 150,000 companies assessed in over 185 countries worldwide. EcoVadis is one of the world's largest providers of sustainability ratings for companies and assesses the performance of companies in various areas. This supports the individual, already existing

local ratings and serves to strengthen visibility and trust among existing and potential clients. In line with the information provided in this report, we summarize material sustainability aspects at Group level that we consider when providing our services.



In addition to a profile of our strengths and weaknesses, EcoVadis also shows us potential areas for improvement that we are already working on. We are proud of our "Platinum" status, as it encourages us to maintain and further develop our sustainability performance as part of our ESG strategy - and our high-quality standards – now and in the coming years.

Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

a. A description of the organization's values, principles, standards, and norms of behavior.

As part of the Dussmann Group strategy, we pledge to uphold the values of integrity, environmental awareness, passion, social responsibility, and fairness. From this, we have developed five cornerstones that are the claim and framework of our actions. These include:

- Focusing on our clients and suppliers as a partner of choice
- Compliance and integrity, which we view as competitive advantages
- High quality in all processes, combined with continuous improvement in structures and workflows
- Development of new service offerings and client solutions in a work environment that fosters innovation to create the conditions for being an attractive and performance-enhancing employer for our employees, and
- Financial resilience through sustainable profitability across all business units

Based on our corporate values, the Dussmann Group Code of Conduct defines binding principles for responsible dealings with employees, clients, suppliers,

partners, and competitors. The Code of Conduct documents the following:

- The commitment to ethically correct behavior
- Compliance with all applicable laws as a matter of course
- Fair competition
- Prevention of active and passive corruption
- Mutual respect and appreciation, and
- Social responsibility for the society (see criteria 1–3)

The Code of Conduct has been translated into all languages relevant to the Dussmann Group. A Group social responsibility guideline ensures the implementation of the Code of Conduct in all Dussmann Group companies (see criterion 17). This means that all employees and business partners are familiar with and understand the Dussmann Group Code of Conduct and that it becomes part of the main contracts with business partners.

8. Incentive Systems

The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).

There is a Group-wide remuneration strategy that includes variable remuneration systems for the managers of the respective companies to create the best possible incentives for the achievement of our shared goals.

As part of individual target agreements, it is possible to link incentives to the long-term value creation of the company, individual sub-areas, or specific sustainability indicators. The annual agreements on goals with managers include both direct financial and qualitative targets. Our HR organization advises managers on the transition to concrete, comprehensible goal agreements and continuously develops the Group-wide incentive system.

The Dussmann Group attaches particular importance to sustainable and long-term development. This is also reflected in the contracts and remuneration structures of the Executive Board members. As a rule, the term of Executive Board contracts is five years, which is a long period of time. In addition to a fixed salary component, the remuneration includes a variable annual component based on the sustainable development of the company and a multi-year, growth-oriented long-term component.

The annual variable remuneration of the members of the Management Board includes

financial components that are geared towards the sustainable continued existence of the company. In addition, there are individual qualitative targets, some of which are aimed at ecological, economic and social sustainability. These targets are based on the Dussmann Group's ESG strategy.

Depending on the structure of the qualitative, sustainability-related targets on which the variable remuneration is based, these are linked to key performance indicators. The Dussmann Group's strategy, for example, defines specific key figures for the environment. The targets on which the variable remuneration of the Executive Board members is based relate in part to the implementation of this strategy and the associated key figures.

The target agreement and review of target achievement for the variable remuneration of the Management Board members is approved and monitored by the Group's supervisory bodies and shareholders. Based on the parameters defined in the target agreements, the degree of target achievement is determined, which then results in the amount of variable remuneration.

Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies

The reporting organization shall report the following information:

- a.** Remuneration policies for the highest governance body and senior executives for the following types of remuneration:
 - i.** Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
 - ii.** Sign-on bonuses or recruitment incentive payments;
 - iii.** Termination payments;
 - iv.** Clawbacks;
 - v.** Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.

- b.** How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

For confidentiality reasons, no disclosures are made concerning the key performance indicator GRI SRS-102-35.

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio

The reporting organization shall report the following information:

a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

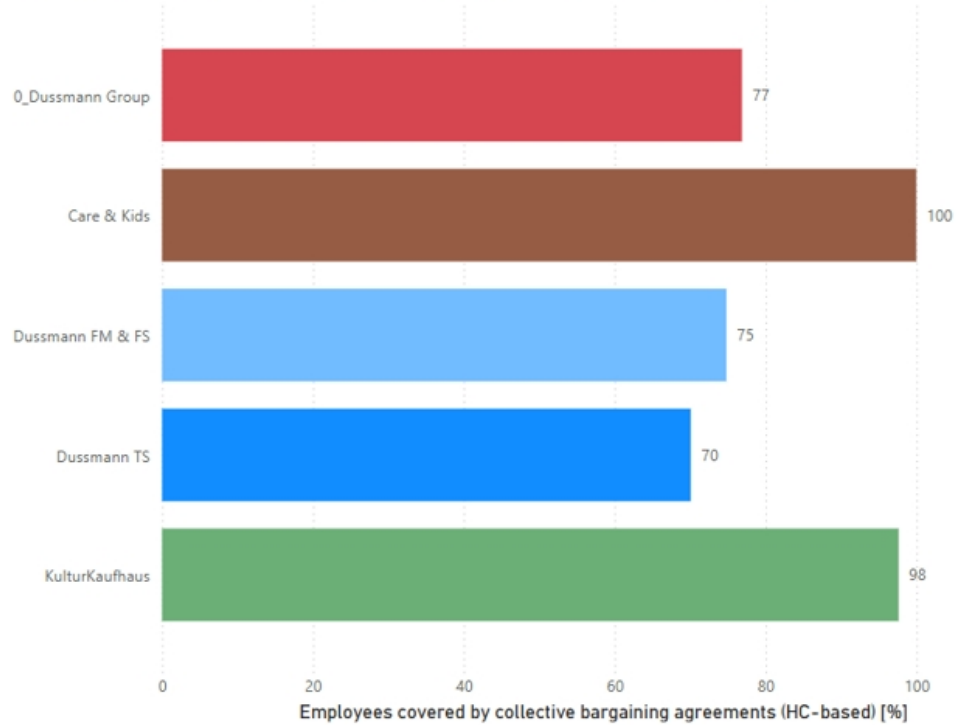
The Dussmann Group considers fair and performance-related remuneration of its employees to be important and self-evident. The sustainability aspect "adequate remuneration" was assessed as material in the category working conditions as part of the materiality assessment (see criterion 2).

The Group HR department has developed a fundamental compensation strategy that has largely been implemented and is gradually being developed further. Among other things, it includes the optimization of remuneration structures with the aim of ensuring internal equity and external competitiveness. All employees receive adequate wages in line with the respective reference values (ESRS S1-10_67). In many cases, this pay is in line with collectively agreed scale values or regional pay levels.

For reasons of competition and confidentiality, we will not disclose any information on the GRI SRS-102-38 performance indicator for the reporting year 2024. In our opinion, the effort involved in collecting data for this indicator in the Dussmann Group is not proportionate with its limited informative value.

From the data collected in 2024, we determined the proportion of employees* covered by collective agreements in relation to the total number of employees** (HC: Head Counts) (ESRS S1-8_60 a):

Proportion of employees classified according to collective agreements [%] 2024



Notes:

* Classification of these employees involves assigning the employee and his or her job to a specific pay grade. Each of these employees is assigned to a pay grade within the collective agreement scale based on their job activity.

** Number of employees as of December 31, the reference date for each reporting year.

In the European Economic Area, the proportion of employees covered by collective agreements in countries with a significant level of employment* according to ESRS-S1-8_60 b is as follows:

Collective agreement coverage by country (ESRS S1-8_60 b)

Countries with significant employment	Share of employees covered by collective bargaining agreements (HC-based) [%]		
	2022	2023	2024
Germany	59.1	58.3	88.7
Italy	100.0	99.8	99.9

* A country with significant employment is defined as a country with at least 10% of the total number of employees, but at least 50 employees.

9. Stakeholder Engagement

The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.

Key stakeholder groups and their requirements are identified on an ongoing basis as part of our certified management systems. They are recorded and documented at company level. As a result, our key stakeholders are employees, potential employees and applicants, clients, end-user and consumers, the management, suppliers, subcontractors and employee representatives. In addition, other stakeholder groups include associations, governmental and supervisory authorities, NGOs (non-governmental organizations) and the media. The Dussmann Group engages in a regular and mostly close dialogue with all these groups as part of its day-to-day business. In addition, trade fairs, meetings, conferences, and other industry formats are used to discuss topics and expectations and to develop solutions.

Understanding the needs, concerns and expectations of stakeholders is the primary purpose of engagement. In ongoing dialogs with the individual stakeholder groups, specific topics and concerns are queried, concretized and updated. This allows us to consider and take into account potential material topics from the stakeholder perspective. Both the local environmental conditions and the business areas play a relevant role here.

When assessing the material topics, sustainability aspects are evaluated both from the perspective of the Dussmann Group and from the perspective of internal and external stakeholders. In addition to the impact of sustainability aspects on our business activities and the impact of our business activities on the environment and society, we pay particular attention to issues that have a significant influence on the decisions and expectations of our stakeholders.

Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

- a.** Key topics and concerns that have been raised through stakeholder engagement, including:
- i.** how the organization has responded to those key topics and concerns, including through its reporting;
 - ii.** the stakeholder groups that raised each of the key topics and concerns.

For the employees of the Dussmann Group, occupational health and safety, good working conditions, development perspectives in training and further education, as well as fair pay are key concerns. These aspects are also a priority for applicants and potential employees. In addition, this stakeholder group wants to receive important information about the company and its strategic direction.

In 2024, examples of this included communication on the 2023 business figures and socio-political topics such as the European elections. As part of the economic alliance "We stand for Values", we encouraged people to support democracy, diversity, openness, and tolerance.

Employees also expressed a strong interest in learning more about digitalization topics, such as cybersecurity and artificial intelligence (AI) developments.

We reported on important governance topics, such as the new Dussmann Group strategy, "Road to 2030" (initially communicated exclusively to the international management team), as well as relevant personnel matters within the Dussmann Group.

Communication on ESG topics was also a key focus in the reporting year 2024. Topics included the medium-term ESG goals, winning the 2024 German Sustainability Award in the "Corporate Services/Commercial Services" category, and achieving platinum status with EcoVadis for the third consecutive year.

Other key topics in employee communication were the nomination for the annual internal Peter Dussmann Award and the announcement of the award winners, as well as the annual Christmas message to all Dussmann Group employees worldwide.

Our clients depend on us to provide reliable, high-quality services and

products that maintain their value. A satisfaction survey of our clients is the basis for determining the quality level of our services. Therefore, this survey is a basic element and part of the regular communication with our clients and leads to optimizations of our processes in case of anomalies. Best practices and lessons learned play a key role here. In the context of sustainability, various ESG issues play a key role for our clients in relation to our service provision. Aspects such as climate-relevant emissions, occupational health and safety and digitalization are particularly important. In this context, they expect proactive service and product innovations as part of our partnership-based collaboration.

Suppliers rate fair business processes in the supply chain, anti-corruption and compliance particularly highly. If there is potential for reducing climate-relevant emissions or improving other aspects of the entire process chain, from suppliers to our service processes, we collaborate to find and develop alternatives or innovations to improve performance. In recent reporting years, we have begun establishing governance for the purchasing process, thereby enabling the collection of data to better understand and manage this process.

Employee representatives formulate expectations of their employer, particularly regarding fair pay and employee retention.

We regularly and actively inform the media of various genres about relevant, current topics and respond to enquiries. The Group Communications department is responsible for the media work of all business divisions in Germany. In most cases, communication with the media of the individual national companies is decentralized and therefore not listed below.

There was a particular focus on the annual press conference, at which the most important developments at the Dussmann Group in the reporting period were communicated alongside the company results for the previous financial year, supplemented by a look at the current financial year. The annual press conference was accompanied by an interview with Wolf-Dieter Adlhoch in the German newspaper Handelsblatt, which featured the Dussmann Group as "Company of the Day" the next day.

We supported the "We Stand for Values" initiative with appeals for the European elections. Additionally, reporting on the cross-divisional Social Day was an important part of communicating social engagement.

In an interview with the German newspaper Börsenzeitung, CFO Dieter Royal addressed topics such as innovations, motivated employees, and the importance of migration for the Dussmann Group. Several media inquiries focused on the future of Friedrichstrasse, where the headquarter is based, and its impact on local businesses and cultural institutions.

In addition to winning the new catering tender at the German Bundestag, other relevant topics for Dussmann Food Services included food transformation and sustainable nutrition, for example transparency in the supply chain during the Veganuary campaign month. For the Facility Management division, website

stories were published on the performance of cleanroom services and the associated employee training.

At Dussmann Technical Solutions, the takeover of process industry expert regeltmatic and the acquisition of Clausen Systemkühlung were important media topics, as was the merger and restructuring of the refrigeration and air conditioning companies to form Dussmann Kälte- und Klimatechnik GmbH.

Dussmann das KulturKaufhaus focused their communications on integrating an AI chatbot into their online store and expanding to existing e-commerce platforms. Media outlets are particularly interested in major events, such as celebrity book signings, and industry events, such as the Frankfurt Book Fair, the Nobel Prize for Literature, and Christmas retail sales.

The main topics in the Care & Kids division were the appointment of Sebastian Kabak as the new member of the Dussmann Group Executive Board for Care & Kids as well as new Chairman of the Kursana Management Board; the transfer of Kursana Residenz St. Gallen (Switzerland) and Privatlinik Wörgl (Austria) to other operators; and the presentation of the new Kursana employer brand.

Non-governmental organizations (NGOs) also submit their requirements to us. We have been in active dialogue with "Albert Schweitzer Stiftung" on joining the Europe-wide broiler chicken initiative.

The aim of this initiative is to improve the conditions under which chickens are kept by 2026. The possibilities, but also the limits, of extending support to other companies was also the subject of stakeholder dialogue in the reporting year. The current progress report 2024 for Dussmann Food Services in Germany and Austria can be found on our homepage: <https://en.dussmann.de/food-services/sustainability>

For associations, diversity and anti-discrimination, training and education and fair competition are key sustainability aspects regarding the activities of the Dussmann Group. The development of service and product innovations is becoming increasingly important for this stakeholder group.

10. Innovation and Product Management

The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.

As a multi-service provider, the quality of our service and the resulting client satisfaction are particularly crucial to our success. The further development and improvement of existing service portfolios as well as the creation of sustainable services and products is therefore a major priority.

Sustainable innovations are generally aimed at making processes more resource-friendly, efficient and therefore more cost-effective for our clients, for example in the areas of property services and cleaning, food services or security services. In addition, Dussmann Group companies aim to serve upstream and downstream stages of the value chain with innovations and to integrate them into the product range. We rely heavily on in-house development by the respective subsidiaries and service divisions, which know the specific client needs and market requirements best.

Our product development and innovation activities in the Food Services segment have many facets. When developing offers and menus, we not only pay attention to using regional products wherever possible, but also to the carbon footprint of the products. Through specially developed catering apps for end consumers, such as the Delightful app or the Italian app "Cosa Mangio Oggi", our customers can obtain digital information about the catering offer along with nutritional values, waste volumes in the kitchens and other sustainability-related information.

In Germany, we have been working with the Swiss company Eaternity since 2021 to assess the carbon footprint of our food offering. Eaternity has one of the most extensive databases for the precise measurement and calculation of CO₂ equivalents (CO₂e) for food (see also: Eaternity database). By integrating the database into our existing ERP system, our restaurants can determine the specific carbon footprint of their recipes. The monthly evaluation is made available to our restaurants in the form of a report. For our guests, we display the evaluation of individual dishes on digital menus with a star rating.

In 2024, we transformed our "Planet!Based" campaign into a standalone menu line in Germany. Under the motto "Eat better for you! Eat better for the planet!", our range of dishes has not only become more varied, but also more climate-friendly, as we have reduced the proportion of animal products in this menu line. With well over 200 recipes, the menu line is also divided into four seasons in order to focus on seasonal foods all year round. We developed the menu line according to the quality standard of the German Nutrition Society from October 2023 and the "Planetary Health Diet" of the Eat-Lancet Commission. In June 2024, we received the Community Gastronomy Marketing Award for our successful guest communication and use of nudging strategies. Nudging is the practice of motivating people to adopt a desired behavior through small, targeted cues, such as the appealing placement of healthy dishes - without resorting to coercion or restriction. The constant development of recipes and the feedback from our guests are particularly important to us in order to further expand the success of the menu line.

With regard to activities in Germany, there are central organizations that are actively looking for new solutions to improve sustainability performance. To reduce food waste, for example, we rely on permanently installed camera systems from the company Winnow and

on advice from recognized experts, including from the organization United Against Waste e.V.. Another example is the carbon footprint navigator for cleaning agents. These measures are in line with SDG 13 "Climate action", which includes mechanisms and capacities to combat climate change and its impacts.

We have already reported on the social and environmental impact of the Dussmann Group companies' business activities (see criterion 1-4). One guiding principle of our innovation efforts is to reduce direct and indirect negative impacts and to promote positive impacts on the environment and society. This is achieved through efficiency gains, resource-conserving processes and sensitive handling of raw materials and consumption within our own business activities as well as through indirect influence through accompanying advice to our clients.

Employees are informed and involved in new developments through communication cascades and regular internal communication via our employee portal "myDussmann", the intranet or roadshows.

In line with the Group strategy, technology and innovation are strategic cornerstones for the further development of the Dussmann Group. In order to consistently drive this development forward, we intend to continue to promote cross-divisional exchange on innovation projects in the coming years. The Innovation Board, established at Group level in 2021, strengthens and promotes the innovative power of the Dussmann Group across all companies. Innovation Board meetings were also held regularly in 2024, during which new technologies and services were presented and actively discussed by the subsidiaries. Another goal for 2025 is to establish central business communities for each of our FM and FS services as a global platform for knowledge exchange and collaboration. The continuous international transfer of knowledge is a key success factor in our Group strategy. In addition, these communities are used to discuss issues relating to the provision of services and thus coordinate important innovation projects. Completed innovations are also reported here so that these innovations can be shared and rolled out more quickly throughout the company.

The first pilot project for comprehensive energy monitoring was developed into a market-ready, commercial solution. Under the Dussmann Energy Optimizer (DMEO) brand, the Dussmann Group will offer a comprehensive software solution from mid-2025 for the implementation of legally required and energy-efficient measures.

Each year, the Dussmann Group invests part of its overall budget in innovation projects in various categories, for example:

- In the field of security services, video towers have been developed to monitor the fences of large sites. Potential unauthorized access is reported to a central station, from where a security guard can make contact via speakers. It is also possible to categorize certain people as "friendly" via the system, so that this person can enter a site or building even though the alarm systems are switched on.
- Furthermore, security robots from various manufacturers are being tested, which carry out night patrols independently, for example.

- In the upcoming reporting period, we will test innovative measurement techniques for energy data collection with various hardware solutions and evaluate their potential for commercial use. This data will then be connected to the Dussmann Group's central energy monitoring tool, the Dussmann Energy Optimizer (DMEO), primarily via wireless networks.
- Additionally, a pilot project for recording energy and utilities in kitchen processes is being prepared. The Dussmann Food Service Innovation Lab will join forces with us to prioritize transparency in the kitchen. The goal is to provide an overview of the entire cooking process, from ingredient usage to waste stream recording.
- AI solutions are being tested within the company in various areas. For instance, Microsoft's CoPilot was activated for internal use during a pilot phase, and an AI-based chat function was introduced.
- In 2024, a project room was set up to hold workshops. In 2024, a project room was set up to hold workshops. The room is equipped and furnished so that creative work can be carried out using various workshop methods. The room has already received positive feedback and is in high demand.

Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11

(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening. (Note: the indicator should also be reported when reporting to GRI SRS)

Investments within the meaning of this performance indicator take place on an extremely small scale (less than 0.5% of total assets). There are currently no plans to carry out a screening based on environmental or social factors due to the low volume.

Criteria 11–20: Sustainability Aspects

Criteria 11–13 concerning ENVIRONMENTAL MATTERS

11. Usage of Natural Resources

The company discloses the extent to which natural resources are used for the company's business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.

The Dussmann Group and its subsidiaries are primarily active in the service sector. The proportion of in-house production processes is very low. Compared to the manufacturing industry, resource consumption and the associated environmental impact are comparatively low. We achieve environmental protection and the best possible avoidance of negative impacts by continuously minimizing our consumption of energy, materials and resources, as well as by reducing waste volumes and using environmentally friendly products. However, we can only achieve all of this in close collaboration with our clients based on a shared, holistic understanding of sustainability.

Resources are consumed primarily as fuel (petrol, diesel) for the vehicle fleet and in the operation of our own or rented buildings (energy, water, waste). Consumption also occurs during the provision of services to our clients (see criteria 1-4 and 10). Water, chemicals and plastics are key resources used in facility management. Within Food Services, packaging materials and (food) waste are of great importance. Furthermore, cleaning chemicals, oils, lubricants and other materials used in the maintenance of technical equipment and lighting are critical resources.

Detailed information on the scope of natural resources used is listed under the performance indicators for criteria 11 and 12. We use a software solution to collect and evaluate data on environmental performance indicators. By recording material metrics, we can present our development transparently and make a significant contribution to deriving quantitative goals and measuring our progress (see criterion 3). The catalogue of indicators used for this purpose and the definitions are regularly reviewed and supplemented or updated as necessary.

12. Resource Management

The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.

Sensitive handling of raw materials is particularly important to the Dussmann Group. High quality in the provision of services means both sensitivity and care for the property (for example, value retention in facility management and food services) and for people (integrity in nursing and childcare). From this perspective, the use of the resources required for this is also subject to evaluation.

In our procurement approach, we prioritize resource conservation and efficiency, avoiding environmentally harmful substances and choosing durable, long-life items. We encourage sustainable purchasing decisions: The Group Guideline Procurement mandates that we favor products with recycled or reusable content over those made from virgin materials whenever feasible. The Code of Conduct for Business Partners (see criterion 4) reinforces this by expecting suppliers to make careful use of resources and continuously minimize material and resource consumption.

As part of our ESG strategy, we have formulated long-term, Group-wide goal perspectives. We have continued our goal at Group level for the 2024 reporting year. We report on the extent to which these targets have been achieved in criterion 3, creating a solid foundation for our sustainability management at local and global level and ensuring implementation within the Group. A particular focus here is on determining our carbon footprint in accordance with the GHG Protocol in Scope 1, 2 and 3 and deriving a realistic reduction path (see criterion 13). This is to be supported by the development and use of environmentally friendly materials and work equipment. To this end, we have set ourselves a goal for the proportion of environmentally friendly chemicals at Group level which we were able to achieve for the Dussmann Group in the reporting year 2024:

Goal: Increase proportion of environmentally-friendly materials				
KPI: Share of eco-friendly chemicals [%]				
	Value 2023	Value 2024	Variance	Goal 2025
Dussmann Group	33.4	36.9	10%	35
Dussmann FM & FS	32.8	37	13%	34
Dussmann TS	54.7	52.9	-3%	55
Care & Kids	n.a.	0.1	/	n.a.
KulturKaufhaus	n.a.	n.a.	/	n.a.

In addition to the use of chemicals, we aim to create transparency regarding the sustainability of purchased materials. The prerequisite for quantification and evaluation is a

comprehensive database, which is also essential in connection with our carbon footprint, in particular Scope 3.1 purchased products and services.

We also actively promote resource- and energy-efficient innovations with the aim of continuously improving our environmental and energy performance and making a positive contribution to the environmental performance of our clients. We use a software solution to efficiently record and evaluate quantitative environmental performance indicators. The indicators provide information about our ESG performance, measure the status of goal achievement and help to identify potential for improvement and savings.

Energy efficiency is monitored and promoted through the implementation of energy-saving measures. The quantification of these savings effects and the specific impact of our measures on our environmental performance can be measured using the internally defined performance indicators and metrics (see performance indicator GRI SRS-302-4)

Significant environmental risks relating to business activities are already reported in criterion 2 on materiality.

Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

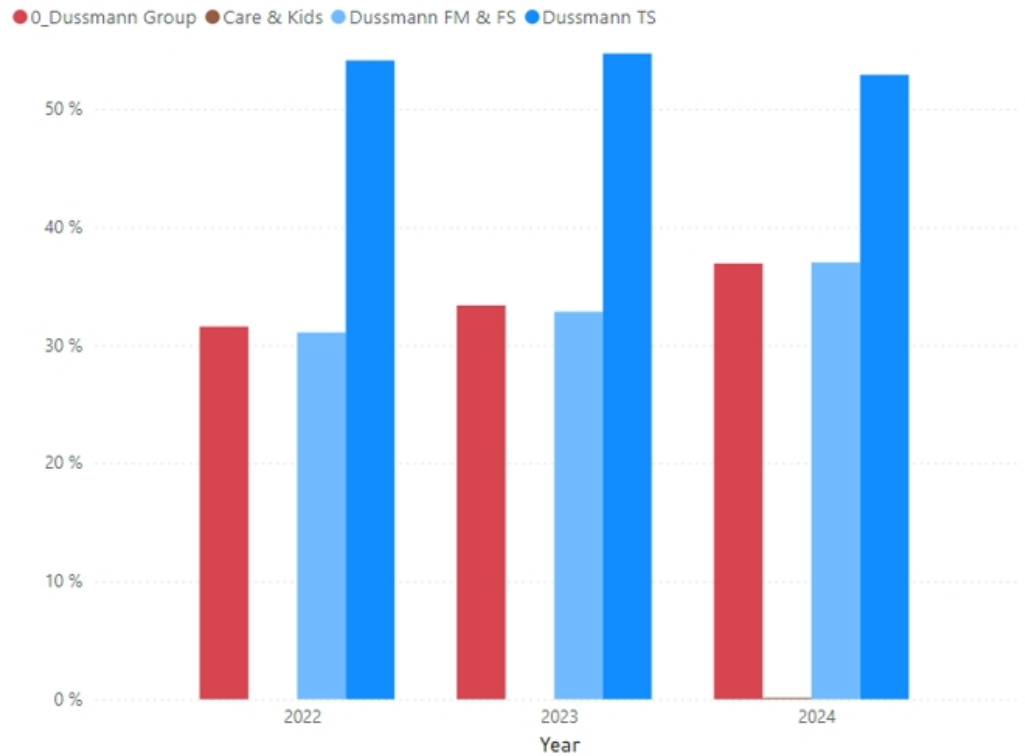
The reporting organization shall report the following information:

- a.** Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:
- i.** non-renewable materials used;
 - ii.** renewable materials used.

In the context of our business activities as a service provider, the use of materials for the manufacture and packaging of products is only relevant to a limited extent. In our procurement processes, we ensure that we use packaging materials that conserve resources. A consolidated overview of the quantities of raw materials consumed and materials used is available for chemicals.

Use of chemicals

Ratio "EU Ecolabel" Chemicals [%]



Ratio "EU Ecolabel" Chemicals [%]

Company Group Name	2022	2023	2024
O_Dussmann Group	31.56 %	33.35 %	36.91 %
Dussmann FM & FS	31.06 %	32.82 %	36.99 %
Dussmann TS	54.09 %	54.69 %	52.88 %

Note:

**Environmentally friendly chemicals, used to carry out our core processes, that are labelled and certified with the EU Ecolabel (or equivalent). This confirms compliance with the environmental criteria of the EU Ecolabel, which is awarded to products and services that fulfil high environmental standards throughout their life cycle.*

More information: <https://ec.europa.eu/environment/ecolabel/eu-ecolabel-for-businesses.html>.

The basic formula is:

Proportion of eco-friendly chemicals = Eco-friendly chemicals (volume) / total chemicals purchased (volume) * 100

Purchased chemicals

	EU-Ecolabel classified (or other applicable eco-friendly) chemicals (volume) [l]			Total purchased chemicals (volume) [l]		
	2022	2023	2024	2022	2023	2024
0_Dussmann Group	1,192,583	1,197,896	1,635,871	3,778,409	3,591,708	4,432,312
Care & Kids			80			63,163
Dussmann FM & FS	1,148,232	1,149,812	1,571,121	3,696,417	3,503,782	4,246,851
Dussmann TS	44,351	48,085	64,669	81,992	87,927	122,298

Key Performance Indicator GRI SRS-302-1: Energy consumption
The reporting organization shall report the following information:

a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.

b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.

c. In joules, watt-hours or multiples, the total:

i. electricity consumption

ii. heating consumption

iii. cooling consumption

iv. steam consumption

d. In joules, watt-hours or multiples, the total:

i. electricity sold

ii. heating sold

iii. cooling sold

iv. steam sold

e. Total energy consumption within the organization, in joules or multiples.

f. Standards, methodologies, assumptions, and/or calculation tools used.

g. Source of the conversion factors used.

We were able to further improve the data structure by expanding the software system (Quentic) and standardizing data collection methods in order to ensure comparability, consistency and data quality.

a./b. Fuel consumption

Fuel consumption for the vehicle fleet in the reporting year 2024 was as follows:

Fuel consumption Fleet

	Fuel consumption from non-renewable sources [MWh]			Fuel consumption from renewable sources [MWh]		
	2022	2023	2024	2022	2023	2024
0_Dussmann Group	71,644	79,677	80,260		50	161
Care & Kids	1,665	1,805	1,739			
Dussmann FM & FS	59,302	66,552	65,600		50	161
Dussmann TS	10,333	10,957	12,549			
KulturKaufhaus	48	49	39			

Non-renewable fuels include diesel, petrol and other non-renewable fuels: LPG, CNG and hydrogen (gray).

Fuel consumption fleet - non-renewable

	Consumption of other non-renewable fuels [MWh]			Diesel consumption - fleet [MWh]			Petrol consumption - fleet [MWh]		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
0_Dussmann Group	601	430	376	61,842	68,963	67,652	9,200	10,285	12,232
Care & Kids				1,564	1,700	1,661	102	105	78
Dussmann FM & FS	601	430	376	49,677	56,036	53,413	9,023	10,086	11,811
Dussmann TS				10,268	10,875	12,233	65	82	316
KulturKaufhaus				48	49	39			

Fuel consumption from renewable sources includes the consumption of biodiesel and, for the first time, the consumption of green hydrogen, as well as the consumption of XTL/HVO 100. In addition to the vehicle fleet, diesel and petrol consumption (non-renewable) as well as the consumption of XTL/HVO100 (renewable) also results from the use of machinery or tractors, for example.

Fuel consumption - other operations [MWh]

	Diesel consumption - other operations [MWh]		Fuel consumption HVO 100/XTL - other operations [MWh]		Petrol consumption - other operations [MWh]	
	2023	2024	2023	2024	2023	2024
0_Dussmann Group	867	988			997	1,042
Dussmann FM & FS	688	908			12	1,047
Dussmann TS	179	80			986	10
Care & Kids						3
KulturKaufhaus		0			0	0

c.i. Electricity consumption

The Dussmann Group's total electricity consumption, broken down by type of energy (renewable or non-renewable), is shown below:

Electricity consumption - administration and operations

	Electricity consumption non-renewable (purchased or acquired) [MWh]			Electricity consumption renewable (100%) (purchased or acquired) [MWh]			Electricity consumption renewable (100%) (self generated) [MWh]			Total electricity consumption [MWh]		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
0_Dussmann Group	36,248	37,773	36,363	9,735	9,071	10,717				146	45,983	46,960
Care & Kids	26,362	25,716	25,230							26	26,362	25,716
Dussmann FM & FS	9,292	11,531	10,666	7,349	6,987	8,602				90	16,640	18,597
Dussmann TS	562	444	407	29	132	168				1	592	602
KulturKaufhaus		50	31	1,191	1,401	1,394					1,191	1,451

Since 2023, we have also been collecting the renewable and conventionally charged electricity in the vehicle fleet, which is billed directly:

Electricity consumption fleet - direct billing

	Electricity consumption non-renewable - fleet - direct billing [MWh]		Electricity consumption renewable - fleet - direct billing [MWh]	
	2023	2024	2023	2024
0_Dussmann Group	106	364	10	21
Dussmann FM & FS	80	331		
Dussmann TS	15	16	10	19
KulturKaufhaus				2

c.ii. Heating energy consumption

The total heating energy consumption (district heating, natural gas, light heating oil, liquid gas, pellets) of the Dussmann Group, broken down by business division, is as follows:

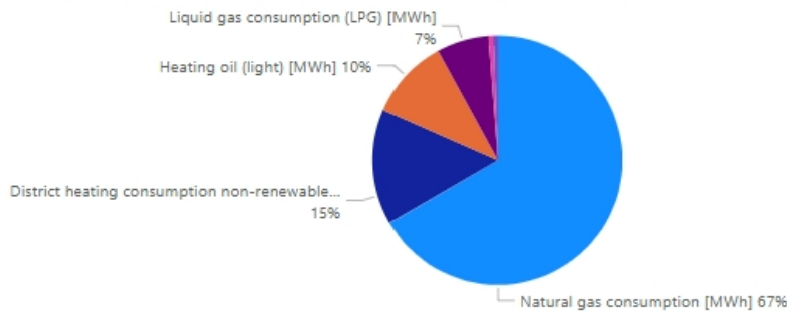
Total heating energy consumption

	Total heating energy consumption [MWh]		
	2022	2023	2024
0_Dussmann Group	100,249	98,650	91,721
Care & Kids	65,156	63,598	54,982
Dussmann FM & FS	32,699	33,094	34,784
Dussmann TS	810	831	786
KulturKaufhaus	723	595	623

Total heating energy consumption, by energy source

	District heating consumption non-renewable [MWh]			District heating consumption renewable (100%) [MWh]			Heating oil (light) [MWh]			Liquid gas consumption (LPG) [MWh]			Natural gas consumption [MWh]			Wood pellets consumption [MWh]		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
0_Dussmann Group	17,032	16,711	13,941		533		3,292	8,166	9,568	6,477	5,087	6,141	72,529	68,170	60,944	918	515	594
Care & Kids	11,889	11,589	10,205				2,093	2,254	2,194	263	301	277	50,000	48,951	41,725	911	503	581
Dussmann FM & FS	3,553	3,794	2,494		533		1,094	5,853	7,256	6,214	4,787	5,842	21,838	18,661	18,659			
Dussmann TS	7	201	124				104	59	118			22	691	558	509	7	13	13
KulturKaufhaus	723	595	572												51			

Share of total heating energy consumption, by energy source (2024)

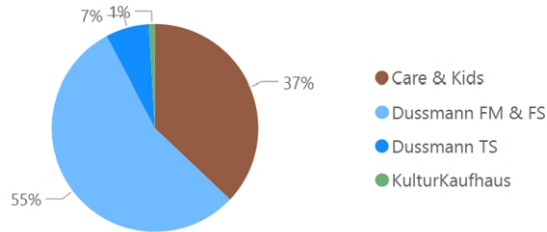


d.i. Electricity sold No electricity was sold to third parties in the reporting year 2024. **e. Total energy consumption** Total energy consumption (fuels + electricity consumption + heating energy) was recorded in the reporting period:

Total Energy Consumption [kWh]

Company Group Name	2022	2023	2024
0_Dussmann Group	219.36M	228.86M	222.78M
Care & Kids	93.18M	91.12M	81.98M
Dussmann FM & FS	110.12M	121.63M	122.17M
Dussmann TS	11.73M	12.57M	15.02M
KulturKaufhaus	1.96M	2.09M	2.09M

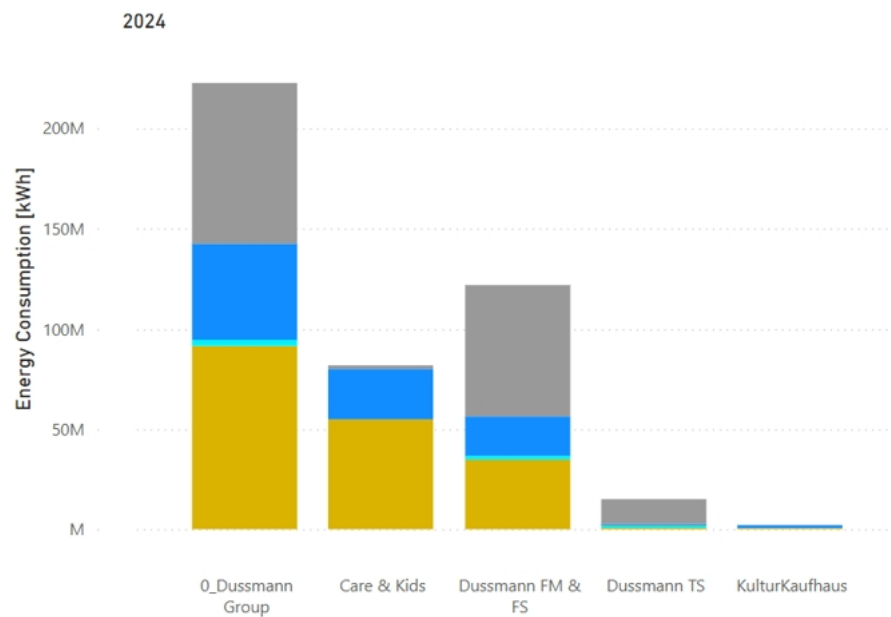
Share of energy consumption in total consumption by business division, 2024 [%]



	0_Dussmann Group			Care & Kids			Dussmann FM & FS			Dussmann TS			KulturKaufhaus		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
(a) total energy consumption from fossil sources [MWh]	208,705	219,216	209,611	92,273	90,616	81,373	102,774	114,596	112,777	11,698	12,414	13,834	771	694	693
(a_AR34) share of fossil sources in total energy consumption [%]	95	96	94	99	99	99	93	94	92	100	99	92	39	33	33
(c) total energy consumption from renewable sources	10,653	9,647	13,169	911	503	607	7,349	7,037	9,397	36	155	1,187	1,191	1,401	1,396
(c.i) fuel consumption from renewable sources [MWh]	918	565	1,752	911	503	581		50	173	7	13	999			0
(c.ii) consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources [MWh]	9,735	9,082	11,271				7,349	6,987	9,135	29	143	187	1,191	1,401	1,396
(c.iii) consumption of self-generated non-fuel renewable energy [MWh]			146			26			90			1			
(c_AR34) share of renewable sources in total energy consumption [%]	5	4	6	1	1	1	7	6	8	0	1	8	61	67	67
Total energy consumption [MWh]	219,358	228,863	222,780	93,183	91,118	81,980	110,123	121,632	122,174	11,735	12,569	15,021	1,962	2,094	2,089

Energy Consumption [kWh]

● Heating ● Other ● Electricity ● Vehicle Fuel



Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption

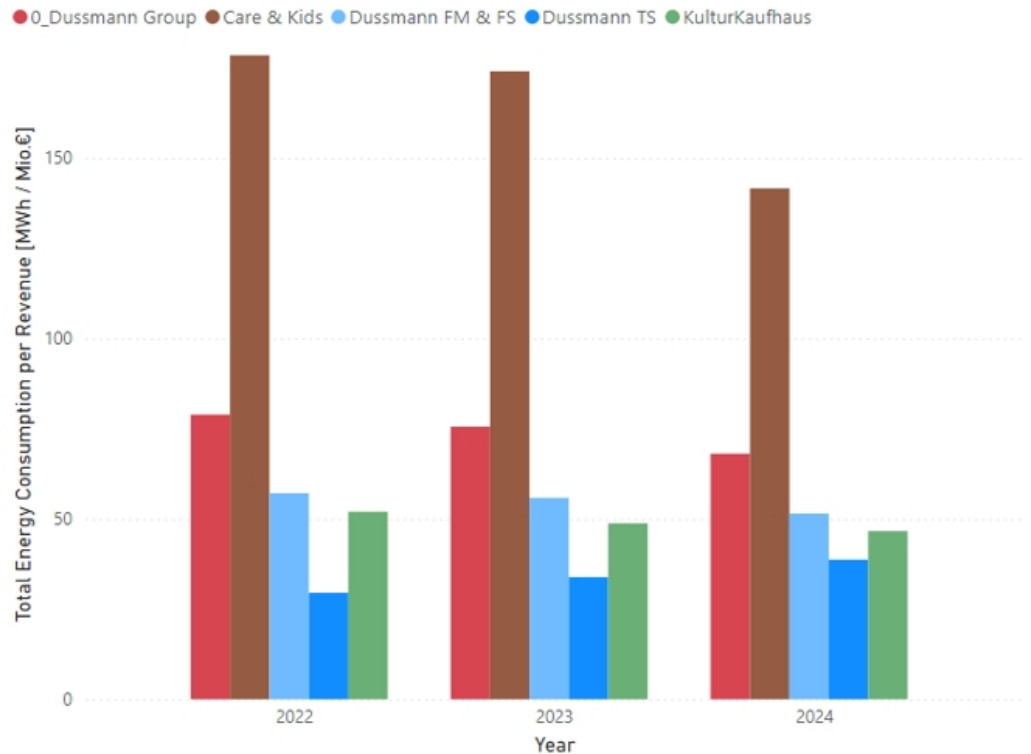
The reporting organization shall report the following information:

- a.** Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b.** Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c.** Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d.** Standards, methodologies, assumptions, and/or calculation tools used.

Total Energy Consumption [kWh]

Company Group Name	2022	2023	2024
0_Dussmann Group	219.36M	228.86M	222.78M
Care & Kids	93.18M	91.12M	81.98M
Dussmann FM & FS	110.12M	121.63M	122.17M
Dussmann TS	11.73M	12.57M	15.02M
KulturKaufhaus	1.96M	2.09M	2.09M

Total Energy Consumption per Revenue [MWh / Mio.€]



The basic formula is: total energy consumption per turnover = total energy consumption (MWh) / million € turnover

Total Energy Consumption per Revenue [MWh / Mio.€]

Company Group Name	2022	2023	2024
0_Dussmann Group	78.90	75.55	68.07
Care & Kids	178.48	174.05	141.57
Dussmann FM & FS	57.14	55.82	51.48
Dussmann TS	29.51	33.87	38.69
KulturKaufhaus	51.99	48.77	46.61

Both the total energy consumption (absolute) for the Dussmann Group and the total energy consumption per turnover within the Dussmann Group were reduced in the reporting year. As our service provision is directly dependent on external factors such as the vehicle fleet, this value indicates the effectiveness of the measures taken to increase efficiency.

Some Dussmann FM & FS national companies (Germany, Italy, Lithuania, UAE, Austria, Hungary) are certified in accordance with the energy management standard ISO 50001. In cooperation with our clients, Dussmann acts in an advisory capacity to bring energy-saving services, products and processes to the market.

The recording of energy-saving and efficiency initiatives and their impact on

energy consumption continues to be the aim of our data collection. With the complete recording of the carbon footprint in Scope 1, 2 and 3 in accordance with the GHG Protocol, we are now focusing on continuous reduction. The 2021 reporting year is seen as the base year, as valid data transparency existed for the first time (see criterion 13).

The following initiatives to reduce energy consumption and increase energy efficiency were implemented and continued in the 2024 reporting year

- Replacing lighting fixtures with LED lights
- Raising awareness among employees about the careful use of energy, e.g. through instructions and communication measures
- Enabling hybrid working and the use of digital working methods, among other things to reduce travel and commuting
- Use of motion sensors and automatic light switch-off when there is sufficient daylight
- Procurement of energy-efficient cleaning equipment and machines with lower energy consumption
- Expansion of the electric vehicle fleet
- Implementation of regional energy efficiency projects in the area of cross-sectional technologies
- Further reduction in the amount of paper used in everyday office life by increasing digital working methods & processes
- Creation of additional transparency in energy consumption by expanding measurement & metering concepts including their digitalization for ongoing monitoring

Key Performance Indicator GRI SRS-303-3: Water withdrawal
The reporting organization shall report the following information:

- a.** Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water.

- b.** Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.

- c.** A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:
 - i.** Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);
 - ii.** Other water ($> 1,000$ mg/L Total Dissolved Solids).

- d.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

All companies of the Dussmann Group source water within their own (administrative) buildings from local suppliers. With regard to water consumption for services provided to our clients (e.g. facility management), consumption tracking is generally not possible or is not part of the agreed service. The volume of water required to provide the service is obtained directly from the client's supply. Consumption at client' sites is only included where there are dedicated water meters that can correctly quantify the water consumption of our services.

Total water withdrawal (ESRS E3-4_28 a) for the entire Dussmann Group and the individual business divisions is shown in the following table. For the first time, we were also able to quantify our water withdrawal in regions with water stress (ESRS E3-4_28 b). These included regions in which the percentage of total water withdrawal is high (40-80%) or extremely high (more than 80%). The "Aqueduct Water Risk Atlas" of the World Resources Institute (WRI) was

used as a source. For better comparability, we calculated the water intensity ratio (ESRS E3-4_29). The water intensity ratio is the total water withdrawal in the company's own operations in m3 per million euros of revenues. The quantitative information on the sustainability aspect "water resources" for the entire Dussmann Group is broken down by business division as follows:

ESRS E3-4: Waterwithdrawal

	0_Dussmann Group			Care & Kids			Dussmann FM & FS			Dussmann TS			KulturKaufhaus		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total waterwithdrawal (for any use) [m³]	582,445	764,249	823,801	333,988	486,540	546,381	239,290	264,880	266,290	1,004	4,093	2,632	4,047	3,928	4,611
of which, water withdrawal in areas of high water stress [m³]			221,771			166,295			51,247			342			
Waterwithdrawal per revenue [m³/Mio.€]	209	252	252	640	929	944	124	122	112	3	11	7	107	91	103

Water-saving initiatives are identified as part of ESG reporting. Intelligent building cleaning with lower water consumption (e.g. equipment with low water consumption, innovative cleaning processes) offers the potential to conserve water resources. However, it is not yet possible to quantify the exact savings at the customer site for the reasons mentioned above. The reuse of water in the area of building cleaning is implemented using Aquamiser or I-Mop cleaning systems, among other things. In Poland, for example, we receive annual certified proof from Made Blue of the estimated amount of water we have saved by using I-Mop cleaning systems. The volume of water saved is mirrored by Made Blue and made available in the form of clean drinking water for people in developing regions.

In the food service area, water savings can be achieved with special dishwashing systems. Most water-saving initiatives are therefore linked to the modernization of technologies, such as the optimization of autoclave cycles or washing cycles. The effect is only achieved in conjunction with proper maintenance and regular monitoring of water consumption, as well as by raising employee awareness through training and instruction.

In the coming years, we will continue to focus on quantifying savings through new products and innovations in order to create the necessary consumption transparency.

Key Performance Indicator GRI SRS-306-3: Waste generated

The reporting organization shall report the following information:

- a.** Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.
- b.** Contextual information necessary to understand the data and how the data has been compiled.

Waste and recycling management is currently the subject of various initiatives and approaches with the aim of better recording consumption, reducing waste and promoting recovery of wastes. The recorded waste figures within the reporting process varied greatly. For this reason, in 2024 we focused on creating a uniform understanding and thus being able to collect comparable data. In doing so, we used ESRS E5-5_37 and the definitions of disposal methods from Annex II of European Directive 2008/98/EC on waste as a guide. The recording of waste volumes is a prerequisite for the development and definition of quantitative waste management goals and the identification of opportunities for waste prevention or reduction.

The total weight of hazardous and non-hazardous waste of the Dussmann Group and its business divisions is as follows (ESRS E5-5_39):

Waste

	Total weight of hazardous waste [t]			Total weight of non-hazardous waste [t]			Total weight of waste generated [t]		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
0_Dussmann Group	123	172	532	6,361	18,745	19,087	6,484	18,917	19,619
Care & Kids					13,815	7,839		13,815	7,839
Dussmann FM & FS	103	160	505	5,958	4,032	10,380	6,060	4,192	10,885
Dussmann TS	20	11	27	284	775	691	304	786	719
KulturKaufhaus				82	75	113	82	75	113

* The significant increase compared to the reporting year 2022 results from a higher availability of data and the expanded data collection for the reporting years 2023 and 2024. The increase is also partly due to the fact that waste management can be part of our services at the client's site.

The total weight of all hazardous and non-hazardous waste, broken down by disposal or recovery operations, is as follows (ESRS E5-5_37 a-c):

ESRS E5-5: Weight of waste, 2024

	0_Dussmann Group	Care & Kids	Dussmann FM & FS	Dussmann TS	KulturKaufhaus
Total weight of waste [t]	19,619.08	7,838.50	10,884.74	718.54	113.26
Weight of hazardous waste [t]	532.23		504.62	27.07	
- Weight of hazardous waste diverted from disposal [t]	264.75		247.94	16.27	
thereof, weight of hazardous waste, prepared for reuse [t]	5.44		0.04	5.41	
thereof, weight of hazardous waste, recycled [t]	216.80		205.88	10.37	
thereof, weight of hazardous waste, other recovery operations [t]	42.51		42.02	0.49	
- Weight of hazardous waste directed to disposal [t]	267.47		256.67	10.80	
thereof, weight of hazardous waste, incineration [t]	10.03		5.09	4.94	
thereof, weight of hazardous waste, landfill [t]					
thereof, weight of hazardous waste, otherwise disposed [t]	257.44		251.58	5.86	
Weight of non-hazardous waste [t]	19,086.85	7,838.50	10,380.13	691.47	113.26
- Weight of non-hazardous waste diverted from disposal [t]	15,155.87	7,838.50	6,578.46	598.06	77.36
thereof, weight of non-hazardous waste, prepared for reuse [t]	11.90		3.10	8.80	0.00
thereof, weight of non-hazardous waste, recycled [t]	3,979.19	2,230.70	1,471.58	162.52	77.36
thereof, weight of non-hazardous waste, other recovery operations [t]	11,164.77	5,607.80	5,103.78	426.74	0.00
- Weight of non-hazardous waste directed to disposal [t]	3,930.98		3,801.67	93.41	35.90
thereof, weight of non-hazardous waste, incineration [t]	2,139.67		2,095.08	44.59	0.00
thereof, weight of non-hazardous waste, landfill [t]	75.16		74.84	0.32	0.00
thereof, weight of non-hazardous waste, otherwise disposed [t]	1,716.15		1,631.75	48.50	35.90

Accordingly, the proportion of non-recycled waste at the Dussmann Group is 84% (ESRS

E5-5 37d) and the percentage of total waste from company activities that is not landfilled is 100%.

The initiatives recorded which were implemented in the individual business units of the Dussmann Group during the reporting period include, for example, raising employee awareness of waste separation, increasing the proportion of sustainable packaging (reusable, recyclable or renewable material), digital process automation, the “green dot” disposal concept and sensor-supported cleaning.

At Dussmann FM & FS, the digitalization of paper processes has been advanced through the use of various software systems. Packaging waste is generated as part of facility management and cleaning services. We intend to reduce this waste by consistently using alternative packaging materials and optimizing container sizes

In the Food Services segment, the handling of food waste is an important part of environmental sustainability. We record waste volumes in as much detail as possible and constantly strive to reduce them.

The European Commission has presented a package of measures for the circular economy, which proposes targets for the recycling and landfilling of waste and includes measures that guide our actions. The focus is particularly on avoidable waste, i.e. waste that is still fully edible at the time of disposal; specifically waste from storage, production, overproduction and plate returns. The efforts made in the catering business to avoid and reduce waste are always subject to the client’s willingness to cooperate and provide financing.

In Germany, for example, we have entered into a partnership with the reusable packaging provider VYTAL. VYTAL offers Germany's first digital and deposit-free reusable system with food packaging for takeaway and delivery meals without a deposit. The reusable trays can be filled up to 1000 times and have a positive environmental footprint compared to disposable packaging after just ten uses.

13. Climate-Relevant Emissions

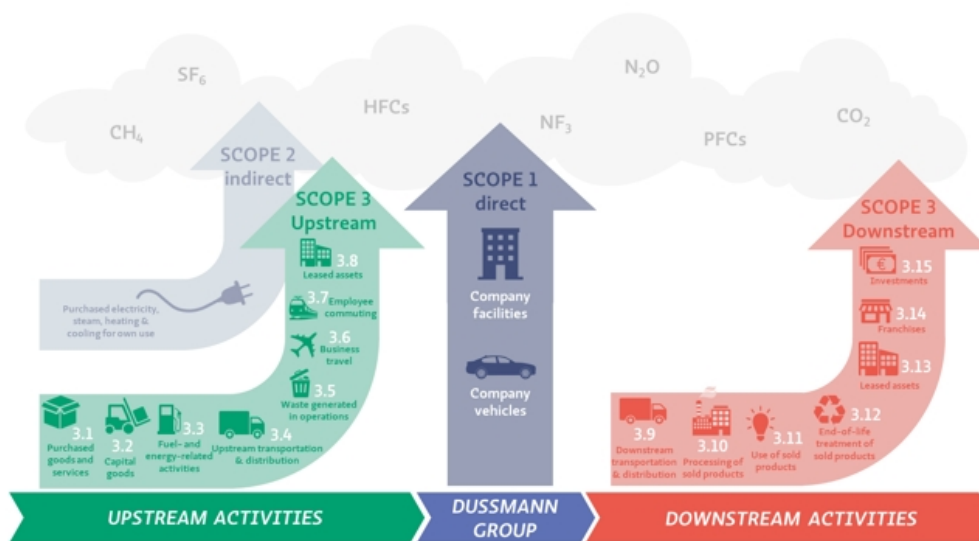
The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.

Climate change is the biggest global challenge, with far-reaching impacts at a socio-economic and environmental level. We are making our contribution by consistently

implementing the ESG strategy and helping to mitigate the negative effects of global warming. We make our positive contribution by taking targeted measures to protect the climate and minimize our greenhouse gas (GHG) emissions and those influenced by us within the scope of our service provisions. We view emission reduction and energy efficiency above all as opportunities for innovation.

Since 2021, we have been calculating and documenting our CO₂ emissions in accordance with the Corporate Accounting and Reporting Standard of the GHG Protocol Initiative for Scopes 1 to 3. For the reporting year 2024, we were able to determine the emissions of all Scope 3 categories in the upstream (upstream emissions) and downstream (downstream emissions) areas for the first time. For 2023, calculations have already been completed for the categories Purchased products & services (3.1), Employee commuting (3.7) and Fuel & energy-related upstream emissions (3.3). Calculation methods have now also been established for all other relevant Scope 3 categories for the reporting year 2024.

The following chart provides an overview of our emission sources in the various scopes in accordance with the GHG Protocol:



The most significant sources of emissions are fuels (diesel & petrol) and natural gas in Scope 1, and purchased electricity in Scope 2. In Scope 3, the main emission drivers are purchased products and services (3.1), the use of products and services sold (3.11), employee commuting (3.7) and upstream energy-related emissions (3.3). Scope 3 accounts for almost 90% of our total emissions (65% in Scope 3 upstream and 24% in Scope 3 downstream).

Focus in the following reporting years will continue to be on further improving data quality in the Scope 3 categories. Among other things, the aim is to develop a transparent methodology for evaluating the CO₂e footprint in the Dussmann FM & FS division and thereby identify potential savings. Further quantifiable measures and initiatives to reduce emissions and use renewable

energies are listed in the performance indicators for criterion 13.

To calculate our CO₂ emissions, all companies report their activity data (e.g. energy consumption in kWh, fuel consumption in litres, data on business trips, waste volumes, etc.) through our Quentic software solution. Parts of the Scope 3 categories are queried for each Dussmann Group entity using an Excel template. Global and local CO₂e emission factors are consolidated and collected centrally at Group level. The Federal Office of Economics and Export Control (BAFA; emission factors for different energy sources), UK Government GHG Conversion Factors for Company Reporting, AIB European Residual Mix, Carbon Footprint International Electricity Factors and Purchasing, among others, serve as the basis for calculating the emission factors. The CO₂ footprint is calculated directly in Quentic in accordance with the GHG protocol.

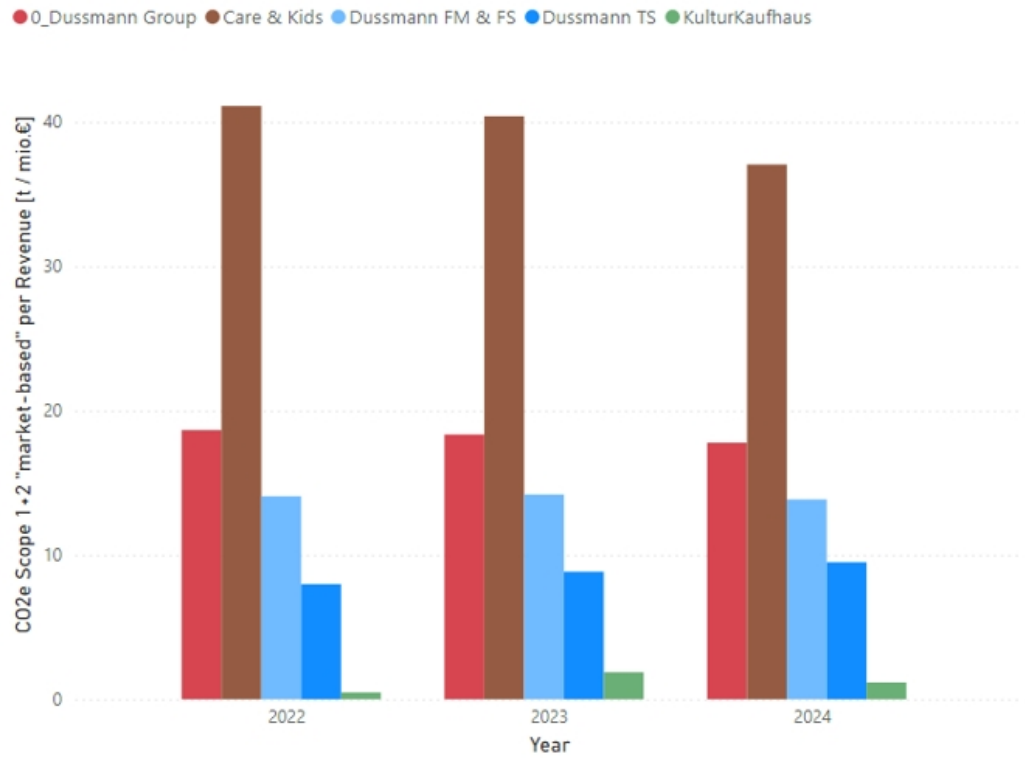
All recorded direct CO₂ emissions from the company's own emission sources (Scope 1), indirect emissions from the generation of purchased electricity and district heating (Scope 2) and all material Scope 3 categories are documented. Scope 3 categories 3.10 and 3.14 were assessed as zero, as these are not relevant for us. We therefore take into account all upstream and downstream emissions from our business activities.

We have set long-term CO₂ reduction goals at Group level for the business divisions of the Dussmann Group (see table below), based on data from the reporting year 2021. We intend to include Scope 3 emissions in the future. We are currently on the way to achieving our targets. Goal achievement will be assessed in the coming reporting period.

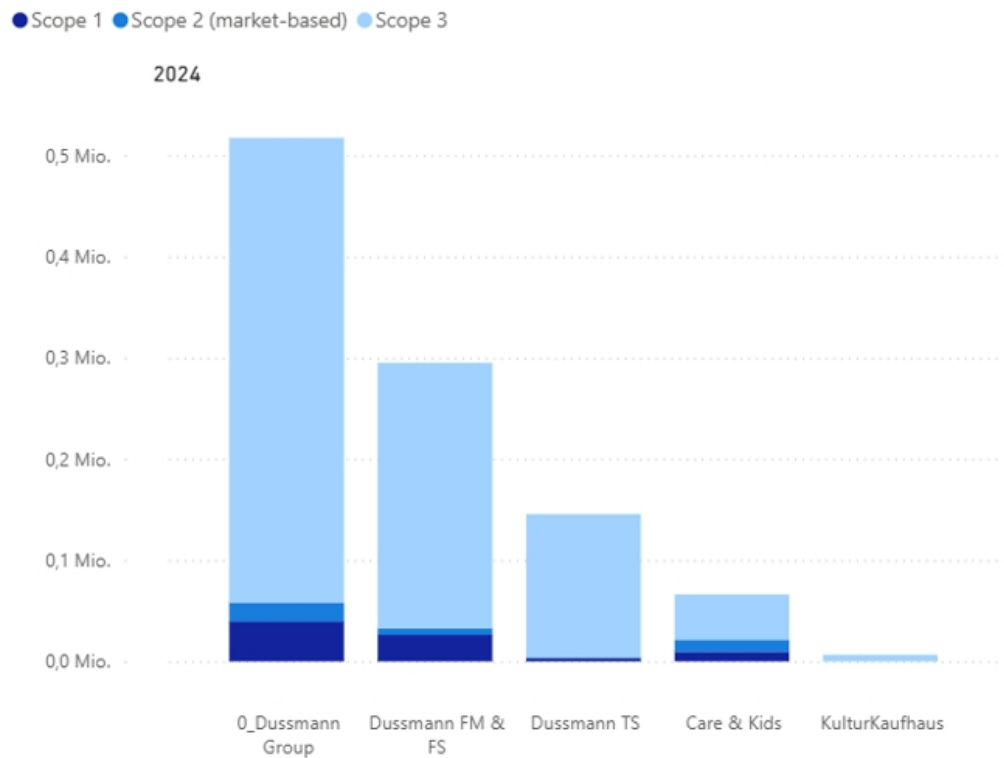
Goal: Identify & reduce carbon footprint (Scope 1 & 2 & 3)					
KPI: CO ₂ e (Scope 1 + 2 market-based) per revenue [t/Mio.€]					
	Value 2023	Value 2024	Variance	Goal 2025	Goal 2030
Dussmann Group	18.3*	17.8	-3%	16	12
Dussmann FM & FS	14.2	13.9	-2%	11	8
Dussmann TS	8.8*	9.5	8%	7.5	7
Care & Kids	40.4	37.1	-8%	30	27
KulturKaufhaus	1.9	1.2	-37%	1	0

*Correction of the previous year's values Note: Total operating performance is used as the reference figure for calculating the relative key figure, as this represents a holistic reflection of our company's overall economic activity.

CO₂e Scope 1+2 "market-based" per Revenue [t / mio.€]



Scope 1+2 (market-based) + 3 CO₂e (t)



Carbon Footprint

	0_Dussmann Group			Care & Kids			Dussmann FM & FS			Dussmann TS			KulturKaufhaus		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Scope 1 (direct) CO ₂ e [t]	36.047	38.820	39.521	11.145	11.009	9.585	21.895	24.618	26.316	2.915	3.094	3.508	13	13	21
Scope 2 (indirect market-based) CO ₂ e [t]	15.811	16.745	18.655	10.315	10.139	11.870	5.209	6.302	6.546	256	185	179	5	67	32
Scope 2 (indirect location-based) CO ₂ e [t]	20.459	20.740	18.210	13.284	13.213	11.312	5.604	6.143	5.677	225	276	230	652	729	638
Scope 3 (up- & downstream) CO ₂ e [t]	7.787	253.145	474.790	50	41.801	44.824	7.387	164.604	277.833	217	39.566	141.860	2	4.140	6.406
Scope 1 + 2 (location-based) + 3 CO ₂ e [t]	64.293	312.706	532.520	24.479	66.023	65.721	34.885	195.365	309.825	3.358	42.937	145.598	667	4.882	7.065
Scope 1 + 2 (market-based) + 3 CO ₂ e [t]	59.645	308.711	532.965	21.510	62.948	66.280	34.490	195.524	310.694	3.389	42.846	145.548	20	4.220	6.458

*Scope 3: Due to the more comprehensive data collection, there is a significant deviation from the previous year's figures.

Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

- a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.
- b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.
- c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it;
 - ii. emissions in the base year;
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

a. Direct GHG emissions (Scope 1) in tonnes of CO₂ equivalent

CO₂ e Scope 1 (ESRS E1-4_44 a)

Scope 1 Emissions

	0_Dussmann Group			Care & Kids			Dussmann FM & FS			Dussmann TS			KulturKaufhaus		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Sum of Scope 1 (direct) CO ₂ e [t]	36,047	38,820	39,521	11,145	11,009	9,585	21,895	24,618	26,316	2,915	3,094	3,508	13	13	21
CO ₂ e Diesel [t]	16,450	18,575	18,258	416	452	442	13,214	15,089	14,450	2,731	2,940	3,275	13	13	10
CO ₂ e Petrol [t]	2,429	2,994	3,504	27	28	21	2,382	2,939	3,388	17	22	86			0
CO ₂ e Natural gas [t]	14,578	13,702	12,250	10,050	9,839	8,387	4,389	3,751	3,750	139	112	102			10
CO ₂ e Liquid gas (LPG) [t]	1,548	1,216	1,468	63	72	66	1,485	1,144	1,396			5			
CO ₂ e Heating oil (light) [t]	876	2172	2545	557	600	584	291	1557	1930	28	16	31			
CO ₂ e Wood pellets [t]	33	19	21	33	18	21				0	0	0			
CO ₂ e Biodiesel [t]		3						3					0		
CO ₂ e CNG [t]	54	43	43				54	43	43				0		
CO ₂ e LPG Autogas [t]	79	52	39				79	52	39						
CO ₂ e HVO 100/XTL [t]			4						1			4			0
CO ₂ e Direct refrigerant emissions (Leakages) [t]		16	1,352			63		16	1,289						
CO ₂ e AdBlue [t]		28	36			1		24	31		4	4		0	0

We calculate our direct emissions from the combustion of fuel (diesel, petrol, CNG, biodiesel, LPG in the vehicle fleet), light heating oil, natural gas, liquified natural gas and pellets using CO₂ emission factors in accordance with the information sheet on CO₂ factors from the German Federal Office of Economic Affairs and Export Control (BAFA).

In the reporting year 2023, we added the consumption of AdBlue and refrigerants to Scope 1. Since the reporting year 2024, we have also included hydrogen and HVO 100 fuel in Scope 1.

The slight increase in emissions compared to the previous year is partly due to improved data quality (particularly in the area of refrigerants) and partly due to an increased contract volume.

Key Performance Indicator GRI SRS-305-2: Energy indirect (Scope 2) GHG emissions

The reporting organization shall report the following information:

- a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- d. Base year for the calculation, if applicable, including:
 - i. the rationale for choosing it;
 - ii. emissions in the base year;
 - iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f. Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g. Standards, methodologies, assumptions, and/or calculation tools used.

Indirect energy related GHG emissions (Scope 2) in tonnes of CO₂ equivalent (ESRS E1-6_44 b)

CO₂e Scope 2 (market-based)

Scope 2 (market-based) Emissions

	0_Dussmann Group			Care & Kids			Dussmann FM & FS			Dussmann TS			KulturKaufhaus		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Sum of Scope 2 (indirect market-based) CO ₂ e [t]	15,811	16,745	18,655	10,315	10,139	11,870	5,209	6,302	6,546	256	185	179	5	67	32
CO ₂ e Electricity (market-based) [t]	11,481	12,328	15,222	6,986	6,894	9,013	4,221	5,248	6,023	254	129	144		34	22
CO ₂ e District heating (market-based) [t]	4,330	4,418	3,433	3,329	3,245	2,857	988	1,054	523	2	56	35	5	33	9
CO ₂ e District cooling (market-based) [t]			0.05						0.05						

CO₂e Scope 2 (location-based)

Scope 2 (location-based) Emissions

	0_Dussmann Group			Care & Kids			Dussmann FM & FS			Dussmann TS			KulturKaufhaus		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Sum of Scope 2 (indirect location-based) [t]	20,459	20,740	18,210	13,284	13,213	11,312	5,604	6,143	5,677	225	276	230	652	729	638
CO ₂ e Electricity (location-based) [t]	15,697	16,070	14,437	9,955	9,968	8,454	4,616	5,089	5,108	223	220	195	450	562	478
CO ₂ e District heating (location-based) [t]	4,762	4,671	3,773	3,329	3,245	2,857	988	1,054	568	2	56	35	202	167	160
CO ₂ e District cooling (location-based) [t]			0.04						0.04						

We calculate the indirect emissions from district heating and electricity from external generation separately according to time and region. Since 2021, CO₂ accounting has been carried out using the separate "market-based" and "location-based" accounting approaches. This is based on the Greenhouse Gas Protocol Initiative's guidelines for calculating Scope 2 emissions published in 2015. For the "market-based" accounting approach, we collect the CO₂ emission factors of the local electricity/district heating tariffs or electricity/district heating suppliers at our locations worldwide. If green electricity contracts with guarantees of origin (GoO) are in place, a corresponding CO₂-neutral factor is applied. If supplier-specific electricity CO₂ emission factors are not available, the current average emission factor "Residual Mix" published for the respective country in accordance with the Association of Issuing Bodies (AIB) for European countries is used.

For countries outside Europe, a national electricity emission factor is used. There are currently only some country-specific emission factors for district heating. In countries where these are not available, a standard emission factor is used in accordance with the BAFA information sheet on CO₂ factors.

For comparison purposes, the CO₂ emissions are also reported using the location-based method, which only includes the country-specific emission factors. For Europe, these are the "production mix" factors according to the AIB and, outside Europe, a national emission factor.

We were able to improve our data quality by explicitly recording energy consumption in administrative offices, our own sites and operational client sites

Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.

b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.

c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.

d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.

e. Base year for the calculation, if applicable, including:

i. the rationale for choosing it;

ii. emissions in the base year;

iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

g. Standards, methodologies, assumptions, and/or calculation tools used.

a. Other indirect GHG emissions (Scope 3) in tonnes of CO₂ equivalents (ESRS E1-6_44 c)

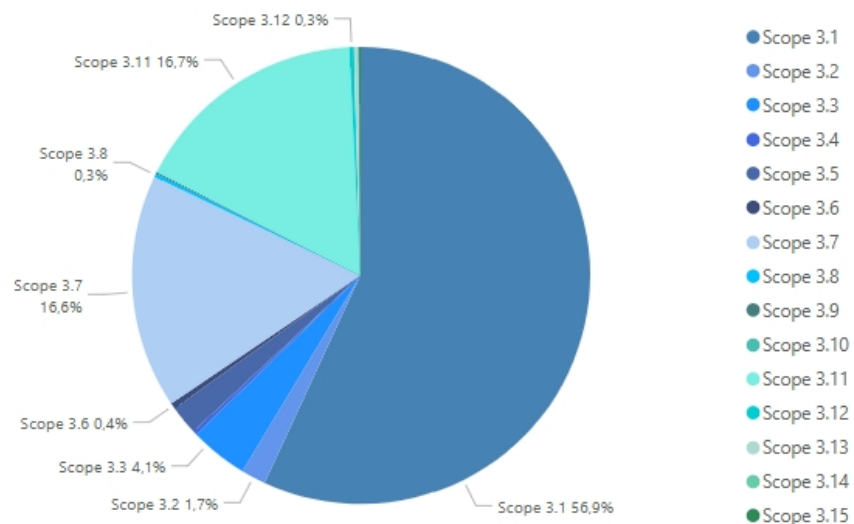
Scope 3 (Upstream) Emissions

	0_Dussmann Group		Care & Kids		Dussmann FM & FS		Dussmann TS		KulturKaufhaus	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Sum of Scope 3 (Upstream) [t]	253,145	334,262	41,801	42,571	164,604	220,993	39,566	61,282	4,140	5,550
CO ₂ e Purchased goods and services (Scope 3.1) [t]	165,924	239,983	25,031	25,059	97,483	150,640	37,352	56,890	3,592	4,547
CO ₂ e Capital goods (Scope 3.2) [t]		12,615		1,912		8,636		999		617
CO ₂ e Upstream energy- & fuel-related activities (WTT) (Scope 3.3) [t]	16,123	13,203	6,820	4,579	8,055	7,411	824	940	278	169
CO ₂ e Upstream transportation & distribution (Scope 3.4) [t]		2,069		111		1,707		94		117
CO ₂ e Waste & wastewater (Scope 3.5) [t]	3,429	11,343	3,363	2,920	54	8,036	10	348	1	25
CO ₂ e Business travel (Scope 3.6) [t]	917	2,144	23	71	299	1,162	432	755	3	6
CO ₂ e Employee commuting & remote working (Scope 3.7) [t]	66,753	51,003	6,564	7,918	58,713	41,588	949	1,212	265	69
CO ₂ e Upstream leased assets (Scope 3.8) [t]		1,903				1,813		44		0

Scope 3 (Downstream) Emissions 2024

	0_Dussmann Group	Care & Kids	Dussmann FM & FS	Dussmann TS	KulturKaufhaus
Sum of Scope 3 (Downstream) [t]	140,528	2,254	56,840	80,578	856
CO ₂ e Downstream transportation and distribution (Scope 3.9) [t]	688		108	1	579
CO ₂ e Use of sold products & goods (Scope 3.11) [t]	136,135		55,699	80,430	5
CO ₂ e End-of-Life Treatment of sold products (Scope 3.12) [t]	449		173	4	272
CO ₂ e Downstream leased assets (Scope 3.13) [t]	2,360	2,254	7	100	0
CO ₂ e Investments (Scope 3.15) [t]	896		853	43	0

Share of Scope 3 categories in total Scope 3 emissions



The recording of our additional greenhouse gas emissions (GHG emissions) in Scope 3 was expanded extensively.

For the calculation of Scope 3.1 purchased products and services, which represents the largest share of CO₂e emissions at 46%, the risk assessment in the supply chain was used as the basis for the calculation using the spend-based methodology. The main emissions here are for the food purchasing sectors in the food service area.

In Scope 3.3, the fuel- and energy-related upstream emissions are calculated on the basis of the activity data for energy consumption. For the Dussmann Group, as service provider and major employer of almost 70,000 employees, individual transportation (Category 3.6 Employee commuting) is the third largest emissions category, which was recorded and extrapolated for the first time in 2023 using a central emissions factor. The calculation method was refined in the reporting year 2024. A company-specific CO₂e factor for employee commuting was determined for each business unit using a randomized sample, which takes into account the means of transport, distance, frequency and proportion of mobile working, among other factors. In the coming years, we want to further deepen the calculation logic. To this end, we

also plan to collect feedback on individual transportation in direct employee surveys over the next few years.

Category 3.11 Use of products and services sold is the second largest driver of emissions at just under 23%. Depending on the business division, a wide range of emissions fall into this category. In the Dussmann TS division, this mainly relates to the energy consumption of our sold or newly installed technical systems (e.g. refrigeration systems, elevators) during their utilization phase. For Dussmann FM & FS, this relates to client electricity consumption during the provision of services at our client's premises.

The Dussmann Group also reports on the other Scope 3 categories, e.g. capital goods (3.2), waste (3.5) or business travel (3.6).

Key Performance Indicator GRI SRS-305-5: Reduction of GHG emissions

The reporting organization shall report the following information:

- a.** GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c.** Base year or baseline, including the rationale for choosing it.
- d.** Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e.** Standards, methodologies, assumptions, and/or calculation tools used.

In Scope 2, we were able to save 5,186 tons of CO₂e in the area of electricity CO₂ emissions by concluding 100% green electricity contracts in the reporting year. The calculation is based on the renewable electricity consumption multiplied by the market-based CO₂ emission factor of the country (usually the residual mix).

In addition to the innovative technologies and services which the Dussmann Group brings to the market and which contribute to the optimization of building control and the food service sector, one lever for reducing our GHG emissions is to improve the efficiency of our vehicle fleet. This is where we come in with the company vehicle policies.

Criteria 14–20 concerning SOCIETY

Criteria 14–16 concerning EMPLOYEE-RELATED MATTERS

14. Employment Rights

The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.

For the Dussmann Group, as well as for our stakeholders, employee concerns and the satisfaction of our employees play a key role (see criteria 2, 15 and 16). In order to provide our services and products and to fulfil our promise of quality, capable and motivated employees are a crucial factor.

In many of the regions in which we operate, we are one of the largest employers and as such bear responsibility for stable, good working conditions and the unrestricted validity of employee rights. We are committed to this. Respecting employee rights and ensuring good labor relations is a challenge in those markets that are still in the development process and do not have established structures. This poses a potential risk to business activities (see criterion 2). Establishing and anchoring the appropriate structures is part of the Dussmann Group's social responsibility.

A large proportion of value added is generated in the European Economic Area. The rights of employees are established, firmly anchored and complied with across the board in European legal regulations. Compliance with the requirements is checked as part of internal audits. Procedural and process descriptions for organizing safe working conditions are derived from the results.

In addition, employee issues are also discussed and implemented with trade unions and works councils. A large proportion of employment is governed by collective labor agreements (see criterion 8). The structure in the individual national companies depends on the respective national law. Dussmann Service Deutschland GmbH is a member of important employers' associations (DEHOGA for food services, Bundesinnungsverband in the area of commercial cleaning, BDSW in the context of the security division).

With regard to social dialog, we additionally recorded the proportion of all employees

represented by a formally elected employee representative body in the reporting year 2024. The results are shown below for the Dussmann Group and broken down by countries with significant employment* in the European Economic Area in accordance with ESRS S1-12_63 a:

Social dialogue, 2024

	Percentage of employees represented by a formally elected representative body [%]
0_Dussmann Group	57.43 %
Germany	96.64 %
Italy	58.51 %

**Note: Country with significant employment = Country with more than 50 employees and more than 10% of the total numbers of employees*

In addition, the Executive Board of the Dussmann Group and the Head of Group HR regularly attend the meetings of the European Works Council. Topics of overarching importance at European level are discussed there.

Our employees are involved in the Dussmann Group's sustainability management, particularly in the development of new, sustainable service and product innovations (see criterion 10). In addition, sustainability goals can be part of individual target agreements that promote participation in sustainability management (see criterion 8).

For the Dussmann Group, the sustainability aspects of occupational health and safety, working conditions and adequate wages play a particularly important role in connection with employee rights. Health and safety in the workplace is improved by automation that supports or relieves the strain of heavy work.

The following current and target values for the frequency of accidents at work (LTAF) and the associated severity of accidents at work (ASR) provide an overall picture of the Dussmann Group. The frequency of accidents decreased on group level, which was a positive development. Unfortunately, there were significant increases in the severity of accidents in the divisions Dussmann TS and KulturKaufhaus. Due to the nature of the current reporting system, it is currently not possible to make any statement about the reasons for the increase at a consolidated level.

Goal: Improve occupational health and safety				
KPI: LTAF [Number LTA / Mio. hours worked]				
	Value 2023	Value 2024	Variance	Goal 2025
Dussmann Group	18	16.5	-8%	16
Dussmann FM & FS	16.9	17.2	2%	15
Dussmann TS	13	12.7	-2%	10
Care & Kids	31.9	13.2	-59%	27
KulturKaufhaus	6.4	13	103%	2
KPI: ASR [days lost / Mio. hours worked]				
	Value 2023	Value 2024	Variance	Goal 2025
Dussmann Group	342	346	1%	320
Dussmann FM & FS	306	348	14%	270
Dussmann TS	140	373	166%	110
Care & Kids	791	344	-57%	600
KulturKaufhaus	48	317	560%	0

15. Equal Opportunities

The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.

The responsibility to promote equal opportunities is derived directly from the corporate principles (see criteria 1-3). This includes a commitment to respecting human rights, protection against discrimination and respect for different cultures and religions. We are committed to promoting social cohesion and the community through funding projects.

In some areas of our business operations, we make specific efforts for children and senior citizens, i.e. those people who are particularly dependent on support. We enable them to participate and open up development opportunities. In addition to the KulturKindergarten sites and our Kursana senior and nursing care facilities, we also provide catering for schools and senior facilities and are active in office and facility management for schools and other educational institutions.

We also promote diversity, equal rights and fair working conditions within our organization. With regard to our employees, we support equal rights for men and women and promote this when filling management positions: A candidate's qualifications are the only decisive factor. The mentoring programme launched in 2022 specifically for young female managers was continued in the reporting year 2024 in order to actively support them in their development towards more responsible positions in the company.

This and further measures are aligned with SDG 5 "Gender Equality", which aims to end all discrimination against women and girls and, among other things, ensure the participation

of women and their equal opportunities to take on leadership roles in political, business and public life.

Matters such as equal opportunities, diversity, fair remuneration, work-life balance and inclusion are actively addressed, even if there are currently no group-wide quantitative goals. These aspects are specifically addressed at the level of individual business units, for example by setting specific goals to increase the proportion of women in management positions. Further measures to promote diversity and fair working conditions are decentralized and are based on the respective local conditions and needs.

As a building block for the strategic goal "Be Employer of Choice", a standardized Group-wide HR KPI reporting system was developed starting in 2022. It is to be established as part of the Group-wide minimum HR standards in the future. In addition to the existing KPIs, the correlation of voluntary fluctuation with seniority and the reasons for voluntary exits will also be determined. Vacancies and the time it takes to fill them are also to be determined in order to improve the ability to recruit employees. In the reporting year 2023, a quarterly reporting was launched for this purpose, which is regularly sent to all board members, managing directors and HR managers in order to derive possible measures and reduce voluntary employee turnover. In the reporting year 2024, the collection of the key figures required for the analysis was established in all Dussmann Group companies.

Goal: Actively promote employee retention				
KPI: Employee turnover rate (voluntary) [%]				
	Value 2023	Value 2024	Variance	Goal 2025
Dussmann Group	12.6	12.8	2%	12.6
Dussmann FM & FS	12.2	12.8	5%	12.2
Dussmann TS	14	11.9	-15%	14
Care & Kids	16.9	13.7	-19%	16.9
KulturKaufhaus	11.4	10.6	-7%	11.4

The basic formula is:

Employee turnover rate (voluntary) = number of all exits (voluntary) / HC on 1 January + HC of all entries in the reporting year

Voluntary exits include all contract terminations initiated by employees. In addition to the voluntary turnover, we also measure the total turnover rate: this takes into account all exits of any kind, regardless of the reason for exit. For the reporting year 2024, the total turnover rate was as follows (ESRS S1-6_50 c):

Total Employee Turnover Rate [%]

Company Group Name	2022	2023	2024
0_Dussmann Group	27.44 %	25.51 %	27.79 %
Care & Kids	25.76 %	25.01 %	25.92 %
Dussmann FM & FS	27.78 %	25.68 %	28.25 %
Dussmann TS	21.49 %	18.93 %	18.62 %
KulturKaufhaus	35.79 %	44.69 %	38.52 %

In Dussmann FM & FS, the number of employees who left the company during the reporting period, as well as the turnover rate, is heavily dependent on our contracts with other companies. In addition, the nature of our business contributes to higher turnover rates compared to other companies.

Additional Information

Information according to ESRS: Employment structure of the company

In the reporting year 2024, we collected comprehensive information on the structure of our workforce in line with the requirements of ESRS S1-6 and S1-7.

The following table shows the employment structure in countries with significant employment (more than 10% of total employees and at least 50 employees), in accordance with the requirements of ESRS S1-6_50 a:

Employees in countries with significant employment (S1-6_50 a)

Countries with significant employment	Number of Head Counts (HC) on 31.12.		
	2022	2023	2024
Germany	23,256	23,696	24,353
Italy	23,406	23,762	25,121

In addition, we also collected data on the type of employment contract (ESRS S1-6_50 b). The corresponding information, broken down by contract type and gender, is shown in the table below:

Employees by contract type, broken down by gender (S1-6_50 b)

Dussmann Group, 2024	Female	Male	Total
Number of own employees (HC)	45,027	24,339	69,427
Number of permanent employees (HC)	39,316	21,226	60,542
Number of temporary employees (HC)	5,612	3,079	8,691
Number of employees with non-guaranteed hours (HC)	99	34	133

Moreover, we have also collected data on non-employees in our own workforce (ESRS S1-7_55 a):

Non-employees in the own workforce

Company group	Reporting year	Total number of non-employees in the own workforce
0_Dussmann Group	2024	3,817
Dussmann FM & FS	2024	3,729
Dussmann TS	2024	15
KulturKaufhaus	2024	73

We define non-employees as labor hired workers and self-employed persons who have concluded a contract with the Dussmann Group for the provision of labor services. Due to the currently limited availability of data on non-employees, the presentation may be incomplete. In the coming reporting years, we will work on further improving data availability and quality. Note: Data is collected as at December 31 of the respective reporting year. The numbers are headcounts, i.e. the actual number of people employed on the reporting date.

16. Qualifications

The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.

One of the pillars of the Dussmann Group strategy is cultivating and supporting highly qualified, motivated employees. We view this as the foundation of our success as a company, particularly in view of the growing labor shortage, especially skilled workers. This is also based on the belief that staff recruitment and employee engagement are critical to the Dussmann Group's success in order to be able to continue to operate our business

with high service and product quality.

One challenge is that many of the highly qualified skilled workers and specialists we need to fulfill our performance promises towards our clients are reaching retirement age. This is further reinforced by demographic change. There is thus a risk that we may lose client contracts if we do not meet clients' requirements. We create new jobs and safeguard existing ones by expanding on the proportion of work performed in-house. Key elements here include training and further development opportunities for all employees and the ability to recruit and retain new employees. Targeted training allows us to better map out specific needs and requirements associated with our service provision and facilitate individual process steps through automation. More material risks and opportunities associated with employment opportunities are discussed in further detail in criterion 2 with regards to materiality.

We focus on the areas of personnel and leadership: Within the HR organization, processes and tools for recruiting, hiring, remuneration, training and education, and development are professionalized, and a shared understanding of leadership aligned toward the company's values and strategy is developed.

The selection of suitable training measures, such as training activities at our Dussmann Campus in Germany, is based on an annually updated seminar catalogue. The trainings offered is geared towards the necessity for training per position and the specific needs for which training can be provided individually based on particular requirements, including outside the seminar catalog, in coordination with the central personnel development experts.

In the future, career development reviews with employees are to be planned and set up using a structured process based on previously defined competencies for the respective position. In light of this, we calculated the percentage of employees that participated in regular performance and career development reviews for the first time (ESRS S1-13_83 a):

Performance and career development reviews

	Percentage of employees (HC) with regular performance & career development reviews [%]	Percentage of male employees (HC) with regular performance & career development reviews [%]	Percentage of female employees (HC) with regular performance & career development reviews [%]
0_Dussmann Group	6.73	8.70	5.67

Managers will be required to take part in training sessions on specific key topics (see performance indicator GRI SRS-404-1 for criteria 14-16). The introduction of a digital tool for various subsidiaries is also in preparation.

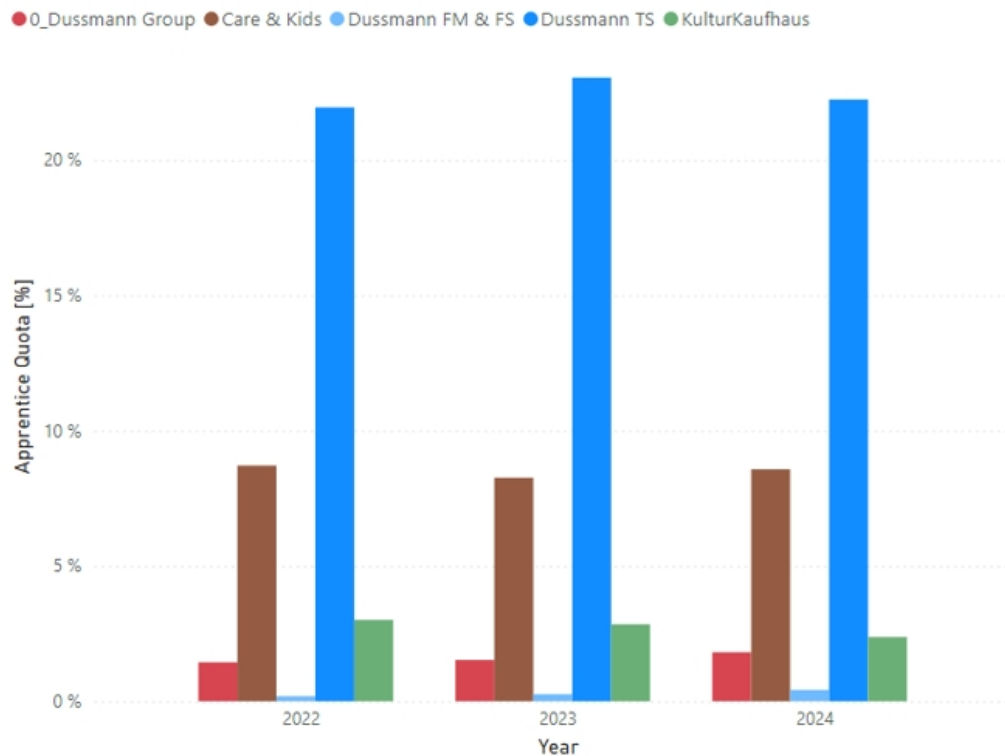
Qualifications are currently mainly provided in the form of training courses and seminars on specialized topics in the individual segments, as well as cross-divisional soft skills (e.g. leadership and communication). We aim to strengthen the transfer of learning through

further training, for example using blended learning (a mix of classroom training and e-learning) and virtual coaching as an individualized single measure for managers.

Qualitative and quantitative goals in the context of qualifications have not yet been formulated. These will be elaborated as part of the strategy development for the period until 2030. We will report on initial progress in the upcoming reporting year.

The following overview and illustration shows the apprentice take over rate and describes how many graduates were employed across the Dussmann Group after successfully completing their apprenticeship in the reporting year compared to the previous year.

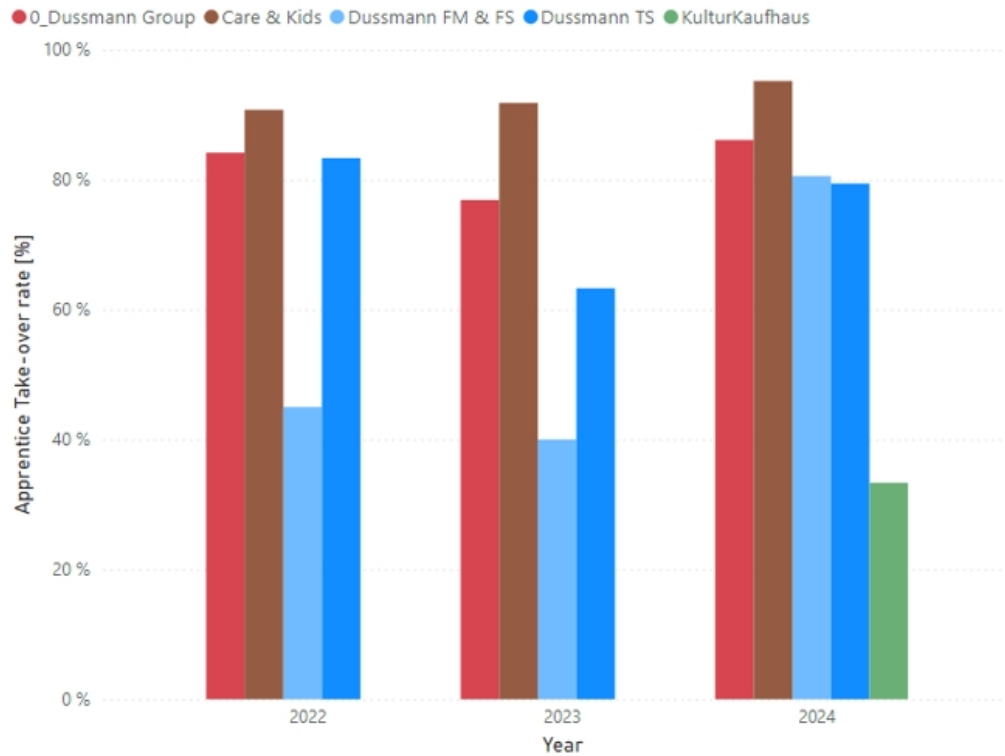
Apprentice Quota [%]



The basic formula is:

$$\text{Apprentice rate} = \frac{\text{total number of apprentices}}{\text{total number of head counts (own staff)}} \times 100$$

Apprentice Take-over rate [%]



The basic formula is:

Apprentice take-over rate = number of employed graduates / number of graduates in the reporting year

Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries
The reporting organization shall report the following information:

a. For all employees:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

You will find the remaining numbers c-g of the indicator SRS 403-9 in the GRI standard and may additionally report them here.

Key Performance Indicator GRI SRS-403-10: Work-related ill health

The reporting organization shall report the following information:

a. For all employees:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

You will find the remaining numbers c-e of the indicator SRS 403-10 in the GRI standard and may additionally report them here.

There were no work-related fatalities within the Dussmann Group in the

reporting year 2024 (ESRS S1-14_88 b).

All occupational accidents with lost time are presented below using the performance indicators and definitions we have established (based on ESRS S1-14_88 c+e):

	0_Dussmann Group			Care & Kids			Dussmann FM & FS			Dussmann TS			KulturKaufhaus		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of productive hours [in thousand hours]	83,576	84,919	89,643	7,839	7,660	9,073	72,071	73,819	76,832	2,766	2,617	2,842	325	315	309
Number of Occupational Accidents with Lost Time (LTA) - own employees	1,900	1,529	1,479	406	244	120	1,461	1,249	1,319	32	34	36	0	2	4
Number of days lost due to LTA - own employees [d]	31,658	29,065	31,012	5,369	6,059	3,117	26,040	22,624	26,738	243	367	1,059	0	15	98
Lost Time Case Rate (LTCR) [d/no]	17	19	21	13	25	26	18	18	20	8	11	29		8	25
Lost Time Accident Frequency (LTAF) [no/M hours worked]	23	18	16	52	32	13	20	17	17	12	13	13	0	6	13
Accident Severity Rate (ASR) [d/M hours worked]	379	342	346	685	791	344	361	306	348	88	140	373	0	48	317

Slips, trips, and falls (STFs) are the most common type of accidents.

In addition to occupational accidents, we also record the commuting accidents of our employees. In 2024, the Dussmann Group recorded 433 commuting accidents with 11,027 days lost.

Occupational accidents are also documented for labor hired workers: In 2024, the Dussmann Group recorded 89 occupational accidents with 1,264 lost days and around 4 million working hours.

Group-wide, 29 cases of cases of work-related ill health were reported for the reporting year 2024 (ESRS S1-14_88 d).

As part of our ESG strategy (see criterion 3), we focus on reporting "unsafe situations" as an additional and precautionary element of accident prevention. Our internal definition of unsafe situations* is shown below:

	0_Dussmann Group			Dussmann FM & FS			Dussmann TS		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of reported unsafe situations	4253	3829	9735	4068	3432	4524	185	396	5211
thereof, number of reported near misses	217	186	175	193	172	157	24	14	18
Unsafe situations rate [nr/M working hours]	56	50	121	56	47	59	70	162	1834

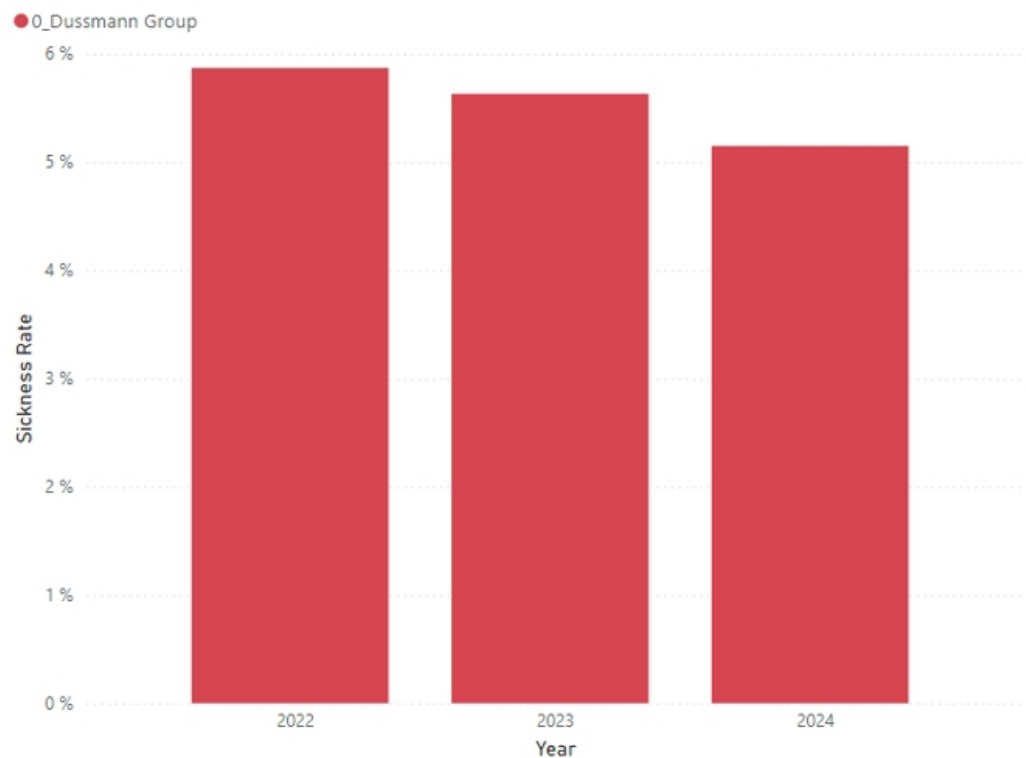
Note: The significant increase on the previous year's values is the result of significantly improved data availability

* Unsafe situations (unsafe conditions + unsafe actions + near misses) are unplanned events that could potentially lead to personal injury, environmental harm, or damage to equipment or an interruption of normal operations but have not actually resulted in. An "unsafe condition" is a hazardous physical state or circumstance that could lead directly to an accident occurring. An "unsafe action" is a violation of an acknowledged safety-related process that could cause an accident to occur. A "near miss" is an incident in which no property damage or personal injury occurred, but damage or injury could easily have occurred if there had been a slight difference in the time or positioning.

The increase compared to the previous year is primarily the result of improved data availability and the continuous optimization of our documentation processes. We are continuing to work on recording unsafe situations as comprehensively and completely as possible. To this end, we intend to use electronic reporting options via mobile applications.

The sickness rate for the entire Dussmann Group was calculated as follows for the reporting year 2024 compared to previous years:

Sickness Rate [%]



Sickness Rate [%]

Company Group Name	2022	2023	2024
0_Dussmann Group	5.9 %	5.6 %	5.1 %
Care & Kids	11.1 %	9.0 %	6.0 %
Dussmann FM & FS	5.3 %	5.4 %	5.1 %
Dussmann TS	3.5 %	2.6 %	3.4 %
KulturKaufhaus	5.2 %	3.6 %	5.0 %

The basic formula is:

Sickness rate = number of paid sick hours / number of contractually agreed working hours

Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

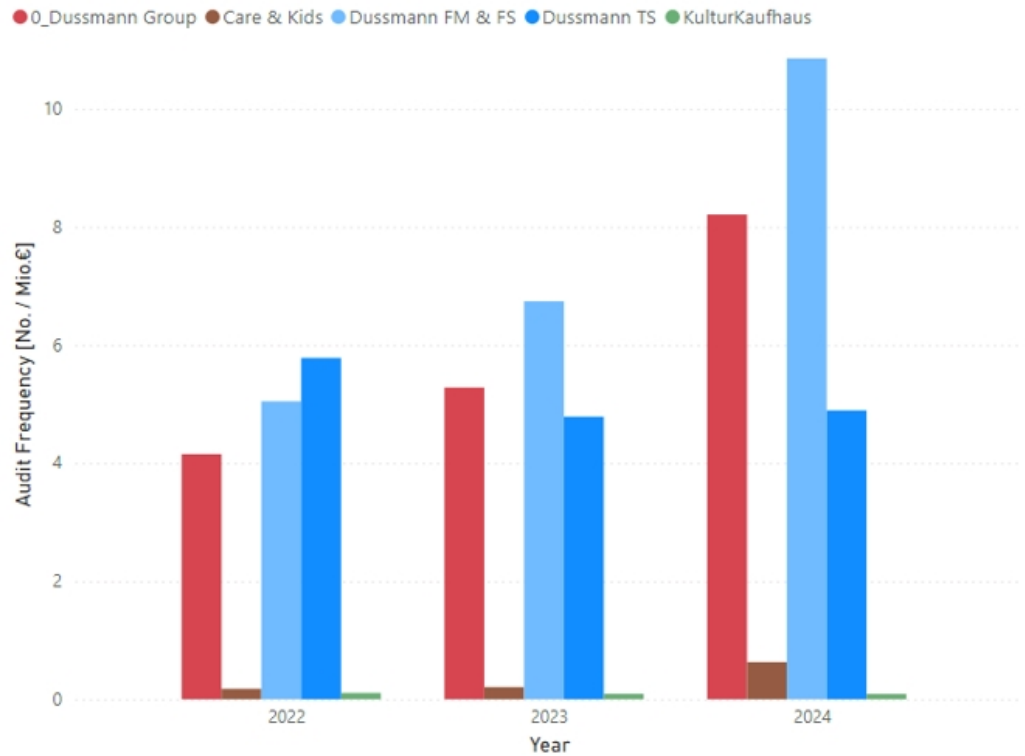
The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a.** A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.
- b.** Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

This takes place in several ways, going beyond regular communication to include risk assessments of workplaces and activities, accident investigations, reaching agreements on corrective actions, formulating goals and guidelines, and, finally, monitoring-related activities such as inspections and internal audits. These elements include employee dialogue and the possibility of addressing potential areas of improvement for all employees. Other mechanisms for consultation and involvement of our employees include targeted meetings (such as occupational health and safety committees), workshops, training sessions, employee surveys, and suggestion programs, all of which are established locally in different forms.

Occupational health and safety is operationalized as part of our integrated management system through binding protective and behavioral measures in operating instructions and reviewed through internal system audits*. Since 2021, we have related the number of all audits performed (internal and external)** to revenue in order to calculate the frequency of audits per business unit and support our goal of increasing the frequency of audits (see criterion 3):

Audit Frequency [No. / Mio.€]



Audit Frequency [No. / Mio.€]

Company Group Name	2022	2023	2024
0_Dussmann Group	4.15	5.28	8.21
Care & Kids	0.18	0.21	0.63
Dussmann FM & FS	5.05	6.74	10.85
Dussmann TS	5.78	4.78	4.89
KulturKaufhaus	0.11	0.09	0.09

Notes:

* Internal system audit: A formal and documented assessment process that performs conformity checks in relation to the integrated management system (quality, occupational health and safety, environmental protection) in accordance with the requirements of the relevant international ISO standards.

** All types of audits and combinations are aggregated here (system, process, and product audits). Typical examples include internal management system audits, external surveillance audits, regulatory monitoring, supplier/subcontractor audits, health and safety inspections, hygiene audits.

The formula is:

Audit frequency = total number of (system) audits performed in the reporting

year (internal + external)** / € million revenues

Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

a. Average hours of training that the organization’s employees have undertaken during the reporting period, by:

- i.** gender;
- ii.** employee category.

The structure of the trainings data is still being developed and expanded. Data collection methods are to be standardized by the reporting year 2025 in order to ensure comparability and consistency of the data, including a breakdown by employee category and gender.

For the reporting year 2024, we recorded the average training hours per employee, as well as the average training hours per employee by gender (ESRS S1-13_b):

Average trainings hours 2024

	0_Dussmann Group	Care & Kids	Dussmann FM & FS	Dussmann TS
Average training hours per employee [h/pers.]	7.00	2.58	7.37	11.60
Average trainings hours per female employee [h/pers.]	6.52	2.57	7.04	12.52
Average trainings hours per male employee [h/pers.]	7.87	2.57	8.02	11.43

The average number of training hours per employee is calculated on the basis of the number of people employed as of December 31 of the reporting year and the number of training hours carried out in the entire reporting period, meaning that the figure is not fully comparable and conclusive. Training includes compliance training and therefore training on anti-corruption and prevention as well as occupational health and safety, environmental and other legally required training (e-learning and classroom-based training), but also in-house training.

We also record the proportion of employees who have taken part in topical training courses:

Training hours

Reporting year 2024	0_Dussmann Group
Percentage of buyers trained in sustainable procurement [%]	62.35 %
Percentage of employees trained in environmental protection [%]	38.77 %
Percentage of employees trained in equal treatment, inclusion and fair treatment [%]	15.99 %

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

a. Percentage of individuals within the organization’s governance bodies in each of the following diversity categories:

- i.** Gender;
- ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).

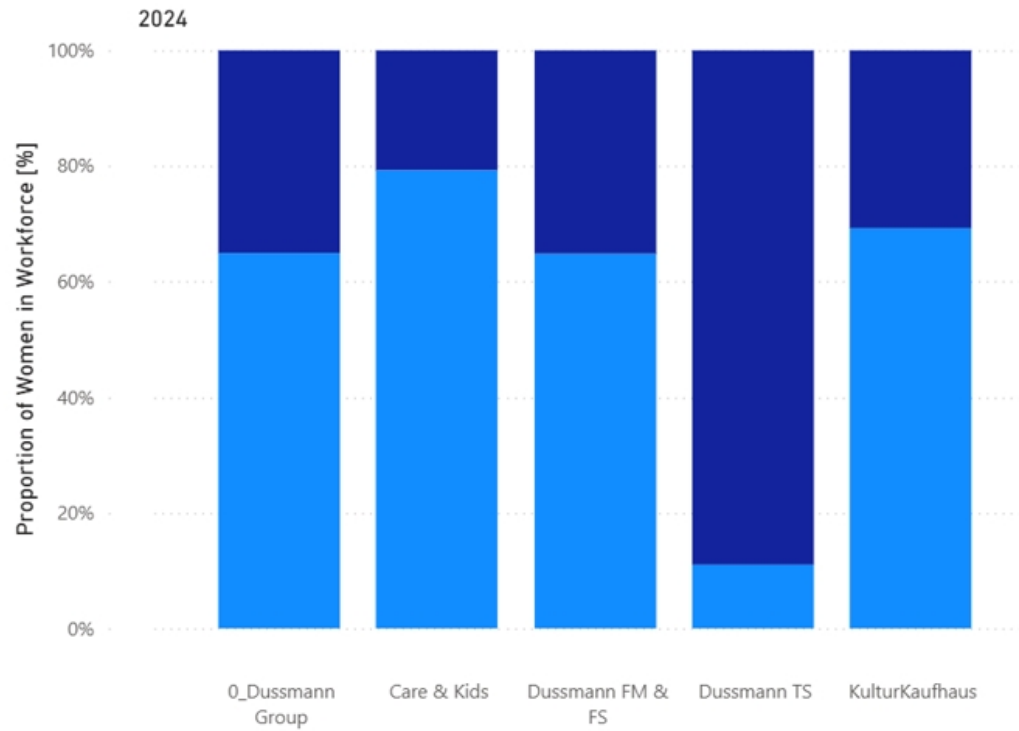
b. Percentage of employees per employee category in each of the following diversity categories:

- i.** Gender;
- ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).

The Dussmann Group employs almost 69,500 people worldwide. The percentage of women (overall and in management positions) is as follows (ESRS S1-9_66 a):

Proportion of Women in Workforce [%]

● Proportion of Women in Workforce ● Proportion of Men in Workforce



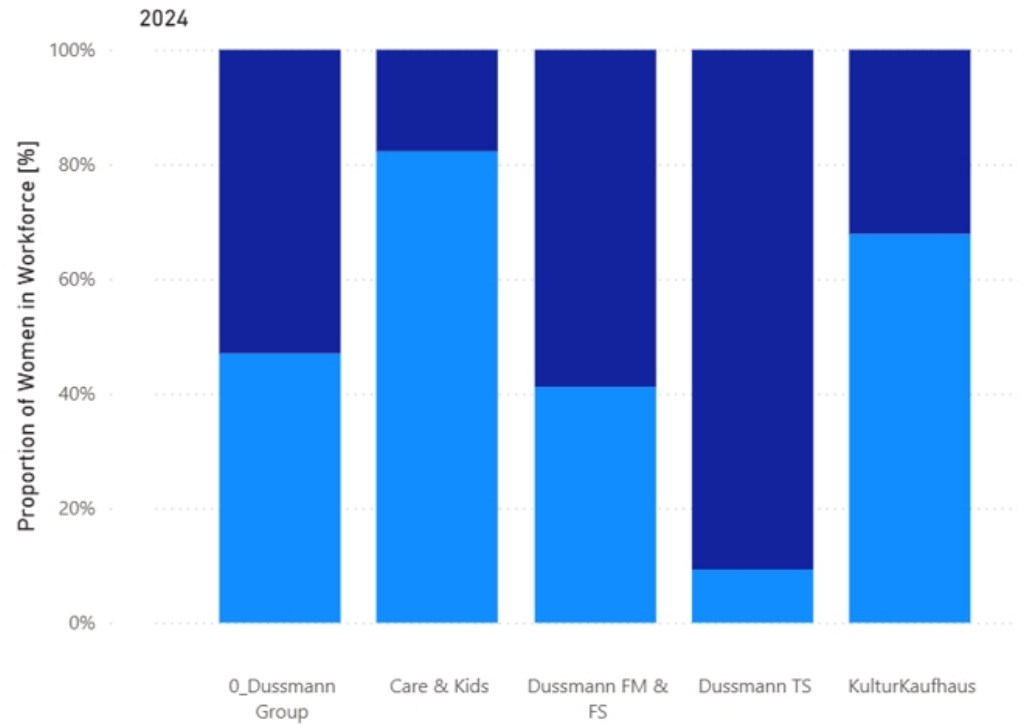
Proportion of Women in Workforce [%]

Company Group Name	2022	2023	2024
O_Dussmann Group	65.92 %	63.43 %	64.86 %
Care & Kids	81.99 %	81.30 %	79.24 %
Dussmann FM & FS	65.60 %	62.91 %	64.75 %
Dussmann TS	10.14 %	10.79 %	11.06 %
KulturKaufhaus	65.79 %	66.26 %	69.17 %

The basic formula is: Proportion of women (overall) = total number of women (overall) / total number of employees (overall)

Proportion of Women in Management[%]

● Proportion of Women in Management ● Proportion of Men in Management



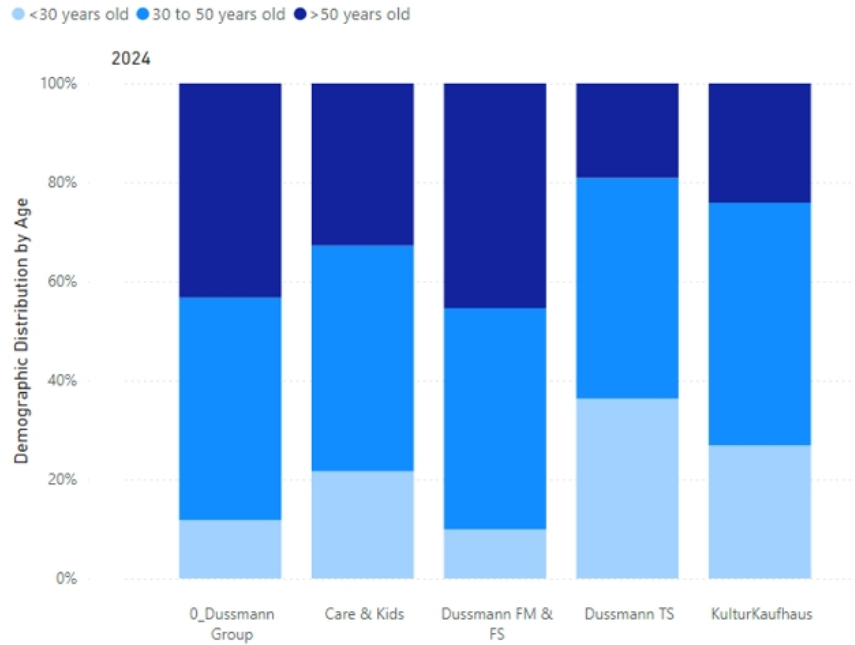
Proportion of Women in Management[%]

Company Group Name	2022	2023	2024
0_Dussmann Group	46.23 %	43.53 %	46.99 %
Care & Kids	79.04 %	78.11 %	82.27 %
Dussmann FM & FS	43.21 %	39.81 %	41.18 %
Dussmann TS	7.89 %	8.00 %	9.29 %
KulturKaufhaus	61.29 %	65.52 %	67.86 %

The basic formula is: Proportion of women (management) = total number of women (management) / total number of employees (management)

We also record the demographic distribution by age group (ESRS S1-9_66 b):

Demographic Distribution by Age [%]



Demographic Distribution by Age [%]

Year	2024		
Company Group Name	<30 years old	30 to 50 years old	>50 years old
O_Dussmann Group	11.82 %	44.91 %	43.27 %
Care & Kids	21.65 %	45.60 %	32.75 %
Dussmann FM & FS	9.91 %	44.71 %	45.38 %
Dussmann TS	36.31 %	44.59 %	19.10 %
KulturKaufhaus	26.88 %	49.01 %	24.11 %

As of the reporting year 2024, the Dussmann Group employed persons with disabilities (%) in the individual business divisions as follows (ESRS S1-12_77):

Disability Rate (ESRS S1-12_79)

	2022	2023	2024
O_Dussmann Group	2.01	2.13	2.13
Care & Kids	3.77	3.89	3.66
Dussmann FM & FS	1.82	1.96	1.98
Dussmann TS	1.58	1.13	1.30
KulturKaufhaus	2.63	2.85	1.98

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination

The reporting organization shall report the following information:

- a.** Total number of incidents of discrimination during the reporting period.
- b.** Status of the incidents and actions taken with reference to the following:
 - i.** Incident reviewed by the organization;
 - ii.** Remediation plans being implemented;
 - iii.** Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
 - iv.** Incident no longer subject to action.

There were four confirmed incidents of discrimination in the reporting year 2024 (ESRS S1-17_103 a).

The facts of the cases were examined and discussed with the affected and responsible parties. The causes of the incidents were analyzed. The persons concerned were provided with appropriate assistance and support services. The unequal treatment was ended or corrected.

The persons responsible for the incidents were trained, and/or, depending on the severity of the incident, appropriate disciplinary measures were implemented. There were no cases in which the violation could not be resolved.

Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

17. Human Rights

The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.

Our commitment to respect human rights along our entire value chain is anchored in our

corporate principles and manifested in our [Policy Statement on Respect for Human Rights](#). Processes for identifying, managing and monitoring human rights risks are part of Group-wide risk management. In this way, we ensure the implementation of our human rights' due diligence obligations in all relevant business areas and processes through appropriate measures. Overall responsibility for compliance with human rights lies with the Executive Board of the Dussmann Group; the respective management teams are responsible for implementation in the subsidiaries. The Group guideline "Social Responsibility" sets out the minimum standards for compliance with human rights in the subsidiaries. The human rights due diligence obligations of the German Supply Chain Act are implemented throughout the Group. The Human Rights Officer is responsible for monitoring the human rights risk management.

Our objective is to comply with internal standards in the supply chain: We intend to simultaneously reduce or avoid the risks identified for our business and our supply chain through appropriate measures and to take immediate remedial action in the event of violations.

In the reporting year 2024, we conducted audits on compliance with human rights and environmental standards. We used the results of the audits to derive and evaluate process- and company-specific risks and develop preventive measures.

In our own business operations, we have identified the areas of unequal treatment in employment, working hours and occupational health and safety as risks.

The following key measures were implemented:

- The Dussmann Group's Code of Conduct obliges all employees to respect human rights, to exclude discrimination, child and forced labor and to treat each other fairly and respectfully. This is an integral part of all new employment contracts.
- Employees are also instructed on the topics of unequal treatment and occupational health and safety. (see performance indicator GRI SRS-404-1).

In addition, measures were implemented at local level, such as the adaptation of processes and work instructions, as well as the implementation of working time audits. Suspected violations of human rights can be reported by employees, business partners and third parties via the Dussmann Group whistleblower system. The rules of procedure for complaints is described in our [Complaints Procedure](#).

The human rights risk assessment of our supply chain concluded the following: As a service provider that primarily procures locally, we have identified a low risk of human rights violations among our suppliers of products and services. We have identified the issues of occupational health and safety, working hours, remuneration and equal treatment in employment as priorities for labor suppliers and subcontractors.

Corresponding measures towards our direct suppliers included reviewing our procurement strategies and adapting supplier selection processes, reviewing and adapting supplier contracts and ensuring commitment to our Code of Conduct for Business Partners.

In the reporting year 2024, we carried out training and audits for identified high-risk suppliers; we intend to expand this in the coming reporting year. Principles for systematic due diligence reviews of potential suppliers and subcontractors have been defined, including human rights requirements. These have been implemented as Group-wide minimum standards in the Group Purchasing Policy.

We measure the achievement of our goal of complying with internal standards in the supply chain using the relevant supplier/subcontractor evaluation rate. These figures describe how many of our suppliers and subcontractors defined as material have actually been assessed. We consider suppliers and subcontractors to be relevant if they are above the threshold value for annual turnover defined in the local supply chain risk assessment or for those for which an assessment was necessary due to local and company-specific requirements (e.g. food safety, quality management). We are currently working on the further development of this performance indicator to ensure a consistent understanding and method of application. This also explains the deviations from the previous year's figures, some of which are significant.

Goal: Comply with internal standards in supply chain				
KPI: Relevant supplier evaluation rate [%]				
	Value 2023	Value 2024	Variance	Goal 2025
Dusmann Group	75.7*	68.2	-10%	90
Dusmann FM & FS	71.5*	69.3	-3%	88
Dusmann TS	100	54.9	-45%	100
Care & Kids	N/A	N/A	/	N/A
KulturKaufhaus	N/A	N/A	/	N/A
KPI: Relevant subcontractor evaluation rate [%]				
	Value 2023	Value 2024	Variance	Goal 2025
Dusmann Group	83	67	-20%	98
Dusmann FM & FS	81	64	-20%	96
Dusmann TS	100	100	0%	100
Care & Kids	N/A	N/A	/	N/A
KulturKaufhaus	N/A	N/A	/	N/A

The basic formulas are:

Relevant supplier evaluation rate = number of evaluated suppliers / number of suppliers for which an evaluation was necessary * 100

Relevant subcontractor evaluation rate = number of subcontractors evaluated / number of subcontractors for which an evaluation was necessary * 100

Key Performance Indicators to criteria 17

Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings

The reporting organization shall report the following information:

a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.

b. The definition used for ‘significant investment agreements’.

a. For this reporting year, no consolidated information is available on the proportion of human rights clauses in contracts. For financial decisions, such as mergers or acquisitions, human rights factors such as the anti-corruption index, minimum wages, labor market, social standards in accordance with local legislation, geopolitical and macroeconomic factors are set out in standardized summaries. These factors are considered as a basis for every financial decision.

b. The Dussmann Group's strategy is not based on financial investments, but on the complete acquisition of companies. In this way, we ensure compliance with our minimum standards, particularly regarding human rights.

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews

The reporting organization shall report the following information:

a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

A review is carried out as part of the regular internal audit and through company-specific human rights audits. As a service provider with predominantly decentralized structures, we only have a limited number of own physical business sites. We mainly provide our services directly at our clients' sites. As the number and location of these operating sites are continuously changing in line with the respective contract portfolio, it is not possible to record data by location in accordance with GRI 412-1.

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening

The reporting organization shall report the following information:

a. Percentage of new suppliers that were screened using social criteria.

We consider social criteria as part of the selection process for new business partners, for example by obtaining information from supplier self-assessments, using electronic supplier files and the agreement of our current “Code of Conduct for Business Partners” (see criterion 4). These measures ensure that social aspects are taken into account at an early stage in the selection process for new suppliers. No consolidated data on the GRI SRS-414-2 indicator is currently available and systematic recording has not yet been implemented. In the reporting year 2024, the Dussmann Group had a total of 23,204 suppliers and 4,637 subcontractors, of which 1,826 suppliers (8%) and 982 subcontractors (21%) were assessed.

The evaluation of suppliers and subcontractors takes place on an ad hoc basis, for example in the case of new contracts or contract continuation, and as a result of risk assessments or in terms of quality evaluations.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain

The reporting organization shall report the following information:

- a.** Number of suppliers assessed for social impacts.
- b.** Number of suppliers identified as having significant actual and potential negative social impacts.
- c.** Significant actual and potential negative social impacts identified in the supply chain.
- d.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.
- e.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

As part of the annual risk assessment in accordance with the German Supply Chain Act, we identify human rights risks in the supply chain and prioritize these for the implementation of further due diligence measures.

For the risk analysis of our direct suppliers, an overview of the active suppliers of all Group companies compiled, including information on category, industry, country of origin and order volume. An abstract risk assessment was carried out for the main suppliers based on industry- and country-specific risks. In the next step, a concrete risk assessment and prioritization was carried out for suppliers with an increased abstract risk based on risk potential, potential influence and contribution to causation.

To systematically assess potential risks, we ask our business partners (suppliers and subcontractors) to complete a Business Partner Self Assessment (BPSA). This covers questions regarding quality, environmental and energy management, occupational health and safety, human and labor rights, ethics and compliance, data protection and information security, as well as sustainability management and climate action. The results of the BPSA are incorporated into the risk assessment and action planning.

As part of the Group-wide consolidation, our risk assessment continues to show a very low risk for suppliers of products and services. We have prioritized the issues of occupational health and safety, working hours, wages and equal treatment in employment for temporary employment agencies and subcontractors with a relevant weighting of risks.

Preventive measures are implemented at local level based on the risks identified. These include the following:

- the development and implementation of suitable procurement strategies and purchasing practices,
- the integration of expectations into the supplier selection process,
- obtaining contractual assurances for compliance with and implementation of expectations along the supply chain by means of our Code of Conduct for Business Partners,
- training to enforce the contractual assurance,
- and the agreement and implementation of risk-based control measures such as audits.

To measure our progress, we also record the Code of Conduct rate for relevant business partners. This measures the proportion of active business partners with a signed Code of Conduct in relation to the total number of active business partners for whom a contractual obligation must exist. At Group Business Partner level, the Code of Conduct rate for relevant business partners is 68.44% and has increased by almost 10% compared to the previous reporting year.

Criterion 18 concerning SOCIAL MATTERS

18. Corporate Citizenship

The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities.

Social engagement and responsibility are anchored as values in the Dussmann Group

strategy and are an integral part of the corporate culture.

While Peter Dussmann, the founder of the Dussmann Group, as a patron of the arts, primarily supported cultural institutions and facilities, Catherine von Fürstenberg-Dussmann, as Chairperson of the Foundation Board, extends the focus of social commitment to the cultural education of children and young people and the promotion of social participation. Some engagements and donation campaigns have been started directly on her initiative.

The annual "Social Day" took place in Berlin for the ninth time in a row. In 2024, many employees spent a whole day working at the Villa Holz children's and youth club in Berlin-Tempelhof. They assembled furniture, painted stairs and door frames, built a terrace and a border for the soccer pitch, restructured the play and craft room, renovated the bathrooms and spruced up the garden.

A total of 40 boxes of books were also donated. The focus was on facilities for disadvantaged children and young people - whether due to health restrictions or socio-economic circumstances. For example, the following German institutions received book boxes: Kinderhaus am Bügel, Schutzengel Kunsthaus 360°, Kinderhaus AtemReich and the Förderkreis krebskranke Kinder Stuttgart. Further Dussmann book boxes were handed over to recipient institutions throughout Germany in the reporting year.

As part of the "Christmas Donation Campaign 2024," donations were made to various associations and projects that support children and young people: MIT-MACH Circus e.V. in Berlin-Neukölln, the children's hospice "Berliner Herz", the girls' refuge "INTAKT" in Wiesbaden, as well as "SchutzengelWerk" for the project "Sternenpäckchen" received a donation.

Beyond that, mapping out and implementing projects are the responsibility of the relevant companies and segments. We are convinced that social engagement has the biggest impact when it takes place locally - with the involvement of local people and with a view to their specific needs. The companies organize and run their own employee and volunteer projects.

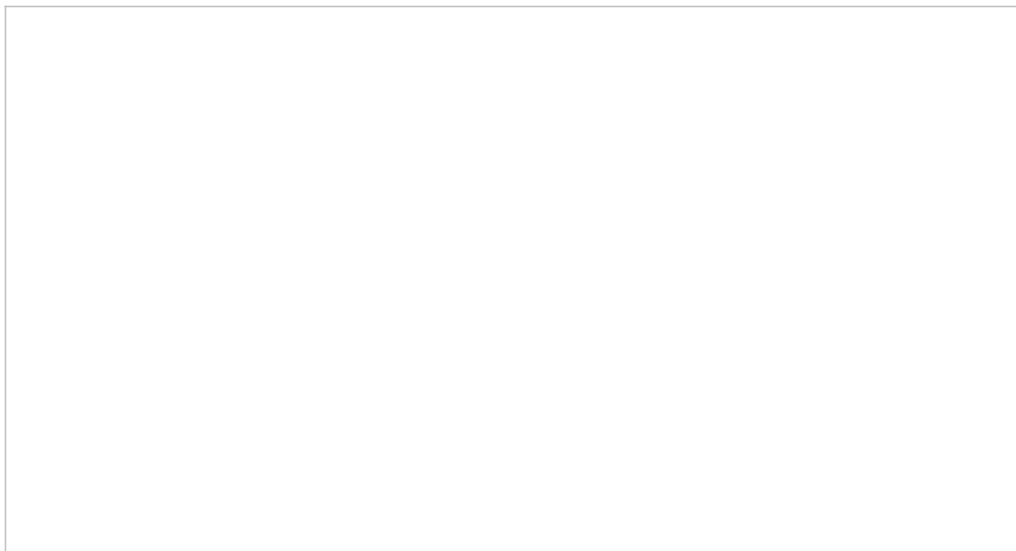
Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

- a.** Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:
- i.** Direct economic value generated: revenues;
 - ii.** Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
 - iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed'.
- b.** Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

In the reporting year 2024, the Dussmann Group generated consolidated sales of around 3.3 billion euros.



The consolidated financial statements of Dussmann Stiftung & Co. KGaA as the parent company of the Dussmann Group are submitted to the company register in due time and published there. Further financial information that extends beyond the data provided here can be found in the company register.

Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

19. Political Influence

All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.

The Dussmann Group is not a member of any political organisation, is not registered in any lobby list and does not distribute political donations.

We get involved in the political process wherever our expertise and assessment of issues is in demand and relevant. We do this indirectly via industry-specific associations of which we are a member (such as the Confederation of German Employers' Associations (BDA), Bundesinnungsverband des Gebäudereiniger-Handwerks, which represents members of the building cleaning trades, and Arbeitgeberverband Pflege, an association of employers of nursing professionals).

In the context of legislative processes, the topics of minimum wage, access to the labor market for migrants and refugees and the reform and regulation of healthcare and nursing education are particularly relevant. In addition, binding book prices are a topic on the political agenda that directly affects the business activities of Dussmann das KulturKaufhaus. The Dussmann Group offers a regular exchange of experience on new developments in the area of food innovation with members of the Bundestag and external stakeholders.

No direct submissions to political legislative procedures were made. There are no official criteria for the political commitment of the Dussmann Group. Potentially, this is also part of the implementation strategy described in criterion 3 for the formulation and development, specification and anchoring of sustainability parameters.

Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions
The reporting organization shall report the following information:

- a.** Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.
- b.** If applicable, how the monetary value of in-kind contributions was estimated.

The Dussmann Group does not distribute political donations (ESRS G1-5_29 b).

20. Conduct that Complies with the Law and Policy

The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.

Responsibility for compliance at the Dussmann Group lies with the entire Executive Board.

The Dussmann Group has a central compliance department which defines group-wide minimum standards and processes to ensure compliance in accordance with the law and guidelines and monitors their implementation. The compliance department manages measures to prevent corruption. It reports to the Executive Board every six months on the status of the measures taken and monthly on ongoing compliance matters. The respective executive management is responsible for compliance within the subsidiaries.

As part of the annual compliance risk analysis, compliance risks in the areas of corruption and antitrust law are reviewed in terms of their relevance and assessment, and potential new risks are identified. Measures such as guidelines, process adjustments and internal controls are defined and implemented to reduce the identified risks. The effectiveness of the measures and controls implemented is reviewed through the internal audit department and as part of external audits within the IMS. Corruption related risks are discussed further in the key performance indicator GRI SRS-205-1.

Group-wide corruption guidelines, training activities and supplementary communications, as well as other preventative measures are managed centrally. Managers and employees are instructed and sensitized as part of communication initiatives and training courses. This takes the form of classroom training and e-learning (see performance indicator GRI SRS-404-1 under criterion 16).

A standard operating procedure on the handling of gifts and perquisites, such as gifts, invitations, and donations, has been implemented in every subsidiary and local company.

Potential violations can be reported confidentially as part of the Group-wide whistleblower system. An external confidential lawyer is available to act as ombudsman. Any information received is carefully scrutinized, documented and the rectification of deviations is followed up. Reports of potential violations are investigated by the Compliance department with the support of the Internal revision. Violations are sanctioned under labor law and, if necessary, criminal law. During the reporting year 2024, a breach was confirmed in nine incidents reported via the whistleblower system group-wide (ESRS S1-17_103 b). These violations were of minor severity and not of criminal relevance.

In addition to the risk area of corruption, the security and protection of data and information in the context of the Dussmann Group's business activities is a material aspect (see criterion 2 on materiality). The Dussmann Group has a data protection department which is responsible for the implementation of and compliance with statutory and contractual data protection and privacy requirements. A data protection officer has been appointed for all German companies. The local subsidiaries have appointed data protection officers or coordinators in accordance with national law. Group-wide and local data protection guidelines and the resulting standard operating procedures specify the implementation of and compliance with data protection requirements.

Our aim is to continuously monitor and further develop our standards to prevent unlawful conduct and to implement them in newly acquired subsidiaries in particular.

Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption

The reporting organization shall report the following information:

a. Total number and percentage of operations assessed for risks related to corruption.

b. Significant risks related to corruption identified through the risk assessment.

a. As part of the Group-wide compliance risk analysis, corruption risks were reviewed and assessed at 80% (=20) of the companies that are employers of

Dussmann Group employees.

b. Risks of unfair preferential treatment or conflicts of interest were mainly identified in awarding of contracts to subcontractors and suppliers, specifically in cases in which procurement was needed on short notice and it was not possible to rely on partners with which there were framework agreements in place.

Key Performance Indicator GRI SRS-205-3: Incidents of corruption

The reporting organization shall report the following information:

a. Total number and nature of confirmed incidents of corruption.

b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.

c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.

d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

There were no incidents of corruption in the reporting period (ESRS G1-4_25 a).

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations

The reporting organization shall report the following information:

a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:

- i.** total monetary value of significant fines;
- ii.** total number of non-monetary sanctions;
- iii.** cases brought through dispute resolution mechanisms.

b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.

c. The context against which significant fines and non-monetary sanctions were incurred.

In the reporting year 2024, there were 32 data protection incidents reported group-wide (not subject to fines). Risk assessments were carried out for all

incidents and appropriate measures were initiated immediately.

The measures introduced included appropriate follow-up training and awareness raising of the employees involved as well as the refinement of existing training documents. Furthermore, the internal processes were improved through the increased involvement of the data protection department and the technical and organizational measures were expanded. The remedial measures have resulted in the end of the violations.

There were also 34 confirmed information security incidents across the Group. The breach was resolved in all incidents and remedial measures were planned and implemented as required.

Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4 (2018)
	15. Equal-Opportunities	GRI SRS 403-9 (2018)
	16. Qualifications	GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

*GRI has adapted GRI SRS 306 (Waste). The revised version comes into force on 01.01.2022. In the course of this, the numbering for reporting on waste generated has changed from 306-2 to 306-3.