



DuMont





Values.
Change.
Future.

Sustainability Report

2022 / 2023



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Dr. Christoph Bauer
Chief Executive Officer, DuMont



Stefan Hütwohl
Chief Financial Officer, DuMont



*"2023 was a decisive year for us
on the path to greater sustainability.
Together, we are committed to expanding
our responsibility towards
the environment and society
and promoting future-proof solutions based
on solid economic foundations."*

Dear Readers,

By its nature, a report looks back at the past. But for us, it is also an opportunity to look towards the future – and to share this perspective with you. Our thinking and actions must be focused on the time ahead of us. We must be future-ready if we want to be sustainably successful. This requires a path that can be taken step by step in the right direction. Each step demands maximum agility because the terrain is uncertain and can change at any time due to political conditions or crises. In our more than 400-year history as a family business, we have demonstrated the ability to view change as an opportunity.

One of the challenging questions is: how do we develop and shape our actions against climate change? Our answer: sustainable actions. Sustainability is part of our values and, therefore, also part of our corporate culture. That we can say this with full conviction in our second sustainability report is the result of a well-practiced and successfully differentiated strategy. While our initial focus in 2021 was on climate strategy and measures for CO₂ compensation, since 2022, we have addressed all three reporting areas – Environment, Social, and Governance.

The success of our climate protection strategy is also evident in 2023: we were able to reduce our CO₂ emissions by more than 30% compared to the last reporting period, thanks to a wide range of measures and improved data. At the same time, we have developed a comprehensive social strategy with an extensive set of measures and defined key building blocks for our corporate governance.

The path to this is a collective task: across our entire group of companies and at all levels, our employees are committed to significantly advancing climate and environmental protection, social aspects, and governance issues. In this way, we contribute to an environmentally conscious, socially balanced, and diverse society.

Sustainable action is a holistic task. It is a challenge, but also a great opportunity. It takes the will and ability to turn this opportunity into action. What is appropriate and necessary for our products and services also applies to our actions. Let's draw an analogy to new technologies, such as artificial intelligence (AI). As a media company, AI drives us toward unprecedented possibilities. It can change, simplify, and improve our lives. Similarly, sustainability holds great power within itself. It offers future-proof perspectives for coming generations. It positively changes our working world. And like AI, it can unlock entirely new dimensions. Our corporate responsibility is defined by the commitment to act sustainably within the framework of European standards. However, it is also clear that this requires a solid economic foundation. We can make a strong contribution to society if we are economically capable of doing so.

Entrepreneurial sustainability and entrepreneurial prosperity are therefore inseparably linked: Our activities are based on relevant combinations of data, content, and technologies. Around this core, we are developing digital business models on the path to becoming an AI company that are sustainably successful. This is a solid foundation that allows us to focus on climate protection early on, facilitates the achievement of our reduction targets, and gradually eliminates the need for compensation measures. Today – and in the future.

Yours,

Dr. Christoph Bauer, Chief Executive Officer, DuMont
Stefan Hütwohl, Chief Financial Officer, DuMont

Sustainability is a task for all of us. It ensures future viability – for companies and for society as a whole.

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01

About Us

DuMont reflects on four centuries of company history. A success story. But it is important to look towards the future: What enables us to continue being successful? How do we remain agile? What mindset do we develop from our identity? We have answers!



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About this report

OUR DRIVE

Sustainability concerns all of us. Those who act sustainably do so not only for themselves, but also for others, especially future generations. This is essential for a promising future. It's important to document these efforts and communicate them transparently. As a company, we bear a particular responsibility – for our employees, for our partners, suppliers, and for our customers. We are obliged to operate in an environmentally and socially responsible manner according to international standards. This is the foundation of our viability as a group of companies.

BACKGROUND

As early as 2021 – well before mandatory sustainability regulations were introduced – we had already begun to address sustainability issues in depth, and developed a climate protection strategy. With the introduction of the new EU directive as part of the EU “Green Deal” in 2023, we have been aligning our sustainability reporting with the “Corporate Sustainability Reporting Directive” (CSRD). This requires us, as a company, to document and make accessible the impact of our business activities on the environment and society. Conversely, it also covers how sustainability aspects impact the company.

From the 2025 reporting year onwards, the DuMont Group will be required to present its sustainability activities in line with the CSRD. We have been gradually preparing for this since the last report (covering 2021). At that time, we already adopted the reporting of all sustainability activities, categorized into Environment, Social, and Governance (ESG) sectors. For the current reporting period of 2022 and 2023, we are voluntarily expanding this further, based on the

CSRD data points. Key figures for this period, already available, have been published in the appendix of the report according to the thematic standards. We also take into account the indexing specified there.

RELEVANCE

We don't view sustainability reporting under the CSRD solely as a legal requirement. Instead, we see it as a great opportunity to attract and retain business partners, banks, and customers, provide targeted information, and communicate closely with all other stakeholders.

For all of them, sustainability is a core value. This value is made transparent and comparable through the structured and mandatory reporting process for all companies. Reporting is increasingly recognized by all relevant groups and is therefore critical to a company's success.

OUR GOAL

With this report, we aim to clearly present our sustainability approaches, actions, and achievements.

As a media company, it was important for us to identify the relevant CSRD requirements through a materiality analysis and to implement them step by step in an understandable way. At the same time, our sustainability report should be accessible to all interested readers, allowing the dynamic and tangible nature of sustainability to come to life. For this reason, we first provide readers with an overview of our corporate group before outlining our sustainability strategy. These sections correspond to the legally defined sequence for the “General Information” section (ESRS 2).

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In the chapters on Environment, Social, and Governance, we describe our approach as well as the measures taken by the corporate group or individual companies. These correspond to the defined sections “Environmental Information” (ESRS E1 to E5), “Social Information” (ESRS S1 to S4), and “Governance Information” (ESRS G1). The reporting years for all measures and developments presented are the fiscal years 2022 and 2023.

Responsibility for this report lies with the Group Management Board of DuMont Medien-gruppe GmbH. The ESG strategy is overseen by CFO Stefan Hütwohl.

DuMont in figures

3 Business sectors: Regional Media / Business Information / Marketing Technology (and the Book Publishing)



5 Questions

for Oliver Eckert
COO DuMont

*"Digital innovations and our
commitment to environmental
and social issues make us
a forward-thinking player."*



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Mr. Eckert, you've been with the company since April 1, 2024, joining Dr. Christoph Bauer (CEO) and Stefan Hütwohl (CFO) as Chief Operating Officer (COO) in the Group's executive management. Looking back at your time before DuMont, what do you personally associate with the company?

Since my childhood in Cologne, I've associated DuMont with tradition, innovation, and quality. I've always been particularly impressed with how DuMont has navigated digital transformation and pursued a sustainable growth strategy that combines economic success with ecological and social responsibility. Being part of the DuMont family now allows me to bring my experience and dedication to a company that has long been close to my heart.

Reducing CO₂ emissions is also a matter of calculation for a company. Does climate change become an abstract concept in this context, or is it a tangible challenge?

At DuMont, climate change is not an abstract concept – it's a daily challenge. Every task can be part of the solution if we make it so. Most of us want DuMont to align business success with sustainability, and that's why we inspire and empower each other to take responsibility at our own workplaces. Personally, I've switched to using a bicycle, an electric car, and the train – though the latter is still quite the challenge at times.

DuMont emphasizes a sense of community as a motivating factor for employees and a driving force for development. Does working together truly make everything better?

Absolutely. The sense of community is a central part of our corporate culture at DuMont. In a rapidly changing world, teamwork is essential – individual performance alone isn't enough.

Collaboration and a strong sense of belonging are the foundation for innovation and success. Studies show that diverse teams handle challenges better and come up with creative solutions that individuals might not think of. Our shared values and strong leadership provide the framework for this.

In sustainable corporate management, you rely on the involvement of other companies, such as suppliers. Do you sometimes hit limits when it comes to achieving your own goals?

We focus on clear communication and long-term partnerships with our suppliers to ensure our sustainability standards. This sometimes requires patience and flexibility, but the opportunities outweigh the challenges. We see challenges that arise from differing priorities or resources as opportunities for innovative solutions.

Looking cautiously into the future, how do you think the public perception of the DuMont Group could look in ten years?

It's hard to predict the next ten years, but our goal is to become a leading AI-driven company, attract the best talent, and operate sustainably. These aspects should influence every part of our business.

That's why I see DuMont in the future as a company known for innovation, sustainability, and responsibility. We want to be recognized as pioneers in both the technology and media sectors. Digital innovations and our commitment to environmental and social issues make us a forward-thinking player.

Company introduction

DUMONT CONNECTS

→ OVER 2,000 EMPLOYEES ACROSS EIGHT LOCATIONS WORLDWIDE.

Our three business areas – Regional Media, Business Information, and Marketing Technology – position us as one of Germany's leading media and technology companies. Drawing from the tradition of a family-owned business with a 400-year history, DuMont is also known for its successful publishing house, which features programs in literature, nonfiction, and illustrated nonfiction.

→ A GROUP OF COMPANIES UNITED BY SHARED VALUES

Our actions are guided by relevance, openness, responsibility, entrepreneurship, and sustainability. We continually evolve these values, knowing that they must remain relevant even as challenges become increasingly complex. Each of our business areas, along with their subsidiaries, develops its own entrepreneurial identity within the framework of our decentralized “group of companies,” shaped by these values.

→ INDIVIDUAL STRENGTHS UNDER A STRONG BRAND

Our strength lies in the entrepreneurial freedom of each company, which operates under the DuMont brand within defined strategic guidelines. These guidelines provide the flexibility for a shared mindset that allows the group to remain highly adaptable. We have a common, group-wide understanding of key focus areas such as ESG sustainability strategy, talent development, and our path to becoming an AI-driven company. At the same time, each of our companies independently takes on entrepreneurial responsibility, respecting individual cultures and working methods. This enables us to combine the unique strengths of various business fields under a shared mission: to remain future-ready. This also includes sustainable thinking and action, which is reflected in the wide range of initiatives contributed by the individual companies to this report.

We connect companies and employees within the group through circles and cross-functional teams to develop initiatives, advance key topics, and pool expertise. This is a reliable source of our innovative strength, providing us with maximum flexibility and short, market-appropriate response times. With a clear focus on expanding our digital business, this approach makes us future-ready and ensures that sustainable actions are built on a solid foundation.

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Our **business sectors** at a glance

Our strategic business areas include Regional Media, Business Information, and Marketing Technology, where we are active as a corporate group and will continue to invest in the future.

Content, data, and technology play a key role as input factors, with their weighting and relevance varying depending on the maturity of the respective organizational units.

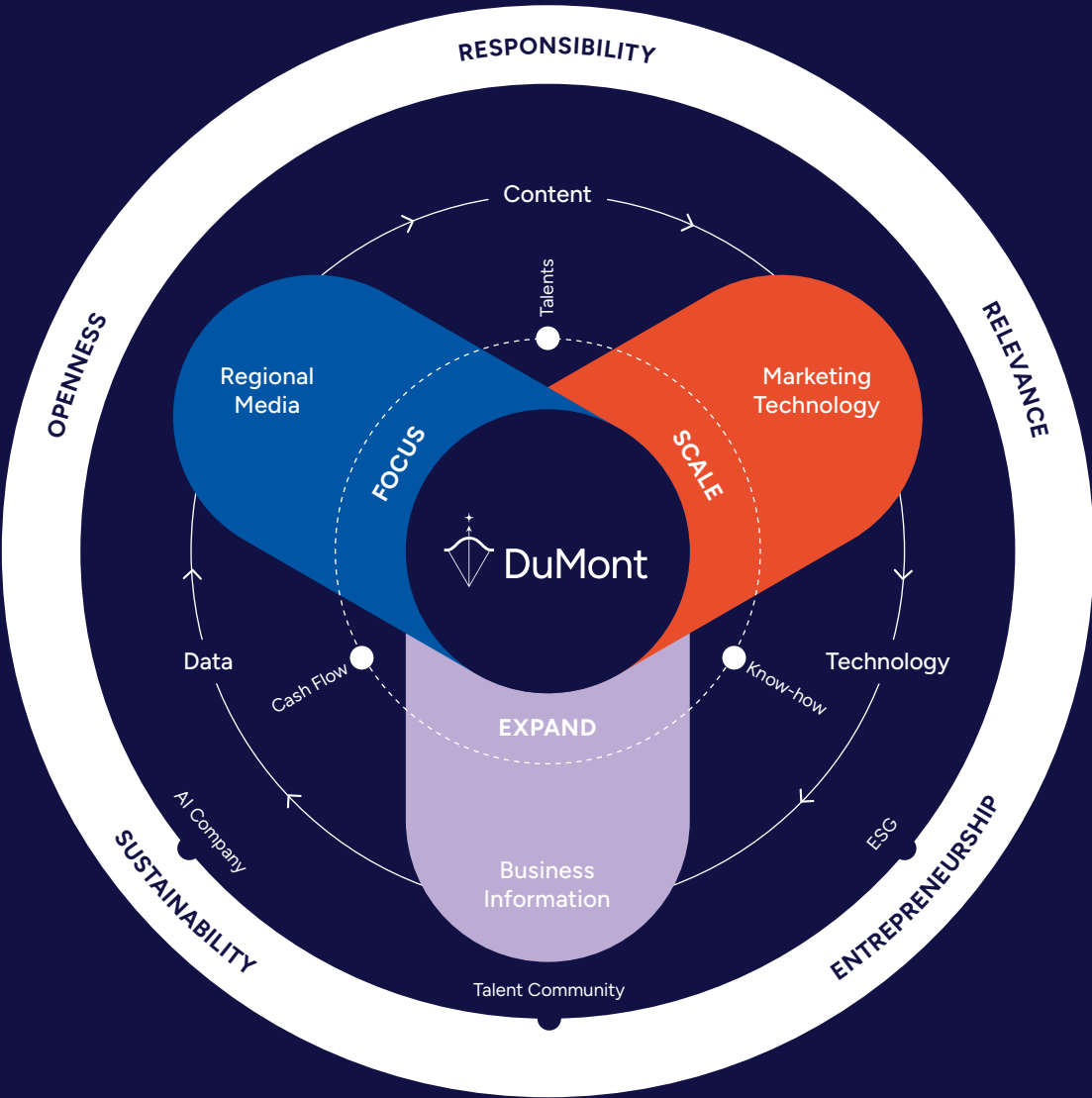


In the right combination and form, these attributes are essential on our development path towards becoming a "genuine" AI company. The trio of content, data, and technology forms the foundation for a robust, future-proof portfolio that can thrive and grow in the digital era.

Additionally, our shared corporate values and the advantages of a decentralized organization enhance our resilience and promote sustainable business practices.

The core principles and focus areas of our leadership philosophy are embodied in the following "Flywheel." →

DuMont Leadership Philosophy



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BUSINESS AREA REGIONAL MEDIA

Under the umbrella brand **Kölnischer Stadt-Anzeiger (KStA) Medien**, we focus on products with journalistic quality and local relevance. Regional-ity, timeliness, and authenticity are the cornerstones of the success of titles like **Kölnischer Stadt-Anzeiger** and **EXPRESS**. The digital offerings of these regionally leading media are among the most widely accessed news portals in Germany by monthly visits. Our regional advertising papers and radio stations accompany many people daily as their first source of information and entertainment.

BUSINESS AREA BUSINESS INFORMATION

This business area encompasses the regulatory-oriented activities of **Bundesanzeiger Verlag** as well as the private-sector business models of the **QUINFOS** division. **Bundesanzeiger** provides professional publications and legally relevant information based on the principles of transparency, precision, and trust. The publisher acts as a partner for companies, organizations, and institutions required to make statutory disclosures. Beyond the publishing segment, the business field, under the **QUINFOS** umbrella, consolidates numerous activities aimed at enhancing market transparency and creating a framework for legally compliant actions.

For companies and institutions, **QUINFOS** serves as a guide through the growing regulatory demands of the market and as a competent data service for real-time decision-making. Core brands within the **QUINFOS** portfolio include **Reguvis** for practical professional media, especially in foreign trade and procurement; **DTAD**, a platform for construction and tender information; **Eticor**, a partner for building digital compliance solutions; and **Validatis** for B2B data services, including know-your-customer and corporate data solutions.

BUSINESS AREA MARKETING TECHNOLOGY

In this field, we combine the advantages and scalability of comprehensive MarTech solutions with the expertise of specialists and partners to serve our international customer base globally as a significant European market player. "Smart Storytelling at Scale" reflects our ambition to create innovative and effective connections between people and brands.

We offer cutting-edge AI-based marketing software solutions that enable companies to optimize and scale their sales and communication activities.

Today, our portfolio includes **censhare**, **Facelift**, **ELAINE**, and **MARMIND** – all rapidly growing and focusing on scalable software-as-a-service (SaaS) business models within the MarTech context.

Sustainability management

– our approach

With an eye on the future viability of the DuMont Group, it is our responsibility to contribute to climate protection, firmly embed sustainability as part of our corporate culture, increase employee satisfaction, and enhance our attractiveness as an employer.

Sustainability management is a challenging cross-sectional task that systematically integrates our goals into internal structures and processes. This includes sustainability controlling as well as comprehensive and transparent communication on the topic. Across DuMont as a whole, as well as within the individual business areas and companies in the group, we have taken numerous measures and defined responsibilities to achieve these aims. In this report, we follow the standards of the Corporate Sustainability Reporting Directive (CSRD). We adhered to the focus areas of Environment (E), Social (S), and Governance (G) in our previous report and continue this approach here. While reporting according to these standards will only become mandatory for us in the 2025 reporting year, we have already focused on implementing the measures we developed and formalized, documenting our results in a clear, comprehensible, and easily accessible way for all stakeholders.

Application of the EU Taxonomy

The EU Taxonomy is a key tool for promoting sustainable investments within the European Union. It defines clear criteria for determining which economic activities are considered environmentally sustainable, ensuring transparency and comparability.

Companies are required to disclose the proportion of their revenues, investments, and operating costs that meet the Taxonomy criteria. This involves providing detailed information on what percentage of their revenue comes from sustainable activities, how much is invested in sustainable projects, and what operating costs are associated with environmentally friendly initiatives. This disclosure aims to help investors make informed decisions and direct capital towards sustainable activities.

[This taxonomy covers six environmental targets. →](#)

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Taxonomy Criteria for Environmentally Sustainable Economic Activities



Climate protection



Adaptation to climate change I



Sustainable use and protection of water and marine resources



Pollution prevention



Transition to a circular economy



Protection and restoration of biodiversity and ecosystems

In relation to the EU taxonomy, two key terms must be considered: "taxonomy-eligibility" and "taxonomy-alignment." Taxonomy-eligibility refers to whether an economic activity can generally be assessed under the EU taxonomy criteria. An activity is eligible if it falls within one of the sectors or categories covered by the taxonomy, such as energy, transportation, or construction. This determines whether the activity is potentially relevant to the EU's sustainability goals, regardless of whether it is ultimately classified as sustainable. Taxonomy-alignment goes a step further and refers to the extent to which an eligible activity actually meets the specific sustainability criteria of the EU taxonomy.

For an activity to be considered aligned, all relevant technical screening criteria must be met, including making significant contributions to environmental goals like climate protection or resource efficiency, and avoiding significant harm to other environmental objectives ("Do No Significant Harm" principle). Additionally, minimum safeguards, such as adherence to human rights standards, must be maintained.

The three key metrics required for reporting are the respective proportions of consolidated revenue, capital expenditures (CapEx), and operating expenses (OpEx) that stem from taxonomy-aligned activities.

For companies like DuMont Mediengruppe GmbH & Co. KG, which are subject to CSRD reporting requirements, there is a phased disclosure obligation under the EU taxonomy. We have identified the taxonomy-eligible activities relevant to us based on the following regulatory guidelines: (A) Delegated Regulation EU 2021/2139 of the Commission, dated June 4, 2021; (B) Delegated Regulation EU 2023/2485 of the Commission, dated June 27, 2023; and (C) Delegated Regulation EU 2023/2486 of the Commission, dated June 27, 2023

- Operation of passenger transport vehicles (A, B: 6.5)
- Energy-efficient renovation measures (A, B: 7.3)
- Installation and operation of electric vehicle charging stations (A, B: 7.4)
- Ownership of buildings (A, B: 7.7)
- Data processing, hosting, and related activities (A, B: 8.1)
- Broadcasting activities (A, B: 8.3)
- Educational activities (A, B: 11)
- Production and distribution of film and audio materials (A, B: 13.3)
- Collection and transportation of non-hazardous waste (C: 2.3)
- Operation of platforms for trading reusable second-hand goods (C: 5.6)

The next step will be to assess the conformity of these activities with the EU taxonomy, determining the extent to which they contribute to achieving environmental protection goals, avoid significant negative impacts on other environmental objectives, and ensure compliance with minimum protections, such as international codes of conduct. The disclosure of taxonomy-aligned metrics will be explained in more detail in the next sustainability report

Climate Goals and Accounting

Climate protection is at the core of our sustainability strategy. This begins with calculating our own greenhouse gas emissions – our Corporate Carbon Footprint (CCF) – and gaining a thorough understanding of the various emission sources throughout our value chain.

Alignment with the SBTi

Only through CO₂ accounting for Scope 1, 2, and 3 emissions – understanding our full footprint – are we able to set precise reduction targets. We base this on the **Science-Based Targets Initiative (SBTi)**.

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The joint initiative by CDP, UNGC, WRI, and WWF develops methods and criteria for effective corporate climate protection in line with the latest climate science.

The targets set according to the SBTi focus on the amount of emissions that need to be reduced in order to meet the Paris Agreement's goal of limiting global warming to 1.5°C, and they provide pathways for effective reductions.

We explain in greater detail in the Environment chapter how setting science-based targets in alignment with the SBTi enables us to make a measurable contribution toward limiting global warming. Our emissions reduction target is directly aligned with a near-term target of the SBTi, using 2022 as the baseline year.

Use of the GHG Protocol

The Greenhouse Gas Protocol (GHG Protocol) is the most widely used and recognized standard for calculating greenhouse gas emissions worldwide. The GHG Protocol divides emissions into the following scopes: **Scope 1** (direct GHG emissions from a company), **Scope 2** (emissions from purchased electricity or heat) as well as **Scope 3** (indirect GHG emissions across the entire value chain).

Five guiding principles must be followed:

- Relevance
- Completeness
- Consistency
- Transparency
- Accuracy



For more information, visit [ghgprotocol.org](https://www.ghgprotocol.org)

As outlined in the Environment chapter, we have calculated emissions based on the GHG Protocol and ISO 14064-1. The data sources and emissions databases used are disclosed in this report under the Environment section.

Explanation of the Consolidation Scope with Reference to Financial Reporting

Our climate roadmap, explained in the Environment chapter, includes all legally consolidated entities, as sustainability reporting under the EU CSRD directive is treated equally to financial group reporting.

The DuMont consolidated financial statement for 2023 includes the parent company and 51 subsidiaries (previous year: 56), three joint ventures (previous year: 3), and three associated companies (previous year: 3). A total of 38 affiliated companies (previous year: 40) and 16 associated companies (previous year: 16) were not consolidated due to their minor significance. During 2023, some non-material companies were deconsolidated or merged into other group companies at the start of the year. This had no impact on the ESG strategy or our metrics in this area.

When comparing 2023 to 2022 in terms of calculating the Corporate Carbon Footprint, the following aspects must be considered: The printing of Kölner Stadt-Anzeiger, Kölnische Rundschau, and EXPRESS was done in-house until September 2023; from October 2023, printing was outsourced to a service provider. This change in operations does not affect the comparability of the overall carbon footprint, as emissions are simply categorized differently within Scope 3.

MARMIND GmbH (part of the group since December 2022) and artegic AG (now ELAINE technologies GmbH, part of the group since November 2022) were included for the first time in full-year reporting in 2023. Validatis GmbH was accounted for separately for the first time (in 2022, it was still included in the Bundesanzeiger calculations).

Organizational Structure Including Sustainability Roles

During the reporting period, sustainability remained firmly embedded within our organizational structure. At the top of the sustainability organization is Stefan Hütwohl (CFO), representing the Group Management Board. Together with dedicated sponsors for Environment, Social, and Governance topics, efforts and implementation are driven forward. In each subsidiary, the management is responsible for executing ESG measures, supported by ESG coordinators who assist on behalf of the management and collaborate with relevant departments.

Specialized input for sustainability reporting comes from departments such as People & Culture, Legal, and Facility Management. Sponsors, coordinators, the Group CFO, and employees interested in ESG topics regularly attend the meetings of the **ESG Circle**, which convenes every six weeks. Updates are provided on ESG workstreams by the respective sponsors, and topics like the introduction of sustainability software, progress tracking on ESG measures, and further initiatives are regularly on the agenda. In addition to the overarching ESG Circle, there are specific sub-groups for workstreams such as the Supply Chain Act and the collection of the Corporate Carbon Footprint.

Risk Management and Internal Controls for Sustainability Reporting

We place a strong emphasis on implementing our sustainability measures and reporting. To monitor progress and goal achievement, we have established quarterly tracking for the three ESG areas. Responsibility for consolidating individual tracking lies with the controlling function at the group level. Results are presented in the ESG Circle and, when necessary, in the Management Circle (leadership group).

We also use various communication channels to reach all employees on sustainability topics, such as insights reports, podcasts, or video messages via the intranet. This approach not only communicates content but also clearly defines responsibilities for sustainability with easy access.

With the introduction of our decentralized group structure, we have integrated process leadership and operational responsibility for risk management into the business areas.

To ensure consistent standards, we have implemented a unified risk classification across the group. We view risk management as a continuous process integrated into our operational workflows, covering all actions to identify, assess, monitor, and manage risks. Identified risks are mitigated through operational measures to reduce their impact and likelihood, with the level of action determined by urgency (probability of occurrence) and potential damage.

Certifications

Due to the heterogeneous composition of our portfolio, there are no overarching requirements for certifications. These are implemented on a case-by-case basis by the respective management teams depending on business models and market or regulatory requirements.

In addition to the key certifications, ISO 9001 (Quality Management System) and ISO 27001 (Information Security Management System), selected companies are also certified under the international environmental management standard ISO 14001.

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Double Materiality Analysis

CSRD reporting obligations require the application of double materiality. This means that companies must report on both the impact of their business operations on people and the environment (inside-out perspective or impact materiality) and the financial effects and repercussions of sustainability aspects on the company (outside-in perspective or financial materiality).

APPROACH TO MATERIALITY ANALYSIS:

We based our materiality analysis on the mandatory longlist of sustainability aspects provided by ESRS 1. To prepare for the materiality assessment in accordance with CSRD, we conducted a preliminary analysis to remove topics from the longlist that were clearly not material for DuMont. To identify potentially material topics specific to our company, we carried out an industry and peer analysis. This resulted in a refined list for the subsequent materiality analysis that consisted of both ESG aspects suggested by ESRS and company-specific topics.

Relevant departments and project groups, such as Sales, Human Resources, Procurement, and Compliance, evaluated the topics on behalf of their stakeholders. The evaluation was based on the criteria of the double materiality analysis:

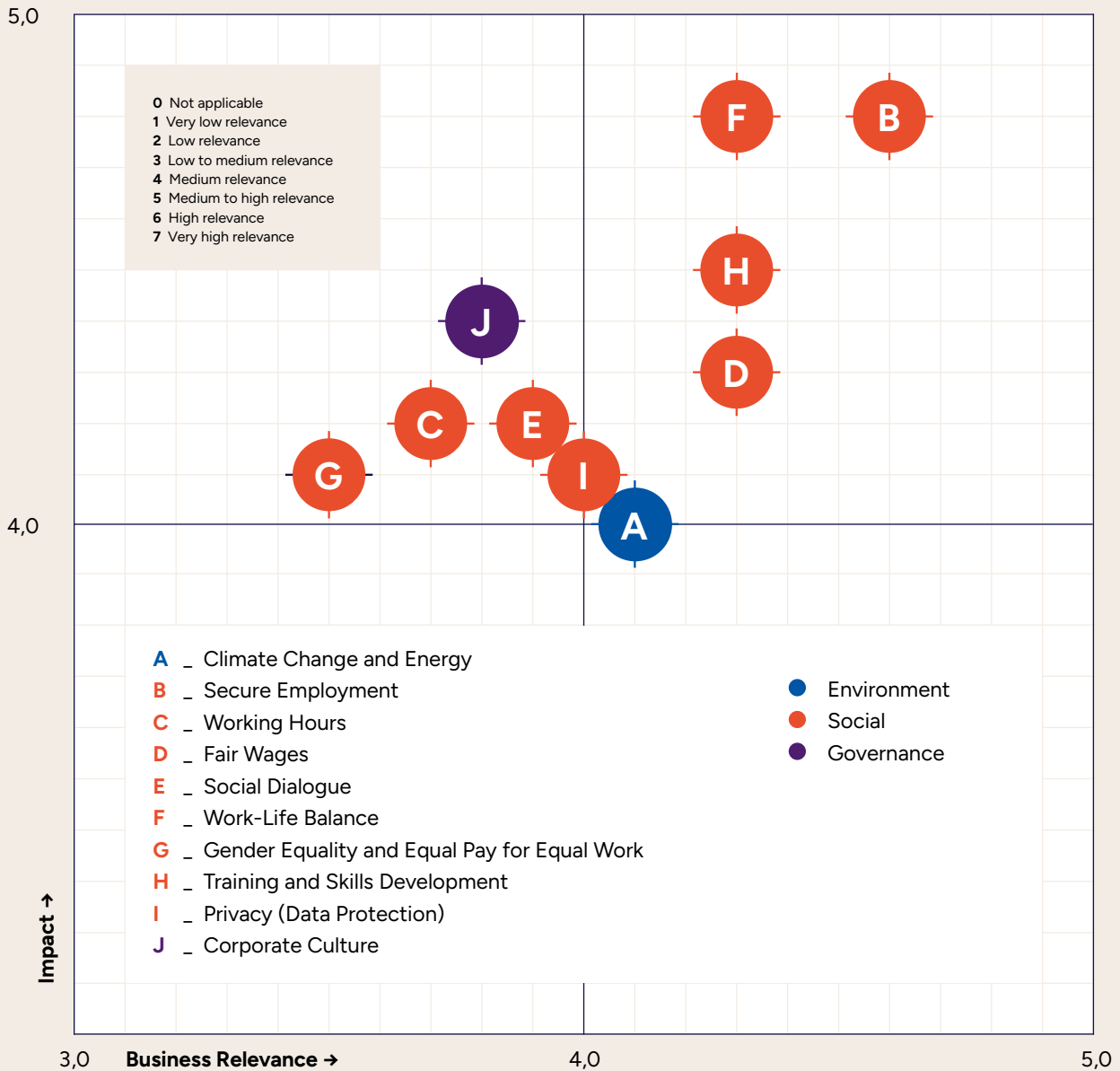
For **Impact Materiality** (impact relevance), the following points were considered: Impacts on the environment and society, business relationships, stakeholder interests, impacts along the value chain – both actual and potential

For **Financial Materiality** (business relevance), the focus was on financial aspects such as cash flow, financial position and performance, influence of natural and social conditions (resources)

Each topic was assessed for severity and likelihood of impacts or financial effects. The combination of both materiality perspectives resulted in a score for each topic, and we set a threshold of 4 (“medium relevance”) on a predetermined scale to determine materiality. This scale ranges from 1 to 7 (“very low relevance” to “very high relevance”).

The result is presented in the following materiality matrix and the corresponding list. →

Results of the Materiality Analysis – Top Ten



Beyond the identified material topics, we also cover additional aspects of our company in this report. In the **Environment** chapter, we also report on additional topics proposed by the ESRS reporting standard, such as water consumption and use (including water pollution), as well as hazardous substances and waste. In the **Social** chapter, we have added new aspects

under core topics like diversity and equal opportunities, lifelong learning and collaboration, health and safety, and social engagement. Similarly, in the **Governance** chapter, we address topics that were just below the materiality threshold, such as whistleblower protection and supplier relationship management.

Key Sustainability Topics

Topic Area	Main Topics	Subtopics
Environment	Climate Change	Climate Change and Energy
Social	Employees (Working Conditions)	<ul style="list-style-type: none"> • Secure Employment • Working Hours • Fair Wages • Social Dialogue • Work-Life Balance • Gender Equality and Equal Pay for Equal Work
	Employees (Equality and Opportunities for All)	Training and Skills Development
	Consumers and End Users	Data Protection
Governance	Corporate Policy	Corporate Culture
Company-Specific	Miscellaneous	Lifelong learning and collaboration among people

Integration of Sustainability Performance into Incentive Systems

We aim to instill a strong awareness of sustainability in all leaders, embedding it firmly within their leadership and responsibility. To support this, DuMont relies on financial incentives.

We began integrating climate and ESG-related incentives in 2023 and will continue this approach in 2024. For members of the Management Circle, part of their variable compensation is tied to group targets. These group targets consist of four components:

three financial parameters (EBITDA, EBIT, and net income) and one climate protection target in the form of CO₂ reduction. The weighting of group targets may vary depending on position or role in the organization, but within this weighting, the four group targets are equally weighted at 25% each to emphasize the importance of the climate goal. In addition, leaders may also have business unit-specific goals and personal goals, and a further ESG-related target may be agreed upon with them, to which they can actively contribute.

Our Sustainability Strategy

Sustainability is not an abstract concept. It can only be understood, developed, and implemented by people.

Sustainability is not an abstract concept. It can only be understood, developed, and implemented by people. The DuMont Group stands for relevant digital products created by people for people. Sustainability, as a value, influences and contributes to the success of these products, making it a strategic priority for us.

In preparation for the previous report, we analyzed our operations together with a climate consultant, conducting a materiality assessment. The potential identified in 2021 proved accurate and continues to form the foundation of our sustainability strategy. In 2023, we further secured our approach through a double materiality analysis for CSRD reporting, partnering with an external advisor from the auditing field. Since the 2021 sustainability report, we have continued to implement our sustainable orientation, making significant progress: While we already had a solid data foundation and reliable, functioning structures in place for the Environment area in the previous report, we have since developed a comprehensive Social Strategy and laid the foundation for our sustainable approach in the Governance area.

Today, we look back on three years of successfully developing our sustainability strategy. In this report, we present a wide range of differentiated measures across the areas of Environment, Social, and Governance. The ESG officers are continuously working on these efforts, supporting strategy development within business units at both the operational and management levels. Designated contacts and clearly defined tasks,

along with regular internal exchanges across various circles and targeted communication to our audiences, ensure the efficiency of implementation. As a result, we were able to introduce parts of the extensive CSRD sustainability reporting as early as 2023, with plans to fully implement it by 2026. The necessary process optimizations, as well as the compliance, workflow, and data aggregation requirements associated with CSRD reporting, are being supported by the introduction of ESG software.

In the **Environment area**, we completed our climate balance for 2023 with a "full scope" assessment of our Corporate Carbon Footprint (CCF). Last year, we significantly reduced our CO₂ emissions compared to the 2022 baseline, making substantial progress toward our reduction target aligned with the Science Based Targets Initiative (SBTi). This achievement was supported by various individual measures, as well as the increasing share of data and software business models, which have a relatively low CO₂ emissions profile. Since November 2023, DuMont's climate protection strategy has been Climate Partner-certified, with its own certification ID, meeting the climate protection steps outlined in the following graphic. The ClimatePartner certification provides transparent disclosure of our entire climate strategy. The associated online tracking system linked to the certification ID enables global access to our climate protection strategies. The accompanying protocol is regularly updated to reflect new scientific findings on climate change and developments in environmental accounting.

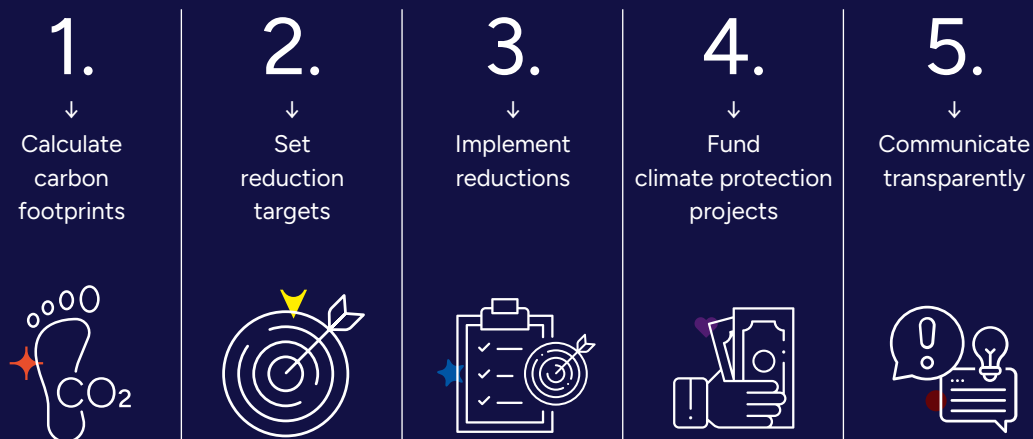
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In our **Social Strategy**, the focus is on people. During the reporting period, we identified the key aspects needed to support a sustainable working environment and collaboration within the DuMont Group. For the four core topics – Diversity & Equal Opportunities, Health & Safety, Lifelong Learning & Collaboration with People, and Social Engagement – many measures have already been implemented or are in concrete planning stages. This includes practical measures focused on diversity and equal opportunities as well as health and safety, such as the “Equality and Diversity” e-learning program and the introduction of a mental health app. Special attention is given to “Lifelong Learning and Collaboration with People,” where we see great potential to create a sustainable work environment within the DuMont Group with meaningful and forward-looking opportunities for all employees. Here, social strategy and economic sustainability productively complement each other.

In the **Governance area**, we have begun developing mandatory modules across the group to establish a compliance structure that meets overarching requirements. During the reporting period, the focus was on implementing a comprehensive governance framework, particularly regarding the Supply Chain Act and effective whistleblower regulations.

In this second comprehensive sustainability report, we aim to transparently document our goals, the measures we have implemented, and our plans for achieving medium-term sustainability objectives. The report not only demonstrates how we are addressing the challenges of our time, but also how we are advancing efficiently in all three ESG dimensions to ensure our future viability.

These five steps demonstrate DuMont's commitment to climate



We have prioritized
climate and energy as central
pillars of our environmental
engagement.

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02

Environment

Early on, we set the course for reducing emissions in the core processes of our business areas and advanced a modern, climate-relevant alignment of our service and product portfolio, focusing on the growth of digital business models.

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Our Topics of Focus in the **Environment** Area

As a family business committed to future generations, we place great importance on addressing climate change.

This is reflected in the CSRD materiality analysis, which we voluntarily conducted in 2023, well in advance of the mandatory reporting period for our entire group.

In this analysis, we identified **climate change** and **energy** as key topics, giving them a high priority in our sustainability strategy. In preparation for future CSRD requirements, we expanded our reporting scope for the first time to include additional ESRS topics such as **water consumption and usage**, hazardous substances, and **waste management**.

Our climate roadmap includes all affiliated companies within our group, which is why we report the Environment chapter in a consolidated manner rather than by individual business areas.

Climate protection requires continuous action. Together with the companies across the group, we are focusing on our key topics and keeping our goals firmly in sight.

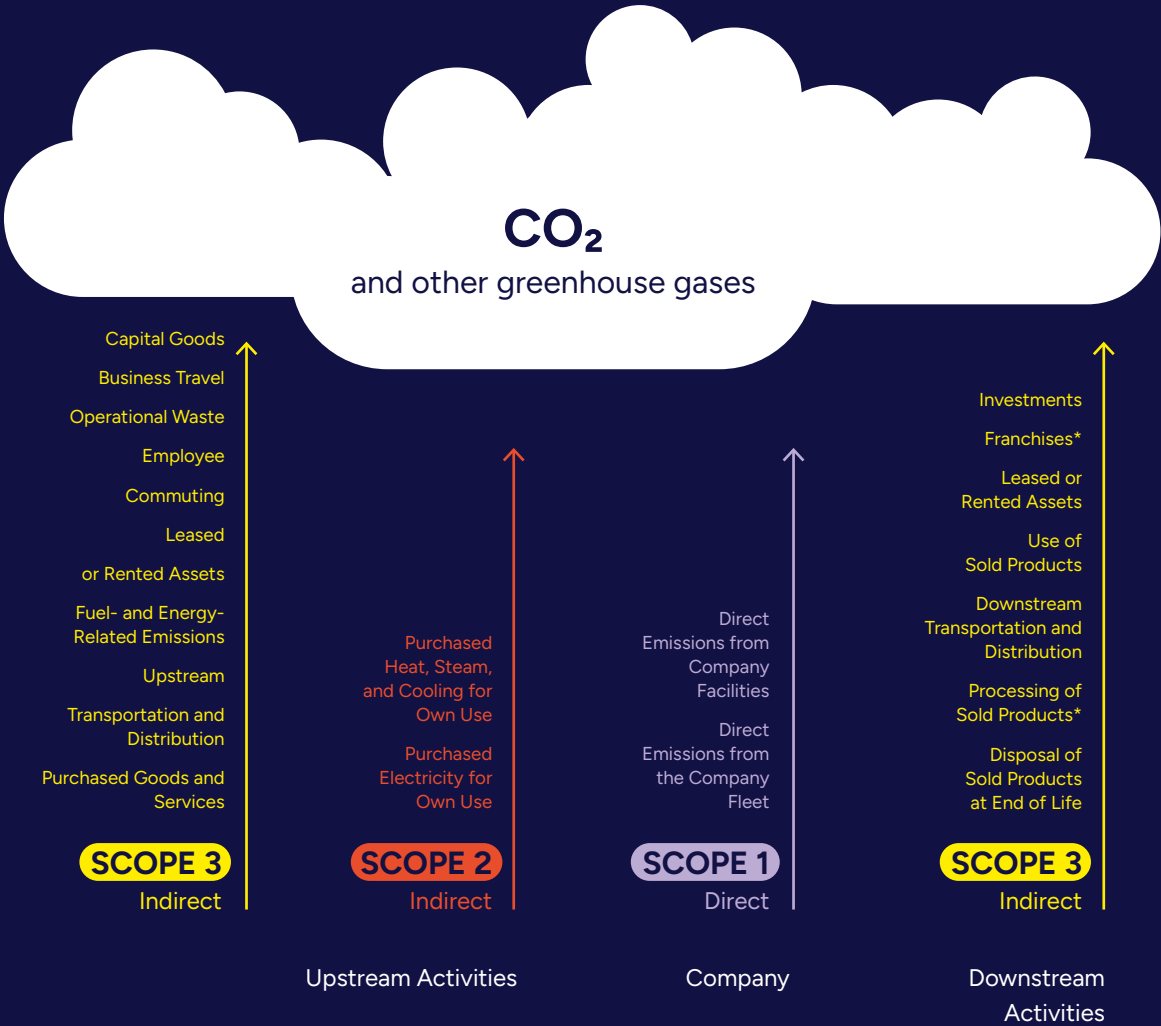
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Corporate Carbon Footprint and Strategy

The calculation of our Corporate Carbon Footprint (CCF) forms the foundation of our climate protection strategy, addressing CO₂ and other greenhouse gases.



* Not relevant for DuMont and therefore not included in the accounting.

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33,217 t

=

-30%

CO₂-Equivalent Reduction 2023

Our climate protection strategy allows us to develop a deep understanding of the sources of our greenhouse gas emissions. Based on this, we define targeted reduction goals and create tailored action plans. The CO₂ footprint presents all emissions as CO₂ equivalents (CO₂e) – for simplicity, often referred to as “CO₂.” The term CO₂ equivalents indicates that the calculations account for all relevant greenhouse gases as defined by the IPCC's assessment reports.

The Corporate Carbon Footprint (CCF) quantifies the total emissions, both direct and indirect, resulting from our business activities, providing valuable insights into where and how these emissions arise throughout our value chain. In the CCF calculation, we distinguish between Scope 1, Scope 2, and Scope 3 emissions: Scope 1 is to direct emissions from sources controlled or owned by companies within the DuMont Group (e.g., emissions from our own fleet). Scope 2 includes indirect emissions from purchased energy (e.g., electricity), and Scope 3 those indirect emissions arising from upstream and downstream activities in the value chain. The basics of the accounting process are illustrated in the following graphic. In our first sustainability report, we published CCF data for the years 2020 and 2021. We were already able

to reduce CO₂ emissions on a comparable basis in 2021, and the same was achieved for 2022. We have set 2022 as the baseline year for our climate strategy, conducting a comprehensive assessment of all CO₂ emissions.

The inclusion of previously unaccounted emission categories led to an increase in the CCF for 2022 compared to the previous year. However, we achieved significant reductions in both direct emissions and indirect emissions from purchased energy.

For the baseline year 2022, the CCF, including a full Scope 3 accounting, amounted to 48,090 tons of CO₂ equivalents. In 2023, the DuMont Group recorded emissions of 33,217 tons of CO₂ equivalents, reflecting a reduction of over 30%.

When comparing the two years, we refer to our explanations on the consolidation scope and changes in organizational structures on page 21.

An improved set of primary CO₂ data for purchased products and services (for example, for supplied newspaper print paper) has made the calculation significantly more precise and realistic, as there is now less reliance on non-specific standard emission factors. Although this does not represent a direct reduction measure, the use of primary data significantly contributes to a reliable foundation for our accounting.

Greenhouse gas emissions are calculated in accordance with the Greenhouse Gas Protocol (GHG Protocol) and ISO 14064-1. Our data sources include DEFRA, Ecoinvent, IPCC, GEMIS, AIB, UBA, IFEU, FCID, and Quantis. For smaller offices and shared offices, where energy consumption

data were not available, we estimated the consumption for Scope 1 and 2 emissions based on the square footage of the respective spaces.

Scope 3 emissions, which account for the emissions from upstream and downstream value chains, make up over 90% of DuMont's greenhouse gas emissions. This represents a significant challenge, as this emission category cannot be directly controlled by DuMont.

As a result, in 2024, we plan to engage in further discussions with suppliers from our units about disclosing their primary CO₂ data, to establish as accurate a data foundation as possible for optimizing the supply chain.

Overview of Emissions by Scope for the Reporting Period 2022/2023

	Baseline Year 2022 (t CO ₂ e)	Year 2023 (t CO ₂ e)	Reduction (t CO ₂ e)	Reduction (percentage)
Scope 1 GHG Gross Emissions	3,201	1,654	1,547	48.3%
Market-based Scope 2 GHG Gross Emissions	1,177	406	771	65.5%
Total Indirect (Scope 3) GHG Gross Emissions	44,029	31,102	12,927	29.4%
Total GHG Emissions (market-based)	48,407	33,162	15,245	31.5%

In this report, the decimal places of numerical values have been rounded to one decimal place for clarity.

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Our Decarbonization Roadmap

Reducing CO₂ emissions is a central goal that we are systematically pursuing through our decarbonization roadmap. Over the past few years, we have implemented structured measures and achieved measurable progress.

We embarked on the path to decarbonization early, with our first CO₂ emissions assessments conducted in 2020. This foundation allowed us to promptly take key actions and achieve early reductions.

By the end of the reporting period (December 2023), we had reached three important milestones on our path to a comprehensive decarbonization roadmap:

01 | Development of an in-depth understanding of our Corporate Carbon Footprint (CCF) through full-scope accounting

02 | Identification, evaluation, and implementation of initial reduction measures

03 | Setting science-based targets in alignment with the Science-Based Targets Initiative (SBTi)

For the DuMont Group, the targets aligned with the SBTi are outlined as follows: By 2030, we aim to reduce Scope 1 and Scope 2 emissions by approximately 40%, consistent with the Paris Climate Agreement. For Scope 3 emissions, we target a 42% reduction by the end of this decade.



Further information is available at climate-id.com/de/CGR9QM

In setting these targets, we adhered to the SBTi's recommended coverage percentages for each scope (at least 95% for Scope 1 and 2, and 67% for Scope 3).



Our reduction targets for 2022 to 2030

↘ 40%

Scope 1 and
Scope 2 Emissions

SCOPE 1 EMISSIONS Scope 1 emissions include all emissions directly generated by the company or under its direct control (e.g., fuel used for company vehicles).

SCOPE 2 EMISSIONS Scope 2 emissions are indirect emissions that result from the purchase of energy (e.g., electricity).

↘ 42%

Scope 3 Emissions

SCOPE 3 EMISSIONS Scope 3 emissions originate from all company activities that are not directly controlled by the company (e.g., employee commuting, business travel, and activities throughout the company's value chain.)

→ Our reduction target for absolute Scope 3 emissions by the target year 2030 is aligned with the 1.5°C ambition level.

The DuMont Group is committed to reducing

absolute Scope emissions

↳ **Target Type**

from purchased goods, upstream transportation,
business travel, employee commuting,
and downstream transportation

↳ **Target Scope**

by 42% (equivalent to 13,119 tons of CO₂e)

↳ **Ambition Level**

to 2030

↳ **Target Year**

using 2022 as the baseline year,

↳ **Baseline Year**

aligning with the 1.5°C pathway.

↳ **Ambition Level**

→ Our corporate target is directly based on a short-term SBTi target.

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Measures for Scope 1 and Scope 2

The main drivers of emissions in Scope 1 and Scope 2 are related to heat production. In 2022 (our SBTi baseline year), self-generated heat accounted for approximately 2,735 t CO₂e, making up 5.6% of our Corporate Carbon Footprint (CCF), while purchased heat in Scope 2 contributed 2.1% (around 1,022 t CO₂e). Compared to 2021, we were able to reduce total Scope 1 and Scope 2 emissions by 48%, largely due to the shift to green energy.

In the 2023 reporting year, we continued reducing Scope 1 and 2 emissions by 53%, with Scope 1 emissions dropping to 1,654 t CO₂e and market-based Scope 2 emissions reducing to 406 t CO₂e. A significant driver was the shutdown of the combined heat and power plant at our Cologne headquarters.

Beyond heat, electricity consumption (Scope 2) is another critical action area. We are committed to sourcing 100% green electricity by 2030, and 97% of our total electricity consumption already comes from renewable sources. The exceptions are smaller remote offices, typically rural editorial offices, which are located in rented spaces without green electricity supply contracts. To transition the remaining locations to renewable energy, we remain in communication with the respective landlords, as the decision to switch lies solely with them. Furthermore, we installed 32 charging stations for electric vehicles at our Cologne headquarters, both in the parking lot and underground garage. These were successfully tested in 2022 and transitioned to regular operation in 2023. The charging points are available for company cars, employees' private vehicles, and external companies located in the Neven-DuMont building, offering green electricity at market rates. In 2023, the charging stations were well-received, with around 1,500 charging sessions recorded. Depending on future usage, the charging network may be expanded with additional stations. In line with our E-Policy, only

electric vehicles can be purchased as company vehicles moving forward. The previously mentioned shutdown of the combined heat and power plant has resulted in a reduction in heat consumption, as expected. For 2024, we plan to modernize the gas heating system at our Cologne headquarters to meet the base load of the building, which is expected to result in annual energy savings of approximately 20%. Further details will be provided in our 2024 ESG report.

Measures for Scope 3

Scope 3 emissions account for over 90% of the total emissions for the group, making it the largest emission category. As a result, we have focused intensively on identifying reduction measures over the past year that will contribute to meeting our 2030 goals. Our decarbonization roadmap prioritizes four key areas:

- **Purchased print products**
- **Other purchased goods and services**
- **Employee mobility and business travel**
- **Logistics (upstream and downstream transportation and distribution)**

For each of the four focus areas, we have compiled extensive catalogs of measures for further evaluation. After assessing the most promising individual actions, we calculated their impact and explored the emission reduction potentials.

In terms of relevance, purchased print products were the largest emission driver in Scope 3 for the baseline year 2022, accounting for around 22,000 t CO₂e, or approximately 46% of Scope 3 emissions.

Other purchased goods & services contributed about 12,000 t CO₂e. Employee commuting (including emissions from home office activities) generated over 3,600 t CO₂e, making up 7.5% of emissions, which is relatively lower in comparison. Upstream and downstream logistics accounted

for 1,700 t CO₂e in 2022, and although smaller in contribution, they remain a key focus of optimization efforts.

PURCHASED PRINT PRODUCTS

Approximately 50% of Scope 3 emissions are attributed to external printing service providers. We have identified several measures to address this, but their implementation depends on the willingness and cooperation of the service providers:

- **Switch to 100% green electricity** (currently, a photovoltaic system provides 17% of electricity; in the future, after the expiration of long-term contracts, all purchased electricity will come from 100% renewable energy)
- **Switch to 100% biogas** (contributing to efficient heat supply, including the use of waste heat)
- **Switch to or supplement with heat pumps**
- **Transition to newspaper printing with mineral oil-free inks** (50% planned by 2025 through replacement of black color and 100% by 2028)

All identified measures are still in the testing phase with our service provider and need to be evaluated in terms of feasibility, deadlines, and cost-effectiveness. The effects of these measures can therefore only be determined at a later date. Regardless, the Regional Media division is in regular discussions with this printing service provider to develop a medium-term climate protection plan.

By outsourcing newspaper printing to external service providers, our emissions have shifted from Scope 1 and 2 towards Scope 3 (purchased goods and services).

Although the degree of influence over the measures has decreased, there are still attractive CO₂ savings potential. In addition to the specifically initiated measures, volume effects due to structural declines in circulation also play a role.

The book publishing division's printed products also generate relevant Scope 3 emissions. DuMont Publishing already produces the majority of its products through suppliers who use 100% green electricity in book production. In the future, the remaining 15% of printed materials not yet covered will also be produced using renewable energy.

OTHER PURCHASED GOODS AND SERVICES

In the "Purchased Goods" category, aside from the matters already mentioned, we considered emission sources from "Other Printed Products" from other companies and emissions from "IT hardware." In this context, we identified and quantified two measures:

- **Transitioning or discontinuing selected printed products** (e.g., by providing regulatory product information in digital form)
- **Purchasing "refurbished IT,"** meaning the use of refurbished IT equipment, such as laptops and phones (both categories represent around 40% of emissions from IT devices) instead of new products, taking into account cost-benefit considerations. The savings potential compared to new equipment is about 50%.

EMPLOYEE MOBILITY AND BUSINESS TRAVEL

In the area of employee commuting (including home office), we evaluated the following four measures to quantify CO₂ reduction potential:

- **Incentives for the use of low-emission mobility options within our companies**
- **Support for employees transitioning to electric vehicles**
- **Raising employee awareness for switching to green electricity when working from home**
- **Implementing an external platform (app-based solution) to coordinate carpooling**

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Most emissions can be reduced by switching employee vehicles from combustion engines to electric vehicles. However, this is highly dependent on public subsidies, so we must wait to see how these develop in the future. Attractive offers for job tickets, in combination with the Deutschlandticket, are designed to make the transition to public transport and rail travel easier. Additionally, employees are offered financial benefits for bike leasing, mobile work options (home office), and access to in-house electric vehicle charging infrastructure at attractive rates.

For business travel, our focus is on the measures “train instead of plane” and “using electric vehicles for business trips.” As a result, we have already introduced new travel policies across the company: Flight bookings are now generally only allowed for international travel, and CO₂ compensation should be included as part of the booking process. For domestic trips, train travel is to be used as a rule. For short inner-city trips, electric scooters or e-scooters can also be rented. Wherever possible, electric vehicles should be used for taxi rides, rental cars, or car-sharing services.

If these measures are successfully implemented and adhered to in the long term, we estimate that approximately half of the emissions from business travel could be saved.

LOGISTICS

Logistics emissions, which are primarily significant for the Kölner Stadt-Anzeiger, are to be reduced in the long term through the following measures:

- **Electrification of the truck fleet**
(including vans)
- **Electrification of the delivery vehicles**
(cars)

Since this is a fleet of independent transport providers, over whose electrification we have only indirect influence, the electrification of the fleet poses a significant challenge for the contracted service providers from today's perspective – especially given the limited public subsidies and cost-benefit considerations.

To secure the “well-below 2°” target within Scope 3, we will also need to implement additional qualitative measures. These include, in the long term, greater transparency in the supply chain:

- **Requesting the carbon footprint of selected suppliers**
- **Requiring suppliers to increase transparency in their production processes and emission reduction efforts** decentralized procurement guidelines, e.g., for low-emission paper)
- **Requesting supplier-specific emission factors**
- **Using CO₂ emissions as a criterion when comparing bids**
- **Requiring suppliers to disclose their climate roadmap** as a basis for future business dealings

Voluntary Measures in the Environment Area

We are gradually preparing for mandatory reporting in accordance with the CSRD.

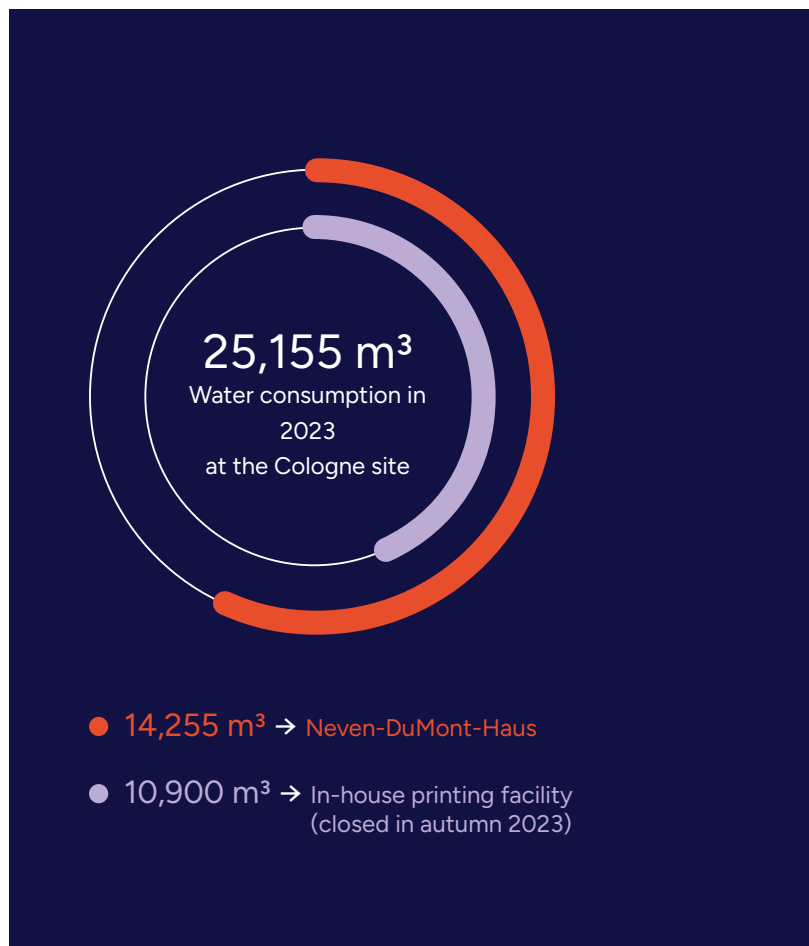
"We are committed to a conscious use of resources, promoting recycling, and reducing waste to sustainably minimize our ecological footprint."

In addition, we voluntarily disclose other topics in this sustainability report as they play at least a partial role within our corporate group.

These topics include **water usage and consumption** as well as **waste and hazardous substances**.

Water Usage and Consumption

In the reporting year 2023, a total of 25,155 m³ of water was consumed at the Cologne site. Of this, 10,900 m³ was used by the in-house newspaper printing facility, which ceased operations in autumn 2023. The remaining 14,255 m³, or more than half, was consumed by the Neven-DuMont-Haus, which serves as the corporate headquarters for the group holding, regional media, Bundesanzeiger, a large part of the QUINFOS group, and the book publishing division.



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Waste and Hazardous Substances

At the Cologne site, the total waste generated in the reporting year 2023 (including separately collected waste, mixed waste, etc.) amounted to 1,787 tons. A review by a publicly appointed and sworn expert confirmed the proper separation of collected waste for reuse or recycling purposes. There was no mixing of non-hazardous and hazardous waste.

Of the 1,595.6 tons of separately collected waste (separation rate: 89%), 0.3 tons consisted of artificial mineral fibers, which were sent for other forms of disposal. Other waste quantities sent for reuse or recycling were distributed as outlined below.

Hazardous waste was primarily generated at the Cologne printing center (until its closure in autumn 2023), including solvents and solvent mixtures (15.4 tons) and ink sludge (6.4 tons). From 2024 onward, no further waste balance will be required due to the cessation of printing activities. As the Neven-DuMont-Haus is now a purely office operation, where only household waste and small amounts of paper waste are generated, it is no longer required to prepare a waste balance.

Waste separation for targeted disposal and recycling

Separately collected waste fractions in 2023	Quantity in tons*
Paper, cardboard, and cartons (excluding hygiene paper)	1,457.7
Glass (excluding packaging)	1.2
Plastics (excluding packaging)	5.3
Metals	84.2
Wood	12.2
Organic waste (kitchen waste, green waste, etc.)	34.7
Total	1,595.3

* For clarity, the decimal places of numerical values in this report have been rounded to one decimal place.

Climate protection projects

Greenhouse gas emissions that we are temporarily unable to reduce are compensated by financially supporting international climate protection projects through ClimatePartner.

The selected climate protection projects meet strict verified criteria and are aligned with the 17 UN Sustainable Development Goals (SDGs). Based on a pre-selection of five climate protection measures, employees vote on the order and scale of the CO₂e compensation.

For the calendar year 2022, with approximately 42.3 kt of GHG emissions to be offset, the following five projects were chosen:

01 | EFFICIENT COOKSTOVES IN HONDURAS

This project benefits households, small businesses, or community facilities in rural areas. The locally manufactured cookstoves use thermal energy more efficiently and reduce fuel consumption by up to 70%. This lowers CO₂ emissions, as less wood is burned, and it also improves indoor air quality.

02 | CLEAN DRINKING WATER IN KONO, SIERRA LEONE

In rural areas of Sierra Leone, people often boil water over open fires to make it safe for use. This project helps communities in the Kono region to rehabilitate 57 wells providing clean drinking water. Boiling becomes unnecessary, which saves CO₂ emissions.

03 | SOLAR ENERGY IN BAMBOUS, MAURITIUS

The first solar park in the island nation of Mauritius helps meet the growing energy demand with renewable energy instead of additional fossil fuels. The project, with a capacity of 15 MW, produces 22,648 MWh annually. The electricity feeds into the national grid, supplying around 35,000 people.

04 | BIOGAS IN NEPAL

In 55 districts of Nepal, a total of 9,688 small biogas plants have been installed, providing rural households with renewable energy. The biogas is produced from livestock manure and is directly piped from enclosed containers to specialized stoves.

05 | WIND ENERGY IN NONG WANG, THAILAND

The wind farm is located in the Nakhon Ratchasima region in northeastern Thailand. It consists of 45 wind turbines, each with a capacity of 2.3 MW, resulting in a total installed capacity of 103.5 MW. The project is expected to generate an average of 232.5 GWh of electricity annually for the national grid, saving firewood and reducing CO₂ emissions.

The climate protection projects we will use to offset our 2023 greenhouse gas emissions will be decided by our workforce throughout 2024, after the completion of this report.



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42.3 t CO₂e

neutralized
GHG emissions





Andrea Lovo Valim

Production and Sustainability Management, DuMont Publishing House

Andrea Lovo Valim has been working at DuMont Publishing since 2018 in production and has been intensely involved with sustainability and environmental protection in book production since 2020.

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Interview

with Andrea Lovo Valim

You are responsible for sustainability in the Environment sector at the publishing house. That's not an easy starting point, is it?

At DuMont Publishing, we rely on processing paper, so we've been looking for ways to reduce our carbon footprint for quite some time. Since this is naturally a challenge in the paper-processing industry, collaboration within the industry has been very helpful.

We are active in the Sustainability Interest Group (IG Nachhaltigkeit), a working group of the Börsenverein, and beyond that, networking is essential for us to even get close to achieving the 1.5° target. This, of course, applies not only to the publishing industry.

Participating in the ESG Circle for the DuMont Group also provides a solid foundation for our joint efforts. This circle was created when it became clear that we needed to address our carbon footprint strategically across the board. Many areas, such as heating and green electricity, affect us all equally, and by pooling knowl-

edge and resources, we can achieve much more. As the ESG Coordinator for the publishing house, I work closely with colleagues from other companies in the group. Everyone brings their own perspective and expertise – mine, for example, is in the production sector. This allows us to take a multifaceted approach to these complex issues, and together, we can address many things in a completely different way than we could as individual companies.



“Many areas, such as heating and green electricity, affect us all equally, and by pooling knowledge and resources, we can achieve much more.”

Personal motivation plays a big role in your work, doesn't it?

I come from a village surrounded by vineyards, which has shaped me. I've always sought a job where I could integrate my ideas about sustainability into my work as a graphic designer.

Now, I get to make beautiful books with texts that have a lasting impact on people. That's one side of it. On the other hand, I can also contribute to our sustainability efforts in this important and meaningful industry, helping to implement improvements. Here, I can show my commitment and take responsibility, which is a huge motivation for me.

The DuMont Group has developed a sustainability strategy for the areas of Environment, Social, and Governance. What does that mean?

The terms Environment, Social, and Governance are not abstract within our group's strategy; they've been brought to life. We all understand what's at stake, and it's clear to everyone that we must and want to take responsibility. Sustainability affects all of us, not just in the publishing house but beyond.

At DuMont Publishing, we're creating more transparency regarding how we manage resources. In the digital business, other aspects are more important. The strategy ensures that we can work with great intensity across all areas equally.

DuMont sees sustainability as a collective task. How do you experience that?

I notice it primarily in my work on the topic. In the ESG Circles, we work on it collaboratively. But I also feel it beyond that, for example, in the attention the publishing industry as a whole is giving to the sustainable use of resources. This is very important because, on the one hand, we want to contribute, but we also aim to motivate our partners, such as those in the supply chain, to follow suit. Responsibility lies equally with everyone involved.

Sustainability is also a legal requirement. Regulations and commitment don't always go hand in hand. How do you handle that?

We've approached this within the group of companies with great responsibility and ambitious goals because we genuinely want to achieve something. That only works if we personally, and especially collectively, commit to it. We all know by now that this is an ongoing focus that permeates our daily work. It's a continuous development, not a finite project. The topic of sustainability is present on every desk – in our offices and even at home on the kitchen table. It's something that can't and shouldn't be ignored anymore.

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"The terms Environment, Social, and Governance are not abstract within our group's strategy; they've been brought to life.

We all understand what's at stake, and it's clear to everyone that we must and want to take responsibility."


In our Social strategy,
people are at the center
of everything we do.

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03

Social

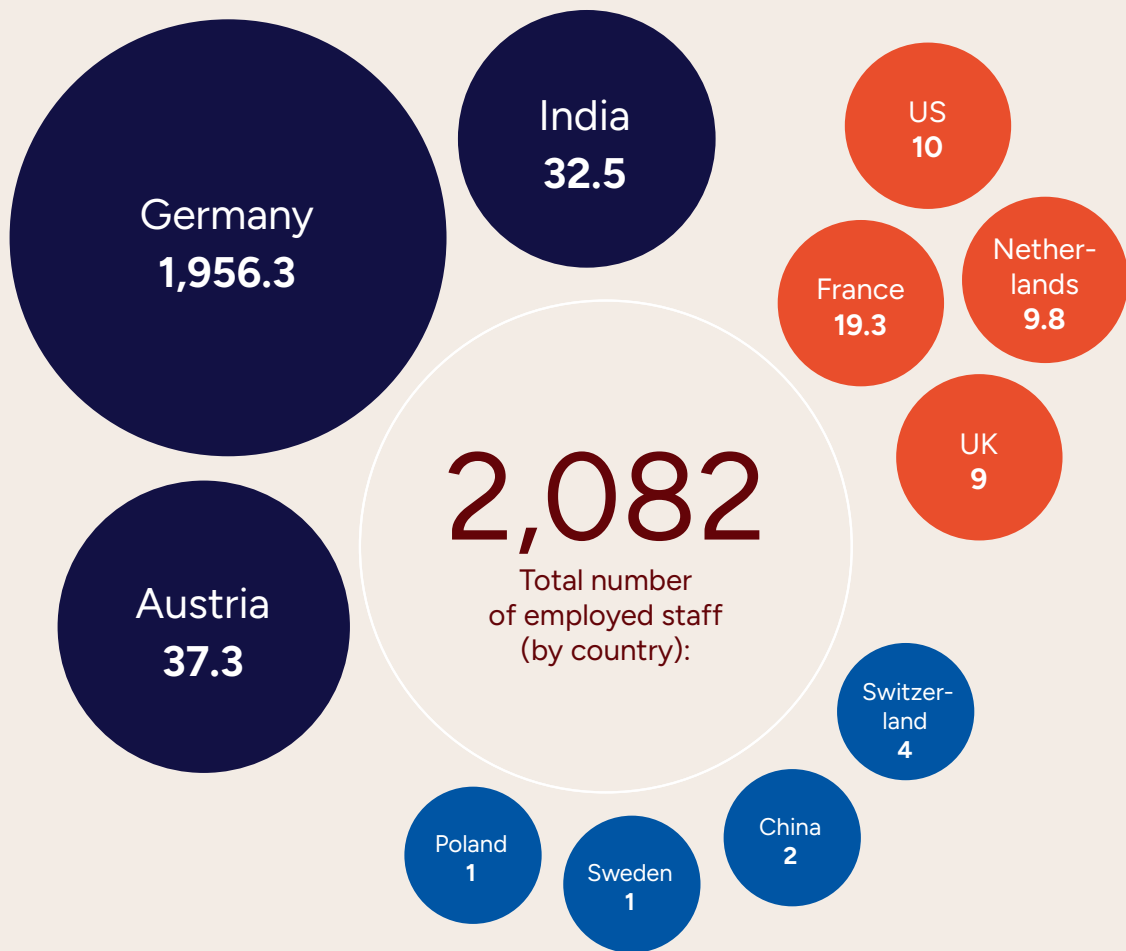


We empower individuals as drivers of sustainability –
within their immediate work environment,
across the company group, and in society as a whole.



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Our international team at DuMont:

→ **42.4%** female → **57.6%** male → **0%** diverse

** The employee data provided here refers to full-time equivalents, excluding delivery personnel.*

Our Topics of Focus in the **Social** Area

Our four overarching strategic core themes are diversity and equal opportunity, health and safety, lifelong learning and collaboration, and community engagement.

As a corporate group, we were responsible for approximately 2,100 people last year, with over 90% of them employed in Germany, and across 10 countries on three continents. The Social Strategy we've developed includes a group-wide 10-point plan that spans the following core areas:

01 | DIVERSITY & EQUAL OPPORTUNITY

1. We are specifically **promoting women**, aiming to increase the share of women in the management circle to 35% by 2028.
2. We identify and address **gender-related pay inequalities**.
3. We help mothers and fathers better balance family and career through **childcare support**.
4. We have raised awareness of **diversity in thinking** among **employees** in 100% of our brands and companies.

02 | LIFELONG LEARNING & COLLABORATION

5. Initiatives and measures to **foster talent** have been implemented across our brands.
6. At least 80% of leaders in the management circle are participating in a **development program**, which aims to promote a growth mindset and a culture of learning.

03 | HEALTH & SAFETY

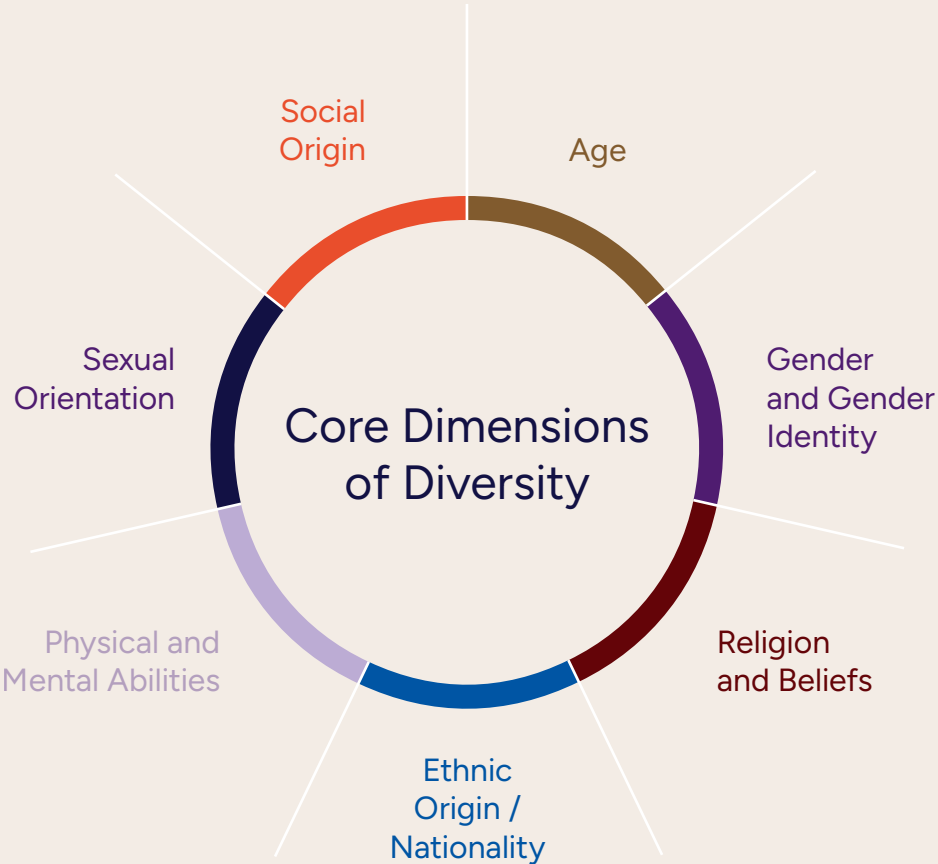
7. We offer support for our employees in **designing their work according to their life phases**.
8. We support our employees in maintaining **mental well-being**.

04 | COMMUNITY ENGAGEMENT

9. Through the **"we help"** initiative in the Cologne metropolitan region, we support children and young people in need, offering them assistance and giving them new perspectives.
10. We also support the **voluntary work** of our employees.

Diversity & Equal Opportunity

We consider diversity a success factor. We believe that it enhances the DuMont Group's attractiveness as an employer and increases employee satisfaction.



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We consider diversity a success factor. We believe that it enhances the DuMont Group's attractiveness as an employer and increases employee satisfaction. Diversity positively impacts factors such as market competitiveness and supports better performance, as a diverse workforce boosts creativity and, in turn, strengthens the company's innovative capacity.

In addition to diversity in gender and gender identities, age, and cultural and social background, we understand diversity as "diversity in thinking." We promote a culture of openness where everyone feels welcome and has equal opportunities. The various cultures within our group's companies are an enrichment, and diversity is a source of ideas and a reflection of our customers. Employee satisfaction is brought into focus as an indicator of an inclusive company culture, with employee surveys planned.

In line with CSRD guidelines, we have also compiled a breakdown of employees according to various age groups, which can be found in Table S1-9 in the appendix.

For 2024 and the following years, we have defined the following four goals for Diversity & Equal Opportunity:

01 | We are specifically promoting women to increase the share of women in the management circle (the group's extended leadership circle) to 35% by 2028.

The promotion of women in leadership positions is a central concern of our company.

We are implementing various measures to achieve this goal:

CENTRAL MENTORSHIP PROGRAM

DuMont supports the International Women into Leadership (IWIL) initiative, securing two participation spots in the program. IWIL promotes gender equality and helps women reach top leadership positions. The platform provides a network for exchange, mentoring, and professional development, advocating for fair opportunities and the removal of barriers that often prevent women from advancing into leadership roles. Through events, workshops, and mentoring programs, IWIL empowers women to pursue their career goals and develop their leadership skills.

DECENTRALIZED MENTORSHIP PROGRAM

In addition to the centrally supported IWIL program, further initiatives such as the "Women in Leadership" mentoring program are promoted at the KStA media and within the QUiNFOS division. This initiative aims to increase the proportion of women in leadership positions and support their professional development. Through networking, mentoring, and specialized training programs, the initiative helps women expand their leadership abilities and overcome career obstacles.

REVIEW OF RECRUITMENT PROCESSES

We place particular emphasis on ensuring equal opportunities for women in our decentralized recruitment processes. To achieve this, we are reviewing our processes and collecting data on interview and job offer quotas for leadership positions, with the aim of balancing the percentage of women and men.

02 | We identify and address gender-related pay inequalities.

In 2024, we will initiate a systematic Fair-Pay-Gap analysis within each company, centrally coordinated by the group.

03 | We help mothers and fathers better balance family and career through childcare support.

Our company actively works to help mothers and fathers balance family and career through childcare support. We have established a group-wide agreement with the pme Familienservice. This service provides childcare support, helping employees better manage family and career. The individual business units and companies are responsible for implementing this agreement and ensuring effective communication so that employees can benefit from these services.

04 | We have raised awareness of diversity in thinking among employees in 100% of our brands and companies.

JOINING THE "CHARTA DER VIELFALT"

All companies in our group have independently joined the "Charta der Vielfalt" (Diversity Charter) initiative, which advocates for diversity and inclusion in the workplace.

GROUP-WIDE ONLINE SEMINAR ON DIVERSITY AND EQUAL OPPORTUNITIES

We are conducting a group-wide online seminar for our employees to raise awareness of equal opportunities and diversity in terms of gender and gender identities, age, cultural, and social background. The aim is to enable employees to understand their role in fostering an inclusive corporate culture.

Several additional measures on diversity and equal opportunities are being implemented by our business units, which will be highlighted in the following sections.

To allow employees to report potential inequalities or unacceptable behavior anonymously, we have established internal and external reporting channels across the group, in line with the Whistleblower Protection Act (HinSchG). Furthermore, the foundation of our diversity management is the General Equal Treatment Act (AGG).

We are pleased to report that, in the reporting years, there were no incidents or complaints related to discrimination or human rights violations.

At our Cologne site, a legal expert has been tasked with gradually assuming the role of complaints officer for the entire KStA Media in accordance with § 13 AGG. The purpose of the AGG is to prevent discrimination in the workplace by identifying and addressing any issues that may arise. The AGG officer reviews all complaints to determine whether there is actual inequality, based on the provided reasons or indications.

"Cologne Equal" is a diversity initiative by **KStA Media**. It covers not only LGBTQIA topics but also dimensions such as inclusion, integration, and generational diversity. For example, during the reporting period, the #Diversity-Week was launched by KStA Media in celebration of Germany's Diversity Day on May 23. EXPRESS, Radio Köln, and the KStA have been addressing the topic of diversity for some time and have gained a reputation for it beyond the local region.

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In 2023, the KStA Media participated with their own float and walking group in the largest Cologne Christopher Street Day (CSD) ever, which had 1.4 million visitors, 230 floats, and 60,000 participants. The three-day street festival began the Friday before with the “QUEER-Night by EXPRESS & Radio Köln.”

Internally, KStA Media has revamped its recruitment process to eliminate “Unconscious Bias” through the use of Blind Hiring. In this approach, all personal data that is not relevant to the applicant’s qualifications but could (unconsciously) influence hiring decisions is removed from the process. This allows hiring managers in the respective departments to evaluate candidates solely based on their skills, without being influenced by names, appearance, or age.

KStA Media also regularly participates in the annual “Girls’ and Boys’ Day.” This day provides young people with the opportunity to explore careers in fields where women and men are underrepresented. For companies, this event offers a chance to foster talent in a practical way and to inspire interest in those careers.

QUiNFOS has implemented a central gender management concept in the area of diversity and equal opportunity, which is already detailed down to individual measures. The recruitment process is focused on ensuring equal opportunities. In terms of fair compensation, QUiNFOS places emphasis not only on typical factors such as educational background, competence, and experience, but also on avoiding gender bias, ensuring that no gender pay gap exists.

In the Marketing Technology business unit, additional diversity and equal opportunity measures are also a priority. For example, **censhare** has conducted an initial internal review of gender pay gaps to identify and address gender-based wage differences in average hourly pay moving forward. **ELAINE** regularly reviews salary lists to identify and correct potential imbalances (e.g., based on performance, commitment, motivation, or new qualifications) in the following period. The HR team is committed to ensuring that all employees are paid fair salaries and to minimizing wage differences between equally qualified employees. Regardless of gender, women and men should receive equal pay for the same job, with the same qualifications, and identical work results. Interns generally receive about 3 to 4 euros per hour above the minimum wage.

Lifelong Learning & Collaboration Among People

In our corporate group, we consider lifelong learning a key responsibility for all employees.



We are fostering a culture that encourages every employee to continuously develop themselves, which is crucial for our future viability. The professional growth of each individual ensures that our products and services remain adaptable. We make sure our employees have the necessary time for their training and development, with a strong focus on digital learning opportunities. We also invest in young talent and leadership development.

Self-directed learning is supported through individual learning paths, and we encourage participation in relevant conferences and networking events to broaden their external perspectives. Our vision is to establish a

dynamic learning culture that supports both the personal and professional development of our employees, contributing positively to the company's future success.

Continuous talent and leadership development is a cornerstone of our strategic direction, allowing us to foster growth in future-oriented fields. In the reporting year, we launched a leadership development program with the following goals: Empowering leaders to encourage, support, and drive digital transformation across the organization, while building expertise and practical skills in specific core areas.

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*We see ourselves as a learning organization
that supports and encourages individual growth and initiative.*

We also promote knowledge exchange within the group through various initiatives and formats that create opportunities for participation and growth. Learning happens at all levels – within the organization, in teams, and individually.

We see ourselves as a learning organization that supports and encourages individual growth and initiative. In this context, we have created various programs that can be easily integrated into daily work routines and utilized independently. The personal growth of individuals is essential to the development of the entire group.

wissen@dumont, based on Confluence technology, is our collaboration platform. This knowledge management tool provides documents (presentations, templates, guidelines) and information on DuMont activities. To enhance knowledge sharing across DuMont's business units, we have expanded our internal news channel, "Insights" (Intranet).

Additionally, we are driving collaboration through Circles, a non-hierarchical format that involves all DuMont companies and allows employees to exchange ideas across the group. Circles focus on topics such as AI, People, ESG, New Work, and Gender, with flexible content and discussions, where ideas are developed and actionable steps are derived.

For 2024 and the coming years, we have defined two overarching goals in the area of Lifelong Learning and Collaboration:

01 | Initiatives and measures to foster talent will be implemented across our brands.

We are focusing on the targeted development of talent programs, which will be designed and managed independently by the business units and companies. The aim is to identify, nurture, and support the individual growth of talent.

02 | 80% of leaders in the Management Circle will undergo a development program aimed at promoting a growth mindset and a learning culture.

Our objective is to further develop our leadership team within the Management Circle. Through targeted training and workshops, we help our leaders broaden their mindset and continue learning. Special emphasis is placed on developing four future-oriented competencies: AI/Technology, Agile Leadership, Entrepreneurship and Promotion of Diversity. Our vision is to create a dynamic leadership culture that fosters innovation, openness to change, and continuous learning.

Here are selected examples from various business units or companies that demonstrate how we support employees in their development:

KStA Medien employees benefit from a wide range of training and development services bundled under the title “wir | lernen & entwickeln,” which is utilized through a Teams channel. The offerings include in-house learning nuggets (short learning units), internal job shadowing, monthly town hall meetings and the “Lunch & Learn” format. Furthermore, a digital personal trainer app is used, employing a mixed-media approach that caters to different learning styles. This app aims to motivate and inspire employees with interactive content and training to drive behavioral and habit changes.

QUINFOS focuses on talent development with the “New Work Leader” program, which supports high-potential and high-performance employees. The 12-month program consists of three key elements: a 5-step training program with an external coaching company, an internal cross-mentoring program with the QUINFOS management team, and the “Lernkosmos,” accessible to all employees. The “Lernkosmos” serves as a library of all personnel development measures at QUINFOS, including: Education management, mentoring and coaching, talent development, information management, further training opportunities, Group-wide DuMont initiatives, such as Circles, professional development, and the Talent Community.

In the Marketing Technology division, for example, **censhare** supports lifelong learning through a unique financial incentive. Employees are provided with fixed budgets for individual training each year, which can be utilized in close coordination with their team and supervisors.

In 2022, **Facelift** implemented its Leadership Academy concept, where 20 managers participated in the first modules, including training on “Leadership & Learning.” In 2023, the “Internal Learning Campus” was launched with the concept of “knowledge sharing from colleagues to colleagues.”

ELAINE maintains its own program for internal training through the Development Software Developer Academy. In mini-conferences, ELAINE employees serve as both speakers and listeners. Those who master a topic can offer it as a workshop, which can also take the form of a Getting-Things-Done workshop, where participants collaboratively work on a challenging topic.

ELAINE also offers job shadowing to share expertise across departments. In this learning method, employees accompany colleagues in their work, gaining valuable insights into other roles.



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Health & Safety

At DuMont, the health of our employees is a top priority. We offer a wide range of employer-sponsored programs to help employees balance work and personal life meaningfully.

Flexible working hours are available to meet individual needs, and remote working helps employees better align work with family life.

Alongside various physical fitness programs, we are increasingly focusing on initiatives that strengthen mental resilience. These measures aim to reduce stress, promote mental health, and improve job satisfaction. We have paid special attention to the issue of mental health in recent years, given its increasing importance and development. Given the rising number of mental health-related sick leaves in Germany – due to external stressors such as the COVID-19 pandemic and the Ukraine war – we have paid special attention to mental health in recent years.

By raising awareness of mental resilience among our employees, we contribute to reducing stigma and fostering a supportive work environment.

For 2024 and the coming years, we have identified the following overarching goals in the area of Health & Safety:

01 | We offer support for our employees in designing their work according to their life phase.

To promote the health and safety of our employees, we have organized measures with both group-wide and decentralized approaches.

At a higher level, we have partnered with pme Familienservice to offer frameworks for life-phase-oriented work design. This service provides information and concrete support across various life stages:

- Childcare (daycare centers, kindergartens, childminders, nannies, and au pairs)
- Eldercare (personal care consultations and tailored care solutions)
- Life Coaching (mental health and workplace conflict resolution)
- Mental Health (Work-Life Academy, stress management)

These resources allow us to address the diverse needs and requirements of our employees. The implementation, communication, and execution of these services are the decentralized responsibility of the individual group companies. The pme Familienservice is already being utilized by KStA Medien, Bundesanzeiger Verlag, Facelift, QUIFOS companies, DuMont Holding, and DuMont Publishing.

02 | We support our employees in maintaining mental well-being.

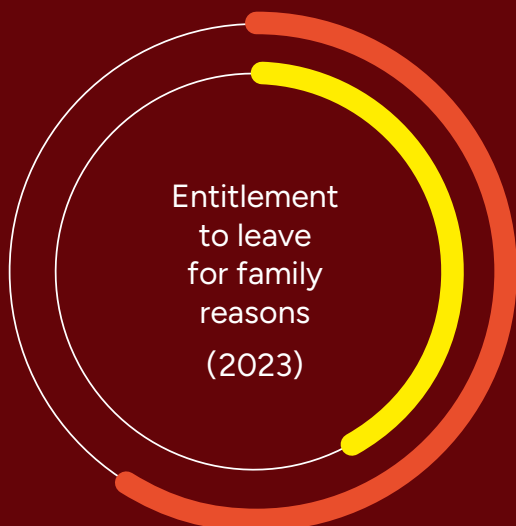
We place great importance on ensuring that our employees remain both physically and mentally healthy. To this end, we will organize a centrally coordinated "Learning Day" to provide everyone with the opportunity to engage deeply with the topic of mental health. On this day, experts will share knowledge on stress management, resilience, and emotional well-being.

Moreover, we offer sabbaticals to our employees, giving them the chance to take an extended break from work for rest and rejuvenation. The specific structure and duration of sabbaticals are determined at the discretion and responsibility of each individual company.

In addition, our employees already have access to a specialized Mental Health App, which provides resources, exercises, and tips for promoting mental well-being. The use of this app is entirely voluntary and up to each employee.

The CSRD Directive of the European Parliament and Council addresses various issues, including the balance between professional and private life for parents and caregivers. A key element of this directive is the introduction of "family leave," also known as "care leave." This allows employees to take a certain number of days off each year to care for close family members in need of support due to serious medical conditions. The aim of this measure is to ease the burden of caregiving within families, allowing employees to fulfill family obligations without jeopardizing their professional standing. Regarding the reporting obligations outlined in S1-15, we have complied as follows: The CSRD's reporting requirements for employee-related information also include accident statistics, which are detailed in the graphic on page 64 and in Table S1-14 in the appendix. In the calendar year 2023, only a few work-related accidents were recorded, and there were no work-related fatalities.

To ensure the health and safety of employees, the companies within the group have individually implemented further measures tailored to the specific needs of their employees.



- Male entitlement
59% (56 employees)
- Female entitlement
41% (40 employees)
- 24% (23 employees)
of all eligible employees
used this entitlement

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Key Statistics on Sick Days and Absences

Work-related fatalities	Number of persons
Number of fatalities in the reporting period due to work-related injuries and illnesses among the company's own employees	0
Number of fatalities in the reporting period due to work-related injuries and illnesses among other employees working at the company's facilities	0

Work-related accidents and illnesses	Number of persons
Number of reportable work-related accidents in the reporting period among the company's own employees	11
Number of cases of reportable work-related illnesses in the reporting period among salaried employees (subject to legal restrictions on data collection)	1

38

Days lost in the reporting period

due to work-related injuries as a result of accidents and work-related illnesses among salaried employees

An overarching component of health and safety includes data protection. All companies within the group are subject to the General Data Protection Regulation (GDPR). Compliance is ensured through relevant policies and a Code of Conduct, which are regularly reviewed. All data processing adheres to the principles of data processing outlined in Article 5 of the GDPR, including clear guidelines for data retention periods. Individual companies maintain data protection and information security teams that regularly train employees on their rights and obligations regarding data privacy and protection.

Here are selected examples from various business units and companies, illustrating how we further support Health & Safety initiatives:

KStA Medien offers a range of services for employees, covering topics such as sports and fitness, health and preventive care, and work-life balance. Through the provider Gympass, employees can access discounted memberships to a wide array of sports, fitness, and wellness facilities across Germany. Internally, weekly yoga classes and access to an in-house fitness room are available. To improve work-life balance, employees benefit from flexible working hours and mobile office options. In addition to their annual vacation days, special leave days are granted for events like marriage or the birth of a child.

Health and preventive care at the Cologne location are comprehensively managed. A company doctor offers a weekly consultation at the Neven-DuMont-Haus, providing traditional medical advice, flu vaccinations, and occupational health screenings for employees working at computer workstations. Additionally, a certified psychologist is available for addiction counseling. At least once a year, in collaboration with a partnering health insurance provider, a health day is organized, focusing on topics like individual stress analysis, recovery capacity, and healthy eating.

QUINFOS promotes work-life balance by offering flexible working hours and the possibility of remote work. Sabbaticals are also available. Many employees take advantage of a membership with the “Urban Sports Club” platform to support their physical activity.

Bundesanzeiger Verlag provides employees with the option to take sabbaticals, remote work, and use of shared desks. Employees can choose whether they work primarily remotely or predominantly on-site.

At **censhare**, flexible working hours are available within teams, including the option for part-time work. Employees can also arrange a sabbatical, structured with a saving phase (working full-time at 50% pay) followed by a leave phase (no work at 50% pay). In 2022 and 2023, censhare hosted Global Health Days, which were partially hybrid and included yoga sessions, seminars, and movement workshops.

During the reporting period, **Facelift** introduced a hybrid working model with significant flexibility in scheduling. Additional benefits include a “Working Abroad” model, allowing employees to work from abroad for 20 days per year, as well as a sabbatical program that provides a three-month break (one month of vacation and two months of unpaid leave with prior salary reduction). To support the employee lifecycle, consultations are offered for planning parental leave and return-to-work arrangements.

ELAINE offers flexible working models and home-office options for parents, in addition to providing four extra paid care days annually for employees to take care of a sick or dependent child. All employees can find personalized solutions for balancing work and private life, or seek other support, through People Management. Regular workplace safety training is also conducted.

MARMIND implemented the Healthy Masterminds health project in 2023. For 2024, the Vienna-based company aims to receive the Austrian seal of quality for workplace health promotion. The health-promoting measures range from healthy meals to team-building activities. Along with a flex-time agreement, MARMIND has increased the available home-office days to two per week and ensures greater flexibility for parents after parental leave and for employees in special life situations.



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Community Engagement at DuMont

As a family business deeply rooted in the region, DuMont is committed to community engagement, considering it a core part of its culture.

This commitment inspires many of our employees to engage in volunteer work. DuMont has been actively involved in various initiatives for decades, complemented by the Alfred-Neven-DuMont-Stiftung and KultCrossing gGmbH.

In our Social Strategy, we have set the following goals for 2024 and the coming years in this area:

01 | Through the “we help” initiative in the Cologne metropolitan region, we support children and young people in need, offering them assistance and giving them new perspectives.

“we help” is an initiative of the Kölner Stadt-Anzeiger that supports children and youth in need in Cologne and the Rhineland. Each year, “we help” focuses on a different theme (e.g., violence, addiction, poverty, migration, or integration). Thanks to this initiative, many facilities and projects have been established and supported in and around Cologne. Since its founding nearly 30 years ago, “we help” has raised and distributed over 30 million euros in donations. All administrative and organizational costs are covered by KStA Medien, ensuring that 100% of the donations go directly to those in need. Each year, more than 100 projects and initiatives are supported, benefiting disadvantaged children and youth. The various initiatives of “we help” are communicated through social media. Across the company, the Alfred-Neven-DuMont-Stiftung

serves as a model for community engagement. Established in 2007, the foundation now focuses primarily on Africa, concentrating on the health and education of children and youth. Notable projects include the construction of a nurses' dormitory in Uganda using straw panels, the use of clean water testing kits, and the distribution of menstrual hygiene products to young women. The foundation is chaired by Isabella Neven DuMont, a shareholder and supervisory board member of the DuMont Media Group.

Another company-wide initiative is the KultCrossing gGmbH, a nonprofit organization that acts as a bridge between youth and culture. Through its Kulturbaukasten (culture kit), it provides opportunities to connect schools, culture, and the professional world holistically and comprehensively. The nonprofit educational organization develops and implements both school-based and extracurricular projects to sustainably promote access to cultural education for children and youth. This includes KultShops (workshops led by cultural professionals), discounted culture subscriptions, and events such as the short film festival “.mov.” Christian DuMont Schütte, a shareholder and supervisory board member of the DuMont Media Group, leads the educational organization.

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02 | We also support the voluntary work of our employees.

As a family business, we encourage social engagement and support our employees in their volunteer work. The specific organization and implementation of this support are managed independently by the individual companies within our group.

Each company is encouraged to engage in community service and can decide how, in which area, and to what extent they participate. Here are further examples from different business units and companies demonstrating our commitment to community engagement:

KStA Medien has supported the Blau-Gelbes Kreuz Deutsch-Ukrainischer Verein e. V. since the beginning of the Ukraine war. At the onset of the refugee crisis, employees of the Kölner Stadt-Anzeiger produced a welcome magazine in Ukrainian, offering important information and resources to help refugees acclimate to Cologne. Additionally, a welcome page on ksta.de featured editorial content in Ukrainian, German, and Russian.

QUINFOS participated in the Rhine CleanUp initiative, organized by K.R.A.K.E. (Kölner Rhein-Aufräum-Kommando-Einheit e. V.), to clean up the banks of the Rhine. They also organized a Christmas donation drive, where employees "secretly gifted" donations to the Diakonie and a Cologne animal shelter.

DTAD supports the Internet Security Research Group (ISRG), a nonprofit organization improving critical digital infrastructures for a safer internet since 2013. In addition, DTAD donates to the "Hey, Alter!" initiative, which promotes equal educational opportunities by providing children and young people with refurbished hardware when their families cannot afford it. A volunteer team hands over restored, unused IT equipment, facilitating access to e-learning. DTAD also financially supports the Jona Foundation, which helps children and youth in need, and faktura GmbH in

Berlin-Mitte, which offers a calm and stimulating work environment for individuals with disabilities, aiding their professional rehabilitation.

In 2022, **censhare** took on a "Children's Wish List" project for a children's home in Munich, where employees fulfilled the children's wishes by purchasing gifts, which were then delivered to the home. In the reporting year 2023, the censhare team in India contributed to the Diwali Celebration, the Hindu festival of lights, by donating laptops, monitors, and food to the Dream Girl Foundation. The Swiss team supported the Swiss Tafel with a monetary donation and participated in the "Day of Good Deed." In the U.S., the Los Angeles team helped a local women's shelter by providing "Clean Home Kits" to women transitioning from homelessness to housing.

Facelift supported the UKRAINIAN FUTURE Help Association e. V. during the reporting period, providing the Facelift Cloud free of charge for 12 months. This German-Ukrainian nonprofit, based in Hamburg and largely made up of Ukrainian refugees, offers aid to displaced individuals and provides humanitarian assistance in Ukraine.

ELAINE contributed to various social initiatives with donations, allowing customers and employees to vote on which initiatives to support. After the Ahr valley flood disaster, ELAINE gave employees who wished to volunteer on-site an additional vacation day.



Interview

with Silke Galante

Silke Galante

Head of People & Culture,
Kölner Stadt-Anzeiger Medien

Silke Galante joined DuMont in July 2022. For her, sustainability is a mindset reflected in the long-term and conscious shaping of society and the environment. DuMont's commitment to sustainability principles is a crucial step towards holistic corporate management and the development of its people and organization.

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“We offer initiatives as part of our social strategy, such as lifelong learning or social engagement, allowing everyone to find something they can connect with.”



Can you describe how the social strategy came about? What makes it stand out in your opinion?

From the very beginning, we built our social strategy at DuMont on a broad foundation. We worked on it across all business areas, driven by a shared understanding that sustainable, responsible corporate management needs a strategic foundation. We identified four key areas of focus. This close collaboration, which is well-networked within the group, gave us the momentum needed to develop the measures in the People Circle.

As the person responsible for the People function in the Regional Media business area, my role in this process aligns not only with my skills but also with my personal commitment to others. I'm intrinsically motivated in this. We centrally communicated the themes of our social strategy and made them binding for all companies. However, the specific implementation is left to each company where it makes sense. This approach is already proving successful because the measures are tailored to each company, making them relevant and understandable for colleagues on the ground.

What value does the social strategy bring to employees?

The social strategy is a collective project, focused on building our community within the DuMont Group. A key part of this is raising awareness among employees about the strategy's importance. We need a shared understanding. Just as sustainability in environmental issues depends on everyone's awareness, sustainability in this area relies on everyone understanding what it's about – and more importantly, what can be done.

As a company, we offer initiatives within the framework of the social strategy, such as lifelong learning or opportunities for social engagement, where everyone can find something to connect with. This is crucial because we can only be successful if every employee supports and participates in it.

Ultimately, satisfied employees enhance the company's attractiveness as an employer. Is every DuMont employee a multiplier?

Our strategy's success depends on how closely it aligns with the needs of our employees. This, in turn, determines the company's overall success. When everyone understands the strategy and incorporates it into their daily work – and beyond – they do so based on clearly communicated and comprehensible corporate goals. Through offerings like lifelong learning, new perspectives emerge, and each employee can take advantage of these. This forms a foundation for diversity, making it both attractive and modern.

How can a company anchor diversity in the consciousness of its employees?

The strategy focuses on people, not just in their roles within the company, but beyond. Diversity, collaboration, innovation, and networking – these things can't be forced through rules. Instead, they require strong, real-world values that allow room for personal growth in a safe environment.

Our DuMont values are precisely aimed at this: responsibility, sustainability, relevance, entrepreneurship, and openness. These values provide a reliable foundation and an incentive for everyone to think critically. A key point of our social strategy is that it reminds us of our personal responsibility and the importance of using it. We live in a world where everyone needs to understand that things won't improve if we just leave it to others. At the Kölner Stadt-Anzeiger, in particular, personal responsibility is actively encouraged – it's the central motivation for bringing the strategy to life. This is an ongoing process that we constantly review and reflect on.


We look at what we've achieved, but also where we need to evolve in our offerings. So the measures of the strategy accompany each of us, guiding us where we embrace them, and above all, uniting us within the company and across the group.

What are motivating moments for you?

We get the message that sustainability doesn't end when the workday is over. At Kölner Stadt-Anzeiger Medien, we've received incredibly positive feedback about our "Social Day" – one of our initiatives. A day off to engage in social activities: we provide the opportunity, and people make use of it. What motivates me in my work is when someone says, "Thank you for giving me this day. I wouldn't have done this without the opportunity." We support and value those who are already involved in social causes. And for those who are inspired by the "Social Day" to get involved, it's a new experience where they help others. That makes a difference!

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“We live in a world where everyone must understand that nothing will change for the better if we just leave it to others.”

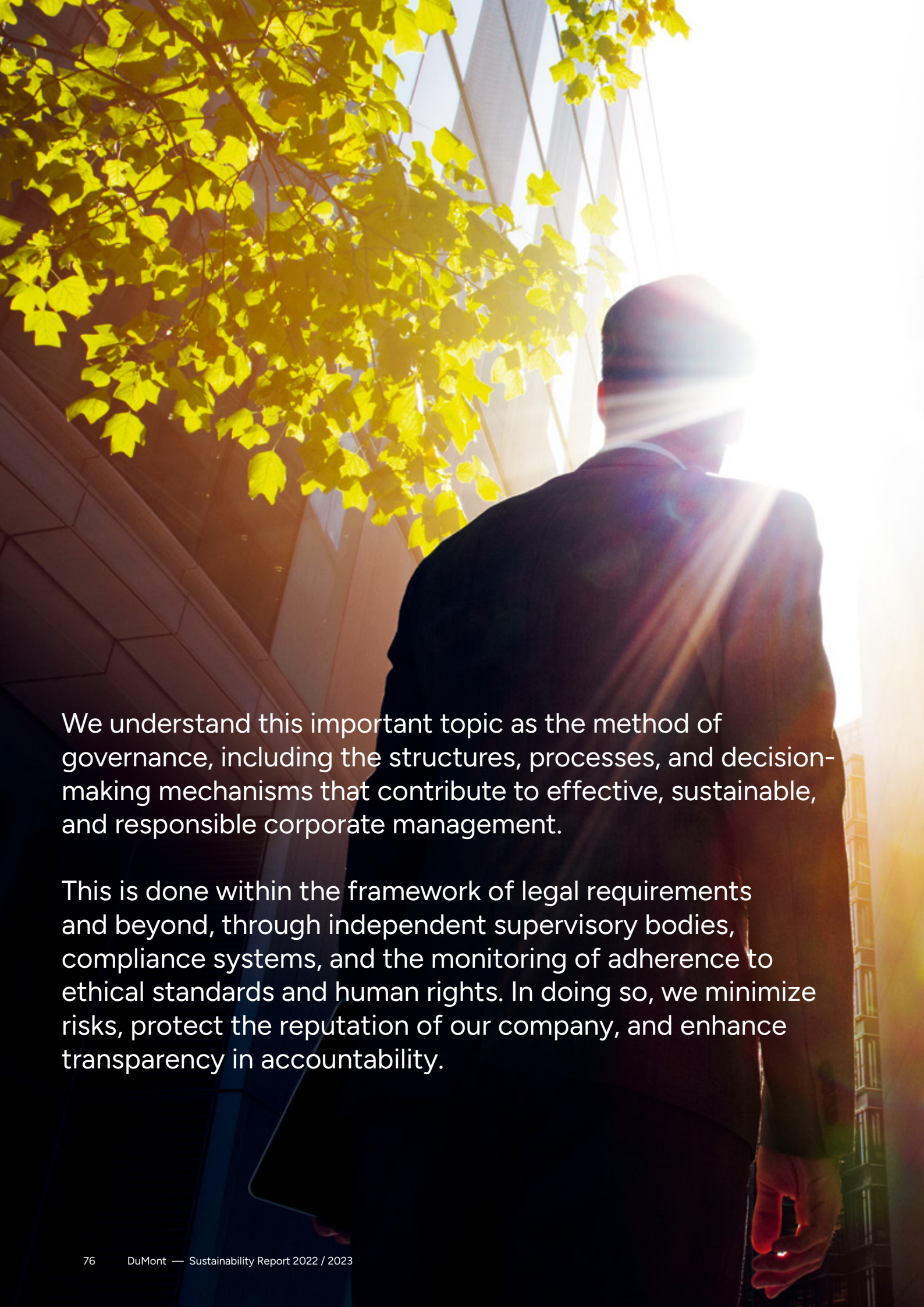
The company and its actions,
both internally and externally,
are the focus of our
governance strategy.

04 _ Governance

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04

Governance



We understand this important topic as the method of governance, including the structures, processes, and decision-making mechanisms that contribute to effective, sustainable, and responsible corporate management.

This is done within the framework of legal requirements and beyond, through independent supervisory bodies, compliance systems, and the monitoring of adherence to ethical standards and human rights. In doing so, we minimize risks, protect the reputation of our company, and enhance transparency in accountability.

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Our Topics of Focus in the Governance Area

“Good governance” is of critical importance given the significantly increased challenges in society and the economy. It’s not only about financial performance, but also about reputation and public perception.

Governance, as the third pillar of our ESG strategy, ensures sustainable and responsible corporate management. Within the corporate group, a unified code of conduct exists, setting rules and decision-making boundaries for the group’s executive management and the governing bodies of its business units. Within this framework, those responsible have the freedom to develop their own governance guidelines for their assigned subsidiaries. Decision-making authority for governance remains with each individual company, provided they adhere to the established framework. Organizationally, governance involves the establishment of independent supervisory bodies, the creation of compliance systems, and the monitoring of adherence to

ethical standards and human rights. In terms of content, we are committed to fundamental rights and human rights as laid down in the Treaty on the European Union, the United Nations Charter, the German Constitution, and the core labor standards of the International Labor Organization (ILO). We comply with the laws, regulations, and standards in Germany and the European Union.

Our materiality analysis under the CSRD revealed that **corporate culture** is a key issue for us in the area of governance. Additionally, we report on other topics that are part of our governance strategy, such as whistleblower protection and supplier relationship management.

Responsibility
and accountability

Integrity

Principles of Good Governance

Integrity

Participation
and inclusion

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Our Governance Strategy

The sheer number and scope of regulations that a corporate group like DuMont must comply with inherently present a compliance risk.

By addressing upcoming changes early – such as those related to the German Supply Chain Act (LkSG) – and incorporating them into the relevant business processes, we can avoid unfavorable developments. We are also aided by the outsourcing of audit activities, which we have effectively conducted for several years with a recognized, nationally operating auditing firm. The audit activities are set and monitored by the respective supervisory bodies for each fiscal year. The external audit takes on various tasks for DuMont, including those related to ESG matters.

With our governance strategy, we aim to help minimize risks and protect our company's reputation. It is closely tied to legal requirements and obligations, depending on the issue at hand. To meet these regulations constructively, we have established responsibilities or management systems, either centrally or within individual entities. In some cases, we also embed rules within the corporate group that go beyond legal requirements. These mandatory guidelines, when prescribed across DuMont, serve as target standards. In addition, there are individual, risk-oriented discretionary options for each management team.

During the reporting period, we have further developed our governance strategy, which consists of the following twelve components:

01 | Ensuring structured and formalized governance

To ensure good corporate governance, a code of procedure should be established that clearly defines responsibilities and lists transactions requiring approval. In addition, regular governance meetings of the advisory board, supervisory board, or shareholders must be set up and held.

02 | Implementation, operation, and optimization of a risk management system

The establishment and operation of a functioning risk management system that provides processes for identifying and evaluating risks are mandatory.

03 | Commissioning and risk-oriented execution of an external audit

Risk-oriented governance includes the commissioning and involvement of an external audit to provide an outside perspective on the company. Findings from the audit activities must be presented and explained to the respective supervisory bodies.

04 | Implementation and operation of a whistleblowing system

The Whistleblower Protection Act (HinSchG) aims to better protect whistleblowers and requires the establishment of a whistleblowing system with EU-compliant internal or external reporting channels.

05 | Introduction of a Code of Conduct (CoC)

A Code of Conduct encompasses a company's values, vision, and mission. The individual entities of our group should either refer to the group-wide Code of Conduct, launched and published in 2023, or develop their own code, which should be at least internally published.

06 | Establishment of selected work instructions for specific core processes

The following work instructions should be introduced and regularly updated in DuMont companies, with specific execution guidelines on:

- Payment approval regulations
- Anti-corruption safeguards (gifts)
- Transactions with related parties
- Handling freelance workers to comply with minimum wage and self-employment regulations
- Managing "Free Days" in the editorial department (KStA Media only)
- Climate-friendly travel policies

07 | Appointment of compliance officers

In line with legal requirements, companies of a certain size must have designated officers for data protection and occupational safety. Under the General Equal Treatment Act (AGG) and in relation to the MeToo movement, companies within the DuMont group can appoint MeToo/AGG officers. Furthermore, environmental officers may be appointed by individual companies if decided by management. Across the DuMont group, there should be designated IT security officers, as well as a tax compliance management system.

08 | Introduction and operation of a compliance management system

Both the process itself and the formation of a compliance committee, or the appointment of a compliance officer, are discretionary options that companies within the group can choose to implement.

09 | Compliance with the Supply Chain Act (LkSG)

As a group, DuMont must meet the reporting requirements of the LkSG and submit a detailed report to the Federal Office for Economic Affairs and Export Control (BAFA). This requires feedback from the individual companies in the group regarding key suppliers deemed to be high-risk. An optional measure here is the introduction and publication of a supplier code of conduct.

10 | Ensuring an effective Internal Control System (ICS)

The risk-oriented ICS must particularly comply with the four-eyes principle in accounting, especially for authorizations, payments, and controls. Additionally, clear regulations regarding IT permissions for core systems within the individual companies are required, ensuring that no "User All" admins are present.

11 | Development and implementation of a "Disaster Recovery" concept for in-house data centers

Data centers may be affected by incidents such as cyber-security breaches or natural disasters, which could compromise operations and data integrity. For on-premise data centers, meaning server rooms located on company premises and under its administration, suitable disaster recovery concepts are mandatory.

12 | Compliance with insurance-related cyber-security requirements

To protect systems and sensitive data from cybercriminals and to fulfill necessary insurance requirements, all companies within the DuMont group must develop and implement comprehensive security concepts.

The degree of implementation of the 12 governance components across individual companies will be monitored in 2024 through regular ESG performance reporting.

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The Code of Conduct

We firmly believe that the combination of business practices and ethical principles is one of the key pillars of our success. Protecting and preserving this reputation is our priority.

That's why, in 2023, we developed and published a comprehensive Code of Conduct at the group level. It is a central component in our overarching goal of ensuring long-term viability together. As a family business, we are committed to this integrated approach, ensuring economic, environmental, and social performance. We aim to operate in an environmentally and socially responsible manner, following internationally established sustainability standards. As a media and technology company, we are acutely aware of our special role. We are part of an open and democratic society and actively promote it. We work in a results-oriented manner within our societal responsibilities and view this as a holistic challenge.

Our Code of Conduct provides us with important information and guidance, helping us make the right decisions in our day-to-day business, particularly when interacting with our business partners. This is why the Code of Conduct holds a prominent place in the fifth component of our governance strategy. We are committed to fostering a company culture where we treat each other with fairness and respect, act with integrity, operate transparently, communicate honestly, and take responsibility for our actions. Our central Code of Conduct is based on the following company values: relevance, openness, responsibility, entrepreneurship, and sustainability. These values

are the foundation of our actions. The Code of Conduct defines how we should interact with one another, the ethical standards that apply, and the behaviors we expect from each other.



More information can be found at dumont.de/nachhaltigkeit/

The subsidiary companies have adopted this DuMont Mediengruppe GmbH & Co. KG Code of Conduct either verbatim or in a way that aligns with its intent.

The Code of Conduct not only codifies legal requirements but also expresses our own standards for sustainable business practices. It provides a foundation for behavior in the workplace, extending to the highest levels of management. The principles set forth in the Code of Conduct also serve to externally communicate our commitments to our stakeholders. Furthermore, the Code helps protect the company from practices that could result in criminal proceedings, hefty fines, or reputational damage.

We are committed to fostering a company culture where we treat each other with fairness and respect, act with integrity, operate transparently, communicate honestly, and take responsibility for our actions.

For direct service and supply companies where higher human rights or environmental risks may arise due to the nature of their business activities, geographical location, or other factors, we ensure compliance with the provisions of our Code of Conduct through the acceptance of supplier codes.

Our Code of Conduct is aligned with the three areas of our sustainability strategy: **E for Environment**, **S for Social** (employees and social activities), and **G for Governance** (corporate management).

With regard to E, the Code covers topics such as compensating for our CO₂ footprint, environmental protection, and our product portfolio. For the S (i.e. Social) area, the Code addresses human and personal rights, dignity, as well as feedback and error culture. The G area spans from gifts to purchasing decisions and proper documentation.



However, merely drafting the Code of Conduct as a guide is not enough. It must be accompanied and supported by role models. Primarily, the leadership of DuMont holds this responsibility, by credibly demonstrating lawful and ethical behavior. In addition, they must ensure that employees are familiar with the Code of Conduct and the behavioral expectations described within it, and that they act accordingly.

Statement on Respect for Human Rights

In addition to the Code of Conduct, we have adopted a statement on the respect for human rights. We firmly believe that business practices and ethical principles are inseparable.

The "Statement on Respect for Human Rights and the Fulfillment of Human Rights Due Diligence Obligations by DuMont Mediengruppe GmbH & Co. KG" can be viewed at:



https://dumont.de/wp-content/uploads/2023/05/20230330_Grundsatzklarung-Menschenrechte.pdf

It aims to prevent violations of human rights due diligence obligations, even within our own supply and value chains.

DuMont is committed to operating in an environmentally and socially responsible manner, in line with internationally established sustainability standards, and aligns its business practices with the following internationally recognized standards and agreements:

- Universal Declaration of Human Rights
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Conventions and recommendations of the International Labor Organization (ILO) on fundamental principles and rights at work

- United Nations Guiding Principles on Business and Human Rights
- 10 Principles of the UN Global Compact of the UN Convention on the Rights of the Child

DuMont respects and protects the personal and collective rights of employees. Employees with budgetary or personnel responsibilities are particularly required to comply with the fundamental laws, regulations, and internal company rules relevant to their area of responsibility.

We investigate any indications of possible violations. We have established EU-compliant internal and external reporting channels for whistleblowers. These are part of an institutionalized whistleblower system for reporting violations. Internal company processes for identifying misconduct are regularly reviewed and improved to ensure the highest possible level of protection.

The management of the DuMont group and its business divisions are responsible for implementing and adhering to the statement on the respect for human rights.

Supply Chain Act (LkSG)

For the 2023 financial year, the DuMont Mediengruppe submitted a report to BAFA (Federal Office for Economic Affairs and Export Control) on the LkSG in a timely manner.

The DuMont Group also submitted a report on the LkSG for the 2023 financial year, complying with the shortened reporting obligation under Section 10, Paragraph 3 of the LkSG. This includes the monitoring of risk management, including the responsibility of management, as well as identified risks and/or detected violations.

Building on the preparations made in 2022, the methodology was first determined, the most important suppliers of the individual subsidiaries were identified, and evaluated according to the developed methodology. The results of these evaluations were then consolidated, and an overall risk assessment was carried out at the end of the year.

The risk analysis is conducted in several steps: First, based on the classification by the World Governance Index (amfori), the abstract country risk (regarding rule of law, corruption control, and other factors) is assessed in the country where the supplier is based or where the contractual services are provided. Then, the abstract industry risk for the relevant products/services is evaluated in relation to human rights and environmental risks. Affected suppliers are asked to explain how they ensure compliance with the agreements mentioned in the LkSG within their companies. If a supplier does not have a Code of Conduct, they are requested to accept the DuMont Code of Conduct. The specific risk assessment is carried out by the subsidiary maintaining the relevant supplier relationship.

Depending on the response from suppliers, it is reviewed whether specially developed contractual clauses should be incorporated into the existing contracts with suppliers. For new contracts, such clauses are to be included as standard.

During the reporting period, no violations of human rights or environmental obligations were identified among our suppliers. No complaints were received during the reporting period. For potentially affected suppliers, the contractual clause provides a graduated set of measures to respond to violations. Contractual partners are expected to agree with DuMont on suitable measures within a reasonable timeframe to remedy or minimize the violation. Termination is only considered as a last resort (ultima ratio).

During the reporting period, a procedural order for the LkSG was also introduced. The DuMont Group has established a grievance procedure under the LkSG. This allows individuals to report human rights or environmental risks, as well as violations of obligations, that arise from the economic activities of the DuMont Group within its own business operations or those of a direct supplier. At the same time, we set similar requirements for our suppliers and service providers.

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Supervisory Bodies

At DuMont, supervisory bodies are established both at the level of the holding company and within the various business divisions.

Supervisory bodies of the DuMont Group as of 12/31/2023:

- Supervisory Board and the Management of the Holding Company
- Supervisory Board of Bundesanzeiger Verlag GmbH
- Advisory Board of QUIFOS GmbH
- Advisory Board of KStA Medien
- Advisory Board of UNITED
- Advisory Board of DuMont Buchverlag

To meet the diverse requirements of the companies within the group, these boards are composed of individuals with the necessary professional

competencies. The 23 seats across all supervisory bodies are occupied by 11 different members. During the reporting period, the group and division-level seats were held by 5 women (45%) and 6 men (55%). Seven seats were held by individuals who were not part of DuMont's management (30% of the seats). These supervisory bodies are responsible for objectively and independently overseeing responsible corporate management and ensuring appropriate management appointments. They support the group in fulfilling its environmental and societal responsibilities and ensure that sustainability goals are achieved and adhered to. The boards help maintain transparency and credibility.

Bodies of DuMont as of 12/31/2023:

Supervisory Board

Isabella Neven DuMont
Christian DuMont Schütte
Dr. Patrick Adenauer*
Stephan Schubert*

Group Management Board

Dr. Christoph Bauer
Stefan Hütwohl
(Oliver Eckert**)

Supervisory Board of Bundesanzeiger

Eva Schröder*
Dr. Christoph Bauer
Stefan Hütwohl

Advisory Board of QUIFOS

Dr. Christoph Bauer
Stefan Hütwohl
Nicole Büttner*
Christian DuMont Schütte

Advisory Board of KStA Medien

Dr. Christoph Bauer
Stefan Hütwohl
Prof. Dr. Katja Nettesheim*
Isabella Neven DuMont
Britta Weddeling*

Advisory Board of UNITED

Stefan Hütwohl
Benjamin Schröter*
Stephan Schubert*

Advisory Board of DuMont Buchverlag

Dr. Christoph Bauer
Isabella Neven DuMont

* external

** on the Group Management Board since 04/01/2024

Compliance Management Systems

Compliance systems are designed to prevent corruption and anti-competitive behavior, ensure responsible handling of corporate assets, and promote equal opportunities within the company.

These systems foster a culture of fairness, respect, integrity, transparency, honesty, and responsibility, where they are implemented across the individual companies within the group. Each business unit is responsible for introducing such a system, tailored to its specific circumstances. If a compliance management system (CMS) is not in place, good governance is ensured through other measures, such as the establishment of internal rules and regulations. Governance meetings (Advisory Board, Supervisory Board, Shareholders' Meetings) are held in all group companies without exception.

A compliance management system is fully established in the KStA Medien business unit, including a dedicated Compliance Committee that supports and advises management. The CMS comprises documents, processes, and tools aimed at internal control and facilitating compliance with regulatory and legal requirements.

Across the group, we have introduced a whistleblower system in every operational company. This allows potential violations of our Code of Conduct, company policies, or legal regulations to be reported. Reported violations are forwarded either to an external ombudsperson or, through a software tool, to the appropriate department within the company for further investigation.

We have appointed a Compliance Ombudsman – a lawyer – who serves as an external, independent, and impartial point of contact for employees, business partners, and third parties in cases of suspected violations. Reports can be made anonymously if desired. Contact information is available on the DuMont website. The Compliance Ombudsman acts independently and is not subject to instructions from DuMont; as a lawyer, they are bound by confidentiality.

In our open corporate culture, we encourage everyone to report violations of the Code of Conduct, other company policies, or perceived injustices in corporate management to the Works Council (where available), the employees of the respective HR department, or – where applicable – the compliance officers responsible. This is regularly communicated to employees as an alternative to the whistleblower system through the intranet.

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Christian Musiol
Specialist Lawyer for
Copyright and Media Law,
Head of Legal Department,
Kölner Stadt-Anzeiger Medien

Christian Musiol has been with DuMont since October 2012, having previously supported the company as a lawyer for more than 15 years, primarily in press law matters. He is responsible for the human rights agenda at DuMont and leads the project on the Supply Chain Act (LkSG) within the company.

Interview

with Christian Musiol

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*“It’s about having legal certainty
in all areas of business operations.
At the same time, we need a clear understanding
of the regulations and laws that govern this.”*



Governance – DuMont defines this as the way in which control is exercised, including structures, processes, and decision-making mechanisms. Is this, compared to the areas of Environment and Social, somewhat more abstract?

Yes, at first glance, that’s certainly the case. Environmental protection, climate action, and social needs are closer to most people than governance. However, governance is extremely important for a company. It’s about ensuring legal certainty in all areas of business. At the same time, we need a clear understanding of the regulations and laws that govern these areas.

We differentiate between mandatory requirements, which we must implement due to legal obligations, and voluntary regulations, which we adopt to create a common framework for our business activities within the group.

Could you explain that further?

The voluntary regulations help us across all areas of cooperation within the company and offer additional benefits. For instance, we have a code of procedure that is binding for all companies in the DuMont Group. The same applies to the Code of Conduct, which all companies share in its core statements, or the compliance regulations of KStA Medien, which set a clear framework for how we work together. This is a significant advantage, as decisions in a company become more transparent when there is a common foundation. It’s the same with other governance issues. Whether voluntary or mandatory, these regulations require a shared understanding. We create frameworks that make business operations and collaboration within the company easier, rather than restrictive, providing secure room for maneuver.

Entrepreneurial responsibility also seems to be a key driver of sustainability. Is this responsibility also felt by the employees?

Absolutely. Sustainability is a responsibility for companies because, unlike individuals, they occupy a prominent position – they are responsible for many people. It's an advantage to keep employees, as well as all other business relationships, in focus. This responsibility includes understanding the needs of these people, and responsibly recognizing and avoiding risks in our actions. This becomes apparent when these measures are relevant in practice, in everyday work. The Code of Conduct is a good example of a practical and helpful set of rules. These values resonate with all of us because they reflect who we are. It also makes us attractive as an employer.



“Less bureaucracy would also make it easier for us to tackle things that we are not legally required to do but would like to pursue.”

Independent supervisory bodies, compliance systems, and ethical standards – these are frameworks that need to be lived. Is implementing this easier for DuMont as a family business?

I believe so. It's easier to advance topics like governance here. This is taken very seriously because we have a strong consensus on all sustainability issues, both in the Supervisory Board and among shareholders, as well as in the operational leadership of the group and the individual companies. This leads to quick decisions.

Looking to the future, what would you wish for?

I would clearly wish for less bureaucracy. This might surprise you, since I'm a lawyer and we're often thought to deal with dry material and legal paragraphs. But too much regulation can actually be harmful. It ties up resources that are urgently needed elsewhere. The Supply Chain Act is an example of this – a bureaucratic monster that burdens companies with long questionnaires and documentation requirements. I would also like to see closer harmonization between European and German law. Currently, the effort involved is considerable and not practical. Less bureaucracy would also make it easier for us to tackle things that we are not legally required to do but would like to pursue.

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05

Appendix

E1-6: Greenhouse Gas (GHG) Gross Emissions

→ Categorized by Scope 1, 2, and 3, as well as total GHG emissions (baseline)

As of: August 2024

	Looking back			
	Base year 2022	Change	Current (2023)	Change
Scope 1 Greenhouse Gas Emissions				
Scope 1 GHG gross emissions (t CO ₂ e)	3,201.00	-1,546.56	1,654.44	-1,547 %
Percentage of Scope 1 GHG emissions from regulated emissions trading systems (in %)	0	0	0	0%
Scope 2 Greenhouse Gas Emissions				
Location-based Scope 2 GHG gross emissions (t CO ₂ e)	4,669.35	673.04	5,342.39	673 %
Market-based Scope 2 GHG gross emissions (t CO ₂ e)	1,176.60	-770.78	405.82	-771 %
Significant Scope 3 Greenhouse Gas Emissions				
Total indirect (Scope 3) GHG gross emissions (t CO ₂ e)	44,028.60	-12,926.3	31,102.30	-12,926 %
Purchased goods and services	34,331.60	-10,407.1	23,924.50	-10,407 %
Optional subcategory: Cloud computing and data center services		0		0 %
Capital goods	1,113.80	-925.1	188.70	-925 %
Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	1,236.00	-323.1	912.90	-323 %
Upstream transportation and distribution	1,382.10	-154.7	1,227.40	-155 %
Waste generated in operations	160.90	-22.1	138.80	-22 %
Business Travel	414.90	17.2	432.10	17 %
Employee commuting	3,635.50	-1,718.6	1,916.90	-17,19 %
Upstream leased assets	-	0	-	0 %
Downstream transportation	365.60	192.2	557.80	192 %
Processing of sold products	-	0	-	0 %
Use of sold products	1,112.60	533.7	1,646.30	534 %
End-of-life treatment of sold products	102.50	-45.2	57.30	-45 %
Downstream leased assets	-	1	1.00	1 %
Franchises	-	0	-	0 %
Investments	173.00	-70.2	102.80	-70 %
Total GHG Emissions				
Total GHG emissions (location-based) (t CO ₂ e)	51,898.95	-13,745.78	38,153.17	-13,746 %
Total GHG emissions (market-based) (t CO ₂ e)	48,406.20	-15,189.60	33,216.60	-15,190 %

Note on methodology: The applied accounting method is the GHG Protocol.

E1-6: GHG Emissions 2022

→ Breakdown by units

As of: August 2024

Unit	t CO ₂ e	%
DuMont Mediengruppe GmbH & Co. KG	48,406.2	100.0 %
KStA Medien	36,234.8	74.9 %
Bundesanzeiger Verlag (incl. Validatis)	3,439.5	7.1 %
QUIFOS		
Reguvis	1,363.1	2.8 %
eticor	487.2	1.0 %
DTAD	418.9	0.9 %
Business Information	385.5	0.8 %
United		
Facelift brandbuilding technologies GmbH	1,148.9	2.4 %
censhare	858.5	1.8 %
Elaine	101.5	0.2 %
Marmind	20.6	0.0 %
Other		
DuMont Buchverlag	2,093.2	4.3 %
DMG Holding	1,598.6	3.3 %
DuMont Process	256.2	0.5 %

E1-6: GHG Emissions 2022

→ Breakdown by units

As of: August 2024

Unit	t CO ₂ e	%
DuMont Mediengruppe GmbH & Co. KG	33,216.6	100.0 %
KStA Medien	21,661.8	65.2 %
Bundesanzeiger Verlag	2,565.0	7.7 %
QUIFOS	194.3	0.6 %
Reguvis	1,679.2	5.1 %
DTAD	415.5	1.3 %
eticor	196.7	0.6 %
United		
censhare	1,240.9	3.7 %
Elaine	878.4	2.6 %
Marmind	289.1	0.9 %
Facelift brandbuilding technologies GmbH	198.4	0.6 %
Other		
DuMont Buchverlag	2,700.0	8.1 %
DMG Holding	1,196.4	3.6 %

E1-6: GHG Emissions 2022

→ Breakdown by units

As of: August 2024

Country	t CO ₂ e	%
DuMont Mediengruppe GmbH & Co. KG	33,216.60	100.0 %
Germany	32,884.4	99.0 %
Austria	289.5	0.9 %
France	5.2	0.0 %
India	18.1	0.1 %
Switzerland	3.8	0.0 %
Sweden	0.6	0.0 %
Netherlands	14.7	0.0 %
UK	14.3	0.0 %
USA	31.3	0.1 %

E1-6: Scope 1 and Scope 2 GHG Emissions

→ Breakdown by financial and operational control

As of: August 2024

	Financial-Control Approach* (%)	Operational-Control Approach** (%)
Scope 1 Greenhouse Gas Emissions		
Scope 1 GHG gross emissions (t CO ₂ e)	1,654.4	1,654.4
Percentage of Scope 1 GHG emissions from regulated emissions trading systems (%)	0 %	0 %
Scope 2 Greenhouse Gas Emissions		
Location-based Scope 2 GHG gross emissions (t CO ₂ e)	4,669.3	4,669.3
Market-based Scope 2 GHG gross emissions (t CO ₂ e)	1,176.6	1,176.6

* Refers to the consolidated group for accounting purposes (the parent company and subsidiaries).

** Refers to companies in which investments are made, such as affiliated and joint companies or unconsolidated subsidiaries that are not fully consolidated in the consolidated financial statements, as well as contractual agreements involving joint arrangements that are not structured as companies (i.e., jointly controlled business areas and assets) over which the company has operational control.

S1-6: Employees with employment contracts

→ Breakdown by country and gender

As of: August 2024

Country	Quantity	%	Gender	Number by Gender*	%
Germany	1,956.3	93.96 %	male	1,104.7	56 %
			female	851.6	44 %
			diverse	0.0	0 %
France	19.3	0.92 %	male	10.8	56 %
			female	8.5	44 %
			diverse	0.0	0 %
Austria	37.3	1.79 %	male	27.8	74 %
			female	9.5	26 %
			diverse	0.0	0 %
India	32.5	1.56 %	male	27.0	83 %
			female	5.5	17 %
			diverse	0.0	0 %
China	2.0	0.10 %	male	0.0	0 %
			female	2.0	100 %
			diverse	0.0	0 %
Sweden	1.0	0.05 %	male	1.0	100 %
			female	0.0	0 %
			diverse	0.0	0 %
Switzerland	4.0	0.19 %	male	2.0	50 %
			female	2.0	50 %
			diverse	0.0	0 %
UK	9.0	0.43 %	male	7.0	78 %
			female	2.0	22 %
			diverse	0.0	0 %
US	10.0	0.48 %	male	9.0	90 %
			female	1.0	10 %
			diverse	0.0	0 %
Netherlands	9.8	0.47 %	male	9.8	100 %
			female	0.0	0 %
			diverse	0.0	0 %
Poland	1.0	0.05 %	male	1.0	100 %
			female	0.0	0 %
			diverse	0.0	0 %
		2,082.2			

Note: Applicable methodology (according to § 267 (5) of the HGB) for determining the number of employees: The number of employees is calculated as the average of the total number of employees as of March 31, June 30, September 30, and December 31, excluding apprentices and managing directors.

* FTE, excluding couriers

S1-6: Employees with employment contracts

→ Breakdown by time model and gender

As of: August 2024

Time model	Quantity	%	Gender	Number of employees by gender	%
Permanent employees	1,772.8	85.1 %	male	1,057.9	60 %
			female	714.9	40 %
			diverse	0.0	0 %
Temporary (fixed-term) employees	218.0	10.5 %	male	113.3	52 %
			female	104.8	48 %
			diverse	0.0	0 %
Employees without guaranteed hours	91.3	4.4 %	male	37.0	41 %
			female	54.3	59 %
			diverse	0.0	0 %
	2,082.1				

S1-6: Employment relationships of permanently employed staff

As of: August 2024

Employment relationship	Number	%
Full-time	1,435.5	81 %
Part-time	337.3	19 %
	1,772.8	

S1-6: S1-6: Departures and turnover rate*

As of: August 2024

Number of employees who left the company during the reporting period	590
Turnover rate during the reporting period (%)	28.3 %

S1-6: Age distribution of employees

As of: August 2024

Alter	Number	%
Employees under 30 years old	301.93	15 %
Employees between 30 and 50 years old	1,193.33	57 %
Employees over 50 years old	586.77	28 %
	2,082.03	

Note: Applicable methodology (according to § 267 (5) of the HGB) for determining the number of employees in accordance with consolidated financial statements: The number of employees is calculated as the average of the total number of employees as of March 31, June 30, September 30, and December 31, excluding apprentices and managing directors.

* The turnover rate is significantly affected by the special event of the closure of the Cologne printing facility.

S1-10: Compensation

As of: August 2024

Do all company employees receive fair compensation ?	Yes
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Note: The minimum wage set by Directive (EU) 2022/2041 of the European Parliament and the Council on adequate minimum wages in the European Union. Until the application of Directive (EU) 2022/2041, if no statutory or collectively agreed minimum wage exists in an EEA country, the company should use a fair wage comparison benchmark. This benchmark should either not be lower than the minimum wage of a neighboring country with a similar socio-economic status, or not lower than a widely recognized international standard, such as 60% of the median wage or 50% of the gross average wage of the country.

S1-11: Social Protection

As of: August 2024

Are the company's salaried employees covered by public programs or benefits offered by the company against loss of income due to the following significant life events?	Yes
<ul style="list-style-type: none"> • Illness • Unemployment from the date of when the employee works for the company • Accidents at work and disability • Parental leave • Retirement 	

Note: In principle, all employees are covered; no information provided for censhare & KStA.

S1-14: Work-related fatalities

As of: August 2024

	Quantity
Number of fatalities during the reporting period due to work-related injuries and occupational diseases in the company's own workforce	0
Number of fatalities during the reporting period due to work-related injuries and occupational diseases of other workers operating in the company's premises	0

S1-14: Work-related accidents and illnesses

As of: August 2024

	Quantity
Reportable work-related accidents in the company's own workforce	11
Reportable work-related illnesses of employees , subject to legal restrictions on data collection	1
	Workdays *
Lost days during the reporting period due to work-related injuries and fatalities resulting from workplace accidents, work-related illnesses, and fatalities from diseases of employees	38

* Full calendar days — from the first full day of absence until the last day of absence, including weekends and public holidays

S1-15: Entitlement to family-related leave

As of: August 2024

	Number of employees	Percentage of employees (%)	Gender	Number of employees by gender	Breakdown by gender (%)
Employees entitled to family-related leave	95.25	5%	male	55.75	59 %
			female	39.5	41 %
			diverse	0.0	0 %

S1-15: Utilization of family-related leave

As of: August 2024

	Number of employees	Percentage of employees (%)
Employees who have taken family-related leave	23	24 %

S1-17: Work-related incidents of discrimination

As of: August 2024

	Quantity
Reported cases of discrimination (including harassment) during the reporting period within the company's workforce based on gender, ethnic origin, nationality, religion or belief, disability, age, sexual orientation, or other relevant forms of discrimination	0

S1-17: Serious human rights incidents

As of: August 2024

	Quantity
Serious human rights incidents during the reporting period related to the company's own workforce	0
Serious human rights incidents during the reporting period related to the company's workforce that involved violations of the United Nations Guiding Principles and the OECD Guidelines for Multinational Enterprises	0
Serious human rights incidents during the reporting period where the company played a role in ensuring remedies for affected individuals	0
Complaints filed through channels where individuals within the company's workforce can raise concerns (including grievance mechanisms)	0
Complaints filed with the national contact points for multinational enterprises under the OECD guidelines	0

Glossary

AIB

Association of Issuing Bodies; Association with the aim of further developing the European Energy Certificate System (EECS)

BAFA

Bundesamt für Wirtschaft und Ausfuhrkontrolle (Federal Office for Economic Affairs and Export Control)

CCF

Corporate Carbon Footprint (CO₂ of companies)

CDM

Clean Development Mechanism; flexible mechanism for reducing greenhouse gas emissions under the Kyoto Protocol

CDP

Carbon Disclosure Project; non-profit organization that annually collects and evaluates data on the environmental impact of companies and other organizations

CER

Certified Emission Reduction; a certificate issued for successfully implemented climate protection projects in developing and emerging countries (emission reduction credit)

CoC

Code of Conduct

CO_{2e}

CO₂ equivalent; a unit to standardize the climate impact of different greenhouse gases (e.g., methane), converted based on their global warming potential

CSRD

Corporate Sustainability Reporting Directive; EU directive on sustainability reporting for companies

DEFRA

Department for Environment, Food and Rural Affairs; the UK ministry responsible for environment, food, and rural affairs; DEFRA emission factors are also used by international organizations for greenhouse gas reporting.

GDPR

General Data Protection Regulation; European Union regulation for the processing of personal data

EECS

European Energy Certificate-System

ESG

Environmental, Social, Governance; criteria for a sustainable business strategy

ESRS

European Sustainability Reporting Standards; mandatory reporting standards under the CSRD

FCID

Food Commodity Intake Database; a database of food commodities used to calculate greenhouse gas emissions

GEMIS

Global Emissions Model for Integrated Systems; a computer model for lifecycle and material flow analysis, with an integrated database for energy, material, and transport systems

IFEU

Institute for Energy and Environmental Research; an independent research institute advising on environmental and sustainability issues

ILO

International Labor Organization; a United Nations agency tasked with promoting social justice and human and labor rights

IPCC

Intergovernmental Panel on Climate Change

ISMS

Information Security Management System; the set of policies and procedures within an organization to manage and control information security

ISO

International Organization for Standardization

LGBTQIA+

Lesbian, Gay, Bisexual, Transsexual/ Transgender, Queer, Intersexual, Asexual

PCF

Product Carbon Footprint; the carbon footprint of a product, including direct and indirect greenhouse gas emissions during the product's lifecycle

SBTi

Science-Based Targets Initiative; an initiative by environmental organizations to set scientifically grounded emissions reduction targets

SDG

Sustainable Development Goals

GHG

Greenhouse Gas; infrared-active trace gases that contribute to the Earth's greenhouse effect

UBA

Umweltbundesamt (Federal Environment Agency); Germany's central environmental authority

UN

United Nations; global international and intergovernmental organization

UNGC

United Nations Global Compact; an initiative between companies and the UN to make globalization more socially and environmentally responsible

VCS

Verified Carbon Standard; a standard for certifying CO₂ savings

VER

Verified Emission Reduction; CO₂ offsets traded on the over-the-counter market for emission credits (a voluntary certification process).

FTE

Full-Time Equivalent; a measure used to compare working hours

WB2°C

"Well below 2°C" the political goal to limit global warming to less than 2°C by 2100 compared to pre-industrial levels

WHO

World Health Organization

WRI

World Resources Institute; a research organization or think tank working on practical solutions to environmental challenges

WWF

World Wide Fund for Nature; an international nature conservation and environmental organization

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Dieses Druckerzeugnis ist mit dem blauen Engel ausgezeichnet.



