



DuMont

Future

Values that endure.
Change that strengthens.



Sustainability Report

2024

Find out more at
[dumont.de](https://www.dumont.de)



| | | |
|-----------|----------------------------------------------------|----|
| | Foreword | 5 |
| <hr/> | | |
| 01 | About Us | |
| | About this Report | 8 |
| | About DuMont and Current Developments | 10 |
| | Sustainability Organization and Governance | 13 |
| | Materiality and Sustainability Strategy | 16 |
| <hr/> | | |
| 02 | Environment | |
| | Our Focus Topics and Goals in the Environment Area | 22 |
| | Our Climate Strategy | 24 |
| | Our CO ₂ Footprint | 27 |
| | Climate Protection Projects | 35 |
| | Other Voluntary Topics in the Environment Area | 37 |
| <hr/> | | |
| 03 | Social | |
| | Our Focus Topics and Goals in the Social Area | 40 |
| | Our Social Strategy | 42 |
| | Diversity and Equality | 45 |
| | Lifelong Learning | 48 |
| | Health Protection and Safety | 50 |
| | Social Engagement | 53 |
| | Consumers and End Users | 55 |
| | Interview | 56 |
| <hr/> | | |
| 04 | Governance | |
| | Our Focus Topics and Goals in the Governance Area | 62 |
| | Our Governance Strategy | 64 |
| | Corporate Culture | 66 |
| | Our Code of Conduct | 69 |
| | Compliance | 70 |
| | Supervisory Bodies and Compliance Mechanisms | 73 |
| | Certifications | 75 |
| <hr/> | | |
| 05 | Appendix | |
| | Key Metrics Tables | 77 |
| | Glossary | 81 |
| | ESRS Index | 82 |
| <hr/> | | |
| | Imprint | 86 |

Dear Readers,

Sustainability and future viability are inseparably linked – and as a family-owned business, this sense of responsibility is especially present when we think about the next generation. Our ambition is to operate both sustainably and successfully.

As one of the few companies in the media and technology sector, DuMont once again succeeded last year in achieving growth – in both revenue and earnings – despite a structurally and economically challenging environment. Our values-based portfolio strategy, built on the three business sectors of Regional Media, Business Information, and Marketing Technology, has proven itself time and again. DuMont operates successfully on an international scale, active in eleven countries – with resilience, adaptability, and a strong orientation toward the future. We – the shareholder families and the Group Management Board – are aware that our strong economic performance is driven by the passionate commitment and responsible actions of around 1,900 colleagues across the company.

The sustainability strategy launched five years ago has been consistently advanced across the group, with great dedication and numerous initiatives in the areas of Environment, Social, and Governance. One topic is especially close to our hearts: our path toward becoming an AI Company. We understand AI as our co-pilot – a driver of innovation and quality across our wide range of offerings and business models, including with respect to sustainability. All DuMont companies are successfully leveraging the potential of AI in their products and processes. As the importance of AI for our work, efficiency, and products will grow significantly in the coming years, the path toward becoming an AI Company is the most important strategic initiative to ensure DuMont remains fit for the future. Within our sustainability strategy, we place great emphasis on pursuing Green AI approaches to use these energy-intensive technologies as resource-efficiently as possible.

But AI also challenges people. That is why it is particularly important to us to ensure that our employees receive comprehensive training in the key topics that are central to DuMont – from the Talent Community to the AI Academy. We see continuous talent and leadership development as a cornerstone of our company’s strategic orientation: growth in future-oriented areas requires the development of future-oriented competencies. During the reporting period, four focus areas were especially prominent: AI/Technology, Agile Leadership, Entrepreneurship, and the Promotion of Diversity. With these, we are making a key contribution to the continuous, iterative advancement of our values-based leadership culture – one that promotes innovation, openness to change, and lifelong learning. The positive feedback and strong engagement of participants are both an encouragement and a motivation for us.

Thus, the 2024 Sustainability Report not only presents our activities within the framework of our sustainability strategy (ESG), but also highlights what forms our foundation: the people at DuMont. Their abilities, combined with economically sound and sustainable corporate management, form the basis for continuing DuMont’s more than 400-year success story.

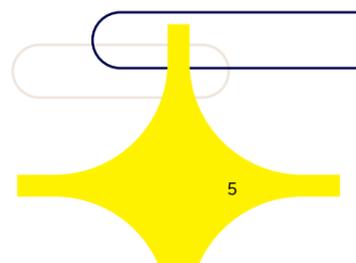
**Isabella Neven DuMont / Robin Neven DuMont
Christian DuMont Schütte / Hannibal DuMont Schütte
Dr. Christoph Bauer / Oliver Eckert / Stefan Hütwohl**



(from left to right) Isabella Neven DuMont / Hannibal DuMont Schütte / Robin Neven DuMont / Christian DuMont Schütte



(from left to right) Dr. Christoph Bauer / Stefan Hütwohl / Oliver Eckert



| | |
|--------------------------------------------|----|
| About this Report | 8 |
| About DuMont and Current Developments | 10 |
| Sustainability Organization and Governance | 13 |
| Materiality and Sustainability Strategy | 16 |

01

About Us



About this Report

Our Goal

For us, sustainability isn't just a buzzword – it is the guiding principle of everything we do. The three pillars of Environment, Social, and Governance provide the framework to balance ecological responsibility, social equity, and responsible corporate management. Operating in an environmentally and socially responsible way is the foundation of our long-term viability as a group of companies.

DuMont's success is built on the collective capabilities of our employees. We firmly believe: Diverse skills are the key to success in a dynamic environment. This is how we shape change in a way that strengthens our company and all stakeholders connected to us.

Voluntary reporting on our sustainability strategy gives us the opportunity to inform customers, business partners, and banks in a targeted way – and to create transparency for all stakeholders. With this report, we present our sustainability approaches, objectives, achievements, initiatives, successes, and challenges in a clear and comprehensible way. Our Sustainability Report is intended to be a reliable source of information for everyone interested – making the multifaceted topic of sustainability tangible in both its dynamism and its economic relevance.

Structure of the Report

As a media and technology company, we report on topics that are relevant to our business. We follow the European Sustainability Reporting Standards (ESRS) of the Corporate Sustainability Reporting Directive (CSRD) and have structured this report accordingly. This allows DuMont to prepare for mandatory CSRD reporting while continuously developing related content and data points.

The "General Disclosures" (ESRS 2) are consolidated in the "About Us" chapter. There, we provide insights into our group of companies and highlight current focal areas.

Based on our current materiality assessment and sustainability strategy, we present the core information in the chapters Environment, Social, and Governance. They correspond to the ESRS categories "Environmental Information" (ESRS E1 to E5), "Social Information" (ESRS S1 to S4), and "Governance Information" (ESRS G1). In each section, we describe our group-wide approach, objectives, initiatives, and metrics, as well as those of the individual entities.

In the Appendix, we publish the requirements of the thematic standards, summarized in the ESRS Index.

Reporting Parameters

REPORTING PERIOD

The data basis is the 2024 financial year (January 1 – December 31, 2024).

RESPONSIBLE

Group Management Board of DuMont

CONTACT

Stefan Hütwohl, DuMont

REPORTING STANDARD

Aligned with the ESRS under the Corporate Sustainability Reporting Directive (CSRD).

We fully disclose all required information in accordance with ESRS requirements. In specific individual cases, we reserve the right to withhold the disclosure of information deemed sensitive – particularly where it involves protected intellectual property, company-specific expertise, or strategically relevant information, the publication of which would be disadvantageous to the company.

SCOPE OF CONSOLIDATION

The scope of consolidation corresponds to that of the financial reporting, as used in the statutory annual financial statements of the Group for 2024.

The following details and changes from the previous year are relevant:

- The 2024 consolidated financial statements include – unchanged from the previous year – the parent company, 51 subsidiaries, three joint ventures, and three associated companies.
- We did not consolidate 33 affiliated companies (previous year: 38) and 14 associated companies due to immateriality.

- In the course of 2024, individual non-material entities were either added to the scope of consolidation or merged into other Group companies. This had no impact on the ESG initiative and our key metrics.

- When comparing the years 2024 and 2023 for the calculation of the CO₂ footprint, the following must be taken into account: We printed the *Kölner Stadt-Anzeiger*, *Kölnische Rundschau*, and *EXPRESS* in our in-house printing facility until September 2023; from October 2023, this was outsourced to an external service provider. This operational change does not affect the comparability of the overall climate balance, but it does affect its composition. The significantly reduced emissions from newspaper printing appear entirely in Scope 3 from 2024 onward.

- This Sustainability Report covers not only the business activities of the company, but also essential aspects of the upstream and downstream value chain in accordance with the German Supply Chain Due Diligence Act. Where material, we assess environmental and social risks associated with the procurement of necessary resources such as digital infrastructure, cloud services, and production tools (including equipment, licenses, and IT systems).

- In addition, we conduct substantial due diligence on human rights and environmental risks involving our service providers and relevant suppliers. Consequently, we also consider impacts related to the use of our digital products and platforms, for example with regard to accessibility, data protection, digital inclusion, and potential effects on user behavior and media literacy. Due to existing methodological and data limitations, the assessment of the value chain currently focuses on selected priority areas identified through the materiality analysis.

About DuMont and Current Developments

DuMont Mediengruppe GmbH & Co. KG – hereafter “DuMont” or “Group of companies” – has established itself as a digital media and technology company across three strategic business segments: **Regional Media, Business Information, and Marketing Technology.**

DuMont employs over 1,900 people in eleven countries. As a group of companies with numerous operational entities, we are one of Germany’s leading media and technology companies. Rooted in the tradition of a family-owned business with over 400 years of history, the name DuMont also represents a renowned book publishing house – covering literature, nonfiction, and illustrated nonfiction.

Our strength lies in the high degree of entrepreneurial freedom enjoyed by our individual companies, which operate under the DuMont brand within clearly defined strategic guidelines.

We have established a shared, group-wide understanding of three key areas of our corporate development:

- 01 | ESG**
Environmental, Social, Governance/Sustainability
- 02 | Talent Community**
People Development
- 03 | AI Circle**
Artificial Intelligence

Our Shared Mission: Remaining Future-Ready

As a media and technology company, DuMont places people at the center of all its activities. Their individual communication needs and habits, societal developments, and evolving contexts demand an innovative and responsible approach to content, data, and technologies.

On our path toward becoming an AI Company, DuMont views these challenges as an opportunity to develop future-ready business models – combined with a long-term perspective. With people at the center, we are ready to continuously learn. This ability to learn – and the ability to reflect on our actions in a continuous process – makes DuMont resilient to changing conditions and constant transformation. In doing so, we strengthen and preserve our capacity to act.

DuMont’s success – and thereby the performance of the Group – is built on the collective capabilities we actively promote and develop: among the people within our companies and in our entrepreneurial actions.

DuMont in figures

Business sectors:

3

plus DuMont Buchverlag

Revenue 2024:

451.2

million euros

Employees:

1,918

(excluding delivery personnel)

Presence:

in 11

countries

CO₂ footprint 2024:

23,961

tons CO₂e (-29% compared to the previous year)

Share of emissions in the supply chain:

93.6%

(Scope 3)

Percentage of female employees:

47%

Percentage of male employees:

53%

Our Strategic Business Fields

The three business sectors – Regional Media, Business Information, and Marketing Technology – operate under the DuMont umbrella as individual companies and are united by shared values.

The four business units – Kölner Stadt-Anzeiger (KStA) Medien in the Regional Media segment, Bundesanzeiger Verlag and QUIFOS within Business Information, and Entirely (formerly UNITED) in Marketing Technology – are led entrepreneurially by their own independent management teams. In addition, the Group manages the business activities of DuMont Buchverlag within the area of other holdings.

BUSINESS FIELD REGIONAL MEDIA

Under the umbrella brand **Kölner Stadt-Anzeiger (KStA) Medien**, products with journalistic quality and local relevance are the focal point: Regionality, timeliness, and authenticity are the defining attributes behind the success of the brands **Kölner Stadt-Anzeiger**, **Kölnische Rundschau**, and **EXPRESS**. High-circulation daily newspapers and high-reach news portals win over readers with journalistic excellence and local relevance. Our regional advertising papers and radio stations accompany many people in their daily lives as their primary source of information and entertainment.

BUSINESS FIELD BUSINESS INFORMATION

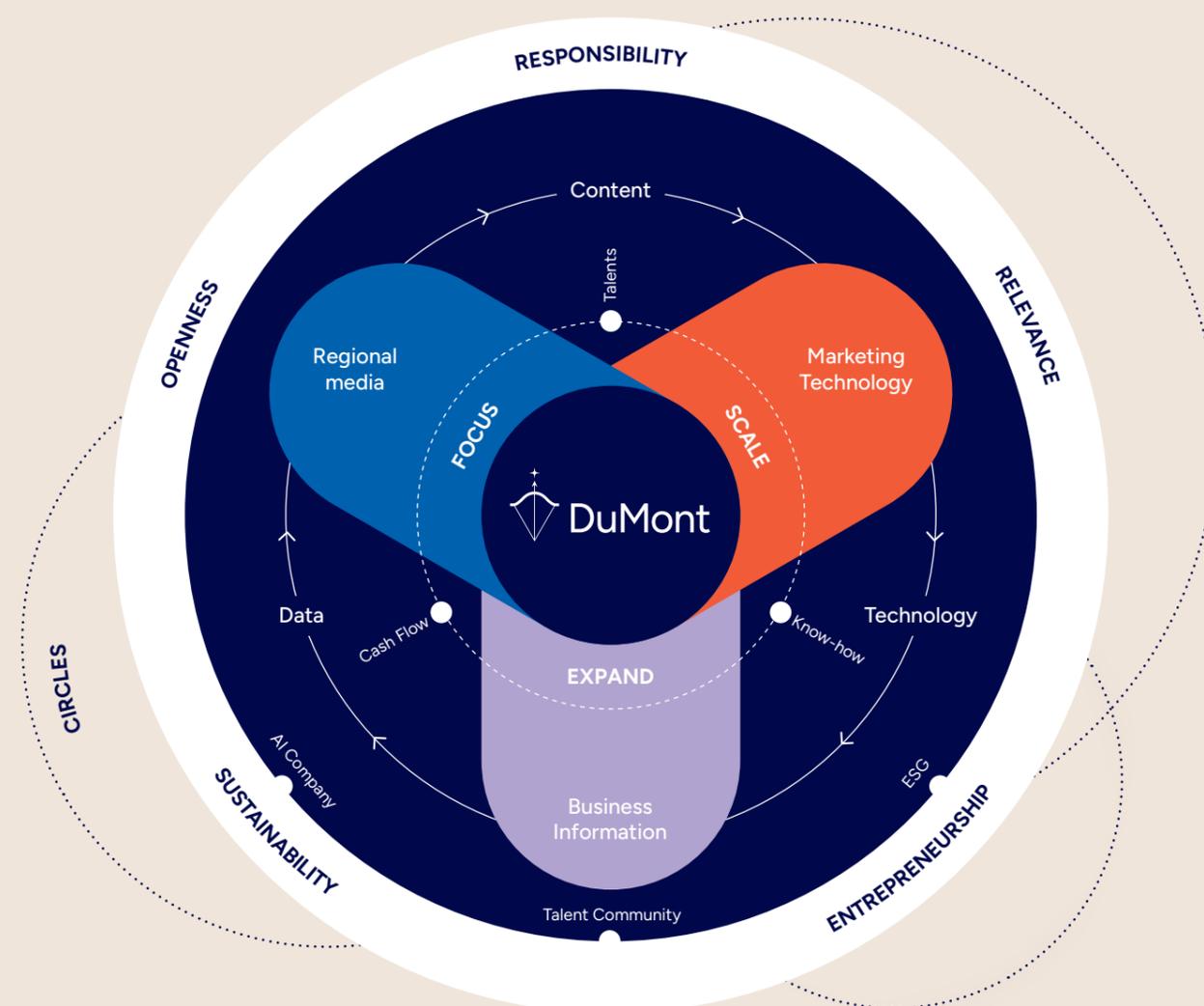
In this business sector, we combine the regulatory-oriented activities of **Bundesanzeiger Verlag** with the commercially oriented business models of **QUIFOS**. **Bundesanzeiger** provides professional publications and legally relevant information, created and published based on the principles of transparency, precision, and trust.

The publishing house acts as a partner for companies, organizations, and institutions that are required by law to make official publications. **QUIFOS** bundles a wide range of specialist information services and data-based solutions that promote market transparency and enable legally compliant action. For companies and institutions, **QUIFOS** serves as a navigator in an increasingly regulated environment and offers expert data services for real-time decision-making. Key brands in the **QUIFOS** portfolio include **Reguvis** for practice-oriented specialist media (particularly in the areas of foreign trade and procurement), **DTAD** with a SaaS platform for construction and tender information, **Eticor** as a partner for building digital SaaS compliance solutions, and **Validatis** for B2B data services, including in the areas of Know-Your-Customer and company data.

BUSINESS AREA MARKETING TECHNOLOGY

In the Marketing Technology business field, the development of a new MarTech ecosystem is taking place under the brand **Entirely** (formerly UNITED Marketing Technologies). With more than 400 employees across ten locations worldwide, **Entirely** serves around 2,800 companies in eleven countries, enabling its customers to achieve *“Tailored Marketing at Scale”* – an efficient form of communication between people and brands using modern SaaS solutions. Through the systematic automation of planning and budgeting, asset management, and customer interaction, we sustainably enhance the effectiveness of sales and marketing activities – further supported by data-driven and AI-based algorithms. The services offered can be deployed flexibly as standalone solutions, in combination with other **Entirely** offerings, or in the future as an open ecosystem.

Sustainability Organization and Governance



The DuMont Portfolio Strategy

Strategic Initiatives

The Group Management Board is driving three strategic initiatives that are particularly important for DuMont's future competitiveness:

- **ESG initiative** as the foundation of responsible business conduct
- **Talent Community** as a group-wide learning and development platform with a focus on agile leadership, AI competence, entrepreneurship, and diversity
- **Development toward becoming an AI Company** with a focus on concrete use cases for product innovation and automation

ESG INITIATIVE

DuMont sees itself as a family-owned company with a holistic sense of responsibility, consistently integrating economic, ecological, and social aspects into its business activities. Launched at the end of 2021, the sustainability initiative – with a group-wide ESG strategy – combines binding group standards with decentralized implementation options. Alongside numerous social initiatives in the areas of diversity, lifelong learning, and health, DuMont aims to uphold unified governance principles and reduce its CO₂ footprint by 90% by 2040 compared to the 2022 baseline. Emissions that cannot yet be avoided are temporarily offset through recognized climate protection measures.

TALENT COMMUNITY

The Talent Community serves as a platform that fosters an open and vibrant learning culture. The program specifically supports members across four development areas: agile leadership, AI competence, entrepreneurship and growth mindset, and diversity and inclusion. The goal is to strengthen innovation, ownership, and entrepreneurial thinking. DuMont's commitment to lifelong learning and excellence is based on the

principle of "support and challenge," combining modern blended learning formats with personal exchange, internal knowledge transfer, and external inspiration.

DEVELOPMENT TOWARD AN AI COMPANY

The path toward becoming an AI Company focuses on accelerated growth through AI-driven product and process innovation. At the core are concrete use cases that generate new growth stimuli by enhancing customer satisfaction. At the same time, the use of AI increases automation levels and improves both output quality and productivity, as well as resource efficiency. DuMont places great value on empowering managers and employees through targeted training and access to practical AI tools. For DuMont, sustainability management is a demanding cross-functional task that requires building and developing internal structures, processes, and systems. We have taken numerous measures and defined responsibilities both across the Group and within individual business units.

Roles and Responsibilities of Governance Bodies

All activities are coordinated under the leadership of the three-member Group Management Board, with the five-member Supervisory Board as the controlling body. The business fields, aligned with market requirements, operate under their own management teams with significant autonomy and entrepreneurial responsibility.

Organizational Structure and Responsibilities

At the head of the sustainability organization is Stefan Hütwohl (CFO), representing the Group Management Board. Together with a designated officer for each of the areas Environment, Social, and Governance, we set targets, define measures, and drive implementation.

In the individual subsidiaries, the management teams are responsible for implementing ESG measures. ESG coordinators support this work and ensure alignment across the relevant specialist departments.

The ESG Circles typically meet every six weeks. Key topics in the reporting year included the continued development of CO₂ footprint data collection and supply chain compliance, specific aspects of CSRD/EU taxonomy, the introduction of process-supporting sustainability software, and ESG action tracking.

In addition to the overarching ESG Circle, specialist teams focus in detail on the requirements of specific workstreams.

Risk Management

DuMont understands risk management as a continuous process integrated into operational workflows. All risks are subject to management responsibility, and we mitigate them through operational measures to limit both their probability of occurrence and potential impact.

To monitor progress, we have established quarterly tracking for the three ESG areas. Group Controlling is responsible for consolidating the results.

Integration of Sustainability Performance into Incentive Systems

To anchor sustainable corporate governance, we expanded the financial incentive systems for executives in 2023 to include ESG criteria. Thus, the three Group financial targets (EBITDA, EBIT, net profit) were supplemented by a CO₂ emissions reduction target.

Application of the EU Taxonomy

Alongside CSRD reporting obligations, DuMont is subject to tiered disclosure requirements under the EU Taxonomy. In 2023, DuMont identified the taxonomy-eligible activities relevant to the six environmental objectives of the EU and continues to develop these systematically with the support of dedicated tools.

Information Processes and Handling of Sustainability Topics

DuMont systematically embeds ESG topics into decision-making processes. Both the Group Management Board and the Supervisory Board receive regular updates on sustainability progress, measures, and results. The achievement of ambitious climate targets is directly linked to performance-based bonus compensation for senior management, highlighting the strategic importance of sustainability.

The Supervisory Board receives detailed reporting on CO₂ footprint results together with target attainment levels for financial goals and evaluates their impact on bonus payouts. The annual Sustainability Report serves as a consolidated source of information on DuMont's ESG development.

Materiality and Sustainability Strategy

For DuMont, the ESG initiative stands for responsible action throughout our value chains.

As a media and technology company focused on content, digital platforms, and data- and software-driven business models, DuMont's value chain spans a wide range of upstream and downstream stages.

At the end of 2023, as part of the flexibilization of print production and our transformation into an AI Company, we transferred our newspaper printing activities to an external print service provider. This shift moved value creation to upstream production stages, thereby increasing the share of Scope 3 emissions in our CO₂ footprint. With this more flexible setup, combined with a reduction in emissions, we are contributing to greater economic and ecological viability of our print products.

Upstream Value Chain

The foundation of our classic regional media activities is a broad, diverse, and carefully curated journalistic offering. Our in-house editorial teams produce daily journalistic content, complemented by renowned news agencies, freelance authors, and programmatic workflows. This mix ensures content diversity and quality while enabling differentiated perspectives on current topics and customer needs. The adherence to high editorial standards and ethical principles secures transparency, independence, and credibility.

Specialized service providers now fully handle the printing of our newspaper products. They are also responsible for sourcing materials and, through energy-efficient printing processes, contribute to an overall lower environmental footprint.

Our digital and data-driven activities rely on modern technologies and scalable infrastructure. In selecting our technology partners, we ensure that they meet our requirements under the Supply Chain Due Diligence Act and support sustainable operations.

Downstream Value Chain

Through a broad distribution network, we deliver content, digital solutions, and software products across diverse channels – from print subscriptions and digital news platforms to cloud-based software solutions, mobile applications, and API interfaces. Our ongoing transformation into a digital company reduces the use of natural resources while improving access to high-quality information and innovative digital services.

Our business models are built on a wide range of innovative monetization strategies: from traditional advertising and digital ad formats to content subscriptions, Software-as-a-Service (SaaS), licensing models, and data-driven business models. The interaction with our stakeholders is a central component of our value chain.

We rely on continuous dialogue and agile feedback to continuously improve both our journalistic offerings and our software products. Through events, digital platforms, developer communities, or personal discussion formats, we actively involve stakeholders in the development process to collaboratively create sustainable, user-centered, and socially responsible solutions.

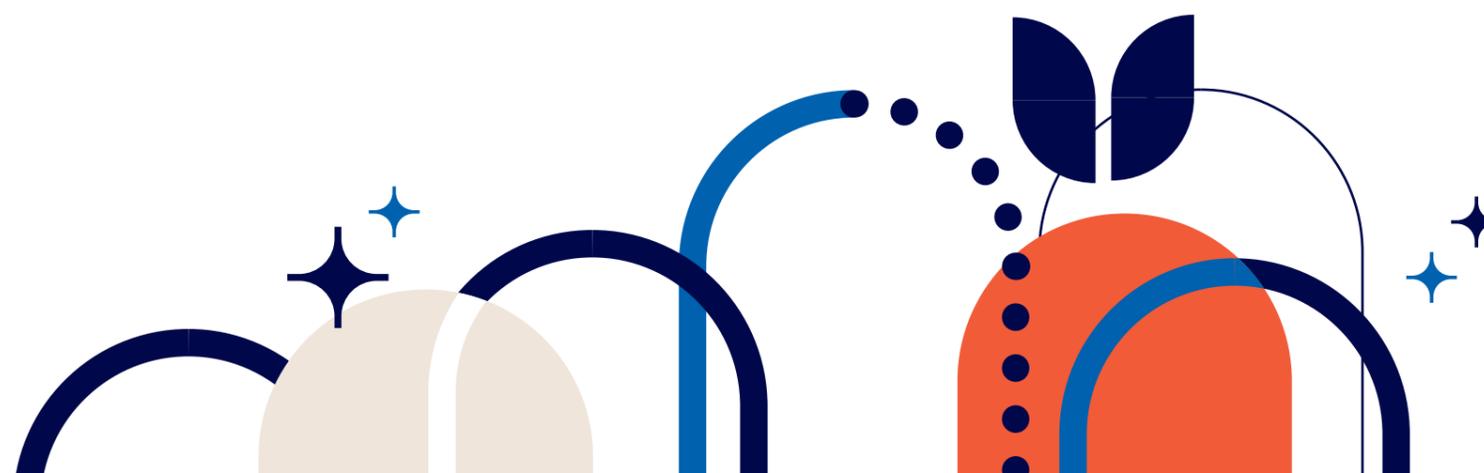
Stakeholder Engagement

DuMont places great importance on engaging with stakeholders in order to integrate their expectations and concerns into corporate strategy. Stakeholder groups include our business customers, readers, suppliers, employees, as well as societal and regulatory actors.

The goal of stakeholder engagement is to gain relevant insights for the further development of our business model and to improve sustainability aspects in a targeted manner. The insights gathered flow directly into our decision-making processes and strengthen our position as a responsible media and technology company.

Forms of stakeholder engagement include:

- **Business customers**
Collaboration on cooperation models, market analyses, and joint innovation projects
- **Readers**
Direct interaction via digital platforms, customer surveys, and community engagement
- **Employees**
Internal workshops, management conferences, Talent Community meetings, Circle sessions, and feedback mechanisms
- **Societal and regulatory stakeholders**
Participation in industry initiatives, sustainability conferences, and coordination with regulatory institutions



Material Topics at DuMont

We report both on the impacts of our own business operations on people and the environment (inside-out perspective / impact materiality) and on the financial effects and implications of sustainability aspects on DuMont (outside-in perspective / financial materiality). In addition, we report in line with the ESRS reporting standard and orient ourselves to the results of the existing materiality assessment.

We structure the material sustainability topics along the three areas of Environment, Social, and Governance. In the reporting year, we further refined our data collection.

DuMont has initiated an update of the double materiality assessment and will continue to develop it in alignment with new regulatory developments. Based on the material topics, we have set strategic objectives in the areas of Environment, Social, and Governance, which are presented in the respective chapters.

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 |
| | Company-Specific | Lifelong learning and collaboration among people |
| Governance | Corporate Policy | Corporate Culture |



02

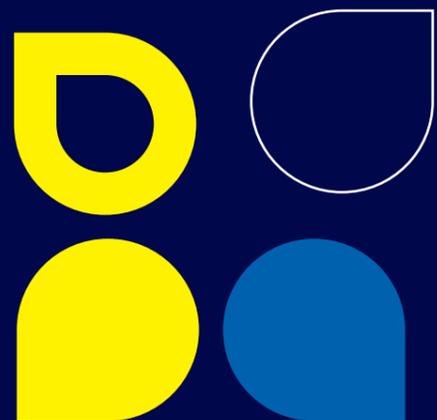
Environment

02 _ Environment

| | |
|----------------------------------------------------|----|
| Our Focus Topics and Goals in the Environment Area | 22 |
| Our Climate Strategy | 24 |
| Our CO ₂ Footprint | 27 |
| Climate Protection Projects | 35 |
| Other Voluntary Topics in the Environment Area | 37 |

"Resilience is not a reaction. It is our active response to the challenges of our time. Our entrepreneurial strength lies in observing change, diagnosing its causes, and continuously learning. His adaptability enables us to innovate, to view transformation as an opportunity, and to help shape it. That defines who we are. And it provides a reliable foundation for sustainable business."

Dr. Christoph Bauer
CEO DuMont



| | |
|-----------------------------------------------------------|-----------|
| Our Focus Topics and Goals in the Environment Area | 22 |
| Our Climate Strategy | 24 |
| Our CO ₂ Footprint | 27 |
| Climate Protection Projects | 35 |
| Other Voluntary Topics in the Environment Area | 37 |

Our Focus Topics and Goals in the **Environment** Area

As a family-owned company, we bear a special responsibility toward future generations. This is why we assign a particularly important role to Environment as the first pillar of our ESG strategy.

Our materiality assessment places a clear strategic focus on the topics of Climate and Energy, fully reflecting the requirements of the ESRS topic Climate Change and Climate Adaptation. In the interest of transparency, we also report on additional environmental topics covered by the ESRS – such as water consumption, water use, and biodiversity – which, however, we have classified as not material for DuMont.

We firmly believe: Climate action requires consistent and continuous effort. For several years, we have been actively working to reduce emissions in our core processes. Our decarbonization roadmap covers the CO₂ footprint of all companies within the Group. To enhance transparency, we also report on relevant data and activities of individual entities. The transformation of our portfolio toward digital business models represents an important lever in our climate strategy on the path to becoming an AI Company.

Commitment to climate action and other environmental aspects is non-negotiable for us – it is part of our identity. We see it as our responsibility to actively shape change. Economic and ecological resilience across our company portfolio is the key foundation of our climate strategy. It enables us to respond flexibly to new regulatory, technological, and market-related challenges, while continuing to develop long-term innovations and strengthen our organizational effectiveness.

This also fosters collaboration within the company through intensified networking among employees – and beyond the Group through targeted partnerships, based on forward-looking products such as Entirely's MarTech Open Ecosystem.

We also care about individual resilience – the ability to respond constructively to challenges, change, and pressure. We support this with a wide range of measures, which we describe in more detail in the Social chapter.

“Resilience is an attitude – one that positively transforms us and our work. As a coach, trainer, and working mother, I know: inner stability does not grow in the comfort zone, but through conscious alignment and truly lived resilience. In a world defined by change and complexity, resilience is essential for both people and organizations. It is a mindset that helps us remain empowered and capable of shaping our path forward. Resilience reveals itself in how we manage our energy, in allowing meaningful breaks, and in making conscious decisions.

In my work and as a mother, I see myself as a role model for what I teach. Space for rest, focus, and genuine listening is crucial. A resilient corporate culture arises where people feel safe, effective, and connected. Organizations strengthen this through psychological safety, an open feedback culture, reflective leadership and self-leadership, and by creating space for mindfulness, exchange, and growth. Yet the first impulse must come from within each of us. When people feel their own agency, energy, meaning, and engagement emerge. Those who cultivate resilience are investing in future readiness, well-being, and strong collaboration.

A successful organization begins with people who dare to be genuine, who feel comfortable being themselves, and who help shape the culture with intention and attitude. That is what ultimately makes the difference.”

Janina Cannas
Expert People, Culture & Coaching, Eticor



| | |
|----------------------------------------------------|-----------|
| Our Focus Topics and Goals in the Environment Area | 22 |
| Our Climate Strategy | 24 |
| Our CO ₂ Footprint | 27 |
| Climate Protection Projects | 35 |
| Other Voluntary Topics in the Environment Area | 37 |

Our Climate Strategy

The calculation of our CO₂ footprint (Corporate Carbon Footprint) forms the foundation of our climate strategy. It enables us to gain a deep understanding of the sources of our greenhouse gas emissions and to systematically measure our transformation progress. Based on our CO₂ footprint, we have defined reduction targets for all scopes and developed action plans with a wide range of measures.

Our Climate Targets

→ By 2030, we aim to reduce emissions compared to the base year 2022 by:

↘ 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 originate from all company activities not directly under corporate control (e.g. employee commuting and business travel, as well as value chain activities).

↘ 90%

By 2045, we aim to reduce our total emissions by 90%.

→ Our targets for 2030 have been formulated as near-term targets in accordance with the Science Based Targets initiative (SBTi). The SBTi scientifically defines methods and criteria for effective corporate climate action. Targets aligned with the SBTi relate to the amount of emissions that must be reduced to comply with the Paris Climate Agreement goal of limiting global warming to 1.5 °C.

Our Decarbonization Roadmap

Reducing our CO₂ emissions is a central objective that we are pursuing consistently with our Decarbonization Roadmap.

This roadmap – also known as our “Climate Transition Plan” – is based on the CO₂ accounting for Scopes 1, 2, and 3 and on the reduction targets defined under the SBTi. In determining our target metrics, we take into account the coverage rates required by the SBTi (at least

95% for Scope 1 and 2, and 67% for Scope 3). We embarked on the path to decarbonization as early as 2020, with the first collection of data on our CO₂ emissions. This early start allowed us to initiate effective measures and achieve initial savings.

In the reporting year, ClimatePartner assessed our Decarbonization Roadmap and again awarded it the “CP-certified” seal. This certification confirms the successful implementation of the following five climate protection elements:

The Five Pillars of Our Climate Strategy

- 1 | CO₂ FOOTPRINT**
Full-scope accounting: Our corporate CO₂ footprint provides the basis for all further climate action, as it offers clear insights into greenhouse gas emissions.
- 2 | REDUCTION TARGETS**
They are an essential component of the climate strategy: They define the areas, scope, and timeframe for emission reductions.
- 3 | REDUCTION MEASURES**
To reach our reduction targets, we are implementing concrete measures. These include: 100% green electricity | Climate-friendly travel guidelines | Use of office spaces with improved climate performance | Conversion of the vehicle fleet to electric vehicles | Installation of EV charging stations at the Cologne site
- 4 | CLIMATE PROTECTION PROJECTS**
Each year, DuMont financially supports up to five certified climate protection projects to offset the remaining volume of unavoidable emissions.
- 5 | TRANSPARENCY**
In climate action, making goals and achievements visible is crucial. With the ClimatePartner label, we communicate our climate commitment openly and credibly. Through repeated certification by ClimatePartner, DuMont demonstrates the seriousness of its sustainability strategy. Our annual Sustainability Report is a key instrument of communication.

| | |
|----------------------------------------------------|-----------|
| Our Focus Topics and Goals in the Environment Area | 22 |
| Our Climate Strategy | 24 |
| Our CO₂ Footprint | 27 |
| Climate Protection Projects | 35 |
| Other Voluntary Topics in the Environment Area | 37 |

Our CO₂ Footprint

Since 2020, we have calculated and published DuMont's CO₂ footprint annually.

It quantifies the total emissions that are generated directly or indirectly through our business activities and ensures transparency regarding where and to what extent these emissions occur along our value chain.

In 2022, we defined the base year for our climate strategy. Since then, we have been recording all CO₂ emissions. The CO₂ footprint expresses all emissions as CO₂ equivalents (CO₂e), ensuring that all relevant greenhouse gases are considered and standardized in accordance with the methodology of the Intergovernmental Panel on Climate Change (IPCC). For the base year 2022, the CO₂ footprint amounted to 48,407 tons of CO₂ equivalents.

Breakdown of Scopes in the Reporting Year 2024

| | Baseline Year 2022 (t CO ₂ e) | Year 2024 (t CO ₂ e) | Reduction (in CO ₂ e) | Reduction (in %) |
|----------------------------------------------|------------------------------------------|---------------------------------|----------------------------------|------------------|
| Scope 1 GHG Gross Emissions | 3,201 | 332 | 2,869 | -89.6% |
| Market-based Scope 2 GHG Gross Emissions | 1,177 | 1,190 | +13 | +1.1% |
| Total Scope 1 & 2 gross emissions | 4,378 | 1,522 | 2,856 | -65.2% |
| Total Indirect (Scope 3) GHG Gross Emissions | 44,029 | 22,440 | 21,589 | -49.0% |
| Total GHG Emissions (market-based) | 48,407 | 23,961* | 24,446* | -50.5% |

*Note: Due to rounding, minor deviations may occur in the totals.



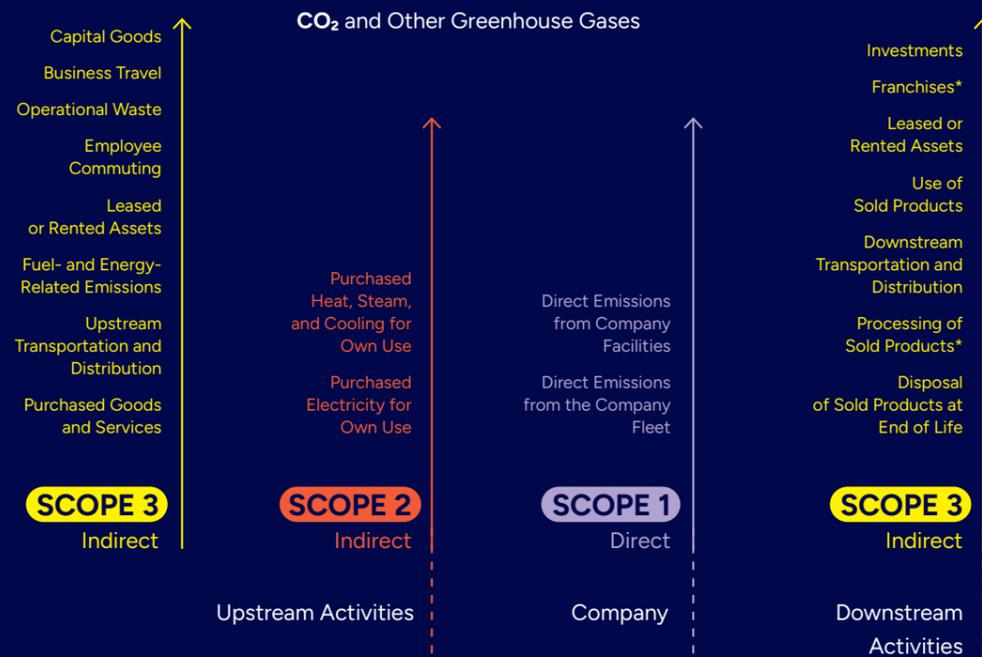
"We are experiencing an exciting time of rapid developments. I feel this very directly in my work in the field of AI. The innovations and the opportunities they bring are truly inspiring. So many new doors are opening.

I only wish that this capacity for innovation were valued as highly in the field of climate protection. That is why it is so important that we at DuMont continue to pursue our climate strategy seriously and with strong determination. We understand Climate action and sustainable behavior are fundamental to our shared future. It is not only a responsibility for the company, but also an obligation to society and to the people who now and in the future should be able to live a decent life on this planet. For me, it has been a privilege to be one of the drivers of AI within the company, helping bring it from the level of a dream into reality. I've seen that this requires very special conditions – conditions that have been created at DuMont. Innovation needs inspiration and people who dare to dream, to drive change, and to be courageous. At the same time, it also needs an environment in which innovation can thrive – just like a delicate flower needs good soil, sun, and water to grow, as well as careful and responsible nurturing. I look forward to seeing our projects continue to grow, so that we, as a group of companies, can harness this potential – not just to shape our products, but to make the world a little better."

Lyubka Genova
Staff Engineer, Entirely (Facelift)

Calculation of Our Corporate Carbon Footprint (CCF)

→ Total emissions consist of three different categories, known as Scopes. Scope 1 includes all emissions directly attributable to the company. Scope 2 covers indirect emissions from purchased energy and heat. In our climate balance, we disclose Scope 2 emissions both location-based and market-based, with the market-based emissions serving as the basis for our reduction targets and progress measurement. The largest share of emissions falls under Scope 3, which covers indirect emissions from upstream and downstream activities across our value chain.



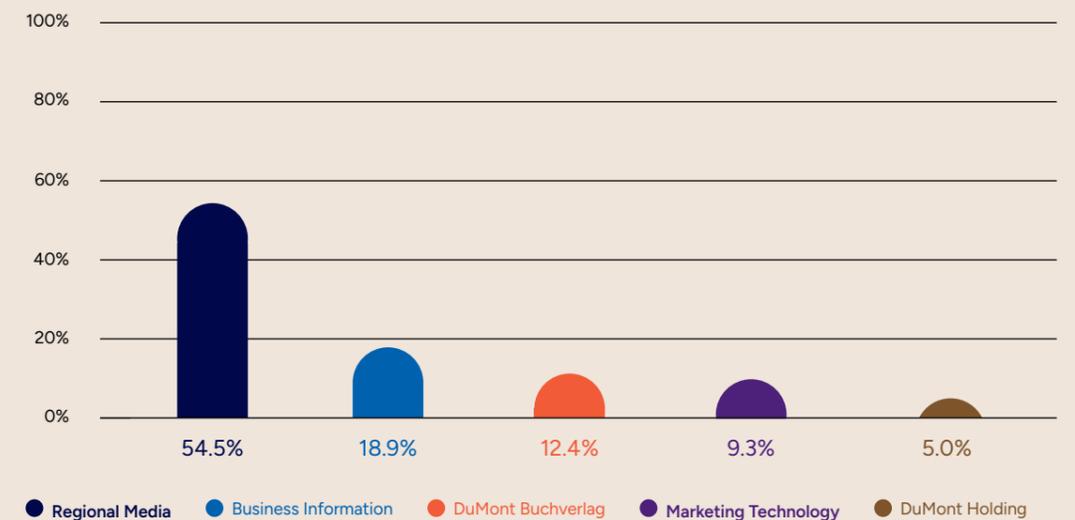
In 2024, DuMont recorded total emissions of 23,961 tons of CO₂ equivalents. Compared to the previous year (33,217 t CO₂e), we achieved a further 29% reduction, and compared to the base year 2022, we reduced CO₂ equivalents by 51%.

The reduction of nearly 10,000 tons in the reporting year was achieved primarily in Scope 3, which accounts for 93.6% of total emissions. The 28% drop in Scope 3 emissions compared to the previous year is largely attributable to the category "Purchased Goods and Services."

Due to its business model shaped by newspaper production, 54.5% of total emissions are attributable to KStA Medien. In the reporting year, the total CO₂ emissions in this unit decreased by 40% compared to the previous year – mainly due to lower emissions in the "Purchased Goods and Services" category, following the outsourcing of printing to an external service provider with modern, more energy-efficient infrastructure. We consistently follow the principle: "Reduction before compensation." We continuously reduce our emissions and only offset the remaining CO₂ volumes through certified climate protection projects.

23,961 t = ↘51%
 CO₂ equivalents 2024 compared to 2022

CCF Share of Business Units (2024)



Note: Due to rounding, there may be slight deviations in the totals.

Improvement of Our Data Collection

In our climate accounting, we follow the principles of the GHG Protocol: Relevance, Completeness, Consistency, Transparency, and Accuracy.

This is why we place great importance on the continuous improvement of our data. A better availability of primary CO₂ data for purchased goods, products, and services (for example, newsprint) makes the calculation significantly more precise and realistic, as it reduces the need to rely on average emission factors. Using primary data contributes substantially to the reliability and informative value of our accounting and is responsible for a significant portion of the measured reductions. This is particularly crucial for Scope 3 emissions, which account for more than 90% of DuMont's total greenhouse gas emissions. Since Scope 3 emissions largely fall outside our direct sphere of influence, their collection and management present a particular challenge. In 2024, we continued discussions with suppliers on the disclosure of primary CO₂ data in order to further improve data quality. For paper suppliers, we were once again able to use primary data in 2024.

Methodology for Calculating the Corporate Carbon Footprint (CCF)

The Corporate Carbon Footprint (CCF) quantifies total emissions across all scopes along DuMont's business activities.

Greenhouse gas emissions are calculated in accordance with the Greenhouse Gas Protocol (GHG Protocol) – the most widely recognized and globally established standard for calculating GHG emissions. In doing so, we strictly adhere to its five guiding principles: Relevance, Completeness, Consistency, Transparency, and Accuracy.

Data sources used include: DEFRA, Ecoinvent, IPCC, GEMIS, AIB, UBA, IFEU, FCID, and Quantis. For smaller office locations and shared offices without available energy consumption data, we estimated Scope 1 and 2 emissions based on the square meter area of the respective premises.

Our climate balance covers all legally consolidated entities. The decommissioning of our printing facility in Cologne represents an operational process change but does not impair the comparability of our overall climate balance. Emissions now simply appear in different Scope 3 categories.

Targets and Measures for Scope 1 and Scope 2

In the reporting year, only 6.4% of our total emissions fell under Scope 1 and 2.

This means we have reduced our emissions within direct control by 65% since 2022. The main remaining emission drivers are heat generation and electricity consumption in office buildings.

DEVELOPMENT OF SCOPE 1 AND 2

In the reporting year, Scope 1 greenhouse gas emissions decreased to 332 t CO₂e, while the market-based Scope 2 gross emissions slightly increased to 1,190 t CO₂e, mainly due to changes in energy sourcing.

Key drivers of the reductions achieved in previous years included:

- Switching to green electricity
- Decommissioning of the in-house combined heat and power plant at the Cologne site
- Various individual measures

GREEN ELECTRICITY INITIATIVE

We have committed to using 100% green electricity by 2030. We are steadily moving toward this goal: 97% of total electricity consumption in Germany already comes from renewable sources. The only exceptions are smaller external office locations in leased premises without green electricity contracts. In order to transition these sites as well, we remain in close dialog with the respective landlords.

ENERGY EFFICIENCY AT THE COLOGNE SITE

- Converted entrance lighting at the Neven DuMont Haus to LED technology.
- Replaced 25-year-old heating boilers and gas burners with modern, energy-efficient systems (completion: April 2025).
- Following commissioning, the new heating systems are already delivering gradual savings.

PROMOTING ELECTROMOBILITY

- Installed 32 charging stations for electric vehicles at the Cologne headquarters.
- Operated with 100% green electricity, at attractive conditions for employees
- 2024 usage: approx. 1,700 charging sessions, nearly 60 users, with rising numbers
- Planned expansion for 2025: six additional charging points
- Installed 19 new e-bike charging stations in the underground car park (free, powered by green electricity)



For the base year of our climate strategy (2022), the following baseline values apply:

| CO ₂ emissions | In tons of CO ₂ equivalents, 2022 (base year) | Target values by 2030 |
|---------------------------|----------------------------------------------------------|-----------------------|
| Scope 1+2 | 4,378 | - 40% |
| Scope 3 | 44,029 | - 42% |

Targets and Measures for Scope 3

With 93.6% of total emissions in 2024, Scope 3 remains by far the largest component of our CO₂ footprint – and also the greatest challenge.

To achieve our target of reducing Scope 3 emissions by 90% by 2045 (compared to the 2022 base year), we have focused intensively on identifying and evaluating effective reduction measures.

FOUR ACTION FIELDS IN SCOPE 3

Based on the 2022 data, we identified the following key action areas:

- Purchased print products (mainly newspapers and books)
- Other purchased goods and services (including outsourcing partners)
- Employee mobility and business travel
- Logistics (upstream and downstream transport and distribution)

We have already reduced Scope 3 emissions by 49%, from 44,029 t (2022) to 22,440 t (2024).

This means we have exceeded our 2030 reduction target in the reporting year, and we are continuing on track toward our 2045 goal.

By outsourcing newspaper printing to an external service provider, emissions have shifted from Scope 1 and 2 to Scope 3. While this reduces our direct influence on these emissions, it also creates new opportunities for reduction within the supply chain. We intend to systematically leverage these potentials in close cooperation with our service providers.

OTHER PURCHASED GOODS AND SERVICES

Paper reduction through the “No-Paper Policy”:

- 2023 – approx. 1.9 million printed pages
- 2024 – approx. 1.2 million pages
- One pack of DIN A4 copy paper (500 sheets) produces approx. 2.4 kg of CO₂.

DIGITIZATION MEASURES

- DocuSign was rolled out company-wide at KStA Medien.
- Reduction of print and copy devices from 154 to 56.
- Increased provision of electronic product information.
- Selective use of refurbished IT hardware.



Further Reduction Potential in Scope 3

Around half of our Scope 3 emissions result from external printing service providers.

We have identified potential measures and translated them into possible action steps, but their successful implementation depends on collaboration with our service partners.

DUMONT BUCHVERLAG

In 2024, the share of suppliers already producing with 100% green electricity in book production increased further. We have now reached a total of 91%.

NEWSPAPER PRINTING

The identified climate protection potentials in newspaper printing are currently being tested in collaboration with our service providers, and are being evaluated in terms of feasibility, economic viability, and scalability. Initial results are available, and further measures are in development. The goal is to establish a medium-term climate protection plan for the printing partners of Kölner Stadt-Anzeiger Medien.

Overview of potential measures:

- 100% green electricity: reviewing renewable energy sourcing options after contract expiration
- 100% biogas: planned transition of heat supply to biogas
- Heat pumps: evaluation of possible application at printing and paper suppliers
- Mineral oil-free inks: continuation of test phases despite limited results so far
- Logistics: pilot projects to electrify truck and car fleets in cooperation with selected partners

Employee mobility and business travel

The greatest reduction potential lies in the transition to electric vehicles.

01 | Incentives for low-emission mobility options (Deutschlandticket, mobility budgets)

02 | Support for the transition to electric vehicles through low-cost charging and the exclusion of fossil-fuel-powered company cars

INNOVATIVE E-MOBILITY INITIATIVES IN 2024

- Introduction of the goFLUX carpooling app at Cologne locations.
- Attractive commuter ticket options linked to the Deutschlandticket.
- Financial benefits for bike leasing.
- Flexible home-office models to reduce emissions.
- Awareness campaigns promoting the use of green electricity in home-office settings.

NEW TRAVEL GUIDELINES

- Flight bookings only for international travel
- Trains preferred for domestic routes
- E-scooters or e-roller scooters for short intra-city trips
- Taxis, rental cars and car sharing, preferably using electric vehicles

If these measures are successfully implemented and adhered to in the long term, we could save around half of the emissions from business travel.



“Our ability to innovate will also help us in climate protection. I have personally experienced how strongly this capability can influence our actions: The AI Innovation Day is, for me, a prime example of how transformative true collaboration can be. When we brought together employees from different areas of the group for the first Innovation Day in 2023, a creative dynamic emerged immediately – one that none of us could have generated on our own.

We no longer saw AI only through our subject-specific lens, but recognized opportunities to spark genuine enthusiasm and create an enriching transfer of knowledge and ideas. What excites me most is the conviction that shared knowledge grows exponentially. This helps us in all areas – in our daily work, but also in our sustainability performance. When I share experiences, I enable others to become innovators themselves. That is a great experience. For me, acting sustainably also means empowering people and sharing knowledge – that is what defines our ability to innovate.”

Robert Ziiz
Head of Data, Kölner Stadt-Anzeiger Medien

02 _ Environment

| | |
|----------------------------------------------------|-----------|
| Our Focus Topics and Goals in the Environment Area | 22 |
| Our Climate Strategy | 24 |
| Our CO ₂ Footprint | 27 |
| Climate Protection Projects | 35 |
| Other voluntary topics in the Environment area | 37 |

Climate Protection Projects

Greenhouse gas emissions that we are temporarily unable to reduce are voluntarily offset through international climate protection projects provided by established partners such as ClimatePartner.

The selected climate protection projects meet strict verification criteria and are based on the 17 Sustainable Development Goals (SDGs) of the United Nations. From a shortlist of five projects,

our employees vote on the order and volume of the respective CO₂e compensation. We carry out the compensation voluntarily and focus on climate protection projects in the Global South.

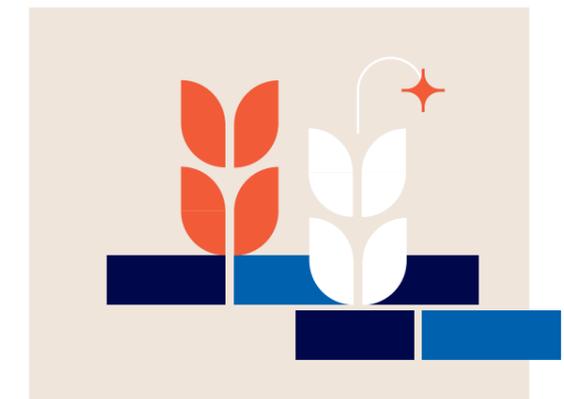


01 CLEAN DRINKING WATER FOR PEOPLE IN UGANDA

Around half of the population in Uganda has no access to clean drinking water. Through the drinking water project, we distribute water filters to households and institutions in western Uganda, thereby avoiding the energy-intensive boiling of water.

02 BIOMASS IN COLOMBIA

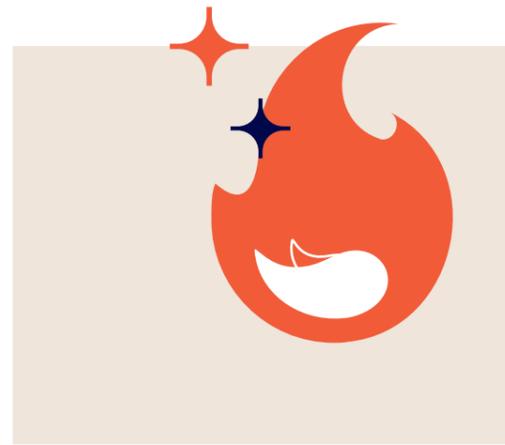
In Soacha, a suburb of Bogotá, a brickworks has converted to modern, energy-efficient kilns and now operates them using 80% renewable biomass. The project saves around 19 tons of CO₂ per year and is the first Gold Standard-certified climate protection project in Colombia.



In addition to our reduction measures, in 2024 we offset

voluntarily 21.4 kt CO₂e

through certified climate protection projects. This corresponds to a remaining residual amount that we are currently unable to avoid through operational measures.



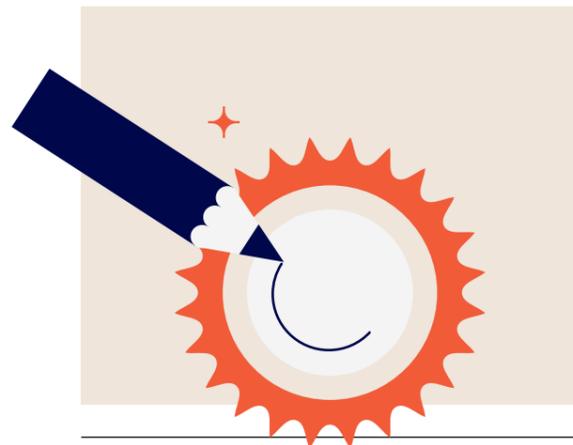
03
IMPROVEMENT
OF LIVING CONDITIONS
IN CÔTE D'IVOIRE

We distribute efficient cookstoves in urban and peri-urban areas. This reduces firewood consumption, lowers emissions, and helps reduce health risks for the local population, especially for women and children.



04
PROMOTION OF WOMEN
IN RURAL INDIA

Micro-entrepreneurs gain access to micro-loans for efficient cookstoves and solar lanterns. With the money saved on fuel, they can repay the loans. Some women work as “Clean Energy Demonstrators” and promote clean energy in remote regions.



05
SUPPORT
FOR PEOPLE IN INDIA

A 100 MW solar power plant in the village of Guttigoli feeds emission-free solar power into the Indian grid. In addition, the project supports sustainable development in surrounding villages by promoting schools and educational initiatives.

Other **Voluntary Topics** in the Environment area

As part of our preparation for ESRS reporting, we also collect data on other environmental topics and continuously review their relevance. Even if these topics only play a role in specific parts of our group of companies, their publication underlines our commitment to transparency and openness.

Water consumption

In the reporting year 2024, our Cologne site consumed a total of 17,036 m³ of water. The significant reduction from 25,155 m³ in the 2022/23 financial year is mainly due to the closure of the in-house newspaper printing facility in autumn 2023. The Neven DuMont Haus, as the main building at the company's Cologne headquarters, recorded water consumption of 14,363 m³, slightly above the previous year (2023: 14,255 m³).

Waste

From the 2024 financial year onwards, DuMont no longer prepares a separate waste balance, as the previous key figures for hazardous waste such as solvents and printing ink sludge no longer apply due to the end of printing operations. The Neven DuMont Haus is purely an office site, where only standard household waste and paper waste are generated. In the spirit of sustainable resource use, we have nevertheless identified measures for reducing paper consumption and waste, which we will implement in 2025.

Biodiversity

Under CSRD, biodiversity (E4) is classified as an important environmental category. For DuMont, this topic was not identified as material due to our predominantly data- and software-based business models. Nevertheless, we are committed to supporting biodiversity at our sites:

OUR BIODIVERSITY ACTIVITIES

- Two DuMont-owned beehives at the Cologne site
- Sale of the honey harvest in support of the “wir helfen” campaign by KStA Medien
- Species-rich planting of flower beds at the Neven DuMont Haus as a habitat for insects
- Campaigns with reforestation measures: KStA initiated over 1,000 tree plantings linked to new newspaper subscriptions

These initiatives demonstrate: Even though biodiversity is not one of our material environmental topics, we still make meaningful contributions to protecting nature and biodiversity in selected areas.

| | |
|-----------------------------------------------|----|
| Our Focus Topics and Goals in the Social Area | 40 |
| Our Social Strategy | 42 |
| Diversity and Equality | 45 |
| Lifelong Learning | 48 |
| Health Protection and Safety | 50 |
| Social Engagement | 53 |
| Consumers and End Users | 55 |
| Interview | 56 |

03

Social

"People are at the heart of DuMont. With their individual strengths, they make our success possible. Their openness and willingness to develop further and explore new paths shape our companies. Learning ability is a key competence: It makes us agile, enables us to recognize opportunities and act decisively – this is one of our competitive advantages."

*Oliver Eckert
COO DuMont*

| | |
|----------------------------------------------------|-----------|
| Our key topics and goals in the Social area | 40 |
| Our Social Strategy | 42 |
| Diversity and Equality | 45 |
| Lifelong Learning | 48 |
| Health Protection and Safety | 50 |
| Social Engagement | 53 |
| Consumers and End Users | 55 |
| Interview | 56 |

Our Focus Topics and Goals in the **Social** Area

Our employees are at the center of our actions. We strengthen their role as active shapers of sustainability – within their own working environment and throughout the DuMont group.

To effectively foster this commitment, we view learning ability as a central key competence and support it with suitable measures – always under the principle of “encouraging and challenging.” Through collaborative learning, for example in our Talent Community, we advance both individually and as a company, actively and successfully driving change.

Satisfied employees play a decisive role in DuMont’s business success. We place great importance on an attractive working environment and appropriate working conditions, particularly with regard to working hours and the reconciliation of work and private life. We communicate our approach through various formats such as all-hands events, workshops, company tours and feedback rounds between leadership and employees.

In the Social area too, we set binding priorities across the group and establish overarching processes. Within these guiding principles, the individual companies in the group develop their own tailored measures. We foster a working culture that respects individual life rhythms – whether during family phases or while caring for dependent relatives – and we create framework conditions that support employees in their personal life situations.

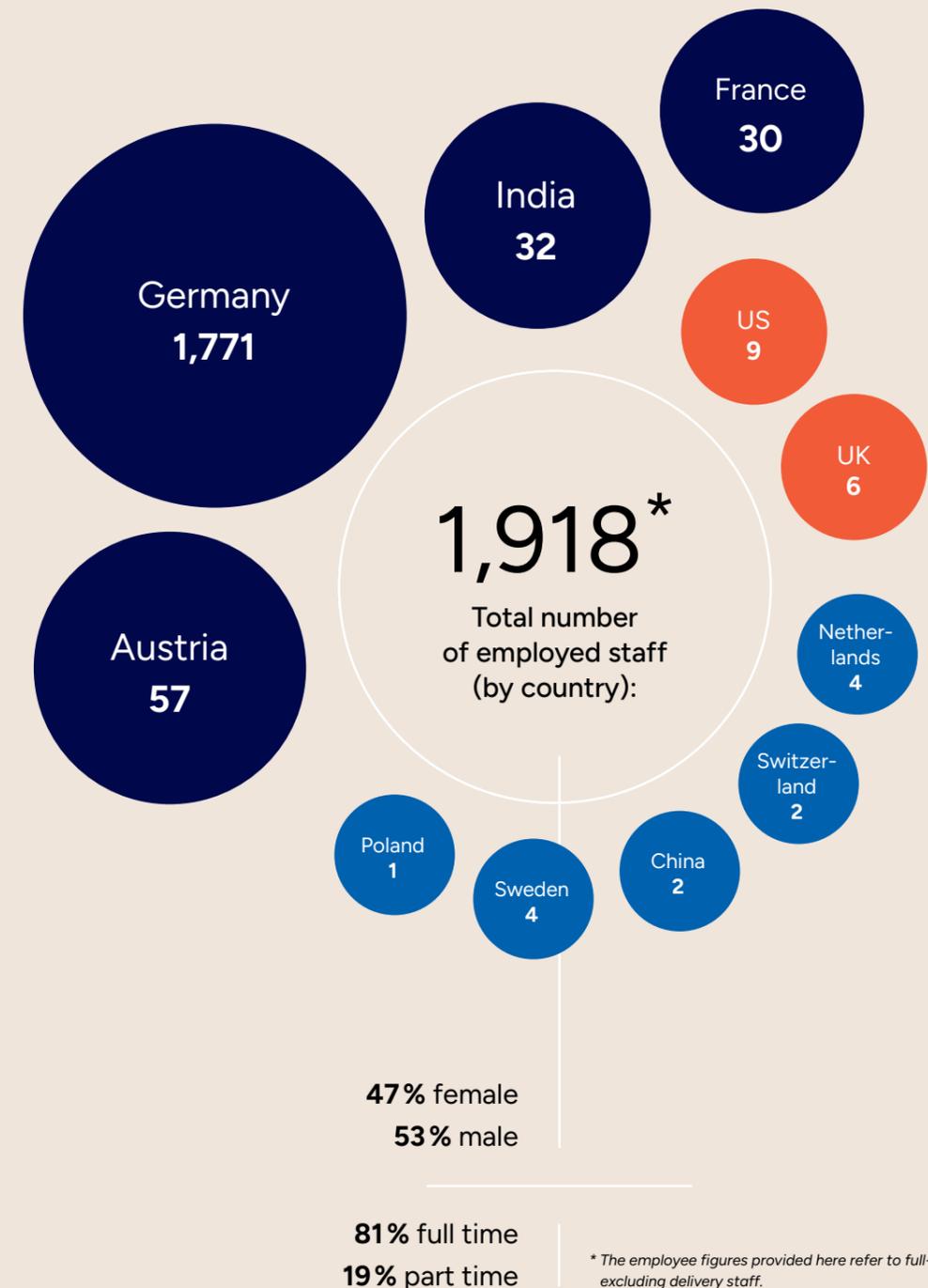
As part of our Social Strategy, we emphasize our responsibility towards all employees as a common foundation. All employees – regardless of their employment status – are subject to the social and ethical minimum requirements that DuMont has defined as binding in the Policy Statement on Respect for Human Rights and in the Code of Conduct. DuMont is committed to equal treatment of all employees, the prevention of discrimination, and compliance with working time regulations, health protection and freedom of association.

Our Policy Statement specifies that human rights standards apply not only to our own workforce, but expressly also to external employees along the value chain. The Code of Conduct requires partner companies to comply with all labor law and ethical standards.

Key figures relating to our own workforce

DuMont is responsible for more than 1,900 people who are directly employed. Over 90% of our workforce works in Germany, the majority of them at the company headquarters in Cologne, as well as at various other sites across Germany (for example Berlin, Munich, Hamburg). Additional employees are based in eleven countries on three continents, most of them in our most international business area, Marketing Technology (including India, the USA, France and the United Kingdom). 81% of our employees work full time. Almost half of our workforce (47%) are women.

Our international team at DuMont



| | |
|---------------------------------------------|-----------|
| Our key topics and goals in the Social area | 40 |
| Our Social Strategy | 42 |
| Diversity and Equality | 45 |
| Lifelong Learning | 48 |
| Health Protection and Safety | 50 |
| Social Engagement | 53 |
| Consumers and End Users | 55 |
| Interview | 56 |

Our Social Strategy

Based on our double materiality analysis, we defined four focus topics as particularly important for DuMont. In the reporting year, we slightly adapted their titles to align with ESRS terminology, but retained their core emphasis due to their continued relevance and importance.

For voluntary ESRS reporting, we refer to Standard S1 ("own workforce"). The publication year 2025 and the following year will be used to further specify strategic focus areas and align them with the reporting standard. To do this, we will update the double materiality analysis and determine the relevant IROs (Impact, Risk, Opportunities).

Our four overarching strategic core areas and concrete group-wide goals

Diversity and Equality



- We actively promote women in order to increase the share of women in the Management Circle to 35% by 2028.
- We identify and address gender-based inequalities in pay.
- We help mothers and fathers to better combine family and career through support with childcare.
- We have raised awareness of diversity in thinking among employees in 100% of the brands and companies in our group.

Lifelong Learning



- At our brands, we introduced initiatives and measures for talent development.
- At least 80% of executives in the Management Circle complete a development program aimed, among other things, at promoting a growth mindset and a learning culture.

Health Protection and Safety



- We offer support for life-phase-oriented work structuring for our employees.
- We support our employees in being and staying mentally healthy.

Social Engagement



- Through "wir helfen," we support children and young people in need in the Cologne metropolitan region, providing assistance and offering perspectives.
- We support the voluntary engagement of our employees.

| | |
|---------------------------------------------|-----------|
| Our key topics and goals in the Social area | 40 |
| Our Social Strategy | 42 |
| Diversity and Equality | 45 |
| Lifelong Learning | 48 |
| Health Protection and Safety | 50 |
| Social Engagement | 53 |
| Consumers and End Users | 55 |
| Interview | 56 |

At DuMont, the active involvement of employees in decision-making processes and transformation initiatives is part of the company's lived culture.

Participation takes place through various formal and informal mechanisms:

- Project teams
- Topic-specific working groups
- Surveys
- Future workshops
- Digital feedback platforms

We involve employee representatives in organizational and strategic changes in accordance with their co-determination rights under labor law.

Due to legal reasons, external workers are generally not included in the internal participation formats. However, our Human Rights Policy states that all persons along the value chain must have access to effective complaint mechanisms. We ensure this through various procedures, explicitly through the operation of a low-threshold whistleblower system with options for anonymous reporting.

For the implementation of human rights due diligence obligations, which are also part of our supply chain analyses, we include affected groups of workers in risk analyses and preventive measures, insofar as this proves to be a material criterion. For 2024, we duly reported compliance with the regulations of the Supply Chain Due Diligence Act to the Federal Office for Economic Affairs and Export Control (BAFA).

Social Sustainability Risks

In connection with the double materiality analysis, detailed information on our own workforce was collected and assessed.

We did not identify any material negative impacts of DuMont's business activities on our own workforce or on external workers within our direct operations in Germany. Due to the primary business areas in media, technology, communication and services, as well as the location in Germany with strong labor and social protection, systemic risks such as child labor, forced labor or forms of exploitation are currently excluded in our own operations.

Individual, acute negative impacts – for example through workplace accidents, discrimination or health-threatening working conditions – were not reported during the reporting period. DuMont nevertheless sees itself as obligated to prevent such incidents through preventive measures such as training and the whistleblower system.

DuMont recorded material positive impacts on its own employees and, in some cases, also on external workers. The positive effects primarily result from the extensive, strategically embedded standards regarding working conditions, fair wages, flexible working models and the respect for diversity. We supplement the risk analysis with the annual collection of data on working conditions, diversity and inclusion factors, as well as on mental health. The evaluation of ESG indicators in comparison with global benchmarks enables a detailed risk assessment, which we tailor to different groups.

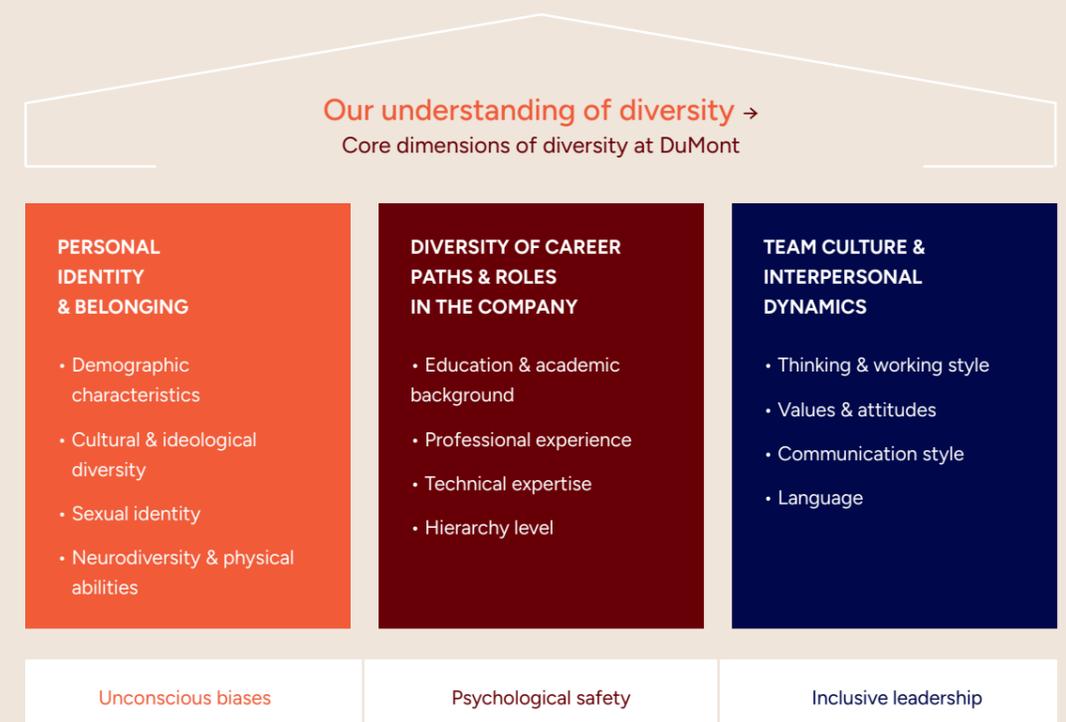
Diversity and Equality

We firmly believe: Lived diversity not only increases DuMont's attractiveness, but also the satisfaction of our employees. A diverse workforce improves our company's creativity and innovative strength and supports our success.

At DuMont, we understand diversity holistically – it includes not only gender and age, but also social background, physical and mental abilities, and "diversity of thought." Our depiction of the core dimensions of diversity ("Diversity House") illustrates this comprehensive perspective. This is how we promote a culture of openness across all companies in the group, where people feel welcome and have equal opportunities. We ensure

equality – for instance, under the principle of "equal pay for equal work" – in accordance with regulatory requirements, or advocate alignment within the given framework.

In line with CSRD requirements, we collected various diversity metrics, which are listed in the appendix. These include relevant indicators on employment relationships, gender and age, as well as other relevant characteristics of our workforce. To assess progress toward an inclusive corporate culture, we also intend to collect employee satisfaction data in the future. For this purpose, feedback iterations with employees by the individual companies are planned starting in 2025.



| | |
|---------------------------------------------|-----------|
| Our key topics and goals in the Social area | 40 |
| Our Social Strategy | 42 |
| Diversity and Equality | 45 |
| Lifelong Learning | 48 |
| Health Protection and Safety | 50 |
| Social Engagement | 53 |
| Consumers and End Users | 55 |
| Interview | 56 |

Promotion of women

The promotion of women in leadership positions is a core priority of our company.

Specifically, we aim to increase the proportion of women in the Management Circle – the extended leadership group of the company – to 35% by 2028. In 2024, the proportion was 26%, already up from the previous year (21%).

OUR MENTORING PROGRAMS

At group level, DuMont supports the **initiative International Women into Leadership (IWIL)**, which we joined in July 2024. The goal of IWIL is to promote gender diversity at the highest management levels. A key component of this initiative is the cross-industry cross-mentoring program. Through comprehensive networking, selected emerging female leaders are given the opportunity to benefit from the experience and knowledge of established top female executives. DuMont can nominate two female leaders per year for a twelve-month mentoring program. In March 2025, the first two participants from DuMont began the mentoring program.

In addition to the guided IWIL program, we promote further initiatives at the level of individual companies:

WOMEN IN LEADERSHIP

The Cologne mentoring program enables women to develop leadership skills and prepare for senior positions through networking, mentoring and training programs. During the reporting year, QUIFOS participated in two parallel mentoring cohorts with young female leaders.

At DuMont, we place special emphasis on ensuring equal opportunities for women in our decentralized recruiting processes. The goal is to balance the percentage of women and men in leadership positions. For this purpose, we regularly review our processes and collect corresponding ratios for interviews and job offers.

FAIR COMPENSATION

We recognize and address gender-related inequity in employee compensation. Pay differences among employees must, according to regulatory requirements, be objectively justified in cases of equal, similar or equivalent work – for example, by area of responsibility, location or experience.

In the reporting year, we began a Fair Pay review in individual companies with external support, coordinated by DuMont. The results will provide valuable insights for structuring positions and remuneration.

Supplementary initiatives in our companies:

- censhare conducted an initial internal review of gender pay gaps to identify and eliminate gender-related differences in average hourly wages in the future.
- ELAINE regularly reviews payroll data to correct any imbalances.

Human resources managers ensure that all employees are paid appropriately and that there are no pay differences among equally qualified employees.

Women and men should be compensated equally regardless of gender, based on objective criteria, although for many employees this is already ensured through collectively agreed pay structures.

This also applies to working students: They earn approximately 3 to 4 euros per hour above the minimum wage.

WORK-FAMILY BALANCE

We want to make it easier for mothers and fathers to balance family and work. With the **pme Family Service**, we have established a group-wide agreement that is valid for all DuMont companies. The concrete implementation and communication of the services are the responsibility of each company. A large proportion of our subsidiaries already make intensive use of this offering.

The pme Family Service provides:

- Support with childcare
- Life coaching for better work-life balance
- Support with family care responsibilities

Individual companies offer additional services. ELAINE, for example, in addition to various working time models and home office for parents, also grants four paid care days per year for looking after dependent, sick children.

Diversity in thinking

Our goal is to raise awareness of diversity in thinking among 100% of the employees across our group of companies. To this end, we have implemented numerous joint measures and established framework conditions.

As a group, DuMont demonstrates its commitment to diversity and inclusion by joining the Diversity Charter, an initiative for a respectful and prejudice-free working environment.

To embed this commitment in everyday work, we integrated a group-wide online seminar on diversity and equal opportunities into our training program during the reporting period. The aim is to raise employee awareness of the different core dimensions of diversity and empower them to actively embrace their role in an inclusive corporate culture.

SELECTED MEASURES AT THE LEVEL OF INDIVIDUAL COMPANIES

“Cologne Equal” at KStA Medien

- Initiative on diversity with topics related to LGBTQIA+, inclusion, integration and generations
- Participation in the 2024 Cologne Christopher Street Day with our own float and walking group
- Introduction of “Blind Hiring” in the recruiting process to eliminate unconscious biases
- Regular participation in “Girls’ and Boys’ Day”

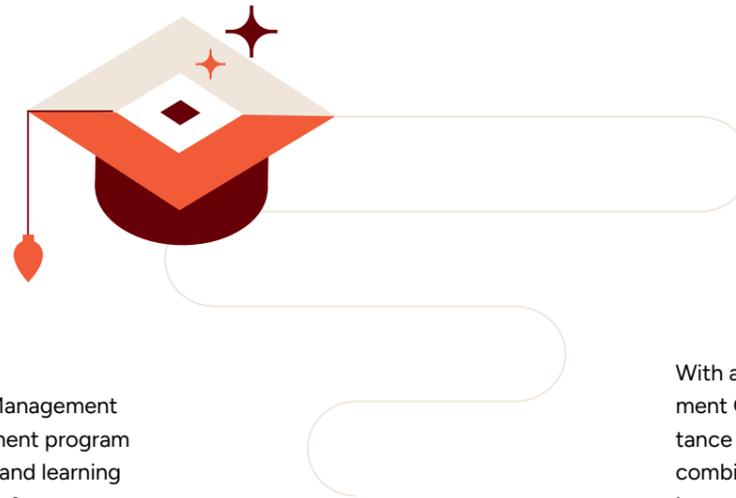
Gender management at QUIFOS

- Dedicated gender management concept with recruitment explicitly focused on equal opportunities
- Avoidance of “gender bias” in salary determination to prevent a gender pay gap



| | |
|---------------------------------------------|-----------|
| Our key topics and goals in the Social area | 40 |
| Our Social Strategy | 42 |
| Diversity and Equality | 45 |
| Lifelong Learning | 48 |
| Health Protection and Safety | 50 |
| Social Engagement | 53 |
| Consumers and End Users | 55 |
| Interview | 56 |

Lifelong Learning



We view lifelong learning as an important responsibility for our employees and create a culture that encourages continuous development. The professional development of each individual employee safeguards the adaptability of our products and services – and therefore determines our future viability.

We enable our employees to take responsibility for their own digital learning. Thanks to increasingly hybrid and flexible working models and technological capabilities, learning can be organized individually and independently.

Digital learning offerings are an important and integral part of our learning culture. In addition, we encourage participation in relevant conferences and networking events to foster external perspectives.

Our vision is a dynamic learning culture that supports the personal and professional development of our employees and positively contributes to the future viability of our company.

Our overarching objectives are:

01 | Talent development across all brands

We focus on the targeted development of talent programs, which we design in a decentralized manner under the individual responsibility of our companies. The aim is to identify talent, promote it, and support individual development.

02 | Leadership development

80% of the leaders in the Management Circle complete a development program to foster a growth mindset and learning culture. Development in four focus areas is particularly important:

- AI/Technology
- Agile leadership
- Entrepreneurship
- Promotion of diversity

Leadership development

Talent Community: Implementation through a group-wide learning and development platform

The Talent Community is the central implementation tool for our leadership development. As a group-wide training and development program, it is aimed at the approximately 80 members of the Management Circle and enables systematic development in the four defined development fields.

IMPLEMENTATION IN REPORTING YEAR 2024

In 2024, we carried out the first two development fields as planned:

- **AI & Technology**
Empowerment for the strategic use of AI in products and processes, understanding of AI-driven business models
- **Agile Leadership**
Development of modern leadership skills for dynamic, self-organized teams

With a participation rate of 85% in the Management Circle, we achieved a high level of acceptance and active involvement. The program combines modern blended learning formats with in-person exchange, internal knowledge transfer through peer learning, and external input from subject matter experts.

OUTLOOK 2025

From 2025, the other two development fields will be on the program:

- **Entrepreneurship & Growth Mindset**
Promotion of entrepreneurial thinking and personal responsibility
- **Diversity, Equity & Inclusion**
Strengthening diversity, equal opportunities, and inclusive leadership

Our approach consistently follows the principle of "supporting and challenging": We create learning environments with clear expectations for active participation and application of what has been learned in everyday leadership.

Knowledge sharing

As a continually evolving organization, we promote group-wide knowledge sharing that opens opportunities for participation and further development. We create an environment where every individual feels valued, is individually supported, and can learn effectively.

OUR PLATFORMS AND FORMATS

wissen@dumont: An internal platform for collaboration with documents, presentations, templates, policies, and information about DuMont activities

Insights

Our internal news channel (intranet) for continuous knowledge transfer within the various business areas

DuMont Circles

A hierarchy-free and open format that enables employees from all subsidiaries to:

- Network beyond day-to-day business on future-relevant topics
- Learn from one another and jointly develop new solutions
- Engage in dialogue, knowledge transfer, and collaboration across company boundaries

The launch took place with three thematic focus areas: New Work, Tech, and Lead Management. Today, there are overarching Circles on AI, ESG, People, and Gender as well as specialized groups for the EU Deforestation Regulation (EUDR), the Supply Chain Act (LkSG), or CO₂ footprint assessment.

The Circles are characterized by their self-organized and iterative nature. In various moderation formats – from idea sprints and collegial case consulting to technical deep dives – we share experiences, discuss challenges, and initiate concrete measures. External input and best practices regularly broaden the perspective.

| | |
|---------------------------------------------|-----------|
| Our key topics and goals in the Social area | 40 |
| Our Social Strategy | 42 |
| Diversity and Equality | 45 |
| Lifelong Learning | 48 |
| Health Protection and Safety | 50 |
| Social Engagement | 53 |
| Consumers and End Users | 55 |
| Interview | 56 |

Health Protection and Safety

Workplace safety is a top priority for DuMont. We have implemented comprehensive systems, measures, and safety protocols to prevent workplace accidents and to ensure the health and safety of our employees.

Management systems and concepts

Our management systems for preventing workplace accidents ensure continuous improvement of the working environment:

- **Occupational safety management systems**
Risk management and safety processes with regular training on occupational safety standards
- **Accident prevention programs**
Ongoing programs for risk reduction through safety inspections and emergency drills
- **Reporting and investigation**
Clear mechanism for reporting workplace accidents with detailed accident investigations

At the Cologne site, we regulate health protection and preventive care across the board:

- Weekly occupational health consultations at the Neven DuMont Haus
- General medical consultations and flu vaccinations
- Occupational health screenings for screen-based workstations
- Certified psychologist for addiction counseling
- Annual health day in cooperation with a health insurance provider

Best Practice MARMIND: We integrated the “Healthy Masterminds” health project into a company health management system.



In 2025, MARMIND received the Austrian BGF quality seal for workplace health promotion (2025–2027).



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 | 17 |
| Number of cases of reportable work-related illnesses in the reporting period among salaried employees (subject to legal restrictions on data collection) | 1 |

None

Absence days in the reporting period

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

Life-phase-oriented working

The health of our employees is especially important to us. With targeted offers, we support employees in combining work and private life in the best possible way.

pme Family Service offerings

- Information and support in different life phases
- Childcare and caregiving counseling
- Mental health offerings and stress management
- Life coaching for mental health and workplace conflict situations

Flexible working models

- Flexible working hours and part-time models at most subsidiaries
- Option for mobile working
- Trust-based working hours at ELAINE, censhare, Eticor, and MARMIND
- “Working abroad” at Facelift: up to 20 days per year working from abroad
- Sabbaticals for extended breaks from work

| | |
|---------------------------------------------|-----------|
| Our key topics and goals in the Social area | 40 |
| Our Social Strategy | 42 |
| Diversity and Equality | 45 |
| Lifelong Learning | 48 |
| Health Protection and Safety | 50 |
| Social Engagement | 53 |
| Consumers and End Users | 55 |
| Interview | 56 |

Mental health

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.

Our measures:

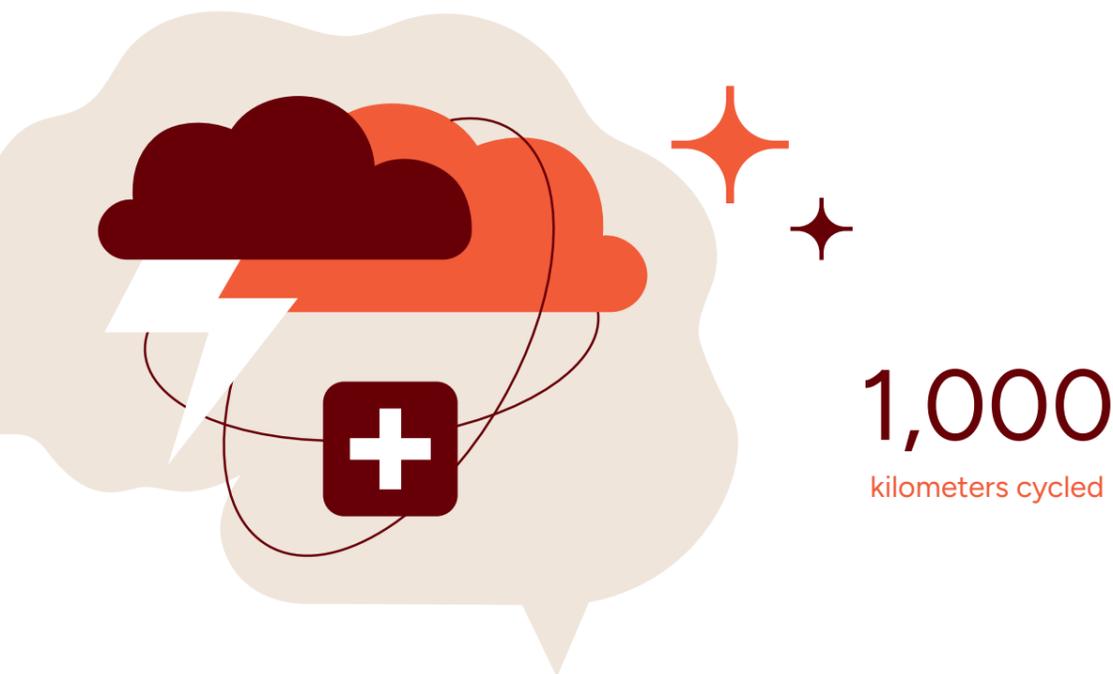
- Group-wide “Learning Day” on mental health (first held in 2024)
- Access to the 7Minds mental health app with over 1,200 meditation guides, mindfulness exercises, and courses in various languages
- Topics include stress management, resilience, and emotional well-being

Active in sports in the region

In 2024, many colleagues once again took part in the B2Run in Cologne.

Together with 20,000 participants from more than 880 Cologne-based companies, DuMont was represented by teams from KStA Medien, QUINFOS, and the book publishing division.

censhare participated with 15 runners in the B2Run in Munich and collected around 1,000 kilometers during “Stadtradeln”, helping to avoid CO₂ emissions on daily routes.



Social Engagement

As a family-owned company deeply rooted in the region, we see community engagement as a cornerstone of our culture. For many decades, DuMont has been actively involved in a wide range of initiatives.

Company-wide community engagement

Alfred Neven DuMont-Foundation

- Engagement mainly in Africa
- Focus on health and education for children and young people
- Projects: Construction of a nurses’ residence in Uganda, drinking water test kits, menstrual hygiene products for young women

Foundation Chair:
Isabella Neven DuMont
Co-shareholder and Supervisory Board member

Kult-Crossing gemeinnützige GmbH

- Promoting access to cultural education for children and young people
- KultShops (workshops with cultural professionals), discounted cultural subscriptions, short film festival “.mov”
- “Kulturbaukasten” to connect schools, culture, and the professional world

Management:
Christian DuMont Schütte
Co-shareholder and Supervisory Board member

| | |
|---------------------------------------------|-----------|
| Our key topics and goals in the Social area | 40 |
| Our Social Strategy | 42 |
| Diversity and Equality | 45 |
| Lifelong Learning | 48 |
| Health Protection and Safety | 50 |
| Social Engagement | 53 |
| Consumers and End Users | 55 |
| Interview | 56 |

Our two goals for community engagement are:

- 01 | We support “wir helfen” in the Cologne metropolitan region to help children and young people in need
- 02 | We support volunteer engagement by our employees

“wir helfen” initiative

“wir helfen” [“we help”] is a campaign launched by the Kölner Stadt-Anzeiger for children and young people in need from Cologne and the Rhineland. We founded the association in 1998, and the fundraising campaigns began nearly 30 years ago.

Impressive track record

- Over 30 million euros in donations collected and distributed since founding
- More than 100 projects and initiatives supported each year
- KStA Medien covers all administrative and organizational costs

2024: “wir helfen: because every child is valuable”

- 1.6 million euros collected
- 139 projects, initiatives, and associations supported in Cologne and the region
- Goal: Children and young people should feel valuable regardless of background, social status, or gender

Starting October 2024: “wir helfen: so that children can once again face the future with courage”

- Focus on building trust and future skills
- Support for projects that encourage and show young people they can actively shape their living conditions

Volunteer engagement of our employees

As a family-owned company, we support the social engagement of our employees and encourage them to volunteer. Implementation is handled individually by each DuMont company.

Social Day:

- Established at KStA Medien, Eticor, and MARMIND
- One day per year for volunteer work during working hours
- Free choice of activity and organization

DTAD:

- Joint volunteer activities during working hours
- Donations to “Hey, Alter!” (equal opportunities in education through IT equipment)
- Support for the “Jona” Foundation for children and young people in need
- Support for faktura Berlin for vocational rehabilitation

QUiNFOS and Bundesanzeiger:

- Joint volunteer activities during working hours
- Free training as first aiders and fire safety assistants at Bundesanzeiger



Consumers and End Users

DuMont places great importance on actively involving consumers and protecting their rights. In view of upcoming ESRS requirements, we captured existing information on this topic during the reporting year.

Communication channels and complaint management

DuMont and its subsidiaries have established all legally required communication channels:

- Reporting and complaint channels according to the Whistleblower Protection Act, Supply Chain Due Diligence Act, and GDPR
- At KStA Medien and DuMont Buchverlag: Compliance Committee and Ombudsperson
- General contact options via imprint details on websites

We continuously review and optimize these established channels and processes and improve them where necessary. We ensure the effectiveness of these channels by guaranteeing that the responsible persons and offices operate without instruction.

Data Protection

All DuMont companies are committed to the General Data Protection Regulation (GDPR):

- Regulation through corresponding policies and Code of Conduct
- Regular review
- Data processing in compliance with the principles of Art. 5 GDPR
- Clear deadlines for data retention
- Data protection and information security teams with regular training

Responsible use of technology

As a media and tech company on the path to becoming an AI Company, responsible use of technology, journalistic integrity, and compliance with the European AI Regulation are of great importance to us.

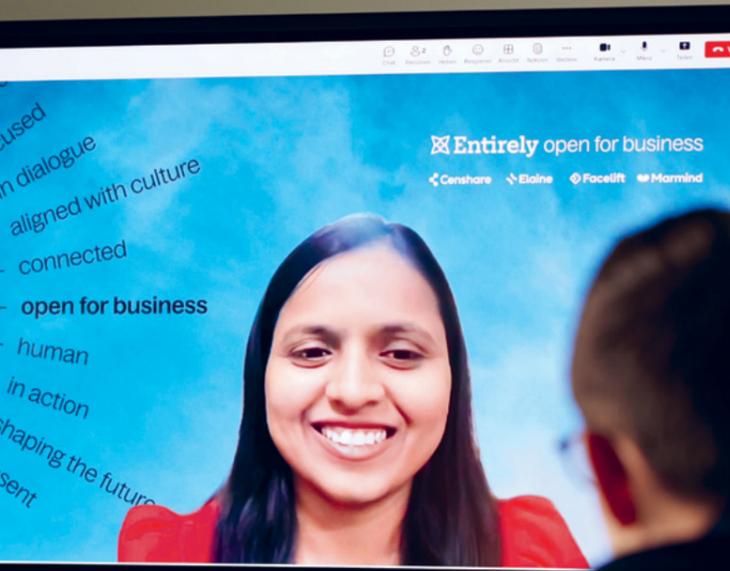
The reporting of newspaper publishers follows the ethical standards for journalism (Press Code).

Exchange with readers

In the Regional Media area, regular interaction takes place:

- Reader telephone line, guided tours, and reader surveys at daily newspapers
- Regular market research surveys at radio stations
- Project “Zeitenwandel”: new journalistic formats with very positive feedback
- “Reader reporters”: Readers can write and publish their own articles

| | |
|---------------------------------------------|-----------|
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| Diversity and Equality | 45 |
| Lifelong Learning | 48 |
| Health Protection and Safety | 50 |
| Social Engagement | 53 |
| Consumers and End Users | 55 |
| Interview | 56 |



Archana Kumari
Global Head of HR Shared Services,
Entirely (Censhare)



Julius Ernst
Team Lead Finance,
Entirely (Facelift)



Interview

Archana Kumari, Global Head of HR Shared Services, Entirely (Censhare) and **Julius Ernst**, Team Lead Finance, Entirely (Facelift)

On learning, diversity and collaboration at DuMont

Archana and Julius, the first question goes to both of you: What do you appreciate and learn in your interactions with people at DuMont?

Julius: In daily interactions, I really appreciate the diversity and openness of my colleagues. Above all, the willingness to help each other motivates me every day to enjoy going to the office.

Archana: I can only agree. For me, an important learning experience has been adapting my communication to different personalities and cultural backgrounds. Every encounter teaches me to be more empathetic, patient, and solution-oriented. I value how important transparency and trust are for building strong working relationships, especially in a global and diverse environment.

Archana, you have been working for several years as Senior People & Organization Business Partner in Human Resources for censhare in India. How many nationalities come together there?

Archana: Our colleagues come from 30 different nationalities and work together across countries, including people from Germany, the Netherlands, Romania, the United States, the United Kingdom, France, Sweden, Switzerland, and India. This diversity boosts our ability to innovate, improves

the company culture, and strengthens our ability to serve customers around the world with empathy and understanding.

Is the value system in such an internationally structured company not also the result of a learning process for the company? After all, an HR strategy needs to ensure that people embrace shared values.

Archana: Absolutely. At censhare, our values have evolved as we have grown and learned from one another. From the HR perspective, it is about creating a shared understanding of common principles while still allowing for local and individual expression. The goal is to help shape a culture in which everyone feels seen, respected, and empowered, regardless of background.

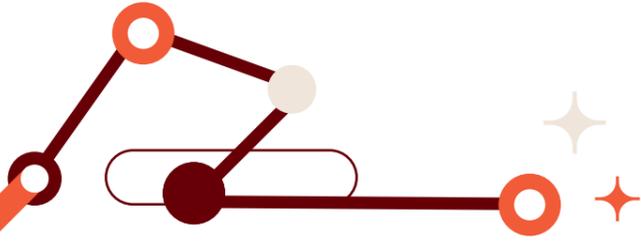
A shared understanding of values, then – but that also requires a shared interest. Julius, do you believe that employees want to learn how these shared values help them?

Julius: Shared values can certainly help strengthen intrinsic motivation. Especially with regard to the ESG values that DuMont stands for, it is important that everyone understands how each individual can contribute.

One question for both of you: DuMont has anchored lifelong learning as a central theme in the Social Strategy. Is it about continuously learning more, or learning from one another?



| | |
|---------------------------------------------|-----------|
| Our key topics and goals in the Social area | 40 |
| Our Social Strategy | 42 |
| Diversity and Equality | 45 |
| Lifelong Learning | 48 |
| Health Protection and Safety | 50 |
| Social Engagement | 53 |
| Consumers and End Users | 55 |
| Interview | 56 |



Julius: People matter to me. Colleagues who help you, support you, and stand by your side. We have an open culture around mistakes, and that is essential. Mistakes are always part of development, but how you deal with them makes the difference.

Learning ability is also important for DuMont because the path to becoming an AI Company is a completely new direction. That could also create uncertainty for everyone involved. You at censhare and Facelift are very close to this. How do you deal with that from your experience?

Julius: The two points do not exclude each other, every employee has strengths and weaknesses. This means that all employees continue to develop by learning from others as well.

Archana: Continuing to learn keeps us curious, adaptable, and open to change. That is essential in today's world. But learning from one another is what makes this development truly valuable. At DuMont and censhare, we are surrounded by people with different backgrounds and experiences. Every day offers an opportunity to see things from different perspectives and grow together.

You both clearly enjoy learning new things. A look at your biographies shows that. You, Archana, began your professional career in engineering and – since joining censhare – prepared for the role of HR Business Partner within two years. You, Julius, moved from Sales into Controlling. What does it take to be this willing and able to learn?

Archana: For me, it was never about following a predefined path just because the market says so. I am someone who mediates and creates win-win situations for both employees and the company. This mindset is what eventually drew me toward HR. Today, I see how much more I can contribute because I am willing to grow, to learn, and to take responsibility for my path.

“Mistakes are always part of development, but how you deal with them makes the difference.”

Julius: I already touched on this with my point about our culture around mistakes. It is especially important to be able to make mistakes when trying out and learning new things. Working with AI offers great opportunities for each individual, but of course “approaching” something new is a very personal process. In my view, the goal in this process is to support employees and train them in how they can integrate the new possibilities into their work.

DuMont has been highly capable of learning for generations, and that is a solid and agile basis for the company's future. How would you describe the mindset that DuMont needs for a successful future?

Julius: At Facelift, and also in exchanges with other companies in the DuMont group, people

always show a mindset of wanting to learn something new and being open to change. I think that overall it is about understanding: What was a good process yesterday may change tomorrow. And those who evolve with it will still be successful and satisfied tomorrow.

Archana: The “legacy of DuMont,” as I call it, the ability to adapt, is a powerful foundation for us. One that combines stability with agility and forms the basis for long-term success. For the future, we need a mindset rooted in resilience and curiosity. That means focusing on what has worked while continuously questioning and evolving. It is about being open to new ideas without losing sight of your own strengths. This mindset is also bold and forward-looking.

So is it mainly the willing and capable learners who shape the learning ability of the entire company, helping it remain resilient against the challenges of the time?

Julius: It is always a combination of experienced and, of course, young, learning-oriented colleagues. Diversity within companies is essential for meeting today's challenges.

There is a young generation that wants established companies to offer the spirit of a start-up. Does a company also need to rethink and learn if it wants to attract young talent?

Julius: Absolutely. Young talent today often expects a working culture that offers flexibility, flat hierarchies, personal responsibility, and meaningful work – characteristics typically associated with start-ups. Established companies should therefore be open to cultural renewal if they want to attract and retain young talent long-term. It is not only about modern working methods but, above all, about an authentic attitude, transparency, and real development opportunities. Companies like Facelift – and DuMont as a group – that move in this direction and continuously learn are far more successful in the competition for the best talent.

If DuMont views people and their abilities as a driving force for the future, does that mean economic success is also social progress?

Julius: From my perspective, everyone can contribute to the company's success through their tasks and roles. This responsibility also provides an opportunity for personal development. But the company is there to “set the boundaries” and protect the employees.

Archana: Exactly. If DuMont sees people and their abilities as the driving force for the future, then economic success and social progress go hand in hand.

“For the future, we need a mindset rooted in resilience and curiosity.”



Governance

04 _ Governance

| | |
|---------------------------------------------------|----|
| Our Focus Topics and Goals in the Governance Area | 62 |
| Our Governance Strategy | 64 |
| Corporate Culture | 66 |
| Our Code of Conduct | 69 |
| Compliance | 70 |
| Supervisory Bodies and Compliance Mechanisms | 73 |
| Certifications | 75 |



"On our path toward becoming an AI Company, we have the opportunity to shape progress. We are taking this path together, built on reliable foundations and alongside all the people connected to us: our employees, customers and partners. We want to involve, motivate and support our stakeholders. Because sustainable corporate governance is a collective effort that opens up new perspectives. That is what we urgently need in these times."

Stefan Hütwohl, CFO DuMont

| | |
|---------------------------------------------------|-----------|
| Our Topics of Focus in the Governance Area | 62 |
| Our Governance Strategy | 64 |
| Corporate Culture | 66 |
| Our Code of Conduct | 69 |
| Compliance | 70 |
| Supervisory Bodies and Compliance Mechanisms | 73 |
| Certifications | 75 |

Our Focus Topics and Goals in the **Governance** Area

Governance – specifically “Good Governance” – is of critical importance in light of increasing challenges in society and the economy.

It concerns the public reputation of our company and the foundations of how we work together. As the third pillar of the ESG strategy, Governance ensures responsible and sustainable

corporate management at DuMont. We orient ourselves toward four principles of Good Governance, which apply to every manager and all employees at DuMont and serve as guidance in interactions with third parties.

At DuMont, a uniform set of rules exists in the form of rules of procedure established by the Group Supervisory Board, which defines appropriate guidelines and room for action directly for the Group Management Board and indirectly for the governing bodies of the business units. Within this framework, those responsible can act freely and derive Governance guidelines for their assigned subsidiaries.

This ensures that corresponding rules are consistently applied within each company, without restricting entrepreneurial activities. This reflects our understanding of a “modus operandi” as a decentralized group of companies.

We delegate decision-making authority to the individual companies while maintaining shared parameters. Organizationally, we have established advisory and supervisory bodies as relevant control instances and implemented compliance systems within our companies to monitor the observance of ethical standards and human rights.

Our core values and standards

We are committed to fundamental rights and human rights as set out in

- the Treaty on European Union
- the Charter of the United Nations
- the Basic Law of the Federal Republic of Germany

We comply with the laws, regulations and standards in force in Germany and the European Union. We also orient ourselves toward other internationally recognized standards and agreements:

- United Nations Guiding Principles on Business and Human Rights
- The 10 Principles of the UN Global Compact
- UN Convention on the Rights of the Child
- Conventions and recommendations of the International Labour Organization (ILO)

Our CSRD materiality analysis showed that corporate culture is a key Governance topic for us. Overall, we defined twelve building blocks that make up our Governance strategy.



| | |
|----------------------------------------------|-----------|
| Our Topics of Focus in the Governance Area | 62 |
| Our Governance Strategy | 64 |
| Corporate Culture | 66 |
| Our Code of Conduct | 69 |
| Compliance | 70 |
| Supervisory Bodies and Compliance Mechanisms | 73 |
| Certifications | 75 |

Our Governance Strategy

Our Governance strategy consists of twelve building blocks.

| | | |
|---------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| <p>1. Introduction and operation of a whistleblower system</p> | <p>2. Introduction, operation and optimization of a risk management system</p> | <p>3. Engagement and risk-based execution of an external audit</p> |
| <p>4. Introduction and operation of a whistleblower system</p> | <p>5. Introduction of a Code of Conduct (CoC)</p> | <p>6. Establishment of selected work instructions for certain core processes</p> |
| <p>7. Appointment of Compliance Officers</p> | <p>8. Introduction and operation of a compliance management system</p> | <p>9. Compliance with the Supply Chain Due Diligence Act (LkSG)</p> |
| <p>10. Ensuring an effective internal control system (ICS)</p> | <p>11. Development and implementation of the "Disaster Recovery" concept for own data centers</p> | <p>12. Compliance with insurer-mandated cyber security requirements</p> |

Governance for Risk Management

The breadth and scope of regulations that a group of companies like DuMont must comply with represent a compliance risk and must be addressed in a timely manner by the respective management teams. By dealing with upcoming changes early and incorporating them into business processes, we can act proactively and avoid unfavorable developments.

With our Governance strategy, we help reduce risks for the Group and protect our company's reputation. Depending on the topic, it is closely linked to legal requirements and obligations.

RISK MANAGEMENT SYSTEM

We have established and operate a functioning risk management system. This ensures that we can identify, evaluate and aggregate risks at the Group level at specific points in time.

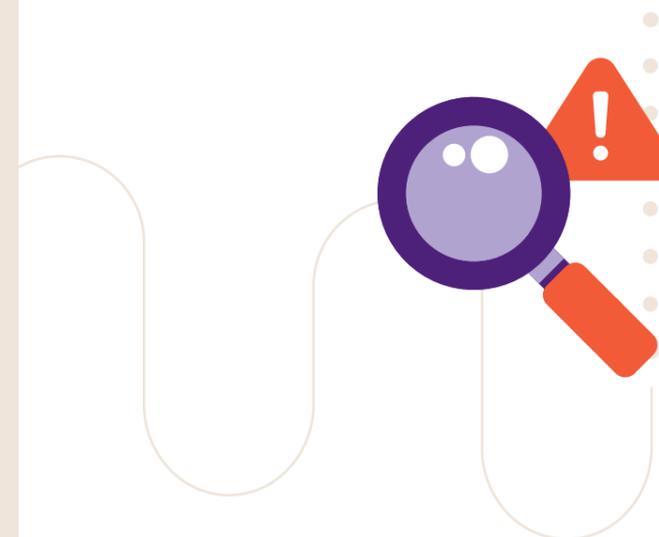
EXTERNAL AUDIT

Risk-oriented Governance includes engaging and involving a professional external audit for an independent view of key business processes, which also includes ESG matters. We have been outsourcing audit activities for many years to recognized, supraregional auditing firms.

To constructively comply with applicable regulations, we have defined corresponding responsibilities either across the Group or at the level of the individual companies and, in some cases, created extensive management systems. If necessary, we also establish regulations within the Group of companies that go beyond statutory obligations.

The core parameters of Governance specified across the Group include:

- Internal control system
- Compliance with the "four-eyes principle"
- Formalized Governance procedures (committee meetings, documentation, engagement of neutral third parties)



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|----------------------------------------------|-----------|
| Our Topics of Focus in the Governance Area | 62 |
| Our Governance Strategy | 64 |
| Corporate Culture | 66 |
| Our Code of Conduct | 69 |
| Compliance | 70 |
| Supervisory Bodies and Compliance Mechanisms | 73 |
| Certifications | 75 |

Corporate Culture

Why Culture Matters

At DuMont, we are committed to fostering a corporate culture in which we treat each other fairly and respectfully, act with integrity, operate transparently, communicate honestly and take responsibility for our actions.

The activities of our family business are guided by shared foundations and norms, values or mission statements.

The central anchors are our five corporate values: responsibility, sustainability, relevance, entrepreneurship and openness.

Our publicly accessible Code of Conduct reflects this set of values and provides the formal framework for it. But our corporate culture goes far beyond this: It is shaped by everyday interactions and how we work together.

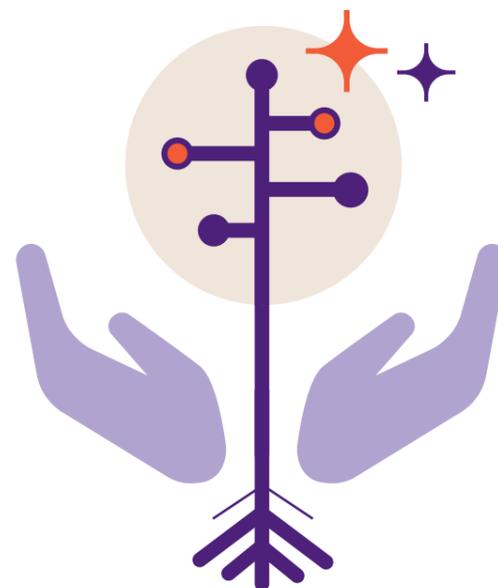
Through targeted training and workshops, we support our leaders and employees in their development. Special emphasis is placed on developing four future-oriented competencies:

- 01 | Agile Leadership
- 02 | AI & Technology
- 03 | Entrepreneurship
- 04 | Diversity, Equity and Inclusion

Our Vision

To create a dynamic leadership culture that fosters innovation, openness to change and lifelong learning in order to attract the best talent and operate sustainably.

85%
of leadership in the Management Circle completed a development program in 2024 to foster entrepreneurship ("growth mindset") and a learning culture.



Measures to Strengthen the Corporate Culture

We create an environment that supports both the personal and the professional development of our employees and actively integrates the five central corporate values into everyday work.

VALUES-BASED LEADERSHIP & COMMUNICATION

We ensure a transparent and open communication structure through regular company updates, internal forums and feedback processes. Cross-departmental dialog formats and hierarchy-free circles enable direct exchange between management and employees.

FOSTERING INNOVATION & ENTREPRENEURSHIP

We encourage employees to embrace entrepreneurship ("growth mindset") and to bring in new ideas in order to further develop themselves and the company. Within the Talent Community, we support entrepreneurship through programs that promote innovative approaches and empower employees to implement their own projects.

TRAINING & PERSONAL DEVELOPMENT

As part of the "Talent Community," DuMont places particular emphasis on developing technical, leadership and emerging talent. The group-wide learning and development platform promotes an open and vibrant learning culture that we tailor to the needs of different target groups.

In digital, interactive and in-person formats, learning environments are created that strengthen group-wide exchange and promote individual development, fully aligned with a future-oriented leadership culture. This follows the principle of supporting and challenging, combined with an open application process and the active involvement of the subsidiaries. This means that learning at DuMont is not seen as a measure, but as part of a sustainable corporate strategy.

RESPONSIBLE WORK PRACTICES

We promote sustainable work processes, including climate-friendly travel and mobility guidelines and measures to support charitable projects and social initiatives.



"Creative capability, to me, becomes visible where creative excellence, real freedom and structural responsibility interlock.

In my role as Head of Marketing Coordination at Entirely, I not only shape brand identities, but also the way we think about and live collaboration – across locations, cultures and company boundaries.

It's not only about realizing campaigns, but always about forming an identity that provides orientation and connects people. Such an identity does not emerge alone, but together – with colleagues as well as with external contributors who broaden perspectives, challenge us and inspire. In a dynamic, digitally shaped work environment with more than 500 employees worldwide, I see structures at Entirely not as limitations, but as an enabling framework. Governance in this context means: providing orientation through clear principles – and creating trust so that freedom of action can be used."

Elena Dana Rohde
Deputy Director Demand Generation, Entirely (Facelift)

| | |
|----------------------------------------------|-----------|
| Our Topics of Focus in the Governance Area | 62 |
| Our Governance Strategy | 64 |
| Corporate Culture | 66 |
| Our Code of Conduct | 69 |
| Compliance | 70 |
| Supervisory Bodies and Compliance Mechanisms | 73 |
| Certifications | 75 |

Our Code of Conduct

Connecting entrepreneurial action with ethical principles is one of the essential pillars of our success. For this reason, in 2023 we developed and published an extensive Code of Conduct at the Group level.

As a family business, we want to combine economic success with ecological and social performance. Our Code of Conduct contains key information and guidance and is intended to help ensure that, in day-to-day business, we make the right decisions – also for our business partners.

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. It documents statutory requirements as well as our own expectations of sustainable business practices.

As Building Block 5, the Code of Conduct has a fixed place in our Governance strategy. The subsidiaries have adopted the Code of Conduct either verbatim or in essence.

Contents of our Code of Conduct

The Code of Conduct is aligned with the three action areas Environment (E), Social (S) and Governance (G) and covers, among other things:

- Environmental protection and reduction of the CO₂ footprint
- Human and personal rights
- Feedback and error culture
- Anti-corruption and proper documentation

We rely on DuMont's leadership to act as role models by credibly demonstrating legally compliant and ethical behavior. They also ensure that employees know and follow the Code of Conduct and its requirements. Training for employees supports implementation.



More information

For direct suppliers in cases where we suspect a higher human-rights or environmental risk, we ensure that they accept the provisions of our Code of Conduct or comply with a comparable supplier Code of Conduct.

Human Rights Policy Statement

In addition to the Code of Conduct, we adopted a "Policy Statement on the Respect for Human Rights and the Fulfillment of Human Rights Due Diligence by DuMont." Its purpose is to help prevent violations of human rights due diligence obligations in our own business activities and along the supply chain.

The statement also forms the basis for fulfilling the requirements of the Supply Chain Due Diligence Act. The management teams of the group of companies and their business units are responsible for implementing and complying with the Human Rights Policy Statement.



More information

| | |
|----------------------------------------------|-----------|
| Our Topics of Focus in the Governance Area | 62 |
| Our Governance Strategy | 64 |
| Corporate Culture | 66 |
| Our Code of Conduct | 69 |
| Compliance | 70 |
| Supervisory Bodies and Compliance Mechanisms | 73 |
| Certifications | 75 |

Compliance

A key task is to establish work instructions for core processes within our compliance management.

This includes, based on relevance criteria and statutory requirements, appointing compliance officers for tasks such as:

- IT security
- Environmental protection
- Occupational safety
- Equal treatment

We ensure data protection across all DuMont companies.

Compliance Guidelines

The compliance guidelines of KStA Medien include, for example, a behavioral guideline for handling invitations, gifts and other benefits:

- Documentation required from a value of €35
- Approval required from supervisors from €100
- Reporting channels via the Compliance Committee, works council or ombudsperson

For the compliance management systems that were introduced, we carried out employee training across all companies. Training covers topics such as anti-corruption, data protection and the whistleblower system, which we also provide as e-learning modules.

AI Compliance

To comply with the requirements of the EU AI Act, we address these topics in the group-wide AI Circle.

We familiarize employees with these topics through e-learning modules and in-person training sessions. We will continue to work intensively on the implications of the EU AI Act and the required procedural and system adjustments.

Corruption Prevention

Corruption and bribery are key compliance topics. Responsibility lies especially with employees who, due to their position, make significant business decisions. Through training measures and the established four-eyes principle in the representation rules (joint representation), we support them and help reduce corresponding risks.

Within the group of companies, we introduced specific guidelines on the following compliance issues:

- Regulations on approvals in payment transactions
- Ensuring anti-corruption measures (for example, handling of benefits)
- Transactions with related parties
- Handling of freelance workers to ensure compliance with minimum wage and self-employment rules
- Handling of "free days" in the newsroom (KStA Medien only)
- Climate-friendly travel guidelines

Whistleblower System

The mandatory introduction and operation of a whistleblower system is anchored as Building Block 4 in our governance strategy.

EU-COMPLIANT REPORTING CHANNELS

For whistleblowers, we established EU-compliant internal and external reporting channels. These are part of an institutionalized whistleblower system for reporting violations. Across the group, we introduced a whistleblower system for each operational company.

The following can be reported through it:

- Potential violations of our Code of Conduct
- Violations of other company policies
- Violations of statutory regulations

In some cases, we appointed an external attorney as a compliance ombudsperson for the purpose of serving as a complaints contact point, available to employees, business partners and third parties in cases of suspected violations – including anonymously. Reported violations are forwarded either to the ombudsperson or, via a software tool, to the responsible unit within the company.

CONTACT DETAILS

We follow up consistently on any indications of potential violations. We regularly review and further develop internal company processes for identifying misconduct. We ensure the effectiveness of these channels by guaranteeing that the responsible persons and offices operate without instruction.



Contact details on the DuMont website under "Sustainability – DuMont"

AGG COMPLAINTS OFFICE

An in-house counsel at the Cologne site is tasked with gradually assuming the role of a complaints office under Section 13 of the General Equal Treatment Act (AGG) for all of KStA Medien. We aim to prevent disadvantages for employees in a professional context by identifying and eliminating potential misconduct. The AGG officer reviews all incoming complaints and examines whether an actual inequality exists. Equivalent procedures apply in other companies where a statutory obligation exists.

ALTERNATIVE REPORTING CHANNELS

We encourage all employees to report violations to

- company management
- works councils existing in individual companies
- employees of the respective HR departments
- the compliance-responsible units

We regularly communicate these alternatives via the intranet as options alongside reporting through the whistleblower system.

No cases

of corruption or bribery were reported through our channels during the reporting period.

| | |
|-----------------------------------------------------|-----------|
| Our Topics of Focus in the Governance Area | 62 |
| Our Governance Strategy | 64 |
| Corporate Culture | 66 |
| Our Code of Conduct | 69 |
| Compliance | 70 |
| Supervisory Bodies and Compliance Mechanisms | 73 |
| Certifications | 75 |

Supply Chain Due Diligence Obligations

In the reporting year, DuMont once again fulfilled the due diligence obligations under the Supply Chain Due Diligence Act (LkSG) in accordance with the originally set tight timelines.

We prepared our report for fiscal year 2024 at the group level, submitted it to BAFA and published it on the company website.



More information

A component of the risk analysis is the supplier self-disclosure. Through it, we request information from suppliers when the abstract risk analysis has indicated a human rights-related or environmental risk.

In this context, we request that the supplier provide information about their own Code of Conduct or ask them to acknowledge DuMont's values.

RESULT 2024

During the reporting period, supported by our business models based on the digital cornerstones of content-data-technology, we identified no violations of human rights-related or environmental obligations among our suppliers.

Compliance with the EUDR requirement

In preparation for complying with the deforestation regulation (EUDR), we assembled an interdisciplinary and cross-business-unit project team during the reporting year, led by the book publishing unit.

AFFECTED AREAS AND TIMELINE

Compliance with the demanding and bureaucratically complex requirements for deforestation-free supply chains must be ensured by 12/31/2025 and applies at DuMont to

- DuMont Buchverlag
- Newspaper activities of KStA Medien
- Print activities of the Reguvis specialist publisher
- Bundesanzeiger

PROJECT PROGRESS

The project team has addressed the diverse requirements of the EUDR and, despite undefined legal terms, analyzed fundamental questions regarding applicability:

- Which goods fall under the scope of the regulation?
- In what specific role do the DuMont companies operate in the market?

Further specification requires additional analyses of the supply chain, relevant suppliers and risk assessments. The goal is to be fully compliant in 2026 and able to produce the required reports.

Supervisory Bodies and Compliance Mechanisms

We have established supervisory bodies at DuMont both at the group level and at the level of the individual business units.

To meet the diverse needs of the companies, these bodies are staffed with individuals who possess the necessary professional expertise. We further develop ESG competency within the leadership and supervisory bodies as needed.

- 16 seats in supervisory bodies in total
- 10 seats currently filled
- 2 women (20%)
- 8 men (80%)
- 5 external members (50% of filled seats)

Tasks of the supervisory bodies

The supervisory bodies

- monitor responsible corporate governance objectively and independently
- are responsible for the appropriate appointment of management
- support the group of companies in fulfilling its responsibilities toward the environment, society and stakeholders
- demand transparency
- ensure, via the respective management teams, that sustainability goals are achieved and adhered to

Top management and supervisory bodies

The top management and supervisory body of the reporting unit consists of a total of eight people:

- 5 non-executive members of the Supervisory Board
- 3 executive members of the Group Management Board



No complaints

received during the reporting period

| | |
|----------------------------------------------|-----------|
| Our Topics of Focus in the Governance Area | 62 |
| Our Governance Strategy | 64 |
| Corporate Culture | 66 |
| Our Code of Conduct | 69 |
| Compliance | 70 |
| Supervisory Bodies and Compliance Mechanisms | 73 |
| Certifications | 75 |

ESG expertise in the leadership bodies

Within the Group Management Board, all three members have been deeply engaged with sustainability topics in the corporate context for several years.

They have in-depth knowledge of

- the ESG strategy
- regulatory requirements (CSRD, EU Taxonomy, Supply Chain Act)
- the implementation of corresponding transformation processes
- relevant training and continuing education (TÜV certification courses)

On the Supervisory Board, several members are active as entrepreneurs. One member leads a company that will itself be subject to CSRD reporting requirements in the future and contributes experience in the strategic oversight of sustainability-related topics as well as in the assessment of ESG-relevant risks.

The other members primarily represent the shareholder structure of the group and have many years of experience in corporate leadership with an increasing focus on ESG.

Bodies of DuMont as of 12/31/2024:

Supervisory Board

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

Group Management Board

Dr. Christoph Bauer
Stefan Hütwohl
Oliver Eckert

Supervisory Board of Bundesanzeiger

Ruth Schröder*
Dr. Christoph Bauer
Stefan Hütwohl

Advisory Board of Entirely

Stefan Hütwohl
Benjamin Schröter (until 12/31/24)*
Stephan Schubert*
Oliver Eckert

Advisory Board of Buchverlag

Dr. Christoph Bauer
Isabella Neven DuMont

* external

Certifications

Certifications play a major role in managing our sustainability responsibilities. Due to the heterogeneous composition of our portfolio, there are no overarching requirements for certifications.

The respective management teams apply them on a case-by-case basis depending on the business model and market- or regulation-driven requirements.

Key certifications

In addition to the two major 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.

During the reporting year, ClimatePartner also evaluated our decarbonization roadmap and again awarded it the "CP-certified" seal. This label may only be used by companies that have successfully implemented five defined climate-protection measures.



DuMont's sustainability strategy was recognized in 2024 at the ESG Summit during the European Sustainability Week in Bonn with the "ESG Transparency Award" from EUPD Research.

The award honors European companies that have anchored forward-looking sustainability concepts within their organizations and communicate them transparently in the form of a sustainability report. The ESG Transparency Evaluation Standard considers all relevant aspects across Environmental, Social and Governance.

With a score of 89 percent, DuMont achieved the level of excellence and may now publicly present itself as an "ESG Leading Company."

"We are delighted to receive this award in a field of highly qualified participants. It clearly demonstrates how, for us as a family-owned company, sustainable business practices and economic future-readiness go hand in hand."

Stefan Hütwohl, CFO DuMont

05

Appendix

Key Metrics Tables

E1-6: GHG emissions 2024

→ Broken down by scopes and categories

Status 2025

| | Base year 2022 (t CO ₂ e) | Year 2024 (t CO ₂ e) | Change (t CO ₂ e) | Change (percent) |
|--------------------------------------------------------------------------------|-----------------------------------------|------------------------------------|---------------------------------|------------------|
| SCOPE 1 GREENHOUSE GAS EMISSIONS | | | | |
| Scope 1 GHG Gross Emissions | 3,201.0 | 331.8 | -2,869.2 | -89.6% |
| SCOPE 2 GREENHOUSE GAS EMISSIONS | | | | |
| Location-based Scope 2 gross GHG emissions | 4,669.4 | 1,683.2 | -2,986.1 | -64.0% |
| Market-based Scope 2 GHG Gross Emissions | 1,176.6 | 1,189.7 | 13.1 | 1.1% |
| SCOPE 3 GREENHOUSE GAS EMISSIONS | | | | |
| Purchased goods and services | 34,331.6 | 6,651.0 | -27,680.6 | -80.6% |
| Capital goods | 1,113.8 | 11,512.7 | 10,398.9 | 933.6% |
| Fuel- and energy-related activities (not included in Scope 1 or Scope 2) | 1,236.0 | 332.3 | -903.7 | -73.1% |
| Upstream transport | 1,382.1 | - | -1,382.1 | -100.0% |
| Waste generated | 160.9 | 141.7 | -19.2 | -12.0% |
| Business Travel | 414.9 | 465.1 | 50.2 | 12.1% |
| Employee commuting | 3,635.5 | 1,389.2 | -2,246.3 | -61.8% |
| Upstream leased assets | - | - | - | - |
| Downstream transportation | 365.6 | 398.6 | 33.0 | 9.0% |
| Processing of sold products | - | - | - | - |
| Use of sold products | 1,112.6 | 1,374.9 | 262.3 | 23.6% |
| End-of-life treatment of sold products | 102.5 | 71.1 | -31.4 | -30.6% |
| Downstream leased assets | - | - | - | - |
| Franchises | - | - | - | - |
| Investments | 173.0 | 102.8 | -70.2 | -40.6% |
| TOTAL GREENHOUSE GAS EMISSIONS | | | | |
| Total GHG emissions (location-based) | 51,899.0 | 24,454.4 | -27,444.6 | -52.9% |
| Total GHG Emissions (market-based) | 48,406.2 | 23,960.8 | -24,445.4 | -50.5% |

About the methodology: The applied accounting method is the GHG Protocol.
 Note: Due to rounding, there may be slight deviations in the totals.

E1-6: GHG emissions 2024

→ broken down by units*

Status 2025

| Unit | t CO ₂ e | % |
|------------------------------------------------------------|---------------------|---------------|
| KStA Medien (DuMont Druck Holding + DuMont Regional Media) | 13,053.1 | 54.5% |
| Bundesanzeiger Verlag | 2,507.4 | 10.5% |
| QUINFOS | 2,004.8 | 8.4% |
| Entirely (incl. United Holding) | 2,221.9 | 9.3% |
| DuMont Buchverlag | 2,979.2 | 12.4% |
| DMG Holding | 1,194.3 | 5.0% |
| DuMont Mediengruppe GmbH & Co. KG | 23,960.8 | 100.0% |

Note: Due to rounding, there may be slight deviations in the totals.

S1-6: Employed workers with an employment relationship

→ broken down by country*

Status 2025

| Country | Number | % |
|----------------------------------------------|--------------|-------------|
| Germany | 1,771 | 92.4% |
| France | 30 | 1.6% |
| Austria | 57 | 3% |
| India | 32 | 1.7% |
| China | 2 | 0.1% |
| Sweden | 4 | 0.2% |
| Switzerland | 2 | 0.1% |
| UK | 6 | 0.3% |
| US | 9 | 0.5% |
| Netherlands | 4 | 0.2% |
| Poland | 1 | 0.1% |
| DuMont Mediengruppe GmbH & Co. KG | 1,918 | 100% |

Note: Due to rounding, there may be slight deviations in the totals.

S1-6: Employed workers with an employment relationship

→ broken down by working-time model*

Status 2025

| Time model | Number | % | Sex | Number of employees by gender |
|------------------------------------------|---------|-----|--------------------------|-------------------------------|
| Permanently employed | 1,568.5 | 82% | Male | 874.2 |
| | | | female | 694.4 |
| | | | no information provided | 0 |
| Fixed-term employed | 272.5 | 14% | Male | 113.6 |
| | | | female | 157.9 |
| | | | Diverse / no information | 1 |
| Workers without guaranteed working hours | 77.0 | 4% | Male | 44.0 |
| | | | female | 33.0 |
| | | | no information provided | 0 |

Note: Due to rounding, there may be slight deviations in the totals.

S1-6: Employed workers with an employment relationship

→ broken down by type of employment*

Status 2025

| Time model | Number | % | Sex | Number of employees by gender |
|------------------------------------------|---------|-----|--------------------------|-------------------------------|
| Full-time | 1,549.8 | 81% | Male | 925.5 |
| | | | female | 623.3 |
| | | | Diverse / no information | 1 |
| Part-time | 291.2 | 15% | Male | 62.3 |
| | | | female | 228.9 |
| | | | no information provided | 0 |
| Workers without guaranteed working hours | 77.0 | 4% | Male | 33.0 |
| | | | female | 44.0 |
| | | | no information provided | 0 |

*Compared to 2023, these figures include all employees.

Note: Due to rounding, there may be slight deviations in the totals.

S1-6: Departures and turnover rate

Status 2025

| | Number |
|----------------------------------------------------------------------|--------|
| Number of employees who left the company during the reporting period | 348 |
| | % |
| Turnover rate during the reporting period | 18.1% |

S1-10: Remuneration

Status 2025

| | |
|-------------------------------------------------------------|-----|
| Do all company employees receive fair compensation ? | Yes |
|-------------------------------------------------------------|-----|

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

Status 2025

| | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| Are the company's employees covered by public programs or company-provided benefits against income loss due to the following major life events? | Yes |
| <ul style="list-style-type: none"> • Illness • Unemployment from the point when they begin working for the company • Workplace accidents and disability • Parental leave • Retirement | |

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

S1-14: Work-related accidents and illnesses

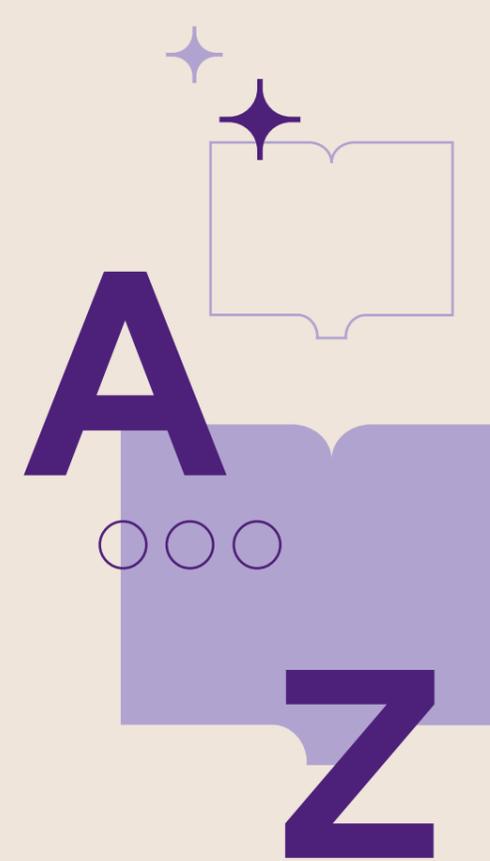
Status 2025

| | Number |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| Reportable work-related accidents in the company's own workforce | 17 |
| Reportable work-related illnesses of employed workers , subject to statutory 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 | 0 |

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

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
- CO2e**
CO₂ equivalents/carbon dioxide equivalents; unit of measurement to standardize the climate impact of different greenhouse gases (e.g., methane), converted based on global warming potential
- CSRD**
Corporate Sustainability Reporting Directive; EU directive on sustainability reporting for companies
- DEFRA**
Department for Environment, Food and Rural Affairs (ministry for environment, food and rural affairs in the United Kingdom); DEFRA emission factors are also used by international organizations for greenhouse gas emissions reporting
- GDPR**
General Data Protection Regulation; regulation of the European Union on the processing of personal data
- ESG**
Environmental, Social, Governance; criteria for a sustainable corporate strategy
- ESRS**
European Sustainability Reporting Standards; mandatory reporting standards under the CSRD
- EUDR**
EU regulation requiring companies to provide complete proof that certain raw materials and products were produced "deforestation-free."
- FCID**
Food Commodity Intake Database; database of food raw materials used to calculate greenhouse gas emissions
- GEMIS**
Global Emissions Model of Integrated Systems; computer model for life-cycle and material-flow analysis with an integrated database for energy, material, and transport systems
- IFEU**
Institute for Energy and Environmental Research; independent research institute providing consulting on environmental and sustainability topics
- ILO**
International Labour Organization; specialized agency of the United Nations tasked with promoting social justice as well as human and labor rights
- IPCC**
Intergovernmental Panel on Climate Change (World Climate Council)
- ISO**
International Organization for Standardization
- LGBTQIA+**
Lesbian, Gay, Bisexual, Transsexual/Transgender, Queer, Intersexual, Asexual
- SBTi**
Science Based Targets Initiative; initiative of several environmental organizations to establish science-based emissions reduction targets
- SDG**
Sustainable Development Goals (United Nations goals for sustainable development)
- GHG**
Greenhouse gas; infrared-active trace gases that contribute to the Earth's greenhouse effect
- UBA**
Umweltbundesamt [Federal Environment Agency]; central environmental authority of the Federal Republic of Germany
- U/I**
United Nations; global international and intergovernmental organization



ESRS Index

Index for ESRS Disclosure Points

| ESRS 2 | Disclosure point | Description | Page |
|--------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------------------------------|--------------------|
| BASIS FOR PREPARATION | BP-1 | General basis for preparing the sustainability statement | 8–9 |
| | GOV-1 | The role of the administrative, management, and supervisory bodies | 14, 74 |
| GOVERNANCE | GOV-2 | Information and sustainability aspects addressed by the administrative, management, and supervisory bodies of the company | 14 |
| | GOV-5 | Risk management and internal controls of sustainability reporting | 15 |
| | SBM-1 | Strategy, business model, and value chain | 10–12, 16–17 |
| STRATEGY | SBM-2 | Interests and viewpoints of stakeholders | 17 |
| | IRO-1 | Description of the procedure for determining and assessing material impacts, risks, and opportunities | 18 |
| MANAGEMENT OF IMPACTS, RISKS, AND OPPORTUNITIES | IRO-2 | Disclosure requirements included in the ESRS covered by the company's sustainability statement | 82–84 |
| | ESRS E1 CLIMATE CHANGE | Disclosure point | Description |
| MANAGEMENT OF IMPACTS, RISKS, AND OPPORTUNITIES | ESRS 2 IRO-1 | Description of the procedures for determining and assessing material climate-related impacts, risks, and opportunities | 18 |
| | MDR-A | Measures and means related to material sustainability aspects | 31–33 |
| | E1-3 | Measures and means related to climate concepts | 31–33 |
| | E1-4 | Targets related to climate protection and climate change adaptation | 24, 31–32 |
| METRICS AND TARGETS | MDR-M | Metrics related to material sustainability aspects | 24–27, 77–78 |
| | E1-6 | Gross GHG emissions for Scope 1, 2, and 3 categories, and total GHG emissions | 27, 77–78 |
| | E1-7 | Removal of greenhouse gases and projects to reduce greenhouse gases financed through CO ₂ certificates | 35–36 |

Index for ESRS Disclosure Points

| ESRS S1 OWN WORKFORCE | Disclosure point | Description | Page |
|--------------------------------------------------------|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| MANAGEMENT OF IMPACTS, RISKS, AND OPPORTUNITIES | MDR-P | Concepts for addressing material sustainability aspects | 40 |
| | S1-1 | Concepts related to the company's workforce | 42–43, 45–54 |
| | S1-2 | Procedures for involving the company's workforce and employee representatives regarding impacts | 44 |
| | S1-3 | Procedures for improving negative impacts and channels through which the company's workforce can raise concerns | 71 |
| METRICS AND TARGETS | MDR-A | Measures and means related to material sustainability aspects | 45–54 |
| | S1-4 | Taking measures regarding material impacts on the company's workforce and approaches to managing material risks and leveraging material opportunities related to the company's workforce, as well as the effectiveness of these measures | 45–54 |
| | MDR-M | Metrics related to material sustainability aspects | 40–41, 48–49, 51, 79–80 |
| | S1-5 | Targets related to addressing material negative impacts, promoting positive impacts, and managing material risks and opportunities | 42–43, 46–48, 54 |
| METRICS AND TARGETS | S1-6 | Characteristics of the company's employees | 79 |
| | S1-8 | Collective bargaining coverage and social dialog | 80 |
| | S1-9 | Diversity metrics | 46 |
| | S1-10 | Adequate remuneration | 46, 80 |
| | S1-11 | Social protection | 80 |
| | S1-13 | Metrics for training and skills development | 48–49 |
| | S1-14 | Metrics for health and safety | 51, 80 |
| | S1-17 | Incidents, complaints, and serious impacts related to human rights | 71 |

Index for ESRS Disclosure Points

| ESRS S4 CONSUMERS AND END USERS | Disclosure point | Description | Page |
|----------------------------------------------------------------|-------------------------|-----------------------------------------------------------------------------------------------------------------|---------------|
| STRATEGY | ESRS 2 SBM-2 | Interests and viewpoints of stakeholders | 17, 55 |
| | S4-1 | Concepts related to consumers and end users | 55 |
| | S4-2 | Procedures for involving consumers and end users regarding impacts | 55 |
| MANAGEMENT OF IMPACTS, RISKS, AND OPPORTUNITIES | S4-3 | Procedures for improving negative impacts and channels through which consumers and end users can raise concerns | 55 |
| | <hr/> | | |
| ESRS G1 BUSINESS CONDUCT | Disclosure point | Description | Page |
| GOVERNANCE | ESRS 2 GOV-1 | The role of the administrative, management, and supervisory bodies | 73–74 |
| | ESRS 2 IRO-1 | Description of the procedures for determining and assessing material impacts, risks, and opportunities | 18 |
| | MDR-P | Concepts for addressing material sustainability aspects | 62–65, 69–74 |
| MANAGEMENT OF IMPACTS, RISKS, AND OPPORTUNITIES | G1-1 | Corporate culture and concepts for business conduct | 63, 66–67, 69 |
| | G1-3 | Prevention and detection of corruption and bribery | 71 |
| | G1-4 | Corruption or bribery cases | 71 |



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