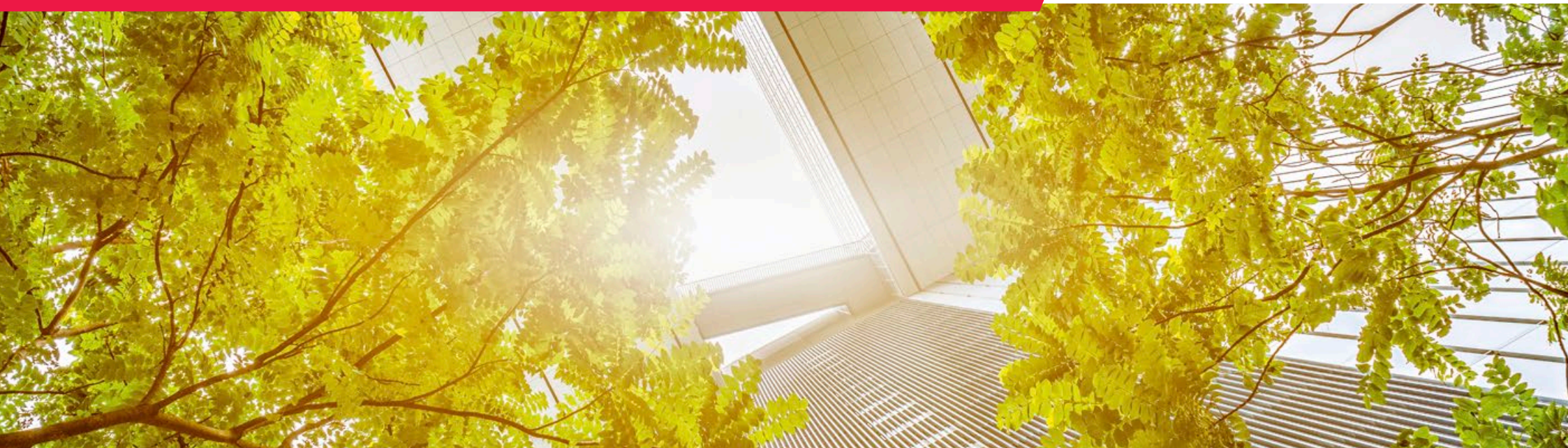


# The Dussmann Group sustainability policy



# Our sustainability policy



We—the Dussmann Group—have placed the further development of sustainable service provision at the center of our business activities. Our corporate values— passion, excellence, trust, responsibility and respect — form the foundation of our sustainability policy. Our corporate values shape our behavior and thereby, how our actions directly or indirectly affect people and environment. The mutual influence of these individual dimensions is of particular importance for us. This principle is not limited to our own value chain, but we also promote this effort among our clients, suppliers and subcontractors. We strive to establish a sustainable supply chain in accordance with Environmental, Social and Governance (ESG) criteria. This includes appropriate due diligence measures in our supply chain to ensure conformity with regulatory framework and our internal standards.

Based on our company strategy and the associated digitalization, our sustainability policy is put into practice through the Integrated Management System (IMS). This is implemented within the Dussmann Group through both company-specific and cross-company systems and is subject to continual improvement. The system incorporates the assessment of risks and opportunities, combined with the evaluation of influence possibilities and their associated potential impacts.

On this basis, we develop ESG goals and derive measures to achieve them. During this process, we give equal priority to all pillars of sustainability. Our sustainable corporate success depends on the effective implementation of necessary measures. Through regular recording of relevant key performance indicators, we monitor and transparently report on the achievement of our ESG goals.

Our comprehensive audit system focuses on working together, actively learning from each other and sharing best practices. We systematically record and analyze deviations from the specifications and expectations of our internal and external stakeholders. The required resources and information needed for the implementation of our sustainability policy is provided and regularly monitored, and if necessary, adjusted as part of the IMS evaluation. Our sustainability policy, communicated internally and externally at all applicable levels, aims to develop and strengthen a joint mindset for environmental, social and governance criteria.

Berlin, July 3, 2025



Wolf-Dieter Adlhoch  
Chief Executive Officer



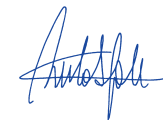
Sebastian Kabak  
Member of the Executive Board



Dieter Royal  
Member of the Executive Board



Hakan Sant'Ana Lanfredi  
Member of the Executive Board



Renato Spotti  
Member of the Executive Board

# Our sustainability policy



The environmental performance of the Dussmann Group extends beyond internal processes to the service provision, as a reliable partner for our clients.

- We **protect the environment** and prevent environmental pollution by continuously minimizing our consumption of energy, materials, resources and waste disposal, as well as by using environmentally friendly products.
- We determine our **carbon footprint in Scope 1, 2 and 3**. This enables us to identify environmental savings potentials in our value chain and form the basis for reduction measures along our decarbonization path.
- We promote the **sensitive use** of raw materials. We drive sustainable innovations to protect the environment and continuously improve energy efficiency. In this way, we make a positive contribution to the environmental performance of our clients.
- We focus on developing innovative and sustainable solutions to **combat climate change** and its impacts.
- We minimize the environmental impact throughout our **entire supply chain** that is within our control. We enforce our quality standards and promote awareness of sustainability among all our partners.
- **Sustainable procurement** is particularly important to us, especially the purchase of fair, seasonal and regional food.

# Our sustainability policy



The promotion of community, social cohesion and active participation of employees are fundamental social principles of the Dussmann Group.

- We work with passion to increase **employee and client satisfaction**, as well as safety and quality standards of our service provisions, which are interrelated.
- We strive to be an **Employer of Choice** who recognizes the potential of employees and develops as well as appreciates their skills and competencies as part of our performance management.
- We provide a **safe, healthy working environment** to prevent work-related accidents and diseases, and to minimize risks and hazards. We involve our employees in this process.
- Working conditions and fair pay are fundamental aspects of our **responsibility**, regardless of the country in which our services are provided.
- We appreciate diversity and promote **inclusion and equal opportunities** among our employees. Fairness, respectful interaction and cooperation are part of our corporate culture.
- Our responsibility includes **respecting all human rights**, the freedom of association and all religions and cultures, as well as the exclusion of child and forced labor, harassment and discrimination.

# Our sustainability policy



## ENVIRONMENT



## SOCIAL



## GOVERNANCE

The Dussmann Group provides transparent reporting and disclosure of our sustainability performance for internal and external stakeholders and pursues ethical governance for sustainable growth.

- Through our high quality of service provision, the dedication for continuous improvement and **innovative strength**, we create the greatest possible customer benefit, driven by passion and excellence.
- Ethical behavior and strict **compliance with applicable laws, regulations, standards and requirements** of our internal and external stakeholders are the basis for our success. We take actions to fight bribery and corruption and ensure adherence with the principles of fair competition.
- We strive to ensure that all our products, including food services, are developed, manufactured and delivered in accordance with the **requirements of our clients**. The same applies to the provision of all our services under reliably high safety and quality standards.
- We consider our sustainability performance as a solid foundation for **respectful and responsible management** of resources. We invest in innovative solutions aimed at developing more effective and efficient services, products, models and solutions.
- We pay particular attention to ensuring **efficient risk management processes** and effective internal control systems.
- We attach great importance to the **protection and security of the personal data** of our clients and our employees. The same applies to the handling of business data of the Dussmann Group, our clients and third parties.
- A **functional, reliable and secure information technology**, as well as a security-conscious hand-ling of it, are essential cornerstones of our information security.