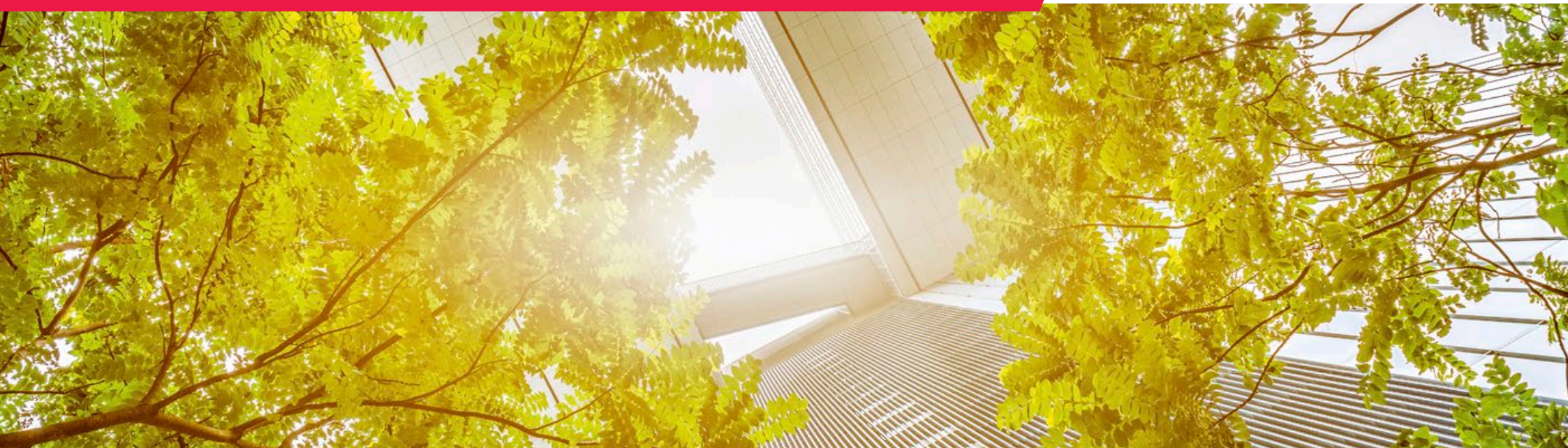


The Dussmann Group sustainability policy



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—environmental awareness, integrity, passion, social responsibility and fairness—form the foundation of our sustainability policy. We consider the direct and indirect effects on the environment, social and economy. 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 both as company-specific systems and cross-company and is subject to continual improvement. The system uses the analysis of risks and opportunities, combined with the evaluation of influence possibilities and their associated potential impact.

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 a joint mindset for environmental, social and governance criteria.

Berlin, July 3, 2023

Wolf-Dieter Adlhoch
Chief Executive Officer

Renato Spotti
Member of the Executive Board

Hakan Lanfredi
Member of the Executive Board

Dieter Royal
Member of the Executive Board

Our sustainability policy



The environmental performance of Dussmann Group's activities extends beyond the 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 energy, materials, resources consumption and waste disposal, and by using environmentally friendly products.
- We aim to comprehensively and completely determine our **carbon footprint** in order to identify environmental saving potentials along our value chain and to reduce climate-relevant emissions according to our decarbonisation roadmap.
- We promote awareness for the need to use raw materials **with care**. We drive sustainable innovations to protect the environment and improve energy efficiency on a continual basis. That is how we make a positive contribution to the environmental performance of our clients.
- We focus on finding innovative and sustainable solutions to combat climate change and its impacts.
- We minimize the environmental impact throughout **our supply chain**, enforce our quality standards and promote awareness of sustainability among all our partners.
- The realisation of sustainable solutions for internal and external **supply**, and the procurement of food from fair and sustainable sources, are of particular importance to us.

Our sustainability policy



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

- We acknowledge that **employee and client satisfaction** and high safety and quality standards for our service provision are interrelated and therefore optimized interdependently.
- We strive to be an **employer of choice** who recognizes the potential of employees and develops their skills and competencies as part of our performance management
- We provide a **safe, healthy working environment** to prevent work-related accidents and illness, and to minimize risks and hazards. We involve our employees in this process.
- Working conditions and fair pay are fundamental aspects of our **social responsibility**, regardless of the country, in which our services are provided.
- We appreciate diversity and promote **inclusion and equal opportunities** among our employees. Fairness, personal responsibility and cooperation are part of our corporate culture.
- Our social responsibility includes **respect for human rights**, the freedom of association and all religions and cultures, as well as the exclusion of child and forced labour, harassment and discrimination.

Our sustainability policy



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

- We generate the greatest possible client benefit through high quality of our service provision, the drive for continual improvement combined with our **innovative strength**.
- 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 trustworthy and **responsible management** of financial resources. We invest in innovative solutions aimed at developing more effective and efficient services, products, models and solutions.
- Ethical behaviour 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 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 handling of it, are essential cornerstones of our information security.