

# SUSTAINABILITY REPORT

Striving to be a responsible organization  
and partner in all aspects of IP

#oneDennemeyer  
#sustainableIPpartner  
#ESGDennemeyer

# Executive summary

This Sustainability Report summarizes Dennemeyer's environmental, social and governance (ESG) approach, performance and priorities.

It is designed to support stakeholder decision-making and meet common customer due diligence expectations, including EcoVadis' evidence-based approach (policies, actions and results across Environment, Labor & Human Rights, Ethics and Sustainable Procurement).

- EcoVadis performance: Silver Rating (2025) with a score of 73/100 (up from 63/100 in 2024), placing Dennemeyer among the top 15% of assessed companies in the past 12 months.
- Environmental management: ISO 14001:2015 certification for nine Dennemeyer entities across three countries (valid until July 2027).
- Climate target: Science Based Targets initiative (SBTi) approved goal to reduce greenhouse gas (GHG) emissions by 42% by 2030.
- Carbon accounting: Scope 1, 2 and 3 GHG emissions are measured; reporting currently covers major office locations in Luxembourg, Germany, Romania and the United States.
- Responsible business: Participant of the UN Global Compact since July 2023 and committed to its Ten Principles.

# About this report

**Reporting period:** This report reflects initiatives, governance and available performance data referenced in the document (including 2025 EcoVadis results and multi-year environmental performance tables). Where multi-year trends are shown, the relevant years are stated alongside the data.

**Reporting scope and boundaries:** Dennemeyer's environmental footprint largely derives from office-based operations and IT infrastructure. GHG reporting currently covers major office locations in Luxembourg, Germany, Romania and the United States. Some environmental indicators (e.g., water and waste) are reported for selected sites where reliable data is available, albeit may not represent all locations.

**Methodologies and definitions:** GHG emissions are reported as tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e) and grouped into Scope 1, Scope 2 and Scope 3. Calculations are supported by an external carbon accounting tool and evolve as data sources and calculation methods improve (for example, methodological updates and expanded Scope 3 coverage are explained where relevant).

**Reporting approach:** The report is structured to reflect best practice sustainability reporting conventions (governance, strategy, risk management and metrics/targets) and to provide evidence suitable for customer and partner due diligence. It does not claim formal compliance with any single reporting standard.

# 01 OUR SUSTAINABILITY STORY

“Not only the first-choice partner in IP globally, but also a sustainable IP partner”

Dennemeyer, founded in 1962 in Luxembourg, is a global leader in the field of Intellectual Property (IP) rights filing, management and defense. Over more than 60 years, it has grown into a full-service provider with over 20 offices worldwide, handling millions of IP rights for a diverse range of clients.

The company offers a wide array of services, including IP maintenance, strategy consulting, management software and patent search tools. Dennemeyer’s approach is tailored to the specific needs of its clients, ensuring the effective protection and monetization of IP assets without losing sight of the surrounding commercial and technological context.

Under the guidance of John Dennemeyer and Dr. Reinhold Nowak, our operations have been firmly rooted in sustainability principles. We believe that a strong commitment to being green enhances our value proposition, strengthens our relationships with clients and contributes to a healthier planet. In the rapidly



Tobias Diebold, Chief Executive Officer

evolving landscape of IP management, we understand that our actions have far-reaching implications for the environment and society. This is why we strive to minimize our ecological footprint through various initiatives, including the adoption of energy-efficient technologies in our offices, promoting digital solutions to reduce paper usage and encouraging responsible travel.

By integrating sustainability into our strategy through dedicated Objectives and Key Results every year, we ensure that it remains at the focal point for our operations, employees and clients. Through our reporting, audits and procurements, we are strengthening our commitment to social responsibility and the environment. Furthermore, we actively seek partnerships with organizations that share our vision for a green future, ensuring that our supply chain reflects our values.

As the CEO of Dennemeyer, I am proud to present our sustainability report, which reflects our commitment to transparency, accountability and responsible business practices within the IP sector.

At Dennemeyer, we recognize that being environmentally conscious is not just a trend; it is a fundamental aspect of our operations and a vital component of our corporate obligation. All of this is possible only by continuously examining a company's internal and external impact and weighing business decisions against deep-rooted values and ethics.

## Our service overview

Dennemeyer



### Digital Services

X-Labs  
Technology



### Managed Services

IP Solutions



### Professional Services

IP Consulting  
IP Law Firm

# 1.1 Sustainable transformation

Denemeyer is committed to providing its services and managing its business operations in a way that consolidates ethical standards with stakeholder interests and corporate social responsibility. This aspiration has a vital role to play in a changing global economy as new technologies and improvements to existing processes make industry activity more efficient and less wasteful. Along the way, IP is incentivizing these innovations and helping to get them to market. IP practitioners can also drive this evolution by carrying out portfolio assessments that identify ecological benefits in existing technologies, allowing organizations to harvest suitable inventions and map their IP assets against green metrics. By enhancing our services to support green innovations from companies and research institutions, we actively foster the transformation process.

## The why, how and what of Denemeyer's actions

For us, success and sustainability are indivisibly linked, with each unable to meet its fullest expression without the other. This means we must take an active stance to achieve our desired outcome.

### > Why

- Stakeholder management
- Competitiveness
- Entrepreneurship, ownership and accountability
- Responsibility for environmental and social impact

### > How

- Measuring commitment and being transparent
- Continuously weighing business decisions against sustainability goals and ethics
- Reviewing regulatory obligations and voluntary commitments on a regular basis

### > What

- Defining authentic goals in both environmental and social aspects based on our values and industry
- Consistently evaluating our position to identify accomplishments and opportunities for improvement
- Showing action and enabling participation via communication, campaigns and awareness



## 1.2 Direction and expectations

To inform our sustainability expectations, we have placed environmental, social and governance (ESG) processes at the heart of our business approach:

- Evaluating and minimizing our environmental footprint
- Reducing our emission production and resource consumption
- Offering and maintaining a welcoming and secure workplace for diverse teams
- Building and honoring long-term partnerships based on trust and respect

Achieving these goals requires trackable engagement and consistent transparency.

Thus, we are proud to have joined the **United Nations Global Compact initiative**. In this way, we reaffirm our dedication to advancing a sustainable philosophy and practice. Complementing this endeavor, our environmental performance has recently been recognized by **EcoVadis**, with our targets approved by the **Science Based Targets initiative (SBTi)**.

By participating in the UN Global Compact, we have pledged to reflect continuously on all business decisions, comparing them against our moral compass and green goals. Only through regular monitoring of both ourselves and the evolving regulatory framework can we faithfully evaluate the Group's position and determine where improvements can be made.

## 1.3 Our ongoing commitments

- Increasing visibility of ESG ratings internally and to stakeholders
- Reducing our greenhouse gas (GHG) emissions by 42% by 2030 (public assurance under the SBTi)
- Measuring and calculating our GHG emissions in Scopes 1, 2 and 3
- Guaranteeing full compliance with waste disposal laws (including segregation and recycling) and voluntary long life cycle initiative for all office supplies
- Using our environmental management system (EMS) to align with sustainable business practices and ESG initiatives
- Ensuring customer satisfaction and the fulfillment of stakeholder requirements and business analytics
- Reporting on waste and recycling on an annual basis

“ Innovation transforms, so do we. ”



# 02 OUR CHALLENGES

Our stakeholders, our impact and challenges

## 2.1 Stakeholders

### Privately owned business

Dennemeyer is a privately owned group of companies. In supervising operations, the proprietary family has always aimed for the sustainable, stable development of the company, keeping its environmental footprint small and its employee relations responsible and accountable.

### Our team

“People are key! We do what we enjoy because it is fun to work at Dennemeyer.” These words have long inspired leadership principles at Dennemeyer. Our team members are the most important stakeholders and have a high interest in the company’s sustainability and how contributions can be made to social and environmental goals.

### Diverse clients and customers

The Dennemeyer Group offers a variety of services and products and has a diverse client base that spans industries and entity sizes.

As a supplier, Dennemeyer is pledged to offer transparent insights into our sustainability management and commitments, providing data

analysis where needed. Many of our clients are subject to regulatory obligations to report on their sustainability measures and, therefore, require information from us on similar aspects, especially our environmental practices.

While the aim is to satisfy the interests of all stakeholders to secure long-term business viability, our challenge is to balance these concerns in a way that does not overburden the company with data collection, data analysis and administrative reporting tasks. We want to stay honest about what we do and what we can do; this is ingrained into our principle to act with integrity.

## 2.2 Impact

In order to develop sound ESG policies, it is necessary for us to identify our main areas of influence.

Dennemeyer’s environmental impact derives from its regular office activities as we do not operate in the manufacturing industry. We, therefore, do not produce or engage in the international trade of goods, and our

activities do not have an immediate effect on local communities through the extraction of commodities, deforestation, etc.

Our business activities affect the environment in three main ways:

<ul style="list-style-type: none"><li>• Emissions from offices and servers</li><li>• Emissions from travel</li></ul>	<ul style="list-style-type: none"><li>• Plastic waste</li><li>• Electronic waste</li><li>• Other non-hazardous waste</li></ul>	<ul style="list-style-type: none"><li>• Paper consumption</li><li>• Paper recycling</li></ul>
<b>Energy</b> 	<b>Waste</b> 	<b>Paper</b> 

## 2.3 Challenges

To achieve our goals, our main challenge relates to **data calculation, collection and analysis**.

Dennemeyer has always tried to keep its environmental footprint small. Our business has only a limited impact on the environment, but still produces GHG emissions and waste. This output naturally arises in our offices, including home-office work, and in our IT infrastructure through energy use, the consumption of food and drink, traveling and commuting as well as procurement and logistics.

It is our mission to make data available: to calculate and analyze, to monitor and make our reduction and compensation measures transparent.



# 03 OUR ACTIONS

## Steps that make a difference

Our goal to become a sustainable IP partner starts with transparency and accountability. This openness allows us to be a reliable asset to clients within their supply chain and a trusted company to the public and our stakeholders.

Sustainable management is a conviction and continuous effort to act responsibly. This means our data and calculations will be subject to constant change: Totals may go up as we integrate more data sources, or they may decrease in line with reduction measures (e.g., renewable energy sourcing in our offices).

### 3.1 EcoVadis

Objective measurement is vital for Dennemeyer, hence we seek review and auditing from relevant independent bodies. Founded in 2007, EcoVadis is among the world's most prominent and trusted assessors of ESG metrics, having rated more than 175,000 companies in over 180 countries to date. Their business sustainability scores consider over 200 spend categories in a methodology that draws upon the Global Reporting Initiative, the UN Global Compact and ISO 26000. EcoVadis awards medals to those companies that demonstrate measurable success across multiple areas, recognizing their commendable business management.

When evaluating our performance across various environmental, social and ethical criteria, EcoVadis' assessment scored us 73 out of a possible 100 (an increase on 63/100 in 2024). This excellent result puts us among the top 15% percent of companies assessed by EcoVadis in the past 12 months (85+ percentile).

This achievement is a testament to the collected efforts of the Dennemeyer team and reaffirms our dedication to having a positive impact on the planet and in our communities.

#### DENNEMEYER & CO SARL (GROUP)

Hesperange - Luxembourg | Office administrative and support activities

Company size: M | Assessment scope: Group



\* Dennemeyer awarded EcoVadis Silver Rating for 2025

## EcoVadis evidence index (Policies – Actions – Results)

EcoVadis theme	Policies (commitments)	Actions (implementation)	Results (KPIs & outcomes)
<b>Environment</b>	Environmental Management System (ISO 14001); climate commitments (SBTi); waste & recycling policy (as referenced)	Carbon accounting and monitoring; office efficiency and responsible travel measures; recycling and waste segregation practices	Scope 1–3 emissions tables and trends; water consumption tables; waste figures by site/ type (where available)
<b>Labor &amp; human rights</b>	Workplace safety commitments; inclusion and equal treatment principles; UN Global Compact participation	Learning & development programs; employee engagement survey; health & safety practices and first-aid/ fire safety readiness	Employee survey participation rate; workforce and leadership gender representation (as reported); home office trends
<b>Ethics</b>	Group compliance policies; anti-corruption / AML / antitrust; whistleblower channel; integrity governance	Due diligence (KYC/KYV); training and reporting mechanisms; incident handling processes	Evidence of operationalization (e.g., channel availability, policy framework in place); continuous improvement actions
<b>Sustainable procurement</b>	Procurement policy; supplier expectations and due diligence requirements	Supplier ESG questionnaire process and onboarding; supplier screening	Supplier questionnaire coverage, completion rate and summarized findings

### 3.2 ISO 14001



ISO 14001 is an international standard for environmental management systems. This certification confirms that we meet recognized requirements for limiting environmental impact, following relevant regulations and improving internal processes related to sustainability.

This milestone reflects an ongoing effort to strengthen our environmental performance. The certification process encourages regular review and the adoption of practices that support long-term sustainability goals.

Nine Dennemeyer entities across three countries are ISO 14001:2015 certified. The certification remains valid until July 2027 and will be maintained.

### 3.3 ESG: UNGC&SDGs

We applied to the UN Global Compact initiative and received confirmation of our participation in July 2023.

As in our letter of participation, we confirm that Dennemeyer Group supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption. With this communication, we express our commitment to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals.

SDG	Dennemeyer action
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- Dennemeyer provides healthcare and mental health support
- Dennemeyer has established policies on waste and recycling



- Dennemeyer provides employees with mandatory training on diversity, equality and inclusion
- Dennemeyer has put in place actions to promote sustainable lifestyles



- 54% of employees are women
- Women in management positions
- Employees age ranges from 20 to over 60
- Offices in more than 20 countries
- Employees come from all over the world and speak more than 15 different languages
- Dennemeyer's hiring policy prohibits any kind of discrimination based on age, sex, disability, race, ethnicity, origin, religion or economic or other status



- Dennemeyer uses shared accommodation, owned and maintained by the Group, with 100% renewable energy sourcing
- Dennemeyer commits to switching to renewable energy in offices and shared travel accommodations where possible
- Dennemeyer has put in place actions to promote sustainable lifestyles
- Dennemeyer has adopted a number of measures to reduce energy consumption and waste, such as eliminating single-use plastics in offices, putting in place sensor lighting in hallways and bathrooms where possible and adjusting heating according to consumption
- Dennemeyer calculates its GHG emissions and has committed to reduce Scope 1 and Scope 2 emissions by 42% by 2030 from a 2021 base year and to measure and reduce Scope 3 emissions
- Dennemeyer tracks its business partners' sustainability actions through a dedicated ESG questionnaire
- Dennemeyer has committed to international initiatives to promote sustainability: SBTi, CDP and UNGC.



- Dennemeyer prohibits and requests business partners to prohibit any kind of forced or compulsory labor
- Dennemeyer follows applicable national laws with regard to employees' working time, minimum wages and overtime hours and requests business partners respect the same
- Dennemeyer complies with and requests business partners comply with applicable local laws related to the minimum age for employment, and in any case, shall not employ children under the age of 16
- Dennemeyer respects and requests business partners respect freedom of association and collective bargaining

## 3.4 Monitoring and reducing GHG emissions

Understanding and reducing our environmental impact begins with consistent, data-driven monitoring - both of our own operations and the evolving regulatory landscape. This ongoing evaluation enables us to accurately assess our environmental footprint and identify meaningful opportunities for improvement across all areas of our business.



To support this mission, we have partnered with forward earth, a specialist in carbon accounting solutions. Their Corporate Carbon Footprint (CCF) tool, powered by artificial intelligence and certified by TÜV, enables us to calculate and track our greenhouse gas (GHG) emissions with greater precision and efficiency. By enhancing data quality, minimizing manual input and staying aligned with the latest ESG reporting standards, we are embedding sustainability more deeply into our core business practices and decision-making processes.

Our GHG emissions reporting currently covers our major office locations in Luxembourg, Germany, Romania and the United States - regions that represent the most significant share of our emissions and waste output due to their scale of operations.

### Data quality, boundaries and next steps

As our sustainability management system matures, we expect periodic changes in reported totals driven by improved data completeness, refined calculation methods and expanded coverage (for example, additional Scope 3 categories and more locations). Our focus is on improving consistency, traceability and decision-usefulness of the underlying data so that

reduction measures can be prioritized and tracked transparently over time.

The chart below illustrates the Group's total GHG emissions over the past years, highlighting the impact of external factors such as the pandemic as well as methodological changes and operational adjustments. This visual representation provides a clear view of our emissions trajectory and supports our commitment to transparency, accountability and continuous improvement in our environmental performance.

Scope 1	Y 2022	Y 2023	Y 2024
Direct emissions	142.41	29	27.29
<b>Scope 2</b>			
Purchased heat & electricity	93.62	387.95	290.11
<b>Scope 3</b>			
Business travel	355.01	1,174	935.78
Purchased goods & services			11,596.99
<b>Total</b>	<b>591.04</b>	<b>1,590.95</b>	<b>12,850.17</b>

\* Figures are in tonnes of carbon dioxide equivalent (tCO2e)

It is important to note that the methodology used to calculate Scope 1 and Scope 2 emissions for 2023 has been updated from previous years, which explains the shift in reported figures.

Additionally, the low emissions recorded in 2022 were largely influenced by reduced travel during the COVID-19 pandemic. In contrast, the 2023 data reflects a return to more regular business travel and includes emissions from our IT infrastructure such as servers for the first time.

In 2024, we expanded our Scope 3 assessment further to include the GHG emissions of our local suppliers. This explains the rise compared to previous years. The figures calculated by Forward Earth reflect an approximate based on our agent network extent.

## 3.5 SBTi

Our emissions reduction targets have been accepted by the Science Based Targets initiative

What is the Science Based Targets initiative (SBTi)?

The SBTi is a collaborative effort between CDP, the United Nations Global Compact, World Resources Institute (WRI), and the World Wide Fund for Nature (WWF).

What are our targets?

We have committed to reduced scope 1 and scope 2 GHG emissions by 42% by 2030 from 2021 as our base year. We have also committed to measure and reduce our scope 3 emissions. These targets have now been published on the [SBTi website](#).

How will we reach the reduction goal?

Due to the fact that we are not in a carbon intensive business or producing and shipping goods, our reduction will mainly have to be in our office operation, i.e. switching local electricity and heating providers to tariffs with 100% renewable energy and minimize CO2 intensive travel.



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



## 3.6 Teleworking

In accordance with local laws, we offer eligible employees the possibility to work from home where operationally feasible. As shown in the following table, average home-office days per employee have increased over time.

This supports our approach to reducing commuting-related emissions where possible and contributes to employee flexibility.

Average days in Home Office per employee			
	2023	2024	2025
LU	20.73	21.72	25.25
DE	76.77	78.61	87.17
RO	141.03	156.17	168.04
US	189.2	200.2	195.8

## 3.7 Water consumption

As we do not operate in the manufacturing industry, our water consumption is primarily linked to office activities. We aim to manage water responsibly; where feasible, we install water-saving solutions such as sensor taps.

The table below summarizes available water consumption data for our major offices in Luxembourg, Germany and Romania for the years shown.

Water consumption (m3)				
	2022	2023	2024	2025
LU	449.15	730.5	669.3	601
DE	494	501.1	588.4	600*
RO	568	1,233	936	638

\* Approximate

It is worth noting that the low numbers recorded in 2022 were largely due to reduced office activity during the COVID-19 pandemic, whereas the 2023 numbers reflect a return to regular business.

## 3.8 Waste management

At Dennemeyer, we are working to better understand the main sources of waste and take targeted actions to reduce it, improve segregation, and increase recycling where local infrastructure allows. As waste systems, recycling facilities and data availability vary by location, our current reporting focuses on major sites and accessible waste streams.

We continue to enhance data quality and gradually expand coverage, while implementing a structured approach to waste reduction and promoting more sustainable waste management practices.

### What do we put into waste?

Across our office locations, the Dennemeyer Group provides appropriate infrastructure for the segregation and disposal of **residual waste, packaging, paper and glass**. We implement targeted measures to reduce **plastic waste**, including the use of glass bottles and the installation of water filtration and dispensing systems connected to the mains supply in selected offices (e.g., Howald, Munich, and Braşov).

Limited volumes of **electronic waste** are managed through certified recycling channels in compliance with applicable local regulations. Based on the nature of our operations, no **hazardous waste** is generated.

In line with our principle of promoting longer asset lifecycles, the Dennemeyer Group prioritizes the efficient use, reuse, repair, recycling, and upcycling of resources. Within our EMEA offices, this approach includes the use of pre-owned furniture and interior plants.

Assets that remain functional but are no longer required for operations are made available to employees or donated to certified third parties to extend their useful life and support social or educational purposes. In addition, our IT infrastructure is initiating measures to increase the use of refurbished equipment with recycled plastic components.

Our **Waste and Recycling Policy** has been developed to promote environmental sustainability, ensure

compliance with relevant laws and regulations, and maintain a clean and healthy workplace for our employees, contractors, and visitors of the Dennemeyer Group.

### Type and amount of waste

Depending on the location, different data is available. The figures below show the type and amount of waste at our major sites during the last years.

Paper waste (t)				
	2022	2023	2024	2025
LU	1.18	0.863	0.86	0.825
RO	*	*	7.1	4.6

\* Data not available

Residual waste Contracted volume per year (m3)				
	2022	2023	2024	2025
LU	114	114	114	114
RO	72	72	28	24

Electronic waste 2025 (pieces)		
	Recycled	Resold
LU	11	16
DE	0	0
RO	231	1
US	60	0

“ Denne Meyer loves  
long life cycles.”



## 3.9 Diversity, equity and inclusion

Dennemeyer is pledged to providing a supportive work environment and playing its part in building an inclusive society based on equal treatment. We value diversity in our company and are proud of our international staff, who have always fostered a welcoming and fair space and brought people together as the #OneDennemeyer team.

Dennemeyer respects data protection and our team members' right to self-determination, including religious choice. We do not collect data on personal matters such as gender identity, ethnicity, race, religion or sexuality. As a result, no analysis or diversity rating is published on these topics. Exceptions apply only when legally required or when team members voluntarily share this information (e.g., in South Africa and the United States).

### Gender distribution in management

At Dennemeyer, women make up approximately 49% of managerial positions (from Team Lead to Senior Leaders) and hold seats on both our Supervisory and Executive Boards —closely reflecting our overall workforce, which is 56% women. We are committed to fostering strong leadership through various initiatives led by our Learning and Development Team with the support of senior management. In 2025, we introduced more targeted support for our women leaders through our Women in Leadership employee resource group, ensuring they have the tools and networks needed to thrive.



## 3.10 Health and social

We are committed to ensuring the health and safety of our employees, customers, and visitors. We comply with all legal requirements regarding safety and first aid, including providing adequate first aid facilities, equipment, and materials, as well as fire safety training and equipment.

As part of our ongoing commitment to employee wellbeing and social sustainability, Dennemeyer offers a variety of employee benefits.

### Global benefits: learning and development

In 2025, we continued to provide a variety of learning opportunities to help employees grow in their careers. All global employees, regardless of contract type, have access to the Percipio online learning platform with a huge selection of learnings for individual and professional development. The Learning & Development team also offers a variety of other learning formats, including keynote presentations, webinars and workshops which are open to all global employees.

### Local benefits: Supporting our diverse, global team

Employee needs, as well as legal and regulatory requirements, vary by location. That's why we take a locally tailored approach to employee benefits and engagement across our global offices, coordinated by the local management team supported by HR as needed. In addition to the legally required provisions, each site offers a range of location-specific benefits, some of which include:

- Meal tickets
- Transport tickets
- Pension programs
- Health subsidies
- Recreational discounts

Local teams also organize events and activities throughout the year to foster team spirit such as:

- Office lunches
- Cultural celebrations
- Volunteer activities and blood drives
- Team building activities

## Employee engagement: employee satisfaction survey

Our annual survey conducted worldwide for all offices allows us to gain valuable insights into how employees evaluate different aspects of our company and leadership culture, work environment and career opportunities.

## Results

### Strengths

- **Work-life balance and flexibility**  
Flexibility in scheduling and work location as well as work-life balance rated highly.
- **Inclusive communication**  
Many feel encouraged to share ideas and believe their opinions matter in the workplace.

### Areas for improvement

- **Workplace stress**  
Remains a challenge, highlighting an opportunity for more support.
- **Career development**  
Interest in enhanced job-related training and development opportunities, including more local learning formats and mentorship programs.

### Actions

Based on these results, Learning & Development has been intensified to support the organization by strengthening existing learning offerings like our LevelUp! Programs for all three career tracks and building future-critical capabilities.

Keynotes and trainings on change and digital transformation helped employees understand and navigate the impact of artificial intelligence on their roles. At the same time, core learning portfolios such as leadership development and career development were maintained and successfully delivered, ensuring continuity in talent development.

In Q4 2025, L&D started to design a company-wide digital transformation program for different target groups, laying the foundation for a holistic rollout in 2026.

## Key achievements

**Career Development offers**



- Runners Club! Lead
- Runners Club! Xpert
- Leadership Journey

**Team Development Offers**



- TeamUp! sessions
- Workshop offer to support teams on their vision & goal setting

**Development Offers for everyone**



- LearningLab!
- Offers for Language Skills (Assessment/E-Learnings/English Boost)
- Percipio (E-Learning Library)
- LocalLearning (Soft-Skill training offered locally (CN, Lux, US, JP, DE))

**Career Progression Framework**



- Deliverable of assessment criteria for career development and training
- Broader training strategy implemented (program for Experts)
- Published a Competency Framework as a base for talent reviews

## 3.11 Our community contributions, globally

Dennemeyer is committed to making a difference in our communities. Here are some recent examples:

- **Community Engagement – Chicago**  
In 2024, our Chicago office supported the Boys & Girls Clubs of Chicago, a nonprofit focused on youth empowerment. Team members packed and donated 20 backpacks filled with school supplies to help local students begin the school year prepared.
- **Blood donation in Munich and Luxembourg (June 4, 2025)**  
Colleagues from the Munich and Luxembourg offices participated in coordinated blood donation activities in cooperation with local Red Cross organizations. In total, 20 colleagues from both locations donated blood, supporting local healthcare systems and life saving medical care. These blood drive events are organized annually in Munich and Luxembourg.
- **American Heart Association Heart Walk (United States, October 2025)**  
US colleagues took part in their second American Heart Association Heart Walk, a three mile walk supporting cardiovascular health. Chicago based employees participated in a group walk, while remote employees completed the distance individually in their local environments. In addition, the US team raised funds for the American Heart Association, contributing to CPR training, medical research, and life saving initiatives.
- **Support for animal welfare (Chicago, July 2025)**  
During summer celebrations, colleagues in the Chicago office handmade pet toys for a local animal shelter.
- **Braşov Heroes running event (Braşov, June 15, 2025)**  
Colleagues participated in the Braşov Heroes running event, supporting community focused charitable initiatives through a sports based fundraising activity.
- **#DennemeyerVolunteer clean up activity (Tokyo, December 2025)**  
As part of the #DennemeyerVolunteer program, colleagues in Tokyo took part in a local clean up activity, contributing to environmental protection and the cleanliness of their surrounding community.
- **#DennemeyerVolunteer Donation Drive (Tokyo, July 2025)**  
In July the volunteer committee in our Tokyo office held a donation drive to collect goods for donation from local employees.
- **Beijing, Earth Day 2025 and 2026 participation**  
As part of its commitment to a green and low-carbon workplace, the Beijing office continued the “Lights Off for One Hour” initiative, turning off the lights for one hour each day to translate sustainability principles into everyday action. Compared with Q1 2025, the reduction in electricity cost per working day in Q1 2026 corresponds to a decrease of 2.76 kg of carbon emissions. Over the three-month period, this resulted in a total reduction of 256.68 kg of carbon emissions. This initiative demonstrates how small, consistent actions can contribute meaningfully with a relaxed social gathering.
- **Since 2020, Dennemeyer has been sponsoring “Projekt Handwerkerschule” in Brasov, Romania,** an initiative promoting community work, traditional craftsmanship, cultural preservation and knowledge exchange.
- **In total, Dennemeyer Romania spent 150,305 EUR in 2024** for donations/sponsorships and 135,933 EUR in 2025.
- **US annual donation campaign** with matching support from Dennemeyer. i.e., Feeding America and Americans Heart Association.
- **Clean & Cheers Afterwork (Munich, May 2026)**  
Combines a purposeful Isar river clean-up initiative with a relaxed social gathering.

## 3.12 Our supplier network

Dennemeyer reviews all supplier and client relationships through Know Your Customer (KYC) and Know Your Vendor (KYV) processes. These checks uphold ethical standards across our partner network and support informed decisions about contractual engagements. To reinforce our commitment to ethical sourcing, we follow a dedicated procurement policy that prioritizes transparency, accountability and ethical conduct in every supplier interaction.

All contractual partners undergo due diligence to confirm alignment with global ESG standards, including labor rights, workplace safety, anti-bribery measures and nondiscrimination.

Supplier diversity is central to our long-term strategy for service continuity. We work with local law firms around the world, representing a range of ownership models, company sizes and cultural backgrounds. More than 25% of our agents are small or medium-sized enterprises (SMEs), underlining our commitment to inclusive partnerships.

### Supply chain – ESG questionnaire

We believe that nurturing strong partnerships with our local agents is essential not only for the success of our business but also for our collective efforts towards a more sustainable tomorrow. In 2025, we requested our agents to complete an ESG questionnaire, allowing us to:

- Understand the extent to which our supply chain adheres to sustainable practices
- Identify areas for improvement and collaboration to enhance our shared ESG performance
- Strengthen the resilience and integrity of our supply chain, thereby mitigating risks and maximizing growth opportunities

### Conclusion

The high completion rate of 94% reflects strong engagement from our main suppliers in the ESG

initiative. This level of participation demonstrates their commitment to environmental, social, and governance practices, which is essential for Dennemeyer's sustainability goals.

All new main suppliers are invited to complete the ESG questionnaire.

## 3.13 Governance, accountability and controls

Dennemeyer's sustainability governance is embedded in its Corporate Integrity Unit, linking Management and Operations through the Compliance Department and the ESG Implementation & Audit / Quality Management team. Together, these functions support policy setting, implementation, monitoring, internal audits, external audits and reporting.

Oversight is complemented by dedicated committees and frameworks (e.g., Group Risk Committee, DE&I Committee and Information Security Framework), with escalation paths including the Whistleblower Channel for concerns about misconduct.

To drive continuous improvement, sustainability objectives are integrated into annual Objectives and Key Results (OKRs) and are supported by management systems (including ISO 14001 where certified). This enables a consistent cycle of planning, implementation, monitoring and corrective action, aligned with stakeholder expectations and evolving regulatory requirements.

## Compliance Department

This team ensures that our services and operations meet regulatory and internal compliance standards, protecting our clients and business. They focus on reducing risk while enhancing operational efficiency.

### Responsibilities:

- Regulatory compliance
- Internal policy compliance
- Risk assessment
- Reporting
- Training and Education
- Incident response
- Fair and ethical business standards
- External engagement
- Documentation and recordkeeping

## ESG Implementation and audit/QM

ESG Implementation and Audit team is responsible for strengthening and enhancing sustainability and ethical practices across the organization. They ensure compliance with environmental, social, and governance standards, performing internal audits, facilitating external audits and driving continuous improvement.

### Responsibilities:

- Monitoring and auditing
- Reporting
- Environmental Management System
- External engagement
- Tool usage and documentation
- Coordinating ESG projects

## Committees/Policies

In addition to the Corporate Integrity Unit, we established a number of committees and policies to support sustainable governance.

- **DE&I Committee**  
Our DE&I Committee is a group of passionate individuals committed to fostering a positive work culture and driving positive change within Dennemeyer.
- **Group Risk Committee**  
The Group Risk Committee has been established to provide independent oversight of our risk management framework and internal control processes to ensure that the risks are identified, assessed, and mitigated effectively in line with the organization's defined risk appetite. The Committee is appointed by the Board and is composed of senior leaders from various parts of the organization and key business areas, who represent all Business Units and Shared Service Units and have a clear understanding of the organization's activities and the associated risks. Their extensive expertise helps them to make informed decisions and recommendations.
- **Information Security Framework**  
Our Information Security Framework consists of a number of documents that clearly define the adopted policies, processes, standards and procedures which explain to all parties (internal and external) how information, systems and services must be managed to reduce risk levels and protect Dennemeyer from external and internal threats. Documentation frameworks help to ensure that employees have access to the company's policies and procedures.
- **Dennemeyer Whistleblower Channel**  
At Dennemeyer, we believe that a culture of integrity and accountability is essential for a safe work environment. Therefore, by providing a secure, confidential and anonymous avenue for reporting empowers our colleagues to report misconduct without fear of retaliation.

With the help of Whistleblower Software, we now have a dedicated reporting channel for misconduct and other serious matters. The software is designed to streamline the reporting, investigation, and resolution of incidents.

- **Group Compliance Policies and Employee Handbook**

The Group Compliance Policies (formerly Code of Conduct) and Employee Handbook are essential for establishing a productive and safe work environment. By establishing clear guidelines and expectations, they help us build a positive work culture and foster trust among all members of team Dennemeyer.

- **Anti-Corruption, Anti-money Laundering and Anti-trust policy**

This policy outlines our zero-tolerance approach to bribery and other corrupt business practices. It reflects the standards to which Dennemeyer expects any person or entity that performs services on behalf of Dennemeyer to adhere to when acting on Dennemeyer's behalf.

- **Environmental Social Governance (ESG) policies**

These policies describe our focus areas and voluntary self-commitment in fields connected to the development of environmental and social aspects of our company life. It covers areas such as environmental sustainability, employee well-being and corporate philanthropy. This policy also provides guidelines for measuring and reporting our CSR performance, promoting transparency and accountability.

- **Procurement Policy**

The Procurement Policy has been developed to establish the principles and procedures for purchasing goods and services across the company. This policy provides a consistent framework to guide purchasing decisions for our global team — ensuring that we buy in a way that is transparent, efficient, and compliant. The policy is designed to optimize costs, minimize operational risk and ensure procurement processes are aligned with our ESG commitments.

- **Waste and Recycling Policy**

This policy has been developed to promote environmental sustainability, ensure compliance with relevant laws and regulations, and maintain a clean and healthy workplace for our employees, contractors, and visitors of the Dennemeyer Group.

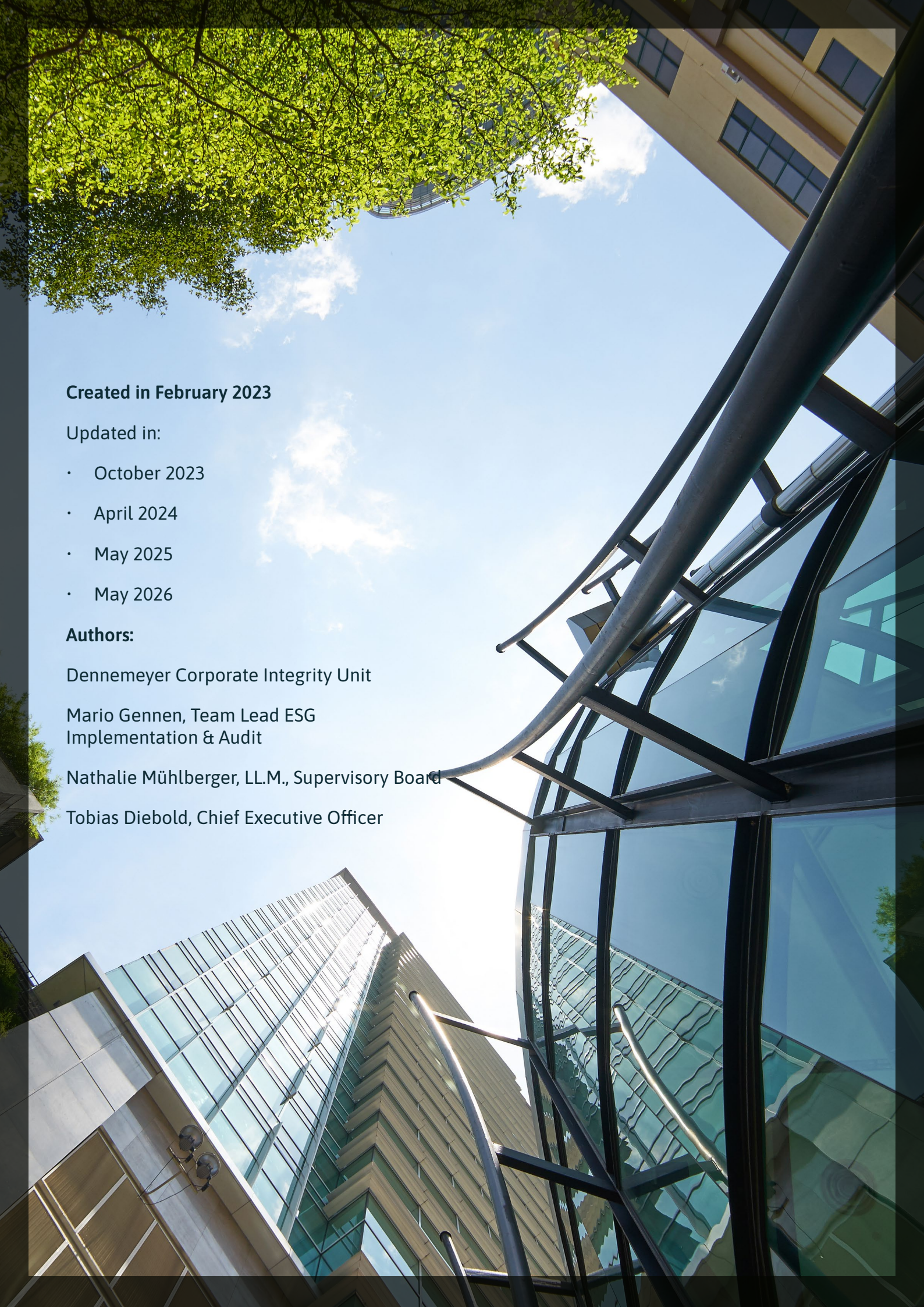


# 04 COMMITMENTS AND ACTIONS

- We are a participant to the UN Global Compact, honoring and implementing the Ten Principles for human rights, labor, environment and anti-corruption in our business operation and report on progress
  - Across our product and service offerings, we enable our clients to analyze and monitor their technological footprint, for example with our free Green Patent Analysis
  - We strive to create sustainable workplaces for our employees, e.g., by offering water in glass bottles or selling local or fair-trade products in our vending machines
  - In our global headquarters located in Howald (Luxembourg), we managed to reduce the number of monthly prints from 81000 to 8000 between 2019 and 2024
  - Where possible, we have switched to renewable energy in offices and shared travel accommodations
1. **Transparency and accountability:** We will continue reporting our ambitions, progress and performance through platforms aligned with our public commitments, including SBTi, CDP and the UN Global Compact (UNGC).
  2. **Sustainable mobility:** We will further promote low-emission travel practices by prioritizing more sustainable options such as rail and shared transportation, supported by targeted incentives
  3. **External performance benchmarking:** We aim to maintain and, where feasible, enhance our EcoVadis rating as part of our continuous ESG performance improvement.
  4. **Environmental management systems:** We will uphold and continually strengthen our ISO 14001-certified Environmental Management System, including ongoing audits and compliance efforts.
  5. **Employee engagement and well-being:** We will address key improvement areas identified through employee surveys to enhance engagement, satisfaction, and overall workplace experience
  6. **Operational scalability:** We will expand our sustainability measures across offices while considering local conditions and regulatory requirements.

## Our goals for the coming years

Our sustainability priorities focus on measurable progress, transparent reporting and continuous improvement. Building on our existing commitments and management systems, our near- to mid-term roadmap includes:



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- October 2023
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