

SUSTAINABILITY REPORT

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

#oneDennemeyer
#sustainableIPpartner
#ESGDennemeyer

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



Tobias Diebold, Chief Executive Officer

relationships with clients and contributes to a healthier planet. In the rapidly 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

Denнемeyer 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 Denнемeyer'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

Who are our stakeholders, what is our impact and what are our hurdles?

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:



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 transparent our reduction and compensation measures.



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 be reduced in line with reduction measures (e.g., renewable energy sourcing in our offices).

3.1 EcoVadis

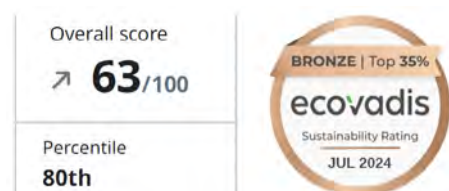
Objective Measurement is vital for Dennemeyer, hence we seek review and auditing from relevant independent bodies. Founded in 2007, EcoVadis is among the world's most prominent and trusted assessors of ESG metrics, having rated more than 130,000 companies to date. Their business sustainability scores 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 58 out of a possible 100 in 2023, improving to 63 out of 100 in 2024. This excellent result puts us in the upper half of all reporting companies on the platform and only one point short of a Silver Rating. 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



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 now ISO 14001:2015 certified. The certification remains valid until July 2027.

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
	- 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 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).

See separate report for more information.

3.5 Health and social

As part of our ongoing commitment to employee wellbeing and social sustainability, Dennemeyer launched a global partnership with nilo.health in 2024. This initiative reflects our dedication to fostering a supportive, inclusive and resilient workplace culture.



nilo.health provides confidential psychological counseling and professional development resources, enabling employees worldwide to access high-quality mental health support. The program includes:

- **Six individual sessions per year** with licensed psychologists

- **Unlimited access** to digital learning tools focused on mental health and personal growth
- **Group roundtable sessions** to encourage shared learning and community support

All services are delivered with strict confidentiality. Only anonymized, aggregated usage data is shared with Dennemeyer, ensuring employee privacy is fully protected.

The program has seen strong engagement in its first year, with **397 employees registering and 650 one-on-one sessions booked**. These figures highlight the value employees place on accessible, proactive wellbeing support and underscore the importance of fostering a culture where mental health is openly prioritized.

This partnership represents a significant step forward in our social sustainability strategy, reinforcing our belief that mental wellbeing is a cornerstone of long-term organizational health and employee satisfaction.



3.6 Our commitment to 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.

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 2021 and 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. As our sustainability strategy evolves, we aim to expand our Scope 3 assessment further to include more indirect emissions that occur throughout our entire value chain.

The chart below illustrates the Group’s total GHG emissions over the past three 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.

Denнемeyer carbon footprint, current status (LUX, RO, DE, US).

SCOPE 1	Y 2021	Y 2022	Y 2023
Stationary combustion	142.23	106.45	23.91
Mobile combustion	8.30	35.96	5.09
SCOPE 2			
Purchased electricity	95.03	93.62	87.96
Purchased heat	0.00	0.00	299.99
SCOPE 3			
Business travel	18.12	355.01	1174
TOTAL	263.68	591.04	1,590.95

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

3.7 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



3.8 Hazardous and non-hazardous waste

In 2021, we began collecting data regarding the waste produced and sent to waste management sites by our operations in the Dennemeyer Group, particularly in our Luxembourgish entities, Dennemeyer & Co Sarl, Dennemeyer S.A. and Dennemeyer & Associates S.A, all residing at 55 rue des Bruyeres, 1274 Howald, Luxembourg.

Type and amount of waste

The Dennemeyer Group provides its offices with facilities to dispose of food waste, packaging and paper. Minor volumes of electronic waste are being given to recycling facilities in accordance with local laws. We engage fully with Luxembourgish recycling targets.

What do we put into waste?

Our motto, "Dennemeyer loves long life cycles," holds true for all resources we use, reuse, repair, recycle and upcycle. In our EMEA offices, we use pre-loved furniture and interior plants. All assets that are still good for use but cannot be recycled are being offered to our employees or third parties. Our IT infrastructure team is starting an initiative to seek refurbished IT equipment with recycled plastic components.

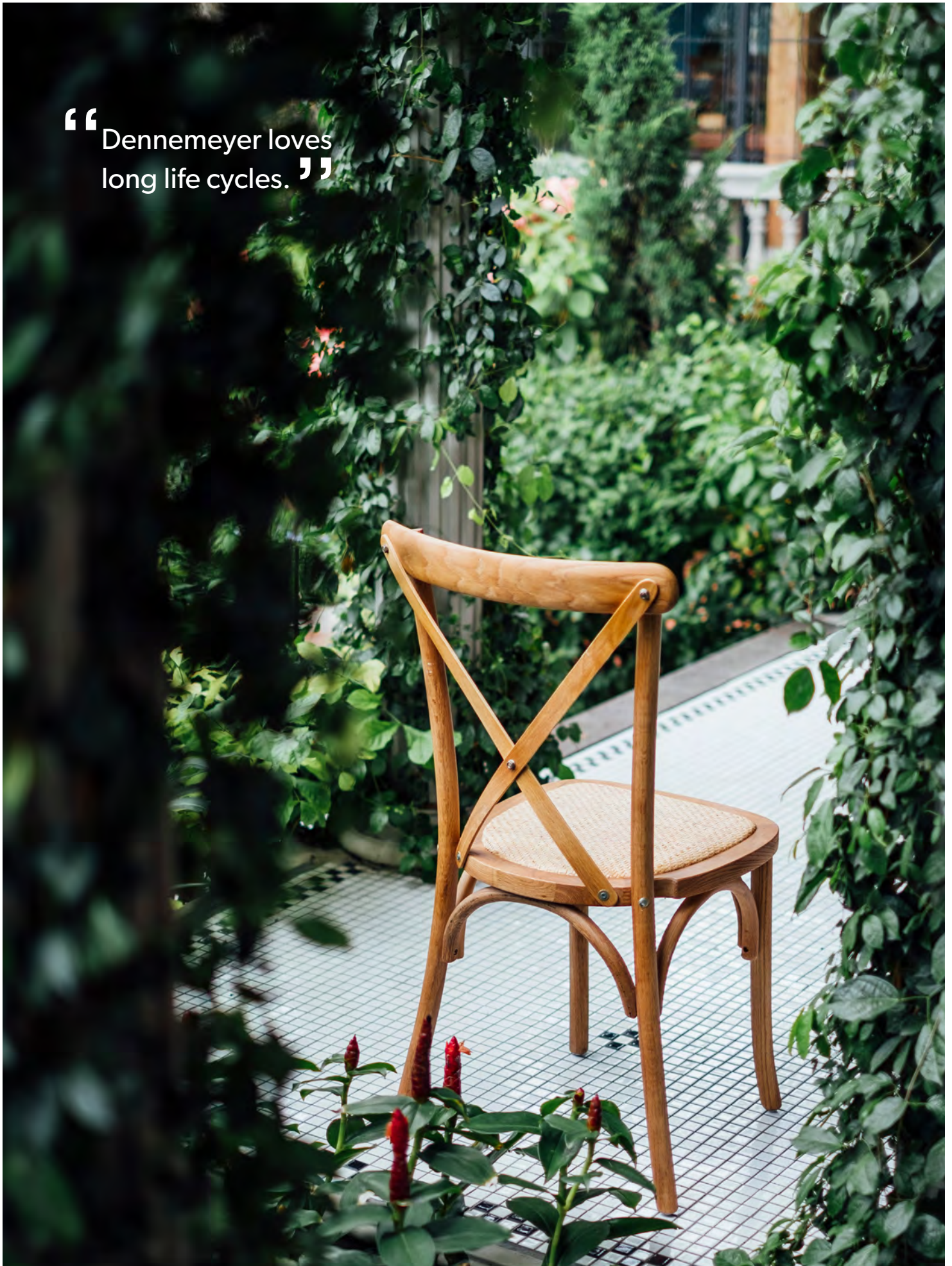
Where?

Data for waste management is being collected by the building management of Renado RE SCI and the local waste management supplier Lamesch Exploitation S.A., "Lamesch pre-zero." Our premises at 55 rue des Bruyères, 1274 Howald, have a subscription for 11 containers ("Vidange") with a size of 1.1 m3 per month, with annual costs < €5,000. Every week, two containers of 1.1 m3 are collected from our premises.

How much?

- Waste: 2 x 1.1 m3 container / week
= 114 m3 / year
- Paper recycling waste: 2 x 1.1 m3 / week
= 114 m3 / year
- Paper waste is being fully recycled
- Electronic waste: minor amounts, not tracked
- No hazardous waste

“Dennemeyer loves
long life cycles.”



3.9 Our community contributions, globally

Dennemeyer is committed to making a difference in our communities. Here are some examples from the Romanian office:

Year	Activities	Project / Initiative	Partners
2018	Collecting waste in the environment around Brasov	National Cleaning Day – September 16 Since 2009, approx. 2.2 million volunteers have participated in this project to clean the environment in Romania.	Let's Do it, Romania! Association
2019	Planting around 300 oak trees near Brasov	Plant In Romania	"Crestem Romania Impreuna" Association
2019	Sponsorship	Recycling cu Stiintescu project for plastic recycling	Jugendzentrum Seligstadt - Association
2019	Sponsorship	Equipment for a biology lab in a Brasov school	Asociatia de parinti Ioan Popazu
2019	Sponsorship	Promoting understanding of the environment to ensure a better human-nature relationship	Cercetasii Romaniei Association
2022	Sponsorship	Protecting the wild environment in the Carpathia mountains and around the Danube river	WWF Romania – Association
2022	Sponsorship	Stopping illegal logging and protecting a significant area of Carpathian. This is done by purchasing land and leasing hunting rights for the full protection of all natural elements.	Foundation Conservation Carpathia CC
2022	Sponsorship	Supporting a group of young students in the International Genetically Engineered Machine (iGEM) 2023 competition.	Asociatia de parinti Ioan Popazu
2024	Collecting waste in the environment around Brasov	National Cleaning Day – September 21	Let's Do it, Romania! Association

A total of €128,500 was donated by Dennemeyer & Associates Romania, Dennemeyer Romania and Dennemeyer TechSys Romania to the following charitable organizations:

Ce facem – Teach for Romania

Teach for Romania trains teachers to serve vulnerable and remote communities, promoting literacy, inclusion and preventing school dropouts. Its impact goes beyond the classroom, empowering educators to improve the lives of underserved children.

In 2023, they received €48,000 from our Romanian team.

Despre noi – Asociația Zi de Bine

Asociația Zi de Bine supports communities in addressing challenges related to education, health, social inclusion, poverty and the environment, with a strong focus on education access. They host events for youth, repair schools, provide essential materials and equipment and cover commuting costs for children in remote areas, aiming to remove barriers to education.

In 2023, they received €57,000 from our Romanian team.

WWF Romania

Since 2006, WWF has worked in Romania to protect its natural environment, focusing on the Carpathian Mountains and the Danube River. These efforts support biodiversity, safeguard ecosystems and at-risk species, and help preserve nature for future generations.

In 2023, they received €23,500 from our Romanian team.

Other community activities

- Exchanging used goods for longer life cycles in China
- Brasov Heroes, charity running event
- Supporting Handwerkerschule Projekt Martinsdorf
- Beijing, Earth Day 2025 participation: office light off for one hour and employee education

- **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 – Luxembourg and Munich**
Launched in 2023 for the International Day of the Blood Donor, the #DonateWithDennemeyer campaign encouraged employees to donate blood. Events in Munich and Luxembourg drew 25 and 15 participants respectively in the first year, followed by 17 in Munich and 8 in Luxembourg in 2024.

10 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.

04 COMMITMENTS AND ACTIONS

What are our goals for the next years?

- 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.
- We will be transparent in our ambitions and data with dedicated platforms and initiatives relevant to our public commitments, especially SBTi, CDP and UNGC.
- We will calculate our GHG Emissions in Scope 1 and 2, with extended goals to include Scope 3 and all local offices.
- We will switch to renewable energy in offices and shared travel accommodations where possible.
- We will continue to promote mindful travel, offering more options with lower emissions as a first choice (e.g., trains and shared car rides) and incentivize these.
- We will create a compensation scheme for travel emissions.

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 toward a more sustainable tomorrow. In 2024, we will require our agents to complete an ESG questionnaire, allowing us to:
 1. Understand the extent to which our supply chain adheres to sustainable practices
 2. Identify areas for improvement and collaboration to enhance our shared ESG performance
 3. Strengthen the resilience and integrity of our supply chain, thereby mitigating risks and maximizing growth opportunities

A low-angle, upward-looking photograph of modern architecture. On the right, a glass-walled structure with dark metal framing rises diagonally. On the left, a building with a grid of windows and a metallic facade is visible. In the top left corner, the green leaves of a tree are seen against a bright blue sky with scattered white clouds. The overall composition conveys a sense of height and modernity.

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