



SELECTED SUSTAINABILITY KPIs

INFORMATION SUPPLEMENTING
THE 2025 NON-FINANCIAL REPORT

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Reporting year: 2025

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ABOUT OUR NON-FINANCIAL REPORTING

Springer Nature has voluntarily reported on our progress towards sustainability-related goals since 2017. Our aim is to share relevant information with our stakeholders about material environmental, social and governance (ESG) topics, and we have published this supplement to our Annual Report to make it easy for those looking for such information to find it. Key strategically relevant topics included in this supplement relate to climate change, employee demographics and two publishing specific topics, open access and the societal impact of content.

You can find the full Annual Report, which includes our full 2025 Combined Non-Financial Report, and additional sustainability information on our [website](#).

2025 REPORTING REQUIREMENTS

Since the initial public offering in 2024, Springer Nature has reported under the German statutory requirements. We are reporting in accordance with the German Commercial Code (Handelsgesetzbuch or HGB) and its current requirements for non-financial disclosures.

Limited assurance

Springer Nature has selected strategically relevant non-financial information and indicators, in the areas of employee demographics, carbon reporting and some specific publishing performance indicators, for this supplement and has engaged EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Revised) to assure it. The limited assurance statement can be found on [page 10](#).

CLIMATE CHANGE

We are committed to becoming net zero by 2040. We have been carbon neutral, by offsetting emissions related to buildings, fleet and flights, since 2020 (see [page 7](#) for details on offsetting). We have set carbon reduction targets, validated by the [Science Based Targets initiative \(SBTi\)](#) in 2023.

Our carbon footprint data, which we report according to the [Greenhouse Gas Protocol \(GHG Protocol\)](#) and additionally categorise in line with our business activities, helps us take action to reduce that footprint and work with our suppliers to encourage further reductions within the value chain.

OUR CLIMATE TARGETS

We have set climate-related targets, using the process set out by the SBTi, which includes distinct targets for Scope 1, 2 and 3 emissions. These reduction targets, together with our total carbon footprint, define our pathway to net zero. We have committed to both a near-term target for 2032 and a net zero target for 2040. These targets were validated by the SBTi in 2023.

The carbon reduction targets were set in collaboration with the members of the Environment Committee and approved by the Management Board, and in response to feedback from colleagues and customers. Progress on initiatives which are part of the roadmap to achieving the near-term targets is monitored in regular Environment Committee meetings.

Our targets

	Near-term target (2032)	Net zero target (2040)
Scope 1 and 2 Includes: On-site fuel and electricity, and fleet	Reduce absolute Scope 1 and 2 GHG emissions by 54.6%	Reduce absolute Scope 1 and 2 GHG emissions by 90%
Scope 3 GHG Protocol Categories 1-15	Reduce absolute Scope 3 GHG emissions by 32.5%	Reduce absolute Scope 3 GHG emissions by 90%

The collection and calculation of emissions, as well as the derivation of reduction targets, are based on the requirements of the GHG Protocol.

We have adopted the market-based accounting approach for Scope 2 (in line with GHG Protocol requirements Scope 2 emissions are measured and reported using the location-based and market-based approach). In line with SBTi requirements, 95% of these emissions are covered by both our near-term (2032) and our net zero (2040) targets.

Scope 3 categories covered are fuel- and energy-related activities, waste generated in operations, business travel, upstream leased assets, purchased goods and services, capital goods, and upstream transportation and distribution.

METRICS

In this section we report on key metrics that allow us to understand the climate-related impacts of our operations, following the GHG Protocol.

Our reported metrics are:

- GHG emissions
- GHG removal and mitigation.

Greenhouse gas emissions

The following table shows our GHG emissions in Scopes 1, 2 and 3, comparing the 2025 figure with both 2024, and the 2019 baseline. Gross emissions are before the purchase of renewable and clean energy (including renewable energy certificates) or offsets are taken into account. Net emissions take account of supplier-sourced green and clean electricity and purchases of additional renewable electricity certificates, but exclude offsets.

Disaggregated GHG emissions

	Base year (2019)	2024	2025	% 2025/2024
Scope 1 GHG emissions				
Gross Scope 1 GHG emissions (tCO ₂ e)	4,311	2,645	2,138	-19%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	Not relevant	Not relevant	Not relevant	n/a
Scope 2 GHG emissions				
Gross market-based Scope 2 GHG emissions (tCO ₂ e)	2,361	193	241	25%
Gross location-based Scope 2 GHG emissions (tCO ₂ e)	7,230	3,964	3,237	-18%
Significant Scope 3 GHG emissions				
<i>Total Gross indirect (Scope 3) GHG emissions (tCO₂e), market-based, as per our SBTi targets</i>	193,056	98,206	93,632	-5%
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ e), location-based for 3.8 & 3.13	194,471	98,883	94,224	-5%
1 Purchased goods and services	95,188	53,330	56,681	6%
2 Capital goods	13,731	5,659	4,257	-25%
3 Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	2,835	1,562	1,472	-6%
4 Upstream transportation and distribution	21,909	7,871	6,289	-20%
5 Waste generated in operations	168	108	75	-31%
6 Business travel	23,290	12,586	9,770	-22%
7 Employee commuting	11,610	4,733	4,927	4%
8 <i>Upstream leased assets, market-based, as per our SBTi targets</i>	490	37	41	12%
Upstream leased assets, location-based	1,792	636	564	-11%
9 Downstream transportation	8,522	3,569	2,224	-38%
10 Processing of sold products	Not relevant	Not relevant	Not relevant	n/a
11 Use of sold products	-	-	-	n/a
12 End-of-life treatment of sold products	15,113	8,682	7,824	-10%
13 <i>Downstream leased assets, market-based, as per our SBTi targets</i>	170	60	65	8%
Downstream leased assets, location-based	283	137	134	-2%
14 Franchises	Not relevant	Not relevant	Not relevant	n/a
15 Investments	29	9	7	-22%
Total GHG emissions (market-based) (tCO₂e), as per our SBTi targets	199,729	101,045	96,011	-5%
Total GHG emissions (market-based) (tCO₂e)	201,144	101,721	96,603	-5%
Total GHG emissions (location-based) (tCO₂e)	206,013	105,491	99,599	-6%

The values and percentages presented in this table and the following text are presented as whole numbers and there may be rounding differences. In 2025, total GHG emissions for Scope 1, Scope 2 (location-based), smaller leased offices (location-based), and flights were 14,603tCO₂e, calculated

using the well-to-wheel method for reporting flight emissions. The well-to-wheel approach provides a more specific and comprehensive assessment of emissions and therefore is not directly comparable with the tank-to-wheel method used in previous reports.

The 2024 GHG data has been restated, the impact of which is a 4% increase in the total figure (mandatory reporting boundary), from 97,477tCO₂e to 101,045tCO₂e (as per our SBTi targets, including a reduction of 676tCO₂e for the reported 98,153tCO₂e figure to align with the SBTi target approach) and from 101,923tCO₂e to 105,491tCO₂e (location-based approach for Scopes 2, 3.8 and 3.13). Adjustments were made to Scope 1 and 2, due to a correction in the fleet data. This increased Scope 1 emissions from 2,009tCO₂e to 2,645tCO₂e (+31%). Scope 2 increased from 187tCO₂e to 193tCO₂e (market-based approach) and from 3,957tCO₂e to 3,964tCO₂e (location-based approach). Total Scope 3 emissions have increased from 95,957tCO₂e to 98,883tCO₂e (location-based approach for Scopes 2, 3.8 and 3.13), due to methodology changes, replacing estimated with more accurate data. This adjustment comes from a reduction in Category 4 emissions, from 8,298tCO₂e to 7,871tCO₂e (-5%), and increases in Category 9, from 2,497tCO₂e to 3,569tCO₂e (+43%), and Category 12, from 6,401tCO₂e to 8,682tCO₂e (+36%).

Baseline year approach

In 2025, we rebaselined our emissions to reflect structural and methodological changes. The recalculation reflects the divestment of Springer Fachmedien. It also incorporates methodological improvements, including refined print and paper spend allocations based on multi-year data, updated last-mile delivery assumptions and the inclusion of additional flight data. The impact is a 0.2% increase from 199,401tCO₂e to 199,728tCO₂e (approach as per our SBTi targets) and from 205,709tCO₂e to 206,013tCO₂e (location-based approach for Scopes 2, 3.8 and 3.13; includes 1,415tCO₂e to convert Scopes 3.8 and 3.13 to this approach, added to previously reported 204,295tCO₂e) for the total 2019 baseline (mandatory reporting boundary). Aligned with SBTi’s Corporate Net Zero Standard (v1), the review showed no material change to Scope 3, increasing around 0.4% from 192,338tCO₂e, to 193,056tCO₂e (as per our SBTi targets) and a reduction of around 5.5% in baseline Scope 1 and 2 emissions, changed from 7,063tCO₂e to 6,672tCO₂e (market-based approach for Scope 2) and from 11,956tCO₂e to 11,542tCO₂e (location-based approach for Scope 2). Our SBTi targets use the market-based approach for all scopes. We provide location-based data for scopes 2, 3.8 and 3.13 in addition, including within the “Total GHG emissions (location-based)” reporting line. The recalculation of the rebaseline has no impact on the ambition of our SBTi commitments.

Scope 1 and 2 GHG emissions: methodologies and assumptions

For Scope 1 and 2, we collect primary data for our largest sites (with more than 100 employees) and sites of strategic importance, based on either geographic location or business activity. Data for the remaining locations is extrapolated based on consumption values per square metre of office space or per employee.

We report both gross location-based and gross market-based Scope 2 emissions. The hierarchy of emission factors from the GHG Protocol Scope 2 Guidance is applied for both location-based and market-based reporting.

Market-based emissions figures are the basis of our target, and include the carbon benefits of purchasing renewable electricity.

For location-based emissions reporting, we apply the hierarchy of emission factors illustrated in the table below – that is regional or sub-national grid averages where a recent factor is available and, if not, national production figures:

Factor source	Territory
UK Government, greenhouse gas reporting: conversion factors (2025)	UK
The most recently published regional grid factors available from the national government	Argentina, France, Germany, Japan, Mexico, New Zealand, Singapore, Switzerland, Taiwan, Thailand, Vietnam
The most recently published sub-national grid factors available from the national government	Australia, US
Grid Emission Factor South Africa, published by the Department of Forestry, Fisheries, and the Environment of South Africa (2025 edition)	Botswana, Eswatini, Lesotho, Namibia, South Africa, Zimbabwe
European Environment Agency, greenhouse gas emission intensity of electricity generation (2025 edition)	Austria, Czech Republic, Italy, Netherlands, Poland, Portugal, Slovakia, Spain
International Energy Agency (IEA), Emission Factors (2025 edition)	All other operations

For market-based emissions reporting, emission factors are selected per site following a hierarchy of factor sources. We use supplier information where available and otherwise make use of residual factors, as set out by the GHG Protocol. If these options are not available, the market-based factor is taken as equal to the location-based factor.

We make use of two types of electricity instruments to reduce our emissions from electricity consumption at our sites:

- renewable and/or clean electricity purchased directly through the electricity provider
- additional renewable energy certificates (RECs) purchased centrally via a broker.

Our biogenic CO₂ emissions amount to 2,110 tonnes. For 2025 reporting, this figure includes an estimate of the biogenic emissions relating to purchased electricity (assuming a location-based reporting approach), as well as the direct use of biofuels.

Scope 3 GHG emissions: methodologies and assumptions

Springer Nature's Scope 3 figures meet the minimum reporting requirements under the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

The following Scope 3 categories are not applicable to us:

- Scope 3.10 Processing of sold products – Springer Nature only sells a final product, which does not require further processing
- Scope 3.14 Franchises – the Group does not have franchises.

We identify our significant Scope 3 categories based on the magnitude of estimated GHG emissions. The categories with emissions greater than zero under the 'minimum boundary' reporting of the GHG Protocol include Categories 1–9, 12, 13 and 15 – in other words, all categories except Category 11, Use of sold products.

We measure our Scope 3 GHG emissions using inputs from specific activities within the entity's upstream and downstream value chain. We calculate around 38% of our Scope 3 emissions within the minimum boundary using primary data obtained from suppliers or other value chain partners, ensuring a more accurate representation of the emissions associated with the activities corresponding to the Scope 3 categories of the GHG protocol.

Emissions are calculated per type of purchase based on the 'amount' or 'volume' of the goods or services purchased by Springer Nature or value chain partners, which is multiplied by an 'average' emissions factor – for example, tonnes of copy paper and cubic metres of water used in offices (Category 1); kWh of fuel and electricity used to power buildings and vehicles (Categories 3, 6, 8, 13 and 15); tonnage of waste (Categories 5 and 12); distances travelled (Categories 6, 7 and 11); and tonne-kilometre of freight transported (Categories 4 and 9).

We continuously work towards increasing our use of primary data so that calculation methodologies will be gradually substituted for more accurate alternatives, as set out by the GHG Protocol. This may require restatement of data to the baseline year (2019) in the future.

The calculation methodology for each category is selected based on which is the most accurate for the data available, as defined by the GHG Protocol. In order of preference: 1) supplier-specific method, 2) hybrid method, 3) average-data method and 4) spend-based method.

Factors for the upstream emissions of electricity purchased by Springer Nature (Category 3) are sourced from the IEA (the factors for UK electricity are sourced from the UK Government). Other carbon intensity factors per unit of volume (applied to minimum boundary emissions) are sourced from the UK Government, 'Government conversion factors for company reporting of greenhouse gas emissions'.

Carbon factors per unit of spend are sourced from the Environmental Protection Agency (EPA) 'Supply Chain GHG Emission Factors for US Commodities and Industries'.

The Global Warming Potential (GWP) applied by the EPA factors relates to the AR4 figures over a 100-year period. This differs from the UK Government dataset from 2023 onwards, which applies AR5. The overall impact on Springer Nature's Category 1 and 2 emissions is considered to be minimal. The figures provided by EPA are adjusted for inflation to match the current reporting year based on the US Consumer Price Index. For some categories, different methodologies are used for different data sources. We ask suppliers from certain key sectors (for example, the production of printed products and IT services) to complete an annual questionnaire to provide supplier-specific data.

In all cases, the carbon factor set published closest to the reporting year (and available at the time of reporting) is chosen.

GHG emissions intensity – emissions per million € net revenue

Type	2024	2025	2025/2024 %
Location-based	57.1	51.7	-9.5%
Market-based	55.1	50.1	-8.9%

We include all Scope 1, 2 and 3 (except Category 15) GHG emissions from entities that are included in our consolidated financial statements. In our Scope 3 Category 15 (Investments) emissions we include emissions that relate to associates and other investments in proportion to our shareholding. In 2025 there were no significant changes or disruptive events that had a substantial effect on our carbon footprint.

GHG removals and GHG mitigation

Springer Nature offices, warehouses, fleet and flights have been carbon neutral since 2020. We have achieved this by using renewable electricity, introducing energy efficiencies and purchasing offsets. We recognise that to reach net zero, we will need to deliver 90% emissions reductions by 2040 and that offsetting is not included in those reductions.

Our work relies on using paper – produced from timber, a natural resource – to produce physical products (journals and books), so we aim to contribute positively to biodiversity and carbon sequestration while also delivering positive social co-benefits to local communities through the carbon offsetting programmes that we support. Working with [C Level](#), we support [Taking Root’s CommuniTree project in Nicaragua](#), which enables local farmers to reforest land with native trees in ways that build their capacity to earn money from their well-maintained forests.

We prioritise the core principle of additionality, by ensuring that the certificates we purchase reflect carbon balancing that would not have occurred without our investment. The initiative – and all the credits we purchase – are certified by Plan Vivo, the longest-standing voluntary carbon standard. These credits meet strict quality standards ensuring they are additional, permanent and verified by third parties.

In 2025, we purchased certificates totalling 20,000 tonnes of CO₂e. Offset certificates are listed on the S&P Global (formerly IHS Markit) Registry and retired in the following calendar year.

EMPLOYEE DEMOGRAPHICS

Our people play a critical part in our business. We want to provide a workplace where everyone can thrive, perform, learn, develop and be themselves in an inclusive environment.

As a people business with strong brands, we invest in our highly skilled and engaged employees. Our employees form the foundation of Springer Nature’s success, driving innovation, upholding our performance and value-based culture and directly influencing our ability to serve our global community with integrity and excellence. And we encourage and support them to reach their full potential so they can enjoy fulfilling, enduring careers. This is reflected in our people strategy, which contributes to Springer Nature’s overall business strategy, demonstrating just how central our employees are.

The employee experience is a fundamental part of our people strategy, and we embed inclusive practices into our everyday processes. We are committed to rewarding individual and team performance and to a value-based culture that emphasises a success and growth mindset across all levels of the organisation and ensuring leaders are accountable for delivering results while modelling our values and ways of working.

Data in the following tables is taken as a snapshot on 31 December 2025.

Number of employees by gender

Gender	Headcount
Male	3,875
Female	5,784
Other	4
Not reported	9

Springer Nature is committed to fostering inclusion across all levels of its workforce, and particularly monitors gender representation in top management.

We aim to attract, hire and retain great people. To do so, we continually review our hiring practices, offer resources and training for managers and invest in employee career development. We also have an aspirational goal, which applies in countries where regulations allow, to maintain at least 45% women in the top three tiers of leadership over the next few years (2024–2028). In 2025, we met this goal.

Gender distribution in number and percentage at top management level

Gender	Headcount	Percentage
Male	165	53.1%
Female	146	46.9%
Total	311	100%

We report on diversity of the Management Board, following the recommendations of the German Corporate Governance Code. Fifty per cent of the Management Board are women.

For Springer Nature, the gender distribution in number and percentage at the top management level refers to the representation of different genders within the top three tiers of management. The Management Board is tier 1, direct reports to the Management Board are tier 2, and their direct reports are tier 3. For reporting purposes, this group is referred to as the ‘top three tiers of management’.

PUBLISHING-SPECIFIC TOPICS

As a large global company and one of the world's largest publishers of research, we also have an impact on the people around us. We try to ensure those who need access to reliable information, whether to support their research output or make crucial decisions, are able to do so, and our commitment to open access and sustainability-related publishing programmes is key to how we do this.

OPEN ACCESS

At Springer Nature we believe that global challenges can be best addressed when all aspects of science and research, including data, code and protocols, are open to all. Open access (OA) is the foundation of our support for open science. We aim to provide immediate access at the point of publication to the final published version of record (VOR) of peer-reviewed research across all academic disciplines. We also aim to increase the use and reuse of research, create faster research systems, speed up scientific advances, build an equitable research landscape and encourage collaboration between disciplines.

We use platforms such as [figshare](#) and [Code Ocean](#) to facilitate secure data and code sharing. We continue our work with [ResearchGate](#), [SeamlessAccess](#) and [GetFullTextResearch \(GetFTR\)](#) to enable researchers to easily access Springer Nature content, speeding up discovery and collaboration.

Our main objective is to support researchers and the wider community, so anyone wanting to publish OA, regardless of location or discipline, can do so. To achieve this, we collect feedback from customers through our [OA funding and support service](#). Our fully OA journals offer [APC waivers and discounts](#) for researchers who are unable to fund publishing costs, including (but not limited to) researchers in low- and lower-middle-income countries (LICs and LMICs) and in some research disciplines where APCs and transformative agreements (TAs) are more difficult to finance. Subscription research content and services such as [Nature Masterclasses](#) are also available for free or at low cost, to enable more equitable access to publishing for scholars in LICs or LMICs.

In 2025, 53.5% of primary research articles published by Springer Nature were published OA. This figure refers to research articles including Cureus but excluding Nature Reviews and magazine content.

SOCIETAL IMPACT OF CONTENT

Global challenges – which we consider through the lens of the UN's Sustainable Development Goals (SDGs) aims and targets – will not be solved in a single research lab, institution or think tank. They require teamwork, cross-disciplinary thinking and an openness to alternative views. We believe that the biggest impact we can have on the SDGs is through the content we publish. By publishing more SDG-related research, we can disseminate new knowledge beyond academic circles and contribute to informed policy decisions. We can also help global students develop an understanding of sustainable development through our SDG-related curriculum content, published by our Education segment.

Our SDG publishing strategy supports our strategic goal to be the publisher of choice for researchers working on SDG-relevant topics. It includes our aim to grow our SDG content across all publication forms and supports our transition to OA, which in turn makes SDG-related content accessible to even wider audiences. Our employee engagement activity, through which we increase internal awareness of the goals, is also supported by our strategy.

We have an SDG Steering Committee and working groups for each SDG. Within each of these groups, colleagues collaborate to commission and promote relevant content, and organise SDG-related events, often through our [17 SDG content hubs](#). The content hubs aim to make relevant publishing activities and content more visible to practitioners in policy, business and civil society and so increase their positive impact.

For a more global and holistic perspective we also engage directly with relevant stakeholders, partners and membership bodies such as the [UN Global Compact](#), the [UN SDG Publishers Compact](#) and the [UN Sustainable Development Solutions Network](#).

Our actions are jointly aimed at increasing the volume of SDG content and its impact. Downloads of SDG content we have published since 2015 reached more than 860 million in 2025, an increase of 60% since 2024. This increase partly reflects the implementation of inline tracking of usage on Nature.com in late 2024, replacing the prior pixel-tracking approach, in addition to growth in usage of open access content. In-line tracking typically produces more complete usage data because events are recorded directly within the page, whereas pixel-based tracking can miss some activity when consent is denied, scripts are blocked, or pages fail to fully load. This means that figures for 2025 are not directly comparable to previous years.

ASSURANCE REPORT

Assurance report of the independent German public auditor on a limited assurance engagement in relation to the information “Selected Sustainability KPIs – Information supplementing the 2025 non-financial report”.

To Springer Nature AG & Co. KG, Berlin

Assurance conclusion

We have conducted a limited assurance engagement on the sections “climate change”, “Employee demographics” and “Publishing-specific topics” in the accompanying “Selected Sustainability KPIs – Information supplementing the 2025 non-financial report” of Springer Nature AG & Co. KG, Berlin (“Company”) for the fiscal year from 1 January 2025 to 31 December 2025 (“non-financial disclosures”).

Our engagement exclusively refers to the sections “climate change”, “Employee demographics” and “Publishing-specific topics” in the “Selected Sustainability KPIs – Information supplementing the 2025 non-financial report”. Other disclosures made outside these non-financial disclosures were not subject to our assurance engagement.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the non-financial disclosures are not prepared, in all material respects, in accordance with the applicable criteria.

The applicable criteria for the climate-related KPIs are defined in the European Sustainability Reporting Standard (“ESRS”) E1 6.AR. 48 and ESRS E1 6.AR. 54.

The applicable criteria for the social KPIs and for the diversity related KPI are defined in ESRS S1 6.AR. 55_1 and in ESRS S1 9.66a.

The applicable criteria used to determine the entity specific KPIs ‘Open Access’ and ‘SDG related content’ are defined by management and include the following definitions:

- **Open Access:** This KPI measures the percentage of open access (OA) articles relative to all primary search articles. The KPI is calculated as the ratio of OA articles to the total number of primary search articles.
- **SDG-related content:** This KPI measures the development of downloads of SDG related content per SDG category. For this purpose, the total number of downloads in the reporting year is determined and reported as an absolute figure.

For all reported metrics as defined above, the applicable criteria also include the Minimum Disclosure Requirement (MDRM) for Metrics in ESRS 2.

Basis for the assurance conclusion

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in the section “German public auditor’s responsibilities for the assurance engagement on the non-financial disclosures”.

We are independent of the Company in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has applied the requirements for a system of quality control as set forth in the IDW Quality Management Standard issued by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW): Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)). We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion.

Responsibilities of the executive directors and the supervisory board for the non-financial disclosures

The executive directors are responsible for the preparation of the non-financial disclosures in accordance with the above mentioned applicable criteria and for designing, implementing and maintaining such internal control that they have considered necessary to enable the preparation of the non-financial disclosures in accordance with these requirements that is free from material misstatement, whether due to fraud (i.e., fraudulent non-financial disclosures) or error.

This responsibility of the executive directors includes selecting and applying appropriate reporting policies for preparing the non-financial disclosures, as well as making assumptions and estimates and ascertaining forward-looking information for individual sustainability-related disclosures.

The supervisory board is responsible for overseeing the process for the preparation of the non-financial disclosures.

Inherent limitations in preparing the non-financial disclosures

The applicable European requirements contain wording and terms that are subject to considerable interpretation uncertainties and for which no authoritative, comprehensive interpretations have yet been published. As such wording and terms may be interpreted differently by regulators or courts, the legality of measurements or evaluations of sustainability matters based on these interpretations is uncertain.

These inherent limitations also affect the assurance engagement on the non-financial disclosures.

German public auditor's responsibilities for the assurance engagement on the non-financial disclosures

Our objective is to express a limited assurance conclusion, based on the assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the non-financial disclosures have not been prepared, in all material respects, in accordance with the above mentioned applicable criteria.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism. We also:

- Obtain an understanding of the process used to prepare the non-financial disclosures.
- Identify disclosures where a material misstatement due to fraud or error is likely to arise, design and perform procedures to address these disclosures and obtain limited assurance to support the assurance conclusion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Consider the forward-looking information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the forward-looking information.

Summary of the procedures performed by the German public auditor

A limited assurance engagement involves the performance of procedures to obtain evidence about the non-financial disclosures. The nature, timing and extent of the selected procedures are subject to our professional judgment.

In performing our limited assurance engagement, we:

- Evaluated the suitability of the criteria as a whole presented by the executive directors in the non-financial disclosures,
- Obtained an understanding of the structure of the sustainability organization,
- Inquired of the executive directors and relevant employees involved in the preparation of the subject matter insofar as they are relevant for the audit of the selected sustainability indicators,
- Inquired for data capture and consolidation to evaluate the reporting system, the data capture and compilation methods as well as internal controls to the extent relevant for the assurance of the non-financial disclosures,
- Performed analytical procedures on selected information in the non-financial disclosures,
- Performed selective testing relating to the collection and reporting of selected information in the non-financial disclosures and obtained evidence,
- Assessed CO₂ compensation certificates exclusively with regard to their existence, but not their effect,
- Assessed the presentation of the information in the non-financial disclosures.

Restriction of use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the assurance report is intended solely to inform the Company about the result of the assurance engagement. As a result, it may not be suitable for another purpose than the aforementioned. Accordingly, the assurance report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company alone. We do not accept any responsibility to third parties. Our assurance conclusion is not modified in this respect.

General Engagement Terms and Liability

The "General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften [German Public Auditors and Public Audit Firms]" dated 1 January 2024, which are attached to this report, are applicable to this engagement and also govern our relations with third parties in the context of this engagement (ey-idw-aab-en-2024.pdf).

In addition, please refer to the liability provisions contained there in no. 9 and to the exclusion of liability towards third parties. We accept no responsibility, liability or other obligations towards third parties unless we have concluded a written agreement to the contrary with the respective third party or liability cannot effectively be precluded.

We make express reference to the fact that we will not update the assurance report to reflect events or circumstances arising after it was issued, unless required to do so by law. It is the sole responsibility of anyone taking note of the summarized result of our work contained in this report to decide whether and in what way this result is useful or suitable for their purposes and to supplement, verify or update it by means of their own review procedures.

Berlin, 16th March 2026

EY GmbH & Co. KG
Wirtschaftsprüfungsgesellschaft

Ingo Röders
Wirtschaftsprüfer
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Christopher Hintze
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