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| FOREWORD                             |
| HIGHLIGHTS 2023                      |
| COMPANY PROFILE                      |
| <b>STRATEGY</b>                      |
| SUSTAINABILITY STRATEGY              |
| TARGETS AND AMBITIONS                |
| RELEVANT TOPICS                      |
| <b>IMPLEMENTATION AND MANAGEMENT</b> |
| REGENERATIVE PLANET                  |
| THRIVING COMMUNITIES                 |
| TRUSTED PARTNER                      |
| INDICATORS                           |
| INDICES                              |
| SCOPE AND REFERENCE FRAMEWORK        |
| CREDITS                              |

## Sustainability management

For our responsible corporate governance, we use a variety of concepts, methods and tools to assess and manage our corporate sustainability and to measure the progress that we make toward our objectives across the entire company and our value chain.


### Risk management as a prevention tool


Group-wide risk management also makes an indispensable contribution to our strategic focus on sustainability, and enables us to identify potential risks and business opportunities at an early stage. As part of the non-financial reporting process, a risk analysis has been conducted in line with the concepts and processes for risk mitigation that are described in this report. During this analysis of our own operations, our business relationships, our products and our services, no material risks were identified that meet, or will meet, the criteria of “having severe negative consequences” and “being very probable” according to the definition set out in paragraphs 2 and 3 of section 289c, as well as section 315c of the German Commercial Code (HGB).

### Risk assessment and due diligence

We assess risks, opportunities and impacts as part of our global sustainability management within our company and along our value chain. As part of this process, we take into account the different subject-specific understandings of risks. In the case of → **climate change**, for example, we consider the potential impact of our business activities on the global greenhouse gas balance, as well as the potential impact of climate change on our business activities. In → **human rights**, on the other hand, we take into account the risks for the rights holders. This risk analysis is the basis for our human rights due diligence approach. At the same time, we closely track global and national developments on the understanding of terms, on the assessment of risks, opportunities, and impacts, and on the design of appropriate due diligence procedures. We will continue to develop our approaches together with the relevant processes to meet expectations in line with the strategic direction of our → **2030+ Sustainability Ambition Framework**.

### Uniform codes and standards worldwide

Based on our corporate purpose, our vision, mission and  **values**, we have formulated globally binding rules of conduct that are specified in a series of codes and corporate standards. These apply to all employees worldwide, in all of the business areas and cultural spheres in which we operate.

The  **Code of Conduct** contains the most important corporate principles and behavioral rules. It is supplemented by guidelines for dealing with potential conflicts of interest, which are designed to prevent corruption.