

Bundesdruckerei Group Sustainability Policy

The Group Policy defines the Group-wide framework for environmental, social and ethical standards. It sets out the targets and components of the Group's sustainability management and that of its Group companies. The framework is to be implemented by the companies in a context-specific manner. Responsibility for implementing this policy and ensuring compliance lies with the Group Executive Board of the Bundesdruckerei Group or, respectively, the executive boards of the individual Group companies of the Bundesdruckerei Group. These are supported and informed by the Sustainability Department, the Human Rights Officer and the specialist departments on a regular basis.

The Group Executive Board undertakes to take the Sustainability Policy into account in business-relevant decisions, such as investments, projects and strategic measures.

Introduction and legal framework

As a technology company of the Federal Government with high standards of compliance, due diligence and integrity, we bear particular responsibility towards the state and society. We act responsibly and sustainably. In the course of our business activities and across the upstream and downstream value chain, we strive to minimise negative impacts and promote positive impacts on people and the environment.

We align ourselves with international sustainability standards, taking into account laws, guidelines and other provisions for the protection of people and the environment. We support the Sustainable Development Goals (SDGs) and the ten principles of the United Nations Global Compact (UNGC) on human rights, labour standards, environmental protection and anti-corruption, and act in accordance with the United Nations Universal Declaration of Human Rights (UN-UDHR), the core labour standards of the International Labour Organization (ILO) and the Public Corporate Governance Code.

Environmental concerns

We support the Federal Government and the global community in achieving their climate targets and promote the sustainable use of energy and resources.

Climate action and energy

We reduce greenhouse gas emissions across our value chain in line with the Paris Agreement. Our climate transition plan steers decarbonisation, in particular through the switch to heat supply with lower CO₂ emissions and the procurement of lower-emission materials and technologies. We also increase energy efficiency and identify savings potential to reduce energy consumption.

We rely on renewable energy. At all our sites, we source electricity from sustainable sources such as solar, wind or hydropower and, where possible, invest in our own projects.

Environmental pollution

We prevent, reduce and counteract environmental pollution. To this end, we take specific measures, in particular to prevent emissions and waste at source.

- **Air pollution control:** Using modern filter technology and process optimisation, we aim to reduce emissions from production and energy consumption.
- **Water protection:** We minimise discharges into water bodies through closed-loop systems, filtration systems and the safe storage of substances hazardous to water.
- **Soil protection:** We avoid soil contamination through the proper handling of hazardous substances and improve soil health by reducing soil sealing.
- **Hazardous substances:** We replace and minimise substances of concern in production wherever possible and work towards the gradual phase-out of substances of very high concern.
- We avoid **incidents and emergency situations** as far as possible. Should they nevertheless occur, we mitigate and limit their impacts on the environment.

Circular economy and resource use

We commit to integrating circular economy principles into our business processes:

- **Resource efficiency and conservation:** Where possible, we focus on the efficient use of sustainable and recycled materials and raw materials from environmentally friendly sources. We promote reuse and recycling in production.
- **Sustainable product design:** Our products should be durable, repairable and recyclable. We consider the entire life cycle and develop innovative solutions.
- **Waste management:** Our waste management system aims to avoid or reuse waste; otherwise, to separate and recycle it as effectively as possible.

Water

We use water sustainably in our operations and protect this vital resource.

- **Reducing water consumption:** We aim to reduce consumption by introducing efficient technologies, optimising production processes and promoting water-saving practices across all areas.
- **Water reuse and recycling:** Where possible, we promote reuse and water recycling.

Social responsibility

We address the diverse needs of our employees and contribute to an inclusive, healthy knowledge-based society.

Working conditions

We offer challenging tasks in an innovative environment, secure jobs and market-competitive remuneration in line with qualifications, responsibility and working hours. Flexible working time models with transparent, documented working hours are intended to promote a healthy work-life balance.

Social dialogue and inclusion

Cooperation with employee representatives is based on trust, open dialogue and respect. The results of collective bargaining are transparently documented and implemented. Trade union members are not disadvantaged.

Health and safety

We create safe and health-appropriate working conditions and aim to prevent work-related injuries and illnesses. We eliminate hazards and minimise occupational safety and health risks. In doing so, we consult and involve employees and/or their representatives.

We maintain the health and work motivation of our employees, reduce absence and costs, and in this way ensure the Bundesdruckerei Group's ability to operate effectively. In doing so, we take a multidimensional view of health and performance and consider all controllable aspects of health. We act inclusively and include different employment and health histories.

Diversity and equal treatment

As key values of the Bundesdruckerei Group, diversity and equal treatment are enshrined in its mission statement and create added value for everyone. Diversity of generations and lifestyles, origin and nationality, gender and gender identity, physical and mental abilities, religion and beliefs, sexual orientation and social background is naturally part of our corporate culture.

We reduce barriers and ensure equal opportunities so that everyone can feel a sense of belonging, while contributing and developing. Diversity starts with personal attitude and is reflected in daily actions, among our employees and in all leadership roles. This not only has an impact internally, but also contributes to greater tolerance and appreciation of diversity in society and the world of work.

Human rights

We respect human rights and set out clear requirements for ourselves in our policy "Conduct within the Company – Code of Conduct" and externally in the "Code of Conduct for Business Partners". Child labour, forced labour and human trafficking are not tolerated by our corporate group. No person is employed against their will or forced to work. We observe the minimum age for employment in accordance with the ILO core labour standards.

We require business partners to act in accordance with the same or similar principles as we do. These principles, values and legal requirements are set out in our "Code of Conduct for Business Partners", compliance with which we generally obtain as a binding assurance from all relevant business partners. Any suspicion of a violation of human rights at the Bundesdruckerei Group or among business partners should be reported by our employees.

Local communities and vulnerable groups

Local communities, vulnerable and/or disadvantaged groups must not have their rights violated by our business activities. Where we operate, we listen to concerns from neighbours and the local population, take them seriously and strive to bring about positive developments through local engagement.

Consumers and end users

In addition to our business with documents and security printing products, we see ourselves as a digitalisation partner and, with identification systems, cyber security and digitalisation solutions, we contribute to the security and digital sovereignty of states, companies, organisations and citizens.

The safety of consumers and end users is always a focus in the use of our products. We minimise negative impacts through comprehensive information security and compliance management, as well as strict data protection. We strive for human-centred and accessible product design in order to promote inclusion and participation for all consumers and end users. Ethics and responsibility shape our approach to digital solutions such as artificial intelligence.

Responsible corporate governance

We are aware of our responsibility as a federally owned enterprise and fulfil it as a trusted partner of the public sector, the private sector and our suppliers.

Corporate culture, anti-corruption and anti-bribery

We foster an open corporate culture, shaped by ethical values and lawful conduct. High security and quality standards, as well as binding compliance and management policies, apply to all companies and employees. Integrity in business dealings is essential; we reject any dishonest conduct. Our Compliance Policy and the established Code of Conduct provide a binding foundation for the prevention of corruption.

Protection of whistleblowers

We have set up a central, web-based and encrypted whistleblowing system, which can be used to anonymously report grievances and misconduct in our company as well as among suppliers. In doing so, whistleblowers protect societal values and the company's success. Anonymity and confidentiality are guaranteed. Reprisals against whistleblowers are prohibited and will not be tolerated. The protection also applies to individuals who are the subject of a report.

Political engagement

We maintain political neutrality and provide neither financial donations nor contributions in kind to parties or individual elected representatives. Instead, we act as a technical point of contact for political decision-makers and contribute expertise in secure digitalisation, digital sovereignty and cyber security.

Identification of impacts, opportunities and risks

We regularly analyse and assess the potential and actual positive and negative impacts of our business activities on people and the environment, as well as financial opportunities and risks related to sustainability aspects. We place particular emphasis on human rights and environmental protection, which we assess at least once a year. We review our own business areas and suppliers, conduct interviews with internal experts, and evaluate regions of origin and commodity groups. Potentially relevant impacts along the value chain include a lack of freedom of association and collective bargaining, discrimination, occupational health and safety risks, and environmental

pollution. Existing measures reduce these risks to low, non-systemic net risks. We will prioritise the risks should further risk-mitigating measures become necessary.

Measures and objectives

We take our due diligence obligations seriously and minimise identified potential or actual negative impacts through appropriate measures, e.g. as part of established management systems. For strategically relevant sustainability aspects, we set Group-wide objectives and measures within the Sustainability Strategy and monitor their progress. Through audits, monitoring, KPI analysis and feedback from the specialist departments, we ensure effective implementation across all areas. Depending on the risk assessment, we obtain additional information, review risk strategies and action plans, and jointly determine how risks are handled. Where necessary, we train employees and suppliers on human rights and environmental due diligence obligations.

Cooperation and partnerships

In our sustainability efforts, we take stakeholder interests into account. We work closely with suppliers, customers and other stakeholders to promote sustainable practices. We strive for innovative solutions through cooperation and knowledge-sharing.

Sustainable procurement

We ensure that suppliers and partners pursue sustainable practices. When selecting materials and services, we take into account their environmental friendliness, energy efficiency and greenhouse gas emissions potential, as well as compliance with human-rights and labour-law due diligence obligations.

Strengthening sustainability awareness

All employees share responsibility for sustainable action within their own area of work. We provide regular and open information about our sustainability performance and invite employees to contribute. Training, awareness-raising and active knowledge transfer strengthen awareness of sustainability.

Transparency and sustainability reporting

We communicate our sustainability progress regularly and transparently and inform our stakeholders. We issue annual reports on human rights risks and measures.

Continuous improvement

We strive for the continuous improvement of our sustainability practices and processes. We review measures and their effectiveness regularly, draw conclusions for future activities, and further develop objectives and strategies. Innovation, feedback and independent assessments improve our impact on people and the environment.

The management of the companies in the Bundesdruckerei Group