

# SUSTAINABILITY REPORT 2023/24

DO & CO AKTIENGESELLSCHAFT



# TABLE OF CONTENTS

DO & CO AKITENGESELLSCHAFT: SUSTAINABILITY REPORT 2024	6	4.E4 BIODIVERSITY	36
A. REPORT STRUCTURE	6	4.1.ENVIRONMENTALLY FRIENDLY SOURCING	36
B. OVERVIEW OF THE RESULTS	8	4.1.1.STRATEGY AND IMPACTS	36
C. OVERVIEW OF THE ESG GOALS	10	4.1.2.PERFORMANCE INDICATORS	37
D. OVERALL STRATEGY	12	5.E5 CIRCULAR ECONOMY	38
A.BUSINESS MODEL	16	5.1.FOOD AND PACKAGING WASTE	39
B.MANAGEMENT BOARD STRUCTURE	18	5.1.1.STRATEGY AND IMPACTS	39
C.MANAGEMENT APPROACH	20	5.1.2.PERFORMANCE INDICATORS	42
D.MATERIALITY & RISK ASSESSMENT	22	5.2.SUSTAINABLE PACKAGING	42
E.MAPPING: MATERIAL TOPICS, GRI AND SDG	24	5.2.1.STRATEGY AND IMPACTS	42
I.ENVIRONMENT	26	5.2.2.PERFORMANCE INDICATORS	43
1.E1 CLIMATE CHANGE	26	6.EU-TAXONOMY	44
1.1.CLIMATE CHANGE	26	6.1.INTRODUCTION	44
1.1.1.STRATEGY AND IMPACTS	26	6.2.PROCEDURE	45
1.1.2.PERFORMANCE INDICATORS	28	6.3.TURNOVER	50
1.2.ENERGY CONSUMPTION	29	6.4.CAPITAL EXPENDITURE, CAPEX	54
1.2.1.STRATEGY AND IMPACTS	29	6.5.OPERATING EXPENDITURE, OPEX	60
1.2.2.PERFORMANCE INDICATORS	30	6.6.ACTIVITIES IN THE NUCLEAR ENERGY AND FOSSIL GAS SECTORS (NOTHING TO REPORT)	62
2.E2 POLLUTION	31	II.SOCIAL	65
2.1.WASTE	31	7.S1 OWN WORKFORCE	66
2.1.1.STRATEGY AND IMPACTS	31	7.1.LABOUR PRACTICES	66
2.1.2.PERFORMANCE INDICATORS	33	7.1.1.STRATEGY AND IMPACTS	67
3.E3 WATER	34	7.1.2.PERFORMANCE INDICATORS	69
3.1.WATER CONSUMPTION	34	7.2.OCCUPATIONAL HEALTH AND SAFETY	69
3.1.1.STRATEGY AND IMPACTS	34	7.2.1.STRATEGY AND IMPACTS	69
3.1.2.PERFORMANCE INDICATORS	35	7.2.2.PERFORMANCE INDICATORS	70







# SUSTAINABILITY REPORT 2024

DO & CO AKTIENGESELLSCHAFT  
[ GRI 2-2, GRI 2-3 ]

This Sustainability Report of DO & CO Aktiengesellschaft and its fully consolidated and major operatively active Group companies (“DO & CO”, “the company”) pursuant to Section 267a and Section 243b of the Austrian Commercial Code (“Unternehmensgesetzbuch”, “UGB”) was prepared

in accordance with the standards of the Global Reporting Initiatives (“GRI”) for the period 1 April 2023 – 31 March 2024. This period corresponds to that of the annual financial statements.

## REPORT STRUCTURE

This report was prepared based on the materiality analysis applied in the previous year (described in detail under „Materiality & Risk Assessment“). The thematic priorities have not changed; only rewording and summaries have been made to improve clarity. In the reporting period 2024/2025, the company will be subject to the new EU regulations under the Corporate Sustainability Reporting Directive (CSRD) and will implement the corresponding regulations. In preparation for this, we have adapted this year’s structure to the European Sustainability Reporting Standards (ESRS).

Adapting to evolving regulations and reporting frameworks is an important aspect of our sustainability efforts. We are actively keeping pace with changes such as the CSRD to ensure that our reporting remains comprehensive and meets the latest requirements. To further strengthen relationships with our stakeholders and drive continuous improvement, we have intensified sustainability reporting. In the future, we will continue to refine our sustainability reporting and related processes to present disclosures even more precisely and accurately.





# COMPANY PROFILE

DO & CO SUSTAINABILITY AT A GLANCE

49% OF STAFF LED BY WOMEN		MEALS SERVED OVER 170 MILLION	
ZERO WASTE TO LANDFILL UK and Austria		2.8 MILLION MEALS DONATED*	59 % OF PRODUCE LOCALLY SOURCED
0 DATA PROTECTION BREACHES	0 CASES OF CORRUPTION	>3000 New people employed**	
3 UNITS WITH ENVIRONMENTAL MANAGEMENT SYSTEMS IN ISO14001 FRAMEWORK		SHARE OF RENEWABLE ELECTRICITY DOUBLED	

\* Meal equivalent  
\*\* Including freelancers and agencies workers

# CEO STATEMENT

ATTILA DOGUDAN, CEO AND FOUNDER OF DO & CO AKTIENGESELLSCHAFT



This year has been one of remarkable progress, and I'm proud to celebrate our achievements in environmental, social, and economic responsibility.

DO & CO has always stood for the highest quality and service, no matter the scale. We believe that cooking is more than an assembly line – it's about passion on a plate. This passion translates to sustainability. We understand that a healthy planet underpins the very ingredients that make our culinary experiences exceptional.

It is encouraging to observe a growing customer focus on local and sustainable produce, given that this is where DO & CO began. This focus aligns perfectly with the company's long-standing commitment to responsible sourcing and the minimisation of its environmental footprint.

Sustainability is not merely an aft erthought; it is an integral component of the DO & CO operational framework. The company has strategically prioritised key areas such as emissions reduction, waste management, sustainable sourcing, customer well-being and employee development. This focus has yielded notable outcomes.


DO & CO is pleased to announce continued robust financial performance, marking the second consecutive year of significant growth for the company. The preceding year was characterised by a focus on the recuperation of the international catering business from the impact of the global pandemic. In contrast, the 2023/2024 financial year was dedicated to the pursuit of long-term profitability and sustainable revenue growth. The strategic reorientation that we initiated has already yielded


excellent results this year. Going forward, we will continue to pursue this course of action in alignment with our core values.

The company has expanded its renewable electricity contracts across Europe, the UK and Turkey. This initiative mitigates the climate risks faced by the company and propels it towards its ambitious net-zero targets by 2030 (scope 1 and 2).

It must be acknowledged that the enviable position we currently occupy would not have been attained without the exemplary efforts and commitment of our highly capable teams. Their unwavering commitment to quality, sustainability, and innovation serves as the driving force behind our success. My sincerest gratitude is extended to every member of the DO & CO family, including dedicated employees, esteemed customers, trusted suppliers, valued investors, and supportive communities. Collectively, we have demonstrated resilience in the face of adversity, emerging from these challenges with enhanced capabilities. Let us persevere in our collaborative endeavour, striving to advance the frontiers of sustainability and effect a beneficial influence on our planet and future generations.


Vienna, 27th of June 2024

  
Attila Dogudan m.p.  
Chairman of the Management Board  
Chief Executive Officer (CEO)

  
Attila Dogudan Jr.  
Chief Commercial Officer (CCO)

  
Bettina Höfinger  
Chief Legal Officer (CLO)

  
Johannes Echeverria  
Chief Financial Officer (CFO)

  
M. Serdar Erden  
Chief Operating Officer (COO)



ENVIRONMENT

EMISSIONS	WASTE & CIRCULARITY	SUSTAINABLE SOURCING
40% of activities aligned with environmental management systems by 2025, 70% by 2030		Source 70% locally by 2030
Net Zero by 2040	Enhance our proprietary waste management solution's operational efficiency	
Fully renewable electricity in EU, UK & TÜRKIYE by 2030		Audits to fully cover supply chain by 2030
Phase out fossil fueled vehicles in new purchases by 2030* *Where feasible	No food waste to landfilling by 2030	
Monitoring and modelling to determine our demand for fresh water	No single-use plastic in our operations by 2030* *Where feasible within regulatory limits	Source meat/egg products only from gestation crate-free producers by 2030
	Develop paperless processes	

SOCIAL

CUSTOMER NUTRITION & WELLBEING			
Continue to excel across all food safety audits	Share of <b>plantbased meals</b> at 33% by 2025	Collaborate with customers to develop <b>sustainable and responsible</b> menu options	Extend <b>allergy control</b> to all our meals by 2025
EMPLOYEE DEVELOPMENT & ENGAGEMENT			
<b>100%</b> of on-site management & senior leaders ESG trained by 2025	<b>Monitor closely</b> and investigate and reports of discrimination.	<b>Increase learning</b> and development opportunities through the DO & CO Academy by 2030	<b>Transparency</b> of all HR-related processes
GOVERNANCE			
DIVERSITY, INCLUSION & EQUITY			
<b>Zero tolerance</b> policy on discrimination, modern slavery, and child labour cases.	<b>Achieve gender balance</b> in management positions by 2030	<b>Recruit a representative share of minorities</b> within the countries where we operate by 2030	<b>Ensure gender pay gap parity</b>
100% of recruiters having undertaken non-discrimination training by 2025			



# CONSCIOUS GOURMET ENTERTAINMENT

## THE DO & CO STRATEGY

**DO & CO's mission** extends beyond crafting exquisite cuisine across our Airline Catering, International Event Catering, and Restaurants, Lounges & Hotels divisions. We recognize the impact of a global leader in gourmet entertainment on the environment and society. This is why we strive for strong partnerships, a supportive work environment, and responsible environmental practices.

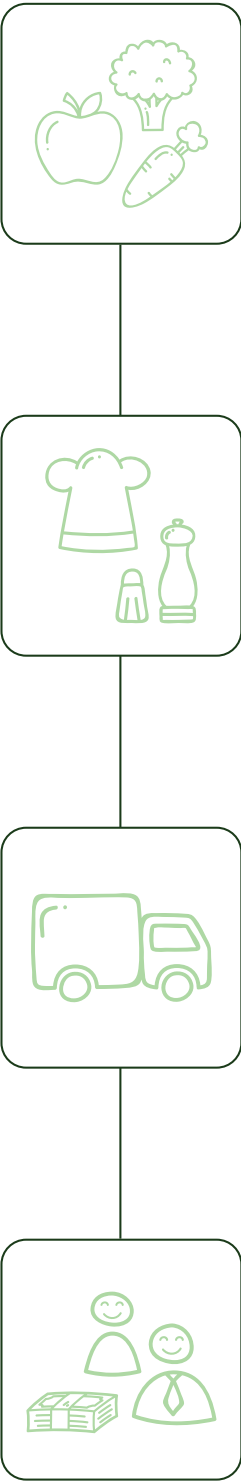
**Our strategy** leverages market trends to achieve sustainable growth, encompassing financial success alongside environmental and social responsibility. By aligning these ambitions with broader goals, we aim to create long-term value for stakeholders and contribute positively to the world.

**DO & CO**, recognized as „The Gourmet Entertainment Company,“ curates bespoke experiences defined by premium, additive-free ingredients, and personalized service. Our relentless pursuit of excellence transforms ordinary events into extraordinary culinary encounters, setting new standards for gourmet entertainment.

**Innovation, quality and people** – these are the unwavering pillars upon which DO & CO is built. They form the bedrock of our operations, shaping a singular customer experience synonymous with excellence and ensuring sustainable growth.

## NAVIGATING A DYNAMIC SUSTAINABILITY LANDSCAPE

This report highlights our commitment to Environmental, Social & Governance (ESG) issues. We meet evolving regulations, establishing a solid foundation for broader sustainability efforts. It details our adherence to specific ESG regulations and implemented actions – a significant step on our journey. Compliance is crucial and sets the bedrock for development. We are actively looking forward to upcoming regulation and exploring improvement and integration areas through frameworks like Environmental Management Systems (“EMS”, ISO14001), CDP (Carbon Disclosure Project), and EcoVadis. Using current and future frameworks and legislation as the core we are setting strong foundations for more efficient improvement.



## THE TWIN TRANSITION: BUSINESS EXCELLENCE SOLUTIONS

To enable efficient and effective implementation of legislation and frameworks while ensuring sustainable growth, DO & CO embraces the Twin Transition. This approach involves transitioning to a more digital world and a more sustainable one simultaneously. The Twin Transition aligns digital strategies with sustainability strategies, creating a synergy that amplifies improvements, drives productivity, supports business development, and identifies risk areas.

Traditional sustainability, as defined in the 1987 “Report of the World Commission on Environment and Development: Our Common Future“, remains a core principle, focusing on meeting present needs without compromising the ability of future generations to meet theirs. Digital solutions act as powerful accelerators in this context. The “sweet spot“ is where digital solutions and sustainability efforts enhance each other. By leveraging the amplification effect of the Twin Transition, DO & CO aims to improve productivity, support operations, and identify risk areas more effectively.

The effectiveness and development of cross-departmental programs such as the Twin Transition are key motivators for us to continue embedding sustainability into our operations. By aligning IT and Sustainability strategies with business optimization, we enhance the measurement, monitoring, and continual improvement of both environmental aspects and critical business processes.

For instance, our integrated digital systems are enabling the real-time tracking of energy consumption, together with our expansion of our renewable energy focus leading to a 33% reduction in our Scope 1 and Scope 2 market-based emissions over the past year. Additionally, cross-functional teams collaborate closely to innovate solutions that streamline operations and reduce resource use, such as automated systems that adjust energy usage based on real-time data.

Team innovation and departmental leadership play a crucial role in championing these initiatives, fostering a culture that values sustainability and technological advancement. Achieving business excellence while minimizing environmental impact becomes straightforward—a touch of a button allows us to track and optimize these efforts efficiently. This integrated approach ensures that we not only meet regulatory requirements but also drive industry standards, preparing and improving benchmarks for sustainable business practices.

## A GROWING TREND: SUSTAINABLE EVENTS

A growing trend is the demand for sustainable or eco events, with customers increasingly requesting information about a project's carbon footprint, the social impact of meals, waste management plans and the use of responsibly grown local produce.

DO & CO embraces this challenge and sees it as an opportunity to partner more closely with our customers. We are eager to support these evolving needs and exceed expectations. Through collaboration, we can deliver exceptional experiences while minimizing environmental impact.





# CONSCIOUS GOURMET ENTERTAINMENT

## THE DO & CO STRATEGY

### THE CHALLENGE OF EU WASTE REGULATIONS

Adding to the complexity in airline catering is the disparity in managing catering waste due to EU legislation. While catering waste within the EU can be efficiently processed, reused, and recycled, stricter rules apply to waste generated on flights outside the EU, hindering these efforts. We advocate and support our customers and industry colleagues in their call for simplifying and harmonizing cabin waste regulations while supporting the development of circular economy solutions.

### HOSPITALITY AT ITS CORE: CULTIVATING TALENT FROM WITHIN

DO & CO transcends serving food, we cultivate experiences. We create unforgettable moments of excellence, and joy. Knowing guests remember how we make them feel fuels our pursuit of surpassing expectations and exceptional quality. We meticulously assemble a diverse team specific to each event, empowering them to consistently achieve the extraordinary. Maintaining this standard is our art form, and we proudly welcome back seasoned service professionals' event after event.

In addition to the delivery of exquisite cuisine, the heart of our service is the unmatched guest experience delivered by our front-of-house team. Their global event experience ensures we surpass even the most intricate client needs. Cultural agility and multilingual communication nurtures deeper connections, enabling personalized service. Strategic leadership and a profound understanding of the DO & CO ethos empower our team to exemplify excellence, efficiency, and seamless collaboration. This synergy of international and local expertise guarantees flawless event execution, upholding the impeccable DO & CO brand.

### INVESTING IN OUR PEOPLE: GROWTH CULTURE

Understanding and embracing our core values of service and the art of cultivating experiences empowers individuals to develop and thrive within our company. True hospitality and teamwork remain industry cornerstones. We prioritize fostering and promoting internal talent, creating a dynamic environment that encourages exploration, knowledge expansion, and pushing boundaries at all levels. This commitment is reflected in the fact that a significant portion of our executive team rose through the ranks of DO & CO, from starting in summer jobs or joining our mid-level teams and advancing to oversee unit and event operations globally. By investing in our people's growth, we empower them to shape the company's future alongside experienced mentors.

### A SUSTAINABLE FUTURE

Our long-term objectives include achieving ISO 14001 alignment globally and adopting eco-labelling/green event frameworks and offerings, as requested by customers. While we build this foundation, we are confident in our progress towards a sustainable future.

This report details the complexities we face and the actions we are taking to ensure a sustainable future where exceptional culinary experiences go together with environmental and social responsibility.





# DO & CO BUSINESS MODEL

[ GRI 2-1, GRI 2-6 ]

Diverse Divisions, a cornerstone of the DO & CO experience, operates under a comprehensive business model encompassing three core divisions: 1) Airline Catering, 2) International Event Catering, and 3) Restaurants, Lounges & Hotels. Each division plays a vital role in solidifying our presence within the hospitality industry.

The majority of our revenue, approximately 76%, is generated through our renowned airline catering services. We take immense pride in serving major carriers such as Turkish Airlines, British Airways, Iberia, Austrian Airlines, Delta Air Lines, Emirates, Qatar Airways, and over 50 others. As part of our steadfast commitment to sustainability, we work closely with our customers to offer a wider range of sustainable options, including an increased focus on plant-based products. This collaborative approach enables us to contribute to a more environmentally conscious airline industry whilst delivering exceptional culinary experiences to passengers.

Around 16% of our revenue stems from our thriving events business. This ranges from providing catering to prestigious international events like the F1 (Formula 1) Grands Prix, UEFA Champions League and European Cup matches, Mutua Madrid Open Tennis Tournament, and providing support for smaller scale events for them to achieve local Ecolabel certifications. The remaining portion of our revenue is derived from our acclaimed restaurants, lounges, and hotels.

We emphasize sourcing high quality products with preference for local and ethically produced ingredients, actively minimising food waste, and fostering awareness of our resource footprint among our valued guests. By offering an exceptional dining experience that aligns with sustainable principles, we contribute to a more conscious and responsible approach to hospitality. As stated, our key revenue stream is the delivery of gourmet culinary & entertainment services.



## GLOBAL REACH

DO & CO's commitment to outstanding services extends around the world. Our strategic locations are spread across three continents and are constantly expanding. Together with a network of 33 gourmet kitchens, we guarantee our global clientele unparalleled reach and unsurpassed quality.



## INNOVATION AT OUR CORE

Innovation is the beating heart of DO & CO. We dedicate significant resources to research and development, constantly refining service concepts with a focus on elevated meal experiences, pioneering packaging solutions, and the design of innovative equipment and tableware.

## GROWTH IN THE BUSINESS

DO & CO maintains its impressive growth trajectory, achieving a **28.2%** revenue increase for the second year in a row, reaching EUR 1.82 billion in revenue. The focus shifted from pandemic recovery to long-term profitability, boosting the EBIT margin to 75% and setting the company as an industry leader. Financial

strength is evident with increased cash reserves and a reduced debt ratio. Share prices soared, and a dividend of **EUR 1.5 per share** is projected. Earnings reached record highs, though impacted by accounting regulations in Türkiye.







# MANAGEMENT BOARD STRUCTURE

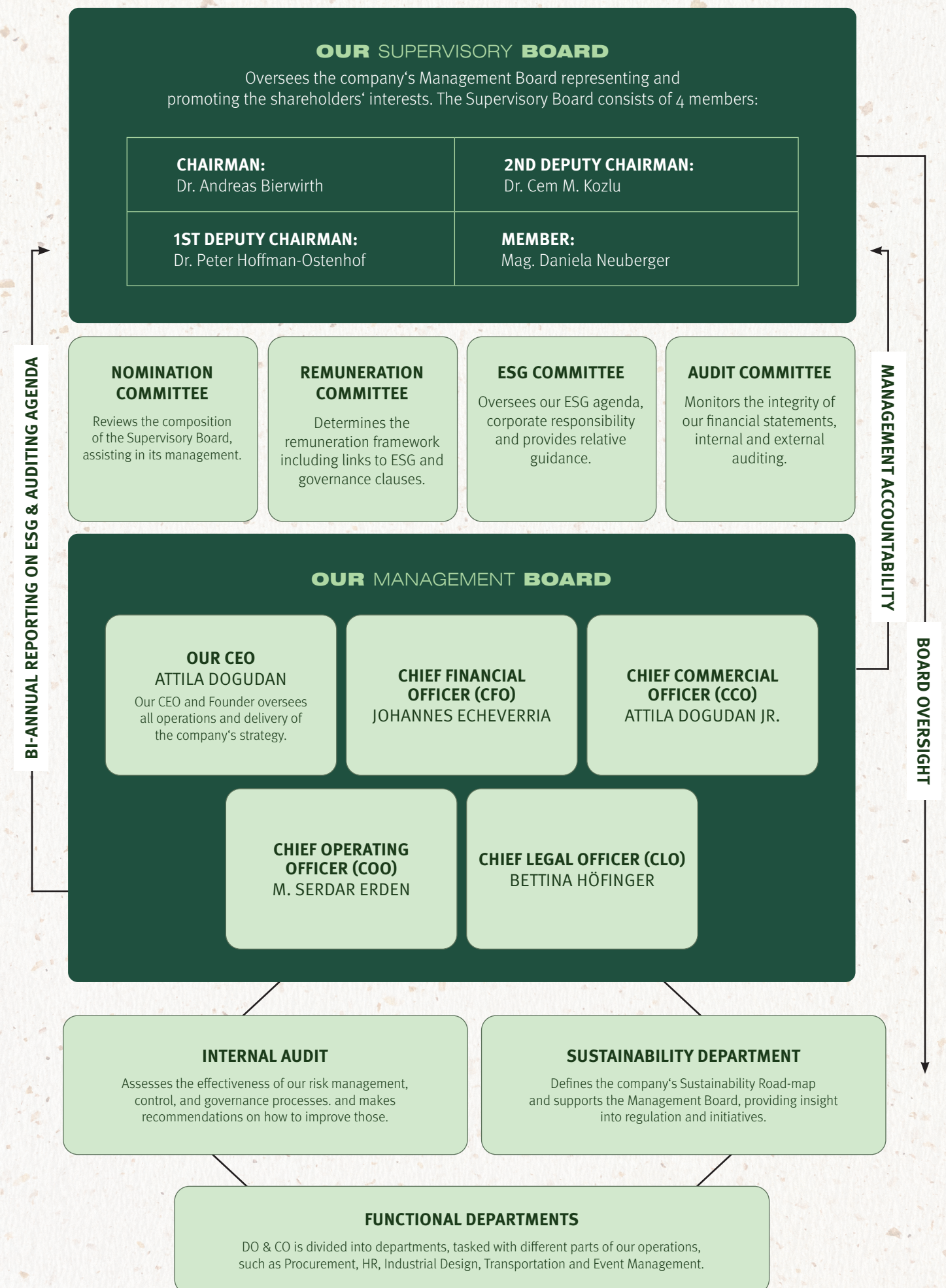
[ GRI 2-9, GRI 2-11 ]

The Management Board of DO & CO Aktiengesellschaft was expanded to five members due to its strong international growth. In addition to the existing members of the Management Board

- Attila Dogudan, Chief Executive Officer (CEO) and
- Attila Dogudan Jun., Chief Commercial Officer (CCO),

the following new members were appointed with effect as of 1 September 2023:

- M. Serdar Erden, Chief Operating Officer (COO)
- Johannes Echeverria, Chief Financial Officer (CFO)
- Bettina Höfinger, Chief Legal Officer (CLO)





# SUSTAINABILITY ORIENTED MANAGEMENT APPROACH

As a company we adhere to principles of customer focus, innovation, excellence, quality, and profitability, which guide all significant business decisions. DO & CO has achieved sustainable revenue growth and increased profitability, with a focus on long-term profitability in the fiscal year 2023/2024. To further strengthen stakeholder relationships and drive continuous improvement, we have intensified sustainability reporting. We utilize leading standards like:

- GRI
- CDP
- MSCI
- Sustainalytics
- ISS
- Refinitiv
- CSA-SP
- EcoVadis (Bronze Certified)
- ISO14001 framework for comprehensive reporting.

It is our firm conviction that setting targets in accordance with the SBTi criteria remains the optimal approach. We continue to uphold our commitment to Net-Zero by 2040. We are currently engaged in discussions with the SBTi to secure their approval of our targets during the next period. Concurrently, we are developing a different methodology for calculating emissions with the objective of enhancing the precision and reliability of our emission reports. The inherent complexity of calculations, particularly those pertaining to scope 3 emissions, has prompted us to re-examine our initial targets. The current lack of available solutions for evaluating scope 3 emissions, particularly Forest, Land and Agriculture (FLAG) emissions, has led us to undertake in-depth studies of our targets in the coming period. This will enable us to identify the resources required to achieve the stated goals.

## MATERIALITY ASSESSMENT

The process to prepare and assess Environmental, Social and Governance issues begins by developing a survey intended to identify the key aspects with regard to sustainability within the Company. It refers to Environmental, Social and Governance issues and intends to identify key aspects. The questions were elaborated after a comprehensive analysis of standards as well as the evaluation of issues customary in the industry and benchmarking. Internal experts from various business lines were invited to take part in the survey and share their views. These employees work in areas such as General Management, the Human Resources department, the finance department, Quality Management, Sustainability Management, the IT department, procurement, and many more. Both internal experts and external stakeholders were chosen carefully, taking into account their significance to the Company and the depth of their insight into the business and the challenges. This selection ensures that both internal and external perspectives are reflected, adding value to our decision-making and strategic direction.

Internal experts were chosen based on their in-depth knowledge of internal processes, workflows and structures. They have a unique perspective on the Company's targets as well as corporate values and culture and are able to provide deep insights based on first-hand experience. Their involvement enables us to precisely identify internal opportunities and challenges, and to develop customised solutions that are tailored to our specific needs.

External stakeholders were chosen based on their relevance to and impact on the Company as well as their technical knowledge and expertise in relevant areas. These stakeholders include clients, suppliers, investors, and many more. Their perspectives are decisive in un-



derstanding trends, market developments, regulatory requirements as well as expectations prevalent in society. In addition, they give valuable insight into best practices, innovative solutions and future challenges.

By involving both internal experts and external stakeholders in our decision-making processes, we ensure a holistic and balanced approach to relevant topics and issues. Their different perspectives and experiences contribute to improving the quality of our decisions, mitigating risks and taking advantage of opportunities.

In the course of the surveys the participants were able to both make quantitative estimates and give qualitative answers. The key issues identified were elaborated and documented in the

course of these surveys. They were asked to take into account the Company's environmental impact as well as the resulting consequences and the financial impact associated with this risk or opportunity. In the course of the surveying process to identify key Environmental, Social and Governance issues, internal experts and external stakeholders were involved to ensure a comprehensive and balanced evaluation. The analysis included all relevant aspects which were contemplated both from a qualitative and from a quantitative perspective. Key issues are listed in the following:



E.MAPPING: MATERIAL TOPICS, GRI AND SDG

Abbreviation	Topics	Description	Strategic Pillar	
ENVIRONMENTAL STEWARDSHIP	T1	Climate change	The impact of chronic and acute physical risks of climate change on our business and how we contribute to their deterioration or mitigation.	E1 Climate change
	T2	Energy consumption	Impact of energy use, energy efficiency and the emissions associated with energy consumption.	E1 Climate change
	T3	Transport emissions	Direct Scope 1 emissions from our logistics operations related to the transfer of products and services.	E1 Climate change
	T4	Emissions in the value chain	Indirect downstream Scope 3 emissions from our value chain.	E1 Climate change
	T5	Packaging waste	Packaging from restaurants, purchased items as well as items disposed of by clients.	E2 Pollution
	T6	Food waste	Waste from the preparation of food, rejects, spillage, overproduction or over-ordering.	E2 Pollution
	T7	Water consumption	Water management as well as prevention and control of contamination.	E3 Water
	T8	Biodiversity protection	Protection of biodiversity near our workplaces affected by our purchasing behaviour.	E4 Biodiversity
	T9	Occupational Health and Safety	Environmental criteria for suppliers, including local origin, seasonality and ecological production.	E4 Biodiversity
	T10	Sustainable packaging	Sustainable origin, manufacturing (recycled, reused) and disposal method (recyclable, biodegradable) of the materials used in production.	E5 Circular economy
SOCIAL ENGAGEMENT	T11	Labour Practices	Compliance with responsible labour standards at our own operating sites, including freedom of association, collective bargaining and ensuring adequate working times and living wages.	S1 Own workforce
	T12	Occupational Health and Safety	Mitigation of risks or negative impact on health and mental health associated with stress, working time, night shifts and accidents at work.	S1 Own workforce
	T13	Diversity	Promotion and emphasising the significance of diversity and inclusion within the workforce to create a safe and fair working environment.	S1 Own workforce
	T14	Employee training and development	Provision of training modules for career, skills, performance and personal development at all levels, including executive board, management and employees at the departments.	S1 Own workforce

SOCIAL ENGAGEMENT	T15	Socially responsible sourcing	Social criteria for suppliers referring to compliance with human rights, labour standards, measures against child and forced labour as well as the respecting of the rights of indigenous peoples.	S2 Workers in the value chain
	T16	Indirect economic impact and local presence	Prioritisation of opportunities for local communities and companies.	S3 Communities
	T17	Food safety	Compliance with the highest standards for food quality, hygiene standards and food refrigeration to ensure the integrity of our products.	S4 End-users
	T18	Security of guests	Ensuring a high level of security at airports, on airlines, at lounges and events.	S4 End-users
	T19	Healthy diet	Physiological impact on the nutrition of our consumers by offering diverse healthy and nutritious foods and beverages.	S4 End-users
	T20	Product labelling	Transparent product labelling, giving clients access to exact and appropriate information as well as responsible advertisement.	S4 End-users
	T21	Diverse and inclusive meals	Provision of meals suitable for various religious and cultural backgrounds as well as dietetic requirements.	S4 End-users
	T22	Soft and hard impact of events	Raising awareness, exchanging knowledge and good practices by implementing sustainability initiatives at events.	S4 End-users
	T23	Compliance with environmental legislation	Compliance with international declarations, conventions and treaties as well as national, regional and local requirements.	G1 Business conduct
	T24	Anti-corruption	Compliance with all applicable legislation as well as ensuring that training on anti-corruption and regulating the corresponding patterns of behaviour takes place.	G1 Business conduct
GOVERNANCE & COMPLIANCE	T25	Anti-competitive conduct	Detection and prevention of efforts regarding price fixing and coordinating price offers that lead to market restrictions or client/region quotas.	G1 Business conduct
	T26	Data security and data protection	Compliance with existing data protection laws or voluntary standards to protect client data.	G1 Business conduct
	T27	Taxation and transparent finances	Ensuring compliance and transparency of the tax records of our international and public financial presence.	G1 Business conduct
	T28	Expenses and investments for environmental protection	Costs that DO & CO bears to protect the environment from impact and risks.	G1 Business conduct



MATERIALITY TOPIC	REFERENCE	GRI	SDG	
Climate change	Chapter 1.1	305-1, 305-2, 305-4, 305-5	SDG 6 SDG 7 SDG 13 SDG 14 SDG 15	
Energy consumption	Chapter 1.2	302-1, 302-3, 302-4		
Transport emissions	Chapter 1.2	302-1, 302-3, 302-4		
Emissions in the value chain	Chapter 1.2	302-1, 302-3, 302-4		
Packaging waste	Chapters 2.1 and 5.1	306-1, 306-2, 306-3		
Food waste	Chapters 2.1 and 5.1	306-1, 306-2, 306-3		
Water consumption	Chapter 3.1	303-3		
Biodiversity protection	not material	not applicable	not applicable	
Enviromentally Friendly Sourcing	Chapter 4.1	not applicable	SDG 6 SDG 7	SDG 14 SDG 15
Sustainable packaging	Chapter 5.2	not applicable	SDG 13	
Labour Practices	Chapter 7.1	401-1	SDG 2 SDG 3 SDG 4 SDG 5 SDG 8 SDG 9 SDG 12	
Occupational Health and Safety	Chapter 7.2	403-1, 403-2, 403-4, 403-5		
Diversity	Chapter 7.3	405-1		
Employee training and development	Chapter 7.4	404-1, 404-2		
Socially responsible sourcing	Chapter 8.1	414-1		
Indirect economic impact and local pre- sence	Chapters 9.1 and 9.2	413-1, 413-2		
Food safety	Chapter 10.1	416-1, 416-2		
Security of guests	not material*	not applicable	not applicable	
Healthy diet	Chapter 10.2	416-1, 416-2	SDG 2 SDG 3 SDG 4 SDG 5	SDG 8 SDG 9 SDG 12
Product labelling	Chapter 10.3	not applicable		
Diverse and inclusive meals	Chapter 10.3	not applicable		
Soft and hard impact of events	not material	not material	not applicable	
Compliance with environmental legislation	Chapter 11.1	2-27	SDG 8 SDG 9 SDG 12	SDG 16 SDG 17
Anti-corruption	Chapter 11.2	205-1, 205-2, 205-1		
Anti-competitive conduct	not material	not material	not applicable	
Data security and data protection	Chapter 11.3	418-1	SDG 8 SDG 9 SDG 12	SDG 16 SDG 17
Taxation and transparent finances	Chapter 11.4	207-1		
Expenses and investments for environ- mental protection	not material	not material	not applicable	

## WORKING TO REDUCE FOOD WASTE AND PRIORITIZE OFFERING LOCAL AND SEASONAL PRODUCE.

\*The safety of guests has already been adequately considered in this analysis, as extensive measures have already been implemented to ensure the safety of our customers and end consumers. This is particularly evident in chapters 10.1 Food safety, 10.2 Healthy diet and 10.3 Product labelling and inclusive meals. Strict adherence to the highest quality standards and rigorous controls serve to minimise or eliminate potential health risks. In addition, our products are clearly and fully labelled to promo-

te informed decisions and avoid allergen risks. In section 11.3 Data security and protection, we ensure the secure processing and storage of sensitive data. We also work closely with airlines and event organisers to ensure that the safety of passengers and guests is guaranteed. These comprehensive measures demonstrate our commitment to the safety and well-being of all our customers and guests, while emphasising that guest safety remains a key priority for our company.

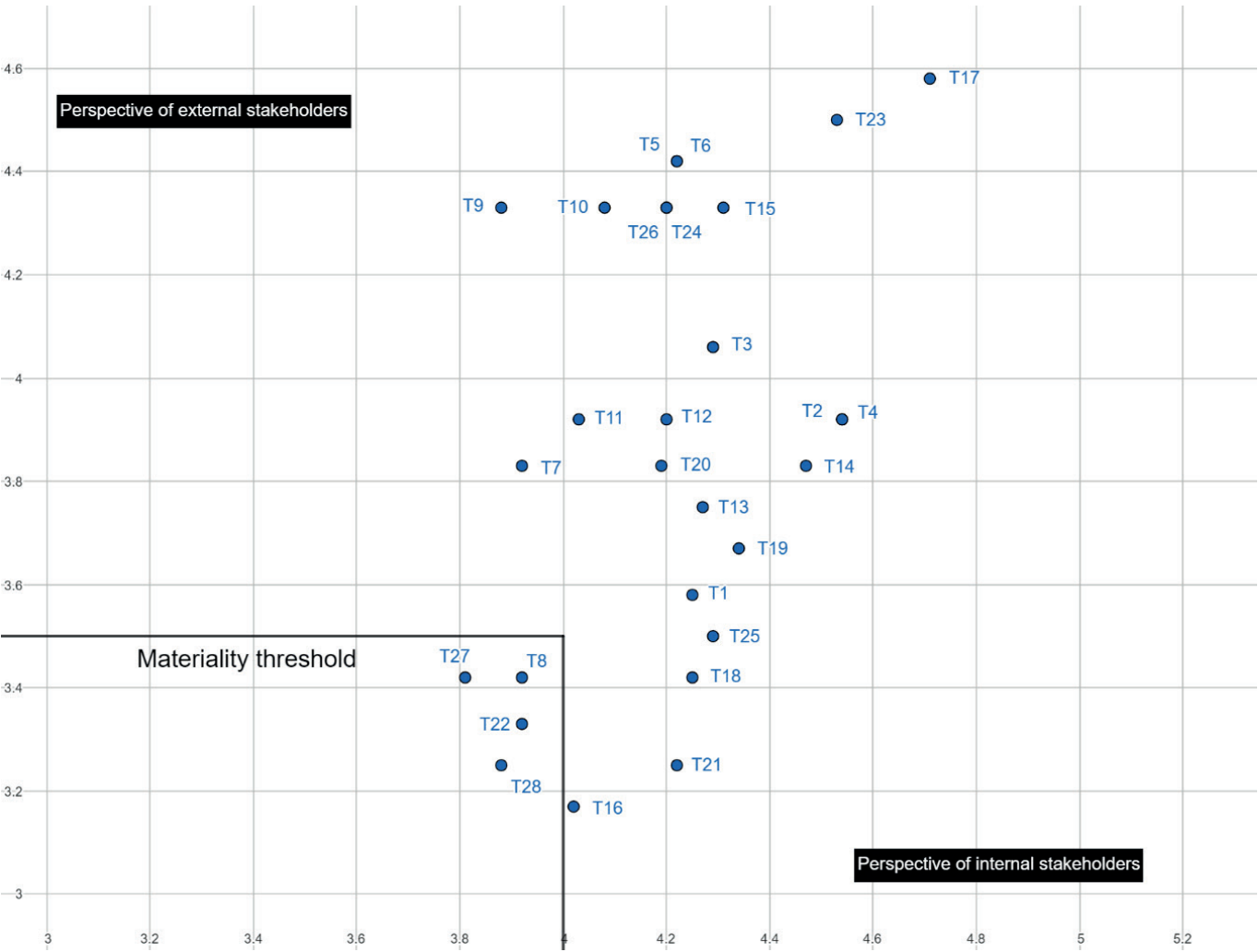


Image 1: Mapping of the material topics



# I. ENVIRONMENT

## 1.E1 CLIMATE CHANGE

### 1.1. CLIMATE CHANGE

[ GRI 305 – 1, GRI 305 – 2, GRI 305 – 4, GRI 305 – 5 ]

We recognise the complex and important connection between food systems and the planet's health. We also recognise the risk of climate change to our business and

are creating opportunities to ensure a strong business as well as a strong planet – extending our quality without compromising our planet.

#### 1.1.1. STRATEGY AND IMPACTS

The global scientific community, including the Intergovernmental Panel on Climate Change (IPCC), recognizes greenhouse gas (GHG) emissions as the primary driver of climate change. These emissions contribute to rising temperatures, declining air quality, and other detrimental effects on Earth's ecosystems. Given our global operations, we understand the impact we have on climate change. We are committed to re-evaluating our practices and aligning with the goals of the 2016 Paris Agreement, aiming to limit global temperature increase to 1.5°C.

Demonstrative of this commitment, we joined the Science Based Targets initiative (SBTi) in 2023 and are actively developing ambitious, science-based, short-term to long-term targets for GHG reduction. However, our initial assessment lacked a level of granularity that is now necessary due to increase in business activities and to the complexity of our industry and supply chains in general. We recognise that the data and collection could be inclusive, therefore we have initiated a further deep dive to ensure a more comprehensive picture. To address this, we are implementing new software and monitoring frameworks to ensure accurate data collection and alignment with relevant benchmarks.

As part of our ongoing efforts, we are continuously improving the efficiency of our buildings and operating equipment. This includes implementing Environmental Management Systems ("EMS") and Building Energy Management Systems ("BEMS") to establish a solid foundation for accelerating GHG reduction.

Beyond energy efficiency, we prioritize compliance with waste regulations and explore cost-reduction opportunities through waste minimization strategies. We recognize this as a crucial step on our journey to reducing our emissions. In addition to operational changes, we address climate change within our food systems, a significant source of emissions. We actively work to reduce food waste and prioritize offering local and seasonal

produce. This not only reduces our carbon footprint but ensures the freshest ingredients for our culinary creations.

It has become crucial to monitor and understand both our direct and indirect emissions, particularly those stemming from our primary production source – food. These emissions, especially those falling under the Forest, Land and Agriculture (FLAG) categories, play a significant role in our environmental impact. While individual emissions may seem insignificant, their collective effect and impact is substantial. Thus, we recognize that even the smallest ingredient or quantity can contribute to our carbon footprint. Driven by this awareness, we actively engage with partners to assess the carbon emissions of our menus. This collaboration not only aids in evaluating emissions but also facilitates menu diversification, allowing us to offer customers options with varying CO<sub>2</sub>-e footprints. Furthermore, this initiative serves to educate and inform consumers about the environmental implications of their choices, empowering them to make more sustainable decisions.

The implementation of new transportation management systems both across our event business and in airports has improved transport efficiency and routing. In our airport segment we have reduced transport time to and from the aircraft, saving waiting times, minimising delays, and reducing our emissions.

In the food and beverage sector, companies like DO & CO face distinct challenges, risks, and opportunities because of shifting climatic conditions. Climate change poses a significant test for our business, given our high reliance on external environmental factors. For instance, climate-related disruptions can jeopardize our suppliers and events may be interrupted, postponed, or cancelled due to extreme weather events. It is also important to note the growing customer and stakeholder consciousness for products and services that are climate sensitive.

The volatility in weather patterns, leading to events such as droughts, floods, and heatwaves, can disrupt agricultural supply chains, impacting the availability and quality of ingredients essential for our culinary offerings. To mitigate these risks, we must ensure our products align with seasonal variations. Local sourcing has been a cornerstone of our operations since our inception, reflecting our commitment to fresh, high-quality foods. This practice ensures product freshness and reduces transportation-related emissions, contributing to a more sustainable cycle.

Furthermore, by sourcing locally, we honour and celebrate the countries where we host events, reinforcing our dedication to local communities. Rising temperatures and extreme weather events present operational challenges across our global facilities. Heat stress affects employee productivity and safety, while infrastructure damage from storms or flooding disrupts production and distribution, leading to delays and increased costs. As consumer awareness of climate change grows, there is a rising demand for sustainable and environmentally friendly products and services. DO & CO must adapt its offerings, accordingly, incorporating locally sourced ingredients, minimizing food waste, and introducing plant-based options into menus.

Amidst these challenges lie opportunities for innovation. Investing in sustainable practices, such as renewable energy, waste reduction, and eco-friendly packaging, can differentiate DO & CO in the market and attract environmentally conscious customers. By positioning ourselves as leaders in environmental responsibility, we want to capitalize on emerging market opportunities, expand our customer base, and strengthen our competitive advantage. All whilst contributing to the ongoing need for increased corporate environmental responsibility.

Our efforts in implementing an Environmental Management System (EMS) and adhering to the EU Taxonomy have provided quantitative insights into the effects of climate change across our operations. This enables us to anticipate future risks and develop strategies to address them effectively. As temperatures



rise and extreme events become more frequent, our research informs proactive measures to mitigate potential disruptions. By implementing these comprehensive strategies, we aim to significantly reduce our GHG emissions and contribute meaningfully to global climate change mitigation efforts. We recognize the ongoing challenge of data collection and continuous improvement, and we are committed to investing in necessary resources and technologies to achieve our ambitious goals.

In conclusion, climate change presents multifaceted challenges and opportunities for DO & CO, affecting our supply chain, operations, financial performance, and brand reputation. By proactively addressing climate risks, embracing sustainable practices, and seizing market opportunities, we can navigate the complexities of a changing climate while creating long-term value for our stakeholders.





1.1.2. PERFORMANCE INDICATORS

INDICATOR	RESULT
Scope 1 emissions	41,430.57 t CO2e
Scope 2 emissions (market based)	25,761.81 t CO2e
Scope 2 emissions (location based)	37,911.62 t CO2e
Scope 3 emissions	558,550.30 t CO2e
Carbon intensity per kEUR revenues (Scope 1 and 2 market-based)	0.0375 t CO2e /kEur

Our 2023/2024 report shows a 33% decrease in Scope 1 and 2 (market-based) emissions compared to the previous year. Emissions intensity, Scope 1 and 2 (market-based) related, measured by revenue, shows a notable change from last year, the intensity factors dropped by 43% for the intensity per revenue. This is despite experiencing business growth and adding new locations. It is important to note that improved reporting methods may have contributed to this reduction.

While we have implemented energy-efficient systems and waste management improvements, further analysis is needed to fully isolate the impact of these initiatives. We remain committed to following the GHG Protocol guidelines. We utilize a mixed consumption/spend-based methodology, consistent with prior reports.

For the current business year, Scope 3 emissions were not calculated using the previously applied method as the software used

for it is no longer available. To ensure our report’s consistency, we decided to still report on our Scope 3 emissions on a simplified and estimated basis as follows. For the current business year, we report our Scope 3 emissions based on the number of meals handed out during the reporting period. In doing so, we have calculated an emissions factor based on emissions per meal for 2022/2023 and applied to the most recent number of meals.

This method resulted in an increase of emissions by 14%. This assumption is based on simple clarity and the fact that our structure and activities taken into account within Scope 3 have not changed materially. We are currently revising our calculation methodology and assume we will be able to provide a more exact overview next year.

1.2.ENERGY CONSUMPTION

[ GRI 302 – 1, GRI 302 – 3, GRI 302 – 4 ]

Energy consumption defined here includes both direct energy use (e.g., electricity for lighting and appliances) and indirect energy use (e.g., the energy used to manufacture and transport the goods and services we use). Our goal is to address both sides of the equation, with a focus on expanding our reliance on renewable energy. We are happy to report that we have expanded our renewable electricity reliance to approximately 75% across our operations in the European Union, the United Kingdom and Türkiye.

Further rollout of EMS allows us to gain a clearer understanding of our overall energy consumption and plan for continual improvement. By pinpointing areas of greatest energy use, we can prioritize targeted efficiency upgrades. This focus on reduction complements our strong belief in transitioning to renewable resources. However, we recognize that renewable energy alone is not the sole solution. In our ongoing efforts to reduce our carbon footprint, we also address the efficiency of our buildings and operating equipment.



EMPOWERING PEOPLE,  
PROTECTING THE PLANET,  
BUILDING A SUSTAINABLE  
FUTURE

1.2.1. STRATEGY AND IMPACTS

Energy consumption at DO & CO has significant implications across various aspects of our operations, affecting our environmental footprint, operational efficiency, financial performance, regulatory compliance, stakeholder relations, and overall reputation.

These efforts are further supported by the development of Building Energy Management Systems across key units with our EMS, working on monitoring and measuring activities with improvements in our building management systems (another example of Twin Transition strategy). Through the improvement of our BEMS, we are unlocking and increasing our decarbonisation efforts. By using the system to identify leakage areas of our most intense zones, we are taking actions such as the addition of cold room door curtains to maintain temperature. We have seen how simple techniques like this, to the dashboarding and live monitoring of high usage equipment, drives both business and environmental improvements.

In the access areas of our units, we are monitoring our consumption and piloting various energy controls as well as putting in place simple and practical solutions such as fridge curtains and sensors on high energy usage machinery. In addition to this and as a contributor to minimizing our transportation environmental impact and future emissions, we are working to develop and improve two specific solutions. Firstly, we are improving our utilisation of local storage instead of shipping materials and goods from global events back to a central location, significantly reducing transportation distances and associated emissions. Secondly, our Transport Management Systems are optimizing routing and minimizing vehicle standstill times at our airline locations, leading to savings in fuel and potential delays.



1.2.2. PERFORMANCE INDICATORS

Due to exponential business growth in the last year, we have seen an increase of energy consumption. However, despite this growth we have significantly increased our reliance on renewable electricity, reaching 45% usage levels, (in the previous year, we only consumed 21 % of our electricity from renewable energy sources). This is mostly due to several units switching to fully renewable contracts, including in Spain, Austria, Türkiye, and

UK. Many of our other units are increasing their proportion of renewable as the availability allows. We see an active increase in electricity intensity per revenue, which can be attributed to an expansion of units. As our new units settle into regular working, energy audits become more regular. And as energy management is developed, we will see shift to a more positive energy reduction.

INDICATOR	RESULT
Total energy consumption (renewable and non-renewable)	952,301,901.76 MJ
Total energy consumption (renewable)	496,516,842.45 MJ
Total energy consumption (non-renewable)	455,785,059.31 MJ
Energy intensity per EUR revenues	0.53 MJ/EUR
Total electricity consumption (renewable and non-renewable)	260,834,704.38 kWh
Total electricity consumption (renewable)	116,917,977.10 kWh
Total electricity consumption (non-renewable)	143,916,727.28 kWh
Electricity intensity per EUR revenue	0.15 kWh/EUR
Number of vehicles	1,043
Number of conventional vehicles	1,029
Number of e-vehicles	7
Number of hybrid vehicles	7



I. ENVIRONMENT

2.E2 POLLUTION

2.1.WASTE

[ GRI 306 – 1, GRI 306 – 2, GRI 306 – 3 ]

As a global catering company, we divide our waste reporting into three categories, each requiring a specific management approach throughout our production lines. We prioritize the waste hierarchy principles, with prevention

always taking precedence. With the help of proprietary digital solutions, we continually monitor, measure, and improve our processes to ensure proper sorting, recycling, or disposal, of waste responsibly and sustainably.

2.1.1.STRATEGY AND IMPACTS

.The first category is production waste, which includes waste generated during the preparation of meals and beverages for our airline, event, and restaurant customers. This waste consists of materials such as food scraps, packaging materials, and other non-hazardous materials that result from our production operations. The second category of waste is non-hazardous waste generated from the packaging and serving of meals and beverages on our returning domestic flights. This waste is typically comprised of materials such as plastic cutlery, food packaging, paper products, and plastic bottles. The third category of waste is hazardous waste generated from international flights. This waste includes items such as food residues, packaging and other materials that may pose a risk to human health or the environment if not handled properly.

Waste prevention is our focus. Where we cannot transform waste as a new resource (make circular) we look to packaging, which is sustainable and low impact, produced/designed for minimal environmental footprint. Our sustainability experts work closely with our industrial design specialists to ensure that our customers have the most suitable options available.

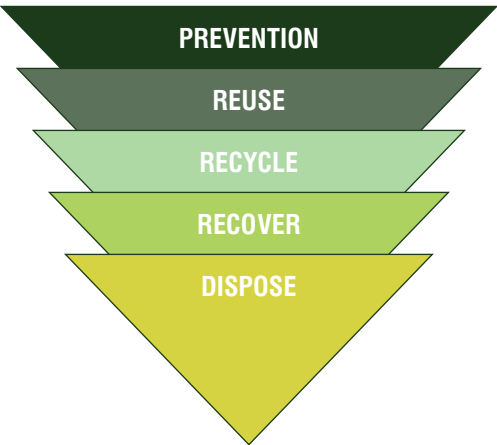
We have increased our waste management planning and reporting across all our activities, with additional improvements following this year. Post-event waste reports are produced after all events and reduction/prevention topics are covered in the event debrief.

Across airline catering units we are improving our waste tracking from store to delivery, using bespoke software to connect all sections of our process to identify waste, cause, and work towards prevention.

Cross unit working groups have identified departments that are still reliant on paper, and these are currently being digitalised (instead of paper, more work is now being carried out on tablets). Not only saving paper but moving to tablet usage, the teams on the ground can access the most up to date information. Again, another step-in process improvement, operational efficiency, and sustainability. It is proof that sustainability is not a silo, but an essential function for business excellence.



# WASTE HIERARCHY



## PREVENTION

Within our Twin Transition program, waste prevention is a key priority. A key aspect of this collaboration involves our IT team partnering with the Sustainability team to improve waste tracking throughout kitchen operations. This enhanced data provides valuable insights into areas with peak waste generation. By identifying these hotspots, we can implement preventive measures and continuously adapt our practices to minimize waste at the source. This focus on prevention is particularly important for our fresh produce. We achieve this by implementing just-in-time deliveries, ensuring products are utilized at optimal quality. Additionally, there are regular meetings involving relevant stakeholders, such as kitchen staff and sustainability representatives, who review the week’s waste data, pinpoint areas exceeding expectations, and collaborate to tackle the root causes. In our efforts to combat plastic waste, we have replaced plastic bottles with cold water fountains in a unit. This initiative alone is projected to save over 5,840 kilograms of plastic at a single medium-sized unit.

## RE – USE

We have made a shift towards more rotatable products in our internal operations. As we operate in a premium segment, we are continually identifying opportunities to repurpose materials within our own operations, as well as exploring partnerships with other businesses or organisations that can make use of our waste materials. At our events especially, we strive to minimise food waste and promote sustainability by carefully managing our food inventory and portions. In the event of surplus food, we donate these meals to local food banks, where possible. By responsibly donating any leftovers to local food banks, we support our local communities while also reducing food waste and promoting sustainability.

## RECYCLE

We collaborate with our airline partners to increase onboard waste recycling potential. Collection of onboard waste, sorting on board and reporting is now the industry standard. Regular checks take place to ensure that what can be is sorted appropriately. Continual improvement opportunities are evaluated and tested. We have seen in an increase in the availability of waste segregation possibility at events sites, a helpful and positive trend.

## RECOVER

Food waste represents a sizeable portion of our overall waste stream. Because we know that it is imperative we reduce our environmental impact and critically, reduce the amount of waste sent to landfills, we are exploring the option of food waste composting as a potential waste management solution. By composting our food waste, we can create a valuable resource for local agriculture while also reducing our overall waste footprint. We also use incineration to recover energy from our waste. While we recognise that this is not the ideal method of waste disposal, it is necessary for a sizeable portion of our waste due to regulatory requirements.

## DISPOSE

Although this is our least preferred option, we still aim to dispose of waste in a responsible manner that minimises the environmental impact. We only dispose of waste materials that cannot be reduced, reused, or recycled, and we prioritise disposal methods that are the least harmful to the environment. As technology advances and regulations change, it will become easier to take advantage reduce our output and increase the proportion of materials that remain in the economic loop, limiting the need for the use of virgin resources, such as plastic, metal, paper, and glass.

## 2.1.2. PERFORMANCE INDICATORS

Our environmental management systems and controls are delivering results. We have significantly reduced total waste generation, down to 74,375 tonnes from 110,851 tonnes. This decrease applies to both hazardous and non-hazardous waste, with a steeper decline (65%) in hazardous materials. Waste intensity

per euro of revenue also dropped significantly 48%. Our core focus on prevention, increased separation across our locations and collaboration with our internal and external teams, are key factors.

INDICATOR	RESULT
Total waste generated	74,375.18 tonnes
Total non-hazardous waste	56,318.31 tonnes
Total hazardous waste	18,056.87 tonnes
Waste intensity kEUR revenues	0.04 tonnes/kEUR





# I. ENVIRONMENT

## 3. E3 WATER

### 3.1. WATER CONSUMPTION

[ GRI 303 – 3 ]

Freshwater sources are a scarce and valuable global resource. Our commitment to responsible water use is a core element of our environmental strategy, reflected in

our “Use of Natural Resources” policy. This policy contains strict regulations for the use of fresh water and includes the development of a water management strategy.



**DO & CO AIMS TO CONTINUE TO INSPIRE OUR STAKEHOLDERS & CONTINUE ITS LONGSTANDING TRADITION OF BEING IN** the forefront of innovation in the culinary, catering & event industry.

### 3.1.1. STRATEGY AND IMPACTS

In alignment with our EMS, we are working on a comprehensive water stewardship strategy focused on continuous improvement. We are implementing consistent water usage data collection across all operations, providing a clear picture of consumption patterns and areas for improvement. This data will directly inform future water management strategies that support our environmental goals.

Furthermore, we are moving beyond reactive measures by proactively identifying and mitigating potential water risks like equipment failure or inefficient processes. The EMS facilitates a continual cycle of reviewing water use data, identifying improvement areas, and implementing corrective actions. This data-driven approach, informed by this framework’s compliance considerations, will guide future investments in water-efficient technologies and processes. Ultimately, this strategy allows us to continuously improve water use efficiency, reduce costs, and enhance our brand image as a leader in environmental responsibility, positioning us well for the challenges and opportunities of water stewardship in the years to come.

### 3.1.2. PERFORMANCE INDICATORS

Water usage per revenue has decreased by 12%, despite an overall water withdrawal increase of 8%. While US locations achieved the best water intensity per revenue (under 0.10), further analysis through our enhanced systems is needed to understand the reasons behind the 8% withdrawal increase. This

increase might be due to factors like increased business activity or expansion to new locations, requiring more water for facilities. With our planned environmental management systems rollout, we will see further improvement in recording the data and identifying areas for improvement.

INDICATOR	RESULT
Water intensity by EUR revenue	1.84 litre/EUR
Water withdrawal	3,291,830,806.96 litre





# I. ENVIRONMENT

## 4. E4 BIODIVERSITY

In recent years, the Earth’s biodiversity profile has been affected by deforestation, peatland conversion and ocean pollution. Due to this, natural processes such as pollination, seed dispersal and nutrient cycling are endangered. We recognise that healthy ecosystems are integral to a secure food system. As such we understand that we have the responsibility to safeguard our supply chain and products from practices that potentially disrupt

ecosystem functioning and threaten a species’ existence. To this aim, we are working with our customers to decrease the use of ingredients that are related to deforestation- and work towards the protection of both forests and peatland conversion. As we work to improve and verify our supply chain, and that of our customers, we prioritise sustainability certifications that ensure respect for biodiversity and animal welfare.

### 4.1. ENVIRONMENTALLY FRIENDLY SOURCING

At DO & CO one of our top priorities is to ensure that our sourcing practices are sustainable, both environmentally and socially. From an environmental perspective, we strive to minimise our carbon footprint by sourcing locally whenever possible, reducing unnecessary packaging and waste, and choosing suppliers who prioritise sustainable farming and fishing practices. From a social perspective, we believe in fair labour practices and supporting our local communities. This means working with our suppliers who prioritise fair wages, safe conditions, and ethical sourcing. We believe that by making conscious choices about our sourcing practices, we can create a positive impact on both the connected environment and the communities.

#### 4.1.1. STRATEGY AND IMPACTS

In the European Union, the United Kingdom and Türkiye operations, we define locally sourced as coming from producers under 500km radius of the unit or event. Our partnerships with local food producers complement our efforts to support economic development in all the communities in which we do business. At the same time, we are working with stakeholders across our value chain to actively promote better, more sustainable approaches to food production, consumption, and distribution, including discussions with customers, suppliers, and regulators. As our business practices integrate improved food resource efficiency, we open the door to enhanced positive environmental and social impact of our operations, as well as to productivity, cost management, and operational performance. However, we recognize there are potential downsides associated with sustainable local sourcing. Limited availability of local ingredients can impact menu options and potentially increase costs. Seasonal variations may require adjustments to menus,

and ensuring consistent quality from local producers requires a strong focus on quality control. Scalability can also be a challenge as our business expands. The truth remains that the opportunities presented by sustainable sourcing are significant. By promoting our commitment to responsible practices, we attract environmentally and socially conscious customers. Collaboration with local producers fosters innovation in menu development and sourcing strategies. Reduced transportation costs and potentially lower local prices can lead to significant savings. Furthermore, focusing on local and sustainable practices can mitigate risks associated with climate change and potential supply chain disruptions. Additionally, it helps to promote local businesses and stimulate the local economy. As stated in our sustainable sourcing policy we seek to standardise our sourcing practices and ensure that human rights and environmental laws are engrained into our practices. To support these practices through a Supplier Code of Conduct in which we outline our expectations for suppliers regarding ethical and sustainable practices. The below metrics are aligned are policies and will be built on over the coming years, as we improve our supplier audits and tracking.

### 4.1.2. PERFORMANCE INDICATORS

Local sourcing is key to freshness and quality, we aim to source as much as possible in a radius of 500km from the event or established unit.

This year we have seen an increase of local sourcing across the board from 51% to 59%. Türkiye and Spain both boasting over 80% of local produce. With an increase in requests for environmentally conscious events and services, and with the availability fantastic artisanal local projects growing we expect this number to continue to increase. As part of our sustainability efforts, we conducted a comprehensive risk mapping exercise for the main ingredients that we

INDICATOR	RESULT
Locally sourced ingredients	59 %

59%  
LOCALLY SOURCED  
INGREDIENTS

source. Our aim was to identify and prioritise the environmental and social risks associated with each ingredient, including human rights risks that are cross-cutting and apply to all our ingredients.

After a thorough analysis, we identified seven key risks that require immediate attention: emissions contribution, deforestation and peatland conversion, marine conservation, GMO, antibiotics use, animal welfare and human rights. These risks were mapped against the ingredients in our supply chain, including beef, chicken and eggs, fish and seafood, soy, cacao, coffee, palm oil, and paper.

### PRODUCT RISK-MAPPING

	Significant emissions contribution	Deforestation & Peatland conversion	Marine Conservation	GMO	Animal Welfare	Antibiotics use	Human rights
Beef	yes	yes	no	yes	yes	yes	yes
Chicken	no	no	no	yes	yes	yes	
Eggs	no	no	no	yes	yes	yes	
Seafood	no	no	yes	no	yes	no	
Fish	no	no	yes	yes	yes	yes	
Soy	no	yes	no	yes	no	no	
Cacao	partially	yes	no	no	no	no	
Coffee	partially	yes	no	no	no	no	
Palm oil	no	yes	no	no	no	no	
Paper	partially	yes	no	no	no	no	
Plastics	yes	yes	yes	no	no	no	



# I. ENVIRONMENT

## 5. E5 CIRCULAR ECONOMY

Our primary focus is on waste prevention, but in instances where prevention is not feasible, we are committed to transitioning into a circular company with an emphasis on sustainable waste management practices. Recognizing the significant resources utilized in our operations, particularly in terms of food products, it is important for us to conscientiously manage our waste output and take proactive measures to minimize it.

We echo the call by our aviation partners and IATA for the European Commission to reassess its approach, enabling the aviation sector to play a more proactive role in the circular economy by facilitating cabin waste prevention and reuse and recycling initiatives.

Our Sustainability and Quality Teams collaborate closely with industry partners and customers to address these challenges and explore innovative solutions that align with our and our customers sustainability goals. Waste prevention is our focus and where we cannot reinsert our waste as a new resource, in the case of international flights, we look to packaging which is sustainable and low impact produce/ designed for minimal environmental footprint. Our sustainability experts work closely with our industrial design specialists to ensure that our customers have the most suitable options available.

### 5.1. FOOD AND PACKAGING WASTE

[ GRI 306 – 2 ]

Food waste (the inedible parts removed from the human food supply chain) and packaging waste pose significant environmental and social challenges, impacting the Entire Resource Depletion Spectrum (ERDS). Food waste not only represents a loss of valuable resources used in its production (water, land, energy) but also contributes to GHG emissions. While often vital for food safety and preservation, packaging waste can strain resource availability and lead to pollution if not managed responsibly.

At DO & CO we are committed to minimizing food and packaging waste throughout our operations. Through these efforts, we aim to reduce our environmental footprint by minimizing resource depletion, GHG emissions, and potential pollution associated with food waste and inefficient packaging. Additionally, we promote social responsibility by contributing to a more sustainable food system that minimizes food insecurity and the environmental burdens placed on future generations. Ultimately, by optimizing resource utilization throughout the supply chain, we contribute to a more circular economy.

## FOOD WASTE

The UN's Food and Agricultural Organization reports that, each year, the world wastes 1.3 billion tonnes of edible food, and this food waste generates an estimated 3.3 billion tonnes of CO<sub>2</sub> equivalent greenhouse gasses. In other words, food that could be preventing starvation is instead causing threats to the health of our planet and its inhabitants.

We recognize the importance of addressing food waste within our operations. Despite our efforts to carefully manage food inventory and portions at events, excess leftovers occasionally arise.



### 5.1.1. STRATEGY AND IMPACTS

Food waste presents a significant environmental and social challenge. Discarded food represents a substantial loss of precious resources – water, land, and energy – used in its production. Furthermore, decomposition of wasted food generates greenhouse gases, accelerating climate change. The social impact is equally concerning. The UN Food and Agriculture Organisation reports that 1.3 billion tonnes of edible food go to waste annually, equivalent to 3.3 billion tonnes of CO<sub>2</sub>. This wasted food could alleviate hunger and food insecurity.







## AIRLINES

**In our airline catering** division waste management remains a complex topic. The current International Catering Waste (ICW) rules, driven by animal health concerns, present a challenge to the aviation catering sector's ability to contribute positively to the circular economy through cabin waste prevention, reuse, and recycling initiatives. While waste generated on flights operating within certain territorial borders or the EU can be efficiently processed, reused, and recycled, the same is not true for waste from

international flights originating outside of those borders. ("Towards Smarter Regulation of International Catering Waste - IATA Joint Statement 2022") Passengers are increasingly concerned about the impact of cabin waste, notably single-use plastics (SUPs), while governments are focusing on minimizing food waste. In alignment with the sentiments expressed in the IATA report, we are actively engaged with our customers in advocating for a review of international catering waste regulations.

## EVENTS

**We are working** with our event customers to donate any surplus to local charities, ensuring that nutritious food reaches those in need while mitigating waste. However, we acknowledge that food waste remains a significant component of our overall waste stream. In response, we are actively exploring the implementation of food waste composting as a viable waste management solution. By

composting our food waste, we not only reduce landfill contributions but also generate a valuable resource for local agriculture. Most importantly, as part of a Twin Transition plan, we are enhancing our waste tracking processes through digitalization and predictive tooling, aiming to minimize food waste throughout our operations.

# CONCLUSION

Despite these risks, significant opportunities exist to address food waste. By minimizing food waste throughout our operations, we can significantly reduce our environmental footprint. This translates to lower resource depletion, decreased GHG emissions, and minimized pollution associated with disposal of wasted food. Furthermore, by optimizing resource

utilization throughout the supply chain, we contribute to a more sustainable food system. Reducing food waste also comes with economic benefits. Less wasted food translates to lower purchasing and disposal costs. Finally, minimizing waste can enhance operational efficiency. Digital tracking and prediction tools can improve inventory management and portion control, further reducing food waste generation.

\*(<https://www.iata.org/contentassets/c81222d96c9a4e0bb4ff6ced0126fobb/annual-review-2023.pdf>)



5.1.2.PERFORMANCE INDICATORS

Although we strive to prevent food waste, in our industry some is inevitable. Food donations at events are becoming a regular request and requirement. We are proud to work with our partners to find the best solutions for left over produce which is suitable for donating. This year we see a rise in our contributions, especially in Germany and in Türkiye. This is a mixture of both food inventory, but also food leftovers in which we work together with local charities. The largest donations coming from our Turkish unit, who work with location communities to distribute the excess.

INDICATOR	RESULT
Food donations	1,139.50 Tonnes (equivalent to 2.8 million meals)



5.2. SUSTAINABLE PACKAGING

Single-use plastics (SUPs) have become ubiquitous in our modern world, yet their convenience comes at a significant environmental cost. These non-biodegradable materials contribute heavily to plastic pollution in our oceans, to wildlife endangerment, and to microplastic contamination. Furthermore, the production of SUP's consumes valuable resources and often relies on fossil fuels.

DO & CO recognizes the detrimental impact of SUPs and is committed to transitioning towards a sustainable future. This commitment is particularly relevant in our UK operations, where we adhere to the recently implemented Extended Producer Responsibility (EPR) for packaging – these regulations make producers of the product responsible for the waste disposal of packaging that they produce.

Eliminating SUPs entirely can be challenging, especially when considering health and safety regulations within the food service industry. However, this is challenge that we are ready to face here at DO & CO. We are actively working with our partners and our internal industrial design and quality teams to develop innovative and sustainable solutions. This collaborative approach allows us to explore alternatives that meet the highest standards for food safety and hygiene while minimizing our environmental footprint.

Our dedication to environmental responsibility extends beyond SUPs and encompasses all our packaging solutions. Our Industrial Design, Quality, and Procurement teams look for an implementation solution that align with the EU Circular Economy Strategy (COM/2018/028). This strategy emphasizes the use of recycled materials and the design of products for reuse, recycling, or composting.

5.2.1.STRATEGY AND IMPACTS

Maintaining food safety standards is paramount for our products. Therefore, all new packaging undergoes rigorous testing before receiving approval. During the design phase, we consider the full life cycle of the packaging, prioritizing options made from reusable, compostable, or recycled materials wherever feasible. In cases where thermal treatment is necessary, we opt for low-impact sustainable materials to minimize the environmental effect. While packaging plays a vital role in food safety and preservation, improper management can create environmental challenges. Misused packaging can strain resource availability if not recycled responsibly and contribute to pollution if not disposed of properly. Finding the right balance between essential packaging and responsible waste management is crucial.



5.2.2. PERFORMANCE INDICATORS

We recognize the significant environmental impact of packaging and are committed to minimizing it. By optimizing designs and utilizing recycled materials, we can significantly reduce our overall packaging footprint. This success hinges on collaborating with our customers to present these innovative and practical solutions. Given our reach of over 170 million people per year, DO & CO is uniquely positioned to raise awareness and present a united sustainable front, setting benchmarks for our industry.

Additionally, addressing plastic pollution is a top priority. We are partnering with suppliers, customers, and our internal industrial

design departments to eliminate SUPs items where appropriate. This includes items such as bags, lids, straws, packaging, and cutlery, with a goal to eliminate them from our operations by 2030. While certain food safety requirements currently prevent the complete elimination of SUPs, we are committed to continually searching for new potential solutions and innovations for the remaining challenging items. We look forward to further developing our measuring and monitoring capabilities in this area. By setting benchmarks with our customers and continuously improving our strategies, we aim to drive impactful change and lead the industry toward a more sustainable future.



# I. ENVIRONMENT

## 6. EU-TAXONOMY

### 6.1. INTRODUCTION

The EU Taxonomy plays a key role in the initiatives of the European Union (EU) for sustainable finances. The EU Taxonomy is a key classification system defining clear criteria to identify economic activities making a reasonable contribution to the transition to a zero-carbon and environmentally sustainable future as set out in the European Green Deal. By directing investments to the targets of the Green Deal, the EU Taxonomy is expected to direct capital to projects and activities that make a substantial contribution to reaching the EU's climate and energy targets for 2030 and to reaching net zero by 2050.

In line with Regulations (EU) 2020/852 dated 18 June 2020, (EU) 2021/2139 dated 4 June 2021, (EU) 2021/2178 dated 6 July 2021 and (EU) 2022/1214 dated 9 March 2022 and the corresponding changes by the delegated acts on environment and climate (EU) 2023/2485 and 2023/2486 dated 27 June 2023, the Company is obligated to transparently disclose three key performance indicators: turnover, CapEx (capital expenditures) and OpEx (operational expenditures). The basic step to determine compliance with the criteria of the EU Taxonomy is to assess climate-relevant aspects of our business activity. The EU Taxonomy calls for reporting on our contribution to selected environmental objectives:

- (1) Climate change mitigation (CCM)
- (2) Climate change adaptation (CCA)
- (3) Sustainable use and protection of water and marine resources (WTR)
- (4) Transition to a circular economy (CE)
- (5) Pollution prevention and control (PPC)
- (6) Protection and restoration of biodiversity and ecosystems (BIO)

Reaching taxonomy eligibility under the EU Taxonomy Regulation shows that the economic activity of the company is in scope of the EU Taxonomy. Turnover, CapEx (capital expenditures) and OpEx (operational expenditures) related to this activity are considered taxonomy-eligible. The qualification "taxonomy-aligned" is stricter. Taxonomy alignment requires that the activity is not only considered taxonomy-eligible but also significantly contributes to at least one of the Taxonomy's six environmental objectives. The contribution must be made without doing significant harm to any of the other environmental objectives, meeting relevant technical screening criteria. Furthermore, the climate risk and vulnerability is to be assessed and the company must ensure minimum social safeguards. Turnover, CAPEX and OPEX related to such an activity are considered taxonomy-aligned.



### 6.2. PROCEDURE

In the following, we refer to the business year from 1 April 2023 to 31 March 2024. The first essential step of the EU Taxonomy assessment process was identifying DO & CO's taxonomy-eligible economic activities. Assessing taxonomy eligibility started with a thorough analysis in order to identify all significant economic activities of DO & CO. In order to ensure compliance with the EU Taxonomy, it was crucial to identify all relevant economic activities and to classify them pursuant to the determined criteria.

An extensive impact analysis was carried out for all environmental objectives and activities regarding all three KPIs (Key Performance Indicators). In this analysis only CapEx-relevant activities were identified and allocated to the environmental objective "climate change mitigation". This applies in addition to the activity generating turnover of BIO 2.1 comprising hotels, holiday parks, camping sites and similar accommodations. The environmental objective "climate change adaptation" does not comprise any taxonomy-eligible activities at the moment,

since DO & CO Aktiengesellschaft does not carry out any activities determined "eligible" under this objective and there are no adjustment plans for identified climate risks regarding CapEx and OpEx. Furthermore, no relevant activities for CapEx, OpEx or turnover were identified for the environmental objectives 3-6, in addition to the above mentioned hotel business generating turnover. Our activities do not contribute to multiple environmental objectives.

Our finance data are aggregated on group level, but data collection and data assessment is carried out individually at every location. This means, that the raw data is recorded pursuant to the local GAAP of the respective location. During final consolidation and finalisation, group values are taken into account in order to ensure single presentation and comparability. Thus, this approach enables detailed analysis on a local level, while ensuring consistent group reporting.



The financial accounts were classified according to the KPIs. Furthermore, the accounts were categorised as taxonomy-eligible or not taxonomy-eligible pursuant to the EU Taxonomy.

Accounts categorised as taxonomy-eligible have been allocated to the previously identified economic activities. In order to avoid double counting, all KPIs were allocated to the respective economic activities and assessed whether they can be classified as taxonomy-eligible or taxonomy-aligned. In cases where the classification taxonomy-eligible relates to several activities, the economic activity is allocated to the environmental objective “Climate change mitigation”. Turnover, CapEx and OpEx were calculated pursuant to the definition of disclosure included in the Delegated Regulation (EU) 2021/2178.

After identifying relevant economic activities of the company, we assessed whether the activities are taxonomy-aligned pursuant to the EU Taxonomy. We assessed whether the relevant economic activities met the criteria for classification as taxonomy-aligned. A taxonomy-aligned activity must comply with all three criteria:

- Substantial Contribution: the economic activity substantially contributes to meeting at least one of the six environmental objectives stated in the EU Taxonomy.
- Do No Significant Harm (DNSH): it is ensured that the economic activity does not significantly harm one of the other five environmental objectives.

- Minimum Social Safeguards: the company complies with the minimum social safeguards as defined in the Taxonomy framework.

This process started with an extensive review of the EU Taxonomy Regulation and the corresponding documents in order to fully understand the subtleties of each criterion. In the following, a systematic approach was applied to collect relevant data on the economic activities to be assessed. These data comprise a wide range of factors, including but not limited to environmental key performance indicators, energy efficiency key performance indicators and compliance with established sustainability standards.

The DNSH principle states that economic activities classified as environmentally sustainable may not significantly harm any other environmental objective stated in the EU Taxonomy Regulation. Therefore, each economic activity defined by the Taxonomy is to be thoroughly assessed in order to ensure compliance with DNSH.

We have started an extensive assessment of the criteria for classification as taxonomy-aligned. This includes assessing technical screening criteria, DNSH criteria including climate risk and vulnerability analysis as well as minimum social safeguards. We do not comply with the relevant technical screening criteria for classification as taxonomy-aligned for any of the stated activities and KPIs. Therefore, we do not report any taxonomy-aligned economic activities for the business year 2023/24.

# ENVIRONMENTAL OBJECTIVE 1

Climate change mitigation (CCM)

## SECTION 6: TRANSPORT

ECONOMIC ACTIVITY	DESCRIPTION	KPI ALLOCATION
Activity 6.5: Transport by motorbikes, passenger cars and light commercial vehicles	Financing and leasing activities as well as maintenance activities regarding our passenger and light commercial vehicles.	CapEx
Activity 6.6 Freight transport services by road	Financing and leasing activities as well as maintenance activities regarding heavy commercial vehicles.	CapEx

## SECTION 7: CONSTRUCTION AND REAL ESTATE ACTIVITIES

Activity 7.3: Installation, maintenance and repair of energy efficiency equipment	The activity consists in one of the following individual measures (...)  - addition of insulation to existing envelope components, such as external walls (including green walls), roofs (including green roofs), lofts, basements and ground floors (including measures to ensure air-tightness, measures to reduce the effects of thermal bridges and scaffolding) and products for the application of the insulation to the building envelope (including mechanical fixings and adhesive);  - replacement of existing windows with new energy efficient windows;  - replacement of existing external doors with new energy efficient doors;  - installation and replacement of energy efficient light sources;  - installation, replacement, maintenance and repair of heating, ventilation and air-conditioning (HVAC) and water heating systems, including equipment related to district heating services, with highly efficient technologies;  - installation of low water and energy using kitchen and sanitary water fittings.	CapEx
Activity 7.4: Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	Installation, maintenance and repair of charging stations for electric vehicles in buildings and parking spaces attached to buildings.	CapEx
Activity 7.5: Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings.	CapEx
Activity 7.6: Installation, maintenance and repair of renewable energy technologies	Installation of solar panels for generation of renewable energy on-site	CapEx
Activity 7.7: Acquisition and ownership of buildings	Short-term leases and maintenance of buildings for our production units	CapEx



# ENVIRONMENTAL OBJECTIVE 6

Protection and restoration of biodiversity and ecosystems (BIO)

## SECTION 6: CONSTRUCTION AND REAL ESTATE ACTIVITIES

ECONOMIC ACTIVITY	DESCRIPTION	KPI ALLOCATION
Activity 2.1 Hotels, holiday, camping grounds and similar accommodation	<p>The provision of short-term tourism accommodation with or without associated services, including cleaning, food and beverage services, parking, laundry services, swimming pools and exercise rooms, recreational facilities as well as conference and convention facilities. This includes accommodation provided by:</p> <p>a) hotels and motels of all kinds;</p> <p>b) holiday homes;</p> <p>c) visitor flats, bungalows, cottages and cabins;</p> <p>d) youth hostels and mountain refuges;</p> <p>e) campgrounds and trailer parks;</p> <p>f) space and facilities for recreational vehicles;</p> <p>g) recreational camps and fishing and hunting camps;</p> <p>h) protective shelters or plain bivouac facilities for placing tents or sleeping bags.</p>	Turnover



# I. ENVIRONMENT

## 6. EU-TAXONOMY

### 6.3. TURNOVER

The Delegated Act (EU) 2023/2485 added further environmental objectives in the tax year 2023/2024. This results in mEUR 7,73 taxonomy-eligible turnover in the economic sector “2.1. Hotels, holiday parks, camping sites and similar accommodations”. The financial development of DO & CO Aktiengesellschaft in the business year 2023/2024 is detailed in the consolidated financial statements. Turnover reported pursuant to the International Accounting Standard (IAS) 1.82 (a) as adopted in the Regulation (EC) No. 1126/2008 of the Commission, are presented in the consolidated income statement under item “7.1 Revenue”. This turnover includes sales of products and services as well as intangible assets relating to taxonomy-eligible economic activities as share in total revenue. The denominator of the turnover key performance indicator is com-

posed of consolidated net turnover on group level including income from the sale of products and services as well as intangible assets, excluding rebates, discounts and similar deductions. The numerator of the ratio includes turnover from merchandise and services as well as intangible assets related to taxonomy-eligible economic activities. By applying activity 2.1 to turnover and the resulting new reporting, this this key performance indicator was assessed more in detail during calculation, while the underlying collection process remained unchanged. Pursuant to Article 5 (6) of the Delegated Regulation (EU) 2023/2486 in connection with the Disclosures Regulation (EU) 2021/2178, the group has opted for the phase-in option for the business year 2023/24. This means that taxonomy-eligible turnover is not checked for classification as taxonomy-aligned which is why no taxonomy-aligned turnover is reported.

TURNOVER SHARE / TOTAL TURNOVER		
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0,00%	0,00%
CCA	0,00%	0,00%
WTR	0,00%	0,00%
CE	0,00%	0,00%
PPC	0,00%	0,00%
BIO	0,00%	0,43%





# I. ENVIRONMENT

## 6. EU-TAXONOMY

Financial Year 2034/2024	2023/24			Substantial contribution criteria						DNSH-criteria ("Does Not Significantly Harm")						Minimum Safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover 2022/23	Category enabling activity	Category transitional activity
Economic Activities	Code	Turnover	Proportion of turnover	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity				
Text		mEUR	%	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%								0,00%		
Of which enabling		0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%								0,00%		
Of which transitioning		0,00	0,00%	0,00%													0,00%		
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL										
Hotels, holiday, campinggrounds and similar accommodation	Bio 2.1	7,73	0,43%	N/EL	N/EL	N/EL	N/EL	N/EL	EL								0,00%		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		7,73	0,43%	0,00%	0,00%	0,00%	0,00%	0,00%	100,00%								0,00%		
Turnover of Taxonomy-eligible activities (A.1 + A.2)		7,73	0,43%	0,00%	0,00%	0,00%	0,00%	0,00%	100,00%								0,00%		
B. Taxonomy-non-eligible activities																			
Turnover of Taxonomy-non-eligible activities		1.811,71	99,57%																
Total		1.819,45	100,00%																



# I.ENVIRONMENT

## 6. EU-TAXONOMY

### 6.4.CAPITAL EXPENDITURES(CAPEX)

The numerator includes capitalised additions to property, plant and equipment pursuant to the definition in the Regulation (EU) 2021/2178 on disclosures as well as intangible assets including assets in the course of construction and additions to right-of-

use assets pursuant to IFRS 16, however, excluding pre-payments, before impairments and revaluations, including those arising from revaluations and impairments, and excluding changes of the fair value.

#### CAPEX DENOMINATOR BREAKDOWN

ASSET TYPE	ADDITIONS IN MEUR	REFERENCE TO THE NOTES OF THE CONSOLIDATED FINANCIAL STATEMENTS
Property, plant and equipment	73.35	6.2. Property, plant and equipment
Intangible assets	0.19	6.1. Intangible assets
IFRS right-of-use assets	93.61	10.2. Lease agreements

The numerator is the share of the capital expenditure included in the denominator regarding assets or processes relating to taxonomy-orientated economic activities.

#### CAPEX DENOMINATOR ON AGGREGATED LEVEL OF ECONOMIC ACTIVITY BROKEN DOWN

ASSET TYPE	ADDITIONS IN 2023/2024 IN MEUR	ADDITIONS IN 2022/2023 IN MEUR	REFERENCE TO THE NOTES OF THE CONSOLIDATED FINANCIAL STATEMENTS
Additions to intangible assets	0.19	0.58	6.1. Intangible assets
Additions to property, plant and equipment	73.35	31.28	6.2. Property, plant and equipment
thereof additions to property and buildings, including buildings on third-party land	12.81	-4.43	6.2. Property, plant and equipment
thereof additions to plant and machinery	7.77	5.3	6.2. Property, plant and equipment
thereof additions to other equipment and office equipment	25.29	8.83	6.2. Property, plant and equipment
thereof additions to assets in the course of construction	27.48	21.58	6.2. Property, plant and equipment
Reclassification of advance payments	2.37	- *	5.3. Accounting Methods
Additions to right-of-use assets leasing (IFRS 16)	93.61	44.8	10.2. Lease agreements

\* In the previous year, advance payments were also part of fixed assets. In the 2023/24 financial year, these were reclassified from assets under construction to other non-financial assets (see also „5.3 Accounting methods“ in the annual financial statements).



# I. ENVIRONMENT

## 6. EU-TAXONOMY

TAXONOMY-ELIGIBLE CAPEX ADDITIONS BROKEN DOWN BY ECONOMIC ACTIVITY

ECONOMIC ACTIVITY PURSUANT TO THE DELEGATED REGULATION	TOTAL NUMERATOR IN MEUR
EA 6.5 Transport by motorbikes, passenger cars and light commercial vehicles	5.35
EA 6.6. Freight transport services by road	8.35
EA 7.3. Installation, maintenance and repair of energy efficiency equipment	0.82
EA 7.7. Acquisition and ownership of buildings	74.68

CapEx of the business year 2023/2024 has mainly changed through the increase in additions to assets in the course of construction. This increase results from the expansion of the business lines due to acquiring new customers especially in the Airline Catering division and the International Event Catering division in the US.

We have improved the collection process through more precise inquiries and more detailed data collecting by deepening the

level of detail in calculating this key performance indicator. In the business year 2023/2024 no capital expenditure were made in the context of business combinations. Furthermore, we have to highlight that no CapEx plan was prepared for the business year 2023/24. Additionally, additions to the defined CapEx in the amount of EUR 165,948 relating to the turnover-generating economic activity BIO 2.1 were recorded in the same period.

CAPEX SHARE/TOTAL CAPEX		
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0,00%	53,46%
CCA	0,00%	0,00%
WTR	0,00%	0,00%
CE	0,00%	0,00%
PPC	0,00%	0,00%
BIO	0,00%	0,10%





# I. ENVIRONMENT

## 6. EU-TAXONOMY

Financial Year 2023/24				2023/24		Substantial contribution criteria					DNSH-criteria ("Does Not Significantly Harm")									
Economic Activities	Code	CapEx	Proportion of CapEx	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Minimum Safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) CapEx 2022/23	Category enabling activity	Category transitional activity	
Text		mEUR	%	Y/N/N/EL	Y/N/N/EL	Y/N/N/EL	Y/N/N/EL	Y/N/N/EL	Y/N/N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
A. Taxonomy-eligible activities																				
A.1 Environmentally sustainable activities (Taxonomy-aligned)																				
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%								0,00%			
Of which enabling		0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%								0,00%	E		
Of which transitioning		0,00	0,00%	0,00%													0,00%		T	
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)					EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL											
Transport by Motorbikes, Passenger Cars and Light Commercial Vehicles	CCM 6.5	5,35	3,20%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								4,10%			
Freight Transport Services by Road	CCM 6.6	8,35	4,99%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1,90%			
Installation, Maintenance and Repair of Energy Efficiency Equipment	CCM 7.3	0,82	0,49%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0,50%			
Installation, Maintenance and Repair of Charging Stations for Electric Vehicles in Buildings (and parking spaces attached to buildings)	CCM 7.4	0,00	0,00%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0,50%			
Installation, Maintenance and Repair of Instruments and Devices for Measuring, Regulation and Controlling Energy Performance of Buildings	CCM 7.5	0,00	0,00%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0,10%			
Installation, Maintenance and Repair of Renewable Energy Technologies	CCM 7.6	0,00	0,00%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0,00%			
Acquisition and Ownership of Buildings	CCM 7.7	74,68	44,68%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								36,30%			
Hotels, holiday, camping grounds and similar accommodation	BIO 2.1	0,17	0,10%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL											
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		89,36	53,46%	99,81%	0,00%	0,00%	0,00%	0,00%	0,19%								54,90%			
A. CapEx of Taxonomy-eligible activities (A.1 + A.2)		89,36	53,46%	99,81%	0,00%	0,00%	0,00%	0,00%	0,19%								54,90%			
B. Taxonomy-non-aligned activities																				
CapEx of Taxonomy-non-eligible activities		77,78	46,54%																	
Total		167,14	100,00%																	



# I. ENVIRONMENT

## 6. EU-TAXONOMY

### 6.5. OPERATIONAL EXPENDITURES OPEX

The denominator includes direct not capitalised costs relating to research and development, renovation measures for buildings, short-term rental agreements, maintenance and repair as well as all other direct expenses relating to ongoing maintenance of property, plant and equipment.

These expenditures can be made by the organisation itself or outsourced to third parties in order to ensure continuous and efficient operation of assets, in this case cleaning costs. The nu-

merator represents the share of operational expenditures in the denominator which relates to assets or processes in connection with taxonomy-orientated economic activities and direct not capitalised costs for research and development. Pursuant to the EU Taxonomy, operational expenditures not significant for the company's business model are not to be considered. The denominator of the operational expenditures was calculated pursuant to the above description and amounts to in total mEUR 46,39 . The numerator was not broken down in detail by economic sectors

due to materiality reasons, since pursuant to the EU Taxonomy OpEx is not significant for DO & CO's business model. We consider the OpEx denominator as not significant compared to the previous year for the first time, due to a more detailed calculation method and a different approach.

The insignificance was assessed in qualitative terms as well as in terms of quantity. In qualitative terms, our operational expenditures are not a significant part of our business model. In terms

of quantity the insignificance was assessed using turnover, since our company is strongly based on turnover and this was used as benchmark. Relating to turnover, the OpEx denominator calculated pursuant to the criteria described above, is not a significant part of our business neither in qualitative terms nor in terms of quantity.

Financial Year 2034/2024	2023/24			Substantial contribution criteria						DNSH-criteria ("Does Not Significantly Harm")						Minimum Safeguards	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) OpEx 2022/23	Category enabling activity	Category transitional activity
Economic Activities	Code	OpEx	Proportion of OpEx	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate Change Mitigation	Climate Change Adaptation	Water	Pollution	Circular Economy	Biodiversity	Y/N	%	E	T
Text		mEUR	%	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y;N;N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. Taxonomy-eligible activities																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%								0,00%		
Of which enabling		0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%								0,00%	E	
Of which transitioning		0,00	0,00%	0,00%													0,00%		T
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL										
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%								78,10%		
A. OpEx of Taxonomy eligible activities (A.1 + A.2)		0,00	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%								78,10%		
B. Taxonomy-non-aligned activities																			
OpEx of Taxonomy-non-eligible activities		46,39	100,00%																
Total		46,39	100,00%																



# I.ENVIRONMENT

## 6. EU-TAXONOMY

OPEX SHARE/TOTAL OPEX		
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0,00 %	0,00 %
CCA	0,00 %	0,00 %
WTR	0,00 %	0,00 %
CE	0,00 %	0,00 %
PPC	0,00 %	0,00 %

### 6.6.ACTIVITIES IN THE NUCLEAR ENERGY AND FOSSIL GAS SECTORS (NOTHING TO REPORT)

DO & CO does not operate in the nuclear energy and fossil gas sector. Therefore, the following is reported:

LINE	NUCLEAR ENERGY RELATED ACTIVITIES	
1.	The company carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	NO
2.	The company carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	NO
3.	The company carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
	<b>Fossil gas related activities</b>	
4.	The company carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The company carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The company carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO





**OUR MISSION**  
IS TO CREATE UNFORGETTABLE  
MOMENTS OF EXCELLENCE,  
EMPATHY, AND JOY.

## II.SOCIAL

We go above and beyond to ensure our guests have a truly unique and remarkable experience. We are committed to exceeding expectations with **exceptional quality**.

### OUR PEOPLE: THE HEART OF UNFORGETTABLE EXPERIENCES

DO & CO's success hinges on our dedicated workforce of over 15 thousand employees. We meticulously assemble diverse teams with global event experience for each event. Their cultural agility and multilingual communication foster deeper connections and enable personalized service. Strategic leadership and a profound understanding

of the DO & CO ethos empower them to exemplify excellence, efficiency, and seamless collaboration. This synergy of international and local expertise guarantees flawless event execution, upholding the impeccable DO & CO brand and our undeniable unique selling proposition.

### INVESTING IN GROWTH AND FOSTERING A THRIVING CULTURE

Understanding and embracing our core values of service and experience cultivation empowers individuals to develop and thrive within our company. True hospitality and teamwork are industry cornerstones, and we prioritize fostering and promoting internal talent. This commitment is reflected

in the fact that a significant portion of our executive team rose through the ranks of DO & CO. By investing in our people's growth, we empower them to shape the company's future alongside experienced mentors. We identify high performance individuals and support mentorship and appropriate training.

### OUR COMMITMENT TO DIVERSITY, WELL-BEING, AND SOCIAL RESPONSIBILITY

We are committed to promoting diversity and providing a secure work environment where internal development is fully supported. Guided by our core values of innovation, quality and people, we cultivate a collaborative environment that drives our collective achievements.



# II. SOCIAL

## 7. S1 OWN WORKFORCE

In the food and catering industry, the success and sustainability of operations hinges on a thriving workforce. Our dedicated employees are more than just task executors; they are the driving force behind exceptional service, impeccable hygiene standards, and the reputation of DO & CO.

We recognize that staff well-being is not just a moral imperative but an important strategic decision not only leads to business excellence but that aligns with our commitment to sustainability. By prioritizing the well-being of our employees, we equip them to better adapt to industry challenges and contribute to the company's overall success. This translates to a more resilient and adaptable workforce, prepared to navigate the evolving landscape of the food and catering industry.

### 7.1.LABOUR PRACTICES

[ GRI 401 – 1, ANGABE 2 – 7 A) D) E) ]

We take pride in our commitment to robust labour practices, ensuring fair treatment and employee well-being. This translates into ensuring and checking competitive compensation structures that comply with national regulations and avoid discrimination based on any personal characteristic. Additionally, we prioritize safety by providing comprehensive training on hygiene and safety protocols. We cultivate a supportive work environment that fosters inclusion, respect, and open communication. Through these initiatives, DO & CO demonstrates its unwavering dedication to ethical labour practices, creating a workplace where all employees can thrive.

**OUR DEDICATED EMPLOYEES ARE MORE THAN JUST TASK EXECUTORS;** they are the driving force behind exceptional service, impeccable hygiene standards, and the reputation of DO & CO.



### 7.1.1.STRATEGY AND IMPACTS

Our rapid expansion is a testament to the commitment and talent of our staff. Investing in their skill development and empowering them to take ownership are key factors in our success.

While we celebrate the growth and expansion of our operations over the past year, we are also keenly aware of the significant challenges that lie ahead. To sustain this momentum, we must continuously strive for operational excellence, drive innovation, and lead the way in quality, efficiency, and automation within our sectors.

Our employee ownership model, diversification, innovation agility, and quality remain core aspects of our DNA, ensuring a solid foundation for the future. We are incredibly proud of our staff's dedication and teamwork to building and growing our business. They consistently go the extra mile to deliver exceptional quality and service to our customers, fostering a unique culture that prioritizes customer satisfaction.





# HOSPITALITY AT ITS CORE:

## Cultivating talent from within

Understanding true hospitality and seamless teamwork is paramount in our industry. This is why we prioritise identifying and developing internal talent. We continue to expand opportunity possibilities at all levels for exploration and knowledge expansion.

Many of our leaders started in entry-level roles, giving them a firsthand perspective on our customers’ needs and the challenges our teams face. By supporting upward mobility, we cultivate a culture where service industry understanding is ingrained at every level.

By creating a supportive environment in which we embrace internal growth and development, we have retained talent, built a strong leadership pipeline with deep service industry knowledge, and contribute to a sustainable workforce.

We have hands-on training programs that equip our staff with the technical skills, leadership qualities, and industry best practices needed for advancement. Additionally, leaders support rising stars through mentorship, providing guidance and support for career development. We create an open environment which fosters a culture of regular feedback, and growth. We support our staff members to identify their strengths and weaknesses and set opportunities to challenge themselves.



Labour practices play a critical role in the operations of DO & CO. Ensuring the safety and well-being of our workforce is fundamental, reflected in our implementation of strict measures to maintain ambitious standards of workplace safety and hygiene. This includes providing comprehensive training in food handling and safety protocols, forming a secure environment conducive to employee health and productivity. We actively support career advancement by offering opportunities for promotions and participation in mentorship programs, thereby enhancing employee engagement and retention.

Despite the unique demands of the service industry, which may include irregular hours spanning evenings, weekends, and holidays, we work to ensure a healthy work-life balance for our employee, recognising the potential impact on staff career satisfaction. Workplace discrimination or unfair treatment based on race, gender, or other factors is a concern in any organization. Our approach is to prioritize a culture of respect and inclusivity at DO & CO, involving continuous evaluation and improvement of our labour practices to create a supportive and equitable workplace environment.

A key element of our internal development approach is cross-functional job rotation. This allows employees to gain valuable experience in different areas of the business, expanding their skillsets and preparing them for future growth. We further empower high performers who demonstrate dedication by matching them with experienced mentors. This ensures the successful transfer of DO & CO traditions and visions, while ensuring a culture of continuous learning and development.

We cultivate a positive workplace culture by embracing a less hierarchical structure. We believe in open communication, collaboration, and empowering our team members to take ownership of their roles. This allows a supportive and inclusive environment where everyone feels valued and heard.

### 7.1.2.PERFORMANCE INDICATORS

Our headcount has increased 11% since last year (previous year: 13,496). This is due to the expansion of business activities in some units, including growth in Turkey, the opening of our new unit in Miami and the expansion of the unit in New York.

We recognise the importance of addressing the high employee turnover rate exhibited above. This rate can be partially attributed to the seasonal nature of the airline and events industry where we also hire seasonal support, giving employees flexible work opportunities.

At DO & CO we guarantee a sense of job security for our staff by ensuring that our seasonal employees are welcomed back to their roles year after year, or if desired, to merge into the main company operations.

### 7.2.OCCUPATIONAL HEALTH AND SAFETY

[ GRI 403 – 1, GRI 403 – 2, GRI 403 – 4, GRI 403 – 5 ]

At DO & CO, prioritizing the safety and well-being of our employees is a foundational principle, spanning operations ranging from small-scale private events to large-scale endeavours. We deliver regular safety training, providing access to personal protective equipment, and establishing clear emergency protocols. Our commitment extends to supporting any employee facing health or safety issues, to fostering open communication, and to continuously refining our safety standards. This dedication to employee well-being creates a secure workplace environment that empowers our team to excel. Moreover, our global efforts are focused on enhancing working conditions and fostering a positive work culture conducive to occupational health and safety across all DO & CO operations.

#### 7.2.1.STRATEGY AND IMPACTS

To uphold our commitment to the safety and well-being of our employees, we have implemented a comprehensive range of measures designed to safeguard the health and safety of our workforce while also addressing potential challenges.

In the context of the food and catering industry, compliance with local, state, and federal regulations pertaining to food safety, workplace safety, and occupational health is foundational. This encompasses rigorous food handling practices, stringent cleanliness standards, and the implementation of robust safety protocols. By establishing explicit safety procedures for tasks such as heavy lifting, equipment operation, and thermal hazard management, we mitigate the risk of workplace accidents and

INDICATOR	RESULT
Employee Headcount	15,048
Employee FTE	13, 327
Total Hours Worked (incl. overtime)	33,436,058.87
Employee turnover	40%
thereof female	37%
thereof male	63%
Number of work stoppages / strikes	0
Average compensation per FTE, in	EUR 32, 565
Total remuneration of all employees	EUR 468,180,124

injuries. We acknowledge the common risks and challenges of our industry such as demanding work schedules, including long shifts, overtime, or irregular hours, can lead to employee fatigue, reduced alertness, and increased risk of accidents. Similarly, understaffing may result in increased workload and stress, compromising employees’ ability to work safely and efficiently. We respond to these challenges with a proactive approach with renewed commitment to foster a safe and supportive work environment that empowers our team to deliver exceptional service to our customers. We are aware of the risks and ensure that we ensure that our staff work within teams to self-regulate during peak periods.



# II.SOCIAL

## 7.2.2.PERFORMANCE INDICATORS

The fatality in one of our units is still under review. Accidents are thoroughly reviewed and monitored by the safety team to ensure that adequate measures are implemented to ensure safe working practices for all our employees at work.

We strive to continuously optimise our safety processes and use the data we collect to generate effective measures.

INDICATOR	RESULT
Number of work-related injuries per 100.000 hours worked	4.12
Lost time injury rate (in days per injury)	7.38
Number of fatalities at work	1

## 7.3.DIVERSITY

[ GRI 405 – 1 ]

We are firmly dedicated to fostering a diverse, equitable, and inclusive workplace environment at DO & CO, where we celebrate the unique qualities of every individual. Our commitment to diversity extends beyond mere representation, aiming to cultivate an inclusive atmosphere where individuals of all backgrounds feel valued, respected, and supported. This goes hand in hand with our commitment to our staff's cultural agility and multilingual communication, fostering deeper connections and

enabling personalized service. This diversity is key to our success. Acknowledging the importance of diverse perspectives in decision-making and innovation, we are focused on enhancing diversity across all levels of our organization. We are committed to providing equal opportunities for all employees and are actively working to increase representation, particularly in leadership roles, to further strengthen our culture and drive corporate progress.



## 7.3.1.STRATEGY AND IMPACTS

Our organization is committed to cultivating a vibrant, equitable, and inclusive workplace where every individual is valued and supported, regardless of their background. We prioritize initiatives that promote equal opportunity, equitable pay, and access to development programs to foster a fair and inclusive work environment. By implementing unbiased recruitment processes, we aim to enrich our workforce with a range of perspectives and experiences.

We understand that unconscious bias exists, even in a company as diverse as ours. These are automatic assumptions we might not even realize we are making, and they can impact recruitment and promotion decisions. This can lead to underrepresentation of certain groups in leadership roles, which can hinder inclusivity. We work to address this challenge head-on and encourage diversity. To make fair decisions, we equip our managers with training on unconscious bias and diversity, equity, and inclusion (DE&I) topics.

Our goal is a workplace where everyone feels valued and can thrive. Diversity isn't just something we tolerate; it is a fundamental driver of success and innovation. When everyone feels included and can contribute, we all achieve more together.

## 7.3.2.PERFORMANCE INDICATORS

This year 37% of our workforce is composed of women, which is an increase of 4 per cent points on previous year. In total approximately 40% of our workforce is led by female senior management (calculated on the basis of the led headcounts). Most notably our Turkish, Polish, and part of our Austrian operations are female-led. In terms of gender representation in leadership roles, the kitchen chef positions have the lowest representation of women. On the other hand, our HR and Quality Assurance departments have the highest representation of women in senior leadership positions. With these insights, we are working on balancing our gender representation across departments and respective leadership roles.

INDICATOR	RESULT
New hires	9.424
thereof female	40%
thereof male	60%
Number of women on management board	1
Number of women on supervisory board	1



# II.SOCIAL

## 7.4.EMPLOYEE TRAINING AND DEVELOPMENT

[ GRI 404 – 1, GRI 404 – 2 ]

At DO & CO, we recognize the profound impact of continuous learning on both individual and organizational success. That is why we prioritize lifelong learning and skill development for all our employees. We believe in empowering our diverse workforce across international business areas to evolve and excel in their careers.

### 7.4.1.STRATEGY AND IMPACTS

**Our approach** to training combines engaging in-person learning workshops, online self-paced modules, and mentorship programs. This allows employees to learn at their own pace, work cross functionally, and opens up opportunities to connect with colleagues, and allows guidance from experienced mentors embeds our traditions and values.

**We foster a culture of self-directed learning** and advancement. Beyond the structured training programs, we encourage employees to take ownership of their professional development by supporting them in pursuing projects aligned with their interests and career goals, and by matching high performers with experienced mentors. This ensures the successful transfer of DO & CO traditions and visions, while fostering a culture of continuous learning.

**Our commitment** to providing ongoing learning and skill development opportunities is integral to ensuring a safe and proficient workforce in the service industry. Through internal training programs, employees receive specialized instruction in culinary techniques, food safety practices, and customer service skills, enhancing their competency and ability to deliver high-quality service. Many of our employees have benefited from job rotations and in-house development opportunities, progressing significantly within the company, and exemplifying our commitment to developing career growth.



# A THRIVING LEARNING ENVIRONMENT

A key element of this approach is cross-functional job rotation. This allows employees to gain valuable experience in different areas of the business, expanding their skillsets and preparing them for future growth opportunities.

We cultivate a positive workplace culture by embracing a less hierarchical structure. We believe in open communication, collaboration, and empowering our team members to take ownership of their roles. This creates a supportive and inclusive environment where everyone feels valued and heard.

Despite the positive impacts of our training initiatives, challenges such as inconsistency in delivery and inadequate resource allocation for training programs may nonetheless influence task effectiveness. However, we proactively address these challenges by providing regular updates and reminders to ensure compliance with the latest health and safety guidelines. By leveraging opportunities for progression, flexible development access through a combination of in-person and online learning, and a focus on cross-functional experiences, we aim to overcome challenges and maximize the positive impacts of our training initiatives on employee growth and career advancement.

### 7.4.2.PERFORMANCE INDICATORS

We are currently unable to provide precise data on training hours. Our aim is to avoid publishing inaccurate figures, so we will focus on obtaining accurate data in the near future. It is important to note that accurately recording training hours, especially on-the-job training, is a challenge. We are actively working on implementing a learning management system that will enable the recording and formalization of training. However, this figure will not be published for this reporting year due to the quality of the data.





# II.SOCIAL

## 8.S2 WORKERS IN THE VALUE CHAIN

In the food and catering industry, the workforce throughout the entire value chain is integral to operational success and sustainability. From farmers and producers to distributors and delivery personnel, each one contributes to the seamless functioning of the supply chain. Recognizing the importance of these workers is not only essential for ethical considerations but also critical for maintaining the integrity and efficiency of the industry. Ensuring fair wages, safe working conditions, and opportunities for professional growth across the value chain not only upholds human rights but also fosters trust and collaboration among stakeholders. Furthermore, prioritizing the well-being of workers in the value chain aligns with sustainability goals by promoting social responsibility and resilience within the industry. By valuing and supporting workers at every stage of the value chain, businesses can cultivate stronger relationships, mitigate risks, and contribute to a more sustainable and ethical food system.

### 8.1.SOCIALLY RESPONSIBLE SOURCING

[ GRI 414 – 1, ANGABE 2 – 6 ]

Socially responsible sourcing is key for DO & CO. Prioritizing responsible sourcing practices ensures ethically produced products, minimizes negative community and environmental impacts, and upholds labour standards throughout the supply chain. Every facet of the sourcing process, from agricultural practices to ingredient sourcing and packaging, offers an opportunity to make socially and environmentally conscious decisions. Today’s consumers seek transparency and accountability in the products they purchase, ethical accountability, inclusive of their impact on local communities and the environment. Sustainable sourcing practices, especially from local, small, and diverse suppliers, not only provide insight into market trends but also support authentic, culturally relevant products and services, driving overall satisfaction and contributing to the growth of the local economy.

### 8.1.1.STRATEGY AND IMPACTS

We take a comprehensive approach to ethical and environmental responsibility throughout our supply chain. We address key areas like human rights deforestation, animal welfare, and biodiversity and through our supplier code of conduct expect all our suppliers to adhere.

We prioritize sustainable sourcing, especially for high-impact products like beef and palm oil. Our goal is to eliminate deforestation and peatland conversion by 2030. Additionally, our sustainable sourcing policy emphasizes high animal welfare standards. For example, we are phasing out caged eggs and chickens across all our kitchens globally.

Collaboration with our customers strengthens our efforts. We provide education and support to those who prioritize distinct aspects of their supply chain, such as offering menus with specific sustainability certifications or helping them track the origin of their food. Together, we ensure responsible and ethical sourcing, maintaining the high quality whether it is on an airline or at a sporting event.

In line with pending legislation, we are rolling out supply chain audits, starting in Germany under the LKSG (Lieferkettensorgfaltspflichtsgesetz) regulation (effective January 2023). This initiative will expand under the EU’s recently passed Corporate Sustainability Due Diligence Directive (CSDDD), although it may take several years to come into full force. However, we are committed to going beyond mere compliance. We believe the food supply chain is so crucial and delicate that we are prioritizing supply chain audits for the coming year. We hold our suppliers account-

table for adhering to our code of conduct through a variety of measures, including audits and contractual agreements. We are committed to transparency and publish annual sustainability reports that detail our progress and goals.

Ensuring sustainable and socially responsible sourcing practices is a key priority within our operations at DO & CO. We are committed to supporting fair labour practices and local communities by partnering with suppliers who prioritize fair wages, safe working conditions, and ethical sourcing. This deliberate approach not only contributes to positive environmental impacts by reducing transportation-related emissions through local sourcing but also fosters economic development within the communities we operate in.

Navigating complex supply chains with multiple intermediaries and global networks underscores the importance of maintaining transparency and upholding ethical sourcing practices. This complexity emphasizes the need for robust systems and processes that ensure integrity throughout our sourcing operations. By implementing such measures, we empower ourselves to make informed decisions that align with our commitment to sustainability and social responsibility.

In addition to addressing these supply chain challenges, we are dedicated to minimizing inefficiencies such as overproduction and food waste, which contribute to resource depletion and GHG emissions, exacerbating global food insecurity. Furthermore, our focus on sourcing from reputable suppliers with stringent quality standards reduces food safety risks, ensuring consumer health and safety. We prioritize consumer education on socially responsible sourcing practices and maintain transparency in our supply chain by tracing ingredient origins, taking accountability, and building trust with our consumers. Through these efforts, we not only uphold ethical standards but also make positive contributions to the environment and the communities we serve in the food and catering industry.



### 8.1.2.PERFORMANCE INDICATORS

Local sourcing is key to freshness and quality, we aim to source as much as possible in a radius of 500km from the event or established unit. This year we have seen an increase of local across the board from 51% to 59%. Türkiye and Spain both are boasting over 80% of local produce. With an increase in requests for environmentally conscious event and services, and the availability fantastic artisanal local projects growing we expect this number to continue to increase.

INDICATOR	RESULT
Locally sourced ingredients in %	59%



# II.SOCIAL

## 9.S3 COMMUNITIES

Engaging with local communities not only boosts positive relationships but also ensures mutual benefits and long-term viability. From sourcing ingredients to serving customers, companies interact with various stakeholders within communities, impacting their economic, social, and environmental situation. By prioritizing community well-being, a contribution to local economic development, job creation, and cultural preservation can be made. Furthermore, considering communities from a sustainability perspective enables us to address issues such as food security, waste management, and environmental stewardship collaboratively. Engaging with communities in transparent and inclusive ways fosters trust, enhances brand reputation, and mitigates risks associated with social conflicts and regulatory compliance. Ultimately, integrating community considerations into business practices enables food and catering companies to build resilient, thriving ecosystems that benefit both the company and the communities they serve.

### 9.1.INDIRECT ECONOMIC IMPACT

[ GRI 413 – 1, GRI 413 – 2 ]

Sourcing ingredients locally and integrating local staff into our teams has been the cornerstone of our business practices since our conception. This commitment not only ensures access to high-quality, fresh produce that showcases the artisanal spirit of each region, but it also generates significant indirect economic benefits for the communities we serve. By prioritizing local sourcing, we contribute to the economic well-being of our communities. We support local farmers, producers, and artisans, injecting vital financial resources into the local economy. This allows job creation within the agricultural and food production sectors, boosting overall economic activity.

Our focus on local ingredients allows us to present a unique sense of “place” on our plates. By highlighting the artistry and dedication of our local partners, we create a sense of pride within the communities we operate in. This generates a positive relationship with our guests and strengthens our connection to the local fabric. Our commitment to local sourcing is a long-term investment. By supporting local businesses, we contribute to their sustainability and growth. This creates a mutually beneficial relationship that ensures a continued supply of high-quality ingredients while supporting a local economy.





9.1.1.STRATEGY AND IMPACTS

At DO & CO, we believe in preserving and supporting sustainable economic ecosystem within locations we visit or in which we are active. This commitment translates into a multi-pronged company goal of always prioritizing local quality. and local artisanal businesses. We actively seek out partnerships with local farmers, producers, and artisans who share our commitment to sustainable agricultural practices, ensuring long-term benefits for both the environment and the local economy. This ensures access to the freshest, highest quality ingredients while injecting vital financial resources into the local economy. Our focus on local sourcing supports the agricultural sector, creating jobs and boosting overall economic activity within our communities.

The food and catering industry can offer significant benefits to local economies and communities. This comes with its challenges, namely, seasonal fluctuations. Sourcing limitations and waste management. In the case of season fluctuations or temporary employment practices, the challenges include for worker income stability. Additionally, we must be conscious of unsustainable sourcing practices and waste generation which can have negative long-term economic consequences.

DO & CO remains committed to addressing these challenges through ongoing efforts to:

- Promote Stable Employment: We strive to offer a variety of positions with opportunities for career growth, minimizing reliance on seasonal or temporary work.
- Effective Waste Management: We implement waste reduction and responsible disposal initiatives to minimize our environmental and economic impact.

By embracing these strategies and addressing potential challenges, DO & CO works diligently to maximize the positive contributions of the food and catering industry on local economies and community well-being.

9.1.2.PERFORMANCE INDICATORS

In 2022 and 2023 we contributed towards needed support and resources for communities in Ukraine and across Türkiye. This year saw us focusing donations on food inventories and financial contributions to smaller locally based charity groups.

INDICATOR	RESULT
Total Donations and Community Spending (financial)	EUR 100,312

9.2.LOCAL PRESENCE

[ GRI 413 – 1, GRI 413 – 2 ]

We see establishing a robust local presence through initiatives like sourcing ingredients locally and hiring from within the community as integral to allowing engagement and bolstering economic vitality. In tandem with navigating local economic dynamics to optimize profitability, prioritizing a visible and active presence contributes significantly to a long-term success.

9.2.1.STRATEGY AND IMPACTS

DO & CO is developing food donation programs to support local charities, food banks, and social initiatives. This demonstrates our commitment to social responsibility and community well-being, creating stronger ties between businesses and local groups.

We prioritize sustainability by implementing waste reduction strategies, optimizing energy efficiency in our operations, and sourcing ingredients responsibly. Through these initiatives, we aim to minimize our environmental footprint and promote ecological health in the communities we serve. Our efforts to embrace sustainable practices, not only serve to mitigate potential negative impacts on the local environment but also supports our commitment to responsible business operations.



# II.SOCIAL

## 10.S4 END USERS

Consumer demand for transparency in environmental and social impacts, as well as traceability throughout the production process, is on the rise. Our focus at DO & CO is on balanced dietary choices and high hygiene standards ensuring quality in every product. Committed to sustainability, we benefit both our customers and local communities. Adherence to regulatory and international standards, with food safety as a top priority, is standard practice throughout our organization.



### 10.1.FOOD SAFETY

[ GRI 416 – 1, GRI 416 – 2 ]

At DO & CO, we acknowledge the critical responsibility of leadership in the airline and event catering industry. To uphold this responsibility, we have established comprehensive food safety and health & safety policies alongside our continual training programs. These initiatives ensure staff compliance with necessary protocols and regulations, preventing foodborne illnesses and maintaining the delivery of high-quality, safe food to consumers. Our global food safety standard, integrated throughout the organization, encompasses detailed training and information dissemination, from ingredient inspection to final delivery temperature control. Our aim is to foster a sustainable and profitable business model, differentiated by our unwavering dedication to delivering safe, high-quality products while promoting local economic growth. Our continuous investment in food safety management reaffirms the importance of food safety and strengthens our resolve to ongoing enhancement in this area. This effort is overseen by department and site managers, who are charged with ensuring that quality remains the most important measure of success.

Our focus on local ingredients allows us to present a unique sense of „place“ on our plates. By highlighting the artistry and dedication of our local partners, we create a sense of pride within the communities we operate in. This fosters a positive relationship with our guests and strengthens our connection to the local fabric. Our commitment to local sourcing is a long-term investment. By supporting local businesses, we contribute to their sustainability and growth. This creates a mutually beneficial relationship that ensures a continued supply of high-quality ingredients while supporting a local economy.

### 10.1.1.STRATEGY AND IMPACTS

In the airline and international event catering industry, we have established comprehensive food health and safety policies, along with robust information and training programs, to ensure that all staff members are fully aware of and compliant with necessary protocols and regulations. Strict health and safety procedures are meticulously followed by our entire team to prevent foodborne illnesses and to guarantee that passengers and event attendees receive food of the highest quality and safety standards.

Each of our units has a dedicated Food Safety & Quality Compliance team that rigorously oversees the entire process from raw ingredient procurement through storage, preparation, cooking, and packing. This measure allows us to identify and address potential food safety risks before they manifest. Our food safety procedures are rooted in the principles of Hazard Analysis Critical Control Point (HACCP) protocols, ensuring adherence to the highest standards of product safety and quality. Implementing stringent quality control measures throughout our food production process ensures that only safe and high-quality food reaches our end users. Regular inspections and internal audits of facilities, equipment, and processes help us proactively identify and address potential food safety hazards.

Implementing stringent quality control measures throughout our food production process ensures that only safe and high-quality food reaches our end users. Regular inspections and internal audits of facilities, equipment, and processes help us identify and address potential food safety hazards proactively. Additionally, embracing a culture of continuous improvement through ongoing training, staff workshops and updates based on emerging risks or regulatory changes promotes an expectation of excellence in health, hygiene, and food safety management.

We have installed FSC22000, ISO22000, and ISO14001 in some units and are working towards common certification across all sites, where appropriate. Our global procedures govern our high standards, and where appropriate, we collaborate with our customers to meet stringent rules, such as Halal certification through independent audits. Our global food safety policy creates a high-level baseline across our company.

Our own Global Food Safety standard is based on the principles of HACCP, FSSC 22000 Standard, Good Hygiene Practice, QSAI Catering Quality Assurance Program, IFSA/IFCA/AEA/WHO Food Safety Guidelines, and compliance with relevant legal requirements such as the European Food Act Regulation, amongst the others: No 852/2004, No 853/2004 and No 178/2002 and FDA Guidelines Documents and other local government regulations as applicable.

### 10.1.2.PERFORMANCE INDICATORS

The results of the above food safety measures have led to a consecutive outstanding record of successful external audits. Another feature of our rigorous food safety analyses is that we have successfully achieved 0 product recalls. We prioritise the safety of our meals by conducting thorough assessments throughout the production process. Each meal undergoes comprehensive safety checks to ensure that it meets our stringent quality standards. This thorough approach guarantees that every product leaving our facilities has undergone a final evaluation, providing our customers with the highest level of confidence in the safety and integrity of our food. Furthermore, we have obtained validation from external and impartial auditors specializing in food safety. This validation was awarded based on internationally recognised food safety and quality standards, in agreement with FAO/ WHO Codes Alimentarius HACCP. In the current year, we have recorded incidents in food safety. At around 0.00038%, the incident rate is at an exceptionally low level. This demonstrates that we prioritise food safety procedures within the company.

INDICATOR	RESULT
Number of food safety audits	172
Ratio of Audits not passed	0
Rate of food safety notable occurrences in relation to meals produced	0.00038%



# II.SOCIAL

## 10.S4 END USERS

### 10.2.HEALTHY DIET

[ GRI 416 – 1, GRI 416 – 2 ]

DO & CO use the highest quality available and cook fresh never frozen. This commitment to fresh high quality is delivered at all our events, hotels, lounges, restaurants and in airline catering.

#### 10.2.1.STRATEGY AND IMPACTS

We extend this commitment across all dietary requirement, needs preferences without exception. Our commitment to creating authentic, high-quality meals that cater to different tastes and cultural preferences allows customers to make nutritious choices that include fruits, vegetables, whole grains, lean proteins, and healthy fats. By providing appropriately sized portions and offering a range of options including health conscious, vegetarian, vegan, and plant-based menu items not only encourages the consumption of more plant-based foods but also promotes sustainable eating practices.

Our team of skilled chefs excels in Chinese, Indian, Austrian, French, Arabic, and other cuisines, committed to creating authentic and high-quality meals that satisfy diverse tastes and cultural preferences and requirements such as Halal, Kosher etc. Our inhouse chef training on culinary trends, techniques, and ingredients, we continuously innovate our menus to offer fresh, nutritious, and diverse meal options that promote healthy eating habits among our valued customers.

#### 10.2.2.PERFORMANCE INDICATORS

**15%** is a change from our recording numbers of last year, this accounts for all “Special” meal ordering. Although we are reporting in a different method this year, in general we see an increasing trend in the request for vegetarian meals at events. Our development chefs are working to take plant-based meals to the next level.

INDICATOR	RESULT
Total number of meals served	Over 170 million
% of vegetarian meals	15.3 %

## 10.3.PRODUCT LABELLING & INCLUSIVE MEALS

### PRODUCT LABELLING

Food labelling plays a crucial role in informing consumers about the nutritional content and potential allergens present in the products they consume. We understand the significance of providing transparent and accurate information to our customers. This commitment is manifested through the provision of clear and comprehensive labelling on both our menus and packaging,

delineating allergenic ingredients, calorie content, and nutritional value. Through this transparent disclosure, we empower consumers to align their meal selections with their health objectives and dietary preferences. Our dedication to transparent food labelling reflects our commitment to promoting customer well-being and fostering trust in our brand.

### INCLUSIVE MEALS

In dedication to culinary excellence and adaptability ensures that every dining experience with DO & CO is a celebration of diversity and inclusivity. Our chef craft authentic and high-quality dishes, reflecting our appreciation of diverse cultures and cultural sensitivities and requirements. To ensure our menus remain innovative and meet our high standards, regular training sessions keep our chefs in alignment with the latest culinary trends and techniques. The cornerstone of DO & CO’s

success lies in its tailored product offerings, driven by a nuanced understanding of nutrition and health issues across its global operations. We adapt offerings to meet evolving dietary preferences, including the growing demand for locally sourced, organic, and plant-based products. Our commitment to catering to diverse dietary needs extends to careful food preparation, including allergen considerations. Halal and non-halal food production is meticulously segregated in our gourmet kitchens.



# III.GOVERNANCE

## 11.G1 GOVERNANCE

Transparent reporting, continuous refinement of an efficient corporate control system, stakeholder-oriented corporate governance, and the collaborative partnership between the executive board, the supervisory board, and employees form the foundation for achieving our corporate objectives. Striving to operate with integrity, our governance policies prioritize the thoughtful and independent representation of shareholder interests. These structures, policies, and processes not only cater to employee and guest needs but also foster a culture of accountability and ethical conduct throughout our organization. Upholding good governance principles is crucial, as it significantly shapes company perception and value. We understand sustainable corporate governance as aiming to balance stakeholder interests, protect the environment, and ensure long-term economic success.



### 11.1.COMPLIANCE WITH ENVIRONMENTAL LAW [ GRI 2 – 27 ]

DO & CO is deeply committed to upholding environmental laws and regulations, prioritizing the environment, and conserving natural resources. We adhere to relevant legal requirements and are working in anticipating forthcoming guidelines like those put forth in the EU Green Deal (COM/2020/563). It outlines various policies and initiatives aimed at reducing greenhouse gas emissions, increasing renewable energy use, and promoting a circular economy.

### 11.1.1.STRATEGY AND IMPACTS

Through our roll out of EMS, we comprehensively assess the legal landscape, tracking environmental laws and regulations. This systematic approach ensures that we remain vigilant and proactive in our compliance efforts. Additionally, in some countries, our EMS is audited independently to verify compliance.

Businesses face increasingly stringent regulations to address climate change, with non-compliance leading to severe consequences. As a globally listed entity, we navigate diverse regulatory frameworks, including those pertaining to personnel and production processes such as hygiene standards. By incorporating current regulations into our climate-related risk assessments, we proactively identify and mitigate potential legal and financial risks associated with non-compliance. We remain steadfast in our commitment to environmental stewardship and sustainable business practices.

Adhering to environmental laws yields several positive impacts. Compliance with these regulations promotes cost savings through efficiency by optimizing energy use, reducing water consumption, and minimizing waste generation. This not only lowers operational costs but also reduces the company's environmental footprint. Furthermore, environmental compliance mitigates risks associated with fines, penalties, and legal actions, ensuring operational continuity, and fostering positive relationships with regulatory authorities and stakeholders.

Despite potential challenges, such as legal consequences and fines for non-compliance, adhering to environmental laws presents opportunities to reduce our environmental impact and contribute to sustainability. By first cementing the regulations, we can set a good foundation to make minimize air and water pollution, conserve natural resources, and mitigate climate change through energy efficiency measures. Environmental violations may lead to operational disruptions and increased costs, but proactive compliance efforts enhance business resilience and reputation, positioning companies as responsible stewards of the environment.

### 11.1.2.PERFORMANCE INDICATORS

INDICATOR	RESULT
Number of breaches with environmental law	1
Total cost of fines due to breaches in environmental law	15,000 EUR

One of our sites (Italy) was in breach of an environmental law, as two out of ten prescribed parameter values were exceeded in our discharged water. In relative terms, this violation is minor, as eight out of ten parameter values were complied with. In the overall context of the company, this value can also be considered marginal. Nevertheless, we are aware that any non-compliance with environmental standards must be taken seriously. We are currently conducting a comprehensive analysis in order to gain a precise understanding of the causes of this variance. Based on the results of this analysis, we are implementing targeted measures to ensure that all parameters are complied with in future and that similar infringements are prevented.

### 11.2.ANTI-CORRUPTION [ GRI 205 – 1, GRI 205 – 2, GRI 205 – 3 ]

Maintaining high ethical standards and transparency in business operations is critical, exemplified by our zero corruption cases. We recognise our role in upholding the rule of law, we prioritize compliance with all laws and regulations, ensuring fair competition in securing contracts based on the quality and price of our innovative products and services. Adherence to strict procedures regarding anti-bribery and anti-corruption laws is central to our commitment to ethical business practices and fostering a functional market with associated social benefits. Despite the challenges posed by diverse cultural norms and varied local regulatory frameworks in our global operations, adherence to our Code of Conduct is non-negotiable for all employees, with disciplinary measures stipulated, in cases of non-adherence.



# III.GOVERNANCE

## 11.G1 GOVERNANCE

### 11.2.1.STRATEGY AND IMPACTS

DO & CO recognizes the critical importance of upholding high ethical standards and transparency in our business operations, particularly in combating corruption. We have maintained a strong track record of zero corruption cases, demonstrating our zero-tolerance approach towards any form of corrupt practices. Our comprehensive management approach is underpinned by robust anti-corruption policies designed to ensure compliance with relevant laws and regulations, including stringent anti-bribery measures. These policies are communicated to all employees to clarify and promote awareness of their obligations and responsibilities. Additionally, we have established a code of conduct for suppliers and business partners that articulates our ethical values and expectations, requiring their commitment to upholding these standards. We aim to achieve further transparency within our supply chain to strengthen accountability and mitigate corruption risks.

Adhering to anti-corruption practices not only enhances compliance and risk management, reducing legal and regulatory risks associated with bribery and corruption, but also safeguards against penalties and reputational harm. Our initiatives foster operational efficiency and cost savings through improved transparency in financial transactions and procurement processes, mitigating the risk of fraud or resource misuse. Our commitment to ethical behaviour strengthens business relationships, promoting integrity and trust with customers, suppliers, and partners, thereby facilitating fair competition and collaboration.

The risks associated with failure to uphold anti-corruption standards, are effectively addressed through a pro-active approach. By prioritizing transparency and integrity, we mitigate legal and regulatory repercussions, ensuring compliance and protecting our reputation. Combatting corruption leads to streamlined operations, reducing inefficiencies that could divert funds from legitimate activities and enhancing market competitiveness.

Embracing ethical practices also bolsters investor confidence, opening doors to reputable partnerships and investment opportunities. In this way, maintaining a steadfast commitment to anti-corruption measures not only safeguards our operations but also paves the way for sustainable growth and success in the food and catering industry.

### 11.2.2.PERFORMANCE INDICATORS

INDICATOR	RESULT
Number incidents of corruption/on-going legal proceedings	0
Number of whistleblowing cases	1
Total political donations	EUR 0
Number of employee dismissals related to corruption	0
Number of corruption incidents leading to termination / non-renewal of business contracts	0
Number of monetary losses as result of fines associated with unethical behaviour	EUR 0

Based on our zero-tolerance policy towards corruption and bribery, we can point out that we have always had zero cases of corruption. We owe this record to our strict adherence to compliance guidelines. Additionally, it is worth noting that 100% of the members of our management body have already received anti-corruption training. We are committed to transparency, integrity, and accountability in all our business processes. Our commitment to ethical business practices builds trust with our customers, partners, and society. We remain vigilant and are committed to maintaining our high standards to consistently prevent any form of corruption and bribery in the future.

### 11.3.DATA SECURITY AND PROTECTION

[ GRI 418 – 1 ]

DO & CO IT systems are globally connected; therefore, it is necessary to report the response to this requirement from a global information systems context with some localisation as required.

### 11.3.1.STRATEGY AND IMPACTS

DO & CO has recorded no data breaches or breaches of customer privacy in 2023/24, as indicated in the table below. We continuously work to improve the organisation’s cyber security posture as well as our ability to prevent, detect, respond to, and, if necessary, recover from cyber security and IT incidents. The DO & CO Chief Information Officer (CIO) and Chief Information Security Officer (CISO) have coordinated efforts to maintain high security standards in 2022/23, including the following key activities:

1. Engaging closely with Internal Audit to implement and improve risk management and compliance controls and reach a state of continuous audit-readiness;
2. Formulating enhanced IT, privacy, and information security policies, standards, and processes aligned to best practices and international best practice frameworks including NIST Cybersecurity Framework and CIS Critical Security Controls;
3. Advancing our aviation cyber security programme in line with the requirements of Implementing Regulation (EU) 2015/1998, Implementing Regulation (EU) 2019/1583, and UK Reg (EU) 2018/1139 (the UK Basic Regulation) as implemented in the countries in which we operate;
4. Implementing processes, standards, and measures to ensure continued compliance with applicable regulatory and legislative requirements, including but not limited to the NIS2 Directive;
5. Regularly reviewing, validating, and adjusting our cyber security posture in the light of changes to the cyber threat landscape and evolving best practices in cyber security;
6. Constantly improving and refining our approach to vulnerability management, attack surface management, and configuration management;

7. Taking decisive steps to significantly improve and strengthen identity security across the organisation in alignment with international best practices;
8. Conducting learning and testing activities designed to improve employees’ cyber security awareness and resistance to person-targeted attacks and malicious social engineering;
9. Implementing state-of-the-art cyber security detection and response capabilities in partnership with a top-tier supplier;
10. Implementing Active Directory security and backup/restore capabilities to improve our ability to prevent, respond to, and recover from attacks against Active Directory; and
11. Implementing measures to monitor encrypted network traffic within the IT environment to enforce strong cryptographic practices and detect suspicious use of cryptography.

With full support from senior management, we will continue our drive to improve and strengthen our cyber security posture in 2024/25 and have established a work plan for the year focused on improving risk-based control coverage as well as alignment to and maturity within best practice frameworks including NIST Cybersecurity Framework and CIS Critical Security Controls. This work plan has a specific focus on the cyber security requirements within applicable EU, UK, and US aviation security regulations. Confidentiality, privacy, and customer relationships are critical components of our information security programme; therefore, we do not disclose specific details about the tools, techniques, and processes we employ nor the policies, standards, and processes governing them.



# III.GOVERNANCE

## 11.G1 GOVERNANCE

### 11.3.2.PERFORMANCE INDICATORS

INDICATOR	RESULT
Number of data security breaches	0
thereof data breached involving personally identifiable information (PII)	0%
thereof number of customers affected	0%

### 11.4.TAXATION AND FINANCIAL TRANSPARENCY

[ GRI 207 – 1 ]

Taxation and financial transparency are indispensable, serving as a foundation for accountability and credibility in the business landscape. By adhering to taxation regulations and ensuring transparent financial reporting, we demonstrate commitment to ethical conduct and compliance with legal requirements. Such transparency fosters trust among stakeholders, including investors, customers, and regulatory bodies, enhancing the company's reputation and attractiveness for investment. Furthermore, it promotes fair competition by levelling the playing field and preventing tax evasion practices that could undermine market integrity. Financial transparency also facilitates informed decision-making, both internally and externally, enabling stakeholders to assess the company's performance, risks, and prospects accurately.

### 11.4.1.STRATEGY AND IMPACTS

DO & CO is committed to paying its fair share of taxes in countries in which it operates and to observing all applicable laws, rules, and regulations in meeting the group's tax compliance and reporting responsibilities. In fulfilling its tax obligations, we aim to apply diligent professional care and judgement. We are committed to being open and transparent with tax authorities on the group's tax affairs.

Our commitment to responsible tax practices and compliance fosters stakeholder trust by demonstrating financial transparency and ethical tax behaviour, in line with our corporate reputation as a reliable business entity among customers, investors, and regulators. Adhering to taxation laws and financial regulations not only mitigates compliance risks, reducing the likelihood of penalties, and legal actions, but also ensures smooth operations and financial stability, minimizing disruptions from regulatory issues. Equally, transparent tax practices contribute

to economic development and sustainability by supporting public services and infrastructure, fostering a sustainable business environment, and encouraging fair competition and market integrity.

We are fully aware of the challenges, such as legal penalties and reputational risks associated with non-compliance. We remain firm to our DO & CO commitment to responsible tax practices and acknowledge the opportunities this presents to contribute to economic development and market integrity. Proper compliance ensures the company's fair contribution to the economy. Engaging in transparent tax practices aligns with ethical business principles and corporate social responsibility, reinforcing public trust in the integrity of the food and catering industry. By maintaining a steadfast commitment to responsible tax practices, DO & CO not only mitigates risks but also maximizes positive impact, contributing to business success.

### 11.4.2.PERFORMANCE INDICATORS

INDICATOR	RESULT
Number of Tax Audits	11
Board Compensation	EUR 7,489,164
CEO Compensation	EUR 987,284
Pay Ratio (CEO to total employee remuneration)	0.2 %
Number of monetary losses as result of fines associated with anticompetitive behaviour	EUR 0
Number of fines or sanctions for non-compliance related to unfair competition	0
Number of employee dismissals related to violations of anti-trust guidelines	0
Number of legal cases related to anti-competitive behaviour or violations of anti-trust legislation	0



F.GRI INDEX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 16 ff.
	2-2 Entities included in the organization’s sustainability reporting	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 6
	2-3 Reporting period, frequency and contact point	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 6
	2-6 Activities, value chain and other business relationships	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 16 ff.
	2-7 Employees	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 66 ff.
	2-9 Governance structure and composition	Sustainability Report, DO & CO AG: Sustainability Report 2024, p.19
	2-11 Chair of the highest governance body	Sustainability Report, DO & CO AG: Sustainability Report 2024, p.19
	2-27 Compliance with laws and regulations	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 84 ff.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 20 ff.
	3-2 List of material topics	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 20 ff.
	3-3 Management of material topics	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 20 ff.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 83 ff.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 85 ff.
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 85 ff.
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 85 ff.
GRI 207: Tax 2019	207-1 Approach to tax	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 88 f.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 29 f.
	302-3 Energy intensity	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 29 f.
	302-4 Reduction of energy consumption	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 29 f.
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 34 ff.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 26 ff.
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 26 ff.
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 26 ff.
	305-5 Reduction of GHG emissions	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 26 ff.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 31 ff.
	306-2 Management of significant waste-related impacts	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 31 ff.
	306-3 Waste generated	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 31 ff.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 66 ff.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 69 ff.
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 69 ff.
	403-4 Worker participation, consultation, and communication on occupational health and safety	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 69 ff.
	403-5 Worker training on occupational health and safety	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 69 ff.
	403-9 Work-related injuries	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 69 ff.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 72 ff.
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 72 ff.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 70 ff.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 76 ff.
	413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 76 ff.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainability Report, DO & CO AG: Sustainability Report 2024, p 74 ff.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 80 ff.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 80 ff.
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 83 ff.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report, DO & CO AG: Sustainability Report 2024, p. 87 ff.



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