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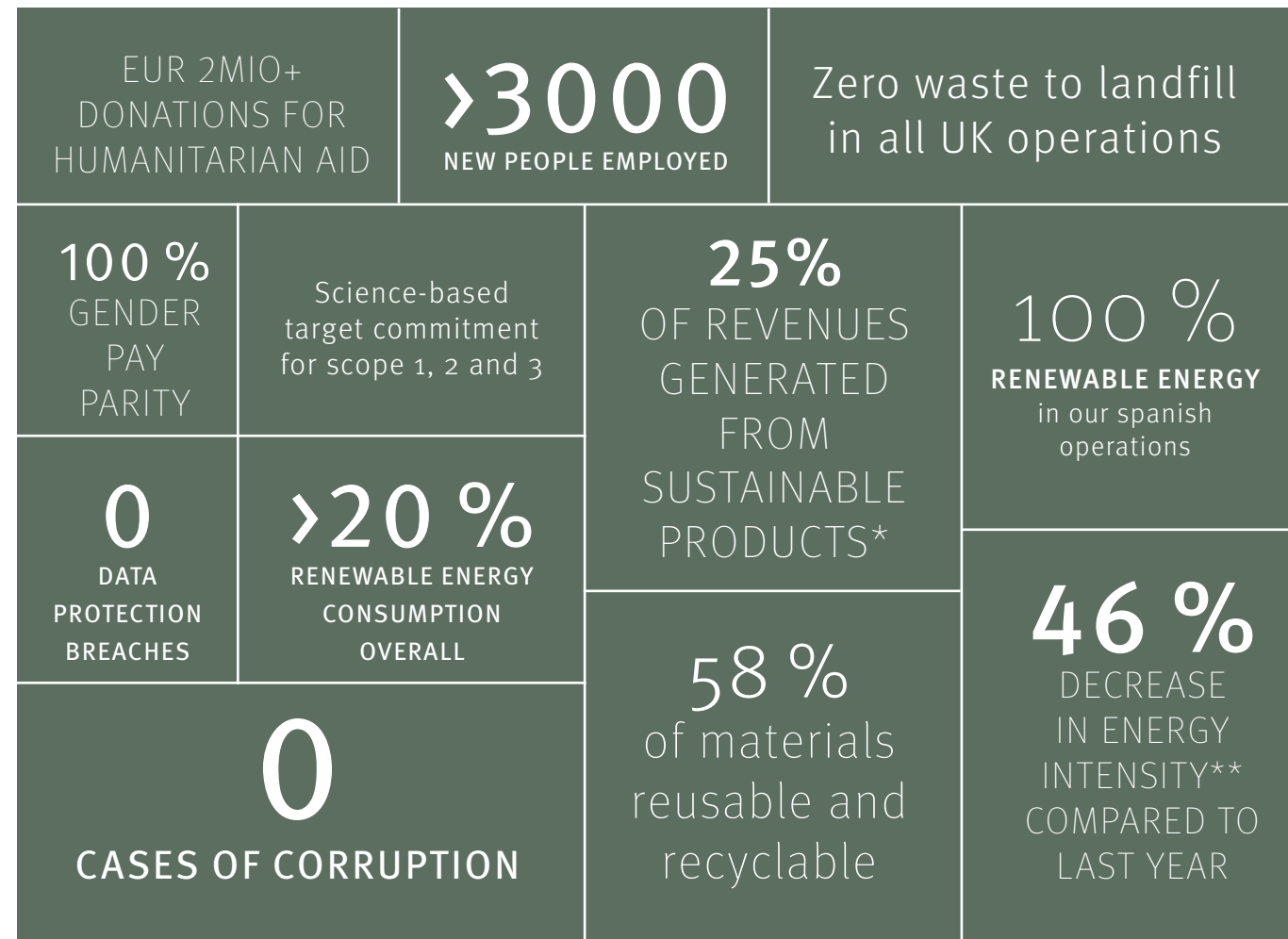
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COMPANY PROFILE

DO & CO SUSTAINABILITY AT A GLANCE



*Vegetarian and vegan meals

**Energy consumption per meals served

CEO STATEMENT

ATTILA DOGUDAN,
CEO AND FOUNDER OF DO & CO AG



I am pleased to present DO & CO's Sustainability Report, which highlights our firm commitment to sustainability in a year marked by significant challenges. Despite obstacles, including the European energy crisis, the ongoing war in Ukraine, the Earthquake in Turkey, inflation and ongoing impacts from Covid, we have risen above adversity and achieved commendable results across all our business divisions, namely Airline Catering, International Events and Restaurant, Lounges & Hotels. Our EBIT margins have shown consistent growth quarter after quarter, demonstrating our ability to navigate through turbulent times while staying dedicated to our sustainability agenda.

Sustainability is ingrained in our DNA, shaping our operations and driving our business growth trajectory. Our sustainability initiatives are anchored in strategic pillars developed through a comprehensive materiality analysis. These pillars encompass emissions reduction, waste management and circularity, sustainable sourcing, customer nutrition and wellbeing, and employee development and engagement.

In this sense, we take immense pride in our accomplishments, and I am delighted to announce that we have secured prestigious contracts for the Miami and Las Vegas Grand Prix events, solidifying our position as industry leaders. We are also thrilled to unveil our new unit in Miami.

While these developments bring exciting economic news, they also mark significant progress in our sustainability efforts. By equipping our new units with natural resource-efficient equipment, we not only drive operational efficiency but also contribute to environmental protection. Furthermore, these expansions create valuable economic opportunities for the local communities, fostering a symbiotic relationship between economic growth and societal practices.

While celebrating our achievements, we remain acutely aware of the challenges posed by escalating energy prices. To address these risks, we are actively exploring opportunities to reduce our reliance on fossil fuels and transition towards renewable energy sources. This strategic shift not only mitigates energy price volatility but also propels us closer to our ambitious net-zero targets.

Looking ahead, our sustainability commitments are ambitious. By 2030, DO & CO aspires to achieve Net Zero across our scope 1 and 2 emissions and a deforestation-free supply chain, making a substantial contribution to environmental preservation. Moreover, we remain steadfast in our commitment to provide 25 hours of annual training to our employees by 2025, empowering them with the necessary skills and knowledge for their professional advancement.

I extend my sincere gratitude to our dedicated employees, esteemed customers, trusted suppliers, valued investors, and supportive communities. Together, we have surmounted the challenges of the past year, emerging stronger and more determined. Let us continue to collaborate, innovate, and push the boundaries of sustainability, creating a lasting positive impact on our planet and future generations.

Vienna, 9th of June 2023

Attila Dogudan m.p.
Chairman of the Management Board

Mag. Gottfried Neumeister m.p.
Member of the Management Board

Attila Mark Dogudan m.p.
Member of the Management Board

OUR STRATEGY

DO & CO's business strategy is embedded in its constant pursuit of culinary excellence in our three divisions: Airline Catering, Event Catering and Restaurants & Hotels. Our first and foremost priority is to provide our customers with the best catering experience, whether it is at a Formula 1 Grand Prix in the desert or on board a Business Class flight on one of the over 60 airlines we serve. Likewise, as a global gourmet entertainment company we realise the magnitude of our resource use and social contribution. In this sense, we developed our strategic direction to recognise that we have 3 customers to serve: our business customers, our staff and our environment.

Our Purpose is to serve food to the highest standards – culinarily, environmentally, and socially.

Our Vision is to become a regenerative company by minimising our environmental impact and promoting social practices wherever we serve our customers.

Acknowledging our responsibility towards our stakeholders and the environment, we are committed to incorporating Sustainability into our operations. This agenda is re-affirmed in our goals and commitments:

Governance & Compliance					
	Emissions	Waste & Circularity	Sustainable Sourcing	Customer Nutrition & Well-being	Employee Development & Engagement
Airlines	We are committed to increasing our engagement in sustainable practices, respecting the +1,5 Celcius threshold, by decreasing our GHG emissions and our carbon footprint.	We are committed to reducing our waste output, use the Waste Hierarchy as our principal guideline to prevent, reuse, recycle our waste, or otherwise process it in a way that promotes our sustainable waste management objectives.	We are committed to sourcing our products in a responsible and sustainable manner. We aim to minimize our environmental and impact, review and monitor our supply chain to ensure our sustainable sourcing targets are met.	We are committed to continue supplying our customers with nutritious health meals and strive to constantly improve their nutritional value based on WHO guidelines for a healthy diet, in addition to safeguarding our customers health by rigorous quality checks and audits.	We are committed to continue our efforts to safeguard the well-being of our employees and job satisfaction by providing them with a supportive and engaging workplace culture.
Events					
Restaurants					
Targets	<div>» Net zero 2030 in Scope 1 & 2, 2040 Scope 3</div> <div>» 100 % renewable energy in Europe by 2025</div> <div>» Phase out fossil fueled vehicles by 2030</div>	<div>» No food waste landfilling by 2030</div> <div>» Pilot AI food waste system by 2024</div> <div>» No single-use plastic in our operations by 2030*</div> <div>*where feasible within regulatory limits</div>	<div>» Deforestation-free supply chain by 2030</div> <div>» Source 60 % locally by 2030*</div> <div>*based on new methodology</div>	<div>» Reformulate 80 % of our menu based on WHO guidelines</div> <div>» Increase share of plant-based meals by 2025</div>	<div>» Recruit 50 % women in management by 2030</div> <div>» 80 % of employees trained in ESG topics</div>

Our strategy is aimed at harnessing macroeconomic trends to achieve sustainable growth, both in terms of economic performance and our environmental and social impact. By aligning our growth objectives with these broader considerations, we seek to create long-term value for our stakeholders and contribute positively to society.

Macroeconomic Trends	DO & CO Sustainable Growth & Efficiency Avenues
Climate change adaptation and mitigation: Increased focus on building resilience to climate impacts such as droughts and natural resource scarcity and undertaking actions to minimise contribution to climate change.	a) Increase equipment energy efficiency to achieve cost savings and drive climate risk mitigation. b) In-house renewable energy production, potentially as an additional revenue stream.
Waste & Circular economy: Market preference for reuse, recycling, and regeneration of materials and products. Shift away from the traditional linear „take-make-dispose“ model.	a) Driving waste prevention initiatives, leading to decreased costs for waste management. b) Partnering for material recycling of aluminium, plastic, cardboard, and grey water, generating additional revenue and decreasing associated environmental impact.
Sustainable sourcing: Shift of consumer preferences towards products from companies committed to sustainable sourcing practices, respecting environmental and social international guidelines.	a) Support local suppliers and producers, contributing to local economies and communities while maximising product quality. b) Construction of warehouses to reduce transportation and associated costs and environmental impacts.
Nutrition: Global market cap of plant-based products is increasing and expected to continue growing, promoting sustainable and healthy diets while reducing the environmental impact of food production.	a) Reduce our environmental footprint by shifting our menu portfolio to more plant-based products, which are less resource-intensive than animal-based products. b) Building relationships with suppliers with access to diversified crops and farms, instead of mono-cultures and highly impactful livestock farms. c) Follow and adapt to the new requirements of our customer base, offering them a wider range of menu options, based on their dietary habits.
Employee development & engagement: Competitive talent landscape, where candidates seek companies that offer opportunities for self-development, growth, and flexibility.	a) Improve our employee training and retention programmes to decrease employee turnover and associated costs and improve employee morale and associated productivity. c) Continue growth and expansion to the US and partnerships in the Middle East, creating jobs and value for the local communities.

Based on our above outlined selection of business growth avenues, we aim to use our global presence to show that gourmet entertainment goes hand in hand with sustainable business practices.

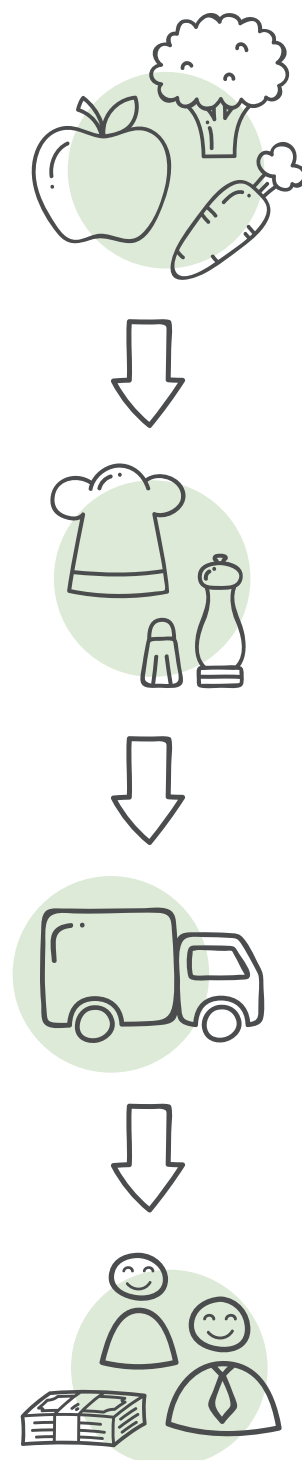
THE DO & CO BUSINESS MODEL: CONSCIOUS GOURMET CUISINE

We acknowledge the environmental and social challenges the world is currently facing. As such we have re-framed our business model approach as “Conscious Gourmet Cuisine”, informed by our global Sustainability agenda, and materialised by our Action Plans.

VALUE PROPOSITION

DO & CO delivers gourmet cuisine with high attention to detail to a serve large number of freshly prepared dishes of the highest quality “à la minute”. Our value proposition is inextricably embedded in environmental responsibility and employee and social engagement. Our gourmet culinary services are based on the sourcing of local ingredients, which are managed and processed utilising a Zero Food Waste mentality.

Our sense of employee and social engagement is exhibited through the traditional values of the service industry. Our dedicated team of hosts takes great pride in prioritising the needs and satisfaction of each guest who walks through our doors. We are committed to providing exceptional service and treating every individual, whether they are an employee or a customer, with the utmost respect and dignity. These values shape our core proposition of delivering outstanding service and fostering an atmosphere where everyone feels valued and appreciated.



KEY ACTIVITIES, CONSUMERS & REVENUES

The majority of our revenue, approximately 75%, is generated through our renowned airline catering services for airlines. We take great pride in serving major airlines such as Turkish Airlines, British Airways, Delta Air Lines, Emirates, Qatar Airways, Iberia 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 while delivering exceptional culinary experiences to passengers.

Around 15% of our revenue stems from our thriving events business, catering to prestigious international events like the F1 Grands Prix, ATP matches in Madrid, concerts in Munich's Olympic arena, and the FIFA in Qatar. In this segment, we aspire to showcase our dedication to sustainability by incorporating eco-friendly practices throughout the event planning and execution process. We prioritise the establishment of warehouses in host countries to minimise transportation requirements, thus reducing our overall carbon footprint and ensuring efficient supply chain management.

The remaining portion of our revenue is derived from our acclaimed restaurants, lounges, and hotels, home to renowned brands such as Demel, Hediard, Henry and the Onyx at the Haas House. Within these establishments, sustainability remains at the forefront of our operations. We emphasize sourcing 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. Less than 1% of our revenues is generated by logistic fees stemming from waste handling and recycling.

KEY RESOURCES & PARTNERS

By placing our staff at the heart of our premium offering, partnering with local and responsible suppliers, and collaborating with airline and event partners, we are proud to demonstrate our commitment to exceptional hospitality and sustainability. These pillars form the core of our business model, ensuring that DO & CO continues to deliver remarkable experiences while making a positive impact on the environment and the communities we serve.

Staff: At DO & CO, we understand that the key to our premium offering lies in our exceptional staff, each with their own unique personality and a genuine passion for hospitality. Our talented chefs and dedicated service teams work tirelessly to deliver the world of DO & CO's culinary hospitality, ensuring an unforgettable experience for our customers.

Customers: Collaboration is essential to driving the sustainability agenda within the airline and catering industry. We actively engage with our airline partners, sharing knowledge and expertise to develop innovative sustainable design and product solutions. Together, we strive to shape a more sustainable future for our industry, embracing responsible practices and minimising our environmental footprint.

Suppliers: Our dedication to sustainability extends beyond our internal operations. Through our Supplier Code of Conduct, we do our best to ensure that our sustainability goals are met, ensuring every step of our operations contributes to a greener future. This commitment extends to providing sustainable food options, eco-friendly packaging, and other relevant materials. By working hand in hand with our suppliers, we ensure that our entire value chain reflects our determination to make a positive impact. We also prioritise working with local suppliers and producers, not only to support the communities in which we operate but also to ensure the freshness and quality of our ingredients. By championing local sourcing, we contribute to sustainable supply chains and foster economic growth in the regions we serve.

Memberships: To solidify and communicate our business model of sustainable gourmet cuisine, we actively participate in interest groups that represent our sustainable values, fostering collaboration and advocacy within the industry.

respACT
austrian business council
for sustainable development

C.I.R.A
CERCLE INVESTOR RELATIONS AUSTRIA

REPORTING SCOPE AND BOUNDARY

To enhance transparency for our diverse stakeholders, we have intensified our reporting efforts to deliver a comprehensive overview of our sustainability progress across our business operations. Our goal is to subscribe to the highest sustainability standards, thus adding value to our services and strengthening our relationships with customers, investors, employees, and other stakeholders. Therefore as of the financial year 2022/2023 we are using the following reporting standards and ESG- based review processes.

- » EcoVadis Questionnaire
- » CDP Questionnaire
- » GRI Index (Annex)
- » TCFD Report
- » SASB Index (Annex)

To enhance the accuracy and efficiency of our reporting, we have implemented a state-of-the-art ESG reporting tool empowered by artificial intelligence. This advanced tool seamlessly scans our invoices and provides our departments with direct access to input and current data as necessary. By utilizing this method, we can confidently ensure that our data is captured with precision and integrity, thereby bolstering the reliability of our reporting process. We firmly believe that by increasing transparency through reporting based on internationally set ESG standards, we ensure that our practices are up to code, pinpoint any improvement areas and continue striving to create an overall sustainable operation. As such DO & CO aims to continue to inspire our stakeholders and continue its long-standing tradition of being at the forefront of innovation in the culinary, catering and event industry.

DO & CO AIMS TO
CONTINUE TO INSPIRE
OUR STAKEHOLDERS
AND CONTINUE ITS
LONG-STANDING
TRADITION OF BEING
IN THE FOREFRONT OF
INNOVATION IN THE
CULINARY,
CATERING AND EVENT
INDUSTRY.

OUR MATERIALITY & RISK ASSESSMENT

To align our stakeholder interest with our sustainability strategy, we conducted a materiality analysis in our fiscal year 2021/2022. Since then, we further assessed and prioritised our material topics. Using a blended process, we engaged internal and external stakeholders through a survey and interviews. We engaged with management and non-management staff, customers, investors and ESG rating agencies. We selected 28 topics within the impact areas **Environmental Stewardship – People Values & Social Engagement – Governance & Compliance** and results were reviewed and approved by the Management Board. Our strategy hence reflects our stakeholders' interests.

The process of topic identification, analysis, selection, prioritization, and approval is reviewed annually to assure that our sustainability approach reflects our evolving business operations and stakeholders' expectations. We will continue to keep open communication channels throughout this process, to constantly improve our practices and allow stakeholder participation. Please find details to our stakeholder engagement in our appendix.

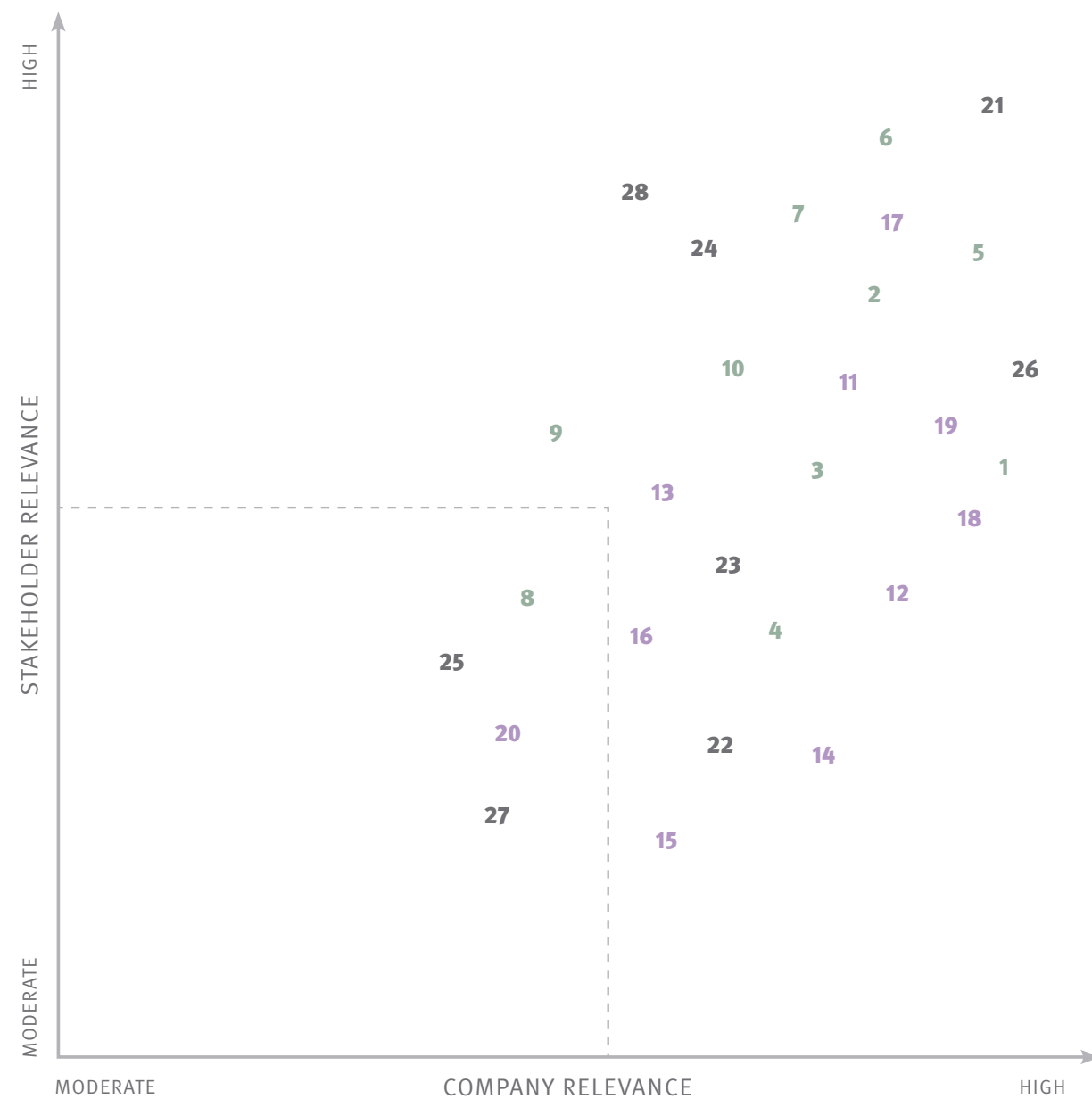


	Topics	Description	Strategic Pillar
Environmental Stewardship	1. Energy consumption	Impact from energy use, energy efficiency and emissions related to energy consumption.	Emissions
	2. Transport emissions	Scope 1 direct emissions from our logistics operations for regarding product transfer and service provision.	Emissions
	3. Supply chain emissions	Scope 3 indirect downstream emissions from our supply chain.	Emissions
	4. Climate change	The effect of chronic and acute physical climate change risks on our business, and how we contribute to its exacerbation or mitigation.	Emissions
	5. Packaging waste	Packaging stemming from catering operations, purchased items and items disposed by customers.	Waste & Circularity
	6. Food waste	Waste from food preparation, spoilage, spillage, over-production, or over-ordering.	Waste & Circularity
	7. Sustainable packaging materials	Sustainable origin, manufacturing (recycled, reused) and disposal method (recyclable, biodegradable), of material used for packaged DO & CO products.	Waste & Circularity
	8. Biodiversity protection	Protection of biodiversity hotspots adjacent to our operation sites and affected by our sourcing behaviour.	Topic under monitoring
	9. Water consumption & chemicals use	Water management as well as pollution prevention and control.	Topic under monitoring
	10. Environmentally friendly sourcing	Environmental criteria for suppliers, including locality, seasonality, and organic production.	Sustainable Sourcing
Social Engagement	11. Socially responsible sourcing	Social criteria for suppliers, relating to human rights, labour standards, measures against child and forced labour, and respect for rights of indigenous people.	Sustainable Sourcing
	12. Healthy Diet	Nutritional effects on our consumers' diets, providing a diverse line of healthy and nutritious food and beverage products.	Customer Nutrition & Wellbeing
	13. Product labelling	Transparent product labelling provides our consumers with accurate and adequate information as well as responsible advertisement.	Customer Nutrition & Wellbeing
	14. Diverse and inclusive meal choices	Providing meal choices suitable for different religious, cultural, or dietary requirements.	Customer Nutrition & Well-being
	15. Local presence and inclusive growth	Prioritising opportunities for local communities and businesses.	Employee Development & Engagement

	16. Labour practices	Uphold responsible labour standards within own operations, incl. freedom of association, collective bargaining agreements and the provision of adequate working hours and living wages.	Employee Development & Engagement
	17. Occupational health & safety	Mitigate any risks or negative health and mental health effects related to stress, working hours, night shifts and occupational accidents.	Employee Development & Engagement
	18. Employee training & career development	Provide training modules related to career, skill, performance, and personal development across all employee levels, including the Board, management, and departmental employees.	Employee Development & Engagement
	19. Diversity & Inclusion	Promote and underline the importance of diversity and inclusivity in the workforce, creating a safe and equitable work environment.	Employee Development & Engagement
	20. Soft and hard legacies of events	Raise awareness, share knowledge, and best practices, by implementing sustainability initiatives during events.	Topic under monitoring
	21. Food safety	Uphold the highest standards of food quality, hygiene standards and food cooling practices to ensure our products' integrity.	Governance & Compliance
Governance & Compliance	22. Guest security	Ensuring high levels of security in airports, planes, lounges, and events.	Governance & Compliance
	23. Data security and protection	Compliance with existing privacy laws or voluntary standards regarding the protection of customer and employee data.	Governance & Compliance
	24. Anti-corruption	Compliance with all applicable laws, as well ensure the provision of anti-corruption awareness training and regulate related behavioural patterns.	Governance & Compliance
	25. Expenditure and investment for environmental protection	Expenses taken up by DO & CO to protect the environment from effects and risks arising.	Governance & Compliance
	26. Compliance with environmental law	Compliance with international declarations, conventions, treaties, in addition to international, national, and regional regulations.	Governance & Compliance
	27. Anti-competitive behaviour	Detect and prevent any efforts to fix prices, coordinate bids, resulting in market restrictions or customer/geographic quotas.	Governance & Compliance
	28. Taxation and financial transparency	Ensure the compliance and transparency of our tax records across our international and public financial presence.	Governance & Compliance

The conducted sustainability materiality analysis is of utmost importance in our pursuit of responsible business practices and long-term success. We identified environmental, social and governance risks that may affect our reputation, regulatory compliance, and financial performance. By addressing these risks proactively, we safeguard our brand, enhance stakeholder trust, and ensure the longevity of our business. Moreover, materiality analysis helps us identify opportunities to innovate and develop sustaina-

ble solutions, positioning us as a leader in the industry. By aligning our business strategy with the most material sustainability issues and following UNSDG Goal Alignment, we enhance operational efficiency, reduce costs, attract socially conscious investors, and meet the evolving expectations of our customers and employees.



MATERIALITY TOPIC

GRI TOPIC

SDG MAPPING

Energy consumption
Transport emissions
Supply chain emissions
Climate change
Packaging waste
Food waste
Sustainable packaging materials
Biodiversity protection
Water consumption & chemicals use
Environmentally friendly sourcing
Socially responsible sourcing
Healthy Diet
Product labelling
Diverse and inclusive meal choices
Local presence and inclusive growth
Labour practices
Occupational health & safety
Employee training & career development
Diversity & inclusion
Soft and hard legacies of events
Food safety
Guest security
Data security and protection
Anti-corruption
Expenditure and investment for environmental protection
Compliance with environmental law
Anti-competitive behaviour
Taxation and financial transparency

GRI 204
GRI 301
GRI 302
GRI 303
GRI 304
GRI 305
GRI 306
GRI 308
GRI 414

GRI 401
GRI 402
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GRI 206
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GRI 413
GRI 415
GRI 416
GRI 417
GRI 418

6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	13 CLIMATE ACTION
14 LIFE BELOW WATER	15 LIFE ON LAND	
2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION
5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION		
8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS	

Based on our strategic pillars, informed by our material topics, we proceeded to identify the risks our business activities pose to the environment and society and in turn how external factors pose a risk to our business. These risks were identified through internal stakeholder engagement, expert interviews and industry analyses. The mitigation of these risks is addressed through our initiatives throughout the report and synthesised below.

DO & CO Strategic Sustainability Pillars	Risks To DO & CO	Risks To Environmental & Society	Mitigation Measures & Initiatives
Emissions	Increased Energy Prices	Physical Effects Of Climate Change, E.g., Extreme Weather Events	Transition to renewable energy generation and sourcing, increasing our energy efficiency through technology and trainings, as well as phasing out fossil fueled vehicles.
	Carbon Pricing Regulation		
Waste & Circularity	Fines Associated With Plastic Regulations	Environmental Pollution	Diverting waste from land-fill, increasing recycling and improving meal-planning, cooking and ordering patterns
	Increased Waste Management Costs	Loss Of Natural Resources	
Sustainable Sourcing	Exposure To Drought Prone Ingredients	Biodiversity Loss	Issuing DO & CO Supplier Code of Conduct, including ESG clauses, improve supplier screening and auditing processes.
	Exposure To Socially Critical Suppliers	Human Rights Risks	
Customer Nutrition & Wellbeing	Compliance & Legal Risks Associated With Customer Safety	Health Risk Due To Product Contamination	Conduct regular health & safety audits, in addition to laboratory analyses and the provision of relative trainings.
	Brand Preference & Reputation		
Employee Development & Engagement	Employee Turnover	Mental Health	Provision of career and personal development opportunities including HR sensitivity trainings, including imposing two-way communication channels between employees, management and HR.
	Attract New Talent		
	Employee Injuries In Operations	Safety	
Minor	Moderate	Major	Severe

We firmly believe that analysing, monitoring and addressing our sustainability risks enhances our resilience and uphold responsible practices. Through an assessment of environmental, social, and governance factors, we systematically identify and address potential risks, enabling us to proactively mitigate challenges, safeguard our reputation, and seize emerging opportunities. By integrating sustainability into our core business practices, we remain committed to creating long-term value for our stakeholders and fostering a sustainable future.

We are dedicated to continuously improving our sustainability risk assessment practices, working together with our internal audit team. The brief overview provided here provides an initial overview of our internal methodology, which delves deeper into assessing and managing sustainability risks. Through this robust framework, we ensure a thorough understanding of the potential risks and their implications, enabling us to implement targeted mitigation strategies and maintain our commitment to responsible business practices.



MANAGEMENT APPROACH

OUR SUPERVISORY GOVERNANCE & STRUCTURE

At DO & CO we place a strong emphasis on good governance and ethical conduct in our business practices. DO & CO Aktiengesellschaft commits itself as of March 2007 to comply with the Austrian Code of Corporate Governance and publishes the voluntary declaration of commitment both in the corporate annual report and on the website (www.doco.com). The Austrian Code of Corporate Governance prioritizes responsible management and control of the company, with a focus on sustainable and enduring value creation.

By adopting policies that promote accountability, transparency, and compliance with regulations, we are actively demonstrating our commitment to conducting business with integrity and promoting the interests of our shareholders. Furthermore, by applying accurate and transparent reporting practices, we promote a business culture embedded in accountability and ethical conduct across our diverse entity group. This approach has been integral in addressing global challenges, such as the COVID-19 pandemic, climate change and global economic fluctuations.

Our governance structure also reflects the diversity of our workforce, shareholders, and consumers. Our Supervisory board is composed of 75% independent members and 25% female members, covering financial, industry specific, and sustainability expertise. Our standing committees of the Supervisory Board, including the Audit, Nomination, Compensation, Executive, and ESG Committees, provide focused oversight in key areas of our business and ensure that the company meets its obligations, responsibilities, and commitments.

The Supervisory Board has established guidelines to govern its operations and ensure its effectiveness in overseeing our internal management. These guidelines cover various areas, such as the composition and functions, the independence of its members, their stock ownership and compensation, and their role in managing succession planning and review processes. These guidelines also address leadership structures, including the appointment of committees and the selection of new members to the Supervisory Board. Additionally, the board recognises the significance of our social responsibilities and has established processes to review and monitor our sustainability performance.

	2022/23	2021/22	2020/21
# of women on management board	0	0	0
% of women on supervisory	25 %	25 %	25 %
% of independent supervisory board members	75 %	75 %	75 %

OUR ESG GOVERNANCE

We are committed to pursuing sustainability excellence and integrating ESG considerations into our operations at all levels of the organization, ensuring continuous progress towards our goals.

Board Level Accountability: The sustainability department defines the company's sustainability roadmap in close coordination with the Management Board. Our Co-CEO, Gottfried Neumeister, bears accountability and responsibility for the operationalisation of initiatives that mitigate climate-, social, and governance risks and maximise our opportunities. All sustainability efforts are aligned in coordination with the CEO, Attila Dogudan, and business unit leaders in a co-creational approach.

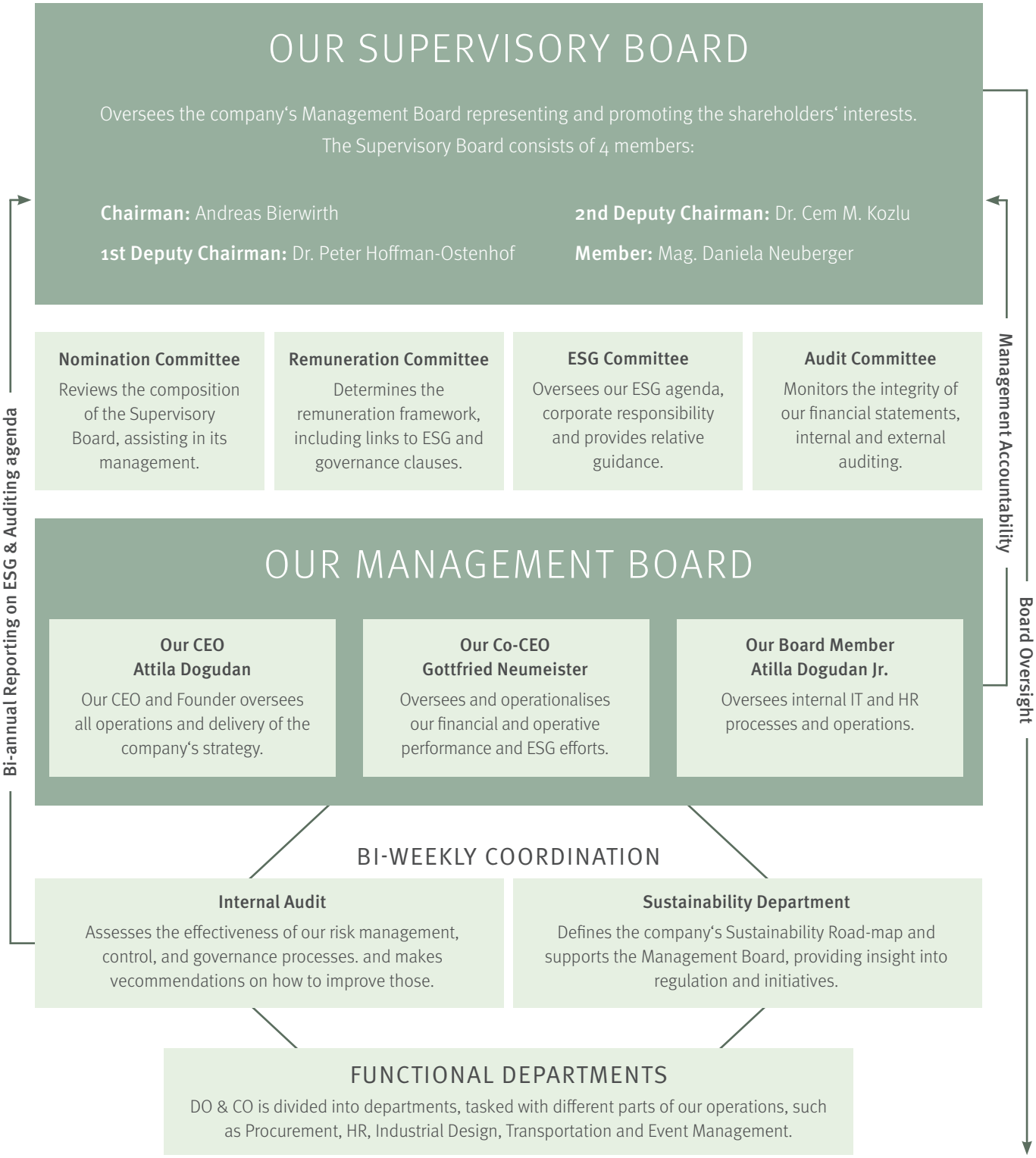
The Management Board receives tailored reports on DO & CO's progress and key issues periodically. Key personnel include our centralised Sustainability Department consisting of our Global Head of Sustainability, Isabella Susnjara, and her motivated team, tasked with delivering our roadmap. The expansion of the role of the Sustainability Department solidifies DO & CO's commitment to drive both internally and externally the ESG agenda, across all three of its divisions.

Management Level Accountability: The effectiveness of corporate governance is continually enhanced by including ESG-specific topics in Management Board meetings. Also, we continue our remuneration system for our business unit managers, whereby 20% of their variable remuneration is linked to the achievement of ESG targets. This incentivises managers to prioritise sustainability considerations in their decision-making processes and reinforces our commitment to sustainable practices.

Board & Management Training: To strengthen our governance processes, the Management Board has undergone training to enhance their understanding of sustainability issues, specifically with respect to the strategic pillars of the company, i.e., Emissions & Energy, Waste & Circularity, Sustainable Sourcing, Consumer Nutrition & Wellbeing and Employee Development. The training was conducted over an interactive 6-week period and has equipped the Board with the knowledge necessary to integrate sustainability considerations into all decision-making processes. As a result of this training, the Board is better positioned to identify and manage sustainability risks and opportunities, and to drive positive impact across the organisation. Already 100% of our governing body members have received anti-corruption training.

Capital Markets: Furthermore, we have recently been listed on the Sustainability Index of Borsa Istanbul, which is a testament to our dedication to sustainability. We recognise the importance of aligning our capital market presence with our sustainability vision, and being listed on this index is a significant milestone in this regard.





SUSTAINABILITY-ORIENTED MANAGEMENT APPROACH

DO & CO recognizes the significance of adapting our practices to the ever-evolving environmental and societal landscape. Our Sustainability Department has diligently revised our policies to align with our unwavering commitment to the international ESG agenda. These policies not only serve as internal guidelines but also demonstrate our public dedication to upholding sustainability standards within our industry. We have set ambitious climate targets and proactively engage with stakeholders to achieve them. The table presented below provides an overview of our implemented action plan and outlines DO & CO's ESG targets.

	Use of Natural Resources Policy	Sustainable Sourcing Policy	Human Rights Policy	Diversity, Inclusion & Equity Policy	Employee Wellbeing & Engagement Policy	Customer Health & Nutrition Policy
Targets	<div>1. Achieve Net Zero status by 2040 across our supply chain</div> <div>2. Transition our fleet to EVs, hybrid and alternative fuelled vehicles by 2030</div> <div>3. Utilise and install AI food waste measuring systems in our operations by 2025</div> <div>4. Ongoing monitoring and modelling to determine our demand for freshwater</div>	<div>1. Achieve a Net-Zero Deforestation supply chain by 2030</div> <div>2. Source locally 60% of our products by 2030*</div> <div>3. Source meat products only from gestation crate-free producers by 2030.</div> <div>*According to new methodology</div>	<div>1. Abide by local labour laws</div> <div>2. Zero tolerance policy on discrimination, modern slavery, and child labour cases</div> <div>3. Opportunities for personal and professional development</div>	<div>1. Egalitarian and transparent recruiting process</div> <div>2. Zero tolerance for any discriminatory behaviour</div> <div>3. Monitor closely and investigate any reports of discrimination</div> <div>4. Offer diversity & inclusion training</div>	<div>1. Ensure gender pay gap parity</div> <div>2. Transparency of all HR-related processes</div> <div>3. Recruit 50% women by 2023 in senior management positions</div> <div>4. Recruit a representative share of minorities within the countries where we operate by 2030</div> <div>5. 85% employee participation rate in ESG related training by 2025</div>	<div>1. Extend allergy control to all our meals by 2025</div> <div>2. Increase internal and external health audits and inspections</div> <div>3. Apply the DO & CO Healthy Menu Guidelines by 2024</div> <div>4. Reformulate at least 80% of our meals to decrease salt, sugar, and saturated fat content</div> <div>5. Increase the share of plant-based meals by 2025</div>

ENVIRONMENTAL STEWARDSHIP

We seek to minimise our environmental impact and promote sustainable practices throughout our operations. By doing so, we can continue to reduce our carbon foot-print, conserve natural resources, and secure a more sustainable future.

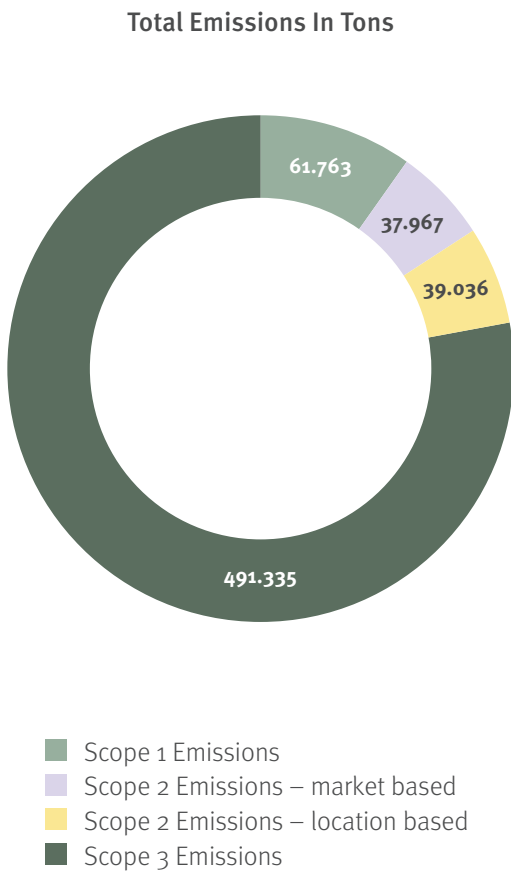
EMISSIONS

Green House Gas (GHG) emissions have been recognised by the global scientific community as the main driver of climate change. The Intergovernmental Panel on Climate Change (IPCC) has officially stated that human-induced emissions are actively contributing to changes in temperature, air quality and other adverse effects on Earth’s ecosystems. Given our global outreach, we are aware of the potential contribution our operations can have on the exacerbation or mitigation of these adverse effects, and as such aim to re-evaluate our modus operandi to uphold the standards set by the 2016 Paris Agreement, to contribute to the efforts to limit temperature increase to 1.5oC. To show our commitment, we have joined the Science-Based Targets initiative (SBTi) and are developing sciencebased long-term and mid-term targets for reducing GHG emissions. Our SBTi target will be confirmed throughout the fiscal year 2023/2024 and we are aiming to deliver a Net Zero Target for our Scope 1 and 2 emissions by 2030 and for our scope 3 emissions until 2040.

In this year’s report, we are proud to announce that we have calculated our full scope 1, 2, and a significant part of our 3 emissions for the first time. Our emissions have been calculated according to the GHG Protocol, which is the industry standard for measuring greenhouse gas emissions.

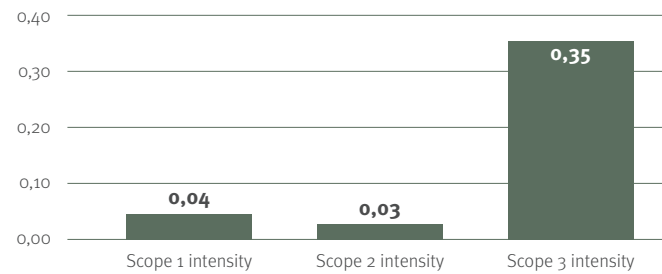
To enhance the precision of our results, we have adopted a hybrid approach for our calculations. Around 80% of our emis-sions have been computed using a consumption-based methodology, which factors in elements such as fuel consump-tion, actual energy usage, and product procurement. We firmly believe that this approach offers the utmost accuracy when calculating emissions.

The remaining 20% of our emissions were calculated using a spend-based approach. This involves determining the amount of money spent on a product and using an emission factor to calculate the associated emissions. While this approach can be less accurate than the consumption-based method, due to price volatility of commodities, it provides valuable insights into our emissions and allows us to identify improvement areas.

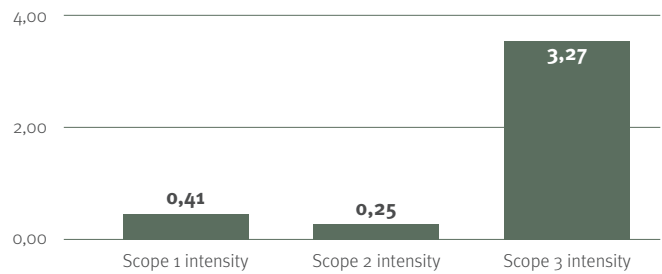


The solid baseline of our full emissions inventory enables us to report our emissions reduction progress on an annual basis. To ensure that we stay on track with our sus-tainability goals, we will be monitoring our emissions reduction progress on a quar-terly basis and setting targeted initiatives to address any gaps. Our initiative include:

Emissions Intensity – CO₂e Tons Per '000 EUR Revenues



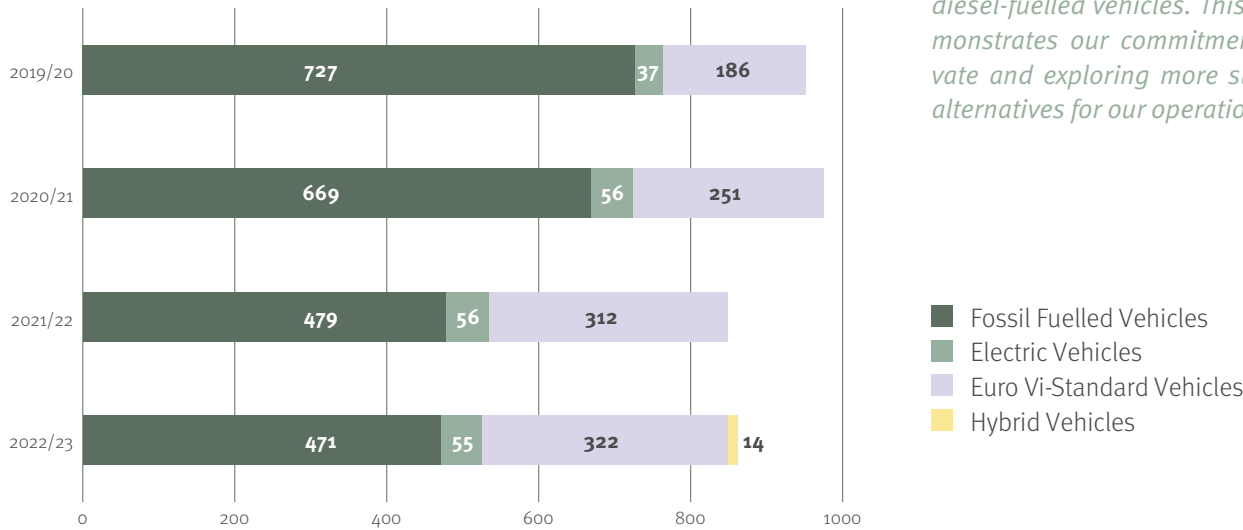
Emissions Intensity – CO₂e Tons Per '000 Meals



FLEET MANAGEMENT

We have committed to end the addition of any solely fossil fuelled vehicles in our trans- portation fleet and phase them out entirely by 2030. Any newly purchased vehicles are to be electric, hybrid or alternatively fuelled, where technological alternatives exist. Dur- ing the last financial year, we successfully replaced 8 of our fossil-fuelled vehicles with 14 hybrid vehicles and 10 EURO VI vehicles, resulting in reduced emissions and a more environmentally friendly fleet. Furthermore, we have reduced the idle time of our fleet when cooling food products by plugging the cooling module into an outlet, rather than relying on the engine to power the cooling system. This reduces unnecessary emissions and helps us to conserve fuel. Finally, to maintain fuel efficiency of our fleet we conduct regular maintenance checks, tire pressure checks, and driver training programs.

Number Of Vehicles



CASE EXAMPLES:

At DO & CO we seek to lead in climate transition. We already significantly in- creased electrification of our passen- ger vehicles in Spain and the UK. Fin- ding carbon-free alternatives to our highloaders poses one of the greatest challengest for reducing our scope 1 emissions. However, we are taking the first steps DO & CO LAX Unit we acqui- red a fleet of propane-fuelled high- loaders for the airport operations. While not carbon-free, propane-fuel- led vehicles have a lower carbon con- tent than conventional gasoline and diesel-fuelled vehicles. This action de- monstrates our commitment to inno- vate and exploring more sustainable alternatives for our operations.

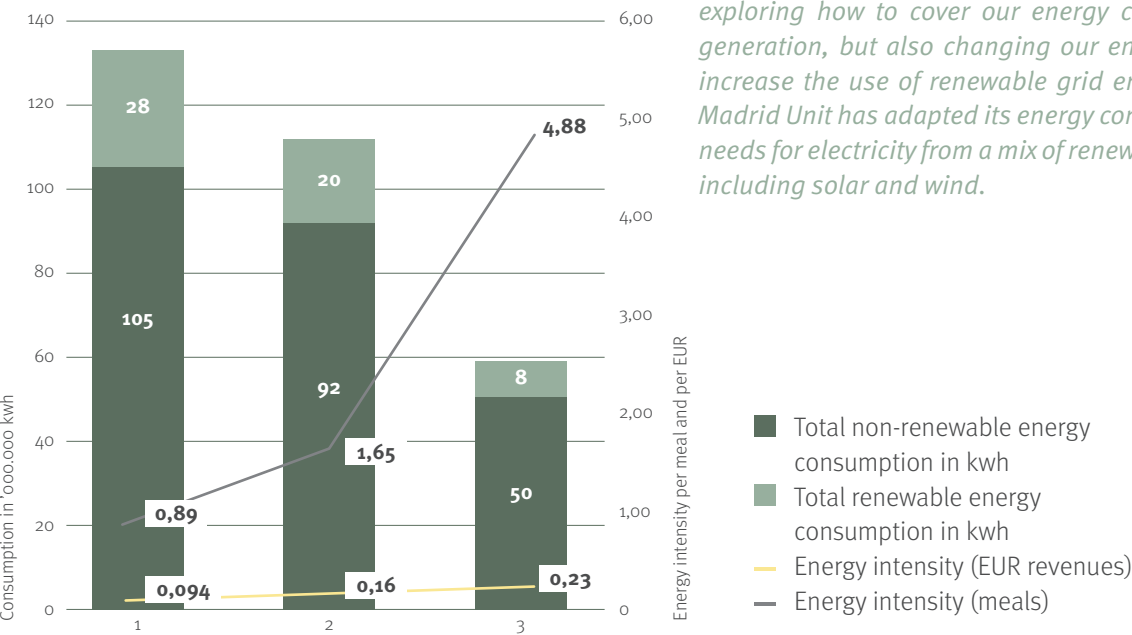
ENERGY EFFICIENCY IN OPERATIONS:

As part of our constant efforts to reduce our carbon footprint, we address the efficiency of our buildings and operating equipment. Despite an increase in absolute energy consumption attributed to the rise in flight volume and subsequent growth in business operations, we have successfully reduced our energy intensity, measured as energy consumption per revenue and per meal, by a significant margin. Compared to the previous financial year, we have achieved an impressive 41% reduction in energy intensity when considering energy consumption relative to revenues. Our energy intensity, measured as energy consumption per meal served, even demonstrated a remarkable reduction of 46%.

We achieved our efficiencies through rigorous energy management practices. As a first step, we conduct an energy audit of our facilities and operations. This helps us identify areas where energy is being used inefficiently and opportunities for improvement. We have already conducted energy audits in part of our Units and are working on expanding this process globally. Based on the results of the energy audit, we set targets for reducing energy use. These targets are ambitious but achievable and align with our overall sustainability goals of reaching Net Zero across scope 1 and 2 by 2030.

We actively seek to reduce our energy use by installing automatic lights in our Units’ offices, preventing the unnecessary use of electricity, as well as investing in energy efficient-lighting and facility equipment. We are working on upgrading windows to double-glazed, insulating doors to minimise heating and cooling loss and thus increase our Units’ buildings’ efficiencies.

Energy Consumption Performance



CASE EXAMPLES:

DO & CO London Heathrow Unit has moved forward with the installation of solar panels on its rooftop to increase the share of renewable energy used for its operations. Although the energy produced cannot cover the entirety of the Unit’s consumption yet, this year the solar panels were responsible for the production of 303,737.6 KWH. Additionally, through its energy recovery programme our London Unit provided 130 houses with electricity and 77 houses with biogas for heating that was produced from a bio-whale on site for food waste and effluent waste. We are not only exploring how to cover our energy consumption by self-generation, but also changing our energy agreements to increase the use of renewable grid energy. Our DO & CO Madrid Unit has adapted its energy contracts to cover all its needs for electricity from a mix of renewable energy sources, including solar and wind.

RENEWABLE ENERGY USE:

One of our main energy initiatives is to reduce our dependence on energy derived from finite fossilfuels. This is a considerable step towards energy security as fossil-fuel prices increase and the mitigation of the adverse effects of climate change. Already over 20% of our consumed energy comes from renewable sources. Our overall goal for all our EU operations is to become 100% dependent on renewable energy sources by 2025. In view of this ambitious goal, we are focusing our efforts towards turning to renewable energy sources, whether in the form of central grid lines or producing energy in-house throughout our units, whilst constantly promoting energy efficiency throughout our operations.

EMPLOYEE AWARENESS BUILDING:

We believe that behavioural change is a major component ofour successful climate transition. Therefore, we are planning to launch a series of employee awareness campaigns that aim to educate and engage our employees on energy-saving practices. These campaigns will include a variety of activities, such as training sessions, workshops, and awareness programs. We will also provide our employees with energy-saving tips and encourage them to adopt sustainable practices in their daily work routines. By creating employee awareness for energy efficiency, we hope to not only reduce our carbon footprint but also foster a culture of sustainability across our organisation.

CUSTOMER ENGAGEMENT:

We recognise the importance of engaging with our customers to help them make more sustainable choices. As part of this, we have piloted a new menu presentation style that shows the emissions associated with each ready meal option, with the aim of encouraging customers to choose lower carbon options, such as plant-based meals. By providing this information upfront, we hope to empower our airline and event clients to make more informed decisions about the meals they offer to their customers, ultimately contributing to our shared goal of reducing greenhouse gas emissions.

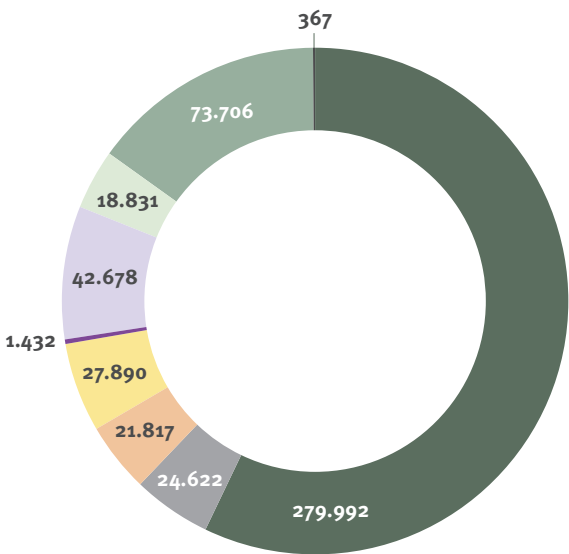
CHANGE IN PRODUCT PORTFOLIO:

Our purchased goods and service make up our largest share of scope 3 emissions. Hence, we are exploring ways to shift our product offerings towards more sustainable options. One approach we are taking is to increase the proportion of locally sourced ingredients in our products. By purchasing locally, we can reduce the carbon emissions associated with transportation and distribution. In addition, we are also exploring the potential for plant-based or plant-forward products in our portfolio. Currently nearly 280,000 tons of our scope 3 emissions come from our purchased goods & services, most of which are emissions related to meat and dairy products. In this respect, shifting towards a more plant-based and plantforward menu has the potential to significantly reduce our scope 3 emissions and support our customers in making more sustainable food choices.

SUPPLIER ENGAGEMENT:

This year we have started to engage deeply with our suppliers regarding our Net Zero ambitions. We are in the process of educating some of our suppliers about the importance of emissions tracking and energy prudence. We encourage our suppliers to set their own emission reduction targets and are looking to implement a system where top suppliers can report their progress to DO & CO annually.

Scope 3 Emissions Breakdown



- Purchased goods and services
- Capital goods
- Fuel and energy related activities
- Upstream transportation & distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Upstream leased assets
- Downstream transportation & distribution

WASTE & CIRCULARITY

Realising the magnitude of resources used in our operations, especially in terms of food products, we need to be conscientious of our waste output and take necessary actions to minimise it. As a gourmet catering company, we are committed to becoming a circular company with a focus on sustainable waste management practices.

WASTE COMPOSITION:

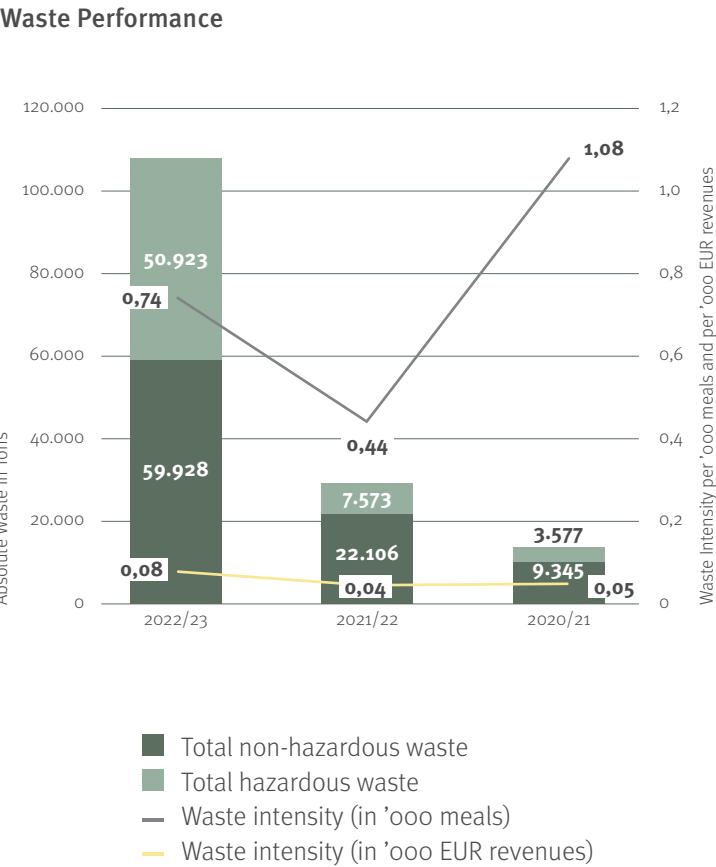
As a global catering company, our waste streams are primarily comprised of three categories. The first category is production waste, which includes waste generated during the preparation of meals and beverages for our airline, event and restaurant clients. This waste consists of materials such as food scraps, packaging materials, and other non-hazardous materials that result from our production operations. We have implemented a comprehensive waste management system to ensure that this waste is properly sorted, recycled, or disposed of in a responsible and sustainable manner.

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 the packaging and serving of meals and beverages on our 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. We have implemented stringent waste management procedures to ensure that hazardous waste generated from our international flights is properly handled, stored, transported, and disposed of in accordance with international regulations and best practices.

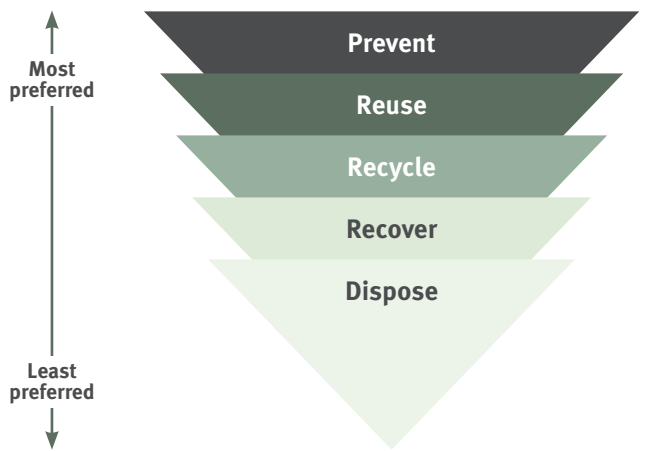
Throughout the fiscal years 2020/21 and 2021/22 the COVID-19 pandemic led to substantial decreases in our waste generation, primarily due to the restrictions imposed on international flights and the limited occurrence of events. The decreased international flight volume, directly translated to a lower proportion of hazardous waste associated with these flights. With the revival of international travel in the fiscal year 2022/23 the proportional amount of hazardous waste generated from these flights also rose. Our company acknowledges the importance of closely monitoring and managing this aspect of waste, ensuring compliance with regulations and sustainable practices to minimise any adverse environmental impact associated with hazardous waste.

Unfortunately, we experienced an increase in waste intensity per meal and per revenue. This situation can be attributed, among various factors, to new operative requirements to serve our esteemed clients. In our commitment to provide exceptional service, we made a significant shift from handling 3rd party frozen meals to procuring and producing over 5 million additional fresh meals from scratch. While this innovative approach brought about the need for additional materials and waste management, we are tirelessly working towards reducing our waste intensity. As part of our efforts, we have deployed cutting-edge waste analytics throughout our operations, successfully piloting these initiatives in both our UK and Spanish divisions.



WASTE MANAGEMENT:

At DO & CO we operate a diverse network of 32 production units across the world, each subject to the local waste regulations in their respective regions. We have implemented a robust waste management system to comply with these regulations, ensuring that we meet the required standards for safe and responsible disposal of waste. Our waste management approach is guided by the Waste Hierarchy, which prioritises waste reduction, reuse and recycling, over disposal. This approach reflects our commitment to sustainable business practices and our desire to minimise the environmental impact of our operations.



PREVENT: At the top of the hierarchy, we prioritise waste reduction by implementing measures that help us minimise waste generation in the first place. Generally, products are ordered daily based on the given number of flights or event attendees, which is constantly reviewed to ensure the avoidance of over-ordering. We use a detailed process to compare ordered weight with actual ingredient usage from the kitchen, in an effort to balance the difference on a daily basis. Weekly meetings are held with relevant stakeholders, overviewing the results of the week, pinpointing divergence areas and liaising to address them and uncover the reasons for their occurrence.

We have implemented a tray preparation system for our kitchen staff. Each tray is meticulously organized with accurately measured portions of the ingredients needed to prepare a menu, ensuring that our talented chefs have the precise quantities of each ingredient required. This system helps minimize the risk of overportioning or spillage, facilitating smooth and efficient kitchen operations. Finally, our Sustainability Team is piloting an AI food waste measuring system within 2023, to create a detailed overview of our waste output, minimise losses and streamline cooking and ordering processes to further prevent waste generation in our production.

RE-USE: Next, we focus on re-using waste materials wherever possible. This includes 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. We have implemented a program to repurpose excess food and ingredients in our kitchen. When we have overproduction or leftover ingredients from a menu, our chefs use their creativity and culinary expertise to prepare delicious meals for our employees. These meals are served in our staff canteens, providing our employees with nutritious and tasty food options while also reducing food waste.

At our events, we strive to minimise food waste and promote sustainability by carefully managing our food inventory and portions. However, in cases where there are excess leftovers, we have implemented a program to donate these meals to local food banks. We are proud of our new collaboration partner “Verein Start Up” in Austria, who tirelessly support us in collecting and disseminating our donation meals in Austria. We believe that everyone should have access to nutritious and delicious food, and we are proud to contribute to this cause by repurposing our excess food. By donating our leftovers to local food banks, we support our local communities while also reducing food waste and promoting sustainability.

RECYCLE: For materials that cannot be reduced or reused, we prioritiserecyclingasthenextbestoption.Weworkwithreputable recycling companies to ensure that our waste materials are properly sorted and processed to maximise their potential for reuse. Our Units in the US, Vienna, Madrid and Istanbul are recycling paper, metal, and glass, whilst increasing their efforts to streamline waste segregation and increase the recycling of plastic.

CASE EXAMPLES:

As a primary example, our London Heathrow Unit, has succeeded in diverting 100% of their waste from landfills, by funnelling it in recycling or energy recovery stations. One significant recycling initiative was the recent installation of a baby revolution machine. The purpose of this machine is to recycle all water bottles returning from flights. The revolution screw squeezes out all the remaining water in the bottle and the aim with this wastewater is to reuse throughout the Unit’s toilets as grey water. The bottles are crushed and then removed for recycling. In addition, our local team are currently in talks with their water bottle supplier to return the crushed bottles to them, to create a closed loop with the water bottles.



RECOVER: Food waste represents a significant portion of our overall waste stream. In order to minimise our environmental impact and 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 significant portion of our waste due to regulatory requirements. We have implemented rigorous waste management processes to ensure that our incineration practices meet or exceed all regulatory requirements.

DISPOSE: Finally, as a last resort, we 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.

We realise that adopting and successfully implementing a circular economy model and mindset in terms of resource management is an arduous task. Nevertheless, we maintain the belief that appropriate waste management can have a positive impact on a multiple of our material topics, including our emissions’ output, use of natural resources and circularity. As technology advances and regulations change, it will become easier to take advantage of useful segments of this untapped resource, 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.

CASE EXAMPLES:

Our DO & CO Madrid Unit is developing an in-house composting system, using anaerobic digestion, to process food waste and divert the output to local farmers as organic material fertilizer, aiming at diverting tons of food waste from being landfilled, which would lead to the production of harmful greenhouse gases, such as CO2 and CH4.

SUSTAINABLE INGREDIENT SOURCING & PACKAGING

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 suppliers who prioritise fair wages, safe working conditions, and ethical sourcing. We believe that by making conscious choices about our sourcing practices, we can create a positive impact on both the environment and the communities we serve.

PRODUCT-SPECIFIC RISK IDENTIFICATION AND MAPPING:

As part of our sustainability efforts, we conducted a comprehensive risk mapping exercise for the main ingredients that we 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	

In our supply chain efforts, we have identified two key priorities to focus on initially. The first is to tackle deforestation in our sourcing by ensuring that our products are free from deforestation and come from sustainable sources. The second priority is to reduce our plastic usage and waste by exploring more sustainable alternatives and implementing new measures to reduce our overall plastic footprint. By addressing these priorities head-on, we hope to make significant progress towards a more sustainable and responsible supply chain. – Our precise approach to responsible supply chain management is laid out in our **Sustainable Sourcing Policy**.

BIODIVERSITY PROTECTION AND ANIMAL WELFARE

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 at DO & CO firmly believe that we have the responsibility to safeguard our supply chain and products from practices that potentially disrupt ecosystem functioning and threaten a species existence. In this sense, we are working on increasing our products that are deforestation- and peatland conversion free as well as have other sustainability certifications that ensure respect for biodiversity and animal welfare.

We have found that products with sustainability certifications typically align with our high standards for product quality. Currently, already 16% of our products are verifiably certified for sustainability criteria, such as BIO, MSC, Fair Trade, Organic, the Vegan Society and others. We are actively seeking to increase our share of sustainably certified products. Specifically on deforestation, we have started engaging with our suppliers to understand if they have deforestation-free certifications. As of now ~90% of our products within the deforestation risk category, beef, paper, soy, palm oil, cocoa, and coffee, could not be verified with deforestation-free certifications. While our range of products with deforestation-free certifications may currently be limited, this insight serves as a valuable guide for focusing our efforts. We have already taken the first steps this year to encourage suppliers to seek certification and provide educational support where necessary.



LOCAL SOURCING

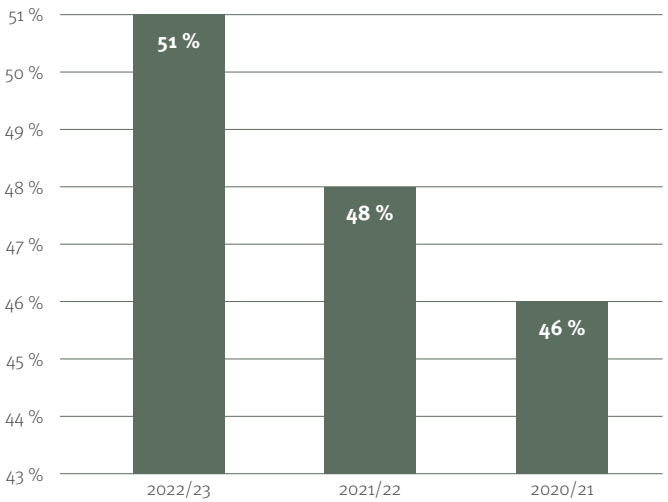
DO & CO is known for prioritising fresh and locally sourced ingredients. While there is no globally uniform definition of „local ingredient,“ we have taken proactive steps to align our practices with the Sustainable Agriculture Network (SAN) definition of „locally sourced“ starting this fiscal year. In our previous methodology we defined “locally sourced” as ingredients being produced “in the same country” as we process them, however, without distance limitations. In the old methodology this could mean that, for instance, US products originating from the West Coast and processed in the East Coast could be classified as “locally sourced” even with a distance of over 4,000km.

According to the much stricter SAN definition of “locally sourced”, only products, grown or produced within a 250-500 km radius of the point of consumption can be considered local. This proactive decision reflects our commitment to maximising sustainability within our operations. We have recalculated our share of local produce from previous years to reflect our new methodology.

As of this fiscal year, approximately 51% of our ingredient purchases, based on EUR purchase value, are locally sourced. It is worth noting that our Turkish markets boast the highest share of locally sourced ingredients, with an impressive 80% locally sourced procurement rate. Our Turkish colleagues have set a great example, and we aspire to bring all our global units to the same level of local sourcing proficiency.

Overall, further increasing our share of locally and seasonally sourced products may imply menu limitations going forward. We are proactively seeking an open dialogue with our customers to increase their awareness of the limitations and collaboratively suitable menu solutions. Our skilled chefs use their ingenuity to create delicious meals within sustainable boundaries.

Percentage Of Food Products Sourced Locally, By EUR Purchase Value



* In new methodology we consider „locally sourced“ as products within 500 km from processing site for meat and 250 km for other produce. Historic values were adjusted according to new method.



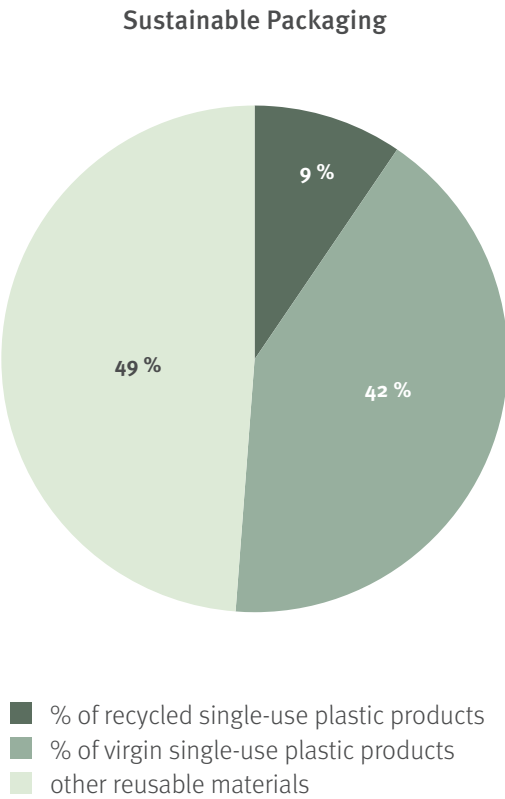
PLASTICS MANAGEMENT

We recognise that single-use plastics have a significant negative impact on the environment and contribute to the growing problem of plastic pollution. We have committed to eliminating singleuse plastic items, such as bags, lids, straws, packaging, and cutlery from our operations until 2030. Our Sustainability Team has been continuously liaising with our Industrial Design and Procurement Department to find fitting solutions, according to the EU Circular Economy Strategy (COM/2018/028), which include purchasing products from recycled materials, reusable, recyclable or compostable. Given the nature of our products we always prioritise food safety. Therefore, any new packaging must go through rigorous testing procedures, to be approved for usage and circulation.

Among others, we replaced all cutlery, cups, and plates used within our DO & CO Units, with reusable, compostable, or recycled materials. At the same time, we continue to encourage our employees to bring their own cups and water bottles to work, therefore aiming to generally reduce material use.

We are pleased to highlight our efforts to prioritise the use of reusable cutlery and crockery throughout our production processes and product offerings already led to significant achievements. Currently, 49% of our production materials are sourced from non-plastic alternatives, demonstrating our commitment to reducing plastic waste. Our range of non-plastic materials includes reusable ceramics, aluminium, cardboard, and compostable options made from sawdust or corn starch. However, as we delve deeper into sustainable materials, we have come to recognise that some supposedly eco-friendly alternatives may have unintended drawbacks. For instance, we have discovered that polylactic acid (PLA) used in some compostable products can contribute to microplastic pollution. This ongoing learning process compels us to reassess our material choices and prioritise those with truly desirable environmental attributes.

While we acknowledge that a significant portion of our sourced non-food materials—over 40%—still comprises virgin plastic, it is essential to understand the underlying reasons. A selection of strict food safety regulations prohibits the use of post-consumer recycled plastics for materials that come into contact with food. This is particularly pertinent for our centrally produced meals, as they adhere to rigorous international air-site safety standards that demand the utmost regulatory compliance.



It is essential to underline that one of the biggest obstacles we and our customers are facing, is the comparatively high cost ascribed to sustainable materials. We are hopeful that as technology and policy progress, these materials will become the norm, allowing us the possibility to implement them on a wider scale across our operations. Based on our extensive research, we are already witnessing a surge in companies presenting innovative solutions, such as materials made from seaweed to brewer’s spent grain and spent coffee beans. We are keen on keeping exploring sustainable material options to enrich our portfolio.

CASE EXAMPLES:

Our DO & CO Istanbul Unit switched its packaging for one of our most prominent customers, Turkish Airlines, from aluminium foil to melamine-based packaging for our products entering our business partner’s flights. The result is the use of 31% less aluminium foil for our products. By using melamine we also reduce the overall weight of our cargo and thus contribute to a lower carbon footprint.

STAKEHOLDER ENGAGEMENT

As part of our commitment to sustainability, we are proactively engaging with our suppliers to educate them on how they can improve their carbon footprint, plastics use, deforestation practices, animal welfare approach and other sustainability methods. Through these efforts, we hope to educate our suppliers on the importance of sustainable practices and encourage them to measure and improve their own sustainability performance. Additionally, we are continuously reviewing and adjusting our sourcing criteria to ensure that we are sourcing only the most sustainable products available. As we move forward, suppliers can expect an increasing emphasis on certifications such as deforestation-free products as a requirement for continued business relationships.

Furthermore, we have recently developed a comprehensive Supplier Code of Conduct that covers a range of sustainability criteria, including carbon emissions, energy, waste, water, human rights, and labour practices. We are requesting all of our suppliers to sign this code of conduct to demonstrate their commitment to sustainability and responsible business practices. We have also developed a new Sustainable Sourcing Policy which guides our efforts in deforestation, animal welfare, plastic management across the supply chain and others.

CONTINUOUS SUPPLIER AUDITS

While we have already been conducting on-site and off-site audits of our suppliers for hygiene and safety, we are now incorporating sustainability criteria to ensure that our suppliers meet our high sustainability standards. This will involve evaluating suppliers on their environmental impact, social responsibility, and ethical business practices. By doing so, we can ensure that our suppliers are aligned with our sustainability goals and are helping us move towards a more responsible and sustainable supply chain.

Our commitment to sustainability goes beyond mere compliance with regulations. At all levels of the company, we are committed to constructing a sustainable supply chain that seamlessly integrates environmental, social, and economic considerations into our everyday operations. We believe that this is the only way to ensure the long-term viability of our business, while also doing our part to protect the planet and its people. Our sustainable sourcing policy provides a roadmap for achieving this goal, outlining the specific measures we are taking to ensure that our suppliers meet our high sustainability standards.

WATER STEWARDSHIP

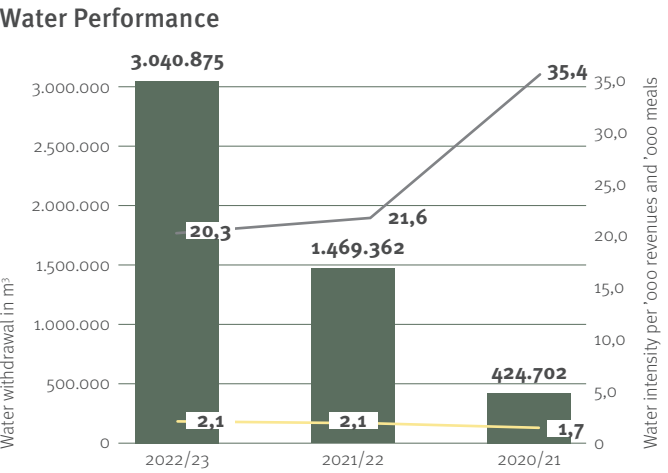
Freshwater resources are a scarce and valuable global resource. Our Use of Natural Resources policy dictates that the use of freshwater is to be regulated through rigorous monitoring and regular maintenance of our current equipment and the installation of the best available technology to minimise any collateral losses, through leakage. Given the nature of our operations, we realise that water intensity must be closely managed. Also, water withdrawal and water discharge are largely aligned. We estimate that only up to 15% of our withdrawn water is consumed in form of evaporation or incorporation into our final product.

Our absolute water consumption has witnessed a notable rise, primarily attributed to the rapid growth of our business following the COVID-19 pandemic. Despite this increase, we have successfully reduced water intensity in relation to meals served on a year-over-year basis. In comparison to the previous year, we achieved a commendable 6% decrease in water intensity per meal, highlighting our commitment to efficient water management practices.

To further improve our performance, we continue installing automatic low-flow taps in all our units, as well as, constantly updating our dishwashing equipment to ensure low water consumption and appropriate disposal of grey water. As an example, acknowledging the water efficiency of vegetarian and plant-forward meals, we aim at increasing their share in our menus, in an additional effort to increase water efficiency. We constantly strive towards reducing our water consumption, to minimise our impact on freshwater reservoirs. To understand the impact of our initiatives and measures we regularly monitor and analyse our water footprint, to pinpoint areas where our Water Stewardship can have a positive impact on our operations. We do so, by producing quantitative and qualitative data.

Our Water Stewardship approach and initiatives are firmly founded upon engaging with our stakeholders, mainly our employees. We promote a water conservation mentality by engaging our employee base with training and informational prompts, regarding appropriate water management methods.

■ Total water withdrawal in m³
— Water intensity (per '000 meals)
— Water intensity (per '000 EUR revenues)



SOCIAL ENGAGEMENT

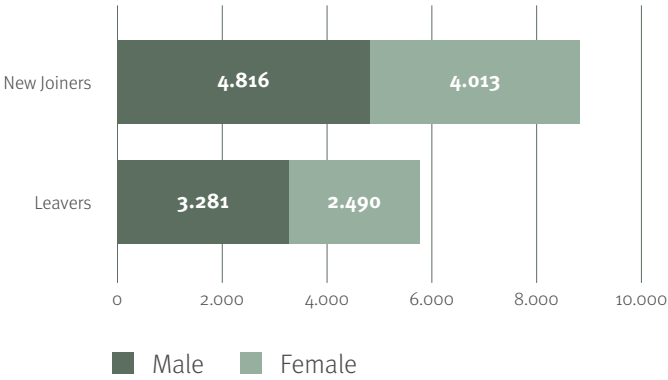
EMPLOYEE WELLBEING & ENGAGEMENT

Realising our operations are highly labour-intensive, we have always prioritised our people, upholding a certain set of values in our business model. This model includes creating a positive and inclusive workplace culture and treating our employees with respect and integrity.

REBUILDING THE WORKFORCE: Following the COVID-19 pandemic, our utmost HR priority was to rebuild a robust and resilient employee foundation. We take pride in the fact that we have welcomed over 3,000 new employees to our DO & CO family. Among them are numerous former team members whom we were thrilled to have back, along with fresh talent who align with our company’s values and share our vision.

Our Turkish market contributed to over 35% of our new hire growth, showcasing a significant source of talent and employment opportunities. Additionally, approximately 20% of our new hires successfully established careers within our various locations across the United States. The remarkable creation of numerous job positions is an achievement that holds immense significance, as it establishes a direct link between our company and the local communities with whom we actively engage. There is a noticeable disparity between new joiners and leavers, this is largely attributed to the presence of seasonal workers.

New Joiners and Leavers (Headcount)



EMPHASISING OUR COMPANY VALUES: To ensure that our company’s and employees’ philosophies are aligned, we are currently in the process of defining an updated values framework at DO & CO. In the coming financial year, we will launch our “Values Project”. This initiative will involve gathering feedback from our employees and include a survey to gauge employee satisfaction.

SECURING EMPLOYEE SAFETY: Ensuring the safety of our employees is one of our top priorities at DO & CO. To uphold this commitment, we continue to implement a range of measures to guarantee the health and safety of our workers. These include providing regular safety training, ensuring that all employees have access to personal protective equipment, conducting regular safety inspections and establishing clear protocols and emergency plans. We also provide support for employees who may be experiencing health or safety issues and encourage open communication and feedback to continually improve our safety standards. By prioritising employee safety, we are able to provide a safe and secure workplace that allows our employees to thrive and deliver high-quality service to our clients. We are exploring any time delivery of this content through the availability of online accessible training.

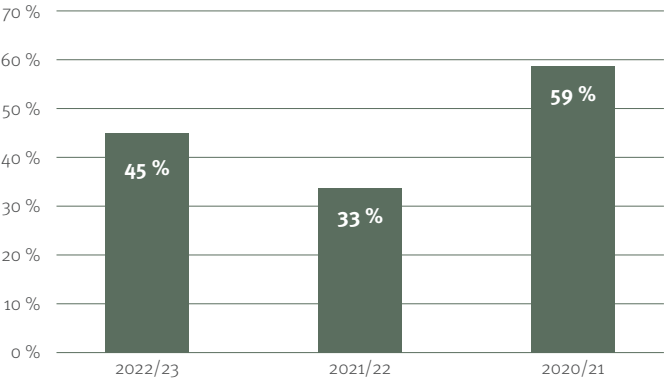
During the latest reporting period, we have unfortunately witnessed a notable increase in work-related injuries within our organisation. This rise serves as a stark reminder of the crucial need to prioritise employee safety and cultivate a strong culture of health and well-being. In response, we have carried out a comprehensive series of investigations, generating findings that have enabled us to take swift and decisive action in addressing the issue and effectively mitigate further accidents. Our unwavering commitment to ensuring a safe working environment drives us to implement targeted measures, such as enhanced training programs and refined hazard identification protocols. We are prioritising this concerning trend and aim to promptly foster a workplace where the welfare and safety of our valued employees are at the forefront of our operations.

It is with great sadness that we report a tragic fatality involving one of our esteemed colleagues in Spain. Tragically, our colleague was involved in a road accident while commuting to work. Our thoughts and condolences go out to the affected individual’s family and loved ones during this difficult time. In commemoration of our colleague, we are focusing our efforts on raising awareness for safety not only within the workplace but also during the journey to and from work. This incident serves as a sombre reminder of the importance of prioritising safety in all aspects of our operations. We are committed to learning from this unfortunate event and implementing measures to further enhance the well-being and security of our employees.

	2022/23	2021/22	2020/21
Work related injuries per 1 mio hours worked	3,1	1,95	1,5
Work related fatalities	1	0	0

WORKING WITH UNIONS: Working with unions provides DO & CO with significant benefits. Collaborating with unions fosters open communication, addressing employee concerns and improving working conditions. It promotes stability, reducing the risk of labour disputes and maintaining operations. By involving unions, we demonstrate our commitment to fair labour practices and build strong relationships with employees, enhancing loyalty and motivation. Our primary focus lies in collaborating with unions and establishing collective bargaining agreements, particularly in Spain, UK, and Turkey. However, even in locations where union work is less common, we encourage our employees to engage with the management team to discuss their needs and have them addressed appropriately.

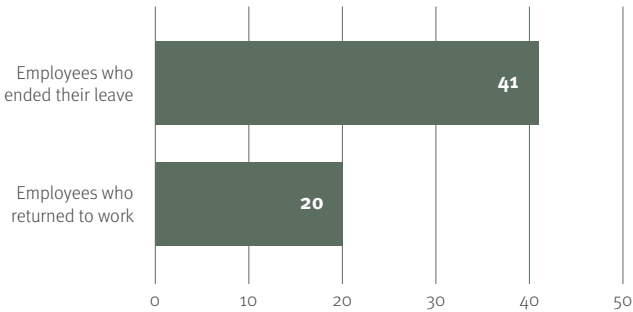
Percentage Of Active Workforce Under Collective Bargaining Agreements



BENEFITS & COMPENSATION: To support our employees, we provide a range of company benefits.

- » Our mental and physical health benefits include company-wide access to Employee Assistance Programmes, medical health insurance and on-site medical treatments. By providing such benefits we ensure that our employees get the support they need to live a safe and fulfilled life.
- » Our family-friendly benefits and work programmes include paid parental leave in all our units as well as flexible work models that allow families to manage their work and family responsibilities. In this year alone our employees took 22.056 days of parental leave. We are proud that 49% of our employees returned from their leave, signifying our commitment to fostering a family-friendly workplace culture.

Parental Leave



22.056
Number of parental leave days taken

49 % RETURN TO WORK RATE
Total number of employees that returned to work after parental leave, divided by the total number of employees eligible to return to work after taking parental leave.

	2022/23
Average compensation per FTE, in EUR	37.653
CEO compensation, in EUR	1.005.292
Pay ratio	26,7

- » Finally, we also offer general well-being and engagement benefits, which include free and fresh employee lunches in our offices and production sites and a variety of discount programmes. These programs provide discounts on products and services that are relevant to our employees’ daily lives, including gym memberships, business attire, and bakeries, among others.
- » In addition to our standard company benefits, we are introducing training to our HR staff members to help them identify employee needs based on the demographic our employees ascribe to. For instance, single parents or caregivers may need special assistance to help them reduce absenteeism. This is the beginning of our journey to personalising employee assistance where needed.

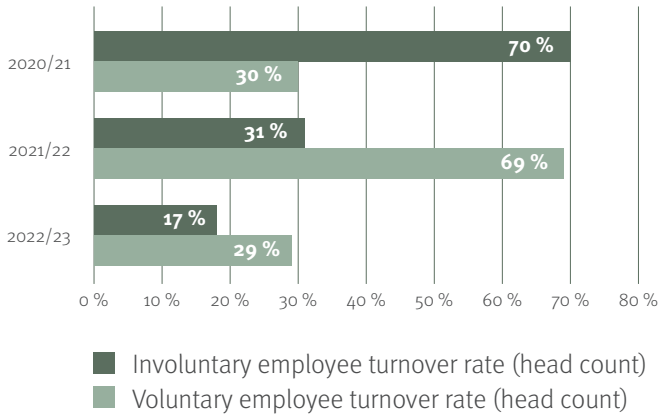
	2022/23	2021/22	2020/21	2019/20
Number of work stoppages / strikes	0	0	0	0
Number of days in idle	0	0	0	0

- » We firmly believe in the value and dignity of every employee. We are committed to ensuring that all our employees receive a living wage that corresponds with the cost of living in the country where they reside. We recognise that fair and equitable compensation is essential for fostering a thriving and motivated workforce. By providing a living wage, we aim to support our employees’ financial well-being and promote a higher quality of life. We are proud that we continue with 100% gender pay parity throughout our operations.

	2022/23	2021/22	2020/21
Total compensation (excl. Mgmt. Board) in EUR 'ooo	462.117	219.421	108.217
Total hours worked (incl. overtime), all employees	24.104.017	13.463.790	8.383.642
Hours worked per employee – headcount	1.786	1.290	932

ADDRESSING EMPLOYEE TURNOVER: We recognise the importance of addressing the high employee turnover rate exhibited by our company. This rate can largely be 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 recognise the importance of providing job security to our staff. Hence, we ensure that our seasonal employees are welcomed back to their roles year after year. We also offer growth and transition to full-time opportunities within the company, even on temporary work agreements.

Employee Turnover



CHILD & FORCED LABOUR

As a gourmet catering company, we take the issue of child and forced labour extremely seriously and we are committed to ensuring that our operations are free from such practices. To manage the risks associated with child labour, we have implemented a number of measures. As such, 100% of our operations have been assessed for child and forced labour risks.

Firstly, we have a strict policy prohibiting the unregulated employment of minors in any capacity. Minors are only allowed to undertake regulated apprenticeships and internships with strictly regulated working hours at our company. This policy is communicated clearly to all employees and suppliers, and we conduct regular checks within our operations and across our labour contract partners to ensure compliance. We also require our suppliers to adhere to our code of conduct, which prohibits the use of child and forced labour in their operations. Our procurement team conducts audits and inspections of our suppliers’ facilities to ensure that they are in compliance with our policies.

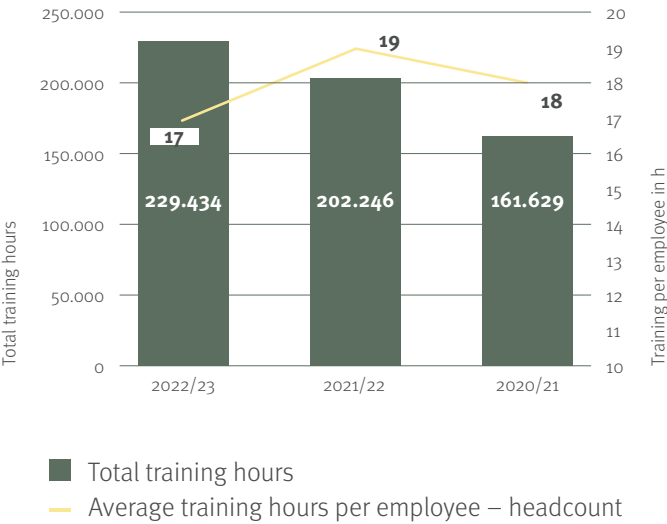
We also maintain a zero-tolerance approach to any violations of our policies on child and forced labour. Any suspected cases of child labour are investigated and appropriate actions are taken to ensure that such practices are stopped. Overall, our commitment to managing the risks associated with child and forced labour is a key part of our broader commitment to social responsibility and ethical business practices. We will continue to work closely with our employees and suppliers to ensure that we maintain the highest standards in this area.

TRAINING & CAREER DEVELOPMENT

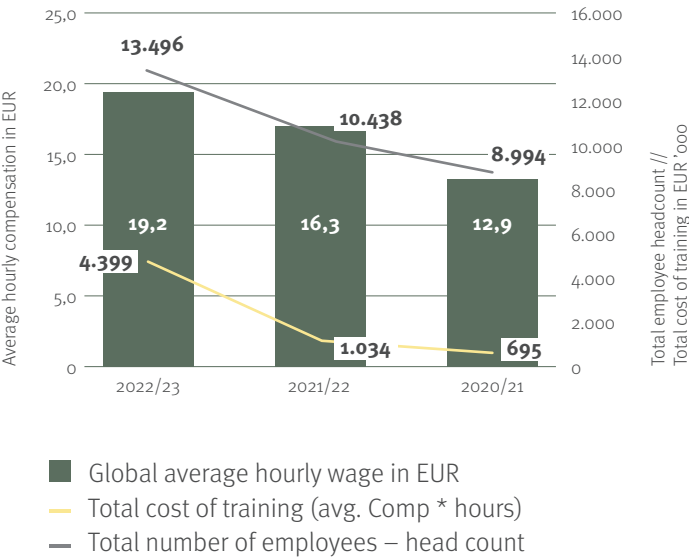
At DO & CO we seek to provide lifelong learning and skill development for our employees. As such we offer all members of staff training opportunities that are tailored to their role, delivered in in-person workshops and online bite-sized and self-paced training. Our average training per employee stands at 17 hours, marking a decrease of 2 hours per employee compared to the previous financial year. This decline can be attributed to the reduction in COVID-related training as the situation improves. However, we have addressed this decrease by shifting our focus towards providing valuable career development, leadership, and communication training to our employees.

Moreover, our commitment to training remains strong as evidenced by an increased investment in this area. This rise in training investment is primarily driven by the growth in average hourly compensation and a significant expansion of our workforce, reflecting our dedication to developing our employees' skills and fostering a culture of continuous learning.

Employee Training

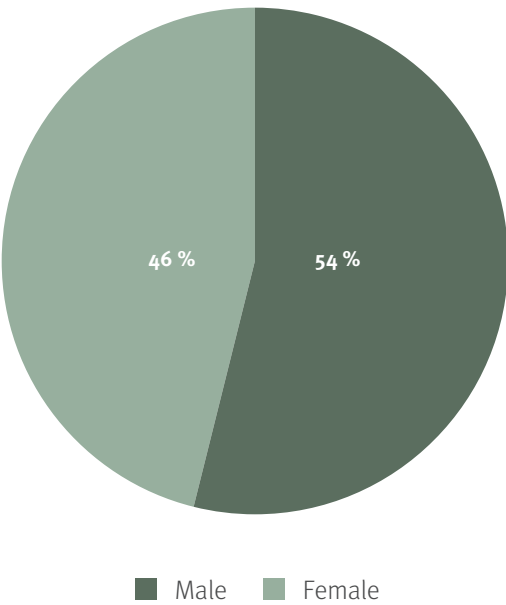


Training Investment



- 1. **Health & safety trainings:** To ensure that our employees have a safe working environment, we provide all employees with role specific health and safety trainings. These trainings cover a range of topics including but not limited to proper use of equipment and vehicles to prevent accidents, fire safety procedures and evacuation protocols and first aid and emergency response procedures. In addition to these trainings, we also provide regular updates and reminders to our employees to ensure that they are always following the latest health and safety guidelines. By doing so, we are able to create a culture of safety and prevent workplace accidents and injuries.
- 2. **Leadership & Supervisor training:** To develop our management teams, we offer them a comprehensive leadership and supervisor training program, consisting of six modules. The training covers our company's culture, with a focus on employee satisfaction and prioritising them as our top clients. Additionally, we cover training on diversity, anti-harassment, and racism prevention to promote fair recruitment and promotion procedures but also educate on corrective action plans.
- 3. **Position training pathways:** In order to provide growth opportunities for our employees and enable career transitions within our company, we offer training programs to support employees in transitioning to different roles. For example, our kitchen helpers can receive training to become chefs and our event assistants can receive training to become account managers. To ensure that employees are fully equipped for their new role we offer technical and soft skills training. We believe in investing in our employees and providing them with the tools and resources they need to develop their skills and advance their careers within our organisation.
- 4. **Language and communication training:** As a global and diverse organisation, we are fortunate to work with employees with a diverse range of linguistic backgrounds. To foster more meaningful connections between employees and facilitate their career growth, we strongly believe that proficiency in the local language is essential. That is why we offer language courses to our staff, enabling them to communicate effectively with their peers and take advantage of new opportunities within the company.

Male : Female Training Hours Ratio



1,17 : 1 A value close to 1 means that female employees receive the same amount of training hours as male employees



EMPLOYEE DIVERSITY & INCLUSION

At DO & CO we strongly believe in creating a diverse, equitable, and inclusive workplace. We recognise that diversity goes beyond just having employees from different backgrounds, it also includes creating an environment where everyone feels valued, respected, and supported regardless of their race, gender, sexual orientation, age, religion, or cultural background.

Our approach to diversity, equity, and inclusion is multi-faceted and begins with our recruitment process. We actively seek out candidates from diverse backgrounds and strive to create a hiring process that is free of bias and promotes equal opportunities. Our job postings are written in inclusive language that avoids gendered terms and discriminatory language. We also partner with community organisations and job placement services that work with marginalized groups to reach a wider pool of candidates.

Once hired, we provide our employees with ongoing training and development opportunities that focus on diversity, equity, and inclusion. We offer cultural sensitivity training that helps our employees to better understand and appreciate different cultures, religions, and lifestyles. We also provide implicit bias training that helps our employees to recognise and challenge their unconscious biases. Through this training, we aim to create a more welcoming and accepting workplace where everyone feels valued and respected.

In addition to training, we have implemented our Diversity, Inclusion & Equity Policy. For instance, we have a zero-tolerance policy for any form of discrimination, harassment, or bullying. We also have clear guidelines and whistle-blowing procedures for reporting and addressing any issues that may arise.

Despite our diligent efforts, we, unfortunately, received reports of 5 cases of discrimination. In response, we swiftly implemented corrective actions, including enhanced diversity training, reinforced policies, improved reporting mechanisms, additional support resources, and disciplinary measures. These measures were aimed at rectifying the reported cases and promoting a culture of respect, inclusion, and equal opportunity within our organization.

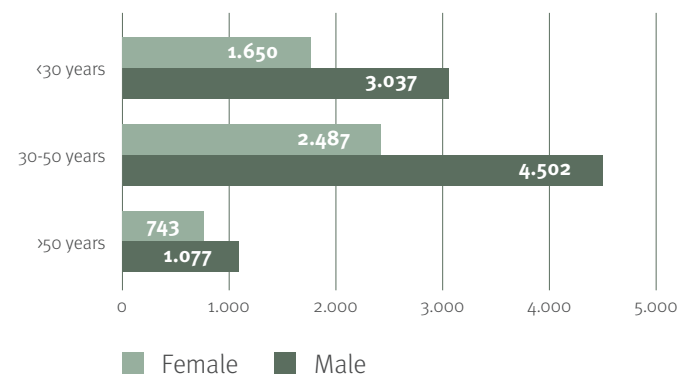
This year 36% of our workforce is composed of women and in total nearly 40% of our workforce is led by female senior management. Most notably our Turkish, Ukrainian, South Korean and part of our Austrian operations are female-led. In terms of gender representation in leadership roles, we have found that the kitchen chef positions have the lowest representation of women. On the other hand, our esteemed 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.

While we believe that diversity is important for its own sake, we also recognise that diverse teams can lead to better decision-making and a more creative and innovative workplace. We are continuing to focus on increasing diversity across all levels of our organisation and are exploring additional strategies to ensure that our company reflects the communities in which we operate.

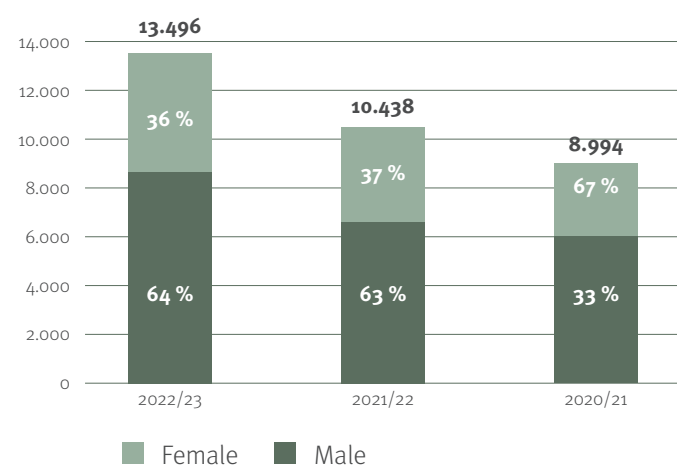
CASE EXAMPLES:

In our US DO & CO operations we established our first social committee called DOCO-tivities. This committee is dedicated to addressing the needs of our employees. In bi-weekly meetings our colleagues discuss initiatives on how to develop and celebrate diversity and educate employees about Black History Month, Health & Wellness, and the LGBTQ+ community. Examples of initiatives include the organizing of employee fitness classes, informational videos on Black History Month playing on screens in the cafeterias, as well as a pot-luck for which employees contribute with dishes from their home country, as a celebration of their culture and diversity.

Age Statistics By Gender



Total Headcount Of Employees



CUSTOMER NUTRITION & WELLBEING

As part of our “Conscious Gourmet Cuisine” business model, we support the notion that providing over 150 million meals in 2022/23, entails a responsibility to not just offer a meal balanced in terms of flavour and texture but also in terms of nutritional value. We already provide freshly cooked meals with natural ingredients, without additives or preservatives. Our meals cater to all dietary requirement, including vegetarian, vegan, pescetarian, halal, lactose, and gluten intolerances.

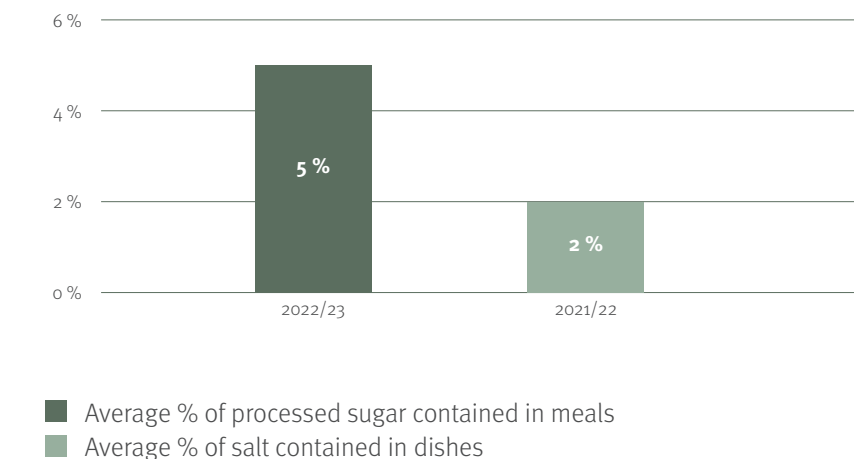
Reformulation: In our effort towards continuous improvement, we are committed to reducing the amount of salt and processed sugar in our menus through reformulation. By revising our recipes and using natural ingredients, we aim to offer healthier options without compromising on taste and quality. We have already successfully achieved an average of only 2% salt and 5% sugar content in our meals. This is due to our use of natural sweeteners and ingredients that naturally enhance the savoury flavours of our dishes. While there may be slight variations in individual meals, such as higher sugar content in desserts and pastries, we remain committed to prioritising natural over processed sugar.

Transparent marketing and labelling: Another aspect of our customer health efforts is our commitment to responsible food marketing and advertising practices. We provide transparent information on allergens, calories, and nutritional value on our menus and packaging, so our customers can make informed choices about their meals.

GMO & Antibiotics: We are also currently analysing our use of GMO products and seeking to eliminate their use in our products for human consumption. Additionally, we engage with our suppliers to ensure that they do not use prophylactic antibiotics to prevent or treat common animal diseases, or to promote growth in their animals.

Our Customer Health & Well-being policy has detailed information on our roadmap and procedures for ensuring that we continue to prioritise the health and well-being of our customers. It was developed together with our distinguished global team of Chefs and informed by WHO guidelines.

Percentage of Sugar And Salt In Meals



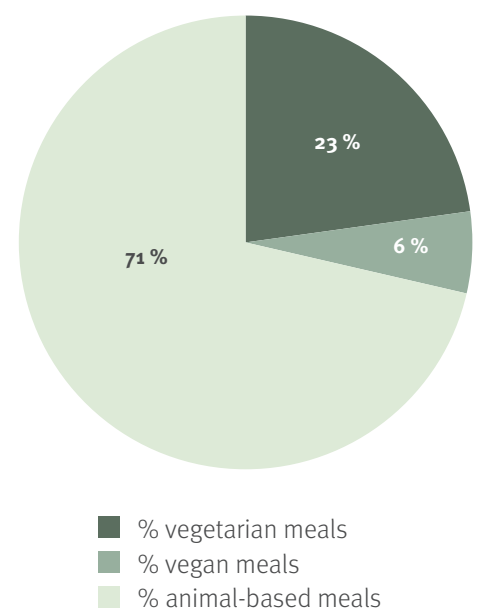
INCLUSIVE AND DIVERSE MEALS

At DO & CO, we understand the importance of providing inclusive and diverse meals for our customers. We take pride in offering a range of meal options that cater to various dietary needs and preferences. With a deep understanding and appreciation of different cultures, our chefs are dedicated to creating authentic and high-quality meals that cater to the tastes and preferences of our customers. Our team includes experts in Chinese, Indian, Austrian, French, Arabic, and other cuisines, enabling us to provide a wide range of options to suit different culinary requirements and preferences. To keep our menus fresh and exciting we regularly train our chefs about the latest culinary trends, techniques, and ingredients.

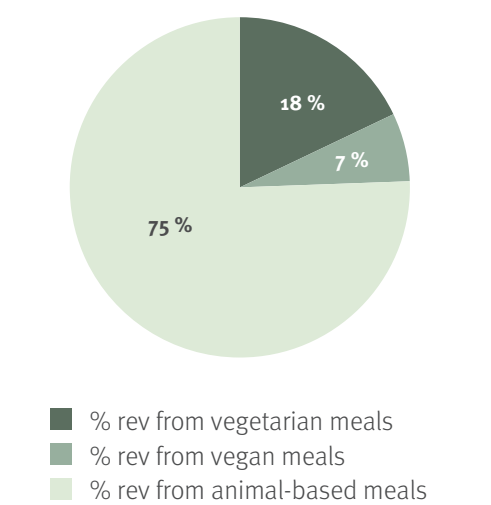
Our chefs are passionate about their respective cuisines, and their dedication and expertise shine through in the dishes they prepare. Around 66% of our meals are halal or kosher. We work closely with our suppliers to ensure that the meat we use is halal-certified and meets our high-quality standards. We also offer vegetarian options, which account for 23% of our meals. These meals are not only suitable for vegetarians but are also an excellent choice for those who are health-conscious or looking to reduce their meat intake. In addition to vegetarian meals, we offer special meals for vegan passengers and event participants. These meals account for approximately 7% each, and we take great care to ensure that they meet the specific dietary requirements of our customers. We understand that some of our customers may have food allergies or other dietary restrictions, and we are committed to providing meals that are not only delicious but also safe and inclusive for everyone.

Defining the proportion of revenues derived from sustainable products poses a challenge, as there is currently no universally agreed-upon international standard for such classification. Nevertheless, we are taking a proactive approach by initially focusing on identifying the portion of our revenues generated from our plant-based menus. These menus not only have the lowest climate impact but also exhibit over 60% of locally sourced ingredients. Within this defined scope, we can confidently state that 25% of our revenues can be attributed to sustainable products. This initial step allows us to quantify and communicate our commitment to sustainability while also serving as a foundation for future efforts to expand and refine our understanding of revenue sources aligned with our sustainability goals.

Share Of Vegetarian & Vegan Meals Served



Revenues From Vegetarian & Vegan Meals



FOOD SAFETY

Food safety is an unnegotiable priority in our operations, given the output of our production in FY 2023 reached over 150 million meals. Acknowledging the high level of responsibility and accountability that comes with being a leader in the airline and event catering industry, we have put in place comprehensive and detailed food health and safety policies, combines with information and training programs, ensuring that all staff are aware of the necessary protocols and regulations. It is of vital importance to have in place strict health and safety procedures, that are followed by all members of staff to prevent foodborne illnesses, ensuring customers receive high-quality and above all, safe food.

FOOD SAFETY MANAGEMENT & TRAINING

Each of our Units has a Food Safety & Quality Compliance team that vigorously oversees the quality of products, at every stage of the process, starting from the point of procurement of raw ingredients, their entrance and storage in our facilities, preparation, cooking and on to the packing stages. This level of oversight and control helps us to identify and address any potential food safety risks before they are realised. Our health & safety procedures are based on the principles of the Hazard Analysis Critical Control Point (HACCP) protocols for food safety, Good Hygiene Practice, QSAI Catering Quality Assurance Programme, IFSA/IFCA/AEA/WHO World Food Safety Guidelines, and any additional local requirements.

To achieve the highest standards of product safety we have implemented a range of robust systems and procedures that are meticulously followed daily. This includes keeping track of all legal and regulatory frameworks, as well as industry standards, and formulating and communicating detailed product specifications to suppliers.

To ensure that our suppliers and their products meet our exacting standards, we regularly evaluate their performance and conduct food laboratory testing, verification procedures, and ongoing surveillance of the production. We have strict procedures for reporting in place to manage any incidents, recalls, or compliance issues promptly as they may arise. We also regularly test our emergency procedures for product testing and recalls, to ensure traceability and product safety in the event of an unexpected situation. Furthermore, we are committed to meeting the diverse dietary needs of our customers by implementing strict separation of workflows for the preparation of special meals, including Halal, Kosher, and allergenic meals, where we strictly follow the 14 allergen list.

The outlined actions are heavily dependent on the appropriate implementation of our teams, whether they are working in the offices, warehouse, or the kitchen floor. For this reason, we conduct rigorous employee training in a multi-levelled approach:

- » Introductory training to all employees upon their recruitment and arrival
- » Department-specific training after their internal allocation
- » Detailed food handling procedure manuals for employees who come in direct contact with food
- » Training on appropriate behaviours and food handling practices to prevent food-borne illnesses for supervisors and associates.

FOOD SAFETY MONITORING & VALIDATION

Implementing the above outlined initiatives and procedures is only the first stage of a well-rounded, food health and safety strategy. To ensure the consistency of our results we have put in place a monitoring system to constantly reassess our system actions, both preventive and corrective. These actions are determined based on relevant data evaluation and monitored for effectiveness at every level of our food safety system. To implement and maintain our high food safety standards, it is critical to establish an effective information flow. Examples of systems that are employed to keep all stakeholders informed are:

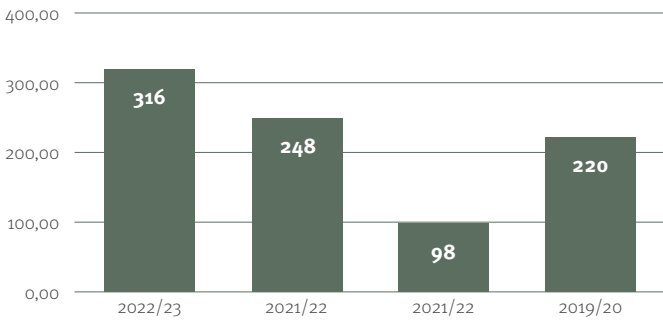
- » Newsletters containing legal and airline requirements
- » Regular meetings, including hygiene meetings
- » Biannual experience exchanges between hygiene managers and auditors
- » Quarterly food safety working groups
- » Quarterly regional hygiene reports
- » Weekly hygiene controller reports

The validation of our work, both from within and outside of our company, plays a central role in ensuring that DO & CO’s quality culture is integrated into all aspects of our business operations. Internally, our food audit team acts as our most rigorous evaluator and regulator, proactively identifying areas where we can improve food safety and quality at our facilities. We validate the effectiveness of our HACCP system through internal audits, frequent microbiological testing, and close monitoring of customer complaints. Thorough and strict risk assessments are conducted regularly, and a food safety working group reviews the results to evaluate audit scores, customer claims and requirements, in addition to microbiological test results. This system applies to all our airline catering units, in addition to our event operations.

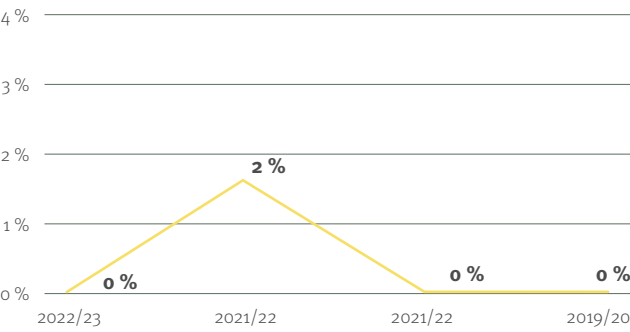
Meanwhile, external audits, carried out by our airline partners, provide additional support to our internal findings, ensuring that we are continuously monitoring and enhancing our product safety performance. The following, external audits are systematically and regularly carried out, on an annual basis:

- Customer audits by airlines or their representatives (including external consultants), both announced and unannounced, in addition to during menu presentations:
 - Halal audit: Verification of compliance with HALAL provisions on i) raw ingredients ii) equipment iii) processes iv) personnel v) procedures.
 - Hygiene audit: Verification of compliance with provisions on i) HACCP ii) suppliers iii) delivery of goods iv) food arrangements v) deliveries vi) general cleaning vii) equipment cleaning viii) loading ix) personnel.
 - Security audit: Verification of compliance with provisions on i) access security ii) personnel iii) sealing iv) loading.
 - Equipment audit: Verification of compliance with provisions on i) inventories ii) warehousing iii) communication.
- Official audits by public authorities for food safety and control, occupational health and safety, aviation safety, as well as further public authorities (trade etc.).
 - Medina audit: Medina Quality Assurance Services (“Medina Quality”) develops, manages, and certifies food quality and safety assurance programmes for airlines, food producers and other large-scale food purchasers. Our DO & CO New York, Chicago, Boston, and Detroit Units have completed this audit successfully.
 - Internal audits are performed by internal quality management and auditors at varying timeframes.

Number Of External Audits



Ratio Of Failed Audits



FOOD SAFETY PERFORMANCE

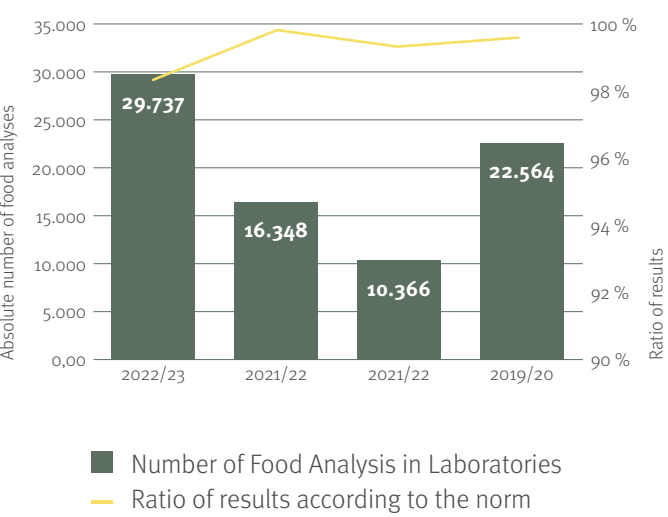
The results of the above food safety measures have led to a consecutive outstanding record of negative laboratory results and successful external audits. Another feature of our rigorous food safety analyses is that we have successfully achieved 0 product recalls. We prioritise the safety of our meals by conducting thorough assessments throughout the production process. Each meal undergoes comprehensive safety checks to ensure that it meets our stringent quality standards. This meticulous approach guarantees that every product leaving our facilities has undergone a final and thorough evaluation, providing our customers with the highest level of confidence in the safety and integrity of our food. Furthermore, we have obtained validation from outside 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. Primary examples of successful assessments and certification awards are:

- Our Gourmet Kitchen situated in London Heathrow Airport, received the certification for ISO 22000:2005 and Prerequisite Program ISO/TS 22002 Part 2, Catering and IFSA/IFCA AEA and WHO World Food Safety Guidelines.
- Our Viennese Unit follows EU reg. No. 843/2007 and is BIO certified.

- Our Istanbul Unit have received the ISO 22000:2018 Food Safety Management System certification and the ISO 9001:2015 Quality Management System certification.

Combining authenticity, creativity, sustainably sourced fresh ingredients, food safety and a high-end gourmet mentality, leads to the creation of a unique culinary experience . Our culinary experts work closely with our quality and procurement managers and departments to apply aspects such as taste and texture, along with the highest food safety standards throughout each step of the production process .

Food analyses



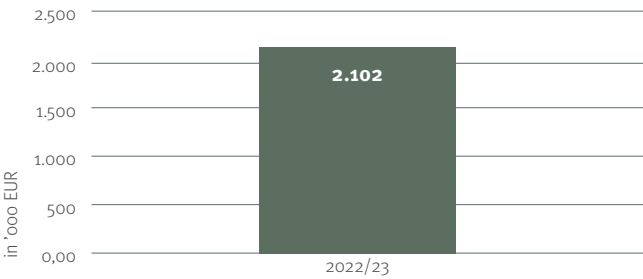
SOCIAL ENGAGEMENT DURING THE TURKISH EARTHQUAKE

Our DO & CO Istanbul Unit, is our largest unit, employing over 5000 people. Families, relatives, friends, and collaborators of DO & CO were directly affected by the catastrophic earthquake Mw 7.8 on February 6th 2023, affecting southern and central Turkey, as well as northern and western Syria. This earthquake was the secondstrongest earthquake in the history of Turkey, with more than 10,000 aftershocks being recorded over the period of three weeks after the main event. The damage caused spread across an area of 350,000 km2, which amounts to an area close to the size of Germany. An estimated 14 million people were affected, amounting to 16% of Turkey’s population, and based on information provided by the United Nations, over 1 million people were displaced and left homeless, and the death toll reached over 50,000 people.

The tragic events lead to our immediate corporate humanitarian response, starting from the day of the earthquake and have been ongoing since. Support services were provided to 10 cities, Adana, Hatay, Adiyaman, Diyarbakir, Elazığ, Gaziantep, Kahramanmaraş, Kayseri, Malatya, Şanlıurfa.

One of our primary efforts was to provide catering to all Turkish Airlines flights leaving for 10 Turkish cities. Our donations included a variety of foods such as hot meals, snack packs, fruits, cakes, yoghurt, tea, soft drinks, baby meals, and children’s toys. We understand that during times of crisis, access to nutritious and comforting food is crucial. Our team worked tirelessly to ensure that those affected by the earthquake were provided with the sustenance they needed. In addition to providing food, we also supplied personnel and kitchen equipment to assist with the preparation and distribution of meals. We understand that during crises like this, the demands on local resources are significant, and we wanted to do our part to alleviate the burden. By providing our resources, we hoped to contribute to a coordinated relief effort that could have a meaningful impact on those affected by the earthquake.

Total Donation and Community Spending (financial and in-kind)



SOCIAL ENGAGEMENT CONTINUING IN UKRAINE

At DO & CO, we are dedicated to supporting the local community in Ukraine through food and cash donations. We have actively contributed to various charitable initiatives, providing essential food assistance to organisations such as Fund Caritas, Ronald McDonald House Charities Ukraine, and the renowned military battalion „AZOV.“ By actively engaging with these local organisations and leveraging our resources, we strive to make a meaningful difference in the lives of individuals and families in need, aligning our efforts with the broader goal of building a stronger and more resilient community. Our commitment to giving back extends beyond mere financial contributions, as we believe in making a tangible impact on people’s lives. We were able to donate over 1,000 much-needed meals to local communities.

GOVERNANCE & COMPLIANCE

Corruption: As an airline catering company, DO & CO recognises the importance of maintaining high ethical standards and transparency in our business operations. Our commitment to compliance and anti-corruption is signified by our performance of o corruption cases throughout DO & CO. We take a zero-tolerance approach towards corruption and are committed to preventing, detecting, and addressing any instances of corrupt practices within our organisation. Our management approach towards corruption is based on a comprehensive set of policies and procedures that are designed to ensure compliance with relevant laws and regulations, including anti-bribery and anti-corruption laws.

These policies are communicated to all employees, and we provide awareness-raising activities to ensure that they understand their obligations and responsibilities. For our suppliers and business partners we have crafted a code of conduct that sets our ethical values and expectations. Going forward we require all suppliers to sign the code of conduct, confirming their commitment to upholding the values set out.

We also have a dedicated compliance team that is responsible for monitoring and enforcing our anti-corruption policies. This team conducts regular risk assessments to identify potential areas of vulnerability, and we have implemented appropriate controls to mitigate these risks. We encourage our employees to report any concerns or suspicions of corrupt behaviour, and we have established a confidential whistleblowing mechanism to enable them to do so. We take all reports seriously and investigate them thoroughly, taking appropriate action where necessary.

Risk Assessment: We have conducted an internal risk assessment across 100% of our operations to identify any potential corruption risks and how those can be mitigated:

Risk	Description
1. Bribery	Employees being offered or accept bribes in exchange for providing preferential treatment to a particular customer or supplier.
2. Kickbacks	Employees accepting kickbacks from vendors or suppliers in return for awarding contracts or business opportunities.
3. Conflict of interest	Employees having a personal or financial interest in a decision that affects the company’s operations, may be inclined to prioritise their interests over those of the company.
4. Insider Trading	Employees having access to confidential information about the company’s operations or financial performance and use this information for personal gain.
5. Money Laundering	Our company may also face money laundering risks if its operations involve cash transactions, which can be used to launder proceeds of illegal activities.
6. Gifts and entertainment	Employees accepting gifts or entertainment from customers or suppliers that exceed reasonable business norms and expectations.

Due to our rigorous risk and compliance assessment we are proud to again record 0 cases of sanctions or fines for non-compliance. Our staff regularly receives role-specific compliance training to maintain our high level of integrity. Trainings are complemented with audits to assure that protocols and procedures remain up to date.

	2022/23	2021/22	2020/21	2019/20
Number of monetary losses as result of fines associated with anti-competitive behaviour in EUR	0	0	0	0
Number of fines or sanctions for non-compliance related to unfair competition	0	0	0	0
Number of employee dismissals related to violations of anti-trust guidelines	0	0	0	0
Number of legal cases relatet to anti-competi-tive behavior or violations of anti-trust legislation	0	0	0	0

Future initiatives: In close collaboration with our Internal Audit Team and Legal Department, the Supervisory Board approved a Prevention of Corruption Plan for 2023/24, to continue DO & CO impeccable record. Firstly, a Fraud Workshop will be rolled out globally targeting groups mostly associated with the identified risks. These groups include:

- 1. Accounting / Tax / Treasury / Cash Management / Controlling / Payroll / Purchasing
- 2. Employees handling cash
- 3. New employees

Furthermore, we will develop an online training tool, to facilitate access to compliance modules, using the topics such as fraudulent transactions, corruption cases, uncovering corruption-related motives and most importantly, streamlining incident reporting and determining disciplinary and corrective action steps.

	2022/23	2021/22	2020/21	2019/20
Corruption				
Total political donations in EUR	0	0	0	0
Number of corruption incidents	0	0	0	0
Number of employee dismissals related to corruption	0	0	0	0
Number of corruption incidents leading to termination / non-renewal of business contracts	0	0	0	0
Number of legal cases open or closed related to corruption	0	0	0	0
Number of monetary losses as result of fines associated with unethi-cal behaviour in EUR	0	0	0	0

DATA SECURITY & PROTECTION:

For another consecutive year, in 2022/23 we have recorded no data breaches of customer privacy, nor any breaches of our internal DO & CO IT security systems. 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. We continuously strive to improve the organisation’s cyber security posture and our ability to prevent, detect, respond to, and, if necessary, recover from cyber security and IT incidents.

The DO & CO Information Security team have coordinated efforts to maintain high-security standards in 2022/23 by putting in place necessary measures and following procedures that include internal activities and initiatives.

Key activities: Our Information Security Team (IST) is regularly engaging with the Internal Audit Team to implement and improve risk management and compliance control to reach and maintain a state of continuous audit preparedness. Furthermore, formulating enhanced IT, privacy, and information security policies, standards, and processes aligned to international best practice frameworks including NIST Cybersecurity Framework and CIS Critical Security Controls. Our IST is advancing our aviation cyber security programme in line with the requirements of Implementing Regulation (EU) 2015/1998 and Implementing Regulation (EU) 2019/1583 as implemented in the countries in which we operate. Additionally, regularly review, validate and adjust our cyber security posture based on the cyber threat landscape, evolving best practices in cyber security, as well as, constantly improving and refining our approach to vulnerability management, attack surface management, and configuration management. This approach is informed by monitoring and improving our compliance with applicable local, regional, and international privacy regulations.

Initiatives: To facilitate the above outlined key activities ourIST has developed and outlined a set of internal initiatives. IST is conducting frequent learning and testing activities designed to improve employees’ cyber security awareness and resistance to person-targeted attack and malicious engineering, such as phishing attacks and online scam schemes. We further fortify our posture by implementing state-of-the-art cyber security detection and response capabilities, in close collaboration with a top-tier cyber security company. Moreover, IST is implementing an Active Directory security and backup/restore process, improving our ability to prevent, respond to, and recover from attacks. Finally, we are 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 2023/24 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.

	2022/23	2021/22	2020/21	2019/20
Number of data bre-aches	0	0	0	0
Thereof data breached involving personally identifiable information (PII)	0	0	0	0
Thereof number of customers affected	0	0	0	0
Substantia-ted com-plaints from regulators	0	N/A	N/A	N/A
Substantia-ted com-plaints from external or third parties	0	N/A	N/A	N/A
Substan-tiated complaints concerning breaches to customer security	0	N/A	N/A	N/A

EU TAXONOMY

This chapter presents the disclosure pursuant to Article 8 of the Taxonomy Regulation (Regulation (EU) 2020/852), as of 31 March 2023.

The Taxonomy Regulation is a key component of the European Commission’s action plan to redirect capital flows towards a more sustainable economy. It represents an important step towards achieving carbon neutrality by 2050 in line with EU climate goals, because the Taxonomy is a classification system for environmentally sustainable economic activities.

DEFINITIONS

Taxonomy-eligible economic activity means an economic activity that is described in the delegated acts supplementing the Taxonomy Regulation (that is, the Climate Delegated Act as of now), irrespective of whether that economic activity meets any or all of the technical screening criteria laid down in those delegated acts.

An economic activity is Taxonomy-aligned where it complies with the technical screening criteria as defined in the Climate Delegated Act and it is carried out in compliance with the minimum safeguards regarding human and consumer rights, anti-corruption and bribery, taxation, and fair competition. To meet the technical screening criteria, an economic activity contributes substantially to one or more environmental objectives while not doing significant harm to any of the other environmental objectives. Taxonomy-non-eligible economic activity means any economic activity that is not described in the delegated acts supplementing the Taxonomy Regulation.

METHODOLOGY AND ADJUSTMENTS

We have examined all economic activities carried out by the group to see which of these are eligible and also aligned in accordance with Annexes I and II to the Climate Delegated Act. To assess the allocation of revenues, capital and operating expenditure to different economic activities the Sustainability Team conducted a thorough analysis of the underlying assets, processes, revenues and operating expenditures. We assigned values of the accounts to EU taxonomy activities where it was readily apparent based on detailed accounts descriptions. In cases where the correspondence was less evident, our dedica-

ted sustainability team worked closely with the local accounting and controlling teams to delve into the individual business cases. Through this collaborative effort, we successfully mapped the amounts of each account to the respective economic activities. This means that there are cases where one Balance Sheet or PnL account contains amounts that relate to multiple economic activities. Double counting in the allocation of the numerator of CapEx and OpEx KPIs across economic activities was avoided, as accounts or business cases could be directly mapped activities corresponding to the EU Taxonomy Objectives.

This year, we implemented a refined methodology that resulted in improved accuracy. We successfully identified the specific accounts and corresponding amounts that should be considered in our OpEx calculation, with particular attention given to short-term leases. This enhancement allows for a more precise and comprehensive evaluation of our operational expenses and led to a broadening of the taxonomy eligibility.

We determined the eligible activities by carefully assessing how our operational and capital expenditures align with the activity descriptions under the two established objectives of the EU Taxonomy, namely Climate Change Mitigation and Climate Adaptation. In essence, we focused on operational expenses related to two key areas:

- a) Vehicles falling within the defined KPI criteria, such as those categorized as M1, N1, N2, N3, or L with different weight classifications, their maintenance and ancillary equipment. Such activities largely include the maintenance of fossil-fuelled and electric passenger vehicles and high-loaders as well as purchase of new vehicles.
- b) Buildings that consume energy for cooling or heating purposes, their rent or lease, construction, maintenance and renewable energy equipment. Such activities largely include the short-term lease, cleaning, and renovations.

Economic Activity	Description	NACE Codes	CapEx or OpEx 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.	(Annex I) / N.77.11	OpEx & CapEx
Activity 6.6 Freight transport services by road	Financing and leasing activities as well as maintenance activities regarding heavy commercial vehicles.	(Annex I) / N77.12	OpEx & CapEx
Activity 7.1: Construction of new buildings	Construction of new buildings to accomodate our day-to-day business, such as kitchens and washing operations.	(Annex I) / F41, F43	CapEx
Activity 7.2: Renovation of existing buildings	Renovation of buildings that accomodate our day-to-day business, such as kitchens and washing operations.	(Annex I) / F41, F43	CapEx
Activity 7.3: Installation, maintenance and repair of energy efficiency equipment	Installation of new equipment, such as lighting or HVAC equipment but also new doors and windows in our offices and production units.	(Annex I) / F43	CapEx
Activity 7.4: Installation, maintenance and repair of charging stations for electric vehicles	Installation of electric vehicle charging stations at our own production units, i.e., not at air-site.	(Annex I) / F43	CapEx
Activity 7.5: Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	Installation and maintenance of heat pumps and the ancillary technical equipment	(Annex I) / F41, F43	CapEx
Activity 7.6: Installation, maintenance and repair of renewable energy technologies	Installation of solar panels for generation of renewable energy on-site	(Annex I) /F41	CapEx
Activity 7.7: Acquisition and ownership of buildings	Short-term leases and maintenance of buildings for our production units	(Annex I) / L68	OpEx & CapEx

By specifically targeting these aspects, we ensured that our identified operational and capital expenditures directly correspond to the descriptions outlined in the EU Taxonomy, enabling us to effectively address climate change mitigation and adaptation concerns. Due to the nature of our eligible operational and capital expenditures only falling under the scope of CapEx or OpEx category C) we determined taxonomyalignment, including compliance with the minimum safeguards, primarily at the supplier level. Currently, confirmations of taxonomy compliance, in particular Substantial Contribution requirements,

from suppliers are practically unobtainable. Therefore we carried out an initial assessment internally for the most material economic activities to determine potential gaps with regard to taxonomy alignment. Where applicable, we identified the emissions grades of our vehicles, collected the energy certificates of buildings and benchmarked energy performances of our units. No taxonomy alignment was found based on the results of our analyses.

TURNOVER

The share of taxonomy-eligible economic activities in total sales was calculated as the share of sales of products and services related to taxonomy-eligible economic activities (numerator) divided by consolidated group revenue (denominator), in each case for the business year 2022/2023.

The current EU taxonomy requirements do not yet address economic activities relating to production and distribution of food and beverages. Therefore, the central area of activity of DO & CO does not yet fall within the scope of the regulation and the turnover-eligible economic activities are zero.

The referenced group revenue for the calculation of the turnover denominator can be found on p. 6 in our integrated financial report.

Proportion of turnover from products or services associated with economic activities that qualify and environmentally sustainable under the Taxonomy Regulation - disclosure covering financial year 2022

				Substantial contribution criteria							DNSH											
Economic activities (1)	Code(s) (2)	Absolute Turnover (3)	Proportion of turnover (4)	Climate change mitigation (5)	Climate change adaption (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaption (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of turnover, Year N (18)	Taxonomy-aligned proportion of turnover, Year N-1 (19)	Category (enabling activity) (20)	Category '(transitional activity)' (21)		
		m€	%	%	%	%	%	%	%	J/N	J/N	J/N	J/N	J/N	J/N	J/N	%	%	E	T		
A. Taxonomy-eligible activities																						
A.1. Environmentally sustainable activities (Taxonomy-aligned)																						
Turnover of eligible Taxonomy-aligned activities (A.1)		0	0,0														0,0%					
A.2. Eligible not taxonomy-aligned activities																						
Turnover of eligible not Taxonomy-aligned activities (A.2)		0	0,0%																			
Total (A.1 + A.2), in mio EUR		0	0,0%														0,0%					
B. Non-eligible activities																						
Turnover of non-eligible activities (B)		1.419	100,0%																			
Total (A+B)		1.419	100,0%																			

CAPITAL EXPENDITURE (CAPEX)

The CapEx KPI is defined as taxonomy-eligible capital expenditure (numerator) divided by total capital expenditure (denominator). The basis for capital expenditures is additions to property, plant and equipment and intangible assets in fiscal 2022/2023 before depreciation, amortization and any revaluations, and excluding changes in fair value. In business year 2022/2023, 54,9 % of the DO & CO Group's total capital expenditures can be classified as taxonomy-eligible.

The referenced total capital expenditure for the calculation of the denominator can be found in the notes to the financial statements on p. 100 in our integrated financial report.

Proportion of CapEx from products or services associated with economic activities that qualify and environmentally sustainable under the Taxonomy Regulation - disclosure covering financial year 2022

				Substantial contribution criteria				DNSH																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
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OPERATING EXPENDITURE (OPEX)

The OpEx KPI is defined as taxonomy-eligible operating expenses (numerator) divided by total operating expenses (denominator). Total operating expenses include research and development (R&D) expenses, maintenance and repair costs, and other direct expenses related to the day-to-day maintenance of assets. In fiscal year 2022/2023, 78,1 % of the DO & CO Group's total operating expenses can be classified as taxonomy-eligible. These can be allocated to the following taxonomy-eligible economic activities.

Proportion of OpEx from products or services associated with economic activities that qualify and environmentally sustainable under the Taxonomy Regulation - disclosure covering financial year 2022

				Substantial contribution criteria				DNSH														
Economic activities (1)	Code(s) (2)	Absolute OpEx (3)	Proportion of OpEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate change mitigation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of OpEx, Year N (18)	Taxonomy-aligned proportion of OpEx, Year N-1 (19)	Category (enabling activity) (20)	Category '(transitional activity)' (21)		
		€	%	%	%	%	%	%	%	J/N	J/N	J/N	J/N	J/N	J/N	J/N	%	%	E	T		
A. Taxonomy-eligible activities																						
A.1. Environmentally sustainable activities (Taxonomy-aligned)																						
OpEx of eligible Taxonomy-aligned activities (A.1)		0	0,0%														0,0%					
A.2. Eligible not taxonomy-aligned activities																						
Transport by motorbikes, passenger cars and light commercial vehicles	6.5 (Annex I) / N.77.1 1	-2.475	1,7%																			
Freight transport services by road	6.6 (Annex I) / N.77.1 2	-1.026	0,7%																			
Acquisition and ownership of buildings	7.7 (Annex I) / L.68	-111.892	75,7%																			
OpEx of eligible not Taxonomy-aligned activities (A.2)		-115.392	78,1%																0,0%			
Total (A.1 + A.2)		-115.392	78,1%																0,0%			
B. Non-eligible activities																						
OpEx of non-eligible activities (B)		-32.398	21,9%																			
Total (A+B)		-147.790	100,0%																			



APPENDIX

OUR STAKEHOLDER ENGAGEMENT MATRIX

STAKEHOLDERS	EXPECTATIONS	RELATED MATERIAL TOPICS
CUSTOMERS Our daily engagement with customers provides a unique insight into both their and the market's evolving needs. This insight is materialised in actions and initiatives that allow our company to take into consideration our customers' predilections and adjust to the cultural current.	» Sustainability metrics requests » Customer feedback » External audits » Day-to-day communication » Menu workshops & presentations » EcoVadis Questionnaire	» Food safety » Diverse, inclusive & healthy meal choices » Sustainable packaging materials » Product labelling » Guest security » Data security & protection » Food waste
SUPPLIERS Suppliers are an integral and vital part of our business. Our Procurement Departments across our 32 locations work closely with suppliers & producers to ensure that only the freshest and highest quality ingredients enter our kitchen operations. It is also of the highest importance that we engage with our suppliers, to ensure that they operate under ESG standards.	» Prospect supplier assessments » On/Off-site audits » Supplier engagement with procurement heads » Active collaborations to improve ESG performance	» Environmentally friendly sourcing » Socially responsible sourcing » Sustainable packaging materials » Emissions from our supply chain » Packaging waste
EMPLOYEES Our people are the driving force behind our daily operations. DO & CO People Values dictate a direct and open approach, where employees can voice their concerns and opinions, in an environment that promotes open dialogue. Our goals are firmly embedded in our people's creativity and determination, so our workplace reflects this sense of unity of constant personal and professional growth.	» Employee Satisfaction Interviews » Annual performance reviews for all our fixed employees » Career flexibility & development programs » Training & learning initiatives » Open dialogue with the HR Department	» Healthy diet » Diversity, Inclusion & Equity » Employee Health, Safety & Wellbeing » Labour practices » Occupational health & safety » Employee training & career development » Anti-corruption » Local presence & inclusive growth

INVESTORS & SHAREHOLDERS Actively engaging with our investors, shareholders and the capital market assists in constantly improving our reporting practices, focusing on operational transparency. In turn, our impeccable business relationship materializes in funding options diverted	» Annual Investor Conference » Annual General Meeting » Open dialogue with analysts » CDP Questionnaire	» Climate change » Climate Change » Expenditure & investment for environmental protection » Taxation & financial transparency
PUBLIC & REGULATORY AGENCIES Our stakeholder spectrum also extends to public and regulatory agencies. We are currently extending our partnerships with agencies to continue improving our operations as a responsible and sustainable business entity. As such, we engage with regulatory bodies to understand the changing regulatory landscape and report based on the most recent standards. We comply with the international regulations and guidelines, amongst others those set out by the Food and Drug Administration (FDA) or the International Air Transport Association (IATA).	» CDP Questionnaire » SBTi » GRI Standards » SASB Standards » TCFD Standards	» Food & Packaging Waste » Emissions Scope 1-3 » Food safety » Compliance with environmental law » Climate change » Data security & protection » Anti-corruption » Anti-competitive behaviour » Sustainable Sourcing

Stakeholders are a key component of shaping our performance expectations, such as our emissions reduction targets, labour standards and social engagement. Through this process, we can set more well-rounded and informed relevant goals and targets to meet our stakeholders' expectations. We have outlined above the process through which the material topics were chosen, prioritised, and approved, based on identified possible positive and negative impacts.

SASB INDEX

DO & CO SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Topic	SASB Code	Metric	Disclosure / Explanation
GHG Emissions	FB-FR-11ob.1	Scope 1 refrigerant emissions:	N/A
	FB-FR-11ob.2	% of refrigerants consumers with o ozone-depleting potential	N/A
	FB-FR-11ob.3	Average refrigerant emissions rate:	N/A
Energy Management	FB-RN-13oa.1	1. Energy consumed: kwh 2. % grid: 3. % renewable:	Sustainability Report 2022/23 Environmental Stewardship p. 22
Water Management	FB-RN-14oa.1	1. Withdrawn: m3 2. Consumed: m3 3. % water stress regions:	Sustainability Report 2022/23 Environmental Stewardship p. 31
Food & Packaging Waste Management	FB-RN-15oa.1	1. Waste amount: t 2. % food waste: 3. % diverted:	Sustainability Report 2022/23 Environmental Stewardship p. 24, non-hazardous waste is primarily food waste diversion rate currently not disclosed
	FB-RN-15oa.2	1. Weight of packaging: t 2. % recycled/renewable: 3. % recyclable:	Sustainability Report 2022/23 Environmental Stewardship p. 30, weight of packaging currently not reported
Data Security	FB-FR-23oa.1	1. Number of data breaches: 2. % involving PII: 3. N. of customers affected:	Sustainability Report 2022/23 Compliance p. 47
	FB-FR-23oa.2	Approach to identifying and addressing data security risks	Sustainability Report 2022/23 Compliance p. 47
Food Safety	FB-FR-25oa.1	High-risk food safety violation rate	Sustainability Report 2022/23 Food Safety p. 42-43
	FB-FR-25oa.2.	1. Number of recalls: 2. Numbers of units recalled: 3. % private-labelled products:	Sustainability Report 2022/23 Food Safety p. 41, private-labelled products not applicable to us since we are not a retailer

Product Health & Nutrition	FB-FR-26oa.1	Revenue from products labelled/ marketed to promote health & nutrition attributes:	Sustainability Report 2022/23 Nutrition p. 40
	FB-FR-26oa.2	Process to identify & manage products & ingredients related to nutritional & health concerns among customers:	Customer Health & Nutrition Policy p. 2-3
Product labelling & marketing	FB-FR-27oa.1	No. of incidents of non-compliance with industry or regulatory labelling and marketing codes:	N/A
	FB-FR-27oa.2	Total amount of monetary losses from legal proceedings associated with marketing and/or labelling practices	N/A
	FB-FR-27oa.3	Revenue from products labelled as (1) containing (GMOs) and (2) non-GMO	N/A
Labour Practices	FB-FR-31oa.1	1. Average hourly wage: 2. percentage of in-store and distributioncentre employees ear- ning minimum wage, by region:	Sustainability Report Employee Wellbeing & Engagement p. 36 Percentage of minimum wage workers currently not available
	FB-FR-31oa.2	% of active workforce covered under collective bargaining agreements	Sustainability Report Employee Wellbeing & Engagement p. 33
	FB-FR-31oa.3	1. Number of work stoppages: 2. Total days idle	Sustainability Report Employee Wellbeing & Engagement p. 34
	FB-FR-31oa.4	1. Monetary losses from labour law violations: 2. Employment discrimination:	Sustainability Report Compliance p. 46
Management of Environ- mental & Social Impacts on the Supply Chain	FB-FR-43oa.1	Revenue from products third-party certified to environmental or social sustainability sourcing standards:	N/A
	FB-FR-43oa.2	1. % revenue from cage-free eggs: 2. % revenue from gestation-free pork:	N/A
	FB-FR-43oa.3	Strategy to manage environmental and social risks within the supply chain, including animal welfare:	DO & CO Use of Natural Resources Policy p. 4-9 DO & CO Sustainable Sourcing Policy p.4
	FB-FR-43oa.4	Strategies to reduce the environ- mental impact of packaging	DO & CO Use of Natural Resources Policy p. 7 DO & CO Sustainable Sourcing Policy p.7

GRI INDEX

STATEMENT OF USE	DO & CO AG has reported in accordance with the GRI Standards for the period April 1st 2022 to March 31st 2023
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	Food and Beverages

GRI Standard / other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-1 Organizational detail	DO & CO AG	A grey cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	Sustainability Team Management Board Heads of Departments			
	2-3 Reporting period, frequency and contact point	April 1st 2022 - March 31st 2023 Yearly Head of the Sustainability Team			
	2-4 Restatements of information	1. Recalculation of % locally sourced products, S.R p. 29 2. Gender Pay Parity Gap 3. Calculating Scope 1-3 Emissions using a Reporting Platform, S.R p. 20-24			
	2-5 External assurance	Will be conducted in the following year			
	2-6 Activities, value chain and other business relationships	Sustainability Report 2022/23 p. 6-7			
	2-7 Employees	Sustainability Report 2022/23 p. 38			
	2-8 Workers who are not employees	N/A		Information unavailable / incomplete	We collaborate with agencies providing workers to our units
	2-9 Governance structure and composition	Sustainability Report 2022/23 p. 17-18			
	2-10 Nomination and selection of the highest governance body	Sustainability Report 2022/23 p. 17-18			

	2-11 Chair of the highest governance body	Sustainability Report 2022/23 p. 17-18			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Report 2022/23 p. 17-18			
	2-13 Delegation of responsibility for managing impacts	Sustainability Report 2022/23 p. 17-18			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Report 2022/23 p. 17-18			
	2-15 Conflicts of interest	Sustainability Report 2022/23 p. 45			
	2-16 Communication of critical concerns	Sustainability Report 2022/23 p. 54-55			
	2-17 Collective knowledge of the highest governance body	Sustainability Report 2022/23 p. 17-18			
	2-18 Evaluation of the performance of the highest governance body	Remuneration Policy			
	2-19 Remuneration policies	Remuneration Policy			
	2-20 Process to determine remuneration	Remuneration Policy			
	2-21 Annual total compensation	Sustainability Report 2022/23 p. 34			
	2-22 Statement on sustainable development strategy	Sustainability Report 2022/23 p. 4-5			
	2-23 Policy commitments	Sustainability Report 2022/23 p. 19			
	2-24 Embedding policy commitments	Sustainability Report 2022/23 p. 19			
	2-25 Processes to remediate negative impacts	Throughout Sustainability Report 2022/23			
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Report 2022/23 p. 54-55			
	2-27 Compliance with laws and regulations	Sustainability Report 2022/23 p. 45-53			
	2-28 Membership associations	Sustainability Report 2022/23 p. 7			
	2-29 Approach to stakeholder engagement	Sustainability Report 2022/23 p. 54-55			
	2-30 Collective bargaining agreements	Sustainability Report 2022/23 p. 32-33			

MATERIAL TOPICS

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Report 2022/23 p. 9-12	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.
	3-2 List of material topics	Sustainability Report 2022/23 p. 9-12	

Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual report			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report 2022/23, p. 11			
	201-2 Fincancial implications and other risks and opportunities due to climate change	TCFD Report 2022/23			
	201-3 Defined benefits plan obligations and other retirement plans	Annual Report 2022/23, p. 73-74			
	201-4 Financial assistance received from government	N/A			
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 32-35			
GRI 202: Market Presence 2016	201-1 Ratios of standard entry level wage by gender compared to local minimum wabe	Sustainability Report 2022/23 p. 34			
	202-2 Proportion of senior management hired from the local community	N/A		Information un-available/ incomplete	
Indirect economic imipacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 44			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investements and services supported	Sustainability Report 2022/23 p. 44			
	203-2 Significant indirect economic impacts	Sustainability Report 2022/23 p. 44			
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 27-30			

GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability Report 2022/23 p. 29			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 45-46			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Report 2022/23 p. 45			
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report 2022/23 p. 45-46			
	205-3 Confirmed incidents of corruption and actions taken	Sustainability Report 2022/23 p. 45-46			
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 45-46			
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Sustainability Report 2022/23 p. 45-46			
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics	Annual Report 2022/23, p. 11, p. 72, p. 76, p. 80-90, p. 117-118			
GRI 207: Tax 2019	207-1 Approach to tax	Annual Report 2022/23, p. 11, p. 72, p. 76, p. 80-90, p. 117-118			
	207-2 Tax governance, control, and risk management	Annual Report 2022/23, p. 11, p. 72, p. 76, p. 80-90, p. 117-118			
	207-3 Stakeholder engagement and management of concerns related to tax	Annual Report 2022/23, p. 11, p. 72, p. 76, p. 80-90, p. 117-118			
	207-4 Country-by-country reporting	N/A			

Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 30			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	N/A			
	301-2 Recycled input materials used	Sustainability Report 2022/23 p. 30			
	301-3 Reclaimed products and their packaging materials	Sustainability Report 2022/23 p. 30			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 22-23			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Report 2022/23 p. 22-23			
	302-2 Energy consumption outside of the organization	Sustainability Report 2022/23 p. 22-23			
	302-3 Energy Intensity	Sustainability Report 2022/23 p. 22-23			
	302-4 Reduction of energy consumption	Sustainability Report 2022/23 p. 22-23			
	302-5 Reductions in energy requirements of products and services	Sustainability Report 2022/23 p. 22-23			
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 31			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainability Report 2022/23 p. 31			
	303-2 Management of water discharge-related impacts	Sustainability Report 2022/23 p. 31			
	303-3 Water withdrawal	Sustainability Report 2022/23 p. 31			
	303-4 Water discharge	Sustainability Report 2022/23 p. 31			
	303-5 Water consumption	Sustainability Report 2022/23 p. 31			

Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A		Information unavailable/in-complete	We expect that none of our operations are in or adjacent to high-biodiversity areas, since we largely operate at existing airport sites. However, closer evaluation will be conducted.
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A		Information unavailable/in-complete	Evaluation to be conducted.
	304-2 Significant impacts of activities, products and services on biodiversity	N/A		Information unavailable/in-complete	Evaluation to be conducted.
	304-3 Habitats protected or restored	N/A		Information unavailable/in-complete	Evaluation to be conducted.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A		Information unavailable/in-complete	Evaluation to be conducted.
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 20-23			
GRI 305 : Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2022/23 p. 20-23			
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2022/23 p. 20-23			
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report 2022/23 p. 20-23			
	305-4 GHG emissions intensity	Sustainability Report 2022/23 p. 20-23			
	305-5 Reduction of GHG emissions	N/A		Information unavailable/in-complete	This year's reporting serves as our base year.
	305-6 Emissions of ozone-depleting substances (ODS)	N/A		Information unavailable/in-complete	Our reporting does not include information regarding specific pollutants, apart from our Scope 1 emissions, which include emissions produced by refrigerants and company-owned and used vehicles.

	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A		Information unavailable/incomplete	Our reporting does not include information regarding specific pollutants, apart from our Scope 1 emissions, which include emissions produced by refrigerants and company-owned and used vehicles.
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 24-26			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainability Report 2022/23 p. 24-26			
	306-2 Management of significant waste-related impacts	Sustainability Report 2022/23 p. 24-26			
	306-3 Waste generated	Sustainability Report 2022/23 p. 24-26			
	306-4 Waste diverted from disposal	N/A		Information unavailable/incomplete	Unit level information not yet aggregated to group level
	306-5 Waste directed to disposal	N/A		Information unavailable/incomplete	Unit level information not yet aggregated to group level
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 27			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	N/A			
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2022/23 p. 27			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 32-39			
	401-1 New employee hires and employee turnover	Sustainability Report 2022/23 p. 32			

GRI 401: Employment 2016	401-2 Benefits provided to fulltime employees that are not provided to temporary or part-time employees	N/A		Not applicable	All DO & CO employees have access to our benefits. It may be at different values, but the benefits per se remain same. Only agency employees (which are not direct DO & CO employees) are exempt from our benefits.
	401-3 Parental leave	Sustainability Report 2022/23 p. 34			
Labor / management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 33, p. 35			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	N/A		Not applicable	Notice periods vary according to each country's local regulation. We adhere to labour laws regarding minimum notice periods.
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 32-34			
GRI 403:Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Report 2022/23 p. 32-34 Employee Wellbeing and Engagement Policy			
	403-2 Hazard identification, risk assessment and incident investigation	Sustainability Report 2022/23 p. 32-34 Employee Wellbeing and Engagement Policy			
	403-3 Occupational health services	Sustainability Report 2022/23 p. 32-34 Employee Wellbeing and Engagement Policy			
	403-4 Worker participation, consultation and communication on occupational health and safety	Sustainability Report 2022/23 p. 32-34 Employee Wellbeing and Engagement Policy			

	403-5 Worker training on occupational health and safety	Sustainability Report 2022/23 p. 32-34 Employee Wellbeing and Engagement Policy			
	403-6 Promotion of worker health	Sustainability Report 2022/23 p. 32-34 Employee Wellbeing and Engagement Policy			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report 2022/23 p. 32-34 Employee Wellbeing and Engagement Policy			
	403-8 Workers covered by an occupational health and safety management system	Sustainability Report 2022/23 p. 32-34 Employee Wellbeing and Engagement Policy			
	403-9 Work-related injuries	Sustainability Report 2022/23 p. 32-34 Employee Wellbeing and Engagement Policy			
	403-10 Work-related ill health	Sustainability Report 2022/23 p. 32-34 Employee Wellbeing and Engagement Policy			
	Training and education				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 36			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Report 2022/23 p. 36			
	404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2022/23 p. 37			
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Report 2022/23 p. 54			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 38			
GRI 405: Diversity and Equal opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Report 2022/23 p. 16			
	405-2 Ratio of basic salary and remuneration of women to men	Sustainability Report 2022/23 p. 34			

Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 38			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Sustainability Report 2022/23 p. 38			
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 32			
GRI 407: Freedom of Association and collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Sustainability Report 2022/23 p. 32 Supplier Code of Conduct			
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 35			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainability Report 2022/23 p. 35 Supplier Code of Conduct			
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 35			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report 2022/23 p. 35 Supplier Code of Conduct			

Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A			
GRI 410:: Security Practices 2016	410-1 Security personnel trined in human rights policies or procedures	N/A		Not applicable	We currently do no keep track of this specific metric. Our employees go through specific trainings per posi-tion. It is of para-mount importance to us to uphold human rights, and there is a strict zero tolerance for their violations.
Rights of indenogenous peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A			We are yet to evaluate our expo-sure to indigenous communities.
GRI 411: Rights of indi-genous Peoples 2016	411-1 Incidents of violations invol-ving rights of indigenous peples	N/A		Not applicable	We are yet to evaluate our expo-sure to indigenous communities.
Local Communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 3, p. 5			
GRI 413: Loi-cal Commu-nities 2016	413-1 Operations with local commu-nity engagement, impact assess-ments and development programs	Sustainability Report 2022/23 p. 3, p. 5			
	413-2 Operations with significant ac-tual and potential negative impacts on local communities	N/A		Not applicable	Based on our risk assessment, our operations do not pose signi-ficant negative impacts on local communiites. On the contrary, we believe that we contribute to local communities with the creation of jobs, through our strategic expan-sion.

Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 28-28			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	N/A		Information unavailable / in-complete	Supplier code of conduct was in-troduced towards the end of the financial year, hence data not yet available
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability Report 2022/23 p. 27-28			
Public policy					
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A		Not applicable	We do not engage in political actions.
GRI 415: Public Policy 2016	415-1 Political contributions	Sustainability Report 2022/23 p. 46 DO & CO Business Conduct Policy			
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 42-43			
GRI 416: Custo-mer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Sustainability Report 2022/23 p. 42-43			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Report 2022/23 p. 42-43			
Marketing and labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 39			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for products and service information and label-ing	Customer Health & Nutrition Policy			

	417-2 Incidents of non-compliance concerning product and service information and labeling	N/A		Not applicable	Our operations focus on the production of freshly-cooked meals and products, with a very limited fraction being packaged goods. We value transparency, as such all of our customers have a complete view of our menu preparation and ingredient inclusion. We are aiming to continue providing the same level of transparency in the future.
	417-3 Incidents of non-compliance concerning marketing communications	N/A		Not applicable	Our operations focus on the production of freshly-cooked meals and products, with a very limited fraction being packaged goods. We value transparency, as such all of our customers have a complete view of our menu preparation and ingredient inclusion. We are aiming to continue providing the same level of transparency in the future.
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Report 2022/23 p. 47			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints conderning breaches of customer privacy and losses of customer data	Sustainability Report 2022/23 p. 47			

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