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Letter from the management

Dear stakeholders,

As we present our 2025 Sustainability Report, we look back on a year marked by meaningful progress and strengthened commitment true to our purpose "To drive the transition towards an efficient and sustainable future of mobility." Despite a challenging external environment marked by geopolitical and regulatory uncertainties, we remained fully committed to our Environmental, Social and Governance (ESG) agenda. With the launch of a new strategy period for 2026–2030, 2025 also marked a significant step forward in further embedding ESG at the heart of our strategic direction and daily operations. The results presented in this report reflect the focused delivery and strong commitment of our teams across Europe, which we are very proud of.

ADVANCING CLIMATE ACTION ACROSS OUR VALUE CHAIN

Building on the approval of our climate targets by the Science Based Targets initiative (SBTi) in 2024, the year 2025 was focused on execution. A major milestone was the 73 percent reduction in Scope 3 CO₂e emissions, enabling us to reach our near-term SBTi target of reducing emissions by 42 percent by 2030 compared to the 2022 base year – well ahead of schedule. This progress reflects our systematic approach to achieving decarbonization along the entire value chain. At the same time, we reduced our emissions within our own operations by 12 percent versus the base year 2022. This was achieved, among other measures, through a decrease in overall energy consumption and a renewable energy share (electricity and heating) of approximately 60 percent at our facilities.

Our sustained efforts received strong recognition from leading rating agencies – EcoVadis once again awarded DKV Mobility a Platinum medal, placing us among the top one percent of more than 150,000 assessed companies worldwide. CDP also confirmed the strength of our climate management: After debuting with a "B" rating in 2024, we achieved an "A–" in the Climate category, positioning DKV Mobility among the leading companies in terms of climate management.

DRIVING THE TRANSITION TOWARDS SUSTAINABLE MOBILITY

At the same time, our climate-protection efforts are closely linked to supporting our more than 430,000 customers advancing in their journeys towards decarbonization. In 2025, we achieved a major milestone by significantly expanding our electric vehicle (EV) offering. With approximately 177,000 additional EV charge points, our network surpassed the threshold of one million charge points throughout Europe – representing an increase of 20 percent compared to 2024. This further strengthened our position as one of the largest charging networks in Europe.

Beyond e-mobility, we continued to broaden our alternative fuels offering. By the end of 2025, our network comprised more than 25,000 stations for alternative fuels such as LNG, CNG, and hydrogen (+8 percent vs. 2024). In parallel, we expanded our HVO100 refueling network by more than 1,500 stations, reaching over 4,100 sites across 20 countries by year-end.



Sebastian Klauke
Chief Executive Officer



Vibeke Bak Solok
Chief Financial Officer



Jesper Erichsen
Chief Technology and Operating Officer

In addition to expanding our fuel and energy portfolios, we also advanced our digital services to help customers manage and reduce their emissions more effectively. With the introduction of the DKV Mobility Carbon Monitor, our customers can analyze and document emissions of their vehicle fleets with accuracy and reliability. This provides the transparency and data insights fleet operators need to make informed, data-driven decisions to reduce CO₂e emissions.

STRENGTHENING OUR CULTURE AND SOCIAL ENGAGEMENT

Our progress in 2025 was possible due to our diverse and highly engaged workforce. Women account for nearly half of our employees, and 36 percent of our leadership roles are held by women. Colleagues from more than 72 nationalities contribute to our international strength.

Our commitment to fostering a strong and inclusive workplace culture was once again confirmed by the independent Great Place to Work® (GPTW) institute. Within our company-size category, we ranked 13th among the Best 100 German Employers, and we won second place among the Best Employers in NRW for companies with more than 1,000 employees. The Top Employers Institute also recognized our efforts and certified us as a Top Employer in Germany. Building on last year's strong performance, we improved our results and secured 13th place among all certified companies in Germany. In addition to the recognition in Germany, our Romanian entity was also certified as a Top Employer.

Our social engagement extended well beyond our organization. During our 4th Community Day, more than 500 employees from ten entities in seven countries supported 35 projects, directly benefiting around 3,200 people in local communities. We expanded the number of NGO Cards by 19 percent to more than 3,700, providing nonprofits in nine countries with access to our services without card or service fees.

OUR WAY FORWARD

While we are proud of our achievements, we know that much remains to be done. We remain fully committed to our purpose and strategy, knowing that progress is only possible through collaboration – within our company and with partners across our ecosystem. As a signatory to the UN Global Compact and its Ten Principles, we recognize the importance of working together to achieve our ambitious goals. Together, we can drive forward our vision of a sustainable future of mobility.

Thank you for your continued interest in our 2025 Sustainability Report. We welcome your feedback and look forward to continuing this journey with you.



Sebastian Klauke
Chief Executive Officer



Vibeke Bak Solok
Chief Financial Officer



Jesper Erichsen
Chief Technology and
Operating Officer

About this report

REPORTING SCOPE AND STANDARDS

This is the annual Sustainability Report of DKV MOBILITY GROUP SE (after this, the "Company" and, together with its subsidiaries, the "Group," "DKV Mobility Group," "DKV Mobility," "we," "our," and "us"). The company is privately owned, and our headquarters are located at Balcke-Dürr-Allee 3, 40882 Ratingen, Germany, which is also the registered seat of the company.

The Sustainability Report (in the following "the report") informs our stakeholders about our strategy, commitments, and progress regarding Environmental, Social and Governance (ESG) aspects. The report covers our activities in the fiscal year of 2025 (January 1 to December 31; identical to our financial reporting). Unless otherwise stated, the report includes information and consolidated figures from DKV MOBILITY GROUP SE. Any exceptions to this scope of reporting or limitations to reporting methodologies are indicated accordingly in the sections "ESG performance data" and "ESG accounting principles."

This report has been prepared in accordance with the 2021 GRI Universal Standards (GRI) and focuses on the reporting principles of accuracy, balance, clarity, comparability, completeness as well as sustainability context, timeliness, and verifiability.

MATERIAL TOPICS

In the reporting year 2025, we conducted the required annual review of the material topics according to the requirements of the 2021 GRI Universal Standards and of the 2021 GRI 3: Material Topics. Furthermore, the process to identify and assess material topics was carried out taking into consideration the Double Materiality Assessment (DMA) requirements of the European Sustainability

Reporting Standards (ESRS). The management approach for each GRI material topic is described in the relevant chapters of this report. Throughout the report, the respective GRI disclosures are referenced at the bottom of the pages. Information on general and specific standard information is referenced in the combined GRI/ESRS content index.

TRANSITIONING FROM GRI STANDARDS TO THE EUROPEAN SUSTAINABILITY REPORTING STANDARDS (ESRS)

The report additionally includes selected ESRS disclosures with a focus on the following standards and datapoints;¹ respective supplementary qualitative information is reported taking into consideration ESRS as well:

- ESRS E1 – Climate Change: Selected quantitative datapoints under E1-4 and E1-6 (including previous year (PY) values; only for fully consolidated entities of DKV Mobility Group as per December 31, 2025)
- ESRS S1 – Own workforce: Selected quantitative datapoints under S1-17 (DP 103(a))
- ESRS G1 – Business Conduct: Selected quantitative datapoints under G1-3 (DP 21b) and G1-4 (DP 24a, 25(a, c))

The corresponding datapoints are indicated in brackets at the bottom of the respective pages and in the GRI/ESRS content index. This represents our first step toward implementing the upcoming reporting requirements under the EU Corporate Sustainability Reporting Directive (CSRD).

EXTERNAL ASSURANCE

This Sustainability Report, prepared voluntarily in accordance with the criteria set out in this report, was prepared by the Management Board of DKV Mobility Group. In accordance with its duty of care, the Management Board engaged PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main to conduct a limited assurance engagement on the information. The auditor issued an unmodified opinion.

FURTHER INFORMATION

The report is published in English on our website. More detailed information can be found in the GRI/ESRS content index in the download section on our website.

The preceding report, which was released under the title "Sustainability Report 2024" and covered the financial year of 2024, was published in English in June 2025 and is also available online.

Scope of application:

DKV Mobility Group

Standards:

GRI Universal Standards 2021

Selected ESRS disclosures

Aspects:

Environment,
Social, Governance

Assurance:

Limited

¹ The complete list of data points can be found in the chapter "Climate action in our own operations and value chain" and in the chapter "ESG performance data – Environment and Governance."

DKV Mobility at a glance

OVER 90 YEARS OF SUCCESSFUL GROWTH

DKV Mobility has a history of over 90 years of successful growth. We are the leading B2B platform for on-the-road payments and solutions, serving more than 430,000 active customers in over 50 service countries across Europe with about 2,800 employees. The main products and services that we offer through our B2B platform can be divided into the following four categories:

- > **Energy**, comprising the cashless refueling of conventional and alternative fuels as well as electricity and the Group's e-mobility business;
- > **Toll**, comprising national and European toll settlements;
- > **Mobility solutions**, comprising vehicle services (such as maintenance, parking, and repairs) as well as Digital Solutions including, for example, Fleet Management Software (FMS), Transport Management Software (TMS), and telematics; and
- > **Financial solutions**, primarily comprising tax refund services.

To provide these products and services, our platform offers access to a large network of acceptance partners at all stages of the customer journey. Customers access our platform through our service cards (including those that are electronically stored in apps), toll boxes or units, and other solutions.

As part of our business model and value chain, DKV Mobility collaborates closely with an extensive upstream network of fuel suppliers, charge point operators, and providers of alternative energy sources. This ensures secure, high-quality inputs for our energy and mobility solutions. Downstream, we serve a broad customer base across the logistics and transport sector, delivering integrated service cards, tolling solutions, digital analytics tools, and carbon-monitoring services that enhance operational efficiency and support decarbonization efforts. Together, these upstream and downstream partnerships form an interconnected value chain that enables us to create measurable economic and sustainability outcomes. Our digital platform further strengthens transparency, efficiency, and sustainability performance across all stages of value creation.

DRIVEN BY PURPOSE

Our objective is to enable the mobility of people and goods across Europe through our products and services, especially by providing access to mobility-related solutions, technologies, and financing. Our drive has been, and still is, our constant companion, and it prompts us to achieve ever-better services for all stakeholders. Mobility, which is one of the main pillars of modern societies and economies, is undergoing a major transformation. As a market leader in Europe, we rise to our responsibility to actively shape this change. In times of transition, being at our customers' side is essential for us. We remain a reliable partner and support them on their path towards a more efficient future – by giving our customers access to mobility solutions, technologies, and liquidity. At the same time, we carry the responsibility to contribute to a sustainable future of mobility. This is also expressed by our corporate purpose:

“To drive the transition towards an efficient and sustainable future of mobility.”

2025 IN NUMBERS

Employees	~2,800
Service countries	>50
Active customers	~430,000
Transaction volume	€~20 bn
Revenue	€860 m
Fuel service stations	~74,000
Alternative fuel service stations	~25,000
EV charge points ¹	>1.1 m
Vehicle service stations	~37,000

¹ Public and semi-public in Europe.

A large satellite dish antenna is positioned in a field of tall grass and purple flowers. In the background, a modern building with many windows is visible under a clear blue sky. Two people, a woman in a white top and a man in a blue shirt, are walking through the field towards the right. A white semi-transparent box is overlaid on the left side of the image, containing the title and table of contents.

Strategy and governance

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ESG strategy and governance

EMBEDDING SUSTAINABLE BUSINESS PRACTICES AS CORE TO OUR PURPOSE

Sustainability has always been an integral part of DKV Mobility's long-standing history and culture and is also a central element of our corporate purpose. To create long-term value, we believe and share the conviction that we must take active responsibility for the social and environmental systems we operate in. With the launch of a new strategy period for 2026–2030, our ambition to "Lead in ESG" remains central – we set sustainability priorities that reflect our values in the areas where we think we can have an impact across the Environment (E), Social (S), and Governance (G) dimensions.

Our ESG strategy considers the evolving responsibilities we face regarding environmental aspects, the impact of our activities on society, and our corporate governance values. It is particularly driven by the ongoing transformation of the transport and mobility sector from conventional fuels to green energy and digitalization. In addition, we monitor the regulatory non-financial reporting requirements in the EU, such as the Corporate Sustainability Reporting Directive (CSRD), including EU Taxonomy information, or the Corporate Sustainability Due Diligence Directive (CSDDD), which are multifaceted. In 2025, the European Parliament adopted a vastly streamlined sustainability reporting regime. ESG factors in financial investment and credit decisions and societal requirements remain present. On the whole, we aim at generating added value in economic, environmental, and social terms for all of our stakeholders: customers, employees, business partners, shareholders, and society as a whole.

THE DIMENSIONS OF OUR ESG STRATEGY

We set ourselves sustainability priorities in 2021 that reflect our values and the areas where we believe we can have an impact with respect to the three ESG dimensions – Environment, Social and Governance. For each ESG dimension, we defined core commitments that we determined as strategic priorities. These are the areas where we believe we can create the greatest impact, taking also into account impacts, risks, and opportunities. With this, we ensure that our ESG strategy is directly tied to our core business and is in line with our 2026–2030 strategy period.

ENVIRONMENT:

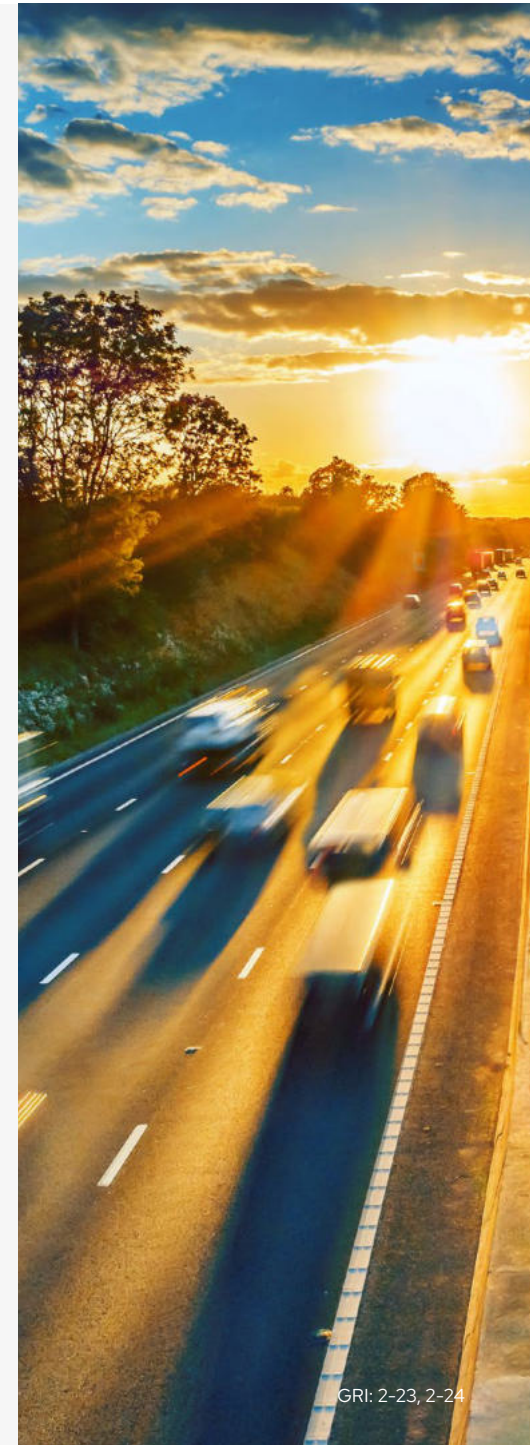
"To navigate the energy transformation" is our commitment to be at the forefront of helping our customers to switch to alternative energy sources. By providing our customers with sustainable products and digital services that enable them to manage the ongoing transition to low-carbon fuels and e-mobility more efficiently, we intend to play an active role in this process. As an ongoing sign of our commitment to climate protection, we set ourselves ambitious climate targets in 2024. The Science Based Targets initiative (SBTi) validated our Scope 1, 2, and 3 GHG emissions reductions targets. Overall, we are committed to reaching net-zero GHG emissions across the value chain by 2050 conforming with the SBTi Corporate Net Zero Standard. SBTi has classified our company's Scope 1 and 2 target ambition as in line with a 1.5°C trajectory. Please see the table on the next page and the chapter "Climate action in our own operations and value chain" for further reference.

SOCIAL:

"To be a great place to work" is our commitment to promoting diversity, equity, and inclusion, talent management, and care for the communities in which we operate. Our people are the foundation of our success as a company. A highly engaged and committed workforce is essential to living up to our purpose and to delivering on our ambitious targets. We aspire to provide an engaging environment for all colleagues, to attract, develop, and retain the best talents for DKV Mobility, and to ensure that this is achieved by keeping diversity, inclusion, and equity in mind. Furthermore, we promote equal opportunities and a culture in which everyone can learn, grow, succeed, and develop further, regardless of gender, sexual orientation, age, religion, disabilities, ethnic origin, or social background.

GOVERNANCE:

"To act responsibly" is our commitment to promote an environment of trust, transparency, and accountability in the interests of all stakeholders. By confirming our Code of Conduct (CoC), we want our employees, suppliers, and other business partners to comply with laws and regulations as well as with our internal policies and ethical standards. We implemented compliance and risk management systems, including systems specifically tailored to risks relating to information security and data protection, in order to timely and appropriately identify risks potentially affecting our business. Furthermore, ESG criteria play a key role in our purchasing guidelines for our suppliers.



DKV Mobility's ESG strategy




Almost all the material topics or relevant subcategories covered by the ESG strategy are subject to such defined commitments, ESG impact targets, and metrics, which we use to track progress internally and report on externally (see further below and the relevant sections of this report). With our ESG strategy, we also undertake to contribute to the Sustainable Development Goals (SDGs)¹ – a universal call to action launched by the United Nations to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by 2030. At DKV Mobility, we identified seven SDGs that resonate deeply with our purpose and ESG strategy. These are key areas where we believe we can make the most positive contribution and on which we will report our progress.

CLOSING REVIEW OF OUR ESG IMPACT TARGETS

Our full ESG framework, established in 2021, comprises ten ESG impact targets with time horizons extending to 2025, 2027, and 2030. These targets reflect the areas in which DKV Mobility can generate the most meaningful impact, based on our business model and their strategic relevance to the long-term success of our company.

This report presents the final progress assessment and closing review of our ESG impact targets with a time horizon of 2025. Detailed information on the status of each target and the corresponding progress made is provided on the next page and within the dedicated chapters of this report.

Adhering to our new corporate strategy period (2026–2030) – and acknowledging that our priorities, target-setting approach, and external expectations continue to evolve – we are currently developing an updated ESG target framework. This process also reflects the fact that the majority of our existing impact targets were set with the target year of 2025. Our objective is to ensure that the revised framework provides an accurate and transparent reflection of our strategic decision-making and key initiatives. The updated ESG target framework is planned to be presented in the 2026 Sustainability Report.

Our purpose	To drive the transition towards an efficient and sustainable future of mobility		
	Commitments	Material ESG topics (according to GRI Standards)	Sustainable Development Goals (SDGs) impact areas
Environment	<p>To navigate the energy transformation</p> <p>We aim to be at the forefront of helping our customers to switch to alternative energy sources</p>	<ul style="list-style-type: none"> Climate-friendly operations Sustainable materials Alternative fuels & e-mobility Product & service innovation 	
Social	<p>To be a great place to work</p> <p>We promote diversity, inclusion, and talent management, and care for the communities in which we operate</p>	<ul style="list-style-type: none"> Employee well-being Diversity & inclusion 	
Governance	<p>To act responsibly</p> <p>We promote an environment of trust, transparency, and accountability in the interests of all stakeholders</p>	<ul style="list-style-type: none"> Business ethics Information security & data privacy Responsible value chain management 	

¹ This is additional information. This information, according to SDG and the corresponding textual explanations, is not part of the ISAE 3000 rev. performed audit with limited assurance.

ENVIRONMENT

In 2024 we set ourselves climate targets, which were validated by the internationally recognized corporate climate action organization SBTi (Science Based Targets initiative) (see No. 1 and No. 2). In 2025, our focus was on advancing progress towards our decarbonization commitments,² in which we succeeded. In 2025, our Scope 1 and 2 (market-based) emissions decreased by approximately 12 percent compared to the base year 2022, driven by improved energy efficiency measures and the transition to more modern office buildings, amongst other things. Scope 3 emissions in the SBTi-relevant categories 3.1 and 3.11 declined by approximately 73 percent versus the base year 2022, mainly owing to the gradual phase-out of our fuel bunkering business in the UK and Spain. As a result, we have already achieved our SBTi near-term 2030 target ahead of schedule and will continue to closely monitor developments to ensure emissions remain on a downward trajectory.

Our target to fund climate protection projects via the DKV Card Climate equivalent to 245,000 tons of CO₂ p.a. (No. 3) was achieved; the actual volume reached approximately 249,000 tons. The number of managed EV charge cards (No. 4) was at approximately 1.3 million. With a strong growth rate of 66 percent versus the previous year, we reached our target of one million cards despite a target adjustment (previously 975,000). In 2025, we saw a decrease in our customers' lower-carbon fuel consumption of LNG, CNG, and hydrogen (No. 5) (-5 percent versus 2024). With this, we missed our 2025 target of 84,000 tons amid the total volume of 69,500 tons.

SOCIAL



















On the whole, DKV Mobility remains a gender-balanced organization, with women representing 48 percent of its workforce in 2025 (compared to

49 percent in 2024). In 2025, women accounted for a share of 36 percent (2024: 38 percent) of all managers. The overall decline in the share of women in the organization and in leadership positions (No. 6) is primarily attributable to recent acquisitions. Confirmed by a Group Pulse Check, our employee engagement score³ of 85 percent (2024: 85 percent) has remained at a high level, and with this result, we achieved our ESG impact target for 2025 of keeping our employee engagement score at or above 85 percent. We also registered continued success of our nonprofit NGO Card (No. 8) which grew by 19 percent compared to 2024 levels, and our 2025 target of providing 3,500 NGO Cards was achieved with more than 3,700 cards.

GOVERNANCE

Despite further progress in 2025, our target that all main suppliers for indirect materials and services comply with our CoC (No. 9) was not fully achieved. As of today, 88 percent of DKV Mobility Group's suppliers for indirect materials and services⁴ comply with the CoC (81 percent in 2024). The share of our active employees that completed the annual compliance training (No. 10) was at 82 percent (80 percent in 2024). Reaching full coverage for both targets proved challenging in practice. In regard to target No. 9, the remaining 12 percent could not be reached owing to process deviations, including exceptions for purchases without a purchase order, specific IT order workflows, and urgent short-notice orders. As to our compliance training, several entities are not yet fully integrated into our central learning management system, meaning that training distribution cannot be automated for all employees. Despite these structural hurdles, supplier due diligence and compliance training remain firmly embedded in our organizational processes. Under our renewed ESG impact target framework, we will refine the focus of our governance-related objectives.

REVIEW OF OUR ESG IMPACT TARGETS

ESG impact target	2025	2024	Progress ⁵	
Environment				
 	1 By 2030: Reduce absolute Scope 1 and 2 GHG emissions by 42% from a 2022 base year	-12%	-1%	
	2 By 2030: Reduce absolute Scope 3 GHG emissions from purchased goods and services and use of sold products for sold fossil fuels by 42% from a 2022 base year	-73% [Achieved]	+8%	
	3 By 2025: Fund climate protection projects via the DKV Card Climate equivalent to 245,000 tons of CO ₂ p.a.	249,000 [Achieved]	238,000	
	4 By 2025: Manage 1 million EV charge cards for our customers	1,300,000 [Achieved]	798,000	
	5 By 2025: Increase our customers' LNG, CNG, and hydrogen consumption to 84,000 tons	69,500 [Not achieved]	73,000	
Social				
 	6 By 2027: Ensure females account for a share of 50% of all employees and 40% of all managers	48%/36%	49%/38%	
	7 By 2025: Ensure the employee engagement score remains at or above 85%	85% [Achieved]	85%	
	8 By 2025: Provide 3,500 NGO Cards to NGOs	3,700 [Achieved]	3,100	
Governance				
 	9 By 2025: Ensure all main indirect suppliers comply with our Code of Conduct	88% [Not achieved]	81%	
	10 By 2025: Ensure 100% of our active employees complete the annual compliance training	82% [Not achieved]	80%	

² See the chapter "Climate action in our own operations and value chain" for further reference. ³ The engagement score is the average percentage of positive responses to employee engagement questions in the scope of GPTW® surveys and Group Pulse Checks conducted at DKV Mobility. ⁴ Suppliers for indirect materials and services cover, for instance, the fields of professional services (consulting, interim management, recruiting), IT (hardware, software, services), marketing (advertising materials, events, services), office supplies (consumables, furniture), travel (business trips and mobility services), and facility management (maintenance and cleaning services, energy contracts). Main indirect suppliers are suppliers for indirect materials and services with annual expenses of >€25,000. ⁵ The progress shows the development towards the ESG impact target between the reporting year and the previous year.

How the ESG strategy is governed

DKV Mobility Group aims to fully integrate sustainability across the Group as we work to embed and deliver ESG objectives in relation to our core business activities and across our organization.

As illustrated in the governance model on this page, governance of ESG originates in the **Board of Directors (BoD)**, which determines guidelines for the overall ESG direction and supervises the progress. At the close of 2025, the seven members of the BoD of DKV MOBILITY GROUP SE included four women. The share of women on the BoD was thus 57 percent and the percentage of independent board members was at 43 percent in 2025.

The **Audit Committee** monitors the adequacy and effectiveness of the control and risk management systems, which also cover sustainability-related objectives, and the processes and systems for collecting and processing sustainability-related data.

The **People Committee** is responsible for preparing key personnel decisions for the BoD and also discusses the topic of diversity in the management and employee structure as well as the diversity targets in the Group at least once a year.

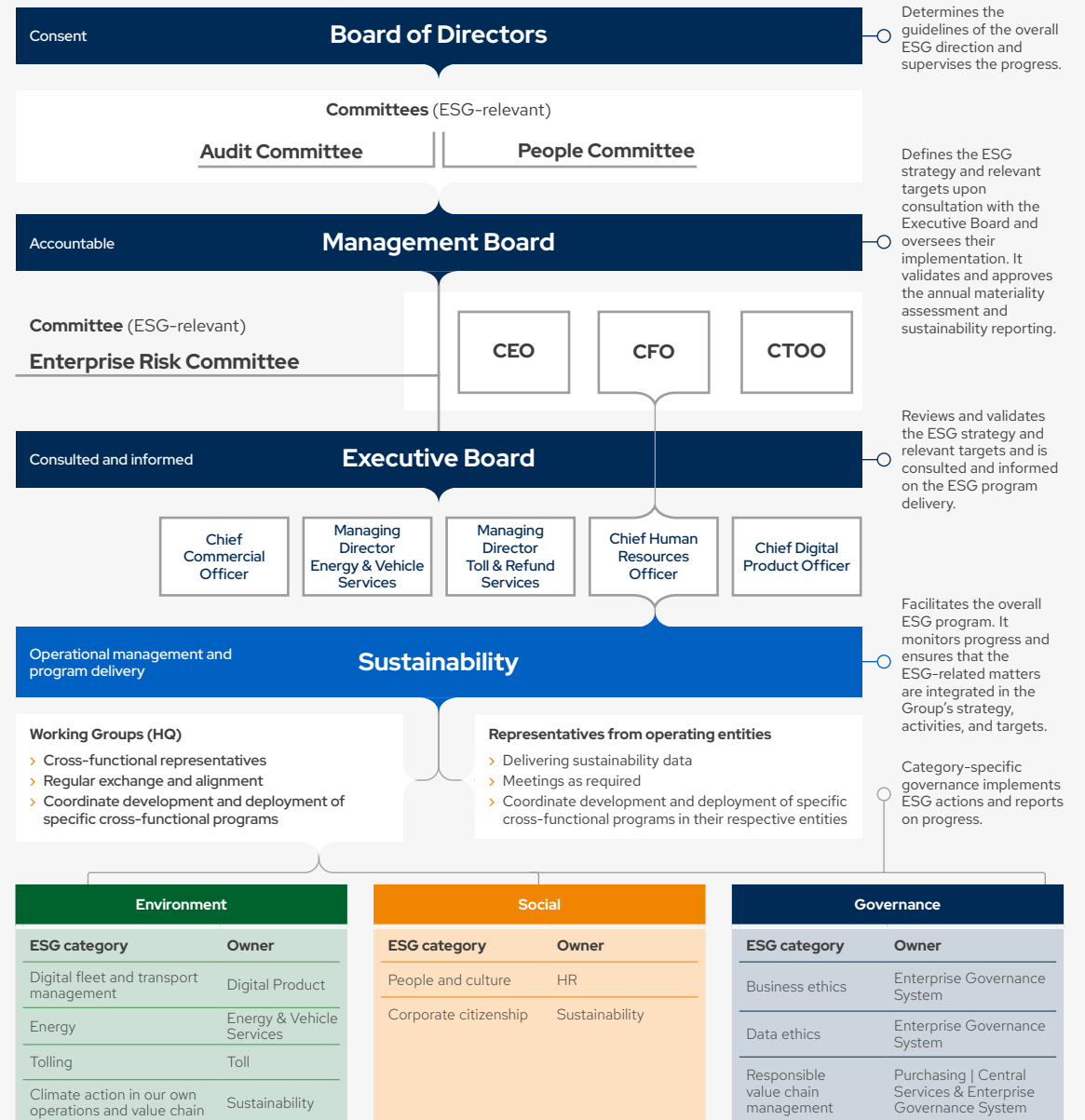
Matters relating to sustainability reside with the **Management Board (MB)**. The MB defines the ESG strategy and relevant targets upon consultation with the **Executive Board (EB)** and oversees their implementation.

Our **Enterprise Risk Committee** – which was established in April 2022 – is part of the Group’s Enterprise Risk Management System (ERMS) and is the overarching body for the management and monitoring of risks endangering the existence of DKV Mobility Group, taking into account the overall risk situation.

The **Sustainability Department** facilitates the overall ESG program, engages with stakeholders, runs the materiality assessment, crafts and shapes the ESG strategy, and ensures direction (for instance, regarding progress against the Group’s climate targets), coordination, and ESG subject-matter expertise. This unit regularly informs and advises the MB and the EB about the progress made and the possible need for action. In addition, it ensures that the ESG-related initiatives of our various business units, cross-functional units, and subsidiaries comply with our Group-wide ESG strategy. Ownership and the responsibility to drive action in the three dimensions of ESG lie within cross-organizational entities and our business units to ensure alignment with business priorities and a long-term focus on ESG. The measures adopted by the ESG dimension owners are implemented by our line managers as well as interdisciplinary project teams.

More information on the organization of the individual departments owning the different ESG categories can be found in the respective sections that follow.

GOVERNANCE OF ESG AT DKV MOBILITY GROUP IN 2025



Stakeholder engagement and materiality

DIALOGUE WITH STAKEHOLDERS

We firmly believe that sustainable development can only be achieved through the cooperation of a wide range of stakeholders. Therefore, active stakeholder management makes an important contribution to the success of our company and is a key building block of our sustainability strategy. DKV Mobility defines its stakeholders as those individuals and organizations that affect or are affected by the company's business. We are in constant dialogue with various stakeholders, gathering their feedback, and applying it to our operations (a list of our selected focus stakeholders can be found on the following page). We focus on building and sustaining relationships of trust, on acting transparently, and, whenever possible, on reconciling divergent interests of various stakeholder groups. The interaction takes place in the markets where we are active and at our subsidiaries across Europe. Our stakeholder-engagement approach aims to align corporate activities with our identified material ESG issues. For instance, we conduct yearly customer surveys, consistently take our employees into consideration through annual engagement surveys and ESG-specific training sessions during the year, and participate in working groups, also through our pro bono consulting work and industry associations. Working together on the complex challenges we are facing can lead to better innovation and business outcomes that also benefit society in general.

An overview of our stakeholder groups, the dialogue formats (such as training courses and career fairs), and stakeholder management tools (such as ESG ratings and certification audits) that were used in the reporting year can be found on the following page.

ENGAGING WITH POLICYMAKERS

When it comes to politics, DKV Mobility Group is entirely neutral and has no affiliation or involvement whatsoever with any political party in Germany or any of its markets. This is confirmed in the company's corporate policies and guidelines. DKV Mobility also refrains from making political donations, as outlined in its Code of Conduct (CoC) and its compliance policies and guidelines. When interacting with external stakeholders, we act according to the guiding principles of transparency, integrity, and responsibility. The company's wholly owned subsidiary DKV EURO SERVICE GmbH + Co. KG is listed in the transparency registers of the European Union and of the Federal Republic of Germany and is strictly committed to complying with the associated guidelines. The key principle of our Public Affairs function and program is to promote transparency around public affairs, which is also an integral part of corporate governance for us. This is also defined in our internal Public Affairs Policy. The Public Affairs function and program has the purpose of engaging with policymakers; it provides information and facilitates dialogue, whether with respect to individuals or industry associations. It is thus intended to enhance debates and generate meaningful contributions to them while raising the profile and reputation of our company. As to relevant industry-related topics, such as the European Green Deal, we offer our expertise in the fields of Sustainability and New Mobility by, for instance, drafting position papers together with our industry partners on a range of topics, thus contributing to an informed decision-making process in the amendment of existing – or the introduction of new – legislation by EU institutions. See the "Engagement in the IRU" paragraph in the middle. Please refer to the "Memberships" overview on page 70 for more details.

ENGAGEMENT IN THE IRU

The International Road Transport Union (IRU) is a worldwide road-transport organization dedicated to safeguarding the interests of bus, coach, taxi, and truck operators, that aims to foster economic growth and prosperity through sustainable mobility. Collaboration with associations such as the IRU is important for DKV Mobility in order to engage with value-chain partners and peer companies.

The road-transport sector is committed to becoming fully carbon-neutral by 2050 via IRU's Green Compact, a collective roadmap for the industry to continue researching, testing, and scaling up solutions.¹ We believe that by offering access to one of the largest energy-agnostic acceptance networks in Europe, DKV Mobility is supporting this commitment by helping road-transport operators maximize the benefits of all available decarbonization fuel solutions. Furthermore, this fits very well with the DKV Mobility purpose and our SBTi-validated climate targets (see also page 17).

In 2025, DKV Mobility partnered with the IRU to deliver thought-leadership webinars on efficiency and sustainability in road transport. Sessions such as "Driving Profitability: Fuel, Tolling, and Cost Trends in the EU" explored strategies to optimize costs while also focusing on latest developments in terms of CO₂ tolls. Another webinar, "Choosing the Right Truck: TCO and CO₂ Insights," examined total cost of ownership with respect to powertrains and countries, showcasing how alternative drivetrains and smart efficiency measures can significantly cut emissions.

We believe this cross-industry exchange is key to facilitating the European road transport sector's energy transition and thus paving the way for more decarbonization.

UNDERSTANDING STAKEHOLDER EXPECTATIONS IS KEY IN SUSTAINABILITY MATTERS FOR OUR BUSINESS

Already in 2021, when we compiled our materiality assessment survey, DKV Mobility engaged its customers, employees, associations, campaign groups, and corporate networks by letting them participate in a poll to find out about their needs and expectations, essential trends, and developments in society and in the business fields in which DKV Mobility is active. In this year's report, the materiality assessment follows for the first time also the requirements of the ESRS for a Double Materiality Assessment (DMA), where stakeholder engagement is a key element. Through structured discussions with internal subject-matter experts such as, e.g., employees of our Fuel & Vehicle Services, eMobility, and Toll departments, and the responsible topic owners, both at our headquarters and the acquired subsidiaries, as well as with our Enterprise Risk Management team, we gathered valuable insights to understand our stakeholder expectations. This input forms the basis for our understanding of material sustainability matters, and it underpins the development of initiatives in our roadmap to deliver on our ambitious ESG commitments. On the next page, we provide some specific examples of how we interacted with the different major stakeholder groups during the reporting year, using different formats.

¹ IRU (2025): IRU Green Compact. Delivering decarbonization and development for a more sustainable world.

DKV Mobility stakeholders and engagement opportunities

INTERNAL STAKEHOLDERS

EMPLOYEES

In our 2025 Group Pulse Check employee survey, we learned that our workforce values transparent communication, as well as fair compensation and strong development opportunities. The results also highlighted a strong desire for belonging and for team spirit across the organization. The Group Pulse Check is a short, regular survey designed to continuously gather feedback and measure employee sentiment, helping us better understand and respond to the needs of our people.

- We take these stakeholder perspectives into consideration with the help of the following formats: personal contact, employee surveys, media (video messages, newsletters, intranet), town halls, personal development talks, training initiatives, and frequent meetings with the works councils.

SHAREHOLDERS

We are a private company owned by the Fischer family that supports long-term growth and value creation. Strategies and plans that mitigate current and future risks for our business are appreciated by our shareholders. The company is managed by the Board of Directors, which determines the basic guidelines of its activities and monitors their implementation.

- We take these stakeholder perspectives into consideration with the help of the following formats: regular board meetings, personal contact.

EXTERNAL STAKEHOLDERS

CUSTOMERS

Our customer surveys and daily direct communication show that our customers call for sustainable solutions to ensure responsible and efficient business practices.

- We take these stakeholder perspectives into consideration with the help of the following formats: daily personal contact, conferences, customer surveys, media.

SUPPLIERS

Suppliers require trustful partnerships and fair treatment as well as a continuous improvement of sustainable operations across the entire value chain.

- We take these stakeholder perspectives into consideration with the help of the following formats: personal contact, Code of Conduct, ESG training for buyers and key suppliers.

BUSINESS PARTNERS

Banks, insurance companies, and rating agencies increasingly incorporate sustainability and ESG into their business practices.

- We take these stakeholder perspectives into consideration with the help of the following formats: ESG ratings, certification audits, presentations, Code of Conduct, personal contact.

COMPETITORS

Competition helps us to continuously challenge the status quo.

- We take these stakeholder perspectives into consideration with the help of the following formats: associations, conferences, media.

APPLICANTS, SCHOOLS, AND UNIVERSITIES

Applicants from schools or universities often wish for meaningful work and want to get fair treatment and wages, a sense of belonging, a family-friendly environment, and good development opportunities.

- We take these stakeholder perspectives into consideration with the help of the following formats: career fairs, online media, partnerships.

POLICYMAKERS

Policy makers are those officials responsible for devising or amending policies on behalf of governments (local, national, supranational) and/or regulators, passing and enabling legislation.

- We take these stakeholder perspectives into consideration with the help of the following formats: communication with policymakers, position papers.

ASSOCIATIONS, CAMPAIGN GROUPS, AND CORPORATE NETWORKS

Associations, campaign groups, and corporate networks help us attain a strong positioning and come up with solutions for a more sustainable future. A detailed overview of DKV Mobility Group's memberships can be found on page 70.

- We take these stakeholder perspectives into consideration (with all three stakeholders): working group meetings, regular communication, conferences, position papers.

NGOs AND NPOs

Non-governmental organizations (NGOs) and nonprofit organizations (NPOs) strive to champion certain causes in the interests of society and seek reliable and long-term supportive partnerships.

- We take these stakeholder perspectives into consideration with the help of the following formats: personal contact, neighborhood magazines, philanthropic programs, donations, volunteering support activities.

LOCAL COMMUNITIES

Local communities look for reliable partnerships and fair treatment while continually optimizing value chains and making them more sustainable.

- We take these stakeholder perspectives into consideration with the help of the following formats: local events, working groups, conferences, volunteering social support activities.

MEDIA

The media demand a certain degree of transparency, fair treatment, and long-term collaboration.

- We take these stakeholder perspectives into consideration with the help of the following formats: press releases, interviews, media cooperations, social media channels, trade fairs and events, replying to media inquiries.

Materiality assessment

Our sustainability strategy builds on a history of comprehensive materiality assessments. Between 2020 and 2021, DKV Mobility Group conducted a comprehensive materiality assessment for the first time, engaging the three key stakeholder groups of employees,² customers,³ and further selected external stakeholders⁴ in a professional online survey. The 2022 review of the previously defined topics required a number of adjustments in order to adequately take into account the updated materiality understanding of the GRI Universal Standards 2021 (GRI) and the GRI 3: Material Topics 2021 framework. This resulted in eight material topics being the basis for our 2023 report. For our 2024 report, we conducted the required annual review and identified "Responsible value chain management" as an additional material topic.

MATERIAL TOPICS UNDER GRI AND MAPPING WITH DOUBLE MATERIALITY ASSESSMENT (DMA) RESULTS IN 2025

In 2025, the decision was made to implement a gradual transition from the GRI reporting framework to the European Sustainability Reporting Standards (ESRS). This represents the first step toward compliance with the European Corporate Sustainability Reporting Directive (CSRD), which will be mandatory for DKV Mobility Group from the 2027 financial year onwards. As part of this transition, a Double Materiality Assessment (DMA) was conducted, based on the ESRS (as published in the Official Journal on December 22, 2023). The assessment included Group-wide value chain mapping and the development of an inventory of impacts, risks, and opportunities (IROs). In our IRO assessment, we focused on short-term (< 1 year),

medium-term (1–5 years), and long-term (>5 years) time horizons. It reflects newly acquired subsidiaries and is closely aligned with our enterprise risk management system. Additional input was drawn from certification standards such as the DIN EN ISO 14001 Environmental Management System and ESG frameworks, including the principles of the UN Global Compact, particularly with respect to our contribution to the Sustainable Development Goals (SDGs). Further considerations included recent EU regulatory developments (e.g., the European Climate Law, Count Emissions EU, and EU Corporate Sustainability Due Diligence Directive (CSDDD)). The assessment also incorporated ESG ratings, especially EcoVadis and CDP, which are recognized by both customers and the capital market and are consistent with our priorities.

For the time being, our non-financial reporting structure continues to primarily follow the GRI while gradually integrating ESRS-related disclosures, thereby establishing the foundation for future CSRD-integrated reporting. All material topics identified under the ESRS⁵ were mapped to the GRI material topics standard requirements. Upon re-evaluating the priorities within our ESG strategy and in relation to our ten ESG impact targets, the results confirmed that all GRI material topics remain valid.

² Employees and managers across DKV Mobility Group (including DKV Mobility LIVE GmbH, REMOBIS Refund Service C.V., and V.O.F. Alfa Transport Service VOF). ³ DKV Mobility customers from seven European countries. ⁴ Sustainability experts and representatives of associations, campaign groups, and corporate networks. ⁵ Material ESRS standards for DKV Mobility Group as per DMA: ESRS E1 Climate change, ESRS S1 Own workforce, ESRS S2 Workers in the value chain, ESRS S4 Consumers and end-users, ESRS G1 Business conduct.



Material topics according to GRI Universal Standards 2021

The materiality principle requires the disclosure of all circumstances that are material to a company’s business in the annual sustainability report. DKV Mobility Group assesses the actual and potential impacts of such circumstances on the economy, the environment, and people, including the impact on human rights within our activities and business relationships. We adhered to the GRI Standards’ 2021 approach by referencing the relevant GRI material topics at the bottom of the respective page in each chapter of this report. Furthermore, we provide additional disclosure on non-material topics, such as “Occupational health and safety” (page 39) and “Corporate citizenship” (page 41).



Environment	Social	Governance
<p>ALTERNATIVE FUELS & E-MOBILITY</p> <p>Driving the transition towards an efficient and sustainable future of mobility by helping our customers switch to alternative energy sources</p> <p>> Energy</p>	<p>EMPLOYEE WELL-BEING</p> <p>Being a “great place to work” by fostering a workplace culture that is governed by the principles of team spirit, respect, and a family-friendly work environment</p> <p>> People and culture</p>	<p>BUSINESS ETHICS</p> <p>Acting in an environment of trust, transparency, and accountability</p> <p>> Business ethics</p>
<p>PRODUCT & SERVICE INNOVATION</p> <p>Providing our customers with smart on-the-road mobility solutions to manage and operate their fleets in the most efficient way possible</p> <p>> Digital fleet and transport management > Energy > Tolling</p>	<p>DIVERSITY & INCLUSION</p> <p>Promoting equality and inclusion in the workplace with a focus on gender equality</p> <p>> People and culture</p>	<p>INFORMATION SECURITY & DATA PRIVACY</p> <p>Integrating data ethics into our everyday business as an essential prerequisite for providing high service quality and for earning the trust and obtaining the satisfaction of our customers</p> <p>> Data ethics</p>
<p>CLIMATE-FRIENDLY OPERATIONS</p> <p>Taking active responsibility for our climate in our business operations and across our value chain in alignment with a net-zero pathway</p> <p>> Climate action in our own operations and value chain</p>		<p>RESPONSIBLE VALUE CHAIN MANAGEMENT</p> <p>Actively promoting sustainability in the road transport industry by ensuring ethical, environmental, and transparent business practices throughout our diverse value chains in collaboration with our suppliers, service providers, and customers</p> <p>> Responsible value chain management</p>
<p>SUSTAINABLE MATERIALS</p> <p>Minimizing the negative environmental impacts of the products we source,⁶ consume, and provide</p> <p>> Climate action in our own operations and value chain</p>		

⁶ For further information please go to the “Responsible value chain management” section in the Governance chapter.

ESG highlights 2025

Environment	Social	Governance
 <p>-73% Scope 3 CO₂e emissions and with this we already achieved our SBTi near-term climate target¹</p>	 <p>~48%/36% women overall/in management positions</p>	 <p>Sustainability-Linked Loan (SLL) applied to one of our facility agreements</p>
 <p>~60%² of energy (electricity and heating³) used at our facilities came from renewable sources</p>	 <p>Top Employer certification in Germany (rank 13) and in Romania</p>	 <p>DIN EN ISO 14001 + ISO/IEC 27001 surveillance audits successfully completed</p>
 <p>>1.1 million EV charge points in our network in Europe</p>	 <p>>3,700 NGO Cards with no card or service fee provided to NGOs in nine countries</p>	 <p>AI Code of Conduct developed and published to uphold ethical standards</p>
 <p>DKV Mobility Carbon Monitor go-live in DKV Analytics Premium with our CO₂e Emissions Tracker and Annual CO₂e Report</p>	 <p>~3,200 people benefitting from our 4th Community Day in seven countries with ~500 employees participating</p>	 <p>TechBoost tech and digital discovery program launched</p>

ESG ratings

	<p>EcoVadis – 2025</p> <ul style="list-style-type: none"> Platinum Medal Overall score: 91/100 Top 1% of >150,000 companies <p>Updated Nov 17, 2025</p> <hr/> <p>2024</p> <ul style="list-style-type: none"> Platinum Medal Overall score: 92/100 		<p>CDP – 2025</p> <ul style="list-style-type: none"> Score: A- Category: Climate Universe: >23,100 companies <p>Released Jan 8, 2026</p> <hr/> <p>2024 (initial rating)</p> <ul style="list-style-type: none"> Score: B Category: Climate
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Established in 2007, EcoVadis is one of the world’s largest providers of business sustainability ratings, with a global network of more than 150,000 rated companies from over 185 countries and over 250 industries.

Since its foundation in 2000, CDP has become one of the world’s leading environmental reporting systems. CDP maintains one of the largest global environmental databases and collects data and information on greenhouse gas emissions, climate risks, reduction targets, and reduction strategies from over 23,100 companies once a year.

¹ By 2030: Reduce absolute Scope 3 GHG emissions from purchased goods and services and use of sold products for sold fossil fuels by 42% from a 2022 base year. ² 5.4 percent of the total energy (electricity and heating) consumption (9.1 percent of the total electricity consumption) is obtained through Guarantees of Origin (GoO) for electricity from renewable energies. ³ Energy excludes fuel and electricity consumption from company cars; if included, energy consumption from renewable sources at our facilities would be at 32 percent instead of 60 percent.



Environment

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TO NAVIGATE THE ENERGY TRANSFORMATION

Climate change and sustainability remain matters of substantial global relevance. However, the renewed withdrawal of the United States from the Paris Climate Agreement in January 2025 has been reflected as a setback for international climate action.¹ At the same time, a challenging economic environment has increased pressure for deregulation and lobbying against stricter climate regulations in the transport and mobility sector, particularly targeting electric vehicle (EV) mandates and combustion engine phase-outs.² While transport and mobility are fundamental prerequisites for economic value creation, they are also among the most emission-intensive sectors and among the largest consumers of fossil fuels, accounting for approximately 25 percent of total EU greenhouse gas (GHG) emissions.³ Under current policy assumptions, projections indicate that transport and mobility-related emissions could increase to up to approximately 44 percent⁴ of total EU emissions by 2030, particularly if other sectors decarbonize more rapidly.

At DKV Mobility, true to our purpose “to drive the transition towards an efficient and sustainable future of mobility,” we offer a holistic digital platform for mobility and fleet management that is technology-neutral and energy-agnostic. This approach allows us to deliver use-case-driven services tailored to individual customer needs and to actively support our customers throughout their respective energy transformations within one integrated ecosystem.

¹ Logistik Heute (2025): Politik: USA offiziell aus Pariser Klimaabkommen ausgetreten. ² US News (2025): EU Drops 2035 Combustion Engine Ban as Global EV Shift Faces Reset. ³ Bundesministerium für Verkehr (2025): Klimaschutzziele und Beschlüsse. ⁴ European Commission (2022): Transport and Green Deal. Providing efficient, safe and environmentally friendly transport.



Digital fleet and transport management

Efficiency deficits caused by insufficient data connectivity are reflected in the high volume of empty trips in road-freight transport, resulting in avoidable emissions. In 2025, German heavy-duty vehicles alone recorded 18.7 million loaded journeys, covering 1,635.3 million loaded kilometers. Some 511.2 million kilometers were attributable to empty trips, corresponding to an empty-trip rate of 38.4 percent.⁵ These figures indicate a clear need for action to improve efficiency in road freight transports.⁶ To be able to decarbonize effectively, coordinated measures across efficiency improvements and fleet management,⁷ alongside regulatory and financial instruments, are required. With the Climate Action Program 2030, for example, the German Federal Government introduced a regulatory framework that comprises the promotion of alternative drivetrains, CO₂ pricing, CO₂-based tolling, and the expansion of charging infrastructure, with the objective of supporting a gradual transition toward climate-neutral transport.⁸ Data-driven fleet and transport management is increasingly recognized as a key lever for sustainable transport through the systematic collection and integration of vehicle and operational data, including telematics.⁹ A McKinsey study indicates that data, including the use of artificial intelligence (AI), can reduce emissions in freight logistics by 10 to 15 percent. This is achievable primarily through operational efficiency, improved capacity utilization, data-based route planning, and the resulting reduction of empty trips.¹⁰

⁵ Kraftfahrtbundesamt (2025): Monatliches Verkehrsaufkommen Stand Dezember 2025. ⁶ Kraftfahrtbundesamt (2025): Monatliches Verkehrsaufkommen Stand Dezember 2025. ⁷ KRAVAG (2024): Newsletter 1/24 Nachhaltige Logistik im Blick. Reduktion von CO₂-Emissionen durch ein digitales Flottenmanagement – erste Ergebnisse aus dem Feld. ⁸ Bundesministerium für Verkehr (2025): Klimaschutzziele und Beschlüsse. ⁹ Vision-Mobility (2025): Geotab survey: E-mobility in German fleets is growing slowly. ¹⁰ World Economic Forum & McKinsey & Company (2025): Intelligent Transport, Greener Future: AI as a Catalyst to Decarbonize Global Logistics. ¹¹ TÜV Thüringen (2022): Logistik auf dem Weg in eine digitale und nachhaltige Zukunft.

INTEGRATED FLEET AND EMISSIONS MANAGEMENT WITHIN THE DKV DIGITAL ECOSYSTEM

Through automated data capture, central data harmonization, and data-based analysis, DKV Mobility's digital solutions allow for a demand-oriented capacity management, optimized route and resource planning, and the sustained reduction of empty runs and detours. These effects have a direct impact on fuel consumption and transport-related CO₂ emissions.¹¹

The Fleet Management Software “DKV FMS” in the DKV Cockpit, launched in 2025, provides a centralized dashboard of vehicles, drivers, and fleet-related processes and links these with our customers' service card. Contracts, documents, inspections, and fines are fully captured in digital form. Automated reminders for maintenance, statutory inspections, and occupational-safety checks help prevent overdue appointments and reduce additional journeys and vehicle downtime. End-to-end digitalization lowers manual effort and overall resource consumption. Within emissions management, DKV FMS links fuel-card and refueling data with vehicle-specific information, including vehicle identification numbers (VIN), CO₂ values, and consumption metrics. This data can be directly allocated to the vehicles stored in DKV FMS via DKV Analytics, enabling vehicle-level emissions analysis.

In addition, the DKV Carbon Monitor, available within the DKV Analytics Premium environment, provides detailed reporting of transaction-based CO₂e emissions. The DKV Carbon Monitor consolidates various CO₂e services for the recording and documentation of emissions resulting from the use of DKV card products. It supports companies in meeting regulatory reporting obligations as well as increasing requirements for transparency and traceability. It can therefore serve as an optional, structured basis for corporate fleet emissions reporting that is, for instance, in line with the requirements of the GHG Protocol Standard or the Corporate Sustainability Reporting Directive (CSRD). Emissions across the entire fleet energy portfolio – including fossil and alternative fuels as well as electricity for electromobility – are consolidated within a single service area and reported using a well-to-wheel system boundary.

For more advanced requirements, the DKV Mobility subsidiary InNuce Solutions offers FleetScape IP, a fleet-management solution designed for larger fleets with a higher level of integration and automation. FleetScape IP is connected to the DKV ecosystem and supports the automated import of service records via DKV Connect, including relevant fueling and charging transactions. The solution enables transparent analyses of costs, consumption, and CO₂ emissions, as well as detailed reporting on the development of the fleet.

DIGITALIZATION OF TRANSPORT AND DISTRIBUTION PROCESSES

With the Transport Management Software “DKV TMS,” launched in 2025 within the DKV Cockpit, DKV Mobility specifically addresses the needs of small and medium-sized transport companies. End-to-end digitalization of order entry, tour planning, and status tracking increases transparency in day-to-day operations and reduces administrative effort. The intelligent linking of tours and follow-up

orders improves vehicle and workforce utilization and contributes to emissions reductions, particularly through the avoidance of empty trips. Integration into the DKV Cockpit and the DKV Mobility app enables continuous information flows, digital documentation, and real-time status updates, further reducing manual activities and errors caused by fragmented media and systems.

For customers with large fleets and complex logistics requirements, the DKV Mobility subsidiary LIS provides “WinSped,” a modular transport-management system. The software supports the digital mapping of complex transport and dispatch processes, including tour planning, the integration of external systems, and telematics connectivity. Customizable dashboards increase transparency and responsiveness in transport control. In combination with the cloud-based warehouse management solution LIS Warehouse Management (LWM), “WinSped” enables end-to-end digital control of transport and material flows in real time, reducing process costs, relieving operational staff, and strengthening the resilience of logistics operations.

DKV LIVE is a cloud-based fleet and telematics solution that captures and analyzes vehicle and driver data in real time. Data-driven management of routes, operating times, and vehicle conditions improves operational efficiency, optimizes resource utilization, and reduces unnecessary driving distances.¹² During the reporting period, the redesigned version, DKV LIVE 2, further strengthened data-based fleet management. The redevelopment of backend and frontend architecture enables enhanced functionalities, including optimized route planning, a mobile application with intelligent routing, and extended fleet reporting at the driver and vehicle level. The systematic analysis of journey and tachograph data increases transparency regarding driving behavior and supports the reduction of fuel consumption, GHG emissions, and resource use.

Taken as a whole, our digital TMS and FMS product portfolio plays a transition-enabling role by supporting more efficient, data-driven, and resource-efficient mobility and transport logistics. At DKV Mobility, this function is implemented through a digital ecosystem that integrates fleet and transport management with energy and toll services, complemented by central administrative and analytical functions accessible via the DKV Cockpit desktop application and the DKV Mobility app – complemented by dedicated solutions like FleetScape IP, WinSped, and DKVLIVE 2. By enabling improved planning quality, reduced empty runs, and higher capacity utilization, our solutions support customers in optimizing operational processes and advancing their transition towards more sustainable mobility. As a result, our portfolio contributes to GHG emissions reductions in the

Highlights in 2025

- Launch of the new Fleet Management Software “DKV FMS” in DKV Cockpit
- Launch of the new Transport Management Software “DKV TMS” in DKV Cockpit with driver features in the DKV Mobility app
- Launch of the redesigned telematic solution “DKV LIVE 2”
- Optimization of EV and alternative-fuel features in the maps application in DKV Cockpit – for instance, charge point updates with dynamic pricing, new products, and post-mileage entry
- Launch of the new “DKV Carbon Monitor” feature in DKV Analytics, enabling CO₂e emissions reporting in line with sustainability reporting standards

Ambition

It is our ambition to enable Europe’s drivers, dispatchers, and fleet managers to efficiently manage and operate their business fleets with the needed emphasis on the sustainability of their mobility. We are striving to achieve this by providing a digital tool-set, transparency, and options for process automation that enable our customers to reduce emissions and operate zero-emission vehicles.



¹² UOZ (2024): Increasing the economic efficiency of transport enterprises through telematics systems.

transport sector and supports the sustainable transformation of our customers' mobility processes.

INVESTMENTS IN DIGITAL PLATFORM USABILITY AND RESULTING USAGE GROWTH

In 2025, we continued to invest in the usability and value creation of our digital customer interfaces, the DKV Cockpit, and the DKV Mobility App. These investments led to a further increase in usage frequency – the use of the DKV Mobility app increased by five percent, while engagement with the DKV Cockpit rose by 30 percent compared to 2024.

The DKV Cockpit is designed for fleet managers and dispatchers working primarily in stationary environments and supports the structured planning and management of fleets. In addition to the integration of DKV TMS, DKV FMS, and analytical functionalities such as the DKV Carbon Monitor, enhancements were implemented within the integrated maps application. Advanced filtering and search functionalities enable the targeted identification of suitable charging and refueling infrastructure and support the analysis of large-scale coverage. In 2025,

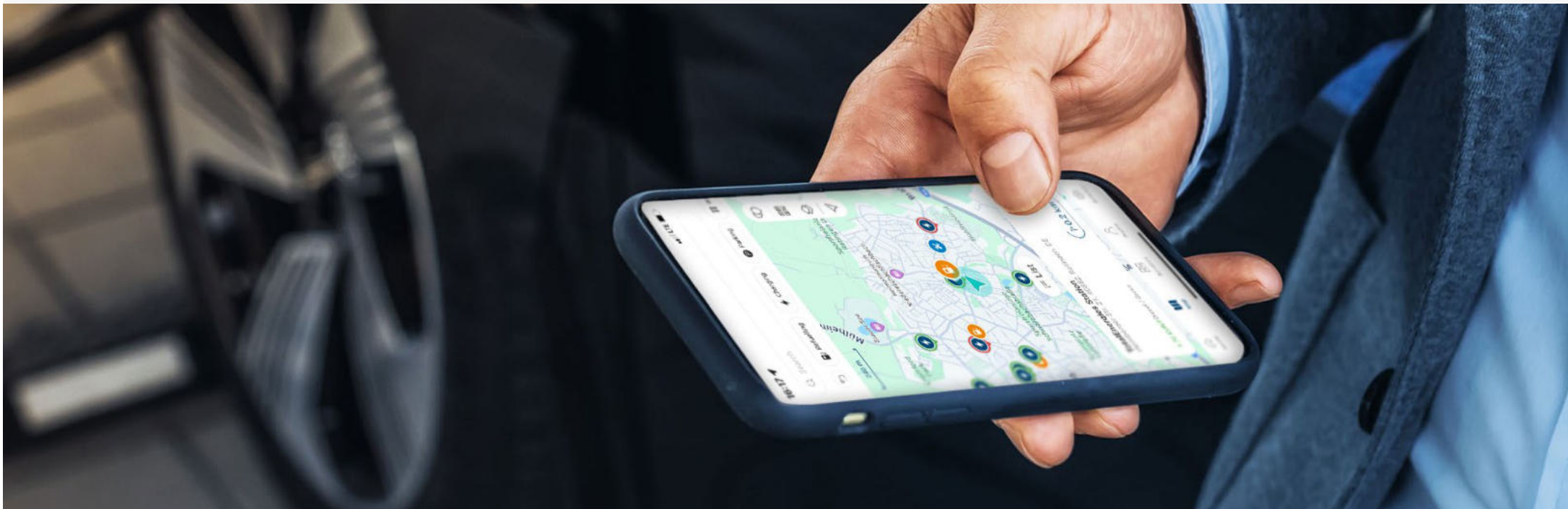
the mapping functionality was further expanded to include additional search filters for HVO100, Bio-LNG, and Bio-CNG, improving the visibility of alternative fuels. Complementary features such as multi-destination routing, the identification of relevant points of interest along routes, and the analysis of charging locations support complex planning and operational control scenarios. The technical architecture is designed to enable the future integration of additional EV-related services, including extended filtering options for electric trucks.

The DKV Mobility app is primarily designed for drivers of company cars and heavy-duty vehicles and supports the efficient identification of suitable acceptance points, including refueling and charging locations, to avoid unnecessary detours. For electric vehicles, the app provides integrated routing functionality focused on energy- and time-efficient trip planning. In 2025, additional features were introduced, including dynamic price displays for charging points and extended data capture functionalities. A new backend for EV points of interest was also implemented, resulting in reduced data traffic. Internal comparative tests indicated a reduction in data volume per search request of up to 28 percent. The revised system architecture

enables updates without full version releases, thereby improving usability, reducing error risks, and lowering the resource requirements for development and distribution.

KEEPING OUR COMMITMENTS

At DKV Mobility, we serve a large digital customer community with more than 149,000 monthly active Cockpit users and 278,000 monthly active app users as of December 2025. It is our objective to become a one-stop shop to meet the digital needs of our customers, helping them manage their costs, monitor their vehicles, make EV charging as simple as possible, and provide them with the necessary tool-set to identify and manage energy and toll services to enhance the efficiency of their fleet. Overall responsibility for the Group-wide digital portfolio lies with the Chief Digital Product Officer (CDPO), who is a member of the Executive Board. This includes the development and management of the DKV Mobility app and the DKV Cockpit customer portal.



Energy

MANAGING A PERSISTENT EMISSIONS CHALLENGE

The transport sector remains critical for achieving climate targets, with reductions to date remaining limited.¹³ Between 1990 and 2024, transport-related emissions declined slowly by approximately 12 percent, while data for 2025 indicate that rising passenger-car traffic is further widening the climate mitigation gap.¹⁴ Against this backdrop, the European Parliament and the European Commission agreed that, from 2035 onward, only vehicles without climate-damaging emissions should be newly registered in the EU.¹⁵ However, this objective was adjusted in the course of 2025 through the EU Automotive package to support the sector's efforts in the transition to clean mobility. While the fleet CO₂ target for 2035 formally remains in place, vehicle manufacturers will no longer be required to fully eliminate fleet emissions. Instead, they must reduce fleet-level CO₂ emissions by 90 percent compared with the 2021 reference year. Remaining emissions may be balanced through accounting-based compensation mechanisms, such as the use of low-carbon steel, e-fuels, and biofuels – all sourced from within the European Union.¹⁶ The European Commission intends to evaluate the impact of these flexibilities by 2030 and reserves the right to adjust the 2035 targets again. As a result, the use of newly registered vehicles with internal combustion engines may remain possible beyond 2035, provided that their carbon footprint is balanced on a notional basis.¹⁷

In road transport, biofuels and synthetic fuels such as e-fuels are currently not a viable stand-alone mitigation option to achieve long-term climate targets¹⁸ owing to low energy efficiency (approximately 15 percent¹⁹) and limited availability of renewable hydrogen at scale, resulting in significantly higher electricity demand compared with battery-electric vehicles.²⁰ In 2024, biofuels accounted for approximately 5.4 percent of German mobility energy consumption,²¹ while diesel and petrol continued to dominate with a combined share of over 94 percent, based on total fuel consumption.

Reliable electromobility depends on a high-performance and interoperable public charging network supported by binding EU regulation and funding instruments. Since April 2024, the Alternative Fuels Infrastructure Regulation (AFIR) has defined minimum requirements for charging-point density and user convenience and obliges member states to expand their alternative-fuel infrastructure,²² supported by the Connecting Europe Facility (CEF) and the Alternative Fuels Infrastructure Facility (AFIF).²³ Current AFIF funding supports the deployment of more than 1,000 fast-charging points (150 kW) for light vehicles, approximately 2,000 charging points (350 kW) for heavy-duty vehicles, and 586 high-power charging points with a capacity of 1 MW across Europe. The continued expansion of electromobility increased the renewable energy share in transport to 7.9 percent in 2025 in Germany, for example.²⁴ Beyond vehicle

technologies, the availability of renewable electricity in the power grid and a reliable, user-oriented charging infrastructure are material prerequisites for the uptake of electromobility. The demand- and customer-oriented provision of renewable energy solutions across different use cases constitutes a key field of action for DKV Mobility.

E-mobility

Europe's transport transition towards electric vehicles accelerated markedly in 2025. Electrified drivetrains (including plug-in hybrids) surpassed the 60 percent threshold of new-car registrations (17.4 percent market share).²⁵ According to ACEA data, Germany recorded a year-on-year increase of 43.2 percent, while Spain nearly doubled its registrations (+89.7 percent). The strongest relative growth was observed in Poland, where new battery-electric car registrations rose by 124.6 percent compared to the previous year, highlighting the accelerating uptake of electric mobility across diverse European markets.²⁶ The rapid uptake of electric vehicles has been supported by a decisive expansion of public charging infrastructure. By the end of 2025, Germany, for example, had already more than doubled the public charging capacity required under AFIR, reaching 7.77 GW²⁷ against a regulatory benchmark of 3.6 GW²⁸ for approximately three million electric vehicles.²⁹

Ambition

Electric vehicles are crucial to decarbonizing road transport and meeting climate goals. We strive to help our customers accelerate the transformation of their fleets towards zero-emission vehicles. Our ambition is to provide access to one of Europe's largest roaming networks for EV charging at public or semi-public EV charge points and to provide our customers with the best possible charging experience, regardless of where they prefer to charge – at work, at home, or on the road. Alongside this, alternative fuels, such as natural gas/bio-methane, hydrogen, or HVO100, are key to achieving greater energy efficiency and climate protection in the transport sector. It is our ambition to be at the forefront of boosting the use of alternative fuels in road transport by offering the biggest independent network for alternative-fuel service stations in Europe.



Impact targets 2025

- Manage 1 million EV charge cards for our customers
- Increase our customers' LNG, CNG, and hydrogen consumption to 84,000 tons
- Fund climate-protection projects via the DKV Card CLIMATE equivalent to 245,000 tons of CO₂

GRI material topics:
Alternative fuels & E-mobility;
Disclosures 3-3, 2-6, 2-23, 2-24

^{13/28} BDEW Bundesverband der Energie- und Wasserwirtschaft e.V. (2025): Die Energieversorgung – Jahresbericht 2025 –. ¹⁴ Agora Energiewende (2026): Die Energiewende in Deutschland: Stand der Dinge 2025. Rückblick auf die wesentlichen Entwicklungen sowie Ausblick auf 2026. ^{15/20} Forum Ökologisch-Soziale Marktwirtschaft (2023): Factsheet. E-Fuels und ihre Grenzen – keine Alternative zum Verbrenner-Aus. ¹⁶ European Commission (2025): Automotive package. ¹⁷ Tagesspiegel Background (2025): EU-Autopaket. Mit Verbrennern zum Klimaziel. ^{18/19} Statista (2025): Alternative Kraftstoffe – Daten & Fakten. ²¹ Fachagentur Nachwachsende Rohstoffe e. V. (FNR) (2025): Biokraftstoffe. Marktsituation. ²² European Commission (2025): Alternative Fuels Infrastructure. Alternative Fuels Infrastructure Regulation. ²³ European Commission (2025): Connecting Europe Facility. ²⁴ Agora Energiewende (2026): Die Energiewende in Deutschland: Stand der Dinge 2025. Rückblick auf die wesentlichen Entwicklungen sowie Ausblick auf 2026. ²⁵ ACEA (Association des Constructeurs Européens d'Automobiles) (2026): New car registrations: +1.8% in 2025; battery-electric 17.4% market share. ²⁶ Euro news (2025): The electric transition: Which EU country is buying the most EVs? ²⁷ Bundesnetzagentur (2025): Elektromobilität. Öffentliche Ladeinfrastruktur in Deutschland. ²⁹ Deutscher Bundestag (2025): AFIF – Alternative Fuels Infrastructure Facility Förderprogramm der EU.



SCALING ELECTROMOBILITY THROUGH COMPREHENSIVE CHARGING NETWORK ACCESS

A key prerequisite for a high-performance charging network is a robust technological infrastructure that is interoperable with the systems of a wide range of charge point operators (CPOs). The technological foundation for the expansion of the roaming business at DKV Mobility is provided by the platform of the subsidiary GreenFlux, which delivers the back-end for the connection and management of charging infrastructure. Through this system, access to charge points across Europe is continuously expanded for DKV Mobility customers. Since 2025, all e-mobility services and charging solutions of DKV Mobility have been centrally connected, processed, and managed via this backend. This has enabled a strong increase in the number of newly integrated charge points during the 2025 reporting year. By the end of 2025, more than 1.1 million

public and semi-public charge points were available to DKV Mobility customers across Europe. Access to these charge points is provided through the DKV Card +Charge and the DKV Mobility App. As a result, DKV Mobility continues to offer access to one of the largest charging-roaming networks for electric vehicles in Europe. This corresponds to a growth of approximately 20 percent compared with the 2024 levels. In addition to the DACH region, network expansion focused on Eastern Europe, the United Kingdom, and Ireland. In the reporting year, DKV Mobility customers were also granted full access to the Mercedes-Benz fast-charging network. Parallel to the expansion of the charging network, demand for charging-roaming products continued to increase. By the end of 2025, the number of charging cards managed by DKV Mobility had risen to approximately 1.3 million, representing an increase of around 66 percent compared with the previous year.

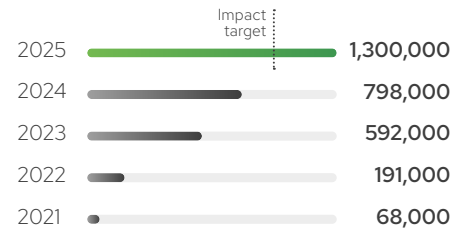
environments as well as charging infrastructure at the workplace and is designed to address a wide range of operational use cases. The services provided include software-based management and settlement management solutions, the distribution of proprietary charging hardware, and, on an optional basis, installation, and maintenance services.

In the area of wallbox solutions, DKV Mobility continues its cooperation with partner KEBA. Through the “bring-your-own-installer” (BYOI) model, customers can purchase charging hardware from DKV Mobility as stand-alone equipment and have it installed by their own or regional installation partners. This approach simplifies customer processes, increases flexibility in the implementation, and supports local skilled-trade businesses. By the end of the 2025 reporting year, the number of installed wallboxes for home and workplace charging increased to approximately 14,300 units, representing growth of around 40 percent compared with 2024 levels. In addition, a third-party integration model was introduced, enabling customers to connect existing external charging hardware to the DKV Mobility system landscape. Since 2025, this service has been available not only in Germany, Austria, and France, but also in Belgium and the Netherlands. The service portfolio was further expanded in 2025 with the introduction of DC depot-charging solutions. In this context, DKV Mobility, together with partners, supports the planning and implementation of charging infrastructure for electric trucks and commercial vehicles. Following an initial technical consultation to assess site-specific and load requirements, partners assume responsibility for full implementation, including hardware provision, grid connection management, and civil engineering works. From the commissioning onwards, DKV Mobility is responsible for the operation of the charging infrastructure, including monitoring and the settlement of all charging transactions with partners, subcontractors, and other third parties.

Highlights in 2025

- >1.1 million public and semi-public EV charge points in our network (+20% versus 2024)
- ~1.3 million EV charge cards managed by the end of 2025 (+66% versus 2024)
- ~14,300 wallboxes installed for at-home and at-work charging (+40% versus 2024)
- Securing 100 percent green electricity for the entire on-the-road kWh volume charged via the DKV Card +Charge @road and @home certified by TÜV Rheinland
- >25,000 alternative-fuel service stations in our network (+8% versus 2024)
- Giving access to an HVO100 network in Europe with >4,100 stations (+60% versus 2024)

By 2025: Manage 1 million EV charge cards for our customers



INVESTING IN CUSTOMER EXPERIENCE, @HOME AND @WORK

In addition to its charging-roaming business, which primarily addresses network access via the DKV Mobility app and the DKV Card +Charge @road, DKV Mobility offers an integrated @home and @work portfolio covering the entire user journey for charging corporate electric vehicles. This offer encompasses private charge points in residential

At the same time, core capabilities in billing and transaction management were further developed. With DKV Roaming @work, DKV Mobility enables transparent settlement of both business-related and private charging processes, regardless of whether employees or guests conduct them. In addition, third-party charging cards can be settled at proprietary charge points, and billing between different companies within or outside a corporate group can be facilitated. This service offering is complemented by dynamic load management, which is fully managed by DKV Mobility.

A key milestone for growth was the complete migration of all services to the Group's own GreenFlux backend. As part of this process, the systematic replacement of outdated second-generation wallboxes and e-stations with modern, GreenFlux-compatible solutions was completed. These measures form the basis for simplified processes, increased operational agility, and improved customer interaction across the entire @home and @work product and service portfolio. This progress is also reflected in the development of the customer satisfaction rate, which increased from 7.44 to 8.53 points on a scale of 1 to 10 between its initial measurements in 2022 and the reporting year, representing an improvement of approximately 15 percent. Customer feedback is collected continuously following each completed installation.

SECURING 100 PERCENT CERTIFIED RENEWABLE ELECTRICITY FOR ALL +CHARGE CUSTOMERS @ROAD AND @HOME

In addition to our network growth, we remain steadfast in providing access to charge points powered by 100 percent renewable electricity. The objective is to support our customers in implementing their sustainability and decarbonization strategies by providing a reliable supply of electricity based on renewable energy sources. Securing contractual agreements with diverse charge point operators (CPOs) for

guaranteed green electricity supply remains challenging and involves increased coordination efforts.

In the 2025 reporting year, evidence was provided that each kilowatt-hour charged via the DKV Card +Charge³⁰ both @road and @home originated from renewable energy sources, irrespective of the timing of individual charging sessions. Verification is provided through appropriate Guarantees of Origin (GoOs) that meet the requirements of the RE100 initiative. This approach provides our customers with a robust basis for their decarbonization strategies and supports their external sustainability reporting. At the same time, it meets the requirements of the Science Based Targets initiative (SBTi) about the transparent and effective use of renewable energy. To further enhance transparency and assurance for customers, the process for allocating renewable electricity to all @road and @home charging transactions and for the proper cancellation of GoOs was externally audited for the first time in the reporting year. TÜV Rheinland Cert. conducted the audit and certification and detailed information can be found [here](#).

DKV Mobility will continue this practice in 2026 and will provide customers with 100 percent renewable electricity for the entire charging volumes processed via the DKV Card +Charge for @road and @home in accordance with the RE100 criteria.

CUSTOMER-CENTRIC DIGITAL CHARGING INFRASTRUCTURE

Companies are increasingly electrifying their vehicle fleets to meet internal climate targets, while local power grids face rising pressure, particularly at sites with multiple charge points operating simultaneously. As electromobility expands, the efficient use of existing grid capacity is becoming a key factor for the scalability of the charging infrastructure. Smart charging supports grid and load management by dynamically allocating

available power, preventing overloads, and optimizing capacity utilization. Charging processes can be prioritized based on operational needs and parking duration. In addition, smart charging enables time-based control of charging to support the use of lower-cost electricity tariffs and the integration of on-site renewable energy sources, such as photovoltaic systems. Overall, smart charging enables cost-efficient and resource-efficient interaction between vehicles, charging infrastructure, and the power grid.

In 2025, the smart-charging solution of the subsidiary GreenFlux was further developed in a targeted manner. The underlying algorithm now supports the concept of "multi-level smart charging," which reflects the increasing complexity of modern charging infrastructures. Customers can flexibly configure the system according to the specific requirements of their sites and integrate and control both AC or DC charging points across multiple levels within a distribution and load-management system.

Besides this, in 2025, the DKV Mobility Group acquired a majority stake in smartlab Innovations-gesellschaft mbH (smartlab) headquartered in Germany. smartlab is a specialized software and platform provider (Software as a Service, SaaS), which focuses on enabling reliable and interoperable electric mobility for customers across Europe. The company delivers central IT backend platforms that allow customers to efficiently manage charge points, users, and contract partners; define tariffs; and process accurate, transparent billing for end customers. smartlab does not supply hardware but provides the charge point management system (CPMS) – the software that allows the CPO to manage its charge points and the EMPs to manage its token operations. Owing to its market positioning, smartlab helps its network partners ladenetz.de (utility companies) and ladebusiness (B2B clients)



³⁰ Excluding Partner Card transactions.



to market its charge points to other networks that seek access to ladenetz.de or ladebusiness. Complementing this offering, e-clearing.net, part of the smartlab Group, provides an international roaming and clearing platform that ensures seamless interoperability and secures data exchange across charging networks. In 2025, smartlab further enhanced its customer offering by releasing a new charging app, a new monitoring tool for the charge-point operations, and the company pushed its entire IT operations in the cloud, to increase performance and system uptime. On the e-clearing.net level, a completely new platform was launched, also to increase performance and to allow it to offer new products to its customers.

Alternative fuels

COMPLEMENTING ELECTROMOBILITY THROUGH TRANSITIONAL ALTERNATIVE FUELS

As the world is changing, technology is rapidly transforming mobility through the use of alternative fuels, which, in spite of declining market trends, continue to serve as a complementary option for reducing GHG emissions within the existing vehicle fleet.³¹ Across Europe, biodiesel fuels comprising fatty acid methyl ester (FAME)³² and hydrotreated vegetable oil (HVO) continued to dominate alternative liquid fuels in road transport in 2025.³³ According to industry and market analyses, biodiesel remains the primary option in terms of renewable fuel, with HVO accounting for a growing share of demand, while bioethanol plays a secondary role and biomethane remains marginal.³⁴ Compared with fossil fuels, biofuels exhibit lower life-cycle GHG emissions, although emissions still occur during feedstock cultivation, processing, and transport. Furthermore, the cultivation of energy

crops is subject to sustainability considerations.³⁵ In 2023, the EU adopted an amendment of the Renewable Energy Directive, which is referred to as "RED III." It strongly raised the collective target for renewable energy consumption in all sectors in Europe to at least 42.5 percent in 2030 to speed up the EU's clean-energy transition.³⁶ In 2025, EU member states worked on turning the directive into national law.³⁷ In this context, several countries – including Germany, Sweden, the Netherlands, and France³⁸ – shifted from fixed blending quotas to GHG-based reduction-obligation systems, which explicitly reward fuels with high life-cycle emission savings, notably HVO100 and biomethane.³⁹

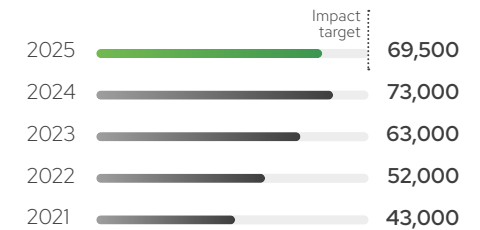
GROWING DEMAND AND NETWORK COVERAGE FOR HVO

Momentum behind HVO100 as a transitional decarbonization solution for diesel-powered internal combustion engines continued in the transport and mobility sector throughout 2025.⁴⁰ In parallel, DKV Mobility expanded its HVO100 refueling network by more than 1,500 stations, now reaching more than 4,100 sites across 20 countries by the year's end. Strong and sustained demand underscores the growing relevance of HVO100 as an immediately deployable and effective option for reducing GHG emissions, particularly in the heavy-duty and commercial vehicle segment.

By contrast, demand for other alternative fuels within the portfolio, including LNG, CNG, and hydrogen, declined by approximately five percent, to around 69,000 tons. Taken together, these developments demonstrate how the market dynamics outlined above translated directly into measurable shifts in customer demand across the portfolio. As a result, our ESG impact target "By 2025: Increase our customers' LNG, CNG &

hydrogen consumption to 84,000 tons" was not achieved (approximately 18 percent target shortfall), reflecting a sharper-than-anticipated concentration of demand on HVO100 relative to other alternative fuel options.

By 2025: Increase our customers' LNG, CNG & hydrogen consumption to 84,000 tons



To strengthen transparency and traceability, Bio-LNG and Bio-CNG were for the first time differentiated in the portfolio of 2025 and introduced as separate product codes. This differentiation allowed for a clearer identification of biogenic fuels on invoices and improves the integration of CO₂e-savings calculations into customer reporting. The newly established network comprised 148 Bio-CNG and 43 Bio-LNG refueling stations. In the hydrogen segment, regulatory changes came into effect in 2025. Since January 1, 2025, internal combustion engines powered by hydrogen have been subject to energy tax, with exemptions applying exclusively to fuel-cell vehicles.⁴¹ This required adjustments to existing contractual arrangements. Despite political initiatives to promote hydrogen combustion engines, the market development featured a decline. At the same time, the hydrogen refueling network decreased from 81 to 66 stations.

^{31/35} Statista (2025): Alternative Kraftstoffe – Daten & Fakten. ³² European Biodiesel Board (EBB) (2025): About biodiesel. ³³ European Biodiesel Board (EBB) (2025): Statistical Report 2024–2025. ^{34/40} Argus Media group (2026): European Snapshot from the Argus Biofuels Analytics July 2025. ³⁶ European Commission (2026): Renewable Energy Directive. ³⁷ NOW GmbH (2024): Renewable Energy Directive III (RED III). Targets for Renewable Fuels in Transport. ³⁸ USDA (2026): Biofuel Mandates in the EU by Member State – 2025. ³⁹ The Daily Digest (2025): Biofuels Mandates Around the World 2026. ⁴¹ Umweltbundesamt (2025): Teilbericht. Zur Besteuerung von Wasserstoff und wasserstoffbasierten Energieprodukten im Rahmen der Energiesteuer.

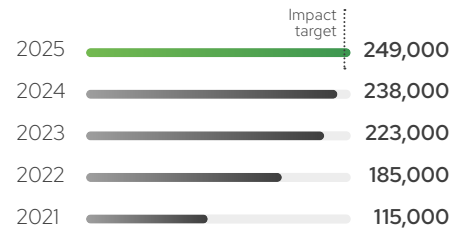
Overall, the robust growth in HVO led to a further expansion of the alternative fuels network to more than 25,000 stations, representing an increase of eight percent compared with the previous year.

VOLUNTARY CLIMATE PROTECTION CONTRIBUTION WITH THE DKV CARD CLIMATE

For 11 years, DKV Mobility has been offering the DKV Card CLIMATE, a voluntary service through which our customers can contribute to climate protection with respect to CO₂ emissions. Contributions are calculated based on actual fuel consumption (Tank-to-Wheel). We cooperate with the climate protection organization "myclimate" for this purpose. In 2025, according to our calculations, approximately 249,000 tons of CO₂ were addressed through our customers' DKV Card CLIMATE transactions. According to this, we

achieved our ESG impact target "By 2025: Fund climate-protection projects via the DKV Card CLIMATE equivalent to 245,000 tons of CO₂ p.a."

By 2025: Fund climate protection projects via the DKV Card Climate equivalent to 245,000 tons of CO₂ p.a.



KEEPING OUR COMMITMENTS

At DKV Mobility, we are committed to advancing sustainable transport solutions. Our objective is to support our customers in the transformation towards a future-fit sustainable mobility by providing access to a comprehensive network of alternative fuels and charging infrastructure. We continuously develop our products and services to enable the efficient operation of increasingly heterogeneous vehicle fleets. Electromobility is a key pillar for achieving the European Union's climate targets in the transport sector. While battery-electric vehicles are experiencing robust growth in passenger car transport, a stronger electrification of heavy-duty vehicles is expected in the long term. Until broader market availability is achieved, lower-emission fuels, including bio-based and synthetic fuels, will remain necessary within existing internal

combustion engine fleets to meet greenhouse gas reduction targets. To actively shape this transformation, we work closely with industry partners, monitor regulatory developments across Europe, and coordinate our activities with political decision-makers. The overall responsibility for electromobility and alternative fuels lies with our Managing Director Energy & Vehicle Services, a member of the Executive Board. The business units eMobility Roaming and eMobility @home and @work closely cooperate with our subsidiaries smartlab and GreenFlux in the fields of product development, supplier management, and the operation of charge points, while Product Management Fuel and Supplier Country Management continuously expand the European network of alternative fuels.



Tolling

CO₂-TOLLING CLASSIFICATION SYSTEM AND MARKET DEVELOPMENTS

CO₂-based road toll differentiation is intended to internalize external costs of road transport and is regulated under the Eurovignette directive (Directive (EU) 2022/362). The directive provides for a transition from time-based to distance-based and CO₂-differentiated tolling systems in a large share of EU member states by 2030.⁴² Vehicles are allocated to five CO₂ emission classes based on vehicle-specific characteristics. Allocation to a more favorable class requires documented evidence from the vehicle owner. Reference values underlying the CO₂ classification are reduced over time, which can trigger periodic reclassification.⁴³ The implementation of CO₂-based tolling has progressed at different speeds across member states. Germany introduced CO₂-differentiated tolling on December 1, 2023, followed by Austria and Czechia. Denmark, Slovakia, and Slovenia implemented corresponding systems in 2025. In parallel, the European Parliament and the EU Council agreed to extend the full toll exemption for zero-emission heavy-duty vehicles from December 31, 2025, to June 30, 2031.⁴⁴ Additionally, the European Automotive Package introduced proposals on clean corporate fleets, targeted adjustments to CO₂ fleet limits for heavy-duty vehicles, and simplification measures for vans. The proposals are expected to bring flexibility. They do not establish mandatory purchase requirements for zero-emission trucks.⁴⁵

DKV Mobility provides comprehensive support to customers in implementing CO₂-related tolling requirements. The allocation of the applicable CO₂ emission class to each vehicle, the verification of supporting documentation, and the entire

registration process are handled by DKV Mobility. For this purpose, the fully digital CO₂ Class Check tool is available, enabling the submission, automated processing, and validation of the required documents. No additional action is required on the part of DKV customers, provided that the necessary CO₂ documentation has already been submitted for Germany or Austria. Otherwise, the required documents can be submitted digitally at any time via the DKV Cockpit. In addition, DKV Mobility carries out the automatic reclassification of the CO₂ emission class for vehicles every six years from the date of first registration. This also applies to vehicles already registered in CO₂ emission classes 2 or 3. No active engagement is required of customers in this regard. At the same time, DKV Mobility has met all requirements under the applicable EU directives as well as the specifications of the respective toll operators and has implemented the necessary technical prerequisites for customer registration and billing.

PRODUCT ENHANCEMENTS SUPPORTING OPERATIONAL EFFICIENCY AND GHG EMISSIONS REDUCTION

In 2025, DKV Mobility further reduced card-based tolling solutions and intensified the transition to the use of EETS toll boxes. This supports the avoidance of stop-and-go situations at toll stations and contributes to resource efficiency by enabling the use of a minimal number of toll devices across all serviced European countries. As part of this development, the EETS services of the DKV BOX EUROPE were expanded to include two additional countries, Slovenia and Czechia. As a result, a total of 19 toll services in 16 countries can now be accessed using a single device. In parallel, a new kilometer- and CO₂-based tolling system entered into force in Denmark

in January 2025. To support customer access to this system, DKV Mobility offers a dedicated on-board unit, the DKV BOX SCANDIC TRUCK. Through supplier refurbishing agreements for the DKV BOX SELECT and DKV BOX EUROPE, we support the circular economy, actively contributing to waste reduction. Through our refurbishment agreement for the DKV BOX SELECT and DKV BOX EUROPE, we refurbish thousands of toll boxes annually, reducing waste. We are committed to extending this circular-economy approach to other suppliers. In addition, further levers for CO₂ reduction were enabled by providing access to, and technical connectivity with, new tolling systems designed to reduce emissions, including video-based tolling solutions. Further CO₂ emission reductions are supported by granting customers

Highlights in 2025

- Providing the On-Board Unit DKV BOX SCANDIC TRUCK for the new kilometer- and CO₂-based tolling system in Denmark
- Expansion of our EETS services with DKV BOX EUROPE to Slovenia and Czechia
- Replacement of printed user manuals on our toll devices DKV Box Select, DKV Box TIS-PL, DKV Box Italia, and DKV Box Italia Fleet by a QR code providing access to digital instructions
- Enabling our customers to reduce >2,100 tons of CO₂ emissions using the "Rolling Road" ROLA (2024: >2,300 tons CO₂)

Ambition

It is our ambition to offer our customers convenient toll solutions for all types of vehicles in wider Europe and to keep connecting our customers with the help of interoperable toll and combined-transport solutions. We will support both our customers and the policymakers in the new road-charging reform (Eurovignette Directive) to reduce the carbon footprint of the transport sector in compliance with the Paris Agreement and the EU Green Deal.



⁴² European Commission (2025): Commission proposes a targeted amendment of EU rules on road tolls and user charges to clarify and simplify certain provisions. ⁴³ Transport & Environment (2024): Tolling: the highway to green trucking. How to implement the Eurovignette reform to clean up trucks. ⁴⁴ European Parliament (2025): Extension of the derogation for heavy-duty vehicles with zero emissions. ⁴⁵ BGL (2025): Nach erfolgreichem Einsatz der deutschen, französischen, nordeuropäischen und niederländischen Transportverbände: Lkw von neuen EU-Rechtsvorschriften ausgenommen.

access to so-called free-flow toll sections, which allow uninterrupted traffic flow without stopping. Further steps were taken to digitalize tolling-related processes. From February 2025 onwards, customers have been able to order liber-t toll boxes for France digitally via the DKV Cockpit. Since September, the digital ordering process via the DKV Cockpit has also been extended to the DKV Box TIS-PL and the DKV Box Select. In addition, since April 2025, kilometer recording for the Swiss performance-based heavy vehicle charge (LSVA) has been carried out online via the BAZG web shop using the DKV Card. As a result, on-site registration at a physical point of sale is no longer required. Furthermore, user manuals and installation guides for the DKV Box TIS-PL, which had previously been provided in paper form, were replaced by digital manuals and online instructional videos. Access to these materials is provided via a QR code printed directly on the toll box.

DRIVING SUSTAINABILITY THROUGH INTERMODAL TRANSPORT WITH RAIL CARGO OPERATOR

DKV Mobility cooperates with Rail Cargo Operator – Austria GmbH in the context of the “Rolling Road” (Rollende Landstraße; ROLA), an intermodal transport system combining road and rail. Under this system, complete trucks or semi-trailers are transported by rail for parts of their journey across Europe, while drivers accompany their vehicles and comply with mandatory rest periods. By shifting freight transport from road to rail, this combined transport reduces emissions from heavy-goods vehicle transit. DKV Mobility customers can use the ROLA service deploying their DKV Mobility service cards. According to Rail Cargo Operator – Austria GmbH, the use of ROLA by DKV Mobility customers avoided approximately 2,100 tons of carbon emissions in 2025.

KEEPING OUR COMMITMENTS

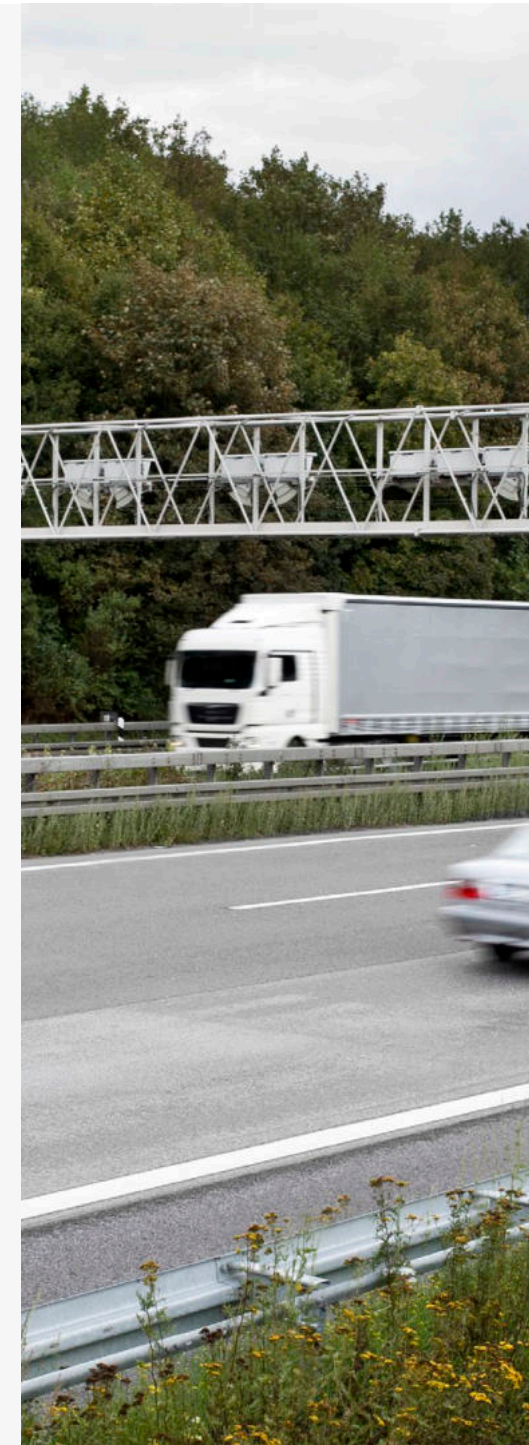
We believe that road toll is perhaps one of the most underestimated levers to accelerate the green-energy transition in road transport. Tolling contributes to maintaining the transport and supply infrastructure and helps manage and increase the efficiency of Europe-wide road-freight traffic. This is why we will keep looking for new options to support our customers and policymakers with smart tolling services that do not only ensure that toll billing continues to be seamless, transparent, and automated but also have a positive impact on the environment.

Our Managing Director Toll & Refund Services, who is a member of DKV Mobility’s Executive Board, has the overall responsibility for the Toll business unit, which consists of different product departments like Toll – Truck and Mobility Hub or Toll – FLEET & TRUCK, and of departments responsible for projects or process and quality management. In addition to the development and launch of products in new markets, the teams are responsible for the continual optimization of the existing products, tailoring them to regional customer needs and regulatory requirements. Market requirements are met with the help of close contacts with the sales units, toll suppliers, and partners. Process optimization to create a seamless customer experience and to reduce resource usage is also part of these responsibilities.

The business unit Toll holds DIN EN ISO 9001:2015 certification for quality management. The Toll department has been certified since 2012. The last surveillance audit was conducted in June 2025 by “TÜV Rheinland,” an inspection agency, with the certificate (reg. no. 01 100 0100607) being valid until November 17, 2026. Furthermore, our subsidiary “Easytrip,” which was acquired in 2023,

also holds DIN EN ISO 9001:2015 certification since 2019, with the certificate (reg. no. IE-19.7231) being valid until February 4, 2028. A successful recertification audit took place in January 2025. Based on the number of active employees, approximately 53 percent of DKV Mobility Group’s operational sites⁴⁶ were covered by an external DIN EN ISO 9001:2015 certification in the reporting period. The Toll business unit as well as Easytrip are committed to maintaining their certifications and to continuously further improving quality standards.

⁴⁶ We define an operational site as a location where integral functions of the business are performed more or less independently from the headquarters’ activities. We define integral functions as the operational site’s own operational-business activities, such as product management, core operations, and central services. It is reasonable for these operational sites to get their own location-specific ISO certifications, such as the ISO/IEC 27001 (Information Security Management System), as they do not benefit from the shared central processes and services of the headquarters. On the other hand, integral functions of the sales units are steered and managed centrally by the headquarters’ operations, and the headquarters certification management systems thus cover the activities of the sales units.



Climate action in our own operations and value chain

COMMITTING OURSELVES TO SUSTAINABILITY IN AN UNCERTAIN WORLD

The World Meteorological Organization's 2025 State of the Global Climate Update for COP30⁴⁷ shows a continuation of record-breaking warming trends. 2025 is projected to be among the second or third-warmest years ever recorded owing to persistently high greenhouse gas (GHG) concentrations, underscoring a rapidly intensifying climate system. The decade from 2015–2025 now ranks as the warmest on record, highlighting the urgency for global action to limit further warming and its intensifying impacts.

Our business is firmly embedded in the European mobility sector, which continues to undergo a shift toward climate neutrality. We recognize our responsibility to actively contribute to this transformation. Our business model encompasses enabling road transport, providing access to fuel networks, and facilitating logistics processes. Our GRI material topics include Climate-friendly operations and Alternative fuels & e-mobility. This is well in line with our DMA, which identified Climate Change Mitigation and Energy as material topics for DKV Mobility Group. Both materiality frameworks therefore underscore the strategic importance of climate-aligned practices across our own operations and in our value chain.

Activities that are linked to negative climate impacts given that fuel cards can encourage fossil fuel consumption. At the same time, we generate positive contributions by actively supporting sustainable mobility and the decarbonization of the mobility sector through our extensive European EV charging network and by providing access to alternative fuels service stations. Our indirect links to energy consumption and GHG emissions arise

through our involvement in the fossil-fuel value chain, and the distribution of DKV Service Cards, wallboxes, and toll boxes. However, many of our products and services also enable customers to reduce the carbon intensity of their fleets. By providing digital tools that optimize routes and loads, minimize fuel consumption, and lower emissions, we support our customers in this transformation. Declining consumer demand and reduced road transport across Europe present a potential risk to our business. At the same time, the shift toward low-emission mobility offers growth opportunities. Increasing demand for e-mobility can support our market position, while solutions such as digital tolling, route optimization, and CO₂ monitoring can help strengthen our market position. This dual situation reflects the transformation we are managing, maintaining legacy business activities while expanding our sustainable mobility offerings. These aspects are further detailed in the following sections of this chapter.

Climate management

Despite ongoing political uncertainty, regulatory delays, increasing geopolitical fragmentation, and the rollback of certain ESG norms in 2025, DKV Mobility Group remains firmly committed to advancing its ESG strategy and achieving its climate targets. These climate targets constitute a core element of our ambition to "Lead in ESG" and represent one of the principal focus areas of our ESG management approach. Since 2021, DKV Mobility Group has operated under a comprehensive ESG strategy framework built around ten ESG impact targets, including SBTi-validated near-term targets for 2030 and a commitment to achieving net-zero GHG emissions across the value chain by 2050.

By systematically integrating our climate targets and decarbonization measures – which are described in further detail in the section "Our decarbonization levers and key measures" – into both our corporate strategy and operational decision-making, we strengthen our contribution to the decarbonization of road transport and the broader transition to a low-carbon economy. DKV Mobility does not yet have a climate transition plan as defined under the ESRS requirements. However, the first components of such a plan are already in place. These include defined GHG reduction targets supported by transparent progress reporting, as well as a comprehensive description of the relevant decarbonization levers that inform and guide our mitigation actions for our own business and across the value chain.

In addition, we have an Environmental Policy that was established in 2021. The policy outlines our environmental objectives, including climate-related topics such as our decarbonization commitments, sustainable-procurement requirements for our suppliers, as well as renewable energy consumption and procurement practices. It is a central document and applies to all employees, as well as to our value chain partners. It is reviewed annually and updated as required. The policy is available online via [this link](#).

DKV Mobility implements an Environmental Management System (EMS) at its headquarters in Germany. In line with our Environmental Policy, the EMS supports us in controlling our activities related to the environment and climate, e.g., via energy monitoring and load management. The EMS is subject to regular internal and external audits. It is based on the internationally recognized standard DIN EN ISO 14001:2015 and was certified for the first time in 2021.

Ambition

To underline our ongoing commitment to our "Lead in ESG" ambition and as part of our efforts to take active responsibility for our climate, we are committed to achieving our SBTi-validated target of net-zero greenhouse gas emissions across our entire value chain by 2050. We recognize the transition to a low-carbon economy as a crucial prerequisite for ensuring future competitiveness, mitigating adverse impacts, and creating added value. Irrespective of our own ambitions, we stand by our customers in their transition towards a more sustainable transport system.



Impact targets 2030

- Reduce absolute Scope 1 and 2 GHG emissions by 42 percent from a 2022 base year.
- Reduce absolute Scope 3 GHG emissions from purchased goods and services and use of sold products for sold fossil fuels by 42 percent from a 2022 base year.

GRI material topics:
Climate-friendly operations
+ Sustainable materials;
Disclosure 3-3, 2-6, 2-23, 2-24

⁴⁷ World Meteorological Organization (WMO) (2025): State of the Climate. Update for COP30.



Smartflower – A solar photovoltaics system that was installed in the backyard at the headquarters in Germany in 2023.

The certificate (reg. no. 01 104 2100533) is valid until November 10, 2027. A surveillance audit was successfully conducted in July 2025.

Based on the number of active employees, approximately 50 percent of DKV Mobility Group's operational sites⁴⁸ were covered by external DIN EN ISO 14001 certification in the reporting period. At its headquarters in Germany, DKV Mobility is under the legal obligation to conduct an energy audit for this location as laid down in the German Energy Services Act (*Energiedienstleistungsgesetz*). The energy audit is conducted according to DIN EN 16247-1. The last audit was conducted on November 28, 2023, and its results are valid until November 27, 2024.

Highlights in 2025

- -73% Scope 3 CO₂e emissions, and with this already achieving our SBTi near-term target
- 60%⁵⁰ of the energy consumed came from renewable sources (59% in 2024)
- Climate risk assessment performed
- Successful DIN EN ISO 14001 surveillance audit at the headquarters in Germany
- DGNB Gold certification by the German Sustainable Building Council (Deutsche Gesellschaft für Nachhaltiges Bauen; DGNB) for our headquarters in Germany, demonstrating a strong overall performance in areas such as energy efficiency, material quality, user comfort, and long-term economic viability

CLIMATE RISK ASSESSMENT

We recognize that climate change can have far-reaching effects on the business environment in which we operate. This includes physical risks such as extreme weather events and transitory risks such as regulatory developments or shifts in energy systems.⁴⁹ Assessing these risks is essential to maintain long-term resilience and support strategic business planning. In 2025, we conducted a climate risk assessment for DKV Mobility Group using qualitative and quantitative methods.

The assessment covers our own operations as well as selected locations within our value chains. Own operations include essential business sites, key assets, and locations that are financially material. In addition, selected value chain locations were assessed, focusing on locations where physical products are handled and business processes of strategic relevance to DKV Mobility Group.

The climate risk assessment is based on two different temperature scenarios: To assess the physical risks of climate change, the IPCC SSP5-8.5 scenario was selected, which assumes a temperature increase of 4°C by 2050. For transitory risks, the IEA's Net Zero Emissions by 2050 (IEA NZA 2050) scenario was selected, which assumes that global warming can be limited to a maximum of 1.5°C compared to pre-industrial levels by 2050. The selected 2050 time frame for both scenarios aligns with our net-zero and long-term climate targets validated by the SBTi.

Material physical climate risks for DKV Mobility Group under the IPCC SSP5-8.5 scenario include changing humidity, storms, heat waves, heat stress, and subsidence. Additional risks identified along the value chain include drought, heavy precipitation,

water stress, and reduced water levels. Transition risks for DKV Mobility Group under the IEA NZA 2050 scenario include more stringent climate-related reporting obligations, the shift toward electric vehicles, and declining road-transport levels. At the same time, opportunities arise through increasing demand for electric mobility, emerging business models and policies in this area, and customer preference for low-emission products.

The assessment also included a vulnerability and resilience analysis to determine the extent to which DKV Mobility Group and its value chain are exposed to climate-related risks and their capacity to adapt. The analysis was conducted in close collaboration with relevant internal departments, including Central Services and Information Management, to incorporate expert insights. In addition, the results were cross-checked against our Double Materiality Assessment and the company's Enterprise Risk Management System.

The analysis indicates low vulnerability in our own operations and high resilience along the value chain, primarily because we operate an asset-light business model and work predominantly in an office environment. Our supply chain also demonstrates high resilience due to the measures implemented. All in all, this results in a low impact of climate hazards for DKV Mobility Group today. The climate risk assessment is reviewed annually and updated according to our evolving business and reinforces our responsibility to proactive climate management.

⁴⁸ We define an operational site as a location where integral functions of the business are performed more or less independently from the headquarters' activities. We define integral functions as the operational site's own operational-business activities, such as product management, core operations, and central services. It is reasonable for these operational sites to get their own location-specific ISO certifications, such as the ISO/IEC 27001 (Information Security Management System), as they do not benefit from the shared central processes and services of the headquarters. On the other hand, integral functions of the sales units are steered and managed centrally by the headquarters' operations, and the headquarters' certification management systems thus cover the activities of the sales units. ⁴⁹ World Weather Attribution (2025): Unequal evidence and impacts, limits to adaptation: Extreme Weather in 2025. ⁵⁰ Energy excludes fuel and electricity consumption from company cars; if included, energy consumption from renewable sources at our facilities would be at 32 percent instead of 60 percent.

OUR DECARBONIZATION ACTIONS AND LEVERS

To support the limitation of global warming and the achievement of our SBTi-validated near-term climate targets for 2030 and our net-zero target by 2050 (for further reference see the subchapter "Climate targets"), we have implemented a range of emission-reduction measures across our operations and value chain. These measures are integrated into our day-to-day business. The following section presents selected decarbonization levers and progress made in key focus areas to reduce GHG emissions across Scopes 1, 2, and 3.

Own operations

DKV Mobility's direct environmental impact (Scope 1 and 2 emissions) is limited, as we operate in an office environment. However, managing our direct impacts is a business imperative for us. We believe that it contributes to saving costs, engages our employees, and leads to better decision-making and business results. Therefore, over the past few years, we aim to systematically minimize our Scope 1 and 2 emissions by focusing on the avoidance or reduction of operational emissions. We are consistently trying to find new ways to lower our energy consumption and to transition towards renewable energy sources.

In the reporting year, we focused on the following levers: We managed, for instance, to reduce our heat consumption across DKV Mobility Group by around 13 percent compared to 2024, by leveraging energy-efficiency improvements and by moving into more modern office buildings. In 2025, we purchased high-quality renewable electricity certificates (Guarantees of Origin (GoOs)) according to RE100 criteria for the entities for which it has not yet been possible to conclude a green electricity contract. Overall, our electricity consumption decreased by around 12 percent compared to 2024. The share of energy provided by renewable-energy sources

increased from around 59 percent in 2024 to about 60 percent in 2025. In addition, through a green electricity share of approximately 99.9 percent and new remote-work regulations across the Group, we managed to all in all decrease Scope 1 and 2 emissions by about 6 percent in 2025 against 2024.

Besides the energy consumption in our office locations, the electrification of the company car fleet is another crucial lever for decarbonization in general. In 2025, the consumption of diesel and gasoline decreased by around 2 percent compared with 2024. Drivers of diesel company cars are encouraged to refuel with HVO100, which can reduce GHG emissions by up to 90⁵¹ percent. At DKV Mobility Group, the volume of HVO100 refueled has increased more than sixfold. At the same time, the electrification of the fleet continues, as reflected by a 36 percent increase in the overall EV charging volume. All our company cars' charging sessions on the road, at work and at home are secured with 100 percent renewable electricity.

Efficiency alone will not take us all the way to our net-zero climate target, and energy shifts will play an important role as a decarbonization lever in the future. However, uncertainty remains regarding, for instance, further developments of EU policies and standards, developments in the fuel market, and the advancement of new technologies, all of which are key factors that influence our ability to deliver on our short- and long-term targets.

Value chain

Our impacts mainly arise from emissions that result from assets not owned or controlled by DKV Mobility. The highest value chain emissions occur in the Scope 3 categories "3.1 Purchased goods and services" and "3.11 Use of sold products," which are mainly attributable to our fuel bunkering business relationships in the UK and in Spain. The remaining emissions are related to our diverse products, such

as service cards, wallboxes, or toll boxes, we source from our suppliers. These Scope 3 emissions categories 3.1 and 3.11 made up approximately 98 percent of our total Scope 3 emissions in the base year 2022 and approximately 90 percent in the reporting year 2025.

Please refer to the paragraph "Total GHG emissions, broken down into Scope 1, 2, and relevant Scope 3 emissions" for further reference and for our SBTi Scope 3 target progress reporting to "Climate targets."

In relation to fuel bunkering, the Fuel & Vehicle Services Team defined the required actions and developed a gradual phase-out plan for fuel bunkering business relationships in the UK and Spain. The plan was successfully implemented, with fuel bunkering being fully phased out in April 2025. In addition, together with our key suppliers for the diverse products outlined above, our overall goal is to increasingly opt for sustainable product solutions to reduce GHG emissions in our supply chain as another central decarbonization lever. Scope 3 emissions, and specifically "3.1 Purchased goods and services" and "3.11 Use of sold products," involve acquiring primary data and insights from our suppliers and business partners necessary to quantify our emissions. Currently, these data are to a large extent based on assumptions, as we depend on multi-tier value chain information that we do not control directly. To effectively decarbonize product-related impacts, we first need an accurate baseline, which is why in 2025 we obtained two new Product Carbon Footprints (PCFs). One from one of our on-board-unit (OBU) suppliers and the other from our DKV Card supplier for our new chip card variant.

At DKV Mobility Group, we ship large quantities of service cards to our customers every year (approximately 2.4 million units in 2025). This is why, in 2021, we and our service card supplier started working on



⁵¹ For the well-to-wheel modeling we assume HVO100 made from 100% used cooking oil, which can lead to a 90 percent emissions reduction compared to conventional diesel blends in certain countries.

alternative solutions to the traditional polyvinyl chloride, or PVC cards as a decarbonization lever. In 2022, we shipped – as far as we know – the industry’s first eco-friendly service cards made of recycled PETG plastic (glycol-modified polyethylene terephthalate; PETG for short) to our customers. DKV Mobility’s service cards are made of 90 percent recycled material and thus reduce carbon emissions per service card by 42 percent compared to commonly used PVC cards. With the introduction of recyclable PETG service cards, we are addressing global environmental concerns regarding plastic pollution in our industry and are confident of providing our customers with a viable ecological option without compromising on quality. In the reporting year, approximately 2.38 million DKV service cards, made of recycled PETG plastic, were shipped to our customers, already accounting for about 98 percent (95 percent in 2024) of all service cards provided to our customers that year. It was our aim to achieve 100 percent by 2025. We came close, but in certain cases the cost-sustainability-benefit ratio does not currently justify an exchange. All new DKV Cards that are put in circulation, including our new chip-card variant, are made from 100 percent recycled PETG plastic.

In close collaboration with our suppliers and business partners we will continue to accelerate our decarbonization levers in our own operations and in the value chain.

CLIMATE TARGETS

At DKV Mobility, we understand that our business operations negatively impact the environment we operate in, both directly, through the operations of our owned or leased buildings, employee commuting, and business travel, but also indirectly, through our products, services, and business relationships along our value chains. To underline our ongoing commitment to “Lead in ESG” DKV Mobility Group is pursuing ambitious climate targets. The Science

Based Targets initiative (SBTi) validated our Scope 1, 2 and 3 GHG emissions reductions targets in 2024. Overall, we are committed to reaching net-zero GHG emissions across the value chain by 2050 conforming with the SBTi Corporate Net Zero Standard. SBTi has classified our company’s Scope 1 and 2 target ambition as in line with a 1.5°C trajectory. Detailed information can be found in the green table on the right.

DKV Mobility set 2022 as the base year (BY) for its climate targets. We are measuring and reporting our Scope 1, 2, and 3 GHG emissions on an annual basis. Monitoring activities are conducted throughout the year. For instance, at our headquarters in Germany, an energy curve-profile monitoring is conducted on a monthly basis. Our emissions are calculated in accordance with the methodology set out by the “GHG Protocol Corporate Accounting and Reporting Standard” and the “Corporate Value Chain (Scope 3) Accounting and Reporting Standard.”

The progress towards our SBTi near-term climate targets for 2030 can be found in the white table on the right.

In the reporting year 2025, Scope 1 and 2 (market based) GHG emissions amounted to 2,005.6 tons, down 11.6 percent compared to BY 2022. Our efforts to improve energy efficiency – positively impacted by moving into more modern office buildings, electrifying our company car fleet, and using renewable electricity across the Group led to the overall decrease.

Our Scope 3 emissions in the SBTi target scope categories 3.1 and 3.11 decreased by approximately 73 percent compared to BY 2022. The significant reduction in emissions is primarily attributable to the phase-out of our fuel bunkering business in the UK and Spain. As a result, we are meeting our SBTi near-term 2030 target ahead of schedule.

We will continue to monitor progress closely, aiming at ensuring that emissions do not rise again.

Despite our strong Scope 1 and 2 target progress and Scope 3 to-date target achievement, we aim

for our climate targets to continue complying with our corporate ambitions, for instance, in the scope of our annual strategic planning process and quarterly business reviews.

DKV Mobility’s SBTi validated climate targets:

Net-zero target

DKV Mobility commits to reach net-zero greenhouse gas emissions across the value chain by 2050

Near-term targets

by 2030

DKV Mobility commits to reduce

- absolute Scope 1 and 2 GHG emissions by 42% from a 2022 base year.
- absolute Scope 3 GHG emissions from purchased goods and services and use of sold products for sold fossil fuels by 42% from a 2022 base year.

Net-zero⁵² targets

by 2050

DKV Mobility commits to reduce

- absolute Scope 1 and 2 GHG emissions by 90% from a 2022 base year.
- absolute Scope 3 GHG emissions from purchased goods and services and use of sold products for sold fossil fuels⁵³ by 90% from a 2022 base year.

Progress towards our SBTi near-term climate targets:

in t CO₂e

Target	YTD 2025	2024	2023	BY 2022	Progress (YTD/BY)
By 2030 reduce absolute Scope 1 and 2 GHG emissions by 42% from a 2022 base year	2,005.6	2,135.4	2,050.8	2,268.4	-11.6%
By 2030 reduce absolute Scope 3 GHG emissions from purchased goods and services (3.1) and use of sold products (3.11) for sold fossil fuels ⁵³ by 42% from a 2022 base year	75,886.7	303,704.3	260,915.4	282,418.9	-73.1%

⁵² A net-zero science-based target is a GHG mitigation target that implies: Reducing Scope 1, 2, and 3 emissions to zero or a residual level consistent with reaching global net-zero emissions or at a sector level in eligible 1.5°C-aligned pathways; and permanently neutralizing any residual emissions at the net-zero target year and any GHG emissions released into the atmosphere thereafter. ⁵³ Attributable to DKV Mobility Group’s fuel bunkering business in the UK and Spain.



GREENHOUSE GAS EMISSIONS METRICS FOR SCOPE 1, 2, AND 3 INCLUDING TOTAL GHG EMISSIONS

For several years, we have been calculating our Group-wide GHG emissions and have established a systematic process for data collection and validation. We continuously enhance this process and improve the quality and detail of our data, as reliable data are crucial for tracking our progress and setting future decarbonization plans. DKV Mobility's climate inventory covers all GHG emissions. The Scope categories 3.8, 3.9, 3.10, 3.13, and 3.14 are excluded, as they are not relevant due to our business model. GHG emissions data are reported in accordance with the GHG Protocol Standard. Emission factors for the reporting years 2022 and 2023 come from the ecoinvent database 3.6 and for 2024 and 2025 from 3.10, respectively. Please find the definitions of the environmental performance data in the chapter ESG accounting principles on page 60.

TOTAL GHG EMISSIONS, BROKEN DOWN INTO SCOPE 1, 2, AND RELEVANT SCOPE 3 EMISSIONS

in t CO ₂ e	2025	2024	2023	2022 (BY)
Scope 1 + 2				
Scope 1 ⁵⁴ [ESRS E1-6_DP 48a]	1,913.4	2,052.1	1,912.4	1,891.5
Scope 2 (market-based) [ESRS E1-6_DP 49b]	92.2	83.3	138.4	376.9
Scope 2 (location-based) [ESRS E1-6_DP 49a]	1,008.4	1,113.1	1,583.0	1,223.0
Total Scope 1 + 2 (market-based) [ESRS E1-6_DP 50a]	2,005.6	2,135.4	2,050.8	2,268.4
Scope 3 [ESRS E1-6_DP 51-AR46] ⁵⁵				
Scope 3.1 Purchased goods and services	29,645.1	88,550.0	74,855.2	80,134.1
Scope 3.2 Capital goods	626.6	998.3	2,252.7	600.2
Scope 3.3 Fuel- and energy-related activities not included in Scope 1 or 2	745.2	794.1	567.7	579.7
Scope 3.4 Upstream transportation and distribution	48.4	46.7	40.6	38.9
Scope 3.5 Waste generated in operations	2.4	2.7	23.2	33.1
Scope 3.6 Business travel	1,456.5	1,051.4	881.8	790.1
Scope 3.7 Employee commuting	2,593.1 ⁵⁶	1,500.7	1,569.8	1,976.5
Scope 3.11 Use of sold products	55,129.1	224,653.2	195,521.7	212,418.8
Scope 3.12 End-of-life treatment of sold products	9.1	8.2	7.9	7.2
Scope 3.15 Investments	26.9	130.0	103.9	104.7
Total Scope 3	90,282.4	317,735.3	275,824.5	296,683.3

in t CO ₂ e	2025	2024	2023	2022 (BY)
Total GHG emissions (Scope 1, 2 market-based, and 3) [ESRS E1-6_DP 52b]	92,288.0	319,870.7	277,875.3	298,951.7
Total GHG emissions (Scope 1, 2 location-based, and 3) [ESRS E1-6_DP 52a]	93,204.2	320,900.5	279,319.9	299,797.8
Relative total GHG emissions reduction (Actual year/previous year) [%]	-71.1	15.1	-7.1	
GHG emissions intensity ratio (Scope 1, 2 market-based, and 3) (Total GHG emissions/revenue) [t CO ₂ e/m €]	107.3	381.3	389.2	481.4
Scope 1 + Scope 2 market-based emissions intensity ratio (Scope 1 + Scope 2/revenue) [t CO ₂ e/m €]	2.3	2.5	2.9	3.7
Scope 1 + Scope 2 location-based emissions intensity ratio (Scope 1 + Scope 2/revenue) [t CO ₂ e/m €]	3.4	3.8	4.9	5.0

⁵⁴ DKV Mobility Group does not fall under the regulated emissions trading scheme [E1-6_DP 48b]. ⁵⁵ All categories below falling under this data point. ⁵⁶ The increase reflects a methodological update: commuting distances are now calculated by default based on home-to-office distances rather than survey data, and employees without a company-subsidized public transport ticket are assumed to commute by medium-sized passenger car. Employees with a one-way distance of ≥ 200 km were excluded, as it is assumed that such distances are not commuted.

GRI: 305-1 a., d., 305-2 b., d., 305-3 a., d., e., 305-4 a.-d., 305-5 a., c., d., e.



Environmental impacts beyond climate

WASTE

In our daily operations, waste is mainly generated in the form of residual/household, paper, cardboard, cartons, and lightweight packaging/plastic waste. Our operations do not produce any hazardous waste. Our aim is to avoid generating waste and to reuse and recycle raw materials as much as possible through our efforts to support a circular economy. At our headquarters in Germany, employees are sensitized to separating the different types of waste and disposing of them correctly. IT terminal devices such as laptops that we do not use anymore are returned to the lessor or our partner “AfB social & green IT” to be resold. “AfB” is Europe’s biggest nonprofit IT company. As a refurbisher, it creates jobs for people with disabilities by refurbishing and remarketing used IT and mobile devices. To record waste quantities across the Group, the volumes at the headquarters in Ratingen are used as a reference point.

WATER

DKV Mobility aims at reducing water consumption and the use of hot water in its offices as much as possible. For this purpose, we deployed several water-saving devices, such as sensor-controlled water faucets, at our headquarters in Germany, which help reduce our already relatively low consumption of fresh water. Water is supplied almost exclusively from the public infrastructure. In 2025, these measures resulted in a reduction of the absolute water consumption of about 11 percent compared to 2024. Water only has a minor impact on the total Scope 3 emissions (less than 0.01 percent).

Keeping our commitments

We will continue on our path to “Lead in ESG” and will transparently share our progress while we work on our decarbonization levers and the achievement of our near-term and net-zero climate targets.

The overall responsibility for accelerating our climate targets lies with the Sustainability department, in close cooperation with the business units eMobility, Fuel & Vehicle Services, and Toll. Our IT and Purchasing/Central Services departments cater to the individual departments by ensuring that the workplaces are adapted to the constantly changing requirements of our growing business. Purchasing/Central Services oversees all matters relating to the procurement of indirect materials and services, facility management, and the use of the workplace and its design (except for the IT systems) at our headquarters in Germany. Furthermore, the department manages our vehicle fleet for the DACH region and DKV Mobility Group’s business trips. The Information Management department supports the individual companies and departments of the DKV Mobility Group. The Infrastructure Services team is the central pit stop for all IT-related issues or requests for our companies and departments as well as external organizations. It is responsible for the smooth functioning of the decentralized IT infrastructure and the evolution of the standard workplace systems. This department is also an essential internal driver regarding sustainability in IT. We aim to enhance energy efficiency by leveraging information and communication technologies (ICT) to conserve resources and digitalize more processes. Our offices abroad have appointees whose responsibilities include creating annual GHG emissions activity data reports for their workplace-related business operations as well as running annual awareness campaigns on decarbonization measures and handling any other questions about sustainability that might arise.

According to our Code of Conduct (CoC), our employees commit themselves to acting responsibly with respect to the environment. DKV Mobility Group’s environmental policy formalizes our commitment to decreasing GHG emissions in the scope of their daily business operations.



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People and culture

EMPOWERING PEOPLE IN THE AGE OF TECHNOLOGY AND AI

The year 2025 marked a pivotal moment, reshaping the way in which organizations approach people, skills, and culture. Rapid technological advancements, shifting market demands, and an increasingly dynamic business environment have redefined the priorities for people and culture. Capability management, upskilling, and people and organization development have emerged as central themes, driven by the need for agility and resilience in a world where change and uncertainty are constant.¹ A strong learning culture is no longer optional but a strategic imperative as employees and organizations alike recognize that continuous upskilling and knowledge sharing are essential to remain competitive.² This transformation is mirrored in the rising relevance of artificial intelligence (AI), which is no longer a distant concept but an integrated part of everyday work. AI is reshaping processes, automating routine tasks, and enabling data-driven decision-making, fundamentally altering how work is organized and executed.³ As technology accelerates and market expectations evolve, empowering people through learning, fostering employee care, and creating inclusive environments are key to ensuring that progress benefits everyone.⁴

Culture and employee engagement

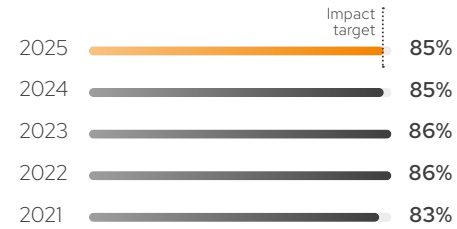
At DKV Mobility, our employees shape our company through their commitment, knowledge, and skills, and are largely responsible for our long-term success. Our aim is to be a modern and attractive employer that appeals to, develops, and retains the

best talent for DKV Mobility so as to grow successfully. To achieve this goal, we offer our employees flexible working models and attractive remuneration and enable them to develop continuously.

In the following sections, we highlight the progress made in the reporting year and share some key initiatives to drive organizational development and engagement, as well as to attract, develop, and retain our employees.

An engaged workforce is critical for us to be able to live up to our corporate purpose and to ensure the success of our business. We involve our employees in actively shaping their work environment by continuously evaluating our progress on engagement with a Great Place to Work® (GPTW) survey every two years and a Group Pulse Check in the intervening years. A Pulse Check is a short set of questions sent to employees on a regular basis. The goal of the Group Pulse Check is to continuously gather feedback and measure sentiment within the organization. Both the GPTW survey and the Group Pulse Check measure the employee engagement score⁵ as one of the main indicators. In November 2025, for 3.5 weeks, we evaluated the state of our workplace by means of a Group Pulse Check with a response rate of 87 percent (2023: 83 percent). Our employee engagement score of 85 percent (2024: 85 percent) has remained at a high level, and with this result we achieved our ESG impact target for 2025 to keep our employee engagement score at or above 85 percent. Our commitment score⁶ increased to 78 percent (2024: 75 percent), reflecting our positive work environment and strong bond to the company.

By 2025: Ensure the employee engagement score remains at or above 85 percent



Our efforts regarding employee satisfaction are also shown by our track record of being recognized as an attractive employer. In 2025, we were recognized by Great Place to Work® as one of the 100 best employers in Germany, ranking in a strong 13th place in our company-size group. In addition, we were once again certified as a Top Employer in Germany by the Top Employers' Institute, achieving 13th place among the best employers to work for in Germany. Our entity in Romania earned the Top Employers' Institute's certification seal once again. The Top Employers' Institute recognizes organizations for being trustworthy employers offering outstanding labor conditions to their employees.



¹ Kowalski (2025): HR-Trends 2026: Was im Personalmanagement wichtig wird. ² British Council (2025): Why a learning culture is a vital for success in your organization 2025. ³ Indeed (2025): AI at Work Report 2025: How GenAI is Rewiring the DNA of Jobs. ⁴ World Economic Forum (2025): Future of Jobs Report 2025. Five key labour-market drivers. ⁵ The engagement score is the average percentage of positive responses to employee engagement questions in the scope of GPTW® surveys and Group Pulse Checks conducted at DKV Mobility. ⁶ The commitment score measures employees' dedication and emotional attachment to DKV Mobility.

Ambition

We aspire to be a "Great Place to Work®" and to create an environment in which all our employees can thrive in the long term. We are committed to encouraging open feedback and career development and to helping our employees live up to their full potential. Our aspiration is to create a company where everyone feels respected, valued, and able to do their best. We want to promote equal opportunities and a culture in which our employees can learn, grow, succeed, and develop further, regardless of their gender, sexual orientation or identity, age, religion, physical or mental abilities, ethnic origin, or social background.



Impact target 2025

Ensure employee engagement score remains at or above 85 percent

Impact target 2027

Ensure females account for a share of 50 percent of all employees and 40 percent of all managers

GRI materials topics: Employee well-being + Diversity and inclusion; Disclosures 3-3, 2-6, 2-23, 2-24



Since 2020, we have been continuously developing our holistic “Next Work” concept to shape the future of work. It serves as a framework for our hybrid-work model and influences the design of our offices to provide employees with the best possible support for collaboration, innovation, and social interaction. This is why we have been promoting flexible working models for years. Based on a culture of trust, part-time work, flexible working hours, new workplace concepts, and hybrid and mobile work in Germany and other European countries, these models are a matter of course for us. By including flexible working models and hybrid work, we support our employees in reconciling their private and professional lives as much as possible. For instance, we extended and optimized our “Unpaid Leave” concept for Germany in 2025 to further increase the flexibility of working hours, after many positive feedback responses and good practical implementation experiences. This allows our employees to take unpaid leave according to their individual needs and underlines our commitment to the promotion of an inspiring workplace culture. During the schools’ summer break of 2025, we again offered a diverse and extensive holiday program for the children of employees at the headquarters in Germany in collaboration with “Kinderhut.”

LEARNING AND TALENT DEVELOPMENT

Our learning culture is based on the belief that everyone can grow and develop. With their expertise, our employees are the engine for our success. This allows us to remain innovative and adapt flexibly to challenges. We continuously evolve our learning offerings to meet changing requirements (for further reference, see the “AI capability management” paragraph). Our learning offer includes numerous measures that allow employees to take their development into their own hands. However, a big part of our learning happens informally – through our daily work, new roles, tasks, and

projects, as well as through feedback and exchanges with others.

Our four Leadership Principles – Create Clarity, Unleash Energy, Passion for People, and Deliver Results – encapsulate the essence of our leadership philosophy, create a shared understanding of leadership, provide guidance, and help us lead our company into the future and reinforce our corporate culture. The leadership principles are deeply embedded in our HR processes and systems and play a key role in hiring decisions, performance management, and in our GPTW survey. Moreover, they are a guidance for recruitment and promotion decisions and serve as a framework for our leadership development programs, such as the Group-wide “Accelerate Leadership Program.” This program aims to strengthen the skills of our managers. The Leadership Principles are also integrated into our annual “DRIVE” Development Dialogues. We rely on regular development dialogues, an open feedback culture, and individual development planning to promote the targeted development of our employees. Our standardized and fully digitalized “DRIVE” process includes the annual assessment of performance, development, and potential. It is built on role-based competencies and goals agreed upon by managers and employees. In addition, individual training measures and possible career steps are discussed during the process. In 2025, around 1,800⁷ DRIVE Development Dialogues were conducted, corresponding to a participation rate of 98 percent (2024: 96 percent).

To give our employees the opportunity to develop in a targeted way, we offer various training programs, including “Who knows, teaches!” sessions, leadership development programs, language courses, our GROW project management program, and our Front Runners program to foster talent.

AI capability management

At DKV Mobility, AI is positioned as a powerful enabler that supports innovation and efficiency while being used responsibly, transparently, and in line with clearly defined ethical standards. Our TechBoost initiative, for example, is our tech and digital discovery program that was designed to cater to both beginners and advanced learners, enabling them to integrate AI effectively into their daily work. The first milestone was the introduction of Microsoft Copilot, an AI-powered assistant supporting diverse tasks and applications throughout the company, supported by comprehensive training to ensure teams could leverage these tools effectively. Building on our AI Upskilling initiative launched in 2024, by the end of 2025 about 76 percent of the Group’s employees who have access to the internal training platform “we@DKV” (Cornerstone on Demand)⁸ were trained in AI-related skills. In addition, we hosted AI Discovery Days at the headquarters in Germany and in Romania with the goal of making AI tangible for everyone, highlighting AI as a key future skill, and showcasing

Highlights in 2025

- Engagement score of 85 percent measured in our Group-wide Pulse Check
- Recognized as a Top Employer in Germany and Romania
- 13th place in the Great Place to Work® ranking for our company size
- Trained 76 percent of our employees in AI and tech to build future skills
- Launched the “EmpowHER” program to elevate women into leadership roles

⁷ The 2025 figures refer to employees at DKV Mobility Group – without SV Transportservice GmbH, Road Solution PRO, S.L., Andamur Europe S.A., Pro RS Portugal, Lda., LIS Logistische Informationssysteme GmbH, LIS B.V., LIS France SAS, LIS Logistische Informationssysteme Iberia, S.L.U., LIS Scandinavia ApS, and Easytrip Services Ireland Limited. ⁸ Excluded: Logistische Informationssysteme GmbH, Road Solution PRO S.L., Pro R.S. Portugal, smartlab Group (smartlab Innovationsgesellschaft mbH and e-clearing.net GmbH), PACE Telematics GmbH.



the many ways AI is already being used at DKV Mobility through direct exchange with internal and external experts. To ensure responsible use, we developed and published an AI Code of Conduct in 2025.

Sustainability learning

Sustainability training courses are an essential lever for embedding ESG into DKV Mobility’s core business and making it everyone’s responsibility. To support this integration, DKV Mobility invests in training formats that build and strengthen sustainability-related capabilities within the organization. These training sessions aim to build up a knowledge base required to support the green-energy transformation in the transport and mobility sector and to anchor the company’s climate commitments within the workforce. Mandatory “Lead in ESG” introductory training for new employees was provided to employees in Germany, among other measures. In total, 52 percent of our employees were trained in the field of sustainability in 2025 (56 percent in 2024).

Our ambitions are not limited to training activities alone but also include creating opportunities for employees to contribute their expertise and ideas. The Environmental Management team at the headquarters in Germany, for example, reviews suggestions for improvement on a quarterly basis. This team consists of people from all over the organization who have a direct impact and influence on the company’s environmental performance by managing and implementing environmental performance measures.

Youth learning

DKV Mobility also helps young talents to embark on a successful career, and we are committed to training and developing them. Apart from traditional training courses in five professions, our offer also includes various options for a dual course of academic studies and in-company training at our headquarters in Germany, at LIS and at smartlab in Germany. In August, DKV Mobility’s third-year trainees and students had the opportunity of gaining new experiences and learning about international work processes during a two-week stay at the Shared Service Center in Romania.

	2025	2024	2023
Total number of trainees⁹	73	61	38
Vocational training	29	23	10
■ of which female	3	2	7
■ of which male	26	21	3
Dual course studies	44	38	28
■ of which female	17	16	14
■ of which male	27	22	14
Trainee ratio ¹⁰	5%	5%	4%
Retention rate after completion of training	100%	100%	100%

Diversity, equity, and inclusion

Diversity, equity, and inclusion (DEI) faced challenges in 2025 as geopolitical developments put diversity goals under pressure, making some organizations scale back initiatives and reduce their prioritization.¹¹ In Germany, for example, the proportion of women on executive boards and supervisory boards stagnated, highlighting persistent structural barriers. At the same time, evidence shows that companies with diverse (leadership) teams achieved higher EBITDA growth, secured a competitive advantage, and strengthened their employer attractiveness in an increasingly dynamic talent market – all in all reinforcing the business case for DEI.¹²

At DKV Mobility, DEI remains a priority, and we are clearly committed to following a Group-wide approach to uphold this commitment. It is based on our Code of Conduct and Human Rights Policy. As a signatory of “Charta der Vielfalt” (Diversity Charter), we strive to promote diversity in every form and to create a company where everyone feels welcome and valued so that they can contribute in the best possible way. In addition, we work with internal diversity networks at our subsidiaries to define and implement targeted campaigns.

Our workforce comprises approximately 2,800 employees representing 72 nationalities, with an average age of 39.5 years. At DKV Mobility Group, we believe that fostering DEI is fundamental to our corporate culture and strategic vision. Our commitment to DEI drives us to build diverse teams that excel in performance, innovation, and productivity. By embracing a wide range of perspectives and backgrounds, we enhance our ability to connect with professionals from various cultures and social groups, which is essential for our organization’s success. We recognize that a strong sense of belonging is crucial for maintaining high levels of commitment and attracting top talent. Therefore, we are dedicated to addressing all dimensions of DEI, including gender, LGBTIQ+, disabilities, generations, and origin, with a particular focus on advancing gender diversity within our organization.

We place great importance on ensuring that every employee feels welcome and comfortable. Therefore, we strengthen the concept of DEI within our company. For instance, in June 2025, we celebrated Pride Month together for the third time to raise awareness about our LGBTIQ+ community. To strengthen DEI at DKV Mobility, we

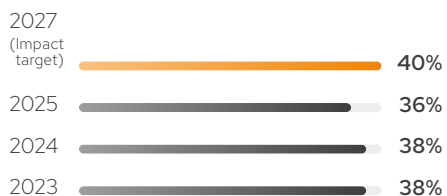
⁹ 2022: Trainees from the years 2020 to 2022 plus five trainees from the 2019 “Trainee on the Job” program. 2023: Trainees from the years 2021 to 2023 plus four trainees from the 2020 “Trainee on the Job” program. 2024: Trainees from the years 2022 to 2024 plus eight trainees from the 2021 “Trainee on the Job” program. 2025: Trainees from the years 2023 to 2025 plus two trainees from the 2022 “Trainees on the Job” program. ¹⁰ Share of total workforce at the headquarters in Germany, at LIS Germany and at smartlab. ¹¹ Grassmugg (2025): Zwischen Fortschritt und Backlash: Das sind die DIE-Trends 2025. ¹² Boston Consulting Group (BCG) (2025): Gender Diversity Index 2025. Key Insights.

emphasize sensitizing or assessing one’s own perceptions. Cues such as names appearance, or clothing can influence our daily decisions, bearing the risk of hasty or stereotype-conforming judgments, which is critical, for example, in personnel decisions. Therefore, at DKV Mobility, it is a particular concern to raise awareness of these unconscious biases and their effect on our judgement. In 2025, we offered several unconscious bias training sessions. In our unconscious bias training, our employees and managers explore the different types of biases and where they typically occur in work life. They experience and review their own biases and are given concrete strategies on how to break them. This should help them make better decisions and create an open corporate culture. Overall, 73 percent of our employees across the Group participated in DEI-related training sessions in 2025 (2024: 81 percent)

FEMALE LEADERSHIP

Overall, DKV Mobility remains a gender-balanced organization, with women representing 48 percent of its workforce in 2025 (compared to 49 percent in 2024) and men 52 percent. We unrestrictedly pursued our ESG impact targets in the reporting year, with the ambition that women account for 50 percent of all employees and 40 percent of all managers by 2027. In 2025, females accounted for a share of 36 percent (2024: 38 percent) of all managers. The overall decline in the share of women in leadership positions is primarily attributable to recent acquisitions.

By 2027: Ensure females account for a share of 40% of all managers



To further advance gender equality, we are enhancing and broadening our initiatives throughout the entire employment life cycle, from recruitment and development to the retention of our employees. For example, we aimed to achieve gender parity in our recruitment process through reviewing gender ratios in applications. Additionally, we continued to offer all positions at our headquarters in Germany on both a full-time and part-time basis. To track our progress, we created area-specific diversity dashboards that investigate topics such as new hires, promotions, gender distribution at individual hierarchy levels, the number of employees working part-time, or the different nationalities at DKV Mobility Group. Through communication and constant dialogue, we strive to create greater visibility.

To promote women in leadership positions, we launched the EmpowHER program in 2025, giving 16 women who were already in leadership roles the opportunity to strengthen and further develop



themselves in their positions, while at the same time inspiring other women in the company to take on leadership roles. As we recognized that role models were a crucial factor to inspire women’s career advancement, in 2025, we offered sessions on the topic of personal branding and two panel discussions with our leadership team on International Women’s Day.

In 2025, we were once again recognized by the FKI (Women’s Career Index) and ranked among the Top 10 companies in Germany. Our entity in Romania received the award for the first time that year.

LEVELING THE PLAYING FIELD FOR EQUAL PAY

DKV Mobility applies uniform standards to ensure that employees aims to ensure fair compensation. We attach great importance to equal pay for men and women in similar roles with similar experience and to informing our employees transparently about the overall structure of their compensation. To manage the adjusted gender pay gap, we conduct internal equal pay analyses. Job grading is the foundation for the gender pay analysis, as it defines equal work (Art. 4 EU Pay Transparency Directive). Job grading is rolled out step by step across DKV Mobility Group’s entities. Building on these pay analyses, our HR department makes proposals on pay adjustments to be implemented, which are regulated in our Group-wide “Merit Review Guideline.” The guideline sets out the principles of the annual merit-review cycle for exempt and non-exempt employees and also defines that employees on maternity/parental leave are eligible for salary increases to protect them from pay discrimination. Our measures for fair and equal pay are continuously refined, for example, through additional internal equal-pay analyses in all our businesses. We aim to conduct Group-wide equal-pay analyses in the future and to use the results to prevent pay discrimination.

In 2025, we were awarded 2nd place at the “Personalwirtschaftspreis” (German HR Prize) in the category Compensation and Benefits for our project “Pay transparency is not a Comp & Ben topic,” which refers to a holistic approach to promoting diversity, ranging from hiring and talent programs to the advancement of women and the closing of the gender pay gap.



Occupational health and safety

Employee health and safety is not a mere benefit but a fundamental pillar of organizational success. Prevention and awareness are among the most effective levers, with the primary goal of protecting employees. At the same time, these levers boost motivation, and productivity, and strengthen the employer brand.¹³ The topic of mental health is also of growing importance, given that it is now representing the third-largest share of absenteeism in Germany. Raising awareness and creating opportunities to build mental health competencies are essential.¹⁴ At DKV Mobility, we see physical and mental health not as an addition but as a cross-cutting issue that we aim to firmly anchor in daily work routines.

Recognizing the growing importance of mental health, we expanded our existing offerings in 2025. Our Group-wide Mental Health Week, for instance, was extended into a full Mental Health Month, featuring a range of online seminars, including sessions on resilience and self-care. While mental health is gaining in importance, overall health remains highly relevant and continues to be supported through additional measures across the Group. In 2025, we offered our employees at the headquarters in Germany the opportunity to participate in a company run, HYROX events, skin-cancer screenings, flu vaccinations, and a Health Day. At our entities in Romania, the Netherlands, Poland, Ireland, France, and Italy, a range of health-promoting measures were

implemented, including sports activities, mental health support, and initiatives to encourage healthy eating.

Our occupational health, safety, and well-being management system is based on the following three pillars:

- 01 OCCUPATIONAL SAFETY**
We aim to design Group-wide work processes in such a way as to reduce any hazards as far as possible. The measures to achieve this include, for instance, ergonomic furniture, training sessions on occupational safety and hygiene, and healthcare services for our employees.
- 02 MAINTAINING AND IMPROVING HEALTH AND WELL-BEING AT THE WORKPLACE**
This pillar consists of preventive Group-wide measures, such as free preventative medical examinations, sports facilities, and coaching and training events focusing on physical and mental health.
- 03 OCCUPATIONAL INTEGRATION MANAGEMENT**
Together with external consulting companies, we offer our employees in Germany and the Netherlands free consulting services regarding personal, professional, and health issues.

In 2025, we recorded 11 occupational accidents among our employees at the headquarters in Germany (2024: 14 occupational accidents). That year, there were again no fatal occupational accidents involving any employee at our headquarters. Out of the 11 reported occupational accidents, only one required medical attention, and none can be classified as severe, i.e., not resulting in significant injuries or harm. The number of days lost to work-related illness was at 9 (2024: 33). Experience shows that most workplace accidents can be prevented by proper conduct. We trained our employees in the fields of occupational health and safety, actively engaging them in our efforts at the headquarters in Germany. The participation rate in our mandatory occupational safety training was at 91 percent in 2025 (2024: 88 percent). In addition, four training sessions for first-aid assistants as well as one for fire-protection assistants were held at the headquarters in Germany.

¹³ Bergk, Helbig (2024): Gesund am Arbeitsplatz – Der ganze Mensch im modernen Arbeitssystem. ¹⁴ Schneider (2024): Mentale Gesundheit am Arbeitsplatz fördern.

GRI: 401-2 a. ii.





Social dialogue and employee relations

Fundamentally, the right to freedom of association and collective bargaining is the cornerstone of a productive social partnership between an employer and its employees. DKV Mobility Group considers this principle essential to its HR policy and overall business success. Since 2022, DKV Mobility has been implementing a “Human Rights Policy” that commits the company to respecting fundamental labor rights and fostering constructive employee relations.

We place great importance on acting responsibly toward our employees. In many countries where DKV Mobility Group operates, national labor laws (based on the fundamental rights of freedom of association and collective bargaining) mandate that employee interests be represented by established bodies such as trade unions and works councils. We welcome and support initiatives in this field and appreciate the opportunity to shape labor conditions through a dialogue with employee representatives. Based on the feedback collected in 2025, we believe that our relationship with our staff, as well as with unions and works councils, is positive.

At the Group level, our employees are represented by a European Works Council. Its authority is limited to exercising the rights to ask for information and to be consulted with respect to the Group’s HR-related decisions and developments that affect employees in more than one country. Additionally, we have various local works councils in the countries where we operate, representing the interests of our employees in their respective fields of responsibility (legal entities or operational units). We typically conclude agreements with these local works councils on topics that are subject to co-determination, in accordance with the respective country’s statutory law (for instance, the Works Constitution Act in Germany). These agreements generally set out collective bargaining

conditions and frameworks relating to, for instance, remuneration, working hours, vacation policies, health and safety, company pension schemes, social-service institutions, travel policies, and training.

Apart from Germany, we have concluded collective bargaining agreements at the subsidiaries of DKV Mobility in France, at VAT Services, at Smart Diesel, and at SV Transportservice. There are works councils at our subsidiaries in France, Italy, and Poland and at REMOBIS (Netherlands), as well as at Smart Diesel (Romania), which hold works-council meetings once a quarter. In October 2025, DKV Mobility in Romania¹⁵ introduced elected employee representatives and initiated collective bargaining negotiations.

- Approximately 50 percent of DKV Mobility Group’s workforce is covered by collective bargaining agreements.
- Approximately 62 percent of the total workforce in the Group is covered by formal collective agreements on labor conditions and terms of employment.
- Approximately 61 percent of the total workforce across the Group is covered by formally elected employee representatives.

Our employees are granted access to all company agreements and further information concerning the activities of the works councils through dedicated sites on our intranet.

Keeping our commitments

In 2026, we will continue driving our People & Culture strategy with a strong emphasis on building the future skills and capabilities our organization needs to deliver on its strategic ambitions. This includes strengthening recruiting and onboarding, as well as systematically developing competencies in technology, AI, digital literacy, leadership, and career development. Through targeted capability-management initiatives, we are equipping and empowering our employees to thrive in a rapidly evolving environment. Our goal is to create a workplace where people feel valued and supported, and are able to envision a long-term future with our company. We will continue championing equal opportunities and nurturing an inclusive learning culture where everyone is empowered to grow, succeed, and contribute. We remain committed to complying with internationally recognized social and labor standards while further enhancing our employer brand through attractive working conditions and modern ways of working. High engagement, continuous learning, healthy workspaces, and trust-based collaboration with employee representatives form a strong foundation for this.

Our Chief Human Resources Officer (CHRO), who serves as a member of DKV Mobility’s Executive Board, holds the overarching responsibility for DKV Mobility’s People & Culture strategy. The HR function is supported by the strong commitment of our top management, reflecting our understanding that successfully driving transformation across all people- and culture-related dimensions requires the active involvement and sponsorship of senior leadership.

¹⁵ DKV Euro Service Romania SRL.

Corporate citizenship

At DKV Mobility, corporate citizenship is our way of leveraging our in-kind (products and services), human (time), and financial (money) resources to add social value in the communities we operate in. We aspire to go beyond our core everyday business by serving our communities.

With respect to these three dimensions, we aim to engage in long-term partnerships that make the most of DKV Mobility's assets and skills to make an impact in prioritized fields that coincide with our ESG and business goals as well as the Sustainable Development Goals (SDGs).

STRENGTHENING PARTNERSHIPS AND LOCAL COMMUNITY RELATIONS

Since 2022, DKV Mobility's Community Day has been a key annual initiative linked to our corporate citizenship agenda. The initiative is embedded in DKV Mobility's long-term commitment to social responsibility and local community engagement. We provide our employees with the opportunity to engage in meaningful volunteer work with our partners (for instance, nonprofit organizations, schools, and associations) and the local communities we operate in. Apart from our employees, the Community Day also addresses and benefits children, students, people with disabilities, and senior citizens.

In September 2025, we hosted our fourth Community Day, which took place at our headquarters in Germany and at ten DKV Mobility entities in the Netherlands, Czechia, Italy, Poland, France, and Romania. With the support of more than 500 employees in nine cities, involved in 35 different projects, we were able to make a positive impact and to add value to around 3,200 people in our local communities and neighborhoods. True to our corporate citizenship strategy, the focus was on quality education, reducing inequality, promoting sustainability, and environmental protection.

With 20 projects, most activities took place around the headquarters in Ratingen, Germany. These included skill- and knowledge-based educational projects, such as an arts class for children, a cybersecurity workshop for senior

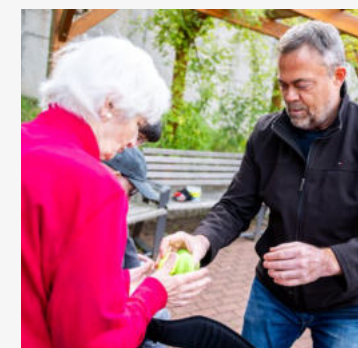
citizens, a project management class, and a climate puzzle workshop at local grammar schools. In addition, a workshop brought together citizens from different age groups to jointly develop a future-oriented vision for mobility solutions in the city of Ratingen. The workshop was prepared by our e-mobility experts and representatives of the municipal administration. Its results were documented in the form of an illustrated artwork.

For the first time, our entities in Arad, Timișoara, and Bucharest in Romania participated in the Community Day. Two "do-it-yourself" projects were carried out in residential and educational facilities supporting adolescents and young adults.

The positive response from the local community and the commitment shown by our employees reaffirmed our plan to continue the Community Day in 2026.

ONGOING ENGAGEMENT WITH OUR PARTNERS AND THE LOCAL COMMUNITIES

Beyond the Community Day, DKV Mobility continued to support long-standing partnerships and collaborations throughout 2025. These activities are designed as ongoing initiatives rather than one-off engagements. One key initiative is "Schule der Zukunft" ("School of the future") in collaboration with one of Ratingen's largest grammar schools. "Schule der Zukunft" is a German federal government program where companies support schools in North-Rhine Westphalia to turn education for sustainable development into an integral part of their teaching and school development. DKV Mobility serves as ambassador of knowledge transfer and offers support for individual projects or excursions. The program is a joint initiative of the Ministry of Education and the Ministry for the Environment. In addition to this, the partnership with Ratingen's biggest local sports club, "TV Ratingen," was continued. Under the name "Ratinger Fitness Race," the goal is to inspire children to engage in club sports while promoting a healthy body image beyond misleading social media ideals. This project also carries a strong social and community-driven mission.





In monetary terms, DKV Mobility Group supported a total of 36 social projects throughout Europe, reinforcing our long-standing partnerships in key areas such as mobility and transport, health, inclusion, well-being, and children’s education. Our financial contributions amounted to approximately € 281,500 in the reporting period. Compared to the previous year, the overall donation volume decreased. This reduction reflects the Group’s necessary compliance with the EU Global Minimum Tax Directive. At our headquarters in Germany, more than 90 percent of the donation recipients are due to an established, long-term relationship with DKV Mobility, such as “DocStop für Europäer e.V.,” “Truckers Life Foundation,” “Fahrer helfen Fahrern e.V.,” “Trucker in Not e.V.,” and others whose purpose is to improve the labor conditions of truck drivers and their families. European partnerships were also expanded, for instance, with the “Fondazione Telethon” in Italy. Founded in 1990, the foundation focuses on research into rare genetic diseases that typically receive limited attention and funding. It raises donations to support scientific projects aimed at understanding disease mechanisms, improving diagnostic capabilities, and developing potential therapies. In Slovenia, we supported the “Matej Mohorič Foundation,” focusing on youth development through sports, enabling children and young people – particularly from socially disadvantaged backgrounds – to access structured sports programs, training opportunities, and the equipment needed to participate.

EXPANDING OUR VALUE-ADDING PRODUCT “NGO CARD +CHARGE”

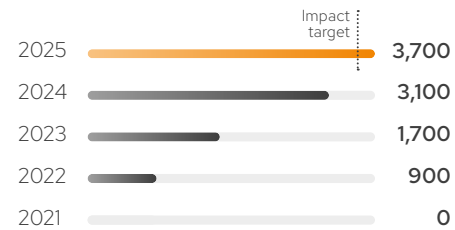
The DKV Mobility NGO Card +Charge, a service card for charitable organizations launched in Germany in 2021, entered one new market in 2025. Apart from Germany, France, Czechia, Italy, Poland, Slovakia, Hungary, and the Netherlands, the service card is now also available in Austria. The Make-A-Wish Foundation in Austria was our first NGO Card +Charge customer in Austria. The Make-A-Wish Foundation has been active in Austria for 28 years,

granting heartfelt wishes to seriously ill children and young people. By doing so, it brings hope, joy, and strength in challenging times. This is made possible by around 170 volunteers based in the country.

The NGO Card +Charge comes with no card or service fees and offers access to DKV Mobility’s full network of fuel service stations and EV charge points across Europe. On top of this, DKV Mobility covers all expenses for supporting climate protection projects for the carbon emissions generated per kilometer driven. The NGO Card +Charge is used by non-governmental organizations that depend on mobility to accomplish their mission.

By the end of 2025, about 3,700 NGO Cards were provided to more than 400 nonprofit organizations. With this, we reached our ESG impact target of providing 3,500 NGO Cards to NGOs by the end of 2025.

By 2025: Provide 3,500 NGO Cards to NGOs



DKV MOBILITY ART COLLECTION – INSPIRING SPACES, CREATIVE MINDS

Art has the power to inspire, connect, and spark innovation. This is why we launched the DKV Mobility Art Collection, transforming our offices at the headquarters in Germany into dynamic spaces for creativity and reflection. Curated by an expert panel of DKV Mobility colleagues and external art professionals, the collection features works by internationally renowned artists as well as emerging

talents from the Düsseldorf Art Academy, strengthening our regional ties. The selection follows a clear vision: to showcase meaningful, diverse, and thought-provoking pieces that embody transformation, sustainability, and a connection to our business and community. Art should be accessible. This is why we open our doors, offering guided tours for local businesses and schoolchildren, reinforcing our commitment in order to enrich not just our workplace but also our local community.

In 2025, we broadened the scope of our art initiative through a partnership with Kunstpalast Düsseldorf (Germany), offering a comprehensive arts and culture program for our employees. The program included creative workshops and year-round offerings such as monthly tours. A highlight was the DKV Mobility Day on October 10, 2025, during which employees participated in eight guided tours and three workshops, engaging in the museum’s exhibitions and in creative formats. In addition, several curated art events were offered at the headquarters throughout the year, further strengthening our employees’ access to arts and culture.



Fischer Foundation¹

EMPOWERING EMPLOYEE ENGAGEMENT FOR STRONGER COMMUNITIES

The Fischer Foundation was established by the Fischer family to support and highlight the voluntary civic engagement of employees within the family-owned company.

At its core, the foundation supports initiatives in which employees take on social, cultural, or community-oriented work, bringing the family's values to life in their local communities. In doing so, it not only enables engagement but also recognizes exceptional individual commitment – commitment to fostering social cohesion at the company's locations and creating positive impacts in the immediate living environments of employees and their families.

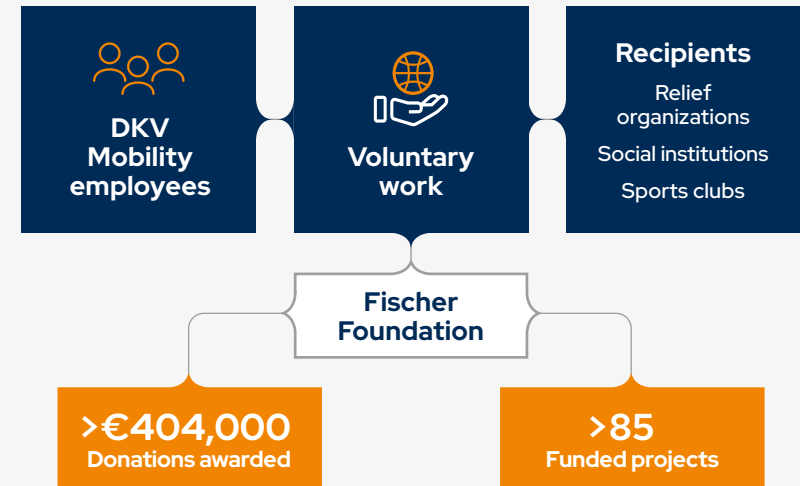
A significant number of DKV Mobility employees spend their leisure time and their energy beyond their professional roles. They are active in relief organizations, social institutions, and local sports associations. Those organizations rely heavily on voluntary engagement and complementary financial resources to sustain their work. Volunteering thus represents a vital pillar of a functioning community of solidarity, reinforcing both the welfare state and the social fabric of cities and municipalities.

Through its structured promotion of civic engagement and the provision of targeted financial support, the Fischer Foundation makes a tangible contribution to this ecosystem. Voluntary engagement is about people contributing to their communities and standing together. Employees are invited to submit information on their association-based activities and voluntary initiatives

within their immediate environment, including a structured presentation of clearly defined funding needs and program-related requirements. On this basis, applications for financial support may be formally submitted.

Beyond project-based support, the foundation also assists current and former employees who have encountered hardship through no fault of their own. In such cases, social institutions or nonprofit organizations may submit funding applications to the Fischer Foundation on behalf of the affected former employees.

In the reporting year, the Fischer Foundation supported five projects in the field of youth sports and further social and charitable initiatives. Since its establishment in 2010, it has supported more than 85 employee-related civic projects and provided a total of approximately €404,000 in financial contributions.



¹ This is additional information. This information according to the "Fischer Foundation" and the corresponding textual explanations are not part of the ISAE 3000 rev. performed audit with limited assurance.



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Business ethics

UPHOLDING BUSINESS ETHICS STANDARDS AMID ONGOING GLOBAL UNCERTAINTIES

In 2025, the global risk landscape continued to evolve amid conditions of increasing geopolitical fragmentation, accelerating technological disruptions, and persistent environmental pressure. The 2025 Corruption Perceptions Index (CPI)¹ once again underscored that corruption remains a wide-spread and systemic challenge, with limited progress across most regions. At the same time, the 2025 Global Risks Outlook² highlighted the growing complexity of interconnected risks, including the escalating impacts of climate change, the rapid expansion of artificial intelligence (AI) and digital systems, as well as stronger geopolitical tensions that influence supply chains, markets, and governance structures. Short-term risks were shaped by AI-driven misinformation, cyberattacks, and disruptions in critical infrastructure, while long-term risks continue to be dominated by environmental degradation, biodiversity loss, and the intensification of extreme weather events.

From a corporate perspective, this evolving risk environment reinforces the need for strong governance structures, transparency, and accountable business practices. As companies increasingly rely on advanced technologies and operate across diverse regulatory environments, maintaining robust internal controls and a comprehensive understanding of compliance obligations becomes essential. Adhering to legal requirements, international standards, and ethical expectations is fundamental to safeguarding human rights, ensuring fair competition, and preventing misconduct. At DKV Mobility, we believe that a robust Enterprise Risk Management System (ERMS) and good business ethics practices are prerequisites for our long-term business success.

STAYING AHEAD OF KEY RISKS

With our ERMS at DKV Mobility Group, we aim to systematically and continually identify, assess, control, monitor, and report governance-related risks threatening our existence, and other material risks jeopardizing our success. Furthermore, our ERMS supports the achievement of corporate targets and enhances risk awareness within the Group. Our risk management system is documented in an internal system of rules that defines tasks, processes, and responsibilities, as well as norms for identifying, assessing, reporting, and managing risks. Significant unexpected risks must be promptly reported. In addition, we have an internal policy that outlines our internal control system. The system is intended to facilitate accurate and reliable internal and external financial and non-financial reporting, effective and efficient business processes, and compliance with applicable laws and regulations, as well as with our internal guidelines and work instructions.

Each business area presents specific risks and opportunities that require identification, assessment, and management. The Enterprise Risk Management System (ERMS) facilitates the systematic identification and analysis of these risks and opportunities, their evaluation, monitoring, and tracking, as well as the implementation of risk-mitigation measures. During the reporting year, non-financial risks were integrated into the ERMS process and documented using the risk management tool "CRISAM." The objective is to ensure complete transparency regarding risks and opportunities and to establish uniform methods. In 2025, we introduced ERM training for all employees at our headquarters in Ratingen to enhance risk awareness and understanding of our internal risk

management framework. We plan to establish this training as a recurring annual module.

EMBRACING AI AND WORKING TOWARDS ETHICAL USAGE

The rapid development of the digital environment makes it essential for DKV Mobility to strengthen its capabilities in the effective and responsible use of AI. In 2025, for example, we launched our TechBoost initiative to systematically build digital competencies in our workforce. As part of TechBoost, two AI Discovery Days were held at our headquarters in Ratingen (Germany) and at our subsidiary in Bucharest (Romania). Multiple sessions on AI-related topics were held, and, among others, a session was jointly facilitated by colleagues from the Legal and Sustainability teams on the responsible use of AI.

Highlights in 2025

- Development and publication of an AI Code of Conduct and implementation of employee training
- Integration of the newly acquired subsidiaries smartlab and PACE into the Compliance Management System (CMS)
- Extension of smartlab's local whistleblowing system to our Group-wide standards
- New Enterprise Risk Management (ERM) training launched for the employees at the headquarters

Ambition

DKV Mobility stands for upholding high standards in business ethics to effectively manage compliance risks in an environment of ever-increasing regulation and elevated stakeholder demands. Our commitment includes robust risk management and internal control systems, comprehensive compliance training for our employees, and a "speak-up" culture to address concerns confidentially. Amid structured compliance functions supervised by the Board of Directors and backed by the Group Compliance Office, we aspire to act in an environment of trust, transparency, and accountability in the interest of all stakeholders.



Impact target 2025

Ensure 100 percent of our active employees complete the annual compliance training



As the adoption of AI increases, it is important to establish a shared understanding of what AI means for DKV Mobility as well as for our employees, customers, and business partners. Ensuring ethical and compliant use is a core element of this understanding. Therefore, we implemented the TechBoost initiative concurrently with the March 2025 publication of our new AI Code of Conduct (CoC). The AI CoC provides a clear and practical framework that guides employees in the responsible use of AI in their daily work. It aims to empower employees to make effective use of AI solutions while safeguarding ethical standards and regulatory requirements. The AI CoC is structured around four key elements:

- Empowerment & Accountability
- Transparency & Explainability
- Fairness & Diversity and Inclusion
- Privacy & Security

By combining capability-building through TechBoost with a defined governance framework through the AI CoC, DKV Mobility aims to support the responsible use of AI throughout the Group.

ENSURING RESPONSIBLE BUSINESS CONDUCT

For us, compliance means promoting, monitoring, and controlling the adherence to essential legal regulations and requirements as well as to internal policies or ethical standards and reducing the risk of negative effects that could result from non-compliance (for example, legal, financial, operational, or reputational damage). DKV Mobility Group's compliance culture stands for conformity with the rules – regardless of the level of hierarchy within the Group. We do not tolerate any violation of applicable laws, codes of conduct, or internal regulations. As a signatory of the UN Global Compact (UNGC), we are committed to driving continuous improvement in the fields of human

rights, labor standards, and the environment, as well as to taking action against corruption.

Throughout the Group, we aim to reduce the risk of negative effects that could result from any non-compliance. The objective of our compliance management is to set clear rules, define responsibilities and reporting channels, and create transparency and acceptance in relation to all compliance-relevant matters. Any possible non-compliance can thus be recognized, analyzed, and evaluated at an early stage so that remedial measures can be initiated if necessary. In the reporting year, we started the integration of our newly acquired subsidiaries smartlab and PACE into the Compliance Management System (CMS).

We understand that our members of the governing bodies, employees, representatives, or agents may intentionally or unintentionally violate applicable laws and internal quality standards and procedures. This can be the case with respect to possible non-compliance in relation to laws and regulations regarding our products and services, financing, employment, as well as general corporate and criminal law, anti-corruption laws, sanctions, or trade-control laws and regulations. We are subject to anti-corruption, anti-bribery, antitrust, and competition laws. Any violation of these laws in any jurisdiction in which we serve our customers may have a negative impact on entities and/or individuals participating in such misconduct. Expanding our business to additional jurisdictions may thus also increase the relevance of anti-bribery and anti-corruption regimes, as some of the countries may be perceived as being subject to higher levels of bribery and corruption. Our ambition is to meet the highest responsible business-conduct standards in our own operations, to prevent corruption, and to run effective internal control and risk management systems that prove functional in ensuring compliance and in identifying and mitigating potential financial and non-financial risks.

REGULATIONS IN DEALING WITH SANCTIONS

As an integral part of our compliance organization, we implemented a sanctions management system for the transaction screening of payment files and payees, based on sanctions lists applicable on the relevant day. In addition, we screen our business relationships for sanctions and embargoes.

Before we expand our business geographically or before offering new products or services, we make an assessment regarding applicable laws and regulations on sanctions and embargoes and we monitor compliance. We continuously monitor all business transactions. DKV Mobility is intent on continuously complying with all applicable sanctions, in particular against Russia and Belarus.

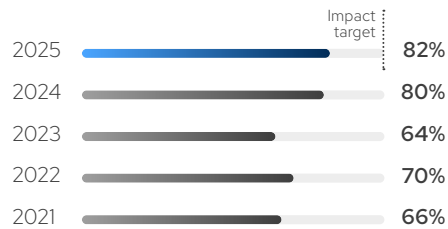
ONGOING INTERNAL CAPACITY BUILDING

All employees are required to complete annual compliance training. The Group Compliance Office conducts mandatory compliance training for new and existing employees on a regular basis. New employees are familiarized with the relevant topics shortly after joining the company. These training courses comprise our Code of Conduct (CoC), including anti-corruption and anti-fraud rules, the whistleblowing system, as well as information concerning the UNGC's Ten Principles. Participation in the training is mandatory for all employees and is tracked by the Group Compliance Office. Furthermore, we have an intranet page that informs all employees about DKV Mobility's company-wide regulations and applicable compliance rules.

In 2025, around 82 percent of DKV Mobility Group's employees completed the mandatory compliance training (2024: 80 percent). Throughout the reporting period, we continued to work consistently toward our ambition of achieving a 100 percent participation rate among all active employees by the end of 2025. Reaching full coverage proved challenging in practice, as several entities are not yet fully integrated into our central

learning management system, meaning that training distribution cannot be automated for all employees. In addition, limited personnel resources during the year temporarily reduced our capacity to conduct manual training processes in non-system-connected entities. Despite these structural hurdles, compliance training remains firmly embedded in our organizational processes and continues to be an integral part of strengthening our compliance culture. We will therefore maintain transparent monitoring of this KPI. As part of our renewed ESG impact target framework, we will refine the focus of our compliance-related objectives while retaining our strong commitment to high compliance standards.

By 2025: Ensure 100% of our active employees complete the annual compliance training



SAFEGUARDING RESPONSIBLE BUSINESS CONDUCT WITH OUR WHISTLEBLOWING SYSTEM

We promote a culture of openness that encourages our employees and governing body members to speak up when something falls short of our standards, ensuring that the matter is treated confidentially and that the employee need not fear any form of retaliation. Our whistleblowing system is only one way of tackling concerns and detecting misconduct at an early stage. Any report can be made anonymously using our online whistleblowing system, independently managed on a third-party platform, via <https://www.dkv-mobility.com/en/whistleblowingsystem>, or directly through the

compliance hotline, or compliance e-mail to the Group Compliance Office. Furthermore, third parties not belonging to the Group can also report suspected compliance infringements to our whistleblowing system.

The whistleblowing system aims to offer protection both for the people reporting misconduct and for the people who might be accused of it. The information provided is processed and treated confidentially. After implementing local whistleblowing systems at our sales unit in Poland and at LIS in Germany as required by local law in the previous year, we extended the local whistleblowing system of our newly acquired subsidiary smartlab in 2025 to our Group-wide standards. Incidents are reported to the Group Compliance Office. However, if an employee from the Group Compliance Office itself is the subject of a report, the notification will be directly addressed to the Executive Directors. If the management itself is involved, the report will reach the Chairman of the Board of Directors. Furthermore, the whistleblowing process is a recurring item at all Audit Committee meetings. In 2025, a total of 16 reports were conducted through the Group-wide whistleblowing system (2024: 3). Of those 16 reports, one was a test report. None of the reported cases involved corruption, human rights, or environmental violations. In addition, four incidents were reported through other channels, three of which concerned harassment or discrimination. All aforementioned cases were closed within the reporting year.

KEEPING OUR COMMITMENTS

To better navigate increased regulatory obligations and the implementation of new services and functions, we consistently refine our approach to business ethics. For example, our compliance activities prioritize ensuring that employees and partners are aware of the whistleblowing system and feel comfortable speaking up. We have a Whistleblowing System Policy in place which was reviewed and updated in 2024. Furthermore, we are working on preventing and consistently combatting corruption, fraud, and other potential white-collar crimes. Mandatory compliance policies and training courses serve to protect our employees and customers. Increasing awareness among our employees remains of great importance, because only risk-aware employees can recognize risks and avoid them or, at least, minimize them.

Our compliance functions, including our Compliance Management System (CMS), are organized by our Enterprise Governance System (EGS) department, which is closely interlinked with our risk management and our internal control systems to ensure that compliance is an integral part of any business process. The overall responsibility for these compliance functions lies with our Board of Directors, whereas our Management Board is responsible for their practical implementation. The CMS framework is laid out in an internal policy document, and we adopted multiple further internal compliance guidelines and policies, including a Code of Conduct for the members of the governing bodies of our Group's companies and for our employees.

The Group Compliance Officer reports directly to the Chief Financial Officer and the Audit Committee and also advises and supports the Management Board in compliance matters. At the level of our subsidiaries, Compliance Managers execute the CMS based on guidance from our Group Compliance Office.



Data ethics

MANAGING DATA SECURELY AND RESPONSIBLY IN AN INCREASINGLY COMPLEX CYBERSECURITY ENVIRONMENT

In 2025, the global cybersecurity landscape continued to intensify, driven by rapid advances in attacker capabilities. According to the 2026 CrowdStrike Global Threat Report,³ cybercrime players significantly increased both the speed and sophistication of their operations by leveraging artificial intelligence (AI) in their entire attack chain. AI-enabled intrusions rose by 89 percent year over year. A key development highlighted in the report is the sharp reduction in e-crime breakout time, which decreased to an average of 29 minutes, marking a 65 percent acceleration compared to 2024 levels. The fastest observed breakout occurred in just 27 seconds, with some cases showing data exfiltration beginning only minutes after initial access. These trends illustrate how attacks increasingly exploit trusted identities, Software-as-a-Service (SaaS) applications, and cloud environments, blending into regular activity and narrowing the window for effective detection and response.

For DKV Mobility Group, these dynamics underline the growing importance of resilient information security and effective data protection. While data and technology provide substantial opportunities to enhance customer value through innovative products and services, inadequate security measures pose serious risks – including industrial espionage, identity theft, and cybercrime – that may affect our business operations as well as our customers, business partners, and service providers. As a digitalized, European B2B platform for on-the-road payment and mobility solutions, DKV Mobility processes large volumes of data distributed across multiple IT systems. Data, communication channels, and secure information

processing are therefore central pillars of our operational success. Addressing emerging cybersecurity threats and ensuring strong data privacy practices are essential to safeguarding operational integrity and maintaining the trust placed in us by our stakeholders.

DKV Mobility embraces digitalization and the opportunities created by AI while remaining committed to its responsible, secure, and ethical integration into our processes. Data ethics plays an increasingly important role, evolving alongside the expansion of digital services, the growth of data volumes, and the development of new technologies. Our approach to data ethics covers both information security and data privacy, ensuring that confidential information is handled carefully and lawfully. We aim to uphold high data ethics standards to mitigate financial, legal, and reputational risks.

Integrating information security and data protection into daily business processes is therefore a fundamental prerequisite for delivering high-quality services and ensuring long-term customer trust. As regulatory frameworks – such as the EU's governance approach to AI, cybersecurity, and data protection – continue to evolve, responsible data management becomes ever more critical. The accelerating exploitation of AI and the rise of identity-centric attack vectors further reinforce the need for robust, forward-looking security measures that protect the confidentiality, integrity, and availability of data.

WE STRIVE FOR CONTINUOUS IMPROVEMENTS

We are guided by our data ethics principles. Our data ethics guidelines coincide with industry standards, and we aim to act in compliance with

European Union requirements to protect both sensitive company data and personally identifiable information (PII) pertaining to individuals. DKV Mobility Group implemented a Group-wide Information Security Management System (ISMS) and a Data Privacy Management System (DPMS). Both risk-oriented management systems are built in hierarchical order.

Highlights in 2025

- Completing successful ISO/IEC 27001:2022 surveillance audits at the headquarters in Germany, at GreenFlux in the Netherlands, at the LIS headquarters in Germany, and at RSP in Spain
- Rollout of the information security governance framework and the new information security awareness platform to new entities^{4/5} of the Group
- Launch of a new information security risk-based audit program to continuously assess the security of critical vendors
- Start of a new internal security assessment (penetration test program) led by the Group Information Security Office for the main products and for critical IT systems of DKV Mobility subsidiaries
- GreenFlux is a founding member of the Electric Vehicle Charging – Information Sharing and Analysis Centre (EVC-ISAC), with the aim of strengthening cybersecurity across the entire e-mobility sector

We have systematic Risk and Compliance, Information Security, as well as Data Privacy Management Systems in place that we designed with the objective of enabling us to detect possible risks in time and of preventing them from causing any damage. DKV Mobility's ambition is to uphold high standards of data ethics in the face of ever-evolving technology and regulatory landscapes. Laying the focus on information security and data privacy, we integrate robust measures to safeguard sensitive information across our operations. Our commitment extends to continuous employee training and awareness campaigns, ensuring ethical data management practices and reinforcing trust with our stakeholders.



³ CrowdStrike, Inc. (2026): 2026 Global Threat Report. ⁴ smartlab Innovationsgesellschaft mbH, ⁵ PACE Telematics GmbH.

In 2025, the information security management and the data privacy management teams published and updated several Group-wide guidelines, outlining processes, roles, and responsibilities to serve as a basis for their activities, including a “Security in Supplier and Partnership Relationships Guideline,” “Security in Software Development Guideline,” and a “Acceptable and Secure Use of IT Guideline.”

INFORMATION SECURITY

The ISMS is designed to enhance compliance with technical and organizational requirements for the protection of data and sensitive company assets. The detailed requirements are laid out and specified in a set of six Group-wide policies. The ISMS is based on the internationally recognized ISO/IEC 27001:2022 standard. It has been certified to this latest and revised version for the relevant information-security fields at the headquarters in Germany. A surveillance audit was conducted in 2025, with the certificate being valid until 2027. Furthermore, our subsidiaries GreenFlux (Netherlands) and Road Solution Pro/RSP (Spain), along with the LIS headquarters in Germany, maintain a certified management system under ISO/IEC 27001:2022. Based on the number of active employees, approximately 68 percent of DKV Mobility Group’s operational sites⁶ were covered by the external ISO/IEC 27001 certification in the reporting period.

In 2025, under the leadership of the Group Information Security Office, a new risk-based information security audit program was launched to enable the continuous assessment of critical vendors involved in core business processes, such as payment and settlement. As part of this initiative, selected vendors were assessed in the reporting year, with security reviews planned on a biennial basis. In parallel, a new internal security assessment program (penetration testing) was initiated for key products and critical IT systems of DKV Mobility Group’s newly acquired subsidiaries.

In the reporting year, our subsidiary GreenFlux (together with seven other organizations), co-founded the EVC-ISAC (Electric Vehicle Charging – Information Sharing and Analysis Center) initiative. EVC-ISAC is a sector-specific network that enables companies operating in charging infrastructure to exchange information in a trusted environment. Its objective is to facilitate the sharing of best practices, insights into cyber threats, and information on security measures, thereby strengthening the digital security and resilience of the industry as a whole. The initiative demonstrates a strong commitment to collaboration and responsibility within the electric mobility sector and underscores the importance of trust-based cooperation and open information sharing, as these are essential to identifying emerging risks at an early stage and addressing them effectively.

ENHANCING SECURITY MEASURES WITH THE HELP OF AWARENESS CAMPAIGNS

We conduct regular in-house security testing with the aim of ensuring that our IT systems remain secure and functional and that our employees comply with the internal guidelines and policies established within our Information Security Management System based on the ISO/IEC 27001 standard. Furthermore, we offer a broad range of different web-based information security training formats to our employees that familiarizes them with the requirements of information security. People who have recently joined the Group undergo mandatory training within the first three months. Consistent with our commitment to enhancing security measures, we continued to implement our internal information security awareness campaign in 2025, which aims to promote a culture of vigilance among our employees. This campaign includes mandatory and voluntary training courses and phishing simulations, aimed at testing and reinforcing our employees’ ability to recognize and mitigate potential cyber threats in day-to-day business. In addition to this

initiative, we regularly distribute information via our Intranet to all employees who have access and provide updates on emerging trends, best practices, and company policies. These combined efforts bolster our commitment to maintaining a secure environment and to ensuring that every employee remains informed and vigilant in safeguarding data. In addition, the measures explained above were taken primarily to prevent information security incidents and keep their number low (2025: 3; 2024: 4). Furthermore, we continued our Virtual Cyber Security Community in 2025. In it, representatives from different departments act as a single point of contact for their respective areas. As security champions, they also monitor and manage risks and advocate for information security in the business. The Group-wide attendance rate of the mandatory web-based information security training amounted to again roughly 91 percent as in the previous year (2024: 91 percent).

DATA PRIVACY

In the reporting year, one customer-data leak was identified (2024: 1). The incident was legally assessed and reported under the GDPR, Art. 33. In 2025, we did not receive any justified complaints from regulatory authorities concerning breaches of customer privacy. In 2025, we rolled out the Data Privacy Management System (DPMS) to our newly acquired subsidiaries “PACE” and “smartlab.” Furthermore, we offered mandatory web-based training to our employees that familiarized them with the most important topics regarding data privacy and dealing with personal information. In 2025, the attendance rate at Group level was at approximately 90 percent (2024: 91 percent).

KEEPING OUR COMMITMENTS

Our aim is to provide innovative products and services to our customers and to equip our employees with the latest technology. At the same time, we want to demonstrate that we use the data of our stakeholders appropriately and in an ethical manner. Information security and data privacy are managed within the Enterprise Governance System (EGS) department. While the Group Information Security Officer (GISO) is responsible for the management of information security, the data-privacy management is in the hands of the Group Data Privacy Coordinator (GDPC). Both report to the Management Board. All employees must be familiar with the requirements applicable to their respective fields of work. This is why we launched simulated phishing campaigns for our employees in 2023 and again in 2024 and 2025. Complaints related to information security or data-privacy issues can be reported directly to the GISO or the GDPC. Customers, service providers, and other stakeholders can either contact their key account managers directly or lodge their complaints via e-mail. All data protection complaints are documented and reviewed as to whether they qualify as data breaches as defined by Art. 33 GDPR.

⁶ We define an operational site as a site where integral functions of the business are performed more or less independently from the headquarters’ activities. For further information, please see “03 Governance performance.”

Responsible value chain management

VALUE CHAIN MANAGEMENT IN AN INCREASINGLY COMPLEX AND FRAGMENTED GLOBAL LANDSCAPE

Global supply chains are increasingly exposed to geoeconomic tensions. The World Economic Forum's Global Risks Report 2026⁷ highlights a growing use of economic instruments such as tariffs, sanctions, and investment restrictions as strategic tools. These dynamics increase the likelihood of supply chain disruptions, increase the concentration of critical resources, and contribute to greater volatility in global trade relations. For a company operating throughout Europe's mobility and logistics networks, these developments reinforce the importance of stable, transparent, and diversified supplier relationships. Responsible value chain management remains a core element of how we conduct business at DKV Mobility Group. These external pressures coincide with shifting regulatory expectations.

Regulatory frameworks – such as the German Supply Chain Due Diligence Act (*Lieferkettensorgfaltspflichtengesetz*; LkSG) and the forthcoming EU Corporate Sustainability Due Diligence Directive (CSDDD) – continue to provide direction. However, the diminished importance of these laws in politics in 2025 shifted the focus increasingly from pure compliance to voluntary, company-driven responsibility. Due-diligence obligations under the German Act on Corporate Due Diligence Obligations in Supply Chains – such as risk analyses and preventive measures – continue to apply and remain in place. However, the obligation to submit a report was removed in September 2025. A Group-wide policy statement on the German Act on Corporate Due Diligence Obligations in Supply Chains was developed and has been in place since January 2024.

The CSDDD continues to apply at EU level but has been significantly streamlined and delayed under the CSRD Omnibus package. Its application has been postponed and only large corporations with more than 5,000 employees and a net annual turnover of over €1.5 billion will have to carry out due diligence from July 2029 onwards. Under the current thresholds, DKV Mobility Group will not fall within the scope of this directive.

For DKV Mobility, this strengthens our commitment to maintain high standards independently of changing regulatory dynamics. We aim at fostering long-term and sustainable relationships with our suppliers and business partners and recognize our responsibility to strengthen human rights and environmental protection along our supply chains. As a signatory of the UNGC, we already integrate its social and environmental principles into our daily procurement routines.

DKV Mobility Group also participates in the EcoVadis sustainability rating and was awarded a Platinum Medal rating in 2025 – for the third consecutive year – and scored 89/100 points in the Sustainable Procurement category (2024: 90/100 points). The marginal decrease is attributable to an EcoVadis methodology update, replacing rounded figures applied in the previous assessment year.

MANAGING OUR SUPPLIERS RESPONSIBLY

In 2025, we continued our measures and initiatives by selecting business partners responsibly and applying our social and environmental principles. We systematically analyze our business areas and relationships with respect to human rights issues and their impact on our business activities, services, and products, and on people along the value chain. The risk analysis forms the basis for

identifying appropriate preventive and remedial measures. In 2023, we rolled out a Group-wide risk analysis and management tool to help us manage our supply-chain due-diligence processes for all our direct and indirect suppliers. Ever since, the tool has enabled us to monitor and document all risk management measures that were undertaken, enhancing our ability to meet regulatory due diligence requirements in future and integrating ESG more deeply into our procurement activities. We carry out risk analyses on an ad-hoc basis if we anticipate a significantly changed or strongly expanded risk in the supply chain owing to the introduction of new products, projects, or a new business area.

Since the implementation of the Group-wide risk analysis and management tool, DKV Mobility has systematically monitored supplier relationships and conducted business with nearly 15,000 suppliers across ~50 countries. All of them were screened in 2025. Four suppliers showed a risk indication (red), and are under ongoing investigation by the respective specialist department. With respect to environmental and human rights, there were no severe findings and no confirmed incidents owing

Highlights in 2025

- Conducting ESG buyer training for our employees of the Purchasing department
- EcoVadis Platinum Medal rating in 2025 for the third consecutive year with 89/100 points in the sustainable procurement category

Ambition

We understand that the purchasing decisions we make at DKV Mobility may have an impact on economic, environmental, and social factors. This makes responsible procurement and transparency along our value chains an essential requirement. Striving to manage the interactions with our suppliers and business partners along the lines of diligence, mutual appreciation, respect, and fairness is important to us. In our procurement activities, we aim to look beyond aspects of cost, quality, and delivery time and rather ask our suppliers to primarily comply with our legal and ethical standards. We are committed to fostering long-term and sustainable supplier relationships, integrating ESG criteria into supplier due diligence processes, and adhering to new legal and ethical standards.



Impact target 2025

Ensure that all main suppliers for indirect materials and services comply with our Code of Conduct

GRI material topic:
Responsible value chain management;
Disclosure 3-3, 2-6, 2-23, 2-24

⁷ World Economic Forum (2026): The Global Risks Report 2026, 21st Edition, Insight Report.

PROCUREMENT MANAGEMENT AND MONITORING SYSTEM

Our procurement management and monitoring system for suppliers concerns all phases of the supplier engagement life cycle and is based on the following six integrated elements:

01

Purchasing guideline

Superordinate guideline for external procurement activities, including sustainability aspects, which lays down the essential requirements for local purchasing policies

02

Supplier letter

Information letter on DKV Mobility Group's sustainable procurement practices

03

Code of Conduct for suppliers and business partners

Fundamental moral and ethical values and minimum requirements, the adherence to which is mandatory for DKV Mobility Group's business partners

04

Vendor self-disclosure questionnaire for selected suppliers and business partners

A query on all relevant economic aspects, extended by questions concerning ESG practices

05

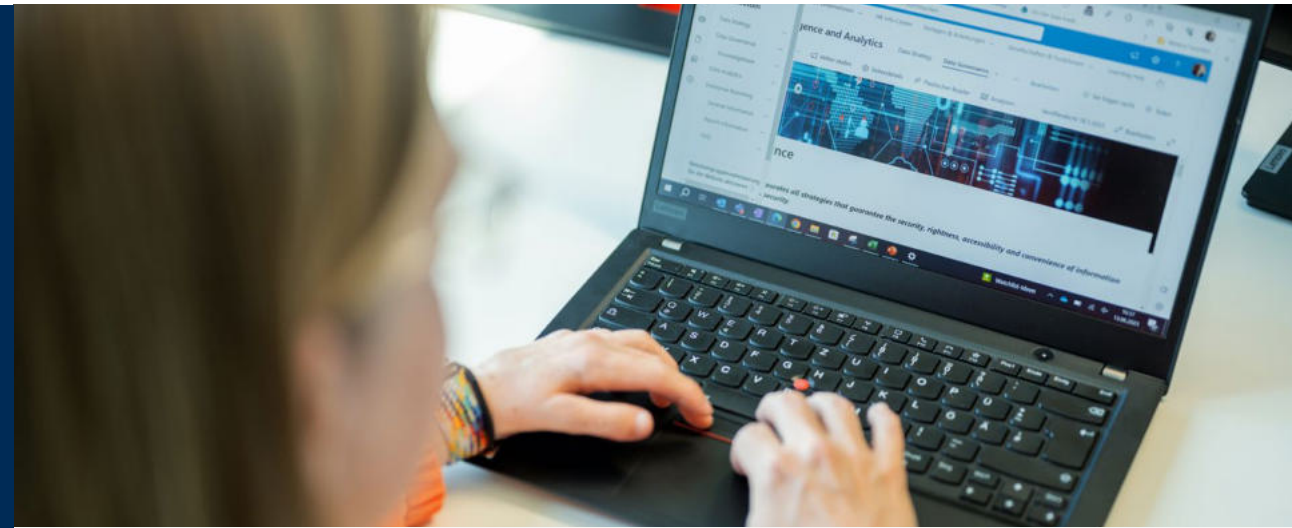
Contractual clause on sustainability

The integration of a clause on environmental, labor, and human rights requirements in the standard framework contract and the CoC is an integral part of the General Terms and Conditions of Purchasing, which the supplier must actively endorse when taking an order

06

ESG training

Every two years, for members of the purchasing department



to which contracts with business partners had to be terminated. In 2025, there were also no confirmed incidents of child labor or young workers exposed to hazardous work.

Besides establishing a supplier risk management and monitoring system, our external stakeholders have had access to our whistleblowing system since 2022 (for further details, please see page 47).

In 2021, we built the foundation together with our suppliers for the sustainable procurement of indirect materials and services⁸ and have since then incorporated ESG criteria into our procurement processes. Indirect suppliers represent a specific subset of our overall supplier base. In total, in 2025, DKV Mobility Group dealt with 907 (2024: 924) suppliers of indirect materials and services, most of whom were located in Germany or Europe. The minimum requirements for a listing in DKV Mobility's indirect supplier pool – and thus for potentially acting as a supplier for the Group – are confirming the receipt of the CoC and/or filling out the vendor self-disclosure questionnaire by providing relevant economic and ESG information and

acting in full compliance with all applicable laws and regulations. For smaller suppliers that do not necessarily have a complex framework agreement (including ESG-related contract clauses), our commitment is supported by the fact that each individual purchase order contains additional requirements in the ESG context, including a reference to the General Terms and Conditions of Purchase. In 2023 we added a clause to these on the mandatory adherence to our "CoC for Suppliers and Business Partners." We also integrated sustainable procurement objectives into buyer-performance reviews, which has made a positive contribution to this. If any serious cases of non-compliance occur, we generally reserve the right to immediately terminate the contractual relationship with the supplier in question. There were no such incidents in 2025.

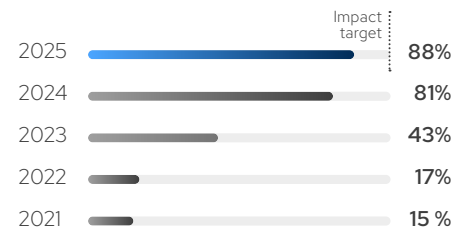
The year 2025 marks the target year for our ESG impact target, "Ensure all main indirect suppliers comply with our CoC." While progress was made, the target was not fully achieved. As of today, 88 percent of DKV Mobility Group's indirect suppliers comply with the CoC, against 81 percent in 2024. The increase is mainly attributable to smaller

⁸ Suppliers for indirect materials and services with annual main indirect supplier expenses of >€25,000. Please refer to the "03 Governance performance" section for more information on how we define main suppliers for indirect materials and services. The target relates only to DKV Mobility's indirect supplier pool.



suppliers that accepted the new General Terms and Conditions of Purchase. The remaining 12 percent could not be reached owing to process deviations, including exceptions for purchases without a purchase order, specific IT order workflows, and urgent short-notice orders.

By 2025: Ensure all main indirect suppliers comply with our CoC



We conduct ESG buyer training for our employees of the Purchasing department every two years. The respective training was conducted in 2025 again. Furthermore, we continuously build up skills among our suppliers and business partners to ensure that both our own ESG targets and the interests of our customers are reflected in our procurement activities.

KEEPING OUR COMMITMENTS

The Enterprise Governance System (EGS) department is responsible for supplier risk management and reviews the effectiveness of the relevant due-diligence processes at least once a year and on an ad-hoc basis and regularly informs the Executive Board.

The Purchasing department holds the main accountability for sustainable procurement, managing the acquisition of indirect materials and services for our headquarters in Germany and, to some extent, for our overseas subsidiaries. These encompass various areas such as professional services, IT, marketing, office supplies, travel, and facility

management. The Purchasing and IT departments conduct regular reviews with their key suppliers in which positive and negative aspects of the respective cooperation are openly discussed. Our purchasing teams also evaluate our purchasing portfolio with respect to sustainability criteria, such as environmental labels (e.g., FSC, PEFC, Blue Angel, and Energy Star), and adapt it to the changing standards on an ongoing basis. When rolling out new technologies or onboarding new IT service providers, we also check whether they have got corresponding sustainability certificates or Product Carbon Footprint calculations in place. In this respect, our main instruments are public tenders. The departments work in close cooperation with the Group Compliance Office and the Sustainability and Legal teams.

Improving our risk assessment and human rights due diligence standards in the supply chain is an ongoing process. In 2026, our agenda includes further developing our supplier self-assessment process and we will seek to also extend our ESG supplier engagement to the newly acquired subsidiaries within the organization.

ESG opportunities – such as accelerating climate-related decarbonization efforts for Scope 3 emissions – lie beyond our own direct reach in our supply chains. As a result, receiving Product Carbon Footprints (PCFs) for suppliers and enhancing our purchasing activities will continue to play a vital role in improving our overall ESG performance.

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ESG performance data

	Unit	2025	2024	2023	2022 (BY)
1. Environment					
1.1 Total office space	[m ²]	62,830.8	61,228.9	64,009.4	44,749.9 ¹
1.2 Other resource consumption Offices					
1.2.1 Total energy (electricity, heating/cooling, and fuel) consumption (direct and indirect) related to own operations ² [GRI 302-1 e.; ESRS E1-5_AR 34]	[kWh]	11,851,796.8	12,563,215.3	12,530,201.4	11,550,678.6
1.2.1.1 Total energy intensity ratio [GRI 302-3 a., b.]	[kWh/m ²]	188.6	205.2	195.8	258.1
1.3 Fossil energy consumption (Offices + company cars)					
1.3.1 Total energy (heating, electricity, and fuel) consumption from fossil sources [ESRS E1-5-DP 37a]	[kWh]	8,085,816.7	8,641,692.5	9,147,129.4	9,177,097.8
1.3.1.1 Fuel consumption from coal and coal products [ESRS E1-5_AR 34 (1)]	[kWh]	-	11,674.2	50,334.3	27,660.1
1.3.1.2 Fuel consumption from crude oil and petroleum products [ESRS E1-5_AR 34 (2)]	[kWh]	6,154,769.9	6,327,326.2	6,397,780.7	6,980,907.2
1.3.1.3 Fuel consumption from natural gas [ESRS E1-5_AR 34 (3)]	[kWh]	1,539,403.5	2,048,721.2	2,675,515.4	1,832,769.7
1.3.1.4 Fuel consumption from other fossil sources [ESRS E1-5_AR 34 (4)]	[kWh]	-	702.4	3,897.0	1,837.5
1.3.2 Consumption from purchased or acquired electricity, heat, steam, and cooling from fossil sources [ESRS E1-5_AR 34 (5)]	[kWh]	391,643.3	253,268.6	19,601.2	333,923.2
1.3.3 Share of fossil sources in total energy consumption [ESRS E1-5_AR 34]	[%]	68.2	68.8	77.2	92.5
1.4 Renewable energy consumption (Offices + company cars)					
1.4.1 Total energy consumption (heating, electricity, and fuel) from renewable sources [ESRS E1-5_DP 37c]	[kWh]	3,765,373.9	3,911,832.9	3,355,415.5	2,304,429.4
1.4.1.1 Fuel consumption from renewable sources, including biomass [ESRS E1-5_DP 37c i]	[kWh]	135,840.6	61,806.6	19,494.8	18,718.1
1.4.1.2 Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources [ESRS E1-5_DP 37c ii]	[kWh]	3,629,533.3	3,850,026.3	3,335,920.5	2,285,711.3
1.4.1.3 Consumption of self-generated non-fuel renewable energy [ESRS E1-5_DP 37c iii]	[kWh]	-	-	-	-
1.4.2 Change in renewable energy consumption (actual year/previous year)	[%]	-3.7	16.6	45.6	
1.4.3 Share of renewable energy consumption [ESRS E1-5_AR 34]	[%]	31.8	31.1	26.8	20.0
1.5 Nuclear energy consumption					
1.5.1 Total energy consumption from nuclear sources (indirect) [ESRS E1-5_DP 37b]	[kWh]	606.2	9,689.9	27,657.3	69,151.4
1.5.2 Share of total energy consumption from nuclear sources [ESRS E1-5_AR 34]	[%]	0.0	0.1	0.2	0.6

¹ The base year 2022 figure was adjusted to reflect the inclusion of entities acquired in 2025 (smartlab Innovationsgesellschaft mbH, e-clearing.net GmbH and PACE Telematics GmbH). In addition, a correction was made resulting from the 2024 reporting year, as the entities acquired in that year (LIS Logistische Informationssysteme GmbH, LIS BV, LIS France SAS, LIS Logistische Informationssysteme Iberia SLU, Road Solution Pro, S.L., Pro RS Portugal Lda., and Easytrip Services Ireland Limited) had not been included in the disclosed base year figure. ² In previous reporting years, energy consumption was disclosed as "Total energy (electricity and heating) consumption (direct and indirect) related to own operations." In line with the requirements of ESRS, fuel consumption has been included to ensure completeness and comparability. As a result, the figures for all reported years have been recalculated.



		Unit	2025	2024	2023	2022 (BY)
1.6	Electricity consumption					
1.6.1	Total electricity consumption [GRI 302-1 c. i.]	[kWh]	3,121,382.7	3,532,172.9	3,223,887.1	2,709,580.4 ¹
1.6.1.1	Electricity consumption from non-renewable sources [GRI 302-1 a.]	[kWh]	3,124.1	7,180.0	19,460.9	869,822.9 ¹
1.6.1.2	Electricity consumption from renewable sources [GRI 302-1 b.]	[kWh]	3,118,258.6	3,524,992.9	3,204,426.2	1,839,757.5 ¹
1.6.2	Share of renewable electricity consumption	[%]	99.9	99.8	99.9	67.9 ¹
1.6.2.1	Consumption from green electricity contracts	[%]	91.7	94.1	90.0	100.0
1.6.2.2	Consumption from GoOs	[%]	8.3	5.7	9.9	0.0
1.7	Heat consumption					
1.7.1	Total heat consumption [GRI 302-1 c- ii.]	[kWh]	2,099,175.8	2,423,347.5	2,786,758.2	2,015,543.2 ¹
1.7.1.1	Heat consumption from non-renewable sources [GRI 302-1 a.]	[kWh]	2,088,440.8	2,414,473.5	2,771,740.2	2,003,672.2 ¹
1.7.1.2	Heat consumption from renewable sources [GRI 302-1 b.]	[kWh]	10,735.0	8,874.0	15,018.0	11,871.0 ¹
1.7.2	Share of renewable heat consumption	[%]	0.5	0.4	0.5	0.0
1.8	Other resource consumption Offices					
1.8.1	Total water consumption [GRI 303-5 a.]	[m ³]	10,908.0	12,288.5	13,152.3	6,945.4 ¹
1.8.1.1	Water intensity ratio	[m ³ /m ²]	0.2	0.2	0.2	0.2 ¹
1.8.2	Total waste [GRI 306-3 a.]	[kg]	105,615.3	89,379.2	53,331.0	75,300.3 ¹
1.8.2.1	Waste intensity ratio	[kg/m ²]	1.7	1.5	0.8	1.7 ¹
1.9	Fuel and power consumption Company car fleet					
1.9.1	Total fuel consumption [GRI 302-1 a.]	[l]	563,352.3	574,253.9	576,759.9	628,684.3 ¹
1.9.2	Total electricity consumption [GRI 302-1 b.]	[kWh]	551,466.7	406,912.1	286,661.9	166,839.4 ^{1,2}
1.10	EV charging third-party					
1.10.1	Total third-party EV charging volume	[kWh]	821,116.8	-	-	-

² Updated to ensure consistent and comparable data reporting.

		2025	2024	2023	
2.	Social (human resources)				
2.1	Total number of employees [GRI 2-7 a.]	[#]	2,784	2,548	2,374
2.1.1	of which active	[#]	2,690	2,450	2,284
2.1.2	of which inactive	[#]	94	98	90
2.1.3	of which women [GRI 2-7 a.]	[%]	48	49	49
2.1.4	of which men [GRI 2-7 a.]	[%]	52	51	51
2.1.5	of which 16–30	[%]	22	22	21
2.1.6	of which 31–40	[%]	37	36	37
2.1.7	of which 41–50	[%]	24	24	24
2.1.8	of which 51+	[%]	17	18	18
2.2	Total number of nonmanagerial employees [GRI 405-1 b. i, ii.]	[#]	2,344	2,167	2,035
2.2.1	of which women [GRI 405-1 b. i.]	[%]	50	51	51
2.2.2	of which men [GRI 405-1 b. i.]	[%]	50	49	49
2.2.3	of which 16–30 [GRI 405-1 b. ii.]	[%]	25	25	24
2.2.4	of which 31–40 [GRI 405-1 b. ii.]	[%]	36	35	36
2.2.5	of which 41–50 [GRI 405-1 b. ii.]	[%]	22	23	22
2.2.6	of which 51+ [GRI 405-1 b. ii.]	[%]	17	18	18
2.3	Total number of managers [GRI 405-1 b. i, ii.]	[#]	440	381	339
2.3.1	of which women [GRI 405-1 b. i.]	[%]	36	38	38
2.3.2	of which men [GRI 405-1 b. i.]	[%]	64	62	62
2.3.3	of which 16–30 [GRI 405-1 b. ii.]	[%]	3	5	6
2.3.4	of which 31–40 [GRI 405-1 b. ii.]	[%]	42	42	41
2.3.5	of which 41–50 [GRI 405-1 b. ii.]	[%]	35	35	33
2.3.6	of which 51+ [GRI 405-1 b. ii.]	[%]	19	18	20

		2025	2024	2023	
2.4	Employment contract [GRI 2-7 b. i., ii.]				
2.4.1	Permanent [GRI 2-7 b. i.]	[%]	93	95	95
2.4.1.1	of which women [GRI 2-7 b. i.]	[%]	48	49	49
2.4.1.2	of which men [GRI 2-7 b. i.]	[%]	52	51	51
2.4.2	Temporary [GRI 2-7 b. ii.]	[%]	7	5	5
2.4.2.1	of which women [GRI 2-7 b. ii.]	[%]	41	44	49
2.4.2.2	of which men [GRI 2-7 b. ii.]	[%]	59	56	51
2.5	Part-time employees [GRI 2-7 b. v.]	[%]	14	13	14
2.5.1	of which women	[%]	74	75	76
2.5.2	of which men	[%]	26	25	24
2.6	Part-time nonmanagerial employees	[%]	16	14	15
2.6.1	of which women	[%]	75	75	76
2.6.2	of which men	[%]	25	25	24
2.7	Part-time managers	[%]	7	6	6
2.7.1	of which women	[%]	65	67	67
2.7.2	of which men	[%]	35	33	33
2.8	Average length of service	[years]	6.1	5.9	5.8
2.9	Average age of employees	[years]	39.5	39.6	39.6

			2025	2024	2023
2.10	Employee turnover/attrition rate [GRI 401-1 b.]	[%]	10	10	9
2.10.1	of which women	[%]	10	9	8
2.10.2	of which men	[%]	10	11	10
2.10.3	of which 16–30	[%]	13	11	10
2.10.4	of which 31–40	[%]	10	11	12
2.10.5	of which 41–50	[%]	8	10	6
2.10.6	of which 51+	[%]	7	5	6
2.10.7	of which full-time	[%]	11	10	9
2.10.8	of which part-time	[%]	6	9	10
2.11	New employee hires by gender and age group [GRI 401-1 a.]	[#]	401	438	416
2.11.1	of which women	[%]	43	47	50
2.11.2	of which men	[%]	57	53	50
2.11.3	of which 16–30	[%]	43	41	41
2.11.4	of which 31–40	[%]	38	37	32
2.11.5	of which 41–50	[%]	14	17	19
2.11.6	of which 51+	[%]	5	5	8
2.12	Employees that took parental leave [GRI 401-3 b.]	[#]	137	144	123
2.12.1	of which women [GRI 401-3 b.]	[%]	65	74	74
2.12.2	of which men [GRI 401-3 b.]	[%]	35	26	26
2.12.3	of which 16–30	[%]	14	10	18
2.12.4	of which 31–40	[%]	69	78	74
2.12.5	of which 41–50	[%]	16	11	8
2.12.6	of which 51+	[%]	1	0	0

			2025	2024	2023
2.13	Employee training and education [GRI 404-1 a.]				
2.13.1	Total hours of training	[hours]	113,850	101,399	85,314
2.13.1.1	of which by women [GRI 404-1 a. i.]	[hours]	54,810	49,307	40,448
2.13.1.2	of which by men [GRI 404-1 a. i.]	[hours]	59,040	51,848	44,866
2.13.2	Average hours of training provided per employee	[hours]	42.3	41.4	38.9
2.13.3	Average days of training provided per employee	[days]	5.3	5.2	4.9
2.14	Disabilities³				
2.14.1	Number of employees with disabilities	[#]	32	19	19
2.14.2	Average degree of disability	[%]	51	53	52

³ In 2025, 2024, and 2023 the figures regarding "Number of employees with disabilities" and "Average degree of disability" apply to employees at DKV Mobility's headquarters in Germany only.

			2025	2024	2023
3.	Governance				
3.1	Business ethics				
3.1.1	Employees the CoC and procedures have been communicated to [GRI 205-2 b.]	[#]	2,560	2,111	1,813
3.1.2	Share of employees the CoC and procedures have been communicated to [GRI 205-2 b.]	[%]	95	86	86
3.1.3	Employees that completed mandatory compliance training [GRI 205-2 e.]	[#]	2,211	1,959	1,470
3.1.4	Share of employees that completed mandatory compliance training [GRI 205-2 e.]	[%]	82	80	64
3.1.5	Functions-at-risk ⁴ covered by training programs [ESRS G1-3 21b]	[%]	95	-	-
3.1.6	Whistleblowing reports received/cases brought through dispute resolution mechanism ⁵	[#]	16	3	12
3.1.7	Incidents of discrimination [GRI 406-1 a.; ESRS SI-17 103a ⁶]	[#]	3	1	0
3.1.8	Confirmed corruption incidents [GRI 205-3 a.; ESRS G1-4 25a ⁷]	[#]	0	0	0
3.1.9	Significant instances of non-compliance with laws and regulations [GRI 2-27 a.]	[#]	0	0	0
3.1.10	Public legal cases regarding corruption [GRI 205-3 d.]	[#]	0	0	0
3.1.11	Convictions and the amount of fines for violation of anti-corruption and anti-bribery laws [ESRS G1-4 24a ⁸]	[#/€]	0/0	-	-
3.1.12	Confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery [ESRS G1-4 25c ⁹]	[#]	0	-	-
3.2	Data ethics				
3.2.1	Operational sites with ISO/IEC 27001 certified Information Security Management System (ISMS)	[%]	68	73	69
3.2.2	Employees that completed mandatory information security training	[#]	2,446	2,239	858
3.2.3	Share of employees that completed mandatory information security training	[%]	91	91	38
3.2.4	Confirmed information security incidents ¹⁰	[#]	3	4	7
3.2.5	Employees that completed mandatory data privacy management training	[#]	2,434	2,224	1,795
3.2.6	Share of employees that completed mandatory data privacy management training	[%]	90	91	79
3.2.7	Substantiated complaints received concerning breaches of customer privacy [GRI 418-1 a. i.]	[#]	0	0	0
3.2.7.1	Thereof, complaints received from outside parties and substantiated by the organization [GRI 418-1 a. i.]	[#]	0	0	0
3.2.7.2	Thereof, complaints received from regulatory bodies [GRI 418-1 a. ii.]	[#]	0	0	0
3.2.8	Identified leaks, thefts, or losses of customer data [GRI 418-1 b.]	[#]	1	1	1

⁴ "Functions-at-risk" refers to roles that a company defines as potentially exposed to corruption or bribery risks. Our definition used is "all functions across DKV Mobility Group." ⁵ In addition, four incidents were reported through other channels. For further information on the whistleblowing reports received in 2025, please see the "Business ethics" section. ⁶ The total number of incidents of discrimination, including harassment, during the reporting period. ⁷ The total number and nature of confirmed incidents of corruption or bribery. ⁸ The number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws. ⁹ The number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery. ¹⁰ All cases were resolved in the reporting period.

		2025	2024	2023
3.3	Responsible value chain management¹¹			
3.3.1	Suppliers for indirect materials and services	[#] 907	924	848
3.3.2	Share of main suppliers for indirect materials and services that comply with our CoC	[%] 88	81	43
3.3.3	Confirmed incidents when contracts with business partners were terminated/not renewed due to corruption [GRI 205-3 c.]	[#] 0	0	0
3.3.4	Share of procurement budget used for significant locations of operation ¹² spent on indirect suppliers local ¹³ to that operation [GRI 204-1 a.]	[%] 99	99	96
3.3.5	New suppliers that were screened using environmental criteria [GRI 308-1 a.]	[%] 100	99.5	/
3.3.6	Suppliers assessed for environmental impacts [GRI 308-2 a.]	[#] 14,957	11,464	/
3.3.7	Suppliers identified as having significant actual and potential negative environmental impacts [GRI 308-2 b.]	[#] 0	0	/
3.3.8	Significant actual and potential negative environmental impacts identified in the supply chain [GRI 308-2 c.]	[#] 0	0	/
3.3.9	Suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment [GRI 308-2 d.]	[%] 0	0	/
3.3.10	Suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why [GRI 308-2 e.]	[%] 0	0	/
3.3.11	New suppliers that were screened using social criteria [GRI 414-1 a.]	[%] 100	99.5	/
3.3.12	Suppliers assessed for social impacts [GRI 414-2 a.]	[#] 14,957	11,464	/
3.3.13	Suppliers identified as having significant actual and potential negative social impacts [GRI 414-2 b.]	[#] 0	0	/
3.3.14	Significant actual and potential negative social impacts identified in the supply chain [GRI 414-2 c.]	[#] 0	0	/
3.3.15	Suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment [GRI 414-2 d.]	[%] 0	0	/
3.3.16	Suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why [GRI 414-2 e.]	[%] 0	0	/

¹¹ For all data labelled with "/" the information is unavailable due to the unavailability of the respective internal reporting systems. ¹² The definition used for "significant locations of operation" is "at our headquarters," in Germany [GRI 204-1 c.] ¹³ The definition used for "local" is Europe, because this is the geographic market where DKV Mobility Group operates [GRI 204-1 b.].

ESG accounting principles

01 Environmental performance

The information in the Sustainability Report 2025 includes the reporting period January 1–December 31, 2025. Environment ESG performance data are disclosed for the current reporting period as well as for the three preceding reporting periods, with 2022 defined as the base year.

ADDITIONAL INFORMATION

For the first time, we are disclosing ESRS KPIs in the chapter “Climate action in our own operations and value chain” as well as in the “ESG performance data – Environment.” The KPIs are labelled accordingly. Detailed KPI definitions can be found in the section “Definition of GHG emissions” below.

GHG EMISSIONS ACCOUNTING

DKV Mobility Group reports on progress in relation to its science-based near-term climate targets for 2030 and net-zero targets for 2050. The targets were defined according to guidelines, criteria, and recommendations of the Corporate Net-Zero Standard. In 2024, DKV Mobility Group had its climate targets validated by the Science Based Targets initiative.

Greenhouse gas (GHG) emissions data are reported on the basis of the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

GHG emissions factors were sourced from the ecoinvent database 3.6 for the reporting years 2022 and 2023 and from the ecoinvent database 3.10 for 2024 and 2025. The assessment method is IPCC 2013 (GWP 100a) for ecoinvent 3.6 and IPCC 2021 (GWP 100a) for ecoinvent 3.10.

The base year (BY) for DKV Mobility’s GHG emissions reporting is 2022. GHG emissions data are reported in tons of CO₂ equivalents (t CO₂e); all figures are presented at Group level. Environmental-related data are collected per asset (office/building) that is owned or leased by a legal entity. For these offices/buildings, environmental activity data are collected. In addition, activity data are collected on product level. These figures are then consolidated line by line.

EXTRAPOLATION METHODOLOGY

The GHG emissions-data calculation is based on three distinct data sources for the individual assets. Whenever possible, the data were systematically collected using verifiable evidence. In cases where, for example, specific monthly invoices were missing, an average was computed for the absent months. If certain metrics lacked sufficient data for a particular asset, extrapolation was employed based on the metrics of the other assets. The basis for these extrapolations included the number of active employees or the office space in square meters. In detail, the number of active employees was used to extrapolate missing data in the categories of air travel, number of flights, train kilometers, and overnight stays. The number of square meters was used for the categories of electricity consumption (in kWh), heat consumption (in kWh), fuel (in l), electricity consumption of company vehicles (in kWh), and water consumption (in m³) to extrapolate missing data. The residual/household waste volume (in kilograms) and the consumption of office materials were extrapolated based on active employee numbers, using the consumption at the headquarters in Germany as the baseline. The beverage consumption was calculated on a

statistical basis. Continuous efforts are underway to enhance the data quality with the goal of directly capturing all metrics from every entity using reliable evidence and for every product using Product Carbon Footprints (PCFs).

DEFINITION OF GHG EMISSIONS

The following definitions present the Scope 1, 2, and 3 emission categories of the GHG Protocol that are included in our GHG emissions data and defined as relevant for DKV Mobility Group’s climate targets and decarbonization strategy.

Scope 1 emissions:

Direct emissions coming from our owned or controlled operations, including the total generated heat and total diesel and gasoline consumption in company vehicles.

Scope 2 emissions (market-based):

Indirect emissions coming from the generation of purchased electricity and heat, including consumed electricity, district heating, as well as power purchased for electric company vehicles, calculated on the basis of specific energy purchases and contracts across DKV Mobility Group.

Scope 2 emissions (location-based):

Indirect emissions coming from the generation of purchased electricity and heat, including consumed electricity, district heating, as well as power purchased for electric company vehicles, calculated using the average emissions intensity of the grids where the energy consumption occurs.

Scope 3 emissions:

Indirect emissions created in the value chain as a

result of DKV Mobility Group’s business activities. Brackets refer to the respective GHG Protocol Scope 3 emission categories.

Purchased goods and services [# 3.1]:

Includes emissions from DKV service cards, Novofleet service cards, Road Solution PRO, S.L. (RSP) service cards, Smart Diesel service cards, smartlab service cards and charge chips, toll boxes (DKV Box TISPL/TG-440, DKV Box Select/TRP-4010 (including variants of TISPL and VIAT), DKV Box Select/VTR850 (including variants of TISPL, VIAT, and ITALIA), DKV Box REETS/OBU 4021), DKV Box Europe, DKV LIVE Box, wallboxes (KEBA KeContact P30 and Compleo eBOX smart), and the upstream emissions from the production of fuels purchased for our fuel bunkering business (DKV UK, Road Solution PRO, S.L. (RSP)¹⁴). In addition, emissions from printed matter (marketing materials), office material (paper, toner cartridges), tap water, food, and beverages, as well as spend-based emissions (consultancy, IT hosting, and cleaning services, etc.) are included.

Capital goods [# 3.2]:

Includes emissions from the production of IT devices purchased or acquired by DKV Mobility, including desktop computers, monitors, laptops and thin clients, tablets and smartphones, and printers. Furthermore, furniture purchases fall into this category.

Fuel and energy-related activities not included in Scope 1 or Scope 2 [# 3.3]:

Includes emissions related to the production of diesel and gasoline fuels burned by our company vehicles, and the production of energy purchased and consumed that is not included in Scope 1 or

¹⁴ Acquired Andamur fuel card business contains fuel bunkering business in Spain. Legal entity Road Solution PRO, S.L. (RSP) operates the fuel card business of the Spanish petrol station company GP Limite Andamur.

Scope 2. Does not include any emissions that are generated by employees working from home.

Upstream transportation & distribution [# 3.4]:
Includes emissions from third-party transportation and distribution services purchased by DKV Mobility Group, including inbound transports to DKV Mobility Group as well as outbound transports paid by DKV Mobility Group.

Waste generated in operations [# 3.5]:
Includes emissions from residual/household waste, paper/cardboard/cartons waste, and lightweight packaging/plastic waste. The residual/household waste volume (in kilograms) was extrapolated based on the active employees for all locations by means of the consumption at the headquarters in Germany. Paper/cardboard/cartons waste and lightweight packaging/plastic waste is only reported at headquarters level.

Business travel [# 3.6]:
Includes emissions from the transportation of employees for business-related activities in aircrafts and trains owned and operated by third parties.

Employee commuting [# 3.7]:
Includes emissions from the transportation of employees between their homes and their worksites that arise from automobile and public transport travel. Since 2025, existing HR data on place of residence and place of work are used to automatically calculate commuting distances. For all employees whose data indicates they have a company-subsidized public transport ticket, it is assumed that they commute to the office by public transport; all other employees are assumed to commute by medium-sized passenger car. Employees with a one-way distance of ≥ 200 km were excluded, as it is assumed that such distances are not commuted. For Road Solution PRO, S.L., an employee survey was conducted, as in previous years, collecting the relevant information on

distance and mode of transport in order to calculate commuting distances.

Upstream leased assets [# 3.8]:
Not applicable in the scope of DKV Mobility Group's business model and activities.

Downstream transportation and distribution [# 3.9]:
Not applicable in the scope of DKV Mobility Group's business model and activities.

Processing of sold products [# 3.10]:
Not applicable in the scope of DKV Mobility Group's business model and activities.

Use of sold products [# 3.11]:
Includes direct use-phase emissions of sold products over their expected lifetime, i.e., fuel bunkering, DKV LIVE Boxes, and wallboxes.

End-of-life treatment of sold products [# 3.12]:
Includes waste disposal of products sold by DKV Mobility Group at the end of their life, i.e., toll boxes (see 3.1 for further reference), DKV LIVE Boxes, wallboxes, and service cards.

Downstream leased assets [# 3.13]:
Not applicable in the scope of DKV Mobility Group's business model and activities.

Franchises [# 3.14]:
Not applicable in the scope of DKV Mobility Group's business model and activities.

Investments [# 3.15]:
Includes operation of investments (equity investments only) and in the reporting year, not included in Scope 1 or Scope 2.

CHANGES AFFECTING DATA AND KPIS IN 2025 AND RESTATEMENT OF DATA FROM PRIOR YEARS

For our climate targets, we set 2022 as the base year. To accurately track progress towards our GHG

emissions targets and in accordance with the GHG Protocol as well as the SBTi Corporate Net-Zero Standard, we adjust our base-year emissions inventory and data from prior years to account for significant changes or when structural or methodological changes occur (change of emission factors, acquisitions, divestitures, mergers, data errors, or any other significant changes (e.g., extension of office space)).

Emission factors:
For the reporting years 2022 and 2023, emission factors from the ecoinvent Version 3.6 were applied. In 2024 and 2025, we applied the emission factors from the ecoinvent Version 3.10.

Acquisitions:
For acquisitions that did not identify or report GHG emissions accurately and in line with our accounting standards in the years before their takeover, GHG emissions of the year in which the structural event happened or the year in which GHG emissions were collected for the first time were used for the recalculation of GHG emissions data for the base year and the reporting year. GHG emissions that were identified from available data sources of the acquired companies in the year of the acquisition were used and added to the base year at the same quantity. For GHG emissions with no reliable data according to DKV Mobility's accounting standard, data were extrapolated. In 2025, the newly acquired subsidiaries smartlab Innovationsgesellschaft mbH, e-clearing.net GmbH, and PACE Telematics GmbH were added to the base year 2022.

New environmental performance KPIS:
In 2025, new environmental KPIS aligned with ESRS E1-5 were introduced. These KPIS are defined in detail in the section below, "Key definitions of environmental performance KPIS." The underlying activity data used as the basis for calculation remain unchanged compared to previous reporting years. The KPIS incorporate new data aggregates and shares; accordingly, the environmental perfor-

mance KPIS are disclosed retrospectively up to and including the base year 2022. All Scope 1, Scope 2, and Scope 3 emissions-related KPIS are disclosed in the chapter "Climate action in our own operations and value chain," including the following new KPIS:

- **Relative total GHG emissions reduction (actual year/previous year) (in %):**
The relative total GHG emissions reduction is reported as the reduction in total GHG emissions in relation to total GHG emissions of the previous year.
- **GHG emissions intensity ratio (Scope 1, 2 market-based, and 3); (total GHG emissions/revenue) (in t CO₂e/m €):**
The GHG emissions intensity ratio is reported as total GHG emissions (Scope 1, 2, and 3) divided by the revenue in million euros.
- **Scope 1 + Scope 2 market-based emissions intensity ratio (Scope 1 + Scope 2/revenue) (in t CO₂e/m €):**
The Scope 1 + Scope 2 market-based emissions intensity ratio is reported as total Scope 1 and Scope 2 market-based emissions divided by the revenue in million euros.
- **Scope 1 + Scope 2 location-based emissions intensity ratio (Scope 1 + Scope 2/revenue) (in t CO₂e/m €):**
The Scope 1 + Scope 2 location-based emissions intensity ratio is reported as total Scope 1 and Scope 2 location-based emissions divided by the revenue in million euros.

Key definitions of environmental performance KPIs

The following KPI definitions are subject to the information mentioned on the previous page.

<p>1.1 Total office space (in m²): Square meters of occupied office space. Includes all office spaces used by DKV Mobility Group where at least one employee has a permanent place of work.</p>	<p>1.3.1.1 Fuel consumption from coal and coal products (in kWh): Sum of energy consumption that is derived from coal and coal products.</p>	<p>1.4.1.2 Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (in kWh): Sum of purchased or acquired electricity, heat, steam, and cooling from renewable sources (such as solar, wind, and geothermal energy, etc.).</p>	<p>1.6.1 Total electricity consumption (in kWh): Sum of renewable electricity consumption and conventional electricity consumption. Including electricity types used from non-renewables (nuclear, coal, etc.) and renewables (solar, wind, geothermal energy, etc.).</p>
<p>1.2.1 Total energy (electricity, heating/cooling, and fuel) consumption (direct and indirect) related to own operations (in kWh): Total energy consumption encompasses all purchased and self-generated electricity (if applicable), heating/cooling in kilowatt hours, fuel consumption (diesel, gasoline, HVO100 in liters, and charging volume in kWh). The energy consumption metrics refer to the energy consumption (electricity, heating, and cooling) at office locations/buildings and the fuel consumption caused by company vehicles.</p>	<p>1.3.1.2 Fuel consumption from crude oil and petroleum products (in kWh): Sum of energy consumption that is derived from crude oil and petroleum products.</p>	<p>1.4.1.3 Consumption of self-generated non-fuel renewable energy (in kWh): Sum of self-generated renewable energy (such as solar photovoltaic and on-site wind power); excluding fuel.</p>	<p>1.6.1.1 Electricity consumption from non-renewable sources (in kWh): Sum of conventional electricity consumption encompassing all non-renewable electricity types used (nuclear power, coal, etc.).</p>
<p>1.2.1.1 Total energy intensity ratio (in kWh/m²): The energy intensity ratio is reported as the total energy consumption (in kWh) divided by office space in square meters (m²). The organization-specific metric (the denominator) chosen to calculate the ratio is square meters.</p>	<p>1.3.1.3 Fuel consumption from natural gas (in kWh): Sum of energy consumption that is derived from natural gas.</p>	<p>1.4.2 Change in renewable energy consumption (actual year/previous year) (in %): The change in renewable energy consumption measures the percentage difference in the consumption of renewable energy between the actual reporting year and the previous reporting year.</p>	<p>1.6.1.2 Electricity consumption from renewable sources (in kWh): Sum of renewable electricity consumption encompassing all renewable electricity types used (such as solar, wind, and geothermal energy).</p>
<p>1.3.1 Total energy (heating, electricity, and fuel) consumption from fossil sources (in kWh): Sum of energy derived from non-renewable, fossil-based sources, such as conventional electricity, natural gas used for heating, and fuels like gasoline or diesel.</p>	<p>1.3.1.4 Fuel consumption from other fossil sources (in kWh): Sum of energy consumption that is derived from other fossil sources.</p>	<p>1.4.3 Share of renewable energy consumption (in %): Proportion of total energy consumption that comes from renewable sources.</p>	<p>1.6.2 Share of renewable electricity consumption (in %): Proportion of total electricity consumption from renewable sources (such as solar, wind, and geothermal energy).</p>
<p>1.3.1.1 Fuel consumption from renewable sources, including biomass (in kWh): Sum of fuel consumption from renewable sources (such as HVO100).</p>	<p>1.3.2 Consumption from purchased or acquired electricity, heat, steam, and cooling from fossil sources (in kWh): Sum of purchased electricity, heat, steam, and cooling generated from fossil fuels.</p>	<p>1.5.1 Total energy consumption from nuclear sources (indirect) (in kWh): Sum of energy consumption from nuclear energy sources.</p>	<p>1.6.2.1 Consumption from green electricity contracts (in %): Proportion of energy consumption via green electricity contracts.</p>
	<p>1.3.3 Share of fossil sources in total energy consumption (in kWh): Proportion of total energy consumption that comes from fossil-based, non-renewable sources.</p>	<p>1.5.2 Share of total energy consumption from nuclear sources (in %): Proportion of total energy consumption that comes from nuclear sources.</p>	<p>1.6.2.2 Consumption from GoOs (in %): Proportion of energy consumption via Guarantees of Origin (GoOs).</p>
	<p>1.4.1 Total energy consumption (heating, electricity, and fuel) from renewable sources (in kWh): Sum of energy consumption from renewable sources (such as solar, wind, etc.).</p>		<p>1.7.1 Total heat consumption (in kWh): Total consumption encompassing all heating types used (such as natural gas, fuel oil, district heating, biogas, wood chips, and geothermal energy).</p>

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| <p>1.7.1.1 Heat consumption from non-renewable sources (in kWh):
Sum of heat consumed from non-renewable sources (such as natural gas, fuel oil, and district heating).</p> | <p>1.8.2.1 Waste-intensity ratio (in kg/m²):
The waste-intensity ratio is reported as the total waste consumption, in kilograms divided by office space in square meters (m²). The organization-specific metric (the denominator) chosen to calculate the ratio is square meters.</p> |
| <p>1.7.1.2 Heat consumption from renewable sources (in kWh):
Sum of heat consumed from renewable sources (such as geothermal energy, biogas, and wood chips).</p> | <p>1.9.1 Total fuel consumption (in liters):
Sum of diesel and petrol fuel consumption of company cars that use a DKV service card.</p> |
| <p>1.7.2 Share of renewable heat consumption (in %):
Proportion of total heat consumption from renewable sources.</p> | <p>1.9.2 Total electricity consumption (in kWh):
Sum of electricity consumption of company cars that use a DKV service card. Does not include the electricity charged by using a wallbox at the headquarters in Ratingen, Germany.</p> |
| <p>1.8.1 Total water consumption (in m³):
Reported as the volume of all water that was withdrawn at offices and was consumed by humans (or livestock).</p> | <p>1.10.1 Total third-party EV charging volume (in kWh):
Total electricity consumption of employees charging their private vehicles at the headquarters in Ratingen, Germany at their own expense. Disclosed as of the reporting year 2025.</p> |
| <p>1.8.1.1 Water intensity ratio (in m³/m²):
The water intensity ratio is reported as the total water consumption (in m³) divided by office space in square meters (m²). The organization-specific metric (the denominator) chosen to calculate the ratio is square meters.</p> | |
| <p>1.8.2 Total waste (in kilograms):
Reported as the volume of all waste that was created at offices and was produced by humans (or livestock). Waste includes residual/household waste, paper/cardboard/carton waste, and lightweight packaging/plastic waste.</p> | |

02 Social performance

The information in the Sustainability Report 2025 includes all significant impacts in the reporting period January 1–December 31, 2025. The social performance KPIs are reported for the current as well as for the two previous reporting periods.

LIMITATIONS

Employee training and education [# 2.13]:

Our non-financial reporting continues to develop steadily. Compared to the previous year 2024, the acquired subsidiary Easytrip Services Ireland Limited was connected to our HR management system and to the training platform “we@DKV” (Cornerstone on Demand) and thus the employee training and education KPI reporting was extended.

The 2025 figures refer to active employees at DKV Mobility Group who took part in training and development sessions – without PACE Telematics GmbH, smartlab Innovations GmbH, and e-clearing.net GmbH. The entities LIS Logistische Informationssysteme GmbH and RoadSolution Pro, S.L./Andamur Europe S.S./Pro R.S. Portugal are not connected to “we@DKV” but report their employee training and education data to the DKV Mobility Group’s HR team and are therefore included. The employee training and education figures include trainees and working students (excluding interns) and all employees who left the company but had still completed training courses during the reporting period.

For comparison, the 2024 figures referred to active employees at DKV Mobility Group who took part in training and development sessions – excluding RoadSolution Pro, S.L./Andamur Europe S.S./Pro R.S. Portugal. This included trainees and working students (excluding interns) and all employees who left the company but had still completed training courses during the reporting period.

Employee training and education refers to all types of vocational training, digital learning, and instruction and/or external education that is provided by the company:

> Training sessions:

Includes, for example, in-house and external training, coaching, digital learning, and language courses that are administered and tracked via the internal platform “we@DKV” (Cornerstone on Demand).

> Learning on the job:

A global assumption of 22 hours per active employee is used for learning-on-the-job training measures. Learning on the job is an essential part of DKV Mobility’s learning culture. This includes, for example, reading books, magazines, and technical literature, and contact with new people and situations (for example, departmental lunch and learn sessions, participation in internal and/or external projects and working groups).

> Disabilities [# 2.14]:

In 2025, 2024, 2023, and 2022 the figures regarding the “Number of employees with disabilities” and “Average degree of disability” apply to employees at DKV Mobility’s headquarters in Germany only.

Key definitions of social performance KPIs

The following KPI definitions are subject to the information mentioned on the previous page.

<p>2.1 Number of employees Total number of employees (active and inactive, counted by individual), including working students but excluding temp-work agency employees and freelancers. Counted at the end of the reporting period.</p> <p>2.1.1 Active employees Total number of active employees. This includes all full-time and part-time employees of DKV Mobility Group as well as working students.</p> <p>2.1.2 Inactive employees Total number of inactive employees. This includes all full-time and part-time employees of DKV Mobility Group who are on maternity and parental leave, long-term sick leave, and on paid leave of absence.</p> <p>2.1.5 Age groups to 2.1.8 Percentage of all employees split into the following age groups: 16–30 years old, 31–40 years old, 41–50 years old, and over 51 years old.</p> <p>2.2 Nonmanagerial employees Total number of nonmanagerial employees. This includes all employees who do not fall into the “Managers” category (see 2.3).</p> <p>2.3 Managers Total number of managers. Includes the company’s Management Board, Executive Board, Executive Committee, Vice Presidents, Directors, Head of Sales Unit Leaders, Team Managers, and Team Leaders.</p>	<p>2.4 Employment contract Contract as recognized under national law or practice.</p> <p>2.4.1 Permanent Percentage of all permanent employment contracts held by the employees. A permanent employment contract is a contract with an employee for full-time or part-time work, valid for an indeterminate period.</p> <p>2.4.2 Temporary Percentage of all temporary employment contracts held by the employees. A temporary employment contract is of limited duration or is terminated by a specific event, including the end of a project or work phase or the return of substituted employees.</p> <p>2.5. Part-time employees Percentage of all part-time employees. A part-time employee is an employee whose working hours per week, month, or year are less than those of a full-time employee, as defined in the following. A full-time employee is an employee whose working hours per week, month, or year are defined according to national legislation and practice regarding working time.</p> <p>2.6 Part-time non-managerial employees Percentage of all part-time non-managerial employees. This includes all employees who work part-time as per the definition under 2.5 and do not fall into the “Managers” category as per 2.3.</p>	<p>2.7 Part-time managers Percentage of all part-time managers. This includes all employees who work part-time as per the definition under 2.5 and who fall into the “Managers” category as per 2.3.</p> <p>2.8 Average length of service The arithmetic mean of the number of years that employees have so far worked for DKV Mobility Group.</p> <p>2.9 Average age of employees The arithmetic mean of the age of the workforce in the reporting period.</p> <p>2.10 Employee turnover/attrition rate Total rate of employee turnover in the reporting period. Based on termination of permanent contracts, without retirements and deaths. Expressed in percentages.</p> <p>2.11 New employee hires This comprises the total number of new-employee hires in the reporting period.</p> <p>2.12 Employees that took parental leave, by gender Total number of employees who took parental leave. Parental leave is the leave granted to employees of all genders following the birth of a child.</p> <p>2.13 Employee training and education Training and education refers to all types of vocational training and instruction and/or external education that is provided by the company. For further information, please see the “Limitations” section.</p>	<p>2.13.1 Total hours of training Total number of training hours provided to employees. Based on DKV Mobility Group’s active employees.</p> <p>2.13.2 Average hours of training provided per employee Total average hours of training provided to employees. Based on DKV Mobility Group’s active employees.</p> <p>2.13.3 Average days of training provided per employee Total average days of training provided to employees. Based on DKV Mobility Group’s active employees.</p> <p>2.14 Disabilities Reporting on disability.</p> <p>2.14.1 Number of employees with disabilities Total number of employees with disabilities, as evaluated by a competent authority during a comprehensive assessment in accordance with the procedure prescribed under national law or practice.</p> <p>2.14.2 Average degree of disability Extent of deterioration in a person’s health condition and loss of independence in daily activities and self-development possibilities evaluated by a competent authority during a comprehensive assessment in accordance with the procedure prescribed under national law or practice. It is expressed in percentages.</p>
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03 Governance performance

The information in the Sustainability Report 2025 includes all significant impacts in the reporting period January 1–December 31, 2025. The governance performance KPIs are reported for the current as well as for the two previous reporting periods.

ADDITIONAL INFORMATION “BUSINESS ETHICS”

For the first time, we are disclosing ESRS KPIs in the ESG performance data section, Governance “Business ethics.” The KPIs are labelled accordingly. Detailed KPI definitions can be found in the section “Key definitions of governance performance KPIs – 3.1 Business ethics” on the following page.

ADDITIONAL INFORMATION “RESPONSIBLE VALUE CHAIN MANAGEMENT”

The Governance performance data KPIs presented in this section refer to suppliers for indirect materials and services (KPIs # 3.3.1–3.3.4) as well as to all suppliers of DKV Mobility Group (KPIs # 3.3.5–3.3.16). As the topic of “Responsible value chain management” was classified as material for the first time in the FY 2024 report, the KPI reporting was expanded in accordance with the GRI Standard requirements for the disclosures GRI 204: Procurement Practices 2016, GRI 308: Supplier Environmental Assessment 2016, and GRI 414 Supplier Social Assessment. Furthermore, GRI 408: Child Labor 2016 was included in the KPI reporting as well due to the additional material topic “Responsible value chain management.” The KPI (GRI 408) is reported in the report section “Responsible value chain management” and in the GRI/ESRS index and not included in the ESG performance data table itself.

Suppliers for indirect materials and services [# 3.3.1]:

At DKV Mobility, suppliers for indirect materials and services cover, for instance, the fields of professional services (consulting, interim management, recruiting), IT (hardware, software, services), marketing (advertising materials, events, services), office supplies (consumables, furniture), travel (business trips and mobility services), and facility management (maintenance and cleaning services, energy contracts). Main suppliers for indirect materials and services committed to DKV Mobility’s Code of Conduct (CoC) for Suppliers and Business Partners [# 3.3.2]: Main indirect suppliers are suppliers for indirect materials and services with annual expenses of >€25,000. DKV Mobility’s main suppliers for indirect materials and services are categorized as follows:

> A suppliers:

“A suppliers” are suppliers of indirect materials and services that account for the top 70 percent of our main indirect supplier expenses per year, plus suppliers who have a higher ESG relevance/higher ESG risk potential. ESG relevance/ESG risk potential arises, for example, due to the main production sites of tier 1 suppliers in high-risk countries according to the “Countries’ Risk Classification” outlined by the association amfori Business Social Compliance Initiative (BSCI) (2021) or for products that are made of natural resources/critical raw materials (e.g., wood, palm (kernel) oil, rare earth elements), or for products that are purchased in larger quantities or for products/services with a potentially high carbon footprint (e.g., flights taken by consultants).

> B suppliers:

“B suppliers” are suppliers of indirect materials and services that account for the next 20 percent of a year’s main indirect supplier expenses.

> C suppliers:

“C suppliers” are suppliers of indirect material and services that account for the lowest ten percent of our main indirect supplier expenses per year as long as there are annual expenses within DKV Mobility Group of more than €25,000.

“Main suppliers for indirect materials and services committed to DKV Mobility’s Code of Conduct (CoC) for Suppliers and Business Partners” refers to the percentage of existing valid contracts with active main suppliers for indirect materials and services that include a sustainable procurement clause. This includes for instance a reference to the Code of Conduct (CoC) for Suppliers and Business Partners in the contract, a CoC acknowledgment document, or a filled-out vendor self-disclosure questionnaire out of the total number of valid contracts with main suppliers for indirect materials and services. Since September 2023, the CoC has been part of the General Terms and Conditions of Purchasing, which the supplier must actively disagree with when accepting the order.

Key definitions of governance performance KPIs

3.1 Business ethics	3.1.6 Whistleblowing reports received/cases brought through dispute resolution mechanisms	3.1.11 Convictions and the amount of fines for violation of anti-corruption and anti-bribery laws	3.2 Data ethics
3.1.1 Employees the CoC and procedures have been communicated to The total number of employees to whom the compliance policies and procedures were communicated to. Addresses active employees of DKV Mobility Group.	The total number of whistleblowing reports received/cases brought through dispute resolution mechanisms using DKV Mobility's available channels for reporting (online whistleblowing system, compliance hotline, or compliance e-mail to the Group Compliance Office) during the reporting period.	New ESRS disclosure [G1-4 24a], which refers to the total number of convictions and the total amount of fines payable for violations of anti-corruption and anti-bribery laws.	3.2.1 Operational sites with ISO/IEC 27001 certified Information Security Management System (ISMS)
3.1.2 Share of employees the CoC and procedures have been communicated to The total percentage of employees to whom the compliance policies and procedures were communicated to. Quota refers to active employees at DKV Mobility Group.	3.1.7 Incidents of discrimination In addition to GRI [406-1 a.] new ESRS disclosure [S1-17 103a], which refers to the total number of incidents of discrimination, including harassment, during the reporting period.	3.1.12 Confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery News ESRS disclosure [G1-4 25c], which refers to the total number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery.	Operational sites covered by external ISO/IEC 27001 certification in the reporting period. At DKV Mobility, we define an operational site as a site where integral functions of the business are performed, more or less independently from headquarters activities. By integral functions, we mean our own operational business activities performed by the operational sites, such as product management activities, core operations, and central services. For those operational sites, own location-specific ISO certifications such as ISO/IEC 27001 (Information Security Management System) are reasonable, as they do not benefit from shared central processes and services of the headquarters. Integral functions of the sales units, on the other hand, are steered and managed centrally by headquarters operations and consequently the value from the headquarters certification management systems covers the activities of the sales units. The quota is based on the total number of active employees of DKV Mobility Group.
3.1.3 Employees that completed mandatory compliance training The total number of employees that received mandatory training on compliance. Addresses active employees at DKV Mobility Group.	3.1.8 Confirmed corruption incidents In addition to GRI [205-3] new ESRS disclosure [G1-4 25a], which refers to the total number of confirmed incidents of corruption and/or bribery during the reporting period.		
3.1.4 Share of employees that completed mandatory compliance training The total percentage of employees that received mandatory training on compliance. Quota refers to active employees at DKV Mobility Group.	3.1.9 Significant instances of non-compliance with laws and regulations The total number of significant instances of non-compliance with laws and regulations during the reporting period.		
3.1.5 Functions-at-risk covered by training programs New ESRS disclosure [G1-3 21b], which refers to the percentage of functions-at-risk covered by training programs. "Functions-at-risk" refers to roles that a company defines as potentially exposed to corruption or bribery risks. Our definition used is, "all functions across DKV Mobility Group."	3.1.10 Public legal cases regarding corruption Public legal cases regarding corruption brought against DKV Mobility or our employees during the reporting period.		3.2.2 Employees that completed mandatory information security training The total number of employees that received mandatory training on information security. Addresses active employees at DKV Mobility Group.

<p>3.2.3 Share of employees that completed mandatory information security training The total percentage of employees that received mandatory training on information security. Quota refers to active employees of DKV Mobility Group.</p>	<p>3.2.7.1 Complaints received from outside parties and substantiated by the organization The total number of complaints received from outside parties regarding the protection of customer privacy and substantiated by DKV Mobility.</p>	<p>3.3.3 Confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption The total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption during the reporting period.</p>	<p>3.3.6 Suppliers assessed for environmental impacts The total number of suppliers of DKV Mobility Group that were assessed for their environmental impacts. "Assessed for environmental impacts" refers to a risk identified under one of the following filter criteria in the DKV Mobility supplier screening tool "Trustnet.Trade," "Environmental Performance Index," and/or "UN Environmental Governance Ratification Score."</p>
<p>3.2.4 Confirmed information security incidents The total number of confirmed incidents of information security during the reporting period.</p>	<p>3.2.7.2 Complaints from regulatory bodies The total number of incidents of non-compliances with existing legal regulations regarding the protection of customer privacy.</p>	<p>3.3.4 Share of procurement budget used for significant locations of operation spent on indirect suppliers local to that operation The percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). "Local supplier" is an organization or person that provides a product or service to DKV Mobility that is based in the same geographic market. DKV Mobility Group's definition used for "local" [GRI 204-1 b.] is Europe, because this is the geographic market where DKV Mobility Group operates. Our definition used for "significant locations of operation" [GRI 204-1 c.] is "at our headquarters," in Germany.</p>	<p>3.3.7 Suppliers identified as having significant actual and potential negative environmental impacts The number of suppliers for whom an environmental impact was identified. Environmental impact refers to a risk identified under one of the following filter criteria in the DKV Mobility supplier screening tool "Trustnet.Trade," "Environmental Performance Index," and/or "UN Environmental Governance Ratification Score."</p>
<p>3.2.5 Employees that completed mandatory data privacy management training The total number of employees that received mandatory training on data privacy management. Addresses active employees of DKV Mobility Group.</p>	<p>3.2.8 Identified leaks, thefts, or losses of customer data The total number of identified leaks, thefts, or losses of customer data during the reporting period.</p>	<p>3.3.5 New suppliers that were screened using environmental criteria The percentage of new suppliers that were screened using environmental criteria. "New supplier" refers to all suppliers of DKV Mobility Group with whom a business relation was entered in the reporting year. "Environmental criteria" refers to the filter criteria "Environmental Performance Index" and/or "UN Environmental Governance Ratification Score" being activated in the DKV Mobility supplier screening tool "Trustnet.Trade."</p>	<p>3.3.8 Significant actual and potential negative environmental impacts identified in the supply chain The total number of environmental impacts identified in the supply chain. Environmental impact refers to a risk identified under one of the following filter criteria in the DKV Mobility Group's supplier screening tool "Trustnet.Trade," "Environmental Performance Index," and/or "UN Environmental Governance Ratification Score."</p>
<p>3.2.6 Share of employees that completed mandatory data privacy management training The total percentage of employees that received mandatory training on data privacy management. Quota refers to active employees of DKV Mobility Group.</p>	<p>3.3 Responsible Value Chain Management</p>		
<p>3.2.7 Substantiated complaints received concerning breaches of customer privacy The total number of incidents of non-compliances with existing legal regulations and (voluntary) standards regarding the protection of customer privacy during the reporting period. "Substantiated complaint" is a written statement by a regulator or similar official body addressed to DKV Mobility that identifies breaches of customer privacy, or a complaint lodged with DKV Mobility that was recognized as legitimate by us. Key definitions of governance performance KPI.</p>	<p>3.3.1 Suppliers for indirect materials and services Suppliers for indirect materials and services cover, for instance, the fields of professional services (consulting, interim management, recruiting), IT (hardware, software, services), marketing (advertising materials, events, services), office supplies (consumables, furniture), travel (business trips and mobility services), and facility management (maintenance and cleaning services, energy contracts).</p>		
	<p>3.3.2 Share of main suppliers for indirect materials and services that comply with our Code of Conduct (CoC) for Suppliers and Business Partners The ratio of suppliers for indirect materials and services (with annual main indirect supplier expenses of >€25,000) who accepted the Code of Conduct (CoC) for Suppliers and Business Partners in comparison to all suppliers for indirect materials and services (with annual main indirect supplier expenses of >€25,000).</p>		

3.3.9 Suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment
The total percentage of suppliers for whom an environmental impact was identified. Quota refers to all suppliers of DKV Mobility Group in the Trustnet.Trade platform.

3.3.10 Suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why
The total percentage of suppliers with whom the business relationship was terminated because of identified environmental impacts. "Quota" to all suppliers of DKV Mobility Group in the Trustnet.Trade platform.

3.3.11 Suppliers that were screened using social criteria
The percentage of new suppliers that were screened using social criteria. "New supplier" refers to all suppliers of DKV Mobility Group with whom a business relation was entered in the reporting year. "Social criteria" refers to the filter criteria "Global Rights Index," "Global Slavery Index," and/or "UNICEF Statistik über die Verbreitung von Kinderarbeit" being activated in the DKV Mobility supplier screening tool "Trustnet.Trade."

3.3.12 Suppliers assessed for social impacts
Total number of suppliers of DKV Mobility Group that were assessed for social impacts. "Assessed for social impacts" refers to a risk identified under one of the following filter criteria in the DKV Mobility supplier screening tool "Trustnet.Trade," "Global Rights Index," "Global Slavery Index," and/or "UNICEF Statistik über die Verbreitung von Kinderarbeit."

3.3.13 Suppliers identified as having significant actual and potential negative social impacts
The number of suppliers for whom a social impact was identified. "Social impact" refers to a risk identified under one of the following filter criteria in the DKV Mobility supplier screening tool "Trustnet.Trade." "Social criteria" refers to the filter criteria "Global Rights Index," "Global Slavery Index," and/or "UNICEF Statistik über die Verbreitung von Kinderarbeit" being activated in the DKV Mobility supplier screening tool "Trustnet.Trade."

3.3.14 Significant actual and potential negative social impacts identified in the supply chain
The total number of social impacts identified in the supply chain. "Social impact" refers to a risk identified under one of the following filter criteria "Global Rights Index," "Global Slavery Index," and/or "UNICEF Statistik über die Verbreitung von Kinderarbeit" in the DKV Mobility supplier screening tool "Trustnet.Trade."

3.3.15 Suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment
The total percentage of suppliers with whom a social impact was identified. "Quota" refers to all suppliers of DKV Mobility Group in the Trustnet.Trade platform.

3.3.16 Suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why
The total percentage of suppliers with whom the business relationship was terminated because of identified social impacts. "Quota" refers to all suppliers of DKV Mobility Group in the Trustnet.Trade platform.

"GRI 408: CHILD LABOR 2016" DISCLOSURES

The disclosures required under "GRI 408: Child Labor 2016" are presented in the chapter "Responsible Value Chain Management" and referenced accordingly. They are also incorporated in the GRI/ESRS index. These disclosures are not included in the ESG performance data table. The corresponding key definitions are outlined below.

Operations and suppliers considered to have significant risk for incidents of child labor [GRI 408-1 a. i.]
The number of suppliers for where an incident of child labor was identified. "Suppliers" refers to all suppliers of DKV Mobility Group within the Trustnet.Trade platform. Identification via the filter criteria "UNICEF Statistik über die Verbreitung von Kinderarbeit" in the DKV Mobility supplier screening tool "Trustnet.Trade."

Operations and suppliers considered to have significant risk for incidents of young workers exposed to hazardous work [GRI 408-1 a. ii.]
The number of suppliers where an incident of young workers exposed to hazardous work was identified. "Suppliers" refers to all suppliers of DKV Mobility Group with whom a business relation was entered in the reporting year. Identification via the filter criteria "UNICEF Statistik über die Verbreitung von Kinderarbeit" in the DKV Mobility supplier screening tool "Trustnet.Trade."

Operations and suppliers considered to have significant risk for incidents of child labor either in terms of type of operation (such as manufacturing plant) and supplier [GRI 408-1 b. i.]
Description of type of operation for suppliers where an incident of child labor was identified. "Suppliers" refers to all suppliers of DKV Mobility Group with within the Trustnet.Trade platform.

Operations and suppliers considered to have significant risk for incidents of child labor either in terms of countries or geographic areas with operations and suppliers considered at risk [GRI 408-1 b. ii.]
Description of countries and geographic area for suppliers where an incident of child labor was identified. "Suppliers" refers to all suppliers of DKV Mobility Group within the Trustnet.Trade platform.

Memberships

In the reporting period, DKV Mobility was a member of the following key organizations and associations:¹⁵

AETIS (Association of Electronic Toll and Interoperable Service)

A European association of service providers for electronic tolling systems, particularly the European Electronic Toll Service (EETS). Detailed information can be found [here](#).

ASTAG (Schweizerischer Nutzfahrzeugverband)

An organization working as an advocate for the legitimate interests and concerns of the road-freight and road-haulage sector. Detailed information can be found [here](#).

BBM (Bundesverband Betriebliche Mobilität e.V.)

Founded as an association of fleet operators, this organization represents the interests of its ~ 650 members, which operate fleets between five and 30,000 vehicles. Detailed information can be found [here](#).

BGL (Bundesverband Güterkraftverkehr Logistik und Entsorgung (BGL) e.V.)

Umbrella organization for road-freight, logistics, and waste-disposal services in Germany. Detailed information can be found [here](#).

BVe (Bundesverband eMobility Austria)

Austrian e-mobility cluster that connects companies, experts, and municipalities. It aims to reduce barriers to the implementation of eMobility and to promote the dissemination of successful applications and developments. Detailed information can be found [here](#).

ChargeUp Europe

An alliance advocating for the EV charging industry, working towards the rapid deployment of charging infrastructure across Europe and a seamless charging experience for all EV drivers. Detailed information can be found [here](#).

DGFP (Deutsche Gesellschaft für Personalführung e.V.)

The largest HR association in Germany founded more than 70 years ago. The network comprises more than 40,000 HR managers from over 1,500 companies. Detailed information can be found [here](#).

econsense Sustainability Competence Program

econsense is a sustainability network of German businesses. Its goal is to actively shape the transformation to a more sustainable economy and society among its member companies. To assist medium-sized companies in dealing with the growing demands with respect to sustainability, it has set up its "Sustainability Competence Program." The core of the competence program is the creation of a space for dialogue. Detailed information can be found [here](#).

eViolin

An association of charging-point operators and service providers. Detailed information can be found [here](#).

Fleet Cards Europe (FCE)

Represents the independent fleet card providers in Europe. FCE members represent a major share of the B2B fuel card market in Europe and the membership base includes key independent players in this market, which are headquartered and operate all over the continent. Detailed information can be found [here](#).

FVA (Fuhrparkverband Austria)

A network of, and an information platform for, companies and fleet managers in Austria. Detailed information can be found [here](#).

GDD (Gesellschaft für Datenschutz und Datensicherheit e.V.)

The GDD society advocates an appropriate, reasonable, and technically feasible approach to data protection. Detailed information can be found [here](#).

Hydrogen Europe

A federation of more than 30 national associations and over 600 member companies from over 40 EU regions united in this European umbrella association of hydrogen-processing companies. Detailed information can be found [here](#).

IRU (International Road Transport Union)

A worldwide road-transport organization dedicated to safeguarding the interests of bus, coach, taxi, and truck operators, aiming to foster economic growth and prosperity through sustainable mobility. Detailed information can be found [here](#).

IWiL (Initiative Women into Leadership e.V.)

This association promotes the continuous development of female executives in Germany. Detailed information can be found [here](#).

ProMobilität (Initiative für Verkehrsinfrastruktur e.V.)

An alliance promoting infrastructure and safe, sustainable, and viable e-mobility in Germany. Detailed information can be found [here](#).

sffv (Schweizer Mobilitätsverband sffv)

An association that promotes understanding, relationships, and the sharing of knowledge regarding vehicle fleets and vehicle-fleet management between all stakeholders based on equality. Detailed information can be found [here](#).

Transfrigoroute Deutschland e.V.

An association for temperature-controlled transport logistics and the refrigerated-vehicle industry. Detailed information can be found [here](#).

United Nations Global Compact

The largest and most important initiative for responsible corporate governance worldwide. Detailed information can be found [here](#).

UN Global Compact Network Germany

The UN Global Compact Network Germany, as part of the United Nations Global Compact, facilitates an engaged network of ambitious businesses with more than 1,250 participants in Germany who take accountability for the Ten Principles and Sustainable Development Goals (SDGs). Detailed information can be found [here](#).

UNITI (Bundesverband mittelständischer Mineralölunternehmen e.V.)

UNITI brings together players operating in the fuel industry, the market for heat and lubricants, and it represents around 90 percent of the medium-sized mineral-oil companies in Germany as of 1947. Detailed information can be found [here](#).

¹⁵ A selection of key organizations of which the company is a part. The complete list of German associations that DKV EURO SERVICE GmbH & Co. KG is a part of can be found in the [transparency register of the Federal Republic of Germany](#) and the complete list of European associations in the [transparency register of the European Union](#).

GRI/ESRS content index

The Sustainability Report 2025 of DKV MOBILITY GROUP SE (the “Company” and, together with its subsidiaries, the “Group,” “DKV Mobility Group,” “DKV Mobility,” “we,” “our,” and “us”) has been prepared in accordance with the GRI Universal Standards 2021 and focuses on the reporting principles of accuracy, balance, clarity, comparability, completeness, as well as sustainability context, timeliness, and verifiability.

The GRI/ESRS content index indicates how our non-financial reporting meets the GRI Standards. The management approach and its components are described for each material topic in the relevant chapters in this report. Throughout the report, we refer to the respective disclosures from the GRI Universal Standards 2021 for each material topic at the bottom of the pages. Content regarding general and specific standard information is referenced in the GRI/ESRS content index. Where a disclosure is not completely covered in the report, we have included the relevant information and data directly in the content index or have labeled the gaps as “omission.”

In addition, the GRI/ESRS content index provides an overview of the extent to which selected disclosure requirements of the European Sustainability Reporting Standards (ESRS) are addressed in this report. Relevant ESRS disclosures are mapped to the corresponding sections of the Sustainability Report. The ESRS references included reflect our current reporting status and represent a first step towards alignment with the ESRS requirements under the Corporate Sustainability Reporting Directive (CSRD).

The GRI/ESRS content index can be found [here](#).



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