



GRI content index

Sustainability Report

2022

Statement of use: DKV MOBILITY GROUP SE has reported in accordance with the GRI Standards for the period 01.01. – 31.12.2022.

GRI 1 used: GRI 1: Foundation 2021

GRI Sector Standard(s): No existing GRI Sector Standard(s) currently applicable

| GRI STANDARD/ OTHER SOURCE | DISCLOSURE | LOCATION | ADDITIONAL INFORMATION | OMISSION | | |
|---------------------------------|--|---|---|---------------------------|------------------------------------|---|
| | | | | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| General disclosures | | | | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | About this report (p. 4) DKV Mobility at a glance (p. 5) Stakeholders engagement and materiality (p. 11 f) | | | | |
| | 2-2 Entities included in the organization's sustainability reporting | About this report (p. 4) DKV Mobility at a glance (p. 5) ESG performance data (p. 49 ff) ESG accounting principles (p. 53 ff) | Unless otherwise stated, the Sustainability Report 2022 includes information and consolidated figures from DKV MOBILITY GROUP SE. Any exceptions to this reporting principle or limitations to reporting methodologies are indicated accordingly in the sections "ESG performance data" and "ESG accounting principles". | | | |
| | 2-3 Reporting period, frequency and contact point | About this report (p. 4) Contact details (p. 65) | The reporting cycle is annual. | | | |
| | 2-4 Restatements of information | About this report (p. 4) Sustainable business operations (p. 17 ff) ESG accounting principles // 01 Environmental performance (p. 53 ff) ESG accounting principles // 02 Social performance (p. 56 f) ESG accounting principles // 03 Governance performance (p. 58 ff) | | | | |
| | 2-5 External assurance | About this report (p. 4) Limited assurance statement (p. 63 f) | | | | |
| | 2-6 Activities, value chain and other business relationships | DKV Mobility at a glance (p. 5) Environment (p. 16 ff) Social (p. 31 ff) Governance (p. 41 ff) | | | | |
| | 2-7 Employees | DKV Mobility at a glance (p. 5) ESG performance data // Social (Human Resources) (p. 50 f) ESG accounting principles // 02 Social Performance (p. 56 f) | | 2-7 a., b. | Information unavailable/incomplete | No break down by region, as this information is not fully available. |
| | 2-8 Workers who are not employees | | At DKV Mobility a significant portion of the organization's activities are performed by workers who are employees. The company is not subject to seasonal variations. | | | |
| | 2-9 Governance structure and composition | ESG strategy and governance (p. 10) | The Administrative Board supervises the DKV Mobility Group, overseeing and monitoring its activities. The Administrative Board consists of eight members: Jan Fischer (Chairman), Martin Kraus, Nicole Fischer, Anke Groth, Rainer Kröll, Dr. Alexander Dibelius, Dr. Daniel Pindur and Stefan Moosmann. Moreover, the Administrative Board comprises two board observers in its regular meetings: Dr. Jörg Schrottke and Claus Zebe. | 2-9 c. | Information unavailable/incomplete | No additional description of the composition of the highest governance body and its committees as this information is not comprehensively collected on this matter. |
| | 2-10 Nomination and selection of the highest governance body | | DKV MOBILITY GROUP SE is a privately-owned company. The company is managed by the Administrative Board, which determines the basic guidelines of its activities and monitors their implementation. It consists of eight members - seven represent the shareholders and one member, who is independent, is also the Chairperson of the Audit Committee. Moreover, the Administrative Board comprises two board observers in its regular meetings. Diversity, as well as skills and abilities required and useful in effectively enacting the responsibilities of a position are taken into consideration during the selection process. | | | |
| | 2-11 Chair of the highest governance body | | Jan Fischer is Chairman of the Administrative Board. Further information can be found on DKV Mobility's website: https://www.dkv-mobility-group.com/en/company/ | | | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | ESG strategy and governance (p. 10) | The effectiveness review takes place on a continuous matter. | | | |

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| General disclosures | | | | | | |
| GRI 2: General Disclosures 2021 | 2-13 Delegation of responsibility for managing impacts | ESG strategy and governance (p. 10) | | | | |
| | 2-14 Role of the highest governance body in sustainability reporting | ESG strategy and governance (p. 10) | Governance of ESG originates in the Administrative Board, which determines guidelines of the overall ESG direction and supervises the progress. DKV MOBILITY GROUP SE is a privately-owned company – responsible for reviewing and approving the reported information, including DKV Mobility’s material topics, is the Management Board. | | | |
| | 2-15 Conflicts of interest | | Conflicts of interest cannot always be ruled out. Related-party transactions for example are in the responsibility of the Administrative Board. In the event of a conflict of interest, the Administrative Board members take protective measures, for example abstentions from voting. | | | |
| | 2-16 Communication of critical concerns | ESG strategy and governance (p. 10) Governance // Business ethics (p. 43) | No critical concerns were communicated to the highest governance body during the reporting period. | | | |
| | 2-17 Collective knowledge of the highest governance body | ESG strategy and governance (p. 10) | | | | |
| | 2-18 Evaluation of the performance of the highest governance body | | The Administrative Board assesses the effectiveness of its work in due course. The results provide new inputs for its work. | | | |
| | 2-19 Remuneration policies | | | 2-19 | Confidentiality constraints | Our current policies classify this information as confidential and, therefore, we cannot disclose for the time being. |
| | 2-20 Process to determine remuneration | | | 2-20 | Confidentiality constraints | Our current policies classify this information as confidential and, therefore, we cannot disclose for the time being. |
| | 2-21 Annual total compensation ratio | | | 2-21 | Information unavailable/incomplete | Ratio cannot be collected for internal reporting system reasons. |
| | 2-22 Statement on sustainable development strategy | Letter from the management (p. 2) | | | | |
| | 2-23 Policy commitments | ESG strategy and governance (p. 7 ff) Environment (p. 16 ff) Social (p.31 ff) Governance (p. 41 ff) | | | | |
| | 2-24 Embedding policy commitments | ESG strategy and governance (p. 7 ff) Environment (p. 16 ff) Social (p. 31 ff) Governance (p. 41 ff) | | | | |
| | 2-25 Processes to remediate negative impacts | ESG strategy and governance (p. 7 ff) Governance // Business ethics (p. 42 f) | | | | |
| | 2-26 Mechanisms for seeking advice and raising concerns | Governance // Business ethics (p. 42 f) | | | | |

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| General disclosures | | | | | | |
| GRI 2: General Disclosures 2021 | 2-27 Compliance with laws and regulations | ESG performance data // Business ethics (p. 52) | We have not identified any significant instances of non-compliance with laws and regulations during the reporting period. | | | |
| | 2-28 Membership associations | Stakeholder engagement and materiality (p.11 ff) Memberships (p. 61) | | | | |
| | 2-29 Approach to stakeholder engagement | Stakeholder engagement and materiality (p. 11 ff) | | | | |
| | 2-30 Collective bargaining agreements | Employee wellbeing (p. 35) | In countries where a works council is available, all employees are represented by the respective works council, independently of whether they are covered by a collective bargaining agreements. We strive to provide all employees with the same working conditions and terms of employment irrespective of whether they are covered by collective bargaining agreements. | | | |
| Material topics | | | | | | |
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | Stakeholder engagement and materiality (p. 13) | | | | |
| | 3-2 List of material topics | Stakeholder engagement and materiality (p. 14) | | | | |
| Anti-corruption | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Stakeholder engagement and materiality (p. 12) Governance // Business ethics (p. 42 f) | | | | |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | Business ethics (p. 42 f) | A Compliance Risk Assessment was implemented for the headquarters in Germany, only. | 205-1 a. | Information unavailable/incomplete | No disclosure of the total number and percentage of operations assessed for risks related to corruption, as this information is not fully available. |
| | 205-2 Communication and training about anti-corruption policies and procedures | Business Ethics (p. 42 f) ESG performance data // Business ethics (p. 52) | | 205-2 a., b., c., d., e. | Information unavailable/incomplete | Business ethics performance data not broken down by employee category, governance body members and region as data cannot be collected in this way at present. |
| | 205-3 Confirmed incidents of corruption and actions taken | Business Ethics (p. 42 f) ESG performance data // Business ethics (p. 52) | | | | |
| Materials | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Stakeholder engagement and materiality (p. 12) Sustainable business operations (p. 21) | Stakeholder engagement activities in 2022 included e.g., ESG training for employees and key suppliers. Please refer to the paragraph "Sustainability trainings and certifications" in the Sustainability Report (p. 20). | | | |

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| | | | | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| Material topics | | | | | | |
| Materials | | | | | | |
| GRI 301: Materials 2016 | 301-1 Materials used by weight or volume | Sustainable business operations (p. 21) ESG accounting principles // Environmental performance (p. 49) | | 301-1 | Information unavailable/in-complete | Information cannot be disclosed in that way to date, as we do not collect quantitative data on this subject. The individual measures taken by the company are reported in the respective chapter. |
| | 301-2 Recycled input materials used | Sustainable business operations (p. 21) ESG accounting principles // Environmental performance (p. 49) | In all our endeavors, we attempt to efficiently utilize materials and recycle as much as possible. | 301-2 | Information unavailable/in-complete | Information cannot be disclosed in that way to date, as we do not collect quantitative data on this subject. The individual measures taken by the company are reported in the respective chapter. |
| Energy | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Stakeholder engagement and materiality (p. 12) Sustainable products and services (p. 22) Sustainable products and services // Alternative fuels (p. 25) Sustainable products and servicest // E-Mobility (p. 23) | Stakeholder engagement activities in 2022 included e.g., ESG training for employees and a DIN EN ISO 14001 surveillance audit for the headquarters in Germany. | | | |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | ESG performance data // Environment (p. 49) | Disclosure in kilowatt hours and not in gigajoules, as the company solely operates in the European market, and it makes more sense to collect data in this form. | 302-1 c. iii & iv, 302-1 d. | Not applicable | Cooling consumption (302-1 c. iii and steam consumption (302-1 c. iv) is not relevant to us, which is why we do not collect such data. The indicator 302-1 d. is not relevant to us, which is why we do not collect data on energy sold. |
| | 302-2 Energy consumption outside of the organization | Sustainable products and services (p.22) | Refers to DKV Mobility's Green Pledge: "By 2030, we want to support our customers in reducing the carbon intensity of their vehicle fleets by 30 percent as compared with 2019." Measured as carbon-dioxide/CO2eq per kilowatt hour (kWh) from energy bought using our service cards. | | | |
| | 302-3 Energy intensity | ESG performance data // Environment (p. 49) | The total energy intensity ratio is reported as the total energy consumption (in kWh) divided by total office space in square meters (m²). Types of energy included in the energy intensity ratio are electricity and heating. The ratio uses energy consumption within the organization. | | | |
| | 302-4 Reduction of energy consumption | ESG performance data // Environment (p. 49) | The basis for calculating reductions in energy consumption is the base year 2019. Types of energy included in the reductions are electricity and heating. Disclosure in kilowatt hours and not in gigajoules, as the company solely operates in the European market, and it makes more sense to collect data in this form. | | | |
| | 302-5 Reductions in energy requirements of products and services | Sustainable products and services (p. 26) | Refers to DKV Mobility's „Green Pledge“: "By 2030, we want to support our customers in reducing the carbon intensity of their vehicle fleets by 30 percent as compared with 2019." | | | |
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| | | | | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| Material topics | | | | | | |
| Water and effluents | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Stakeholder engagement and materiality (p. 12) Sustainable business operations (p. 21) | Stakeholder engagement activities in 2022 included e.g., ESG training for employees and a DIN EN ISO 14001 surveillance audit for the headquarters in Germany. | | | |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource | Sustainable business operations (p. 21) | | 303-1 b., d. | Information unavailable/incomplete | This information is not available, as potential areas with water stress in the context of DKV Mobility's business model were not assessed. |
| | 303-2 Management of water discharge-related impacts | | | 303-2 | Information unavailable/incomplete | This indicator is not relevant to us, which is why we do not collect information and data on treated or un-treated wastewater that is discharged. |
| | 303-5 Water consumption | ESG performance data // Environment (p. 49) | Disclosure in liters and not in megaliters, as liters is the company's standard measuring unit for water. 303-5 b.: DKV Mobility does not operate in areas with water stress. 303-5 c.: No water storage. | | | |
| | | | | | | |
| Emissions | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Stakeholder engagement and materiality (p. 12) Sustainable Business Operations (p. 18) Sustainable Products and Services (p. 22) Sustainable Products and Services // Toll (p. 27) | Stakeholder engagement activities in 2022 included e.g., a business flight challenge for employees and starting the process of submitting science-based emissions reduction targets to the Science Based Targets initiative (SBTi). | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Sustainable business operations (p. 18) ESG performance data // Environment (p. 49) ESG accounting principles // 01 Environmental performance (p. 53 f) | | 305-1 c. | Not applicable | This indicator is not relevant to us, which is why we do not collect data on biogenic CO2 emissions. |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Sustainable business operations (p. 18) ESG performance data // Environment (p. 49) ESG accounting principles // 01 Environmental performance (p. 53 f) | | | | |
| | 305-3 Other indirect (Scope 3) GHG emissions | Sustainable business operations (p. 18) ESG performance data // Environment (p. 49) ESG accounting principles // 01 Environmental performance (p. 53 f) | | 305-3 c. | Not applicable | This indicator is not relevant to us, which is why we do not collect data on biogenic CO2 emissions. |
| | 305-4 GHG emissions intensity | Sustainable business operations (p. 18) Sustainable products and services (p. 22) ESG performance data // Environment (p. 49) ESG accounting principles // 01 Environmental performance (p. 53 f) | | | | |
| | 305-5 Reduction of GHG emissions | Sustainable business operations (p. 18) Sustainable products and services // Toll (p. 27) ESG performance data // Environment (p. 49) ESG accounting principles // 01 Environmental performance (p. 53) | | | | |
| | 305-6 Emissions of ozone-depleting substances (ODS) | | | | Not applicable | This indicator is not relevant to us. As a service provider, DKV Mobility's direct environmental impact is limited as we operate in an office environment which is why we do not collect data on Emissions of ozone-depleting substances (ODS). |

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| Material topics | | | | | | |
| Emissions | | | | | | |
| GRI 305: Emissions 2016 | 305-7 Nitrogen oxides (NOx), sulfur ox- ides (SOx), and other significant air emis- sions | | | | Not applicable | This indicator is not relevant to us. As a service provider, DKV Mobility's direct envi- ronmental impact is limited as we operate in an office environment which is why we do not collect data on nitrogen oxides (NOx), sul- fur oxides (SOx), and other significant air emissions. |
| Waste | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Stakeholder engagement and materiality (p. 12) Sustainable business operations (p. 20) | Stakeholder engagement activities in 2022 included e.g., ESG training for employees and a DIN EN ISO 14001 surveillance audit for the headquarters in Germany. | | | |
| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Sustainable business operations (p. 20) | All reported impacts relate to waste generated in the organiza- tion's own activities. | | | |
| | 306-2 Management of significant waste-related impacts | Sustainable business operations (p. 20) | | | | |
| | 306-3 Waste generated | ESG performance data // Environment (p. 49) | | 306-3 a. | Information unavailable/in- complete | No breakdown by composi- tion of the waste as this in- formation is not fully avail- able |
| Employment | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Stakeholder engagement and materiality (p. 12) Employee wellbeing (p. 32) | Stakeholder engagement activities in 2022 included e.g., im- plementing an European works council and a groupwide Great Place To Work® employee survey. | | | |
| GRI 401: Em- ployment 2016 | 401-1 New employee hires and employee turnover | ESG performance data // Social (Human Resources) (p. 50) | | 401-1 a., b. | Information unavailable/ incomplete | No breakdown by region as this information is not fully available. No disclosure of the total number of em- ployee turnover as our cur- rent policies classify this in- formation as confidential and, therefore, we cannot disclose for the time being. |
| | 401-2 Benefits provided to full-time em- ployees that are not provided to tempo- rary or part-time employees | Employee wellbeing (p. 33 f) | No differences between full-time and part-time employees. Temporary employees are not provided the full benefits pack- age, but have access to single measures (e.g. flexible working hours, Digital Health Day). The definition used for "significant locations of operations" is "at the headquarters in Germany". | | | |
| | 401-3 Parental leave | ESG performance data // Social (Human Resources) (p. 50) | | 401-3 a., c., d., e. | Information unavailable/ incomplete | Not available, as we do not collect quantitative data in that way at present. |
| Training and education | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Stakeholder engagement and materiality (p. 12) Employee wellbeing (p. 32) | Stakeholder engagement activities in 2022 included e.g., continuing the Front Runners talent program and launching a pilot project together with "LinkedIn Learning". | | | |

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| | | | | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| Material topics | | | | | | |
| Training and education | | | | | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | Employee wellbeing (p. 35) ESG performance data // Social (Human Resources) (p. 51) ESG accounting principles // 02 Social performance (p. 56) | | 404-1 a ii. | Information unavailable/ incomplete | No break down by employee category, as this information is not fully available. |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | Employee wellbeing (p. 33) | | 404-2 b. | Information unavailable/ incomplete | This information is currently not centrally available. |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | Employee wellbeing (p. 33) | The new, mandatory target management system „DRIVE“ was launched for all DKV Mobility employees outside the sales area in February 2022. For the sales area a separate target management system applies. Accordingly, 100 percent of employees receive regular performance and career development reviews. | 404-3 a. | Information unavailable/ incomplete | No break down by gender and employee category, as this information is not fully available. |
| Diversity and equal opportunity | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Stakeholder engagement and materiality (p. 12) Diversity, equity, and inclusion (p. 36) | Stakeholder engagement activities in 2022 included e.g., unconscious-bias trainings for our employees, celebrating a "Diversity Month" and signing the "Charta der Vielfalt" (Diversity Charter). | | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | ESG performance data // Social (Human Resources) (p. 50) ESG accounting principles // 02 Social performance (p. 56) | No separate disclosure for governance bodies, as the company's reporting structure differentiates between "non-managerial employees" and "managers". The following age groups were used, as these were defined as the company's standard reporting across all ESG Social (HR) Performance Data: - 16-30 years - 31-40 years - 41-50 years - 51+ years | | Confidentiality constraints | No detailed break down of diversity of governance bodies (405-1 a.) as these indicators are not yet part of DKV Mobility Group's disclosure KPI suite. |
| | 405-2 Ratio of basic salary and remuneration of women to men | | | | Confidentiality constraints | Our current policies classify this data as confidential and, therefore, we cannot disclose for the time being. |
| Non-discrimination | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Stakeholder engagement and materiality (p. 12) Diversity, equity, and inclusion (p. 36) Business ethics (p. 42) | Stakeholder engagement activities in 2022 included e.g., expanding the whistleblowing system by initiating a new online solution with EQS Integrity Line, launching a representative body for severely disabled employees at our headquarters in Germany and conducting an internal equal-pay analysis for Germany, our Shared Service Center in Romania and at our subsidiary GreenFlux, based on job grades. | | | |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | ESG performance data // Governance // Business ethics (p. 52) | We have not identified any incidents of discrimination in the reporting period. | | | |

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| Material topics | | | | | | |
| Customer privacy | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Stakeholder engagement and materiality (p. 12) Data ethics (p. 44) | | | | |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concern- ing breaches of customer privacy and losses of customer data | Data ethics (p. 44) ESG performance data // Governance // Business ethics (p. 52) | | | | |

Topics that are important to us, but which are not material topics for DKV Mobility within the meaning of the GRI. This step is intended to further increase the transparency of our non-financial reporting.

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| | | | | REQUIREMENT(S) OMITTED | REASON | EXPLANATION |
| Procurement practices | | | | | | |
| GRI 204: Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | ESG performance data // Governance // Sustainable procurement (p. 52) ESG accounting principles // 03 Governance performance (p. 58) | | | | |