

Sustainability Report

2023/2024

VEMAG Verlags- und Medien AG



About this report

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Reporting years

Financial years 2023/2024

Reporting standard

The company reports on a voluntary basis under the VSME (voluntary sustainability reporting standard for non-listed small and medium-sized enterprises), applying both the Basic Module and the Comprehensive Module.

In this report, no use has been made of the option to omit classified or sensitive information relating to intellectual property, know-how or the results of innovations.

The sustainability report has been prepared on a consolidated basis. The scope of consolidation corresponds to that of the group's consolidated financial statements.

Additional note

We are committed to equality for all people. Wherever words denoting a specific gender are used, they are intended to apply equally to all genders and carry no evaluative meaning.

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About VEMAG

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Company information

VEMAG Verlags- und Medien AG
Emil-Hoffmann-Str. 1, 50996 Cologne, Germany
www.vemag-medien.de

Company type

Aktiengesellschaft (public limited company, non-listed)

The group’s consolidated balance sheet and revenue figures are published in the consolidated financial statements of the VEMAG publishing group.

As of 31 December 2024, VEMAG employed 202 people in the publishing group.

Locations of VEMAG¹

The companies belonging to the VEMAG publishing group operate from a total of six sites in Germany and the United Kingdom.

Headquarters of the VEMAG publishing group	
Emil-Hoffmann-Str. 1, 50996 Cologne, Germany [50.875467, 6.995414]	Delphin Verlag GmbH (<i>short: Delphin</i>) Good Life Books & Media GmbH (<i>short: Good Life</i>) Naumann & Göbel Verlagsgesellschaft mbH (<i>short: NGV</i>) Schwager & Steinlein Verlag GmbH (<i>short: Schwager & Steinlein</i>) SMV Schätz mal Verlag GmbH (<i>short: Schätz mal</i>) We Mind Publishing (<i>short: WMP</i>) VIP GmbH Vruchten Import and Processing (<i>short: VIP</i>)
Other sites	
Walter-Gropius-Str. 13, 50126 Bergheim, Germany [50.955571, 6.60287]	VIP Fulfillment Center (<i>operated by VIP</i>)
Walter-Gropius-Str. 20, 50126 Bergheim, Germany [50.956582, 6.601909]	MZ Medien Zentrum GmbH (<i>short: MZ</i>)
Baierbrunner Str. 27, 81379 Munich, Germany [48.097361, 11.532905]	Circon Verlag GmbH (<i>short: Circon</i>)
Duisburger Str. 65, 90451 Nuremberg, Germany [49.399314, 11.04818]	Burkart GmbH (<i>short: Burkart</i>)
Hilltop House, 302 Ringinglow Road, Sheffield, South Yorkshire S11 7PX, United Kingdom [53.354808, -1.52746]	Three Wishes Ltd. (<i>short: Three Wishes</i>)

¹ Address and geolocation

The VEMAG publishing group, headquartered in Cologne, is a globally active specialist in discount and promotional sales of both children’s and adult books. Founded in 1983, the group’s parent company, VEMAG Verlags- und Medien AG, oversees four business divisions in Germany and the United Kingdom:

Publishing forms the core business of VEMAG and brings together the group’s publishing activities. The largest publishing houses, *NGV* and *Schwager & Steinlein*, are based in Cologne. Other publishers in the group include *Circon* in Munich and *Three Wishes*, located in Sheffield, England. In addition to print products, VEMAG publishers distribute e-books, audiobooks and other digital products.

The **Logistics** division covers VEMAG’s logistics operations. Cologne-based logistics service provider *VIP* manages imports, storage and transport for our publishers as well as for customers outside the group. In Bergheim near Cologne, VEMAG also operates its own distribution centre, *MZ*, which enables the storage and packaging of several million books per year.

The **Wholesale** division includes the book wholesaler *Burkart* in Nuremberg, which has been active in the promotional supply business for over 25 years. *Burkart* deals in remaining stock and special items from major publishers across Germany and supplies more than 14,000 retail outlets nationwide each year.

A distinctive element within the publishing industry, **VEMAG Ventures** acts as an incubator for new publishing start-ups, helping them enter the market in a structured and timely way. The former start-up *Good Life* from Cologne, with its successful brands *pen2nature* and *naturalis*, has become one of Germany’s first addresses for books produced entirely on 100% recycled paper. Products from the newer Cologne-based ventures *Delphin*, *Schätz mal* and *WMP* have also already achieved market success.



Main business relationships and key markets

Two supply chains are involved in the products of VEMAG’s publishing houses: the content-creation chain and the production chain. As a result, we work with a large number of suppliers from various sectors. Key content-creation suppliers include authors, editors, illustrators, graphic designers, typesetters, and translators from across Europe. For the production of print products, VEMAG engages around 15 printing companies in Europe and Asia. To handle the logistics of land and sea freight, *VIP* also contracts additional service providers from the logistics sector.

VEMAG’s products are distributed primarily through the branch networks of food retailers, and additionally via other sales channels in both physical and digital retail. Through distribution channels that are unusual in terms of their high footfall for a book publisher, our impulse-purchase products reach a broad international target audience.

Industries according to the NACE sector classification		
Publishing / Ventures	J – 58.11	Publishing of books
Logistics	H – 52.10	Warehousing and storage
	H – 52.31	Intermediation service activities for freight transportation
Wholesale	G – 46.49	Wholesale of other household goods

Embedding sustainability principles in the company strategy

Our business model is based on the conviction that high-quality books should be accessible to all – for education, leisure and entertainment. Guided by this principle, we aim to contribute to achieving the Sustainable Development Goals in Germany and Europe, particularly by promoting equal access to education for children from diverse social backgrounds and supporting the development of reading skills.² In doing so, we seek to strengthen society on a lasting basis.

We also view our generally high print runs as a particular responsibility to act holistically and sustainably as a company. This includes ecological aspects such as ensuring the responsible sourcing of paper used in our products, as well as social aspects such as respecting human rights within our supply chain – areas that VEMAG has addressed for more than ten years. To gain as complete a picture as possible of what sustainability means in our business context, and to identify the specific material topics relevant to us, we analysed VEMAG's key corporate processes and business model between October 2023 and December 2024 within our dedicated sustainability initiative, *vemag_sustain*. At the same time, we have already been able to establish certain structures to measure our sustainability activities and, on that basis, to define further sustainability objectives and related actions.

This report therefore serves primarily to take stock of the key sustainability developments in the 2023 and 2024 financial years, and to explain our long-term sustainability strategy.

This sustainability report is the first published by the VEMAG publishing group and covers all four divisions of the group – Publishing, Logistics, Wholesale and Ventures. In preparing this voluntary non-financial report, we have applied the European voluntary sustainability reporting standard for non-listed small and medium-sized enterprises (VSME) in order to present our sustainability performance in a structured manner already in our first reporting year and to prepare ourselves as well as possible for future reporting requirements.



Our sustainability-related certifications and labels

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FSC® Chain of Custody certification

The FSC® label serves as proof that wood and paper come from responsible forestry. To be able to identify FSC®-certified materials in our products at any time and to ensure that the paper used in our products originates from sustainably managed forests, VEMAG’s publishing houses and ventures, together with their supply chains, are FSC® Chain of Custody certified. The procedures required for these purposes were implemented at an early stage, enabling the producing publishers of the VEMAG publishing group to be awarded an FSC® Chain of Custody certificate in 2011. Since then, VEMAG has followed the approach that all newly established publishers and ventures should also obtain certification.

Our certificates were most recently renewed in 2021 for a further five years following successful audits. In addition, all certified publishers and ventures undergo annual surveillance audits carried out by GFA – an independent, accredited certification body for FSC®. The surveillance audits in the reporting period were successfully completed, and the certificates remain valid without change. As of 31 December 2024, the following companies, among others, were certified:

Licence code	Company
FSC-C106632 ³	Delphin Good Life MZ NGV Schwager & Steinlein Schätz mal
FSC-C108080 ⁴	Circon

The German venture *WMP* and the British publisher *Three Wishes* were still in the certification process during the reporting period.



The mark of responsible forestry



The mark of responsible forestry

³ <https://search.fsc.org/en/certificate/a0240000007Rss3AAC>
⁴ <https://search.fsc.org/en/certificate/a0240000007nt4hAAA>

Member of amfori BSCI

Since 2011, VEMAG has been a member of amfori BSCI⁵, a leading business initiative aimed at improving working conditions in global supply chains. The Business Social Compliance Initiative supports our suppliers in continually improving and ensuring socially responsible working conditions and production methods. Through regular audits carried out by independent organisations, we assist our suppliers in risk countries in implementing and consistently complying with the BSCI Code of Conduct. The BSCI Code is an integral part of our supplier contracts.



IFS Broker certification

To meet the requirements of all customers, our logistics service provider VIP has been certified according to the IFS Broker Standard since 2018. This certification demonstrates that VIP’s logistics processes comply with both legal requirements and customer product specifications – in particular the high standards for food safety. VIP is regularly audited by 1st Solution Certification USA Inc. – an independent, accredited certification body for IFS. In the most recent audit in September 2024, VIP achieved a score of 97.38% at the higher level.



DGNB – Gold-Standard

Since November 2024, VEMAG rents a logistics property that has been certified according to the Gold Standard by the German Sustainable Building Council (*Deutsche Gesellschaft für Nachhaltiges Bauen*) in October 2024. The evaluation took into account a range of sustainability aspects, including data points relating to the construction process, the building’s life-cycle assessment, and the quality of the working environment for employees on site.

EcoVadis – “Committed” rating

In 2022, we had our sustainability activities assessed for the first time by the sustainability rating platform EcoVadis, in order to gain a better understanding of our position across various sustainability topics and to identify areas for improvement. In our second assessment, in August 2024, we were able to improve our score to 54/100 points, achieving the EcoVadis “Committed” status.

right° – “Paris-aligned strategy” badges

Since 2024, VEMAG has been using the X-Degree Compatibility (XDC) model developed by *right. based on science GmbH* to calculate its climate impact and, on this basis, to develop a science-based climate strategy aligned with the Paris Agreement. In spring 2025, four of our publishing houses and ventures were awarded the *Paris-aligned Strategy* badge, confirming that their climate strategies place them on a path towards alignment with the targets of the Paris Agreement. The badges are valid for two years, after which the respective climate strategy must be recertified.

Licence code	Company
XDC-ID 2384-9376-7029	Circon
XDC-ID 5033-8079-7029	Good Life
XDC-ID 5438-3374-3363	NGV
XDC-ID 2886-2995-6979	Schwager & Steinlein



⁵ <https://www.amfori.org>

Policies, actions and planned initiatives for transitioning towards a more sustainable economy

VSME B2 | Practices, policies and future initiatives for transitioning towards a more sustainable economy | para. 26-28

Within our *vemag_sustain* initiative, we conducted a series of workshops in spring 2024 with the aim of identifying VEMAG's material sustainability topics, taking the entire value chain into account. The workshops involved employees from a range of departments and hierarchy levels – including editorial, sales, purchasing, logistics, quality assurance, human resources, accounting, corporate communications, and corporate development – all of whom are familiar with VEMAG's business model and therefore able to assess it thoroughly. In total, 200 criteria relating to impacts, risks and opportunities were evaluated, of which 122 were identified as material. From this assessment, five topic areas emerged as particularly material: *climate change, biodiversity and ecosystems, circular economy, own workforce, and business conduct*.

Following the double materiality analysis, we developed a sustainability strategy that addresses these five areas and sets out concrete

follow-up actions to reduce our negative impacts, enhance our positive impacts on people and the environment, and meet the qualitative and quantitative targets we have defined. This strategy is being made publicly available for the first time through this sustainability report. The objectives for each of our five material topics are explained in detail in the relevant chapters.

In addition, an initial set of performance indicators has been designed for each topic area to enable measurement and monitoring of our progress towards becoming a more sustainable company. Selection of the relevant indicators will be reviewed and, if necessary, adjusted in the coming years.



Accountability

VSME C2 | Description of said practices, policies and future initiatives | para. 49

In 2023, the executive board of VEMAG established *vemag_sustain*, an interdisciplinary team that, with external support, developed the sustainability strategy of the VEMAG publishing group.

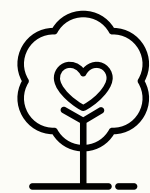
In October 2024, the newly created sustainability office was staffed. Reporting directly to the executive board, it works together with experts from various departments to implement the company's sustainability actions.

Environment

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Climate change



Our targets regarding climate change

VSME C2 | Description of said practices, policies and future initiatives | para. 48

Our publishing group produces around 30 million books each year. Given the significant consumption of resources associated with this, we recognise our responsibility to reduce climate-relevant emissions along the value chain.

We are aware that avoiding CO₂ is far more important than compensating for it after the fact, and we therefore invest in our continuous development. We are reducing our emissions in line with a climate strategy that is aligned with the Paris Agreement, focusing in particular on lowering our scope 3 emissions in the category *Purchased Goods and Services*.

Protecting the climate

We aim to operate in line with the Paris Agreement by 2045, thereby contributing to limiting global warming to well below 2 °C.

target	status	actions implemented during the reporting period	planned policies and actions
We are working to reduce our emissions.			
We measure the greenhouse gas emissions of the entire publishing group annually.	ongoing	In 2024, we calculated our first Corporate Carbon Footprint (CCF) for the baseline year 2023.	We continuously improve the quality of the data used to calculate our CCF, particularly in the areas of paper and printing processes.
By mid-2027, we will develop science-based reduction targets for all divisions of VEMAG.	in progress	In 2024, using the XDC model <i>by right. based on science</i> , we assessed VEMAG's climate impact for the baseline year 2023 and, based on this, set initial reduction targets for the publishing houses and ventures belonging to VEMAG (see reduction targets on p.14 for details).	We define reduction targets for the Logistics and Wholesale divisions and plan specific actions (see reduction targets on p.14 for details).
We continually assess opportunities to contribute effectively to climate protection by supporting third-party environmental projects.			
By 2028, we will evaluate the topic of investing in climate protection projects for VEMAG.			We assess the climate protection projects so far supported by Good Life and develop concepts for the remaining publishing houses and ventures.



Adapting to climate change

We assess the resilience of our business model to ensure it is prepared for current and future climate-related risks. At the same time, we continuously develop our sourcing strategy with the aim of supporting the resilience of forests under changing climatic conditions.

target	status	actions implemented during the reporting period	planned policies and actions
We continually assess and optimise the resilience of our value chains in relation to the impacts of the climate crisis.			
By 2028, we will establish a system to regularly analyse climate risks and, where necessary, derive appropriate actions.	initiated	In spring 2024, as part of the materiality analysis, several climate-related hazards and transition events were identified and assessed (see climate risks on p.15).	We plan and conduct a climate risk analysis. We integrate the climate risk analysis into VEMAG's risk management system.



Energy consumption

VSME B3 | Energy and greenhouse gas emissions | para. 29

Compared with 2023, the VEMAG publishing group purchased more energy in 2024, which can be attributed mainly to two factors: first, the commissioning of an additional warehouse (VIP Fulfillment Center in Bergheim), which entailed a corresponding energy demand; and second, in 2024, the heating system in VEMAG’s main office building was filled to its maximum capacity with fuel, resulting in a significantly higher MWh figure for fuel that year.

In 2023, the VEMAG publishing group was able to meet 80.4% of its electricity needs from renewable energy sources. In 2024, this proportion fell slightly to 78.4%, primarily due to one site and the electricity mix used there, which had a higher share of fossil fuels. Since January 2025, we have been purchasing renewable electricity at this location, bringing us one step closer to our target of meeting 100% of electricity demand at all VEMAG sites from emission-free, renewable energy sources (see reduction targets on p.14).

Energy consumption of the VEMAG publishing group, in MWh

	2024	2023
Total consumption	1294.527	1118.732
renewable	228.799	212.291
non-renewable	1065.728	906.440
of which purchased electricity	287.550	267.213
renewable	225.310	208.435
non-renewable	62.240	58.778
of which purchased fuels (for heating)	1006.977 ⁶	851.519
renewable	3.489	3.856
non-renewable	1003.488	847.663

⁶ Preliminary figure, as the 2024 utilities statement for the Nuremberg site is not yet available.

Greenhouse gas emissions

VSME B3 | Energy and greenhouse gas emissions | para. 30-31, 50-53

Within our *vemag_sustain* initiative and in cooperation with *ConClimate GmbH*, we calculated our first Corporate Carbon Footprint (CCF) based on data from the 2023 financial year. ConClimate calculates emissions in line with the Greenhouse Gas Protocol, using scientifically derived estimates and average values where actual data is not available. This approach enabled us, even with our first CCF, to gain a reliable picture of the categories containing our largest emission drivers.

Scope 3 categories 9 and 12 could not be calculated for the 2023 financial year due to data availability. However, it was not expected that including these two categories would significantly change the relative distribution of emissions within scope 3. The year 2023 therefore serves as the baseline year for our reduction targets. The 2024 CCF was compiled using the same methodology as in 2023. While doing so, we were able to achieve our short-term objective of improving data quality for scope 3 and to include the previously missing data categories in the calculation of total emissions.

Compared with 2023, overall emissions rose in 2024, primarily due to a higher order volume.

The vast majority of CO₂e emissions occur within scope 3 and can be attributed to the upstream supply chain. In particular, the category *Purchased Goods and Services* remains highly emissions-intensive: it accounted for 81.1% of all emissions in 2023 and 82.9% in 2024. This is mainly due to the paper used in our products, underlining the importance of our key reduction target to reduce the CO₂e intensity of paper (see reduction targets on p.14).

Compared with the 2023 financial year, the greenhouse gas intensity of the VEMAG publishing group for scopes 1-2 decreased in 2024, falling to just 0.005. In relation to the full CCF (scopes 1–3), however, the group’s greenhouse gas intensity increased, primarily due to the paper used in our products. Reducing emissions in this area has consequently become a core element of our reduction targets.

Gross greenhouse gas emissions of the VEMAG publishing group, in t CO₂e

	2024	2023
Scope 1	297.4	365.9
Scope 2	54.4	51.3
Scope 3	33,732.6	22,736.6
Cat. 1: Purchased goods and services	28,249.4	18,785.6
Cat. 3: Fuel- and energy-related activities (upstream)	66.7	54.4
Cat. 4: Upstream transportation and distribution	4012.1	3652.6
Cat. 5: Waste generated in operations	16.9	13.3
Cat. 6: Business travel	54.7	25.4
Cat. 7: Employee commuting	191.0	205.4
Cat. 9: Downstream transportation and distribution	120.8	(not recorded)
Cat. 12: End-of-life treatment of sold products	1021.0	(not recorded)
Total	34,084.3	23,153.8

Greenhouse gas intensity of the VEMAG publishing group⁷

	2024	2023
for total business activities (scopes 1–3)	0.487	0.394
for own operations (scopes 1–2)	0.005	0.007

⁷ kg CO₂e divided by revenue; this performance indicator is based on the consolidated group revenue.



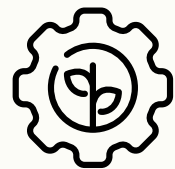
Reduction targets

VSME C3 | GHG reduction targets and climate transition | para. 54

Following the calculation of our 2023 CCF, we decided to use the X-Degree Compatibility model developed by *right. based on science GmbH* to calculate our climate impact and, on this basis, to develop a science-based climate strategy that aligns with the Paris Agreement. The XDC model compares a company’s emissions with its added value and calculates the resulting climate impact in degrees Celsius. In doing so, it answers the question: by how many degrees would the Earth warm if all companies worldwide operated with the same emissions intensity as the company being assessed? Based on this baseline year, reduction pathways can be created that are consistent with a 1.5 °C economy as defined by the Paris Agreement.

Using the emissions data for 2023, we were able to develop science-based climate strategies for four of our publishing houses and ventures. In spring 2025, we were awarded the *Paris-aligned Strategy* badge for these (see sustainability certifications on p.7). We plan to develop similar reduction pathways – including corresponding action plans – for the remaining publishing houses and ventures and for the Logistics and Wholesale divisions in the near future.

Reduction targets of the VEMAG publishing group, in t CO ₂ e				
	baseline year 2023	target by 2030	by 2035	by 2045
Scope 1 (VEMAG publishing group)	365.9	180	0	
Planned actions - Assess the potential for electrifying the vehicle fleet - Review options for using lower-emission heat sources at all company sites				
Scope 2 (VEMAG publishing group)	51.3	0		
Planned actions Switch to emission-free electricity at all company sites				
Scope 3 (Publishing & Ventures)	18,215.28	10,000	2000	unavoidable minimum
Actions already implemented - We raise awareness among our employees about emissions reduction in everyday working life – e.g., through annual participation in the <i>Stadttradeln</i> campaign, aimed at reducing traffic emissions. - In 2024, we began evaluating emissions-related data for the raw materials relevant to our operations.				
Planned actions By the end of 2025: Incorporate requirements on the CO₂e intensity of paper into our purchasing policy and review them annually, with the aim of maximising our influence on emissions from scope 3 category 1 <i>Purchased Goods and Services</i> By the end of 2027: Plan to set reduction targets and corresponding measures for all producing publishers and ventures By the end of 2030: Develop a concept to support our suppliers and service providers in optimising their climate impact				
Scope 3 (Logistics)	1453.83	to be done		
By mid-2027: Plan reduction targets and corresponding measures				
Scope 3 (Wholesale)	3067.54	to be done		
By mid-2027: Plan reduction targets and corresponding measures				



Climate risks

VSME C4 | Climate risks | para. 57-58

In spring 2024, as part of the *vemag_sustain* initiative, we carried out the first double materiality analysis for VEMAG. In this context, we compiled a number of climate-related hazards and transition events and assessed the associated risks and opportunities for VEMAG’s business activities on a scale from 0 to 5. The assessment was based on the previously determined severity and the assessed probability of occurrence. The key risks are summarised in the table on the right.

We plan to examine these initial findings in greater depth through a detailed climate risk analysis. The aim is to assess more precisely the exposure and sensitivity of our assets, operations, and value chain, and to identify corresponding measures for climate change adaptation.

Risks created by climate-related hazards and climate-related transition events

		rating
Short-term		
• Transitional financial risk: Decarbonisation of business activities across all scopes (1–3)		3.75
• Transitional strategy and compliance risk linked to numerous European laws and regulations on climate related aspects, including associated reporting obligations		4.0
Medium-term		
• Reputational and financial risk: Climate change-driven geopolitical crises cause disruptions in the supply chain		3.75
• Scheduling and financial risk: Production and logistics can be impaired or even halted due to extreme weather events		3.75
• Financial risk: Changes in climatic conditions may adversely affect the performance and health of employees (both in our own operations and across the value chain), resulting in higher personnel costs		3.0
Long-term		
• Financial risk: Increased raw material prices (paper) due to shortages of wood and clean water		4.0
• Financial risk: Price pass-through of CO2 costs in energy-intensive manufacturing processes (paper) and logistics		4.0
• Market risk: Climate change-driven crises lead to our products being perceived as less relevant by consumers		3.0



Pollution



Pollution of air, water and soil

VSME B4 | Pollution of air, water and soil | para. 32

We are not subject to any legal or national regulatory requirements to report pollutant emissions and as of yet have not recorded them within an environmental management system of our own. As we do not operate our own production sites and all logistics services are outsourced, the implementation of such a system for recording pollutant emissions is not currently planned.

At the same time, we recognise that environmental pollution within our value chain cannot be completely ruled out – for example, through the use of chemicals in paper production or in the printing process. We therefore ensure that the printing companies we commission comply with environmental requirements and, if their site is located in a risk area, can provide proof of this through appropriate certification (e.g. ISO 14001). However, VEMAG has no direct influence over the deeper tiers of the supply chain, meaning that a low residual risk remains.

Water and marine resources

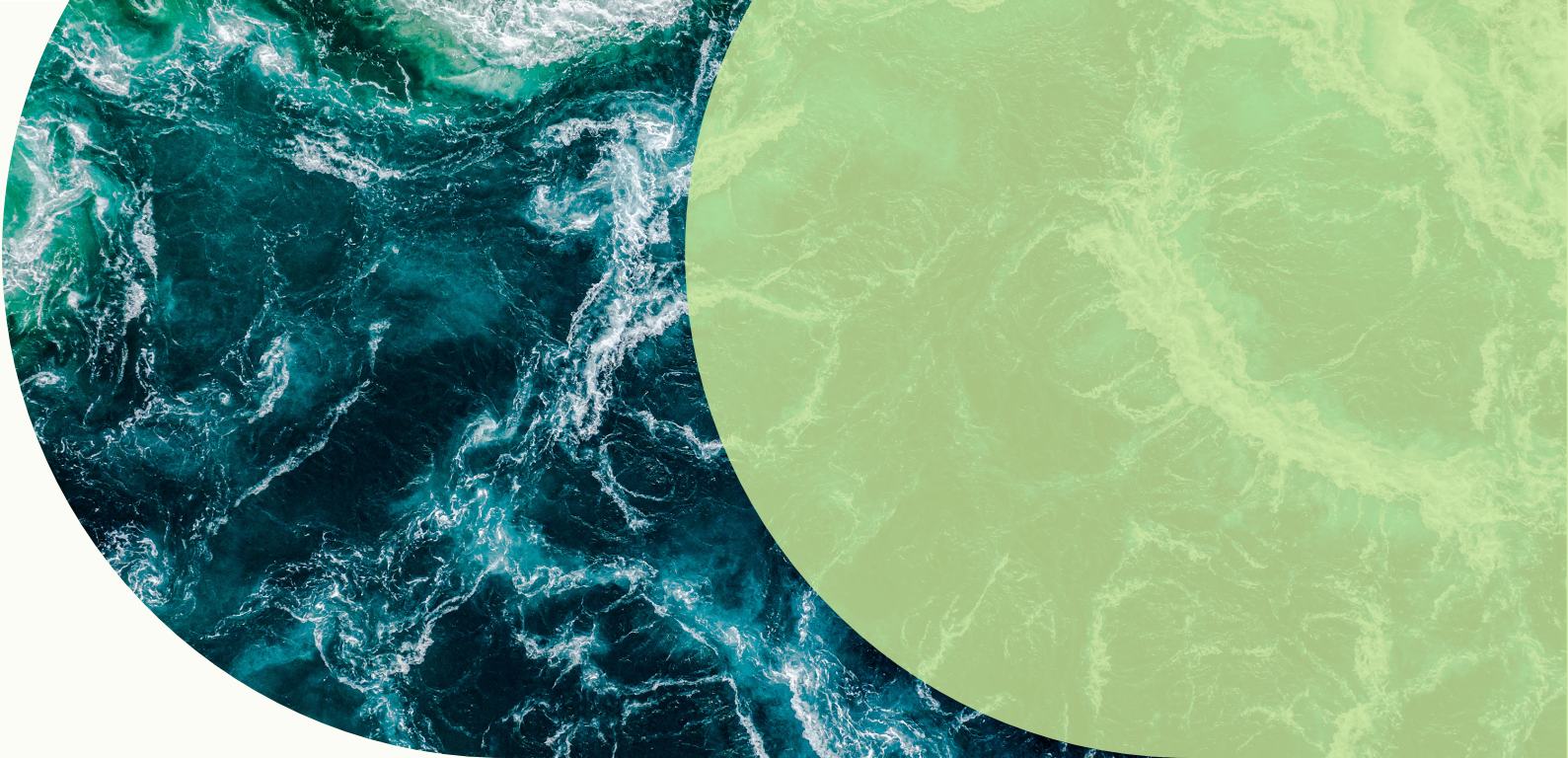
Water withdrawal

VSME B6 | Water | para. 35

The VEMAG publishing group meets its entire water demand with mains water. The higher amount of water withdrawn in 2024 is mainly due to maintenance and repair work carried out at VEMAG’s main office building during the year, which required a corresponding amount of water. We expect the amount of water withdrawn at the main site to decrease in the next financial year.

According to the *Aqueduct Water Risk Atlas*⁸ database maintained by the World Resources Institute (WRI), the Nuremberg site is located in an area with high water stress.

Water withdrawal by the VEMAG publishing group, in m³		
	2024	2023
Total withdrawal	887.18	681.99
of which in areas with high water stress (Nuremberg)	94 ⁹	94



Water consumption in production processes

VSME B6 | Water | para. 36

The VEMAG publishing group does not produce its print products at its own sites and does not consume significant amounts of water. However, we rely on production processes that take place in our upstream supply chain that are heavily reliant on water resources, such as paper manufacturing. We do not currently have direct influence over these processes. In the medium term, we plan to examine the extent to which we can measure – and, where possible, reduce – our impact on water resources by calculating a water footprint.

⁸ <https://www.wri.org/applications/aqueduct/water-risk-atlas>
⁹ Preliminary figure, as the 2024 utilities statement is not yet available.

Biodiversity and ecosystems



Our targets regarding biodiversity and ecosystems

VSME C2 | Description of said practices, policies and future initiatives | para. 48

The raw materials for our books come from all over the world. We depend on globally healthy forests and clean water to be able to continue using high-quality paper in our books in the future. With biodiversity protection in mind, we continuously develop our sourcing strategy.

Protecting forests and water resources

We work actively with our upstream suppliers and service providers to reduce the pressure on critical raw materials such as wood and water resources.

target	status	actions implemented during the reporting period	planned policies and actions
Through our purchasing practices, we contribute to combating deforestation and forest degradation and to supporting responsible forestry.			
The VEMAG publishers and ventures have been FSC® Chain of Custody certified since 2011. In the 2025 financial year, they will increase the share of FSC®-certified papers in directly commissioned print products to 100%.	in progress	We instructed our purchasing departments accordingly.	We include requirements on FSC®-certified materials in our purchasing policy.
By the end of 2025, we aim for deforestation-free supply chains in line with the EUDR.	in progress	In 2024, we established a task force that has been working intensively on the implementation of the EUDR and has identified the obligations relevant to VEMAG.	We develop a concept for training our suppliers on EUDR requirements and onboarding them into the relevant systems. We integrate deforestation-free sourcing requirements into our purchasing policy.
We continuously research the availability of paper alternatives on the market to help reduce pressure on forests.	ongoing	Since publishing its first programme in autumn 2022, Good Life has firmly established itself in the book trade and mass market by the end of 2024, and has successfully implemented its policy of using only recycled materials made from 100% re-covered paper in all its products.	We include requirements on the use of recycled materials in our purchasing policy (see targets regarding the use of recycled materials on p.22).

> Table continued on the following page



target	status	actions implemented during the reporting period	planned policies and actions
> We continually assess opportunities to contribute effectively to the protection of sensitive ecosystems – esp. forests and water resources – by supporting third-party environmental projects.			
By 2028, we will evaluate the topic of investing in biodiversity protection projects for VEMAG.			We assess the reforestation project so far supported by Good Life and develop concepts for the remaining publishing houses and ventures, in alignment with the approach for climate protection projects.
We aim to continually develop our knowledge and expertise based on current scientific findings.			By 2029, we assess the role of water footprints in relation to sustainable purchasing and plan follow-up measures if necessary.



Land in or near a biodiversity-sensitive area

VSME B5 | Biodiversity | para. 33

According to the *Natura 2000* database¹⁰ of the European Environment Agency (EEA), none of VEMAG's sites are located in or adjacent to a designated nature protection area.

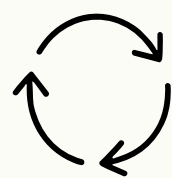
The state of biodiversity and ecosystems is influenced primarily by the VEMAG publishing houses' value chain. The production of print products depends heavily on wood as a raw material, which is used to make the paper for our products. The large quantities we require for book production were an incentive for us to commit to responsible forestry practices long before the launch of *vemag_sustain*. Since 2011, our producing publishers have held FSC® certification and, during the reporting period, have used predominantly FSC®-certified paper in our paper products. We plan to increase this share to 100% by the end of 2025.

Since spring 2024, we have also been working intensively to establish EUDR compliant processes with the aim of ensuring that our products are deforestation-free and thus contribute to the protection of forests.

In parallel, we continually assess the availability of suitable recycled materials on the market, with the goal of maximising the share of recycled paper in our products and thus reduce the pressure on forests.

¹⁰ <https://natura2000.eea.europa.eu>

Circular economy



Our targets regarding circular economy

VSME C2 | Description of said practices, policies and future initiatives | para. 48

We want our books to reach even more people while at the same time reducing our resource consumption. For this reason, we aim to increase the use of recycled materials and improve the recyclability of our products and packaging. By helping to keep valuable resources in circulation, we actively contribute to the protection of biodiversity and ecosystems, particularly forests.

Reducing and separating waste

Although we are not a manufacturing company and only small amounts of waste are generated at our own sites, we take responsibility for the scope of action directly under our control.

target	status	actions implemented during the reporting period	planned policies and actions
We reduce the amount of waste we generate and strive to recycle resources wherever possible.			
We optimise our internal processes at all VEMAG sites to reduce waste and ensure separate collection.	ongoing	In 2023, VEMAG's main site took part in <i>World Cleanup Day</i> to raise employee awareness on waste reduction.	By mid-2025, we develop a concept for waste separation at all VEMAG sites.

Using recycled materials

We aim to achieve the highest possible proportion of recycled materials in our products and packaging.

target	status	actions implemented during the reporting period	planned policies and actions
in products			
By 2030, our product groups will meet a still-to-be-defined quota for the use of recycled materials.	initiated	Market research on the availability of recycled materials in the quality we require.	In early 2026, we assemble an interdisciplinary team to address this topic. We include requirements for the use of recycled materials in our purchasing policy.
in packaging			
By the end of 2025, we aim to only use packaging cartons from 100% recycled materials for tertiary packaging. By 2030, our packaging will comply with legal requirements in the relevant material categories.	initiated	In 2024, initial recycled-content requirements for packaging materials were developed and set as a target for the end of 2025.	We review the requirements of the European Packaging and Packaging Waste Regulation (PPWR) regarding recycled materials for different material categories and for primary, secondary, and tertiary packaging. We include requirements for the use of recycled materials in our purchasing policy.

Designing recyclable products

We strive to design our products and packaging to be as sustainable as possible.

target	status	actions implemented during the reporting period	planned policies and actions
products			
By 2030, our product groups will meet a still-to-be-defined quota for recyclability.			In early 2026, we assemble an interdisciplinary team to address this topic. We include recyclability requirements in our product development guidelines and in our purchasing policy.
packaging			
By 2030, all packaging we use will be recyclable in accordance with the PPWR.	initiated	In 2023 and 2024, the purchasing departments implemented several measures to reduce the mixing of different materials in primary packaging and to reduce overall packaging volumes (e.g. avoiding shrink wrap wherever possible).	We review the requirements of the European Packaging and Packaging Waste Regulation (PPWR) regarding recyclability. We include requirements for the use of recycled materials in our purchasing policy.

Extending the product life cycle

Today, returned goods are integrated almost entirely into a second product life cycle. We aim to optimise this cycle of returns and stock reallocation.

target	status	actions implemented during the reporting period	planned policies and actions
We work with our customers to optimise return conditions.			
By 2028, we will review our strategy for handling returns and stock reallocation, and adjust it where necessary.			We assemble an interdisciplinary team to address this topic.
We extend the life cycle of our products by supporting initiatives.	ongoing	We regularly donate remaining stock to organisations such as nurseries and children’s hospitals.	We explore additional initiatives and potential collaborations.

Circular economy principles

VSME B7 | Resource use, circular economy and waste management | para. 37

The VEMAG publishing group sources all its print products from suppliers and consequently does not produce significant waste at its own sites. Internal processes have been largely digitalised, which has significantly reduced paper consumption and the corresponding amount of waste – for example, in editorial offices or in contract and invoice management. With the decision to only shrink-wrap books individually in exceptional cases, we have also succeeded in reducing plastic waste both within our operations and in the downstream value chain.

Our greater contribution to the circular economy can be made, firstly, through sustainable product design that minimises resource consumption in production and enables consumers to return the raw materials contained in the products back to the cycle. Secondly, through our ordering practices, we can to some extent influence the material choices of our suppliers and deliberately select recycled materials for our products. Both aspects are reflected in our circular economy targets and are very important to us, as they help to reduce pressure on forests. In this way, we contribute to protecting biodiversity and preserving natural carbon sinks.

A particular feature of the publishing industry is the right of return, which allows customers to return unsold print products to publishers. Undamaged returned goods can be reintegrated into stock and delivered with future orders without the need to reproduce the goods. An important target of our circular economy strategy is therefore to work with our customers to optimise the handling of returns and stock reallocation, so as to achieve the best possible balance between three aspects: extending the life cycle of already-produced goods, reducing logistics emissions from returns and repeat deliveries, and avoiding emissions from new production. Through our Wholesale division, we have also firmly embedded the remarketing of remaining stock and special items from various publishers in Germany into our business model.



Waste amounts and material flows

VSME B7 | Resource use, circular economy and waste management | para. 38

The companies of the VEMAG publishing group generate various types of non-hazardous waste, primarily at the sites in Cologne, Bergheim and Nuremberg, and mainly resulting from the transport packaging of our books. In addition, defective books and very old remaining stock are disposed of at irregular intervals.

Hazardous waste – such as toner cartridges, end-of-life IT equipment or batteries – is generated in small quantities at the office sites of the VEMAG publishing group. This waste account for less than 0.5% of the total waste volume.

Waste management companies are engaged at all locations to ensure proper disposal, enabling approximately 90% of all waste across the group to be sent for recycling.



Waste generated by the VEMAG publishing group, in t¹¹

	2024	2023
Hazardous waste	0.218	0.633
Non-hazardous waste	310.915	291.414
paper / cardboard	238.113	230.740
plastic	0.320	/
PE film	10.235	6.440
mixed packaging	12.355	4.919
waste wood (A1, A2)	21.260	19.945
other	0.952	0.3
residual waste / mixed waste	27.680	29.070
Total waste	311.133	292.047
of which sent for recycling / reuse	283.453	262.977

¹¹ The recorded waste was generated at the sites in Cologne, Nuremberg and Bergheim. The sites in Munich and Sheffield produce only household waste in typical quantities (general kitchen waste and everyday refuse) and have not been included in the statistics.



Large quantities of paper and cardboard are required for the production of print products. These materials are primarily purchased and processed within the upstream supply chain. In addition, various packaging materials are needed for transporting our products. The higher order volume in 2024 led to an increased overall demand for paper and packaging materials.

In the 2023 and 2024 financial years, part of the paper and cartons we used contained recycled material; however, we have not yet implemented a system to reliably measure and compare the proportion of recycled materials.

As part of our sustainability strategy, we will assess how we can measure and, where possible, increase the amounts of recycled materials used in products and packaging more effectively.

A particular feature of the VEMAG publishing group is the former start-up *Good Life*, which, since its first publishing programme, has produced 100% of its products on recycled paper made entirely from recovered paper, and has firmly integrated this approach into its business model.

Key material flows of the VEMAG publishing group, in t		
	2024	2023
Print products	11,436.636	7400.001
paper / cardboard	11,436.636	7400.001
Packaging	2723.789	1266.405
paper / carton	2638.135	1198.928
plastic (PP)	9.971	6.668*
plastic (LDPE)	23.532	10.326*
waste wood (A1, A2)	52.151	50.484
Total	14,160.425	8666.406

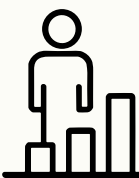
*incomplete data

Social

Own workforce	27
Workers in the value chain, affected communities, consumers and end-users	34



Own workforce



Our targets regarding our own workforce

VSME C2 | Description of said practices, policies and future initiatives | para. 48

Our success is built primarily on the expertise and commitment of our employees. We aim to promote a values-driven corporate culture and work together to create an environment in which every individual can contribute and grow.

Promoting a sustainable working environment

Through continuous dialogue with our employees, we ensure that VEMAG provides sustainable and fair conditions for their daily work.

target	status	actions implemented during the reporting period	planned policies and actions
We strengthen our corporate culture through continuous dialogue with our employees.			
We strengthen our corporate culture across the group and promote cohesion between VEMAG's different business divisions.	ongoing	In 2023, a survey on employee satisfaction and corporate culture was conducted. Based on the results, initial measures were implemented, including biannual company celebrations and annual team days to foster cohesion and team-building.	By mid-2026, we document our corporate vision, mission and values. We build a concept of corporate culture that takes into account our company vision, mission and values, as well as the diversity of all companies within the group.

>Table continued on the following page

target	status	actions implemented during the reporting period	planned policies and actions
> We develop an HR concept to continuously improve our working environment.			
We continuously promote an open and diverse working environment that respects individual needs and supports fairness, equal opportunities and equality.	ongoing	Based on the 2023 corporate culture survey, we introduced corporate benefits (JobTicket, JobRad, fuel vouchers and Urban Sports memberships).	We develop an HR concept tailored to the needs of each company within the group, covering leadership culture, personnel and skills development, remuneration structure, occupational health and safety, inclusion and diversity.
By the end of 2026, we will document the status quo regarding our working conditions and equal opportunities.	ongoing	In connection with <i>vemag_sustain</i> , we compiled an initial set of performance indicators to measure employee-related topics.	We analyse the status quo with regard to leadership culture, personnel development, remuneration structure, occupational health and safety, inclusion and diversity.

Involving employees

We create incentives for employees to take an active role in shaping the company.

target	status	actions implemented during the reporting period	planned policies and actions
We offer our employees various formats that offer room for exchange to ensure transparency and to give them the opportunity to contribute their own ideas to corporate and product development.			
We promote dialogue between the executive board, management and employees.	ongoing	Based on the 2023 corporate culture survey, we developed and implemented initial measures at the end of 2023 and in 2024, including new meeting formats (monthly foyer meetings) and an employee council.	
We create incentives for employees to participate in corporate and product development.	initiated	In 2023, we launched an ideas portal where employees can submit their suggestions. Suggestions will be reviewed annually and appropriately rewarded.	



Workforce diversity

VSME B8 | Own workforce – General characteristics | para. 39
VSME C5 | Own workforce – Additional general characteristics | para. 59

As of 31 December 2024, VEMAG employed a total of 202 people across all sites, the majority in Germany and within the Publishing and Ventures divisions. The publishing industry is predominantly female, a fact reflected in our own workforce: at the end of the reporting period, 73% of all employees were women.

The management level of the VEMAG publishing group includes all employees with personnel responsibilities. Across all VEMAG divisions, the gender ratio at management level is relatively balanced. At the end of the reporting period, women held 53% of management positions.

As part of our sustainability strategy, we plan to develop an HR concept covering, among other aspects, the topics of *personnel development and diversity*, and will specify corresponding performance indicators for strategic HR management to ensure the ongoing management of workforce-related topics. Reporting on the corresponding metrics will take place once the concept has been finalised.

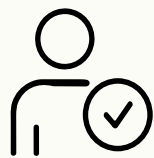
Diversity of the VEMAG publishing group's workforce

Number of employees (headcount as of 31 December) ¹²	2024	2023
Total	202	187
by gender ¹³ :		
male	54	54
female	148	133
diverse	0	0
no disclosure	0	0
by age:		
under 30 years	16	6
≥ 30 to < 50 years	99	89
≥ 50 years	87	92
by type of employment contract:		
permanent	196	186
temporary	6	1
by location:		
Germany	194	187
United Kingdom	8	/

Diversity at management level

Gender ratio (percent) ¹⁴	2024	2023
male	47%	56%
female	53%	44%

¹² This figure includes all own, active employees as of the reporting date. It covers all full time and part-time staff and trainees, as well as employees in the active phase of semi retirement or on a sabbatical. Working students, interns and temporary staff are not included in this list. The figure is reported as a headcount, irrespective of contract term. Managing directors and members of the executive board are also excluded.
¹³ The categories "diverse" and "no disclosure" were recorded consistently for new hires for the first time in the 2024 financial year.
¹⁴ The categories "diverse" and "no disclosure" accounted for 0% in the 2023 and 2024 financial years and are not shown separately in the table.



Turnover rate

VSME B8 | Own workforce – General characteristics | para. 40

Across the group, the average number of employees rose to 199.4 in 2024 (compared with 195.8 in 2023), while the turnover rate fell from 14% to 5%.

As part of our sustainability strategy, we plan to develop an HR concept covering, among other aspects, the topic of *personnel development*, and will specify corresponding performance indicators for strategic HR management to ensure the ongoing management of workforce-related topics. Reporting on the corresponding metrics will take place once the concept has been finalised.



Health and safety

VSME B9 | Own workforce – Health and safety | para. 41

In the 2023 and 2024 financial years, there was a very low number of recordable work-related injuries. The annual accident rate is therefore approximately 1%.

We do not record work-related ill health.

Work-related accidents at VEMAG publishing group

	2024	2023
Total number of work-related accidents:		
recordable work-related accidents	1	2
fatalities as a result of work-related injuries	0	0
Rate of work-related accidents	0.54%	1.15%



Remuneration and collective bargaining

VSME B10 | Own workforce – Remuneration, collective bargaining and training | para. 42 a-c

In the 2023 and 2024 financial years, salaries at all sites of the VEMAG publishing group were above the respective national minimum wage. The VEMAG publishing group does not employ staff under collective bargaining agreements.

As part of our sustainability strategy, we plan to develop an HR concept covering, among other aspects, the topic of *remuneration structure*, and will specify corresponding performance indicators for strategic HR management to ensure the ongoing management of workforce-related topics. Reporting on the corresponding metrics will take place once the concept has been finalised.



Training

VSME B10 | Own workforce – Remuneration, collective bargaining and training | para. 42 d

The VEMAG publishing group uses the *tutoolio* learning platform at its German sites to provide all employees with important training content, particularly in the areas of health and occupational safety, IT security and data protection, as well as whistleblower protection. The area of IT security has gained relevance in 2024, leading to the addition of new training modules to the platform. The allocated completion times for these courses vary; during the reporting period, these ranged from 10 to 40 minutes per course. On average, employees spend around two hours per year on *tutoolio* training. Completing these courses is mandatory for all employees with an office-based workstation.

The course completion rate was 100% in 2023. In 2024, this figure decreased to an average of 95%. In the long term, we aim to achieve a 100% completion rate for all training courses.

With regard to additional training opportunities, there is currently no central unit within the VEMAG publishing group to manage such actions or record the number of training hours completed each year. Training needs are determined individually between employees and managers, for example as part of the annual performance review.

As part of our sustainability strategy, we plan to develop an HR concept covering, among other aspects, the topic of *skills development*, and will specify corresponding performance indicators for strategic HR management to ensure the ongoing management of workforce related topics. Reporting on the corresponding metrics will take place once the concept has been finalised.



Human rights policy

VSME C6 | Own workforce – Additional information – Human rights policies and processes | para. 61 a-b

In October 2024, we published a Code of Conduct that sets out our corporate values and behavioural principles relating to human and labour rights, as well as environmental and ethical matters. It applies to the entire publishing group as well as to our suppliers.

The Code of Conduct covers the following topics:

- Discrimination
- Fair and respectful treatment
- Appropriate working conditions
- Health and safety at work
- Human trafficking, forced labour and child labour
- Freedom of association and collective bargaining
- Rights of affected communities
- Ethics, such as avoiding corruption and conflicts of interest
- Information security and data protection
- Environment and use of natural resources
- Product safety



Handling human rights complaints and incidents

VSME C6 | Own workforce – Additional information – Human rights policies and processes | para. 61 c
VSME C7 | Severe negative human rights incidents | para. 62 a-b

The VEMAG publishing group expects all employees to act in compliance with the law at all times and to follow internal conduct guidelines as summarised in the Code of Conduct. To prevent compliance breaches, all employees are encouraged to contact their supervisors or the designated whistleblower officers with any questions they may have.

Reports of potential violations or misconduct within the VEMAG publishing group should be made at the earliest opportunity so that appropriate countermeasures can be taken in good time and potential harm to our employees, business partners, other affected parties, the environment, and the company can be avoided.

In November 2023, the VEMAG publishing group established an internal reporting office to receive confidential notifications of compliance breaches and to handle them confidentially in accordance with the German Whistleblower Protection Act (*Hinweisgeber-schutzgesetz*). The reporting channels also allow for anonymous submissions. In this context, VEMAG appointed two whistleblow-

er officers who have been trained in handling such notifications.

VEMAG's whistleblower policy explains, among other points, what types of violations can be reported and how to reach both the internal reporting channels and the Federal External Reporting Office. The two whistleblower officers appointed by VEMAG are named in this document. The policy also emphasises that all reports received will be handled confidentially. This policy is accessible to all employees of the VEMAG publishing group via the internal employee blog as well as publicly on the company website.

In the 2024 financial year, no reports of compliance breaches were submitted to the internal reporting office. Similarly, in both the 2023 and 2024 financial years, no incidents relating to human rights incidents within our own workforce were brought to our attention through other channels.



Employee engagement and social dialogue

voluntary additional disclosure

Since 2024, the VEMAG publishing group has had an employee council of 12 employees from various departments (equating to 6% coverage with employee representatives). The council serves as a link between employees and the executive board and is consulted by the board when needed. It can also raise matters brought forward by employees directly with the board.

This new body complements the existing internal communication formats and is intended to help ensure that employee-related topics are addressed more efficiently in the future, particularly through direct dialogue.

Workers in the value chain, affected communities, consumers and end-users



Human rights incidents

VSME C7 | Severe negative human rights incidents | para. 62 c

In the 2023 and 2024 financial years, we were not made aware of any confirmed incidents relating to human rights involving workers in the value chain, affected communities, consumers or end-users.

All companies in the VEMAG publishing group rely on long-standing, trust-based business relationships with suppliers across both value chains – content creation and production. Our basic understanding of responsible business conduct includes supporting our suppliers in advancing social and environmental standards – particularly the printing companies we commission within and outside the EU.

Measured by revenue, VEMAG's publishing houses and ventures sourced approximately 25–30% of print products from printing companies in the EU and around 70–75% from outside Europe in the 2023 and 2024 financial years. In some non-EU countries, internationally recognised principles of labour and human rights may not be sufficiently embedded in national legislation. To help safeguard respect for human rights in these contexts, we have been a member of amfori BSCI since 2011, a leading business initiative aimed at improving working conditions in global supply chains. The Business Social Compliance Initiative helps our suppliers to continually improve and

ensure socially responsible working conditions and production methods. Through regular audits conducted by independent organisations, we support suppliers in higher-risk countries in implementing and consistently complying with the BSCI Code of Conduct. We also accept comparable certifications, such as SA8000. The BSCI Code is an integral part of our supplier contracts.

In addition, in October 2024 we published a Code of Conduct that sets out our behavioural principles relating to human and labour rights, environmental and ethical matters. It is mandatory for the entire publishing group and for

all suppliers. By doing so, we aim to further reduce the risk of human rights violations and product safety breaches. As of the end of the reporting period, 100% of the printing companies we commission have signed our Code of Conduct.

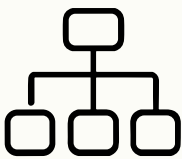


Governance

Business conduct

36





Our targets regarding our business conduct

VSME C2 | Description of said practices, policies and future initiatives | para. 48

We have developed a mission statement together with our employees: “We create books with high-quality content that everyone can afford, and we offer them where people shop every day.” With transparent structures and efficient processes, we work every day to enhance the sustainability of our business model.

Strengthening the business model

The socio-cultural dimension of sustainability is embedded in our business model by providing affordable access to books for all groups of society through mass-market channels. We aim to strengthen this inclusive approach and align it with our environmental and social sustainability objectives.

target	status	actions implemented during the reporting period	planned policies and actions
We continuously develop an appealing publishing programme for a broad audience.			
By 2029, we will implement an assessment system to measure diversity in our publishing programme structure.			We determine how diversity in our programme structure can be measured, and develop a corresponding assessment system.
We increase the diversity of our products in terms of content and target groups.	ongoing	We continuously review old book content for outdated or potentially discriminatory material.	We increase the diversity of our content creators and ensure this is reflected in our programme structure, across all dimensions of diversity.

> Table continued on the following page

target	status	actions implemented during the reporting period	planned policies and actions
> We strengthen our business model against compliance and sustainability risks.			
We meet European sustainability reporting standards.	in progress	Within the <i>vemag_sustain</i> initiative (2023–2024), we identified VEMAG’s material topics and determined several initial metrics.	We develop a set of performance indicators for strategic sustainability management and for monitoring progress on our sustainability activities. We define responsibilities for data collection and administration.
Our risk management system takes compliance and sustainability aspects into account and includes associated strategies.	ongoing	In 2023, we implemented a whistleblowing system. In 2024, we published a Code of Conduct applicable within VEMAG and across our supply chain. In 2024, we established a Sustainability Management Office.	We develop a purchasing strategy and, in this context, integrate our material sustainability topics into our General Product Requirements by mid-2026. By 2027, we review our risk management system and plan adjustments where appropriate. We develop a risk strategy that covers all relevant divisions of the company.

target	status	actions implemented during the reporting period	planned policies and actions
We expand our process landscape and use it to continuously optimise existing processes.			
By the end of 2025, all core processes of the VEMAG publishers will be recorded for the first time.	in progress	By the end of the reporting period, four out of five core processes were recorded for the first time.	In 2025, we model the logistics processes in collaboration with colleagues from related functions.
By 2030, 80% of all relevant support and management processes will be recorded for the first time.			We model the processes of the following areas in collaboration with colleagues from the respective departments and from related functions: by the end of 2028: Purchasing; by the end of 2030: Quality Assurance, Sustainability, Financial Accounting.
We work to optimise processes that have already been modelled.	ongoing	In 2023–2024, we began revising selected core processes, including the design and internal approval of our book covers, and translation management.	We assess where standardising processes is possible and appropriate.

Promoting sustainability communication

We seek active dialogue with our stakeholders to continuously develop our sustainability strategy and to achieve our sustainability objectives.

target	status	actions implemented during the reporting period	planned policies and actions
We can only achieve our sustainability objectives together; accordingly, we aim to embed our material sustainability topics firmly across the group's governance and operations.			
We strengthen internal dialogue and enable all colleagues to act sustainably.	ongoing	At the end of 2023, we began planning and implementing targeted internal communication steps related to sustainability.	We develop a concept for continuous knowledge transfer on sustainability topics across all relevant departments. We assess how sustainability aspects can be integrated into training and plan corresponding further steps.

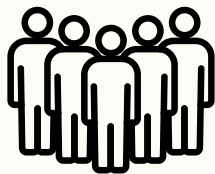
target	status	actions implemented during the reporting period	planned policies and actions
We continuously support our business partners and customers in their own sustainability activities by steadily improving our solutions and offering them proactively.			
We cooperate with our supply chain partners to support their sustainability efforts as effectively as possible.	ongoing	In 2024, we identified our most important stakeholders and grouped them into clusters.	We develop a dialogue concept for each stakeholder group. We develop appropriate cooperation strategies.
We implement a communications strategy that reflects how VEMAG is gradually evolving into a more sustainable company.	ongoing	In 2024, we established a Corporate Communications Office. In 2024, we relaunched the corporate website and integrated initial sustainability content.	We design a group-wide communications strategy that covers all material sustainability topics.



Corruption and bribery

VSME B11 | Convictions and fines for corruption and bribery | para. 43

In the 2023 and 2024 financial years, there were no convictions or fines related to corruption or bribery.



Diversity in the governance body

VSME C9 | Gender diversity ratio in the governance body | para. 65

Both the executive board and the supervisory board of the VEMAG publishing group were 100% male in 2023 and 2024.

Diversity in the governance body of the VEMAG publishing group		
Gender ratio (percent) ¹⁵	2024	2023
Managing directors (without executive board)		
male	86%	83%
female	14%	17%
Executive board		
male	100%	100%
Supervisory board		
male	100%	100%

¹⁵ The categories "diverse" and "no disclosure" accounted for 0% in the 2023 and 2024 financial years and are not shown separately in the table.

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