



July 2023

Otto Group

ESG

Fact

Sheet

Otto Group ESG Fact Sheet

Status: July 2023

Preamble

The economy is there to benefit people – not the other way round. This mindset and the strong awareness it engenders for the Group's corporate responsibility (CR) are among the hallmarks of the Otto Group. Sustainability has been integral to our identity for more than thirty years and is firmly enshrined in the corporate strategy, the Otto Group Path, and the shareholder vision. The CR Strategy falls within the overall remit of the Executive Board.

This ESG Fact Sheet provides a consolidated overview of our non-financial performance in the areas of environmental, social and governance over the past five years. The following information should be read in conjunction with the Annual Report, where it is placed in the context of our strategy.

Unless otherwise stated, the key indicators relate to the entire Otto Group. Some key indicators fall within the scope of our Corporate Responsibility strategy, which is defined in detail in the **Appendix**.

Overview of essential Reports and Policies

Reports

- [Annual Reports](#)
- [Carbon Disclosure Project \(CDP\) reporting \(only for registered users\)](#)
- [Alliance for Sustainable Textiles reporting](#)
- [Science Based Target \(SBT\)](#)
- [Otto Group Sustainable Finance Framework](#)
- [Second Party Opinion by Sustainalytics on the Otto Group Sustainable Finance Framework](#)
- [Allocation and Impact Reporting for the Otto Group's Sustainable Bond Issues](#)
- [Limited Assurance Report by KPMG on Allocation and Impact Reporting](#)

Policies

- [Human Rights Declaration of the Otto Group](#)
- [Human Rights Declaration of OTTO](#)
- [Human Rights Declaration of Hermes Germany GmbH](#)
- [Business Partner Declaration on Sustainability](#)
- [Code of Conduct of amfori BSCI for merchandise](#)
- [Incident Reporting System SpeakUp](#)
- [Locations of facilities](#)
- [List of business partners and facilities](#)
- [Code of Conduct for Services and Non-Merchandise Goods](#)

Voluntary Commitments

- [Code of Ethics \(value compass\)](#)
- [Responsible Purchasing Declaration](#)

Memberships and Alliances

- [Overview of memberships and alliances](#)

Environmental Key Performance Indicators (1/2)

Topic	Key Performance Indicator	Scope ¹	Externally verified ²	Unit	2018	2019	2020	2021	2022	Target
Climate	Adjusted CO ₂ e emissions (as of 2021, compared to the base year 2018) ^{3,4}	CR strategy as of 2021	yes	CO ₂ e ⁵ in t	385,965			315,873	303,812	
Climate	Reduction in adjusted CO ₂ e emissions (as of 2021, compared to the base year 2018) ^{3,4}	CR strategy as of 2021	yes	%				-18	-21	-40 (by 2025)
Climate	Percentage of green electricity in electricity consumption (as of 2021, German and international locations) ⁶	CR strategy as of 2021	yes	%				28	29	100 (by 2025)
Climate	Percentage of green electricity in electricity consumption at German locations (starting in 2021) ⁶	CR strategy as of 2021	yes	%				46	49	100 (by 2025)
Circular economy and resource use	Water usage only for sites with relevant size	CR strategy as of 2021	no	m ³	309,701	345,567	355,629	282,254	266,538	

¹ Scope of the consolidated Group companies. For details see [Appendix](#).

² Audit by PwC in accordance with "Limited Assurance" standard as per ISAE 3000.

³ Current climate strategy with focus on own operations. In 2023, a Science-Based Target (SBT) will be adopted, which includes Scope 1, 2 and 3.

⁴ Emissions relating to the locations are all based on the previous year's values due to a lag in data availability.

⁵ CO₂ equivalents (CO₂e) refers to all greenhouse gases (CO₂, CH₄, N₂O, SF₆, HFC und PFC) according to their greenhouse effect in comparison to CO₂.

⁶ Due to the billing modalities of the energy suppliers, we report the previous year's value here.

Environmental Key Performance Indicators (2/2)

Topic	Key Performance Indicator	Scope	Externally verified	Unit	2018	2019	2020	2021	2022	Target
Circular economy and resource use	Disposure of waste electrical equipment	CR strategy as of 2021	no	t	28,635	34,002	39,893	41,917	45,623	
Circular economy and resource use	Share of "Cotton Made in Africa" label (sustainable cotton) in the textile segment (own and licensed brands, by 2020)	CR-Strategy 2020	yes	%	93	96	98			100 (by 2020)
Circular economy and resource use	Use of "Preferred Fibers", of which 100% sustainable cotton ⁷ (own and licensed brands, starting in 2021)	CR strategy as of 2021	yes	%				53	55	65 (by 2025)
Circular economy and resource use	Share of FSC-certified products in the furniture range	CR strategy as of 2021	yes	%	59	79	74	78	83	100 (by 2025)
Circular economy and resource use	Usage of sustainable catalogue paper	CR strategy as of 2021	yes	%	54	64	68	77	90	100 (by 2025)
Circular economy and resource use	Use of sustainable packaging (starting in 2021) ⁸	CR strategy as of 2021	yes	%				71	78	100 (by 2023)
Circular economy and resource use	Generated waste (including old electronic equipment)	CR strategy as of 2021	no	t	73,564	79,056	99,315	114,432	113,054	-

⁷ The "preferred fibers portfolio" contains fibers that have a significantly lower environmental impact compared to conventional fibers in the same category (e.g., organic cotton compared to conventional cotton) and recycled materials and animal-based fibers that are produced with careful attention to animal welfare.

⁸ Sustainable packaging has a recycled content of at least 80%.

Social Key Performance Indicators

Topic	Key Performance Indicator	Scope	Externally verified?	Unit	2018	2019	2020	2021	2022	Target
Own Workforce	Number of employees ⁹	all fully consolidated Group companies	no	#	52,558	51,982	41,941	42,705	41,186	
Supply chain	Share of integrated suppliers of own and licensed brands in the Social Programme	CR strategy 2020	yes	%	96	95	90			
Supply chain	Number of newly identified supply chain facilities in addition to those already known (procedural count) ¹⁰ , starting in 2021 ¹¹	CR strategy as of 2021	yes	#				2,942	1,996	

⁹ The information on employees relates to the financial year beginning on March 1 and ending on February 28 of the following year.

¹⁰ If a supply chain facility works for multiple business partners or handles multiple, sufficiently different production steps, it is counted multiple times.

¹¹ The Otto Group is pursuing the overarching goal of cooperating with business partners to implement measurable social and ecological improvements along the entire supply chain. To this end, the Otto Group is seeking to identify 100% of supply chain facilities for its own and licensed brands, from raw materials to finished products.

Governance Key Performance Indicators

Topic	Key Performance Indicator	Scope	Externally verified?	Unit	2018	2019	2020	2021	2022	Target
Governance, risk management and internal control	Ratio of women in the Supervisory Board	Supervisory Board of the Otto Group	no	%	20	25	30	25	25	25 (by 2028)
Governance, risk management and internal control	Ratio of women in the Executive Board	Executive Board of the Otto Group ¹²	no	%	20	25	20	17	17	33 ¹³ (by 2028)
Governance, risk management and internal control	Ratio of women in the Executive Board (Target: One woman per Executive Board at each Group company)	FüPoG ¹⁴	no	%	15	17	17	33	42	100 (by 2025)
Governance, risk management and internal control	Ratio of women in the first management level	FüPoG	no	%	19	20	22	24	31	32 ¹⁵ (by 2025)
Governance, risk management and internal control	Ratio of women in the second management level	FüPoG	no	%	37	34	35	37	41	39 ¹⁶ (by 2025)

¹² Executive Board of Verwaltungsgesellschaft Otto mbH

¹³ Until 2022, the target for the ratio of women in the Executive Board was 30%.

¹⁴ Group companies that fall under the scope of the Leadership Positions Act (Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen, or FüPoG), or generally employ more than 500 employees.

¹⁵ By 2021, the target for the ratio of women in the first management level was 23%.

¹⁶ By 2021, the target for the ratio of women in the second management level was 33%.

Appendix: Scope of the CR Strategy

Scope "CR Strategy as of 2021":

All Group companies that make a sizable contribution to the Otto Group's external revenue in two consecutive financial years. This currently includes the following Group companies: Bonprix, Venus, OTTO, Witt (including Heine), Sheego, Crate and Barrel, Baur, Mytoys, Freemans Grattan, Unito, Limango, Frankonia, EOS Gruppe, Hermes Fulfilment, Hermes Einrichtungen Service (HES), Hermes Germany.

Scope "CR-Strategy 2020" (until 2020):

All Group companies that make a sizable contribution to the Otto Group's external revenue and are based in Germany and Austria. This included the following Group companies: Baumarkt direkt, Baur, Bonprix, EOS, Frankonia, Heine, Hermes, Mytoys, OTTO, Schwab/Sheego, Sportscheck, Unito and the Witt-Gruppe.¹⁷

¹⁷ In the 2015/16 financial year, the major Group companies of Freeman Grattan Holdings (UK) and the Crate and Barrel Group (USA and Canada) as well as the foreign Group companies of the bonprix Group (USA, France, Italy, Poland) were integrated into the CR Strategy 2020. Separate targets have been applied to these Group companies as of the 2017 calendar year, so their target achievements will not be included in the figures from the CR Strategy 2020.