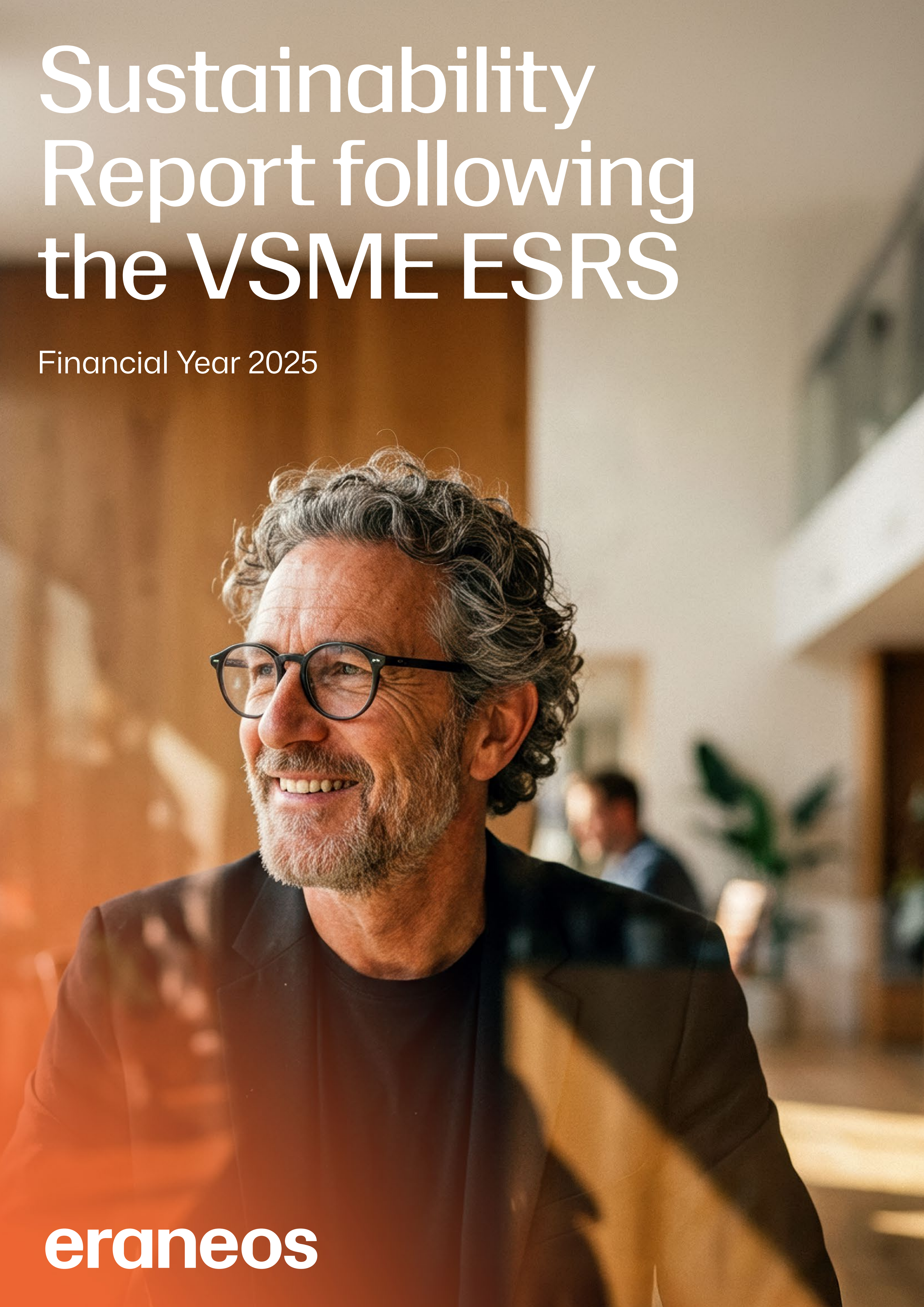
Sustainability Report following the VSME ESRS

Financial Year 2025



eraneos

Contents

Sustainability is measurable

"At Eraneos, sustainability is part of how we build a resilient and responsible business. We set measurable objectives, track our performance, and communicate our progress."

Stefan Tijsinger, CFO Eraneos Group

This first sustainability report from Eraneos represents a significant milestone in our journey toward greater openness and responsible conduct. The following pages offer a comprehensive insight into our sustainability activities – showcasing what we have already achieved and the objectives we are pursuing in the years ahead. By documenting this path, we seek to increase transparency and strengthen the confidence of our stakeholders as well as to contribute to a more sustainable and resilient tomorrow.

The sustainability report is prepared on the basis of the VSME Standard (Voluntary Sustainability Reporting Standard for Small and MediumSized Enterprises) issued by EFRAG, using the most recent version from December 2024. The VSME Standard offers SMEs a coherent approach for presenting their environmental, social, and governance (ESG) performance. It aims to strengthen transparency, comparability, and reliability in sustainability reporting, helping organizations communicate their sustainability efforts to stakeholders in a structured and meaningful way.

The report is structured into four sections: General Information, Environment, Social, and Governance. The chapters outline the key sustainability topics in relation to our business, and the respective management approaches, targets and actions adopted by Eraneos.

General information

This section of the sustainability report includes a general overview of Eraneos Group AG and information on the role and management of sustainability in the company.

B1 – Basis for preparation

The VSME Standard consists of two modules: the Basic Module, which covers essential disclosures, and the Comprehensive Module, which addresses extended sustainability topics and requirements. Eraneos has chosen to report on both modules to provide a transparent, detailed, and forward-looking account of its ESG performance.

In line with the VSME Standard's "if applicable" principle, Eraneos reports on all disclosure requirements that are relevant to its business model, industry, and operational and legal context. The assessment of applicability was carried out based on the results of a Double Materiality Analysis (see chapter V1 Double Materiality Analysis for more information). To ensure full transparency, no applicable disclosures have been omitted from this report due to classified or sensitive information. All relevant topics and data have been included in their entirety.

This consolidated sustainability report is prepared for the financial year 2025 (01 January 2025 – 31 December 2025). It encompasses all affiliated subsidiaries of Eraneos Group AG (in the following referred to as "Eraneos" or "Eraneos Group"). The table below presents an overview of the subsidiaries included in the scope of this report, together with their registered addresses, thereby ensuring clarity and transparency regarding the entities covered. The Eraneos Group is continuously integrating new companies. Recently acquired subsidiaries – including entities in Denmark and Sweden – are not yet reflected in this report and will be incorporated in future reporting cycles once their operational integration is completed.

Undertaking's legal form

Eraneos Group AG

Size of the balance sheet (in MEUR)

362.4

Turnover (in MEUR)

292.7[1]

Number of employees

1,201

NACE sector classification code(s)

70.2 **Management consultancy activities**

General information about the undertaking (includes newly added subsidiaries in Sweden, Denmark and UK)

[1] Exchange rate from 21/04/2026: 1 CHF= 1.09 EUR

Subsidiaries and sites

Legal Entity	Address	Postal Code	City	Country	Coordinates (geolocation)
Eraneos Group AG	Andreasstrasse 11	8050	Zürich	Switzerland	47.41357799505149, 8.547773241296492
Eraneos Switzerland AG	Andreasstrasse 11	8050	Zürich	Switzerland	47.41357799505149, 8.547773241296492
Eraneos Switzerland AG	Centralbahnstrasse 11	4051	Basel[2]	Switzerland	47.548509603322934, 7.588963954795433
Eraneos Switzerland AG	Laupenstrasse 4	3008	Bern	Switzerland	46.94760873150767, 7.436637552916301
Eraneos Switzerland AG	Avenue de la Rasude 5	1006	Lausanne	Switzerland	46.51648113327368, 6.63457252406028
Eraneos Germany GmbH	Zeughausmarkt 33	20459	Hamburg	Germany	53.549076308560586, 9.97392081761917
Eraneos Analytics Germany GmbH	Zeughausmarkt 33	20459	Hamburg	Germany	53.549076308560586, 9.97392081761917
Eraneos Automation GmbH	Königsallee 96	40212	Düsseldorf	Germany	51.219488629841514, 6.7796303396325746
Eraneos Strategy GmbH	Josephinenstraße 17	40212	Düsseldorf	Germany	51.22376839931931, 6.782258341483497
Eraneos USA LLC	16192 Coastal Highway, Lewes	19958	Delaware	USA	38.764806120154645, -75.21185883209534
Eraneos Singapore Pte. Ltd.	36 Robinson Road, #20-01, City House	068877	Singapore	Singapore	1.281432395623622, 103.84994577300928
Eraneos Austria GmbH	Wiedner Gürtel 13, Turm 24.3	A-1100	Vienna	Austria	48.18627319128549, 16.376521068318546
Eraneos Netherland BV	De Passage 126-136	1101 AX	Amsterdam	The Netherlands	52.31382150965565, 4.9391490685242445
Eraneos Netherlands BV	Rozenburglaan 3	9727 DL	Groningen	The Netherlands	53.19666362835324, 6.5312912685700475
Eraneos Iberia S.L.U	Avenida de Europa, 24	28108	Alcobendas, Madrid	Spain	40.513030375468034, -3.6583480320247617

Countries of primary operations and sites covered in the report

[2] Office closed August 2025

Sustainability-related certification or label

The Eraneos Group is strengthening its Group-wide policy frameworks while maintaining the flexibility to integrate country-specific ESG standards. Hence, several entities hold local sustainability-related certifications and labels, which reflect their individual commitments at national level. These certifications are presented in more detail in the table below.

Entity	Certificate Name	Issuer	Date	Rating Score
Switzerland	EcoVadis Sustainability Rating	EcoVadis SAS	25.06.2025	73/100, Silver Medal (Top 15 %)
Switzerland	ISO 14001:2015	WCS Worldwide Certification Standards LTD	29.08.2025	Successfully certified
Switzerland	ISO 27001:2022	WCS Worldwide Certification Standards LTD	31.03.2025	Successfully certified
Switzerland	ISO 9001:2015	WCS Worldwide Certification Standards LTD	29.08.2025	Successfully certified
Germany	EcoVadis Sustainability Rating	EcoVadis Germany GmbH	10.10.2025	57/100
Germany	ISO 14001:2015	IMSM GmbH	25.08.2025	Successfully certified
Germany	ISO 27001:2022	IMSM GmbH	03.03.2025	Successfully certified
Germany	ISO 9001:2015	IMSM GmbH	19.02.2025	Successfully certified
Netherlands	Co2 Prestatieladder (Niveau 3)	DNV AS	04.09.2025	Successfully certified
Netherlands	ISO 9001:2015	DNV	13.05.2024	Successfully certified
Netherlands	ISO 27001:2022	DNV	03.05.2024	Successfully certified
Netherlands	NEN 4400	SNA / TÜV Nord	01.02.2025	Successfully certified
Spain	ISO 9001:2015	AENOR	21.11.2025	Successfully certified
Spain	ISO 27001:2022	AENOR	16.12.2025	Successfully certified
Spain	ISO 27001:2022	AENOR	16.12.2025	Successfully certified

C1 – Strategy: Business Model and Sustainability – Related Initiatives

The Eraneos Group is a leading advisor for strategy, transformation & technology. The company positions itself as a European challenger in sustainable transformation, leveraging its business model and strategic initiatives to empower organizations to thrive in a rapidly evolving landscape.

Strategic pillars of the Eraneos Group's business model

The following core service areas reflect the firm's key capabilities in enabling sustainable and digital transformation for its customers:

- **Corporate & Business Strategy**
  Empowering sustainable growth and transformation through tailored strategies that align with market dynamics and challenges
- **Customer & Commercial Excellence**
  Transforming businesses into digital leaders by delivering cutting-edge and client-centric solutions to thrive in a digital-first world
- **Organizational Excellence & Transformation**
  Designing & implementing future-ready organizations with robust structures and efficient processes, driven by outcome-centric transformations
- **Data & AI**
  Unlocking the full potential of data and AI to drive smarter decisions, operational efficiencies, and innovation-led growth
- **Sourcing & IT Advisory**
  Optimizing IT and sourcing strategies to deliver operational excellence, cost efficiency, and seamless technology integration
- **Cybersecurity**
  Securing businesses with comprehensive cybersecurity strategies and risk management solutions to build trust and resilience

The Eraneos Group focuses its expertise on six key industries – while also serving clients beyond these focus areas – ensuring deep sector knowledge and tailored solutions that address industry-specific sustainability and transformation needs:

- **Financial Services**
- **Transportation & Logistics**
- **Automotive**
- **Energy & Utilities**
- **Life Sciences**
- **Public Services**

With a strong and growing international footprint, the Eraneos Group operates across multiple key markets – supported by 19 offices in 12 countries and a client base of more than 350 organizations – enabling close collaboration and a deep understanding of local dynamics. The key markets are largely reflected in the Subsidiaries and sites section (B1).

The Eraneos Group follows a technologyagnostic advisory approach, ensuring independent and unbiased guidance for clients. The organization has around 30-35 suppliers, ranging from software providers (Adobe, Miro, Hoxhunt) to license providers (Devoteam, Nextnovate) to full IT service providers (supplier relationships with Swisscom and Mioso; no critical business dependency identified).

Sustainability management at Eraneos

Throughout the 2025 reporting year, the Eraneos Group focused on further strengthening and professionalizing its sustainability management in response to the organization's continued growth. Since 2024, Eraneos has appointed a Group Head of Sustainability to streamline and drive the strategic development and implementation of sustainability measures Group-wide – in close alignment with the countries and legal entities. As a first step, the Group sharpened its strategic understanding of its material sustainability topics through a Double Materiality Analysis conducted in 2024 in line with CSRD-ESRS requirements.

A key priority in the reporting year 2025 was to create greater coherence across entities by promoting the standardization of sustainability certifications (such as EcoVadis, ISO 14001) and processes at Group level. This included preparing the activation and rollout of new Groupwide policies, which will be fully implemented in the coming year, and introducing a unified sustainability reporting tool to enable consistent data collection and improved transparency. To anchor these developments operationally, Eraneos assigned countryspecific owners for sustainability management and provided structured onboarding to ensure that local teams are equipped for their roles. Together, these efforts mark an important milestone toward a more integrated, aligned and forwardlooking sustainability management framework.

Building on these structural advancements, the Group also established a set of sustainability targets for its most important material topics that provide overarching direction for the transformation. At their core, these targets reflect Eraneos' ambition to significantly reduce its carbon footprint in line with sciencebased pathways, strengthen employee wellbeing and engagement, and uphold strong standards in data privacy and security. Taken together, they form a clear strategic framework that guides the organization's sustainability efforts across all entities and sets the foundation for the more detailed initiatives described in the following sections.

Furthermore, Eraneos has established clear and robust processes and responsibilities for its sustainability reporting, including data management.

V1 – Voluntary Disclosure: Double Materiality Analysis

Background and strategic relevance

In 2024, Eraneos carried out a Double Materiality Analysis in accordance with the European Sustainability Reporting Standards (ESRS). This process has enabled the company to identify and prioritize sustainability topics that are most relevant for Eraneos and its stakeholders. Double Materiality reflects two perspectives: first, how the company's operations affect society and the environment (impact materiality), and second, how sustainability-related topics influence Eraneos' business development, including associated financial risks and opportunities (financial materiality).

This assessment was originally carried out to prepare for CSRD mandatory reporting, as Eraneos fell within the directive's scope at the time. Following the 2025 Omnibus amendments, which raised the reporting thresholds, the company is no longer legally required to report according to the CSRD-ESRS or conduct a Double Materiality Analysis. Nevertheless, Eraneos has decided to continue using the approach and results of the Double Materiality Analysis to support strategic decision-making and to further strengthen its sustainability management and reporting. The results now guide the selection and prioritization of topics and data points reported under the VSME standard, ensuring the report is both relevant and complete.

Process

Eraneos applied a structured three-step approach, consistent with ESRS 1 and the EFRAG Implementation Guidance[3], to identify, assess, prioritize, and monitor both potential and actual impacts on people and the environment.

The process is outlined in the following:

Step 1: Understanding the context

A contextual review drawing on sector publications, media analyses, materiality references, and peer assessments was conducted to identify potentially relevant sustainability topics. This was complemented by stakeholder mapping to determine the most relevant internal and external stakeholders, selected based on their subject-matter knowledge and link to sustainability issues.

An overview can be found in the following table:

Key Stakeholders		Stakeholder Engagement in the Double Materiality Analysis		
Category	**Stakeholder**	**Stakeholder Involvement**	**Method of Engagement**	**Degree of Engagement**
Manage closely	Customers & End-consumers	Yes	Interview	Consult
	Investors/Managing Board/CEO	Yes	Exchange and workshop	Consult
	Suppliers	No		
	Agents/Distributors/ Consultants	No		
	Animals & Nature	Yes	Desk research	Observation
Keep informed	Employees	Yes	Survey	Consult
	Local communities	No		
Anticipate & meet needs	Government, Policy makers	No		
	Certification bodies	No		
	Civil Society/NGOs	No		
	Rating agencies/institutions	Yes	Desk research	Observation
	Industry Alliance	Yes	Desk research	Observation
	Media	No		
Exchange & compete	Competitors	Yes	Desk research	Observation

Table 1: Key Stakeholder Groups of Eraneos

[3] Both ESRS 1 and the EFRAG Implementation Guidance are referenced in their 2023 versions

Step 2: Identification of impacts, risks, and opportunities

A consolidated list of sustainability topics was developed in line with ESRS 1 Appendix A AR 16, supplemented by two entity-specific disclosures reflecting Eraneos' strategic direction and its aim to create measurable value for its stakeholders. For each topic, actual and potential impacts on people and the environment were assessed across the value chain, classified by segment, impact type, and time horizon, and validated through stakeholder and expert engagement. Risks and opportunities were then identified by examining how impacts and dependencies – including on natural systems or social infrastructure – may translate into financial implications.

Step 3: Assessment of impacts, risks, and opportunities

All identified impacts, risks, and opportunities were rated by internal stakeholders on a four-point scale: impacts against criteria of scale, scope, likelihood, and possibility of remediation; risks and opportunities against likelihood and magnitude across short (reporting year), medium (1–5 years), and long-term (5+ years) horizons. A materiality threshold of 2.5 was applied – any topic exceeding this threshold was classified as material without offsetting against other topics. Results were validated by subject-matter experts as well as plausibility checks that incorporated feedback from external stakeholders as well as insights from sector publications, media reviews, benchmarks, and peer analyses. Borderline topics were subject to additional internal review. Final outcomes were compiled in a materiality matrix to support transparent disclosure and ongoing monitoring.

Results

The matrix below summarizes the Double Materiality Analysis of the subtopics identified. Subtopics that reached a score above 2.5 in either impact materiality or financial materiality are classified as material for Eraneos. Hence all quadrants but the lower left quadrant are considered material.

Legend:
- Environmental topic
- Social topic
- Governance topic
- Entity-specific disclosure
- Material topic
- Topic not material

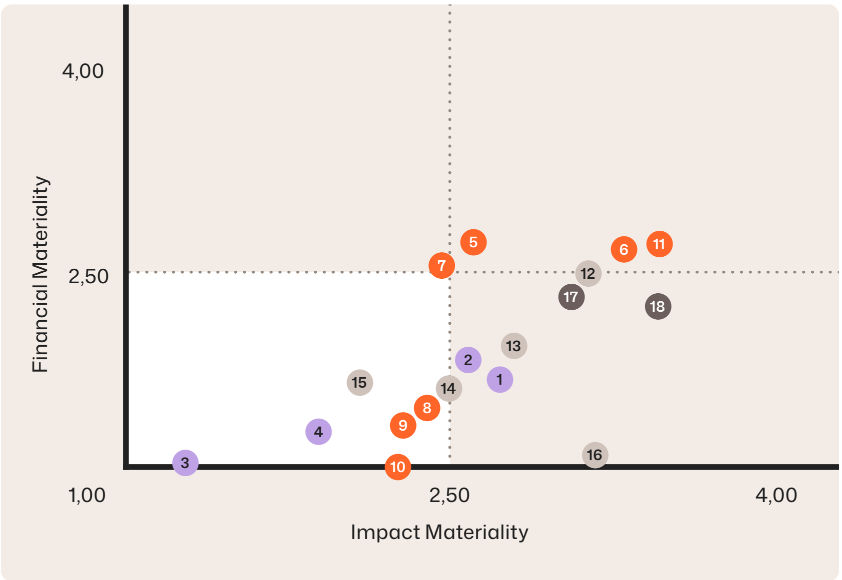


Figure 1: Double Materiality Matrix with results from the Double Materiality Analysis 2024

#	Topic
1	**E1 – Climate protection**
2	**E1 – Energy**
3	E3 – Water
4	E5 – Waste
5	**S1 – Labour practices (own business activities)**
6	**S1 – Equal treatment and equal opportunities for all (own business activities)**
7	**S1 – Data protection (own business activities)**
8	S2 – Working conditions (value chain)
9	S2 – Equal treatment and equal opportunities for all (value chain)
10	S2 – Data protection (value chain)
11	**S4 – Data protection (consumers and end-users)**
12	**G1 – Corporate culture**
13	**G1 – Protection of whistleblowers**
14	G1 – Political engagement
15	G1 – Management of suppliers
16	**G1 – Corruption and bribery**
17	**Data security**
18	**Responsible technology & innovation**

Table 2: Overview of sustainability topics, incl. results from the Double Materiality Analysis 2024

Material topics

11 topics were identified as material topics in the Double Materiality Analysis. For each topic, the following section will provide a brief description, together with an explanation of its materiality from an impact perspective and, where relevant, from a risk or opportunity perspective. This approach ensures that Eraneos' sustainability initiatives are directed towards the issues most relevant to its business, stakeholders, and long-term value creation.

Environmental topics

Climate change mitigation refers to efforts aimed at reducing or preventing the long-term effects of climate change, primarily through the reduction of greenhouse gas emissions. This topic is material for Eraneos due to its contribution to emissions through business activities and its potential to support emission reductions.

Energy management is central to addressing greenhouse gas emissions and climate-related challenges. The topic is material for Eraneos as the company's energy consumption in its operations contributes to greenhouse gas emissions and climate-related impacts.

Social topics

Working conditions for employees encompass secure employment, fair wages, reasonable working hours, social dialogue, freedom of association, collective bargaining, work-life balance, and health and safety. These topics are material for Eraneos because providing stable jobs, fair pay, and a safe and inclusive environment are considered to have a positive impact by enhancing employee satisfaction, productivity, and loyalty – contributing to better company performance and long-term sustainability.

Equal treatment and opportunities for employees covers gender equality, equal pay, training and skills development, inclusion of people with disabilities, measures against workplace violence and harassment, and diversity. This topic is material for Eraneos because promoting equality and diversity has a positive impact by fostering a fair, innovative, and inclusive workplace. These efforts lead to higher morale and productivity, help attract and retain talent, and ensure compliance with social expectations.

Data protection for employees focuses on protecting personal information and respecting individual autonomy within the workplace. This topic is material for Eraneos, as robust privacy measures help foster trust, support a positive working environment, and contribute to employee satisfaction and loyalty.

Data protection for clients ("consumers and end-users") centers on ensuring that all personal and sensitive information shared by clients is handled appropriately and only used for its intended purpose. For Eraneos, maintaining high privacy standards is essential to building client trust, meeting legal requirements, and sustaining long-term business relationships.

Governance topics

Corporate culture encompasses the shared values, beliefs, and behaviors at Eraneos. This topic is material because a positive corporate culture – emphasizing integrity, inclusivity, and innovation – has a positive impact by driving employee engagement, teamwork, and innovation, ultimately improving business performance and customer satisfaction. Conversely, an adverse or negative corporate culture can lead to disengagement, reduced collaboration, and ethical lapses, which may harm employee morale, company performance, and reputation.

Protection of whistle-blowers ensures employees and other stakeholders can report unethical or illegal activities without fear of retaliation. This topic is material for Eraneos because strong protections have a positive impact by fostering transparency, accountability, and an ethical workplace culture, thereby enhancing trust and integrity throughout the organization and with stakeholders.

Corruption and bribery prevention includes measures and training to detect and prevent unethical conduct. This topic is material for Eraneos because robust anti-corruption practices have a positive impact by fostering an ethical business environment, enhancing reputation, and ensuring compliance with laws and stakeholder expectations.

Entity-specific disclosures

Data Security and **Responsible Technology & Innovation** refer to the technical and organizational safeguards implemented to protect all types of data – personal or otherwise – from unauthorized access, loss, or breaches, as well as to Eraneos' mechanisms and regulations regarding the responsible handling of technological developments that can affect the perceived and actual data security of clients. Beyond data protection, this further includes Eraneos' dedication to supporting clients on their sustainability journeys through its digital services. As a digital consultancy, these topics are material for Eraneos' business model – affecting both the Group's internal operations and the digital transformation projects delivered for clients – where they can create significant business value but equally pose material risks if not managed effectively.

B2 – Overview of practices, policies and future initiatives for transitioning towards a more sustainable economy

To ensure transparency and provide a structured overview of our sustainability efforts, the following tables outline the topics that are currently relevant for the Eraneos Group as a whole, followed by country-specific views for Switzerland, Germany, the Netherlands and Spain. A "yes" indicates that the organization or local entity recognizes the importance of the respective sustainability issue and is taking action through existing practices, policies or forward-looking initiatives. Further details on these measures, including their scope and associated targets, are presented in the following sections.

		Climate change	Pollution	Water and marine resources	Biodiversity and ecosystems	Circular economy	Own workforce	Workers in the value chain	Affected communities	Consumers and end-users	Business conduct	Data Security and Responsible Technology & Innovation
Eraneos Group	**Sustainability practices/policies/strategies**	Yes	No	No	No	Yes	Yes	Yes	No	Yes	Yes	Yes
	Publicly availability	No	No	No	No	No	No	No	No	No	No	No
	Sustainability targets	Yes	No	No	No	No	Yes	No	No	Yes	No	Yes
Switzerland	**Sustainability practices/policies/strategies**	Yes	No	No	No	Yes	Yes	Yes	No	Yes	Yes	Yes
	Publicly availability	No	No	No	No	No	No	No	No	No	No	No
	Sustainability targets	Yes	No	No	No	Yes	Yes	Yes	No	Yes	Yes	Yes
Germany	**Sustainability practices/policies/strategies**	Yes	No	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes
	Publicly availability	No	No	No	No	No	No	No	No	No	No	No
	Sustainability targets	Yes	No	No	No	No	Yes	Yes	No	Yes	No	Yes
Netherlands	**Sustainability practices/policies/strategies**	No	No	No	No	No	Yes	No	No	Yes	Yes	Yes
	Publicly availability	No	No	No	No	No	No	No	No	Yes	Yes	No
	Sustainability targets	No	No	No	No	No	Yes	No	No	No	No	No
Spain	**Sustainability practices/policies/strategies**	No	No	No	No	No	Yes	No	No	Yes	Yes	Yes
	Publicly availability	No	No	No	No	No	No	No	No	No	No	No
	Sustainability targets	No	No	No	No	No	Yes	No	No	No	No	No

C2 – Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

Climate change

The Eraneos Group is committed to reducing emissions across its operations and supporting clients in their decarbonization efforts.

At Group level, the Environmental Policy sets out three core commitments that apply across all entities: minimizing energy consumption and CO_2 emissions at company premises, reducing the environmental impact of mobility, and helping clients reduce their carbon footprint through advisory services. In Switzerland, the local Environmental Policy reinforces these priorities with an explicit focus on energy efficiency, sustainable mobility and client-facing climate services.

The Group has set science-aligned climate targets: net-zero emissions by 2050 (defined as a 90 % reduction compared to the 2024 baseline), a 42 % reduction in Scope 1 and 2 emissions by 2030 in line with the SBTi 1.5 °C pathway, and a 25 % reduction in Scope 3 emissions by 2030. Switzerland has set additional local targets to minimize energy consumption and mobility-related emissions. Germany has committed to reducing its CO_2 footprint by 10 %.

To achieve the GHG reduction targets, the Eraneos Group is implementing a set of measures at Group level. First, the company fleet is being transitioned to electric vehicles, eliminating fossil fuel use and reducing direct emissions. Furthermore, Eraneos is switching to 100 % renewable electricity and reducing overall energy consumption for all company locations by 2030. Finally, travel and commuting emissions are being reduced by 25 % per employee by 2030 through promoting sustainable travel, prioritizing lower-emission transport alternatives, and encouraging remote collaboration.

In addition, individual country entities are implementing targeted actions. In Switzerland, a strong public transport culture is supported through direct-payment solutions and railway travel cards for frequent travelers, proximity of offices to transport hubs, the Bike-to-Work program and virtualized international collaboration. The Zurich headquarters is Minergie[4]-certified with a photovoltaic system and LED lighting. Annual carbon accounting is conducted, and emissions are partially compensated via carbon-connect AG. In the Netherlands, an Energy Management Plan aligned with the CO_2 Performance Ladder (level 3) and ISO 50001 covers the Amsterdam and Groningen offices as well as the vehicle fleet.

Pollution

The topic “Pollution” was assessed as not material for the Eraneos Group in the Double Materiality Analysis conducted in line with CSRD–ESRS requirements. As a consulting firm, Eraneos has no production facilities, manufacturing processes or activities that generate relevant emissions or pollutants. In line with the “if applicable” principle of the VSME, no further disclosure has been provided.

Water and marine resources

The topic “Water” was assessed as not material for the Eraneos Group in the Double Materiality Analysis conducted in line with CSRD–ESRS requirements. As a consulting firm operating exclusively from office locations, Eraneos does not engage in water-intensive processes or activities that significantly affect water resources. Water use is limited to standard office consumption such as sanitary facilities and kitchen areas. In line with the “if applicable” principle of the VSME, no further disclosure has been provided.

Biodiversity and ecosystems

The topic “Biodiversity and ecosystems” was assessed as not material for the Eraneos Group in the Double Materiality Analysis conducted in line with CSRD–ESRS requirements. As a consulting firm with no land-intensive operations, production sites or activities that directly impact natural habitats, Eraneos does not exert material influence on biodiversity. In line with the “if applicable” principle of the VSME, no further disclosure has been provided.

[4] Minergie is a Swiss quality standard for energy-efficient buildings.

Circular economy

The topic “Resources and circular economy” was assessed as not material for the Eraneos Group in the Double Materiality Analysis conducted in line with CSRD–ESRS requirements. As a service-based organization with limited material resource use, circularity is not a core component of the business model. Nevertheless, Eraneos has established basic measures to promote responsible resource use.

At Group level, the Environmental Policy includes a commitment to efficient resource use, minimizing waste and promoting recycling principles. This commitment applies to all entities.

Several actions are in place at entity level. In Switzerland, offices operate nearly paperless, printers default to double-sided black-and-white printing, and waste is separated paper and cardboard are collected separately, while PET, glass and other materials are picked up by WeRecycle. In Germany, paper is separated and plastic bottles have been eliminated and replaced with water dispensers.

Own workforce

The Eraneos Group places its people at the center of its business. As a knowledge-driven consulting firm, the organization is committed to creating a fair, safe and inclusive workplace where employees can thrive.

At Group level, the Code of Conduct sets out core commitments, including the prohibition of forced and child labor, fair wages and working hours, freedom of association, occupational health and safety, and the prevention of discrimination and harassment. The Group-wide Diversity and Inclusion Policy further embed equity and belonging as strategic priorities across all entities. In Switzerland, a local Code of Conduct reinforces fair working conditions and zero tolerance for discrimination. Eraneos Netherlands has implemented a comprehensive Workplace Handbook and Code of Conduct addressing respectful behavior, mental health and safe working environments. Eraneos Spain has policies in place addressing diversity, occupational hazards and gender-based abuse. Germany focuses on equal treatment, privacy and data protection. Policies, targets and actions relating to the protection of employee data are further described in the **Data Security and Responsible Technology & Innovation section** of this report.

The Group targets an Employee Net Promoter Score (eNPS) of +25 by 2025, reflecting its commitment to employee engagement and wellbeing.

Across entities, a wide range of actions support these commitments. In Switzerland, initiatives include a Gender Diversity Mentoring Program, the Queeraneos LGBTQ+ network, gender-neutral communication guidelines, an externally audited pay equity analysis, mental health support through a Peer Network and emergency hotline, ergonomic offices, and an extensive training catalog with up to CHF 15,000 funding for further education. In the Netherlands, measures include ergonomic workspaces, vitality days, group health insurance, a Prevention Officer, access to psychologists via Openup, and periodic health examinations. Germany promotes equal treatment and data protection. In Spain, we have a created a ‘Plan de Igualdad’ which aims to ensure equality in all aspects for employees, no matter their background. We also have an anonymized channel to denounce unequeal treatment, racist treatment, or any sort of attitudes or activities that denigrate people working at Eraneos.

Workers in the value chain

The topic “Workers in the value chain” was assessed as not material for the Eraneos Group in the Double Materiality Analysis conducted in line with CSRD–ESRS requirements. As a consulting firm with a limited and predominantly service-based supply chain, Eraneos does not rely on labor-intensive suppliers or complex production networks. Nevertheless, the Group has established policies to ensure responsible practices across its value chain.

At Group level, the Supplier Code of Conduct sets clear expectations for all suppliers, requiring compliance with applicable laws and internationally recognized sustainability standards. Key requirements include respect for human rights, prohibition of child labor, non-discrimination, fair wages and working hours, health and safety standards, and freedom of association. Suppliers are also expected to adhere to environmental best practices, including the use of sustainable materials and emissions reduction. The Group-wide Environmental Policy reinforces supplier responsibility, and the Diversity and Inclusion Policy extends expectations of equity and inclusion to suppliers, partners and stakeholders. In Switzerland, a local Supplier Code of Conduct mirrors these commitments in detail. In Germany, a Supplier Policy ensures adherence to company values and policies.

Affected communities

The topic “Affected communities” was assessed as not material for the Eraneos Group in the Double Materiality Analysis conducted in line with CSRD–ESRS requirements. As a consulting firm with office-based operations and no significant physical footprint in local communities, Eraneos does not exert material influence on community livelihoods, land use or local infrastructure. Accordingly, no policies, targets or actions have been established for this topic. In line with the “if applicable” principle of the VSME Standard, no further disclosure has been provided.

Consumers and end-users

Eraneos recognizes its responsibility to handle all client data with the utmost care, ensuring that personal and sensitive information is used only for its intended purpose and managed in line with applicable data protection laws. The policies, targets and actions established to this end – covering both employee and client data – are described in the **Data Security and Responsible Technology & Innovation section** of this report.

Business conduct

The Eraneos Group is committed to the highest standards of ethical behavior, transparency and integrity in all business activities.

At Group level, the Code of Conduct requires all employees and business partners to comply with applicable laws governing anti-corruption, competition, labor and human rights, data protection, environmental protection and whistleblower protection. The Group's approach is guided by internationally recognized principles including the UN Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. Eraneos maintains a zero-tolerance policy on bribery and corruption, upholds fair competition, and requires disclosure of conflicts of interest. Employees are encouraged to report misconduct through confidential channels without fear of retaliation. The Supplier Code of Conduct extends these expectations to suppliers. In Switzerland, a local Code of Conduct and a dedicated Whistleblower Policy are in place. In the Netherlands, the Whistleblower Protection Act is implemented with internal and external confidential advisors. In Germany, a Data Protection Policy applies. Spain operates under a Code of Ethics and Conduct.

In Germany, company values have been defined and further developed. In the Netherlands, an anonymous reporting tool (Whistlelink) and an external complaints committee have been implemented to ensure transparent handling of reports.

Data Security and Responsible Technology & Innovation (Entity-specific disclosure)

As a digital consultancy, the Eraneos Group has a particular responsibility to implement robust technical and organizational safeguards – not only to protect its own operations, but also to ensure the integrity and security of the digital solutions it delivers for clients. Beyond protecting data, Eraneos recognizes its responsibility to support clients on their sustainability journeys through the services it provides, aiming to increase its organizational 'handprint'.

At Group level, the Code of Conduct requires all employees to safeguard confidential business information and comply with data protection laws such as GDPR. Sensitive data must only be accessed by authorized personnel and handled with the highest level of security, both during and after employment. In Switzerland, the local Code of Conduct and a dedicated Data Security Policy aligned with ISO 27001 and NIST SP 800-53 establish the framework for confidentiality, integrity and availability of data. In Germany, a Data Protection and Confidentiality Policy sets out detailed obligations for handling personal data and confidential information in accordance with GDPR and the German Federal Data Protection Act. In the Netherlands, an IT and Security Policy applies to company-provided devices and personal devices (BYOD). In Spain, a Cyber Security Policy prioritizes the protection of information as a strategic asset and integrates security into training and development.

Reflecting its dedication to Responsible Technology & Innovation, the Group's Environmental Policy includes a commitment to helping customers reduce their CO_2 emissions through Eraneos' services. This involves integrating sustainability into consulting and digital transformation offerings, developing innovative solutions that contribute to a more sustainable economy, and collaborating actively with stakeholders to drive sustainable business practices across industries. These commitments apply across all entities.

The Group targets adherence to leading data privacy and security standards, with all employees required to complete annual privacy and data security training by 2026. In Switzerland, concrete targets are set and monitored as part of the Information Security Management System (ISMS), including ISO 27001 compliance, regular risk assessments, audits and awareness training. In Germany, targets include zero major data breaches, regular security awareness training and 100 % compliance with internal and external security requirements.

The organizations in Switzerland, Germany, Spain and the Netherlands are ISO 27001:2022 certified, including risk assessments, technical controls, employee training and incident response. In Switzerland, a Security Board oversees implementation of the information security strategy, supported by a Chief Information Security Officer (CISO), Data Protection Officer and Head of IT Security. Employees receive mandatory awareness training, campaigns and continuous education through the Secure Eraneos program.

The group-wide responsibility for all sustainability topics lies with the CFO.

Environment

The environmental footprint of the Eraneos Group is shaped primarily by its officebased and servicedriven business model. While the organization's direct ecological impacts are comparatively limited, Eraneos recognizes the importance of managing its energy use, greenhouse gas emissions and resource consumption responsibly. This chapter provides an overview of our key environmental metrics and emission reduction targets, as well as an assessment of climate-related risks. It also outlines why certain environmental topics are not material to our operations based on the Double Materiality Analysis conducted in line with CSRD–ESRS requirements.

B3 – Energy and greenhouse gas emissions

Energy consumption

	Renewable (MWh)	Non-renewable (MWh)	Total (MWh)
Electricity (as reflected in utility billings)	471	996	1,467
Fuels	0	1,297	1,297
Total	471	2,293	2,764

Energy consumption

Greenhouse gas emissions

	GHG Emissions (t CO2e)
Scope 1	238
Scope 2 - location-based	396
Scope 2 - market-based	181
Total – market-based	419

Scope 1 and 2 Emissions

	GHG Emissions (t CO2e)
Total Scope 3	6,006
3.1 Purchased goods and services	2,639
3.2 Capital goods	–[5]
3.3 Fuel- and energy-related activities	137
3.4 Upstream transportation and distribution	Not applicable
3.5 Waste generated in operations	9
3.6 Business travel	2,516
3.7 Employee commuting	706
3.8 Upstream leased assets	–[5]
3.9 Transportation and distribution of sold products	Not applicable
3.10 Processing of sold products	Not applicable
3.11 Use of sold products	Not applicable
3.12 End-of-life treatment of sold products	Not applicable
3.13 Downstream leased assets	Not applicable
3.14 Franchises	Not applicable
3.15 Investments	–[5]

Scope 3 Emissions

	GHG Emissions (t CO2e)
Total – market-based	6,425

Total Greenhouse Gas Emissions (Scope 1, 2, and 3)

Greenhouse gas intensity[6]

	GHG Intensity (t CO2e / Turnover)
Scope 1	238 t / 264.2 MEUR ≈ 0.9 t per MEUR
Scope 2 - location-based	396 t / 264.2 MEUR ≈ 1.5 t per MEUR
Scope 2 - market-based	181 t / 264.2 MEUR ≈ 0.7 t per MEUR
Total – market-based	419 t / 264.2 MEUR ≈ 1.6 t per MEUR

Scope 1 and 2 Greenhouse Gas Intensity

	GHG Intensity (t CO2e / Turnover)
Total Scope 3	6,006 t / 264.2 MEUR ≈ 22.7 t per MEUR

Scope 3 Greenhouse Gas Intensity

	GHG Intensity (t CO2e / Turnover)
Total – market-based	6,425 t / 264.2 MEUR ≈ 24.3 t per MEUR

Total Greenhouse Gas Intensity (Scope 1, 2, and 3)

[5] Not included in this report due to limited data availability
[6] Turnover calculated based on exchange rate from 21/04/2026: 1 CHF= 1.09 EUR

C3 – GHG reduction targets and climate transition

The Eraneos Group has set measurable targets in line with the Science Based Targets initiative (SBTi) to significantly reduce our greenhouse gas emissions:

	Base year	Base year value	Target year	Target year value	Unit	Share that the target concerns
Scope 1	2024	347.85	2030	Reduction by 42 %[7]	t CO_2	100%
Scope 2	2024	244.65	2030	Reduction by 42 %[7]	t CO_2	100%
Scope 3	2024	3,804.08	2030	Reduction by 25 %[8]	t CO_2	100%
All Scopes	2024	4,396.58	2030	Net-zero[9]	t CO_2	100%

GHG reduction targets

Actions to achieve GHG reduction targets

The measures taken to achieve the GHG reduction targets are described in detail in Section C2 of this report.

Climate Transition Plan

The data point “Climate Transition Plan” is not applicable to the Eraneos Group, as the organization is not active in high-impact sectors as those listed in NACE Sections A to H and Section L, as defined in Annex I to Regulation (EC) No 1893/2006 (Footnote 6). Eraneos therefore does not require a formal transition plan under the relevant standards. However, the actions described in Section C2 of this report give an indication of how Eraneos aims to achieve its GHG reduction targets.

C4 – Climate risks

In the Double Materiality Analysis conducted in 2024 in accordance with CSRD–ESRS requirements, the Eraneos Group did not identify any material climaterelated hazards. As a consulting firm with officebased operations in larger cities and no production sites or landintensive activities, Eraneos is not exposed to physical climate impacts to an extent that would create material risk. Climaterelated hazards such as flooding, storms, or heat stress were therefore assessed as lowexposure and nonmaterial across all entities.

Climaterelated transition events were reviewed as part of the assessment but also classified as nonmaterial. Stakeholders considered potential transitionrelated impacts – such as compliance costs (e.g. CSRD, EU Taxonomy), limited access to capital, changes in customer expectations, reputational effects, increased energy demand, or carbonpricedriven cost increases. Although relevant in principle, these factors were consistently assessed as not material for Eraneos given the company’s servicebased value chain and limited operational footprint.

The assessment covered shortterm (current reporting period), mediumterm (1–5 years) and longterm (beyond 5 years) time horizons. Across all three, none of the identified transition events reached the threshold of materiality.

Accordingly, no additional climate adaptation measures were introduced during the reporting period. Basic measures to maintain operational resilience – such as air conditioning and shading in offices – are in place, and no further interventions were deemed necessary based on the assessed low exposure. The Zurich headquarters is Minergie-certified ensuring the building can maintain a stable, comfortable indoor environment despite increasingly extreme weather patterns. With regards to transition related aspects, Eraneos has set ambitious climate targets and defined actions to reduce greenhouse gas emissions. These efforts reflect the Group’s proactive approach to climate responsibility rather than a response to material financial risks. The related actions and pathways are described in more detail in Section C2 of this report.

[7] In line with the Science Based Targets initiative (SBTi) supporting the 1.5 °C pathway of the Paris Agreement.
[8] In line with the Science Based Targets initiative (SBTi) supporting a well-below 2°C pathway of the Paris Agreement.
[9] Equals -90% emissions

B4 – Pollution of air, water and soil

The topic "Pollution of air, water and soil" was assessed as not material for the Eraneos Group in the Double Materiality Analysis conducted in line with CSRD-ESRS requirements. As a consulting firm, Eraneos has no production activities or processes that produce relevant pollutants. Therefore, in line with the Double Materiality Analysis and the "if applicable" principle of the VSME Standard, no further disclosure on this topic has been provided.

B5 – Biodiversity

The topic "Biodiversity" was assessed as not material for the Eraneos Group in the Double Materiality Analysis conducted in line with CSRD-ESRS requirements. As a consulting firm with no landintensive operations or activities that directly impact natural habitats, Eraneos does not exert material influence on biodiversity. Therefore, in line with the Double Materiality Analysis and the "if applicable" principle of the VSME Standard, no further disclosure on this topic has been provided.

B6 – Water

The topic "Water" was assessed as not material for the Eraneos Group in the Double Materiality Analysis conducted in line with CSRD-ESRS requirements. As a consulting firm operating exclusively from office locations, Eraneos does not engage in waterintensive processes, production activities or operations that significantly affect water resources. Water use is limited to standard office consumption such as sanitary facilities and kitchen areas, resulting in minimal environmental impact. Therefore, in line with the Double Materiality Analysis and the "if applicable" principle of the VSME Standard, no further disclosure on this topic has been provided. The mandatory disclosure on water withdrawal and consumption is presented in the table below.

	Water withdrawal (m^3)	Water consumption (m^3 (if applicable))
All sites	3063	n/a
Sites in areas with water stress[10]	446	n/a

Water withdrawal and consumption

B7 – Resource use, circular economy and waste management

The topic "Resource use, circular economy and waste management" was assessed as not material for the Eraneos Group in the Double Materiality Analysis conducted in line with CSRD-ESRS requirements. As a servicebased organization with limited material resource use and no manufacturing or production activities, Eraneos does not generate significant waste streams or rely on resource intensive processes.

At this stage, the Group does not apply formal circular economy principles within its operations, as circularity is not currently a core component of our management approach. Nevertheless, Eraneos continues to monitor emerging expectations and best practices in this area and will assess relevance as our sustainability strategy evolves. The mandatory disclosure on waste management is presented in the table below.

Waste management

	Total waste generated (kg), of which:	Waste diverted to recycle or reuse	Waste diverted to disposal
Non-hazardous waste	22,250	n/a	n/a
Hazardous waste	0	0	0

Waste amounts

Mass-flow of relevant materials

The data point "Massflow of relevant materials" is not applicable to the Eraneos Group, as the organization operates in the consulting sector and does not use significant material flows such as those found in manufacturing, construction or packaging industries.

[10] Eraneos currently has three offices located in areas with water stress according to the Aqueduct Water Risk Atlas: Madrid, Groningen and Delaware

Social

The social dimension of the Eraneos Group reflects the organization's identity as a peoplecentered, knowledgedriven business. Our employees are the foundation of our value creation. We place strong emphasis on fair working conditions, employee wellbeing, continuous development and a safe and respectful workplace. This chapter provides an overview of our key workforce metrics, including employment structures, diversity, health and safety, remuneration and training. It also outlines the policies and processes we have put in place to safeguard human rights, promote ethical behavior and ensure that employees can raise concerns safely and confidentially. Together, these elements form the core of our social sustainability approach and reflect our commitment to responsible and transparent people management.

B8 – Workforce[11] – General characteristics

Type of Contract	Number of employees (headcount or full-time equivalents)
Temporary contract	64
Permanent contract	1,137
Total employees	1,201

Employees by type of employment contract

Gender	Number of employees (headcount or full-time equivalents)
Male	881
Female	320
Other	0
Not reported	0
Total employees	1,201

Employees by gender

Country (of employment contract)	Number of employees (headcount or full-time equivalents)
Switzerland	406
Germany	384
Netherlands	201
Denmark	83
Sweden	64
Spain	55
United Kingdom	8
Total employees	1,201

Employees by country

[11] Workforce figures include employees based in Denmark, Sweden, and the United Kingdom. These entities are not covered elsewhere in this report.

C5 – Additional (general) workforce characteristics

Gender ratio at management level

Name of body	Gender diversity ratio
C-suite[12]	20 %

Gender ratio at management level

Self-employed and temporary workers

Not included in this report due to limited data availability.

B9 – Workforce – Health and safety

	Disclosure
Number of recordable work-related accidents	0
Rate of recordable work-related accidents	0
Number of fatalities as a result of work-related injuries and work-related ill health	0

Metrics on Workforce Health and Safety

B10 – Workforce – Remuneration, collective bargaining and training

Minimum Wage

All employees are paid above the minimum wage in the respective country.

Pay gap between female and male employees

	Average hour wage
Female	€ 50,44
Male	€ 64,69

Gender ratio at management level

The unadjusted gender pay gap at the Eraneos Group stands at 22 %.

Percentage of employees covered by collective bargaining agreements

Not included in this report due to limited data availability.

Training

The total number of employees having completed at least one training is 928, representing 77 % of all permanent employees. Data on average annual training hours per employee is not currently available; Eraneos aims to include this metric in future sustainability reporting.

[12] CEO and any senior executives reporting directly to the CEO

C6 – Additional own workforce information – Human rights policies and processes

Code of Conduct or Human Rights Policy

The Eraneos Group has established a Code of Conduct for its own workforce.

	Covered
Child labor	Yes
Forced labor	Yes
Human trafficking	Yes
Discrimination	Yes
Accident prevention	Yes
Other	See below

Contents of the code of conduct / human rights policy

Other contents of the code of conduct/ human rights policy

The Eraneos Group Code of Conduct sets out the ethical principles and behavioral standards that guide all employees and business partners across the organization. It covers compliance with applicable laws and regulations, human rights and fair working conditions – including the prohibition of child labor, forced labor and discrimination – as well as anti-corruption and business ethics, the avoidance of conflicts of interest, confidentiality and data protection, and environmental responsibility. The Code also establishes clear procedures for whistleblowing and reporting violations, ensuring that concerns can be raised confidentially and without fear of retaliation. It is aligned with internationally recognized frameworks such as the UN Global Compact, the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

Complaints-handling mechanism

Eraneos has established a transparent and accessible complaints-handling mechanism to ensure that employees can raise concerns safely and confidentially. In line with the Group Code of Conduct, employees are encouraged to report any suspected misconduct, including breaches of ethical standards, discrimination, human rights infringements, conflicts of interest or misuse of company assets. Concerns can first be directed to the respective line manager and, if needed, escalated to the local Human Resources department. Reports may also be submitted anonymously or in a confidential manner where legally permitted. All complaints are handled promptly and with strict confidentiality, and Eraneos strictly prohibits any form of retaliation against individuals who raise concerns in good faith. This mechanism ensures that issues are addressed consistently, reinforces accountability across the organization, and supports a culture of integrity and trust.

C7 – Severe negative human rights incidents

	Child labor	Forced labor	Human trafficking	Discrimination
Switzerland	No	No	No	No
Germany	No	No	No	No
Netherlands	No	No	No	No
Spain	No	No	No	No

Incidents in own workforce

Actions to address the incidents

During the reporting period, no confirmed incidents relating to child labor, forced labor, human trafficking or discrimination were recorded within the Eraneos Group. Accordingly, no remedial or corrective actions were required. The Group remains committed to upholding human rights standards and will take immediate action should any such incidents arise in the future.

Incidents involving workers in the value chain, affected communities, consumers and end-users

No incidents involving workers in the value chain, affected communities, consumers or endusers were reported.

Governance

Good governance is an essential part of the Eraneos Group's commitment to responsible business conduct. As a consulting organization that supports clients in their strategic and transformative decisions, we place particular emphasis on ethical behavior, transparency and compliance.
This chapter provides an overview of our key governance indicators, including our performance on anticorruption and bribery, revenues from sensitive or excluded sectors, and the gender diversity of our governance bodies.
These disclosures reflect our commitment to maintaining robust governance structures and ensuring accountability across the organization.

B11 – Convictions and fines for corruption and bribery

No convictions or fines for corruption and bribery were reported.

C8 – Revenues from certain sectors and exclusion from EU reference benchmarks

Sector	Revenue
Controversial weapons	0
Cultivation and production of tobacco	0
Fossil fuel (coal, oil and gas) sector	0
Chemicals production	0

Revenues derived from controversial weapons, tobacco, fossil fuels, chemicals used for agriculture/ pesticides

C9 – Gender diversity ratio in the governance body

Name of body	Gender diversity ratio
Board	25 %

Gender diversity ratio in the governance body

Contact

For inquiries regarding this report,
please contact Eraneos directly at
info@eraneos.com

Eraneos Group AG
Andreasstrasse 11
CH-8050 Zurich
Switzerland
P +41 58 411 95 00