otto group

ESG

Fact Sheet

May 2026

Otto Group ESG Fact Sheet

Status: May 2026

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. The Group is convinced that a holistic understanding of responsibility will strengthen economic success in the long term. For this reason, an entrepreneurial mindset in which social, ecological and economic aspects are viewed as equals is enshrined within the strategy at all levels of the Otto Group. The Group Executive Board bears overall responsibility for the Otto Group's Sustainability Strategy.

The Otto Group seeks to achieve a significant reduction in its own environmental impact in order to act within planetary boundaries. The company reduces its own GHG emissions at all stages of the value chain (upstream, downstream and in its own operations) in line with the 1.5-degree climate target of the Paris Agreement, minimizes its own resource consumption and protects biodiversity. Accordingly, the Otto Group has formulated its near-term science-based target (near-term SBT) and is pursuing a path to reduce GHG emissions by the end of the 2031/32 financial year.

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 the 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 or our Sustainability Strategy since the financial year 2025/26, which is defined in detail in the Appendix. The obligation to release full reporting according to the Corporate Sustainability Reporting Directive (CSRD) will not apply to the Otto Group until the 2027/28 financial year.

Overview of essential Reports and Policies

Policies

- Human Rights Declaration of the Otto Group
- Human Rights Declarations of the Group companies (German only) BAUR, Bonprix, Hermes Fulfilment, Hermes Germany, OTTO, Witt-Group
- Business Partner Declaration on Sustainability
- Code of Conduct of amfori BSCI for merchandise
- Incident Reporting System SpeakUp
- Locations of facilities
- Code of Conduct for Services and Non-Merchandise Goods

Reports

- Annual Reports
- Sustainability-Linked Financing Framework 2024:
  - Sustainability-Linked Financing Framework of the Otto Group 2024
  - Second Party Opinion by Moody's Ratings 2024
- Sustainable Finance Framework 2019:
  - 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

Voluntary Commitment

- Responsible Purchasing Declaration

Memberships and Alliances

- Overview of memberships and alliances

Environmental Key Performance Indicators (1/4)

Near-term science based target

	Externally verified[1]	Base year 2021/22[2]	Fiscal year 2024/25		Fiscal year 2025/26		Target value
		Absolute emissions in tCO_2e	Absolute emissions in tCO_2e	Percentage change compared to the base year	Absolute emissions in tCO_2e	Percentage change compared to the base year	
Sub-target 1: Absolute scope 1 and 2 GHG emission[3] reduction by 42% by the end of FY 2030/31 compared to FY 2021/22	yes	230,438	102,306	– 57%	93,667	– 59%	– 42% (until the end of FY 2030/31)
Sub-target 3: Absolute reduction in scope 3 GHG emissions[4] by 42% by the end of FY 2031/32 compared to FY 2021/22	yes	7,079,216	6,004,778	– 16%	5,991,319	– 15%	– 42% (until the end of FY 2031/32)
			Percentage of marketplace and third-party brand partners with their own SBT		Percentage of third-party brand partners with their own SBT[5]	Percentage of marketplace partners with their own SBT	
Sub-target 2 (Supplier Engagement): At least 75% of third-party brands based on purchasing volume and at least 20% of marketplace partners based on Gross Merchandise Value (GMV) have set an own SBT, that was validated by the SBTi, by the end of the 2027/28 financial year.	yes		28%		47%	8%	75% of third party brands and at least 20% of marketplace partners (by the end of FY 2027/28)

1 Audit by KPMG in accordance with „Limited Assurance" standard as per ISAE 3000.
2 In the financial year 2025/26, the Otto Group recalculated its greenhouse gas (GHG) emissions for the base year 2021/22 to ensure comparability between the base year and the reporting year. These adjustments mean that the figures presented in this report differ slightly from those of the previous year and are therefore only comparable to a limited extent.
3 Considering the Operational Control approach. Scope 2 greenhouse gas emissions applying the Market-Based approach.
4 Considering the Operational Control approach. The following Scope 3 categories have been identified as significant and are therefore integrated into sub-target 3 and the calculated emissions for it: 3.1, 3.3, 3.4, 3.6, 3.7, 3.11, 3.12. Under 3.1, only GHG emissions from owned and licensed brands are included. The scaling was carried out based on secondary data to ensure, among other things, the completeness of the trading volume of the Otto Group.
5 In the initial reporting in financial year 2024/25, we opted for a simplified, aggregated presentation of the sub-target. Since financial year 2025/26, we have been reporting separately for third-party brands and marketplace partners. Details can be found in the Otto Group's 2025/26 annual report.

Environmental Key Performance Indicators (2/4)

Topic	Key Performance Indicator	Scope[6]	Externally verified[7,8]	Unit	2021	2022	2023	2024	2025	Target
Circular economy and resource use	Water usage only for sites with relevant size	CR strategy	no	m^3	282,254	266,538	260,685	285,989[9]	285,695[10]	
Circular economy and resource use	Disposure of waste electrical equipment	CR strategy	no	t	41,917	45,623	43,076	46,522	48,292	
Circular economy and resource use	Use of "Preferred Fibers", of which 100% sustainable cotton[11] (own and licensed brands, starting in 2021)	CR strategy	By the end of 2023	%	53	55	59	66	n.a.[12]	The CR strategy 2021 ends prematurely with the conclusion of the fiscal year 2024/25 due to its transition into the Sustainability Strategy.
Circular economy and resource use	Usage of sustainable catalogue paper	CR strategy	By the end of 2023	%	77	90	94	96	99	
Circular economy and resource use	Use of sustainable packaging (starting in 2021)[13]	CR strategy	By the end of 2023	%	71	78	94	98	98	
Circular economy and resource use	Generated waste (including old electronic equipment)[14]	CR strategy	no	t	146,683	134,499	119,888	111,974[15]	112,093	

6 Scope of the consolidated Group companies. For details see Appendix.
7 Audit by PwC in accordance with "Limited Assurance" standard as per ISAE 3000.
8 Due to the preparation for the CSRD reporting, only the near-term science based target was reviewed in the financial year 2025/26.
9 For Limango, Venus, and the Crate and Barrel Group, prior year values were used.
10 For Limango and the Crate and Barrel Group, projections and estimates (based on existing values from previous years) were partially used.
11 Our "preferred fibers portfolio" contains fibers that have a significantly lower environmental impact compared to conventional fibers in the same category (e.g., Cotton made in Africa cotton, recycled and organic cotton compared to conventional cotton) and recycled artificial fibers and animal-based fibers that are produced with careful attention to animal welfare.
12 The key figure for textile fibers is incorporated into the focus topic "Preferred Materials" of the Sustainability Strategy.
13 Sustainable packaging has a recycled content of at least 80%.
14 The scope of waste generated has been expanded to include transport packaging and bulky waste from all HES sites. The adjustment has been made retroactively from 2019.
15 Since 2024, excluding packaging volumes disposed of through dual systems.

Environmental Key Performance Indicators (3/4)

Topic	Key Performance Indicator	Scope	Externally verified	Unit	2021/22	2022/23	2023/24	2024/25	2025/26	Ambition by the end of 2035/36 for the most relevant assortments: textiles, furniture, electronics:
Preferred Materials	Proportion of preferred materials in the total tonnage of the respective material group	Sustainability Strategy	no	%	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.				45% Fibers 86% Wood	Use of preferred materials only (fibers, wood, plastics, and metals).
Responsible Products	Proportion of responsible products in sales	Sustainability Strategy	no	%	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.				10% Textiles 17% Furniture 12% Electronics	Continuous increase in the proportion of sales from responsi-ble products.
Circular Business Solutions	Proportion of the offering consisting mostly of circular business solutions	Sustainability Strategy	no	n.a.	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.				Qualitative goals at the Otto Group level. The Otto Group is currently working on developing measures.	Offering predominantly circular business solutions (reuse, repair, recycling) and continuous increase.
Eco-Design for Circularity	Proportion of products that meet eco-design criteria	Sustainability Strategy	no	n.a.						Largely transition to products that meet eco-design criteria.

Environmental Key Performance Indicators (4/4)

Topic	Key Performance Indicator	Scope	Externally verified	Unit	2021/22	2022/23	2023/24	2024/25	2025/26	Target
Circular economy and resource use	Proportion of plant fibers Of which proportion of cotton (Of which proportion organic; CmiA cotton)	Sustainability Strategy	no	%	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.				41% Of which 91% (Of which 21%; 67%)	We aim to use exclusively preferred fibers for the most relevant assortments of textiles and furniture by the end of 2035/36.
Circular economy and resource use	Proportion of synthetic fibers Of which proportion polyester; (Of which recycled)	Sustainability Strategy	no	%	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.				46% Of which 65%, (Of which 15%)	We aim to use exclusively preferred fibers for the most relevant assortments of textiles and furniture by the end of 2035/36.
Circular economy and resource use	Proportion of cellulose fibers Of which proportion viscose (Of which proportion from FSC or PEFC certified sources)	Sustainability Strategy	no	%	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.				8% Of which 89% (Of which 59%)	We aim to use exclusively preferred fibers for the most relevant assortments of textiles and furniture by the end of 2035/36.
Circular economy and resource use	Proportion of animal-based materials Of which proportion wool (Of which proportion from accepted animal welfare standards)	Sustainability Strategy	no	%	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.				4% Of which 48% (Of which 7%)	We aim to use exclusively preferred fibers for the most relevant assortments of textiles and furniture by the end of 2035/36.

Social Key Performance Indicators

Topic	Key Performance Indicator	Scope	Externally verified	Unit	2021/22	2022/23	2023/24	2024/25	2025/26	Target
Decent Working Hours	Proportion of trained relevant stakeholders	Sustainability Strategy	no	%	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.				9	We aim for the majority of key stakeholders in the upstream supply chains to participate in capacity development by the end of FY 2035/36.
Safe Work Environment	Proportion of trained relevant stakeholders	Sustainability Strategy	no	%	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.				18	
Childfree Production	Proportion of trained relevant stakeholders	Sustainability Strategy	no	#	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.				We are currently working on developing training approaches for further education measures.	
Freely Chosen Employment	Proportion of trained relevant stakeholders	Sustainability Strategy	no	#	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.					
Living Wages	Proportion of trained relevant stakeholders	Sustainability Strategy	no	#	The key figures of the Sustainability Strategy will be collected for the first time in the 2025/26 fiscal year.					

Governance Key Performance Indicators

Topic	Key Performance Indicator	Scope	Externally verified	Unit	2021	2022	2023	2024	2025	Target
Own Workforce	Number of employees[16]	all fully consolidated group companies	no	#	42,705	41,186	38,462	36,304	34,831	
Governance, risk management and internal control	Ratio of women in the Supervisory Board	Supervisory Board of the Otto Group	no	%	25	25	25	25	25	25 (by 2028)
Governance, risk management and internal control	Ratio of women in the Executive Board	Executive Board of the Otto Group[17]	no	%	17	17	17	17	40	33[18] (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[19]	no	%	33	42	60	60	75	100 (by end of financial year 2029/30)
Governance, risk management and internal control	Ratio of women in the first management level	FüPoG	no	%	24	31	28	29	32	35-40[20] (by end of financial year 2029/30)
Governance, risk management and internal control	Ratio of women in the second management level	FüPoG	no	%	37	41	41	43	44	40-45[21] (by end of financial year 2029/30)

[16] The information on employees relates to the financial year beginning on March 1 and ending on February 28 of the following year.
[17] Executive Board of Otto Verwaltungsgesellschaft mbH.
[18] Until 2022, the target for the ratio of women in the Executive Board was 30%.
[19] Group companies that fall under the scope of the Management Positions Act or typically employ more than 500 employees.
[20] By 2021, the target for the ratio of women in the first management level was 23%.
[21] By 2021, the target for the ratio of women in the second management level was 33%.

Appendix:
Scope of the Strategies

Scope „Sustainability Strategy“ scince 2025/26:

The Sustainability Strategy applies to the group companies that have the highest impact regarding human rights or ecological issues throughout the entire value chain, including OTTO, the bonprix Group, the Witt Group, the Crate and Barrel Group, and Hermes Germany GmbH. Additionally, the Otto International Group supports the Group companies in achieving their goals, especially in the area of procurement within the upstream supply chain.

Scope „CR-Strategie“ from 2021 – end of 2024:

All Group companies that make a sizable contribution to the Otto Group's external revenue in two consecutive financial years. This includes the following Group companies: Bonprix, Venus, OTTO, Witt (including Heine), Sheego, Crate and Barrel, Baur Group, Freemans Grattan, group company Otto Austria Group, Limango, Frankonia, Eos Group, Hermes Fulfilment, Hermes Einrichtungs Service (HES), Hermes Germany, and Mytoys (until the end of 2023).