



FACTSHEET CORPORATE RESPONSIBILITY

Figures and guidelines

What means Corporate Responsibility at VNG Handel & Vertrieb GmbH?

This factsheet presents key sustainability figures of VNG Handel & Vertrieb GmbH in the areas of environmental and social performance. These indicators provide insight into trends in resource consumption, emissions, and social factors over time.

To measure our progress and define future targets, we engage with the independent sustainability rating platform EcoVadis.

The EcoVadis assessment evaluates our sustainability management practices in the areas of Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. The assessment is based on standardized criteria and includes a review of policies, actions, and performance outcomes.

From 2020 to 2024, VNG Handel & Vertrieb GmbH was awarded the EcoVadis Bronze Medal. Through continuous improvement efforts, we advanced to the EcoVadis Silver Medal in 2025. This recognition reflects the maturity of our internal sustainability management system compared with other companies assessed under the EcoVadis methodology. [Click](#) to view further details and methodology information about our EcoVadis recognition.

Economy

In the area of Economic Governance, our business activities are based on compliant corporate governance and an integrated risk management system covering all business units. This system systematically identifies, assesses, and manages risks across the organization. Risks within the value chain are managed in accordance with legal requirements and through established supplier and business partner due diligence processes.

Compliance with legal and regulatory requirements is ensured through binding policies, control mechanisms, and a company-wide compliance management system. To this end, VNG has implemented a Group-wide Compliance Management System (CMS) in accordance with the auditing standard IDW PS 980. This framework is complemented by employee training programs and defined reporting channels.

During the 2025 reporting period, no legal proceedings or monetary fines related to violations of anti-corruption laws were imposed.¹

¹ see [VNG AG | Sustainability Report 2025](#)

Ecology

In the area of Environmental Sustainability, key performance indicators relating to energy consumption, resource use, and greenhouse gas emissions are systematically monitored and evaluated. The objective is to transparently present environmental performance and communicate developments over time. This is based on the regular collection of operational data, including energy, water, and paper consumption, as well as waste volumes and emissions resulting from business travel.

For the classification of emissions, a distinction is made between direct emissions (Scope 1), indirect energy-related emissions (Scope 2), and value chain emissions (Scope 3). The reported indicators illustrate the development of resource consumption and emissions over time.

Our key environmental figures

Key figures	Unit	2025	2024	2023	2022
Energy consumption	in kWh	3.229.178,46	2.949.389,86	2.870.105,70	3.191.659,50
Waste volume	in t	17,52	20,36	23,80	13,50
Water consumption	in m3	3.657,53	3.569,49	3.102,45	3.065,94
of which drinking water	in m3	2.615,20	2.510,57	2.174,19	2.136,13
of which greywater	in m3	1.042,33	1.058,92	927,96	929,13
Sludge from on-site wastewater treatment	in l	5.030,53	3.186,00	3.186,00	3.186,00
Paper consumption	in pages	35.312	43.147	35.011	34.743
CO ₂ from air travel	in kg	85.000	115.610	104.204	33.689
Air miles	miles	188.879	249.773	236.516	64.595
CO ₂ from hire cars	in kg	3.071	3.223	1.934	1.826
Hire car km	in km	22.644	23.606	13.659	12.920
Taxi/travel expenses ²	in EUR	8.533	6.620	7.157	3.874
Private car/travel expenses	in EUR	6.826	7.122	1.911	2.735
Private car/km	in km	22.752	23.742	6.371	9.119

² Only those costs were recorded that were reported by the employees and settled via travel expense accounting.

Train/travel expenses ³	in EUR	2.445	1.838	1.806	708
Car fuel consumption – petrol	in l	7.077	3.474	14.340	14.410
Car fuel consumption – diesel	in l	29.227	25.761	30.480	28.907
Car fuel consumption – natural gas	in kg	1.388	1.222	2.081	2.663
Vehicle km	in km	679.614	375.271	699.349	682.868
direct emissions (Scope 1)	in t CO ₂ e	81.341	71.250	84.697	182.229
indirect energy-related emissions (Scope 2 - site-based) ⁴	in t CO ₂ e	32.928	35.406	37.858	35.583
indirect energy-related emissions (Scope 2 - market-based) ⁵	in t CO ₂ e	32.040	25.860	21.828	33.734
Indirect emissions (Scope 3) ⁶	in t CO ₂ e	18.555.810	17.096.980 ⁷	18.715.788	26.528.697

The figures presented are intended to provide a transparent overview of the current status quo and enable an assessment of developments over time. They should not be interpreted as standalone performance commitments.

The development of individual environmental figures is subject to operational fluctuations, for example due to changes in business activities, the use of facilities, or external factors.

It should also be noted that certain indicators, particularly energy consumption, have been determined on a proportional basis from the total consumption of the buildings occupied. As a result, only a limited cause-and-effect allocation to VNG H&V is possible.

³ Only costs incurred by travel bookings outside the travel agency were recorded (e.g. employee bought a train ticket at the counter).

⁴ For consistency, we refer to the Group-wide emissions figures

⁵ For consistency, we refer to the Group-wide emissions figures

⁶ For consistency, we refer to the Group-wide emissions figures

⁷ The value was subsequently corrected and therefore no longer corresponds to the figures published in the 2024 factsheet.



The development of business travel-related emissions has been influenced, among other factors, by the resumption of business travel following the COVID-19 pandemic, as well as by operational and project-related requirements in subsequent years. The reported travel expenses do not reflect the actual costs incurred (e.g., for rail travel or rental cars). The indicator for rail travel costs includes only expenses that were accounted for separately through travel expense claims and therefore does not represent the total cost of rail travel. The indicator for taxi and other travel expenses includes expenditures for taxi services as well as bus and tram journeys that were recorded through the business travel expense process. Consequently, it may include additional mileage and CO₂ impacts beyond those captured through other reporting systems.

The reported Scope 1, Scope 2, and Scope 3 emissions are based on Group-wide calculations and are significantly influenced by upstream and downstream value chain activities.

Social matters

The indicators in the area of social matters relate to occupational health and safety as well as the workforce structure of our employees.

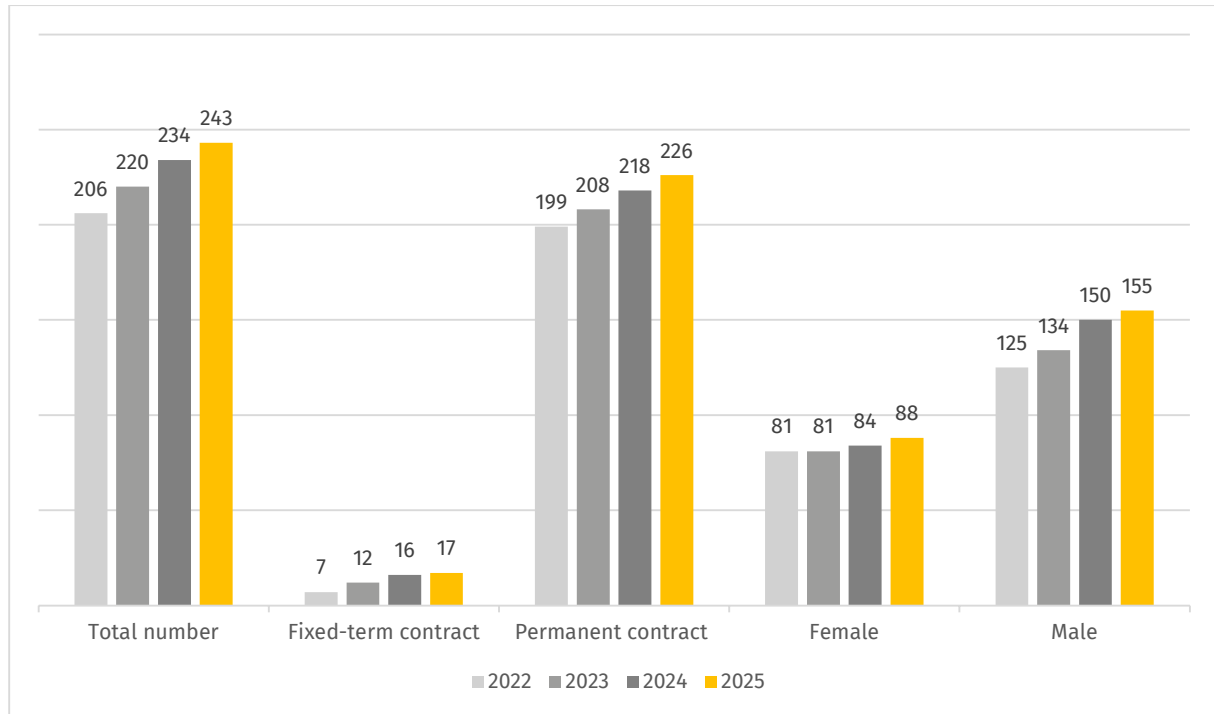
This area focuses on occupational health and safety, workforce composition, and topics such as diversity, working conditions, and employee development and training.

In addition, flexible working models, health and well-being initiatives, and measures supporting work-life balance contribute to shaping the working environment.

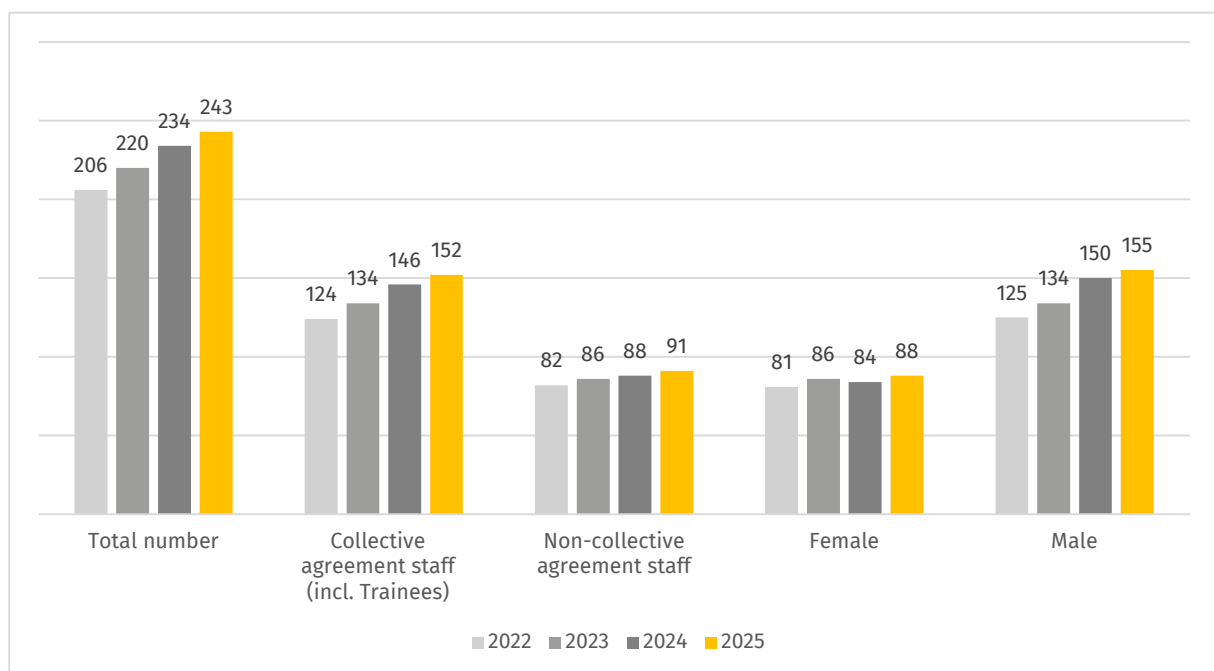
Our key figures in social welfare matters

Key figure	Unit	2025	2024	2023	2022
LTIF		0	0	0	0
Proportion of women in leadership positions	in %	32	32	30,56	32,4
Number of employees covered by employee benefits	in %	100	100	100	100
Proportion of employees covered by collective agreements:	in %	(1) 63,0 (2) 37,0	(1) 38,5 (2) 61,5	(1) 39,1 (2) 60,9	(1) 39,8 (2) 60,2
1. paid above general pay scale 2. paid in line with general pay scale					
Use of training on offer	employees	243	230	219	216

Total number of employees by employment contract and gender



Total number of permanent employees by employment type and gender



Total number of newly hired employees and staff functions by age group, gender and region

	2025	2024	2023	2022
Total number of newly hired employees	16	25	23	12
Fixed-term contract	8	10	8	3
Permanent contract	8	15	15	9
Female	5	6	6	2
Male	11	17	17	10
Collective agreement staff (incl. Trainees)	14	23	2	9
Non-collective agreement staff	2	2	21	3
Saxony region	16	25	23	11
Hessen region	0	0	0	1
Up to 25 years	3	2	2	2
26 – 35	7	17	12	5
36 – 45	3	2	8	1
46 – 55	3	3	1	3
From 56	0	1	0	1