# 2.4 Sustainability Information (Combined Non-Financial Declaration)

## 2.4.1 General Information

### Sustainability Ambition 2035 (SBM-1)

Our Sustainability Ambition 2035 aims to enable farmers and growers to produce more with less by ensuring innovation leadership in plant breeding, while also contributing to sustainable agriculture, operating more sustainably across our business, and securing long-term food security for a growing population.

We do this by focusing on four key clusters.

**Enhance agricultural resilience**
Deliver yield gains consistently while developing varieties that are able to withstand drought, pests and diseases, and reduce the need of chemical inputs ensuring farmers benefit from both resilience and productivity.

**Empower farmers**
Equip farmers with our product portfolio across the full crop rotation, combined with cross-crop agronomic advice and data-driven solutions to sustain farms and the environment.


**Foster social and employee engagement**
Promote a culture of trust, belonging and growth for our people, ensuring occupational health and safety that exceed recognized benchmarks, while supporting the communities where we work with expertise, resources and initiatives that generate social impact.

**Drive sustainability in our operations**
Reduce our ecological footprint by implementing state of the art, resource-efficient measures that lower greenhouse gas emissions and ensure responsible and efficient water management throughout our operations.

For each of the four clusters, one or more strategic and measurable key performance indicators (KPIs) have been defined to measure progress toward our targets and guide the implementation of our Sustainability Ambition.

## Sustainability Ambition 2035

| Sustainability clusters and key performance indicators | 2026/2027 targets | 2035 targets | Chapter |
|---|---|---|---|
| **Enhance agricultural resilience** | | | |
| **Yield gain** | We deliver annual yield gains for farmers of above 0.7% through plant breeding. | We deliver annual yield gains for farmers through plant breeding, reaching a cumulative increase of at least 10%. | → 2.4.3.4 |
| **Empower farmers** | | | |
| **Supported hectares** | We aim to reach a total of 30 million supported hectares through our personal and digital advice. | We aim to reach a total of 35 million supported hectares through our personal and digital advice. | → 2.4.2.5 |
| **Drive sustainability in our operations** | | | |
| **Scope 1 and Scope 2 GHG emissions** | We will reduce our greenhouse gas emissions caused by using natural gas in our headquarter in Einbeck by at least 2,000 tons of $CO_2$e emissions. | We target a 50% reduction by 2030 and a 63% reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2035, aligned with leading international climate pathways for limiting global temperature increase. | → 2.4.2.1 |
| **Water efficiency** | We enable measurement of field irrigation at every breeding station globally. | We develop and implement tailored water management concepts to systematically enhance water efficiency across our breeding stations in regions exposed to high or extremely high water stress. | → 2.4.2.3 |
| **Foster social and employee engagement** | | | |
| **Social spending** | We strive to invest at least 0.7% of EBIT in external social projects. | We strive to invest at least 1% of EBIT in external social projects. | → 2.4.3.3 |
| **Employee Engagement Index (EEI)** | Our EEI meets or exceeds the annually updated global benchmark. | Our EEI consistently meets or exceeds the global benchmark. | → 2.4.3.1 |
| **Lost Time Incident Rate (LTIR)** | We achieve an LTIR of 7.5 or lower. | We aim to reach an LTIR of 5 or lower. | → 2.4.3.1 |

### Voluntary limited assurance engagement

In addition to the legally required external audit of the Consolidated Financial Statements and the Combined Management Report with reasonable assurance, our Combined Non-Financial Declaration was subject to a voluntary assurance engagement with limited assurance by our auditor EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft.

### General basis for preparation (BP-1)

In accordance with Sections 289b et seq. of the German Commercial Code (HGB) and Sections 315b et seq. of the German Commercial Code (HGB), KWS is required to prepare a Non-Financial Declaration for the parent company, KWS SAAT SE & Co. KGaA and the KWS Group. This reporting requirement is fulfilled by the present Combined Non-Financial Declaration. The KWS Group's Combined Non-Financial Declaration was prepared in accordance with European Directive 2022/2464, the Corporate Sustainability Reporting Directive (CSRD) and in line with the European Sustainability Reporting Standards (ESRS), which is also reflected in the structure of our reporting. We do not claim full compliance with the ESRS.

In preparing our Non-Financial Declaration, we have made use of all transitional reliefs relevant to us in accordance with European Regulation 2025/1416, which postpones the date of application of the disclosure requirements for certain companies (the "Quick Fix" Regulation). Moreover, we have not reported on certain quantitative disclosure requirements for the time being in order to further expand the underlying data set. In light of the revision of the ESRS and the associated changes to reporting requirements, we have also omitted certain very specific or detailed qualitative disclosures from the current report. The "ESRS index" section at the end of this chapter provides an overview of the ESRS disclosure requirements covered in our Non-Financial Declaration and outlines the scope of their implementation. In financial year 2025/2026, we conducted a materiality analysis based on the principle of double materiality in accordance with the requirements of the CSRD, which serves as the basis for our reporting.

In addition, the following table maps the sustainability matters under Section 289c of the German Commercial Code (HGB) to the corresponding topical chapters of our Non-Financial Declaration.

**Sustainability matters pursuant to Section 289c of the German Commercial Code (HGB) and their coverage in the Non-Financial Declaration**

| Sustainability matter pursuant to Section 289c of the German Commercial Code (HGB) | Chapter of the Non-Financial Declaration |
|---|---|
| **Business model** | → 2.4.1 General Information |
| **Environmental matters** | → 2.4.2.1 Climate Change<br>→ 2.4.2.2 Pollution<br>→ 2.4.2.3 Water and Marine Resources<br>→ 2.4.2.4 Biodiversity and Ecosystems<br>→ 2.4.2.5 Sustainable Agricultural Practices |
| **Employee-related matters** | → 2.4.3.1 Own Workforce |
| **Combating corruption and bribery** | → 2.4.4.1 Business Conduct |
| **Human rights** | → 2.4.3.1 Own Workforce<br>→ 2.4.3.2 Workers in the Value Chain<br>→ 2.4.3.3 Affected Communities<br>→ 2.4.3.4 Consumers and End-Users |
| **Social matters** | → 2.4.3.1 Own Workforce<br>→ 2.4.3.2 Workers in the Value Chain<br>→ 2.4.3.3 Affected Communities<br>→ 2.4.3.4 Consumers and End-Users |

The reporting period for our Combined Non-Financial Declaration corresponds to the financial year from July 1, 2025, to June 30, 2026. Unless otherwise stated, the scope of consolidation for the Combined Non-Financial Declaration includes KWS SAAT SE & Co. KGaA and its subsidiaries. Joint arrangements or associated companies are not included in the scope of consolidation of the Non-Financial Declaration. The subsidiaries of KWS SAAT SE & Co. KGaA are listed in the Notes to the Consolidated Financial Statements under → 9.8 List of shareholdings.

Our Combined Non-Financial Declaration covers the KWS Group's own operations as well as, in principle, the upstream and downstream value chain. Moreover, the specific reporting requirements are derived from our material impacts, risks and opportunities related to sustainability matters. Our value chain is described in the section "Strategy, business model and value chain (SBM-1)" and was accordingly taken into account in our materiality analysis. Unless otherwise stated, topic-specific reporting on policies, actions, metrics and targets primarily relates to our own operations. Furthermore, certain reporting requirements necessitate the inclusion of the upstream and downstream value chains due to their nature. This applies in particular to Scope 3 GHG emissions in section → 2.4.2.1 Climate Change and to information on workers in the value chain in section → 2.4.3.2 Workers in the Value Chain. No information regarding intellectual property, know-how, or innovations was omitted from our Non-Financial Declaration under a confidentiality clause. Besides, no use was made of the option to omit information regarding upcoming developments or ongoing negotiations.

The Combined Non-Financial Declaration was subject to a limited assurance engagement conducted by EY GmbH & Co. KG Wirtschaftsprüfungsgesellschaft. No further external audit of individual reported metrics was performed.

## Disclosures in relation to specific circumstances (BP-2)

**Time horizons**

Our definition of short-, medium- and long-term time horizons generally corresponds to the definition provided by the ESRS. As part of our climate scenario and resilience analysis in chapter → 2.4.2.1 Climate Change, we apply the following alternative time horizons, which are based on planning and investment cycles: short-term: 1–3 years, medium-term: 3–10 years and long-term: >10 years.

**Estimates and uncertainties regarding water withdrawals and energy consumption**

Our water withdrawals and energy consumption are subject to increased outcome uncertainty regarding certain KWS locations. For some locations within the KWS Group, complete data on water withdrawals and energy consumption for the financial year was not available at the time this report was prepared. The missing data were extrapolated based on prior-year figures, taking into account the average deviation from the prior year. Where no historical data were available, the estimates were based on average values derived from available consumption data for the current period. For some smaller leased office locations, water withdrawals and energy consumption were estimated using assumed average consumption values per employee. Moreover, estimates were made for water withdrawals associated with field irrigation at individual locations, as these are not always measured. These estimates are based on site- and crop-specific assumptions and were developed in collaboration with the respective local management. We plan to gradually reduce the share of estimated water data related to field irrigation by installing water meters.

**Estimates and uncertainties regarding Scope 3 GHG emissions**

The calculation of greenhouse gas emissions in our upstream and downstream value chains is based in part on assumptions and estimates and is therefore subject to increased outcome uncertainty. In determining our Scope 3 greenhouse gas emissions, primary data from purchasing and controlling were used in particular for the first three quarters of the financial year. Since the relevant data for the fourth quarter of the financial year were not yet fully available at the time of the calculation, these greenhouse gas emissions were estimated based on the available data. Our methodology for determining Scope 3 greenhouse gas emissions is described in chapter → 2.4.2.1 Climate Change.

**Estimates and uncertainties regarding working hours**

The Lost Time Incident Rate (LTIR) indicates the number of workplace accidents involving employees per million hours worked. The hours worked used in the calculation may differ from the actual hours worked and are therefore subject to increased measurement uncertainty. The number of hours worked annually by employees is primarily based on the contractually agreed-upon annual working hours minus paid absences. Besides, in individual cases, working hours are estimated based on expected working time. For seasonal employees, the actual hours worked are taken into account.

## The role of the administrative, management and supervisory bodies (GOV-1)

Since our founding in 1856, our successful corporate development has consistently been shaped by long-term thinking and sustainable practices. As a family-run company, KWS has always placed a high priority on responsible corporate governance. The Supervisory Board of KWS SAAT SE & Co. KGaA and the Executive Board of the general partner of KWS SAAT SE & Co. KGaA, KWS SE (hereinafter: the Executive Board), guide and support the company accordingly toward sustainable, value-creating development.

KWS SAAT SE & Co. KGaA has a dual management system in which responsibilities are strictly divided as follows: Management is the responsibility of the Executive Board of the general partner. The Supervisory Board of KWS SAAT SE & Co. KGaA advises and oversees the management carried out by the general partner.

## Executive Board

As of June 30, 2026, the Executive Board consisted of four members. The members of the Executive Board have extensive experience with various products, value chains and geographic regions. This expertise forms the basis for managing the KWS Group’s sustainability activities as well as for assessing material sustainability-related impacts, risks and opportunities.

**Experience profile of the Executive Board**

| Dr. Felix Büchting | Dr. Jörn Andreas | Sebastian Talg | Nicolás Wielandt |
|---|---|---|---|
| Dr. Felix Büchting has been a member of the KWS Executive Board since January 2019 and has served as its spokesperson since January 2023. He studied agricultural biology at the University of Stuttgart-Hohenheim and agricultural sciences and molecular biology at Oregon State University, where he earned his doctorate in plant breeding. Felix Büchting has over 20 years of professional experience in the agricultural industry, including more than ten years within the KWS Group. | Dr. Jörn Andreas has served as CFO on the KWS Executive Board since January 2025. He studied business administration at the Leipzig Graduate School of Management and earned his doctorate from the Karlsruhe Institute of Technology (KIT). He has over 20 years of professional experience in the consumer goods, agricultural and biotechnology sectors and is an expert in corporate development and finance. | Sebastian Talg has been a member of the KWS Executive Board since September 2025. He is responsible for the Corn, Cereals/Oilseed Rape/Special Crops and Marketing & Communications divisions. Sebastian Talg holds a degree in mechanical engineering with a focus on agricultural machinery. He brings over 20 years of professional experience in agriculture and agricultural machinery to the company. | Nicolás Wielandt has been a member of the KWS Executive Board since January 2022. He is responsible for the Sugarbeet and Vegetables divisions. Nicolás Wielandt studied agricultural sciences at the Pontificia Universidad Católica de Chile. He has more than 20 years of professional experience in the agricultural industry as well as in various roles within the KWS Group. |

As of June 30, 2026, the Executive Board consisted of four male members.

**Executive Board by gender**

| in % | 06/30/2026 |
|---|---|
| Female | 0% |
| Male | 100% |

The composition of the Executive Board by age group is shown in the following table.

**Executive Board by age group**

| in % | 06/30/2026 |
|---|---|
| Under 30 years | 0% |
| 30 to 50 years | 75% |
| Over 50 years old | 25% |

The Executive Board's areas of responsibility are organized by divisions. The division of duties plan can be found in the Consolidated Financial Statements in the Notes under → **9.9.3 Executive Board**.

In accordance with the Rules of Procedure for the Executive Board, individual Executive Board members are directly responsible for the business areas assigned to them. This responsibility also encompasses sustainability-related impacts, risks and opportunities within their respective business areas. Moreover, the Group-wide sustainability department is assigned to the division "Group Governance, Compliance, Risk & Internal Audit". Material matters are decided by the Executive Board as a whole within the framework of its collective responsibility for management.

The Executive Board develops the company's strategic direction, coordinates it with the supervisory bodies and ensures its implementation. In doing so, corporate planning encompasses both financial and sustainability-related targets. Furthermore, the Executive Board coordinates and oversees the company's material activities and decides on the allocation of resources. It defines the guidelines and principles of business conduct, is responsible for ensuring compliance with these as well as with legal requirements and ensures appropriate risk management and risk control within the company. This includes risks and opportunities related to social and environmental factors, as well as the ecological and social impacts of the company's operations.

The Executive Board regularly, promptly and comprehensively informs the Supervisory Board about all matters relevant to the company, particularly those related to strategy and planning, business development, the risk situation, risk management and compliance. This includes material sustainability-related impacts, risks and opportunities.

**Supervisory Board**

The Supervisory Board is composed in such a way that the qualifications of its members ensure professional advice and oversight of the Executive Board's management. Collectively, the members of the Supervisory Board possess the knowledge, skills and professional experience necessary to properly fulfill the duties of a Supervisory Board in a publicly traded, internationally active corporation in the seed industry. The competency profile of the members of the Supervisory Board is summarized in the following qualifications matrix.

**Qualifications matrix of the Supervisory Board of KWS SAAT SE & Co. KGaA**

| Areas of expertise | Dr. Hagen Duenbostel | Dr. Marie Schnell | Victor Balli | Prof. Dr. Stefan Hell | Christine Coenen | Eric Gombert |
|---|---|---|---|---|---|---|
| Sustainability issues of ecological importance to KWS | × | × | ✓ | ✓ | ○ | × |
| Sustainability issues of social significance to KWS | ○ | ⊗ | ○ | ✓ | ○ | ○ |
| Accounting principles | ⊗ | ○ | ⊗ | ○ | ○ | ✓ |
| Internal control procedures | ⊗ | ○ | ⊗ | ○ | ✓ | ✓ |
| Risk management | ⊗ | × | ⊗ | ○ | × | ✓ |
| Compliance Management System | ⊗ | ⊗ | ⊗ | × | × | × |
| Auditing | ⊗ | ⊗ | ⊗ | ○ | × | ✓ |
| Sustainability reporting | × | ○ | ⊗ | ✓ | ○ | ✓ |
| Expertise in research & development | ○ | ○ | ✓ | ⊗ | ✓ | ⊗ |
| Development of corporate strategies | ⊗ | × | ⊗ | × | ✓ | ✓ |
| Knowledge of the KWS business model | ⊗ | × | ○ | ○ | × | × |
| Knowledge of KWS's business segments | ⊗ | × | ○ | ○ | × | × |
| Monitoring of comparable international companies | × | ✓ | ⊗ | ✓ | | |

⊗ Expertise × Know-how ○ Experience ✓ Familiarity

As of June 30, 2026, the Supervisory Board consisted of six members, including two women and four men.

**Supervisory Board by gender**

| in % | 06/30/2026 |
|---|---|
| Female | 33% |
| Male | 67% |

As of June 30, 2026, four shareholder representatives served on the Supervisory Board. Pursuant to Section 111 (5) of the German Stock Corporation Act (AktG), the Supervisory Board is required to set a target for the proportion of women and men on the Supervisory Board, as well as a time frame for achieving that target. Accordingly, at its meeting on June 23, 2022, the Supervisory Board of KWS SAAT SE & Co. KGaA resolved that among the shareholder representatives on the Supervisory Board the proportions of women and men should not fall below 25% by June 30, 2027. As of June 30, 2026, the share of female shareholder representatives on the Supervisory Board was 25%.

During the reporting period, 75% of the shareholder representatives on the Supervisory Board were independent of both the company and the Executive Board as well as of any controlling shareholder.

The following table provides an overview of the age structure of the Supervisory Board.

**Supervisory Board by age group**

| in % | 06/30/2026 |
|---|---|
| Under 30 years | 0% |
| 30 to 50 years | 17% |
| Over 50 years old | 83% |

The roles and responsibilities of the members of the Supervisory Board are described in the Consolidated Financial Statements in the Notes sections → 9.9.1 Supervisory Board and → 9.9.2 Supervisory Board Committees.

In accordance with its Rules of Procedure, the Audit Committee of the Supervisory Board monitors, among other things, the effectiveness of the internal control system, the risk management system and the Compliance Management System, as well as the work of the internal audit function. In this context, it also takes into account material sustainability-related impacts, risks and opportunities.

Christine Coenen served on the Supervisory Board as a workers' representative until August 2026. Since September 2026, Antoine Rombouts has been a member of the Supervisory Board as a workers' representative.

Additional information about our Executive Board and Supervisory Board can be found in our declaration on corporate governance www.kws.com/corp/en/investors/declaration-of-corporate-governance.html.

**Information provided to and sustainability matters addressed by the company's administrative, management and supervisory bodies (GOV-2)**

The members of the Executive Board and the Supervisory Board, including the Audit Committee, are informed about material sustainability matters both as part of regular communication and on an ad hoc basis.

The key sustainability-related issues that the Executive Board, Supervisory Board and Audit Committee regularly address include, in particular:

- the further development and management of the corporate strategy and the sustainability strategy ("Sustainability Ambition"), including actions, key performance indicators and targets,
- risk management, including sustainability risks,
- the Compliance Management System, including sustainability matters,
- the establishment and monitoring of business conduct guidelines and principles related to sustainability-related impacts, risks and opportunities,
- the KWS Group's annual sustainability reporting,
- the materiality analysis based on the principle of double materiality to identify material impacts, risks and opportunities, as well as
- the internal control system (ICS) for sustainability reporting.

The Group-wide sustainability department deals with sustainability issues at an operational level, coordinates them and serves as a point of contact for the Executive Board and the Supervisory Board.

The members of the Executive Board continuously address sustainability-related impacts, risks and opportunities within the scope of their respective business divisions. This includes addressing sustainability-related matters requiring approval on an ad hoc basis. Furthermore, the KWS Group's sustainability department provides the Audit Committee of the Supervisory Board with comprehensive information on current sustainability issues at least once a year. In addition, the Supervisory Board is informed on sustainability-related matters by the Executive Board member responsible for the respective matter.

In financial year 2025/2026, the central sustainability department conducted a comprehensive materiality analysis based on the principle of double materiality in accordance with the CSRD. The underlying methodology and the resulting findings were discussed and reviewed together with the Executive Board. Subsequently, the results of the materiality analysis and the resulting reporting requirements were addressed by the Audit Committee. Besides, during the reporting year, the KWS Group's Sustainability Ambition – including the associated key performance indicators and targets – was further developed in collaboration with the Executive Board and presented to the Supervisory Board. Likewise, the internal control system was expanded to include sustainability reporting and presented to both the Executive Board and the Audit Committee.

### Integration of sustainability-related performance in incentive schemes (GOV-3)

The compensation systems for the Executive Board of KWS SE, as the managing partner of KWS SAAT SE & Co. KGaA, are geared toward sustainable and long-term corporate development. Since the 2024/2025 financial year, the variable compensation components have also covered sustainability-related ("Environmental, Social, Governance" or "ESG" for short) performance criteria. These include climate-related targets for reducing greenhouse gas emissions in relation to seed production, as well as innovation-related targets measured by the share of revenue generated by varieties introduced to the market no more than five years ago ("Innovation Barometer").

Sustainability-related targets are an integral part of both short-term and long-term variable compensation. The annual ESG compensation component amounts to a maximum of €100 thousand and is linked 50% each to the achievement of innovation and climate targets. Moreover, the average degree of achievement of the ESG targets is factored into the calculation of multi-year variable compensation. Overall, between 31% and 38% of the maximum compensation for the Spokesperson of the Executive Board and, depending on individual arrangements, between 28% and 34% for the other members of the Executive Board depend on the achievement of sustainability-related targets. The shares shown represent the calculated shares of the maximum achievable ESG compensation relative to the respective maximum compensation and should not be understood as fixed shares of current compensation. They depend on the individual maximum compensation, the contractual terms and the calculated impact of the ESG components.

The climate-related performance targets in Executive Board compensation complement the KWS Group's externally communicated absolute greenhouse gas reduction targets and are based on an annual target for reducing Scope 1 and Scope 2 greenhouse gas emissions in relation to seed production. The Supervisory Board is responsible for setting and monitoring the sustainability-related performance targets and for incorporating them into the compensation systems.

Further information on the structure of the compensation systems and the ESG-related compensation components is included in the Remuneration Report of KWS SAAT SE & Co. KGaA.

## Statement on due diligence (GOV-4)

The following table provides an overview of the information contained in our Non-Financial Declaration regarding our due diligence processes and refers to the corresponding sections.

**Core elements of due diligence and their coverage in the Non-Financial Declaration**

| Core elements of due diligence | Sections in the Non-Financial Declaration |
|---|---|
| **Embedding due diligence in governance, strategy and business model** | ■ The role of the administrative, management and supervisory bodies (GOV-1)<br>■ Information provided to and sustainability matters addressed by the company's administrative, management and supervisory bodies (GOV-2)<br>■ Integration of sustainability-related performance in incentive schemes (GOV-3)<br>■ Risk management and internal controls over sustainability reporting (GOV-5)<br>■ Strategy, business model and value chain (SBM-1)<br>■ Interests and views of stakeholders (SBM-2)<br>■ Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3) (in each topical chapter) |
| **Engaging with affected stakeholders in all key steps of the due diligence** | ■ Interests and views of stakeholders (SBM-2)<br>■ Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)<br>■ Processes for engaging with own workers and workers' representatives about impacts (S1-2)<br>■ Sections on actions and resources in each topic-specific chapter |
| **Identifying and assessing adverse impacts** | ■ Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)<br>■ Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3) (in each topical chapter)<br>■ Processes for engaging with own workers and workers' representatives about impacts (S1-2)<br>■ Processes to remediate negative impacts and channels for own workers to raise concerns (S1-3) |
| **Taking actions to address those adverse impacts** | ■ Sections on actions and resources in each topical chapter |
| **Tracking the effectiveness of these efforts and communicating** | ■ Sections on metrics and targets in each topical chapter |

## Risk management and internal controls over sustainability reporting (GOV-5)

The KWS Group's internal control system (ICS) supports reliable, complete and compliant corporate reporting. The sustainability reporting processes are integrated into the ICS, ensuring that the associated process risks are systematically identified, assessed and managed. Moreover, defined control measures, clear roles and responsibilities as well as systematic control and monitoring processes help mitigate risks in sustainability reporting. In this way, the ICS strengthens the compliance, completeness and reliability of sustainability reporting.

The scope of sustainability reporting processes covered by the ICS was derived primarily based on the results of the materiality analysis. The risks associated with the relevant datapoints are assessed within the framework of the ICS using a standardized scale with four defined characteristics and are subsequently prioritized.

For significant risks – provided that existing controls do not offer sufficient coverage – appropriate, standardized control mechanisms are defined, implemented and documented both centrally and locally. Among the most significant risks are the accuracy, completeness and integrity of the reported sustainability data. The results of the risk assessment and the defined controls are integrated into the data collection, validation and approval processes for sustainability reporting. Besides, the risks and controls are regularly reviewed by the responsible functions and adjusted as needed.

The effectiveness of the ICS is ensured through continuous monitoring, ongoing tests of the controls and reporting to the Executive Board and the Audit Committee of the Supervisory Board at least once a year.

### Strategy, business model and value chain (SBM-1)

#### Strategy and business model

The KWS Group specializes in the breeding, production and distribution of high-quality seeds for agriculture. Its business model encompasses the entire value chain of a modern seed company – from the development of new varieties through propagation, processing and marketing to advising farmers. The focus is on breeding high-performing varieties that require fewer inputs – such as farmland, water, fertilizer and pesticides – and thus contribute to more sustainable agriculture.

The KWS Group's main products include sugarbeet, corn, sunflower and soybean seeds; cereal seeds such as rye, wheat, barley and rapeseed; and vegetable seeds. Moreover, we offer catch crop mixtures that complement crop rotation. Consulting and technical support for farmers round out our range of services. The most important markets for sugarbeet are primarily in the European Union, North America, Eastern Europe and Turkey; for corn, the focus is on Europe; for grains, particularly in Germany, Poland, the United Kingdom, France and Scandinavia; and for vegetables, in the United States. Products with genetically modified traits are offered in North American markets. During the reporting period, there were no significant changes to the product or market portfolio. Further information on our business model is included in the Combined Management Report in the section → **2.1.1 Business model**.

The average number of employees in financial year 2025/2026 was 5,226, excluding seasonal employees.

**Employees[1] by geographic region**

| Headcount | 2025/2026 |
|---|---|
| Germany | 2,732 |
| Europe excluding Germany | 1,863 |
| North and South America | 418 |
| Rest of the world | 214 |
| **Total[1]** | **5,226** |

1 Excluding seasonal employees.

Further key figures regarding our own workforce and the underlying calculation methods can be found in chapter → **2.4.3.1 Own Workforce**.

The KWS Group's net sales for the 2025/2026 financial year amounted to €1,626.8 million. Our net sales by segment can be found in the Consolidated Financial Statements in the Notes section → **5 Segment Reporting for the KWS Group**.

Sustainability is part of our vision and mission. Accordingly, we take sustainability-related developments and trends into account in our strategic planning and use them to identify areas of action designed to support KWS's future growth. Moreover, as part of our strategic planning, we consider sustainability matters such as climate change, biodiversity, water, workforce, consumers and issues of good corporate governance. For us, the most important future-oriented challenges include, in particular, climate change, limited agricultural land, the shortage of skilled workers and the ongoing growth of the world's population. We address these challenges specifically in our corporate strategy.

Furthermore, we have set sustainability-related targets as part of our Sustainability Ambition 2035. These are designed to increase the resilience of agriculture, advise farmers, promote social engagement and employee retention and strengthen sustainability in our own operations. Our Sustainability Ambition 2035 is presented at the beginning of our Non-Financial Declaration. From a strategic perspective, we view enhancing agricultural resilience as an integral part of our business model. Against this backdrop, our various products and markets are equally relevant to achieving our sustainability goals.

**Value chain**

Our product portfolio includes high-performance seeds for various crop types, as well as complementary advisory services and digital solutions for farmers. KWS creates value for customers through high-performance seeds that enable high yields while supporting resource-efficient crop production. The value for investors lies in the innovation-driven business model with a global market presence, a strategic long-term orientation and the ability to translate agronomic and climatic challenges into marketable product solutions.

Implementing our business model in line with our corporate strategy requires the use of various resources. In our upstream value chain, access to seeds, plant propagules and chemical products for research & development activities is of particular importance. New seed varieties are tested in agricultural cultivation during their development and multiplied after successful development. Agricultural cultivation primarily requires farmland, water and energy for the operation of agricultural machinery. Besides, depending on the crop type and growing conditions, plant protection products and fertilizers are also used. Since a significant share of seed propagation is carried out by external propagation partners, these partners also represent important business partners for KWS within the upstream value chain. Chemical products and energy are used to process the propagated seed; energy is particularly crucial for seed drying. Finally, the finished seed is packaged, which requires the procurement of packaging materials. Moreover, qualified employees and scientific expertise are indispensable throughout all our business activities. We ensure the availability of these resources primarily by recruiting, developing and retaining a qualified workforce; through trusting collaboration with suppliers, external propagation partners and scientific partners; and through measures to ensure the availability of water and energy.

Our sales activities are directed at agricultural customers both directly and indirectly, for example through agricultural dealers. In the downstream value chain, our products – the seeds – are sown by farmers. KWS's defined value chain ends with the sowing of the seeds in the field and the subsequent growth phase. The farmers' business activities are followed by further agricultural and food-related value chains, such as in the food and feed industries or in the production of biofuels. These extend all the way to consumers and end-users and are not considered part of KWS's defined value chain. Nevertheless, these additional value chains are taken into account as part of the materiality analysis to the extent that they are relevant for identifying sustainability-related impacts, risks and opportunities. This applies in particular to sustainability matters related to consumers and end-users.

## Interests and views of stakeholders (SBM-2)

We engage in ongoing dialogue with relevant stakeholders and incorporate their perspectives into the further development of our strategy and business model, as well as into business decisions. This takes place both through established dialogue formats and on an ad hoc basis. Our most important stakeholders, along with the formats we use to incorporate their interests and views, are as follows:

- **Employees:** Co-determination bodies and collective interest groups, such as works councils and unions; employee surveys; HR business partners; intranet communications; town hall meetings; employee-supervisor dialogues; and other feedback formats;
- **Customers, particularly farmers:** Field days, customer visits, online meetings and phone calls;
- **Suppliers:** Supplier meetings, supplier audits and supplier evaluations;
- **Shareholders and analysts:** Annual General Meeting, Capital Market Days, analyst meetings, investor meetings and regular dialogue with private and institutional shareholders;
- **Executive Board and Supervisory Board:** Executive Board and Supervisory Board meetings, Global Leadership Team (GLT) meetings, strategic workshops;
- **Government agencies:** Meetings with government agencies, public consultations, approval procedures;
- **Scientific partners:** Research collaborations, expert discussions, joint workshops, project meetings, conferences.

Stakeholder engagement serves different purposes depending on the stakeholder group: While business partners may focus primarily on financial opportunities and risks, affected stakeholders are primarily concerned with potential negative impacts of KWS and approaches to prevent or mitigate them. The outcomes of these interactions are incorporated into the relevant business units. There, depending on the content, they are either immediately implemented through operational actions or taken into account or passed on for the strategic further development of management approaches. This may result in adjustments to priorities, processes and actions. In KWS's assessment, an ongoing and transparent exchange with stakeholders can help strengthen mutual understanding and foster a long-term relationship based on trust.

As part of the materiality analysis, KWS systematically incorporated the interests and perspectives of relevant stakeholders into the identification and assessment of sustainability-related impacts, risks and opportunities. The stakeholders' perspectives have thus significantly shaped the results of our materiality analysis. In the case of actual or potential negative impacts, the interests of affected stakeholders generally lie in avoiding or mitigating these impacts. In the environmental sphere, this includes the protection of the climate, water resources and biodiversity, as well as the reduction of pollution. In the social sphere, the focus is on human rights issues. For our own employees and workers in the value chain, decent working conditions play a particularly central role. Affected communities and consumers have, above all, a legitimate interest in safety and protection. In the area of governance, information security and data protection are among the key concerns.

The Executive Board and Supervisory Board, including the Audit Committee, are informed about material sustainability matters both on a regular basis and on an ad hoc basis. In doing so, the relevant interests and expectations of stakeholders are also taken into account. Further information on this topic can be found in the section "Information provided to and sustainability matters addressed by the company's administrative, management and supervisory bodies (GOV-2)".

### Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

As part of the materiality analysis based on the concept of double materiality, which was conducted in financial year 2025/2026 in accordance with the CSRD, the KWS Group identified the following material sustainability matters:

**Material sustainability matters of the KWS Group**

| Material sustainability matters | Chapter in the Non-Financial Declaration |
|---|---|
| **Climate change** | → 2.4.2.1 Climate Change |
| **Pollution** | → 2.4.2.2 Pollution |
| **Water and marine resources** | → 2.4.2.3 Water and Marine Resources |
| **Biodiversity and ecosystems** | → 2.4.2.4 Biodiversity and Ecosystems |
| **Sustainable agricultural practices** | → 2.4.2.5 Sustainable Agricultural Practices |
| **Own workforce** | → 2.4.3.1 Own Workforce |
| **Workers in the value chain** | → 2.4.3.2 Workers in the Value Chain |
| **Affected communities** | → 2.4.3.3 Affected Communities |
| **Consumers and end-users** | → 2.4.3.4 Consumers and End-Users |
| **Business conduct** | → 2.4.4.1 Business Conduct |

Our material impacts, risks and opportunities related to sustainability matters are presented at the beginning of the respective sections in our Non-Financial Declaration.

In financial year 2025/2026, no financial effects resulting from material impacts, risks and opportunities on our financial position, profitability, or cash flows were identified. Moreover, no material impacts, risks, or opportunities were identified that would give rise to significant adjustment in the carrying amounts of reported assets or liabilities in the future.

### Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)

The KWS Group's materiality analysis for the 2025/2026 financial year was conducted in accordance with the CSRD using the principle of double materiality. The target was to systematically identify the material impacts, risks and opportunities of the KWS Group in connection with sustainability matters. This process took into account both our own operations and our upstream and downstream value chains. The principle of double materiality encompasses two perspectives: impact materiality and financial materiality. Impact materiality refers to the actual or potential, positive or negative impacts of the KWS Group on sustainability matters. In contrast, financial materiality is based on the risks or opportunities arising from sustainability matters for the KWS Group. According to the principle of double materiality, a sustainability matter is material if it is material from at least one of these two perspectives.

In the first step of the materiality analysis, we identified our impacts, risks and opportunities related to sustainability matters. All sustainability matters specified in the ESRS were considered consistently using the same approach. Besides, we took our company's specific circumstances into account to identify potential entity-specific sustainability matters. In the second step, we assessed the identified impacts, risks and opportunities to determine which ones are material. The basis for identifying and assessing impacts, risks and opportunities was a structured understanding of our business model, our operations, our business relationships and our value chain. The identification and assessment process drew on both internal and external sources, such as international regulations and standards, recognized sustainability reporting frameworks and corporate policies, to promote the objectivity of our materiality analysis.

**Impact materiality**

We identified and assessed our impacts by taking into account the perspectives of affected stakeholders. In particular, we considered the interests of our own employees, workers in the value chain, local communities, society and nature as a "silent stakeholder". These interests were derived from external sources such as international regulations and standards, recognized sustainability reporting frameworks and regulatory analyses. In this way, external expertise was also incorporated into the process. Moreover, the results of our annual employee survey were included in the analysis. The identified impacts were then assessed. Actual impacts were assessed based on their severity. For potential impacts, the likelihood of occurrence was also factored into the assessment. The severity of an impact is composed of the dimensions of scale, scope and – in the case of negative impacts – irremediable character. These dimensions were assessed for each impact by subject matter experts using an ordinal scale from 1 to 5. This approach promoted the objectivity and consistency of the assessments. The individual assessments were then discussed, scrutinized and validated by the Group-wide sustainability department. Based on this, an average score was determined for each impact. For potential impacts, the score was weighted by an internally estimated likelihood of occurrence to determine an expected value. In accordance with the ESRS, for potential negative human rights impacts, greater weight was given to severity than to the likelihood of occurrence. Finally, a threshold was established to identify material impacts. When setting the threshold, careful consideration was given to ensure that impacts below this threshold are not classified as material.

**Financial materiality**

In identifying risks and opportunities, we assessed the extent to which negative or positive impacts, as well as business dependencies, could have financial effects on the KWS Group – for example, in the context of operational disruptions, price and availability risks, or strategic market opportunities. The assessment of risks and opportunities is based on the potential magnitude of their financial effects as well as their likelihood of occurrence. It was conducted in collaboration with our internal risk management department using the existing assessment methodology. The potential magnitude of the financial risks and opportunities was rated on an ordinal scale from 1 to 4 and then weighted by an internally estimated likelihood of occurrence to arrive at an expected value. Finally, a threshold was also established with regard to financial materiality and critically evaluated to determine our material risks and opportunities.

**Completion of the materiality analysis and outlook**

In the final step, the materiality analysis was reviewed in its entirety. The approach and results of the materiality analysis were presented to the Executive Board, discussed and approved. Going forward, we will review our materiality analysis annually as part of the reporting process and update it as needed. Furthermore, an ad hoc reassessment will be conducted if relevant changes occur, such as those related to our business model, our activities, our value chain, regional risk situations, regulatory frameworks, or other influencing factors.

#### Climate change

As part of our materiality analysis, we also considered climate-related issues. We analyzed our company's impact on climate change – particularly greenhouse gas emissions – as well as climate-related physical risks, transition risks and opportunities within our own operations and along the upstream and downstream value chains. For physical climate risks, climate-related hazards were identified by incorporating high-emission climate scenarios and the vulnerability of relevant assets and business activities was assessed with regard to gross physical risks. For climate-related transition risks and opportunities, transition events were considered using a climate scenario that reflects limiting global warming to 1.5°C with no or only limited exceedance. Besides, an assessment was conducted to determine the extent to which relevant assets and business activities may be exposed to these transition events and whether this could give rise to gross transition risks or opportunities.

#### Water and marine resources

Our procedures for identifying and assessing the material impacts, risks and opportunities regarding the topic of water and marine resources follow the overarching methodology described in this section. The identification and assessment of our impacts were conducted taking into account the perspectives of affected stakeholders. These were incorporated using external sources, including international regulations and standards, recognized sustainability reporting frameworks and regulatory analyses. Direct consultations, for example with affected communities, were not conducted.

#### Business conduct

The procedures for identifying and assessing our material impacts, risks and opportunities related to business conduct follow the overarching methodology described in this section. As part of our materiality analysis, we have taken into account our own operations as well as our upstream and downstream value chains. With regard to the topic of business conduct, we have identified an entity-specific impact and an associated risk, both of which are reflected in our Group-wide risk management.

### ESRS index

The following table provides an overview of the applicable ESRS disclosure requirements resulting from our material impacts, risks and opportunities and indicates their scope of implementation in our Non-Financial Declaration.

**ESRS disclosure requirements included in the Non-Financial Declaration**

| ESRS | Disclosure requirement | Implementation of ESRS Reporting Requirements |
|---|---|---|
| **ESRS 2 General disclosures** | BP-1 – General basis for preparation | Full implementation of the ESRS |
| | BP-2 – Disclosures in relation to specific circumstances | Full Implementation of the ESRS |
| | GOV-1 – The role of the administrative, management and supervisory bodies | Full implementation of the ESRS |
| | GOV-2 – Information provided to and sustainability matters addressed by the company's administrative, management and supervisory bodies | Full implementation of the ESRS |
| | GOV-3 – Integration of sustainability-related performance in incentive schemes | Full implementation of the ESRS |
| | GOV-4 – Statement on due diligence | Full implementation of the ESRS |
| | GOV-5 – Risk management and internal controls over sustainability reporting | Full implementation of the ESRS |
| | SBM-1 – Strategy, business model and value chain | Partial implementation of the ESRS Datapoints not reported: 40 (a) (iv) |

| ESRS | Disclosure requirement | Implementation of ESRS Reporting Requirements |
|---|---|---|
| | SBM-2 – Interests and views of stakeholders | Full implementation of the ESRS |
| | SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Full implementation of the ESRS |
| | IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities | Full implementation of the ESRS |
| | IRO-2 – Disclosure requirements in ESRS covered by the company's sustainability statement | Full implementation of the ESRS |
| **ESRS E1 Climate change** | GOV-3 – Integration of sustainability-related performance in incentive schemes | Full implementation of the ESRS |
| | E1-1 – Transition plan for climate change mitigation | Full implementation of the ESRS |
| | SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Full implementation of the ESRS |
| | IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities | Full implementation of the ESRS |
| | E1-2 – Policies related to climate change mitigation and adaptation | Full implementation of the ESRS |
| | E1-3 – Actions and resources in relation to climate change policies | Full implementation of the ESRS |
| | E1-4 – Targets related to climate change mitigation and climate change adaptation | Full implementation of the ESRS |
| | E1-5 – Energy consumption and mix | Partial implementation of the ESRS Datapoints not reported: 37 (b), 37 (c) (ii) |
| | E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions | Partial implementation of the ESRS Datapoints not reported: AR 45 (e), AR 46 (j) |
| | E1-7 – GHG removals and GHG mitigation projects financed through carbon credits | Full implementation of the ESRS |
| | E1-8 – Internal carbon pricing | Full implementation of the ESRS |
| **ESRS E2 Pollution** | SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Full implementation of the ESRS |
| | E2-1 – Policies related to pollution | Full implementation of the ESRS |
| | E2-2 – Actions and resources related to pollution | Full implementation of the ESRS |
| | E2-3 – Targets related to pollution | Full implementation of the ESRS |
| **ESRS E3 Water and marine resources** | IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities related to water and marine resources | Full implementation of the ESRS |
| | E3-1 – Policies related to water and marine resources | Full implementation of the ESRS |
| | E3-2 – Actions and resources related to water and marine resources | Full implementation of the ESRS |
| | E3-3 – Targets related to water and marine resources | Full implementation of the ESRS |

| ESRS | Disclosure requirement | Implementation of ESRS Reporting Requirements |
|---|---|---|
| | E3-4 – Water consumption | Partial implementation of the ESRS Datapoints not reported: 28 (a) – (e), 29 |
| **Entity-specific topic: Sustainable agricultural practices** | SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Full implementation of the ESRS |
| | MDR-P – Policies related to sustainable agricultural practices | Full implementation of the ESRS |
| | MDR-A – Actions and resources related to sustainable agricultural practices | Full implementation of the ESRS |
| | MDR-T – Targets related to sustainable agricultural practices | Full implementation of the ESRS |
| **ESRS S1 Own workforce** | SBM-2 – Interests and views of stakeholders | Full implementation of the ESRS |
| | SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Full implementation of the ESRS |
| | S1-1 – Policies related to the company’s own workforce | Full implementation of the ESRS |
| | S1-2 – Processes for engaging with own workers and workers’ representatives about impacts | Full implementation of the ESRS |
| | S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns | Full implementation of the ESRS |
| | S1-4 – Taking action on material impacts on own workforce and approaches to mitigating material risks and pursuing material opportunities related to own workforce and effectiveness of those actions | Full implementation of the ESRS |
| | S1-5 – Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities | Full implementation of the ESRS |
| | S1-6 – Characteristics of the undertaking’s employees | Partial implementation of the ESRS Datapoints not reported: 50 (b) (iii) |
| | S1-9 – Diversity metrics | Full implementation of the ESRS |
| | S1-10 – Adequate wage | Implementation pending |
| | S1-14 – Health and safety metrics | Full implementation of the ESRS |
| | S1-16 – Compensation metrics (pay gap and total compensation) | Implementation pending |
| | S1-17 – Incidents, complaints and severe human rights impacts | Full implementation of the ESRS |
| **ESRS S2 Workers in the value chain** | SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Full implementation of the ESRS |
| | MDR-P – Policies related to value chain workers | Full implementation of the ESRS |
| | MDR-A – Actions and resources related to value chain workers | Full implementation of the ESRS |

| ESRS | Disclosure requirement | Implementation of ESRS Reporting Requirements |
|---|---|---|
| | MDR-T – Targets related to value chain workers | Full implementation of the ESRS |
| **ESRS S3 Affected communities** | SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Full implementation of the ESRS |
| | MDR-P – Policies related to affected communities | Full implementation of the ESRS |
| | MDR-A – Actions and resources related to affected communities | Full implementation of the ESRS |
| | MDR-T – Targets related to affected communities | Full implementation of the ESRS |
| **ESRS S4 Consumers and end-users** | SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model | Full implementation of the ESRS |
| | MDR-P – Policies related to consumers and end-users | Full implementation of the ESRS |
| | MDR-A – Actions and resources related to consumers and end-users | Full implementation of the ESRS |
| | MDR-T – Targets related to consumers and end-users | Full implementation of the ESRS |
| **ESRS G1 Business conduct** | GOV-1 – The role of the administrative, management and supervisory bodies | Full implementation of the ESRS |
| | IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities | Full implementation of the ESRS |
| | G1-1 – Business conduct policies and corporate culture | Full implementation of the ESRS |

The ESRS include datapoints derived from other EU legislation. The following table provides an overview of these datapoints and how they are addressed in our Non-Financial Declaration.

### Datapoints deriving from other EU legislation

| ESRS disclosure requirement | Datapoint | | Legislation | Applicability and, if applicable, sections in the Non-Financial Declaration |
|---|---|---|---|---|
| **ESRS 2, GOV-1** | 21 (d) | Board's gender diversity | SFDR<br>BMR | General applicability<br>→ 2.4.1 General Information, The role of the administrative, management and supervisory bodies (GOV-1) |
| | 21 (e) | Percentage of board members who are independent | BMR | |
| **ESRS 2, GOV-4** | 30 | Statement on due diligence | SFDR | General applicability<br>→ 2.4.1 General Information, Statement on due diligence (GOV-4) |
| **ESRS 2, SBM-1** | 40 (d) (i) | Involvement in activities related to fossil fuels | SFDR<br>BMR<br>P3 | Not applicable |
| | 40 (d) (ii) | Involvement in activities related to chemical production | SFDR<br>BMR | |

| ESRS disclosure requirement | Datapoint | | Legislation | Applicability and, if applicable, sections in the Non-Financial Declaration |
|---|---|---|---|---|
| | 40 (d) (iii) | Involvement in activities related to controversial weapons | SFDR<br>BMR | |
| | 40 (d) (iv) | Involvement in activities related to cultivation and production of tobacco | BMR | |
| **ESRS E1-1** | 14 | Transition plan to reach climate neutrality by 2050 | ECL | Not applicable |
| | 16 (g) | Undertakings excluded from Paris-aligned Benchmarks | BMR<br>P3 | |
| **ESRS E1-4** | 34 | GHG emission reduction targets | SFDR<br>BMR<br>P3 | Material<br>→ **2.4.2.1 Climate Change**, Targets related to climate change mitiga-tion and adaptation (E1-4) |
| **ESRS E1-5** | 38 | Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) | SFDR | Material<br>→ **2.4.2.1 Climate Change**, Energy consumption and mix (E1-5) |
| | 37 | Energy consumption and mix | SFDR | |
| | 40 - 43 | Energy intensity associated with activities in high climate impact sectors | SFDR | |
| **ESRS E1-6** | 44 | Gross Scopes 1, 2, 3 and Total GHG emissions | SFDR<br>BMR<br>P3 | Material<br>→ **2.4.2.1 Climate Change**, Gross scopes 1, 2, 3 and total GHG emissions (E1-6) |
| | 53 - 55 | Gross GHG emissions intensity | SFDR<br>BMR<br>P3 | |
| **ESRS E1-7** | 56 | GHG removal and carbon credits | ECL | Not applicable |
| **ESRS E1-9** | 66 | Exposure of the benchmark portfolio to climate-related physical risks | BMR | Transitional relief applied |
| | 66 (a);<br>66 (c) | Disaggregation of monetary amounts by acute and chronic physical risk; location of significant assets at material physical risk | P3 | |
| | 67 (c) | Disaggregation of the carrying value of its real estate by energy efficiency class | P3 | |
| | 69 | Degree of exposure of the portfolio to climate-related opportunities | BMR | |
| **ESRS E2-4** | 28 | Amount of each substance listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil | SFDR | Not material |
| **ESRS E3-1** | 9 | Water and marine resources | SFDR | Material<br>→ **2.4.2.3 Water and Marine Resources**, Policies related to water and marine resources (E3-1) |
| | 13 | Dedicated policy | SFDR | |
| | 14 | Sustainable oceans and seas | SFDR | |
| **ESRS E3-4** | 28 (c) | Total water recycled and reused | SFDR | Material<br>→ **2.4.2.3 Water and Marine Resources**, Water consumption (E3-4) |
| | 29 | Total water consumption in $m^3$ per net revenue on own operations | SFDR | |

| ESRS disclosure requirement | Datapoint | | Legislation | Applicability and, if applicable, sections in the Non-Financial Declaration |
|---|---|---|---|---|
| **ESRS E4, SBM-3 (ESRS 2)** | 16 (a) (i) | Activities that have a negative impact on areas important for biodiversity | SFDR | Transitional relief applied |
| **ESRS E4-2** | 16 (b) | Soil degradation, desertification, or soil sealing | SFDR | Transitional relief applied |
| | 16 (c) | Threatened species | SFDR | |
| | 24 (b) | Sustainable land / agriculture practices or policies | SFDR | |
| | 24 (c) | Sustainable oceans / seas practices or policies | SFDR | |
| | 24 (d) | Policies to address deforestation | SFDR | |
| **ESRS E5-5** | 37 (d) | Non-recycled waste | SFDR | Not material |
| | 39 | Hazardous waste and radioactive waste | SFDR | |
| **ESRS S1, SBM-3 (ESRS 2)** | 14 (f) | Risk of incidents of forced labour | SFDR | Material<br>→ **2.4.3.1 Own Workforce** |
| | 14 (g) | Risk of incidents of child labour | SFDR | |
| **ESRS S1-1** | 20 | Human rights policy commitments | SFDR | Material<br>→ **2.4.3.1 Own Workforce**, Strategies related to the company's own workforce (S1-1) |
| | 21 | Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8 | SFDR | |
| | 22 | Processes and measures for preventing trafficking in human beings | SFDR | |
| | 23 | Workplace accident prevention policy or management system | SFDR | |
| **ESRS S1-3** | 32 (c) | Grievance/complaints handling mechanisms | SFDR | Material<br>→ **2.4.3.1 Own Workforce**, Processes to remediate negative impacts and channels for own workers to raise concerns (S1-3) |
| **ESRS S1-14** | 88 (b), (c) | Number of fatalities and number and rate of work-related accidents | SFDR<br>BMR | Material<br>→ **2.4.3.1 Own Workforce**, Health and safety metrics (S1-14) |
| | 88 (e) | Number of days lost to injuries, accidents, fatalities or illness | SFDR | |
| **ESRS S1-16** | 97 (a) | Unadjusted gender pay gap | SFDR<br>BMR | Implementation pending |
| | 97 (b) | Excessive CEO pay ratio | SFDR | |
| **ESRS S1-17** | 103 (a) | Incidents of discrimination | SFDR | Material<br>→ **2.4.3.1 Own Workforce**, Incidents, complaints and severe human rights impacts (S1-17) |
| | 104 (a) | Non-respect of UNGPs on Business and Human Rights and OECD | SFDR<br>BMR | |

| ESRS disclosure requirement | Datapoint | | Legislation | Applicability and, if applicable, sections in the Non-Financial Declaration |
|---|---|---|---|---|
| **ESRS S2, SBM-3 (ESRS 2)** | 11 (b) | Significant risk of child labour or forced labour in the value chain | SFDR | Transitional relief applied |
| **ESRS S2-1** | 17 | Human rights policy commitments | SFDR | Transitional relief applied |
| | 18 | Policies related to value chain workers | SFDR | |
| | 19 | Non-respect of UNGPs on Business and Human Rights principles and OECD Guidelines | SFDR<br>BMR | |
| | 19 | Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8 | BMR | |
| **ESRS S2-4** | 36 | Human rights issues and incidents connected to its upstream and downstream value chain | SFDR | Transitional relief applied |
| **ESRS S3-1** | 16 | Human rights policy commitments | SFDR | Transitional relief applied |
| | 17 | Non-respect of UNGPs on Business and Human Rights and OECD Guidelines | SFDR<br>BMR | |
| **ESRS S3-4** | 36 | Human rights issues and incidents | SFDR | Transitional relief applied |
| **ESRS S4-1** | 16 | Policies related to consumers and end-users | SFDR | Transitional relief applied |
| | 17 | Non-respect of UNGPs on Business and Human Rights and OECD Guidelines | SFDR<br>BMR | |
| **ESRS S4-4** | 35 | Human rights issues and incidents | SFDR | Transitional relief applied |
| **ESRS G1-1** | 10 (b) | United Nations Convention against Corruption | SFDR | Not material |
| | 10 (d) | Protection of whistle-blowers | SFDR | |
| **ESRS G1-4** | 24 (a) | Fines for violation of anti-corruption and anti-bribery laws | SFDR<br>BMR | Not material |
| | 24 (b) | Standards of anti-corruption and anti-bribery | SFDR | |

SFDR – Sustainable Finance Disclosure Regulation (Regulation on sustainability-related disclosures in the financial services sector)
BMR – Benchmark Regulation (Regulation on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds)
P3 – Pillar 3 (Regulation on prudential requirements for credit institutions and investment firms)
ECL – European Climate Law (Regulation establishing the framework for achieving climate neutrality)

# 2.4.2 Environmental Information

## 2.4.2.1 Climate Change

### Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

Climate change poses a major challenge for global agriculture and has a significant impact on the KWS Group's business activities. As part of the materiality analysis, material climate-related impacts, risks and opportunities were identified for the KWS Group, particularly in connection with emissions, energy consumption and the further development of the business model. KWS addresses these by adapting to climate change and utilizing market opportunities, particularly through the development of climate-resilient seed varieties to ensure stable yields. Climate-related targets and actions are integrated into our strategic and operational management processes and are monitored using defined key performance indicators. Furthermore, the implementation of corresponding actions at our locations is managed through Group-wide standards and a centralized energy management system.

**Material impacts, risks and opportunities related to climate change**

| ID | Sustainability matter | Impact, risk or opportunity | Description | Value chain | Time horizon |
|---|---|---|---|---|---|
| E1 I Impact 1 | Climate change adaptation | Positive impact (actual) | Enabling stable crop yields for farmers through the development of seed varieties that can withstand extreme weather conditions | ● | — |
| E1 I Impact 2 | Climate change mitigation | Negative impact (actual) | GHG emissions and the associated negative impact on the climate, for example using fossil fuels and fertilizers | ← ● → | — |
| E1 I Impact 3 | Energy | Negative impact (actual) | Consumption of energy from fossil fuels as well as energy efficiency potentials that have not yet been fully realized | ← ● → | — |
| E1 I Risk 1 | Climate change mitigation | Risk (transition risk) | Increase in investment costs and operating costs to achieve a significant reduction in GHG emissions | ● | ■■ |
| E1 I Risk 2 | Climate change mitigation | Risk (physical risk) | Increase in operating costs due to lost revenue, production disruptions and supply chain interruptions resulting from climate change and associated extreme weather events, as well as long-term changes in climate patterns | ● | ■■■ |
| E1 I Risk 3 | Energy | Risk (physical and transition risk) | Increase in operating costs due to energy price fluctuations as well as disruptions in production and supply chains related to the availability and affordability of energy | ● | ■ |
| E1 I Opportunity 1 | Climate change adaptation | Opportunity | Strategic market opportunity related to the rising demand for climate-resilient seed varieties | ● | ■ |

■ Short-term ■■ Medium-term ■■■ Long-term — Ongoing
← Upstream value chain ● Own operations → Downstream value chain

### Climate scenario and resilience analysis

In financial year 2025/2026, we conducted a climate scenario and resilience analysis for selected, particularly relevant locations with significant assets. These include, in particular, locations for production, warehousing and research & development. The analysis is based on three time horizons aligned with planning and investment cycles: short-term: 1–3 years; medium-term: 3–10 years; and long-term: >10 years. Furthermore, the analysis took into account both direct and indirect financial effects resulting from physical and transitional risks. The analysis is based on three IPCC climate scenarios that depict different trajectories of greenhouse gas emissions, regulatory frameworks and climate change through the year 2100. These are described in more detail below.

- **SSP1-1.9 (low-emission scenario):** This scenario assumes the consistent global implementation of ambitious climate protection actions and the achievement of net zero emissions by the middle of the century. While physical climate risks remain limited in the long term, the KWS Group faces increased transition risks – particularly in the short- to medium-term – due to stricter regulatory requirements and transformation costs.
- **SSP2-4.5 (medium-emission scenario):** In this scenario, climate protection actions remain moderate, so that emissions initially remain stable and only decline later, without reaching net zero. Transition risks are less pronounced in the medium-term, while in the long-term, both the intensity and frequency of physical risks increase and have an impact on the KWS Group's business activities.
- **SSP5-8.5 (high-emission scenario):** This scenario assumes sharply rising emissions and a lack of climate protection actions, leading to a significant rise in temperature. As a result, physical risks increase considerably and may have significant long-term impacts on the KWS Group's production, supply chains and financial performance. By contrast, the impact of transition risks is comparatively minor.

**Results of the climate scenario and resilience analysis**

| ID | Risk or opportunity | Description | Time horizon | Classification | Mitigation measures |
|---|---|---|---|---|---|
| E1 I Risk 1 | Risk (transition risk) | Increase in investment costs and operating costs to achieve a significant reduction in greenhouse gas emissions | Medium-term | Low to moderate risk in high-emission scenarios | Planning and implementation of construction projects are based on an early assessment of greenhouse gas reduction actions and materials, as well as bindingly agreed-upon construction costs |
| E1 I Risk 2 | Risk (physical risk) | Increase in operating costs due to lost revenue, production disruptions and supply chain interruptions resulting from climate change and associated extreme weather events, as well as long-term changes in climate patterns | Long-term | Medium to high risk in high-emission scenarios. Both are heavily dependent on agricultural production (field propagation) and transportation routes (roads, ports, etc.) | Through cross-site planning and diversification of procurement, KWS strengthens the resilience of production and reduces supply risks |
| E1 I Risk 3 | Risk (physical and transition risk) | Increase in operating costs due to energy price fluctuations as well as disruptions in production and supply chains related to the availability and affordability of energy | Short-term | Low to moderate risk in high-emission scenarios. Energy is a key input factor for production, storage, processing and transportation and is heavily influenced by location-specific conditions | The energy supply is largely stabilized through procurement contracts and diversification of energy sources to reduce price volatility and supply risks |
| E1 I Opportunity 1 | Opportunity | Strategic market opportunity related to rising demand for climate-resilient seed varieties | Short-term | As climate change intensifies, cultivation opportunities are shifting toward climate-resilient, drought- and heat-tolerant and protein-based crop varieties – noticeable under SSP2-4.5 and clearly pronounced under SSP5-8.5 | Targeted expansion of research and the portfolio for climate-resilient, drought- and heat-tolerant crop varieties, tailored to changing growing conditions |

Based on the qualitative analysis conducted, the KWS Group's strategy and business model are generally assessed as resilient regarding climate change. Material climate-related impacts and risks are addressed in particular through the KWS Group's broad geographic footprint, its diversified crop and product base, the continuous development of climate-resilient varieties and actions to reduce its own greenhouse gas emissions. At the same time, opportunities arise from the growing demand for seed solutions that help farmers adapt to changing climatic conditions.

### Transition plan for climate change mitigation (E1-1)

With regard to climate change mitigation, KWS has Group-wide policies, actions and targets. These are presented in the relevant sections of this chapter. As of the reporting date, KWS does not have a formal transition plan for climate change mitigation as defined by the ESRS.

## Policies related to climate change mitigation and climate change adaptation (E1-2)

KWS is committed to protecting the climate and mitigating climate change. To this end, we track and monitor our Group-wide energy consumption and greenhouse gas emissions. Moreover, we have established internal guidelines regarding energy efficiency. The following table provides an overview of our policies related to climate change.

### Policies related to climate change mitigation

| Policy | Content | Scope | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Vision and mission** | Definition of our overarching target and what KWS stands for | Group-wide | Executive Board | – | Website: www.kws.com/corp/en/company/vision-mission-values/ | E1 I Impact 1<br>E1 I Impact 2<br>E1 I Impact 3<br>E1 I Risk 1<br>E1 I Risk 2<br>E1 I Risk 3<br>E1 I Opportunity 1 |
| **Strategic planning** | Definition of strategic targets, initiatives and key actions with a ten-year time horizon as the basis for the further development of the KWS Group | Group-wide | Executive Board | – | Intranet | E1 I Impact 1<br>E1 I Impact 2<br>E1 I Impact 3<br>E1 I Risk 1<br>E1 I Risk 2<br>E1 I Risk 3<br>E1 I Opportunity 1 |
| **Sustainability Ambition 2035** | Definition of the KWS Group's sustainability targets | Group-wide | Executive Board | – | Website: www.kws.com/corp/en/sustainability/strategy-targets/ | E1 I Impact 2<br>E1 I Impact 3<br>E1 I Risk 1<br>E1 I Risk 2<br>E1 I Risk 3 |
| **Health, Safety and Environment Guideline** | Definition of minimum requirements for environmental protection, occupational and operational safety, as well as emergency preparedness and hazard mitigation | Group-wide | Executive Board | – | Intranet | E1 I Impact 2<br>E1 I Impact 3<br>E1 I Risk 1<br>E1 I Risk 2<br>E1 I Risk 3 |
| **Code of Business Ethics for Suppliers** | Code to ensure that suppliers adhere to high standards regarding working conditions, ethical and lawful business practices and social and environmental requirements | Group-wide with regard to the upstream value chain | Executive Board | UN Guiding Principles on Business and Human Rights | Website: www.kws.com/corp/en/company/suppliers/code-of-business-ethics-for-suppliers.html<br><br>Additional direct communication with suppliers | E1 I Impact 2<br>E1 I Impact 3<br>E1 I Risk 1<br>E1 I Risk 2<br>E1 I Risk 3 |
| **$CO_2$ Guideline** | Defines standards for the procurement of energy and renewable energy at all locations operated by KWS | Group-wide for our own locations | Executive Board | GHG Protocol | Intranet | E1 I Impact 2<br>E1 I Impact 3<br>E1 I Risk 1<br>E1 I Risk 2<br>E1 I Risk 3 |

Part of KWS's mission is to help address the challenges of climate change in agriculture by developing climate-resilient varieties. Based on this, KWS continuously analyzes global developments and trends as part of its strategic planning and identifies corresponding areas of action for future growth, systematically taking sustainability matters into account. As part of its Sustainability Ambition 2035, KWS also has the target of ensuring responsible and efficient emissions and energy management.

The Group-wide guideline for occupational safety and environmental protection (Health, Safety & Environment; HSE) addresses energy and emissions management and is intended to promote resource-efficient and low-emission work practices, particularly with a view to reducing greenhouse gas emissions. Furthermore, as part of the Code of Business Ethics for Suppliers, KWS expects suppliers to comply with applicable environmental regulations and to ensure responsible energy use and the minimization of emissions.

In addition, KWS has a $CO_2$ Guideline that governs the Group-wide management and reduction of greenhouse gas emissions.

## Actions and resources in relation to climate change policies (E1-3)

**Breeding programs to develop resilient seed varieties that can withstand extreme weather conditions**

E1 I Impact 1 and E1 I Opportunity 1

As part of our core business, we are working to develop seed varieties that can withstand extreme weather conditions. In doing so, we aim to contribute to stable crop yields in agriculture. This effort is based on targeted, multi-year breeding programs with various breeding objectives. These breeding objectives include specific traits, such as drought tolerance. The breeding programs involve the targeted crossing of parent plants as well as the systematic testing and selection of offspring based on defined target traits. Different methods are used depending on the crop type and breeding objective.

**Development and implementation of emissions concepts**

E1 I Impact 2, E1 I Impact 3, E1 I Risk 1, E1 I Risk 2 and E1 I Risk 3

KWS is implementing targeted actions to improve energy efficiency at its production and breeding sites. To this end, location-specific $CO_2$ concepts are continuously being developed to systematically identify suitable efficiency actions. In addition, the use of technologies such as heat pumps, heat exchangers, district heating and wind energy is being evaluated. The target is to develop site-specific solutions that contribute to sustainable emissions reduction. When selecting actions, KWS considers both their potential for reducing emissions and their economic viability.

**Transition to renewable energy**

E1 I Impact 2, E1 I Impact 3, E1 I Risk 1, E1 I Risk 2 and E1 I Risk 3

A key lever for achieving our climate goals is the transformation of our energy supply toward renewable energy. This includes, for example, replacing natural gas with biomethane at German locations and the continued Group-wide expansion of our own photovoltaic systems. As part of a pilot project at one of our farms, we are exploring the use of biogenic fuels as an alternative to diesel for agricultural machinery. Furthermore, a Group-wide investment budget of €4 million per financial year has been introduced for emission-reducing investments to facilitate the implementation of such actions in the future.

**Targets related to climate change mitigation and adaptation (E1-4)**

E1 I Impact 2, E1 I Impact 3, E1 I Risk 1, E1 I Risk 2 and E1 I Risk 3

KWS aims to reduce Scope 1 and Scope 2 greenhouse gas emissions by 63% by 2035 compared to the base year 2025/2026 and to achieve net zero by 2050. The base year 2025/2026 shows Scope 1 and market-based Scope 2 greenhouse gas emissions totaling 49,135 metric tons of $CO_2e$. KWS has not defined a target for reducing Scope 3 greenhouse gas emissions and does not currently plan to set one. This is because the calculation of Scope 3 greenhouse gas emissions relies heavily on estimates and assumptions. As a result, there are currently only limited possibilities to reliably manage and track progress toward achieving the target through appropriate actions.

### Sustainability Ambition 2035: Targets related to climate change

| in metric tons of $CO_2e$ | 2030 target | 2035 target | 2050 target[1] | 2025/2026 |
|---|---|---|---|---|
| **Scope 1 and Scope 2 GHG emissions[2]** | 50% reduction compared to the base year 2025/2026 | 63% reduction compared to the base year 2025/2026 | Net zero | 49,135 |

1 The 2050 target is not part of our Sustainability Ambition 2035.
2 Market-based Scope 2 GHG emissions.

Furthermore, we have set the following annual target:

### Sustainability Ambition 2035: Annual target related to climate change

| in metric tons of $CO_2e$ | Annual target for 2026/2027 | 2025/2026 |
|---|---|---|
| **Scope 1 natural gas emissions at the headquarter in Einbeck** | Reduction of 2,000 metric tons of $CO_2e$ at the headquarter in Einbeck compared to the base year 2025/2026 | 7,684 |

**Methodology**
The targets for Scope 1 and Scope 2 greenhouse gas emissions follow a science-based 1.5-degree pathway in line with established international frameworks. Moreover, a publicly available calculation tool from the Science Based Targets Initiative (SBTi), including the underlying reduction pathways, was used to set the target values. The targets were formulated based on the assumptions of an emissions reduction pathway compatible with the 1.5-degree target. No further direct involvement of other stakeholders took place. Our methodology for determining Scope 1 and Scope 2 greenhouse gas emissions is described in the section "Gross Scopes 1, 2, 3 and total greenhouse gas emissions".

## Energy consumption and mix (E1-5)

The following table provides insights into our Group-wide energy consumption and mix for the past financial year.

### Energy consumption and mix

| in MWh | 2025/2026 |
|---|---|
| Fuel consumption from coal and coal products | 212 |
| Fuel consumption from crude oil and petroleum products | 59,778 |
| Fuel consumption from natural gas | 91,835 |
| Fuel consumption from other fossil sources | 0 |
| Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources | 53,154 |
| **Total fossil energy consumption** | **204,979** |
| Share of fossil sources in total energy consumption | 83% |
| **Consumption from nuclear sources1** | **n/a** |
| Share of consumption from nuclear sources in total energy consumption 1 | n/a |
| Fuel consumption from renewable sources, including biomass | 41,423 |
| Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources 2 | n/a |
| Consumption of self-generated non-fuel renewable energy | 1,488 |
| **Total renewable energy consumption** | **42,911** |
| Share of renewable sources in total energy consumption | 17% |
| **Total energy consumption** | **247,890** |

1 Energy consumption from nuclear sources is not reported separately, as information on the share of nuclear energy in purchased electricity is not fully available.
2 Energy consumption from purchased or acquired electricity, heat, steam and cooling, as well as from renewable sources, is not reported separately, as information regarding the share of this energy in the purchased electricity is not fully available.

Our Group-wide total energy consumption amounted to 247,890 MWh in financial year 2025/2026, with a share of 17% covered by renewable energy and a share of 83% covered by fossil fuels. Our energy requirements stem primarily from the heat needed for seed drying, the cooling and heating requirements for breeding work in greenhouses or climate chambers and the operation of agricultural machinery. Weather conditions, such as prevailing humidity, can significantly influence our energy demand and lead to fluctuations. Currently, we meet our energy needs primarily through natural gas, the purchase of electricity from national power grids, diesel and energy derived from biomass. Company-owned photovoltaic systems are also in use at various locations and reduce our reliance on external energy sources.

The KWS Group's total consolidated net sales and total energy consumption are attributable to agricultural activities and thus to climate-intensive sectors. Energy intensity associated with activities in high climate impact sectors calculates our Group-wide total energy consumption relative to consolidated net sales and is presented below.

**Energy intensity associated with activities in high climate impact sectors**

| in MWh per million euros | 2025/2026 |
|---|---|
| Energy intensity associated with activities in high climate impact sectors | 152 |

Our energy intensity associated with activities in high climate impact sectors is based on the consolidated net sales reported in the Consolidated Statement of Comprehensive Income.

**Methodology**

The calculation of energy-related KPIs is based on the Group-wide recording of energy consumption by the respective responsible persons at the locations in a central data collection system. The subsequent analysis of the data is performed by the Group-wide sustainability department. Moreover, for individual locations of the KWS Group, complete energy consumption data for the financial year was not available at the time of reporting. Missing data was extrapolated based on the previous year's consumption figures, taking average deviations into account. Where no historical data was available, average values were derived from the available consumption data for the current reporting period. For certain smaller leased office locations, energy consumption was estimated using assumed average consumption values per employee.

**Gross Scopes 1, 2, 3 and total greenhouse gas emissions**

Our Group-wide total greenhouse gas emissions for the financial year are presented in the table below.

### Overview of gross greenhouse gas emissions

| in metric tons of $CO_2e$ | 2025/2026 (base year) | 2035 | 2050 | Annual % of Target/ base year |
|---|---|---|---|---|
| **Scope 1 GHG emissions** | | | | |
| **Gross Scope 1 GHG emissions** | **35,488** | **–63%** | **Net zero** | **–6.3%** |
| **Scope 2 GHG emissions** | | | | |
| Gross location-based Scope 2 GHG emissions | 16,260 | | | |
| Gross market-based Scope 2 GHG emissions | 13,647 | –63% | Net zero | –6.3% |
| **Gross Scope 1 and Scope 2 GHG emissions (location-based)** | **51,748** | | | |
| **Gross Scope 1 and Scope 2 GHG emissions (market-based)** | **49,135** | **–63%** | **Net zero** | **–6.3%** |
| **Significant Scope 3 GHG emissions** | | | | |
| **Total gross indirect (Scope 3) GHG emissions** | **748,773** | | | |
| of which (3.1) Purchased goods and services | 527,427 | | | |
| of which (3.2) Capital goods | 19,253 | | | |
| of which (3.3) Fuel and energy-related activities (not included in Scope1 or Scope 2) | 11,285 | | | |
| of which (3.4) Upstream transportation and distribution | 8,915 | | | |
| of which (3.10) Processing of sold products | 164,903 | | | |
| of which other categories[1] | 16,991 | | | |
| **Total GHG emissions** | | | | |
| **Total GHG emissions (location-based)** | **800,521** | | | |
| **Total GHG emissions (market-based)** | **797,908** | | | |

1 Other categories include categories (3.5) Waste generated in operations, (3.6) Business travel, (3.7) Commuting employees, (3.9) Downstream transportation, (3.12) End-of-life treatment of sold products and (3.13) Downstream leased assets. Each of these categories accounts for less than 1% of total gross Scope 3 GHG emissions and is therefore classified as immaterial.

The following table provides an overview of our biogenic GHG emissions.

### Biogenic GHG emissions

| in metric tons of $CO_2$ | 2025/2026 |
|---|---|
| Biogenic Scope 1 $CO_2$ emissions from the combustion or biodegradation of biomass | 15,301 |

Our greenhouse gas emissions intensity calculates our total Group-wide greenhouse gas emissions relative to consolidated net sales and is presented below.

Greenhouse gas emissions intensity

| in metric tons of $CO_2e$ per million euros | 2025/2026 |
|---|---|
| GHG emissions intensity (location-based) | 492 |
| GHG emissions intensity (market-based) | 490 |

Our greenhouse gas emissions intensity is based on the consolidated net sales reported in the Consolidated Statement of Comprehensive Income.

**Methodology**
We calculate our greenhouse gas emissions in accordance with the guidelines of the Greenhouse Gas Protocol. Our Scope 1 and Scope 2 greenhouse gas emissions are based on global energy and fertilizer consumption data, which is centrally consolidated and converted into $CO_2$ equivalents using emission factors. To calculate Scope 1 greenhouse gas emissions, we use the emission factors from the UK Department for Environment, Food & Rural Affairs (DEFRA). Scope 1 greenhouse gas emissions from fertilizers are determined based on the IPCC Tier 1 methodology. To calculate location-based Scope 2 greenhouse gas emissions, we use emission factors from the International Energy Agency (IEA). Moreover, we generally determine market-based Scope 2 greenhouse gas emissions using supplier-specific emission factors. If these are not available despite our best efforts, we use location-based emission factors. KWS currently does not use any contractual instruments for the purchase or sale of energy bundled with energy generation attributes or for claims to unbundled energy attributes.

The methodology used to calculate our Scope 3 greenhouse gas emissions is summarized below according to the categories of the Greenhouse Gas Protocol that are relevant and material to the KWS Group. No primary data from suppliers or other partners in the value chain was used in this calculation.

- **(3.01) Purchased goods and services:** To calculate Scope 3 greenhouse gas emissions, we use actual, spend-based procurement data for the first three quarters of the financial year. For the fourth quarter of the financial year, procurement data is estimated based on historical data and our revenue forecast. The emission factors used are sourced from the US Environmental Protection Agency (EPA) and the database of the Statistical Office of the European Union (Eurostat).
- **(3.02) Capital goods:** When calculating Scope 3 greenhouse gas emissions for this category, we take into account all upstream processes, including raw material extraction as well as the production and delivery of purchased capital goods. Greenhouse gas emissions are fully accounted for at the time of purchase. For the first three quarters of the financial year, we use actual, spend-based data from the Controlling department. For the fourth quarter of the financial year, an estimate is made based on forecasts.
- **(3.03) Fuel and energy-related activities:** To calculate Scope 3 greenhouse gas emissions for this category, we account for all upstream processes related to purchased primary and secondary energy. We use data from our central data collection system for energy consumption as activity data. The emission factors are based on the “UK Government GHG Conversion Factors for Company Reporting”.
- **(3.04) Upstream transportation and distribution:** To calculate Scope 3 greenhouse gas emissions for this category, we use actual, spend-based procurement data for the first three quarters of the financial year. For the fourth quarter of the financial year, procurement data is estimated based on historical data and our revenue forecast. The emission factors used are sourced from the US Environmental Protection Agency (EPA) and the database of the Statistical Office of the European Union (Eurostat).
- **(3.10) Processing of sold products:** To calculate Scope 3 greenhouse gas emissions for the first three quarters of the financial year, we use actual sales data. The fourth quarter of the financial year is estimated based on sales forecasts. Direct emissions from agricultural operations are taken into account.

The categories (3.08) Upstream leased assets, (3.14) Franchises and (3.15) Investments are not relevant to the KWS Group’s upstream value chain. Furthermore, category (3.11) Use of sold products is not relevant with regard to the KWS Group’s downstream value chain. This is because the seed is not a component of the end product used by the end consumer – such as feed or food – but is completely consumed during plant growth.

### GHG removals and GHG mitigation projects financed through carbon credits (E1-7)

We did not carry out any projects to remove or store Greenhouse gases in the past financial year. Moreover, KWS does not currently purchase $CO_2$ certificates or carbon credits to support its climate strategy or for offsetting purposes in the context of calculating greenhouse gas emissions. There are also no plans to do so at this time.

### Internal carbon pricing (E1-8)

The implementation of the KWS Group’s climate targets is managed and regularly reviewed based on defined processes and responsibilities. In this context, appropriate actions are planned and implemented. At the moment, the existing management and governance structures are considered sufficient. Therefore, additional instruments such as internal carbon pricing are not currently planned.

## 2.4.2.2 Pollution

**Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)**

In conventional agricultural crop production, fertilizers, plant protection products and seed coatings are used to ensure yields, protect crops and guarantee the quality and usability of the seed. Moreover, some important and widely used products in these categories are currently not available on the market without microplastics. Furthermore, alternative microplastic-free products do not currently offer comparable and sufficient effectiveness or technical suitability in all relevant applications. Consequently, KWS will continue to use products containing microplastics for the time being until suitable alternatives become available.

Our material impact related to pollution is presented in the following table.

**Material impacts, risks and opportunities related to pollution**

| ID | Sustainability matter | Impact, risk or opportunity | Description | Value chain | Time horizon |
|---|---|---|---|---|---|
| E2 I Impact 1 | Microplastics | Negative impact (actual) | Pollution caused by microplastics due to significant and widespread use of fertilizers, pesticides and seed coatings that are currently not available on the market in plastic-free form | Upstream value chain | Ongoing |

■ Short-term ■■ Medium-term ■■■ Long-term — Ongoing
Upstream value chain · Own operations · Downstream value chain

New EU regulatory requirements regarding plant protection products, fertilizers and seed treatments containing microplastics are being incorporated into the further development of our strategy and business model. KWS aims to comply with EU Regulation 2023/2055, which has been in effect since October 17, 2023, and provides for transition periods for various product categories. The actions and resources described in the section “Actions and resources related to pollution (E2-2)” support the adaptability of our business model to the new regulatory requirements.

## Policies related to pollution (E2-1)

KWS strives to minimize negative impacts on the environment within the scope of its existing influence. The policies established for this purpose are summarized in the table below.

### Policies related to pollution

| Policy | Content | Scope of application | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Health, Safety and Environment Guideline** | Definition of minimum requirements for environmental protection, occupational and operational safety, as well as emergency preparedness and hazard mitigation | Group-wide | Executive Board | – | Intranet | E2 I Impact 1 |
| **Code of Business Ethics for Suppliers** | Code to ensure that suppliers adhere to high standards regarding working conditions, ethical and lawful business practices and social and environmental requirements | Group-wide with regard to the upstream value chain | Executive Board | UN Guiding Principles on Business and Human Rights | Website: www.kws.com/corp/en/company/suppliers/code-of-business-ethics-for-suppliers.html<br><br>Additional direct communication with suppliers | E2 I Impact 1 |

In accordance with the HSE Guideline, the use of operating resources such as plant protection products and fertilizers must be limited to the necessary minimum Group-wide. Legal and product-specific requirements must be complied with when using plant protection products and fertilizers and the application of plant protection products may only be carried out by qualified personnel. In the Code of Business Ethics for Suppliers, KWS expects compliance with all applicable environmental regulations as well as appropriate actions to avoid substances and materials that are harmful to the environment and human health. Moreover, suppliers are expected to use natural resources sparingly, minimize environmental and health impacts and avoid harmful soil, water and air pollution. This also includes implementing and operating suitable environmental management systems.

## Actions and resources related to pollution (E2-2)

### Dialogue with manufacturers of plant protection products

E2 I Impact 1

Our long-term target is to reduce our environmental impact and transition to the use of plastic-free plant protection products, with an initial focus on the countries of the European Union. Against this backdrop, KWS is in dialogue with plant protection product manufacturers to evaluate the availability, regulatory approval potential and practical suitability of alternative products. At the same time, KWS continuously monitors market developments to identify suitable alternatives at an early stage and implement them within the scope of its existing influence.

**Trials with alternative seed treatments**

E2 I Impact 1

In the area of seed treatment, KWS is working to gradually phase out seed treatments containing microplastics – initially in the European Union. To this end, the effectiveness of microplastic-free alternative products is being tested. In light of new regulatory requirements in the EU regarding plant protection products, fertilizers and seed treatments containing microplastics, KWS is pursuing a cross-crop approach to gradually establish more environmentally friendly alternatives.

### Targets related to pollution (E2-3)

KWS aims to continuously reduce the environmental impacts associated with the use of products containing microplastics within the scope of its influence. No specific, measurable and results-oriented targets have been set for this to date. This is due, among other things, to the fact that KWS has only limited influence over the formulation and further development of products sourced from third parties. The effectiveness of the strategies and actions in this area is monitored through established internal management and review processes. Furthermore, KWS is working to comply with the requirements of EU Regulation 2023/2055 of September 25, 2023, which has been in effect since October 17, 2023, and provides for different transition periods for the use of microplastics in various product categories.

## 2.4.2.3 Water and Marine Resources

### Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

As a plant breeding company, water is a business-critical resource for KWS. A water supply tailored to needs in breeding processes and propagation activities is essential for harvesting healthy seeds and ensuring high yields. At the same time, incorporating traits such as drought tolerance into plant breeding can reduce the water requirements of crops. Water-related impacts, risks and opportunities are integrated into strategic and operational decision-making processes due to their relevance to our business model and are anchored in our Sustainability Ambition 2035. Based on the geographic diversification of our business model, the ability to adapt operational processes and targeted actions regarding our water withdrawals, we consider our strategy and business model to be resilient in addressing water-related impacts, risks and opportunities. In the area of water and marine resources, we have identified material impacts, risks and opportunities, which are summarized in the following table.

**Material impacts, risks and opportunities related to water and marine resources**

| ID | Sustainability matter | Impact, risk or opportunity | Description | Value chain | Time horizon |
|---|---|---|---|---|---|
| E3 I Impact 1 | Water | Positive impact (actual) | Enabling a reduction in water consumption in agriculture through the development of drought-tolerant seed varieties. | Own operations | Ongoing |
| E3 I Impact 2 | Water | Negative impact (actual) | Water consumption, including water withdrawal, due to the need for water resources in agricultural processes, particularly for irrigating cropland. | Upstream value chain, Own operations, Downstream value chain | Ongoing |
| E3 I Risk 1 | Water | Risk | Increase in operating costs due to fluctuations in water prices, as well as disruptions in production and supply chains related to the availability and affordability of water. | Own operations | Medium-term |
| E3 I Opportunity 1 | Water | Opportunity | Strategic market opportunities related to the demand for drought-tolerant seed varieties. | Own operations | Short-term |

■ Short-term ■■ Medium-term ■■■ Long-term — Ongoing
Upstream value chain, Own operations, Downstream value chain

## Policies related to water and marine resources (E3-1)

KWS strives to use water as efficiently as possible. To this end, we track and monitor our global water withdrawals and have implemented internal guidelines for water management. The following table summarizes our policies related to water and marine resources.

### Policies related to water and marine resources

| Policy | Content | Scope | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Vision and mission** | Definition of our overarching target and what KWS stands for | Group-wide | Executive Board | – | Website: www.kws.com/corp/en/company/vision-mission-values/ | E3 I Impact 1<br>E3 I Impact 2<br>E3 I Risk 1<br>E3 I Opportunity 1 |
| **Strategic planning** | Definition of strategic targets, initiatives and key actions with a ten-year time horizon as the basis for the further development of the KWS Group | Group-wide | Executive Board | – | Intranet | E3 I Impact 1<br>E3 I Impact 2<br>E3 I Risk 1<br>E3 I Opportunity 1 |
| **Sustainability Ambition 2035** | Definition of the KWS Group's sustainability targets | Group-wide | Executive Board | – | Website: www.kws.com/corp/en/sustainability/strategy-targets/ | E3 I Impact 1<br>E3 I Impact 2<br>E3 I Risk 1<br>E3 I Opportunity 1 |
| **Health, Safety and Environment Guideline** | Definition of minimum requirements for environmental protection, occupational and operational safety, as well as emergency preparedness and hazard mitigation | Group-wide | Executive Board | – | Intranet | E3 I Impact 2<br>E3 I Risk 1 |
| **Code of Business Ethics for Suppliers** | Code to ensure that suppliers adhere to high standards regarding working conditions, ethical and lawful business practices and social and environmental requirements | Group-wide with regard to the upstream value chain | Executive Board | UN Guiding Principles on Business and Human Rights | Website: www.kws.com/corp/en/company/suppliers/code-of-business-ethics-for-suppliers.html<br><br>Additional direct communication with suppliers | E3 I Impact 2<br>E3 I Risk 1 |

In line with our mission, we create solutions through varieties with traits such as improved drought tolerance and support the agricultural sector in successfully meeting the challenges of the coming years. Building on this, as part of our strategic planning, we analyze global developments and trends and identify areas of focus designed to drive KWS's future growth. We also incorporate sustainability matters into this process. As part of our Sustainability Ambition 2035, we aim to ensure responsible and efficient water management at our breeding stations located in areas of high or extremely high water stress.

Our Group-wide HSE Guideline addresses the issue of water management and calls for the promotion of resource-conserving work practices, particularly at locations in areas of high or extremely high water stress. Furthermore, as part of our Code of Business Ethics for Suppliers, we expect compliance with applicable local environmental laws and regulations and that excessive water consumption be avoided as a matter of principle.

Since our business activities related to field irrigation primarily impact groundwater and surface water, we do not pursue any policies or practices regarding marine sustainability. Accordingly, we have not identified marine resources as a material issue in our materiality analysis.

## Actions and resources related to water and marine resources (E3-2)

### Development of drought-tolerant varieties through breeding programs

E3 I Impact 1 and E3 I Opportunity 1

As part of our core business, we are working to develop drought-tolerant seed varieties and thereby reduce water consumption in agriculture. To this end, we conduct targeted breeding programs that take into account a range of different breeding objectives, including specific traits such as drought tolerance. Multi-year breeding programs involve the targeted crossing of parent plants as well as the systematic testing and selection of offspring based on defined target traits. Different methods are used depending on the crop type and targets.

### Expansion of water meter installation

E3 I Impact 2 and E3 I Risk 1

To increase data transparency regarding our water withdrawals, we plan to expand the installation of water meters at our breeding stations. This will enable us to measure the volumes of water withdrawn for irrigation purposes more comprehensively in the future. This will help reduce the share of estimated water withdrawals in our report.

### Development and implementation of tailored water management concepts

E3 I Impact 2 and E3 I Risk 1

In addition to water withdrawal for production processes, research facilities and offices, the largest share of our water withdrawal is used for irrigating plants at our in-house breeding stations. Starting in the coming financial year, we plan to develop and implement tailored water management concepts for breeding stations in regions with high or extremely high water stress in order to systematically improve the water efficiency of these breeding stations. A water management plan provides a structured overview of the current state of water management at a location and identifies appropriate actions to improve water efficiency, taking into account relevant influencing factors and a cost-benefit analysis.

### Targets related to water and marine resources (E3-3)

E3 I Impact 2 and E3 I Risk 1

In line with our Sustainability Ambition 2035, we aim to improve water efficiency in our operations. To this end, we have defined specific targets for our breeding stations in financial year 2025/2026, as these facilities incur increased water withdrawals due to field irrigation. Group-wide, we currently operate 53 breeding stations, 34 of which are located in regions with high or extremely high water stress.

**Sustainability Ambition 2035: Targets related to water and marine resources**

| | 2035 target | 06/30/2026 | Annual target for 2026/2027 | 06/30/2026 |
|---|---|---|---|---|
| **Water efficiency** | Development and implementation of tailored water management concepts for all 34 breeding stations in regions with high or extremely high water stress | 0 of 34 | We enable measurement of field irrigation at every breeding station globally | 36 of 53 |

For our breeding stations experiencing high or extremely high water stress, tailored water management concepts are to be developed and implemented by 2035. A water management concept describes the current state of water management at a location and identifies suitable actions to improve water efficiency, taking into account various influencing factors and a cost-benefit analysis. We are currently in the planning phase for the basic framework and will begin developing tailored water management plans in the coming financial year. We intend to incorporate both the results of internal analyses and scientific findings into these individual water management concepts. Additionally, we have set ourselves the goal of further increasing transparency regarding our water withdrawals and making the field irrigation at our breeding stations fully measurable by June 30, 2027. The base year for our targets is the 2025/2026 financial year.

### Methodology

The targets set by KWS are voluntary and not based on legal requirements. The targets were formulated in collaboration between the KWS Group's Group-wide sustainability department and key functions from R&D and breeding station management. From today's perspective, we do not consider an absolute reduction in our water withdrawal to be appropriate due to the impact of weather on our business model and the associated fluctuations in water demand.

To identify breeding stations in regions with high or extremely high water stress, we use the Aqueduct Water Risk Atlas from the World Resources Institute (WRI). The assessment is generally based on a 50-kilometer radius around the respective location. If an area of high or extremely high water stress is located within this radius, the entire breeding station is classified accordingly. A different methodology applies to vegetable breeding stations due to their significantly smaller operational radius. Here, a point-specific assessment is conducted based on the location. Since the Aqueduct Water Risk Atlas is continuously updated, the classification of our breeding stations is adjusted accordingly.

## Water consumption (E3-4)

Our Group-wide water withdrawal for the past financial year is shown in the table below.

**Water withdrawal**

| $m^3$ | 2025/2026 |
|---|---|
| Water withdrawal | 3,372,338 |

A large portion of our water withdrawal is attributable to field irrigation using surface water and groundwater. Moreover, a portion of the water withdrawn seeps into the ground during field irrigation and thus contributes to groundwater recharge.

Water intensity compares our water withdrawal to consolidated net sales and is presented below.

**Water intensity**

| in m³ per million € | 2025/2026 |
|---|---|
| Water intensity | 2,073 |

Our water intensity is based on the consolidated net sales reported in the Consolidated Statement of Comprehensive Income.

**Methodology**
The calculation of water withdrawal is based on Group-wide data collection by designated personnel at the various KWS locations, which is entered into a central data collection system. The data is then analyzed by the Group-wide sustainability department. For some KWS Group locations, complete data on water withdrawal for the financial year was not available at the time this report was prepared. Missing data was generally extrapolated based on prior-year figures, taking into account the average deviation from the prior year. Where no historical data was available, an estimate was made based on average values derived from the available consumption data for the current reporting period. For individual smaller leased office locations, water withdrawal was estimated using assumed average water withdrawal values per employee. Moreover, estimates were made for water withdrawals associated with field irrigation, as these are not always measured. The estimates are based on location- and crop-specific assumptions and were developed in collaboration with the respective local management. In financial year 2025/2026, 50% of our water withdrawals were determined through direct measurements, 0% based on sampling, 1% based on extrapolation and 49% based on best estimates.

## 2.4.2.4 Biodiversity and ecosystems

### Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)
As a plant breeding company, our business activities are closely linked to biodiversity and ecosystems. Our agricultural activities – in particular, the use of agricultural land and natural resources, as well as the use of agricultural inputs – have an impact on biodiversity and ecosystems. At the same time, KWS relies on functioning ecosystems and fertile soils, as they form an important foundation for breeding, seed propagation and agricultural production. However, as part of our business model, we can also specifically support the environmental sustainability of agricultural production systems through plant breeding. Strategic market opportunities arise in particular from the demand for varieties that enable higher yields on the same amount of land or require less use of plant protection products and fertilizers. We capitalize on these opportunities as part of our breeding activities. Consequently, we take into account our impacts, risks and opportunities related to biodiversity and ecosystems as we further develop our strategy and make business decisions. Through the actions described in the section “Actions and Resources Related to Biodiversity and Ecosystems (MDR-A)”, we address our impacts, risks and opportunities in this area while simultaneously strengthening our business model. Given these actions, our diversified product portfolio, our global presence and our breeding programs, we consider our strategy and business model to be resilient in relation to biodiversity and ecosystems.

Our material impacts, risks and opportunities related to biodiversity and ecosystems are presented in the table below.

### Material impacts, risks and opportunities related to biodiversity and ecosystems

| ID | Sustainability matter | Impact, risk or opportunity | Description | Value chain | Time horizon |
|---|---|---|---|---|---|
| E4 I Impact 1 | Land-use change | Positive impact (actual) | Development of seed varieties that enable higher yields on the same production area, thereby counteracting land-use changes from natural ecosystems, such as forests, to areas for agricultural production | ○ | — |
| E4 I Impact 2 | Environmen-tal pollution | Positive impact (actual) | Enabling a reduction in the use of pesticides and fertilizers through the development of seed varieties that are less dependent on these inputs | ○ | — |
| E4 I Impact 3 | Impacts on the status of species | Negative impact (actual) | Loss of biodiversity due to the use of pesticides and fertilizers in agricultural production | ← ○ → | — |
| E4 I Impact 4 | Impacts on the status of species | Negative impact (actual) | Restriction of species' habitats in connection with agricultural production | ← ○ → | — |
| E4 I Impact 5 | Soil degradation | Nega-tive impact (potential) | Potential soil degradation due to inadequate soil management of agricultural land | ← ○ → | — |
| E4 I Risk 1 | Soil degradation | Risk | Yield losses in agricultural production due to a potential deterioration in soil health | ○ | ■ |
| E4 I Risk 2 | Impacts and depen-dencies of ecosystem services | Risk | Yield losses in agricultural production due to the decline in ecosystem services such as pollination | ○ | ■ |
| E4 I Opportu-nity 1 | Land-use change | Opportunity | Strategic market opportunity related to the general demand for seed varieties that enable higher yields on the same production area | ○ | ■ |
| E4 I Opportu-nity 2 | Environmen-tal pollution | Opportunity | Strategic market opportunity related to the general demand for seed varieties that are less dependent on pesticides and fertilizers | ○ | ■ |

■ Short-term ■■ Medium-term ■■■ Long-term — Ongoing
← Upstream value chain ○ Own operations → Downstream value chain

## Policies related to biodiversity and ecosystems (MDR-P)

Our work as a plant breeding company is directly linked to biodiversity and ecosystems. Accordingly, we address the resulting impacts, risks and opportunities through various policies. These are summarized in the table below.

### Policies related to biodiversity and ecosystems

| Policy | Content | Scope of application | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Vision and mission** | Definition of our overarching target and what KWS stands for | Group-wide | Executive Board | – | Website: www.kws.com/corp/en/company/vision-mission-values/ | E4 I Impact 1<br>E4 I Impact 2<br>E4 I Impact 3<br>E4 I Impact 4<br>E4 I Impact 5<br>E4 I Risk 1<br>E4 I Risk 2<br>E4 I Opportunity 1<br>E4 I Opportunity 2 |
| **Strategic planning** | Definition of strategic targets, initiatives and key actions with a ten-year time horizon as the basis for the further development of the KWS Group | Group-wide | Executive Board | – | Intranet | E4 I Impact 1<br>E4 I Impact 2<br>E4 I Impact 3<br>E4 I Impact 4<br>E4 I Impact 5<br>E4 I Risk 1<br>E4 I Risk 2<br>E4 I Opportunity 1<br>E4 I Opportunity 2 |
| **Health, Safety and Environment Guideline** | Definition of minimum requirements for environmental protection, occupational and operational safety, as well as emergency preparedness and hazard mitigation | Group-wide | Executive Board | – | Intranet | E4 I Impact 3<br>E4 I Impact 4<br>E4 I Impact 5<br>E4 I Risk 1<br>E4 I Risk 2 |
| **Code of Business Ethics for Suppliers** | Code to ensure that suppliers adhere to high standards regarding working conditions, ethical and lawful business practices and social and environmental requirements | Group-wide with regard to the upstream value chain | Executive Board | UN Guiding Principles on Business and Human Rights | Website: www.kws.com/corp/en/company/suppliers/code-of-business-ethics-for-suppliers.html<br><br>Additional direct communication with suppliers | E4 I Impact 3<br>E4 I Impact 4<br>E4 I Impact 5<br>E4 I Risk 1<br>E4 I Risk 2 |

In line with our mission, we develop solutions in the form of varieties with higher yields and reduced input requirements, such as pesticides. In this way, we support the agricultural sector in successfully meeting the challenges of the future. Building on this, we analyze global developments and trends as part of our strategic planning and derive areas of action designed to support KWS's future growth. Sustainability matters are incorporated into these analyses.

Our HSE Guideline stipulates, Group-wide, that the use of materials such as plant protection products and fertilizers must be limited to the absolute minimum necessary. In doing so, both the relevant legal requirements and product-specific requirements must be complied with. The application of plant protection products may only be carried out by qualified personnel. Furthermore, the Guideline calls for strengthening soil health through appropriate soil management actions. KWS also sets out clear expectations regarding environmental protection for suppliers in the Code of Business Ethics for Suppliers. These include compliance with all applicable environmental regulations, the responsible use of natural resources and actions to avoid substances and materials that are harmful to the environment and human health. Besides, suppliers are expected to minimize environmental and health impacts as much as possible, prevent contamination of soil, water and air and implement and apply appropriate environmental management systems.

## Actions and resources related to biodiversity and ecosystems (MDR-A)

### Breeding programs for the development of varieties with lower environmental impacts

E4 I Impact 1, E4 I Impact 2, E4 I Impact 3, E4 I Impact 4, E4 I Impact 5, E4 I Risk 1, E4 I Risk 2, E4 I Opportunity 1 and E4 I Opportunity 2

KWS strives to make a positive contribution to the conservation of biodiversity and ecosystems. A key driver of this effort is our core business: Through breeding advances, we continuously develop varieties that enable higher and more stable yields on the same amount of land, thereby counteracting land-use changes resulting from the conversion of natural ecosystems into agricultural land. As part of our breeding efforts, we are working on reducing the need for inputs such as plant protection products and fertilizers – for example, through varieties with greater resilience – in order to minimize impacts on species and habitats.

KWS conducts targeted breeding programs with a range of different breeding targets. These breeding targets include specific traits, such as yield gain or resistance. As part of multi-year breeding programs, parent plants are specifically crossed and the offspring are systematically tested and selected based on defined target traits. Depending on the crop and the targets, we use traditional breeding approaches – including hybrid breeding – as well as complementary biotechnological methods to further develop variety traits such as yield stability and resilience. In this way, we indirectly contribute to reducing pressure on land use as well as the impact on species and habitats.

### Development of biological seed treatments

E4 I Impact 3, E4 I Impact 4, E4 I Impact 5, E4 I Risk 1 and E4 I Risk 2

To counteract biodiversity loss caused by the use of plant protection products and fertilizers in agricultural production, we have been developing so-called “biologicals” for several years as an alternative or supplement to chemical seed treatments. These include microorganisms such as fungi and bacteria, as well as substances derived from plants or microorganisms. Biological seed treatments are already being used in sugarbeet, canola, corn, rye and sorghum crops. Furthermore, biological applications are being developed for other crops, including sunflowers, barley, spinach, fodder beet and beans.

### Resilient cropping systems and sustainable agriculture

E4 I Impact 3, E4 I Impact 4, E4 I Impact 5, E4 I Risk 1 and E4 I Risk 2

The KWS Fit4NEXT cover crop mix program is an integral part of our offerings for farmers in Europe. With our tailored solutions, we support sustainable and resilient crop production. The mixtures specifically complement existing crop rotations and help to further improve their performance. Cover crops fulfill a variety of important functions: They protect the soil from stress and erosion, fix and store nutrients and provide valuable habitats for numerous animal and plant species. At the same time, they help suppress unwanted weeds and reduce the presence of harmful nematodes. The use of mixtures containing legumes also enables additional nitrogen fixation, thereby helping to reduce fertilizer requirements. Together with the preservation of nitrogen reserves already present in the soil, this supports an efficient and resource-conserving use of nutrients. Moreover, cover crops contribute to carbon sequestration by absorbing $CO_2$ from the atmosphere during their growth. After incorporation into the soil, a portion of the sequestered carbon can be stored long-term in the soil's organic matter. In this way, they make an important contribution to maintaining and improving soil fertility.

### Targets related to biodiversity and ecosystems (MDR-T)

With regard to the sustainability matter of biodiversity and ecosystems, KWS did not set any measurable, results-oriented targets during the reporting period. Setting such targets will only be considered once the necessary processes and procedures for Group-wide data collection, evaluation and management related to this topic have been established. A specific time horizon for this has not yet been defined. Nevertheless, KWS monitors the effectiveness of its strategies and actions in this area through regular internal management and review processes. A specific level of ambition has been defined with regard to the annual yield gain of seed varieties. Further details on this are provided in the chapter → 2.4.3.4 Consumers and End-Users in the section “Tracking effectiveness of strategies and actions through targets (MDR-T targets)” are described in more detail.

## 2.4.2.5 Sustainable Agricultural Practices

### Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

Sustainable agriculture is of central importance to KWS. As part of our materiality analysis, we have therefore taken into account not only the sustainability matters defined in the ESRS but also entity-specific factors. Given our business model and our Sustainability Ambition 2035, we have identified sustainable agricultural practices as a material entity-specific issue. This issue is closely linked to our commitment to specifically empower farmers and contribute to productive and resource-efficient agriculture. It illustrates how our business activities are linked to sustainability matters and how financial opportunities for KWS arise from sustainable agricultural productivity and efficient farming practices. Thanks to its business model which focuses on breeding high-performing seed varieties and advising farmers as well as its strategy, the KWS Group is well-positioned to capitalize on these opportunities. Our products and advisory services help farms optimize their cultivation practices, use resources more efficiently and strengthen their resilience to changing environmental and market conditions. In this way, we contribute to productive and resource-efficient agriculture while simultaneously increasing the relevance of our service offerings for our customers. Against this backdrop, we expect positive effects on our earnings both now and in the future.

The topic of sustainable agricultural practices reflects our sustainability efforts within the context of our direct business activities and brings together various sustainability matters. Through our consulting and support for farmers,

- we promote the cultivation of seed varieties that can withstand extreme weather conditions and enable stable crop yields (chapter → 2.4.2.1 Climate Change);
- we promote the cultivation of drought-tolerant seed varieties and enable a reduction in water consumption in agriculture (chapter → 2.4.2.3 Water and Marine Resources);
- we promote the cultivation of seed varieties that are less dependent on pesticides and fertilizers, thereby enabling a reduction in the use of these inputs (see chapter → 2.4.2.4 Biodiversity and Ecosystems) as well as a reduction in greenhouse gas emissions through fewer field passes;
- we promote the cultivation of seed varieties that enable higher yields on the same area of land, thereby counteracting land-use changes from natural ecosystems, such as forests, to areas used for agricultural production (chapter → 2.4.2.4 Biodiversity and Ecosystems);
- we promote the cultivation of seed varieties that ensure yield stability and enable sustainable yield gains, thereby contributing to feeding a growing global population (chapter → 2.4.3.4 Consumers and End-Users).

Our material opportunity related to sustainable agricultural practices is presented in the following table.

**Material impacts, risks and opportunities related to sustainable agricultural practices**

| ID | Sustainability matter | Impact, risk or opportunity | Description | Value chain | Time horizon |
|---|---|---|---|---|---|
| Entity-specific I Opportunity 1 | Sustainable agricultural practices (entity-specific) | Opportunity | Financial opportunities related to empowering farmers by combining innovations in plant breeding with agronomic and digital support to optimize cultivation processes, enhance sustainability performance and adapt to market and climate changes | Own operations | Short-term |

■ Short-term ■■ Medium-term ■■■ Long-term — Ongoing
Upstream value chain, Own operations, Downstream value chain

## Policies related to sustainable agricultural practices (MDR-P)

The following overview presents our overarching policies related to sustainable agricultural practices.

**Policies related to sustainable agricultural practices**

| Policy | Content | Scope of application | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Vision and mission** | Definition of our overarching target and what KWS stands for | Group-wide | Executive Board | – | Website: www.kws.com/corp/en/company/vision-mission-values/ | Entity-specific I Opportunity 1 |
| **Strategic planning** | Definition of strategic targets, initiatives and key actions with a ten-year time horizon as the basis for the further development of the KWS Group | Group-wide | Executive Board | – | Intranet | Entity-specific I Opportunity 1 |
| **Sustainability Ambition 2035** | Definition of the KWS Group's sustainability targets | Group-wide | Executive Board | – | Website: www.kws.com/corp/en/sustainability/strategy-targets/ | Entity-specific I Opportunity 1 |

In line with its vision and mission, the KWS Group aims to create added value for farmers. Through innovative plant breeding, KWS helps make agriculture more productive and resilient. At the same time, KWS is committed to promoting resource-efficient agriculture and contributing to feeding a growing global population. Our vision and mission are reflected in our strategic planning as well as in our Sustainability Ambition. Our Sustainability Ambition 2035 is presented at the beginning of our Non-Financial Declaration.

## Actions and resources related to sustainable agricultural practices (MDR-A)

### Targeted expansion of our advisory services and support for farmers

Entity-specific I Opportunity 1

As part of its sales organization, the KWS Group continuously tracks agricultural land owned by its customers – the farmers – on which both digital applications and advisory services are utilized. Building on this, KWS pursues a data-driven management approach to expand sustainable agricultural practices by advising and supporting farmers.

Key actions include prioritizing farmers with high land area and value potential, structured planning of customer support and visits and ongoing monitoring of relevant performance metrics to identify and close gaps in coverage. Furthermore, KWS is specifically aligning its sales resources toward effective customer interactions, strengthening sales effectiveness through training and incentive programs and continuously optimizing operational processes to efficiently increase its reach across relevant agricultural land.

## Targets related to sustainable agricultural practices (MDR-T)

Entity-specific I Opportunity 1

In line with our Sustainability Ambition 2035, we aim to empower farmers through targeted advice and support and, in this context, expand sustainable agricultural practices. For this reason, we have set a target for the “Supported Hectares” metric. This metric indicates how many hectares of agricultural land are covered by customers using KWS’s digital tools and on which additional expert advice is provided. It thus enables us to assess the scope of support for agricultural land, which is provided through digital solutions and advisory services, thereby strengthening sustainable agricultural practices.

### Sustainability Ambition 2035: Targets related to sustainable agricultural practices

| in hectares | 2035 target | Annual target for 2026/2027 | 2025/2026 |
|---|---|---|---|
| **Supported hectares** | 35 million hectares farmed by KWS customers are supported by digital tools and advisory services | 30 million hectares farmed by KWS customers will be supported by digital tools and advisory services | 30 million hectares |

The first data collection of supported hectares was conducted in financial year 2025/2026, which also serves as the base year for the targets. Management continuously monitors this metric as part of sustainability and business management and uses it to assess the reach of digital solutions. The metric does not provide direct insight into environmental or social impacts. Instead, it reflects KWS’s efforts to empower farmers and expand sustainable agricultural practices.

### Methodology

The supported hectares metric is based on the global agricultural land of KWS customers whom KWS supports through direct advisory services. The calculation of supported hectares is based on land area data voluntarily entered by farmers via the myKWS platform. The focus here is on dialogue with customers. As part of the supported hectares metric, the agricultural land of customers with whom interactions took place during the financial year is recorded. Possible interactions include in-person visits, order entries, web meetings, or phone calls; interactions via the myKWS platform; and verifiable digital interactions in the context of opened emails. Purely one-way communication without the possibility of feedback – such as via text message – is not taken into account. Duplicate counts of interactions regarding the same land parcels are excluded through system-level aggregation. The data is collected annually based on defined internal IT systems and operational reports. The target was defined in collaboration with our Commercial Analytics division. In this way, insights into customer expectations and market-based requirements were specifically incorporated into the definition of the target.

## 2.4.2.6 EU Taxonomy

In accordance with Article 8 of the EU Taxonomy Regulation (EU) 2020/852 and the supplementary delegated acts thereto, KWS is required to disclose the proportions of Taxonomy-eligible and Taxonomy-aligned turnover, capital expenditures (CapEx) and operating expenditures (OpEx) in relation to the following environmental objectives for the financial year 2025/2026:

- climate change mitigation,
- climate change adaptation,
- sustainable use and protection of water and marine resources,
- transition to a circular economy,
- pollution prevention and control,
- protection and restoration of biodiversity and ecosystems.

The European Commission publishes delegated acts that set out criteria for assessing the sustainable pursuit of economic activities with regard to the environmental objectives. As a first step, an economic activity is Taxonomy-eligible if it is described in one of these delegated acts. In this case, criteria for assessing the sustainability of this economic activity are laid down in the relevant delegated act. If an economic activity is Taxonomy-eligible, the second step is to assess whether it is pursued in an environmentally sustainable manner, i.e. whether it is Taxonomy-aligned.

A Taxonomy-eligible economic activity is deemed to be Taxonomy-aligned if it

- contributes substantially to at least one environmental objective,
- does not significantly harm other environmental objectives and
- is carried out in compliance with the minimum safeguards.

The requirements regarding the substantial contribution and the avoidance of significant harm are activity-specific, whereas compliance with the minimum safeguards applies in principle across all activities. The minimum safeguards comprise existing procedures that ensure compliance with the following frameworks:

- the OECD Guidelines for Multinational Enterprises,
- the UN Guiding Principles on Business and Human Rights,
- the Declaration of the International Labour Organisation (ILO) on Fundamental Principles and Rights at Work and
- the International Bill of Human Rights.

The requirements for compliance with the minimum safeguards are concretized by the Final Report on Minimum Safeguards by the Platform on Sustainable Finance (PSF). Accordingly, the minimum safeguards relate to four core topics: human rights (including labour and consumer rights), corruption and bribery, taxation and fair competition. Our analysis has shown that we ensure compliance with the minimum safeguards.

In order to avoid double-counting in determining the Taxonomy-eligible and Taxonomy-aligned proportions, economic activities are considered under only one environmental objective.

Commission Delegated Regulation (EU) 2026/73 of July 4, 2025 simplifies the requirements for EU Taxonomy reporting. The regulation generally applies to reports published on or after January 1, 2026. The simplifications include, in particular, the introduction of a materiality principle and a streamlining of the reporting templates.

Under the materiality principle, a full assessment of Taxonomy-eligibility or Taxonomy-alignment with respect to a specific KPI may be waived if the proportion of Taxonomy-eligible economic activities related to that KPI is less than 10% in total. The materiality principle must be applied separately to each of the KPIs: turnover, CapEx and OpEx. We apply the 10% materiality threshold to the three key performance indicators.

### Turnover

Turnover corresponds to consolidated net revenue in accordance with IAS 1.82(a) as presented in the Consolidated Statement of Comprehensive Income. The relevant accounting policies are presented in the Consolidated Financial Statements in the section → 3.6 Recognition of income and expenses of the Notes. Our total turnover (we use the term “net sales” in our Financial Statements) in financial year 2025/2026 was €1,626.8 (1,676.6) million.

As a plant breeding company, our core business activities are currently not covered by the European Commission's delegated acts on the six environmental objectives and are therefore not Taxonomy-eligible. That means there are at present no activity-specific criteria that we can use to assess the environmental sustainability of our turnover. Consequently, the proportions of our Taxonomy-eligible and Taxonomy-aligned turnover in financial year 2025/2026 are 0% (0%) each and are thus below the materiality threshold of 10%.

## Operating expenditure (OpEx)

The EU Taxonomy defines operating expenditures (OpEx) as direct, non-capitalized costs relating to research & development, building renovation measures, short-term lease, maintenance and repairs and other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment. In financial year 2025/2026, our total operating expenditure amounted to €365.0 (370.0) million.

To drive innovation, we invest a significant amount in research & development every year. Accordingly, our operating expenditures (OpEx) consist largely of research & development expenses. Since the EU Taxonomy does not yet include economic activities in the field of plant breeding, the proportion of our Taxonomy-eligible operating expenditures (OpEx) in financial year 2025/2026 amounts to 0.3% and thus falls below the materiality threshold of 10%. These operating expenditures relate to the economic sector "Construction and Real Estate".

## Capital expenditure (CapEx)

Capital expenditures comprise gross additions to property, plant and equipment (IAS 16), intangible assets (IAS 38) and right-of-use assets (IFRS 16). The relevant accounting policies are presented in the Consolidated Financial Statements in the sections → **3.7 Intangible assets**, → **3.8 Property, plant and equipment** and → **3.9 Leases** of the Notes. In financial year 2025/2026, our total capital expenditure amounted to €135.6 (134.9) million. This total value comprises additions to intangible assets (Notes section → **7.1 Intangible Assets**), property, plant and equipment (Notes section → **7.2 Property, Plant and Equipment**) and rights-of-use assets (Notes section → **7.15 Leases**) during the period under review.

In financial year 2025/2026, material Taxonomy-eligible and Taxonomy-aligned capital expenditures were identified. These are summarized in the following table:

**Taxonomy-eligible and Taxonomy-aligned capital expenditures (CapEx)**

| Economic activity (environmental objective) | Taxonomy-aligned capital expenditures 2025/2026 in € million | Taxonomy-eligible capital expenditures 2025/2026 in € million |
|---|---|---|
| 6.5 Transport by motorcycles, passenger cars and light commercial vehicles (climate change mitigation) | 0 | 13.2 |
| 7.6 Installation, maintenance and repair of renewable energy technologies (climate change mitigation) | 1.5 | 1.6 |
| 7.7 Acquisition and ownership of buildings (climate change mitigation) | 0 | 14.5 |
| **Total** | **1.5** | **29.3** |

In the financial year just ended, Taxonomy-aligned capital expenditures (CapEx) related to the economic activity “7.6 Installation, maintenance and repair of renewable energy technologies” under the environmental objective “climate change mitigation” were identified in the amount of €1.5 million. This represents a proportion of 1.1% of total capital expenditures (CapEx). These Taxonomy-aligned capital expenditures (CapEx) primarily relate to photovoltaic and heat recovery systems.

Furthermore, there are Taxonomy-eligible capital expenditures that are not material. These accounted for 9.7% of total capital expenditures in the financial year and are therefore below the materiality threshold of 10%. These capital expenditures relate to the economic sectors “Manufacturing”, “Energy”, “Water supply, sewerage, waste management and remediation”, “Transportation”, and “Construction and real estate”.

The templates required to be disclosed in accordance with the EU Taxonomy Regulation are presented below.

**Template 1: Proportion of turnover, CapEx and OpEx from products or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – Disclosure for financial year 2025/2026 (Summary)**

| | | 2025/2026 | | | Breakdown by environmental objectives of Taxonomy-aligned activities | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| KPI | Total | Proportion of Taxonomy-eligible activities | Taxonomy-aligned activities | Proportion of Taxonomy-aligned activities | Climate change mitigation | Climate change adaptation | Water | Circular economy | Pollution | Biodiversity | Proportion of enabling activities | Proportion of transitional activities | Not assessed activities considered non-material | Taxonomy-aligned activities 2024/2025 | Proportion of Taxonomy-aligned activities 2024/2025 |
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) | (14) | (15) | (16) |
| | in € thousand | % | in € thousand | % | % | % | % | % | % | % | % | % | % | in € thousand | % |
| Turnover | 1,626,821 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CapEx | 135,627 | 21.6 | 1,477 | 1.1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9.7 | 16,582 | 12.3 |
| OpEx | 364,956 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.3 | 0 | 0 |

**Template 2: Proportion of CapEx from goods or services associated with Taxonomy-eligible or Taxonomy-aligned economic activities – Disclosure for 2025/2026 financial year (Breakdown by activity)**

| | 2025/2026 | | | Environmental objective of taxonomy-compliant activities | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Economic activities | Code | Proportion of Taxonomy-eligible CapEx | Taxonomy-aligned CapEx | Proportion of Taxonomy-aligned CapEx | Climate change mitigation | Climate change adaptation | Water | Circular economy | Pollution | Biodiversity | Enabling activity | Transitional activity | Proportion of Taxonomy-aligned in Taxonomy-eligible |
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) | (13) | (14) |
| | | % | in € thousand | % | % | % | % | % | % | % | ggf. E | ggf. T | % |
| Transport by motorcycles, passenger cars and light commercial vehicles | CCM 6.5 | 9.7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | T | 0 |
| Installation, maintenance and repair of renewable energy technologies | CCM 7.6 | 1.2 | 1,477 | 1.1 | 1.1 | 0 | 0 | 0 | 0 | 0 | E | | 93.4 |
| Acquisition and ownership of buildings | CCM 7.7 | 10.7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | 0 |
| **Sum of alignment per objective** | | | | | **1.1** | **0** | **0** | **0** | **0** | **0** | | | |
| **Total CapEx** | | **21.6** | **1,477** | **1.1** | **1.1** | **0** | **0** | **0** | **0** | **0** | | | **5.0** |

# 2.4.3 Social Information

## 2.4.3.1 Own Workforce

**Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)**

Our workforce is a key factor in the success of our corporate strategy and the sustainable development of our business model. Moreover, our qualified and dedicated employees make a significant contribution to the successful execution of research & development, production, marketing and sales, as well as administration throughout our value chain. The working environment of the own workforce is closely linked to KWS's operational performance, innovative strength and competitiveness. Accordingly, actual and potential impacts as well as risks and opportunities related to our own workforce are incorporated into the further development of our strategy, our business model and our business decisions. This is reflected in corresponding policies, actions and targets, which are continuously evaluated and further developed as needed. The goal is to mitigate our potential negative impacts as much as possible, strengthen our positive impacts and, in doing so, to utilize the opportunities arising from a qualified, dedicated and long-term committed workforce. In this way, we promote the long-term performance and resilience of the KWS Group. Our corporate values – closeness, reliability, foresight and independence – are firmly anchored in our corporate culture. They form the foundation for collaboration within the company and for how we interact with our own workforce. On this basis, we contribute to a work environment characterized by mutual respect, personal recognition and collaborative partnership, which supports the long-term retention of our employees. Our material impacts, risks and opportunities related to our own workforce thus interact with our strategy and business model and are presented below.

**Material impacts, risks and opportunities related to own workforce**

| ID | Sustainability matter | Impact, risk or opportunity | Description | Value chain | Time horizon |
|---|---|---|---|---|---|
| S1 I Impact 1 | Working conditions | Positive impact (actual) | Proactive creation of positive working conditions that go beyond legal requirements | ◉ | — |
| S1 I Impact 2 | Training and skills development | Positive impact (actual) | Promotion of our employees’ professional and personal skills | ◉ | — |
| S1 I Impact 3 | Diversity | Positive impact (actual) | Promoting diversity in the workplace | ◉ | — |
| S1 I Impact 4 | Health and safety | Negative impact (potential) | Potential adverse effects on the health of our own workforce due to exposure to physical, psychological and social health risks | ◉ | ■ |
| S1 I Impact 5 | Gender equality and equal pay for equal work | Negative impact (potential) | Potential unconscious discrimination against employees in terms of compensation based on gender | ◉ | ■ |
| S1 I Impact 6 | Measures against violence and harassment in the workplace | Negative impact (potential) | Potential inappropriate and intrusive behavior in the workplace despite existing preventive measures | ◉ | ■ |
| S1 I Opportunity 1 | Working conditions | Opportunity | Strengthening employee attraction and retention by proactively creating positive working conditions that go beyond legal requirements | ◉ | ■ |
| S1 I Opportunity 2 | Training and skills development | Opportunity | Increased efficiency through the targeted, continuous professional development of our employees and the resulting improvement in employee satisfaction | ◉ | ■ |

■ Short-term ■■ Medium-term ■■■ Long-term — Ongoing
⊖ Upstream value chain ◉ Own operations ⊕ Downstream value chain

Our employees are a key factor in KWS’s sustainable business success. Accordingly, we specifically design the work environment to foster positive impacts for our employees. This creates financial opportunities, particularly in attracting and retaining qualified talent and in fostering high employee engagement. The identified positive impacts and the resulting opportunities primarily relate to our own employees. At the same time, KWS systematically analyzes potential impacts and addresses them through appropriate measures. Potential negative impacts on the health of the workforce, as well as potential inappropriate behavior – including workplace harassment – typically occur as individual incidents. In contrast, potential unconscious discrimination against the workforce regarding compensation based on gender can also occur systematically, for example, more frequently in certain regions. Negative impacts on the health of our workforce can occur in particular as a result of physical health risks at our breeding and production sites.

As part of our materiality analysis, we have gained an understanding of which groups within our own workforce may be potentially more affected by negative impacts due to their work contexts or specific characteristics. This understanding was derived from the systematic evaluation of internal information sources, such as accident statistics, as well as insights from HR processes. Furthermore, characteristics such as gender were taken into account to consider factors that may influence the extent to which individuals are affected by negative impacts.

Our statements regarding our own workforce address both our employees and our non-employee workers who may be affected by material impacts. We have not identified any material impacts resulting from transition plans aimed at reducing negative environmental impacts and achieving more environmentally friendly and climate-neutral operations.

**Types of employees and non-employee workers within our own workforce**

| Composition of our own workforce | Description |
|---|---|
| **Employees** | |
| Research & development | Employees who contribute to the development of seed varieties, for example through plant breeding or genetic research |
| Production | Employees who propagate and process seeds and ensure their quality |
| Marketing and sales | Employees who market seeds and complementary solutions such as digital tools and who advise and support customers such as farmers |
| Administration | Employees who work in central functions such as human resources, finance, or IT |
| Seasonal employees | Employees who perform seasonal harvesting tasks or are employed in areas related to production and research |
| **Non-employee workers** | |
| Self-employed workers | External, self-employed workers (e.g., consultants, interim managers, service providers) who provide services to KWS on a contractual basis without being in a traditional employment relationship |
| Employees provided by third-party companies | External workers who perform seasonal harvesting tasks or are employed in areas related to production and research without being in a traditional employment relationship |

## Policies related to own workforce (S1-1)

KWS aims at ensuring a fair and safe work environment, promoting the professional and personal development of employees and strengthening its long-term attractivity as an employer. The policies outlined below form the foundation for addressing our material impacts, risks and opportunities related to our own workforce.

### Policies related to own workforce

| Policy | Content | Scope of applications | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Sustainability Ambition 2035** | Definition of the KWS Group's sustainability goals | Group-wide | Executive Board | – | Website: www.kws.com/corp/en/sustainability/strategy-targets/ | S1 I Impact 1<br>S1 I Impact 2<br>S1 I Impact 3<br>S1 I Impact 4<br>S1 I Impact 5<br>S1 I Impact 6<br>S1 I Opportunity 1<br>S1 I Opportunity 2 |
| **Collective bargaining agreements** | A written agreement between employers and labor unions governing work-related conditions and rights, particularly issues of compensation | Own employees at respective locations | Respective management | – | Intranet | S1 I Impact 1<br>S1 I Opportunity 1 |
| **Company agreements** | Written agreements between the employer and the works council that establish binding rules governing working conditions within the company | The company's own employees at the respective locations | Respective management and works council | – | Intranet | S1 I Impact 1<br>S1 I Opportunity 1 |
| **Code of Business Ethics** | Code setting forth binding principles of business ethics and compliance with legal frameworks | Group-wide for own workforce | Executive Board | – | Website: www.kws.com/corp/en/sustainability/social-responsibility/human-rights-due-diligence/ | S1 I Impact 3<br>S1 I Impact 4<br>S1 I Impact 5<br>S1 I Impact 6 |
| **Human Rights Policy** | Definition of Minimum Requirements Regarding Human Rights | Group-wide for own workforce | Executive Board | UN Guiding Principles on Business and Human Rights<br><br>OECD due diligence on human rights<br><br>German supply chain law | Website: www.kws.com/corp/en/sustainability/social-responsibility/human-rights-due-diligence/ | S1 I Impact 3<br>S1 I Impact 4<br>S1 I Impact 5<br>S1 I Impact 6 |

| Policy | Content | Scope of applications | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Health, Safety and Environment Guideline** | Definition of minimum requirements for environmental protection, occupational and operational safety, as well as emergency preparedness and hazard mitigation | Group-wide for own workforce | Executive Board | – | Intranet | S1 I Impact 4 |
| **Leadership Capability Model** | A central framework for executives that describes the material capabilities required for effective leadership at KWS | Group-wide for own employees | Global HR | – | Intranet | S1 I Impact 2<br>S1 I Opportunity 2 |
| **Leadership development framework** | A structured development framework for executives to define the skills, behaviors and training required at various leadership levels | Group-wide for our own employees | Global HR | – | Intranet | S1 I Impact 2<br>S1 I Opportunity 2 |
| **Diversity & Inclusion concept** | Concept for a holistic approach to promoting diversity, equal opportunities and inclusive collaboration at KWS | Group-wide for own workforce | Global HR | – | Global HR | S1 I Impact 3 |

The interests of our own workforce are generally taken into account in all of the policies described, but particularly in collective bargaining and company agreements.

**Human rights**

KWS is committed to internationally recognized human rights standards, such as the United Nations (UN) Charter of Human Rights and the relevant standards of the International Labour Organisation (ILO). We have enshrined the principles of these and other human rights standards in our Human Rights Policy. In this context, we prohibit all forms of human trafficking, forced labour and child labour. We also commit to respecting human rights in our Code of Business Ethics. As a member of the UN Global Compact (UNGC) network, KWS submits an annual progress report in accordance with defined requirements. Moreover, KWS has an internal management system for human rights due diligence that monitors compliance with the UN Guiding Principles on Business and Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Companies regarding the fulfillment of human rights due diligence obligations. The management system is based on the OECD Guidelines for Multinational Companies and is described in our Human Rights Policy. In addition, our employees' right to health is addressed in greater depth through our HSE Guideline and our HSE Management System. We are aware of our responsibility to take appropriate remediation measures as part of our human rights due diligence obligations. Our approach to addressing negative impacts, including those related to human rights, is described in the section "Processes to remediate negative impacts and channels for own workers to raise concerns (S1-3)".

Furthermore, our Code of Business Ethics for Suppliers sets out requirements for our suppliers regarding worker safety, fair employment conditions and the prohibition of human trafficking, forced labour and child labour. These provisions are in line with applicable ILO standards. Further information on our workforce in the value chain is provided in chapter → 2.4.3.2 Workers in the Value Chain.

**Anti-discrimination**

KWS takes a firm stand against any form of discrimination and advocates for equal opportunities and rights for all employees. We have codified this in our Code of Business Ethics, which is binding on all employees. Besides, the principle of equal treatment is addressed in our Human Rights Policy. The KWS Group does not tolerate any discrimination against its employees. In accordance with ILO Conventions No. 100 and No. 111, we prohibit discrimination and harassment in the workplace and promote a diverse, fair and inclusive environment in which all employees are treated with dignity and respect and the rights of vulnerable employees are safeguarded. Employees must not be disadvantaged, given preferential treatment, or harassed on the basis of characteristics such as gender and gender identity, skin color, ethnic origin, religion, nationality, political or other beliefs, disability, age, sexual orientation, social background, or other characteristics protected by local laws. Building on this, we address the topics of diversity, equal opportunities and inclusive collaboration in our Diversity & Inclusion Concept to promote them holistically at KWS. Actions to promote diversity are described in the section "Taking action on material impacts on own workforce and approaches to mitigating material risks and pursuing material opportunities related to own workforce and effectiveness of those actions (S1-4)".

## Processes for engaging with own workers and workers' representatives about impacts (S1-2)

KWS views ongoing dialogue with employees as a central component of corporate due diligence and as a valuable source of inspiration for the further development of our business activities. Depending on national frameworks and local structures, our employees are engaged – either directly or through workers' representatives – regarding the impacts of KWS on them. Their perspectives are incorporated through various processes into initiatives and decisions designed to address actual and potential impacts on them. Depending on the content and urgency of the feedback, it is taken into account directly or indirectly in policies, guidelines and actions.

### General procedures for incorporating the perspectives of our own workforce

| Channel | Description | Target group | Frequency |
|---|---|---|---|
| **Co-determination bodies** | Works councils and, where applicable, other employee participation bodies in the respective countries | Company's own employees | Ongoing |
| **Employee surveys** | Annual survey for all employees as well as ad hoc surveys | Company's own employees | Annual or as needed |
| **HR Business Partner** | Point of contact for strategic HR-related topics | Company's own employees | Ongoing |
| **Intranet** | Feedback via posts on the intranet | Our own employees with access to the intranet | Ongoing |
| **Town Hall Meetings** | Virtual meeting formats on specific topics with opportunities for active participation | Company's own employees | Several times a year |
| **Hiring Surveys** | Feedback on the application process and onboarding | Candidates who have had a job interview with the KWS Group | Ongoing |
| **Employee-supervisor dialogue** | Annual employee feedback meeting between employees and leaders | Company's own employees | Ongoing |
| **360° or 270° feedback** | Anonymous feedback for leaders | Leaders at the first three management levels or potential future leaders | Ongoing |

We assess the effectiveness of our engagement primarily through participation and response rates, as well as the results. Operational responsibility for engaging our own workforce and incorporating the results into corporate strategies lies with the Executive Board member responsible for Global Human Resources. With its business model which focuses on breeding high-yielding seed varieties and empowering farmers as well as with its strategic direction, the KWS Group is well-positioned to capitalize on these opportunities.

### Processes to remediate negative impacts and channels for own workers to raise concerns (S1-3)

In general, employees can address their concerns at any time by speaking with their leader, the appropriate HR contacts, or – at locations with the relevant structures – workers' representatives. Additionally, leaders are required to identify any adverse impacts on the health of their own workforce and report them through the "Health & Safety Incident Reporting".

Furthermore, the KWS Group has specific compliance reporting channels through which concerns and complaints can be raised. These include the KWS Group Compliance Office and the Compliance Reporting Platform. With the Compliance Reporting Platform, KWS has established a whistleblower system through which concerns can also be reported anonymously if necessary. KWS works to ensure that its own workforce is familiar with the existing structures and reporting channels and has confidence in them. The effectiveness of these channels is promoted in particular through regular communication, training, their integration into relevant policies and a corporate culture that encourages the open expression of concerns. In accordance with our Code of Business Ethics, no one who reports a violation in good faith need fear retaliation. For tracking and monitoring purposes, reported concerns are recorded in an appropriate manner and processed until resolution. Incoming reports are received, reviewed, investigated and documented. If necessary, external or regulatory authorities are involved in the investigation. Depending on the outcome of the investigation, appropriate actions are taken. Based on the circumstances, remedies may include, for example, corrective and preventive actions, process adjustments, training, disciplinary measures, support for affected individuals and restitution. The effectiveness of the remediation measures is evaluated on a case-by-case basis, particularly with regard to whether the reported issue has been resolved, whether recurrences have been prevented and whether affected individuals were involved in the investigation to the extent possible and appropriate. The insights gained from this are incorporated into the further development of processes, training and preventive measures.

### Taking action on material impacts on own workforce and approaches to mitigating material risks and pursuing material opportunities related to own workforce and effectiveness of those actions (S1-4)

KWS is taking steps to prevent material negative impacts on its own workforce, reinforce positive impacts and capitalize on the resulting opportunities. These actions are integrated into our existing business processes and are primarily planned, coordinated and implemented by the HR department. With regard to potential negative impacts, the HSE Management and the Compliance department, in addition to the HR department, are also taking appropriate actions. Areas requiring action are identified through, among other things, employee surveys, dialogue with workers' representatives and HR functions, the Employee-Supervisor Dialogue, reports submitted via compliance reporting channels and, where applicable, through appropriate metrics or internal audits. At the same time, this process is used to track the effectiveness of existing actions. The responsible functions and management levels evaluate the results and, if necessary, implement local or Group-wide actions. Accordingly, we strive to further enhance transparency regarding our own workforce by collecting data and determining key performance indicators. KWS aims to avoid negative impacts of its own business practices on its workforce, for example in connection with the use of personal data. Details on the handling of personal data are included in chapter → **2.4.4.1 Business Conduct** under the section "Data protection". If negative impacts on our own workforce are identified in connection with business relationships, KWS addresses them. Further information on this can be found in the section "Processes to remediate negative impacts and channels for own workers to raise concerns (S1-3)". By strengthening our positive impacts in relation to working conditions, training and skills development – as well as diversity – we simultaneously capitalize on the resulting opportunities.

Our various actions related to our material impacts, risks and opportunities are described below.

### Working conditions

S1 I Impact 1 and S1 I Opportunity 1

The working conditions of KWS Group employees are governed by the respective country-specific legal requirements and are set forth in their employment contracts. We structure our compensation in accordance with prevailing market standards. Depending on the country and company, a KWS employee's compensation package consists of base pay and various benefits. In addition, depending on the country and company, we offer our employees the opportunity to share in the company's success, for example through performance-based and variable compensation models as well as an employee share program. The principle of equal pay is the target of our compensation policy and is reflected in laws, collective bargaining agreements and company regulations, where such regulations exist. The same applies, for example, to regulations regarding working time, vacation, business travel and partial retirement.

The collective representation of employees' interests vis-à-vis the respective management is carried out by locally elected works councils, as well as, where applicable, by youth and trainee representatives and representatives for employees with severe disabilities. Employee participation bodies exist in Germany, France, Spain and the Netherlands, among other countries. These bodies work closely and in a spirit of trust with the respective management and maintain an open and constructive dialogue. In countries where there is no collective employee representation, we place the same great importance on treating employees with respect and maintaining an open dialogue with them as where we have employee representatives. If the workforce expresses a desire for collective employee representation or if such representation is required by law, we support our employees in establishing it. For example, new employee participation bodies were established in Spain and the Netherlands during the past financial year. Since 2015, the European Employee Committee (EEC) has served as a European employee representative body, successfully and trustfully collaborating with company management on cross-border matters within the EU. The structured integration of employee interests helps actively shape the day-to-day work environment and continuously promote positive working conditions.

KWS is committed to a family-friendly work environment. Our employees' life situations are diverse and unique. Accordingly, their needs regarding working time and work location also vary. One of the factors that enables our employees to achieve a good work-life balance is our wide range of working time models, which are available to nearly all employees. In addition, we have a global policy that generally allows our employees to work remotely, provided this is compatible with their specific job duties and local laws. At our Berlin location, where employees from more than 60 countries are represented, there is the option of working remotely from abroad for a limited period of time. In this way, we enable our employees to spend additional time with their families abroad.

### Training and other skills development initiatives

S1 I Impact 2 and S1 I Opportunity 2

To support the professional development of our employees, individual development dialogues are held annually between employees and leaders. Furthermore, we have a structured talent and succession management process. This process targets securing the long-term staffing of critical positions and promoting internal development opportunities. It also includes the Orientation Center (OC), which is conducted once or twice a year to evaluate potential successors for senior leadership roles.

Our portfolio of international leadership development programs is based on the "Leadership Capability Model" and takes a holistic approach to developing leadership competencies. It combines structured feedback formats (such as 360°/270° feedback), international training programs and specific development formats for different career stages – from high-potential employees to experienced leaders. The target is to strengthen values-based leadership, promote individual growth and prepare leaders specifically for their current and future responsibilities. In financial year 2025/2026, 282 employees from various KWS Group locations began or completed one or more modules of the leadership development program.

To support our employees in developing their soft skills, we have been offering the Knowledge Expert Programs Levels I and II since 2023/2024. Each three-day training session is designed for generalists and subject matter experts alike and teaches skills that enable participants to act effectively even without formal leadership responsibilities. Participants learn to apply their expertise strategically, build relationships with leaders, drive innovation and contribute to company-wide performance. Following the pilot group for Level I in financial year 2024/2025, Level II was also piloted in 2025/2026. A total of 28 employees participated in the programs in 2025/2026.

As part of our professional development initiatives, we have been specifically strengthening our employees' skills in managing change since the 2025/2026 financial year. Through a central intranet page, we provide comprehensive information, guidelines and support services that offer guidance in situations of change and promote knowledge transfer. Additionally, since the end of the reporting year, we have been offering target-group-specific training formats for employees and leaders alike, aimed at actively shaping change processes, constructively addressing uncertainties and sustainably strengthening the organization's adaptability.

The KWS Learning Management System makes our international training and development offerings transparent and easily accessible to our employees worldwide. In addition, it encompasses our internal subject-specific academies, such as the International Sugarbeet Academy, the Sales and Farming Academy and the various self-study options that extend beyond professional development. Our self-study offerings include, for example, LinkedIn Learning and Bookboon.

In keeping with the KWS essence "Make yourself grow", we will continue to focus on supporting and challenging our employees and leaders, while continuously expanding our training portfolio both nationally and internationally.

**Diversity**

S1 I Impact 3

The diversity of our employees is reflected, among other things, in their individual educational backgrounds, skills, knowledge, experiences, beliefs, personalities and ideas and represents an important competitive advantage for us. In financial year 2022/2023, a five-year diversity strategy was developed that aims to promote diversity among employees and leaders as well as an inclusive corporate culture. The resulting actions are designed to strengthen all diversity dimensions, with a particular focus on age, gender and nationality. During the reporting year, initiatives were implemented that contribute to a more inclusive work environment. For example, a global intranet page on diversity and inclusion was set up and launched; among other things, it provides information on unconscious biases, offers leaders guidance on fostering an inclusive leadership culture and consolidates training opportunities on various diversity topics.

In general, an inclusive leadership culture plays a crucial role at KWS. This is reflected in our "Leadership Capability Model", in which "promoting Diversity and developing talent" is one of six key competencies and is an integral part of our Assessment, Orientation and Development Centers as well as our annual performance reviews.

**Occupational health and safety**

S1 I Impact 4

KWS has a globally oriented HSE Management System. Our internal occupational safety standards include technical, organizational and occupational health actions to prevent workplace accidents and work-related ill health. We regularly review the implementation of these standards through internal audits. The HSE Guideline serves as a material tool for implementation by establishing a global framework. Among other things, it stipulates that the respective leaders must ensure the reporting of workplace accidents. Our breeding and production sites are the primary areas where accidents occur. After analyzing the respective accident hotspots, targeted actions are taken in the form of training or, if necessary, decisions to modify work processes. In financial year 2024/2025, an awareness campaign on occupational health and safety was launched as a supporting measure, which will be supplemented by further actions in financial year 2026/2027.

### Gender equality and equal pay for equal work

S1 I Impact 5

We are committed to gender equality and have a target to ensure equal opportunities as well as fair and non-discriminatory compensation for all employees. The fundamental principle here is: equal pay for work of equal value. To provide women with equal opportunities for leadership positions, the Group-wide diversity concept outlines targeted actions to break down structural barriers and promote equal development opportunities. For example, during the reporting year, the “Women Mentoring Program” was introduced – a mentoring program for women that specifically promotes female talent, supports their career development and contributes to the sustainable development of future female leaders.

### Actions against inappropriate and harassing behavior in the workplace

S1 I Impact 6

KWS combats violence, harassment and other forms of inappropriate and abusive behavior in the workplace through binding policies, clear rules of conduct and established reporting and remedial procedures. KWS provides various channels for the early detection of such incidents. Employees can contact their leader, the Human Resources department, or – where applicable – workers’ representatives. Moreover, the Group-wide Compliance Reporting Platform serves as a reporting channel through which anonymous reports of harassment, violence, or other integrity violations can be submitted. In accordance with our Code of Business Ethics, we are committed to complying with all applicable laws as well as the company’s rules of conduct. Our Compliance Management System serves to ensure compliance with all applicable internal and external regulations and is described in more detail in chapter → **2.4.4.1 Business Conduct**.

### Employee attraction and retention

S1 I Opportunity 1

The central focus of our human resources efforts is our ambition to be recognized as the employer of choice in the seed industry over the long-term. In light of our planned growth, demographic changes and the increasing labor shortage, we therefore place particular emphasis on creating an attractive work environment for both current employees and potential new talent. An important foundation for this is our Employer Value Proposition, which defines KWS’s unique selling points as an employer and is currently being revised.

To ensure that KWS’s recruitment process is candidate-centric, we analyze each step a candidate takes, from their first contact with KWS through to hiring. In financial year 2025/2026, the project focused on implementing more effective and target-group-oriented communication actions on our website, but especially on social media. For example, an international group of employees was formed to serve as Social Media Advocates. These employees received specialized training in social media communication and now regularly post about KWS on social media.

Supporting young talent is a particular priority for KWS. For this reason, we award scholarships to universities and offer a global graduate program for graduates in agricultural sciences as well as interdisciplinary fields such as international business administration with an agricultural focus. Furthermore, it is important to us to offer high-quality apprenticeship opportunities. This is reflected in the quality of our training programs. For example, KWS SAAT SE & Co. KGaA holds the “TOP AUSBILDUNG” quality seal from the Hanover Chamber of Industry and Commerce (IHK). In the past financial year, we once again supported many young people on their path to obtaining a vocational qualification and entering the workforce.

To give young scientists insights into research & development work at KWS, we organized the “R&D TalentCampus” in Einbeck for the second time in financial year 2025/2026. The target of the event is to provide participants with insights into the practical work of one of the leading plant breeding companies and to maintain KWS’s traditionally close ties to scientific educational institutions. Throughout the day, participants at the “R&D TalentCampus” could choose from around 90 program activities: guided tours, presentations, exhibits and even a hackathon. More than 500 participants moved from station to station, visiting the laboratory, the wheat breeding field and the greenhouse; discussing data models and disease resistance; and gradually gaining an understanding of how the individual topics are interconnected.

**Employee satisfaction**

S1 I Opportunity 2

For generations, our employees have been the key to our success. Each individual's strong commitment and determination to give their best every day make all the difference and reflect our unique culture in a forward-looking work environment. To this end, we conduct an annual Group-wide Employee Engagement Survey. The Employee Engagement Survey provides us with valuable insights into both the strengths and areas for improvement in our work environment. The results of the Employee Engagement Survey are discussed within the various teams. Based on these results, specific actions are planned and implemented. Additionally, we conduct targeted employee surveys as part of projects and processes to incorporate employee feedback directly into these ongoing initiatives.

**Targets related to managing material negative impacts, advancing positive impacts and managing material risks and opportunities (S1 – 5)**

Our Sustainability Ambition includes two targets related to our own workforce. These targets pertain to our Employee Engagement Index, which is determined as part of our Employee Engagement Survey, as well as to the topic of Occupational health and safety. These targets, set by KWS, are voluntary and not based on legal requirements. Our Sustainability Ambition is presented at the beginning of our Non-Financial Declaration. Moreover, we are pursuing another target to increase the share of women in leadership positions. Our progress toward these targets is regularly monitored by the relevant departments.

**Employee feedback**

S1 I Impact 1, S1 I Impact 2, S1 I Impact 3, S1 I Impact 4, S1 I Impact 5, S1 I Impact 6, S1 I Opportunity 1 and S1 I Opportunity 2

The Group-wide annual Employee Engagement Survey is a key tool for regularly gathering feedback from the workforce, deriving actions from it and assessing their impact. In financial year 2025/2026, the survey comprised a total of 45 questions, three of which allowed participants to provide comments of any length. The Employee Engagement Survey includes, among other things, questions on topics such as leadership, culture, strategy, working conditions, development, compensation, safety and well-being and thus directly or indirectly addresses all of our material impacts, risks and opportunities related to our workforce. Based on the results of the Employee Engagement Survey, the Employee Engagement Index (EEI) is calculated as the average of the share of positive responses to three key questions. Our target for the EEI is presented in the table below.

**Sustainability Ambition 2035: Targets for the employee engagement index**

| | 2035 target | Annual target for 2026/2027 | Global Benchmark 2025/2026 | EEI 2025/2026 |
|---|---|---|---|---|
| **Employee Engagement Index (EEI)** | Our EEI consistently meets or exceeds the annual external global benchmark | Our EEI meets or exceeds the annual external global benchmark | 73% | 73% |

Although the EEI may vary from year to year, we strive to maintain a consistently high level of employee engagement. For this reason, KWS has set a target to ensure that the Employee Engagement Index always meets or exceeds the external global benchmark from the survey.

**Methodology**
Our Employee Engagement Survey is aimed at all active employees, including working students and interns, who had been employed by the KWS Group for at least three months at the start of the survey. Seasonal employees are therefore not included in the participant pool. The targets were defined by the HR department as part of the development of our Sustainability Ambition 2035 and confirmed by the responsible member of the Executive Board. No other stakeholders were involved in setting the target. The global benchmark reflects the results of surveys conducted by approximately 500 companies that administered an employee survey in cooperation with the same external provider. It is calculated as a moving average over the last three years and thus represents a global benchmark that incorporates feedback from a broad employee base at other companies. The global benchmark is provided to us annually by the external provider of our Employee Engagement Survey.

### Occupational health and safety
S1 I Impact 4

KWS pursues the clear target of systematically reducing workplace accidents and creating safe working conditions for its own workforce. This is reflected in an overarching target for the Lost Time Incident Rate (LTIR), which is set for the year 2035. Moreover, annual targets are defined to continuously manage and monitor progress. The LTIR indicates the number of work-related accidents resulting in lost-time days per million hours worked and is thus used to assess workplace safety.

**Sustainability Ambition 2035: Target for the Lost Time Incident Rate**

| | 2035 target[1] | Annual target for 2026/2027 | 2025/2026 |
|---|---|---|---|
| **Lost Time Incident Rate (LTIR)**[1] | ≤5 | ≤7.5 | 5.9 |

1 Work-related accidents involving employees with at least one lost workday per million hours worked.

As part of our targets, the LTIR does not include commuting accidents unless driving was part of the employee's job or the transportation was organized by the KWS Group. Our LTIR, including commuting accidents, is 7.4.

**Methodology**
This target was established in collaboration with Group-wide HSE management as part of the development of our Sustainability Ambition 2035. It was based on our past experience in occupational health and safety, including historical accident metrics. The methodology for calculating the LTIR is described in the section "Health and safety metrics (S1-14)".

### Gender equality and equal pay for equal work
S1 I Impact 5

KWS is committed to promoting gender equality, particularly with regard to the equal participation of women in leadership positions. Therefore, we have set a target to increase the share of female leaders.

**Target for the share of female leaders at top management level**

| | Target for 2026/2027 | 2025/2026 |
|---|---|---|
| **Share of female leaders at top management level** | | |
| First management level | ≥25% | 19% |
| Second management level | ≥30% | 26% |

**Methodology**
As part of the implementation of the Leadership Positions Act, KWS established targets for the first time in 2017 regarding the share of female executives at the first two management levels below the Executive Board. These targets were set by the HR department and approved by the full Executive Board. They are based on the annual trend in the share of women in the first two management levels at KWS and form the basis for a continuous increase in the share of female executives. The share of female executives is determined based on the headcount of executives in the first two management levels below the Executive Board as of June 30, 2026, broken down by gender.

## Characteristics of the company's employees (S1–6)
Transparent insights into the workforce structure are essential for understanding trends in our workforce and for strategically steering human resources management actions. In financial year 2025/2026, KWS employed an average of 6,168 employees, including seasonal employees. The total number of employees and their breakdown by gender are shown in the following table.

### Employees by gender

| Headcount | 2025/2026 |
|---|---:|
| Male | 3,659 |
| Female | 2,508 |
| Not reported | 1 |
| **Total** | **6,168** |

KWS currently has employees in 33 countries. The following table breaks down the total number of employees by country in which KWS has 50 or more employees, representing at least 10% of the company's total workforce.

### Employees by country

| Headcount | 2025/2026 |
|---|---:|
| Germany | 2,864 |
| **Total** | **2,864** |

Additional information on our headcount can be found in the Notes to the Consolidated Financial Statements under → **6.6 Personnel Expenses/Employees**.

The following table shows our employees by contract type and gender.

### Employees by contract type and gender

| Headcount | 2025/2026 | | | |
|---|---:|---:|---:|---:|
| | Female | Male | Not reported | Total |
| Number of permanent employees | 1,927 | 3,024 | 1 | 4,952 |
| Number of temporary employees[1] | 115 | 159 | 0 | 274 |
| Number of seasonal employees | 466 | 476 | 0 | 942 |
| **Total** | **2,508** | **3,659** | **1** | **6,168** |
| Number of full-time employees | 1,546 | 3,005 | 1 | 4,552 |
| Number of part-time employees | 496 | 178 | 0 | 674 |
| **Total**[1] | **2,042** | **3,183** | **1** | **5,226** |

1 Excluding seasonal employees.

Part-time work offers employees the opportunity to flexibly adjust their working time to their personal circumstances. It thus supports the work-life balance as well as other individual needs and is accordingly integrated into our internal processes.

The number of employees who left the company during the reporting period was 570. The employee turnover rate for the reporting period was 10.5%. These figures do not include seasonal employees, who are specifically hired on a seasonal basis during harvest periods.

**Methodology**

Unless otherwise specified, the employee figures in this and the following sections are based on the headcount. They include all active employees of the KWS Group, including seasonal employees. The employee figures do not include apprentices, working students, or interns. Moreover, the categories of our own employees and non-employee workers within our own workforce are presented in the section “Material Impacts, Risks and Opportunities and Their Interaction with Strategy and Business Model (SBM-3)”. In accordance with Section 267 of German GAAP, average figures for the current financial year are calculated based on the quarterly reporting dates of September 30, 2025, December 31, 2025, March 31, 2026 and June 30, 2026. The employee turnover rate indicates how many employees left the company during the financial year, relative to the average number of employees. The average number of employees used to calculate the employee turnover rate is derived from the employee headcounts as of July 1, 2025 and June 30, 2026.

## Diversity metrics (S1-9)

Diversity in the workforce and in leadership roles helps to incorporate different perspectives and strengthen equal opportunities. The distribution of our employees by age group is shown in the following table.

**Employees by age group**[1]

| Headcount | 2025/2026 |
|---|---|
| Under 30 years | 1,122 |
| 30 to 50 years old | 3,597 |
| Over 50 years old | 1,351 |
| **Total** | **6,070** |

1 Since the age of employees changes over the course of the financial year, we report this metric as of June 30, 2026.

The following table provides an overview of the gender distribution at the top management level. In accordance with the ESRS, the definition of top management corresponds to the first two levels below the Executive Board.

**Gender distribution at the top management level**

| Headcount | 2025/2026 |
|---|---|
| Female leaders | 37 |
| Male leaders | 111 |
| **Total** | **148** |

In percentage terms, 25% of employees at the top management level are female and 75% are male.

## Health and safety metrics (S1-14)

Occupational health and safety are essential for preventing workplace accidents and safeguarding the well-being of our employees. Moreover, selected key performance indicators help us transparently track the status and development of our occupational health and safety performance.

**Health and safety of our own workforce**

| | 2025/2026 |
|---|---|
| Share of our own workforce covered by the health and safety management system | 100% |
| Number of employee fatalities resulting from work-related injuries and work-related ill health | 0 |
| Number of reportable work-related accidents involving employees | 64 |
| Rate of reportable workplace accidents involving employees / Lost Time Incident Rate (LTIR)[1] | 5.9 |
| Commuting accidents involving employees[2] | 17 |
| Rate of reportable workplace accidents involving employees / Lost Time Incident Rate (LTIR) including commuting accidents[1] | 7.4 |
| Number of fatalities resulting from work-related injuries and work-related ill health among other employees employed at KWS locations | 0 |

1 Work-related accidents involving employees resulting in at least one lost workday per million hours worked.
2 Provided that the trips were not part of the employee’s work or the transportation was not organized by the company.

### Methodology

Work-related accidents include work-related injuries and work-related ill health. These result from hazards in the workplace. Commuting accidents are not included if the trip was not part of the employee's work or if the transportation was not organized by the company. To calculate the LTIR, the work-related accidents that occurred during the financial year and resulted in at least one day of absence are divided by the annual hours worked and multiplied by one million. The annual hours worked are primarily based on the contractually agreed-upon annual working hours, minus absences with continued pay. In individual cases, working hours are estimated based on expected working time. For seasonal employees, the actual hours worked are used.

## Incidents, complaints and severe human rights impacts (S1-17)

Responsible handling of incidents and complaints is essential to protect the rights of our employees, strengthen trust and effectively address grievances.

### Number of reported incidents of discrimination and work-related complaints

| | 2025/2026 |
|---|---|
| Number of reported incidents of discrimination (including harassment) | 18 |
| Number of work-related complaints filed through channels where employees can raise concerns[1] | 8 |
| Number of work-related complaints filed to the OECD National Contact Points for Multinational Companies[1] | 0 |

1 Excluding reported incidents of discrimination (including harassment).

In financial year 2025/2026, no material fines, penalties and compensation for damages were incurred in connection with the incidents and complaints. Moreover, no severe human rights incidents involving the company's own workforce – such as forced labour, human trafficking, or child labour – were identified in financial year 2025/2026.

### Methodology

Work-related complaints include complaints regarding working conditions, equal treatment, equal opportunities and other work-related rights. Incidents and complaints can be reported through the KWS Group's compliance reporting channels and are assessed and classified at the professional discretion of the compliance officers. Our Compliance Management System, including our compliance reporting channels, is described in chapter → 2.4.4.1 Business conduct.

## 2.4.3.2 Workers in the Value Chain

### Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

As an internationally active plant breeding and seed company, KWS is integrated into a global value chain. This includes, in particular, agricultural operations for seed propagation, processing and logistics service providers, as well as sales and distribution structures in various geographic regions. Due to the labor-intensive nature of the agricultural industry and, in some cases, limited regulation in individual production countries, there are inherent human rights risks for workers in the value chain. Moreover, as part of our materiality analysis, we have identified the following potential human rights impacts on workers in the value chain.

**Material impacts, risks and opportunities related to workers in the value chain**

| ID | Sustainability matter | Impact, risk or opportunity | Description | Value chain | Time horizon |
|---|---|---|---|---|---|
| S2 I Impact 1 | Working conditions | Negative impact (potential) | Potentially inadequate working conditions in our upstream and downstream value chains, which may be exacerbated by informal employment practices in the agricultural industry | Upstream, Downstream | Short-term |
| S2 I Impact 2 | Child labor or forced labor | Negative impact (potential) | Potential cases of child or forced labour in our upstream and downstream value chains due to the presence of high-risk regions where such practices have historically been documented in agriculture | Upstream, Downstream | Short-term |

■ Short-term ■■ Medium-term ■■■ Long-term — Ongoing
Upstream value chain  Own operations  Downstream value chain

In the agricultural industry, there may be heightened risks of inadequate working conditions, which are exacerbated by informal employment practices. Furthermore, certain geographic regions are structurally exposed to an increased risk of child labor and incidents of forced labor in the agricultural industry. These risks primarily affect workers at suppliers, contractors and other actors in the value chain, over whose employment practices KWS has only limited direct influence. Our potential negative impacts related to workers in the value chain are taken into account in the further development of our human rights due diligence obligations as well as in our business decisions. This applies in particular to our collaboration with business partners in the upstream value chain. The identified issues shape both our procurement practices and our self-image as a seed company that acts responsibly. Human rights due diligence will be increasingly integrated into the procurement process in the future. Moreover, KWS conducts an annual risk analysis of human rights-related risks in the upstream supply chain. The risk analysis serves to identify potential risks at an early stage and to take appropriate risk mitigation measures along the upstream value chain. In this way, we strengthen the resilience of our business model.

### Policies related to value chain workers (MDR-P)

KWS's strategic approach aims to identify potential negative impacts at an early stage, prioritize them based on risk and gradually integrate mitigation measures into existing governance, risk and procurement processes. In doing so, KWS is committed to respecting internationally recognized labor and human rights standards and pursues a continuous improvement approach. To implement this commitment, the Human Rights Policy and the Code of Business

Ethics for Suppliers have been established Group-wide. They provide the framework for actively promoting working conditions and business practices that comply with human rights standards throughout our value chain.

**Policies related to value chain workers**

| Policy | Content | Scope of application | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Code of Business Ethics for Suppliers** | Code to ensure that suppliers adhere to high standards regarding working conditions, ethical and lawful business practices, as well as social and environmental requirements | Group-wide with regard to the upstream value chain | Executive Board | UN Guiding Principles on Business and Human Rights | Website: www.kws.com/corp/en/company/suppliers/code-of-business-ethics-for-suppliers.html | S2 I Impact 1<br>S2 I Impact 2 |
| **Human rights policy** | Definition of minimum requirements regarding human rights | Group-wide | Executive Board | UN Guiding Principles on Business and Human Rights<br><br>OECD Due Diligence on Human Rights<br><br>German Supply Chain Act | Website: www.kws.com/corp/en/sustainability/social-responsibility/human-rights-due-diligence/ | S2 I Impact 1<br>S2 I Impact 2 |

Our Code of Business Ethics for Suppliers is available in German, English, French and Spanish on our website.

## Actions and resources related to value chain workers (MDR-A)

We continuously identify and assess potential human rights risks in our value chain. Based on this analysis, we review the ongoing development of our specific prevention and remediation measures. To address the identified potential negative impacts, KWS implements measures as part of existing company-wide processes and policies. These include, in particular, the actions described below.

**Contractual incorporation of fundamental expectations regarding labor and human rights standards for business partners**

S2 I Impact 1 and S2 I Impact 2

KWS expects suppliers to comply with all internationally recognized standards regarding human rights, working conditions, ethical business practices and other relevant social and environmental requirements. Our Code of Business Ethics for Suppliers provides the framework for this. It sets forth the minimum standards that the KWS Group expects its suppliers to meet. For the supply of goods and services, purchasing contracts are concluded based on standardized contract templates that define the framework conditions, including the significance of the Code of Business Ethics for Suppliers.

**Identification of regions and stages of the value chain with an increased risk of potentially inadequate working conditions, as well as potential child or forced labour**

S2 I Impact 1 and S2 I Impact 2

KWS conducts an annual human rights risk analysis for the countries and upstream stages of the Group's value chain. The first step in this process is an abstract risk analysis, which systematically identifies those countries and stages of the value chain where potential human rights risks may exist. Among other things, risks related to inadequate working conditions as well as potential child or forced labour are assessed. The analysis thus provides a structured foundation for identifying risk areas at an early stage and deriving appropriate follow-up measures within the framework of the specific risk analysis.

**Consideration of human rights risks in supplier audits**

S2 I Impact 1 and S2 I Impact 2

Based on the results of the risk analyses, KWS conducts risk-based audits of suppliers. Moreover, since 2024 KWS has had an audit process in place that governs the procedure for global supplier audits, which serve to verify compliance with established social and environmental standards in accordance with the Supply Chain Due Diligence Act.

### Targets related to value chain workers (MDR-T)

KWS strives to avoid potential negative impacts on workers in the value chain. There are currently no measurable, results-oriented targets in this regard. At present, the focus is on the gradual expansion of transparency, risk-based due diligence processes and the integration of human rights considerations into relevant business processes. The definition of measurable, results-oriented targets will only be considered once reliable data is available. The effectiveness of strategies and actions related to value chain workers is regularly reviewed as part of the human rights due diligence systems.

## 2.4.3.3 Affected Communities

### Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)

As an international seed company, KWS interacts with local communities in a variety of ways. The agricultural value chain is associated with various impacts on affected communities. Water is a business-critical resource in agriculture. Water withdrawals for agricultural production can potentially lead to deterioration in the availability of water for local communities. Furthermore, agricultural production regularly involves the use of pesticides and fertilizers, which can also affect access to clean water. Since agricultural activities often take place in rural areas, they simultaneously create important jobs and promote the economic security of affected communities. These impacts are closely linked to our business model and can influence our strategy as well as business decisions, such as site selection.

As an active member of society, we aim to extend our corporate values – such as foresight, proximity and reliability – beyond the boundaries of our company into society at large. For this reason, we make an annual financial contribution to support social projects. Our commitment focuses on education and science – particularly in the fields of natural and agricultural sciences – as well as on nutrition. Our commitment encompasses both international and regional projects aimed at enhancing the attractiveness of KWS locations. We view this commitment as an opportunity resulting from strengthened trust in KWS, increased regional attractiveness of KWS locations and an expansion of the KWS science and talent network. However, the associated positive financial impact cannot be reliably quantified.

The following table summarizes our material impacts and opportunities in relation to affected communities.

**Material impacts, risks and opportunities related to affected communities**

| ID | Sustainability matter | Impact, risk or opportunity | Description | Value chain | Time horizon |
|---|---|---|---|---|---|
| S3 I Impact 1 | Safety-related impacts | Positive impact (actual) | Strengthening of rural regions through the creation of important jobs and sources of income in rural areas | Upstream, Own operations, Downstream | Ongoing |
| S3 I Impact 2 | Water and sanitation | Negative impact (potential) | Potential deterioration of access to clean water due to agricultural water withdrawals and the use of fertilizers and pesticides in agricultural production | Upstream, Own operations, Downstream | Short-term |
| S3 I Opportunity 1 | Social engagement (entity-specific) | Opportunity | Financial opportunities related to strengthening trust in KWS, increasing the regional appeal of KWS locations and expanding the KWS science and talent network in connection with the KWS Group's social engagement | Own operations | Short-term |

■ Short-term ■■ Medium-term ■■■ Long-term — Ongoing
Upstream value chain, Own operations, Downstream value chain

KWS has Group-wide environmental and social standards that govern the responsible use of natural resources and the consideration of social concerns. Building on these, we take appropriate actions to manage our material impacts, risks and opportunities. On this basis, we strengthen the resilience of our strategy and business model in the face of our impacts, risks and opportunities related to affected communities. Details on the responsible use of water resources are presented in section → 2.4.2.3 Water and Marine Resources. Moreover, section → 2.4.2.4 Biodiversity and Ecosystems contains information regarding the use of fertilizers and plant protection products. The chapter → 2.4.3.1 Own workforce contains information on KWS's role as an employer. The information in this chapter focuses on the KWS Group's social engagement.

### Policies related to affected communities (MDR-P)

With regard to social engagement, KWS sees itself as an active member of society and pursues the target of assuming corporate responsibility beyond its core business activities. The KWS Group also incorporates this into its Sustainability Ambition 2035. The strategic guiding principle of social engagement is:

**"Provide expertise, resources and inspiration to generate a social impact from science to farm to fork".**

The internal Social Engagement Guideline provides the binding framework for social engagement.

**Policies related to affected communities**

| Policy | Content | Scope of application | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Sustainability Ambition 2035** | Definition of the KWS Group’s sustainability targets | Group-wide | Executive Board | – | Website: www.kws.com/corp/en/sustainability/strategy-targets/ | S3 I Opportunity 1 |
| **Social Engagement Guideline** | Definition of standards for the decentralized organization of social engagement and the implementation of partnership-based projects with a focus on natural sciences, agriculture and food | Group-wide | Executive Board | UN Sustainable Development Goals | Intranet | S3 I Opportunity 1 |

## Actions and resources related to affected communities (MDR-A)

### Regional engagement at KWS locations

S3 I Opportunity 1

KWS is particularly active in the cities and communities where its locations are situated, which are often in rural regions. The target of this engagement is to support local socioeconomic development while also enhancing the appeal of the surrounding region. This is achieved, among other things, through long-term public-private partnerships, ongoing cultural initiatives such as the “KWS Art Lounge” and the “Kulturkrafttage”, as well as through support for local cultural, social and socioeconomic projects.

### Education in the field of natural sciences

S3 I Opportunity 1

To promote the next generation of scientists, KWS is committed to various long-term educational initiatives. These include, among other things, sponsoring the state finals of “Jugend forscht junior” to foster STEM skills over the long term, as well as operating a student laboratory in Einbeck. During the 2025/2026 financial year, KWS awarded various scholarship programs, including university scholarships in the field of research & development, “Deutschlandstipendium” scholarships in the field of human resources and the Ferdinand von Lochow Scholarship for particularly dedicated students of agricultural sciences.

### Education and development in agriculture

S3 I Opportunity 1

A particular focus of our social engagement is on development cooperation in Africa, which contributes to the economic empowerment of rural communities. In Zambia, KWS is collaborating with Good Nature Agro to improve access to inputs, market connections and locally adapted seeds, including for corn, beans, sorghum and sunflowers. Besides, the training project with Good Hope Zambia e. V. was continued in financial year 2025/2026, which trains young farmers in regenerative farming methods. In Kenya, KWS is continuing its partnership with Agventure to diversify cropping systems and is supporting improved access to more resilient varieties, including maize, sorghum, sunflowers, rapeseed and peas. KWS also promotes initiatives to support the next generation of agricultural professionals and foster social dialogue on resource-efficient agriculture. These include projects that bring agricultural topics directly into the community, such as a local farm club or the Forum on Modern Agriculture.

### Education in the field of nutrition

S3 I Opportunity 1

In the area of nutrition, KWS supports projects focused on nutrition education and food security. This includes the establishment of ten school gardens in Brazil in cooperation with STÄDTE OHNE HUNGER e. V., ranging in size from 100 to 3,000 m². The target is to promote access to fresh vegetables for children from socially disadvantaged backgrounds. The collaboration began in the financial year 2024/2025 and is contractually set to last five years. Furthermore, KWS has been supporting school garden projects in Berlin and Wohlde since 2024/2025 in cooperation with Acker e. V., with this partnership set to last four years.

### Engagement in crisis contexts

S3 I Opportunity 1

KWS also continued its commitment to Ukraine in the 2025/2026 financial year. In addition, KWS provided targeted sponsorship to support projects initiated by employees.

### Targets related to affected communities (MDR-T)

S3 I Opportunity 1

The importance of KWS's social engagement is firmly anchored in the company's strategic sustainability goals. The KWS Executive Board has committed to allocating approximately 1% of annual operating profit (EBIT) to social projects and social engagement by 2035.

### Sustainability Ambition 2035: Targets related to affected communities

| in % | 2035 target | Annual target for 2026/2027 | 2025/2026 |
|---|---|---|---|
| **Social spending** | Allocation of 1% of annual operating profit (EBIT) to social projects and social engagement | Allocation of 0.7% of annual operating profit (EBIT) to social projects and social engagement | 0.8% |

Our operating profit can be found in our Consolidated Statement of Comprehensive Income.

These targets support affected communities while also helping to realize business opportunities, for example by strengthening trust in KWS and enhancing the regional appeal of KWS locations. The stated targets are voluntary and are not based on legal requirements.

Expenditures for social engagement in financial year 2025/2026 are broken down as follows.

### Expenditures for social engagement

| in € million | 2025/2026 |
|---|---|
| **Expenditures for social engagement** | **2.0** |
| of which for donations as well as for development programs in Kenya and Zambia | 1.3 |
| of which for sponsorship activities | 0.7 |
| **As a percentage of operating income (EBIT)** | **0.8** |

### Methodology

Our expenditures for social engagement are calculated based on the expenses recorded during the financial year that are allocated to social engagement according to defined criteria. These expenses are identified, validated and totaled. The total amount is then compared to operating profit (EBIT) and reported as a percentage share.

# 2.4.3.4 Consumers and End-Users

**Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)**

As a plant breeding and seed company, KWS is a key actor in the agricultural value chain and thus stands at the beginning of food production for consumers. As part of our materiality analysis, we have identified one material impact and one material opportunity related to consumers and end-users, which are presented in the following table.

**Material impacts, risks and opportunities related to consumers and end-users**

| ID | Sustainability matter | Impact, risk or opportunity | Description | Value chain | Time horizon |
|---|---|---|---|---|---|
| S4 I Impact 1 | Personal safety of consumers and end-users | Positive impact (actual) | Contribution to feeding a growing global population through a diverse portfolio of seed varieties that enable yield security and sustainable yield gains | Downstream value chain | Ongoing |
| S4 I Opportunity 1 | Personal safety of consumers and end-users | Opportunity | Strategic market opportunity related to the growing global population and the resulting increase in demand for food | Own operations | Short-term |

■ Short-term ■■ Medium-term ■■■ Long-term — Ongoing
Upstream value chain · Own operations · Downstream value chain

Through advances in plant breeding, KWS makes a tangible, positive contribution to feeding a growing global population. We achieve this progress through the continuous development of innovative seed varieties. KWS focuses on sugarbeet, corn, sunflower and soybean seeds; cereal seeds such as rye, wheat, barley and canola; and vegetable seeds. With this broad product range, KWS serves both conventional and organic farming. Moreover, innovative plant breeding helps make agricultural production more resource-efficient. A particular focus here is on continuously achieving yield gain and enhancing the robustness of our varieties. Varieties that reliably deliver high yields help alleviate the pressure on arable land in food production caused by the growing global population, thereby supporting long-term food security. This positive impact presents the KWS Group with a strategic market opportunity that is closely linked to its core business. Based on its strategic orientation and its business model focused on breeding high-performing seed varieties, the KWS Group is well-positioned to capitalize on this opportunity. Accordingly, we incorporate this topic into our vision and mission, our strategic planning and our Sustainability Ambition 2035. The strategic market opportunity we see in the rising demand for food can have positive effects on our earnings in the short, medium and long-term. We do not currently provide a separate, direct quantification of these effects.

## Policies related to consumers and end-users (MDR-P)

KWS aims to contribute to resource-efficient agriculture through innovative plant breeding. In doing so, KWS indirectly supports the food supply for consumers. The following overview presents our overarching policies related to this topic.

**Policies related to consumers and end-users**

| Policy | Content | Scope of application | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Vision and mission** | Definition of our overarching target and what KWS stands for | Group-wide | Executive Board | – | Website: https://www.kws.com/corp/en/company/vision-mission-values/ | S4 I Impact 1<br>S4 I Opportunity 1 |
| **Strategic planning** | Definition of strategic targets, initiatives and key actions with a ten-year time horizon as the basis for the further development of the KWS Group | Group-wide | Executive Board | – | Intranet | S4 I Impact 1<br>S4 I Opportunity 1 |
| **Sustainability Ambition 2035** | Definition of the KWS Group's sustainability targets | Group-wide | Executive Board | – | Website: https://www.kws.com/corp/en/sustainability/strategy-targets/ | S4 I Impact 1<br>S4 I Opportunity 1 |

In line with our vision and mission, KWS seeds are at the beginning of the food chain – and can indirectly make an important contribution across the entire agricultural production process. Through innovative plant breeding, KWS helps strengthen the performance and resilience of agriculture. This commitment is reflected both in our strategic planning and in our Sustainability Ambition 2035. As part of our Sustainability Ambition, we aim to promote the resilience of agriculture and, in this context, contribute to yield gains. Our Sustainability Ambition 2035 is presented at the beginning of our Non-Financial Declaration.

## Actions and resources related to consumers and end-users (MDR-A)

### Yield gain through breeding programs

S4 I Impact 1 and S4 I Opportunity 1

Through our core business, we make a positive contribution to feeding a growing global population. Thanks to breeding advances, we develop varieties that enable higher and more stable yields on the same amount of farmland. In this way, we help limit the growing demand for land in food production and thereby support long-term food security. To this end, we carry out targeted breeding programs that take into account breeding objectives such as yield gain. Depending on the crop type and targets, various breeding methods are employed.

**Targets related to consumers and end-users (MDR-T)**
S4 I Impact 1 and S4 I Opportunity 1
As part of our Sustainability Ambition 2035, we strive to promote the resilience of agriculture. In this way, we can contribute to feeding a growing global population. For this reason, we have set the following targets regarding annual yield gains through seed varieties.

**Sustainability Ambition 2035: Target for annual yield gain**

| in % | 2035 target | Annual target for 2026/2027 | 2025/2026 |
|---|---|---|---|
| Annual Yield Gain[1] | Cumulative yield gain of 10% compared to the base year 2025/2026 | Annual yield gain of 0.7% compared to the base year 2025/2026 | 1.1% |

1 Data collected for the German and British markets. The metric is calculated based on the crop types corn, wheat, barley, canola, rye and sugarbeet.

The annual yield gain achieved through new plant varieties serves as an indicator for KWS of the effectiveness and progress of our breeding programs. Moreover, this metric supports the monitoring of strategic development in the areas of plant breeding and innovation performance. The targets set are voluntary and not based on legal requirements.

**Methodology**
The annual yield gain is calculated using a rolling ten-year index. This is based on the results of all KWS varieties in official, standardized trials conducted by the regulatory authorities for the crop types corn, wheat, barley, canola, rye and sugarbeet in Germany and the United Kingdom. To account for differences in market size, the ten-year indices are weighted based on the respective country's sales revenue. The reported yield gain corresponds to the average of the last three revenue-weighted ten-year indices. The targets were set in collaboration with the Research & Development division based on yield gains achieved to date, the potential of ongoing breeding programs and expected scientific and strategic developments.

# 2.4.4 Governance Information

## 2.4.4.1 Business Conduct

**Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3)**

Our business conduct encompasses competent, forward-looking and transparent corporate governance. This forms the basis for the trust that business partners, employees, investors and the public place in our company. At the same time, our business conduct shapes our corporate culture by providing guidance for responsible, ethical and compliant conduct. As part of our business model, we process confidential information and personal data. Accordingly, we consider information security and data protection to be material components of effective business conduct, as they support the protection of confidential information and personal data, as well as the reliability of our business processes. Based on our existing processes and management systems in the areas of information security and data protection, we consider our business model to be resilient to the resulting risks. Furthermore, we view a strong corporate culture as a prerequisite for sustainable and stable financial growth. For this reason, we take the further development of our corporate culture into account in strategic and business decisions. The following section outlines KWS's material impacts, risks and opportunities related to business conduct.

**Material impacts, risks and opportunities related to business conduct**

| ID | Sustainability matter | Impact, risk or opportunity | Description | Value chain | Time horizon |
|---|---|---|---|---|---|
| G1 I Impact 1 | Corporate culture | Positive impact (actual) | Strengthening corporate culture by creating visible structures and processes, promoting clarity regarding lived values and shaping fundamental beliefs and norms | Own operations | Ongoing |
| G1 I Impact 2 | Information security and data protection (entity-specific) | Negative impact (potential) | Potential occurrence of incidents related to information security and data protection | Own operations | Short-term |
| G1 I Risk 1 | Information security and data protection (entity-specific) | Risk | Legal, reputational, or operational costs resulting from potential information security and data protection incidents | Own operations | Short-term |
| G1 I Opportunity 1 | Corporate culture | Opportunity | Promoting stable financial growth through a strong corporate culture | Own operations | Short-term |

■ Short-term ■■ Medium-term ■■■ Long-term — Ongoing
Upstream value chain Own operations Downstream value chain

The impact and risks associated with information security and data protection are entity-specific.

## Business conduct policies and corporate culture (G1-1)

Business conduct and corporate culture form the binding framework for ethical conduct, compliant decision-making and responsible collaboration within the KWS Group. The implementation of our business conduct and corporate culture is based in particular on the policies and guidelines outlined below:

### Policies related to business conduct

| Policy | Content | Scope of application | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Vision and mission** | Definition of our overarching target and what KWS stands for | Group-wide | Executive Board | – | Website: www.kws.com/corp/en/company/vision-mission-values/ | G1 I Impact 1<br>G1 I Opportunity 1 |
| **Code of Business Ethics** | Code setting forth binding principles of business ethics and compliance with legal frameworks | Group-wide | Executive Board | – | Website: www.kws.com/corp/en/sustainability/social-responsibility/human-rights-due-diligence/ | G1 I Impact 1<br>G1 I Opportunity 1 |
| **Code of Business Ethics for Suppliers** | Code to ensure that suppliers adhere to high standards regarding working conditions, ethical and lawful business practices and social and environmental requirements | Group-wide with regard to the upstream value chain | Executive Board | UN Guiding Principles on Business and Human Rights | Website: www.kws.com/corp/en/company/suppliers/code-of-business-ethics-for-suppliers.html | G1 I Impact 1<br>G1 I Opportunity 1 |
| **Compli-ance Policy** | Framework for compliance activities | Group-wide | Executive Board | – | Intranet | G1 I Impact 1<br>G1 I Opportunity 1 |
| **Compliance Reporting Channels Guideline** | Description of the procedure for reporting potential violations of governance principles or legal requirements, as well as other misconduct, including the existing reporting channels | Group-wide | Executive Board | – | Intranet | G1 I Impact 1<br>G1 I Opportunity 1 |
| **Human Rights Policy** | Definition of minimum requirements regarding human rights | Group-wide | Executive Board | UN Guiding Principles on Business and Human Rights<br><br>OECD Due Diligence on Human Rights<br><br>German Supply Chain Act | Website: www.kws.com/corp/en/sustainability/social-responsibility/human-rights-due-diligence/ | G1 I Impact 1<br>G1 I Opportunity 1 |

| Policy | Content | Scope of application | Overarching responsibility | Commitment to external standards | Availability | Relevant impacts, risks and opportunities |
|---|---|---|---|---|---|---|
| **Health, Safety and Environment Guideline** | Definition of minimum requirements for environmental protection, occupational and operational safety, as well as emergency preparedness and hazard prevention | Group-wide | Executive Board | – | Intranet | G1 I Impact 1<br>G1 I Opportunity 1 |
| **Information Security Guideline** | Basic framework for ensuring information security | Group-wide | Executive Board | – | Intranet | G1 I Impact 2<br>G1 I Risk 1 |
| **Data Protection Standards Guideline** | Definition of data protection standards to ensure a high level of data protection and prevent unlawful processing of personal data | Group-wide | Executive Board | – | Intranet | G1 I Impact 2<br>G1 I Risk 1 |

**Corporate culture**

For us, adherence to fundamental principles of business ethics is part of our “license to operate”. Accordingly, the compliance rules apply to all employees of the KWS Group. Building on this, KWS’s approach to compliance is defined as follows: to earn and maintain customer trust through ethical conduct and to protect the company’s employees, reputation and assets. Through information, training and ongoing, intensive consultation, we promote the integration of compliance into business processes and support management in making business decisions in line with our corporate culture.

At KWS, the corporate culture is grounded in clear guidelines set by senior management and is continuously refined. Every single KWS employee bears responsibility for KWS, while KWS assumes responsibility for its employees. Our Code of Business Ethics defines the requirements for our conduct and our mutual responsibility. It is binding for the KWS Group and all its employees. Compliance with the KWS Group’s corporate guidelines is regularly reviewed by the Group Internal Audit. Building on this, our corporate culture is further developed and promoted through our internal communication and training programs.

**Compliance Management System**

Our Code of Business Ethics, along with its accompanying guidelines, is crucial for guiding our employees in their daily work. It sets forth the basic rules for complying with laws regarding fair competition, the prevention of corruption and money laundering, workplace safety, environmental protection and treating one another – as well as customers, business partners, other third parties and government authorities – with respect. Upon hiring, every employee signs a commitment to comply with the Code and is provided with general compliance information as well as information specifically relevant to their role.

The Code of Business Ethics also includes international anti-corruption management as an integral part of our Compliance Management System. Based on the provisions of the Code, a zero-tolerance policy applies to any form of corruption within the KWS Group. This is established as a Group-wide standard in the Anti-Corruption Guideline and the Anti-Corruption Policy. This standard applies regardless of whether bribery is prohibited by law, tolerated, or permitted in the respective country. The Group-wide Anti-Corruption Guideline sets forth the relevant responsibilities, processes and requirements for preventing corruption and bribery within the KWS Group.

KWS has procedures in place to investigate incidents related to business conduct promptly, independently and objectively. If, in the course of an investigation or following a report, there is evidence of a compliance violation, the investigation is conducted in accordance with the Compliance Reporting Channels Guideline. KWS employees are encouraged to report suspected violations. The open-door policy applies here: Information regarding suspected violations can be reported to a supervisor, the Compliance Department, or the Compliance Reporting Platform. Moreover, the Compliance Reporting Platform also serves as a whistleblower hotline and is accessible 24/7 via our website in over 50 national languages for both employees and external third parties. Reports of suspected violations may also be submitted anonymously. KWS investigates all reported suspected violations. The most important information for both KWS employees and external third parties – such as how violations can be reported and what happens to the reports – is summarized in a guidance document on our website. Whistleblowers will not suffer any adverse consequences as a result of their report – unless the report is clearly made in bad faith. The whistleblower will receive confirmation that their report has been received. If necessary, they will be asked for additional information via the portal. Once the investigation is complete, they will be informed of the outcome.

In cases where suspicions are confirmed, the sanctions system applies. It is generally applicable to all types of compliance violations. The sanctions system outlines various criteria that determine the actions to be taken, such as the severity of the violation, the extent to which the individual breached their duties, their level of responsibility, their conduct after the incident – including cooperation in the investigation or attempts to cover it up – and the consequences of the violation, such as potential or actual damage. Sanctions range from a warning or reprimand to termination without notice and criminal charges.

The implementation of and compliance with individual compliance aspects are reviewed as part of audits. The Executive Board and the Audit Committee of the Supervisory Board are informed once a year about the status and current developments of the Compliance Management System.

Moreover, the KWS Group has a centralized risk management system designed to identify material risks at an early stage, minimize potential financial, reputational, environmental, legal, strategic, or health-related damage and ensure compliance with core corporate principles and social standards. In this context, our internal control system helps ensure compliance with applicable rules in our business processes.

**Compliance trainings**

Group-wide, employees complete mandatory e-learning courses upon joining the company on the topics of anti-corruption and antitrust law, data protection and anti-money laundering. In addition, compliance officers regularly provide information on the Compliance Management System and its principles, as well as on frequently asked questions and current developments, through training sessions, informational events and workshops. These sessions generally take place Group-wide, with their scope and frequency determined by a risk-based assessment. Besides, our employees have access to a wide range of additional resources. Checklists, toolkits, fact sheets and other guides provide practical advice on implementing compliance rules in day-to-day work. Compliance information and codes of conduct are accessible to employees worldwide via the Compliance Portal on the KWS intranet.

## Actions and resources related to information security and data protection

**Information security**

G1 I Impact 2 and G1 I Risk 1

For many organizations, information is a key driver of value. For this reason, protecting it is a top priority. Information security at KWS encompasses both technical and non-technical systems and aims to ensure confidentiality, availability and integrity of data and processes. To this end, KWS has established information security processes to protect company data and information – particularly research, customer and employee data – from risks and threats. Information security thus helps protect our business processes and our know-how and supports the maintenance of business continuity. The associated risks are mitigated through appropriate organizational and technical actions in compliance with legal requirements.

Phishing attacks are among the most material threats to the security of corporate data. To strengthen security awareness and help employees recognize potential attacks, KWS conducts awareness-raising initiatives for employees. These include both mandatory and voluntary training sessions on information security. Furthermore, simulated phishing emails are sent at irregular intervals to promote the recognition and reporting of suspicious messages and to verify the effectiveness of the actions. This is part of the Group-wide security strategy. In financial year 2025/2026, these simulations were further developed in terms of both concept and organization.

**Data protection**

G1 I Impact 2 and G1 I Risk 1

Careful handling of personal data strengthens the trust of employees and customers, protects confidential information and reduces the risk of fines and claims for damages. The protection of personal data is enshrined in the Charter of Fundamental Rights of the European Union. KWS fulfills this responsibility through clearly defined processes designed to ensure compliance with relevant data protection regulations. To support implementation, KWS has established a data protection management system that includes, among other things, a data protection standard, checklists, work instructions and information sheets. The data protection management system thus serves as a central tool for addressing data protection issues, with a focus on the KWS Group's EU units.

In financial year 2025/2026, our local data protection coordinators in the EU, as well as employees in the marketing department in the DACH region, received in-depth training on the data protection-compliant handling of personal data.

Our privacy policies published on the KWS website **www.kws.com/corp/en/company/privacy-policies/** provide information on the principles governing the processing of personal data in various contexts. They contain details onthe purposes of processing, legal bases and the rights of data subjects.