

SUSTAINABILITY

REPORTING STANDARDS AND MATERIAL TOPICS

This sustainability chapter summarizes the key environmental, societal and social developments at ProSiebenSat.1 Group. In combination with the other content of the Annual Report 2021, this provides a comprehensive description of ProSiebenSat.1 Group's performance on the basis of financial and non-financial information. The sustainability chapter comprises the ProSiebenSat.1 Group Sustainability Report prepared in accordance with the standards of the Global Reporting Initiative (GRI) "Core" option. The complete GRI content index can be found in the "Information" section in the Online Annual Report 2021. In addition, the sustainability chapter serves as the Communication on Progress (COP), which all companies participating in the UN Global Compact are obliged to publish annually.

▼ The sustainability chapter contains the separate Non-Financial Report (NFR) for ProSiebenSat.1 Group in accordance with section 315b (1) and (3) of the German Commercial Code (HGB). The contents of the NFR are indicated by a red triangle at the beginning (▼) and end (▲) of the respective passage. In preparing the NFR, we are guided by the GRI standards as an international framework for sustainability reporting. In the NFR for financial year 2021, ProSiebenSat.1 Group reports on the main non-financial aspects with the corresponding information needed in order to understand the Group's business development, results and position and the effects of the business activities in this regard. Material risks for individual non-financial aspects were not determined in this context. The obligation to submit a non-financial declaration or non-financial report in accordance with section 289b (1) and (3) HGB does not apply to ProSiebenSat.1 Media SE for the period under review.

In accordance with section 317 (2) sentence 4 HGB, the auditor checked that the NFR was presented in line with the legal requirements. The Supervisory Board also commissioned Ernst & Young GmbH Wirtschaftsprüfungsgesellschaft ("Ernst & Young") to audit the content of the NFR with reasonable assurance. The audit opinion dated March 1, 2022, which describes the type, scope and findings of this audit, is reproduced in the "Information" section in the Annual Report 2021. The audit was conducted using the relevant auditing standards "Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000 revised)" in order to obtain reasonable assurance with regard to the legally required disclosures in accordance with sections 315b and 315c in conjunction with sections 289b to 289e HGB and the requirements of the EU Taxonomy Regulation.

The topics reported are the result of the current materiality analysis. Based on the materiality analysis that was first conducted in 2017, which has been validated each year since then, we conducted a further comprehensive analysis in the period under review to determine the main sustainability issues for ProSiebenSat.1 Group. As previously, this took into account both the statutory requirements and the definition of materiality according to GRI. After identifying potential issues and compiling a list of issues, we proceeded to the analysis phase, in which we looked at the results of research and studies, conducted an online survey amongst ProSiebenSat.1 employees, held interviews with internal stakeholders from all segments and representatives of employee networks, monitored the media, including competitors of ProSiebenSat.1, and carried out an analysis of relevant ESG ratings. The results were then evaluated in an internal review process by employees and managers from different departments based on different materiality perspectives (importance for stakeholders, impact of the Company's operations and relevance to business performance). In addition to annual validation of the materiality analysis, we plan to repeat the analysis every two years in future. ▲

▼ CONTENTS OF THE NON-FINANCIAL REPORT ▲

Aspects and disclosures in accordance with section 289c HGB	Reported topics	Reporting in sustainability chapter
Environmental Matters	Energy, Emissions	Climate & Environment
Employee-related Matters	Talent Acquisition, Employee Development and Retention, Management Development, Diversity and Equal Opportunity	Employees, Diversity & Inclusion
Social Matters	Social Responsibility (Public Value), Data Protection, Media Regulation (Journalistic Independence and Due Diligence, Programme Guidelines, Youth Protection)	Society, Governance & Compliance
Respect for Human Rights	Anti-discrimination	Society
Prevention of Corruption and Bribery	Anti-corruption	Governance & Compliance
Other Aspects	Antitrust Law	Governance & Compliance

▼ For the required information on the business model in accordance with section 289c (1) HGB, please refer to the section "Organization and Group Structure" of ProSiebenSat.1 Group's Management Report. All other references to content outside this NFR are to be understood as additional information and not as part of this NFR. ▲

According to the GRI definition, aspects that reflect the key economic, environmental and social impacts of the organization or that significantly influence the assessments and decisions of stakeholders are classed as material. Based on this different definition of materiality compared with the NFR, the Sustainability Report includes additional topics. Ernst & Young conducted an audit of the Sustainability Report to obtain limited assurance in accordance with ISAE 3000 (revised). The audit opinion dated March 1, 2022, which describes the type, scope and findings of this audit, is reproduced in the "Information" section in the Annual Report 2021.

ADDITIONAL CONTENTS OF THE SUSTAINABILITY REPORT

Reported topics	Reporting in sustainability chapter
Health and Safety	Employees
Accessible Offerings	Diversity & Inclusion
Waste	Climate & Environment
Information Security	Governance & Compliance

▼ REPORTING SCOPE AND DATA COLLECTION ▲

The organizational reporting framework for the information on concepts and key figures for our sustainability performance as contained in the sustainability chapter essentially comprises all Group companies and corresponds to the scope of consolidation of ProSiebenSat.1 Group as of the end of the financial year 2021, which is managed centrally by ProSiebenSat.1 Media SE. The distinction of the scope of consolidation follows the control principle of IFRS 10. Exceptions and restrictions with regard to the scope of reporting for individual content and data collection for key figures are described below or are indicated accordingly in the information on the individual topics. Unless indicated otherwise, the statements and key figures in the section "Employees" as well as with regard to diversity and equal opportunities mainly relate to the HR management approach and all employees of ProSiebenSat.1 Group, with the exception of international assets of Red Arrow Studios. The latter are not included due to the specifics of its business, in which employees are often employed on a temporary basis or in connection with specific productions. The topics described in the following with regard to employee matters are pursued throughout the Group, but individual measures are not implemented in the same way in all companies due to the diversity of the business models. The information on ProSiebenSat.1 Group's public value offerings particularly relates to the Group's business activities in the Entertainment segment. The background to this is our special responsibility in the media sector. We want our TV stations and platforms to play a relevant part in shaping opinions and promoting democracy. With the compliance management system (CMS), ProSiebenSat.1 Group covers significant legal areas which are relevant to non-financial reporting, such as anti-corruption and data protection, Group-wide. The media law concepts relate primarily to the companies of the Entertainment segment in Germany, due to different legal regulations in foreign countries and a lack of relevance to many companies, for example in production business.

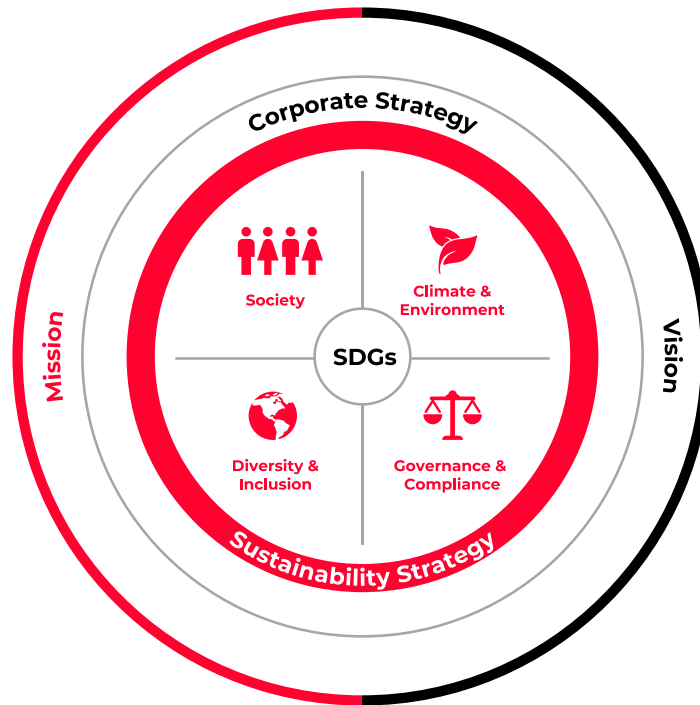
SUSTAINABILITY STRATEGY

▼ The Group defines sustainable entrepreneurial activity as an integrated approach for improving its economic as well as environmental and social performance. We are aware of our corporate and social responsibility and regard it as a holistic challenge. For ProSiebenSat.1, success not only means increasing ProSiebenSat.1 Group's economic results in the long-term. It also means continuing to develop the Group's sustainability strategy and adapting it to new challenges, improving the key non-financial figures, and reconciling the sometimes conflicting interests of our target groups, particularly those of employees, users of our offerings and platforms, shareholders and investors, and business partners. As a matter of priority, ProSiebenSat.1 pursues a dialog with stakeholders who strongly influence the Company's financial and non-financial performance and the regulatory framework for this, and are significantly affected by the impact of the Company.

In 2018, ProSiebenSat.1 developed a Group-wide sustainability strategy. The objective of the strategic process was to tie sustainability aspects more strongly to ProSiebenSat.1's corporate strategy and to regard the Group's economic, environmental, and social performance in a holistic way. Sustainability goals have also been integrated into the Executive Board goals. ▲

→ **Compensation Report**

▼ SUSTAINABILITY STRATEGY ▲



▼ Our sustainability strategy is based on the UN Sustainable Development Goals (SDGs). These define global priorities and sustainable development goals for 2030 and aim to mobilize global efforts to achieve a common set of goals and targets. ProSiebenSat.1 Group also wants to contribute to this transformation. As part of the development of the strategy, we have classified the following six goals as particularly relevant to our business activities and their contribution to the SDGs: quality education (SDG 4), gender equality (SDG 5), reduced inequalities (SDG 10), climate action (SDG 13), peace, justice and strong institutions (SDG 16), and partnerships for the goals (SDG 17). We reviewed these again in 2021. On this basis, we have transferred our sustainability management to four action areas in which we group our activities by topic area and formulate individual principles: society, diversity & inclusion, climate & environment, and governance & compliance. The specific goals of the sustainability strategy and their implementation in 2021 are described in the following sections on the respective topics reported. ▲

▼ RELEVANT UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) ▲



▼ ACTION AREAS AND PRINCIPLES ▲



ProSiebenSat.1 is a signatory to the United Nations (UN) Global Compact, the world's largest and most important initiative for sustainable and responsible corporate governance, and is thus explicitly committed to its ten principles in the areas of human rights, labor standards, environment and climate, and preventing corruption.

ORGANIZATION AND MANAGEMENT

▼ Executive-level responsibility for non-financial aspects, sustainability performance indicators, and ESG (environment, social, governance) information at ProSiebenSat.1 Group mainly lies with the member of the Executive Board who is responsible for HR, compliance, and sustainability. Within the sustainability organization, the Sustainability Committee represents a centralized and interdisciplinary body for managing, monitoring, and developing the sustainability strategy. It is made up of managers and specialists from relevant central functions and operating corporate divisions as well as a works council representative. In the past year, the Sustainability Committee held two meetings. These focused on the sustainability goals for 2021, updates on focus topics in the defined action areas, the materiality analysis conducted in the period under review and new disclosure requirements such as the EU Taxonomy Regulation. The Corporate Sustainability Office is responsible for the coordination, implementation, and communication of sustainability activities as well as the stakeholder dialog. ▲

EMPLOYEES

▼ The basis of the ProSiebenSat.1 Group's HR strategy and corresponding measures are the overarching corporate goals. The HR products and processes derived from this focus on our most important asset, our employees, and are intended to promote the transformation and innovative strength of our company in this way. In implementing its global HR strategy, ProSiebenSat.1 Group follows the following approach: The Group has identified the topics of talent acquisition, employee development and retention, and management development as the main pillars of its company-wide, strategic HR work. The issues identified as material are managed centrally to ensure a consistent and efficient approach. At the same time, the Group considers the breadth of its business areas and the resulting diversity of its employees to be a particular strength. At Group level, the HR department works closely with the HR managers in the various business areas, under the leadership of the Executive Board. Conceptual HR work is managed centrally in consultation with the "Centers of Excellence" (COE), which include areas such as talent & management development, talent acquisition, compensation & benefits and labor law. Besides quarterly reporting on personnel risks as part of Group-wide risk management, internal HR reporting plays an important role. The central HR organization also helps to shape diversity management. Detailed information on diversity management at ProSiebenSat.1 can be found in the "Diversity & Inclusion" section.

→ **Strategy and Objectives**

At the same time, ProSiebenSat.1 Group encourages specific topics to be dealt with individually in the separate organizational entities, depending on the sector and cultural background. In doing this, it aims to ensure that the various subsidiaries have the necessary flexibility to respond quickly and appropriately to the respective challenges in a competitive market environment. ▲

Number of Employees

As of December 31, 2021, ProSiebenSat.1 Group had 7,906 employees (previous year: 7,307), calculated on the basis of full-time equivalents. This increase of 600 employees or 8% was particularly based on the significant recovery of the program production business from the effects of COVID-19 (+ 235 employees) and the growth of the online beauty provider Flaconi (+ 213 employees). The number of employees in the Entertainment segment rose by 6% to 4,671. The Dating & Video segment recorded an increase of 4% to 654 employees. The growth of Flaconi in particular contributed to a rise of 17% in the number of employees in the Commerce & Ventures segment to 2,214 in 2021. In Germany, Austria, and Switzerland, the Group had 6,421 full-time equivalents as of December 31, 2021 (previous year: 6,047). This represents 81.2% (previous year: 82.8%) of the workforce for the Group as a whole.

GROUP EMPLOYEES BY SEGMENT

Full-time equivalents (FTE) as of December 31

Segment	2021	2020
Entertainment	4,671	4,420
Dating & Video	654	632
Commerce & Ventures	2,214	1,891
Reconciliation (Holding & other)	367	363

GROUP EMPLOYEES BY REGION

Full-time equivalents (FTE) as of December 31

Region	2021	2020
Germany	5,935	5,569
Austria/Switzerland	486	478
USA	1,163	999
UK	76	88
Other	247	173

Talent Acquisition

▼ Highly qualified, enthusiastic, and talented employees are an important prerequisite for our Company's success and future viability. In a dynamically changing environment, our employees' ability to innovate plays a particularly important part in the development of our products and services and thus in the economic success of the Group. In our recruitment we rely on a skills-based model, which defines the key "P7S1 Skills" of "Reflect", "Cooperate", "Create", "Deliver", "Know How" and "Lead & Empower" that it is important for our employees to have in order to achieve our strategic corporate goals.

We use a selection of complementary employer branding measures to address job candidates. A key component of this is our careers page, which we revised in 2021 with respect to the corporate design. We also linked it to our new job portal that we set up in the period under review, enabling us to make relevant content available to potential candidates across all target groups. The Group not only publishes specific vacancies on the website, but also offers an insight into careers at ProSiebenSat.1 Group. We also keep talent informed with stories on the ProSiebenSat.1 careers blog and our social media channels and share highlights from the Group.

→ careers.prosiebensat1.com

One important factor in our employer branding measures is finding ways to specifically address target groups that are critical to our success, such as talented employees in the tech sector. With the “P7S1 Tech-Blog,” we give tech experts examples of innovative, future-oriented topics that they can work on at ProSiebenSat.1 Group, such as artificial intelligence (AI) or Addressable TV. In addition, virtual tech meet-ups provide us with another platform for making contact with talented technology specialists. For example, Jochen Schweizer mydays Group launched a recruitment campaign aimed at qualified IT specialists in the period under review, which shows content for specific target groups on the social networks Instagram, Xing and LinkedIn, among other things. Through target group-specific employer branding events and regular dialog via initiatives such as “PANDA – The Women Leadership Network,” we also want to position ProSiebenSat.1 Group as an attractive employer for women in Germany.

As well as events, we use sourcing channels such as social media, university partnerships and approaching talent directly to make contact with potential candidates. These measures are supplemented by our new employee recommendation program “share&refer,” which we set up in the period under review and which gives employees of ProSiebenSat.1 Group the opportunity to recommend suitably talented people from their networks for vacant positions. Anyone who recommends a successful candidate will be rewarded with a bonus. At Group level, an average of 36.3 people applied for each professional position that was advertised in the reporting period. This figure was collected for the first time for the reporting year 2021. ▲

The early turnover rate was 14.4% and was collected in the period under review for the first time. It is defined as the percentage of employees who leave the Company within six months of being hired owing to the termination or annulment of their employment contract.

Employee Development and Retention

▼ As part of our transformation process and in view of the dynamic market environment, it is crucial to strengthen our employees’ specialist knowledge and general skills. We believe that continuous training of our employees is a key factor in the success of ProSiebenSat.1 Group. At the same time, it is vital for our attractiveness as an employer and for a strong performance culture that we offer qualified and committed employees development opportunities and retain them within the Group. That is why we set up an internal job portal in 2021 with the aim of improving employees’ internal mobility and making talented individuals aware of development opportunities within ProSiebenSat.1 Group.

The Group also offers an extensive range of technical and personal training courses. In the period under review, ProSiebenSat.1 Group provided an average of 6.3 hours of training per employee and 9.5 hours of training per manager. Our internal P7S1 Academy plays a vital role in training for employees. In the period under review, it continued to digitalize its training services for employees in German-speaking countries and geared them more strongly towards the requirements of the virtual workplace. Its offerings are closely aligned with the Group’s strategic corporate goals and the needs of the individual operating segments. In addition, our employees can use many training offers on the “LinkedIn Learning” platform. We also give employees the opportunity to undertake personal development or broaden their skills through further services such as coaching.

Our fundamental aim is to offer our employees an attractive working environment and to retain them within the Company in the long-term. The turnover rate in the Group rose to 16.5% in the reporting period (previous year: 13.6%). In Germany it was 16.2%, compared with 13.2% in the previous year. This is attributable primarily to the closure of a logistics center in connection with a change of location in the Commerce & Ventures segment. For the calculation of the turnover rate, the number of former employees who left in the reporting period due to resignations and termination agreements is divided by the number of employees as of December 31. Departures due to fixed-term contracts, the end of an apprenticeship, retirement or death are not taken into account.

GRI 401-1

Through flexible working hours models, remote working and part-time work, we also aim to make it easier for employees to juggle work and private life and to enable a positive work-life balance. As of the end of 2021, the proportion of employees working part-time was 17.7% (previous year: 18.9%). The proportion in Germany was 18.3%, compared with 18.6% in the previous year.

At the same time, we offer our staff many social benefits, sports programs and healthy meals in the campus canteens. Family-focused services and our in-house daycare center complete the offer, although once again, only limited use of some of these services was possible in 2021 due to the COVID-19 pandemic. In addition, ProSiebenSat.1 Group cooperates with an external service provider that arranges childcare, provides coaching for those in difficult circumstances and offers support with caring for relatives.

To ensure that we can continue to offer our employees an attractive and modern working environment in future, ProSiebenSat.1 Group looked in depth at the question of how to design a mobile workplace in the period under review. In doing this, the Company stipulated the overall framework but left the specific design to the individual business units, which came up with different solutions in line with their business models. ▲

Management Development

▼ The skills of our managers are hugely important to ProSiebenSat.1 Group's success in coping with the complexity of our business and ensuring the Group's prosperous development. With our measures and services for management development and our guiding principles for management, comprising the three categories "Lead Self," "Lead Team" and "Lead Business," we want to establish a consistent understanding of leadership throughout the Group and to strengthen the performance and development of our managers. For that reason, we offer development measures and events such as our regular "Leadership Hour" and the onboarding event "Leadership@P7S1" for all management levels.

Managers have been faced with increasingly complex overall conditions and challenges in recent years. In particular, the COVID-19 pandemic and the rise in remote working have further heightened demands on managers. To support our managers in managing employees remotely, we set up our "Leadership Hour" in 2021, in which we pass on specific knowledge, provide fresh impetus and help to develop skills. In our training course "Mastering Leadership Conversations," we also reinforce our managers' communication skills and provide them with strategies for effective communication and persuasive conversation techniques, for example. Furthermore, we ensure that ProSiebenSat.1 Group's top managers continue their development with our program "Leading in times of uncertainty". Along with keynote speeches and interactive discussions, the program includes individual coaching sessions. Self-reflection in particular is also encouraged through a standardized and valid management analysis.

The resegmentation of the Group in 2021 with decentralized management responsibility has made networking between managers across all segments increasingly important. Our leadership community allows managers to talk to each other and share best practices. We also have an internal network for female managers from the holding company and the Entertainment segment ("LeadingWomen@P7S1"). ▲

OVERVIEW OF KEY EMPLOYEE FIGURES

▼ HOURS OF TRAINING FOR EMPLOYEES AND MANAGEMENT / GRI 404-1 ▲

Employee headcount, average number of hours per employee

	2021
Gender	
Women	6.6
Men	5.9
	6.3
Management level	
Managers with direct report to Managing Director or Member of the Executive Board	8.0
Other managers	10.2
Employees without management responsibility	5.8
	6.3
Area	
Production	5.9
Administration	7.9
Sales	5.0
	6.3

Not including international assets of Red Arrow Studios.

Due to the expansion of the reporting boundaries and the associated retroactive collection of data, it was not possible to fully record the training hours at individual companies. A comparison with the previous year's figures is also not possible.

▼ EMPLOYEES IN FULL-TIME AND PART-TIME EMPLOYMENT BY GENDER / GRI 102-8 ▲

Employee headcount as of December 31

	2021			2020		
	Part-time	Full-time	Total	Part-time	Full-time	Total
Women	928	2,681	3,609	924	2,600	3,524
Men	380	3,394	3,774	426	3,209	3,635
	1,308	6,075	7,383	1,350	5,809	7,159

Not including international assets of Red Arrow Studios.

▼ EMPLOYEE TURNOVER BY AGE GROUP, GENDER, AND REGION / GRI 401-1 ▲

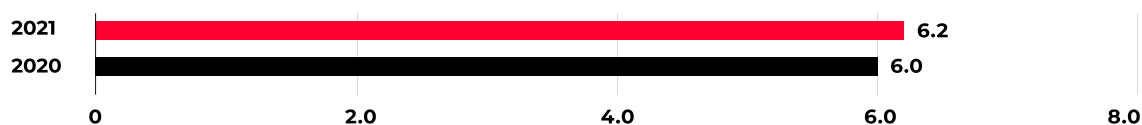
Employee headcount in %

	Turnover rate	
	2021	2020
Age group		
<30 years	24.9	17.6
30–50 years	15.3	13.0
>50 years	7.9	8.8
	16.5	13.6
Gender		
Women	16.5	13.0
Men	16.5	14.2
	16.5	13.6
Region		
Germany	16.2	13.2
Austria/Switzerland	11.7	9.0
US	22.5	26.7
UK	87.1	32.6
Other	17.7	11.9
	16.5	13.6

Not including international assets of Red Arrow Studios.

AVERAGE DURATION OF EMPLOYMENT

in years as of December 31



Not including international assets of Red Arrow Studios.

EMPLOYEES BY EMPLOYMENT CONTRACT, GENDER, AND REGION / GRI 102-8

Employee headcount as of December 31

	Temporary		Permanent	
	2021	2020	2021	2020
Gender				
Women	657	624	2,952	2,839
Men	465	403	3,309	3,292
	1,122	1,027	6,261	6,131
Region				
Germany	1,098	1,008	5,188	5,065
Austria/Switzerland	18	15	531	531
USA	3	3	384	360
UK	2	—	29	43
Other	1	1	129	133
	1,122	1,027	6,261	6,132

Not including international assets of Red Arrow Studios.

NEW EMPLOYEE HIRES BY AGE GROUP, GENDER, AND REGION / GRI 401-1

Employee headcount

	New hires		New hire rate ¹	
	2021	2020	2021	2020
Age group				
<30 years	724	715	45.9%	43.6%
30–50 years	921	869	18.6%	18.1%
>50 years	116	66	13.6%	9.3%
	1,761	1,650	23.9%	23.0%
Gender				
Women	883	835	24.5%	24.1%
Men	878	815	23.3%	22.1%
	1,761	1,650	23.9%	23.0%
Region				
Germany	1,496	1,493	23.8%	24.6%
Austria/Switzerland	105	71	19.1%	13.0%
US	115	33	29.7%	9.1%
UK	18	24	58.1%	55.8%
Other	27	29	20.8%	21.6%
	1,761	1,650	23.9%	23.0%

Not including international assets of Red Arrow Studios.

1 Proportion of new employees by headcount.

Health and Safety

The health and safety of employees are a high priority for ProSiebenSat.1 Group, both during the COVID-19 pandemic and beyond. As in the previous year, our dedicated crisis team, the “COVID-19 Taskforce,” worked closely with Group Safety, Occupational Health and Safety and the works council to implement the SARS-CoV-2 Occupational Health and Safety Standard in 2021. Against the backdrop of the COVID-19 crisis, the majority of our employees continued to work remotely from home in 2021. By the end of July 2021, only employees involved in critical infrastructure that is essential to broadcasting operations were on site at the campus in Unterföhring. The other employees were allowed to return to work at the ProSiebenSat.1 campus between August and November, provided that no more than 30% of the space was occupied at any one time. However, due to rising infection rates and legal guidelines on mobile working, all employees other than those in critical infrastructure at the Unterföhring site went back to working remotely in November. At the time of publication of this report, the majority of employees are working from home on a mobile basis.

To support the best possible balance of professional, personal, and family needs during the COVID-19 pandemic, we continued the existing measures from the first year of the pandemic in 2021. As well as making working hours and locations more flexible, we implemented further measures in the reporting period to make things easier for employees at the Unterföhring site with particular family responsibilities. These include the option to reduce their working hours in the short-term or to convert pay into additional vacation. In addition, employees with care responsibilities who did not have any annual vacation left, did not have a positive balance in their working time account and did not have any other care options available were given up to six days of special vacation. We also found individual solutions for employees where necessary, above and beyond these arrangements defined in the “Pandemic” works agreement, which apply until March 31, 2022. To acknowledge our employees’ commitment during the COVID-19 pandemic, the majority of ProSiebenSat.1 companies in Germany paid at least one special COVID-19 bonus in the financial year 2021. We also began offering COVID-19 vaccinations in Germany from June 2021 in cooperation with our works doctors, to play our part in helping to contain the pandemic and to protect our employees. Employees working in critical infrastructure were prioritized in the vaccination program. In total, around 2,500 vaccinations were provided as part of the initiative until mid-January 2022. In December 2021, the

Group once again set up its own Germany-wide program for first and booster vaccinations. Our employees' health remains an important priority for us beyond the COVID-19 pandemic. The majority of the Group's employees do not work in a traditional production environment. They are therefore only exposed to risks related to their occupation to a minor degree. However, we are aware of other potential health risks that could arise from work-related stress or a lack of physical activity, for example. For that reason, we set up an interdisciplinary project team in 2021 with the aim of establishing a structured and sustainable occupational health management system at ProSiebenSat.1 Group. This comprises the three pillars of occupational health and safety, operational integration management, and promotion of health in the workplace.

Under the initiative "P7S1 cares for you," ProSiebenSat.1 Group combines various measures relating to work-life balance and protection of the health of employees at our Unterföhring site. Along with an operational integration management program, these include flexible working hours and sabbaticals, as well as preventive physical and mental health services. The Group launched the "P7S1 Mental Health Days" initiative in the financial year 2021. As remote working in particular has required employees to have more self-reliance in handling their personal resources, the Company has set up a preventive service with talks, guidance and training on issues such as resilience, relaxation and dealing with stress. ParshipMeet Group also provides regular keynote speeches for its employees on mental and emotional health in collaboration with an external cooperation partner. **GRI 403-3**

SOCIETY

Social Responsibility (Public Value)

▼ We reach millions of viewers, users and customers every day with our TV, digital and commerce offerings on all platforms. With its 15 free and pay TV stations in Germany, Austria, and Switzerland, ProSiebenSat.1 addresses various target groups and reaches over 60 million people a month in its core market of Germany. We also have nearly 11 million unique users on our own online channels. The audience share of ProSiebenSat.1's stations in the period under review came to 25.5% (previous year: 27.2%) amongst 14- to 49-year-olds. The digital media and entertainment company Studio71 also generated 10.7 billion video views a month on YouTube alone with its web channels in 2021 (previous year: 10.5 billion²). For a detailed description of the development of ProSiebenSat.1 Group's relevant market environments with corresponding reach figures and information on the sources, please refer to the sections "Organization and Group Structure" and "Group Environment" in the Group Management Report.

We are aware of the high levels of attention that our products attract and therefore pursue the goal of using the wide reach of our TV stations and platforms actively and responsibly. With this approach, ProSiebenSat.1 raises public awareness of socially relevant issues in the entertainment shows in its program, with its own formats, issue films, and campaigns, and generates public value. Public value is generally understood to refer to the value and benefits that an organization brings to society. In the program principles of the German Interstate Media Agreement, it is already stipulated that private-sector broadcasters should express the diversity of opinions in their content and allow important political, ideological, and social players to have a say in an appropriate way. The German state media authorities also adopted a charter on public value in fall 2021, which states that media offerings will be easier to find if they are particularly relevant to the shaping of public opinion.

ProSiebenSat.1 has integrated shaping opinions and promoting democracy into the principles for its commitment to sustainability, within the action area of social responsibility. As a digital group that also operates in the media sector, we want to incorporate our sustainability goals in an even better way into our programming with our TV stations and into the influencer marketing of the

² The previous year's figure is adjusted for 376 million views per month for German TV content that since 2021 has fallen in the area of Seven.One Entertainment Group, and excludes Italy.

digital media and entertainment company Studio71. We therefore want to focus increasingly on socio-politically relevant issues in terms of media and content and address these issues with the young target group. In particular, the Corporate Sustainability Office is committed to expansion within the Group through the communication of the sustainability strategy and regular exchanges with station and program managers.

In the run-up to Germany's federal elections in September 2021, the broadcasting group showed eight new formats created especially for the federal elections, including "Das TV-Triell," "Kannste Kanzerlamt?!" and "Die ProSieben Bundestagswahl-Show". This programming offensive was accompanied by a marketing and digital campaign (#MachdenUnterschied). Other public value highlights in the period under review included formats such as "SAT.1 Spendengala," "SAT.1 Waldrekord-Woche," "akte. Spezial – Hass im Netz," the "Joko & Klaas Live" episode about staff shortages in Germany's care sector and new formats such as "Die Herzblut-Aufgabe" and the weekly live journal "Zervakis und Opdenhövel. Live." ProSiebenSat.1 is also in the process of setting up an own news team, which will serve the Group from 2023 onwards. This includes the Group's studio in the German capital, which will be located very close to the German government in Potsdamer Platz, Berlin.

For further information on journalistic due diligence and the independence of editorial work, please refer to the "Governance & Compliance" section.

Since 2011, the Group has placed its public value activities in a larger social context and underscored their relevance for the Group by establishing an Advisory Board. The interdisciplinary body chaired by Bavaria's former minister-president Dr. Edmund Stoiber advises ProSiebenSat.1 Group on relevant social, ethical and media policy issues and provides impetus on important topics such as education and culture. In 2021, the Advisory Board held three meetings, with updates on ProSiebenSat.1 Group's sustainability strategy regularly featuring on the agenda. ▲

Detailed information on the program highlights with sociopolitical relevance and other examples of how ProSiebenSat.1 Group fulfills its social responsibility can be found in the "Relevant" and "At a Glance" sections of the Online Annual Report 2021.

Anti-discrimination

▼ Discrimination refers to unequal treatment of individuals or groups of people on the basis of certain characteristics. The prohibition of discrimination is defined as a human right and forms the basis for respectful interaction. We believe that at companies in particular it is very important to ensure equal treatment of all employees. ProSiebenSat.1 Group therefore does not tolerate discrimination on the basis of age, disability, ethnic background and nationality, sex and gender identity, religion and ideology, or sexual orientation and identity. We provide the workforce throughout Germany with mandatory training on the General Act on Equal Treatment (AGG). With our Code of Conduct, we also take a clear stand against any type of sexual violence or abuse of power.

All employees are encouraged to report discrimination or violations of other principles set out in the Code of Conduct. A key tool in this is the whistleblower system, which can be used to report breaches of regulations and laws. In addition to internal reporting channels, it is also possible to report violations anonymously via an external Ombuds Office. This accepts reports by telephone or e-mail, checks their plausibility, and then forwards them to the Group Compliance division. Via the private media association VAUNET, we also participate in the Themis advice center against sexual harassment and violence, which provides assistance for those affected in the film, television and theater industry. In 2021, as in the previous year, there was one case of violations in connection with discrimination, which were closed in the reporting period. ▲ **GRI 406-1**

DIVERSITY & INCLUSION

Diversity and Equal Opportunity

▼ For us, diversity means recognizing and valuing differences and individuality. Our goal is to create a working environment that is free of prejudice and shows all employees the same high level of appreciation – regardless of their age, disability, ethnic background and nationality, sex and gender identity, religion and ideology, or sexual orientation and identity. We regard the differences between and diversity of our employees as an important requirement for our Company's success. Against this backdrop, ProSiebenSat.1 Group signed the Diversity Charter in 2014 and follows the guidelines specified in it. Our internal guidelines also stipulate that employees at all hierarchy levels should be hired exclusively according to objective criteria and promoted solely on the basis of their abilities. We aim to promote diversity within our workforce and champion equal rights and equal opportunities in accordance with the guiding principle for the action area of diversity. The HR department and the Corporate Sustainability Office in particular are responsible for the further development of diversity management, the targeted focus, and the operational implementation of associated measures.

This also includes the further development of our inclusion efforts. The Group management and the works council concluded an inclusivity agreement with the representative body for disabled employees in 2021, and an inclusion officer is to be appointed in 2022. Since the beginning of the period under review, ProSiebenSat.1 Group has also been cooperating with the myAbility talent program, which supports students and university graduates with disabilities and chronic illnesses in German-speaking countries by providing them with career coaching and opportunities for networking and job shadowing. In a training course organized by myAbility and the Labor Law department in 2021, the Group also raised awareness about recruitment of and inclusive dealings with severely disabled people, different types of disabilities and inclusive language.

In addition, diversity is aided by the best possible balance of men and women in the workforce and in management positions. As of December 31, 2021, 48.9% (previous year: 48.4%) of employees in the Group were female. The proportion of female managers decreased slightly from 35.2% to 35.0%. When it comes to filling management positions in the Group, men and women should be hired purely on the basis of their professional and personal aptitude. We have therefore integrated "gender equality" into ProSiebenSat.1 Group's sustainability strategy as a United Nations Sustainable Development Goal (SDG 5) that is particularly relevant to us. The internal and external communication of this goal sends a clear signal both to potential managers and to decision-makers at all management levels in selection processes. ▲ **GRI 405-1**

▼ SHARE OF MEN AND WOMEN ▲

Employee headcount as of December 31, in %

	Employees		Managers	
	2021	2020	2021	2020
Group				
Women	48.9	48.4	35.0	35.2
Men	51.1	51.6	65.0	64.8
	100.0	100.0	100.0	100.0
Germany				
Women	49.5	48.8	34.2	34.7
Men	50.5	51.1	65.8	65.3
	100.0	100.0	100.0	100.0
ProSiebenSat.1 Media SE				
Women	61.3	59.8	34.4	31.9
Men	38.7	40.2	65.6	68.1
	100.0	100.0	100.0	100.0

Not including international assets of Red Arrow Studios.

As of December 31, 2021, the average age of employees at ProSiebenSat.1 Group was 37.4 years (previous year: 36.9 years). The proportion of employees who were of foreign nationality was 14.9%.

▼ An open-minded working climate with regard to sexual orientation and gender identity is a key criterion for us to be perceived as a modern employer. That is why we specifically support initiatives aimed at promoting diversity and inclusivity, such as the LGBT+ network (Lesbian, Gay, Bisexual and Transgender) PROUD@ProSiebenSat.1, which has been set up by employees and aims to make diversity more visible within the Group. Our goal is to create an inclusive working environment in which all individuals are shown the same appreciation. That includes the use of equal language. For that reason, we made a recommendation to our employees in 2021 regarding gender-sensitive language.

Since 2019, our journalistic trainees have completed training with the MaLisa Foundation on audiovisual diversity as part of their theoretical training block. In the period under review, we offered a "Diversity Awareness Week" for the first time for all trainee employees, to make our junior staff aware of different aspects of diversity, such as sex and gender identity, disability, sexual orientation, ethnic background and nationality. This included suggestions and awareness-raising on issues such as gender-sensitive language, the study of audiovisual diversity with the MaLisa Foundation, racism in the workplace and the representation of people with disabilities in the media. In this context, ProSiebenSat.1 financed the joint follow-up study by the MaLisa Foundation and the University of Rostock on gender representation in film and TV in Germany, with other partners.

ProSiebenSat.1 Group wants to set an example for diversity with its TV stations and digital services. In 2021, ProSieben took advantage of the Group's reach and used its program to champion a diverse society on International Women's Day, the International Day for the Elimination of Racial Discrimination, PRIDE Day and Universal Children's Day. On the initiative of the state media authorities of Bremen, the media companies ARD, ZDF, Deutsche Welle, Deutschlandradio, RTL Deutschland and ProSiebenSat.1 Media SE also founded the new alliance "Medien für Vielfalt" ["Media for Diversity"] in 2021. The alliance represents a clear commitment to diversity in the media sector. ▲

OVERVIEW OF KEY DIVERSITY FIGURES

▼ DIVERSITY OF EMPLOYEES/GRI 405-1 ▲

As of December 31, 2021 (headcount), in %

		2021
Managers with direct report to Managing Director or Member of the Executive Board	Women	32
	Men	68
Other managers	Women	36
	Men	64
Employees without management responsibility	Women	51
	Men	49
Managers with direct report to Managing Director or Member of the Executive Board	<30 years	2
	30–50 years	82
	>50 years	16
Other managers	<30 years	5
	30–50 years	81
	>50 years	14
Employees without management responsibility	<30 years	24
	30–50 years	65
	>50 years	11
Production	Women	44
	Men	56
Administration	Women	50
	Men	50
Sales	Women	54
	Men	46
Production	<30 years	19
	30–50 years	67
	>50 years	15
Administration	<30 years	23
	30–50 years	68
	>50 years	9
Sales	<30 years	23
	30–50 years	66
	>50 years	11

Not including international assets of Red Arrow Studios.

Due to the expansion of the reporting boundaries, a comparison with the previous year's figures is not possible.

▼ DIVERSITY OF GOVERNANCE BODIES AT PROSIEBENSAT.1 MEDIA SE/GRI 405-1 ▲

As of December 31 (headcount), in %

	Executive Board		Supervisory Board	
	2021	2020	2021	2020
Gender				
Women	33	33	37	33
Men	67	67	63	67
	100	100	100	100
Age group				
<30 years	—	—	—	—
30–50 years	—	—	25	33
>50 years	100	100	75	67
	100	100	100	100

Accessible Offerings

ProSiebenSat.1 Group is committed to barrier-free access to its offerings. For this reason, we offer subtitled programming areas and audio descriptions for deaf and hard of hearing people on our channels, among other things, in order to improve the dissemination of information. Back in 2000, ProSieben introduced the first regular subtitle service for the deaf on private television. Accessible content is broadcast on nearly all of the Group's free TV stations, with the amount steadily increasing. The range of subtitling services was expanded in 2021 and many formats were also offered with audio descriptions (e.g. "Joko & Klaas gegen ProSieben" and "ProSieben Spezial LIVE: Joe Biden wird US-Präsident"). In addition, sign language was used for the first time on shows such as "ProSieben Spezial. Das Kanzler-Kandidat:in-Interview" and "Zervakis und Opdenhövel. Live." and in the three-way debates during the federal election campaigns. We will endeavor to increase our accessible offerings in the future, too.

Moreover, the German Interstate Media Treaty of broadcasters of nationwide programs and Video-on-Demand providers also promotes the expansion of accessible offerings within the limits of technical and financial possibility. The German Interstate Media Treaty is expected to require broadcasters to draw up concrete action plans for expansion from 2022. Individual states and the German government have published action plans to implement the UN Convention on the Rights of Persons with Disabilities, which also aim to include more accessible formats on television. The state media authorities regularly monitor this expansion. Subtitles are currently included in the programming on five German ProSiebenSat.1 stations: SAT.1, ProSieben, Kabel Eins, sixx, and ProSieben MAXX. In the current reference period on which the state media authorities' monitoring is based, the number of the Group's shows that were subtitled and the broadcast time were once again increased significantly. The number of subtitled shows within the broadcasting group increased by around 23% (September to December 2021: 5,485 shows; previous year: 4,452). The corresponding broadcast time in 2021 went up by about 18%.

CLIMATE & ENVIRONMENT

▼ Although ProSiebenSat.1 Group as a digital group does not operate in an industrial sector with high resource consumption and energy intensity, we are aware of our ecological responsibility. Working with our employees and in dialog with our external stakeholders, we want to contribute to mitigating climate change and protecting our environment, for example through the careful and efficient use of natural resources and by reducing our energy consumption and CO₂ emissions. In 2020, we announced that we intend to reduce ProSiebenSat.1 Group's operating CO₂ emissions to zero by 2030, thus becoming climate-neutral. We are aiming to achieve this goal primarily by means of lower energy consumption and by purchasing electricity from renewable energy sources. Furthermore, we have identified potential CO₂ savings in areas such as "green productions" and employee mobility. In addition, we plan to offset part of the emissions for the year 2021 after publication of the carbon footprint 2021 by purchasing certificates from high-quality climate protection projects.

At our Unterföhring site, we supply our office buildings, production studios, and computer centers exclusively with green electricity. ProSiebenSat.1 has successively expanded the environmentally friendly heating supply over the last few years and has switched entirely to geothermal energy for the buildings at its headquarters. We also use the waste heat from our computer centers to heat our office buildings. The conversion to LED lighting, which is almost complete, also contributes to increasing energy efficiency. In addition, sustainability certification in accordance with the LEED model (Leadership in Energy and Environmental Design) is planned for the new campus in Unterföhring, which is currently under construction.

With the "Sauber gedreht!" initiative, Seven.One Entertainment Group GmbH compiled a comprehensive list of criteria in 2019 aimed at making productions more sustainable. In total, 14 measures and goals have been drawn up for environmentally sustainable television and film

productions. The sustainability initiative gives production companies concrete recommendations for action on how to reduce CO₂ emissions and conserve resources. The growing importance of green productions is also underscored by the “Joint industry declaration for sustainability in film and series production,” of which ProSiebenSat.1 was among the signatories in February 2020. In its annual “Green Seven Week,” ProSieben uses its reach to raise awareness of environmental sustainability among young viewers in particular. “Green Seven Week” took place for the 13th time in November 2021.

Operational responsibility for recording and consolidating environmental activity data lies with the Corporate Procurement & Real Estate department for the headquarters and with the respective management teams for the ProSiebenSat.1 assets. The Corporate Communications central function and the Corporate Sustainability Office are responsible for CO₂ accounting, which in 2021 also included half-yearly internal reporting, determining other reported environmental performance indicators, and reporting and communicating these. The Corporate Sustainability Office is also responsible in organizational terms for the management of climate and environmental protection measures taken in order to achieve climate-related corporate goals. ▲

Energy

▼ ProSiebenSat.1's energy consumption mainly consists of electricity and heat. Total energy consumption (including electricity) within the Group fell to 33.43 GWh in the reporting year (previous year: 36.67 GWh), due to lower electricity consumption compared to 2020 and the continued severely restricted employee mobility as a result of the COVID-19 pandemic. The material energy consumption outside the Group is indirectly represented by the Scope 3 emissions in the carbon footprint. In 2021, total electricity consumption was 14.73 GWh (previous year: 17.94 GWh). In heat generation, environmentally friendly geothermal energy was largely used instead of fuel oil or natural gas at the Unterföhring site. Overall, ProSiebenSat.1's heating and cooling energy consumption decreased slightly to 12.49 GWh (previous year: 12.60 GWh). The energy consumption of the vehicle fleet was 6.13 GWh in 2021 (previous year: 5.99 GWh). ▲ **GRI 302-1, GRI 302-2**

▼ ENERGY INTENSITY/GRI 302-3 ▲

	2021	2020	2019
Energy consumption in GWh	33.43	36.67	40.72
Revenues in EUR m	4,494	4,047	4,135
Average FTE	7,956	7,128	7,265
Energy consumption/revenues			
in MWh/EUR m	7.44	9.06	9.85
Energy consumption/average FTE			
in MWh/average FTE	4.20	5.14	5.60

Emissions

▼ Our carbon footprint includes direct greenhouse gas emissions (Scope 1), indirect greenhouse gas emissions (Scope 2) and greenhouse gas emissions from upstream and downstream stages of the value chain (Scope 3). As in the previous year, the direct emissions of the ProSiebenSat.1 Group in 2021 resulted almost exclusively from the emissions of the vehicle fleet. At 1,596 tonnes of CO₂ equivalents (CO₂e), the corresponding emissions were slightly above the previous year's level of 1,560 tonnes of CO₂e. Scope 2 emissions decreased to 2,036 tonnes CO₂e (previous year: 2,188 tonnes CO₂e) compared to the previous year due to lower electricity consumption. Overall, operational emissions (Scope 1 and 2) fell by 4% to 3,651 tonnes CO₂e (previous year: 3,787 tonnes CO₂e). Employee commuting continued to fall sharply in the reporting year due to out-of-office regulations in the wake of the COVID-19 pandemic and contributed 1,491 tonnes CO₂e (previous year: 2,529 tonnes CO₂e) to Scope 3 emissions. Emissions from business travel increased to 1,582

tonnes CO₂e (previous year: 1,347 tonnes CO₂e). Total emissions decreased by 5% to 9,147 tonnes CO₂e in the reporting year (previous year: 9,584 tonnes CO₂e).

Detailed information on the balancing of greenhouse gas emissions can be found in the

→ [Notes on the carbon footprint.](#) ▲

▼ CARBON FOOTPRINT OF PROSIEBENSAT.1 GROUP/GRI 305-1/GRI 305-2/GRI 305-3 ▲

Greenhouse gas emissions (CO ₂ equivalent) in metric tons ¹	2021	Change	2020	2019
Scope 1 – Direct greenhouse gas emissions	1,615	1%	1,599	2,110
– Vehicle fleet ²	1,596	2%	1,560	2,064
– Fuel oil	19	–53%	40	46
Scope 2 – Indirect greenhouse gas emissions³	2,036	–7%	2,188	2,882
– Electricity ⁴	775	–26%	1,054	1,719
– District heating and geothermal energy ⁵	1,261	11%	1,134	1,163
Scope 3 – Greenhouse gas emissions from upstream and downstream stages of the value chain	5,495	–5%	5,797	16,292
– Fuels and energy-related activities not included in Scope 1 or 2	2,405	27%	1,898	1,974
– Waste from operating processes	17	–26%	23	47
– Employee commuting	1,491	–41%	2,529	6,474
– Business travel (plane, train, rental car and taxi) ⁶	1,582	17%	1,347	7,797
Operational emissions (Scope 1 and 2)	3,651	–4%	3,787	4,992
Total emissions (Scope 1, 2 and 3)^{7,8}	9,147	–5%	9,584	21,284

1 In determining the carbon footprint, we followed the criteria and definitions of the Sustainability Reporting Standards of the Global Reporting Initiative (GRI). The data collection was based on internal guidelines. In addition, we used the following standards to calculate our carbon footprint and selected data on indirect CO₂ emissions (Scope 3): Greenhouse Gas (GHG) Protocol - Corporate Accounting and Reporting Standard, Corporate Value Chain Accounting and Reporting Protocol of the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD). All of the ProSiebenSat.1 Group's own sites and employees were included in the carbon footprint. The coverage with measurement data is 74% (previous year: 78%) for Scope 1 and 75% (previous year: 79%) for Scope 2. We used the market-based method for the calculation.

2 Excluding car power.

3 Energy consumption of production studios and data centres outside the Unterföhring and Berlin sites are not included. Extrapolation based on reference buildings. Scope 2 emissions according to the location-based method amounted to 7,166t CO₂e in the reporting period (previous year: 9,577t CO₂e).

4 The location-based emissions in the electricity category amounted to 5,032t CO₂e in the reporting period (previous year: 7,401t CO₂e).

5 The location-based emissions in the category district heating and geothermal energy amounted to 2,133t CO₂e in the reporting period (previous year: 2,176t CO₂e).

6 In the business travel category, 324t CO₂e were offset in the reporting period (previous year: 355t CO₂e).

7 Total emissions according to the location-based method amounted to 14,244t CO₂e in the reporting period (previous year: 16,973t CO₂e).

8 The remaining non-reduced and non-compensated emissions in the reporting period were 8,823t CO₂e (previous year: 9,229t CO₂e).

▼ GHG EMISSIONS INTENSITY/GRI 305-4 ▲

	2021	2020	2019
GHG emissions in metric tons	9,147	9,584	21,284
Revenues in EUR m	4,494	4,047	4,135
Average FTE	7,956	7,128	7,265
GHG emissions/revenues			
in metric tons/EUR m	2.04	2.37	5.15
GHG emissions/average FTE			
in metric tons/average FTE	1.15	1.34	2.93

Waste

The operational waste volume at the Unterföhring site fell to 527 tonnes in the reporting year 2021 (previous year: 615 tonnes). In the waste balance, 173 tonnes (previous year: 188 tonnes) were due to conversion and demolition work in the existing buildings. Waste that cannot be recycled is disposed of in an environmentally friendly manner. ProSiebenSat.1 follows local regulations and classifies waste as hazardous or non-hazardous in accordance with the respective national laws. The amount of hazardous waste (for example, insulation material and building materials containing asbestos) fell to 6 tonnes in 2021 (previous year: 29 tonnes). Mixed municipal waste (household-type waste from commerce and industry) decreased to 38 tonnes (previous year: 69 tonnes). The

reduction is due to the out-of-office regulations in the wake of the COVID-19 pandemic. Waste separation and reduction measures are continuously optimized. At the ProSiebenSat.1 campus, for example, single-use plastic is already completely dispensed with in the canteens and cafés. Due to demolition work in connection with the "New Campus" construction project in Unterföhring, 27,930 tonnes of construction waste were disposed of in the reporting year. **GRI 306-2**

Disclosures in accordance with the EU Taxonomy Regulation

▼ With the "European Green Deal," the European Commission is pursuing a plan for a sustainable and competitive Europe, with the aim, among other things, of organizing the European economy more sustainably in the future and directing capital flows into sustainable economic activities. To enable the categorization of economic activities based on their sustainability, the European Commission has created a classification system with the Taxonomy Regulation, which applies to non-financial declarations and reports published after January 1, 2022. In the first year of its application, reporting is initially required with respect to the two environmental objectives "climate change mitigation" and "climate change adaptation," on which the European Commission has published the "Climate Delegated Act." This contains a description of economic activities that can be classified under the taxonomy system, i.e. potentially "sustainable" activities. It also includes the technical criteria for subsequent assessment of compliance with the taxonomy, which can be used to evaluate whether an activity is actually "sustainable." Only eligibility for classification under the taxonomy system needs to be assessed in the first year of application. We describe below how ProSiebenSat.1 Group has identified the relevant economic activities and determined the corresponding taxonomy KPIs (share of taxonomy-eligible and non-taxonomy-eligible revenues, capital expenditure and operating expenses).

For all Group companies, we conducted an initial analysis based on the description of the business models in which we identified the extent to which taxonomy-eligible economic activities exist in the areas of "climate change mitigation" and "climate change adaptation." This assessment was validated by various Group representatives. Based on the example of ProSiebenSat.1 Media SE as the parent company, we then recorded the amounts from the accounting system in connection with taxonomy-eligible activities. This pilot project allowed us to identify the relevant Group accounts for determining the taxonomy KPIs. The obtained knowledge was then scaled up for the Group as a whole. After that, each company was asked to confirm the initial assessment of its activities and to record the respective figures from the financial systems. This data was then validated and consolidated at Group level.

As a result, the Group has identified various potentially relevant economic activities in relation to the environmental objective of "climate change adaptation", for example activity 8.3. "Programming and broadcasting activities" or 13.3. "Motion picture, video and television programme production, sound recording and music publishing activities" in the "Climate Delegated Act". However, no revenues can be assigned to these within the meaning of the taxonomy: In our opinion, these economic activities are not enabling in nature as laid down in the "Climate Delegated Act," which is a requirement in order for them to be reported. This is understood to refer to an economic activity that directly enables other activities to make a significant contribution to one of the two climate-related environmental objectives of the Taxonomy Regulation. However, this is not the core purpose of ProSiebenSat.1 Group's activities. Moreover, we were unable to identify any capital expenditure or operating expenses in connection with the environmental objective of "climate change adaptation." In our view, this can be claimed only for expenses that are incurred in order to make an activity climate-resilient, i.e. to reduce the most significant physical climate risks. In addition, ProSiebenSat.1 Group has identified various activities in connection with the environmental objective of "climate change mitigation" that are linked to capital expenditure and operating expenses. At ProSiebenSat.1 Group, this is mainly limited to expenses for the vehicle fleet (activity 6.5. in the "Climate Delegated Act"), new buildings and renovations as well as expenses for the maintenance and repair of assets (activities 7.1.-7.7. in the "Climate Delegated Act"). All activities were assigned here without ambiguity, so that nothing

was counted twice. The following explanatory notes and tables reflect our interpretation of the current legal situation with regard to the EU Taxonomy Regulation. ▲

▼ ENVIRONMENTAL RESPONSIBILITY ▲

In general, the Taxonomy Regulation has to date mainly covered those economic activities that are responsible for the most CO₂ emissions in Europe. The Regulation will be expanded in the coming years to include more environmental objectives and additional taxonomy-eligible economic activities. At present, most of ProSiebenSat.1 Group's business activities are not yet covered by the Taxonomy Regulation. However, this does not mean that our Group is not playing its part in climate protection. We are aware of the Group's responsibility due to the reach of our TV stations and digital platforms, and we will continue to keep our target groups informed and raise awareness regarding climate-related issues.

Revenues

▼ The underlying revenues correspond to the revenues reported in the consolidated income statement. No revenues from taxonomy-eligible economic activities were identified for the financial year 2021. ▲

→ Group Earnings

Capital Expenditure (CapEx)

▼ CAPITAL EXPENDITURE (CAPEX) ▲

Economic activities in 2021	Absolute CapEx (in EUR m)	Share (in %)
A. CapEx from taxonomy-eligible activities	98	8
B. CapEx from non-taxonomy-eligible activities	1,136	92
Total	1,234	100

▼ ProSiebenSat.1 Group's capital expenditure comprises additions to programming assets, other intangible assets and property, plant and equipment and rights-of-use to property, plant and equipment. There were no additions due to changes in the scope of consolidation in the financial year 2021.

→ Notes to the statement of financial position

Taxonomy-eligible capital expenditure related to the Group's vehicle fleet, new buildings or renovations and spending on the maintenance and repair of assets. The largest contribution comes from the new campus building in Unterföhring. This expenditure corresponds to activities 6.5., 7.1. to 7.7. and 9.3. in the "Climate Delegated Act," which relates to the environmental objective of "climate change mitigation." ProSiebenSat.1 Group has not identified any expenditure in connection with the environmental objective of "climate change adaptation" for the financial year 2021. ▲

Operating Expenses (OpEx)

▼ ProSiebenSat.1 Group's operating expenses in accordance with the definition in the EU Taxonomy, which essentially comprise expenses for servicing and maintenance as well as research and development, came to EUR 28 million in the reporting period. These expenses are not material in the context of the Group's total spending (<1%). There are therefore no material operating expenses in connection with taxonomy-eligible activities. ▲

GOVERNANCE & COMPLIANCE

Governance & Compliance is also one of the central fields of action of the ProSiebenSat.1 sustainability strategy. The Executive Board and Supervisory Board regard good corporate governance as an essential component of responsible, transparent management geared toward long-term value creation. With the German Corporate Governance Code (DCGK), a standard for transparent control and management of companies was established. The corresponding information on corporate governance at ProSiebenSat.1 can be found in particular in the Management Declaration in accordance with sections 289f and 315d of the German Commercial Code (HGB). In addition to the annual Declaration of Compliance pursuant to section 161 of the German Stock Corporation Act (AktG), this includes other relevant information on ProSiebenSat.1 Group's corporate governance practices. Information on the compensation of the Executive Board and Supervisory Board can be found in the Compensation Report.

▼ The Executive Board of ProSiebenSat.1 Media SE is also convinced that sustainable economic success in a competitive environment can be achieved only by ensuring that business practices comply with the applicable laws. In addition to preventing corruption, ProSiebenSat.1 Group particularly focuses on the issues of money laundering, sanctions and embargoes, as well as data protection, in the area of compliance. ProSiebenSat.1 Group has implemented a compliance management system (CMS) for these legal areas. The main objective of the CMS is to ensure that all employees always think and act with integrity and in accordance with the guidelines and regulations, and thus to prevent law- and rule-breaking. The central compliance organization is made up of the Compliance Committee and the Group Compliance department headed by the Chief Compliance Officer (CCO), which are assisted in the performance of their duties by experts from other areas, such as the Legal Affairs and Internal Audit. In addition, Unit Compliance Officers (UCOs) have been appointed who are responsible for the CMS at Group entities and are in direct contact with the respective subject experts. In 2021, the CMS of ProSiebenSat.1 Group was adapted in the course of an update of the delegation of compliance responsibilities. Among other things, the "Compliance Management System" guideline was introduced for this purpose. The aim is to clearly assign responsibilities and areas of responsibility in the management of the Group companies, to establish a uniform Group-wide reporting system and to optimize cooperation between the companies and Group Compliance. Responsibility for antitrust law was transferred from Group Compliance to Legal Affairs as part of the update of delegation in 2021. The following information also relates to antitrust provisions.

ProSiebenSat.1 Group has laid down basic guidelines and policies in its Code of Conduct. These guidelines define the general standards for conduct in business, legal and ethical matters and also govern how employees can report misconduct in the Company. They serve all members of the Executive Board, the management of subsidiaries of ProSiebenSat.1 Group, and the employees of ProSiebenSat.1 Group as a binding reference and regulatory framework for dealing both with each other and with business partners, customers, suppliers, and other third parties. Following a fundamental review and adoption in 2021, a new Code of Conduct came into force in January 2022, which replaces the previous Code and is intended to act as a unifying element across all segments of ProSiebenSat.1 Group. It sets minimum standards for responsible conduct, provides guidance with everyday work and sets out the necessary operational framework for ProSiebenSat.1's business activities.

Another central compliance instrument for ProSiebenSat.1 Group is the whistleblower system. In addition to internal reporting channels, it is also possible to report legal violations anonymously via an external Ombuds Office. In the event of reports of serious suspected cases that turn out to be justified after internal evaluation, the Chief Compliance Officer promptly informs the management.

Further information, particularly on the compliance organization and the whistleblower system, is provided in the Management Declaration in accordance with sections 289f and 315d HGB.

In addition, ProSiebenSat.1 Group has implemented a compliance training program that includes both online and classroom training. The online training, which is offered in English and German in a two-year cycle and is mandatory for all employees, is intended to provide a basic understanding of the main compliance risks. The classroom training, most of which once again took place virtually in 2021, is targeted at “risk groups” and is carried out by Legal Affairs, Group Compliance, HR Law, Taxes, Corporate Information Security, the Data Protection Officer and the Youth Protection Officers for their individual areas. In addition, ProSiebenSat.1 Group offers seminars for the managers of German affiliated companies at its P7S1 Academy in order to give them a comprehensive overview of their rights and obligations as well as the relevant legal bases. ▲

COMPLIANCE TRAININGS

Topic	2021			2020		
	Events (live/virtual)	Participants (live/virtual)	Online trainings	Events (live/virtual)	Participants (live/virtual)	Online trainings
Media, copyright, advertising law, German Unfair Competition Act (UWG)	5	114		1	3	3,448
Compliance Antitrust law	5	48	6,549 ¹	7	295	—
Money laundering	—	—		—	—	—
Sanctions & embargoes	—	—		—	—	—
General Act on Equal Treatment (AGG), labour law	5	55	5,544	—	—	2,338
Data protection	19	385	5,876	—	—	2,304
Information security	—	—	3,243	—	—	6,500
Youth protection	4	62	376	2	26	477
Occupational health and safety	—	—	7,385	—	—	6,213
Tax law	4	7	—	2	42	—
Management seminars	4	47	—	2	18	—

¹ Since October 2021 incl. money laundering and sanctions & embargoes and excl. media, copyright, advertising law, German Unfair Competition Act (UWG).

Anti-corruption and Antitrust Law

▼ Legally compliant conduct and the prevention of violations of laws and regulations are a prerequisite for a company's sustainable success. Therefore, preventing corruption and anti-competitive behavior in connection with antitrust law is highly relevant to business and represents an important success factor for achieving our corporate goals. Free competition is a key pillar of our economic system and is given special protection by antitrust laws. Violations of competition laws may result in large fines and claims for damages that may affect not only the Company but also employees personally. In 2021, as in the previous year, we were not aware of any investigations into the Group, its subsidiaries or employees of ProSiebenSat.1 Group with regard to corruption offenses or antitrust violations. ▲ GRI 205-3, GRI 206-1

Data Protection

▼ Owing to progressive digitalization and new business models, more and more personal data is being generated and processed in a wide variety of ways. That also applies to ProSiebenSat.1 Group with its diverse range of entertainment services and the different commerce companies in the portfolio. In this context, data protection protects the right to privacy and to information control, i.e. the right of each individual to control the disclosure and use of his or her own personal data. Our goal is to handle this data carefully and protect it from misuse. The Group Data Protection Officer is responsible for cooperation and coordination on all major data protection matters. He is assigned to the Group Compliance division in organizational terms and is supported by data protection law specialists when it comes to legal issues. By way of mandatory training and assessments by the Group Data Protection Officer, violations of privacy are to be prevented and compliance with data protection law ensured.

We aim to ensure compliance with data protection on the basis of a risk-oriented data protection management system and to protect personal and other sensitive data from loss, destruction, unauthorized access or unauthorized use, processing, or disclosure. Specific measures are based on the legal regulations, particularly the EU General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG), as well as our own data protection guidelines. These were reviewed during the reporting period. The data protection law requirements form part of our CMS. ProSiebenSat.1 Group has implemented processes to protect personal data against misuse. These relate to the preparation of agreements under data protection law in order to meet the requirements of Articles 26 and 28 GDPR and to the disclosure of personal data to public authorities. The data protection processes also cover the information required to be provided, the rights of the data subject, and the reporting of data breaches, i.e. third parties unlawfully obtaining personal data (Articles 33 and 34 GDPR).

In 2021, there were nine cases (previous year: 18) of substantiated complaints regarding the violation of customers' privacy at companies of ProSiebenSat.1 Group in Germany, of which nine (previous year: 15) were from external parties, none (previous year: three) from regulatory authorities. Furthermore, there were 12 cases (previous year: six) of data leaks, data theft, or data loss that had to be reported in accordance with the General Data Protection Regulation (GDPR). ▲ **GRI 418-1**

Information Security

Various types of information are of key importance to the business activities of ProSiebenSat.1. Ensuring that business processes, IT, infrastructure and critical information are kept sufficiently secure is therefore a strategic factor in the Group's competitiveness. Company-wide, process-oriented information security serves as a tool for identifying relevant risks in good time and dealing with them appropriately. The IT Security division in particular is responsible for the protection of IT systems. As a holding function, the Information Security Office defines guidelines, organizes assessments and penetration tests (including for websites and online shops) as well as e-learning courses and training, and is responsible for incident and risk management. It also provides advice within the Group on issues relating to information security. In the period under review, an assessment of the Information Security Management System (ISMS) was carried out in accordance with ISO 27001 and confirmed a high maturity level overall. The Information Security Policy defines the fundamental principles for handling information at ProSiebenSat.1 Group. This overriding guideline applies to all business units and areas worldwide and to all associated subsidiaries with majority investments and their employees. It also applies to all internal and external service providers, business partners, and other third parties that collect, process or use company information of ProSiebenSat.1 Group and that have committed to comply with the guideline.

Media Regulation

▼ The issues that are relevant to ProSiebenSat.1 Group from the point of view of media law include journalistic independence, the principles of the separation of advertising and programming, and the requirements for the protection of young people. These issues also form part of our Code of Conduct. For 2021, as in the previous year, we recorded a total of 12 violations of journalistic due diligence, program principles, and provisions for the protection of minors and personal rights. **GRI 416-2**

In all our activities, we are committed to a free and democratic order, which is based in particular on the fundamental right to freedom of opinion. The central editorial team of Seven.One Entertainment Group GmbH is responsible at operational level for ensuring journalistic independence in the editorial work of all stations. In daily conferences with the editorial teams and programming managers, the focus areas for the content of reporting and programming are discussed. The fundamental dual-control principle applies when approving editorial content. In addition, the Group has formulated guidelines which all journalists and editorial staff are required to follow. The "Guidelines for Ensuring Journalistic Independence" specify the understanding of the

journalistic principles set forth in the Press Code of the German Press Council. According to these principles, they are essentially free to form their editorial content as they see fit and should report independently of social, economic or political interests. In addition, training and further in-depth training is provided on topics such as press law and the protection of minors in internal training courses.

ProSiebenSat.1 Group is committed to differentiating between editorial reporting and broadcasts for advertising purposes. In substantiated individual cases where the use of surreptitious advertising is suspected, a supervisory committee can take action. In Germany, the Group is also obliged to comply with the provisions of the German Interstate Media Treaty and the state media authorities' "Common charter on implementation of advertising regulations of the Interstate Media Treaty." The ProSiebenSat.1 Group guidelines on the separation of advertising and programming include specific explanations regarding bans on the placement of particular products and services. They provide employees of the German companies of ProSiebenSat.1 Group with binding guidelines as part of their employment contract in order to prevent violations of program principles as far as possible. For the German stations, the guidelines serve the preservation of journalistic credibility and aim to safeguard the independence of the content from third-party influences as the top-level programming guidelines.

Provisions for the protection of young people are also considered very important in the context of media regulation. ProSiebenSat.1 Group's youth protection officers play a key role in this. They are tasked with making sure that all TV and online content for which the Group is responsible is offered in an age-appropriate way. The goal is to make it difficult for children and young people to gain access to content that is unsuitable for their age group. The German Interstate Agreement on Youth Protection in the Media (JMStV) and the German Youth Protection Act (JuSchG) stipulate clear requirements for this. For example, providers must check their tele-media content for any aspects that could have a harmful effect on the development of children and young people. The youth protection officers are autonomous in their work and are responsible for ensuring that content that is unsuitable for children and young people is broadcast only at the legally stipulated times. At the same time, they are expected to ensure that technical means are used (e.g. PIN procedures or the filtering software JusProg) for dissemination of content that is relevant to the protection of young people on the Group's websites. To this end, the youth protection officers are involved in the production and purchasing of programs at an early stage, if possible. Their tasks include assessing scripts in advance, supporting productions, and preparing expert reports on them. As well as the youth protection officers, TV and online editors also receive regular training on youth protection regulations. In addition to providing employee training and internal guidelines, we support the protection of young people via various organizations, such as the Voluntary Self-Regulation of Television Association (Freiwillige Selbstkontrolle Fernsehen, FSF) and the Voluntary Self-Monitoring of Multimedia Service Providers Association (Freiwillige Selbstkontrolle Multimedia-Diensteanbieter, FSM). ▲