

Environmental Policy

As of November 2025

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Introduction

To prevent global temperatures from rising more than 1.5°C above pre-industrial levels, under the European Climate Law we must all reduce global emissions by at least 55 percent by 2030 and reach net zero by 2050.

WPP plc holds a 50.3 percent stake in SYZYGY AG. As a result, SYZYGY AG is embedded in WPP plc's global governance and compliance structures. SYZYGY therefore aligns with the WPP Group Environmental Policy and supplements it with specific adaptations that apply only to the SYZYGY Group. This environmental policy enables both WPP and SYZYGY to meet their environmental objectives and support the global transition to a zero-carbon economy.

WPP has been actively reducing CO2 emissions from its business operations since 2006 and is working to further reduce emissions across the supply chain. WPP has set targets that accelerate reductions and go beyond the CO2 reductions required under the Paris Agreement.

SYZYGY's commitment to the environment aligns with our goal of creating a better future for our people, our planet, our clients and our society. We are committed to integrating environmental protection into our business strategy in line with leading external frameworks, with the aim of continuously reducing the environmental impacts of our operations and our supply chain.

1. Governance

1.1 Sustainability policy and management

Within SYZYGY AG, the Chief Financial Officer (CFO) is responsible for sustainability and climate change. Together with the entire Executive Board and the sustainability team, the CFO sets the strategy. The Finance function monitors outcomes and progress in the areas of environment, people and social topics using metrics that are reported, among other channels, to WPP, and supports subsidiaries on all sustainability matters.

1.2 Compliance with environmental laws

The SYZYGY Group complies with applicable environmental laws and standards in the countries in which it operates. The permits required for operations are obtained. Where a client's policies or codes of conduct impose stricter requirements, these should be observed.

2. Targets

The SYZYGY Group aims to continuously improve its environmental performance and sustainably reduce its greenhouse gas emissions.

In this context, the Group regularly determines its CO₂ emissions (Scopes 1 and 2), identifies opportunities to avoid and reduce emissions, and develops concrete measures and initiatives to lower its environmental footprint. In addition, each operating unit independently implements environmental protection measures to support group-wide goals, make the SYZYGY Group a climate-friendly company, and ensure the efficient use of resources.

SYZYGY supports the WPP Group's emission reduction targets, which are set based on the Greenhouse Gas (GHG) Protocol and approved by the Science Based Targets initiative (SBTi), and are aligned with a 1.5°C pathway.

WPP will reduce emissions from its own direct operations (Scopes 1 and 2) by 84% compared to the 2019 base year, including by sourcing 100% of electricity from renewable sources. WPP intends to reduce supply chain emissions (Scope 3) by 50% by 2030 compared to the 2019 base year.

Since 2021, SYZYGY has used electricity from 100 percent renewable sources for its business activities at all German locations and is climate neutral in this area. At locations in the United Kingdom and Poland, the origin of electricity is ensured through Renewable Energy Certificates (RECs). SYZYGY also seeks climate neutrality at its international sites by sourcing electricity from renewable sources.

SYZYGY pursues a holistic climate strategy that includes direct emissions reductions and offsetting measures. To offset remaining emissions, SYZYGY purchases CO₂ certificates from KLIM. These investments support climate protection projects that reduce or sequester emissions, thereby offsetting our own CO₂ footprint.

3. Reporting and disclosure

SYZYGY AG is committed to measuring and, where possible, reducing greenhouse gas emissions arising from its direct business operations and supply chain.

Starting with the 2024 reporting year, SYZYGY AG publishes an annual non-financial consolidated statement, in partial alignment with the requirements of the Corporate Sustainability Reporting Directive (EU) 2022/2464 (CSRD) and the associated European Sustainability Reporting Standards (ESRS).

4. Greenhouse gas emissions, including energy efficiency

The specific activities listed below are subject to additional controls at Group level, are defined in policies, and are regularly reviewed to achieve energy efficiency and greenhouse gas reduction targets:

4.1 Energy

Since 2021, the SYZYGY Group has sourced electricity from 100 percent renewable energy at all German locations. For international locations in the United Kingdom and Poland, this is ensured through the use of Guarantees of Origin (GoOs) from renewable energy.

4.2 Company cars

All company cars are procured in accordance with the Group-wide car policy, which provides exclusively for the acquisition of electric and hybrid models.

4.3 Air travel

All air travel is conducted in accordance with the Group-wide travel policy, which takes environmental compatibility into account.

4.4 Offsetting projects

The first step in reducing emissions should always be to minimize the overall footprint of a product or service as far as possible. Offsetting unavoidable emissions is, however, essential to effectively counter climate change. SYZYGY AG seeks to neutralize its CO₂ emissions to the greatest extent possible, thereby contributing to a livable future. Offsetting should create added value for the environment (e.g., protecting or enhancing biodiversity) and for society (e.g., healthcare, education or poverty reduction). These are aligned with the Sustainable Development Goals (SDGs) that guide the SYZYGY Group.

5. Ressource use and circular economy

5.1 Waste prevention, reuse and recycling

As a service-oriented company, the SYZYGY Group does not produce significant amounts of waste. However, SYZYGY strives to use resources carefully, avoid or reduce waste wherever possible, and ensure that waste is channelled for reuse and recycling wherever possible.

5.2 Water consumption

As a service-oriented company, the SYZYGY Group does not consume significant amounts of water. Employees are aware that water is an increasingly scarce resource and must be used responsibly. Consumption should be reduced wherever possible.

6. Biodiversity, species diversity, animal welfare, land use, deforestation

Biodiversity is a balanced and functioning environment and is based on the diversity of ecosystems, genetic diversity, and the richness of species among animals, plants, fungi and microorganisms.

The SYZYGY Group is committed to protecting and preserving biological diversity and its ecosystems. We therefore support and invest, through carbon credits, in regenerative agriculture, which improves soil health and thereby the soil's CO₂ storage capacity, while also increasing water retention capacity and resilience to climate disasters.