

IHO Verwaltungs GmbH  
Sustainability-Linked Bonds –  
Key Performance Indicator Report 2025



## Key Performance Indicator Report 2025

IHO Verwaltungs GmbH (“IHO”) published its Sustainability-Linked Financing Framework (the “Framework”) on March 23, 2023, establishing the methodology for the issuance of sustainability-linked bonds (“SLBs”).

The Framework identifies Schaeffler Group’s (“Schaeffler”) Greenhouse Gas (“GHG”) Scope 1+2 emissions in the scope as defined in Schaeffler’s annual report on certain non-financial reporting items in accordance with sections 315b and 315c in conjunction with sections 289b to 289e of the German Commercial Code (Handelsgesetzbuch; “HGB”) (the “Sustainability Statement”) as Key Performance Indicator (“KPI”), being a most meaningful measure in IHO’s sustainability strategy and contained in each SLB issued in accordance with the Framework.

This Key Performance Indicator Report, which is prepared by IHO on an annual basis, is providing transparency on the development of the KPI. This Key Performance Indicator Report should be read in conjunction with Schaeffler’s Annual Report 2025 including the combined group non-financial declaration for 2025 as part of the management report (Sustainability Statement) which is integrated therein, published on March 03, 2026.

Schaeffler’s GHG Scope 1+2 emissions, as they together form the KPI, are reported in line with the GHG Protocol Corporate Accounting and Reporting Standard<sup>1</sup> and are calculated based on the emission factors from supplier-specific primary data, data from the DEFRA (2024) and IEA (2024). Scope 2 emissions are calculated in line with the market-based approach.

The KPI is referred to in the terms and conditions of the following Notes issued by IHO:

- 8.750% / 9.500% Sustainability-Linked Senior Secured PIK Toggle Notes due 2028; ISIN: XS2606019383 (Reg S), XS2606019540 (144A), issued on April 03, 2023
- 6.750% / 7.500% Sustainability-Linked Senior Secured PIK Toggle Notes due 2029, ISIN: XS2905386962 (Reg S), XS2905387267 (144A), issued on October 11, 2024
- 7.000% / 7.750% Sustainability-Linked Senior Secured PIK Toggle Notes due 2031, ISIN: XS2905387697 (Reg S), XS2905387937 (144A), issued on October 11, 2024
- 7.750% / 8.500% Sustainability-Linked Senior Secured PIK Toggle Notes due 2030, ISIN: USD4000PAQ57 (Reg S), US44963BAF58 (144A), issued on October 11, 2024
- 8.000% / 8.750% Sustainability-Linked Senior Secured PIK Toggle Notes due 2032, ISIN: USD4000PAR31 (Reg S), US44963BAG32 (144A), issued on October 11, 2024 (together, the “Notes”)

### Statement of GHG Scope 1+2 emissions for the financial year ended December 31, 2025:

	Metric tons of CO <sub>2</sub> e	Figures prepared according to Greenhouse Gas Protocol
<b>GHG emissions (Scope 1+2)</b>	215,070	Scope 1: Direct GHG emissions/ Scope 2: Energy indirect GHG emissions

<sup>1</sup> [Corporate Standard | Greenhouse Gas Protocol \(ghgprotocol.org\)](https://ghgprotocol.org/)

**Accordingly, the KPI for the financial year ended December 31, 2025 is measured at 215,070 metric tons of CO<sub>2</sub>e.**

In relation to the KPI, the Sustainability Performance Target (referred to as Sustainability Performance Bond Target in the terms and conditions of the Notes issued in 2024) to be achieved in respect of the financial year ended December 31, 2025 is 260,800 metric tons of CO<sub>2</sub>e or below. In March 2026, IHO confirmed the achievement of the Sustainability Performance Target (referred to as Sustainability Performance Bond Target in the terms and conditions of the Notes issued in 2024) for the year ended December 31, 2025 in accordance with the terms and conditions of the Notes. Accordingly, the interest rate on the Notes for the interest payment periods commencing on May 15, 2026 and thereafter shall not increase.

In relation to the KPI, the Sustainability Performance Bond Target for the Notes issued in 2024 with a maturity after 2030 to be achieved in respect of the financial year ending December 31, 2030 is 104,300 metric tons of CO<sub>2</sub>e or below.

IHO expects the envisaged further improvement of the KPI to contribute positively to the global ambitions of mitigating climate change and limiting global warming by reducing global GHG emissions. The measures IHO and Schaeffler are undertaking to improve the performance of the KPI are expected to have a positive impact on the achievement of the Sustainable Development Goal 13 Climate Action, set out by the United Nations. More information on the sustainable impact can be found in the Sustainability Statement integrated as part of the management report in Schaeffler's Annual Report.

The KPI stated in this report is equal to the number included in Schaeffler's Annual Report for the financial year ended December 31, 2025, which was published on March 03, 2026. The Sustainability Statement therein was the subject of a limited assurance engagement ("limited assurance") by PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft with respect to the disclosures legally required by sections 315b and 315c in conjunction with sections 289b to 289e HGB. The limited assurance statement is included in Schaeffler's Annual Report. The Annual Report is available on Schaeffler's corporate website.<sup>2</sup>

Herzogenaurach, April 20, 2026

IHO Verwaltungs GmbH

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<sup>2</sup> [Schaeffler's Annual Report 2025](#)