



GRESB Infrastructure Asset Benchmark Report

2022

Tele Columbus AG

Tele Columbus AG; held by North Haven Infrastructure Partners III (NHIP III), an investment managed by Morgan Stanley Infrastructure Inc. (MSI or MSIP)

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GRESB Rating



Participation & Score



Peer Comparison



Western Europe | Fibre networks |
Maintenance and operation
Out of 6

Nature of Ownership:

Public entity (listed
on a Stock
Exchange)

Sector:

Fibre networks

Location:

Germany

Rankings



GRESB Score

Out of 649



GRESB Score within Data
Infrastructure: Data Transmission /
Europe / Public



GRESB Score within Data
Infrastructure: Data Transmission

Out of 40



Management Score

Out of 652



GRESB Score within Data
Infrastructure: Data Transmission /
Europe

Out of 26



Management Score within Data
Infrastructure: Data Transmission

Out of 41



Performance Score

Out of 649



GRESB Score within Public

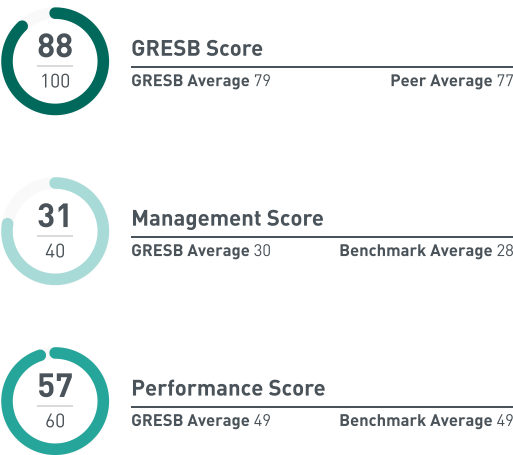
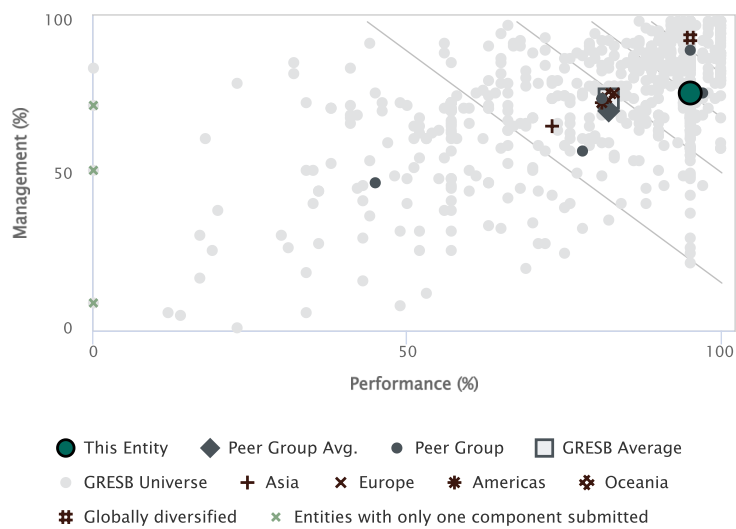
Out of 10



Performance Score within Data
Infrastructure: Data Transmission

Out of 40

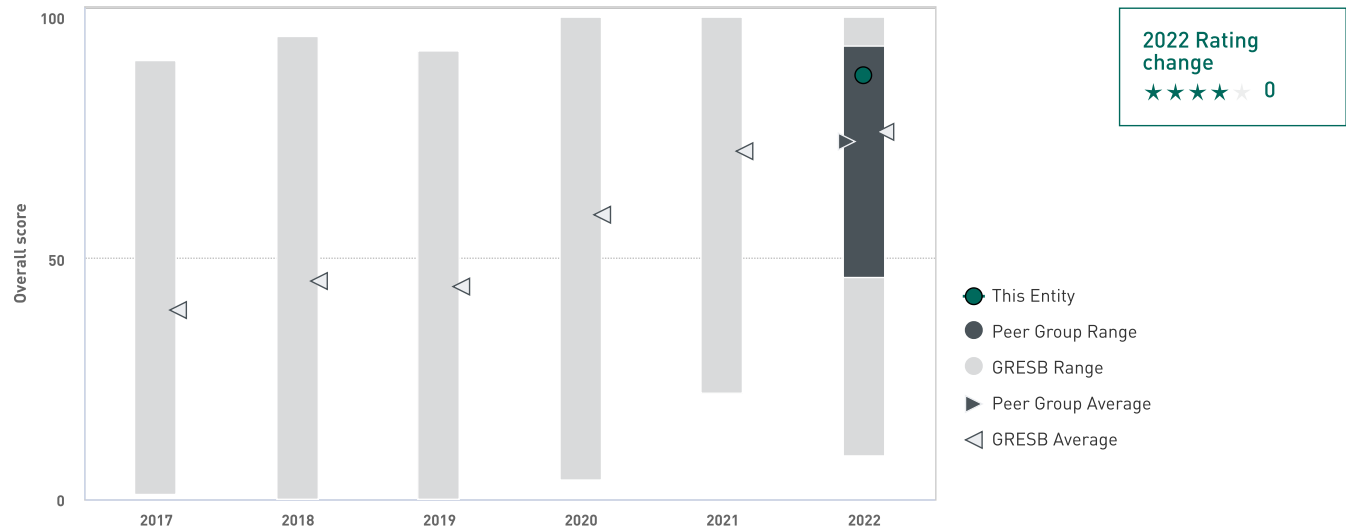
GRESB Model



ESG Breakdown

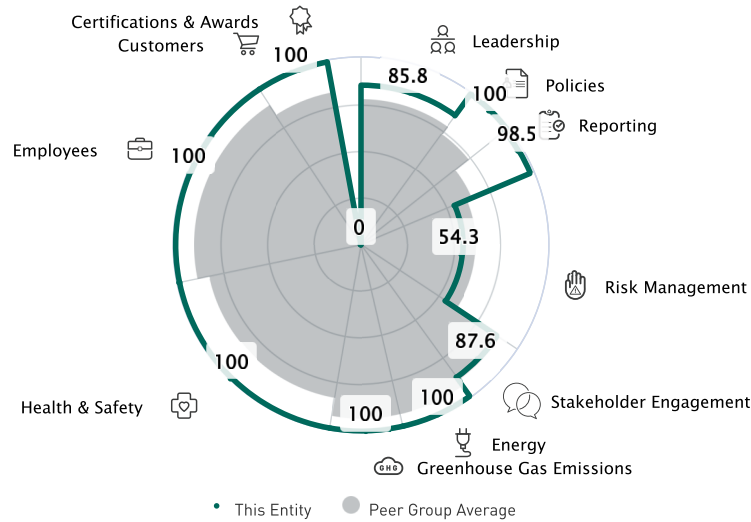


Trend




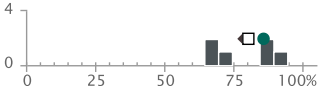

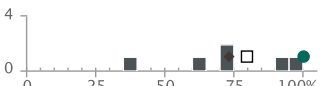

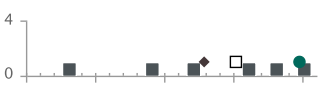

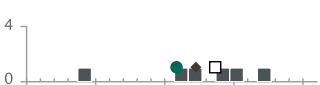


Peer group allocation
Each participant is assigned to a peer group, based on the entity’s business activities and geographical location. To ensure participant anonymity, GRESB will only create a peer group if there is a minimum of six participants allocated to the peer group, the participant and five other peers. Peer group assignments do not affect an asset’s score, but determine how GRESB puts an Assessment participant’s results into context.

Aspect, Strengths & Opportunities





MANAGEMENT COMPONENT


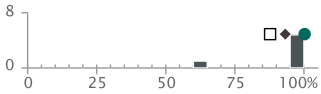

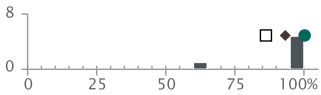

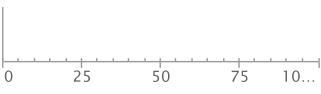

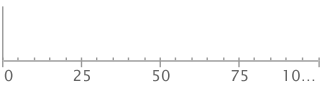

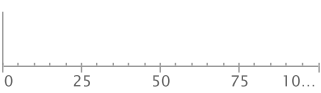

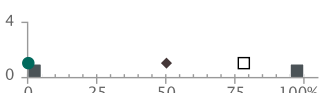







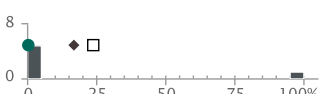
Western Europe | Fibre networks | Maintenance and operation (6 entities)

ASPECT Number of points	Weight in Component	Weight in GRESB Score	Points Obtained	Benchmark Average	Benchmark Distribution
 Leadership 10 points	25%	10%	8.58	7.83	
 Policies 4.32 points	10.8%	4.3%	4.32	3.17	
 Reporting 4.28 points	10.7%	4.3%	4.22	2.75	
 Risk Management 15.68 points	39.2%	15.7%	8.51	9.58	
 Stakeholder Engagement 5.72 points	14.3%	5.7%	5.01	5.09	

PERFORMANCE COMPONENT

Western Europe | Fibre networks | Maintenance and operation (6 entities)

ASPECT Number of points	Weight in Component	Weight in GRESB Score	Points Obtained	Benchmark Average	Benchmark Distribution
 Implementation 0 points	0%	0%	Not scored		
 Output & Impact 0 points	0%	0%	Not scored		

ASPECT Number of points	Weight in Component	Weight in GRESB Score	Points Obtained	Benchmark Average	Benchmark Distribution
 Energy 6.35 points	10.6%	6.3%	6.35	5.93	
 Greenhouse Gas Emissions 6.35 points	10.6%	6.3%	6.35	5.93	
 Air Pollution 0 points	0%	0%	0	N/A	
 Water 0 points	0%	0%	0	N/A	
 Waste 0 points	0%	0%	0	N/A	
 Biodiversity & Habitat 0 points	0%	0%	0	0	
 Health & Safety 19.04 points	31.7%	19%	19.04	15.87	
 Employees 19.04 points	31.7%	19%	19.04	17.1	
 Customers 6.35 points	10.6%	6.3%	6.35	5.29	
 Certifications & Awards 2.88 points	4.8%	2.9%	0	0.48	

Entity & Peer Group Characteristics

This entity		Peer Group (6 entities)	
Primary Geography:	Germany	Peer Group Geography:	Western Europe
Sector:	Fibre networks	Peer Group Sector:	Fibre networks

This entity		Peer Group (6 entities)	
Legal Status:	Public entity (listed on a Stock Exchange)	Legal Status:	
Total GAV:	\$2.34 Billion	Average GAV:	\$1.34 Billion
Reporting Period:	Calendar year		

Business Activities

Asset Description

☞ Tele Columbus AG is one of Germany’s leading fibre network operators. Via its brand PŸUR, the Company, offers high-speed internet including telephony and more than 200 TV channels. All of this via a digital entertainment platform that combines linear TV with video on demand entertainment. To its housing association partners the Tele Columbus Group offers tailored models of cooperation and state-of-the-art services such as telemetric and tenant portals. As a full-service partner for municipalities and regional utilities, the Company is actively supporting the fibre-based infrastructure and broadband internet expansion in Germany."

Facilities

Data Infrastructure: Data Transmission: Fibre networks		weight: 100%
<p>Tele Columbus AG</p> <p>Tele Columbus AG is one of Germany’s leading fibre network operators. Via its brand PŸUR, the Company, offers high-speed internet including telephony and more than 250 TV channels. All of this via a digital entertainment platform that combines linear TV with video on demand entertainment. To its housing association partners the Tele Columbus Group offers tailored models of cooperation and state-of-the-art services such as telemetric and tenant portals. As a full-service partner for municipalities and regional utilities, the Company is actively supporting the fibre-based infrastructure and broadband internet expansion in Germany.</p>		

Validation

GRESB Validation	
Automatic	Automatic validation is integrated into the portal as participants fill out their Assessments, and consists of errors and warnings displayed in the portal to ensure that Assessment submissions are complete and accurate.
Manual	Manual validation takes place after submission, and consists of document and text review to check that the answers provided in Assessment are supported by sufficient evidence. The manual validation process reviews the content of all Assessment submissions for accuracy and consistency.

Evidence Manual Validation							
LE3	LE6	P01	P02	P03	RM1	RP1	Integrated Report Sustainability Report Annual Report Corporate Website Reporting to Investors Other Disclosure
RM1	RM2.1	RM2.2	RM2.3				
<div>■ = Accepted</div> <div>■ = Partially Accepted</div> <div>■ = Not Accepted/Duplicate</div> <div>■ = No response</div>							

Manual Validation Decisions - Excluding Accepted Answers		
Evidence		
Indicator	Decision	Reason(s):
LE6	Partially Accepted	Does not support the existence of non-financial consequences Does not support some of the selected personnel groups for financial consequences
RP1	Partially Accepted	Not applicable to the selected reporting level (Entity/Group) Cannot confirm the alignment with the selected reporting standard
RP1	Partially Accepted	Does not meet the validation requirements Only contains actions and/or performance from one element of E, S, or G
RM2.1	Not Accepted	Does not meet the definition or intent of a risk assessment. Does not support most of the relevant/material issues selected (as per relevance/materiality of issues determined in RC7) Does not support most of the selected elements of the Risk Assessment process
RM2.2	Partially Accepted	Does not support most of the relevant/material issues selected (as per relevance/materiality of issues determined in RC7) Does not support most of the selected elements of the Risk Assessment process
RM2.3	Not Accepted	Does not support some of the relevant/material issues selected (as per relevance/materiality of issues determined in RC7) Does not support some of the selected elements of the Risk Assessment process
Other Answers		
Indicator	Decision	Other answer provided:
SE1	Not Accepted	CSR Directive Implementation Act (CSR-RUG, Sections 289b et seq. HGB)

Materiality

Environmental		
	<div> <div></div> High relevance <div></div> Medium relevance <div></div> Low relevance <div></div> No relevance </div>	
Issue	Entity specific materiality	Peer materiality
Air pollution	No relevance	

Issue	Entity specific materiality	Peer materiality
Biodiversity and habitat	No relevance	
Contaminated land	No relevance	
Energy	Medium relevance	
Greenhouse gas emissions	Medium relevance	
Hazardous substances	No relevance	
Light pollution	No relevance	
Material sourcing and resource efficiency	Low relevance	
Noise pollution	No relevance	
Physical risk	Low relevance	
Waste	Low relevance	
Water inflows/withdrawals	Low relevance	
Water outflows/discharges	No relevance	

Social

High relevance
 Medium relevance
 Low relevance
 No relevance

Issue	Entity specific materiality	Peer materiality
Child labor	No relevance	
Community development	Medium relevance	
Customer satisfaction	Medium relevance	
Employee engagement	Medium relevance	
Forced or compulsory labor	No relevance	
Freedom of association	Low relevance	
Health and safety: community	Low relevance	
Health and safety: contractors	Medium relevance	
Health and safety: employees	High relevance	
Health and safety: supply chain	Medium relevance	
Health and safety: users	No relevance	
Inclusion and diversity	High relevance	
Labor standards and working conditions	Low relevance	
Local employment	High relevance	
Social enterprise partnering	Low relevance	
Stakeholder relations	Medium relevance	



Governance




■ High relevance
 ■ Medium relevance
 ■ Low relevance
 ■ No relevance

Issue	Entity specific materiality	Peer materiality
Audit committee structure/independence	Medium relevance	<div><div></div><div></div><div></div></div>
Board composition	Medium relevance	<div><div></div><div></div><div></div></div>
Board ESG oversight	Medium relevance	<div><div></div><div></div><div></div></div>
Bribery and corruption	Low relevance	<div><div></div><div></div><div></div></div>
Compensation committee structure/independence	Medium relevance	<div><div></div><div></div><div></div></div>
Conflicts of interest	Medium relevance	<div><div></div><div></div><div></div></div>
Cybersecurity	Low relevance	<div><div></div><div></div><div></div></div>
Data protection and privacy	Low relevance	<div><div></div><div></div><div></div></div>
Delegating authority	Medium relevance	<div><div></div><div></div><div></div></div>
Executive compensation	Medium relevance	<div><div></div><div></div><div></div></div>
Fraud	Medium relevance	<div><div></div><div></div><div></div></div>
Independence of board chair	Medium relevance	<div><div></div><div></div><div></div></div>
Lobbying activities	Medium relevance	<div><div></div><div></div><div></div></div>
Political contributions	Medium relevance	<div><div></div><div></div><div></div></div>
Shareholder rights	Medium relevance	<div><div></div><div></div><div></div></div>
Whistleblower protection	Medium relevance	<div><div></div><div></div><div></div></div>

Management

Management

	Aspect indicator	Score Max	Score Entity (p)	Score Benchmark (p)	Strengths & Opportunities
	Leadership	10.00p 25%	8.58	7.83	60% of peers scored lower
LE1	Entity materiality assessment	1.44	1.44	1.44	0% of peers scored lower
LE2	ESG leadership commitments			Not scored	
LE3	ESG objectives	2.84	2.84	2.43	40% of peers scored lower
LE4	Individual responsible for ESG	1.44	1.44	1.34	20% of peers scored lower
LE5	ESG senior decision maker	1.44	1.44	1.44	0% of peers scored lower
LE6	Personnel ESG performance targets	2.84	1.42	1.18	40% of peers scored lower
	Policies	4.32p 10.8%	4.32	3.17	100% of peers scored lower

	Aspect indicator	Score Max	Score Entity (p)	Score Benchmark (p)	Strengths & Opportunities
P01	Policies on environmental issues	1.44	1.44	0.99	60% of peers scored lower
P02	Policies on social issues	1.44	1.44	1.12	80% of peers scored lower
P03	Policies on governance issues	1.44	1.44	1.06	100% of peers scored lower
	Reporting	4.28p 10.7%	4.22	2.75	100% of peers scored lower
RP1	ESG reporting	2.84	2.84	1.58	100% of peers scored lower
RP2.1	ESG incident monitoring	1.44	1.38	1.16	40% of peers scored lower
RP2.2	Involvement in ESG-related misconduct, penalties, incidents (The response to this indicator will be reviewed as part of sector leader requirements)			Not scored	
	Risk Management	15.68p 39.2%	8.51	9.58	80% of peers scored higher
RM1	Management systems	2.84	2.84	2.11	40% of peers scored lower
RM2.1	Environmental risk assessment	2.84	0	1.4	80% of peers scored higher
RM2.2	Social risk assessment	2.84	1.35	1.4	60% of peers scored higher
RM2.3	Governance risk assessment	2.84	0	1.07	80% of peers scored higher
RM3	Resilience of strategy to climate-related risks			Not scored	
RM4.1	Transition risk identification			Not scored	
RM4.2	Transition risk impact assessment			Not scored	
RM4.3	Physical risk identification			Not scored	
RM4.4	Physical risk impact assessment			Not scored	
RM5.1	Monitoring of environmental performance	1.44	1.44	1.29	40% of peers scored lower
RM5.2	Monitoring of social performance	1.44	1.44	1.19	60% of peers scored lower
RM5.3	Monitoring of governance performance	1.44	1.44	1.12	60% of peers scored lower
	Stakeholder Engagement	5.72p 14.3%	5.01	5.09	80% of peers scored higher
SE1	Stakeholder engagement program	2.84	2.27	2.45	40% of peers scored higher
SE2	Supply chain engagement program	1.44	1.41	1.34	60% of peers scored lower
SE3.1	Stakeholder grievance process	1.44	1.33	1.3	80% of peers scored higher

Aspect indicator	Score Max	Score Entity (p)	Score Benchmark (p)	Strengths & Opportunities
SE3.2 Stakeholder grievance monitoring			Not scored	

Leadership

LE1 Points: 1.44/1.44

Entity materiality assessment

☒ Yes

100%

Elements covered in the materiality assessment report (multiple answers possible)

☒ Identification of the material ESG issues from the entity's operations

100%

☒ Engagement with relevant stakeholders to identify which issues are material

100%

☐ No

0%

Additional context

[Not provided]

LE2 Not Scored

ESG leadership commitments

☐ Yes

50%

☒ No

50%

Additional context

[Not provided]

Objectives

LE3 Points: 2.84/2.84

ESG objectives

☒ Yes

100%

The objectives relate to

☒ General sustainability

83% 

☒ Environment

100% 

☒ Social

100% 

☒ Governance

100% 

The objectives are

☒ Publicly available

67%  ^

Applicable evidence

Evidence provided (but not shared with investors)

[ACCEPTED]

 <https://www.telecolumbus.com/en/sustainability/>

☐ Not publicly available

33% 

☐ No

0% 

Additional context

[Not provided]

LE4 Points: 1.44/1.44

Individual responsible for ESG

☒ Yes

100%  ^

☒ ESG

100%  ^

Select the persons responsible (multiple answers possible)

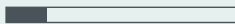
☒ Dedicated employee for whom sustainability is the core responsibility

50% 

☐ Employee for whom sustainability is among their responsibilities

83% 

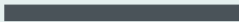
☒ External consultant/manager

17% 

☐ Investment partners (co-investors/JV partners)

33% 

☒ Climate-related risks and opportunities

100%  ^

Select the persons responsible (multiple answers possible)

☐ Dedicated employee with core responsibility

33% 

☒ Employee where this is among their responsibilities

83% 

Name: Alexander Eulitz

Job title: Head of Internal Audit & Risk Management

☒ External consultant/manager

17% 

Name: Amanda Schweickert

Job title: Project Director, Sustainability, Energy, and Climate Change at WSP USA

☐ Investment partners (co-investors/JV partners)

17% 

☐ No

0% 

Additional context

[Not provided]

LE5 Points: 1.44/1.44

ESG senior decision maker

☐ Yes


100%  ^

☒ ESG

100%  ^

The individual's most senior role is as part of:



☐  **[100%]** Board of directors

☒ Climate-related risks and opportunities

83% 

Name: Roland Schleicher


Job title: Chief Operation Officer

The individual's most senior role is as part of:



☐  **[67%]** Board of directors

☐  **[17%]** C-suite level staff/Senior management

☐  **[17%]** No answer provided

☐ No

0%

Additional context

[Not provided]

LE6 Points: 1.42/2.84

Personnel ESG performance targets

☒ Yes

83%

Predetermined consequences

☒ Yes

83%

☒ Financial consequences

67%

Personnel to whom these factors apply

☐ All other employees

33%

☐ Asset managers

17%

☒ Board of directors

67%

☒ C-suite level staff/Senior management

50%

☐ Dedicated staff on ESG issues

17%

☒ ESG managers

33%

☒ External managers or service providers

17%

☐ Fund/portfolio managers

0%

☐ Investment analysts

0%

☐ Investment committee

0%

☐ Investor relations

0%

☐ Other

0%

☒ Non-financial consequences

67% ^

Personnel to whom these factors apply

☒ All other employees

33%

☐ Asset managers

17%

☒ Board of directors

67%

☒ C-suite level staff/Senior management

67%

☐ Dedicated staff on ESG issues

17%

☐ ESG managers

17%

☒ External managers or service providers

17%

☐ Fund/portfolio managers

0%

☐ Investment analysts

0%

☐ Investment committee

0%

☐ Investor relations

0%

☐ Other

0%

Applicable evidence

Evidence provided (but not shared with investors)

[PARTIALLY ACCEPTED]

☐ No

0%

☐ No

17%

Additional context

[Not provided]

Policies

Policies on environmental issues

☒ Yes

83% ^

Environmental issues included

☐ Air pollution 17%

☐ Biodiversity and habitat 50%

☐ Contaminated land 33%

☒ Energy 83%

☒ Greenhouse gas emissions 83%

☐ Hazardous substances 17%

☐ Light pollution 0%

☒ Material sourcing and resource efficiency 67%

☐ Noise pollution 33%

☒ Physical risk 33%

☐ Waste 67%

☐ Water outflows/discharges 17%

☐ Water inflows/withdrawals 0%

☐ Other issues 0%

Applicable evidence

Evidence provided (but not shared with investors)

[ACCEPTED]

<https://www.telecolumbus.com/en/sustainability/>

☐ No

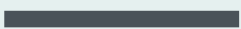
17%

Additional context


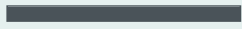
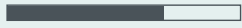
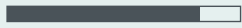

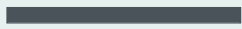



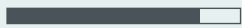
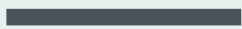
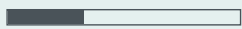
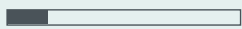


[Not provided]

Policies on social issues

☒ Yes

100%  ^

Social issues included

<input checked="" type="checkbox"/> Child labor	83% 
<input checked="" type="checkbox"/> Community development	83% 
<input checked="" type="checkbox"/> Customer satisfaction	67% 
<input checked="" type="checkbox"/> Employee engagement	100% 
<input checked="" type="checkbox"/> Forced or compulsory labor	67% 
<input checked="" type="checkbox"/> Freedom of association	83% 
<input type="checkbox"/> Health and safety: community	33% 
<input checked="" type="checkbox"/> Health and safety: contractors	100% 
<input checked="" type="checkbox"/> Health and safety: employees	100% 
<input checked="" type="checkbox"/> Health and safety: supply chain	67% 
<input type="checkbox"/> Health and safety: users	17% 
<input checked="" type="checkbox"/> Inclusion and diversity	83% 
<input checked="" type="checkbox"/> Labor standards and working conditions	100% 
<input checked="" type="checkbox"/> Local employment	33% 
<input checked="" type="checkbox"/> Social enterprise partnering	17% 
<input checked="" type="checkbox"/> Stakeholder relations	83% 
<input type="checkbox"/> Other issues	17% 

Applicable evidence

Evidence provided (but not shared with investors)
<https://www.telecolumbus.com/en/sustainability/>

[ACCEPTED]

☐ No 0%

Additional context

[Not provided]

P03 Points: 1.44/1.44

Policies on governance issues

☒ Yes 100%

Governance issues included

<input checked="" type="checkbox"/> Audit committee structure/independence	33%
<input checked="" type="checkbox"/> Board composition	83%
<input checked="" type="checkbox"/> Board ESG oversight	67%
<input checked="" type="checkbox"/> Bribery and corruption	100%
<input checked="" type="checkbox"/> Compensation committee structure/independence	33%
<input checked="" type="checkbox"/> Conflicts of interest	100%
<input checked="" type="checkbox"/> Cybersecurity	100%
<input checked="" type="checkbox"/> Data protection and privacy	100%
<input checked="" type="checkbox"/> Delegating authority	50%
<input checked="" type="checkbox"/> Executive compensation	67%
<input checked="" type="checkbox"/> Fraud	100%
<input checked="" type="checkbox"/> Independence of board chair	50%
<input checked="" type="checkbox"/> Lobbying activities	83%

<input checked="" type="checkbox"/> Political contributions	100% <div><div></div></div>
<input checked="" type="checkbox"/> Shareholder rights	83% <div><div></div></div>
<input checked="" type="checkbox"/> Whistleblower protection	83% <div><div></div></div>
<input type="checkbox"/> Other issues	0% <div><div></div></div>

Applicable evidence

Evidence provided (but not shared with investors)

[ACCEPTED]

<https://www.telecolumbus.com/en/sustainability/>

☐ No 0%

Additional context

[Not provided]

Reporting

RP1 Points: 2.84/2.84

ESG reporting

☒ Yes 100% ^

Types of disclosure

☐ Integrated Report* 0%

☒ Stand-alone sustainability report(s) 67% ^

Reporting level



☒ **[67%]** Entity

☐ **[33%]** No answer provided

Aligned with third-party standard



☒ **[17%]** GRI Sustainability Reporting Guidelines

☐ **[17%]** Other

☐ **[67%]** No answer provided

Third-party review

☒ Yes

33%

☐ Externally checked

17%

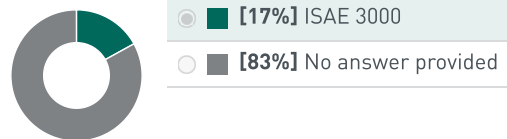
☐ Externally verified

0%

☒ Externally assured

17%

using



☐ No

33%

Applicable evidence

Evidence provided (but not shared with investors)

[PARTIALLY ACCEPTED]

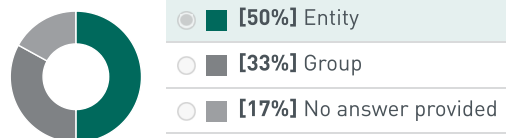
☐ Section of Annual Report

17%

☒ Dedicated section on website

83%

Reporting level



Applicable evidence

Evidence provided

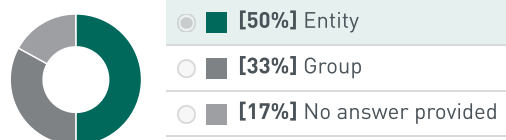
[ACCEPTED]

☒ Entity reporting to investors

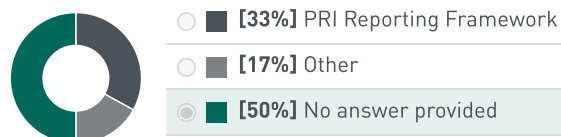
83%

Frequency of reporting: Annual

Reporting level



Aligned with third-party standard



Third-party review

☐ Yes

0%

☒ No

83%

Applicable evidence

Evidence provided (but not shared with investors)

[PARTIALLY ACCEPTED]

☒ Other

Tele Columbus 2021 CSR Rreport

[ACCEPTED]

17%

Reporting level



☒ [17%] Entity

☐ [83%] No answer provided

Aligned with third-party standard



☒ [17%] Other: German Sustainability Code

☐ [83%] No answer provided

Third-party review

☐ Yes

0%

☒ No

17%

Applicable evidence

Evidence provided (but not shared with investors)

[ACCEPTED]

☐ No

0%

Additional context

 The Tele Columbus 2021 CSR report is aligned with the German Sustainability Code, and it references the GRI Standards.

RP2.1 Points: 1.38/1.44

ESG incident monitoring

☒ Yes

100%

Stakeholders

<input checked="" type="checkbox"/> Clients/customers	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Contractors	67%	<div><div></div></div>
<input type="checkbox"/> Community/public	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Employees	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Investors/shareholders	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Regulators/government	67%	<div><div></div></div>
<input type="checkbox"/> Special interest groups	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Suppliers	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Other stakeholders	17%	<div><div></div></div>
Self employed people and freelancers [ACCEPTED]		

Process

Tele Columbus discloses misconduct and associated penalties annually in the CSR Report. Financial irregularities and data protection incidents are reported to governmental bodies as well. If any data breaches occur that directly impact customers, the customers will be notified. In the event there are incidents or sanctions taken against suppliers, these cases may be reported via a corporate blog or to the press.

☐ No 0%

Provide additional context for the answer provided (not validated, for reporting purposes only)

[Not provided]

RP2.2 Not Scored

Involvement in ESG-related misconduct, penalties, incidents (The response to this indicator will be reviewed as part of sector leader requirements)

☐ Yes 0%

☒ No 100%

Provide additional context for the answer provided (not validated, for reporting purposes only)

Tele Columbus has a process to track ESG incidents, but none occurred in 2021.

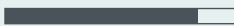


Risk Management


RM1 Points: 2.84/2.84

Management systems

☐ Yes

83%  ^

☒ Accreditations maintained or achieved (multiple answers possible)

50%  ^

☐ ISO 55000

0% 

☐ ISO 14001

33% 

☒ ISO 9001

50% 

☐ ISO 45001

17% 

☒ Other standard

ISO 27001

[ACCEPTED]

33% 

Applicable evidence

Evidence provided (but not shared with investors)

[ACCEPTED]

☒ Management standards aligned with (multiple answers possible)

67%  ^

☐ ISO 55000

0% 

☒ ISO 14001

67% 

☐ ISO 9001

33% 

☐ OHSAS 18001

33% 

☐ ISO 26000

17% 

☐ ISO 20400

0% 

☒ ISO 50001

33% 

☒ Other standard

50%

TÜV IT Trusted Site Infrastructure (TSI) 4.2 Level 3 (advanced); COSO
Enterprise Risk Management Framework

[ACCEPTED]

Applicable evidence

Evidence provided (but not shared with investors)

[ACCEPTED]

☐ The management system is not aligned with an ESG related standard nor external certification 0%

☐ No 17%

Additional context

[Not provided]

Risk Assessments

RM2.1 Points: 0/2.84

Environmental risk assessment

☐ Yes 100% ^

Elements of risk assessment process included



☒ **[100%]** Risks are identified, analyzed, evaluated and treated

Environmental issues included

☐ Air pollution 17%

☐ Biodiversity and habitat 50%

☐ Contaminated land 67%

☒ Energy 67%

☒ Greenhouse gas emissions 83%

☐ Hazardous substances 33%

☐ Light pollution 17%

<input checked="" type="checkbox"/> Material sourcing and resource efficiency	50%	<div><div></div></div>
<input type="checkbox"/> Noise pollution	67%	<div><div></div></div>
<input type="checkbox"/> Physical risk	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Waste	67%	<div><div></div></div>
<input type="checkbox"/> Water outflows/discharges	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Water inflows/withdrawals	33%	<div><div></div></div>
<input type="checkbox"/> Other	0%	<div><div></div></div>

Applicable evidence

Evidence provided (but not shared with investors)

[NOT ACCEPTED]

☐ No

0%

Additional context

[Not provided]

RM2.2 Points: 1.35/2.84

Social risk assessment

<input checked="" type="radio"/> Yes	100%	<div><div></div></div> ^
--------------------------------------	------	--------------------------

Elements of risk assessment process included



☒ [100%] Risks are identified, analyzed, evaluated and treated

Social issues included

<input checked="" type="checkbox"/> Child labor	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Community development	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Customer satisfaction	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Employee engagement	83%	<div><div></div></div>

<input checked="" type="checkbox"/> Forced or compulsory labor	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Freedom of association	67%	<div><div></div></div>

<input type="checkbox"/> Health and safety: community	50%	<div><div></div></div>
---	-----	------------------------

<input checked="" type="checkbox"/> Health and safety: contractors	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Health and safety: employees	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Health and safety: supply chain	67%	<div><div></div></div>

<input type="checkbox"/> Health and safety: users	33%	<div><div></div></div>
---	-----	------------------------

<input checked="" type="checkbox"/> Inclusion and diversity	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Labor standards and working conditions	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Local employment	33%	<div><div></div></div>

<input type="checkbox"/> Social enterprise partnering	33%	<div><div></div></div>
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<input type="checkbox"/> Stakeholder relations	67%	<div><div></div></div>
--	-----	------------------------

<input type="checkbox"/> Other	0%	<div><div></div></div>
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Applicable evidence

Evidence provided (but not shared with investors)

[PARTIALLY ACCEPTED]

<input type="radio"/> No	0%	<div><div></div></div>
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Additional context

[Not provided]

RM2.3 Points: 0/2.84

Governance risk assessment

<input checked="" type="radio"/> Yes	100%	<div><div></div></div> ^
--------------------------------------	------	--------------------------

Elements of risk assessment process included



☐ ☒ [17%] Risks are identified and analyzed

☐ ☒ [83%] Risks are identified, analyzed, evaluated and treated

Governance issues included

<input checked="" type="checkbox"/> Audit committee structure/independence	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Board composition	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Board ESG oversight	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Bribery and corruption	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Compensation committee structure/independence	17%	<div><div></div></div>
<input checked="" type="checkbox"/> Conflicts of interest	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Cybersecurity	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Data protection and privacy	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Delegating authority	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Executive compensation	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Fraud	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Independence of board chair	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Lobbying activities	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Political contributions	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Shareholder rights	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Whistleblower protection	33%	<div><div></div></div>
<input type="checkbox"/> Other issues	0%	<div><div></div></div>

Applicable evidence

Evidence provided (but not shared with investors)

[NOT ACCEPTED]

☐ No

0%

Additional context

[Not provided]

Climate Related Risk Management


RM3 Not Scored

Resilience of strategy to climate-related risks

☒ Description of the resilience of the organization's strategy

67% ^

Describe the resilience of the organization's strategy.

 Consistent with Morgan Stanley's commitment to sustainability and integrating climate change into its core business activities, Tele Columbus is incorporating climate change considerations and risk management activities into its strategy. This will allow the asset to not only assess climate-related risks, but also pursue the next generation of opportunities related to the transition to a low-carbon economy and sustainability solutions to generate greater value. This includes working to integrate relevant climate change considerations into governance, strategy, risk management, and targets in order to provide long term benefits. Tele Columbus' business processes will continue to evolve to strengthen approaches to climate risk management and sustainability. Tele Columbus performed a TCFD-aligned, quantitative scenario analysis to identify physical climate change risks at their facilities. Tele Columbus evaluated present and future exposure to acute and chronic hazards from temperature and precipitation changes, coastal flooding, inland flooding, drought, water stress and wildfire. Projected modeled average annual losses (MAAL) due to climate change hazards were calculated for each decade from the 2020s to the 2090s. MAAL is the sum of losses due to climate-related expenses, decreased revenue, and/or business interruption. The desktop analysis was based on publicly available data sets developed using methods that have undergone scientific peer review. For example, Tele Columbus used the NASA NEX-GDDP1 downscaled climate model projections of temperature and precipitation and sea level rise projections and sea level rise projections developed by Kopp et al. (2014)². Tele Columbus used the Representative Concentration Pathway (RCP)³ scenarios RCP4.5 and RCP8.5 to evaluate the facility's exposure to climate change risks under a range of potential futures. RCP8.5 represents a higher greenhouse gas (GHG) emissions future with increasing GHG emissions through 2100 and greater physical impacts from climate change, while RCP4.5 represents a future with decreasing GHG emissions after mid-century and lesser physical impacts. RCP4.5 is consistent with global warming of 2.4°C by 2100 (range 1.7-3.2°C) while RCP8.5 is consistent with global warming of 4.3°C by 2100 (range 3.2-5.4°C).

Use of scenario analysis

☒ Yes

67% ^

Scenarios used

☐ Transition scenarios

33%

☒ Physical scenarios

67% ^

☐ RCP2.6

0%

☒ RCP4.5

50%

☐ RCP6.0

0%

☒ RCP8.5

50%

☐ Other

17%

☐ No

0%

☐ No

33%

Additional context

[Not provided]

RM4.1 Not Scored

Transition risk identification

☒ Yes

67% ^

Elements covered

☒ Policy and legal

67% ^

Any risks identified

☒ Yes

33% ^

Risks are

☐ Increasing price of GHG emissions

0%

☐ Enhancing emissions-reporting obligations

0%

☒ Mandates on and regulation of existing products and services

33%

☐ Exposure to litigation

0%

☐ Other

0%

☐ No

33%

☐ Technology

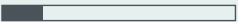
33%

☒ Market

50% ^


Any risks identified

☒ Yes

17%  ^

Risks are

☒ Changing customer behavior

17% 


☐ Uncertainty in market signals

0% 

☐ Increased cost of raw materials

0% 

☒ Other

17% 

TV products are increasingly being replaced by streaming services.

[NOT ACCEPTED]

☐ No


33% 

☒ Reputation

67%  ^

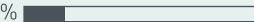
Any risks identified

☒ Yes

33%  ^

Risks are

☒ Shifts in consumer preferences

17% 

☐ Stigmatization of sector

0% 

☐ Increased stakeholder concern or negative stakeholder feedback

17% 

☐ Other

0% 


☐ No

33% 

Applicable evidence

Evidence not provided

Processes for prioritizing transition risks

 Risk assessment begins with the identification and assessment of risks relating to the achievement of specified business objectives. Risks can arise from many sources, including the marketplace, competing firms and customers and employees engaging in fraud. Individual risks that could lead to missing business objectives need to be managed and assessed for any changes affecting the Company's controls.

☐ No

33% 

Provide additional context for the answer provided (not validated, for reporting purposes only)

[Not provided]

RM4.2 Not Scored

Transition risk impact assessment

☐ Yes

67%

^

Elements covered

☒ Policy and legal

67%

^

Any material impacts to the entity

☐ Yes

33%

^

Impacts are

☒ Increased operating costs

33%

☒ Write-offs, asset impairment and early retirement of existing assets due to policy changes

17%

☐ Increased costs and/or reduced demand for products and services resulting from fines and judgments

17%

☐ Other

0%

☐ No

33%

^

☒ Technology

67%

^

Any material impacts to the entity

☐ Yes

33%

^

Impacts are

☐ Write-offs and early retirement of existing assets

0%

☐ Reduced demand for products and services


0%


☒ Research and development (R&D) expenditures in new and alternative technologies

17%

☒ Capital investments in technology development

33%

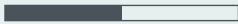
☒ Costs to adopt/deploy new practices and processes 33% 

☒ Other 17% 


Disturbed supply chains (COVID 19) and shortage on construction capacities.

[ACCEPTED]


☐ No 33% 


☒ Market 50%  ^


Any material impacts to the entity

☒ Yes 17%  ^

Impacts are

☐ Reduced demand for goods and services due to shift in consumer preferences 0% 

☒ Increased production costs due to changing input prices and output requirements 17% 

☒ Abrupt and unexpected shifts in energy costs 17% 

☐ Change in revenue mix and sources, resulting in decreased revenues 0% 

☐ Re-pricing of assets 0% 

☐ Other 0% 


☐ No 33% 

☐ Reputation 50% 

Applicable evidence

Evidence not provided

Integration of transition risk identification, assessment, and management into the entity's overall risk management

 The early identification, analysis and management of potential opportunities and risks is an essential part of Tele Columbus's corporate strategy. In accordance with Section 91 (2) AktG, the Management Board of a stock corporation must "take suitable measures, and in particular establish a monitoring system, in order to allow developments jeopardizing the company's continued existence to be identified at an early point in time". Such developments include high-risk transactions, accounting inaccuracies, and breaches of statutory provisions that have a material impact on the company's assets, financial position and earnings positions of the company. The general design of the risk management system is based on the internationally recognised COSO Enterprise Risk Management Framework in the version valid until 2017. In this context, Tele Columbus pursues a holistic, integrative approach, which brings together a risk management system, internal control system and compliance management system under one management approach (governance, risk and compliance approach).

☐ No

33%

Additional context

[Not provided]

RM4.3 Not Scored

Physical risk identification

☒ Yes

67% ^

Elements covered

☒ Acute hazards

67% ^

Any acute hazards identified

☒ Yes

67% ^

Factors are

☐ Extratropical storm

17%

☐ Flash flood

50%

☐ Hail

0%

☒ River flood

17%

☒ Storm surge

17%

☒ Tropical cyclone

17%

☐ Other

0%

☐ No

0%

☒ Chronic stressors

50% ^

Any chronic stressors identified

☒ Yes

50% ^

Factors are

<input checked="" type="checkbox"/> Drought stress	17%	<div><div></div></div>
<input type="checkbox"/> Fire weather stress	0%	<div><div></div></div>
<input type="checkbox"/> Heat stress	33%	<div><div></div></div>
<input type="checkbox"/> Precipitation stress	0%	<div><div></div></div>
<input checked="" type="checkbox"/> Rising mean temperatures	17%	<div><div></div></div>
<input type="checkbox"/> Rising sea levels	0%	<div><div></div></div>
<input type="checkbox"/> Other	0%	<div><div></div></div>
<input type="radio"/> No	0%	<div><div></div></div>

Applicable evidence

Evidence not provided

Physical risks prioritization process

Tele Columbus conducted a physical climate change risk assessment in 2021. The desktop climate change risk assessment used a quantitative, forward-looking scenario analysis approach that is aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Future exposure to acute and chronic physical climate hazards was evaluated. The scenario analysis results were used to prioritize assets for climate risk management and resilience planning.

<input type="radio"/> No	33%	<div><div></div></div>
--------------------------	-----	------------------------

Additional context

[Not provided]

RM4.4 Not Scored

Physical risk impact assessment

<input checked="" type="radio"/> Yes	50%	<div><div></div></div> ^
--------------------------------------	-----	--------------------------

Elements covered

<input checked="" type="checkbox"/> Direct impacts	50%	<div><div></div></div> ^
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Any material impacts to the entity

<input type="radio"/> Yes	0%	<div><div></div></div>
---------------------------	----	------------------------

☒ No

50%

☒ Indirect impacts

50% ^

Any material impacts to the entity

☐ Yes

33%


☒ No

17%

Applicable evidence

Evidence not provided

Integration of physical risk identification, assessment, and management into the entity's overall risk management

 Tele Columbus evaluated their mitigation, management and /or adaptation to the physical climate hazards identified in the desktop scenario analysis to understand its actual vulnerability to the identified climate hazard. The results of this assessment were then used to guide asset-specific adaptation and resilience planning efforts that will create value by reducing asset vulnerability to damage and business interruption from current and future climate change hazards.

☐ No

50%

Additional context

[Not provided]

ESG Monitoring

RM5.1 Points: 1.44/1.44

Monitoring of environmental performance

☒ Yes

100% ^

Environmental issues included

☒ Air pollution

33%

☐ Biodiversity and habitat

50%

☐ Contaminated land

33%

☒ Energy

100%

<input checked="" type="checkbox"/> Greenhouse gas emissions	100%	<div><div></div></div>
<input type="checkbox"/> Hazardous substances	33%	<div><div></div></div>
<input type="checkbox"/> Light pollution	0%	<div><div></div></div>
<input type="checkbox"/> Material sourcing and resource efficiency	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Noise pollution	33%	<div><div></div></div>
<input type="checkbox"/> Physical risk	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Waste	67%	<div><div></div></div>
<input type="checkbox"/> Water outflows/discharges	17%	<div><div></div></div>
<input checked="" type="checkbox"/> Water inflows/withdrawals	33%	<div><div></div></div>
<input type="checkbox"/> Other	0%	<div><div></div></div>
<input type="radio"/> No	0%	<div><div></div></div>

Additional context

[Not provided]

RM5.2 Points: 1.44/1.44

Monitoring of social performance

<input checked="" type="radio"/> Yes	100%	<div><div></div></div> ^
--------------------------------------	------	--------------------------

Social issues included

<input checked="" type="checkbox"/> Child labor	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Community development	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Customer satisfaction	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Employee engagement	83%	<div><div></div></div>

<input checked="" type="checkbox"/> Forced or compulsory labor	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Freedom of association	33%	<div><div></div></div>
<input type="checkbox"/> Health and safety: community	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Health and safety: contractors	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Health and safety: employees	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Health and safety: supply chain	83%	<div><div></div></div>
<input type="checkbox"/> Health and safety: users	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Inclusion and diversity	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Labor standards and working conditions	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Local employment	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Social enterprise partnering	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Stakeholder relations	83%	<div><div></div></div>
<input type="checkbox"/> Other	0%	<div><div></div></div>
<input type="radio"/> No	0%	<div><div></div></div>

Additional context

 While there is no explicit policy on local employment, Tele Columbus strives to work with local suppliers and service providers. We mostly work with tier 1 suppliers in Germany, Austria, and other EU countries. For example, we use local suppliers to print our marketing materials in the regions where we operate.

RM5.3 Points: 1.44/1.44

Monitoring of governance performance

<input checked="" type="radio"/> Yes	100%	<div><div></div></div> ^
--------------------------------------	------	--------------------------

Governance issues included

<input checked="" type="checkbox"/> Audit committee structure/independence	67%	<div><div></div></div>
--	-----	------------------------

<input checked="" type="checkbox"/> Board composition	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Board ESG oversight	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Bribery and corruption	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Compensation committee structure/independence	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Conflicts of interest	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Cybersecurity	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Data protection and privacy	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Delegating authority	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Executive compensation	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Fraud	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Independence of board chair	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Lobbying activities	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Political contributions	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Shareholder rights	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Whistleblower protection	83%	<div><div></div></div>
<input type="checkbox"/> Other issues	0%	<div><div></div></div>
<input type="radio"/> No	0%	<div><div></div></div>

Additional context

[Not provided]

Stakeholder Engagement

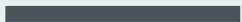
Stakeholder engagement program

☒ Yes

100%  ^

Elements included

☒ Identification of stakeholders and impacted groups

100% 

☒ Planning and preparation for engagement

100% 

☒ Development of action plan

100% 

☒ Implementation of engagement plan

100% 


☒ Program review and evaluation

100% 

☐ Feedback sessions with senior management team

83% 

☒ Feedback sessions with separate teams/departments

100% 


☐ Focus groups

33% 

☒ Training

83% 

☒ Other

17% 

CSR Directive Implementation Act (CSR-RUG, Sections 289b et seq. HGB)

[NOT ACCEPTED]

Alignment with third-party standards

☐ Yes

33% 

☒ No

67% 

Stakeholders included

☒ Clients/customers

100% 

☐ Community/public

67% 

☒ Contractors

100% 

☒ Investors/shareholders

100% 

☒ Regulators/government

100% 

☒ Special interest groups 33%

☐ Other 0%

☐ No 0%

Additional context

[Not provided]

SE2 Points: 1.41/1.44

Supply chain engagement program

☒ Yes 100% ^

Elements of supply chain engagement program

☒ Developing or applying ESG policies 100%

☒ Planning and preparation for engagement 67%

☐ Development of action plan 67%

☒ Due diligence process 33%

☐ Implementation of engagement plan 17%

☒ Training 33%

☐ Program review and evaluation 83%

☒ Feedback sessions with stakeholders 50%

Issues covered by procurement processes

☒ Bribery and corruption 83%

☒ Business ethics 100%

☒ Child labor 100%

☐ Environmental process standards 83%

<input checked="" type="checkbox"/> Environmental product standards	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Forced or compulsory labor	50%	<div><div></div></div>
<input checked="" type="checkbox"/> Human rights	100%	<div><div></div></div>

<input type="checkbox"/> Human health-based product standards	50%	<div><div></div></div>
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<input checked="" type="checkbox"/> Occupational health and safety	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Labor standards and working conditions	83%	<div><div></div></div>

<input type="checkbox"/> Other	17%	<div><div></div></div>
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External parties to whom the requirements apply

<input checked="" type="checkbox"/> Contractors	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Suppliers	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Supply chain (beyond tier 1 suppliers and contractors)	67%	<div><div></div></div>

<input type="checkbox"/> Other	0%	<div><div></div></div>
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<input type="radio"/> No	0%	<div><div></div></div>
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Additional context

[Not provided]

SE3.1 Points: 1.33/1.44

Stakeholder grievance process

<input checked="" type="radio"/> Yes	100%	<div><div></div></div> ^
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Characteristics included

<input checked="" type="checkbox"/> Accessible and easy to understand	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Anonymous	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Dialogue-based	83%	<div><div></div></div>

<input checked="" type="checkbox"/> Equitable and rights compatible	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Improvement based	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Legitimate and safe	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Predictable	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Prohibitive against retaliation	100%	<div><div></div></div>
<input checked="" type="checkbox"/> Transparent	83%	<div><div></div></div>
<input type="checkbox"/> Other	0%	<div><div></div></div>

Stakeholders included

<input checked="" type="checkbox"/> Clients/customers	83%	<div><div></div></div>
<input type="checkbox"/> Community/public	67%	<div><div></div></div>
<input checked="" type="checkbox"/> Contractors	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Employees	83%	<div><div></div></div>
<input type="checkbox"/> Investors/shareholders	50%	<div><div></div></div>
<input type="checkbox"/> Regulators/government	67%	<div><div></div></div>
<input type="checkbox"/> Special interest groups	17%	<div><div></div></div>
<input checked="" type="checkbox"/> Suppliers	83%	<div><div></div></div>
<input checked="" type="checkbox"/> Supply chain (beyond Tier 1 suppliers and contractors)	67%	<div><div></div></div>
<input type="checkbox"/> Other	0%	<div><div></div></div>

☐ No 0%

Additional context

[Not provided]






Stakeholder grievance monitoring

☐ Yes17% ☒ No83%

Additional context

 Tele Columbus monitors grievances, but none occurred in 2021.

Performance

	Aspect indicator	Score Max	Score Entity (p)	Score Benchmark (p)	Strengths & Opportunities
	Implementation				
IM1	Implementation of environmental actions			Not scored	
IM2	Implementation of social actions			Not scored	
IM3	Implementation of governance actions			Not scored	
	Output & Impact				
OI1	Reporting on output & impact			Not scored	
	Energy	6.35p 10.6%	6.35	5.92	20% of peers scored lower
EN1	Reporting on energy performance	6.35	6.35	5.92	20% of peers scored lower
	Greenhouse Gas Emissions	6.35p 10.6%	6.35	5.92	20% of peers scored lower
GH1	Reporting on greenhouse gas emissions	6.35	6.35	5.92	20% of peers scored lower
	Air Pollution	0.00p 0%	0		
AP1	Reporting on air pollution	0	0		
	Water	0.00p 0%	0		
WT1	Reporting on water inflows/withdrawals	0	0		
WT2	Reporting on water outflows/discharges	0	0		

	Aspect indicator	Score Max	Score Entity (p)	Score Benchmark (p)	Strengths & Opportunities
	Waste	0.00p 0%	0		
WS1	Reporting on waste generation and disposal	0	0		
	Biodiversity & Habitat	0.00p 0%	0	0	
BI1	Reporting on biodiversity and habitat	0	0	0	
	Health & Safety	19.04p 31.7%	19.04	15.87	40% of peers scored lower
HS1	Reporting on health and safety performance: employees	12.69	12.69	12.69	0% of peers scored lower
HS2	Reporting on health and safety performance: contractors	6.35	6.35	3.81	40% of peers scored lower
HS3	Reporting on health and safety performance: users	0	0		
HS4	Reporting on health and safety performance: community	0	0		
	Employees	19.04p 31.7%	19.04	17.1	40% of peers scored lower
EM1	Reporting on employee engagement	6.35	6.35	4.94	100% of peers scored lower
EM2	Reporting on inclusion and diversity	12.69	12.69	12.69	20% of peers scored lower
	Customers	6.35p 10.6%	6.35	5.29	60% of peers scored lower
CU1	Customer satisfaction monitoring	6.35	6.35	5.29	100% of peers scored lower
	Certifications & Awards	2.88p 4.8%	0	0.48	20% of peers scored higher
CA1	Infrastructure certifications	2.88	0	0.48	20% of peers scored higher
CA2	Awards for ESG-related actions, performance, or achievements			Not scored	

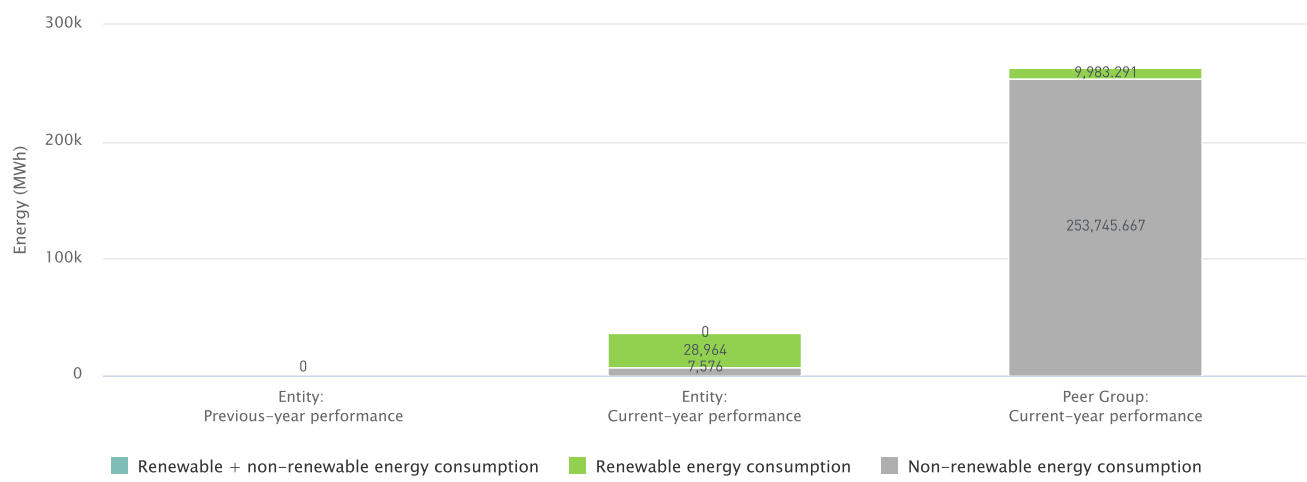
Asset Impact

Energy

Energy consumed

Absolute Performance and Targets

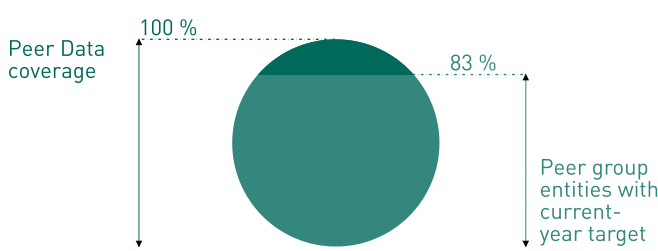
Total Energy Consumed: Trends



Total energy consumed: Peer Group

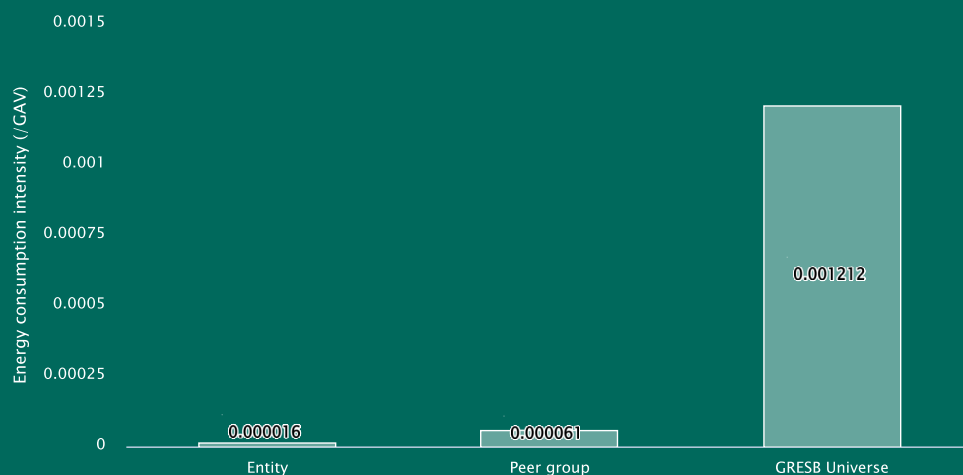


Peer Group Performance Targets



Intensity Performance

Intensity – Gross Asset Value

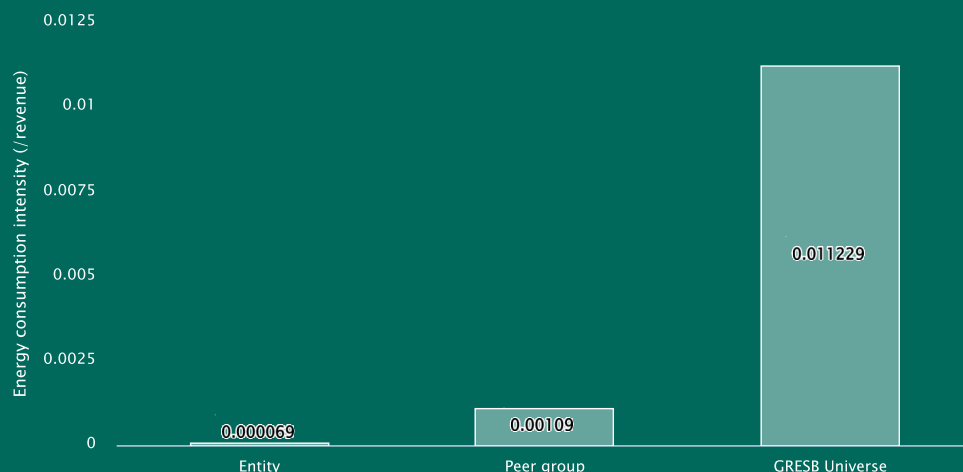


Energy consumed (MWh) / Gross Asset Value (US\$*)

The intensity is calculated by dividing the total energy consumed by the entity by the Gross Asset Value (GAV) as provided in the Entity & Reporting Characteristics.

*GAV has been converted to US dollars (\$) to allow for comparisons to the peer group and the wider GRESB universe.

Intensity – Revenue

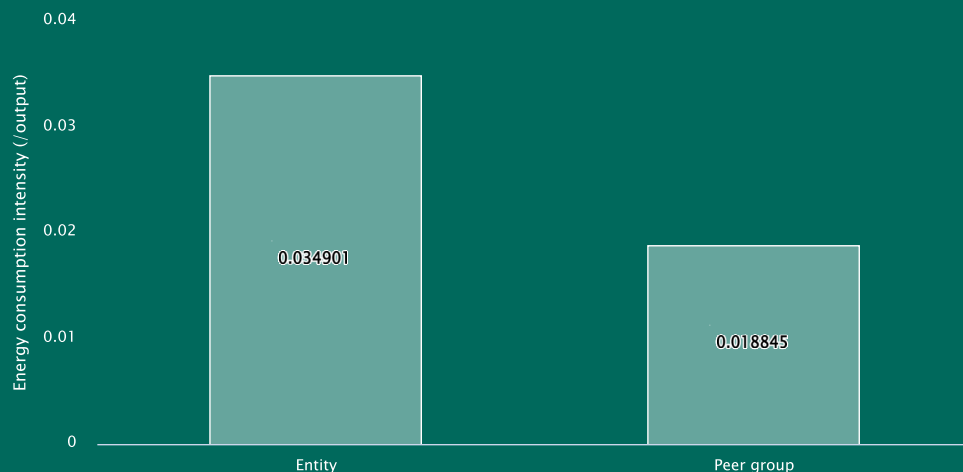


Energy consumed (MWh) / Revenue (US\$*)

The intensity is calculated by dividing the total energy consumed by the entity by revenue as provided in the Entity & Reporting Characteristics.

*Revenue has been converted to US dollars (\$) to allow for comparisons to the peer group and the wider GRESB universe.

Intensity – Output



Energy consumed (MWh) / Output Output metric: Energy generated

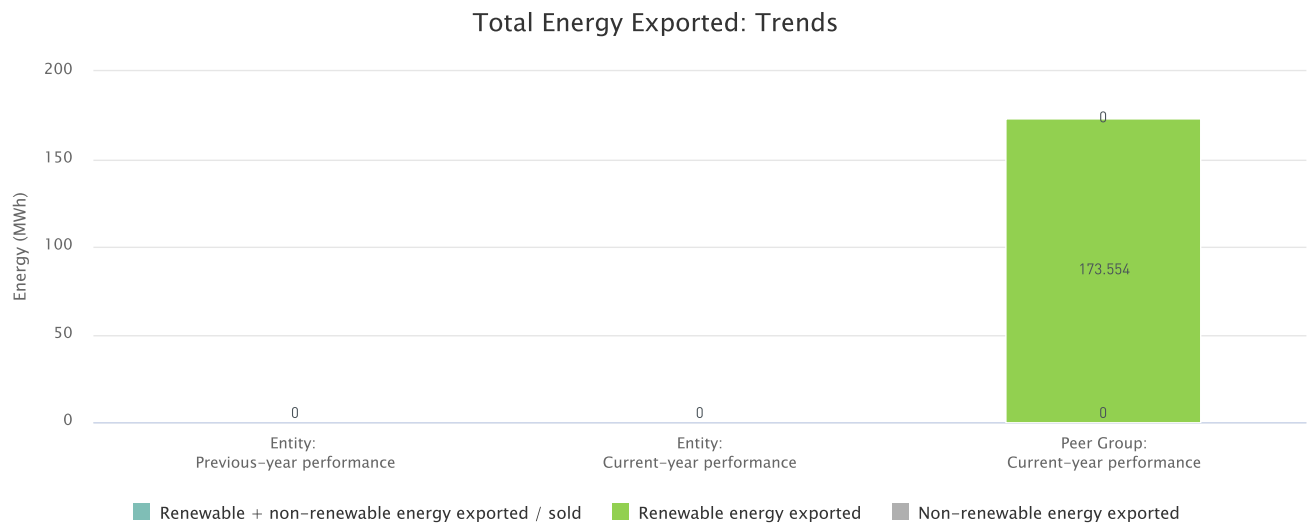
The intensity is calculated by dividing the total energy consumed by the entity by the output as provided in Output & Impact. The output metric is determined by the entity's sector.

*A comparison is made to the peer group only if all entities in the peer group share the same output metric.

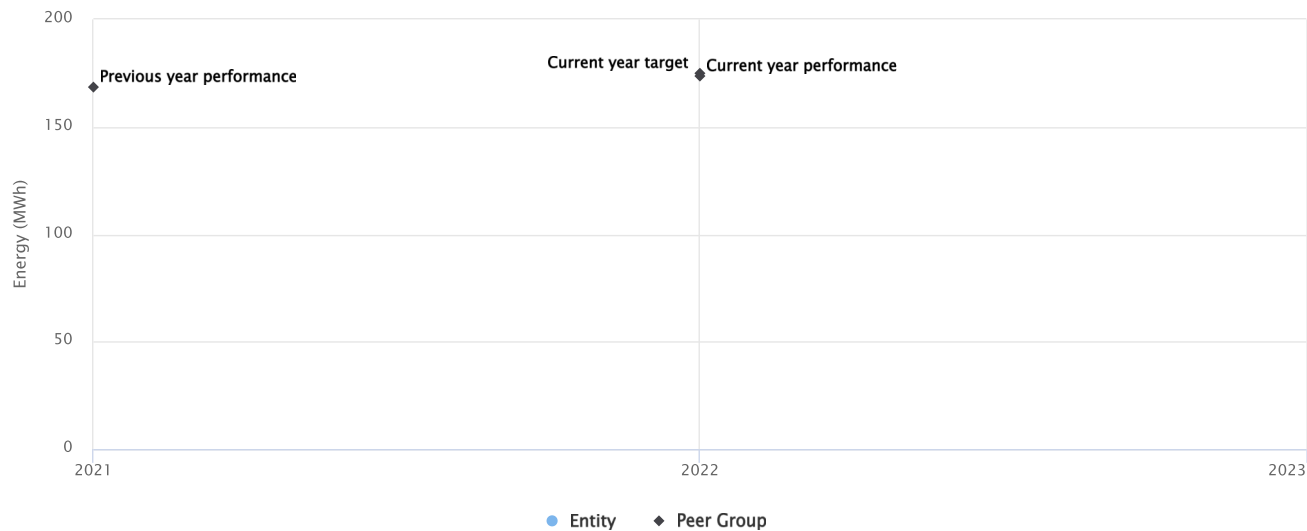
Energy

Energy exported

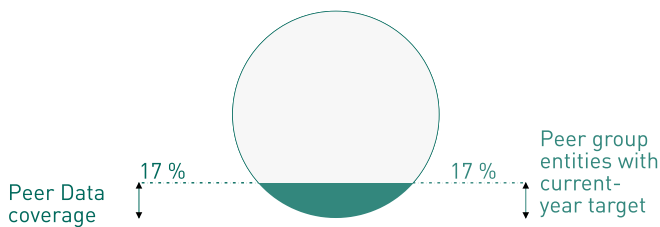
Absolute Performance and Targets



Total energy exported / sold

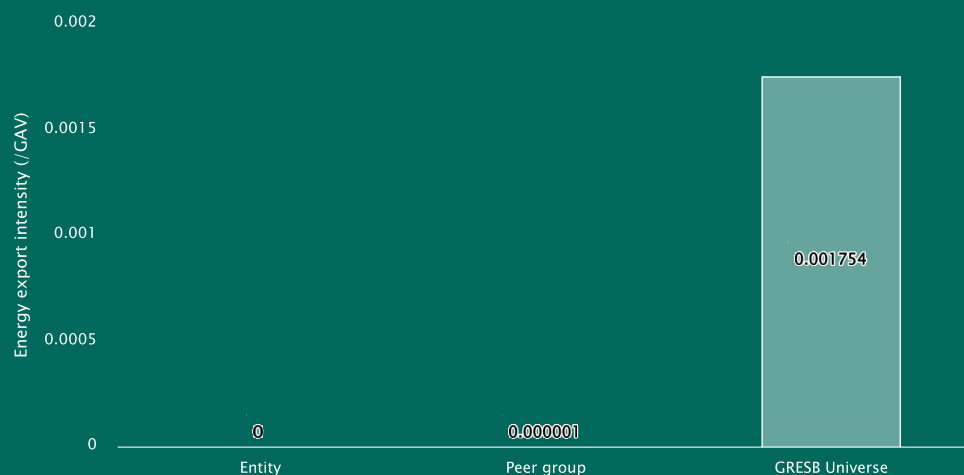


Peer Group Performance Targets



Intensity Performance

Intensity – Gross Asset Value

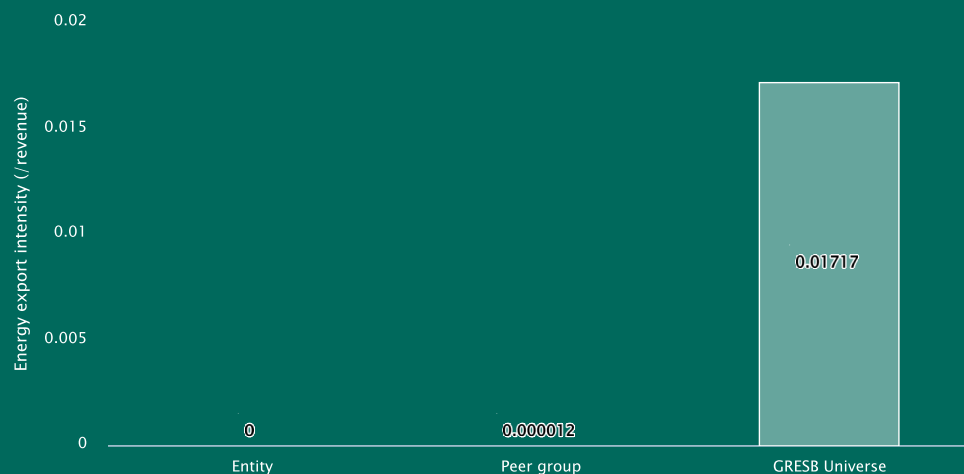


Energy exported (MWh) / Gross Asset Value (US\$*)

The intensity is calculated by dividing the total energy exported by the entity by the Gross Asset Value (GAV) as provided in the Entity & Reporting Characteristics.

*GAV has been converted to US dollars (\$) to allow for comparisons to the peer group and the wider GRESB universe.

Intensity – Revenue

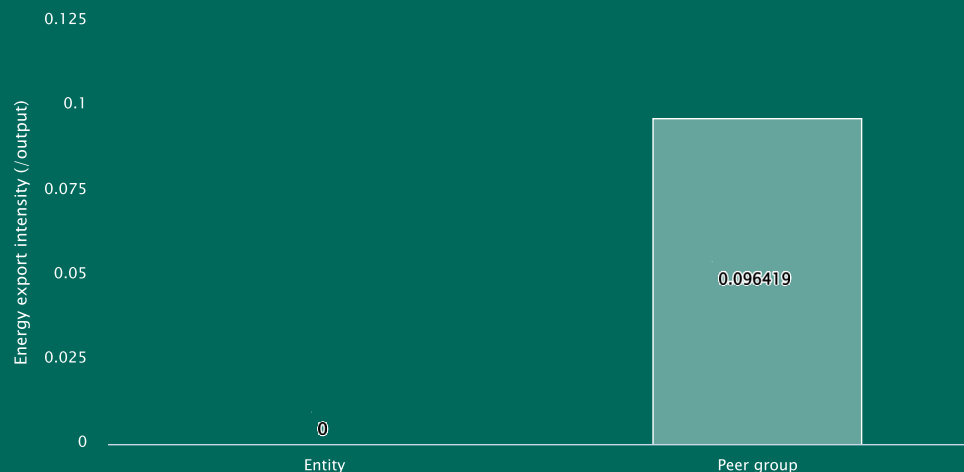


Energy exported (MWh) / Revenue (US\$*)

The intensity is calculated by dividing the total energy exported by the entity by revenue as provided in the Entity & Reporting Characteristics.

*Revenue has been converted to US dollars (\$) to allow for comparisons to the peer group and the wider GRESB universe.

Intensity – Output



Energy exported (MWh) / Output Output metric: Energy generated

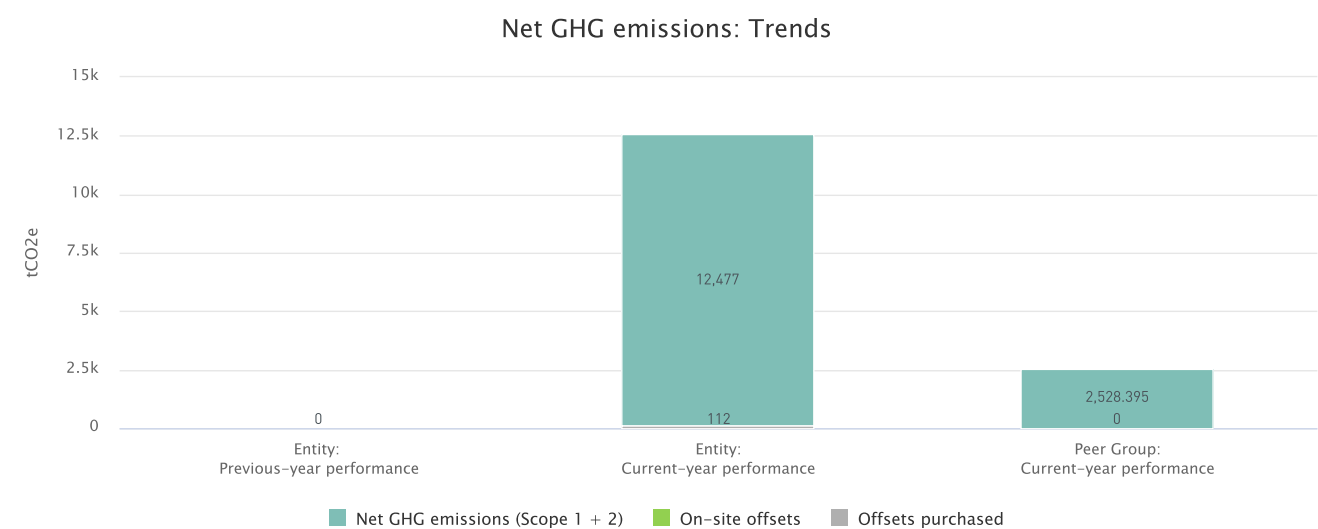
The intensity is calculated by dividing the total energy exported by the entity by the output as provided in Output & Impact. The output metric is determined by the entity's sector.

*A comparison is made to the peer group only if all entities in the peer group share the same output metric.

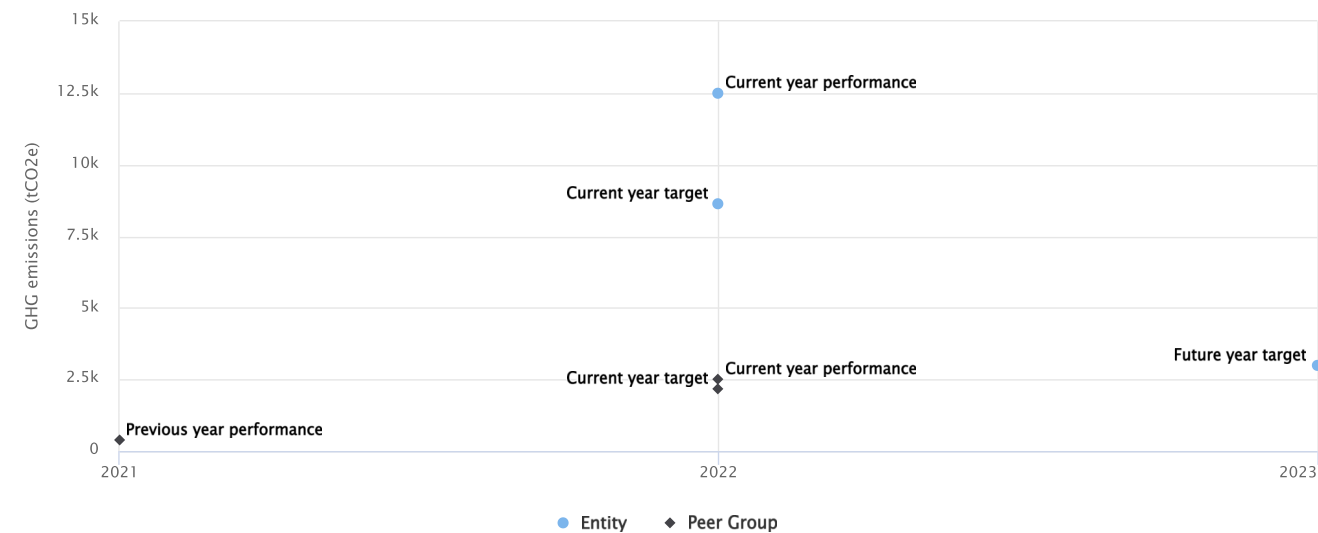
Greenhouse Gas Emissions

Net GHG emissions

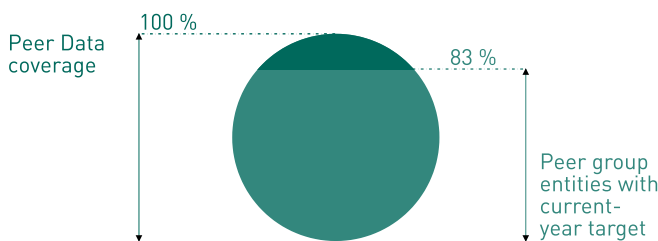
Absolute Performance and Targets



Net GHG emissions (Scope 1 + 2)

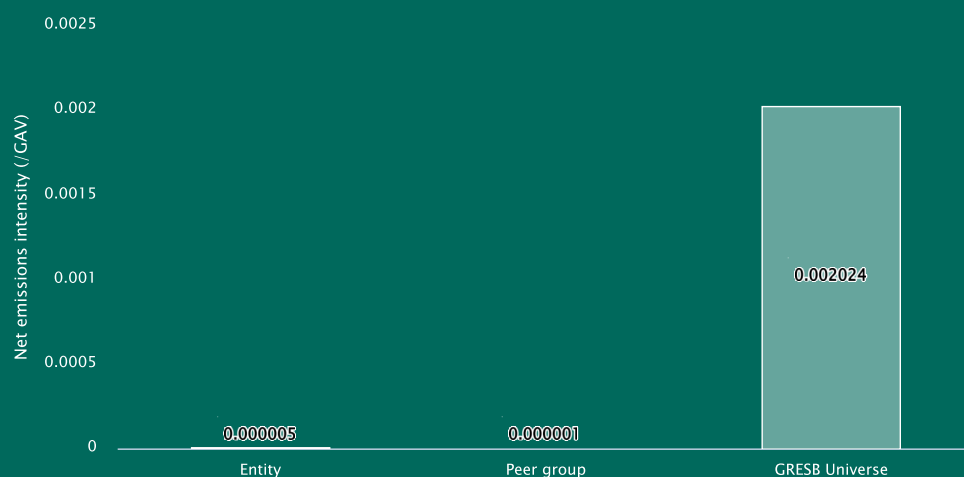


Peer Group Performance Targets



Intensity Performance

Intensity – Gross Asset Value

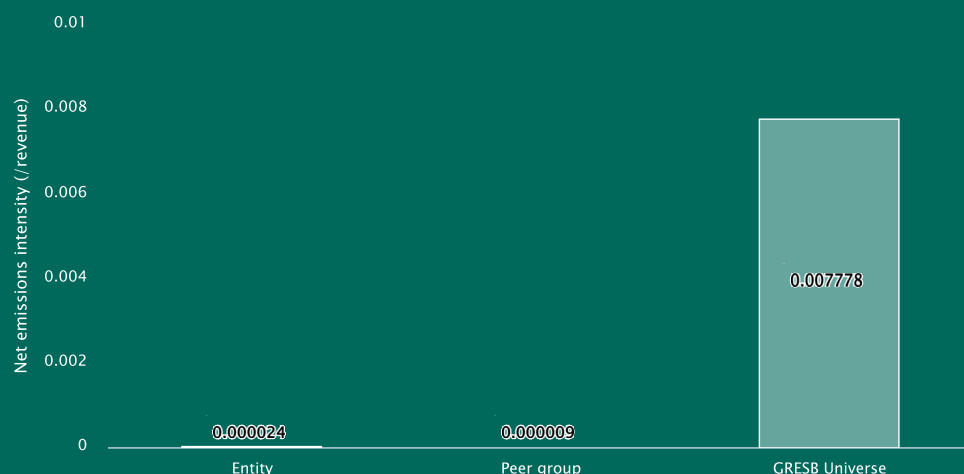


Net GHG emissions (tCO₂e) / Gross Asset Value (US\$*)

The intensity is calculated by dividing the net GHG emissions by the entity by the Gross Asset Value (GAV) as provided in the Entity & Reporting Characteristics.

*GAV has been converted to US dollars (\$) to allow for comparisons to the peer group and the wider GRESB universe.

Intensity – Revenue

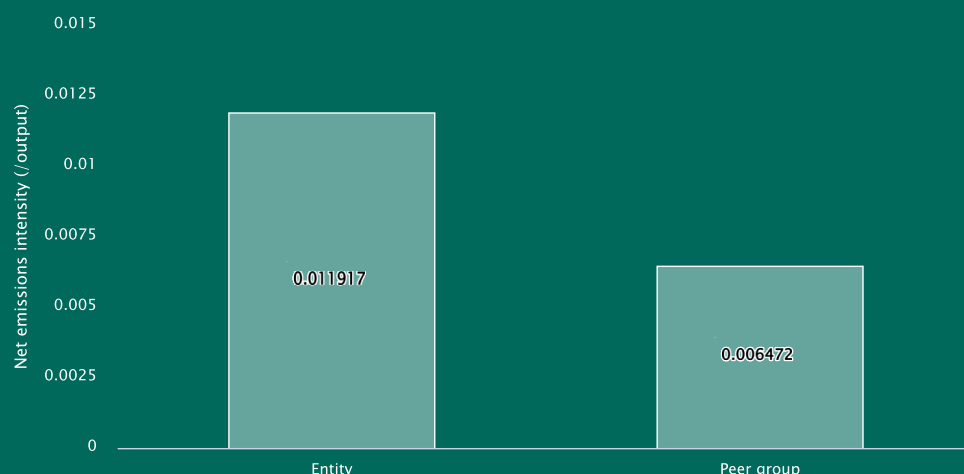


Net GHG emissions (tCO₂e) / Revenue (US\$*)

The intensity is calculated by dividing the net GHG emissions by the entity by revenue as provided in the Entity & Reporting Characteristics.

*Revenue has been converted to US dollars (\$) to allow for comparisons to the peer group and the wider GRESB universe.

Intensity – Output



Net GHG emissions (tCO₂e) / Output Output metric: Energy generated

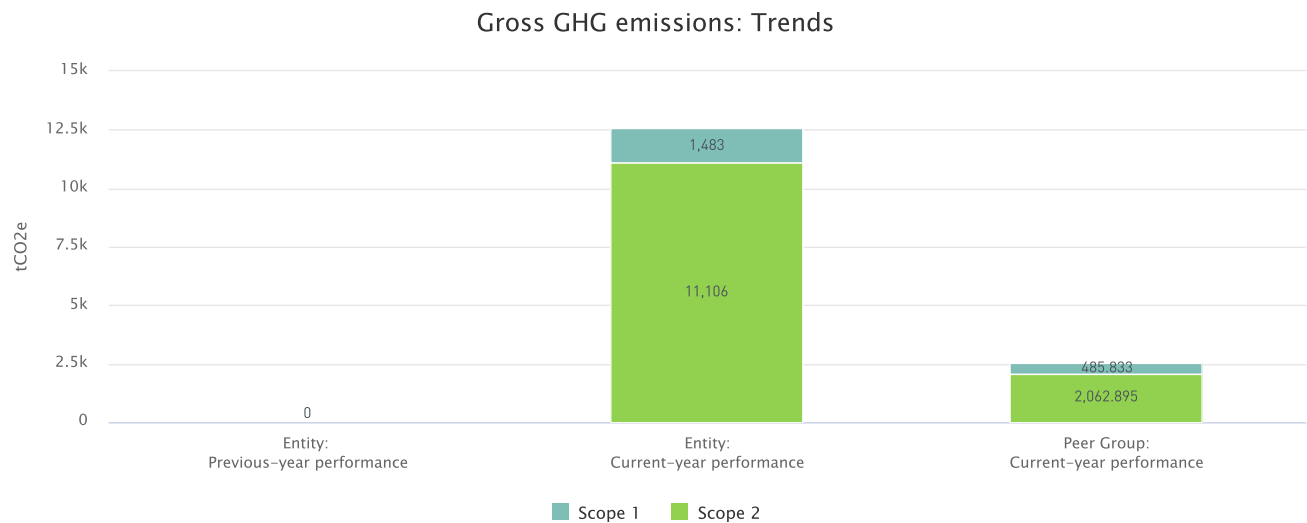
The intensity is calculated by dividing the net GHG emissions by the entity by the output as provided in Output & Impact. The output metric is determined by the entity's sector.

*A comparison is made to the peer group only if all entities in the peer group share the same output metric.

Greenhouse Gas Emissions

Gross GHG emissions (Scope 1 + 2)

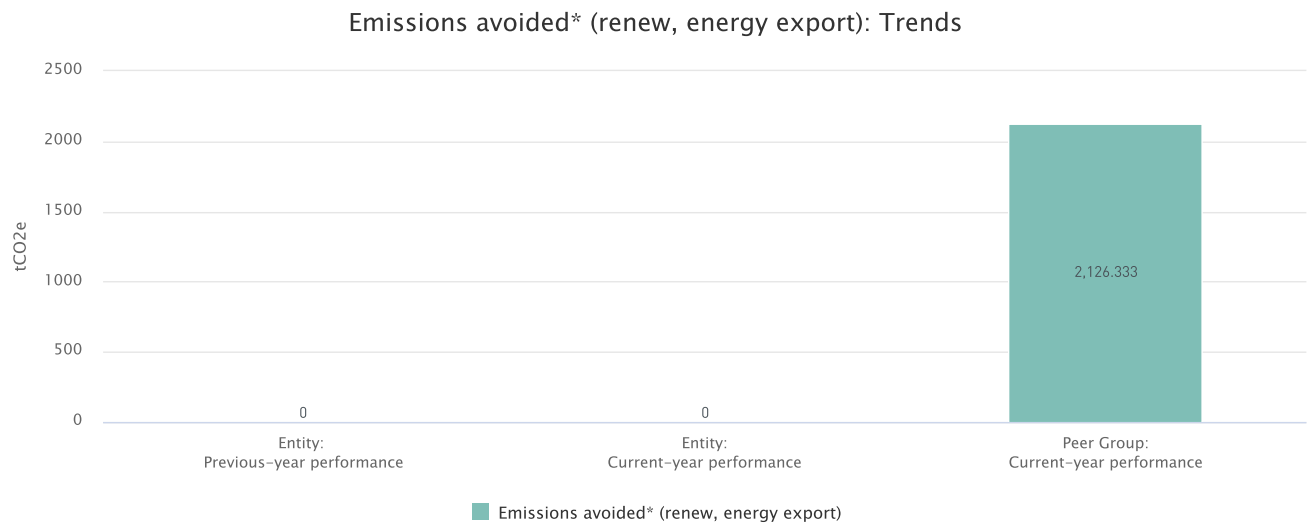
Absolute Performance and Targets



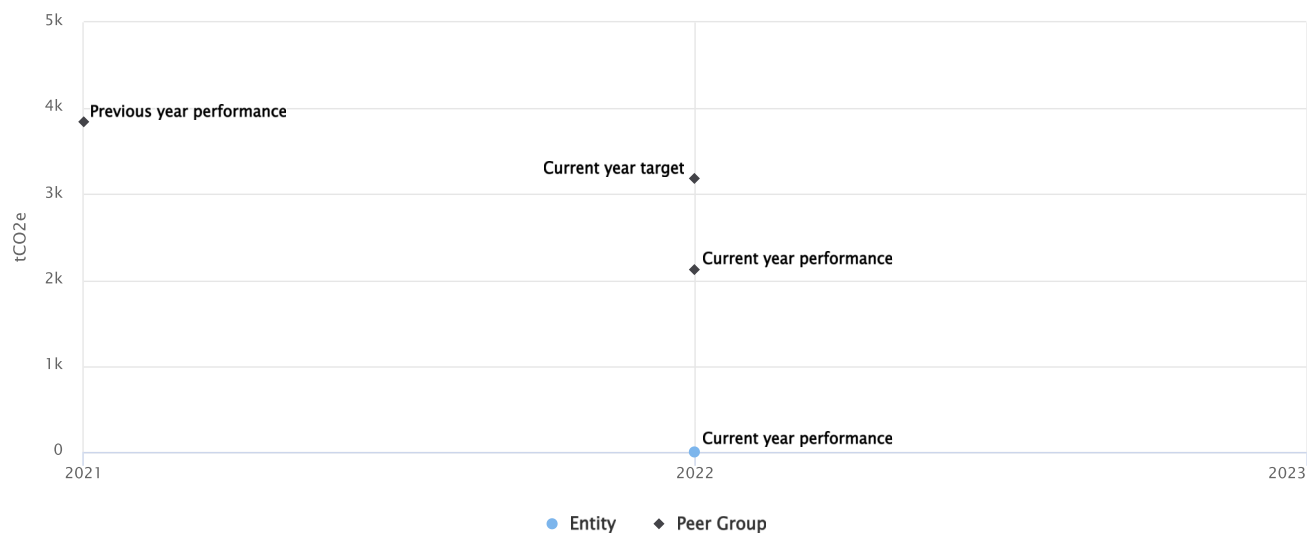
Greenhouse Gas Emissions

Emissions avoided* (renew, energy export)

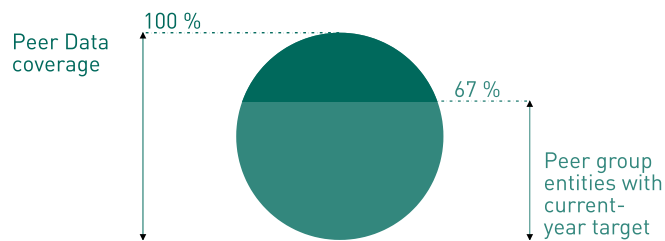
Absolute Performance and Targets



Emissions avoided* (renew, energy export)



Peer Group Performance Targets

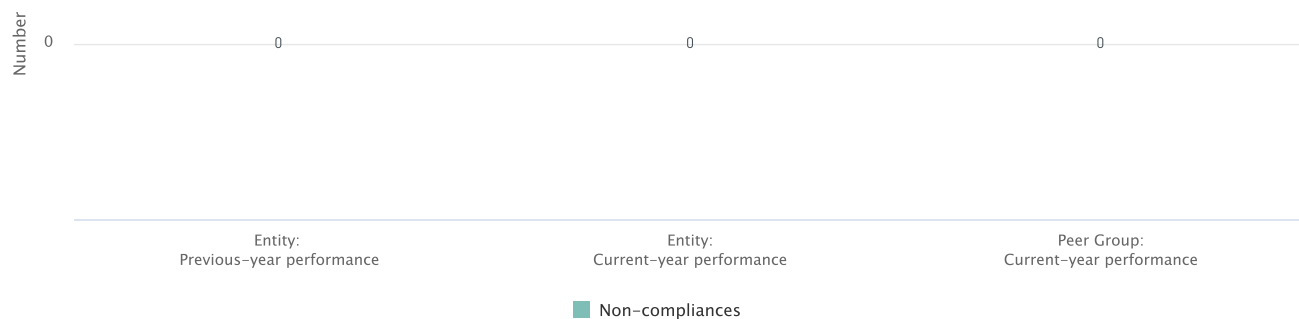


Air Pollution

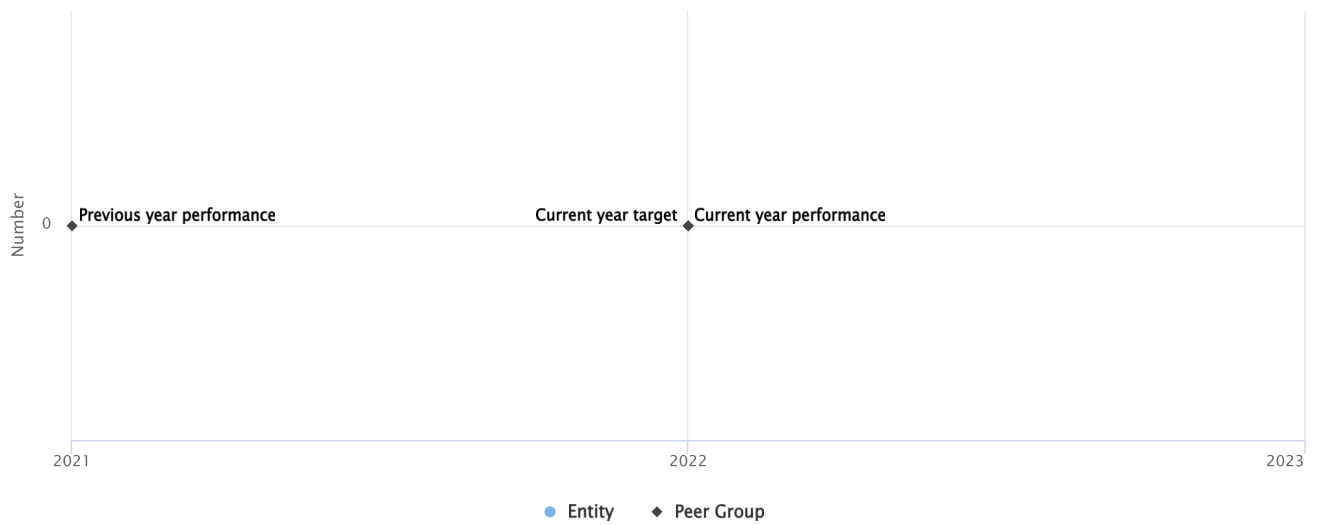
Non-compliances

Absolute Performance and Targets

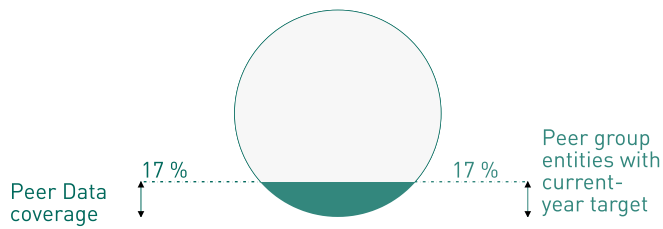
Non-compliances: Trends



Non-compliances



Peer Group Performance Targets

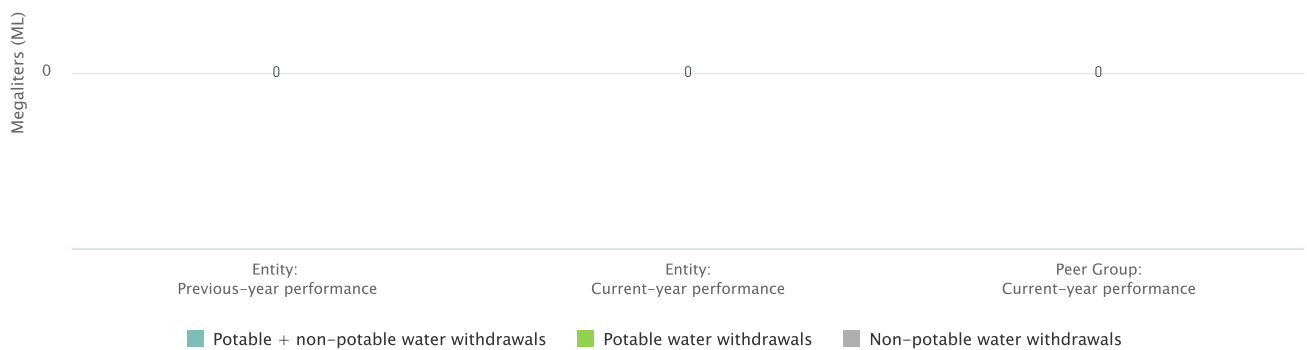


Water inflows/withdrawals

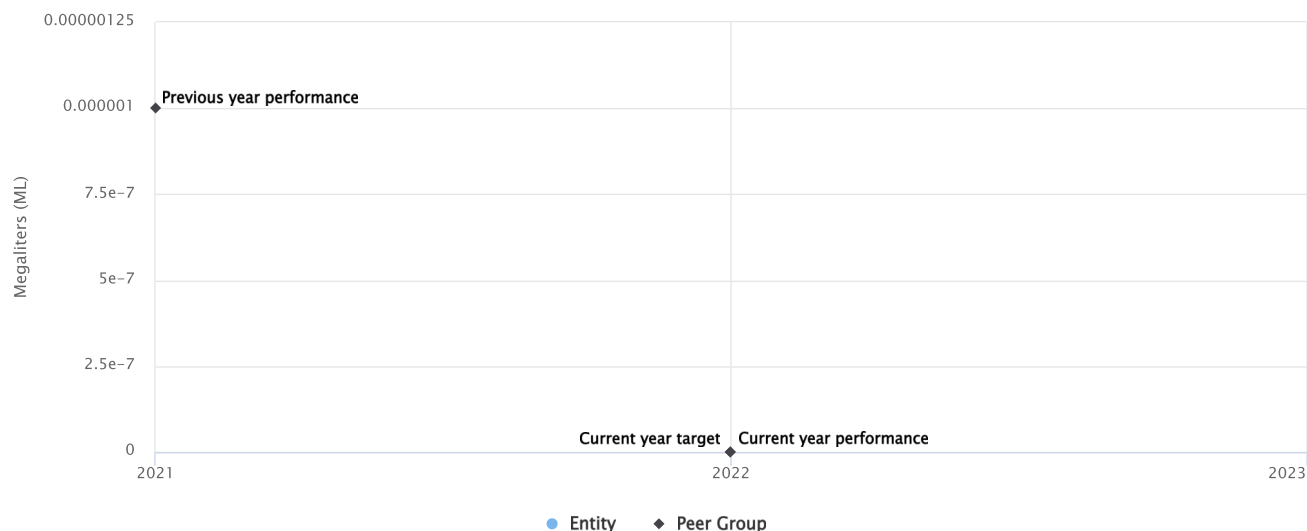
Water withdrawals

Absolute Performance and Targets

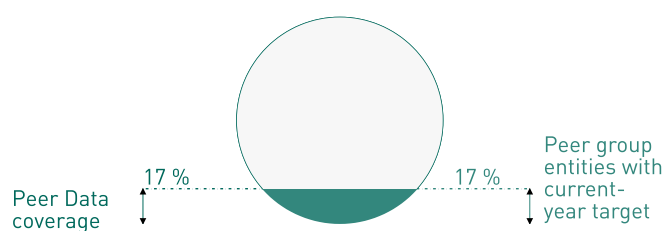
Total Water Withdrawals: Trends



Total water withdrawals



Peer Group Performance Targets



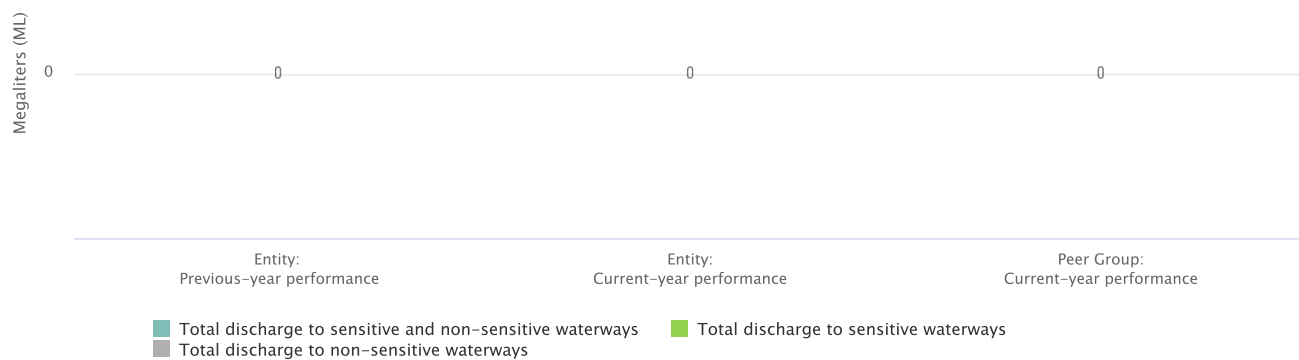
Intensity Performance

Water outflows/discharge

Total discharge to waterways

Absolute Performance and Targets

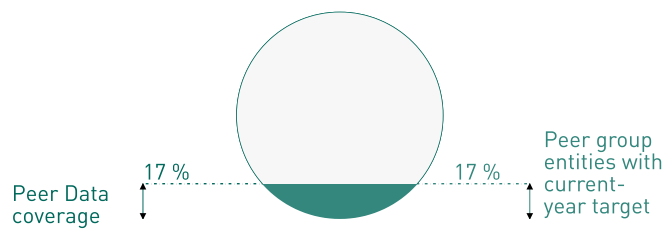
Total Discharge To Waterways: Trends



Total water discharged



Peer Group Performance Targets

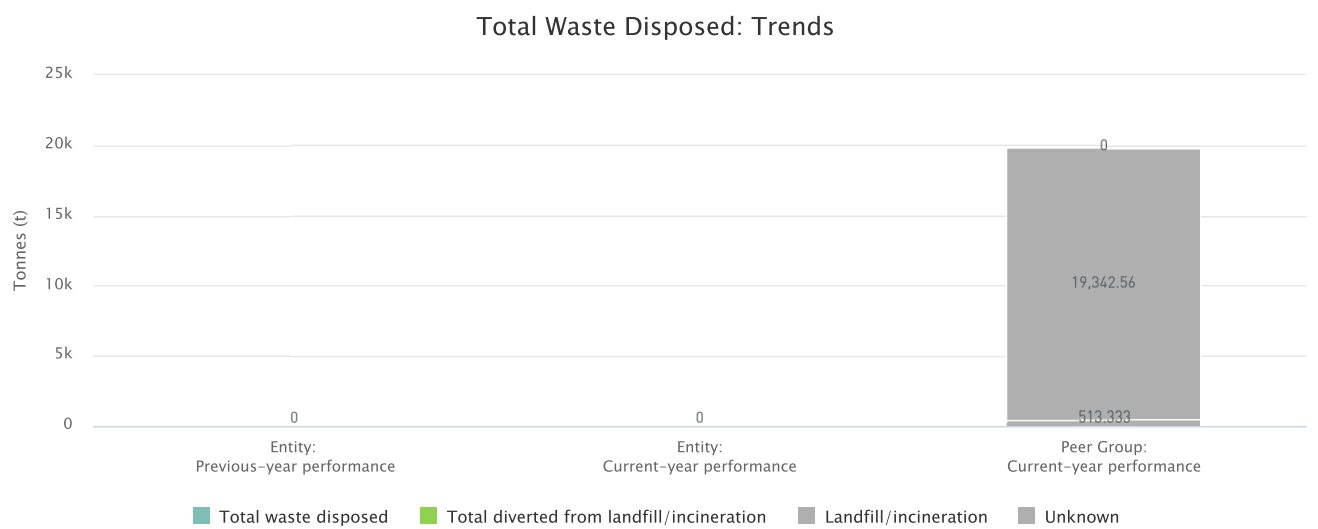


Intensity Performance

Waste

Total waste disposed

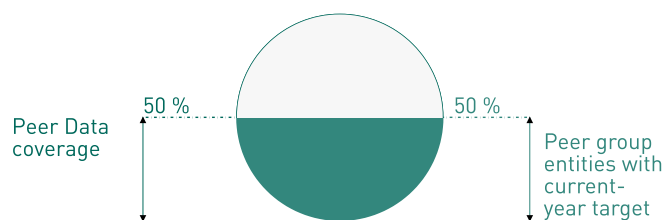
Absolute Performance and Targets



Total waste disposed



Peer Group Performance Targets

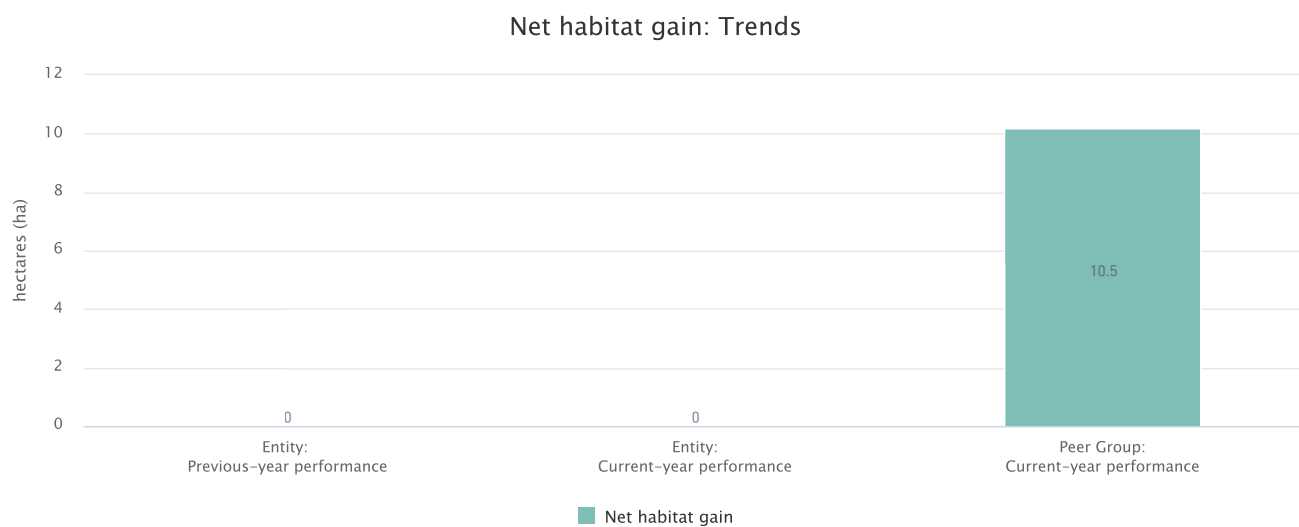


Intensity Performance

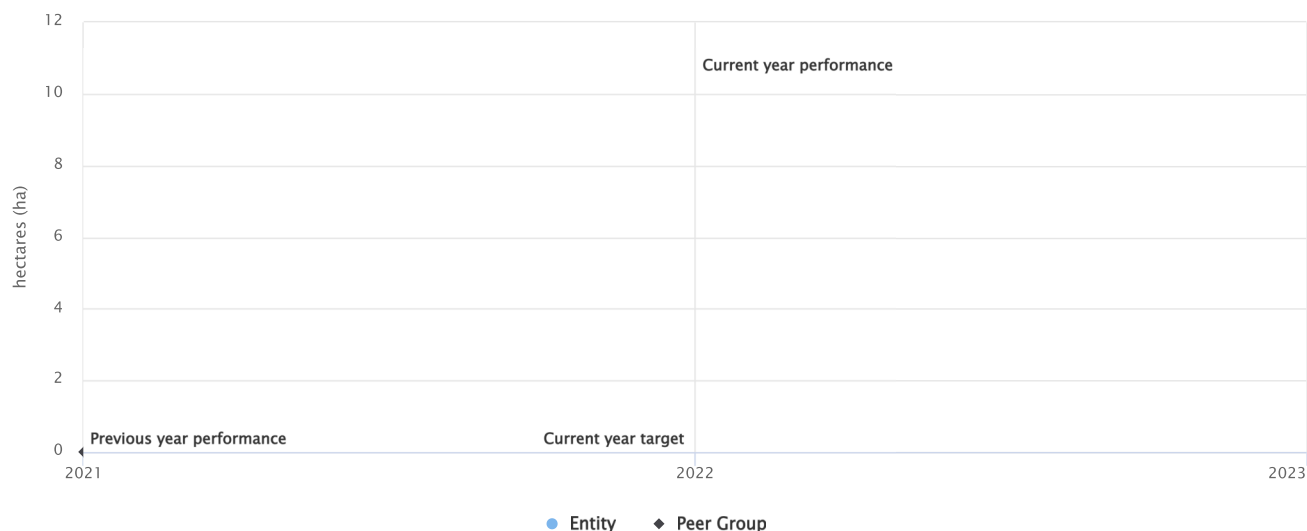
Biodiversity

Net habitat gain

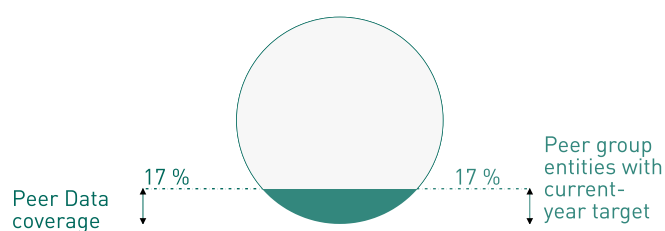
Absolute Performance and Targets



Net habitat gain



Peer Group Performance Targets



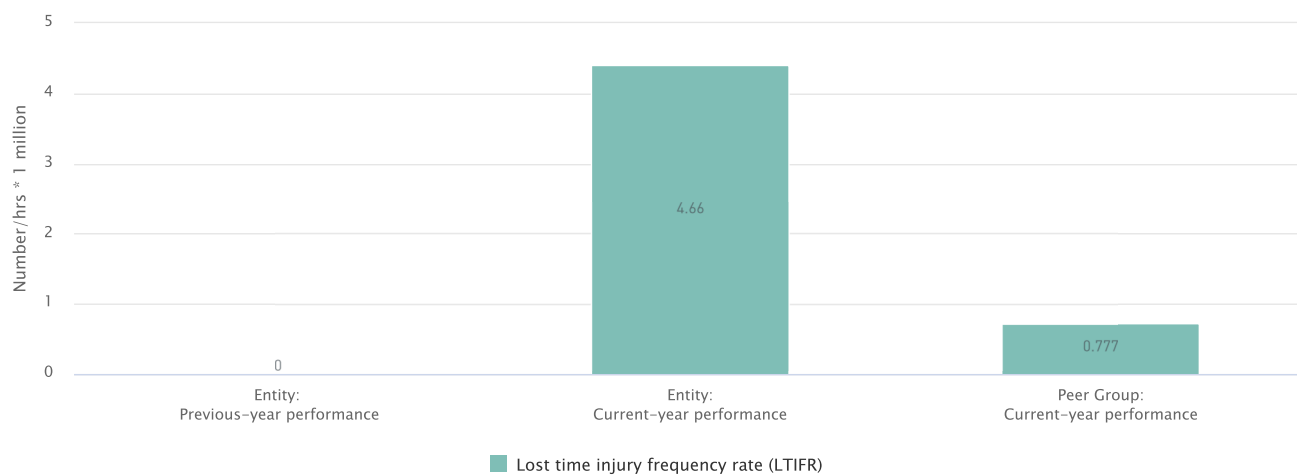
Intensity Performance

Health & Safety: Employees

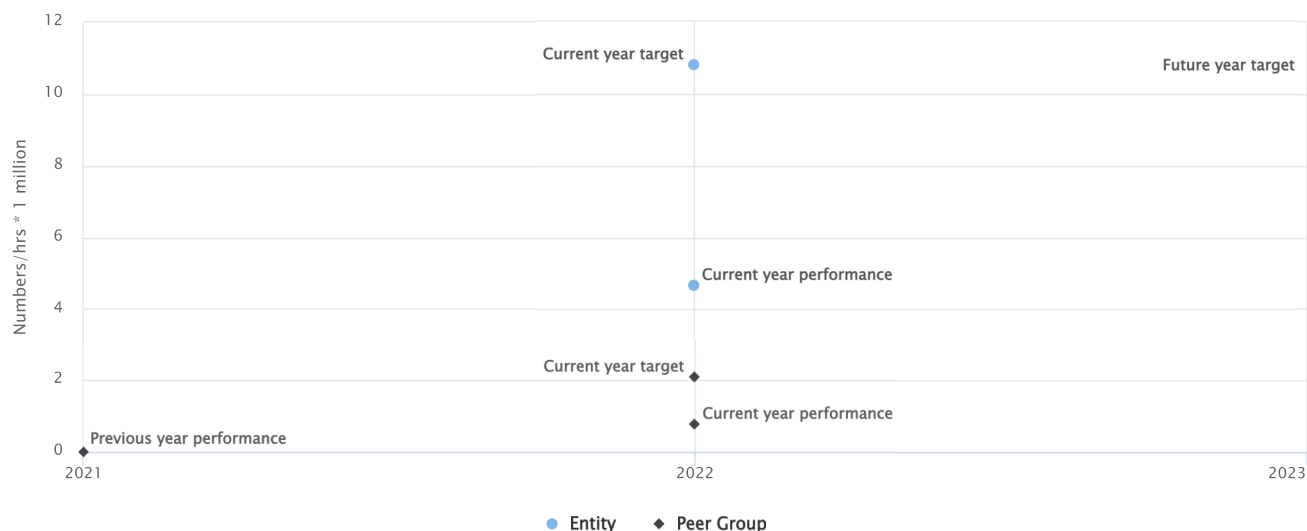
Lost time injury frequency rate (LTIFR)

Absolute Performance and Targets

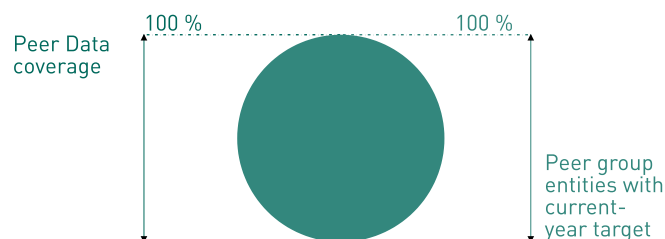
Lost time injury frequency rate (LTIFR): Trends



Lost time injury frequency rate (LTIFR)



Peer Group Performance Targets

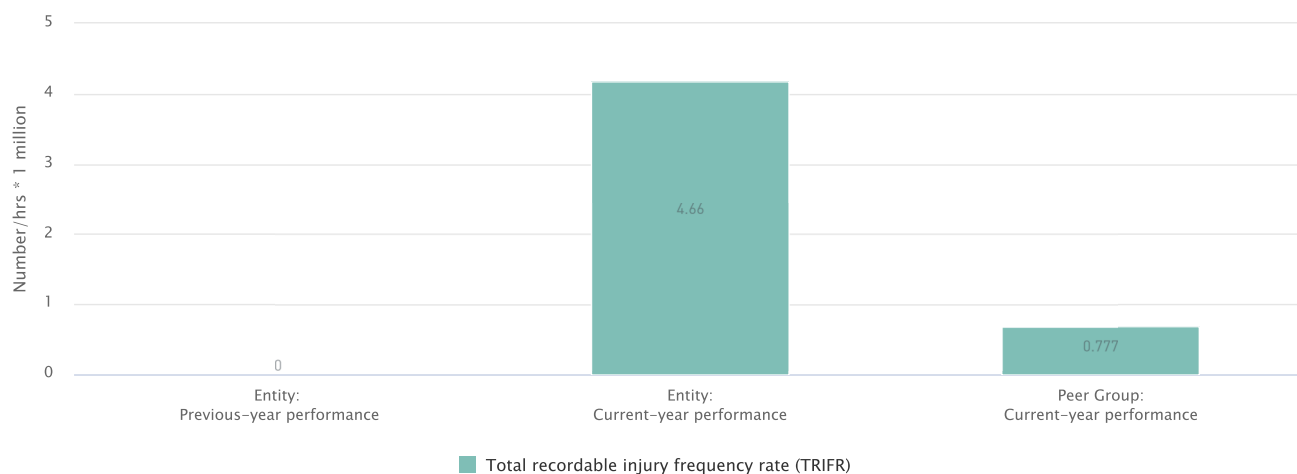


Health & Safety: Employees

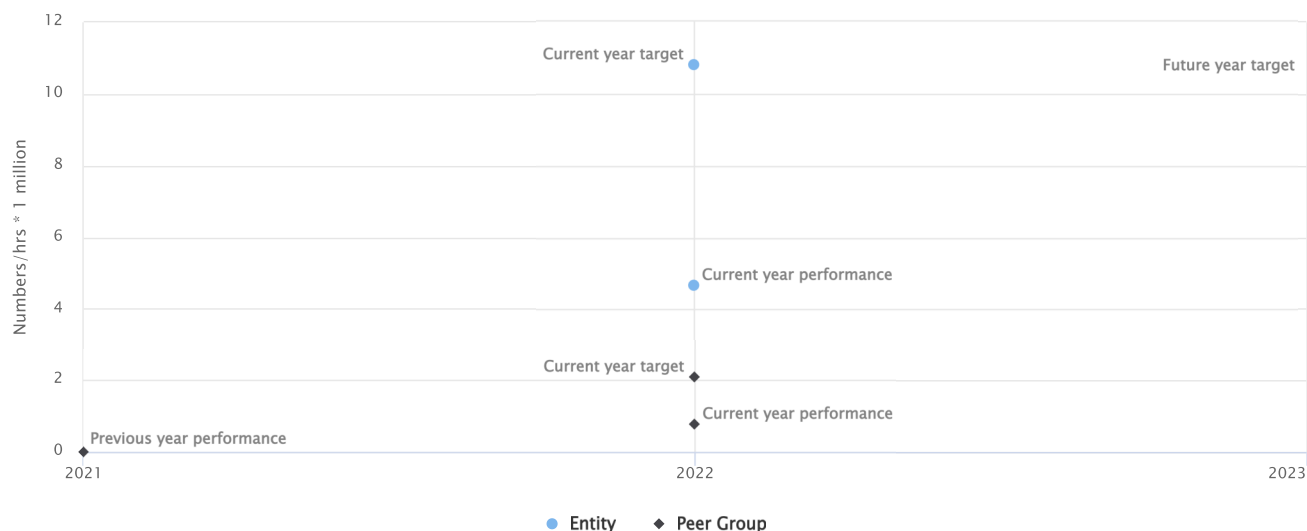
Total recordable injury frequency rate (TRIFR)

Absolute Performance and Targets

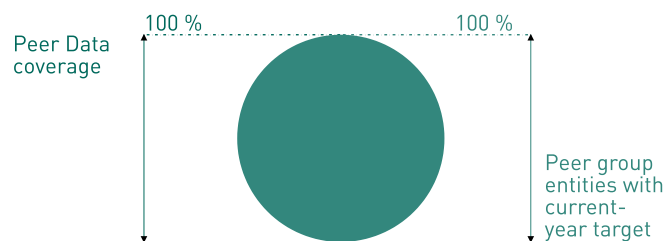
Total recordable injury frequency rate (TRIFR): Trends



Total recordable injury frequency rate (TRIFR)



Peer Group Performance Targets

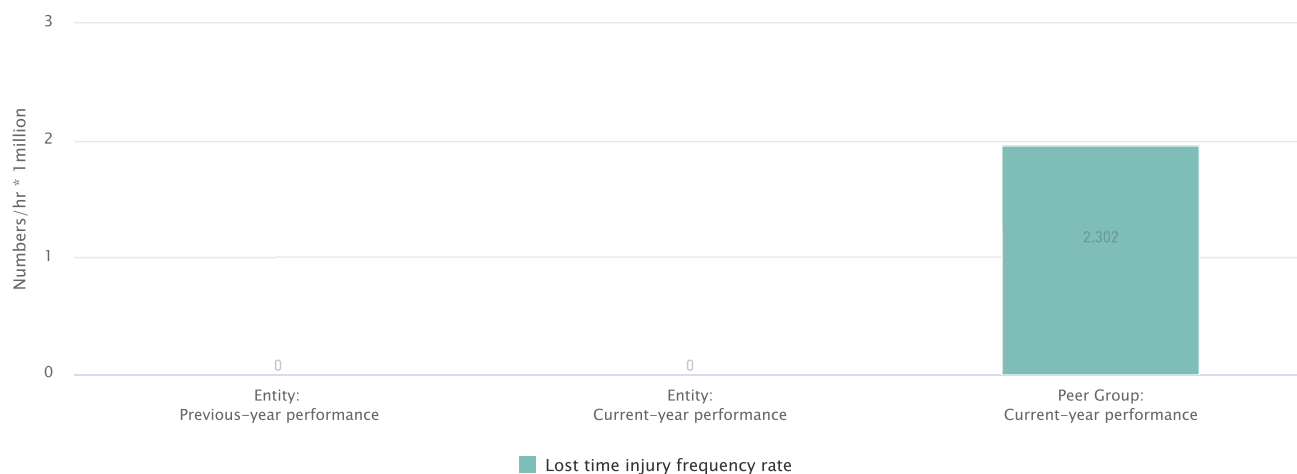


Health & Safety: Contractors

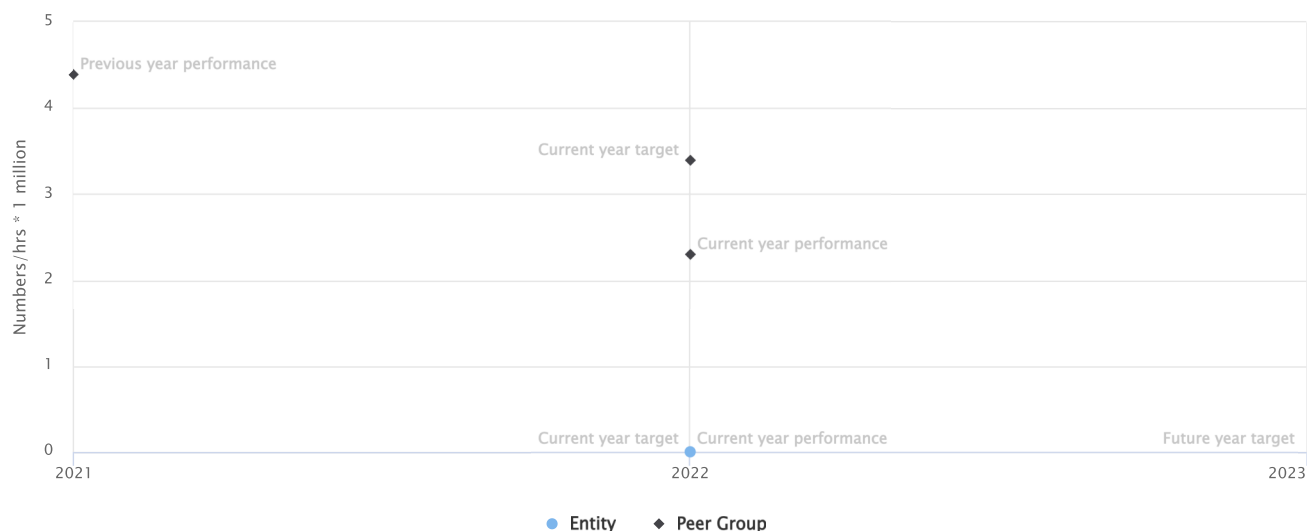
Lost time injury frequency rate

Absolute Performance and Targets

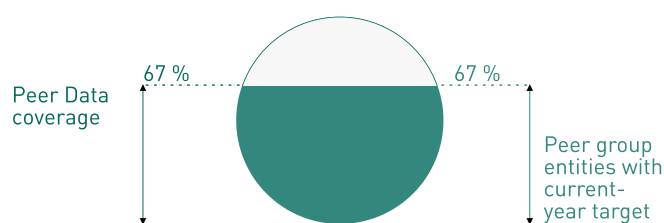
Lost time injury frequency rate: Trends



Lost time injury frequency rate



Peer Group Performance Targets

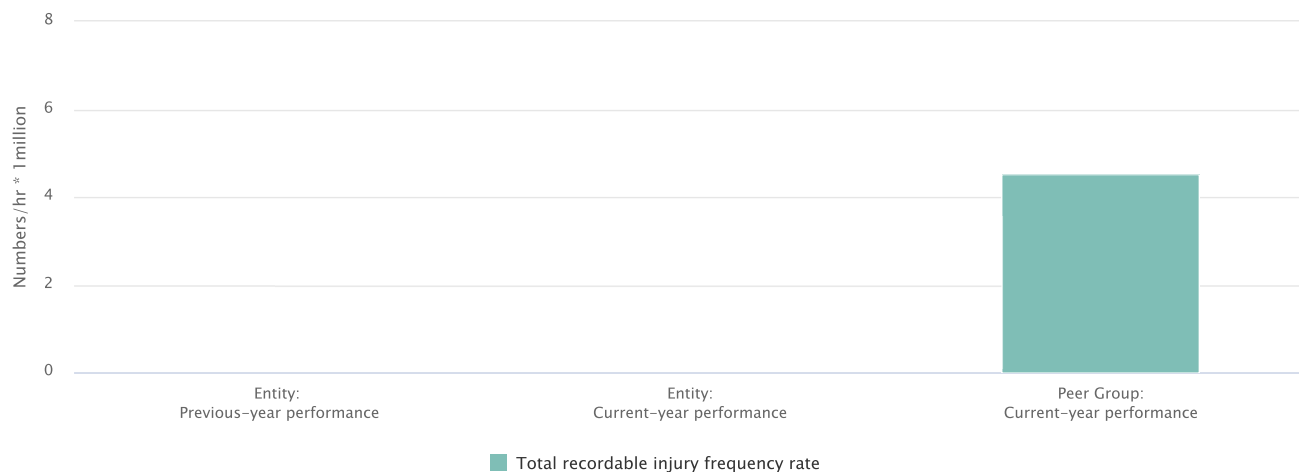


Health & Safety: Contractors

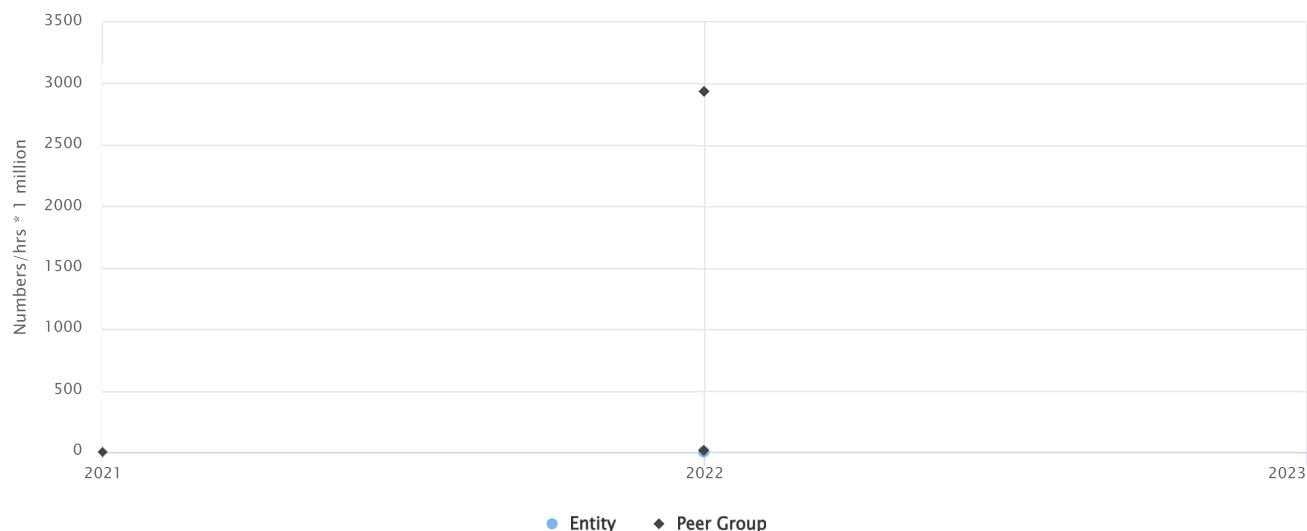
Total recordable injury frequency rate

Absolute Performance and Targets

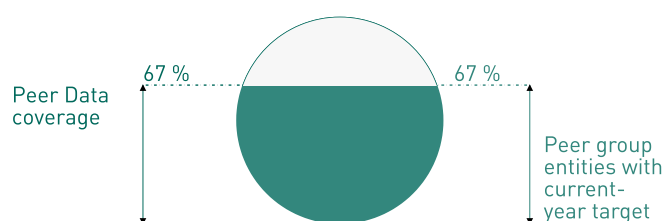
Total recordable injury frequency rate: Trends



Total recordable injury frequency rate



Peer Group Performance Targets

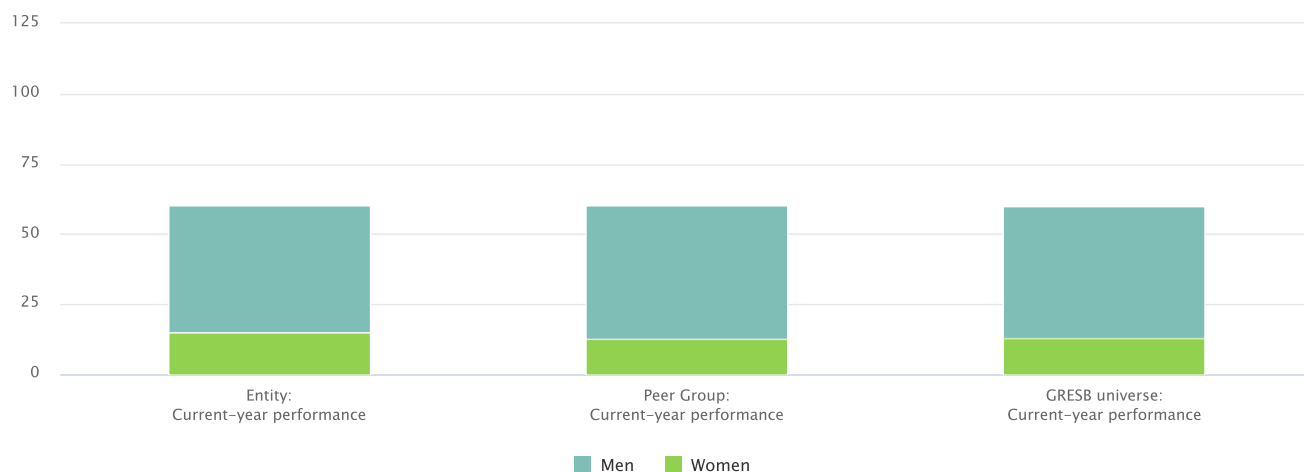


Diversity of governance bodies

Diversity Governance: Trends

Absolute Performance and Targets

Diversity Governance: Trends

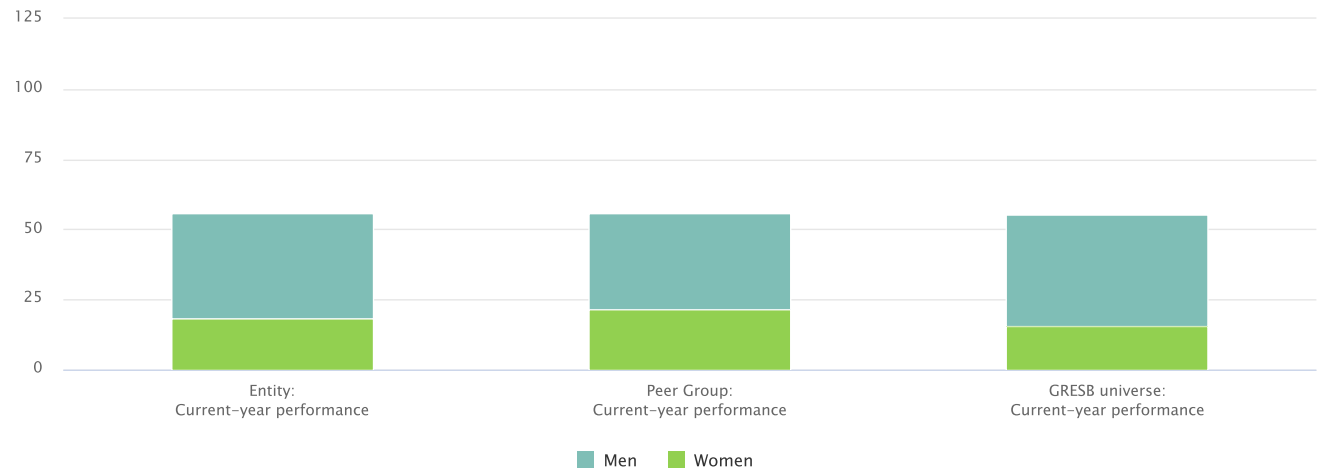


Diversity of all employees

Diversity All Employees: Trends

Absolute Performance and Targets

Diversity All Employees: Trends



Implementation

IM1 Not Scored

Implementation of environmental actions

☒ Yes

67% ^

Environmental

Issue Addressed

Greenhouse gas emissions

Category

Process efficiency

Description

Investigation on F-Gas

Incentive

Voluntary

Impact

Enhanced GHG reporting

Monetary Impact

None

Status

Implementation phase

Context

We investigated our F-gas production to see whether it was material to our emissions footprint. We plan to include it in future inventory calculations to better represent our overall emissions profile.

☐ No

33%

Additional context

[Not provided]

IM2 Not Scored

Implementation of social actions

☒ Yes

67%

Social

Issue Addressed

Health and safety: supply chain

Category

Training / development

Description

Working with suppliers to prepare for compliance with the German Supply Chain Act

Incentive

Voluntary

Impact

Checklists and training to ensure suppliers' compliance

Monetary Impact

None

Status

Planning / design phase

Context

In accordance with German Supply Chain Act, which will become relevant for Tele Columbus in 2024, the Company is currently working with suppliers and service providers to help them understand and comply with the Tele Columbus Suppliers Code of Conduct. This document is included in the contract for every order. The German Supply Chain Act will require Tele Columbus to use due diligence to help correct human rights and environmental issues, which includes the action of creating a system to monitor and manage suppliers' compliance with human rights and ESG issues.

☐ No

33%

Additional context

[Not provided]

IM3 Not Scored

Implementation of governance actions

☒ Yes

67%

Governance

Issue Addressed

Board ESG oversight

Category

Policy / management approach

Description

Establishing a policy where a board member has ESG as a core responsibility

Incentive

Both

Impact

Board member and C1 as core responsibility

Monetary Impact

None

Status

Completed / operational phase

Context

To improve our board's involvement in ESG activities, we established a policy so at least one board member has ESG as a core responsibility. This ensures all aspects of ESG are continuously addressed in our business.

☐ No

33%

Additional context

[Not provided]

Output and Impact

011 Not Scored

Output and impact

			Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
Metrics	Activity Metric	Units	2020	2021	2021	
Capacity	Bandwidth	Megabits/second	N/A	0	N/A	N/A
Output	Data Transmitted	Terabits (Tb)	N/A	1,046,971	N/A	N/A
Impact value	Currency	EUR	N/A	N/A	N/A	N/A

Mandatory cells

Output and impact intensities

Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
---------------------------	----------------------------	-----------------------	--------------------

Metrics	Units	Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
Output intensity (/GAV)	Terabits (Tb)/EUR	N/A	0.0005	N/A	N/A
Output intensity (/revenue)	Terabits (Tb)/EUR	N/A	0.0023	N/A	N/A
Impact intensity (/GAV)	EUR/EUR	N/A	N/A	N/A	N/A
Impact intensity (/revenue)	EUR/EUR	N/A	N/A	N/A	N/A
Impact intensity (/output)	EUR/Terabits (Tb)	N/A	N/A	N/A	N/A

Does the entity's data reported above cover all, and only, the facilities (as reported in RC3) and activities (RC4) for the entire reporting year (EC4)? (for reporting purposes only)

☒ Yes
 100%

☐ No
 0%

Additional context

[Not provided]

Energy

EN1 Points: 6.35/6.35

Reporting on energy performance

☒ Yes
 100%

Has the entity imported or purchased energy?

☒ Yes
 83%

Energy imported/purchased

Metrics	Units	Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
		2020	2021	2021	2023
Biofuels	MWh	N/A	0	N/A	N/A
Renewable hydrogen	MWh	N/A	0	N/A	N/A
Waste (non-biomass)	MWh	N/A	0	N/A	N/A
Renewable electricity	MWh	N/A	28,964	N/A	N/A
Renewable steam, heating and cooling	MWh	N/A	0	N/A	N/A
Coal	MWh	N/A	0	N/A	N/A

Metrics	Units	Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
		2020	2021	2021	2023
Diesel	MWh	N/A	5,331	N/A	N/A
LPG, butane or propane	MWh	N/A	0	N/A	N/A
Motor gasoline	MWh	N/A	261	N/A	N/A
Natural gas	MWh	N/A	0	N/A	N/A
Non-renewable hydrogen	MWh	N/A	0	N/A	N/A
Other non-renewable fuels	MWh	N/A	0	N/A	N/A
Non-renewable electricity	MWh	N/A	191	N/A	N/A
Non-renewable steam, heating and cooling	MWh	N/A	1,793	N/A	N/A
Total energy imported / purchased	MWh	N/A	36,540	36,540	37,340
% Renewable energy imported / purchased	%	N/A	79.2666	N/A	N/A
Benchmark group average (Total energy imported / purchased)	MWh	18,655.9677	316,509.46	185,543	N/A
Benchmark group average (% Renewable energy imported / purchased)	%	70.2085	48.902	60.6667	N/A

 Mandatory cells

☐ No 17%

Has the entity generated energy onsite?

☐ Yes 0%

☒ No 100%

Has the entity exported or sold energy?

☐ Yes 17%

☒ No 83%

Energy consumed

Metrics	Units	Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
		2020	2021	2021	2023
Renewable energy consumed	MWh	N/A	28,964	N/A	N/A
Non-renewable energy consumed	MWh	N/A	7,576	N/A	N/A
Total energy consumed	MWh	N/A	36,540	36,540	37,340
% Renewable energy consumed	%	N/A	79.2666	N/A	N/A
Benchmark group average (Total energy consumed)	MWh	18,599.7897	263,728.9577	315,030.4	N/A

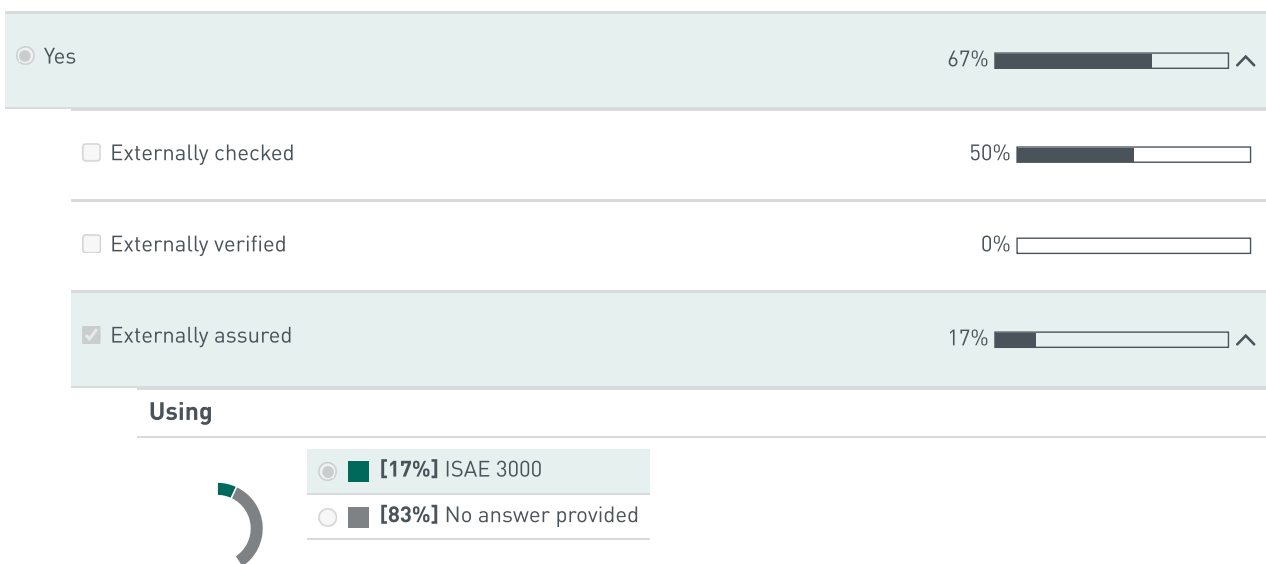
Metrics	Units	Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
		2020	2021	2021	2023
Benchmark group average [% Renewable energy consumed]	%	70.2085	48.902	45.5	N/A

 Scored cells for all other sectors

Energy intensities

Metrics	Units	Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
		2020	2021	2021	
Energy consumption intensity (/GAV)	MWh/EUR	N/A	0	N/A	N/A
Energy consumption intensity (/revenue)	MWh/EUR	N/A	0.0001	N/A	N/A
Energy consumption intensity (/output)	MWh/Terabits (Tb)	N/A	0.0349	N/A	N/A
Energy export intensity (/GAV)	MWh/EUR	N/A	0	N/A	N/A
Energy export intensity (/revenue)	MWh/EUR	N/A	0	N/A	N/A
Energy export intensity (/output)	MWh/Terabits (Tb)	N/A	0	N/A	N/A

Has the data reported above been reviewed by an independent third party?



Applicable evidence

Evidence provided (but not shared with investors)



Does the entity's data reported above cover all, and only, the facilities (as reported in RC3) and activities (RC4) for the entire reporting year (EC4)? (for reporting purposes only)

Yes

83%

No

17%

No

0%

Additional context

[Not provided]

Greenhouse Gas Emissions

GH1 Points: 6.35/6.35

Reporting on greenhouse gas emissions

Yes

100%

^

Total greenhouse gas emissions

Metrics	Units	Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
		2020	2021	2021	2023
Emissions from combustion of fuels	tCO ₂ e	N/A	1,483	N/A	N/A
Process emissions	tCO ₂ e	N/A	0	N/A	N/A
Fugitive emissions	tCO ₂ e	N/A	0	N/A	N/A
Total scope 1	tCO ₂ e	N/A	1,483	N/A	N/A
Scope 2	tCO ₂ e	N/A	11,106	N/A	N/A
Total Scope 1 + 2	tCO ₂ e	N/A	12,589	N/A	N/A
Scope 3	tCO ₂ e	N/A	42,801.0334	N/A	N/A
Total Scope 1, 2 + 3	tCO ₂ e	N/A	55,390.0334	N/A	N/A
On-site offsets	tCO ₂ e	N/A	0	N/A	N/A
Offsets purchased	tCO ₂ e	N/A	112	N/A	N/A
Net GHG emissions (Scope 1 + 2)	tCO ₂ e	N/A	12,477	8,653	2,986
Net GHG emissions (Scope 1, 2 + 3)	tCO ₂ e	N/A	55,278.0334	N/A	N/A
Emissions avoided* (renew, energy export)	tCO ₂ e	N/A	0	N/A	N/A
Benchmark group average (Total Scope 1 + 2)	tCO ₂ e	387	2,548.7283	561.125	N/A
Benchmark group average (Net GHG emissions (Scope 1 + 2))	tCO ₂ e	387	2,528.395	2,185.9	N/A

Mandatory cells Scored cells for all other sectors Scored cells for Renewable Power sectors

Can the entity report on scope 3 greenhouse gas emissions?

☒ Yes

67%  ^

Scope 3 greenhouse gas emissions

Metrics	Units	Previous-year performance	Reporting-year performance
		2020	2021
Purchased goods and services	tCO ₂ e	N/A	17,934.7606
Capital goods	tCO ₂ e	N/A	N/A
Fuel- and energy-related activities	tCO ₂ e	N/A	553.7
Upstream transportation & distribution	tCO ₂ e	N/A	55
Waste generated in operations	tCO ₂ e	N/A	N/A
Business travel	tCO ₂ e	N/A	41.553
Employee commuting	tCO ₂ e	N/A	N/A
Upstream leased assets	tCO ₂ e	N/A	N/A
Downstream transportation & distribution	tCO ₂ e	N/A	N/A
Processing of sold products	tCO ₂ e	N/A	N/A
Use of sold products	tCO ₂ e	N/A	24,216.0199
End-of-life treatment of sold products	tCO ₂ e	N/A	N/A
Downstream leased assets	tCO ₂ e	N/A	N/A
Franchises	tCO ₂ e	N/A	N/A
Investments	tCO ₂ e	N/A	N/A
Total Scope 3 emissions	tCO ₂ e	N/A	42,801.0334
Benchmark group average (Total Scope 3 emissions)	tCO ₂ e	0	14,639.4084

☐ No

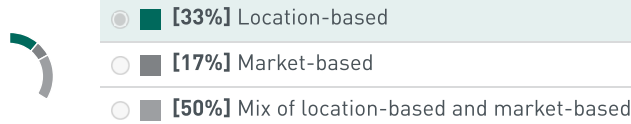
33% 

Greenhouse gas emissions intensities

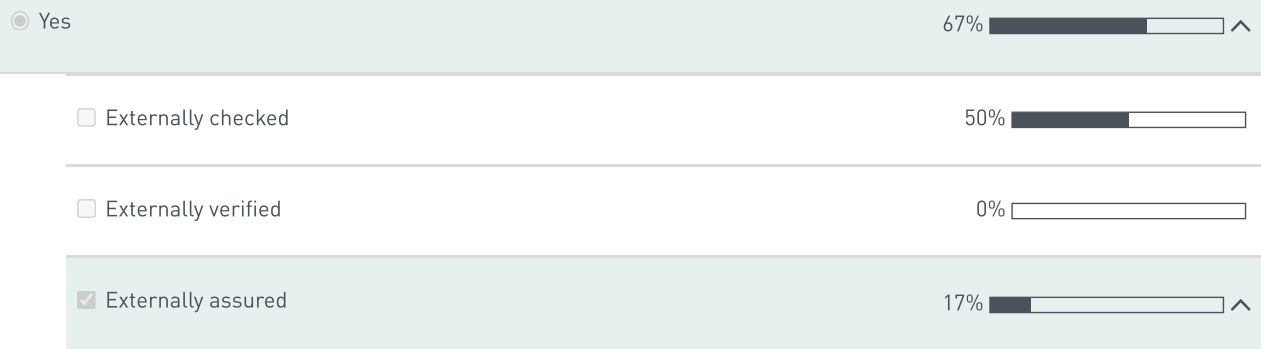
Metrics	Units	Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
		2020	2021	2021	
Gross emissions intensity (/GAV)	tCO ₂ e/EUR	N/A	0	N/A	N/A
Gross emissions intensity (/revenue)	tCO ₂ e/EUR	N/A	0	N/A	N/A
Gross emissions intensity (/output)	tCO ₂ e/Terabits (Tb)	N/A	0.012	N/A	N/A
Net emissions intensity (/GAV)	tCO ₂ e/EUR	N/A	0	N/A	N/A
Net emissions intensity (/revenue)	tCO ₂ e/EUR	N/A	0	N/A	N/A

Metrics	Units	Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
		2020	2021	2021	
Net emissions intensity (/output)	tCO ₂ e/Terabits [Tb]	N/A	0.0119	N/A	N/A

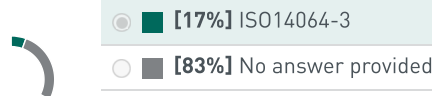
Indicate which of the following approaches was used to calculate the scope 2 emissions reported above:



Has the data reported above been reviewed by an independent third party?



Using

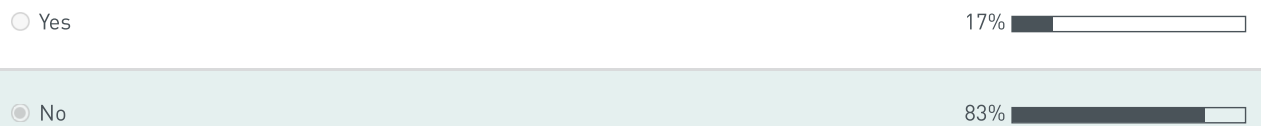


Applicable evidence

Evidence provided (but not shared with investors)



Are any of the targets reported in the table above approved by the Science-Based Targets Initiative?



Does the entity's data reported above cover all, and only, the facilities (as reported in RC3) and activities (RC4) for the entire reporting year (EC4)? (for reporting purposes only)



Additional context

[Not provided]

Air Pollution

AP1 Points: 0/0

Reporting on air pollution

☐ Yes

17%

☒ No

83%

Additional context

[Not provided]

Water

WT1 Points: 0/0

Reporting on water inflows/withdrawals

☐ Yes

17%

☒ No

83%

Additional context

[Not provided]

WT2 Points: 0/0

Reporting on water outflows/discharges

☐ Yes

17%

☒ No

83%

Additional context

[Not provided]

Waste

WS1 Points: 0/0

Reporting on waste generation and disposal

☐ Yes50%

☒ No50%

Additional context

 Due to the digital nature of Tele Columbus, waste is de minimis.

Biodiversity & Habitat

BI1 Points: 0/0

Reporting on biodiversity and habitat

☐ Yes17%

☒ No83%

Additional context

[Not provided]

Health & Safety

HS1 Points: 12.69/12.69

Reporting on health and safety performance: employees

☒ Yes100%

Employees

		Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
Metrics	Units	2020	2021	2021	
Fatalities	Number	N/A	0	N/A	N/A
Lost time injuries	Number	N/A	9	N/A	N/A

		Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
Metrics	Units	2020	2021	2021	
Total recordable injuries	Number	N/A	9	N/A	N/A
Near miss incidents	Number	N/A	0	N/A	N/A
Hours worked	Number	N/A	1,931,200	N/A	N/A

☐ Mandatory cells

Employee intensities

		Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
Metrics	Units	2020	2021	2021	2023
Lost time injury frequency rate (LTIFR)	Number/hrs * 1 million	N/A	4.6603	10.8	10.5
Total recordable injury frequency rate (TRIFR)	Number/hrs * 1 million	N/A	4.6603	10.8	10.5
Benchmark group average (Lost time injury frequency rate (LTIFR))	Number/hrs * 1 million	0	0.7767	2.1	N/A
Benchmark group average (Total recordable injury frequency rate (TRIFR))	Number/hrs * 1 million	0	0.7767	2.1	N/A

☐ Scored cells for all other sectors

Has the data reported above been reviewed by an independent third party?

☒ Yes 17% ^

☐ Externally checked 0%

☐ Externally verified 0%

☒ Externally assured 17% ^

Using

☒ [17%] ISAE 3000

☐ [83%] No answer provided

Applicable evidence

Evidence provided (but not shared with investors)

☐ No 83%

Does the entity's data reported above cover all, and only, the facilities (as reported in RC3) and activities (RC4) for the entire reporting year (EC4)? (for reporting purposes only)

☒ Yes

100%

☐ No

0%

☐ No

0%

Additional context

[Not provided]

HS2 Points: 6.35/6.35

Reporting on health and safety performance: contractors

☒ Yes

67%

Contractors

Metrics	Units	Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
		2020	2021	2021	
Fatalities	Number	N/A	0	N/A	N/A
Lost time injuries	Number	N/A	0	N/A	N/A
Total recordable injuries	Number	N/A	0	N/A	N/A
Near miss incidents	Number	N/A	0	N/A	N/A
Hours worked	Number	N/A	110,500	N/A	N/A

Mandatory cells

Contractor intensities

Metrics	Units	Previous-year performance	Reporting-year performance	Reporting-year target	Future-year target
		2020	2021	2021	2023
Lost time injury frequency rate	Numbers/hr * 1million	N/A	0	0	0
Total recordable injury frequency rate	Numbers/hr * 1million	N/A	0	0	0
Benchmark group average (Lost time injury frequency rate)	Numbers/hr * 1million	4.3942	2.3017	3.391	N/A
Benchmark group average (Total recordable injury frequency rate)	Numbers/hr * 1million	4.3942	6.7991	2,941.45	N/A

Scored cells for all other sectors

Has the data reported above been reviewed by an independent third party?

☒ Yes

17%

☐ Externally checked

0%

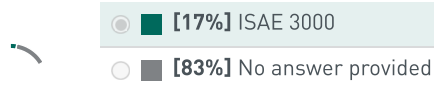
☐ Externally verified

0%

☒ Externally assured

17%

Using



Applicable evidence

Evidence provided (but not shared with investors)

☐ No

50%

Does the entity's data reported above cover all, and only, the facilities (as reported in RC3) and activities (RC4) for the entire reporting year (EC4)? (for reporting purposes only)

☒ Yes

67%

☐ No

0%

☐ No

33%

Additional context

[Not provided]

HS3 Points: 0/0

Reporting on health and safety performance: users

☐ Yes

0%

☒ No

100%

Additional context

[Not provided]

Reporting on health and safety performance: community

☐ Yes

0% 

☒ No

100% 

Additional context

[Not provided]

Employees

Reporting on employee engagement

☒ Yes

100%  ^

Does the entity provide training and development for employees?

☒ Yes

83%  ^

Average amount spent per FTE on training and development (using the currency as given in RC1): 466.43

Percentage of employees who received professional training in the reporting year: 88.3%

Percentage of employees who received ESG-related training in the reporting year: 75.2%

The ESG-related training focuses on the following elements (multiple answers possible)

☒ Environmental issues

50% 

☒ Social issues

67% 

☒ Governance issues


83% 

☐ No

17% 

Has the entity undertaken employee satisfaction surveys within the last three years?

☒ Yes

83%  ^

The survey is undertaken (multiple answers possible):

☐ Internally

67% 

☒ By an independent third party

33%

Percentage of employees covered: 100%

Survey response rate: 74%

Does the survey include quantitative metrics?

☐ Yes

83%^

Metrics include:

☒ Net Promoter Score

33%

☐ Overall satisfaction score

50%

☐ Other

17%

☐ No

0%

☐ No

17%

Does the entity's data reported above cover all, and only, the facilities (as reported in RC3) and activities (RC4) for the entire reporting year (EC4)? (for reporting purposes only)

☒ Yes

83%

☐ No

17%

☐ No

0%

Additional context

[Not provided]

EM2 Points: 12.69/12.69

Reporting on inclusion and diversity

☒ Yes

83%^

☒ Diversity of the entity's governance bodies

83%^

Select all diversity metrics (multiple answers possible)

☒ Age group distribution

67%

☐ Board tenure

33%

<input checked="" type="checkbox"/> Gender pay gap	33%	<div><div></div></div>
<input checked="" type="checkbox"/> Gender ratio	83%	<div><div></div></div>
Women: 25%		
Men: 75%		
<input type="checkbox"/> International background	17%	<div><div></div></div>
<input type="checkbox"/> Racial diversity	0%	<div><div></div></div>
<input type="checkbox"/> Socioeconomic background	0%	<div><div></div></div>
<input checked="" type="checkbox"/> Diversity of the entity's employees	83%	<div><div></div></div> ^

Select all diversity metrics (multiple answers possible)

<input checked="" type="checkbox"/> Age group distribution	50%	<div><div></div></div>
Under 30 years old: 10.6%		
Between 30 and 50 years old: 56.2%		
Over 50 years old: 33.2%		
<input checked="" type="checkbox"/> Gender pay gap	33%	<div><div></div></div>
19.2%		
<input checked="" type="checkbox"/> Gender ratio	83%	<div><div></div></div>
Women: 33%		
Men: 67%		
<input type="checkbox"/> International background	17%	<div><div></div></div>
<input type="checkbox"/> Racial diversity	0%	<div><div></div></div>
<input type="checkbox"/> Socioeconomic background	0%	<div><div></div></div>

Does the entity's data reported above cover all, and only, the facilities (as reported in RC3) and activities (RC4) for the entire reporting year (EC4)? (for reporting purposes only)

<input checked="" type="radio"/> Yes	83%	<div><div></div></div>
<input type="radio"/> No	0%	<div><div></div></div>
<input type="radio"/> No	17%	<div><div></div></div>

Additional context

Customer

CU1 Points: 6.35/6.35

Customer satisfaction monitoring

☒ Yes

83%

The survey is undertaken (multiple answers possible):

☐ Internally

67%

☒ By an independent third party

17%

Percentage of customers covered: 40%

Survey response rate: 10%

Does the survey include quantitative metrics?

☒ Yes

67%

Metrics include (multiple answers possible)

☒ Net Promoter Score

33%

☒ Overall satisfaction score

67%

☒ Satisfaction with communication

67%

☒ Satisfaction with responsiveness

17%

☐ Satisfaction with asset management

17%

☒ Understanding customer needs

67%

☒ Value for money

33%

☒ Other

33%

Scoring of employee availability and problem-solving skills

[ACCEPTED]

☐ No

17%

Does the entity’s data reported above cover all, and only, the facilities (as reported in RC3) and activities (RC4) for the entire reporting year (EC4)? (for reporting purposes only)

☒ Yes 67%

☐ No 17%

☐ No 17%

Additional context

[Not provided]

Certifications & Awards

CA1 Points: 0/2.88

Infrastructure certifications

☐ Yes 17%

☒ No 83%

Additional context

[Not provided]

CA2 Not Scored

Awards for ESG-related actions, performance, or achievements

☐ Yes 0%

☒ No 100%


Additional context

[Not provided]

GRESB Partners

Global Partners


[EVORA](#)


[GHD Advisory](#)


[WSP](#)

Premier Partners


[ARE](#)


[CSR DESIGN](#)


[中國法人信託發展中心](#)

Partners


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